

Worker Shortage Survey Analysis

SUMMARY

The challenges firms are facing finding craft workers and professional staff are expected to get worse. Twenty-nine percent of survey respondents say they expect it will continue to be hard to find qualified professionals while another 43 percent report they expect it will become even harder to fill those positions over the coming 12 months. Meanwhile, 38 percent of firms say they expect it will continue to be hard to find skilled craft workers over the coming year. Another 48 percent of firms report they expect it will become harder to find craft workers.

Their concerns are based on a relatively low opinion of the quality and quantity of local construction training programs and pool of available workers. Sixty-five percent of firms report that the local pipeline for preparing new construction craft workers is below average or worse. Sixty-four percent say there are too few local high school skills and technical-based training programs.

Contractors appear less worried about the quality of the pipeline for new construction professionals. Seventy percent of responding firms say their local pipeline for preparing construction professionals is average or better. And 55 percent rate the quality and quantity of local college, trade school and apprenticeship programs as average or better.

Contractors are worried that the pool of available workers will not be sufficient when demand for construction increases. Nearly three quarters (74 percent) of contractors are concerned there will not be enough skilled construction workers in their area in the next 12 months. And 49 percent of contractors worry there will not be enough qualified construction professionals available in their area.

Competition for craft workers is heating up as firms report losing employees to other firms and other industries. Forty-nine percent of respondents report they are losing construction craft workers to other, higher paying jobs at other construction firms or in other industries. Meanwhile, 36 percent of respondents report they are losing construction professionals to other higher paying jobs with other construction firms or to other industries.

Worker shortages are already having an impact on pay and compensation in the construction industry.

