

Your participation is greatly appreciated.

Responses are confidential and will not be identified by individual. All responses will be compiled together for an aggregate view.

* 1. Please provide your company name.

2. Hiring manager's name? (response is optional)

3. Email or phone. (response is optional)

4. On average how many full-time employees do you have during the peak of your construction season (not including yourself)?

- ☐ 0 to 5
- ☐ 6 to 10
- ☐ 11 to 25
- ☐ 26 to 50
- ☐ Over 50

5. How many employees do you have during the non-peak season?

- ☐ 0 to 5
- ☐ 6 to 10
- ☐ 11 to 25
- ☐ 26 to 50
- ☐ Over 50

6. Please identify the type (s) of work you generally perform. (mark all that apply)

- ☐ Asphalt
- ☐ Minor Struct/Misc Concrete
- ☐ Building Construction
- ☐ Concrete Paving & Incidentals
- ☐ Painting & Stripping
- ☐ Rest/Picnic Area Maintenance
- ☐ Earthwork, Base & Subbase
- ☐ Rest Areas (construction)
- ☐ Hazardous Material
- ☐ Fencing
- ☐ Traffic Control Devices
- ☐ Pavement Markers
- ☐ Hauling – Trucking
- ☐ Guardrail Repair
- ☐ Engineering/Consultants
- ☐ Lighting & Signal Maintenance
- ☐ Debris Clearing/Removal
- ☐ Wholesale Material Supply
- ☐ Landscaping
- ☐ Asbestos/Lead Abatement
- ☐ Surveying
- ☐ Major Structures
- ☐ Clean & Sweep Highways
- ☐ Erosion and Sediment Control
- ☐ Other (please specify)

7. Which of the following items are required when you are making conditional offers of employment to potential new hires: (mark all that apply)?

- ☐ Background check
- ☐ Drug test
- ☐ Current driver's license
- ☐ Reliable transportation
- ☐ Active cell phone
- ☐ Bi-lingual
- ☐ Other (please specify)

8. Is your company willing to hire someone who is part of a work release program?

- ☐ Yes
- ☐ No
- ☐ Other (please specify)

9. Is your company willing to hire people with no construction experience?

- ☐ Yes
- ☐ No
- ☐ Other (please specify)

10. What skills are you looking for in a laborer with no construction experience? (mark all that apply)

- ☐ Great communication skills
- ☐ Ability to work in a team environment
- ☐ Ability to work independently
- ☐ Skilled in providing great customer service
- ☐ Ability to handle numerous tasks
- ☐ Flexible, adaptable, and respectful to authority
- ☐ High attention to detail
- ☐ High physical stamina to endure strenuous tasks
- ☐ Good at written English
- ☐ Good at spoken English
- ☐ Comfortable at working under pressure
- ☐ Hand/Eye and body coordination
- ☐ Basic industry knowledge
- ☐ High school diploma or GED
- ☐ Ability to work outdoors in year-round climates
- ☐ Handle 8 to 10 hours of physical labor daily
- ☐ Ability to travel
- ☐ Basic computer skills
- ☐ Other (please specify)

- ☐ None of the above

11. What minimum qualifications do you want applicants to have?

- ☐ Construction site safety knowledge
- ☐ Construction math
- ☐ Basic use of hand tools
- ☐ Basic use of power tools
- ☐ 6 months or more of previous work experience
- ☐ 6 months or more of previous construction trade experience
- ☐ Formal classroom training (high school or above)
- ☐ Other (please specify)

- ☐ None of the above

12. Are you willing to train on the job?

- ☐ Yes
- ☐ No
- ☐ Other (please specify)

13. Does your company pay for any certifications or training for employees? Such as OSHA, CDL Training, HEO, Aerial Lift Training, ATSSA Certification, Crane Operation Certification, etc.

- ☐ No
- ☐ Yes, please list what you provide:

14. What project locations do you need to hire new workers for? (mark all that apply)

- ☐ Aberdeen Area
- ☐ Pierre Area
- ☐ Mitchell Area
- ☐ Sioux Falls Area
- ☐ Rapid City Area
- ☐ Watertown/Brookings Area
- ☐ North Eastern SD
- ☐ South Eastern SD
- ☐ North Central SD
- ☐ South Central SD
- ☐ North Western SD
- ☐ South Western SD
- ☐ Other (please specify)

15. Can employees meet at your office and travel to job site locations with the crew?

- ☐ Yes
- ☐ No
- ☐ Other (please specify)

16. When do you start your hiring process for the new construction season?

- ☐ January
- ☐ February
- ☐ March
- ☐ April
- ☐ May
- ☐ We are always hiring
- ☐ Other (please specify)

17. How do you accept employment applications?

- ☐ Company website
- ☐ Online job boards (i.e. Indeed, Monster, Glassdoor, etc)
- ☐ Walk-ins
- ☐ Agencies (i.e. Department of Labor, TERO, Career Centers)
- ☐ Social Media (i.e. Facebook, LinkedIn, etc.)
- ☐ Other (please specify)

18. What recruiting methods do you use when hiring new employees?

- ☐ Social Media
- ☐ Job Boards
- ☐ Word of mouth
- ☐ Temp Service/Employment Agency
- ☐ Job Fairs
- ☐ Other (please specify)

19. Would you attend a job fair as a hiring contractor?

- ☐ Yes
- ☐ No
- ☐ Other (please specify)

20. Would you offer interviews on the spot/at the event?

- ☐ Yes
- ☐ No
- ☐ Other (please specify)

21. Who does your interviewing and hiring?

- ☐ Owner
- ☐ HR staff member
- ☐ Foreman
- ☐ Other (please specify)

22. What positions do you typically have to fill each season? (mark all that apply)

- ☐ Laborer
- ☐ Flagman/watchman
- ☐ Carpenter
- ☐ Cement & Concrete Finisher
- ☐ Construction Manager
- ☐ Electrician
- ☐ Equipment Operator
- ☐ Welder
- ☐ Traffic control person
- ☐ Pilot Car Driver
- ☐ Parts Runner
- ☐ Truck driver (with CDL)
- ☐ Foreman
- ☐ Other (please specify)