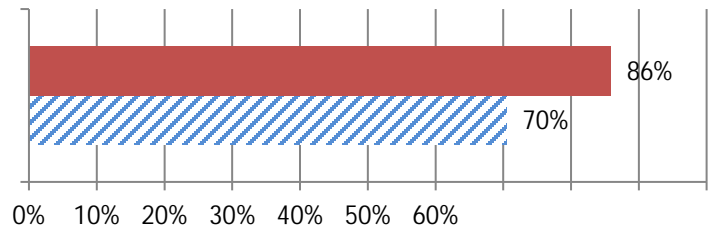
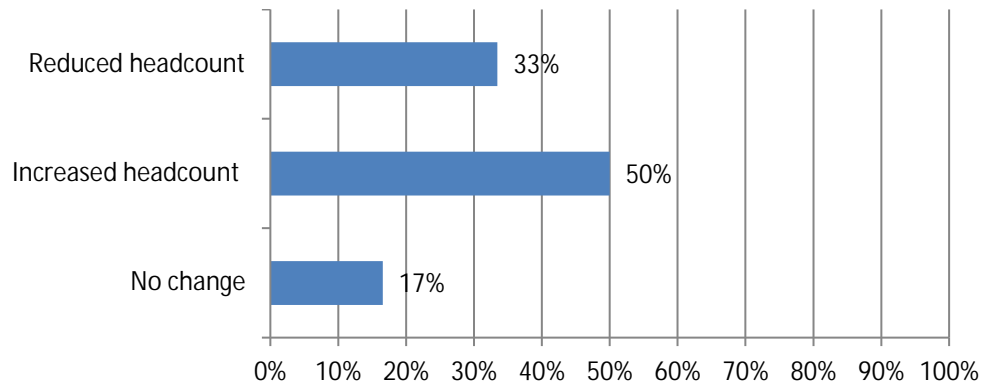




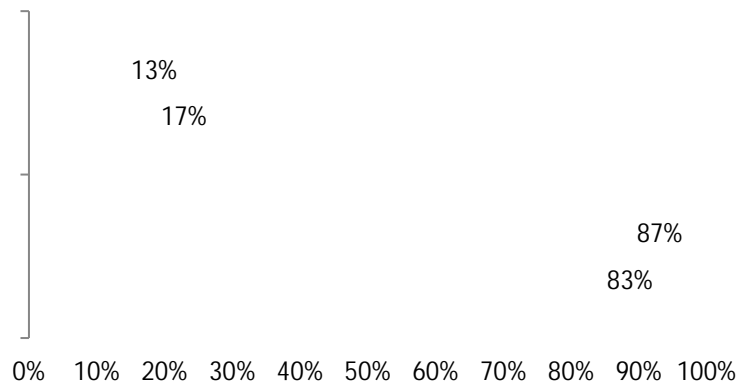
2023 Workforce Survey Results

West Results

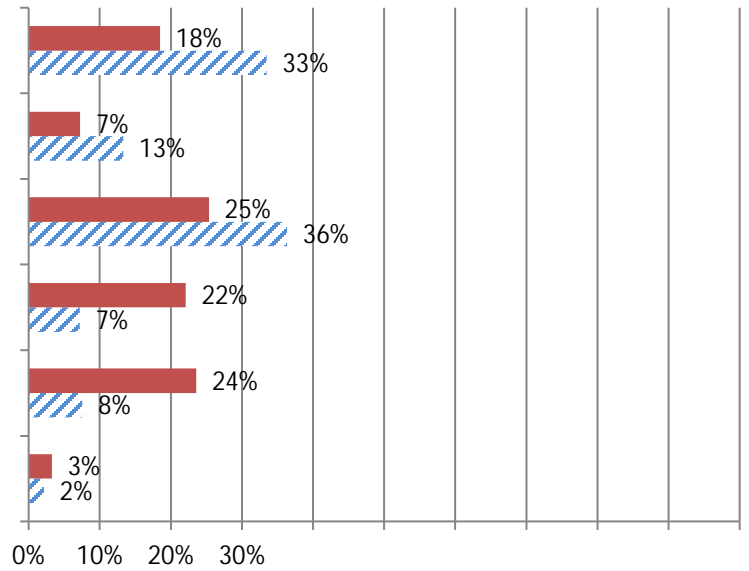
1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 278



3. Describe your difficulty in filling open positions: Responses: 274 Salaried; 275 Craft



4. How many unfilled hourly craft or salaried positions did you have on June 30, 2023? Responses: 278 Salaried; 276 Craft



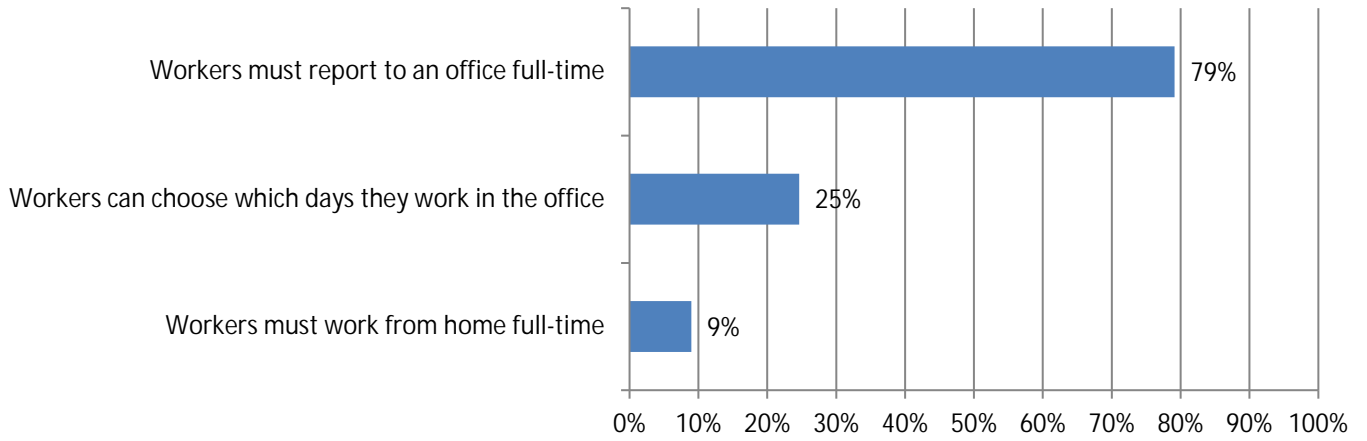
5. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply): 267

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). Responses: 269

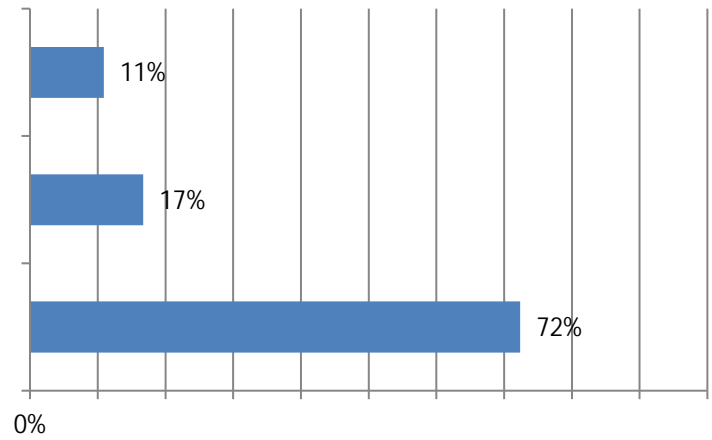
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 268

10. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (rk al10.004

13. What is your firm's current policy regarding office workers? (Mark all that apply) Responses: 268



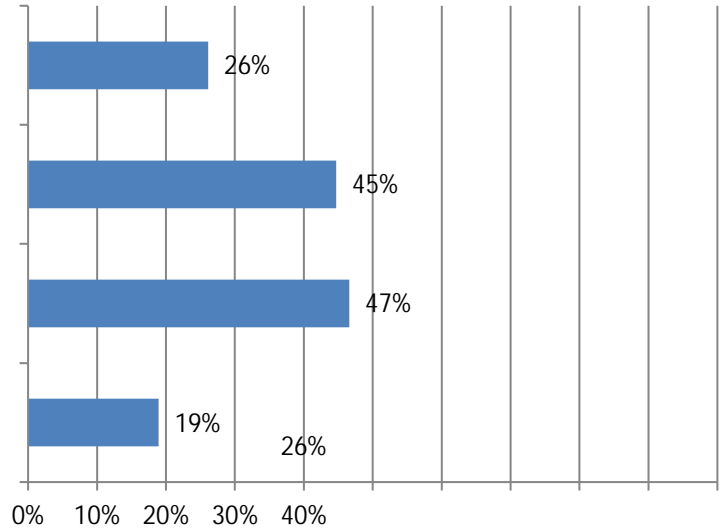
14. Has your firm's office-work policy changed in the past 12 months? Responses: 275



15. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 278

0%

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: 264



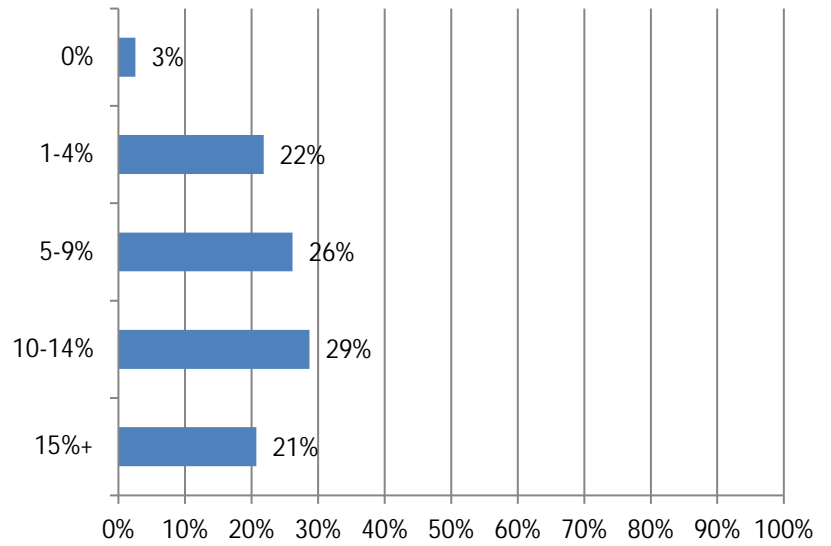
17. Do you agree or disagree that employees at my firm increasingly need digital technology skills to be successful in their roles? Responses: 276

18. Do you agree or disagree that diversifying the current workforce at my firm is critical to strengthening our future business? Responses: 274

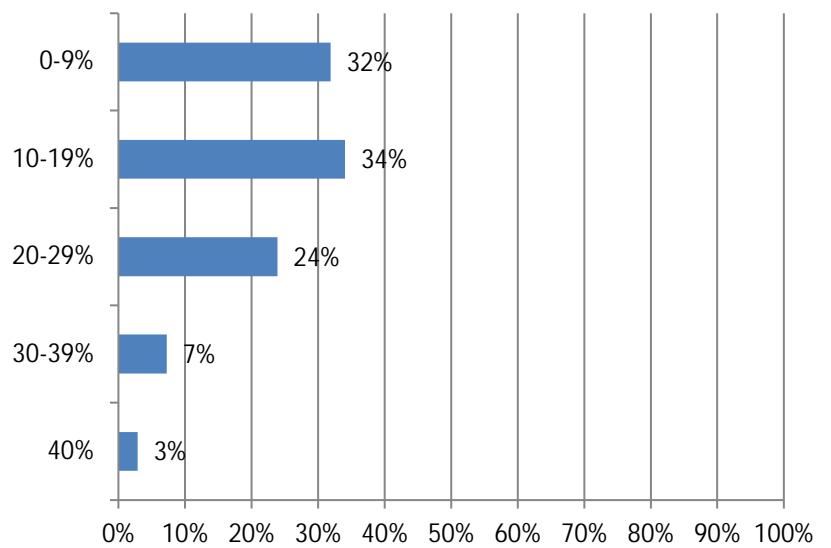
19. What proportion of the new hires at your firm come prepared with the requisite digital technology skills on day one? Responses: 276

20. Do you agree or disagree that the use of cutting-edge technology is essential for success in the current market? Responses: 137988

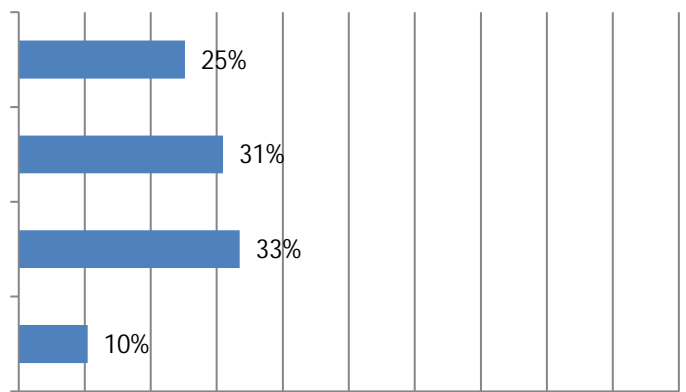
22. What percentage of your firm's employees as of June 30, 2023 were female? Responses: 275



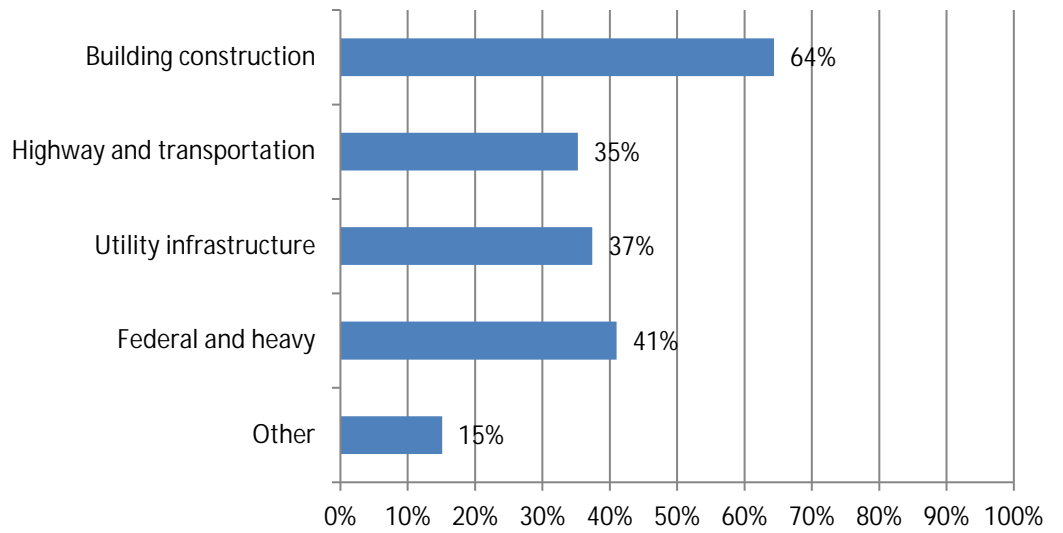
23. What percentage of your firm's current workforce do you expect will retire in the next 10 years? Responses: 276



24. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 278



25. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 278



26. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 275

