2020 Workforce Survey Results

Alaska Results

Total responses: 78, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 77

   - Furloughed or terminated employees: 25%
   - Terminated employees: 13%
   - Furloughed employees: 12%
   - Recalled or added employees: 29%
   - Added employees: 21%
   - Recalled employees: 8%
   - No change: 56%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 77

   - Reduced headcount: 34%
   - Increased headcount: 29%
   - No change: 38%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 77

- No, did not furlough any employees: 73%
- Have not tried to recall furloughed employees: 8%
- Tried to recall furloughed employees: 19%

4. Among firms that tried to recall employees; Response: 15

- All furloughed employees reported when recalled: 47%
- Some recalled employees have refused to work: 53%
- Some cited preference for unemployment benefits: 53%
- Some cited virus concerns or family responsibilities: 13%
- Some cited other reasons (or unknown): 20%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 77
Salaried: 77 Craft

- We are having a hard time filling some or all positions: 52%
- We are having no difficulty filling any positions: 27%
- We have no openings for positions: 21%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 77 Salaried; 77 Craft

7. Has your firm added or increased use of the following to provide workers in the last 6 months? (Mark all that apply) Responses: 77
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 77

- No changes: 44%
- Have not tried to hire: 12%
- Lowered hiring standards: 19%
- Initiated or increased spending on training and professional development: 14%
- Initiated or increased online or mobile training options: 14%
- Increased use of learning program with a strong online/video component: 8%
- Overtime: 8%
- Added Lean construction personnel: 4%
- Augmented/mixed/virtual reality training devices: 4%
- Trained personnel in Lean construction methods: 1%
- Raised hiring standards: 1%
- Decreased or eliminated spending on training and professional development: 1%
- Other: 6%
9. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply): 24

- Project managers/supervisors: 75%
- Engineers: 38%
- Quality control personnel: 33%
- Lean construction professionals: 8%
- Safety personnel: 8%
- Environmental compliance professionals: 4%
- Architects: 0%
- BIM personnel: 0%
- IT personnel: 0%
- Software/database personnel: 0%
10. If your firm is having trouble filling hourly craft positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 45

- Truck drivers: 38%
- Equipment operators-cranes, heavy equipment: 33%
- Laborers: 33%
- Carpenters: 29%
- Mechanics: 22%
- Cement masons: 9%
- Pipelayers: 9%
- Roofers: 9%
- Concrete workers: 7%
- Iron workers: 7%
- Pipefitters/welders: 7%
- Electricians: 4%
- Plumbers: 4%
- Sheet metal workers: 4%
- Installers-other: 2%
- Millwrights: 2%
- Painters: 2%
- Traffic control personnel: 2%
- Bricklayers: 0%
- Installers-drywall: 0%
11. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the last 6 months? (Mark all that apply) Responses: 77

- Increased base pay rates: 42%
- Provided incentives/bonuses: 10%
- Increased our portion of benefit contributions and/or improved employee benefits: 5%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 1%
- No change: 52%

12. What technologies (hardware or software) have you employed recently to help alleviate any labor shortages your firm has experienced? (Mark all that apply) Responses: 72

- Project Management: 11%
- Estimating: 10%
- Bidding: 8%
- Document / File Management (e.g., high school, college, career & technical education): 4%
- Cost Management/ ERP: 3%
- Field Collaboration: 3%
- Site Safety: 3%
- Workforce Management: 3%
- Reality Capture: 1%
- Adopted or increased Lean construction methods: 0%
- Virtual/Augmented/Mixed Reality: 0%
- Other: 1%
- No changes: 76%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 76

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some projects have been halted, postponed or canceled</td>
<td>62%</td>
</tr>
<tr>
<td>Scheduled projects have been postponed or canceled</td>
<td>57%</td>
</tr>
<tr>
<td>Projects under way have been halted</td>
<td>29%</td>
</tr>
<tr>
<td>We have won additional projects or add-ons to current projects</td>
<td>8%</td>
</tr>
<tr>
<td>No impact</td>
<td>14%</td>
</tr>
<tr>
<td>Projects have taken longer than we anticipated</td>
<td>53%</td>
</tr>
<tr>
<td>Costs have been higher than we anticipated</td>
<td>43%</td>
</tr>
<tr>
<td>We have put longer completion times into our bids or contracts</td>
<td>28%</td>
</tr>
<tr>
<td>We have put higher prices into our bids or contracts</td>
<td>14%</td>
</tr>
<tr>
<td>Projects have taken less time or cost less than we anticipated</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>14%</td>
</tr>
</tbody>
</table>

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 74

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>More reportable injuries and illness</td>
<td>5%</td>
</tr>
<tr>
<td>More jobsite hazards (physical and or behavioral) identified in inspection reports</td>
<td>9%</td>
</tr>
<tr>
<td>More workers compensation claims</td>
<td>0%</td>
</tr>
<tr>
<td>No change</td>
<td>82%</td>
</tr>
<tr>
<td>Fewer reportable injuries and illnesses</td>
<td>3%</td>
</tr>
<tr>
<td>Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports</td>
<td>0%</td>
</tr>
<tr>
<td>Fewer workers compensation claims</td>
<td>0%</td>
</tr>
</tbody>
</table>
15. If Congress takes further action to address the economic fallout from the coronavirus, which of these measures would be helpful to your business? (Mark all that apply) Responses: 76

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) - 57%
- Enact a “safe harbor” set of protocols to provide firms with protection from tort or employment liability for failing to... - 42%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work - 41%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or... - 34%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the... - 33%
- More funding for loan programs to maintain cash flows - 28%
- Multi-year surface transportation reauthorization with higher funding levels - 26%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund - 24%
- No additional legislation is needed - 17%
- Addressing the funding shortfalls for multi-employer pension plans - 16%
- Other - 5%

16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 72

- Volume of business already matches or exceeds year-ago level - 31%
- 1-6 months - 4%
- More than 6 months (or never) - 38%
- Don’t know - 28%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 78

- Expect to furlough and or terminate employees: 29%
- Expect to terminate employees to reduce headcount: 13%
- Expect to furlough employees temporarily: 21%
- Expect to recall and or add employees: 19%
- Expect to add new employees: 14%
- Expect to recall employees: 5%
- No net change: 56%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 78

- 1-49 employees: 59%
- 50-249 employees: 33%
- 250-499 employees: 4%
- 500 or more employees: 4%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 78.

- $10 million or less: 53%
- $10.1 million-$50 million: 31%
- $50.1 million-$500 million: 15%
- Over $500 million: 1%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply). Responses: 78

- Building construction: 56%
- Highway and transportation: 44%
- Utility infrastructure: 40%
- Federal and heavy: 40%
- Other: 19%

- We always operate as a union contractor: 25%
- We primarily operate as a union contractor but not always: 16%
- We primarily operate as an open-shop contractor but not always: 14%
- We always operate as an open-shop contractor: 32%
- We do not self-perform or directly hire craft personnel: 9%