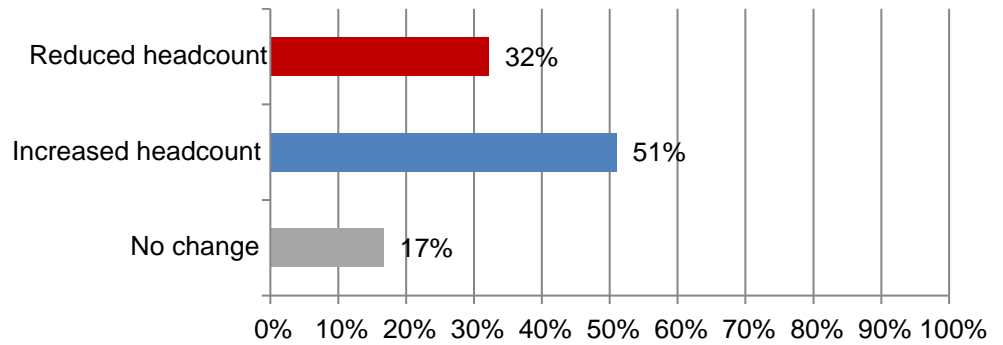


# 2024 Workforce Survey Results

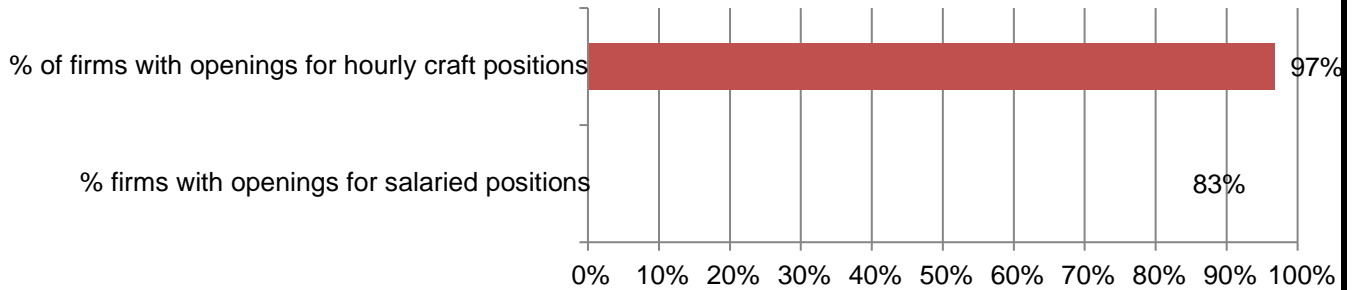
## Federal and Heavy

Total responses 335, but number varies by question.

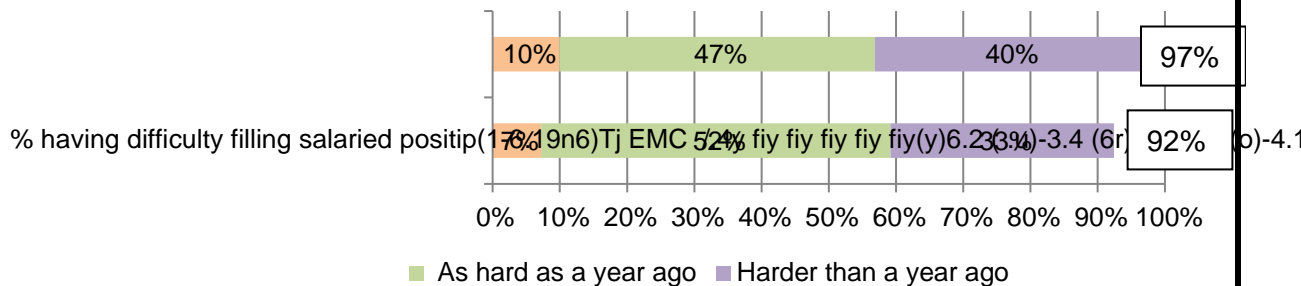
1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 335



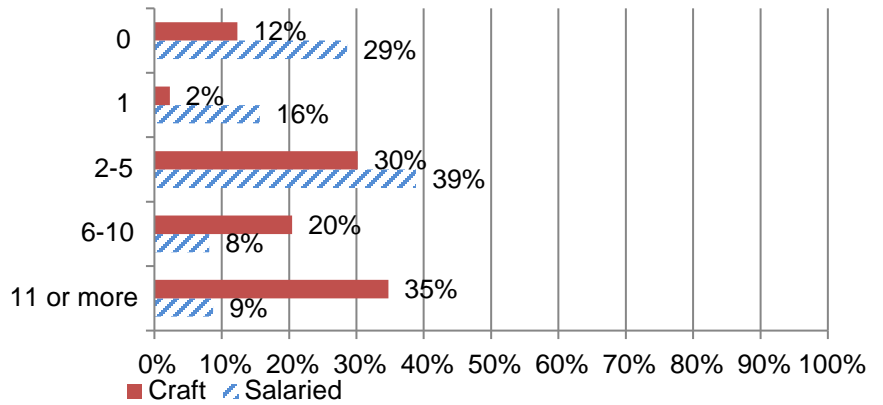
2. Do you currently have an open hourly craft or salaried position? Responses: 277 Salaried; 302 Craft



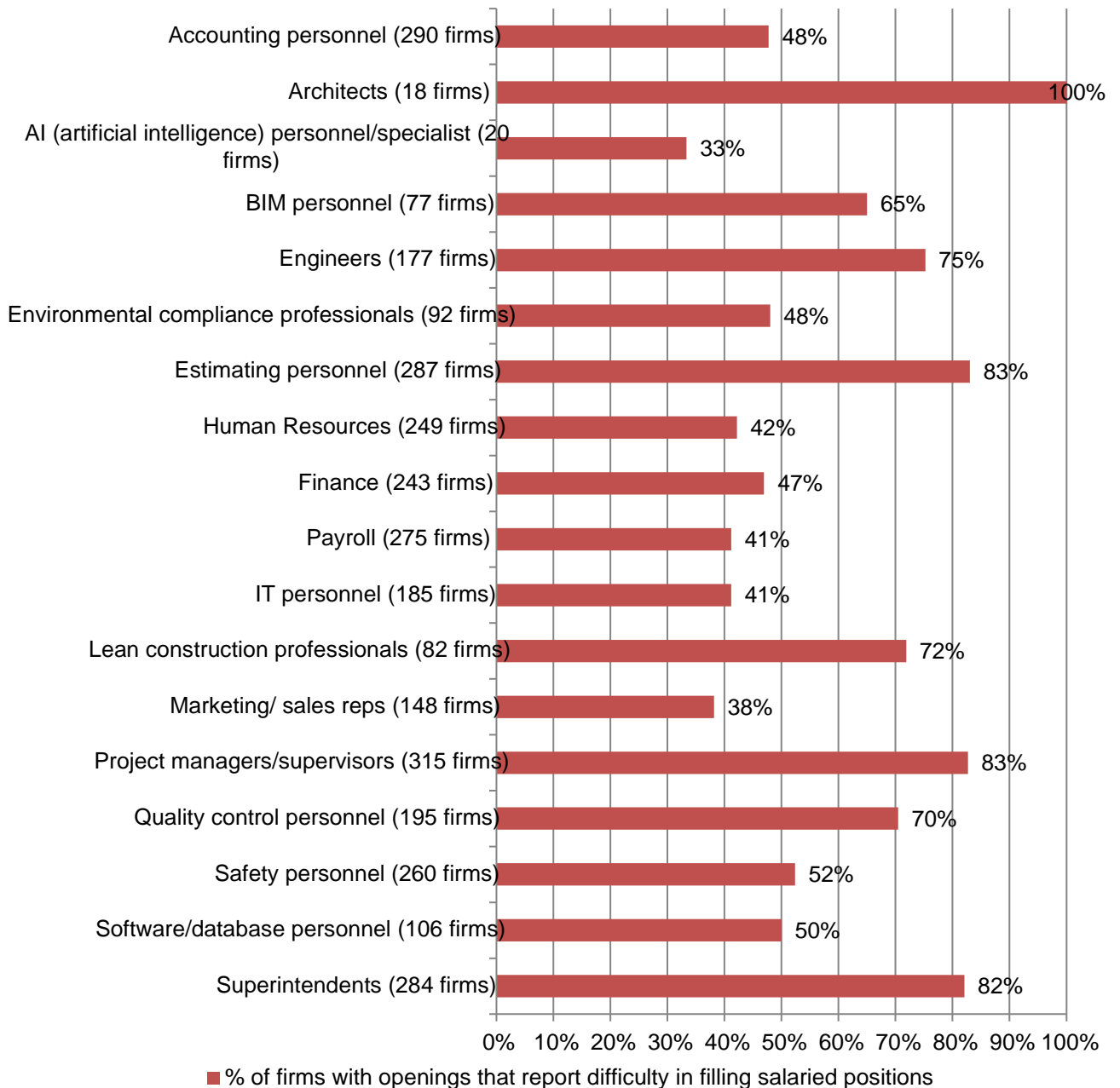
3. Describe your difficulty in filling open positions: Response 262 Salaried; 292 Craft



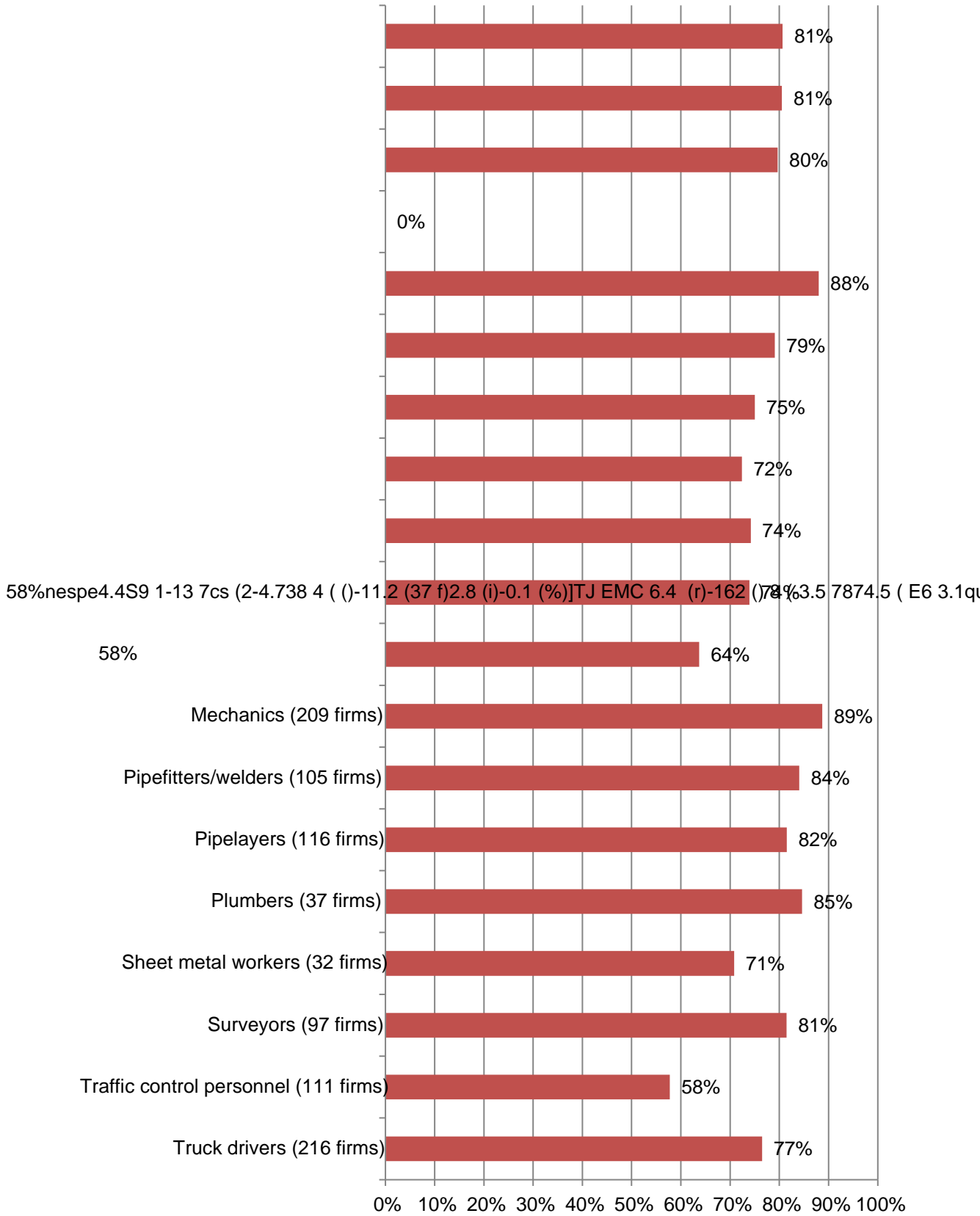
4. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 332 Salaried; 308 Craft



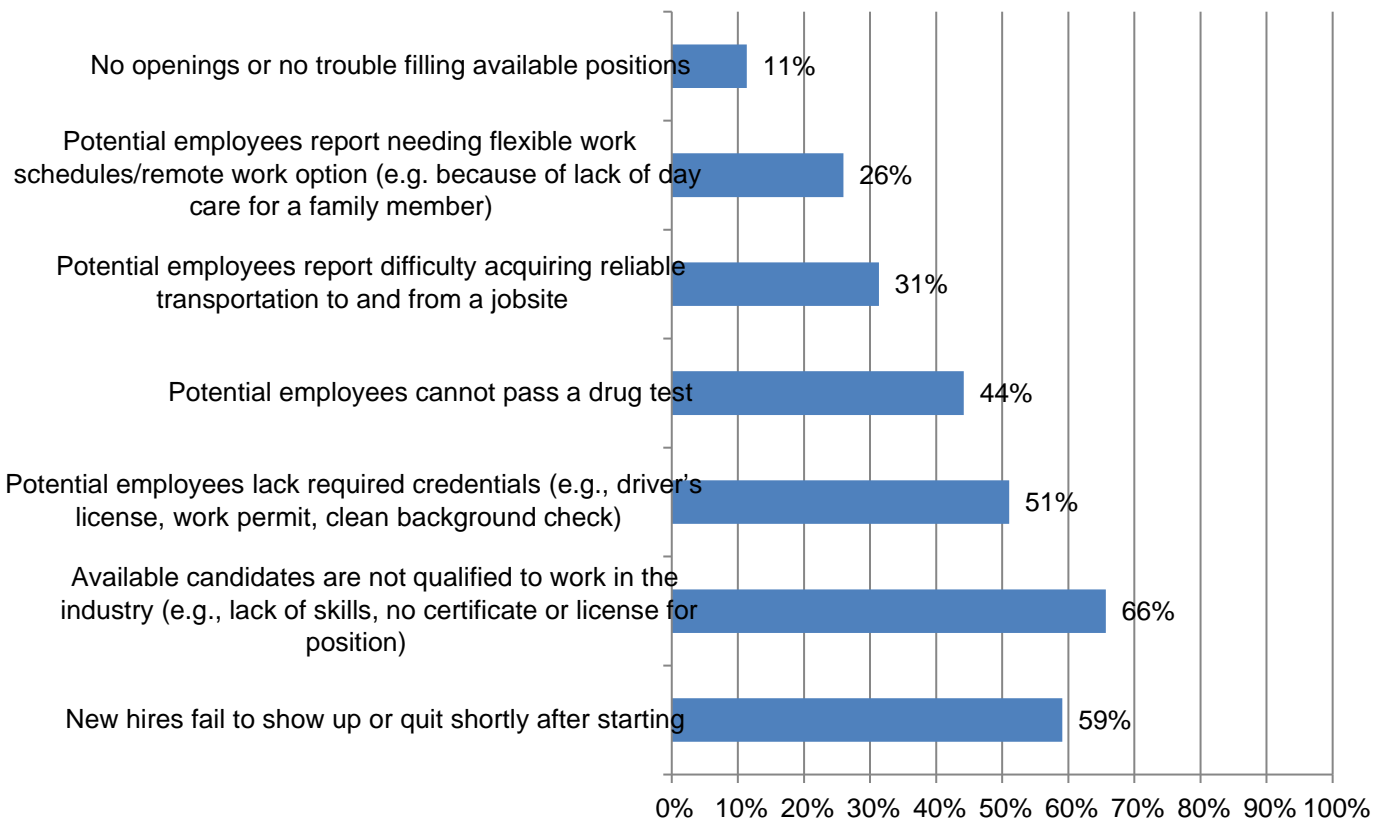
5. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply)



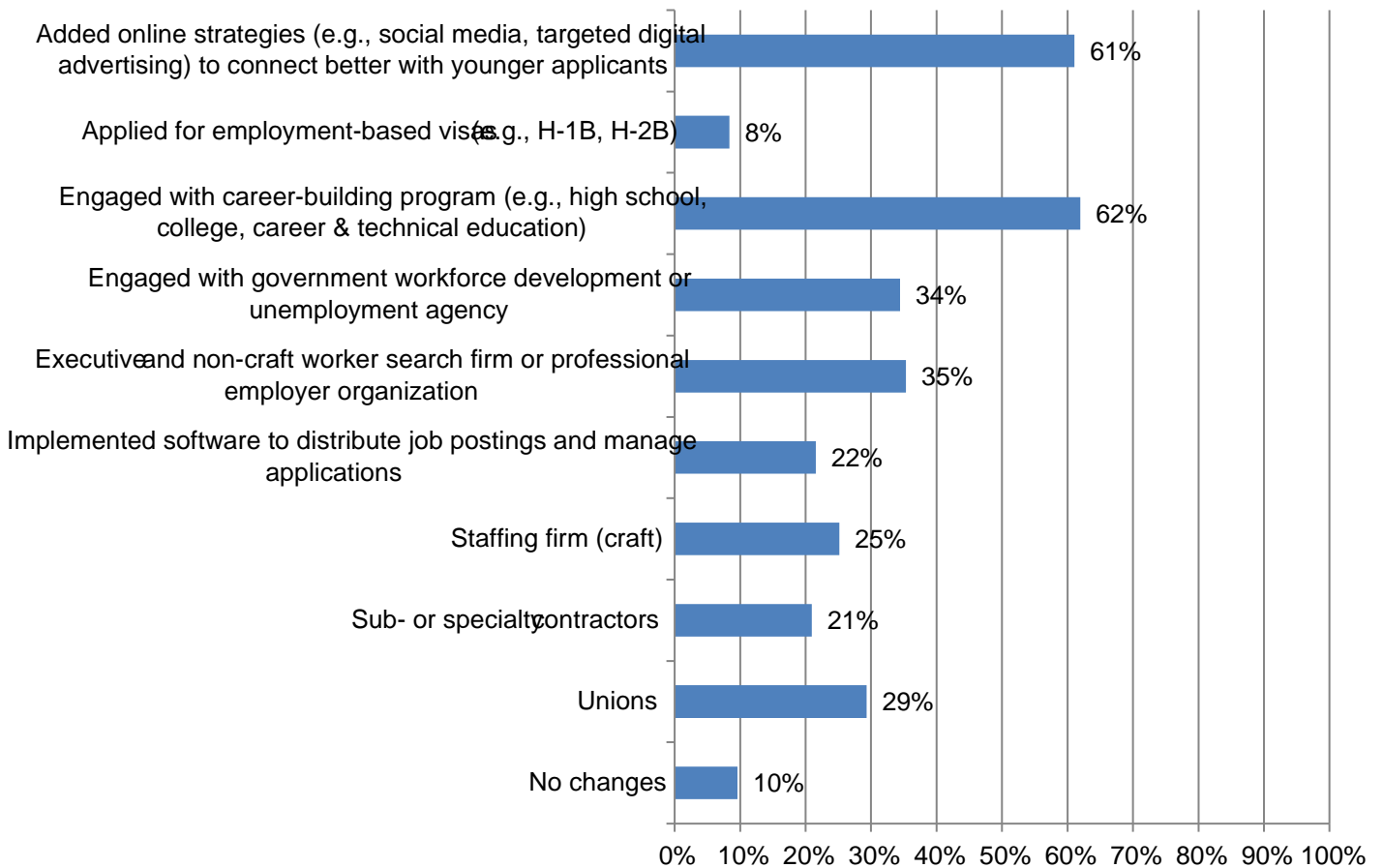
6. If your firm is having trouble filling hourly craft positions, please indicate all the position types you are having trouble filling (Mark all that apply).



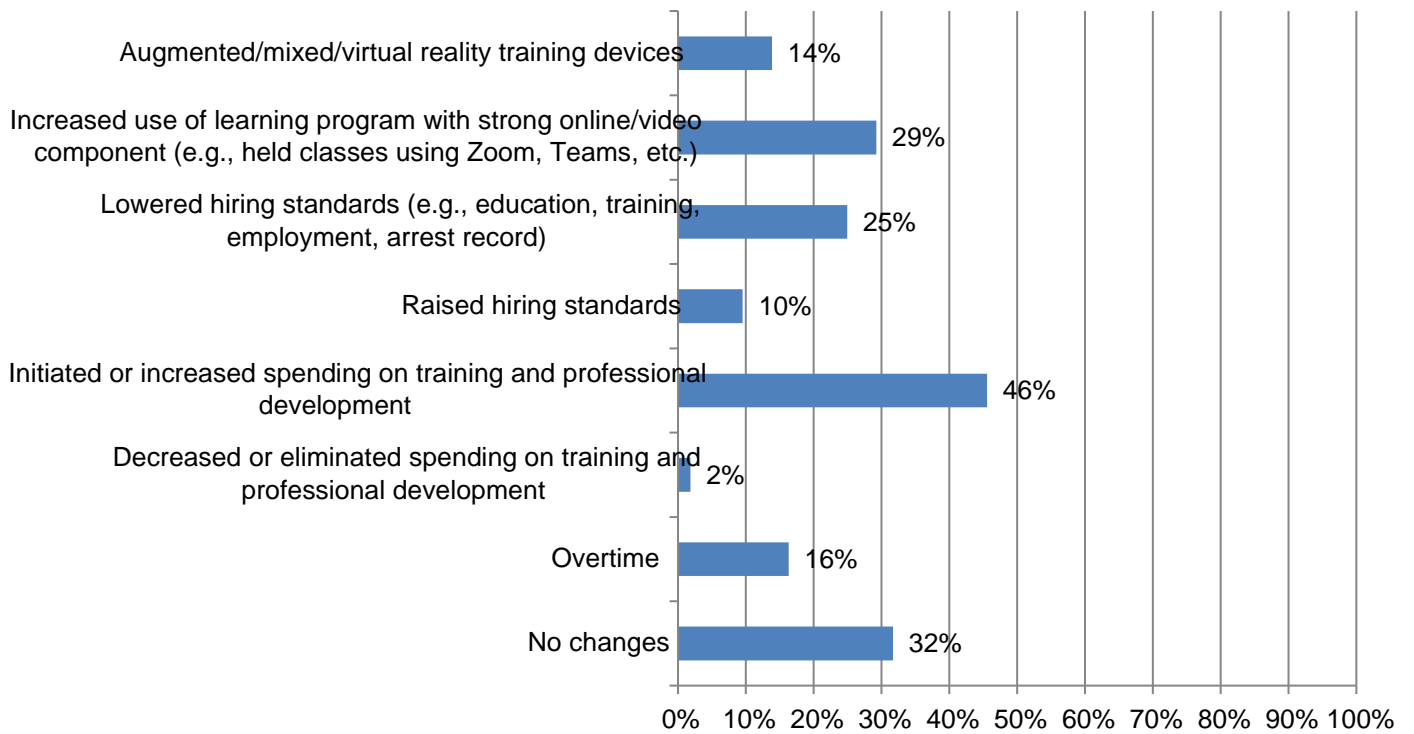
7. If you are having trouble filling positions, what are the reason(s)? (Mark all that apply) Responses 335



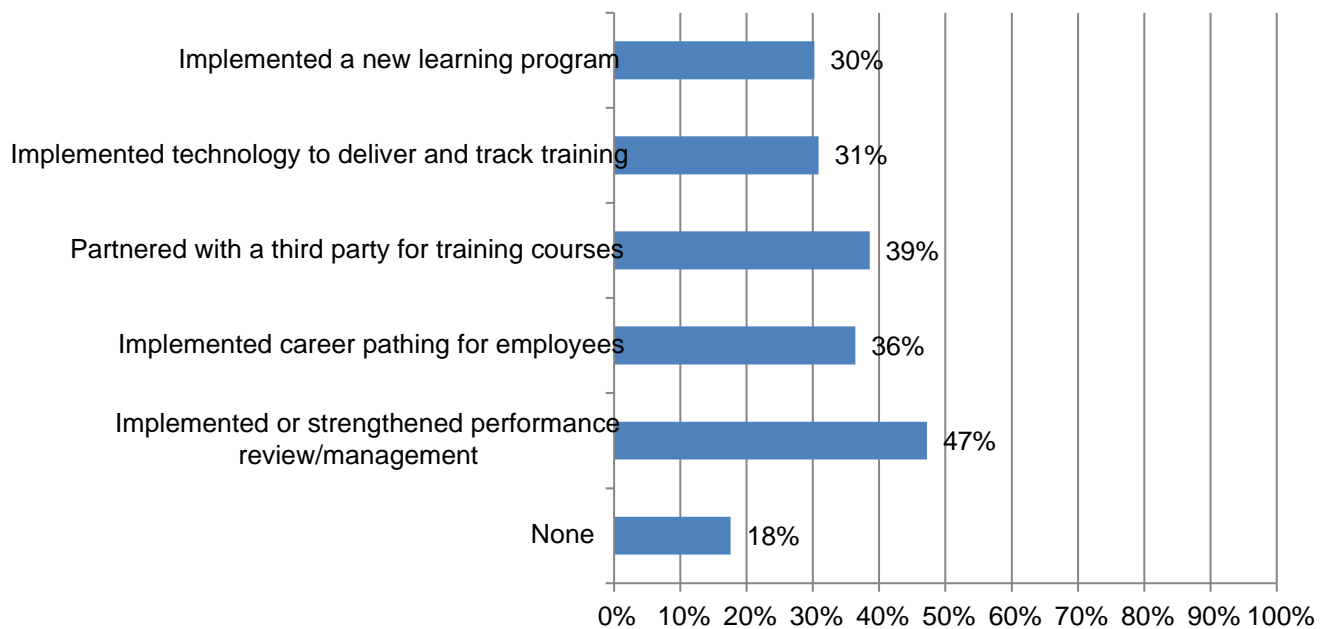
8. Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all that apply) Responses 334



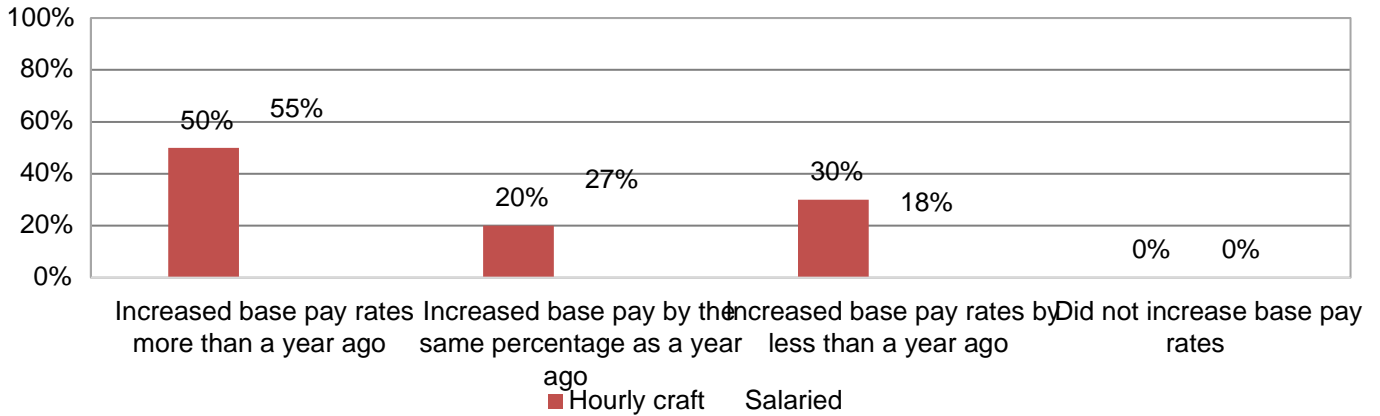
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 325



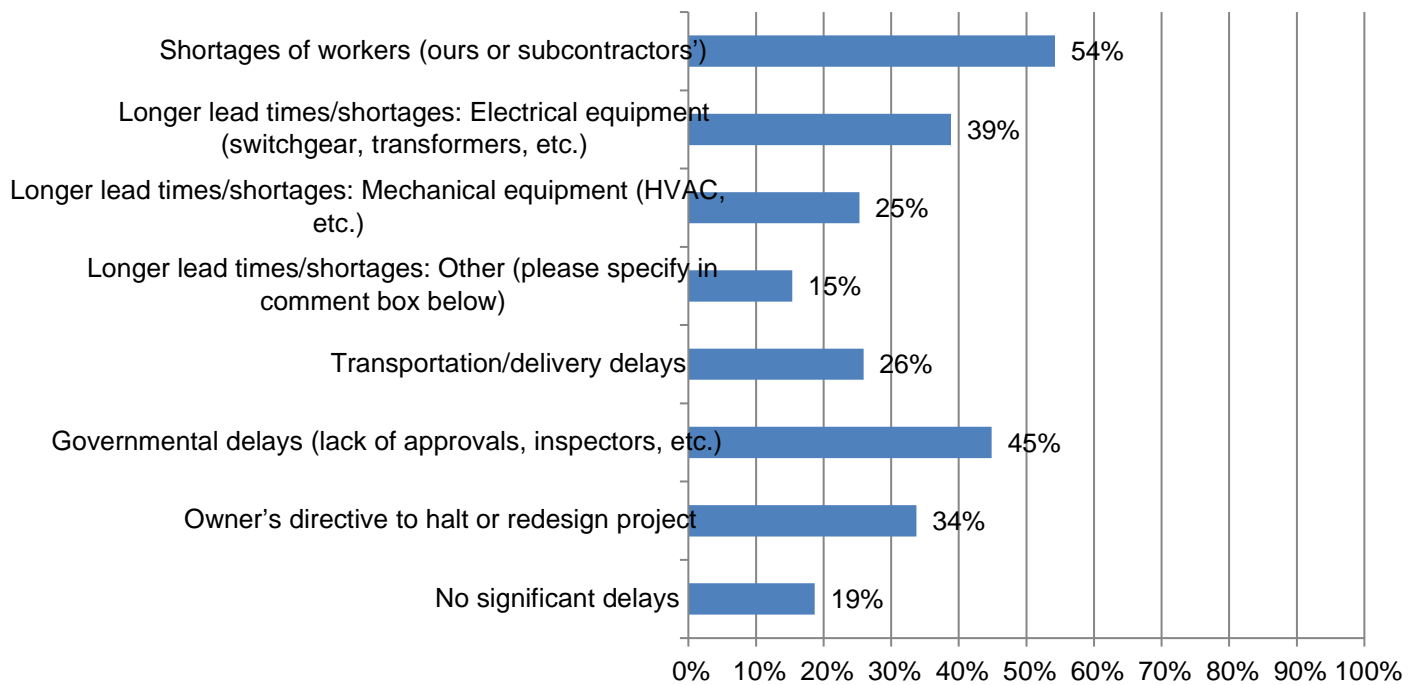
10. What techniques, if any, have you implemented to upskill employees? (Mark all that apply) Responses: 324



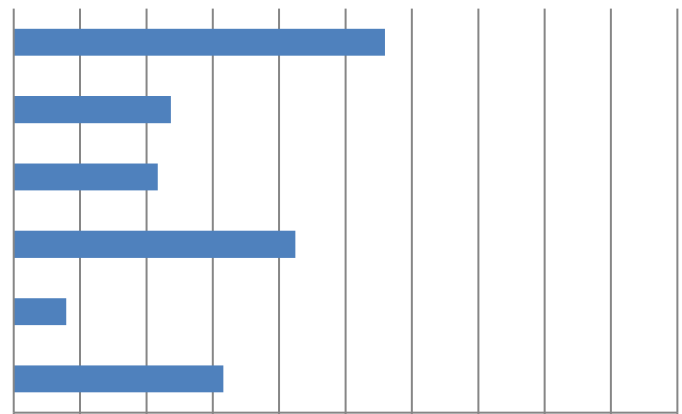
11. Has your firm adjusted pay and/or benefits for hourly craft, salaried personnel or both in the past 12 months? (Mark all that apply) Responses 249



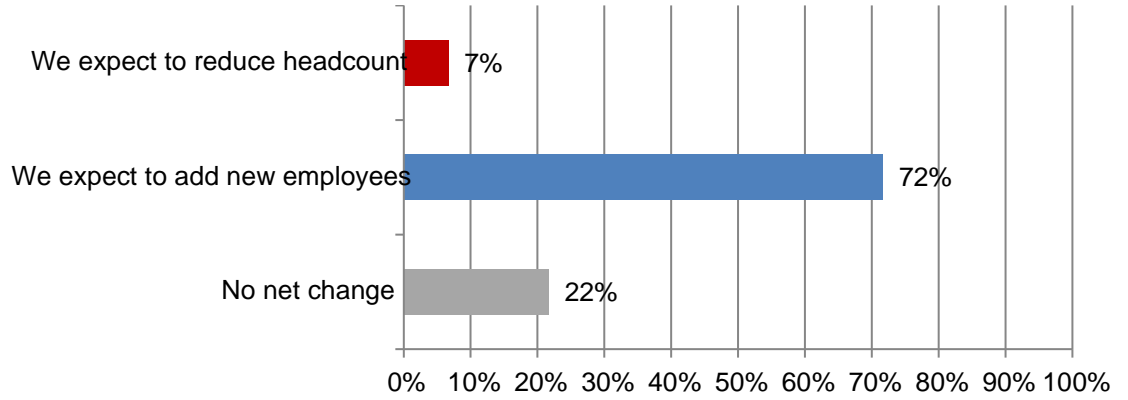
12. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses 332



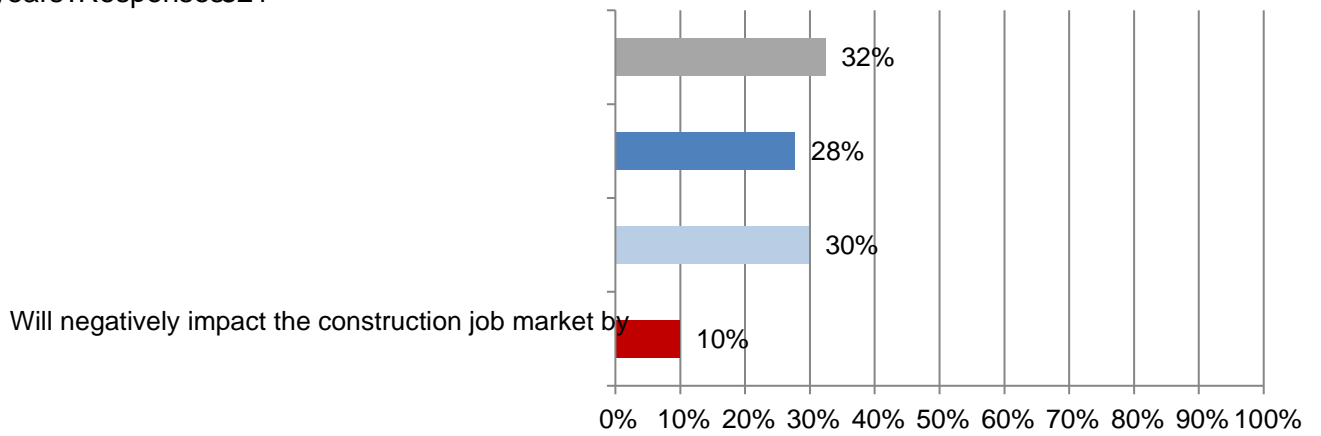
13. Did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses 325



14. How do you expect your firm's headcount to change in the next 12 months? Responses 300



15. Regarding AI and robotics, which statements do you believe when it comes to construction jobs in the next 5 years? Responses 321



16. How many total employees did your firm employ at all of its locations as of June 30, 2024? Responses 335

