



**The Voice of the Commercial Construction Industry**

# **AGC of America and Workforce Development**

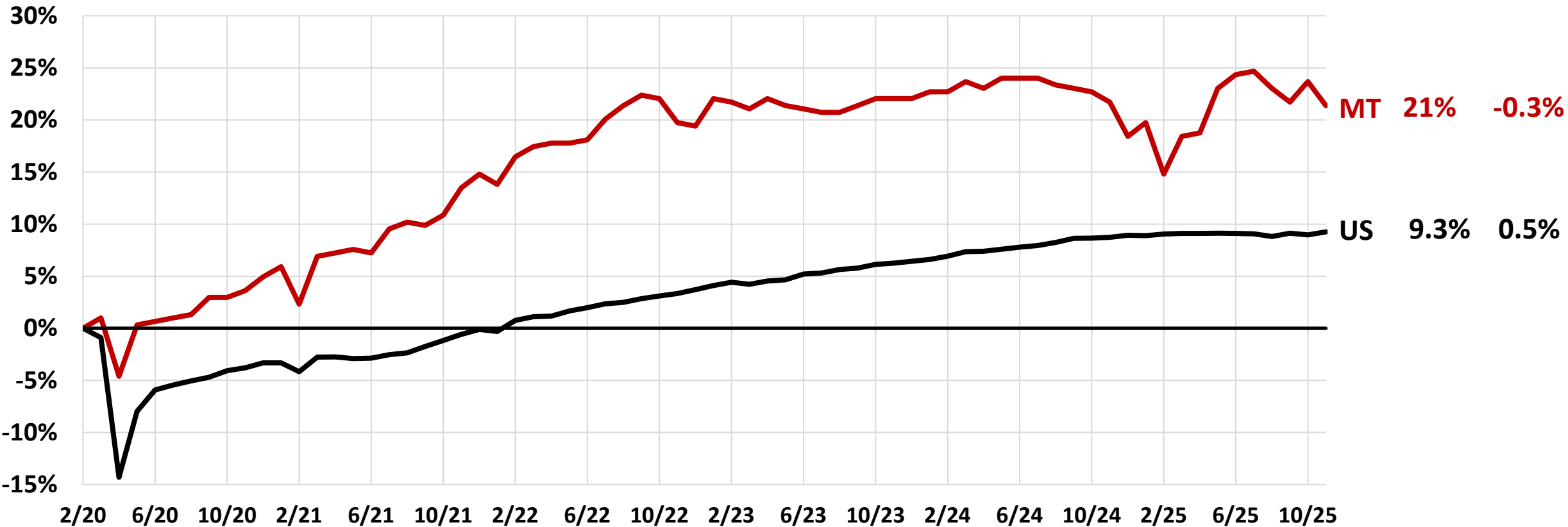
# We Measure

# US & MT Construction Employment

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



% change  
Feb. 2020- Nov. 2024-  
Nov. 2025: Nov. 2025:

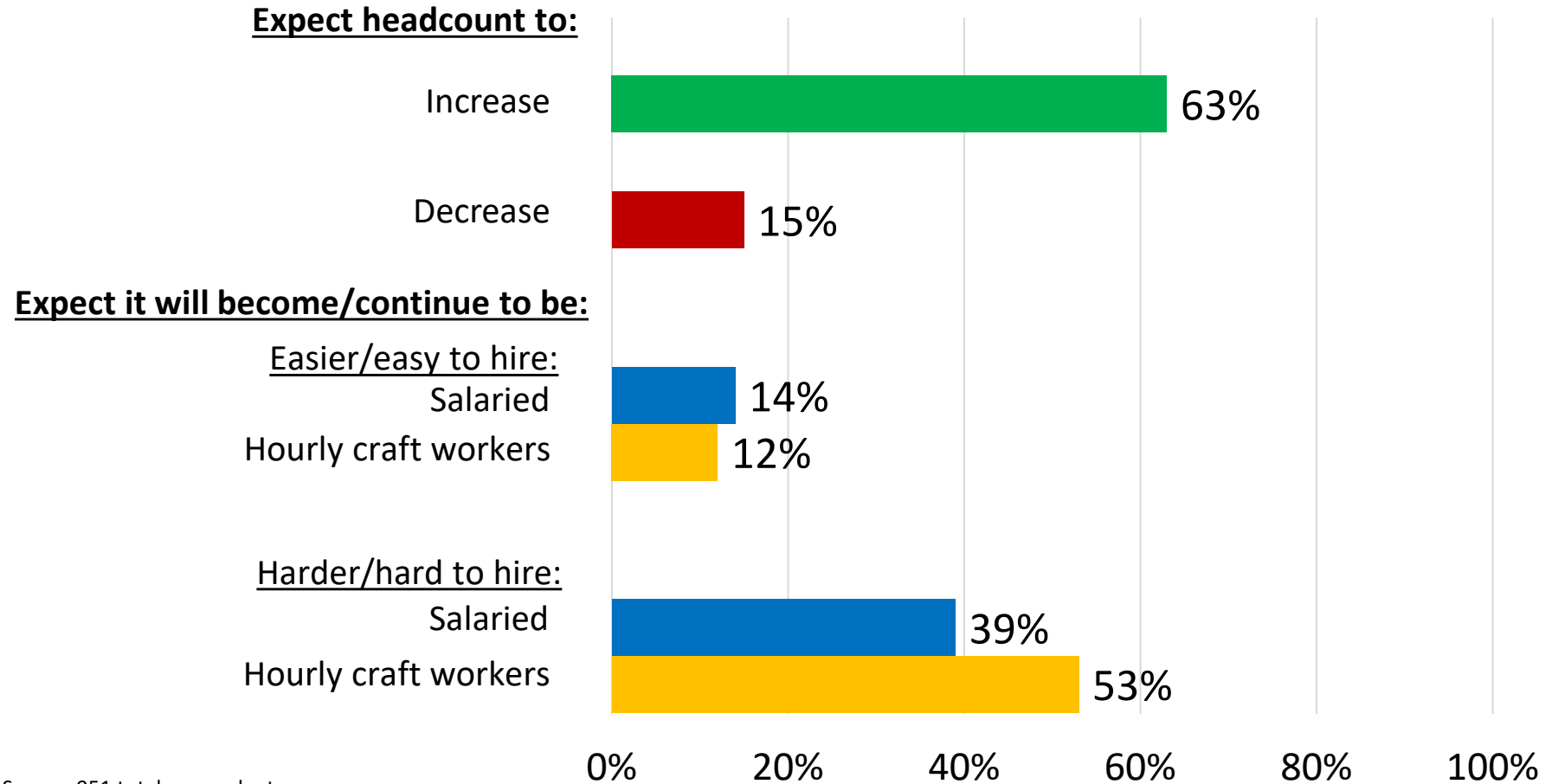


Source: Bureau of Labor Statistics, [www.bls.gov/sae](http://www.bls.gov/sae).

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



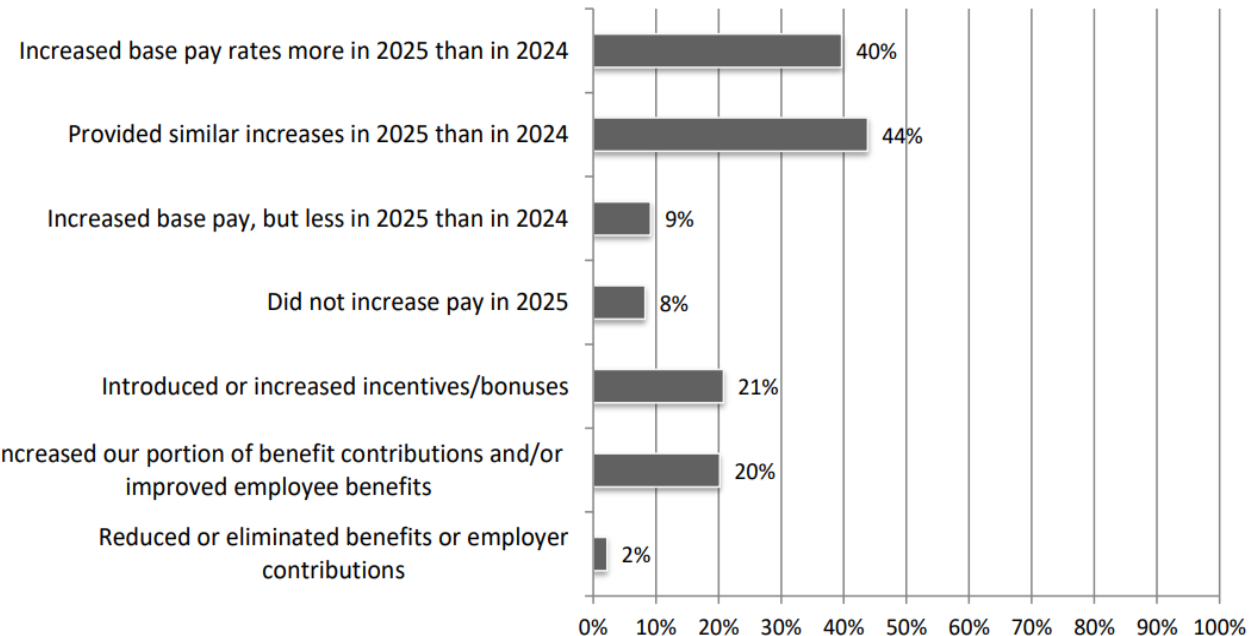
% of respondents who:



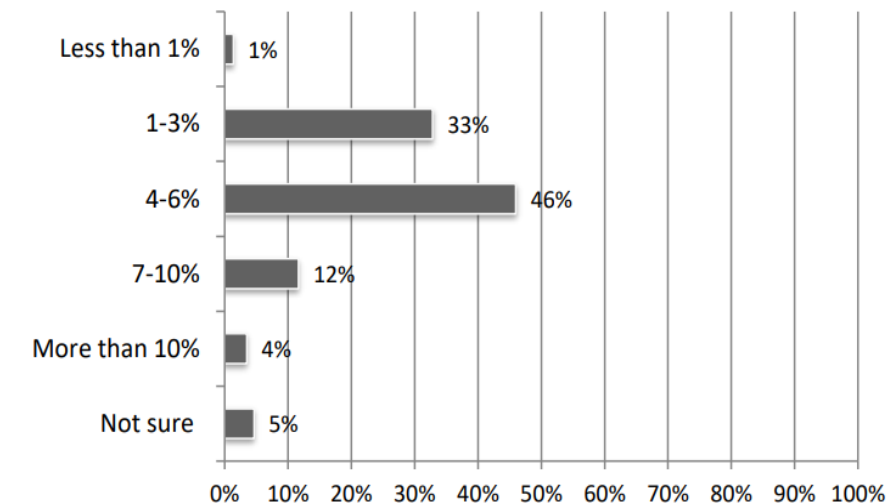
Source: AGC 2026 Outlook Survey; 951 total respondents

# Contractors are Paying More and at Higher Rates

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



# We Share



**AGC**  
THE CONSTRUCTION  
ASSOCIATION

Montana Contractors Association Winter Convention

**January 22, 2026**

# **How Culture Impacts Recruitment & Retention of Workers**

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



**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



## **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](https://agc.org)**



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ASSOCIATION

AGENDA ▾ SPECIAL EVENTS TRAVEL ▾

**AGC** 2026 THE CONSTRUCTION  
ASSOCIATION  
**CONVENTION**  
MARCH 24-26, 2026 | ORLANDO, FL

SPONSORS ▾ EXPO ▾ SPEAKERS ▾ **REGISTRATION**

# 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

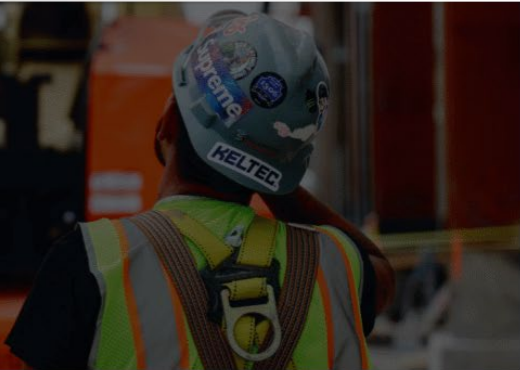
# Immigration Resources



**WEBINAR SERIES**  
*Be Ready When ICE Arrives at the Jobsite*

**SEE THE RECORDINGS**

Members: \$49, Non-Members \$99



 Citizenshipworks





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THE CONSTRUCTION  
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START NOW >



Welcome to the Citizenship Services application portal.

*ICE Site Visits: Q&A*

*I-9 & E-Verify Handbook*

RESOURCES COURTESY OF  
LITTLE EMPLOYMENT AND LABOR  
LAW SOLUTIONS WORLDWIDE

RESOURCES COURTESY OF  
Greenberg Traurig, LLP

*Employer Fact Sheet – Site Visits*

*Rights and Responsibilities – Worksite Raid*

**WorkforceDoneRight.org**

# **We Advocate**

# What is AGC Doing to Help?



Meeting with Federal Officials





# What is AGC Doing to Help?

Keeping the Issue Front and Center



**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

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**BREAKING NEWS**  
Conservative activist Charlie Kirk shot during an event at Utah Valley University. Watch CNN

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

**Fear & Greed Index →**  
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

## 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 Cassidy 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?



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?



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.



# Questions?