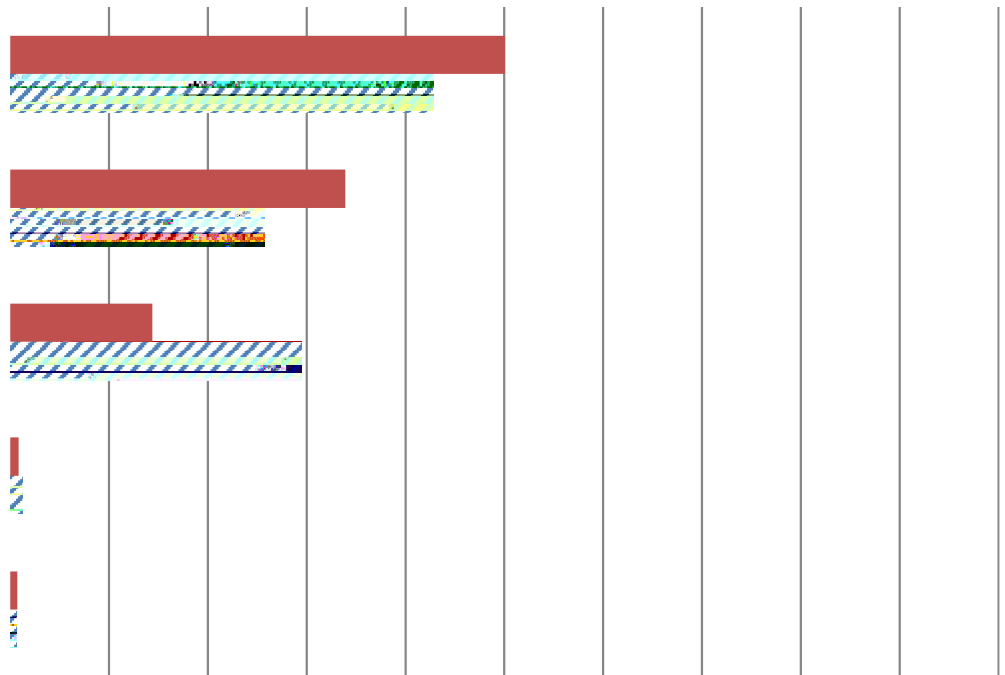


# **2018 Workforce Survey Results**

**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?**

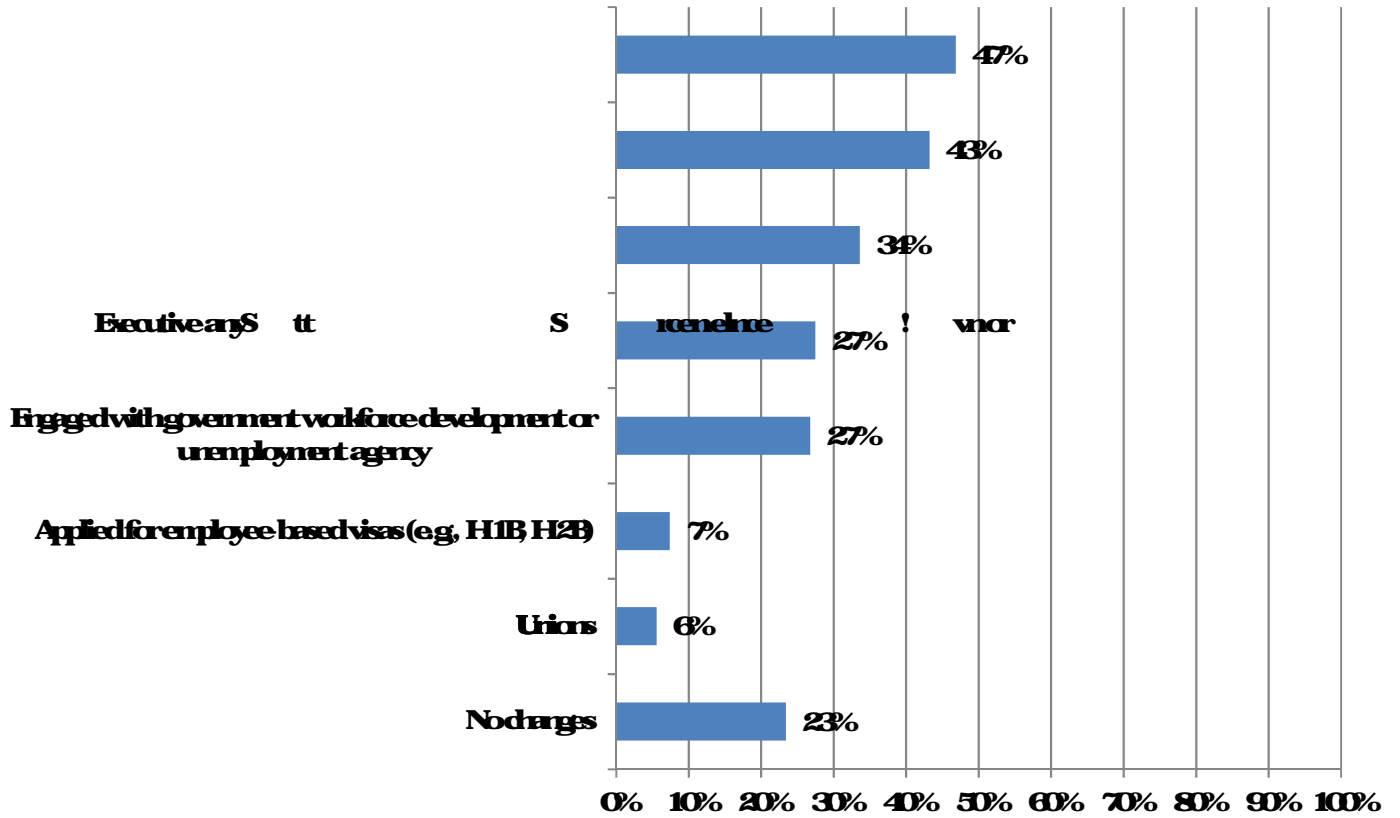


**6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are**

**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.)**

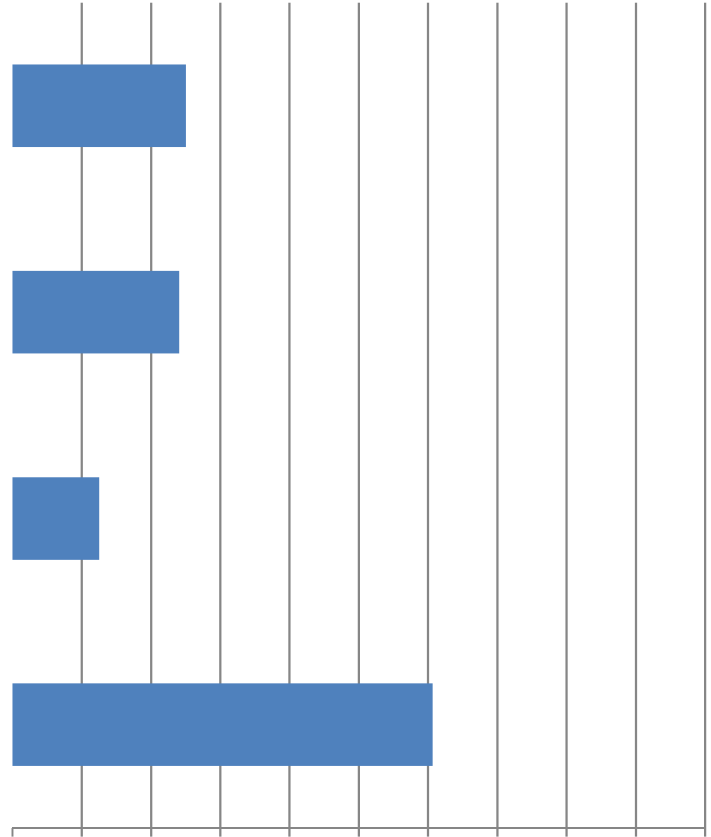
**8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of**

**9. Has your firm made or increased use of the following to provide workers in the past year? (Totals may add to more than 100% as respondents could make more than one answer.)**



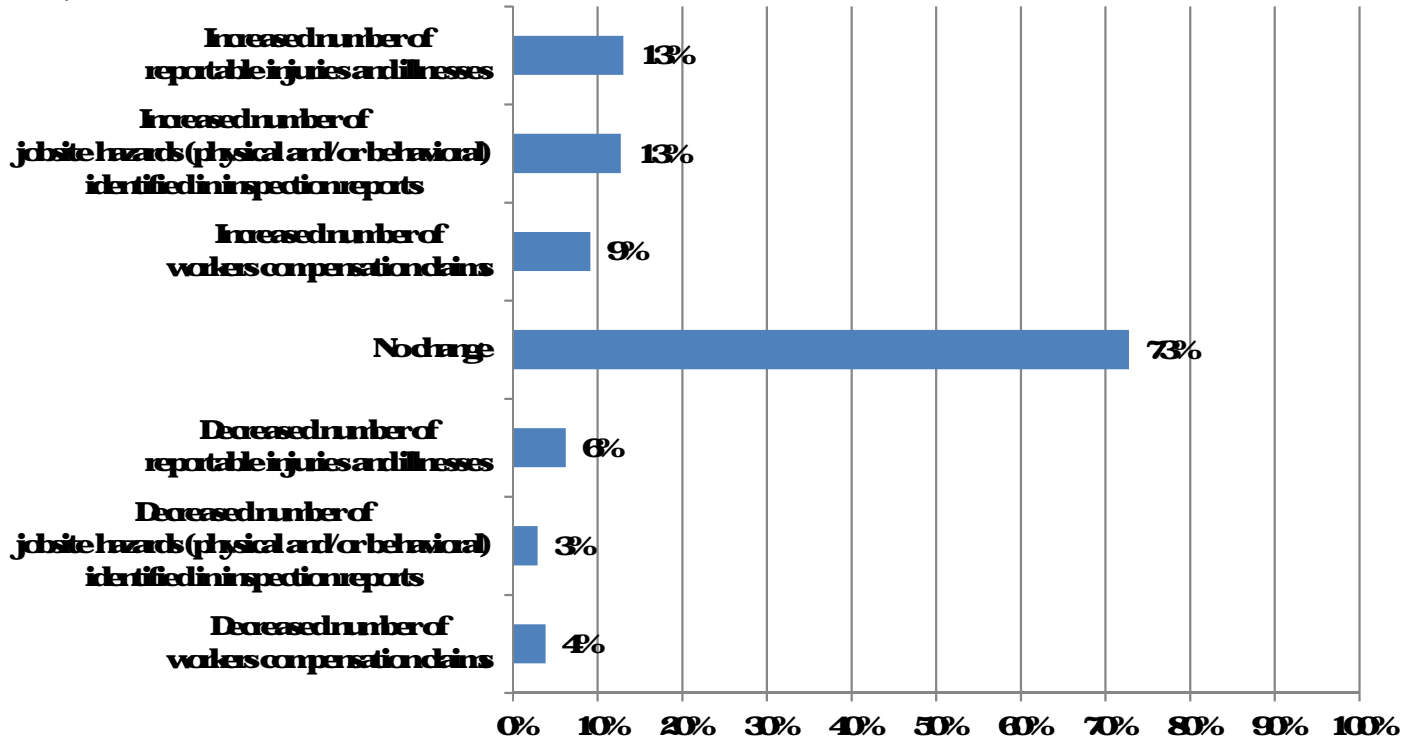
**10. Has your firm made changes in hiring training or scheduling to address worker or skill shortages in the past year? (Totals may add to more than 100% as respondents could make more than one answer.)**

**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.)**

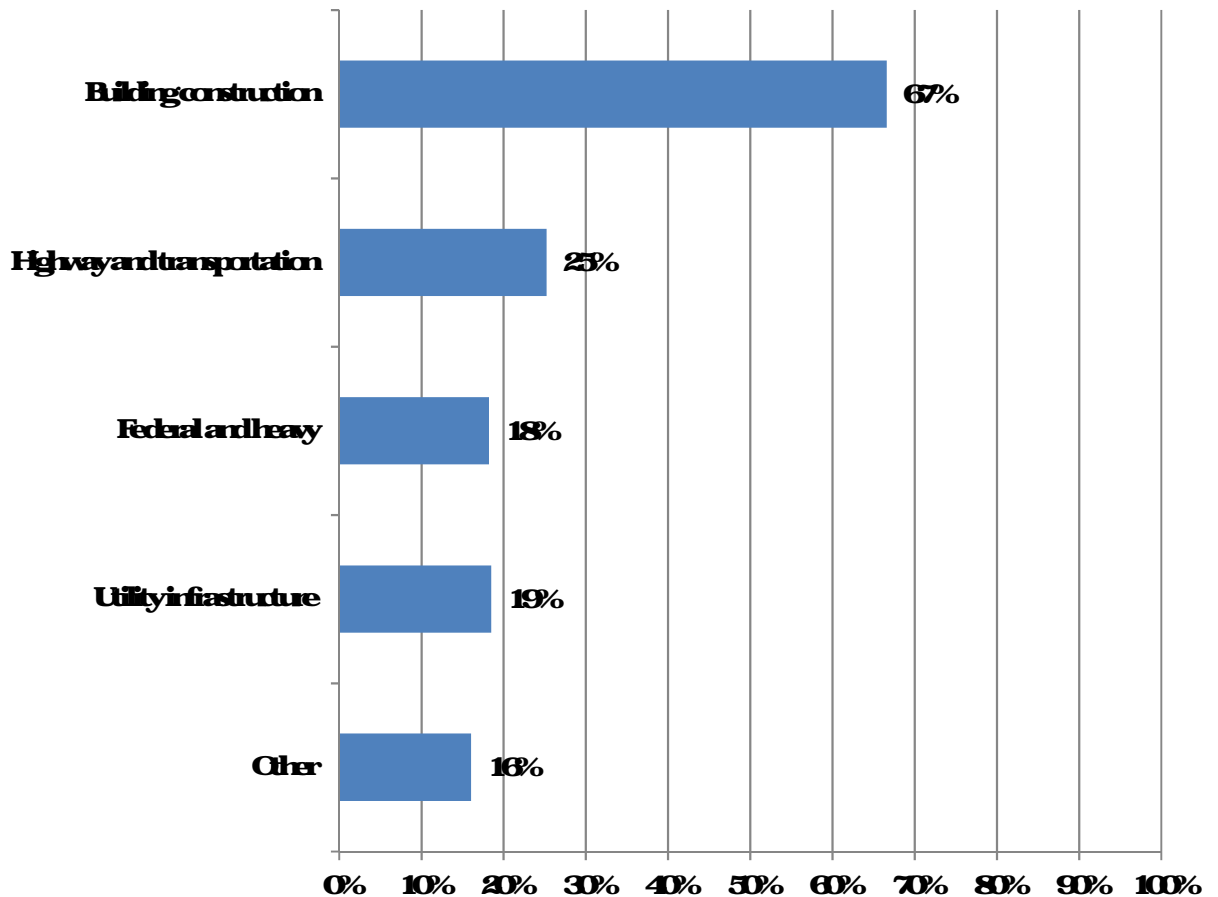


**12. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Totals may add to more than 100% as respondents could make more than one answer.)**

**13. 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 make more than one answer.)**

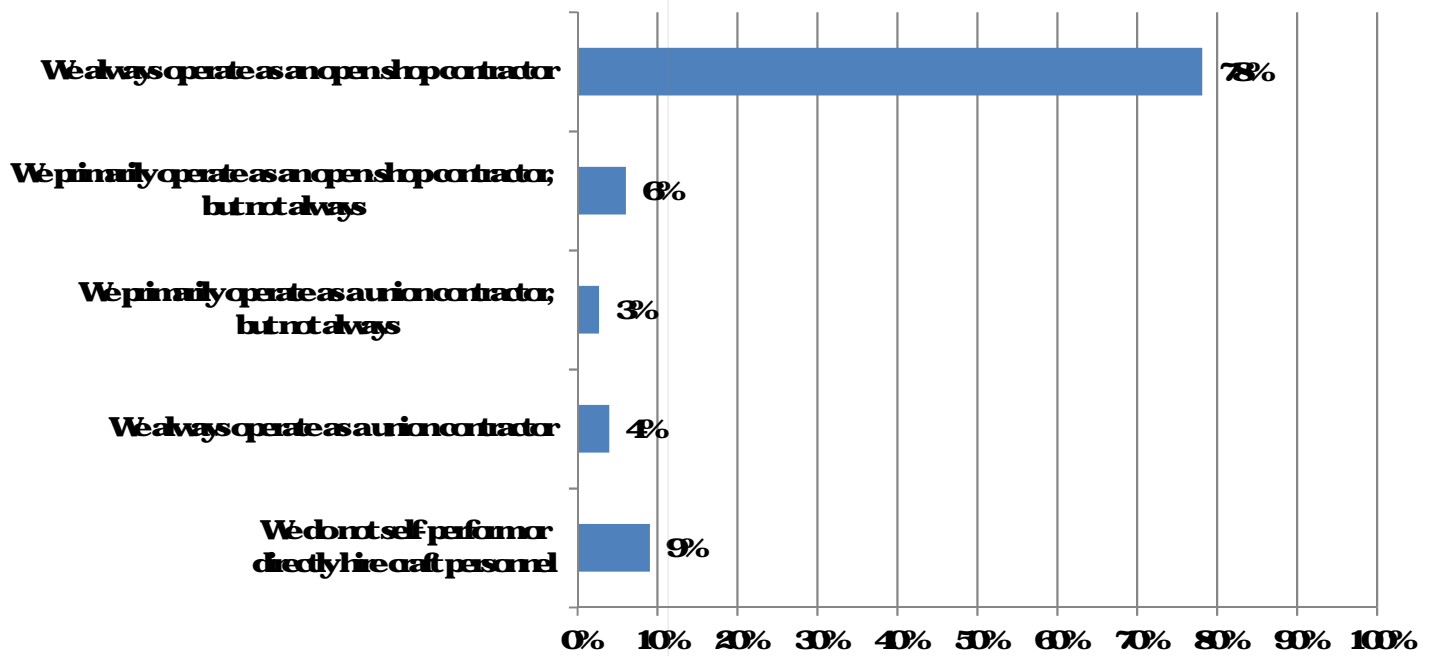


**14. Please indicate which of the following types of construction projects your firm performs. (Totals may add to more than 100% as respondents could make more than one answer.)**

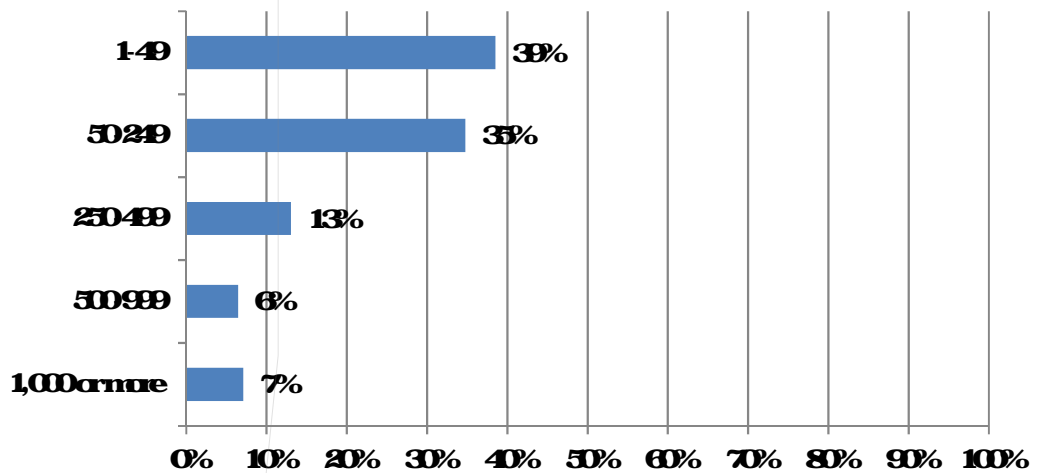




**15. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?**



**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**



