	54%
	30%
Introduced or inq2.5 Tm.041, incen30%	18%
Increased our portion of benefit contributions and/or improved employee benefits	25%
No increases in pay, incentives, or benefits in 2024	12%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Category	Percentage
Economic slowdown/recession	48%
High interest rates/financing costs	33%
Material costs	52%
Rising direct labor costs (pay, benefits, employer taxes)	63%
Other costs (e.g., trucking, insurance, design or other services)	28%
Insufficient supply of workers or subcontractors	60%
Worker quality	54%
Inadequate construction career education and training	33%
Impact of immigration policy on labor supply	20%
Safety	20%
Project delays due to government funding/review/permitting/inspection delays	27%
Project delays due to availability/supply chain issues funding/review/permitting/inspection delays	25%
Federal regulations	20%
State and local regulations	24%
Not enough private sector work	24%
Inadequate funding for public building projects	11%
Increased competition for projects	24%
Concerns about the speed of technology adoption and the need to keep up with advancements	13%
Wars/international disruptions	14%

Chart 1

Category	Percentage
$50 million or under	56%
$50.1 milllion - $500 million	36%
Over $500 million	9%

Chart 2

Category	Percentage
1-19	21%
20-99	38%
100-499	29%
500 or more	12%