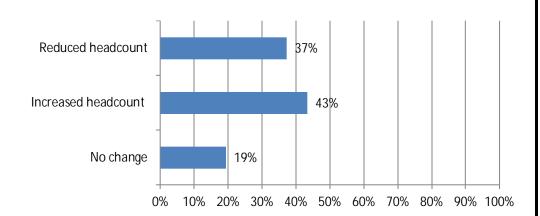


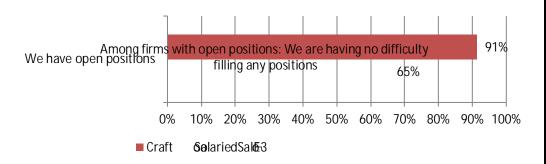
2023 Workforce Survey Results

Open-Shop Results

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5208 laried; 525 Caf



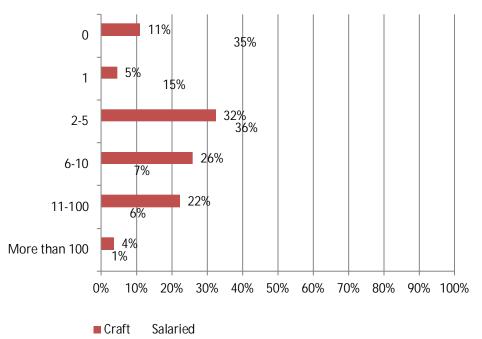


ome or all positions

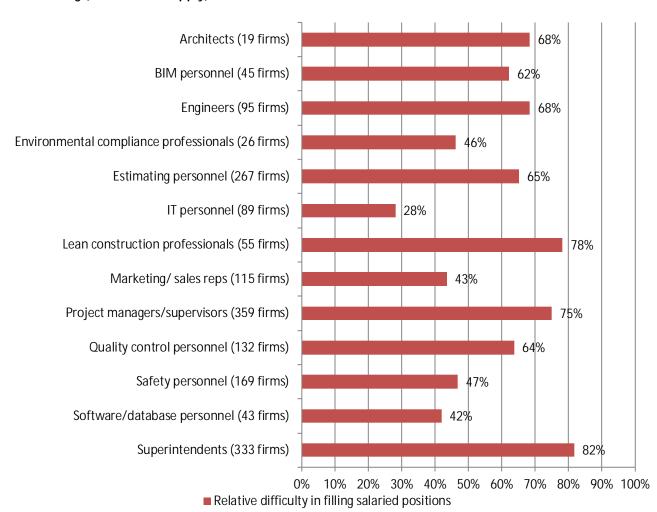
3 Describe your difficulty in filling open positions: Responses: 520 Salaried; 525 Craft

■ Craft Salaried

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



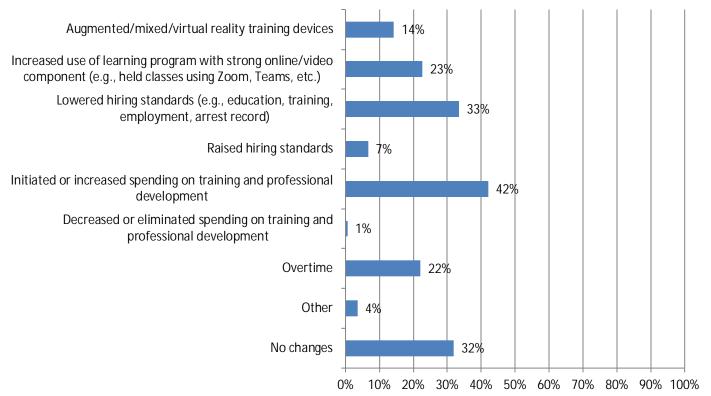
5. If your firm is having trouble filling <u>salaried</u> positions, please indicate all the position types you are having trouble filling (Mark all that apply): 503



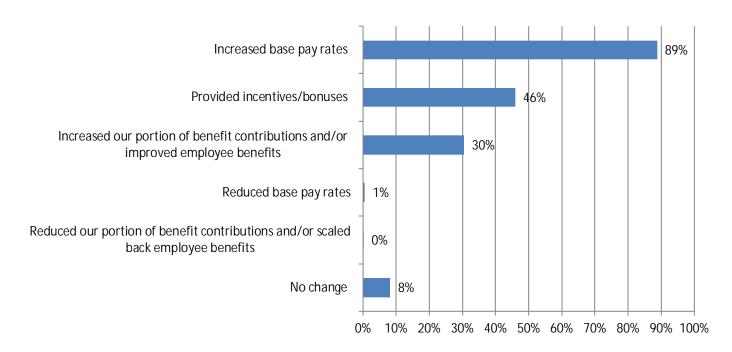
6. If your firm is having trouble filling <u>hourly craft</u> positions, please indicate all the position types you are trouble filling (Mark all that apply). Responses: 516				

7. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that Responses: 524			
8	Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all		
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		
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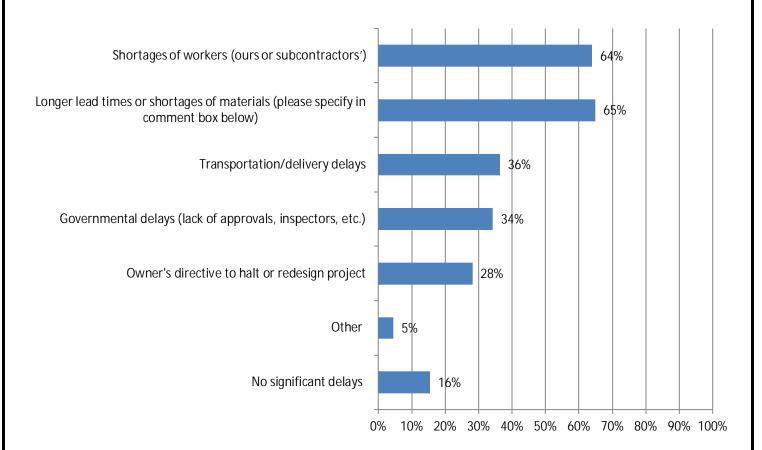
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 511



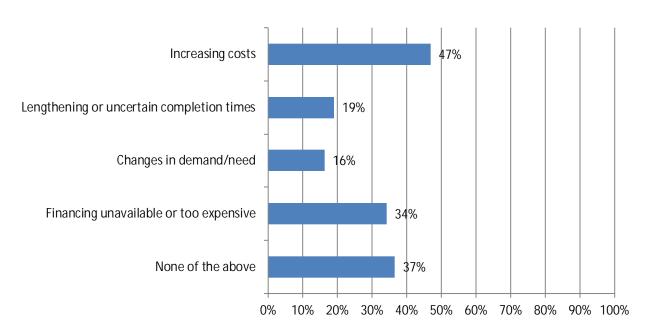
10. Has your firm adjusted pay and/or benefits for <u>hourly craft</u> or <u>salaried</u> personnel in the past 12 months? (Mark all that apply) Responses: 525



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

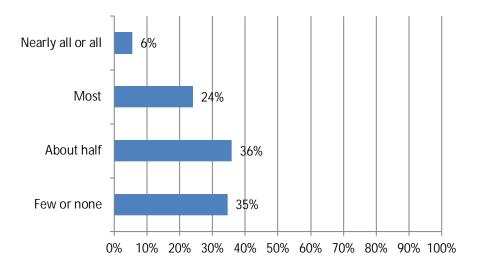


12. Did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 514

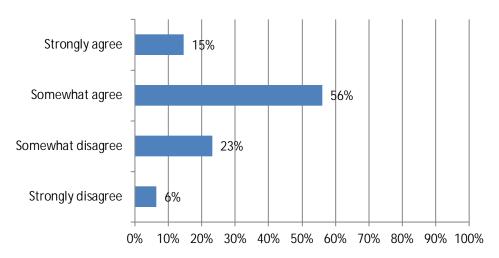


16.	Regarding Al and robotics, which statements do you believe when it comes to construction jobs in the next 5 years? (Mark all that apply). Responses: 501
17.	Do you agree or disagree that employees at my firm increasingly need digital technology skills to be successful in their roles? Responses: 521
18.	

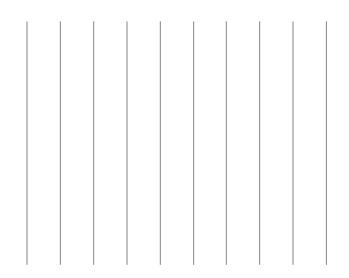
19. What proportion of the new hires at your firm come prepared with the requisite digital technology skills on day one? Responses: 521



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 Responses: 526	following types of cor	nstruction projects ye	our firm performs (N	lark all that apply)