2020 Workforce Survey Results

Kansas Results

Total responses: 22, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 22

- Furloughed or terminated employees: 27%
- Terminated employees: 18%
- Furloughed employees: 9%
- Recalled or added employees: 32%
- Added employees: 32%
- Recalled employees: 0%
- No change: 50%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 21

- Reduced headcount: 38%
- Increased headcount: 24%
- No change: 38%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 22

- No, did not furlough any employees: 86%
- Have not tried to recall furloughed employees: 5%
- Tried to recall furloughed employees: 9%

4. Among firms that tried to recall employees; Response: 2

- All furloughed employees reported when recalled: 50%
- Some recalled employees have refused to work: 50%
- Some cited preference for unemployment benefits: 0%
- Some cited virus concerns or family responsibilities: 0%
- Some cited other reasons (or unknown): 50%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 22
   - Salaried: 22
   - Craft: 22

- We are having a hard time filling some or all positions: 32% (Craft), 59% (Salaried)
- We are having no difficulty filling any positions: 14% (Craft), 23% (Salaried)
- We have no openings for positions: 18% (Craft), 55% (Salaried)
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 22 Salaried; 22 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: 22

- 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: 22

<table>
<thead>
<tr>
<th>Change</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowered hiring standards (e.g., education, training, employment or arrest record)</td>
<td>27%</td>
</tr>
<tr>
<td>Initiated or increased spending on training and professional development</td>
<td>14%</td>
</tr>
<tr>
<td>Augmented/mixed/virtual reality training devices</td>
<td>23%</td>
</tr>
<tr>
<td>Overtime</td>
<td>23%</td>
</tr>
<tr>
<td>Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams)</td>
<td>18%</td>
</tr>
<tr>
<td>Added Lean construction personnel</td>
<td>5%</td>
</tr>
<tr>
<td>Trained personnel in Lean construction methods</td>
<td>5%</td>
</tr>
<tr>
<td>Raised hiring standards</td>
<td>5%</td>
</tr>
<tr>
<td>Decreased or eliminated spending on training and professional development</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
<tr>
<td>No changes</td>
<td>27%</td>
</tr>
<tr>
<td>Have not tried to hire</td>
<td>9%</td>
</tr>
</tbody>
</table>
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): 9

- Project managers/supervisors: 27%
- Engineers: 9%
- Safety personnel: 9%
- Lean construction professionals: 5%
- Architects: 0%
- BIM personnel: 0%
- Environmental compliance professionals: 0%
- IT personnel: 0%
- Quality control personnel: 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: 14

- Carpenters: 64%
- Laborers: 64%
- Concrete workers: 43%
- Equipment operators-cranes, heavy equipment: 36%
- Truck drivers: 29%
- Cement masons: 21%
- Bricklayers: 14%
- Iron workers: 7%
- Mechanics: 7%
- Pipelayers: 7%
- Plumbers: 7%
- Traffic control personnel: 7%
- Electricians: 0%
- Installers-drywall: 0%
- Installers-other: 0%
- Millwrights: 0%
- Painters: 0%
- Pipefitters/welders: 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: 22

- Increased base pay rates: 55%
- Provided incentives/bonuses: 18%
- Increased our portion of benefit contributions and/or improved employee benefits: 14%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 41%

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: 21

- Field Collaboration: 19%
- Estimating: 10%
- Project Management: 10%
- Site Safety: 10%
- Workforce Management: 10%
- Cost Management/ERP: 5%
- Document/File Management (e.g., high school, college, career & technical education): 5%
- Virtual/Augmented/Mixed Reality: 5%
- Adopted or increased Lean construction methods: 0%
- Bidding: 0%
- Reality Capture: 0%
- Other: 0%
- No changes: 67%
13. What impact, if any, has the pandemic had on your firm's projects? (Mark all that apply) Responses: 22

- Some projects have been halted, postponed or canceled: 59%
- Scheduled projects have been postponed or canceled: 59%
- Projects under way have been halted: 18%
- We have won additional projects or add-ons to current projects: 14%
- No impact: 18%
- Projects have taken longer than we anticipated: 36%
- Costs have been higher than we anticipated: 32%
- We have put longer completion times into our bids or contracts: 14%
- We have put higher prices into our bids or contracts: 18%
- Projects have taken less time or cost less than we anticipated: 0%
- Other: 0%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 22

- More reportable injuries and illnesses: 9%
- More jobsite hazards (physical and/or behavioral) identified in inspection reports: 5%
- More workers compensation claims: 0%
- No change: 73%
- Fewer reportable injuries and illnesses: 14%
- 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: 21

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) - 62%
- 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 - 52%
- Multi-year surface transportation reauthorization with higher funding levels - 33%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work - 33%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic - 29%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus - 19%
- More funding for loan programs to maintain cash flows - 14%
- Addressing the funding shortfalls for multi-employer pension plans - 10%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund - 5%
- No additional legislation is needed - 19%
- 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: 21

- Volume of business already matches or exceeds year-ago level - 38%
- 1-6 months - 5%
- More than 6 months (or never) - 14%
- Don’t know - 43%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 37

- Expect to furlough and or terminate employees: 14%
- Expect to terminate employees to reduce headcount: 9%
- Expect to furlough employees temporarily: 0%
- Expect to recall and or add employees: 50%
- Expect to add new employees: 45%
- Expect to recall employees: 5%
- No net change: 41%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 22

- 1-49: 36%
- 50-249: 55%
- 250-499: 5%
- 500 or more: 5%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 22

<table>
<thead>
<tr>
<th>Amount</th>
<th>Percentage</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>$10 million or less</td>
<td>23%</td>
<td>0%</td>
</tr>
<tr>
<td>$10.1 million-$50 million</td>
<td>32%</td>
<td>0%</td>
</tr>
<tr>
<td>$50.1 million-$500 million</td>
<td>45%</td>
<td>0%</td>
</tr>
<tr>
<td>Over $500 million</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 22

<table>
<thead>
<tr>
<th>Project Type</th>
<th>Percentage</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building construction</td>
<td>77%</td>
<td>0%</td>
</tr>
<tr>
<td>Highway and transportation</td>
<td>27%</td>
<td>0%</td>
</tr>
<tr>
<td>Utility infrastructure</td>
<td>27%</td>
<td>0%</td>
</tr>
<tr>
<td>Federal and heavy</td>
<td>14%</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>14%</td>
<td>0%</td>
</tr>
</tbody>
</table>
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 21

- We always operate as a union contractor: 10%
- We primarily operate as a union contractor but not always: 0%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 76%
- We do not self-perform or directly hire craft personnel: 14%