



AGC
THE CONSTRUCTION
ASSOCIATION

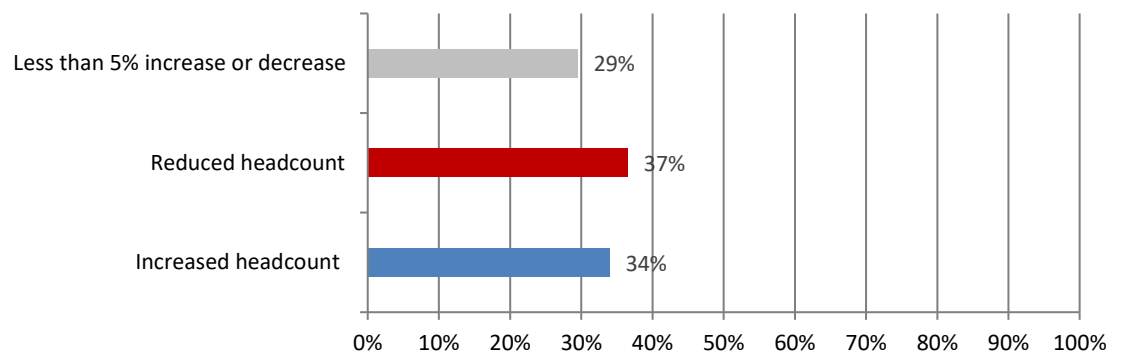
NCCER
National Center for Construction
Education and Research

2026 Workforce Survey Results

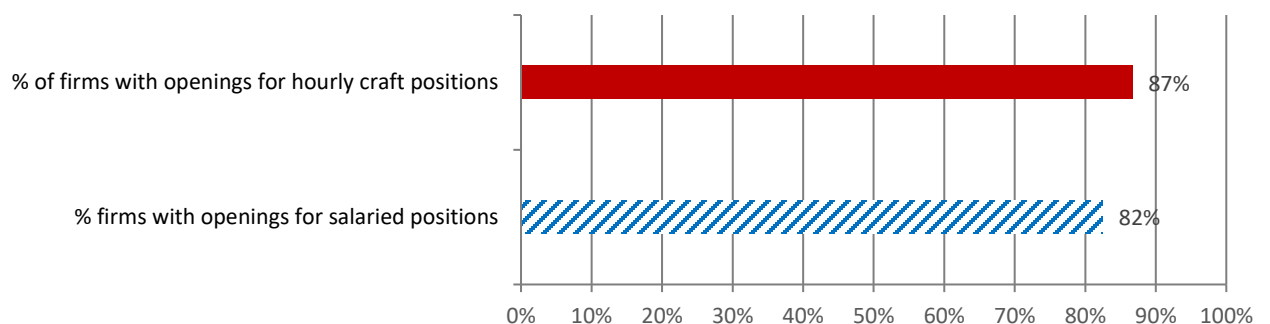
National Results

Total responses: 1,830

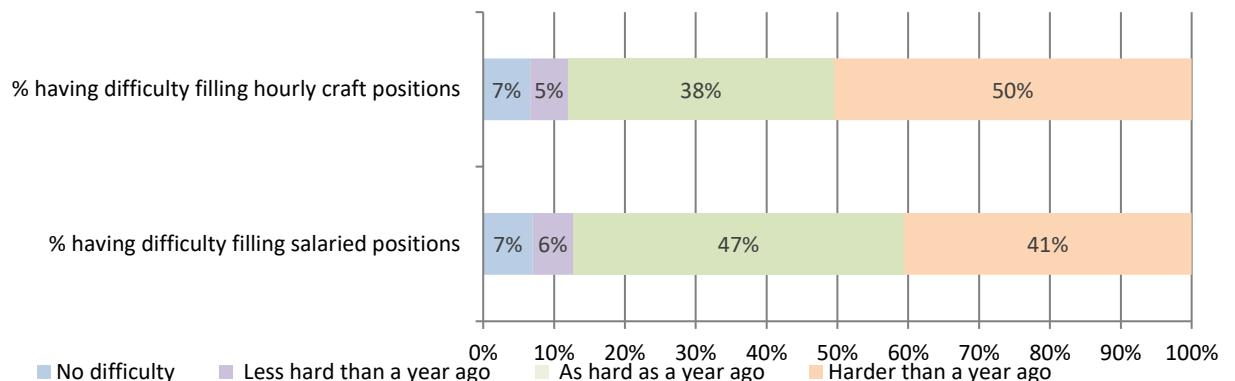
1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 1,825



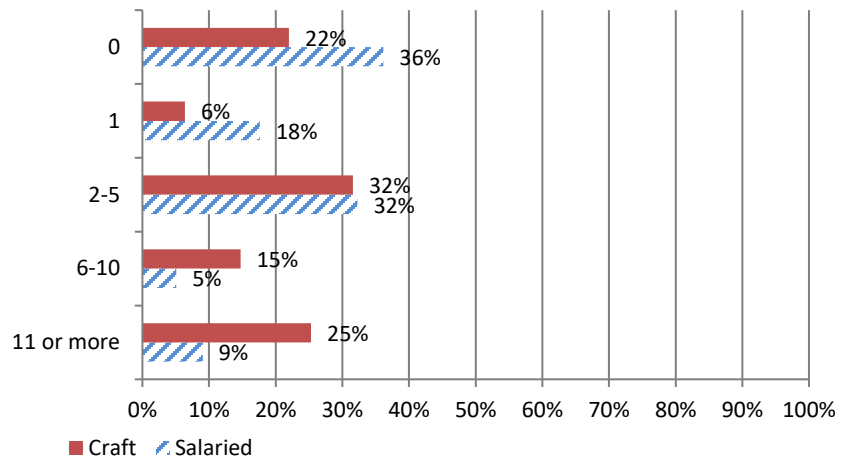
2. Do you currently have an open hourly craft or salaried position? Responses: 1,004 Salaried; 974 Craft



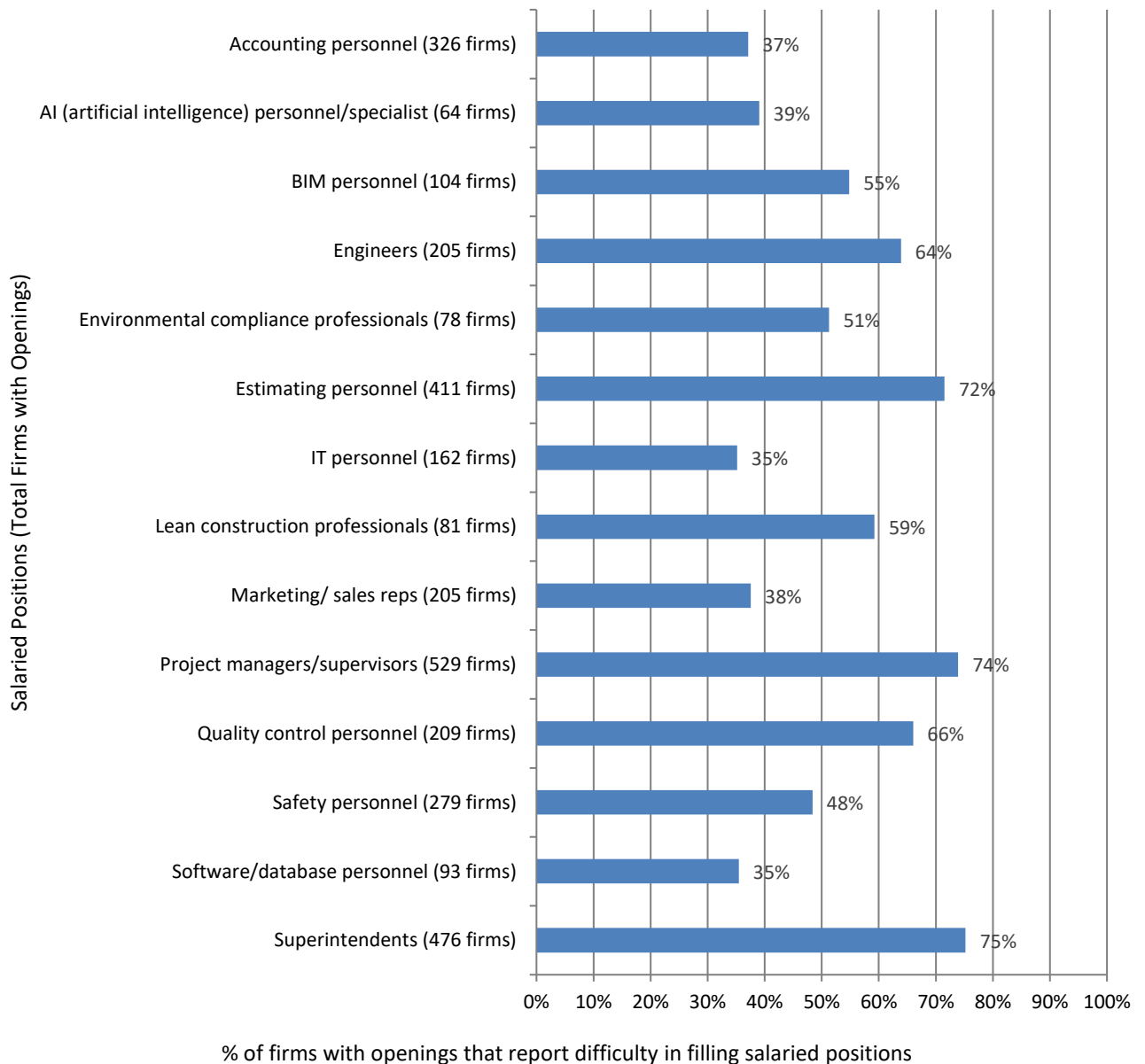
3. Describe your difficulty in filling open positions: Responses: 1,004 Salaried; 974 Craft



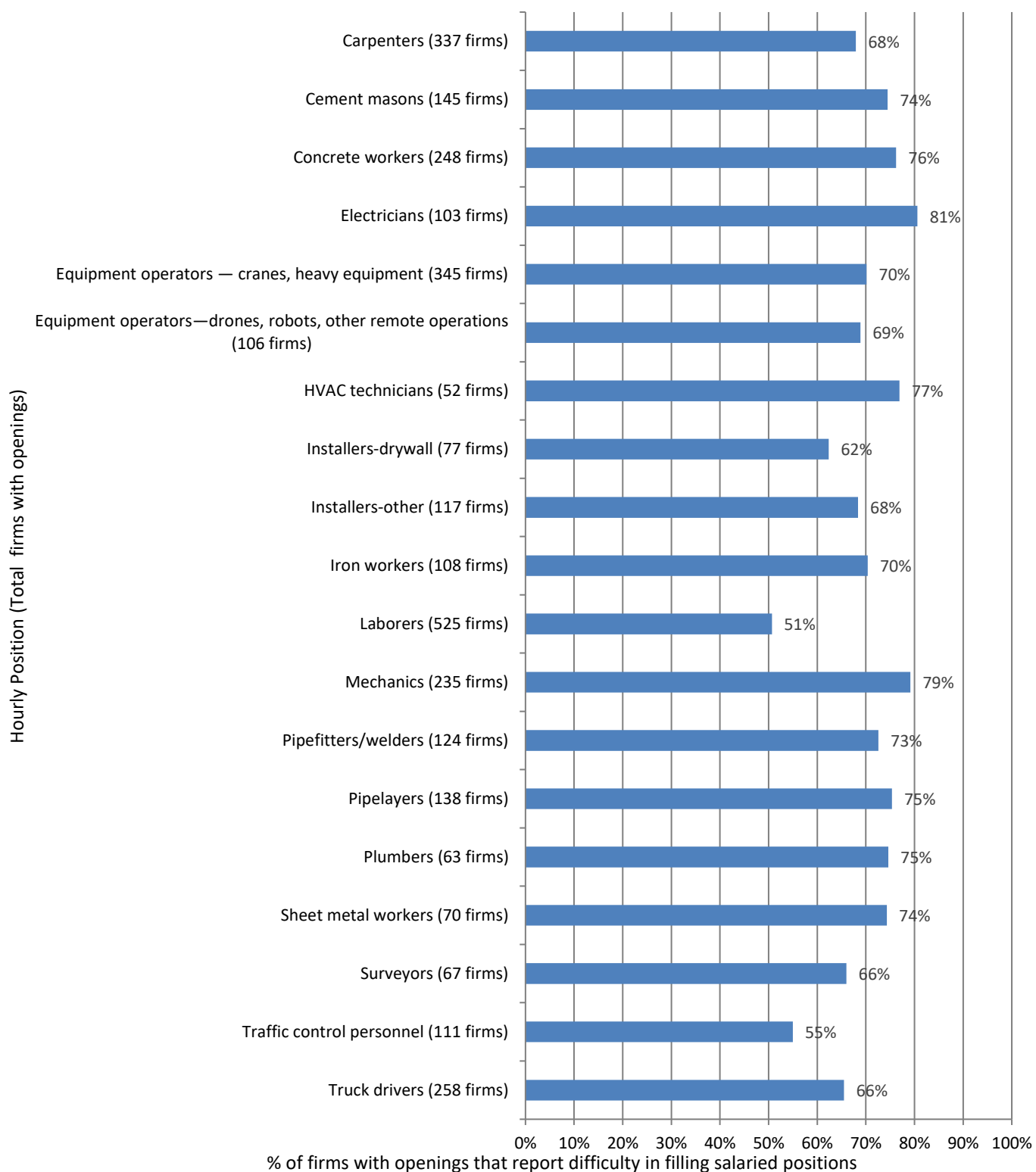
4. How many unfilled hourly craft or salaried positions did you have on June 30, 2026? Responses: 1,006 Salaried; 1,003 Craft



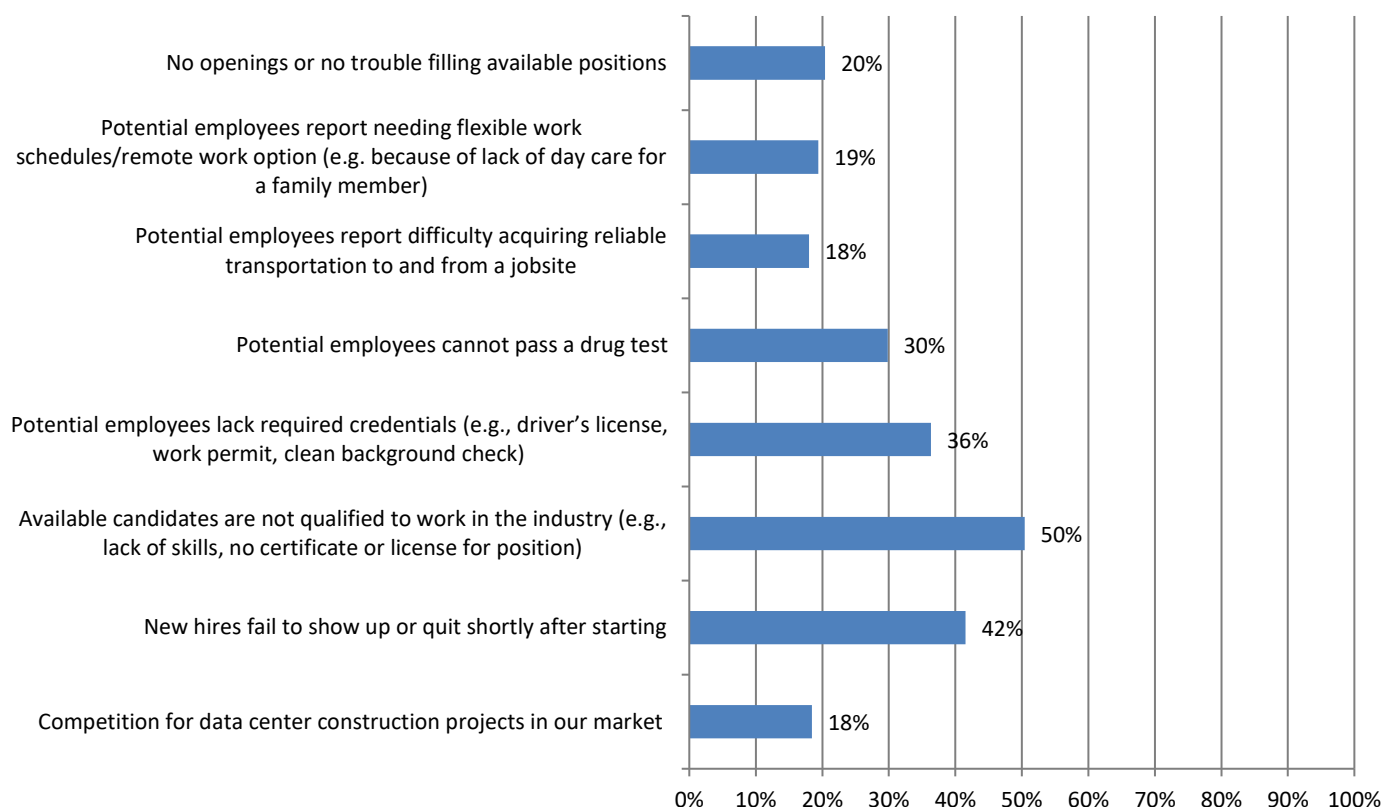
5. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply) Responses: 990



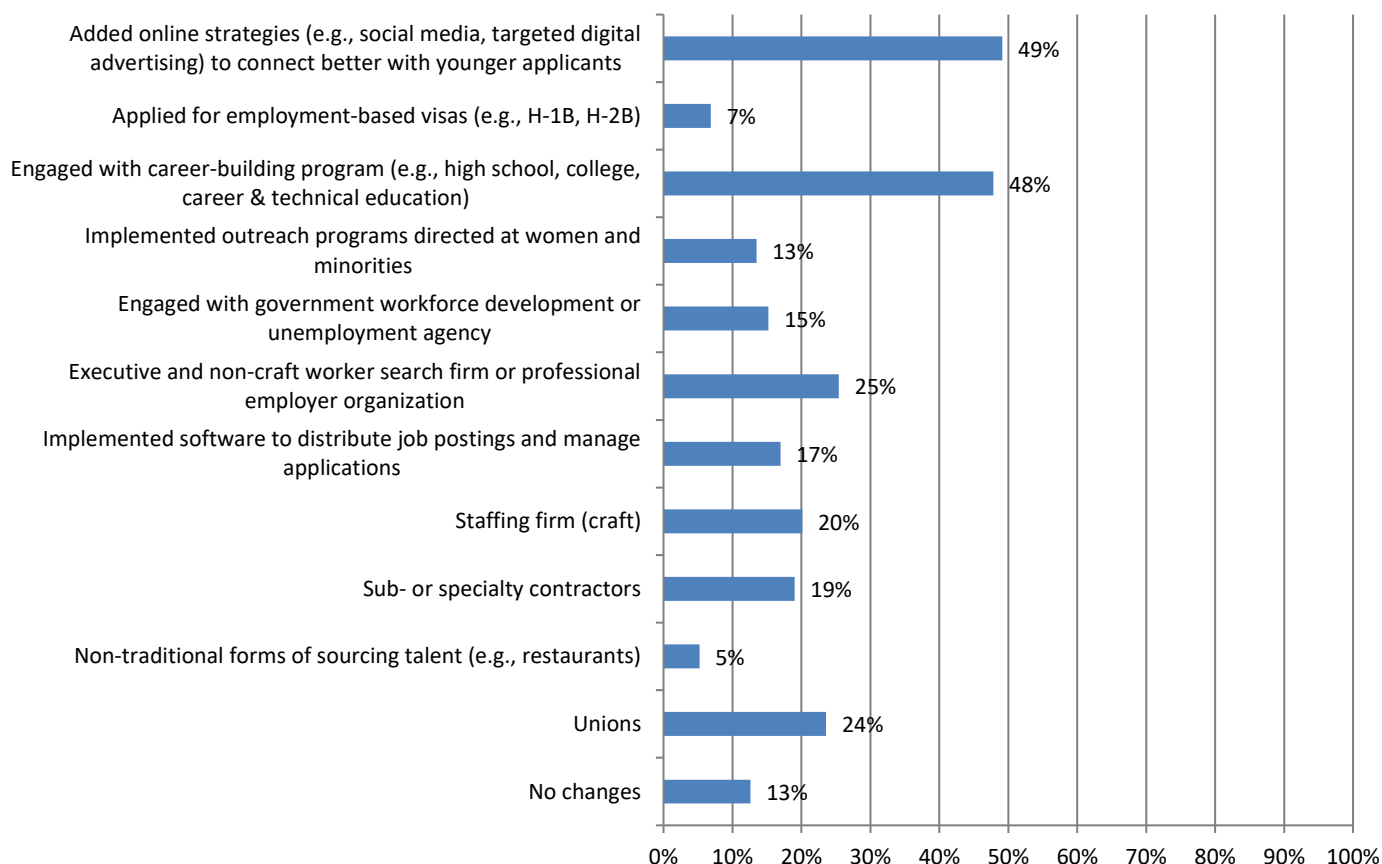
6. If your firm is having trouble filling **hourly craft** positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 960



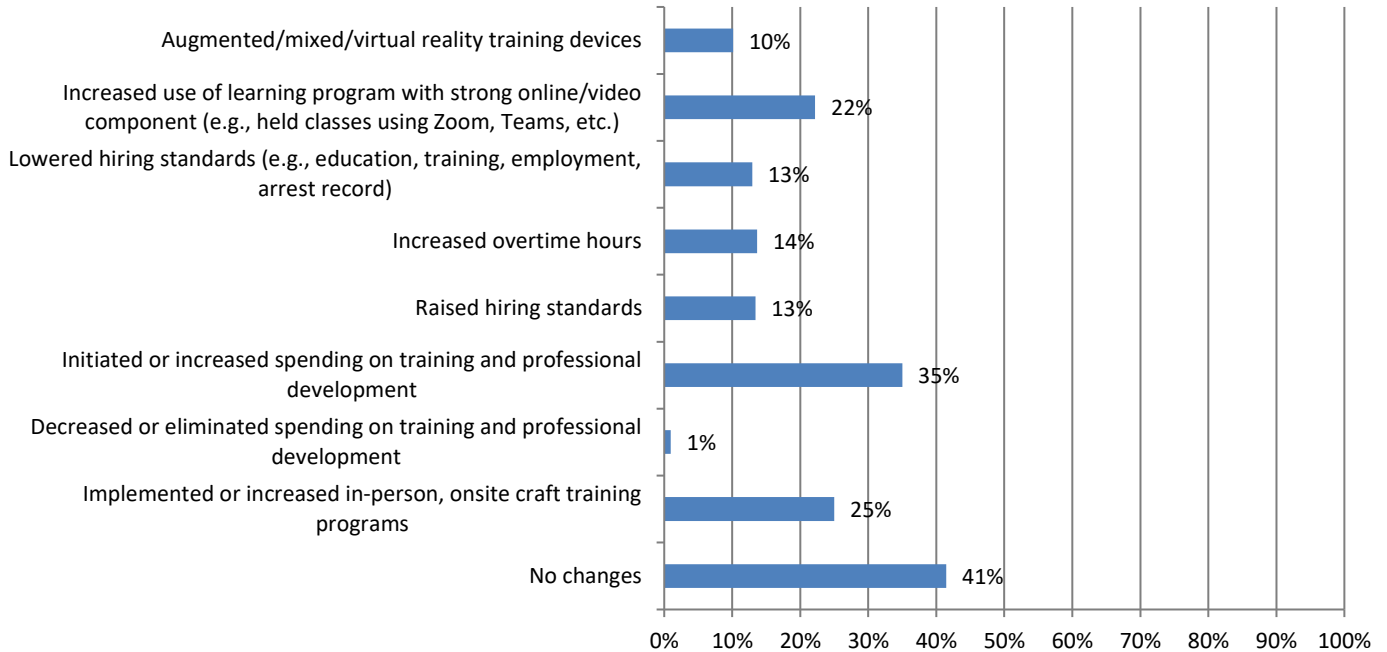
7. If you are having trouble filling positions, what are the reason(s)? (Mark all that apply) Responses: 922



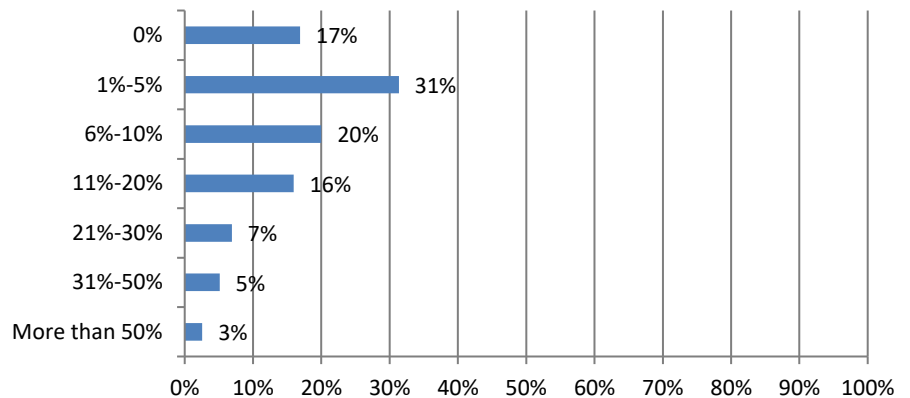
8. Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all that apply) Responses: 920



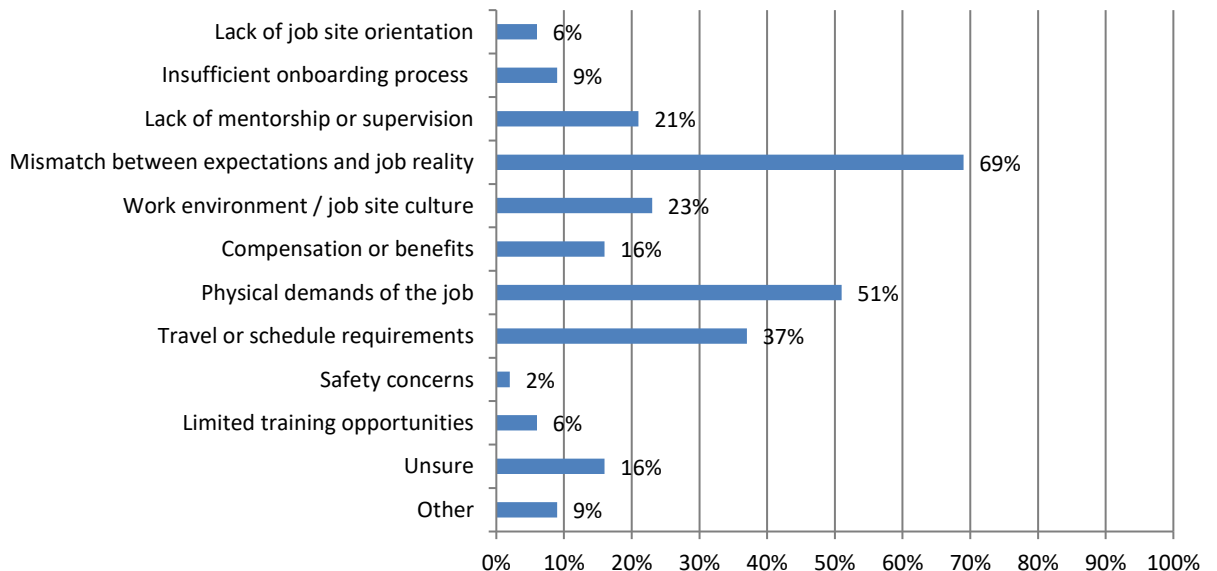
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 820



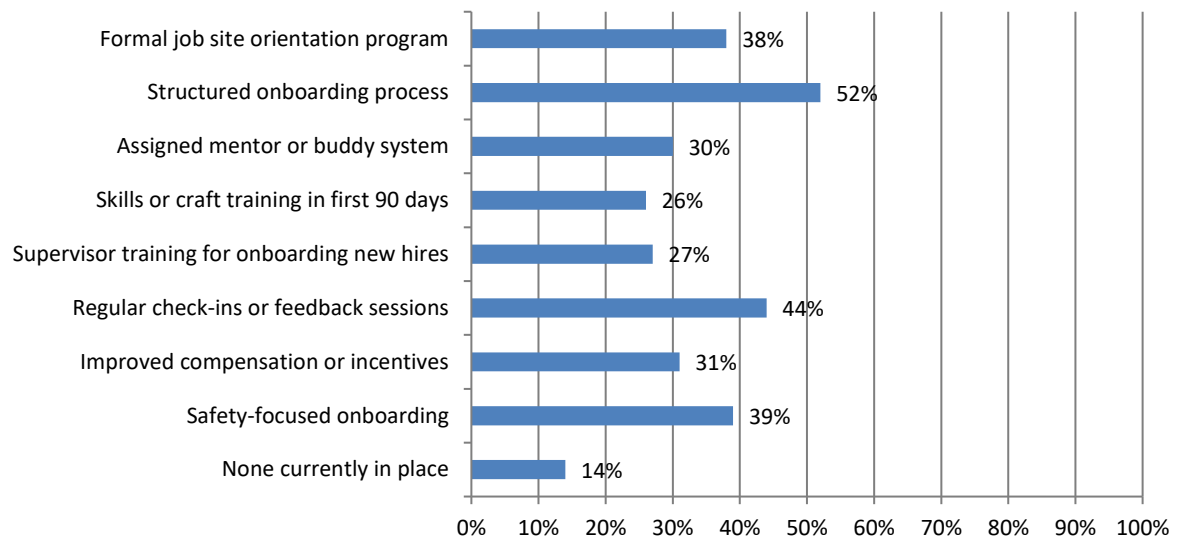
10. Over the past 12 months, what was your turnover rate for new field employees during their first 90 days? Responses: 813



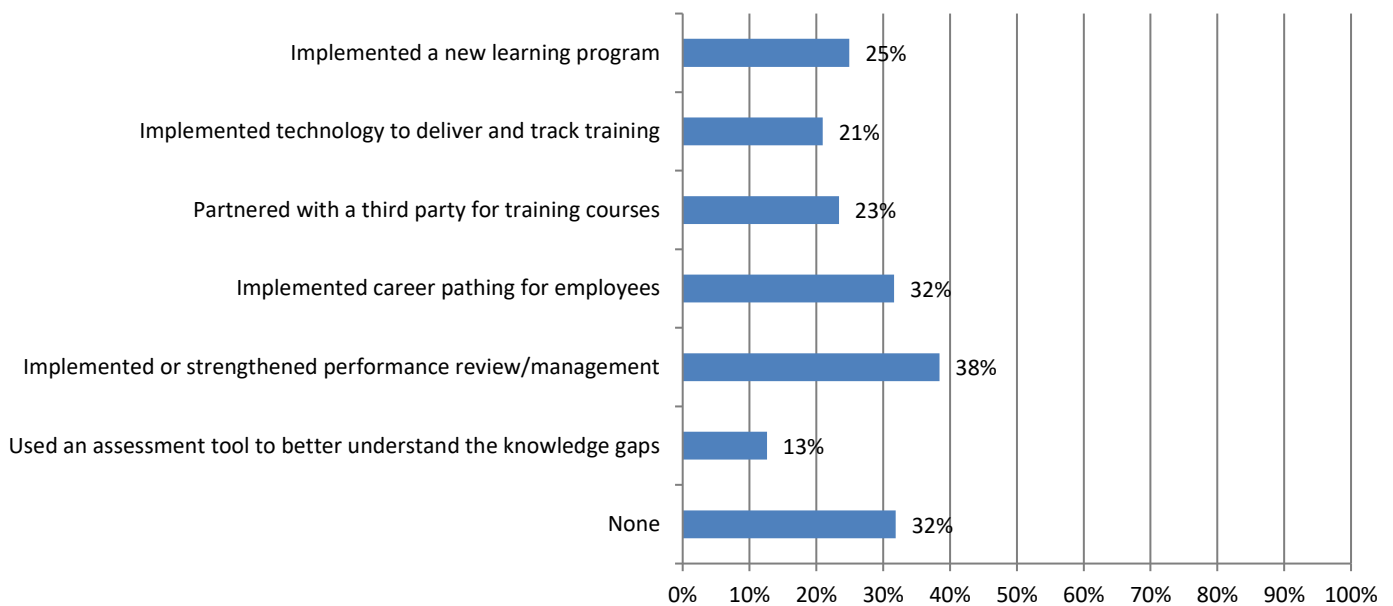
11. What do you believe are the primary reasons new field employees leave within the first 90 days? Responses: 801



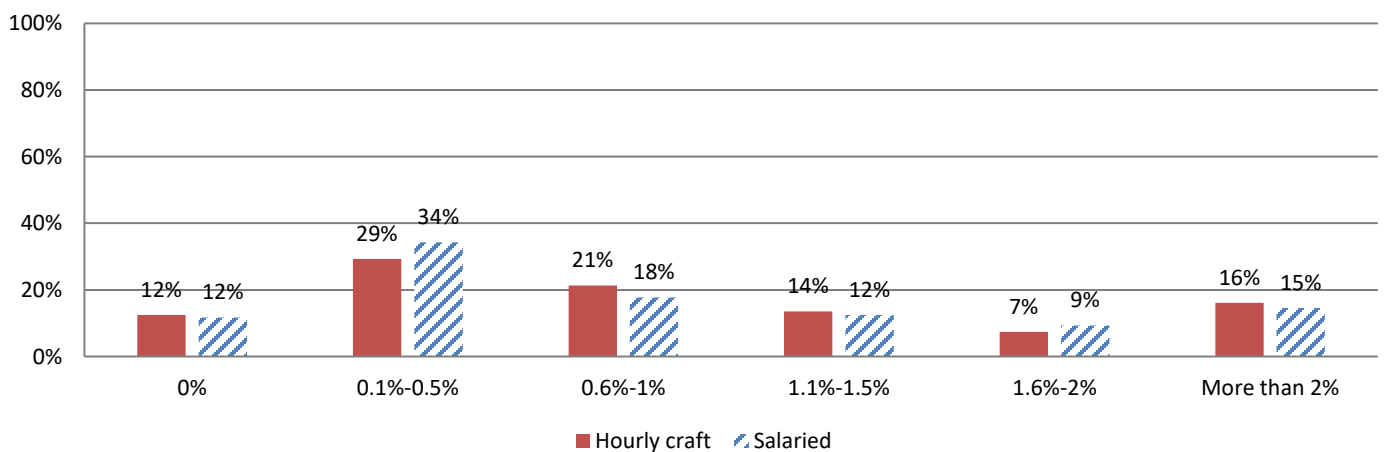
12. What strategies are you currently using to improve retention of new field employees during the first 90 days? Responses: 800



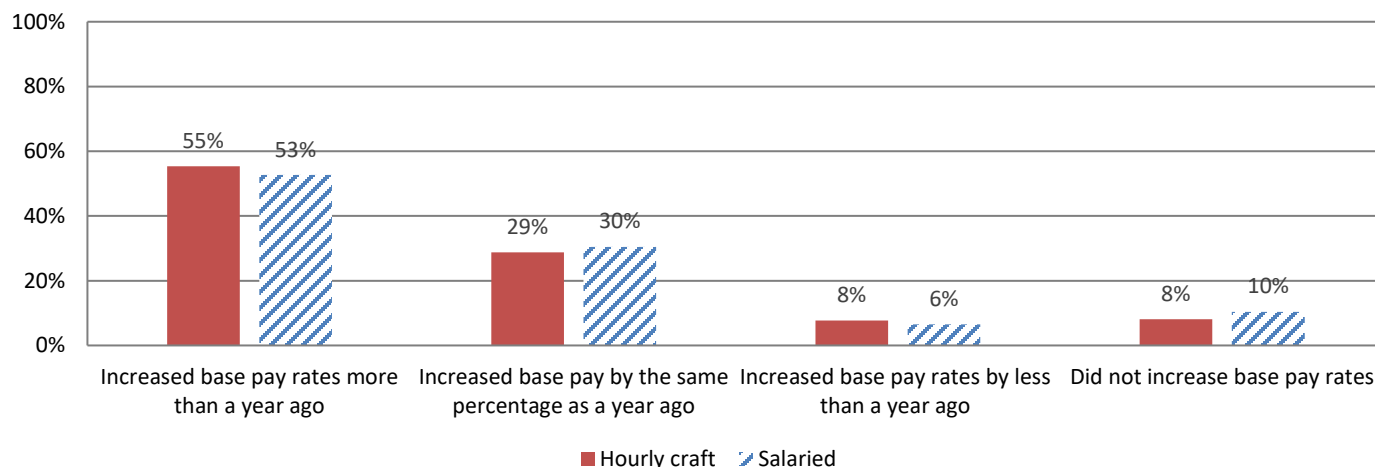
13. What techniques, if any, have you implemented to upskill employees? (Mark all that apply) Responses: 778



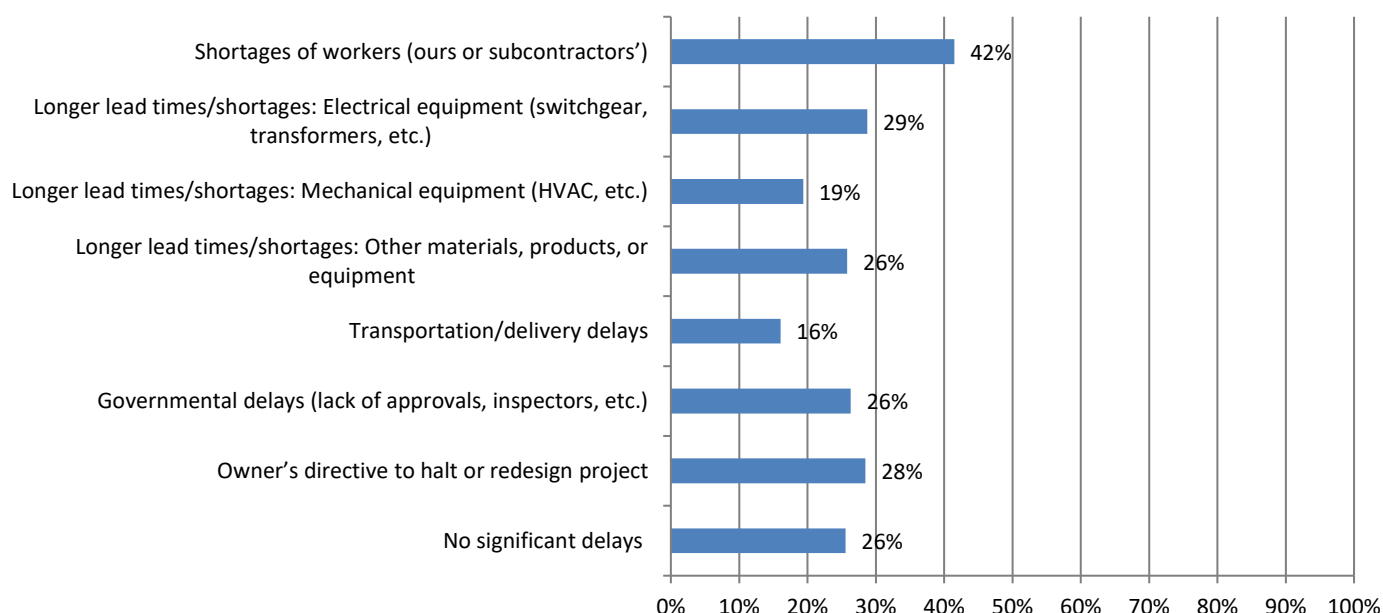
14 What percentage of revenue did you spend on hourly craft and/or salaried personnel training during the past 12 months? Responses: 659 Salaried; 708 Hourly Craft



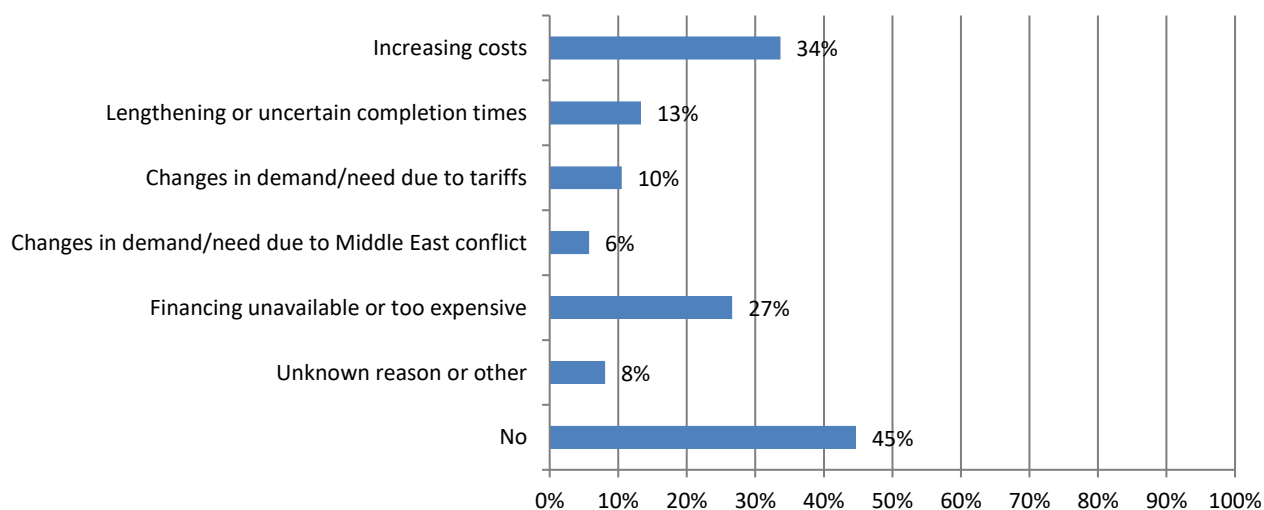
15 Has your firm adjusted pay and/or benefits for hourly craft, salaried personnel or both in the past 12 months? (Mark all that apply) Responses: 663 Salaried, 751 Hourly Craft



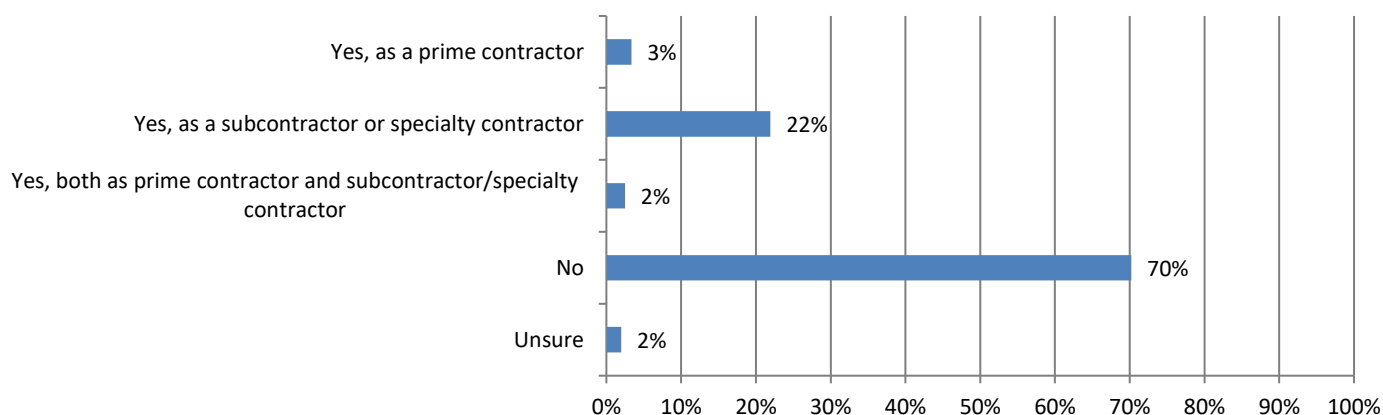
16 Is your firm experiencing project delays due to any of the following? (Mark all that apply) Responses: 790



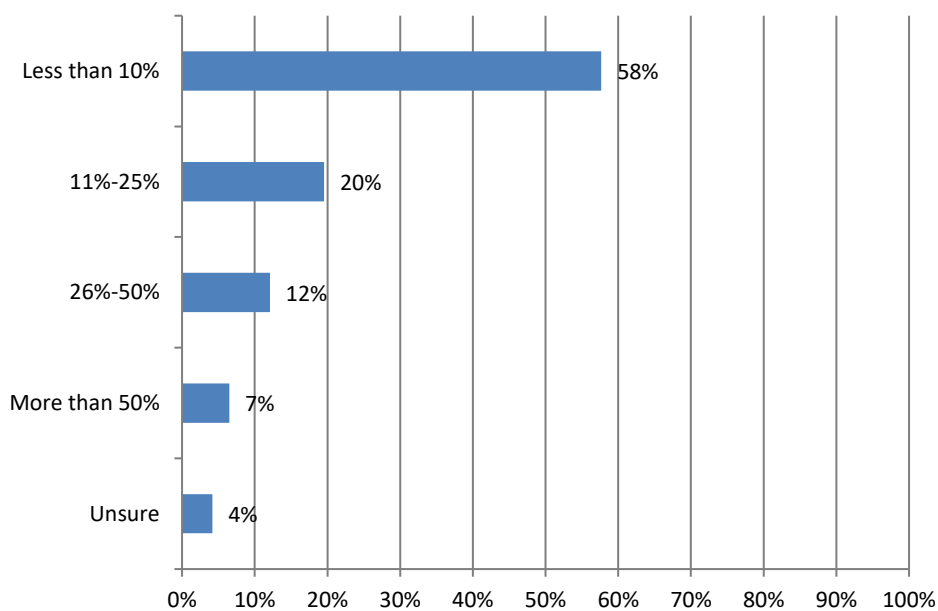
17 In the past six months, did you have projects canceled, postponed, or scaled back for any of the reasons below? (Mark all that apply) Responses: 781



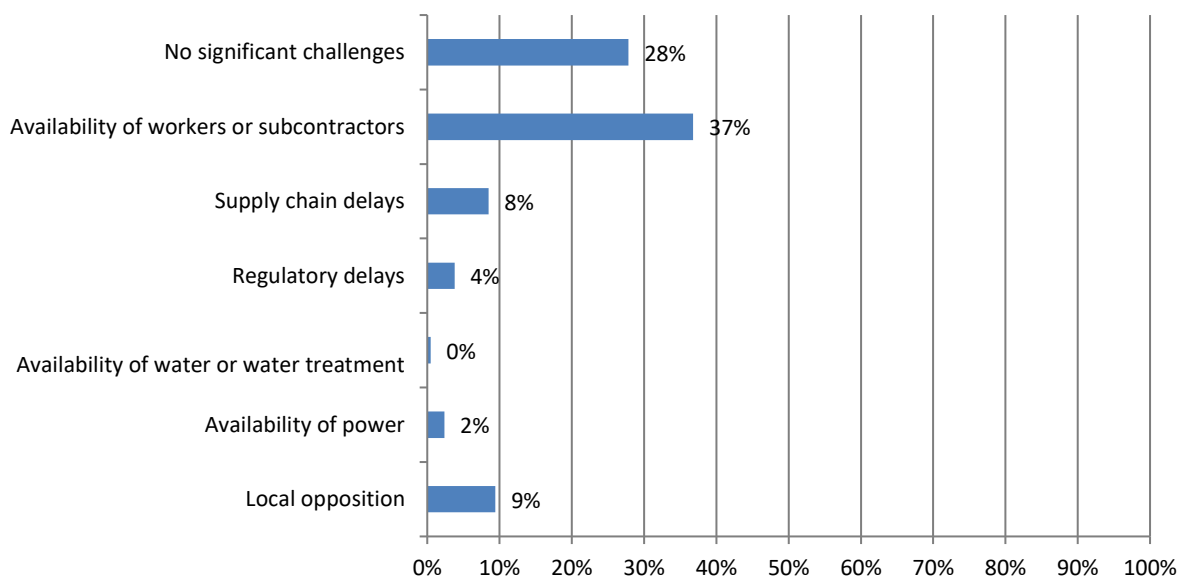
18 Has your firm performed construction work on a data center project during the past 12 months? Responses: 802



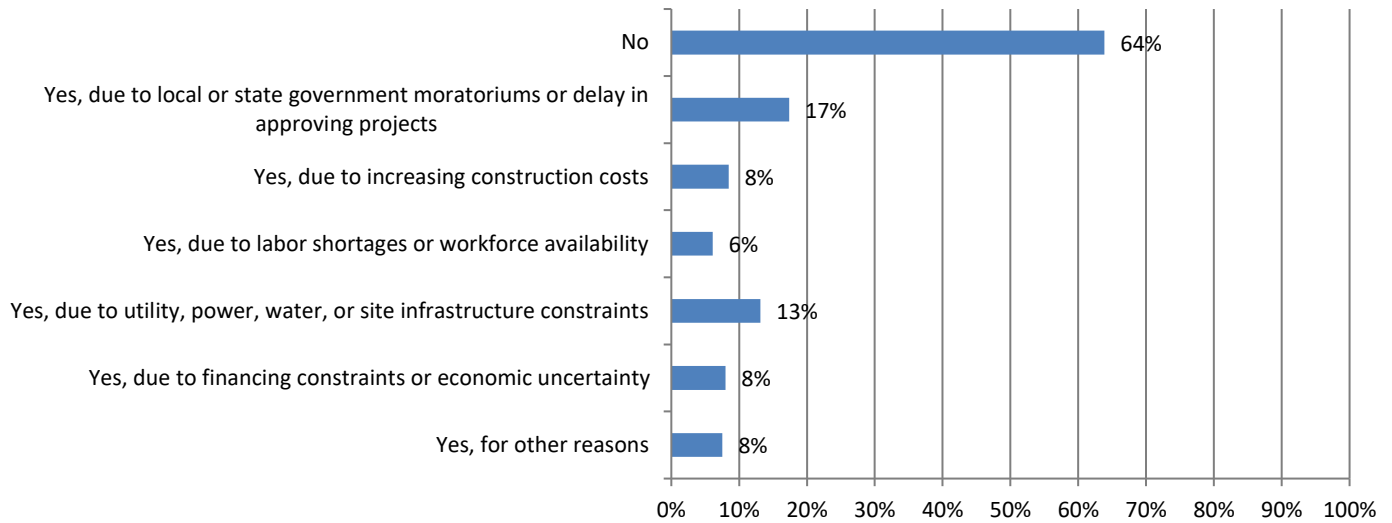
19 Approximately what share of your firm's construction workforce was hired for a data center project during the past 12 months? Responses: 215



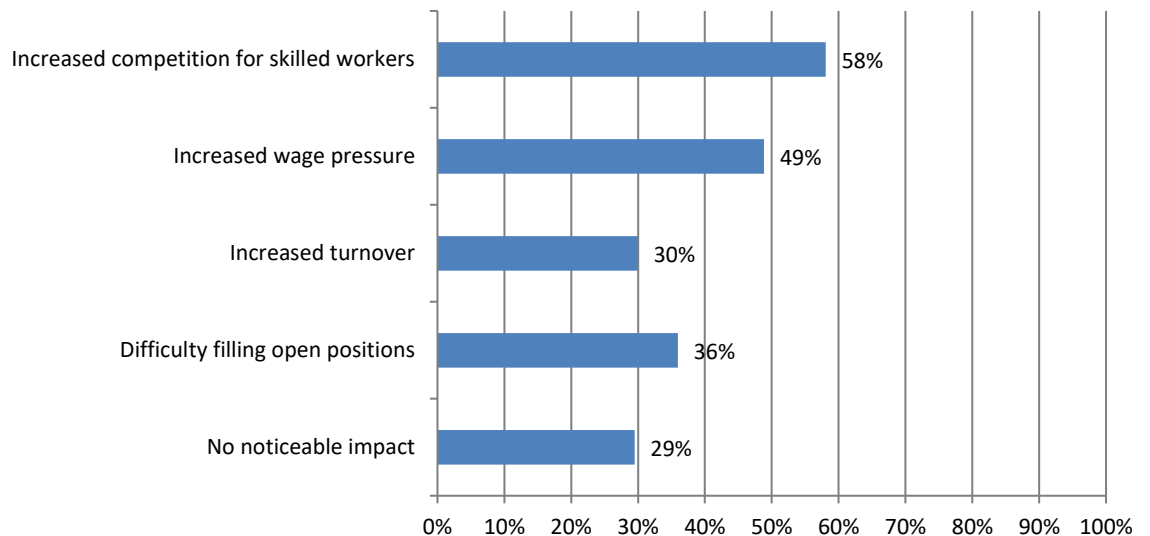
20 What is the biggest challenge your firm faces in pursuing or delivering data center projects? Responses: 212



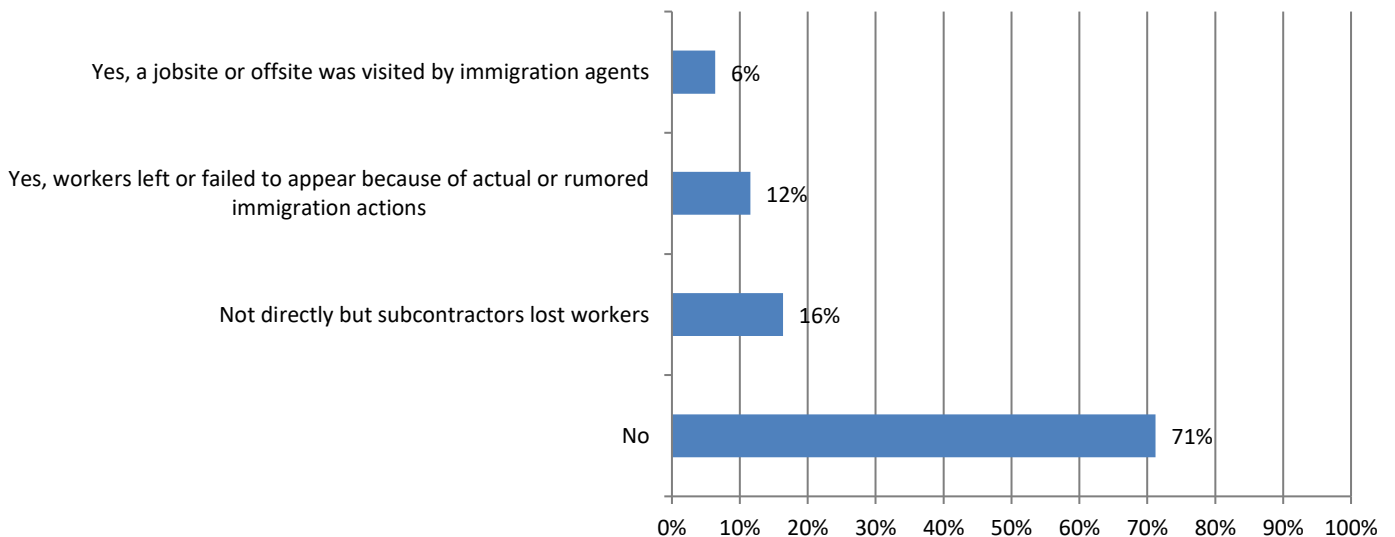
21 In the past six months, has your firm had any data center projects canceled, postponed, scaled back, or delayed? Responses: 213



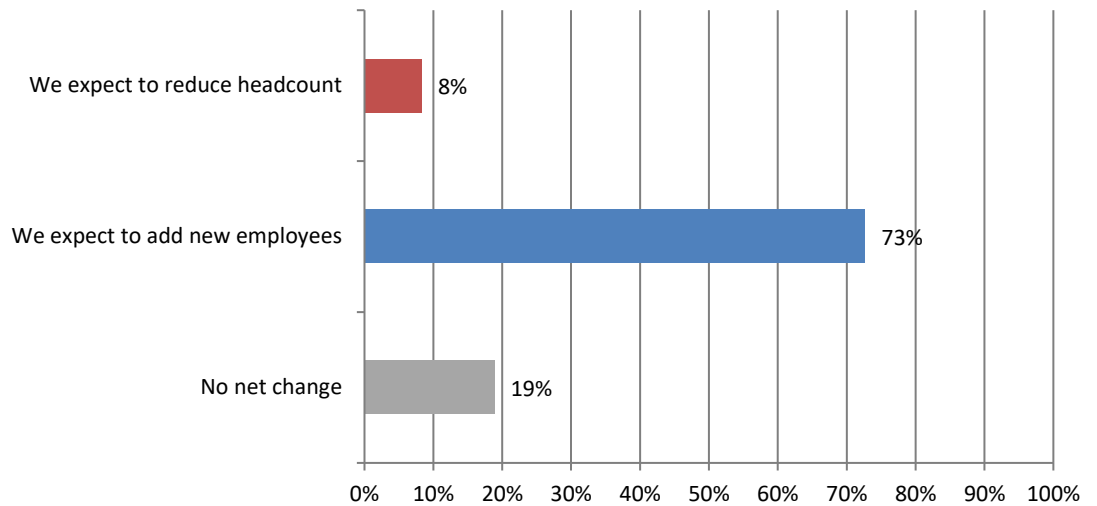
22 In what ways have data center projects affected your workforce? Responses: 217



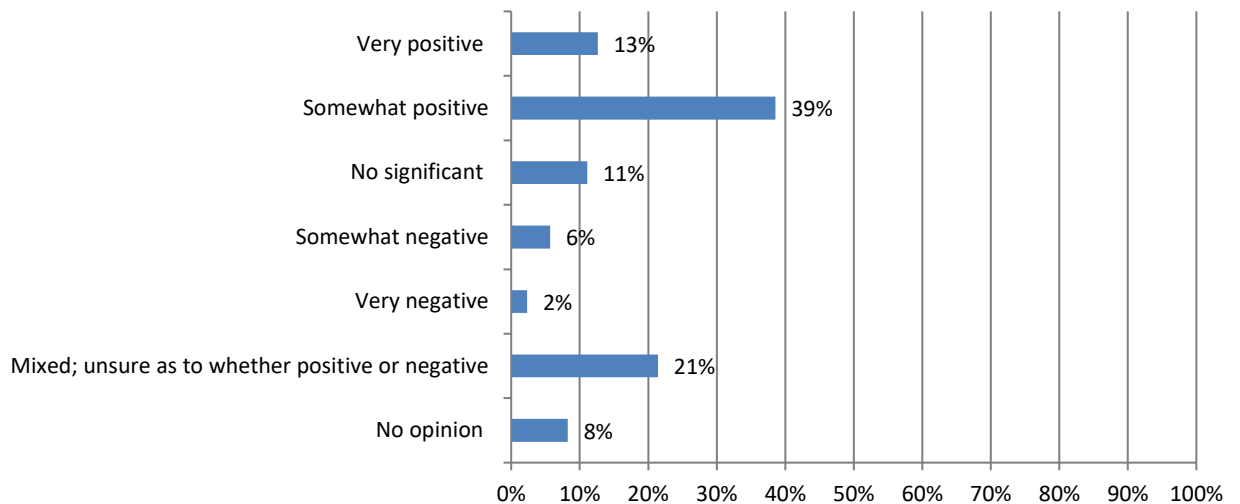
23 Has your firm been affected by immigration enforcement actions in the past six months? Responses: 771



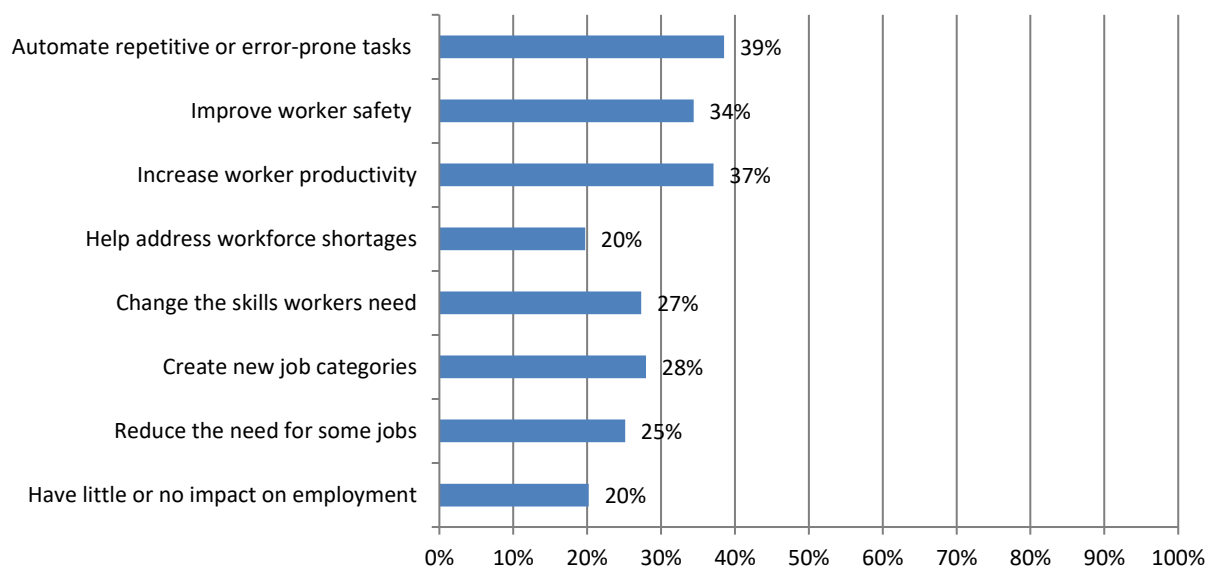
24 How do you expect your firm's headcount to change in the next 12 months? Responses: 682



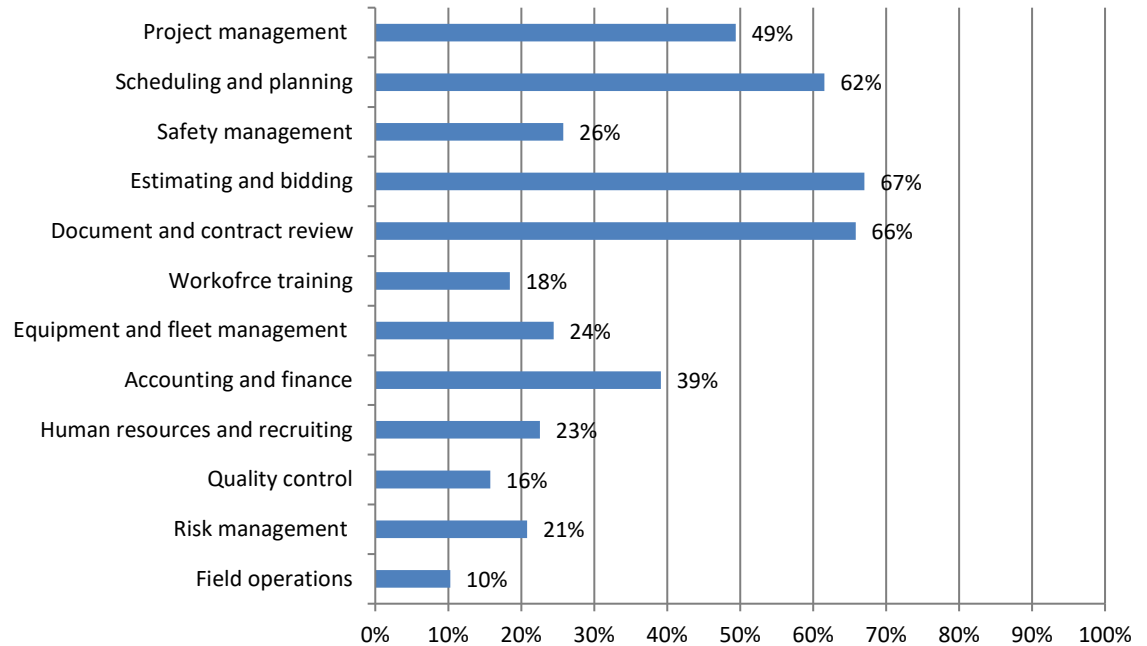
25 What impact do you expect AI and robotics to have on the construction industry over the next five years? Responses: 775



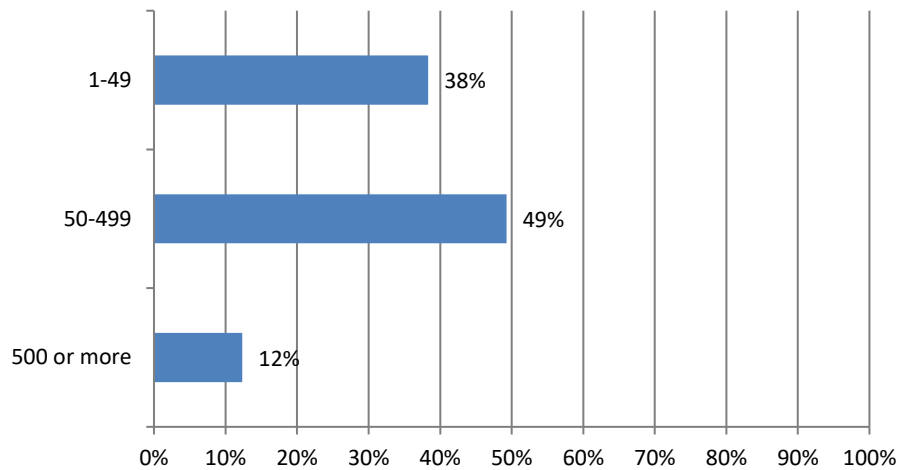
26 Regarding construction employment over the next five years, which outcomes do you expect AI and robotics to create? Responses: 776



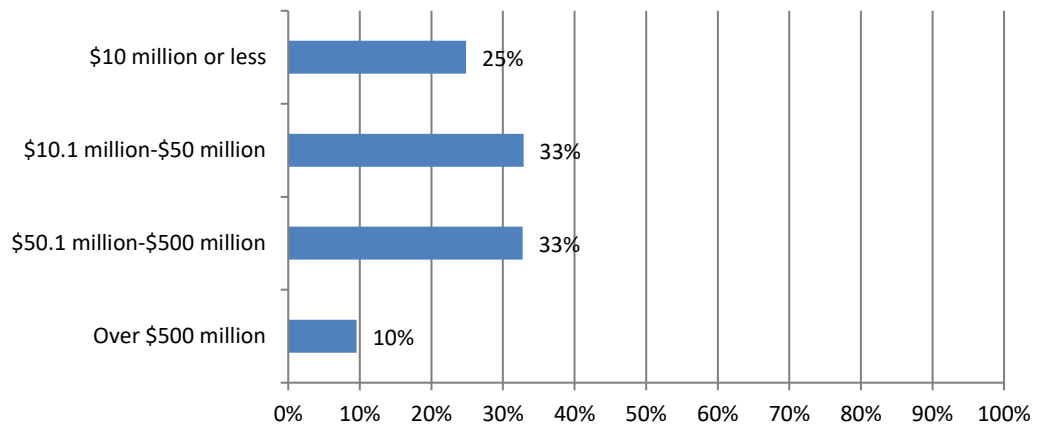
27 Which of the following areas do you believe AI will have the greatest impact on your company within the next five years? Selected up to 3 Responses: 749



28 How many total employees did your firm employ at all of its locations as of June 30, 2026? Responses: 785

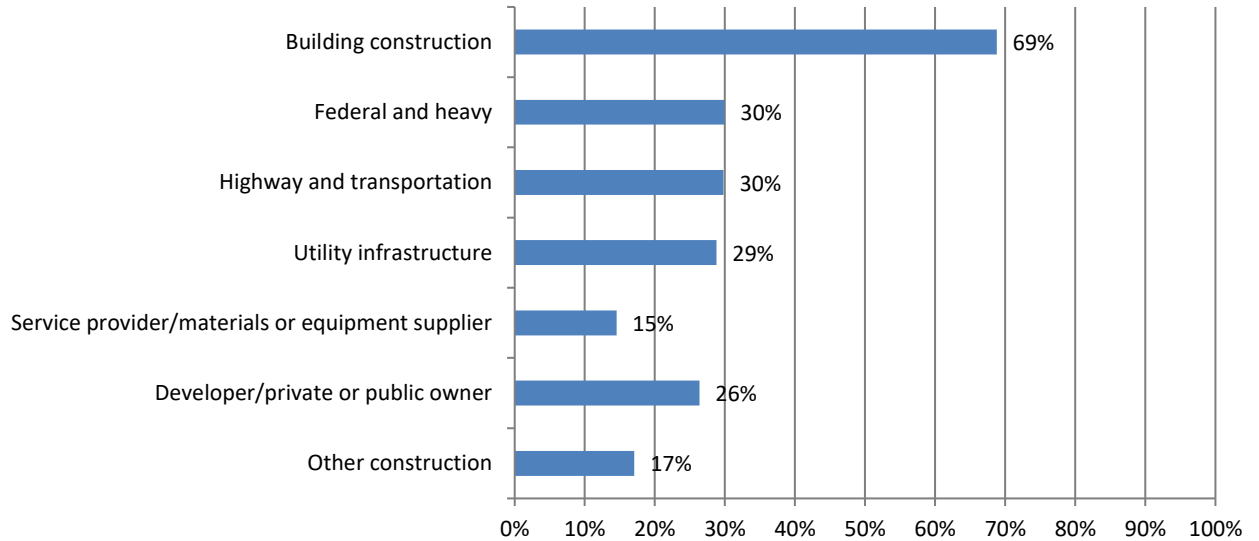


29 Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 785



30 Please indicate which of the following types of construction projects your firm performs (Mark all that apply)

Responses: 785



31 When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

Responses: 773

