2017 Workforce Survey Results
Louisiana Results

Total responses: 22. Responses varied for some questions.

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

- Federal (e.g., VA, GSA, USACE, NAVFAC) - 64%
- Private office - 50%
- Retail, warehouse, lodging - 50%
- Public building - 41%
- Hospital - 36%
- K-12 School - 36%
- Manufacturing - 36%
- Higher education - 32%
- Highway - 32%
- Water/sewer - 32%
- Other transportation (e.g., transit, airport) - 27%
- Multifamily residential - 23%
- Power - 18%
2. What types of employees does your firm employ (mark all that apply)?

- Laborers: 86%
- Project managers/supervisors: 77%
- Equipment operators-crane, heavy equipment: 73%
- Tax/accounting/finance personnel: 64%
- Superintendents: 64%
- Estimating personnel: 59%
- Safety personnel: 59%
- Quality control personnel: 55%
- Truck Drivers: 55%
- Mechanics: 55%
- Business development/sales personnel: 41%
- HR/training personnel: 41%
- Concrete workers: 41%
- Carpenters: 36%
- IT personnel: 27%
- Traffic control personnel: 27%
- Installers-other: 23%
- Iron workers: 23%
- Pipefitters/welders: 23%
- Cement masons: 18%
- Electricians: 18%
- Millwrights: 18%
- Pipelayers: 18%
- Sheet metal workers: 18%
- Installers-drywall: 14%
- Painters: 14%
- Engineers: 9%
- Roofers: 9%
- BIM personnel: 5%
- Bricklayers: 5%
- Plumbers: 5%
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

4. How would you describe your current recruitment situation?

- We are having a hard time filling some salaried office positions: 9%
- We are having a hard time filling some salaried field positions: 9%
- We are having a hard time filling some hourly office positions: 9%
- We are having a hard time filling some hourly craft positions: 41%
- We are having no trouble filling any positions: 36%
- We do not have any openings to fill: 32%
- Don't know: 0%
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):

- Quality control personnel: 17%
- Estimating personnel: 15%
- Tax/accounting/finance personnel: 7%
- Project managers/supervisors: 6%
- Safety personnel: 0%
- No trouble filling: 60%

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: 31%
- Truck drivers: 25%
- Mechanics: 25%
- Laborers: 21%
- Superintendents: 0%
- 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: 18%
- It will become harder to hire: 9%
- No change: 50%
- It will continue to be easy to hire: 76%
- It will become easier to hire: 5%
- Don't know: 18%

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

- Poor: 14%
- Fair: 50%
- Good: 27%
- Excellent: 5%
- Don't know: 5%
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

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: 56%
- African Americans: 44%
- Women: 33%
- Asians: 11%
- Formerly incarcerated individuals: 11%
- Native Americans/Indigenous Groups: 0%
- People with disabilities: 0%

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

- Outreach to local colleges/universities/vocational schools: 42%
- Outreach to community/industry groups: 33%
- Internships: 17%
- Outreach to local high schools: 17%
- Targeted job fairs: 17%
12. What methods does your firm use to retain these categories of workers (mark all that apply)?

<table>
<thead>
<tr>
<th>Method</th>
<th>Hourly Craft</th>
<th>Salaried</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity and diversity policy</td>
<td></td>
<td>45%</td>
</tr>
<tr>
<td>Mentorship or sponsorship programs</td>
<td></td>
<td>45%</td>
</tr>
<tr>
<td>Flexible work practices</td>
<td></td>
<td>36%</td>
</tr>
<tr>
<td>Customized learning &amp; development programs</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>Defined career progression</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>Diversity &amp; inclusion training</td>
<td>0%</td>
<td></td>
</tr>
<tr>
<td>Formal initiatives/Employee resource groups</td>
<td>0%</td>
<td></td>
</tr>
</tbody>
</table>

13. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Hourly Craft</th>
<th>Salaried</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, to other construction firms in our area</td>
<td>0%</td>
<td>18%</td>
</tr>
<tr>
<td>Yes, to other construction firms outside of our area</td>
<td>5%</td>
<td>14%</td>
</tr>
<tr>
<td>Yes, to other industries in our area</td>
<td>0%</td>
<td>18%</td>
</tr>
<tr>
<td>Yes, to other industries outside of our area</td>
<td>5%</td>
<td>14%</td>
</tr>
<tr>
<td>No</td>
<td>55%</td>
<td>64%</td>
</tr>
<tr>
<td>Don’t know</td>
<td>5%</td>
<td>5%</td>
</tr>
</tbody>
</table>

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)?

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Hourly Craft</th>
<th>Salaried</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, our firm increased base pay rates</td>
<td>36%</td>
<td>19%</td>
</tr>
<tr>
<td>Yes, our firm provided incentives/bonuses</td>
<td>14%</td>
<td>5%</td>
</tr>
<tr>
<td>Yes, our firm increased our portion of benefit contributions and/or improved employee benefits</td>
<td>14%</td>
<td>19%</td>
</tr>
<tr>
<td>No, but we are considering increases in pay and/or benefits in the near future</td>
<td>14%</td>
<td>24%</td>
</tr>
<tr>
<td>No, and we are not considering increases in pay and/or benefits</td>
<td>32%</td>
<td>38%</td>
</tr>
<tr>
<td>Don’t know</td>
<td>0%</td>
<td>5%</td>
</tr>
<tr>
<td>We do not employ or recruit</td>
<td>0%</td>
<td>5%</td>
</tr>
</tbody>
</table>
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)?

- Subcontractors: 41%
- In-house training: 32%
- Overtime hours: 23%
- Labor suppliers (craft): 18%
- Labor-saving equipment, tools, machinery (e.g., drones, robots, GPS or laser-guided machinery): 14%
- Executive search firms: 9%
- Interns: 9%
- Employee-based (non-immigrant) visas: 5%
- Engage with career-building program (e.g., high school, college, career & technical education): 5%
- Shift work: 5%
- Staffing firms and professional employer organizations (noncraft): 5%
- Lean Construction: 0%
- Offsite prefabrication: 0%
- Unions: 0%
- Virtual construction methods (e.g., BIM): 0%

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: 9%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Increased number of workers compensation claims: 5%
- No change: 91%
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: 0%
- We primarily operate as a union contractor, but not always: 9%
- We primarily operate as an open-shop contractor, but not always: 9%
- We always operate as an open-shop contractor: 77%
- We do not self-perform or directly hire craft personnel: 5%

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

- Yes: 59%
- No: 32%
- N/A: 9%

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

- 1-49: 36%
- 50-249: 50%
- 250-499: 0%
- 500-999: 0%
- 1,000 or more: 14%

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

- $10 million or less: 36%
- $10.1 million-$30 million: 18%
- $30.1 million-$50 million: 18%
- $50.1 million-$100 million: 14%
- $100.1 million-$500 million: 5%
- Over $500 million: 9%