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

- Higher education: 58%
- Private office: 58%
- Public building: 58%
- Hospital: 53%
- Retail, warehouse, lodging: 53%
- K-12 School: 51%
- Multifamily residential: 39%
- Other transportation (e.g. transit, airport): 35%
- Manufacturing: 33%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 32%
- Water/Sewer: 25%
- Highway: 23%
- Power: 17%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 79%
- Estimating personnel: 71%
- Laborers: 64%
- Safety personnel: 58%
- Superintendent: 52%
- HR/training personnel: 48%
- Tax/accounting/finance personnel: 45%
- Business development/sales personnel: 42%
- Quality control personnel: 42%
- IT personnel: 37%
- Truck drivers: 37%
- Equipment operators-cranes, heavy: 36%
- Carpenters: 32%
- Engineers: 29%
- Mechanics: 29%
- Concrete workers: 27%
- BIM personnel: 24%
- Regional/divisional managers: 24%
- Installers-other: 19%
- Electricians: 16%
- Iron workers: 15%
- Pipefitters/welders: 14%
- Traffic control personnel: 13%
- Cement masons: 10%
- Installers-sheet metal: 9%
- Installers-drywall: 8%
- Pipayers: 8%
- Plumbers: 8%
- Painters: 7%
- Millwrights: 5%
- Roofers: 5%
- Bricklayers: 4%
- Linemen: 3%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion: 69%
- Yes, for replacement only: 50%
- No: 36%
- Don't know: 8%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 26%
- We are having a hard time filling some salaried field positions: 36%
- We are having a hard time filling some hourly office positions: 14%
- We are having a hard time filling some hourly craft positions: 74%
- We are having no trouble filling any positions: 4%
- We do not have any openings to fill: 7%
- 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: 50%
- Estimating personnel: 32%
- Engineers: 27%
- Business development/sales personnel: 20%
- Regional/divisional manager: 19%
- Quality control personnel: 18%
- BIM personnel: 14%
- Safety personnel: 13%
- No trouble filling: 36%
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Carpenters: 72%
- Electricians: 72%
- Concrete workers: 67%
- Installers-drywall: 67%
- Pipelayers: 67%
- Plumbers: 67%
- Painters: 64%
- Cement masons: 63%
- Roofers: 63%
- Installers-sheet metal: 57%
- Equipment operators-cranes, heavy equipment: 55%
- Iron workers: 54%
- Laborers: 54%
- Pipefitters/welders: 50%
- Truck drivers: 46%
- Installers-other: 45%
- Superintendent: 41%
- Mechanics: 39%
- Traffic control personnel: 35%
- 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: 44%
- It will become harder to hire: 19%
- It will continue to be easy to hire: 2%
- It will become easier to hire: 6%
- Don't know: 16%
8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?

- Poor: 41%
- Fair: 33%
- Good: 11%
- Excellent: 1%
- Don't know: 15%

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: Hourly craft 34%, Salaried 32%
- Yes, to other construction firms outside of our area: Hourly craft 7%, Salaried 9%
- Yes, to other industries in our area: Hourly craft 23%, Salaried 16%
- Yes, to other industries outside of our area: Hourly craft 5%, Salaried 4%
- No: Hourly craft 33%, Salaried 40%
- Don't know: Hourly craft 15%, Salaried 14%

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: Hourly craft 63%, Salaried 50%
- Yes, our firm provided incentives/bonuses: Hourly craft 23%, Salaried 28%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: Hourly craft 15%, Salaried 15%
- No, but we are considering increases in pay and/or benefits in the near future: Hourly craft 7%, Salaried 6%
- No, and we are not considering increases in pay and/or benefits: Hourly craft 7%, Salaried 11%
- Don't know: Hourly craft 11%, Salaried 14%
- We do not employ or recruit: Hourly craft 1%, Salaried 3%
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)?

- In-house training: 55%
- Overtime hours: 53%
- Subcontractors: 41%
- Interns: 29%
- Engage with career-building program (e.g. highschool, college, career & technical education): 28%
- Labor suppliers (craft): 28%
- Executive search firms: 22%
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery: 21%
- Lean Construction: 20%
- Staffing firms and professional employer organizations (noncraft): 16%
- Offsite prefabrication: 13%
- Virtual construction methods (e.g. BIM): 11%
- Unions: 7%

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: 8%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 14%
- Increased number of workers compensation claims: 9%
- No change: 69%
- Decreased number of reportable injuries and illnesses: 8%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 6%
- 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: 6%
- We primarily operate as a union contractor but not always: 4%
- We primarily operate as an open-shop contractor but not always: 5%
- We always operate as an open-shop contractor: 76%
- We do not self-perform or directly hire craft personnel: 9%

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

- Yes: 63%
- No: 22%
- N/A: 14%

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

- 1-49: 38%
- 50-249: 29%
- 250-499: 15%
- 500-999: 14%
- 1,000 or more: 11%

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

- $10 million or less: 41%
- $10.1 million-$30 million: 15%
- $30.1 million-$50 million: 15%
- $50.1 million-$100 million: 8%
- Over $500 million: 10%