2020 Workforce Survey Results

Florida Results
Total responses: 33, but number varies by question.

1. How has your firm's headcount changed as a result of the pandemic? (Mark all that apply) Responses: 33

- Furloughed or terminated employees: 15%
- Terminated employees: 12%
- Furloughed employees: 3%
- Recalled or added employees: 30%
- Added employees: 30%
- Recalled employees: 0%
- No change: 55%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 33

- Reduced headcount: 18%
- Increased headcount: 30%
- No change: 52%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 33

- No, did not furlough any employees: 94%
- Have not tried to recall furloughed employees: 6%
- Tried to recall furloughed employees: 0%

4. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 33
   - Salaried: 33
   - Craft: 33

- We are having a hard time filling some or all positions: 39% Craft, 42% Salaried
- We are having no difficulty filling any positions: 21% Craft, 12% Salaried
- We have no openings for positions: 39% Craft, 45% Salaried

5. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 32 Salaried; 32 Craft
6. Has your firm added or increased use of the following to provide workers in the last 6 months? (Mark all that apply) Responses: 32

- Engaged with career-building program (e.g., high school, college, career & technical education)
  - Craft: 41%
  - Salaried: 41%
- Staffing firm (craft)
  - Craft: 25%
  - Salaried: 25%
- Executive and non-craft worker search firm or professional employer organization
  - Craft: 22%
  - Salaried: 22%
- Implemented software to distribute job postings and manage applicants
  - Craft: 22%
  - Salaried: 22%
- Sub- or specialty contractors
  - Craft: 13%
  - Salaried: 13%
- Engaged with government workforce development or unemployment agency
  - Craft: 9%
  - Salaried: 9%
- Unions
  - Craft: 9%
  - Salaried: 9%
- Added Instagram Live sessions and other online strategies that meet younger generations where they are
  - Craft: 6%
  - Salaried: 6%
- Applied for employee-based visas (e.g., H-1B, H-2B)
  - Craft: 3%
  - Salaried: 3%
- Other
  - Craft: 0%
  - Salaried: 0%
- No changes
  - Craft: 22%
  - Salaried: 22%
- Have not tried to hire
  - Craft: 16%
  - Salaried: 16%

8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 32

- More than 10
  - Craft: 13%
  - Salaried: 13%
- 6-10
  - Craft: 9%
  - Salaried: 9%
- 2-5
  - Craft: 25%
  - Salaried: 25%
- 1
  - Craft: 13%
  - Salaried: 13%
- 0
  - Craft: 3%
  - Salaried: 3%
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): 16
- Project managers/supervisors: 81%
- Safety personnel: 25%
- Engineers: 19%
- Quality control personnel: 19%
- BIM personnel: 6%
- IT personnel: 6%
- Lean construction professionals: 6%
- Architects: 0%
- Environmental compliance professionals: 0%
- Software/database personnel: 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: 17

- Equipment operators-cranes, heavy equipment: 41%
- Laborers: 41%
- Carpenters: 35%
- Truck drivers: 35%
- Mechanics: 18%
- Pipelayers: 18%
- Traffic control personnel: 18%
- Concrete workers: 12%
- Iron workers: 12%
- Bricklayers: 6%
- Cement masons: 6%
- Electricians: 6%
- Installers-drywall: 6%
- Installers-other: 6%
- Millwrights: 6%
- Pipefitters/welders: 6%
- Painters: 0%
- Plumbers: 0%
- Roofers: 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: 32

- Increased base pay rates: 38%
- Provided incentives/bonuses: 28%
- Increased our portion of benefit contributions and/or improved employee benefits: 22%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 50%

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: 32

- Bidding: 19%
- Estimating: 19%
- Site Safety: 19%
- Project Management: 16%
- Document / File Management (e.g., high school, college, career & technical education): 13%
- Field Collaboration: 13%
- Virtual/Augmented/Mixed Reality: 13%
- Cost Management/ ERP: 9%
- Adopted or increased Lean construction methods: 6%
- Workforce Management: 6%
- Reality Capture: 3%
- No changes: 63%
- Other: 0%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 32

- Some projects have been halted, postponed or canceled: 50%
- Scheduled projects have been postponed or canceled: 47%
- Projects under way have been halted: 16%
- We have won additional projects or add-ons to current projects: 13%
- No impact: 28%
- Projects have taken longer than we anticipated: 34%
- Costs have been higher than we anticipated: 9%
- We have put longer completion times into our bids or contracts: 19%
- We have put higher prices into our bids or contracts: 13%
- Projects have taken less time or cost less than we anticipated: 3%
- Other: 6%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 32

- More reportable injuries and illness: 6%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 13%
- More workers compensation claims: 0%
- No change: 78%
- Fewer reportable injuries and illnesses: 0%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 3%
- 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: 30

- 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: 47%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work: 40%
- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc): 37%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund: 37%
- More funding for loan programs to maintain cash flows: 33%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic: 23%
- No additional legislation is needed: 17%
- Multi-year surface transportation reauthorization with higher funding levels: 17%
- Addressing the funding shortfalls for multi-employer pension plans: 17%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus: 10%
- Other: 0%

16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 33

- Volume of business already matches or exceeds year-ago level: 42%
- 1-6 months: 21%
- More than 6 months (or never): 21%
- Don’t know: 15%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 32

- Expect to furlough and or terminate employees: 6%
- Expect to terminate employees to reduce headcount: 3%
- Expect to furlough employees temporarily: 3%
- Expect to recall and or add employees: 59%
- Expect to add new employees: 59%
- Expect to recall employees: 0%
- No net change: 34%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 33

- 1-49 employees: 42%
- 50-249 employees: 36%
- 250-499 employees: 0%
- 500 or more employees: 21%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 33.

- $10 million or less: 24%
- $10.1 million-$50 million: 36%
- $50.1 million-$500 million: 21%
- Over $500 million: 18%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 33

- Building construction: 85%
- Highway and transportation: 24%
- Utility infrastructure: 21%
- Federal and heavy: 12%
- Other: 12%
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 32

- We always operate as a union contractor: 63%
- We primarily operate as a union contractor but not always: 16%
- We primarily operate as an open-shop contractor but not always: 22%
- We always operate as an open-shop contractor: 0%
- We do not self-perform or directly hire craft personnel: 0%