2020 Workforce Survey Results

New York Results

Total responses: 68, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 68

- Furloughed or terminated employees: 40%
- Terminated employees: 15%
- Furloughed employees: 25%
- Recalled or added employees: 46%
- Added employees: 29%
- Recalled employees: 16%
- No change: 46%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 68

- Reduced headcount: 35%
- Increased headcount: 31%
- No change: 34%

3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 68
4. Among firms that tried to recall employees; Response: 24

- All furloughed employees reported when recalled: 67%
- Some recalled employees have refused to work: 54%
- Some cited preference for unemployment benefits: 25%
- Some cited virus concerns or family responsibilities: 21%
- Some cited other reasons (or unknown): 8%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 68 Salaried; 68 Craft

- We are having a hard time filling some or all positions: 51%
- We are having no difficulty filling any positions: 24%
- We have no openings for positions: 25%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 68 Salaried; 68 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: 67
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 68

- Have not tried to hire: 18%
- No changes: 25%
- Added Lean construction personnel: 3%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 7%
- Augmented/mixed/virtual reality training devices: 13%
- Overtime: 24%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 28%
- Initiated or increased spending on training and professional development: 24%
- Raised hiring standards: 4%
- Decreased or eliminated spending on training and professional development: 4%
- Initiated or increased online or mobile training options: 24%
- Trained personnel in Lean construction methods: 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): 20

- Project managers/supervisors: 78%
- Engineers: 27%
- Quality control personnel: 20%
- Safety personnel: 14%
- BIM personnel: 8%
- IT personnel: 7%
- Environmental compliance professionals: 2%
- Lean construction professionals: 2%
- Software/database personnel: 2%
- Architects: 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: 38

- Carpenters: 47%
- Laborers: 53%
- Equipment operators-cranes, heavy equipment: 34%
- Cement masons: 11%
- Concrete workers: 18%
- Truck drivers: 34%
- Electricians: 16%
- Plumbers: 0%
- Pipefitters/welders: 0%
- Installers-drywall: 11%
- Installers-other: 3%
- Painters: 5%
- Pipelayers: 0%
- Mechanics: 3%
- Roofers: 0%
- Sheet metal workers: 0%
- Iron workers: 5%
- Millwrights: 0%
- Bricklayers: 13%
- Traffic control personnel: 3%
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: 68

- Increased base pay rates: 25%
- Provided incentives/bonuses: 13%
- Increased our portion of benefit contributions and/or improved employee benefits: 10%
- Reduced base pay rates: 1%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 3%
- No change: 60%

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: 64

- Project Management: 19%
- Estimating: 11%
- Field Collaboration: 13%
- Site Safety: 14%
- Workforce Management: 5%
- Document / File Management (e.g., high school, college, career & technical education): 8%
- Virtual/Augmented/Mixed Reality: 5%
- Bidding: 2%
- Adopted or increased Lean construction methods: 6%
- Cost Management/ ERP: 5%
- Reality Capture: 2%
- Other: 0%
- No changes: 66%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 65

- Some projects have been halted, postponed or canceled: 74%
- Scheduled projects have been postponed or canceled: 46%
- Projects under way have been halted: 28%
- We have won additional projects or add-ons to current projects: 12%
- No impact: 20%
- Projects have taken longer than we anticipated: 42%
- Costs have been higher than we anticipated: 40%
- We have put longer completion times into our bids or contracts: 23%
- We have put higher prices into our bids or contracts: 11%
- Projects have taken less time or cost less than we anticipated: 0%
- Other: 6%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 68

- More reportable injuries and illnesses: 4%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 4%
- More workers compensation claims: 1%
- No change: 78%
- Fewer reportable injuries and illnesses: 7%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 1%
- Fewer workers compensation claims: 3%
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: 68

- 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 51%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work 40%
- More funding for loan programs to maintain cash flows 21%
- Multi-year surface transportation reauthorization with higher funding levels 32%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic 38%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus 22%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund 19%
- Addressing the funding shortfalls for multi-employer pension plans 21%
- No additional legislation is needed 7%
- Other 1%
16. When do you expect your firm's volume of business will return to its normal level relative to one year earlier? Responses: 65

- Volume of business already matches or exceeds year-ago level: 28%
- 1-6 months: 12%
- More than 6 months (or never): 48%
- Don't know: 12%

17. How do you expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 68

- Expect to furlough and or terminate employees: 38%
- Expect to terminate employees to reduce headcount: 26%
- Expect to furlough employees temporarily: 12%
- Expect to recall and or add employees: 38%
- Expect to add new employees: 35%
- Expect to recall employees: 3%
- No net change: 34%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 68
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 68

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 68
When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

Response:

- We always operate as a union contractor: 42%
- We primarily operate as a union contractor but not always: 10%
- We primarily operate as an open-shop contractor but not always: 9%
- We always operate as an open-shop contractor: 33%
- We do not self-perform or directly hire craft personnel: 6%

Responses: 67