2022 Workforce Survey Results

Midwest Results

Total responses: 273, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 271

   - Reduced headcount: 27%
   - Increased headcount: 50%
   - No change: 23%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 269 Salaried; 271 Craft

   - 0: 37% Salaried; 11% Craft
   - 1: 14% Salaried; 2% Craft
   - 2-5: 32% Salaried; 37% Craft
   - 6-10: 23% Salaried; 9% Craft
   - More than 10: 27% Salaried; 8% Craft
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 269 Salaried; 241 Craft

- We have open positions
  - Craft: 93%
  - Salaried: 67%

- Among firms with open positions: We are having no difficulty filling any positions
  - Craft: 8%
  - Salaried: 16%

- Among firms with open positions: We are having a hard time filling some or all positions
  - Craft: 94%
  - Salaried: 84%

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): 261

- Architects (11 firms)
  - 64%

- BIM personnel (32 firms)
  - 50%

- Engineers (63 firms)
  - 60%

- Environmental compliance professionals (14 firms)
  - 29%

- Estimating personnel (141 firms)
  - 76%

- IT personnel (51 firms)
  - 39%

- Lean construction professionals (32 firms)
  - 59%

- Project managers/supervisors (189 firms)
  - 78%

- Quality control personnel (68 firms)
  - 62%

- Safety personnel (86 firms)
  - 38%

- Software/database personnel (38 firms)
  - 47%
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: 249

- Bricklayers (19 firms) 68%
- Carpenters (138 firms) 88%
- Cement masons (68 firms) 74%
- Concrete workers (102 firms) 82%
- Electricians (20 firms) 55%
- Equipment operators-cranes, heavy equipment (124 firms) 82%
- Glaziers (4 firms) 50%
- Installers-drywall (44 firms) 75%
- Installers-other (33 firms) 76%
- Iron workers (38 firms) 84%
- Laborers (192 firms) 74%
- Mechanics (87 firms) 82%
- Millwrights (27 firms) 74%
- Painters (24 firms) 63%
- Pipefitters/welders (32 firms) 72%
- Piplayers (34 firms) 85%
- Plumbers (16 firms) 63%
- Roofers (6 firms) 67%
- Sheet metal workers (17 firms) 59%
- Traffic control personnel (35 firms) 60%
- Truck drivers (111 firms) 86%

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: 268

- 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: 268

- Applied for employment-based visas (e.g., H-1B, H-2B) 8%
- Engaged with career-building program (e.g., high school, college, career & technical education) 54%
- Engaged with government workforce development or unemployment agency 31%
- Executive and non-craft worker search firm or professional employer organization 35%
- Staffing firm (craft) 28%
- Implemented software to distribute job postings and manage applicants 33%
- Sub- or specialty contractors 21%
- Unions 38%
- Added online strategies (e.g., Instagram Live) to connect better with younger applicants 41%
- No changes 5%
- Have not tried to hire 3%
8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 265

- 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.): 23%
- Lowered hiring standards (e.g., education, training, employment, arrest record, drug use or testing policy): 30%
- Raised hiring standards: 5%
- Initiated or increased spending on training and professional development: 38%
- Decreased or eliminated spending on training and professional development: 1%
- Overtime: 28%
- No changes: 34%

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 269

- Increased base pay rates: 87%
- Provided incentives/bonuses: 53%
- Increased our portion of benefit contributions and/or improved employee benefits: 26%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 9%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses: 270

- Delays due to shortages of workers (ours or subcontractors’): 71%
- Delays due to longer lead times or shortages of materials: 83%
- Delivery delays: 63%
- Delays due to government (lack of approvals, inspectors, etc.): 31%
- Delays due to owner’s directive to halt or redesign project: 29%
- None: 8%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 269

- We do not buy materials: 1%
- Items we buy have not had unanticipated cost increases: 7%
- We have passed on some or all of our additional costs: 74%
- We have tried to pass on costs but have not succeeded so far: 41%
- We have absorbed all additional costs: 35%
- We have canceled orders: 8%
- We have changed suppliers or specifications: 36%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 258

- 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: 36%
- Projects were canceled, postponed, or scaled back due to changes in demand/need: 23%
- There are more projects to bid on or projects have been expanded in scope: 25%
- None of the above: 13%

13. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 270

- We expect to add new employees: 71%
- We expect to terminate employees to reduce headcount: 3%
- We expect to furlough employees temporarily: 6%
- No net change: 24%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 273

- 1-49 employees: 37%
- 50-249 employees: 43%
- 250-499 employees: 10%
- 500 or more employees: 10%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 273

- $10 million or less: 26%
- $10.1 million-$50 million: 39%
- $50.1 million-$500 million: 30%
- Over $500 million: 5%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 273

- Building construction: 64%
- Highway and transportation: 37%
- Utility infrastructure: 26%
- Federal and heavy: 36%
- Other: 10%
17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? 
Responses: 266

- We always operate as a union contractor: 45%
- We primarily operate as a union contractor but not always: 6%
- We primarily operate as an open-shop contractor but not always: 5%
- We always operate as an open-shop contractor: 39%
- We do not self-perform or directly hire craft personnel: 5%