



AGC
THE CONSTRUCTION
ASSOCIATION

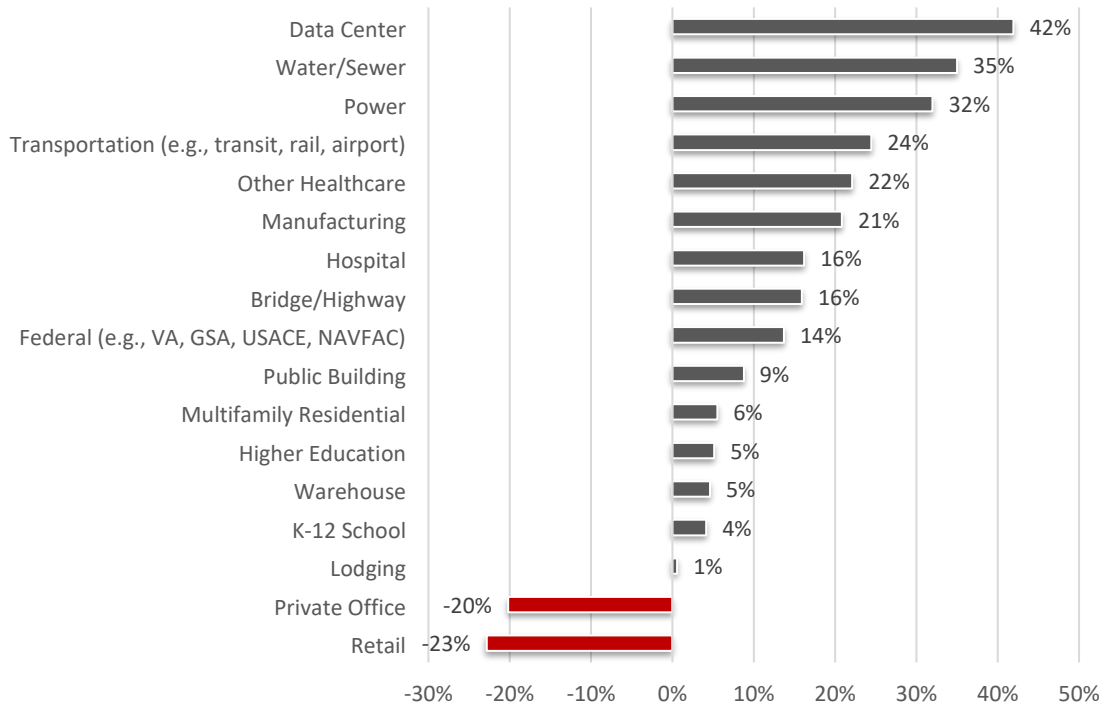
Sage

2025 Construction Outlook Union Survey Results

Total Responses: 283. Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.

1. Compared to 2024, do you expect the available dollar value of projects you compete for in 2025 to be higher/lower/about the same (answer for all market areas in which your business operates)
Responses: 283

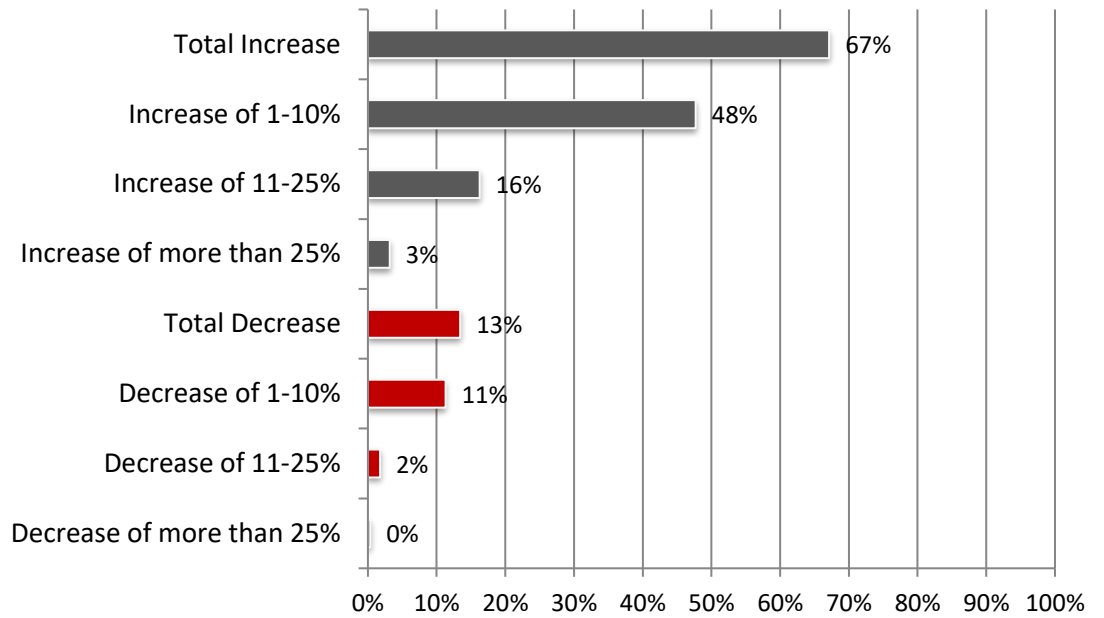
Net % expecting 2025 value of projects to be Higher or Lower than 2024



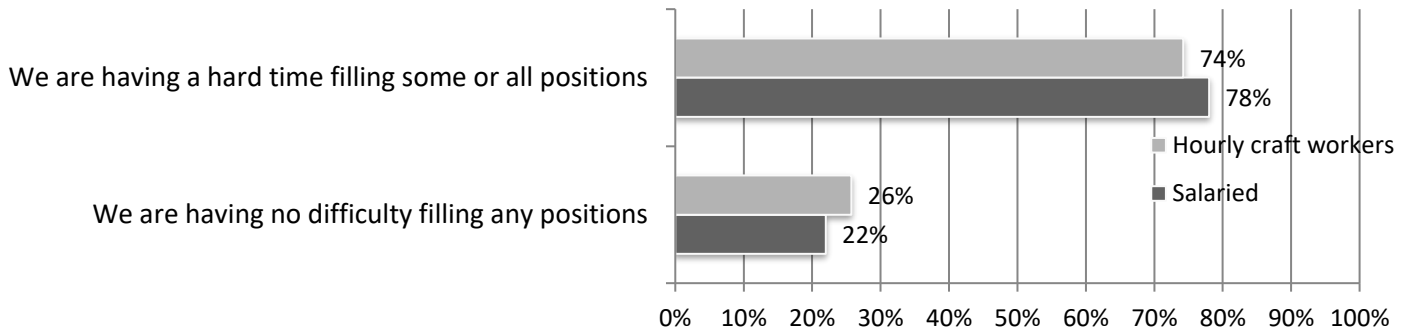
Higher	Lower	Same
53%	11%	35%
46%	11%	44%
45%	13%	41%
42%	17%	41%
39%	17%	43%
40%	19%	40%
38%	22%	40%
37%	21%	42%
33%	20%	47%
30%	21%	48%
32%	27%	41%
29%	23%	48%
29%	25%	46%
32%	28%	40%
26%	25%	49%
18%	38%	43%
16%	39%	45%

*Net equals difference between number of "Higher" and "Lower" responses as percent of total.

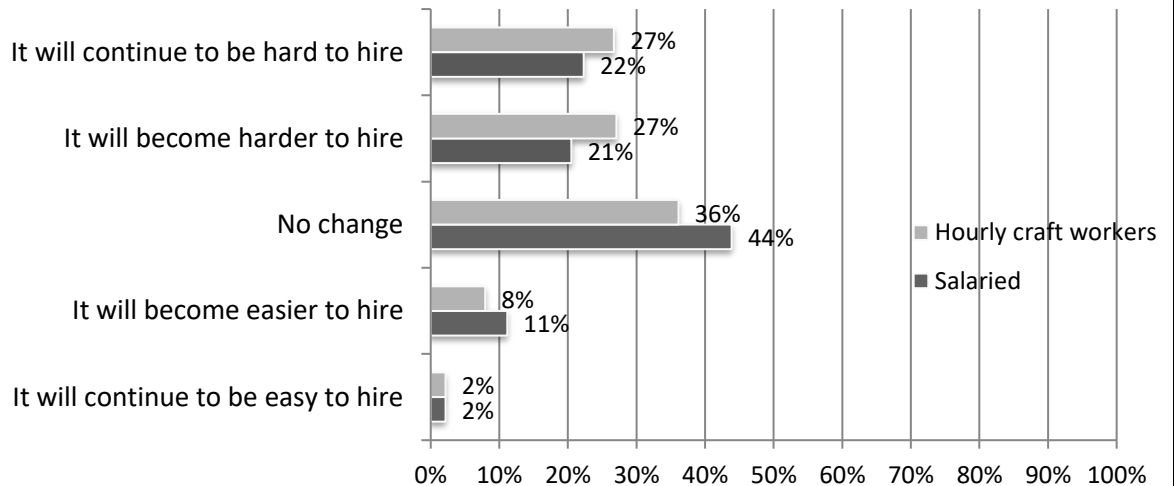
2. What percentage change do you expect in your headcount in 2025? Responses: 283



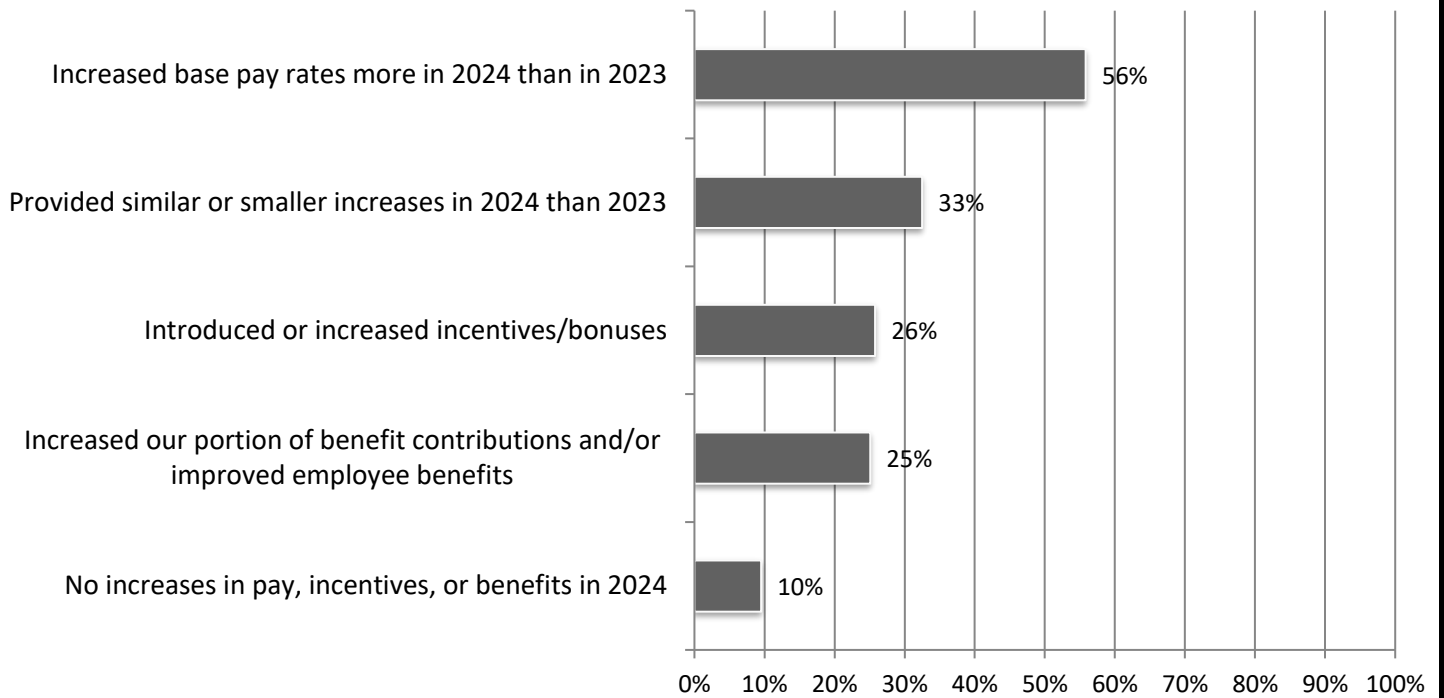
3. Describe your difficulty in filling open positions: Responses: 282



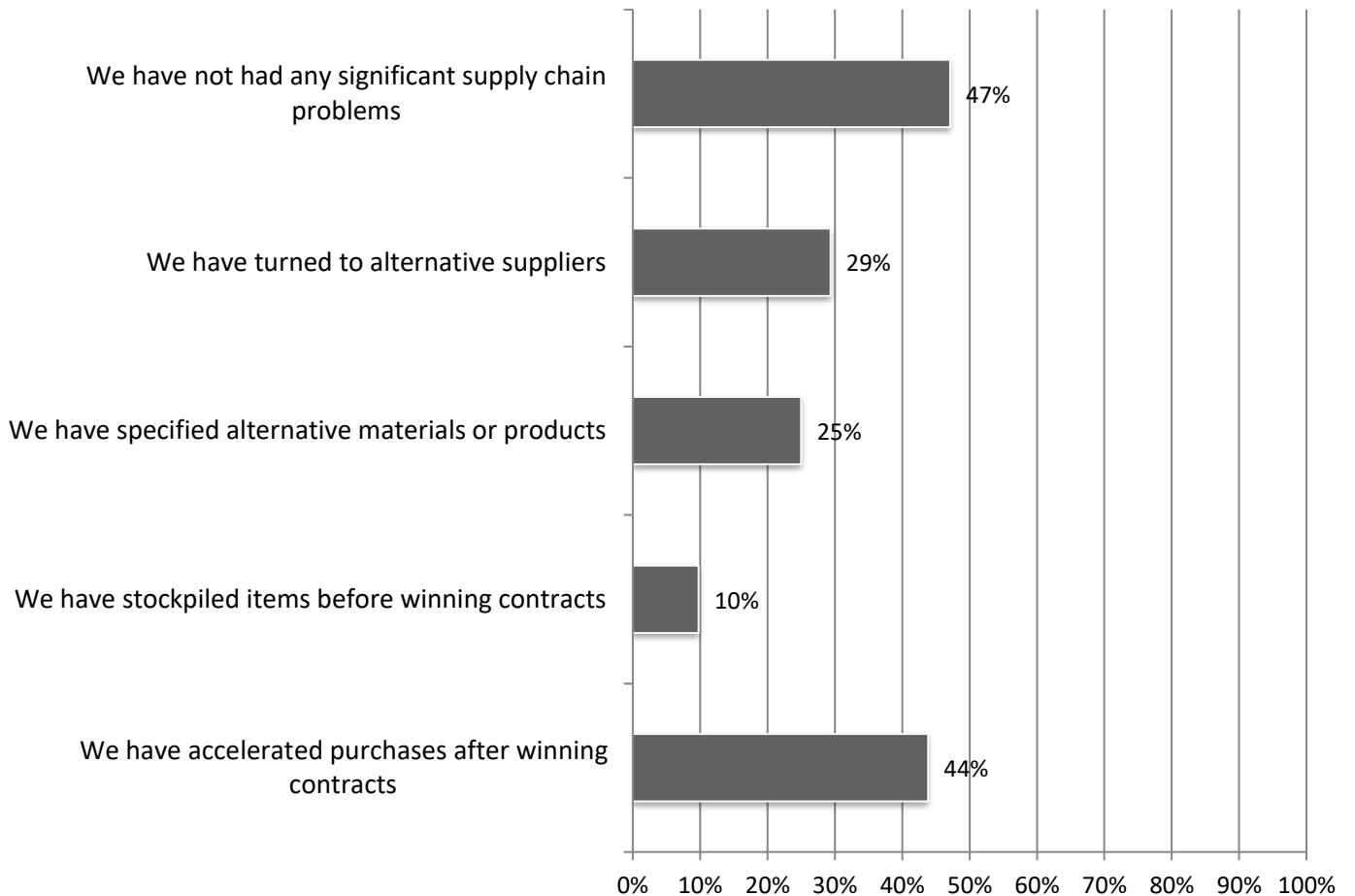
4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 283



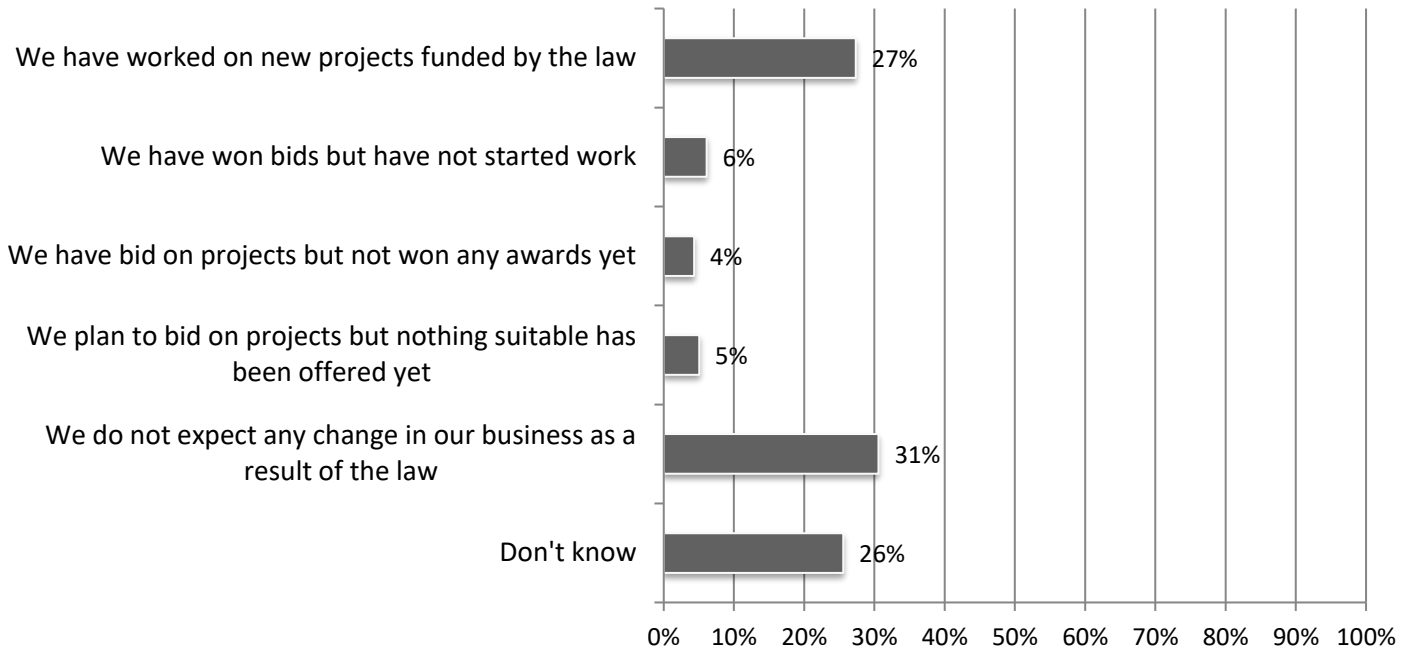
5. What changes did your firm make in pay or benefits in 2024? (mark all that apply) Responses: 283



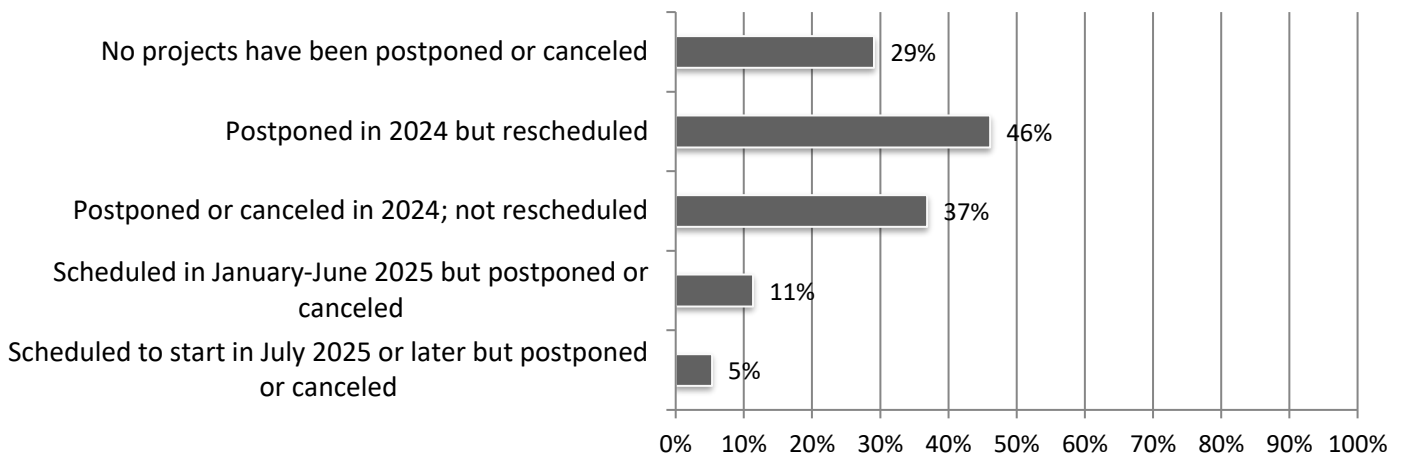
6. How has your firm responded to supply-chain issues in 2024, if any? (mark all that apply) Responses: 276



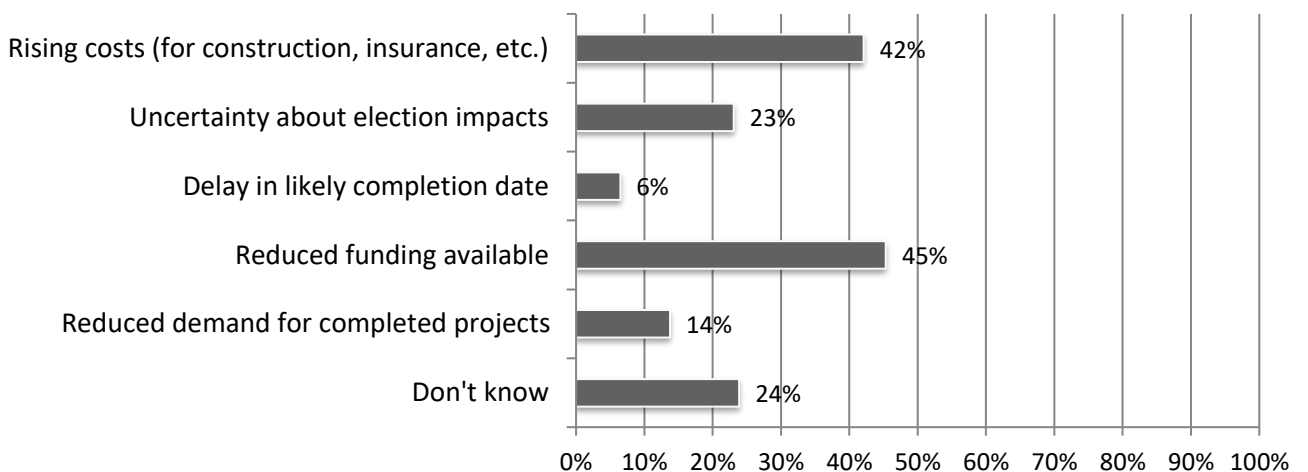
7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law), made to your business? Responses: 278



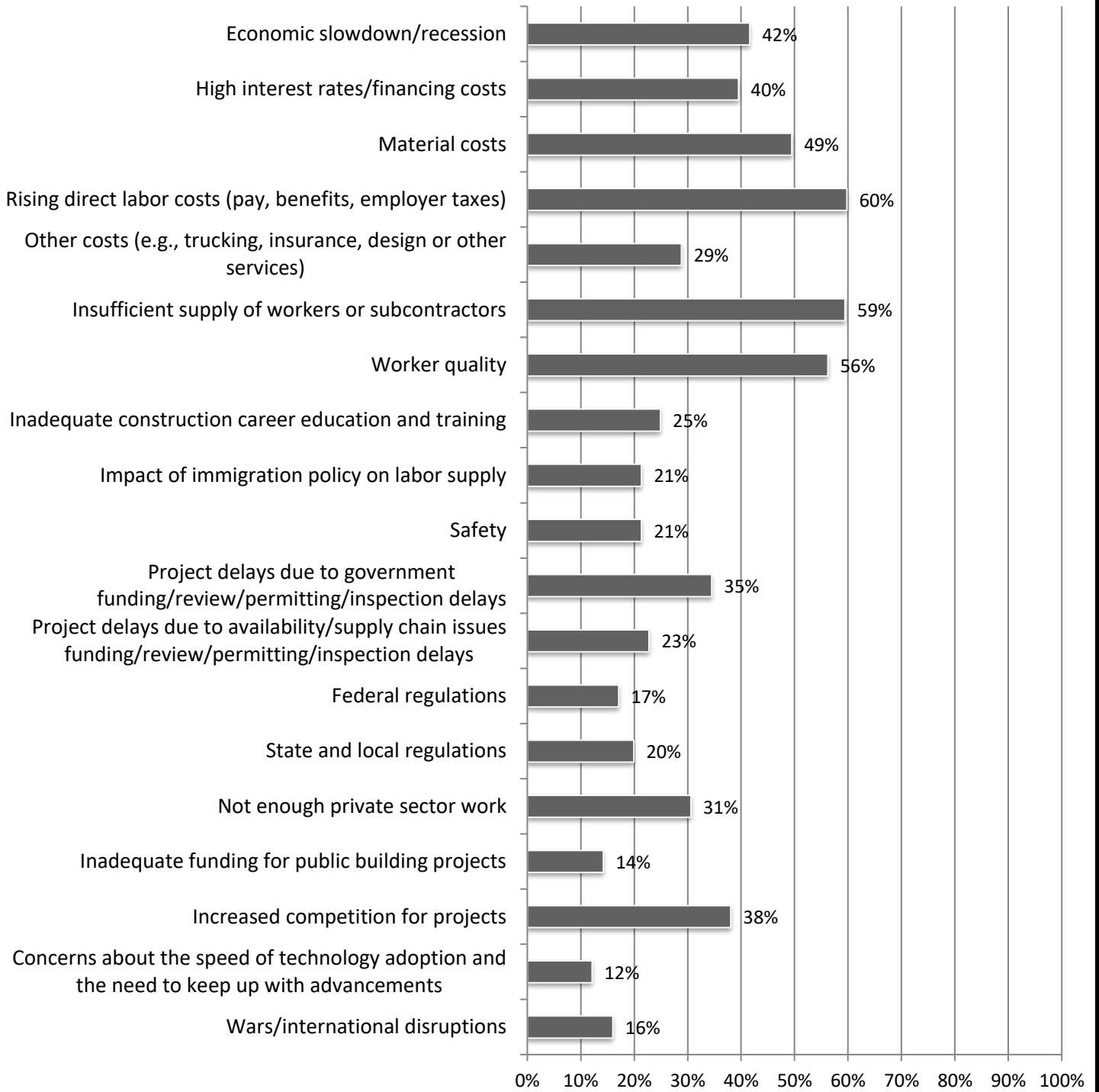
8. Did an owner postpone or cancel any projects that were scheduled to start in 2024 or 2025? (mark all that apply) Responses: 282



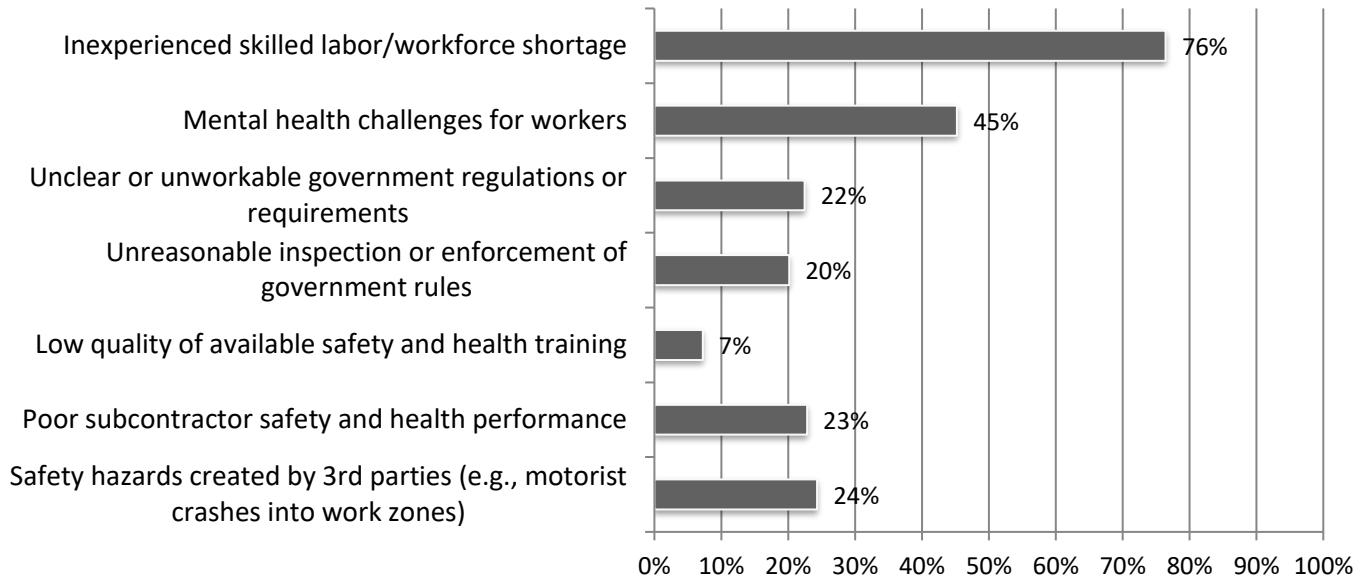
9. If projects were postponed or canceled, what was the main reason? (mark all that apply) Responses: 247



10. What are your biggest concerns for 2025? (mark all that apply) Responses: 281



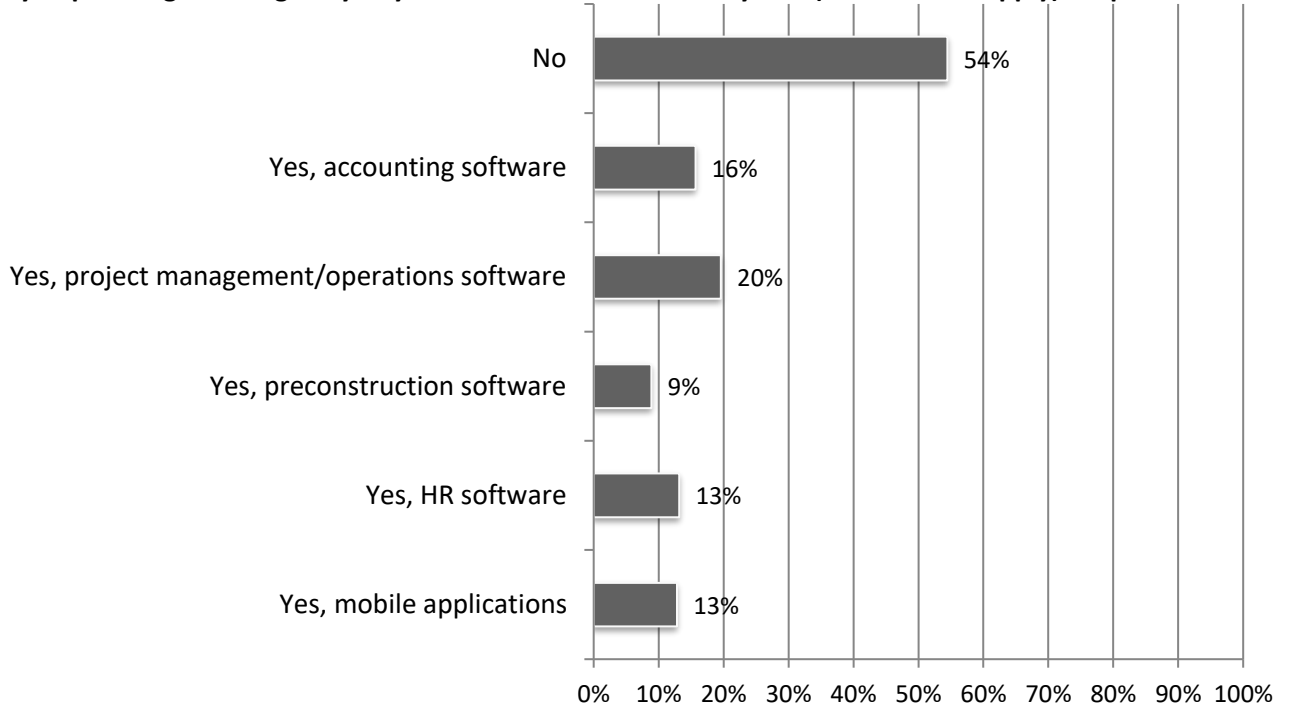
11. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 263



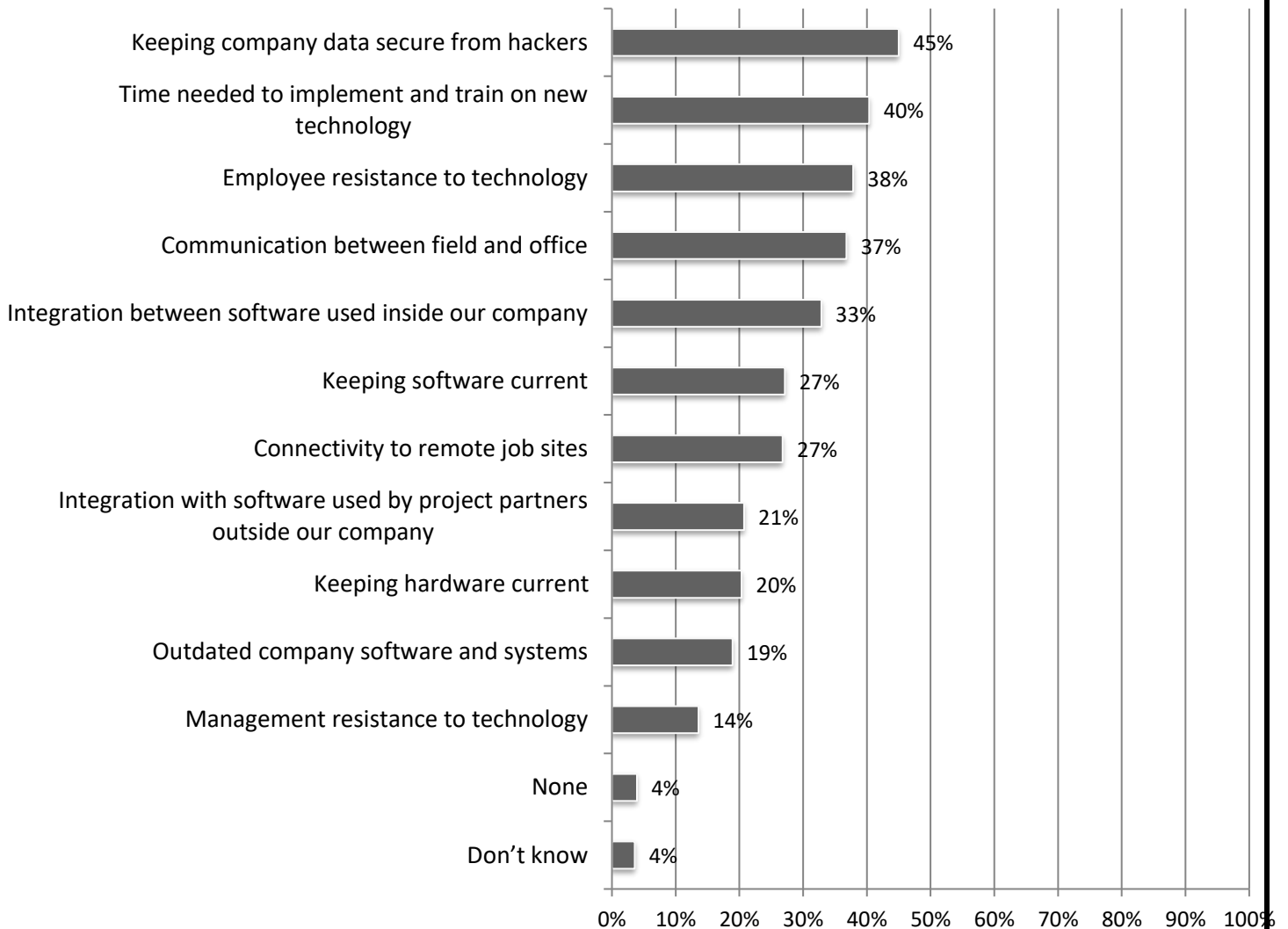
12. Compared to 2024, will your firm's 2025 investment in the following technologies change? (mark all that apply) Responses: 277

	Increase	Decrease	No change
Artificial intelligence	45%	2%	54%
Document management software	45%	2%	54%
Accounting software	38%	1%	61%
Project management software	37%	2%	61%
Estimating software	36%	1%	63%
Building Information Modeling (BIM)	32%	1%	67%
Tool/asset management/tracking	30%	1%	70%
Fleet tracking/management software	28%	3%	70%
Human resources (HR) software	26%	3%	71%
Project collaboration software	26%	2%	73%
Offsite production	25%	2%	73%
Client relationship management (CRM) software	23%	3%	74%
Payroll software	23%	2%	76%
Drones	22%	2%	76%
Scheduling software	22%	1%	78%
Subcontractor bid management/ITB software	18%	1%	81%
Prequalification software	18%	2%	80%
Autonomous equipment or vehicles	15%	1%	84%
Service management software	15%	2%	84%
3-D printing	9%	2%	89%
Robotics	7%	2%	91%

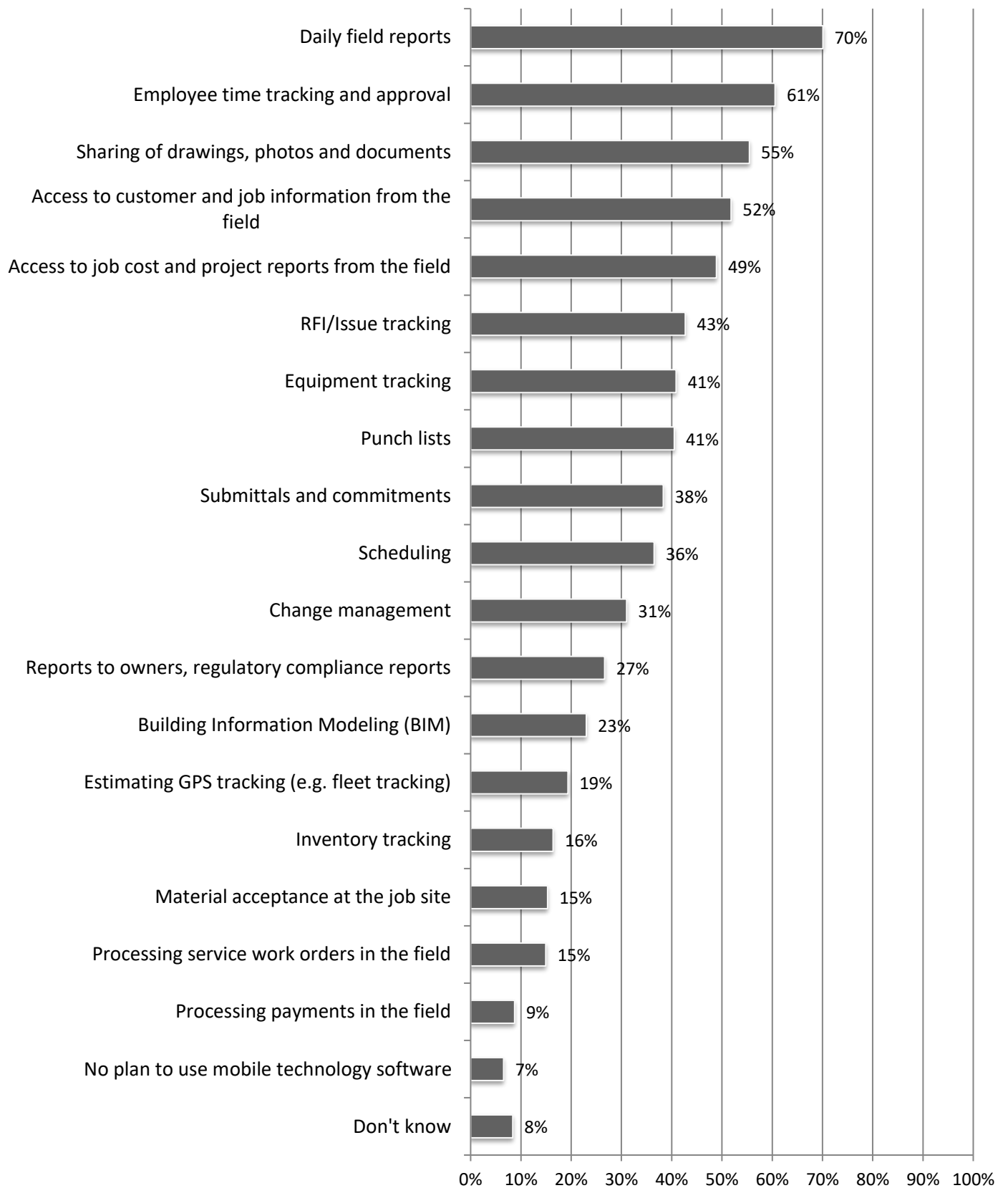
13. Are you planning to change any of your software solutions this year? (mark all that apply) Responses: 281



14. What are your biggest IT challenges (mark all that apply)? Responses: 280

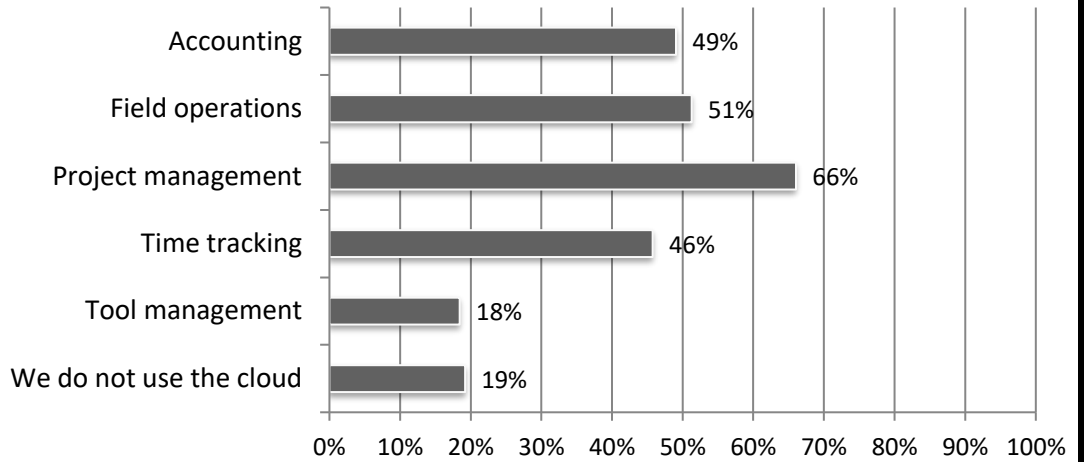


15. How does your company plan to use mobile software technology? (mark all that apply) Responses: 274

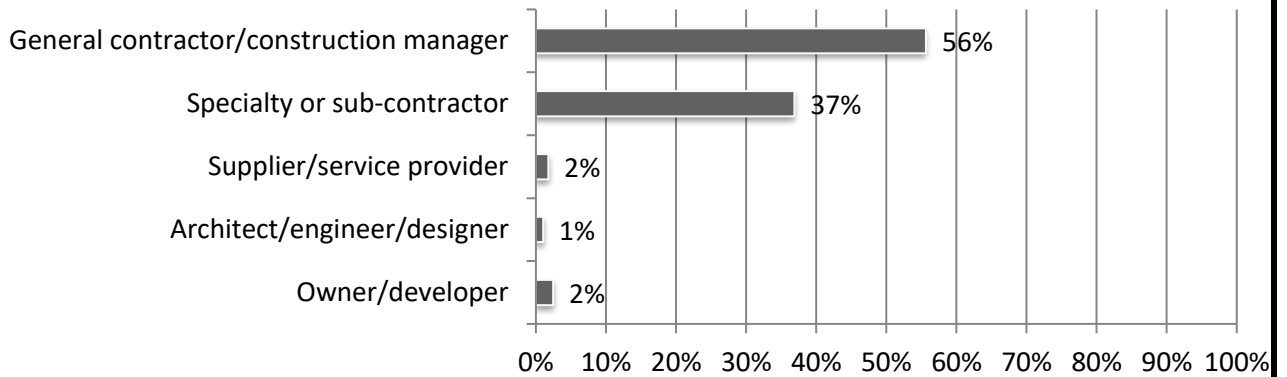


16. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)?

Responses: 271

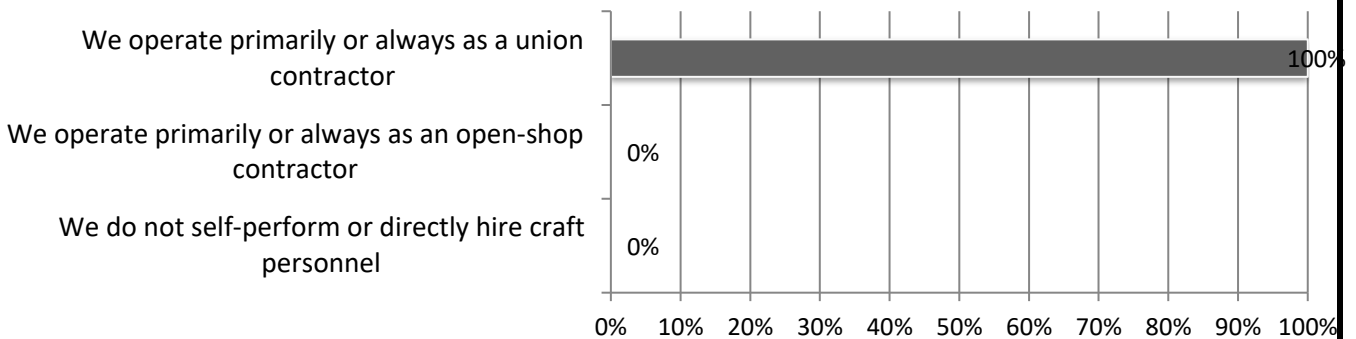


17. What best describes your firm? Responses: 282

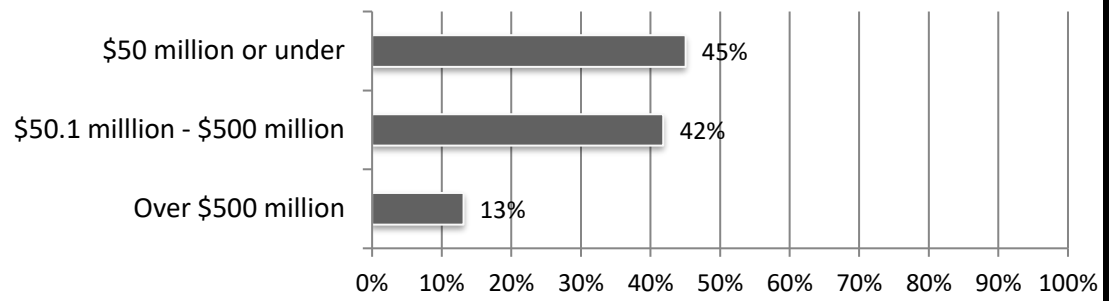


18. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

Responses: 283



19. Estimate the total dollar amount of work your firm performed in 2024. Responses: 282



20. How many total employees does your firm employ at all of its locations? Responses: 282

