

NEWS

- INFO
 - **BIDS**



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Labor Shortages Affect Construction Bidding hire approximately 723,000 workers per year to

By Maila Kim

Finding good workers is hard these days. And by 2026, it's going to be tougher still. This isn't just a small problem. It's a huge labor shortage

that's going to change how you bid on jobs. If you're pricing out work for 2026, you need to be extra careful. If you guess wrong on your labor costs, don't account for prices going up, or mess up the project timeline, you could lose all

your profit before your crew even shows up. Let's break down what the labor shortage means for you, and go over three steps to help you stay ahead.

The Labor Gap: How Big Is It?

It's big. The construction industry needs more people than it can find.

You've probably noticed that it's gotten harder in recent years to fill open roles. In fact, nine in ten contractors have openings for trade workers that they can't fill. That's really a big problem, especially since the industry needs to

keep up with the demands. But it isn't because there's less work. Public

and private projects are constantly added to project databases such as ConstructConnect® Project Intelligence every day. The real problem is that the number of qualified people just doesn't exist. This issue is getting bigger every year, which means the gap just keeps growing.

Why the Shortage? A big reason for the labor gap is that many

skilled workers are heading toward retirement. Right now, one in five construction workers is fifty-five or older. The average age for a skilled tradesperson is almost forty-three, and it's only going up. As the experienced workers are getting ready to retire, there aren't enough young people

entering the construction workforce. If construction companies don't start getting creative to attract young workers, such as recruiting through social media or apprenticeship programs, they will face challenges in 2026 and beyond.



And that's not all. Immigration rules that are more strict have put additional strain on the construction labor market. One third of construction businesses say that federal immigration actions have caused project delays.

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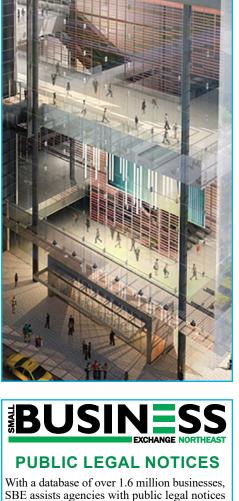
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process, as well as the various certifications available to help your small business succeed in the government marketplace. Certifications include: 8(a) Business Development Program, SBA Starting and Growing a Business Webinar Tuesday, October 28, 2025, 1:00 pm-2:30 pm HUBZone Certification, Woman Owned Small Business (WOSB/EDWOSB), and Veteran

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small businesses. This event will cover the basics of navigating the federal contracting

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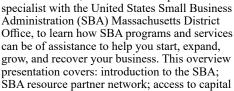
this opportunity to gain valuable insights and

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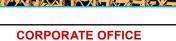
through SBA backed loan programs; and selling to the federal government. Register online for the free webinar at https://www.eventbrite. com/e/starting-and-growing-a-business-the-sbaadvantage-tickets-1660600864889

Federal Contracting for Small Businesses Webinar Tuesday, November 18, 2025, 12:00 pm-1:30 pm

Fee: Free; registration required Learn the essentials of federal contracting for

Business (WOSB) Certification Program Webinar Tuesday, November 18, 2025, 2:00 pm-4:00 pm Online Main Sponsor(s): US Small Business Administration Contact: Patrice Dozier, patrice.dozier@sba.gov Fee: Free; registration required SBA is creating a space for Woman-Owned Small Businesses, via WOSB certification! Are you a woman owner of a small business? The federal government's goal is to award at least five percent of all federal contracting dollars to woman-owned small businesses each year. Join us for training on how to register for SBA's Woman-Owned Small Business (WOSB) program, which helps eligible small businesses

the self-certification process, and a discussion of the NAICS codes that qualify as WOSB or EDWOSB. Register at https://www.eventbrite. com/e/woman-owned-small-business-wosbcertification-program-tickets-1123670772529



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