

**NOTE:** The questions within this survey will likely span multiple groups/departments (HR, Training and Development, Operations, etc.) within your organization. As such, using this document as a worksheet is highly recommended to avoid starting and stopping the survey to locate the requested data/information.

## ABC Member Workforce Development Survey 2023

Q1.1 Welcome to the 2023 ABC Workforce Development survey. We appreciate your participation in helping us quantify the training efforts being pursued by ABC chapters and contractor members to identify critical training and education needs, which will be shared with the ABC membership and industry stakeholders.

The survey will save your responses on a **single device**, so you may exit and return if necessary and not lose your prior responses. Note that you will be prompted to start over if you begin the survey on a new device.

To begin the survey, simply click the "Take Survey" link in the email.

**Note: All responses to the questions within this survey pertain to companies and employees within the United States and should only include data from 2022.**

Q1.2 What organization do you work for?

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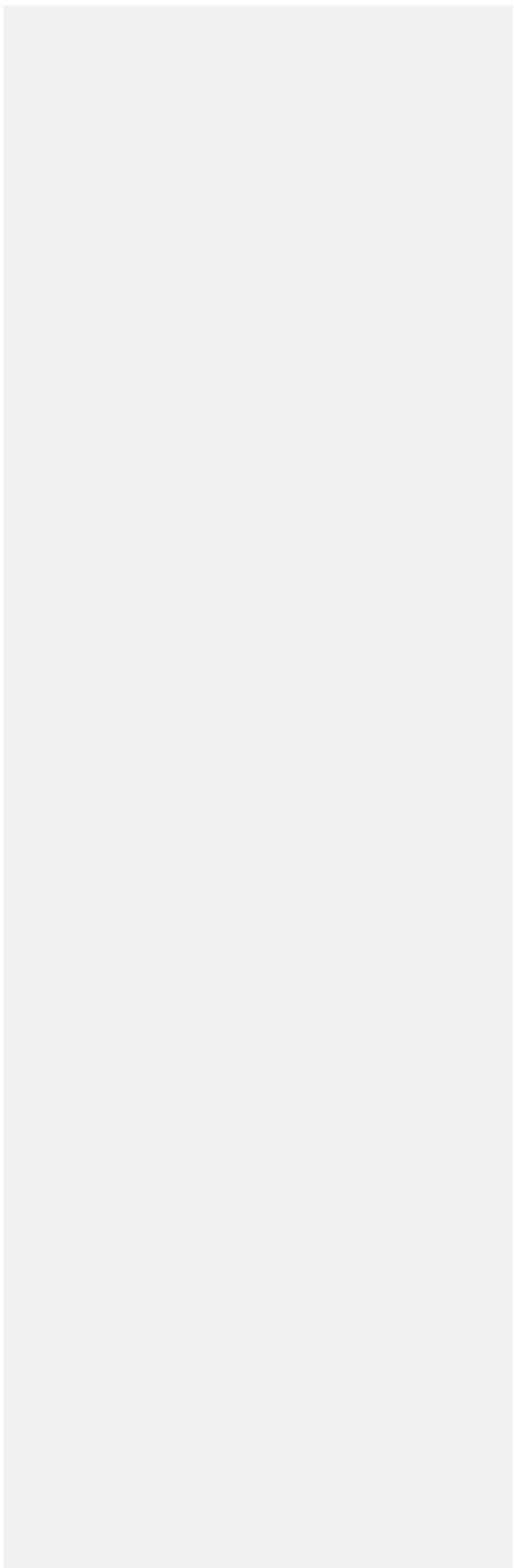
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Q1.3 Which state is your main headquarters or organization located?

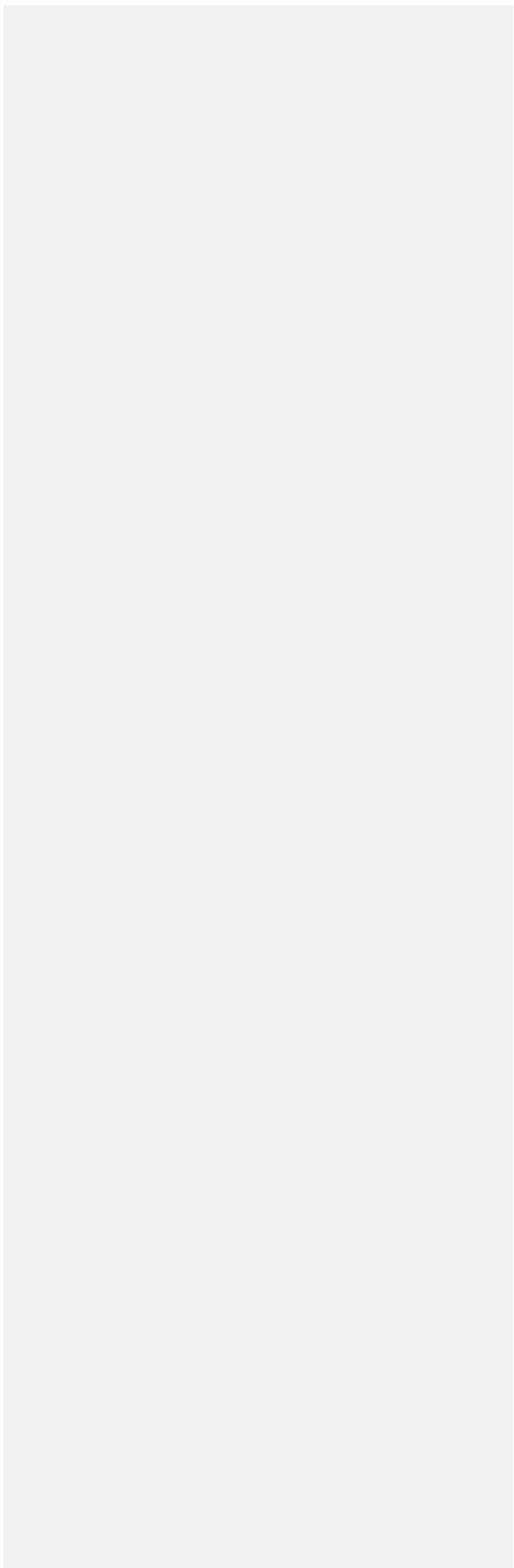
Q1.4 What ABC chapter(s) are you a member of? Please select all that apply.

- Alabama
- Alaska
- Arizona Builders Alliance
- Arkansas
- Bayou
- Carolinas
- Central California
- Central Florida
- Central Ohio
- Central Pennsylvania
- Central Texas
- Chesapeake Shore
- Connecticut
- Cumberland Valley
- Delaware
- Eastern Pennsylvania
- Empire State

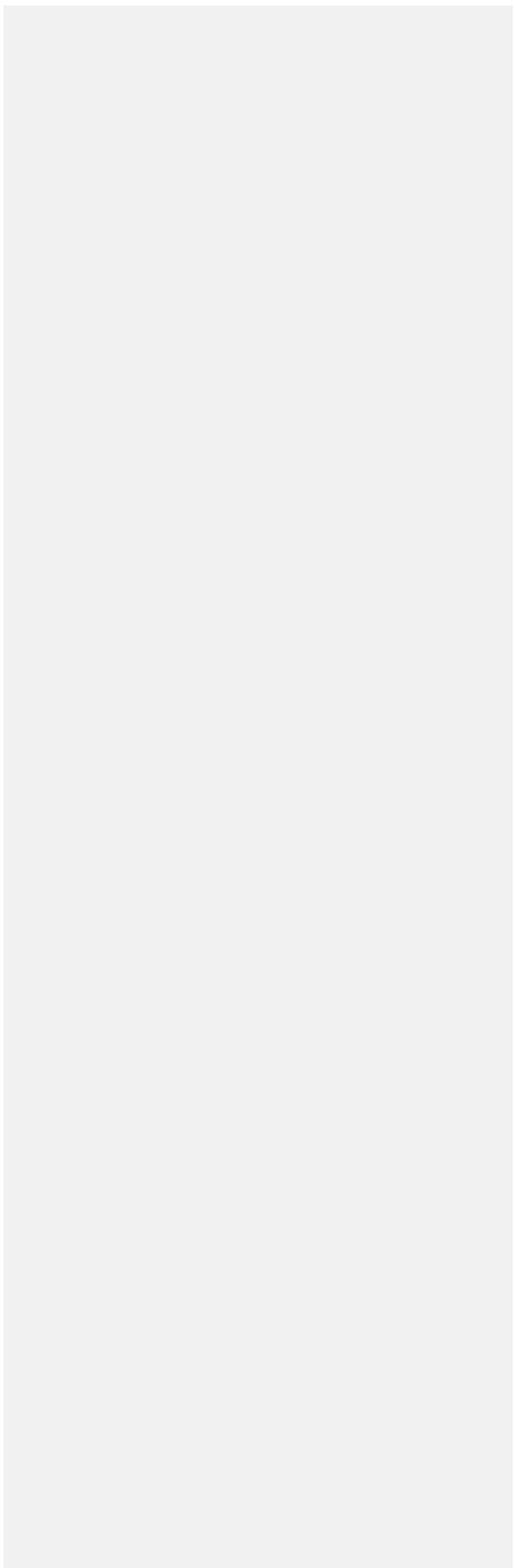
- Florida East Coast
- Florida First Coast
- Florida Gulf Coast
- Georgia
- Greater Baltimore
- Greater Houston (CMEF)
- Greater Michigan
- Greater Tennessee
- Hawaii
- Heart of America
- Illinois
- Indiana/Kentucky
- Inland Pacific
- Iowa
- Keystone
- Maine
- Massachusetts
- Metro Washington



- Minnesota/North Dakota
- Mississippi
- Nebraska/South Dakota
- Nevada
- New Hampshire Vermont
- New Jersey
- New Mexico
- North Alabama
- North Florida
- Northern California
- Northern Ohio
- Ohio Valley
- Oklahoma
- Pacific Northwest
- Pelican
- Rhode Island
- Rocky Mountain
- San Diego



- South Texas
- Southeast Texas
- Southeastern Michigan
- Southern California
- Texas Coastal Bend
- Texas Gulf Coast
- Texas Mid-Coast
- TEXO
- Utah
- Virginia
- West Tennessee
- West Virginia
- Western Michigan
- Western Pennsylvania
- Western Washington
- Wisconsin

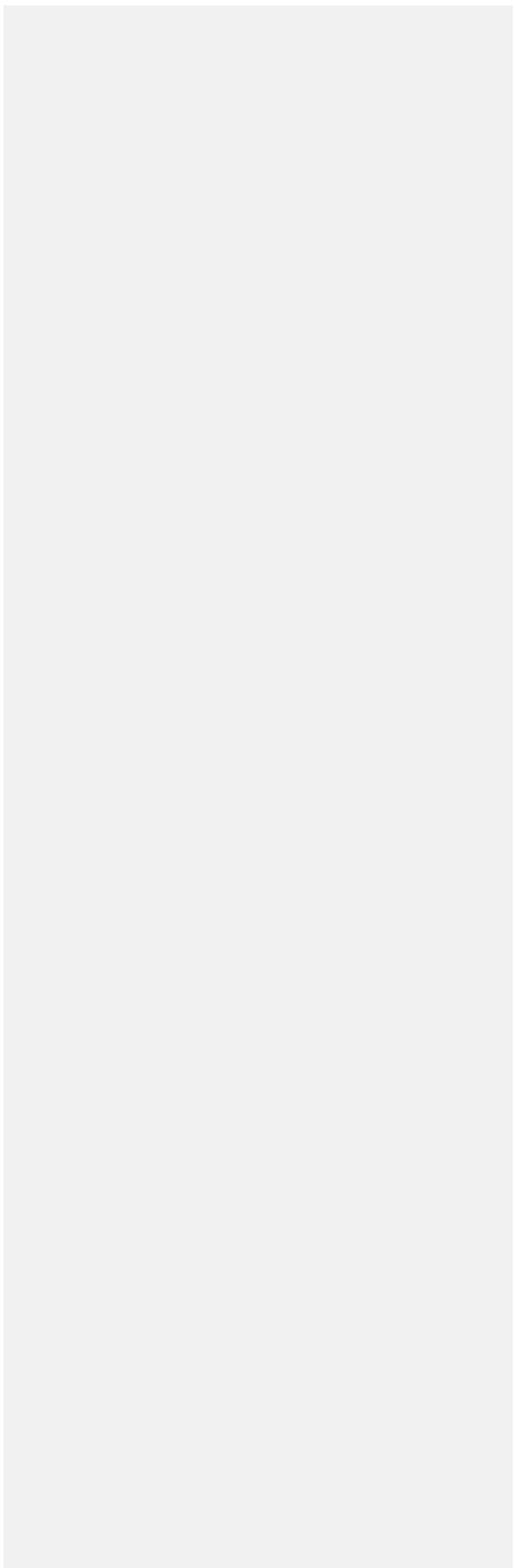


Q1.5 If you would be willing to field follow-up questions from the FMI team, please provide your name and an email address or phone number that we can use to reach you.

- First name \_\_\_\_\_
- Last name \_\_\_\_\_
- Email address \_\_\_\_\_
- Phone number \_\_\_\_\_

Q2.1 Which of the following best describes your company?

- General contractor
- Construction manager
- Heavy/highway/utility
- Mechanical contractor
- Plumbing contractor
- Electrical contractor
- Specialty trade contractor (e.g., drywall, masonry, concrete, etc.)
- Engineering firm
- Architecture firm
- ABC chapter
- Other (please describe): \_\_\_\_\_



Q2.2 Which of the following best describes your role?

- President/CEO
- Vice president
- Chief operating officer
- Chief financial officer
- Human resources director
- Training director
- General manager
- Project manager/superintendent
- Other (please describe): \_\_\_\_\_

Q2.3 How is your company designated? Please select all that apply.

- Disadvantaged Business Enterprise
- Economically Disadvantaged Women-Owned Small Business
- HUBZone business
- Minority Business Enterprise
- Service-Disabled Veteran-Owned Small Business
- Veteran-Owned Small Business
- Women Business Enterprise
- Women-Owned Small Business
- Not applicable

Q2.4 Which of the following best describes your company's annual construction revenue?

- Less than \$10 million
- \$10 million to \$24.9 million
- \$25 million to \$49.9 million
- \$50 million to \$99.9 million
- \$100 million to \$ 499.9 million
- \$500 million to \$999.9 million
- \$1 billion or more

Q2.5 How many people are employed (both hourly and salary) by your company at its seasonal peak?

\_\_\_\_\_

Q3.1 In your company, what percentage (%) of each type of employees are women?

0 10 20 30 40 50 60 70 80 90 100



Q3.2 If known, in your company, what percentage (%) of each type of employees are active military or veterans of armed forces?

0 10 20 30 40 50 60 70 80 90 100



Q3.3 If known, in your company, what percentage (%) of each type of employees are persons with disabilities?

0 10 20 30 40 50 60 70 80 90 100



Q3.4 If known, in your company, what percentage (%) of each type of employees are LGBTQ+?

0 10 20 30 40 50 60 70 80 90 100



Q3.5 In your company, what percentage (%) of trade/craft employees are of the following racial/ethnic groups?

- African American or Black: \_\_\_\_\_
- Asian or Pacific Islander: \_\_\_\_\_
- Hispanic or Latino: \_\_\_\_\_
- Native American: \_\_\_\_\_
- White, not of Hispanic origin: \_\_\_\_\_
- Other: \_\_\_\_\_
- Total: \_\_\_\_\_

Q3.6 In your company, what percentage (%) of management/supervisory employees are of the following racial/ethnic groups?

- African American or Black: \_\_\_\_\_
- Asian or Pacific Islander: \_\_\_\_\_
- Hispanic or Latino: \_\_\_\_\_
- Native American: \_\_\_\_\_
- White, not of Hispanic origin: \_\_\_\_\_
- Other: \_\_\_\_\_
- Total: \_\_\_\_\_

Q3.7 In your company, what percentage (%) of your company's workforce falls into the following age groups?

- 18-29 years of age: \_\_\_\_\_
- 30-39 years of age: \_\_\_\_\_
- 40-49 years of age: \_\_\_\_\_
- 50-59 years of age: \_\_\_\_\_
- 60+ years of age: \_\_\_\_\_
- Total: \_\_\_\_\_

Q3.8 Which of the following groups of people has your organization targeted for outreach, recruitment and/or education? Please select all that apply.

- Active military personnel or veterans of armed forces
- Reentering citizens or people who had previously been convicted of a felony
- High school students, graduates and/or people with a GED diploma
- Community college students and graduates
- Higher education/university students and/or graduates
- People reentering the workforce or switching careers to work in the construction industry
- Women
- Disability
- Racial/Ethnic minorities
- People without a high school diploma
- LGBTQ+
- Other (please specify): \_\_\_\_\_

Q4.1 How severe is the skilled labor shortage facing your company or organization?

- Very severe
- Severe
- Moderate
- Minimal
- Nonexistent

Q4.2 Which of the following factors have increased the severity of the skilled labor shortage facing your company or organization? Choose up to three.

- Exodus of baby boomers
- Perception of the industry as unsafe
- Perception of the industry as technologically unsophisticated
- Immigration requirements
- Higher compensation in other areas of the United States
- Higher compensation in other industries
- Workers leaving the construction industry for other industry sectors
- Difficulty finding candidates who can pass a drug test
- Other (please describe): \_\_\_\_\_

Q4.3 Does your company or organization prepare a yearly budget for training and/or educational activities?

Yes

No

Q5.1 What percentage of your company's payroll is spent on education?

0 10 20 30 40 50 60 70 80 90 100

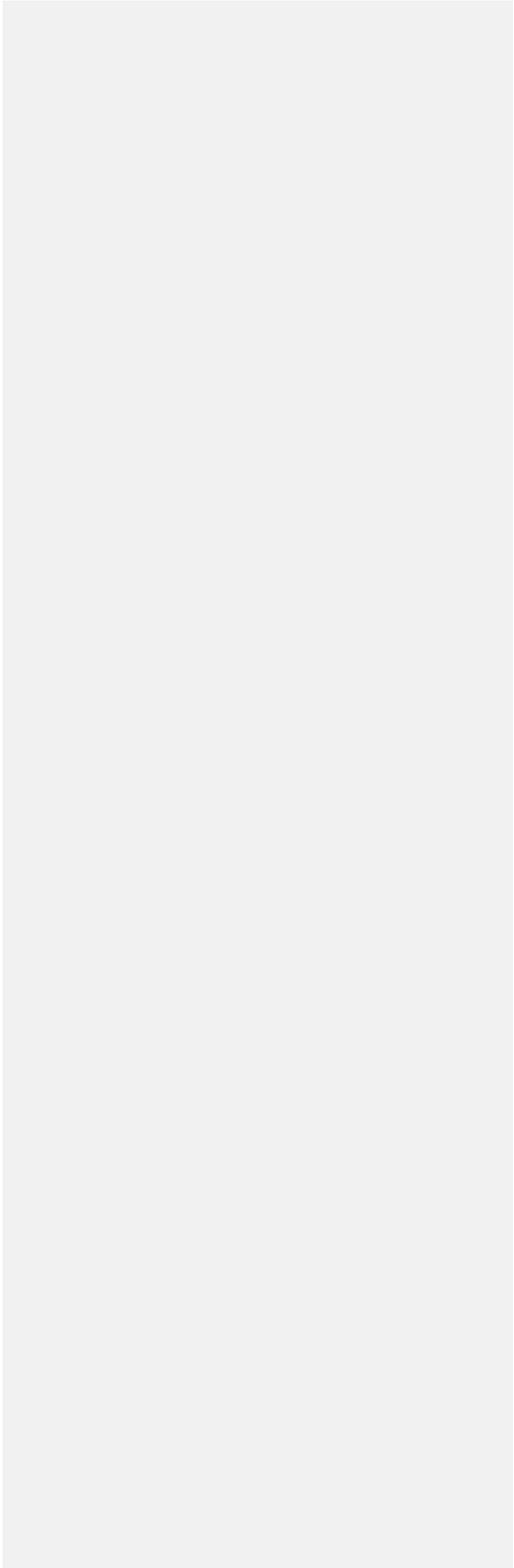


Q5.2 What is your total investment for educating personnel (in dollars)?

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Q5.3 How many personnel in each of the following groups receive education in a year?

	Number of employees receiving education annually
Senior executives	
Project managers	
Field managers/superintendents	
Trade/craft personnel	

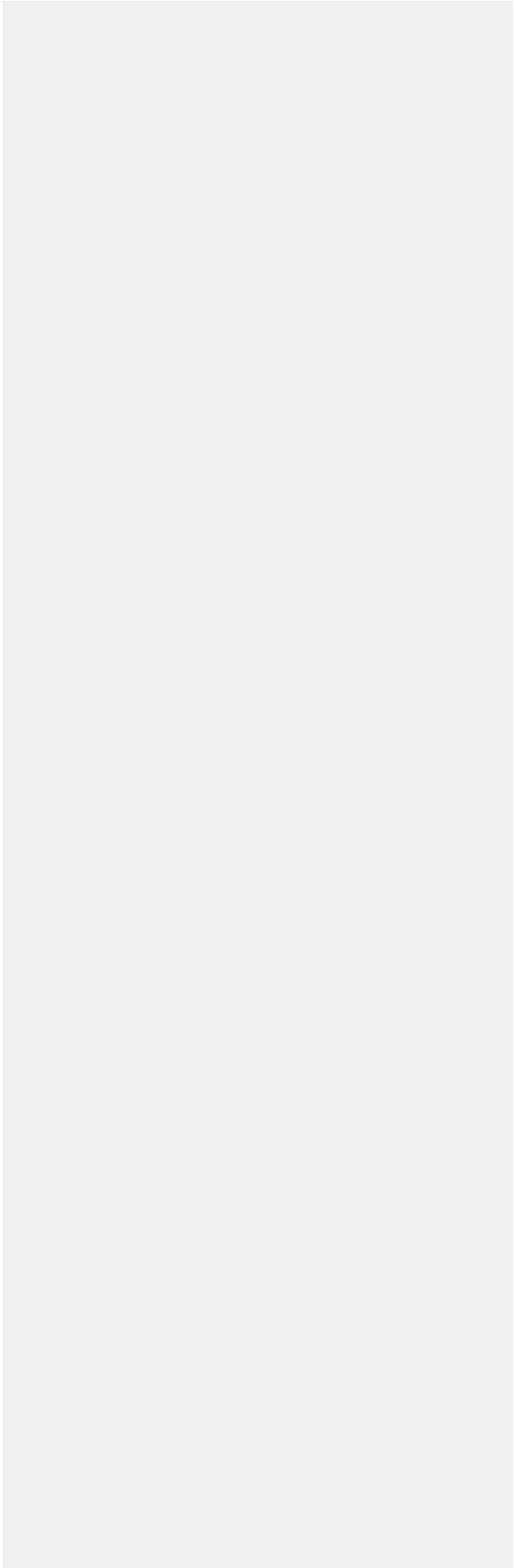


Q5.4 How much does your organization invest annually per person on education for each of the following groups?

	Annual education investment per person
Senior executives	
Project managers	
Field managers/superintendents	
Trade/craft personnel	

Q5.5 How many personnel receive education in the following categories annually?

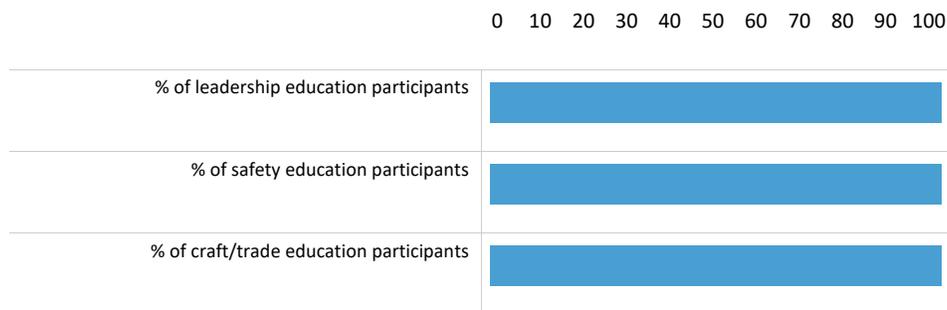
	Number of employees receiving education annually
Leadership education	
Safety education	
Trade/craft education	



Q5.6 How much does your organization invest annually per person on each of the following types of education?

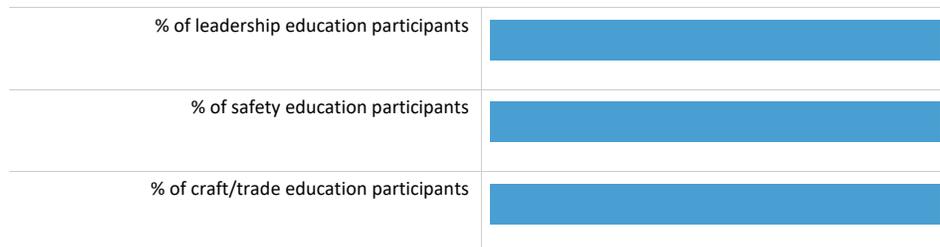
	Annual education investment per person
Leadership education	
Safety education	
Trade/craft education	

Q5.7 What percentage of personnel in each education type are women?



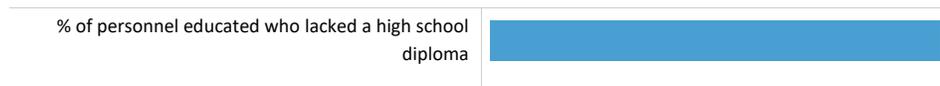
Q5.8 What percentage of personnel in each education type are active military or veterans of armed forces?

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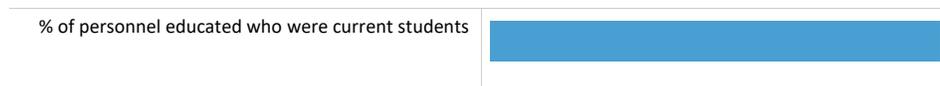
Q5.9 What percentage of personnel educated in the past year did not have a high school diploma?

0 10 20 30 40 50 60 70 80 90 100



Q5.10 What percentage of personnel educated in the past year were current students (e.g., high school, college, university)?

0 10 20 30 40 50 60 70 80 90 100



Q5.11 What percentage of personnel educated in the past year were reentering the workforce or had changed careers to work in the construction industry?

0 10 20 30 40 50 60 70 80 90 100



Q5.12 Do you employ reentering or second chance citizens (e.g., ex-felons)?

- Yes
- No

Commented [TM1]: If no, skip question 5.13.

Q5.13 What percentage of personnel educated in the past year were reentering or rehabilitated citizens?

0 10 20 30 40 50 60 70 80 90 100



Q5.14 Does your company have a registered apprenticeship program that is validated by the state or federal department of labor? Select all that apply.

- Yes, an ABC chapter-affiliated registered apprenticeship program
- Yes, an independent registered apprenticeship program
- No registered apprenticeship program

Q5.15 How many apprentices or trainees are currently involved in your registered apprenticeship program?

\_\_\_\_\_

Q5.16 Does your company have a nonregistered apprenticeship or craft education/training program?

- Yes, an ABC chapter-affiliated nonregistered apprenticeship or craft education/training program
- Yes, an independent nonregistered apprenticeship or craft education/training program
- No nonregistered apprenticeship or craft education/training program

Q5.17 How many apprentices or trainees are currently involved in your nonregistered apprenticeship or craft education/training program?

\_\_\_\_\_

Q5.18 Does your organization participate in internship programs in the United States?

Yes

No

**Commented [TM2]:** If no, skip question 5.19 through 5.21

Q5.19 What types of entities do you partner with for your internship program? Select all that apply.

High school/CTE

College/university

Military/veteran organization

Job education center

Other (please describe): \_\_\_\_\_

Q5.20 Are your interns paid or unpaid?

Paid

Unpaid

Mixture of both/it depends

Q5.21 For which job classifications do you provide internships?

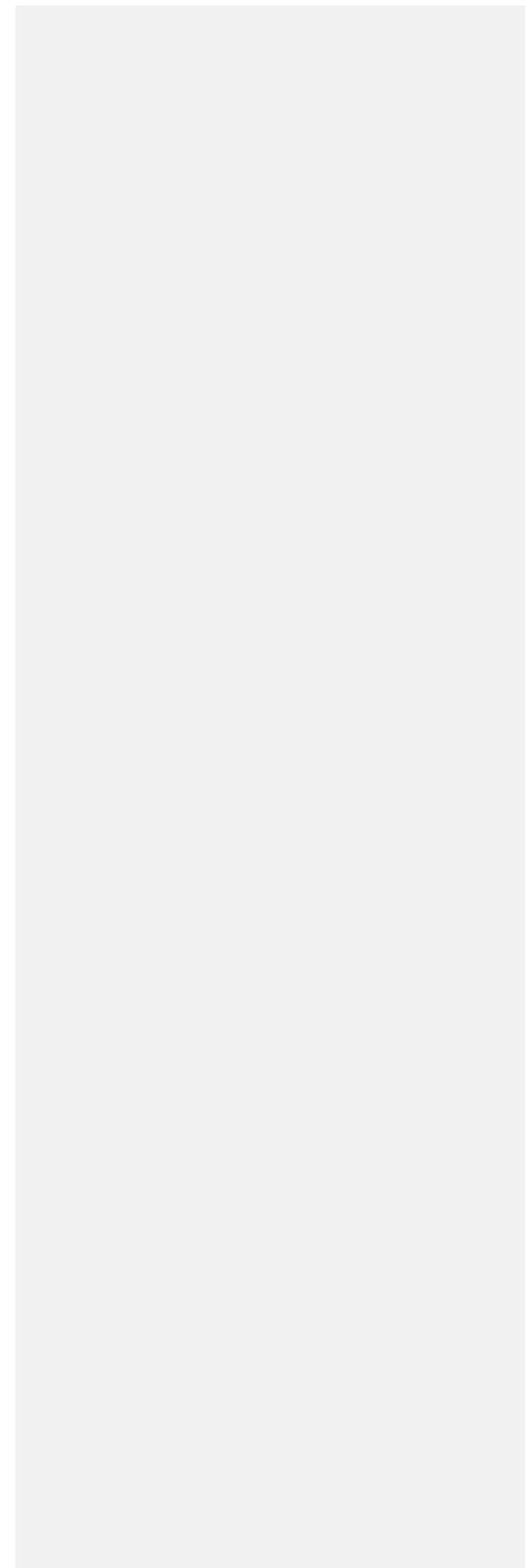
- Project management
- Field leadership (foreman, general foreman, superintendent or similar title)
- Safety
- Craft/trade
- Other (please describe): \_\_\_\_\_

Q5.22 Which of the following obstacles are limiting your ability to deliver education and/or participate in outreach (career fairs, awareness events, education boards, etc.)? Select up to three.

- Busy schedules
- High cost of training
- Uncertainty about quality of various training methods
- Lack of interest from personnel in receiving training
- Other (please specify): \_\_\_\_\_

Q5.23 Which of the following education methods do you use to educate personnel? Please select all that apply.

	Trade/craft	Field management/superintendent	Project management	Senior executives
Face-to-face, instructor-led, outside provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Face-to-face, instructor-led, internal provider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Online, instructor-led	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Online, self-paced (no instructor)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Virtual reality or augmented reality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On-the-job training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Through trade association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Through colleges/universities/vocational programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Q5.24 Which of the following types of VR or AR have you used for education? Please select all that apply.

- Operation of equipment (e.g., cranes, forklifts, telehandlers)
- Skills training (e.g., painting, welding, mechanical repair)
- Knowledge education (e.g., material identification, item inspections, procedural and process checks)
- Safety training
- Other (please describe): \_\_\_\_\_

Q5.25 How likely are you to recommend VR or AR for education to a friend or colleague?

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

Q5.26 What two or three words would you use to describe your experience with VR or AR for education?

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Q5.27 If you could change one thing about the VR or AR you have used for education, what would it be?

\_\_\_\_\_

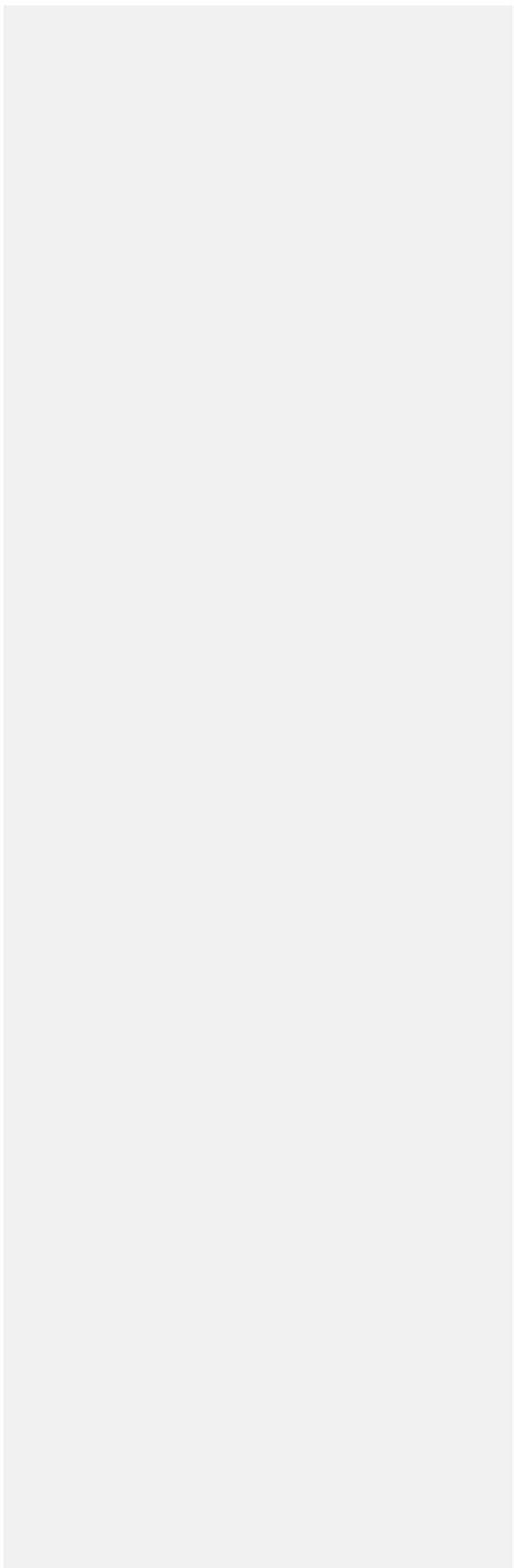
Q6.1 Do you use or are you planning to use safety technology within your organization?

- Yes
- No

**Commented [TM3]:** If no, skip questions 6.2 through 6.11

Q6.2 What safety technology are you using today or planning to use in the future? Check all that apply.

- Safety information management system
- Compliance management system
- IOT (internet of things)
- Artificial intelligence
- Jobsite security (smart badges, smart gates)
- Safety documentation app
- VR
- Innovative tools
- Jobsite monitoring
- Wearables
- COVID-19 tracking
- Other (please specify): \_\_\_\_\_



Q6.3 Who is involved in the identification and decision to purchase and deploy safety technology? Check all that apply.

- Executive management
- Field leadership and supervision
- Safety specialist
- Craft workers

Q6.4 What barriers have you identified when adopting and deploying safety technology? Check all that apply.

- Lack of financial resources
- Lack of information technology infrastructure/resource
- Lack of time
- Lack of training
- Lack of leadership and supervision support
- Lack of craft worker support

Q6.5 Within your company, who utilizes deployed safety technologies? Check all that apply.

- Executive management
- Field leadership and supervision
- Safety specialists
- Craft workers

Q6.6 What technology companies do you use, or have you used to research, purchase and deploy safety technology?

- Safesite
- Real Time Risk Solutions
- Smartvid.io
- Triax
- Pillar
- Guardhat
- Eksobionics
- MyComply
- SafetyReports.com
- Other (please specify): \_\_\_\_\_

Q6.7 Do you employ safety dashboards/reports?

- Yes
- No

Commented [TM4]: If no, skip question 6.8

Q6.8 What metrics do you capture, track and report on your safety dashboard/report? Check all that apply.

- Total Recordable Incident Rates
- Number of first aid cases
- Number of medical treatment cases
- Number of lost workday injury cases
- Number of near-miss incidents
- Number of safety audits
- Number of behavior-based safety observations
- Other (please specify): \_\_\_\_\_

Q6.9 What budget range do you typically set aside for safety technology?

- \$0-\$1,000
- \$1,001-\$10,000
- \$10,001-\$50,000
- \$50,001-\$100,000
- >\$100,000

Q6.10 Have you attributed a real return on investment to the deployment and use of safety technology?

- Yes
- No

**Commented [TMS]:** If no, skip question 6.11

Q6.11 What is the estimated factor of ROI versus the actual investment based on the implementation of safety technology?

- 2-1
- 4-1
- 6-1
- >8-1

Q19.1 Thank you for participating. You will now have the option of downloading a copy of your response.

Please do not hesitate to reach out to Tim Mongeau at [mongeau@abc.org](mailto:mongeau@abc.org) if you have any questions.