2022 Workforce Survey Results

Tennessee Results

Total responses: 27, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 26

- Reduced headcount: 35%
- Increased headcount: 46%
- No change: 19%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 27 Salaried; 27 Craft

- 0: 10% Craft; 41% Salaried
- 1: 5% Craft; 22% Salaried
- 2-5: 22% Craft; 30% Salaried
- 6-10: 43% Craft; 43% Salaried
- More than 10: 0% Craft; 10% Salaried
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 26 Salaried; 20 Craft

- We have open positions: 69% Salaried; 95% Craft
- Among firms with open positions: We are having no difficulty filling any positions: 6% Salaried; 11% Craft
- Among firms with open positions: We are having a hard time filling some or all positions: 94% Salaried; 9% Craft

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): 24

- Architects (2 firms): 100%
- BIM personnel (1 firm): 100%
- Engineers (2 firms): 0%
- Environmental compliance professionals (1 firm): 100%
- Estimating personnel (15 firms): 80%
- IT personnel (1 firm): 100%
- Lean construction professionals (2 firms): 50%
- Project managers/supervisors (15 firms): 93%
- Quality control personnel (5 firms): 80%
- Safety personnel (4 firms): 50%
- Software/database personnel (1 firm): 0%

Relative difficulty in filling salaried positions
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: 18

- Bricklayers (1 firm) 100%
- Carpenters (6 firms) 67%
- Cement masons (0 firms) 0%
- Concrete workers (2 firms) 50%
- Electricians (2 firms) 100%
- Equipment operators-cranes, heavy equipment (4 firms) 75%
- Glaziers (0 firms) 0%
- Installers-drywall (1 firm) 0%
- Installers-other (4 firms) 75%
- Iron workers (2 firms) 50%
- Laborers (15 firms) 80%
- Mechanics (3 firms) 67%
- Millwrights (0 firms) 0%
- Painters (4 firms) 100%
- Pipefitters/welders (2 firms) 100%
- Pipelayers (1 firm) 100%
- Plumbers (1 firm) 100%
- Roofers (1 firm) 100%
- Sheet metal workers (2 firms) 100%
- Traffic control personnel (1 firm) 0%
- Truck drivers (7 firms) 71%

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: 26

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unemployment insurance supplements are keeping workers away</td>
<td>21%</td>
</tr>
<tr>
<td>Uncertainty over adequate childcare and schooling options for workers family’s</td>
<td>21%</td>
</tr>
<tr>
<td>Potential employees are worried about coronavirus exposure</td>
<td>21%</td>
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<tr>
<td>Potential employees report needing flexible work schedules/option for remote work (e.g., to stay home to care for a loved one)</td>
<td>58%</td>
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<tr>
<td>Potential employees report difficulty acquiring reliable transportation to and from a jobsite</td>
<td>25%</td>
</tr>
<tr>
<td>Available candidates are not qualified to work in the industry (lack of skills, failure to pass a drug test, etc.)</td>
<td>7%</td>
</tr>
<tr>
<td>Unsure</td>
<td>26%</td>
</tr>
</tbody>
</table>

7. Has your firm added or increased use of the following to provide workers in the past 12 months? (Mark all that apply) Responses: 27

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied for employment-based visas (e.g., H-1B, H-2B)</td>
<td>7%</td>
</tr>
<tr>
<td>Engaged with career-building program (e.g., high school, college, career &amp; technical education)</td>
<td>37%</td>
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<tr>
<td>Engaged with government workforce development or unemployment agency</td>
<td>15%</td>
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<tr>
<td>Executive and non-craft worker search firm or professional employer organization</td>
<td>22%</td>
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<tr>
<td>Staffing firm (craft)</td>
<td>4%</td>
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<tr>
<td>Implemented software to distribute job postings and manage applicants</td>
<td>22%</td>
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<tr>
<td>Sub- or specialty contractors</td>
<td>33%</td>
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<tr>
<td>Unions</td>
<td>0%</td>
</tr>
<tr>
<td>Added online strategies (e.g., Instagram Live) to connect better with younger applicants</td>
<td>26%</td>
</tr>
<tr>
<td>No changes</td>
<td>22%</td>
</tr>
<tr>
<td>Have not tried to hire</td>
<td>0%</td>
</tr>
</tbody>
</table>
8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 26

- Augmented/mixed/virtual reality training devices: 0%
- Increased use of learning program with strong online/video component (e.g., held classes using Zoom, Teams, etc.): 12%
- Lowered hiring standards (e.g., education, training, employment, arrest record, drug use or testing policy): 27%
- Raised hiring standards: 8%
- Initiated or increased spending on training and professional development: 31%
- Decreased or eliminated spending on training and professional development: 0%
- Overtime: 38%
- 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 27

- Increased base pay rates: 85%
- Provided incentives/bonuses: 26%
- Increased our portion of benefit contributions and/or improved employee benefits: 30%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 11%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply)
Responses: 27

- Delays due to shortages of workers (ours or subcontractors')
  - 59%
- Delays due to longer lead times or shortages of materials
  - 85%
- Delivery delays
  - 63%
- Delays due to government (lack of approvals, inspectors, etc.)
  - 19%
- Delays due to owner’s directive to halt or redesign project
  - 19%
- None
  - 11%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply)
Responses: 27

- We do not buy materials
  - 11%
- 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
  - 19%
- We have absorbed all additional costs
  - 15%
- We have canceled orders
  - 15%
- 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: 27

- Projects were canceled, postponed, or scaled back due to increasing costs: 48%
- Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 41%
- Projects were canceled, postponed, or scaled back due to changes in demand/need: 15%
- There are more projects to bid on or projects have been expanded in scope: 37%
- None of the above: 22%

13. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 26

- We expect to add new employees: 92%
- We expect to terminate employees to reduce headcount: 8%
- We expect to furlough employees temporarily: 0%
- No net change: 8%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 27

- 1-49: 48%
- 50-249: 48%
- 250-499: 4%
- 500 or more: 0%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 27

- $10 million or less: 37%
- $10.1 million-$50 million: 48%
- $50.1 million-$500 million: 11%
- Over $500 million: 4%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 27

- Building construction: 78%
- Highway and transportation: 19%
- Utility infrastructure: 15%
- Federal and heavy: 19%
- Other: 19%
17. **When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?**  
**Responses: 27**

- **We always operate as a union contractor**: 0%
- **We primarily operate as a union contractor but not always**: 7%
- **We primarily operate as an open-shop contractor but not always**: 7%
- **We always operate as an open-shop contractor**: 63%
- **We do not self-perform or directly hire craft personnel**: 22%