2020 Workforce Survey Results

Texas Results

Total responses: 153, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 153

- Furloughed or terminated employees: 27%
- Terminated employees: 23%
- Furloughed employees: 14%
- Recalled or added employees: 30%
- Added employees: 27%
- Recalled employees: 5%
- No change: 52%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 152

- Reduced headcount: 40%
- Increased headcount: 27%
- No change: 33%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 152

- No, did not furlough any employees: 81%
- Have not tried to recall furloughed employees: 7%
- Tried to recall furloughed employees: 13%

4. Among firms that tried to recall employees; Response: 19

- All furloughed employees reported when recalled: 47%
- Some recalled employees have refused to work: 53%
- Some cited preference for unemployment benefits: 32%
- Some cited virus concerns or family responsibilities: 37%
- Some cited other reasons (or unknown): 32%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 152

- Salaried:
  - We are having a hard time filling some or all positions: 23%
  - We are having no difficulty filling any positions: 20%
  - We have no openings for positions: 57%

- Craft:
  - We are having a hard time filling some or all positions: 46%
  - We are having no difficulty filling any positions: 20%
  - We have no openings for positions: 34%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 152 Salaried; 152 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: 153
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 152

- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams) - 21%
- Initiated or increased online or mobile training options - 19%
- Initiated or increased spending on training and professional development - 18%
- Overtime - 14%
- Augmented/mixed/virtual reality training devices - 13%
- Lowered hiring standards (e.g., education, training, employment or arrest record) - 9%
- Raised hiring standards - 7%
- Trained personnel in Lean construction methods - 6%
- Decreased or eliminated spending on training and professional development - 3%
- Added Lean construction personnel - 2%
- Other - 2%
- No changes - 34%
- Have not tried to hire - 18%
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): 45

- Project managers/supervisors: 76%
- Safety personnel: 16%
- Quality control personnel: 13%
- Engineers: 9%
- BIM personnel: 7%
- Software/database personnel: 7%
- IT personnel: 4%
- Environmental compliance professionals: 2%
- Lean construction professionals: 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: 88

- Laborers: 49%
- Equipment operators-cranes, heavy equipment: 33%
- Concrete workers: 28%
- Truck drivers: 22%
- Carpenters: 13%
- Mechanics: 13%
- Installers-other: 10%
- Cement masons: 9%
- Iron workers: 8%
- Pipelayers: 8%
- Plumbers: 8%
- Electricians: 7%
- Installers-drywall: 7%
- Painters: 7%
- Sheet metal workers: 6%
- Traffic control personnel: 6%
- Pipefitters/welders: 3%
- Roofers: 3%
- Bricklayers: 2%
- Millwrights: 1%
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: 150

- Increased base pay rates: 36%
- Provided incentives/bonuses: 19%
- Increased our portion of benefit contributions and/or improved employee benefits: 5%
- Reduced base pay rates: 4%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 1%
- No change: 50%

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: 146

- Workforce Management: 12%
- Estimating: 10%
- Project Management: 9%
- Adopted or increased Lean construction methods: 8%
- Document / File Management (e.g., high school, college, career & technical education): 8%
- Field Collaboration: 7%
- Site Safety: 7%
- Bidding: 6%
- Virtual/Augmented/Mixed Reality: 4%
- Cost Management/ERP: 3%
- Reality Capture: 1%
- Other: 3%
- No changes: 64%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 151

<table>
<thead>
<tr>
<th>Impact/Change</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some projects have been halted, postponed or canceled</td>
<td>59%</td>
</tr>
<tr>
<td>Projects under way have been halted</td>
<td>32%</td>
</tr>
<tr>
<td>Scheduled projects have been postponed or canceled</td>
<td>55%</td>
</tr>
<tr>
<td>We have won additional projects or add-ons to current projects</td>
<td>15%</td>
</tr>
<tr>
<td>No impact</td>
<td>11%</td>
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<tr>
<td>Projects have taken longer than we anticipated</td>
<td>42%</td>
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<tr>
<td>We have put longer completion times into our bids or contracts</td>
<td>21%</td>
</tr>
<tr>
<td>Costs have been higher than we anticipated</td>
<td>32%</td>
</tr>
<tr>
<td>We have put higher prices into our bids or contracts</td>
<td>17%</td>
</tr>
<tr>
<td>Projects have taken less time or cost less than we anticipated</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>7%</td>
</tr>
</tbody>
</table>

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 150

<table>
<thead>
<tr>
<th>Impact/Change</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>More reportable injuries and illnesses</td>
<td>9%</td>
</tr>
<tr>
<td>More jobsite hazards (physical and or behavioral) identified in inspection reports</td>
<td>7%</td>
</tr>
<tr>
<td>More workers compensation claims</td>
<td>3%</td>
</tr>
<tr>
<td>No change</td>
<td>75%</td>
</tr>
<tr>
<td>Fewer reportable injuries and illnesses</td>
<td>5%</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>1%</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: 148

- Enact a “safe harbor” set of protocols to provide firms with protection from tort or employment liability for failing to... 57%
- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc) 44%
- Address federal unemployment benefits that serve as artificial barriers to returning people to work 40%
- More funding for loan programs to maintain cash flows 28%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund 26%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the... 24%
- Multi-year surface transportation reauthorization with higher funding levels 22%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or... 21%
- No additional legislation is needed 13%
- Address the funding shortfalls for multi-employer pension plans 3%
- 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: 145

- Volume of business already matches or exceeds year-ago level 28%
- 1-6 months 19%
- More than 6 months (or never) 40%
- Don’t know 12%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 151

Expect to furlough and or terminate employees: 21%
Expect to terminate employees to reduce headcount: 17%
Expect to furlough employees temporarily: 6%
Expect to recall and or add employees: 38%
Expect to add new employees: 36%
Expect to recall employees: 3%
No net change: 43%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 153

1-49: 37%
50-249: 37%
250-499: 12%
500 or more: 15%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 153

- $10 million or less: 35%
- $10.1 million-$50 million: 33%
- $50.1 million-$500 million: 22%
- Over $500 million: 9%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 153

- Building construction: 71%
- Highway and transportation: 32%
- Utility infrastructure: 30%
- Federal and heavy: 29%
- Other: 9%
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 148

- We always operate as a union contractor: 3%
- We primarily operate as a union contractor but not always: 2%
- We primarily operate as an open-shop contractor but not always: 2%
- We always operate as an open-shop contractor: 80%
- We do not self-perform or directly hire craft personnel: 12%