2020 Workforce Survey Results

Utah Results

Total responses: 26, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 25

- Furloughed or terminated employees: 28%
- Terminated employees: 12%
- Furloughed employees: 16%
- Recalled or added employees: 36%
- Added employees: 28%
- Recalled employees: 8%
- No change: 56%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 26

- Reduced headcount: 42%
- Increased headcount: 31%
- No change: 27%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 26

- No, did not furlough any employees: 85%
- Have not tried to recall furloughed employees: 4%
- Tried to recall furloughed employees: 12%

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

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

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 26 Salaried; 26 Craft

- We are having a hard time filling some or all positions: 73%
- We are having no difficulty filling any positions: 8%
- We have no openings for positions: 19%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 26 Salaried; 26 Craft

7. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 35 Salaried; 36 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: 26

- Engaged with career-building program (e.g., high school, college, career & technical education) 31%
- Staffing firm (craft) 27%
- Sub- or specialty contractors 23%
- Implemented software to distribute job postings and manage applicants 19%
- Engaged with government workforce development or unemployment agency 15%
- Added Instagram Live sessions and other online strategies that meet younger generations where they are 15%
- Applied for employee-based visas (e.g., H-1B, H-2B) 12%
- Executive and non-craft worker search firm or professional employer organization 12%
- Unions 4%
- Other 4%
- No changes 27%
- Have not tried to hire 15%
Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 26

- Initiated or increased spending on training and professional development: 38%
- Initiated or increased online or mobile training options: 27%
- Overtime: 27%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 23%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 19%
- Raised hiring standards: 19%
- Trained personnel in Lean construction methods: 12%
- Augmented/mixed/virtual reality training devices: 4%
- Added Lean construction personnel: 0%
- Decreased or eliminated spending on training and professional development: 0%
- Other: 0%
- No changes: 35%
- 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): 10

- Project managers/supervisors: 100%
- Engineers: 20%
- IT personnel: 10%
- Software/database personnel: 10%
- Architects: 0%
- BIM personnel: 0%
- Environmental compliance professionals: 0%
- Lean construction professionals: 0%
- Quality control personnel: 0%
- Safety 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: 21

- Truck drivers: 62%
- Equipment operators-cranes, heavy equipment: 52%
- Laborers: 48%
- Concrete workers: 38%
- Carpenters: 33%
- Pipefitters/welders: 29%
- Pipelayers: 24%
- Cement masons: 19%
- Mechanics: 19%
- Iron workers: 14%
- Installers-other: 10%
- Plumbers: 10%
- Electricians: 5%
- Bricklayers: 0%
- Installers-drywall: 0%
- Millwrights: 0%
- Painters: 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: 26

- Increased base pay rates: 65%
- Provided incentives/bonuses: 31%
- Increased our portion of benefit contributions and/or improved employee benefits: 19%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 27%

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: 26

- Project Management: 8%
- Estimating: 5%
- Field Collaboration: 5%
- Site Safety: 5%
- Document / File Management (e.g., high school, college, career & technical education): 3%
- Workforce Management: 3%
- Bidding: 2%
- Cost Management/ ERP: 2%
- Virtual/Augmented/Mixed Reality: 2%
- Adopted or increased Lean construction methods: 0%
- Reality Capture: 0%
- Other: 1%
- No changes: 13%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 26

- Some projects have been halted, postponed or canceled: 81%
- Scheduled projects have been postponed or canceled: 73%
- Projects under way have been halted: 35%
- We have won additional projects or add-ons to current projects: 19%
- No impact: 12%
- Projects have taken longer than we anticipated: 58%
- Costs have been higher than we anticipated: 46%
- We have put longer completion times into our bids or contracts: 35%
- We have put higher prices into our bids or contracts: 31%
- Projects have taken less time or cost less than we anticipated: 4%
- Other: 12%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 26

- More reportable injuries and illness: 8%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 8%
- More workers compensation claims: 0%
- No change: 73%
- Fewer reportable injuries and illnesses: 4%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 4%
- 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: 26

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) 58%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work 58%
- 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 54%
- Multi-year surface transportation reauthorization with higher funding levels 23%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus 19%
- No additional legislation is needed 15%
- More funding for loan programs to maintain cash flows 15%
- Addressing the funding shortfalls for multi-employer pension plans 12%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic 12%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund 8%
- 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: 26

- Volume of business already matches or exceeds year-ago level 35%
- 1-6 months 15%
- More than 6 months (or never) 31%
- Don’t know 19%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 26

- Expect to furlough and or terminate employees: 12%
- Expect to terminate employees to reduce headcount: 8%
- Expect to furlough employees temporarily: 4%
- Expect to recall and or add employees: 65%
- Expect to add new employees: 54%
- Expect to recall employees: 12%
- No net change: 31%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 26

- 1-49: 50%
- 50-249: 15%
- 250-499: 15%
- 500 or more: 19%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 26

- $10 million or less: 38%
- $10.1 million-$50 million: 31%
- $50.1 million-$500 million: 23%
- Over $500 million: 8%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 26

- Building construction: 69%
- Highway and transportation: 50%
- Utility infrastructure: 65%
- Federal and heavy: 54%
- Other: 4%

- We always operate as a union contractor: 0%
- We primarily operate as a union contractor but not always: 4%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 85%
- We do not self-perform or directly hire craft personnel: 12%