2022 Workforce Survey Results

$50 Million or Less Results

Total responses: 639, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 636

   - Reduced headcount: 31%
   - Increased headcount: 44%
   - No change: 25%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 637 Salaried; 638 Craft

   - 0: 13% Salaried, 46% Craft
   - 1: 5% Salaried, 17% Craft
   - 2-5: 31% Salaried, 41% Craft
   - 6-10: 22% Salaried, 3% Craft
   - More than 10: 20% Salaried, 3% Craft
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 628 Salaried; 554 Craft

- We have open positions
  - Salaried: 60%
  - Craft: 93%

- Among firms with open positions: We are having no difficulty filling any positions
  - Salaried: 11%
  - Craft: 9%

- Among firms with open positions: We are having a hard time filling some or all positions
  - Salaried: 89%
  - Craft: 91%

4. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply): 595

- Architects (11 firms)
  - Relative difficulty in filling salaried positions: 64%

- BIM personnel (32 firms)
  - Relative difficulty in filling salaried positions: 66%

- Engineers (91 firms)
  - Relative difficulty in filling salaried positions: 65%

- Environmental compliance professionals (21 firms)
  - Relative difficulty in filling salaried positions: 71%

- Estimating personnel (275 firms)
  - Relative difficulty in filling salaried positions: 72%

- IT personnel (52 firms)
  - Relative difficulty in filling salaried positions: 35%

- Lean construction professionals (46 firms)
  - Relative difficulty in filling salaried positions: 67%

- Project managers/supervisors (376 firms)
  - Relative difficulty in filling salaried positions: 77%

- Quality control personnel (108 firms)
  - Relative difficulty in filling salaried positions: 63%

- Safety personnel (133 firms)
  - Relative difficulty in filling salaried positions: 44%

- Software/database personnel (25 firms)
  - Relative difficulty in filling salaried positions: 0%
5. 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: 561

- Bricklayers (34 firms) 82%
- Carpenters (222 firms) 85%
- Cement masons (82 firms) 82%
- Concrete workers (169 firms) 88%
- Electricians (65 firms) 78%
- Equipment operators-cranes, heavy equipment (225 firms) 84%
- Glaziers (13 firms) 85%
- Installers-drywall (60 firms) 77%
- Installers-other (67 firms) 84%
- Iron workers (55 firms) 80%
- Laborers (389 firms) 80%
- Mechanics (147 firms) 84%
- Millwrights (31 firms) 71%
- Painters (51 firms) 78%
- Pipefitters/welders (67 firms) 87%
- Pipelayers (66 firms) 91%
- Plumbers (39 firms) 82%
- Roofers (22 firms) 77%
- Sheet metal workers (48 firms) 75%
- Traffic control personnel (53 firms) 83%
- Truck drivers (207 firms) 88%
6. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply)
Responses: 621

- Unemployment insurance supplements are keeping workers away
- Uncertainty over adequate childcare and schooling options for workers' family's
- Potential employees are worried about coronavirus exposure
- Potential employees report needing flexible work schedules/option for remote work (e.g., to stay home to care for a loved one)
- Potential employees report difficulty acquiring reliable transportation to and from a jobsite
- Available candidates are not qualified to work in the industry (lack of skills, failure to pass a drug test, etc.)
- Unsure

7. Has your firm added or increased use of the following to provide workers in the past 12 months? (Mark all that apply)
Responses: 630

- Applied for employment-based visas (e.g., H-1B, H-2B)
- Engaged with career-building program (e.g., high school, college, career & technical education)
- Engaged with government workforce development or unemployment agency
- Executive and non-craft worker search firm or professional employer organization
- Staffing firm (craft)
- Implemented software to distribute job postings and manage applicants
- Sub- or specialty contractors
- Unions
- Added online strategies (e.g., Instagram Live) to connect better with younger applicants
- No changes
- Have not tried to hire
8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 620

- Augmented/mixed/virtual reality training devices: 11%
- Increased use of learning program with strong online/video component (e.g., held classes using Zoom, Teams, etc.): 16%
- Lowered hiring standards (e.g., education, training, employment, arrest record, drug use or testing policy): 31%
- Raised hiring standards: 7%
- Initiated or increased spending on training and professional development: 33%
- Decreased or eliminated spending on training and professional development: 1%
- Overtime: 26%
- No changes: 37%

9. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (Mark all that apply) Responses: 634

- Increased base pay rates: 86%
- Provided incentives/bonuses: 41%
- Increased our portion of benefit contributions and/or improved employee benefits: 23%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 11%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply)  
Responses: 635

- Delays due to shortages of workers (ours or subcontractors’)  65%
- Delays due to longer lead times or shortages of materials  80%
- Delivery delays  61%
- Delays due to government (lack of approvals, inspectors, etc.)  30%
- Delays due to owner’s directive to halt or redesign project  28%
- None  8%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 632

- We do not buy materials  4%
- Items we buy have not had unanticipated cost increases  6%
- We have passed on some or all of our additional costs  69%
- We have tried to pass on costs but have not succeeded so far  38%
- We have absorbed all additional costs  32%
- We have canceled orders  8%
- We have changed suppliers or specifications  32%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 622

- Projects were canceled, postponed, or scaled back due to increasing costs: 55%
- Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 32%
- Projects were canceled, postponed, or scaled back due to changes in demand/need: 19%
- There are more projects to bid on or projects have been expanded in scope: 25%
- None of the above: 21%

13. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 633

- We expect to add new employees: 70%
- We expect to terminate employees to reduce headcount: 3%
- We expect to furlough employees temporarily: 5%
- No net change: 25%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 639

- 1-49: 57%
- 50-249: 40%
- 250-499: 2%
- 500 or more: 1%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 639

- $10 million or less: 43%
- $10.1 million-$50 million: 57%
- $50.1 million-$500 million: 0%
- Over $500 million: 0%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 639

- Building construction: 66%
- Highway and transportation: 34%
- Utility infrastructure: 24%
- Federal and heavy: 29%
- Other: 13%
17. **When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?**

Responses: 625

- **We always operate as a union contractor**: 22%
- **We primarily operate as a union contractor but not always**: 3%
- **We primarily operate as an open-shop contractor but not always**: 5%
- **We always operate as an open-shop contractor**: 60%
- **We do not self-perform or directly hire craft personnel**: 10%