2020 Workforce Survey Results

California Results

Total responses: 104, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 102

- Furloughed or terminated employees: 28%
- Terminated employees: 16%
- Furloughed employees: 17%
- Recalled or added employees: 40%
- Added employees: 27%
- Recalled employees: 18%
- No change: 44%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 102

- Reduced headcount: 45%
- Increased headcount: 30%
- No change: 25%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 104

- No, did not furlough any employees: 57%
- Have not tried to recall furloughed employees: 10%
- Tried to recall furloughed employees: 23%

4. Among firms that tried to recall employees; Response: 24

- All furloughed employees reported when recalled: 50%
- Some recalled employees have refused to work: 50%
- Some cited preference for unemployment benefits: 29%
- Some cited virus concerns or family responsibilities: 50%
- Some cited other reasons (or unknown): 17%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 104

- Salaried: 102
- Craft: 23%

- We are having a hard time filling some or all positions: 48%
- We are having no difficulty filling any positions: 28%
- We have no openings for positions: 28%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 104 Salaried; 104 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: 103
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 101

- No changes: 24%
- Have not tried to hire: 12%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 26%
- Initiated or increased spending on training and professional development: 20%
- Raised hiring standards: 17%
- Overtime: 12%
- Augmented/mixed/virtual reality training devices: 11%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 7%
- Trained personnel in Lean construction methods: 6%
- Decreased or eliminated spending on training and professional development: 6%
- Added Lean construction personnel: 3%
- Other: 2%
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): 59

- Project managers/supervisors: 78%
- Engineers: 27%
- Quality control personnel: 20%
- Safety personnel: 14%
- BIM personnel: 8%
- IT personnel: 7%
- Environmental compliance professionals: 2%
- Lean construction professionals: 2%
- Software/database personnel: 2%
- 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: 55

- Carpenters: 31%
- Laborers: 29%
- Equipment operators-cranes, heavy equipment: 24%
- Cement masons: 15%
- Concrete workers: 13%
- Truck drivers: 13%
- Electricians: 11%
- Plumbers: 11%
- Pipefitters/welders: 9%
- Installers-drywall: 7%
- Installers-other: 7%
- Painters: 7%
- Pipelayers: 7%
- Mechanics: 5%
- Roofers: 5%
- Sheet metal workers: 5%
- Iron workers: 4%
- Millwrights: 2%
- Bricklayers: 0%
- Traffic control personnel: 0%
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: 102

- Increased base pay rates: 35%
- Provided incentives/bonuses: 14%
- Increased our portion of benefit contributions and/or improved employee benefits: 6%
- Reduced base pay rates: 2%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 1%
- 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: 100

- Project Management: 19%
- Estimating: 16%
- Field Collaboration: 16%
- Site Safety: 14%
- Workforce Management: 12%
- Document / File Management (e.g., high school, college, career & technical education): 10%
- Virtual/Augmented/Mixed Reality: 10%
- Bidding: 9%
- Adopted or increased Lean construction methods: 8%
- Cost Management/ ERP: 7%
- Reality Capture: 0%
- Other: 3%
- No changes: 49%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 104

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some projects have been halted, postponed or canceled</td>
<td>62%</td>
</tr>
<tr>
<td>Scheduled projects have been postponed or canceled</td>
<td>57%</td>
</tr>
<tr>
<td>Projects under way have been halted</td>
<td>35%</td>
</tr>
<tr>
<td>We have won additional projects or add-ons to current projects</td>
<td>11%</td>
</tr>
<tr>
<td>No impact</td>
<td>15%</td>
</tr>
<tr>
<td>Projects have taken longer than we anticipated</td>
<td>41%</td>
</tr>
<tr>
<td>Costs have been higher than we anticipated</td>
<td>39%</td>
</tr>
<tr>
<td>We have put longer completion times into our bids or contracts</td>
<td>23%</td>
</tr>
<tr>
<td>We have put higher prices into our bids or contracts</td>
<td>27%</td>
</tr>
<tr>
<td>Projects have taken less time or cost less than we anticipated</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>7%</td>
</tr>
</tbody>
</table>

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 103

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>More reportable injuries and illness</td>
<td>16%</td>
</tr>
<tr>
<td>More jobsite hazards (physical and or behavioral) identified in inspection reports</td>
<td>10%</td>
</tr>
<tr>
<td>More workers compensation claims</td>
<td>2%</td>
</tr>
<tr>
<td>No change</td>
<td>64%</td>
</tr>
<tr>
<td>Fewer reportable injuries and illnesses</td>
<td>5%</td>
</tr>
<tr>
<td>Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports</td>
<td>2%</td>
</tr>
<tr>
<td>Fewer workers compensation claims</td>
<td>2%</td>
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</tbody>
</table>
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: 98

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) 56%
- 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 56%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work 30%
- More funding for loan programs to maintain cash flows 30%
- Multi-year surface transportation reauthorization with higher funding levels 27%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic 26%
- 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 22%
- Addressing the funding shortfalls for multi-employer pension plans 11%
- No additional legislation is needed 10%
- Other 5%

16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 97

- Volume of business already matches or exceeds year-ago level 32%
- 1-6 months 10%
- More than 6 months (or never) 32%
- Don't know 26%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 104

- Expect to furlough and or terminate employees: 20%
- Expect to terminate employees to reduce headcount: 14%
- Expect to furlough employees temporarily: 6%
- Expect to recall and or add employees: 47%
- Expect to add new employees: 43%
- Expect to recall employees: 7%
- No net change: 35%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 104

- 1-49: 26%
- 50-249: 37%
- 250-499: 13%
- 500 or more: 25%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 104

- $10 million or less: 22%
- $10.1 million-$50 million: 25%
- $50.1 million-$500 million: 38%
- Over $500 million: 14%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 104

- Building construction: 66%
- Utility infrastructure: 42%
- Federal and heavy: 38%
- Highway and transportation: 37%
- Other: 14%
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 100

- **We always operate as a union contractor**: 33%
- **We primarily operate as a union contractor but not always**: 15%
- **We primarily operate as an open-shop contractor but not always**: 15%
- **We always operate as an open-shop contractor**: 32%
- **We do not self-perform or directly hire craft personnel**: 5%