2016 Workforce Survey Results

South Results

There were a total of 439 responses; not all respondents answered every question.

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

- Private office: 54%
- Public building: 54%
- Retail, warehouse, lodging: 50%
- Higher education: 49%
- Hospital: 46%
- K-12 School: 45%
- Manufacturing: 41%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 33%
- Multifamily residential: 28%
- Highway: 26%
- Water/Sewer: 26%
- Other transportation (e.g. transit, airport): 24%
- Power: 14%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 82%
- Estimating personnel: 76%
- Laborers: 71%
- Safety personnel: 59%
- Superintendent: 58%
- HR/Training personnel: 49%
- Tax/accounting/finance personnel: 46%
- Business development/sales personnel: 41%
- Truck drivers: 41%
- Equipment operators-cranes, heavy: 40%
- Quality control personnel: 39%
- Carpenters: 39%
- Concrete workers: 33%
- IT personnel: 32%
- Mechanics: 32%
- Engineers: 28%
- Regional/divisional managers: 26%
- BIM personnel: 19%
- Pipefitters/welders: 18%
- Installers-other: 17%
- Traffic control personnel: 16%
- Electricians: 15%
- Pipelayers: 15%
- Iron workers: 14%
- Cement masons: 11%
- Installers-sheet metal: 10%
- Plumbers: 9%
- Painters: 8%
- Installers-drywall: 7%
- Millwrights: 7%
- Bricklayers: 5%
- Roofers: 5%
- Linemen: 2%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion
  - Hourly office personnel: 28%
  - Hourly craft personnel: 40%
  - Salaried office personnel: 51%
  - Salaried field personnel: 71%

- Yes, for replacement only
  - Hourly office personnel: 18%
  - Hourly craft personnel: 14%
  - Salaried office personnel: 19%
  - Salaried field personnel: 14%

- No
  - Hourly office personnel: 7%
  - Hourly craft personnel: 25%
  - Salaried office personnel: 31%
  - Salaried field personnel: 14%

- Don't know
  - Hourly office personnel: 8%
  - Hourly craft personnel: 10%
  - Salaried office personnel: 10%
  - Salaried field personnel: 10%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 27%
- We are having a hard time filling some salaried field positions: 41%
- We are having a hard time filling some hourly office positions: 13%
- We are having a hard time filling some hourly craft positions: 74%
- We are having no trouble filling any positions: 7%
- We do not have any openings to fill: 7%
- 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: 53%
- Estimating personnel: 33%
- Engineers: 29%
- BIM personnel: 18%
- Quality control personnel: 18%
- Business development/sales personnel: 15%
- Regional/divisional manager: 13%
- Safety personnel: 12%
- Tax/accounting/finance personnel: 8%
- IT personnel: 6%
- HR/training personnel: 5%
- No trouble filling: 32%

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

- Cement masons: 76%
- Carpenters: 75%
- Concrete workers: 70%
- Linemen: 67%
- Plumbers: 67%
- Roofers: 64%
- Electricians: 61%
- Iron workers: 61%
- Installers-drywall: 60%
- Equipment operators-cranes, heavy: 58%
- Pipelayers: 54%
- Laborers: 52%
- Truck drivers: 52%
- Pipefitters/welders: 51%
- Installers-sheet metal: 49%
- Installers-other: 49%
- Painters: 48%
- Bricklayers: 48%
- Superintendent: 43%
- Mechanics: 41%
- Traffic control personnel: 35%
- Millwrights: 34%
- No trouble filling: 4%
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
- It will become harder to hire
- It will continue to be easy to hire
- It will become easier to hire
- Don’t know

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

- Poor
- Fair
- Good
- Excellent
- Don’t know

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
- Yes, to other construction firms outside of our area
- Yes, to other industries in our area
- Yes, to other industries outside of our area
- No
- Don’t know
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: 46% (Hourly), 28% (Salaried)
- Yes, our firm provided incentives/bonuses: 23% (Hourly), 28% (Salaried)
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 23% (Hourly), 23% (Salaried)
- No, but we are considering increases in pay and/or benefits in the near future: 9% (Hourly), 10% (Salaried)
- No, and we are not considering increases in pay and/or benefits: 10% (Hourly), 12% (Salaried)
- Don't know: 9% (Hourly), 11% (Salaried)
- We do not employ or recruit: 1% (Hourly), 2% (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)?

- Overtime hours: 52%
- In-house training: 49%
- Subcontractors: 47%
- Labor-saving equipment, tools, machinery (e.g., drones, robots, GPS or laser-guided machinery): 35%
- Engage with career-building program (e.g., highschool, college, career & technical education): 32%
- Interns: 29%
- Staffing firms and professional employer organizations (noncraft): 23%
- Executive search firms: 22%
- Labor suppliers (craft): 22%
- Lean Construction: 14%
- Offsite prefabrication: 12%
- Virtual construction methods (e.g., BIM): 6%
- Unions: 5%
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: 10%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 12%
- Increased number of workers compensation claims: 9%
- No change: 70%
- Decreased number of reportable injuries and illnesses: 8%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 5%
- Decreased number of workers compensation claims: 5%

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: 5%
- We primarily operate as a union contractor but not always: 3%
- We primarily operate as an open-shop contractor but not always: 7%
- We always operate as an open-shop contractor: 77%
- We do not self-perform or directly hire craft personnel: 7%

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

- Yes: 60%
- No: 21%
- N/A: 17%
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.