2022 Workforce Survey Results

North Dakota Results
Total responses: 49, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 49

<table>
<thead>
<tr>
<th>Reduced headcount</th>
<th>Increased headcount</th>
<th>No change</th>
</tr>
</thead>
<tbody>
<tr>
<td>51%</td>
<td>22%</td>
<td>27%</td>
</tr>
</tbody>
</table>

   Graph showing headcount change percentages.

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 48 Salaried; 49 Craft

   Graph showing unfilled position counts.
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 47 Salaried; 44 Craft

Among firms with open positions: We are having no difficulty filling any positions
- Craft: 60%
- Salaried: 29%

Among firms with open positions: We are having a hard time filling some or all positions
- Craft: 71%
- Salaried: 71%

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): 48

- Architects (0 firms)
- BIM personnel (0 firms)
- Engineers (8 firms) 38%
- Environmental compliance professionals (3 firms) 0%
- Estimating personnel (21 firms) 71%
- IT personnel (12 firms) 42%
- Lean construction professionals (5 firms) 60%
- Project managers/supervisors (29 firms) 76%
- Quality control personnel (18 firms) 67%
- Safety personnel (16 firms) 31%
- Software/database personnel (10 firms) 60%
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: 46

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Number of Firms</th>
<th>Difficulty Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayers</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>Carpenters</td>
<td>12</td>
<td>100%</td>
</tr>
<tr>
<td>Cement masons</td>
<td>6</td>
<td>100%</td>
</tr>
<tr>
<td>Concrete workers</td>
<td>16</td>
<td>88%</td>
</tr>
<tr>
<td>Electricians</td>
<td>3</td>
<td>67%</td>
</tr>
<tr>
<td>Equipment operators-cranes, heavy equipment</td>
<td>30</td>
<td>97%</td>
</tr>
<tr>
<td>Glaziers</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Installers-drywall</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>Installers-other</td>
<td>3</td>
<td>100%</td>
</tr>
<tr>
<td>Iron workers</td>
<td>6</td>
<td>100%</td>
</tr>
<tr>
<td>Laborers</td>
<td>37</td>
<td>81%</td>
</tr>
<tr>
<td>Mechanics</td>
<td>22</td>
<td>100%</td>
</tr>
<tr>
<td>Millwrights</td>
<td>6</td>
<td>100%</td>
</tr>
<tr>
<td>Painters</td>
<td>2</td>
<td>100%</td>
</tr>
<tr>
<td>Pipefitters/welders</td>
<td>8</td>
<td>88%</td>
</tr>
<tr>
<td>Pipelayers</td>
<td>5</td>
<td>100%</td>
</tr>
<tr>
<td>Plumbers</td>
<td>2</td>
<td>100%</td>
</tr>
<tr>
<td>Roofers</td>
<td>2</td>
<td>100%</td>
</tr>
<tr>
<td>Sheet metal workers</td>
<td>3</td>
<td>67%</td>
</tr>
<tr>
<td>Traffic control personnel</td>
<td>11</td>
<td>73%</td>
</tr>
<tr>
<td>Truck drivers</td>
<td>35</td>
<td>97%</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: 49

- 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: 49

- Applied for employment-based visas (e.g., H-1B, H-2B) 14%
- Engaged with career-building program (e.g., high school, college, career & technical education) 59%
- Engaged with government workforce development or unemployment agency 53%
- Executive and non-craft worker search firm or professional employer organization 22%
- Staffing firm (craft) 45%
- Implemented software to distribute job postings and manage applicants 39%
- Sub- or specialty contractors 16%
- Unions 10%
- Added online strategies (e.g., Instagram Live) to connect better with younger applicants 61%
- No changes 4%
- Have not tried to hire 2%
8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 48

- Augmented/mixed/virtual reality training devices: 10%
- 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): 46%
- Raised hiring standards: 2%
- Initiated or increased spending on training and professional development: 42%
- Decreased or eliminated spending on training and professional development: 0%
- Overtime: 33%
- 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 49

- Increased base pay rates: 86%
- Provided incentives/bonuses: 53%
- Increased our portion of benefit contributions and/or improved employee benefits: 39%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 10%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses: 48

- Delays due to shortages of workers (ours or subcontractors’) 81%
- Delays due to longer lead times or shortages of materials 77%
- Delivery delays 50%
- Delays due to government (lack of approvals, inspectors, etc.) 23%
- Delays due to owner’s directive to halt or redesign project 13%
- None 6%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 48

- We do not buy materials 2%
- Items we buy have not had unanticipated cost increases 4%
- 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 35%
- We have absorbed all additional costs 35%
- We have canceled orders 4%
- We have changed suppliers or specifications 15%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 44

- Projects were canceled, postponed, or scaled back due to increasing costs: 55%
- Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 30%
- Projects were canceled, postponed, or scaled back due to changes in demand/need: 20%
- There are more projects to bid on or projects have been expanded in scope: 23%
- None of the above: 18%

13. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 49

- We expect to add new employees: 76%
- We expect to terminate employees to reduce headcount: 2%
- We expect to furlough employees temporarily: 6%
- No net change: 18%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 49

- 1-49: 33%
- 50-249: 49%
- 250-499: 12%
- 500 or more: 6%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 49

- $10 million or less: 31%
- $10.1 million-$50 million: 41%
- $50.1 million-$500 million: 29%
- Over $500 million: 0%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 49
17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?  
Responses: 48