2022 Workforce Survey Results

Virginia Results

Total responses: 28, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 28

   - Reduced headcount: 32%
   - Increased headcount: 54%
   - No change: 14%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 28 Salaried; 28 Craft

   - 0 positions: 39%
   - 1 position: 14%
   - 2-5 positions: 35%
   - 6-10 positions: 36%
   - More than 10 positions: 4%
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 27 Salaried; 23 Craft

- **We have open positions**
  - Craft: 59%
  - Salaried: 41%

- **Among firms with open positions: We are having no difficulty filling any positions**
  - Craft: 94%
  - Salaried: 6%

- **Among firms with open positions: We are having a hard time filling some or all positions**
  - Craft: 96%
  - Salaried: 4%

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): 28

- **Architects (1 firm)**
  - Relative difficulty in filling salaried positions: 0%

- **BIM personnel (4 firms)**
  - Relative difficulty in filling salaried positions: 13%

- **Engineers (5 firms)**
  - Relative difficulty in filling salaried positions: 14%

- **Environmental compliance professionals (1 firm)**
  - Relative difficulty in filling salaried positions: 0%

- **Estimating personnel (7 firms)**
  - Relative difficulty in filling salaried positions: 22%

- **IT personnel (1 firm)**
  - Relative difficulty in filling salaried positions: 5%

- **Lean construction professionals (2 firms)**
  - Relative difficulty in filling salaried positions: 5%

- **Project managers/supervisors (13 firms)**
  - Relative difficulty in filling salaried positions: 48%

- **Quality control personnel (4 firms)**
  - Relative difficulty in filling salaried positions: 9%

- **Safety personnel (5 firms)**
  - Relative difficulty in filling salaried positions: 9%

- **Software/database personnel (2 firms)**
  - Relative difficulty in filling salaried positions: 0%
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: 23

- Bricklayers (1 firm): 6%
- Carpenters (7 firms): 32%
- Concrete workers (1 firm): 6%
- Electricians (7 firms): 35%
- Equipment operators-cranes, heavy equipment (6 firms): 32%
- Glaziers (1 firm): 6%
- Installers-drywall (1 firm): 0%
- Installers-other (2 firms): 11%
- Iron workers (2 firms): 11%
- Laborers (11 firms): 50%
- Mechanics (3 firms): 35%
- Millwrights (3 firms): 11%
- Painters (0 firms): 0%
- Pipefitters/welders (6 firms): 25%
- Pipelayers (5 firms): 22%
- Plumbers (1 firm): 14%
- Roofers (0 firms): 6%
- Sheet metal workers (5 firms): 19%
- Traffic control personnel (0 firms): 0%
- Truck drivers (3 firms): 11%

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: 28

- 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: 28

- Applied for employment-based visas (e.g., H-1B, H-2B)
- Engaged with career-building program (e.g., high school, college, career & technical education)
- Engaged with government workforce development or unemployment agency
- Executive and non-craft worker search firm or professional employer organization
- Staffing firm (craft)
- Implemented software to distribute job postings and manage applicants
- Sub- or specialty contractors
- Unions
- Added online strategies (e.g., Instagram Live) to connect better with younger applicants
- No changes
- Have not tried to hire

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- 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)
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- unsure

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- engaged with career-building program (e.g., high school, college, career & technical education)
- engaged with government workforce development or unemployment agency
- executive and non-craft worker search firm or professional employer organization
- staffing firm (craft)
- implemented software to distribute job postings and manage applicants
- sub- or specialty contractors
- unions
- added online strategies (e.g., Instagram Live) to connect better with younger applicants
- no changes
- have not tried to hire
8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 28

- Augmented/mixed/virtual reality training devices: 4%
- Increased use of learning program with strong online/video component (e.g., held classes using Zoom, Teams, etc.): 21%
- Lowered hiring standards (e.g., education, training, employment, arrest record, drug use or testing policy): 25%
- Raised hiring standards: 0%
- Initiated or increased spending on training and professional development: 36%
- Decreased or eliminated spending on training and professional development: 4%
- Overtime: 29%
- No changes: 29%

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 28

- Increased base pay rates: 82%
- Provided incentives/bonuses: 43%
- Increased our portion of benefit contributions and/or improved employee benefits: 25%
- Reduced base pay rates: 0%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 4%
- No change: 18%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply)
Responses: 28

- Delays due to shortages of workers (ours or subcontractors')
  - 64%
- Delays due to longer lead times or shortages of materials
  - 82%
- Delivery delays
  - 64%
- Delays due to government (lack of approvals, inspectors, etc.)
  - 21%
- Delays due to owner’s directive to halt or redesign project
  - 36%
- None
  - 4%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 28

- We do not buy materials
  - 0%
- Items we buy have not had unanticipated cost increases
  - 14%
- We have passed on some or all of our additional costs
  - 75%
- We have tried to pass on costs but have not succeeded so far
  - 46%
- We have absorbed all additional costs
  - 32%
- We have canceled orders
  - 0%
- We have changed suppliers or specifications
  - 50%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 21

- Projects were canceled, postponed, or scaled back due to increasing costs: 56%
- Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 37%
- Projects were canceled, postponed, or scaled back due to changes in demand/need: 11%
- There are more projects to bid on or projects have been expanded in scope: 15%
- None of the above: 26%

13. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 27

- We expect to add new employees: 67%
- We expect to terminate employees to reduce headcount: 4%
- We expect to furlough employees temporarily: 4%
- No net change: 26%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 28

- 1-49: 50%
- 50-249: 29%
- 250-499: 14%
- 500 or more: 7%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 28

- $10 million or less: 29%
- $10.1 million-$50 million: 50%
- $50.1 million-$500 million: 18%
- Over $500 million: 4%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply)
Responses: 28

- Building construction: 86%
- Highway and transportation: 7%
- Utility infrastructure: 18%
- Federal and heavy: 21%
- Other: 7%
17. **When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?**

Responses: 28

- **We always operate as a union contractor**: 71%
- **We primarily operate as a union contractor but not always**: 4%
- **We primarily operate as an open-shop contractor but not always**: 7%
- **We always operate as an open-shop contractor**: 18%
- **We do not self-perform or directly hire craft personnel**: 0%

Total respondents: 28