## 2020 Workforce Survey Results

### South Dakota Results

*Total responses: 21, but number varies by question.*

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

   Responses: 21

   - Furloughed or terminated employees: 5%
   - Terminated employees: 5%
   - Furloughed employees: 0%
   - Recalled or added employees: 52%
   - Added employees: 52%
   - Recalled employees: 0%
   - No change: 43%

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

   Responses: 21

   - Reduced headcount: 24%
   - Increased headcount: 57%
   - No change: 19%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 21

- No, did not furlough any employees: 86%
- Have not tried to recall furloughed employees: 0%
- Tried to recall furloughed employees: 24%

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

- All furloughed employees reported when recalled: 40%
- Some recalled employees have refused to work: 60%
- Some cited preference for unemployment benefits: 20%
- Some cited virus concerns or family responsibilities: 0%
- Some cited other reasons (or unknown): 0%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 21

- Salaried: 86%
- Craft: 14%

- We are having a hard time filling some or all positions: 76%
- We are having no difficulty filling any positions: 19%
- We have no openings for positions: 10%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 21 Salaried; 21 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
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 21

- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams) 38%
- Initiated or increased spending on training and professional development 29%
- Overtime 24%
- Initiated or increased online or mobile training options 19%
- Trained personnel in Lean construction methods 14%
- Augmented/mixed/virtual reality training devices 14%
- Raised hiring standards 14%
- Lowered hiring standards (e.g., education, training, employment or arrest record) 10%
- Added Lean construction personnel 5%
- Decreased or eliminated spending on training and professional development 5%
- Other 0%
- No changes 24%
- Have not tried to hire 5%
If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply): 9

- Project managers/supervisors: 67%
- Quality control personnel: 33%
- BIM personnel: 22%
- Engineers: 22%
- IT personnel: 11%
- Lean construction professionals: 11%
- Safety personnel: 11%
- Architects: 0%
- Environmental compliance professionals: 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: 16

- Concrete workers: 50%
- Equipment operators-cranes, heavy equipment: 50%
- Laborers: 44%
- Truck drivers: 44%
- Carpenters: 38%
- Iron workers: 25%
- Installers-drywall: 19%
- Sheet metal workers: 19%
- Cement masons: 13%
- Pipelayers: 13%
- Plumbers: 13%
- Bricklayers: 6%
- Electricians: 6%
- Mechanics: 6%
- Millwrights: 6%
- Painters: 6%
- Pipefitters/welders: 6%
- Roofers: 6%
- Installers-other: 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: 21

- Increased base pay rates: 57%
- Provided incentives/bonuses: 29%
- Increased our portion of benefit contributions and/or improved employee benefits: 14%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 33%

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: 21

- Adopted or increased Lean construction methods: 19%
- Cost Management/ ERP: 19%
- Field Collaboration: 19%
- Document / File Management (e.g., high school, college, career & technical education): 10%
- Project Management: 10%
- Virtual/Augmented/Mixed Reality: 10%
- Bidding: 5%
- Estimating: 5%
- Site Safety: 5%
- Workforce Management: 5%
- Reality Capture: 0%
- Other: 0%
- No changes: 62%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 38

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some projects have been halted, postponed or canceled</td>
<td>48%</td>
</tr>
<tr>
<td>Scheduled projects have been postponed or canceled</td>
<td>48%</td>
</tr>
<tr>
<td>Projects under way have been halted</td>
<td>14%</td>
</tr>
<tr>
<td>We have won additional projects or add-ons to current projects</td>
<td>14%</td>
</tr>
<tr>
<td>No impact</td>
<td>10%</td>
</tr>
<tr>
<td>Projects have taken longer than we anticipated</td>
<td>43%</td>
</tr>
<tr>
<td>Costs have been higher than we anticipated</td>
<td>38%</td>
</tr>
<tr>
<td>We have put longer completion times into our bids or contracts</td>
<td>19%</td>
</tr>
<tr>
<td>We have put higher prices into our bids or contracts</td>
<td>14%</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>5%</td>
</tr>
</tbody>
</table>

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 21

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>More reportable injuries and illness</td>
<td>10%</td>
</tr>
<tr>
<td>More jobsite hazards (physical and/or behavioral) identified in inspection reports</td>
<td>0%</td>
</tr>
<tr>
<td>More workers compensation claims</td>
<td>10%</td>
</tr>
<tr>
<td>No change</td>
<td>76%</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>5%</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

- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) 67%
- 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 43%
- Multi-year surface transportation reauthorization with higher funding levels 38%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic 38%
- More funding for loan programs to maintain cash flows 38%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus 33%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work 29%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund 24%
- Addressing the funding shortfalls for multi-employer pension plans 5%
- No additional legislation is needed 14%
- Other 5%

16. When do you expect your firm’s volume of business will return to its normal level relative to one year earlier? Responses: 38

- Volume of business already matches or exceeds year-ago level 43%
- 1-6 months 0%
- More than 6 months (or never) 29%
- Don’t know 24%
17. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 383

- Expect to furlough and or terminate employees: 19%
- Expect to terminate employees to reduce headcount: 10%
- Expect to furlough employees temporarily: 10%
- Expect to recall and or add employees: 57%
- Expect to add new employees: 57%
- Expect to recall employees: 0%
- No net change: 29%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 21

- 1-49: 74%
- 50-249: 18%
- 250-499: 3%
- 500 or more: 5%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 21

- $10 million or less: 58%
- $10.1 million-$50 million: 32%
- $50.1 million-$500 million: 5%
- Over $500 million: 5%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 21

- Building construction: 71%
- Federal and heavy: 62%
- Highway and transportation: 52%
- Utility infrastructure: 38%
- Other: 5%
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 320

- We always operate as a union contractor: 5%
- We primarily operate as a union contractor but not always: 0%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 80%
- We do not self-perform or directly hire craft personnel: 15%