



**AGC**  
THE CONSTRUCTION  
ASSOCIATION

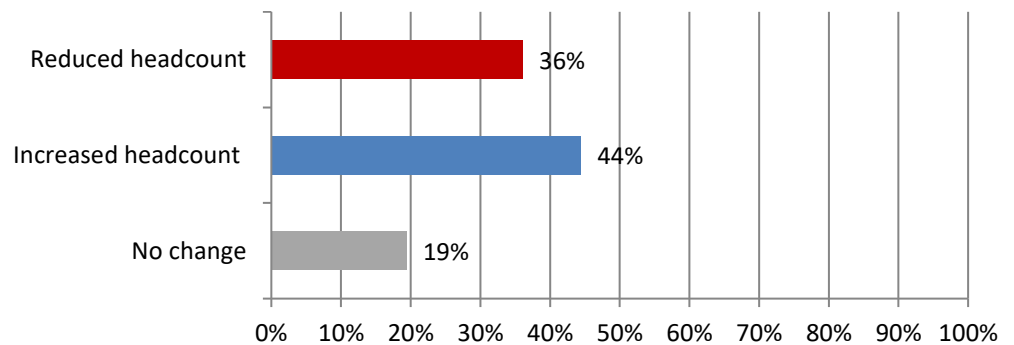
**NCCER**  
National Center for Construction  
Education and Research

## 2025 Workforce Survey Results

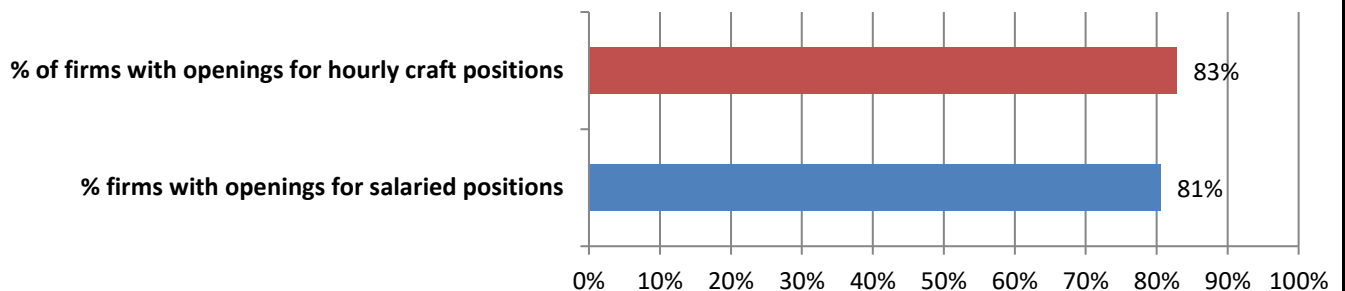
### California Results

Total responses: 36, but number varies by question.

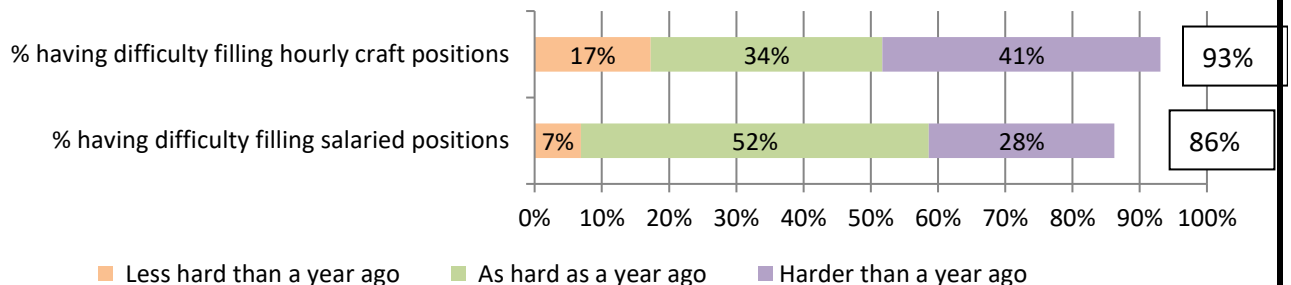
#### 1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 36



#### 2. Do you currently have an open hourly craft or salaried position? Responses: 36 Salaried; 37 Craft

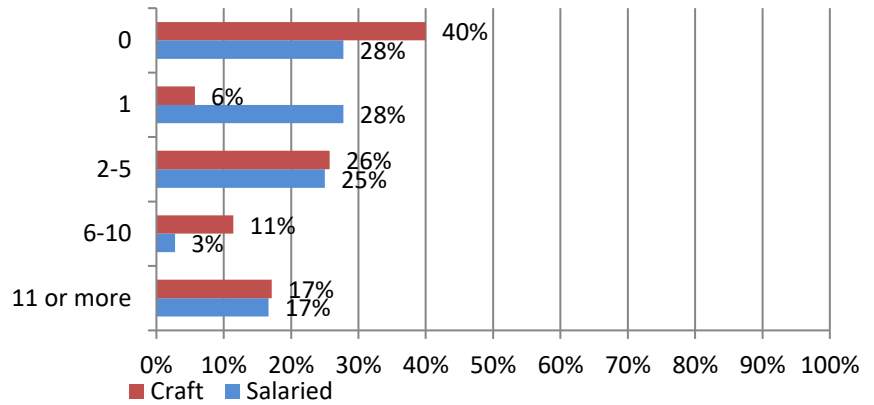


#### 3. Describe your difficulty in filling open positions: Responses: 36 Salaried; 37 Craft\*

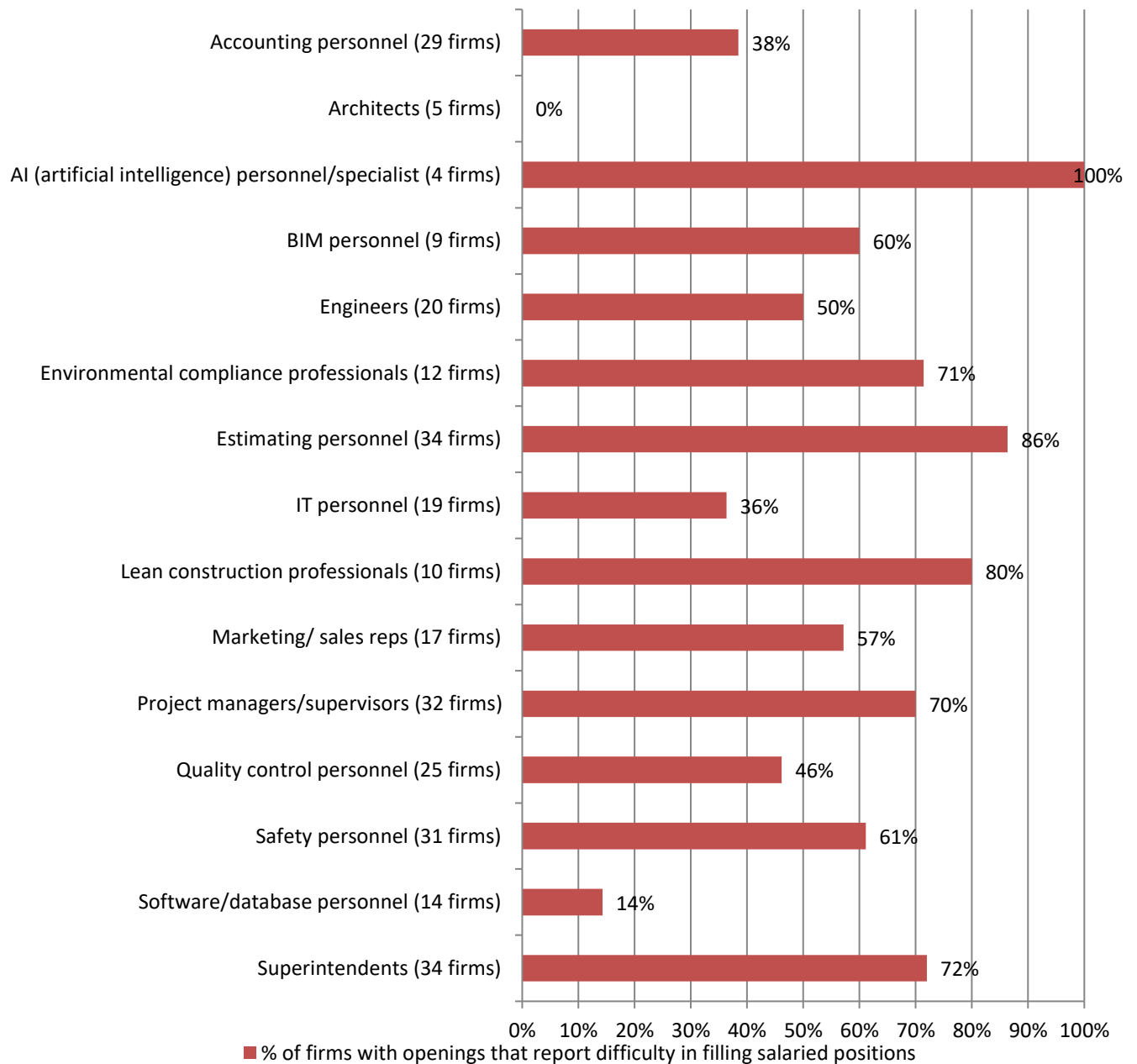


\*Percentages shown in bars are rounded individually to whole numbers, so totals may not equal 100%.

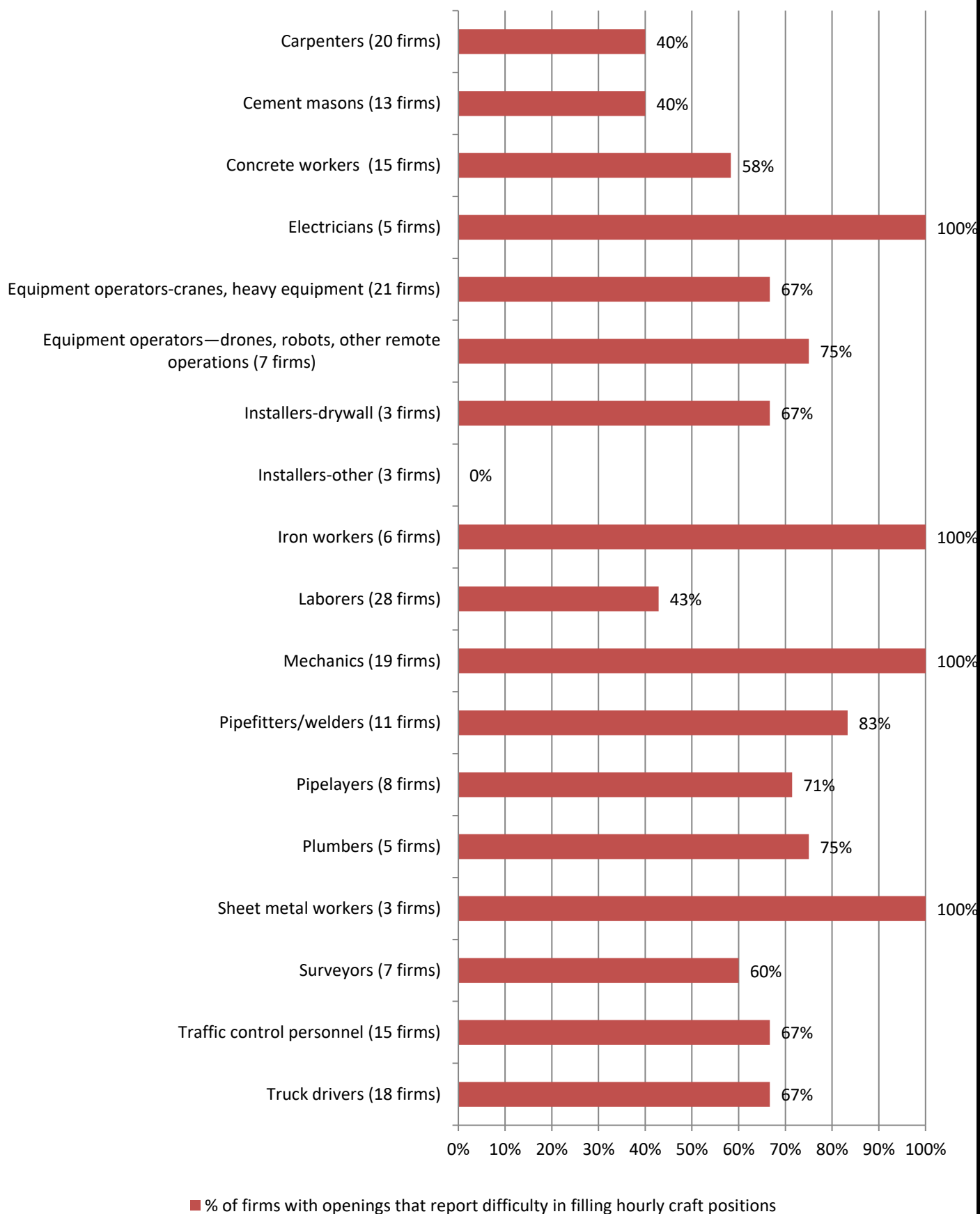
**4. How many unfilled hourly craft or salaried positions did you have on June 30, 2025? Responses: 36 Salaried; 35 Craft**



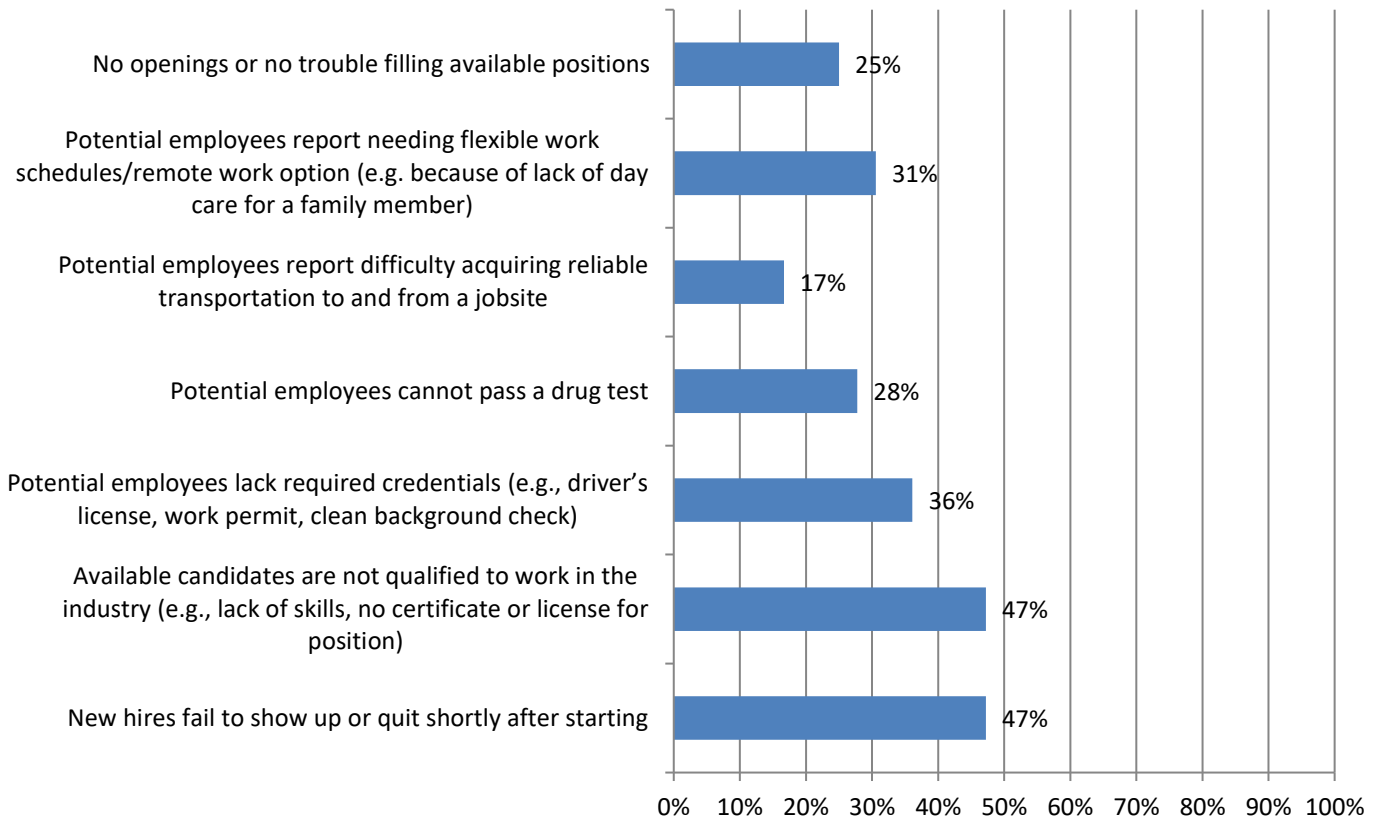
**5. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply) Responses: 36**



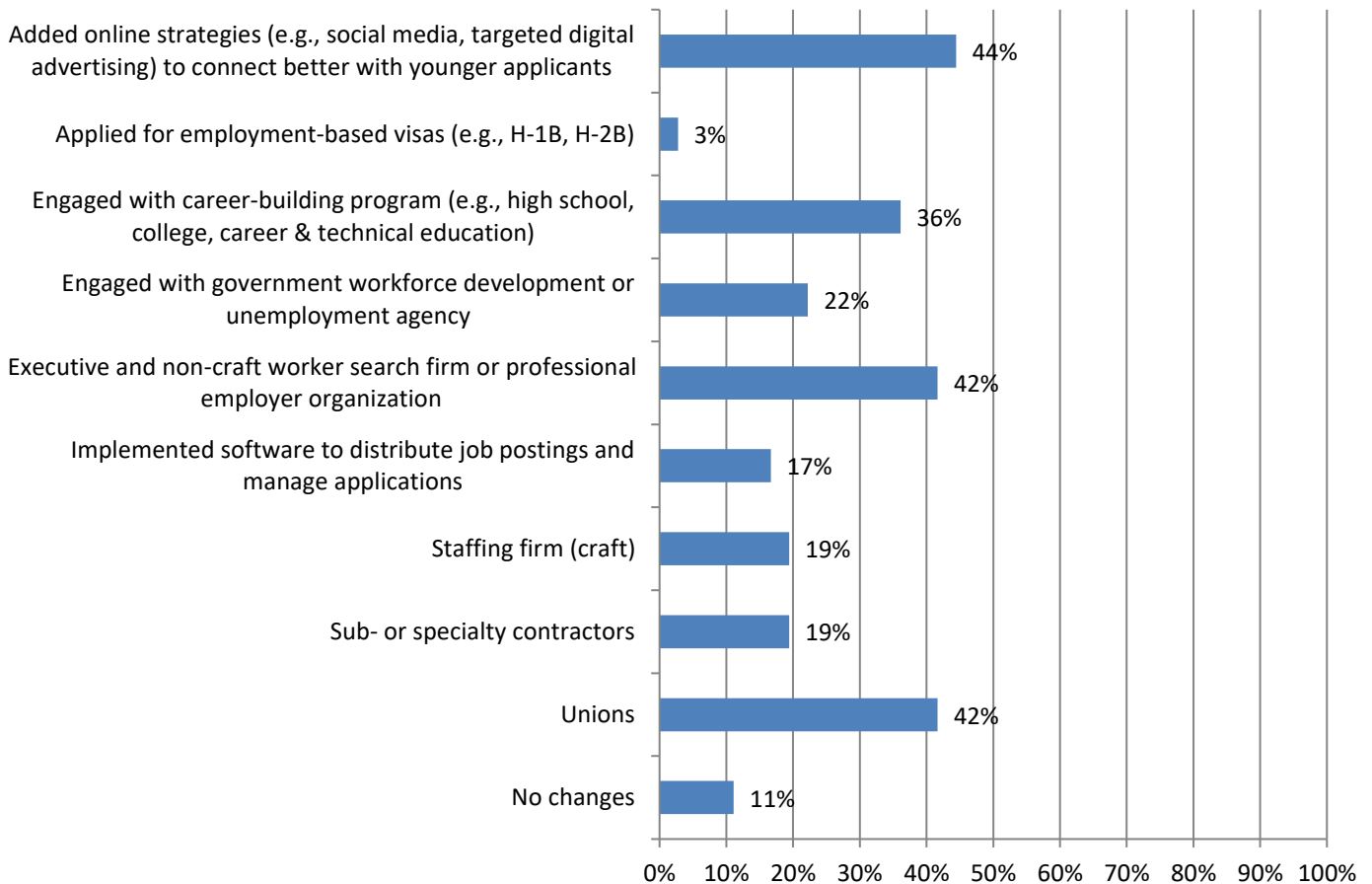
6. If your firm is having trouble filling **hourly craft** positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 35



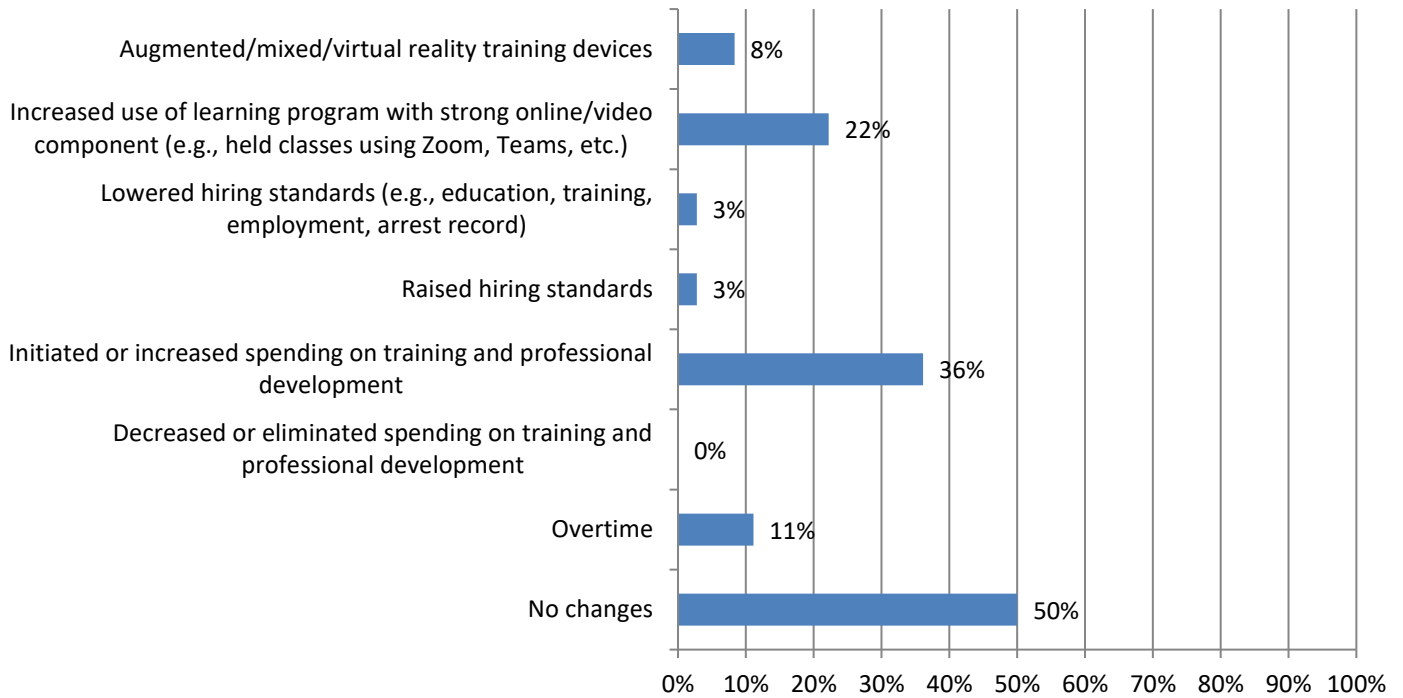
**7. If you are having trouble filling positions, what are the reason(s)? (Mark all that apply) Responses: 36**



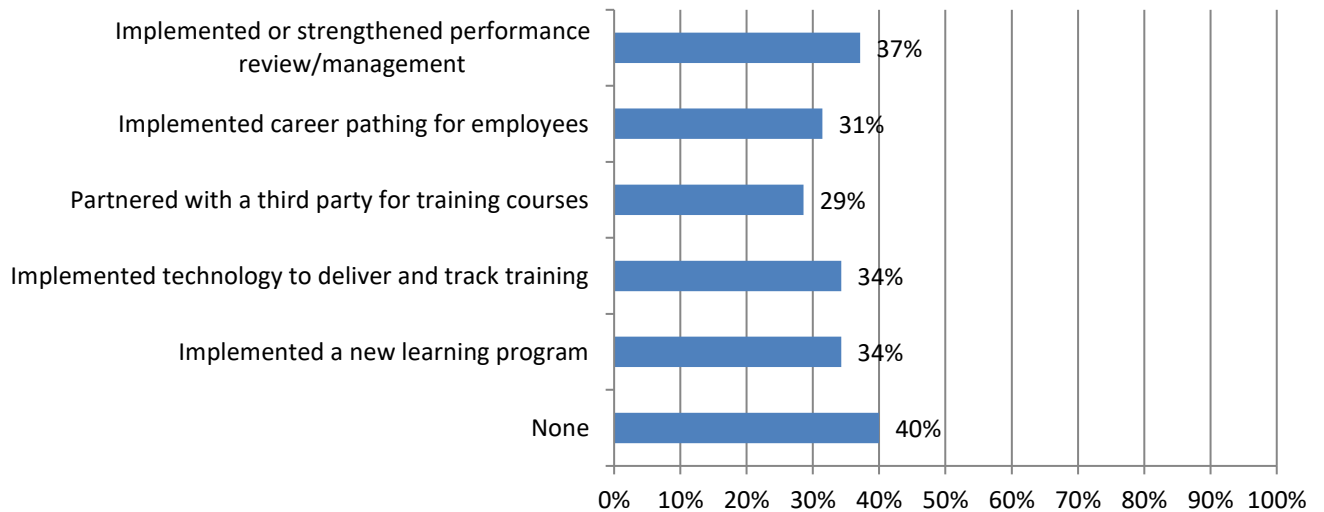
**8. Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all that apply) Responses: 36**



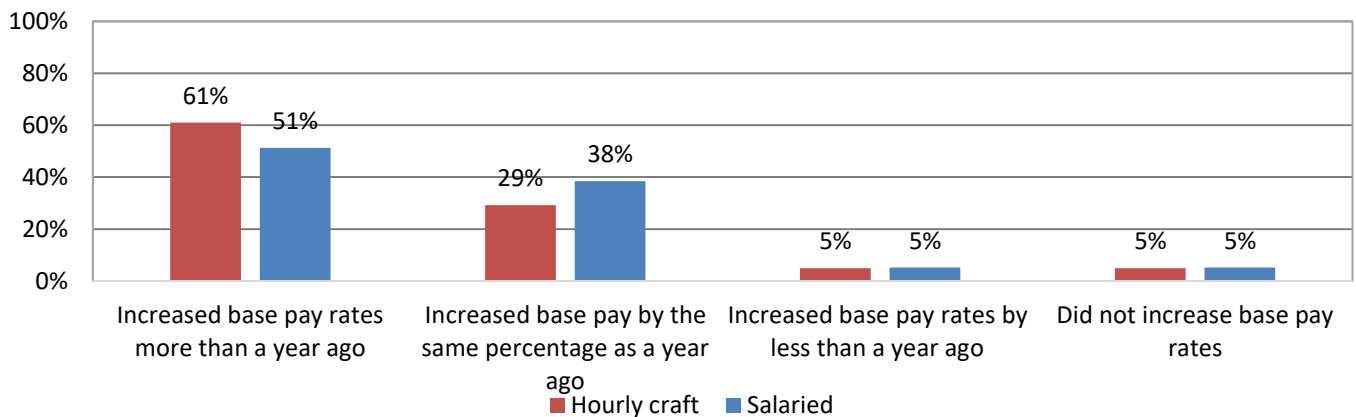
**9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 36**



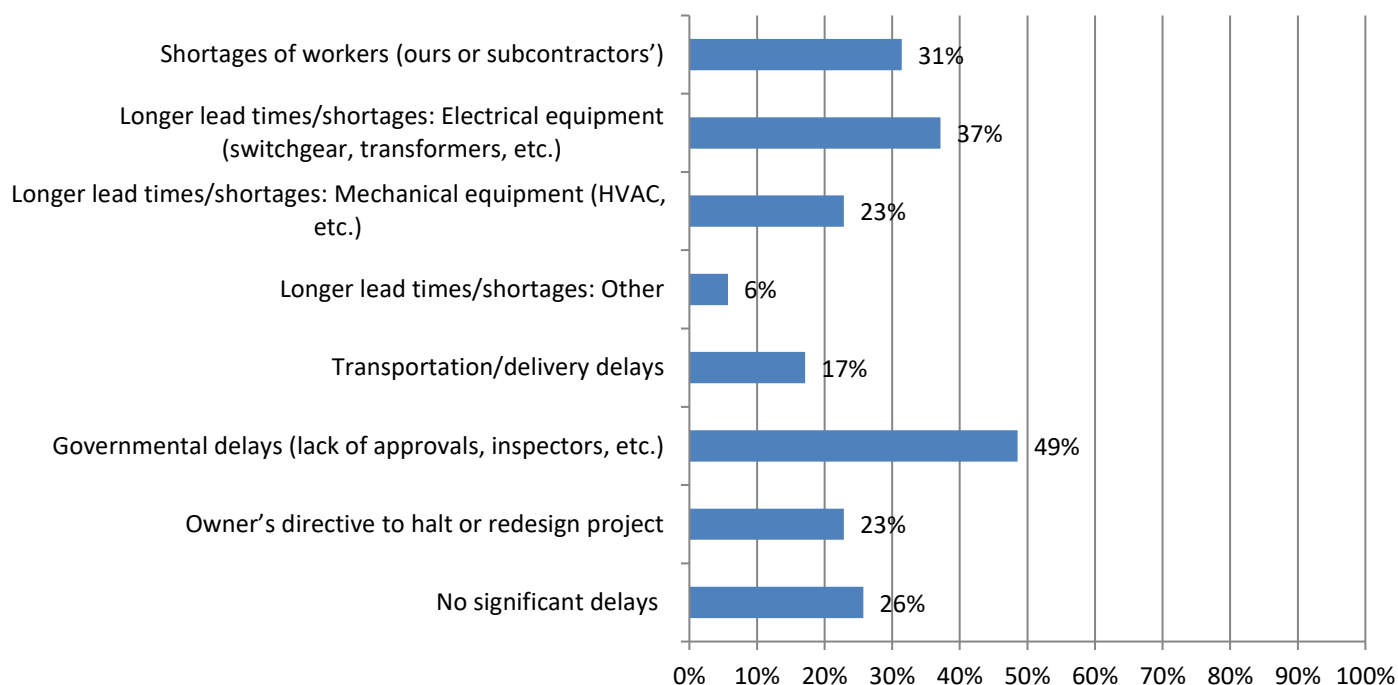
**10. What techniques, if any, have you implemented to upskill employees? (Mark all that apply) Responses: 35**



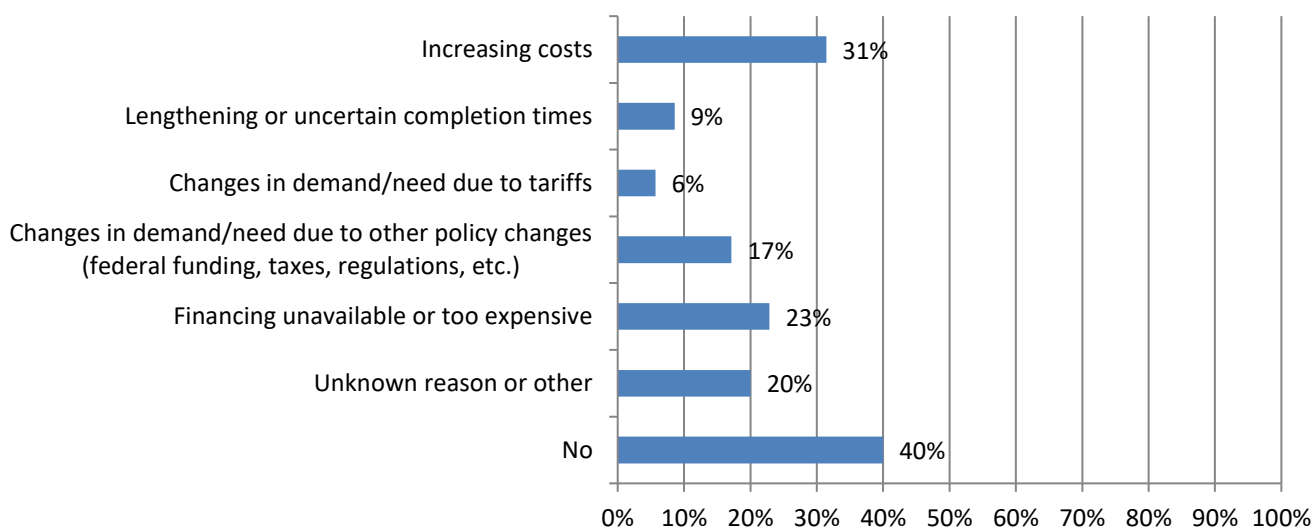
**11. Has your firm adjusted pay and/or benefits for hourly craft, salaried personnel or both in the past 12 months? (Mark all that apply) Responses: 34**



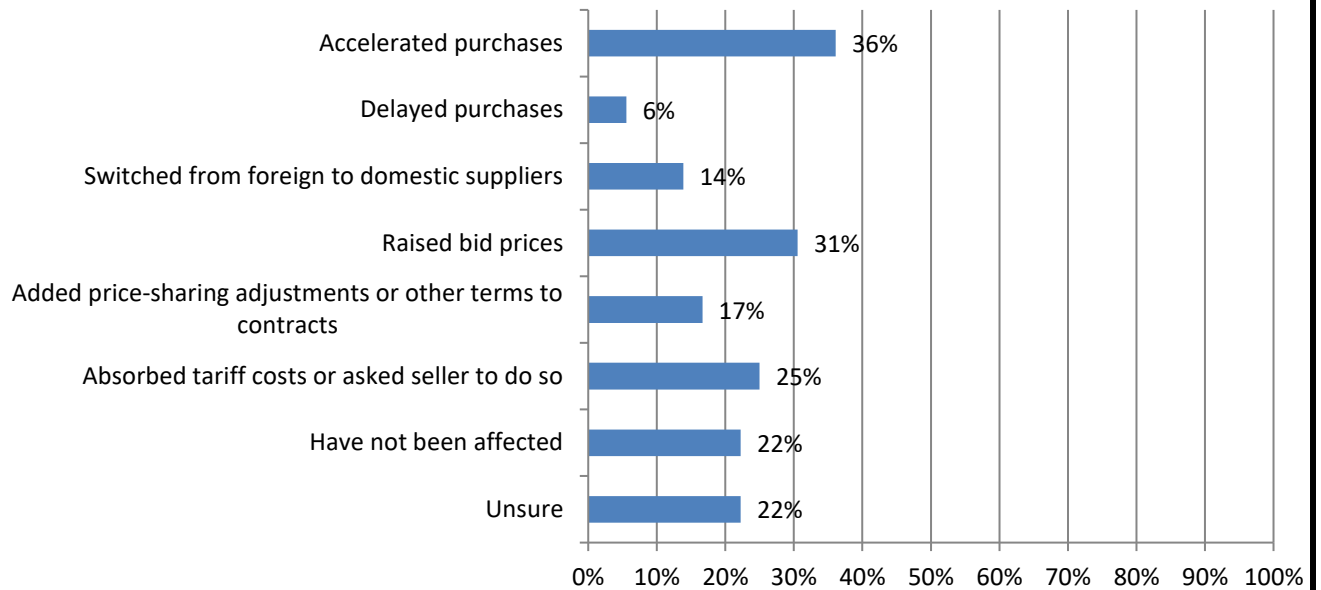
**12. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 35**



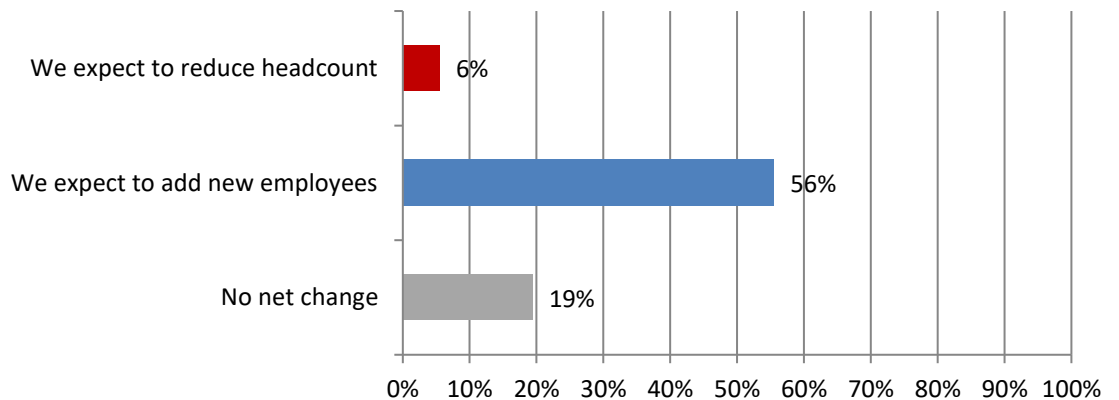
**13. Did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 35**



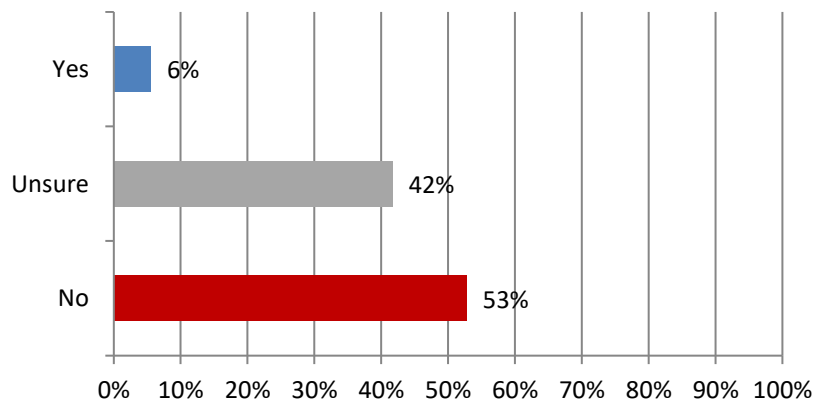
**14. What actions, if any, has your firm taken in response to actual or proposed tariffs? (Mark all that apply) Responses: 36**



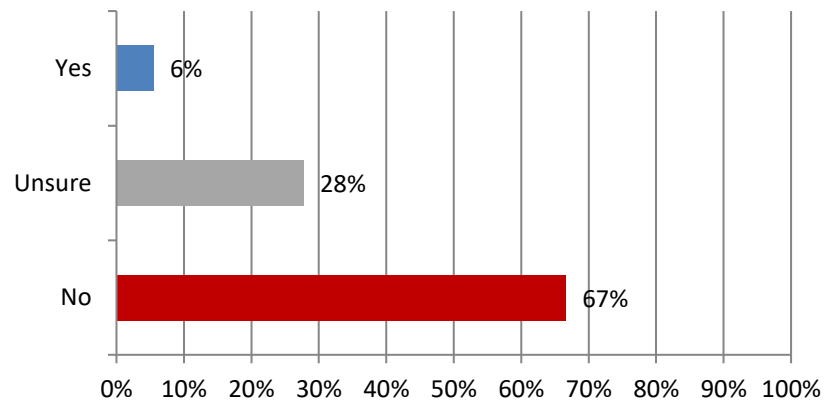
**15. How do you expect your firm's headcount to change in the next 12 months? Responses: 36**



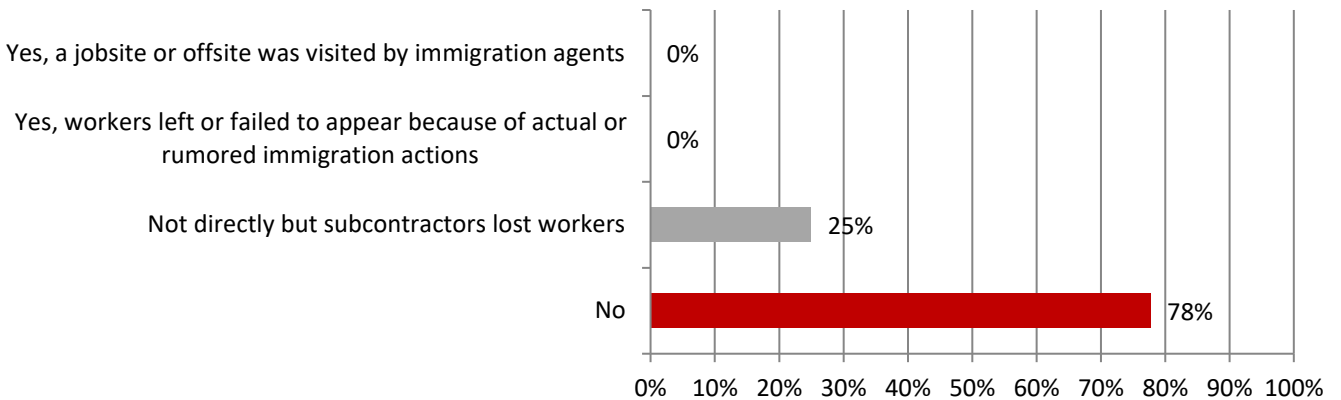
**16. Does your firm employ individuals who are authorized to work in the U.S as part of the Deferred Action for Childhood Arrivals (DACA, or Dreamers) program or the Temporary Protected Status program? Responses: 36**



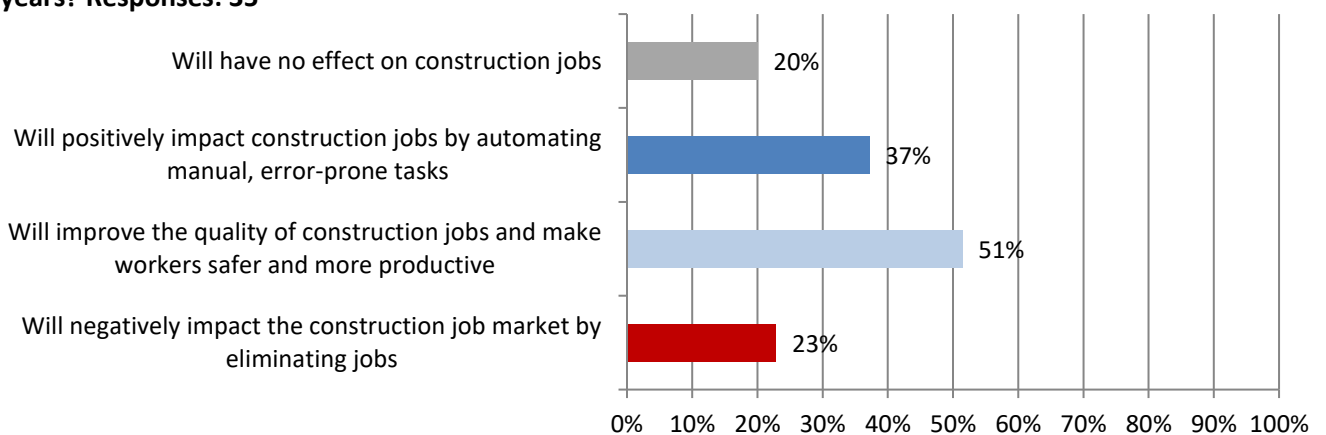
**17. Does your firm use the H-2B visa program or other temporary work visa programs to secure either salaried or hourly employees? Responses: 36**



**18. Has your firm been affected by immigration enforcement actions in the past six months? (mark all that apply) Responses: 36**

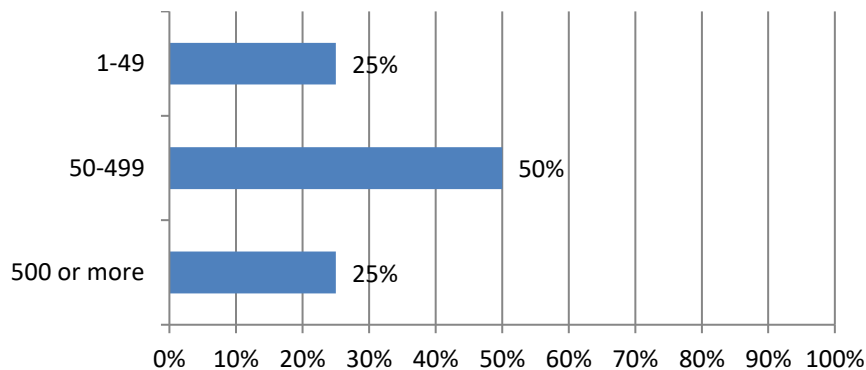


**19. Regarding AI and robotics, which statements do you believe when it comes to construction jobs in the next 5 years? Responses: 35**





**20. How many total employees did your firm employ at all of its locations as of June 30, 2025? Responses: 36**

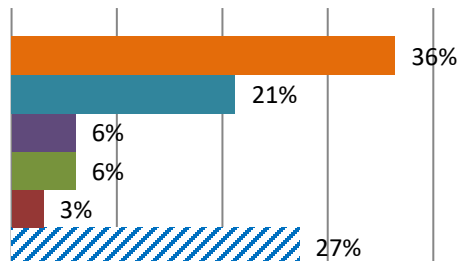
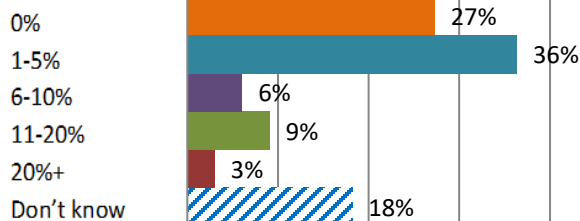


**21. As of June 30, what percentage of your firm's total employees were female, and of the employees your firm hired in the past 12 months, what percentage were female? (Please select an option for "Hourly craft", "Salaried" and "Total") Responses: 35 / Responses: 35**

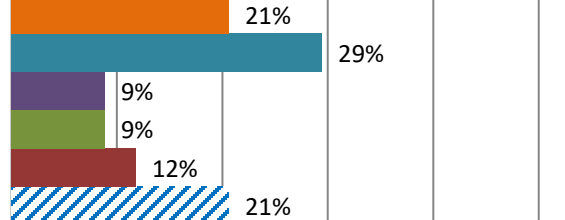
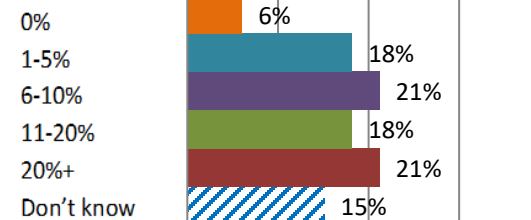
**Female Share of Current Workforce (as of June 30)**

**Female Share of Employees Hired in the Past 12 Months**

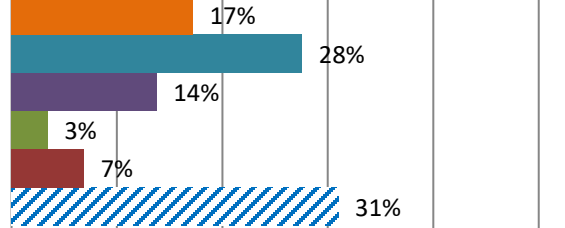
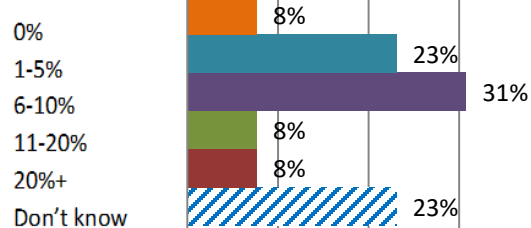
**Hourly craft workers**



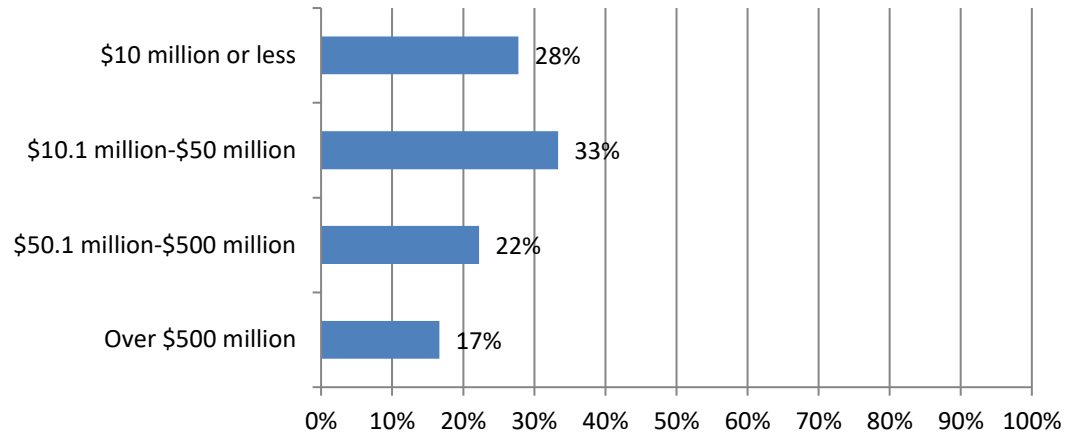
**Salaried workers**



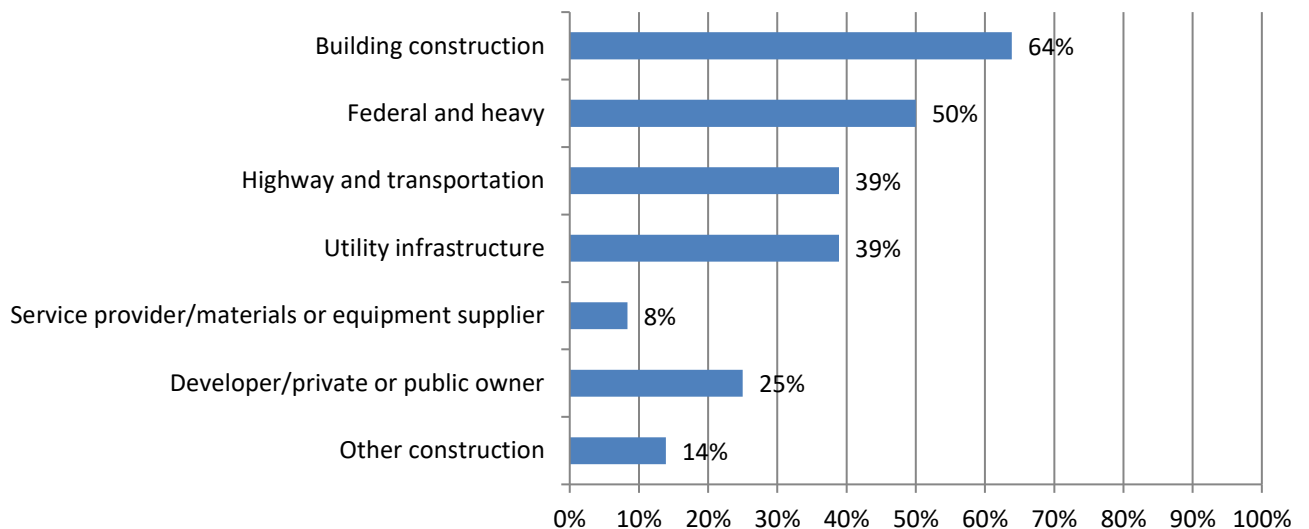
**Total**



**22. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 36**



**23. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 36**



**24. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 36**

