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

- Private office: 48%
- Highway: 43%
- Retail, warehouse, lodging: 43%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 38%
- Hospital: 38%
- Higher education: 33%
- Manufacturing: 33%
- Power: 33%
- Public building: 29%
- Water/Sewer: 29%
- Multifamily residential: 19%
- Other transportation (e.g. transit, airport): 19%
- K-12 School: 10%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 90%
- Estimating personnel: 81%
- Superintendent: 81%
- Laborers: 76%
- Safety personnel: 67%
- Truck drivers: 67%
- Engineers: 62%
- Carpenters: 62%
- IT personnel: 57%
- Tax/accounting/finance personnel: 57%
- Equipment operators-cranes, heavy...: 57%
- Business development/sales personnel: 48%
- HR/training personnel: 48%
- Cement masons: 48%
- Concrete workers: 48%
- Mechanics: 38%
- Regional/divisional managers: 33%
- Quality control personnel: 29%
- BIM personnel: 24%
- Bricklayers: 19%
- Electricians: 19%
- Installers-drywall: 19%
- Iron workers: 19%
- Traffic control personnel: 19%
- Pipefitters/welders: 14%
- Pipelayers: 14%
- Linemen: 10%
- Installers-sheet metal: 5%
- Installers-other: 5%
- Millwrights: 5%
- Plumbers: 5%
- Roofers: 5%
- Painters: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion: 74%
- Yes, for replacement only: 28%
- No: 16%
- Don’t know: 6%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 38%
- We are having a hard time filling some salaried field positions: 38%
- We are having a hard time filling some hourly office positions: 14%
- We are having a hard time filling some hourly craft positions: 62%
- We are having no trouble filling any positions: 5%
- We do not have any openings to fill: 10%
- Don’t know: 5%

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

- Project managers/supervisors: 58%
- Estimating personnel: 41%
- No trouble filling: 24%

6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Equipment operators-crane, heavy equipment: 42%
- Superintendent: 41%
- Truck drivers: 36%
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% Hourly, 47% Salaried
- **It will become harder to hire**: 26% Hourly, 21% Salaried
- **It will continue to be easy to hire**: 0% Hourly, 5% Salaried
- **It will become easier to hire**: 0% Hourly, 0% Salaried
- **Don't know**: 16% Hourly, 32% Salaried

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

- **Poor**: 19% Hourly, 38% Salaried
- **Fair**: 29% Hourly, 29% Salaried
- **Good**: 29% Hourly, 29% Salaried
- **Excellent**: 0% Hourly, 0% Salaried
- **Don't know**: 14% Hourly, 14% Salaried

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**: 20% Hourly, 20% Salaried
- **Yes, to other construction firms outside of our area**: 11% Hourly, 11% Salaried
- **Yes, to other industries in our area**: 20% Hourly, 20% Salaried
- **Yes, to other industries outside of our area**: 5% Hourly, 5% Salaried
- **No**: 35% Hourly, 61% Salaried
- **Don't know**: 25% Hourly, 25% 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
- Yes, our firm provided incentives/bonuses
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits
- No, but we are considering increases in pay and/or benefits in the near future
- No, and we are not considering increases in pay and/or benefits
- Don’t know

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)?

- Overtime hours
- Unions
- Interns
- Engage with career-building program (e.g. highschool, college, career & technical education)
- In-house training
- Executive search firms
- Staffing firms and professional employer organizations (noncraft)
- Offsite prefabrication
- Subcontractors
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery
- Lean Construction
- Virtual construction methods (e.g. BIM)
- Labor suppliers (craft)
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: 5%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Increased number of workers compensation claims: 0%
- No change: 81%
- Decreased number of reportable injuries and illnesses: 14%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 10%
- Decreased number of workers compensation claims: 10%

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: 7%
- We primarily operate as a union contractor but not always: 19%
- We primarily operate as an open-shop contractor but not always: 10%
- We always operate as an open-shop contractor: 0%
- We do not self-perform or directly hire craft personnel: 14%

14. Would/do you encourage your children to pursue careers in construction?

- Yes: 7%
- No: 24%
- N/A: 14%

15. How many total employees does your firm employ at all of its locations?

- 1,000 or more: 5%
- 250-499: 14%
- 500-999: 19%
- 1-49: 29%
- 50-249: 33%

16. Estimate the total dollar amount of work your firm performed during the past 12 months.

- $10.1 million-$30 million: 0%
- Over $500 million: 5%
- $30.1 million-$50 million: 14%
- $50.1 million-$100 million: 14%
- $100.1 million-$500 million: 29%
- $10 million or less: 38%