



AGC
THE CONSTRUCTION
ASSOCIATION

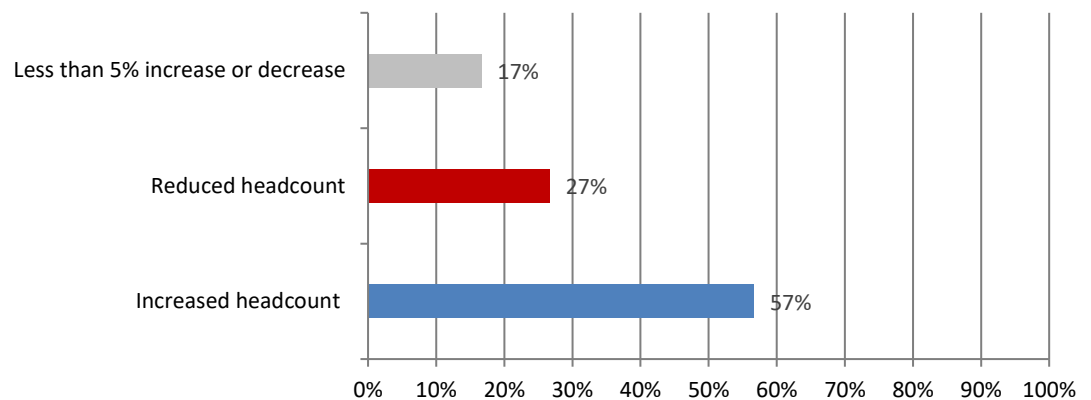
NCCER
National Center for Construction
Education and Research

2026 Workforce Survey Results

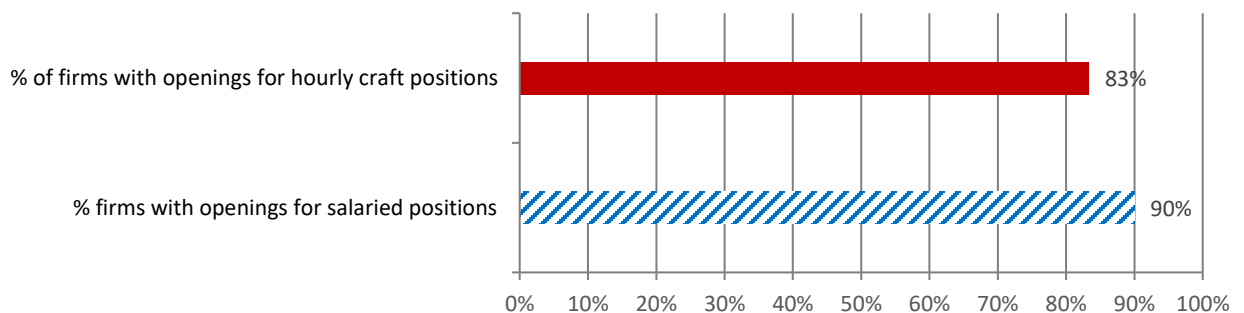
California

Total responses: 30

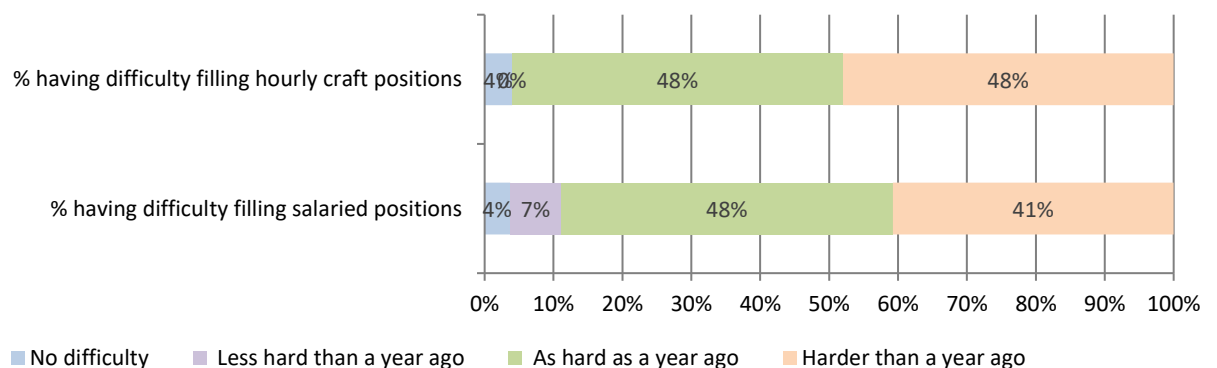
1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 30



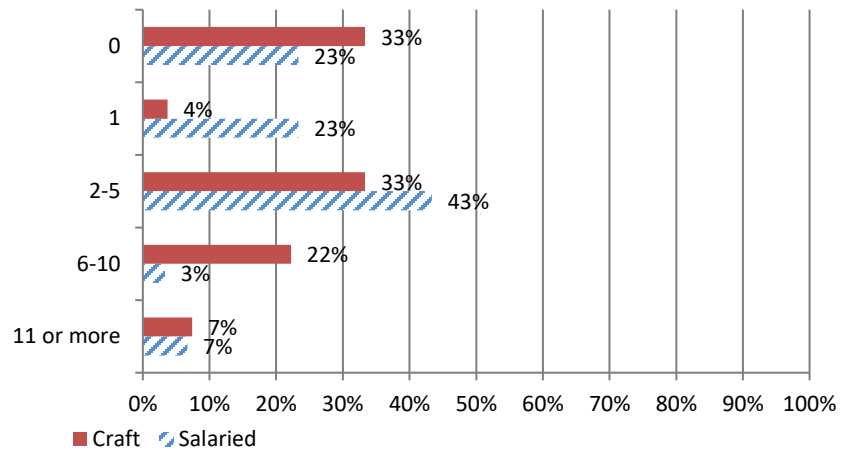
2. Do you currently have an open hourly craft or salaried position? Responses: 30 Salaried; 30 Craft



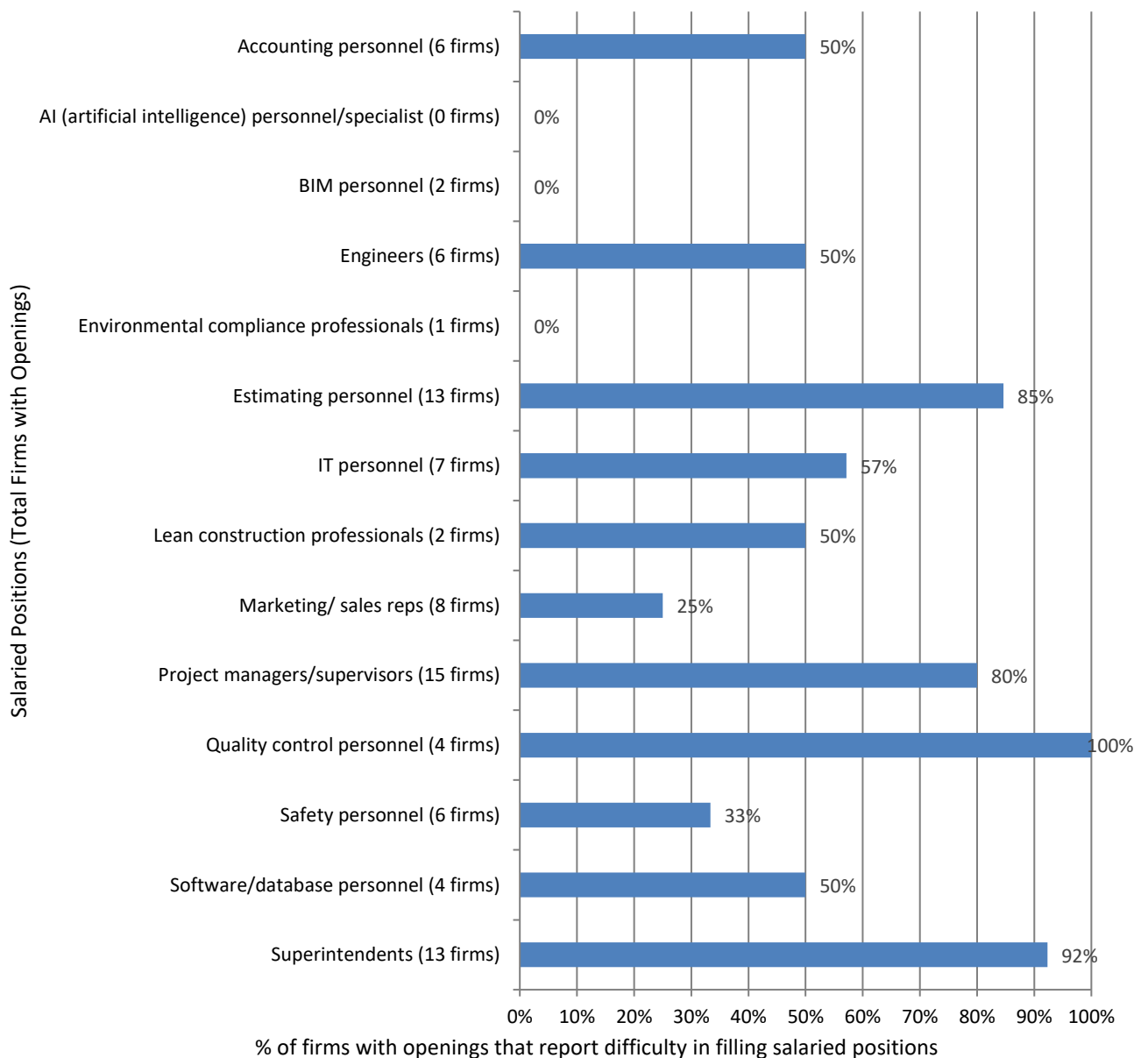
3. Describe your difficulty in filling open positions: Responses: 30 Salaried; 30 Craft



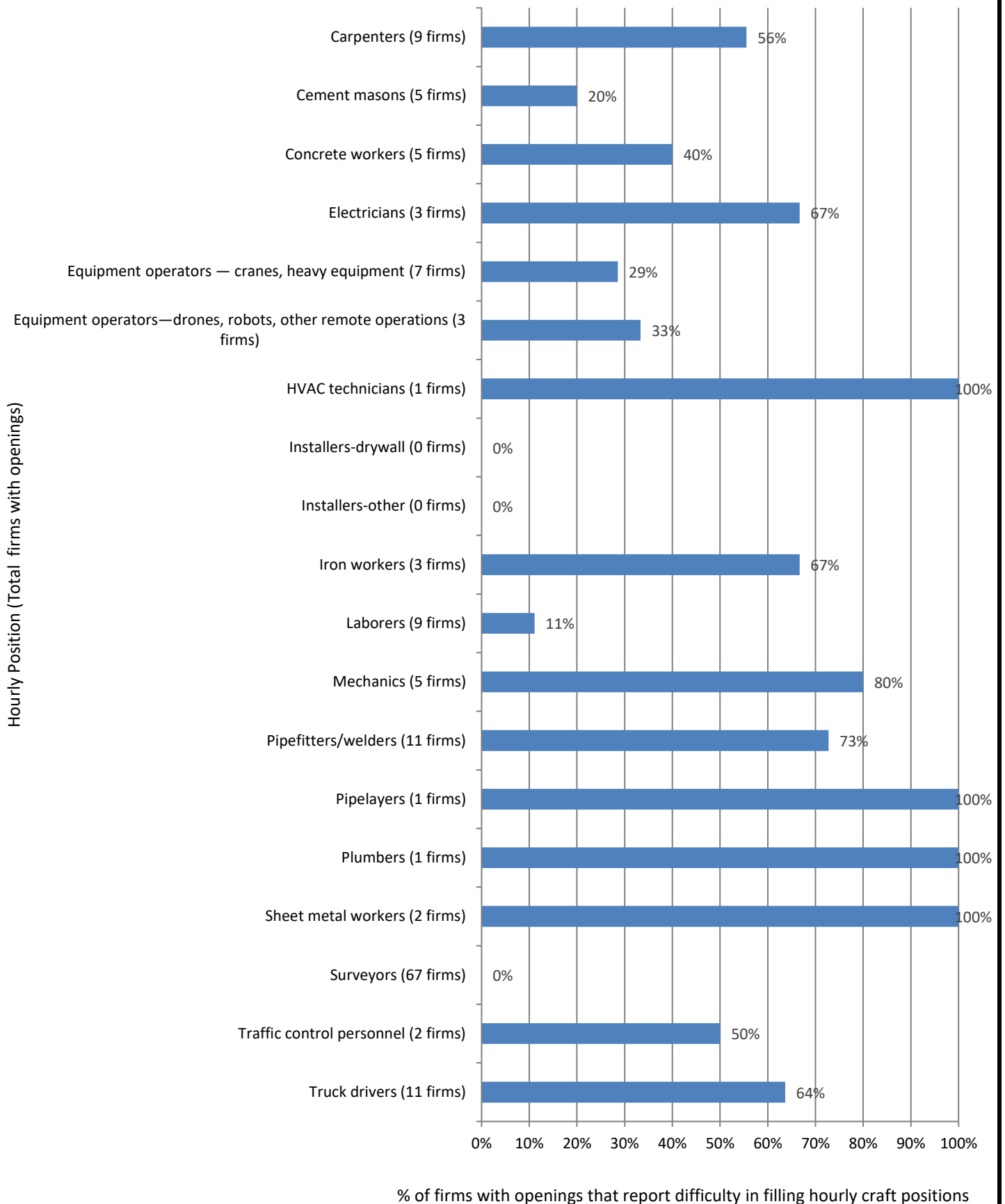
4. How many unfilled hourly craft or salaried positions did you have on June 30, 2026? Responses: 30 Salaried; 30 Craft



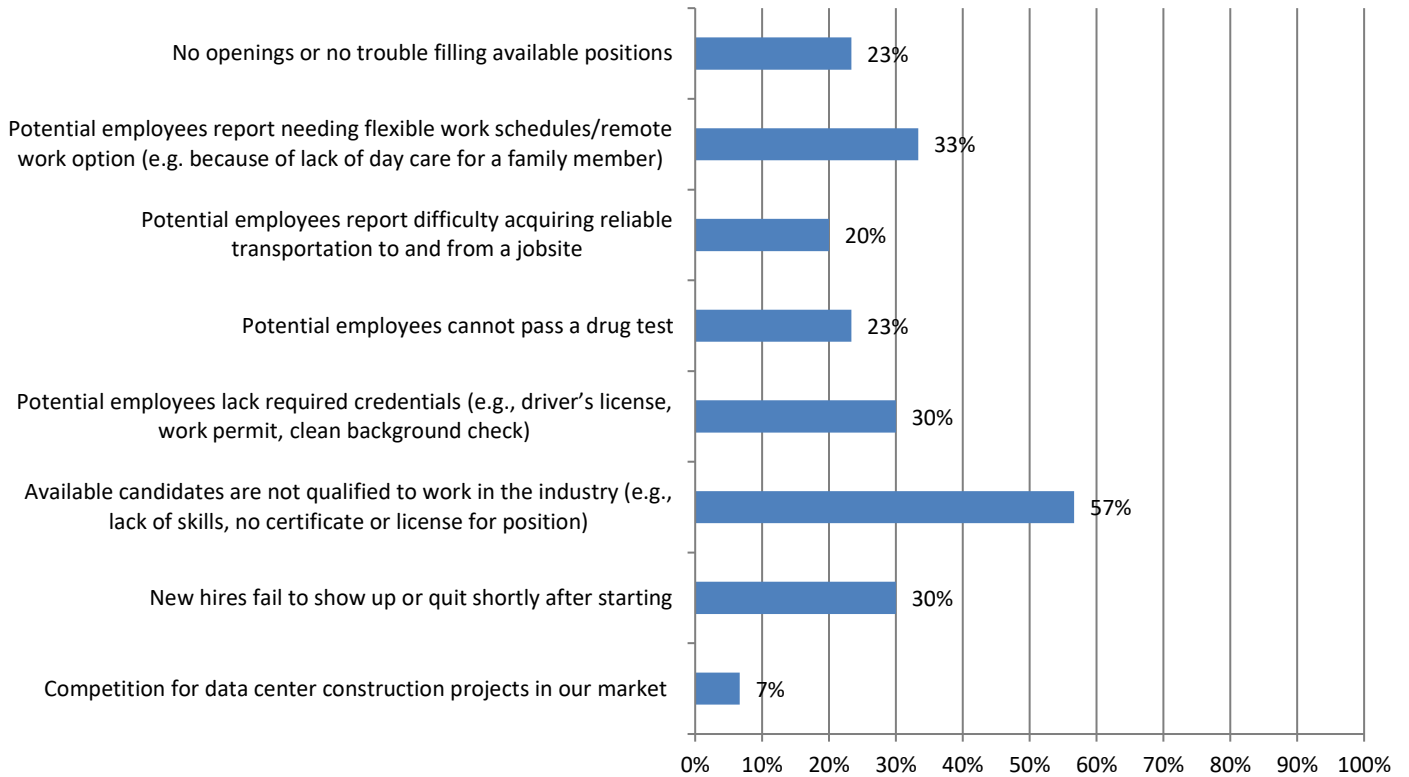
5. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply) Responses: 30



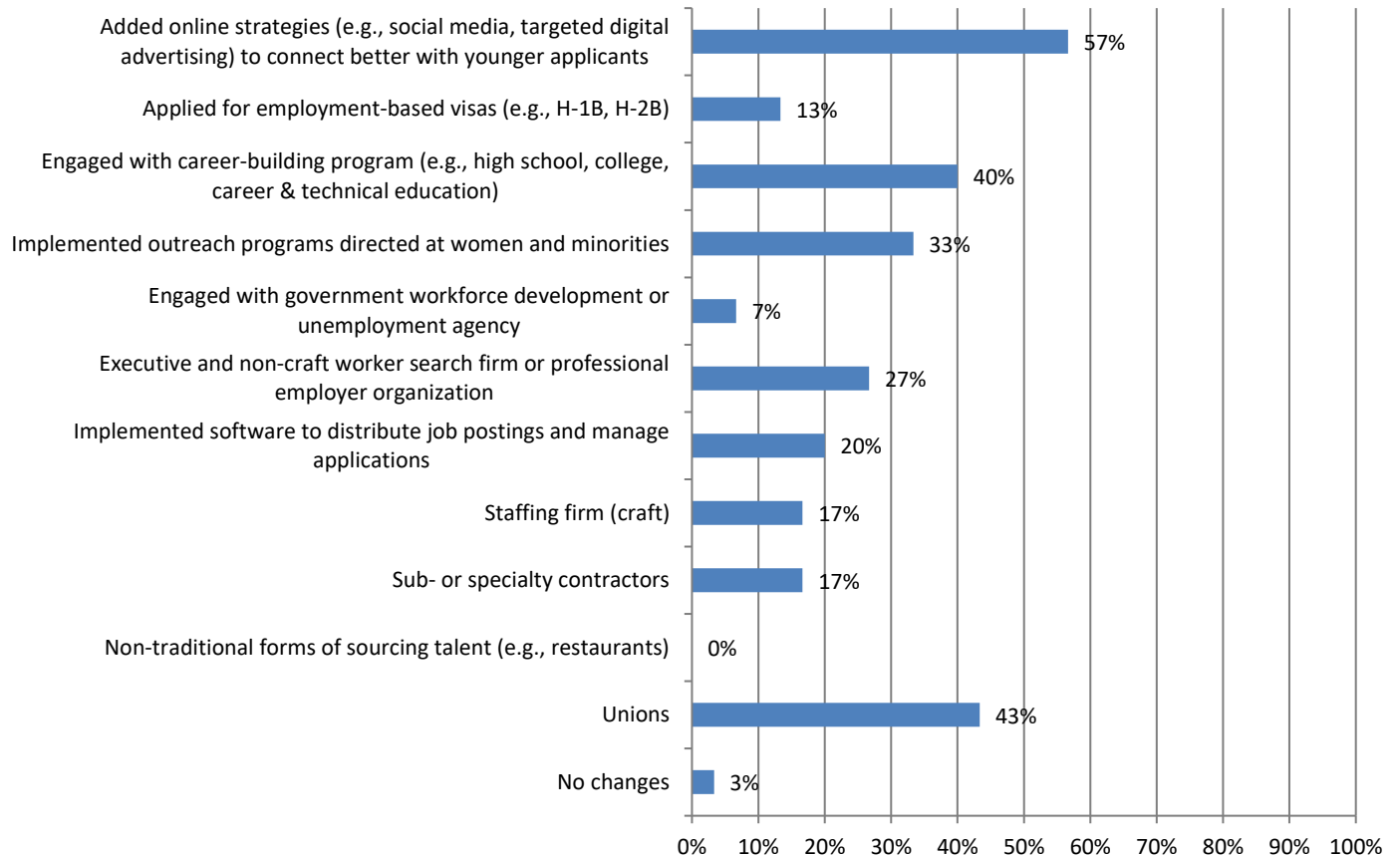
6. If your firm is having trouble filling **hourly craft** positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 30



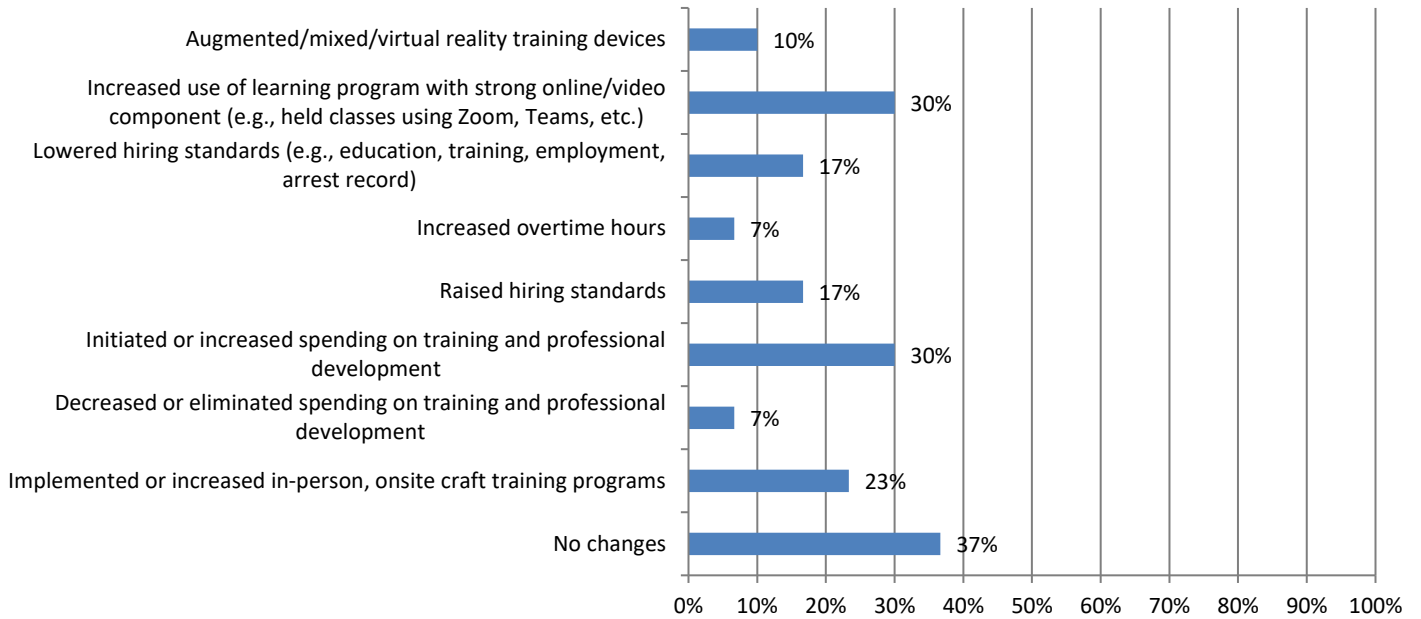
7. If you are having trouble filling positions, what are the reason(s)? (Mark all that apply) Responses: 30



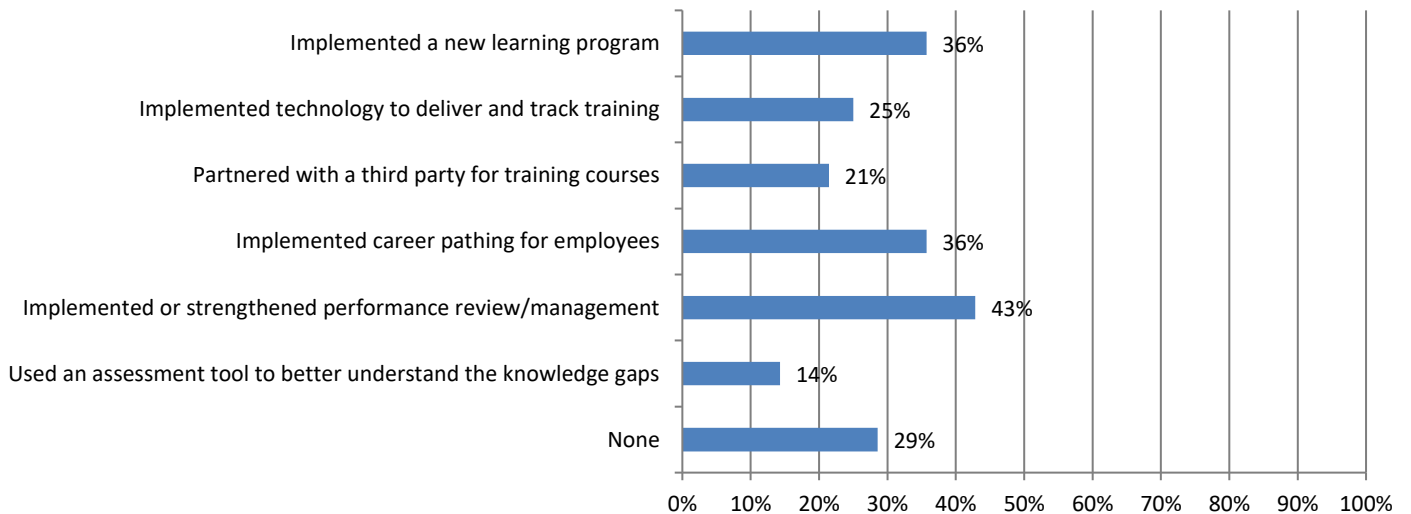
8. Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all that apply) Responses: 30



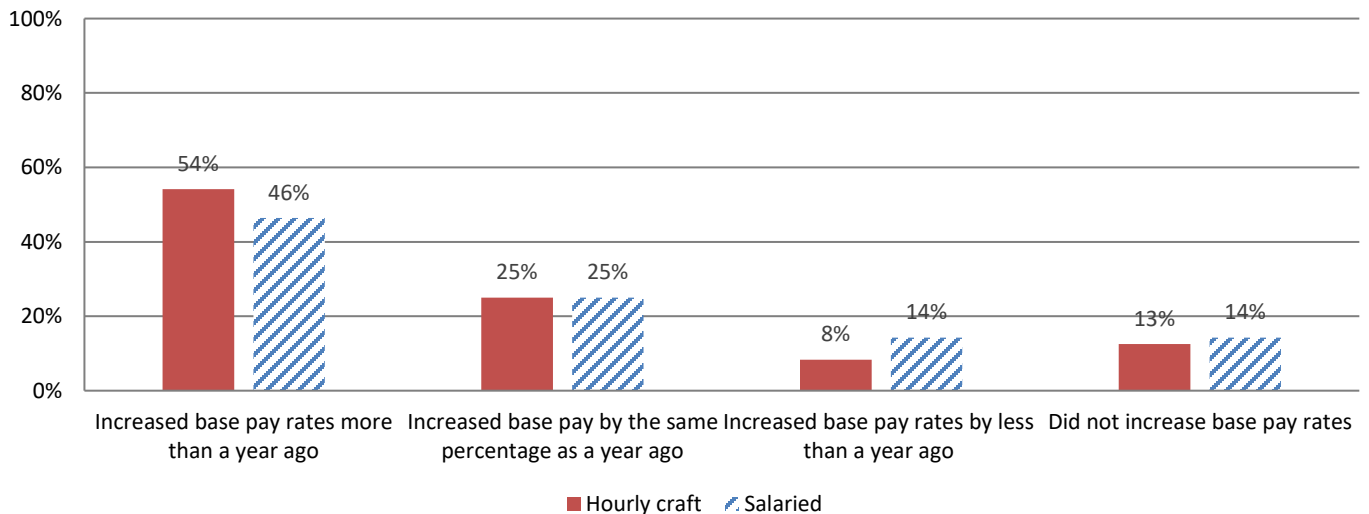
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 30



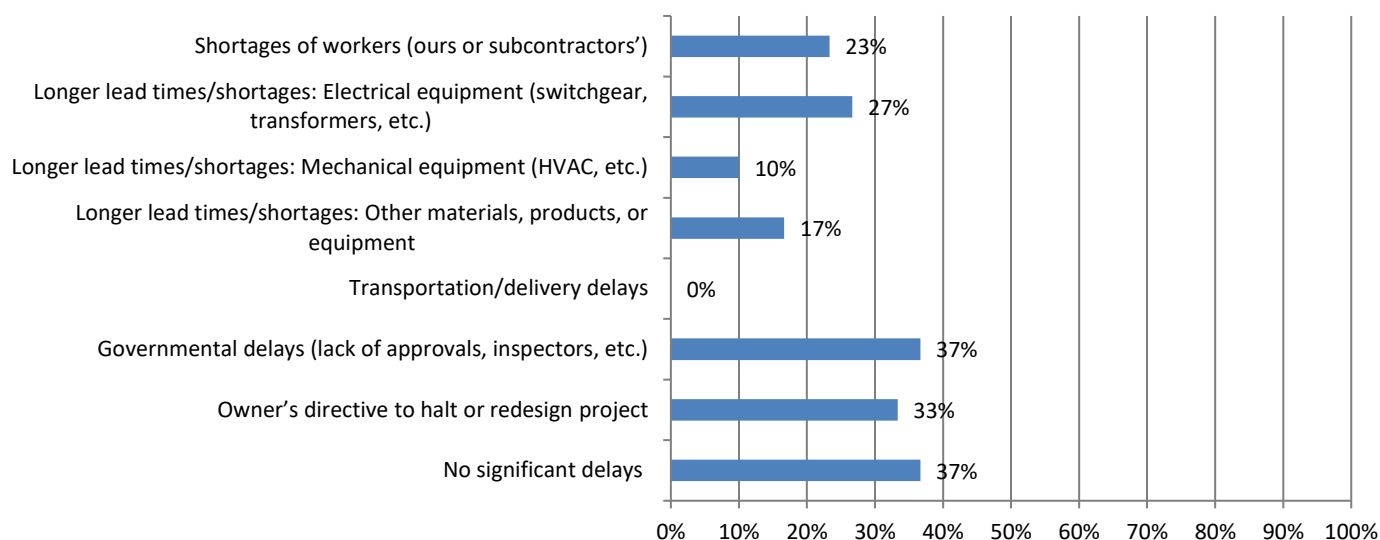
10. What techniques, if any, have you implemented to upskill employees? (Mark all that apply) Responses: 28



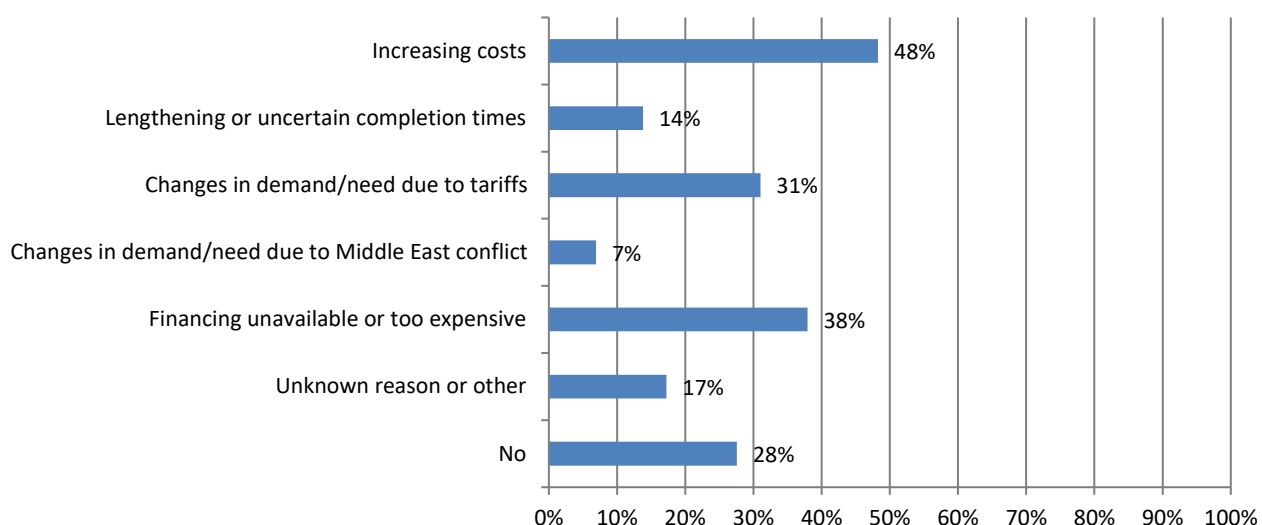
11. Has your firm adjusted pay and/or benefits for hourly craft, salaried personnel or both in the past 12 months? (Mark all that apply) Responses: 27



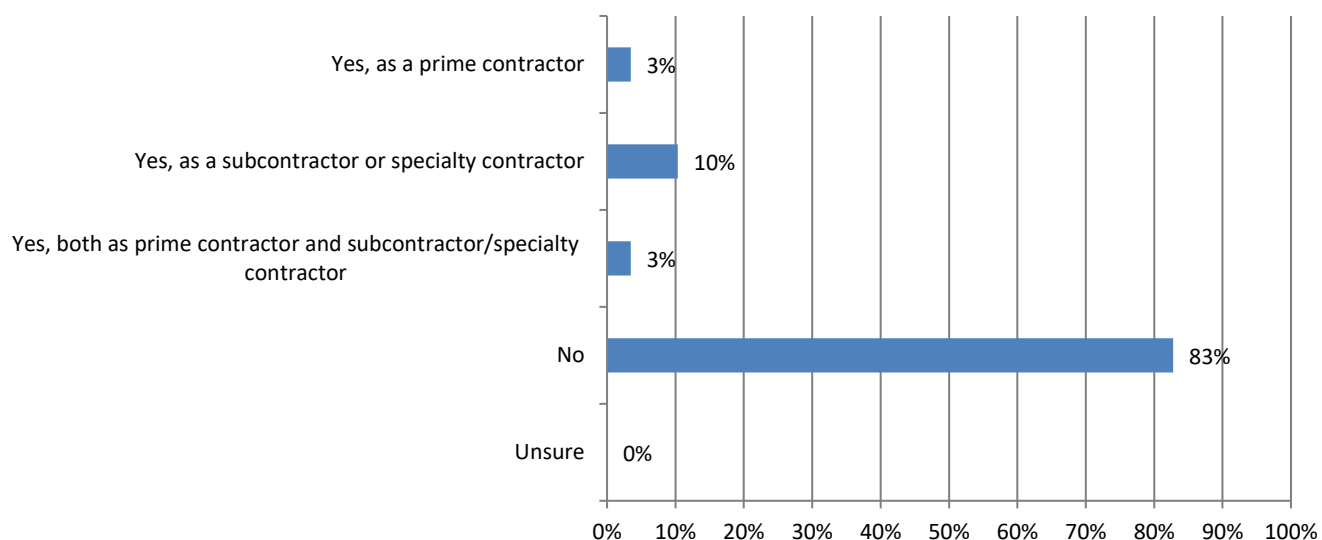
12. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 30



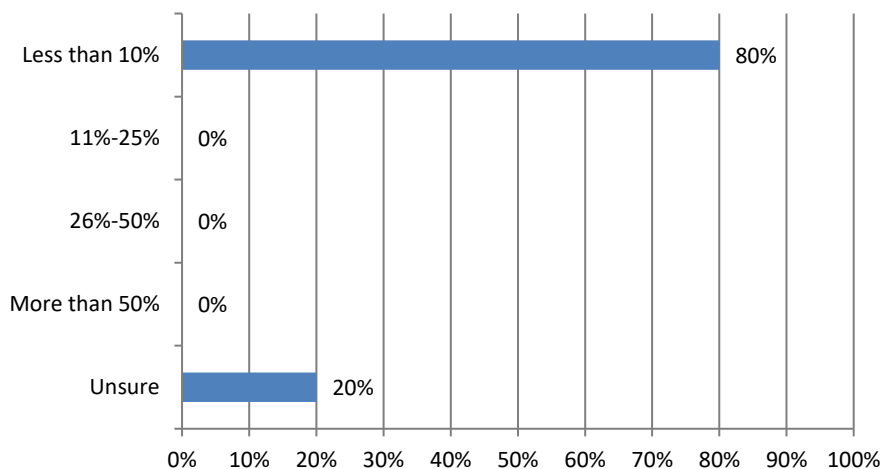
13. In the past six months, did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 29



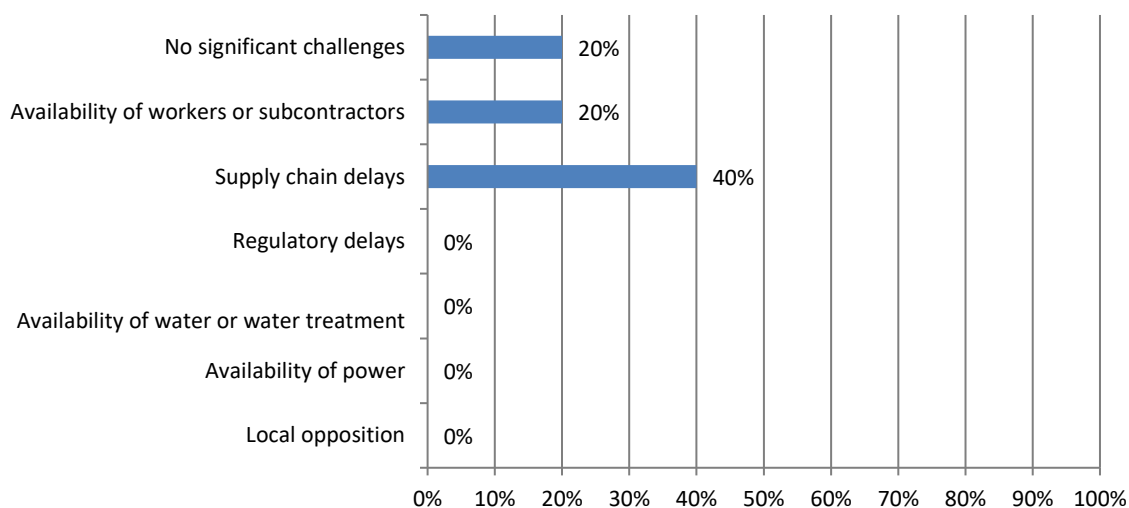
14. Has your firm performed construction work on a data center project during the past 12 months? Responses: 29



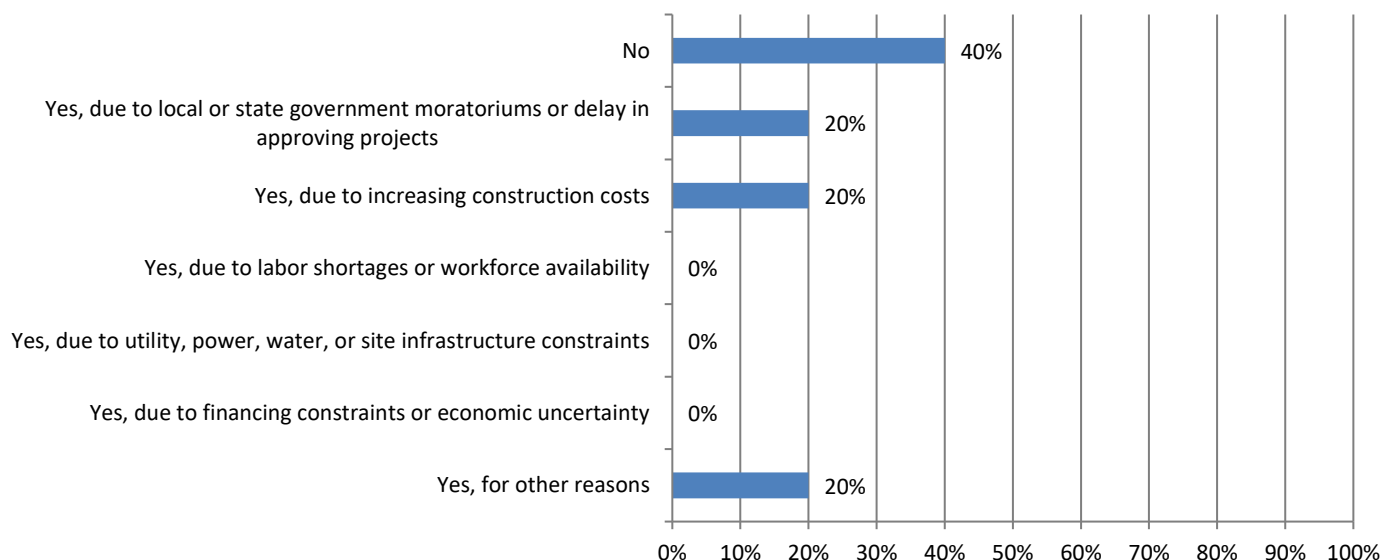
15. Approximately what share of your firm's construction workforce was hired for a data center project during the past 12 months? Responses: 5



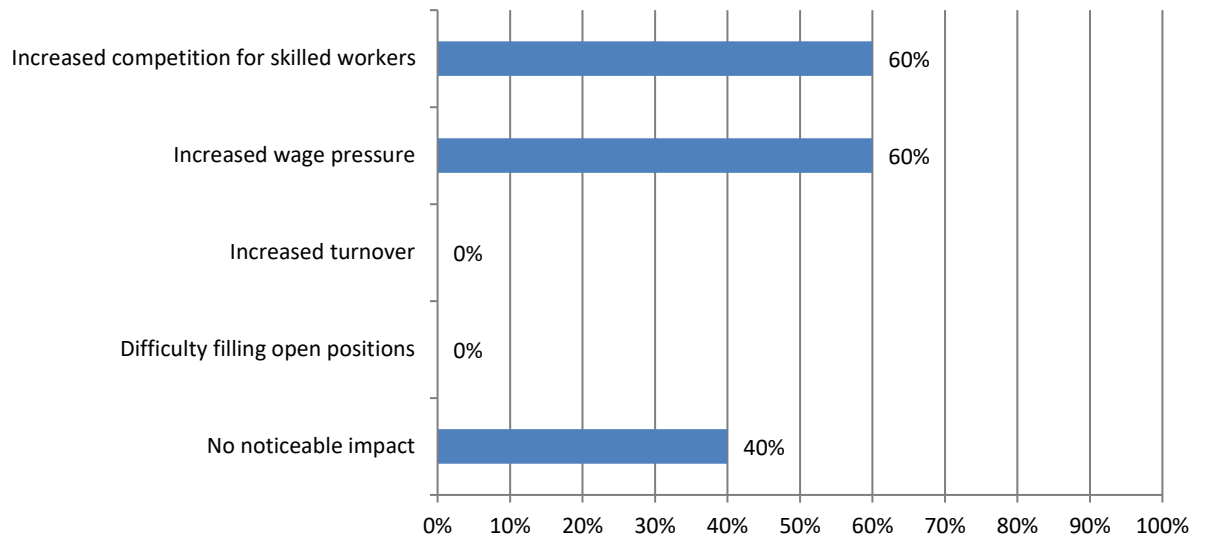
16. What is the biggest challenge your firm faces in pursuing or delivering data center projects? Responses: 5



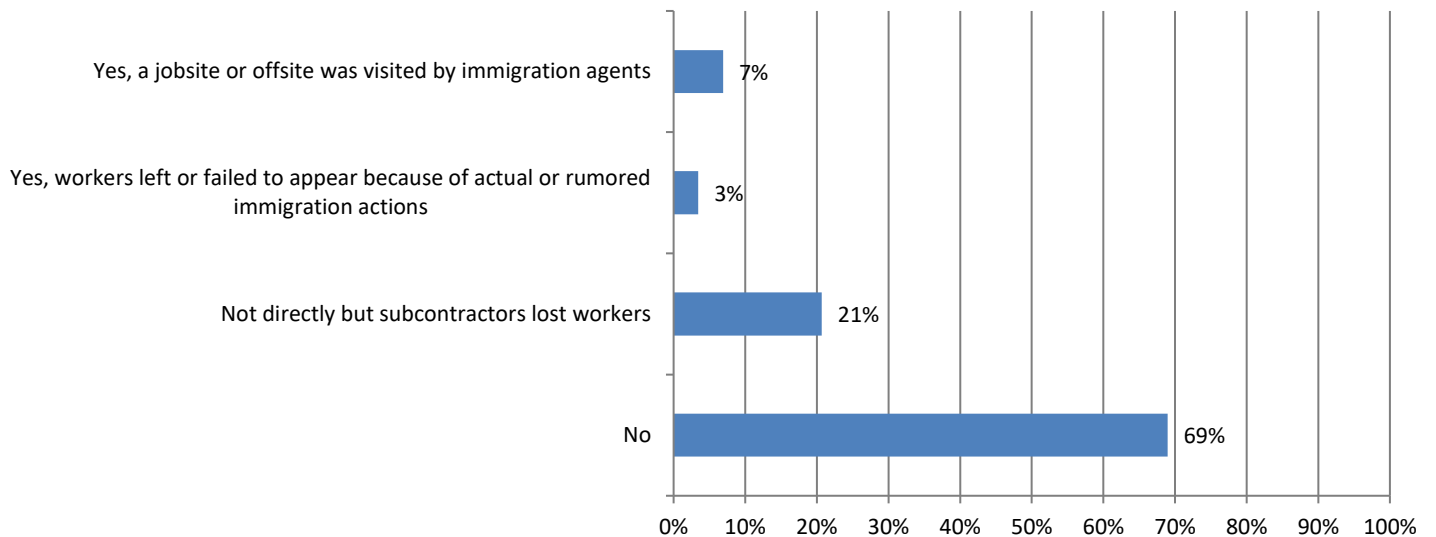
17. In the past six months, has your firm had any data center projects canceled, postponed, scaled back, or delayed? Responses: 5



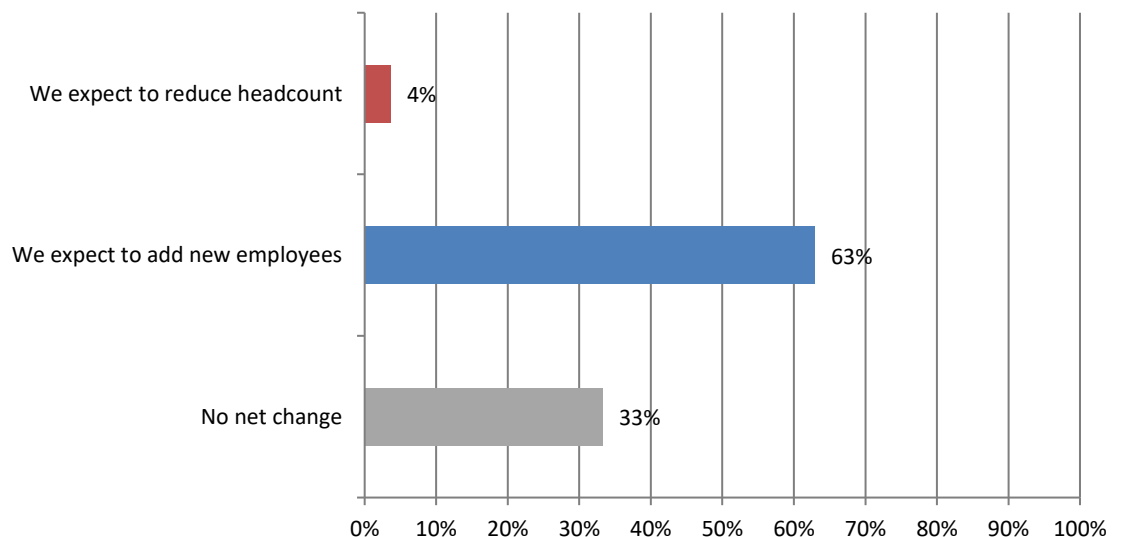
18. In what ways have data center projects affected your workforce? Responses: 5



19. Has your firm been affected by immigration enforcement actions in the past six months? Responses: 29

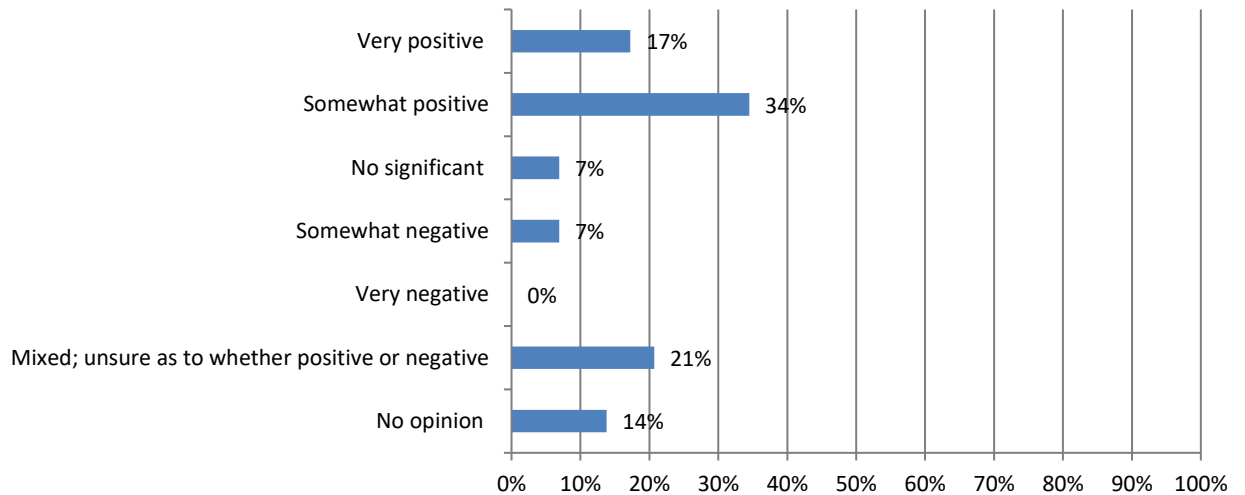


20. How do you expect your firm's headcount to change in the next 12 months? Responses: 29

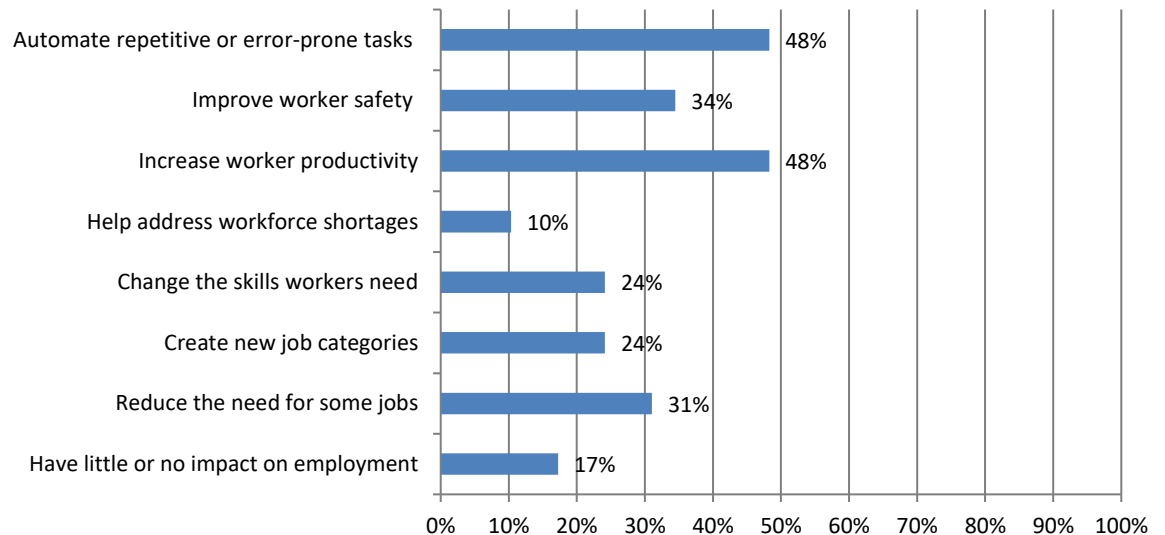


21. What impact do you expect AI and robotics to have on the construction industry over the next five years?

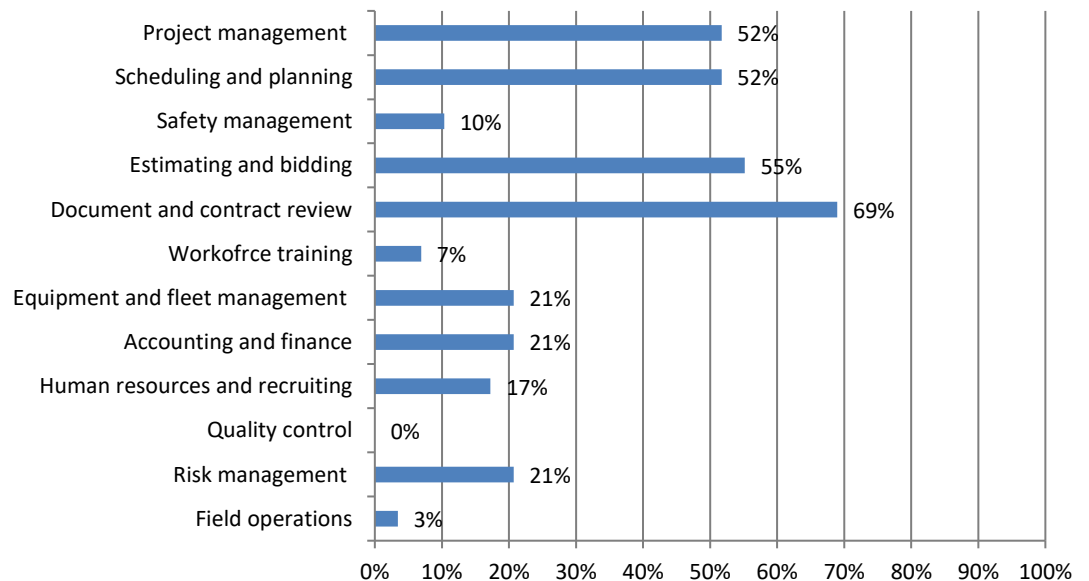
Responses: 29



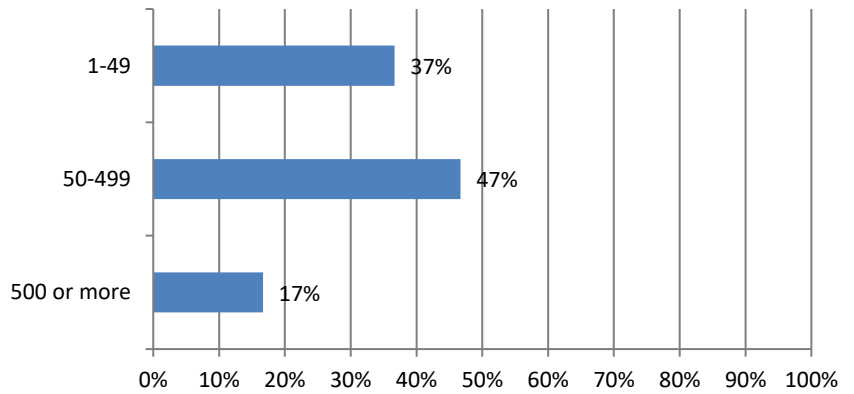
22. Regarding construction employment over the next five years, which outcomes do you expect AI and robotics to create? Responses: 29



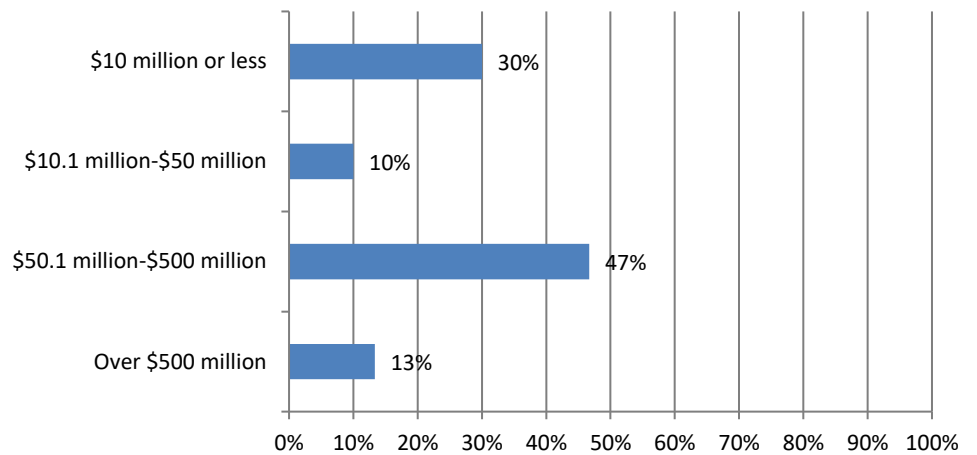
23. Which of the following areas do you believe AI will have the greatest impact on your company within the next five years? Selected up to 3 Responses: 29



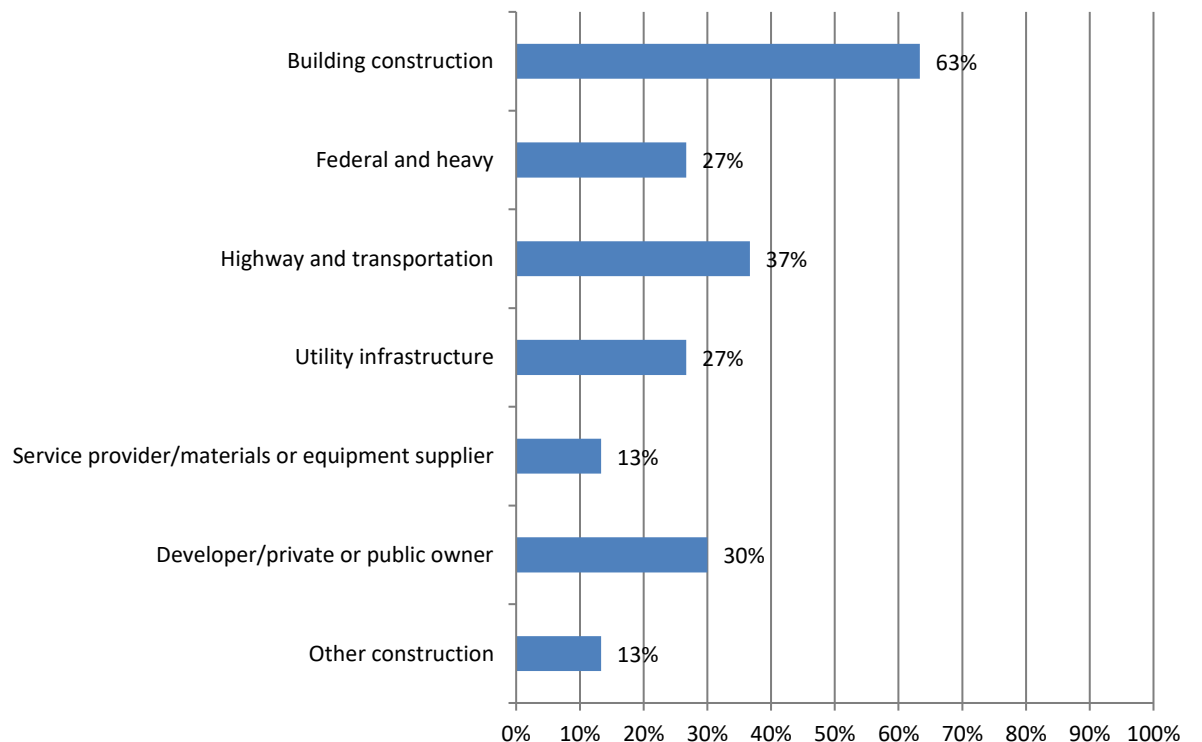
24. How many total employees did your firm employ at all of its locations as of June 30, 2026? Responses: 30



25. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 30



26. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 30



27. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 30

