2021 Construction Outlook
Open Shop Survey Results
Total Responses: 603. Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.

1. Compared to 2020, do you expect the available dollar value of projects you compete for in 2021 to be (answer for all market areas in which your business operates): Responses: 600

<table>
<thead>
<tr>
<th>Market</th>
<th>Higher</th>
<th>Lower</th>
<th>Same</th>
<th>Net*</th>
<th>US Net</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other Healthcare (e.g., clinic, testing or screening facility, medical lab)</td>
<td>35%</td>
<td>26%</td>
<td>39%</td>
<td>9%</td>
<td>11%</td>
</tr>
<tr>
<td>Warehouse</td>
<td>35%</td>
<td>30%</td>
<td>35%</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Water/Sewer</td>
<td>26%</td>
<td>24%</td>
<td>50%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Multifamily Residential</td>
<td>32%</td>
<td>33%</td>
<td>35%</td>
<td>-1%</td>
<td>-8%</td>
</tr>
<tr>
<td>Hospital</td>
<td>28%</td>
<td>33%</td>
<td>40%</td>
<td>-5%</td>
<td>-3%</td>
</tr>
<tr>
<td>Power</td>
<td>22%</td>
<td>28%</td>
<td>50%</td>
<td>-6%</td>
<td>-8%</td>
</tr>
<tr>
<td>Bridge/Highway</td>
<td>25%</td>
<td>33%</td>
<td>42%</td>
<td>-8%</td>
<td>-11%</td>
</tr>
<tr>
<td>Federal (e.g., VA, GSA, USACE, NAVFAC)</td>
<td>22%</td>
<td>30%</td>
<td>48%</td>
<td>-8%</td>
<td>-10%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>26%</td>
<td>38%</td>
<td>35%</td>
<td>-12%</td>
<td>-17%</td>
</tr>
<tr>
<td>Transportation (e.g., transit, rail, airport)</td>
<td>20%</td>
<td>36%</td>
<td>44%</td>
<td>-16%</td>
<td>-19%</td>
</tr>
<tr>
<td>K-12 School</td>
<td>21%</td>
<td>41%</td>
<td>38%</td>
<td>-21%</td>
<td>-27%</td>
</tr>
<tr>
<td>Public Building</td>
<td>13%</td>
<td>49%</td>
<td>38%</td>
<td>-36%</td>
<td>-38%</td>
</tr>
<tr>
<td>Higher Education</td>
<td>14%</td>
<td>51%</td>
<td>35%</td>
<td>-37%</td>
<td>-40%</td>
</tr>
<tr>
<td>Private Office</td>
<td>9%</td>
<td>62%</td>
<td>29%</td>
<td>-53%</td>
<td>-58%</td>
</tr>
<tr>
<td>Lodging</td>
<td>9%</td>
<td>65%</td>
<td>27%</td>
<td>-56%</td>
<td>-58%</td>
</tr>
<tr>
<td>Retail</td>
<td>7%</td>
<td>70%</td>
<td>23%</td>
<td>-62%</td>
<td>-64%</td>
</tr>
</tbody>
</table>

*Net equals difference between number of “Higher” and “Lower” responses as percent of total.

2. What changes do you expect in your firm’s headcount in 2021? Responses: 603

Increase: 40%
Decrease: 18%
No change: 41%

3. How would you describe your current situation in filling salaried and hourly craft positions? Responses: 600

We are having a hard time filling some or all positions: 63%
We are having no difficulty filling any positions: 13%
We have no openings for positions: 25%
4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 600

- It will continue to be hard to hire: 36%
- It will become harder to hire: 20%
- No change: 30%
- It will become easier to hire: 13%
- It will continue to be easy to hire: 2%

5. Did your firm increase or decrease pay or benefits in 2020? (mark all that apply) Responses: 601

- Increased base pay rates by larger amounts in 2020 than in 2019: 23%
- Increased base pay rates in 2020 but less than in 2019: 12%
- Increased base pay rates by similar amounts in 2020 and 2019: 32%
- Did not change base pay rates in 2020: 30%
- Reduced base pay rates in 2020: 2%
- Provided incentives/bonuses in 2020: 27%
- Provided incentives/bonuses in 2019 but not in 2020: 3%
- Increased firm's portion of benefit contributions and/or improved employee benefits in 2020: 14%
- Reduced or eliminated benefits or firm's contributions in 2020: 2%
6. What impact, if any, has the pandemic had on your projects? (mark all that apply) Responses: 602

- We have won new projects or add-ons to existing projects: 25%
- Projects have taken longer than we anticipated: 64%
- Projects have taken less time than we anticipated: 3%
- We have put longer completion times into our bids or contracts: 37%
- We have put shorter completion times into our bids or contracts: 1%
- Costs have been higher than we anticipated: 56%
- Costs have been lower than we anticipated: 3%
- We have put higher prices into our bids or contracts: 11%
- We have put lower prices into our bids or contracts: 11%
- No impact: 6%
- Other

7. Did an owner postpone or cancel any projects that were scheduled to start in 2020 or 2021? (mark all that apply) Responses: 597

- No projects have been postponed or canceled: 25%
- Postponed from 2020 to 2021: 52%
- Canceled in 2020; not rescheduled: 43%
- Scheduled to start in January-June 2021 but postponed: 16%
- Scheduled to start in January-June 2021 but canceled: 5%
- Scheduled to start in July 2021 or later but postponed: 5%
- Scheduled to start in July 2021 or later but canceled: 2%

8. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 602

- Volume of business already matches or exceeds year-ago level: 39%
- 1-6 months: 13%
- More than 6 months (or never): 27%
- Don’t know: 21%
9. What are your biggest concerns for 2021? (mark all that apply) Responses: 603

- Continuing impact of pandemic on projects, workers, or supply chain: 82%
- Material costs: 63%
- Increased competition for projects: 53%
- Worker shortages: 49%
- Worker quality: 45%
- Rising direct labor costs (pay, benefits, employer taxes): 44%
- Not enough private sector work: 41%
- Federal regulations: 39%
- Inadequate funding for infrastructure: 34%
- State and local regulations: 34%
- Inadequate legal protection against unwarranted coronavirus-related claims from worksites: 34%
- Other costs (e.g., trucking, insurance, services): 33%
- Subcontractor availability or quality: 30%
- Inadequate funding for public building projects: 28%
- Inadequate construction career education and training: 24%
- Safety: 22%
- Relations with owners, subs and/or vendors: 14%
- Impact of immigration policy on labor supply: 12%
- Other: 2%
10. What challenges, if any, do you see regarding the safety and health of your firm's workers (mark all that apply)? Responses: 566

- Inexperienced skilled labor/workforce shortage: 68%
- Steps needed to minimize risks from coronavirus: 42%
- Safety hazards created by third parties (e.g., nonemployees potentially spreading coronavirus on jobsite): 39%
- Lack of cooperation from government agencies or regulators: 23%
- Poor subcontractor safety and health performance: 22%
- Low quality of available safety and health training: 6%
- Other: 3%


- Architect/engineer/designer: 1%
- General contractor/construction manager: 55%
- Owner/developer: 0%
- Specialty or sub-contractor: 39%
- Supplier/service provider: 3%
- Other: 2%
12. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?  
Responses: 603

- We always operate as a union contractor: 100%
- We primarily operate as a union contractor but not always: 4%
- We primarily operate as an open-shop contractor but not always: 27%
- We always operate as an open-shop contractor: 69%
- We do not self-perform or directly hire craft personnel: 0%

13. Estimate the total dollar amount of work your firm performed in 2020. Responses: 599

- $50 million or under: 69%
- $50.1 million - $500 million: 27%
- Over $500 million: 4%

14. How many total employees does your firm employ at all of its locations? Responses: 600

- 1-19: 20%
- 20-99: 44%
- 100-499: 28%
- 500 or more: 9%