2022 Workforce Survey Results

Florida Results

Total responses: 36, but number varies by question.

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

   - Reduced headcount: 22%
   - Increased headcount: 58%
   - No change: 19%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 36 Salaried; 36 Craft

   - 0: 10% Salaried, 22% Craft
   - 1: 7% Salaried, 8% Craft
   - 2-5: 40% Salaried, 50% Craft
   - 6-10: 17% Salaried, 6% Craft
   - More than 10: 27% Salaried, 14% Craft
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 36 Salaried; 28 Craft

- We have open positions: 81% Salaried, 93% Craft
- Among firms with open positions: We are having no difficulty filling any positions: 3% Salaried, 4% Craft
- Among firms with open positions: We are having a hard time filling some or all positions: 96% Salaried, 97% Craft

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): 32

- Architects (0 firms)
- BIM personnel (3 firms)
- Engineers (2 firms)
- Environmental compliance professionals (2 firms)
- Estimating personnel (21 firms)
- IT personnel (8 firms)
- Lean construction professionals (0 firms)
- Project managers/supervisors (27 firms)
- Quality control personnel (10 firms)
- Safety personnel (9 firms)
- Software/database personnel (1 firm)

Relative difficulty in filling salaried positions: 25% - 100%
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: 28

- Bricklayers (0 firms) 0%
- Carpenters (9 firms) 89%
- Cement masons (1 firm) 100%
- Concrete workers (4 firms) 75%
- Electricians (5 firms) 100%
- Equipment operators-cranes, heavy equipment (10 firms) 90%
- Glaziers (0 firms) 0%
- Installers-drywall (1 firm) 100%
- Installers-other (3 firms) 33%
- Iron workers (3 firms) 67%
- Laborers (22 firms) 64%
- Mechanics (8 firms) 88%
- Millwrights (0 firms) 0%
- Painters (0 firms) 0%
- Pipefitters/welders (1 firm) 100%
- Pipelayers (2 firms) 100%
- Plumbers (0 firms) 0%
- Roofers (0 firms) 0%
- Sheet metal workers (0 firms) 0%
- Traffic control personnel (3 firms) 100%
- Truck drivers (5 firms) 100%

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: 35

- Unemployment insurance supplements are keeping workers away
- Uncertainty over adequate childcare and schooling options for workers’ families
- 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: 36

- 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: 36

- Augmented/mixed/virtual reality training devices: 8%
- Increased use of learning program with strong online/video component (e.g., held classes using Zoom, Teams, etc.): 22%
- Lowered hiring standards (e.g., education, training, employment, arrest record, drug use or testing policy): 19%
- Raised hiring standards: 8%
- Initiated or increased spending on training and professional development: 39%
- Decreased or eliminated spending on training and professional development: 0%
- Overtime: 17%
- No changes: 42%

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 36

- Increased base pay rates: 86%
- Provided incentives/bonuses: 39%
- Increased our portion of benefit contributions and/or improved employee benefits: 17%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 14%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply)
Responses: 36

- Delays due to shortages of workers (ours or subcontractors’): 56%
- Delays due to longer lead times or shortages of materials: 78%
- Delivery delays: 67%
- Delays due to government (lack of approvals, inspectors, etc.): 28%
- Delays due to owner’s directive to halt or redesign project: 19%
- None: 8%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 36

- We do not buy materials: 3%
- Items we buy have not had unanticipated cost increases: 0%
- 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: 39%
- We have absorbed all additional costs: 19%
- We have canceled orders: 6%
- We have changed suppliers or specifications: 33%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 35

Projects were canceled, postponed, or scaled back due to increasing costs: 63%
Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 40%
Projects were canceled, postponed, or scaled back due to changes in demand/need: 6%
There are more projects to bid on or projects have been expanded in scope: 23%
None of the above: 23%

13. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 36

We expect to add new employees: 75%
We expect to terminate employees to reduce headcount: 0%
We expect to furlough employees temporarily: 0%
No net change: 25%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 36

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 36

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 36
17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? 

Responses: 34

- We always operate as a union contractor: 3%
- We primarily operate as a union contractor but not always: 0%
- We primarily operate as an open-shop contractor but not always: 0%
- We always operate as an open-shop contractor: 62%
- We do not self-perform or directly hire craft personnel: 35%