2020 Workforce Survey Results

$50.1-$500 Million Results
Total responses: 443, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 442

- Furloughed or terminated employees: 47%
- Terminated employees: 25%
- Furloughed employees: 22%
- Recalled or added employees: 44%
- Added employees: 26%
- Recalled employees: 18%
- No change: 44%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 441

- Reduced headcount: 42%
- Increased headcount: 32%
- No change: 26%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 442

- No, did not furlough any employees: 66%
- Have not tried to recall furloughed employees: 6%
- Tried to recall furloughed employees: 28%

4. Among firms that tried to recall employees; Response: 125

- All furloughed employees reported when recalled: 56%
- Some recalled employees have refused to work: 44%
- Some cited preference for unemployment benefits: 39%
- Some cited virus concerns or family responsibilities: 42%
- Some cited other reasons (or unknown): 17%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 439 Salaried; 443 Craft

- We are having a hard time filling some or all positions: 56% (Craft), 39% (Salaried)
- We are having no difficulty filling any positions: 23% (Craft), 23% (Salaried)
- We have no openings for positions: 21% (Craft), 38% (Salaried)
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 442 Salaried; 443 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: 438
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 441

- Initiated or increased online or mobile training options: 31%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 33%
- Initiated or increased spending on training and professional development: 23%
- Raised hiring standards: 7%
- Overtime: 15%
- Augmented/mixed/virtual reality training devices: 19%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 7%
- Trained personnel in Lean construction methods: 10%
- Decreased or eliminated spending on training and professional development: 5%
- Added Lean construction personnel: 2%
- Other: 1%
- No changes: 30%
- Have not tried to hire: 11%
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): 215
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: 282

- Carpenters: 49%
- Laborers: 44%
- Equipment operators-cranes, heavy equipment: 35%
- Cement masons: 29%
- Concrete workers: 26%
- Truck drivers: 11%
- Electricians: 8%
- Plumbers: 7%
- Pipefitters/welders: 7%
- Installers-drywall: 5%
- Installers-other: 3%
- Painters: 3%
- Pipelayers: 11%
- Mechanics: 13%
- Roofers: 2%
- Sheet metal workers: 5%
- Iron workers: 10%
- Millwrights: 3%
- Bricklayers: 4%
- Traffic control personnel: 6%
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: 432

- **Increased base pay rates**: 38%
- **Provided incentives/bonuses**: 17%
- **Increased our portion of benefit contributions and/or improved employee benefits**: 8%
- **Reduced base pay rates**: 5%
- **Reduced our portion of benefit contributions and/or scaled back employee benefits**: 1%
- **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: 418

- **Project Management**: 19%
- **Estimating**: 14%
- **Field Collaboration**: 18%
- **Site Safety**: 15%
- **Workforce Management**: 14%
- **Virtual/Augmented/Mixed Reality**: 9%
- **Bidding**: 8%
- **Cost Management/ERP**: 14%
- **Document/File Management (e.g., high school, college, career & technical education)**: 11%
- **Reality Capture**: 4%
- **Other**: 2%
- **No changes**: 54%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 434

- Some projects have been halted, postponed or canceled: 71%
- Scheduled projects have been postponed or canceled: 41%
- Projects under way have been halted: 13%
- We have won additional projects or add-ons to current projects: 10%
- Projects have taken longer than we anticipated: 48%
- Costs have been higher than we anticipated: 35%
- We have put longer completion times into our bids or contracts: 21%
- We have put higher prices into our bids or contracts: 19%
- Projects have taken less time or cost less than we anticipated: 2%
- Other: 5%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 437

- More reportable injuries and illness: 11%
- More jobsite hazards (physical and/or behavioral) identified in inspection reports: 11%
- No change: 66%
- Fewer reportable injuries and illnesses: 6%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 2%
- Fewer workers compensation claims: 2%
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: 432

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) - 63%
- 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 - 59%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work - 40%
- More funding for loan programs to maintain cash flows - 22%
- Multi-year surface transportation reauthorization with higher funding levels - 34%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic - 35%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus - 28%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund - 23%
- Addressing the funding shortfalls for multi-employer pension plans - 18%
- More funding for loan programs to maintain cash flows - 10%
- Other - 2%
- No additional legislation is needed - 0%
16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 439

- Volume of business already matches or exceeds year-ago level: 30%
- 1-6 months: 15%
- More than 6 months (or never): 39%
- Don’t know: 16%

17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 440

- Expect to furlough and or terminate employees: 30%
- Expect to terminate employees to reduce headcount: 20%
- Expect to furlough employees temporarily: 10%
- Expect to recall and or add employees: 42%
- Expect to add new employees: 37%
- Expect to recall employees: 5%
- No net change: 35%
18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 443

- 1-49: 5%
- 50-249: 51%
- 250-499: 26%
- 500 or more: 18%

19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 443

- $10 million or less: 0%
- $10.1 million-$50 million: 0%
- $50.1 million-$500 million: 100%
- Over $500 million: 0%
20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 443

- Building construction: 75%
- Highway and transportation: 33%
- Utility infrastructure: 31%
- Federal and heavy: 35%
- Other: 5%

21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 437

- We always operate as a union contractor: 35%
- We primarily operate as a union contractor but not always: 14%
- We primarily operate as an open-shop contractor but not always: 5%
- We always operate as an open-shop contractor: 41%
- We do not self-perform or directly hire craft personnel: 6%