2017 Workforce Survey Results
New York Results

Total responses: 30. Responses varied for some questions.

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

- Highway: 57%
- Higher education: 47%
- Manufacturing: 47%
- Private office: 47%
- Federal (e.g., VA, GSA, USACE, NAVFAC): 43%
- Hospital: 43%
- Public building: 43%
- Other transportation (e.g., transit, airport): 37%
- Retail, warehouse, lodging: 37%
- Water/sewer: 37%
- K-12 School: 30%
- Multifamily residential: 30%
- Power: 17%
2. What types of employees does your firm employ (mark all that apply)?

- Estimating personnel: 80%
- Project managers/supervisors: 77%
- Laborers: 77%
- Safety personnel: 63%
- Truck Drivers: 63%
- Tax/accounting/finance personnel: 60%
- Carpenters: 53%
- Superintendents: 50%
- Engineers: 47%
- HR/training personnel: 43%
- Concrete workers: 43%
- Equipment operators-cranes, heavy...: 43%
- Iron workers: 43%
- Quality control personnel: 40%
- Business development/sales personnel: 37%
- IT personnel: 37%
- Mechanics: 37%
- Traffic control personnel: 30%
- Cement masons: 23%
- Installers-drywall: 17%
- BIM personnel: 13%
- Electricians: 13%
- Pipefitters/welders: 13%
- Installers-other: 10%
- Pipelayers: 10%
- Millwrights: 7%
- Painters: 7%
- Roofers: 7%
- Bricklayers: 3%
- Plumbers: 3%
- Sheet metal workers: 3%
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
- Yes, for replacement only
- No
- Don’t know

4. How would you describe your current recruitment situation?

- We are having a hard time filling some salaried office positions
- We are having a hard time filling some salaried field positions
- We are having a hard time filling some hourly office positions
- We are having a hard time filling some hourly craft positions
- We are having no trouble filling any positions
- We do not have any openings to fill
- Don’t know
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: 52%
- Estimating personnel: 29%
- Engineers: 21%
- Quality control personnel: 17%
- Tax/accounting/finance personnel: 11%
- Business development/sales personnel: 9%
- Safety personnel: 5%
- HR/training personnel: 0%
- 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):

- Laborers: 57%
- Carpenters: 56%
- Superintendents: 33%
- Truck drivers: 32%
- Concrete workers: 31%
- Equipment operators: 31%
- Iron workers: 15%
- Mechanics: 9%
- No trouble filling: 12%

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 48%, Salaried 29%
- It will become harder to hire: Hourly craft 0%, Salaried 15%
- No change: Hourly craft 30%, Salaried 57%
- 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 7%, Salaried 14%
8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?

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)?

- African Americans
- Women
- Veterans
- Native Americans/Indigenous Groups
- Asians
- People with disabilities
- Formerly incarcerated individuals

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

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

- Customized learning & development programs: 48%
- Defined career progression: 43%
- Flexible work practices: 38%
- Mentorship or sponsorship programs: 38%
- Diversity & inclusion training: 33%
- Equity and diversity policy: 29%
- Formal initiatives/Employee resource groups: 24%

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: 25% Hourly craft, 25% Salaried
- Yes, to other construction firms outside of our area: 25% Hourly craft, 25% Salaried
- Yes, to other industries in our area: 18% Hourly craft, 11% Salaried
- Yes, to other industries outside of our area: 7% Hourly craft, 7% Salaried
- No: 46% Hourly craft, 57% Salaried
- Don’t know: 21% Hourly craft, 25% Salaried

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: 25% Hourly craft, 41% Salaried
- Yes, our firm provided incentives/bonuses: 25% Hourly craft, 41% Salaried
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 14% Hourly craft, 24% Salaried
- No, but we are considering increases in pay and/or benefits in the near future: 14% Hourly craft, 3% Salaried
- No, and we are not considering increases in pay and/or benefits: 10% Hourly craft, 25% Salaried
- Don’t know: 14% Hourly craft, 17% Salaried
- We do not employ or recruit personnel: 0% Hourly craft, 0% Salaried
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)?

- Interns 57%
- Overtime hours 50%
- In-house training 33%
- Engage with career-building program (e.g., high school, college, career & technical education) 30%
- Subcontractors 27%
- Staffing firms and professional employer organizations (noncraft) 23%
- Unions 23%
- Executive search firms 20%
- Labor suppliers (craft) 13%
- Lean Construction 10%
- Shift work 10%
- Offsite prefabrication 7%
- Virtual construction methods (e.g., BIM) 7%
- Employee-based (non-immigrant) visas 3%
- Labor-saving equipment, tools, machinery (e.g., drones, robots, GPS or laser-guided machinery) 3%

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 13%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports 13%
- Increased number of workers compensation claims 13%
- No change 70%
- Decreased number of reportable injuries and illnesses 13%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports 13%
- Decreased number of workers compensation claims 7%
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: 23%
- We primarily operate as a union contractor, but not always: 17%
- We primarily operate as an open-shop contractor, but not always: 7%
- We always operate as an open-shop contractor: 37%
- We do not self-perform or directly hire craft personnel: 17%

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

- Yes: 67%
- No: 20%
- N/A: 10%

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

- 1-49: 60%
- 50-249: 0%
- 250-499: 3%
- 500-999: 17%
- 1,000 or more: 20%

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

- $10 million or less: 13%
- $10.1 million-$30 million: 30%
- $30.1 million-$50 million: 23%
- $50.1 million-$100 million: 17%
- $100.1 million-$500 million: 3%
- Over $500 million: 13%