

Time is Running Out for Labor to Demand Large Wage Increases

According to the Federal Reserve Bank of Atlanta's wage tracking data through August 2023, job switching no longer pays the considerable premium that it did as recently as the first half of this year. Measured as the three-month moving average of median wage growth in hourly pay, August's results indicated 5.2% and 5.6% wage growth for job stayers and switchers respectively across all industries. At the peak of the wage growth disparity in mid-2022 job switchers experienced nearly 3% greater wage growth relative to job stayers. The collapse of this premium has come about entirely from the decline in the wage premium being offered to switchers in 2023.

Continued on the next page.

Construction Market Forecast 2023

Wage Growth Tracker Export three-month moving average of median wage growth, hourly data Any Marine 1998 2000 2002 2004 2006 2008 2010 2012 2014 2016 2018 2020 2022 Sources: Current Population Survey, Bureau of Labor Statistics and author's calculations 🖣 Federal Reserve Bank of Atlanta

Despite the recent slowing growth trend in the wages of job switchers, all employees continue to experience historically above-average wage growth thanks to COVID's impact on the supply and demand of labor. Since the start of 2022 the wage growth of job stayers has remained relatively constant, oscillating between 5.3% and 6%. During no other period in at least the last 25-years has the wage growth of job stayers been this great. Similarly, recent trends in job switcher wage growth also have no equal over the same period. Since 2022 the average wage growth of job switchers at 7.2% has easily exceeded that of the previous most favorable period. In that period between 1998 and 2000 the average job switcher experienced wage growth of 6.0%

> Source and Hyperlink: ConstructConnect, October 4, 2023

US Contruction Outlook: Lively, Level, or Lackluster

Construction inputs & labor costs

25%

20%

15%

10%

5%

Year-over-year change in PPI for nonresidential inputs & AHE for production employees in construction, Feb. 2020 – Aug. 2023



0% Feb-20 Aug-20 Feb-21 Aug-21 Feb-22 Aug-22 Feb-23 90g-23

Average hourly earnings (AHE) for

production employees in construction

9 | Source: Bureau of Labor Statistics, PPI, www.bls.gov/ppi ; Current Employment Statistics, AHE, https://www.bls.gov/ces/ + ©2023 The Associated General Contractors of America, Inc.

Some construction costs remain volatile



% change since:

Aug. 2022

5.7%

producer price indexes, 1 - & 12-mo. change (not seasonally adjusted)

Cement Ready-mix concrete Diesel fuel	0.0%	11.0%
	0.4%	
Diesel fuel		9.6%
	34.6%	-14.4%
Subcontractor price indexes, nonresidential building work Roofing contractors	-0.1%	11.9%
Plumbing contractors	-1.5%	7.1%
Electrical contractors	-1.4%	4.7%
Concrete contractors	0.1%	-1.8%

| Source: BLS, producer price indexes, www.bls.gov/ppi

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Source and Hyperlink:

Construction Outlook Presentation Ken Simonson, Chief Economist, AGC of America

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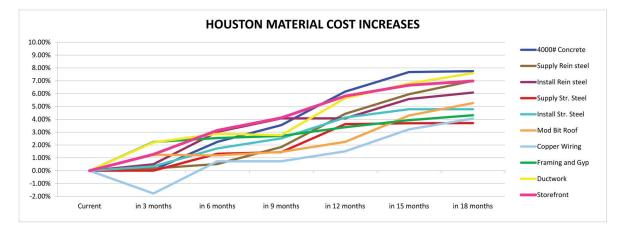
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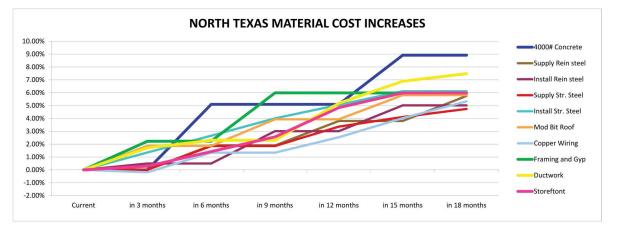
Craft Worker Pay Accelerates

"Merit-shop contractors anticipate skilled-craft hourly wage increases of 4.45% in 2023," compared to actual increases for 2022 of 5.10%, construction compensation data firm PAS reported on October 5. "These increases are across the board for all craft. contractor types, sizes, and regions of the country. WorldatWork reports 2023 actual construction increases at 4.4%. Historically, projected numbers from survey participants are slightly lower than the actual year-end figure. [The] data above reflects what contractors have given as an annual increase to their core employees. What is missing is the actual [y/y] change...due to increased market cost. This hidden change is a great example of potential pay compression...where new hires demand more pay than what existing employees are receiving....The overall change from 2022 to 2023 for all 30 craft positions combined was 6.9%, strong in all sectors except single-family residential. Laborers had the highest change from 2022 at 9.2%, followed by electricians at 7.1% and carpenters at 6.8%. The difference between the all-craft change (6.9%) and the 5.1% 2022 annual wage increase (and the forecasted 4.45% for 2023) is significant, as many firms most likely need to make further adjustments to keep their employees competitive in the market place."

> Source and Hyperlink: AGC Data DIGest: Vol. 23, No. 37 October 9-16, 2023







The information provided in Linbeck's Quarterly Construction Market Forecast and Subcontractor/Supply Chain Pulse is gathered from numerous local and national suppliers every quarter to provide our clients with up-to-date market news.

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Construction Market Forecast Compiled Pricing Data as of October 2023

Supply Reinforcing Steel \$\$/TON				Install Reinforcing Steel \$\$/TON				Supply Structural Steel \$\$/TON				Install of Structural Steel \$\$/TON							
	HOUS	TON	NORTH	TEXAS		HOUS	STON	NORTH	TEXAS		HOUS	STON	NORTH	TEXAS		HOUS	TON	NORTH	TEXAS
TIME FRAME	\$/LB	Delta	\$/LB	Delta	TIME FRAME	\$/LB	Delta	\$/LB	Delta	TIME FRAME	\$/LB	Delta	\$/LB	Delta	TIME FRAME	\$/LB		\$/LB	Delta
Current	\$1,412	0.00%	\$1,300	0.00%	Current	\$497	0.00%	\$505	0.00%	Current	\$3,685	0.00%	\$4,000	0.00%	Current	\$1,558	0.00%	\$1,885	0.00%
in 3 months	\$1,414	0.18%	\$1,300	0.01%	in 3 months	\$500	0.18%	\$508	0.50%	in 3 months	\$3,686	0.01%	\$4,000	0.00%	in 3 months	\$1,563	0.34%	\$1,910	1.35%
in 6 months	\$1,419	0.52%	\$1,325	1.90%	in 6 months	\$512	0.52%	\$508	0.50%	in 6 months	\$3,734	1.32%	\$4,075	1.86%	in 6 months	\$1,585	1.74%	\$1,935	2.65%
in 9 months	\$1,438	1.84%	\$1,325	1.90%	in 9 months	\$518	1.84%	\$520	3.01%	in 9 months	\$3,738	1.44%	\$4,075	1.86%	in 9 months	\$1,597	2.52%	\$1,960	4.01%
in 12 months	\$1,474	4.42%	\$1,350	3.80%	in 12 months	\$518	4.42%	\$520	3.01%	in 12 months	\$3,819	3.63%	\$4,135	3.36%	in 12 months	\$1,622	4.14%	\$1,980	5.06%
in 15 months	\$1,496	5.96%	\$1,350	3.80%	in 15 months	\$525	5.96%	\$530	5.02%	in 15 months	\$3,822	3.70%	\$4,165	4.11%	in 15 months	\$1,632	4.78%	\$2,000	6.11%
in 18 months	\$1,511	7.00%	\$1,375	5.75%	in 18 months	\$528	7.00%	\$530	5.02%	in 18 months	\$3,822	3.71%	\$4,190	4.74%	in 18 months	\$1,632	4.78%	\$2,000	6.11%

Deconstruct connect.

\$7

\$50 \$ Billions USD

2005

	Copper	Wire \$\$/	'LB	Frame and Gyp \$\$/SF						
	HOUS	STON	NORTH	TEXAS		HOU	STON	NORTH TEXAS		
TIME FRAME				Delta	TIME FRAME	\$/LB	Delta	\$/LB	Delta	
Current	\$3.67	0.00%	\$3.66	0.00%	Current	\$8.92	0.00%	\$6.85	0.00%	
in 3 months	\$3.60	-1.78%	\$3.65	-0.19%	in 3 months	\$9.12	2.23%	\$7.00	2.22%	
in 6 months	\$3.70	0.73%	\$3.70	1.34%	in 6 months	\$9.15	2.54%	\$7.00	2.23%	
in 9 months	\$3.70	0.73%	\$3.70	1.34%	in 9 months	\$9.16	2.71%	\$7.25	5.99%	
in 12 months	\$3.72	1.51%	\$3.75	2.53%	in 12 months	\$9.22	3.39%	\$7.25	5.98%	
in 15 months	\$3.79	3.22%	\$3.80	4.02%	in 15 months	\$9.27	3.93%	\$7.25	5.98%	
in 18 months	\$3.82	4.06%	\$3.85	5.33%	in 18 months	\$9.30	4.31%	\$7.25	5.98%	

	Mo	od Bit Ro	oofing*	\$\$/SF	Ductwork \$\$/LB						
S	HOUSTON		NORTH TEXAS			HOUS	STON	NORTH TEXAS			
a	TIME FRAME	\$/LB	Delta	\$/LB	Delta	TIME FRAME	\$/LB	Delta	\$/LB	Delta	
1%	Current	\$18.57	0.00%	\$26.75	0.00%	Current	\$8.79	0.00%	\$8.75	0.00%	
2%	in 3 months	\$18.80	1.23%	\$27.25	1.87%	in 3 months	\$8.98	2.20%	\$8.90	1.71%	
5%	in 6 months	\$18.79	1.19%	\$27.25	1.87%	in 6 months	\$9.04	2.87%	\$8.95	2.30%	
9%	in 9 months	\$18.84	1.46%	\$27.80	3.93%	in 9 months	\$9.03	2.77%	\$8.95	2.30%	
8%	in 12 months	\$18.99	2.24%	\$27.80	3.93%	in 12 months	\$9.28	5.64%	\$9.20	5.18%	
8%	in 15 months	\$19.37	4.29%	\$28.30	5.81%	in 15 months	\$9.39	6.79%	\$9.35	6.89%	
8%	in 18 months	\$19.55	5.26%	\$28.30	5.81%	in 18 months	\$9.46	7.60%	\$9.40	7.48%	
* 20,000 SF Roof W/4-Inch ISO											

S	\$19.37	4.29%	\$28.30	5.81%	in 15 months	\$9.39	6.79%	\$9.35	6.89%		
S	\$19.55	5.26%	\$28.30	5.81%	in 18 months	\$9.46	7.60%	\$9.40	7.48%		
		* 20,000 S	F Roof W/4								
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Struct connect. CONSTRUCTION STARTS FORECAST AUTUMN 2023 ISSUE											
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Source and Hyperlink: ConstructConnect, Costruction Starts Forecast Autumn 2023

40)00# Co	ncrete	\$\$/CY		Storefront \$\$/SF						
	HOUS	STON	NORTH	TEXAS		HOUS	STON	NORTH TEXAS			
TIME FRAME	\$/LB	\$/LB Delta		Delta	TIME FRAME	\$/LB	Delta	\$/LB	Delta		
Current	\$153.44	0.00%	\$157.00	0.00%	Current	\$87.25	0.00%	\$87.75	0.00%		
in 3 months	\$153.56	0.07%	\$157.00	0.00%	in 3 months	\$88.36	1.27%	\$88.00	0.28%		
in 6 months	\$156.89	2.25%	\$165.00	5.10%	in 6 months	\$89.99	3.14%	\$89.00	1.43%		
in 9 months	\$158.89	3.55%	\$165.00	5.10%	in 9 months	\$90.84	4.11%	\$90.00	2.56%		
in 12 months	\$162.89	6.16%	\$165.00	5.10%	in 12 months	\$92.32	5.81%	\$92.00	4.84%		
in 15 months	\$165.22	7.68%	\$171.00	8.92%	in 15 months	\$93.06	6.66%	\$93.00	5.98%		
in 18 months	\$165.33	7.75%	\$171.00	8.92%	in 18 months	\$93.35	6.99%	\$93.00	5.98%		

Source of actuals: ConstructConnect "Insight" / Forecasts: Oxford Economics and ConstructConnect. Chart: ConstructConnect.

Year