



**AGC**  
THE CONSTRUCTION  
ASSOCIATION

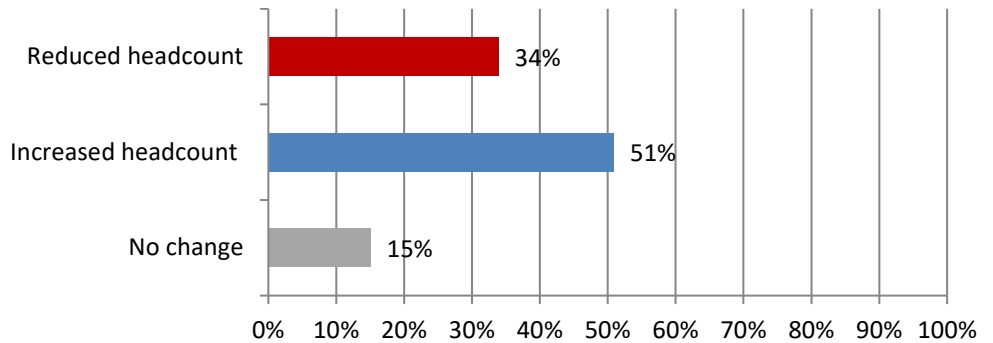
**ARCORO**  
TRANSFORMING HR FOR CONSTRUCTION

## 2024 Workforce Survey Results

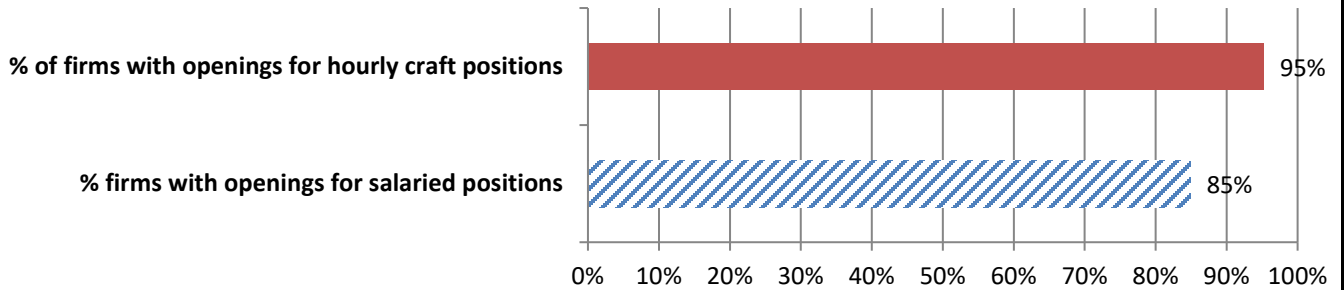
### California Results

Total responses: 53, but number varies by question.

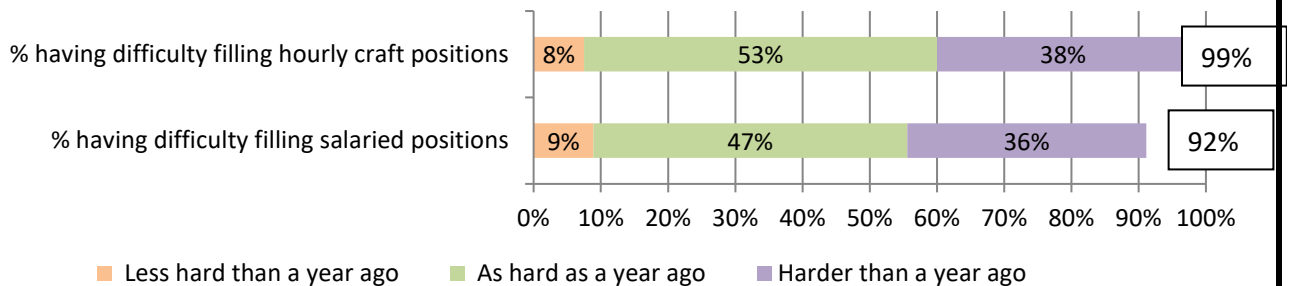
#### 1. By what percentage has your firm's headcount changed in the past 12 months? Responses:53



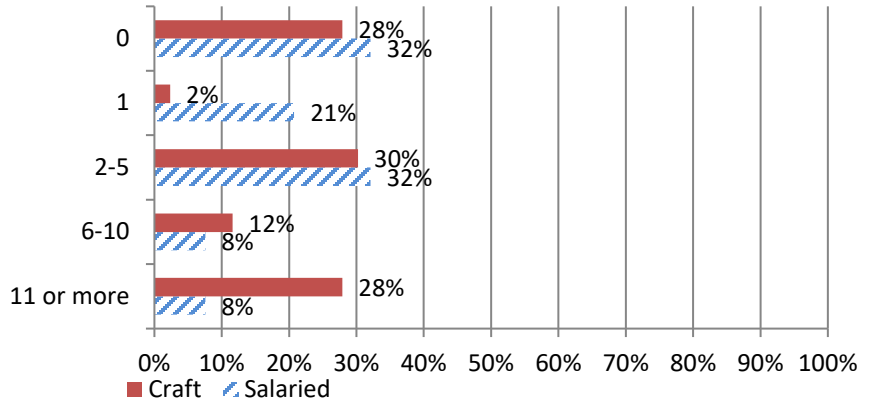
#### 2. Do you currently have an open hourly craft or salaried position? Responses: 53 Salaried; 42 Craft



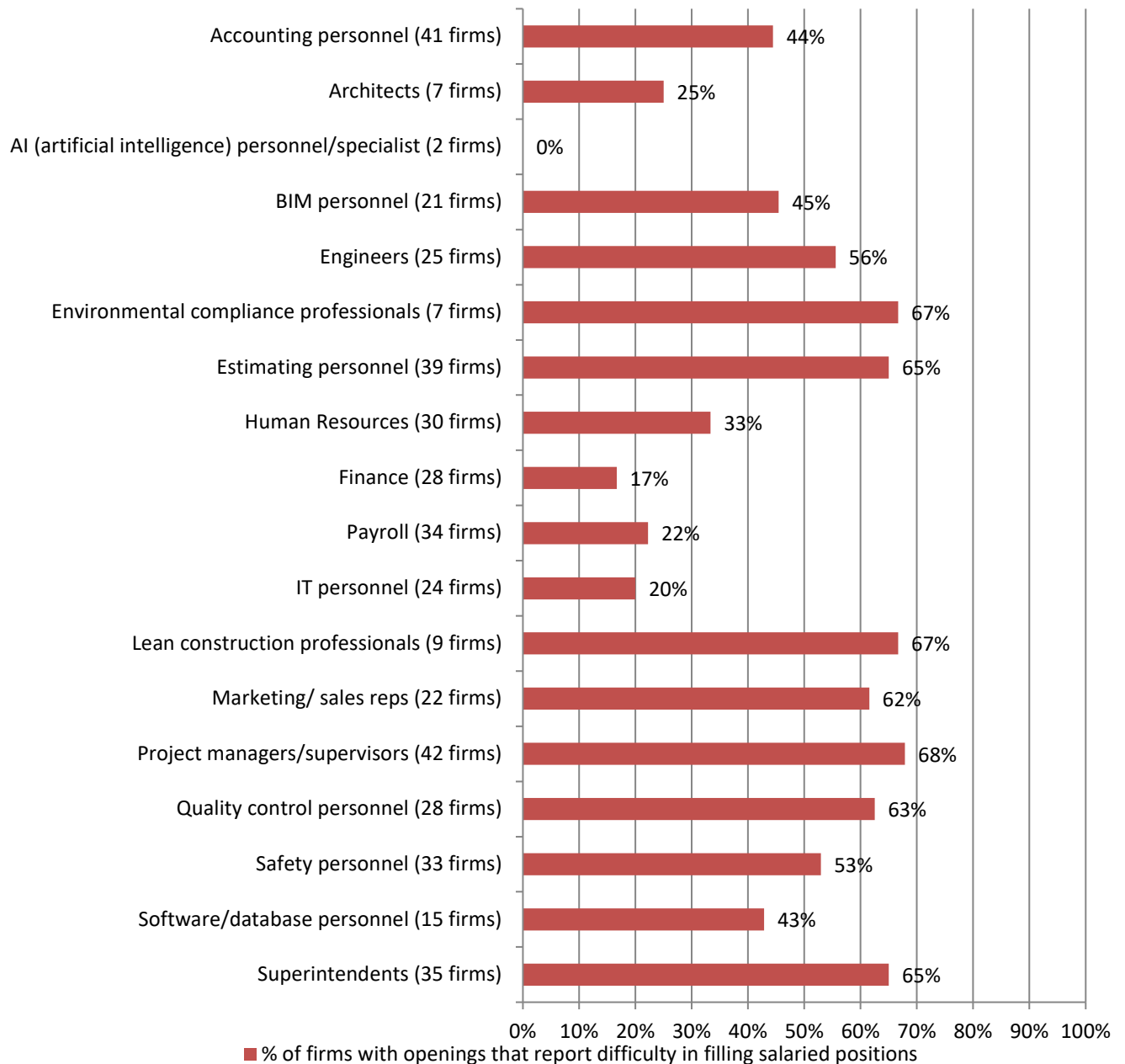
#### 3. Describe your difficulty in filling open positions: Responses: 45 Salaried; 40 Craft



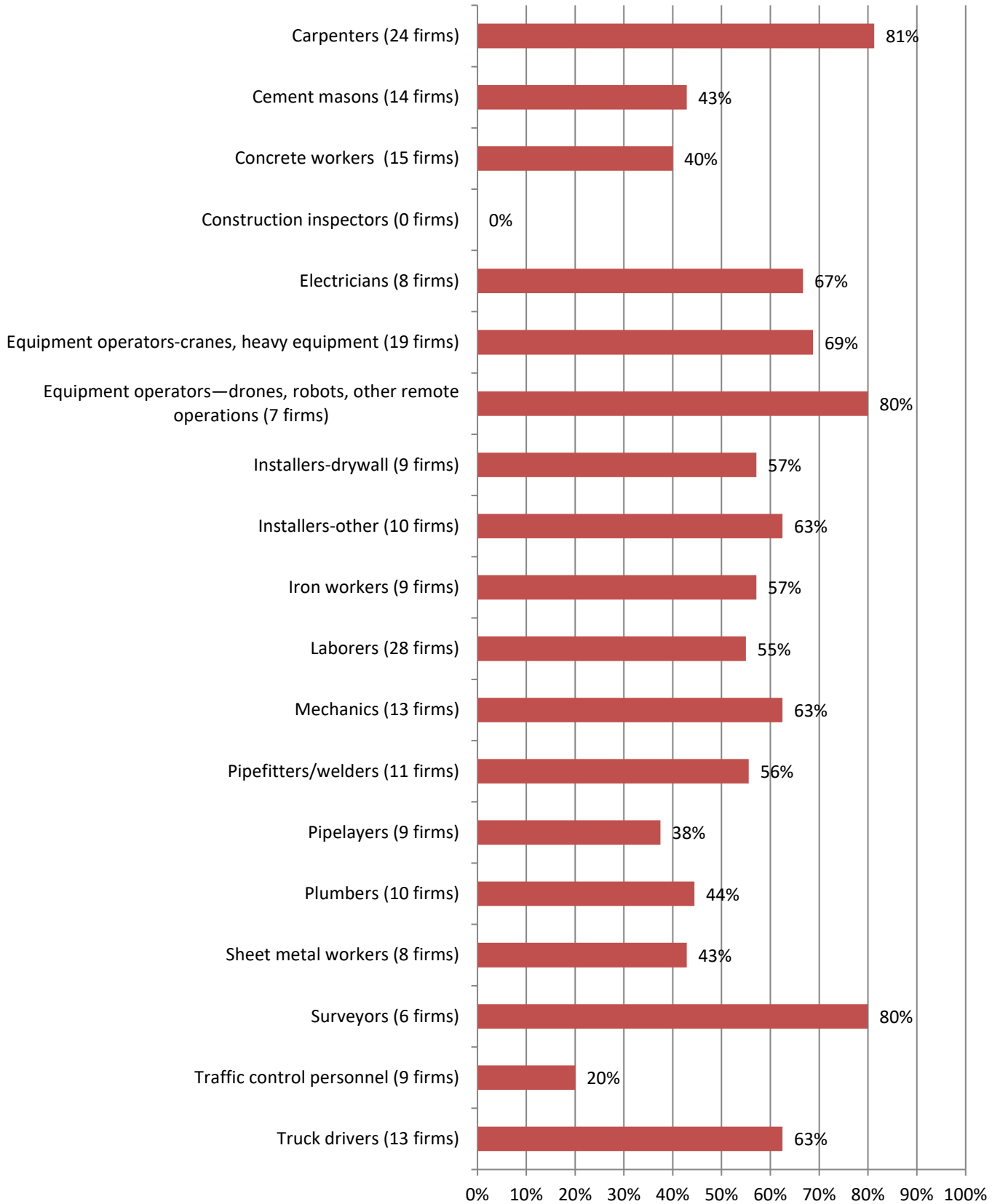
**4. How many unfilled hourly craft or salaried positions did you have on June 30, 2024? Responses: 53 Salaried; 43 Craft**



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

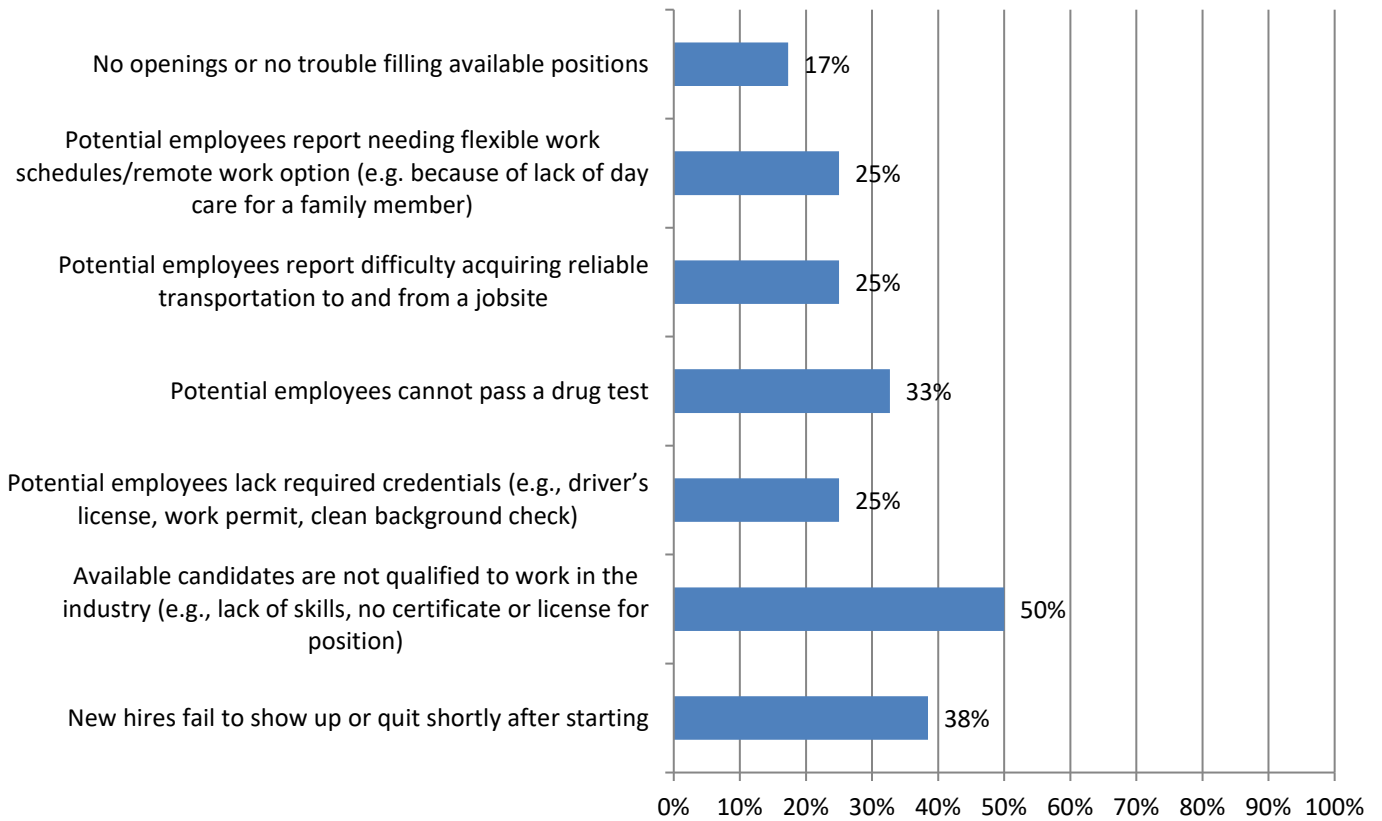


6. If your firm is having trouble filling hourly craft positions, please indicate all the position types you are having trouble filling (Mark all that apply).

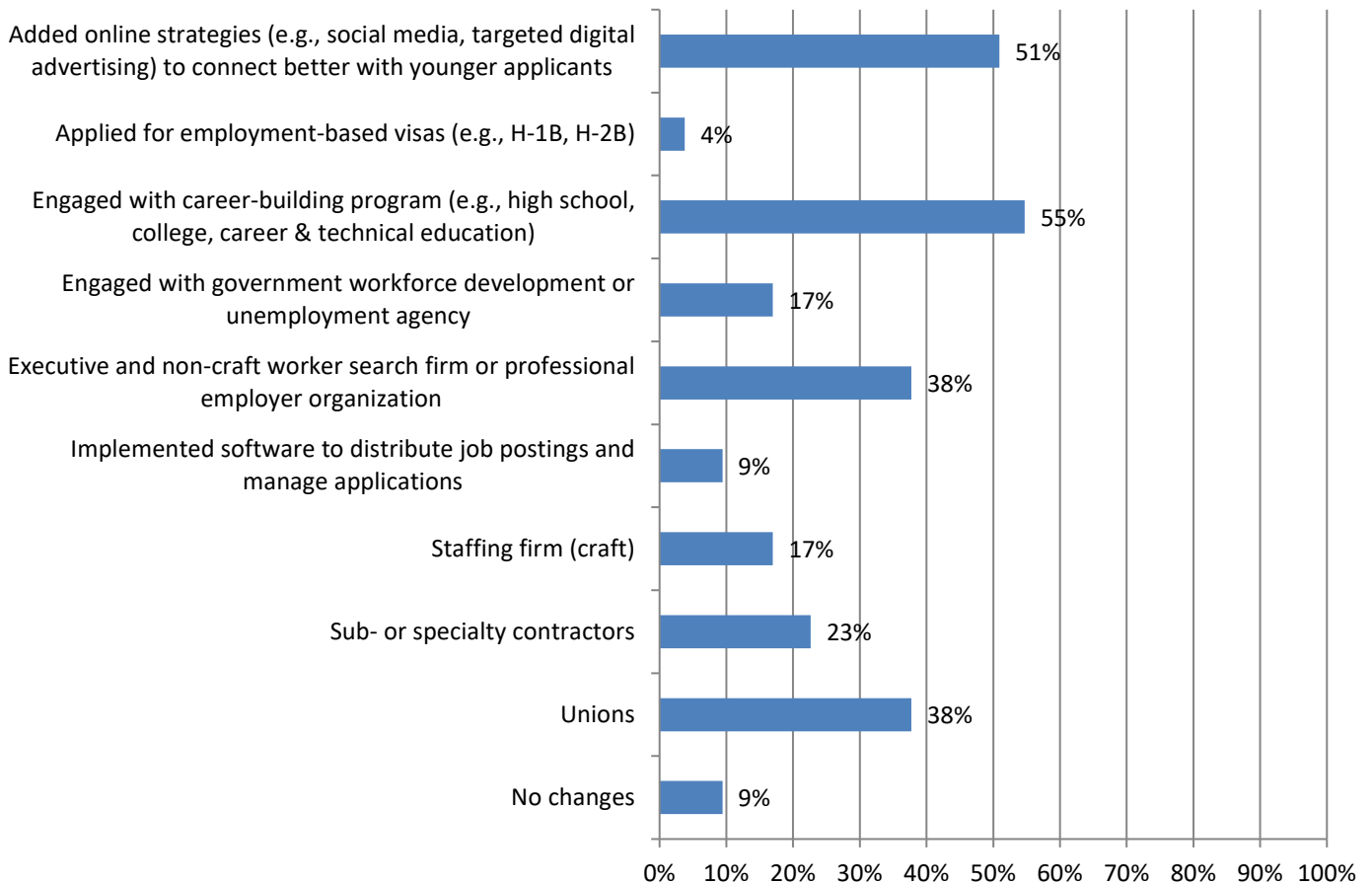


■ % of firms with openings that report difficulty in filling hourly craft positions

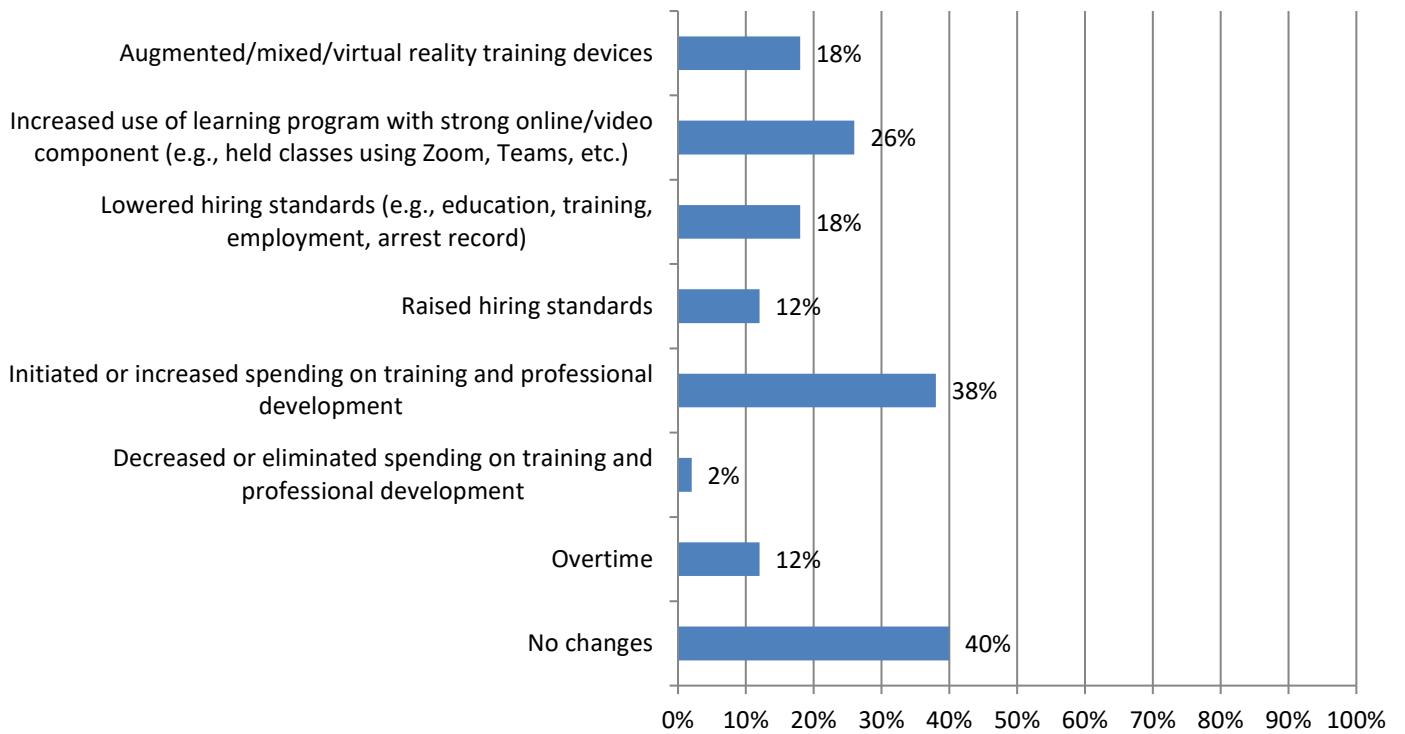
**7. If you are having trouble filling positions, what are the reason(s)? (Mark all that apply) Responses: 52**



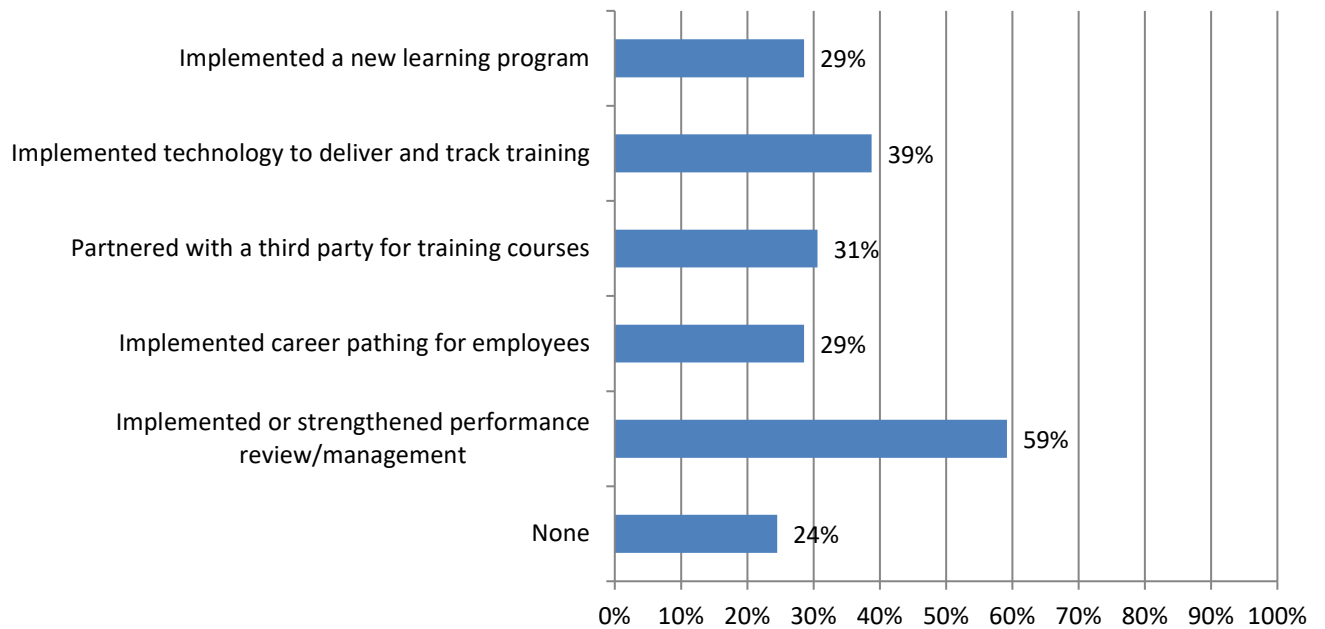
**8. Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all that apply) Responses: 53**



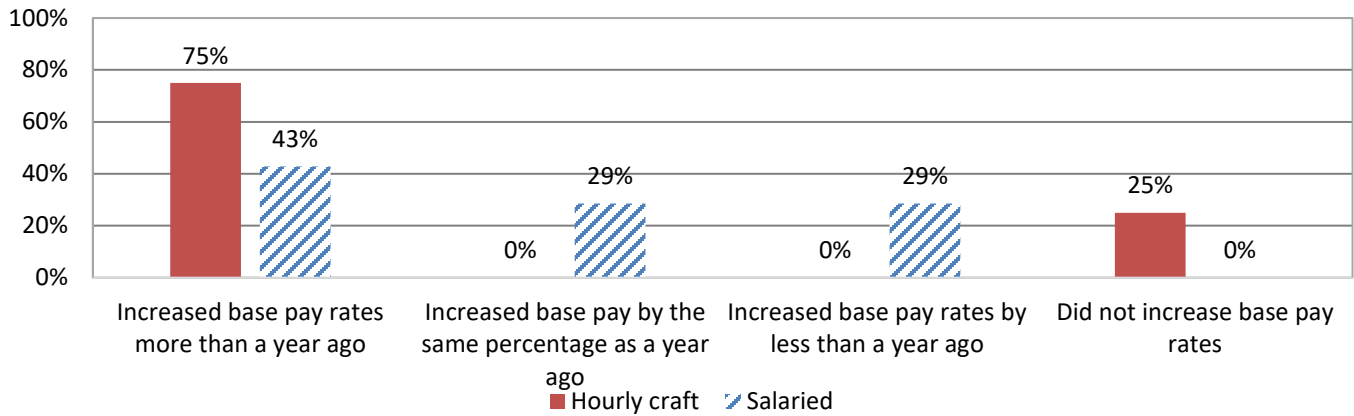
**9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 50**



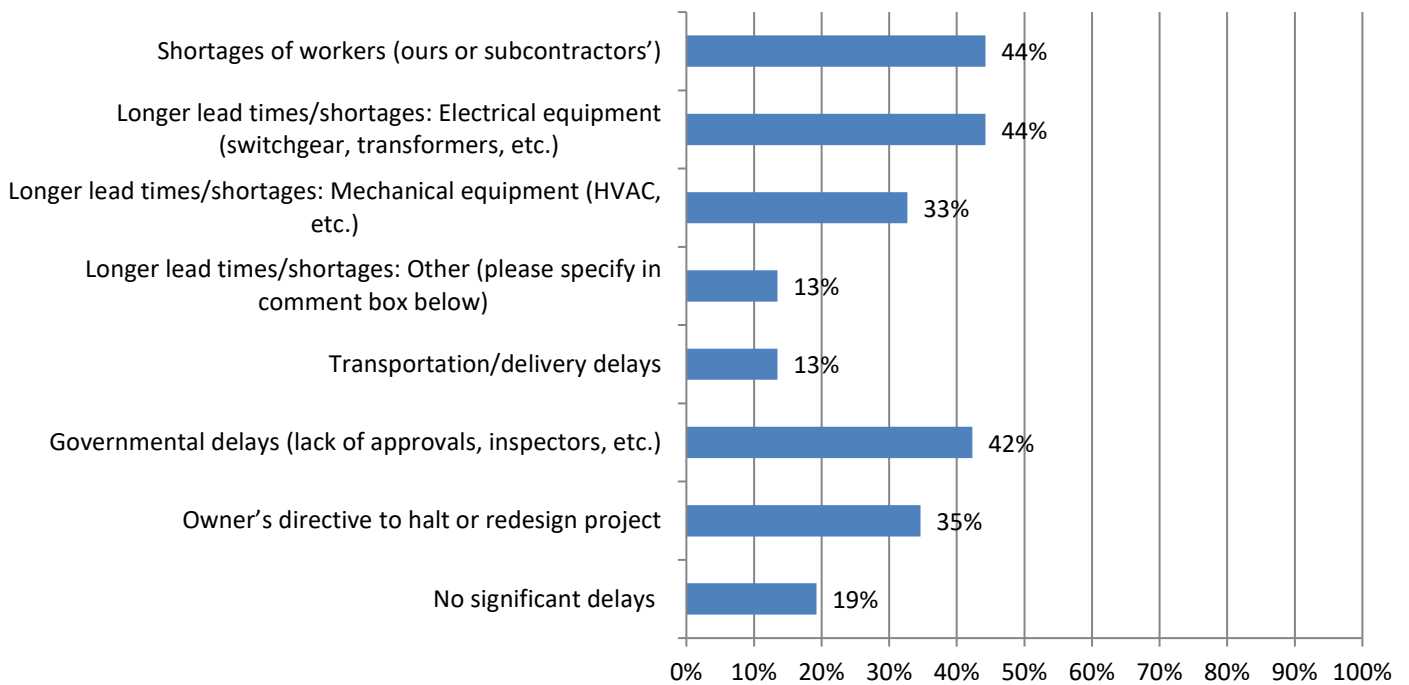
**10. What techniques, if any, have you implemented to upskill employees? (Mark all that apply) Responses: 49**



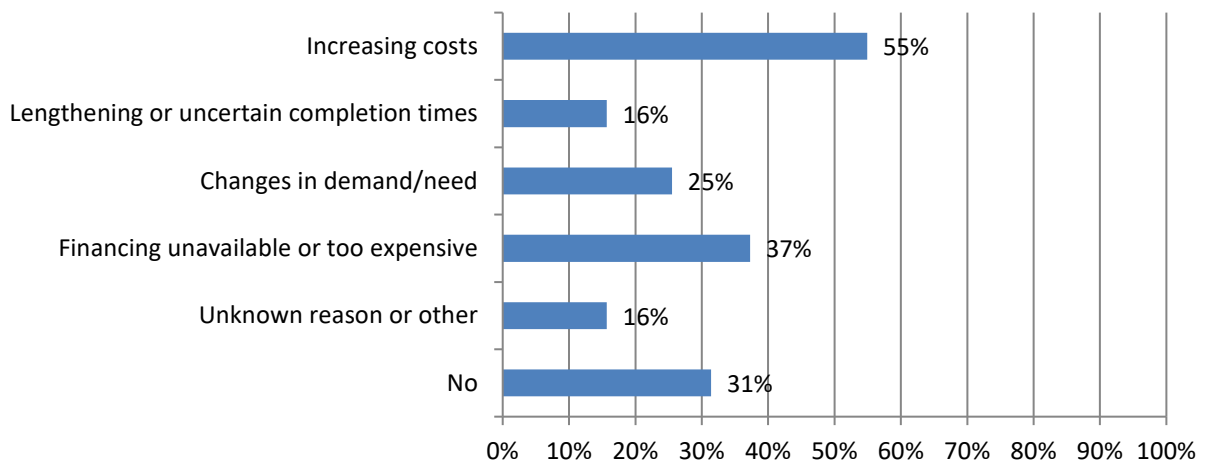
**11. Has your firm adjusted pay and/or benefits for hourly craft, salaried personnel or both in the past 12 months? (Mark all that apply) Responses: 52**



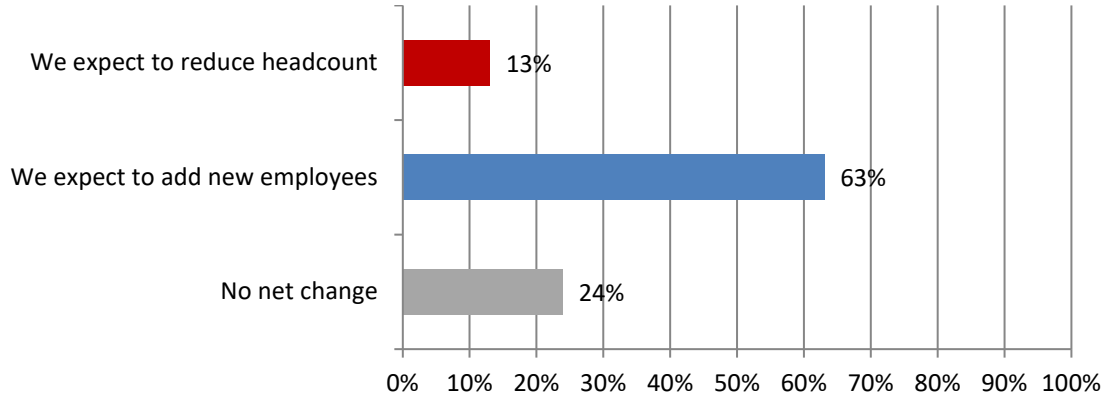
**12. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 52**



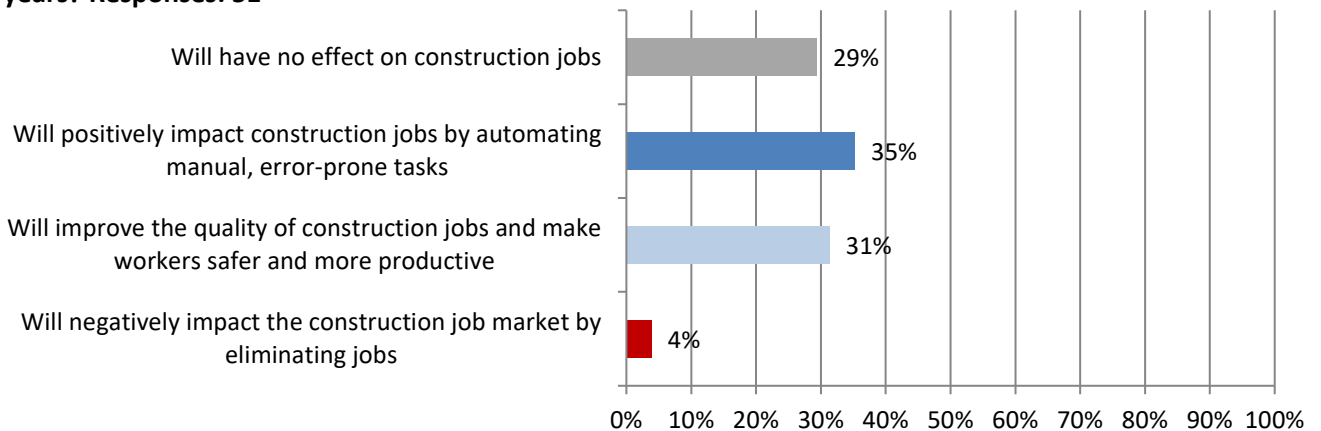
**13. Did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 51**



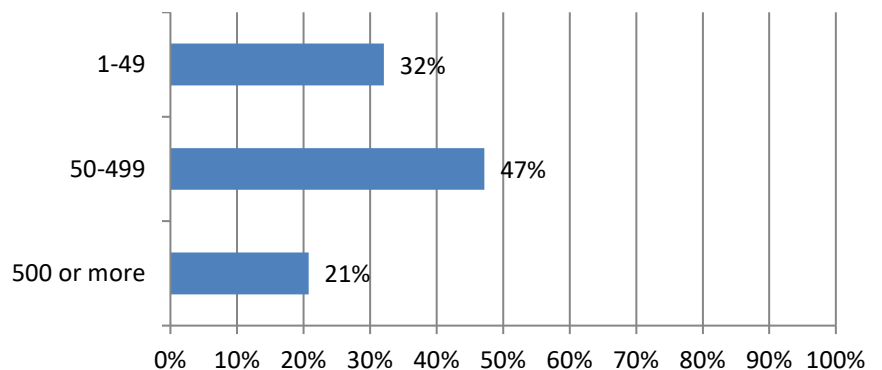
**14. How do you expect your firm's headcount to change in the next 12 months? Responses: 46**



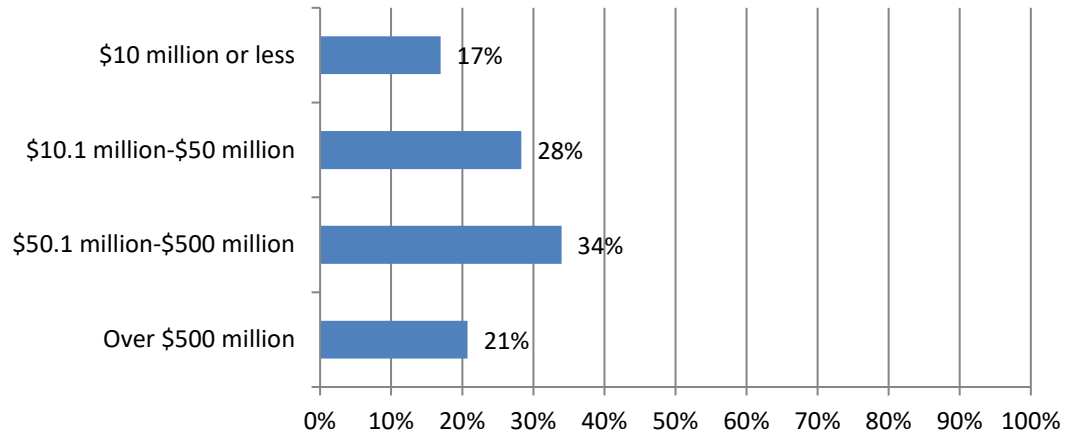
**15. Regarding AI and robotics, which statements do you believe when it comes to construction jobs in the next 5 years? Responses: 51**



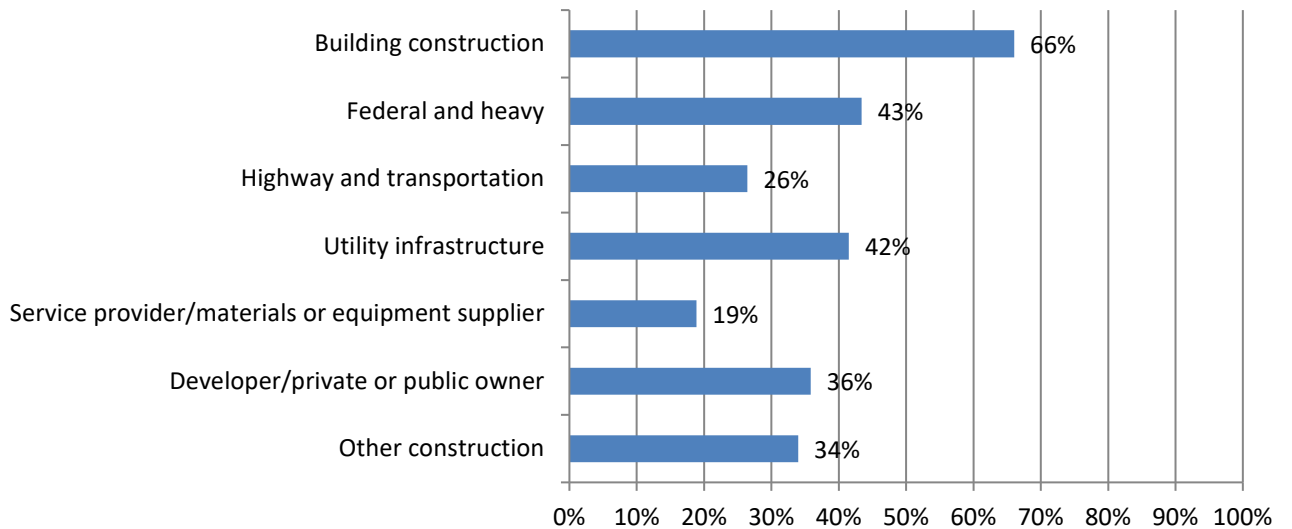
**16. How many total employees did your firm employ at all of its locations as of June 30, 2024? Responses: 53**



**17. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 53**



**18. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 53**



**19. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 52**

