Highway Transportation Results
Total responses: 507, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 502

- Furloughed or terminated employees: 24%
- Terminated employees: 12%
- Furloughed employees: 12%
- Recalled or added employees: 38%
- Added employees: 28%
- Recalled employees: 10%
- No change: 54%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 505

- Reduced headcount: 33%
- Increased headcount: 35%
- No change: 32%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 506

- No, did not furlough any employees: 75%
- Have not tried to recall furloughed employees: 3%
- Tried to recall furloughed employees: 22%

4. Among firms that tried to recall employees; Response: 110

- All furloughed employees reported when recalled: 56%
- Some recalled employees have refused to work: 44%
- Some cited preference for unemployment benefits: 42%
- Some cited virus concerns or family responsibilities: 30%
- Some cited other reasons (or unknown): 14%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 506 Salaried; 506 Craft

- We are having a hard time filling some or all positions: 65%
- We are having no difficulty filling any positions: 18%
- We have no openings for positions: 18%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 505 Salaried; 506 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: 500
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 502

- Initiated or increased online or mobile training options: 22%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 20%
- Initiated or increased spending on training and professional development: 21%
- Raised hiring standards: 6%
- Overtime: 19%
- Augmented/mixed/virtual reality training devices: 12%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 14%
- Trained personnel in Lean construction methods: 4%
- Decreased or eliminated spending on training and professional development: 3%
- Added Lean construction personnel: 2%
- Other: 3%
- No changes: 33%
- Have not tried to hire: 10%
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): 216

- Project managers/supervisors: 79%
- Engineers: 31%
- Quality control personnel: 16%
- Safety personnel: 22%
- BIM personnel: 13%
- IT personnel: 5%
- Environmental compliance professionals: 4%
- Lean construction professionals: 4%
- Software/database personnel: 4%
- Architects: 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: 368

- Carpenters: 24%
- Laborers: 50%
- Equipment operators-cranes, heavy equipment: 58%
- Cement masons: 14%
- Concrete workers: 27%
- Truck drivers: 45%
- Electricians: 5%
- Plumbers: 2%
- Pipefitters/welders: 4%
- Installers-drywall: 1%
- Installers-other: 2%
- Painters: 2%
- Pipelayes: 13%
- Mechanics: 19%
- Roofers: 1%
- Sheet metal workers: 1%
- Iron workers: 7%
- Millwrights: 1%
- Bricklayers: 3%
- Traffic control personnel: 9%
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: 499

- Increased base pay rates: 46%
- Provided incentives/bonuses: 21%
- Increased our portion of benefit contributions and/or improved employee benefits: 10%
- Reduced base pay rates: 2%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 2%
- No change: 45%

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: 480

- Project Management: 13%
- Estimating: 13%
- Field Collaboration: 12%
- Site Safety: 12%
- Workforce Management: 10%
- Document / File Management (e.g., high school, college, career & technical education): 9%
- Virtual/Augmented/Mixed Reality: 4%
- Bidding: 9%
- Adopted or increased Lean construction methods: 4%
- Cost Management/ ERP: 7%
- Reality Capture: 1%
- Other: 3%
- No changes: 62%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 499

- Some projects have been halted, postponed or canceled: 81%
- Scheduled projects have been postponed or canceled: 53%
- Projects under way have been halted: 29%
- We have won additional projects or add-ons to current projects: 9%
- No impact: 17%
- Projects have taken longer than we anticipated: 37%
- Costs have been higher than we anticipated: 35%
- We have put longer completion times into our bids or contracts: 16%
- We have put higher prices into our bids or contracts: 18%
- Projects have taken less time or cost less than we anticipated: 2%
- Other: 7%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 498

- More reportable injuries and illnesses: 10%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 9%
- More workers compensation claims: 2%
- No change: 72%
- Fewer reportable injuries and illnesses: 5%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 1%
- 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: 496

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) - 76%
- 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 - 42%
- More funding for loan programs to maintain cash flows - 24%
- Multi-year surface transportation reauthorization with higher funding levels - 60%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic - 57%
- 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 - 18%
- Addressing the funding shortfalls for multi-employer pension plans - 14%
- No additional legislation is needed - 6%
- Other - 3%
16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier?  
Responses: 481

- Volume of business already matches or exceeds year-ago level: 37%
- 1-6 months: 7%
- More than 6 months (or never): 32%
- Don’t know: 20%

17. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 502

- Expect to furlough and or terminate employees: 27%
- Expect to terminate employees to reduce headcount: 15%
- Expect to furlough employees temporarily: 12%
- Expect to recall and or add employees: 40%
- Expect to add new employees: 37%
- Expect to recall employees: 3%
- No net change: 38%
18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 507

- 1-49: 32%
- 50-249: 41%
- 250-499: 12%
- 500 or more: 15%

19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 507

- $10 million or less: 31%
- $10.1 million-$50 million: 33%
- $50.1 million-$500 million: 29%
- Over $500 million: 8%
20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)

Responses: 507

- Building construction: 44%
- Highway and transportation: 100%
- Utility infrastructure: 54%
- Federal and heavy: 63%
- Other: 6%

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

Responses: 495

- We always operate as a union contractor: 30%
- 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: 48%
- We do not self-perform or directly hire craft personnel: 8%