2020 Workforce Survey Results

Tennessee Results

Total responses: 25, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 25

- Furloughed or terminated employees: 28%
- Terminated employees: 12%
- Furloughed employees: 16%
- Recalled or added employees: 40%
- Added employees: 32%
- Recalled employees: 8%
- No change: 48%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 25

- Reduced headcount: 40%
- Increased headcount: 32%
- No change: 28%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 25

- No, did not furlough any employees: 76%
- Have not tried to recall furloughed employees: 8%
- Tried to recall furloughed employees: 16%

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

- All furloughed employees reported when recalled: 100%
- Some recalled employees have refused to work: 100%
- Some cited preference for unemployment benefits: 75%
- Some cited virus concerns or family responsibilities: 25%
- Some cited other reasons (or unknown): 0%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 24

- Salaried: 72%
- Craft: 67%
- We have no openings for positions: 25%
- We are having no difficulty filling any positions: 16%
- We are having a hard time filling some or all positions: 12%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 25 Salaried; 25 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: 25
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 25

- Initiated or increased online or mobile training options: 28%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 16%
- Initiated or increased spending on training and professional development: 16%
- Raised hiring standards: 8%
- Overtime: 16%
- Augmented/mixed/virtual reality training devices: 12%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 16%
- Trained personnel in Lean construction methods: 8%
- Decreased or eliminated spending on training and professional development: 0%
- Added Lean construction personnel: 0%
- Other: 0%
- No changes: 44%
- Have not tried to hire: 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): 11

- Project managers/supervisors: 82%
- Engineers: 0%
- Quality control personnel: 45%
- Safety personnel: 27%
- BIM personnel: 0%
- IT personnel: 9%
- Environmental compliance professionals: 0%
- Lean construction professionals: 0%
- Software/database personnel: 0%
- 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: 18

- Carpenters: 61%
- Laborers: 44%
- Equipment operators-crane, heavy equipment: 22%
- Cement masons: 0%
- Concrete workers: 22%
- Truck drivers: 28%
- Electricians: 0%
- Plumbers: 0%
- Pipefitters/welders: 6%
- Installers-drywall: 22%
- Installers-other: 22%
- Painters: 22%
- Pipelayers: 6%
- Mechanics: 6%
- Roofers: 11%
- Sheet metal workers: 11%
- Iron workers: 6%
- Millwrights: 6%
- Bricklayers: 11%
- Traffic control personnel: 6%
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: 25

- Increased base pay rates: 52%
- Provided incentives/bonuses: 20%
- Increased our portion of benefit contributions and/or improved employee benefits: 0%
- Reduced base pay rates: 4%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 40%

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: 25

- Project Management: 32%
- Estimating: 24%
- Field Collaboration: 20%
- Site Safety: 20%
- Workforce Management: 12%
- Document / File Management (e.g., high school, college, career & technical education): 12%
- Virtual/Augmented/Mixed Reality: 12%
- Bidding: 20%
- Adopted or increased Lean construction methods: 4%
- Cost Management/ ERP: 12%
- Reality Capture: 0%
- Other: 0%
- No changes: 56%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 24

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some projects have been halted, postponed or canceled</td>
<td>92%</td>
</tr>
<tr>
<td>Scheduled projects have been postponed or canceled</td>
<td>71%</td>
</tr>
<tr>
<td>Projects under way have been halted</td>
<td>21%</td>
</tr>
<tr>
<td>We have won additional projects or add-ons to current projects</td>
<td>17%</td>
</tr>
<tr>
<td>No impact</td>
<td>4%</td>
</tr>
<tr>
<td>Projects have taken longer than we anticipated</td>
<td>42%</td>
</tr>
<tr>
<td>Costs have been higher than we anticipated</td>
<td>33%</td>
</tr>
<tr>
<td>We have put longer completion times into our bids or contracts</td>
<td>38%</td>
</tr>
<tr>
<td>We have put higher prices into our bids or contracts</td>
<td>13%</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>4%</td>
</tr>
</tbody>
</table>

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 25

<table>
<thead>
<tr>
<th>Impact</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>No change</td>
<td>76%</td>
</tr>
<tr>
<td>More reportable injuries and illnesses</td>
<td>4%</td>
</tr>
<tr>
<td>More jobsite hazards (physical and/or behavioral) identified in inspection reports</td>
<td>20%</td>
</tr>
<tr>
<td>More workers compensation claims</td>
<td>0%</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>
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</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: 22

- Larger federal investment in infrastructure (e.g., transportation, schools, water, etc) 45%
- 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 64%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work 55%
- More funding for loan programs to maintain cash flows 27%
- Multi-year surface transportation reauthorization with higher funding levels 27%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic 32%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus 23%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund 36%
- Addressing the funding shortfalls for multi-employer pension plans 0%
- No additional legislation is needed 5%
- 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: 25

17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 25

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 25
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 25

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 25
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 24

- We always operate as a union contractor: 4%
- We primarily operate as a union contractor but not always: 0%
- We primarily operate as an open-shop contractor but not always: 8%
- We always operate as an open-shop contractor: 83%
- We do not self-perform or directly hire craft personnel: 4%