

2023 Workforce Survey Results

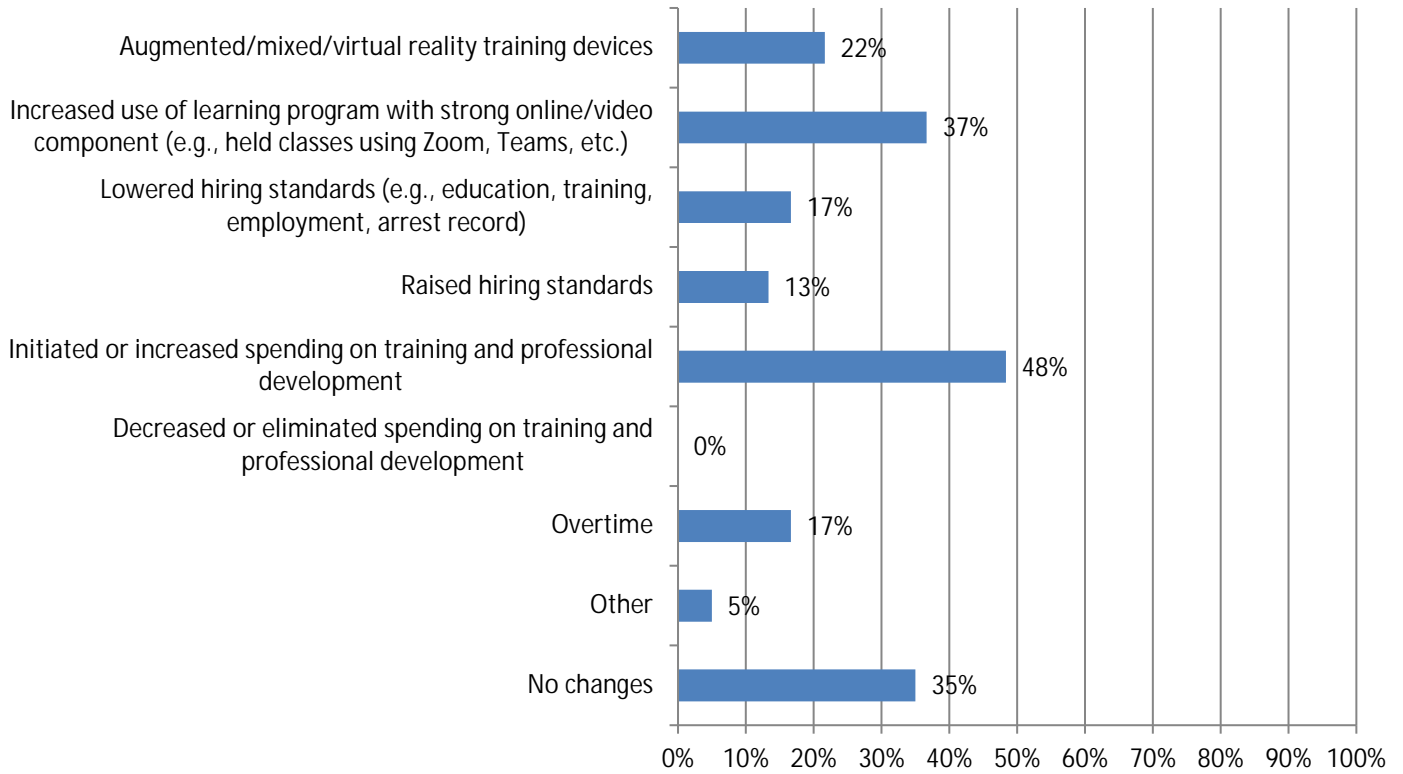
California Results

Total responses: 63,

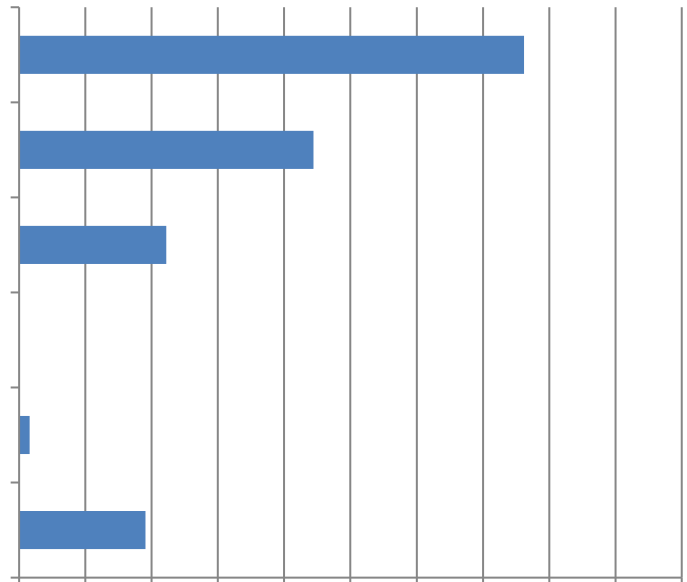
4.

7.

9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 60

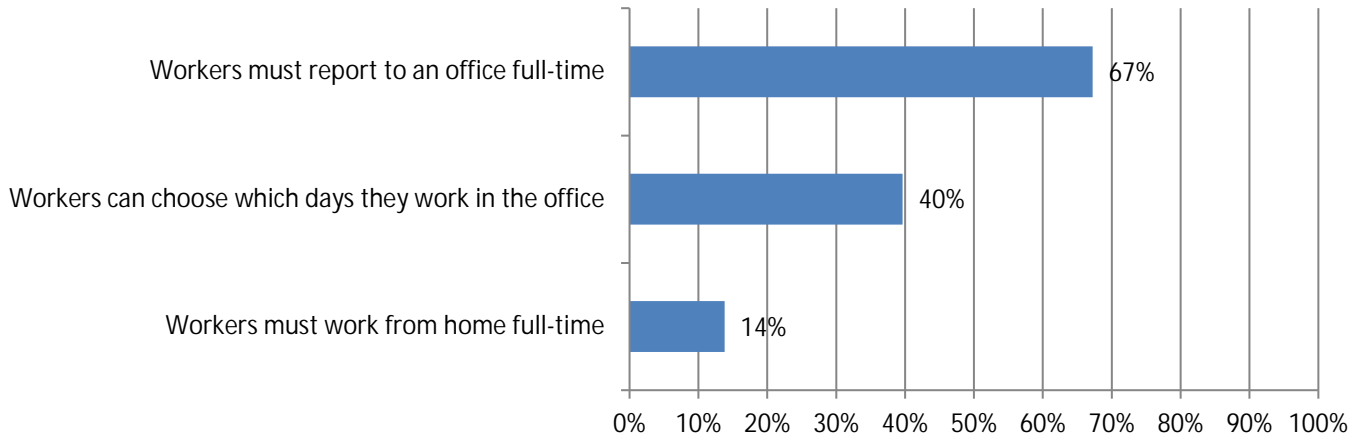


10. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (Mark all that apply) Responses: 63

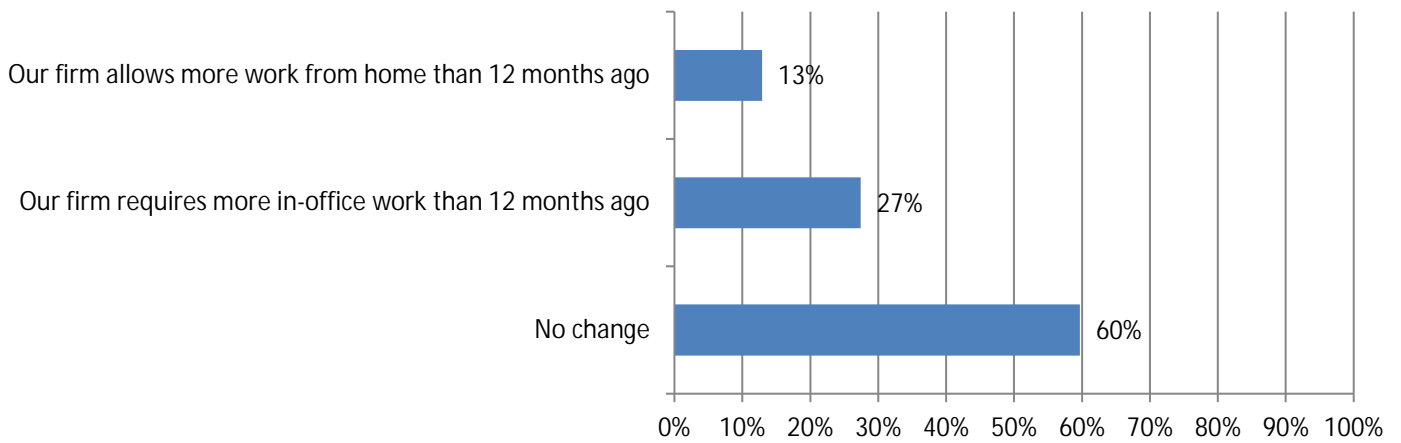


11. Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 62

13. What is your firm's current policy regarding office workers? (Mark all that apply) Responses: 58



14. Has your firm's office-work policy changed in the past 12 months? Responses: 62



15. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 63

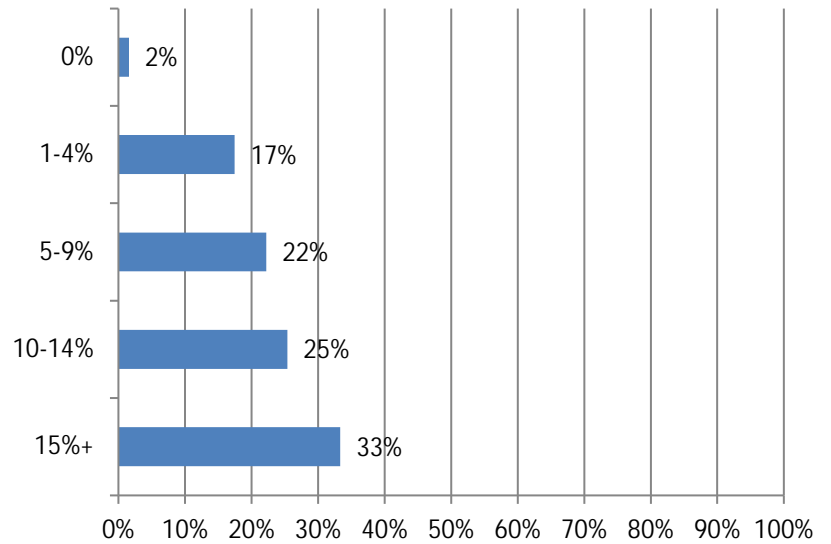
16. Regarding AI and robotics, which statements do you believe when it comes to construction jobs in the next 5 years? (Mark all that apply). Responses: 60

17. Do you agree or disagree that employees at my firm increasingly need digital technology skills to be successful in their roles? Responses: 62

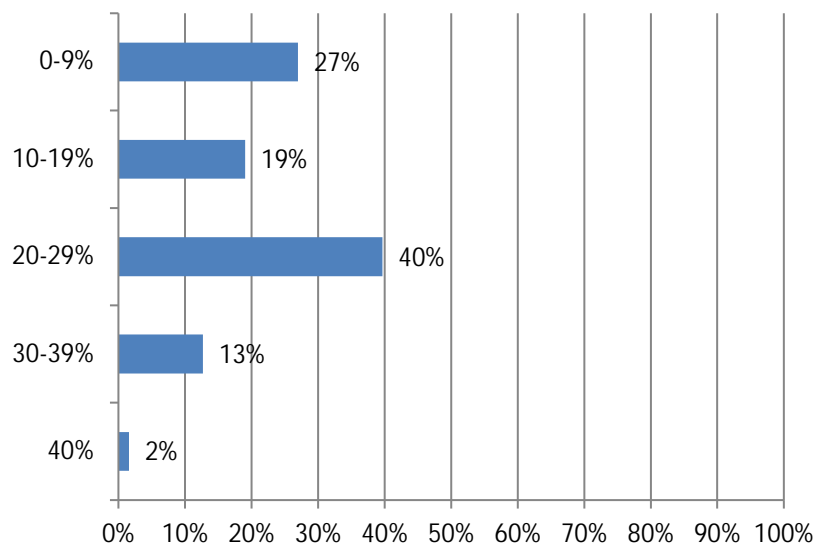
18. Do you agree or disagree that diversifying the current workforce at my

19. What proportion of the new

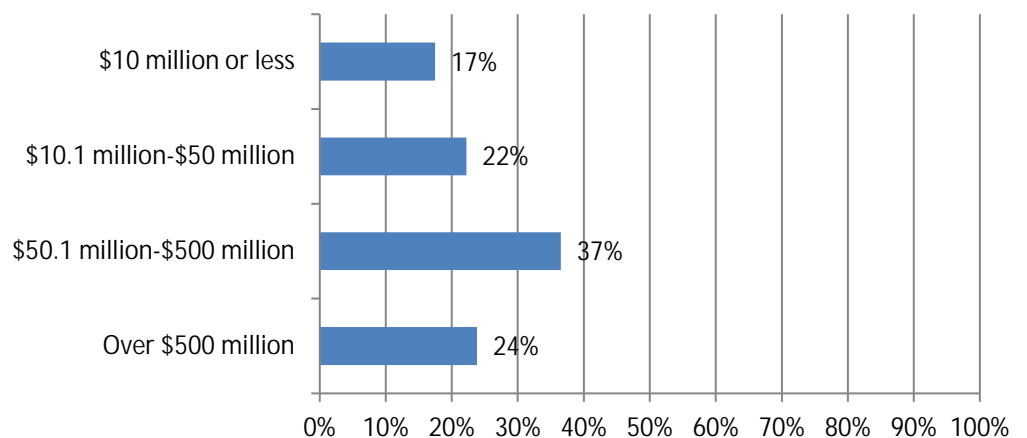
22. What percentage of your firm's employees as of June 30, 2023 were female? Responses: 63



23. What percentage of your firm's current workforce do you expect will retire in the next 10 years? Responses: 63



24. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 63



25. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 63

26. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 61