

## **Worker Shortage Survey Analysis**

### **SUMMARY**

As the construction industry continues to recover from a years-long downturn, one of the biggest challenges many firms are running into is the lack of available qualified professional staff and craft workers.\* The Associated General Contractors of America first identified labor shortages back in 2013 when it released the results of an initial survey of construction worker shortages. During the past twelve months, however, many of our members have indicated that the labor market has only become tighter. As a result the association decided it was time to conduct another exhaustive survey of construction firms to gauge the extent of worker shortages, measure their impact on the industry and how firms are coping with the challenge, and try to better understand the root cause of the worker shortages.

What is clear from the following results is that construction woContr3( )-9(c)4.(nstruc)BDC - 1 01cule ages ma -

**Worker shortages are prompting many firms to increase pay, benefits and overtime.** Fifty-nine percent of construction firms report they have increased base pay rates for construction craft workers in an effort to retain and attract workers. Twenty-four percent report providing incentives and/or bonuses while 23 percent have increased contributions to, or improving benefits for craft workers.

Even though craft worker shortages appear more severe, similar numbers of firms have improved pay and benefits to retain and recruit construction professionals. Fifty-six percent of firms report increasing pay for construction professionals, while 28 percent are offering incentives and bonuses and 24 percent improving benefits to recruit or retain key construction professionals.

**Despite offering higher pay and better benefits, many firms are losing workers to construction firms and other industries.** Twenty-eight percent of firms report losing craft workers to other local construction firms while 15 percent report losing them to construction firms in other parts of the country. At the same time 25 percent of firms say they lose craft workers to other industries in their area while 15 percent say they lose them to other industries around the country.

Many firms also report having a

## CONCLUSIONS