2023 Construction Outlook
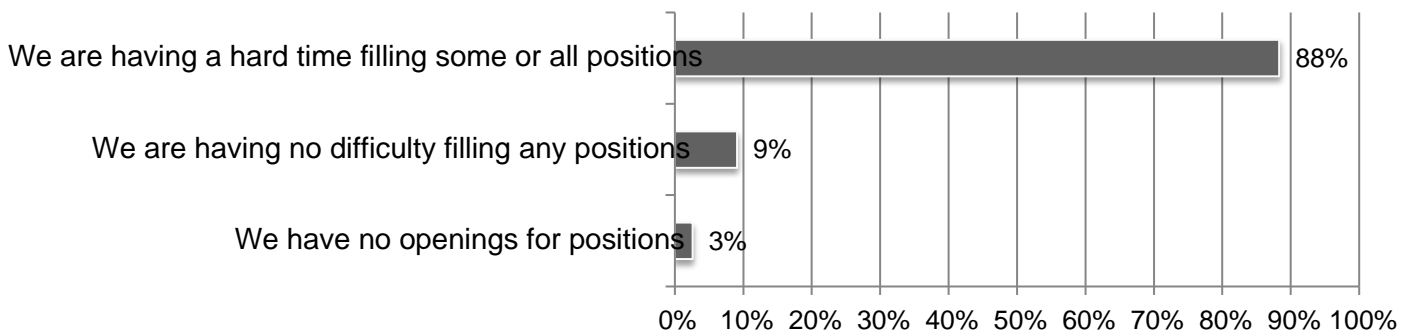## Over $500 million

Market	Higher	Lower	Same	Net*	US Net
Federal (e.g., VA, GSA, USACE, NAVFAC)	61%	3%	36%	58%	37%
Water/Sewer	55%	2%	43%	53%	38%
Transportation (e.g., transit, rail, airport)	52%	6%	42%	46%	42%
Bridge/Highway	51%	8%	41%	43%	42%
Other Healthcare	54%	11%	35%	43%	28%

2. What percent change do you expect in you headcount in 202? Responses:77

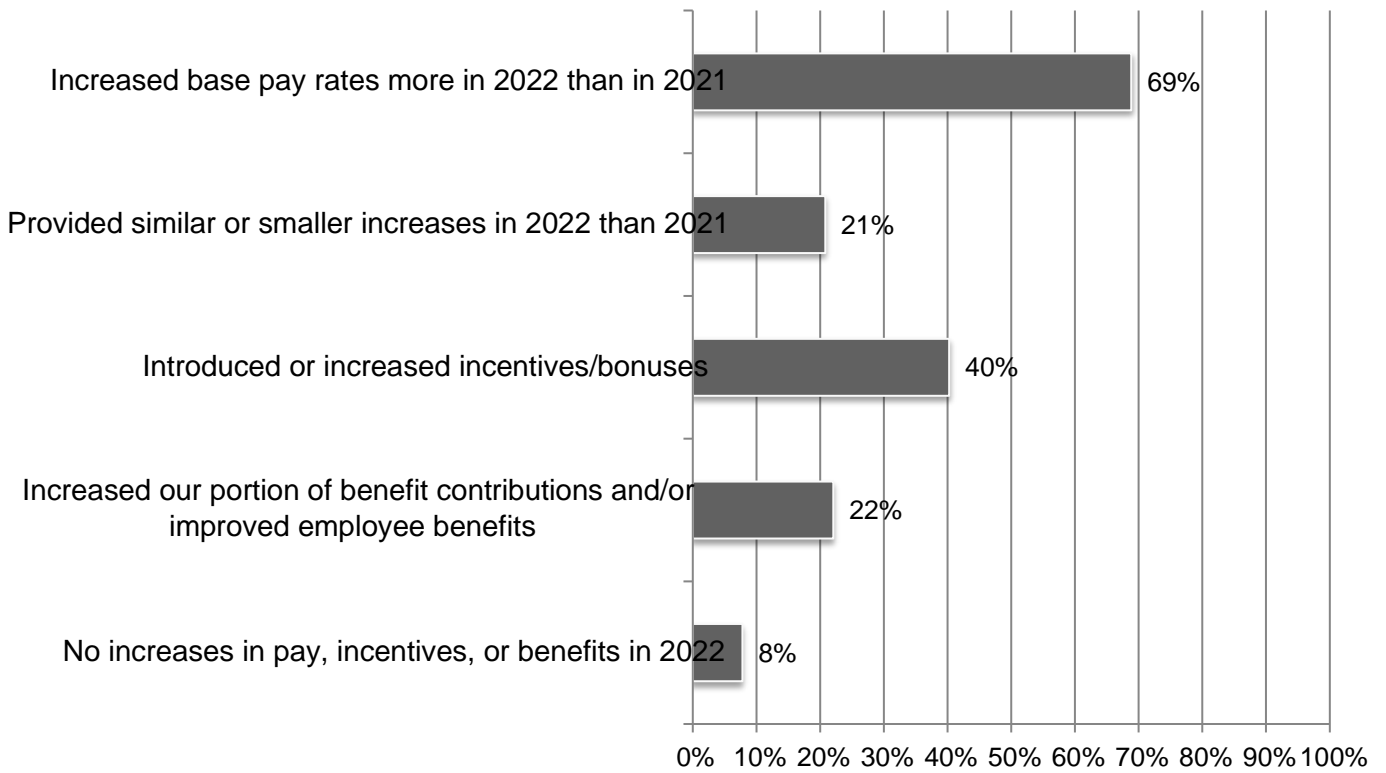| Category	Value
Total Increase	75%
Increase of 1-10%	44%
Increase of 11-25%	27%
Increase of more than 25%	4%
Total Decrease	9%
Decrease of 1-10%	9%
Decrease of 11-25%	0%
Decrease of more than 25%	0%
No change	16%
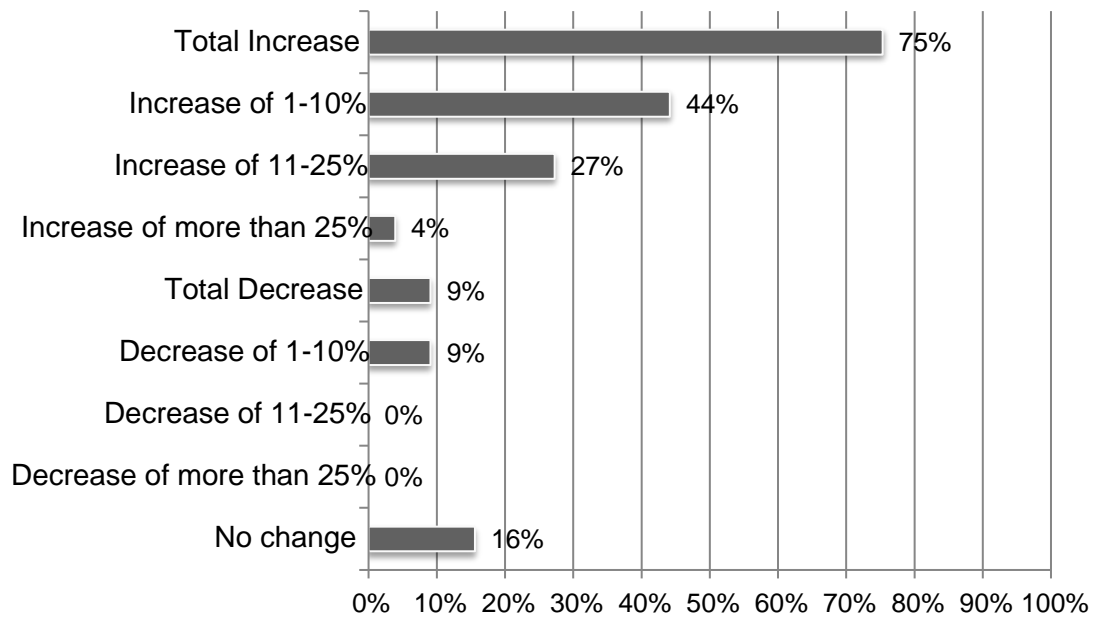
3. How would you describe your current situation in filling salaried and hourly craft positions? Responses:77

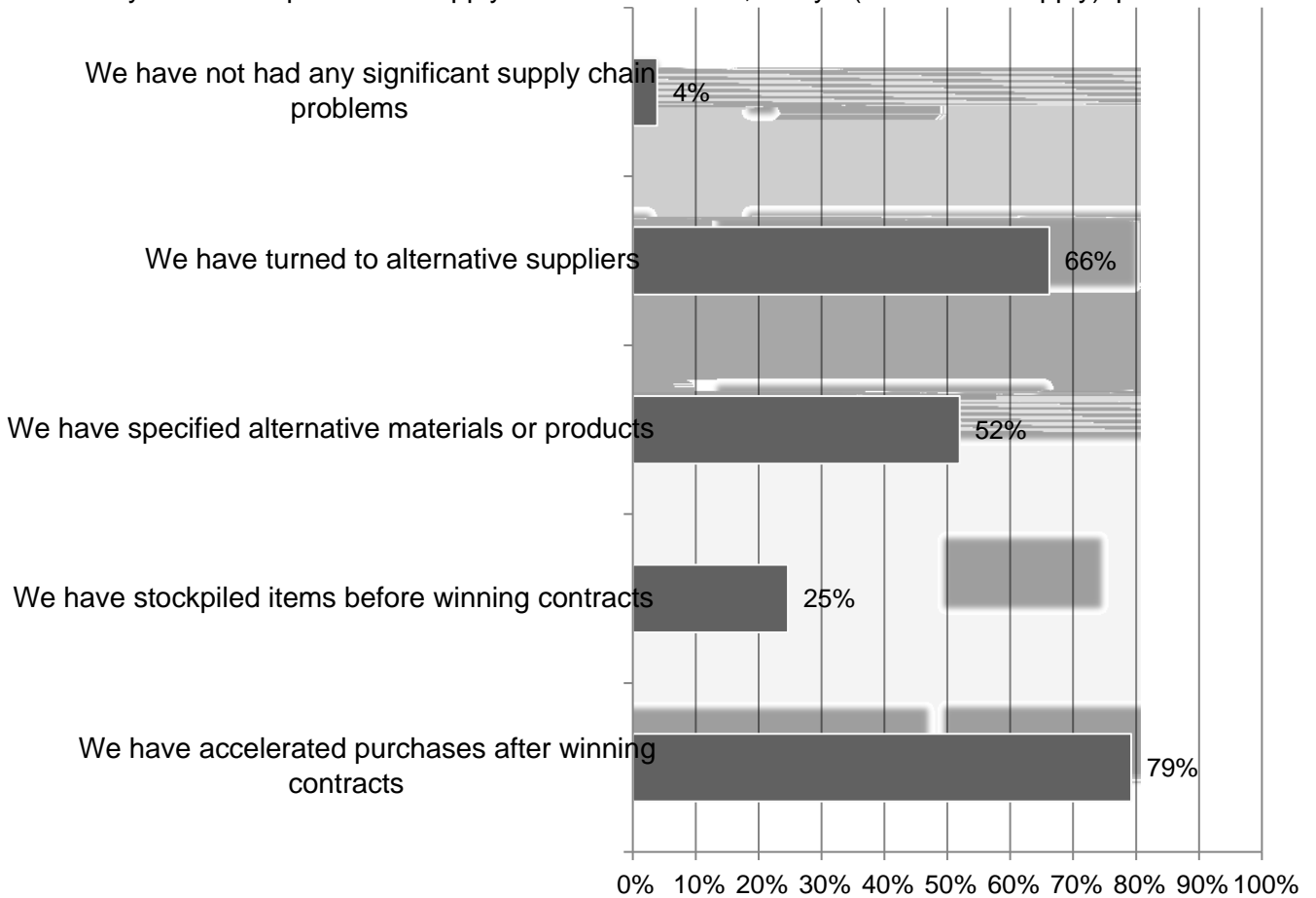| Category	Value
We are having a hard time filling some or all positions	88%
We are having no difficulty filling any positions	9%
We have no openings for positions	3%

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses:77

Category	Value
It will continue to be hard to hire	43%
It will become harder to hire	19%
No change	25%
It will become easier to hire	13%
It will continue to be easy to hire	0%
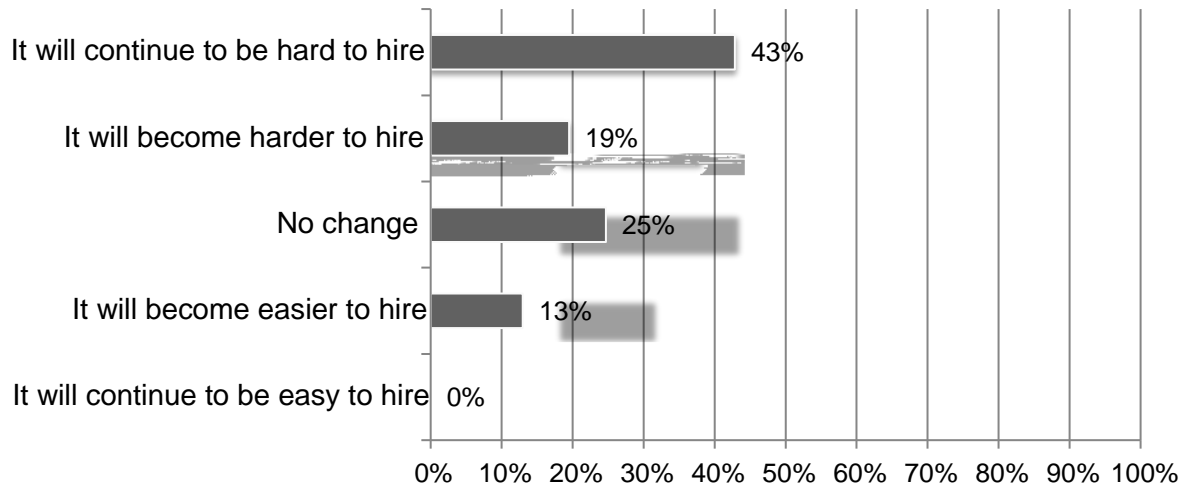
5. What changes did your firm make in pay or benefits in 2022? (mark all that apply) Responses 77

Change	Percent
Increased base pay rates more in 2022 than in 2021	69%
Provided similar or smaller increases in 2022 than 2021	21%
Introduced or increased incentives/bonuses	40%
Increased our portion of benefit contributions and/or improved employee benefits	22%
No increases in pay, incentives, or benefits in 2022	8%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

6. How has your firm responded to supply chain issues in 2022, if any? (mark all that apply) Responses 77

Response	Percent
We have not had any significant supply chain problems	4%
We have turned to alternative suppliers	66%
We have specified alternative materials or products	52%
We have stockpiled items before winning contracts	25%
We have accelerated purchases after winning contracts	79%

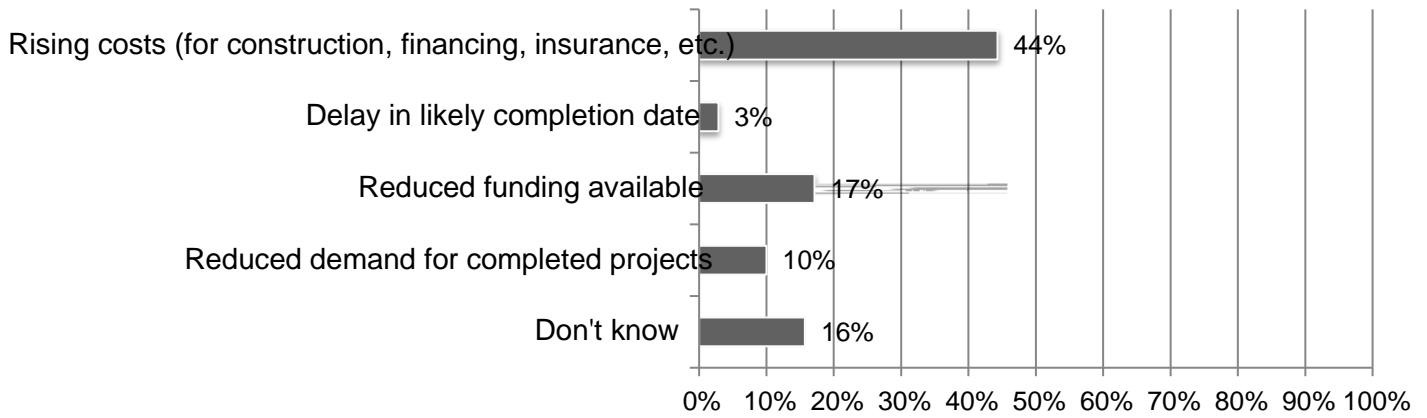0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

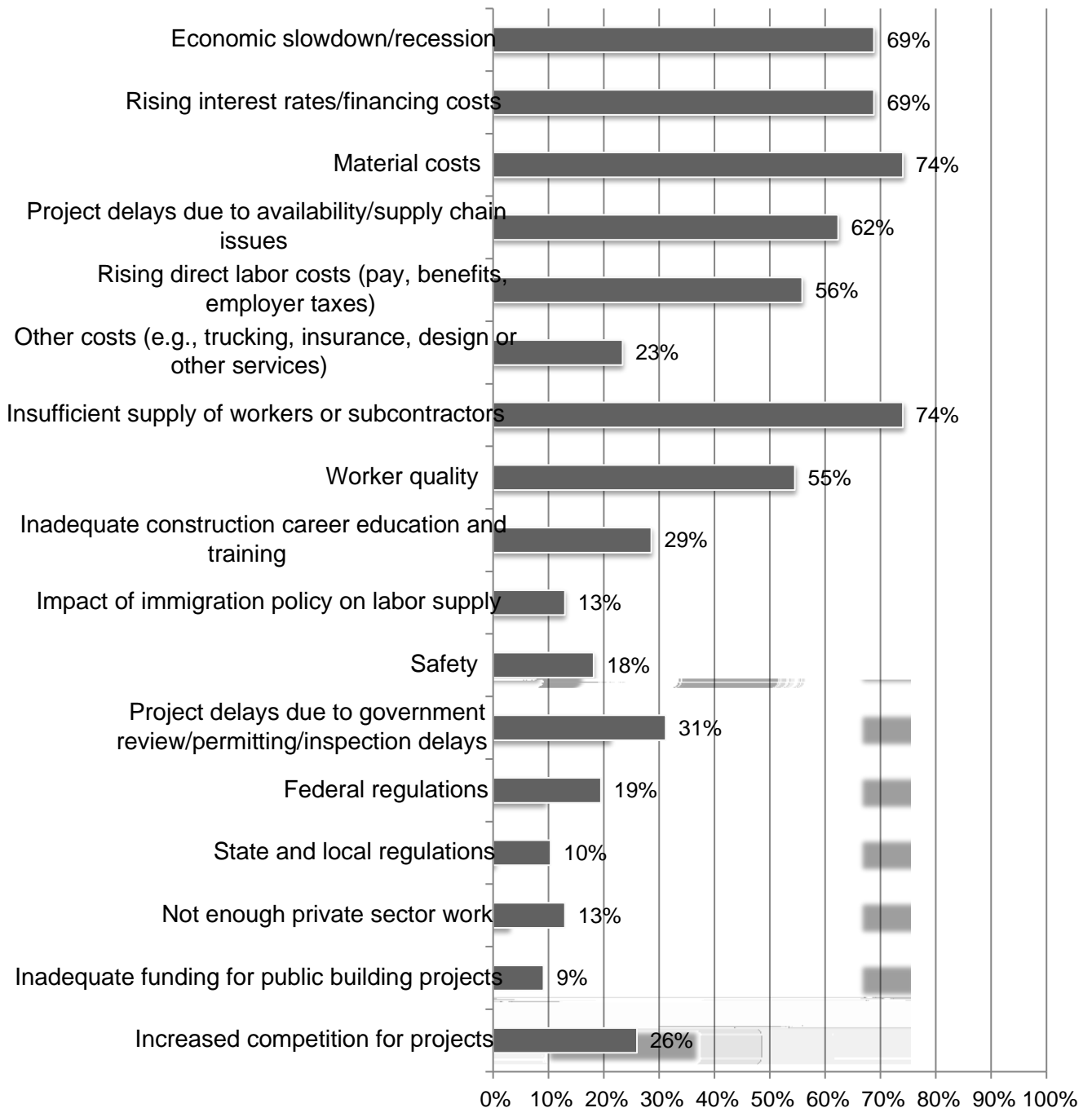7. Do you anticipate purchasing/leasing new work vehicles or equipment in 2023? Responses 77

8. What difference, if any, has the Infrastructure Investment and Jobs Act of 2021 (the "Bipartisan Infrastructure Law") made to your business? Responses 77

9. Did an owner postpone or cancel any projects that were scheduled to start in 2022 or 2023? (mark all that apply) Responses 77

10. If projects were postponed or canceled, what was the main reason? Responses: 70

Rising costs (for construction, financing, insurance, etc.)	44%
Delay in likely completion date	3%
Reduced funding available	17%
Reduced demand for completed projects	10%
Don't know	16%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

11. What are your biggest concerns for 2023? (mark all that apply) Responses: 77

Economic slowdown/recession	69%
Rising interest rates/financing costs	69%
Material costs	74%
Project delays due to availability/supply chain issues	62%
Rising direct labor costs (pay, benefits, employer taxes)	56%
Other costs (e.g., trucking, insurance, design or other services)	23%
Insufficient supply of workers or subcontractors	74%
Worker quality	55%
Inadequate construction career education and training	29%
Impact of immigration policy on labor supply	13%
Safety	18%
Project delays due to government review/permitting/inspection delays	31%
Federal regulations	19%
State and local regulations	10%
Not enough private sector work	13%
Inadequate funding for public building projects	9%
Increased competition for projects	26%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

12. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 67

13. Compared to 2022, will your firm's 2023 invetent in the following technologies change? (mark all that apply) Responses: 72
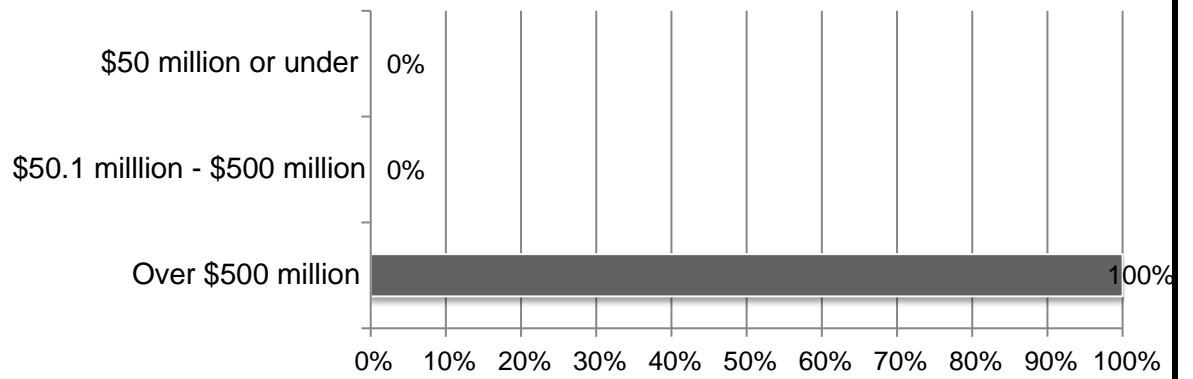
	Increase	Decrease	No change
Building Information Modeling (BIM)	43%	0%	57%
Document management software	43%	0%	57%
Human resources (HR) software	37%	0%	63%
Project management software	37%	1%	62%
Project collaboration software	32%	1%	67%
Estimating software	28%	1%	71%
Accounting software	26%	1%	72%
Scheduling software	24%	0%	76%
Fleet tracking/management software	23%	0%	77%
Client relationship management (CRM) software	21%	1%	78%
Tool/asset management/tracking	21%	0%	79%
Prequalification software	20%	2%	78%
Payroll software	18%	0%	82%
Subcontractor bid management/ITB software	16%	2%	83%
Service management software	5%	0%	95%

14.

15. Does your firm currently have a formal IT plan to support your business objectives? Responses: 77

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

17. Does your firm use cloud

20. Estimate the total dollar amount of work your firm performed in 2022 Responses: 77

$50 million or under	0%
$50.1 milllion - $500 million	0%
Over $500 million	100%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

21. How many total employees does your firm employ at all of its locations? Responses: 76

1-19	0%
20-99	3%
100-499	22%
500 or more	75%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%