2022 Workforce Survey Results

National Results

Total responses: 1,266, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 1,257

   - Reduced headcount: 27%
   - Increased headcount: 51%
   - No change: 22%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 1,106
   Salaried: 1,103 Craft

   - 0: 35% Craft, 35% Salaried
   - 1: 14% Craft, 14% Salaried
   - 2-5: 36% Craft, 36% Salaried
   - 6-10: 20% Craft, 20% Salaried
   - More than 10: 28% Craft, 28% Salaried
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 1,097 Salaried; 917 Craft

- We have open positions
  - Salaried: 93%
  - Craft: 71%

- Among firms with open positions: We are having no difficulty filling any positions
  - Salaried: 9%
  - Craft: 11%

- Among firms with open positions: We are having a hard time filling some or all positions
  - Salaried: 91%
  - Craft: 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): 1,047

- Architects (43 firms): 70%
- BIM personnel (116 firms): 66%
- Engineers (259 firms): 71%
- Environmental compliance professionals (79 firms): 66%
- Estimating personnel (551 firms): 77%
- IT personnel (174 firms): 42%
- Lean construction professionals (120 firms): 70%
- Project managers/supervisors (751 firms): 81%
- Quality control personnel (284 firms): 70%
- Safety personnel (334 firms): 51%
- Software/database personnel (108 firms): 49%
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: 932

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Difficulty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayers (55 firms)</td>
<td>82%</td>
</tr>
<tr>
<td>Carpenters (444 firms)</td>
<td>85%</td>
</tr>
<tr>
<td>Cement masons (166 firms)</td>
<td>79%</td>
</tr>
<tr>
<td>Concrete workers (339 firms)</td>
<td>87%</td>
</tr>
<tr>
<td>Electricians (115 firms)</td>
<td>79%</td>
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<tr>
<td>Equipment operators-cranes, heavy equipment (415 firms)</td>
<td>83%</td>
</tr>
<tr>
<td>Glaziers (23 firms)</td>
<td>70%</td>
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<tr>
<td>Installers-drywall (100 firms)</td>
<td>77%</td>
</tr>
<tr>
<td>Installers-other (102 firms)</td>
<td>83%</td>
</tr>
<tr>
<td>Iron workers (108 firms)</td>
<td>85%</td>
</tr>
<tr>
<td>Laborers (676 firms)</td>
<td>76%</td>
</tr>
<tr>
<td>Mechanics (282 firms)</td>
<td>87%</td>
</tr>
<tr>
<td>Millwrights (66 firms)</td>
<td>82%</td>
</tr>
<tr>
<td>Painters (74 firms)</td>
<td>77%</td>
</tr>
<tr>
<td>Pipefitters/welders (125 firms)</td>
<td>85%</td>
</tr>
<tr>
<td>Pipelayers (133 firms)</td>
<td>89%</td>
</tr>
<tr>
<td>Plumbers (68 firms)</td>
<td>82%</td>
</tr>
<tr>
<td>Roofers (36 firms)</td>
<td>78%</td>
</tr>
<tr>
<td>Sheet metal workers (77 firms)</td>
<td>78%</td>
</tr>
<tr>
<td>Traffic control personnel (128 firms)</td>
<td>73%</td>
</tr>
<tr>
<td>Truck drivers (366 firms)</td>
<td>86%</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: 1,021

- 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...)
- 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: 1,025

- Applied for employment-based visas (e.g., H-1B, H-2B) 6%
- Engaged with career-building program (e.g., high school, college, career & technical education) 51%
- Engaged with government workforce development or unemployment agency 28%
- Executive and non-craft worker search firm or professional employer organization 32%
- Staffing firm (craft) 30%
- Implemented software to distribute job postings and manage applicants 29%
- Sub- or specialty contractors 22%
- Unions 22%
- Added online strategies (e.g., Instagram Live) to connect better with younger applicants 39%
- No changes 9%
- 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: 1,015

- 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.): 25%
- Lowered hiring standards (e.g., education, training, employment, arrest record, drug use or testing policy): 29%
- Raised hiring standards: 7%
- Initiated or increased spending on training and professional development: 42%
- Decreased or eliminated spending on training and professional development: 1%
- Overtime: 25%
- No changes: 32%

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: 1,014

- Increased base pay rates: 86%
- Provided incentives/bonuses: 45%
- Increased our portion of benefit contributions and/or improved employee benefits: 24%
- Reduced base pay rates: 1%
- 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: 1,017

- Delays due to owner’s directive to halt or redesign project: 31%
- Delays due to government (lack of approvals, inspectors, etc.): 34%
- Delivery delays: 64%
- Delays due to longer lead times or shortages of materials: 82%
- Delays due to shortages of workers (ours or subcontractors’): 66%
- None: 8%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 1,005

- 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: 70%
- We have tried to pass on costs but have not succeeded so far: 39%
- We have absorbed all additional costs: 34%
- We have canceled orders: 9%
- We have changed suppliers or specifications: 39%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 973

- Projects were canceled, postponed, or scaled back due to increasing costs: 58%
- Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 33%
- 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: 28%
- None of the above: 18%

13. What is your firm’s current policy regarding office workers? (Mark all that apply) Responses: 976

- Workers must report to an office full-time: 80%
- Workers can choose which days they work in the office: 26%
- Workers must work from home full-time: 7%

14. Has your firm’s office-work policy changed in the past 12 months? Responses: 992

- Our firm allows more work from home than 12 months ago: 15%
- Our firm requires more in-office work than 12 months ago: 19%
- No change: 66%
15. How do expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 997

- We expect to add new employees: 71%
- We expect to terminate employees to reduce headcount: 3%
- We expect to furlough employees temporarily: 4%
- No net change: 24%

16. Please select the option that best describes your firm; "Employees at my firm increasingly need digital technology skills to be successful in their roles" Responses: 988

- Strongly agree: 44%
- Somewhat agree: 43%
- Somewhat disagree: 9%
- Strongly disagree: 4%

17. What proportion of the new hires at your firm come prepared with the requisite digital technology skills on day one? Responses: 974

- Nearly all: 7%
- Most: 32%
- About half: 28%
- Few: 26%
- Almost none: 8%
18. Please select the option that best describes your firm: "The use of cutting-edge technology helps me recruit talent into my firm" Responses: 982

- Strongly agree: 12%
- Somewhat agree: 52%
- Somewhat disagree: 26%
- Strongly disagree: 11%

19. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 972

- 1-49: 40%
- 50-249: 41%
- 250-499: 9%
- 500 or more: 9%

20. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 972

- $10 million or less: 28%
- $10.1 million-$50 million: 38%
- $50.1 million-$500 million: 28%
- Over $500 million: 6%
21. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 972

- Building construction: 68%
- Highway and transportation: 35%
- Utility infrastructure: 27%
- Federal and heavy: 32%
- Other: 13%

22. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 950

- We always operate as a union contractor: 23%
- 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: 56%
- We do not self-perform or directly hire craft personnel: 10%