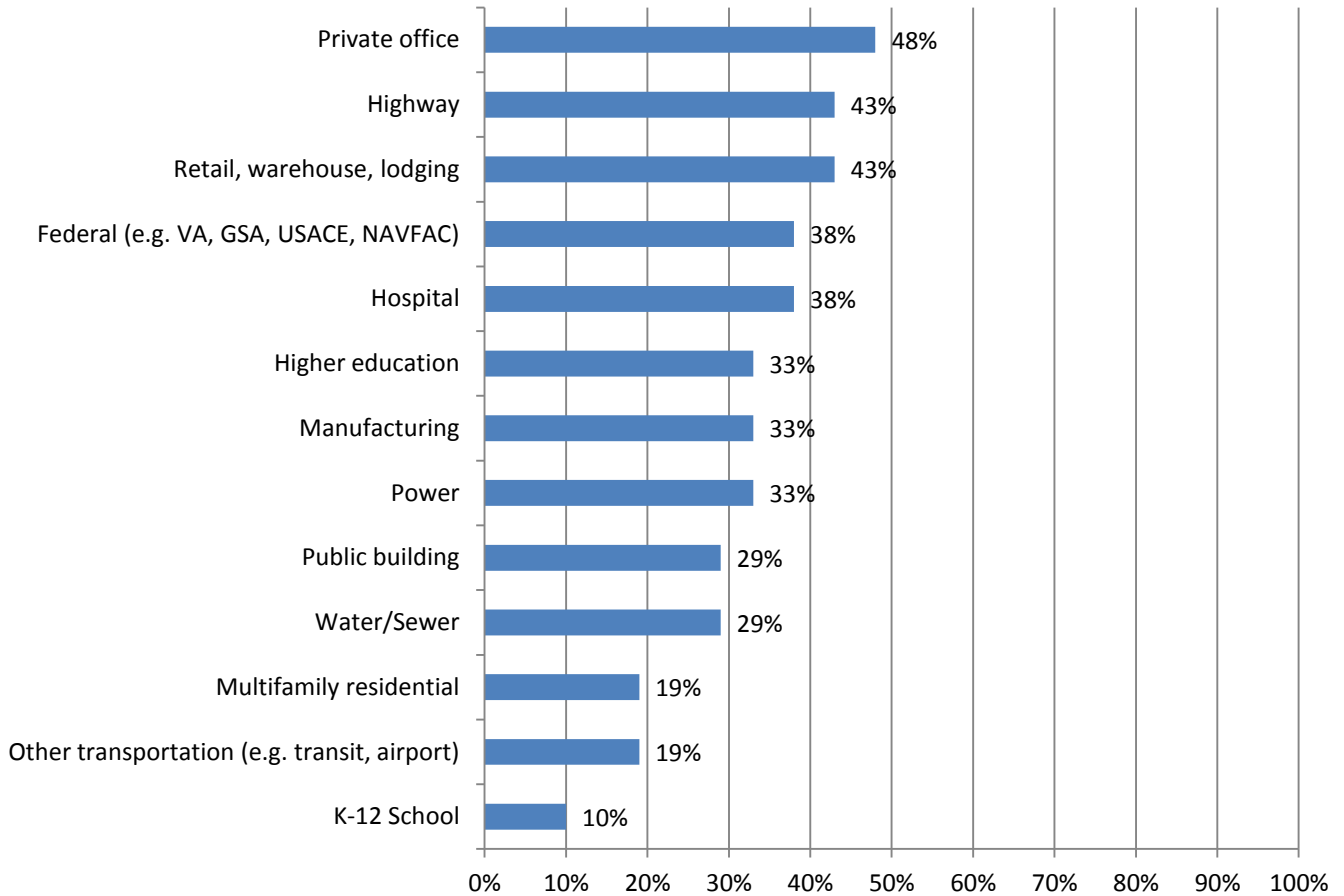


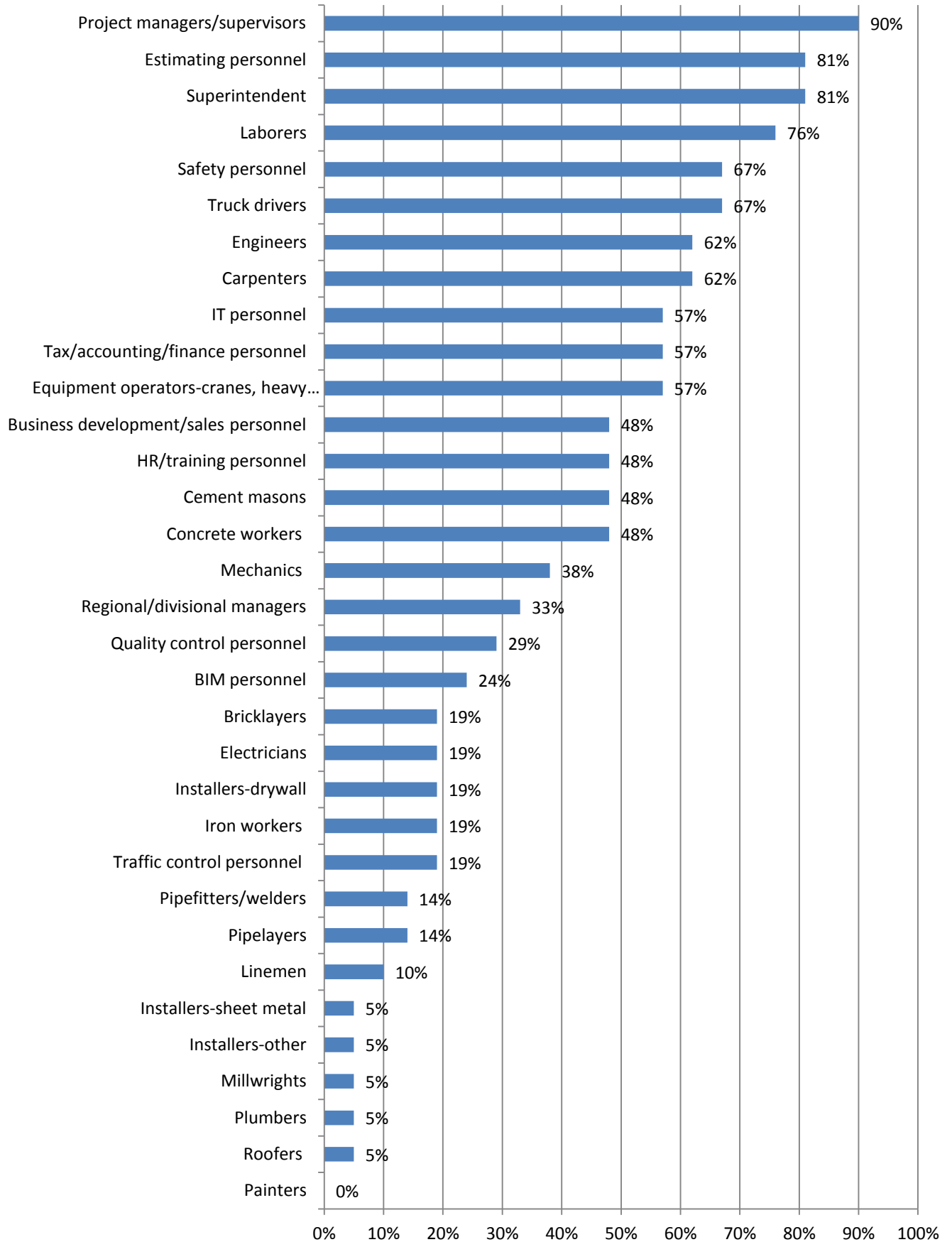


## 2016 Workforce Survey Results Pennsylvania Results

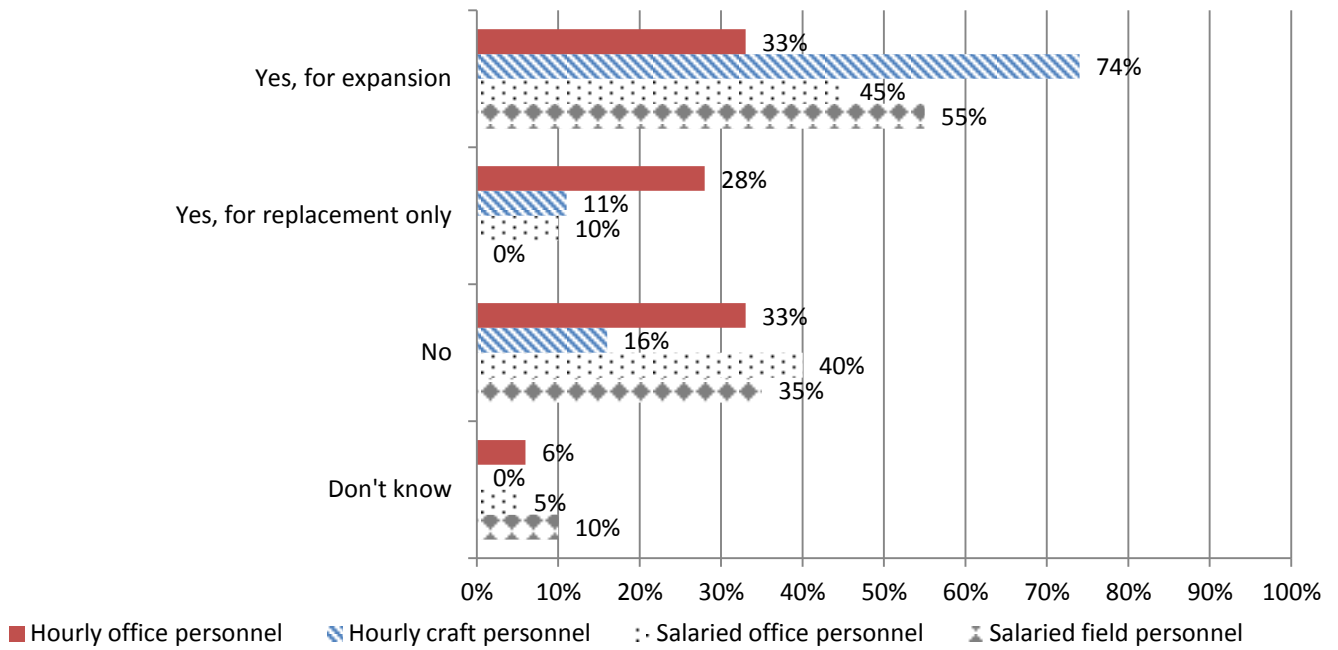
1. Please indicate which of the following types of construction projects your firm performs (mark all that apply)?



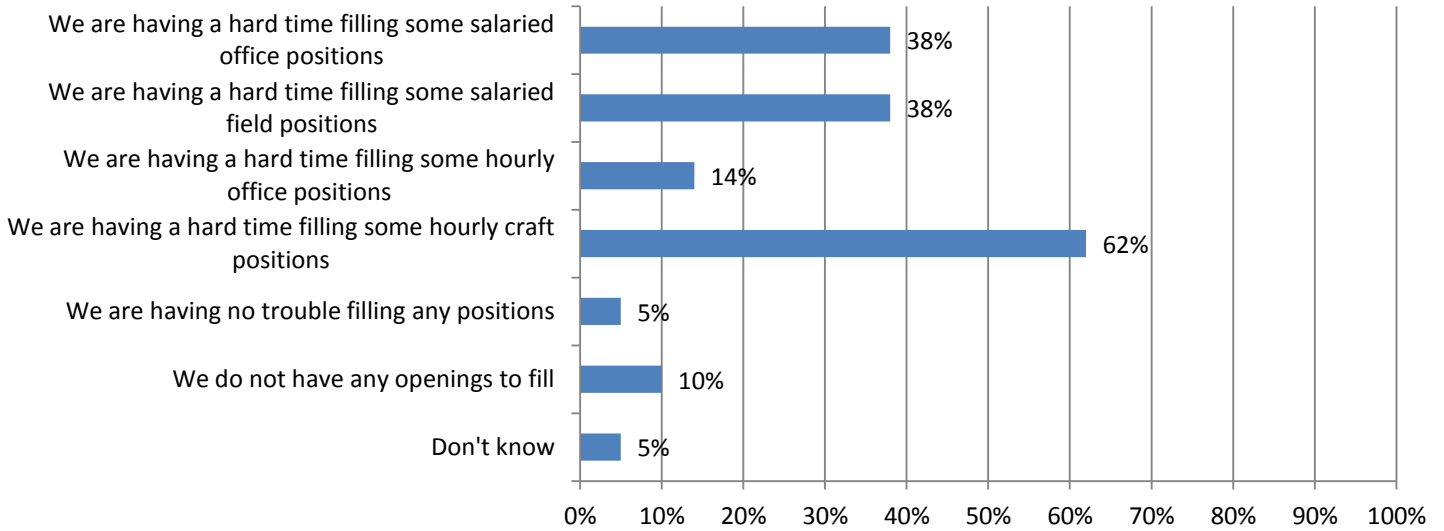
**2. What types of employees does your firm employ (mark all that apply)?**



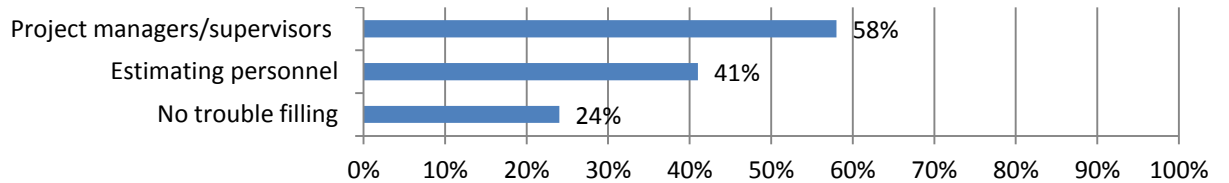
**3. In the next 12 months, do you expect your firm will hire additional or replacement:**



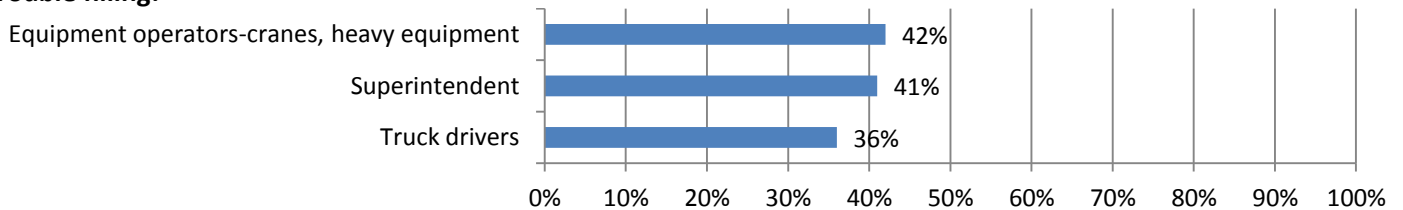
**4. How would you describe your current recruitment challenges?**



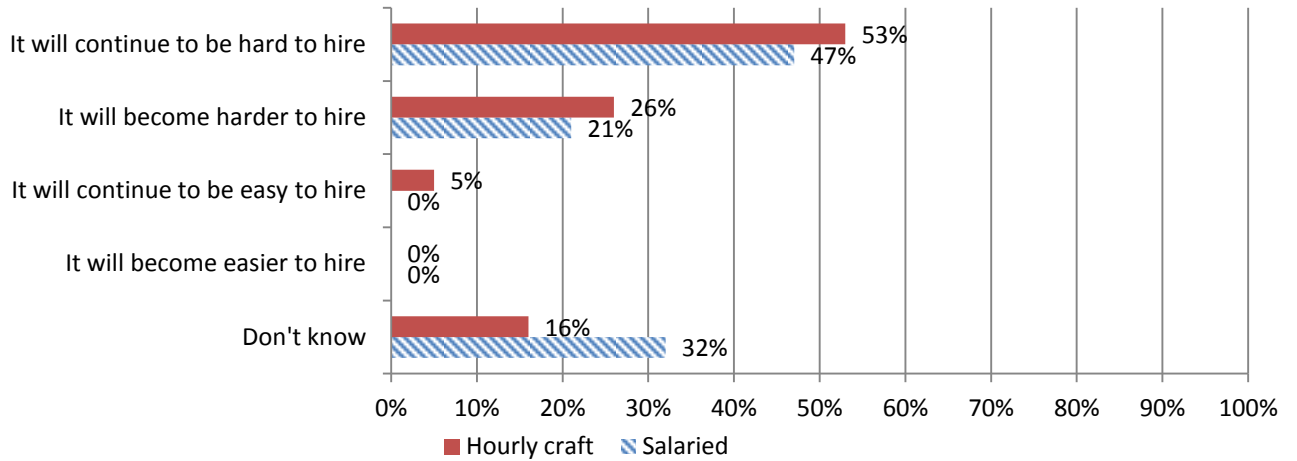
**5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling:**



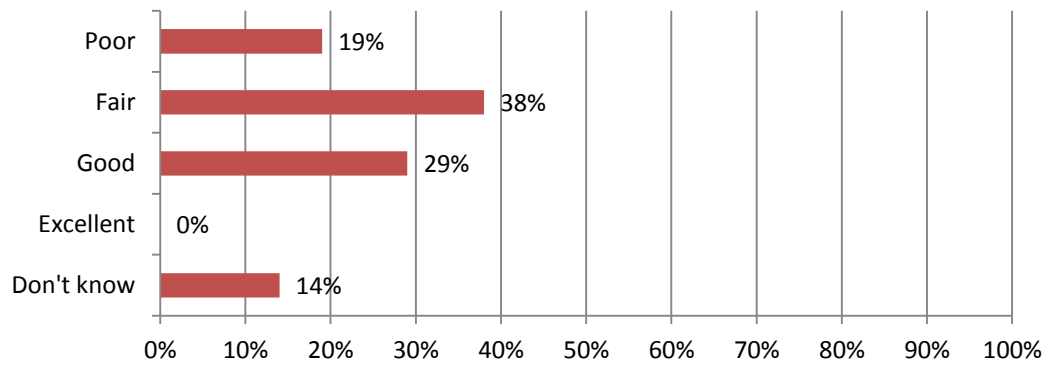
**6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:**



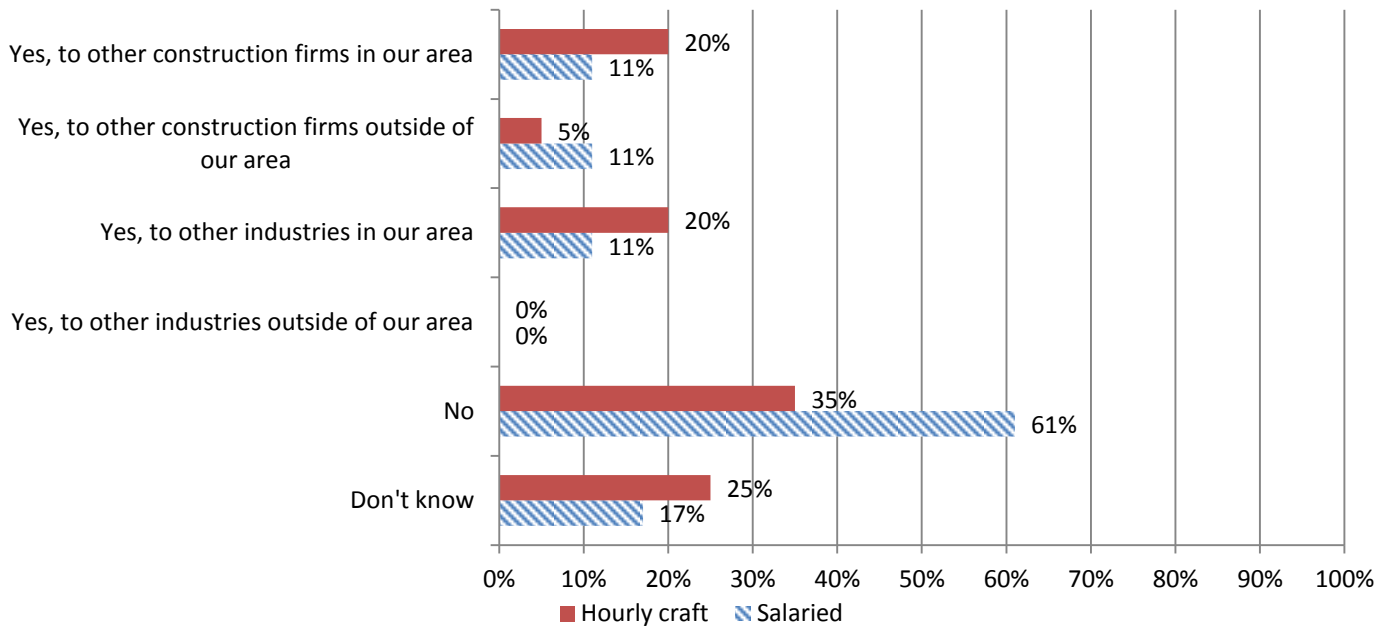
**7. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?**



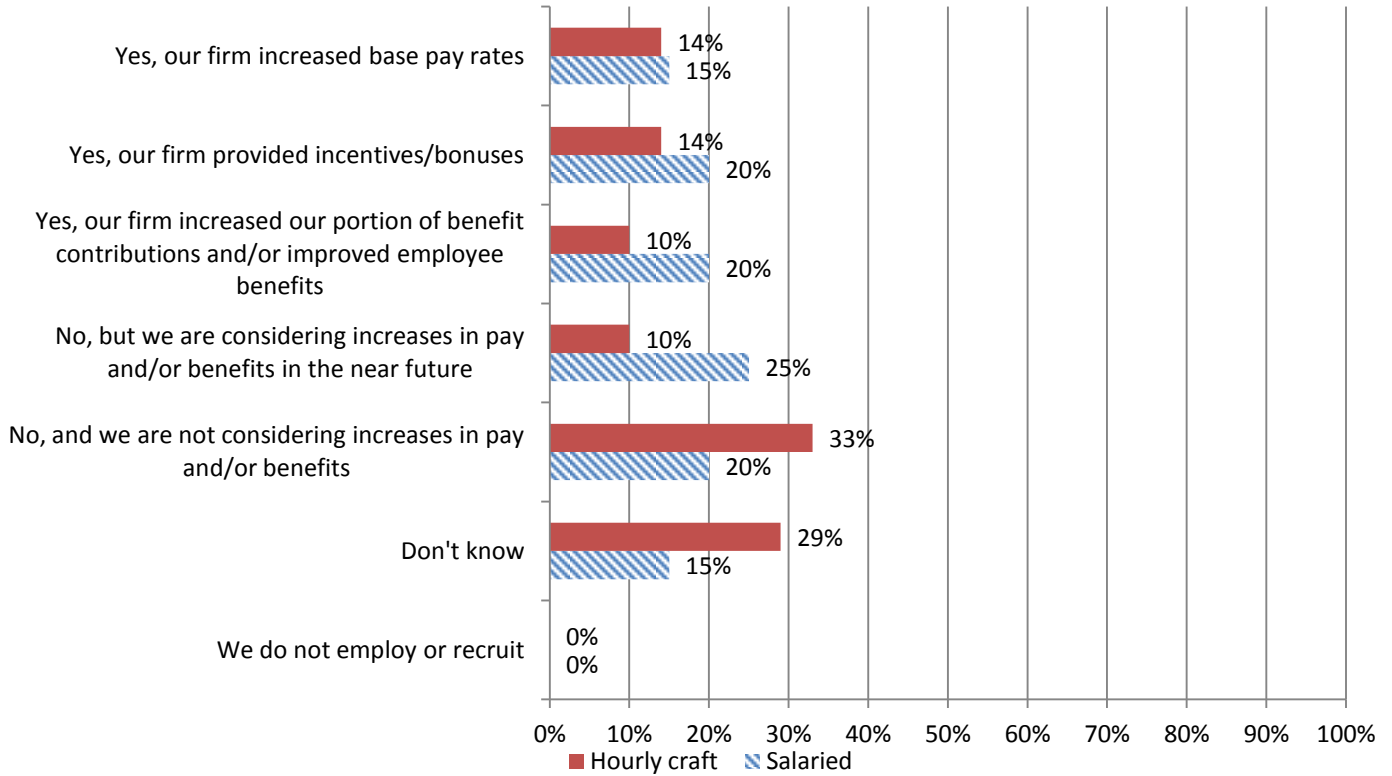
**8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?**



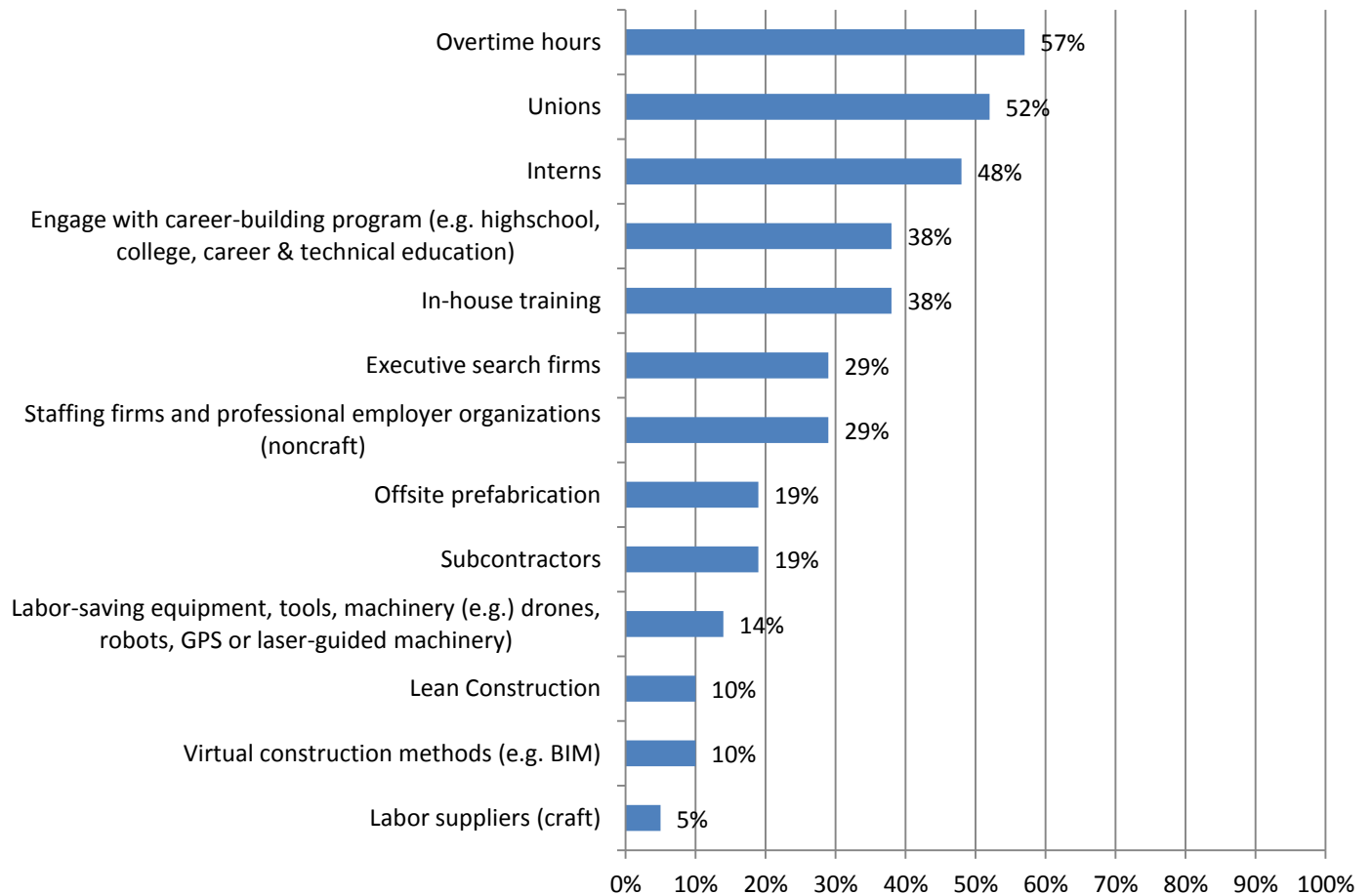
**9. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?**



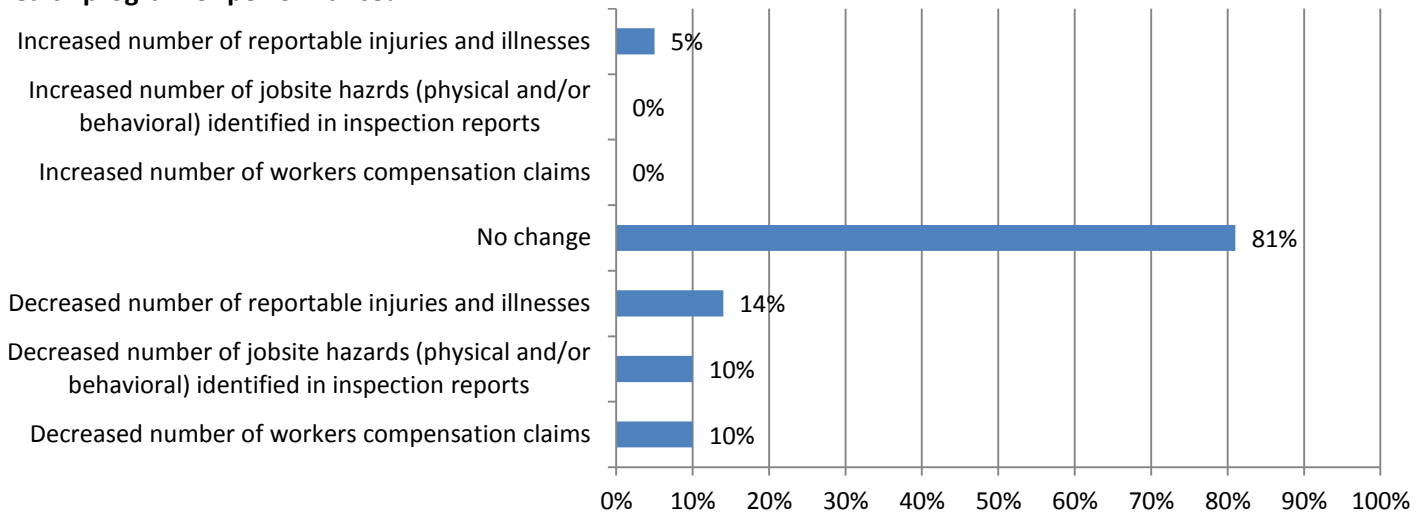
**10. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions (mark all that apply)?**



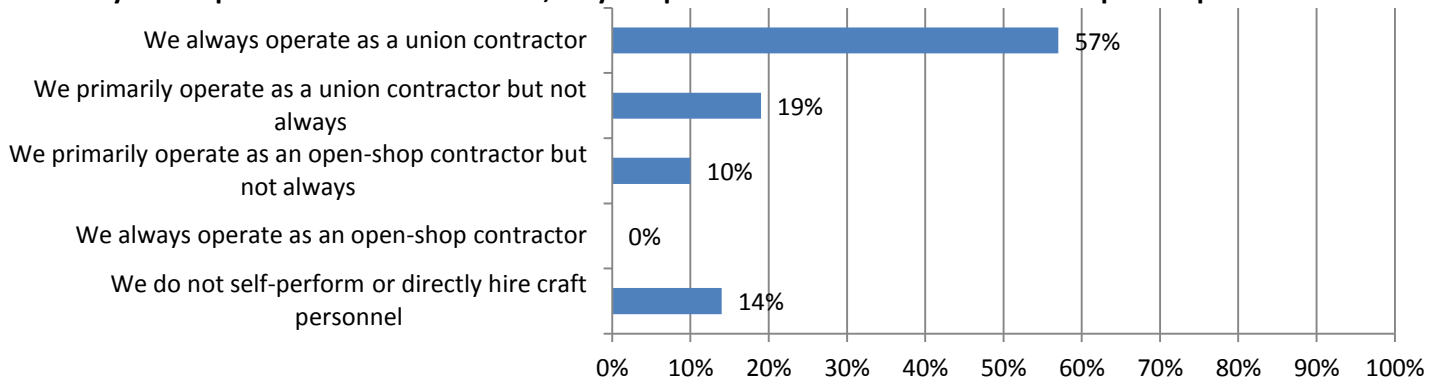
**11. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?**



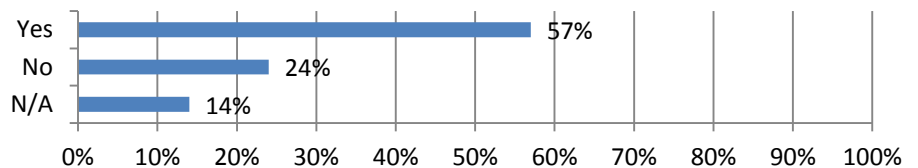
**12. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance?**



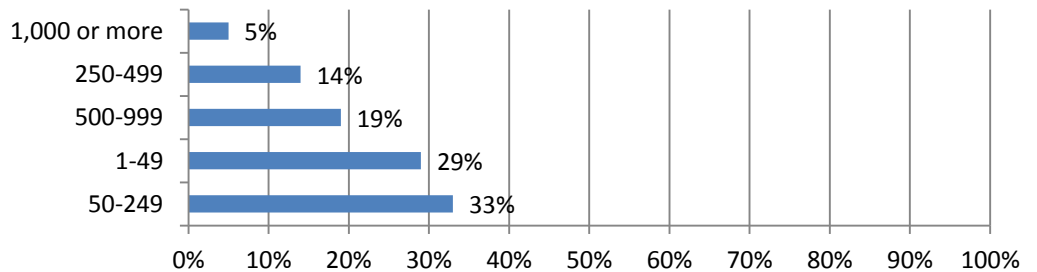
**13. When you self-perform construction work, do you operate as a union contractor or an open shop?**



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



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



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

