

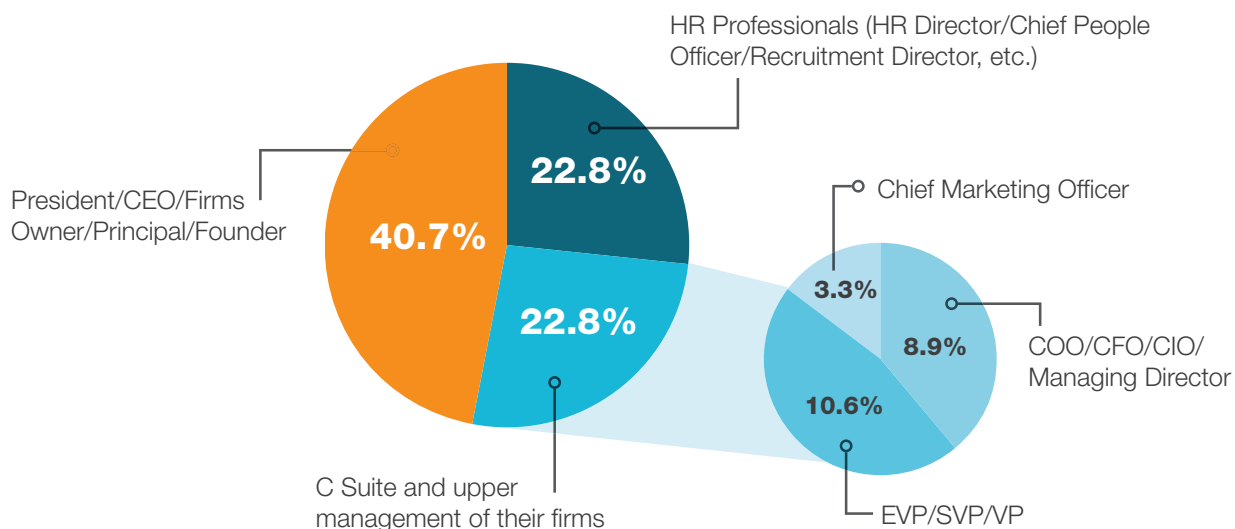
BUILDING DESIGN + CONSTRUCTION

STUDY OF AEC MARKET RECRUITMENT

NOVEMBER 2015

MOST NOTABLE SUMMARY OF THE FINDINGS

DEMOGRAPHICS BY TITLE



SIZE OF FIRM



FUTURE STAFFING STRATEGIES

- Four out of five respondents (81.7%) said they anticipate their firms will add at least 5% to their professional staffs over the next two years.
- One-third of respondents (33.3%) said their firms plan to add 5% to 10% to their AEC professional staffs in the next 12 to 24 months.
- Nearly a quarter of respondents (24.2%) said their firms expect to bolster their AEC professional staffing by 10% to 20% over the next two years.
- About one in eleven respondents (9.2%) plan to add more than 20% to their AEC professional staffs in the next 12 to 24 months.

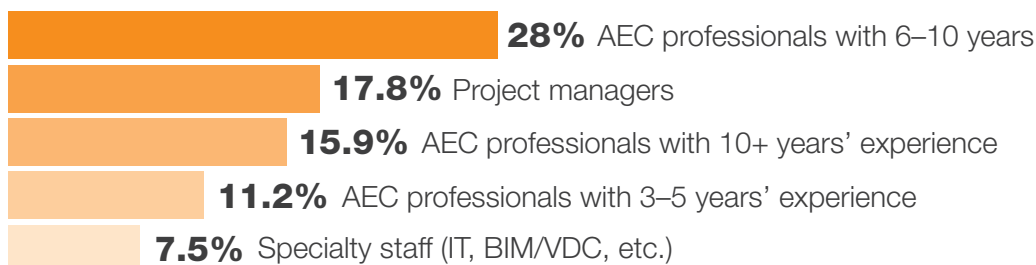
MOST NOTABLE SUMMARY OF THE FINDINGS

RECRUITMENT TOOLS AND SERVICES USED

ANALYSIS: “word of mouth” is king (23.2%), but it is also hit-or-miss, depending on luck, which is hardly a viable strategy and may not yield the most desirable candidates. In most cases, there is a disparity between the level of usage of various recruitment tools and services and their perceived effectiveness. For example, more than six in ten firms (63.0%) use their websites to publicize job openings, according to respondents, but only a small percentage of respondents (5.6%) found this device “most effective.” Based on these findings, it would seem that AEC firms are shooting a lot of arrows but few are hitting the target.

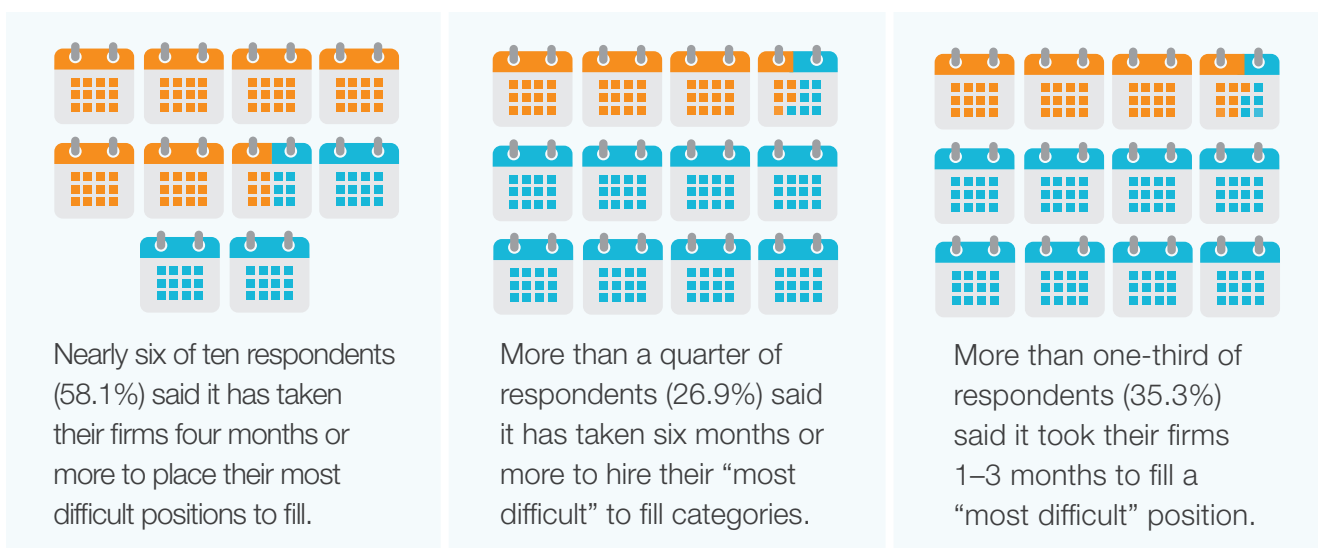
PROFESSIONALS THAT ARE MOST DIFFICULT TO RECRUIT

Respondents were asked to choose the **single category** of AEC professionals that has given their firms **the most difficulty** in recruiting or hiring in the last 12-24 months.



TIME TAKEN TO FILL SUCH A POSITION

Respondents were asked about **how long it has taken** to fill a position that they had deemed **MOST DIFFICULT TO RECRUIT OR HIRE**, from the start of the recruitment process to finish.



MOST NOTABLE SUMMARY OF THE FINDINGS

RESPONDENT'S OPINIONS ON KEY ISSUES

Respondents were asked to check if they agreed with any of seven statements. (Multiple responses accepted; 270 total responses received.)

"It's TAKING US LONGER THAN EVER to fill positions for qualified AEC professionals."	54.6%
"We have good job openings for AEC professionals but CAN'T SEEM TO FIND QUALIFIED CANDIDATES."	52.8%
"Our COMPETITORS ARE DIRECTLY CONTACTING our best AEC professionals."	40.1%
We have LOST qualified AEC professionals TO OTHER AEC FIRMS."	38.0%
"We can't find qualified AEC professionals for jobs in SPECIFIC GEOGRAPHICAL AREAS."	28.7%
"We have HAD TO DELAY OR TURN DOWN PROJECTS because we could not hire qualified AEC professionals to run them."	16.7%
"We HAVE NOT HAD SERIOUS PROBLEMS hiring qualified AEC professionals."	18.5%

ANALYSIS: There's trouble in AEC City. More than four in five respondents (81.5%) reported one problem or other in their firms' efforts to recruit and hire the right professionals. More than half said it's taking longer than ever to find these pros. Many said they just can't find them. Is it the impact of the Great Recession? Has the AEC industry lost another generation of professionals, as it did during the 1992 recession? Roughly 40% of respondents reported other firms are poaching their best people. Perhaps most startling is that one-sixth of respondents reported having to turn down or delay jobs for lack of experienced professionals and managers to staff the work. That's really got to hurt.