2020 Workforce Survey Results

Nebraska 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: 32%
- Terminated employees: 23%
- Furloughed employees: 23%
- Recalled or added employees: 50%
- Added employees: 32%
- Recalled employees: 23%
- No change: 50%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 22

- Reduced headcount: 36%
- Increased headcount: 27%
- No change: 36%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 22

- No, did not furlough any employees: 77%
- Have not tried to recall furloughed employees: 0%
- Tried to recall furloughed employees: 23%

4. Among firms that tried to recall employees; Response: 5

- All furloughed employees reported when recalled: 20%
- Some recalled employees have refused to work: 80%
- Some cited preference for unemployment benefits: 80%
- Some cited virus concerns or family responsibilities: 100%
- Some cited other reasons (or unknown): 40%

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

- Salaried: 77%
- Craft: 23%

- We are having a hard time filling some or all positions: 82%
- We are having no difficulty filling any positions: 9%
- We have no openings for positions: 9%
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: 21

- Engaged with career-building program (e.g., high school, college, career & technical education) 38%
- Staffing firm (craft) 33%
- Engaged with government workforce development or unemployment agency 29%
- Implemented software to distribute job postings and manage applicants 24%
- Sub- or specialty contractors 24%
- Executive and non-craft worker search firm or professional employer organization 19%
- Unions 10%
- Applied for employee-based visas (e.g., H-1B, H-2B) 5%
- Added Instagram Live sessions and other online strategies that meet younger generations where they are 5%
- Other 14%
- No changes 29%
- Have not tried to hire 10%
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 22

- Initiated or increased online or mobile training options: 32%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 27%
- Initiated or increased spending on training and professional development: 27%
- Overtime: 27%
- Augmented/mixed/virtual reality training devices: 23%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 9%
- Trained personnel in Lean construction methods: 5%
- Raised hiring standards: 5%
- Added Lean construction personnel: 0%
- Decreased or eliminated spending on training and professional development: 0%
- Other: 0%
- No changes: 27%
- Have not tried to hire: 14%
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. 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: 18

- Laborers: 78%
- Carpenters: 50%
- Concrete workers: 33%
- Equipment operators-cranes, heavy equipment: 28%
- Truck drivers: 22%
- Bricklayers: 11%
- Cement masons: 6%
- Electricians: 6%
- Installers-drywall: 6%
- Installers-other: 6%
- Iron workers: 6%
- Millwrights: 6%
- Pipefitters/welders: 6%
- Pipayers: 6%
- Roofers: 6%
- Mechanics: 0%
- Painters: 0%
- Plumbers: 0%
- Sheet metal workers: 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: 22

- Increased base pay rates: 45%
- Provided incentives/bonuses: 18%
- Increased our portion of benefit contributions and/or improved employee benefits: 9%
- 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: 22

- Project Management: 23%
- Adopted or increased Lean construction methods: 18%
- Site Safety: 18%
- Virtual/Augmented/Mixed Reality: 18%
- Estimating: 14%
- Workforce Management: 14%
- Bidding: 9%
- Field Collaboration: 9%
- Cost Management/ ERP: 5%
- Document / File Management (e.g., high school, college, career & technical education): 5%
- Reality Capture: 0%
- Other: 5%
- No changes: 55%
### 13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 22

<table>
<thead>
<tr>
<th>Impact</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some projects have been halted, postponed or canceled</td>
<td>59%</td>
</tr>
<tr>
<td>Scheduled projects have been postponed or canceled</td>
<td>59%</td>
</tr>
<tr>
<td>Projects under way have been halted</td>
<td>32%</td>
</tr>
<tr>
<td>We have won additional projects or add-ons to current projects</td>
<td>9%</td>
</tr>
<tr>
<td>No impact</td>
<td>27%</td>
</tr>
<tr>
<td>Projects have taken longer than we anticipated</td>
<td>36%</td>
</tr>
<tr>
<td>Costs have been higher than we anticipated</td>
<td>27%</td>
</tr>
<tr>
<td>We have put longer completion times into our bids or contracts</td>
<td>23%</td>
</tr>
<tr>
<td>We have put higher prices into our bids or contracts</td>
<td>23%</td>
</tr>
<tr>
<td>Projects have taken less time or cost less than we anticipated</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Impact</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>More reportable injuries and illnesses</td>
<td>9%</td>
</tr>
<tr>
<td>More jobsite hazards (physical and or behavioral) identified in inspection reports</td>
<td>14%</td>
</tr>
<tr>
<td>More workers compensation claims</td>
<td>5%</td>
</tr>
<tr>
<td>No change</td>
<td>73%</td>
</tr>
<tr>
<td>Fewer reportable injuries and illnesses</td>
<td>0%</td>
</tr>
<tr>
<td>Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports</td>
<td>0%</td>
</tr>
<tr>
<td>Fewer workers compensation claims</td>
<td>0%</td>
</tr>
</tbody>
</table>
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

- 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: 57%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work: 48%
- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc): 43%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund: 33%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus: 29%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic: 19%
- Multi-year surface transportation reauthorization with higher funding levels: 14%
- More funding for loan programs to maintain cash flows: 10%
- Addressing the funding shortfalls for multi-employer pension plans: 0%
- 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: 22

- Volume of business already matches or exceeds year-ago level: 50%
- 1-6 months: 18%
- More than 6 months (or never): 27%
- Don’t know: 5%
17. How do you expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 22

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

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

- 1-49: 41%
- 50-249: 41%
- 250-499: 9%
- 500 or more: 9%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 22

- $10 million or less: 36%
- $10.1 million-$50 million: 32%
- $50.1 million-$500 million: 32%
- Over $500 million: 0%

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

- Building construction: 59%
- Highway and transportation: 32%
- Utility infrastructure: 27%
- Federal and heavy: 18%
- Other: 14%
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: 10%
- We always operate as an open-shop contractor: 71%
- We do not self-perform or directly hire craft personnel: 10%