2018 Workforce Survey Results

California Results

Total responses: 127, but number varies by question. Percentages are based on responses other than “Don’t know” for each question.

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

- Yes, for expansion
- Yes, for replacement only
- No

2. How would you describe your current situation in filling salaried and hourly craft positions?

- We are having a hard time filling some or all positions
- We are having no difficulty filling any positions
- We have no openings for positions

Craft Salaried
3. What has been your firm’s experience this year in filling the following types of salaried positions?

- **Project managers/supervisors (112 firms)**
  - Compared to one year ago, filling position is more difficult: 64%
  - Compared to one year ago, filling position is the same: 14%
  - Compared to one year ago, filling position is less difficult: 4%
  - Hired without difficulty: 4%
  - Employ but didn’t try to hire this year: 17%

- **Engineers (57 firms)**
  - Compared to one year ago, filling position is more difficult: 49%
  - Compared to one year ago, filling position is the same: 25%
  - Compared to one year ago, filling position is less difficult: 14%
  - Hired without difficulty: 11%

- **Estimating personnel (110 firms)**
  - Compared to one year ago, filling position is more difficult: 47%
  - Compared to one year ago, filling position is the same: 20%
  - Compared to one year ago, filling position is less difficult: 7%
  - Hired without difficulty: 25%

- **Safety personnel (98 firms)**
  - Compared to one year ago, filling position is more difficult: 31%
  - Compared to one year ago, filling position is the same: 12%
  - Compared to one year ago, filling position is less difficult: 15%
  - Hired without difficulty: 41%

- **Quality control personnel (78 firms)**
  - Compared to one year ago, filling position is more difficult: 29%
  - Compared to one year ago, filling position is the same: 19%
  - Compared to one year ago, filling position is less difficult: 6%
  - Hired without difficulty: 44%

- **Environmental compliance professionals (33 firms)**
  - Compared to one year ago, filling position is more difficult: 27%
  - Compared to one year ago, filling position is the same: 18%
  - Compared to one year ago, filling position is less difficult: 12%
  - Hired without difficulty: 39%

- **BIM personnel (33 firms)**
  - Compared to one year ago, filling position is more difficult: 18%
  - Compared to one year ago, filling position is the same: 18%
  - Compared to one year ago, filling position is less difficult: 15%
  - Hired without difficulty: 45%

- **IT personnel (74 firms)**
  - Compared to one year ago, filling position is more difficult: 16%
  - Compared to one year ago, filling position is the same: 20%
  - Compared to one year ago, filling position is less difficult: 19%
  - Hired without difficulty: 43%

- **Software/database personnel (48 firms)**
  - Compared to one year ago, filling position is more difficult: 13%
  - Compared to one year ago, filling position is the same: 13%
  - Compared to one year ago, filling position is less difficult: 13%
  - Hired without difficulty: 60%

- **Architects (8 firms)**
  - Compared to one year ago, filling position is more difficult: 13%
  - Compared to one year ago, filling position is the same: 25%
  - Compared to one year ago, filling position is less difficult: 63%
4. What has been your firm’s experience this year in filling the following types of hourly craft positions?

<table>
<thead>
<tr>
<th>Craft Position</th>
<th>0%</th>
<th>10%</th>
<th>20%</th>
<th>30%</th>
<th>40%</th>
<th>50%</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayers (7 firms)</td>
<td>71%</td>
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<td>14%</td>
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<td>14%</td>
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<tr>
<td>Installers-drywall (16 firms)</td>
<td>69%</td>
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<td>31%</td>
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<tr>
<td>Pipelayers (22 firms)</td>
<td>68%</td>
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<td>32%</td>
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<tr>
<td>Carpenters (70 firms)</td>
<td>67%</td>
<td>10%</td>
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<td>14%</td>
<td>9%</td>
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<tr>
<td>Sheet metal workers (9 firms)</td>
<td>67%</td>
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<td>22%</td>
<td>11%</td>
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<td>Plumbers (15 firms)</td>
<td>67%</td>
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<td>7%</td>
<td>7%</td>
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<td>20%</td>
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<tr>
<td>Pipefitters/Welders (23 firms)</td>
<td>65%</td>
<td>4%</td>
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<td>13%</td>
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<td>17%</td>
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<tr>
<td>Installers-other (17 firms)</td>
<td>65%</td>
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<td></td>
<td>6%</td>
<td>12%</td>
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<td>18%</td>
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<tr>
<td>Equipment operators-crane, heavy equipment (72 firms)</td>
<td>64%</td>
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<td>13%</td>
<td>14%</td>
<td>8%</td>
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<tr>
<td>Concrete workers (60 firms)</td>
<td>63%</td>
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<td>13%</td>
<td>15%</td>
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<td>Roofers (5 firms)</td>
<td>60%</td>
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<td>20%</td>
<td>20%</td>
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<tr>
<td>Cement masons (44 firms)</td>
<td>59%</td>
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<td>18%</td>
<td>16%</td>
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<tr>
<td>Iron workers (18 firms)</td>
<td>56%</td>
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<td>17%</td>
<td>17%</td>
<td>11%</td>
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<tr>
<td>Laborers (104 firms)</td>
<td>54%</td>
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<td></td>
<td>17%</td>
<td>23%</td>
<td>6%</td>
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<tr>
<td>Truck drivers (57 firms)</td>
<td>46%</td>
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<td>19%</td>
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<td>21%</td>
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<tr>
<td>Mechanics (57 firms)</td>
<td>46%</td>
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<td></td>
<td>16%</td>
<td>16%</td>
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<td>23%</td>
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<tr>
<td>Traffic control personnel (39 firms)</td>
<td>44%</td>
<td></td>
<td></td>
<td>18%</td>
<td>21%</td>
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<td></td>
<td></td>
<td>18%</td>
</tr>
<tr>
<td>Electricians (28 firms)</td>
<td>43%</td>
<td>18%</td>
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<td></td>
<td>25%</td>
<td>14%</td>
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<tr>
<td>Painters (12 firms)</td>
<td>33%</td>
<td></td>
<td>17%</td>
<td>8%</td>
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<td></td>
<td>42%</td>
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<tr>
<td>Millwrights (14 firms)</td>
<td>29%</td>
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<td></td>
<td>29%</td>
<td>7%</td>
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<td></td>
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<td></td>
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<td>36%</td>
</tr>
</tbody>
</table>

- **Red**: Compared to one year ago, filling position is more difficult
- **Pink**: Compared to one year ago, filling position is the same
- **Light Blue**: Compared to one year ago, filling position is less difficult
- **Green**: Hired without difficulty
- **Blue**: Employ but didn’t try to hire this year
5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

- It will become harder to hire: 31% (Hourly craft) 25% (Salaried)
- It will continue to be hard to hire: 45% (Hourly craft) 40% (Salaried)
- No change: 20% (Hourly craft) 31% (Salaried)
- It will continue to be easy to hire: 3% (Hourly craft) 4% (Salaried)
- It will become easier to hire: 1% (Hourly craft) 0% (Salaried)

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

- Well trained/skilled: Poor 42%, Fair 39%, Good 18%
- Able to pass drug tests: Poor 13%, Fair 46%, Good 32%
- Able to pass background checks: Poor 6%, Fair 47%, Good 40%
7. Is your firm losing hourly craft or salaried personnel to other employers? (Totals may add to more than 100%, as respondents could mark more than one answer.)

![Bar chart showing percentages of firms losing personnel to other industries or firms.]

- Yes, to other construction firms: 54% (Hourly craft) vs. 58% (Salaried)
- Yes, to other industries: 17% (Hourly craft) vs. 12% (Salaried)
- No: 42% (Hourly craft) vs. 39% (Salaried)

8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100%, as respondents could mark more than one answer.)

![Bar chart showing percentages of firms increasing pay and benefits.]

- Yes, our firm increased base pay rates: 60% (Hourly craft) vs. 52% (Salaried)
- Yes, our firm provided incentives/bonuses: 34% (Hourly craft) vs. 22% (Salaried)
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: 18% (Hourly craft) vs. 21% (Salaried)
- No, but we are considering increases in pay and/or benefits in the near future: 13% (Hourly craft) vs. 10% (Salaried)
- No, and we are not considering increases in pay and/or benefits: 17% (Hourly craft) vs. 11% (Salaried)
- We did not seek to fill any positions: 5% (Hourly craft) vs. 4% (Salaried)
9. Has your firm added or increased use of the following to provide workers in the past year? (Totals may add to more than 100%, as respondents could mark more than one answer.)

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engaged with career-building program (e.g., high school, college, career &amp; technical education)</td>
<td>49%</td>
</tr>
<tr>
<td>Executive and non-craft worker search firm or professional employer organization</td>
<td>38%</td>
</tr>
<tr>
<td>Unions</td>
<td>37%</td>
</tr>
<tr>
<td>Sub- or specialty contractors</td>
<td>25%</td>
</tr>
<tr>
<td>Staffing firm (craft)</td>
<td>24%</td>
</tr>
<tr>
<td>Engaged with government workforce development or unemployment agency</td>
<td>16%</td>
</tr>
<tr>
<td>Applied for employee-based visas (e.g., H-1B, H-2B)</td>
<td>11%</td>
</tr>
<tr>
<td>No changes</td>
<td>22%</td>
</tr>
</tbody>
</table>

10. Has your firm made changes in hiring, training or scheduling to address worker or skill shortages in the past year? (Totals may add to more than 100%, as respondents could mark more than one answer.)

<table>
<thead>
<tr>
<th>Option</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initiated or increased in-house training</td>
<td>51%</td>
</tr>
<tr>
<td>Interns</td>
<td>41%</td>
</tr>
<tr>
<td>Overtime</td>
<td>29%</td>
</tr>
<tr>
<td>Changed hiring standards (e.g., education, training, employment or arrest record)</td>
<td>23%</td>
</tr>
<tr>
<td>Augmented/mixed/virtual reality training devices</td>
<td>7%</td>
</tr>
<tr>
<td>No changes</td>
<td>26%</td>
</tr>
</tbody>
</table>
11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100%, as respondents could mark more than one answer.)

- **Labor-saving equipment** (e.g., drones, robots, 3-D printers, laser- or GPS-guided equipment) - 27%
- **Methods to reduce onsite worktime** (e.g., lean construction, virtual construction such as BIM, offsite fabrication) - 22%
- **Added specialists** (e.g., architects, BIM or lean construction personnel, drone or other equipment operators, data or IT personnel) - 14%
- **No changes** - 59%

12. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Totals may add to more than 100%, as respondents could mark more than one answer.)

- **We have put higher prices into our bids or contracts** - 51%
- **Projects have taken longer than we anticipated** - 39%
- **Costs have been higher than we anticipated** - 38%
- **We have put longer completion times into our bids or contracts** - 25%
- **Completion times or costs have been lower than we anticipated** - 2%
- **No impact** - 21%
13. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance? (Totals may add to more than 100%, as respondents could mark more than one answer.)

- Increased number of reportable injuries and illnesses: 12%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 17%
- Increased number of workers compensation claims: 15%
- No change: 68%
- Decreased number of reportable injuries and illnesses: 4%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 2%
- Decreased number of workers compensation claims: 3%

14. Please indicate which of the following types of construction projects your firm performs: (Totals may add to more than 100%, as respondents could mark more than one answer.)

- Building construction: 55%
- Highway and transportation: 38%
- Federal and heavy: 35%
- Utility infrastructure: 29%
- Other: 18%
15. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

- We always operate as an open-shop contractor: 32%
- We primarily operate as an open-shop contractor, but not always: 11%
- We primarily operate as a union contractor, but not always: 10%
- We always operate as a union contractor: 43%
- We do not self-perform or directly hire craft personnel: 4%

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

- 1-49: 30%
- 50-249: 30%
- 250-499: 9%
- 500-999: 9%
- 1,000 or more: 22%

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

- $10 million or less: 25%
- $10.1 million-$50 million: 25%
- $50.1 million-$100 million: 5%
- $100.1 million-$500 million: 24%
- Over $500 million: 21%
18. What percent of your employees are in each of these categories?

- **Women**: 6% 0% 26-50% 51-75% 76-99% 100%
- **Veterans**: 18% 0% 26-50% 71% 4% 11%
- **People with Disabilities**: 46% 0% 26-50% 54% 100%
- **Formerly incarcerated individuals**: 25% 0% 26-50% 71% 4% 11%
- **White, non-Hispanic**: 3% 0% 26-50% 34% 20% 5%
- **African American**: 22% 0% 26-50% 78%
- **Hispanic**: 3% 20% 37% 21% 17%
- **Asian**: 35% 0% 26-50% 65%
- **Native Americans/indigenous groups**: 39% 0% 26-50% 61%