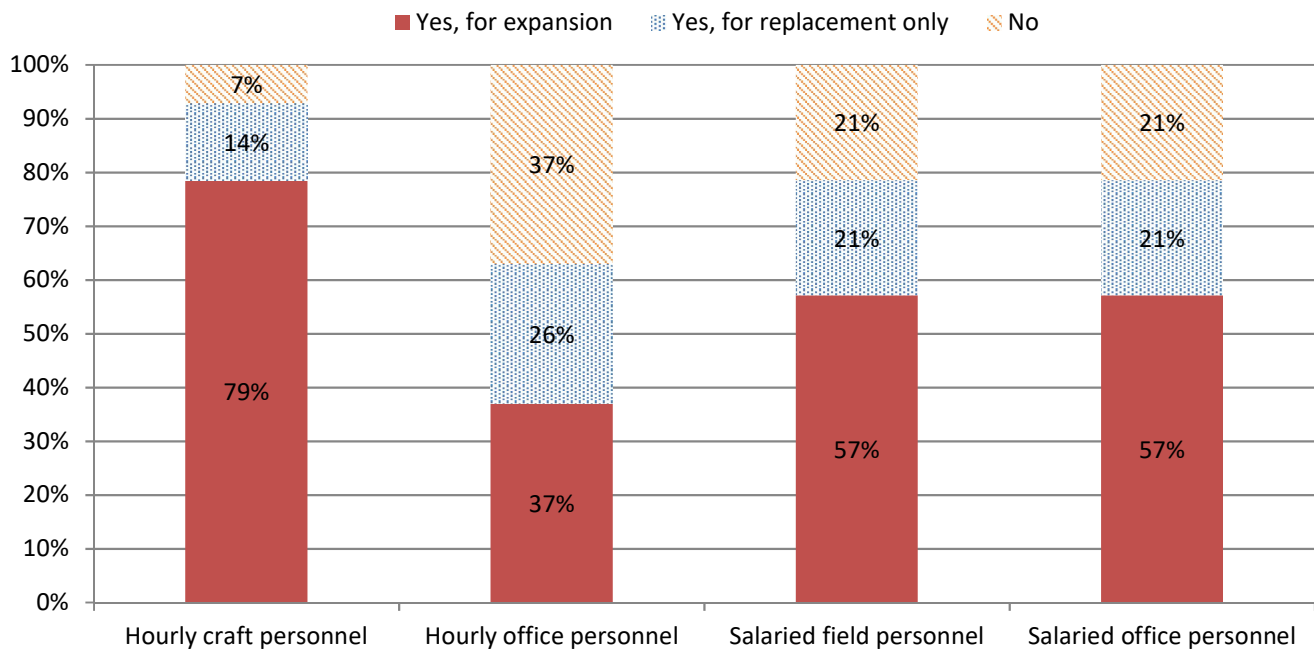




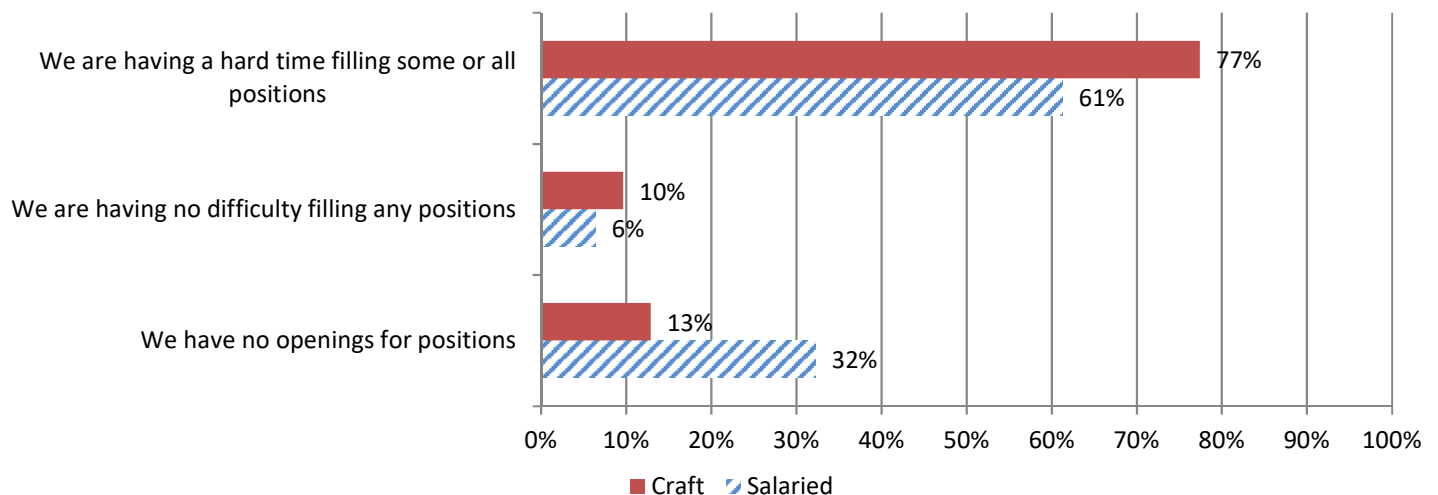
## 2018 Workforce Survey Results Michigan Results

Total responses: 32, but number varies by question. Percentages are based on responses other than "Don't know" for each question.

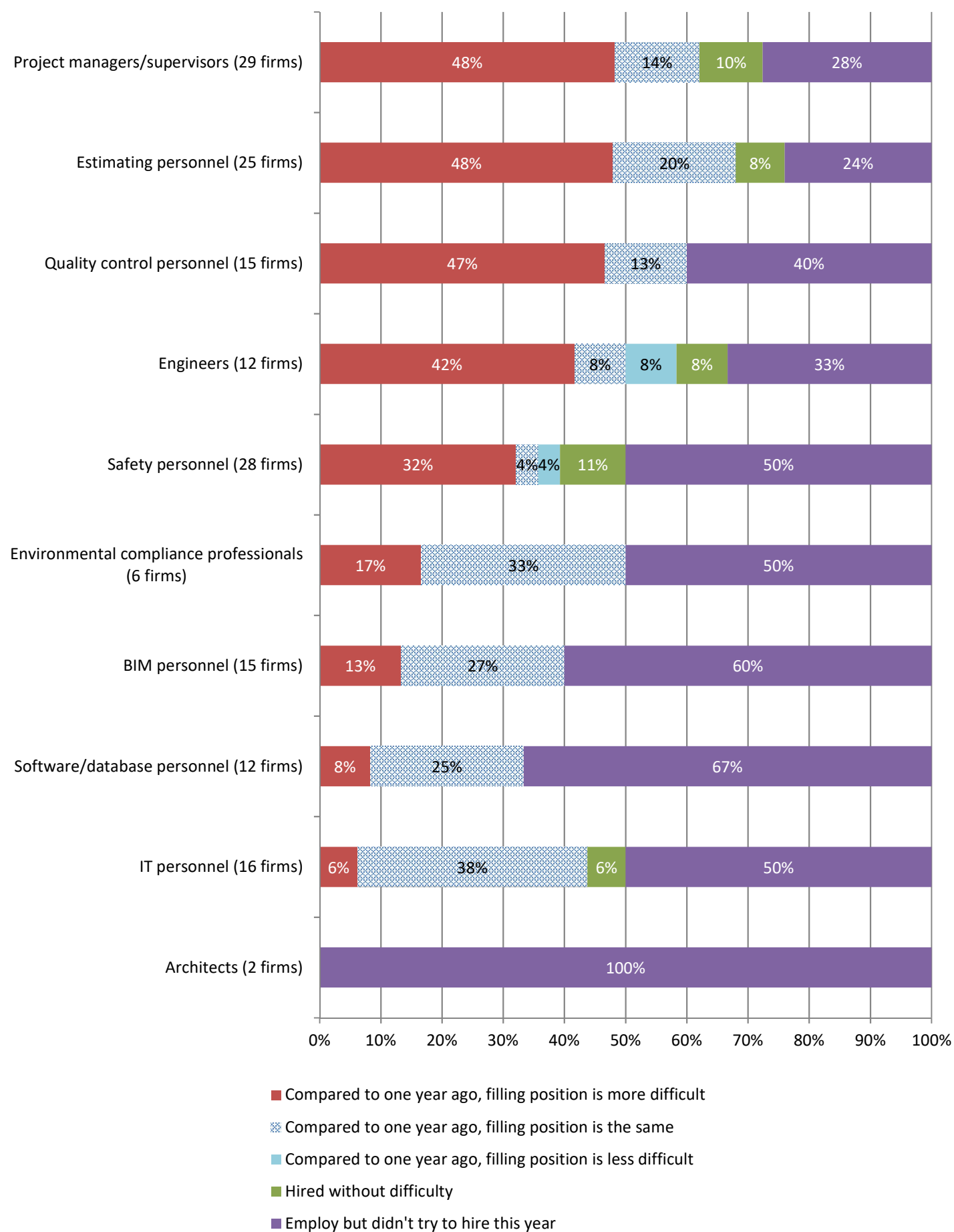
### 1. In the next 12 months, do you expect your firm will hire additional or replacement:



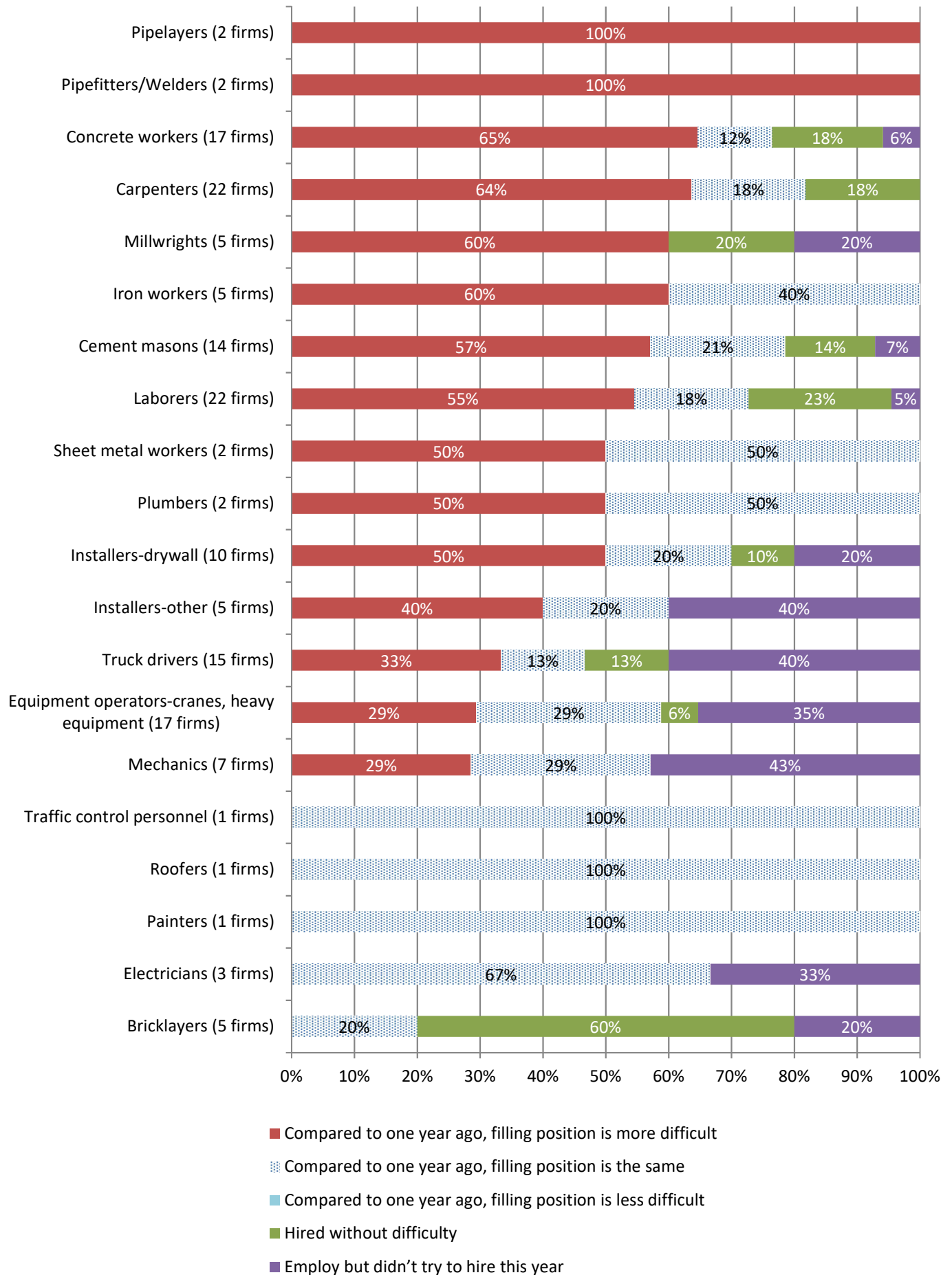
### 2. How would you describe your current situation in filling salaried and hourly craft positions?



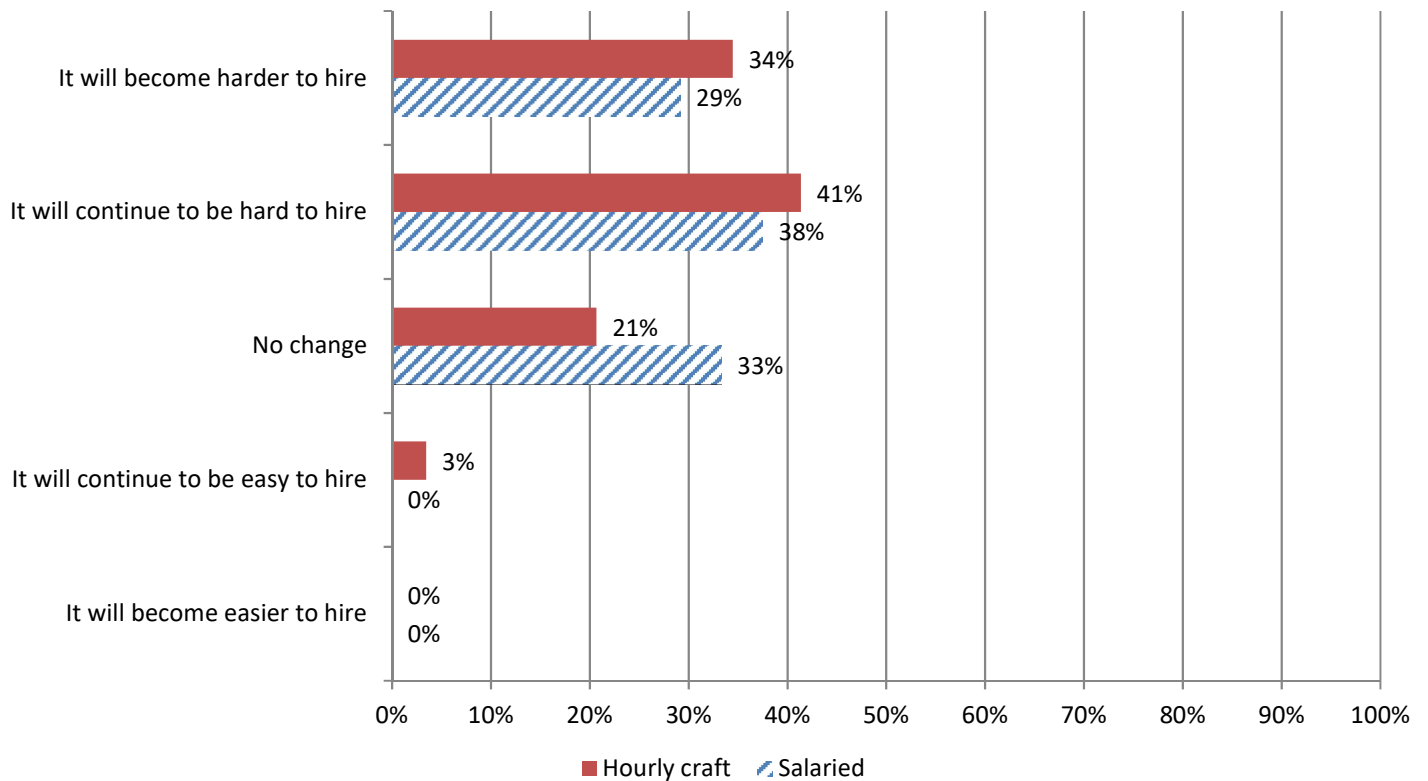
### 3. What has been your firm's experience this year in filling the following types of salaried positions?



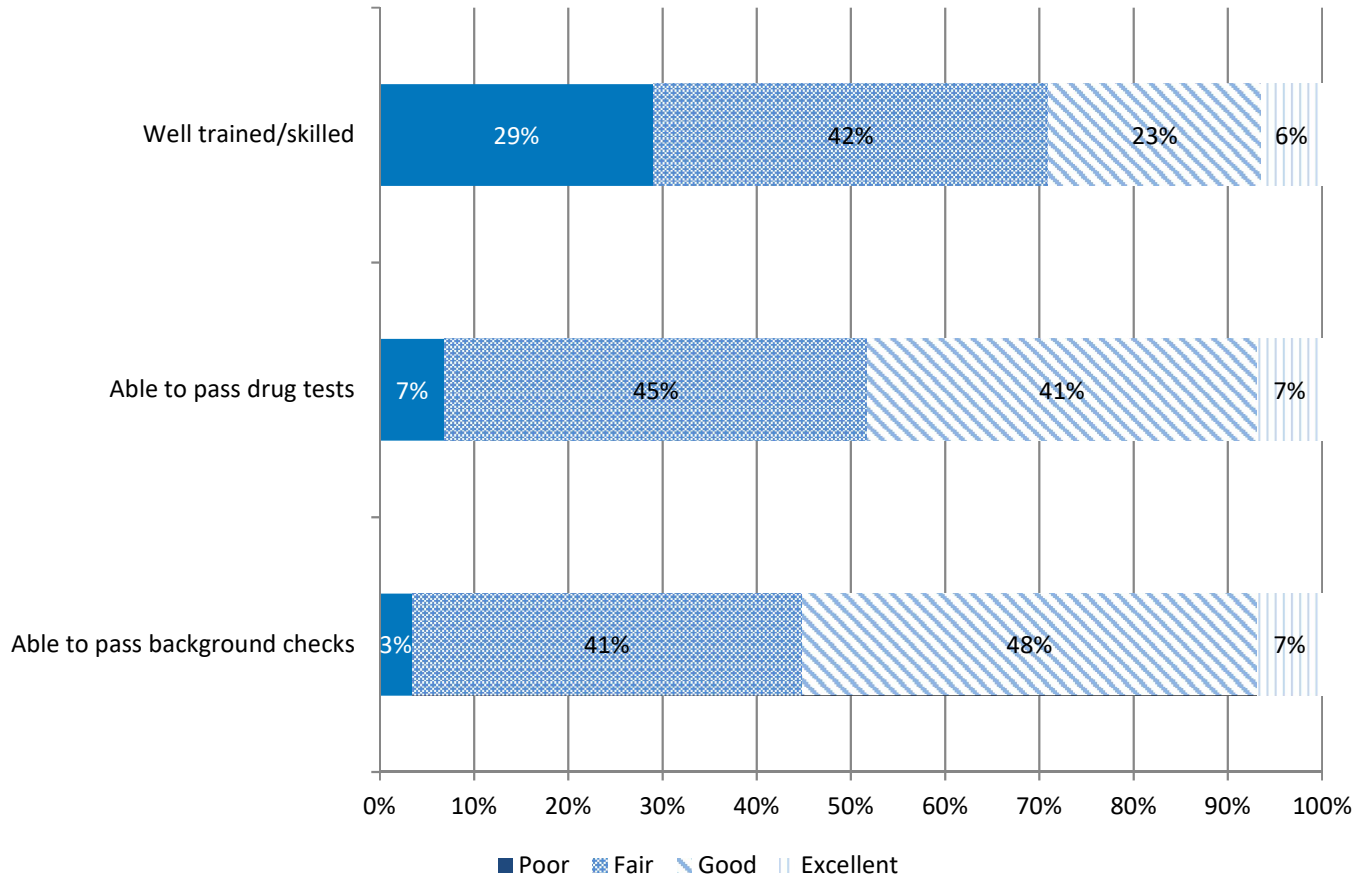
#### 4. What has been your firm's experience this year in filling the following types of hourly craft positions?



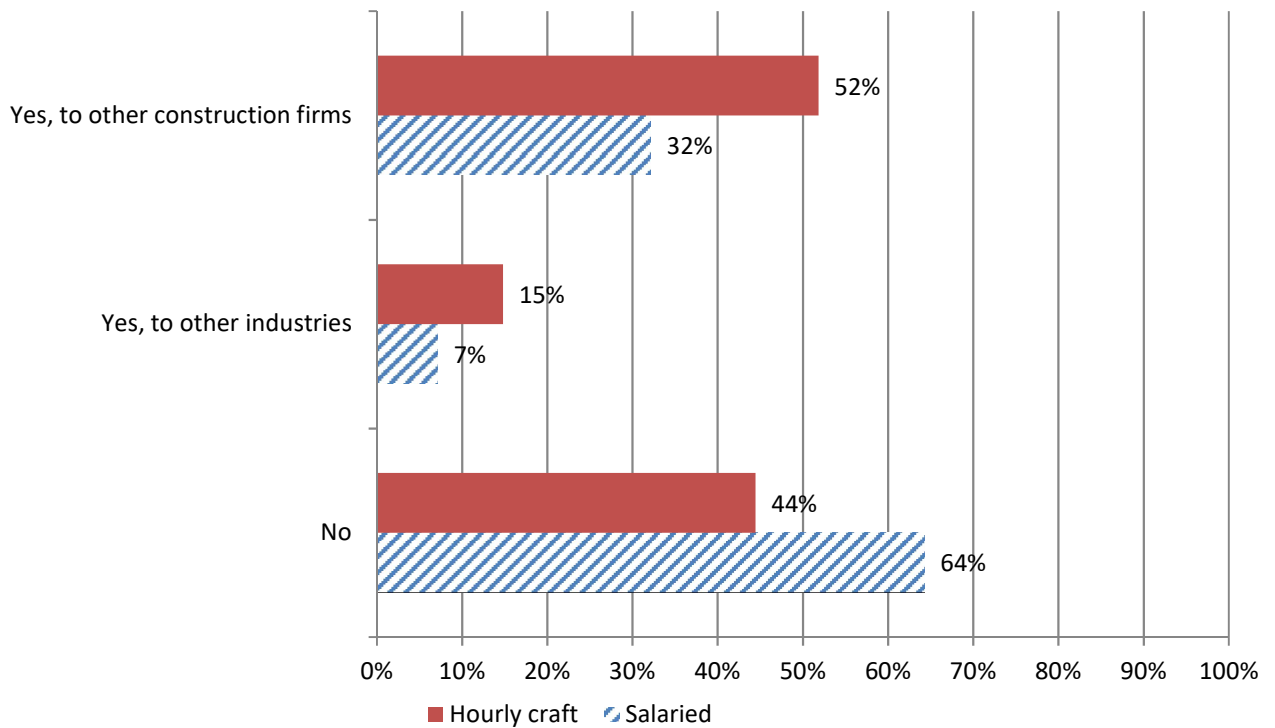
**5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?**



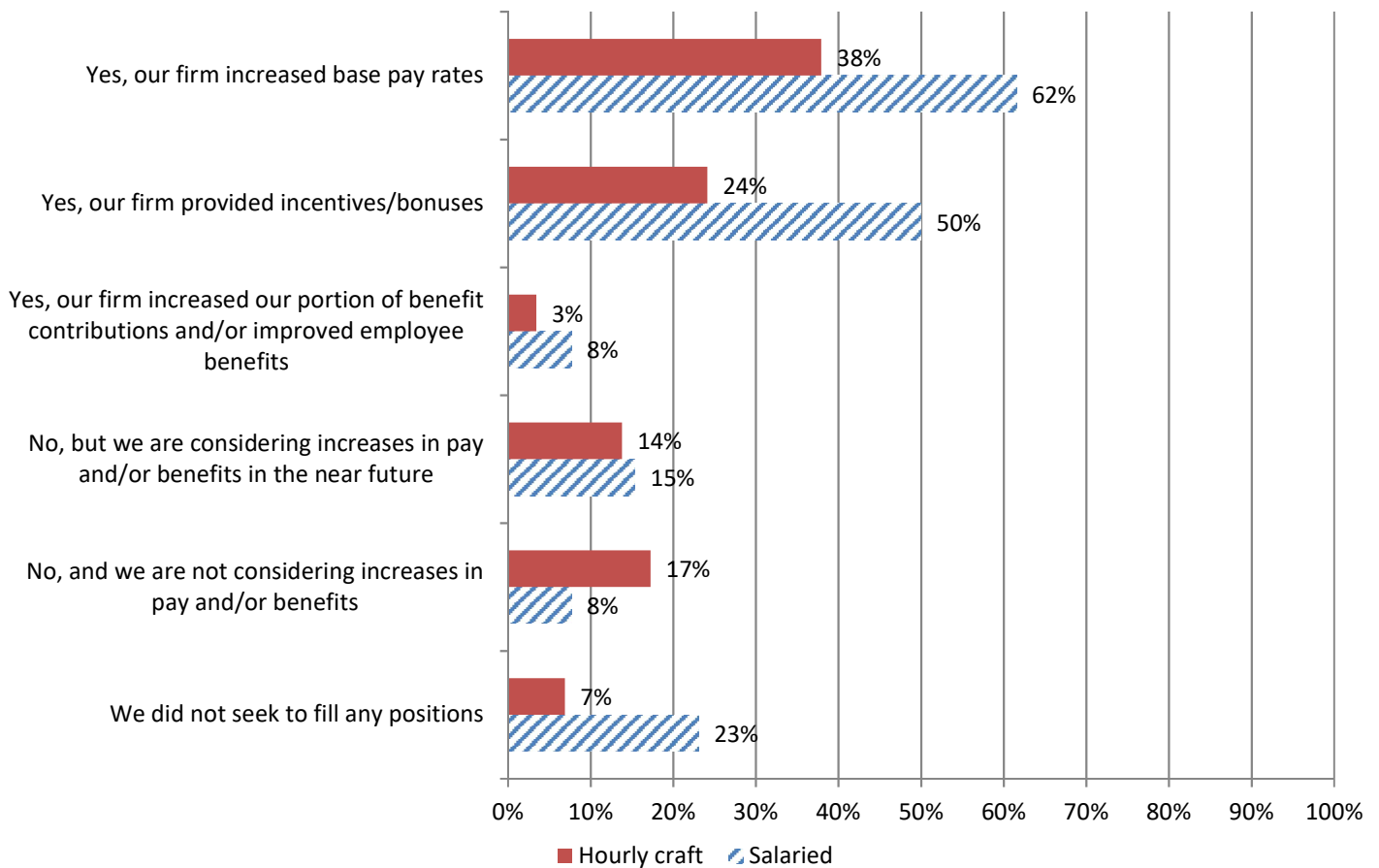
**6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are:**



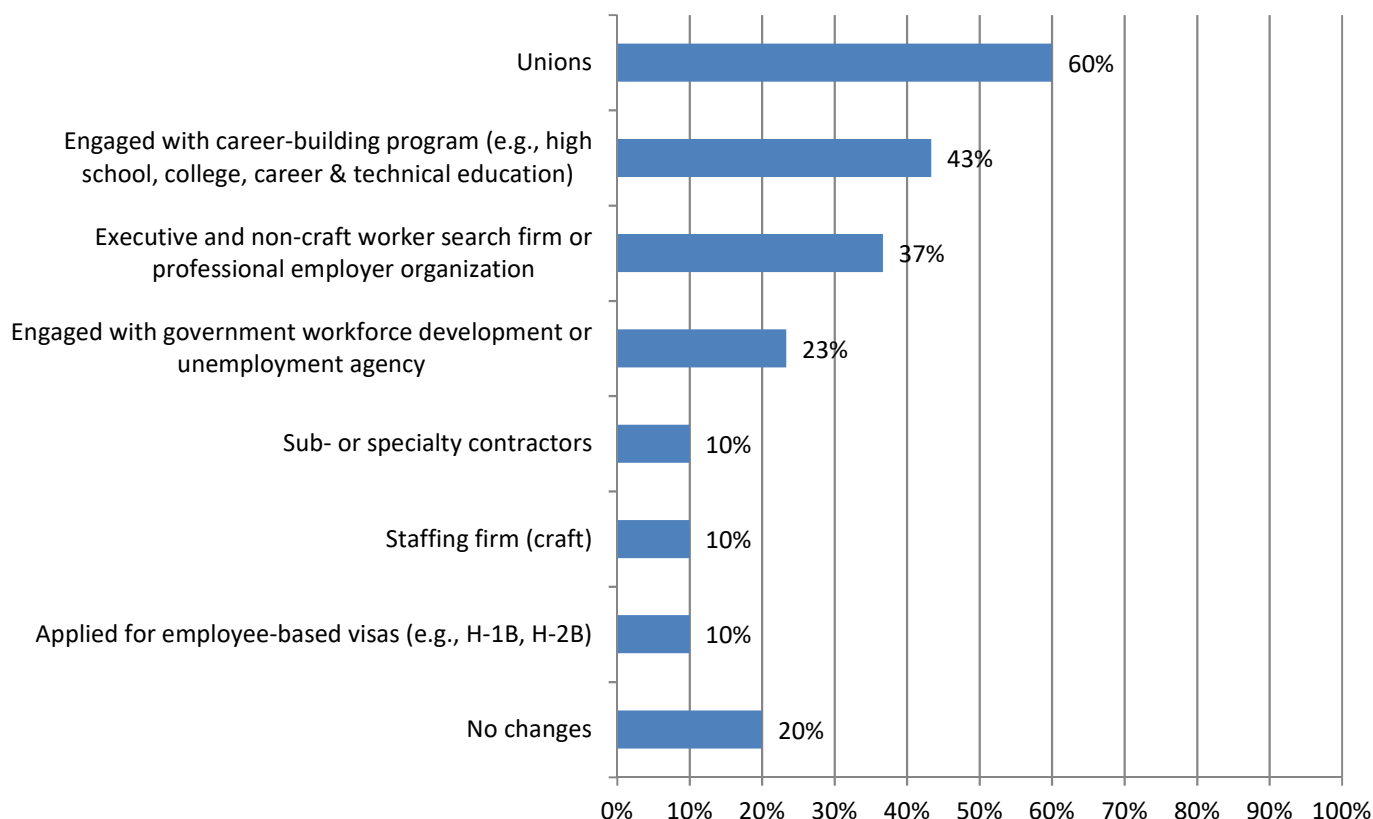
**7. Is your firm losing hourly craft or salaried personnel to other employers? (Totals may add to more than 100%, as respondents could mark more than one answer.)**



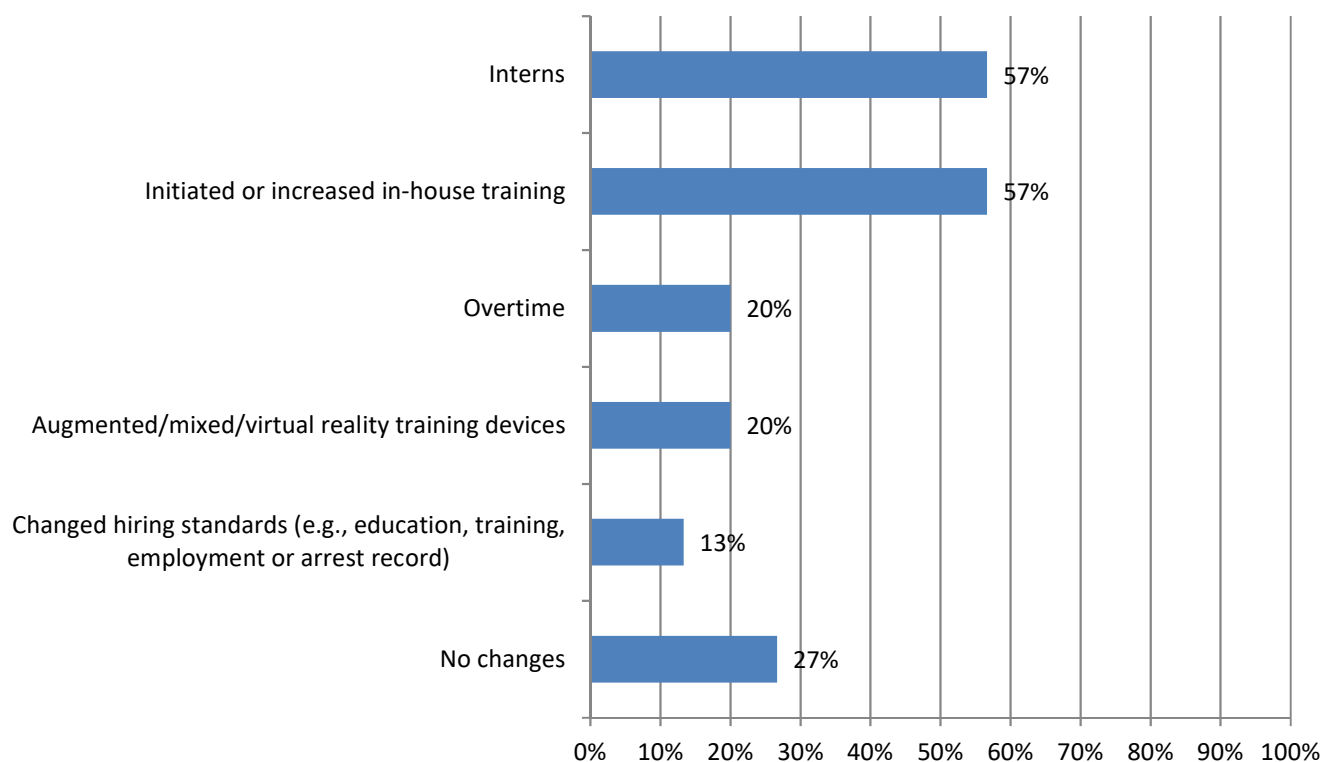
**8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100%, as respondents could mark more than one answer.)**



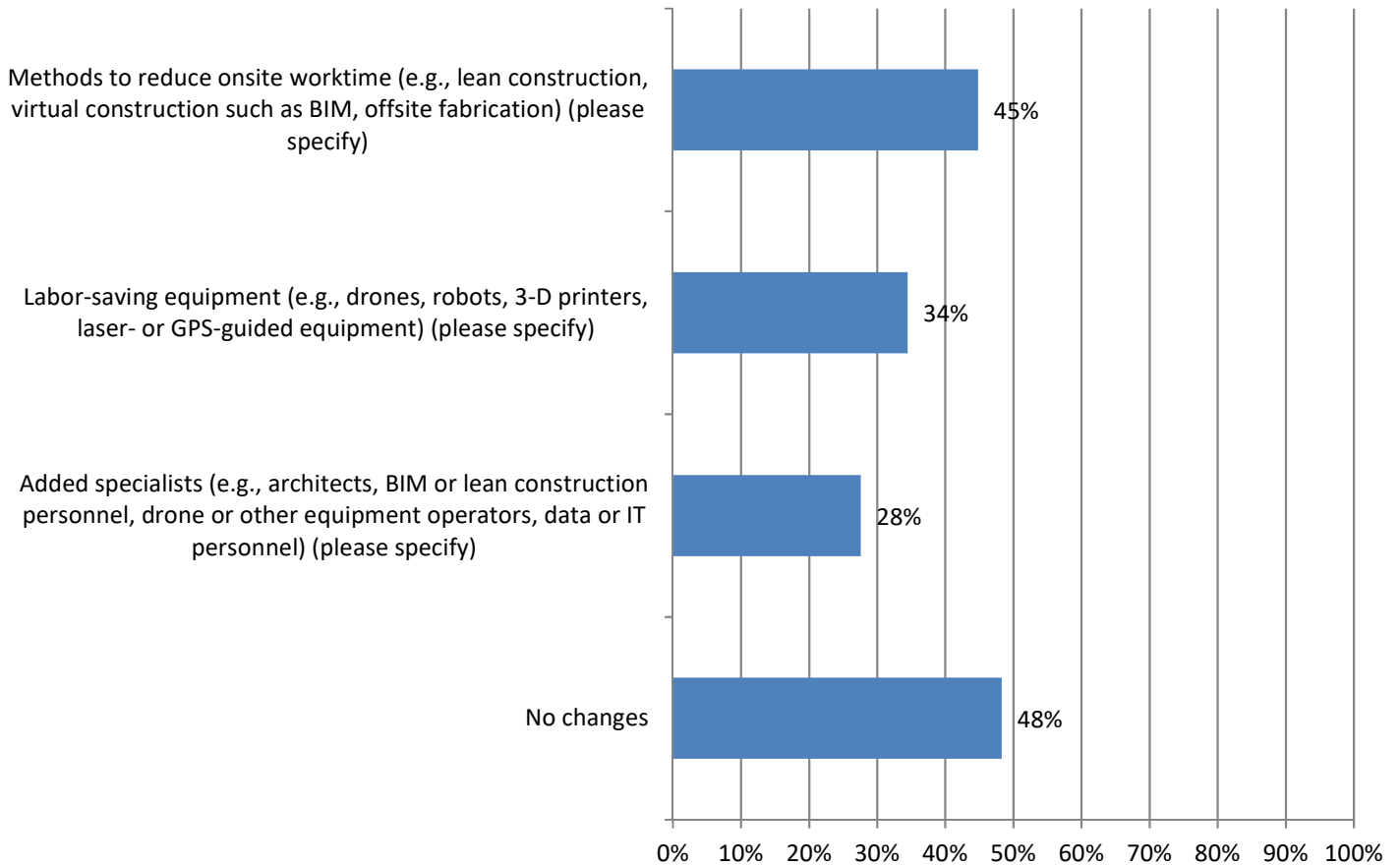
**9. Has your firm added or increased use of the following to provide workers in the past year? (Totals may add to more than 100%, as respondents could mark more than one answer.)**



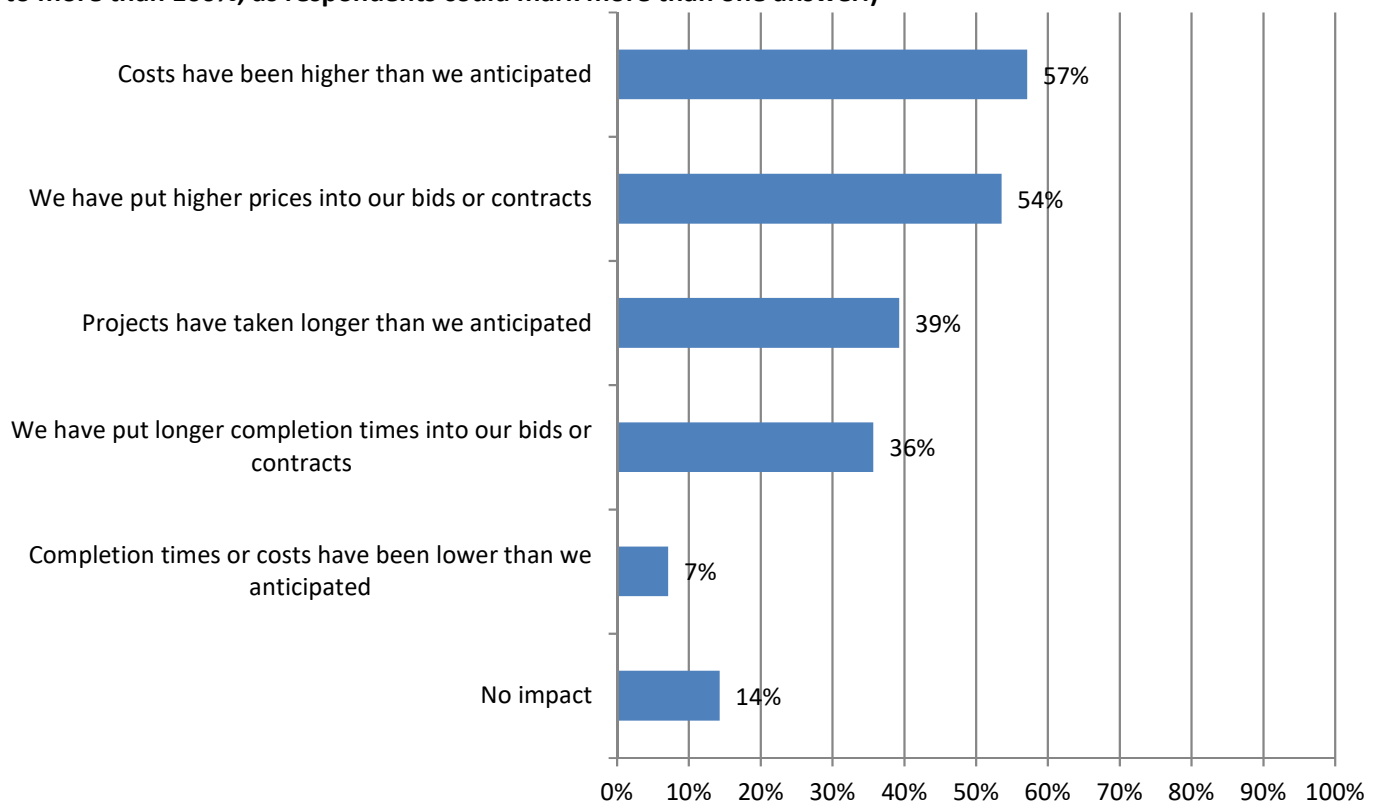
**10. Has your firm made changes in hiring, training or scheduling to address worker or skill shortages in the past year? (Totals may add to more than 100%, as respondents could mark more than one answer.)**



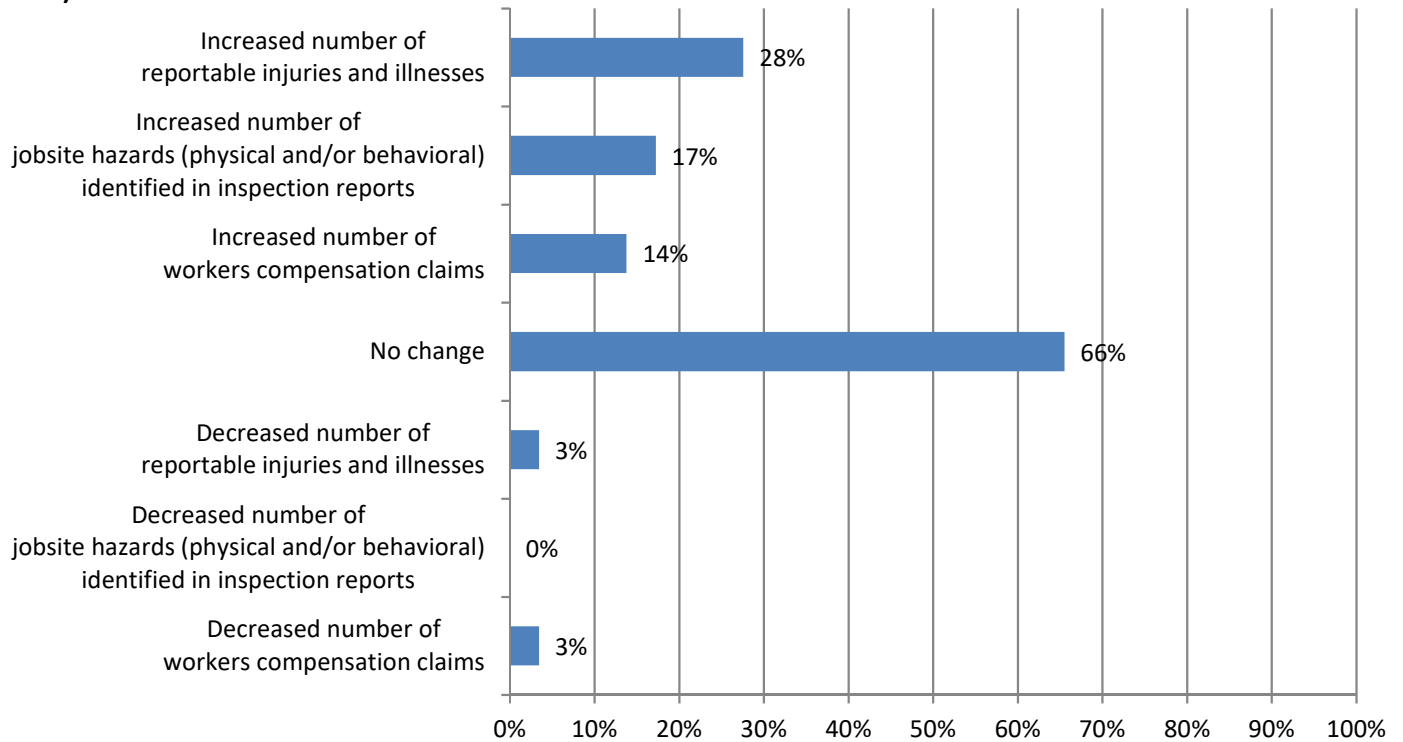
**11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100%, as respondents could mark more than one answer.)**



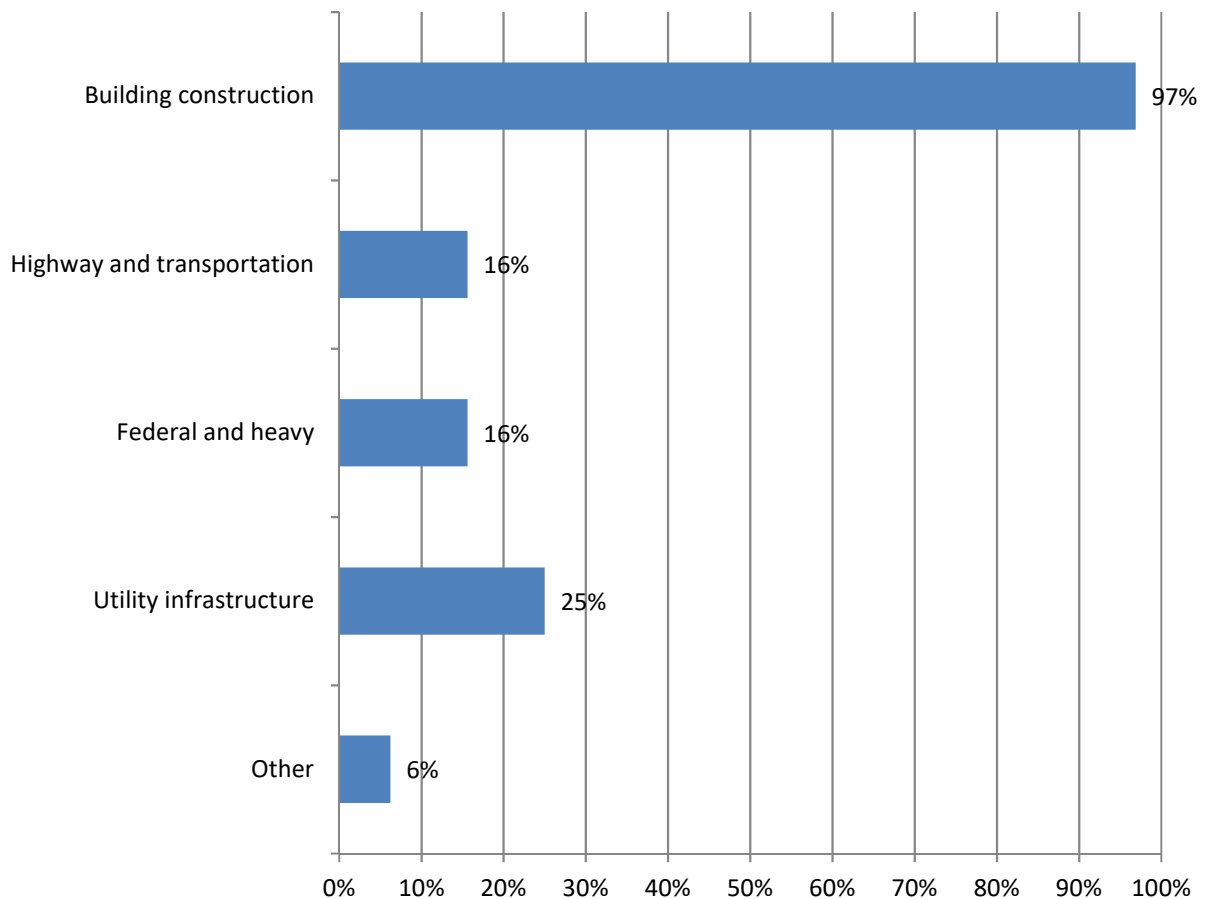
**12. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Totals may add to more than 100%, as respondents could mark more than one answer.)**



**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.)**

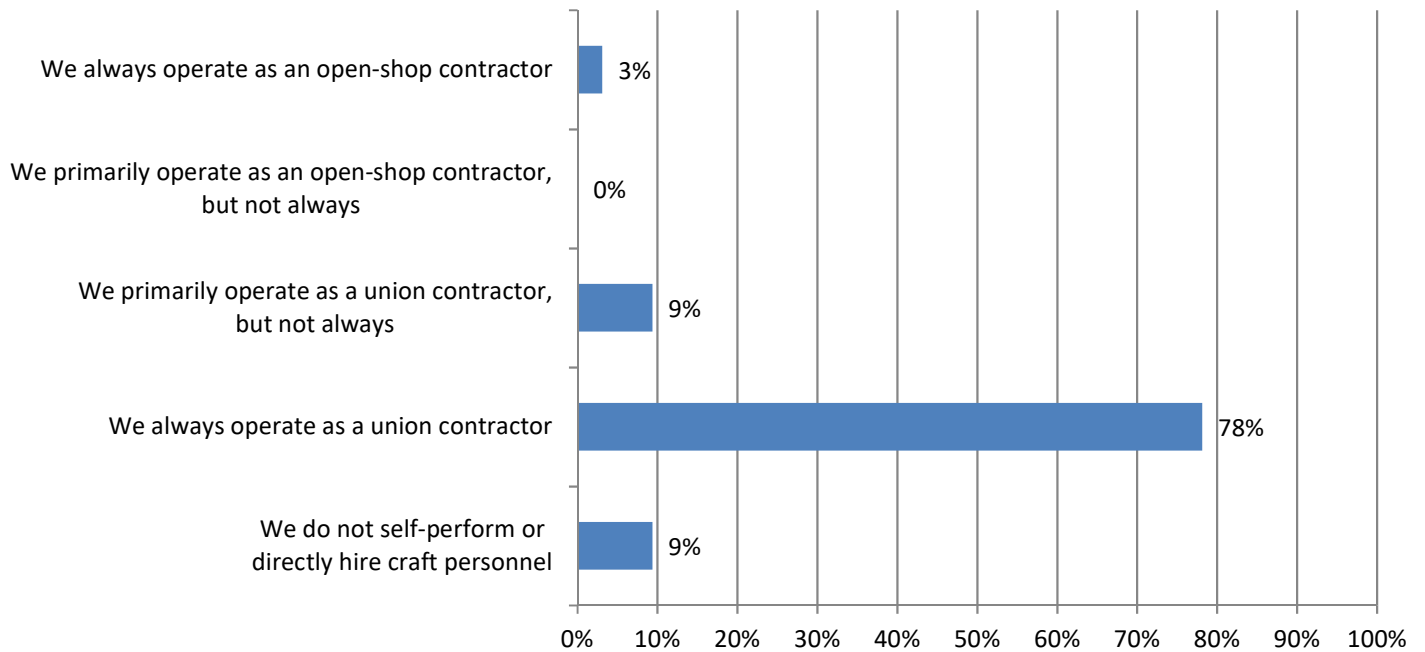


**14. Please indicate which of the following types of construction projects your firm performs: (Totals may add to more than 100%, as respondents could mark more than one answer.)**

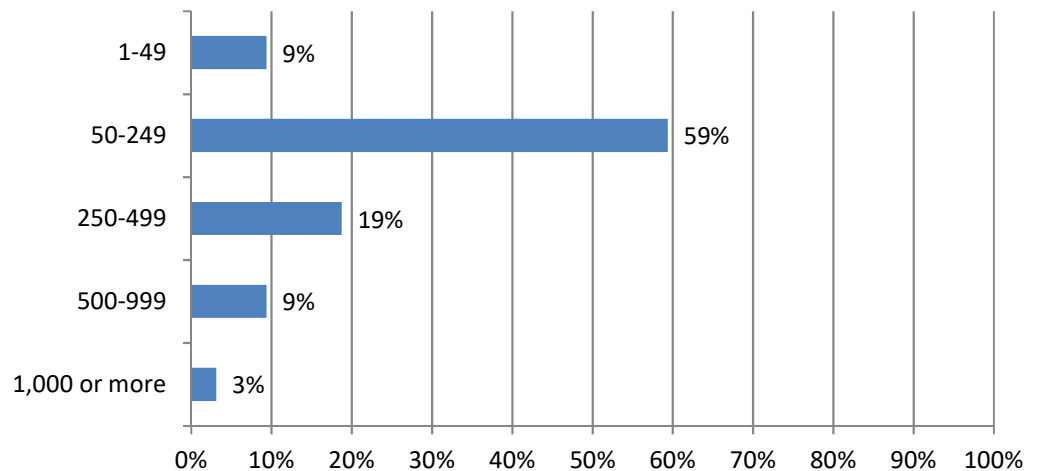




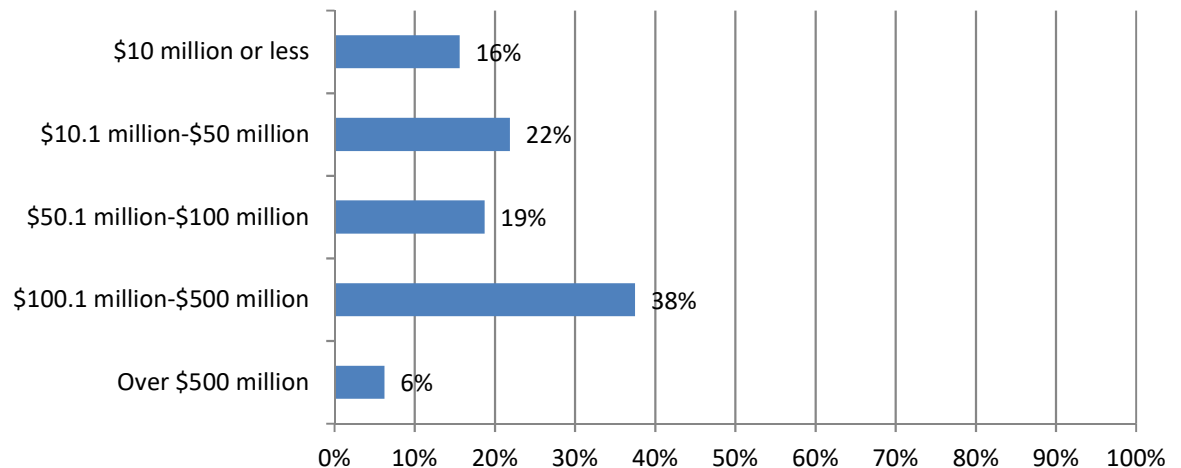
**15. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?**



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



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



## 18. What percent of your employees are in each of these categories?

