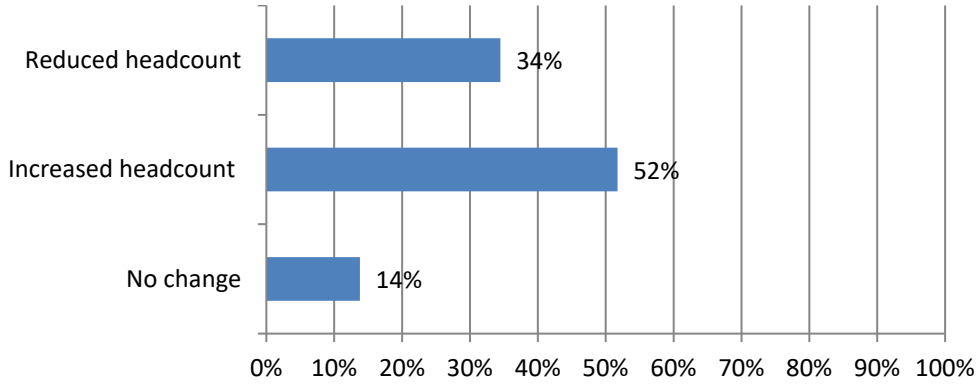
AGC THE CONSTRUCTION ASSOCIATION & AUTODESK Construction Cloud

2023 Workforce Survey Results

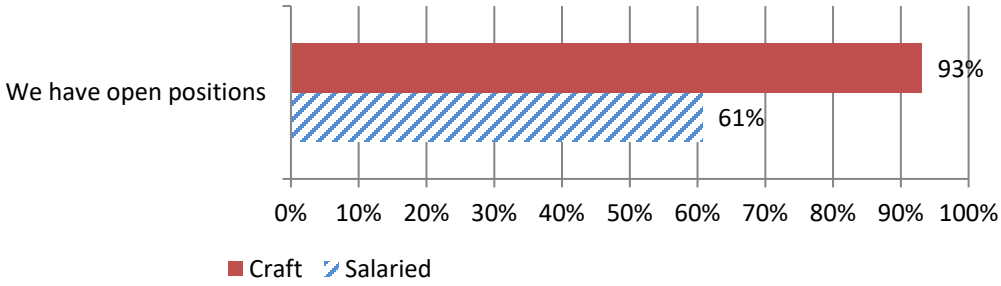
Montana Results

Total responses: 29, but number varies by question.

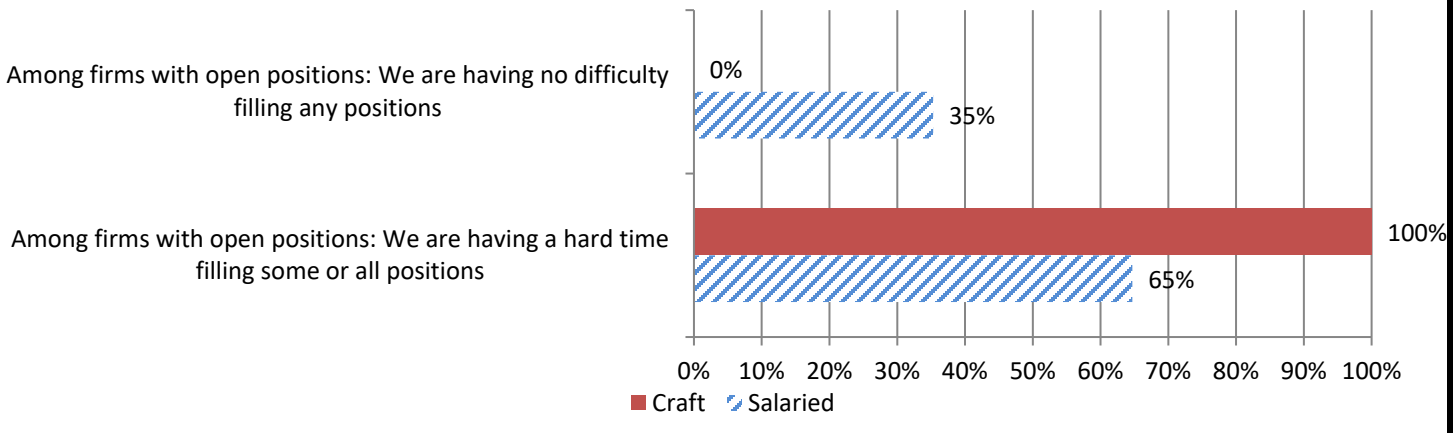
1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 29



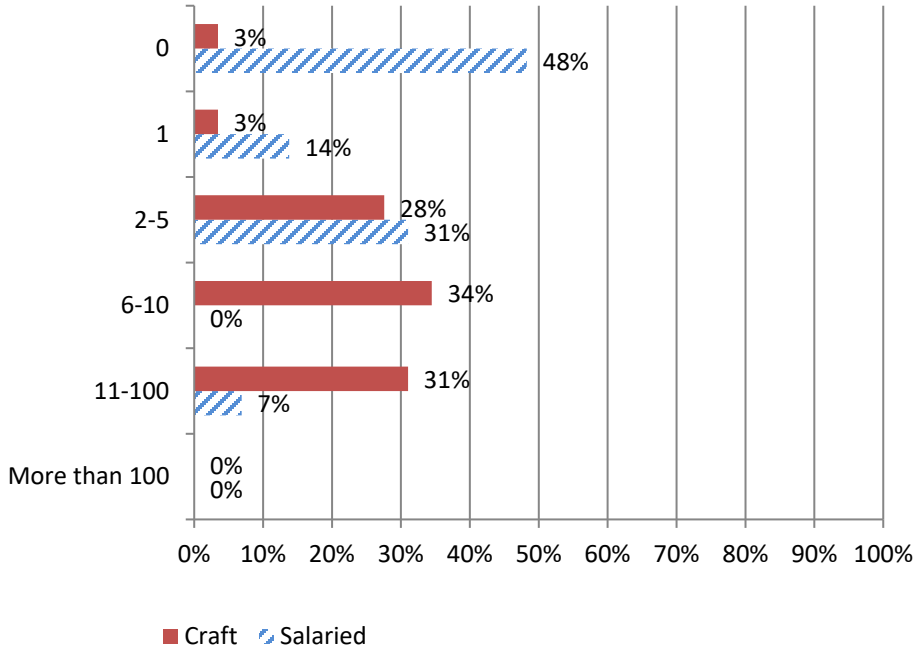
2. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 28 Salaried; 29 Craft



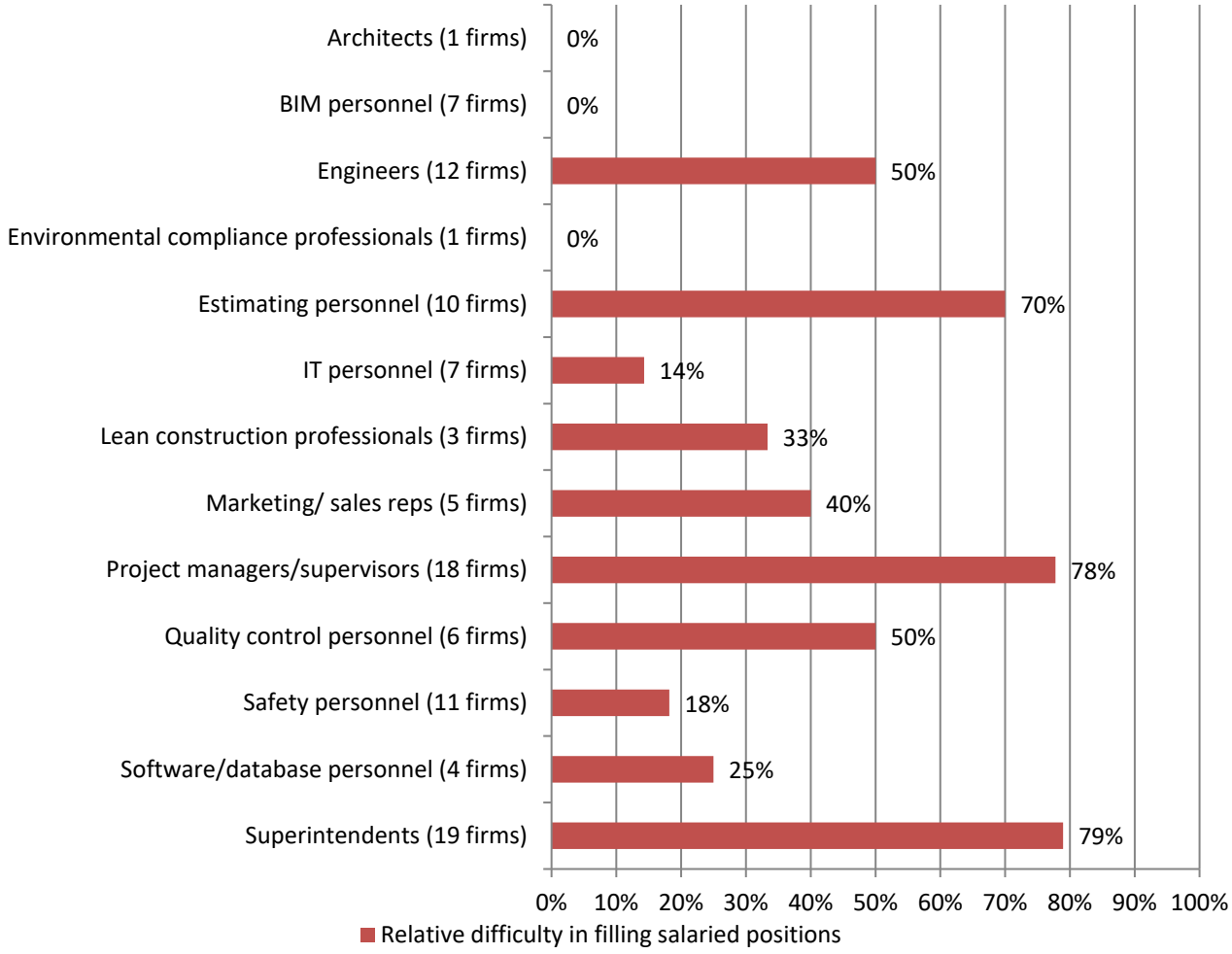
3. Describe your difficulty in filling open positions: Responses: 28 Salaried; 29 Craft



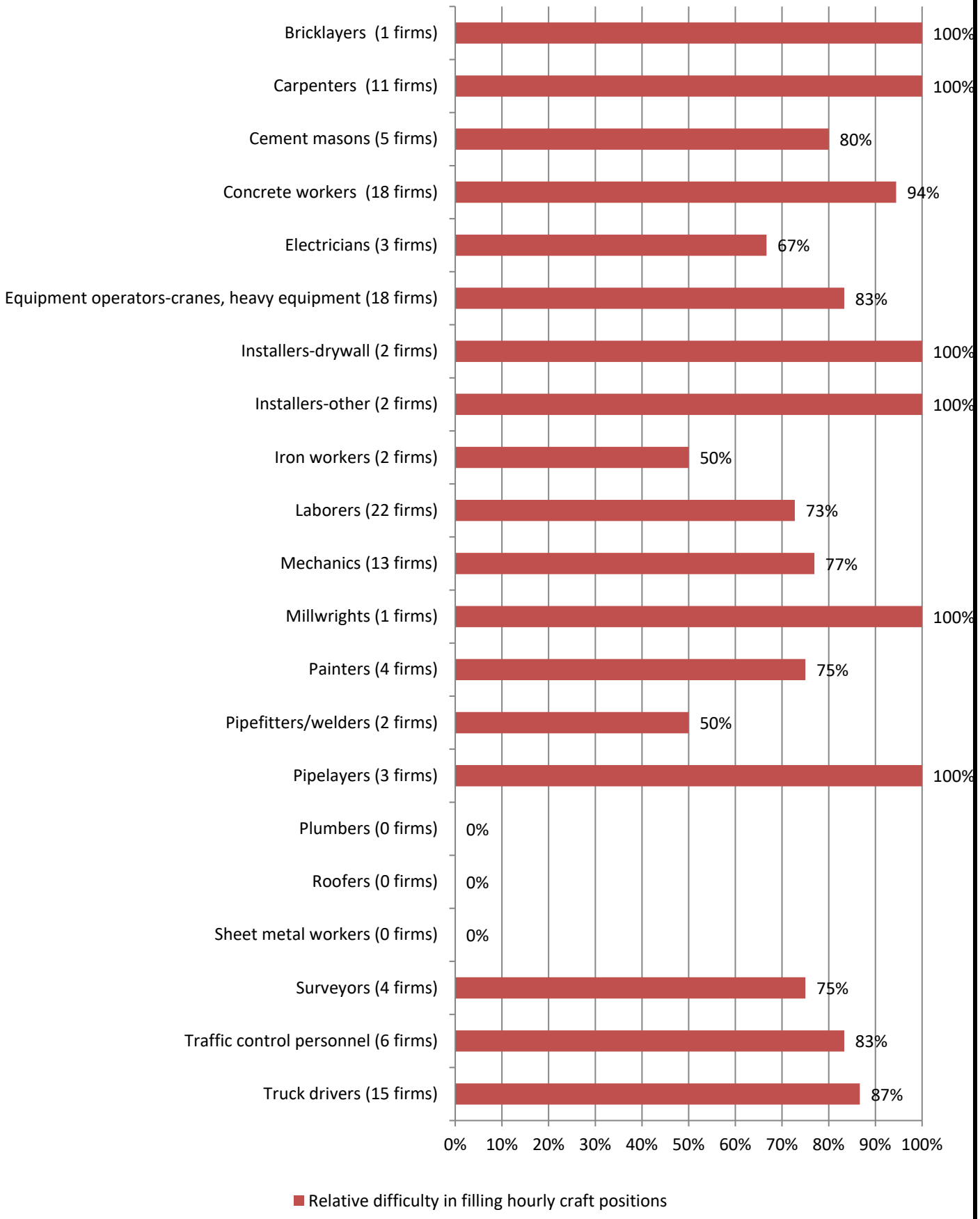
4. **How many unfilled hourly craft or salaried positions did you have on June 30, 2023? Responses: 29 Salaried; 29 Craft**



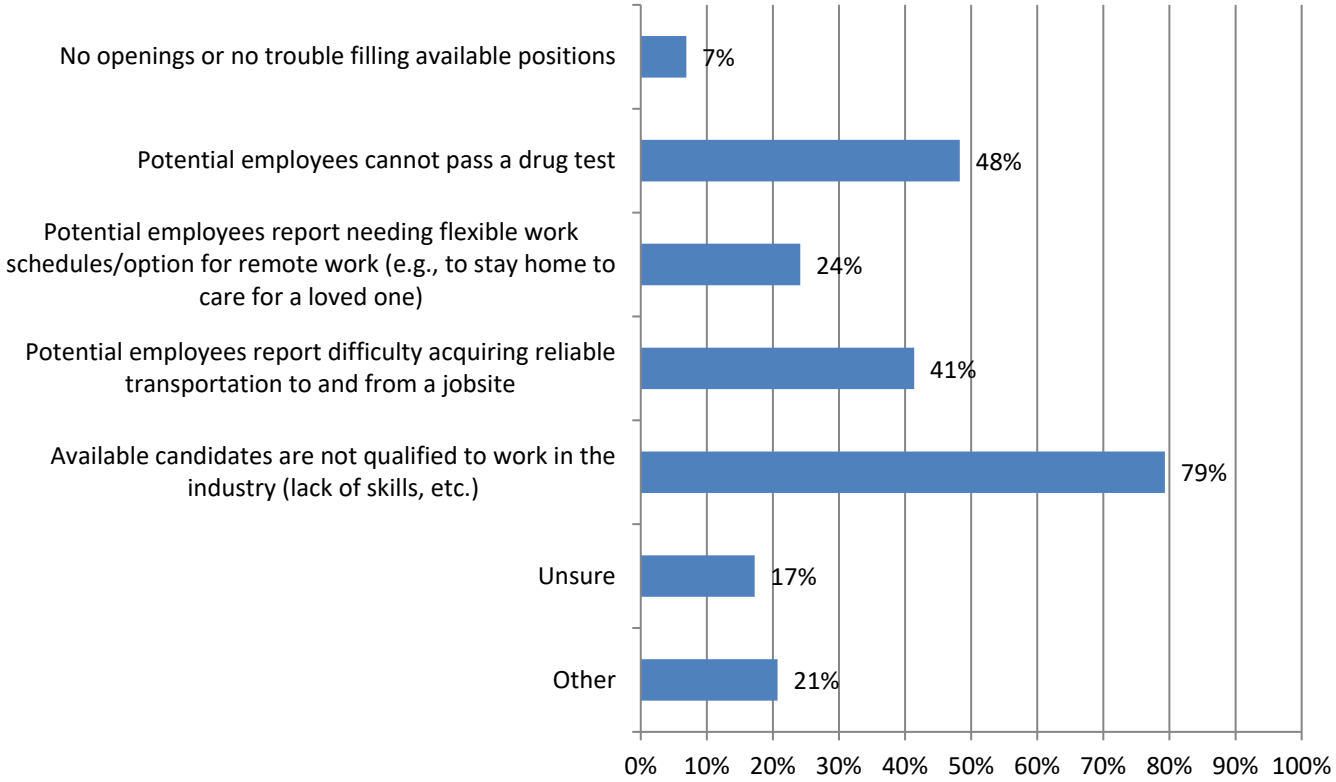
5. **If your firm is having trouble filling <u>salaried</u> positions, please indicate all the position types you are having trouble filling (Mark all that apply): 29**



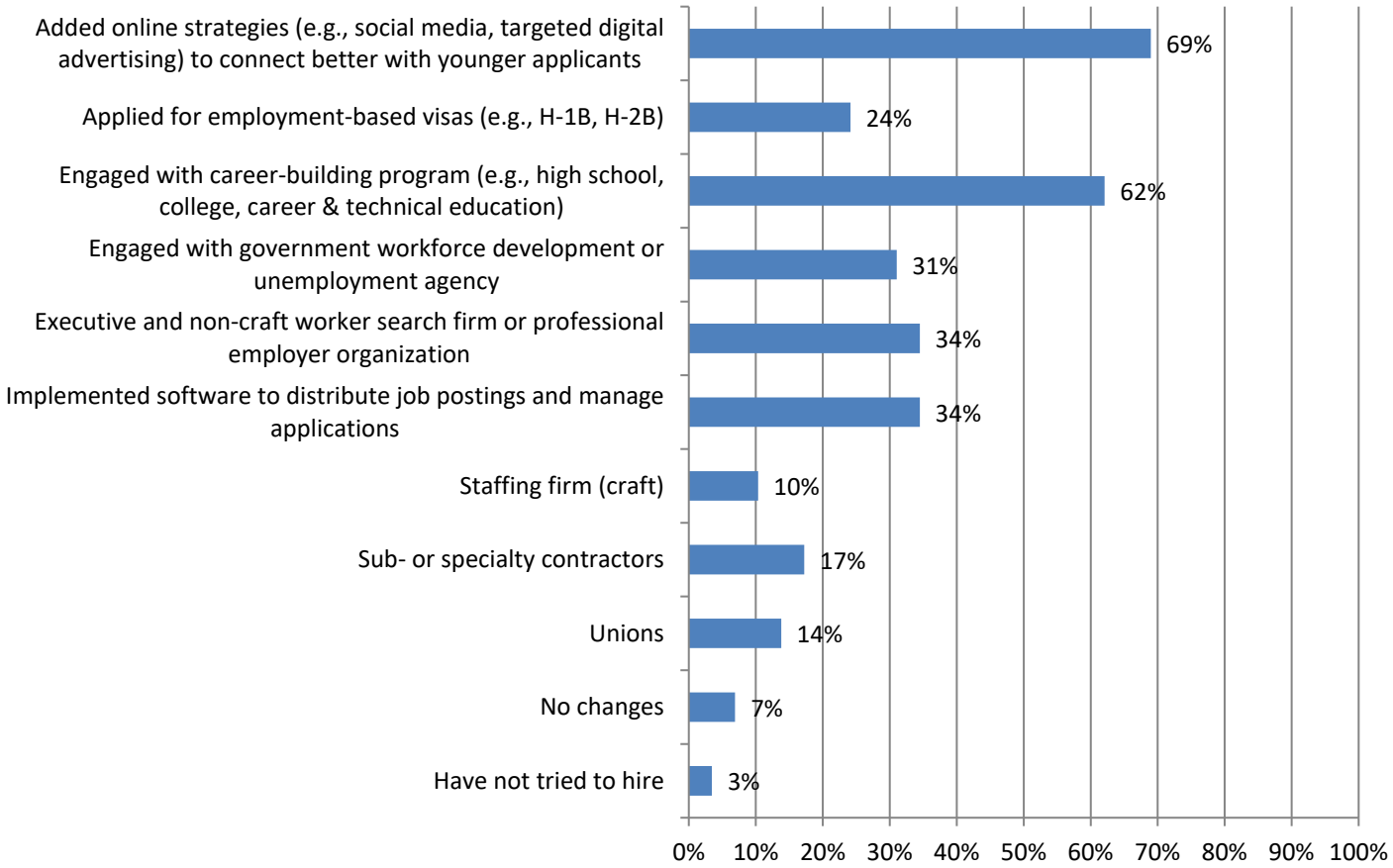
6. If your firm is having trouble filling <u>hourly craft</u> positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 29



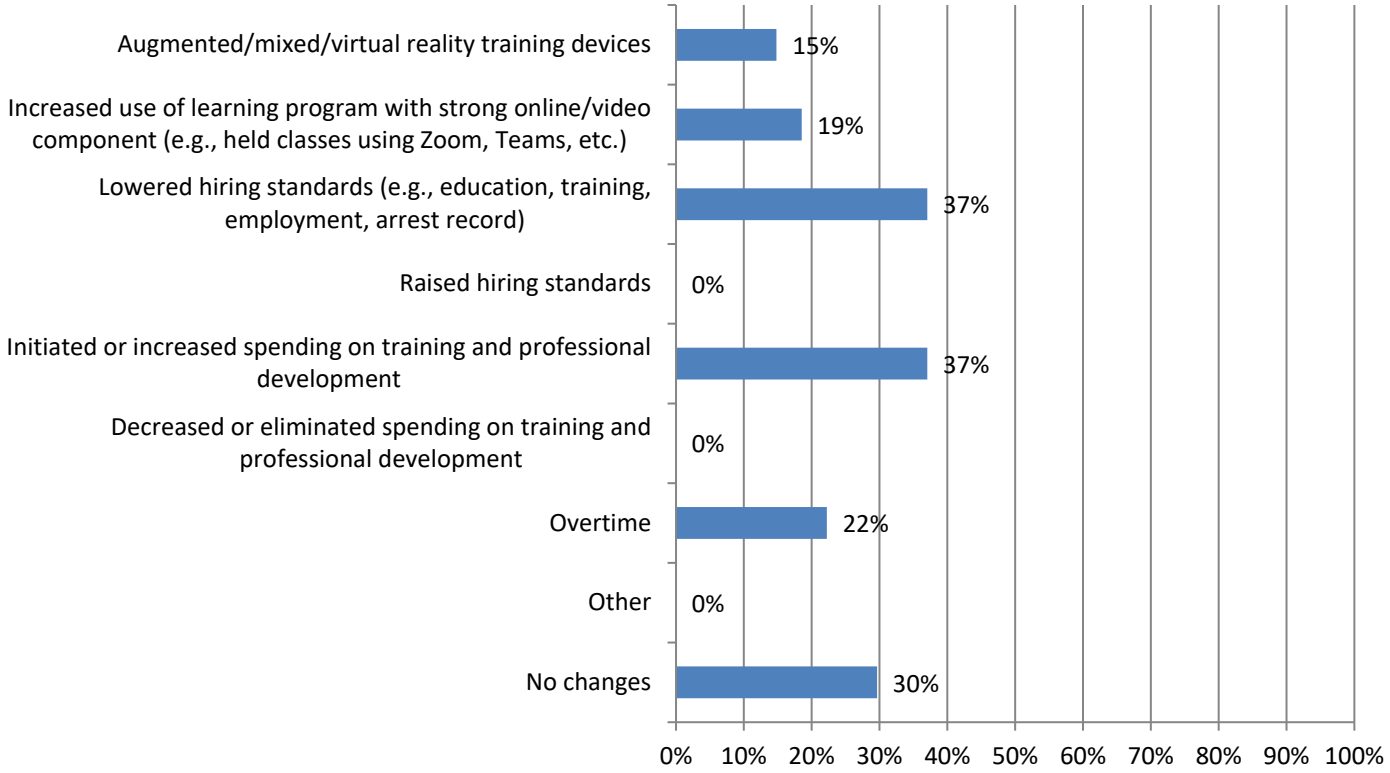
7. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply) Responses: 29



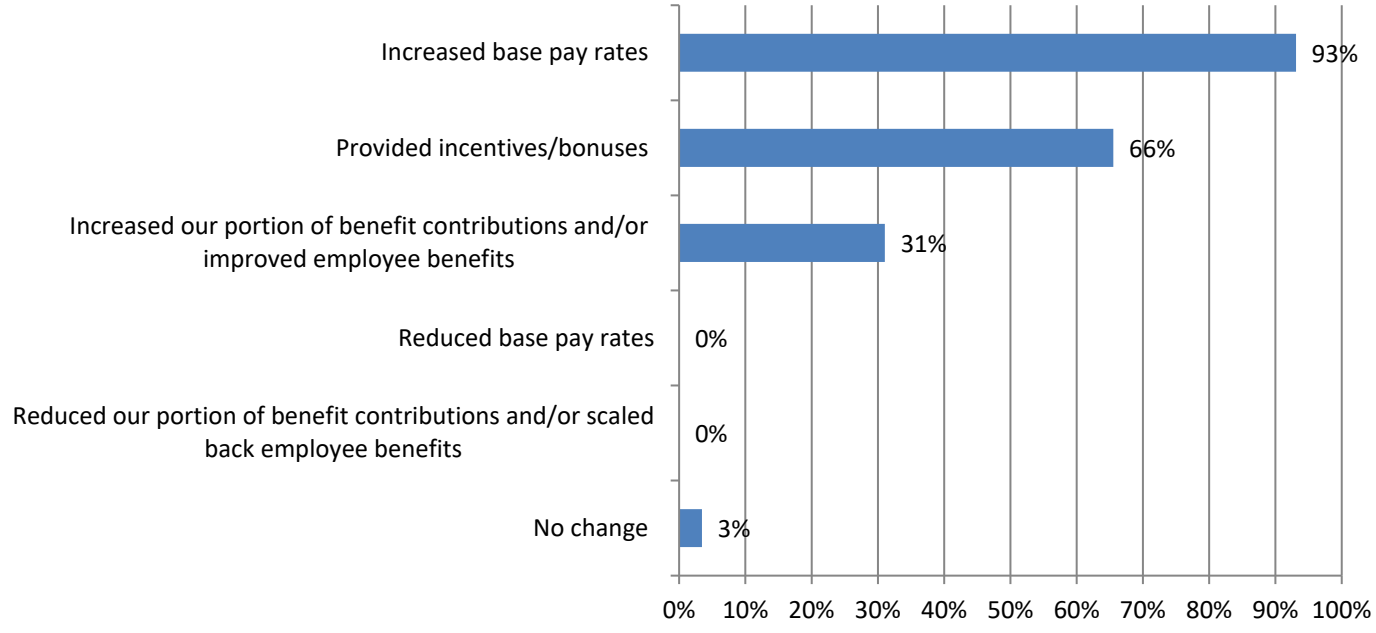
8. Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all that apply) Responses: 29



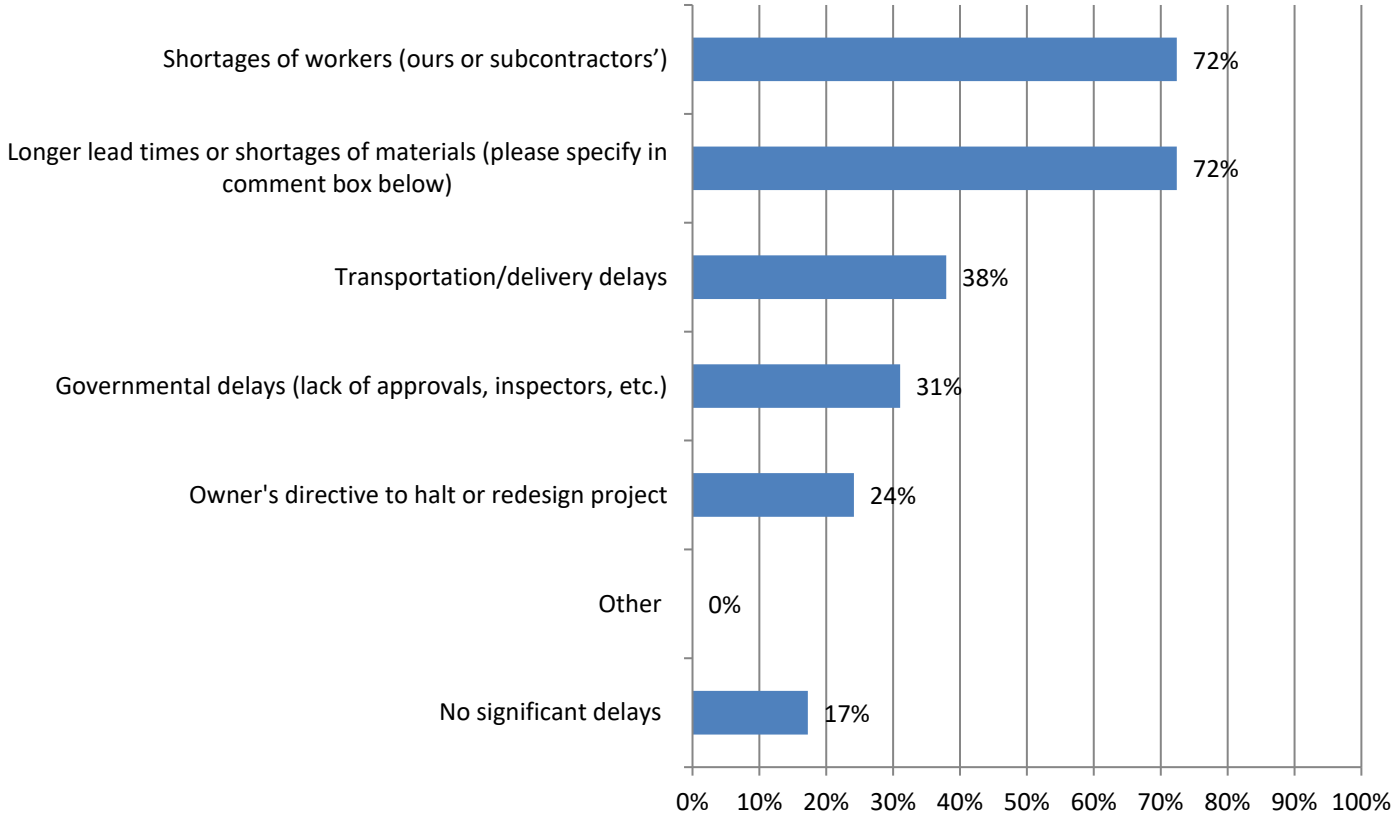
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 27



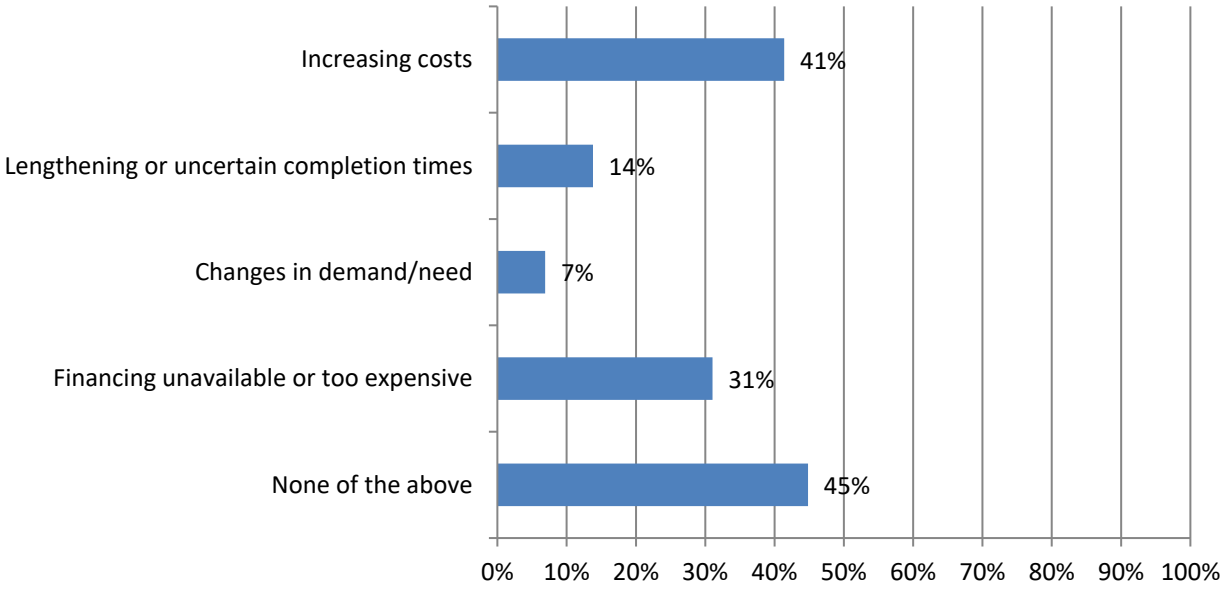
10. Has your firm adjusted pay and/or benefits for <u>hourly craft</u> or <u>salaried</u> personnel in the past 12 months? (Mark all that apply) Responses: 29



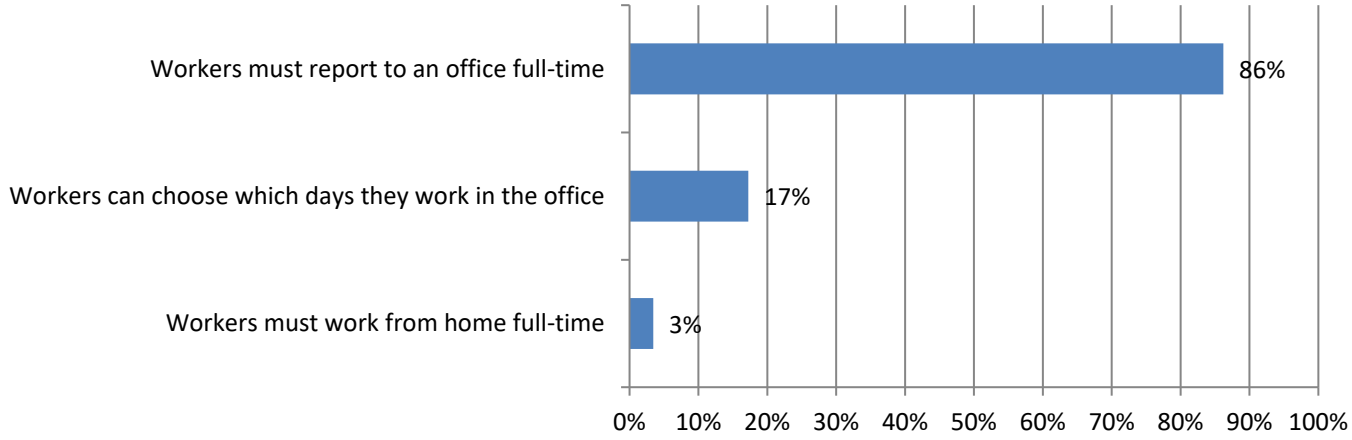
11. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 29



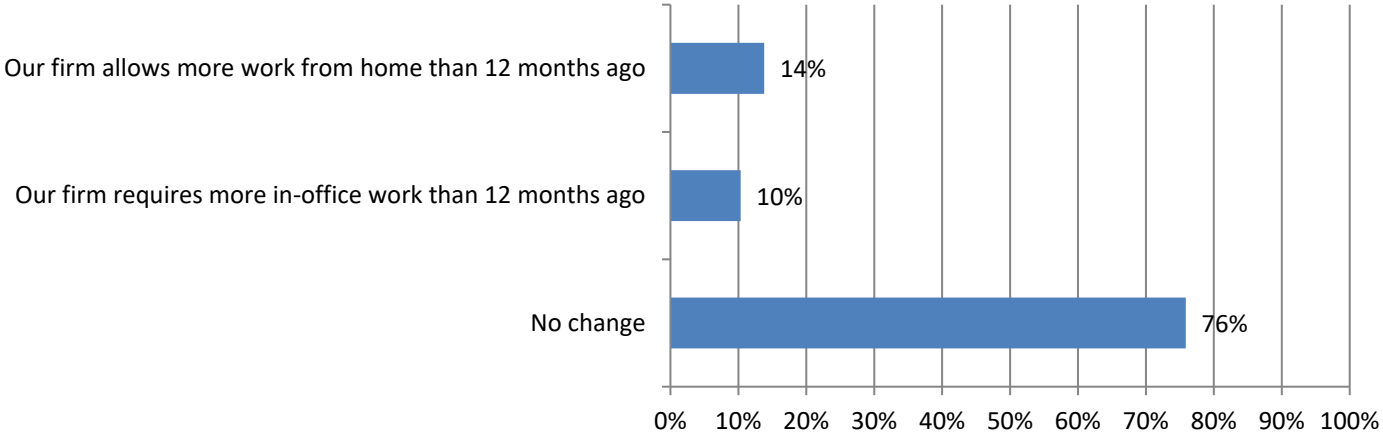
12. Did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 29



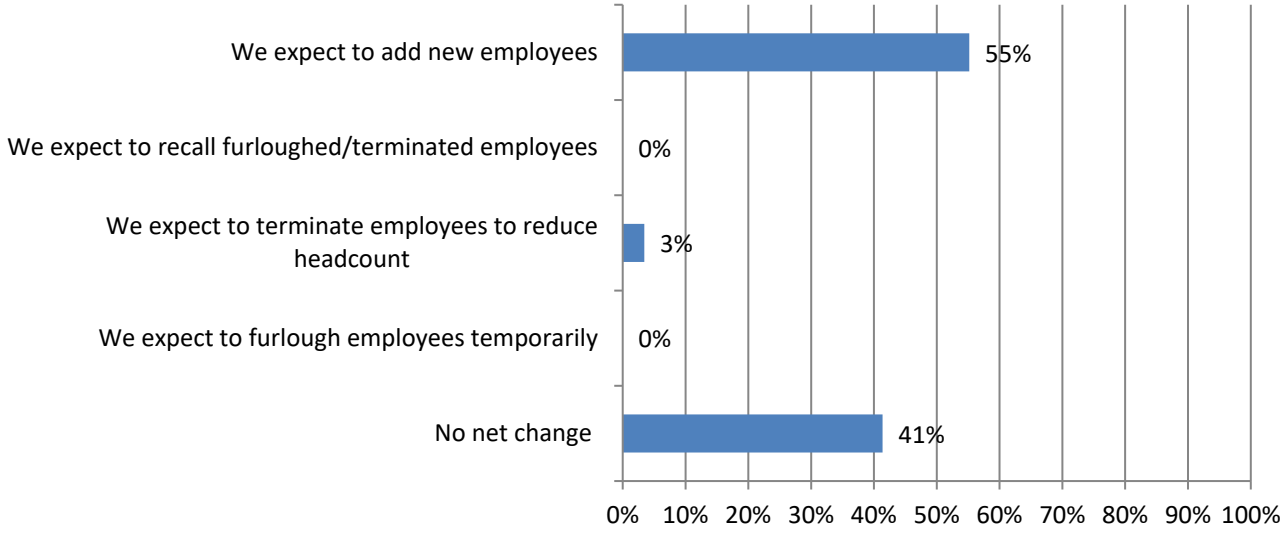
13. What is your firm's current policy regarding office workers? (Mark all that apply) Responses: 29



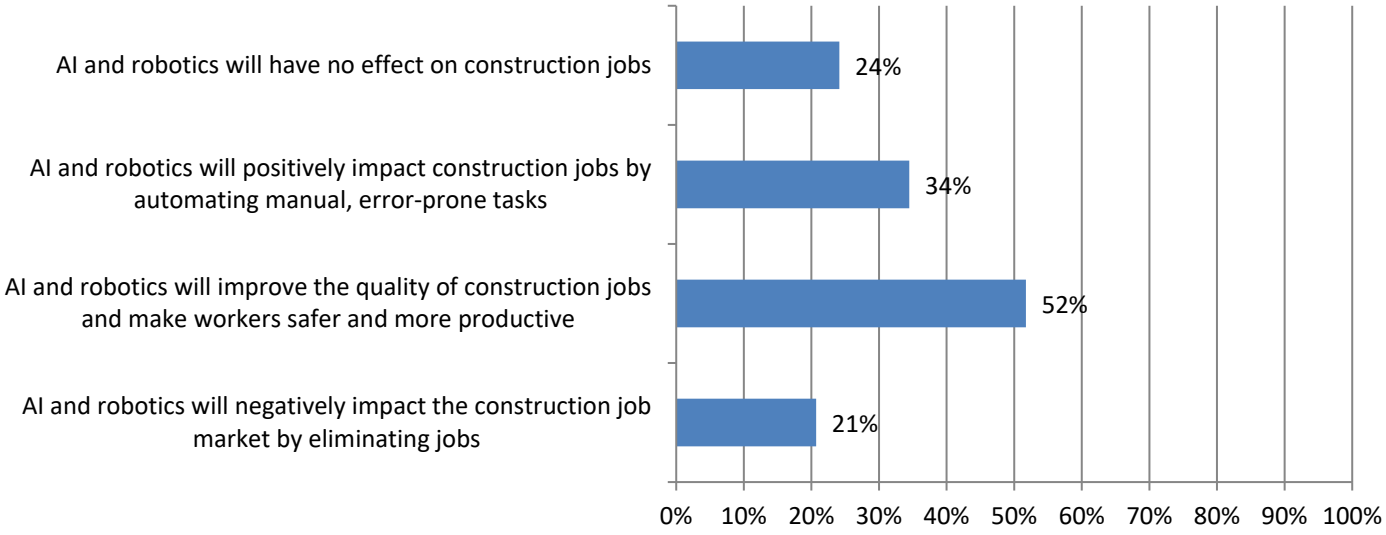
14. Has your firm's office-work policy changed in the past 12 months? Responses: 29



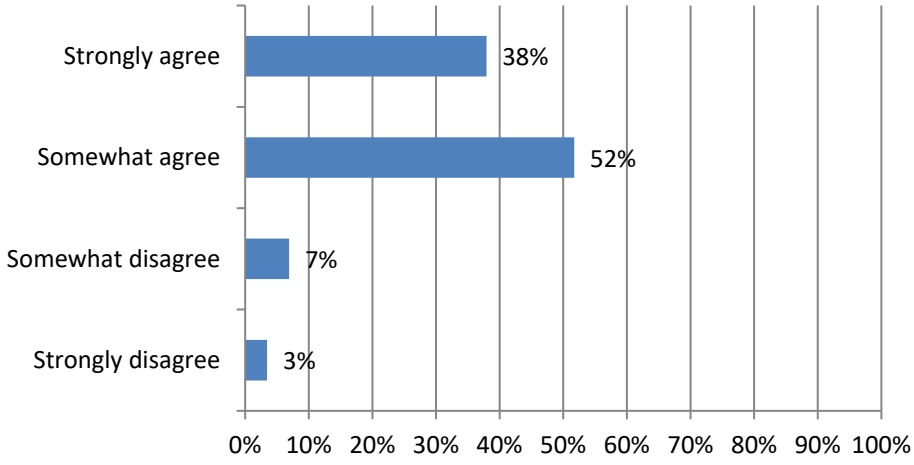
15. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 29



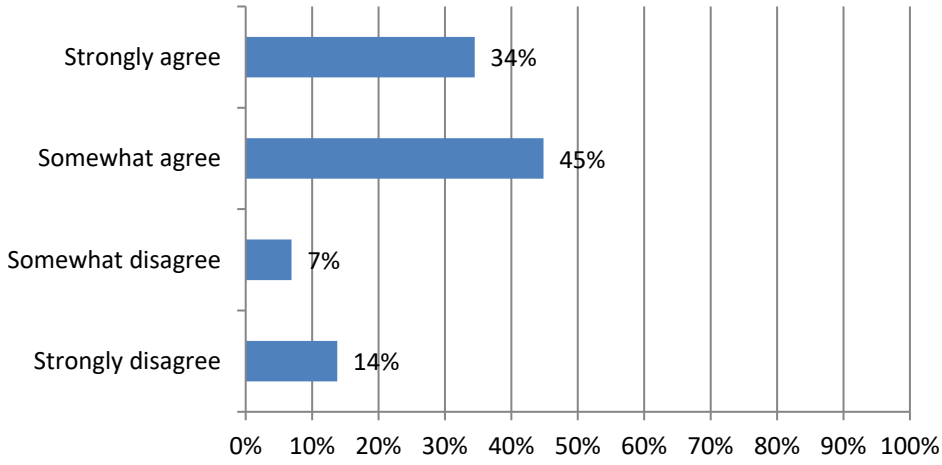
16. **Regarding AI and robotics, which statements do you believe when it comes to construction jobs in the next 5 years? (Mark all that apply). Responses: 29**



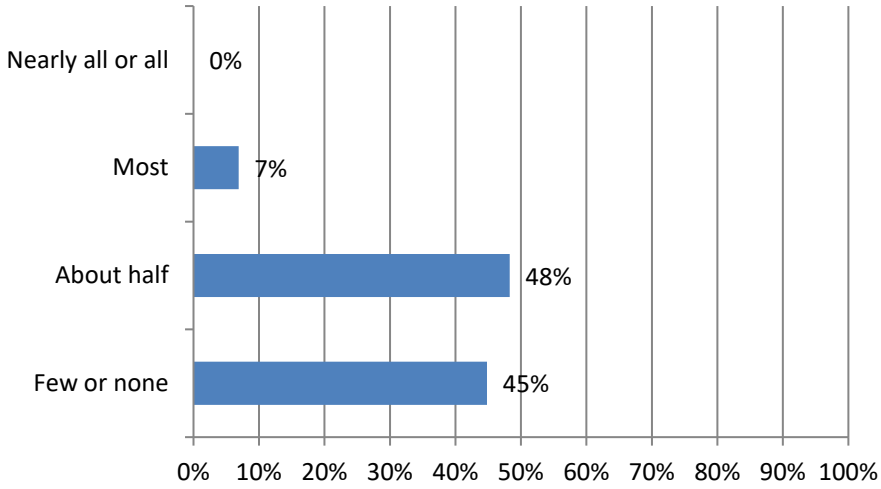
17. **Do you agree or disagree that employees at my firm increasingly need digital technology skills to be successful in their roles? Responses: 29**



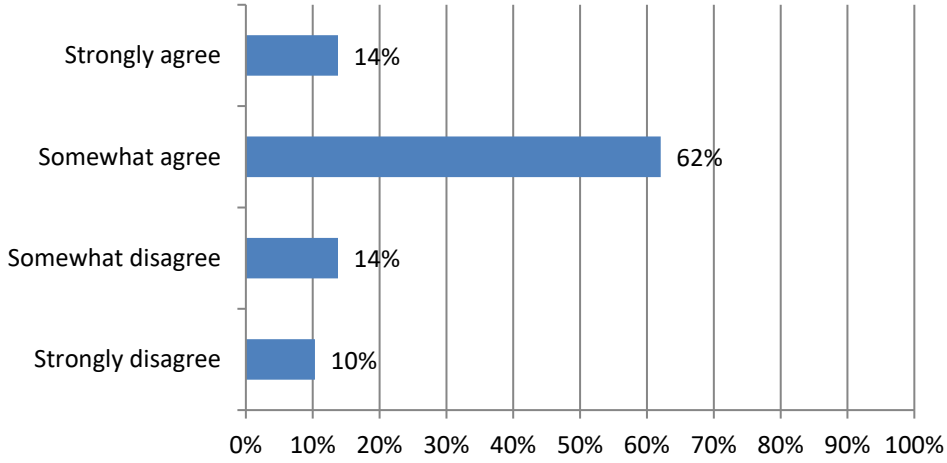
18. **Do you agree or disagree that diversifying the current workforce at my firm is critical to strengthening our future business? Responses: 29**



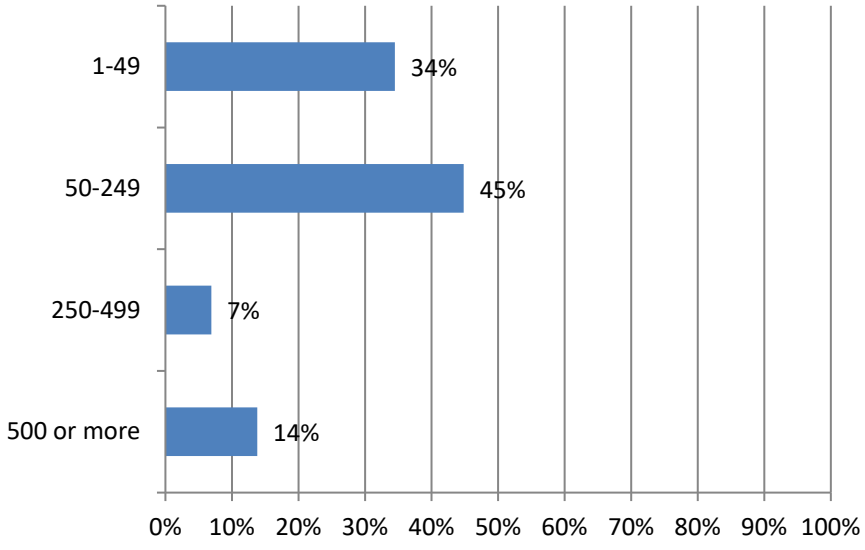
19. What proportion of the new hires at your firm come prepared with the requisite digital technology skills on day one? Responses: 29



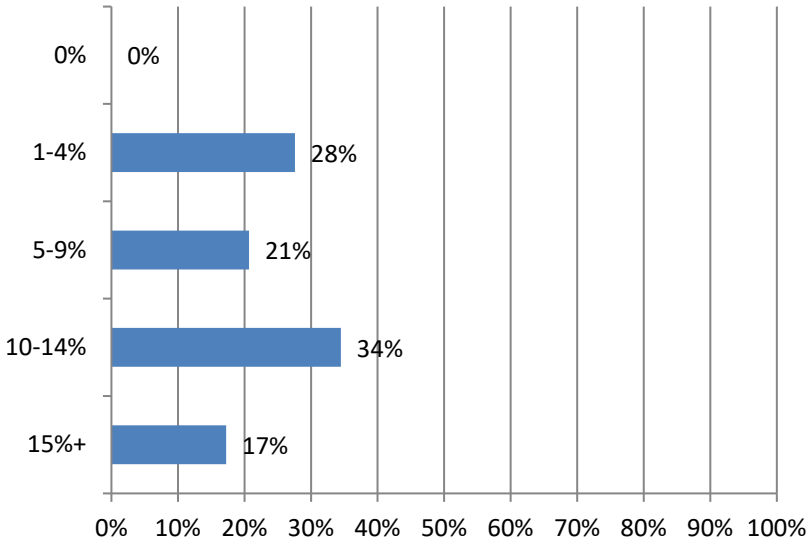
20. Do you agree or disagree that the use of cutting-edge technology helps me recruit talent into my firm? Responses: 29



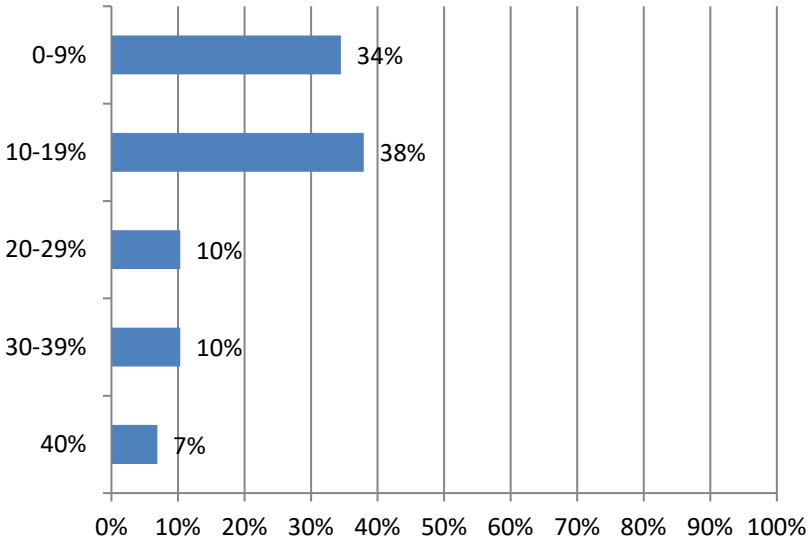
21. How many total employees did your firm employ at all of its locations as of June 30, 2023? Responses: 29



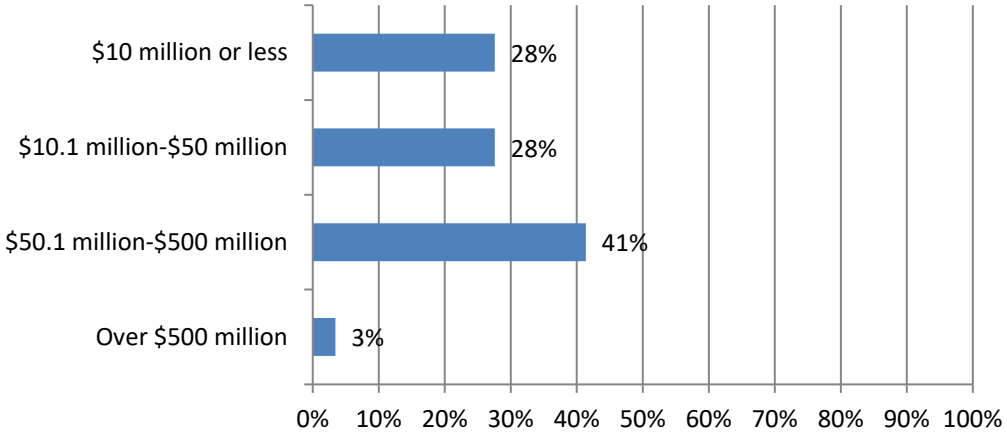
22. What percentage of your firm's employees as of June 30, 2023 were female? Responses: 29



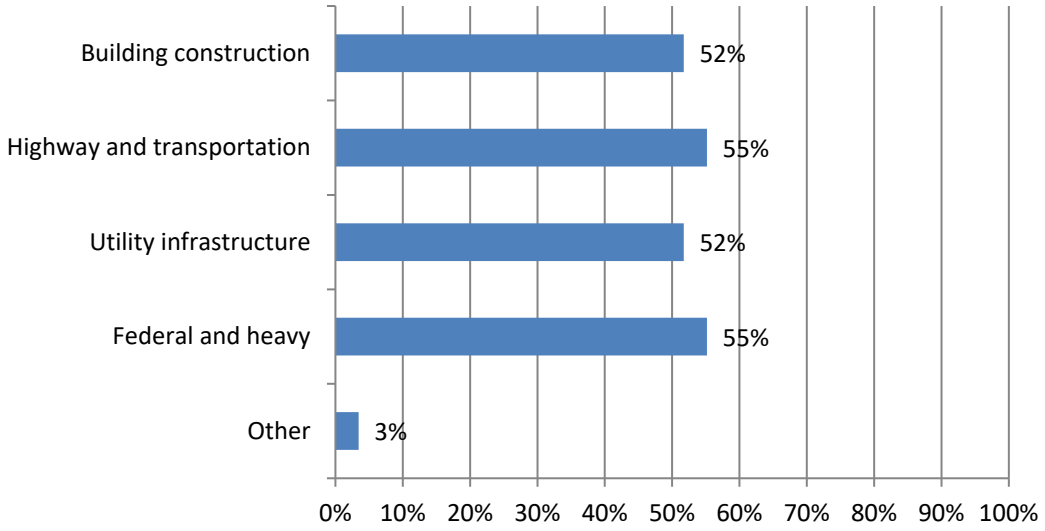
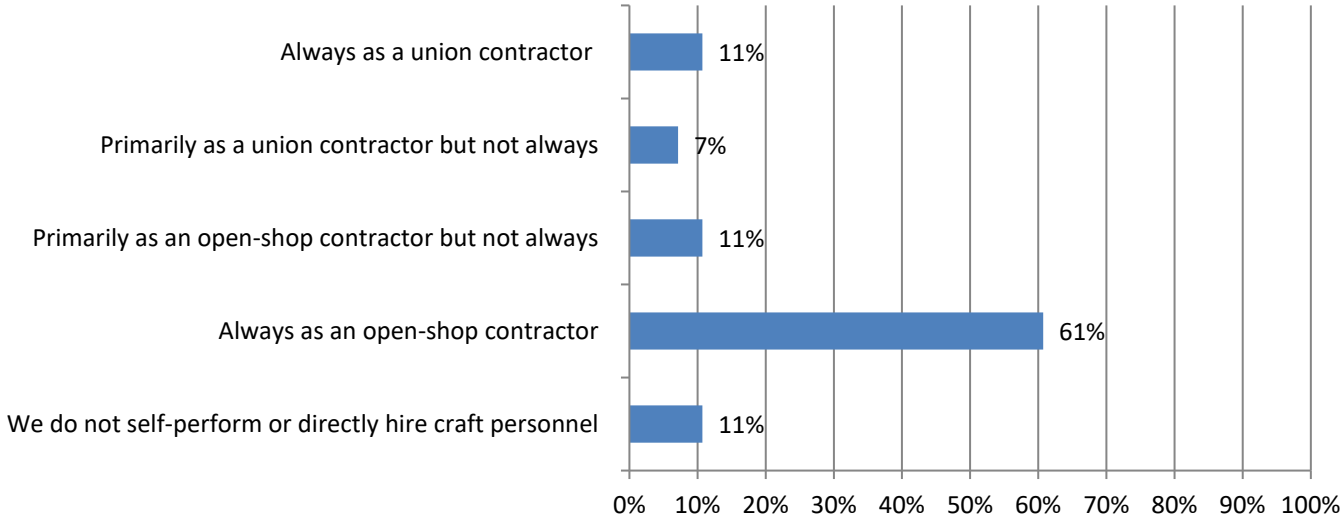
23. What percentage of your firm's current workforce do you expect will retire in the next 10 years? Responses: 29



24. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 29



25. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 29



26. **When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?**
Responses: 28