2020 Workforce Survey Results

Revenue Over $500 Million Results

Total responses: 96, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 96

- Furloughed or terminated employees: 44%
- Terminated employees: 24%
- Furloughed employees: 21%
- Recalled or added employees: 37%
- Added employees: 25%
- Recalled employees: 12%
- No change: 43%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 95

- Reduced headcount: 40%
- Increased headcount: 32%
- No change: 28%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 96

- No, did not furlough any employees: 70%
- Have not tried to recall furloughed employees: 10%
- Tried to recall furloughed employees: 20%

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

- All furloughed employees reported when recalled: 58%
- Some recalled employees have refused to work: 42%
- Some cited preference for unemployment benefits: 21%
- Some cited virus concerns or family responsibilities: 47%
- Some cited other reasons (or unknown): 11%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 96

- Salaried: 95
- Craft: 20%

- We are having a hard time filling some or all positions: 39%
- We are having no difficulty filling any positions: 37%
- We have no openings for positions: 24%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 95 Salaried; 94 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: 93
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 94

- Initiated or increased online or mobile training options: 43%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 52%
- Initiated or increased spending on training and professional development: 24%
- Raised hiring standards: 13%
- Overtime: 9%
- Augmented/mixed/virtual reality training devices: 36%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 5%
- Trained personnel in Lean construction methods: 15%
- Decreased or eliminated spending on training and professional development: 6%
- Added Lean construction personnel: 9%
- Other: 3%
- No changes: 15%
- Have not tried to hire: 13%
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): 50

- Project managers/supervisors: 80%
- Engineers: 30%
- Quality control personnel: 26%
- Safety personnel: 32%
- BIM personnel: 14%
- IT personnel: 6%
- Environmental compliance professionals: 0%
- Lean construction professionals: 4%
- Software/database personnel: 6%
- Architects: 4%
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: 45

- Carpenters: 44%
- Laborers: 36%
- Equipment operators-cranes, heavy equipment: 47%
- Cement masons: 22%
- Concrete workers: 36%
- Truck drivers: 22%
- Electricians: 18%
- Plumbers: 9%
- Pipefitters/welders: 18%
- Installers-drywall: 9%
- Installers-other: 7%
- Painters: 7%
- Pipelayers: 9%
- Mechanics: 20%
- Roofers: 9%
- Sheet metal workers: 7%
- Iron workers: 13%
- Millwrights: 9%
- Bricklayers: 7%
- Traffic control personnel: 2%
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: 91

- Increased base pay rates: 32%
- Provided incentives/bonuses: 12%
- Increased our portion of benefit contributions and/or improved employee benefits: 8%
- Reduced base pay rates: 4%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 2%
- No change: 58%

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: 90

- Project Management: 18%
- Estimating: 12%
- Field Collaboration: 19%
- Site Safety: 16%
- Workforce Management: 14%
- Document / File Management (e.g., high school, college, career & technical education): 8%
- Virtual/Augmented/Mixed Reality: 20%
- Bidding: 4%
- Adopted or increased Lean construction methods: 14%
- Cost Management/ ERP: 8%
- Reality Capture: 7%
- Other: 3%
- No changes: 47%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 94

- Some projects have been halted, postponed or canceled: 69%
- Scheduled projects have been postponed or canceled: 32%
- Projects under way have been halted: 10%
- We have won additional projects or add-ons to current projects: 20%
- Projects have taken longer than we anticipated: 41%
- Costs have been higher than we anticipated: 28%
- We have put longer completion times into our bids or contracts: 21%
- We have put higher prices into our bids or contracts: 18%
- Projects have taken less time or cost less than we anticipated: 2%
- Other: 2%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 95

- More reportable injuries and illnesses: 9%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 13%
- More workers compensation claims: 3%
- No change: 57%
- Fewer reportable injuries and illnesses: 15%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 2%
- 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: 94

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) 57%
- 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 51%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work 37%
- More funding for loan programs to maintain cash flows 22%
- Multi-year surface transportation reauthorization with higher funding levels 29%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic 37%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus 23%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund 24%
- Addressing the funding shortfalls for multi-employer pension plans 15%
- No additional legislation is needed 6%
- Other 2%
16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 94

- Volume of business already matches or exceeds year-ago level: 26%
- 1-6 months: 6%
- More than 6 months (or never): 52%
- Don’t know: 16%

17. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 94

- Expect to furlough and or terminate employees: 26%
- Expect to terminate employees to reduce headcount: 19%
- Expect to furlough employees temporarily: 6%
- Expect to recall and or add employees: 50%
- Expect to add new employees: 44%
- Expect to recall employees: 6%
- No net change: 35%
18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 96

- 1-49: 1%
- 50-249: 2%
- 250-499: 5%
- 500 or more: 92%

19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 96

- $10 million or less: 0%
- $10.1 million-$50 million: 0%
- $50.1 million-$500 million: 0%
- Over $500 million: 100%
20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)  
Responses: 96

- Building construction: 89%
- Highway and transportation: 41%
- Utility infrastructure: 49%
- Federal and heavy: 44%
- Other: 9%

21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?  
Responses: 91

- We always operate as a union contractor: 27%
- We primarily operate as a union contractor but not always: 11%
- We primarily operate as an open-shop contractor but not always: 18%
- We always operate as an open-shop contractor: 31%
- We do not self-perform or directly hire craft personnel: 13%