



ABC 2022 Workforce Development Survey

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fmiconsulting.com



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Management Summary

Section 1

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Methodology

- ABC distributed the survey to the ABC contractor membership list beginning on Jan. 4, 2022, and the survey was closed on Feb. 18, 2022.
- 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 (\$1.6 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 report.¹

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 \$1.6 billion in workforce development in 2021 to educate more than 1.3 million course attendees.
- ABC contractors invested an average of 7.4% of payroll on workforce development in 2021, down slightly from 8.4% in 2020.
- Safety education accounts for the greatest share (56%) of total workforce investment, though investment in craft/trade education increased significantly from 2020, up from 22% to 34% in 2021.
- All three education areas received similar levels of investment from ABC member firms in 2021, showing an increase in focus on leadership and craft/trade education from the prior year.
- Compared to 2020, general and construction management contractors have increased their share of the total workforce development investment, growing to 65% in 2021 from 58% in 2020.
- Women in management/supervisory roles ticked up to 19% in 2021 from 17% in 2020, and women in craft/trade roles increased from 14% to 15% year over year.

ABC member contractors invested an average of \$112,412 on workforce development and education.

Model Summary
 Source(s): ABC, FMI

	General contractor/ construction managers	Trade or specialty	Heavy/civil/utility	Overall
ABC members by type (number of firms)	3,621	10,253	772	14,646
Total education investment (\$)	\$1,072,927,828	\$545,604,739	\$27,849,454	\$1,646,382,021
Number of course attendees educated in each course type	Leadership: 57,854 Safety: 287,654 Craft/trade: 170,367	Leadership: 83,045 Safety: 441,208 Craft/trade: 265,330	Leadership: 3,560 Safety: 23,277 Craft/trade: 12,416	Leadership: 144,459 Safety: 752,139 Craft/trade: 448,114
Per-attendee investment (\$)	Leadership: \$2,515 Safety: \$2,355 Craft/trade: \$2,066	Leadership: \$2,229 Safety: \$2,227 Craft/trade: \$2,346	Leadership: \$1,317 Safety: \$1,535 Craft/trade: \$1,466	Leadership: \$2,226 Safety: \$2,200 Craft/trade: \$2,227
Student distribution by role	Senior leader: 8% Project manager: 12% Field manager: 15% Craft/trade: 65%	Senior leader: 9% Project manager: 10% Field manager: 19% Craft/trade: 62%	Senior leader: 5% Project manager: 15% Field manager: 21% Craft/trade: 59%	Senior leader: 9% Project manager: 11% Field manager: 17% Craft/trade: 63%

The number of course attendees educated by ABC member contractors rebounded significantly in 2021 to 1.3 million, eclipsing the pre-pandemic figure of 1.1 million.

Model Summary

Source(s): ABC, FMI

		2021	2020	2019
Number of course attendees educated	Leadership	144,459	57,303	106,024
	Safety	752,139	320,758	645,474
	Craft/trade	448,114	138,956	337,623
	Total	1,344,712	517,017	1,089,121
Average investment per attendee	Leadership	\$2,226	\$1,405	\$1,432
	Safety	\$2,200	\$2,369	\$1,104
	Craft/trade	\$2,227	\$1,779	\$1,904
Total investment by contractor type	GC/CM	\$1,072,927,828	\$789,969,546	\$320,529,891
	Heavy/civil/utility	\$27,849,454	\$57,180,520	\$125,384,271
	Trade or specialty	\$545,604,739	\$511,523,548	\$1,061,632,836
	Total	\$1,646,382,021	\$1,358,673,614	\$1,507,546,997
Average investment by contractor type	GC/CM	\$296,327	\$228,183	\$126,492
	Heavy/civil/utility	\$36,085	\$84,089	\$172,231
	Trade or specialty	\$53,212	\$52,378	\$101,611

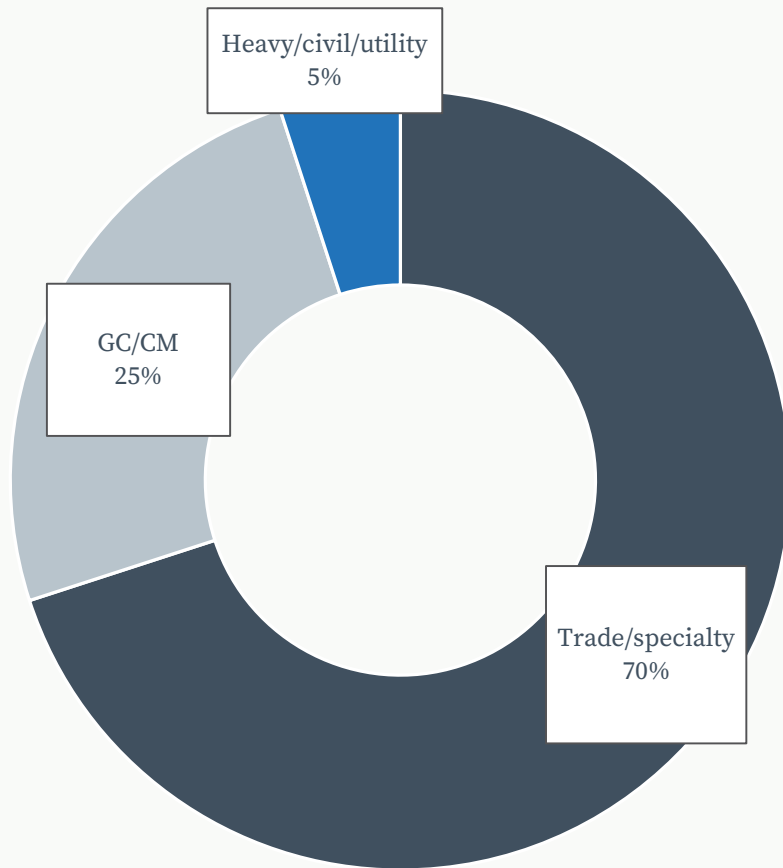
General contractors and construction managers invested more in workforce development and education than in 2020.

Management Summary

Source(s): ABC, FMI

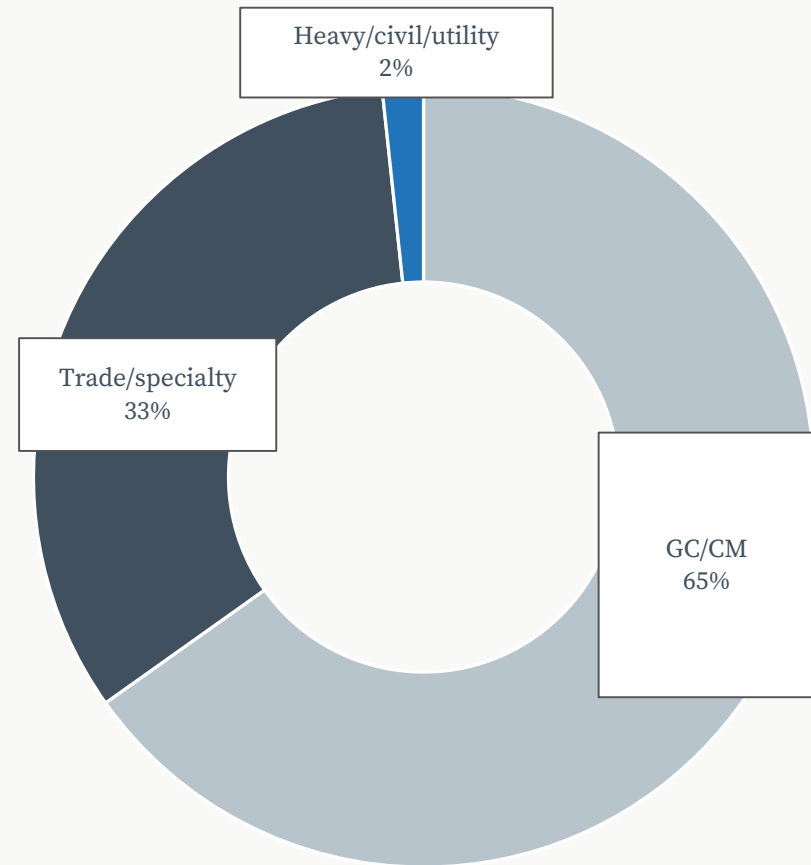
Estimated ABC membership by contractor type

All respondents, percent of total



Total educating investment by contractor type

All respondents, percent of total



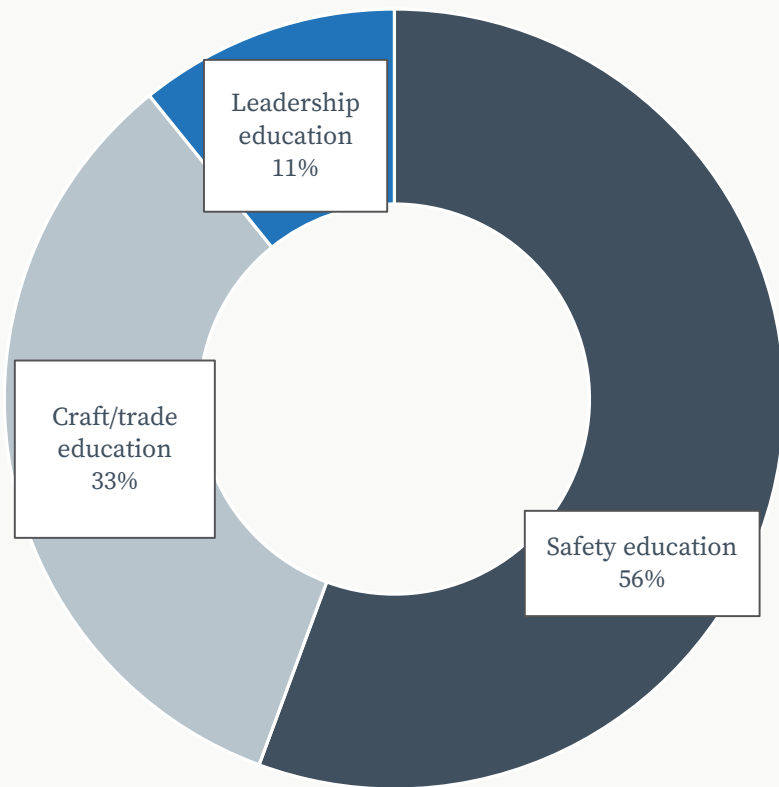
Safety education accounted for the greatest share (56%) of total workforce investment.

Management Summary

Source(s): ABC, FMI

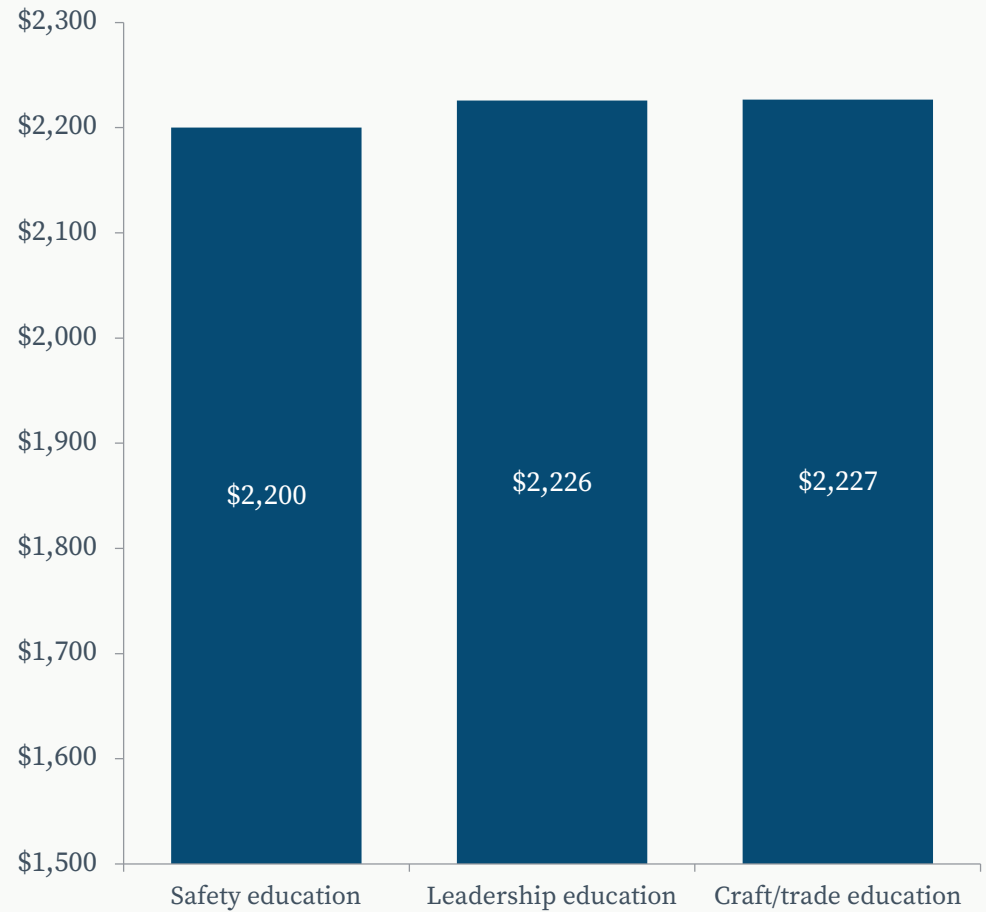
Education investment by education type

All respondents, percent of total



Education investment by education type

All respondents



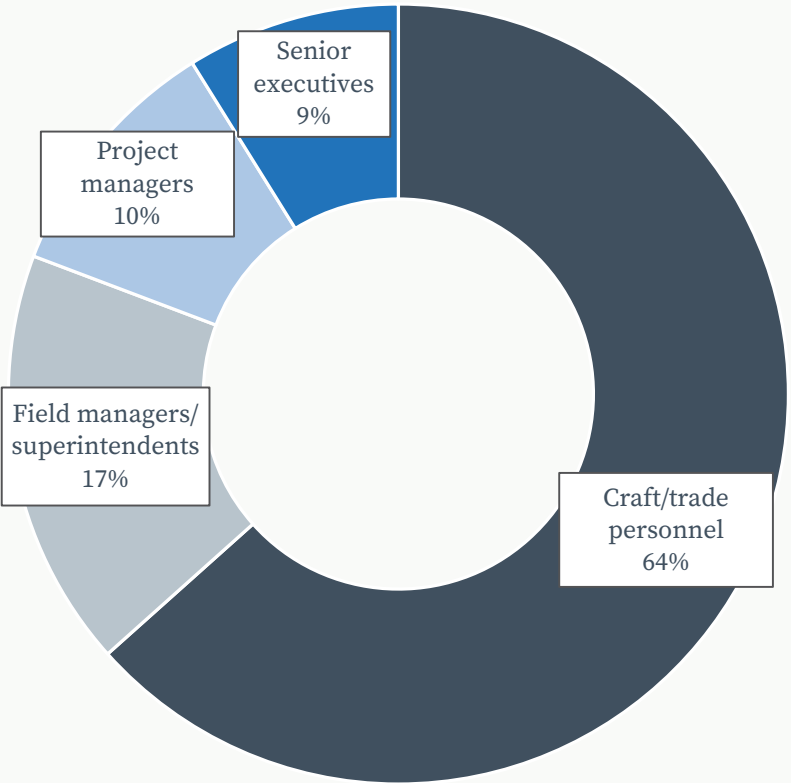
In 2021, ABC member contractors provided safety education to more than 750,000 course attendees.

Management Summary

Source(s): ABC, FMI

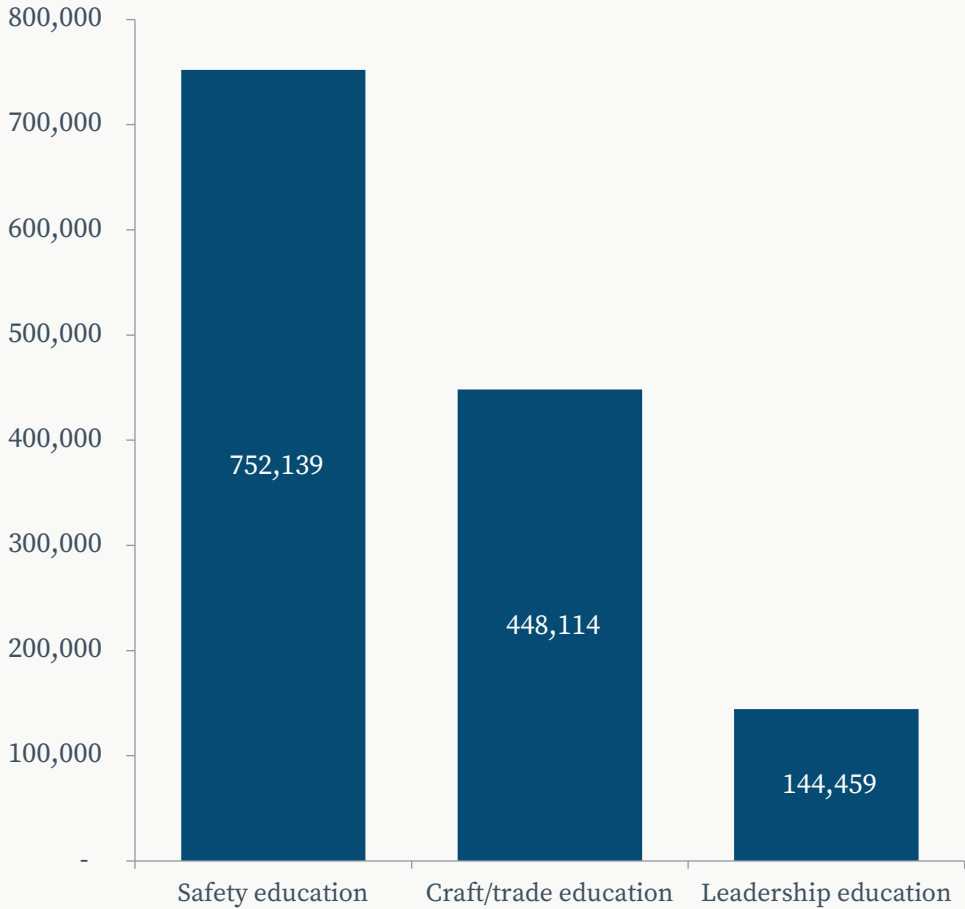
Personnel educated by role

All respondents, percent of total



Personnel educated by educating type

All respondents



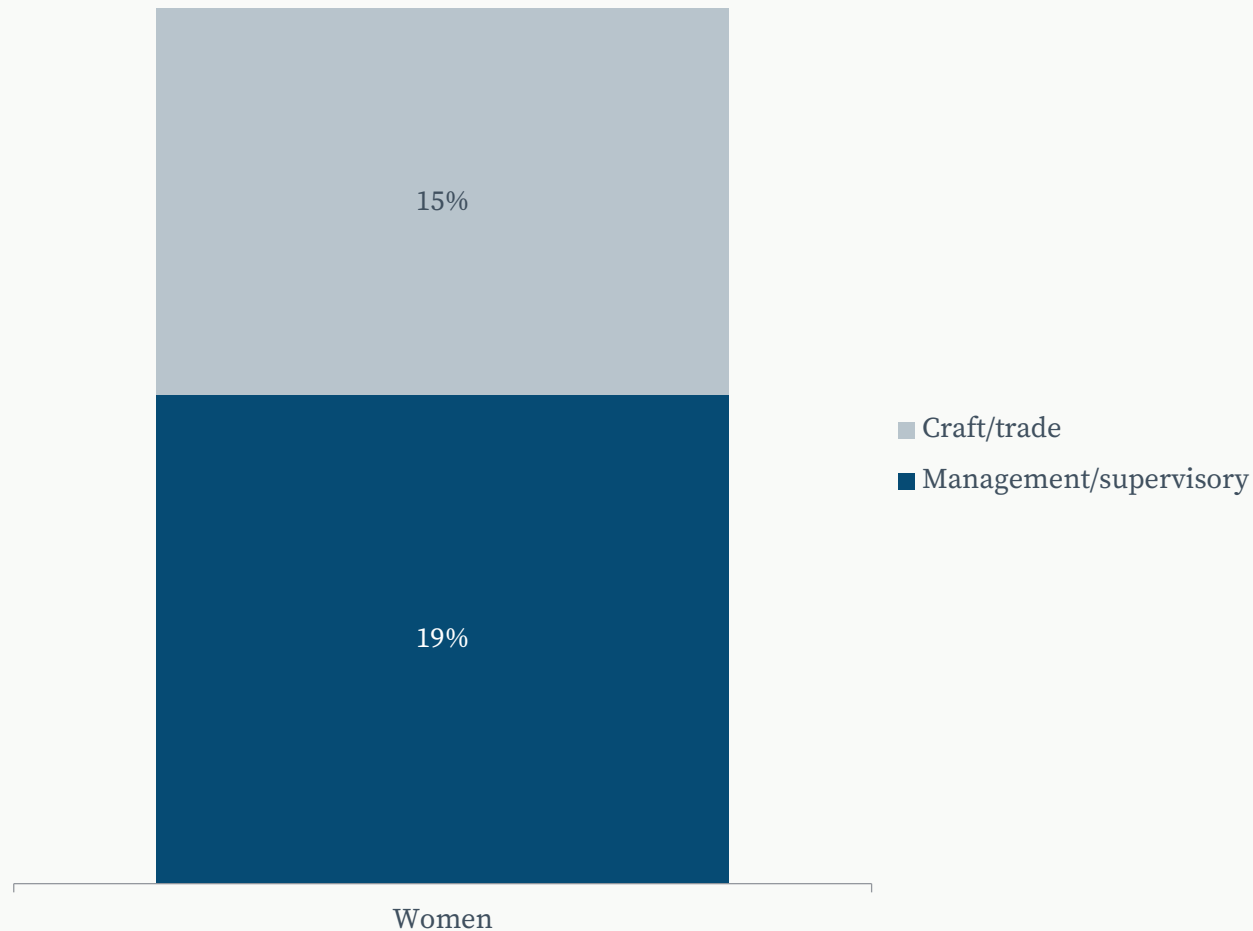
Women in management/supervisory roles increased to 19% in 2021 from 17% in 2020, and women in craft/trade roles increased from 14% to 15% year over year.

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

Section 2

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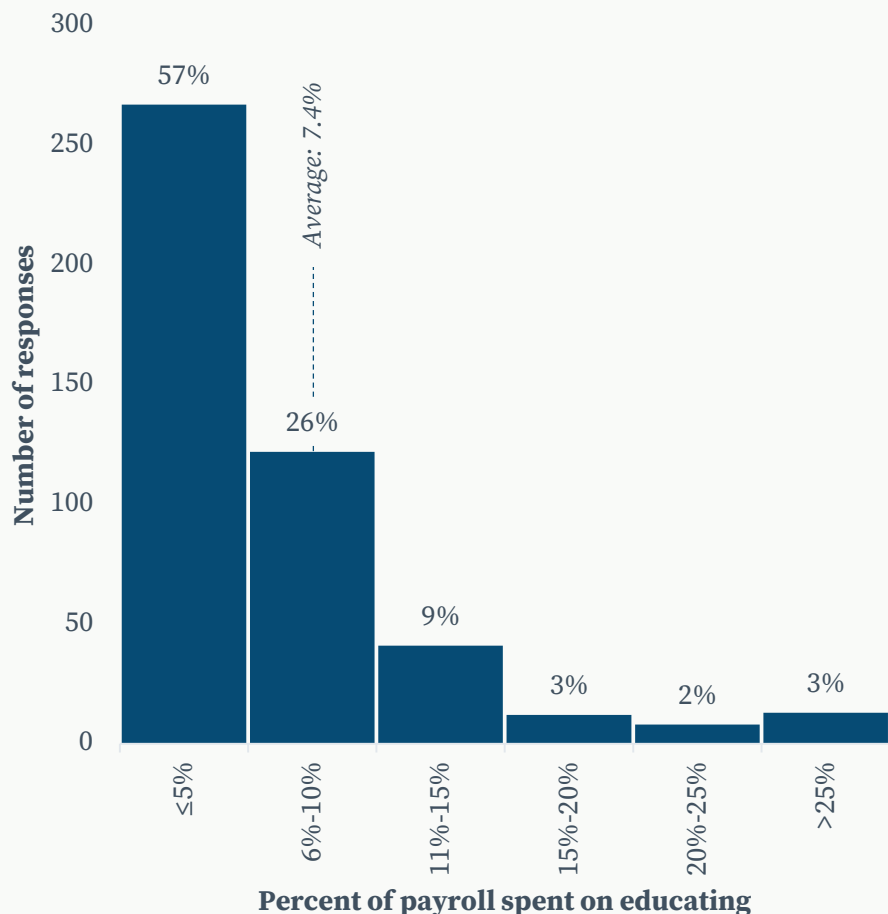
Workforce Development

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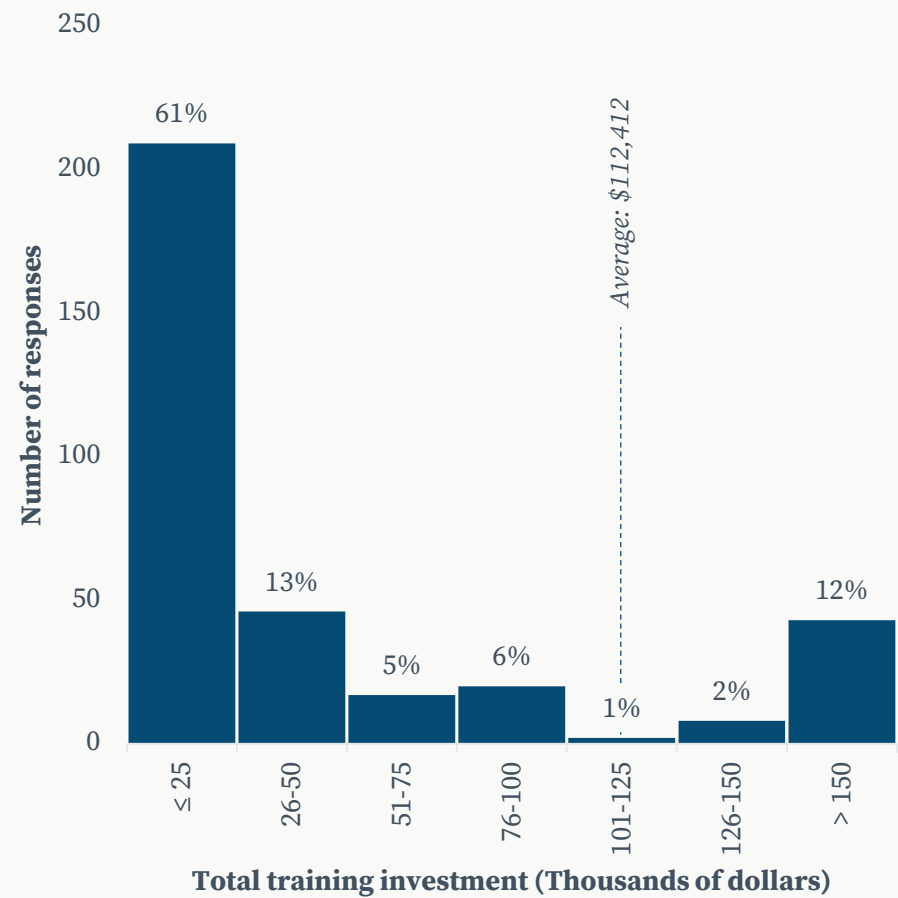


ABC member contractors invested an average of \$112,412 on workforce development in 2021, compared to \$94,495 in 2020.

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

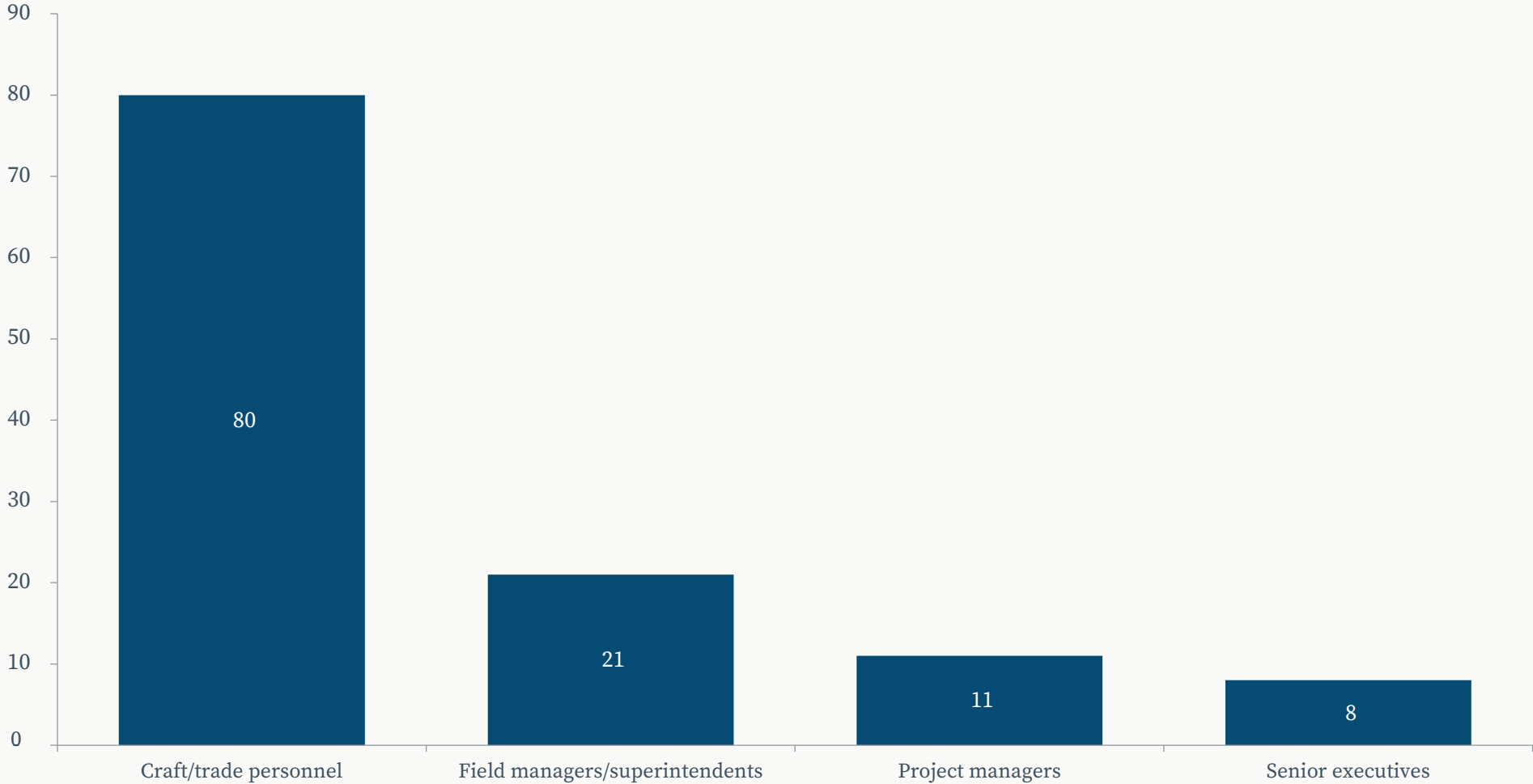


What is your total investment for educating personnel (in dollars)?
All respondents



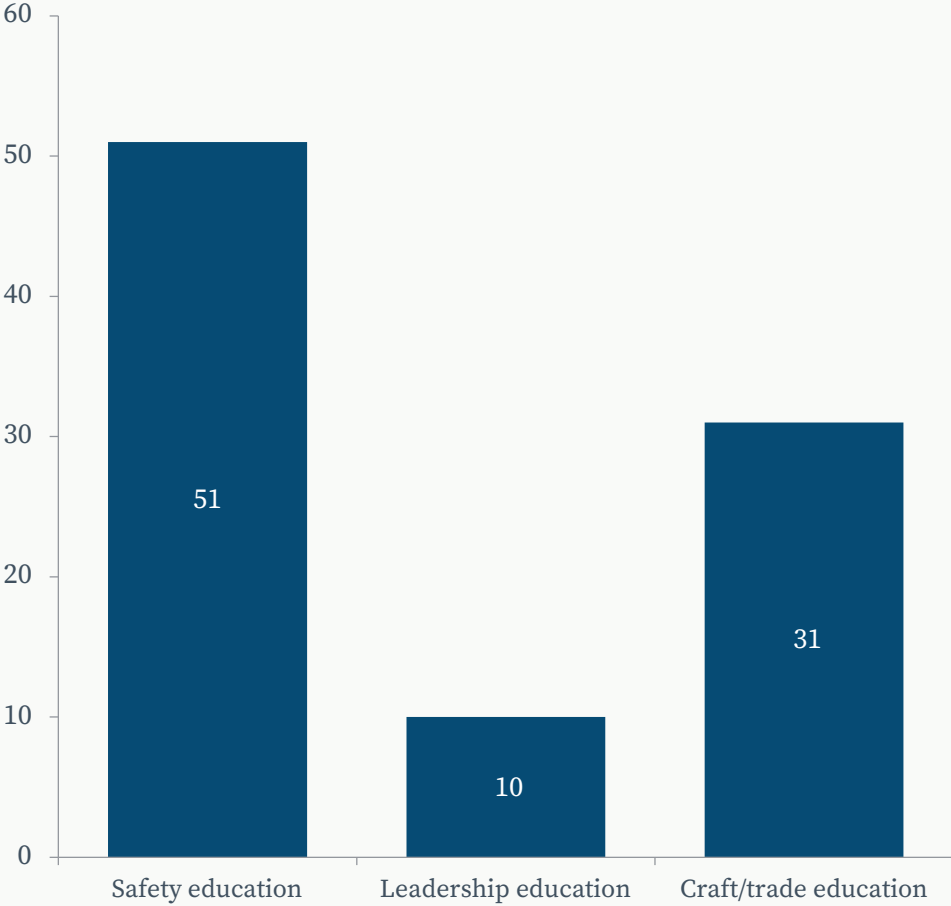
ABC member contractors educated almost four times as many craft/trade personnel than the next highest position group (field managers/superintendents).

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

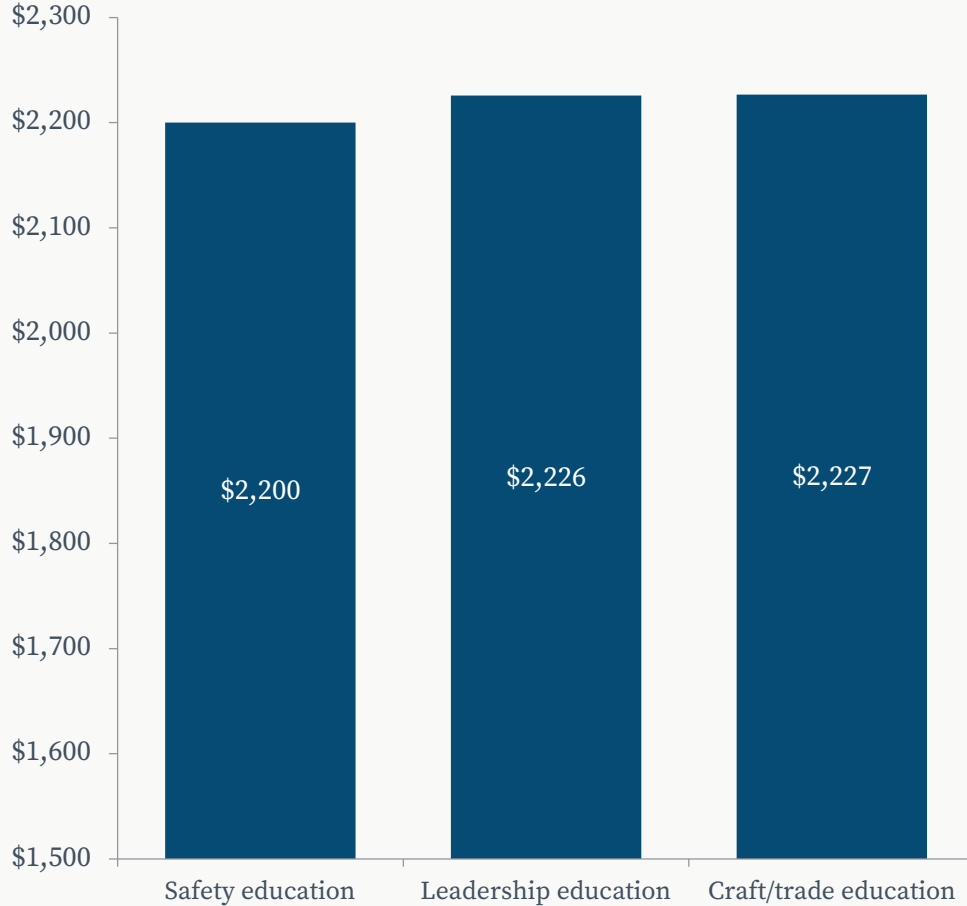


In 2021, ABC member firms invested in safety education for 51 course attendees, on average.

How many personnel receive education in the following categories annually?
All respondents



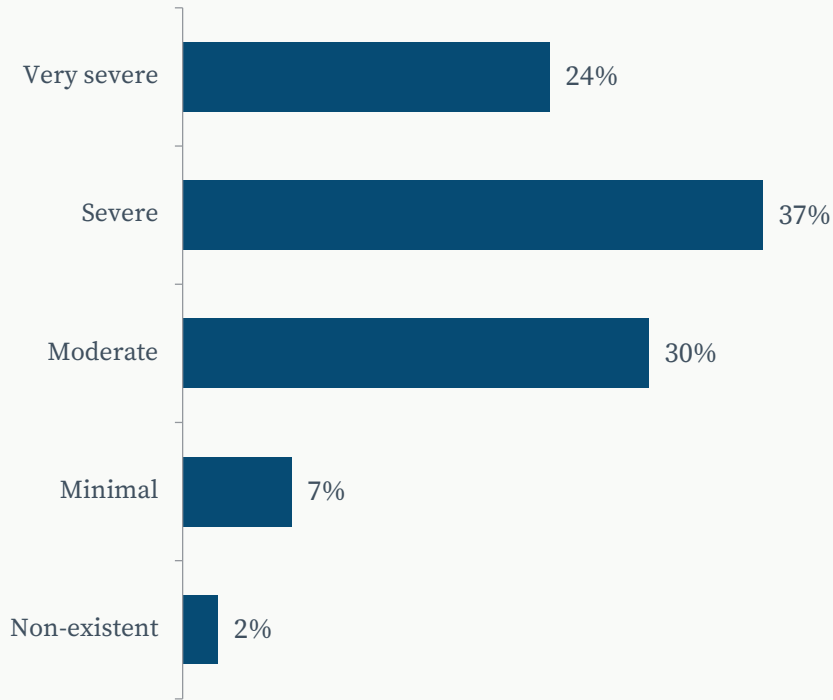
How much does your organization invest annually per person on each of the following types of education?
All respondents



Over half of respondents (61%) reported a labor shortage that is severe or higher, citing an exodus of baby boomers as the top contributor.

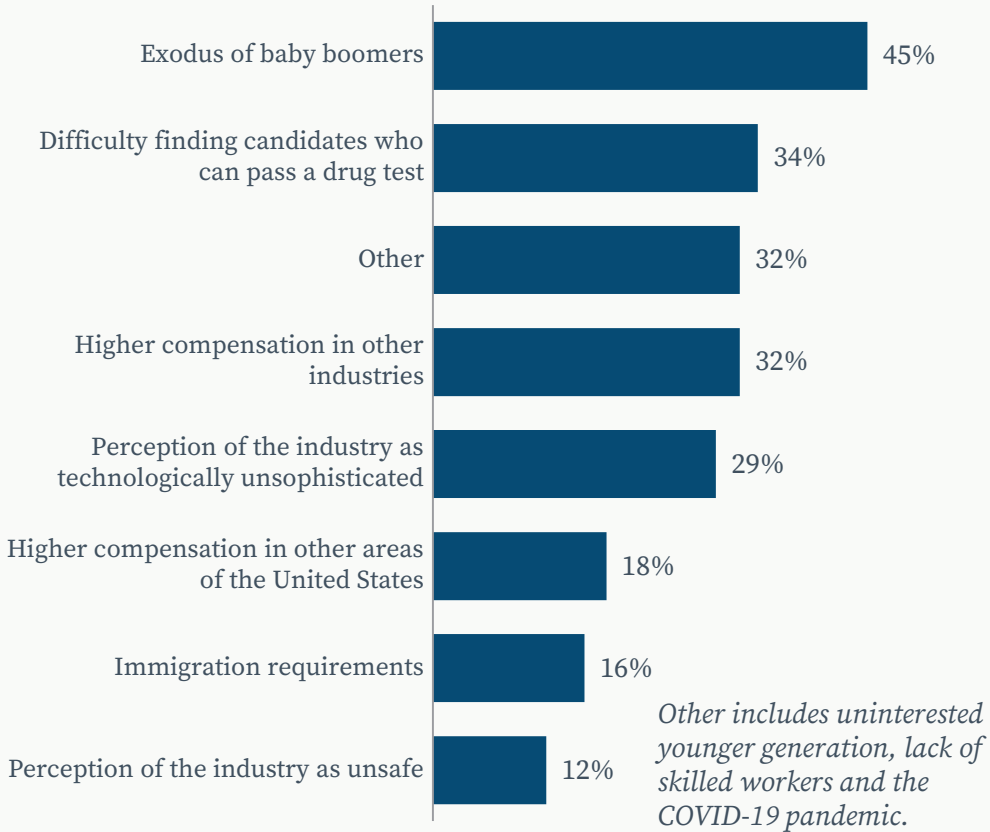
How severe is the skilled labor shortage facing your company or organization?

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



Just over half of respondents (51%) 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

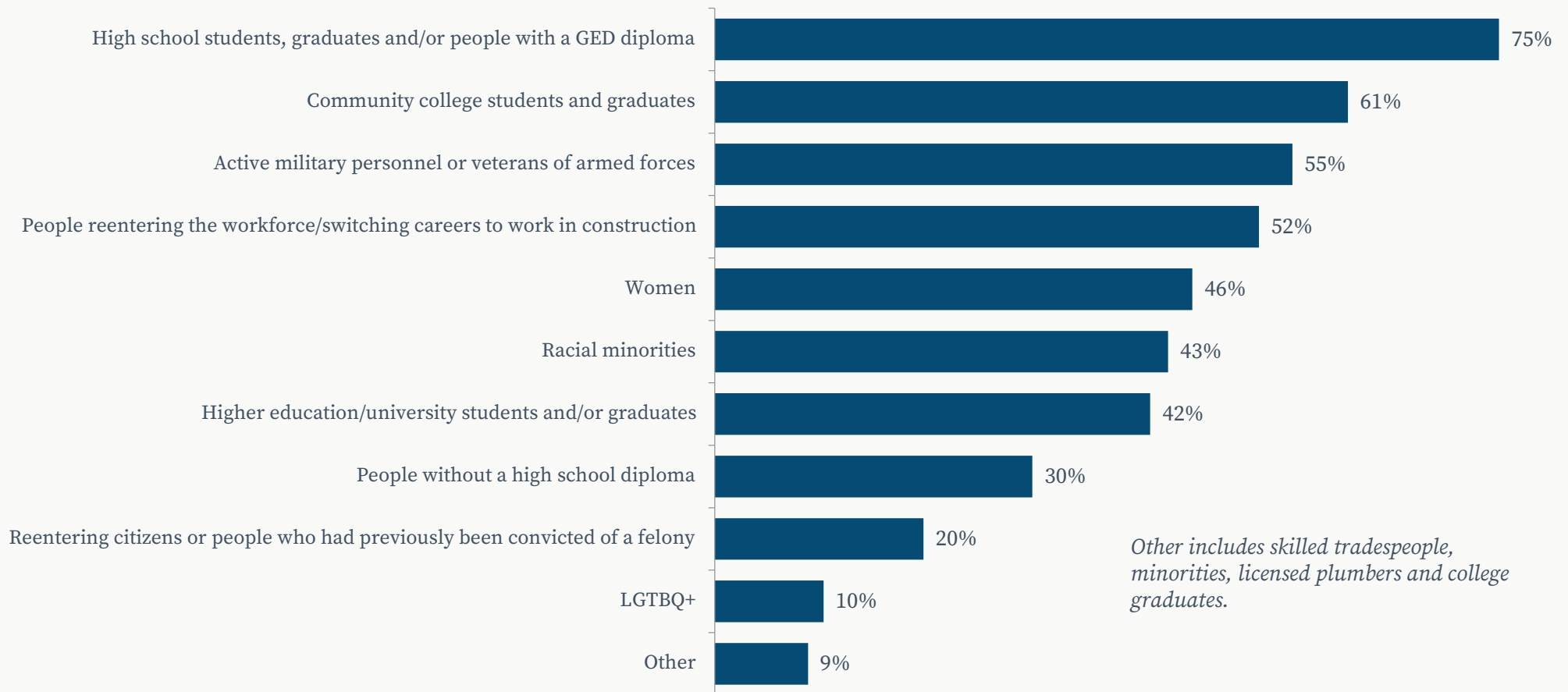
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Most respondents in the survey targeted high school students, graduates and/or people with a GED diploma for recruitment.

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

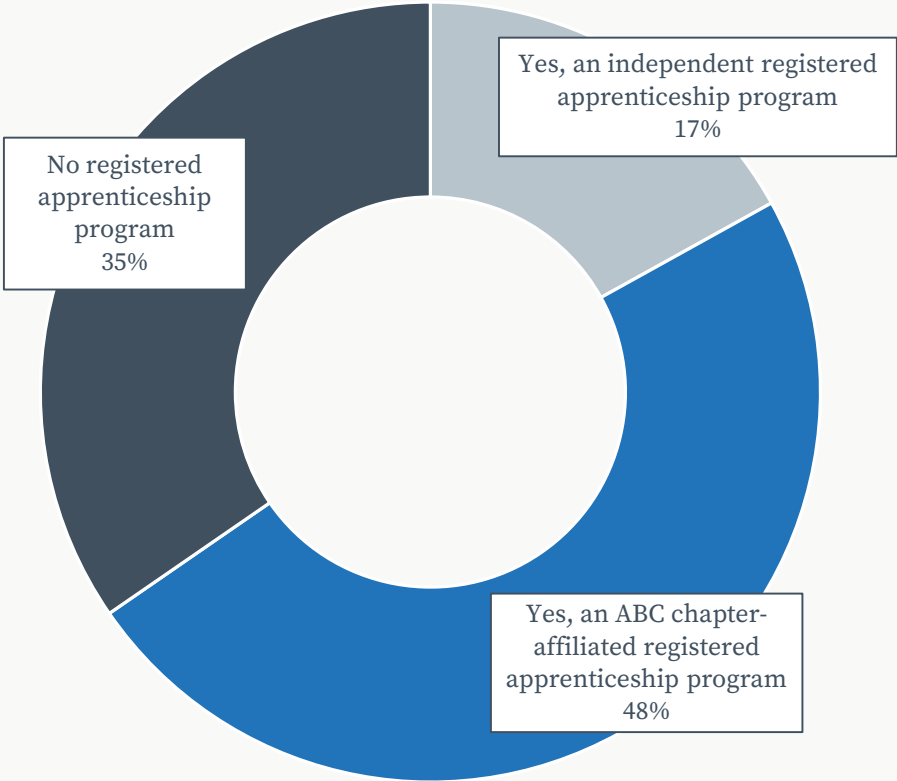
All respondents, percent of total



Over two-thirds of respondents had a registered apprenticeship program validated by the state or federal Department of Labor.

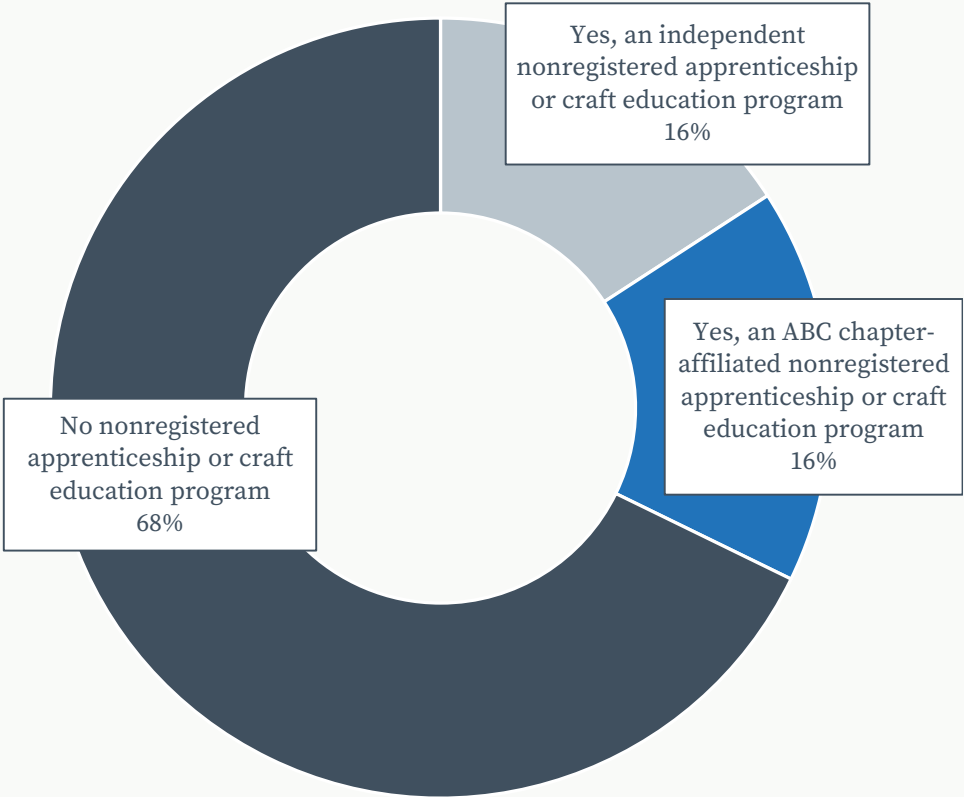
Does your company have a registered apprenticeship program that is validated by the state or federal Department of Labor? Select all that apply.

All respondents, percent of total



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

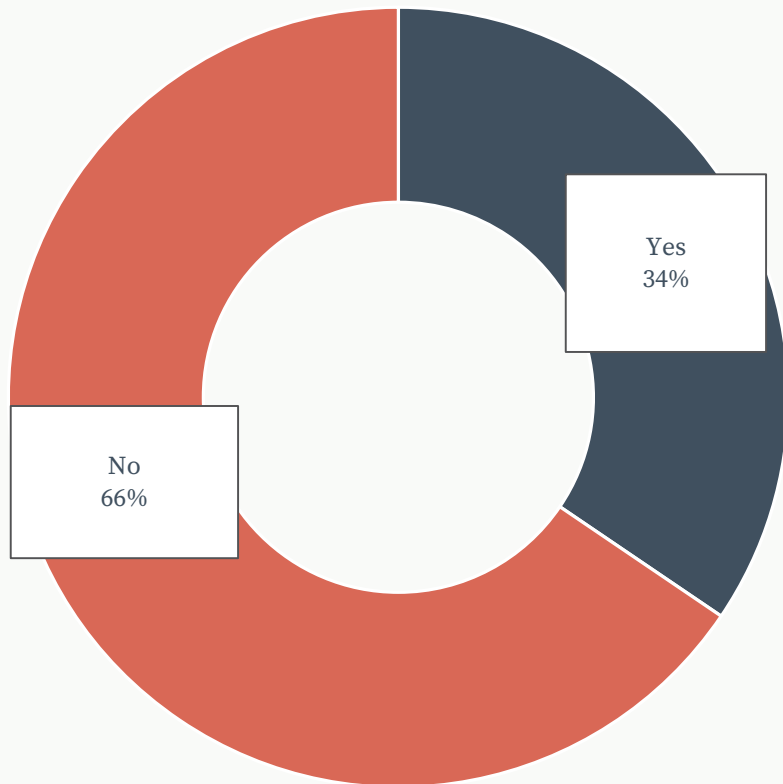
All respondents, percent of total



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

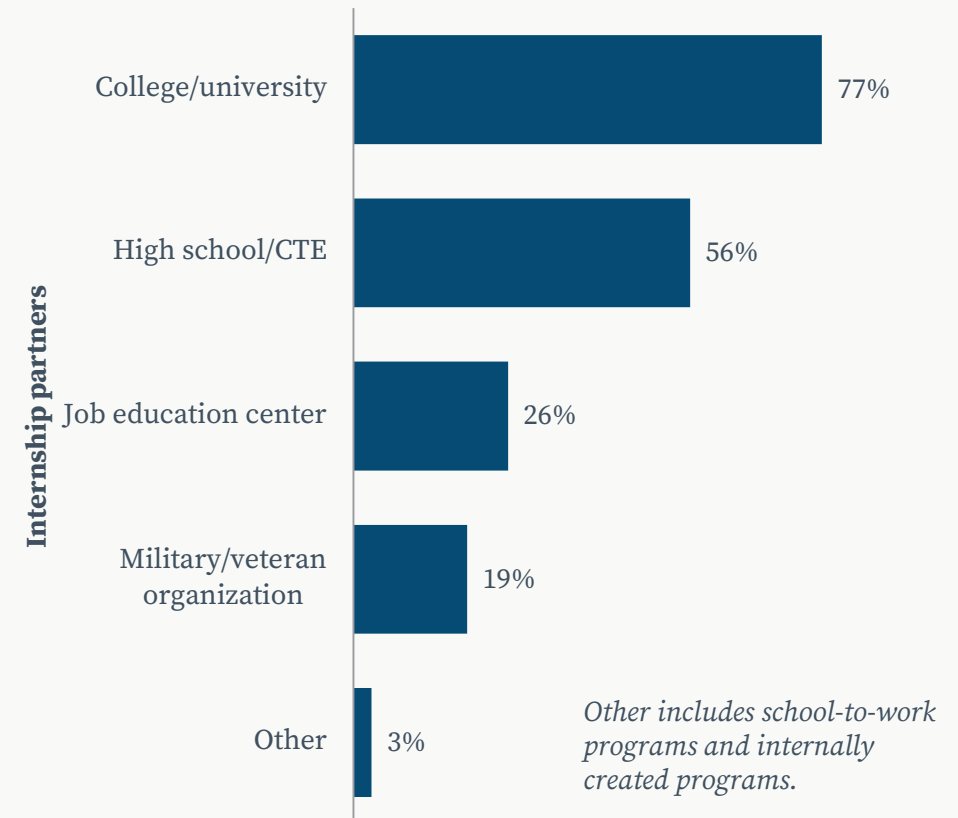
Does your organization participate in internships programs in the United States?

All respondents, percent of total



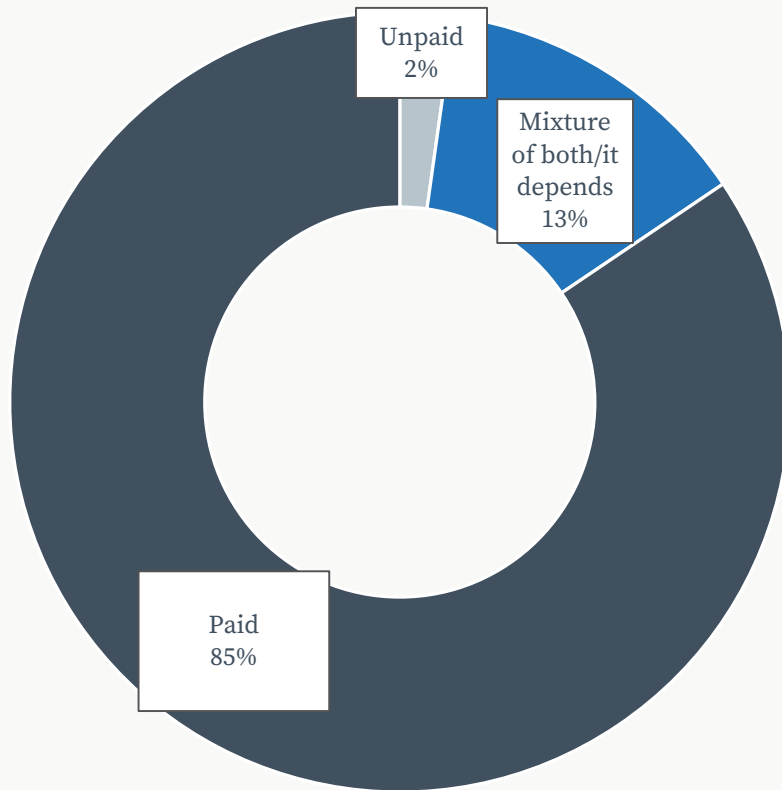
What types of entities do you partner with for your internship program? Select all that apply.

All respondents, percent of total

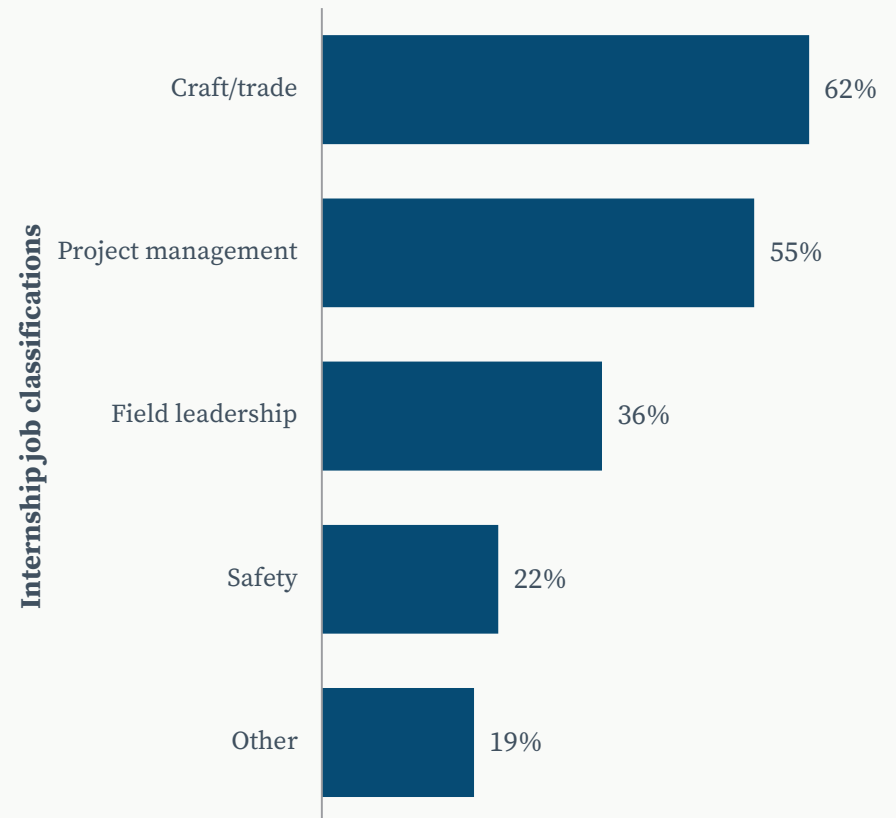


85% of internships were paid, with most internships dedicated to craft/trade and project management positions.

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



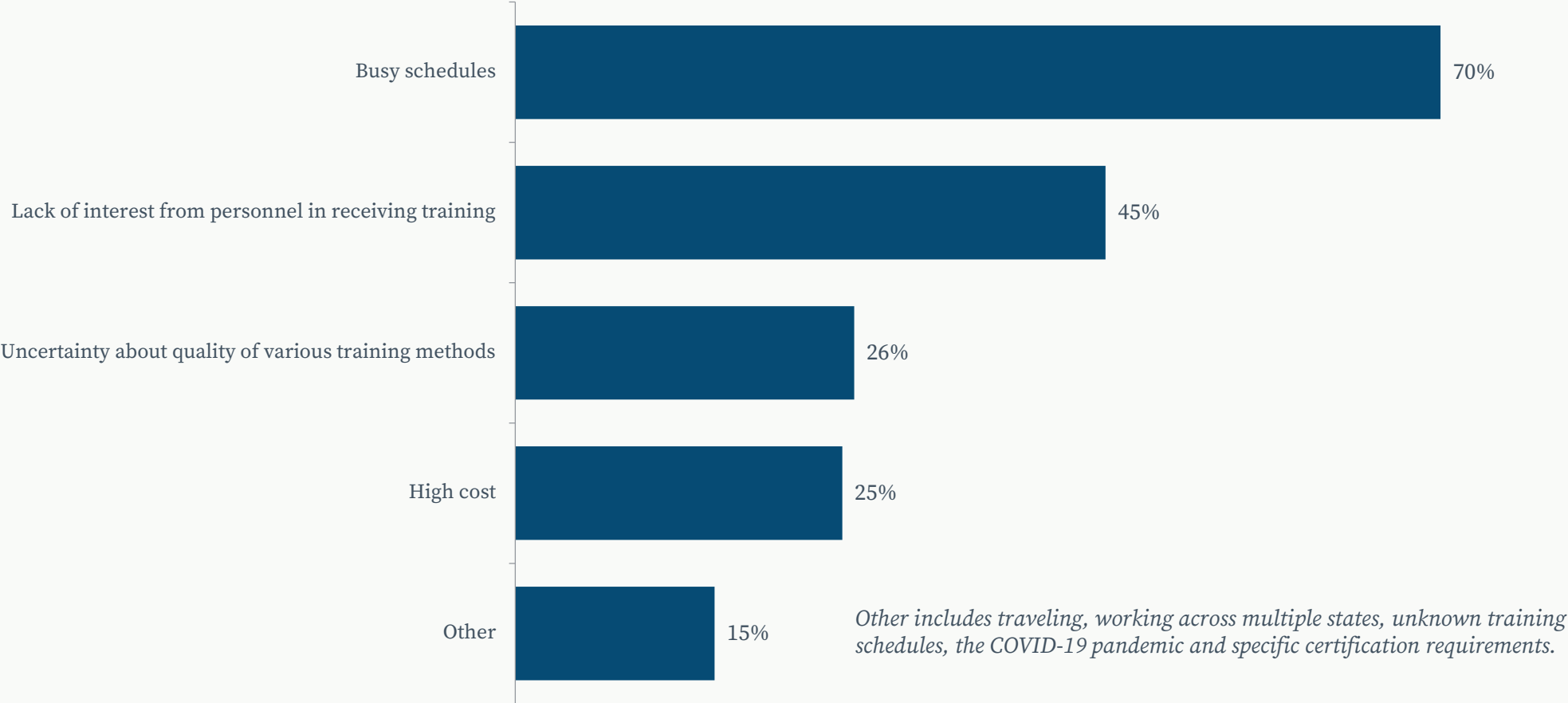
For which job classifications do you provide internships?
All respondents, percent of total



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

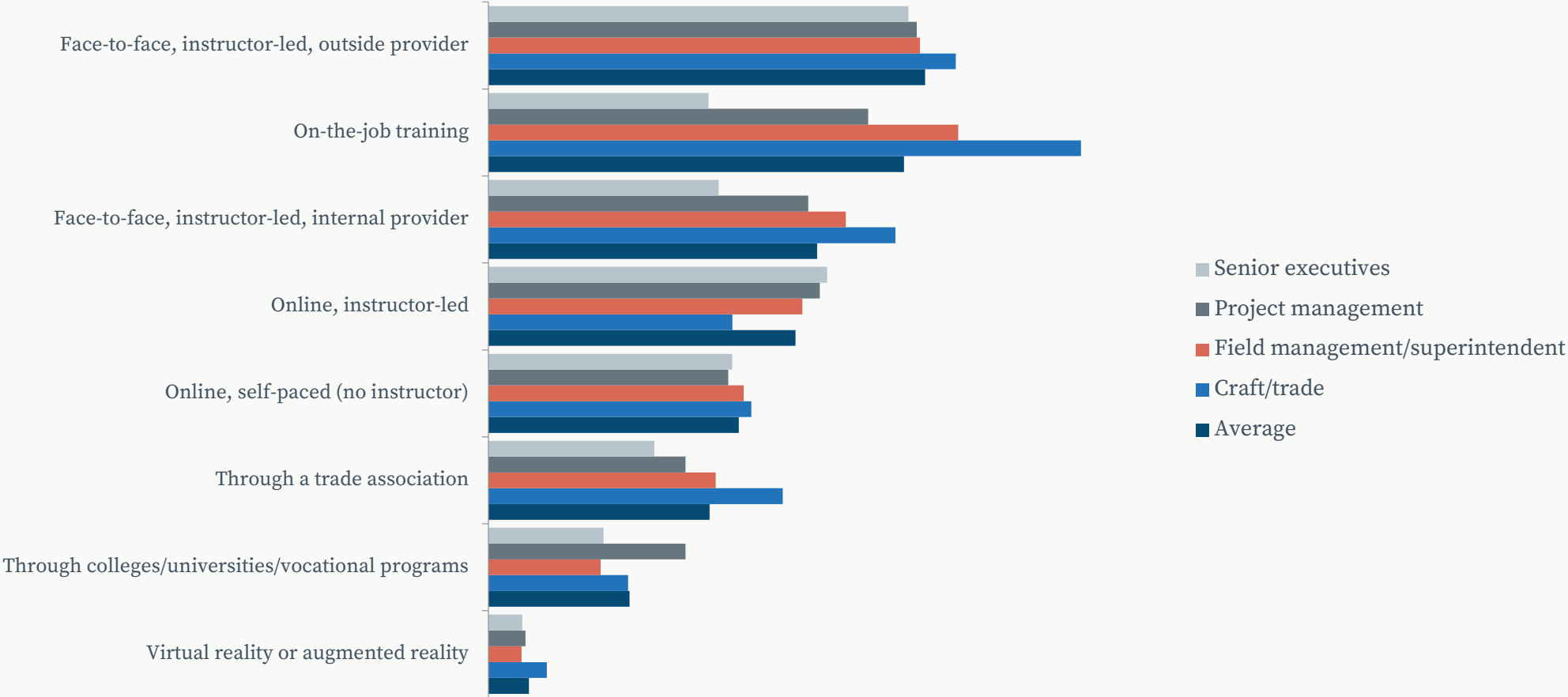
Which of the following obstacles are limiting your ability to deliver education and/or participate in outreach (career fairs, awareness events, education boards, etc.)? Select up to three.

All respondents



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

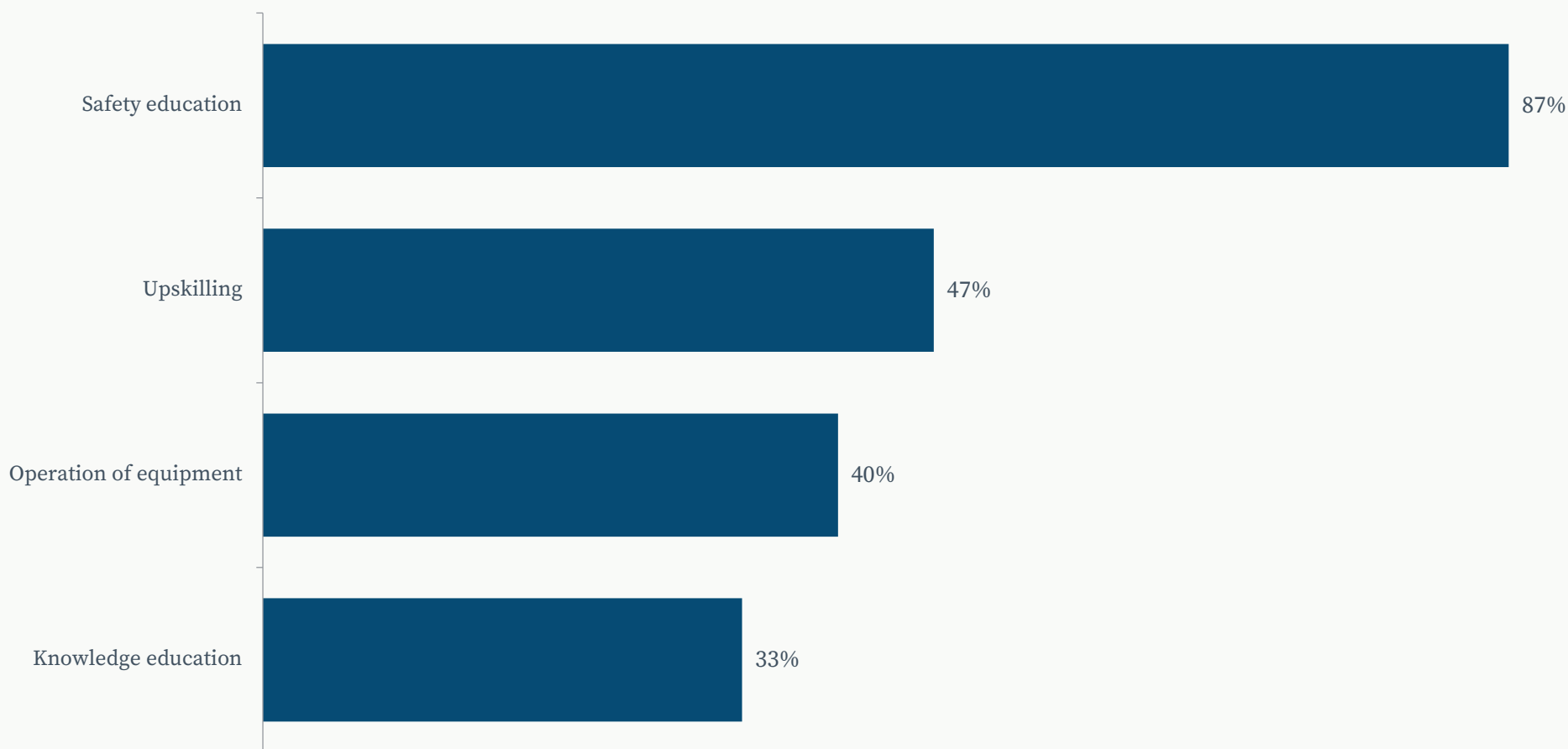
Which of the following education methods do you use to educate personnel? Select all that apply.
 All respondents, percent of total



Almost 90% of respondents have used virtual reality or augmented reality for safety education.

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

All respondents, percent of total



Challenging, engaging and effective were the most commonly used words to describe respondents' experiences with virtual or augmented reality.

Which two or three words would you use to describe your experience with virtual reality or augmented reality for education?
All respondents



In the past year, the highest percentage of personnel education was for those who lacked a high school diploma, at 11%.

What percentage of personnel education in the past year met the following criteria?
All respondents, average percentage





Contractor Survey Demographics

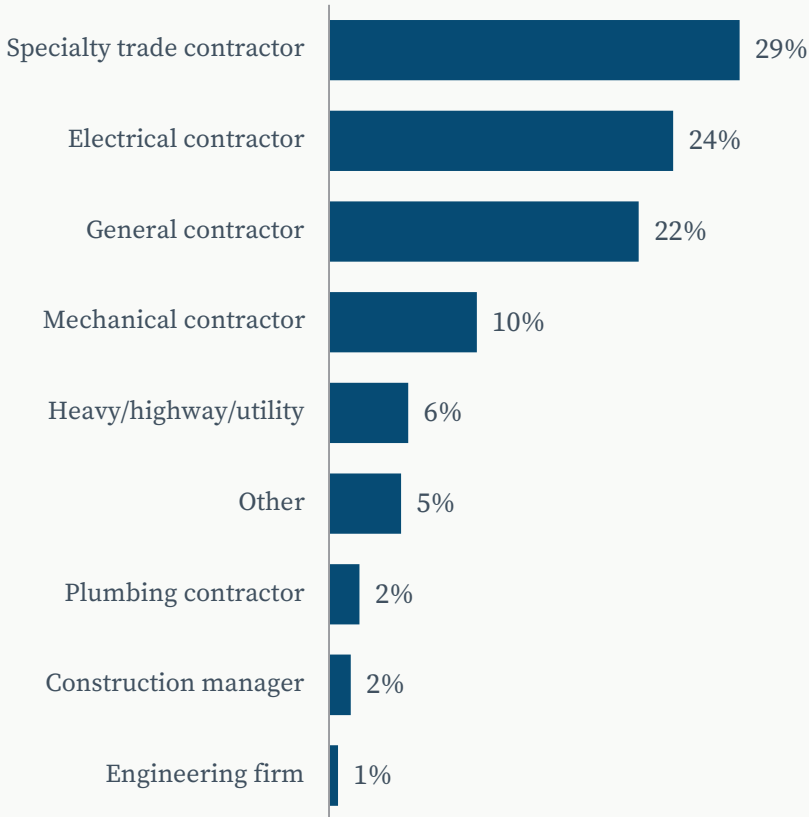
Section 3

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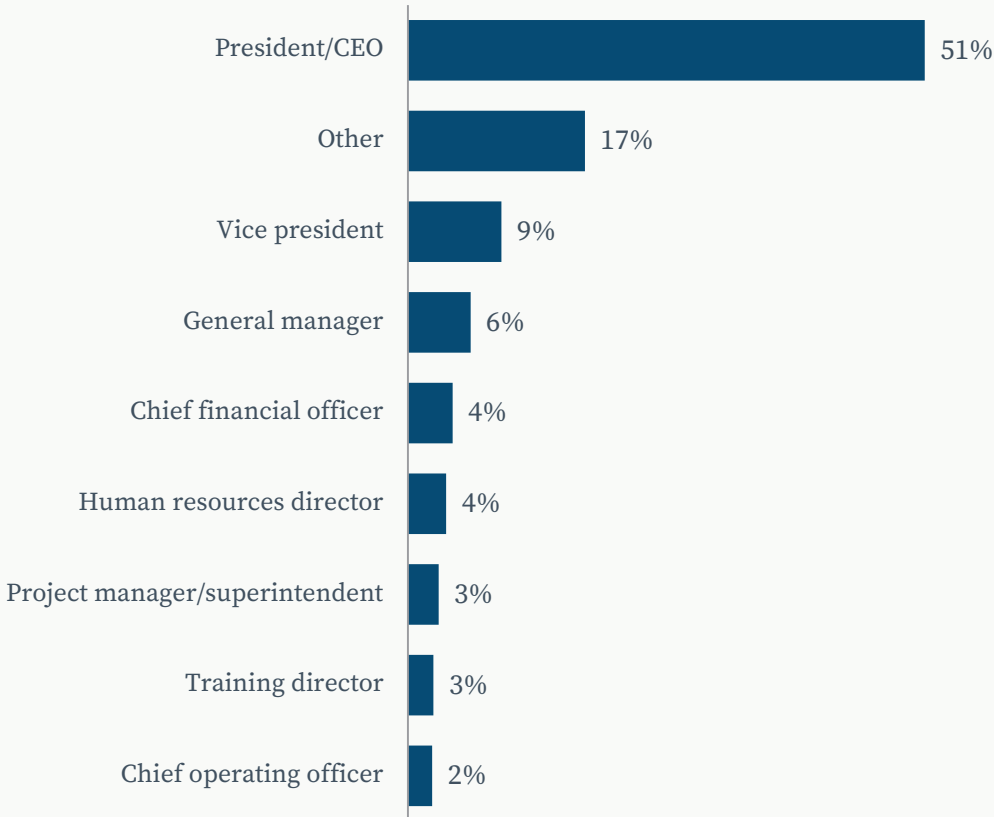


Specialty trade, electrical and general contractors comprised the majority of respondent company types, and 51% of respondents were presidents/CEOs.

Which of the following best describes your company?
All respondents



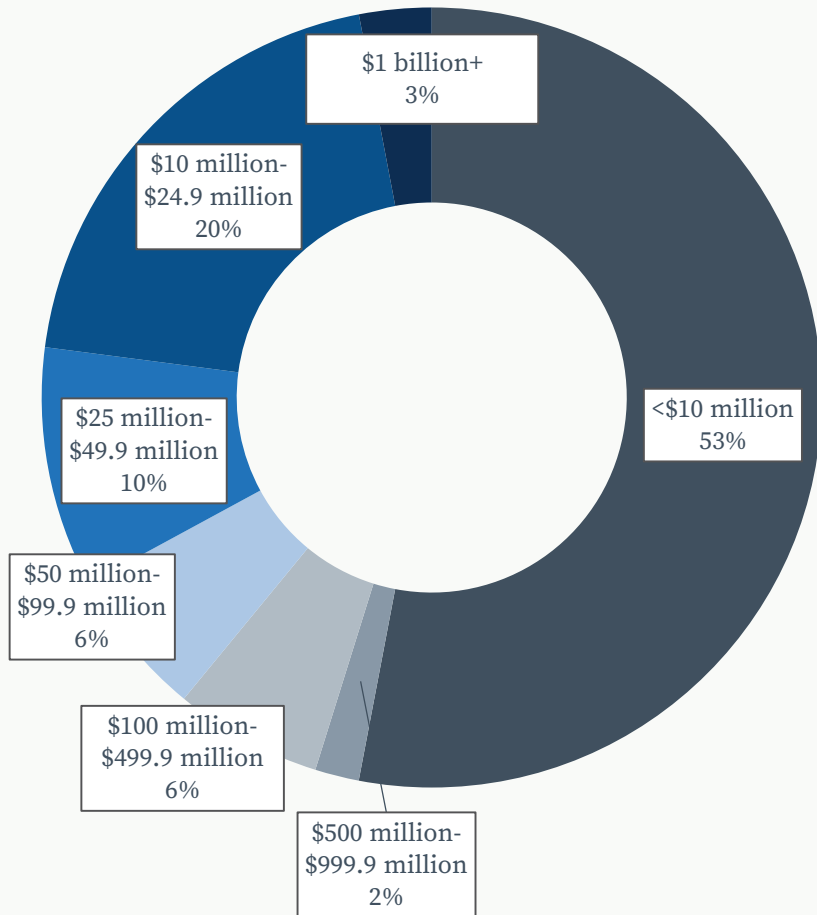
Which of the following best describes your role?
All respondents



More than half of respondents reported annual revenue of less than \$10 million or employing fewer than 50 people.

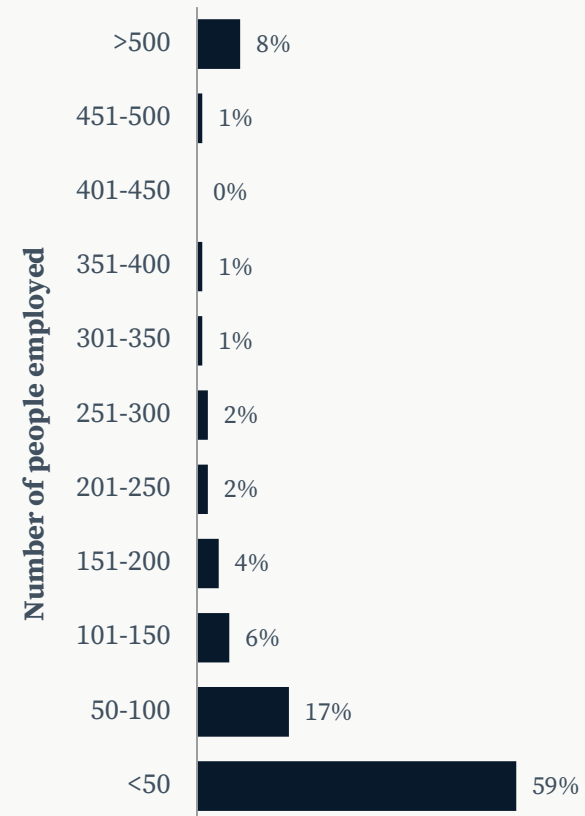
Which of the following best describes your company's annual construction revenue?

All respondents, percent of total



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

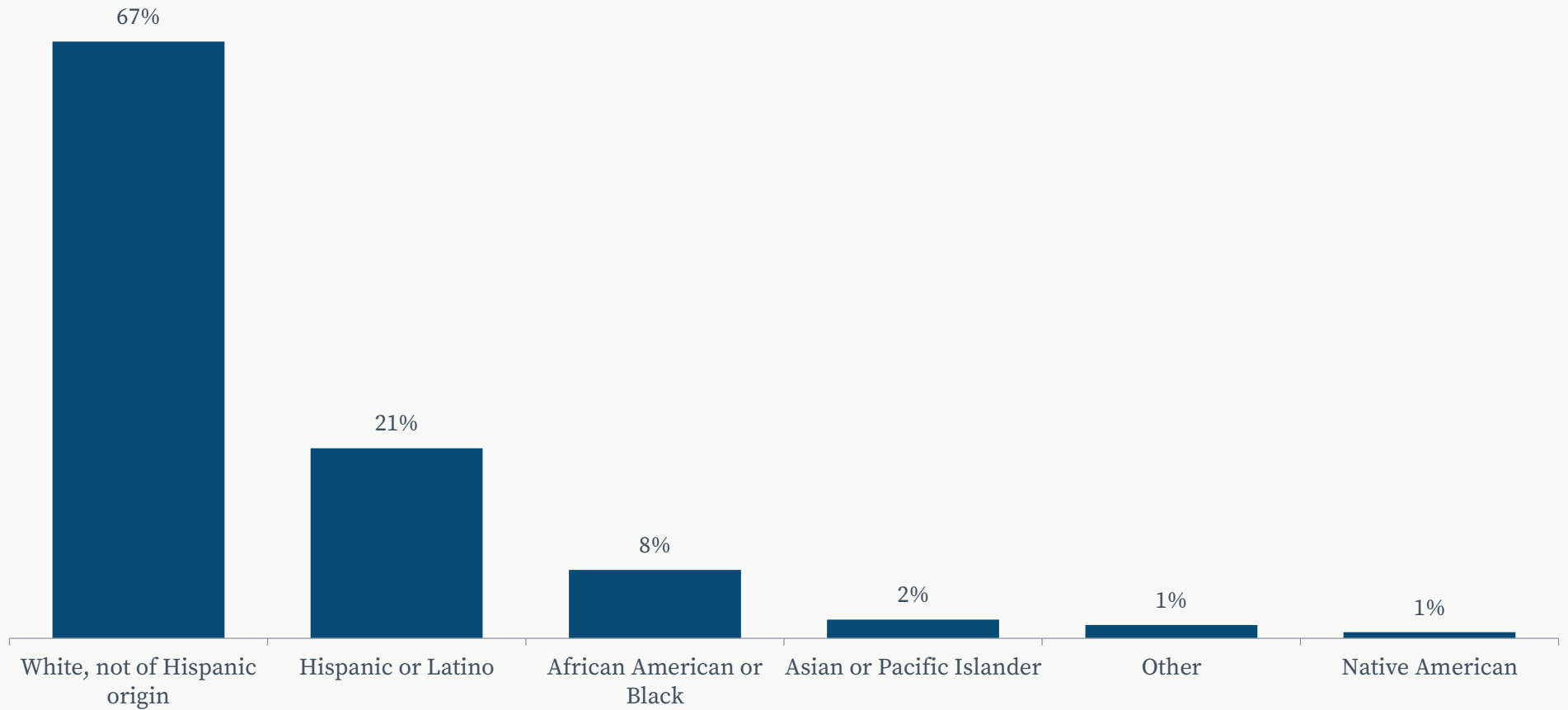
All respondents, percent of total



Most craft/trade course attendees were identified to be of White or Hispanic origin.

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

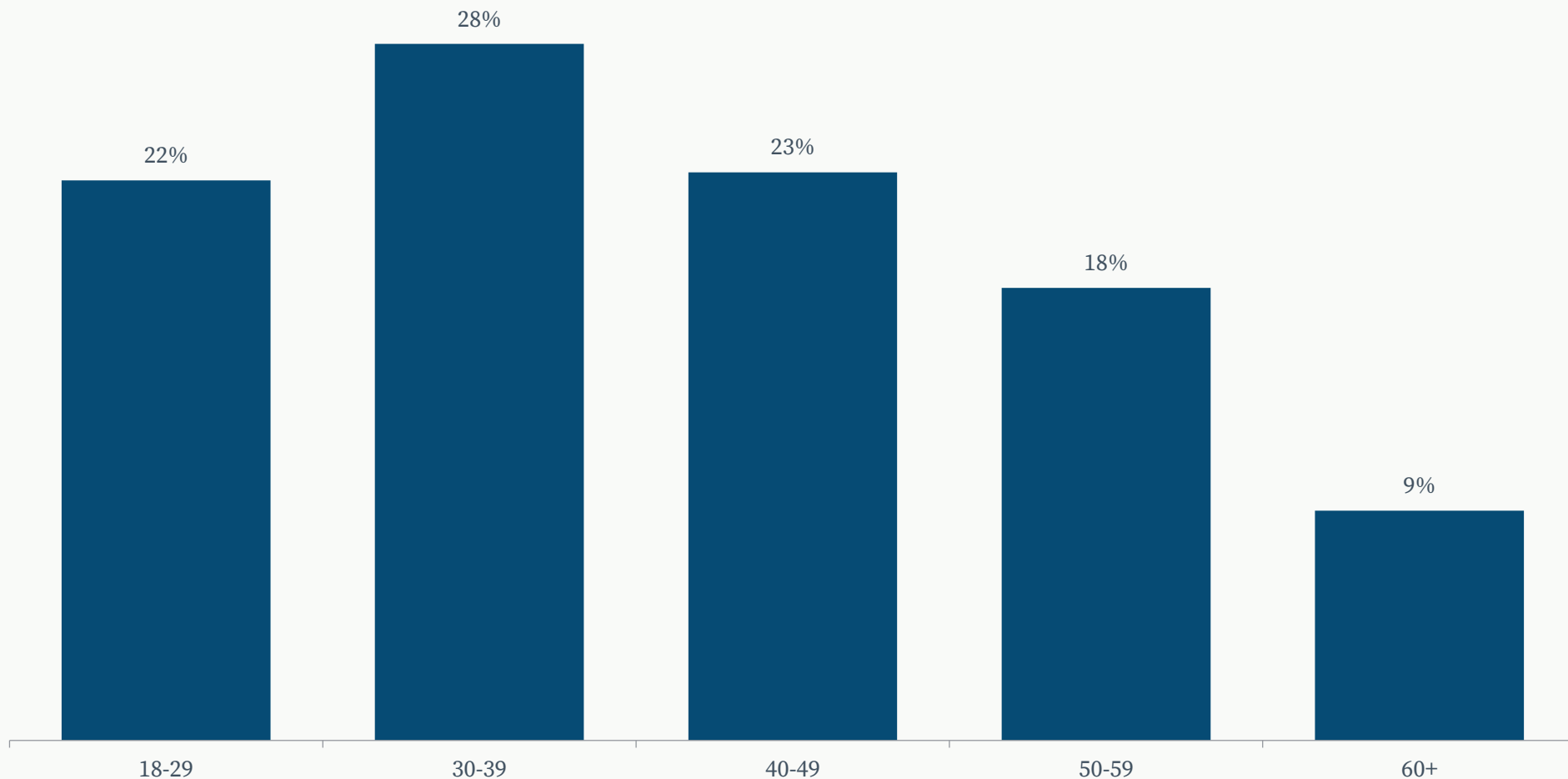
All respondents, average percentage



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, average percentage





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