2020 Workforce Survey Results

Pennsylvania Results

Total responses: 35, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 35

![Bar chart showing the distribution of changes in headcount due to the pandemic.]

- Furloughed or terminated employees: 54%
- Terminated employees: 17%
- Furloughed employees: 37%
- Recalled or added employees: 46%
- Added employees: 9%
- Recalled employees: 37%
- No change: 29%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 35

![Bar chart showing the percentage change in headcount over the past 12 months.]

- Reduced headcount: 71%
- Increased headcount: 14%
- No change: 14%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 35

- No, did not furlough any employees: 23%
- Have not tried to recall furloughed employees: 6%
- Tried to recall furloughed employees: 71%

4. Among firms that tried to recall employees; Response: 25

- All furloughed employees reported when recalled: 60%
- Some recalled employees have refused to work: 40%
- Some cited preference for unemployment benefits: 36%
- Some cited virus concerns or family responsibilities: 36%
- Some cited other reasons (or unknown): 16%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 35

- Salaried: 35
- Craft: 35

- We are having a hard time filling some or all positions: 31%
- We are having no difficulty filling any positions: 43%
- We have no openings for positions: 77%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 35 Salaried; 35 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: 35
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 35

- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams) - 26%
- Initiated or increased spending on training and professional development - 20%
- Initiated or increased online or mobile training options - 17%
- Overtime - 11%
- Decreased or eliminated spending on training and professional development - 6%
- Trained personnel in Lean construction methods - 3%
- Lowered hiring standards (e.g., education, training, employment or arrest record) - 3%
- Raised hiring standards - 3%
- Added Lean construction personnel - 0%
- Augmented/mixed/virtual reality training devices - 0%
- Other - 3%
- No changes - 31%
- 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): 8

- Project managers/supervisors: 88%
- Engineers: 50%
- Architects: 13%
- BIM personnel: 13%
- Environmental compliance professionals: 0%
- IT personnel: 0%
- Lean construction professionals: 0%
- Quality control personnel: 0%
- Safety personnel: 0%
- Software/database 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: 15

- Carpenters: 60%
- Laborers: 40%
- Cement masons: 27%
- Installers-other: 20%
- Truck drivers: 13%
- Concrete workers: 7%
- Electricians: 7%
- Equipment operators-cranes, heavy equipment: 7%
- Installers-drywall: 7%
- Sheet metal workers: 7%
- Bricklayers: 0%
- Iron workers: 0%
- Mechanics: 0%
- Millwrights: 0%
- Painters: 0%
- Pipefitters/welders: 0%
- Pipelayers: 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: 35

- Increased base pay rates: 11%
- Provided incentives/bonuses: 14%
- Increased our portion of benefit contributions and/or improved employee benefits: 0%
- Reduced base pay rates: 3%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 77%

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: 34

- Bidding: 18%
- Project Management: 15%
- Cost Management/ ERP: 12%
- Document / File Management (e.g., high school, college, career & technical education): 12%
- Field Collaboration: 12%
- Site Safety: 12%
- Estimating: 9%
- Workforce Management: 6%
- Adopted or increased Lean construction methods: 3%
- Reality Capture: 0%
- Virtual/Augmented/Mixed Reality: 0%
- Other: 6%
- No changes: 71%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 35

- Some projects have been halted, postponed or canceled: 77%
- Scheduled projects have been postponed or canceled: 63%
- Projects under way have been halted: 49%
- We have won additional projects or add-ons to current projects: 9%
- No impact: 0%
- Projects have taken longer than we anticipated: 49%
- Costs have been higher than we anticipated: 34%
- We have put longer completion times into our bids or contracts: 23%
- We have put higher prices into our bids or contracts: 14%
- Projects have taken less time or cost less than we anticipated: 0%
- Other: 14%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 35

- More reportable injuries and illness: 3%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 6%
- More workers compensation claims: 3%
- No change: 83%
- Fewer reportable injuries and illnesses: 0%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Fewer workers compensation claims: 6%
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: 34

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) 65%
- 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 65%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work 44%
- Addressing the funding shortfalls for multi-employer pension plans 35%
- Multi-year surface transportation reauthorization with higher funding levels 32%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus 32%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic 32%
- More funding for loan programs to maintain cash flows 32%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund 32%
- No additional legislation is needed 9%
- Other 3%

16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 33

- Volume of business already matches or exceeds year-ago level 9%
- 1-6 months 18%
- More than 6 months (or never) 55%
- Don’t know 18%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 34

- Expect to furlough and or terminate employees: 50%
- Expect to terminate employees to reduce headcount: 21%
- Expect to furlough employees temporarily: 35%
- Expect to recall and or add employees: 21%
- Expect to add new employees: 15%
- Expect to recall employees: 9%
- No net change: 29%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 35

- 1-49 employees: 31%
- 50-249 employees: 46%
- 250-499 employees: 17%
- 500 or more employees: 6%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 35

- $10 million or less: 23%
- $10.1 million-$50 million: 43%
- $50.1 million-$500 million: 31%
- Over $500 million: 3%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 35

- Building construction: 74%
- Highway and transportation: 34%
- Utility infrastructure: 23%
- Federal and heavy: 34%
- Other: 14%
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 34.

- We always operate as a union contractor: 82%
- We primarily operate as a union contractor but not always: 6%
- We primarily operate as an open-shop contractor but not always: 6%
- We always operate as an open-shop contractor: 0%
- We do not self-perform or directly hire craft personnel: 6%