



2024 CONSTRUCTION OUTLOOK UPDATE

WORKFORCE SNAPSHOT

OVERVIEW

The construction workforce in this report includes workers engaged in building and infrastructure projects, design, site preparation and excavation, government workers, and consultants involved in various construction activities self-reported in the American Community Survey. **We expect that the statewide construction industry will surpass pre-pandemic workforce numbers by the end of 2024.**

After a sharp recovery in citywide construction employment in 2021, labor workforce growth continued at a slower pace, expanding from 245,900 to 250,200 workers during 2022. At this level, 70% (176,200 workers) were residents of New York City, while 30% (74,200 workers) resided in the rest of the tri-state region.

Employment in the private construction industry reached 142,100 jobs by 2021, indicating that roughly 100,000 construction workers were engaged in construction activities within other private industries and/or within the public sector. While not all construction jobs provide full-time employment, the recent growth and recovery from COVID offered significant opportunity for income enhancement.

Statewide, construction labor expanded more rapidly, by 5% to 570,600 workers in 2022 indicating a 97.5% recovery to pre-pandemic employment levels of 585,000. New York City now accounts for 46% of all construction skills in New York State, up from 45% last year. Statewide private sector construction industry employment followed a similar trajectory, growing to 388,200 jobs in 2022, up 3% over 2021.

In this year's Workforce Snapshot report, we aim to highlight the remarkable diversity within the workforce, affirming the industry's pivotal role in offering upward mobility to individuals from various backgrounds, speaking a multitude of different languages, and originating from all around the world. Embracing this expanding diversity underlines the industry's enduring commitment to providing employment opportunities for New York's immigrant community.

This report makes it clear: The construction industry remains a pathway to the middle class, for New Yorkers of all walks of life.



A MESSAGE FROM OUR CHAIR AND PRESIDENT & CEO

In New York, the building industry's workforce stands as a steadfast pillar of strength and ingenuity. Through their skill, hard work, and commitment, these hardworking professionals play a key role in shaping the city's skyline, building our communities, and driving economic growth. They're instrumental in turning visions of skyscrapers and vital infrastructure into realities, making our ambitious projects achievable. Behind these achievements are countless hours of training, education, and labor, demonstrating their dedication to our collective future. As we look ahead, recognizing and appreciating the construction industry's workers becomes even more crucial. It's important to not only celebrate their contributions, but also to address the challenges they face. The Building Congress is dedicated to ensuring that our workforce has the proper tools to succeed and unwavering support from our elected officials. Together we can build a better state for future generations by showing our genuine gratitude for workers every day.



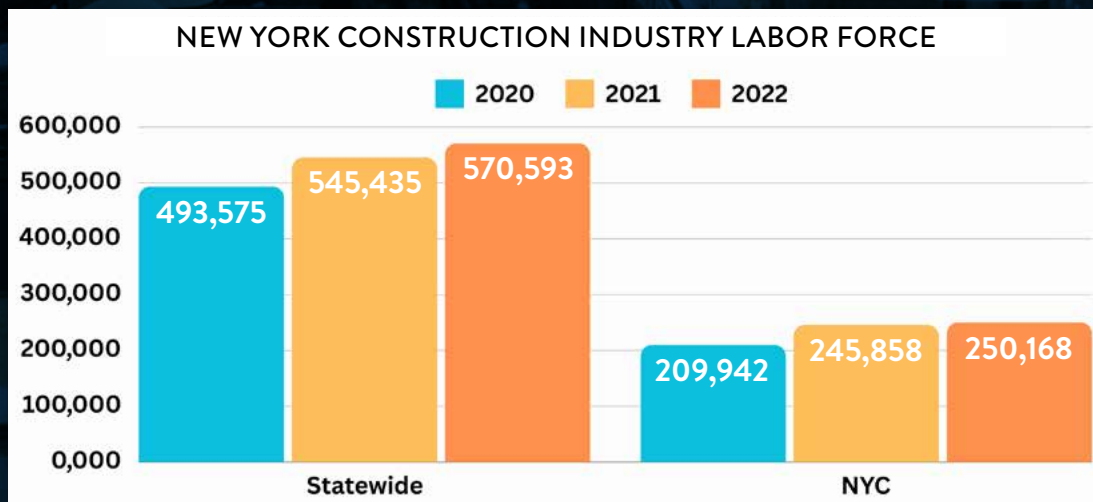
Gregory A. Kelly, P.E.
Chair, New York Building Congress
President & CEO
STV



Carlo A. Scissors, Esq.
President & CEO
New York Building Congress

LOOKING AHEAD

Though limited, Bureau of Labor Statistics (BLS) data on workers employed in the “Construction of Buildings, Heavy and Civil Engineering Construction, and Specialty Trade Contractors” largely follows the same direction as ACS data, allowing us to make a reasonable projection that by the end of 2024 the construction workforce is estimated to comprise about 590,000 workers, finally reaching and surpassing the industry's pre-pandemic workforce level of 585,000 statewide in 2019. This is a major milestone in our recovery, projected before we even consider factors such as federal infrastructure spending towards workforce development, and the influx of immigrants into the construction industry as legal employment becomes possible.



DEMOGRAPHICS

RACE-ETHNICITY

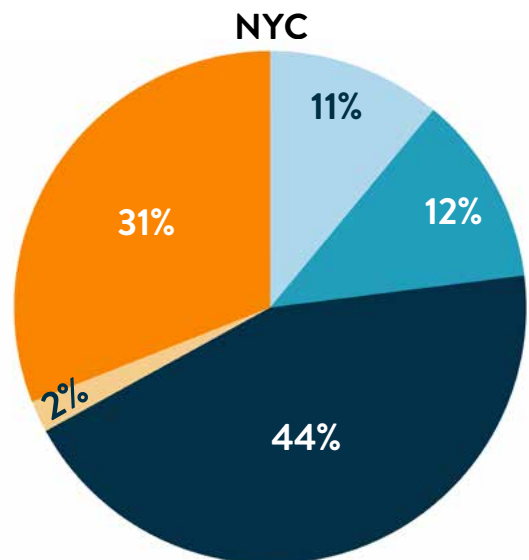
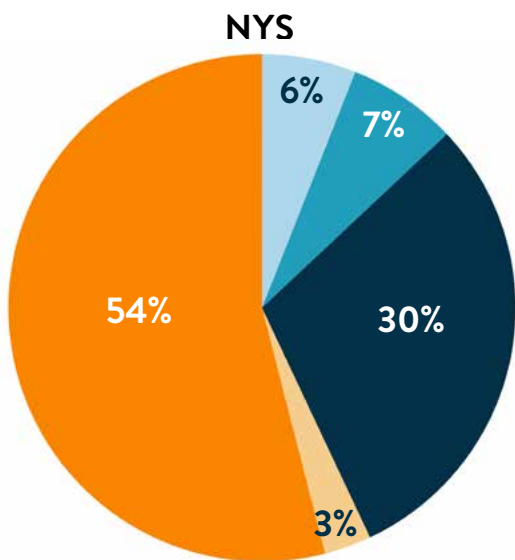
Demonstrating the growing diversity of the construction industry workforce, 46% of statewide workers identify as non-White, up from 43% in 2021.

Comparatively, the workforce in NYC is 69% non-White, up from 66% in 2021.

The racial-ethnic composition of New York State's construction labor force differs markedly from that of New York City. At 30% of the total, Hispanics represent

the largest minority component with nearly 171,000 construction workers, up from 122,300 in 2020. Within the city, although no race or ethnicity represents a majority of the total, Hispanics comprise the largest and fastest growing share at 43.6%. Additionally, Black non-Hispanics have increased by some 3,000 workers over the past year while Asians/Others have advanced even more rapidly, adding nearly 7,000 workers to comprise 10.5% of the City's construction work force.

RACE-ETHNICITY OF CONSTRUCTION WORKERS



■ Asian/Others Non Hispanic ■ Black Non Hispanic ■ Hispanic ■ Two or More Races Non Hispanic ■ White Non Hispanic

GENDER

Statewide, 10% of all construction labor are women, an uptick from 9.4% in 2021.

In NYC, 7.9% of all construction industry workers are women, the same percentage as 2021.

61% of women in the industry across the state have some college education or higher, compared to 37% of men in the industry.

Within NYC, education levels closely follow that of the state with the percentage of women in the workforce

having some college education or higher being more than double (64%) that of men (31%). Within the city, 0% of all participating women fall into the "no schooling" category, with men reaching only 4%.

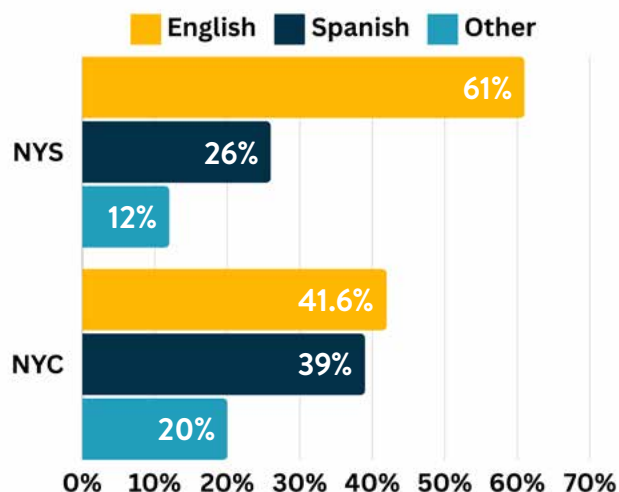
Women's higher educational attainment also correlates with higher incomes. In 2021, 45% of all male workers reported earnings above \$50,000 annually and by 2022 their share had risen to 47%. While for women workers, 48% in 2021 earned over \$50,000 annually, which jumped to 52% in 2022.

LANGUAGE

English is a far more prevalent language in New York State than City, spoken by 61.2% of all construction workers in 2022. Still, Spanish speakers are increasing in share to 26.4% (up from 25% in 2021), while all other primary languages spoken by at least 12.5% of construction workers fail to individually exceed 1% of the work force.

Within NYC, English is the primary language spoken by 41.6% of the construction industry labor force, just ahead of Spanish at 38.9%. All other languages each account for less than a few percent. Between 2021 and 2022, although English and Spanish speakers both grew in number, they declined as a percentage of the total population, as European (non-Spanish) and Asian language speakers grew as a percentage of the total.

PRIMARY LANGUAGE SPOKEN



CITIZENSHIP STATUS

Less than 16% of the statewide construction labor force noted having full citizenship status, while the majority (61%) were unreported (64% were unreported in 2021). 23% reported to be non-citizens in 2022, compared to 21% in 2021.

In NYC, less than one quarter of the construction labor force report full citizenship status, while roughly one third are not citizens and the remaining 41% are nonrespondents.

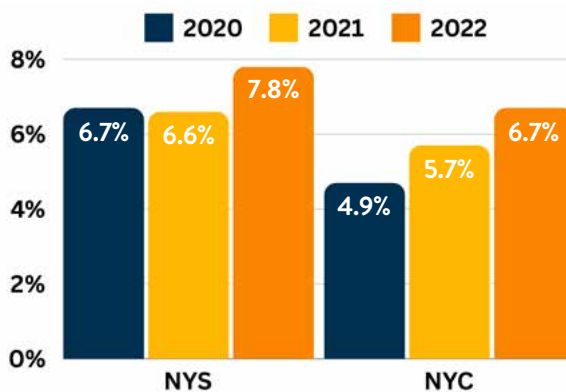
Bottom Line: The industry boasts not only remarkable diversity but also a high level of education. The increasing number of immigrants and non-English speakers into the workforce has demonstrated a positive correlation with the overall educational attainment within the construction industry. This underscores the invaluable strength that diversity contributes to our industry.

AGE

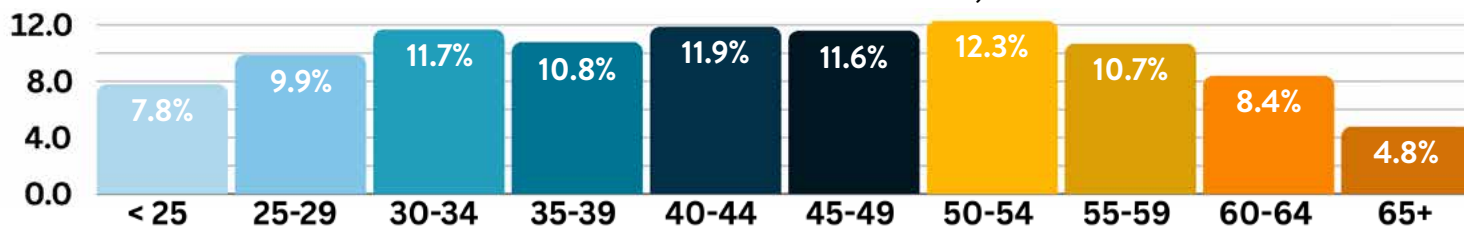
44% of construction workers in New York State are between the ages of 25 and 45 years old (down from 46% in 2021). 36% of NY construction workers are 50 or older (up from 35% in 2021), while 7.8% are under 25 years old, up from 6.6% the prior year.

Within NYC, the age structure of construction labor is marginally younger, as 47% are between the ages of 25 and 45 years old (down from 49% in 2021). 34% are 50 or older (up from 33% in 2021), while 6.7% are under 25 years old, up from 5.7% in 2021, and a jump from 4.9% in 2020.

PERCENT OF CONSTRUCTION LABOR FORCE UNDER 25 YEARS OLD



CONSTRUCTION WORKFORCE BY AGE, NYS 2022



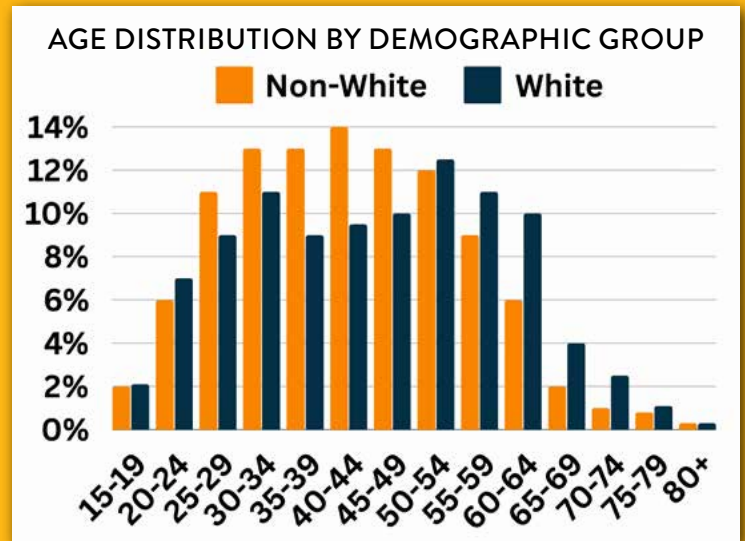
KEY INSIGHTS

The challenges linked to an increasingly older construction workforce have raised widespread industry concern. Nonetheless, the high level of diversity within the State's construction sector is a promising trend that helps alleviate concerns regarding an aging labor force.

52% of the non-White workforce is between ages 30 – 49, while only 41% of the White workforce falls into those ages. 41% of the White workforce is over 50, while 30% of the non-White workforce is over 50.

Within the City, relatively speaking, nearly twice as many white workers over 65 years old are still participating, while proportionately fewer workers between ages 25 - 64 are engaged. Among the minority workforce, both Black and Hispanic construction workers are more heavily weighted among the 25 to 50 age cohort, while few elderly Hispanic or Asian workers participate in the construction labor force.

Within New York State, it is promising to observe an increasing proportion of workers under the age of 25, indicating the emerging influence of new generations making strides within the industry, a key Building Congress initiative lead by our Young Professionals Committee.



“New York is currently undertaking significant infrastructure and public works initiatives, funded by the Bipartisan Infrastructure Law and other federal appropriations, which are vital to our progress. However, without a skilled and prepared workforce, these projects would not be possible. These initiatives will not only strengthen our economy but also support the middle class. To ensure that our workforce is ready to meet industry demands, we are partnering with local businesses and educational institutions to align workforce skills with the specific needs of each industry. The New York Building Foundation is also playing a significant role in promoting internships and career discovery through its support of New York City Public Schools’ Industry Scholars Program and by providing grants to industry-related non-profits that provide workforce training and K-12 education programs focused on architecture, engineering and construction. We would like to express our gratitude to the governor and legislature for their \$200 million investment in four new workforce development centers along I-90, which emphasizes our commitment to a prosperous future.”

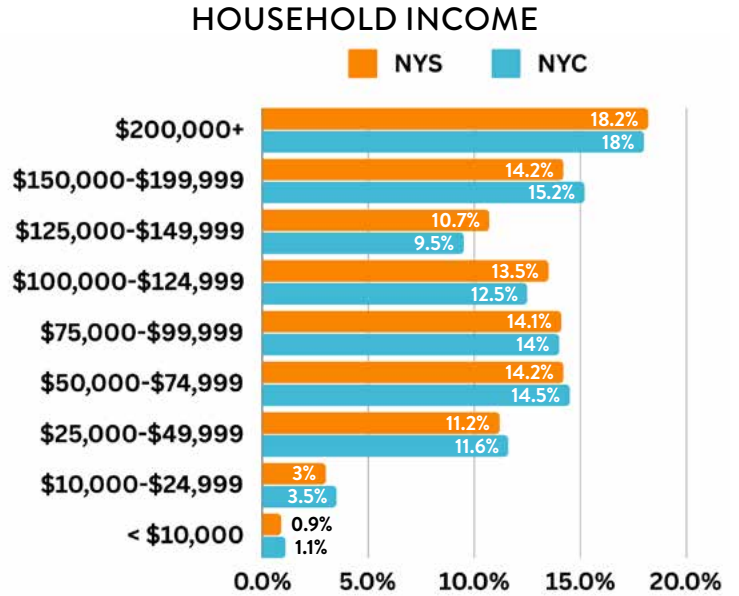
Elizabeth Velez
New York Building Foundation Chair
President, Velez Organization

EMPLOYMENT/INCOME

HOUSEHOLD INCOME

Many construction worker households likely rely on multiple sources of income. Due to the intermittent nature of construction work, especially during longer off-seasons, a steady and dependable income stream is typically essential.

In 2022, 57% of the State's construction labor force reported a household income of \$100,000 or above, with 43% of all households having an annual income that exceeded \$125,000. Within NYC, we noted 55% and 43% respectively. Last year only 52% of the workforce reported incomes over \$100,000, and only 39% above \$125,000, which reflects higher earnings across the board for industry professionals.



EARNINGS

Understandably, the annual earnings of construction workers throughout New York State are more conservative than earnings in New York City, where construction projects are more costly and resources are more competitive.

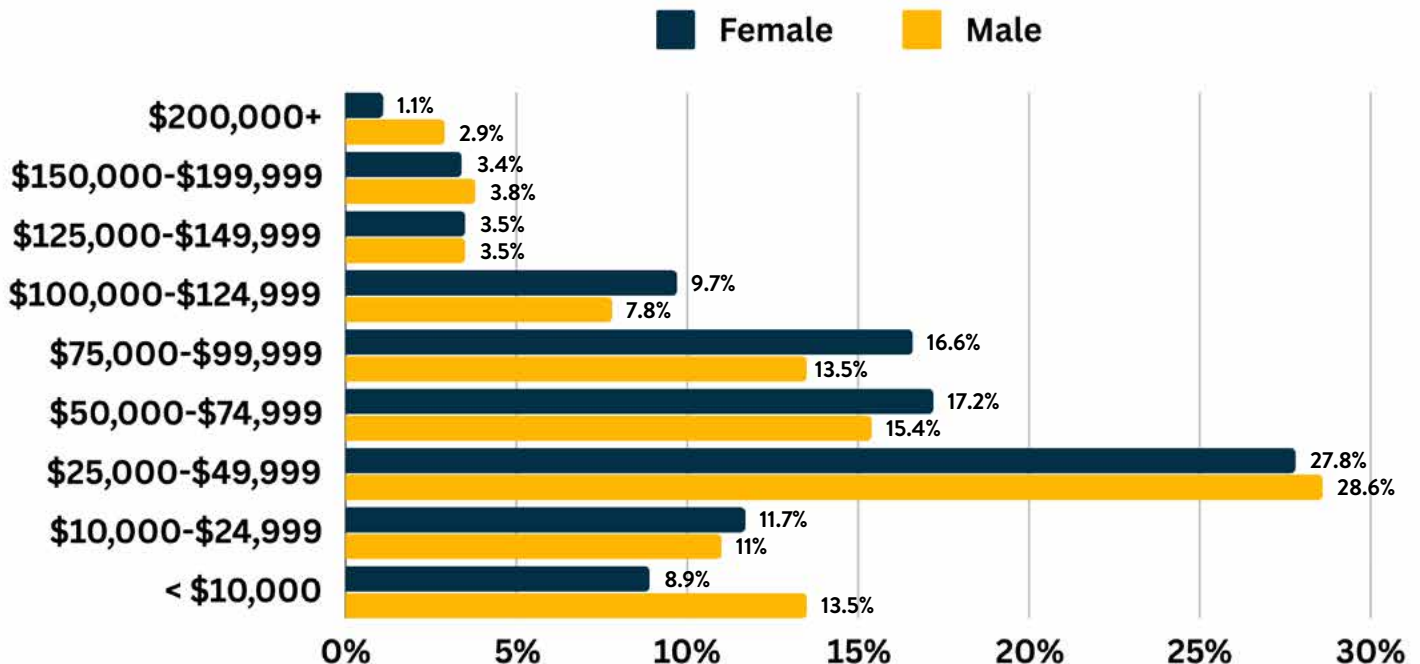
When compared on a bracketed basis, the differences are most apparent in the lower and upper income ranges:

51% of all NY construction workers reported earnings of

less than \$50,000 per year, with 32% earning between \$50,000 and \$100,000, and 16% at more than \$100,000.

Statewide the percentage of women in the workforce earning over \$125,000 was 7%, compared to 9% of men. Following this trend, within NYC, the percentage of women earning over \$125,000 was 8% compared to 10% of men.

WORKFORCE EARNINGS BY GENDER



HEALTH INSURANCE

Across New York State, health insurance coverage of construction workers has remained relatively stable in recent years, at 60% of all workers in 2022 (61% in 2021).

Within NYC, the number of construction workers with

health insurance rose from 136,948 to 139,880, covering 56% of all workers between 2021 and 2022. Coverage was highest among white-collar occupations and service workers at 76% and 66% respectively, while only 51% of all blue-collar occupations had health insurance.

OCCUPATION

Statewide, the occupational composition of the construction labor force is oriented toward higher shares of white-collar and service occupations and somewhat lower shares of blue-collar occupations than in New York City. 73% of all workers engaged in the construction industry are blue-collar workers, including construction, installation, material moving, and production workers. 21% of workers in the industry are white-collar workers

including managers, architects, and engineers, while 6% are in service occupations such as office and administrative support and sales.

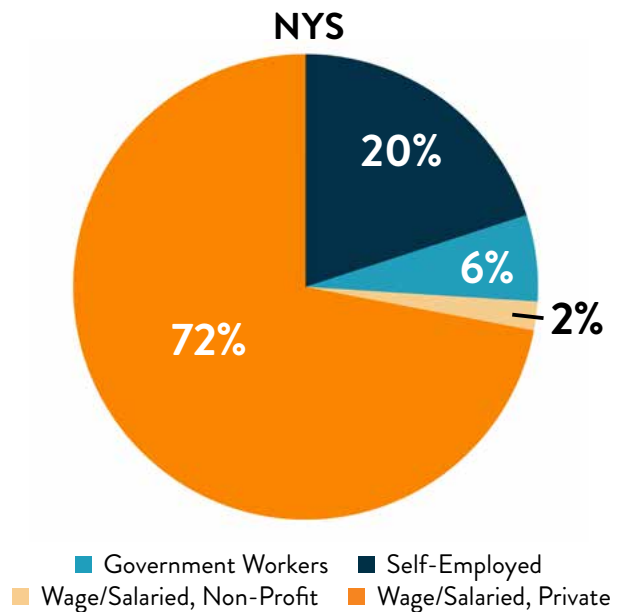
Within NYC, 80% of all workers in the industry are blue-collar workers, with only 17% white-collar workers and 3% service occupations, having markedly shifted from 75% blue-collar, 20% white-collar, and 5% service in 2021.

SECTOR

72% of NY construction industry workers are employed in the private sector. Another 8% work for government and non-profit institutions, while self-employment increased more than 10,000 jobs over 2021, encompassing virtually 20% of all construction workers in 2022.

Within NYC private sector opportunities are relatively more available with most construction workers, or 78% of total, employed in the private sector. Another 7% work for government and private non-profit institutions, while 15% were self-employed and less than 1% were unpaid family workers.

OCCUPATION CHARACTERISTICS



KEY INSIGHTS

The gain of over 25,100 statewide job opportunities between 2021 and 2022 was largely comprised of private sector expansion, with over 59,000 new wage and salary opportunities.

Self-employment also expanded, with new start-ups and existing firms offering over 10,500 openings, while government and non-profits added more than 6,400.

POLICY RECOMMENDATION:

Passing the City of Yes for Economic Opportunity can further help these growing start-ups and small businesses be able to operate without being held back by archaic zoning restrictions.

TRAVEL

MODE OF TRANSPORTATION

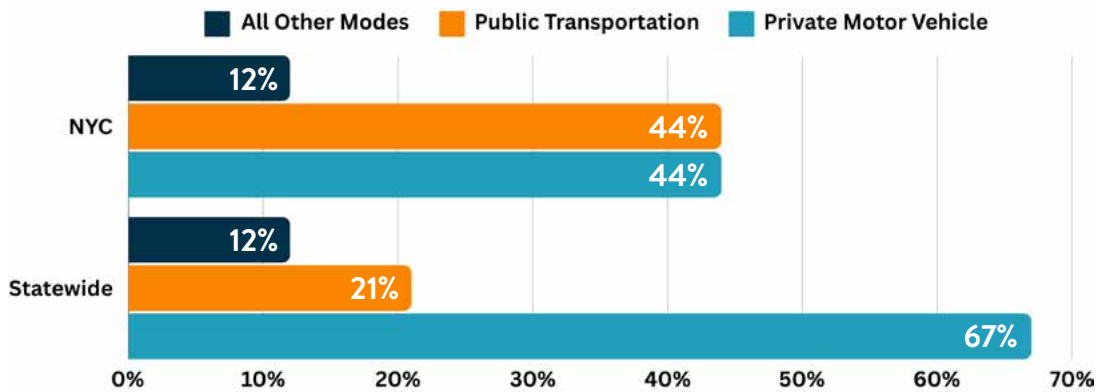
In pre-COVID years, virtually half of New York City's construction labor force arrived at work via public transportation, but during COVID the share of the workforce traveling by private motor vehicle had taken the lead.

Since 2021, that share has dropped from 47% of such workers who used auto, truck, van or motorcycle to arrive at City construction sites, to 44% in 2022. However, statewide, commuting via private motor vehicle is still the

dominant mode of transportation among construction workers, accounting for 67%, with only 21% of commuters traveling via public transportation.

2022 was the first year in which remote work dropped following the pandemic. Statewide remote workers in 2022 reflected only 6% of the workforce, compared to 8.5% in 2021, while in NYC only 5% of the city's labor force worked remotely, down from 6% in the previous year.

WORKFORCE MODE OF TRANSPORTATION STATEWIDE VS. NYC

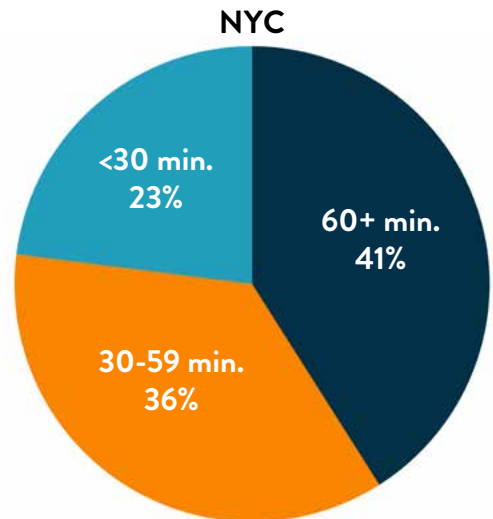
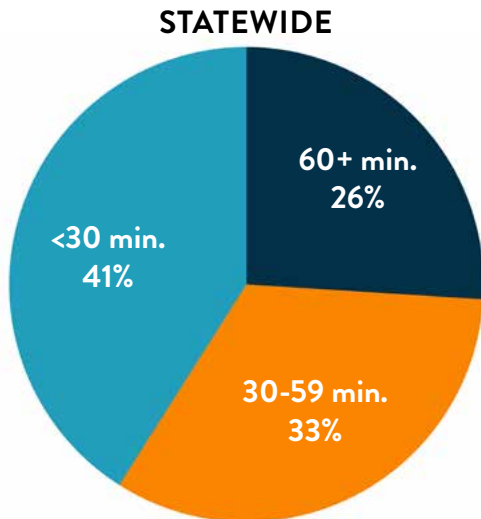


TRAVEL TIME

Surprisingly, travel times statewide are much shorter in duration than those in NYC alone, with roughly two thirds (65%) of workers statewide having less than 45 minutes of travel time to work, compared to 46% of city commuters. 20% of the statewide workforce had a commute under 15 minutes compared to only 11% of city commuters.

Long commutes within New York City are likely tied to surging housing costs, forcing many in the industry to work further away from high-cost Central Business Districts.

TRAVEL TIMES



RECOMMENDATIONS AND GOALS

1. INCREASE INVESTMENT IN SCIENCE, TECHNOLOGY, ENGINEERING, ARCHITECTURE AND MATH (STEAM) CHILDHOOD AND PROFESSIONAL EDUCATION.

Statewide, Computer/Math, Architecture and Engineering jobs are in high demand in our industry as projects become more technical and complex than ever before.

2. PROVIDE FURTHER GOVERNMENT SUPPORT TO TRAIN AND DEVELOP NEW SECTORS OF THE CONSTRUCTION INDUSTRY WORKFORCE, WHICH REQUIRE HIGHLY-SPECIALIZED TRAINING AND EDUCATION.

Specifically, 'green' construction occupations such as Renewable Energy and Sustainability, as well as responsible ways to utilize AI within the industry.

3. PROMOTE GREATER INVOLVEMENT OF YOUNGER INDIVIDUALS IN THE CONSTRUCTION WORKFORCE.

The New York Building Congress's Young Professionals Committee has been active in engaging and attracting younger workers to the construction industry. As noted above, the workforce within NYC under 25 years old has gone up to 6.7% from 5.7 in 2021 and 4.9% in 2020. We will aim to build off of this success and continue to retain and grow the building industry's next generation of leaders.

4. INCREASE M/WBE PARTICIPATION STATEWIDE.

By developing a one-stop-shop for M/WBE firms to bid on all state, city, and public authority projects in one place, we can proactively increase the number of M/WBE firms involved in such public works projects, increasing the workforce diversity in a positive and meaningful way.

5. INCENTIVIZE THE EXPANSION OF CHILDCARE HOURS SO THAT FAMILIES WHO WORK IN THIS INDUSTRY HAVE ADEQUATE CHILDCARE WHEN THEY ARE REQUIRED TO BE ON JOB SITES DURING NON-TRADITIONAL HOURS.

As many construction industry workers are from multiple-income households, it is essential to provide childcare options that suit their needs, particularly for workers who are required to be at construction sites early in the morning, and late at night, when public schools are not open.

6. INCREASE SUPPORT FOR WORKFORCE TRAINING PROGRAMS STATEWIDE AND PROMOTE COMMUNITY HIRING PRACTICES.

Building Congress members award scholarships and provide workforce training programs to enhance our industry. One great example is the Building and Construction Trades Union's Apprenticeship/Pre-Apprenticeship Programs which, together through outreach and recruitment efforts interact with approximately 5,000 New Yorkers annually, with an 84% retention rate after apprentice placements are made. These programs can continue to grow with adequate public support for union labor.

Those programs include:

- a. **The Edward J. Malloy Initiative for Construction Skills, Inc.**
- b. **Nontraditional Employment for Women**
- c. **New York Helmets to Hardhats**
- d. **Pathways to Apprenticeship**



BIPARTISAN INFRASTRUCTURE LAW UPDATE

The Bipartisan Infrastructure Law (BIL) is expected to create over 850,000 jobs nationwide. NYBC will continue to monitor BIL funding to ensure that New York gets its fair share of funding, particularly funding for workforce development.

We encourage state lawmakers to maximize the amount of BIL funding that can be spent on workforce development through federal funding mechanisms.

FEDERAL POLICIES TO SUPPORT GROWING OUR WORKFORCE STATEWIDE

1. Streamline work permits for asylum seekers.
2. Decrease fees for federal certification and required training courses, particularly OSHA Training Courses, often cited as a barrier to entry for recent immigrants.
3. Develop a national program to provide job training for formerly incarcerated individuals.
4. Increase Workforce Innovation and Opportunity funding for programs that affect the Construction and Building trades such as the funding the Youth Activities program, the Adult Employment and Training Activities program, and the Dislocated Worker Employment and Training Activities program.



The New York Building Congress, a broad-based membership association celebrating its 103rd year, is committed to promoting the growth and success of the building and construction industry in New York City and its environs.

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Formed in 1998, the New York Building Foundation is in its 26th year of promoting the long-term growth and well-being of the New York City building industry and the wider community through an active program of research, education, and philanthropy.

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