

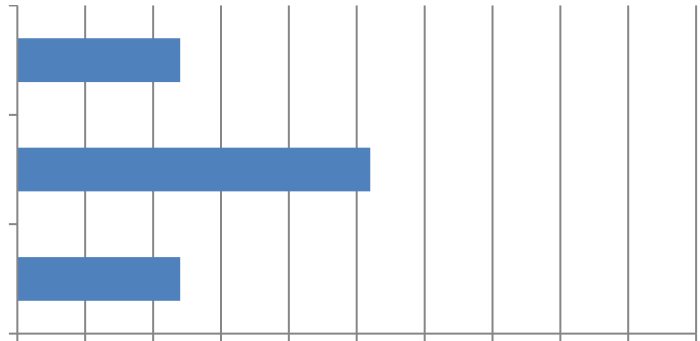


2023 Workforce Survey Results

Virginia Results

Total responses 25, but number varies by question.

1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 25

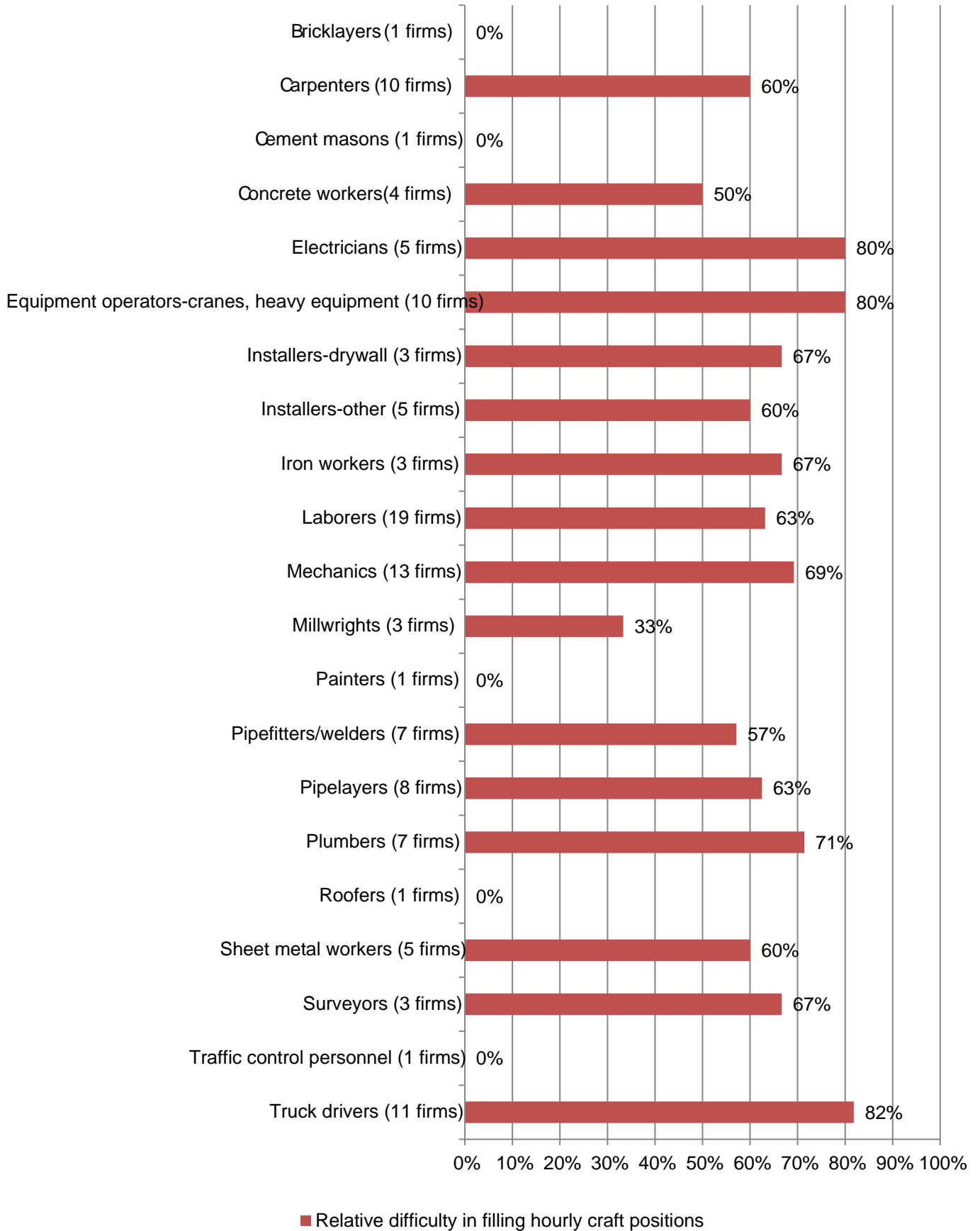


2. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 24 Salaried; 25 Craft

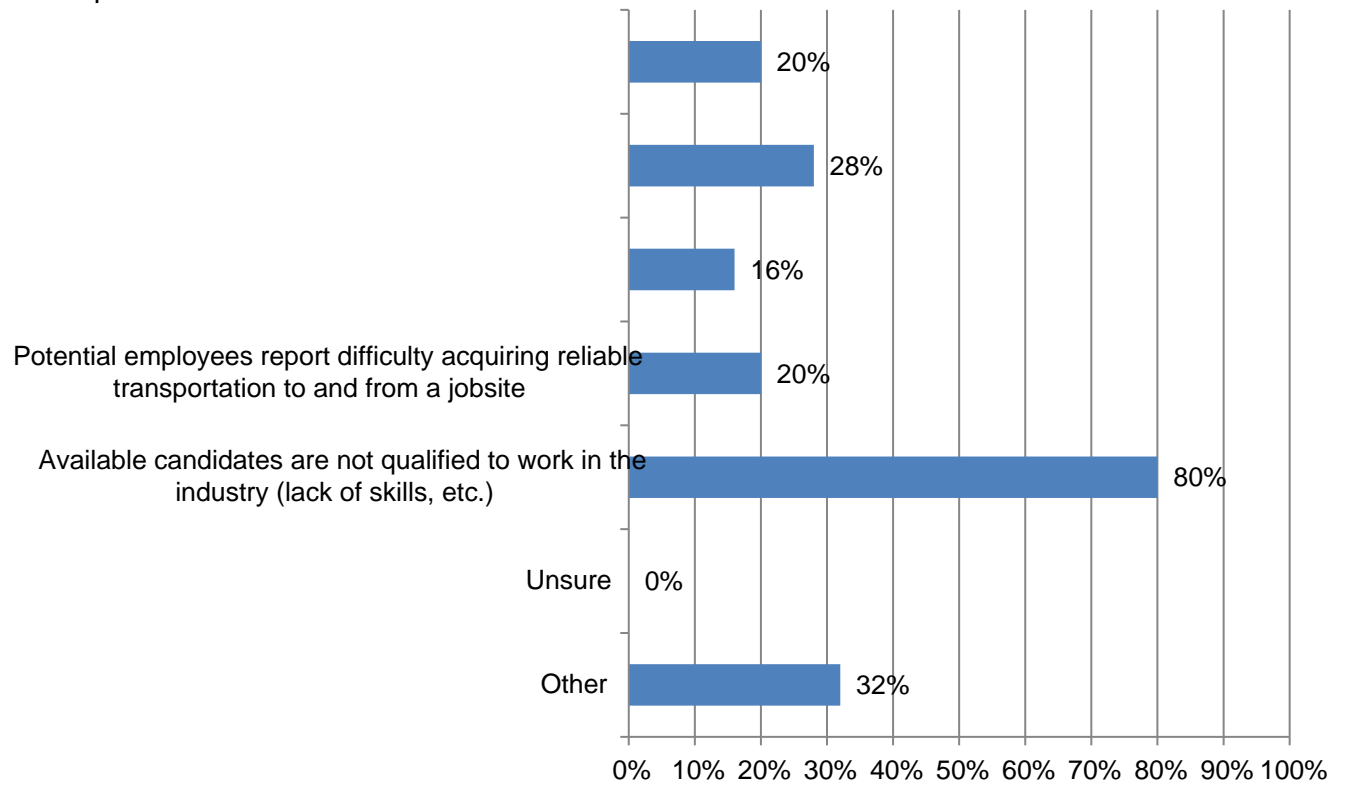
3. Describe your difficulty in filling open positions: Responses: 24 Salaried; 25 Craft

4. How many unfilled hourly craft osalaried

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). Response 25

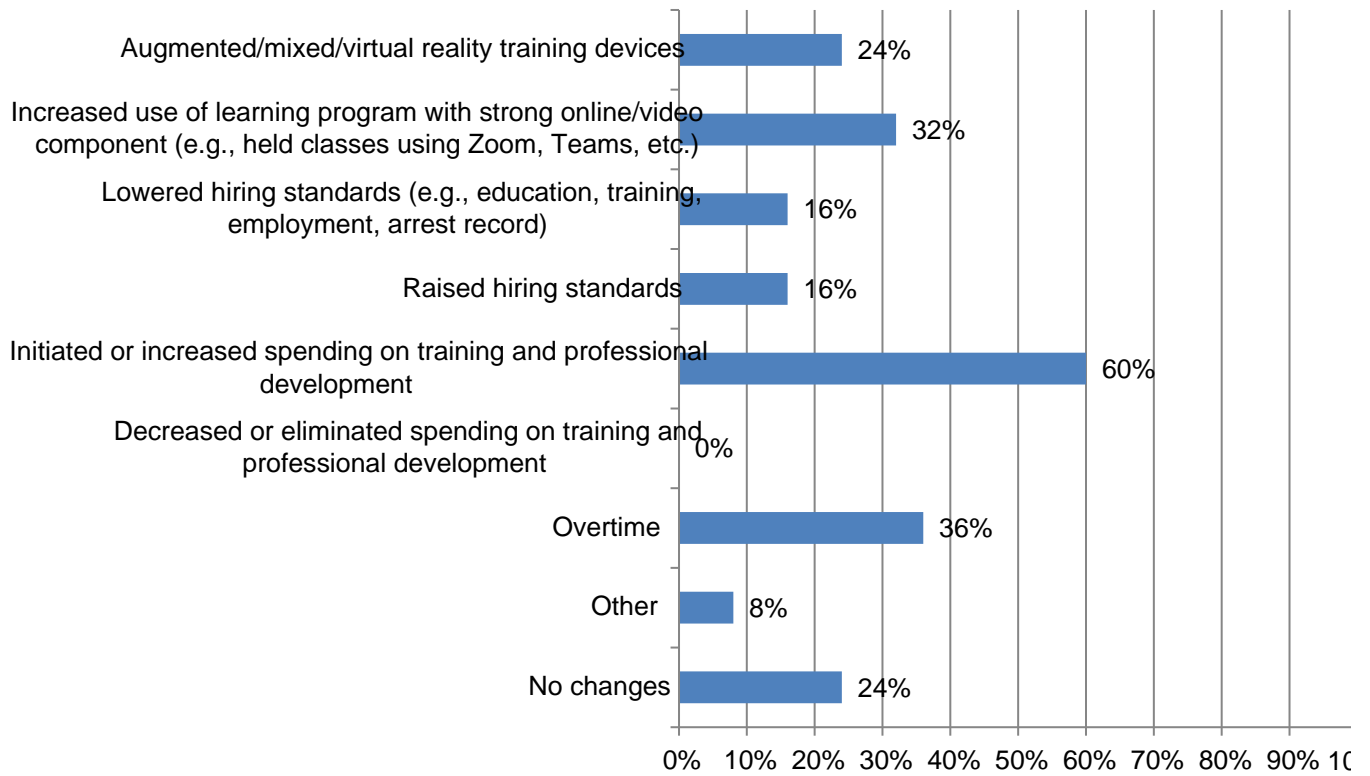


7. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply)
Responses: 25

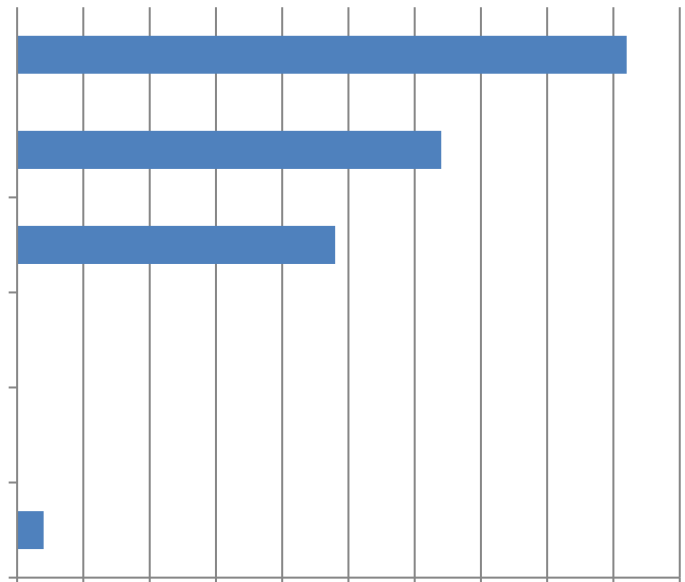


8. Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all that apply) Responses: 25

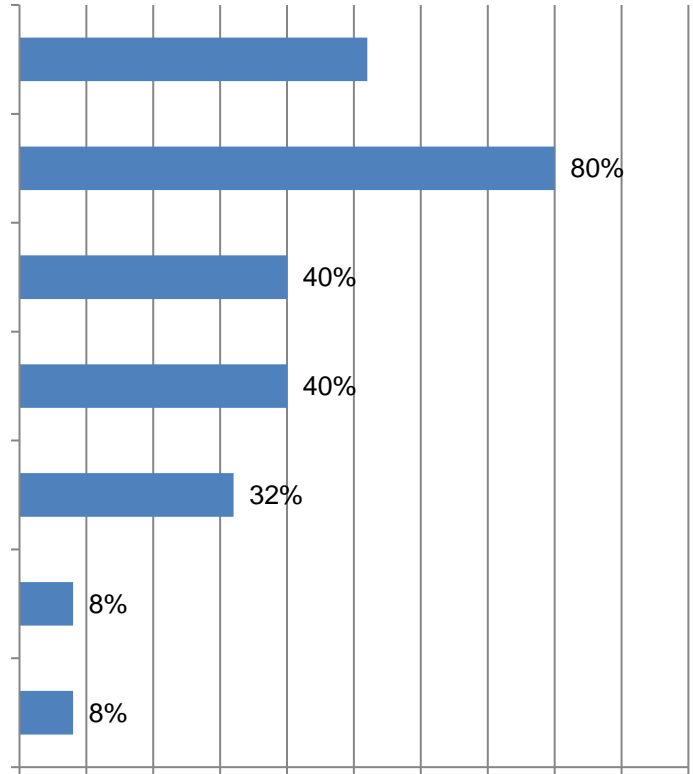
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses 25



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 25



11. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 25



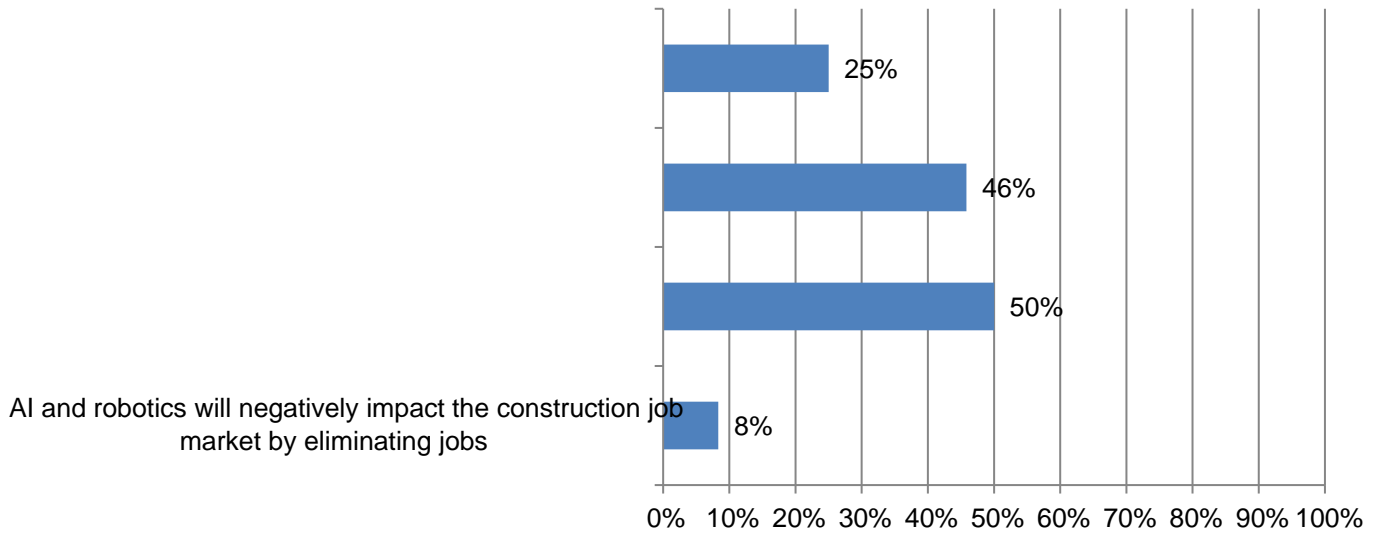
12. Did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 25

13. What is your firm's current policy regarding office work? (Mark all that apply) Responses: 24

14. Has your firm's office work policy changed in the past 12 months? Responses: 25

15. How do you expect your firm's headcount to change in the next 12 months? (Mark all that apply) Responses: 25

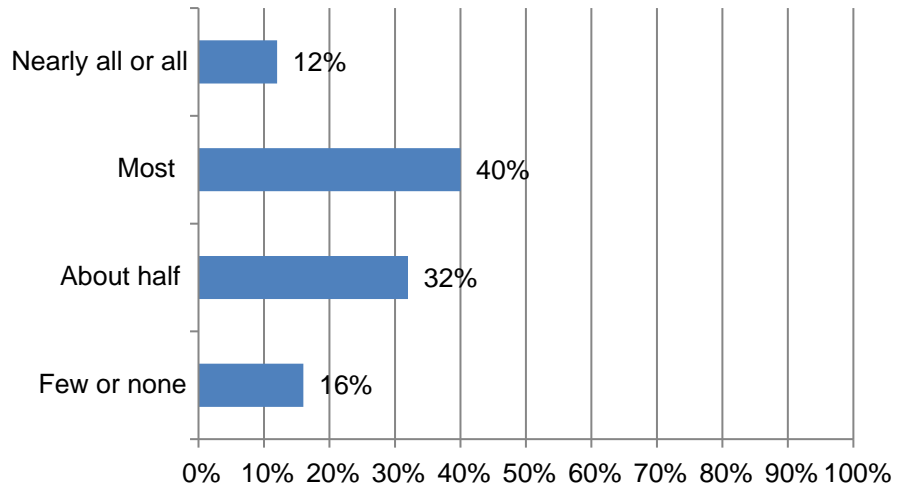
16. Regarding AI and robotics, which statements do you believe when it comes to construction jobs in the next years? (Mark all that apply). Responses: 24



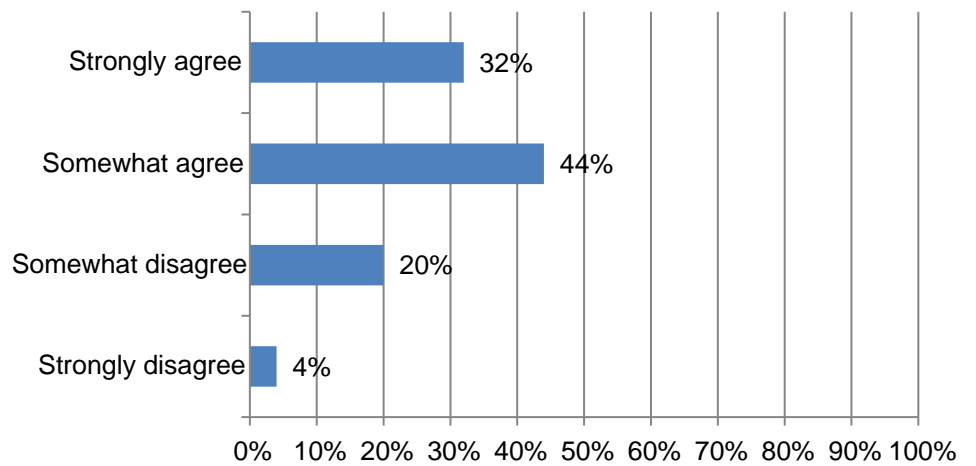
17. Do you agree or disagree that employees at my firm increasingly need digital technology skills to be successful in their roles? Responses: 25

18. Do you agree or disagree that diversifying the current workforce at my firm is critical to strengthening our future business? Responses: 25

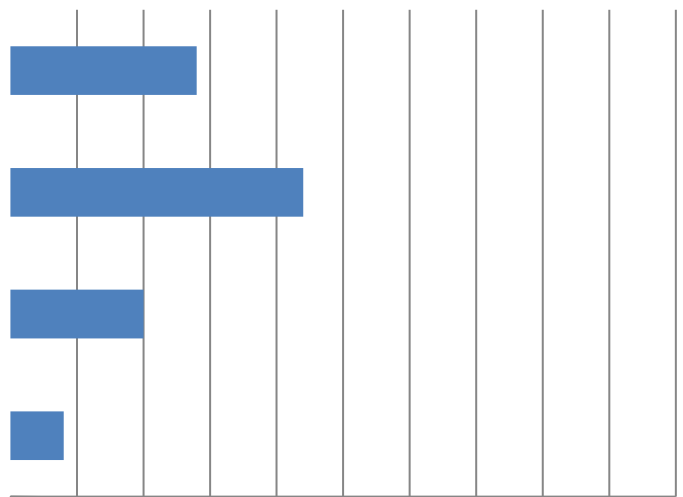
19. What proportion of the new hires at your firm come prepared with the requisite digital technology skills on day one? Responses 25



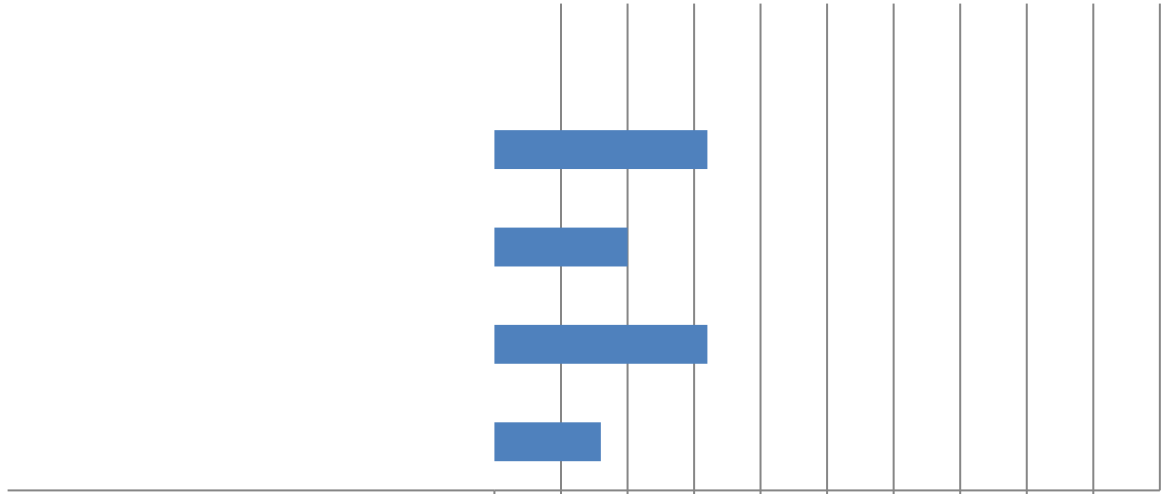
20. Do you agree or disagree that the use of cutting edge technology helps me recruit talent into my firm? Responses 25



21. How many total employees does your firm employ at all of its locations as of June 30, 2022? Responses 25



22. What percentage of your firm's employees as of June 30, 2023 were female? Responses: 25



23. What percentage of your firm's current workforce do you expect will retire in the next 10 years? Responses: 25

24. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 25

