2020 Workforce Survey Results

National Results
Total responses: 2005, but number varies by question.

1. How has your firm's headcount changed as a result of the pandemic? (Mark all that apply) Responses: 1,989

- Furloughed or terminated employees: 29%
- Terminated employees: 19%
- Furloughed employees: 18%
- Recalled or added employees: 31%
- Added employees: 23%
- Recalled employees: 11%
- No change: 50%

2. By what percentage has your firm's headcount changed in the past 12 months? Responses: 1,994

- Reduced headcount: 41%
- Increased headcount: 27%
- No change: 32%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 1,985

- No, did not furlough any employees: 68%
- Have not tried to recall furloughed employees: 7%
- Tried to recall furloughed employees: 25%

4. Among firms that tried to recall employees; Response: 494

- All furloughed employees reported when recalled: 56%
- Some recalled employees have refused to work: 44%
- Some cited preference for unemployment benefits: 36%
- Some cited virus concerns or family responsibilities: 35%
- Some cited other reasons (or unknown): 15%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 1,947

- Salaried: We are having a hard time filling some or all positions: 28%
- Salaried: We are having no difficulty filling any positions: 20%
- Salaried: We have no openings for positions: 28%
- Craft: We are having a hard time filling some or all positions: 52%
- Craft: We are having no difficulty filling any positions: 16%
- Craft: We have no openings for positions: 56%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 1,780 Salaried; 1,773 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: 1,761

- Engaged with career-building program (e.g., high school, college, career & technical education) 21%
- Unions 20%
- Staffing firm (craft) 16%
- Executive and non-craft worker search firm or professional employer organization 14%
- Implemented software to distribute job postings and manage applicants 14%
- Engaged with government workforce development or unemployment agency 12%
- Sub- or specialty contractors 11%
- Added Instagram Live sessions and other online strategies that meet younger generations where they are 4%
- Applied for employee-based visas (e.g., H-1B, H-2B) 2%
- Other 6%
- No changes 27%
- Have not tried to hire 19%
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 1,761

- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams) 21%
- Initiated or increased online or mobile training options 19%
- Initiated or increased spending on training and professional development 18%
- Overtime 14%
- Augmented/mixed/virtual reality training devices 13%
- Lowered hiring standards (e.g., education, training, employment or arrest record) 9%
- Raised hiring standards 7%
- Trained personnel in Lean construction methods 6%
- Decreased or eliminated spending on training and professional development 3%
- Added Lean construction personnel 2%
- Other 2%
- No changes 34%
- Have not tried to hire 18%
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): 647

- Project managers/supervisors: 81%
- Engineers: 20%
- Safety personnel: 18%
- Quality control personnel: 15%
- BIM personnel: 8%
- IT personnel: 4%
- Software/database personnel: 4%
- Lean construction professionals: 4%
- Environmental compliance professionals: 2%
- Architects: 2%
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: 1,051

- Laborers: 43%
- Carpenters: 35%
- Equipment operators-cranes, heavy equipment: 29%
- Truck drivers: 25%
- Concrete workers: 23%
- Cement masons: 12%
- Mechanics: 12%
- Iron workers: 10%
- Electricians: 9%
- Plumbers: 9%
- Pipelayers: 7%
- Installers-other: 6%
- Sheet metal workers: 6%
- Pipefitters/welders: 5%
- Installers-drywall: 5%
- Bricklayers: 5%
- Painters: 5%
- Traffic control personnel: 4%
- Roofers: 3%
- Millwrights: 2%
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: 1,712

- Increased base pay rates: 38%
- Provided incentives/bonuses: 17%
- Increased our portion of benefit contributions and/or improved employee benefits: 8%
- Reduced base pay rates: 3%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 2%
- No change: 52%

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: 1,592

- Project Management: 16%
- Estimating: 13%
- Field Collaboration: 13%
- Workforce Management: 10%
- Document / File Management: 10%
- Site Safety: 10%
- Bidding: 9%
- Cost Management/ ERP: 7%
- Adopted or increased Lean construction methods: 6%
- Virtual/Augmented/Mixed Reality: 6%
- Reality Capture: 2%
- Other: 2%
- No changes: 60%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 1,653

- Some projects have been halted, postponed or canceled: 66%
- Scheduled projects have been postponed or canceled: 60%
- Projects under way have been halted: 33%
- We have won additional projects or add-ons to current projects: 12%
- No impact: 12%
- Projects have taken longer than we anticipated: 44%
- Costs have been higher than we anticipated: 32%
- We have put longer completion times into our bids or contracts: 22%
- We have put higher prices into our bids or contracts: 18%
- Projects have taken less time or cost less than we anticipated: 1%
- Other: 8%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 1,656

- More reportable injuries and illness: 7%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 9%
- More workers compensation claims: 2%
- No change: 75%
- Fewer reportable injuries and illnesses: 5%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 1%
- Fewer workers compensation claims: 1%
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: 1,568

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) - 55%
- Enact a “safe harbor” set of protocols to provide firms with protection from tort or employment liability for failing to... - 53%
- Address federal unemployment benefits that serve as artificial barriers to returning people to work - 41%
- More funding for and flexibility in loan programs to maintain cash flows - 30%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the... - 29%
- Multi-year surface transportation reauthorization with higher funding levels - 25%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund - 25%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or... - 24%
- Address the funding shortfalls for multi-employer pension plans - 13%
- No additional legislation is needed - 11%
- Other - 2%

16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 1,572

- Volume of business already matches or exceeds year-ago level - 29%
- 1-6 months - 13%
- More than 6 months (or never) - 38%
- Don’t know - 20%
17. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 1,615

- Expect to furlough and or terminate employees: 23%
- Expect to terminate employees to reduce headcount: 15%
- Expect to furlough employees temporarily: 11%
- Expect to recall and or add employees: 40%
- Expect to add new employees: 38%
- Expect to recall employees: 5%
- No net change: 38%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 1,580

- 1-49 employees: 39%
- 50-249 employees: 40%
- 250-499 employees: 10%
- 500 or more employees: 11%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 1,580.

- $10 million or less: 31%
- $10.1 million-$50 million: 34%
- $50.1 million-$500 million: 28%
- Over $500 million: 6%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 1,580

- Building construction: 71%
- Highway and transportation: 32%
- Utility infrastructure: 30%
- Federal and heavy: 29%
- Other: 11%
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 1,530.

- We always operate as a union contractor: 28%
- We primarily operate as a union contractor but not always: 7%
- We primarily operate as an open-shop contractor but not always: 6%
- We always operate as an open-shop contractor: 50%
- We do not self-perform or directly hire craft personnel: 8%