2020 Workforce Survey Results

Northeast Results

Total responses: 159, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 158

- Furloughed or terminated employees: 35%
- Terminated employees: 16%
- Furloughed employees: 28%
- Recalled or added employees: 43%
- Added employees: 25%
- Recalled employees: 26%
- No change: 38%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 158

- Reduced headcount: 46%
- Increased headcount: 28%
- No change: 27%

3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 159
4. Among firms that tried to recall employees; Response: 80

- All furloughed employees reported when recalled: 65%
- Some recalled employees have refused to work: 35%
- Some cited preference for unemployment benefits: 31%
- Some cited virus concerns or family responsibilities: 29%
- Some cited other reasons (or unknown): 13%

4. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 159 Salaried; 159 Craft

- We are having a hard time filling some or all positions: 48%
- We are having no difficulty filling any positions: 28%
- We have no openings for positions: 58%
5. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 159 Salaried; 159 Craft

6. Has your firm added or increased use of the following to provide workers in the last 6 months? (Mark all that apply) Responses: 158
7. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 158

- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom...: 27%
- Initiated or increased spending on training and professional development: 23%
- Initiated or increased online or mobile training options: 22%
- Overtime: 18%
- Augmented/mixed/virtual reality training devices: 13%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 9%
- Trained personnel in Lean construction methods: 8%
- Raised hiring standards: 4%
- Decreased or eliminated spending on training and professional development: 3%
- Added Lean construction personnel: 2%
- Other: 3%
- No changes: 28%
- Have not tried: 16%
8. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply): 60

- Project managers/supervisors: 85%
- Engineers: 22%
- Safety personnel: 17%
- BIM personnel: 8%
- Software/database personnel: 7%
- IT personnel: 3%
- Lean construction professionals: 3%
- Quality control personnel: 3%
- Architects: 2%
- Environmental compliance professionals: 0%
9. 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: 88
10. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the last 6 months? (Mark all that apply) Responses: 158

- Increased base pay rates: 28%
- Provided incentives/bonuses: 13%
- Increased our portion of benefit contributions and/or improved employee benefits: 6%
- Reduced base pay rates: 4%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 1%
- No change: 61%

11. What technologies (hardware or software) have you employed recently to help alleviate any labor shortages your firm has experienced? (Mark all that apply) Responses: 152

- Project Management: 0%
- Estimating: 22%
- Site Safety: 13%
- Field Collaboration: 13%
- Bidding: 11%
- Cost Management/ ERP: 10%
- Document / File Management: 9%
- Workforce Management: 7%
- Adopted or increased Lean construction methods: 4%
- Virtual/Augmented/Mixed Reality: 3%
- Reality Capture: 1%
- Other: 2%
- No changes: 63%
12. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 146

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some projects have been halted, postponed or canceled</td>
<td>72%</td>
</tr>
<tr>
<td>Projects under way have been halted</td>
<td>38%</td>
</tr>
<tr>
<td>Scheduled projects have been postponed or canceled</td>
<td>62%</td>
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<tr>
<td>We have won additional projects or add-ons to current projects</td>
<td>14%</td>
</tr>
<tr>
<td>No impact</td>
<td>12%</td>
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<tr>
<td>Projects have taken longer than we anticipated</td>
<td>48%</td>
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<tr>
<td>We have put longer completion times into our bids or contracts</td>
<td>25%</td>
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<tr>
<td>Costs have been higher than we anticipated</td>
<td>42%</td>
</tr>
<tr>
<td>We have put higher prices into our bids or contracts</td>
<td>19%</td>
</tr>
<tr>
<td>Projects have taken less time or cost less than we anticipated</td>
<td>0%</td>
</tr>
</tbody>
</table>

13. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 158

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>More reportable injuries and illness</td>
<td>6%</td>
</tr>
<tr>
<td>More jobsite hazards (physical and or behavioral) identified in inspection reports</td>
<td>6%</td>
</tr>
<tr>
<td>More workers compensation claims</td>
<td>1%</td>
</tr>
<tr>
<td>No change</td>
<td>78%</td>
</tr>
<tr>
<td>Fewer reportable injuries and illnesses</td>
<td>4%</td>
</tr>
<tr>
<td>Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports</td>
<td>1%</td>
</tr>
<tr>
<td>Fewer workers compensation claims</td>
<td>4%</td>
</tr>
</tbody>
</table>
14. 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: 154

- 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: 55%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund: 26%
- More funding for loan programs to maintain cash flows: 31%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic: 36%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus: 29%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work: 42%
- Addressing the funding shortfalls for multi-employer pension plans: 19%
- Multi-year surface transportation reauthorization with higher funding levels: 35%
- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc): 64%
- No additional legislation is needed: 8%

15. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 154

- Volume of business already matches or exceeds year-ago level: 24%
- 1-6 months: 13%
- More than 6 months: 45%
- Don’t know: 18%
16. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 158

- Expect to furlough and or terminate employees: 33%
- Expect to terminate employees to reduce headcount: 20%
- Expect to furlough employees temporarily: 18%
- Expect to recall and or add employees: 39%
- Expect to add new employees: 34%
- Expect to recall employees: 8%
- No net change: 32%

17. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 159

- 1-49: 35%
- 50-249: 46%
- 250-499: 8%
- 500 or more: 11%
18. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 159.

- $10 million or less: 26%
- $10.1 million-$50 million: 42%
- $50.1 million-$500 million: 25%
- Over $500 million: 7%

19. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 159

- Building construction: 69%
- Highway and transportation: 39%
- Federal and heavy: 33%
- Utility infrastructure: 25%
- Other: 11%

- We always operate as a union contractor: 49%
- We primarily operate as a union contractor but not always: 9%
- We primarily operate as an open-shop contractor but not always: 7%
- We always operate as an open-shop contractor: 30%
- We do not self-perform or directly hire craft personnel: 5%