**2020 Workforce Survey Results**

**Illinois Results**

*Total responses: 58, but number varies by question.*

1. **How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply)** Responses: 58

   - Furloughed or terminated employees: 67%
   - Terminated employees: 28%
   - Furloughed employees: 40%
   - Recalled or added employees: 50%
   - Added employees: 29%
   - Recalled employees: 21%
   - No change: 36%

2. **By what percentage has your firm’s headcount changed in the past 12 months?** Responses: 58

   - Reduced headcount: 48%
   - Increased headcount: 19%
   - No change: 33%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 58

- No, did not furlough any employees: 53%
- Have not tried to recall furloughed employees: 14%
- Tried to recall furloughed employees: 33%

4. Among firms that tried to recall employees; Response: 19

- All furloughed employees reported when recalled: 63%
- Some recalled employees have refused to work: 68%
- Some cited preference for unemployment benefits: 37%
- Some cited virus concerns or family responsibilities: 21%
- Some cited other reasons (or unknown): 11%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 57 (Salaried) 58 (Craft)

- We are having a hard time filling some or all positions: 38% (Craft), 16% (Salaried)
- We are having no difficulty filling any positions: 24% (Craft), 12% (Salaried)
- We have no openings for positions: 38% (Craft), 72% (Salaried)
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 58 Salaried; 58 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: 58
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 58

- No changes: 33%
- Have not tried to hire: 28%
- Other: 0%
- Added Lean construction personnel: 2%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 5%
- Trained personnel in Lean construction methods: 12%
- Augmented/mixed/virtual reality training devices: 21%
- Initiated or increased online or mobile training options: 17%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 24%
- Initiated or increased spending on training and professional development: 7%
- Raised hiring standards: 7%
- Overtime: 7%
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): 12

- Project managers/supervisors: 92%
- Engineers: 33%
- Quality control personnel: 25%
- Safety personnel: 17%
- BIM personnel: 8%
- IT personnel: 0%
- Environmental compliance professionals: 0%
- Lean construction professionals: 0%
- 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: 28

- Carpenters: 32%
- Laborers: 46%
- Equipment operators-cranes, heavy equipment: 18%
- Cement masons: 14%
- Concrete workers: 11%
- Truck drivers: 29%
- Electricians: 11%
- Plumbers: 0%
- Pipefitters/welders: 4%
- Installers-drywall: 4%
- Installers-other: 7%
- Painters: 4%
- Pipelayers: 0%
- Mechanics: 4%
- Roofers: 4%
- Sheet metal workers: 0%
- Iron workers: 4%
- Millwrights: 0%
- Bricklayers: 14%
- Traffic control personnel: 11%
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: 57

- Increased base pay rates: 19%
- Provided incentives/bonuses: 12%
- Increased our portion of benefit contributions and/or improved employee benefits: 4%
- Reduced base pay rates: 11%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 2%
- 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: 57

- Project Management: 23%
- Estimating: 16%
- Field Collaboration: 14%
- Site Safety: 11%
- Workforce Management: 12%
- Document / File Management (e.g., high school, college, career & technical education): 12%
- Virtual/Augmented/Mixed Reality: 12%
- Bidding: 9%
- Adopted or increased Lean construction methods: 12%
- Cost Management/ ERP: 11%
- Reality Capture: 9%
- Other: 0%
- No changes: 54%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 58

- Some projects have been halted, postponed or canceled: 60%
- Scheduled projects have been postponed or canceled: 53%
- Projects under way have been halted: 9%
- We have won additional projects or add-ons to current projects: 10%
- No impact: 50%
- Projects have taken longer than we anticipated: 40%
- Costs have been higher than we anticipated: 22%
- We have put longer completion times into our bids or contracts: 12%
- We have put higher prices into our bids or contracts: 0%
- Projects have taken less time or cost less than we anticipated: 0%
- Other: 2%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 56

- More reportable injuries and illness: 7%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 4%
- More workers compensation claims: 0%
- No change: 86%
- Fewer reportable injuries and illnesses: 4%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Fewer workers compensation claims: 0%
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: 57

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) - 53%
- 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 - 63%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work - 44%
- More funding for loan programs to maintain cash flows - 39%
- Multi-year surface transportation reauthorization with higher funding levels - 26%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic - 25%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus - 35%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund - 28%
- Addressing the funding shortfalls for multi-employer pension plans - 30%
- No additional legislation is needed - 9%
- 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: 58

Volume of business already matches or exceeds year-ago level 16%
1-6 months 10%
More than 6 months (or never) 53%
Don’t know 21%

17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 58

Expect to furlough and or terminate employees 40%
Expect to terminate employees to reduce headcount 17%
Expect to furlough employees temporarily 22%
Expect to recall and or add employees 33%
Expect to add new employees 22%
Expect to recall employees 10%
No net change 41%
18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 58

1. 1-49
2. 50-249
3. 250-499
4. 500 or more

19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 58

1. $10 million or less
2. $10.1 million-$50 million
3. $50.1 million-$500 million
4. Over $500 million
20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 58

- Building construction: 74%
- Highway and transportation: 28%
- Utility infrastructure: 29%
- Federal and heavy: 22%
- Other: 10%

21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 57

- We always operate as a union contractor: 72%
- We primarily operate as a union contractor but not always: 23%
- We primarily operate as an open-shop contractor but not always: 2%
- We always operate as an open-shop contractor: 0%
- We do not self-perform or directly hire craft personnel: 4%