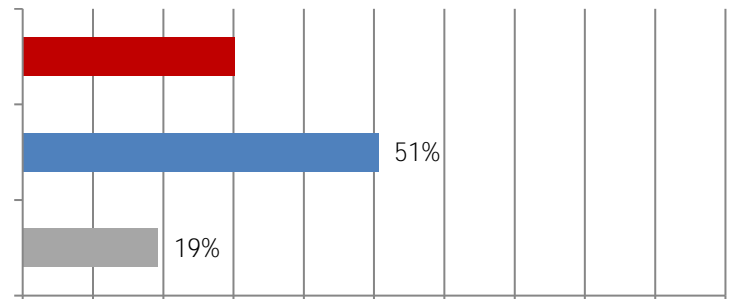


## 2024 Workforce Survey Results

*Total responses: 1,496, but number varies by question.*

1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 1,492



2. Do you currently have an open hourly craft or salaried position? Responses:  
2024: 1,185 Salaried, 995 Craft; 2023: 1,149 Salaried, 1,101 Craft

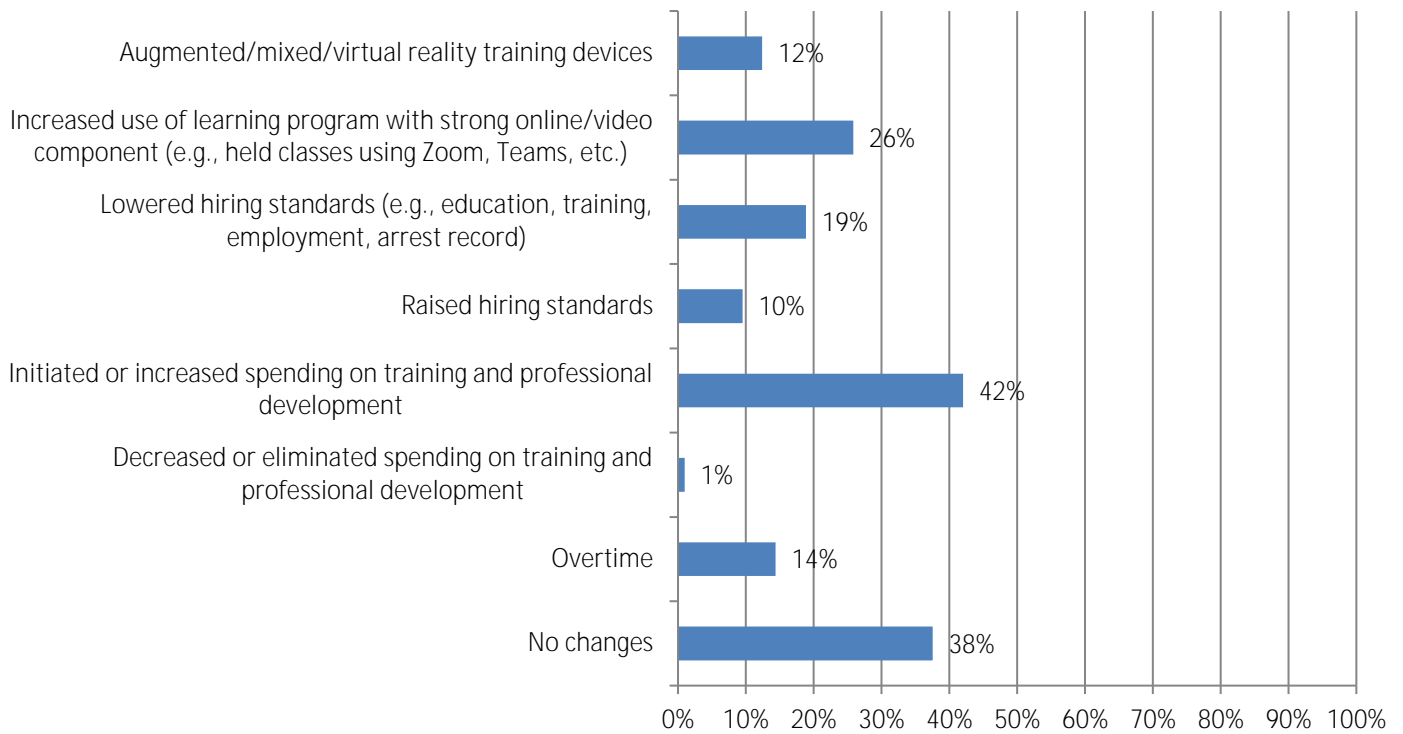
3. Describe your difficulty in filling open positions: Responses: 931 Salaried; 934 Craft



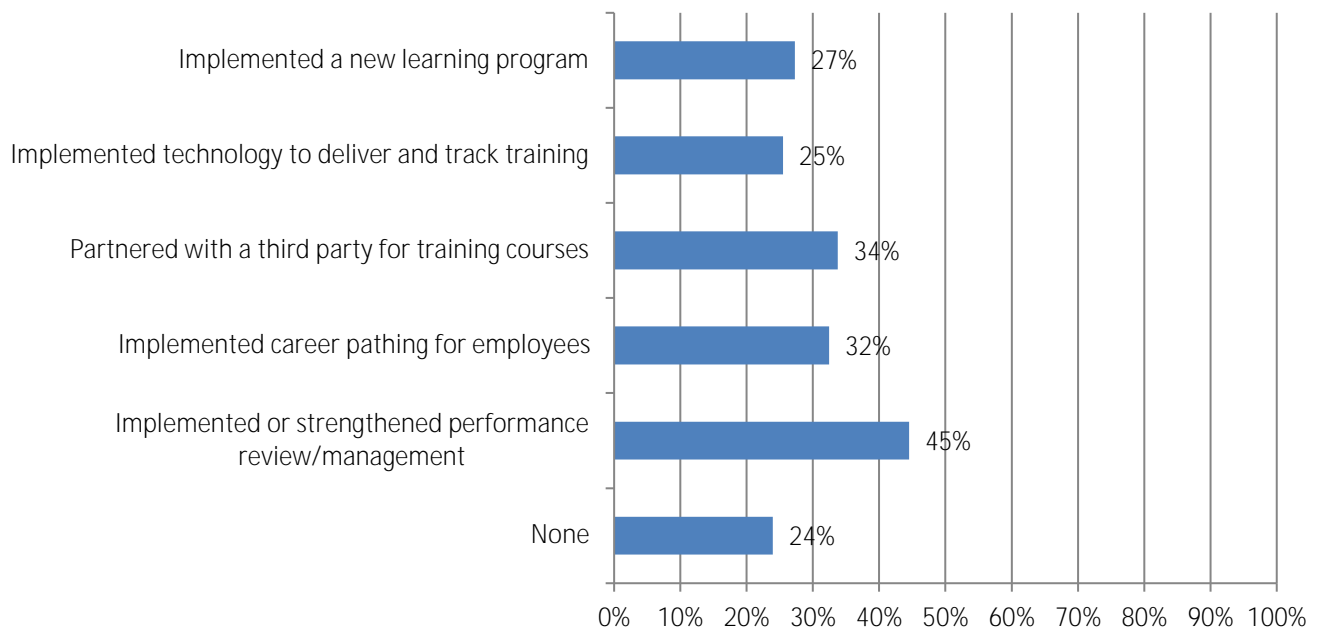


7. If you are having

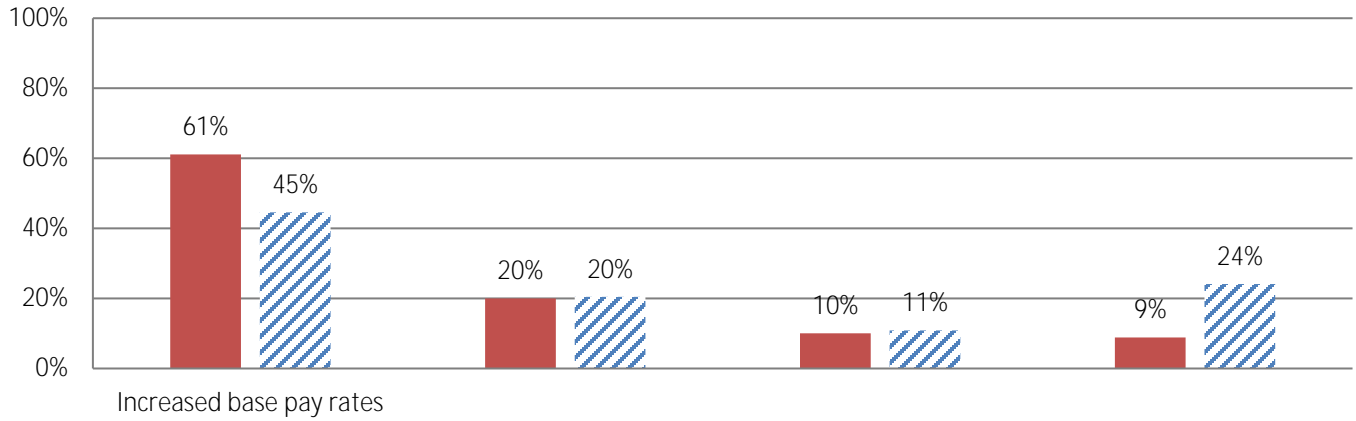
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 1,007



10. What techniques, if any, have you implemented to upskill employees? (Mark all that apply) Responses: 993



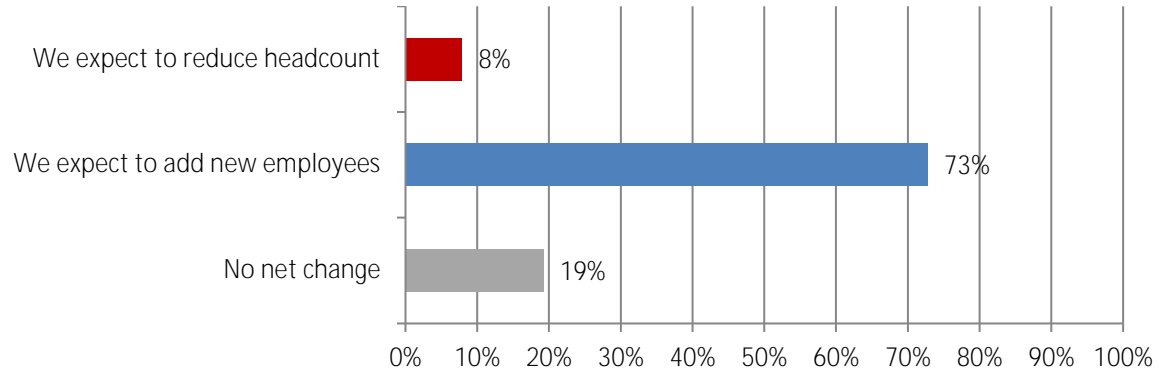
11. Has your firm adjusted pay and/or benefits for hourly craft, salaried personnel or both in the past 12 months? (Mark all that apply) Responses: 1,006



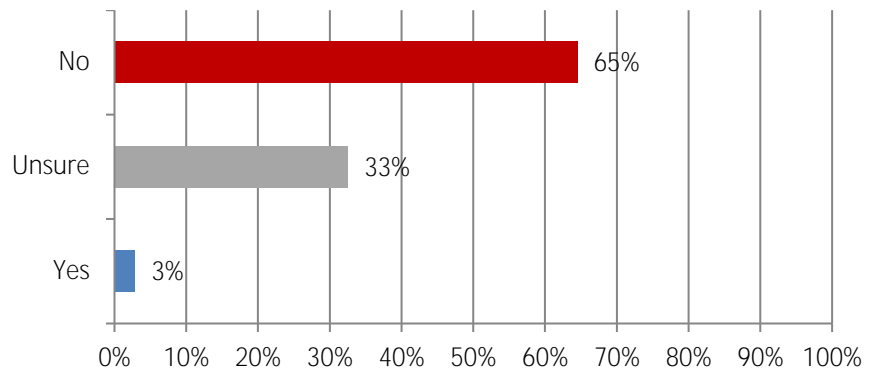
12. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 1,005

13. Did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 982

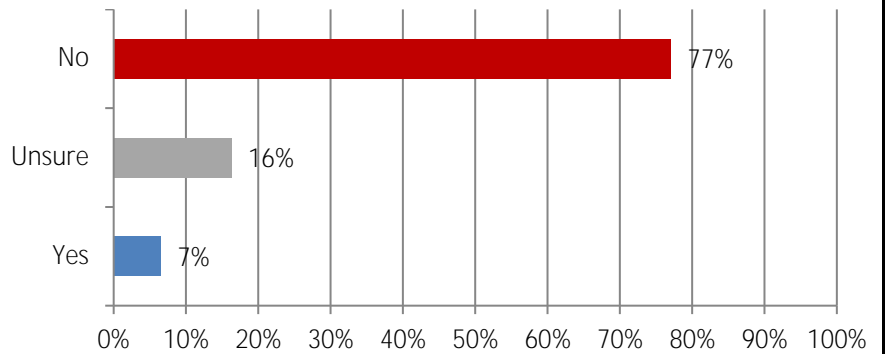
14. How do you expect your firm's headcount to change in the next 12 months? Responses: 908



15. Does your firm employ individuals who are authorized to work in the U.S as part of the Deferred Action for Childhood Arrivals (DACA, or Dreamers) program or the Temporary Protected Status program? Responses: 1,001



16. Does your firm use the H-2B visa program or other temporary work visa programs to secure either salaried or hourly employees? Responses: 1,004



17. Regarding AI and robotics, which statements do you believe when it comes to construction jobs in the next 5 years? Responses: 974



20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)  
Responses: 990