2017 Workforce Survey Results

Oklahoma Results

Total responses: 20. Responses varied for some questions.

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

- Public building: 60%
- Higher education: 55%
- Retail, warehouse, lodging: 55%
- K-12 School: 50%
- Private office: 50%
- Hospital: 45%
- Manufacturing: 35%
- Federal (e.g., VA, GSA, USACE, NAVFAC): 30%
- Highway: 30%
- Other transportation (e.g., transit, airport): 20%
- Water/sewer: 20%
- Multifamily residential: 10%
- Power: 10%
2. What types of employees does your firm employ (mark all that apply)?

- Estimating personnel: 85%
- Project managers/supervisors: 85%
- Safety personnel: 70%
- Laborers: 70%
- Superintendents: 70%
- HR/training personnel: 60%
- Painters: 5%
- Installers-drywall: 5%
- Bricklayers: 5%
- Plumbers: 10%
- Millwrights: 10%
- Cement masons: 10%
- BIM personnel: 10%
- Installation personnel: 10%
- Traffic control personnel: 15%
- Roofers: 15%
- Concrete workers: 40%
- Equipment operators-cranes, heavy…: 30%
- Concrete workers: 30%
- BIM personnel: 20%
- Pipefitters/welders: 20%
- Pipelayers: 20%
- Sheet metal workers: 20%
- Iron workers: 20%
- Electricians: 20%
- Estimating personnel: 20%
- Installers-other: 20%
- Engineers: 15%
- Mechanics: 15%
- Quality control personnel: 15%
- IT personnel: 10%
- Tax/accounting/finance personnel: 10%
- Business development/sales personnel: 10%
- HR/training personnel: 10%
- Superintendents: 10%
- Laborers: 10%
- Safety personnel: 10%
- Painters: 5%
- Installers-drywall: 5%
- Bricklayers: 5%
3. In the next 12 months, do you expect your firm will hire additional or replacement:

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Hourly Office</th>
<th>Salaried Office</th>
<th>Hourly Craft</th>
<th>Salaried Field</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, for expansion</td>
<td>16%</td>
<td>30%</td>
<td>25%</td>
<td>65%</td>
</tr>
<tr>
<td>Yes, for replacement only</td>
<td>11%</td>
<td>15%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>No</td>
<td>42%</td>
<td>35%</td>
<td>40%</td>
<td>0%</td>
</tr>
<tr>
<td>Don't know</td>
<td>32%</td>
<td>20%</td>
<td>15%</td>
<td>5%</td>
</tr>
</tbody>
</table>

4. How would you describe your current recruitment situation?

- We are having a hard time filling some salaried office positions: 15%
- We are having a hard time filling some salaried field positions: 15%
- We are having a hard time filling some hourly office positions: 15%
- We are having a hard time filling some hourly craft positions: 75%
- We are having no trouble filling any positions: 5%
- We do not have any openings to fill: 15%
- Don't know: 5%
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: 29%
- Estimating personnel: 18%
- HR/training personnel: 0%
- Safety personnel: 0%
- No trouble filling: 50%

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):

- Concrete workers: 80%
- Laborers: 64%
- Carpenters: 64%
- Truck drivers: 45%
- Superintendents: 43%
- Equipment operators-cranes, heavy equipment: 27%
- No trouble filling: 0%

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: 32%
  - Salaried: 25%
- It will become harder to hire:
  - Hourly craft: 5%
  - Salaried: 5%
- No change:
  - Hourly craft: 50%
  - Salaried: 53%
- It will continue to be easy to hire:
  - Hourly craft: 0%
  - Salaried: 0%
- It will become easier to hire:
  - Hourly craft: 0%
  - Salaried: 11%
- Don't know:
  - Hourly craft: 0%
  - Salaried: 0%

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

- Poor: 55%
- Fair: 15%
- Good: 10%
- Excellent: 0%
- Don't know: 20%
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
- Native Americans/Indigenous Groups
- African Americans
- Formerly incarcerated individuals
- Women
- Asians
- People with disabilities

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

- Outreach to community/industry groups
- Targeted job fairs
- Internships
- Outreach to local colleges/universities/vocational schools
- 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
- Defined career progression
- Flexible work practices
- Mentorship or sponsorship programs
- Diversity & inclusion training
- Formal initiatives/Employee resource groups
- Equity and diversity policy
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: 37%
- Yes, to other construction firms outside of our area: 5%
- Yes, to other industries in our area: 11%
- Yes, to other industries outside of our area: 11%
- No: 21%
- Don't know: 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: 40%
- Yes, our firm provided incentives/bonuses: 20%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 39%
- No, but we are considering increases in pay and/or benefits in the near future: 25%
- No, and we are not considering increases in pay and/or benefits: 10%
- Don't know: 6%
- We do not employ or recruit: 6%
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: 45%
- Overtime hours: 35%
- In-house training: 30%
- Interns: 30%
- Labor suppliers (craft): 30%
- Staffing firms and professional employer organizations (noncraft): 30%
- Executive search firms: 15%
- Engage with career-building program (e.g., high school, college, career & technical education): 10%
- Labor-saving equipment, tools, machinery (e.g., drones, robots, GPS or laser-guided machinery): 10%
- Lean Construction: 10%
- Shift work: 5%
- Virtual construction methods (e.g., BIM): 5%
- Employee-based (non-immigrant) visas: 0%
- Offsite prefabrication: 0%
- Unions: 0%
- In-house training: 0%
- Overtime hours: 10%
- Subcontractors: 15%
- Executive search firms: 0%
- Increased number of reportable injuries and illnesses: 15%
- Increased number of reportable injuries and illnesses: 25%
- No change: 50%
- Decreased number of reportable injuries and illnesses: 20%
- Decreased number of reportable injuries and illnesses: 10%
- Decreased number of reportable injuries and illnesses: 15%

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: 15%
- Increased number of reportable injuries and illnesses: 25%
- No change: 50%
- Decreased number of reportable injuries and illnesses: 20%
- Decreased number of reportable injuries and illnesses: 10%
- Decreased number of reportable injuries and illnesses: 15%
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: 90%
- We primarily operate as a union contractor, but not always: 5%
- We primarily operate as an open-shop contractor, but not always: 0%
- We always operate as an open-shop contractor: 0%
- We do not self-perform or directly hire craft personnel: 5%

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

- Yes: 55%
- No: 20%
- N/A: 20%

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

- 1-49: 55%
- 50-249: 30%
- 250-499: 0%
- 500-999: 5%
- 1,000 or more: 10%

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

- $10 million or less: 30%
- $10.1 million-$30 million: 30%
- $30.1 million-$50 million: 10%
- $50.1 million-$100 million: 15%
- $100.1 million-$500 million: 10%
- Over $500 million: 5%