2016 Workforce Survey Results
Washington Results

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

- Public building: 52%
- Private office: 50%
- Retail, warehouse, lodging: 48%
- Higher education: 43%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 39%
- K-12 School: 39%
- Hospital: 37%
- Manufacturing: 37%
- Multifamily residential: 37%
- Other transportation (e.g. transit, airport): 33%
- Water/Sewer: 30%
- Highway: 25%
- Power: 15%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 78%
- Estimating personnel: 72%
- Laborers: 67%
- Safety personnel: 63%
- Tax/accounting/finance personnel: 50%
- HR/training personnel: 43%
- Superintendent: 43%
- Quality control personnel: 39%
- Carpenters: 39%
- Equipment operators-cranes, heavy: 39%
- Engineers: 33%
- IT personnel: 30%
- Mechanics: 30%
- Business development/sales personnel: 26%
- Concrete workers: 26%
- BIM personnel: 24%
- Traffic control personnel: 22%
- Truck drivers: 22%
- Regional/divisional managers: 20%
- Pipelayers: 13%
- Electricians: 11%
- Installers-other: 11%
- Iron workers: 11%
- Installers-sheet metal: 9%
- Pipefitters/welders: 9%
- Cement masons: 7%
- Millwrights: 7%
- Plumbers: 4%
- Installers-drywall: 2%
- Painters: 2%
- Roofers: 2%
- Bricklayers: 0%
- Linemen: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- **Yes, for expansion**: 33%
- **Yes, for replacement only**: 21%
- **No**: 35%
- **Don't know**: 12%

4. How would you describe your current recruitment challenges?

- **We are having a hard time filling some salaried office positions**: 35%
- **We are having a hard time filling some salaried field positions**: 35%
- **We are having a hard time filling some hourly office positions**: 13%
- **We are having a hard time filling some hourly craft positions**: 70%
- **We are having no trouble filling any positions**: 4%
- **We do not have any openings to fill**: 2%
- **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**: 56%
- **Engineers**: 47%
- **Estimating personnel**: 30%
- **No trouble filling**: 28%
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Pipayers: 83%
- Carpenters: 78%
- Superintendent: 60%
- Concrete workers: 50%
- Truck drivers: 50%
- Laborers: 48%
- Equipment operators-cranes, heavy equipment: 44%
- No trouble filling: 7%

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: Hourly 62%, Salaried 57%
- It will become harder to hire: Hourly 18%, Salaried 11%
- It will continue to be easy to hire: Hourly 0%, Salaried 2%
- It will become easier to hire: Hourly 7%, Salaried 30%
- Don't know: Hourly 13%, Salaried 30%

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

- Poor: 39%
- Fair: 26%
- Good: 17%
- Excellent: 0%
- Don't know: 17%
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 26%, Salaried 14%
- Yes, to other construction firms outside of our area: Hourly craft 12%, Salaried 7%
- Yes, to other industries in our area: Hourly craft 17%, Salaried 12%
- Yes, to other industries outside of our area: Hourly craft 2%, Salaried 0%
- No: Hourly craft 48%, Salaried 65%
- Don't know: Hourly craft 9%, Salaried 13%

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 42%, Salaried 44%
- Yes, our firm provided incentives/bonuses: Hourly craft 16%, Salaried 16%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: Hourly craft 19%, Salaried 24%
- No, but we are considering increases in pay and/or benefits in the near future: Hourly craft 9%, Salaried 9%
- No, and we are not considering increases in pay and/or benefits: Hourly craft 16%, Salaried 13%
- Don't know: Hourly craft 14%, Salaried 11%
- We do not employ or recruit: Hourly craft 2%, Salaried 2%
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: 61%
- In-house training: 59%
- Engage with career-building program (e.g. highschool, college, career & technical education): 35%
- Interns: 33%
- Subcontractors: 28%
- Unions: 24%
- Executive search firms: 22%
- Staffing firms and professional employer organizations (noncraft): 22%
- Labor suppliers (craft): 20%
- Labor-saving equipment, tools, machinery (e.g. drones, robots, GPS or laser-guided machinery): 17%
- Offsite prefabrication: 13%
- Lean Construction: 9%
- 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: 11%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 13%
- Increased number of workers compensation claims: 9%
- No change: 83%
- Decreased number of reportable injuries and illnesses: 0%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Decreased number of workers compensation claims: 0%
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: 28%
- We primarily operate as a union contractor but not always: 11%
- We primarily operate as an open-shop contractor but not always: 7%
- We always operate as an open-shop contractor: 48%
- We do not self-perform or directly hire craft personnel: 7%

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

- Yes: 61%
- No: 15%
- N/A: 22%

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

- 1,000 or more: 0%
- 500-999: 4%
- 250-499: 11%
- 1-49: 41%
- 50-249: 43%

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

- Over $500 million: 2%
- $30.1 million-$50 million: 9%
- $50.1 million-$100 million: 9%
- $100.1 million-$500 million: 17%
- $10.1 million-$30 million: 26%
- $10 million or less: 37%