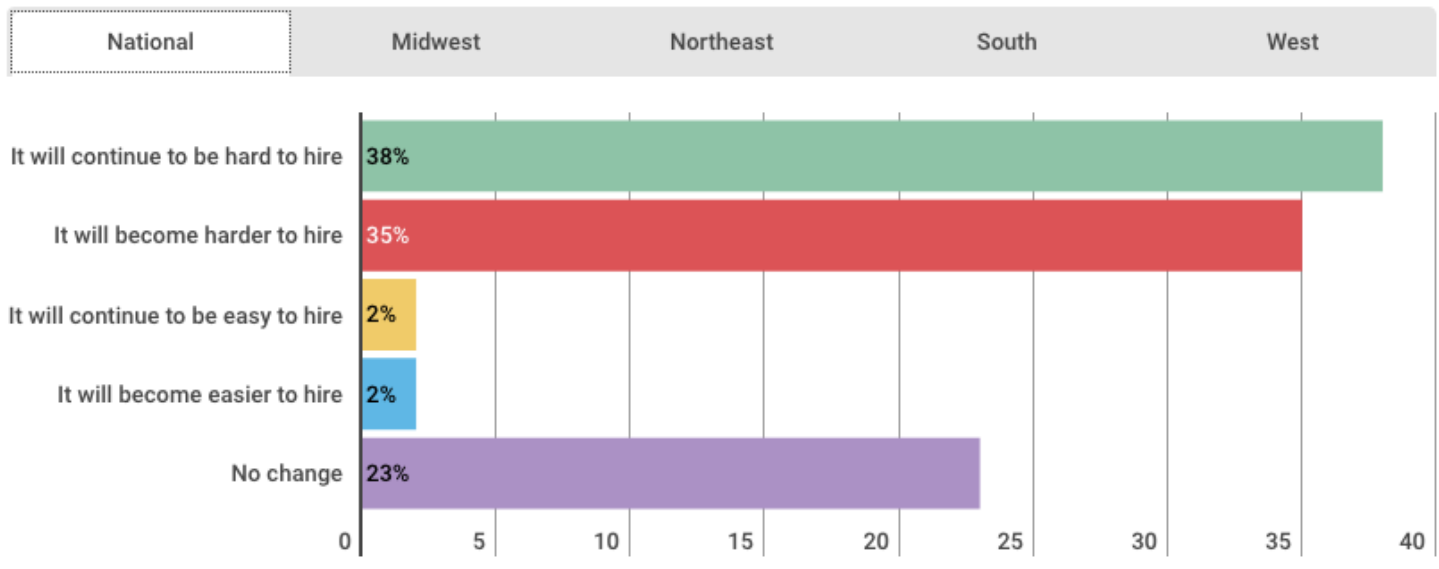


## 4 key takeaways from Autodesk's 2019 Worker Shortage Survey

How firms expect craft labor market to change over next 12 months



Visit link for the interactive chart - <https://blog.buildingconnected.com/4-key-takeaways-from-autodesks-2019-worker-shortage-survey/>

[ Article was originally posted on <https://blog.buildingconnected.com> ]

By McKenzie Gregory,

As part of the Autodesk family, our team was eager to see the results of their recent survey developed in partnership with the Associated General Contractors of America (AGC). The survey revealed insights into the construction labor shortage, plus how technology is helping companies address it.

Because finding and hiring qualified contractors is one of the most pressing day-to-day challenges for our customers, we wanted to explore the findings most relevant to their experiences. Here's a breakdown of some of the key stats from the report.

AGC conducted a survey of its members in July and August 2019. A total of 1,935 individuals from a broad range of firm types and sizes completed the survey.

Among responding firms that identified their market segments:

- 68% are involved in building construction
- 34% are involved in highway and transportation construction

- 30% perform federal construction projects
- 27% work on utility infrastructure projects

**80% of respondents said they're having difficulty filling the hourly craft positions that represent the bulk of the construction workforce.**

According to the results, the worker shortage in construction is worsening. This aligns with what's been seen across other reports: according to the U.S. Bureau of Labor Statistics, there were about 300,000 vacancies in the construction industry as of June. It's expected to need 747,000 more employees by 2026.

One of the top efforts to find and retain qualified candidates has been raising pay. About two-thirds of firms said they have raised the base pay for craft workers, while nearly 30% are offering new bonuses and incentives. While this strategy provides a temporary solution, it certainly isn't sustainable for every business, decreasing already razor-thin margins on projects.

**The five toughest craft positions to fill are concrete workers, pipelayers, carpenters, cement masons, and crane and heavy equipment operators.**

For all but one of the 20 craft personnel positions listed, at least half of the firms that employ those crafts reported the positions were harder to fill compared to a year ago. Salaried positions were somewhat easier to fill than craft positions, although nearly half (48%) of firms reported that project manager/supervisor positions were harder to fill than a year ago.

This gap will likely be intensified over the coming years. According to the National Center for Construction Education & Research, 41% of the current construction workforce is expected to retire by 2031. With fewer workers entering the construction industry, attracting and retaining young talent is now a top priority for companies across the board.

**44% of firms report that workforce shortages are causing projects to take longer than originally anticipated, while 43% report that costs have been higher than anticipated.**

Workforce shortages are impacting construction schedules and increasing the cost of many construction projects, beginning with the preconstruction phase. 44% of firms report that workforce shortages have prompted them to put higher

Continued on page 5



# California Sub-Bid Request Ads



5225 Hellyer Avenue, Suite #220  
San Jose, CA 95138  
Phone (408) 574-1400 • Fax (408) 365-9548  
Contact: Patrick McDonald  
Email: [estimating@graniterock.com](mailto:estimating@graniterock.com)

**REQUESTING SUB-QUOTES FROM  
QUALIFIED SBE / LSBE / MBE / WBE  
SUBCONTRACTORS/SUPPLIERS/  
TRUCKERS FOR:**

**Antioch Station Expansion Parking Project  
and Miscellaneous Site Improvements  
Contract No. 045F-190**

**Owner: San Francisco BART District  
Engineers' Estimate: \$12,800,000  
BID DATE: October 1, 2019 @ 2:00 PM**

Items of work include but are not limited to: Construction Staking, Quality Control & Testing, Striping & Pavement Marking, Storm Water Pollution Implementation, Lighting, Traffic Signal, Metal Beam Guard Rail, Minor Concrete, Storm Drain, Water Truck, Trucking, Sweeping, Signs, Fence / Handrail, Landscape Planting, Irrigation, Hydroseeding, Lime Treat Soil, Bio Retention Area and Wayfinding Signs.

Granite Rock Company 'Graniterock' is signatory to Operating Engineers, Laborers, Teamsters, Carpenters and Cement Masons unions. 100% performance and payment bonds will be required from a qualified surety company for the full amount of the subcontract price. Bonding assistance is available. Graniterock will pay bond premium up to 1.5%. In addition to bonding assistance, subcontractors are encouraged to contact Graniterock Estimating with questions regarding obtaining lines of credit, insurance, equipment, materials and/or supplies, or with any questions you may have. Subcontractors must possess a current contractor's license, DIR number, insurance and worker's compensation coverage. Subcontractors will be required to enter into our standard contract. Graniterock intends to work cooperatively with all qualified firms seeking work on this project.

We are an Equal Opportunity Employer

Visit [www.sbeinc.com](http://www.sbeinc.com) to  
download the latest  
SBE Newspaper and SBE E-Newsletter



**PROJECT: State Hwy Rte 10/60 Separation to Rte 10/111 Separation  
Project # 08-1C38U4**

**OWNER: CALTRANS - DBE GOAL 13%**

**BID DATE: SEPTEMBER 18, 2019 BID TIME: 2:00 PM**

**\*\*Please respond by 5:00 p.m., SEPTEMBER 17, 2019\*\***

**Coffman Riverside Joint Venture** is requesting quotes from all qualified subcontractors and suppliers for the following items of work, including but not limited to:

- TRUCKING / HAULS - BASES, ASPHALT, AGGS
- TRUCKING / EXPORT OF SOILS, DISPOSAL
- AGGREGATE SUPPLY / AGGREGATE BASE
- EQUIPMENT RENTAL
- LEAD COMPLIANCE PLAN / ADL WORK
- SWPPP / WPC
- STREET SWEEPING
- EROSION CONTROL
- SURVEY / QC
- TRAFFIC CONTROL
- WATER TRUCK
- CONSTRUCTION AREA & ROADSIDE SIGNS
- PAVEMENT MARKING / STRIPING
- METAL BEAM GUARD RAIL (MBGR) / FENCING
- CONCRETE SAWCUT & SEALING
- CONCRETE / MINOR CONCRETE
- ASPHALT / ASPHALT PAVING / ASPHALT DIKE
- COLD PLANING / PULVERIZING
- CLEAR & GRUB
- ELECTRICAL
- LANDSCAPING
- CONCRETE BARRIER
- REBAR
- DRAINAGE / PIPE SUPPLY
- GRINDING / CRUSHING
- EARTHWORK / GRADING
- DEMOLITION / EXCAVATION

Coffman Riverside Joint Venture is signatory to Operating Engineers, Laborers, Teamsters, Cement Masons and Carpenters unions. Quotations must be valid for the same duration as specified by the Owner for contract award. Insurance and 100% Payment & Performance Bonds will be required, and will pay up to 1.5% for the cost of the bond. Waiver of Subrogation will be required. We will provide assistance/advice with obtaining Bonds/Insurance/Credit/Equipment/Materials and/or supplies. **\*\*Subcontractors must provide a current contractor's license number and Department of Industrial Relations (DIR) current registration number with their quote.**

Plans and specs are available at no cost to interested firms. Please contact our office @ (858) 536-3100, email us: [estimating@coffmanspecialties.com](mailto:estimating@coffmanspecialties.com) or you can visit our San Diego Office. We are an EOE & seriously intend to negotiate with qualified firms.

**\*\*Please send quotes via email to [estimating@coffmanspecialties.com](mailto:estimating@coffmanspecialties.com) or via fax to (858) 586-0164 or [estimating@rivconstruct.com](mailto:estimating@rivconstruct.com) or via fax to (951) 682-5872**

If you have any questions or need further information, please contact Gus Rios or Marty Keane @ (858) 536-3100



9685 Via Excelencia, Suite 200 San Diego, CA. 92126 Phone (858) 536-3100 Bid Fax (858) 586-0164

[www.coffmanspecialties.com](http://www.coffmanspecialties.com)

P.O. Box 1146 Riverside, CA 92502 Phone (951) 682-8308 Bid Fax (951) 682-5872

[www.rivconstruct.com](http://www.rivconstruct.com)

**CAHILL CONTRACTORS LLC  
requests bids from Certified SBE Subcontractors  
and Suppliers for ALL trades EXCEPT:**

Exterior Building Maintenance / Modular /  
Fire Sprinkler / Fire Alarm / Solar

1064

**MISSION STREET - REMAINING TRADES  
1064 Mission Street, San Francisco, CA 94103**

This is an SFCMD project with prevailing wage and construction workforce requirements.

**BID DATE: 9/16/19 @ 2 PM**

**BID DOCUMENTS:** Please contact Colby for access to documents on BuildingConnected.

**CONTACT:** Colby Smith at [estimating@cahill-sf.com](mailto:estimating@cahill-sf.com), (415) 677-0611.

**CAHILL CONTRACTORS LLC  
requests bids from Certified SBE Subcontractors  
and Suppliers for ALL trades EXCEPT:**

Exterior Building Maintenance / Fire Sprinkler /  
Fire Alarm / ERRCS / Solar

**MACEO MAY - REMAINING TRADES  
Ave. C & 5th Street, Treasure Island, CA**

This is an SFCMD project with prevailing wage and construction workforce requirements.

**BID DATE: 9/26/19 @ 2 PM**

**BID DOCUMENTS:** Please contact Colby for access to documents on BuildingConnected.

**CONTACT:** Colby Smith at [estimating@cahill-sf.com](mailto:estimating@cahill-sf.com), (415) 677-0611.

## SBE OUTREACH SERVICES

With 1.5 million businesses in our database, SBE is California's #1 source for diversity outreach.

### Advertisements

Placed in the Small Business Exchange newspaper, SBE Today newsletter, and online at [www.sbeinc.com](http://www.sbeinc.com)

### Faxed and Eblast Solicitations

Targeted mailings sent to businesses per your criteria.

### Telemarketing

Telephone follow-up calls that follow a script of 5 questions you create.

### Computer Generated Reports

Will fit right into your proposal, along with a list of interested firms to contact.

### Contact Info:

**795 Folsom Street, 1st Flr, Room 1124  
San Francisco, CA 94107**

**Email: [sbe@sbeinc.com](mailto:sbe@sbeinc.com)**

**Website: [www.sbeinc.com](http://www.sbeinc.com)**

**Phone: (415) 778-6250, (800) 800-8534**

**Fax: (415) 778-6255**

### Publisher of

**Small Business Exchange  
weekly newspaper**



# California Sub-Bid Request Ads

## DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909  
Dublin, CA 94568-2909  
(925) 829-9220 / FAX (925) 803-4263  
Estimator: VICTOR LE  
Website: [www.desilvagates.com](http://www.desilvagates.com)  
An Equal Opportunity/  
Affirmative Action Employer

DeSilva Gates Construction (DGC)  
is preparing a bid as a Prime Contractor  
for the project listed below:

### BART - ANTIOCH STATION EXPANSION PARKING PROJECT

CONTRACT NO. 04SF-190

MBE available percentage is 18.2%, a WBE  
available percentage is 9.3%, LBE 19%

#### OWNER:

SAN FRANCISCO BAY AREA  
RAPID TRANSIT DISTRICT

300 Lakeside Drive, Oakland, CA 94612

**BID DATE: OCTOBER 1ST, 2019 @ 2:00 P.M.**

DGC is soliciting quotations from certified Minor-  
ity Business Enterprises, Women Owned Business  
Enterprises and Local Business Enterprises (MBE/  
WBE/LBE), for the following types of work and sup-  
plies/materials including but not limited to:

**CLEARING AND GRUBBING/DEMOLITION,  
ELECTRICAL, FENCING/RAILING, LANDSCAPE/  
IRRIGATION, LIME TREATMENT, MINOR CON-  
CRETE, ROADSIDE SIGNS, STRIPING, SURVEY/  
STAKING, SWPPP PREP/WATER POLLUTION  
CONTROL PLAN PREPARE, UNDERGROUND,  
TRUCKING, WATER TRUCKS, STREET SWEEPING,  
CLASS 2 AGGREGATE BASE MATERIAL, CLASS  
3 AGGREGATE BASE MATERIAL, HOT MIX AS-  
PHALT (TYPE A) MATERIAL.**

Plans and specifications may be reviewed at our offices  
located at 11555 Dublin Boulevard, Dublin, CA or 7700  
College Town Drive, Sacramento, CA, or at your local  
Builders Exchange, or reviewed and downloaded from  
the ftp site at [ftp://ftp%25desilvagates.com:f7pa55wd@  
pub.desilvagates.com](ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com) (if prompted the username is  
[ftp://ftp%25desilvagates.com](ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com) and password is [f7pa55wd](ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com)) or  
from the Owner's site at <https://suppliers.bart.gov>.

Fax your bid to (925) 803-4263 to the attention of  
Estimator Victor Le. If you have questions for the Estima-  
tor, call at (925) 829-9220. When submitting any public  
works bid please include your DUNS number and DIR  
number. For questions regarding registration for DIR  
use the link at: [www.dir.ca.gov/Public-Works/Public-  
Works.html](http://www.dir.ca.gov/Public-Works/Public-Works.html)

If you need MBE/WBE support services and as-  
sistance in obtaining bonding, lines of credit,  
insurance, necessary equipment, materials and/  
or supplies or related assistance or services, for  
this project call the Estimator at (925) 829-9220,  
or contact your local Small Business Develop-  
ment Center Network (<http://californiasbdc.org>)  
or contact the California Southwest Transporta-  
tion Resource Center ([www.transportation.gov/  
osdbu/SBTRCs](http://www.transportation.gov/osdbu/SBTRCs)). DGC is willing to breakout por-  
tions of work to increase the expectation of meet-  
ing the W/MBE goal.

At our discretion, 100% Payment and 100% Per-  
formance bonds may be required as a subcon-  
tract condition. This will be a PREVAILING WAGE  
JOB. DGC is an Equal Opportunity/Affirmative  
Action Employer.

### Portrait Construction, Inc.

#### INVITATION TO BID FOR SUMMIT VIEWAPARTMENTS SYLMAR, LOS ANGELES, CA

Portrait Construction, Inc., General Contrac-  
tor, is seeking qualified D/M/WBE Subcon-  
tractors to submit bids. **This project is subject  
to State and Federal prevailing wages.**

**Scope of work:** Includes, but is not limited  
to New Construction of: Type V product on  
slab construction consisting of four structures  
ranging from two to four-stories providing 49  
residential units. This project will be a LEED  
building. A separate bid for B-Permit work is  
also being requested. Scope includes work  
on Foothill Blvd., Kagel Canyon and Gladstone  
Avenue.

All building trades and CSI Code trades are  
being requested to bid.

#### Project Requirements:

Local Hire and HUD Section 3

Davis-Bacon and Prevailing Wage Requirements  
- This project is subject to **SB-854**, proof of regis-  
tration with DIR is required to be submitted with  
your bid to be considered. State and Federal,  
higher or most stringent of the two.

Affirmative Action - This project must comply  
with LA-HCID affirmative action requirements.

OCIP Insurance - The project **may** be required  
to maintain an Owner Controlled Insurance  
Program (OCIP) to provide general liability  
insurance to qualified subcontractors. Please  
provide your OCIP deduction as a separate  
item in your bid.

#### Due Date:

**Bids are due on or before  
Tuesday, Sept 24, 2019**

#### Send Bids to:

Christian Vidrio at

[cvidrio@portraitconstructioninc.com](mailto:cvidrio@portraitconstructioninc.com)

David Day at [dday@portraitconstructioninc.com](mailto:dday@portraitconstructioninc.com)

**Plans/Specs:** Available in Portrait's Corona of-  
fice and via download link upon request.

Bid assistance is available, if needed, by request.

Portrait Construction, Inc. is an equal oppor-  
tunity employer. Applicants are considered  
for positions without regard to race, religion,  
sex, national origin, age, disability or any other  
consideration made unlawful by applicable  
federal, state, or local laws.

### Portrait Construction, Inc.

265 N. Joy Street, Suite 200 • Corona, CA 92879  
(951) 520-8898 • (951) 520-8878 fax  
[www.portraitconstructioninc.com](http://www.portraitconstructioninc.com)



431 Payran Street, Petaluma, CA 94952  
Phone: 707-835-2900 • Fax: 707-835-2994

#### REQUESTS QUOTATIONS FROM

ALL CERTIFIED SLDDBE FIRMS:

LOCAL AND NON-LOCAL SBE, MBE, WBE, DBE  
AND DVBE SUBCONTRACTORS & SUPPLIERS  
and ALL QUALIFIED SUBCONTRACTORS & SUP-  
PLIERS FOR ALL TRADES

FOR THE FOLLOWING PROJECT:

**SOLANO COMMUNITY COLLEGE LIBRARY/  
LEARNING RESOURCE CENTER  
FAIRFIELD, CA**

SCCD PROJECT # 19-009

**BID DATE: September 25 @ 2:00pm**

ESTIMATE: \$34,000,000

#### CONTACT:

Kelsey Godfrey [bid@arntzbuilders.com](mailto:bid@arntzbuilders.com)

Trades needed but not limited to: Abatement,  
Demolition, Grading & Paving, Site Utilities, Land-  
scape & Irrigation, Hydroseeding, Concrete, Rebar,  
Electrical, Electrical Underground Ducts & Man-  
holes, Medium Voltage Wiring, Structural Steel  
& Misc. Metals, Metal Decking, Precast Concrete,  
Doors, Frames & Hardware, Install Doors Frames  
& Hardware, Aluminum, Glass & Glazing, Skylights,  
Overhead Coiling Doors & Grilles, Finish Carpen-  
ter, Casework, Library Stacks System, Book De-  
positories & Theft Equipment, Window Washing  
System, Metal Stud & Drywall, Building Insulation,  
Metal Wall Panels, Fiber Reinforced Polymer Rain-  
screen, Waterproofing & Air Barrier, Ceramic Tile,  
Acoustical Ceilings, Wall Coverings, Wall & Door  
Protection, Visual Display Boards, Metal Lockers,  
Flooring, Painting, HVAC, Sheet Metal Flashing &  
Trim, Plumbing, Thermoplastic Roofing, Fire Sprin-  
kler, Hydraulic Elevators, Fire Stopping, Joint Seal-  
ants, Access Doors, Roof Accessories, Vapor Test-  
ing, Signage, Toilet Compartments & Accessories,  
Fire Protection Specialties, Residential Appliances,  
Window Blinds, Roller Window Shades, Clocks,  
Site Furnishing & Accessories, Bird Control.

All contractors shall be registered with the Depart-  
ment of Industrial Relations pursuant to Labor  
Code Section 1725.5 to be qualified to bid on,  
be listed in a bid proposal (submitted on or after  
March 1, 2015) or be awarded a contract for pub-  
lic work on a public works project (awarded on or  
after April 1, 2015). In addition, they are subject  
to the requirements of Section 4104 of the Public  
Contract Code.

BONDING, INSURANCE, TECHNICAL ASSIS-  
TANCE AVAILABLE. PLANS AVAILABLE IN GC'S  
PLAN ROOM. SUCCESSFUL SUBCONTRACTORS  
WILL BE REQUIRED TO SIGN ARNTZ BUILDERS,  
INC. STANDARD SUBCONTRACT AGREEMENT  
WHICH INCLUDES ARNTZ BUILDERS, INC. RE-  
QUIREMENT THAT SUBCONTRACTORS PRO-  
VIDE A 100% FAITHFUL PERFORMANCE AND  
PAYMENT BOND OF THE SUBCONTRACT PRICE  
FROM A TREASURY LISTED SURETY COMPANY  
ACCEPTABLE TO ARNTZ BUILDERS. BOND PRE-  
MIUM TO BE INCLUDED IN BID AS A SEPARATE  
ITEM. SUBCONTRACTORS WILL BE REQUIRED  
TO PROVIDE A WAIVER OF SUBROGATION EN-  
DORSEMENT TO THEIR WORKERS COMPENSA-  
TION INSURANCE.

WE ARE SIGNATORY TO THE  
CARPENTER'S AND LABORER'S  
COLLECTIVE BARGAINING AGREEMENTS  
AN EQUAL OPPORTUNITY EMPLOYER



# KEOLIS



## LOCAL SMALL BUSINESS OPPORTUNITIES

**Keolis Mass Transit California, LLC** is currently seeking certified firms to join our team for an upcoming project from **Southern California Regional Rail Authority's Metrolink: Rail Operations, Maintenance and Support Services**.

Specifically, we are looking for firms that provide the following materials and services to join our pursuit of this project:

- **Customer Information System Signs**
- **Customer Services**
- **Environmental Services**
- **Facility Maintenance**
- **Information Technology Systems**
- **Maintenance of Revenue Equipment**
- **Material Procurement and Inventory Management**
- **Mobilization**
- **Non-Revenue Vehicles and Equipment Maintenance**
- **Personnel Requirements**
- **Quality Program**
- **ROW Maintenance**
- **Safety**
- **Signal and Communication Maintenance**
- **Structure Maintenance**
- **System Maintenance**
- **Track Maintenance**
- **Train Control and Network Systems O&M**
- **Train Operations and Crewing**
- **Training**

If your firm would like to be considered for any of these scopes of work, please email us at [metrolink.dbe@keolisna.com](mailto:metrolink.dbe@keolisna.com). Someone from the Keolis Mass Transit California, LLC team will follow up with next steps to get involved.

Thank you for your interest.

# 3 Tips to Help You Choose the Right Construction Association

[ Article was originally posted on [www.acuity.com](http://www.acuity.com) ]

By Michael S.,

Have you considered joining a construction association but haven't gotten around to it yet? Or maybe you are a member of an association that isn't quite meeting your needs. Regardless, a little research is all you need to identify the right construction association—one that can benefit both you and your business. Here are three tips to guide you down that path.

1. Create an action plan. Figure out what you want from an association, and find the one that offers it. That sounds like a simple step, but it is one that is often overlooked. Don't be distracted by a lengthy list of services and programs. Make a list of what is important to you and stick to it. Some things you may want to consider are training, education, business development tools, apprenticeship training, legal resources, networking, and discounted products and services. Figure out what you need, and disregard the rest. You wouldn't pay for a large wheel loader when all you need is a skid-steer.

2. Perform a background check. Determine if the association has a strong and reputable presence. The membership listing is a good place to start. If a national presence is important to you, then definitely consider that, but usually the state and local memberships are a better indication of what an association can offer you. Next, dig deeper and understand how active the organization is. Are the meetings well attended? Are there numerous opportunities for training? Make sure the associations you are considering are strong and active in areas that interest you. To get a good handle on this, I would suggest talking to existing members and consider joining them at a meeting or event. It goes without saying that reputation is important. Will your relationship with this organization help to solidify your reputation as a leader in your field?

3. Check to make sure it meets your needs. Ensure the association aligns with your business and personal identity. For example, associations tend to be either union friendly or merit-shop and often endorse one political party over the other. Make sure you understand what they stand for—you don't want your association fees fighting against you. Also, consider whether a trade-specific association is more suitable for your business than a general one. They may be smaller, but often have better industry-specific training and resources.

If you are fortunate enough to still be considering several options after your research, my advice is to pick the association with meeting times that don't conflict with your wife's book club night.

**SOURCE:** [www.acuity.com/acuity-focus/2016/contractor-focus/3-tips-to-help-you-choose-the-right-construction-association](http://www.acuity.com/acuity-focus/2016/contractor-focus/3-tips-to-help-you-choose-the-right-construction-association)



## 4 key takeaways from Autodesk's 2019 Worker Shortage Survey

Continued from page 1

prices into their bids for new projects, and 29% report they have put longer completion times into their bids for new work.

**To address these problems, 29% of firms are investing in technology to supplement worker duties.**

As labor shortages threaten to undermine the growth of the construction industry, contractors are taking steps to address the problem, including adopting ways to be more efficient through technology.

For example, 24% of firms report they are using more labor-saving equipment, including drones, robots, and 3-D printers. A similar share (23%) of firms are adopting methods to reduce time spent on onsite work, including relying on lean construction techniques, using virtual construction tools like Building Information Modeling (BIM), and doing more off-site prefabrication.

### Wrap-up

“Workforce shortages remain one of the single most significant threats to the construction industry,” said Stephen E. Sandherr, AGC's chief executive officer, in a statement. “However, con-

struction labor shortages are a challenge that can be fixed.”

As the cost of labor goes up and firms look at ways to become more efficient, technology will play an even greater role in the construction process. This extends to preconstruction — in an industry where skilled labor is harder to find than ever, tools like BuildingConnected's network have become pivotal to finding and hiring the right contractors for every project.

**SOURCE:** <https://blog.buildingconnected.com/4-key-takeaways-from-autodesks-2019-worker-shortage-survey/>