2017 Workforce Survey Results
Indiana Results

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

- Retail, warehouse, lodging: 57%
- Highway: 52%
- Hospital: 52%
- K-12 School: 43%
- Manufacturing: 43%
- Public building: 43%
- Water/sewer: 43%
- Higher education: 38%
- Other transportation (e.g., transit, airport): 38%
- Power: 38%
- Federal (e.g., VA, GSA, USACE, NAVFAC): 33%
- Private office: 33%
- Multifamily residential: 19%
2. What types of employees does your firm employ (mark all that apply)?

- Estimating personnel: 90%
- Project managers/supervisors: 81%
- Laborers: 81%
- Safety personnel: 71%
- Superintendents: 62%
- Tax/accounting/finance personnel: 52%
- Equipment operators-cranes, heavy…: 52%
- Business development/sales personnel: 48%
- HR/training personnel: 48%
- IT personnel: 48%
- Truck Drivers: 43%
- Carpenters: 38%
- Concrete workers: 38%
- Engineers: 33%
- Mechanics: 33%
- Quality control personnel: 24%
- Traffic control personnel: 24%
- Cement masons: 19%
- Installers-drywall: 19%
- Pipelayers: 19%
- Iron workers: 14%
- Painters: 14%
- Pipefitters/welders: 14%
- BIM personnel: 10%
- Electricians: 10%
- Millwrights: 10%
- Plumbers: 10%
- Bricklayers: 5%
- Sheet metal workers: 5%
- Installers-other: 0%
- Roofers: 0%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- **Hourly office personnel**
- **Hourly craft personnel**
- **Salaried office personnel**
- **Salaried field personnel**

- **Yes, for expansion**
  - 47% Hourly office personnel
  - 62% Salaried office personnel
  - 67% Salaried field personnel

- **Yes, for replacement only**
  - 11% Hourly craft personnel
  - 10% Salaried field personnel

- **No**
  - 32% Hourly office personnel
  - 6% Hourly craft personnel
  - 9% Salaried office personnel
  - 19% Salaried field personnel

- **Don’t know**
  - 10% Hourly office personnel

4. How would you describe your current recruitment situation?

- **We are having a hard time filling some salaried office positions**
  - 43% of Hourly office personnel
  - 43% of Salaried office personnel

- **We are having a hard time filling some salaried field positions**
  - 33% of Salaried field personnel

- **We are having a hard time filling some hourly office positions**
  - 24% of Hourly office personnel

- **We are having a hard time filling some hourly craft positions**
  - 76% of Hourly craft personnel

- **We are having no trouble filling any positions**
  - 10% of Salaried field personnel

- **We do not have any openings to fill**
  - 0% of Hourly craft personnel

- **Don’t know**
  - 5% of Salaried field personnel
5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling (responses shown for positions types employed by 10 or more respondents):

- Project managers/supervisors: 71%
- Estimating personnel: 37%
- Tax/accounting/finance personnel: 18%
- Business development/sales personnel: 10%
- HR/training personnel: 10%
- Safety personnel: 7%
- IT personnel: 0%
- 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 (responses shown for positions types employed by 10 or more respondents):

- Equipment operators-cranes, heavy equipment: 55%
- Laborers: 47%
- Superintendents: 31%
- No trouble filling: 6%

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 craft: 38%, Salaried: 29%
- It will become harder to hire:
  - Hourly craft: 30%, Salaried: 29%
- No change:
  - Hourly craft: 15%, Salaried: 24%
- It will continue to be easy to hire:
  - Hourly craft: 0%, Salaried: 0%
- It will become easier to hire:
  - Hourly craft: 0%, Salaried: 0%
- Don't know:
  - Hourly craft: 0%, Salaried: 10%

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

- Poor: 48%
- Fair: 29%
- Good: 19%
- Excellent: 5%
- Don't know: 0%
9. How would you rate the adequacy of the local pipeline for supplying craft personnel who are:

- Well trained/skilled
- Able to pass drug tests
- Able to pass background checks

![Chart showing adequacy ratings for local pipeline for craft personnel.]

10. Which, if any, of these categories of workers does your firm make special efforts to recruit and/or retain (mark all that apply)?

- Veterans: 93%
- African Americans: 80%
- Women: 80%
- Asians: 40%
- Native Americans/Indigenous Groups: 27%
- Formerly incarcerated individuals: 13%
- People with disabilities: 13%

11. What methods does your firm use to recruit these categories of workers (mark all that apply)?

- Outreach to local colleges/universities/vocational schools: 61%
- Outreach to community/industry groups: 56%
- Targeted job fairs: 50%
- Internships: 44%
- Outreach to local high schools: 33%
12. What methods does your firm use to retain these categories of workers (mark all that apply)?

- Customized learning & development programs: 53%
- Defined career progression: 47%
- Diversity & inclusion training: 47%
- Equity and diversity policy: 40%
- Mentorship or sponsorship programs: 33%
- Flexible work practices: 20%
- Formal initiatives/Employee resource groups: 7%

13. 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 45%, Salaried 30%
- Yes, to other construction firms outside of our area: Hourly 15%, Salaried 25%
- Yes, to other industries in our area: Hourly 10%, Salaried 25%
- Yes, to other industries outside of our area: Hourly 5%, Salaried 5%
- No: Hourly 35%, Salaried 55%
- Don't know: Hourly 0%, Salaried 5%

14. 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 37%, Salaried 40%
- Yes, our firm provided incentives/bonuses: Hourly 25%, Salaried 30%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: Hourly 11%, Salaried 15%
- No, but we are considering increases in pay and/or benefits in the near future: Hourly 5%, Salaried 20%
- No, and we are not considering increases in pay and/or benefits: Hourly 15%, Salaried 42%
- Don't know: Hourly 5%, Salaried 10%
- We do not employ or recruit: Hourly 0%, Salaried 0%
15. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?

- Unions: 71%
- Interns: 57%
- In-house training: 48%
- Labor-saving equipment, tools, machinery (e.g., drones, robots, GPS or laser-guided machinery): 48%
- Subcontractors: 48%
- Overtime hours: 43%
- Engage with career-building program (e.g., high school, college, career & technical education): 38%
- Labor suppliers (craft): 29%
- Executive search firms: 24%
- Staffing firms and professional employer organizations (noncraft): 24%
- Offsite prefabrication: 19%
- Lean Construction: 14%
- Shift work: 10%
- Virtual construction methods (e.g., BIM): 10%
- Employee-based (non-immigrant) visas: 5%

16. 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: 33%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 33%
- Increased number of workers compensation claims: 19%
- No change: 48%
- Decreased number of reportable injuries and illnesses: 5%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Decreased number of workers compensation claims: 0%
17. When you self-perform construction work, do you operate as a union contractor or an open-shop?

- We always operate as a union contractor: 81%
- We primarily operate as a union contractor, but not always: 14%
- We primarily operate as an open-shop contractor, but not always: 5%
- We always operate as an open-shop contractor: 0%
- We do not self-perform or directly hire craft personnel: 0%

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

- Yes: 76%
- No: 10%
- N/A: 14%

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

- 1-49: 14%
- 50-249: 48%
- 250-499: 14%
- 500-999: 5%
- 1,000 or more: 19%

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

- $10 million or less: 19%
- $10.1 million-$30 million: 14%
- $30.1 million-$50 million: 19%
- $50.1 million-$100 million: 10%
- $100.1 million-$500 million: 29%
- Over $500 million: 10%