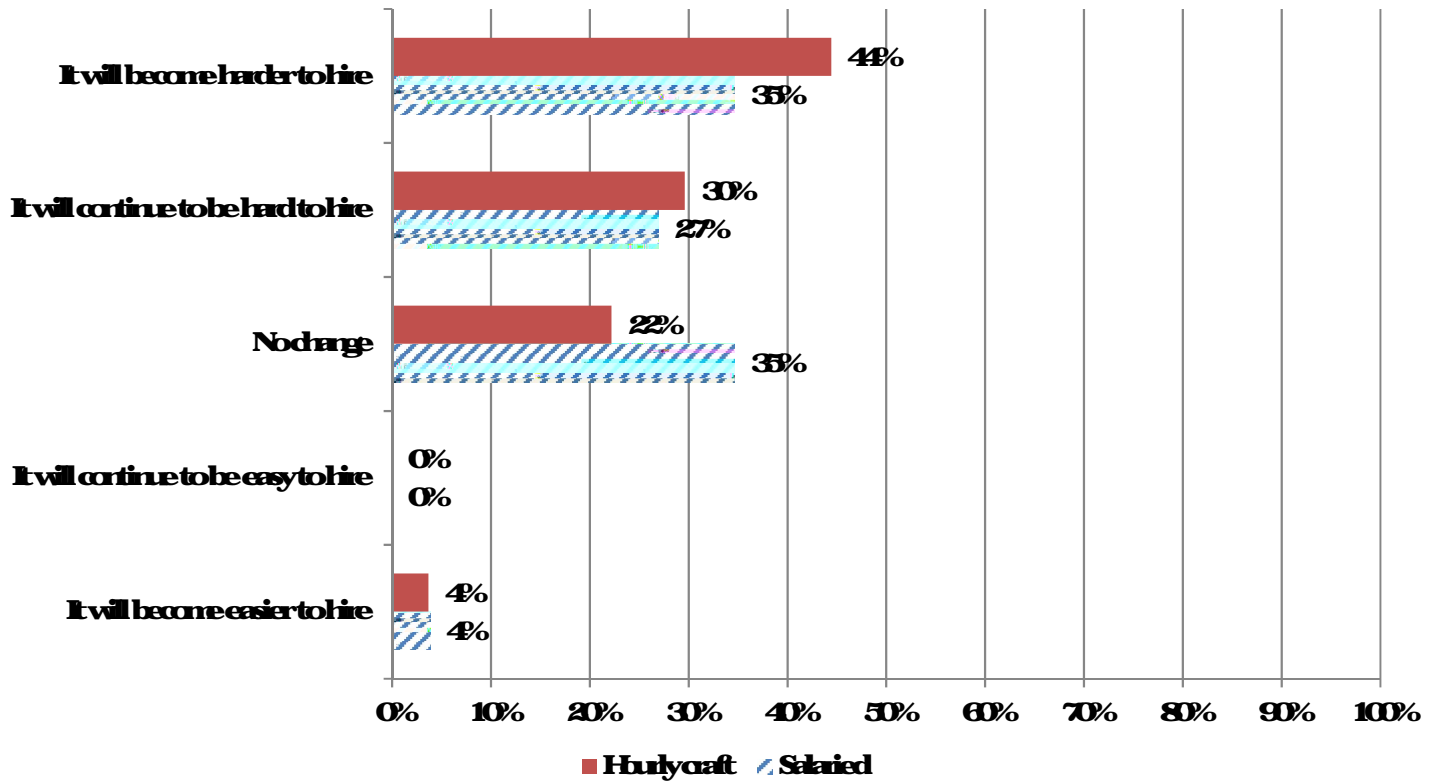


**2018 Workforce Survey Results**  
**Massachusetts Results**

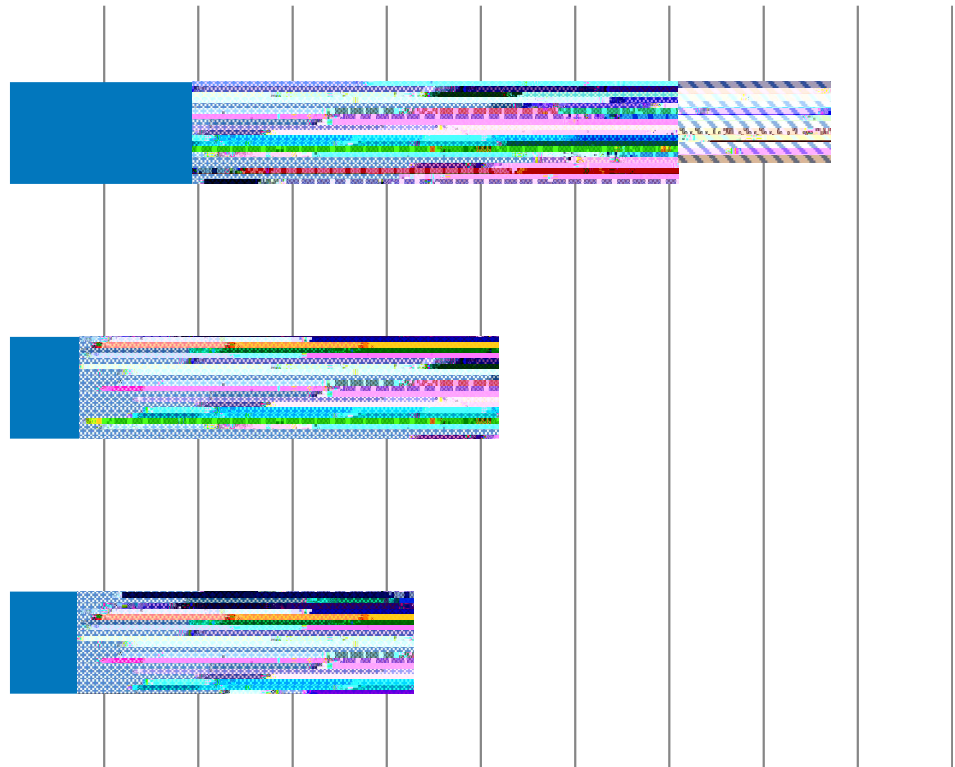
**3. What has been your firm's experience this year in filling the following types of salaried positions?**



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



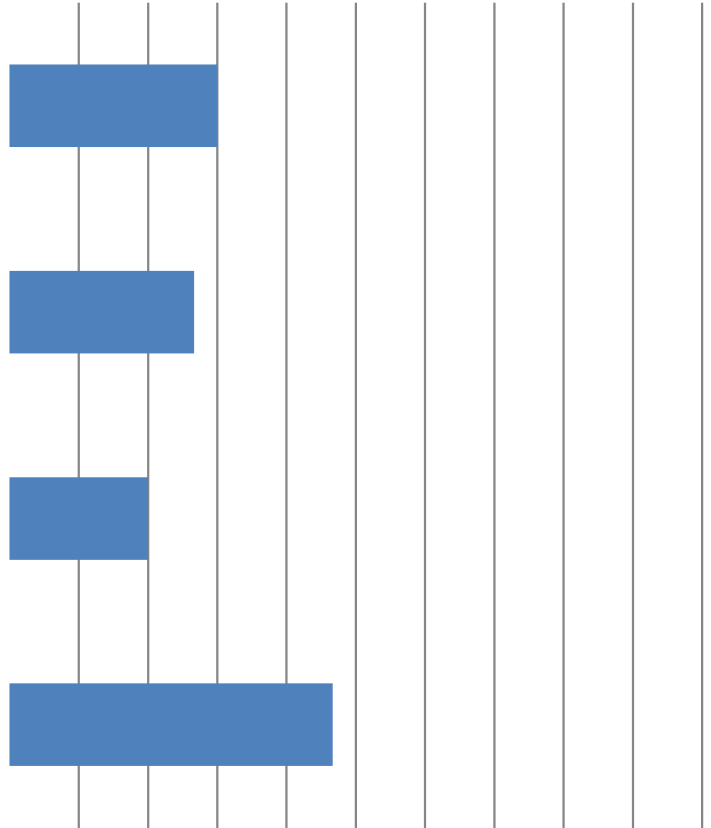
**6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are**





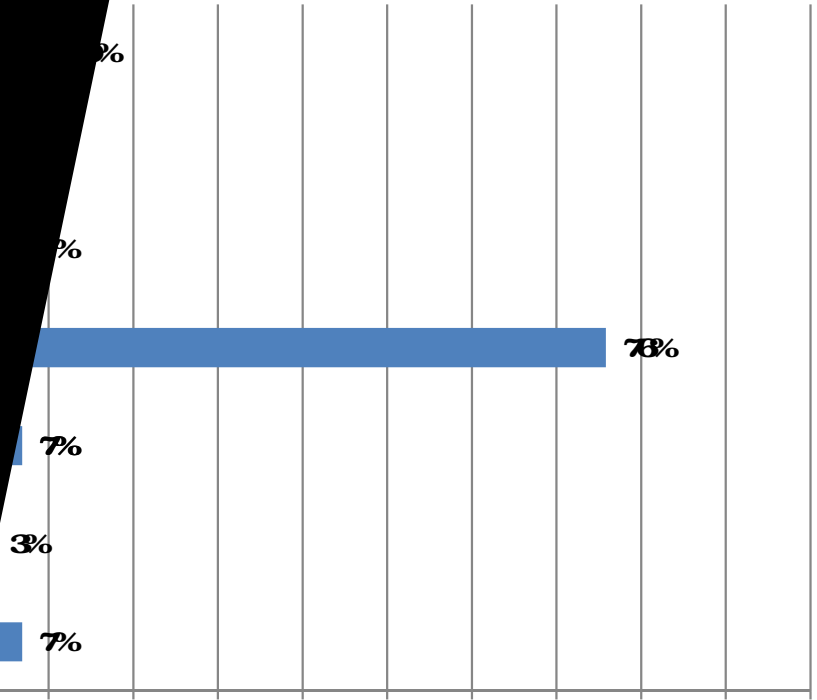


**11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100% as respondents could make more than one answer.)**



**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 make more than one answer.)**

13 How would you describe the impact on your company's safety and health performance of the following types of construction projects? (Totals may add to more than 100% as respondents could make 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 make more than one answer.)



**15. When you self-perform construction work, do you operate as a union contractor or a non-union contractor?**

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

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

