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The Voice of the Commercial Construction Industry

AGC of America and Workforce Development



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We Measure

US & MT Construction Employment

Cumulative change, Feb. 2020- Nov. 2025, seasonally adjusted

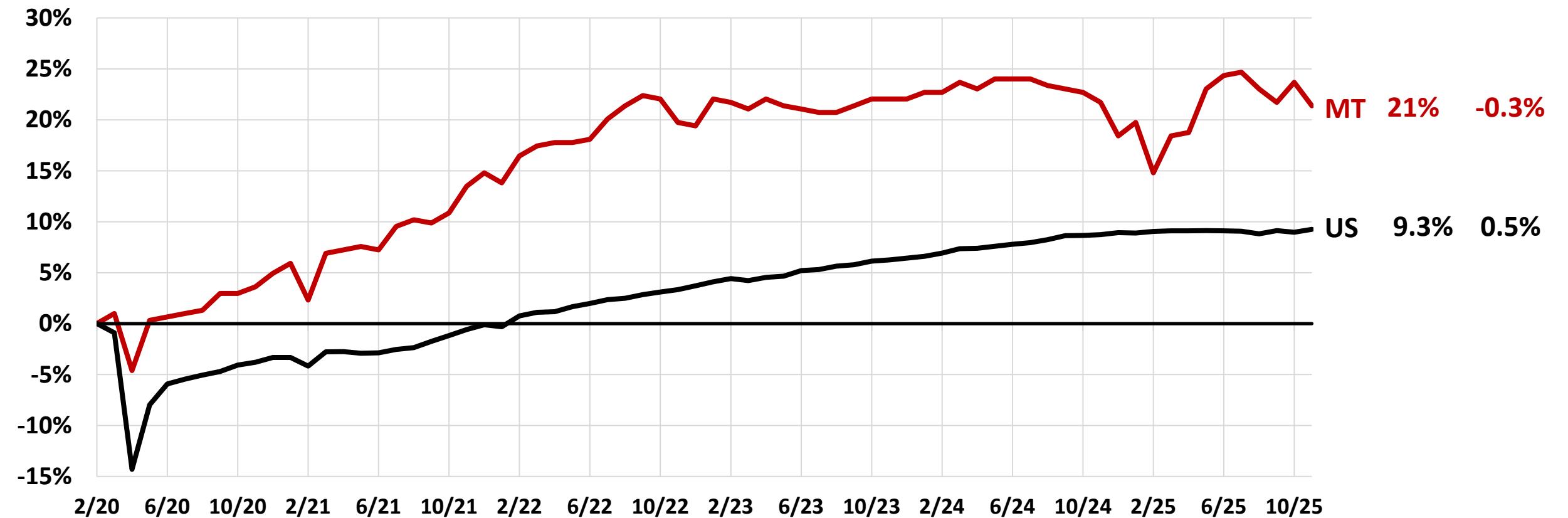


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% change

Feb. 2020- Nov. 2024-

Nov. 2025: Nov. 2025:

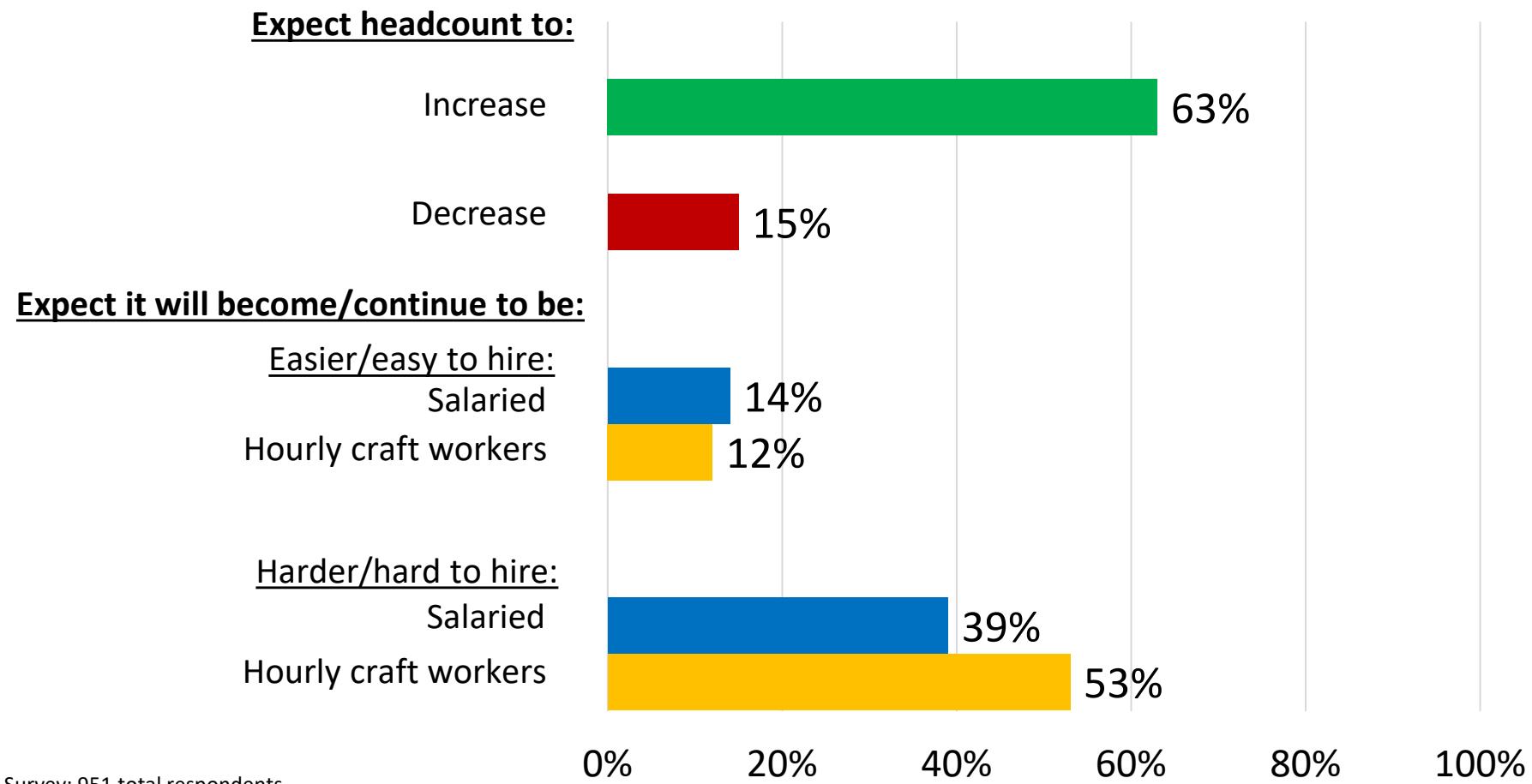


Firms' expectations regarding their headcount and hiring workers over next 12 months



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% of respondents who:



Source: AGC 2026 Outlook Survey; 951 total respondents

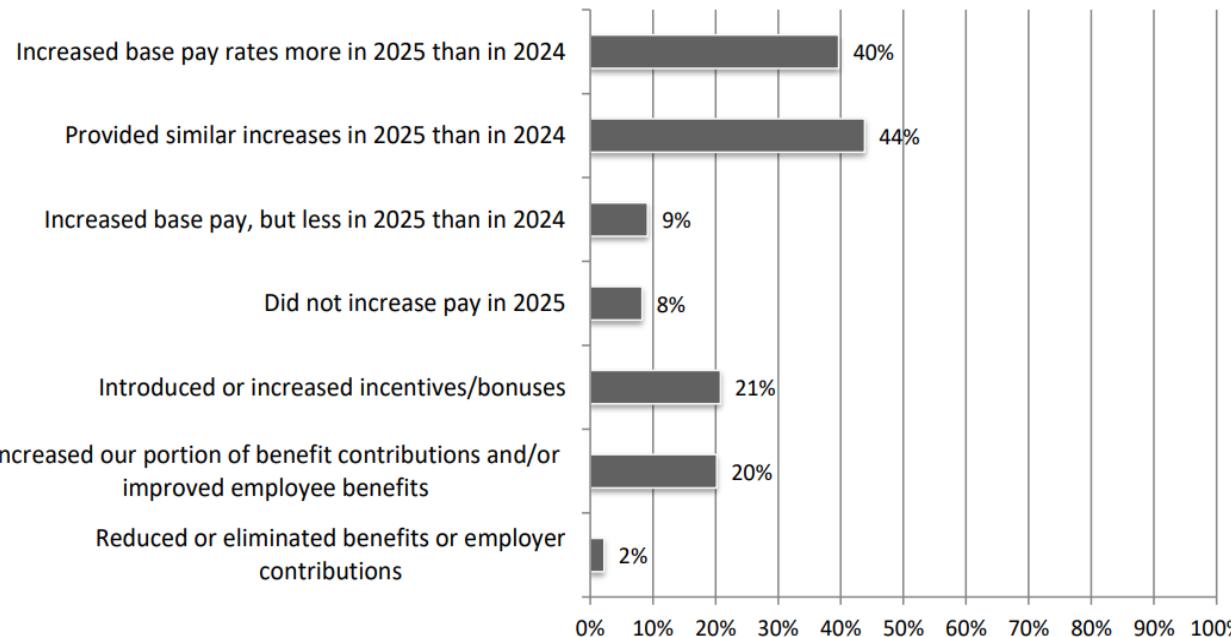
0% 20% 40% 60% 80% 100%

Contractors are Paying More and at Higher Rates

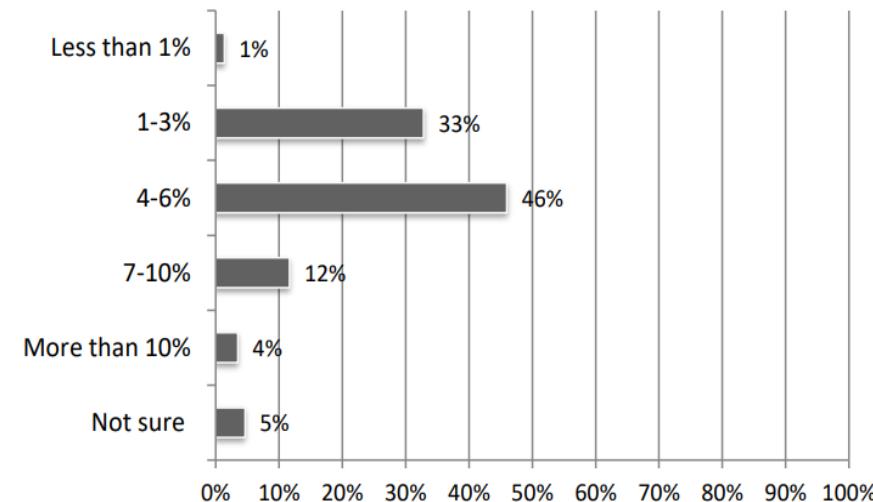


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7. What changes did your firm make in pay or benefits in 2025? (mark all that apply) Responses: 895



8. For employees whose pay increased in 2025, approximately what was the average percentage increase?
Responses: 883





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We Share



Montana Contractors Association Winter Convention

January 22, 2026

How Culture Impacts Recruitment & Retention of Workers

Brian Turmail, AGC of America
&
Naomi Jackson, Plumb HR



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**Embracing New Strategies
to Build the Future Workforce**

The 2024 National Construction Industry HR
& Workforce Conference After-Action Report

Construction Workforce & HR Conference

October 21 - 23, 2026 | Phoenix, AZ

Registration Coming Soon



Workforce.agc.org



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Webinar:

Build Careers, Not Just Projects: How Role-Specific Pathways Keep Your Workforce Strong

Tuesday, February 24, 2026
2:00 pm – 3:00 pm (EST)

Register at: agc.org



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AGENDA ▾ SPECIAL EVENTS TRAVEL ▾

AGC 2026 THE CONSTRUCTION
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CONVENTION

MARCH 24-26, 2026 | ORLANDO, FL

SPONSORS ▾ EXPO ▾ SPEAKERS ▾

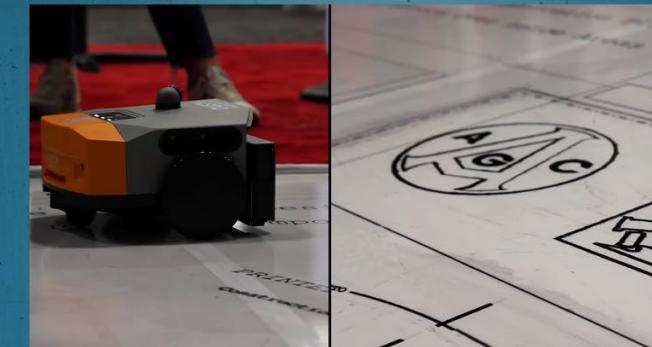
REGISTRATI

It's a Playbook.

Everything construction professionals need to move forward is in one place: the knowledge you need to **improve profitability**, smarter strategies to make your projects **more efficient** and leadership skills to **advance your career**.

[GET EQUIPPED](#)

[BOOK A BOOTH](#)



Convention.agc.org

Immigration Resources



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 Citizenshipworks



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START NOW >

ICE Site Visits: Q&A
I-9 & E-Verify Handbook

Employer Fact Sheet – Site Visits
Rights and Responsibilities – Worksite Raid

WorkforceDoneRight.org



Welcome to the Citizenship Services application portal.



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We Advocate

What is AGC Doing to Help?



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Meeting with Federal Officials



What is AGC Doing to Help?

Keeping the Issue Front and Center



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Alabama construction projects delayed amid worker shortages due to immigration enforcement

by ABC 33/40 and Olivia Gauthier | Thu, August 28th 2025 at 11:49 AM
Updated Thu, August 28th 2025 at 5:14 PM

Alabama construction industry struggles with workforce shortage amid immigration raids

BUSINESS

Worker shortages are top reason for construction delays, study says

Mark Schlinkmann St. Louis Post-Dispatch

Sept. 3, 2025, 10:29 a.m. ET

Markets → DOW 45,490.92 0.48% ▼ S&P 500 6,532.04 0.30% ▲ NASDAQ 21,886.06 0.03% ▲

Fear & Greed Index → 54 Neutral sentiment is driving the US market

Latest Market News → Trump's tariffs could push nearly 1 million Americans into poverty, report finds

Trump gets a Fed win one day after a big setback

Dept. of Labor launches investigation into data collection process at BLS

BUSINESS • 6 MIN READ

Hyundai raid shows Trump's policies are getting in the way of his economic ambitions

BUSINESS

Report shows construction firms continue to struggle to fill positions in Oregon and nationwide

The annual workforce survey from the Associated General Contractors of America also found some firms are struggling with Trump's tariff and immigration policies.

EMPLOYMENT

North Texas construction firms warn worker shortage could slow growth

A majority of contractors say a lack of skilled labor is delaying projects, both in Texas and nationwide

By David Goins • Published September 2, 2025 • Updated on September 2, 2025 at 5:42 pm



Increased immigration enforcement and tariffs contributing to Nebraska's construction workforce shortage

By **Kassidy Arena** X, Senior Reporter Nebraska Public Media News | Aug. 29, 2025, 9:21 a.m. • 2 min read

NORTHWEST | AUGUST 29, 2025

ICE fears add to construction issues

Alexis Weisend Seattle Times

What is AGC Doing to Help?



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Pushing for Short-Term Solutions

- Protect Existing H-2B Visa Program for Construction
- Supporting Essential Workers for Economic Advancement
- Supporting the Dignity Act to Strengthen Borders and Modernize the Immigration System.

What is AGC Doing to Help?



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Pushing for Long-Term Solutions

1. Supporting increased investment for CTE programs and Apprenticeship Programs in the next appropriations bill
2. Pushing to reauthorize and reform Workforce Innovation & Opportunity Act
3. Supporting H.R. 1177 and S. 492, the Improve and Enhance the Work Opportunity Tax Credit Act.



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Questions?