2022 Workforce Survey Results

West Results

Total responses: 279, but number varies by question.

1. By what percentage has your firm’s headcount changed in the past 12 months? Responses: 279

- Reduced headcount: 31%
- Increased headcount: 48%
- No change: 21%

2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 279 Salaried; 279 Craft

- 0 positions: 34% Salaried; 16% Craft
- 1 position: 15% Salaried; 6% Craft
- 2-5 positions: 40% Salaried; 30% Craft
- 6-10 positions: 19% Salaried; 4% Craft
- More than 10 positions: 29% Salaried; 8% Craft
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 274 Salaried; 239 Craft

Among firms with open positions: We are having no difficulty filling any positions
- Craft: 7%
- Salaried: 93%

Among firms with open positions: We are having a hard time filling some or all positions
- Craft: 12%
- Salaried: 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): 262

- Architects (11 firms): 73%
- BIM personnel (30 firms): 77%
- Engineers (73 firms): 77%
- Environmental compliance professionals (31 firms): 74%
- Estimating personnel (151 firms): 79%
- IT personnel (41 firms): 56%
- Lean construction professionals (34 firms): 88%
- Project managers/supervisors (185 firms): 89%
- Quality control personnel (81 firms): 81%
- Safety personnel (89 firms): 56%
- Software/database personnel (27 firms): 56%

Among firms with open positions: We are having no difficulty filling any positions
- Relative difficulty in filling salaried positions
- Craft: 0%
- Salaried: 100%
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: 244

- Bricklayers (15 firms): 80%
- Carpenters (110 firms): 84%
- Cement masons (47 firms): 89%
- Concrete workers (96 firms): 86%
- Electricians (31 firms): 77%
- Equipment operators-cranes, heavy equipment (114 firms): 82%
- Glaziers (8 firms): 75%
- Installers-drywall (22 firms): 77%
- Installers-other (22 firms): 91%
- Iron workers (31 firms): 90%
- Laborers (180 firms): 75%
- Mechanics (71 firms): 92%
- Millwrights (11 firms): 91%
- Painters (25 firms): 80%
- Pipefitters/welders (33 firms): 91%
- Pipelayers (30 firms): 93%
- Plumbers (20 firms): 85%
- Roofers (12 firms): 75%
- Sheet metal workers (19 firms): 84%
- Traffic control personnel (35 firms): 80%
- Truck drivers (94 firms): 89%

*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: 270

- 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: 276

- 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
8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 271

- Augmented/mixed/virtual reality training devices: 20%
- Increased use of learning program with strong online/video component: 31%
- Lowered hiring standards: 37%
- Raised hiring standards: 7%
- Initiated or increased spending on training and professional development: 47%
- Decreased or eliminated spending on training and professional development: 1%
- Overtime: 29%
- No changes: 25%

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 278

- Increased base pay rates: 88%
- Provided incentives/bonuses: 45%
- Increased our portion of benefit contributions and/or improved employee benefits: 25%
- Reduced base pay rates: 1%
- Reduced our portion of benefit contributions and/or scaled back employee benefits: 0%
- No change: 8%
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses: 278

- Delays due to owner’s directive to halt or redesign project: 38%
- Delays due to government (lack of approvals, inspectors, etc.): 48%
- Delivery delays: 66%
- Delays due to longer lead times or shortages of materials: 85%
- Delays due to shortages of workers (ours or subcontractors’): 69%
- None: 5%

11. How have rising material costs affected your firm’s projects, if at all? (Mark all that apply) Responses: 275

- We do not buy materials: 3%
- Items we buy have not had unanticipated cost increases: 9%
- We have passed on some or all of our additional costs: 67%
- We have tried to pass on costs but have not succeeded so far: 41%
- We have absorbed all additional costs: 35%
- We have canceled orders: 11%
- We have changed suppliers or specifications: 35%
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 273

- Projects were canceled, postponed, or scaled back due to increasing costs: 60%
- Projects were canceled, postponed, or scaled back due to lengthening or uncertain completion times: 30%
- Projects were canceled, postponed, or scaled back due to changes in demand/need: 26%
- There are more projects to bid on or projects have been expanded in scope: 27%
- None of the above: 18%

13. How do you expect your firm’s headcount to change in the next 12 months? (Mark all that apply). Responses: 277

- We expect to add new employees: 69%
- We expect to terminate employees to reduce headcount: 3%
- We expect to furlough employees temporarily: 6%
- No net change: 24%
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 279

- 1-49 employees: 42%
- 50-249 employees: 40%
- 250-499 employees: 8%
- 500 or more employees: 10%

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 279

- $10 million or less: 36%
- $10.1 million-$50 million: 32%
- $50.1 million-$500 million: 28%
- Over $500 million: 5%

16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 279

- Building construction: 64%
- Highway and transportation: 41%
- Utility infrastructure: 29%
- Federal and heavy: 38%
- Other: 14%
17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 272

- We always operate as a union contractor: 24%
- We primarily operate as a union contractor but not always: 5%
- We primarily operate as an open-shop contractor but not always: 7%
- We always operate as an open-shop contractor: 53%
- We do not self-perform or directly hire craft personnel: 11%