**2020 Workforce Survey Results**

**Building Construction Results**

*Total responses: 1,118, but number varies by question.*

1. **How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply)** Responses: 1,113

   - Furloughed or terminated employees: 32%
   - Terminated employees: 21%
   - Furloughed employees: 20%
   - Recalled or added employees: 33%
   - Added employees: 24%
   - Recalled employees: 13%
   - No change: 46%

2. **By what percentage has your firm’s headcount changed in the past 12 months?** Responses: 1,115

   - Reduced headcount: 43%
   - Increased headcount: 28%
   - No change: 29%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 1,112

- No, did not furlough any employees (65%)
- Have not tried to recall furloughed employees (8%)
- Tried to recall furloughed employees (27%)

4. Among firms that tried to recall employees; Response: 297

- All furloughed employees reported when recalled (59%)
- Some recalled employees have refused to work (41%)
- Some cited preference for unemployment benefits (34%)
- Some cited virus concerns or family responsibilities (35%)
- Some cited other reasons (or unknown) (14%)

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 1,113 Salaried; 1,114 Craft

- We have no openings for positions (56%)
- We are having no difficulty filling any positions (17%)
- We are having a hard time filling some or all positions (27%)
- We have no openings for positions (22%)
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 1,114 Salaried; 1,112 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: 1,102
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 1,107

- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams) 24%
- Initiated or increased online or mobile training options 21%
- Initiated or increased spending on training and professional development 19%
- Overtime 15%
- Augmented/mixed/virtual reality training devices 15%
- Lowered hiring standards (e.g., education, training, employment or arrest record) 8%
- Trained personnel in Lean construction methods 8%
- Raised hiring standards 7%
- Decreased or eliminated spending on training and professional development 4%
- Added Lean construction personnel 3%
- Other 2%
- No changes 33%
- Have not tried to hire 17%
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): 435

- Project managers/supervisors: 81%
- Engineers: 18%
- Safety personnel: 17%
- Quality control personnel: 14%
- BIM personnel: 9%
- IT personnel: 5%
- Software/database personnel: 4%
- Lean construction professionals: 4%
- Architects: 2%
- Environmental compliance professionals: 2%
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: 659

- Carpenters: 43%
- Laborers: 41%
- Concrete workers: 23%
- Equipment operators-cranes, heavy equipment: 18%
- Truck drivers: 15%
- Cement masons: 13%
- Iron workers: 12%
- Electricians: 10%
- Installers-other: 9%
- Mechanics: 8%
- Plumbers: 8%
- Installers-drywall: 8%
- Sheet metal workers: 7%
- Bricklayers: 7%
- Pipefitters/welders: 6%
- Painters: 6%
- Pipayers: 5%
- Roofers: 4%
- Millwrights: 2%
- Traffic control personnel: 2%
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: 1,098

- Increased base pay rates: 37%
- Provided incentives/bonuses: 17%
- Increased our portion of benefit contributions and/or improved employee benefits: 7%
- Reduced base pay rates: 4%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 2%
- No change: 51%

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: 1,052

- Project Management: 18%
- Estimating: 15%
- Field Collaboration: 14%
- Document / File Management (e.g., high school, college, career & technical education): 12%
- Workforce Management: 11%
- Bidding: 10%
- Site Safety: 10%
- Adopted or increased Lean construction methods: 8%
- Cost Management/ ERP: 7%
- Virtual/Augmented/Mixed Reality: 7%
- Reality Capture: 2%
- Other: 2%
- No changes: 57%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 1,101

- Some projects have been halted, postponed or canceled: 72%
- Scheduled projects have been postponed or canceled: 66%
- Projects under way have been halted: 38%
- We have won additional projects or add-ons to current projects: 13%
- No impact: 8%
- Projects have taken longer than we anticipated: 49%
- Costs have been higher than we anticipated: 35%
- We have put longer completion times into our bids or contracts: 25%
- We have put higher prices into our bids or contracts: 20%
- Projects have taken less time or cost less than we anticipated: 1%
- Other: 6%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 1,101

- More reportable injuries and illness: 6%
- More jobsite hazards (physical and/or behavioral) identified in inspection reports: 10%
- More workers compensation claims: 1%
- No change: 74%
- Fewer reportable injuries and illnesses: 6%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 1%
- Fewer workers compensation claims: 2%
### 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: 1,081

<table>
<thead>
<tr>
<th>Measure</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Enact a “safe harbor” set of protocols to provide firms with protection from tort or employment liability for failing to prevent a covid-19 infection</td>
<td>56%</td>
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<tr>
<td>Larger federal investment in infrastructure (e.g. transportation, schools, water, etc)</td>
<td>52%</td>
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<tr>
<td>Addressing federal unemployment benefits that serve as artificial barriers to returning people to work</td>
<td>42%</td>
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<tr>
<td>More funding for loan programs to maintain cash flows</td>
<td>32%</td>
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<tr>
<td>Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund</td>
<td>28%</td>
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<tr>
<td>Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus</td>
<td>24%</td>
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<tr>
<td>Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic</td>
<td>23%</td>
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<tr>
<td>Multi-year surface transportation reauthorization with higher funding levels</td>
<td>17%</td>
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<tr>
<td>Addressing the funding shortfalls for multi-employer pension plans</td>
<td>14%</td>
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<tr>
<td>No additional legislation is needed</td>
<td>12%</td>
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<tr>
<td>Other</td>
<td>2%</td>
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### 16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 1,084

<table>
<thead>
<tr>
<th>Volume of business</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Already matches or exceeds year-ago level</td>
<td>26%</td>
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<tr>
<td>1-6 months</td>
<td>14%</td>
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<tr>
<td>More than 6 months (or never)</td>
<td>41%</td>
</tr>
<tr>
<td>Don’t know</td>
<td>19%</td>
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</tbody>
</table>
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 1,109

- Expect to furlough and or terminate employees: 25%
- Expect to terminate employees to reduce headcount: 17%
- Expect to furlough employees temporarily: 11%
- Expect to recall and or add employees: 42%
- Expect to add new employees: 38%
- Expect to recall employees: 6%
- No net change: 36%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 1,118

- 1-49 employees: 38%
- 50-249 employees: 41%
- 250-499 employees: 9%
- 500 or more: 12%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 1,118.

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 1,118
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 1,096.

- We always operate as a union contractor: 30%
- We primarily operate as a union contractor but not always: 7%
- We primarily operate as an open-shop contractor but not always: 7%
- We always operate as an open-shop contractor: 49%
- We do not self-perform or directly hire craft personnel: 8%