TAUC Leadership Conference
May 13, 2015
Charleston, South Carolina
Agenda

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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

<table>
<thead>
<tr>
<th>Respondent Role</th>
<th>Geographic Region</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Association Employee</td>
<td>New England</td>
<td>Civil</td>
</tr>
<tr>
<td>Construction Manager</td>
<td>Middle Atlantic</td>
<td>Commercial/Institutional</td>
</tr>
<tr>
<td>Contractor/Subcontractor</td>
<td>Southeast</td>
<td>Manufacturing</td>
</tr>
<tr>
<td>Owner/Client</td>
<td>East North Central</td>
<td>Petroleum/Chemical</td>
</tr>
<tr>
<td>Union/Labor Representative</td>
<td>West North Central</td>
<td>Utility</td>
</tr>
<tr>
<td>Other</td>
<td>South Central</td>
<td>Other</td>
</tr>
<tr>
<td></td>
<td>Mountain Northern Plains</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Northwest</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Southwest</td>
<td></td>
</tr>
</tbody>
</table>
III. Sample Demographics

**Respondent Role**
- Union Rep: 33%
- Owner: 3%
- Contract or Other: 44%
- Const Mgr: 5%
- Association: 11%

**Geographic Region**
- East North Central: 48%
- Mid Atlantic: 19%
- Southwest: 6%
- Southeast: 6%
- Northwest: 3%
- New England: 3%
- South Central: 3%
- West North Central: 8%
- Mtn North Plains: 3%
- North Central: 5%

**Industry**
- Commercial: 41%
- Utility: 18%
- Petro/Chem: 13%
- Manufacturing: 17%
- Other: 6%
- Civil: 5%
IV. Overall Construction and Maintenance Outlook for 2015

The Intensity of Anticipated Growth/Contraction

**Respondent Role**
Union/labor representatives had the most optimistic stance on growth (5.3%). Owners/clients (0.04%) and construction 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%).
IV. Overall Construction and Maintenance Outlook for 2015

The Sustainability of Anticipated Growth/Contraction

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 average. 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.
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

<table>
<thead>
<tr>
<th>2014 Actual Union Craft Surplus/Shortage</th>
<th>2015 Projected Union Craft Surplus/Shortage</th>
</tr>
</thead>
<tbody>
<tr>
<td>-2.50</td>
<td>-1.50</td>
</tr>
<tr>
<td>Contractor</td>
<td></td>
</tr>
<tr>
<td>Const Mgr</td>
<td></td>
</tr>
<tr>
<td>Union Rep</td>
<td></td>
</tr>
<tr>
<td>Owner</td>
<td></td>
</tr>
<tr>
<td>Association</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>

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

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.
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.

### VIII. Are We Prepared?

#### Is the Current Size of the Union Construction and Maintenance Workforce/Apprentice Classes Sufficient?

- **Too Small**:
  - Workforce: 45%
  - Apprenticeship: 43%

- **Right Size or Too Large**:
  - Workforce: 33%
  - Apprenticeship: 30%

- **Far Too Small**:
  - Workforce: 20%

- **Too Large**:
  - Workforce: 2%
  - Apprenticeship: 2%
Questions and Answers

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