

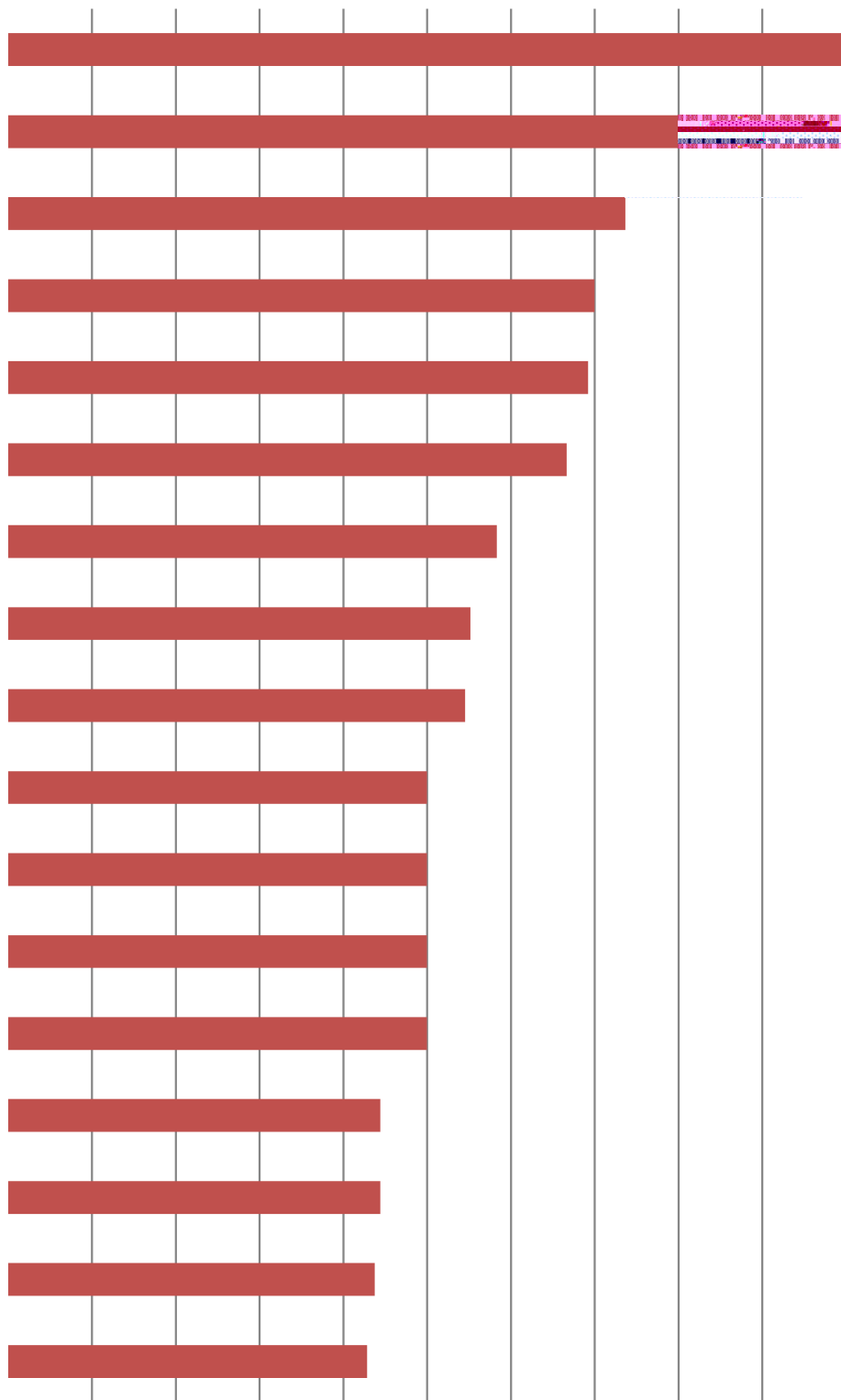
## **2018 Workforce Survey Results**

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

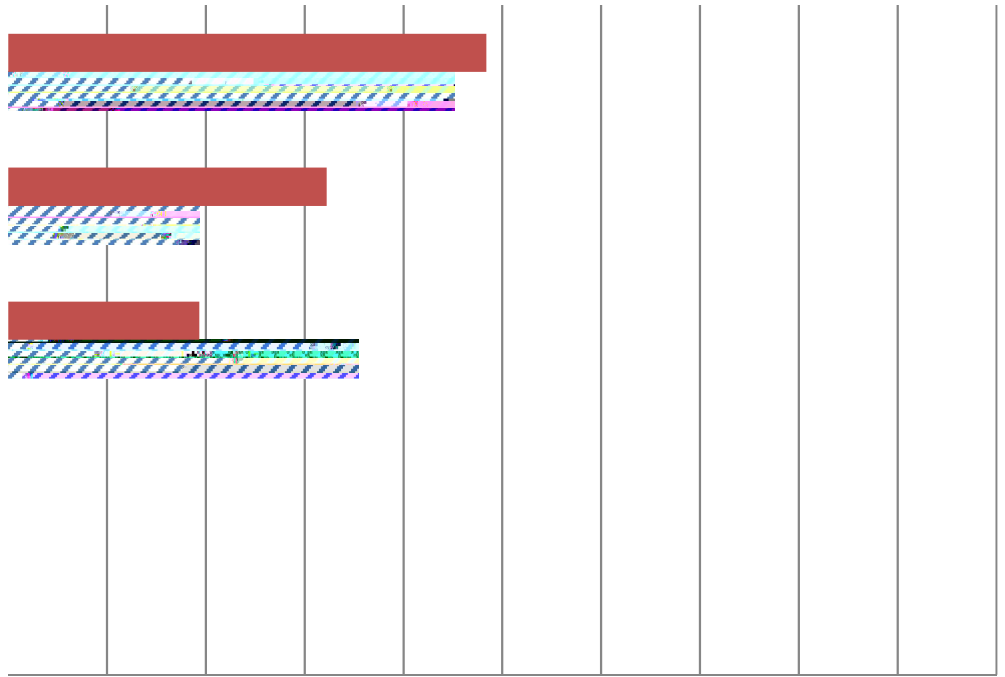
**2. How would you describe your current situation in filling skilled and hourly craft positions?**



**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?**

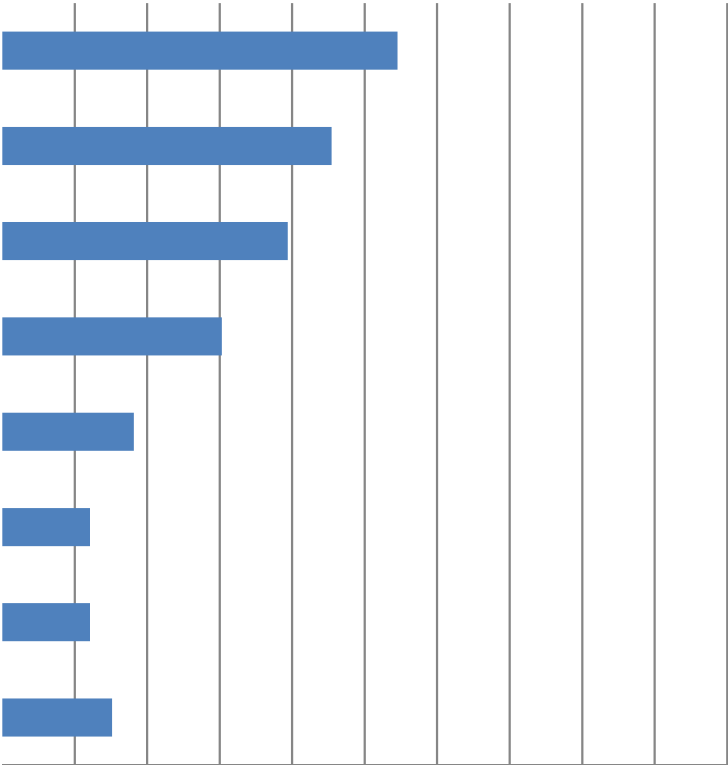


**6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are**

**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.)**

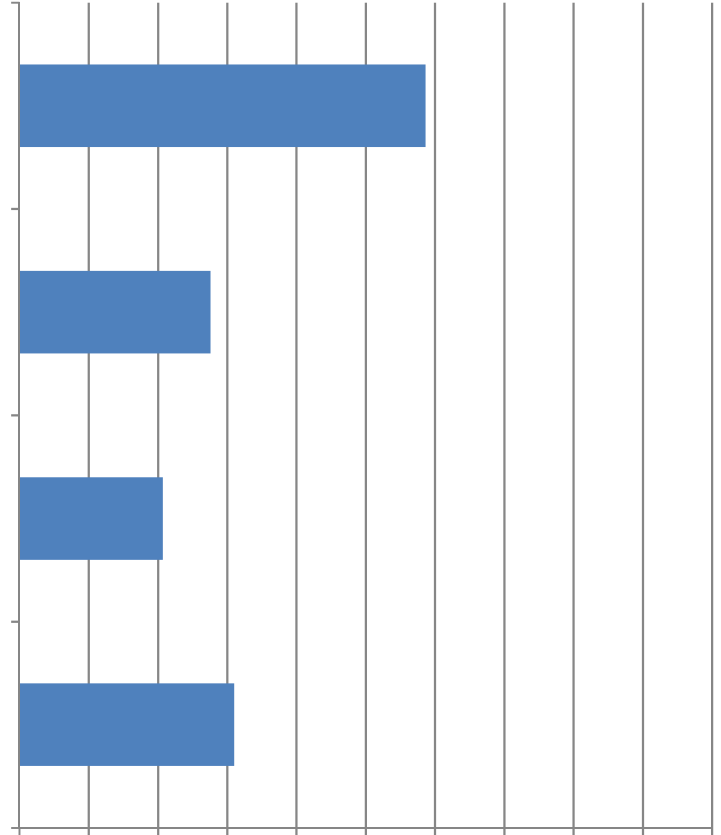
**8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of**

**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.)**

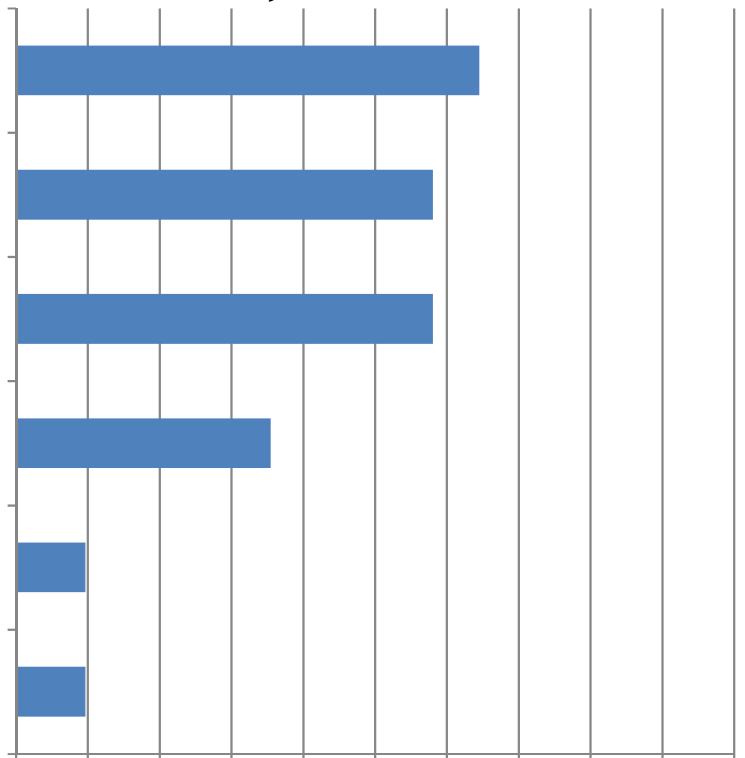


**10. Has your firm made changes in hiring training or scheduling to address worker or skill shortages in the past year? (Totals may add to more than 100% as respondents could make more than one answer.)**

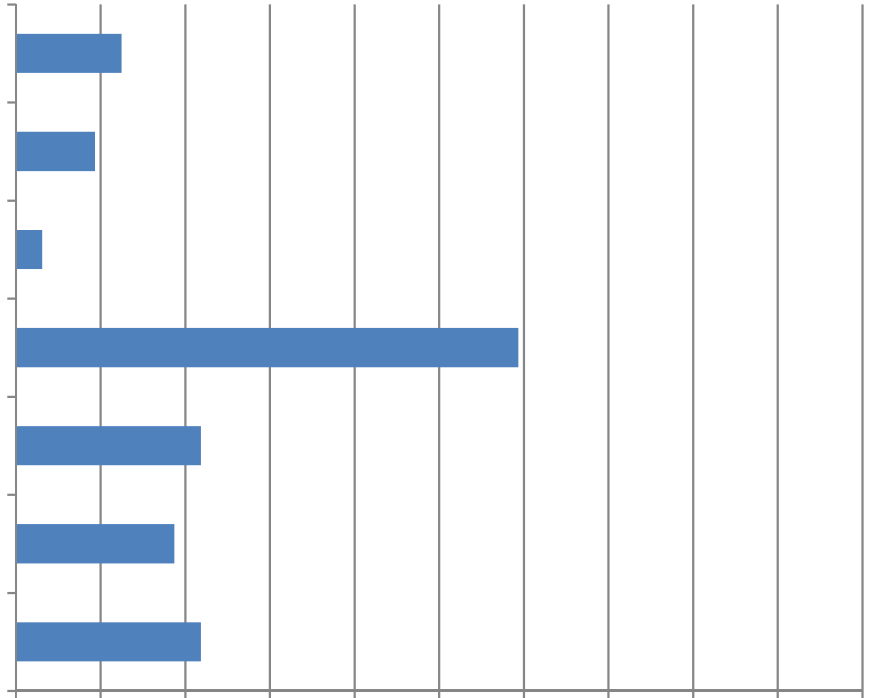
**11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100% as respondents could make more than one answer.)**



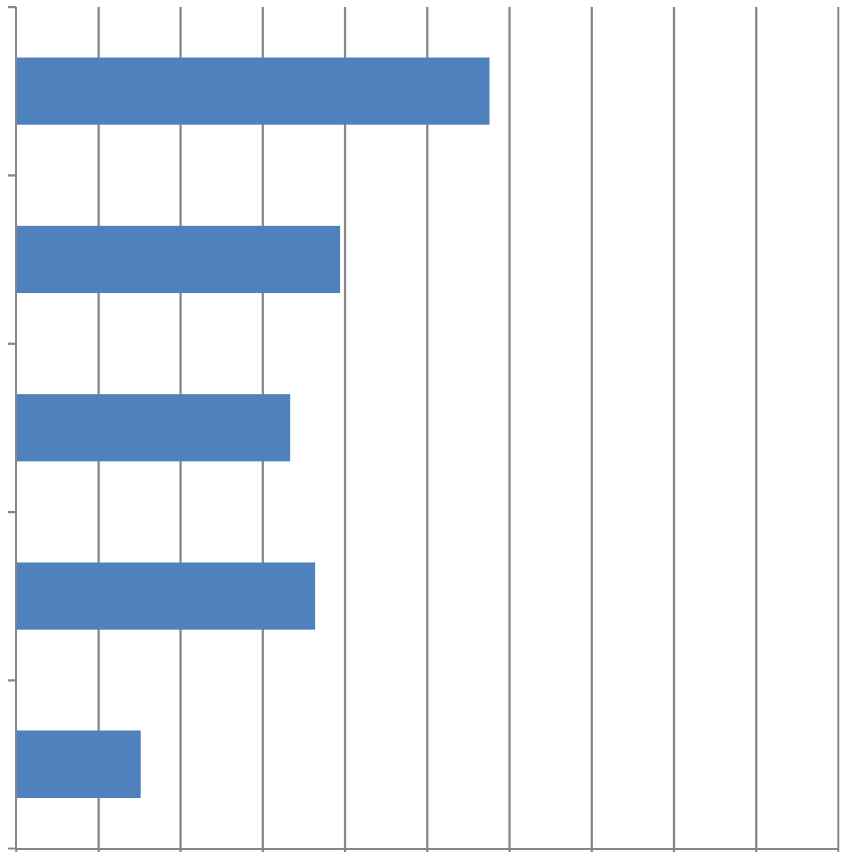
**12. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Totals may add to more than 100% as respondents could make more than one answer.)**



**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.)**







**18 What percent of your employees are in each of these categories?**

