2017 Workforce Survey Results

National Results

Total responses: 1608. Responses varied for some questions.

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

- Private office: 52%
- Public building: 50%
- Retail, warehouse, lodging: 49%
- Hospital: 47%
- Higher education: 46%
- K-12 School: 45%
- Federal (e.g. VA, GSA, USACE, NAVFAC): 38%
- Manufacturing: 38%
- Highway: 33%
- Multifamily residential: 29%
- Water/sewer: 29%
- Other transportation (e.g. transit, airport): 28%
- Power: 21%
2. What types of employees does your firm employ (mark all that apply)?

- Project managers/supervisors: 81%
- Estimating personnel: 76%
- Laborers: 70%
- Safety personnel: 66%
- Superintendents: 57%
- Tax/accounting/finance personnel: 54%
- HR/training personnel: 53%
- Business development/sales personnel: 43%
- Truck Drivers: 43%
- Equipment operators-cranes, heavy…: 43%
- Carpenters: 41%
- IT personnel: 40%
- Engineers: 38%
- Quality control personnel: 38%
- Concrete workers: 35%
- Mechanics: 33%
- BIM personnel: 20%
- Cement masons: 18%
- Traffic control personnel: 18%
- Electricians: 17%
- Iron workers: 15%
- Pipefitters/welders: 14%
- Installers-other: 13%
- Pipelayers: 13%
- Sheet metal workers: 10%
- Installers-drywall: 9%
- Plumbers: 9%
- Millwrights: 8%
- Painters: 8%
- Bricklayers: 7%
- Roofers: 4%
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
  - 33%
  - 43%
  - 51%
  - 69%

- Yes, for replacement only
  - 19%
  - 17%
  - 20%

- No
  - 7%
  - 25%
  - 70%

- Don’t know
  - 7%
  - 12%
  - 17%

4. How would you describe your current recruitment situation?

- We are having a hard time filling some salaried office positions
  - 35%

- We are having a hard time filling some salaried field positions
  - 38%

- We are having a hard time filling some hourly office positions
  - 16%

- We are having a hard time filling some hourly craft positions
  - 70%

- We are having no trouble filling any positions
  - 9%

- 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:

- Project managers/supervisors: 48%
- Estimating personnel: 32%
- Engineers: 28%
- BIM personnel: 21%
- Quality control personnel: 13%
- Safety personnel: 10%
- Business development/sales personnel: 9%
- Tax/accounting/finance personnel: 9%
- IT personnel: 6%
- HR/training personnel: 4%
- 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:

- Carpenters: 58%
- Bricklayers: 53%
- Electricians: 53%
- Concrete workers: 51%
- Plumbers: 50%
- Cement masons: 47%
- Laborers: 47%
- Equipment operators-crane, heavy: 47%
- Pipelayers: 47%
- Installers-drywall: 44%
- Installers-other: 42%
- Roofers: 41%
- Truck drivers: 40%
- Pipefitters/welders: 38%
- Superintendents: 38%
- Iron workers: 38%
- Mechanics: 35%
- Painters: 34%
- Millwrights: 32%
- Installers-sheet metal: 31%
- Traffic control personnel: 25%
- No trouble filling: 5%
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: 30% (Hourly), 43% (Salaried)
- It will become harder to hire: 24% (Hourly), 2% (Salaried)
- No change: 21% (Hourly), 35% (Salaried)
- It will continue to be easy to hire: 1% (Hourly), 1% (Salaried)
- It will become easier to hire: 2% (Hourly), 2% (Salaried)
- Don't know: 9% (Hourly), 13% (Salaried)

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

- Poor: 38%
- Fair: 36%
- Good: 14%
- Excellent: 2%
- Don't know: 10%

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

- Poor: 17% (Well trained/skilled), 11% (Able to pass drug tests), 38% (Able to pass background checks)
- Fair: 29% (Well trained/skilled), 17% (Able to pass drug tests), 40% (Able to pass background checks)
- Good: 27% (Well trained/skilled), 25% (Able to pass drug tests), 25% (Able to pass background checks)
- Excellent: 9% (Well trained/skilled), 11% (Able to pass drug tests), 17% (Able to pass background checks)
- Don't know: 11% (Well trained/skilled), 15% (Able to pass drug tests), 25% (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: 79%
- Women: 70%
- African Americans: 64%
- Native Americans/Indigenous Groups: 43%
- Asians: 37%
- People with disabilities: 25%
- Formerly incarcerated individuals: 22%

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

- Outreach to community/industry groups: 57%
- Outreach to local colleges/universities/vocational schools: 57%
- Targeted job fairs: 48%
- Internships: 45%
- Outreach to local high schools: 31%

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

- Customized learning & development programs: 43%
- Mentorship or sponsorship programs: 41%
- Defined career progression: 37%
- Flexible work practices: 35%
- Equity and diversity policy: 30%
- Diversity & inclusion training: 28%
- Formal initiatives/Employee resource groups: 17%
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 craft: 26%
  - Salaried: 38%

- Yes, to other construction firms outside of our area
  - Hourly craft: 11%
  - Salaried: 12%

- Yes, to other industries in our area
  - Hourly craft: 14%
  - Salaried: 20%

- Yes, to other industries outside of our area
  - Hourly craft: 5%
  - Salaried: 7%

- No
  - Hourly craft: 34%
  - Salaried: 51%

- Don't know
  - Hourly craft: 8%
  - Salaried: 10%

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 craft: 43%
  - Salaried: 50%

- Yes, our firm provided incentives/bonuses
  - Hourly craft: 24%
  - Salaried: 30%

- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits
  - Hourly craft: 20%
  - Salaried: 21%

- No, but we are considering increases in pay and/or benefits in the near future
  - Hourly craft: 10%
  - Salaried: 11%

- No, and we are not considering increases in pay and/or benefits
  - Hourly craft: 12%
  - Salaried: 12%

- Don't know
  - Hourly craft: 11%
  - Salaried: 12%

- We do not employ or recruit
  - Hourly craft: 3%
  - Salaried: 3%
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)?

- Overtime hours: 47%
- In-house training: 46%
- Subcontractors: 41%
- Interns: 35%
- Engage with career-building program (e.g., high school, college, career & technical education): 27%
- Executive search firms: 23%
- Labor-saving equipment, tools, machinery (e.g., drones, robots, GPS or laser-guided machinery): 22%
- Labor suppliers (craft): 22%
- Staffing firms and professional employer organizations (noncraft): 19%
- Unions: 17%
- Lean Construction: 15%
- Offsite prefabrication: 11%
- Shift work: 10%
- Virtual construction methods (e.g., BIM): 7%
- Employee-based (non-immigrant) visas: 4%

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: 14%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 11%
- Increased number of workers compensation claims: 12%
- No change: 71%
- Decreased number of reportable injuries and illnesses: 7%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 4%
- Decreased number of workers compensation claims: 4%
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: 25%
- We primarily operate as a union contractor, but not always: 6%
- We primarily operate as an open-shop contractor, but not always: 8%
- We always operate as an open-shop contractor: 53%
- We do not self-perform or directly hire craft personnel: 9%

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

- Yes: 69%
- No: 18%
- N/A: 11%

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

- 1-49: 31%
- 50-249: 39%
- 250-499: 13%
- 500-999: 8%
- 1,000 or more: 9%

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

- $10 million or less: 27%
- $10.1 million-$30 million: 23%
- $30.1 million-$50 million: 12%
- $50.1 million-$100 million: 13%
- $100.1 million-$500 million: 17%
- Over $500 million: 9%