2022 Workforce Survey Results

Building Construction Results
Total responses: 661, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 658

- Reduced headcount: 24%
- Increased headcount: 56%
- No change: 19%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 658 Salaried; 658 Craft

- 0: 33% Salaried, 15% Craft
- 1: 13% Salaried, 3% Craft
- 2-5: 39% Salaried, 34% Craft
- 6-10: 20% Salaried, 7% Craft
- More than 10: 27% Salaried, 9% Craft
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 653 Salaried; 558 Craft

- We have open positions:
  - Craft: 72%
  - Salaried: 92%

- Among firms with open positions: We are having no difficulty filling any positions:
  - Craft: 10%
  - Salaried: 11%

- Among firms with open positions: We are having a hard time filling some or all positions:
  - Craft: 90%
  - Salaried: 89%

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): 632

- Architects (26 firms): 62%
- BIM personnel (87 firms): 63%
- Engineers (125 firms): 69%
- Environmental compliance professionals (37 firms): 68%
- Estimating personnel (361 firms): 78%
- IT personnel (107 firms): 38%
- Lean construction professionals (76 firms): 67%
- Project managers/supervisors (469 firms): 82%
- Quality control personnel (169 firms): 69%
- Safety personnel (207 firms): 51%
- Software/database personnel (63 firms): 43%

Relative difficulty in filling salaried positions
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: 569**

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Percentage</th>
<th>Firms Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayers (46 firms)</td>
<td>85%</td>
<td></td>
</tr>
<tr>
<td>Carpenters (335 firms)</td>
<td>85%</td>
<td></td>
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<tr>
<td>Cement masons (101 firms)</td>
<td>79%</td>
<td></td>
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<tr>
<td>Concrete workers (197 firms)</td>
<td>87%</td>
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<tr>
<td>Electricians (82 firms)</td>
<td>77%</td>
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<tr>
<td>Equipment operators-crane, heavy equipment (188 firms)</td>
<td>78%</td>
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<tr>
<td>Glazers (18 firms)</td>
<td>78%</td>
<td></td>
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<tr>
<td>Installers-drywall (95 firms)</td>
<td>77%</td>
<td></td>
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<tr>
<td>Installers-other (79 firms)</td>
<td>84%</td>
<td></td>
</tr>
<tr>
<td>Iron workers (69 firms)</td>
<td>87%</td>
<td></td>
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<tr>
<td>Laborers (390 firms)</td>
<td>72%</td>
<td></td>
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<tr>
<td>Mechanics (114 firms)</td>
<td>81%</td>
<td></td>
</tr>
<tr>
<td>Millwrights (38 firms)</td>
<td>87%</td>
<td></td>
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<tr>
<td>Painters (62 firms)</td>
<td>76%</td>
<td></td>
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<tr>
<td>Pipefitters/welders (83 firms)</td>
<td>87%</td>
<td></td>
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<tr>
<td>Pipelayers (58 firms)</td>
<td>90%</td>
<td></td>
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<tr>
<td>Plumbers (55 firms)</td>
<td>84%</td>
<td></td>
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<tr>
<td>Roofers (30 firms)</td>
<td>80%</td>
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<tr>
<td>Sheet metal workers (62 firms)</td>
<td>76%</td>
<td></td>
</tr>
<tr>
<td>Traffic control personnel (39 firms)</td>
<td>59%</td>
<td></td>
</tr>
<tr>
<td>Truck drivers (157 firms)</td>
<td>82%</td>
<td></td>
</tr>
</tbody>
</table>

**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: 643

- 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: 649

- 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
- Have not tried to hire
- No changes

### Graphical Data

- Unemployment insurance supplements are keeping workers away: 78%
- Uncertainty over adequate childcare and schooling options for workers family’s: 19%
- Potential employees are worried about coronavirus exposure: 2%
- Potential employees report needing flexible work schedules/option for remote work (e.g., to stay home to care for a loved one): 23%
- Potential employees report difficulty acquiring reliable transportation to and from a jobsite: 16%
- Available candidates are not qualified to work in the industry (lack of skills, failure to pass a drug test, etc.): 34%
- Unsure: 0%
- Other: 0%
8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 641

- Augmented/mixed/virtual reality training devices: 17%
- Increased use of learning program with strong online/video component (e.g., held classes using Zoom, Teams, etc.): 27%
- Lowered hiring standards (e.g., education, training, employment, arrest record, drug use or testing policy): 26%
- Raised hiring standards: 7%
- Initiated or increased spending on training and professional development: 43%
- Decreased or eliminated spending on training and professional development: 1%
- Overtime: 25%
- No changes: 31%

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: 652

- Increased base pay rates: 87%
- Provided incentives/bonuses: 44%
- Increased our portion of benefit contributions and/or improved employee benefits: 23%
- Reduced base pay rates: 1%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 1%
- No change: 9%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses: 657

- Delays due to owner’s directive to halt or redesign project: 36%
- Delays due to government (lack of approvals, inspectors, etc.): 32%
- Delivery delays: 68%
- Delays due to longer lead times or shortages of materials: 86%
- Delays due to shortages of workers (ours or subcontractors’): 68%
- None: 6%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 651

- We do not buy materials: 3%
- Items we buy have not had unanticipated cost increases: 7%
- We have passed on some or all of our additional costs: 73%
- We have tried to pass on costs but have not succeeded so far: 39%
- We have absorbed all additional costs: 31%
- We have canceled orders: 10%
- We have changed suppliers or specifications: 45%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 642

- Projects were canceled, postponed, or scaled back due to increasing costs: 64%
- Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 34%
- Projects were canceled, postponed, or scaled back due to changes in demand/need: 21%
- There are more projects to bid on or projects have been expanded in scope: 28%
- None of the above: 15%

13. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 654

- We expect to add new employees: 73%
- We expect to terminate employees to reduce headcount: 4%
- We expect to furlough employees temporarily: 4%
- No net change: 22%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 661

- 1-49: 42%
- 50-249: 39%
- 250-499: 9%
- 500 or more: 10%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 661

- $10 million or less: 27%
- $10.1 million-$50 million: 37%
- $50.1 million-$500 million: 28%
- Over $500 million: 8%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 661

- Building construction: 100%
- Highway and transportation: 20%
- Utility infrastructure: 23%
- Federal and heavy: 26%
- Other: 7%
When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

Responses: 648

- 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: 6%
- We always operate as an open-shop contractor: 52%
- We do not self-perform or directly hire craft personnel: 11%