

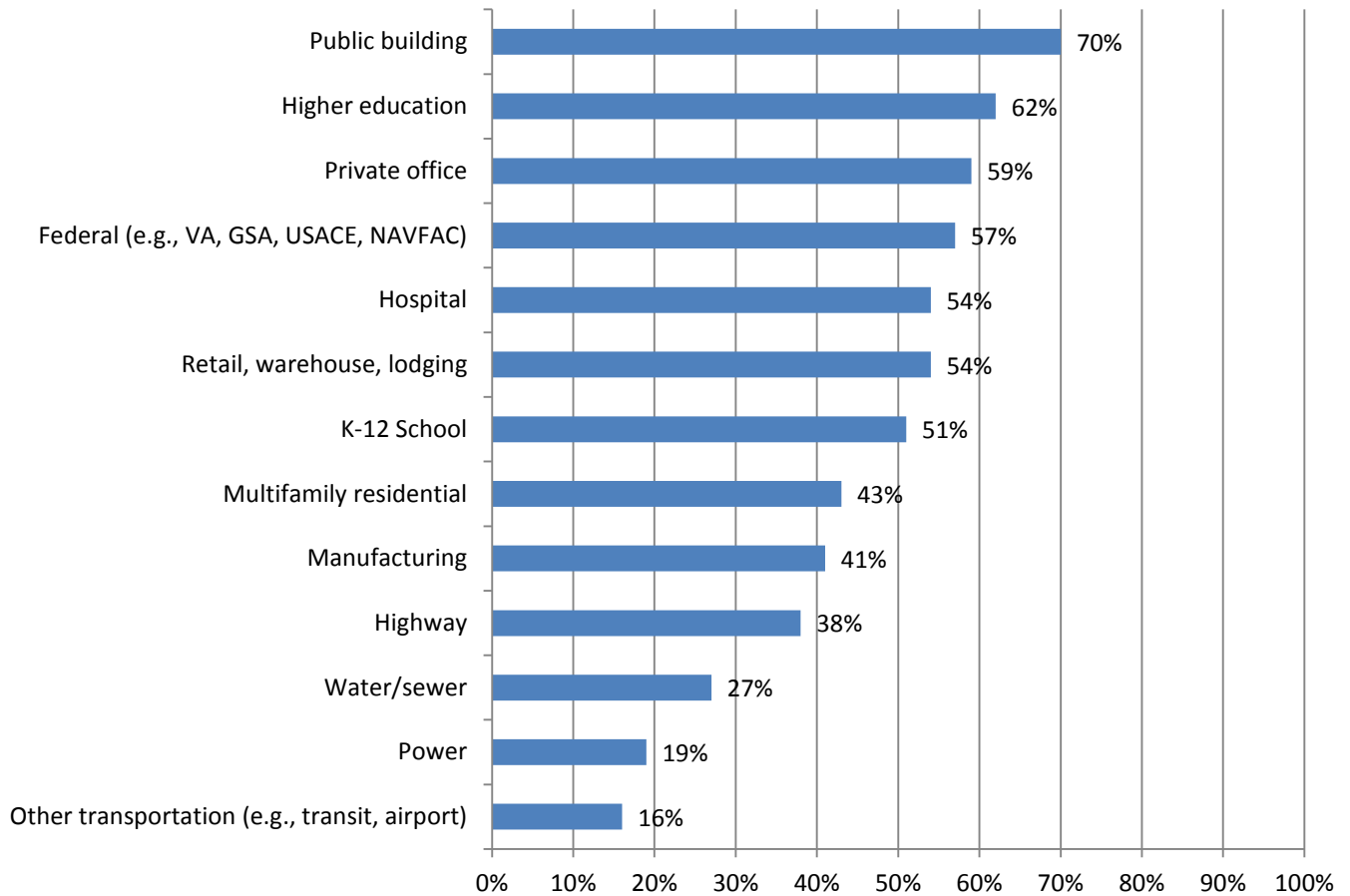


## 2017 Workforce Survey Results

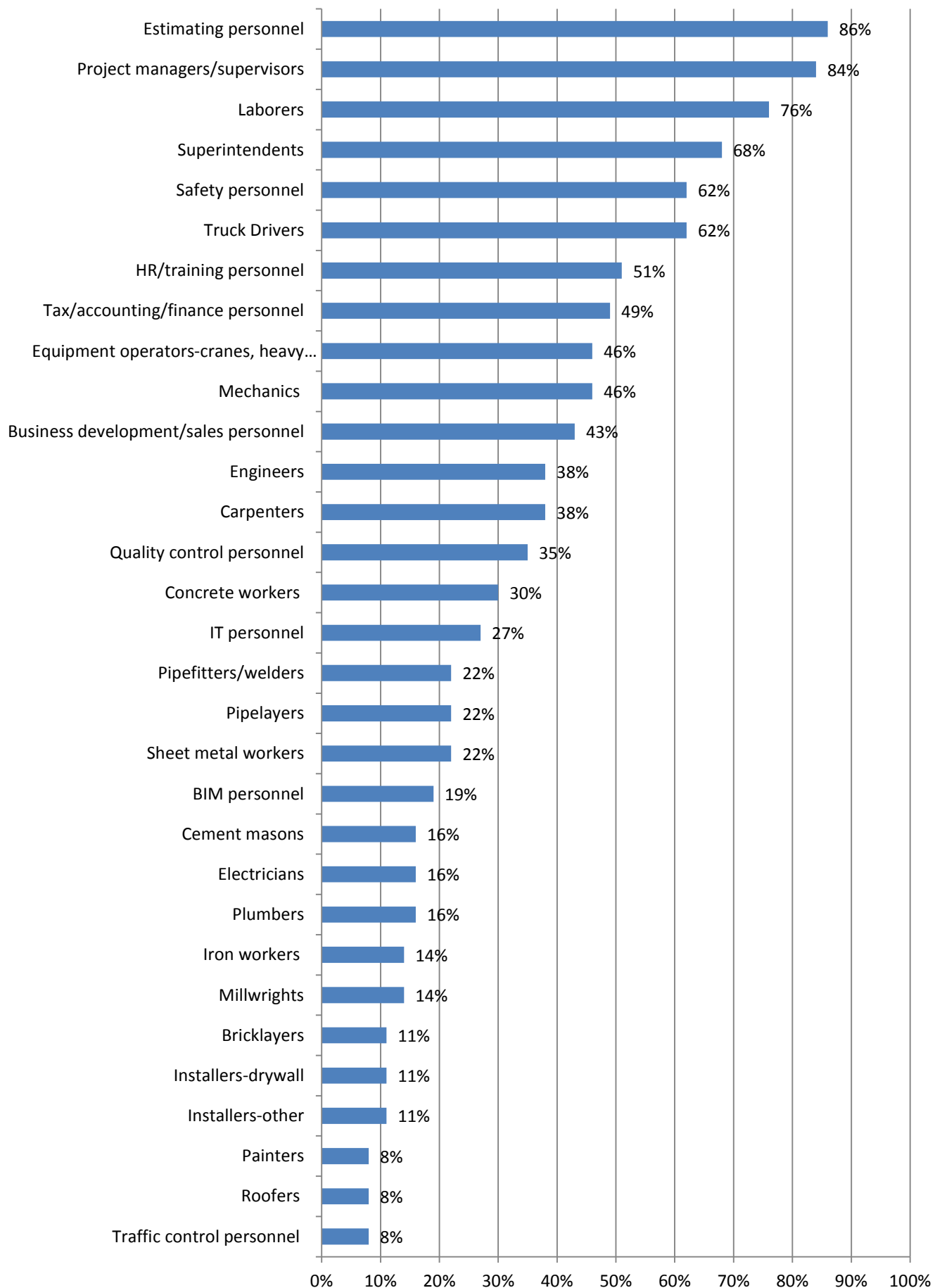
### Virginia Results

Total responses: 37. Responses varied for some questions.

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

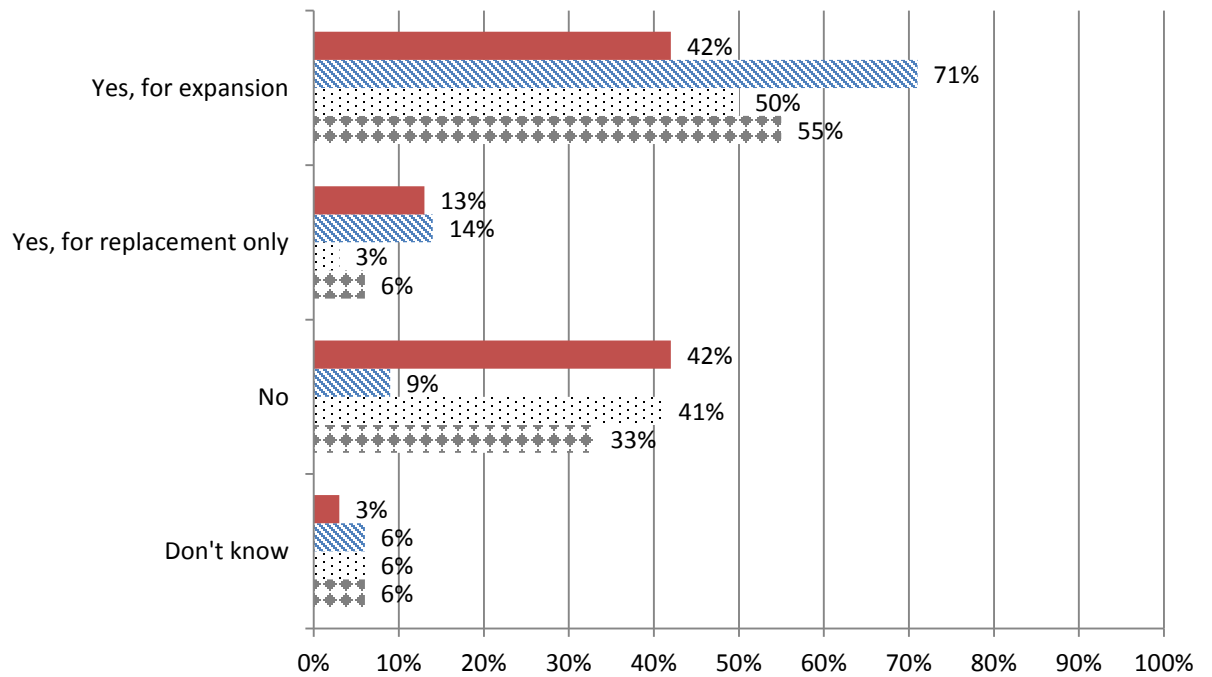


## 2. What types of employees does your firm employ (mark all that apply)?

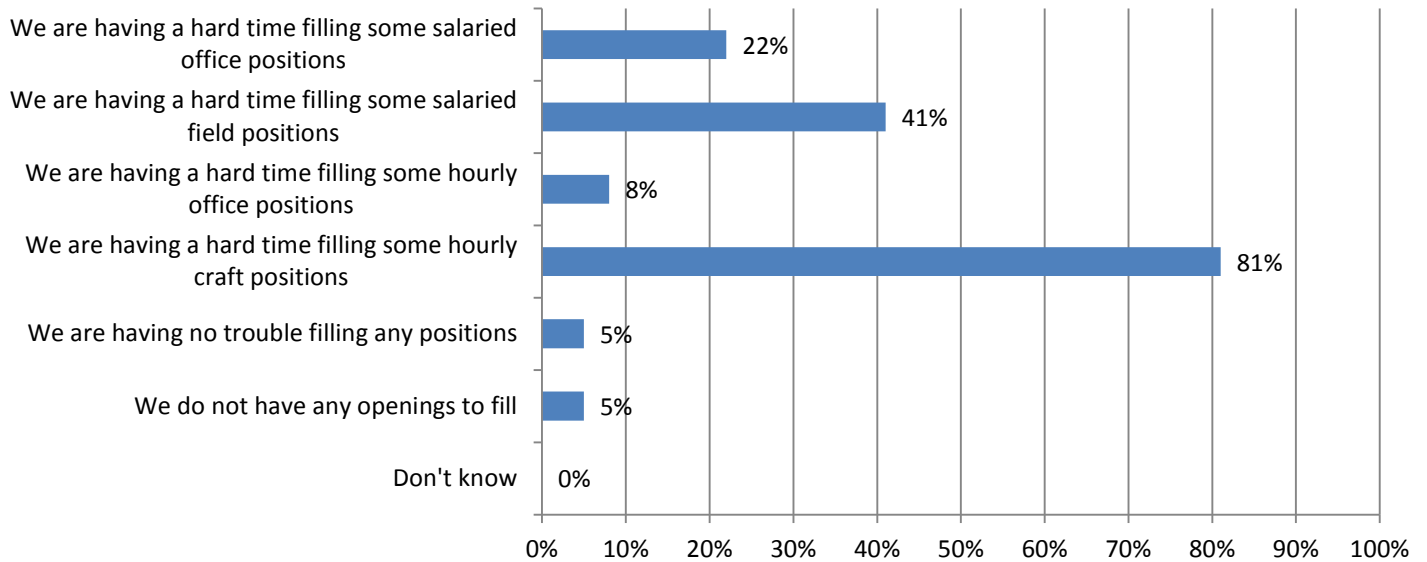


**3. In the next 12 months, do you expect your firm will hire additional or replacement:**

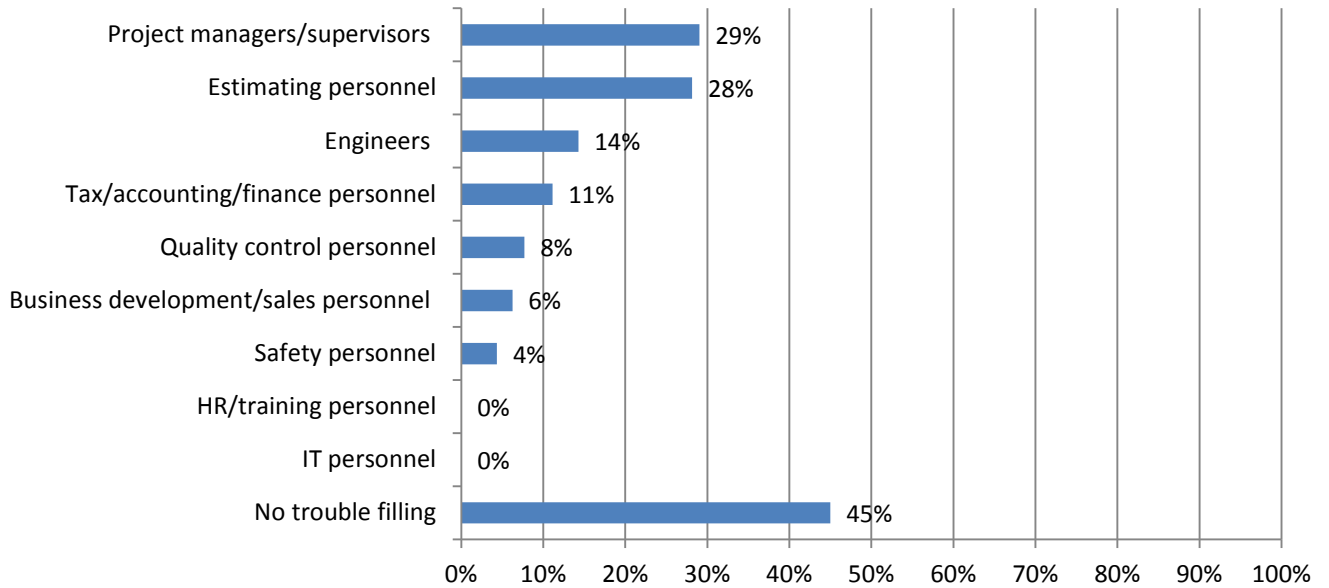
■ Hourly office personnel   
 ▨ Hourly craft personnel   
 ▩ Salaried office personnel   
 ▩ Salaried field personnel



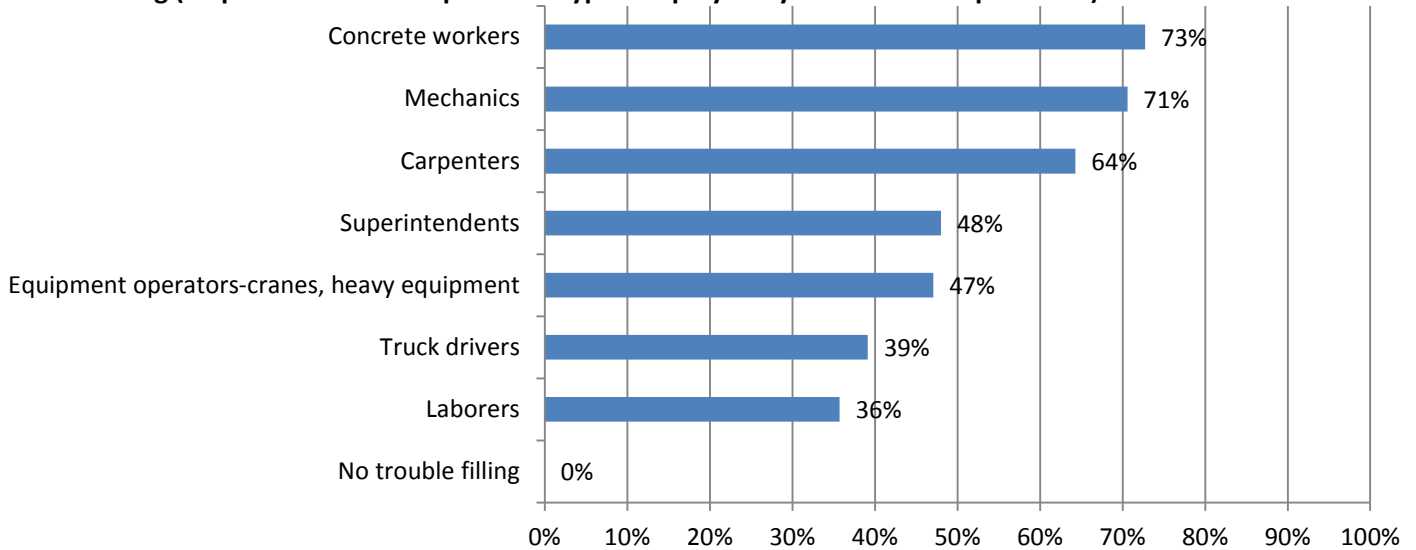
**4. How would you describe your current recruitment situation?**



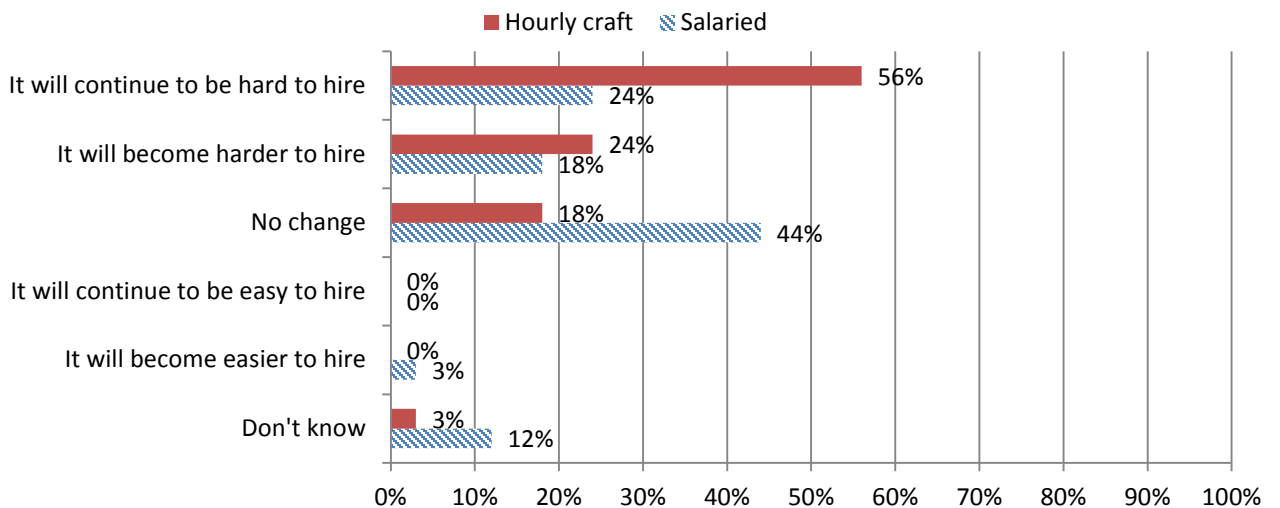
**5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling (responses shown for positions types employed by 10 or more respondents):**



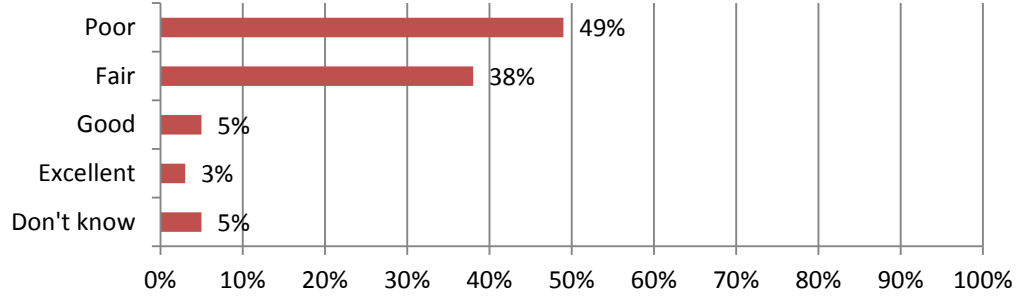
**6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling (responses shown for positions types employed by 10 or more respondents):**



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

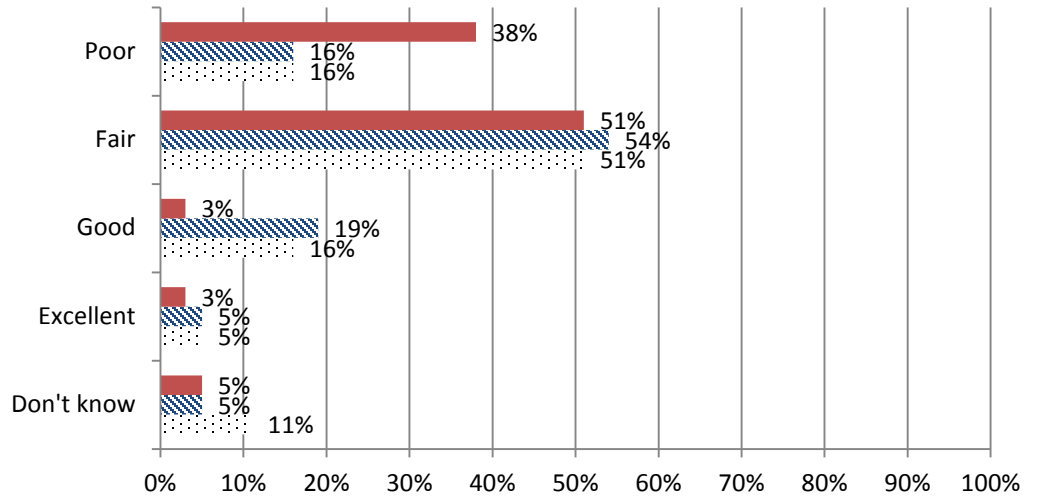


**8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?**

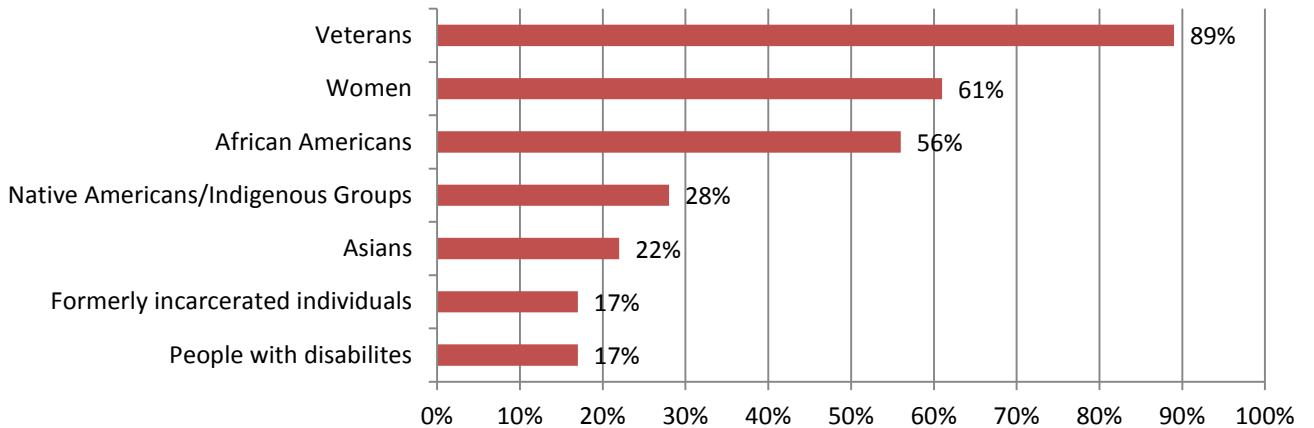


**9. How would you rate the adequacy of the local pipeline for supplying craft personnel who are:**

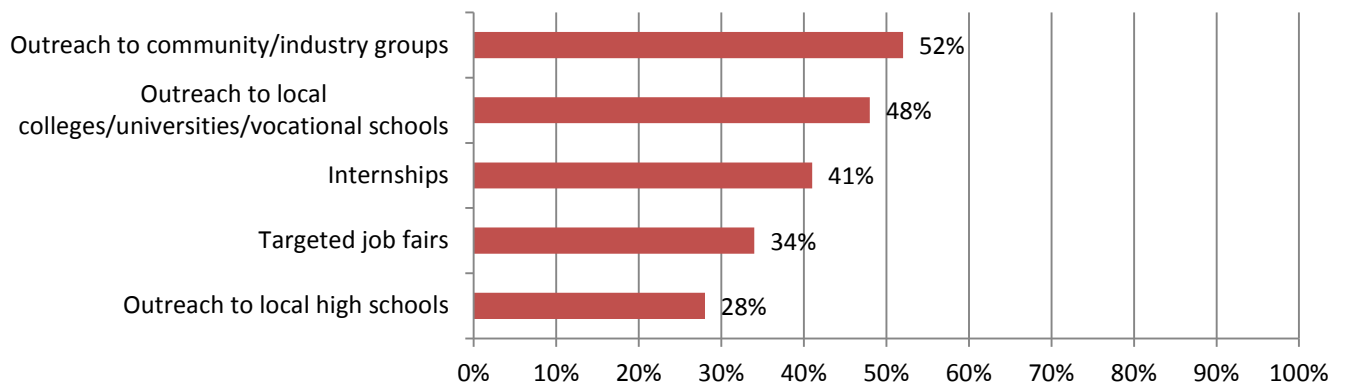
■ Well trained/skilled    ▨ Able to pass drug tests    ▩ Able to pass background checks



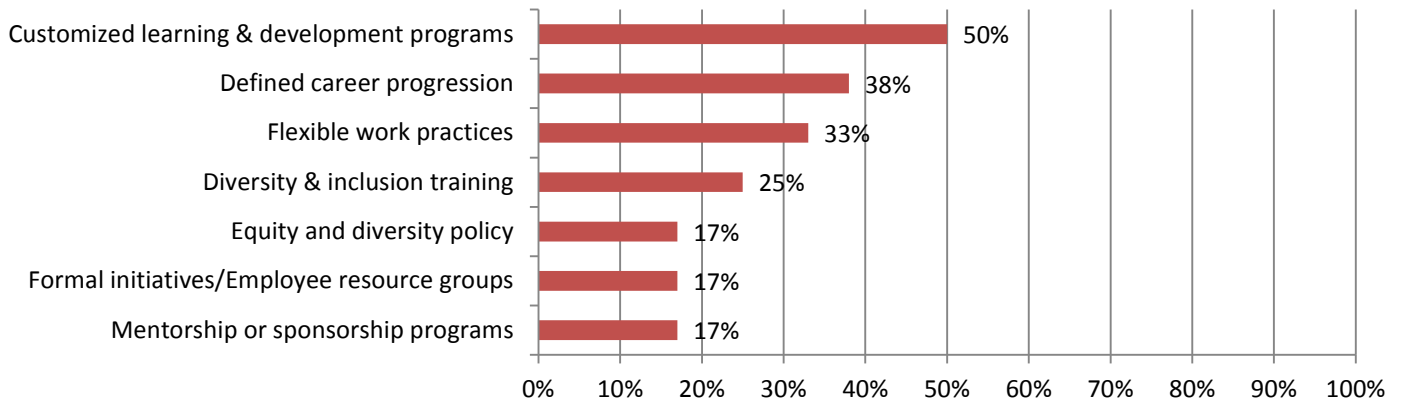
**10. Which, if any, of these categories of workers does your firm make special efforts to recruit and/or retain (mark all that apply)?**



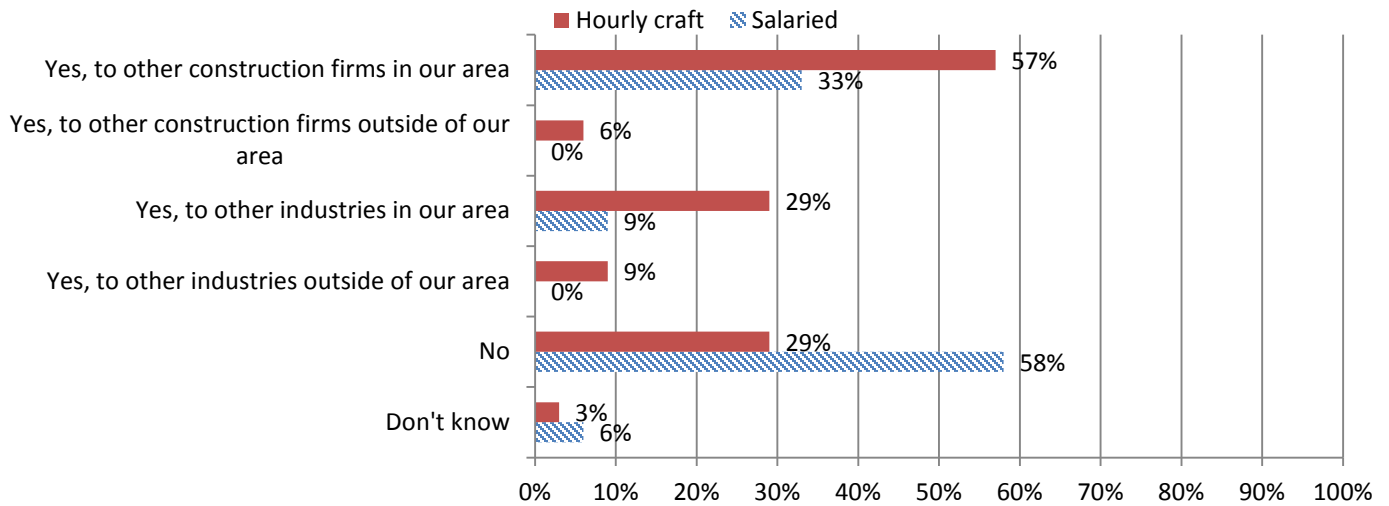
**11. What methods does your firm use to recruit these categories of workers (mark all that apply)?**



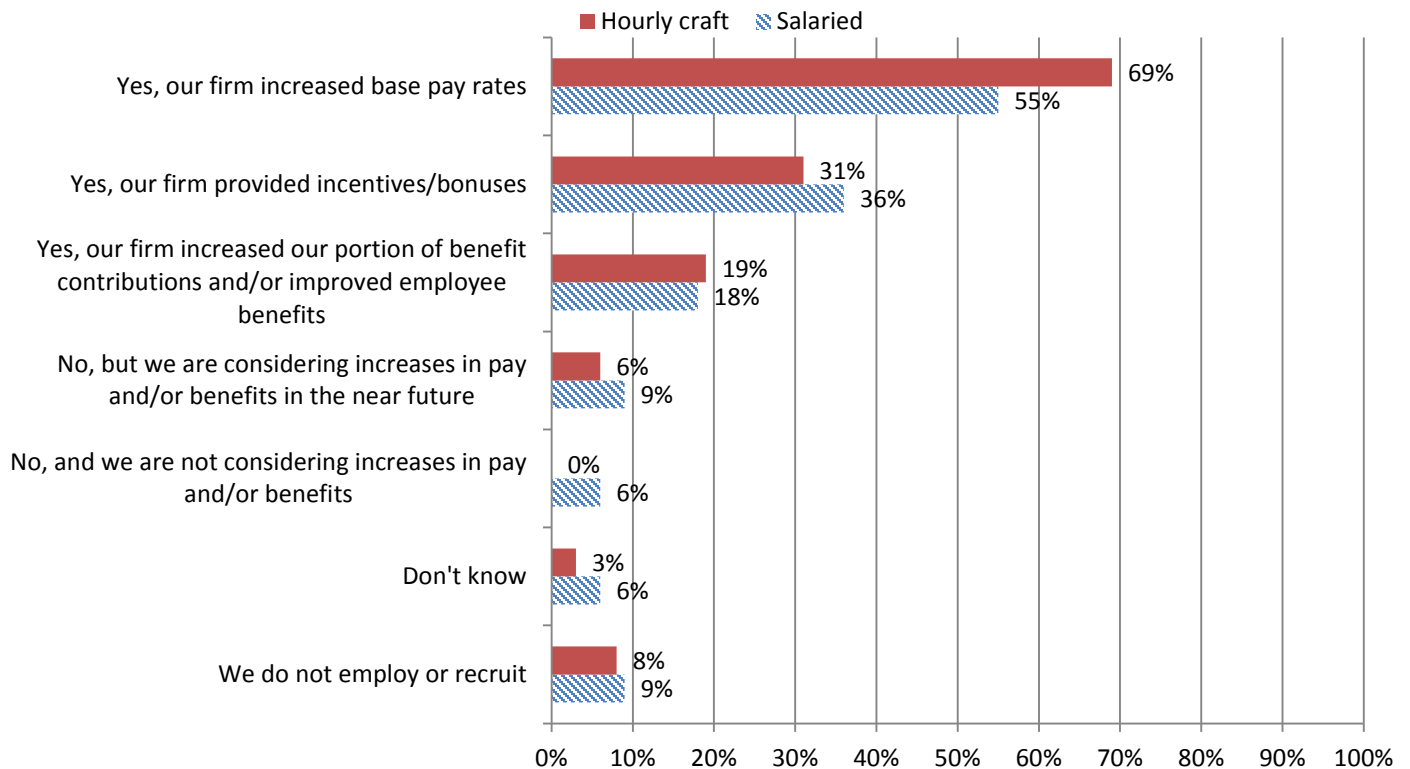
**12. What methods does your firm use to retain these categories of workers (mark all that apply)?**



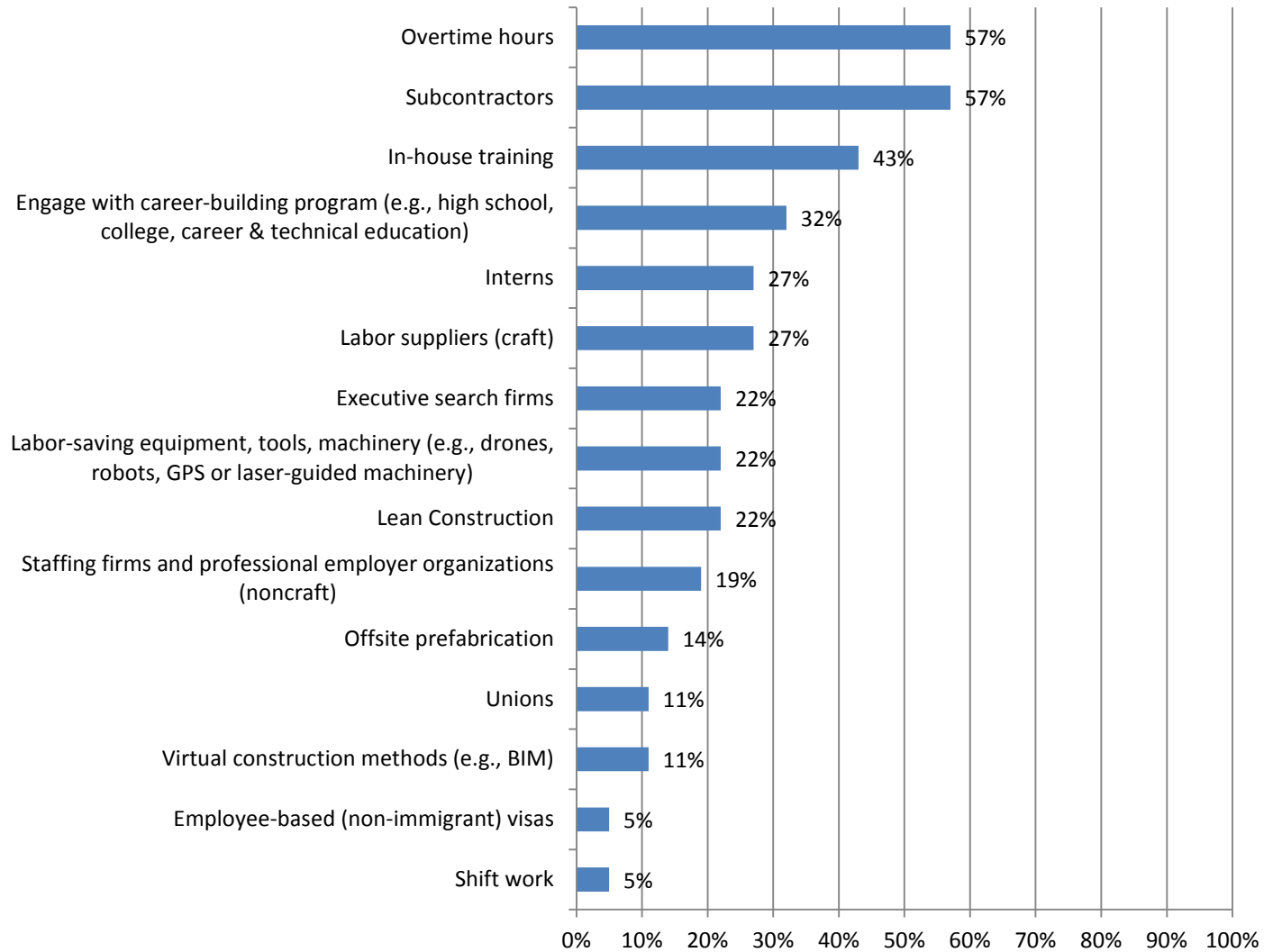
**13. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?**



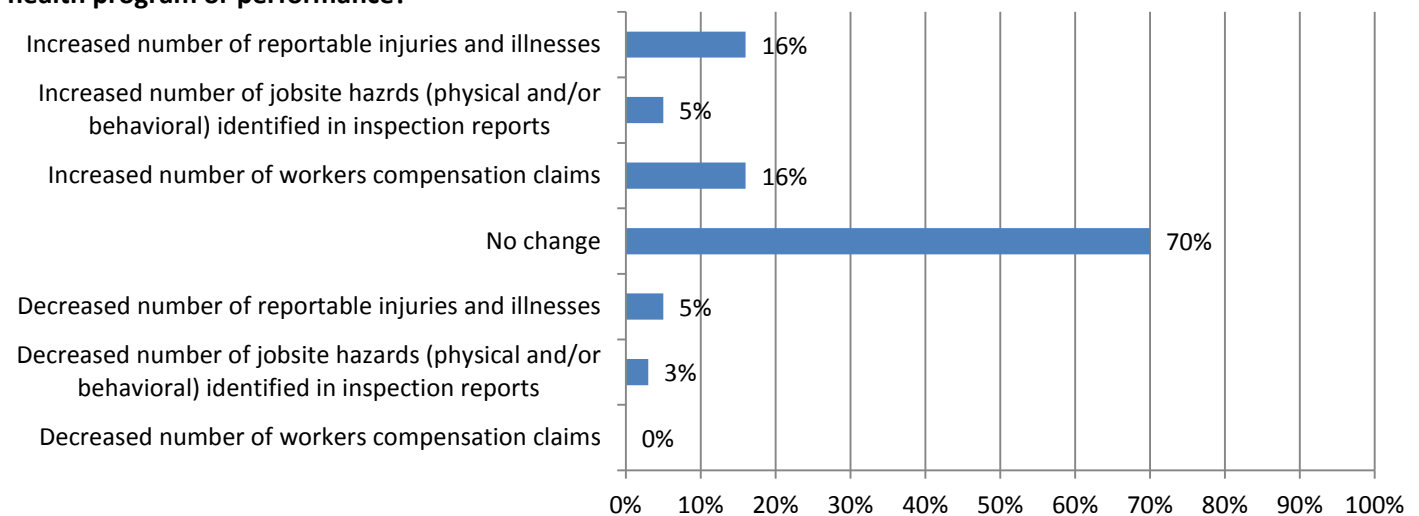
**14. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions (mark all that apply)?**



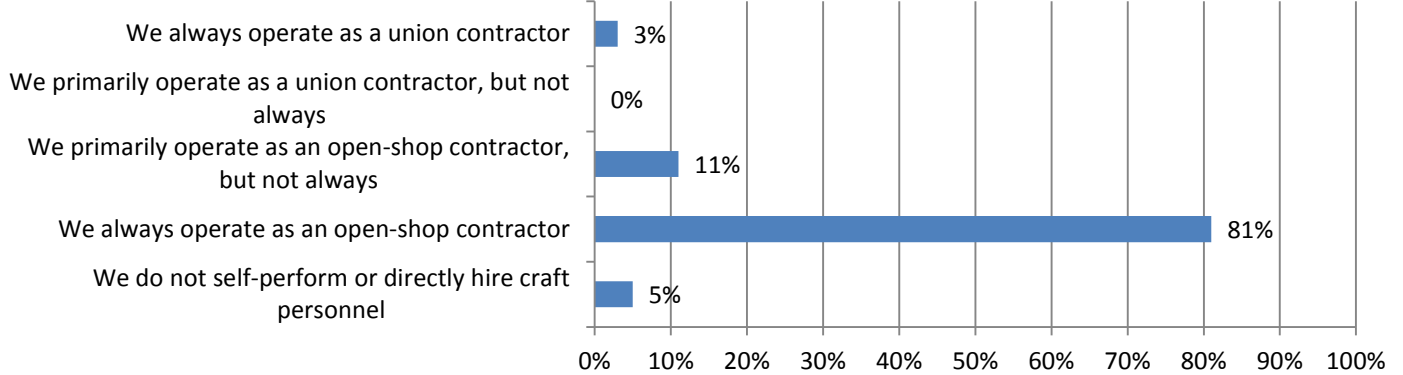
**15. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?**



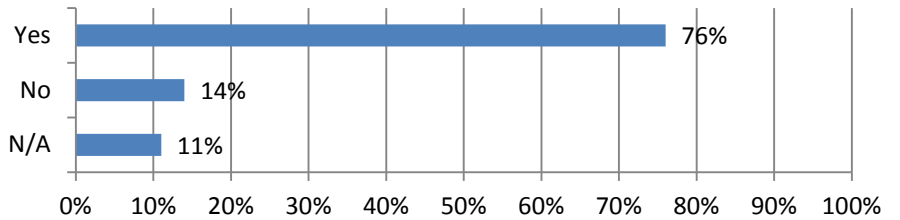
**16. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance?**



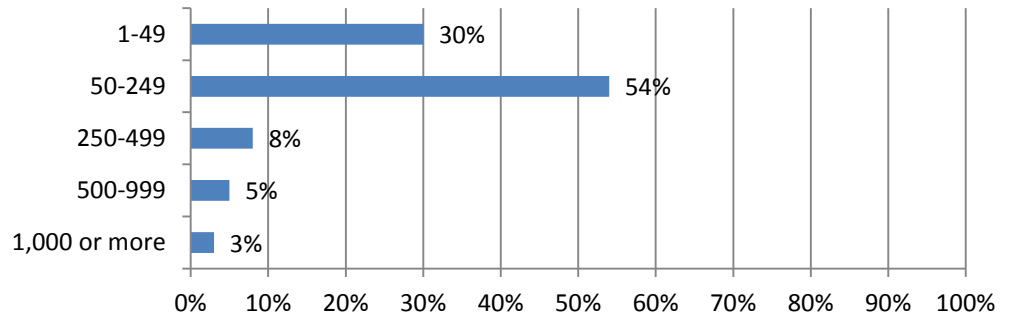
**17. When you self-perform construction work, do you operate as a union contractor or an open-shop?**



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



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



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

