2019 Workforce Survey Results
National Results

Total responses: 1935, but number varies by question. Percentages are based on responses other than “Don’t know” for each question.

1. In the next 12 months, do you expect your firm will hire additional or replacement:

![Bar chart showing the distribution of responses for hiring in the next 12 months for different positions.]

2. How would you describe your current situation in filling salaried and hourly craft positions?

![Bar chart showing the distribution of responses for the current situation in filling salaried and hourly craft positions.]

- Yes, for expansion
- Yes, for replacement only
- No

- We have no openings for positions
- We are having no difficulty filling any positions
- We are having a hard time filling some or all positions

- Hourly craft personnel
- Hourly office personnel
- Salaried field personnel
- Salaried office personnel
3. What has been your firm’s experience this year in filling the following types of salaried positions?

- **Project managers/supervisors (1512 firms)**
  - Compared to one year ago, filling position is more difficult: 48%
  - Compared to one year ago, filling position is the same: 14%
  - Compared to one year ago, filling position is less difficult: 8%
  - Hired without difficulty: 30%

- **Engineers (580 firms)**
  - Compared to one year ago, filling position is more difficult: 37%
  - Compared to one year ago, filling position is the same: 15%
  - Compared to one year ago, filling position is less difficult: 13%
  - Hired without difficulty: 33%

- **Environmental compliance professionals (349 firms)**
  - Compared to one year ago, filling position is more difficult: 33%
  - Compared to one year ago, filling position is the same: 13%
  - Compared to one year ago, filling position is less difficult: 7%
  - Hired without difficulty: 46%

- **Quality control personnel (856 firms)**
  - Compared to one year ago, filling position is more difficult: 31%
  - Compared to one year ago, filling position is the same: 12%
  - Compared to one year ago, filling position is less difficult: 6%
  - Hired without difficulty: 51%

- **BIM personnel (349 firms)**
  - Compared to one year ago, filling position is more difficult: 27%
  - Compared to one year ago, filling position is the same: 16%
  - Compared to one year ago, filling position is less difficult: 10%
  - Hired without difficulty: 46%

- **Architects (101 firms)**
  - Compared to one year ago, filling position is more difficult: 24%
  - Compared to one year ago, filling position is the same: 16%
  - Compared to one year ago, filling position is less difficult: 13%
  - Hired without difficulty: 46%

- **Safety personnel (1177 firms)**
  - Compared to one year ago, filling position is more difficult: 21%
  - Compared to one year ago, filling position is the same: 10%
  - Compared to one year ago, filling position is less difficult: 10%
  - Hired without difficulty: 58%

- **Estimating personnel (1415 firms)**
  - Compared to one year ago, filling position is more difficult: 16%
  - Compared to one year ago, filling position is the same: 9%
  - Compared to one year ago, filling position is less difficult: 11%
  - Hired without difficulty: 65%

- **Software/database personnel (452 firms)**
  - Compared to one year ago, filling position is more difficult: 16%
  - Compared to one year ago, filling position is the same: 8%
  - Compared to one year ago, filling position is less difficult: 10%
  - Hired without difficulty: 65%

- **IT personnel (705 firms)**
  - Compared to one year ago, filling position is more difficult: 13%
  - Compared to one year ago, filling position is the same: 11%
  - Compared to one year ago, filling position is less difficult: 15%
  - Hired without difficulty: 60%

- **Compared to one year ago, filling position is more difficult**
- **Compared to one year ago, filling position is the same**
- **Compared to one year ago, filling position is less difficult**
- **Hired without difficulty**
- **Employ but didn't try to hire this year**
4. What has been your firm’s experience this year in filling the following types of hourly craft positions?

<table>
<thead>
<tr>
<th>Position</th>
<th>Compared to One Year Ago</th>
<th>Compared to One Year Ago</th>
<th>Compared to One Year Ago</th>
<th>Compared to One Year Ago</th>
<th>Compared to One Year Ago</th>
<th>Compared to One Year Ago</th>
</tr>
</thead>
<tbody>
<tr>
<td>Concrete workers (639 firms)</td>
<td>69%</td>
<td>14%</td>
<td>8%</td>
<td>9%</td>
<td></td>
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</tr>
<tr>
<td>Pipelayers (315 firms)</td>
<td>68%</td>
<td>13%</td>
<td>10%</td>
<td>9%</td>
<td></td>
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<tr>
<td>Carpenters (787 firms)</td>
<td>65%</td>
<td>15%</td>
<td>10%</td>
<td>9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cement masons (360 firms)</td>
<td>65%</td>
<td>14%</td>
<td>11%</td>
<td>10%</td>
<td></td>
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</tr>
<tr>
<td>Equipment operators-cranes, heavy equipment (875 firms)</td>
<td>65%</td>
<td>13%</td>
<td>10%</td>
<td>12%</td>
<td></td>
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<tr>
<td>Plumbers (174 firms)</td>
<td>64%</td>
<td>13%</td>
<td>13%</td>
<td>8%</td>
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<tr>
<td>Iron workers (292 firms)</td>
<td>64%</td>
<td>15%</td>
<td>11%</td>
<td>10%</td>
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<tr>
<td>Sheet metal workers (202 firms)</td>
<td>63%</td>
<td>11%</td>
<td>13%</td>
<td>10%</td>
<td></td>
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<tr>
<td>Bricklayers (140 firms)</td>
<td>62%</td>
<td>12%</td>
<td>14%</td>
<td>12%</td>
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<tr>
<td>Installers-other (295 firms)</td>
<td>62%</td>
<td>15%</td>
<td>11%</td>
<td>12%</td>
<td></td>
<td></td>
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<tr>
<td>Pipefitters/Welders (335 firms)</td>
<td>60%</td>
<td>12%</td>
<td>11%</td>
<td>16%</td>
<td></td>
<td></td>
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<tr>
<td>Truck drivers (803 firms)</td>
<td>59%</td>
<td>14%</td>
<td>8%</td>
<td>19%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Installers-drywall (213 firms)</td>
<td>58%</td>
<td>17%</td>
<td>14%</td>
<td>9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laborers (1305 firms)</td>
<td>58%</td>
<td>19%</td>
<td>16%</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Millwrights (147 firms)</td>
<td>57%</td>
<td>14%</td>
<td>12%</td>
<td>17%</td>
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</tr>
<tr>
<td>Roofers (109 firms)</td>
<td>57%</td>
<td>16%</td>
<td>15%</td>
<td>10%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mechanics (699 firms)</td>
<td>57%</td>
<td>10%</td>
<td>7%</td>
<td>26%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricians (264 firms)</td>
<td>56%</td>
<td>16%</td>
<td>13%</td>
<td>15%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Traffic control personnel (336 firms)</td>
<td>50%</td>
<td>17%</td>
<td>13%</td>
<td>21%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Painters (183 firms)</td>
<td>49%</td>
<td>13%</td>
<td>20%</td>
<td>17%</td>
<td></td>
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</tr>
</tbody>
</table>
5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

- It will become harder to hire: 38% (Hourly craft), 30% (Salaried)
- It will continue to be hard to hire: 35% (Hourly craft), 25% (Salaried)
- No change: 40% (Hourly craft), 23% (Salaried)
- It will continue to be easy to hire: 2% (Hourly craft), 2% (Salaried)
- It will become easier to hire: 2% (Hourly craft), 2% (Salaried)

6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are:

- Well trained/skilled: 45% (Poor), 39% (Fair), 14% (Good), 1% (Excellent)
- Able to pass drug tests: 26% (Poor), 47% (Fair), 24% (Good), 3% (Excellent)
- Able to pass background checks: 17% (Poor), 50% (Fair), 30% (Good), 3% (Excellent)
7. Is your firm losing hourly craft or salaried personnel to other employers? (Totals may add to more than 100%, as respondents could mark more than one answer.)

- Yes, to other construction firms in our area: Hourly craft 48%, Salaried 32%
- Yes, to other construction firms outside of our area: Hourly craft 13%, Salaried 11%
- Yes, to other industries in our area: Hourly craft 21%, Salaried 14%
- Yes, to other industries outside of our area: Hourly craft 8%, Salaried 5%
- No: Hourly craft 35%, Salaried 55%

8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100%, as respondents could mark more than one answer.)

- Yes, our firm increased base pay rates: Hourly craft 66%, Salaried 58%
- Yes, our firm provided incentives/bonuses: Hourly craft 34%, Salaried 29%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: Hourly craft 24%, Salaried 25%
- No, but we are considering increases in pay and/or benefits in the near future: Hourly craft 9%, Salaried 9%
- No, and we are not considering increases in pay and/or benefits: Hourly craft 7%, Salaried 9%
- We did not seek to fill any positions: Hourly craft 12%, Salaried 6%
9. Has your firm added or increased use of the following to provide workers in the past year? (Totals may add to more than 100%, as respondents could mark more than one answer.)

- Engaged with career-building program (e.g., high school, college, career & technical education) 50%
- Executive and non-craft worker search firm or professional employer organization 29%
- Engaged with government workforce development or unemployment agency 28%
- Implemented software to distribute job postings and manage applicants 27%
- Staffing firm (craft) 27%
- Sub- or specialty contractors 26%
- Unions 21%
- Applied for employee-based visas (e.g., H-1B, H-2B) 7%
- Other 3%
- No changes 22%

10. Has your firm made changes in hiring, training or scheduling to address worker or skill shortages in the past year? (Totals may add to more than 100%, as respondents could mark more than one answer.)

- Initiated or increased in-house training 46%
- Interns 31%
- Overtime 31%
- Changed hiring standards (e.g., education, training, employment or arrest record) 27%
- Offered online or mobile training options 18%
- Augmented/mixed/virtual reality training devices 8%
- Other 1%
- No changes 32%
11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100%, as respondents could mark more than one answer.)

- Invest in technology to automate processes to supplement worker duties: 29%
- Labor-saving equipment (e.g., drones, robots, 3-D printers, laser- or GPS-guided equipment) (please specify): 24%
- Methods to reduce onsite worktime (e.g., lean construction, virtual construction such as BIM, offsite fabrication) (please specify): 23%
- Added specialists (e.g., architects, BIM or lean construction personnel, drone or other equipment operators, data or IT personnel) (please specify): 12%
- Other (please specify): 3%
- No changes: 53%

12. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Totals may add to more than 100%, as respondents could mark more than one answer.)

- We have put higher prices into our bids or contracts: 44%
- Projects have taken longer than we anticipated: 44%
- Costs have been higher than we anticipated: 43%
- We have put longer completion times into our bids or contracts: 29%
- Completion times or costs have been lower than we anticipated: 3%
- Other (please specify): 5%
- No impact: 19%
13. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance? (Totals may add to more than 100%, as respondents could mark more than one answer.)

<table>
<thead>
<tr>
<th>Impact Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased number of reportable injuries and illnesses</td>
<td>16%</td>
</tr>
<tr>
<td>Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports</td>
<td>15%</td>
</tr>
<tr>
<td>Increased number of workers compensation claims</td>
<td>11%</td>
</tr>
<tr>
<td>No change</td>
<td>70%</td>
</tr>
<tr>
<td>Decreased number of reportable injuries and illnesses</td>
<td>5%</td>
</tr>
<tr>
<td>Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports</td>
<td>2%</td>
</tr>
<tr>
<td>Decreased number of workers compensation claims</td>
<td>4%</td>
</tr>
</tbody>
</table>

14. Please indicate which of the following types of construction projects your firm performs: (Totals may add to more than 100%, as respondents could mark more than one answer.)

<table>
<thead>
<tr>
<th>Project Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building construction</td>
<td>68%</td>
</tr>
<tr>
<td>Highway and transportation</td>
<td>34%</td>
</tr>
<tr>
<td>Federal and heavy</td>
<td>30%</td>
</tr>
<tr>
<td>Utility infrastructure</td>
<td>27%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>11%</td>
</tr>
</tbody>
</table>
15. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

- We always operate as an open-shop contractor: 58%
- We primarily operate as an open-shop contractor, but not always: 8%
- We always operate as a union contractor: 20%
- We primarily operate as a union contractor, but not always: 6%
- We do not self-perform or directly hire craft personnel: 8%

16. How many total employees does your firm employ at all of its locations?

- 1-49: 37%
- 50-249: 38%
- 250-499: 11%
- 500 or more: 14%

17. Estimate the total dollar amount of work your firm performed during the past 12 months.

- $10 million or less: 31%
- $10.1 million-$50 million: 34%
- $50.1 million-$500 million: 26%
- Over $500 million: 8%