2020 Workforce Survey Results

South Results

Total responses: 505, but number varies by question.

1.   Responses: 503

Furloughed or terminated employees	24%
Terminated employees	18%
Furloughed employees	12%
Recalled or added employees	28%
Added employees	23%
Recalled employees	7%
No change	54%

2. By what   Responses: 503

Reduced headcount	37%
Increased headcount	27%
No change	36%

3. Did you furlough employees and then recall any? (Mark all that apply) Responses: 502
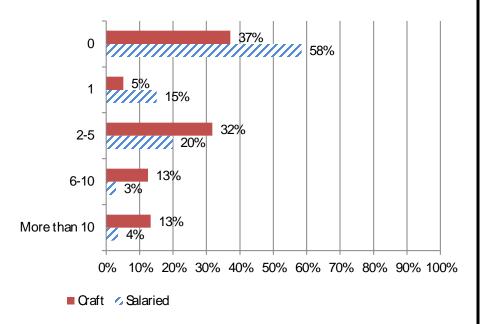
No, did not furlough any employees	78%
Have not tried to recall furloughed employees	7%
Tried to recall furloughed employees	15%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

4. Among firms that tried to recall employees; Response: 75

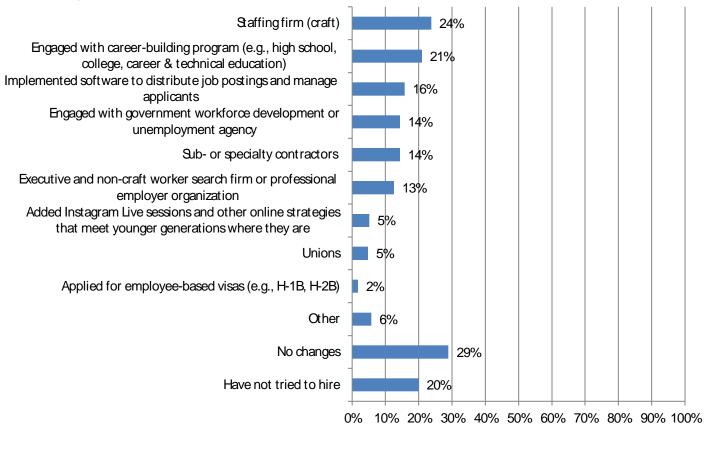|	
	40%
	60%
	48%
	44%
Some cited other reasons (or unknown)	23%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 502 Salaried; 504 Craft

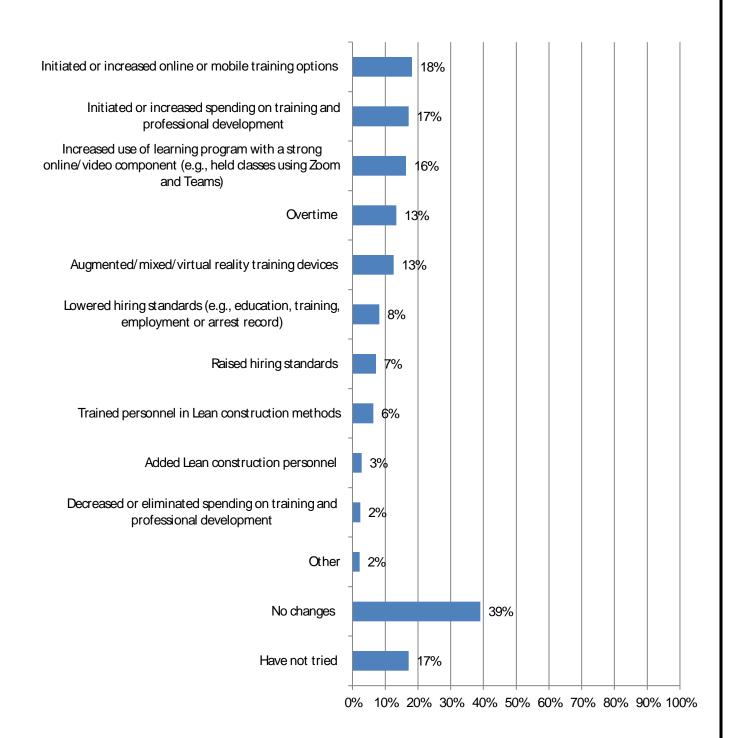6. How many unfilled hourly craft or salaried positions did you have on June 30, 2020? Responses: 503 Salaried; 503 Craft

Category	Craft	Salaried
0	37%	58%
1	5%	15%
2-5	32%	20%
6-10	13%	3%
More than 10	13%	4%

■ Craft   ▨ Salaried

7. Has your firm added or increased use of the following to provide workers in the last 6 months? (Mark all that apply) Responses: 501

Category	Percent
Staffing firm (craft)	24%
Engaged with career-building program (e.g., high school, college, career & technical education)	21%
Implemented software to distribute job postings and manage applicants	16%
Engaged with government workforce development or unemployment agency	14%
Sub- or specialty contractors	14%
Executive and non-craft worker search firm or professional employer organization	13%
Added Instagram Live sessions and other online strategies that meet younger generations where they are	5%
Unions	5%
Applied for employee-based visas (e.g., H-1B, H-2B)	2%
Other	6%
No changes	29%
Have not tried to hire	20%

8. Has your firm made changes in hiring, training or scheduling in the last 6 months? (Mark all that apply) Responses: 502

Category	Percentage
Initiated or increased online or mobile training options	18%
Initiated or increased spending on training and professional development	17%
Increased use of learning program with a strong online/video component (e.g., held classes using Zoom and Teams)	16%
Overtime	13%
Augmented/mixed/virtual reality training devices	13%
Lowered hiring standards (e.g., education, training, employment or arrest record)	8%
Raised hiring standards	7%
Trained personnel in Lean construction methods	6%
Added Lean construction personnel	3%
Decreased or eliminated spending on training and professional development	2%
Other	2%
No changes	39%
Have not tried	17%

9. If your firm is having trouble filling <u>salaried</u> positions, please indicate all the position types you are having trouble filling (Mark all that apply): 183

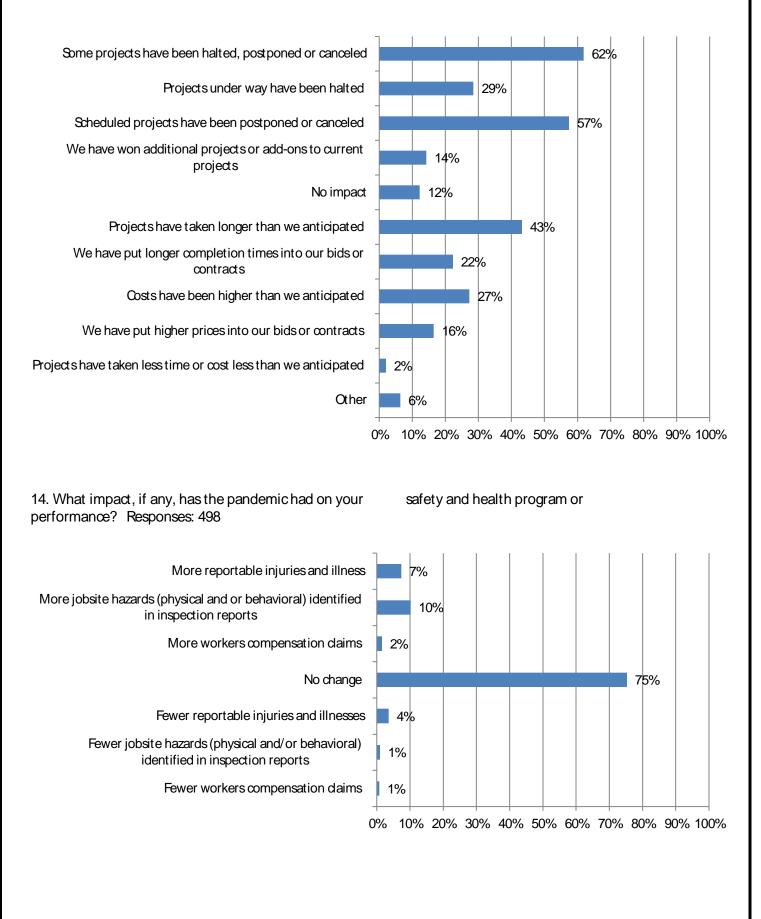| Position Type	Percentage
Project managers/supervisors	82%
Safety personnel	22%
Quality control personnel	16%
Engineers	11%
BIM personnel	5%
Lean construction professionals	5%
Environmental compliance professionals	3%
Software/database personnel	3%
IT personnel	3%
Architects	2%

10. If your firm is having trouble filling <u>hourly craft</u> positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 317

11. Has your firm adjusted pay and/or benefits for <u>hourly craft</u> or <u>salaried</u> personnel in the last 6 months? (Mark all that apply) Responses: 499
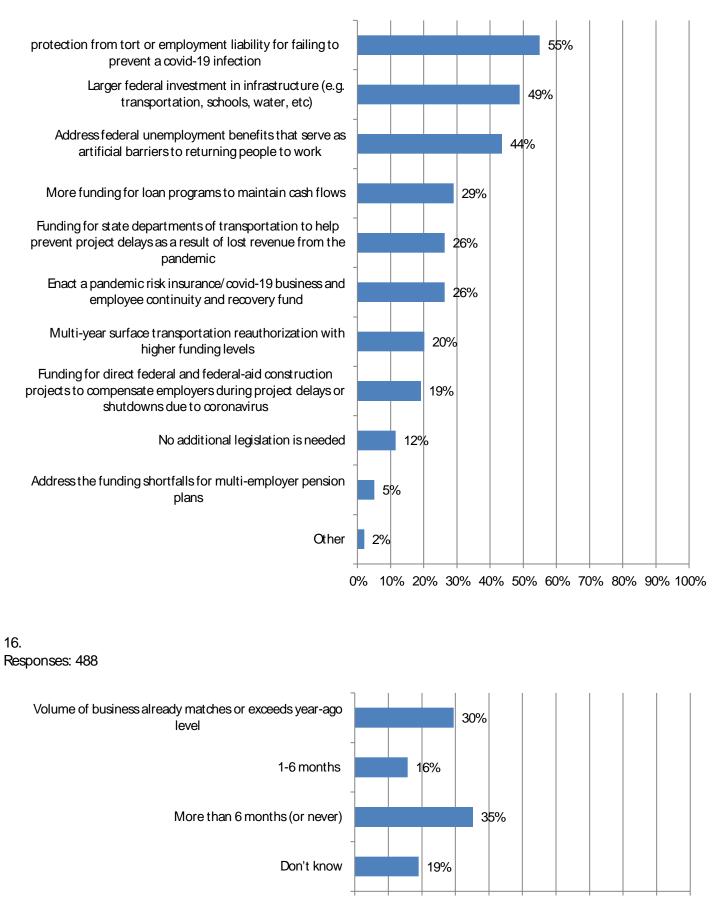
12. What technologies (hardware or software) have you employed recently to help alleviate any labor shortages your firm has experienced? (Mark all that apply) Response: 484

13. What impact, if any, has the pandemic had on   Mark all that apply) Responses: 498

Response	Percentage
Some projects have been halted, postponed or canceled	62%
Projects under way have been halted	29%
Scheduled projects have been postponed or canceled	57%
We have won additional projects or add-ons to current projects	14%
No impact	12%
Projects have taken longer than we anticipated	43%
We have put longer completion times into our bids or contracts	22%
Costs have been higher than we anticipated	27%
We have put higher prices into our bids or contracts	16%
Projects have taken less time or cost less than we anticipated	2%
Other	6%

14. What impact, if any, has the pandemic had on your   safety and health program or performance? Responses: 498

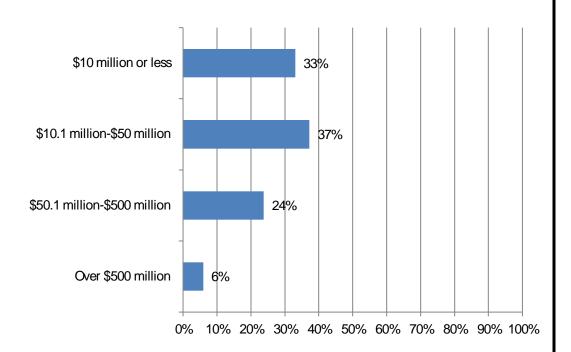| Response	Percentage
More reportable injuries and illness	7%
More jobsite hazards (physical and or behavioral) identified in inspection reports	10%
More workers compensation claims	2%
No change	75%
Fewer reportable injuries and illnesses	4%
Fewer jobsite hazards (physical and/or behavioral) identified in inspection reports	1%
Fewer workers compensation claims	1%

15. If Congress takes further action to address the economic fallout from the coronavirus, which of these measures would be helpful to your business? (Mark all that apply) Responses: 486
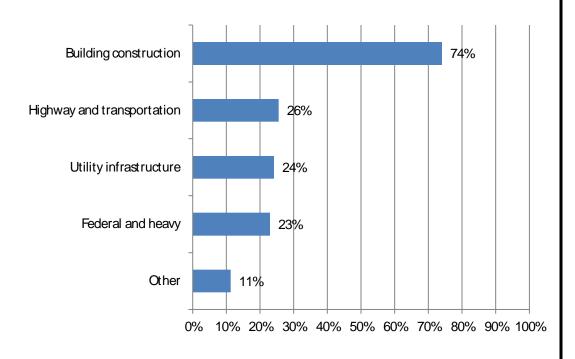
Measure	Percent
protection from tort or employment liability for failing to prevent a covid-19 infection	55%
Larger federal investment in infrastructure (e.g. transportation, schools, water, etc)	49%
Address federal unemployment benefits that serve as artificial barriers to returning people to work	44%
More funding for loan programs to maintain cash flows	29%
Funding for state departments of transportation to help prevent project delays as a result of lost revenue from the pandemic	26%
Enact a pandemic risk insurance/covid-19 business and employee continuity and recovery fund	26%
Multi-year surface transportation reauthorization with higher funding levels	20%
Funding for direct federal and federal-aid construction projects to compensate employers during project delays or shutdowns due to coronavirus	19%
No additional legislation is needed	12%
Address the funding shortfalls for multi-employer pension plans	5%
Other	2%

16.
Responses: 488

Option	Percent
Volume of business already matches or exceeds year-ago level	30%
1-6 months	16%
More than 6 months (or never)	35%
Don't know	19%

17.

19. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 505

Category	Percentage
$10 million or less	33%
$10.1 million-$50 million	37%
$50.1 million-$500 million	24%
Over $500 million	6%

20. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 505

Category	Percentage
Building construction	74%
Highway and transportation	26%
Utility infrastructure	24%
Federal and heavy	23%
Other	11%

21. When you self-