2022 Workforce Survey Results

Alaska Results

Total responses: 39, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 39

   - Reduced headcount: 28%
   - Increased headcount: 56%
   - No change: 15%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 39 Salaried; 39 Craft

   - 0: 15%
   - 1: 10%
   - 2-5: 10%
   - 6-10: 27%
   - More than 10: 12%
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 37 Salaried; 32 Craft

- We have open positions
  - Craft: 68% (32 firms)
  - Salaried: 97% (37 firms)

- Among firms with open positions: We are having no difficulty filling any positions
  - Craft: 4% (13 firms)
  - Salaried: 13% (6 firms)

- Among firms with open positions: We are having a hard time filling some or all positions
  - Craft: 87% (32 firms)
  - Salaried: 96% (37 firms)

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): 35

- Architects (0 firms)
- BIM personnel (0 firms)
- Engineers (12 firms)
- Environmental compliance professionals (5 firms)
- Estimating personnel (14 firms)
- IT personnel (1 firms)
- Lean construction professionals (6 firms)
- Project managers/supervisors (19 firms)
- Quality control personnel (12 firms)
- Safety personnel (11 firms)
- Software/database personnel (1 firms)

Relative difficulty in filling salaried positions

- 0% (0 firms)
- 10% (0 firms)
- 20% (0 firms)
- 30% (0 firms)
- 40% (0 firms)
- 50% (0 firms)
- 60% (0 firms)
- 70% (0 firms)
- 80% (0 firms)
- 90% (0 firms)
- 100% (35 firms)
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: 31

- Bricklayers (0 firms) 0%
- Carpenters (14 firms) 71%
- Cement masons (4 firms) 75%
- Concrete workers (13 firms) 77%
- Electricians (6 firms) 100%
- Equipment operators-cranes, heavy equipment (22 firms) 82%
- Glaziers (0 firms) 0%
- Installers-drywall (1 firm) 0%
- Installers-other (0 firms) 0%
- Iron workers (4 firms) 75%
- Laborers (26 firms) 77%
- Mechanics (15 firms) 100%
- Millwrights (0 firms) 0%
- Painters (2 firms) 50%
- Pipefitters/welders (9 firms) 89%
- Pipelayers (1 firm) 100%
- Plumbers (2 firms) 100%
- Roofers (3 firms) 67%
- Sheet metal workers (2 firms) 50%
- Traffic control personnel (4 firms) 75%
- Truck drivers (13 firms) 85%

Relative difficulty in filling hourly craft positions
6. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply) Responses: 39

- 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
- Other

7. Has your firm added or increased use of the following to provide workers in the past 12 months? (Mark all that apply) Responses: 39

- 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: 37

- Augmented/mixed/virtual reality training devices: 16%
- Increased use of learning program with strong online/video component (e.g., held classes using Zoom, Teams, etc.): 38%
- Lowered hiring standards (e.g., education, training, employment, arrest record, drug use or testing policy): 38%
- Raised hiring standards: 16%
- Initiated or increased spending on training and professional development: 49%
- Decreased or eliminated spending on training and professional development: 0%
- Overtime: 38%
- No changes: 14%

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: 39

- Increased base pay rates: 79%
- Provided incentives/bonuses: 56%
- Increased our portion of benefit contributions and/or improved employee benefits: 15%
- Reduced base pay rates: 3%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 3%
- No change: 8%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses: 39

- Delays due to owner’s directive to halt or redesign project: 33%
- Delays due to government (lack of approvals, inspectors, etc.): 46%
- Delivery delays: 59%
- Delays due to longer lead times or shortages of materials: 82%
- Delays due to shortages of workers (ours or subcontractors’): 59%
- None: 5%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 39

- We do not buy materials: 5%
- Items we buy have not had unanticipated cost increases: 10%
- We have passed on some or all of our additional costs: 62%
- We have tried to pass on costs but have not succeeded so far: 36%
- We have absorbed all additional costs: 31%
- We have canceled orders: 23%
- We have changed suppliers or specifications: 38%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 39

Projects were canceled, postponed, or scaled back due to increasing costs: 62%
Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 46%
Projects were canceled, postponed, or scaled back due to changes in demand/need: 18%
There are more projects to bid on or projects have been expanded in scope: 28%
None of the above: 8%

13. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 39

We expect to add new employees: 51%
We expect to terminate employees to reduce headcount: 3%
We expect to furlough employees temporarily: 13%
No net change: 36%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 39

- 1-49 employees: 49%
- 50-249 employees: 44%
- 250-499 employees: 5%
- 500 or more employees: 3%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 39

- $10 million or less: 36%
- $10.1 million-$50 million: 44%
- $50.1 million-$500 million: 21%
- Over $500 million: 0%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 39

- Building construction: 67%
- Highway and transportation: 64%
- Utility infrastructure: 41%
- Federal and heavy: 51%
- Other: 28%
17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 38

- We always operate as a union contractor: 24%
- We primarily operate as a union contractor but not always: 5%
- We primarily operate as an open-shop contractor but not always: 18%
- We always operate as an open-shop contractor: 34%
- We do not self-perform or directly hire craft personnel: 18%