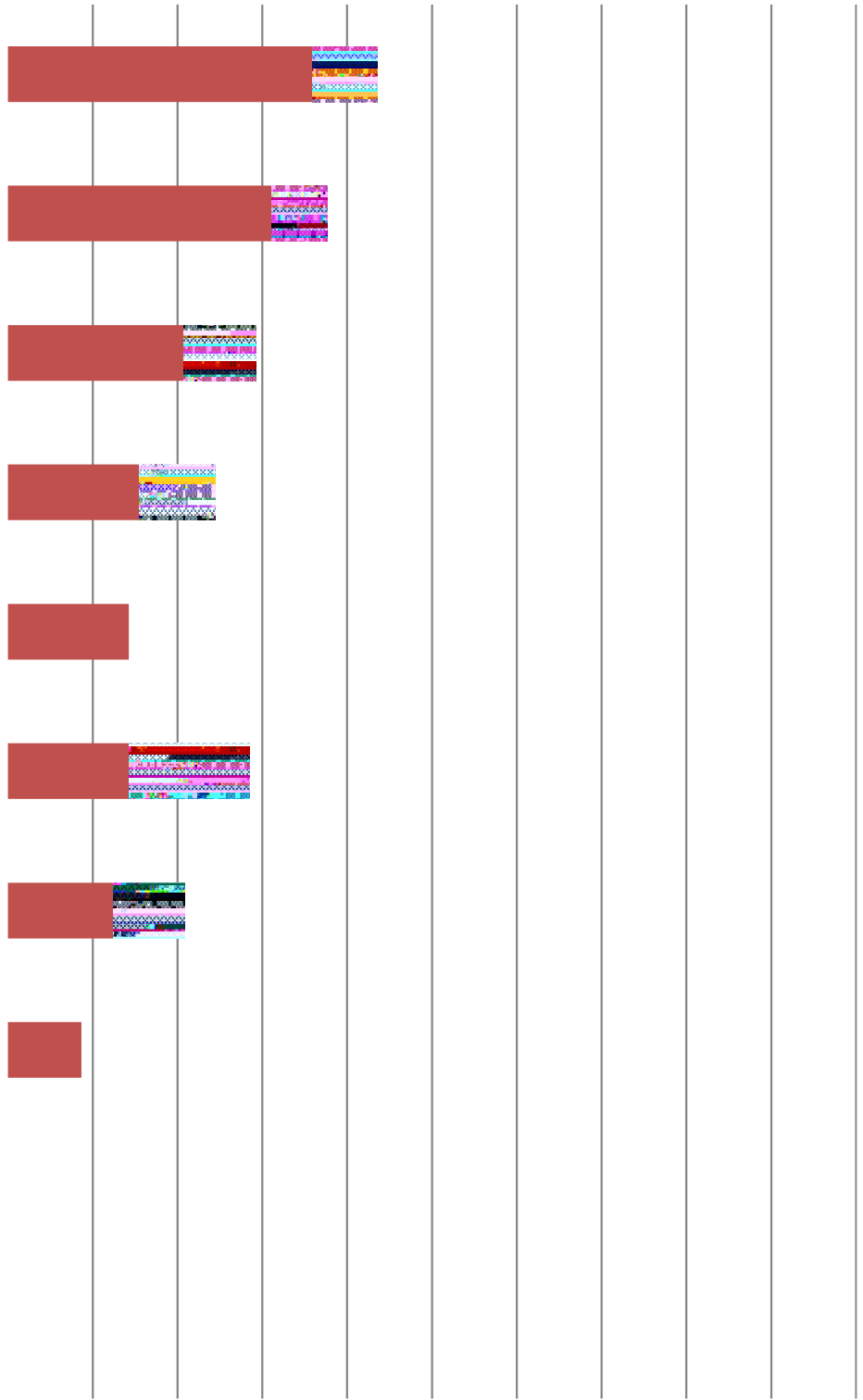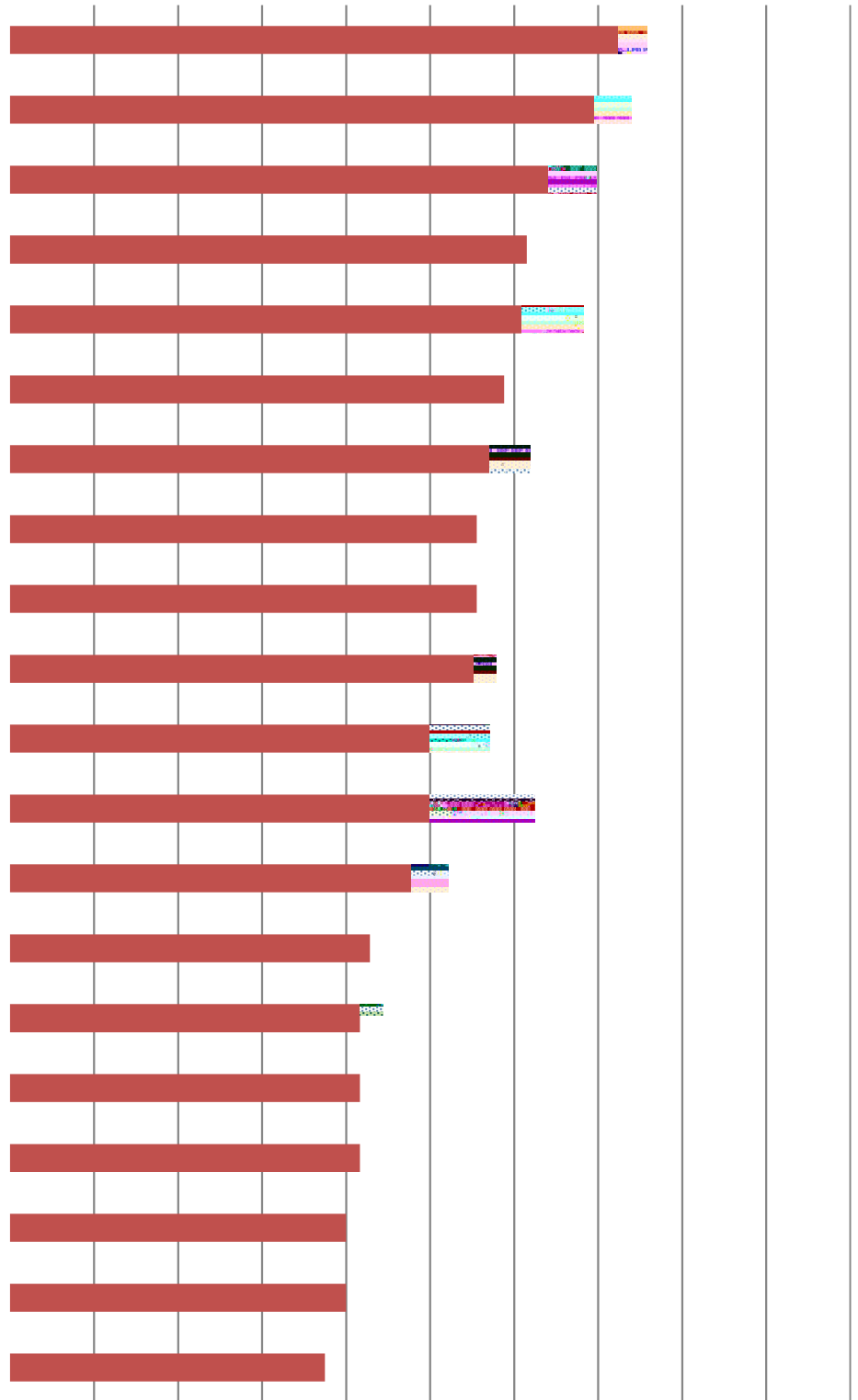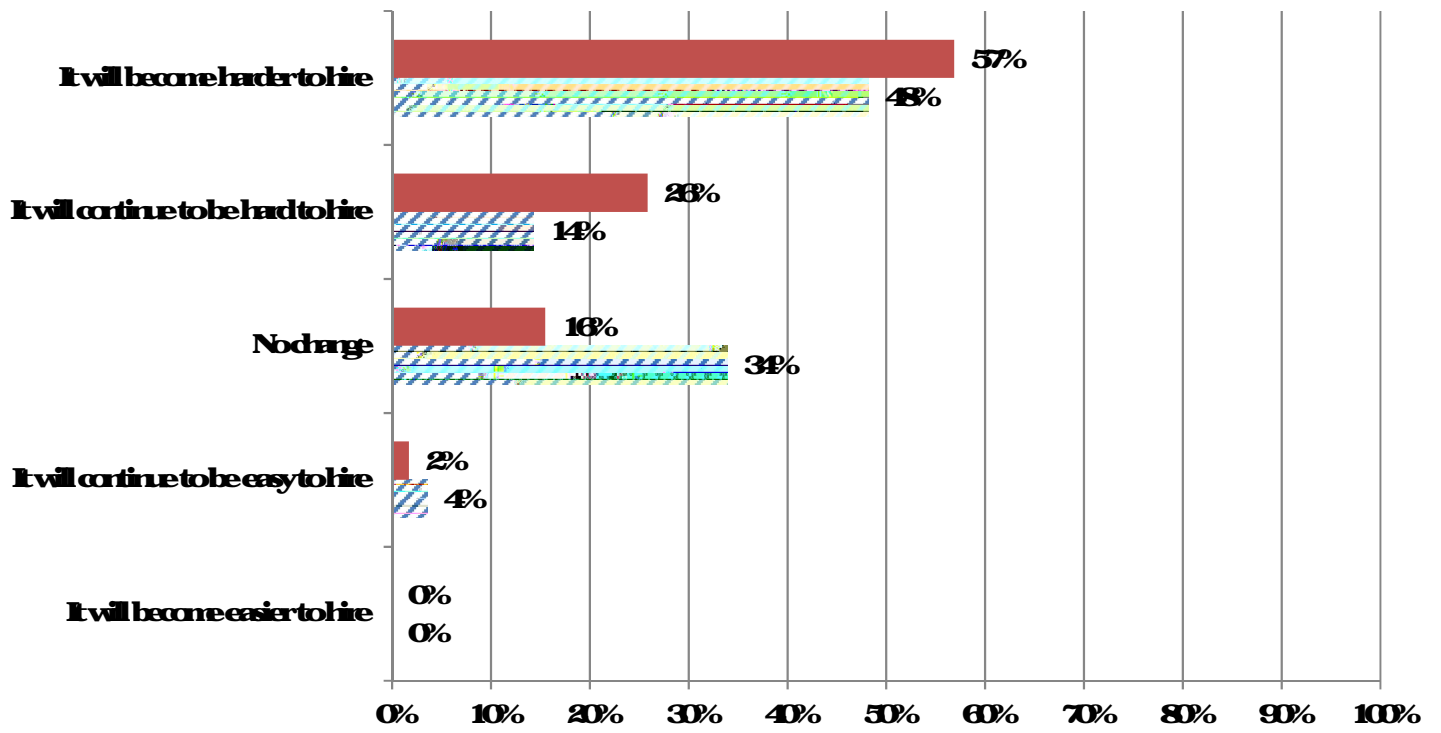**What has been your firm's experience this year in filling the following types of salaried positions?**

4. What has been your firm's experience this year in filling the following types of hourly craft positions?

5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

Category	Value
It will become harder to hire	57% / 48%
It will continue to be hard to hire	26% / 14%
No change	16% / 34%
It will continue to be easy to hire	2% / 4%
It will become easier to hire	0% / 0%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
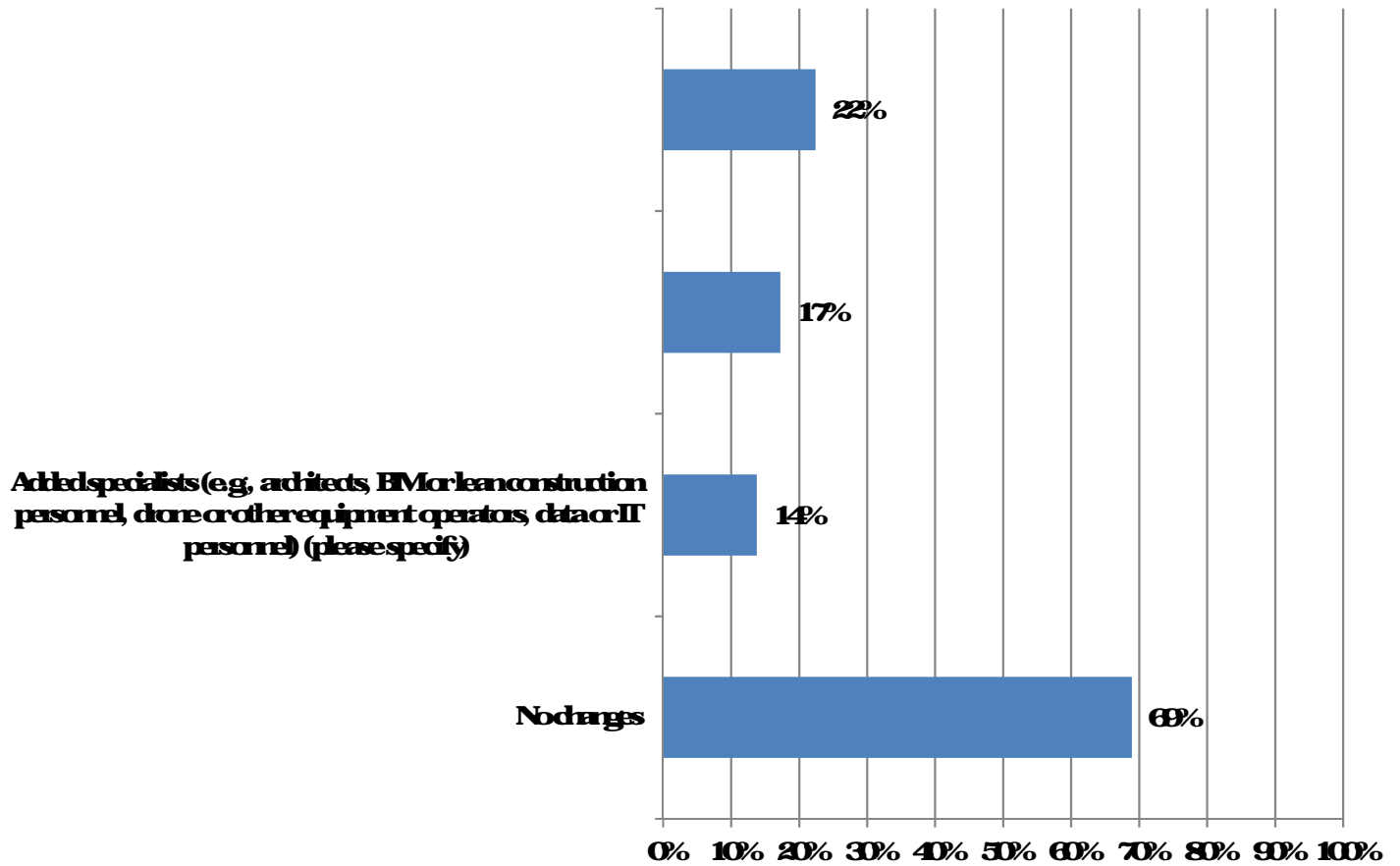
6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are:

7. Is your firm losing hourly craft or salaried personnel to other employers? (Totals may add to more than 100%, as respondents could mark more than one answer.)

8 Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100%, as respondents could mark more than one answer.)
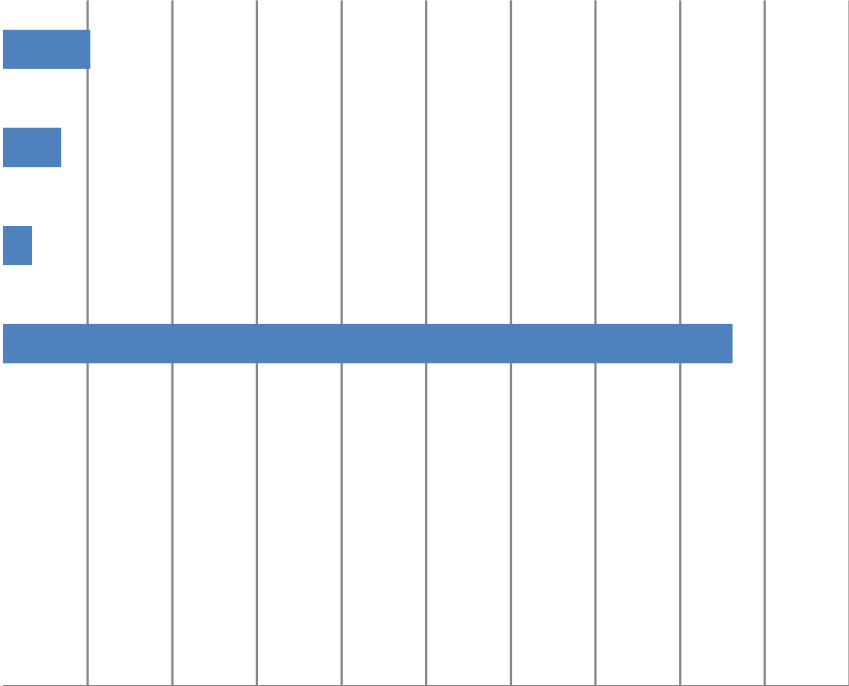
9. Has your firm added

11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100%, as respondents could mark more than one answer.)

Added specialists (e.g., architects, BIM or lean construction personnel, drone or other equipment operators, data or IT personnel) (please specify)

No changes

22%

17%

14%

69%

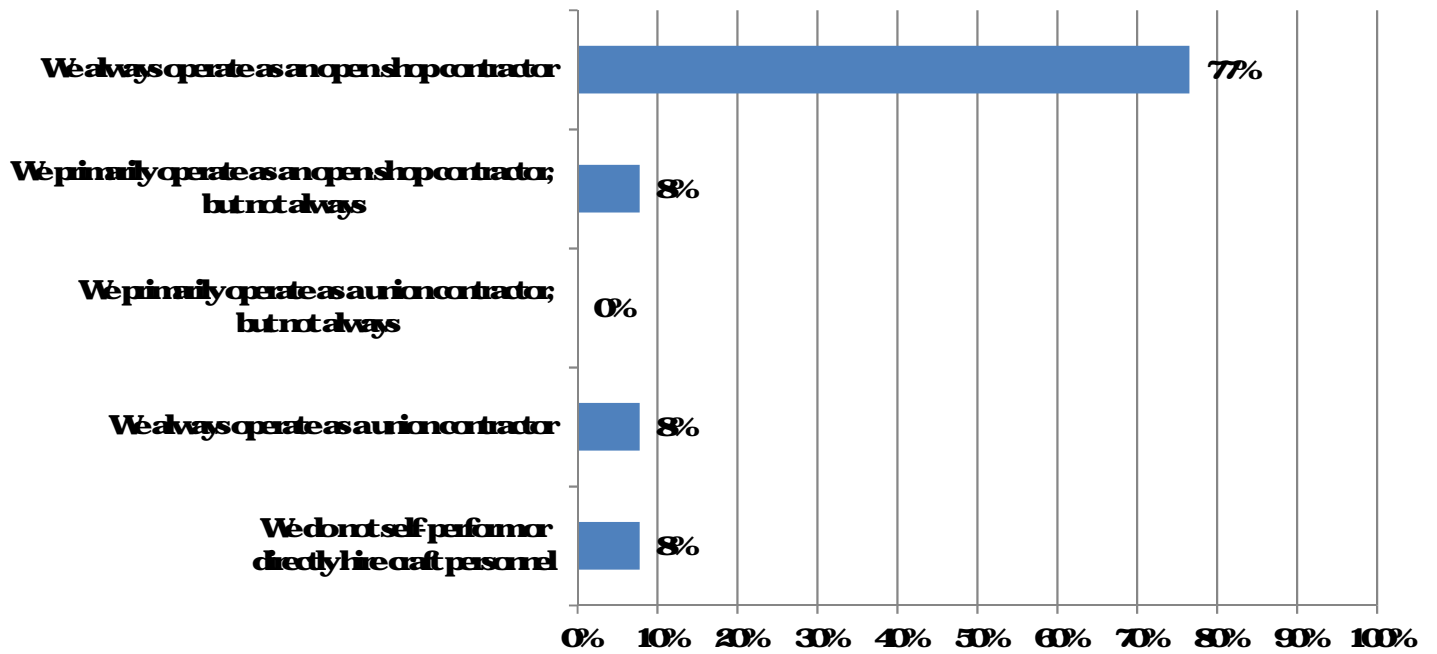0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

12. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Totals may add to more than 100%, as respondents could mark more than one answer.)

13. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance? (Totals may add to more than 100%, as respondents could mark more than one answer.)
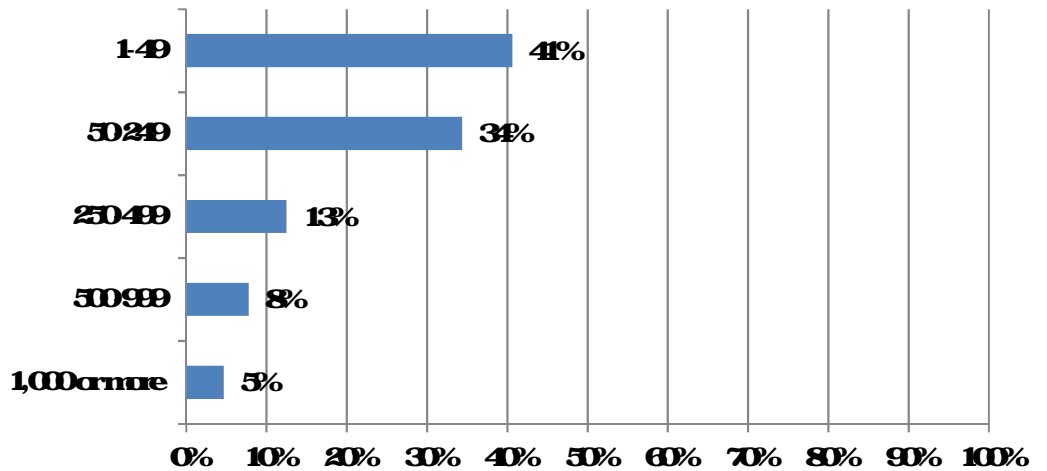

14. Please indicate which of the following types of construction projects your firm performs: (Totals may add to more than 100%, as respondents could mark more than one answer.)

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

Category	Percentage
We always operate as an open shop contractor	77%
We primarily operate as an open shop contractor; but not always	8%
We primarily operate as a union contractor; but not always	0%
We always operate as a union contractor	8%
We do not self perform or directly hire craft personnel	8%

16 How many total employees does your firm employ at all of its locations?

Category	Percentage
1-49	41%
50-249	34%
250-499	13%
500-999	8%
1,000 or more	5%

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