2020 Workforce Survey Results

Colorado Results

Total responses: 72, but number varies by question.

1. How has your firm's headcount changed as a result of the pandemic? (Mark all that apply) Responses: 72

- Furloughed or terminated employees: 38%
- Terminated employees: 24%
- Furloughed employees: 17%
- Recalled or added employees: 28%
- Added employees: 25%
- Recalled employees: 3%
- No change: 40%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 72

- Reduced headcount: 39%
- Increased headcount: 33%
- No change: 28%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 72

- No, did not furlough any employees: 72%
- Have not tried to recall furloughed employees: 11%
- Tried to recall furloughed employees: 17%

4. Among firms that tried to recall employees; Response: 12

- All furloughed employees reported when recalled: 75%
- Some recalled employees have refused to work: 25%
- Some cited preference for unemployment benefits: 25%
- Some cited virus concerns or family responsibilities: 25%
- Some cited other reasons (or unknown): 17%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 72

- Salaried: 72
- Craft: 17%

- We are having a hard time filling some or all positions: 44% Salaried, 25% Craft
- We are having no difficulty filling any positions: 19% Salaried, 24% Craft
- We have no openings for positions: 36% Salaried, 51% Craft
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 72 Salaried; 71 Craft

![Bar chart showing the distribution of unfilled positions by number of positions.]

7. Has your firm added or increased use of the following to provide workers in the last 6 months? (Mark all that apply) Responses: 70

- Applied for employee-based visas (e.g., H-1B, H-2B)
- Engaged with career-building program (e.g., high school, college, career & technical education)
- Engaged with government workforce development or unemployment agency
- Executive and non-craft worker search firm or professional employer organization
- Staffing firm (craft)
- Implemented software to distribute job postings and manage applicants
- Sub- or specialty contractors
- Unions
- Added Instagram Live sessions and other online strategies that meet younger generations where they are
- Other
- No changes
- Have not tried to hire
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 72

- Initiated or increased spending on training and professional development: 25%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 22%
- Initiated or increased online or mobile training options: 22%
- Augmented/mixed/virtual reality training devices: 18%
- Overtime: 13%
- Raised hiring standards: 11%
- Trained personnel in Lean construction methods: 10%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 7%
- Added Lean construction personnel: 3%
- Decreased or eliminated spending on training and professional development: 3%
- Other: 1%
- No changes: 28%
- Have not tried to hire: 17%
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): 26

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project managers/supervisors</td>
<td>88%</td>
</tr>
<tr>
<td>Quality control personnel</td>
<td>15%</td>
</tr>
<tr>
<td>Engineers</td>
<td>12%</td>
</tr>
<tr>
<td>Safety personnel</td>
<td>12%</td>
</tr>
<tr>
<td>Software/database personnel</td>
<td>12%</td>
</tr>
<tr>
<td>IT personnel</td>
<td>8%</td>
</tr>
<tr>
<td>Lean construction professionals</td>
<td>8%</td>
</tr>
<tr>
<td>BIM personnel</td>
<td>4%</td>
</tr>
<tr>
<td>Environmental compliance professionals</td>
<td>4%</td>
</tr>
<tr>
<td>Architects</td>
<td>0%</td>
</tr>
</tbody>
</table>
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: 40

- Laborers: 35%
- Carpenters: 33%
- Concrete workers: 18%
- Equipment operators-crane, heavy equipment: 18%
- Truck drivers: 18%
- Installers-other: 13%
- Iron workers: 8%
- Mechanics: 8%
- Traffic control personnel: 8%
- Bricklayers: 5%
- Electricians: 5%
- Installers-drywall: 5%
- Pipelayers: 5%
- Cement masons: 3%
- Painters: 3%
- Roofers: 3%
- Millwrights: 0%
- Pipefitters/welders: 0%
- Plumbers: 0%
- Sheet metal workers: 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: 69

- Increased base pay rates: 38%
- Provided incentives/bonuses: 14%
- Increased our portion of benefit contributions and/or improved employee benefits: 9%
- Reduced base pay rates: 7%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 1%
- No change: 51%

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: 62

- Project Management: 18%
- Bidding: 15%
- Estimating: 13%
- Field Collaboration: 13%
- Cost Management/ERP: 10%
- Site Safety: 10%
- Document/File Management (e.g., high school, college, career & technical education): 8%
- Adopted or increased Lean construction methods: 6%
- Workforce Management: 6%
- Virtual/Augmented/Mixed Reality: 5%
- Reality Capture: 0%
- Other: 3%
- No changes: 61%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 70

- Some projects have been halted, postponed or canceled: 74%
- Scheduled projects have been postponed or canceled: 74%
- Projects under way have been halted: 39%
- We have won additional projects or add-ons to current projects: 10%
- No impact: 1%
- Projects have taken longer than we anticipated: 50%
- Costs have been higher than we anticipated: 23%
- We have put longer completion times into our bids or contracts: 20%
- We have put higher prices into our bids or contracts: 13%
- Projects have taken less time or cost less than we anticipated: 1%
- Other: 4%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 72

- More reportable injuries and illness: 8%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 14%
- More workers compensation claims: 1%
- No change: 72%
- Fewer reportable injuries and illnesses: 4%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Fewer workers compensation claims: 0%
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: 69

- 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: 58%
- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) : 57%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work: 43%
- More funding for loan programs to maintain cash flows: 38%
- Multi-year surface transportation reauthorization with higher funding levels: 28%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic: 28%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus: 26%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund: 22%
- Addressing the funding shortfalls for multi-employer pension plans: 7%
- No additional legislation is needed: 13%
- Other: 1%

16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 71

- Volume of business already matches or exceeds year-ago level: 28%
- 1-6 months: 10%
- More than 6 months (or never): 45%
- Don’t know: 17%
17. How do you expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 72

- Expect to furlough and or terminate employees: 26%
- Expect to terminate employees to reduce headcount: 19%
- Expect to furlough employees temporarily: 10%
- Expect to recall and or add employees: 46%
- Expect to add new employees: 40%
- Expect to recall employees: 6%
- No net change: 31%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 72

- 1-49: 36%
- 50-249: 42%
- 250-499: 15%
- 500 or more: 7%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 72

- $10 million or less: 25%
- $10.1 million-$50 million: 38%
- $50.1 million-$500 million: 32%
- Over $500 million: 6%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 72

- Building construction: 81%
- Utility infrastructure: 24%
- Federal and heavy: 21%
- Highway and transportation: 19%
- Other: 7%
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? 
Responses: 69

- We always operate as a union contractor: 10%
- We primarily operate as a union contractor but not always: 3%
- We primarily operate as an open-shop contractor but not always: 9%
- We always operate as an open-shop contractor: 67%
- We do not self-perform or directly hire craft personnel: 12%