2020 Workforce Survey Results

Oregon Results

Total responses: 55, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 55

<table>
<thead>
<tr>
<th>Change in Headcount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Furloughed or terminated employees</td>
<td>27%</td>
</tr>
<tr>
<td>Terminated employees</td>
<td>13%</td>
</tr>
<tr>
<td>Furloughed employees</td>
<td>15%</td>
</tr>
<tr>
<td>Recalled or added employees</td>
<td>45%</td>
</tr>
<tr>
<td>Added employees</td>
<td>29%</td>
</tr>
<tr>
<td>Recalled employees</td>
<td>16%</td>
</tr>
<tr>
<td>No change</td>
<td>51%</td>
</tr>
</tbody>
</table>

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 55

<table>
<thead>
<tr>
<th>Change in Headcount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduced headcount</td>
<td>42%</td>
</tr>
<tr>
<td>Increased headcount</td>
<td>36%</td>
</tr>
<tr>
<td>No change</td>
<td>22%</td>
</tr>
</tbody>
</table>
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 55

- No, did not furlough any employees: 62%
- Have not tried to recall furloughed employees: 4%
- Tried to recall furloughed employees: 35%

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

- All furloughed employees reported when recalled: 68%
- Some recalled employees have refused to work: 32%
- Some cited preference for unemployment benefits: 37%
- Some cited virus concerns or family responsibilities: 32%
- Some cited other reasons (or unknown): 5%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 54  Salaried; 54 Craft

- We are having a hard time filling some or all positions: 53%
- We are having no difficulty filling any positions: 13%
- We have no openings for positions: 65%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 54 Salaried; 54 Craft

![Bar chart showing the distribution of unfilled hourly positions for Salaried and Craft categories.]

7. Has your firm added or increased use of the following to provide workers in the last 6 months? (Mark all that apply) Responses: 54

- Engaged with career-building program (e.g., high school, college, career & technical education) - 19%
- Executive and non-craft worker search firm or professional employer organization - 17%
- Staffing firm (craft) - 17%
- Implemented software to distribute job postings and manage applicants - 17%
- Unions - 17%
- Engaged with government workforce development or unemployment agency - 15%
- Sub- or specialty contractors - 13%
- Added Instagram Live sessions and other online strategies that meet younger generations where they are - 9%
- Applied for employee-based visas (e.g., H-1B, H-2B) - 2%
- Other - 7%
- No changes - 30%
- Have not tried to hire - 20%
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 54

- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams) 28%
- Initiated or increased online or mobile training options 28%
- Initiated or increased spending on training and professional development 22%
- Augmented/mixed/virtual reality training devices 19%
- Overtime 15%
- Lowered hiring standards (e.g., education, training, employment or arrest record) 13%
- Trained personnel in Lean construction methods 4%
- Raised hiring standards 4%
- Added Lean construction personnel 2%
- Decreased or eliminated spending on training and professional development 0%
- Other 0%
- No changes 26%
- Have not tried to hire 26%
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): 17

- Project managers/supervisors: 82%
- BIM personnel: 29%
- Quality control personnel: 18%
- Architects: 12%
- Engineers: 12%
- Lean construction professionals: 6%
- Safety personnel: 6%
- Software/database personnel: 6%
- Environmental compliance professionals: 0%
- IT personnel: 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: 34

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laborers</td>
<td>22%</td>
</tr>
<tr>
<td>Truck drivers</td>
<td>20%</td>
</tr>
<tr>
<td>Carpenters</td>
<td>16%</td>
</tr>
<tr>
<td>Equipment operators-cranes, heavy equipment</td>
<td>16%</td>
</tr>
<tr>
<td>Electricians</td>
<td>9%</td>
</tr>
<tr>
<td>Installers-drywall</td>
<td>7%</td>
</tr>
<tr>
<td>Mechanics</td>
<td>7%</td>
</tr>
<tr>
<td>Sheet metal workers</td>
<td>7%</td>
</tr>
<tr>
<td>Concrete workers</td>
<td>5%</td>
</tr>
<tr>
<td>Installers-other</td>
<td>5%</td>
</tr>
<tr>
<td>Painters</td>
<td>5%</td>
</tr>
<tr>
<td>Pipefitters/welders</td>
<td>5%</td>
</tr>
<tr>
<td>Pipelayers</td>
<td>5%</td>
</tr>
<tr>
<td>Plumbers</td>
<td>5%</td>
</tr>
<tr>
<td>Cement masons</td>
<td>4%</td>
</tr>
<tr>
<td>Iron workers</td>
<td>4%</td>
</tr>
<tr>
<td>Roofers</td>
<td>4%</td>
</tr>
<tr>
<td>Traffic control personnel</td>
<td>2%</td>
</tr>
<tr>
<td>Bricklayers</td>
<td>0%</td>
</tr>
<tr>
<td>Millwrights</td>
<td>0%</td>
</tr>
</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: 54

- Increased base pay rates: 48%
- Provided incentives/bonuses: 11%
- Increased our portion of benefit contributions and/or improved employee benefits: 15%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 2%
- No change: 48%

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: 50

- Estimating: 20%
- Project Management: 20%
- Bidding: 14%
- Site Safety: 12%
- Virtual/Augmented/Mixed Reality: 12%
- Document / File Management (e.g., high school, college, career & technical education): 10%
- Cost Management/ERP: 8%
- Field Collaboration: 8%
- Workforce Management: 6%
- Adopted or increased Lean construction methods: 2%
- Reality Capture: 0%
- Other: 0%
- No changes: 58%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 54

- Some projects have been halted, postponed or canceled: 74%
- Scheduled projects have been postponed or canceled: 69%
- Projects under way have been halted: 39%
- We have won additional projects or add-ons to current projects: 11%
- No impact: 6%
- Projects have taken longer than we anticipated: 50%
- Costs have been higher than we anticipated: 43%
- We have put longer completion times into our bids or contracts: 24%
- We have put higher prices into our bids or contracts: 13%
- Projects have taken less time or cost less than we anticipated: 0%
- Other: 11%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 53

- More reportable injuries and illness: 2%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 4%
- More workers compensation claims: 2%
- No change: 87%
- Fewer reportable injuries and illnesses: 2%
- 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: 52

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) 60%
- 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 50%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work 44%
- More funding for loan programs to maintain cash flows 35%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus 29%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic 27%
- Multi-year surface transportation reauthorization with higher funding levels 21%
- Addressing the funding shortfalls for multi-employer pension plans 17%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund 17%
- No additional legislation is needed 10%
- Other 6%

16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 54

- Volume of business already matches or exceeds year-ago level 26%
- 1-6 months 20%
- More than 6 months (or never) 28%
- Don’t know 26%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 53

- Expect to furlough and or terminate employees: 21%
- Expect to terminate employees to reduce headcount: 15%
- Expect to furlough employees temporarily: 9%
- Expect to recall and or add employees: 36%
- Expect to add new employees: 34%
- Expect to recall employees: 4%
- No net change: 43%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 55

- 1-49: 49%
- 50-249: 40%
- 250-499: 2%
- 500 or more: 9%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 55.

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 55
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 53.

- We always operate as a union contractor: 26%
- We primarily operate as a union contractor but not always: 8%
- We primarily operate as an open-shop contractor but not always: 6%
- We always operate as an open-shop contractor: 55%
- We do not self-perform or directly hire craft personnel: 6%