2020 Workforce Survey Results

Idaho Results

Total responses: 23, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 23

- Furloughed or terminated employees: 9%
- Terminated employees: 9%
- Furloughed employees: 0%
- Recalled or added employees: 26%
- Added employees: 26%
- Recalled employees: 0%
- No change: 0%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 23

- Reduced headcount: 30%
- Increased headcount: 39%
- No change: 30%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 23

- No, did not furlough any employees: 78%
- Have not tried to recall furloughed employees: 0%
- Tried to recall furloughed employees: 22%

4. Among firms that tried to recall employees; Response: 5

- All furloughed employees reported when recalled: 40%
- Some recalled employees have refused to work: 60%
- Some cited preference for unemployment benefits: 20%
- Some cited virus concerns or family responsibilities: 20%
- Some cited other reasons (or unknown): 20%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 23

- Salaried: 65%
- Craft: 30%

- We are having a hard time filling some or all positions: 83%
- We are having no difficulty filling any positions: 4%
- We have no openings for positions: 13%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 23 Salaried; 23 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: 22

- Engaged with government workforce development or unemployment agency: 27%
- Implemented software to distribute job postings and manage applicants: 23%
- Engaged with career-building program (e.g., high school, college, career & technical education): 14%
- Executive and non-craft worker search firm or professional employer organization: 14%
- Staffing firm (craft): 14%
- Sub- or specialty contractors: 9%
- Unions: 5%
- Added Instagram Live sessions and other online strategies that meet younger generations where they are: 5%
- Applied for employee-based visas (e.g., H-1B, H-2B): 0%
- Other: 18%
- No changes: 23%
- Have not tried to hire: 9%
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 23

- Overtime: 42%
- Initiated or increased spending on training and professional development: 31%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 19%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 12%
- Initiated or increased online or mobile training options: 12%
- Trained personnel in Lean construction methods: 4%
- Augmented/mixed/virtual reality training devices: 4%
- Raised hiring standards: 4%
- Decreased or eliminated spending on training and professional development: 4%
- Added Lean construction personnel: 0%
- Other: 12%
- No changes: 23%
- Have not tried to hire: 12%
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): 8

- Project managers/supervisors: 100%
- Quality control personnel: 25%
- Architects: 13%
- Engineers: 13%
- IT personnel: 13%
- Safety personnel: 13%
- Software/database personnel: 13%
- BIM personnel: 0%
- Environmental compliance professionals: 0%
- Lean construction professionals: 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: 19

- Laborers: 37%
- Equipment operators-cranes, heavy equipment: 32%
- Truck drivers: 32%
- Concrete workers: 26%
- Carpenters: 21%
- Mechanics: 21%
- Cement masons: 16%
- Installers-other: 16%
- Iron workers: 11%
- Pipelayers: 11%
- Electricians: 5%
- Pipefitters/welders: 5%
- Bricklayers: 0%
- Installers-drywall: 0%
- Millwrights: 0%
- Painters: 0%
- Plumbers: 0%
- Roofers: 0%
- Sheet metal workers: 0%
- Traffic control personnel: 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: 23

- Increased base pay rates: 65%
- Provided incentives/bonuses: 35%
- Increased our portion of benefit contributions and/or improved employee benefits: 13%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 35%

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: 22

- Estimating: 27%
- Bidding: 18%
- Document / File Management (e.g., high school, college, career & technical education): 14%
- Project Management: 14%
- Field Collaboration: 9%
- Cost Management/ ERP: 5%
- Site Safety: 5%
- Virtual/Augmented/Mixed Reality: 5%
- Adopted or increased Lean construction methods: 0%
- Reality Capture: 0%
- Workforce Management: 0%
- Other: 0%
- No changes: 64%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 23

- Some projects have been halted, postponed or canceled: 78%
- Scheduled projects have been postponed or canceled: 57%
- Projects under way have been halted: 22%
- We have won additional projects or add-ons to current projects: 9%
- No impact: 17%
- Projects have taken longer than we anticipated: 39%
- Costs have been higher than we anticipated: 30%
- We have put longer completion times into our bids or contracts: 17%
- We have put higher prices into our bids or contracts: 13%
- Projects have taken less time or cost less than we anticipated: 0%
- Other: 9%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 23

- More reportable injuries and illness: 2%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 2%
- More workers compensation claims: 5%
- No change: 64%
- Fewer reportable injuries and illnesses: 2%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 10%
- Fewer workers compensation claims: 16%
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: 23

- 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: 61%
- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc): 57%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work: 43%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic: 30%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus: 26%
- More funding for loan programs to maintain cash flows: 26%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund: 22%
- Multi-year surface transportation reauthorization with higher funding levels: 13%
- No additional legislation is needed: 9%
- Addressing the funding shortfalls for multi-employer pension plans: 4%
- Other: 4%

16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 23

- Volume of business already matches or exceeds year-ago level: 60%
- 1-6 months: 5%
- More than 6 months (or never): 10%
- Don’t know: 25%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 23

- Expect to furlough and or terminate employees: 13%
- Expect to terminate employees to reduce headcount: 9%
- Expect to furlough employees temporarily: 4%
- Expect to recall and or add employees: 52%
- Expect to add new employees: 52%
- Expect to recall employees: 0%
- No net change: 39%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 23
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 23.
20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)  
Responses: 22

- Building construction: 57%
- Highway and transportation: 43%
- Utility infrastructure: 13%
- Federal and heavy: 17%
- Other: 13%

21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?  
Responses: 22

- We always operate as a union contractor: 5%
- We primarily operate as a union contractor but not always: 5%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 68%
- We do not self-perform or directly hire craft personnel: 23%