

The Diversity Factor

The numbers behind workforce challenges in construction



A shrinking labor pool remains one of the biggest headwinds facing the construction industry.

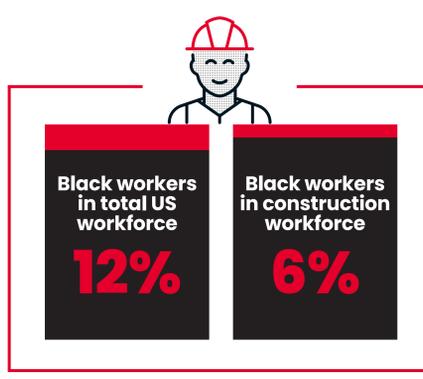
More jobs are being added each month across the country, but the number of available workers isn't keeping pace.



80% of contractors report it's hard finding enough workers

Source: [AGC](#)

Part of the issue is that the industry has struggled to recruit a more diverse group of employees, which means not having the expanding pool of potential recruits required to keep up with demand.



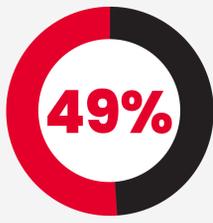
Source: [WREI](#)



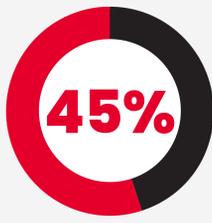
A survey of women in the trades offers perspective into the degree to which there is room for improvement around working conditions for diverse employees.

How often were the following experienced or encountered at work?

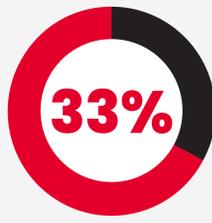
Sometimes or frequently



Porn or graffiti that disparages women



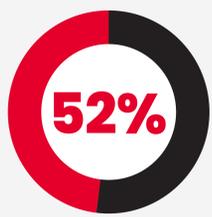
Racist graffiti or symbols



Swastikas or other anti-Semitic graffiti

How often did you directly experience the following at work?

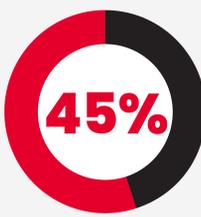
Sometimes or frequently



Sexual harassment



Racial harassment



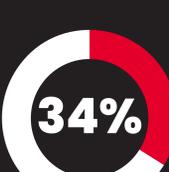
LGBTQ+ harassment



Gender harassment



Over a third of tradeswomen in that survey had considered leaving the industry, and for most of them lack of respect or harassment informed their thought process.



Have considered leaving

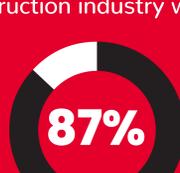


Lack of respect or harassment an important consideration



Even though women have made inroads in the industry, construction employees continue to be mostly white and male.

Construction industry workers



White



Male

Source: [Bureau of Labor Statistics](#)



With fewer people overall entering construction, the industry needs to continue to get creative in attracting employees from across multiple parts of the population. It's one of the best ways to help address and close the labor shortfall.

The key is potential employees have to feel that construction is a place not only to be successful but also to be safe and supported.

Looking for guidance on how to be part of the solution to the construction workforce shortfall?



- AGC's [Culture of CARE](#) initiative offers [tools and resources](#) to help companies better focus on creating the diverse, safe, welcoming and inclusive construction industry that needs to emerge.
- The [2022 National Construction Industry Workforce Summit Report](#) offers new and proven workforce development solutions including insights into ways to enhance diversity.

The report also delves into other construction workforce challenges, so be sure to take a look. It offers a wealth of ideas and insights from construction workforce development experts and stakeholders who participated in the 2022 Construction Industry Workforce Summit.