2017 Workforce Survey Results
Oregon Results

Total responses: 53. 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: 51%
- Public building: 43%
- Retail, warehouse, lodging: 43%
- K-12 School: 34%
- Higher education: 32%
- Hospital: 32%
- Multifamily residential: 32%
- Highway: 30%
- Federal (e.g., VA, GSA, USACE, NAVFAC): 28%
- Water/sewer: 28%
- Manufacturing: 25%
- Other transportation (e.g., transit, airport): 19%
- Power: 13%
2. What types of employees does your firm employ (mark all that apply)?

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project managers/supervisors</td>
<td>79%</td>
</tr>
<tr>
<td>Estimating personnel</td>
<td>66%</td>
</tr>
<tr>
<td>Laborers</td>
<td>64%</td>
</tr>
<tr>
<td>Superintendents</td>
<td>55%</td>
</tr>
<tr>
<td>Safety personnel</td>
<td>53%</td>
</tr>
<tr>
<td>Carpenters</td>
<td>47%</td>
</tr>
<tr>
<td>HR/training personnel</td>
<td>45%</td>
</tr>
<tr>
<td>Tax/accounting/finance personnel</td>
<td>40%</td>
</tr>
<tr>
<td>Truck Drivers</td>
<td>34%</td>
</tr>
<tr>
<td>Equipment operators-crane, heavy</td>
<td>34%</td>
</tr>
<tr>
<td>IT personnel</td>
<td>25%</td>
</tr>
<tr>
<td>Concrete workers</td>
<td>25%</td>
</tr>
<tr>
<td>Business development/sales personnel</td>
<td>23%</td>
</tr>
<tr>
<td>Mechanics</td>
<td>23%</td>
</tr>
<tr>
<td>Engineers</td>
<td>21%</td>
</tr>
<tr>
<td>Traffic control personnel</td>
<td>21%</td>
</tr>
<tr>
<td>Quality control personnel</td>
<td>19%</td>
</tr>
<tr>
<td>Painters</td>
<td>13%</td>
</tr>
<tr>
<td>Cement masons</td>
<td>11%</td>
</tr>
<tr>
<td>BIM personnel</td>
<td>9%</td>
</tr>
<tr>
<td>Pipelayers</td>
<td>9%</td>
</tr>
<tr>
<td>Iron workers</td>
<td>8%</td>
</tr>
<tr>
<td>Electricians</td>
<td>6%</td>
</tr>
<tr>
<td>Electricians</td>
<td>6%</td>
</tr>
<tr>
<td>Installers-drywall</td>
<td>6%</td>
</tr>
<tr>
<td>Installers-other</td>
<td>6%</td>
</tr>
<tr>
<td>Plumbers</td>
<td>6%</td>
</tr>
<tr>
<td>Sheet metal workers</td>
<td>6%</td>
</tr>
<tr>
<td>Millwrights</td>
<td>2%</td>
</tr>
<tr>
<td>Pipefitters/welders</td>
<td>2%</td>
</tr>
<tr>
<td>Roofers</td>
<td>2%</td>
</tr>
<tr>
<td>Bricklayers</td>
<td>0%</td>
</tr>
</tbody>
</table>
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: 38%
- We are having a hard time filling some salaried field positions: 32%
- We are having a hard time filling some hourly office positions: 11%
- We are having a hard time filling some hourly craft positions: 85%
- We are having no trouble filling any positions: 4%
- We do not have any openings to fill: 2%
- Don’t know: 2%
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: 57%
- Engineers: 55%
- Estimating personnel: 37%
- Tax/accounting/finance personnel: 24%
- Safety personnel: 11%
- Business development/sales personnel: 8%
- HR/training personnel: 0%
- IT personnel: 0%
- Quality control personnel: 0%
- No trouble filling: 32%

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):

- Carpenters: 76%
- Truck drivers: 72%
- Equipment operators-crane, heavy equipment: 72%
- Laborers: 53%
- Mechanics: 50%
- Concrete workers: 38%
- Superintendents: 34%
- Traffic control personnel: 9%
- No trouble filling: 4%

7. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

- Hourly craft:
  - It will continue to be hard to hire: 44%
  - It will become harder to hire: 29%
  - No change: 26%
  - It will continue to be easy to hire: 0%
  - It will become easier to hire: 2%
  - Don’t know: 10%

- Salaried:
  - It will continue to be hard to hire: 18%
  - It will become harder to hire: 22%
  - No change: 25%
  - It will continue to be easy to hire: 0%
  - It will become easier to hire: 0%
  - Don’t know: 18%
8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?

<table>
<thead>
<tr>
<th>Rating</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>51%</td>
</tr>
<tr>
<td>Fair</td>
<td>28%</td>
</tr>
<tr>
<td>Good</td>
<td>11%</td>
</tr>
<tr>
<td>Excellent</td>
<td>2%</td>
</tr>
<tr>
<td>Don’t know</td>
<td>8%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rating</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Poor</td>
<td>43%</td>
</tr>
<tr>
<td>Fair</td>
<td>36%</td>
</tr>
<tr>
<td>Good</td>
<td>17%</td>
</tr>
<tr>
<td>Excellent</td>
<td>2%</td>
</tr>
<tr>
<td>Don’t know</td>
<td>17%</td>
</tr>
</tbody>
</table>

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: 84%
- Women: 78%
- African Americans: 66%
- Asians: 59%
- Native Americans/Indigenous Groups: 50%
- Formerly incarcerated individuals: 31%
- People with disabilities: 28%

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

- Outreach to community/industry groups: 68%
- Outreach to local colleges/universities/vocational schools: 47%
- Outreach to local high schools: 32%
- Internships: 29%
- Targeted job fairs: 25%
12. What methods does your firm use to retain these categories of workers (mark all that apply)?

- Flexible work practices: 63%
- Mentorship or sponsorship programs: 29%
- Diversity & inclusion training: 26%
- Equity and diversity policy: 26%
- Customized learning & development programs: 24%
- Defined career progression: 24%
- Formal initiatives/Employee resource groups: 11%

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: 32%
- Yes, to other construction firms outside of our area: 4%
- Yes, to other industries in our area: 16%
- Yes, to other industries outside of our area: 2%
- No: 44%
- Don't know: 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: 53%
- Yes, our firm provided incentives/bonuses: 27%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 16%
- No, but we are considering increases in pay and/or benefits in the near future: 0%
- No, and we are not considering increases in pay and/or benefits: 8%
- Don't know: 10%
- 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)?

- Overtime hours: 53%
- In-house training: 36%
- Engage with career-building program (e.g., high school, college, career & technical education): 25%
- Subcontractors: 25%
- Executive search firms: 21%
- Labor-saving equipment, tools, machinery (e.g., drones, robots, GPS or laser-guided machinery): 17%
- Interns: 15%
- Staffing firms and professional employer organizations (noncraft): 15%
- Unions: 15%
- Labor suppliers (craft): 13%
- Shift work: 13%
- Lean Construction: 8%
- Offsite prefabrication: 2%
- Virtual construction methods (e.g., BIM): 2%
- Employee-based (non-immigrant) visas: 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: 15%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 4%
- Increased number of workers compensation claims: 9%
- No change: 74%
- Decreased number of reportable injuries and illnesses: 8%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 6%
- Decreased number of workers compensation claims: 6%
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: 4%
- We primarily operate as an open-shop contractor, but not always: 9%
- We always operate as an open-shop contractor: 62%
- We do not self-perform or directly hire craft personnel: 7%

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

- Yes: 70%
- No: 8%
- N/A: 23%

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

- 1-49: 53%
- 50-249: 34%
- 250-499: 8%
- 500-999: 2%
- 1,000 or more: 4%

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

- $10 million or less: 42%
- $10.1 million-$30 million: 23%
- $30.1 million-$50 million: 19%
- $50.1 million-$100 million: 6%
- $100.1 million-$500 million: 8%
- Over $500 million: 4%