



ABC 2024 Workforce Development Survey

June 2024

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Management Summary

Section 1

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Methodology

- ABC distributed the survey to ABC contractor members from Jan. 4 to May 20, 2024.
- After removing duplicate and incomplete responses, the sample response rate was 5% 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 (\$1.6 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 2024 Workforce Development Survey

Management Summary

Source(s): ABC, FMI

- ABC member contractors invested \$1.6 billion in workforce development in 2023 to educate more than 1.3 million course attendees.
 - ABC contractors invested an average of 7.5% of payroll on workforce development in 2023, down from 8% in 2022.
 - Safety education accounts for the greatest share (59%) of total workforce investment, which has remained stable since 2022.
 - Trade and specialty contractors have continued to increase their share of the total workforce development investment, growing to 50% in 2023 from 42% in 2022.
 - 81% of ABC members who utilize virtual or augmented reality use it for safety education.
-

ABC member contractors invested an average of \$11,746 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)	3,697	9,934	748	14,379
Total education investment	\$748,489,402	\$808,572,006	\$49,728,242	\$1,606,789,650
Number of course attendees educated in each course type	Leadership: 49,489 Safety: 238,301 Craft/trade: 139,599	Leadership: 78,280 Safety: 515,964 Craft/trade: 284,370	Leadership: 4,054 Safety: 32,745 Craft/trade: 17,312	Leadership: 131,823 Safety: 787,010 Craft/trade: 441,281
Per-attendee investment	Leadership: \$2,885 Safety: \$2,065 Craft/trade: \$1,960	Leadership: \$2,314 Safety: \$2,328 Craft/trade: \$2,175	Leadership: \$1,438 Safety: \$2,092 Craft/trade: \$1,863	Leadership: \$2,413 Safety: \$2,250 Craft/trade: \$2,106
Student distribution by role	Senior executive: 9% Project manager: 14% Field manager: 17% Support staff: 8% Craft/trade: 51%	Senior executive: 6% Project manager: 9% Field manager: 17% Support staff: 9% Craft/trade: 59%	Senior executive: 4% Project manager: 7% Field manager: 13% Support staff: 8% Craft/trade: 68%	Senior executive: 7% Project manager: 11% Field manager: 17% Support staff: 9% Craft/trade: 56%

The number of course attendees educated by ABC member contractors increased year-over-year from 2022, surpassing 1.36 million in 2023.

Model Summary
Source(s): ABC, FMI

		2023	2022	2021	2020
Number of course attendees educated	Leadership	131,823	122,192	144,459	57,303
	Safety	787,011	727,446	752,139	320,758
	Craft/trade	441,281	411,721	448,114	138,956
	Total	1,360,115	1,261,358	1,344,712	517,017
Average investment per attendee	Leadership	\$2,413	\$2,136	\$2,226	\$1,405
	Safety	\$2,250	\$2,187	\$2,200	\$2,369
	Craft/trade	\$2,106	\$2,025	\$2,227	\$1,779
Total investment by contractor type	General contractor/construction manager	\$748,489,402	\$863,789,746	\$1,072,927,828	\$789,969,546
	Heavy/civil/utility	\$49,728,242	\$25,076,658	\$27,849,454	\$57,180,520
	Trade or specialty	\$808,572,006	\$655,923,019	\$545,604,739	\$511,523,548
	Total	\$1,606,789,650	\$1,544,789,423	\$1,646,382,021	\$1,358,673,614
Average investment by contractor type	General contractor/construction manager	\$202,440	\$238,566	\$296,327	\$228,183
	Heavy/civil/utility	\$66,507	\$32,493	\$36,085	\$84,089
	Trade or specialty	\$81,395	\$63,971	\$53,212	\$52,378

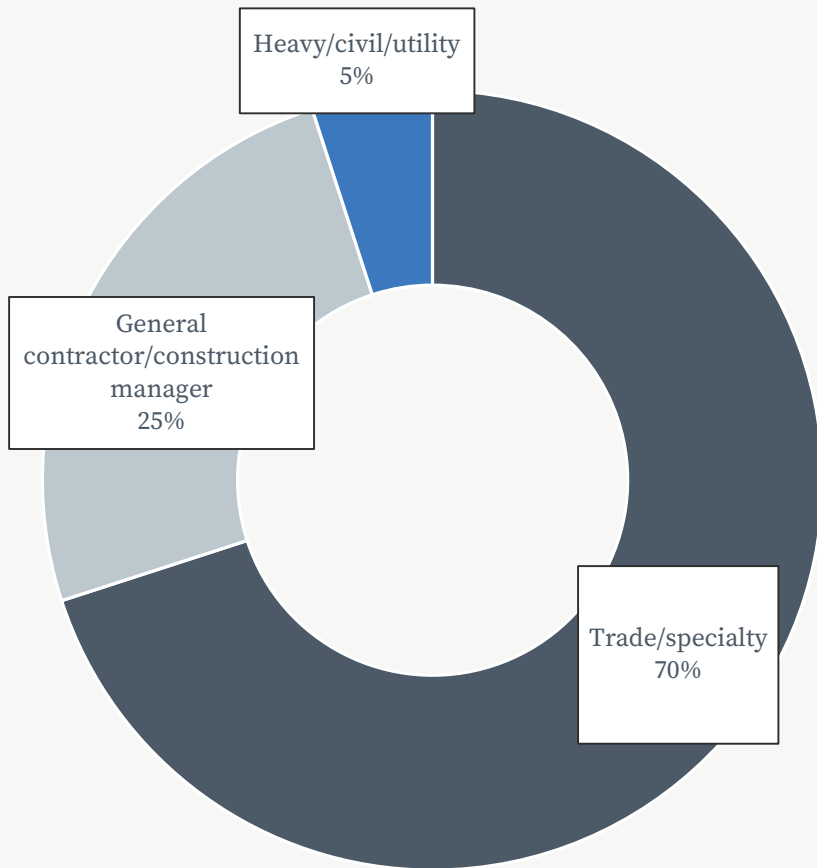
Trade and specialty contractors represented the largest share of total education investment at 50% in 2023.

Management Summary

Source(s): ABC, FMI

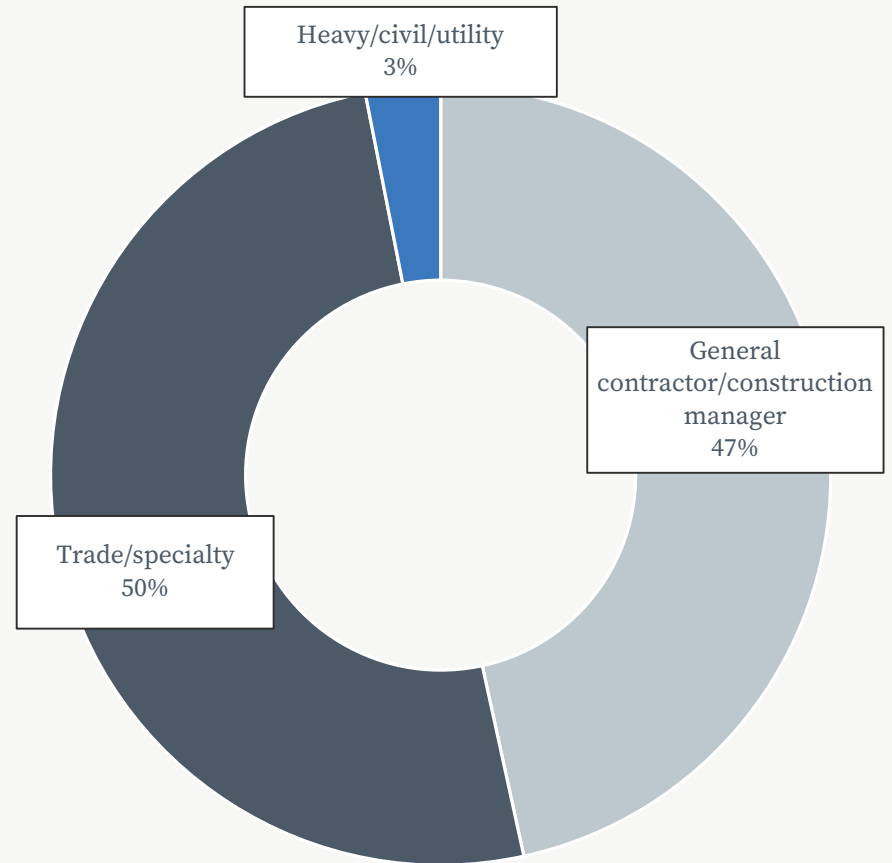
Estimated ABC membership by contractor type

All respondents, percent of total



Total educating investment by contractor type

All respondents, percent of total



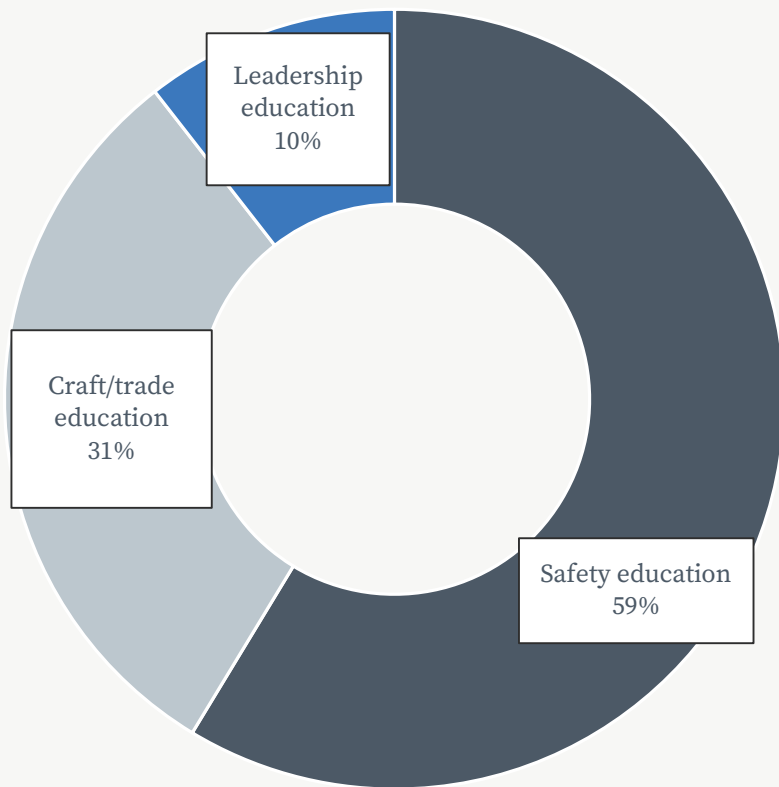
At 59%, safety education accounted for the greatest share of total workforce investment.

Management Summary

Source(s): ABC, FMI

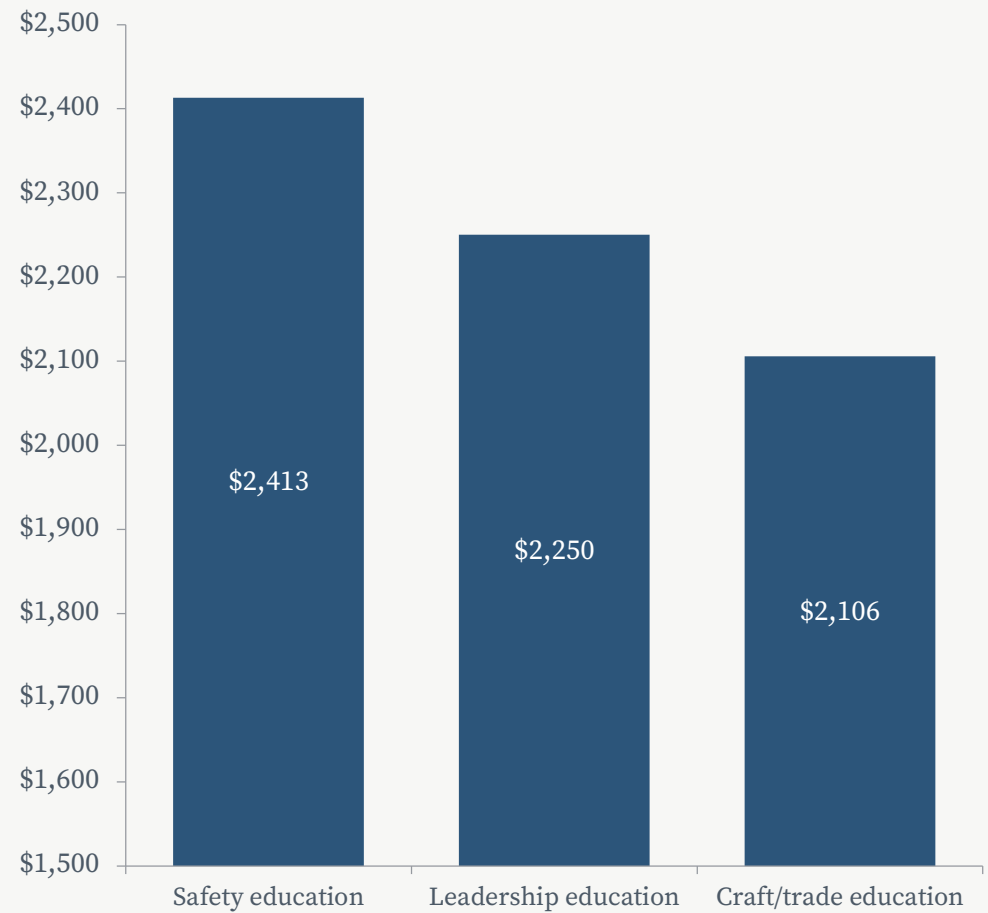
Education investment by education type

All respondents, percent of total



Average per-attendee education investment by education type

All respondents



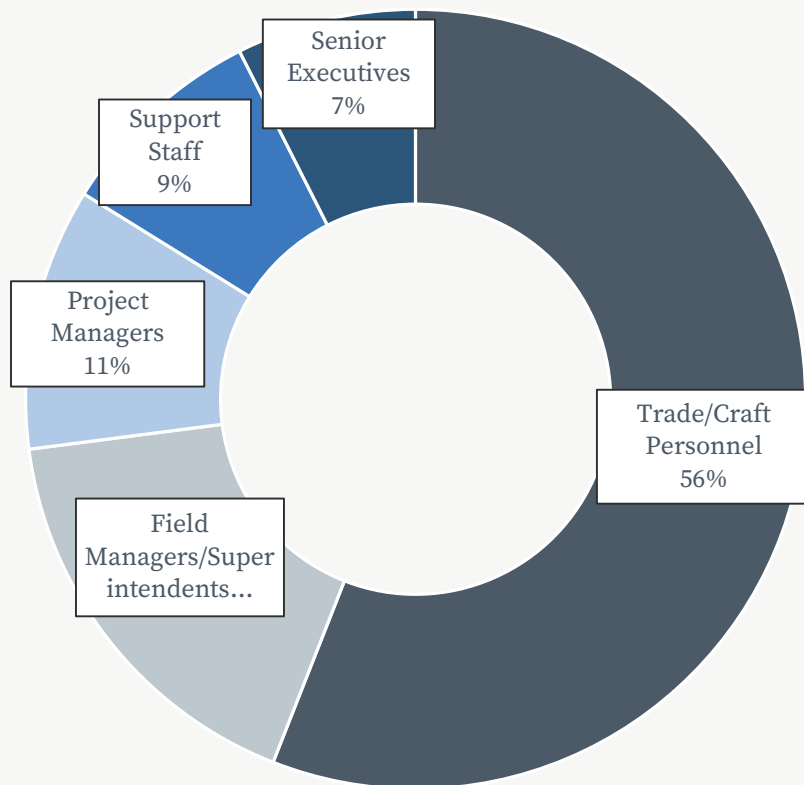
In 2023, ABC member contractors provided safety education to more than 787,000 course attendees.

Management Summary

Source(s): ABC, FMI

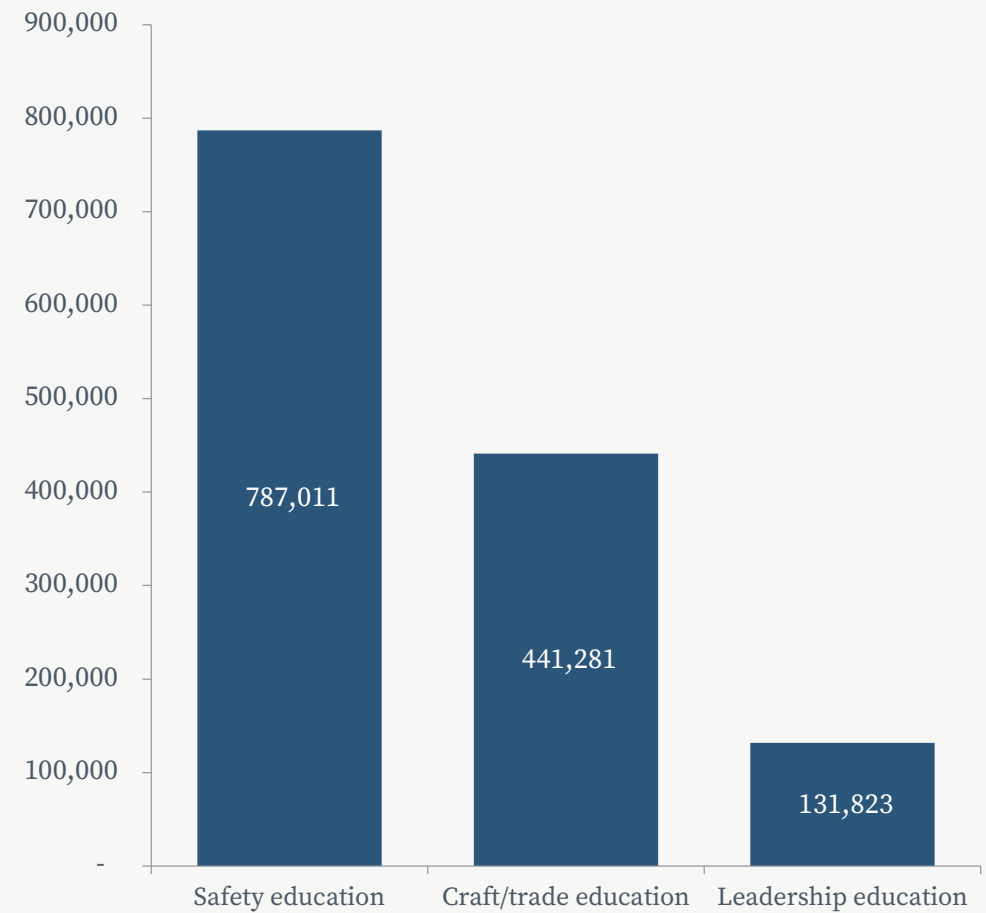
Course attendees educated by role

All respondents, percent of total



Course attendees educated by educating type

All respondents



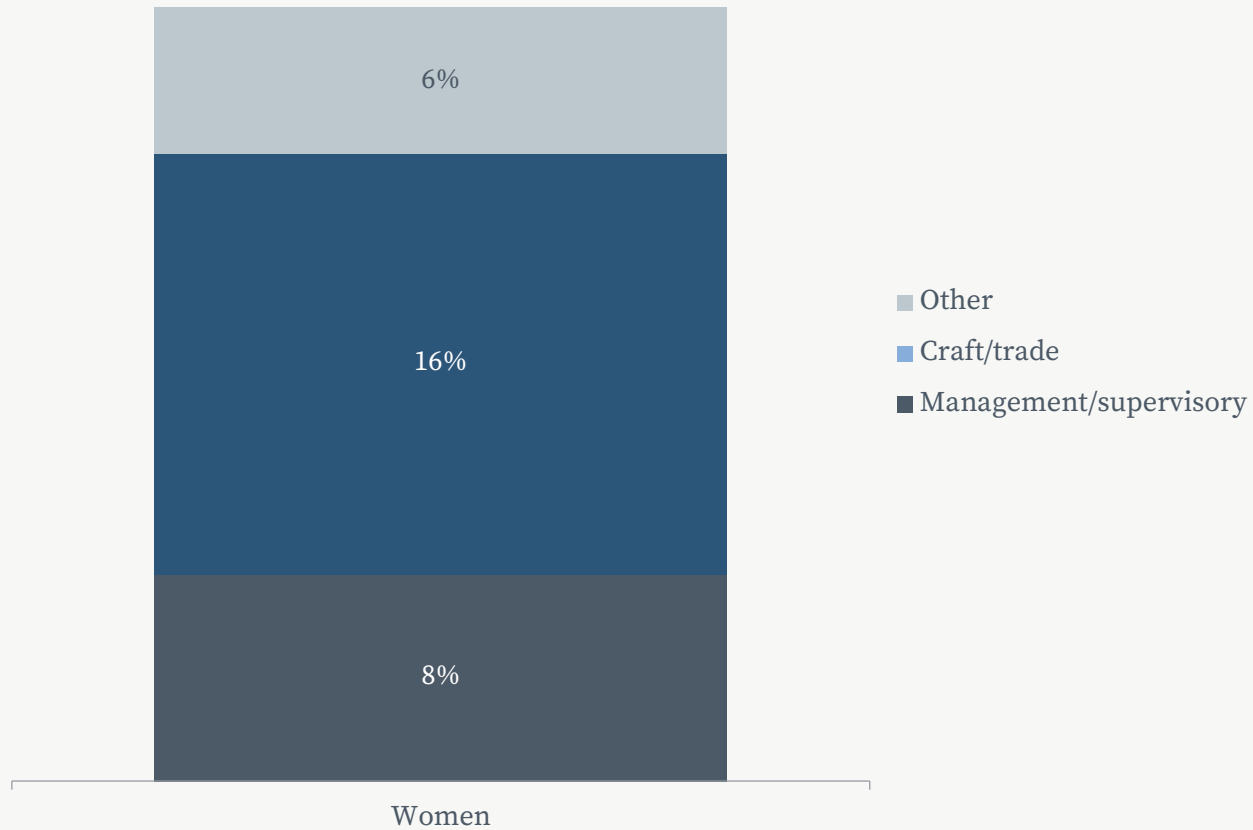
The total percentage of women in ABC member companies declined to 30%, from 33% in 2022.

Management Summary

Source(s): ABC, FMI

In your company, what percentage (%) of each type of employees are women?

All respondents, average percentage





Key Findings

Section 2

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Workforce Development

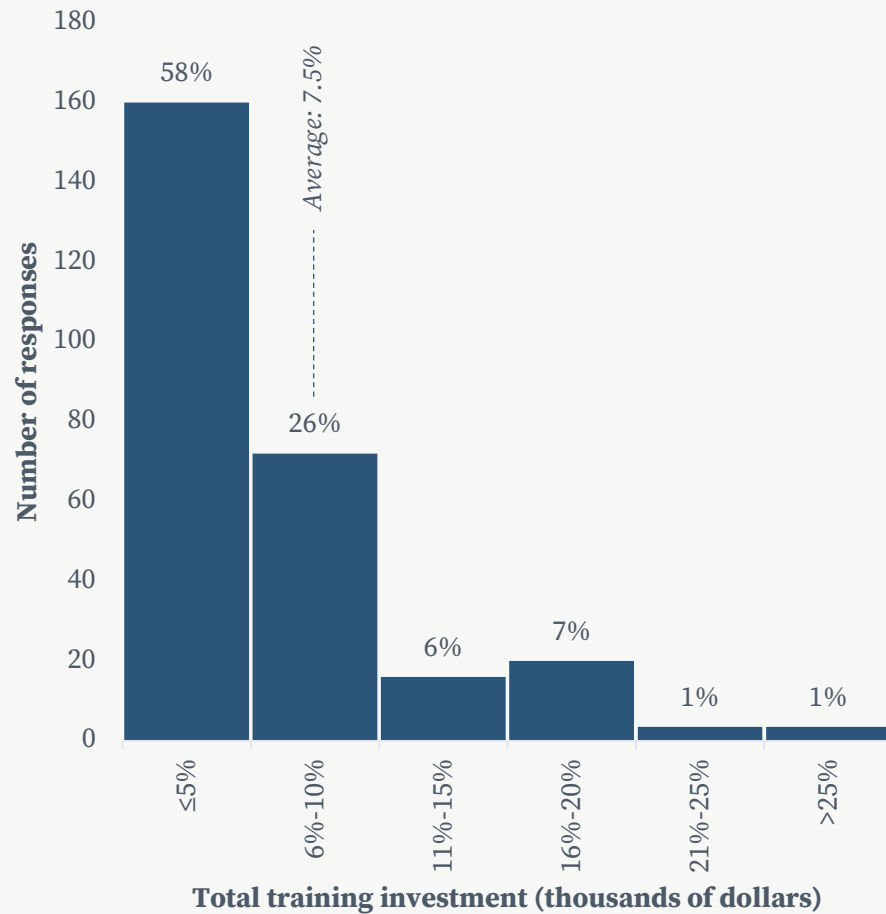
Section 2.1

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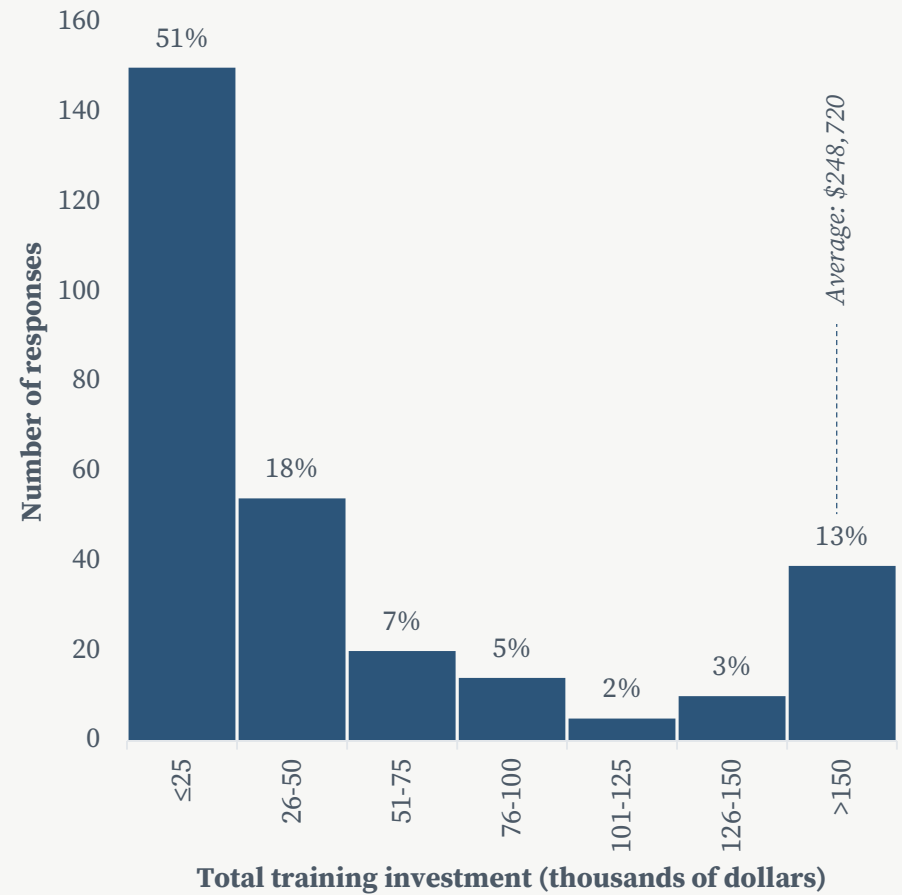


ABC member contractors invested an average of 7.5% of their total payroll on education in 2023.

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



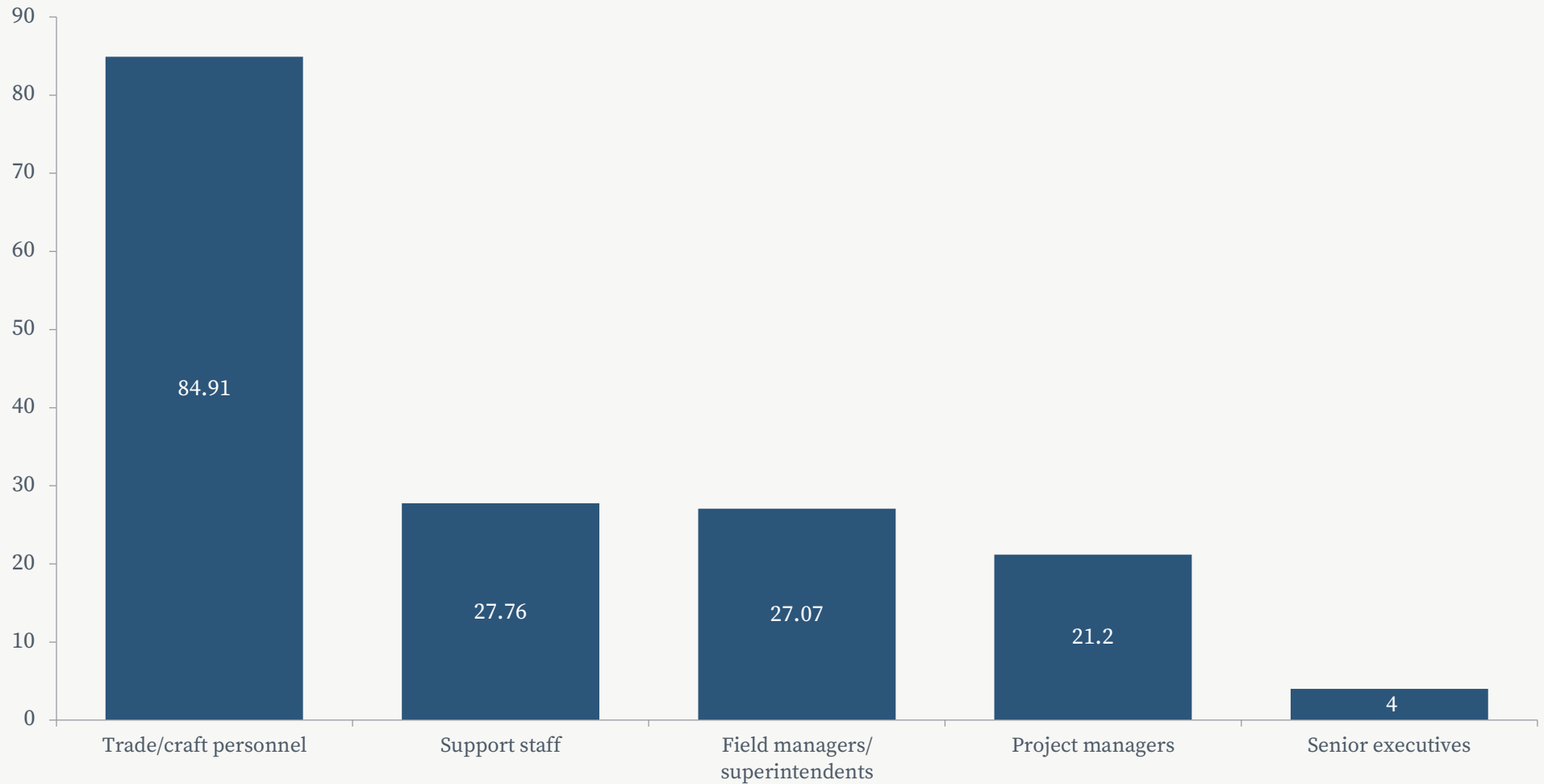
What is your total investment for educating personnel (in dollars)?
All respondents



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

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

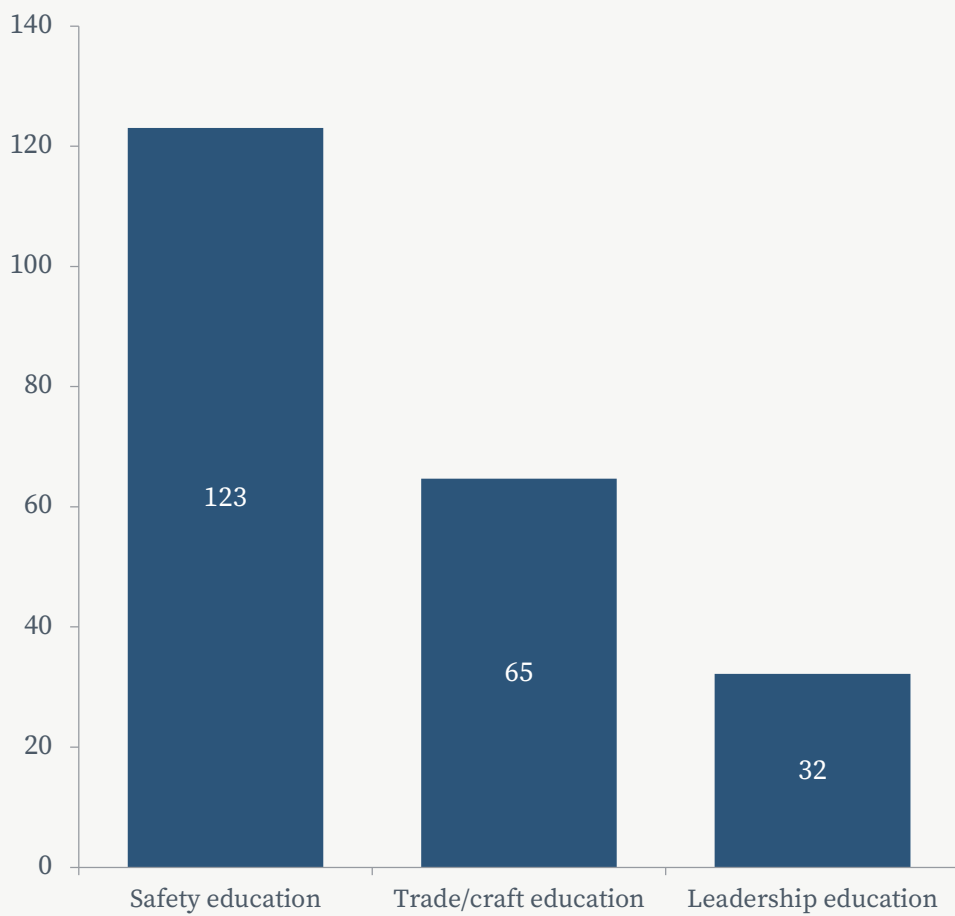
All respondents, average



In 2023, ABC member firms invested in safety education for 123 course attendees, on average.

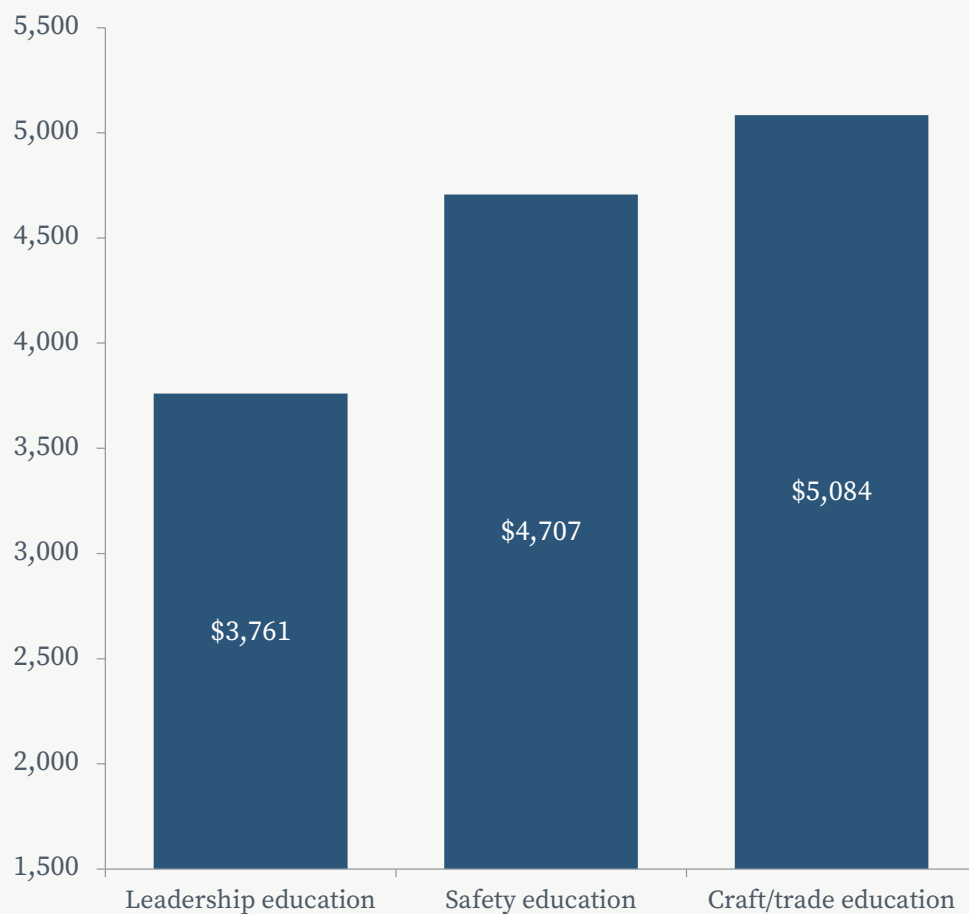
How many course attendees receive education in the following categories annually?

All respondents, average



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

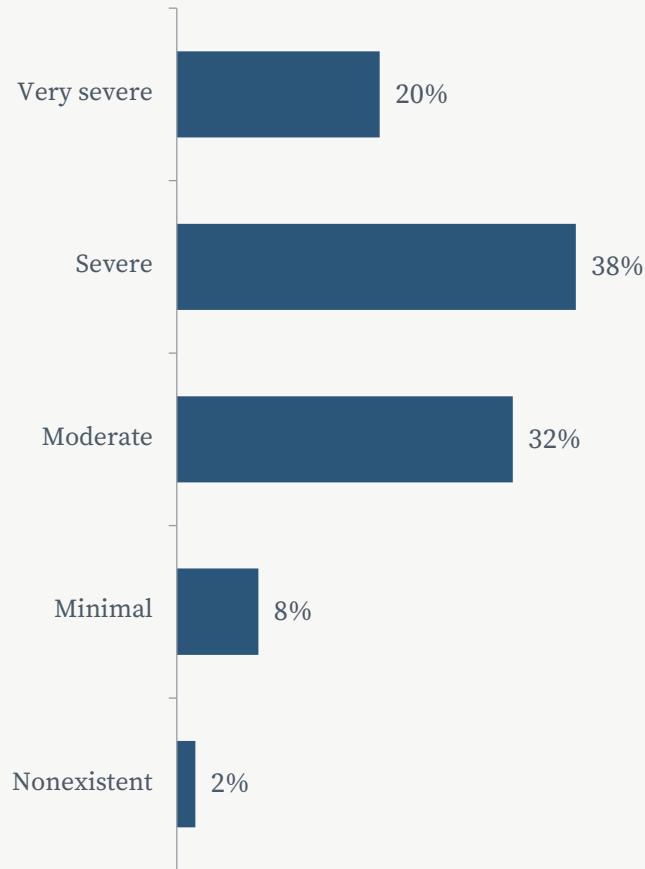
All respondents



Over half of respondents (58%) reported a labor shortage that is severe or very severe, citing an exodus of baby boomers as the top contributor.

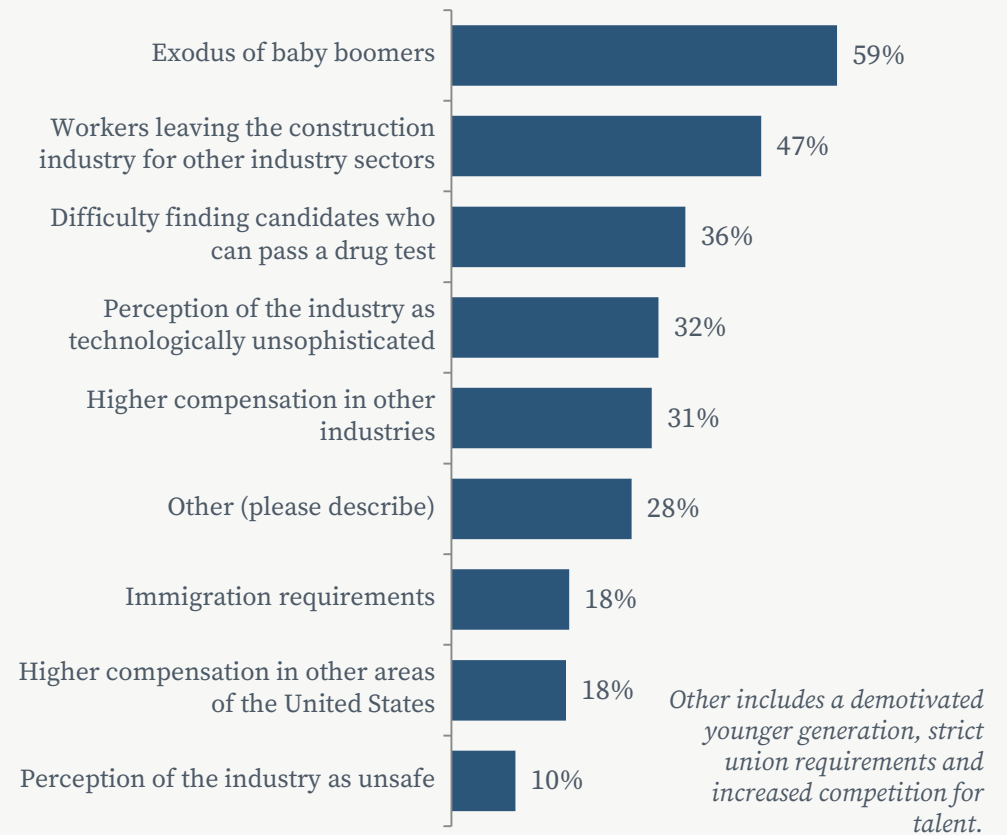
How severe is the skilled labor shortage facing your company or organization?

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.

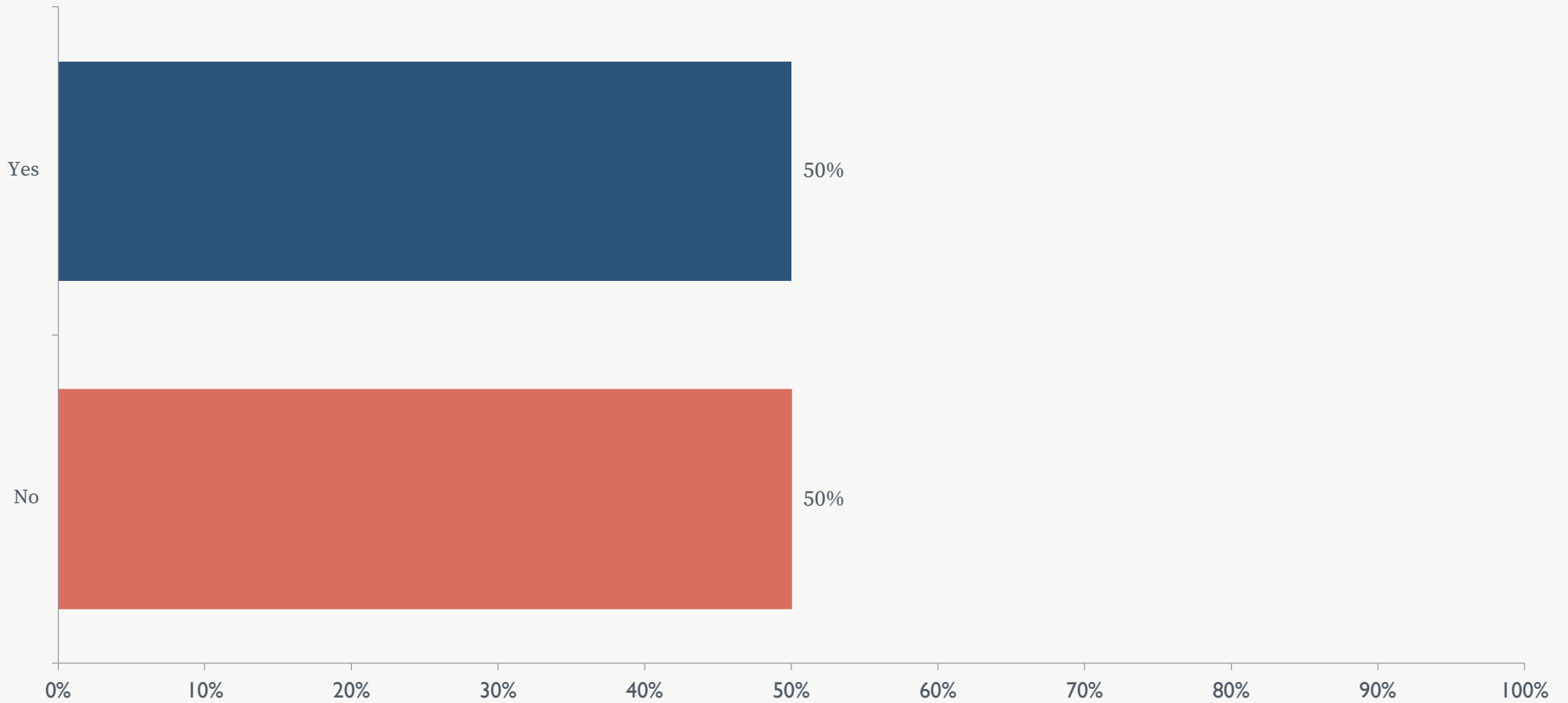
All respondents, percent of total



Exactly half of respondents (50%) employ reentering or second-chance citizens.

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

All respondents, percentage of total





Development Practices

Section 2.2

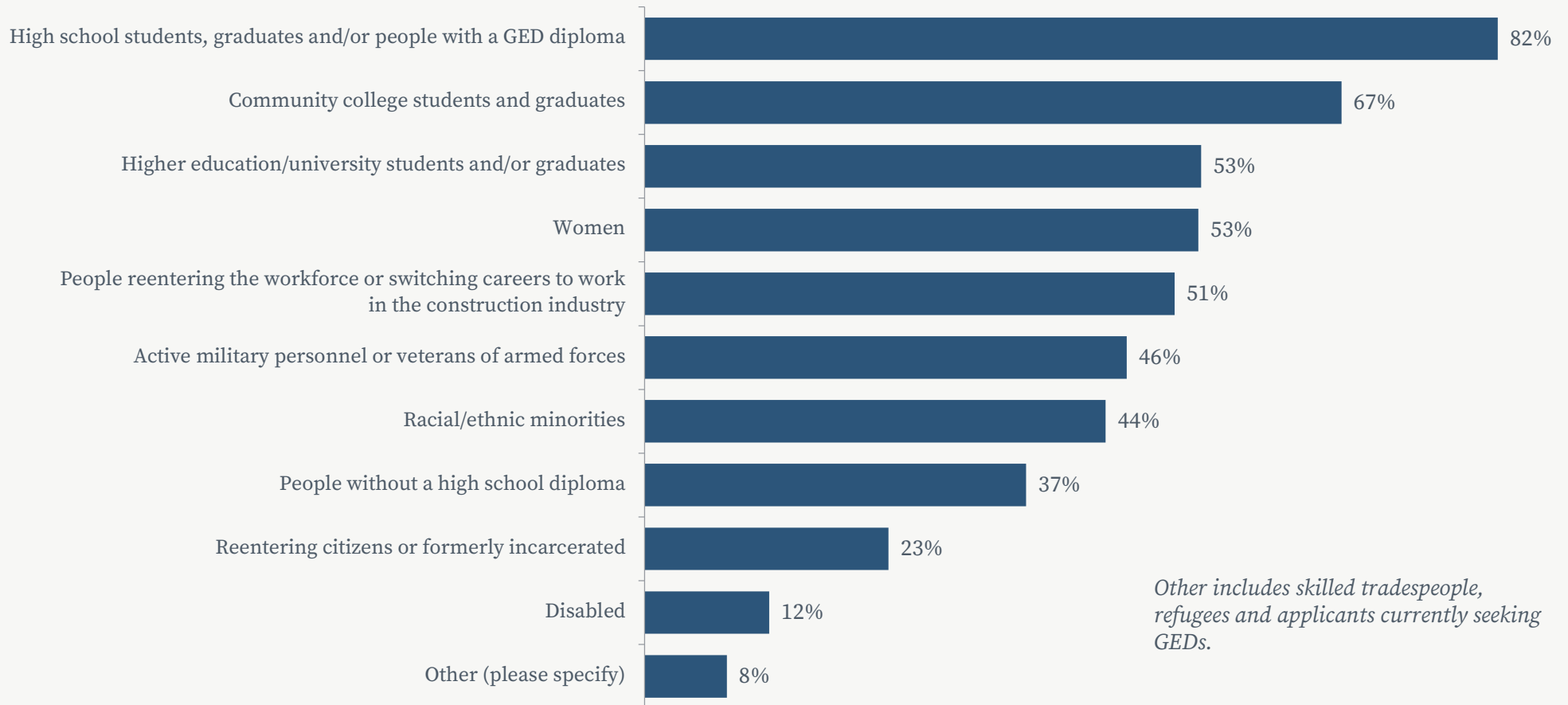
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82% of survey respondents targeted high school students, graduates and/or people with a GED diploma for recruitment.

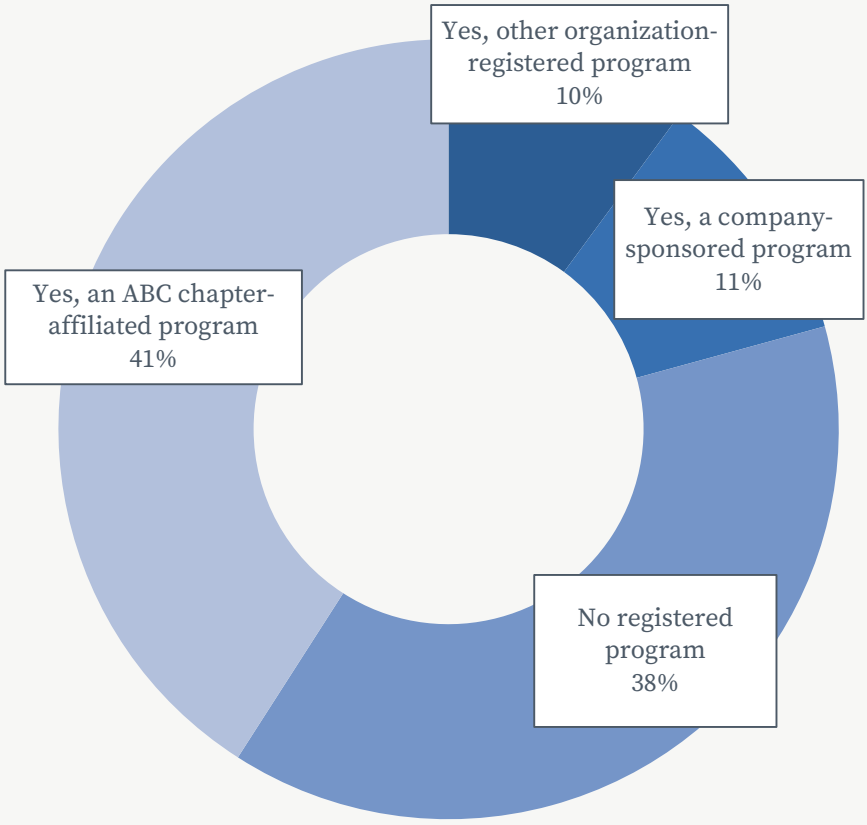
Which of the following groups of people has your organization engaged with for industry outreach and recruitment? Please select all that apply.

All respondents, percent of total

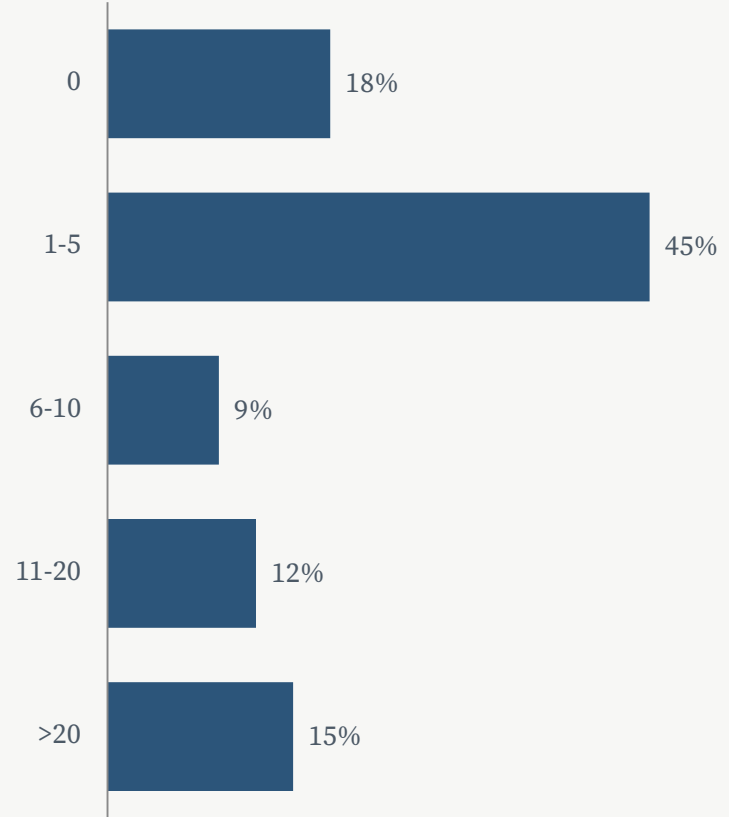


Nearly two-thirds of respondents (62%) had a registered apprenticeship program validated by the state or U.S. Department of Labor.

Does your company participate in a government-registered apprenticeship program? Select all that apply.
All respondents, percent of total



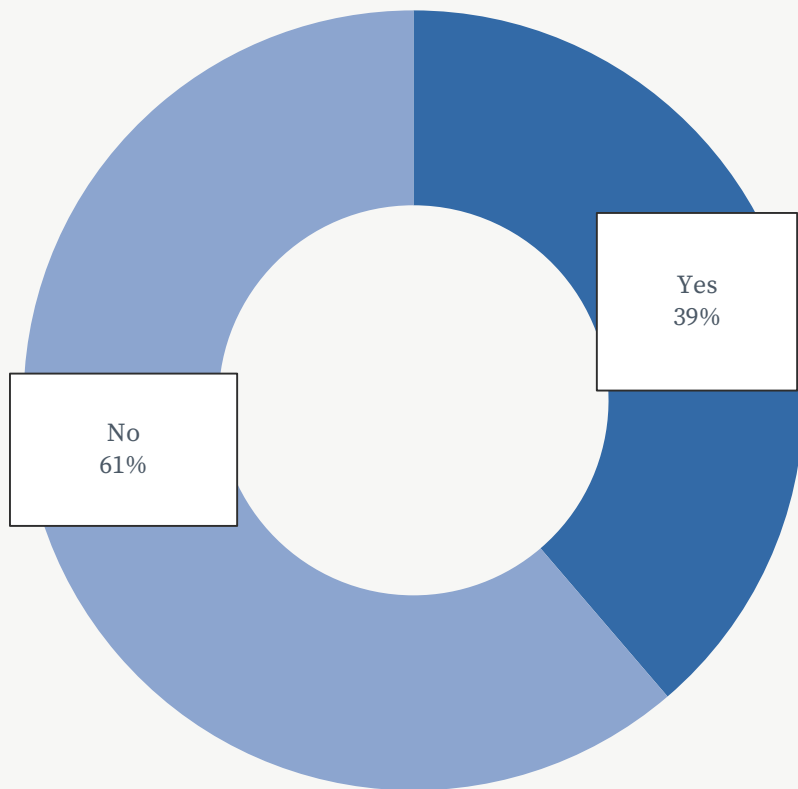
How many employees are currently involved in a government-registered apprenticeship program?
All respondents with government-registered programs, percent of total



ABC member firms partnered with college/university and high school career and technical education programs most frequently for internship programs.

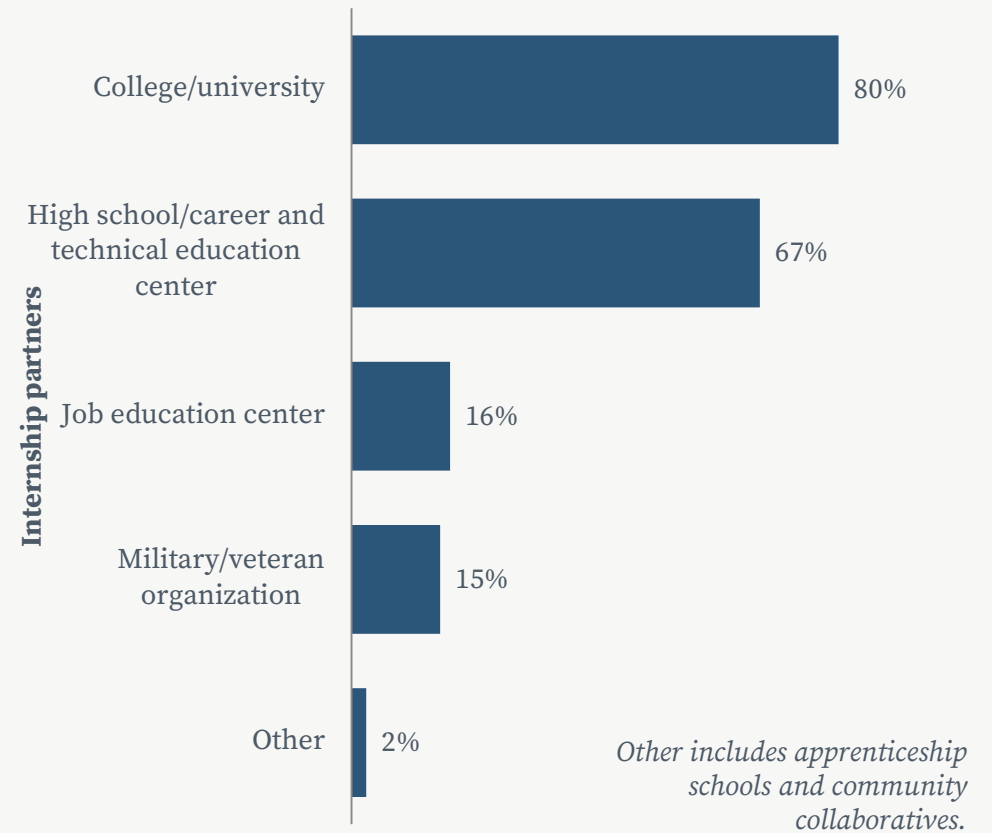
Does your organization participate in internship programs?

All respondents, percent of total



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

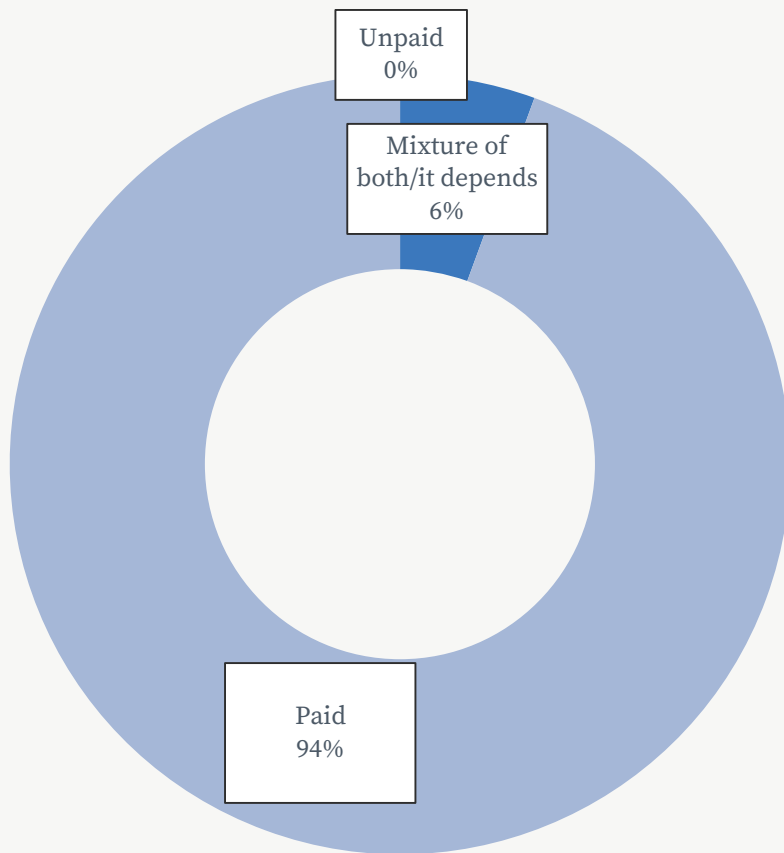
All respondents, percent of total



In 2023, 94% of internships were paid, with most internships dedicated to project management and craft/trade positions.

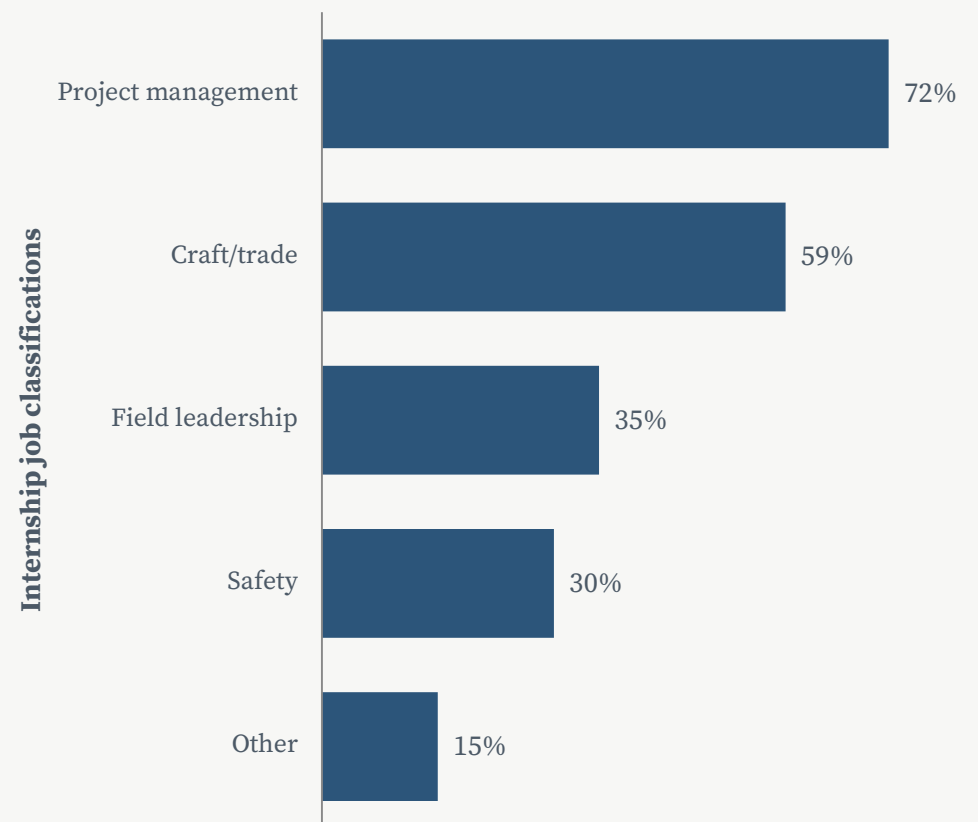
Are your interns paid or unpaid?

All respondents, percent of total



For which job classifications do you provide internships?

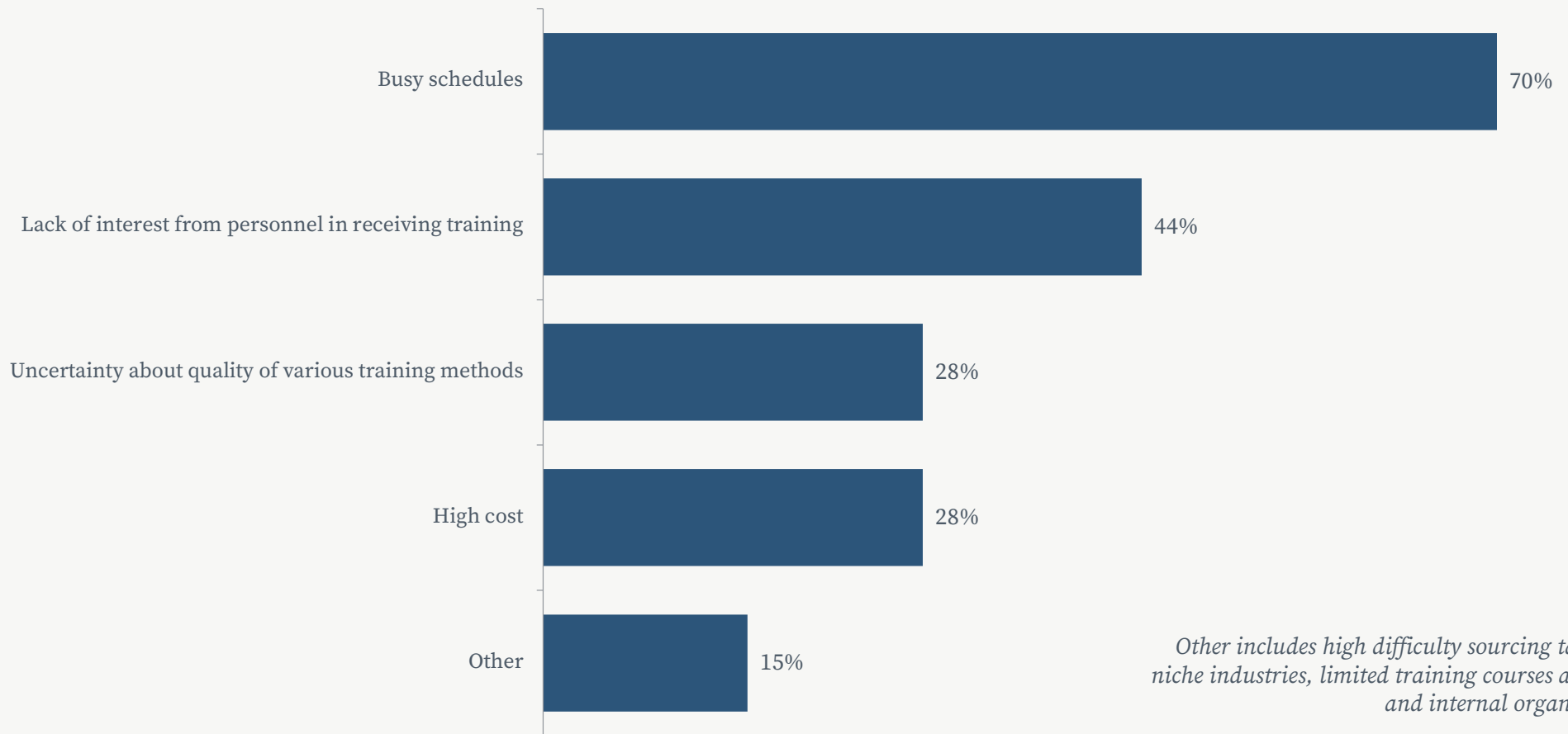
All respondents, percent of total



70% of respondents reported that the biggest obstacle to delivering education is busy schedules.

Which of the following obstacles are limiting your ability to deliver education and/or participate in outreach (career fairs, awareness events, education boards, etc.)? Select up to three.

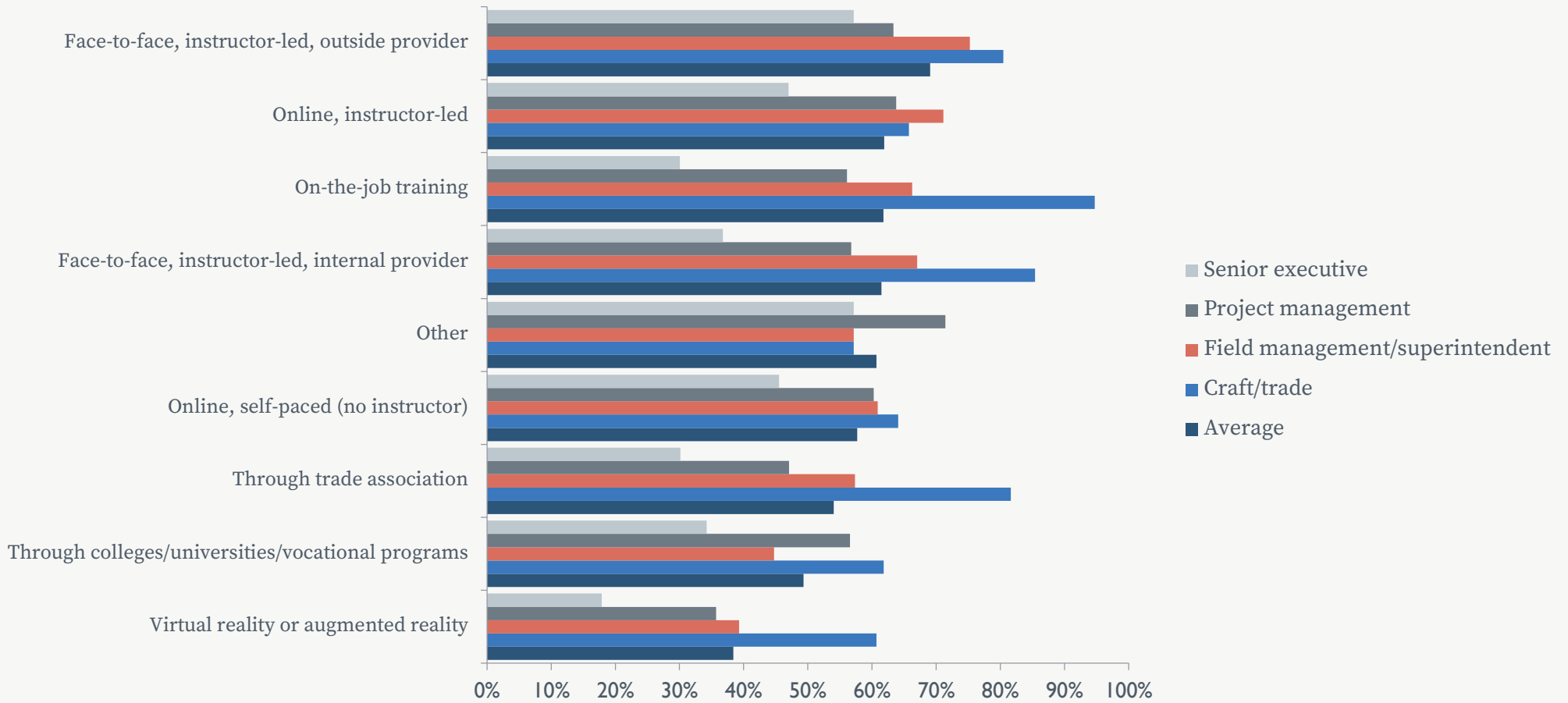
All respondents



Face-to-face, instructor-led, outside provider trainings were the most utilized methods to educate personnel in 2023.

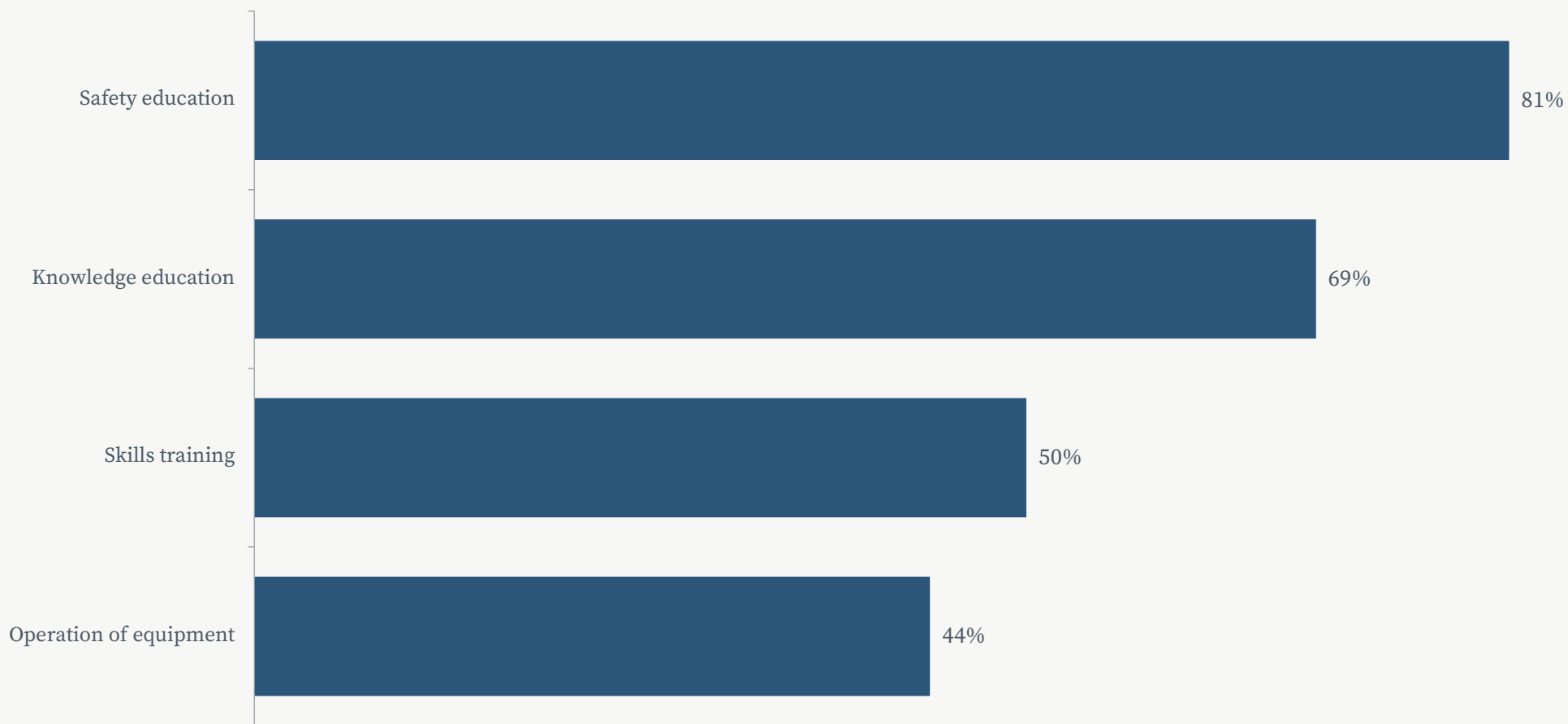
Which of the following education methods do you use to educate personnel? Select all that apply.

All respondents, percent of total



81% of ABC members who utilize virtual or augmented reality use it for safety education.

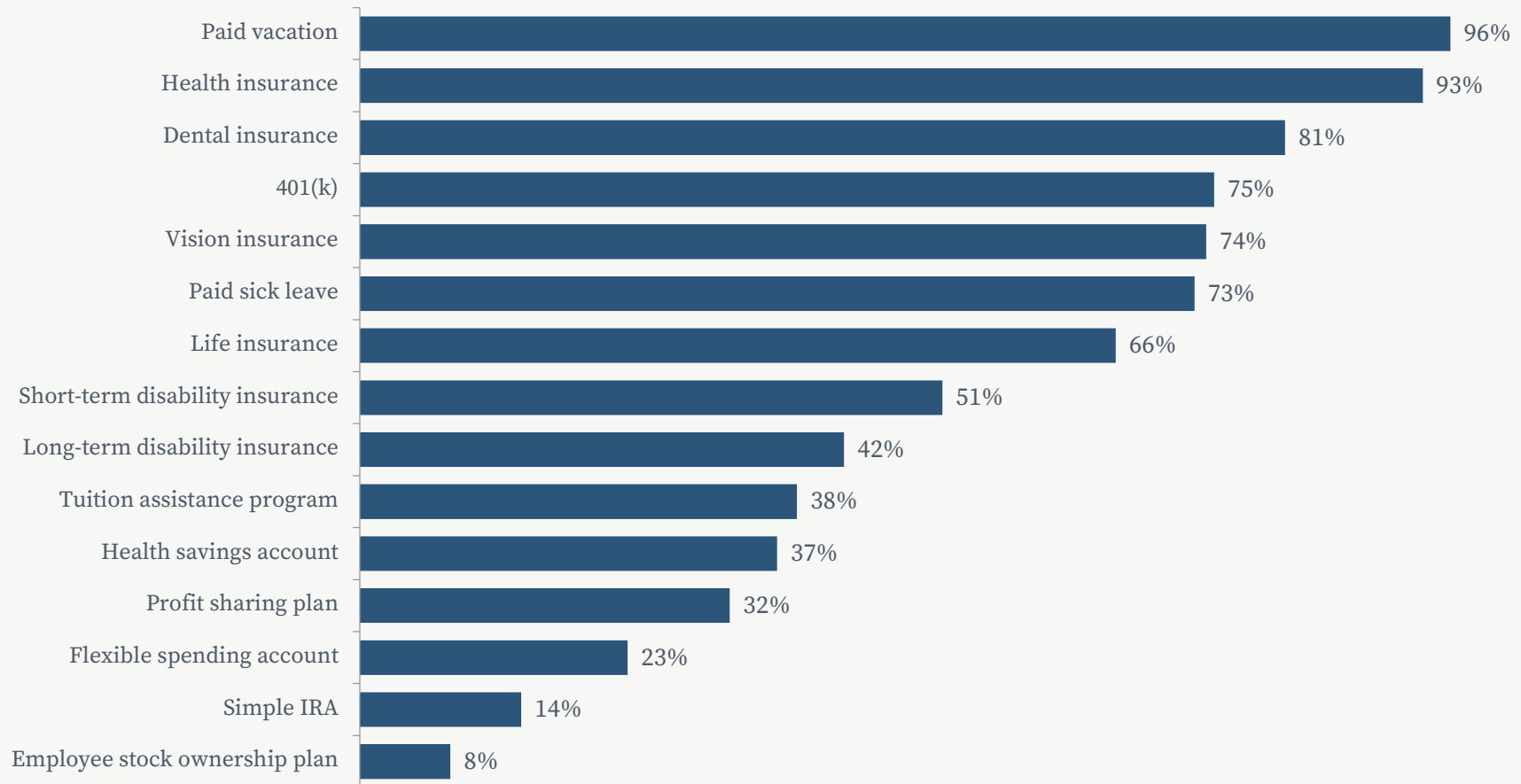
Which of the following types of education have you used virtual reality or augmented reality to administer? Please select all that apply.
All respondents, percent of total



96% of ABC contractors offer paid vacation time, while just 8% report have employee stock ownership plans.

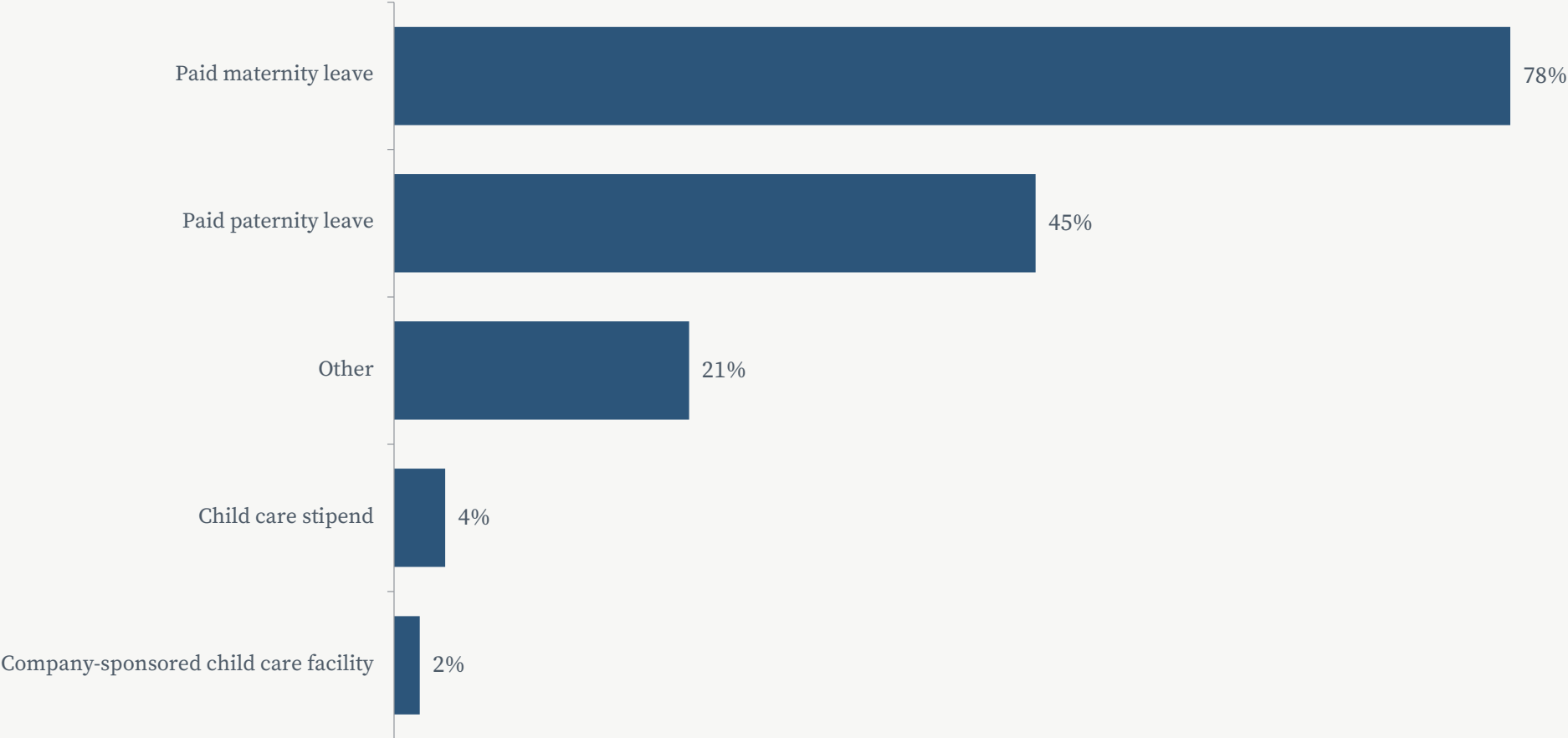
What benefits does your organization offer to your employees as part of their total compensation package? Check all that apply.

All respondents, percent of total



78% of member contractors offer paid maternity leave, and 45% offer paid paternity leave.

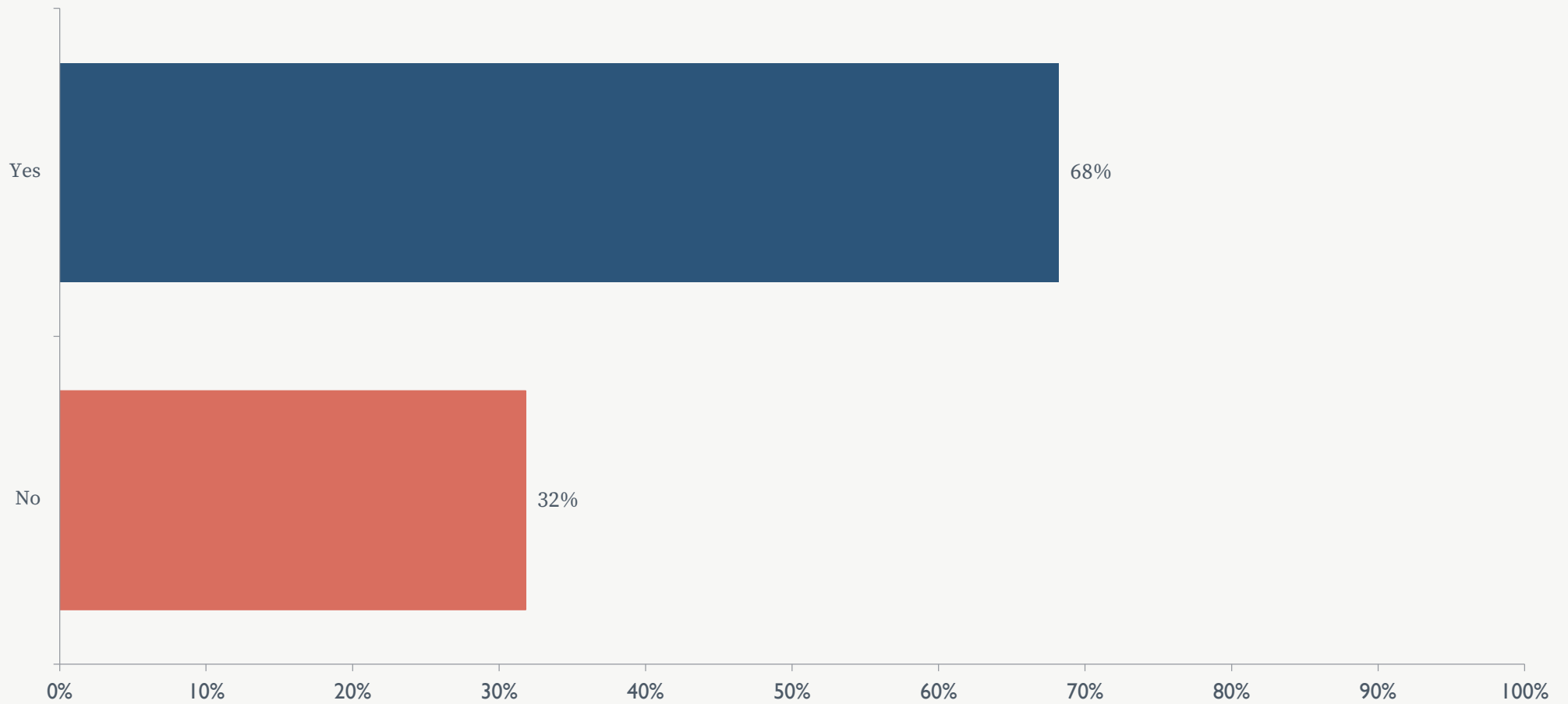
What benefits does your organization offer to your employees as part of their total compensation package? Check all that apply.
All respondents, percent of total



68% of ABC contractors participate in community-based philanthropy or volunteer work.

Does your organization participate in community-based philanthropy and/or volunteer work?

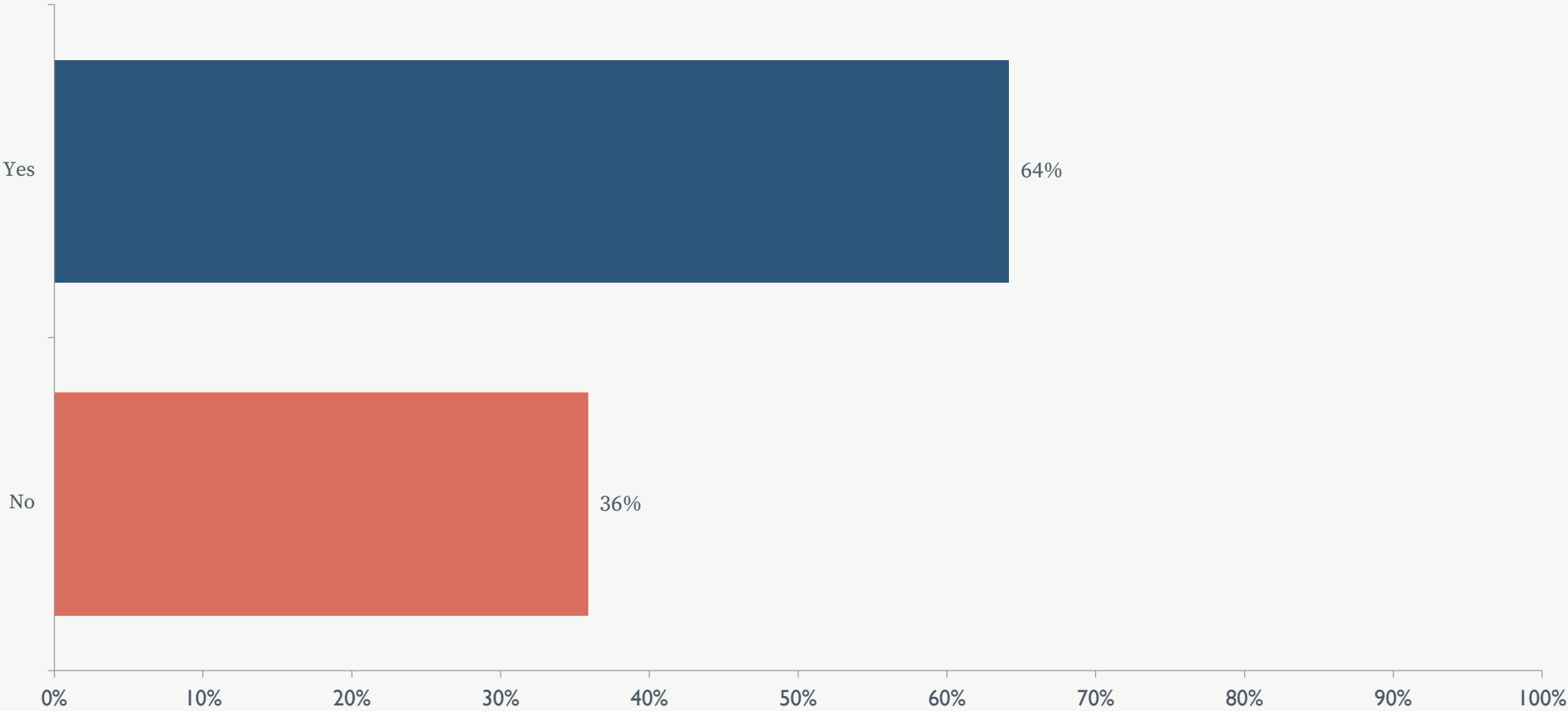
All respondents, percentage of total



64% of surveyed contractors deliver diversity awareness education.

Does your organization deliver diversity awareness education, including but not limited to sexual harassment, hostile work environment and unconscious bias in the workplace?

All respondents, percentage of total





Safety Education

Section 2.3

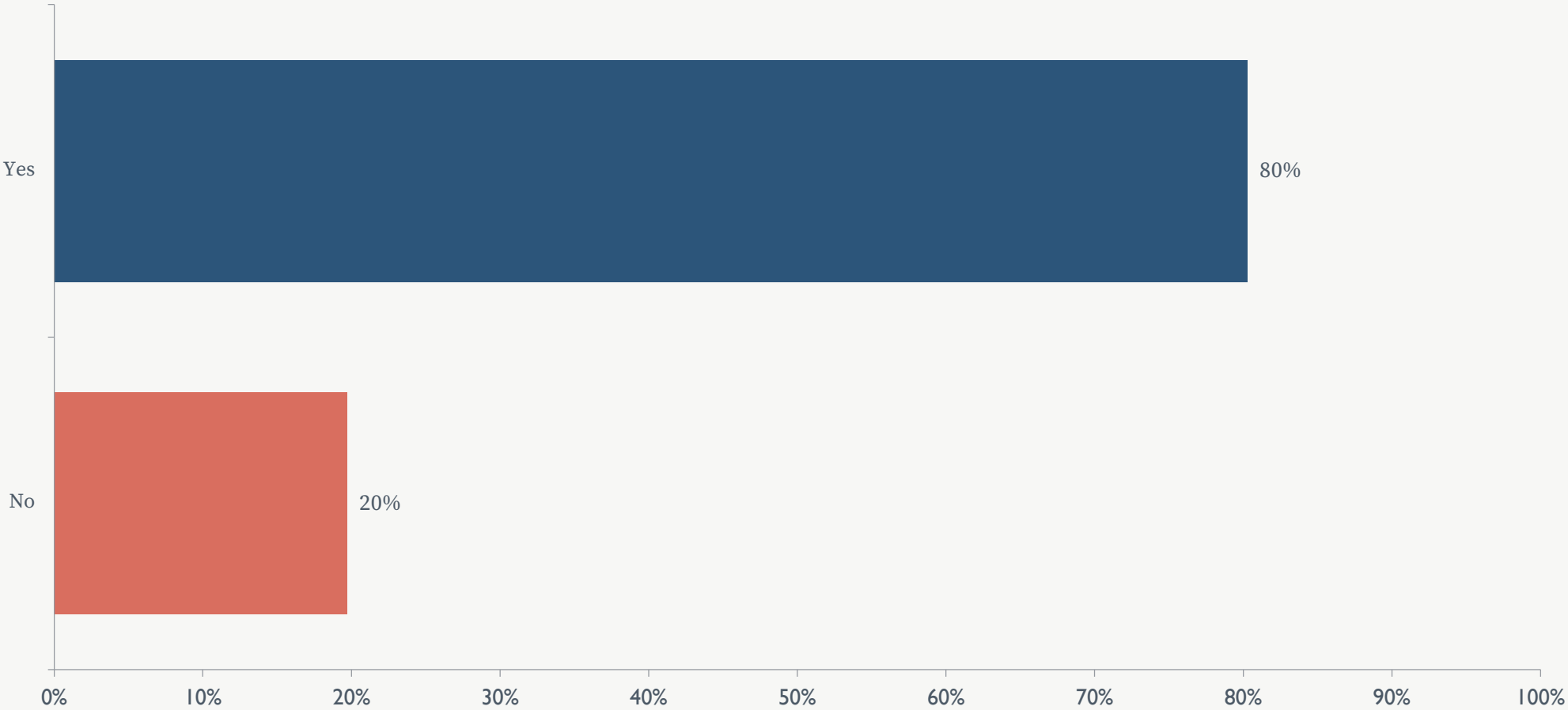
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80% of respondents use or are planning to start using construction technology.

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

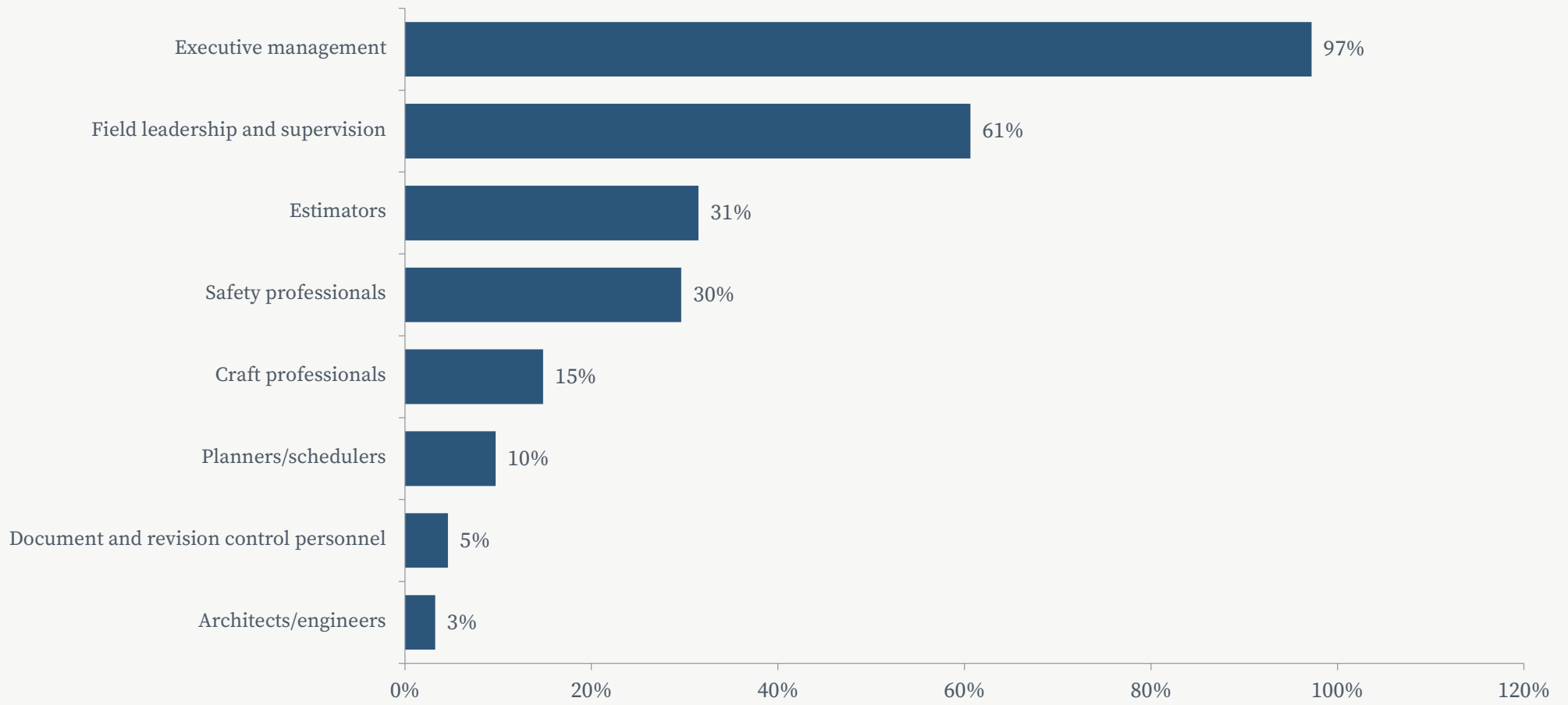
All respondents, percent of total



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

Who is involved in the identification and decision to purchase and deploy construction technology? Check all that apply.

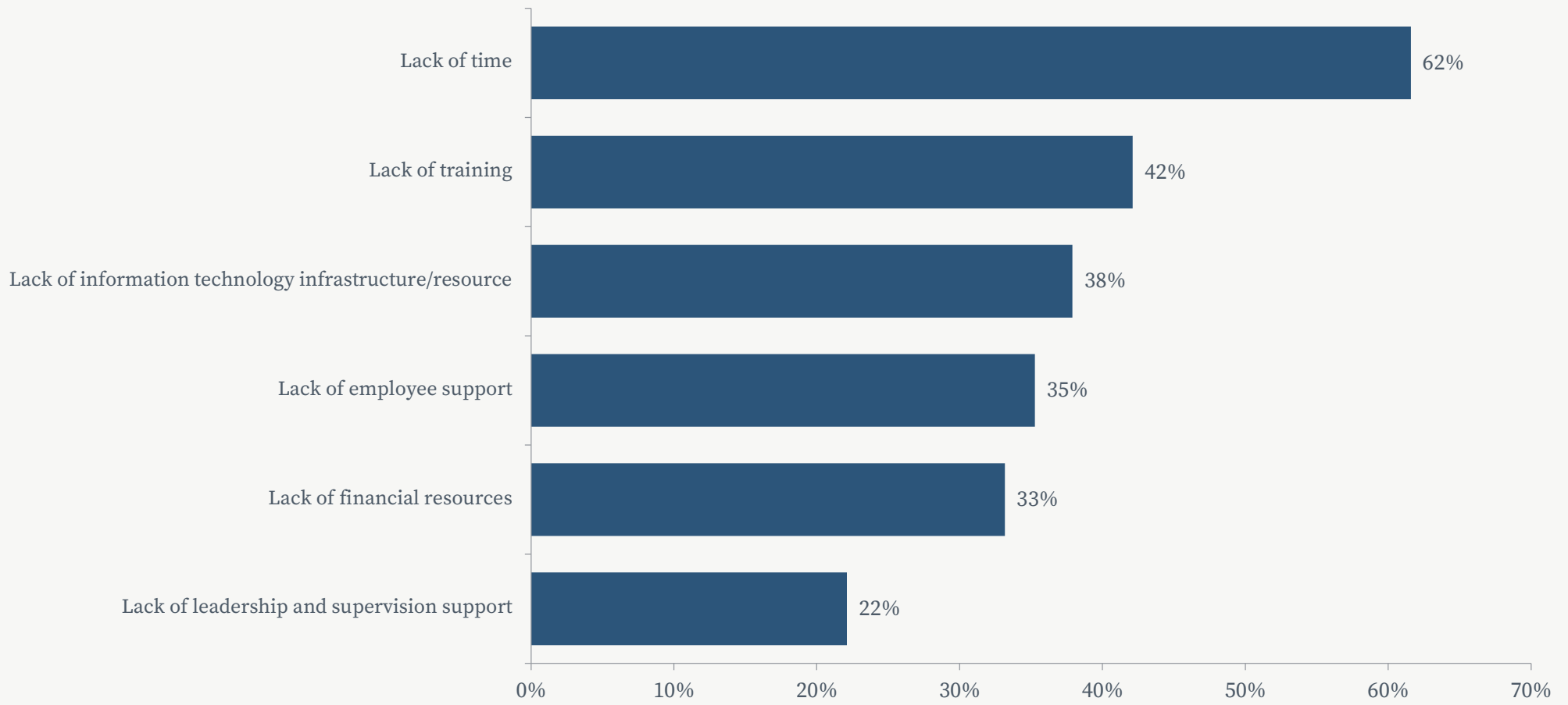
All respondents, percent of total



Lack of time was identified as the greatest barrier to adopting and deploying construction technology.

What barriers have you identified when adopting and deploying construction technology? Check all that apply.

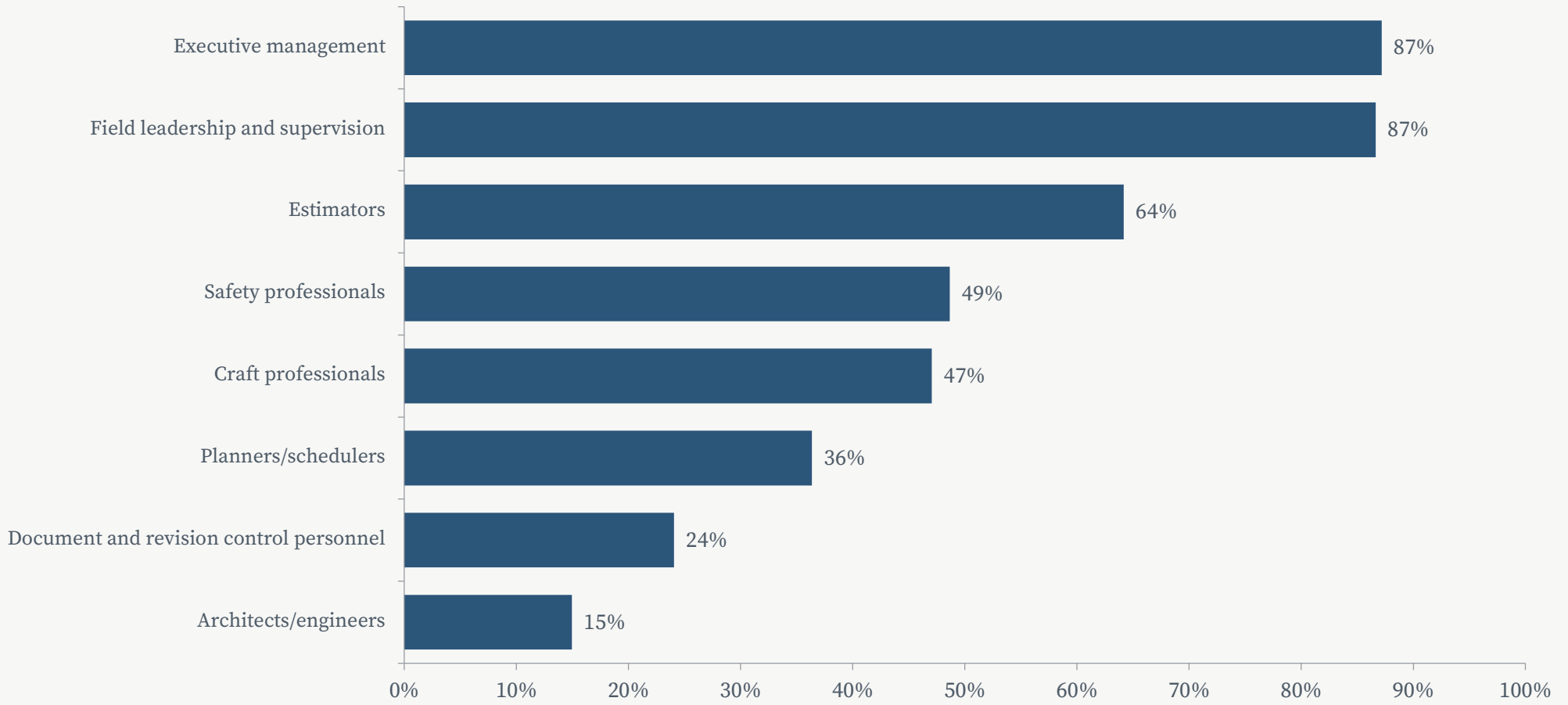
All respondents, percent of total



Executive management and field leadership were among the top users of construction technologies.

Within your company, who utilizes deployed construction technologies? Check all that apply.

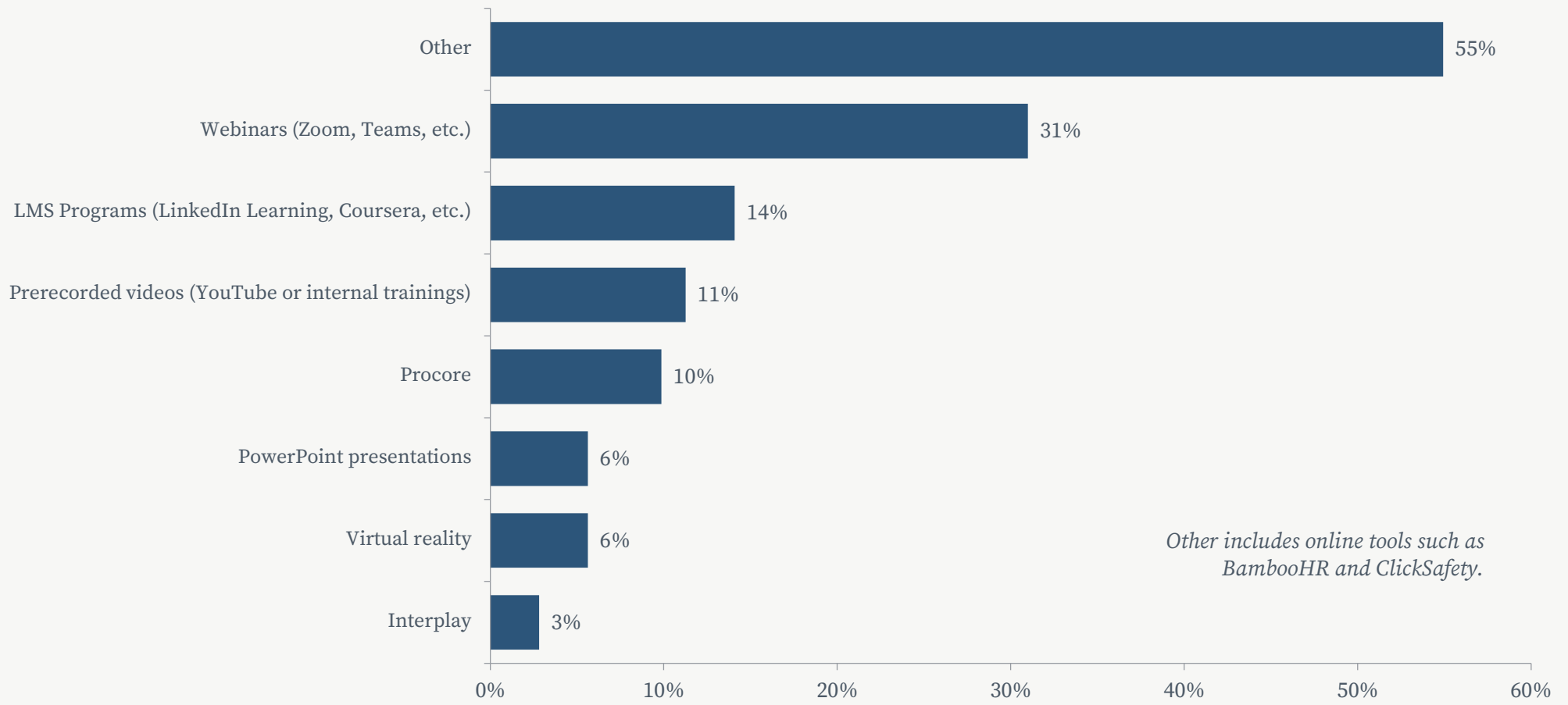
All respondents, percent of total



Webinars were the most frequently identified category for delivering training and education programs in 2023.

What technology are you using to deliver training and education?

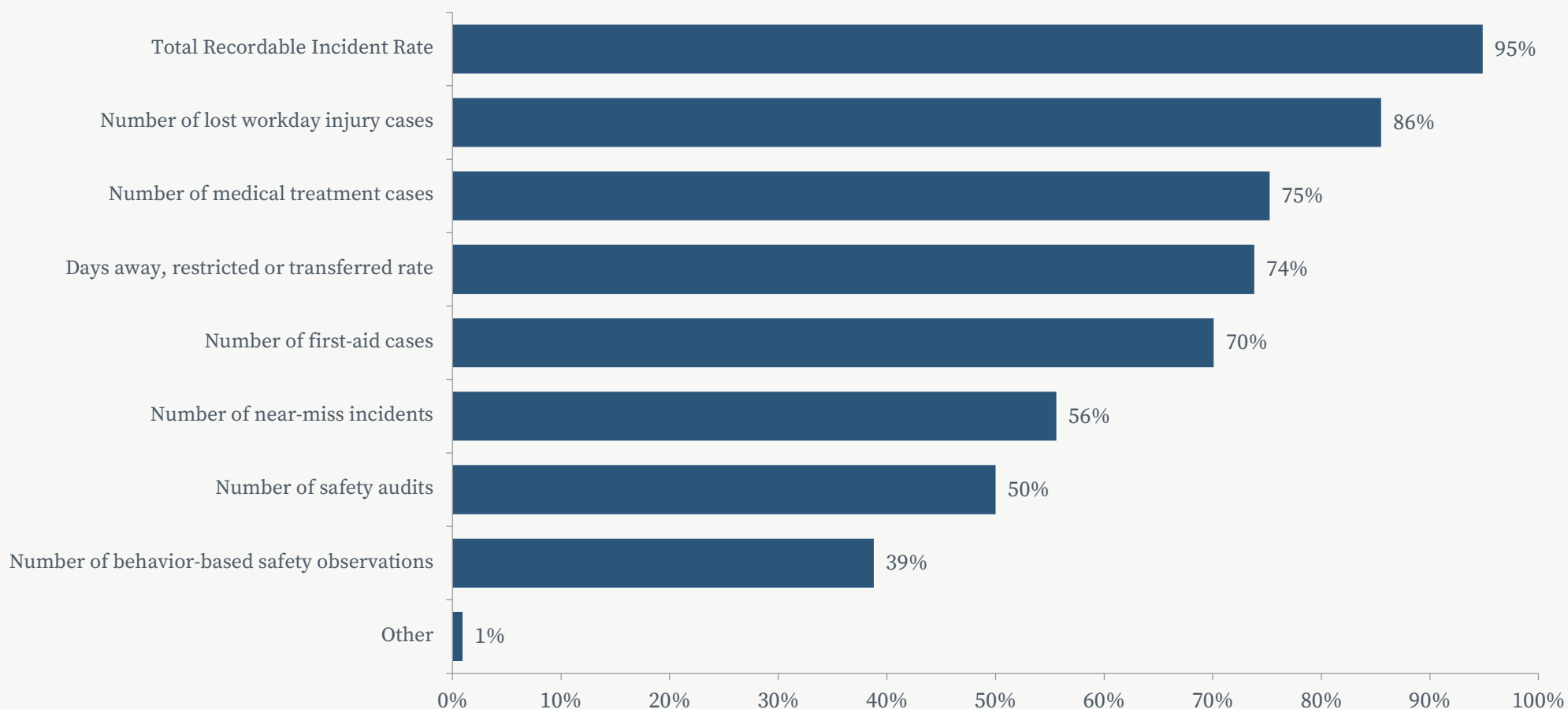
All respondents, percent of total



95% of respondents captured, tracked and reported total recordable incident rates on safety reports and dashboards.

What metrics do you capture, track and report on your safety report? Check all that apply.

Respondents who reported using safety dashboards/reports only, percent of total





Contractor Survey Demographics

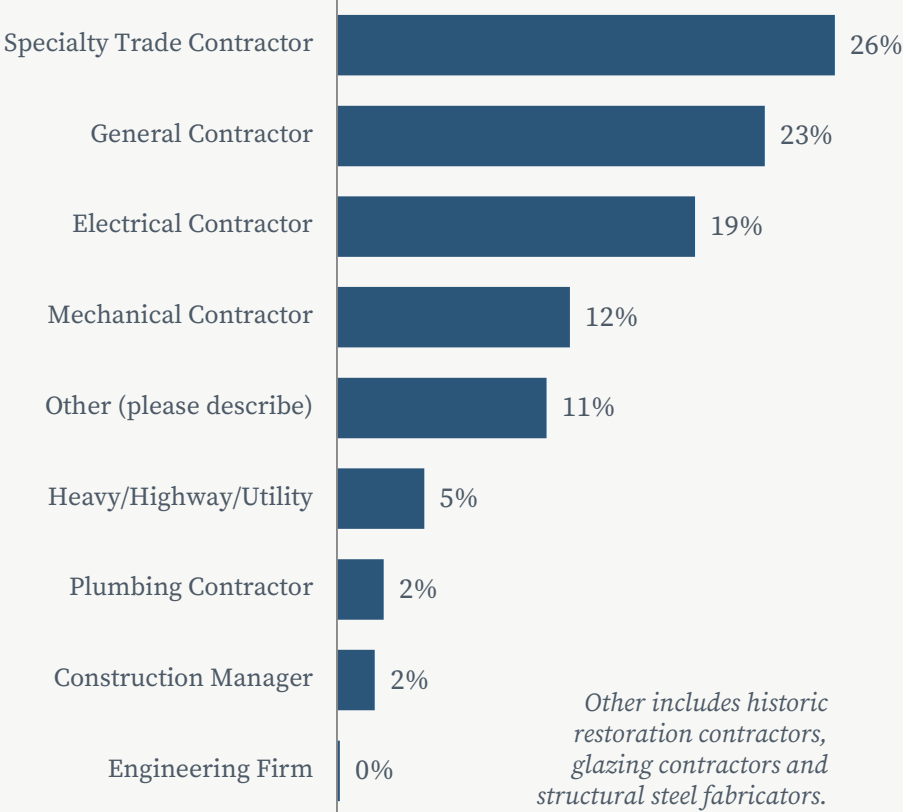
Section 3

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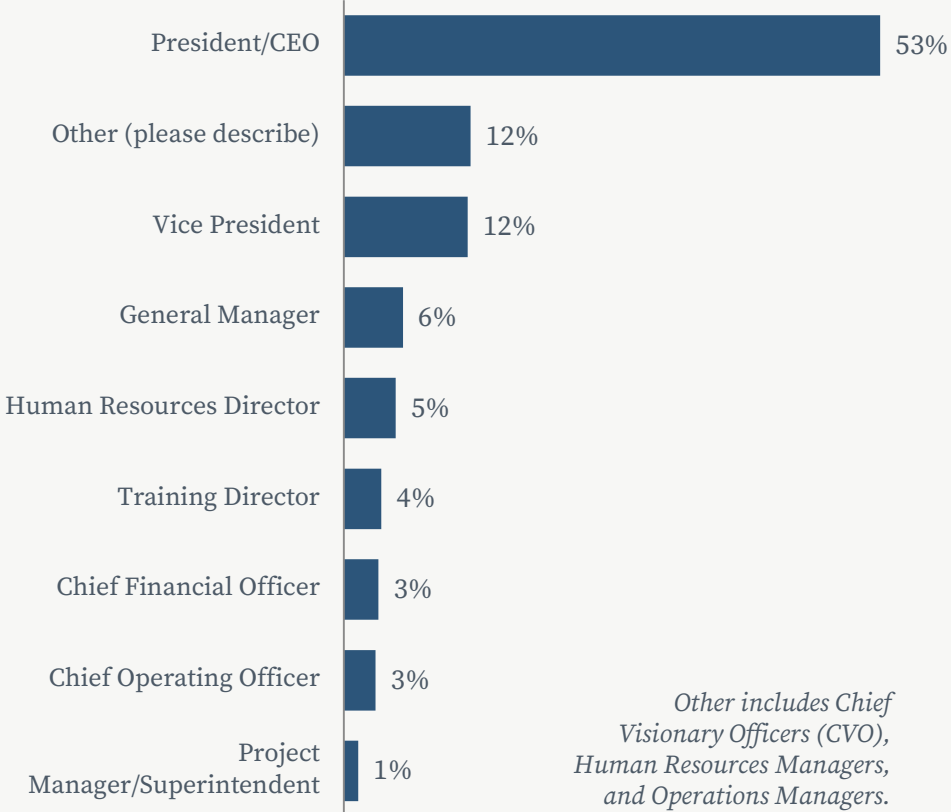


53% of all survey respondents were Presidents/CEOs.

Which of the following best describes your company?
All respondents



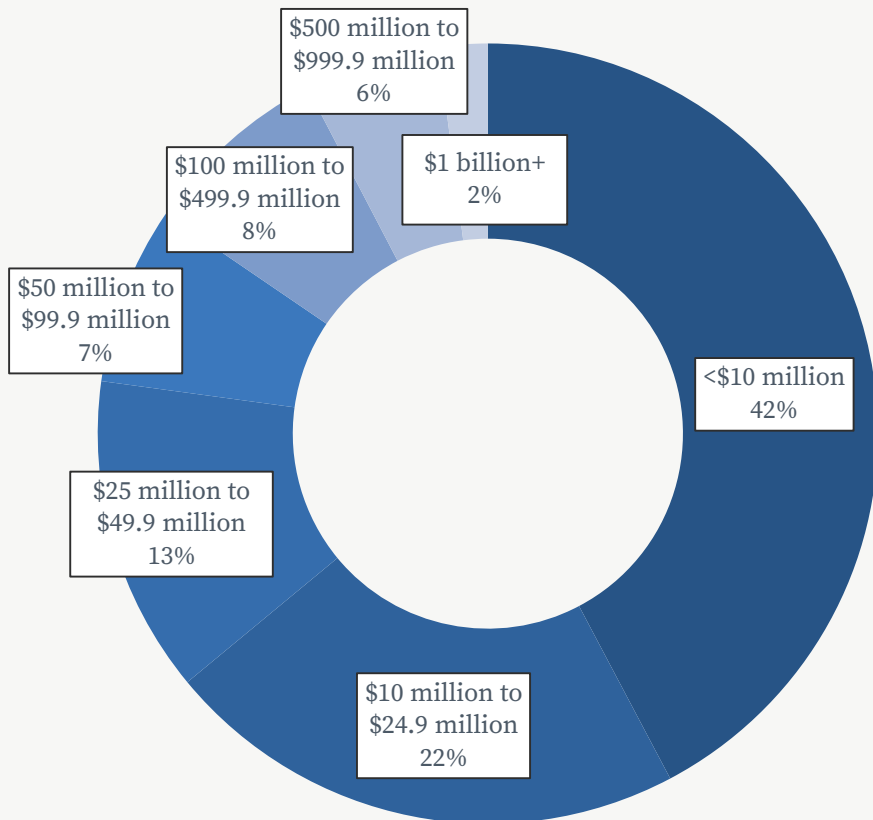
Which of the following best describes your role?
All respondents



Nearly two-thirds of respondents (64%) reported annual revenue of less than \$24.9 million, and almost half (49%) employed fewer than 50 people.

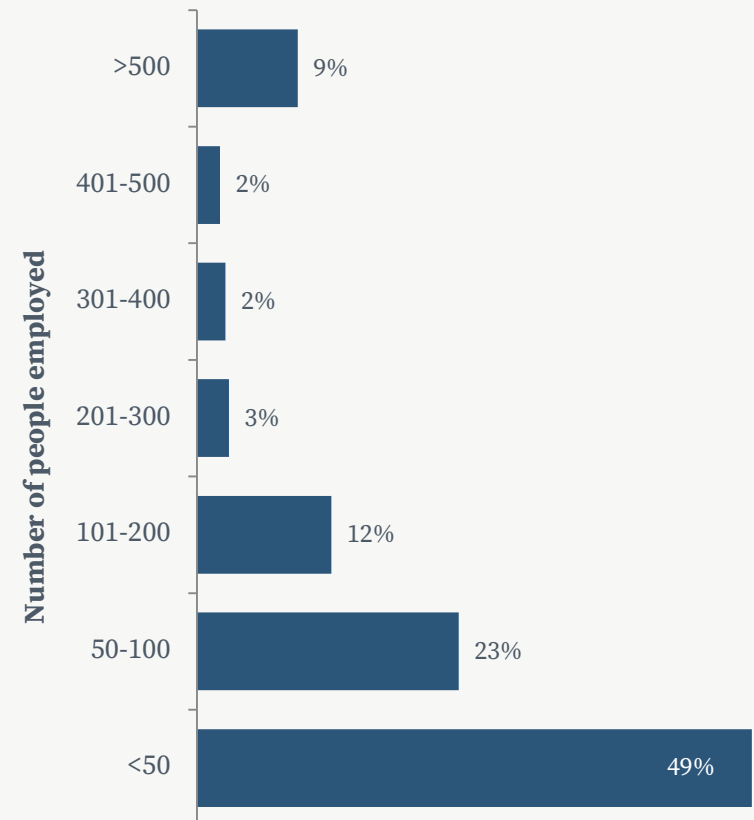
Which of the following best describes your company's annual construction revenue?

All respondents, percent of total



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

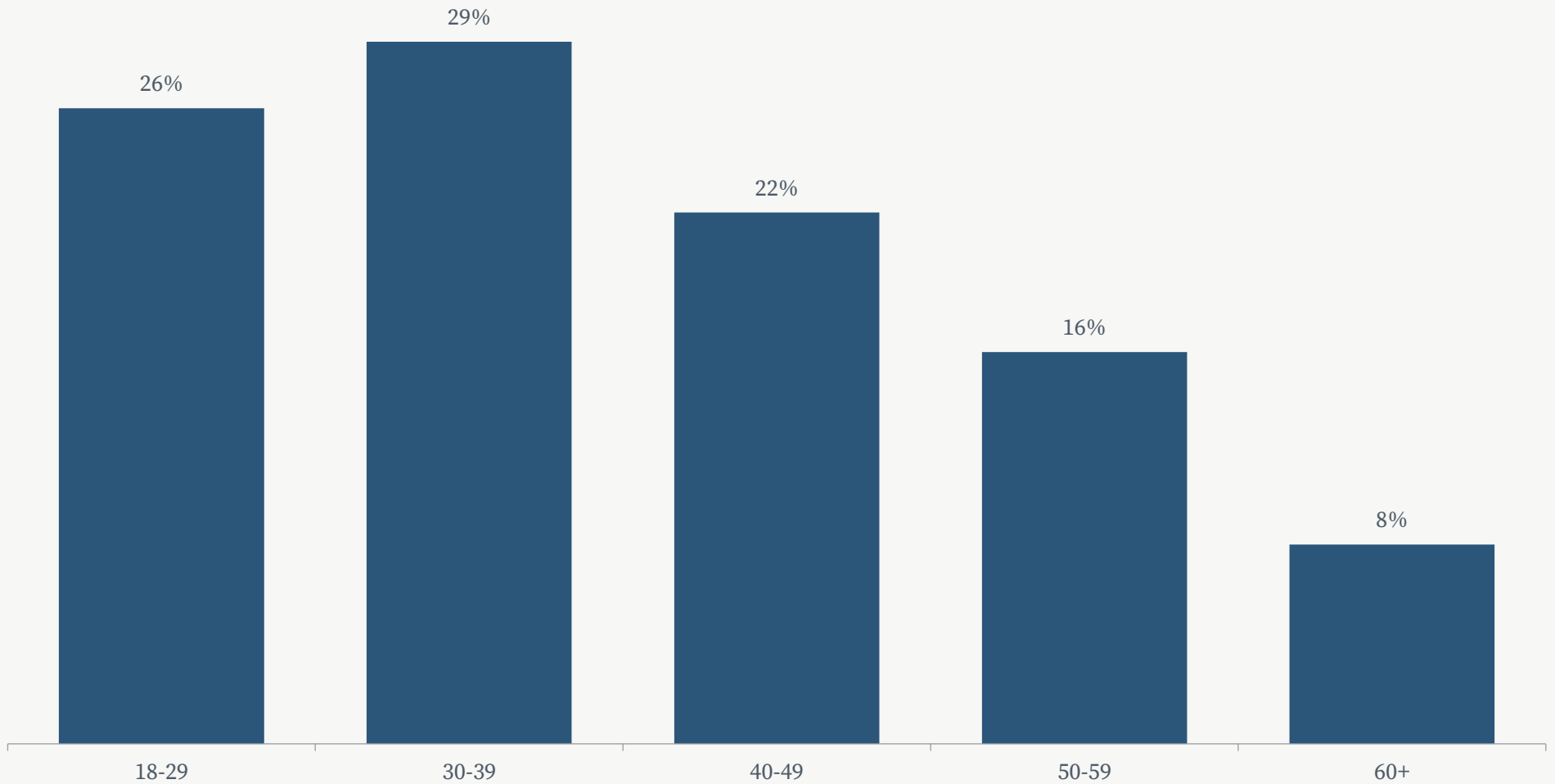
All respondents, percent of total



Employees aged 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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