



ABC 2023 Workforce Development Survey

June 2023

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Management Summary

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Methodology

- ABC distributed the survey to the ABC contractor membership list beginning on Jan. 4, 2023, and the survey was closed on May 5, 2023.
- After removing duplicate and incomplete responses, the sample response rate was 8% of all ABC contractor members. The large sample size and the distribution of responses across categories gave FMI confidence to model the total investment of ABC contractor members.
- FMI's model of total workforce development and education investment was built from 21 distinct categories based on contractor type and annual revenue. Using survey data on total workforce development and education budgets, FMI cleaned and corrected data related to per-person spending within each education type. FMI assigned each contractor category a typical number of course attendees educated and per-person investment for each education type (leadership, safety, craft/trade).
- FMI multiplied the number of course attendees educated by the amount spent per course attendee to calculate the investment per firm in each category. The amount per firm was multiplied by the number of ABC member contractors in each of those categories, based on ABC and survey data.
- The final sum (\$1.5 billion) is intended as a conservative estimate of total workforce education investment made by ABC member contractors, as the largest ABC member contractors were assumed to have revenues no greater than \$2 billion.
- The results of the survey are contained in the subsequent report¹.

¹All charts and graphs are rounded to the nearest whole number.

Highlights From the ABC 2022 Workforce Development Survey

Management Summary

Source(s): ABC, FMI

- ABC member contractors invested \$1.5 billion in workforce development in 2022 to educate more than 1.3 million course attendees.
 - ABC contractors invested an average of 8.0% of payroll on workforce development in 2022, up from 7.4% in 2021.
 - Safety education accounts for the greatest share (59%) of total workforce investment, up from 56% in 2021.
 - All three education areas received similar levels of investment (\approx \$2,100) from ABC member firms in 2022, continuing the trend from the prior year.
 - Compared to 2021, trade and specialty contractors have increased their share of the total workforce development investment, growing to 42% in 2022 from 33% in 2021.
 - Women in management/supervisory roles dipped slightly to 18% of course attendees in 2022 from 19% in 2021, and women in craft/trade roles stayed consistent at 15% year over year.
-

ABC member contractors invested an average of \$105,475 on workforce development and education.

Model Summary

Source(s): ABC, FMI

	General contractor/ construction manager	Trade or specialty	Heavy/civil/utility	Overall
ABC members by type (number of firms)	3,621	10,253	772	14,646
Total education investment	\$863,789,746	\$655,923,019	\$25,076,658	\$1,544,789,423
Number of course attendees educated in each course type	Leadership: 43,496 Safety: 209,254 Craft/trade: 122,053	Leadership: 74,675 Safety: 486,469 Craft/trade: 273,222	Leadership: 4,021 Safety: 31,723 Craft/trade: 16,446	Leadership: 122,192 Safety: 727,446 Craft/trade: 411,721
Per-attendee investment	Leadership: \$2,522 Safety: \$1,817 Craft/trade: \$1,749	Leadership: \$2,021 Safety: \$2,340 Craft/trade: \$2,132	Leadership: \$1,821 Safety: \$1,885 Craft/trade: \$1,900	Leadership: \$2,136 Safety: \$2,187 Craft/trade: \$2,025
Student distribution by role	Senior executive: 17% Project manager: 14% Field manager: 19% Craft/trade: 50%	Senior executive: 8% Project manager: 11% Field manager: 16% Craft/trade: 65%	Senior executive: 5% Project manager: 9% Field manager: 22% Craft/trade: 65%	Senior executive: 12% Project manager: 12% Field manager: 18% Craft/trade: 58%

The number of course attendees educated by ABC member contractors remained relatively constant year over year from 2021 to 2022 at just under 1.3 million.

Model Summary

Source(s): ABC, FMI

		2022	2021	2020
Number of course attendees educated	Leadership	122,192	144,459	57,303
	Safety	727,446	752,139	320,758
	Craft/trade	411,721	448,114	138,956
	Total	1,261,358	1,344,712	517,017
Average investment per attendee	Leadership	\$2,136	\$2,226	\$1,405
	Safety	\$2,187	\$2,200	\$2,369
	Craft/trade	\$2,025	\$2,227	\$1,779
Total investment by contractor type	General contractor/construction manager	\$863,789,746	\$1,072,927,828	\$789,969,546
	Heavy/civil/utility	\$25,076,658	\$27,849,454	\$57,180,520
	Trade or specialty	\$655,923,019	\$545,604,739	\$511,523,548
	Total	\$1,544,789,423	\$1,646,382,021	\$1,358,673,614
Average investment by contractor type	General contractor/construction manager	\$238,566	\$296,327	\$228,183
	Heavy/civil/utility	\$32,493	\$36,085	\$84,089
	Trade or specialty	\$63,971	\$53,212	\$52,378

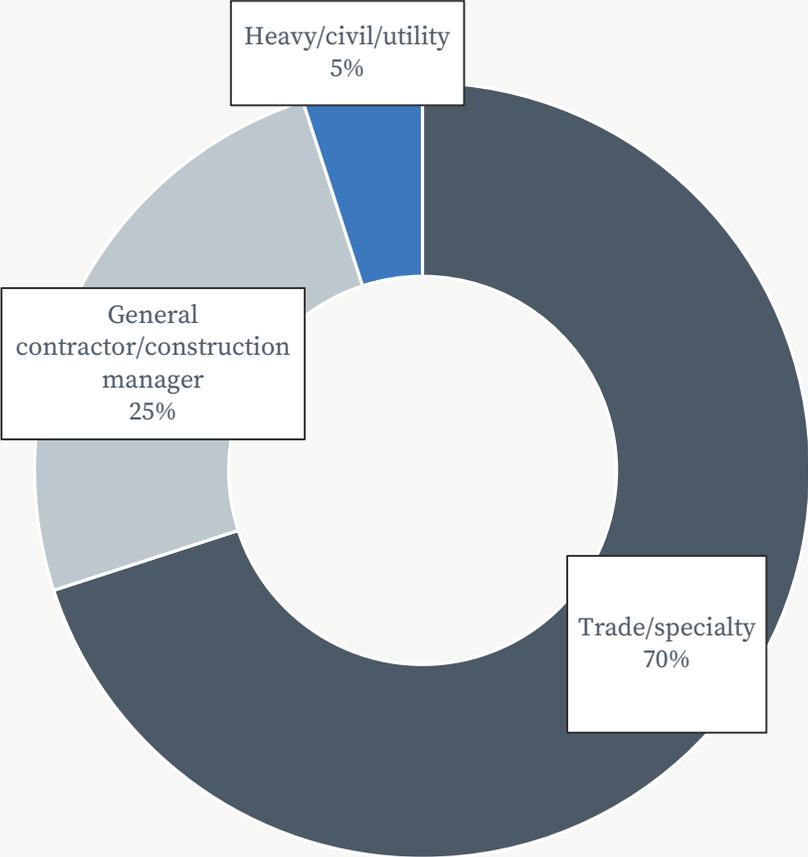
Trade and specialty contractors invested more in workforce development and education in 2022 than in 2021.

Management Summary

Source(s): ABC, FMI

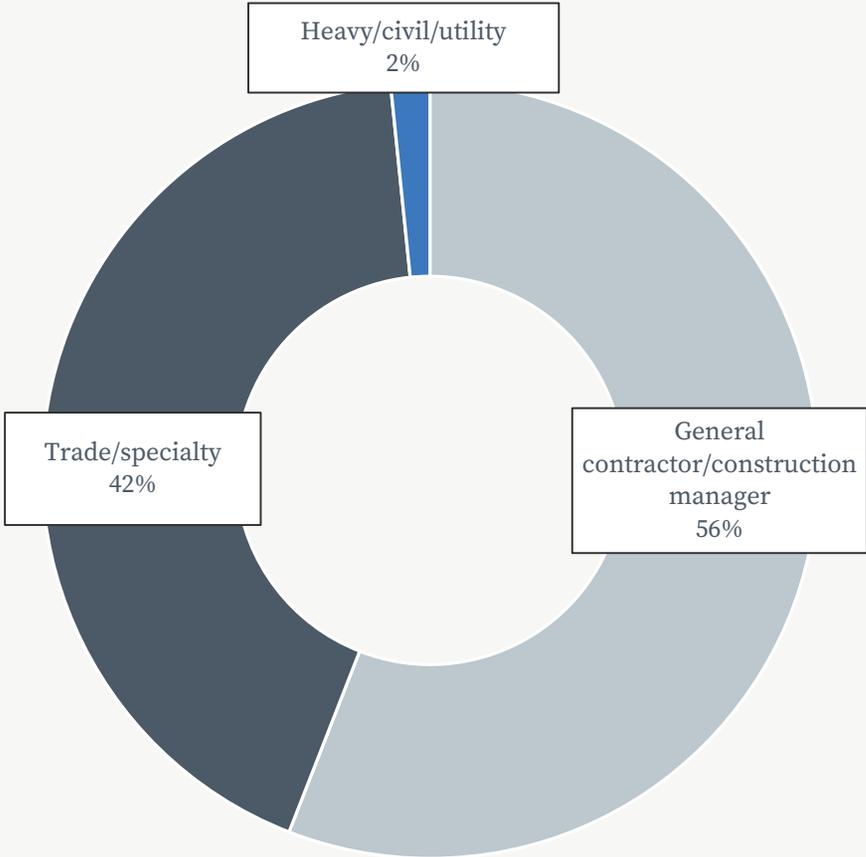
Estimated ABC membership by contractor type

All respondents, percent of total



Total educating investment by contractor type

All respondents, percent of total



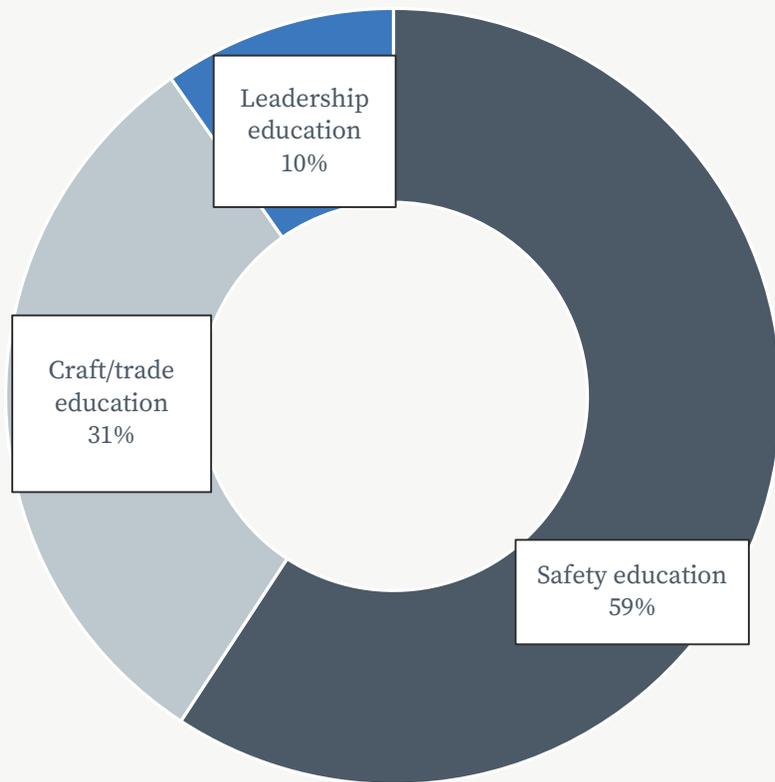
Safety education accounted for the greatest share of total workforce investment, at 59%.

Management Summary

Source(s): ABC, FMI

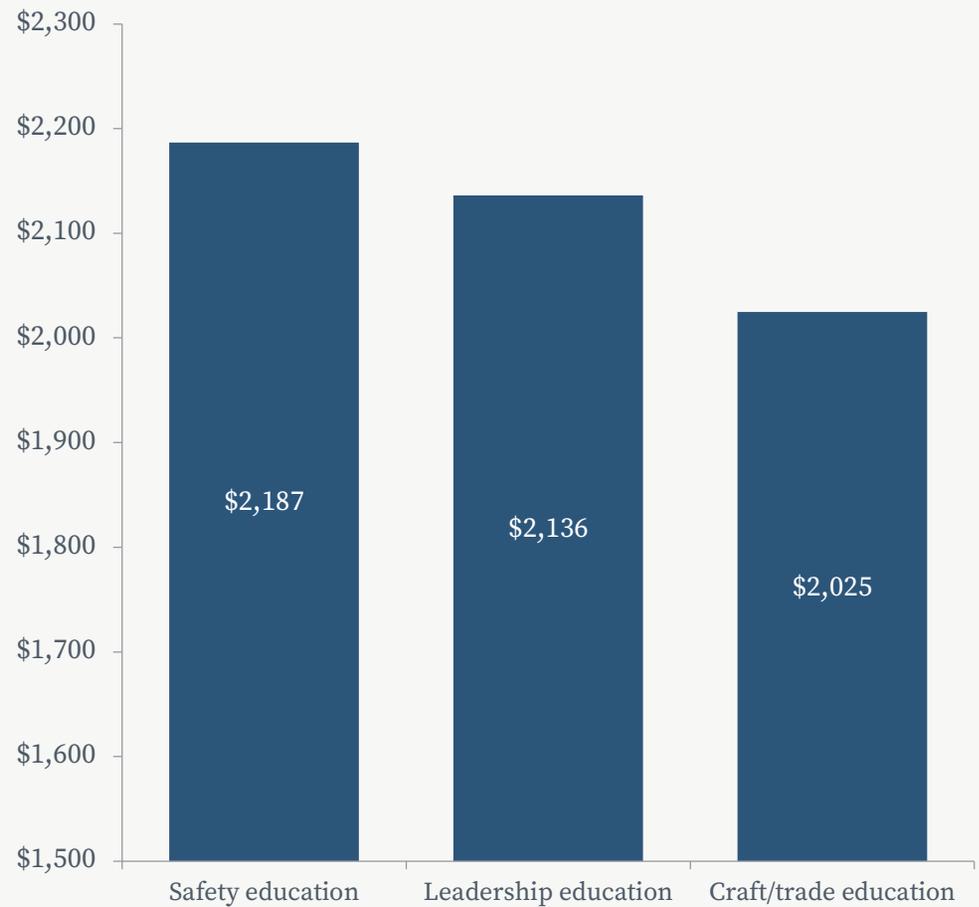
Education investment by education type

All respondents, percent of total



Average per-attende education investment by education type

All respondents



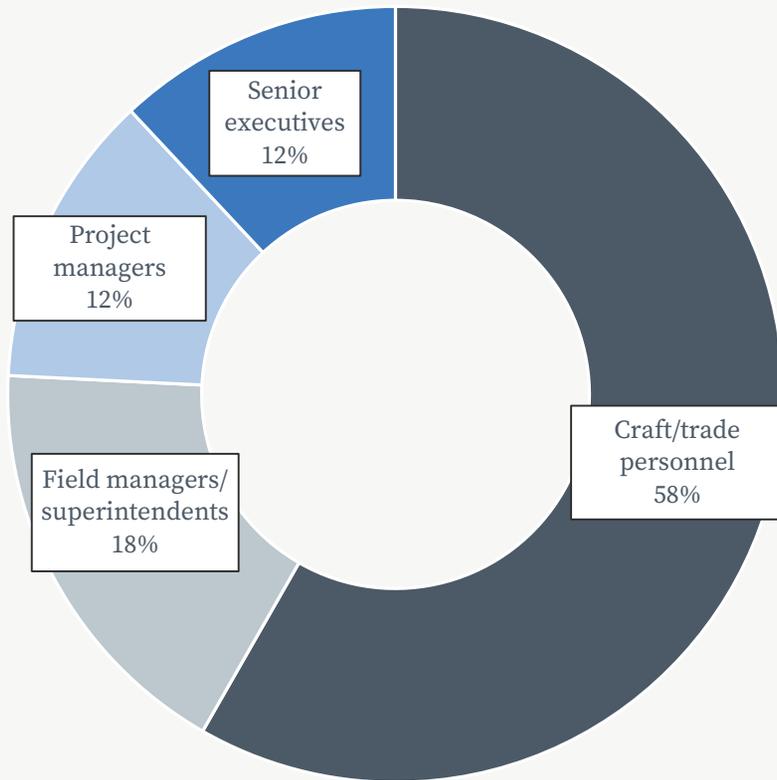
In 2022, ABC member contractors provided safety education to more than 727,000 course attendees.

Management Summary

Source(s): ABC, FMI

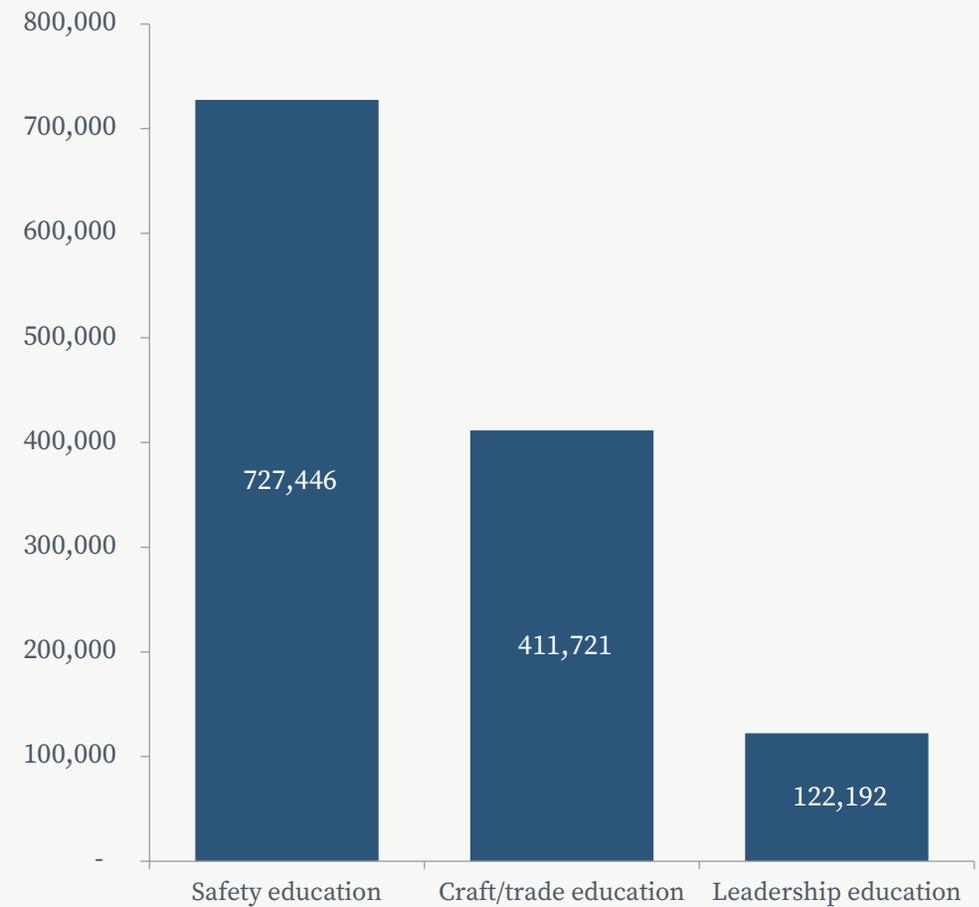
Personnel educated by role

All respondents, percent of total



Personnel educated by educating type

All respondents



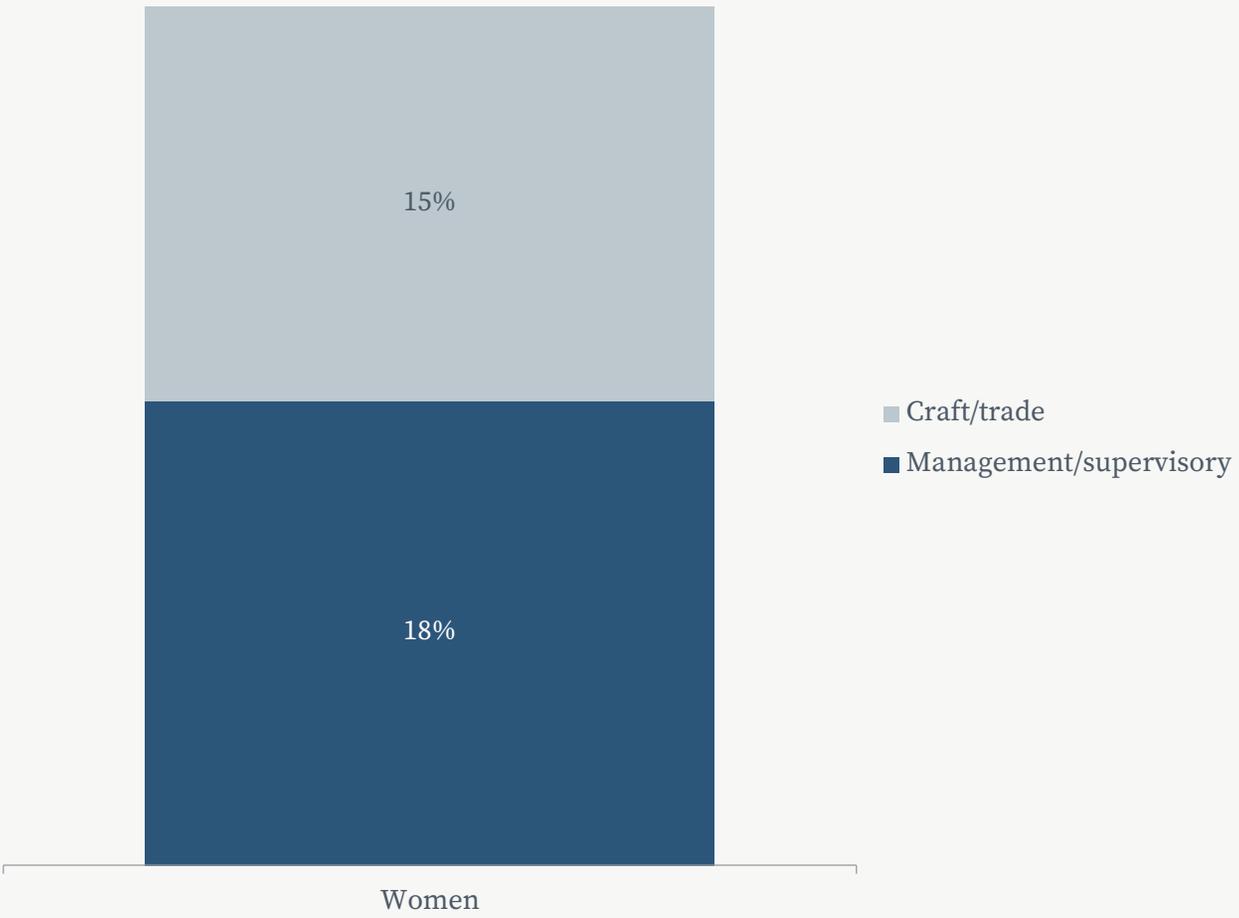
Women in management/supervisory roles dipped slightly to 18% of course attendees in 2022 from 19% in 2021, and women in craft/trade roles stayed consistent at 15% year over year.

Management Summary

Source(s): ABC, FMI

In your company, what percentage of each type of course attendee are represented by women?

All respondents, average percentage





Key Findings

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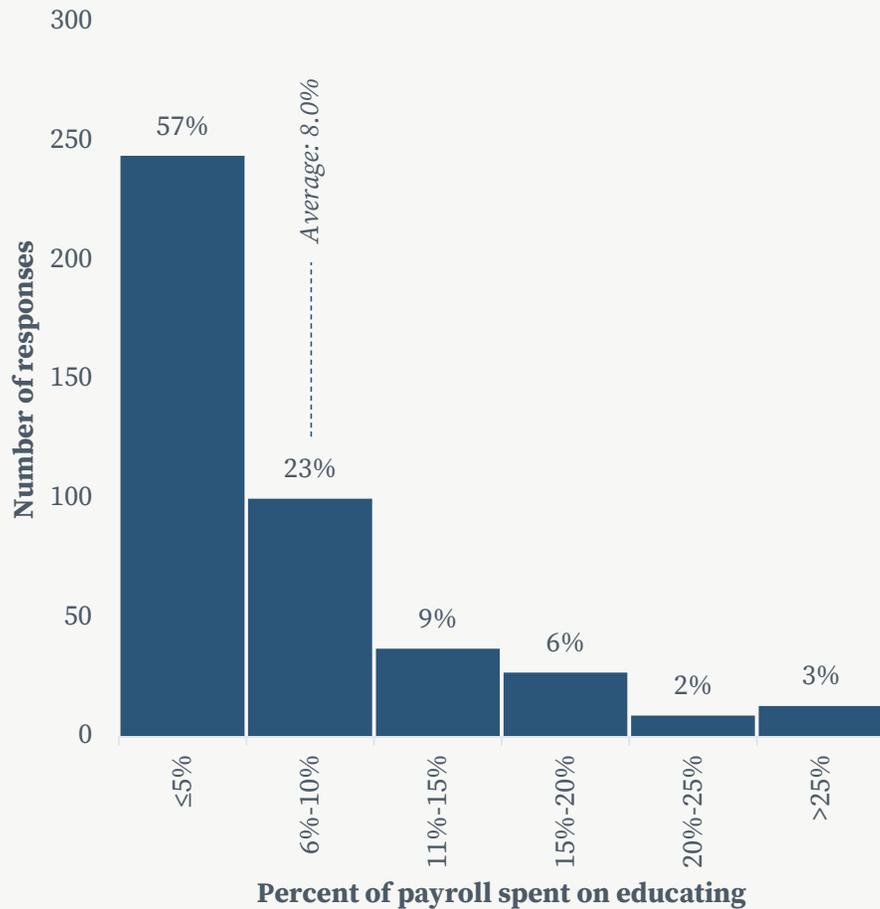
Workforce Development

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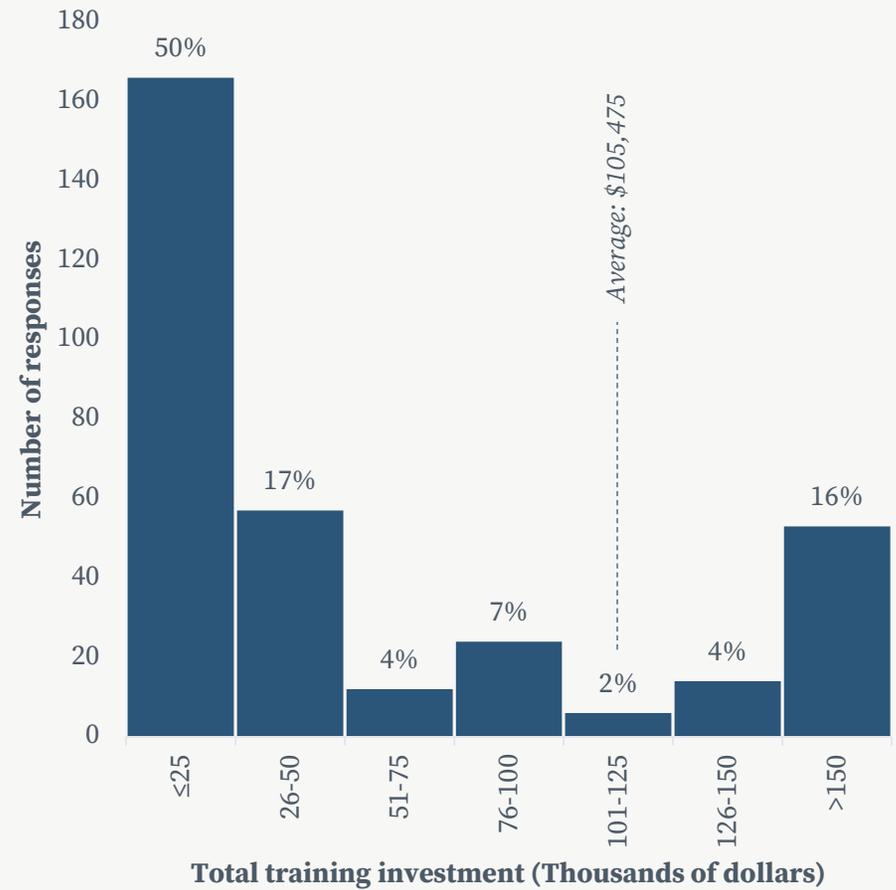


ABC member contractors invested an average of \$105,475 on workforce development in 2022.

What percentage of your company's payroll is spent on education?
All respondents



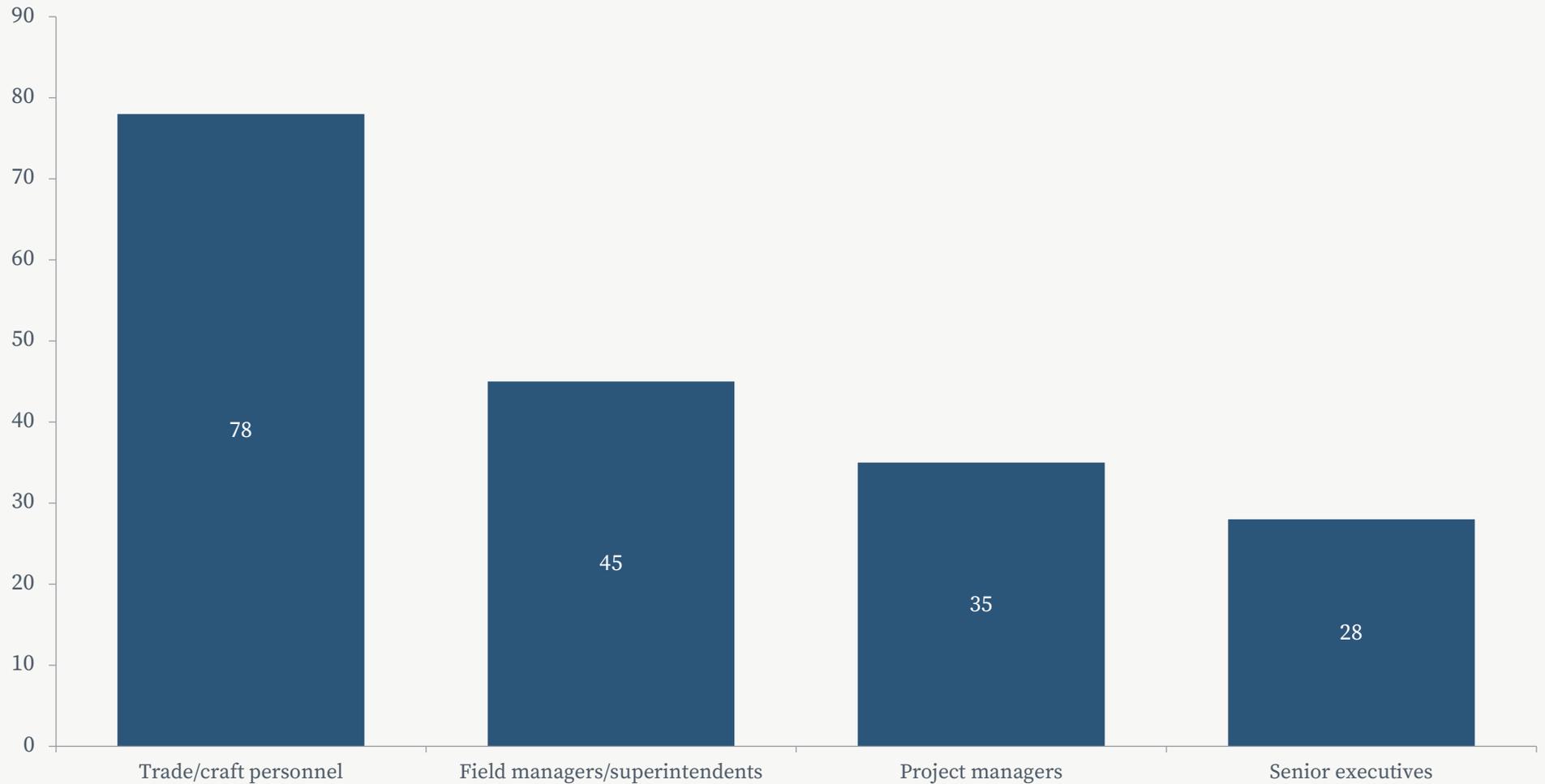
What is your total investment for educating personnel (in dollars)?
All respondents



ABC member contractors educated more trade/craft personnel than any other position group.

How many personnel in each of the following groups receive education in a year?

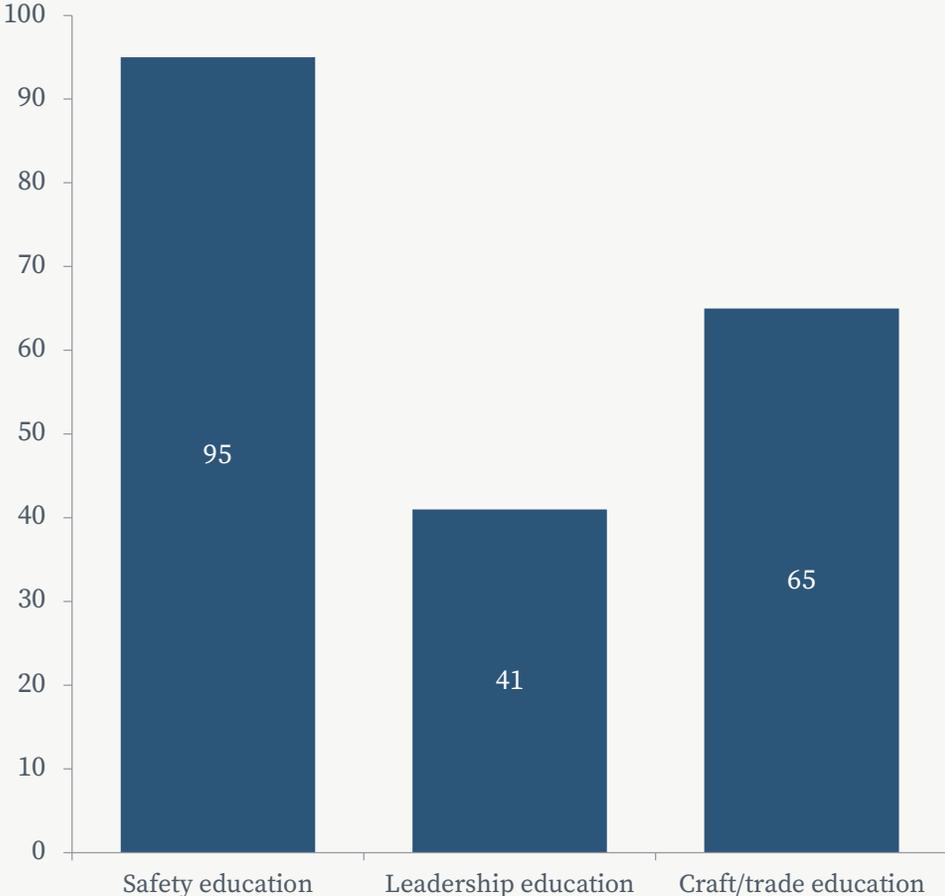
All respondents



In 2022, ABC member firms invested in safety education for 95 course attendees, on average.

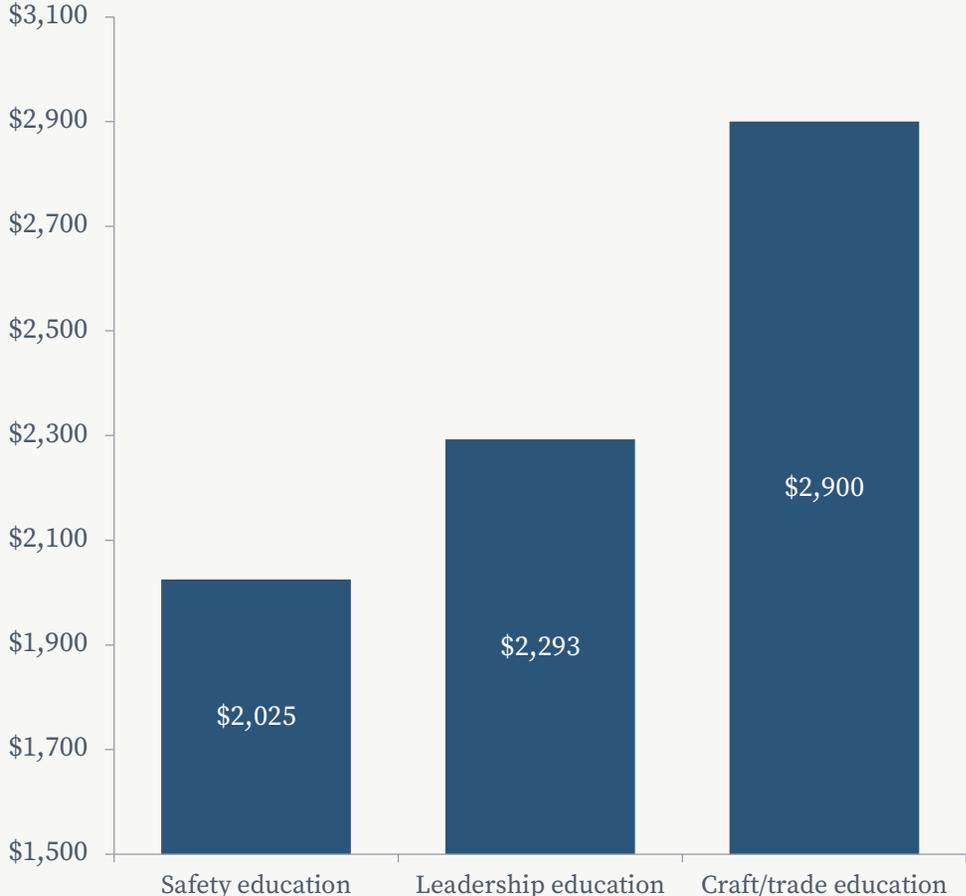
How many personnel receive education in the following categories annually?

All respondents



How much does your organization invest annually per person on each of the following types of education?

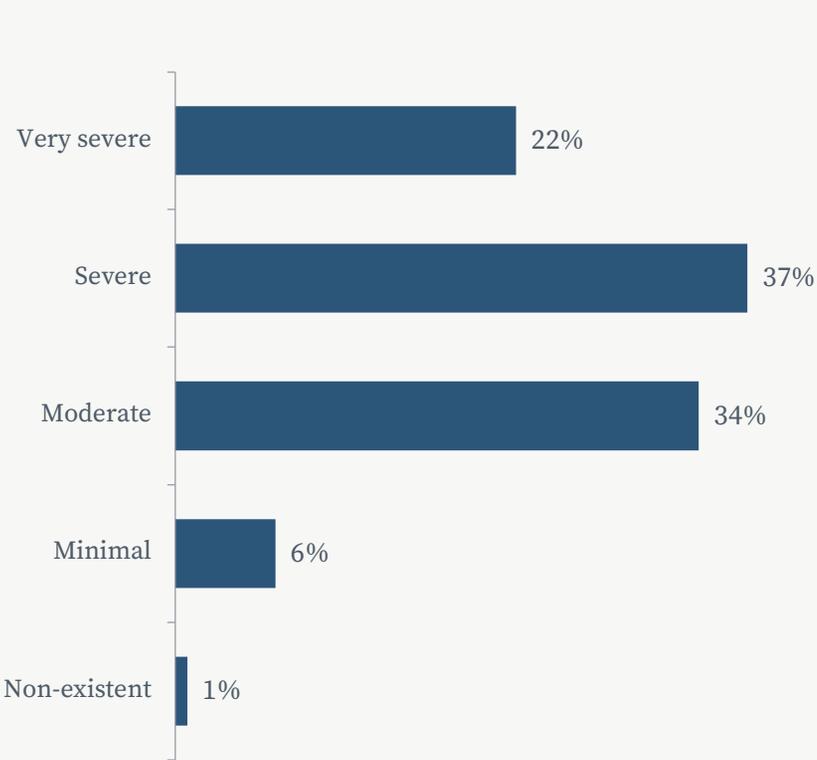
All respondents



Over half of respondents (59%) reported a labor shortage that is severe or higher, citing an exodus of baby boomers as the top contributor.

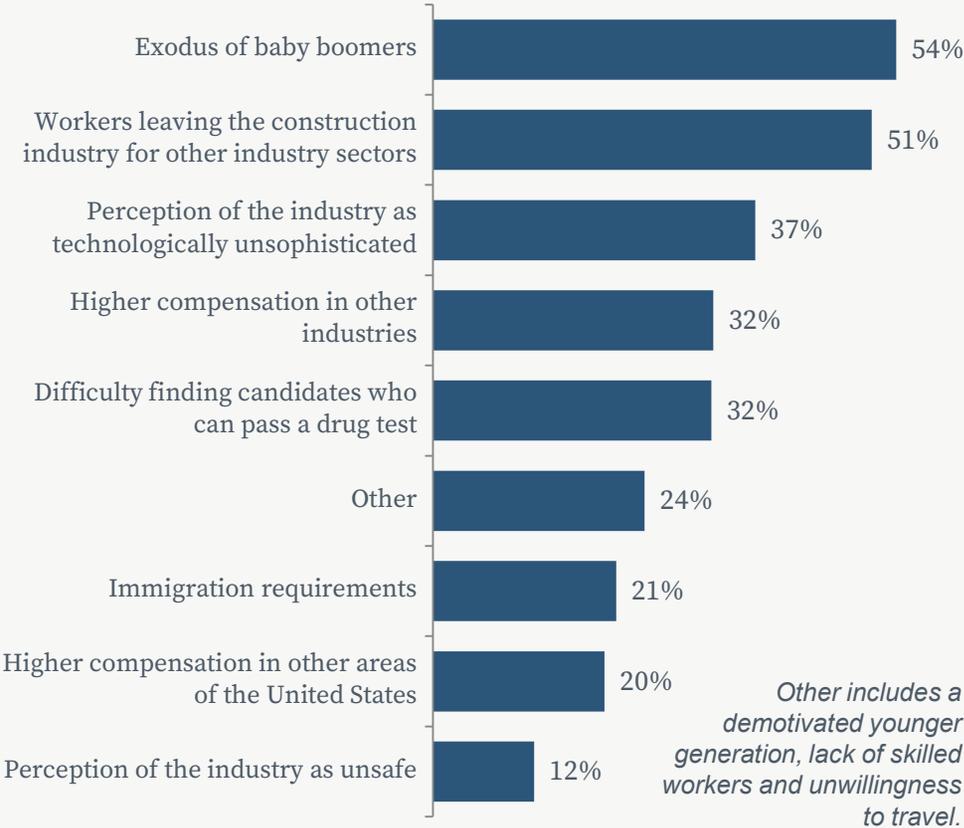
How severe is the skilled labor shortage facing your company or organization?

All respondents, percent of total



Which of the following factors have increased the severity of the skilled labor shortage facing your company or organization? Choose up to three.

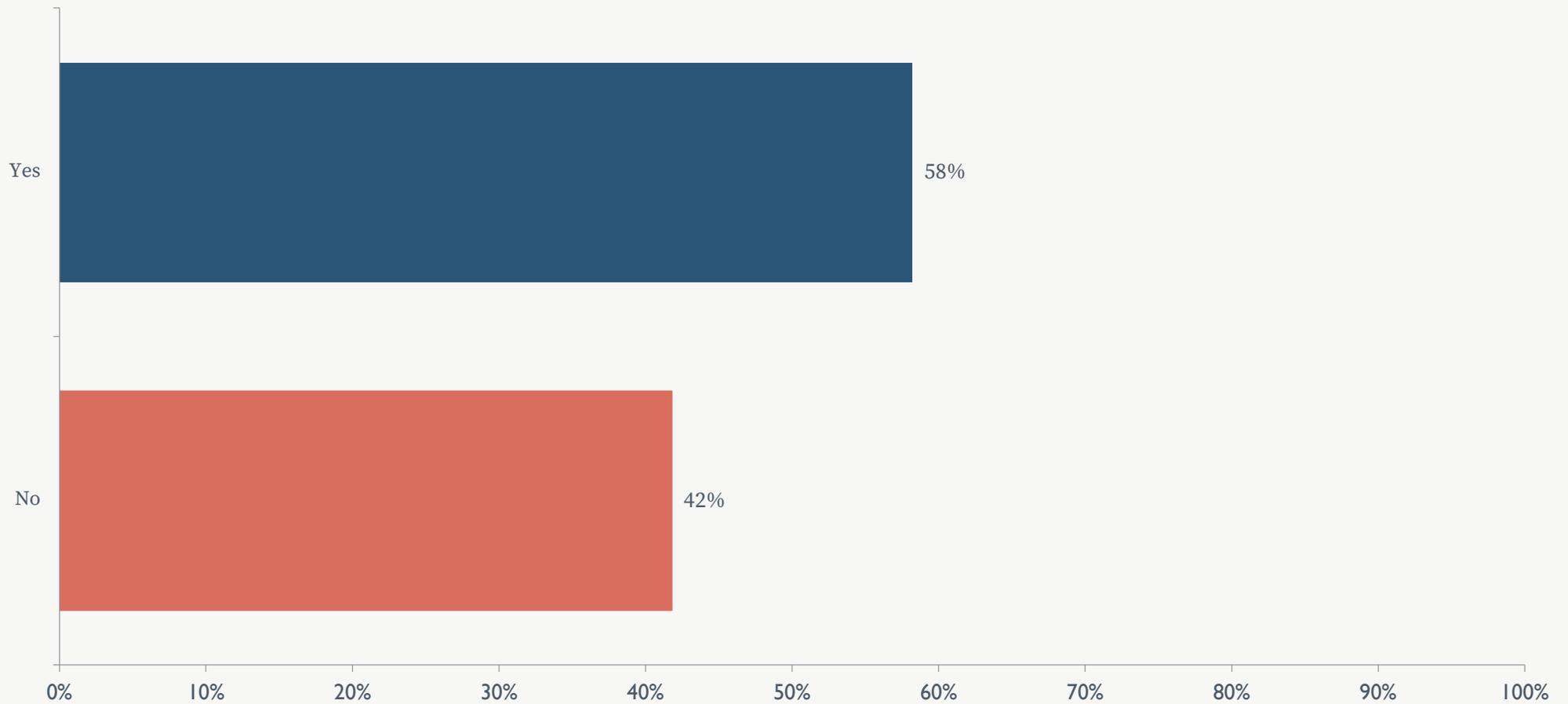
All respondents, percent of total



More than half of respondents (58%) employed reentering or second-chance citizens.

Do you employ reentering or second-chance citizens (e.g., ex-felons)?

All respondents, percentage of total





Development Practices

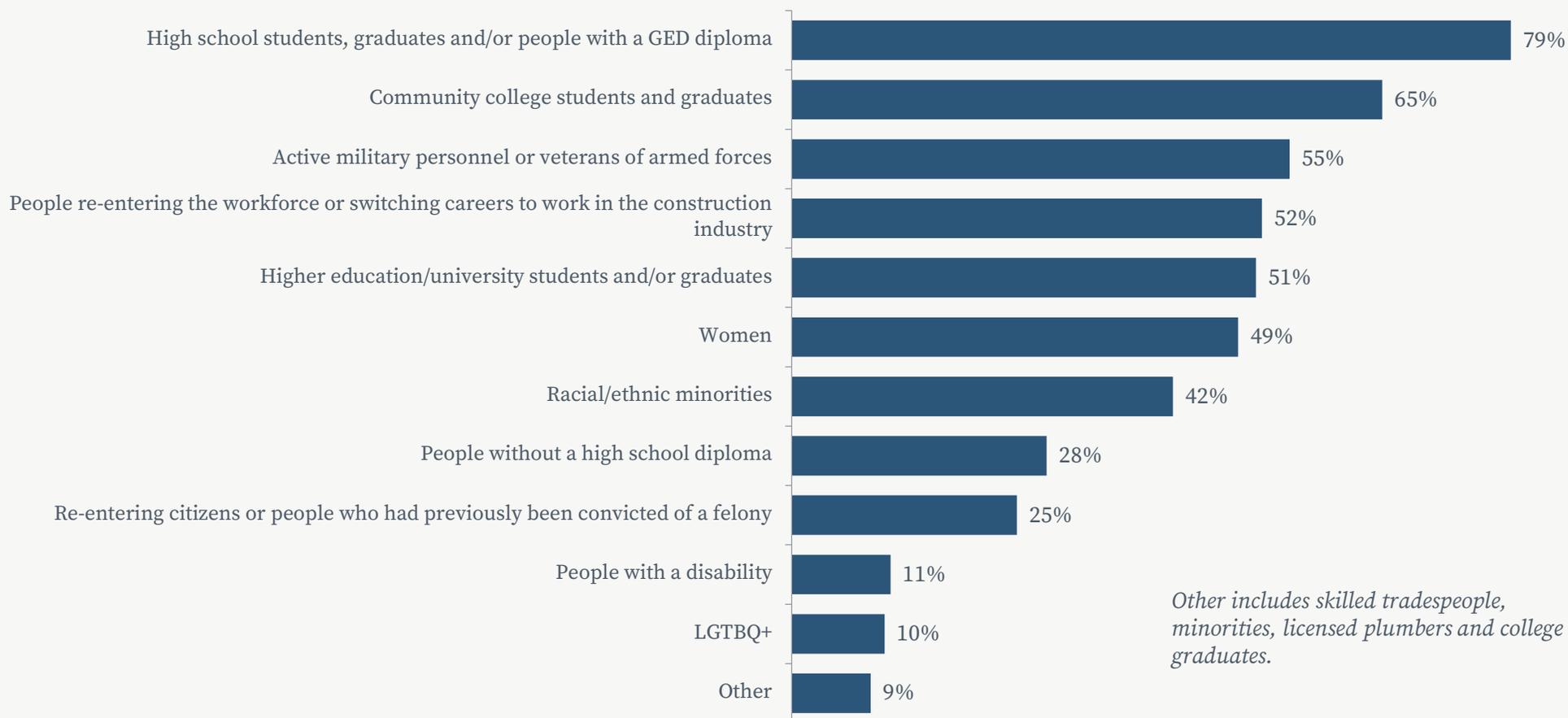
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Most respondents in the survey targeted high school students, graduates and/or people with a GED diploma for recruitment.

Which of the following groups of people has your company targeted for outreach, recruitment or education? Please select all that apply.

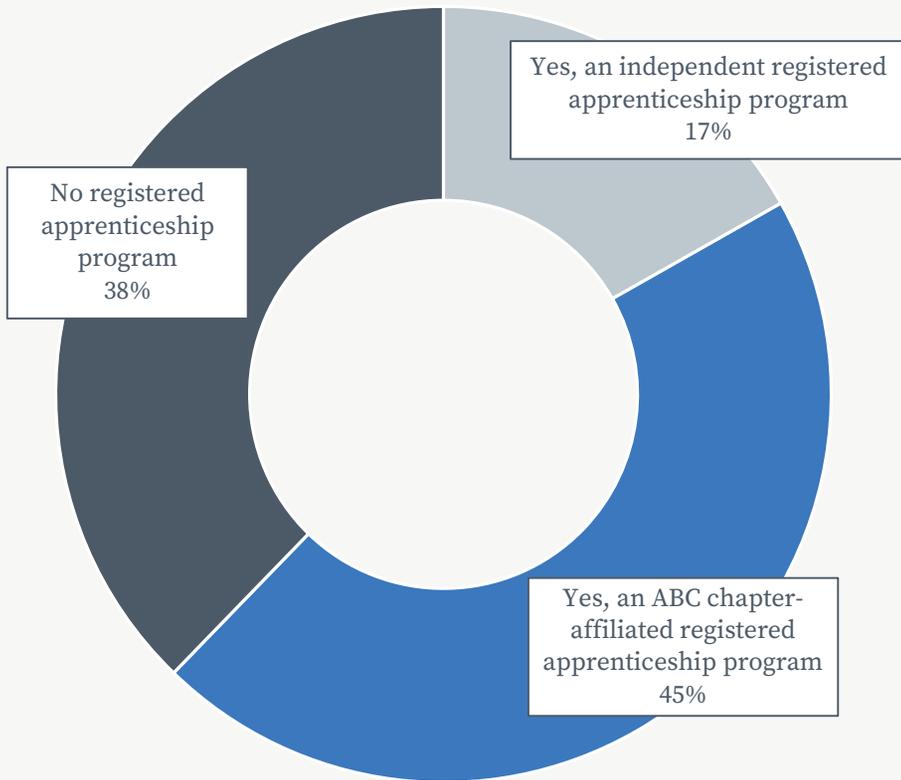
All respondents, percent of total



Nearly two-thirds of respondents (62%) had a registered apprenticeship program validated by the state or federal Department of Labor.

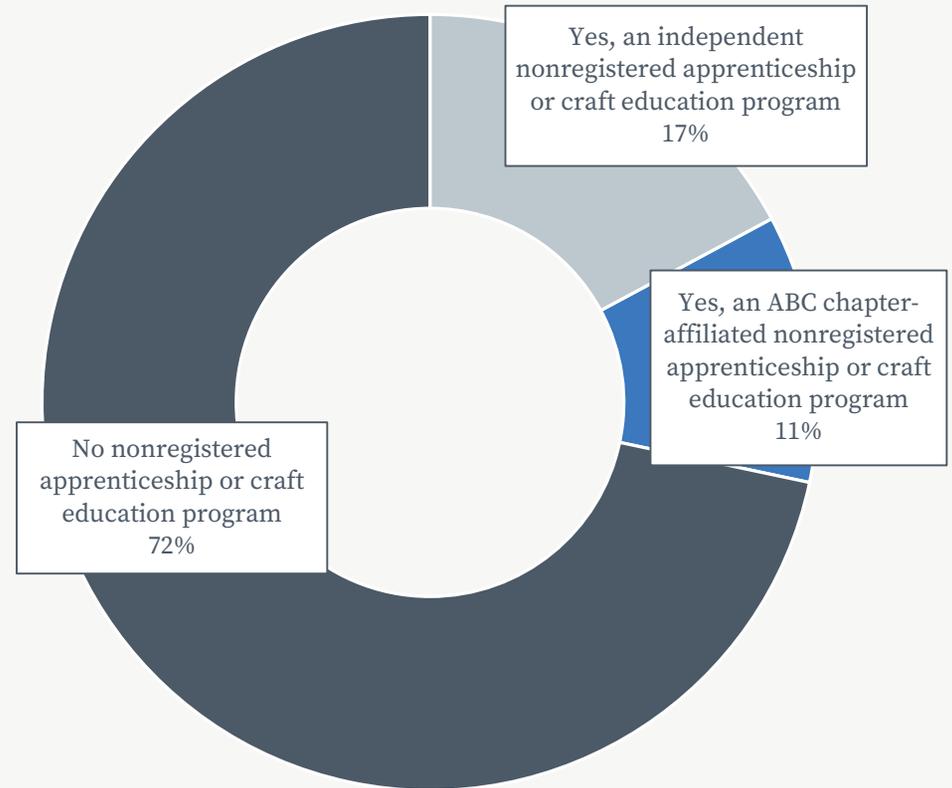
Does your company have a registered apprenticeship program that is validated by the state or federal Department of Labor? Select all that apply.

All respondents, percent of total



Does your company have a nonregistered apprenticeship or craft education program? Select all that apply.

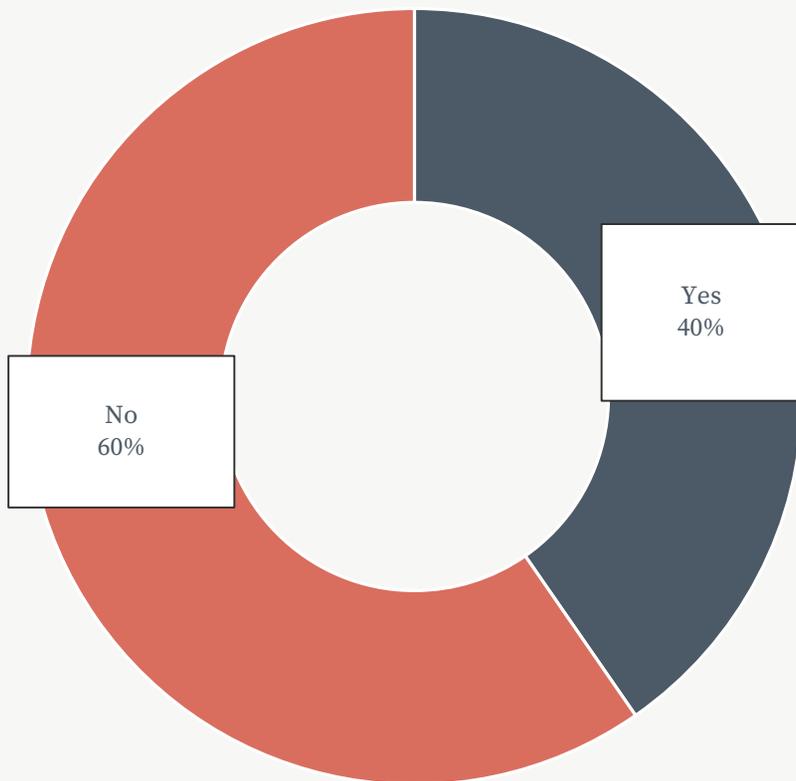
All respondents, percent of total



ABC member firms partnered with colleges/universities, high school career and technical education programs most frequently for internship programs.

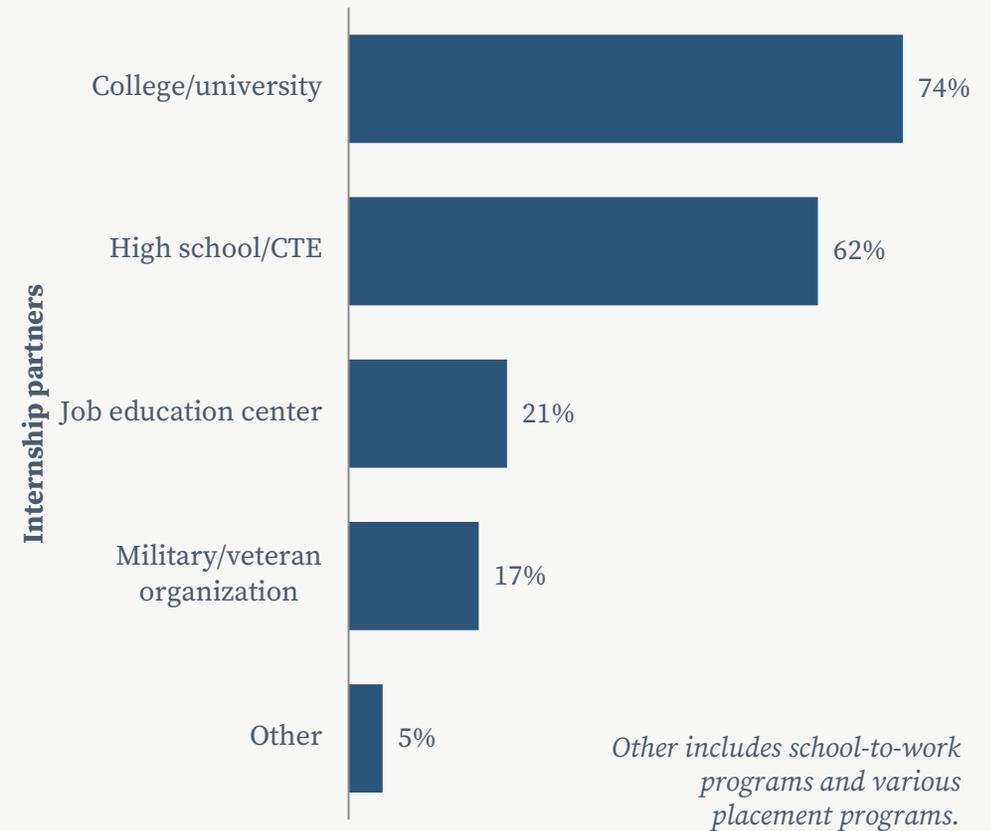
Does your organization participate in internship programs in the United States?

All respondents, percent of total



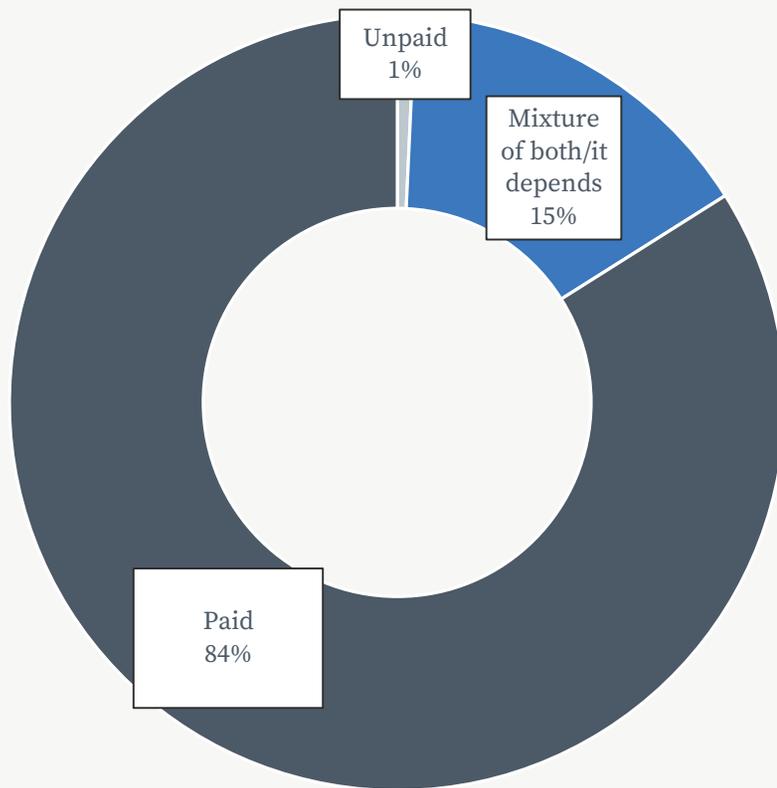
What types of entities do you partner with for your internship program? Select all that apply.

All respondents, percent of total

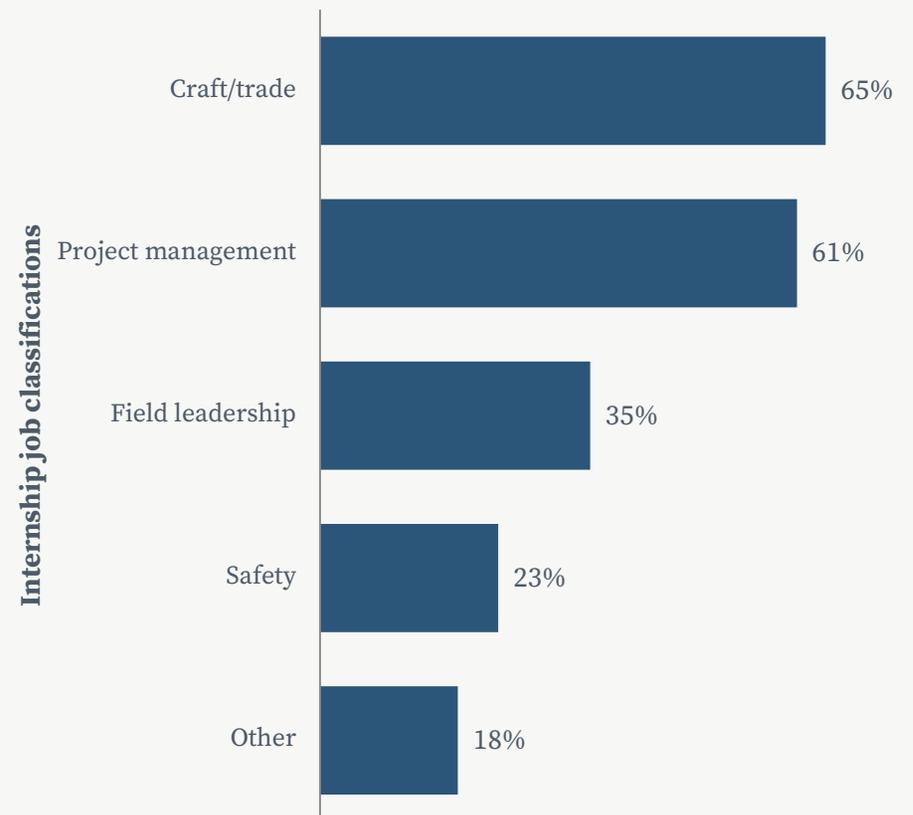


84% of internships were paid, with most internships dedicated to craft/trade and project management positions.

Are your interns paid or unpaid?
All respondents, percent of total



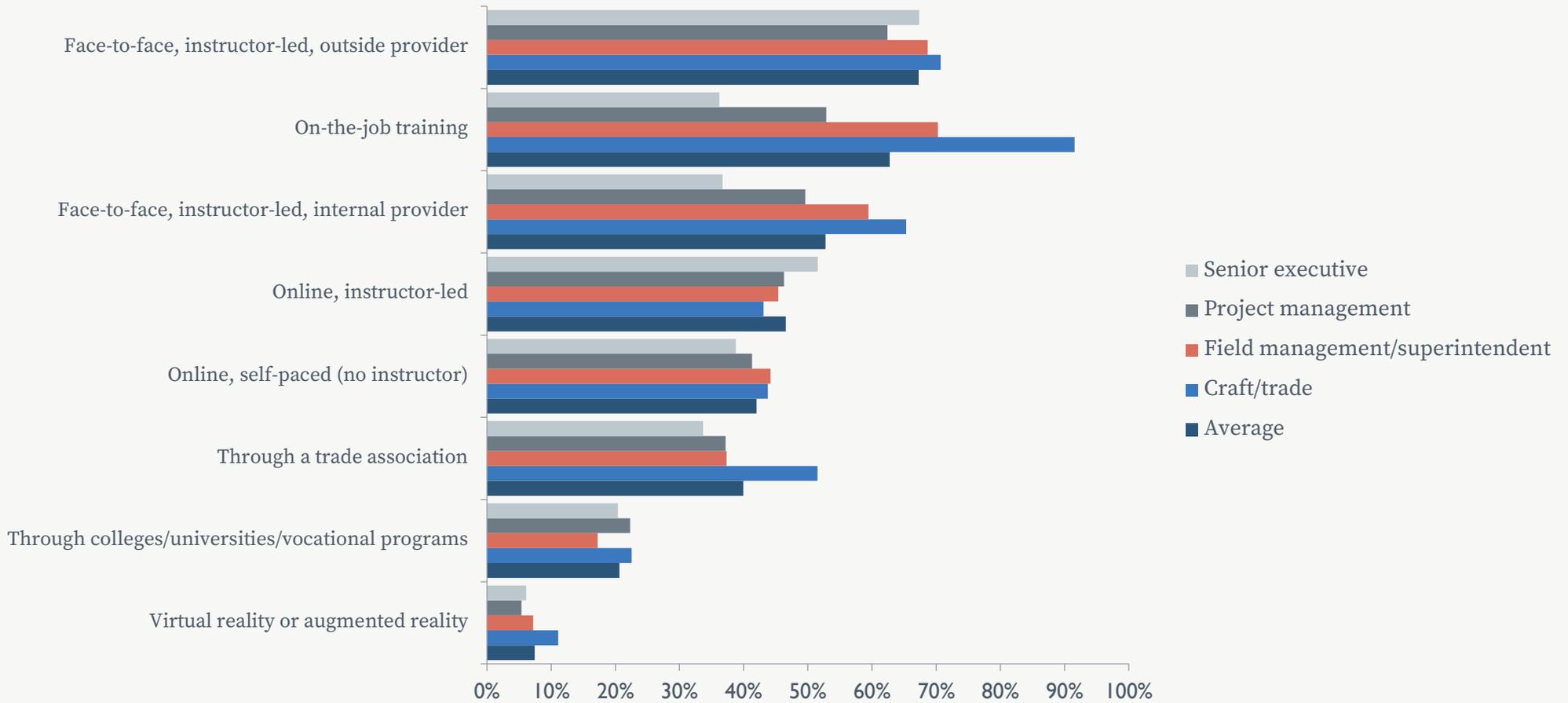
For which job classifications do you provide internships?
All respondents, percent of total



Face-to-face, instructor-led, outside providers and on-the-job training were the most utilized methods to educate personnel in 2022.

Which of the following education methods do you use to educate personnel? Select all that apply.

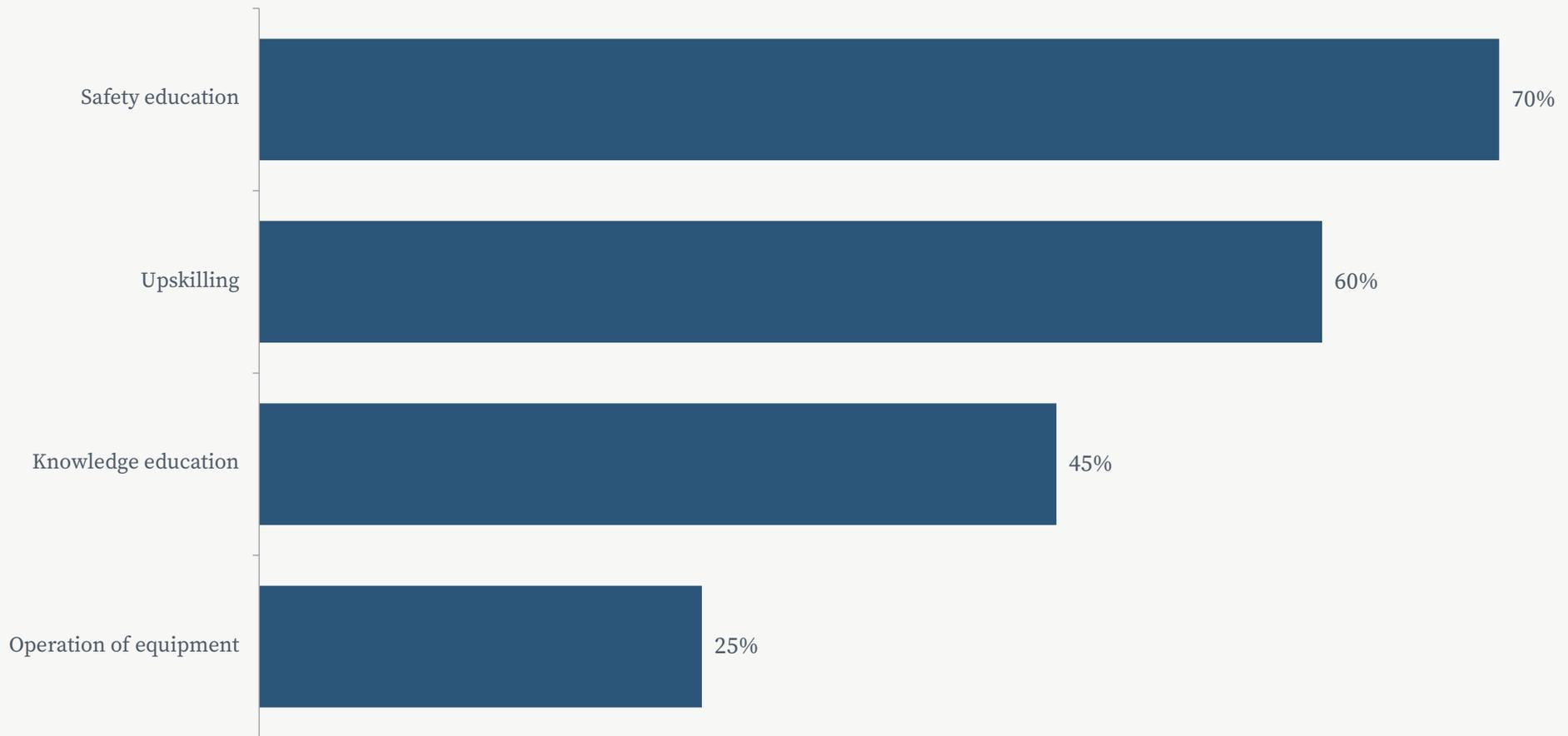
All respondents, percent of total



70% of respondents have used virtual reality or augmented reality for safety education.

Which of the following categories of virtual reality or augmented reality have you used for education? Select all that apply.

All respondents, percent of total





Safety Education

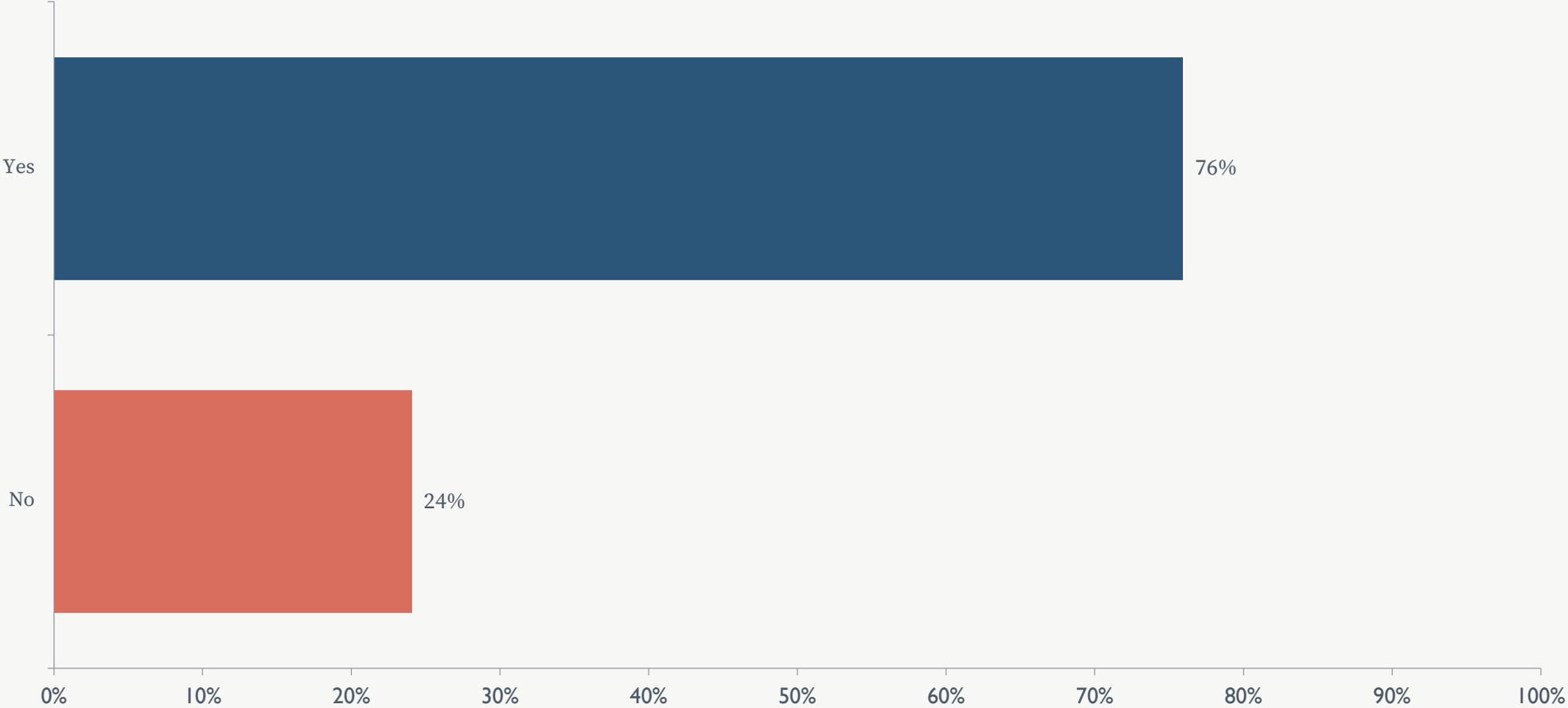
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Almost 76% of respondents use or are planning to start using safety technology.

Do you use or are you planning to use safety technology within your organization?

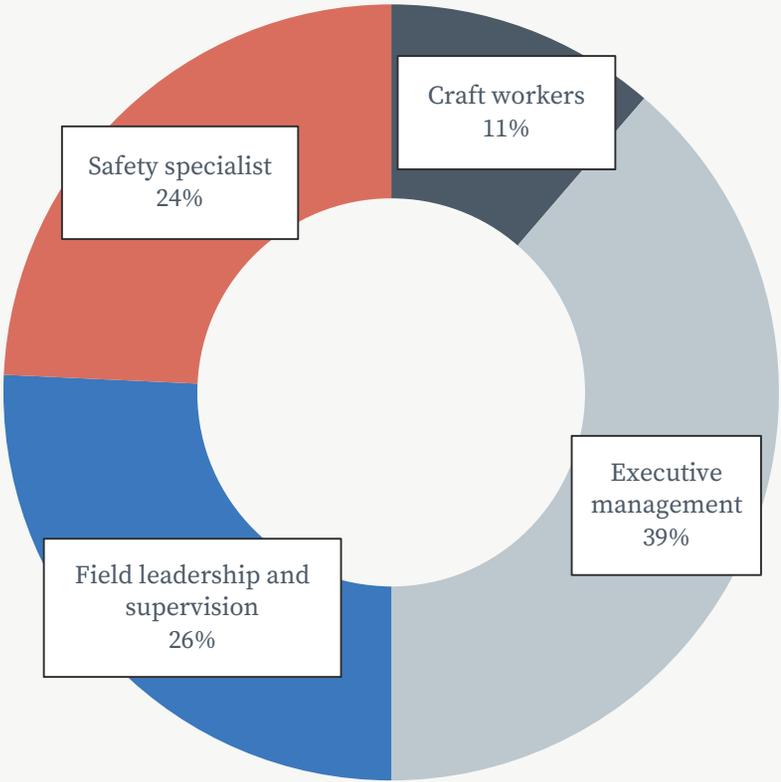
All respondents, percent of total



Executive management personnel were the group most commonly identified as the decision-makers when purchasing and deploying safety technology.

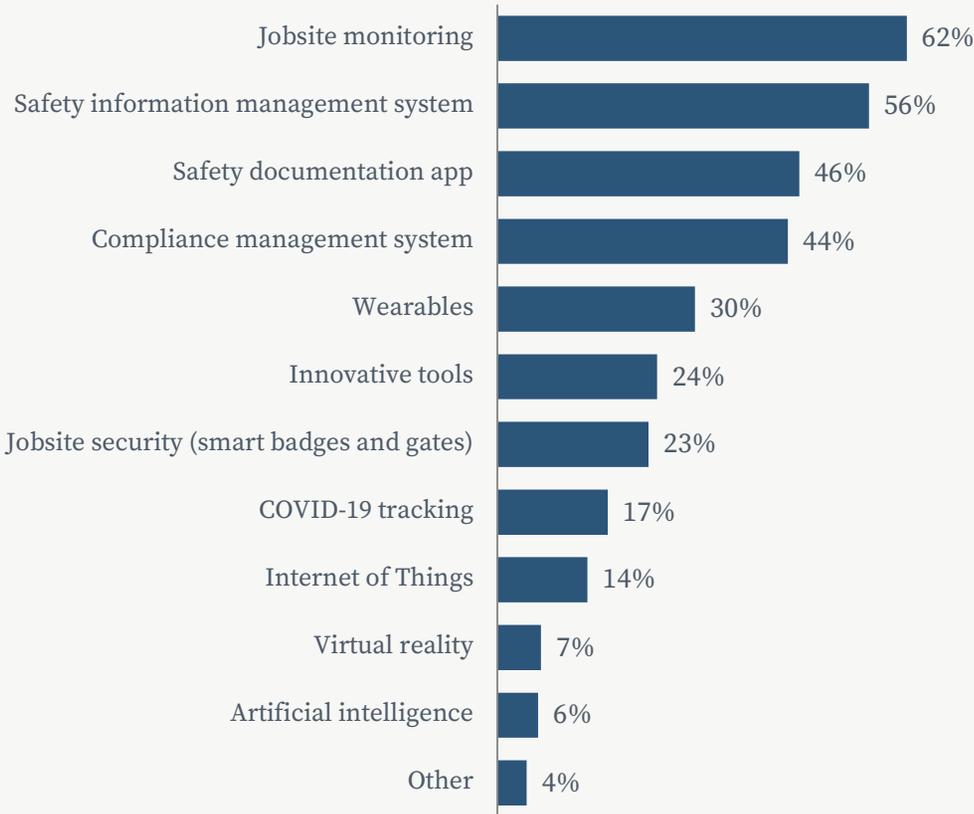
Who is involved in the identification and decision to purchase and deploy safety technology?

All respondents, percent of total



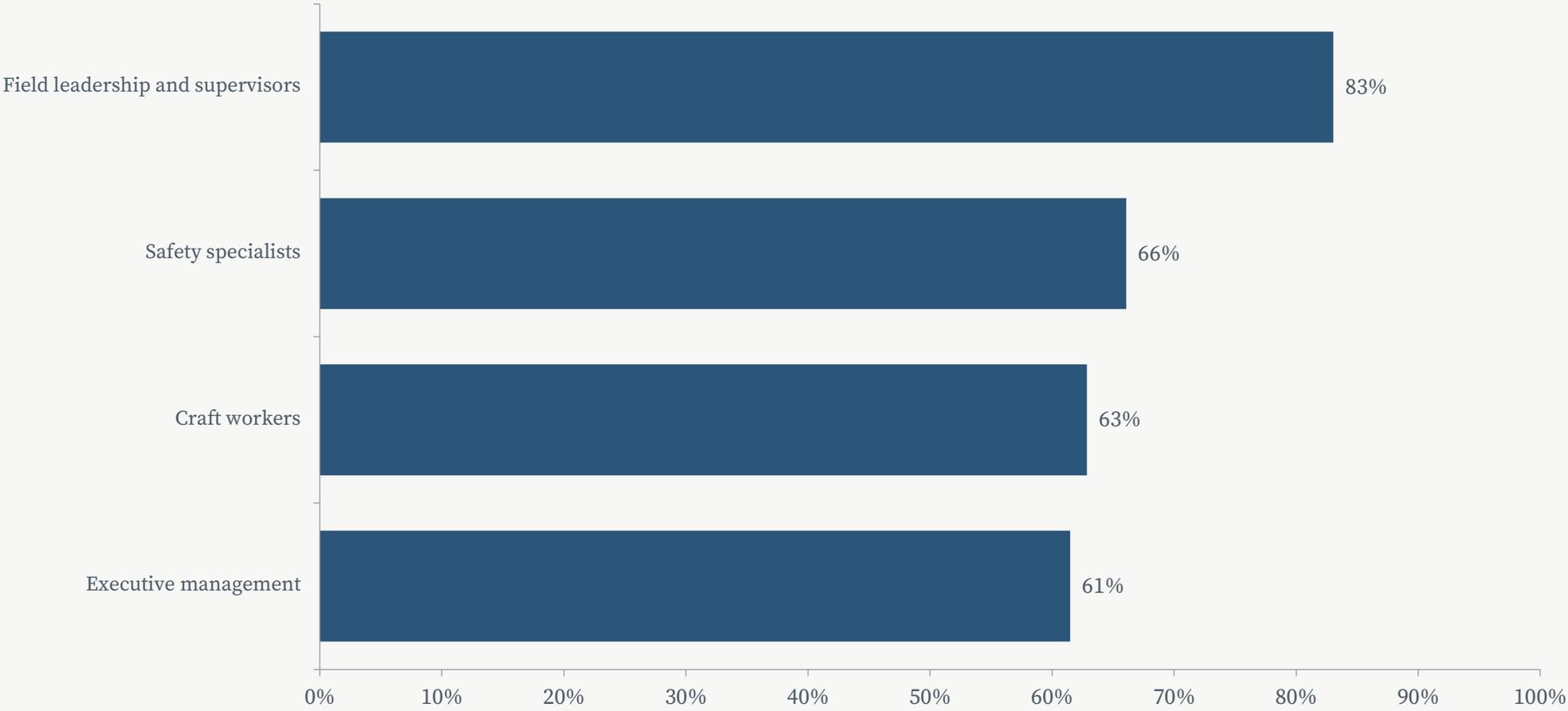
What safety technology are you using today or planning to use in the future? Check all that apply.

All respondents, percent of total



Field leaders and supervisors were among the top users of safety technologies.

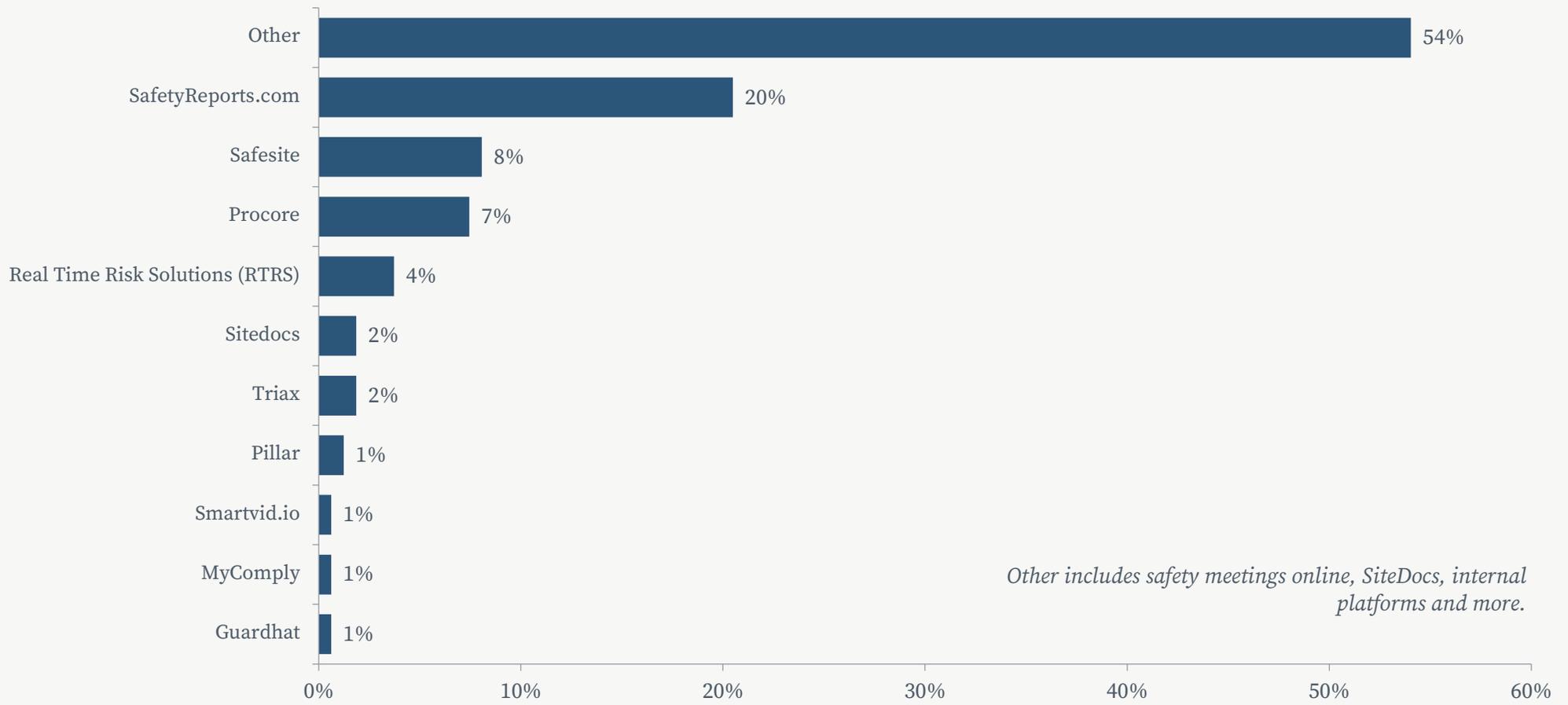
Within your company, who utilizes deployed safety technologies? Check all that apply.
All respondents, percent of total



The majority of respondents used companies other than those listed for purchasing or deploying safety technology.

Which technology companies do you use, or have you used to research, purchase or deploy safety technology?

All respondents, percent of total





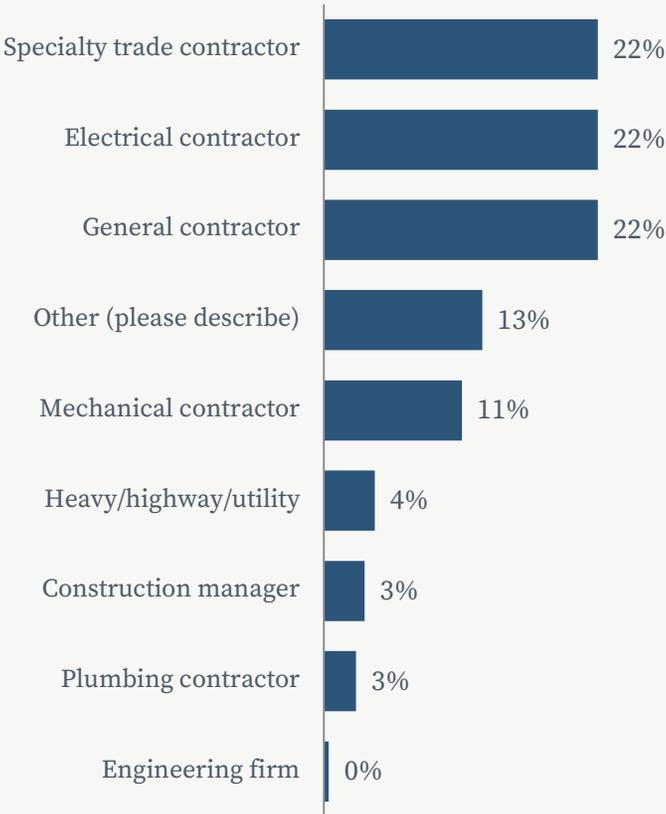
Contractor Survey Demographics

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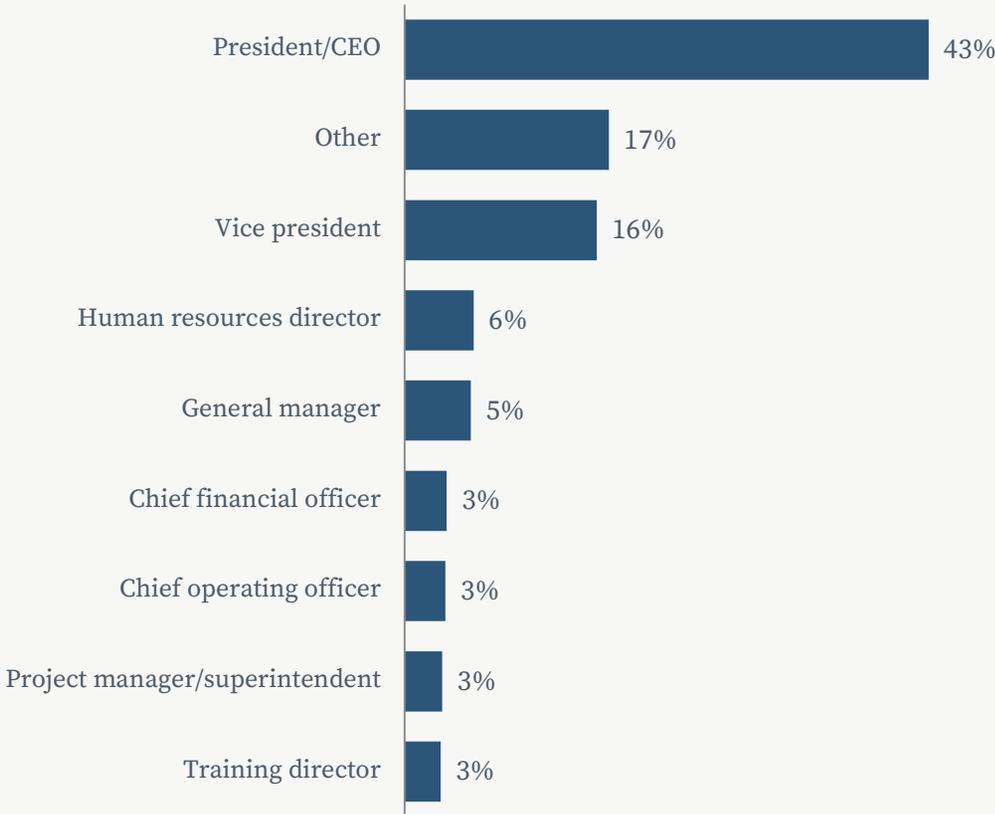


Specialty trade, electrical and general contractors comprised the majority of respondent company types, and 43% of respondents were presidents/CEOs.

Which of the following best describes your company?
All respondents



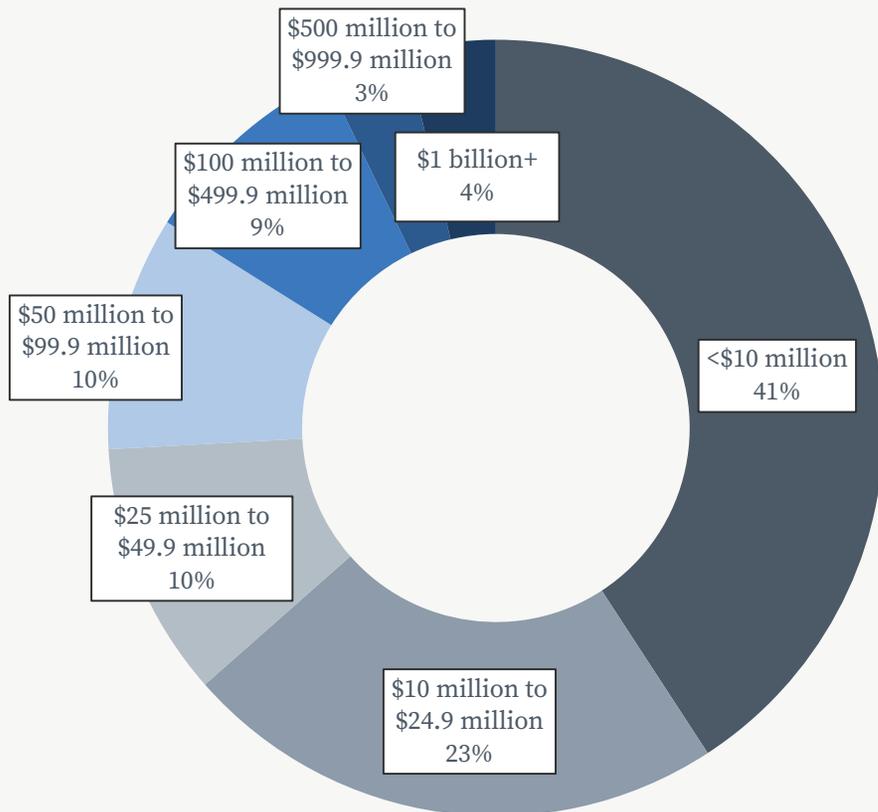
Which of the following best describes your role?
All respondents



Nearly two-thirds of respondents (64%) reported annual revenue of less than \$24.9 million.

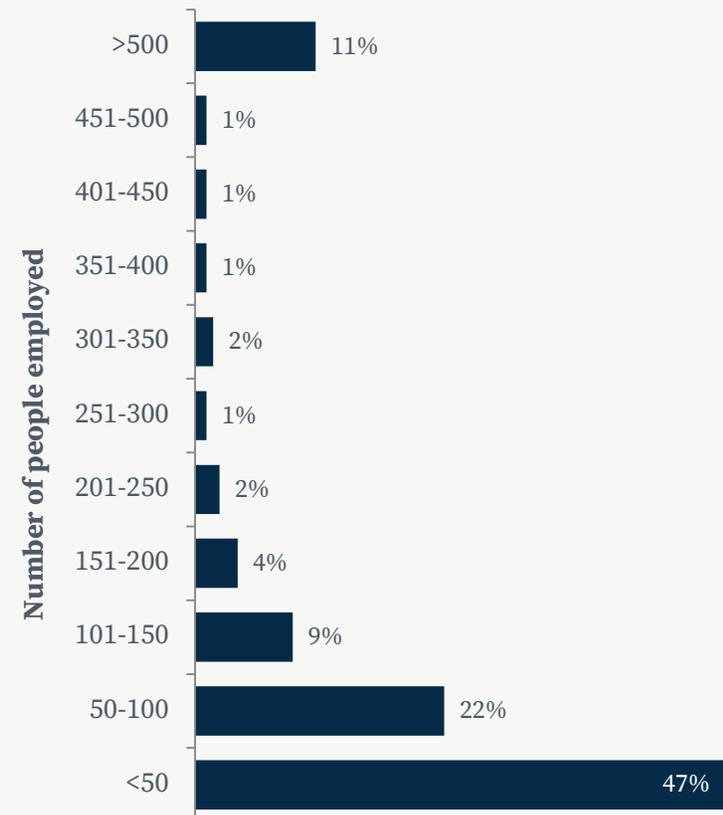
Which of the following best describes your company's annual construction revenue?

All respondents, percent of total



How many people are employed (both hourly and salary) by your company at its seasonal peak?

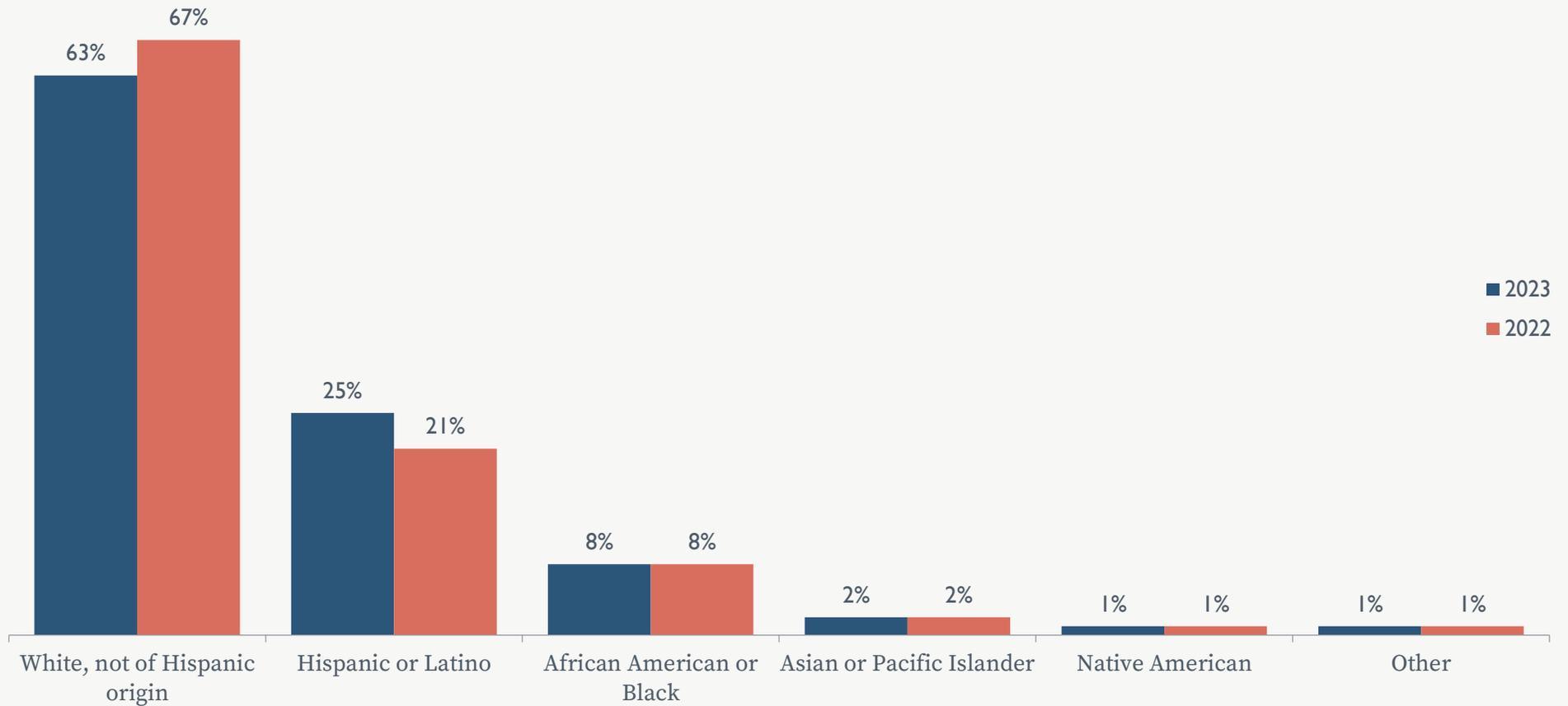
All respondents, percent of total



The percentage of Hispanic course attendees rose slightly in 2023.

In your company, what percentage (%) of craft/trade course attendees are of the following race/ethnic groups?

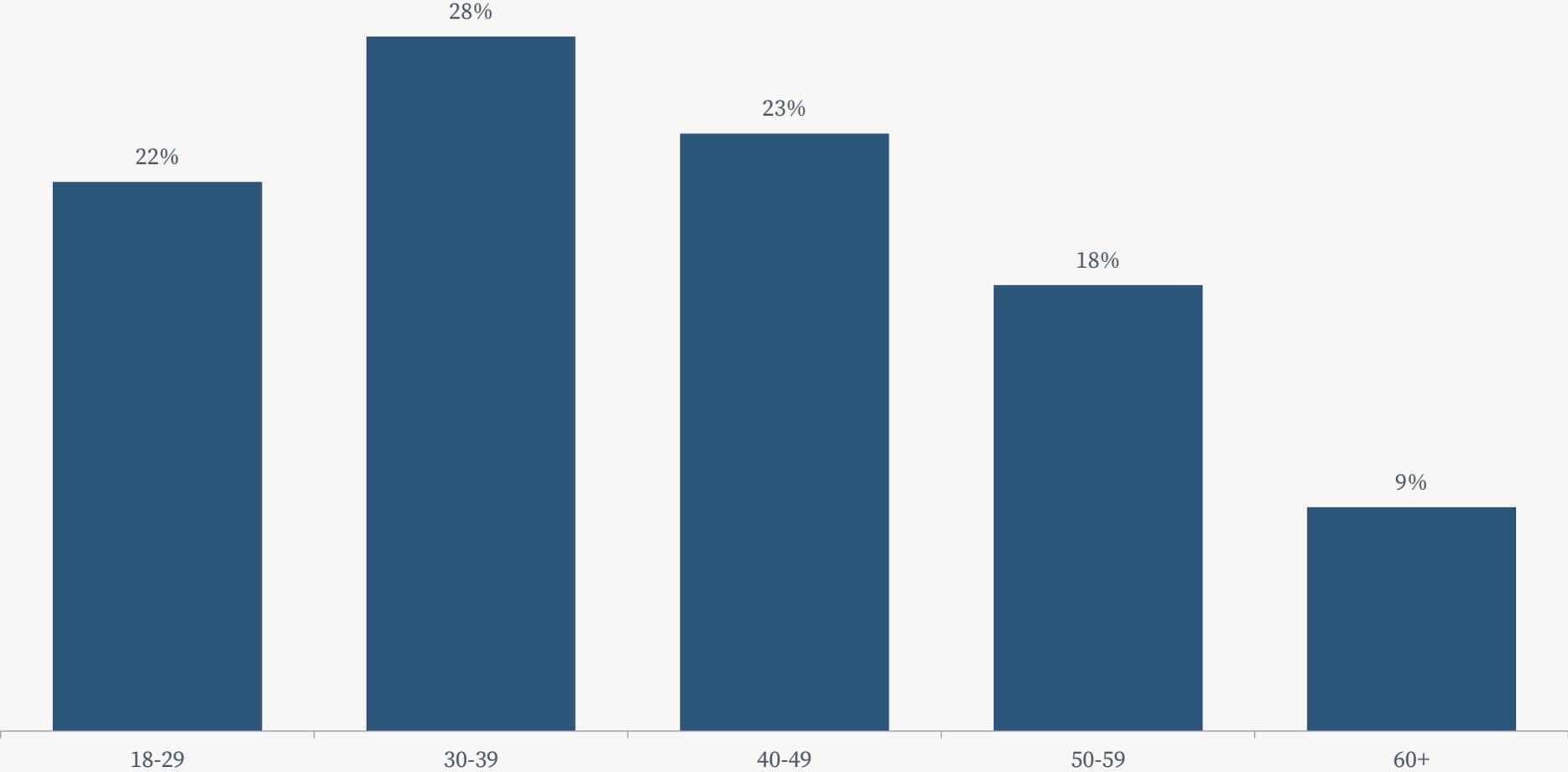
All respondents, percent of total



Employees ages 30 to 39 comprise the largest share of member workforces.

In your company, what percentage (%) of your company's workforce falls into the following age groups?

All respondents, percent of total





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