2020 Workforce Survey Results

Georgia Results

Total responses: 62, but number varies by question.

1. How has your firm's headcount changed as a result of the pandemic? (Mark all that apply) Responses: 62

   - Furloughed or terminated employees: 24%
   - Terminated employees: 13%
   - Furloughed employees: 11%
   - Recalled or added employees: 32%
   - Added employees: 24%
   - Recalled employees: 8%
   - No change: 53%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses 62

   - Reduced headcount: 32%
   - Increased headcount: 34%
   - No change: 34%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 61

- No, did not furlough any employees: 80%
- Have not tried to recall furloughed employees: 7%
- Tried to recall furloughed employees: 13%

4. Among firms that tried to recall employees; Response: 8

- All furloughed employees reported when recalled: 25%
- Some recalled employees have refused to work: 63%
- Some cited preference for unemployment benefits: 38%
- Some cited virus concerns or family responsibilities: 50%
- Some cited other reasons (or unknown):

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 62
   - Salaried: 7%
   - Craft: 13%

- We are having a hard time filling some or all positions: 52%
- We are having no difficulty filling any positions: 32%
- We have no openings for positions: 27%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 62 Salaried; 62 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: 61
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 61

- Initiated or increased online or mobile training options: 25%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 18%
- Initiated or increased spending on training and professional development: 25%
- Raised hiring standards: 13%
- Overtime: 3%
- Augmented/mixed/virtual reality training devices: 13%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 2%
- Trained personnel in Lean construction methods: 13%
- Decreased or eliminated spending on training and professional development: 0%
- Added Lean construction personnel: 7%
- Other: 0%
- No changes: 43%
- Have not tried to hire: 21%
If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply):

- Project managers/supervisors: 86%
- Engineers: 7%
- Quality control personnel: 21%
- Safety personnel: 31%
- BIM personnel: 7%
- IT personnel: 0%
- Environmental compliance professionals: 3%
- Lean construction professionals: 7%
- Software/database personnel: 0%
- Architects: 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: 38

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpenters</td>
<td>55%</td>
</tr>
<tr>
<td>Laborers</td>
<td>24%</td>
</tr>
<tr>
<td>Equipment operators-cranes, heavy equipment</td>
<td>13%</td>
</tr>
<tr>
<td>Cement masons</td>
<td>11%</td>
</tr>
<tr>
<td>Concrete workers</td>
<td>18%</td>
</tr>
<tr>
<td>Truck drivers</td>
<td>5%</td>
</tr>
<tr>
<td>Electricians</td>
<td>16%</td>
</tr>
<tr>
<td>Plumbers</td>
<td>13%</td>
</tr>
<tr>
<td>Pipefitters/welders</td>
<td>16%</td>
</tr>
<tr>
<td>Installers-drywall</td>
<td>11%</td>
</tr>
<tr>
<td>Installers-other</td>
<td>8%</td>
</tr>
<tr>
<td>Painters</td>
<td>5%</td>
</tr>
<tr>
<td>Pipelayers</td>
<td>5%</td>
</tr>
<tr>
<td>Mechanics</td>
<td>16%</td>
</tr>
<tr>
<td>Roofers</td>
<td>5%</td>
</tr>
<tr>
<td>Sheet metal workers</td>
<td>11%</td>
</tr>
<tr>
<td>Iron workers</td>
<td>8%</td>
</tr>
<tr>
<td>Millwrights</td>
<td>5%</td>
</tr>
<tr>
<td>Bricklayers</td>
<td>5%</td>
</tr>
<tr>
<td>Traffic control personnel</td>
<td>5%</td>
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</tbody>
</table>
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: 60

- Increased base pay rates: 33%
- 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: 0%
- No change: 60%

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: 56

- Project Management: 18%
- Estimating: 20%
- Field Collaboration: 16%
- Site Safety: 20%
- Workforce Management: 13%
- Document / File Management (e.g., high school, college, career & technical education): 11%
- Virtual/Augmented/Mixed Reality: 7%
- Bidding: 11%
- Adopted or increased Lean construction methods: 11%
- Cost Management/ ERP: 13%
- Reality Capture: 4%
- Other: 0%
- No changes: 54%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 61

- Some projects have been halted, postponed or canceled: 69%
- Scheduled projects have been postponed or canceled: 38%
- Projects under way have been halted: 18%
- We have won additional projects or add-ons to current projects: 5%
- No impact: 4%
- Projects have taken longer than we anticipated: 44%
- Costs have been higher than we anticipated: 20%
- We have put longer completion times into our bids or contracts: 13%
- We have put higher prices into our bids or contracts: 3%
- Projects have taken less time or cost less than we anticipated: 8%
- Other: 0%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 61

- More reportable injuries and illnesses: 0%
- More jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- More workers compensation claims: 0%
- No change: 80%
- Fewer reportable injuries and illnesses: 13%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Fewer workers compensation claims: 7%
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: 60

- Larger federal investment in infrastructure (e.g., transportation, schools, water, etc) 40%
- 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 52%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work 33%
- More funding for loan programs to maintain cash flows 22%
- Multi-year surface transportation reauthorization with higher funding levels 8%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic 7%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus 15%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund 23%
- Addressing the funding shortfalls for multi-employer pension plans 3%
- No additional legislation is needed 15%
- Other 0%
16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 60

- Volume of business already matches or exceeds year-ago level: 37%
- 1-6 months: 10%
- More than 6 months (or never): 32%
- Don’t know: 22%

17. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 61

- Expect to furlough and or terminate employees: 11%
- Expect to terminate employees to reduce headcount: 3%
- Expect to furlough employees temporarily: 8%
- Expect to recall and or add employees: 48%
- Expect to add new employees: 46%
- Expect to recall employees: 2%
- No net change: 44%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 62
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 62

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 62
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 61

- We always operate as a union contractor: 7%
- We primarily operate as a union contractor but not always: 5%
- We primarily operate as an open-shop contractor but not always: 10%
- We always operate as an open-shop contractor: 74%
- We do not self-perform or directly hire craft personnel: 5%