TAUC Leadership Conference
May 13, 2015
Charleston, South Carolina

Agenda

I. Purpose
II. Study Features
III. Sample Demographics
IV. Overall Construction and Maintenance Outlook for 2015
V. The Recent Past: Status of Union Construction and Maintenance Staffing in 2014
VI. The Near Future: Expected Status of Union Construction and Maintenance Staffing in 2015
VII. A Drill Down on the Results
VIII. Are We Prepared?
IX. Q & A

I. Purpose

To measure the status of the union craft workforce in construction and maintenance work in the United States.

II. Study Features

- **Specificity** – data collected and analyzed for each of 14 different union crafts
- **Annual** – development of trend lines and longitudinal data validation
- **Rigorous** – thorough data analyses, focus groups, objective questionnaire items
- **Large Sample** – approaching 1,000, provides more reliable results
- **Data Cuts** – relevant subgroups for further analysis

III. Sample Demographics

Respondent Role

- Association Employee
- Construction Manager
- Contractor/ Subcontractor
- Owner/Client
- Union/Labor Representative
- Other

Geographic Region

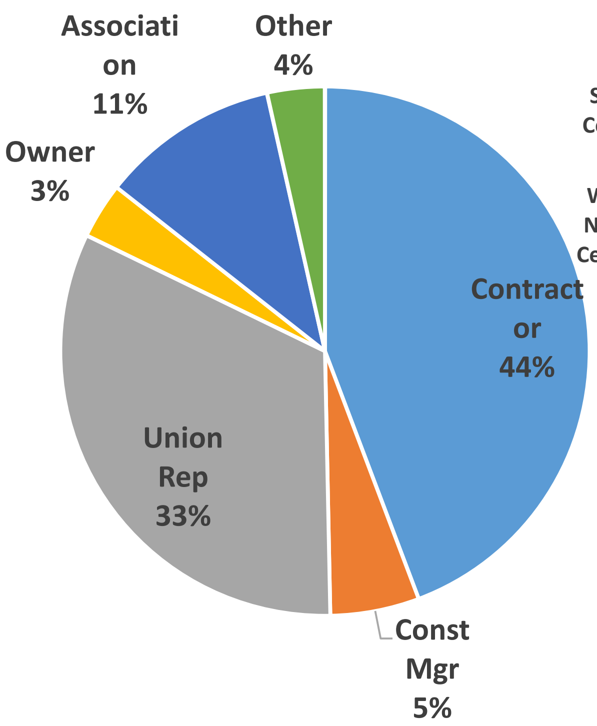
- New England
- Middle Atlantic
- Southeast
- East North Central
- West North Central
- South Central
- Mountain Northern Plains
- Northwest
- Southwest

Industry

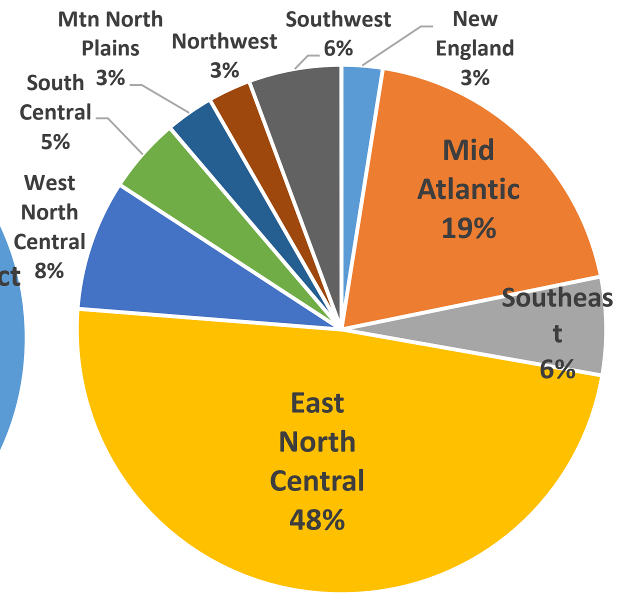
- Civil
- Commercial/ Institutional
- Manufacturing
- Petroleum/ Chemical
- Utility
- Other

III. Sample Demographics

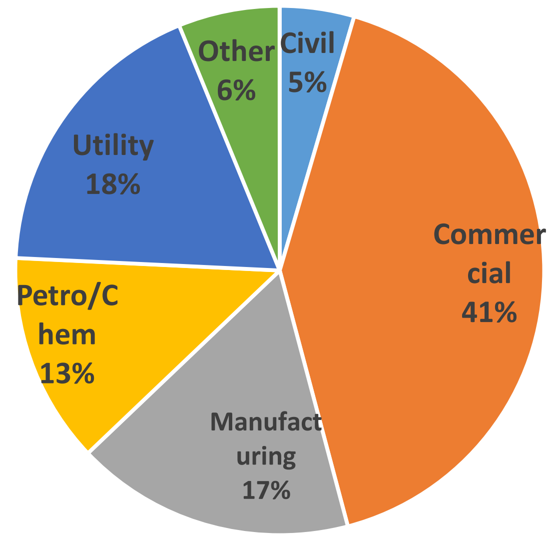
Respondent Role



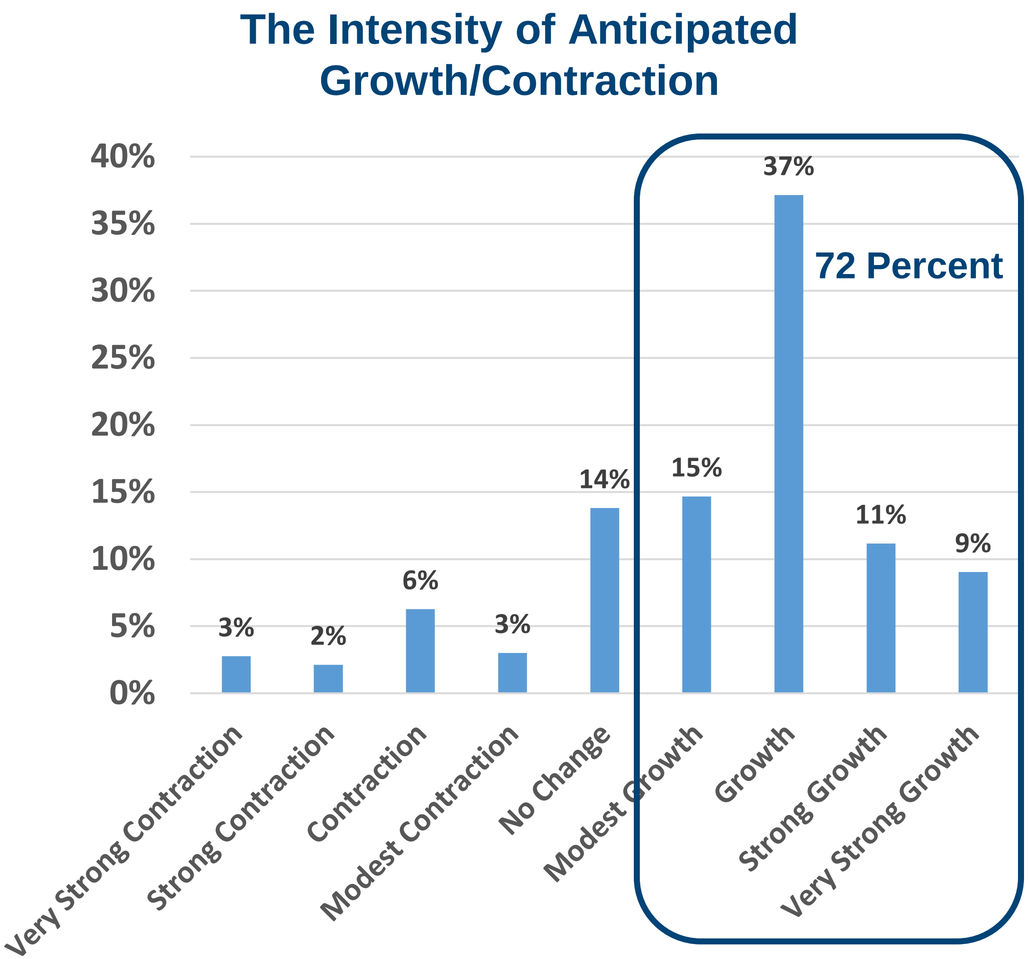
Geographic Region



Industry



IV. Overall Construction and Maintenance Outlook for 2015



Respondent Role

Union/labor representatives had the most optimistic stance on growth (5.3%). **Owners/clients** (0.04%) and c**onstruction managers** had the least optimistic ratings (0.4%).

Geographic Region

The **Southeast (5.6%), Mountain Northern Plains and New England regions** also had ratings at about 5.0%. The **East North Central and Northwest regions** had the lowest ratings, below 3.0%.

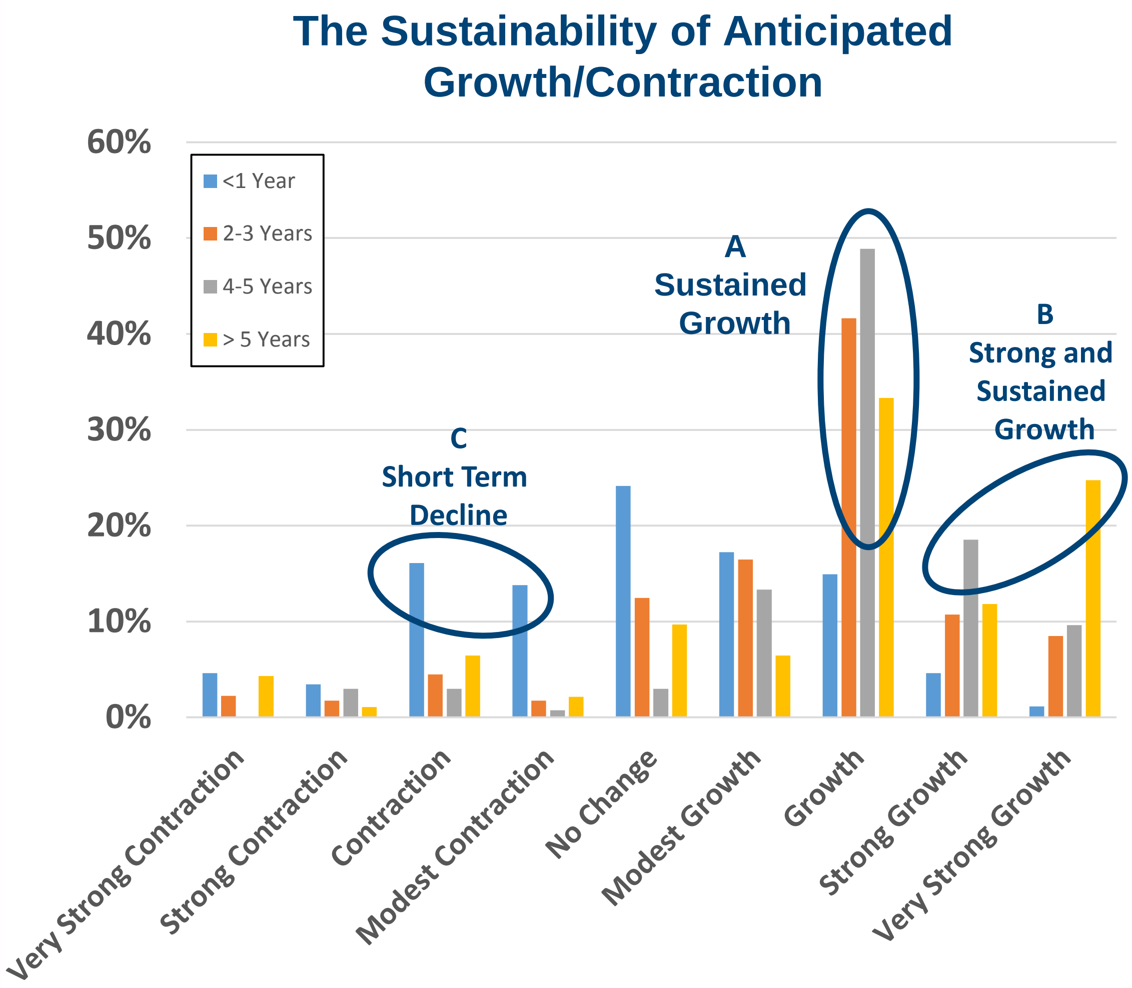
Industry

The highest rated industries were **civil (4.9%) and commercial (4.5%)**. The lowest were **utility (1.8%), manufacturing (2.2%) and petro/chemical (2.4%)**.

CLRC Construction Labor Research Council

TAUC The Association of Union Constructors

IV. Overall Construction and Maintenance Outlook for 2015

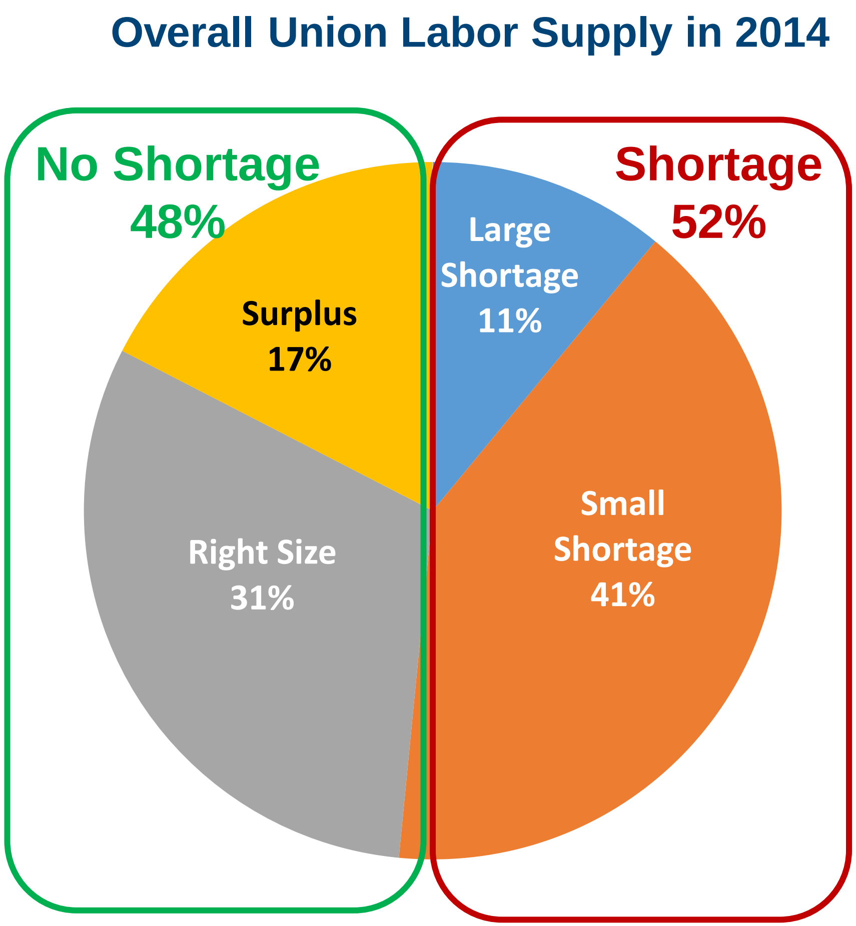


Oval A – a large percent believe growth will last 2-3 years, and even more than 5 years according to some.

Oval B – a significant number envision strong (7-10%) or very strong (greater than 10%) growth lasting 4 years or more.

Oval C – most who predict contraction say it will last for a short time (less than 1 year).

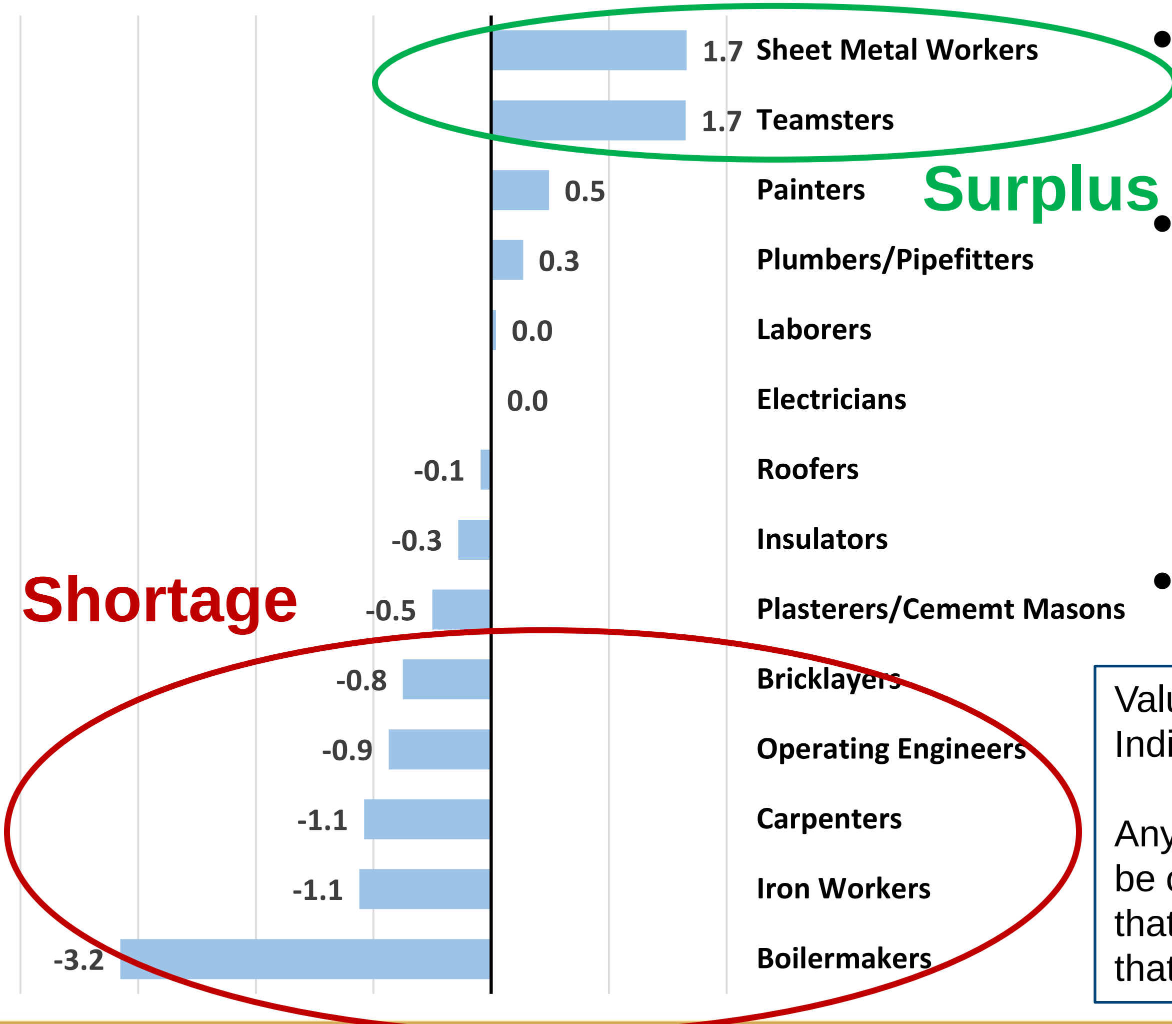
V. The Recent Past: Status of Union Construction and Maintenance Staffing in 2014



- Those more directly responsible for staffing—**contractors, construction managers and owners/clients**—generally reported more of a shortage.

- **Union/labor representatives** and **association employees** were about three times more likely than the others to say there was a labor surplus.

V. The Recent Past: Status of Union Construction and Maintenance Staffing in 2014



- There was a surplus of **sheet metal workers** and **teamsters**.
- The largest shortages were for **boilermakers, iron workers, carpenters, operating engineers and bricklayers.**
- The average was -0.4%.

Values shown are the <u>average</u>. Individual situations will vary.

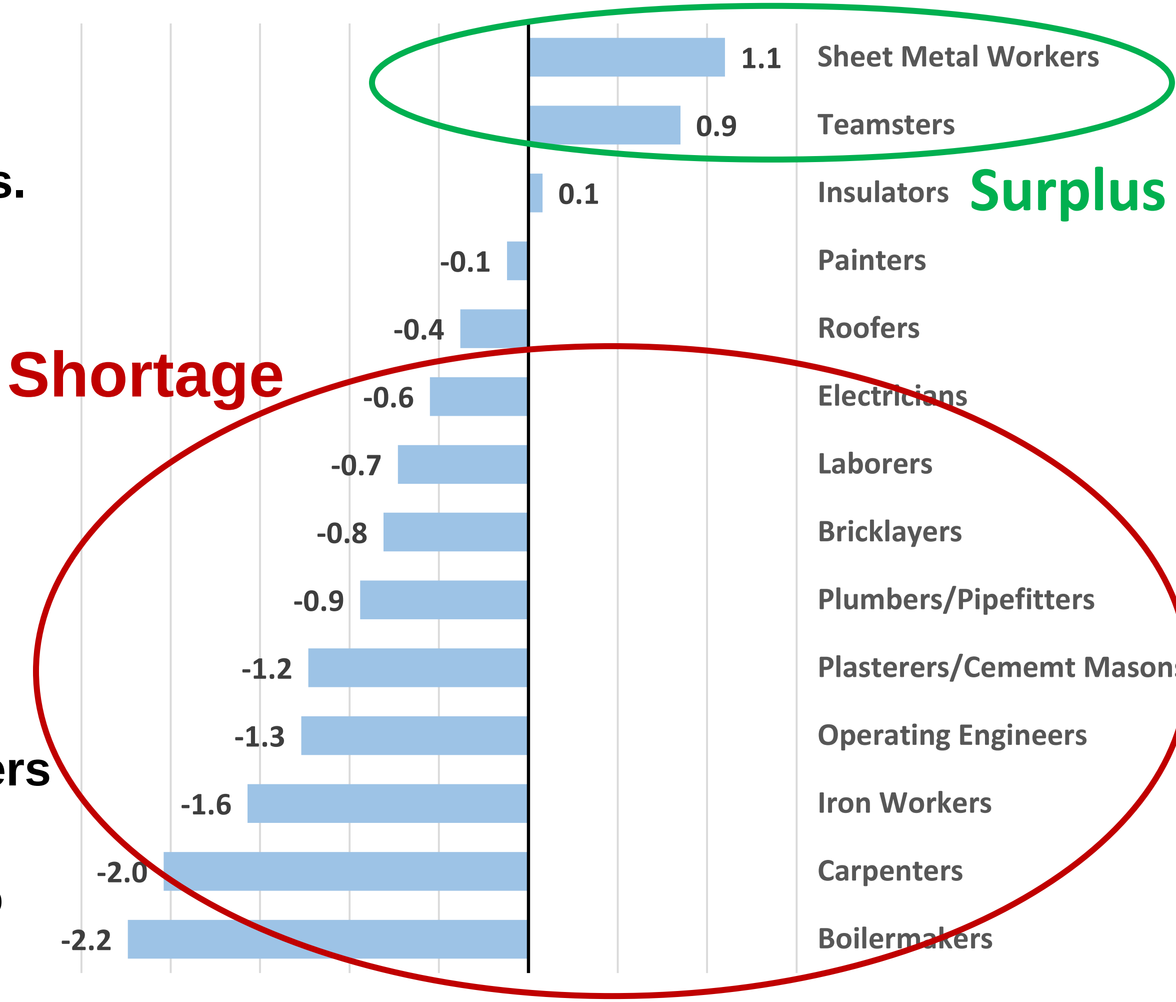
Any rating that is +/- 0.5% of 0.0 should be considered close to "good," meaning that, on average, the staffing level for that craft was close to adequate.

CLRC Construction Labor Research Council

TAUC The Association of Union Constructors

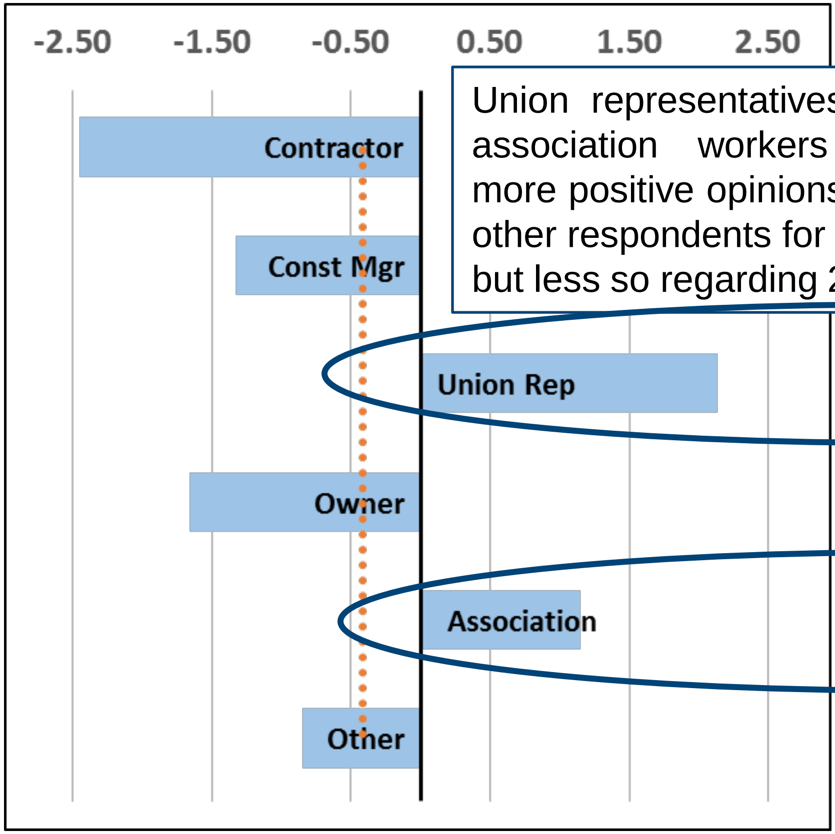
VI. The Near Future: Expected Status of Union Construction and Maintenance Staffing in 2015

- There was a projected surplus of **sheet metal workers** and **teamsters.**
- The largest projected shortages were for **boilermakers, carpenters, iron workers, operating engineers, plasterers/cement masons, plumbers/pipefitters, bricklayers and laborers** and **electricians.**
- The average was -1.1%

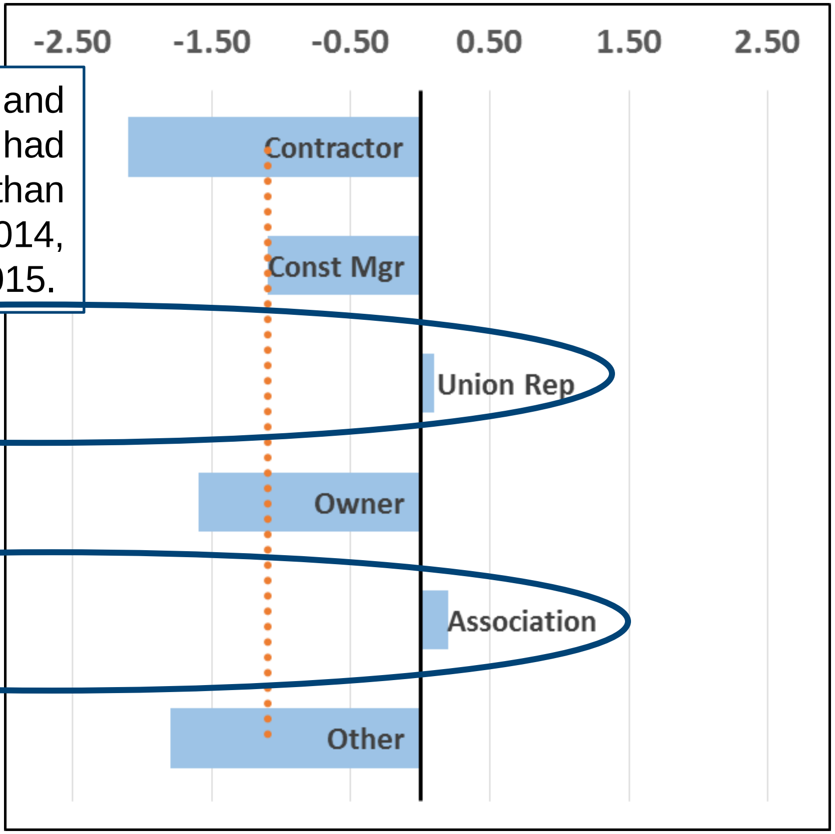


VII. A Drill Down on the Results: Comparison of Respondent Ratings

2014 Actual Union Craft Surplus/Shortage

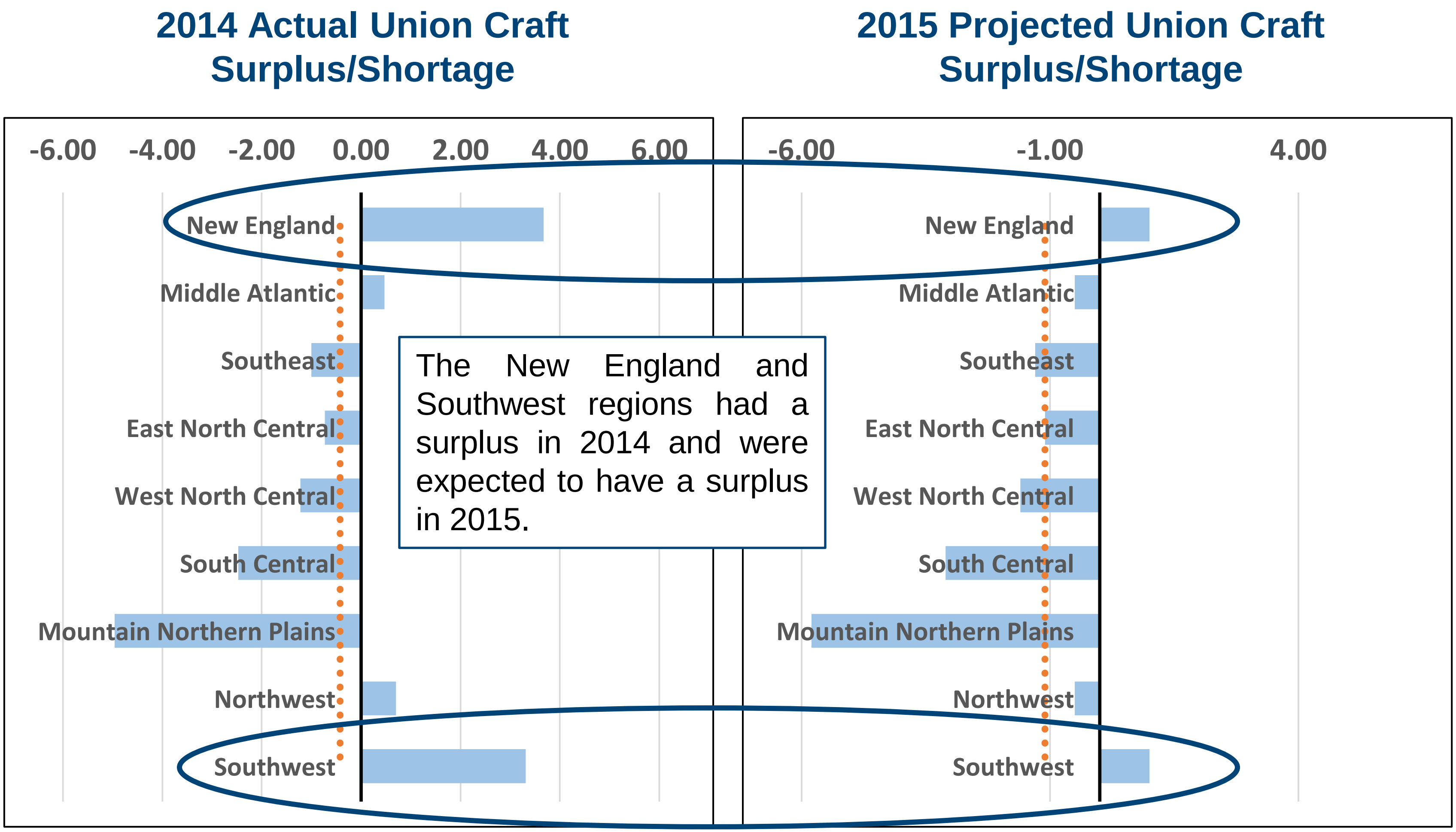


2015 Projected Union Craft Surplus/Shortage



Union representatives and association workers had more positive opinions than other respondents for 2014, but less so regarding 2015.

VII. A Drill Down on the Results: Comparison of Geographic Regions



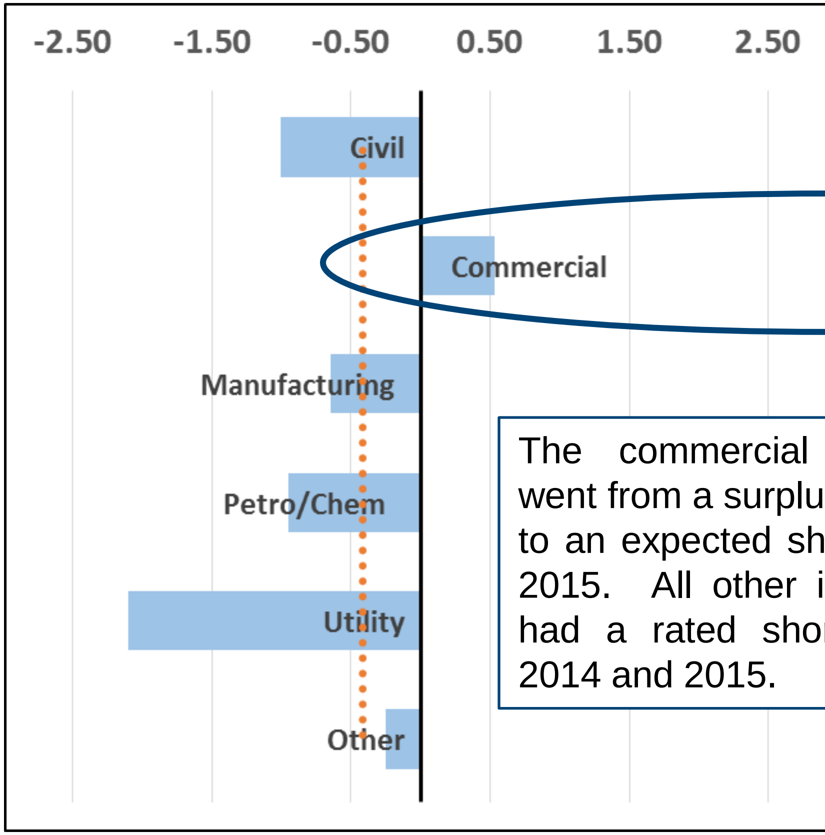
The New England and Southwest regions had a surplus in 2014 and were expected to have a surplus in 2015.

CLRC Construction Labor Research Council

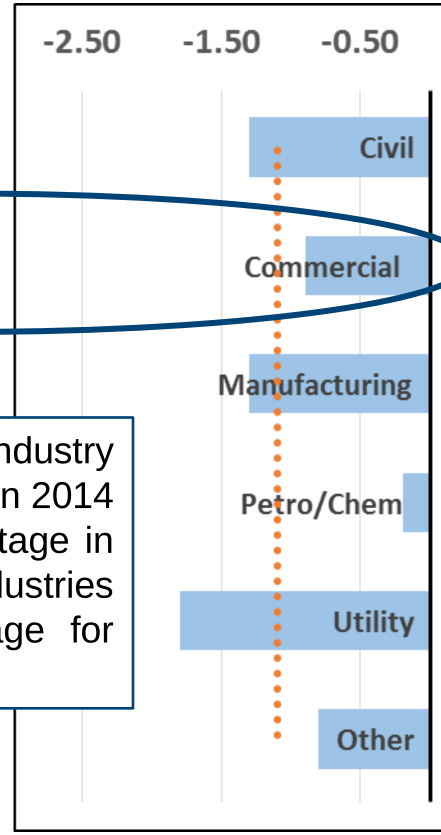
TAUC The Association of Union Constructors

VII. A Drill Down on the Results: Comparison of Industries

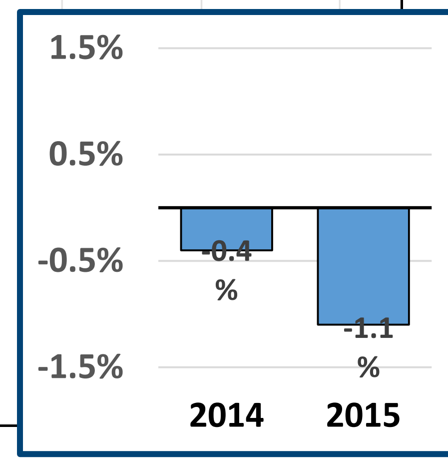
2014 Actual Union Craft Surplus/Shortage



2015 Projected Union Craft Surplus/Shortage



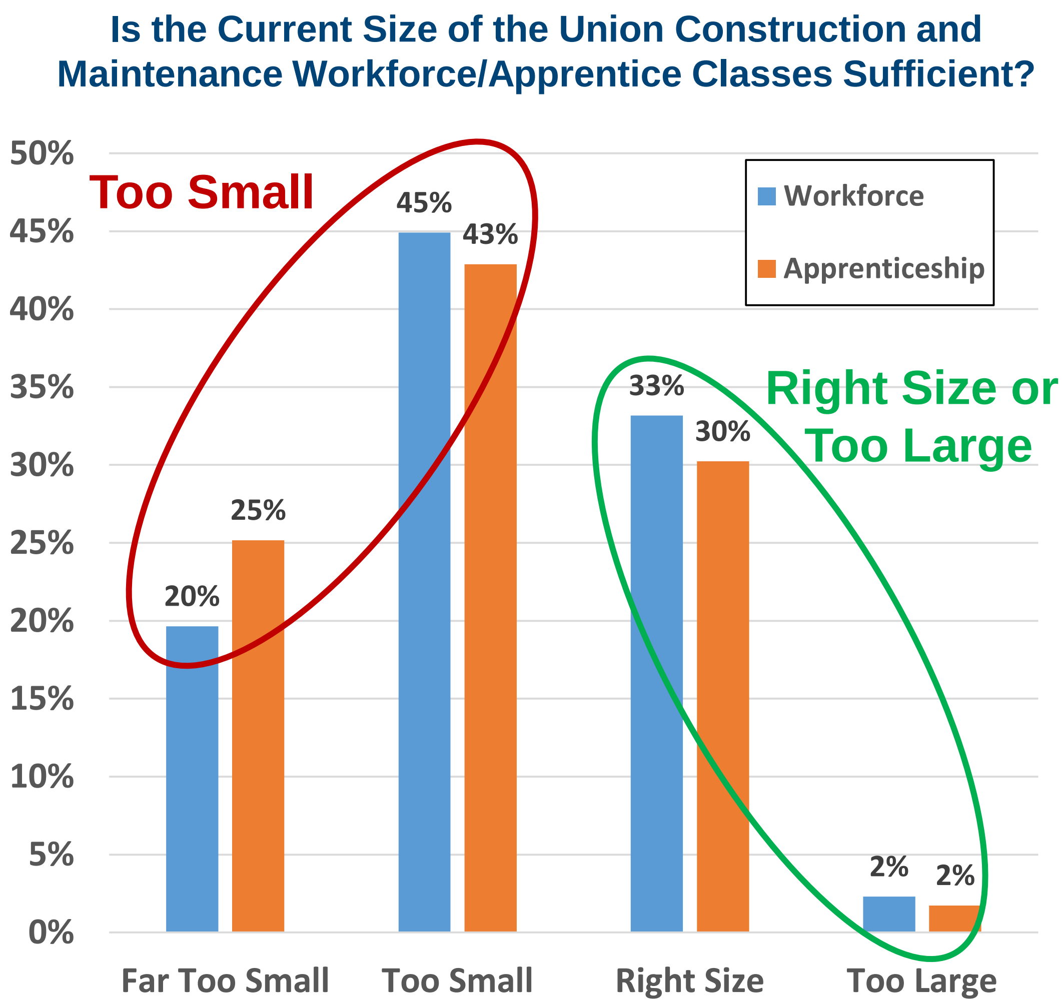
The commercial industry went from a surplus in 2014 to an expected shortage in 2015. All other industries had a rated shortage for 2014 and 2015.



Construction Labor Research Council

The Association of Union Constructors

VIII. Are We Prepared?



- A plurality thought the workforce (45%) and apprentice classes (43%) were too small.
- The workforce was far too small for 20% of the respondents and apprentice classes were far too small for 25%.
- About a third thought the workforce (33%) and apprentice classes (30%) were the right size.
- On average, all 5 respondent roles said there was a workforce shortage. In descending order:
  - Contractors (most concerned)
  - Construction managers
  - Association employees
  - Union/Labor representatives
  - Owners (least concerned)
- Almost nobody thought the workforce (2%) and apprentice classes (2%) were too large.

Questions and Answers

Carey L. Peters, Ph.D.
Executive Director
Construction Labor Research Council
clpeters@clrcconsulting.org
202-347-8440

CLRC Construction Labor Research Council

TAUC The Association of Union Constructors