2016 Workforce Survey Results
Wisconsin Results

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

- Private office: 83%
- Manufacturing: 79%
- Hospital: 75%
- Public building: 75%
- Retail, warehouse, lodging: 71%
- K-12 School: 67%
- Higher education: 54%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 33%
- Multifamily residential: 29%
- Power: 25%
- Water/Sewer: 17%
- Other transportation (e.g. transit, airport): 8%
- Highway: 4%
2. What types of employees does your firm employ (mark all that apply)?

- Estimating personnel: 92%
- Project managers/supervisors: 88%
- Safety personnel: 71%
- Tax/accounting/finance personnel: 67%
- Superintendent: 67%
- Electricians: 63%
- Painters: 58%
- HR/training personnel: 54%
- Equipment operators: 54%
- Business development/sales personnel: 50%
- Engineers: 38%
- Regional/divisional managers: 38%
- Concrete workers: 38%
- Cement masons: 38%
- Installers: 38%
- Quality control personnel: 33%
- Bricklayers: 29%
- Pipefitters/welders: 29%
- BIM personnel: 25%
- Equipment operators-crane, heavy: 25%
- Truck drivers: 25%
- Iron workers: 21%
- Plumber: 21%
- Installers-drywall: 17%
- Installers-sheet metal: 17%
- Mechanics: 13%
- Installers-other: 8%
- Millwrights: 8%
- Painters: 8%
- Electricians: 0%
- Linemen: 0%
- Pipelayers: 0%
- Roofers: 0%
- Traffic control personnel: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion
  - Hourly office personnel: 30%
  - Hourly craft personnel: 43%
  - Salaried office personnel: 45%
  - Salaried field personnel: 78%

- Yes, for replacement only
  - Hourly office personnel: 10%
  - Hourly craft personnel: 9%
  - Salaried office personnel: 10%
  - Salaried field personnel: 25%

- No
  - Hourly office personnel: 0%
  - Hourly craft personnel: 13%
  - Salaried office personnel: 17%
  - Salaried field personnel: 45%

- Don't know
  - Hourly office personnel: 13%
  - Hourly craft personnel: 17%
  - Salaried office personnel: 15%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 46%
- We are having a hard time filling some salaried field positions: 13%
- We are having a hard time filling some hourly office positions: 13%
- We are having a hard time filling some hourly craft positions: 75%
- We are having no trouble filling any positions: 0%
- We do not have any openings to fill: 8%
- Don't know: 4%

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

- Engineers: 56%
- Project managers/supervisors: 52%
- Estimating personnel: 27%
- 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:

- Bricklayers: 71%
- Carpenters: 67%
- Laborers: 54%
- No trouble filling: 10%

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: 63%
- It will become harder to hire: 41%
- It will continue to be easy to hire: 14%
- It will become easier to hire: 5%
- Don't know: 13%

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

- Poor: 42%
- Fair: 58%
- Good: 0%
- 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: 43%
- Yes, to other construction firms outside of our area: 24%
- Yes, to other industries in our area: 10%
- Yes, to other industries outside of our area: 22%
- No: 52%
- Don't know: 19%
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: 39%
- Yes, our firm provided incentives/bonuses: 32%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 18%
- No, but we are considering increases in pay and/or benefits in the near future: 9%
- No, and we are not considering increases in pay and/or benefits: 18%
- Don’t know: 9%
- We do not employ or recruit: 0%

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: 54%
- Engage with career-building program (e.g. highschool, college, career & technical education): 42%
- In-house training: 38%
- Interns: 33%
- Subcontractors: 29%
- Staffing firms and professional employer organizations (noncraft): 25%
- Unions: 25%
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery: 21%
- Offsite prefabrication: 21%
- Executive search firms: 17%
- Lean Construction: 17%
- Labor suppliers (craft): 13%
- Virtual construction methods (e.g. BIM): 8%
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: 17%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 8%
- Increased number of workers compensation claims: 13%
- No change: 71%
- Decreased number of reportable injuries and illnesses: 4%
- 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: 67%
- We primarily operate as a union contractor but not always: 4%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 17%
- We do not self-perform or directly hire craft personnel: 13%

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

- Yes: 71%
- No: 13%
- N/A: 13%

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

- 1,000 or more: 8%
- 500-999: 8%
- 250-499: 8%
- 1-49: 29%
- 50-249: 46%

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

- Over $500 million: 0%
- $50.1 million-$100 million: 17%
- $100.1 million-$500 million: 17%
- $10.1 million-$30 million: 21%
- $30.1 million-$50 million: 21%
- $10 million or less: 25%