2020 Workforce Survey Results

Minnesota Results

Total responses: 39, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 39

- Furloughed or terminated employees: 33%
- Terminated employees: 23%
- Furloughed employees: 21%
- Recalled or added employees: 21%
- Added employees: 13%
- Recalled employees: 13%
- No change: 54%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 39

- Reduced headcount: 51%
- Increased headcount: 15%
- No change: 33%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 39

- No, did not furlough any employees: 64%
- Have not tried to recall furloughed employees: 3%
- Tried to recall furloughed employees: 33%

4. Among firms that tried to recall employees; Response: 13

- All furloughed employees reported when recalled: 69%
- Some recalled employees have refused to work: 31%
- Some cited preference for unemployment benefits: 31%
- Some cited virus concerns or family responsibilities: 15%
- Some cited other reasons (or unknown): 0%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 39

- Salaried; 39 Craft

- We are having a hard time filling some or all positions: Craft 33%, Salaried 15%
- We are having no difficulty filling any positions: Craft 21%, Salaried 33%
- We have no openings for positions: Craft 33%, Salaried 90%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 39 Salaried; 39 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: 38
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 39

- Initiated or increased online or mobile training options: 26%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 10%
- Initiated or increased spending on training and professional development: 10%
- Augmented/mixed/virtual reality training devices: 8%
- Raised hiring standards: 8%
- Added Lean construction personnel: 5%
- Trained personnel in Lean construction methods: 5%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 5%
- Overtime: 5%
- Decreased or eliminated spending on training and professional development: 0%
- Other: 3%
- No changes: 33%
- Have not tried to hire: 26%
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): 13

- Project managers/supervisors: 92%
- Engineers: 15%
- Environmental compliance professionals: 8%
- Quality control personnel: 8%
- Software/database personnel: 8%
- Architects: 0%
- BIM personnel: 0%
- IT personnel: 0%
- Lean construction professionals: 0%
- Safety 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: 20

- Laborers: 45%
- Carpenters: 35%
- Equipment operators-cranes, heavy equipment: 35%
- Truck drivers: 30%
- Concrete workers: 20%
- Mechanics: 20%
- Pipelayers: 20%
- Cement masons: 15%
- Bricklayers: 5%
- Iron workers: 5%
- Sheet metal workers: 5%
- Electricians: 0%
- Installers-drywall: 0%
- Installers-other: 0%
- Millwrights: 0%
- Painters: 0%
- Pipefitters/welders: 0%
- Plumbers: 0%
- Roofers: 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: 37

- Increased base pay rates: 46%
- Provided incentives/bonuses: 14%
- Increased our portion of benefit contributions and/or improved employee benefits: 3%
- Reduced base pay rates: 5%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 3%
- 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: 36

- Field Collaboration: 22%
- Workforce Management: 17%
- Document / File Management (e.g., high school, college, career & technical education): 11%
- Project Management: 11%
- Adopted or increased Lean construction methods: 8%
- Bidding: 8%
- Estimating: 8%
- Site Safety: 8%
- Cost Management/ ERP: 6%
- Reality Capture: 6%
- Virtual/Augmented/Mixed Reality: 6%
- Other: 3%
- No changes: 56%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 37

- Some projects have been halted, postponed or canceled: 70%
- Scheduled projects have been postponed or canceled: 70%
- Projects under way have been halted: 16%
- We have won additional projects or add-ons to current projects: 3%
- No impact: 11%
- Projects have taken longer than we anticipated: 35%
- Costs have been higher than we anticipated: 35%
- We have put longer completion times into our bids or contracts: 14%
- We have put higher prices into our bids or contracts: 11%
- Projects have taken less time or cost less than we anticipated: 0%
- Other: 5%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 39

- More reportable injuries and illness: 5%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 8%
- More workers compensation claims: 3%
- No change: 74%
- Fewer reportable injuries and illnesses: 10%
- 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: 38

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) - 66%
- 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 - 63%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work - 50%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic - 42%
- Multi-year surface transportation reauthorization with higher funding levels - 29%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus - 29%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund - 29%
- More funding for loan programs to maintain cash flows - 24%
- Addressing the funding shortfalls for multi-employer pension plans - 21%
- No additional legislation is needed - 5%
- 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: 37

- Volume of business already matches or exceeds year-ago level - 30%
- 1-6 months - 14%
- More than 6 months (or never) - 38%
- Don’t know - 19%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 38

- Expect to furlough and or terminate employees: 47%
- Expect to terminate employees to reduce headcount: 29%
- Expect to furlough employees temporarily: 24%
- Expect to recall and or add employees: 18%
- Expect to add new employees: 16%
- Expect to recall employees: 5%
- No net change: 34%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 39

- 1-49: 31%
- 50-249: 51%
- 250-499: 13%
- 500 or more: 5%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 39

- $10 million or less: 21%
- $10.1 million-$50 million: 33%
- $50.1 million-$500 million: 44%
- Over $500 million: 3%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 39

- Building construction: 64%
- Highway and transportation: 38%
- Utility infrastructure: 33%
- Federal and heavy: 33%
- Other: 3%
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 39

- We always operate as a union contractor: 64%
- We primarily operate as a union contractor but not always: 13%
- We primarily operate as an open-shop contractor but not always: 3%
- We always operate as an open-shop contractor: 15%
- We do not self-perform or directly hire craft personnel: 5%