

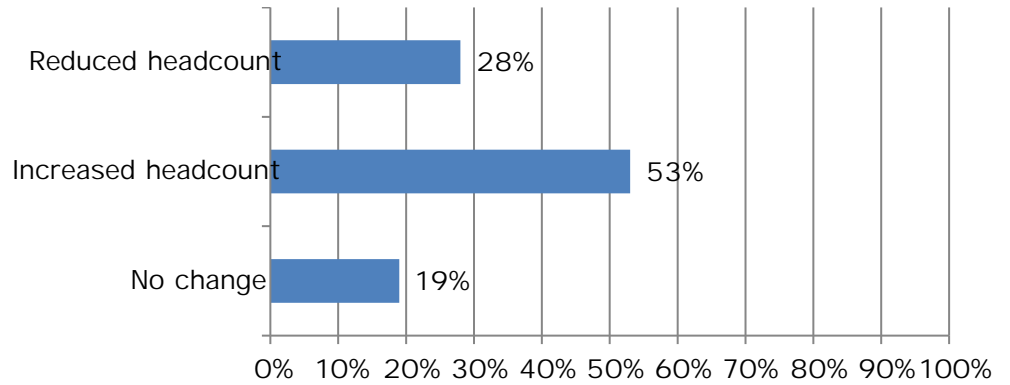


# 2022 Workforce Survey Results

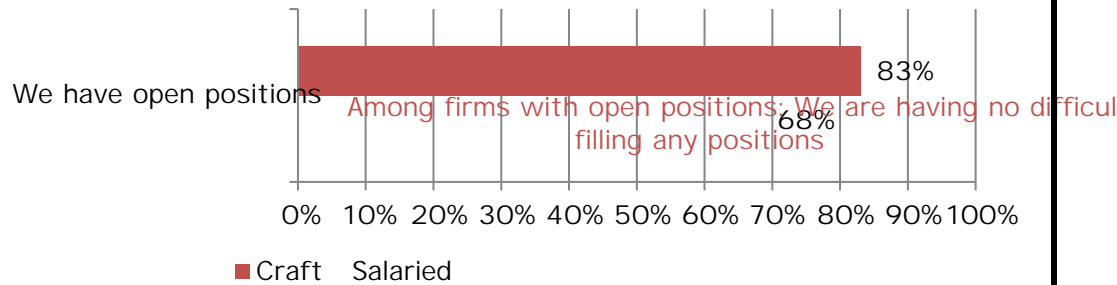
## Texas Results

Total responses: 100 but number varies by question.

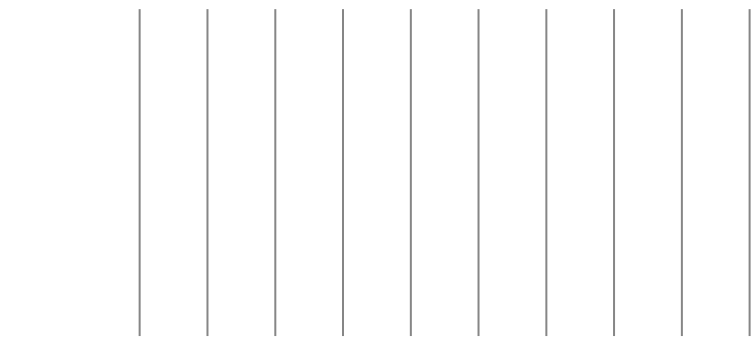
1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 100



2. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 98 Salaried 100 Craft

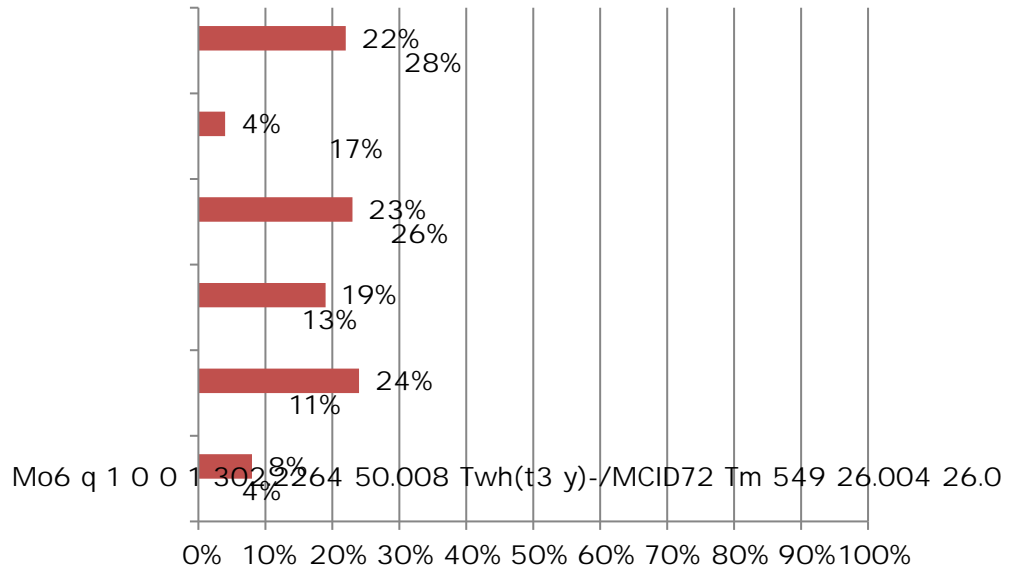


3. Describe your difficulty in filling open positions: Responses: 98 Salaried 100 Craft



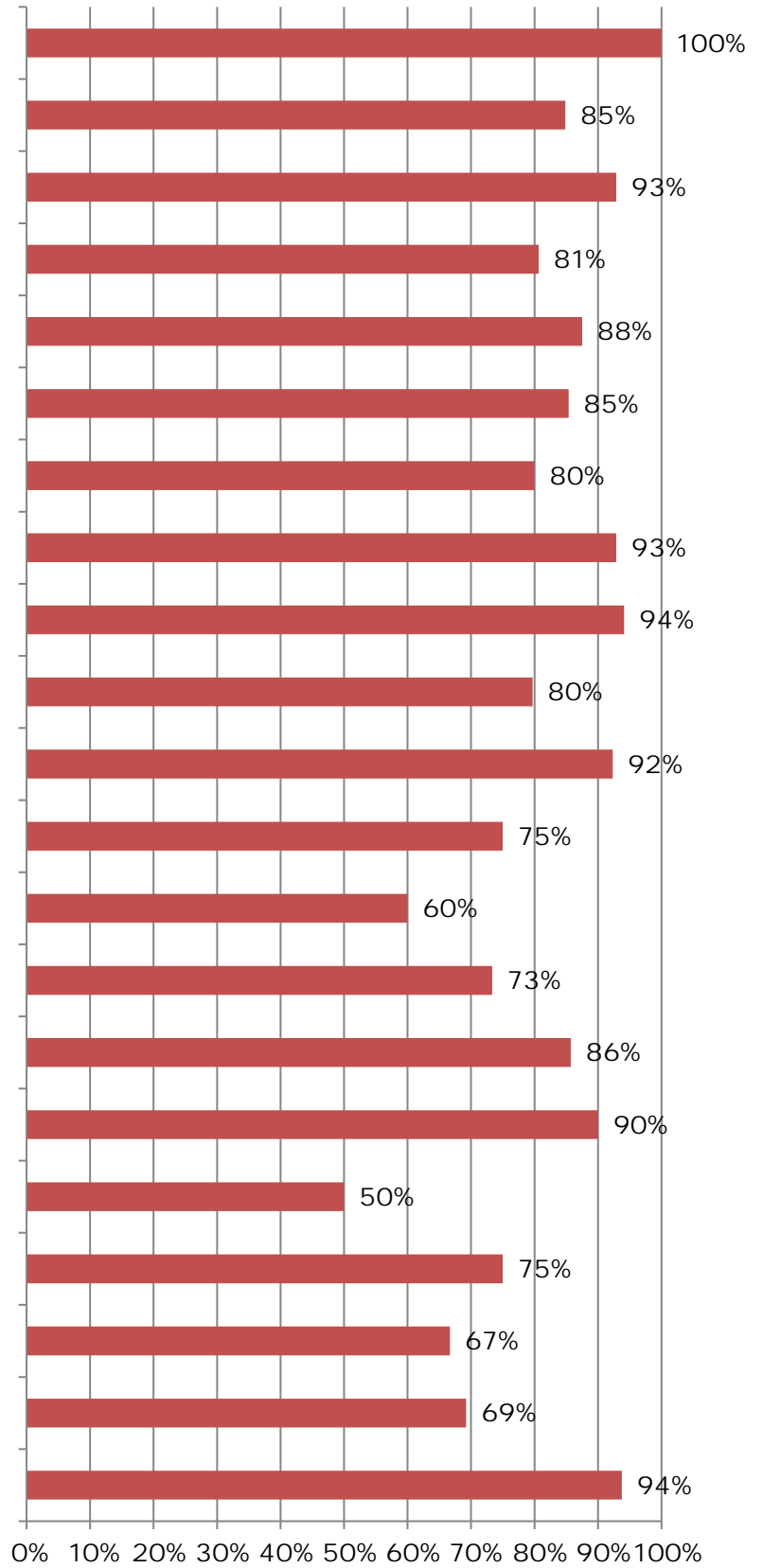
■ Craft Salaried

4. How many unfilled hourly craft/salaried positions did you have on June 30, 2023? Responses: 99 Salaried; 100 Craft

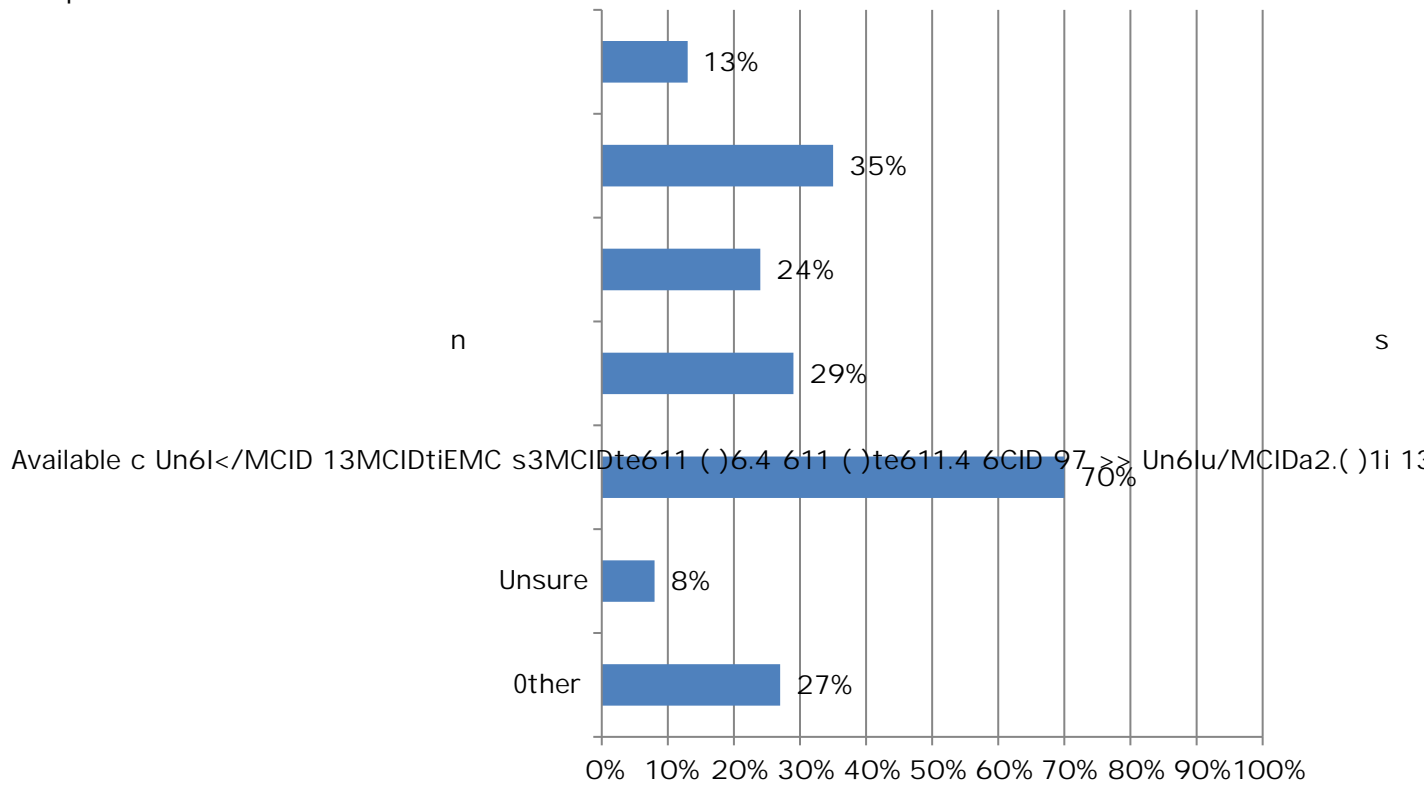


5. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply)

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

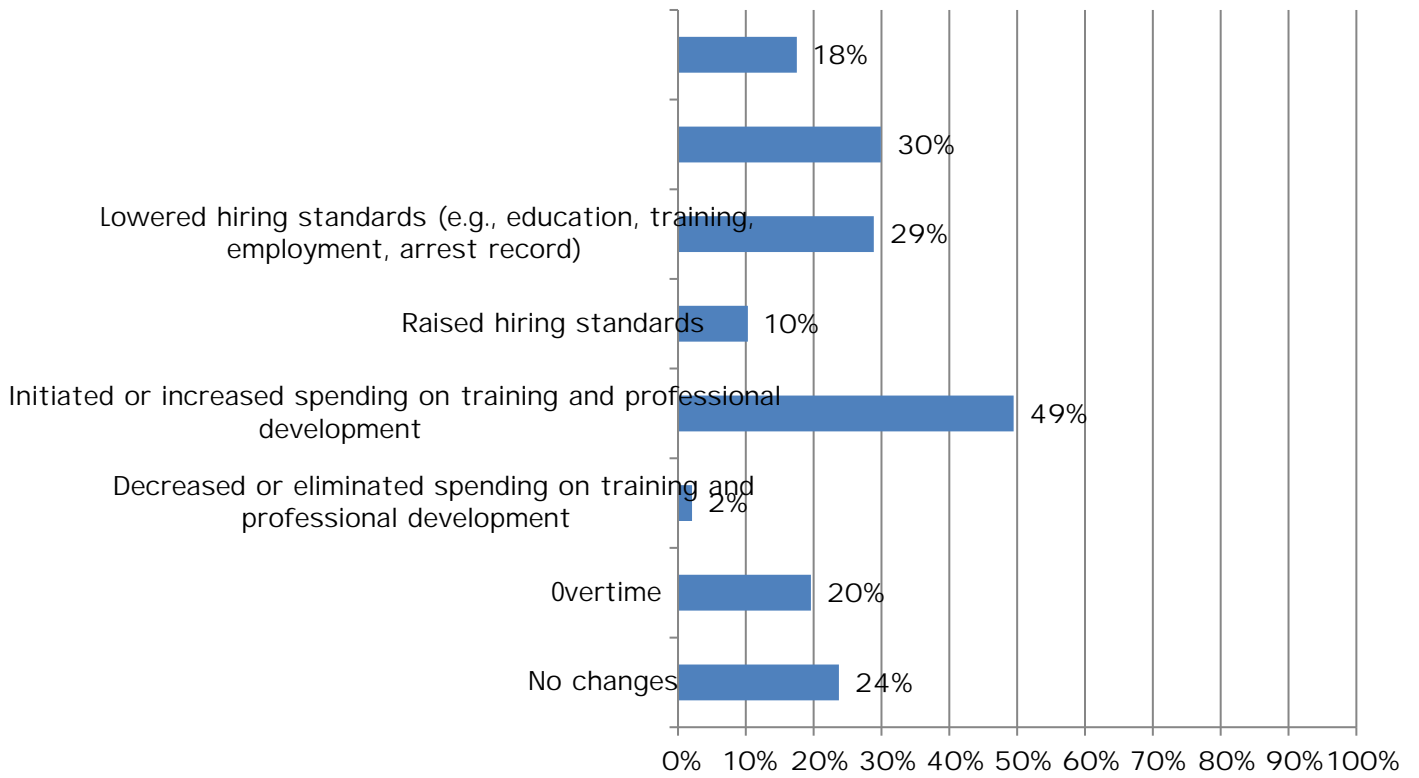


7. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply) Responses: 100



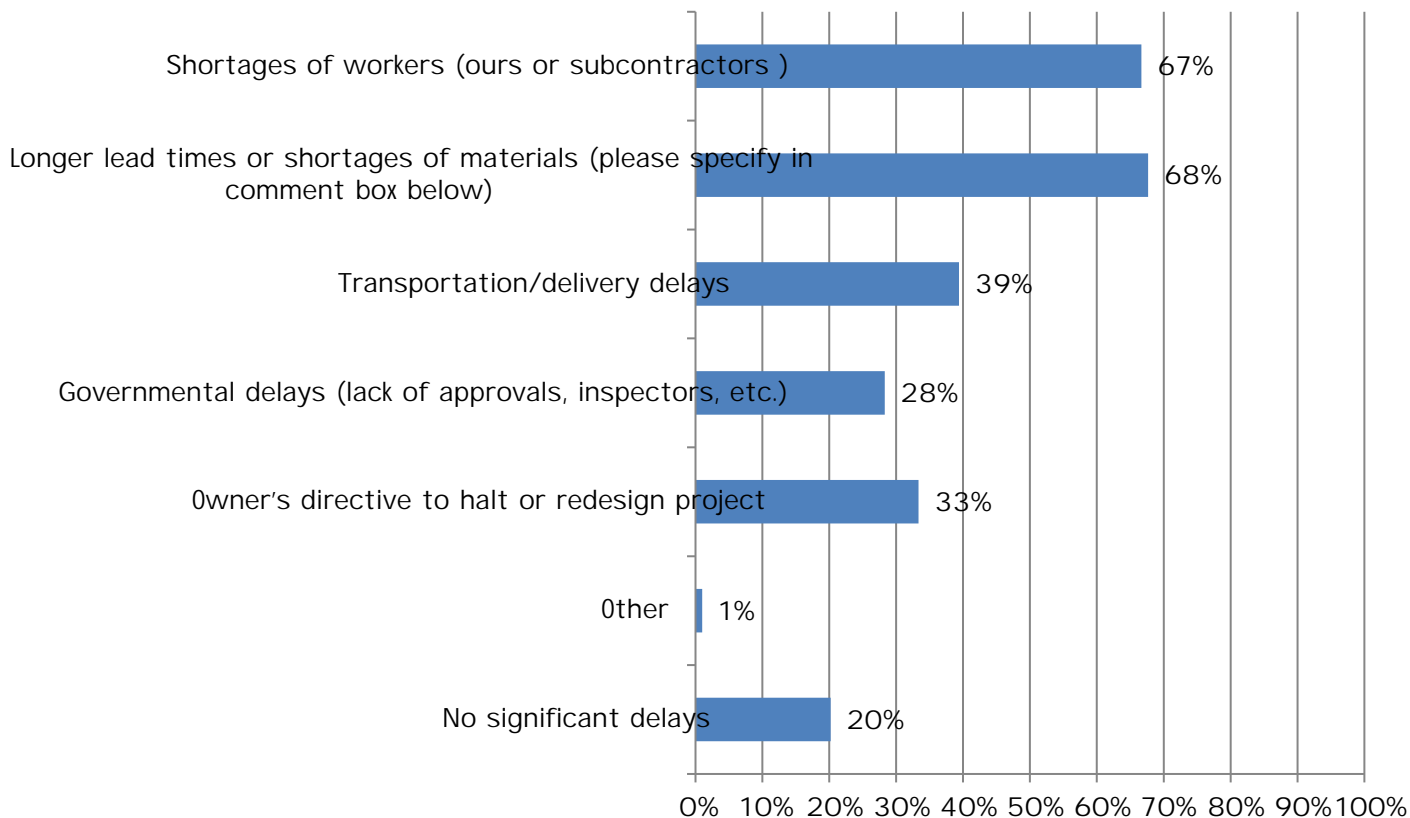
8. Has your firm added or increased use of the following workers in the past 12 months? (Mark all that apply) Responses: 100

9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 97

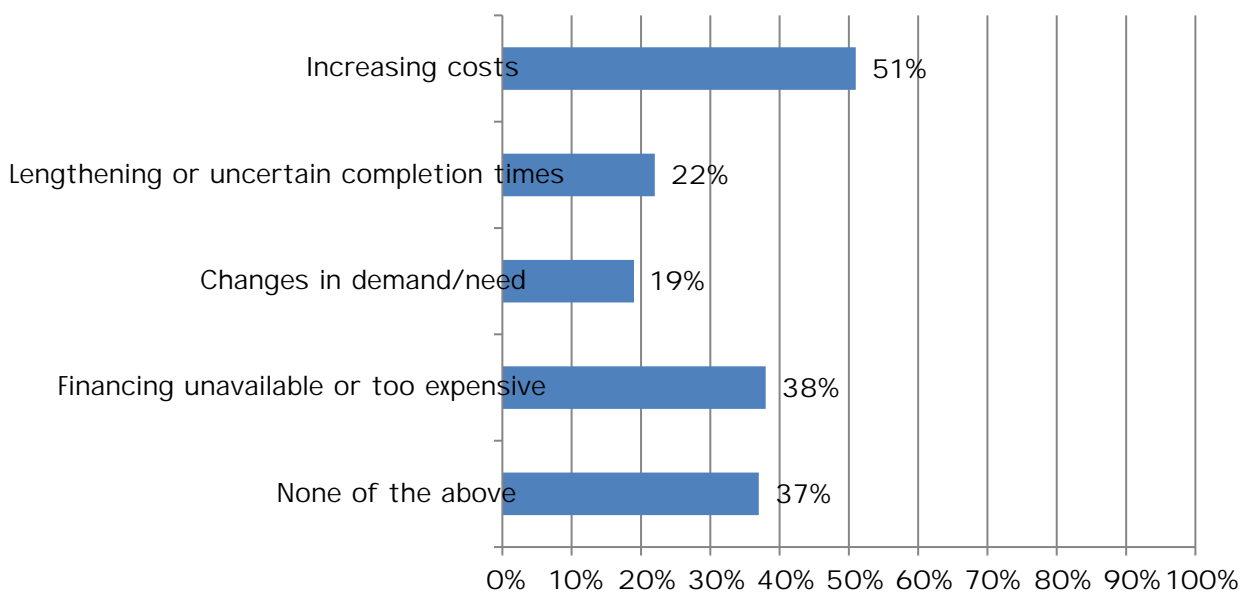


10. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (Mark all that apply) Responses: 100

11. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 99



12. Did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 100



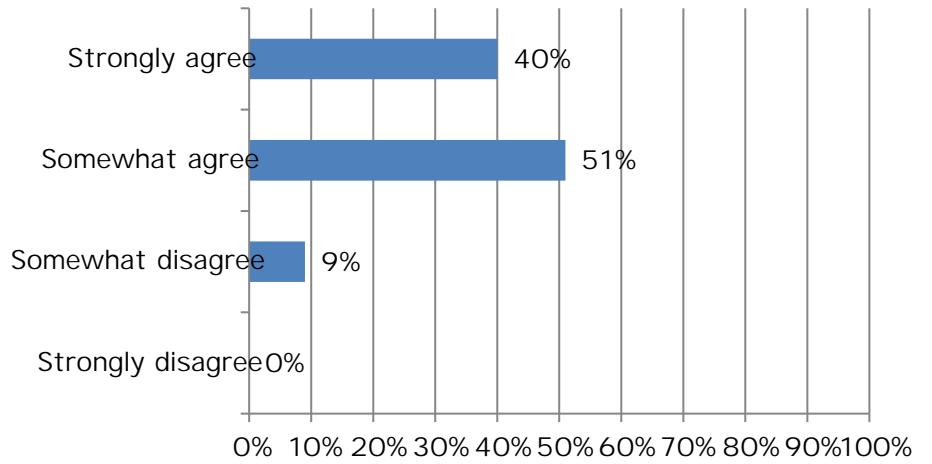
13. What is your firm's current policy regarding office (Mark all that apply) Responses: 94

14. Has your firm's office policy changed in the past 12 months? Responses: 97

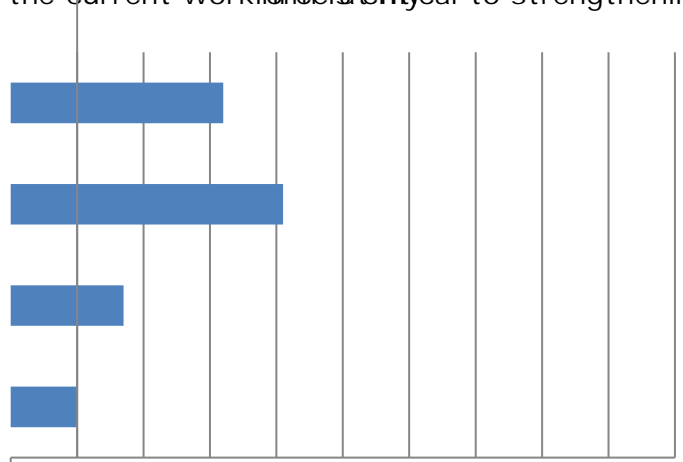
15. How do you expect your firm's headcount to change in the next 12 months? (Mark all that apply). Res

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: 94

17. Do you agree or disagree that employees at my firm increasingly need digital technology skills to be successful in their roles? Responses: 100



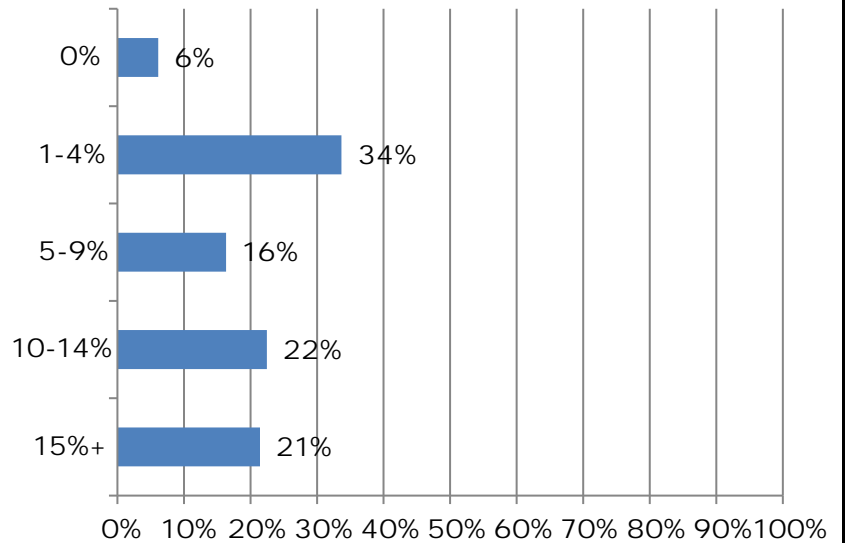
18. Do you agree or disagree that diversifying the current workforce is critical to strengthening our future business? Responses: 100



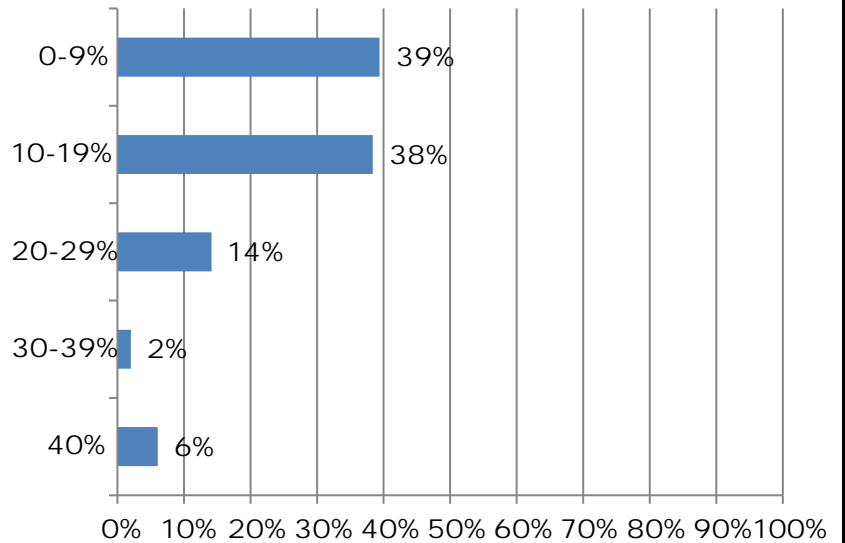


19. What proportion of the new hires at your firm come prepared with the requisite digital technology skills?  
Responses: 99

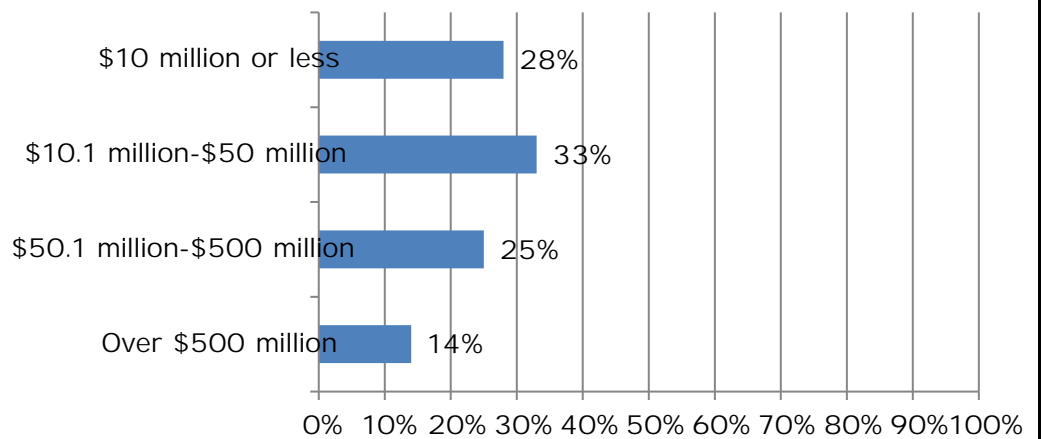
22. What percentage of your firm's employees as of June 30, 2023? Responses 98



23. What percentage of your firm's current workforce do you expect to retire in the next 10 years? Responses 99



24. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses 99



25. Please indicate which of the following types of construction projects your firm performs (Multiple Choice)  
Responses: 100

26. When you self-perform construction work, do you operate as a union contractor or a non-union contractor?  
Responses: 99