

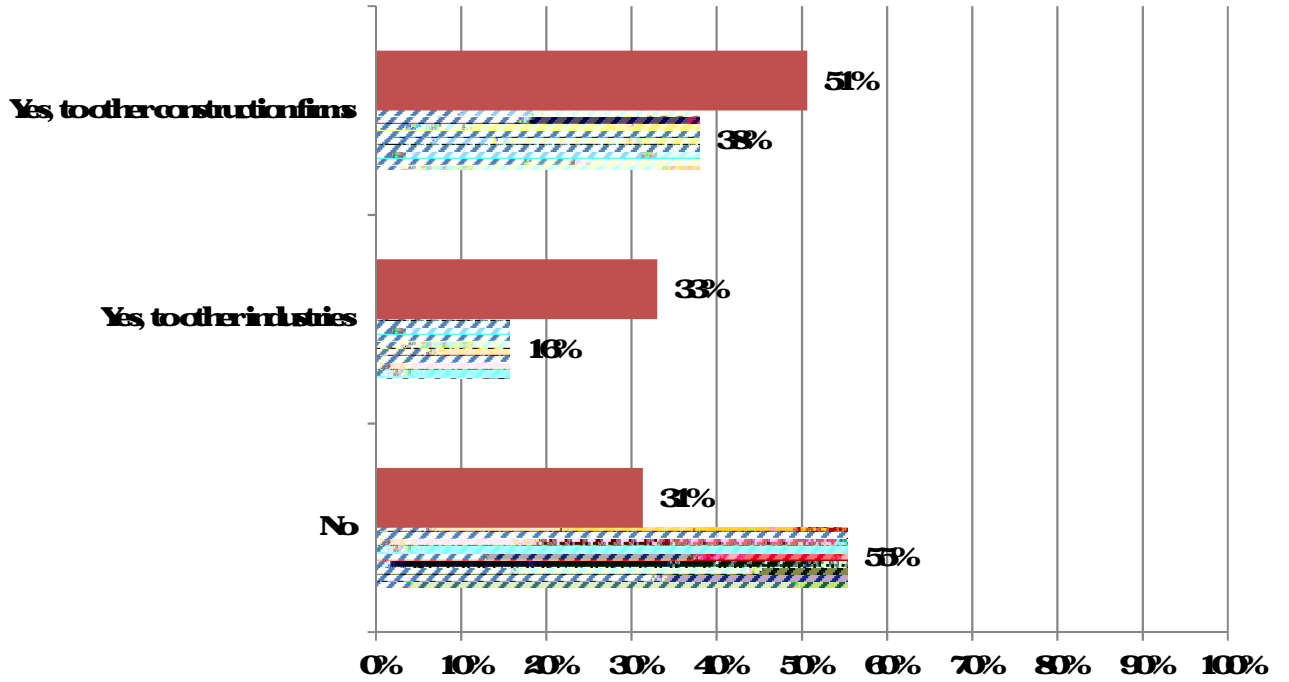
# **2018 Workforce Survey Results**





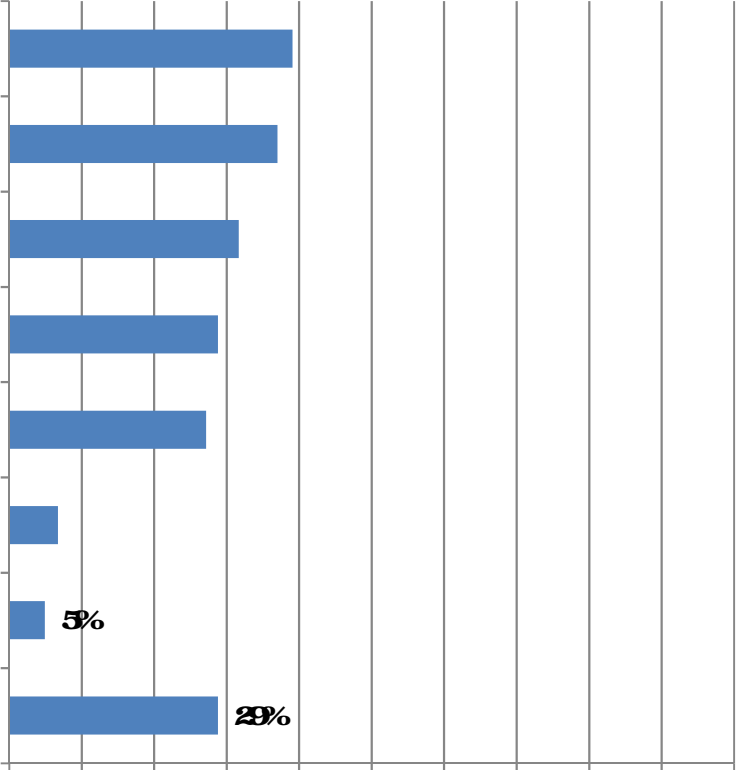


**7. Is your firm losing hourly craft or salaried personnel to other employees? (Totals may add to more than 100% as respondents could mark more than one answer.)**



**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 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.)**

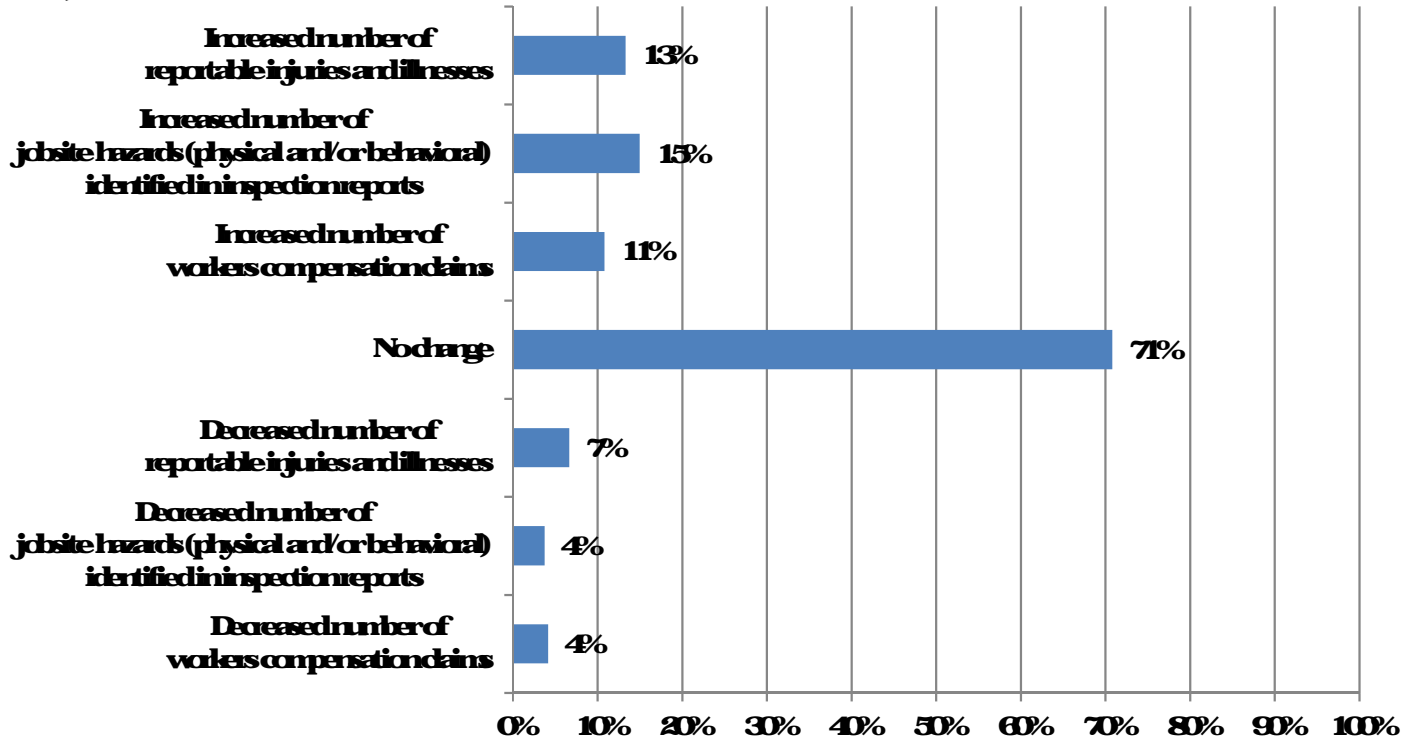


**10. Has your firm made changes in hiring training or scheduling to address worker or skill shortages in the past year? (Totals may add to more than 100% as respondents could make more than one answer.)**

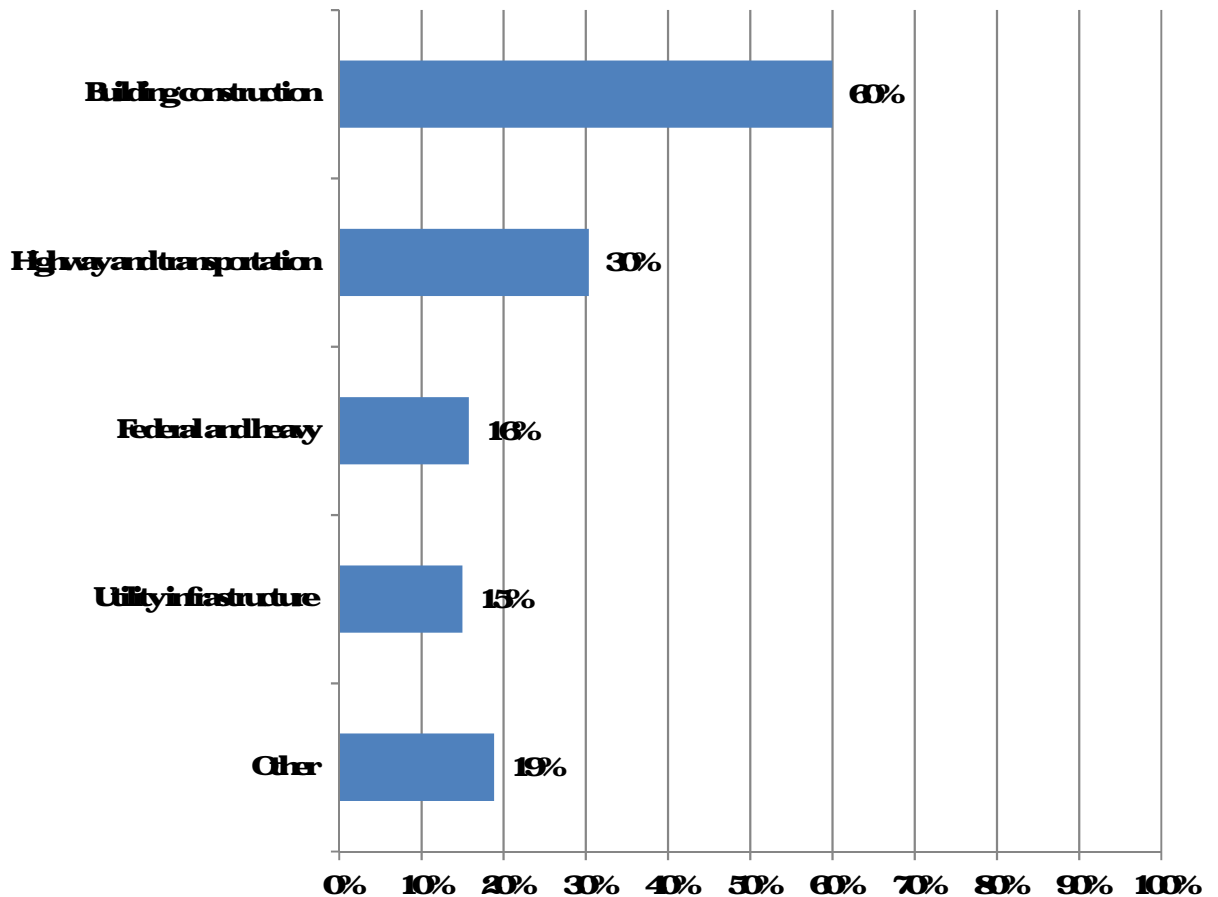
**11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100% as respondents could mark more than one answer.)**

**12. If your firm is experiencing staffing challenges, howq 1**

**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 a non-union contractor?**

**16 How many total emp**

