

2025

State of the Construction Workforce Shortage

In 2025, the construction industry continues to face a workforce shortage and skills gap that threatens project timelines, quality and profitability.



Data from AGC and NCCER's 2025 Workforce Survey

Industry-Wide Demand

The need for skilled professionals remains high—and the gap between supply and demand is taking its toll on nearly half of all projects.



Challenges Hiring for Notable Roles

Percent of companies reporting trouble filling these jobs.



Top 3 Issues with Potential Job Candidates

The low supply of workers isn't the only challenge to filling open positions. Even among available candidates, contractors are experiencing these issues when hiring:

57%

Lack skills and qualifications

48%

Fail to show up or quit shortly after starting

41%

Lack required credentials and licenses



Searching for Solutions

As contractors seek to strengthen their workforce amid the labor shortage, some are looking at new ways to grow and upskill:

52%

increased engagement with CTE programs

42%

increased spending on training and professional development

23%

increased use of learning programs with online components

Your Guide in an Evolving Industry

While the future of the construction workforce remains uncertain, building a strong foundation for recruiting, training and retention is key to weathering the storm.

For 30 years, NCCER has helped guide contractors nationwide through the ins and outs of workforce development. To learn more about how NCCER can serve your organization, visit nccer.org/contractors.

[Read the Full AGC/NCCER 2025 Workforce Survey](#)

