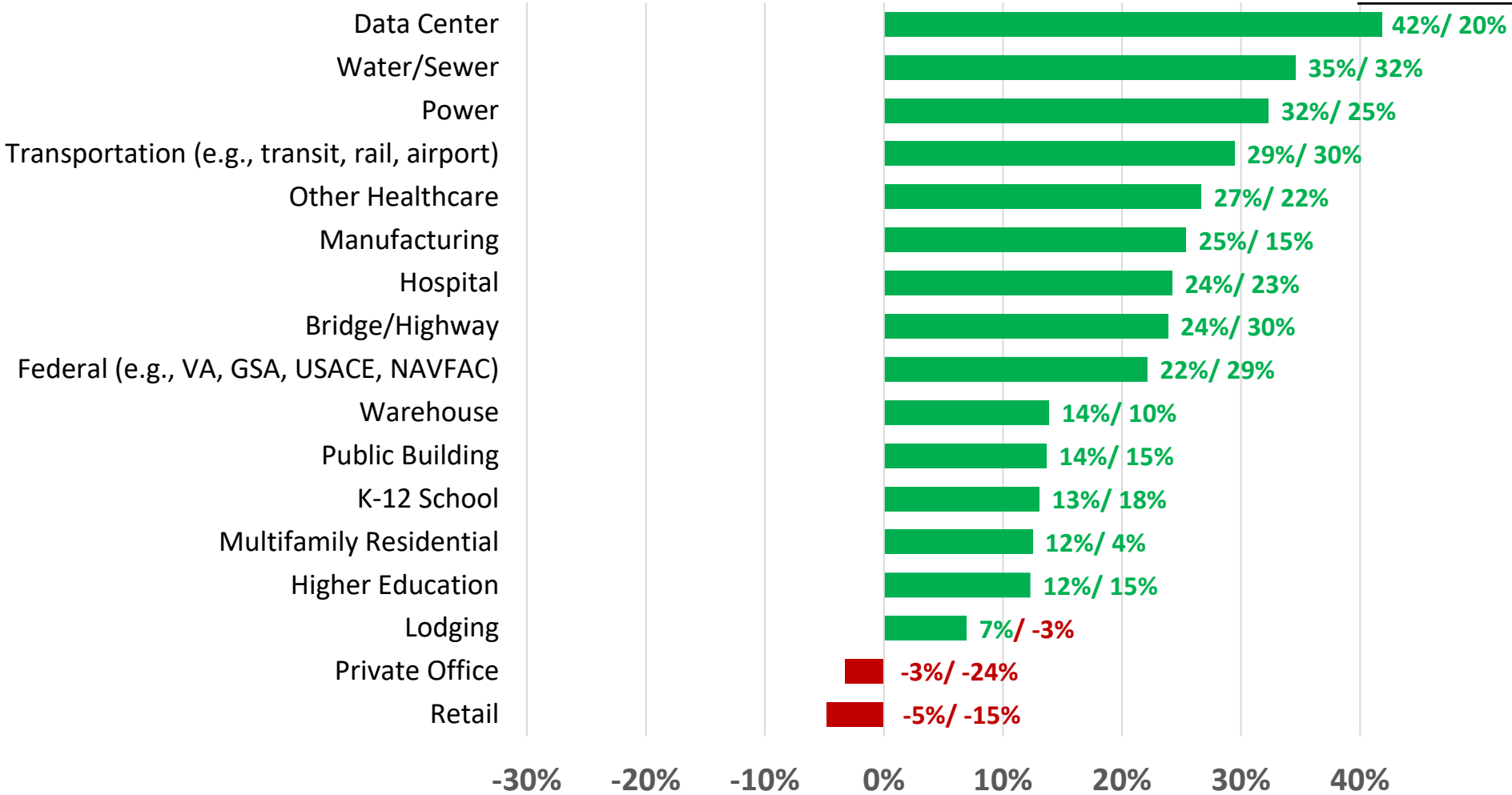


# Net\* % who expect value of projects to be higher/lower than in previous year

\* Net = % expecting higher value - % expecting lower value than in previous year

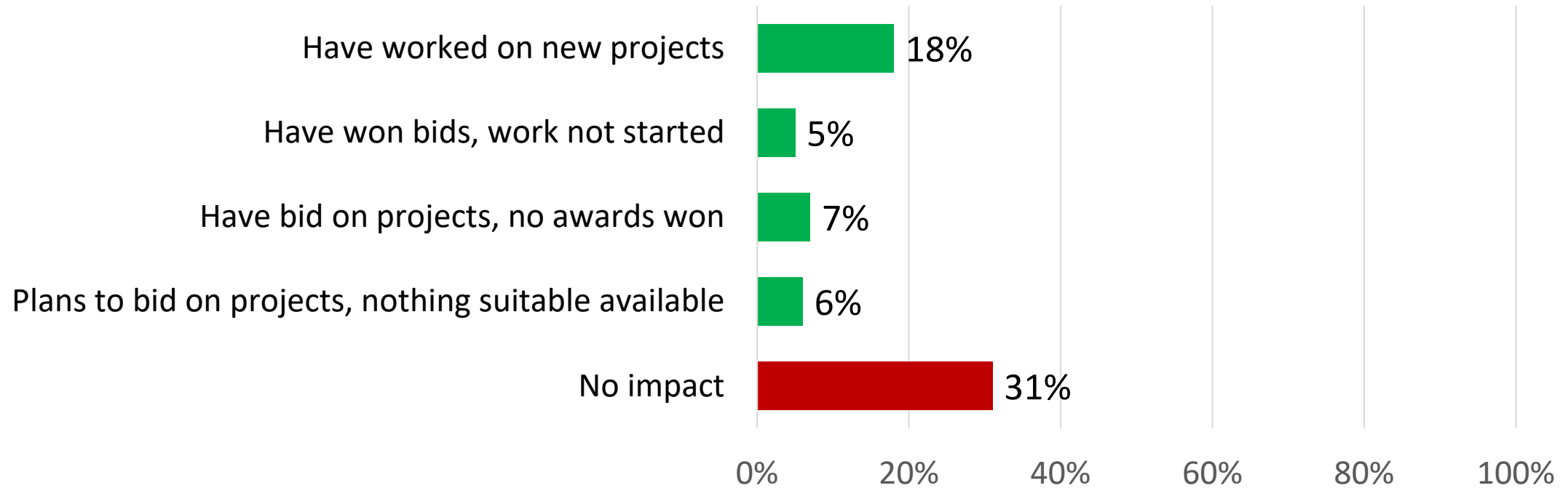


2025 vs. 2024:



# IIJA's impact on firms' business

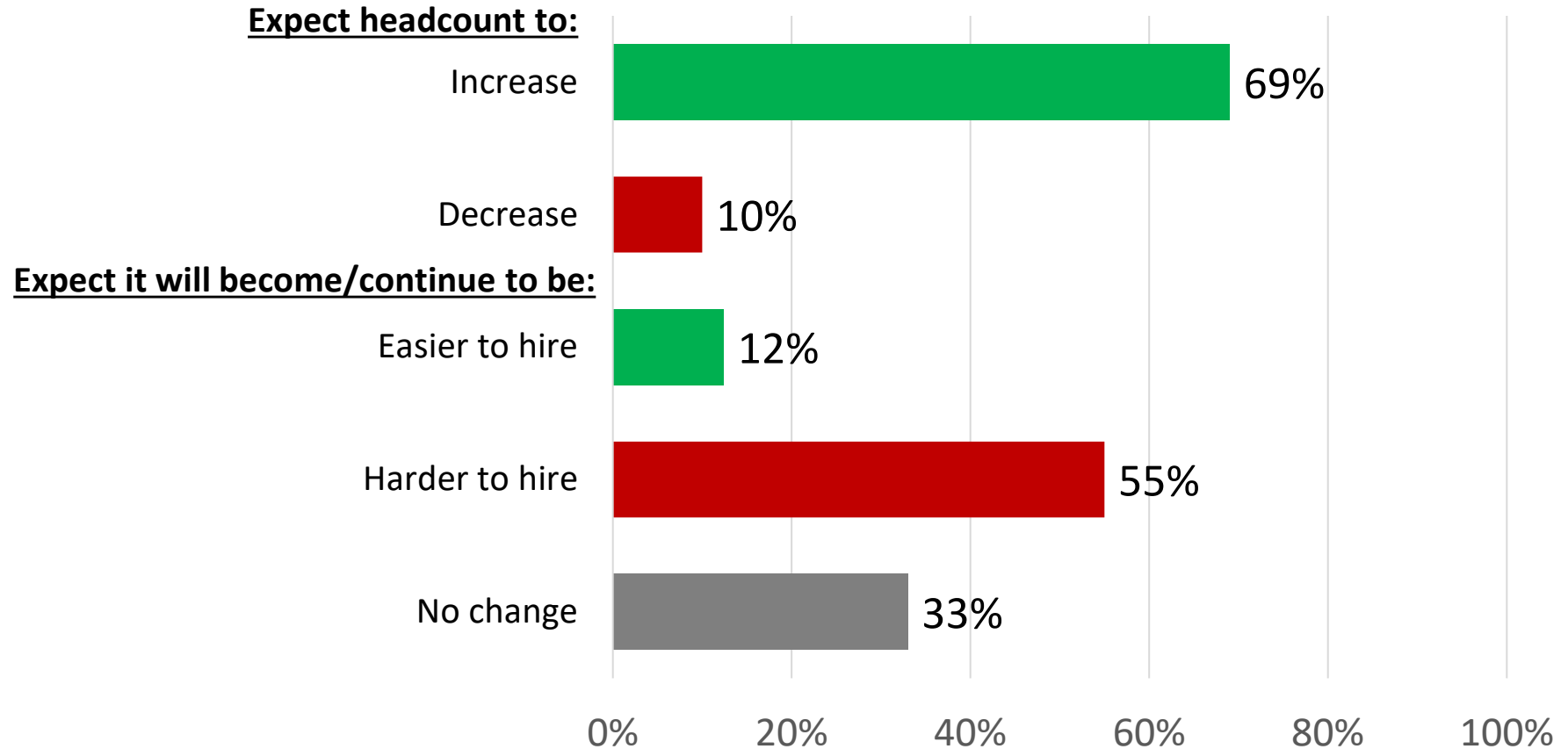
% of respondents who reported:



# Firms' expectations regarding their headcount and hiring hourly craft workers over next 12 months

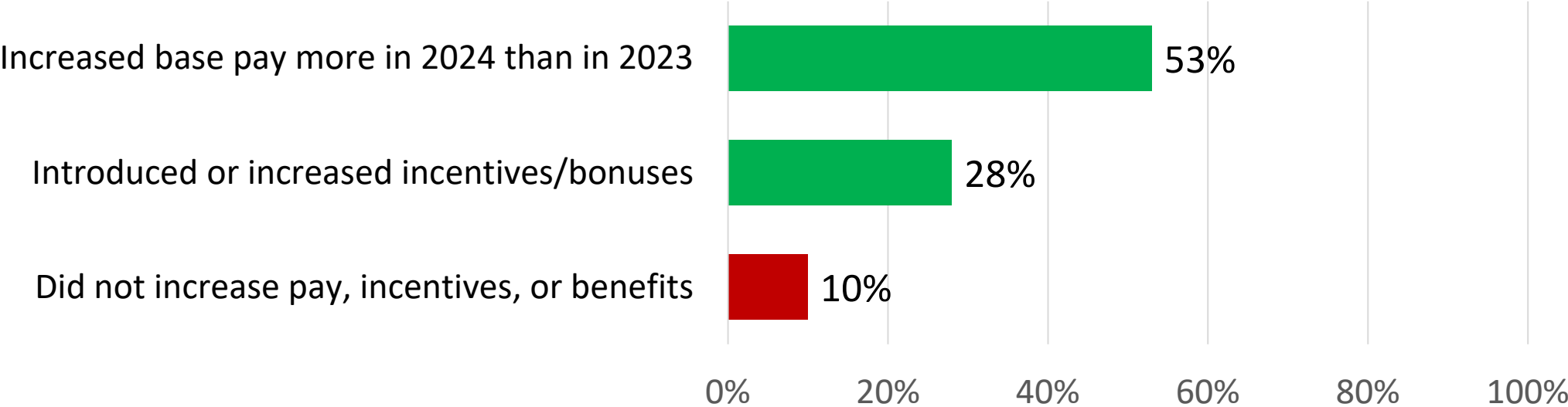


% of respondents who:



# 2024 Compensation changes

% of firms that:



# Firms' major concerns for 2025

% of respondents who listed as a major concern:

