2020 Workforce Survey Results

Wisconsin Results

Total responses: 36, but number varies by question.

1. How has your firm’s headcount changed as a result of the pandemic? (Mark all that apply) Responses: 36

- Furloughed or terminated employees: 36%
- Terminated employees: 19%
- Furloughed employees: 17%
- Recalled or added employees: 44%
- Added employees: 39%
- Recalled employees: 6%
- No change: 39%

2. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 36

- Reduced headcount: 33%
- Increased headcount: 47%
- No change: 19%
3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 36

- No, did not furlough any employees: 72%
- Have not tried to recall furloughed employees: 8%
- Tried to recall furloughed employees: 19%

4. Among firms that tried to recall employees; Response: 7

- All furloughed employees reported when recalled: 100%
- Some recalled employees have refused to work: 57%
- Some cited preference for unemployment benefits: 14%
- Some cited virus concerns or family responsibilities: 29%
- Some cited other reasons (or unknown): 14%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 35 Salaried; 36 Craft

- We are having a hard time filling some or all positions: 44%
- We are having no difficulty filling any positions: 22%
- We have no openings for positions: 33% (Craft) 71% (Salaried)
6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 35 Salaried; 36 Craft

7. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 35 Salaried; 36 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: 34

- Unions: 35%
- Executive and non-craft worker search firm or professional employer organization: 18%
- Engaged with career-building program (e.g., high school, college, career & technical education): 32%
- Implemented software to distribute job postings and manage applicants: 12%
- Sub- or specialty contractors: 9%
- Engaged with government workforce development or unemployment agency: 6%
- Staffing firm (craft): 9%
- Applied for employee-based visas (e.g., H-1B, H-2B): 3%
- Added Instagram Live sessions and other online strategies that meet younger generations where they are: 0%
- Other: 6%
- No changes: 24%
- Have not tried to hire: 15%
8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 35

- No changes: 26%
- Have not tried to hire: 14%
- Other: 0%
- Added Lean construction personnel: 0%
- Decreased or eliminated spending on training and professional development: 17%
- Raised hiring standards: 6%
- Overtime: 11%
- Initiated or increased spending on training and professional development: 17%
- Initiated or increased online or mobile training options: 17%
- Augmented/mixed/virtual reality training devices: 17%
- Lowered hiring standards (e.g., education, training, employment or arrest record): 14%
- Trained personnel in Lean construction methods: 9%
- Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams): 23%
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): 10

- Project managers/supervisors: 60%
- Engineers: 30%
- Quality control personnel: 30%
- Safety personnel: 0%
- BIM personnel: 40%
- IT personnel: 0%
- Environmental compliance professionals: 0%
- Lean construction professionals: 10%
- 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: 39%
- Laborers: 22%
- Equipment operators-cranes, heavy equipment: 17%
- Cement masons: 33%
- Concrete workers: 28%
- Truck drivers: 11%
- Electricians: 17%
- Plumbers: 6%
- Pipefitters/welders: 6%
- Installers-drywall: 17%
- Installers-other: 17%
- Painters: 11%
- Pipelayers: 6%
- Mechanics: 11%
- Roofers: 6%
- Sheet metal workers: 17%
- Iron workers: 6%
- Millwrights: 6%
- Bricklayers: 22%
- 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: 31%
- Provided incentives/bonuses: 9%
- Increased our portion of benefit contributions and/or improved employee benefits: 3%
- Reduced base pay rates: 14%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 3%
- No change: 49%

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: 33

- Project Management: 12%
- Estimating: 21%
- Field Collaboration: 18%
- Site Safety: 3%
- Workforce Management: 12%
- Document / File Management (e.g., high school, college, career & technical education): 9%
- Virtual/Augmented/Mixed Reality: 3%
- Bidding: 6%
- Adopted or increased Lean construction methods: 15%
- Cost Management/ ERP: 6%
- Reality Capture: 6%
- Other: 0%
- No changes: 58%
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: 80%
- Scheduled projects have been postponed or canceled: 77%
- Projects under way have been halted: 46%
- We have won additional projects or add-ons to current projects: 6%
- No impact: 11%
- Projects have taken longer than we anticipated: 29%
- Costs have been higher than we anticipated: 34%
- We have put longer completion times into our bids or contracts: 17%
- We have put higher prices into our bids or contracts: 9%
- Projects have taken less time or cost less than we anticipated: 3%
- Other: 9%

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: 9%
- More jobsite hazards (physical and/or behavioral) identified in inspection reports: 9%
- More workers compensation claims: 3%
- No change: 66%
- Fewer reportable injuries and illnesses: 11%
- Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports: 3%
- Fewer workers compensation claims: 0%
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

- 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: 41%
- Larger federal investment in infrastructure (e.g. transportation, schools, water, etc): 38%
- Addressing federal unemployment benefits that serve as artificial barriers to returning people to work: 32%
- No additional legislation is needed: 18%
- Addressing the funding shortfalls for multi-employer pension plans: 18%
- Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund: 18%
- Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus: 15%
- More funding for loan programs to maintain cash flows: 15%
- Multi-year surface transportation reauthorization with higher funding levels: 9%
- Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic: 9%
- 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: 36

- Volume of business already matches or exceeds year-ago level: 14%
- 1-6 months: 11%
- More than 6 months (or never): 53%
- Don’t know: 22%
17. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 36

- Expect to furlough and or terminate employees: 39%
- Expect to terminate employees to reduce headcount: 28%
- Expect to furlough employees temporarily: 19%
- Expect to recall and or add employees: 22%
- Expect to add new employees: 22%
- Expect to recall employees: 3%
- No net change: 39%

18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 36

- 1-49: 6%
- 50-249: 56%
- 250-499: 19%
- 500 or more: 19%
19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 36

- $10 million or less: 6%
- $10.1 million-$50 million: 44%
- $50.1 million-$500 million: 39%
- Over $500 million: 11%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply). Responses: 36

- Building construction: 89%
- Highway and transportation: 11%
- Utility infrastructure: 17%
- Federal and heavy: 11%
- Other: 14%
21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 36.

- We always operate as a union contractor: 72%
- We primarily operate as a union contractor but not always: 8%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 17%
- We do not self-perform or directly hire craft personnel: 3%