

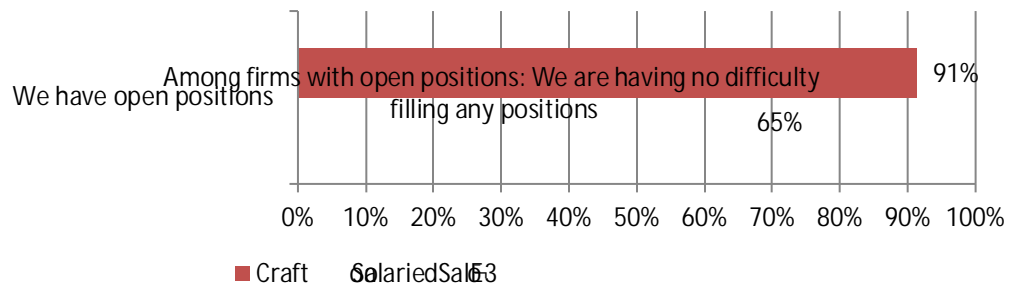
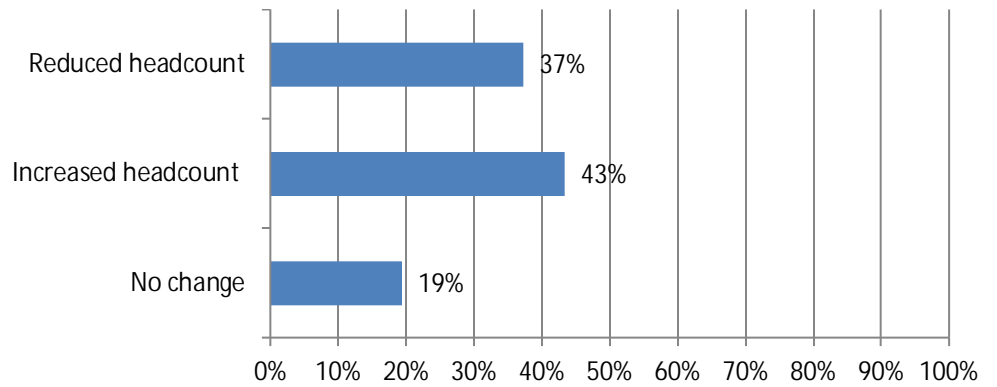


2023 Workforce Survey Results

Open-Shop Results

Total number of responses: 520 Salaried; 525 Craft

520 Salaried ; 525 Craft

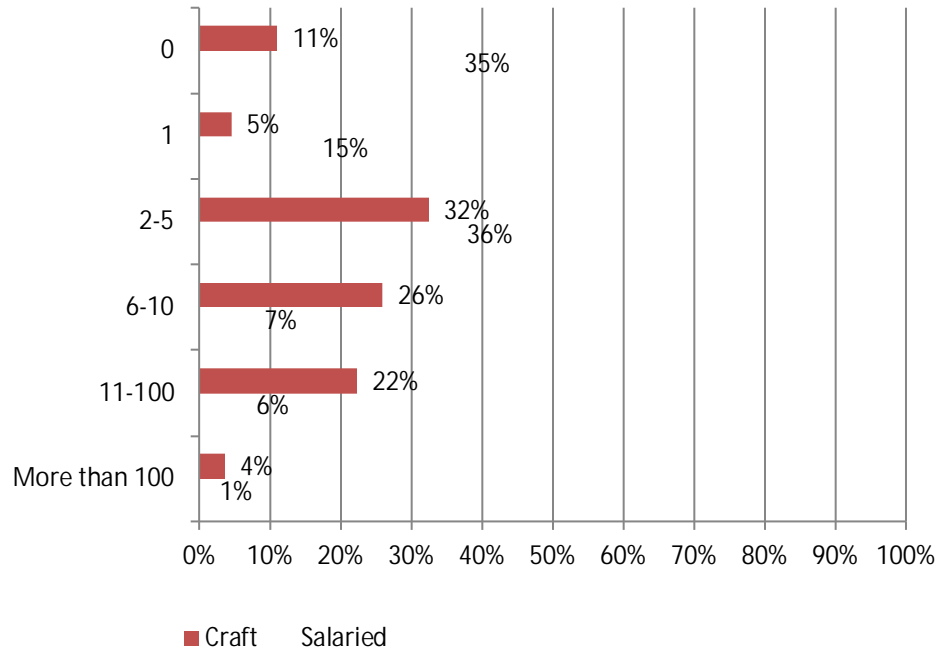


ome of all positions

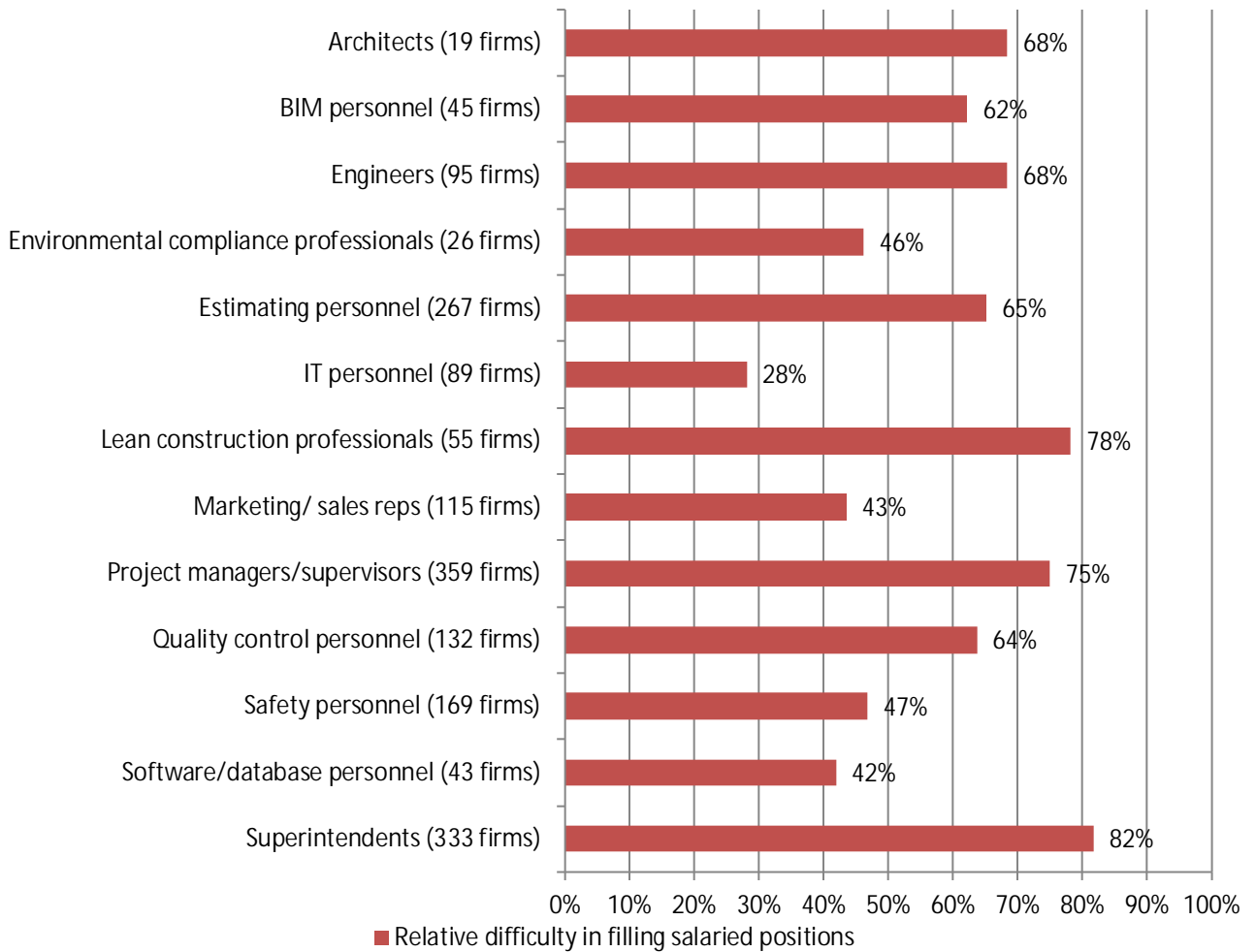
3 Describe your difficulty in filling open positions: Responses: 520 Salaried; 525 Craft

Craft Salaried

4. How many unfilled hourly craft or salaried positions did you have on June 30, 2023? Responses: 524 Salaried; 524 Craft



5. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply): 503

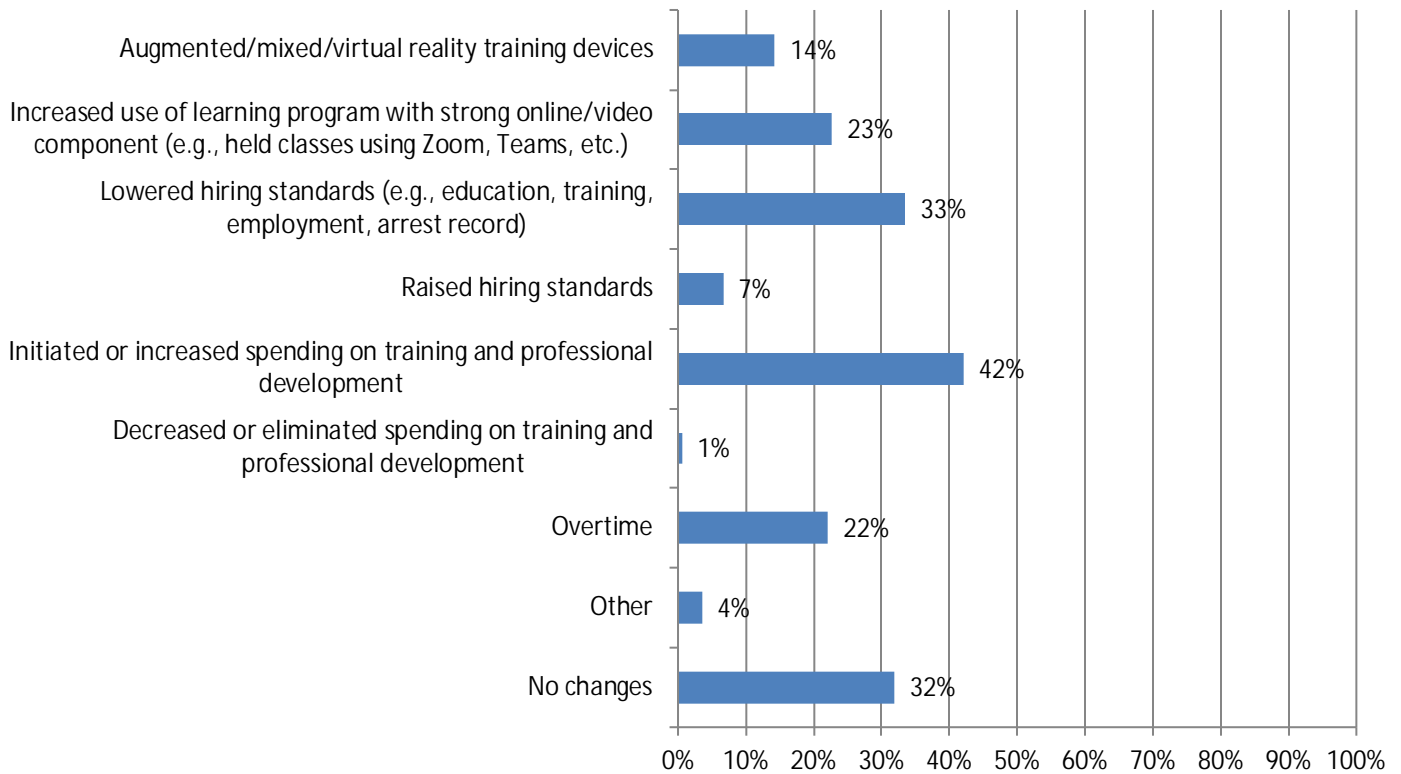


6. If your firm is having trouble filling hourly craft positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 516

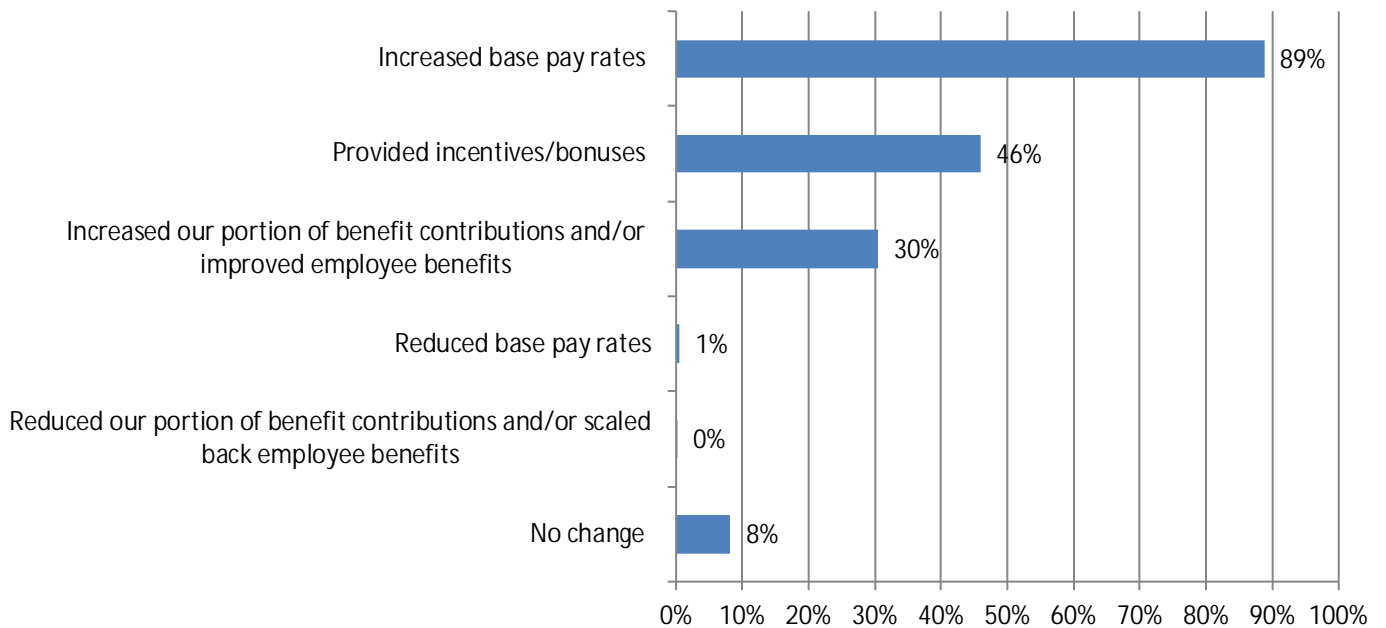
7. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply)
Responses: 524

8. Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all that apply) Responses: 522

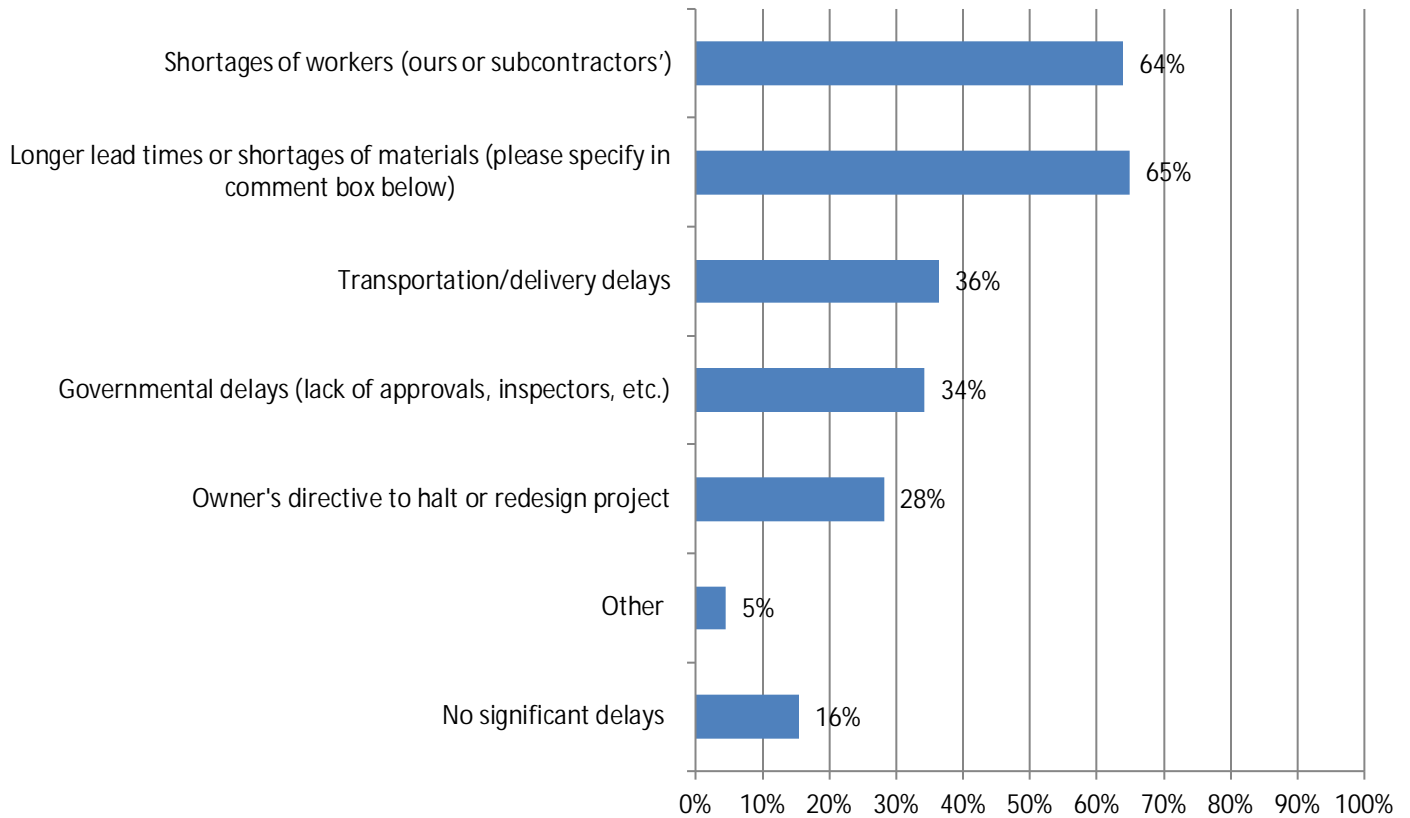
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 511



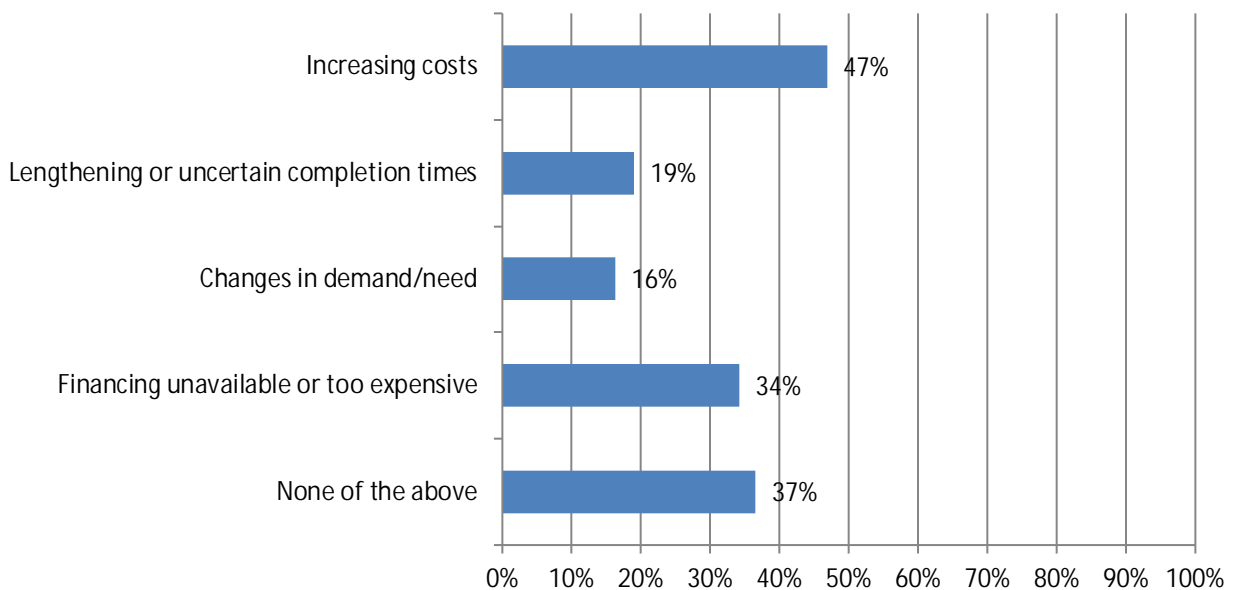
10. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (Mark all that apply) Responses: 525



11. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 522



12. Did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 514

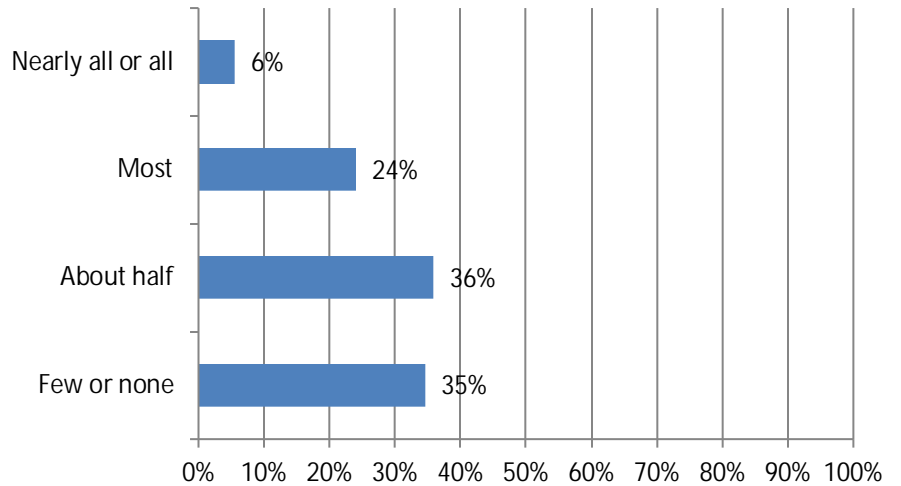


16. Regarding AI and robotics, which statements do you believe when it comes to construction jobs in the next 5 years? (Mark all that apply). Responses: 501

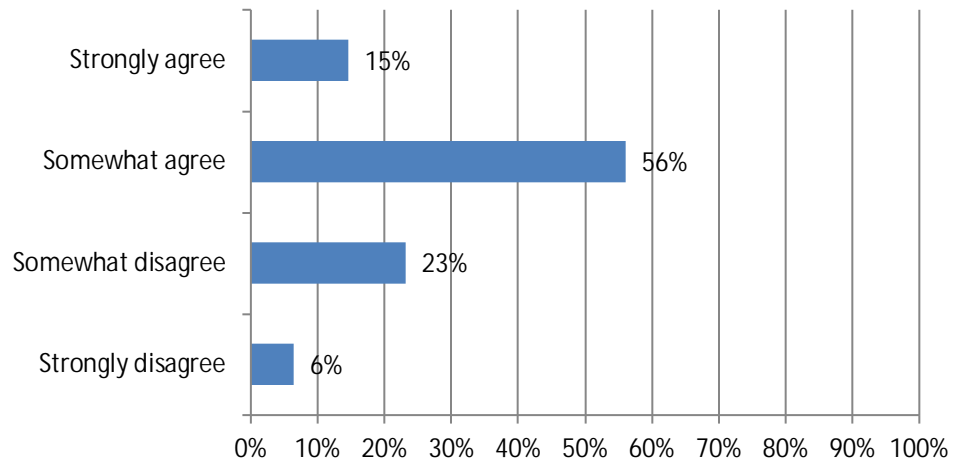
17. Do you agree or disagree that employees at my firm increasingly need digital technology skills to be successful in their roles? Responses: 521

18.

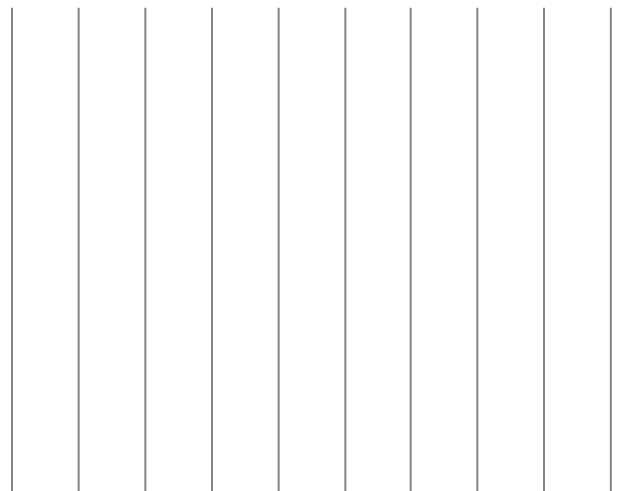
19. What proportion of the new hires at your firm come prepared with the requisite digital technology skills on day one? Responses: 521



20. Do you agree or disagree that the use of cutting-edge technology helps me recruit talent into my firm? Responses: 516



21. How many total employees did your firm employ at all of its locations as of June 30, 2023? Responses: 526



22. What percentage of your firm's employees as of June 30, 2023 were female? Responses: 518

23. What percentage of your firm's current workforce do you expect will retire in the next 10 years? Responses: 522

24.

25. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 526