2016 Workforce Survey Results
Ohio Results

1. Please indicate which of the following types of construction projects your firm performs (mark all that apply)?

- Hospital: 81%
- Higher education: 76%
- K-12 School: 70%
- Retail, warehouse, lodging: 68%
- Private office: 65%
- Manufacturing: 62%
- Public building: 51%
- Water/Sewer: 49%
- Highway: 46%
- Power: 35%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 27%
- Multifamily residential: 27%
- Other transportation (e.g. transit, airport): 27%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 95%
- Safety personnel: 89%
- Carpenters: 89%
- Laborers: 89%
- Estimating personnel: 86%
- Superintendent: 81%
- Engineers: 78%
- Tax/accounting/finance personnel: 78%
- Concrete workers: 73%
- Truck drivers: 73%
- Equipment operators-cranes, heavy...: 70%
- HR/training personnel: 62%
- IT personnel: 62%
- Cement masons: 62%
- Business development/sales personnel: 54%
- Mechanics: 54%
- Regional/divisional managers: 49%
- Iron workers: 46%
- Quality control personnel: 43%
- BIM personnel: 41%
- Bricklayers: 32%
- Millwrights: 30%
- Installers-drywall: 27%
- Traffic control personnel: 27%
- Pipefitters/welders: 16%
- Pipayers: 16%
- Electricians: 14%
- Installers-sheet metal: 11%
- Installers-other: 8%
- Plumbers: 8%
- Painters: 5%
- Roofers: 5%
- Linemen: 3%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion: 31%
- Yes, for replacement only: 16%
- No: 3%
- Don’t know: 5%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 59%
- We are having a hard time filling some salaried field positions: 65%
- We are having a hard time filling some hourly office positions: 30%
- We are having a hard time filling some hourly craft positions: 78%
- We are having no trouble filling any positions: 8%
- We do not have any openings to fill: 0%
- Don’t know: 3%

5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling:

- Project managers/supervisors: 69%
- Estimating personnel: 50%
- Engineers: 28%
- Safety personnel: 27%
- No trouble filling: 11%
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Carpenters: 70%
- Installers-drywall: 60%
- Superintendent: 57%
- Laborers: 48%
- Cement masons: 39%
- Concrete workers: 37%
- Equipment operators-cranes, heavy equipment: 35%
- Iron workers: 35%
- Mechanics: 30%
- No trouble filling: 3%

7. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

- It will continue to be hard to hire: 53%
- It will become harder to hire: 39%
- It will continue to be easy to hire: 28%
- It will become easier to hire: 11%
- Don't know: 17%

8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?

- Poor: 38%
- Fair: 35%
- Good: 19%
- Excellent: 0%
- Don't know: 8%
9. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?

- Yes, to other construction firms in our area: 40% Hourly, 43% Salaried
- Yes, to other construction firms outside of our area: 20%, 11% Hourly, Salaried
- Yes, to other industries in our area: 22%, 17% Hourly, Salaried
- Yes, to other industries outside of our area: 3%, 5% Hourly, Salaried
- No: 34%, 27% Hourly, Salaried
- Don't know: 14%, 9% Hourly, Salaried

10. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions (mark all that apply)?

- Yes, our firm increased base pay rates: 53%, 46% Hourly, Salaried
- Yes, our firm provided incentives/bonuses: 50%, 19% Hourly, Salaried
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 19%, 19% Hourly, Salaried
- No, but we are considering increases in pay and/or benefits in the near future: 19%, 16% Hourly, Salaried
- No, and we are not considering increases in pay and/or benefits: 16%, 3% Hourly, Salaried
- Don't know: 14%, 8% Hourly, Salaried
- We do not employ or recruit: 0%, 0% Hourly, Salaried
11. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?

- Engage with career-building program (e.g. highschool, college, career & technical education) 68%
- In-house training 59%
- Interns 59%
- Overtime hours 57%
- Executive search firms 51%
- Unions 41%
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery 38%
- Subcontractors 38%
- Staffing firms and professional employer organizations (noncraft) 30%
- Lean Construction 22%
- Offsite prefabrication 16%
- Labor suppliers (craft) 11%
- Virtual construction methods (e.g. BIM) 8%

12. If your firm is experiencing staffing challenges, how would you describe the impact on your company’s safety and health program or performance?

- Increased number of reportable injuries and illnesses 16%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports 19%
- Increased number of workers compensation claims 19%
- No change 54%
- Decreased number of reportable injuries and illnesses 16%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports 3%
- Decreased number of workers compensation claims 3%
13. When you self-perform construction work, do you operate as a union contractor or an open shop?
- We always operate as a union contractor: 59%
- We primarily operate as a union contractor but not always: 14%
- We primarily operate as an open-shop contractor but not always: 5%
- We always operate as an open-shop contractor: 22%
- We do not self-perform or directly hire craft personnel: 0%

14. Would/do you encourage your children to pursue careers in construction?
- Yes: 73%
- No: 19%
- N/A: 8%

15. How many total employees does your firm employ at all of its locations?
- 1,000 or more: 11%
- 500-999: 15%
- 50-249: 22%
- 1-49: 22%
- 250-499: 30%

16. Estimate the total dollar amount of work your firm performed during the past 12 months.
- $10 million or less: 14%
- $10.1 million-$30 million: 14%
- $30.1 million-$50 million: 3%
- Over $500 million: 5%
- $50.1 million-$100 million: 16%
- $100.1 million-$500 million: 49%