2015 Workforce Survey Results

National Results

There were a total of 1358 responses; not all respondents answered every question.

1. Please indicate which of the following types of construction projects your firm performs (mark all that apply)?

   - Public building: 50%
   - Retail, warehouse, lodging: 47%
   - Private office: 47%
   - Hospital: 46%
   - Higher education: 45%
   - K-12 School: 42%
   - Manufacturing: 32%
   - Highway: 31%
   - Federal: 30%
   - Water/Sewer: 29%
   - Multifamily residential: 24%
   - Other transportation: 21%
   - Power: 16%

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

   - Craft workers, also known as hourly craft professionals:
     - Yes: 89%
     - No: 5%
     - Don't know: 6%

   - Professionals, also known as salaried professionals:
     - Yes: 73%
     - No: 15%
     - Don't know: 12%

3. How would you describe your firm’s current workforce challenges?

   - Trouble filling salaried and/or hourly positions: 85%
   - Trouble filling hourly positions: 79%
   - Trouble filling salaried positions: 52%
   - No trouble filling any positions: 14%
4. If your firm is having trouble filling key hourly craft professional positions, please indicate the position types you are having trouble filling (number of firms that currently employ):

- Barge crews (36): 32\% 55\% 73\% 63\%
- Bricklayers (118): 55\% 47\% 51\% 54\%
- Carpenters (609): 73\% 63\% 54\% 52\%
- Cement masons (276): 54\% 43\% 45\% 60\%
- Concrete workers (499): 63\% 43\% 45\% 60\%
- Drivers (495): 43\% 45\% 60\%
- Drywall installers (158): 45\% 60\%
- Electricians (188): 60\% 58\% 51\% 50\%
- Equipment operators (585): 58\% 51\% 50\% 49\%
- Flooring installers (73): 52\% 51\% 50\% 49\%
- Glaziers (47): 51\% 49\% 47\% 47\%
- Iron workers (220): 47\% 47\% 46\% 46\%
- Laborers (1316): 51\% 47\% 47\% 47\%
- Mechanics (418): 47\% 47\% 46\% 46\%
- Millwrights (114): 47\% 47\% 46\% 46\%
- Painters (147): 49\% 49\% 49\% 49\%
- Pipefitters/welders (232): 50\% 50\% 50\% 50\%
- Plumbers (123): 54\% 54\% 54\% 54\%
- Roofers (85): 56\% 56\% 56\% 56\%
- Sheet metal installers (120): 65\% 65\% 65\% 65\%
- Traffic control personnel (209): 65\% 65\% 65\% 65\%

5. If your firm is having trouble filling key salaried professional positions, please indicate the position types you are having trouble filling (number of firms that currently employ):

- Business development/sales personnel (549): 13\% 34\% 43\%
- Engineers (474): 34\% 43\% 43\%
- Estimating professionals (966): 43\% 43\% 43\%
- HR/training professionals (576): 4\% 5\%
- IT staff/BIM managers (424): 5\% 5\%
- Project managers/supervisors (1,048): 55\% 55\% 55\%
- Quality control personnel (453): 18\% 18\% 18\%
- Regional/divisional manager (316): 12\% 12\% 12\%
- Safety professionals (712): 13\% 13\% 13\%
- Tax/accounting/finance professionals (593): 7\% 7\% 7\%
6. Do you expect any changes in the availability of construction hourly craft/salaried professionals over the coming 12 months?

- It will continue to be hard to hire: 53% (Hourly), 37% (Salaried)
- It will become harder to hire: 25% (Hourly), 24% (Salaried)
- It will continue to be easy to hire: 7% (Hourly), 3% (Salaried)
- It will become easier to hire: 5% (Hourly), 3% (Salaried)
- Don't know: 27% (Hourly), 15% (Salaried)

7. How would you rate the overall quality of the local pipeline for training new construction hourly craft/salaried professionals?

- Poor: 17% (Hourly), 4% (Salaried)
- Below average: 33% (Hourly), 17% (Salaried)
- Average: 33% (Hourly), 49% (Salaried)
- Above average: 16% (Hourly), 7% (Salaried)
- Excellent: 4% (Hourly), 2% (Salaried)
- Do not hire: 11% (Hourly), 7% (Salaried)
8. Is your firm losing construction hourly craft/salaried professionals to other employers (mark all that apply)?

<table>
<thead>
<tr>
<th>Option</th>
<th>Hourly Craft Professionals</th>
<th>Salaried Professionals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, to other construction firms in our area</td>
<td>36%</td>
<td>47%</td>
</tr>
<tr>
<td>Yes, to other construction firms outside of our area</td>
<td>13%</td>
<td>11%</td>
</tr>
<tr>
<td>Yes, to other industries in our area</td>
<td>21%</td>
<td>12%</td>
</tr>
<tr>
<td>Yes, to other industries outside of our area</td>
<td>9%</td>
<td>5%</td>
</tr>
<tr>
<td>No</td>
<td>33%</td>
<td>47%</td>
</tr>
<tr>
<td>Don’t know</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>We do not hire</td>
<td>2%</td>
<td>4%</td>
</tr>
</tbody>
</table>

9. Has your firm increased pay and/or benefits for construction hourly craft/salaried professionals (mark all that apply)?

<table>
<thead>
<tr>
<th>Option</th>
<th>Hourly Craft Professionals</th>
<th>Salaried Professionals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, by increasing base pay rates</td>
<td>56%</td>
<td>48%</td>
</tr>
<tr>
<td>Yes, by paying more overtime</td>
<td>16%</td>
<td>29%</td>
</tr>
<tr>
<td>Yes, by providing incentives/bonuses</td>
<td>23%</td>
<td>29%</td>
</tr>
<tr>
<td>Yes, by increasing our contributions and/or improving employee benefits</td>
<td>23%</td>
<td>29%</td>
</tr>
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<td>29%</td>
</tr>
<tr>
<td>Yes, by increasing our contributions and/or improving employee benefits</td>
<td>23%</td>
<td>29%</td>
</tr>
<tr>
<td>No, but we are considering increases in pay and/or benefits in the near future</td>
<td>8%</td>
<td>9%</td>
</tr>
<tr>
<td>No, and we are not considering increases in pay and/or benefits</td>
<td>11%</td>
<td>12%</td>
</tr>
<tr>
<td>Unsure</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>We do not employ or recruit</td>
<td>3%</td>
<td>5%</td>
</tr>
</tbody>
</table>
10. Have you increased your use of the following during the past year because of difficulty in filling positions (mark all that apply)?

- Subcontractors: 43%
- Unions: 9%
- Offsite prefabrication: 9%
- Staffing company: 33%
- Labor-saving equipment, tools, machinery: 19%
- Building Information Modeling: 7%
- Lean Construction: 13%
- None of the above: 30%

11. If your firm is experiencing workforce challenges, how would you describe its impact on your safety and health program or performance?

- We have experienced an increase in the number of reportable injuries and illnesses: 15%
- We have experienced an increase in the number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 13%
- We have experienced an increase in the number of workers compensation claims: 11%
- We have experienced NO change: 66%
- We have experienced a decline in the number of reportable injuries and illnesses: 6%
- We have experienced a decline in the number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 3%
- We have experienced a decline in the number of workers compensation claims: 4%
12. Do you employ union workers, or is your firm primarily open shop?

- We employ union workers for all of our projects: 21%
- We employ union workers for most of our projects: 7%
- We are primarily an open shop contractor, but occasionally employ union workers: 13%
- We are exclusively open shop: 59%

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

- $10 million or less: 34%
- $10.1 million-$30 million: 25%
- $30.1 million-$50 million: 10%
- $50.1 million-$100 million: 12%
- $100.1 million-$500 million: 14%
- Over $500 million: 5%