2022 Workforce Survey Results

Over $500 Million

Total responses: 60, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 60

- Reduced headcount: 12%
- Increased headcount: 75%
- No change: 13%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses:  60 Salaried; 59 Craft

- More than 10: 59%
- 6-10: 47%
- 2-5: 33%
- 1: 18%
- 0: 10%
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 60 Salaried; 49 Craft

Among firms with open positions: We are having no difficulty filling any positions
- Salaried: 12%
- Craft: 9%

Among firms with open positions: We are having a hard time filling some or all positions
- Salaried: 88%
- Craft: 91%

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): 60

- Architects (9 firms): 67%
- BIM personnel (25 firms): 56%
- Engineers (30 firms): 70%
- Environmental compliance professionals (16 firms): 63%
- Estimating personnel (46 firms): 85%
- IT personnel (33 firms): 55%
- Lean construction professionals (16 firms): 75%
- Project managers/supervisors (54 firms): 93%
- Quality control personnel (40 firms): 70%
- Safety personnel (37 firms): 62%
- Software/database personnel (20 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: 49

<table>
<thead>
<tr>
<th>Position Type</th>
<th>Number of Firms</th>
<th>Difficulty (Responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayers</td>
<td>5</td>
<td>80%</td>
</tr>
<tr>
<td>Carpenters</td>
<td>36</td>
<td>75%</td>
</tr>
<tr>
<td>Cement masons</td>
<td>21</td>
<td>71%</td>
</tr>
<tr>
<td>Concrete workers</td>
<td>31</td>
<td>84%</td>
</tr>
<tr>
<td>Electricians</td>
<td>14</td>
<td>86%</td>
</tr>
<tr>
<td>Equipment operators-cranes, heavy equipment</td>
<td>29</td>
<td>69%</td>
</tr>
<tr>
<td>Glaziers</td>
<td>4</td>
<td>75%</td>
</tr>
<tr>
<td>Installers-drywall</td>
<td>8</td>
<td>88%</td>
</tr>
<tr>
<td>Installers-other</td>
<td>8</td>
<td>88%</td>
</tr>
<tr>
<td>Iron workers</td>
<td>10</td>
<td>100%</td>
</tr>
<tr>
<td>Laborers</td>
<td>39</td>
<td>64%</td>
</tr>
<tr>
<td>Mechanics</td>
<td>20</td>
<td>80%</td>
</tr>
<tr>
<td>Millwrights</td>
<td>8</td>
<td>88%</td>
</tr>
<tr>
<td>Painters</td>
<td>6</td>
<td>67%</td>
</tr>
<tr>
<td>Pipefitters/welders</td>
<td>8</td>
<td>100%</td>
</tr>
<tr>
<td>Pipelayers</td>
<td>9</td>
<td>89%</td>
</tr>
<tr>
<td>Plumbers</td>
<td>6</td>
<td>100%</td>
</tr>
<tr>
<td>Roofers</td>
<td>3</td>
<td>100%</td>
</tr>
<tr>
<td>Sheet metal workers</td>
<td>6</td>
<td>83%</td>
</tr>
<tr>
<td>Traffic control personnel</td>
<td>14</td>
<td>64%</td>
</tr>
<tr>
<td>Truck drivers</td>
<td>23</td>
<td>74%</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: 58

- Unemployment insurance supplements are keeping workers away: 6%
- Uncertainty over adequate childcare and schooling options for workers family’s: 77%
- Potential employees are worried about coronavirus exposure: 2%
- Potential employees report needing flexible work schedules/option for remote work (e.g., to stay home to care for a loved one): 23%
- Potential employees report difficulty acquiring reliable transportation to and from a jobsite: 11%
- Available candidates are not qualified to work in the industry (lack of skills, failure to pass a drug test, etc.): 77%
- Unsure: 6%

7. Has your firm added or increased use of the following to provide workers in the past 12 months? (Mark all that apply) Responses: 58

- Applied for employment-based visas (e.g., H-1B, H-2B): 16%
- Engaged with career-building program (e.g., high school, college, career & technical education): 72%
- Engaged with government workforce development or unemployment agency: 43%
- Executive and non-craft worker search firm or professional employer organization: 55%
- Staffing firm (craft): 33%
- Implemented software to distribute job postings and manage applicants: 36%
- Sub- or specialty contractors: 26%
- Unions: 21%
- Added online strategies (e.g., Instagram Live) to connect better with younger applicants: 59%
- No changes: 3%
- 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: 59

- Augmented/mixed/virtual reality training devices: 36%
- Increased use of learning program with strong online/video component (e.g., held classes using Zoom, Teams, etc.): 56%
- Lowered hiring standards (e.g., education, training, employment, arrest record, drug use or testing policy): 22%
- Raised hiring standards: 7%
- Initiated or increased spending on training and professional development: 69%
- Decreased or eliminated spending on training and professional development: 0%
- Overtime: 29%
- No changes: 14%

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 59

- Increased base pay rates: 83%
- Provided incentives/bonuses: 54%
- Increased our portion of benefit contributions and/or improved employee benefits: 20%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 15%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply)
Responses: 60

- Delays due to shortages of workers (ours or subcontractors’): 77%
- Delays due to longer lead times or shortages of materials: 85%
- Delivery delays: 75%
- Delays due to government (lack of approvals, inspectors, etc.): 38%
- Delays due to owner’s directive to halt or redesign project: 47%
- None: 3%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 59

- We do not buy materials: 3%
- Items we buy have not had unanticipated cost increases: 8%
- We have passed on some or all of our additional costs: 73%
- We have tried to pass on costs but have not succeeded so far: 36%
- We have absorbed all additional costs: 32%
- We have canceled orders: 5%
- We have changed suppliers or specifications: 49%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 60

- Projects were canceled, postponed, or scaled back due to increasing costs: 63%
- Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 35%
- Projects were canceled, postponed, or scaled back due to changes in demand/need: 27%
- There are more projects to bid on or projects have been expanded in scope: 40%
- None of the above: 10%

13. How do you expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 60

- We expect to add new employees: 85%
- We expect to terminate employees to reduce headcount: 5%
- We expect to furlough employees temporarily: 2%
- No net change: 10%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 60

- 1-49 employees: 2%
- 50-249 employees: 5%
- 250-499 employees: 12%
- 500 or more employees: 82%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 60

- $10 million or less: 0%
- $10.1 million-$50 million: 0%
- $50.1 million-$500 million: 0%
- Over $500 million: 100%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply). Responses: 60

- Building construction: 85%
- Highway and transportation: 32%
- Utility infrastructure: 27%
- Federal and heavy: 35%
- Other: 10%
17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

Responses: 59

- We always operate as a union contractor: 17%
- We primarily operate as a union contractor but not always: 12%
- We primarily operate as an open-shop contractor but not always: 17%
- We always operate as an open-shop contractor: 37%
- We do not self-perform or directly hire craft personnel: 17%