2020 Workforce Survey Results

North Carolina 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: 39%
   - Terminated employees: 26%
   - Furloughed employees: 13%
   - Recalled or added employees: 22%
   - Added employees: 13%
   - Recalled employees: 9%
   - No change: 61%

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

   - Reduced headcount: 30%
   - Increased headcount: 26%
   - No change: 43%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 23

- No, did not furlough any employees: 83%
- Have not tried to recall furloughed employees: 4%
- Tried to recall furloughed employees: 13%

4. Among firms that tried to recall employees; Response: 3

- All furloughed employees reported when recalled: 33%
- Some recalled employees have refused to work: 33%
- Some cited preference for unemployment benefits: 33%
- Some cited virus concerns or family responsibilities: 67%
- Some cited other reasons (or unknown): 0%

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

- Salaried
- Craft

- We are having a hard time filling some or all positions: 61%
- We are having no difficulty filling any positions: 17%
- We have no openings for positions: 26%
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: 23
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 23

- No changes: 35%
- Have not tried to hire: 17%
- Added Lean construction personnel: 0%
- Trained personnel in Lean construction methods: 0%
- Decreased or eliminated spending on training and professional development: 9%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 30%
- Initiated or increased spending on training and professional development: 30%
- Raised hiring standards: 13%
- Overtime: 4%
- Augmented/mixed/virtual reality training devices: 4%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 13%
- Initiated or increased online or mobile training options: 22%
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): 4

- Project managers/supervisors: 100%
- Safety personnel: 25%
- Engineers: 0%
- Quality control personnel: 0%
- BIM personnel: 0%
- 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: 16

- Carpenters: 31%
- Laborers: 38%
- Equipment operators-crane, heavy equipment: 31%
- Cement masons: 13%
- Concrete workers: 19%
- Truck drivers: 19%
- Electricians: 6%
- Plumbers: 13%
- Pipefitters/welders: 0%
- Installers-drywall: 0%
- Installers-other: 0%
- Painters: 0%
- Pipelayers: 6%
- Mechanics: 13%
- Roofers: 0%
- Sheet metal workers: 0%
- Iron workers: 6%
- Millwrights: 0%
- Bricklayers: 6%
- 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: 39%
- Provided incentives/bonuses: 22%
- Increased our portion of benefit contributions and/or improved employee benefits: 9%
- Reduced base pay rates: 4%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 4%
- 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: 22

- Project Management: 9%
- Estimating: 5%
- Field Collaboration: 14%
- Site Safety: 14%
- Workforce Management: 14%
- Document / File Management (e.g., high school, college, career & technical education): 18%
- Virtual/Augmented/Mixed Reality: 0%
- Bidding: 5%
- Adopted or increased Lean construction methods: 5%
- Cost Management/ERP: 14%
- Reality Capture: 0%
- Other: 5%
- No changes: 59%
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: 91%
- Scheduled projects have been postponed or canceled: 65%
- Projects under way have been halted: 26%
- We have won additional projects or add-ons to current projects: 13%
- No impact: 9%
- Projects have taken longer than we anticipated: 39%
- Costs have been higher than we anticipated: 17%
- We have put longer completion times into our bids or contracts: 4%
- We have put higher prices into our bids or contracts: 13%
- Projects have taken less time or cost less than we anticipated: 4%
- Other: 4%

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: 4%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 13%
- More workers compensation claims: 4%
- No change: 70%
- Fewer reportable injuries and illnesses: 4%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Fewer workers compensation claims: 4%
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

- Larger federal investment in infrastructure (e.g., transportation, schools, water, etc) - 78%
- 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 - 48%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work - 48%
- More funding for loan programs to maintain cash flows - 26%
- Multi-year surface transportation reauthorization with higher funding levels - 13%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic - 61%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus - 30%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund - 22%
- Addressing the funding shortfalls for multi-employer pension plans - 0%
- No additional legislation is needed - 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: 30%
- 1-6 months: 17%
- More than 6 months (or never): 39%
- Don’t know: 13%

17. How do you 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: 22%
- Expect to terminate employees to reduce headcount: 13%
- Expect to furlough employees temporarily: 9%
- Expect to recall and or add employees: 61%
- Expect to add new employees: 52%
- Expect to recall employees: 9%
- No net change: 26%

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

- $10 million or less: 35%
- $10.1 million-$50 million: 30%
- $50.1 million-$500 million: 35%
- Over $500 million: 0%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 23

We always operate as a union contractor
We primarily operate as a union contractor but not always
We primarily operate as an open-shop contractor but not always
We always operate as an open-shop contractor
We do not self-perform or directly hire craft personnel