2020 Workforce Survey Results

Iowa 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:

- Furloughed or terminated employees: 13%
- Terminated employees: 3%
- Furloughed employees: 9%
- Recalled or added employees: 6%
- Added employees: 6%
- Recalled employees: 0%
- No change: 84%

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

- Reduced headcount: 33%
- Increased headcount: 18%
- No change: 48%

3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 32
4. Among firms that tried to recall employees; Response: 7

- All furloughed employees reported when recalled: 57%
- Some recalled employees have refused to work: 71%
- Some cited preference for unemployment benefits: 29%
- Some cited virus concerns or family responsibilities: 29%
- Some cited other reasons (or unknown): 14%

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

- We are having a hard time filling some or all positions: 70%
- We are having no difficulty filling any positions: 21%
- We have no openings for positions: 67%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 33 Salaried; 33 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: 33
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 33

- Have not tried to hire: 15%
- No changes: 30%
- Added Lean construction personnel: 3%
- Other: 3%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 24%
- Initiated or increased spending on training and professional development: 21%
- Raised hiring standards: 6%
- Overtime: 21%
- Augmented/mixed/virtual reality training devices: 9%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 6%
- Trained personnel in Lean construction methods: 3%
- Decreased or eliminated spending on training and professional development: 6%
- Initiated or increased online or mobile training options: 12%
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): 10

- Project managers/supervisors: 40%
- Engineers: 30%
- Quality control personnel: 10%
- Safety personnel: 10%
- BIM personnel: 10%
- IT personnel: 0%
- Environmental compliance professionals: 0%
- Lean construction professionals: 0%
- Software/database personnel: 0%
- Architects: 10%
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: 24

- Carpenters: 29%
- Laborers: 42%
- Equipment operators-crane, heavy equipment: 50%
- Cement masons: 13%
- Concrete workers: 38%
- Truck drivers: 38%
- Electricians: 8%
- Plumbers: 0%
- Pipefitters/welders: 0%
- Installers-drywall: 0%
- Installers-other: 0%
- Painters: 4%
- Pipelayers: 4%
- Mechanics: 8%
- Roofers: 0%
- Sheet metal workers: 0%
- Iron workers: 25%
- Millwrights: 13%
- 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: 33

- **Increased base pay rates**: 52%
- **Provided incentives/bonuses**: 36%
- **Increased our portion of benefit contributions and/or improved employee benefits**: 21%
- **Reduced base pay rates**: 3%
- **Reduced our portion of benefit contributions and/or scaled back employee benefits**: 3%
- **No change**: 24%

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: 31

- **Project Management**: 10%
- **Estimating**: 13%
- **Field Collaboration**: 6%
- **Site Safety**: 3%
- **Workforce Management**: 3%
- **Document / File Management** (e.g., high school, college, career & technical education): 6%
- **Virtual/Augmented/Mixed Reality**: 0%
- **Bidding**: 6%
- **Adopted or increased Lean construction methods**: 0%
- **Cost Management/ ERP**: 0%
- **Reality Capture**: 0%
- **Other**: 6%
- **No changes**: 74%
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: 66%
- Scheduled projects have been postponed or canceled: 50%
- Projects under way have been halted: 16%
- We have won additional projects or add-ons to current projects: 6%
- No impact: 13%
- Projects have taken longer than we anticipated: 44%
- Costs have been higher than we anticipated: 19%
- We have put longer completion times into our bids or contracts: 9%
- We have put higher prices into our bids or contracts: 16%
- Projects have taken less time or cost less than we anticipated: 0%
- Other: 16%

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 illnesses: 3%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 0%
- More workers compensation claims: 0%
- No change: 88%
- Fewer reportable injuries and illnesses: 9%
- 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: 32

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) 63%
- 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 38%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work 38%
- More funding for loan programs to maintain cash flows 22%
- Multi-year surface transportation reauthorization with higher funding levels 31%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic 41%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus 16%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund 28%
- Addressing the funding shortfalls for multi-employer pension plans 6%
- No additional legislation is needed 13%
- 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: 32
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 33

- Expect to recall and or add employees: 48%
- Expect to recall employees: 0%
- Expect to add new employees: 48%
- No net change: 45%
- Expect to furlough and or terminate employees: 9%
- Expect to terminate employees to reduce headcount: 3%
- Expect to furlough employees temporarily: 6%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 33
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 33

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 33
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: 19%
- We primarily operate as a union contractor but not always: 0%
- We primarily operate as an open-shop contractor but not always: 3%
- We always operate as an open-shop contractor: 72%
- We do not self-perform or directly hire craft personnel: 6%