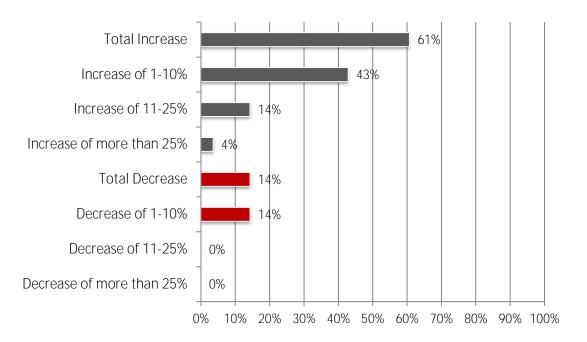# 2025 Construction Outlook
Florida Survey Results

Total Responses: 28. Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.

1. Compared to 2024, do you expect the available dollar value of projects you compete for in 2025 to b12.4 597to
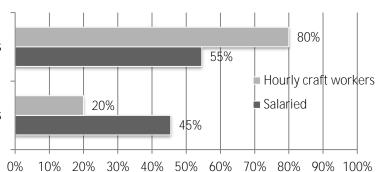
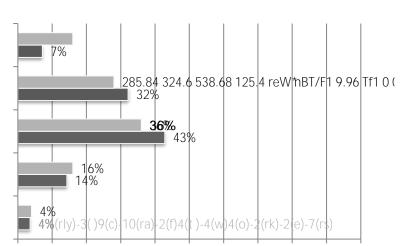2. What percentage change do you expect in your headcount in 2025? Responses: 28

Category	Percentage
Total Increase	61%
Increase of 1-10%	43%
Increase of 11-25%	14%
Increase of more than 25%	4%
Total Decrease	14%
Decrease of 1-10%	14%
Decrease of 11-25%	0%
Decrease of more than 25%	0%

3. Describe your difficulty in filling open positions: Responses: 28

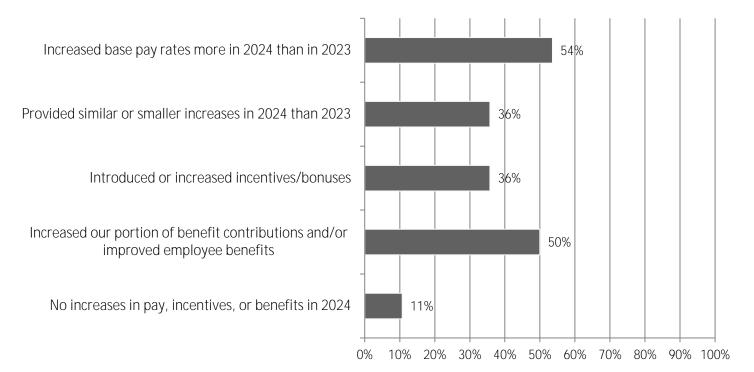|	Hourly craft workers	Salaried
We are having a hard time filling some or all positions	80%	55%
We are having no difficulty filling any positions	20%	45%

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 28

7%

285.84 324.6 538.68 125.4 reW nBT/F1 9.96 Tf1 0 (
32%

36%
43%

16%
14%

4%
4%(rly)-3( )9(c)-10(ra)-2(f)4(t)-4(w)4(o)-2(rk)-2(e)-7(rs)

4%

5. What changes did your firm make in pay or benefits in 2024? (mark all that apply) Responses: 28

Response	Percentage
Increased base pay rates more in 2024 than in 2023	54%
Provided similar or smaller increases in 2024 than 2023	36%
Introduced or increased incentives/bonuses	36%
Increased our portion of benefit contributions and/or improved employee benefits	50%
No increases in pay, incentives, or benefits in 2024	11%

6. How has your firm responded to supply-chain issues in 2024, if any? (mark all that apply) Responses: 28

7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law), made to your business? Responses: 28

8. Did an owner postpone or cancel any projects that were scheduled to start in 2024 or 2025? (mark all that apply) Responses: 28

9. If projects were postponed or canceled, what was the main reason? (mark all that apply) Responses: 22

10. What are your biggest concerns for 2025? (mark all that apply) Responses: 28

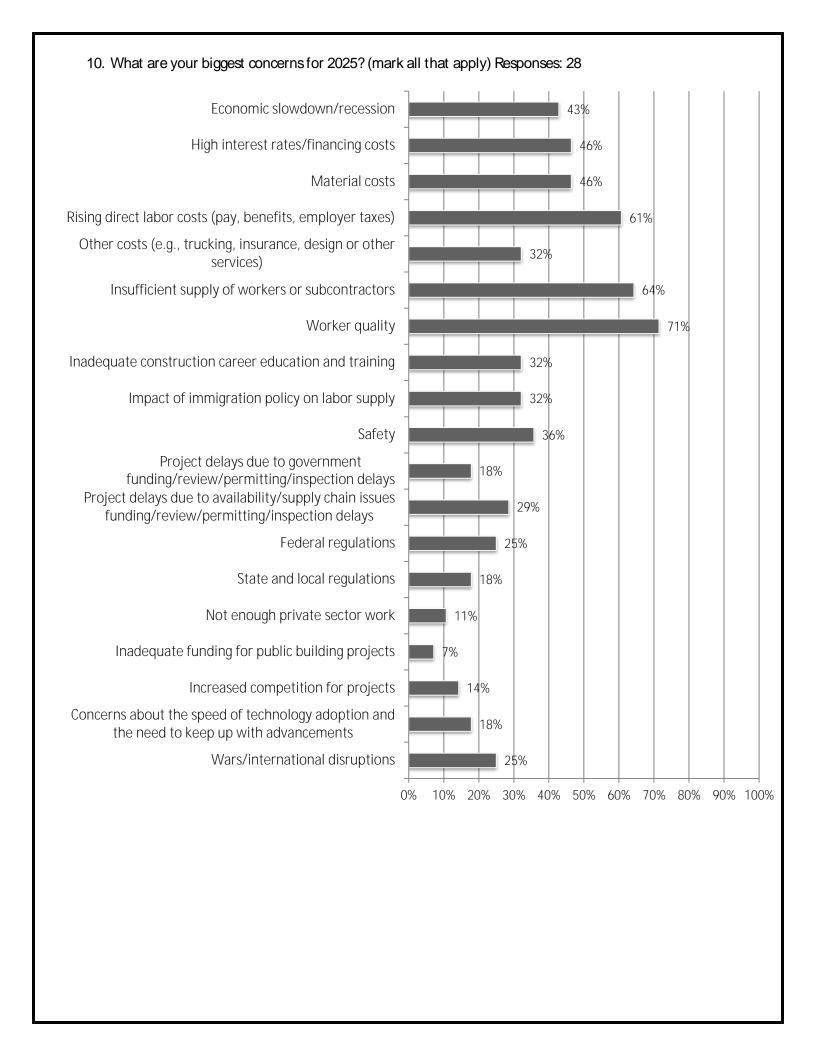| Concern	Percentage
Economic slowdown/recession	43%
High interest rates/financing costs	46%
Material costs	46%
Rising direct labor costs (pay, benefits, employer taxes)	61%
Other costs (e.g., trucking, insurance, design or other services)	32%
Insufficient supply of workers or subcontractors	64%
Worker quality	71%
Inadequate construction career education and training	32%
Impact of immigration policy on labor supply	32%
Safety	36%
Project delays due to government funding/review/permitting/inspection delays	18%
Project delays due to availability/supply chain issues funding/review/permitting/inspection delays	29%
Federal regulations	25%
State and local regulations	18%
Not enough private sector work	11%
Inadequate funding for public building projects	7%
Increased competition for projects	14%
Concerns about the speed of technology adoption and the need to keep up with advancements	18%
Wars/international disruptions	25%

11. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 27
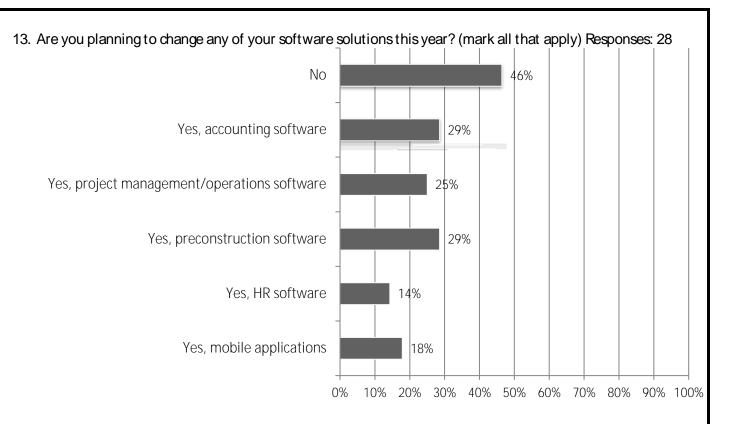

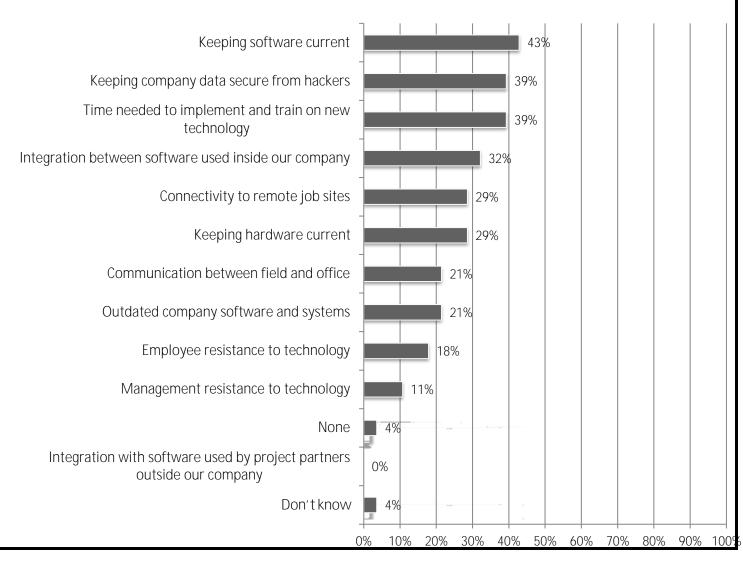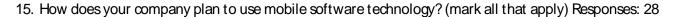| Category	Percentage
(unlabeled)	85%
(unlabeled)	41%
(unlabeled)	19%
Unreasonable inspection or enforcement of government rules	19%
Low quality of available safety and health training	7%
Poor subcontractor safety and health performance	44%
Safety hazards created by 3rd parties (e.g., motorist crashes into work zones)	26%

12. Compared to 2024   5 investment in the following technologies change? (mark all that apply) Responses: 28

Artificial intelligence	57%	4%	39%
Client relationship management (CRM) software	52%	4%	44%
Document management software	50%	4%	46%
Accounting software	44%	4%	52%
Estimating software	44%	11%	44%
Project management software	42%	8%	50%
Building Information Modeling (BIM)	38%	4%	58%
Prequalification software	38%	4%	58%
Human resources (HR) software	32%	8%	60%
Payroll software	30%	9%	61%
Subcontractor bid management/ITB software	24%	8%	68%
Fleet tracking/management software	23%	8%	69%
Project collaboration software	22%	4%	74%
Autonomous equipment or vehicles	17%	4%	79%
Drones	17%	8%	75%
Scheduling software	17%	8%	75%
Offsite production	13%	9%	78%
Tool/asset management/tracking	13%	9%	78%
Robotics	9%	9%	83%
Service management software	9%	9%	83%
3-D printing	9%	9%	83%

13. Are you planning to change any of your software solutions this year? (mark all that apply) Responses: 28

Response	Percentage
No	46%
Yes, accounting software	29%
Yes, project management/operations software	25%
Yes, preconstruction software	29%
Yes, HR software	14%
Yes, mobile applications	18%

14. What are your biggest IT challenges (mark all that apply)? Responses: 28

Challenge	Percentage
Keeping software current	43%
Keeping company data secure from hackers	39%
Time needed to implement and train on new technology	39%
Integration between software used inside our company	32%
Connectivity to remote job sites	29%
Keeping hardware current	29%
Communication between field and office	21%
Outdated company software and systems	21%
Employee resistance to technology	18%
Management resistance to technology	11%
None	4%
Integration with software used by project partners outside our company	0%
Don't know	4%

15. How does your company plan to use mobile software technology? (mark all that apply) Responses: 28

Category	Percentage
Daily field reports	64%
Access to customer and job information from the field	57%
Employee time tracking and approval	54%
Access to job cost and project reports from the field	50%
Sharing of drawings, photos and documents	43%
Punch lists	39%
RFI/Issue tracking	36%
Submittals and commitments	36%
Reports to owners, regulatory compliance reports	32%
Scheduling	32%
Change management	29%
Equipment tracking	29%
Inventory tracking	21%
Building Information Modeling (BIM)	18%
Material acceptance at the job site	18%
Processing service work orders in the field	18%
Estimating GPS tracking (e.g. fleet tracking)	11%
Processing payments in the field	7%
No plan to use mobile technology software	7%
Don't know	14%

19. Estimate the total dollar amount of work your firm performed in 2024. Responses: 28

	36%
	36%
	29%

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

20. How many total employees does your firm employ at all of its locations? Responses: 28