



AGC
THE CONSTRUCTION
ASSOCIATION

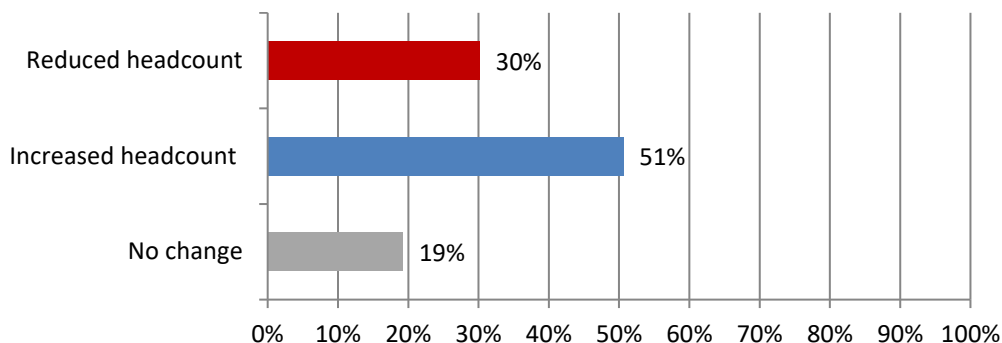
ARCORO
TRANSFORMING HR FOR CONSTRUCTION

2024 Workforce Survey Results

National 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

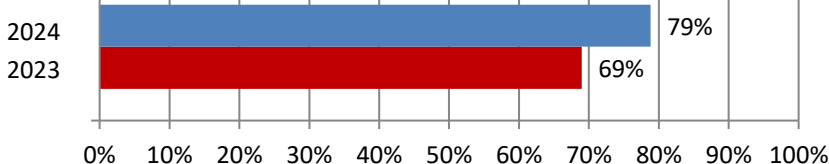


2. Do you currently have an open hourly craft or salaried position? Responses: 2024: 1,185 Salaried, 995 Craft; 2023: 1,149 Salaried, 1,101 Craft

% of firms with openings for hourly craft positions

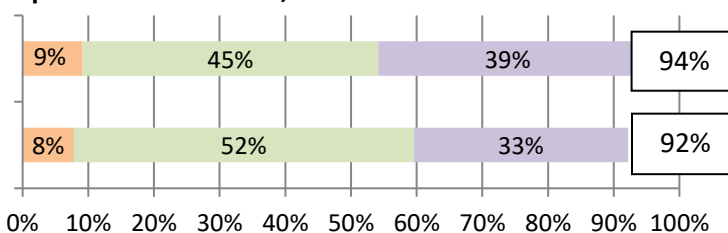


% of firms with openings for salaried positions

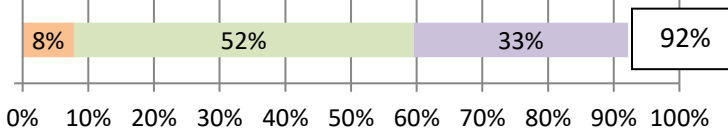


3. Describe your difficulty in filling open positions: Responses: 931 Salaried; 934 Craft

% of firms having difficulty filling hourly craft positions

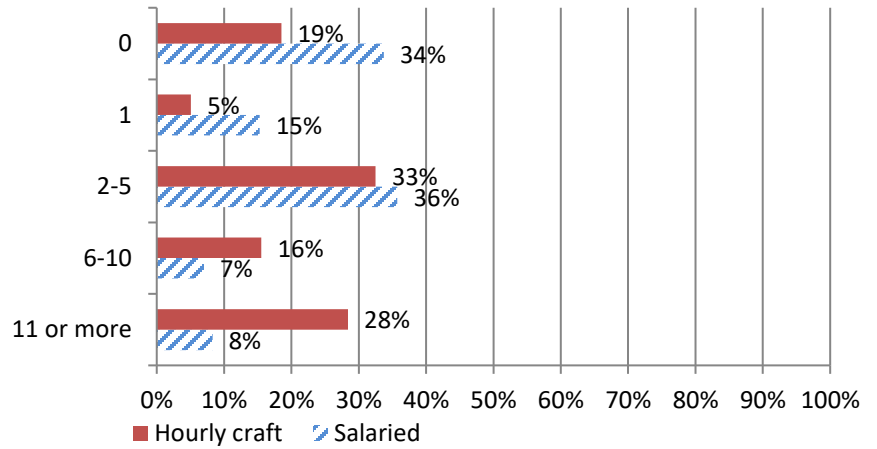


% of firms having difficulty filling salaried positions

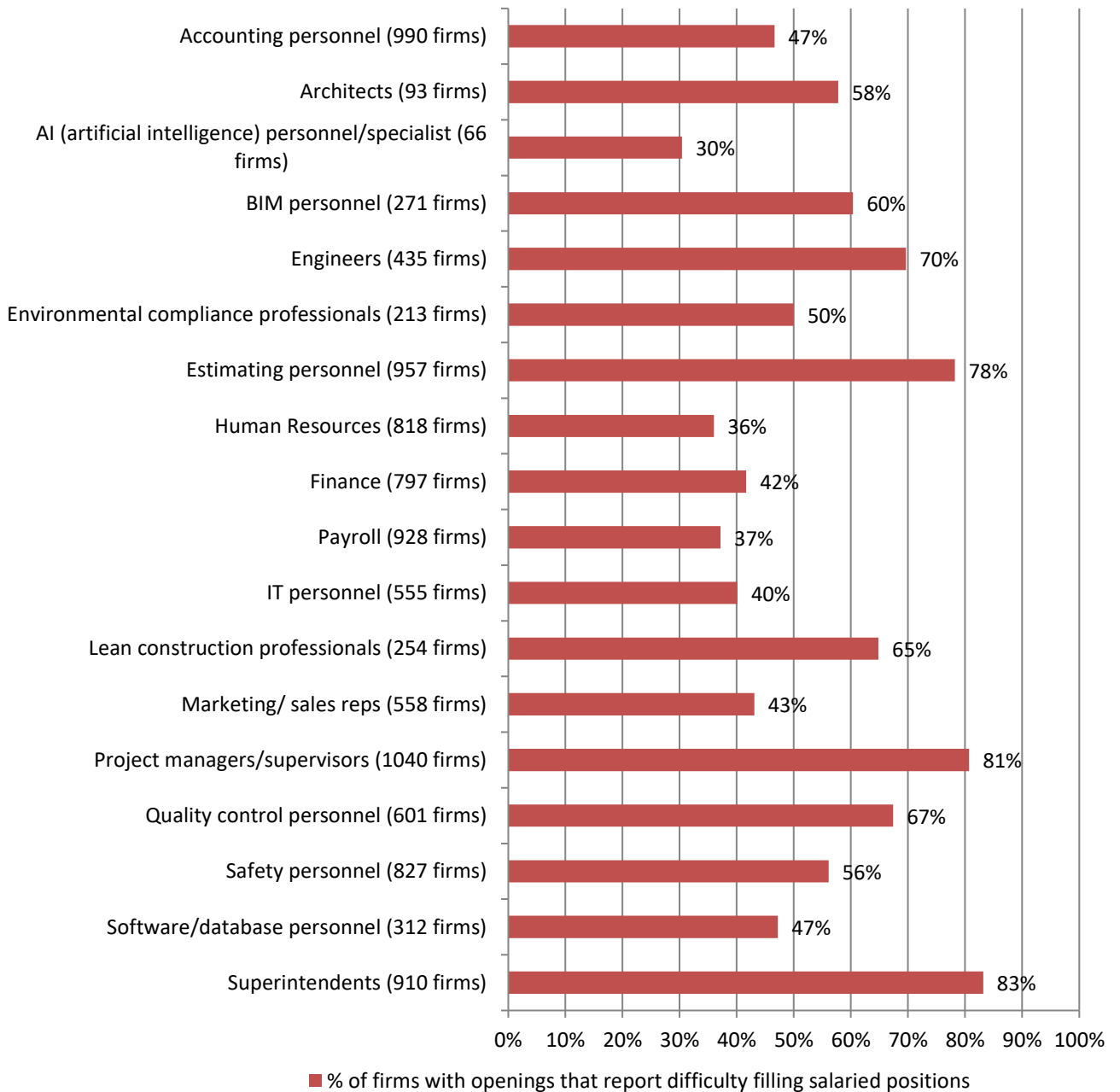


■ Less hard than a year ago
 ■ As hard as a year ago
 ■ Harder than a year ago

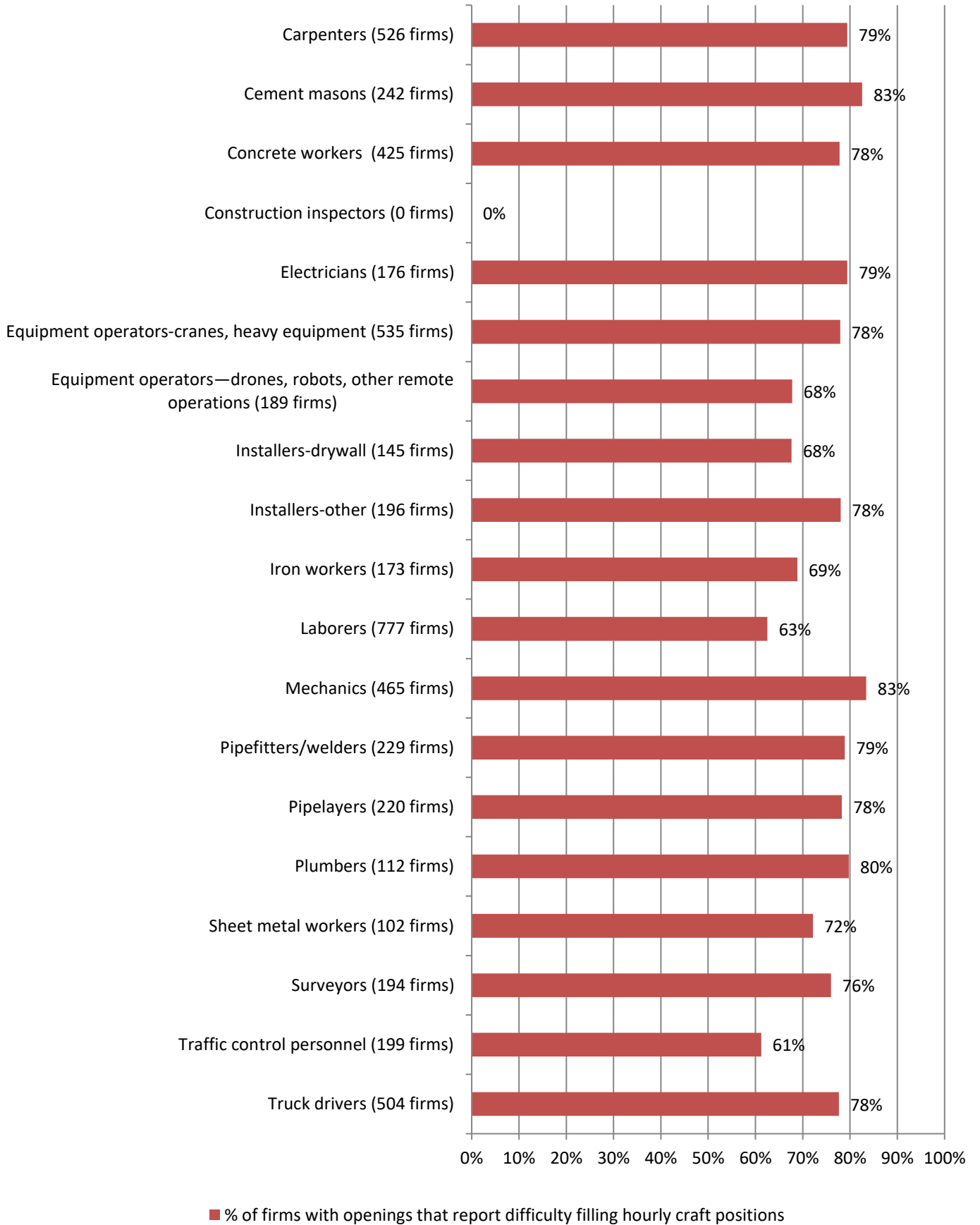
4. How many unfilled hourly craft or salaried positions did you have on June 30, 2024? Responses: 1,184 Salaried; 1,043 Craft



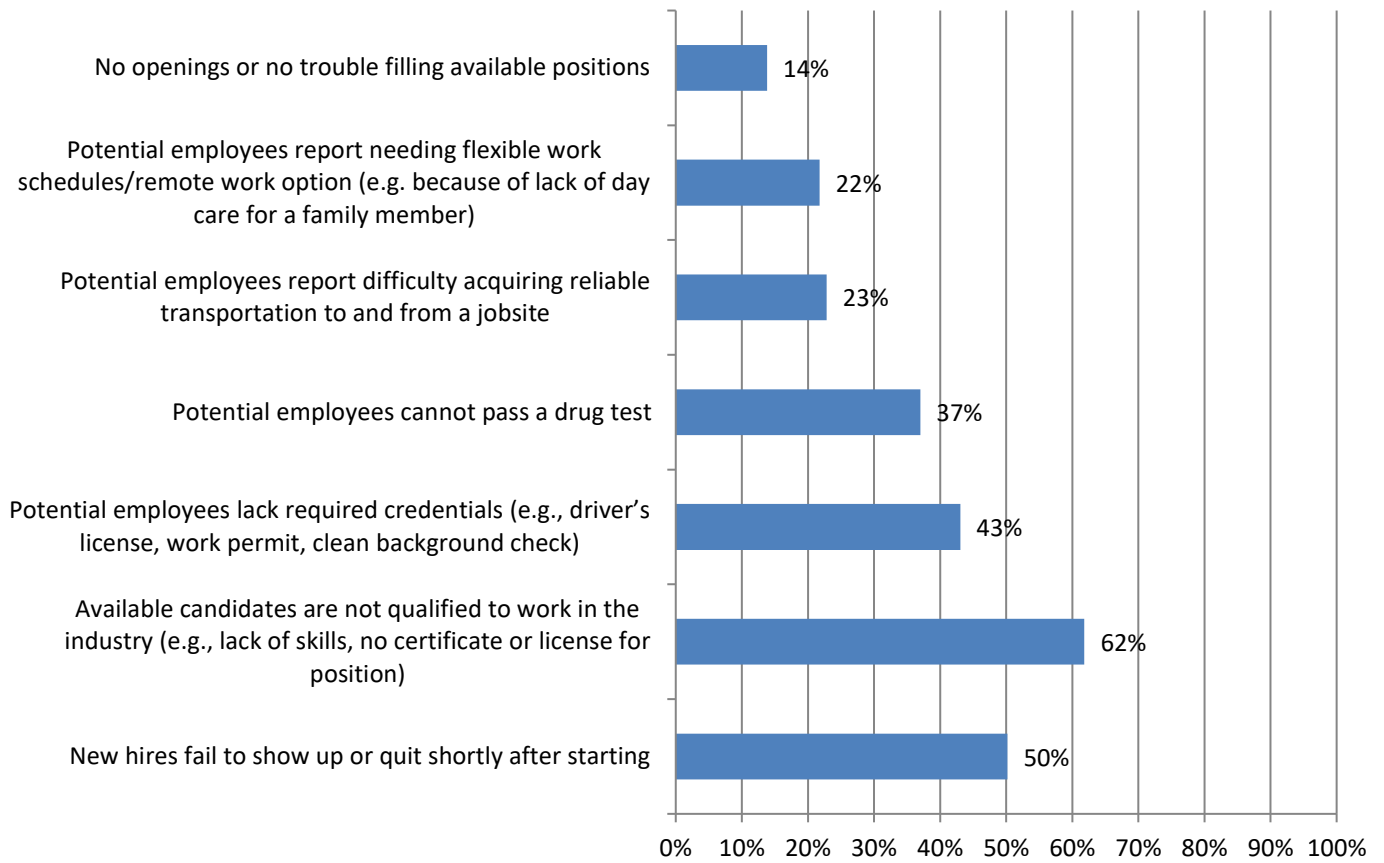
5. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply)



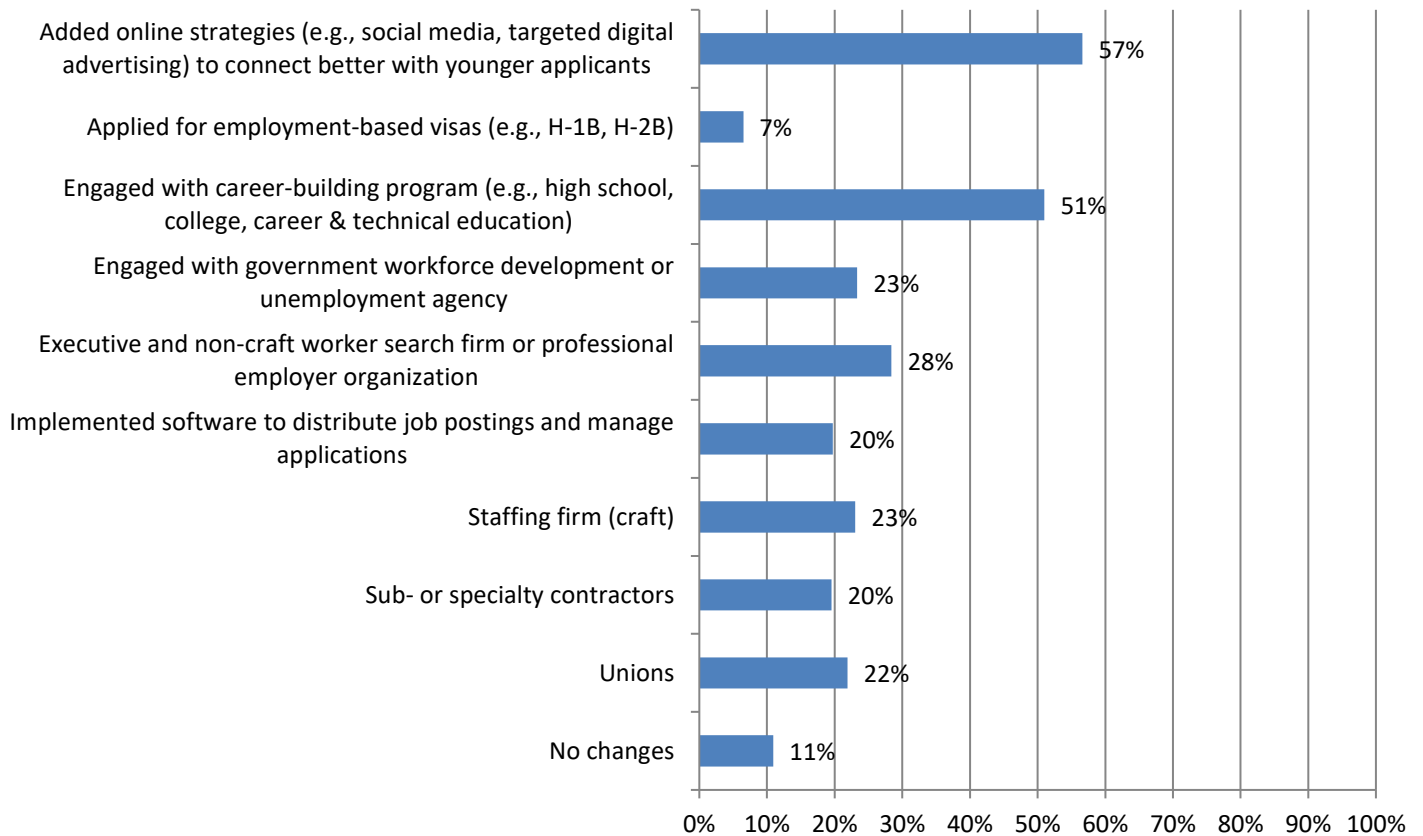
6. If your firm is having trouble filling hourly craft positions, please indicate all the position types you are having trouble filling (Mark all that apply).



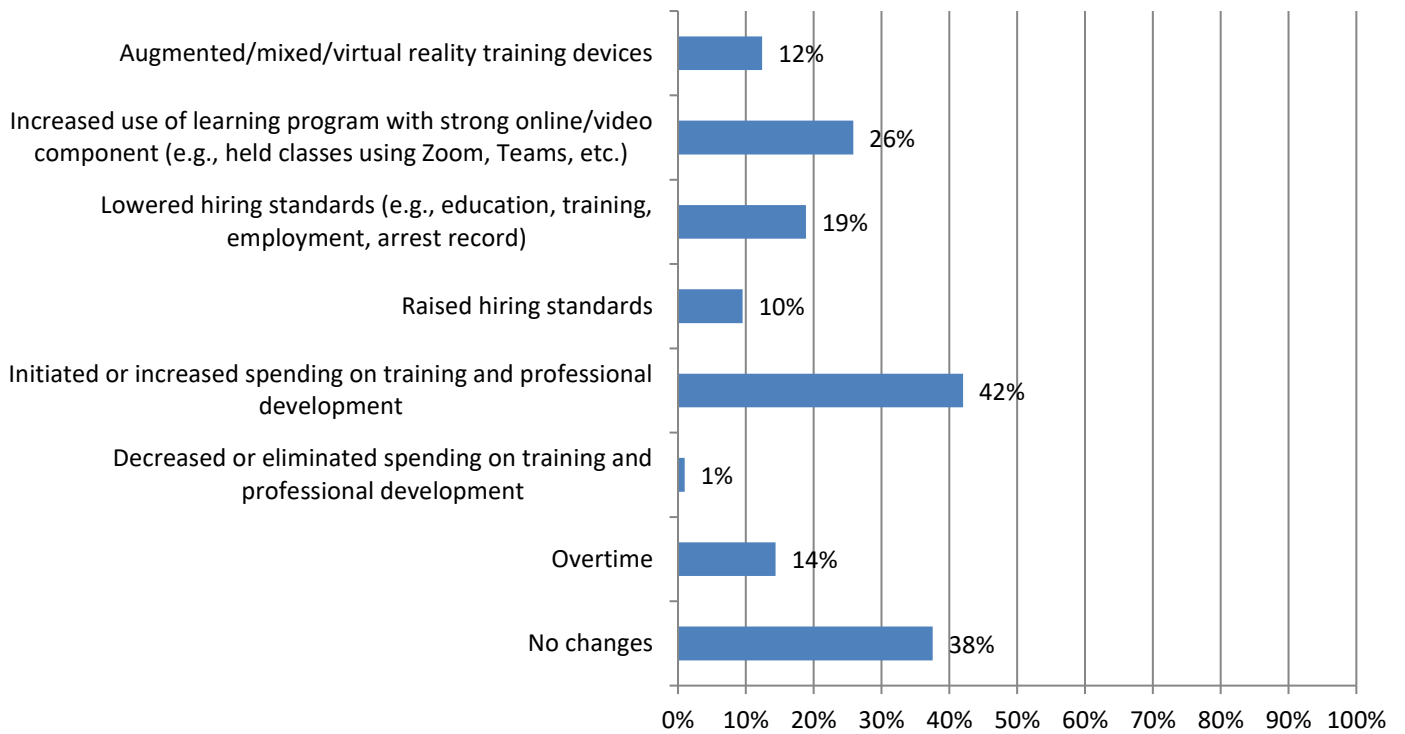
7. If you are having trouble filling positions, what are the reason(s)? (Mark all that apply) Responses: 1,108



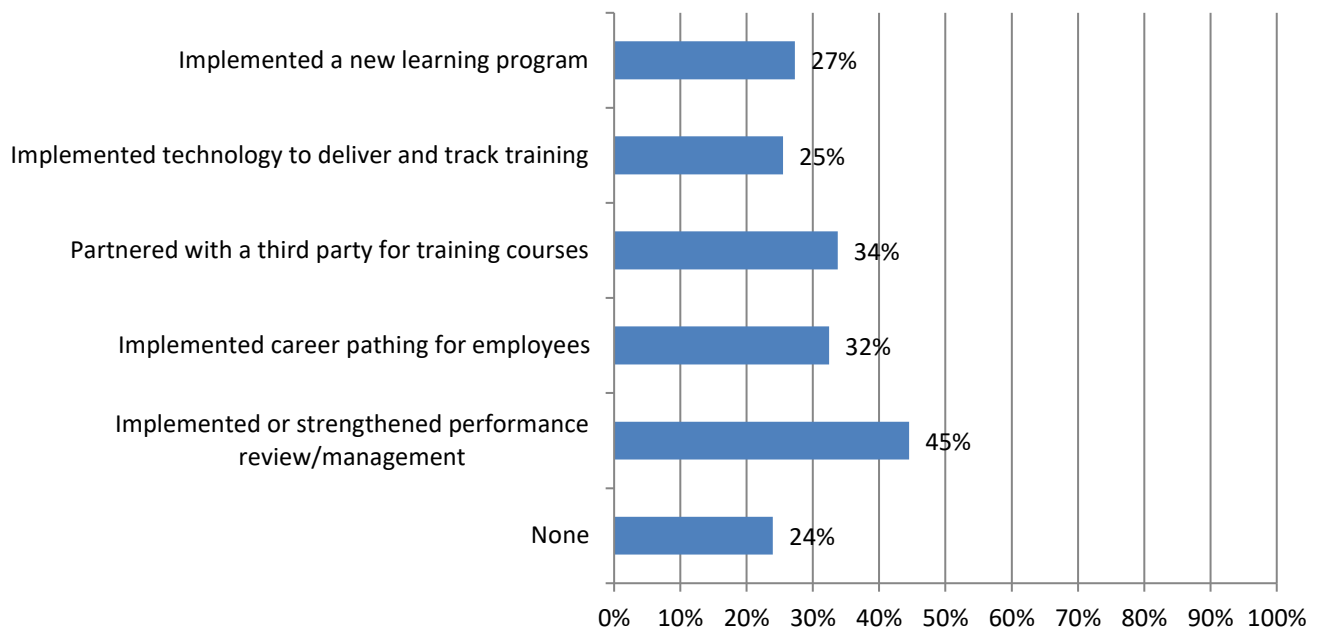
8. Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all that apply) Responses: 1,106



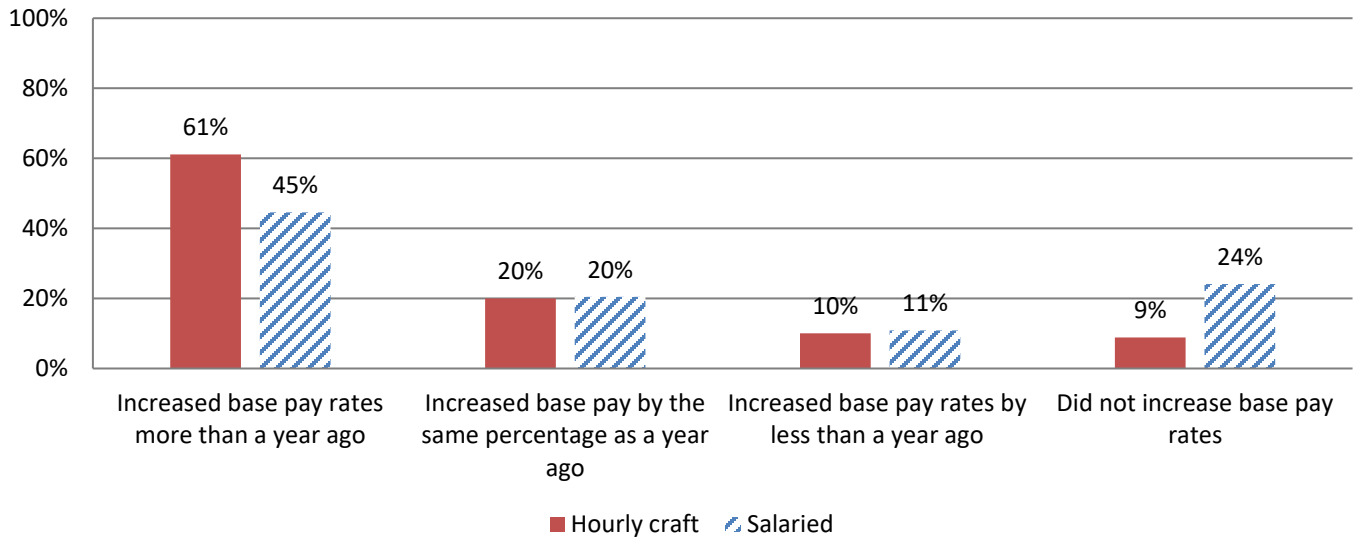
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 1,007



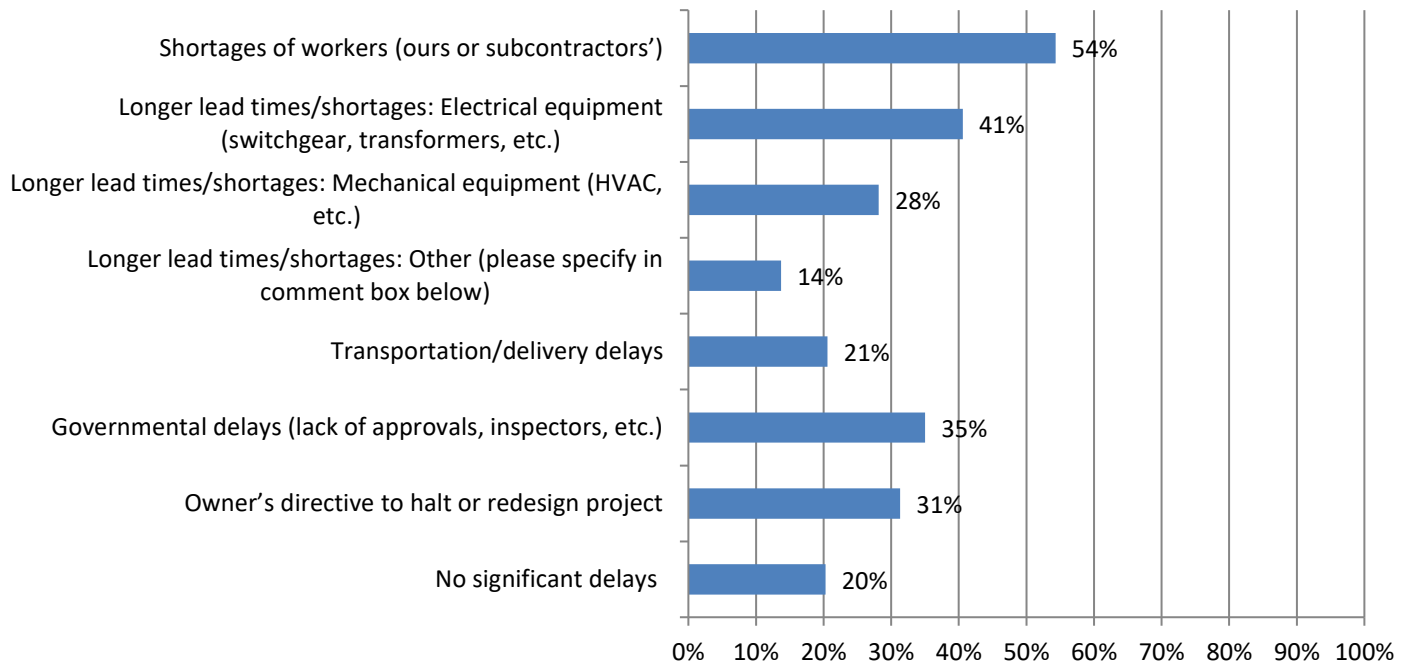
10. What techniques, if any, have you implemented to upskill employees? (Mark all that apply) Responses: 993



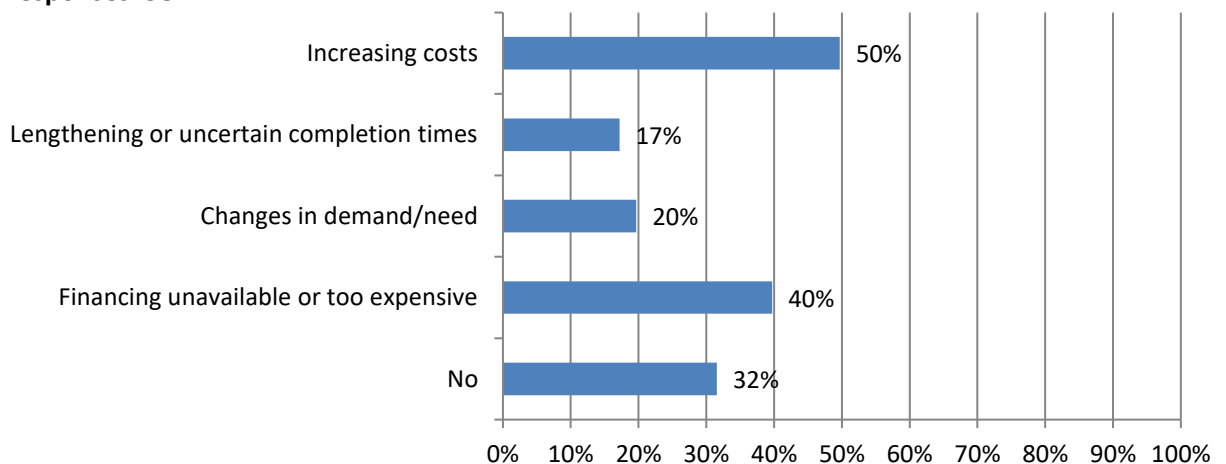
11. Has your firm adjusted pay and/or benefits for hourly craft, salaried personnel or both in the past 12 months? (Mark all that apply) Responses: 1,006



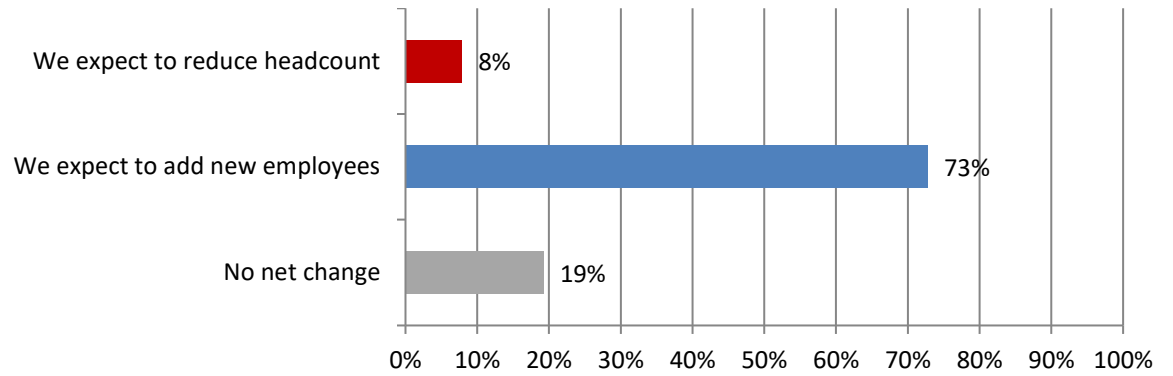
12. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 1,005



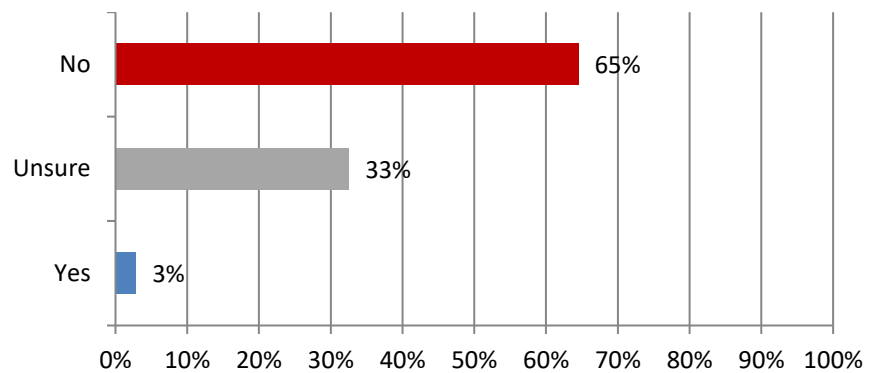
13. Did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 982



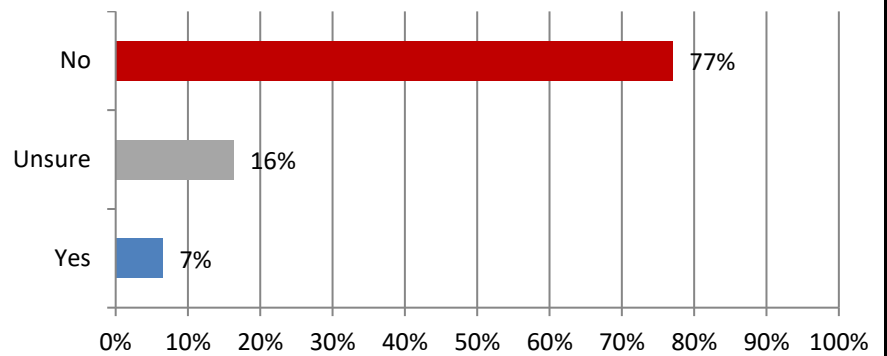
14. How do you expect your firm's headcount to change in the next 12 months? Responses: 908



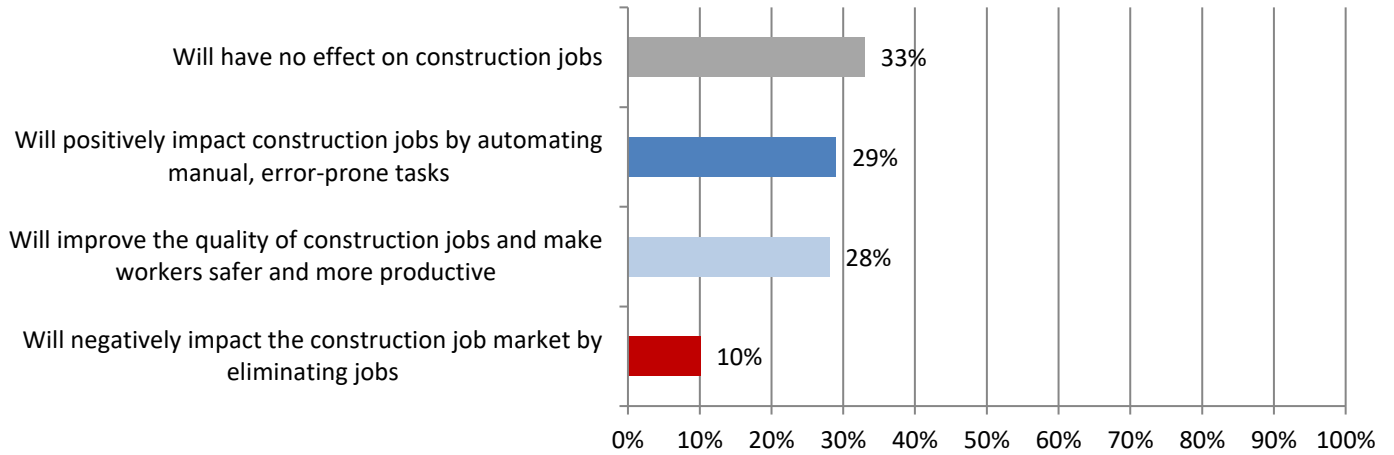
15. Does your firm employ individuals who are authorized to work in the U.S as part of the Deferred Action for Childhood Arrivals (DACA, or Dreamers) program or the Temporary Protected Status program? Responses: 1,001



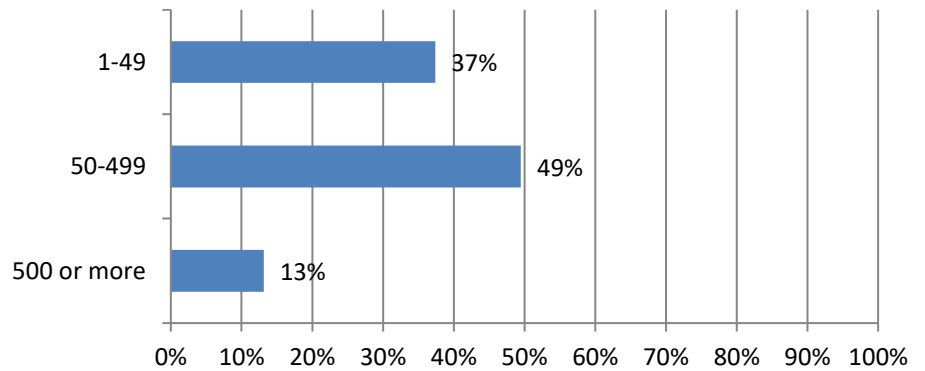
16. Does your firm use the H-2B visa program or other temporary work visa programs to secure either salaried or hourly employees? Responses: 1,004



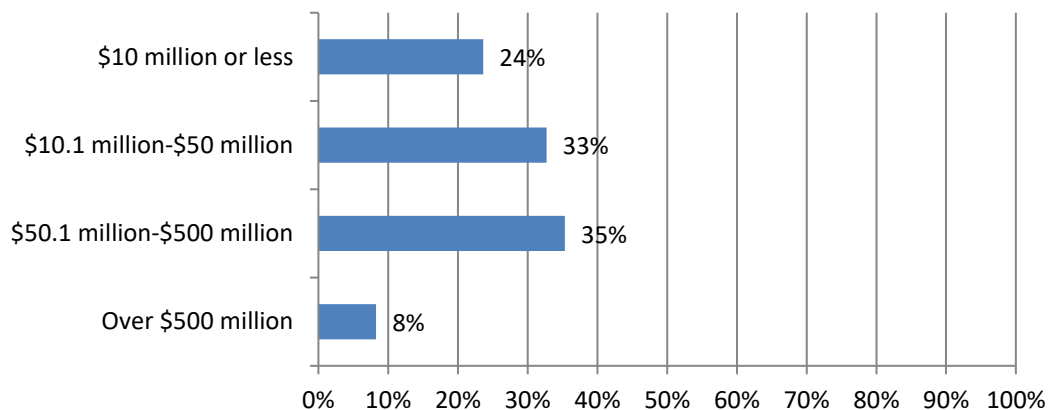
17. Regarding AI and robotics, which statements do you believe when it comes to construction jobs in the next 5 years? Responses: 974



18. How many total employees did your firm employ at all of its locations as of June 30, 2024? Responses: 990

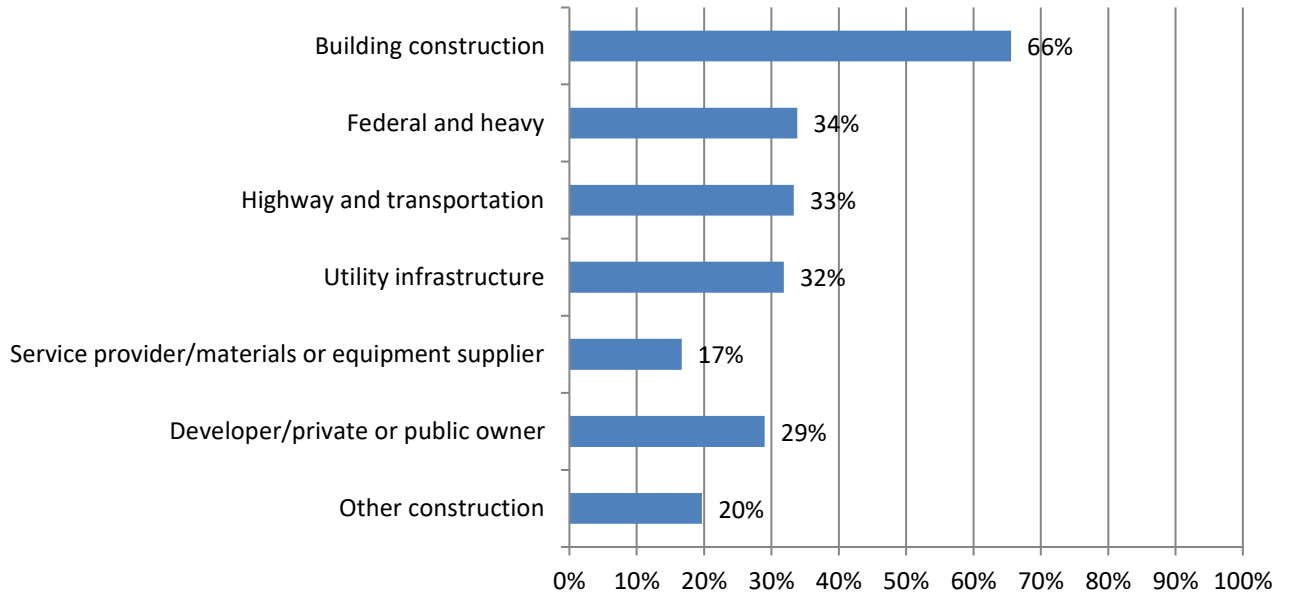


19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 990



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

Responses: 990



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

Responses: 966

