2022 Workforce Survey Results

Federal and Heavy Results

Total responses: 310, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 310

   - Reduced headcount: 32%
   - Increased headcount: 48%
   - No change: 20%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 308 Salaried; 309 Craft

   - 0: 31%
   - 1: 12%
   - 2-5: 37%
   - 6-10: 20%
   - More than 10: 12%
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: Salaried; 278 Craft

- Among firms with open positions: We are having no difficulty filling any positions
  - Salaried: 7%
  - Craft: 10%

- Among firms with open positions: We are having a hard time filling some or all positions
  - Salaried: 93%
  - Craft: 90%

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): 299

- Software/database personnel (38 firms): 44%
- Safety personnel (119 firms): 74%
- Quality control personnel (102 firms): 75%
- Project managers/supervisors (222 firms): 85%
- Lean construction professionals (39 firms): 74%
- Estimating personnel (173 firms): 82%
- IT personnel (63 firms): 44%
- Environmental compliance professionals (33 firms): 73%
- Engineers (91 firms): 73%
- BIM personnel (28 firms): 71%
- Architects (6 firms): 50%
- Software/database personnel (38 firms): 55%
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: 287

- Bricklayers (18 firms) 78%
- Carpenters (127 firms) 84%
- Cement masons (68 firms) 85%
- Concrete workers (134 firms) 88%
- Electricians (38 firms) 76%
- Equipment operators-cranes, heavy equipment (201 firms) 87%
- Glaziers (4 firms) 75%
- Installers-drywall (22 firms) 73%
- Installers-other (20 firms) 75%
- Iron workers (43 firms) 81%
- Laborers (238 firms) 81%
- Mechanics (148 firms) 89%
- Millwrights (26 firms) 69%
- Painters (22 firms) 68%
- Pipefitters/welders (51 firms) 88%
- Pipelayers (69 firms) 90%
- Plumbers (25 firms) 80%
- Roofers (7 firms) 57%
- Sheet metal workers (18 firms) 89%
- Traffic control personnel (71 firms) 73%
- Truck drivers (164 firms) 92%
6. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply) Responses: 305

- 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: 309

- 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: 304

- Augmented/mixed/virtual reality training devices: 24%
- Increased use of learning program with strong online/video component (e.g., held classes using Zoom, Teams, etc.): 28%
- Lowered hiring standards (e.g., education, training, employment, arrest record, drug use or testing policy): 39%
- Raised hiring standards: 7%
- Initiated or increased spending on training and professional development: 45%
- Decreased or eliminated spending on training and professional development: 0%
- Overtime: 31%
- No changes: 27%

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: 309

- Increased base pay rates: 90%
- Provided incentives/bonuses: 52%
- Increased our portion of benefit contributions and/or improved employee benefits: 28%
- Reduced base pay rates: 1%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 1%
- No change: 6%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses: 308

- Delays due to owner’s directive to halt or redesign project: 34%
- Delays due to government (lack of approvals, inspectors, etc.): 45%
- Delivery delays: 66%
- Delays due to longer lead times or shortages of materials: 83%
- Delays due to shortages of workers (ours or subcontractors’): 74%
- None: 6%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 306

- We do not buy materials: 2%
- Items we buy have not had unanticipated cost increases: 7%
- We have passed on some or all of our additional costs: 67%
- We have tried to pass on costs but have not succeeded so far: 45%
- We have absorbed all additional costs: 42%
- We have canceled orders: 12%
- We have changed suppliers or specifications: 37%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 299

- Projects were canceled, postponed, or scaled back due to increasing costs: 59%
- Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 41%
- Projects were canceled, postponed, or scaled back due to changes in demand/need: 25%
- There are more projects to bid on or projects have been expanded in scope: 27%
- None of the above: 14%

13. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 309

- We expect to add new employees: 73%
- We expect to terminate employees to reduce headcount: 4%
- We expect to furlough employees temporarily: 6%
- No net change: 19%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 310

- 1-49 employees: 30%
- 50-249 employees: 45%
- 250-499 employees: 13%
- 500 or more employees: 12%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 310

- $10 million or less: 26%
- $10.1 million-$50 million: 34%
- $50.1 million-$500 million: 34%
- Over $500 million: 7%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 310

- Building construction: 56%
- Highway and transportation: 68%
- Utility infrastructure: 51%
- Federal and heavy: 100%
- Other: 6%
17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 305

- We always operate as a union contractor: 26%
- We primarily operate as a union contractor but not always: 7%
- We primarily operate as an open-shop contractor but not always: 8%
- We always operate as an open-shop contractor: 55%
- We do not self-perform or directly hire craft personnel: 4%