2020 Workforce Survey Results

$50 Million or less Results

Total responses: 1,041, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 1,031

- Furloughed or terminated employees: 31%
- Terminated employees: 15%
- Furloughed employees: 16%
- Recalled or added employees: 33%
- Added employees: 24%
- Recalled employees: 10%
- No change: 52%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 1,037

- Reduced headcount: 40%
- Increased headcount: 27%
- No change: 33%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 1,035

- No, did not furlough any employees: 68%
- Have not tried to recall furloughed employees: 7%
- Tried to recall furloughed employees: 25%

4. Among firms that tried to recall employees; Response: 258

- All furloughed employees reported when recalled: 57%
- Some recalled employees have refused to work: 43%
- Some cited preference for unemployment benefits: 37%
- Some cited virus concerns or family responsibilities: 29%
- Some cited other reasons (or unknown): 14%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 1,038
   - Salaried: 7%
   - Craft: 93%

- We have no openings for positions: 66%
- We are having no difficulty filling any positions: 11%
- We are having a hard time filling some or all positions: 23%
- Some cited other reasons (or unknown): 29%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 1,038 Salaried; 1,036 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: 1,030
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 1,028

- No changes: 37%
- Have not tried to hire: 19%
- Initiated or increased online or mobile training options: 14%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 13%
- Initiated or increased spending on training and professional development: 16%
- Raised hiring standards: 6%
- Overtime: 16%
- Augmented/mixed/virtual reality training devices: 8%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 11%
- Trained personnel in Lean construction methods: 4%
- Decreased or eliminated spending on training and professional development: 2%
- Added Lean construction personnel: 2%
- Initiated or increased online or mobile training options: 14%
- Other: 3%
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): 329

- Project managers/supervisors: 82%
- Engineers: 16%
- Quality control personnel: 13%
- Safety personnel: 13%
- BIM personnel: 4%
- IT personnel: 3%
- Environmental compliance professionals: 3%
- Lean construction professionals: 5%
- Software/database personnel: 5%
- Architects: 2%
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: 650

- Carpenters: 30%
- Laborers: 43%
- Equipment operators-cranes, heavy equipment: 26%
- Cement masons: 11%
- Concrete workers: 19%
- Truck drivers: 24%
- Electricians: 7%
- Plumbers: 6%
- Pipefitters/welders: 4%
- Installers-drywall: 5%
- Installers-other: 8%
- Painters: 5%
- Pipelayers: 8%
- Mechanics: 10%
- Roofers: 4%
- Sheet metal workers: 5%
- Iron workers: 9%
- Millwrights: 1%
- Bricklayers: 5%
- Traffic control personnel: 3%
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: 1,033

- Increased base pay rates: 40%
- Provided incentives/bonuses: 18%
- Increased our portion of benefit contributions and/or improved employee benefits: 8%
- Reduced base pay rates: 2%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 2%
- No change: 50%

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: 988

- Project Management: 16%
- Estimating: 14%
- Field Collaboration: 10%
- Site Safety: 7%
- Workforce Management: 9%
- Document/ File Management (e.g., high school, college, career & technical education): 9%
- Virtual/Augmented/Mixed Reality: 3%
- Bidding: 11%
- Adopted or increased Lean construction methods: 4%
- Cost Management/ ERP: 5%
- Reality Capture: 1%
- Other: 2%
- No changes: 64%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 1,027

- Some projects have been halted, postponed or canceled: 86%
- Scheduled projects have been postponed or canceled: 56%
- Projects under way have been halted: 31%
- We have won additional projects or add-ons to current projects: 11%
- No impact: 12%
- Projects have taken longer than we anticipated: 44%
- Costs have been higher than we anticipated: 33%
- We have put longer completion times into our bids or contracts: 23%
- We have put higher prices into our bids or contracts: 18%
- Projects have taken less time or cost less than we anticipated: 1%
- Other: 9%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 1,026

- More reportable injuries and illness: 6%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 9%
- More workers compensation claims: 1%
- No change: 80%
- Fewer reportable injuries and illnesses: 3%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 1%
- Fewer workers compensation claims: 1%
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: 1,002

<table>
<thead>
<tr>
<th>Measure</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Larger federal investment in infrastructure (e.g. transportation, schools, water, etc)</td>
<td>52%</td>
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<tr>
<td>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</td>
<td>51%</td>
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<td>Addressing federal unemployment benefits that serve as artificial barriers to returning people to work</td>
<td>43%</td>
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<td>More funding for loan programs to maintain cash flows</td>
<td>34%</td>
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<td>Multi-year surface transportation reauthorization with higher funding levels</td>
<td>21%</td>
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<td>Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic</td>
<td>26%</td>
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<tr>
<td>Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus</td>
<td>22%</td>
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<tr>
<td>Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund</td>
<td>26%</td>
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<td>Addressing the funding shortfalls for multi-employer pension plans</td>
<td>11%</td>
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<tr>
<td>No additional legislation is needed</td>
<td>12%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
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16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 1,032

- Volume of business already matches or exceeds year-ago level: 28%
- 1-6 months: 17%
- More than 6 months (or never): 34%
- Don’t know: 21%

17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 1,032

- Expect to furlough and or terminate employees: 24%
- Expect to terminate employees to reduce headcount: 13%
- Expect to furlough employees temporarily: 12%
- Expect to recall and or add employees: 43%
- Expect to add new employees: 38%
- Expect to recall employees: 5%
- No net change: 39%
18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 1,041

- 1-49: 58%
- 50-249: 39%
- 250-499: 3%
- 500 or more: 0%

19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 1,041

- $10 million or less: 48%
- $10.1 million-$50 million: 52%
- $50.1 million-$500 million: 0%
- Over $500 million: 0%
20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 1,041

- Building construction: 71%
- Highway and transportation: 32%
- Utility infrastructure: 30%
- Federal and heavy: 29%
- Other: 15%

21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 1,002

- We always operate as a union contractor: 25%
- We primarily operate as a union contractor but not always: 4%
- We primarily operate as an open-shop contractor but not always: 6%
- We always operate as an open-shop contractor: 56%
- We do not self-perform or directly hire craft personnel: 9%