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

- **Highway**: 61%
- **Manufacturing**: 48%
- **Private office**: 43%
- **Public building**: 43%
- **Retail, warehouse, lodging**: 43%
- **Federal (e.g. VA, GSA, USACE, NAVFAC)**: 39%
- **Water/Sewer**: 39%
- **Higher education**: 35%
- **Hospital**: 35%
- **K-12 School**: 30%
- **Multifamily residential**: 22%
- **Power**: 22%
- **Other transportation (e.g. transit, airport)**: 17%
2. What types of employees does your firm employ (mark all that apply)?

- Estimating personnel: 87%
- Project managers/supervisors: 87%
- Laborers: 83%
- HR/training personnel: 65%
- Safety personnel: 65%
- Superintendent: 65%
- Equipment operators-cranes, heavy: 61%
- Truck drivers: 52%
- Tax/accounting/finance personnel: 48%
- Business development/sales personnel: 43%
- Engineers: 43%
- Quality control personnel: 43%
- Concrete workers: 43%
- Mechanics: 43%
- Traffic control personnel: 39%
- IT personnel: 26%
- Carpenters: 26%
- Regional/divisional managers: 22%
- Pipelayers: 22%
- Pipefitters/welders: 17%
- Cement masons: 9%
- Electricians: 9%
- BIM personnel: 4%
- Bricklayers: 4%
- Installers-sheet metal: 4%
- Installers-other: 4%
- Iron workers: 4%
- Linemen: 4%
- Plumbers: 4%
- Installers-drywall: 0%
- Millwrights: 0%
- Painters: 0%
- Roofers: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion
- Yes, for replacement only
- No
- Don’t know

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 30%
- We are having a hard time filling some salaried field positions: 52%
- We are having a hard time filling some hourly office positions: 22%
- We are having a hard time filling some hourly craft positions: 83%
- We are having no trouble filling any positions: 13%
- We do not have any openings to fill: 0%
- Don’t know: 0%

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

- Project managers/supervisors: 50%
- Estimating personnel: 45%
- No trouble filling: 29%
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Concrete workers: 100%
- Carpenters: 83%
- Truck drivers: 75%
- Laborers: 63%
- Superintendent: 60%
- Equipment operators-crane, heavy equipment: 57%
- No trouble filling: 5%

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: 64%
- It will become harder to hire: 23%
- It will continue to be easy to hire: 9%
- It will become easier to hire: 5%
- Don't know: 32%

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

- Poor: 61%
- Fair: 35%
- Good: 4%
- Excellent: 0%
- Don't know: 0%
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: 26% Hourly craft, 5% Salaried
- Yes, to other construction firms outside of our area: 9% Hourly craft, 5% Salaried
- Yes, to other industries in our area: 26% Hourly craft, 5% Salaried
- Yes, to other industries outside of our area: 5% Hourly craft, 5% Salaried
- No: 39% Hourly craft, 62% Salaried
- Don't know: 13% Hourly craft, 19% 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: 65% Hourly craft, 57% Salaried
- Yes, our firm provided incentives/bonuses: 22% Hourly craft, 14% Salaried
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 26% Hourly craft, 38% Salaried
- No, but we are considering increases in pay and/or benefits in the near future: 9% Hourly craft, 5% Salaried
- No, and we are not considering increases in pay and/or benefits: 9% Hourly craft, 5% Salaried
- Don't know: 9% Hourly craft, 5% Salaried
- We do not employ or recruit: 0% Hourly craft, 5% Salaried

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: 65%
- Labor suppliers (craft): 61%
- In-house training: 52%
- Subcontractors: 48%
- Engage with career-building program (e.g. highschool, college, career & technical education): 39%
- Interns: 30%
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery: 30%
- Staffing firms and professional employer organizations (noncraft): 30%
- Executive search firms: 17%
- Lean Construction: 4%
- Offsite prefabrication: 4%
- Unions: 0%
- Virtual construction methods (e.g. BIM): 0%

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: 22%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 13%
- Increased number of workers compensation claims: 13%
- No change: 48%
- Decreased number of reportable injuries and illnesses: 17%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 13%
- Decreased number of workers compensation claims: 17%
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: 91%
- We primarily operate as a union contractor but not always: 9%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 0%
- We do not self-perform or directly hire craft personnel: 0%

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

- Yes: 70%
- No: 17%
- N/A: 13%

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

- 1-49: 43%
- 50-249: 30%
- 250-499: 17%
- 500-999: 17%
- 1,000 or more: 4%

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

- $10 million or less: 35%
- $10.1 million-$30 million: 22%
- $30.1 million-$50 million: 17%
- $50.1 million-$100 million: 17%
- $100.1 million-$500 million: 9%
- $500 million or more: 0%