2020 Workforce Survey Results

Washington Results

Total responses: 82, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 82

- Furloughed or terminated employees: 45%
- Terminated employees: 26%
- Furloughed employees: 35%
- Recalled or added employees: 32%
- Added employees: 18%
- Recalled employees: 35%
- No change: 39%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 82

- Reduced headcount: 43%
- Increased headcount: 28%
- No change: 29%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 82

- No, did not furlough any employees: 37%
- Have not tried to recall furloughed employees: 5%
- Tried to recall furloughed employees: 59%

4. Among firms that tried to recall employees; Response: 48

- All furloughed employees reported when recalled: 54%
- Some recalled employees have refused to work: 46%
- Some cited preference for unemployment benefits: 31%
- Some cited virus concerns or family responsibilities: 44%
- Some cited other reasons (or unknown): 13%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 82
   - Salaried: 82
   - Craft:
     - We have no openings for positions: 54%
     - We are having no difficulty filling any positions: 18%
     - We are having a hard time filling some or all positions: 28%
     - We are having a hard time filling some or all positions: 61%
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 82 Salaried; 82 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: 81
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 79

- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams) 24%
- Overtime 20%
- Initiated or increased online or mobile training options 19%
- Initiated or increased spending on training and professional development 18%
- Augmented/mixed/virtual reality training devices 14%
- Lowered hiring standards (e.g., education, training, employment or arrest record) 10%
- Decreased or eliminated spending on training and professional development 5%
- Raised hiring standards 4%
- Trained personnel in Lean construction methods 1%
- Added Lean construction personnel 0%
- Other 6%
- No changes 38%
- Have not tried to hire 13%
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): 34

- Project managers/supervisors: 91%
- Safety personnel: 26%
- Engineers: 24%
- BIM personnel: 12%
- Quality control personnel: 12%
- Software/database personnel: 6%
- IT personnel: 3%
- Architects: 0%
- Environmental compliance professionals: 0%
- Lean construction professionals: 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: 57

- Laborers: 40%
- Carpenters: 32%
- Equipment operators-cranes, heavy equipment: 26%
- Truck drivers: 23%
- Electricians: 16%
- Piplayers: 11%
- Sheet metal workers: 11%
- Cement masons: 9%
- Concrete workers: 7%
- Iron workers: 7%
- Mechanics: 7%
- Installers-other: 5%
- Plumbers: 5%
- Millwrights: 4%
- Pipefitters/welders: 4%
- Bricklayers: 2%
- Installers-drywall: 2%
- Roofers: 2%
- Traffic control personnel: 2%
- Painters: 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: 81

- Increased base pay rates: 44%
- Provided incentives/bonuses: 16%
- Increased our portion of benefit contributions and/or improved employee benefits: 11%
- Reduced base pay rates: 1%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 52%

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: 78

- Project Management: 19%
- Field Collaboration: 15%
- Document / File Management (e.g., high school, college, career & technical education): 13%
- Estimating: 13%
- Cost Management/ ERP: 10%
- Workforce Management: 9%
- Bidding: 8%
- Virtual/Augmented/Mixed Reality: 8%
- Site Safety: 6%
- Adopted or increased Lean construction methods: 4%
- Reality Capture: 4%
- Other: 5%
- No changes: 55%
13. What impact, if any, has the pandemic had on your firm’s projects? (Mark all that apply) Responses: 82

- Some projects have been halted, postponed or canceled: 77%
- Scheduled projects have been postponed or canceled: 70%
- Projects under way have been halted: 46%
- We have won additional projects or add-ons to current projects: 16%
- No impact: 9%
- Projects have taken longer than we anticipated: 55%
- Costs have been higher than we anticipated: 38%
- We have put longer completion times into our bids or contracts: 35%
- We have put higher prices into our bids or contracts: 29%
- Projects have taken less time or cost less than we anticipated: 1%
- Other: 9%

14. What impact, if any, has the pandemic had on your firm’s safety and health program or performance? Responses: 82

- No change: 62%
- More reportable injuries and illness: 12%
- More jobsite hazards (physical and or behavioral) identified in inspection reports: 13%
- More workers compensation claims: 2%
- Fewer reportable injuries and illnesses: 5%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 2%
- Fewer workers compensation claims: 2%
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: 77

- 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%
- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc): 49%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work: 49%
- More funding for loan programs to maintain cash flows: 39%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund: 32%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic: 23%
- Multi-year surface transportation reauthorization with higher funding levels: 21%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus: 21%
- Addressing the funding shortfalls for multi-employer pension plans: 12%
- No additional legislation is needed: 12%
- 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: 79

- Volume of business already matches or exceeds year-ago level: 28%
- 1-6 months: 19%
- More than 6 months (or never): 30%
- Don’t know: 23%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 82

- Expect to furlough and or terminate employees: 39%
- Expect to terminate employees to reduce headcount: 16%
- Expect to furlough employees temporarily: 12%
- Expect to recall and or add employees: 11%
- Expect to add new employees: 37%
- Expect to recall employees: 7%
- No net change: 40%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 82

- 1-49: 44%
- 50-249: 35%
- 250-499: 15%
- 500 or more: 6%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 82

- $10 million or less: 39%
- $10.1 million-$50 million: 29%
- $50.1 million-$500 million: 28%
- Over $500 million: 4%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 82

- Building construction: 72%
- Federal and heavy: 29%
- Highway and transportation: 27%
- Utility infrastructure: 22%
- Other: 22%
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 80

- We always operate as a union contractor: 39%
- We primarily operate as a union contractor but not always: 8%
- We primarily operate as an open-shop contractor but not always: 8%
- We always operate as an open-shop contractor: 41%
- We do not self-perform or directly hire craft personnel: 5%