2022 Workforce Survey Results

Open-Shop Results
Total responses: 533, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 531

   - Reduced headcount: 30%
   - Increased headcount: 46%
   - No change: 25%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 532 Salaried; 533 Craft
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 524 Salaried; 483 Craft

- We have open positions
  - Salaried: 66%
  - Craft: 95%

  - Among firms with open positions: We are having no difficulty filling any positions
    - Salaried: 8%
    - Craft: 12%

  - Among firms with open positions: We are having a hard time filling some or all positions
    - Salaried: 92%
    - Craft: 88%

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): 506

- Architects (12 firms): 83%
- BIM personnel (34 firms): 62%
- Engineers (87 firms): 62%
- Environmental compliance professionals (32 firms): 59%
- Estimating personnel (252 firms): 73%
- IT personnel (80 firms): 36%
- Lean construction professionals (49 firms): 67%
- Project managers/supervisors (354 firms): 80%
- Quality control personnel (123 firms): 65%
- Safety personnel (155 firms): 48%
- Software/database personnel (41 firms): 44%
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: 501

- Bricklayers (29 firms) 90%
- Carpenters (209 firms) 91%
- Cement masons (65 firms) 91%
- Concrete workers (182 firms) 91%
- Electricians (63 firms) 83%
- Equipment operators-crane, heavy equipment (235 firms) 86%
- Glaziers (9 firms) 100%
- Installers-drywall (39 firms) 79%
- Installers-other (58 firms) 84%
- Iron workers (49 firms) 94%
- Laborers (383 firms) 78%
- Mechanics (166 firms) 88%
- Millwrights (32 firms) 91%
- Painters (40 firms) 83%
- Pipefitters/welders (70 firms) 86%
- Pipelayers (92 firms) 92%
- Plumbers (34 firms) 88%
- Roofers (22 firms) 82%
- Sheet metal workers (42 firms) 83%
- Traffic control personnel (82 firms) 79%
- Truck drivers (223 firms) 90%

- 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: 528

- 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: 529

- 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) 53%
- Engaged with government workforce development or unemployment agency 35%
- Executive and non-craft worker search firm or professional employer organization 29%
- Staffing firm (craft) 36%
- Implemented software to distribute job postings and manage applicants 28%
- Sub- or specialty contractors 24%
- Unions 0%
- Added online strategies (e.g., Instagram Live) to connect better with younger applicants 44%
- No changes 10%
- 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: 521

- Augmented/mixed/virtual reality training devices: 14%
- 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): 32%
- Raised hiring standards: 6%
- Initiated or increased spending on training and professional development: 44%
- Decreased or eliminated spending on training and professional development: 1%
- Overtime: 28%
- No changes: 30%

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: 531

- Increased base pay rates: 92%
- Provided incentives/bonuses: 45%
- Increased our portion of benefit contributions and/or improved employee benefits: 27%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 1%
- No change: 5%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses: 532

- Delays due to owner’s directive to halt or redesign project: 26%
- Delays due to government (lack of approvals, inspectors, etc.): 31%
- Delivery delays: 65%
- Delays due to longer lead times or shortages of materials: 84%
- Delays due to shortages of workers (ours or subcontractors’): 70%
- None: 6%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 529

- We do not buy materials: 1%
- Items we buy have not had unanticipated cost increases: 6%
- 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: 40%
- We have absorbed all additional costs: 37%
- We have canceled orders: 8%
- 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: 518

- Projects were canceled, postponed, or scaled back due to increasing costs (53%)
- Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times (29%)
- Projects were canceled, postponed, or scaled back due to changes in demand/need (17%)
- There are more projects to bid on or projects have been expanded in scope (26%)
- None of the above (21%)

13. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 530

- We expect to add new employees (73%)
- We expect to terminate employees to reduce headcount (3%)
- We expect to furlough employees temporarily (3%)
- No net change (22%)
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 533

- 1-49 employees: 44%
- 50-249 employees: 41%
- 250-499 employees: 9%
- 500 or more employees: 6%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 533

- Under $10 million: 31%
- $10.1 million-$50 million: 39%
- $50.1 million-$500 million: 26%
- Over $500 million: 4%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 533

- Building construction: 64%
- Highway and transportation: 37%
- Utility infrastructure: 27%
- Federal and heavy: 32%
- Other: 11%
17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 533

- We always operate as a union contractor
- We primarily operate as a union contractor but not always
- We primarily operate as an open-shop contractor but not always
- We always operate as an open-shop contractor
- We do not self-perform or directly hire craft personnel

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%