



However, seventy-seven percent of respondents report they are having a hard time filling some or all salaried or hourly craft positions. The majority (55 percent) expects that hiring will continue to be hard (35 percent) or will become harder (20 percent).

Most firms took steps in 2023 to attract and retain workers. Sixty-three percent increased base pay rates more than in 2022. Additionally, 25 percent of firms provided incentives or bonuses and 24 percent of the firms increased their portion of benefit contributions and/or improved employee benefits.

As in the past two surveys, nearly two-thirds of respondents say projects