

Effects of the Repeal of the Indiana Common Construction Wage Act

A study regarding the cost of public works projects, the wages paid on public works projects and the number of residents working on public works projects in Indiana. Prepared for the Indiana General Assembly as required by 2015-HEA 1019.



Indiana Department of Labor

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Introduction

Effective July 1, 2015, 2015 House Enrolled Act No. 1019 repealed the Common Construction Wage Act (CCWA), Indiana’s prevailing wage law. At that time, the potential effects of this repeal were widely debated. Proponents touted lower project costs and an even playing field for bidders, while opponents predicted a decrease in wages paid to construction workers and shoddy project quality.

Section 53 of 2015 House Enrolled Act No. 1019 also required the Indiana Department of Labor (the “Department”) submit a report concerning the repeal of the CCWA including all quantifiable effects of the repeal on public works projects in Indiana. Furthermore, the act requires the Department to address how the repeal affected three specific points:

- I. The cost of public works projects
- II. The wages paid on public works projects
- III. The number of Indiana residents working on public works projects

The report herein will address these topics to the best of the Department’s ability. The data available to the Department will, in nearly all cases, provide a mile-high view of the construction industry and related subindustries. The Department will include as much empirical data as possible to provide a clear picture of what effect, if any, the CCWA repeal had on Indiana’s construction industry.

The Common Construction Wage Act

Originally adopted under Chapter 319, Acts of 1935, Indiana’s prevailing wage law established the wage rates paid to construction workers on Indiana’s public works projects. In 1995, the law was amended and re-titled the CCWA. With this change came changes to the process of determining the most commonly paid wages for construction trades on public works projects.

Projects that fell under the purview of Indiana’s Common Construction Wage included projects awarded, defined as “let,” by state or local government that were paid for in whole or in part by public funds. Federal projects, or projects that otherwise received federal funding, were paid using the federal prevailing wage, known as Davis-Bacon and Related Acts. Projects funded by federal money include, but are not limited to, construction or renovation of a federal office building, work performed at a post office, work performed on military bases, and INDOT roadway projects. These projects were not affected by the repeal of the CCWA.

When a public works project included no federal funds, ad-hoc Common Construction Wage committees were formed to adopt scales of wages to be paid on public works construction projects that exceeded \$150,000 in construction costs. In 2013, the General Assembly increased the threshold for Indiana’s CCWA was increased to \$350,000.

The government entity bidding the work, termed the “Awarding Agency” by the act, would convene these committees, in the county of the project, as a matter of law. With the 1995 amendment, Common Construction Wage committees were expanded to include two taxpayers from the county in which the project would be completed, and wage scales would be adopted per project, meaning

that each individual project bid would have its own separate wage scale. Later amendments in 2011 allowed an Awarding Agency to adopt one wage scale that would apply to all projects bid within three months, eliminating some duplicity and confusion in the hearing process.

With the adoption of the CCWA in 1995, each committee was comprised of:

- An Industry Representative, appointed by the Awarding Agency (Awarding Agency Representative)
- A Labor Representative, appointed by the president of the state federation of labor (AFL-CIO)
- An appointee of the Governor of Indiana (traditionally from the Indiana Department of Labor)
- A Taxpayer appointed by the Awarding Agency (Awarding Agency Taxpayer Representative) who pays the tax that will be the funding source for the project and who lived in the county where the project will be constructed
- A Taxpayer appointed by the County Legislative Body (County Legislative Body Taxpayer Representative) who pays the tax that will be the funding source for the project and who lived in the county where the project will be constructed

Amendments to the Act in 2012 removed the Governor's Representative from the committee and replaced that position with a representative from the Associated Builders and Contractors (ABC).

After the committee, having been duly appointed, assembled in accordance with the Indiana's Open Door Law, the committee was charged with determining, in writing, the most commonly paid wages, including fringe benefits, for each classification and level of skill required by the project. The CCWA mandated that the committee consider county-specific data from the Indiana Department of Workforce Development, as well as any other data submitted by interested parties to determine wage rates appropriate to the county where the project is located.

Scales of Wages

Wages were adopted for each trade that may be necessary to complete a construction project. For example, construction of a new building would include classifications including, but not limited to carpenters, electricians, heavy equipment operators, concrete workers, bricklayers, electricians, roofers, insulators, interior finishers, etc. Since the adoption of the original prevailing wage law in 1935, wage scales also contained a breakdown of wages for each of three skill classes: skilled workers, semiskilled workers, and unskilled workers.

The Act required that wages submitted by the Department of Workforce Development (DWD) be considered at each hearing. These were typically introduced by the Governor's Representative. The scales presented by the DWD were almost always incomplete, as the surveys used to create the scales were largely ignored by the construction industry. A specific caveat in state law forbade the use of the DWD's ES-202/Quarterly Census of Employment and Wages (QCEW) data to create these wage scales.

Additional scales were typically introduced by the Labor (AFL-CIO) and Associated Builders and Contractors (ABC) representatives. The awarding agency, the committee taxpayers, and all members of the public were also eligible to submit a scale of wages for consideration. In most cases, however, scales created by awarding agencies or members of the public were incomplete or lacked any background data to support the proposed wages as "common." Such scales were rarely adopted by

the committees.

If a necessary skill classification or trade were left off the wage scale, the Awarding Agency would be responsible for calling another hearing in accordance with Indiana's Open Door Law, and the Awarding Agency would have to wait an additional two-weeks after the adoption of the wages to award the bid for the work. In the later years of the act, most committees would adopt an entire list of all construction classifications used on commercial building or heavy/highway projects. This would ensure that wages for all necessary trades and skill levels were set in the first meeting.

If the duly-appointed committee was unable to reach a decision on a wage scale, the statute dictated the Awarding Agency would decide the wages to be paid, and their determination was final. Upon discharging its statutory duties, the ad-hoc committee's obligations were concluded.

"Common" Defined

The definition of "common" was not defined by the Act in 1995. Rather, it was defined by later case law. In 1998, the Indiana Court of Appeals defined "common" as "that which is customary, takes place daily, is widely used, or is generally known." *Union Township School Corporation v. State ex. rel. Joyce*, 706 N.E.2d 183, 187 (Ind. Ct. App. 1998). The court noted, "[i]n mathematical terms, this constitutes the 'mode.'" Id. Merriam-Webster defines the mode as, "the most frequent value of a set of data." It was this definition that committees were advised to use when determining the common wage in their counties.

Example of calculating the mode:

Given the following set of ten numbers:

17, 19, 20, 20, 22, 23, 23, 23, 30, 35

The number 23 occurs most often in the set of data and is thereby considered the mathematical mode.

"Public Works" defined

Public works, as defined in the CCWA, included any public building, highway, street, alley, bridge, sewer, drain, improvement, or any other work of any nature or character that is paid for out of public funds. The Act did not apply to service or maintenance contracts and was not applicable to the design of the project, just actual construction or demolition to prepare for construction.

"Wage" defined

Although not specifically mentioned in the statute, the Indiana Court of Appeals in *Union Township* found that the term "wages" includes fringe benefits. Moreover, the court, citing a previous decision in *Johnson v. Wiley*, 613 N.E. 2d, 459 n.3 (Ind. Ct. App. 1993), found that Indiana's broad common-law definition of wages comports with the definition of "wages" found in Black's Law Dictionary (6th ed.). That definition provides that a wage is:

Every form of remuneration payable for a given period to an individual for personal services, including salaries, commissions, vacation pay, dismissal wages, bonuses and reasonable value of board, rent, housing, lodging, payments in kind, tips, and any other similar advantage received from the individual's employer or directly with respect to work for him.

[The] term should be broadly defined and includes not only periodic monetary earnings but all compensation for services rendered without regard to the manner in which such compensation is computed.

-BLACK'S LAW DICTIONARY 1579 (6th ed. 1990).

Thus, for the purpose of determining the Common Construction Wage, any fringe benefits paid to construction workers in the county would be included in the computation of the Common Construction Wage. For the purposes of the Common Construction Wage, wages and/or fringe benefits did not include those benefits and/or taxes legally mandated by state or federal law (e.g., Social Security, Unemployment Tax, Worker's Compensation Insurance, etc.).

Exemptions

Project Cost

All projects with an actual construction cost of less than \$150,000 were exempted by the Act in 1995. In 2011, the Act was amended to increase the minimum to \$250,000. In 2013, the threshold increased again to \$350,000.

Federally Funded Projects

The CCWA was not applicable to public projects in Indiana that were paid for in whole or in part with funds granted by the federal government, unless the department of the federal government making the grant consented in writing that the state Common Construction (prevailing) Wage was applicable to the project. (e.g., Environmental Protection Agency (EPA) grants that pass through the Indiana Department of Environmental Management (IDEM) were sometimes subject to the CCWA.) In most cases where federal money was used to pay for the project, the federal prevailing wage, known as the Davis-Bacon Wage, was used.

Indiana Department of Transportation (INDOT) Projects

The CCWA did not apply to contracts let by the Indiana Department of Transportation for the construction of highways, streets, and bridges. These projects were covered by Indiana Code 8-23-9 and were typically paid using the Davis-Bacon Wage.

Service Contracts

Except as provided in Indiana Code 5-23, the CCWA did not apply to a person that entered into an operating agreement with the state, a municipal corporation, or another political subdivision for the management or operation of a public facility under Indiana Code 5-23.

Additional Responsibilities of the Awarding Agency

Advertising for the Contract

Before advertising or accepting bids for the contract, the awarding agency must have established the Common Construction Wage committee for the purpose of establishing the wage scale for the project.

Two-Week Wait Before Letting the Contract

After the Common Construction Wage scale was established, the awarding agency was required to wait at least two (2) weeks before letting the contract. A copy of the wage scale was required to be furnished, upon request, to any person desiring to bid on the contract and was considered open to public inspection.

Common Construction Wage as a Condition of the Contract

After establishing the wage scale for a project, the awarding agency was required to include a condition in the awarded contract that any successful bidder and all subcontractors comply strictly with the established wage determination. The CCWA also required that the awarding agency verify compliance with the Common Construction Wage prior to the start of work by any contractor and/or subcontractor. Before any contractor or subcontractor could begin work on a public works project, the awarding agency was to require each contractor and/or subcontractor to file a schedule of the wages to be paid to workers on the project.

Other Reports on Prevailing Wage

As mentioned above, the repeals of prevailing wage laws in Indiana and other states across the nation have been the source of much debate. Numerous reports and studies have been published in recent years showing the effects of prevailing wage law repeals. The effects chronicled in these reports are as varied as the opinions surrounding the repeals. The Department makes no judgement in favor of or in opposition to any argument made in these third-party reports. Rather, the Department will focus primarily on the empirical data it has at its disposal to provide a clear view of the effects the repeals may have had on the construction industry and its related subindustries.

Methodologies

Quarterly Census of Employment and Wages

The Bureau of Labor Statistics (BLS) maintains employment and wage data through the Quarterly Census of Employment and Wages (QCEW). The QCEW program publishes a quarterly count of employment and wages reported by employers covering more than 95 percent of U.S. jobs, available at the county, MSA, state and national levels by industry. QCEW excludes proprietors, the unincorporated self-employed, unpaid family members, certain farm and domestic workers, and some railroad workers from reporting employment data. Excluded as well are workers who earned no wages during the census period because of work stoppages, temporary layoffs, illness, or unpaid vacations.

The data collected by the BLS is tabulated using the North American Industry Classification System (NAICS). NAICS is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the United States business economy. NAICS was developed under the auspices of the United States Department of Labor's Office of Management and Budget (OMB), and adopted in 1997 to replace the Standard Industrial Classification (SIC) system. It was developed jointly by the U.S. Economic Classification Policy Committee (ECPC), Statistics Canada, and Mexico's *Instituto Nacional de Estadística y Geografía*, to allow for a high level of comparability in business statistics among the North American countries. With this continuity of reporting across North America, the data collected from the QCEW can be parsed to the national, regional, state, and county level, and can be filtered to show trends across a period of time.

When discussing the construction industry specifically, it is important to note that, on some occasions, sole proprietors could be used as subcontractors on public works projects, and thereby may be excluded from the data included in this report. Rarely, however, does a sole-proprietor or self-employed individual comprise the entirety of a particular trade on a jobsite. In most cases, public works projects, especially those that meet the former statutory threshold of \$350,000 in construction costs, will be bid by larger companies who will subcontract some work to be done. Even in the subcontracts and the sub-subcontracts, rarely is all the work of an entire trade performed by a single individual.

Generalized data from the QCEW is available online. These data illustrate numerous characteristics of business and employment across the nation. For the purposes of this report, data was retrieved from <https://data.bls.gov/cgi-bin/dsrv?en> and parsed to show the average weekly wage per year, the annual employment and the annual number of establishments employing Hoosiers. The data were charted and analyzed to detect any significant effect of the CCWA repeal on Indiana's construction industry.

Data by Industry

The BLS provides a long, detailed description of what constitutes construction for the purposes of the NAICS coding. Their definition of construction includes, "establishments primarily engaged in the construction of buildings or engineering projects (e.g., highways and utility systems). Establishments primarily engaged in the preparation of sites for new construction and establishments primarily engaged in subdividing land for sale as building sites also are included in this sector."

The BLS continues to further define different subsectors and subindustries within construction. General contractors are those who are typically responsible for all aspects of individual construction projects. Such contractors may also be known as design-builders, construction managers, turnkey contractors, or joint-venture contractors. Separate parts of projects managed by a general contractor are frequently subcontracted to other construction establishments.

Specialty trade contractors produce a specific component of a construction project (e.g., masonry, painting, and electrical work). These establishments are typically subcontracted from other construction establishments, but they may be contracted directly by the property owner in the cases of remodeling and repair construction.

Work in the construction industry is varied, and the skills necessary to complete certain types of work are vastly different. To denote these differences in the types of equipment used or skillsets required, the BLS divides the construction industry into three primary subsectors. Subsector 236, Construction of

Buildings, includes establishments of the general contractor type involved in the construction of buildings. Subsector 237, Heavy and Civil Engineering Construction, is comprised of establishments involved in the construction of engineering projects. Subsector 238, Specialty Trade Contractors, is made up of establishments engaged in specialty trade activities generally needed in the construction of all types of buildings.

Beyond these subsectors, the construction industry can be parsed into a myriad of sub-industries that would be typically found on a jobsite, and even some that are more specialized in nature that may only rarely be engaged. When discussed, the construction industry is separated into three categories: residential construction, commercial building construction, and heavy/highway construction. Some even add a fourth category of sewer/utility construction, further splitting the heavy/highway category.

The CCWA made no distinction between types of construction. It only contemplated the modal wage for “all construction.” As such, Common Construction Wage committees would often argue the merits of including residential building data in otherwise commercial building or heavy/highway projects. While the Act required no such separation, data exists regarding the wages of subindustries specific to commercial building and heavy/highway contractors, and the Department feels it important to show any potential impact the Common Construction Wage repeal may have had on these contractors and employees, as they are primarily the workers who would work on public works construction.

For the purposes of this report, data were gathered for the entire Construction industry as well as 21 subindustries typically found in commercial building and heavy/highway construction. The choice to exclude residential construction from this report was deliberate, as the report focuses primarily on the effects of the repeal of the CCWA on public works projects. Residential contractors traditionally have not bid on public works construction. Rather, these projects are typically bid by companies that specialize in commercial construction. The industries discussed herein will include:

Industry Descriptions (by NAICS)

Industry Code	Description
23-Construction	The Construction industry is comprised of establishments primarily engaged in the construction of buildings or engineering projects (e.g., highways and utility systems). Establishments primarily engaged in the preparation of sites for new construction and establishments primarily engaged in subdividing land for sale as building sites also are included in this sector.
236220- Commercial and Institutional Building Construction	This subindustry of the Construction sector includes establishments primarily responsible for the construction (including new work, additions, alterations, maintenance, and repairs) of commercial and institutional buildings and related structures, such as stadiums, grain elevators, and indoor swimming facilities. This subindustry includes establishments responsible for the on-site assembly of modular or prefabricated commercial and institutional buildings. Included in this subindustry are commercial and institutional building general contractors, commercial and institutional building for-sale builders, commercial and institutional building design-build firms, and commercial and institutional building project construction management firms.
237310-Highway, Street, and Bridge Construction	This subindustry of the Construction sector consists of establishments primarily engaged in the construction of highways (including elevated), streets, roads, airport runways, public sidewalks, or bridges. The work performed may include

	new work, reconstruction, rehabilitation, and repairs. Specialty trade contractors are included in this group if they are engaged in activities primarily related to highway, street, and bridge construction (e.g., installing guardrails on highways).
238112- Nonresidential Poured Concrete Foundation and Structure Contractors	This subindustry of the Construction sector is made up of establishments primarily engaged in pouring and finishing concrete foundations and structural elements of nonresidential buildings. This subindustry also includes establishments performing nonresidential grout and shotcrete work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238122- Nonresidential Structural Steel and Precast Concrete Contractors	This subindustry of the Construction sector encompasses establishments primarily engaged in: (1) erecting and assembling structural parts made from steel or precast concrete (e.g., steel beams, structural steel components, and similar products of precast concrete) in nonresidential buildings; and/or (2) assembling and installing other steel construction products (e.g., steel rods, bars, rebar, mesh, and cages) to reinforce poured-in-place concrete) in nonresidential buildings. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238132- Nonresidential Framing Contractors	This subindustry of the Construction sector is comprised of establishments primarily engaged in nonresidential structural framing and sheathing using materials other than structural steel or concrete. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238142- Nonresidential Masonry Contractors	This subindustry of the Construction sector includes establishments primarily engaged in nonresidential masonry work, stone setting, brick laying, and other stone work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238152- Nonresidential Glass and Glazing Contractors	This subindustry of the Construction sector consists of establishments primarily engaged in installing glass panes in prepared openings (i.e., glazing work) and other glass work for nonresidential buildings. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238162- Nonresidential Roofing Contractors	This subindustry of the Construction sector encompasses establishments primarily engaged in nonresidential roofing. This subindustry also includes establishments treating roofs (i.e., spraying, painting, or coating) and installing skylights. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238172- Nonresidential Siding Contractors	This subindustry of the Construction sector is comprised of establishments primarily engaged installing siding of wood, aluminum, vinyl, or other exterior finish material (except brick, stone, stucco, or curtain wall) on nonresidential buildings. This subindustry also includes establishments installing gutters and downspouts on nonresidential buildings. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238192-Other Nonresidential Foundation, Structure, and	This subindustry of the Construction sector includes establishments primarily engaged in nonresidential building foundation and structure trades work (except poured concrete, structural steel, precast concrete, framing, masonry,

Building Exterior Contractors	glass and glazing, roofing, and siding). The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238212-Nonresidential Electrical Contractors and Other Wiring Installation Contractors	This subindustry of the Construction sector consists of establishments primarily engaged in installing and servicing electrical wiring and equipment in nonresidential buildings. Nonresidential electrical contractors included in this subindustry may include both the parts and labor when performing work. Nonresidential electrical contractors may perform new work, additions, alterations, maintenance, and repairs.
238222-Nonresidential Plumbing, Heating, and Air-Conditioning Contractors	This subindustry of the Construction sector is made up of establishments primarily engaged in installing and servicing nonresidential plumbing, heating, and air-conditioning equipment. Nonresidential contractors in this subindustry may provide both parts and labor when performing work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238292-Other Nonresidential Building Equipment Contractors	This subindustry of the Construction sector encompasses establishments primarily engaged in installing or servicing nonresidential building equipment (except electrical; plumbing; heating, cooling, or ventilation equipment). The repair and maintenance of miscellaneous nonresidential building equipment is included in this subindustry. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238312-Nonresidential Drywall and Insulation Contractors	This subindustry of the Construction sector is comprised of establishments primarily engaged in nonresidential drywall, plaster work, and building insulation work. Plaster work includes applying plain or ornamental plaster, and installation of lath to receive plaster. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238322-Nonresidential Painting and Wall Covering Contractors	This subindustry of the Construction sector includes establishments primarily engaged in nonresidential interior or exterior painting or interior wall covering. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238332-Nonresidential Flooring Contractors	This subindustry of the Construction sector includes establishments primarily engaged in the nonresidential installation of resilient floor tile, carpeting, linoleum, and hard wood flooring. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238342-Nonresidential Tile and Terrazzo Contractors	This subindustry of the Construction sector consists of establishments primarily engaged in setting and installing ceramic tile, stone (interior only), and mosaic and/or mixing marble particles and cement to make terrazzo at nonresidential job sites. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238352-Nonresidential Finish Carpentry Contractors	This subindustry of the Construction sector is made up of establishments primarily engaged in nonresidential finish carpentry work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.
238392-Other Nonresidential	This subindustry of the Construction sector encompasses establishments primarily engaged in nonresidential building finishing trade work (except drywall, plaster, and insulation work; painting and wall covering work; flooring

Building Finishing Contractors	work; tile and terrazzo work; and finish carpentry work). The nonresidential work performed may include new work, additions, alterations, or maintenance and repairs.
238912-Nonresidential Site Preparation Contractors	This subindustry of the Construction sector is comprised of establishments primarily engaged in nonresidential site preparation activities, such as excavating and grading, demolition of buildings and other structures, septic system installation, and house moving. Earth moving and land clearing for all types of sites (e.g., building, nonbuilding, mining) is included in this subindustry. Establishments primarily engaged in construction equipment rental with operator (except cranes) for nonresidential projects are also included.
238992-All Other Nonresidential Specialty Trade Contractors	This subindustry of the Construction sector includes establishments primarily engaged in nonresidential specialized trades (except foundation, structure, and building exterior contractors; building equipment contractors; building finishing contractors; and site preparation contractors). The nonresidential specialty trade work performed includes new work, additions, alterations, maintenance, and repairs.

Data regarding the average weekly wages paid to employees, the number of employees and the total number of establishments can be compared for each of these 22 industries. The data, when displayed as a chronological graph by year, will help illustrate any effect Indiana’s CCWA repeal may have had on the construction industry in Indiana. These data can then be displayed against the national data and that of states surrounding Indiana: Michigan, Ohio, Kentucky, and Illinois.

To further provide a direct comparison, this report will display data alongside that of the State of Wisconsin. Wisconsin repealed their prevailing wage laws a few years after Indiana’s repeal. In Wisconsin, the repeal on prevailing wage for local public works went into effect on January 1, 2017, with the repeal on state projects beginning September 23, 2017. This report will compare the effects of Indiana’s repeal on the 22 industries above with the effect the repeal may have had in Wisconsin as well.

While showing the direct effect the repeals may have had on the average weekly wage, it is important to also show if the repeals had a cooling effect on wage growth in the industries. To demonstrate this, the percent of change will be calculated year-over-year to determine if the growth or shrinkage of a particular industry was affected by the repeal of the prevailing wage laws.

Project-Specific Data

The Department reached out to our partners at the Accelerate Indiana Municipalities (formerly the Indiana Association of Cities and Towns), the Association of Indiana Counties, the Indiana Department of Local Government and Finance, the Indiana Department of Natural Resources, the Indiana Finance Authority, the Management Performance Hub, and the Indiana Department of Administration. Unfortunately, no agency maintains data specific to the wages paid on public works construction, nor do they maintain records regarding the number of Hoosier residents employed on these jobs. Therefore, the project-specific data included in this report will only show the comparative estimated costs of the projects in their entirety. Should a data source become available that would provide the data above, the Department will fill a supplement to this report.

The construction industry is very fluid, with each project and task having its own inherent challenges. Each project is teeming with variables that can impact the amount of work performed, the number of employees on hand and the overall cost of the project.

I. The Cost of Public Works Projects

When the CCWA was repealed, many argued that the cost of public works projects in Indiana would dramatically decrease, as contractors would no longer be bound to paying what was often termed “inflated” wages. Opponents of this argument believed that the so-called “inflated” wages meant that contractors would be employing craftsmen with a better skillset, and that a reduction in wages would mean more cost overruns due to change orders and re-work.

It is impossible to calculate the effect the CCWA repeal may have had on public works construction. No single group or government agency maintains data on the wages paid on all public works construction, nor is there a one-size-fits-all calculation to estimate the cost of labor versus the cost of materials. The closest the Department was able to get for data that would show anything related to project costs was with the federal Occupational Safety and Health Administration’s (OSHA’s) Construction Inspection Targeting Application, or C-Target.

C-Target utilizes information pulled from a third-party contractor bidding system known as The Dodge Report. The Dodge Report is advertised as, “a comprehensive listing of who, what, where, when, and how much for a construction project.” Essentially, it is a listing of projects with either public or private ownership that are coming up for bid soon. Dodge Reports are often used by contractors to stay in-the-know about projects going on in their area or industry. Historically, they were also used in Common Construction Wage hearings to demonstrate the preponderance of contractors performing work in a particular county to support or refute a proposed wage scale.

One major drawback to utilizing this information as any sort of empirical data is that the Dodge Reports show the estimated cost of a project at the time of bid advertisement. The reports do not provide an update on actual project costs, nor do they include information about wages paid on the projects. In some cases, the projects are bid and never awarded due to financing issues.

For this report, the Department reviewed the C-Target/Dodge Reports for publicly owned projects, searching the project lists using keywords such as “school,” “city,” and “Indiana.” Multiple projects were found across the state, dating all the way back to 2011. To stay consistent with how Common Construction Wage scales were adopted, projects were categorized by county. The projects were then compared to find similarities in size and scope, attempting to calculate an increase or decrease in overall project costs.

Using the schools in Marion County as an example, there were 95 separate projects on the C-Target list from January 1, 2001 through June 1, 2021. None of these 95 projects, however, have any information showing actual project cost, only estimated at the time of bid. To further complicate the issue, no two projects were similar enough to draw a clear comparison.

To illustrate this dilemma, renovations and additions at Perry Meridian Middle School and 6th Grade Academy were bid at \$7,100,600 with an estimated start date of May 1, 2018. Renovations and additions at Southport Middle School and 6th Grade Academy were bid the same year, with an estimated start date of August 1, 2018. This project, however, bid at \$6,398,200. Neither project has specifics listed to denote what types of work will be taking place, yet the difference between estimated project costs is over \$1,000,000—despite having start dates only three months apart.

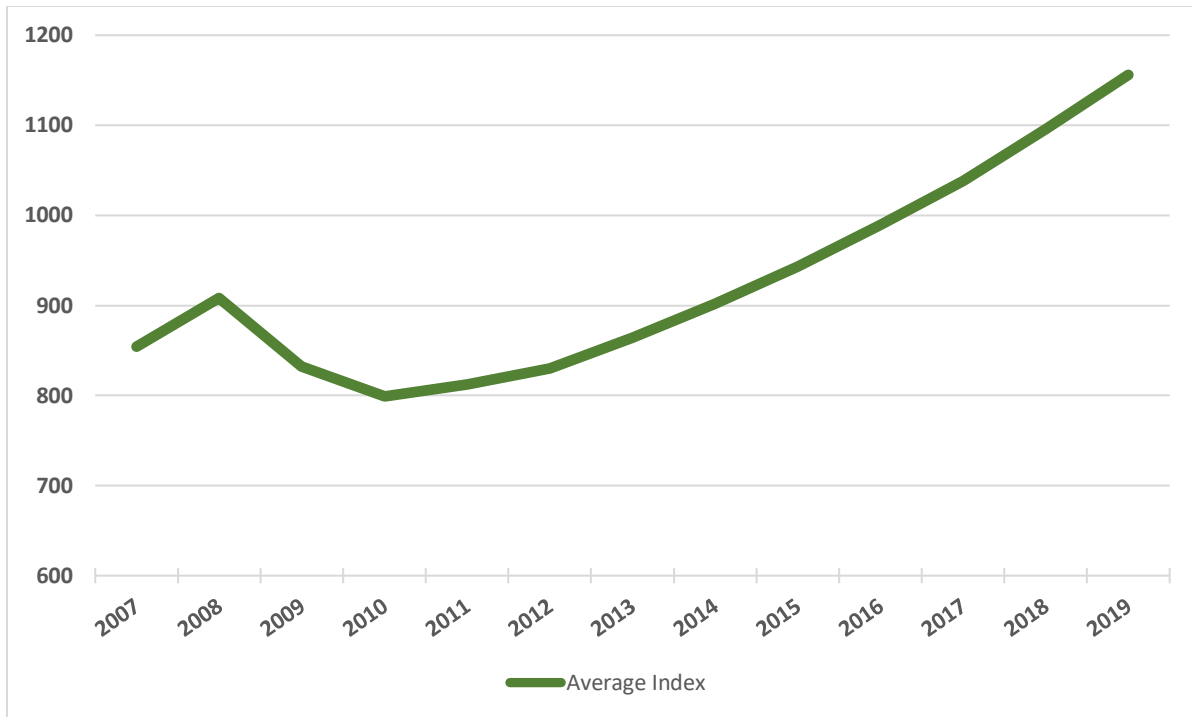
Another such example would be the new construction of the Lake Station Fire Department, Police Department, and City Hall in Lake County. With a planned start date of August 18, 2010, this project was estimated at \$5,200,000. Renovation of an existing Police Station, Courts and Community Center in Hobart with a planned start date of May 12, 2010, also in Lake County, was estimated at \$7,500,000. Again, bid three months apart, these two projects, for buildings with similar purposes are \$2,300,000 apart in estimated project costs. In this instance, the estimate to construct a brand-new facility was less than the estimate to renovate an existing one in the same county.

Jumping ahead to June 8, 2015, the City of Michigan City in LaPorte County bid the construction of a new police station with the project estimated to cost between \$9,000,000 and \$12,000,000. Again, this was a similar type of building with a similar purpose that was two counties over and four-years apart. This volatility in the estimated pricing of construction projects, combined with a lack of data showing the true cost of labor and materials on each project, makes it impossible for the Department to ascertain any impact the Common Construction Wage repeal may have had on the price of public works construction projects.

General inflation alone will have a significant impact on the cost of a project. Using information from the BLS's Consumer Price Index Inflation Calculator, available online at https://www.bls.gov/data/inflation_calculator.htm, the data show a 46.76% increase in the prices of all goods and services purchased for consumption by urban households nationwide from January 2001 through December 2019. The rate of inflation from the year prior to the year post-repeal, January 2014 through December 2016 is much less dramatic at 3.21%, but it still shows a general increase in the prices of goods and services across the country.

Construction is subject to many unique variables that can impact the cost index for the industry. In conducting research for this report, the Department found a cost index report issued by Turner Construction. Turner is a North America-based, international construction services company and is a leading builder in diverse market segments. With a staff of 10,000 employees, the company completes \$12 billion of construction on 1,500 projects each year. Turner has prepared a construction cost forecast for more than 80 years, and the product is used widely by the construction industry and Federal and State governments to estimate nonresidential building costs. The Cost Index considers several factors including labor rates and productivity, material prices, and the competitive condition of the marketplace. Turner notes that their index does not necessarily conform to other published indices because others do not generally take all these factors into account.

Turner Building Cost Index 2007-2019



Source: <http://www.turnerconstruction.com/cost-index>

With the only exceptions occurring in at the height of the recession in 2009 and 2010, the average index for construction costs nationwide increased by 35.36% from 854 in 2007 to 1,156 in 2019. These are national indices, so Indiana's prevailing wage repeal would have little to no impact on them, but the trend does show that construction costs have continued to rise year after year.

It seems the only event that had any impact on the construction industry was a national recession, which affected almost every American industry, employer, and household. Beyond the information shown above, no data exist that would allow the Department to accurately calculate the impact the prevailing wage repeal may have had on the Hoosier construction industry. Should data become available in the future that would make this calculation possible, the Department will file an addendum to this report.

II. The Wages Paid on Public Works Projects

Perhaps the meatiest bone of contention surrounding the repeal of the CCWA is regarding wages paid to workers on public works projects. Opponents initially feared that the repeal would result in lower wages for construction workers statewide, with some even going as far as forecasting an eventual collapse of the entirety of the Hoosier construction industry. Their hypothesis was that all contracts would be bid out at bare minimum wages, making it difficult for larger contractors that pay higher wages to be competitive in the bidding process. Deeper concerns were attributed to suffering project quality due to hiring less-skilled labor and, thereby, more project delays and cost overruns for re-work.

Deeming the Common Construction Wage and its subsequent processes outmoded, proponents saw the repeal as a method of levelling the playing field for smaller contractors to compete for work on public works jobs. They opined that the wages set in Common Construction Hearings were often over-inflated and that awarding agencies were often forced into paying higher wages than what is truly indicative of the construction industry in Indiana.

Despite the Department's efforts to locate hard numbers that pertain to wages paid solely on public works construction, no such data exist. Rather, the Department was able to utilize publicly-available information from the QCEW to show the average weekly wage for workers in multiple subindustries within the construction industry. The data pulled spans from 2001 through 2019, providing a clean point of comparison year-over-year.

The QCEW data also figures their wages using a method that is similar to the definition used in Black's Law Dictionary 1579 (6th ed. 1990) and Common Construction Wage case law. QCEW wage data represent the total compensation paid during the calendar quarter, regardless of when the services were performed. Under most state laws or regulations, wages include bonuses, stock options, severance pay, the cash value of meals and lodging, tips, and other gratuities. In some states, wages also include employer contributions to certain deferred compensation plans, such as 401(k) plans.

The dissimilarity between the CCWA and the QCEW is in what constitutes a "fringe benefit." For the QCEW data, covered employer contributions to old-age, survivors, and disability insurance; health insurance; UI; workers' compensation; and private pension and welfare funds are not reported as wages. Employee contributions for the same purposes, however, as well as money withheld for income taxes, union dues, and so forth, are reported, even though they are deducted from the worker's gross pay.

As mentioned in the methodology above, the 22 subindustries detailed in the following pages are specific to commercial building and heavy/highway work—the two sectors that would be most-affected by the repeal of the CCWA. The Department hypothesizes that any dramatic shift in wages on public works construction would be demonstrated by a shift in wages across these subindustries.

In this section, data will be displayed for the construction industry *en masse*, as well as for all 21 of the above-identified subindustries to provide a wide comparison. The data will be displayed to show the average weekly wage for each year, as well as how Indiana compares to the national average, its neighboring states, and the State of Wisconsin, which repealed its prevailing wage law two-years after Indiana.

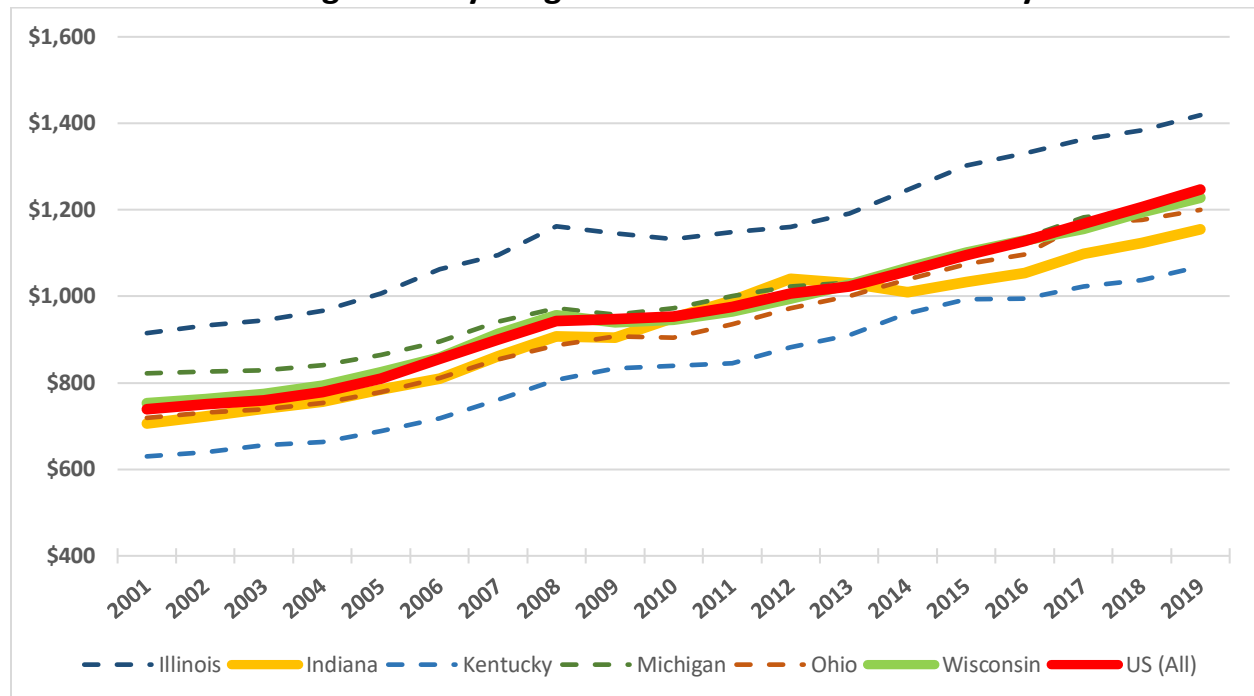
The data will include a look at both the average weekly wage and the percent of change year-over-year. While it will be impossible to know if any sharp increase or decrease in average weekly wages can be exclusively attributed to the repeal of the CCWA, a significant difference from the year of repeal, 2015, and into 2016 and beyond could demonstrate an impact on wages—especially with no other large variables available to otherwise affect a particular industry.

Along with a comparison of the average annual wage, the Department will also calculate a percent of change, year-over-year, for each industry. While the average weekly wage itself may or may not change significantly, showing the annual percent of change could demonstrate if the repeal of the CCWA had any effect on the rate of growth or decline of an industry.

Average Weekly Wages: NAICS 23-Construction

The Construction industry is comprised of establishments primarily engaged in the construction of buildings or engineering projects (e.g., highways and utility systems). Establishments primarily engaged in the preparation of sites for new construction and establishments primarily engaged in subdividing land for sale as building sites also are included in this sector.

Average Weekly Wages in the Construction Industry

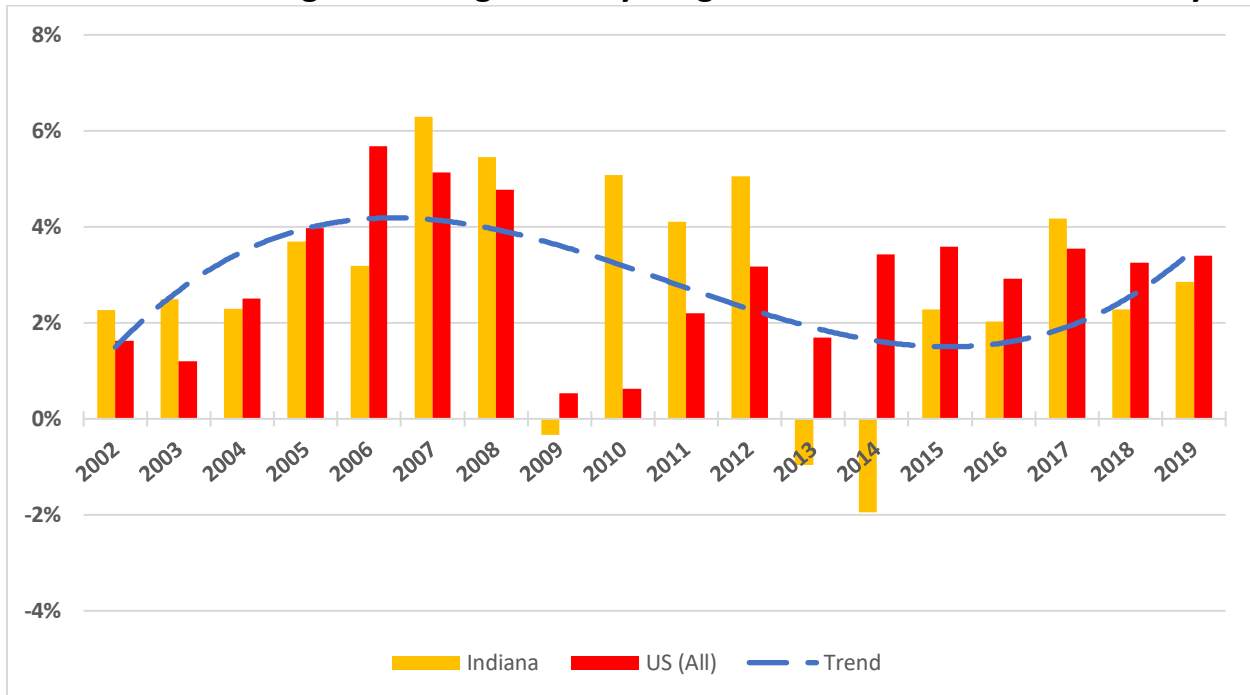


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage across Indiana for workers in the Construction industry from 2001 through 2009 increased by \$449 (63.60%) from \$706 to \$1,155. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this industry over the survey period. The average weekly wage for workers in the Construction industry nationally increased by 68.74% from \$739 in 2001 to \$1,247 in 2019.

Comparing each year individually, Indiana's Construction industry saw decreases in the average weekly wage in three years of the survey period. The largest such decrease occurred in 2014, when the average weekly wage decreased by 1.94% from \$1,030 in 2013 to \$1,010. Increases in the average weekly wage in Indiana were tracked in fifteen of the studied years, with the largest percentage increase occurring in 2007. In that year, the average weekly wage for Hoosiers employed in Indiana's Construction industry increased by 6.30% from \$810 in 2006 to \$861.

Percent of Change in Average Weekly Wages for the Construction Industry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

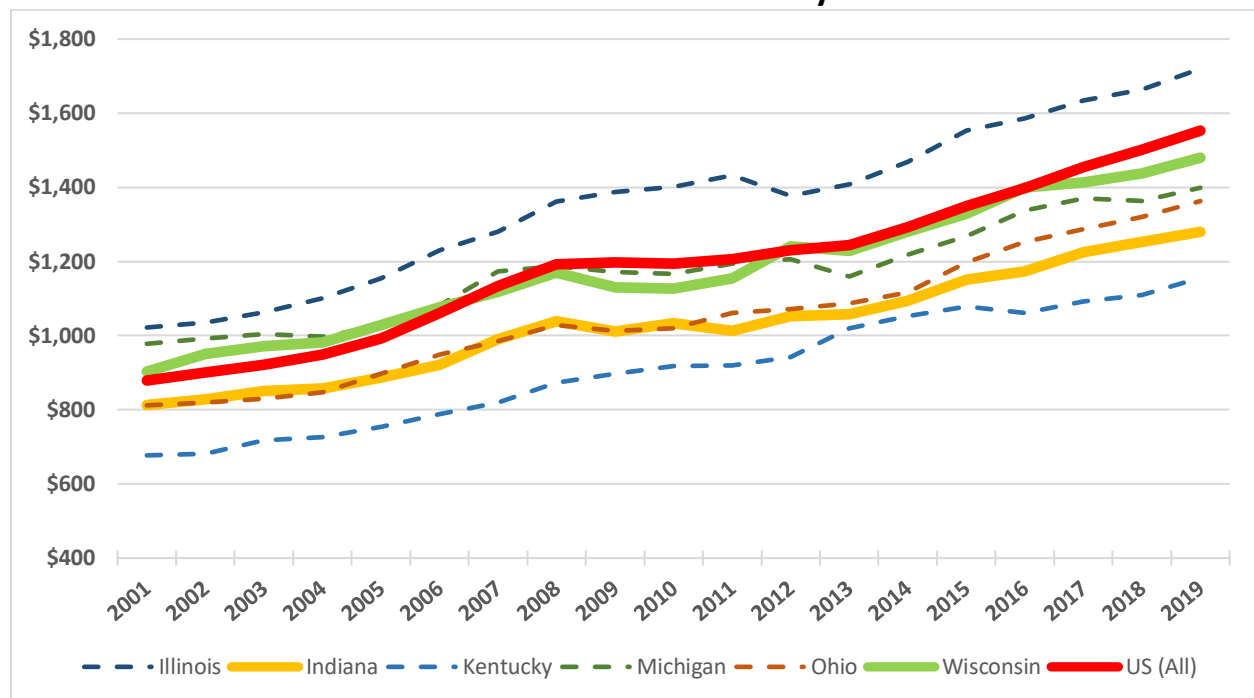
As noted above, the average weekly wage for workers in the Construction industry nationally increased by 68.74% from \$739 in 2001 to \$1,247 in 2019. Decreases in the average weekly wage were noted in zero of the years in the sample period. Increases occurred each year, with 2006 experiencing the largest. The national average weekly wage in the Construction industry increased by 5.68% in that year from \$810 in 2005 to \$856.

In 2015, the year of the Common Construction Wage repeal, the Construction industry experienced a 2.28% increase in the average weekly wage from \$1,010 in 2014 to \$1,033. This reversed a downward trend that began in 2013. This increase carried into 2016, with an increase of \$21 (2.03%). Since that time, the average weekly wage in Indiana's Construction industry has continued to increase, resulting in a four-year gain of \$101 (9.58%) through 2019.

Average Weekly Wages: NAICS 236220-Commercial and Institutional Building Construction

The Commercial and Institutional Building Construction subindustry includes establishments primarily responsible for the construction (including new work, additions, alterations, maintenance, and repairs) of commercial and institutional buildings and related structures, such as stadiums, grain elevators, and indoor swimming facilities. This subindustry includes establishments responsible for the on-site assembly of modular or prefabricated commercial and institutional buildings. Included in this subindustry are commercial and institutional building general contractors, commercial and institutional building for-sale builders, commercial and institutional building design-build firms, and commercial and institutional building project construction management firms.

Average Weekly Wages in the Commercial and Institutional Building Construction Subindustry



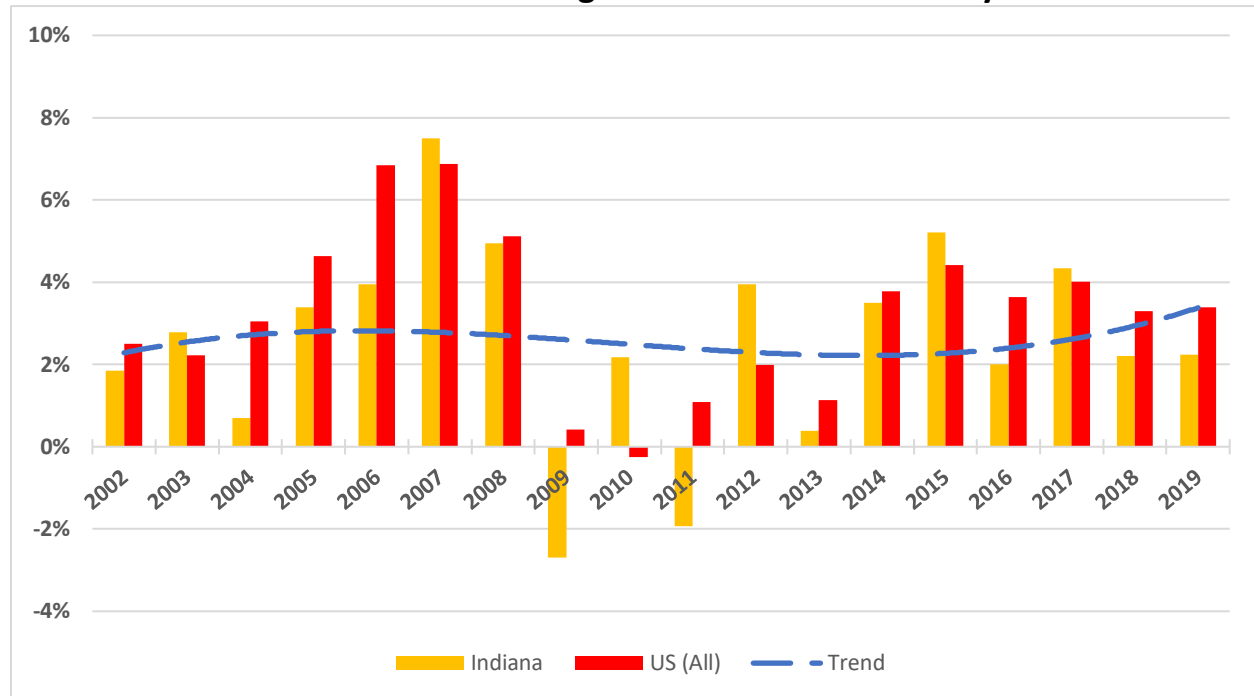
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage across Indiana for workers in the Commercial and Institutional Building Construction subindustry from 2001 through 2009 increased by \$467 (57.44%) from \$813 to \$1,280. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. The average weekly wage for workers in the Commercial and Institutional Building Construction subindustry increased nationwide by 76.68% from \$879 in 2001 to \$1,553 in 2019.

When reviewed by year, Indiana's Commercial and Institutional Building Construction subindustry saw decreases in the average weekly wage in two years of the survey period. The largest such decrease occurred in 2009, when the average weekly wage decreased by 2.69% from \$1,039 in 2008 to \$1,011.

Increases in the average weekly wage in Indiana were tracked in sixteen of the studied years, with the largest percentage increase occurring in 2007. In that year, the average weekly wage for Hoosiers employed in Indiana's Commercial and Institutional Building Construction subindustry increased by 7.49% from \$921 in 2006 to \$990.

Percent of Change in Average Weekly Wages for the Commercial and Institutional Building Construction Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

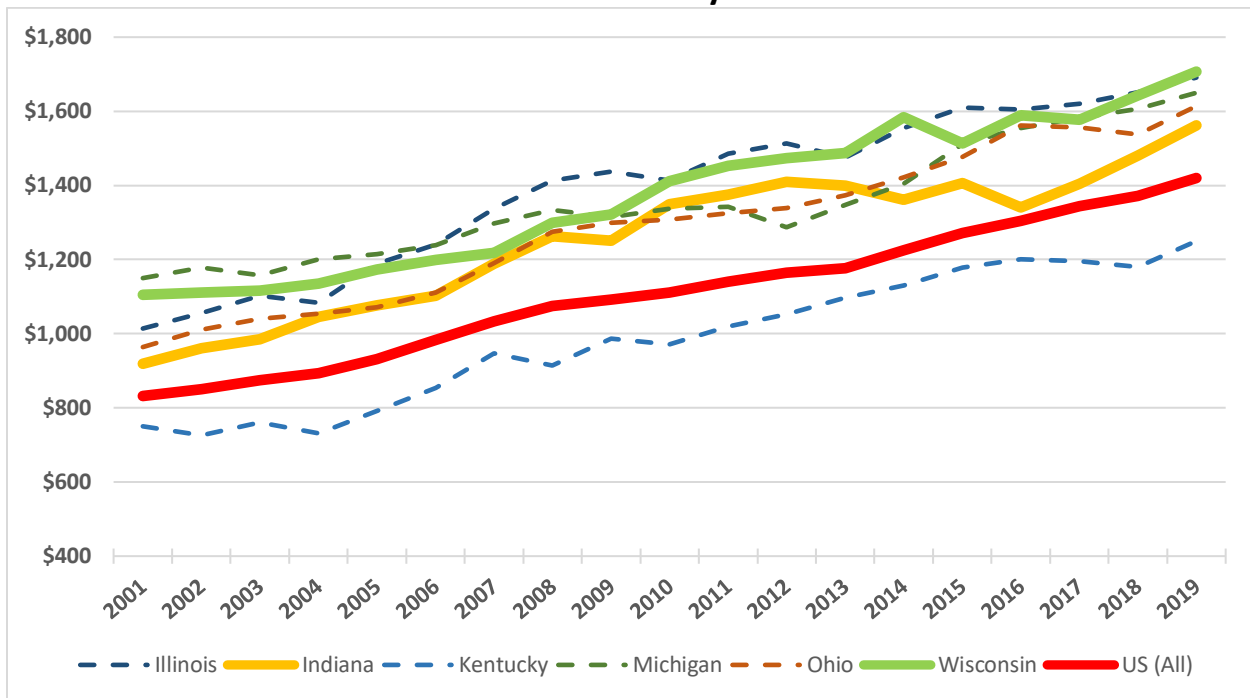
As noted above, the average weekly wage for workers in the Commercial and Institutional Building Construction subindustry nationally increased by 76.68% from \$879 in 2001 to \$1,553 in 2019. Decreases in the average weekly wage were noted in one of the years in the sample period. The largest decrease nationally occurred in 2010, when the average weekly wage decreased from \$1,197 in 2009 to \$1,194 (0.25%). Increases occurred in seventeen years, with 2007 also experiencing the largest. The national average weekly wage in the Commercial and Institutional Building Construction subindustry increased by 6.88% in that year from \$1,061 in 2006 to \$1,134.

In the year of the Common Construction Wage Act's repeal, 2015, the Commercial and Institutional Building Construction subindustry experienced a 5.21% increase in the average weekly wage from \$1,094 in 2014 to \$1,151. The increase appears to have started trending upward in 2012. This increase carried into 2016, with an increase of \$23 (2.00%). Since that time, the average weekly wage in Indiana's Commercial and Institutional Building Construction subindustry has continued to increase, resulting in a four-year gain of \$106 (9.03%) through 2019.

Average Weekly Wages: NAICS 237310-Highway, Street, and Bridge Construction

The Highway, Street, and Bridge Construction subindustry consists of establishments primarily engaged in the construction of highways (including elevated), streets, roads, airport runways, public sidewalks, or bridges. The work performed may include new work, reconstruction, rehabilitation, and repairs. Specialty trade contractors are included in this group if they are engaged in activities primarily related to highway, street, and bridge construction (e.g., installing guardrails on highways).

Average Weekly Wages in the Highway, Street, and Bridge Construction Subindustry

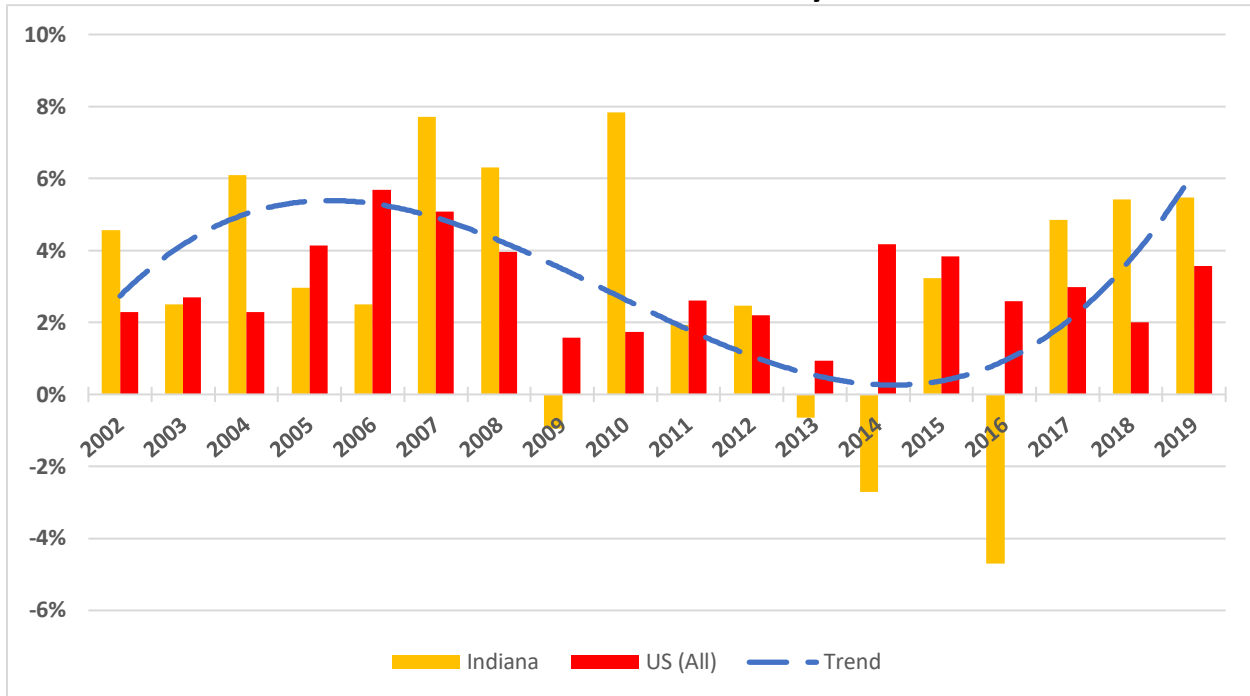


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage paid to Indiana workers in the Highway, Street, and Bridge Construction subindustry from 2001 through 2019 increased by \$643 (69.97%) from \$919 to \$1,562. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. The average weekly wage for workers in the Highway, Street, and Bridge Construction subindustry increased nationwide by 70.67% from \$832 in 2001 to \$1,420 in 2019.

Reviewing the data by year, Indiana's Highway, Street, and Bridge Construction subindustry saw decreases in the average weekly wage in four years of the survey period. The largest such decrease occurred in 2016, when the average weekly wage decreased by 4.69% from \$1,406 in 2015 to \$1,340. Increases in the average weekly wage in Indiana were tracked in fourteen of the studied years, with the largest percentage increase occurring in 2010. In that year, the average weekly wage for Hoosiers employed in Indiana's Highway, Street, and Bridge Construction subindustry increased by 7.83% from \$1,251 in 2009 to \$1,349.

Percent of Change in Average Weekly Wages for the Highway, Street, and Bridge Construction Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

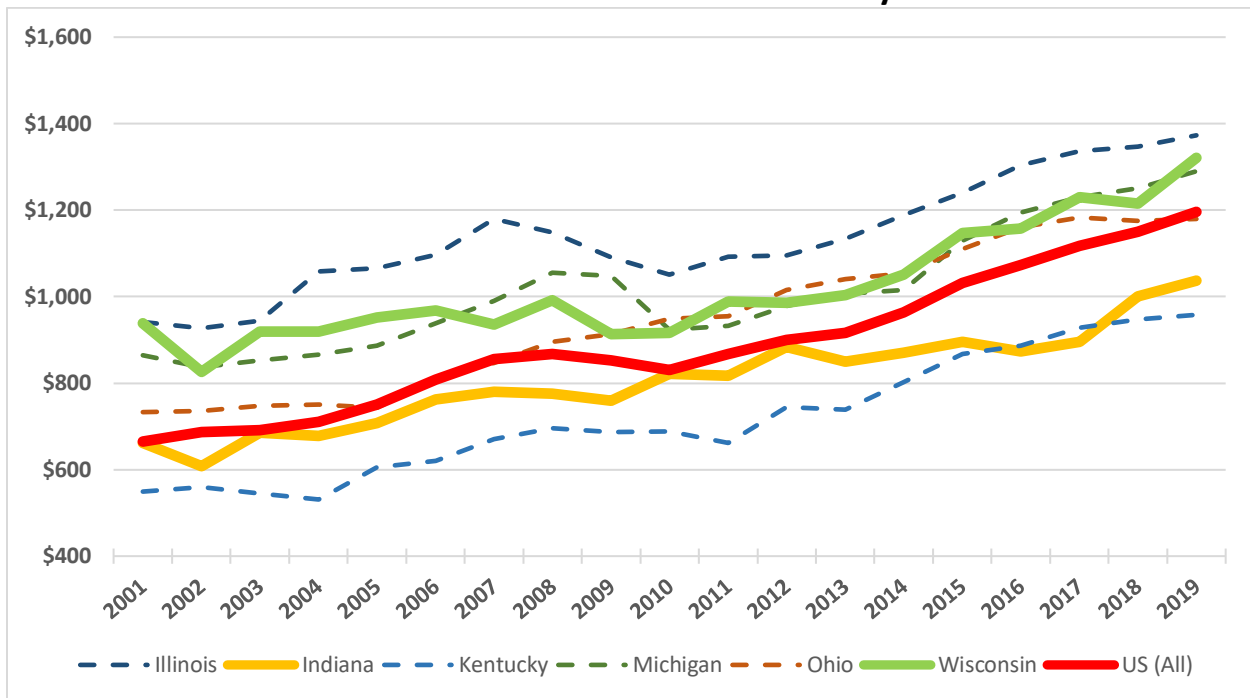
As noted above, the average weekly wage for workers in the Highway, Street, and Bridge Construction subindustry nationally increased by 70.67% from \$832 in 2001 to \$1,420 in 2019. Decreases in the average weekly wage were noted in zero of the years in the sample period. Increases occurred each year, with 2006 experiencing the largest. The national average weekly wage in the Highway, Street, and Bridge Construction subindustry increased by 5.69% in that year from \$931 in 2005 to \$984.

When the Common Construction Wage Act was repealed in 2015, the Highway, Street, and Bridge Construction subindustry experienced a 3.23% increase in the average weekly wage from \$1,362 in 2014 to \$1,406. This reversed a downward trend that began in 2013. This increase did not continue in 2016, as the average weekly wage decreased by \$66 (4.69%). Since that time, the average weekly wage in Indiana's Highway, Street, and Bridge Construction subindustry increased, resulting in a four-year gain of \$222 (16.57%) through 2019.

Average Weekly Wages: NAICS 238112-Nonresidential Poured Concrete Foundation and Structure Contractors

The Nonresidential Poured Concrete Foundation and Structure Contractors subindustry is made up of establishments primarily engaged in pouring and finishing concrete foundations and structural elements of nonresidential buildings. This subindustry also includes establishments performing nonresidential grout and shotcrete work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Poured Concrete Foundation and Structure Contractors Subindustry



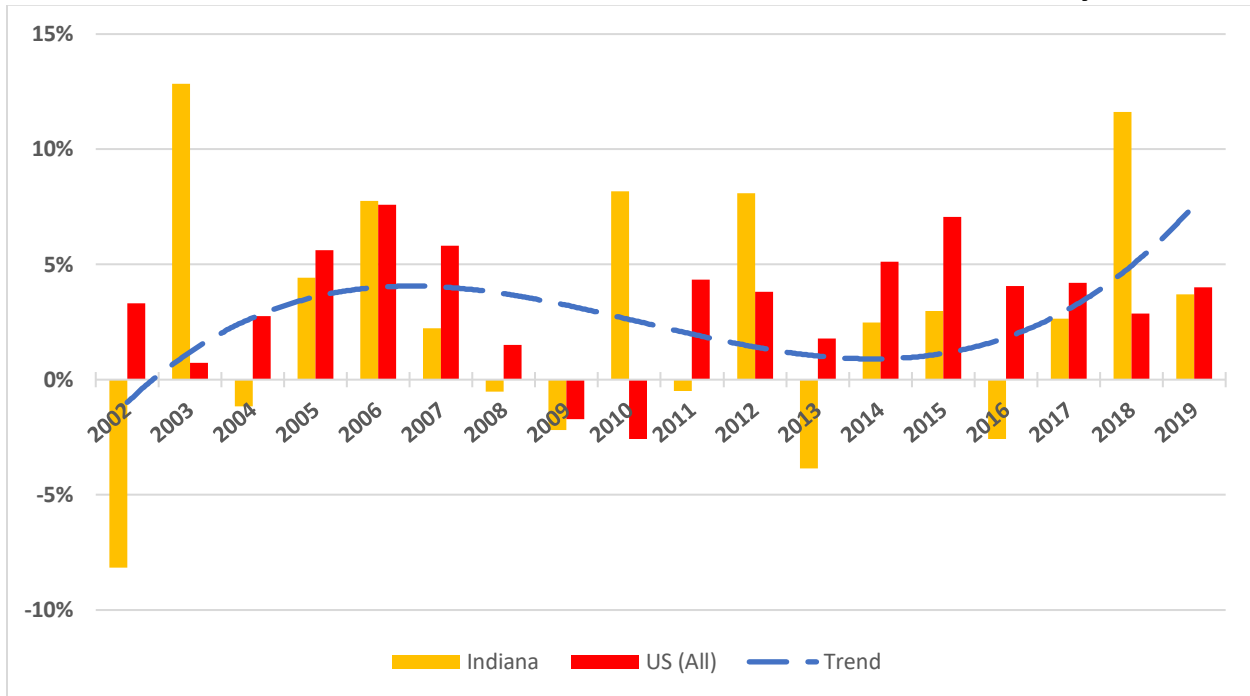
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the average weekly wage for Indiana workers in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by \$375 (56.65%) from \$662 to \$1,037. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 79.85% from \$665 in 2001 to \$1,196 in 2019.

When reviewed by year, Indiana's Nonresidential Poured Concrete Foundation and Structure Contractors subindustry saw decreases in the average weekly wage in seven years of the survey period. The largest such decrease occurred in 2002, when the average weekly wage decreased by 8.16% from \$662 in 2001 to \$608. Increases in the average weekly wage in Indiana were tracked in eleven of the studied years, with the largest percentage increase occurring in 2003. In that year, the average weekly

wage for Hoosiers employed in Indiana's Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 12.83% from \$608 in 2002 to \$686.

Percent of Change in Average Weekly Wages for the Nonresidential Poured Concrete Foundation and Structure Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

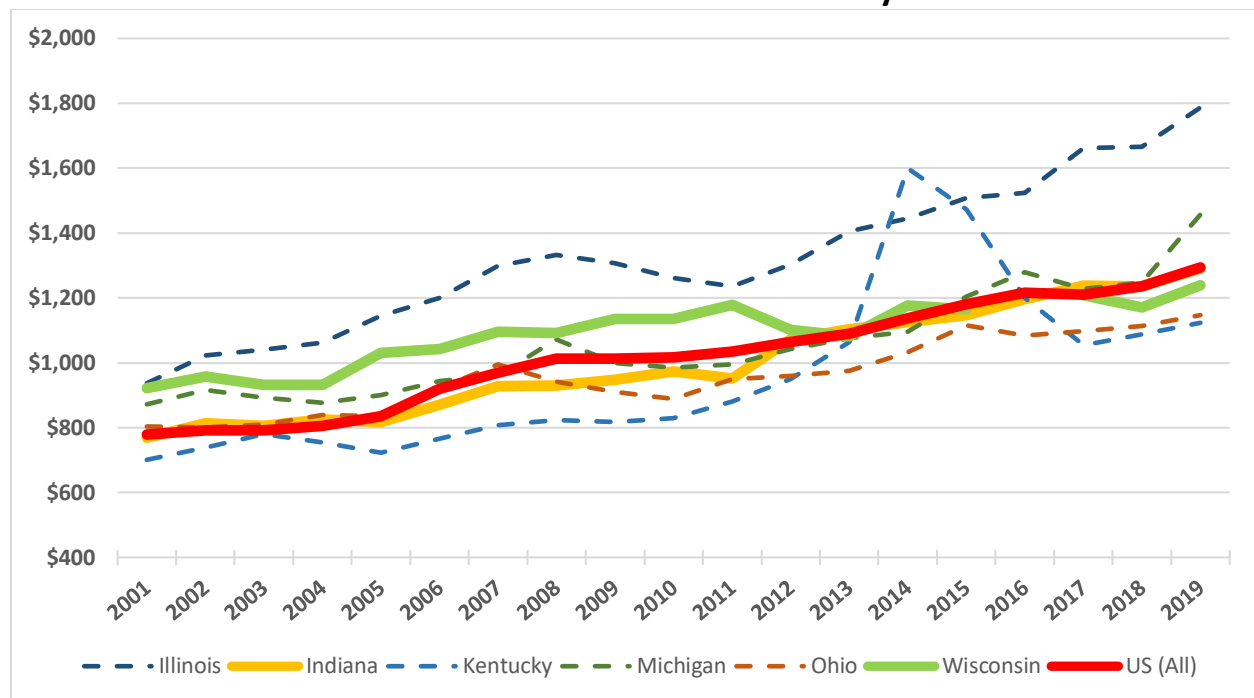
As noted above, the national average weekly wage for workers in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 79.85% from \$665 in 2001 to \$1,196 in 2019. Decreases in the average weekly wage were noted in two of the years in the sample period. The largest decrease nationally occurred in 2010, when the average weekly wage decreased from \$853 in 2009 to \$831 (2.58%). Increases occurred in sixteen years, with 2006 experiencing the largest. The national average weekly wage in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 7.59% in that year from \$751 in 2005 to \$808.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry experienced a 2.99% increase in the average weekly wage from \$870 in 2014 to \$896. The increase appears to have started trending upward in 2014. This increase did not continue in 2016, as the average weekly wage decreased by \$23 (2.57%). Since that time, the average weekly wage in Indiana's Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased, resulting in a four-year gain of \$164 (18.79%) through 2019.

Average Weekly Wages: NAICS 238122-Nonresidential Structural Steel and Precast Concrete Contractors

The Nonresidential Structural Steel and Precast Concrete Contractors subindustry encompasses establishments primarily engaged in: (1) erecting and assembling structural parts made from steel or precast concrete (e.g., steel beams, structural steel components, and similar products of precast concrete) in nonresidential buildings; and/or (2) assembling and installing other steel construction products (e.g., steel rods, bars, rebar, mesh, and cages) to reinforce poured-in-place concrete) in nonresidential buildings. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Structural Steel and Precast Concrete Contractors Subindustry



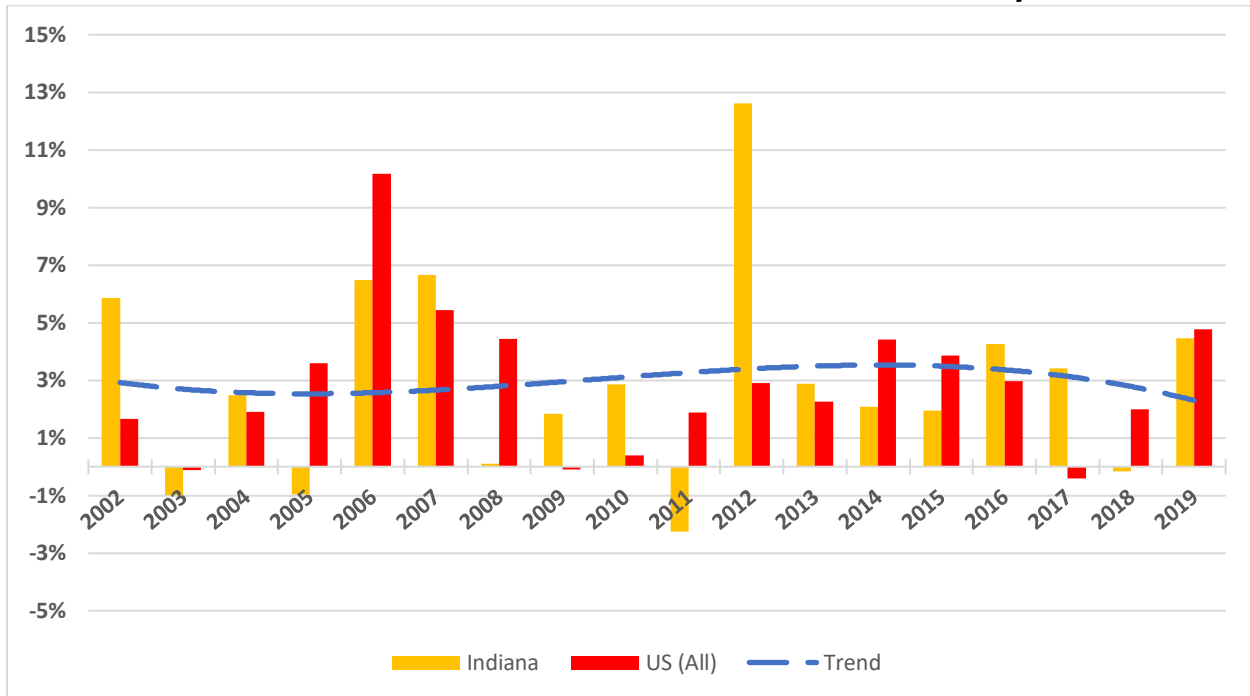
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage paid to Indiana workers in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry from 2001 through 2019 increased by \$522 (67.88%) from \$769 to \$1,291. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry increased by 66.11% from \$779 in 2001 to \$1,294 in 2019.

Reviewing the data by year, Indiana's Nonresidential Structural Steel and Precast Concrete Contractors subindustry saw decreases in the average weekly wage in four years of the survey period. The largest such decrease occurred in 2011, when the average weekly wage decreased by 2.26% from \$974 in 2010 to \$952. Increases in the average weekly wage in Indiana were tracked in fourteen of the studied years,

with the largest percentage increase occurring in 2012. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Structural Steel and Precast Concrete Contractors subindustry increased by 12.61% from \$952 in 2011 to \$1,072.

Percent of Change in Average Weekly Wages for the Nonresidential Structural Steel and Precast Concrete Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

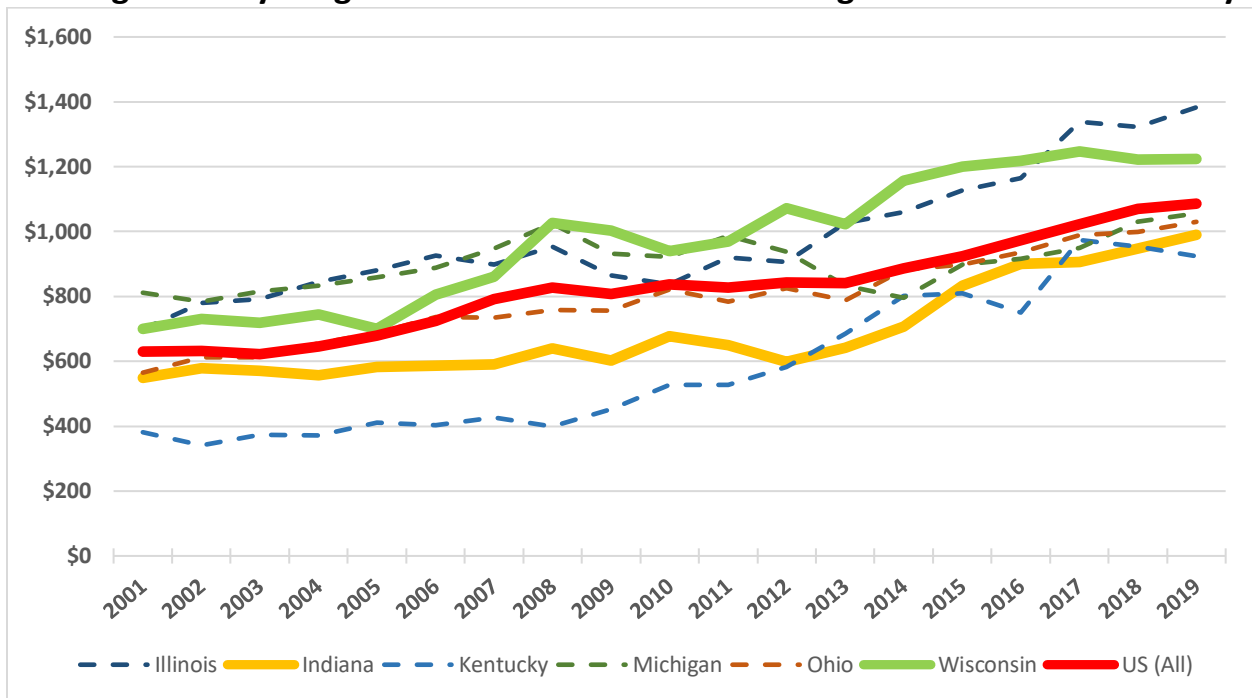
As noted above, the national average weekly wage for workers in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry increased by 66.11% from \$779 in 2001 to \$1,294 in 2019. Decreases in the average weekly wage were noted in three of the years in the sample period. The largest decrease nationally occurred in 2017, when the average weekly wage decreased from \$1,216 in 2016 to \$1,211 (0.41%). Increases occurred in fifteen years, with 2006 experiencing the largest. The national average weekly wage in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry increased by 10.18% in that year from \$835 in 2005 to \$920.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Structural Steel and Precast Concrete Contractors subindustry experienced a 1.95% increase in the average weekly wage from \$1,126 in 2014 to \$1,148. This continued an upward trend that began in 2012. This increase carried into 2016, with an increase of \$49 (4.27%). Since that time, the average weekly wage in Indiana's Nonresidential Structural Steel and Precast Concrete Contractors subindustry has continued to fluctuate, resulting in a four-year gain of \$94 (7.85%) through 2019.

Average Weekly Wages: NAICS 238132-Nonresidential Framing Contractors

The Nonresidential Framing Contractors subindustry is comprised of establishments primarily engaged in nonresidential structural framing and sheathing using materials other than structural steel or concrete. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Framing Contractors Subindustry

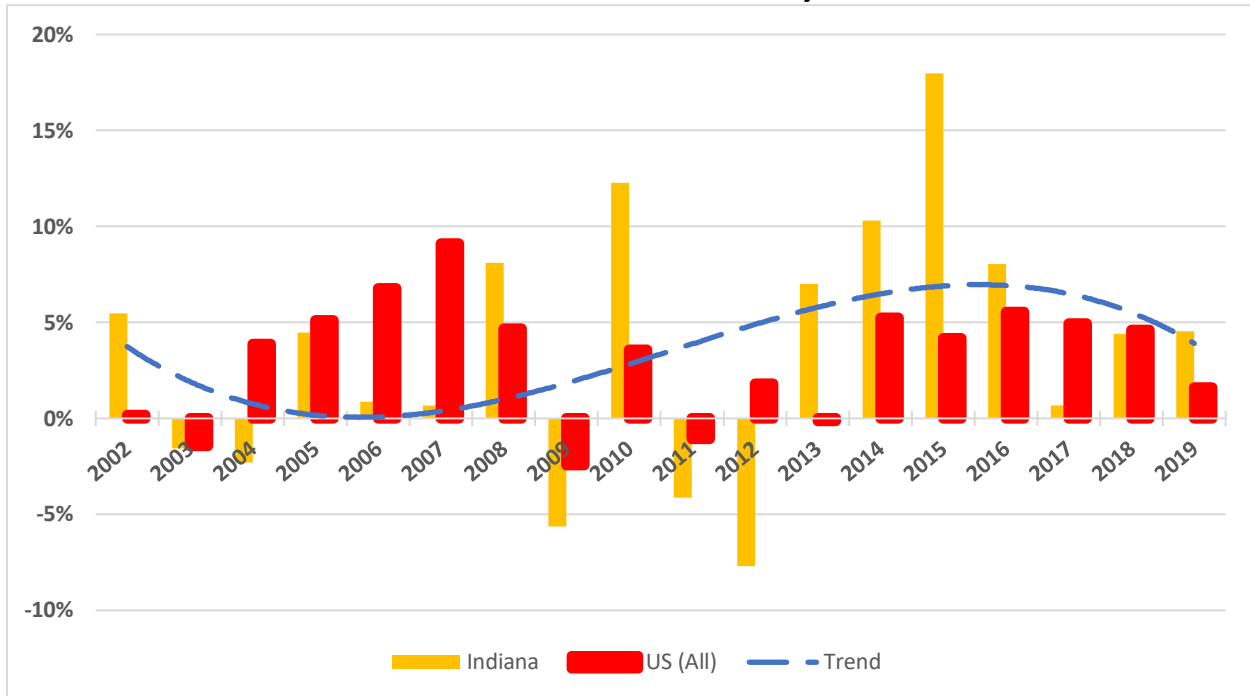


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the average weekly wage for Indiana workers in the Nonresidential Framing Contractors subindustry increased by \$441 (80.33%) from \$549 to \$990. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Nonresidential Framing Contractors subindustry increased by 72.38% from \$630 in 2001 to \$1,086 in 2019.

When reviewed by year, Indiana's Nonresidential Framing Contractors subindustry saw decreases in the average weekly wage in five years of the survey period. The largest such decrease occurred in 2012, when the average weekly wage decreased by 7.70% from \$649 in 2011 to \$599. Increases in the average weekly wage in Indiana were tracked in thirteen of the studied years, with the largest percentage increase occurring in 2015. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Framing Contractors subindustry increased by 17.96% from \$707 in 2014 to \$834.

Percent of Change in Average Weekly Wages for the Nonresidential Framing Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

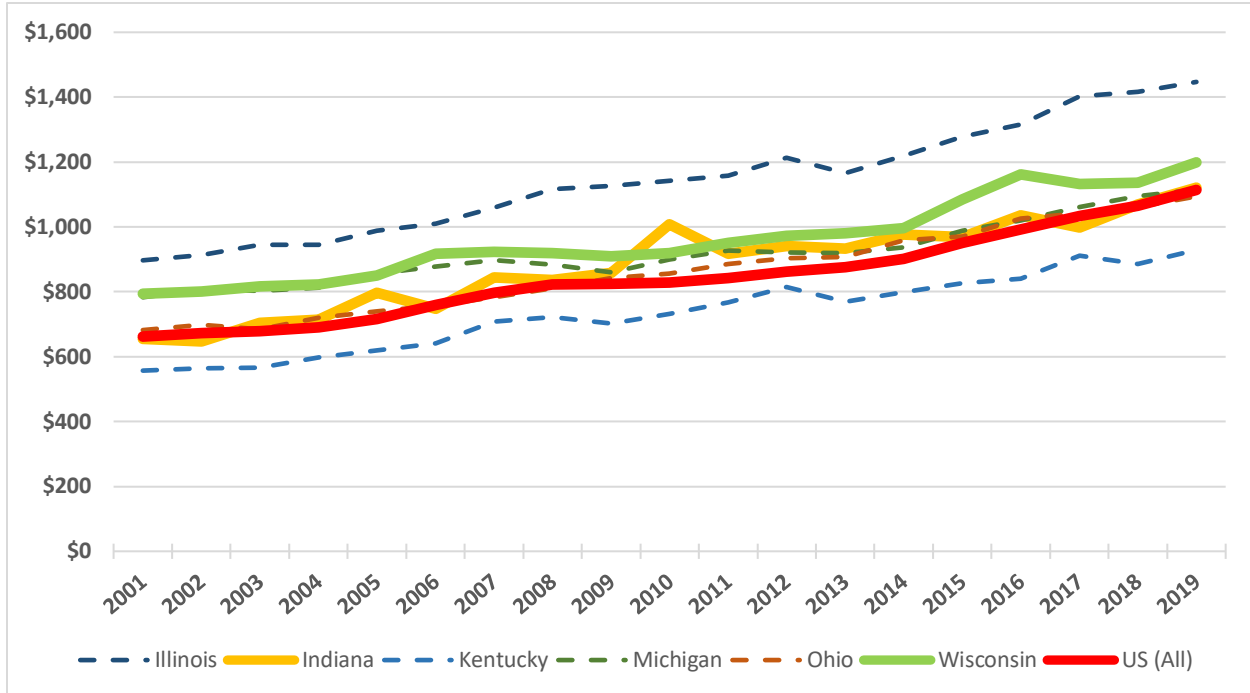
As noted above, the national average weekly wage for workers in the Nonresidential Framing Contractors subindustry increased by 72.38% from \$630 in 2001 to \$1,086 in 2019. Decreases in the average weekly wage were noted in four of the years in the sample period. The largest decrease nationally occurred in 2009, when the average weekly wage decreased from \$828 in 2008 to \$808 (2.42%). Increases occurred in fourteen years, with 2007 experiencing the largest. The national average weekly wage in the Nonresidential Framing Contractors subindustry increased by 9.10% in that year from \$725 in 2006 to \$791.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Framing Contractors subindustry experienced a 17.96% increase in the average weekly wage from \$707 in 2014 to \$834. The increase appears to have started trending upward in 2013. This increase carried into 2016, with an increase of \$67 (8.03%). Since that time, the average weekly wage in Indiana's Nonresidential Framing Contractors subindustry has continued to increase, resulting in a four-year gain of \$89 (9.88%) through 2019.

Average Weekly Wages: NAICS 238142-Nonresidential Masonry Contractors

The Nonresidential Masonry Contractors subindustry includes establishments primarily engaged in nonresidential masonry work, stone setting, brick laying, and other stone work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Masonry Contractors Subindustry

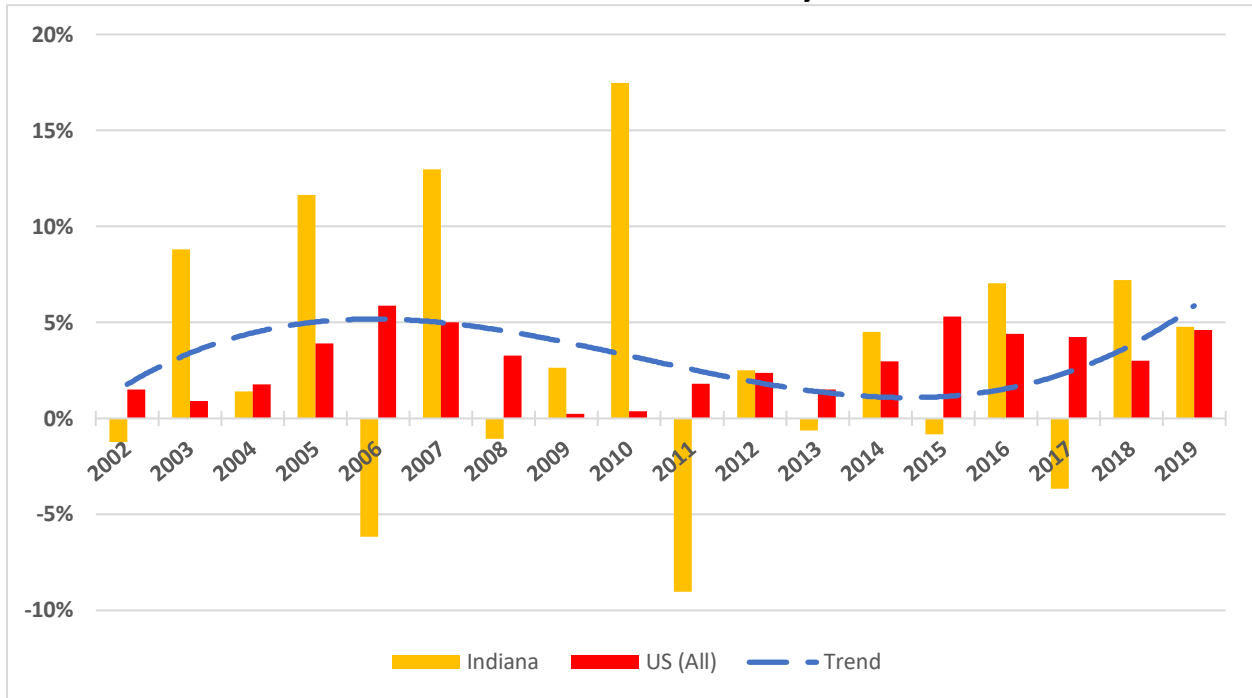


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv/en>

The average weekly wage paid to Indiana workers in the Nonresidential Masonry Contractors subindustry from 2001 through 2019 increased by \$466 (71.15%) from \$655 to \$1,121. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. The average weekly wage for workers in the Nonresidential Masonry Contractors subindustry increased nationwide by 68.28% from \$662 in 2001 to \$1,114 in 2019.

When reviewed by year, Indiana's Nonresidential Masonry Contractors subindustry saw decreases in the average weekly wage in seven years of the survey period. The largest such decrease occurred in 2011, when the average weekly wage decreased by 9.03% from \$1,008 in 2010 to \$917. Increases in the average weekly wage in Indiana were tracked in eleven of the studied years, with the largest percentage increase occurring in 2010. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Masonry Contractors subindustry increased by 17.48% from \$858 in 2009 to \$1,008.

Percent of Change in Average Weekly Wages for the Nonresidential Masonry Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

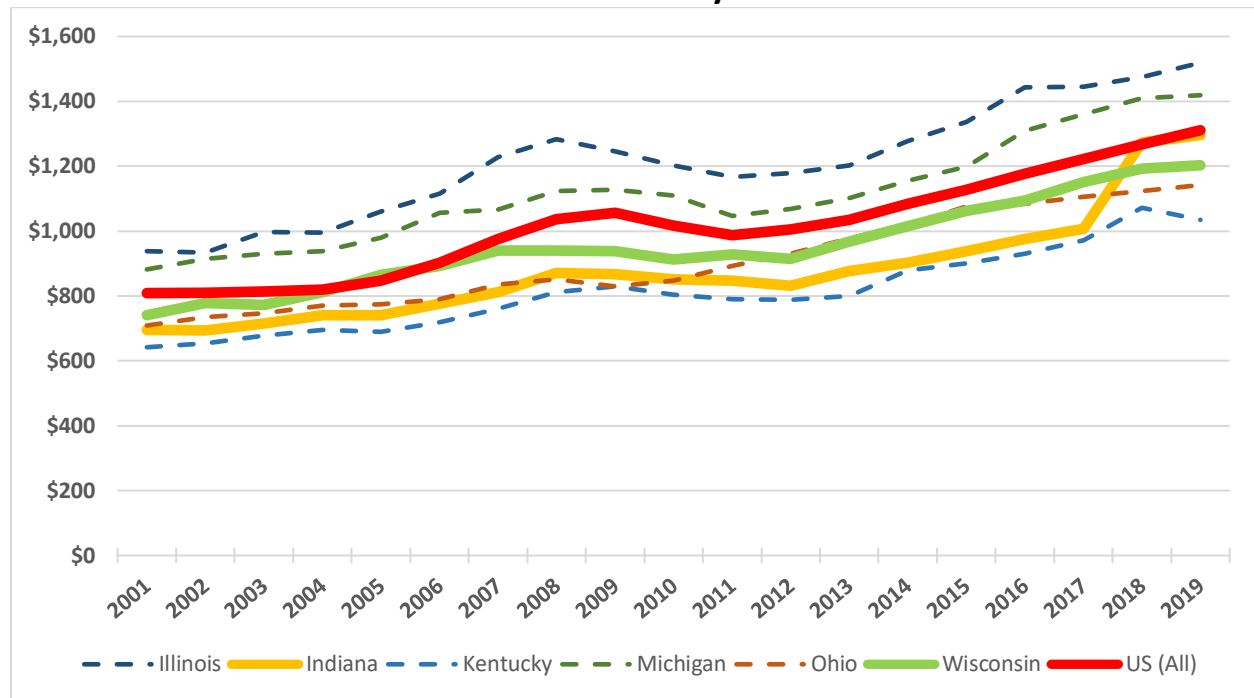
As noted above, the average weekly wage for workers in the Nonresidential Masonry Contractors subindustry nationally increased by 68.28% from \$662 in 2001 to \$1,114 in 2019. Decreases in the average weekly wage were noted in zero of the years in the sample period. Increases occurred in eighteen years, with 2006 experiencing the largest. The national average weekly wage in the Nonresidential Masonry Contractors subindustry increased by 5.86% in that year from \$717 in 2005 to \$759.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Masonry Contractors subindustry experienced a 0.82% decrease in the average weekly wage from \$976 in 2014 to \$968. This reversed an uptick from 2014. This decrease did not continue in 2016, as the average weekly wage increased by \$68 (7.02%). Since that time, the average weekly wage in Indiana's Nonresidential Masonry Contractors subindustry has continued to fluctuate, resulting in a four-year gain of \$85 (8.20%) through 2019.

Average Weekly Wages: NAICS 238152-Nonresidential Glass and Glazing Contractors

The Nonresidential Glass and Glazing Contractors subindustry consists of establishments primarily engaged in installing glass panes in prepared openings (i.e., glazing work) and other glass work for nonresidential buildings. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Glass and Glazing Contractors Subindustry

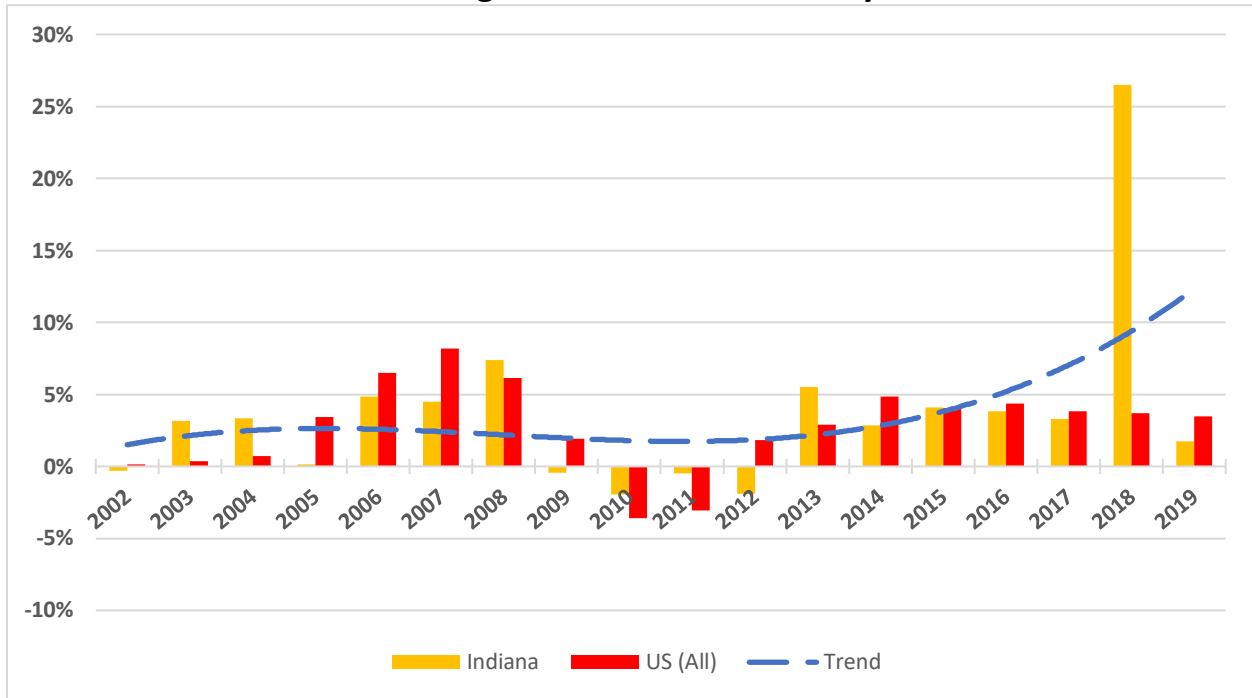


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage across Indiana for workers in the Nonresidential Glass and Glazing Contractors subindustry from 2001 through 2009 increased by \$600 (86.21%) from \$696 to \$1,296. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. The average weekly wage for workers in the Nonresidential Glass and Glazing Contractors subindustry increased nationwide by 62.05% from \$809 in 2001 to \$1,311 in 2019.

When reviewed by year, Indiana's Nonresidential Glass and Glazing Contractors subindustry saw decreases in the average weekly wage in five years of the survey period. The largest such decrease occurred in 2010, when the average weekly wage decreased by 1.96% from \$868 in 2009 to \$851. Increases in the average weekly wage in Indiana were tracked in thirteen of the studied years, with the largest percentage increase occurring in 2018. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Glass and Glazing Contractors subindustry increased by 26.51% from \$1,007 in 2017 to \$1,274.

Percent of Change in Average Weekly Wages for the Nonresidential Glass and Glazing Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

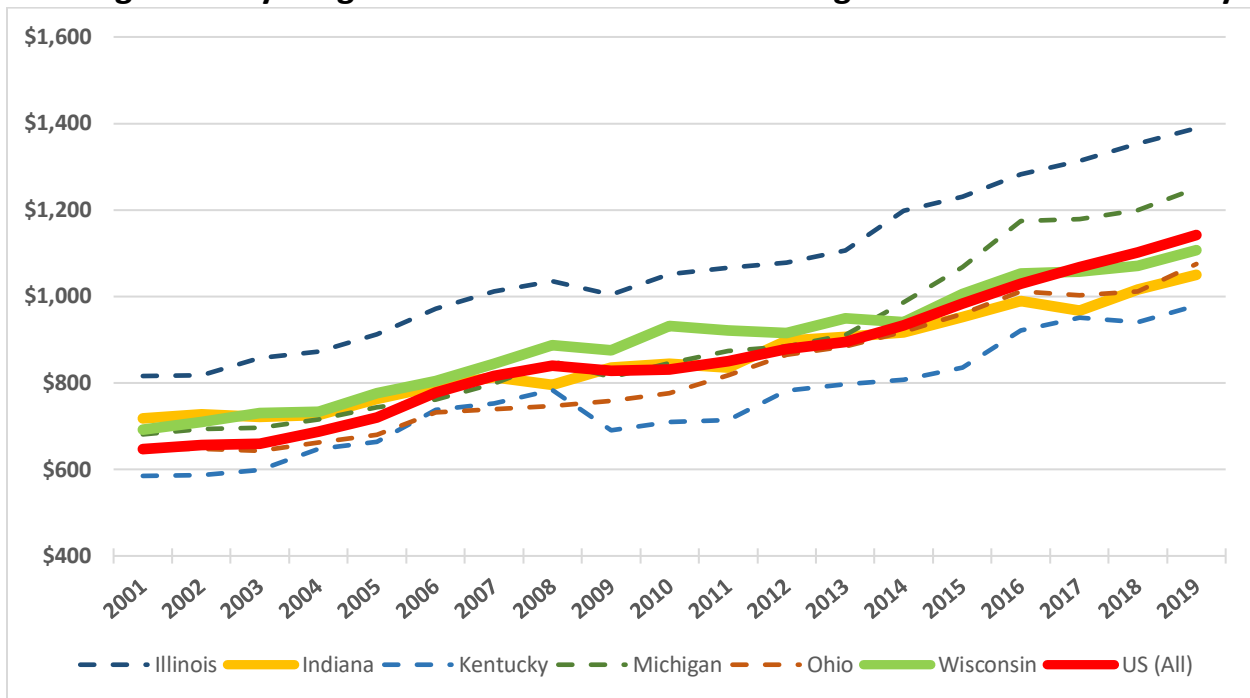
As noted above, the average weekly wage for workers in the Nonresidential Glass and Glazing Contractors subindustry nationally increased by 62.05% from \$809 in 2001 to \$1,311 in 2019. Decreases in the average weekly wage were noted in two of the years in the sample period. The largest decrease nationally also occurred in 2010, when the average weekly wage decreased from \$1,056 in 2009 to \$1,018 (3.60%). Increases occurred in sixteen years, with 2007 experiencing the largest. The national average weekly wage in the Nonresidential Glass and Glazing Contractors subindustry increased by 8.20% in that year from \$902 in 2006 to \$976.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Glass and Glazing Contractors subindustry experienced a 4.10% increase in the average weekly wage from \$902 in 2014 to \$939. The increase appears to have started trending upward in 2013. This increase carried into 2016, with an increase of \$36 (3.83%). Since that time, the average weekly wage in Indiana's Nonresidential Glass and Glazing Contractors subindustry has continued to increase, resulting in a four-year gain of \$321 (32.92%) through 2019.

Average Weekly Wages: NAICS 238162-Nonresidential Roofing Contractors

The Nonresidential Roofing Contractors subindustry encompasses establishments primarily engaged in nonresidential roofing. This subindustry also includes establishments treating roofs (i.e., spraying, painting, or coating) and installing skylights. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Roofing Contractors Subindustry

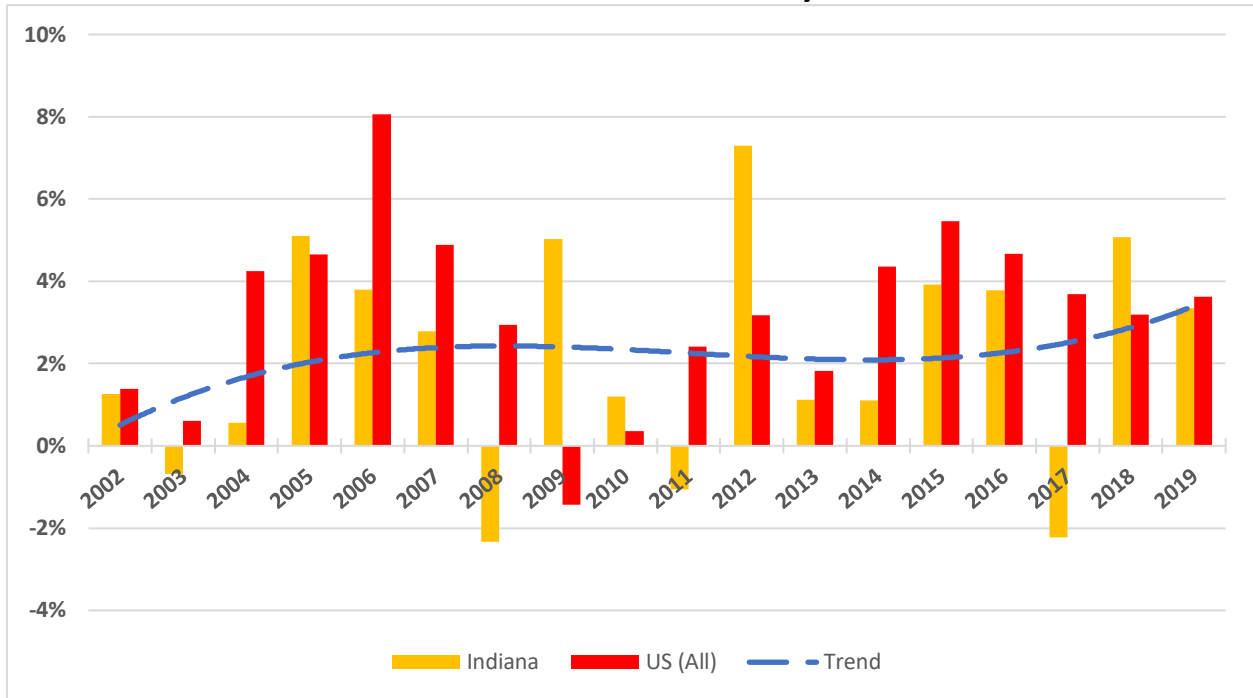


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage paid to Indiana workers in the Nonresidential Roofing Contractors subindustry from 2001 through 2019 increased by \$332 (46.24%) from \$718 to \$1,050. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. The average weekly wage for workers in the Nonresidential Roofing Contractors subindustry increased nationwide by 76.51% from \$647 in 2001 to \$1,142 in 2019.

Reviewing the data by year, Indiana's Nonresidential Roofing Contractors subindustry saw decreases in the average weekly wage in four years of the survey period. The largest such decrease occurred in 2008, when the average weekly wage decreased by 2.33% from \$814 in 2007 to \$795. Increases in the average weekly wage in Indiana were tracked in fourteen of the studied years, with the largest percentage increase occurring in 2012. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Roofing Contractors subindustry increased by 7.30% from \$836 in 2011 to \$897.

Percent of Change in Average Weekly Wages for the Nonresidential Roofing Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

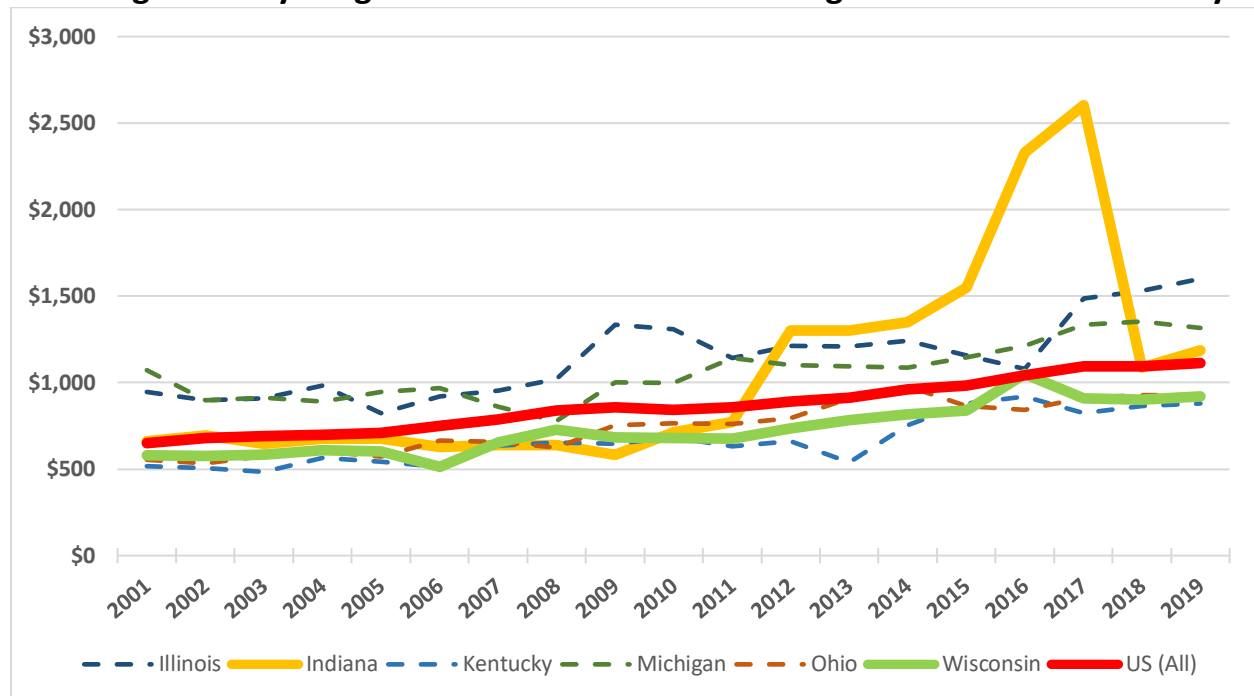
As noted above, the average weekly wage for workers in the Nonresidential Roofing Contractors subindustry nationally increased by 76.51% from \$647 in 2001 to \$1,142 in 2019. Decreases in the average weekly wage were noted in one of the years in the sample period. The largest decrease nationally occurred in 2009, when the average weekly wage decreased from \$840 in 2008 to \$828 (1.43%). Increases occurred in seventeen years, with 2006 experiencing the largest. The national average weekly wage in the Nonresidential Roofing Contractors subindustry increased by 8.06% in that year from \$720 in 2005 to \$778.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Roofing Contractors subindustry experienced a 3.93% increase in the average weekly wage from \$917 in 2014 to \$953. This continued an upward trend that began in 2012. This increase carried into 2016, with an increase of \$36 (3.78%). Since that time, the average weekly wage in Indiana's Nonresidential Roofing Contractors subindustry has continued to fluctuate, resulting in a four-year gain of \$61 (6.17%) through 2019.

Average Weekly Wages: NAICS 238172-Nonresidential Siding Contractors

The Nonresidential Siding Contractors subindustry is comprised of establishments primarily engaged installing siding of wood, aluminum, vinyl or other exterior finish material (except brick, stone, stucco, or curtain wall) on nonresidential buildings. This subindustry also includes establishments installing gutters and downspouts on nonresidential buildings. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Siding Contractors Subindustry



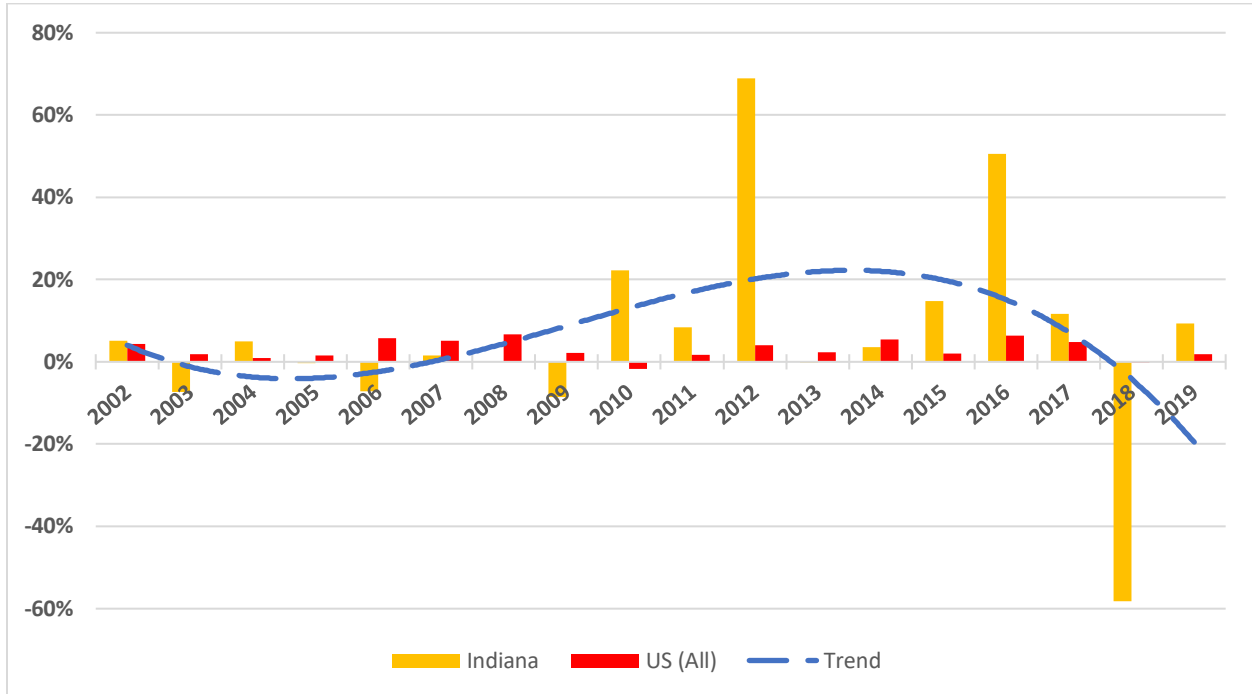
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the average weekly wage for Indiana workers in the Nonresidential Siding Contractors subindustry increased by \$526 (79.46%) from \$662 to \$1,188. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Nonresidential Siding Contractors subindustry increased by 71.23% from \$650 in 2001 to \$1,113 in 2019.

Reviewing the data by year, Indiana's Nonresidential Siding Contractors subindustry saw decreases in the average weekly wage in six years of the survey period. The largest such decrease occurred in 2018, when the average weekly wage decreased by 58.24% from \$2,603 in 2017 to \$1,087. Increases in the average weekly wage in Indiana were tracked in eleven of the studied years, with the largest percentage of increase occurring in 2012. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Siding Contractors subindustry increased by 68.87% from \$771 in 2011 to \$1,302.

A second dynamic increase in wages came in 2016, where wages increased to \$2,331 from \$1,548 in 2015 (50.58%). It is unclear what would have caused this jump in average annual wages, but the wages fell back to \$1,087 in 2018, closer to the national average.

Percent of Change in Average Weekly Wages for the Nonresidential Siding Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

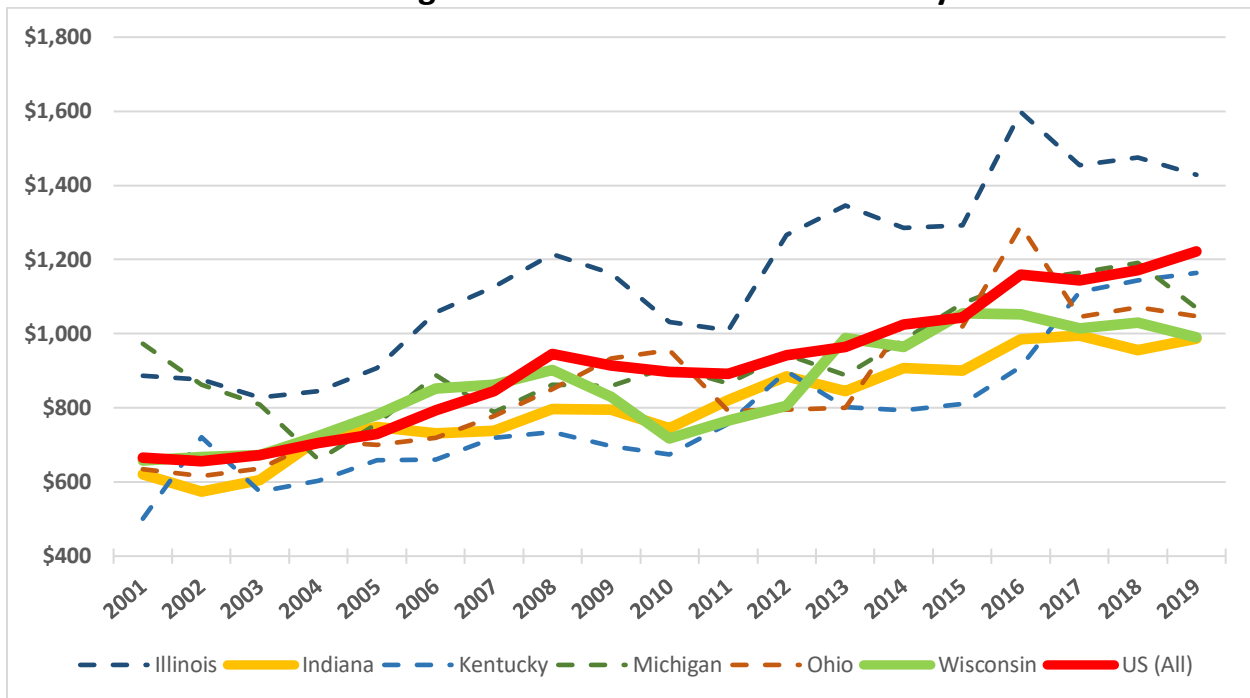
As noted above, the national average weekly wage for workers in the Nonresidential Siding Contractors subindustry increased by 71.23% from \$650 in 2001 to \$1,113 in 2019. Decreases in the average weekly wage were noted in two of the years in the sample period. The largest decrease nationally occurred in 2010, when the average weekly wage decreased from \$858 in 2009 to \$843 (1.75%). Increases occurred in sixteen years, with 2008 experiencing the largest. The national average weekly wage in the Nonresidential Siding Contractors subindustry increased by 6.73% in that year from \$787 in 2007 to \$840.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Siding Contractors subindustry experienced a 14.84% increase in the average weekly wage from \$1,348 in 2014 to \$1,548. This continued an upward trend that began in 2014. This increase carried into 2016, with an increase of \$783 (50.58%). Since that time, the average weekly wage in Indiana's Nonresidential Siding Contractors subindustry has continued to fluctuate, resulting in a four-year loss of \$1,143 (49.03%) through 2019.

Average Weekly Wages: NAICS 238192-Other Nonresidential Foundation, Structure, and Building Exterior Contractors

The Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry includes establishments primarily engaged in nonresidential building foundation and structure trades work (except poured concrete, structural steel, precast concrete, framing, masonry, glass and glazing, roofing, and siding). The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors Subindustry



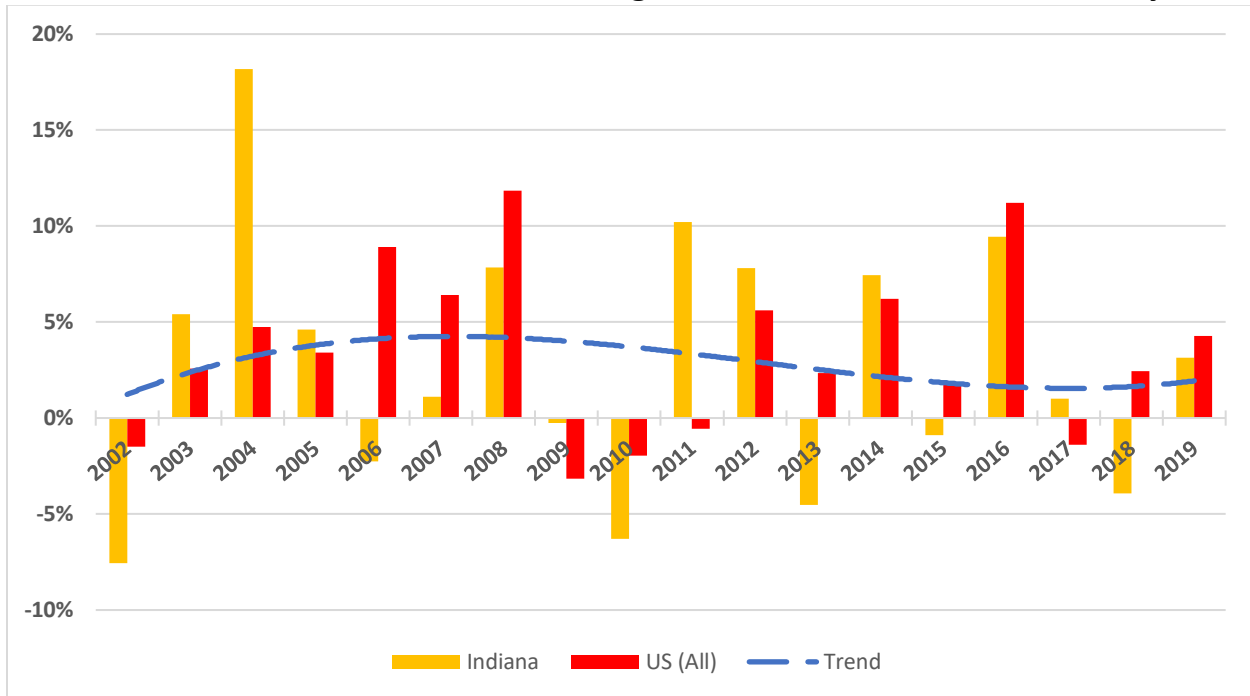
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv/en>

The average weekly wage paid to Indiana workers in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry from 2001 through 2019 increased by \$365 (58.78%) from \$621 to \$986. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 83.48% from \$666 in 2001 to \$1,222 in 2019.

Comparing each year individually, Indiana's Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry saw decreases in the average weekly wage in seven years of the survey period. The largest such decrease occurred in 2002, when the average weekly wage decreased by 7.57% from \$621 in 2001 to \$574. Increases in the average weekly wage in Indiana were tracked in eleven of the studied years, with the largest percentage increase occurring in 2004. In that year, the average

weekly wage for Hoosiers employed in Indiana's Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 18.18% from \$605 in 2003 to \$715.

Percent of Change in Average Weekly Wages for the Other Nonresidential Foundation, Structure, and Building Exterior Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

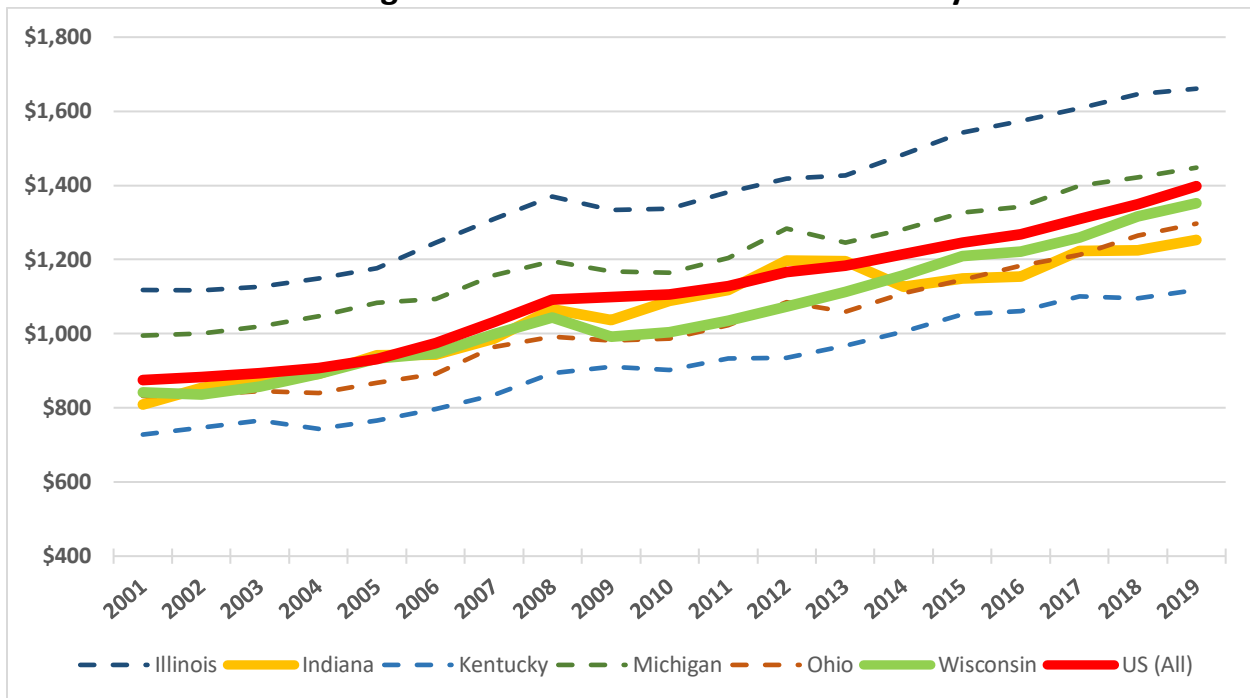
As noted above, the national average weekly wage for workers in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 83.48% from \$666 in 2001 to \$1,222 in 2019. Decreases in the average weekly wage were noted in five of the years in the sample period. The largest decrease nationally occurred in 2009, when the average weekly wage decreased from \$945 in 2008 to \$915 (3.17%). Increases occurred in thirteen years, with 2008 experiencing the largest. The national average weekly wage in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 11.83% in that year from \$845 in 2007 to \$945.

In 2015, the year of the Common Construction Wage repeal, the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry experienced a 0.88% decrease in the average weekly wage from \$908 in 2014 to \$900. This reversed an uptick from 2014. This decrease did not continue in 2016, as the average weekly wage increased by \$85 (9.44%). Since that time, the average weekly wage in Indiana's Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry has continued to fluctuate, resulting in a four-year gain of one (0.10%) through 2019.

Average Weekly Wages: NAICS 238212-Nonresidential Electrical Contractors and Other Wiring Installation Contractors

The Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry consists of establishments primarily engaged in installing and servicing electrical wiring and equipment in nonresidential buildings. Nonresidential electrical contractors included in this subindustry may include both the parts and labor when performing work. Nonresidential electrical contractors may perform new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors Subindustry



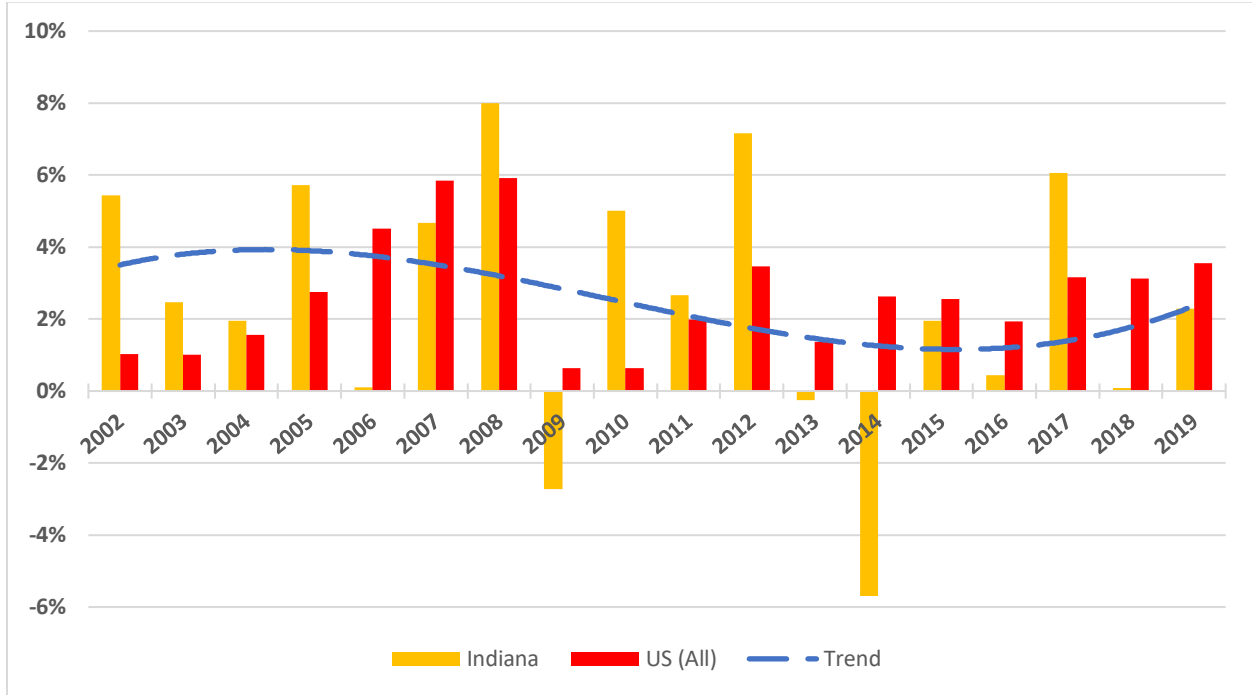
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage paid to Indiana workers in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry from 2001 through 2019 increased by \$444 (54.88%) from \$809 to \$1,253. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. The average weekly wage for workers in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry increased nationwide by 59.77% from \$875 in 2001 to \$1,398 in 2019.

When reviewed by year, Indiana's Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry saw decreases in the average weekly wage in three years of the survey period. The largest such decrease occurred in 2014, when the average weekly wage decreased by 5.69% from \$1,195 in 2013 to \$1,127. Increases in the average weekly wage in Indiana were tracked in fifteen of the studied years, with the largest percentage increase occurring in 2008. In that year, the average weekly

wage for Hoosiers employed in Indiana's Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry increased by 8.00% from \$987 in 2007 to \$1,066.

Percent of Change in Average Weekly Wages for the Nonresidential Electrical Contractors and Other Wiring Installation Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

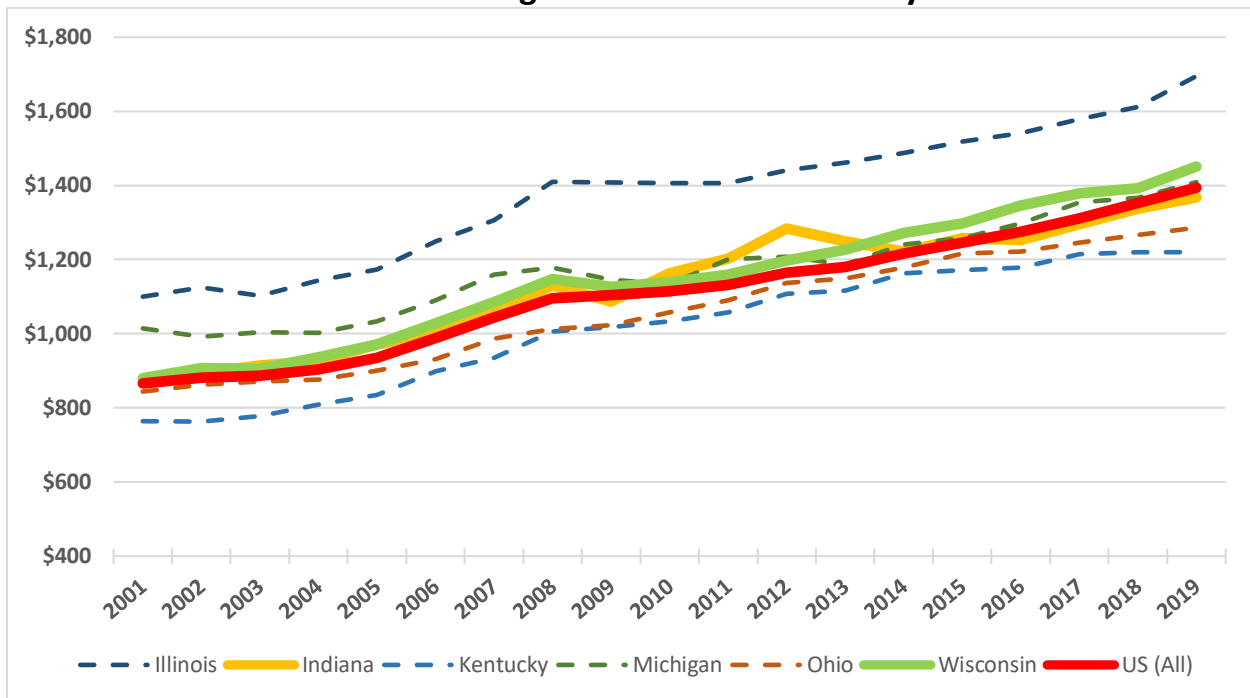
As noted above, the average weekly wage for workers in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry nationally increased by 59.77% from \$875 in 2001 to \$1,398 in 2019. Decreases in the average weekly wage were noted in zero of the years in the sample period. Increases occurred each year, with 2008 also experiencing the largest nationally. The national average weekly wage in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry increased by 5.92% in that year from \$1,031 in 2007 to \$1,092.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry experienced a 1.95% increase in the average weekly wage from \$1,127 in 2014 to \$1,149. This reversed a downward trend that began in 2013. This increase carried into 2016, with an increase of five (0.44%). Since that time, the average weekly wage in Indiana's Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry has continued to increase, resulting in a four-year gain of \$99 (8.58%) through 2019.

Average Weekly Wages: NAICS 238222-Nonresidential Plumbing, Heating, and Air-Conditioning Contractors

The Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry is made up of establishments primarily engaged in installing and servicing nonresidential plumbing, heating, and air-conditioning equipment. Nonresidential contractors in this subindustry may provide both parts and labor when performing work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors Subindustry



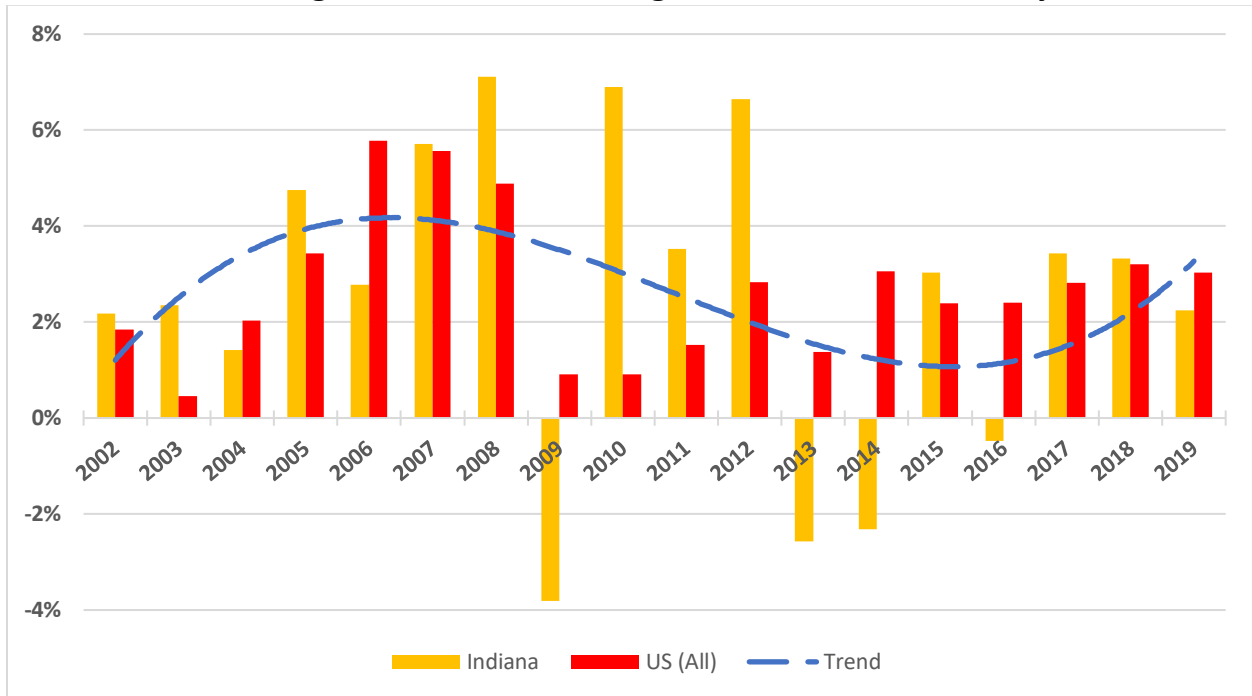
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage across Indiana for workers in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry from 2001 through 2009 increased by \$494 (56.52%) from \$874 to \$1,368. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 60.97% from \$866 in 2001 to \$1,394 in 2019.

Comparing each year individually, Indiana's Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry saw decreases in the average weekly wage in four years of the survey period. The largest such decrease occurred in 2009, when the average weekly wage decreased by 3.81% from \$1,130 in 2008 to \$1,087. Increases in the average weekly wage in Indiana were tracked in fourteen of the studied years, with the largest percentage increase occurring in 2008. In that year, the average

weekly wage for Hoosiers employed in Indiana's Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 7.11% from \$1,055 in 2007 to \$1,130.

Percent of Change in Average Weekly Wages for the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

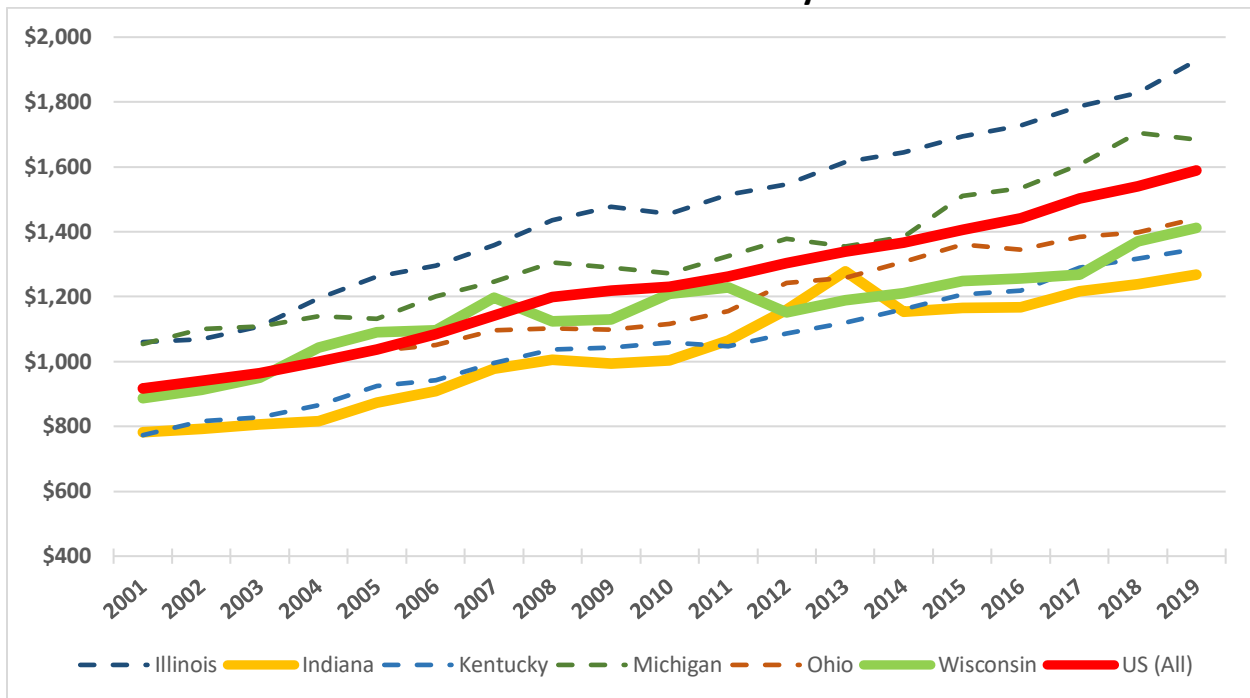
As noted above, the national average weekly wage for workers in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 60.97% from \$866 in 2001 to \$1,394 in 2019. Decreases in the average weekly wage were noted in zero of the years in the sample period. Increases occurred each year, with 2006 experiencing the largest. The national average weekly wage in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 5.78% in that year from \$935 in 2005 to \$989.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry experienced a 3.03% increase in the average weekly wage from \$1,221 in 2014 to \$1,258. This reversed a downward trend that began in 2013. This increase did not continue in 2016, as the average weekly wage decreased by six (0.48%). Since that time, the average weekly wage in Indiana's Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased, resulting in a four-year gain of \$116 (9.27%) through 2019.

Average Weekly Wages: NAICS 238292-Other Nonresidential Building Equipment Contractors

The Other Nonresidential Building Equipment Contractors subindustry encompasses establishments primarily engaged in installing or servicing nonresidential building equipment (except electrical; plumbing; heating, cooling, or ventilation equipment). The repair and maintenance of miscellaneous nonresidential building equipment is included in this subindustry. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Other Nonresidential Building Equipment Contractors Subindustry



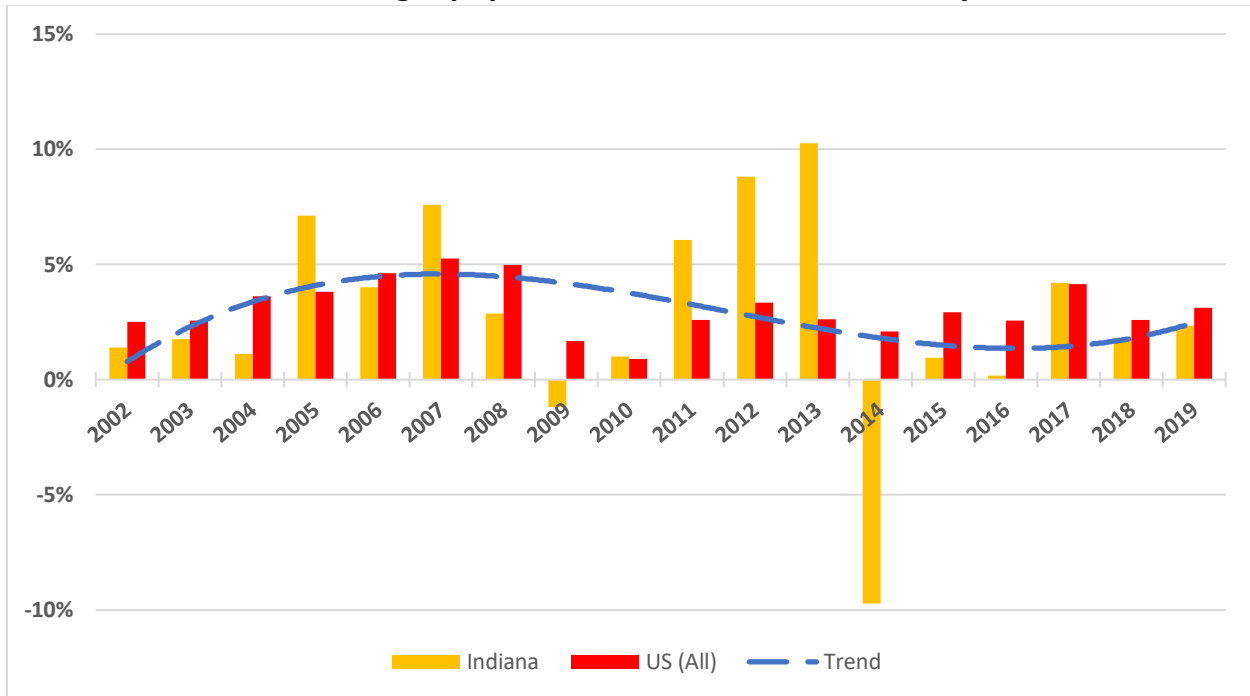
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the average weekly wage for Indiana workers in the Other Nonresidential Building Equipment Contractors subindustry increased by \$485 (62.02%) from \$782 to \$1,267. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Other Nonresidential Building Equipment Contractors subindustry increased by 73.28% from \$917 in 2001 to \$1,589 in 2019.

When reviewed by year, Indiana's Other Nonresidential Building Equipment Contractors subindustry saw decreases in the average weekly wage in two years of the survey period. The largest such decrease occurred in 2014, when the average weekly wage decreased by 9.70% from \$1,278 in 2013 to \$1,154. Increases in the average weekly wage in Indiana were tracked in sixteen of the studied years, with the largest percentage increase occurring in 2013. In that year, the average weekly wage for Hoosiers

employed in Indiana's Other Nonresidential Building Equipment Contractors subindustry increased by 10.27% from \$1,159 in 2012 to \$1,278.

Percent of Change in Average Weekly Wages for the Other Nonresidential Building Equipment Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

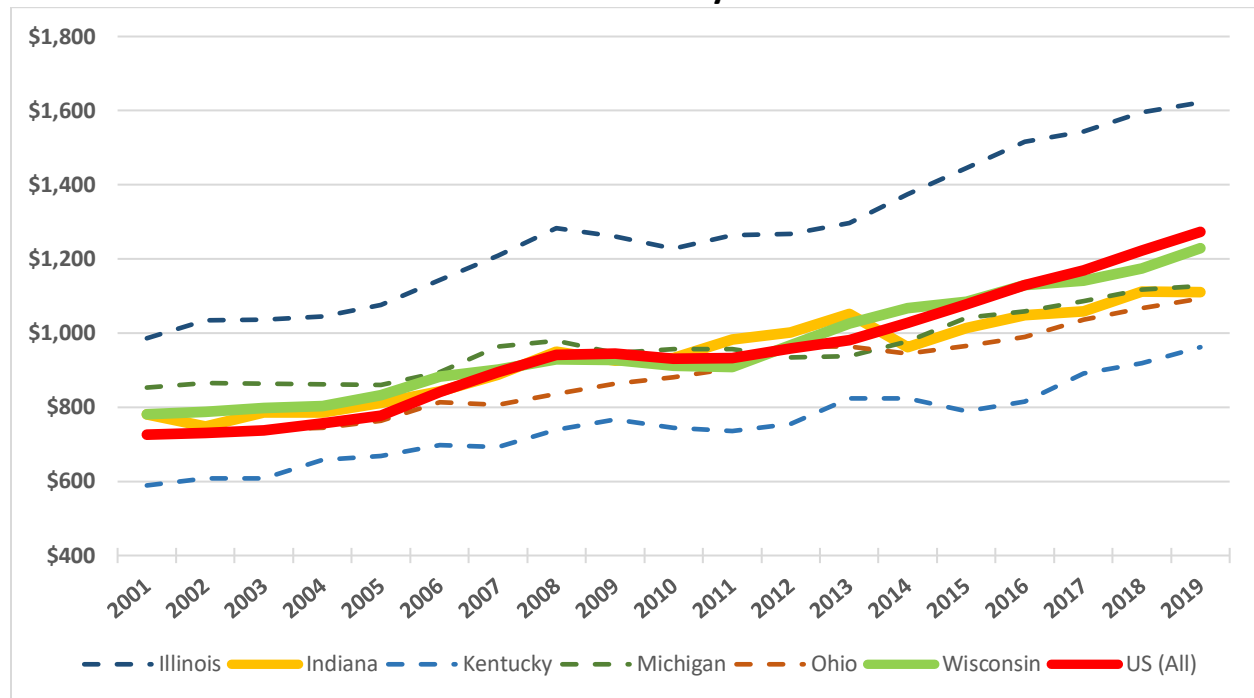
As noted above, the national average weekly wage for workers in the Other Nonresidential Building Equipment Contractors subindustry increased by 73.28% from \$917 in 2001 to \$1,589 in 2019. Decreases in the average weekly wage were noted in zero of the years in the sample period. Increases occurred each, with 2007 experiencing the largest. The national average weekly wage in the Other Nonresidential Building Equipment Contractors subindustry increased by 5.25% in that year from \$1,085 in 2006 to \$1,142.

When the Common Construction Wage Act was repealed in 2015, the Other Nonresidential Building Equipment Contractors subindustry experienced a 0.95% increase in the average weekly wage from \$1,154 in 2014 to \$1,165. This reversed a reduction that occurred in 2014. This increase carried into 2016, with an increase of two (0.17%). Since that time, the average weekly wage in Indiana's Other Nonresidential Building Equipment Contractors subindustry has continued to increase, resulting in a four-year gain of \$100 (8.57%) through 2019.

Average Weekly Wages: NAICS 238312-Nonresidential Drywall and Insulation Contractors

The Nonresidential Drywall and Insulation Contractors subindustry is comprised of establishments primarily engaged in nonresidential drywall, plaster work, and building insulation work. Plaster work includes applying plain or ornamental plaster, and installation of lath to receive plaster. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Drywall and Insulation Contractors Subindustry

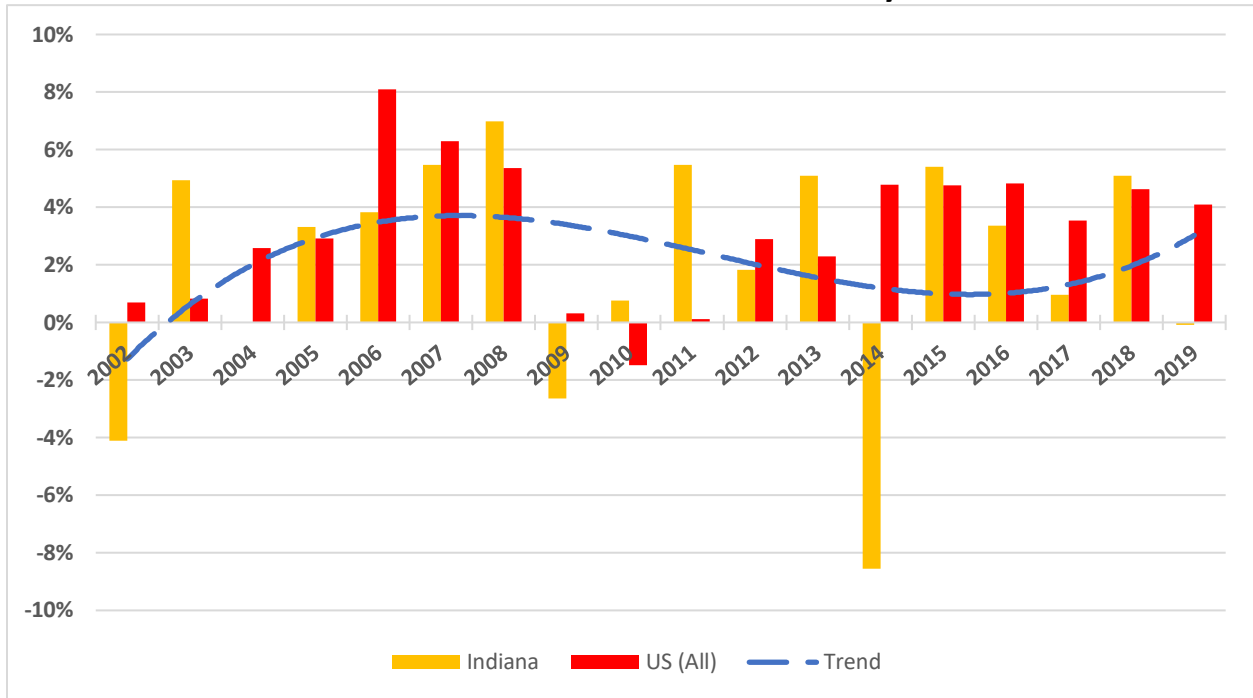


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage across Indiana for workers in the Nonresidential Drywall and Insulation Contractors subindustry from 2001 through 2009 increased by \$331 (42.44%) from \$780 to \$1,111. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Nonresidential Drywall and Insulation Contractors subindustry increased by 75.34% from \$726 in 2001 to \$1,273 in 2019.

When reviewed by year, Indiana's Nonresidential Drywall and Insulation Contractors subindustry saw decreases in the average weekly wage in four years of the survey period. The largest such decrease occurred in 2014, when the average weekly wage decreased by 8.56% from \$1,052 in 2013 to \$962. Increases in the average weekly wage in Indiana were tracked in thirteen of the studied years, with the largest percentage increase occurring in 2008. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Drywall and Insulation Contractors subindustry increased by 6.98% from \$888 in 2007 to \$950.

Percent of Change in Average Weekly Wages for the Nonresidential Drywall and Insulation Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

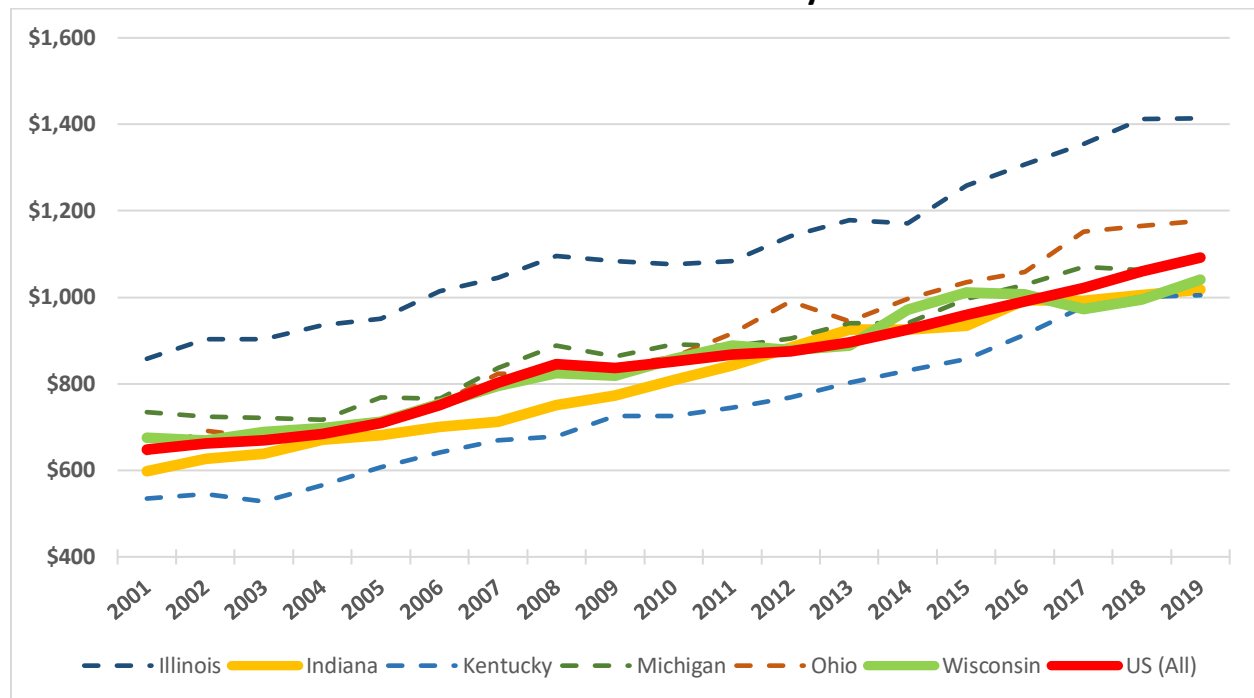
As noted above, the national average weekly wage for workers in the Nonresidential Drywall and Insulation Contractors subindustry increased by 75.34% from \$726 in 2001 to \$1,273 in 2019. Decreases in the average weekly wage were noted in one of the years in the sample period. The largest decrease nationally occurred in 2010, when the average weekly wage decreased from \$945 in 2009 to \$931 (1.48%). Increases occurred in seventeen years, with 2006 experiencing the largest. The national average weekly wage in the Nonresidential Drywall and Insulation Contractors subindustry increased by 8.10% in that year from \$778 in 2005 to \$841.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Drywall and Insulation Contractors subindustry experienced a 5.41% increase in the average weekly wage from \$962 in 2014 to \$1,014. This increase carried into 2016, with an increase of \$34 (3.35%). Since that time, the average weekly wage in Indiana's Nonresidential Drywall and Insulation Contractors subindustry has continued to fluctuate, resulting in a four-year gain of \$63 (6.01%) through 2019.

Average Weekly Wages: NAICS 238322-Nonresidential Painting and Wall Covering Contractors

The Nonresidential Painting and Wall Covering Contractors subindustry includes establishments primarily engaged in nonresidential interior or exterior painting or interior wall covering. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Painting and Wall Covering Contractors Subindustry

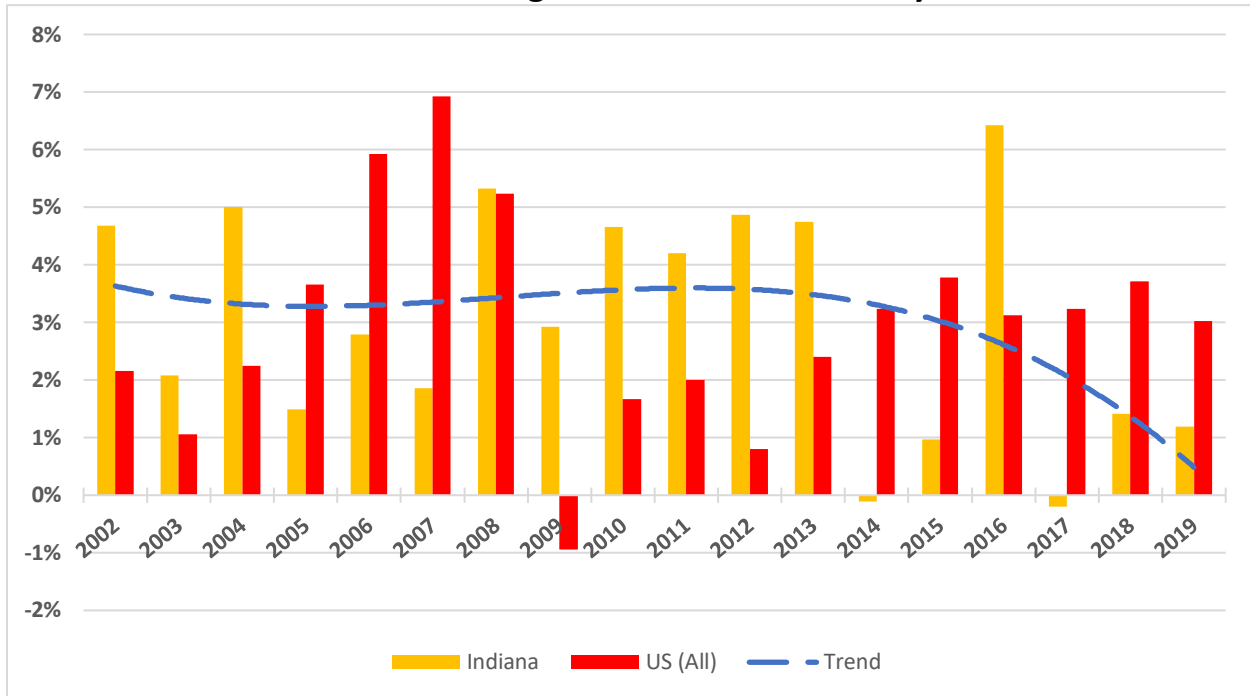


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the average weekly wage for Indiana workers in the Nonresidential Painting and Wall Covering Contractors subindustry increased by \$420 (70.23%) from \$598 to \$1,018. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. The average weekly wage for workers in the Nonresidential Painting and Wall Covering Contractors subindustry increased nationwide by 68.52% from \$648 in 2001 to \$1,092 in 2019.

When reviewed by year, Indiana's Nonresidential Painting and Wall Covering Contractors subindustry saw decreases in the average weekly wage in two years of the survey period. The largest such decrease occurred in 2017, when the average weekly wage decreased by 0.20% from \$994 in 2016 to \$992. Increases in the average weekly wage in Indiana were tracked in sixteen of the studied years, with the largest percentage increase occurring in 2016. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Painting and Wall Covering Contractors subindustry increased by 6.42% from \$934 in 2015 to \$994.

Percent of Change in Average Weekly Wages for the Nonresidential Painting and Wall Covering Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

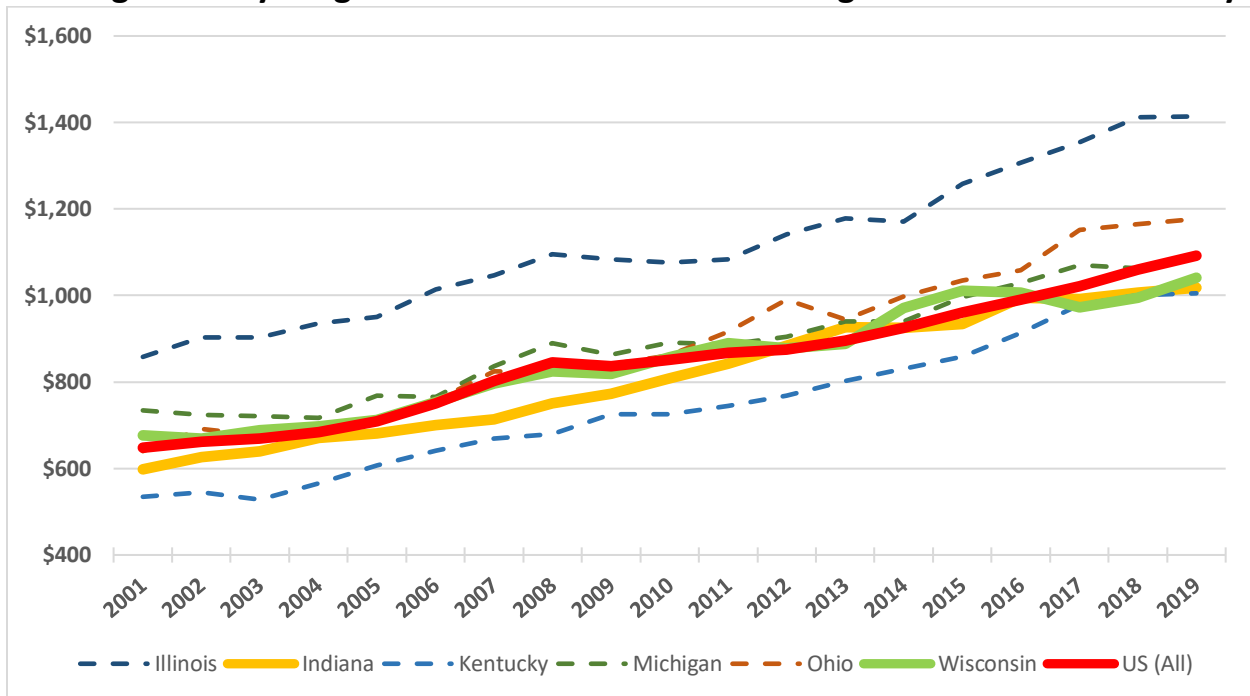
As noted above, the average weekly wage for workers in the Nonresidential Painting and Wall Covering Contractors subindustry nationally increased by 68.52% from \$648 in 2001 to \$1,092 in 2019. Decreases in the average weekly wage were noted in one of the years in the sample period. The largest decrease nationally occurred in 2009, when the average weekly wage decreased from \$845 in 2008 to \$837 (0.95%). Increases occurred in seventeen years, with 2007 experiencing the largest. The national average weekly wage in the Nonresidential Painting and Wall Covering Contractors subindustry increased by 6.92% in that year from \$751 in 2006 to \$803.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Painting and Wall Covering Contractors subindustry experienced a 0.97% increase in the average weekly wage from \$925 in 2014 to \$934. This increase carried into 2016, with an increase of \$60 (6.42%). Since that time, the average weekly wage in Indiana's Nonresidential Painting and Wall Covering Contractors subindustry has continued to fluctuate, resulting in a four-year gain of \$24 (2.41%) through 2019.

Average Weekly Wages: NAICS 238332-Nonresidential Flooring Contractors

This Construction subindustry is comprised of establishments primarily engaged in the nonresidential installation of resilient floor tile, carpeting, linoleum, and hard wood flooring. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Flooring Contractors Subindustry

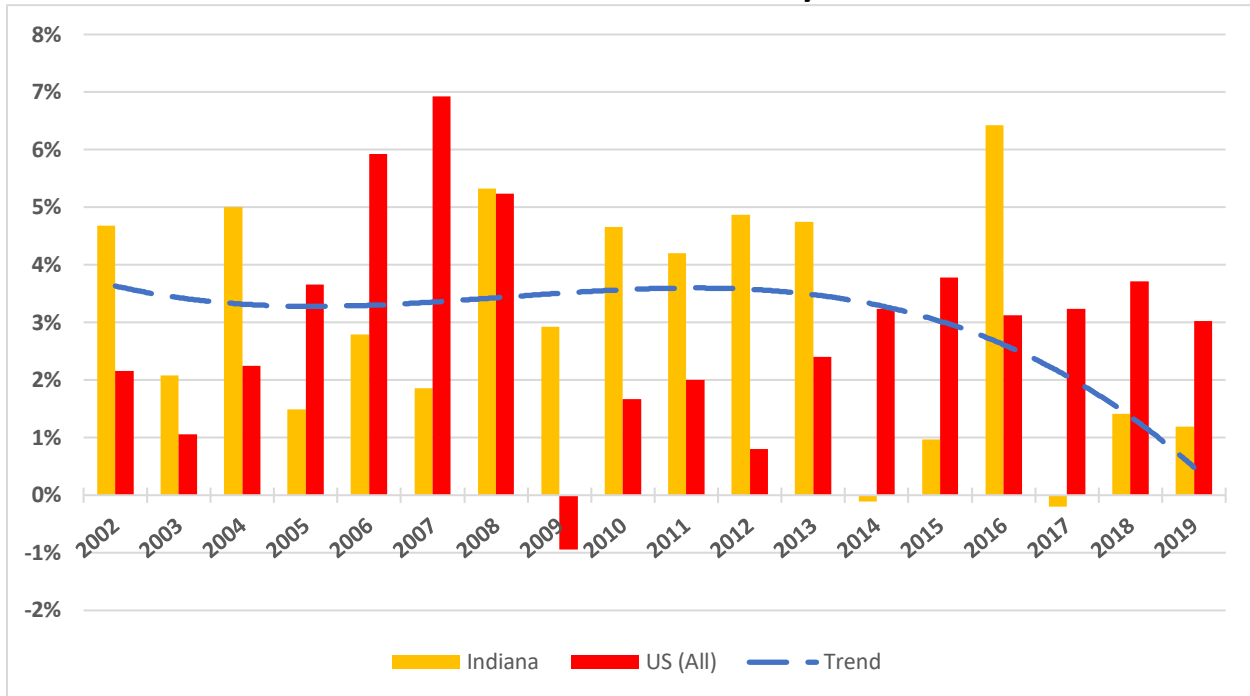


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage paid to Indiana workers in the Nonresidential Flooring Contractors subindustry from 2001 through 2019 increased by \$412 (62.05%) from \$664 to \$1,076. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. The average weekly wage for workers in the Nonresidential Flooring Contractors subindustry nationally increased by 69.02% from \$752 in 2001 to \$1,271 in 2019.

Comparing each year individually, Indiana's Nonresidential Flooring Contractors subindustry saw decreases in the average weekly wage in five years of the survey period. The largest such decrease occurred in 2013, when the average weekly wage decreased by 8.18% from \$844 in 2012 to \$775. Increases in the average weekly wage in Indiana were tracked in twelve of the studied years, with the largest occurring in 2015. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Flooring Contractors subindustry increased by 17.55% from \$832 in 2014 to \$978.

Percent of Change in Average Weekly Wages for the Nonresidential Flooring Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

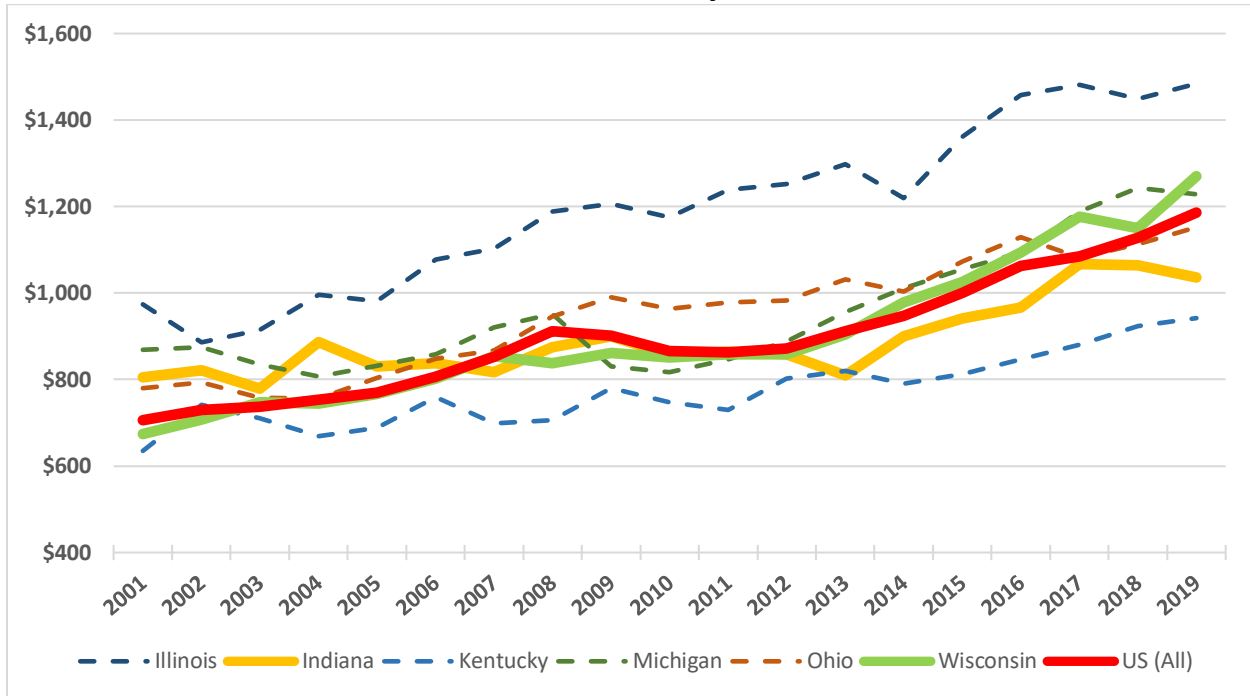
As noted above, the average weekly wage for workers in the Nonresidential Flooring Contractors subindustry nationally increased by 69.02% from \$752 in 2001 to \$1,271 in 2019. Decreases in the average weekly wage were noted in two of the years in the sample period. The largest decrease nationally occurred in 2009, when the average weekly wage decreased from \$971 in 2008 to \$933 (3.91%). Increases occurred in sixteen years, with 2006 experiencing the largest. The national average weekly wage in the Nonresidential Flooring Contractors subindustry increased by 7.65% in that year from \$823 in 2005 to \$886.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Flooring Contractors subindustry experienced a 17.55% increase in the average weekly wage from \$832 in 2014 to \$978. The increase appears to have started trending upward in 2014. This increase carried into 2016, with an increase of \$26 (2.66%). Since that time, the average weekly wage in Indiana's Nonresidential Flooring Contractors subindustry has continued to increase, resulting in a four-year gain of \$72 (7.17%) through 2019.

Average Weekly Wages: NAICS 238342-Nonresidential Tile and Terrazzo Contractors

The Nonresidential Tile and Terrazzo Contractors subindustry consists of establishments primarily engaged in setting and installing ceramic tile, stone (interior only), and mosaic and/or mixing marble particles and cement to make terrazzo at nonresidential job sites. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Tile and Terrazzo Contractors Subindustry

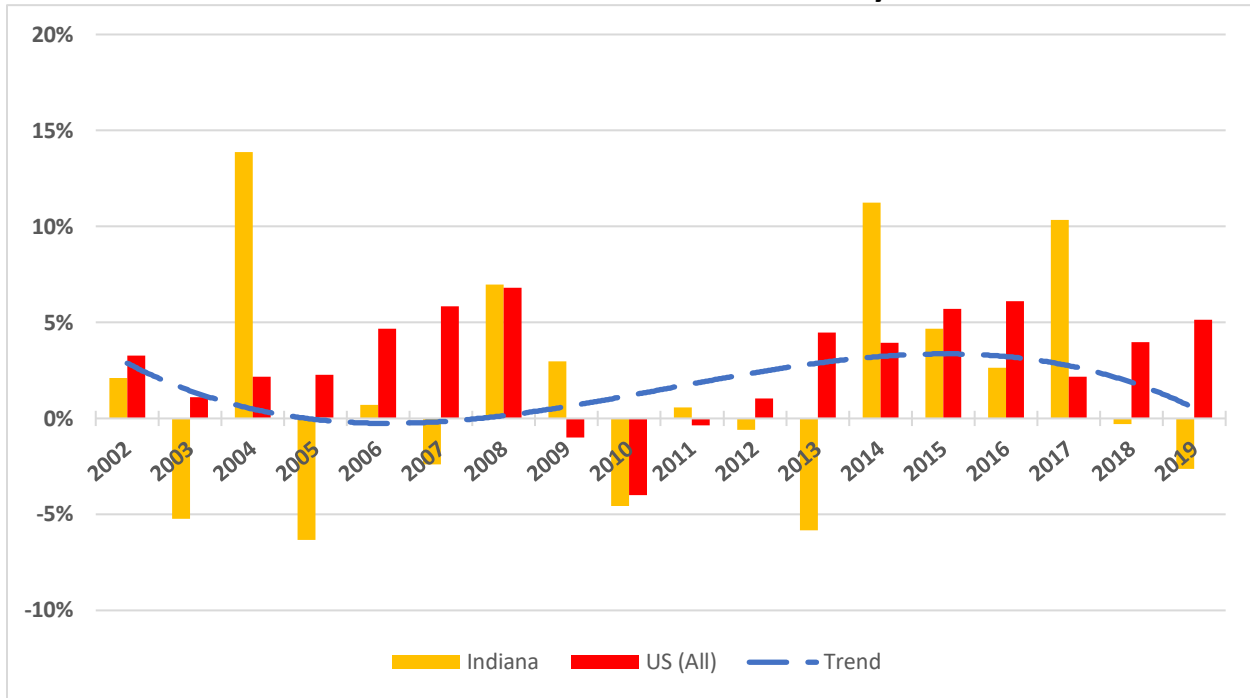


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage across Indiana for workers in the Nonresidential Tile and Terrazzo Contractors subindustry from 2001 through 2009 increased by \$231 (28.70%) from \$805 to \$1,036. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. The average weekly wage for workers in the Nonresidential Tile and Terrazzo Contractors subindustry increased nationwide by 67.99% from \$706 in 2001 to \$1,186 in 2019.

Comparing each year individually, Indiana's Nonresidential Tile and Terrazzo Contractors subindustry saw decreases in the average weekly wage in eight years of the survey period. The largest such decrease occurred in 2005, when the average weekly wage decreased by 6.31% from \$887 in 2004 to \$831. Increases in the average weekly wage in Indiana were tracked in ten of the studied years, with the largest percentage increase occurring in 2004. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Tile and Terrazzo Contractors subindustry increased by 13.86% from \$779 in 2003 to \$887.

Percent of Change in Average Weekly Wages for the Nonresidential Tile and Terrazzo Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

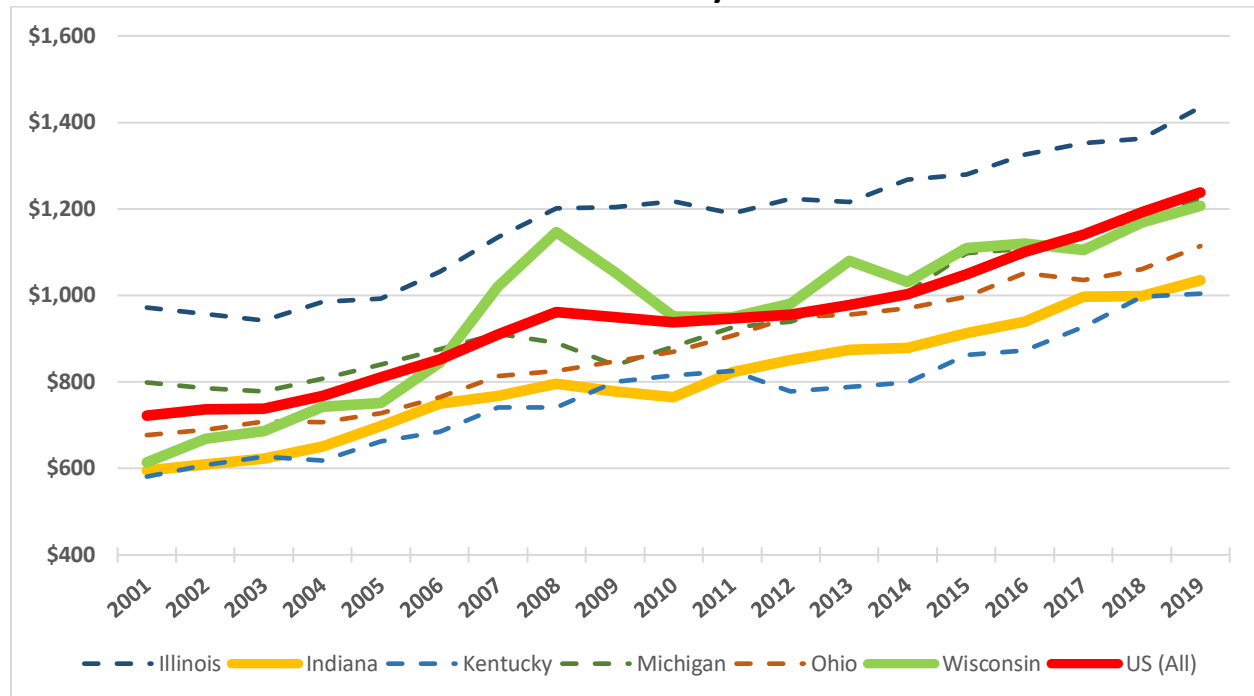
As noted above, the average weekly wage for workers in the Nonresidential Tile and Terrazzo Contractors subindustry nationally increased by 67.99% from \$706 in 2001 to \$1,186 in 2019. Decreases in the average weekly wage were noted in three of the years in the sample period. The largest decrease nationally occurred in 2010, when the average weekly wage decreased from \$902 in 2009 to \$866 (3.99%). Increases occurred in fifteen years, with 2008 experiencing the largest. The national average weekly wage in the Nonresidential Tile and Terrazzo Contractors subindustry increased by 6.80% in that year from \$853 in 2007 to \$911.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Tile and Terrazzo Contractors subindustry experienced a 4.67% increase in the average weekly wage from \$900 in 2014 to \$942. This continued an upward trend that began in 2014. This increase carried into 2016, with an increase of \$25 (2.65%). Since that time, the average weekly wage in Indiana's Nonresidential Tile and Terrazzo Contractors subindustry has continued to fluctuate, resulting in a four-year gain of \$69 (7.14%) through 2019.

Average Weekly Wages: NAICS 238352-Nonresidential Finish Carpentry Contractors

The Nonresidential Finish Carpentry Contractors subindustry is made up of establishments primarily engaged in nonresidential finish carpentry work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the Nonresidential Finish Carpentry Contractors Subindustry

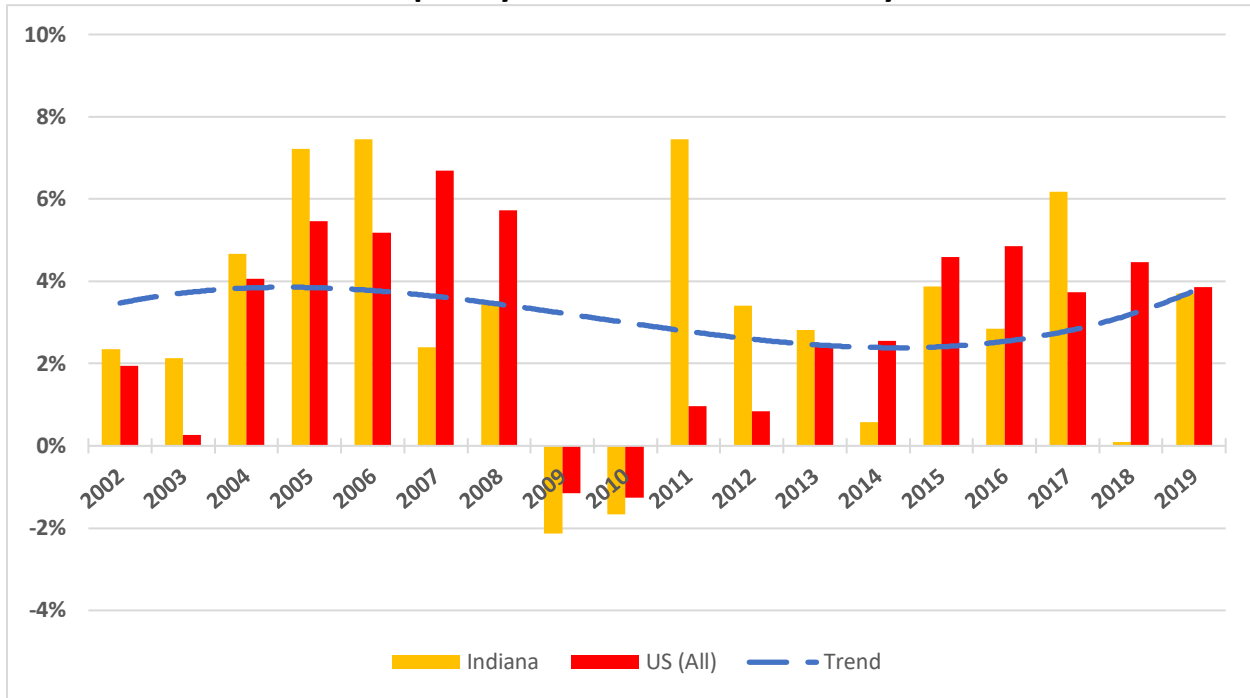


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage across Indiana for workers in the Nonresidential Finish Carpentry Contractors subindustry from 2001 through 2009 increased by \$440 (73.95%) from \$595 to \$1,035. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Nonresidential Finish Carpentry Contractors subindustry increased by 71.47% from \$722 in 2001 to \$1,238 in 2019.

Reviewing the data by year, Indiana's Nonresidential Finish Carpentry Contractors subindustry saw decreases in the average weekly wage in two years of the survey period. The largest such decrease occurred in 2009, when the average weekly wage decreased by 2.14% from \$795 in 2008 to \$778. Increases in the average weekly wage in Indiana were tracked in sixteen of the studied years, with the largest percentage increase occurring in 2011. In that year, the average weekly wage for Hoosiers employed in Indiana's Nonresidential Finish Carpentry Contractors subindustry increased by 7.45% from \$765 in 2010 to \$822.

Percent of Change in Average Weekly Wages for the Nonresidential Finish Carpentry Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

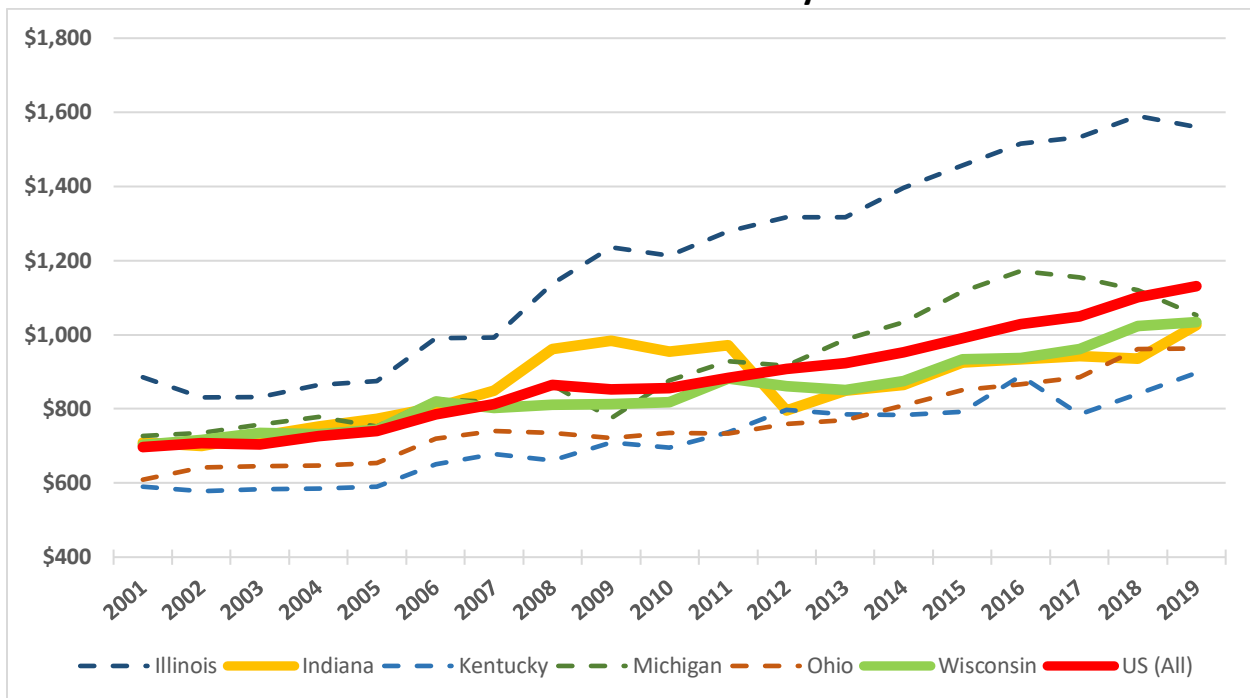
As noted above, the national average weekly wage for workers in the Nonresidential Finish Carpentry Contractors subindustry increased by 71.47% from \$722 in 2001 to \$1,238 in 2019. Decreases in the average weekly wage were noted in two of the years in the sample period. The largest decrease nationally occurred in 2010, when the average weekly wage decreased from \$950 in 2009 to \$938 (1.26%). Increases occurred in sixteen years, with 2007 experiencing the largest. The national average weekly wage in the Nonresidential Finish Carpentry Contractors subindustry increased by 6.69% in that year from \$852 in 2006 to \$909.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Finish Carpentry Contractors subindustry experienced a 3.87% increase in the average weekly wage from \$879 in 2014 to \$913. The increase appears to have started trending upward in 2011. This increase carried into 2016, with an increase of \$26 (2.85%). Since that time, the average weekly wage in Indiana's Nonresidential Finish Carpentry Contractors subindustry has continued to increase, resulting in a four-year gain of \$96 (10.22%) through 2019.

Average Weekly Wages: NAICS 238392-Other Nonresidential Building Finishing Contractors

The Other Nonresidential Building Finishing Contractors subindustry encompasses establishments primarily engaged in nonresidential building finishing trade work (except drywall, plaster and insulation work; painting and wall covering work; flooring work; tile and terrazzo work; and finish carpentry work). The nonresidential work performed may include new work, additions, alterations, or maintenance and repairs.

Average Weekly Wages in the Other Nonresidential Building Finishing Contractors Subindustry

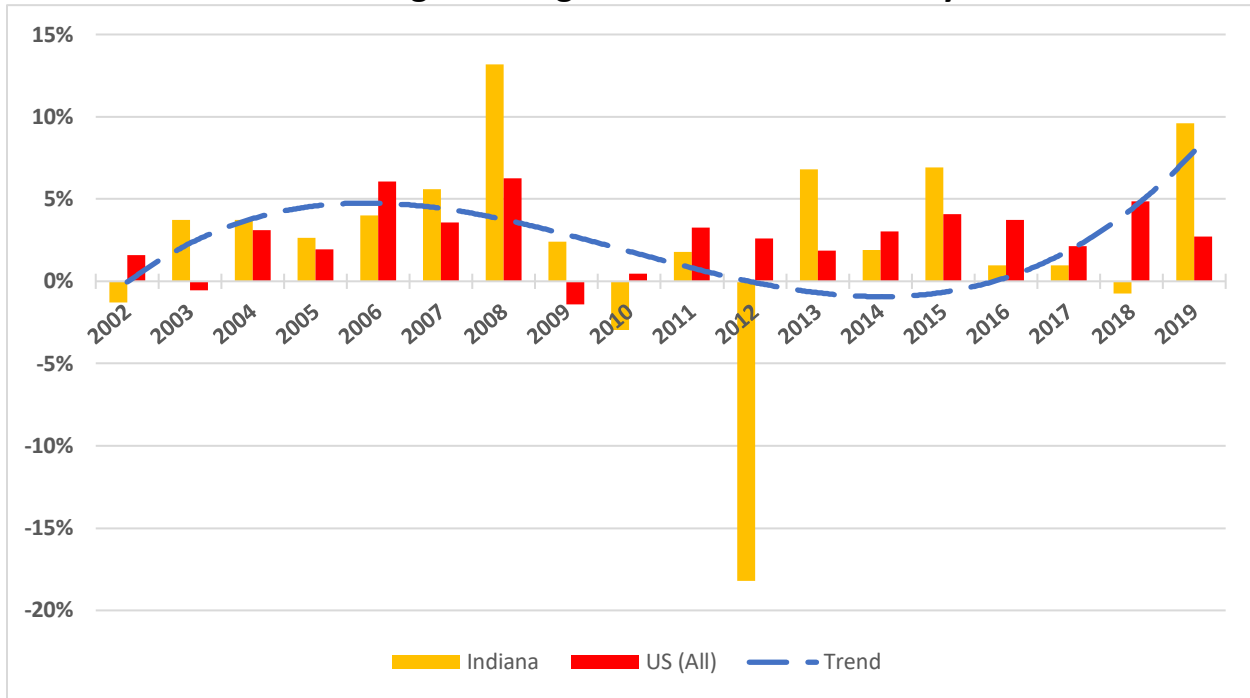


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage paid to Indiana workers in the Other Nonresidential Building Finishing Contractors subindustry from 2001 through 2019 increased by \$317 (44.71%) from \$709 to \$1,026. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Other Nonresidential Building Finishing Contractors subindustry increased by 62.27% from \$697 in 2001 to \$1,131 in 2019.

Comparing each year individually, Indiana's Other Nonresidential Building Finishing Contractors subindustry saw decreases in the average weekly wage in four years of the survey period. The largest such decrease occurred in 2012, when the average weekly wage decreased by 18.21% from \$972 in 2011 to \$795. Increases in the average weekly wage in Indiana were tracked in fourteen of the studied years, with the largest percentage increase occurring in 2008. In that year, the average weekly wage for Hoosiers employed in Indiana's Other Nonresidential Building Finishing Contractors subindustry increased by 13.19% from \$849 in 2007 to \$961.

Percent of Change in Average Weekly Wages for the Other Nonresidential Building Finishing Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

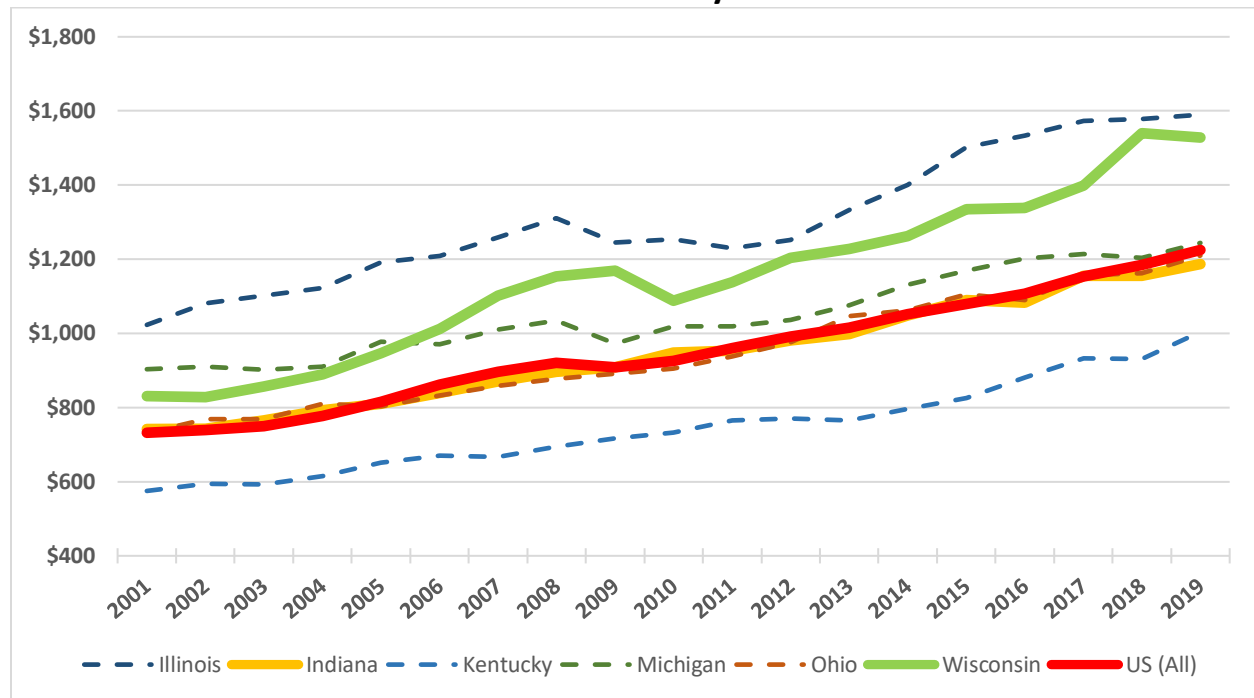
As noted above, the national average weekly wage for workers in the Other Nonresidential Building Finishing Contractors subindustry increased by 62.27% from \$697 in 2001 to \$1,131 in 2019. Decreases in the average weekly wage were noted in two of the years in the sample period. The largest decrease nationally occurred in 2009, when the average weekly wage decreased from \$864 in 2008 to \$852 (1.39%). Increases occurred in sixteen years, with 2008 also experiencing the largest. The national average weekly wage in the Other Nonresidential Building Finishing Contractors subindustry increased by 6.27% in that year from \$813 in 2007 to \$864.

In 2015, the year of the Common Construction Wage repeal, the Other Nonresidential Building Finishing Contractors subindustry experienced a 6.94% increase in the average weekly wage from \$865 in 2014 to \$925. This continued an upward trend that began in 2013. This increase carried into 2016, with an increase of nine (0.97%). Since that time, the average weekly wage in Indiana's Other Nonresidential Building Finishing Contractors subindustry has continued to fluctuate, resulting in a four-year gain of \$92 (9.85%) through 2019.

Average Weekly Wages: NAICS 238912-Nonresidential Site Preparation Contractors

The Nonresidential Site Preparation Contractors subindustry is comprised of establishments primarily engaged in nonresidential site preparation activities, such as excavating and grading, demolition of buildings and other structures, septic system installation, and house moving. Earth moving and land clearing for all types of sites (e.g., building, nonbuilding, mining) is included in this subindustry. Establishments primarily engaged in construction equipment rental with operator (except cranes) for nonresidential projects are also included.

Average Weekly Wages in the Nonresidential Site Preparation Contractors Subindustry



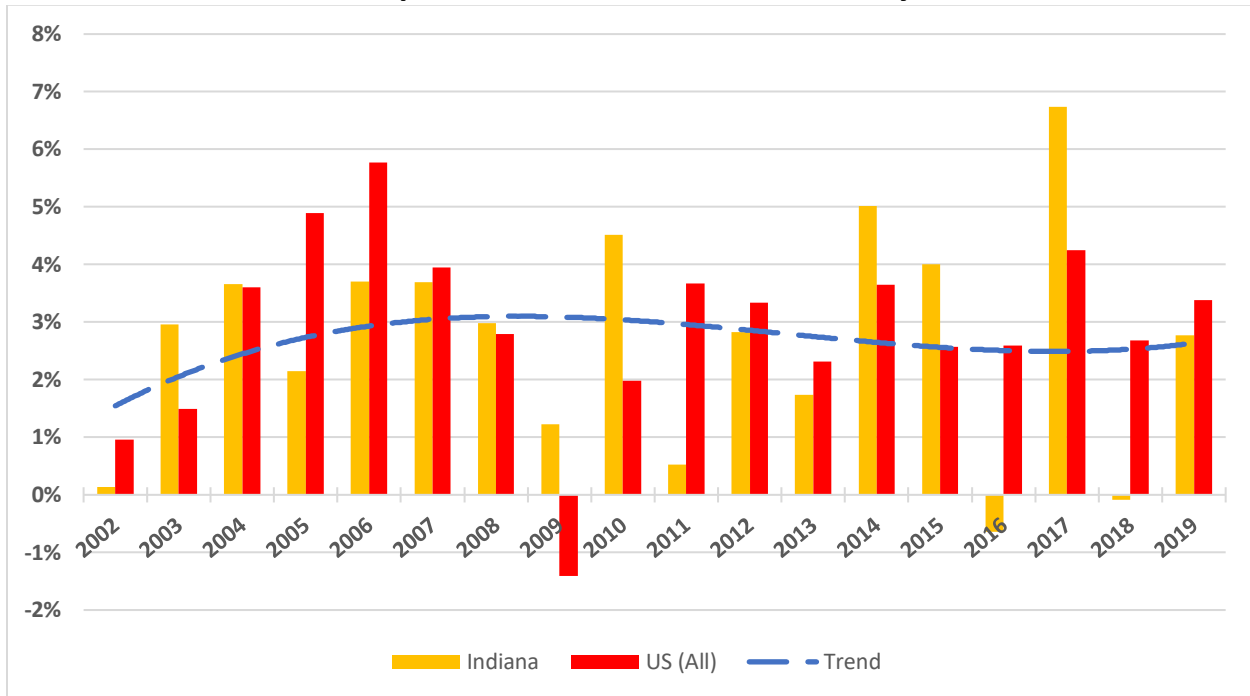
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage across Indiana for workers in the Nonresidential Site Preparation Contractors subindustry from 2001 through 2009 increased by \$445 (59.97%) from \$742 to \$1,187. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the Nonresidential Site Preparation Contractors subindustry increased by 67.35% from \$732 in 2001 to \$1,225 in 2019.

Comparing each year individually, Indiana's Nonresidential Site Preparation Contractors subindustry saw decreases in the average weekly wage in two years of the survey period. The largest such decrease occurred in 2016, when the average weekly wage decreased by 0.64% from \$1,090 in 2015 to \$1,083. Increases in the average weekly wage in Indiana were tracked in sixteen of the studied years, with the largest percentage increase occurring in 2017. In that year, the average weekly wage for Hoosiers

employed in Indiana's Nonresidential Site Preparation Contractors subindustry increased by 6.74% from \$1,083 in 2016 to \$1,156.

Percent of Change in Average Weekly Wages for the Nonresidential Site Preparation Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

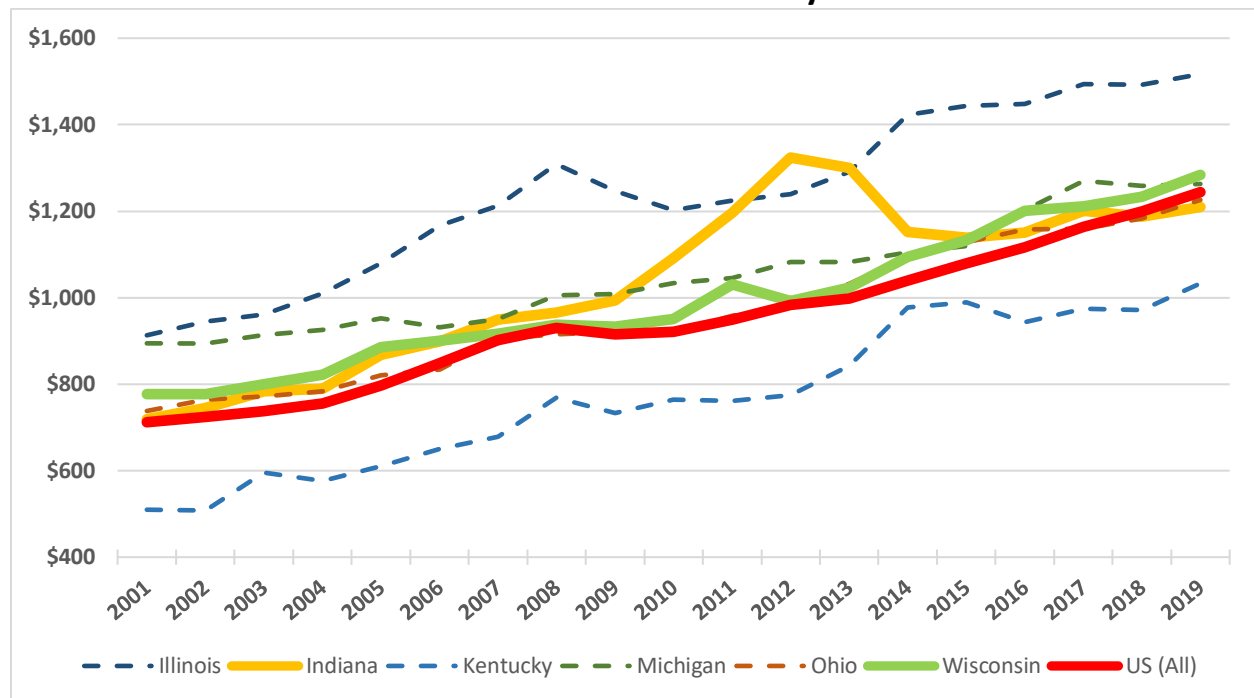
As noted above, the national average weekly wage for workers in the Nonresidential Site Preparation Contractors subindustry increased by 67.35% from \$732 in 2001 to \$1,225 in 2019. Decreases in the average weekly wage were noted in one of the years in the sample period. The largest decrease nationally occurred in 2009, when the average weekly wage decreased from \$921 in 2008 to \$908 (1.41%). Increases occurred in seventeen years, with 2006 experiencing the largest. The national average weekly wage in the Nonresidential Site Preparation Contractors subindustry increased by 5.77% in that year from \$815 in 2005 to \$862.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Site Preparation Contractors subindustry experienced a 4.01% increase in the average weekly wage from \$1,048 in 2014 to \$1,090. This continued an upward trend that was consistent every year since 2002. This increase did not continue in 2016, as the average weekly wage decreased by seven (0.64%). Since that time, the average weekly wage in Indiana's Nonresidential Site Preparation Contractors subindustry has continued to fluctuate, resulting in a four-year gain of \$104 (9.60%) through 2019.

Average Weekly Wages: NAICS 238992-All Other Nonresidential Specialty Trade Contractors

The All Other Nonresidential Specialty Trade Contractors subindustry includes establishments primarily engaged in nonresidential specialized trades (except foundation, structure, and building exterior contractors; building equipment contractors; building finishing contractors; and site preparation contractors). The nonresidential specialty trade work performed includes new work, additions, alterations, maintenance, and repairs.

Average Weekly Wages in the All Other Nonresidential Specialty Trade Contractors Subindustry

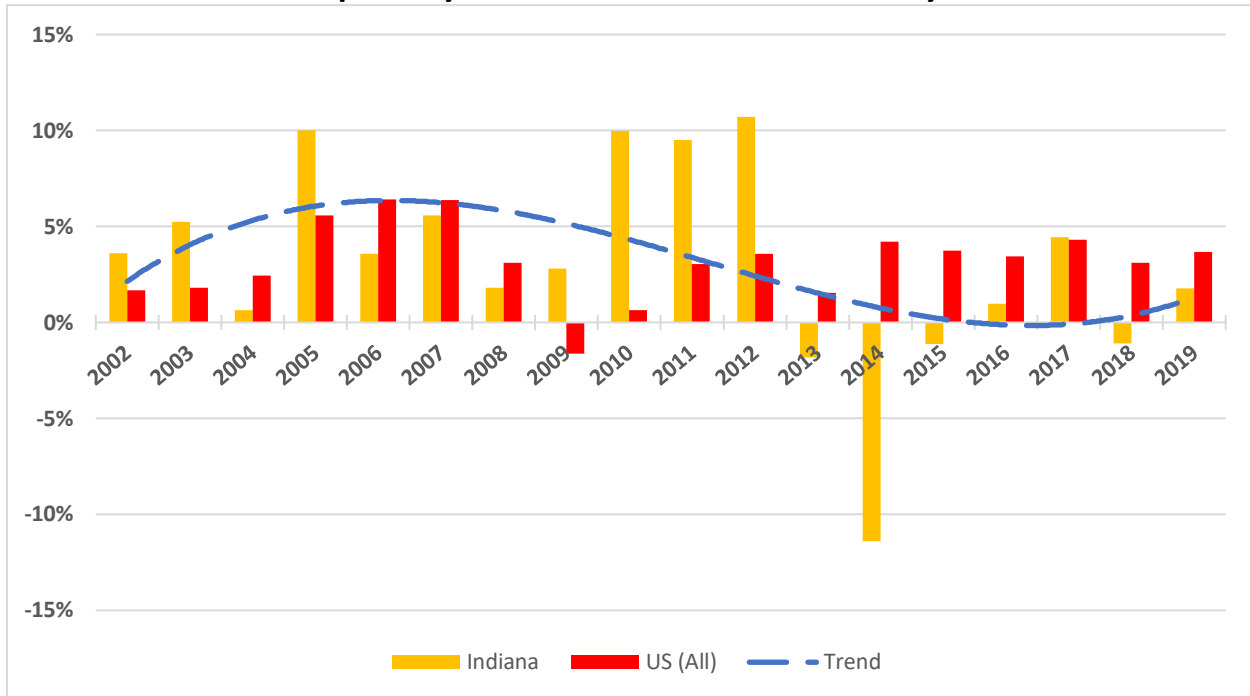


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The average weekly wage paid to Indiana workers in the All Other Nonresidential Specialty Trade Contractors subindustry from 2001 through 2019 increased by \$490 (68.15%) from \$719 to \$1,209. All of the other five Midwestern states in this study also experienced an increase in the average weekly wage paid in this subindustry over the survey period. Nationally, the average weekly wage for workers in the All Other Nonresidential Specialty Trade Contractors subindustry increased by 74.72% from \$712 in 2001 to \$1,244 in 2019.

When reviewed by year, Indiana's All Other Nonresidential Specialty Trade Contractors subindustry saw decreases in the average weekly wage in four years of the survey period. The largest such decrease occurred in 2014, when the average weekly wage decreased by 11.38% from \$1,300 in 2013 to \$1,152. Increases in the average weekly wage in Indiana were tracked in fourteen of the studied years, with the largest percentage increase occurring in 2012. In that year, the average weekly wage for Hoosiers employed in Indiana's All Other Nonresidential Specialty Trade Contractors subindustry increased by 10.70% from \$1,196 in 2011 to \$1,324.

Percent of Change in Average Weekly Wages for the All Other Nonresidential Specialty Trade Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

As noted above, the national average weekly wage for workers in the All Other Nonresidential Specialty Trade Contractors subindustry increased by 74.72% from \$712 in 2001 to \$1,244 in 2019. Decreases in the average weekly wage were noted in one of the years in the sample period. The largest decrease nationally occurred in 2009, when the average weekly wage decreased from \$930 in 2008 to \$915 (1.61%). Increases occurred in seventeen years, with 2006 experiencing the largest. The national average weekly wage in the All Other Nonresidential Specialty Trade Contractors subindustry increased by 6.40% in that year from \$797 in 2005 to \$848.

In the year of the Common Construction Wage Act's repeal, 2015, the All Other Nonresidential Specialty Trade Contractors subindustry experienced a 1.13% decrease in the average weekly wage from \$1,152 in 2014 to \$1,139. This decrease did not continue in 2016, as the average weekly wage increased by eleven (0.97%). Since that time, the average weekly wage in Indiana's All Other Nonresidential Specialty Trade Contractors subindustry has continued to fluctuate, resulting in a four-year gain of \$59 (5.13%) through 2019.

Findings on Wages

After reviewing the available data regarding the wages paid to workers in Indiana's Construction industry and 21 of its subindustries, it is the Department's opinion that no significant change in the average weekly wages, positive or negative, can be attributed to the repeal of Indiana's CCWA. The Department arrived at this finding after analyzing the average weekly wage paid to workers in 22 different industries associated with non-residential and heavy/highway construction. While these data are not specific to the General Assembly's request for wages paid on public works construction, the data required for such a report do not exist within any state, federal or private agency.

The gains of 2.28%, 2.03%, 4.17%, 2.28%, and 2.85% in 2015, 2016, 2017, 2018 and 2019 respectively were a boon for the industry, but the average weekly wage has steadily climbed at similar rates since 2001, with only minor exceptions in 2009 and 2014. With the data available, it is impossible to detect if the Common Construction Wage repeal had any effect on individual contractors or companies, but it appears to have had no effect on the industry as a whole.

Again, while not specific to public works construction, the data supporting these findings include public works construction as a subset. Should data become available specific to public works construction, the Department will file an addendum to this report.

III. The Number of Indiana Residents Working on Public Works Projects

Despite the Department's efforts to procure data specific to employment on public works projects, there simply is no information available regarding the residency of employees on a jobsite. Obtaining this information would require contractors to individually report the place of residence for each of their employees on every public works project statewide. These data were never maintained by the Indiana Department of Labor and were not required by any statute before or after the 2015 repeal of the CCWA.

The Department of Workforce Development may have data particular to employment of at the contractor level, but these data are not public, nor would they be able to determine if the employees of that contractor were employed on a public works project or in private construction.

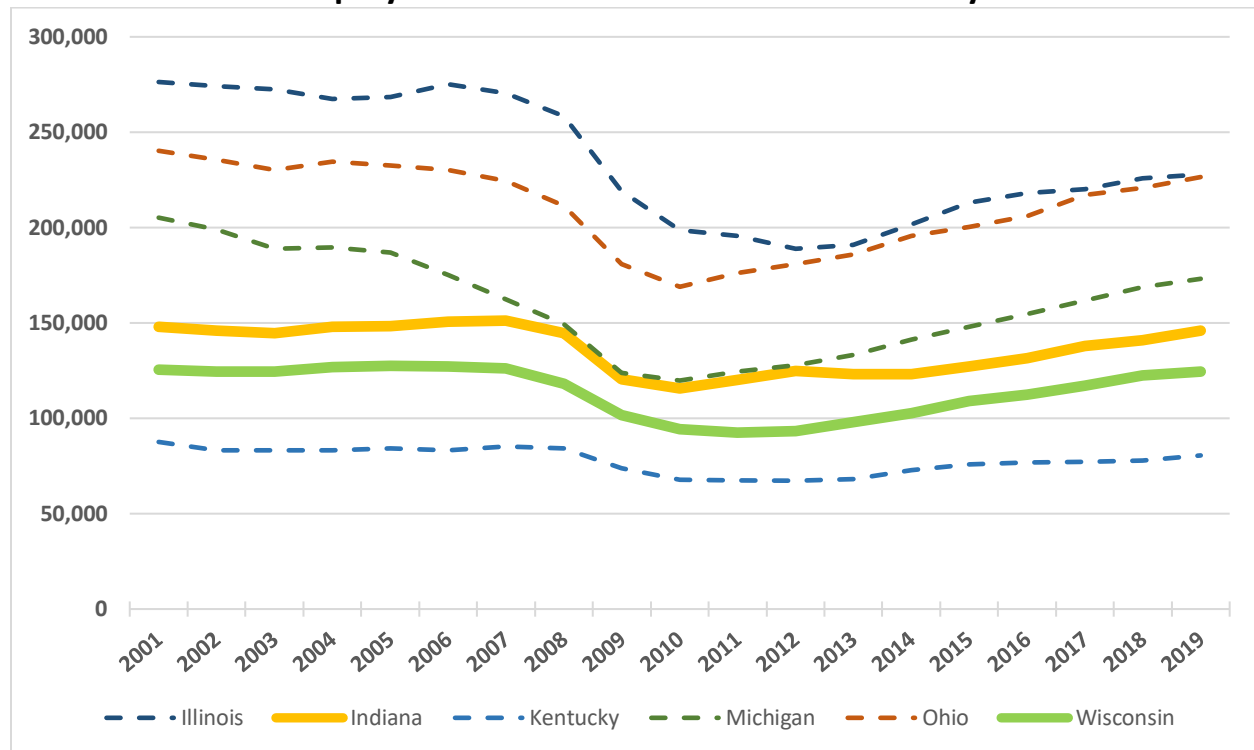
The best data the Department could procure related to employment in Hoosier construction comes from the QCEW system maintained by the BLS. This system maintains a listing of the average number of employers and the average number of employees per industry. Similar to the information available regarding average weekly wages, these data are reported as annual averages and can be compared nationally, regionally, and statewide.

In comparing these data, the Department will calculate the percent of change year-over-year to illustrate any trends in employment levels or numbers of employers for each of the 25 NAICS codes listed in the methodology above. While these numbers are not directly comparative to what the General Assembly has requested, they are perhaps the best indicator on the effect the repeal of the CCWA has had on employment in non-residential construction.

Employment: NAICS 23-Construction

The Construction industry is comprised of establishments primarily engaged in the construction of buildings or engineering projects (e.g., highways and utility systems). Establishments primarily engaged in the preparation of sites for new construction and establishments primarily engaged in subdividing land for sale as building sites also are included in this sector.

Employment in the Construction Subindustry

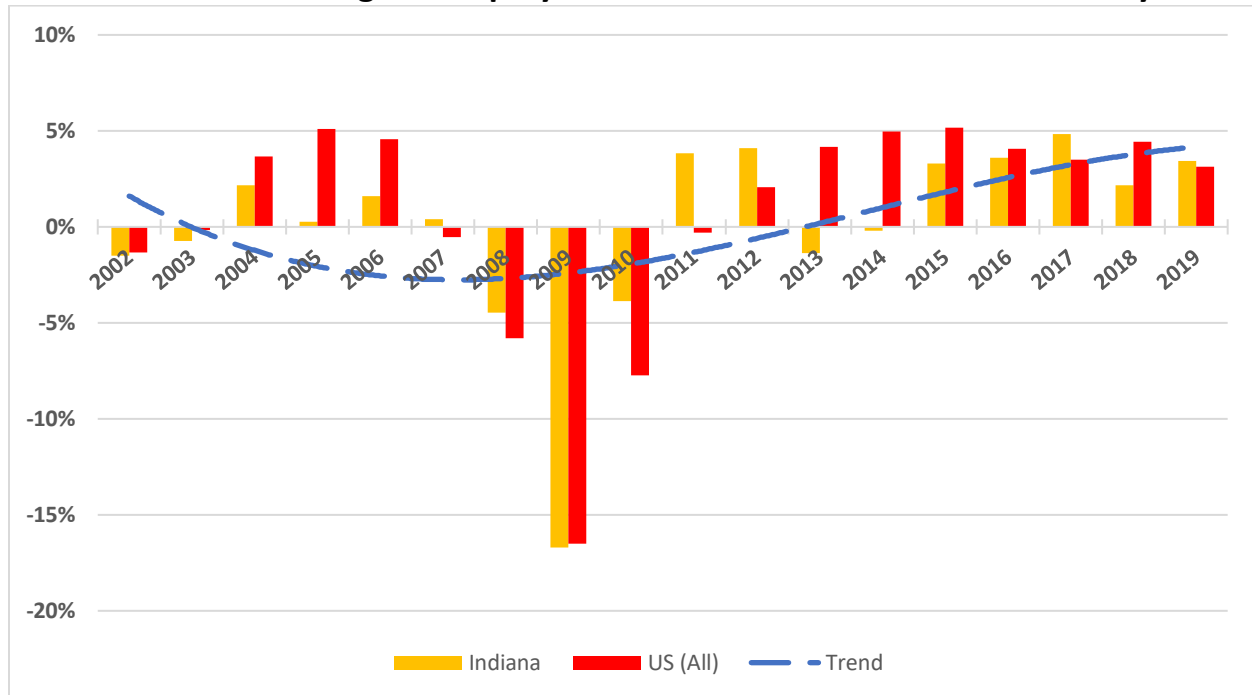


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of workers employed across Indiana in the Construction industry decreased by 2,186 (1.48%) from 148,037 to 145,851. All of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this industry over the survey period. The number of workers employed in the Construction industry nationally increased by 10.01% from 6,773,512 in 2001 to 7,451,476 in 2019.

Comparing each year individually, Indiana's Construction industry saw decreases in the number of employees in seven years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 16.71% from 144,477 in 2008 to 120,330. Increases in the number of employees in Indiana were tracked in eleven of the studied years, with the largest occurring in 2017. In that year, the number of employees for Hoosiers employed in Indiana's Construction industry increased by 4.83% from 131,686 in 2016 to 138,040.

Percent of Change in Employment for the Construction Subindustry

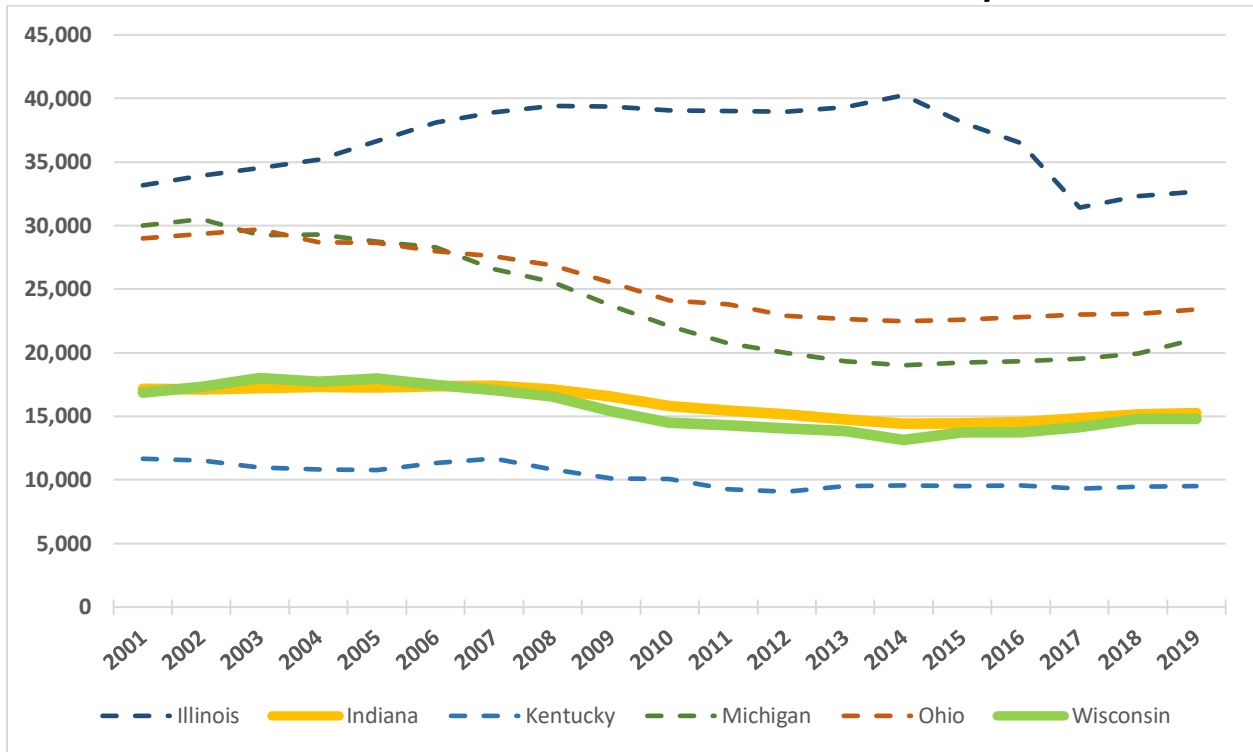


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of workers employed in the Construction industry nationally increased by 10.01% from 6,773,512 in 2001 to 7,451,476 in 2019. Decreases in the number of employees were noted in seven years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 7,124,886 in 2008 to 5,948,837 (16.51%). Increases occurred in eleven years, with 2015 experiencing the largest. The national number of employees in the Construction industry increased by 5.16% in that year from 6,108,673 in 2014 to 6,423,866.

In 2015, the year of the Common Construction Wage repeal, the Construction industry experienced a 3.30% increase in the number of employees from 123,046 in 2014 to 127,103. This reversed a downward trend that began in 2013. This increase carried into 2016, with an increase of 4,583 (3.61%). Since that time, the number of employees in Indiana's Construction industry has continued to increase, resulting in a four-year gain of 14,165 (10.76%) through 2019.

Establishments in the Construction Subindustry

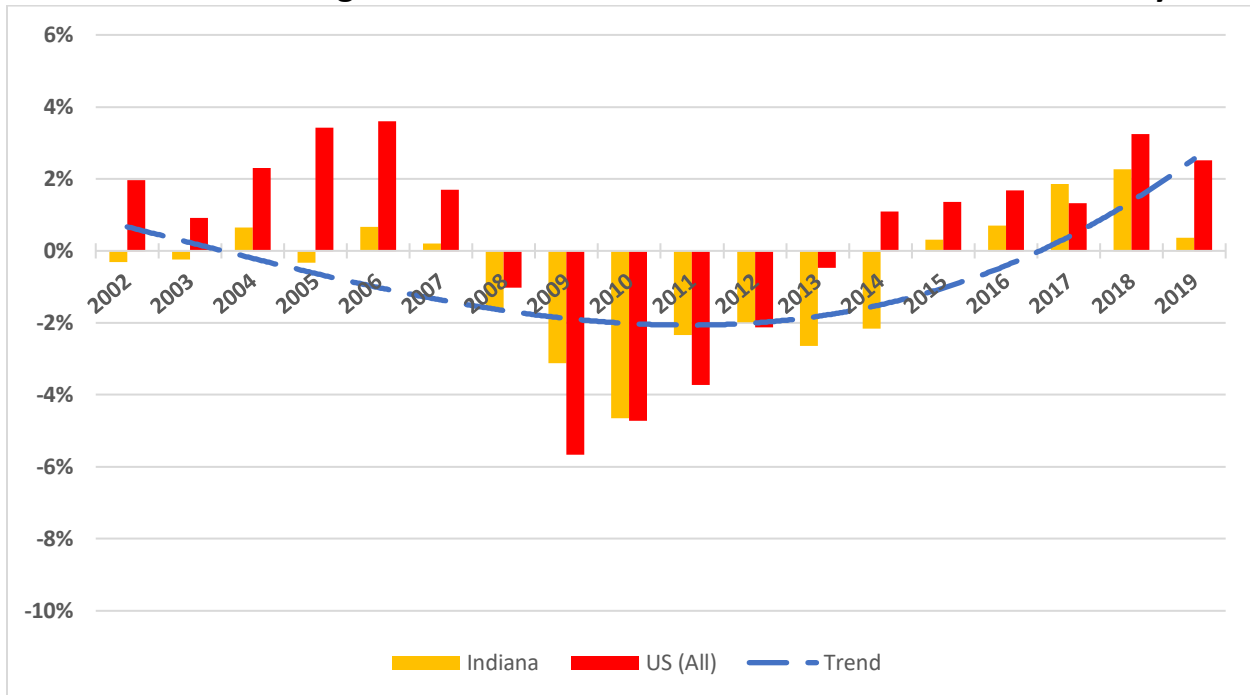


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of establishments that employed Indiana workers in the Construction industry from 2001 through 2019 decreased by 1,929 (11.24%) from 17,161 to 15,232. All of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this industry over the survey period. The number of establishments in the Construction industry across the nation increased by 6.91% from 776,942 in 2001 to 830,620 in 2019.

When reviewed by year, Indiana's Construction industry saw decreases in the number of establishments in ten years of the survey period. The largest such decrease occurred in 2010, when the number of establishments fell by 4.64% from 16,586 in 2009 to 15,816. Increases in the number of establishments in Indiana were tracked in eight of the studied years, with the largest occurring in 2018. In that year, the number of establishments employing Hoosiers in Indiana's Construction industry increased by 2.27% from 14,839 in 2017 to 15,176.

Percent of Change in Establishments for the Construction Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

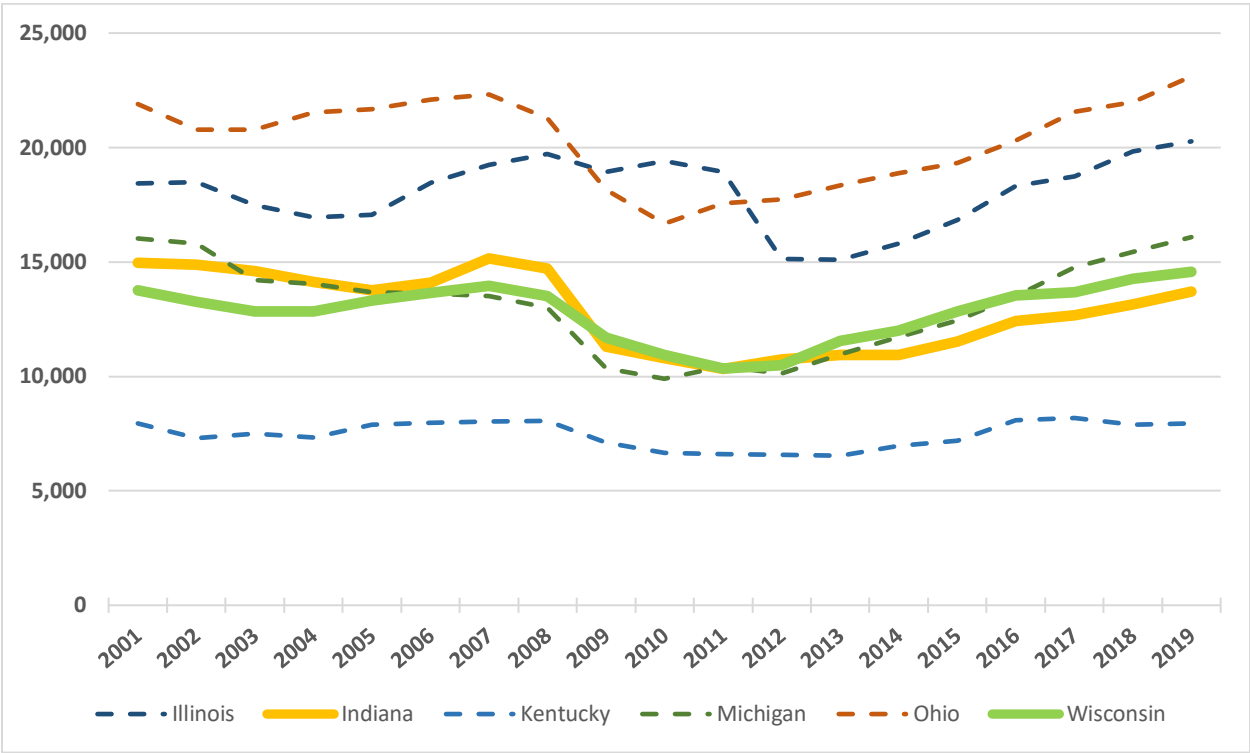
The number of establishments in the Construction industry across the nation increased by 6.91% from 776,942 in 2001 to 830,620 in 2019. Decreases in the number of establishments were noted in six years of the survey period. The largest decrease nationally occurred in 2009, when the number of establishments decreased from 881,897 in 2008 to 831,969 (5.66%). Increases occurred in twelve years, with 2006 experiencing the largest. The national number of establishments in the Construction industry increased by 3.59% in that year from 845,843 in 2005 to 876,229.

In the year of the Common Construction Wage Act's repeal, 2015, the Construction industry experienced a 0.31% increase in the number of establishments from 14,421 in 2014 to 14,466. This reversed a downward trend that began in 2008. This increase carried into 2016, with an increase of 102 (0.71%). Since that time, the number of establishments in Indiana's Construction industry has continued to increase, resulting in a four-year gain of 664 (4.56%) through 2019.

Employment: NAICS 236220-Commercial and Institutional Building Construction

The Commercial and Institutional Building Construction subindustry includes establishments primarily responsible for the construction (including new work, additions, alterations, maintenance, and repairs) of commercial and institutional buildings and related structures, such as stadiums, grain elevators, and indoor swimming facilities. This subindustry includes establishments responsible for the on-site assembly of modular or prefabricated commercial and institutional buildings. Included in this subindustry are commercial and institutional building general contractors, commercial and institutional building for-sale builders, commercial and institutional building design-build firms, and commercial and institutional building project construction management firms.

Employment in the Commercial and Institutional Building Construction Subindustry

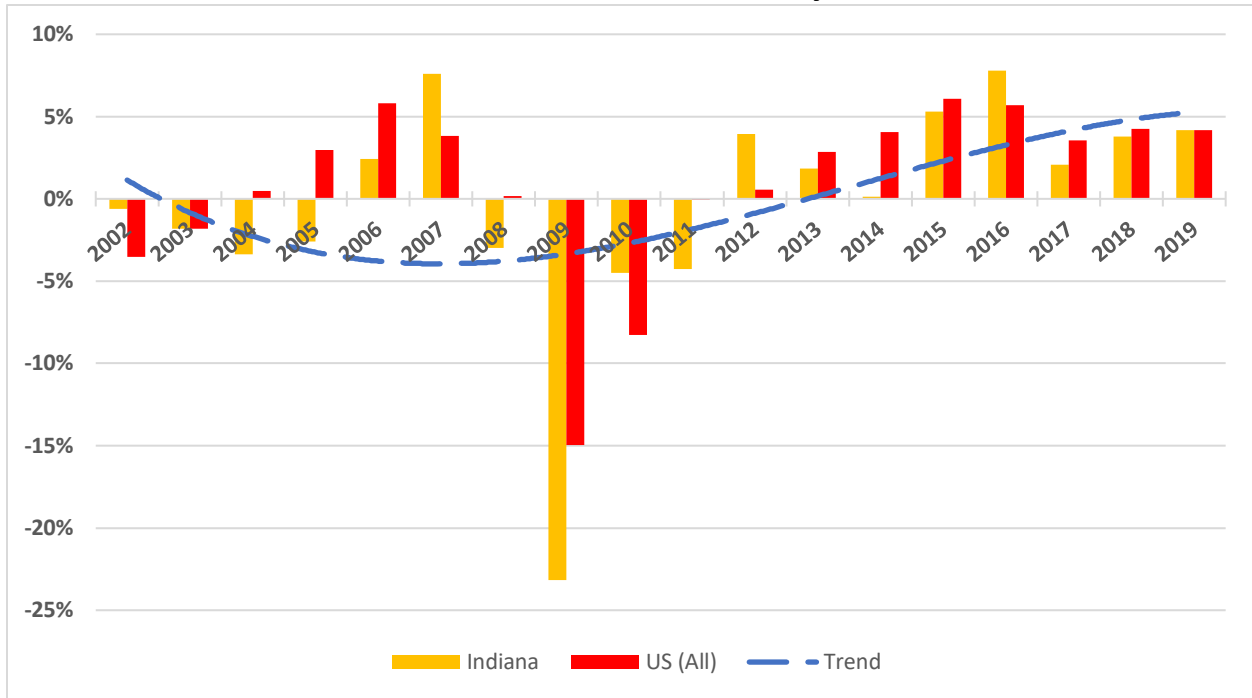


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of workers employed across Indiana in the Commercial and Institutional Building Construction subindustry decreased by 1,266 (8.46%) from 14,972 to 13,706. One of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. The number of workers employed in the Commercial and Institutional Building Construction subindustry nationally increased by 14.12% from 593,280 in 2001 to 677,075 in 2019.

When reviewed by year, Indiana's Commercial and Institutional Building Construction subindustry saw decreases in the number of employees in eight years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 23.17% from 14,706 in 2008 to 11,298. Increases in the number of employees in Indiana were tracked in ten of the studied years, with the largest occurring in 2016. In that year, the number of employees for Hoosiers employed in Indiana's Commercial and Institutional Building Construction subindustry increased by 7.80% from 11,522 in 2015 to 12,421.

Percent of Change in Employment for the Commercial and Institutional Building Construction Subindustry

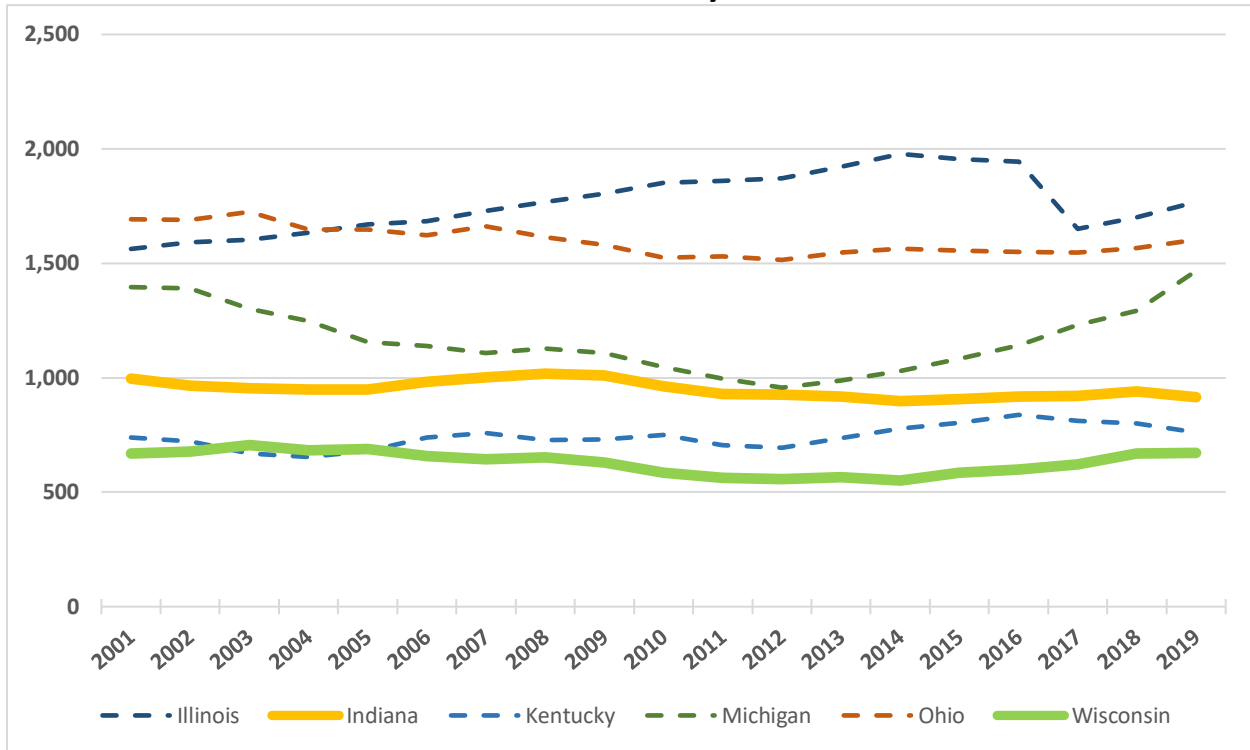


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of workers employed in the Commercial and Institutional Building Construction subindustry nationally increased by 14.12% from 593,280 in 2001 to 677,075 in 2019. Decreases in the number of employees were noted in five years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 639,548 in 2008 to 543,924 (14.95%). Increases occurred in thirteen years, with 2015 experiencing the largest. The national number of employees in the Commercial and Institutional Building Construction subindustry increased by 6.08% in that year from 536,941 in 2014 to 569,608.

In the year of the Common Construction Wage Act's repeal, 2015, the Commercial and Institutional Building Construction subindustry experienced a 5.29% increase in the number of employees from 10,943 in 2014 to 11,522. The increase appears to have started trending upward in 2012. This increase carried into 2016, with an increase of 899 (7.80%). Since that time, the number of employees in Indiana's Commercial and Institutional Building Construction subindustry has continued to increase, resulting in a four-year gain of 1,285 (10.35%) through 2019.

Establishments in the Commercial and Institutional Building Construction Subindustry

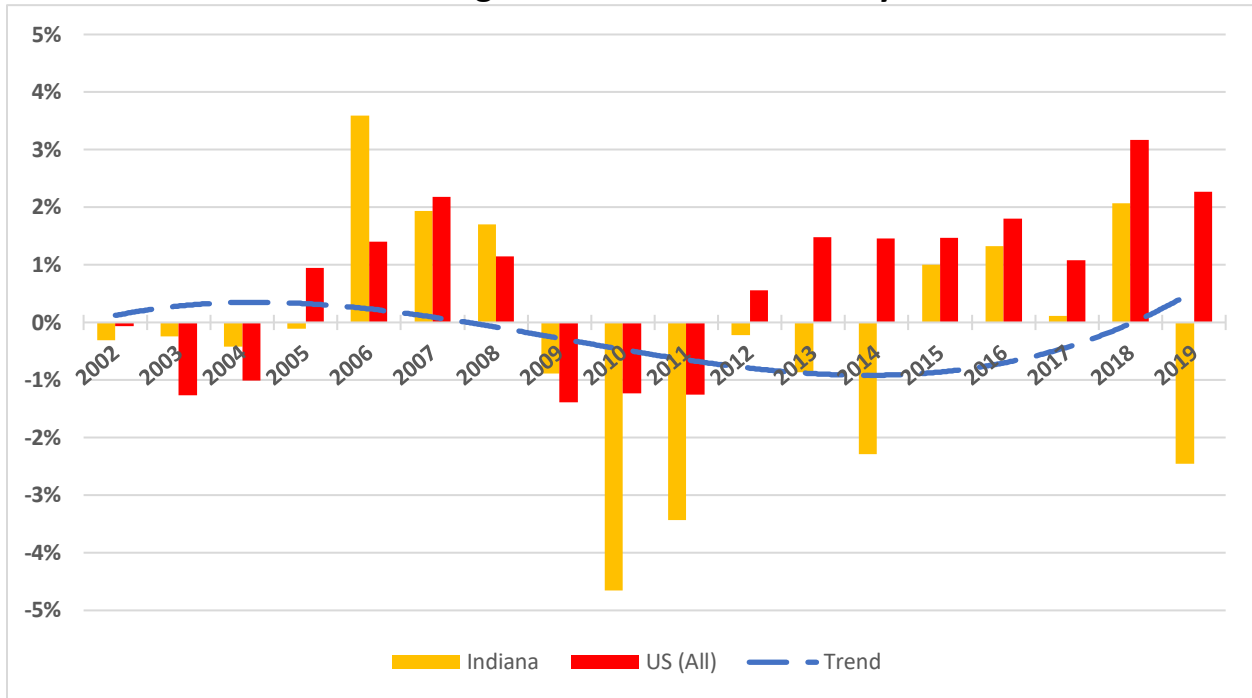


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of establishments across Indiana that employed workers in the Commercial and Institutional Building Construction subindustry from 2001 through 2009 decreased by 79 (7.94%) from 995 to 916. One of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. The number of establishments employing workers in the Commercial and Institutional Building Construction subindustry nationally increased by 13.36% from 45,152 in 2001 to 51,183 in 2019.

When reviewed by year, Indiana's Commercial and Institutional Building Construction subindustry saw decreases in the number of establishments in eleven years of the survey period. The largest such decrease occurred in 2010, when the number of establishments fell by 4.66% from 1,009 in 2009 to 962. Increases in the number of establishments in Indiana were tracked in seven of the studied years, with the largest occurring in 2006. In that year, the number of establishments employing Hoosiers in Indiana's Commercial and Institutional Building Construction subindustry increased by 3.59% from 948 in 2005 to 982.

Percent of Change in Establishments for the Commercial and Institutional Building Construction Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

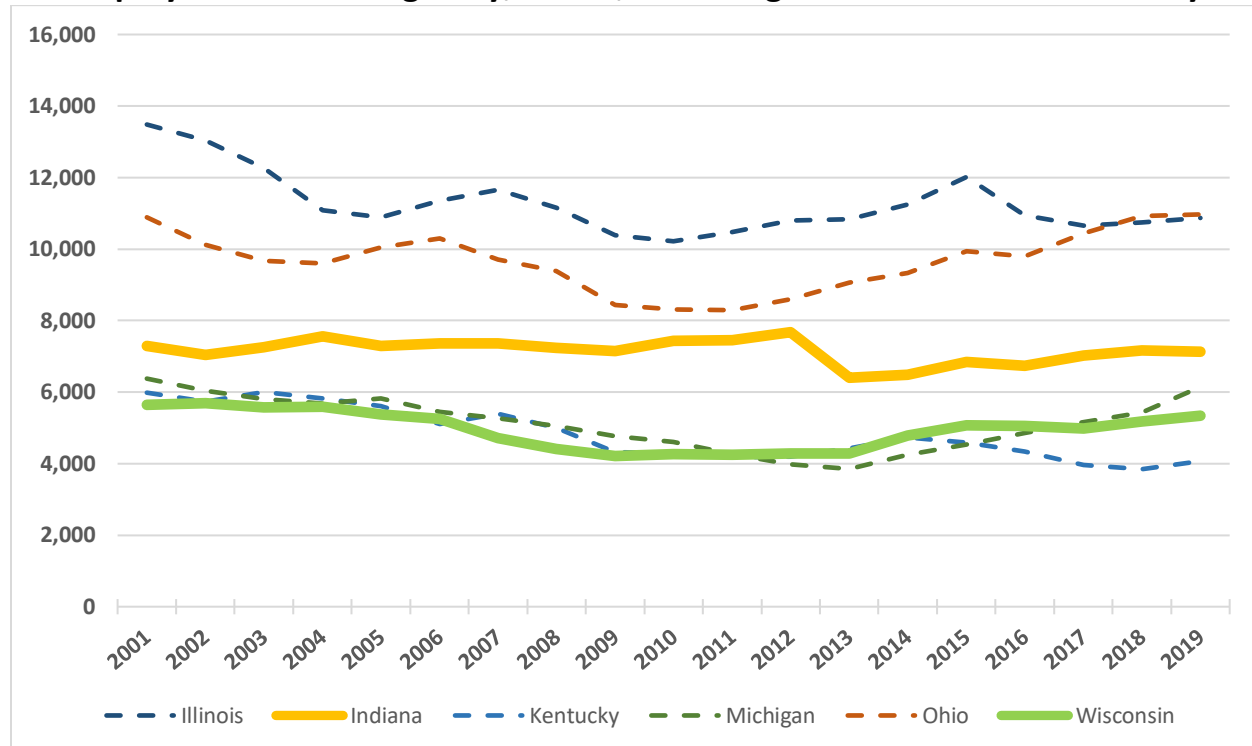
The number of establishments employing workers in the Commercial and Institutional Building Construction subindustry nationally increased by 13.36% from 45,152 in 2001 to 51,183 in 2019. Decreases in the number of establishments were noted in six years of the survey period. The largest decrease nationally occurred in 2009, when the number of establishments decreased from 46,663 in 2008 to 46,018 (1.38%). Increases occurred in twelve years, with 2018 experiencing the largest. The national number of establishments in the Commercial and Institutional Building Construction subindustry increased by 3.17% in that year from 48,511 in 2017 to 50,050.

In 2015, the year of the Common Construction Wage repeal, the Commercial and Institutional Building Construction subindustry experienced a 1.00% increase in the number of establishments from 898 in 2014 to 907. This increase carried into 2016, with an increase of twelve (1.32%). Since that time, the number of establishments in Indiana's Commercial and Institutional Building Construction subindustry has continued to fluctuate, resulting in a four-year loss of three (0.33%) through 2019.

Employment: NAICS 237310-Highway, Street, and Bridge Construction

The Highway, Street, and Bridge Construction subindustry consists of establishments primarily engaged in the construction of highways (including elevated), streets, roads, airport runways, public sidewalks, or bridges. The work performed may include new work, reconstruction, rehabilitation, and repairs. Specialty trade contractors are included in this group if they are engaged in activities primarily related to highway, street, and bridge construction (e.g., installing guardrails on highways).

Employment in the Highway, Street, and Bridge Construction Subindustry

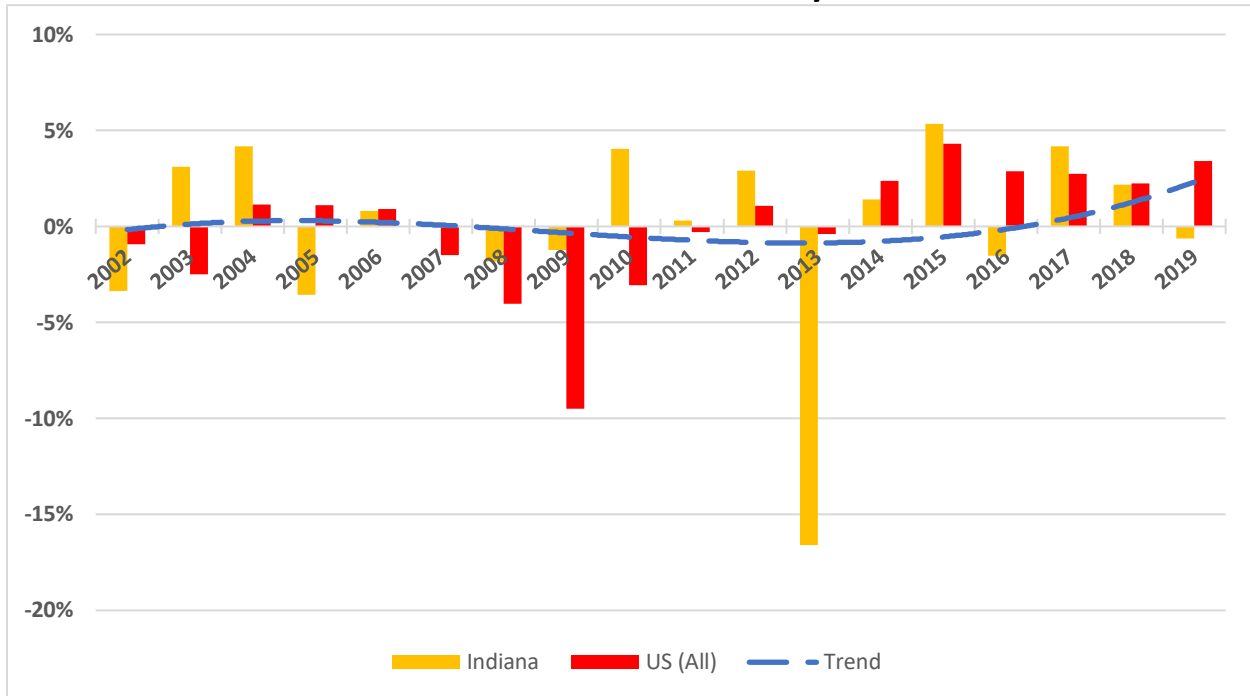


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of Indiana workers employed in the Highway, Street, and Bridge Construction subindustry from 2001 through 2019 decreased by 166 (2.28%) from 7,288 to 7,122. Four of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. The number of workers employed in the Highway, Street, and Bridge Construction subindustry nationally decreased by 0.98% from 344,045 in 2001 to 340,688 in 2019.

Reviewing the data by year, Indiana's Highway, Street, and Bridge Construction subindustry saw decreases in the number of employees in seven years of the survey period. The largest such decrease occurred in 2013, when the number of employees decreased by 16.60% from 7,676 in 2012 to 6,402. Increases in the number of employees in Indiana were tracked in eleven of the studied years, with the largest occurring in 2015. In that year, the number of employees for Hoosiers employed in Indiana's Highway, Street, and Bridge Construction subindustry increased by 5.33% from 6,493 in 2014 to 6,839.

Percent of Change in Employment for the Highway, Street, and Bridge Construction Subindustry

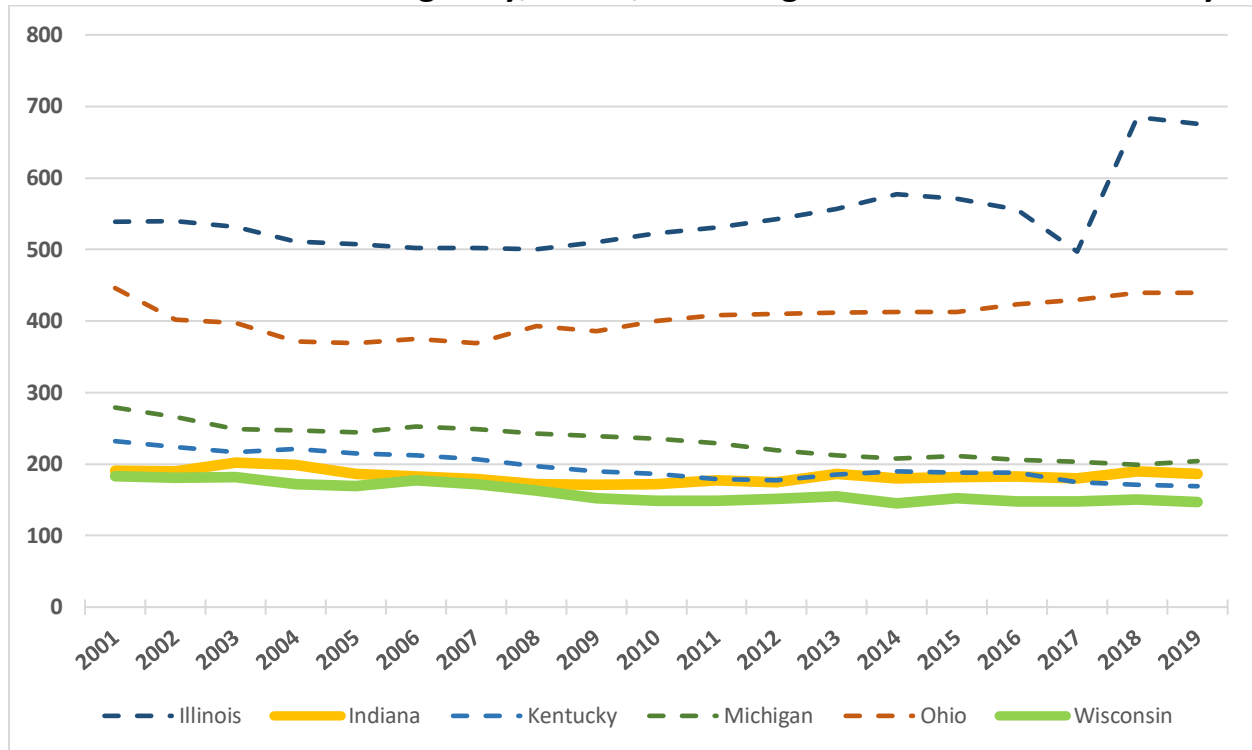


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of workers employed in the Highway, Street, and Bridge Construction subindustry nationally decreased by 0.98% from 344,045 in 2001 to 340,688 in 2019. Decreases in the number of employees were noted in eight years of the survey period. The largest decrease nationally occurred in 2009, when the number of employees fell from 324,209 in 2008 to 293,434 (9.49%). Increases occurred in ten years, with 2015 also experiencing the largest. The national number of employees in the Highway, Street, and Bridge Construction subindustry increased by 4.30% in that year from 292,306 in 2014 to 304,861.

When the Common Construction Wage Act was repealed in 2015, the Highway, Street, and Bridge Construction subindustry experienced a 5.33% increase in the number of employees from 6,493 in 2014 to 6,839. This reversed an uptick from 2014 and offset some of the losses from 2013. This increase did not continue in 2016, as the number of employees decreased by 105 (1.54%). Since that time, the number of employees in Indiana's Highway, Street, and Bridge Construction subindustry has continued to fluctuate, resulting in a four-year gain of 388 (5.76%) through 2019.

Establishments in the Highway, Street, and Bridge Construction Subindustry

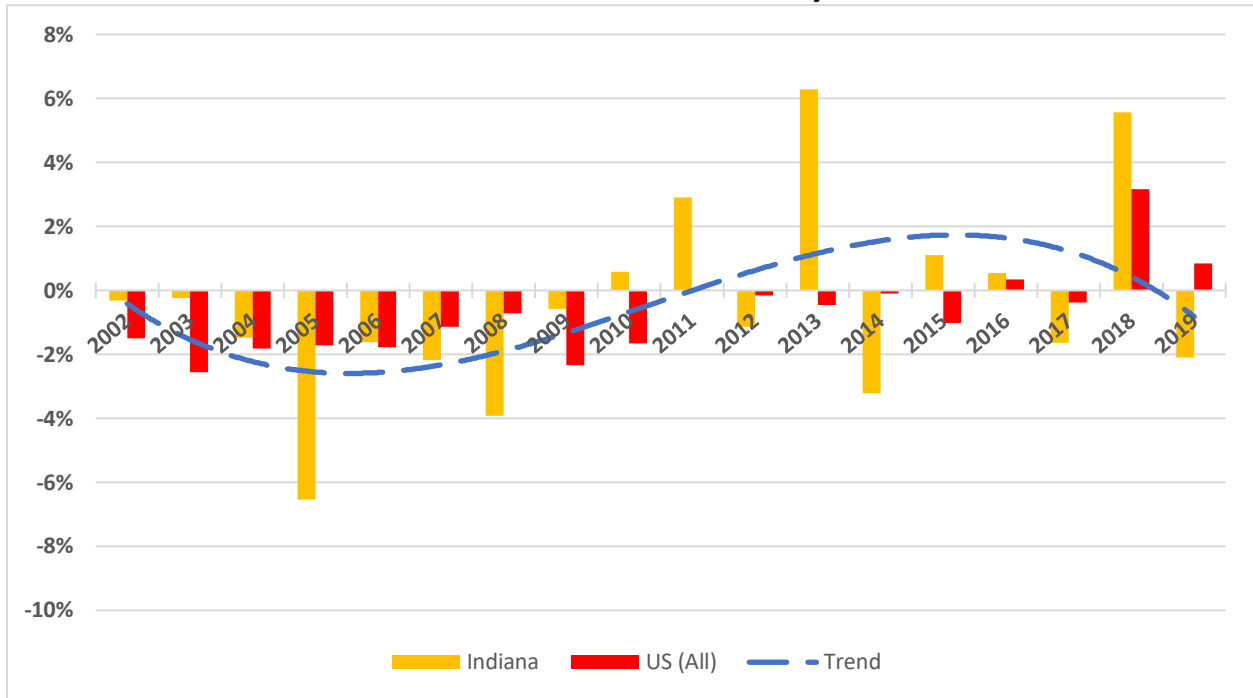


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of establishments that employed Indiana workers in the Highway, Street, and Bridge Construction subindustry decreased by 5 (2.62%) from 191 to 186. Four of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. The number of establishments in the Highway, Street, and Bridge Construction subindustry across the nation decreased by 12.29% from 13,133 in 2001 to 11,519 in 2019.

Reviewing the data by year, Indiana's Highway, Street, and Bridge Construction subindustry saw decreases in the number of establishments in twelve years of the survey period. The largest such decrease occurred in 2005, when the number of establishments fell by 6.53% from 199 in 2004 to 186. Increases in the number of establishments in Indiana were tracked in six of the studied years, with the largest occurring in 2013. In that year, the number of establishments employing Hoosiers in Indiana's Highway, Street, and Bridge Construction subindustry increased by 6.29% from 175 in 2012 to 186.

Percent of Change in Establishments for the Highway, Street, and Bridge Construction Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

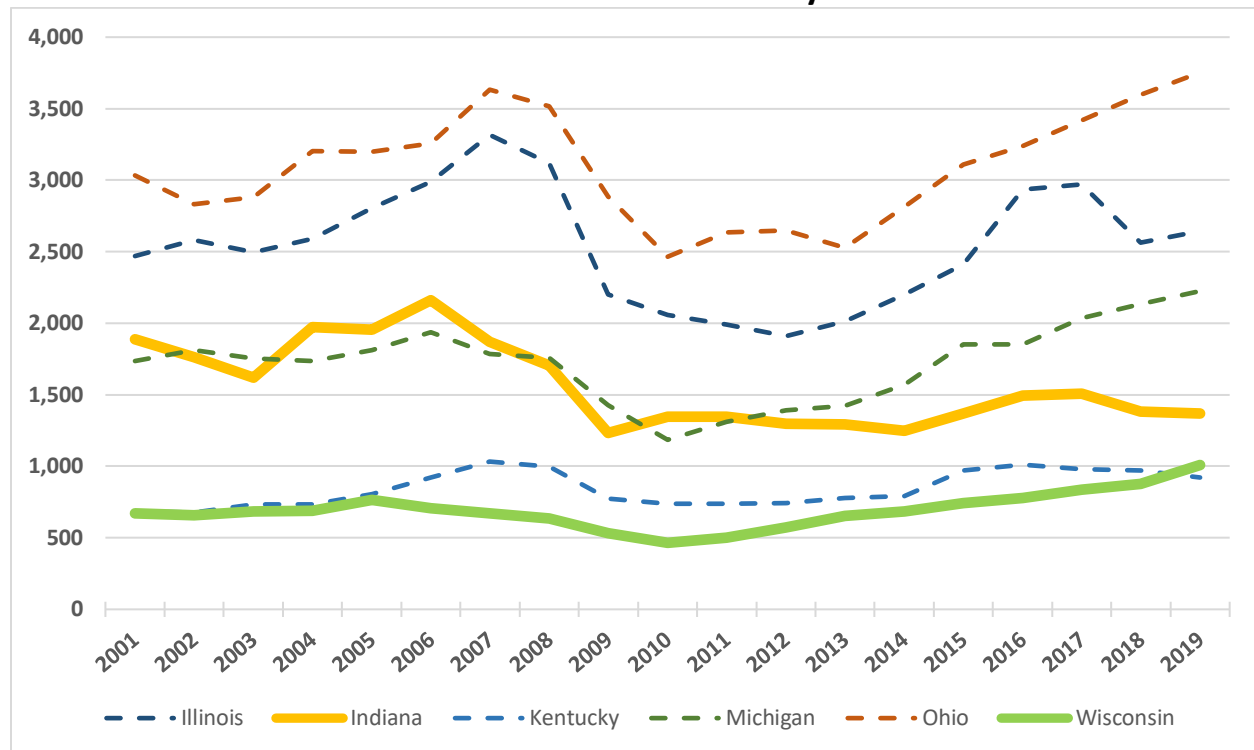
The number of establishments in the Highway, Street, and Bridge Construction subindustry across the nation decreased by 12.29% from 13,133 in 2001 to 11,519 in 2019. Decreases in the number of establishments were noted in fourteen years of the survey period. The largest decrease nationally occurred in 2003, when the number of establishments decreased from 12,936 in 2002 to 12,605 (2.56%). Increases occurred in four years, with 2018 experiencing the largest. The national number of establishments in the Highway, Street, and Bridge Construction subindustry increased by 3.17% in that year from 11,071 in 2017 to 11,422.

When the Common Construction Wage Act was repealed in 2015, the Highway, Street, and Bridge Construction subindustry experienced a 1.11% increase in the number of establishments from 180 in 2014 to 182. This increase carried into 2016, with an increase of one (0.55%). Since that time, the number of establishments in Indiana's Highway, Street, and Bridge Construction subindustry has continued to fluctuate, resulting in a four-year gain of three (1.64%) through 2019.

Employment: NAICS 238112-Nonresidential Poured Concrete Foundation and Structure Contractors

The Nonresidential Poured Concrete Foundation and Structure Contractors subindustry is made up of establishments primarily engaged in pouring and finishing concrete foundations and structural elements of nonresidential buildings. This subindustry also includes establishments performing nonresidential grout and shotcrete work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Poured Concrete Foundation and Structure Contractors Subindustry



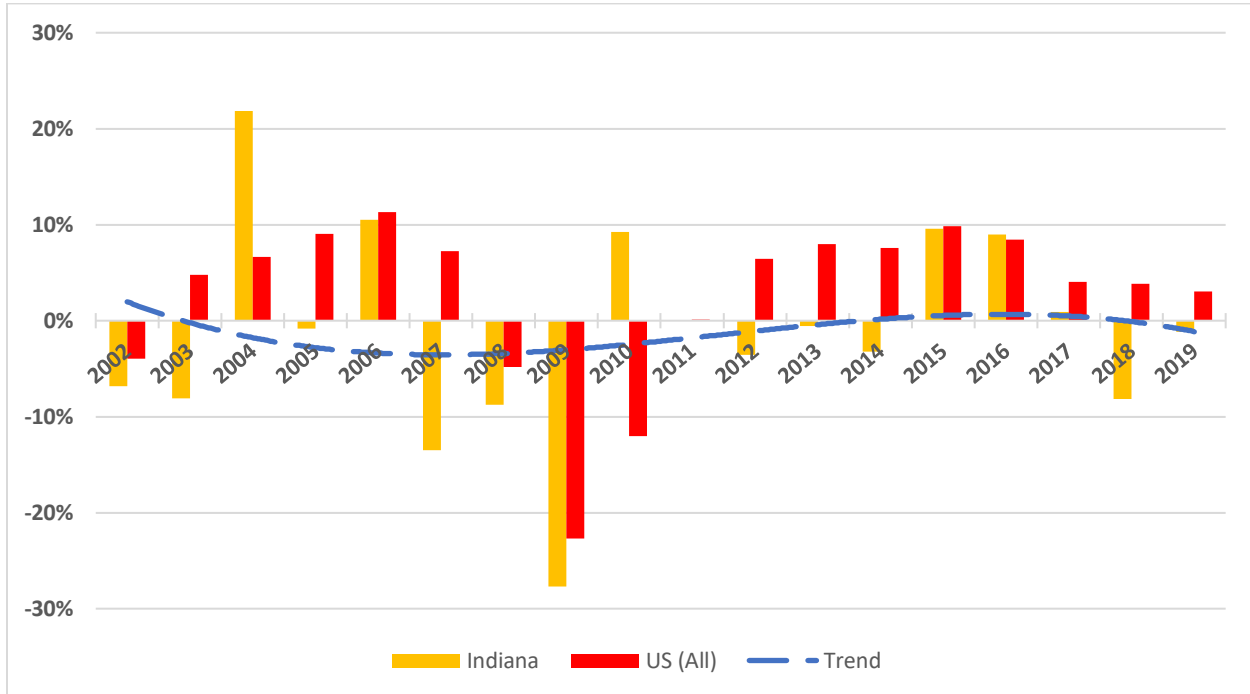
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of Indiana workers employed in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry decreased by 522 (27.62%) from 1,890 to 1,368. Zero of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 48.65% from 80,442 in 2001 to 119,580 in 2019.

When reviewed by year, Indiana's Nonresidential Poured Concrete Foundation and Structure Contractors subindustry saw decreases in the number of employees in eleven years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 27.68% from 1,705 in 2008 to 1,233. Increases in the number of employees in Indiana were tracked in

six of the studied years, with the largest occurring in 2004. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 21.82% from 1,618 in 2003 to 1,971.

Percent of Change in Employment for the Nonresidential Poured Concrete Foundation and Structure Contractors Subindustry

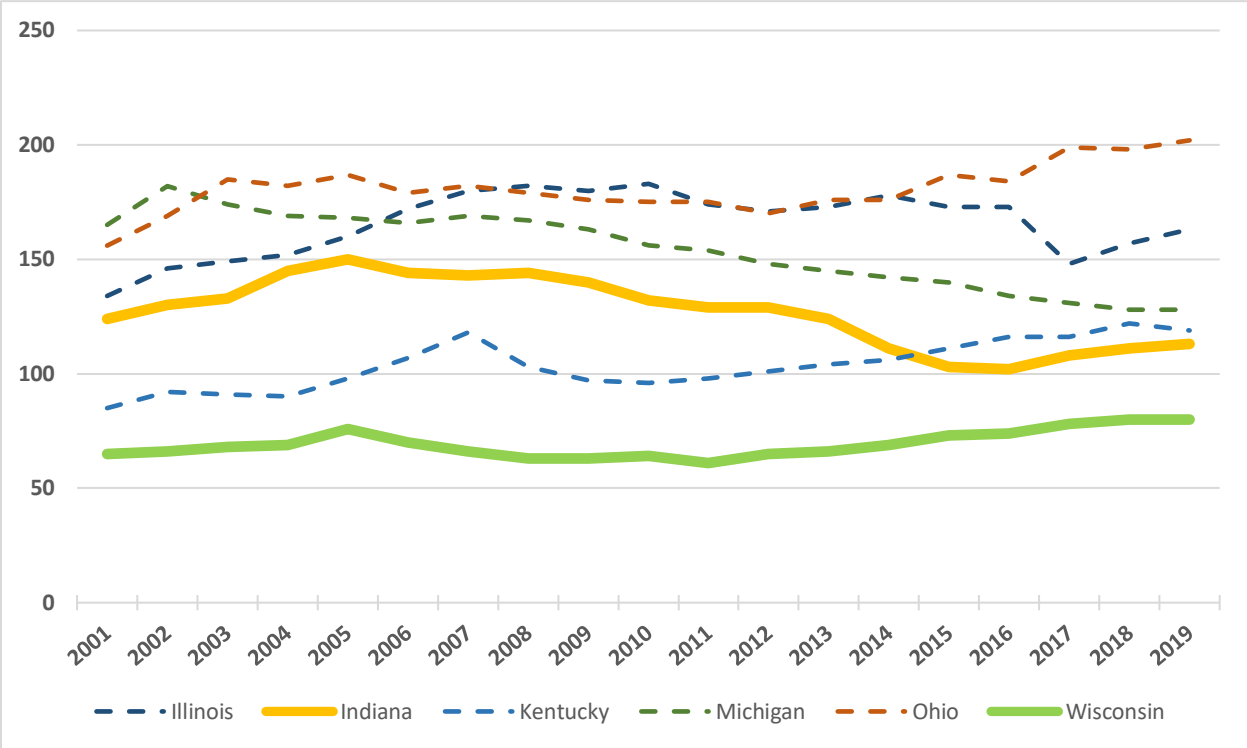


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 48.65% from 80,442 in 2001 to 119,580 in 2019. Decreases in the number of employees were noted in four years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 107,057 in 2008 to 82,768 (22.69%). Increases occurred in fourteen years, with 2006 experiencing the largest. The national number of employees in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 11.34% in that year from 94,163 in 2005 to 104,839.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry experienced a 9.60% increase in the number of employees from 1,250 in 2014 to 1,370. This increase carried into 2016, with an increase of 123 (8.98%). Since that time, the number of employees in Indiana's Nonresidential Poured Concrete Foundation and Structure Contractors subindustry has continued to fluctuate, resulting in a four-year loss of 125 (8.37%) through 2019.

Establishments in the Nonresidential Poured Concrete Foundation and Structure Contractors Subindustry

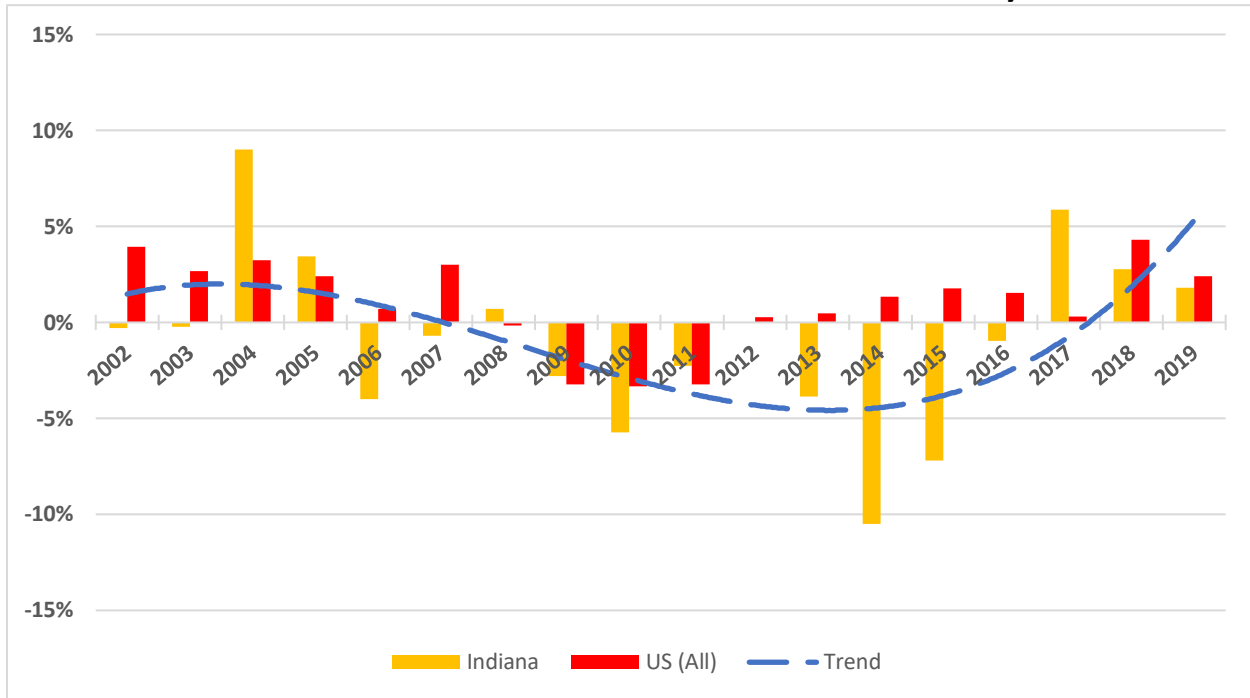


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of establishments that employed Indiana workers in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry from 2001 through 2019 decreased by 11 (8.87%) from 124 to 113. One of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. Nationally, the number of establishments employing workers in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 19.62% from 4,989 in 2001 to 5,968 in 2019.

Reviewing the data by year, Indiana's Nonresidential Poured Concrete Foundation and Structure Contractors subindustry saw decreases in the number of establishments in eleven years of the survey period. The largest such decrease occurred in 2014, when the number of establishments fell by 10.48% from 124 in 2013 to 111. Increases in the number of establishments in Indiana were tracked in six of the studied years, with the largest occurring in 2004. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 9.02% from 133 in 2003 to 145.

Percent of Change in Establishments for the Nonresidential Poured Concrete Foundation and Structure Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

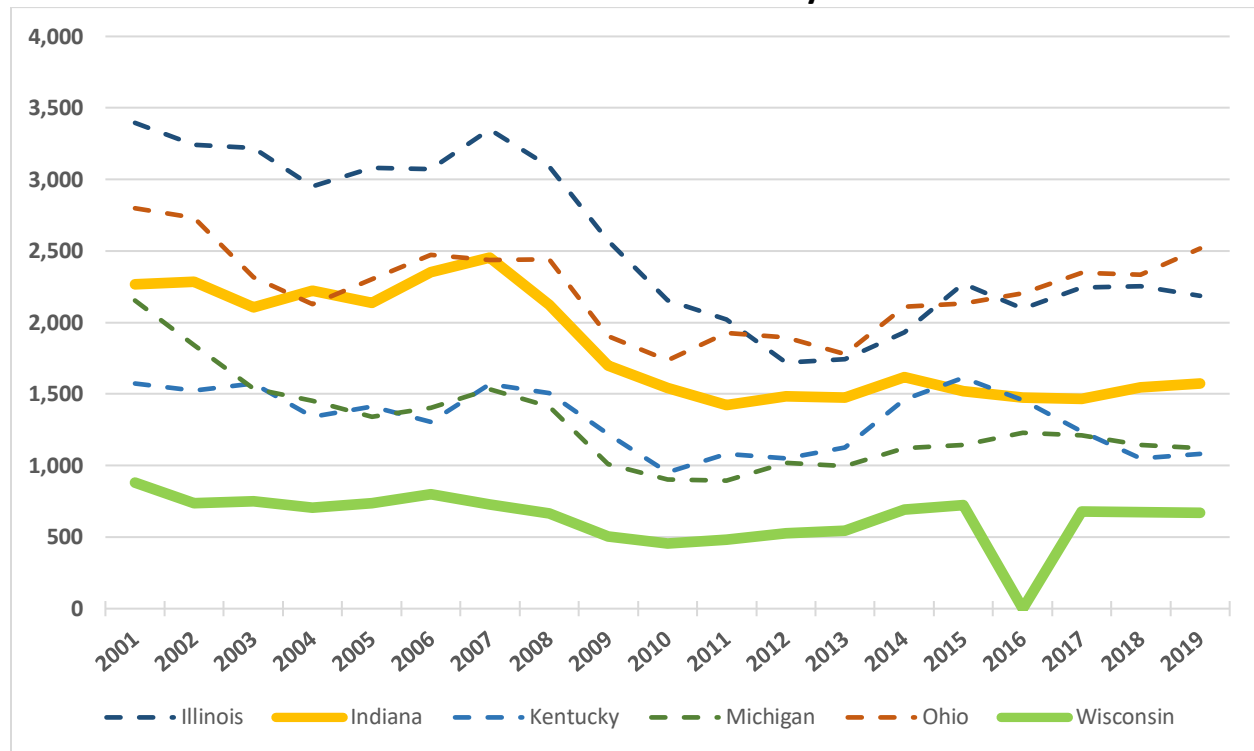
Nationally, the number of establishments employing workers in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 19.62% from 4,989 in 2001 to 5,968 in 2019. Decreases in the number of establishments were noted in four years of the survey period. The largest decrease nationally occurred in 2010, when the number of establishments decreased from 5,643 in 2009 to 5,455 (3.33%). Increases occurred in fourteen years, with 2018 experiencing the largest. The national number of establishments in the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry increased by 4.31% in that year from 5,587 in 2017 to 5,828.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Poured Concrete Foundation and Structure Contractors subindustry experienced a 7.21% decrease in the number of establishments from 111 in 2014 to 103. This continued a downward trend that began in 2009. This decrease carried into 2016 with an decrease of one (0.97%). Since that time, the number of establishments in Indiana's Nonresidential Poured Concrete Foundation and Structure Contractors subindustry has increased, resulting in a four-year gain of eleven (10.78%) through 2019.

Employment: NAICS 238122-Nonresidential Structural Steel and Precast Concrete Contractors

The Nonresidential Structural Steel and Precast Concrete Contractors subindustry encompasses establishments primarily engaged in: (1) erecting and assembling structural parts made from steel or precast concrete (e.g., steel beams, structural steel components, and similar products of precast concrete) in nonresidential buildings; and/or (2) assembling and installing other steel construction products (e.g., steel rods, bars, rebar, mesh, and cages) to reinforce poured-in-place concrete) in nonresidential buildings. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Structural Steel and Precast Concrete Contractors Subindustry



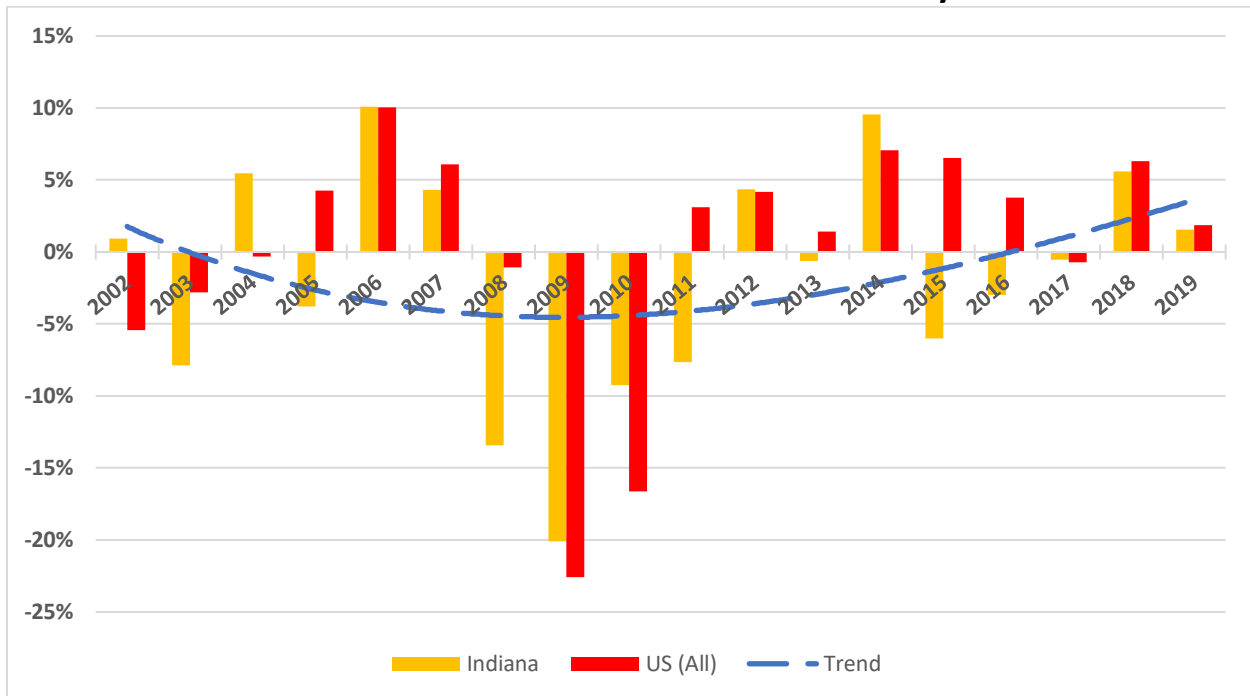
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of Indiana workers employed in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry from 2001 through 2019 decreased by 692 (30.55%) from 2,265 to 1,573. All of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry decreased by 1.30% from 76,338 in 2001 to 75,349 in 2019.

Reviewing the data by year, Indiana's Nonresidential Structural Steel and Precast Concrete Contractors subindustry saw decreases in the number of employees in ten years of the survey period. The largest

such decrease occurred in 2009, when the number of employees decreased by 20.09% from 2,125 in 2008 to 1,698. Increases in the number of employees in Indiana were tracked in eight of the studied years, with the largest occurring in 2006. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Structural Steel and Precast Concrete Contractors subindustry increased by 10.11% from 2,137 in 2005 to 2,353.

Percent of Change in Employment for the Nonresidential Structural Steel and Precast Concrete Contractors Subindustry

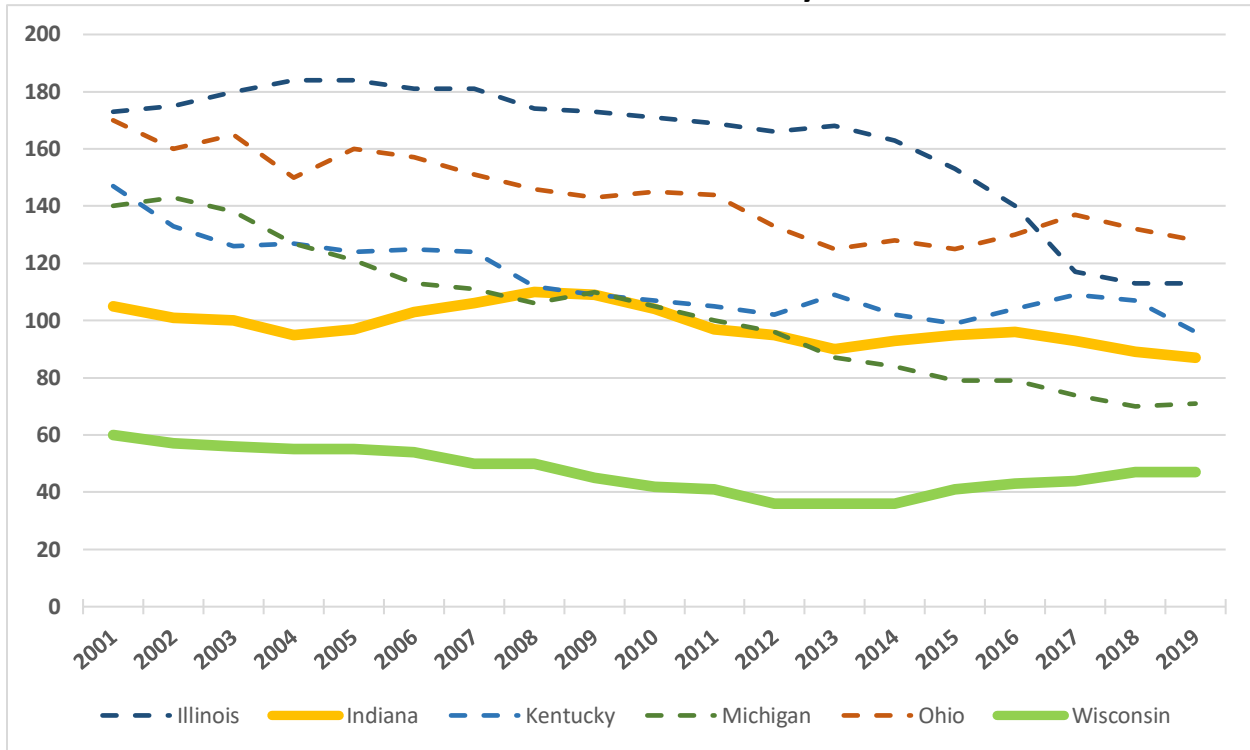


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry decreased by 1.30% from 76,338 in 2001 to 75,349 in 2019. Decreases in the number of employees were noted in seven years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 84,228 in 2008 to 65,197 (22.59%). Increases occurred in eleven years, with 2006 also experiencing the largest. The national number of employees in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry increased by 10.04% in that year from 72,929 in 2005 to 80,250.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Structural Steel and Precast Concrete Contractors subindustry experienced a 6.00% decrease in the number of employees from 1,617 in 2014 to 1,520. This reversed an uptick from 2014. This decrease carried into 2016 with an decrease of 45 (2.96%). Since that time, the number of employees in Indiana's Nonresidential Structural Steel and Precast Concrete Contractors subindustry has continued to fluctuate, resulting in a four-year gain of 98 (6.64%) through 2019.

Establishments in the Nonresidential Structural Steel and Precast Concrete Contractors Subindustry

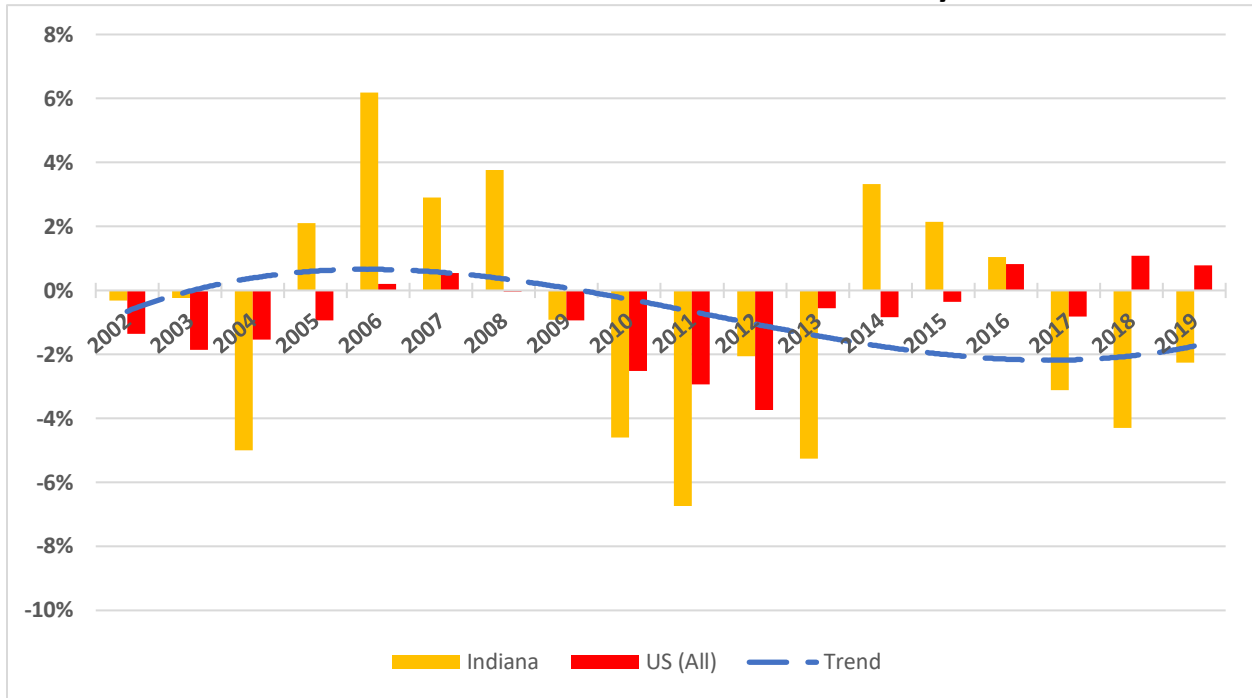


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of establishments across Indiana that employed workers in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry from 2001 through 2009 decreased by 18 (17.14%) from 105 to 87. All of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. Nationally, the number of establishments employing workers in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry decreased by 14.07% from 4,599 in 2001 to 3,952 in 2019.

Reviewing the data by year, Indiana's Nonresidential Structural Steel and Precast Concrete Contractors subindustry saw decreases in the number of establishments in eleven years of the survey period. The largest such decrease occurred in 2011, when the number of establishments fell by 6.73% from 104 in 2010 to 97. Increases in the number of establishments in Indiana were tracked in seven of the studied years, with the largest occurring in 2006. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Structural Steel and Precast Concrete Contractors subindustry increased by 6.19% from 97 in 2005 to 103.

Percent of Change in Establishments for the Nonresidential Structural Steel and Precast Concrete Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

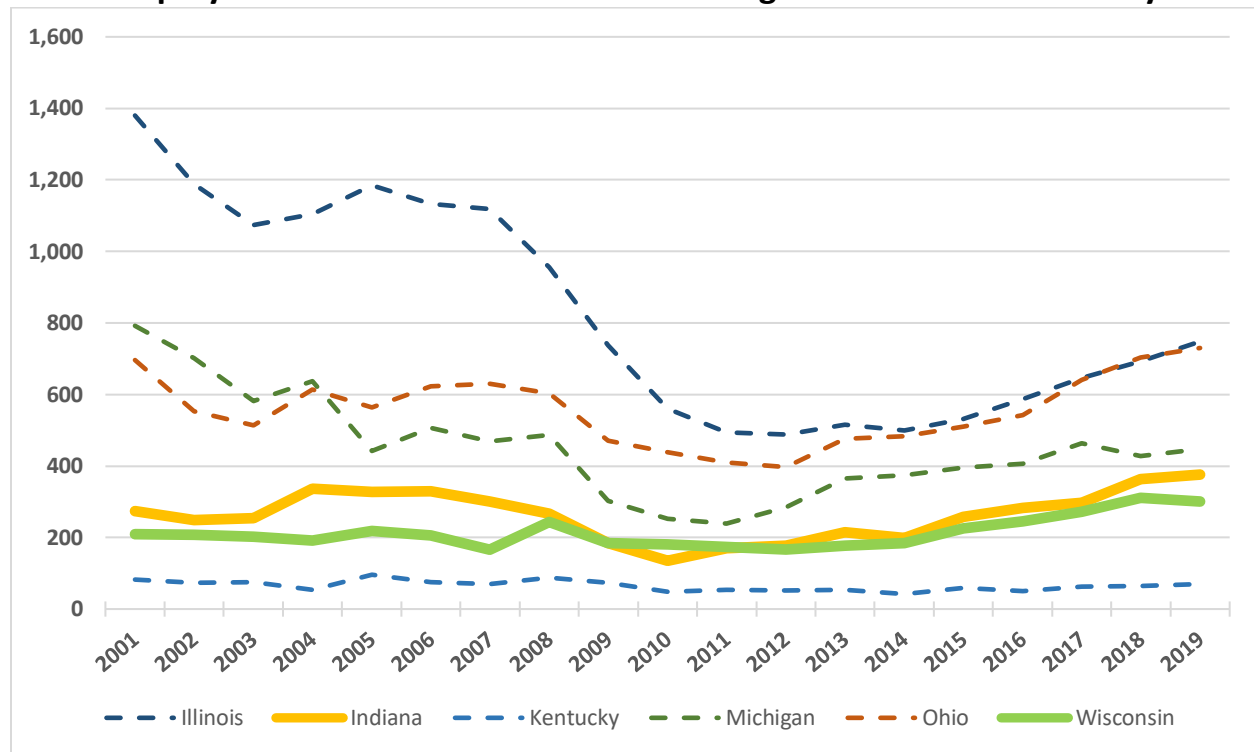
Nationally, the number of establishments employing workers in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry decreased by 14.07% from 4,599 in 2001 to 3,952 in 2019. Decreases in the number of establishments were noted in thirteen years of the survey period. The largest decrease nationally occurred in 2012, when the number of establishments decreased from 4,101 in 2011 to 3,948 (3.73%). Increases occurred in five years, with 2018 experiencing the largest. The national number of establishments in the Nonresidential Structural Steel and Precast Concrete Contractors subindustry increased by 1.08% in that year from 3,879 in 2017 to 3,921.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Structural Steel and Precast Concrete Contractors subindustry experienced a 2.15% increase in the number of establishments from 93 in 2014 to 95. This continued an upward trend that began in 2014. This increase carried into 2016, with an increase of one (1.05%). Since that time, the number of establishments in Indiana's Nonresidential Structural Steel and Precast Concrete Contractors subindustry has decreased, resulting in a four-year loss of nine (9.38%) through 2019.

Employment: NAICS 238132-Nonresidential Framing Contractors

The Nonresidential Framing Contractors subindustry is comprised of establishments primarily engaged in nonresidential structural framing and sheathing using materials other than structural steel or concrete. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Framing Contractors Subindustry

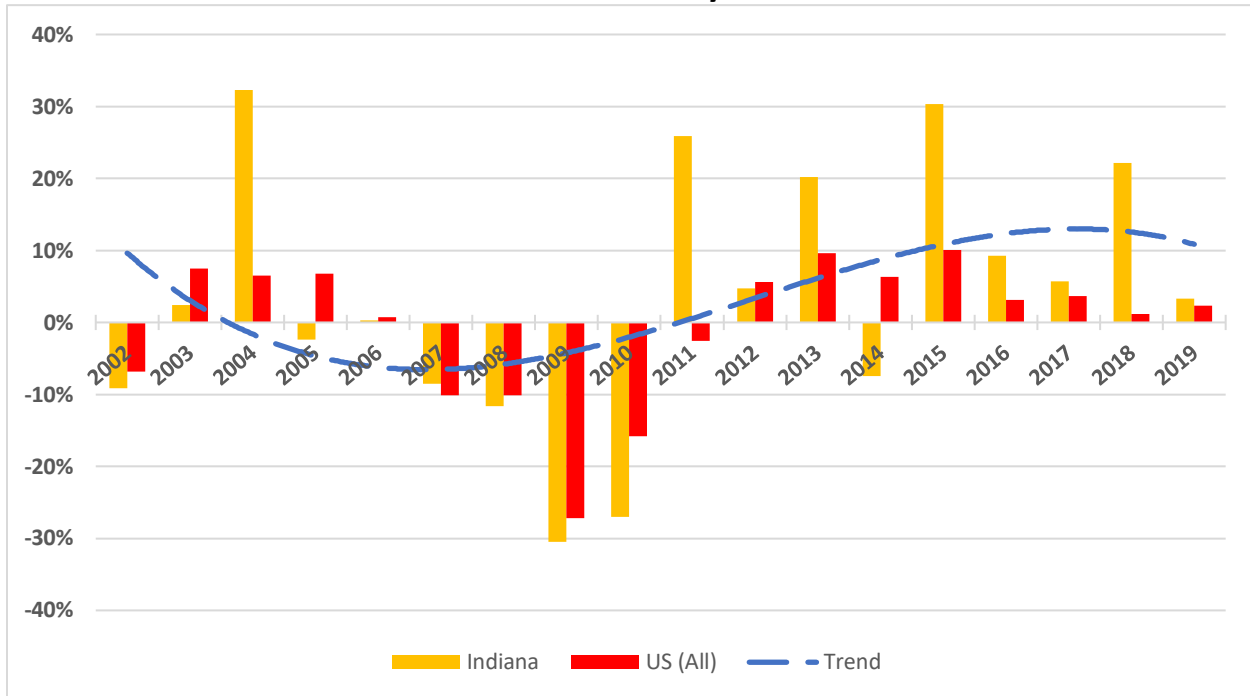


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of Indiana workers employed in the Nonresidential Framing Contractors subindustry increased by 103 (37.73%) from 273 to 376. Two of the other five Midwestern states in this study also experienced an increase in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Nonresidential Framing Contractors subindustry decreased by 17.16% from 22,802 in 2001 to 18,889 in 2019.

When reviewed by year, Indiana's Nonresidential Framing Contractors subindustry saw decreases in the number of employees in seven years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 30.45% from 266 in 2008 to 185. Increases in the number of employees in Indiana were tracked in eleven of the studied years, with the largest occurring in 2004. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Framing Contractors subindustry increased by 32.28% from 254 in 2003 to 336.

Percent of Change in Employment for the Nonresidential Framing Contractors Subindustry

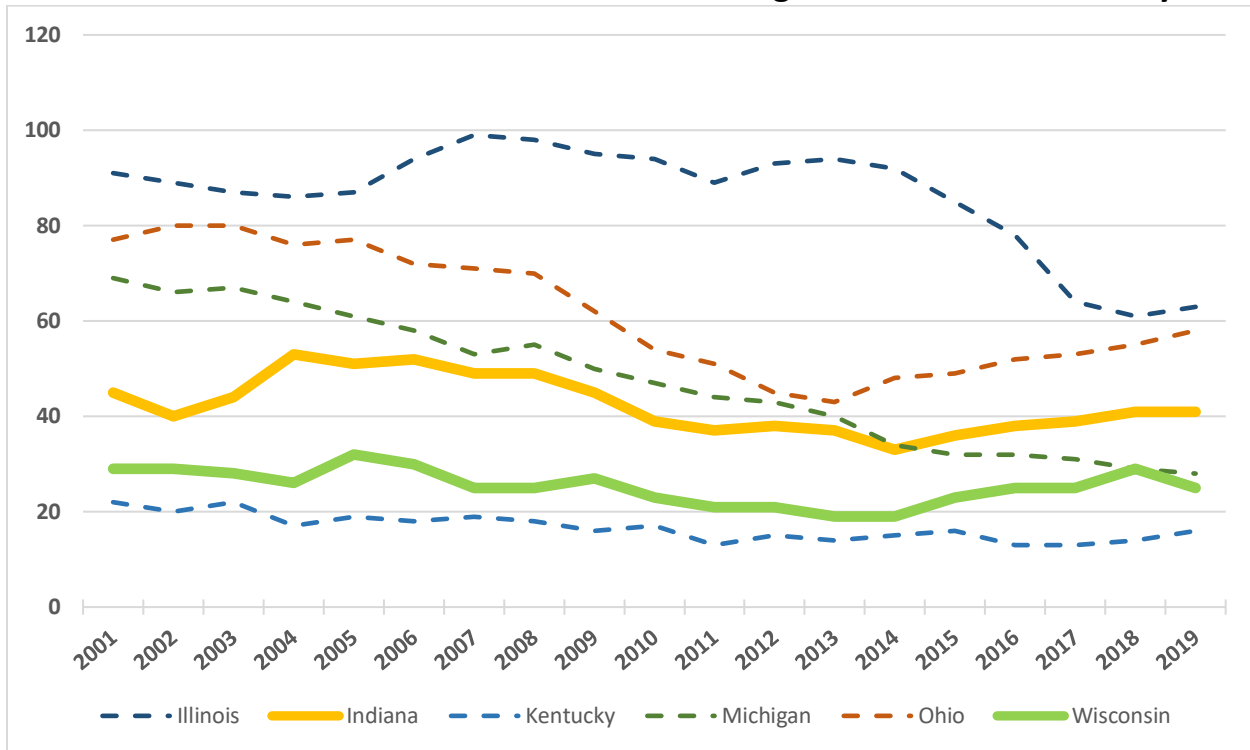


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Nonresidential Framing Contractors subindustry decreased by 17.16% from 22,802 in 2001 to 18,889 in 2019. Decreases in the number of employees were noted in six years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 21,104 in 2008 to 15,369 (27.17%). Increases occurred in twelve years, with 2015 experiencing the largest. The national number of employees in the Nonresidential Framing Contractors subindustry increased by 10.02% in that year from 15,507 in 2014 to 17,061.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Framing Contractors subindustry experienced a 30.30% increase in the number of employees from 198 in 2014 to 258. This reversed a reduction occurring in 2014. This increase carried into 2016, with an increase of 24 (9.30%). Since that time, the number of employees in Indiana's Nonresidential Framing Contractors subindustry has continued to increase, resulting in a four-year gain of 94 (33.33%) through 2019.

Establishments in the Nonresidential Framing Contractors Subindustry

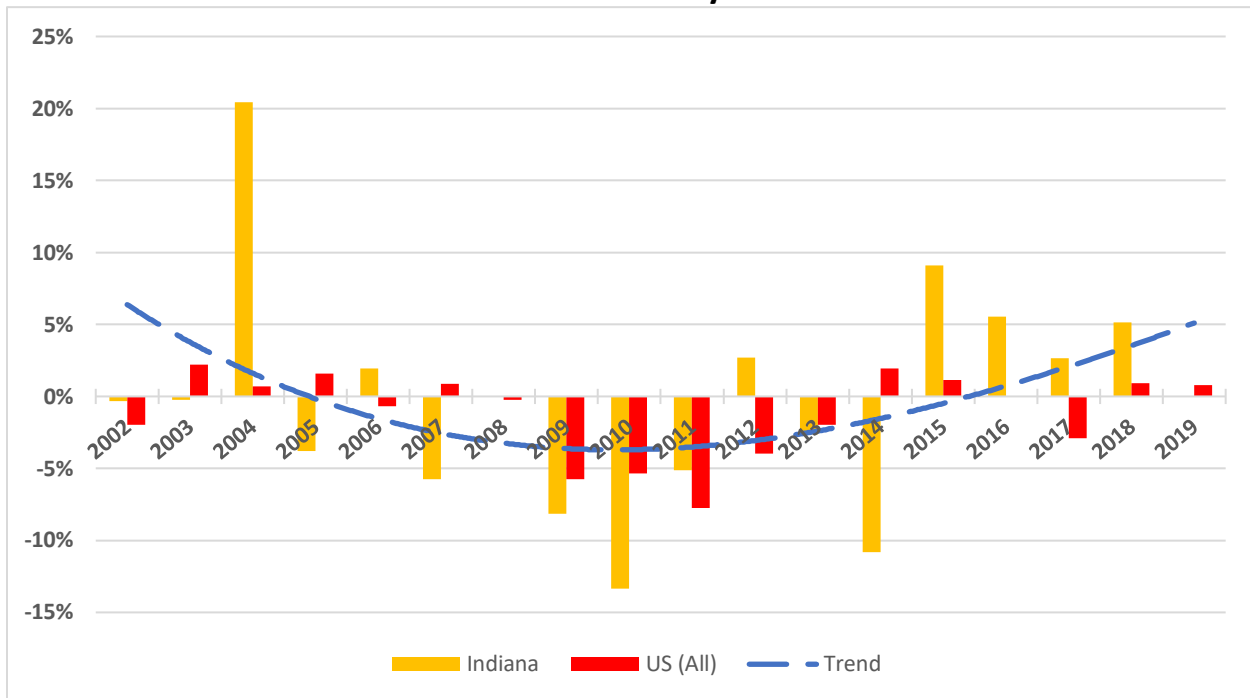


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of establishments across Indiana that employed workers in the Nonresidential Framing Contractors subindustry from 2001 through 2009 decreased by 4 (8.89%) from 45 to 41. All of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. The number of establishments employing workers in the Nonresidential Framing Contractors subindustry nationally decreased by 19.22% from 1,951 in 2001 to 1,576 in 2019.

Reviewing the data by year, Indiana's Nonresidential Framing Contractors subindustry saw decreases in the number of establishments in nine years of the survey period. The largest such decrease occurred in 2010, when the number of establishments fell by 13.33% from 45 in 2009 to 39. Increases in the number of establishments in Indiana were tracked in seven of the studied years, with the largest occurring in 2004. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Framing Contractors subindustry increased by 20.45% from 44 in 2003 to 53.

Percent of Change in Establishments for the Nonresidential Framing Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

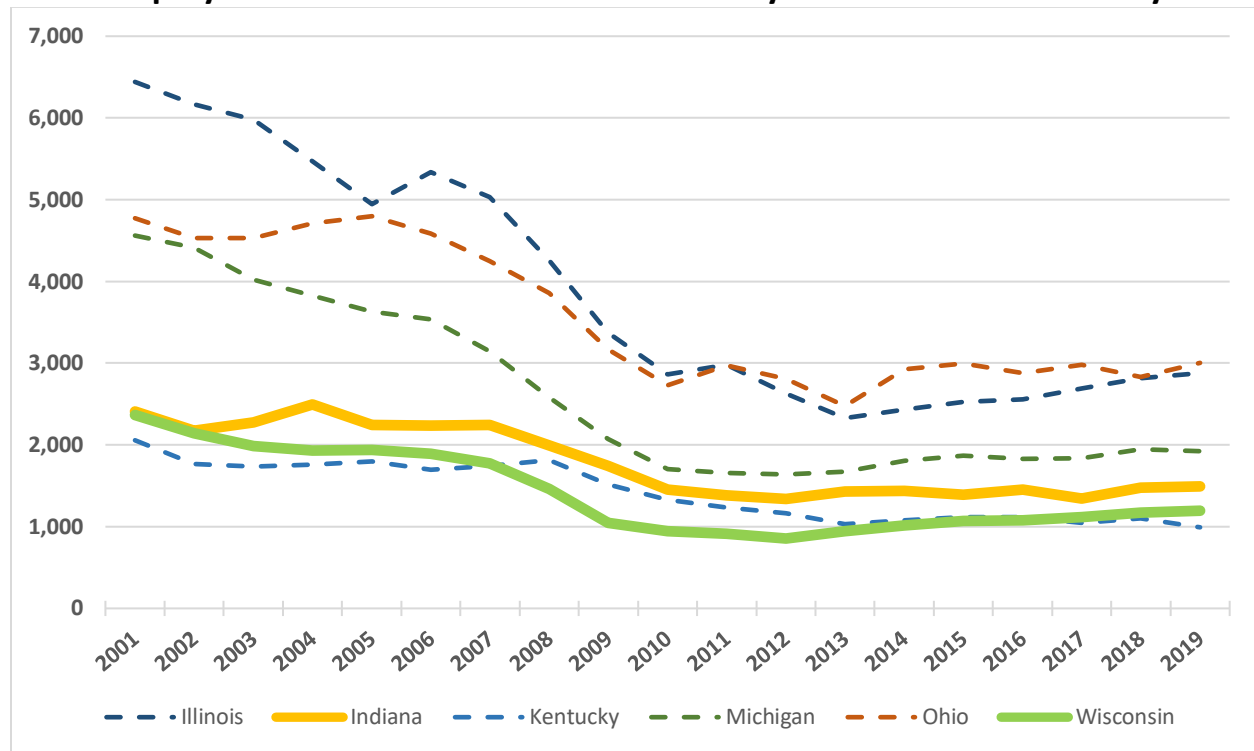
The number of establishments employing workers in the Nonresidential Framing Contractors subindustry nationally decreased by 19.22% from 1,951 in 2001 to 1,576 in 2019. Decreases in the number of establishments were noted in nine years of the survey period. The largest decrease nationally occurred in 2011, when the number of establishments decreased from 1,782 in 2010 to 1,644 (7.74%). Increases occurred in eight years, with 2003 experiencing the largest. The national number of establishments in the Nonresidential Framing Contractors subindustry increased by 2.20% in that year from 1,913 in 2002 to 1,955.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Framing Contractors subindustry experienced a 9.09% increase in the number of establishments from 33 in 2014 to 36. This increase carried into 2016, with an increase of two (5.56%). Since that time, the number of establishments in Indiana's Nonresidential Framing Contractors subindustry has continued to fluctuate, resulting in a four-year gain of three (7.89%) through 2019.

Employment: NAICS 238142-Nonresidential Masonry Contractors

The Nonresidential Masonry Contractors subindustry includes establishments primarily engaged in nonresidential masonry work, stone setting, brick laying, and other stone work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Masonry Contractors Subindustry

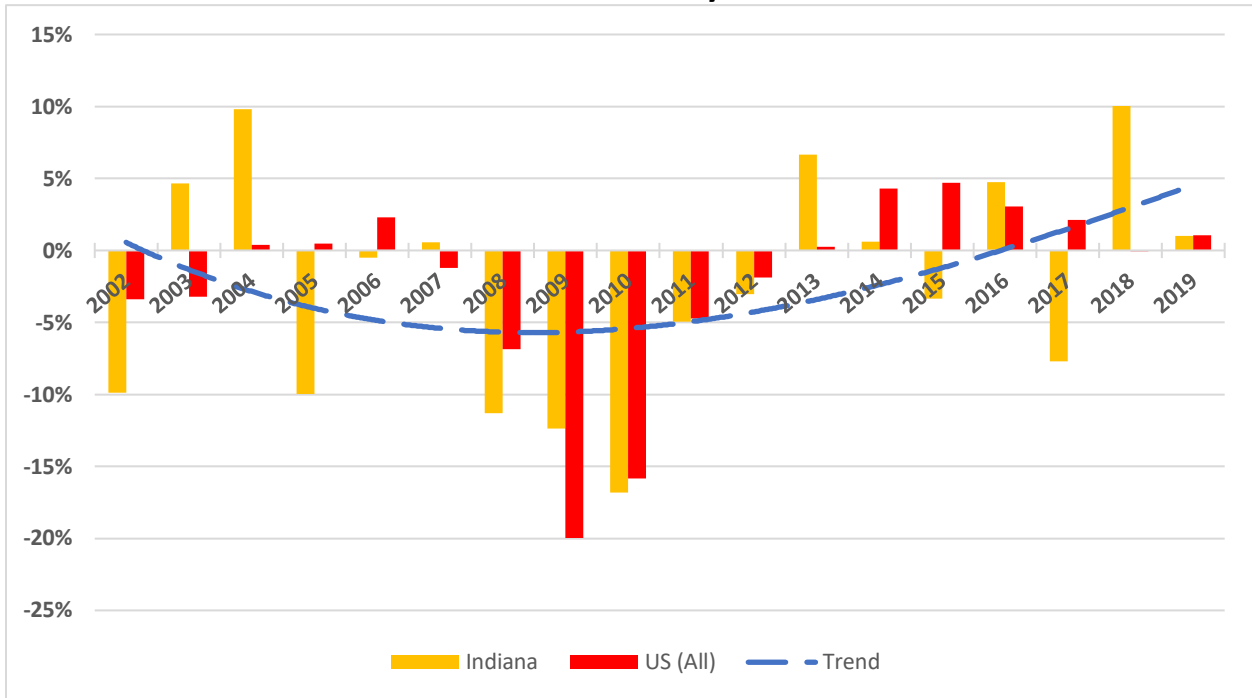


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of Indiana workers employed in the Nonresidential Masonry Contractors subindustry from 2001 through 2019 decreased by 916 (38.02%) from 2,409 to 1,493. All of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. The number of workers employed in the Nonresidential Masonry Contractors subindustry nationally decreased by 35.01% from 118,691 in 2001 to 77,137 in 2019.

When reviewed by year, Indiana's Nonresidential Masonry Contractors subindustry saw decreases in the number of employees in ten years of the survey period. The largest such decrease occurred in 2010, when the number of employees decreased by 16.83% from 1,747 in 2009 to 1,453. Increases in the number of employees in Indiana were tracked in eight of the studied years, with the largest occurring in 2018. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Masonry Contractors subindustry increased by 10.05% from 1,343 in 2017 to 1,478.

Percent of Change in Employment for the Nonresidential Masonry Contractors Subindustry

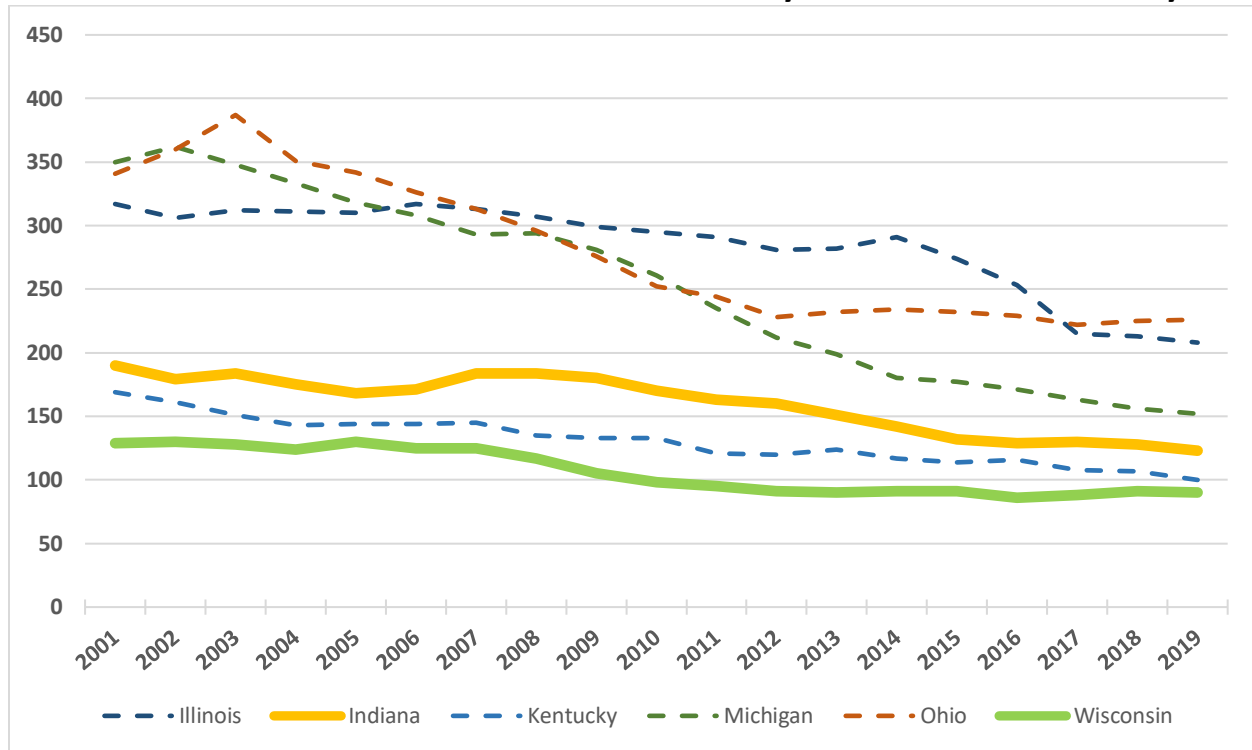


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of workers employed in the Nonresidential Masonry Contractors subindustry nationally decreased by 35.01% from 118,691 in 2001 to 77,137 in 2019. Decreases in the number of employees were noted in nine years of the survey period. The largest decrease nationally occurred in 2009, when the number of employees fell from 105,355 in 2008 to 84,313 (19.97%). Increases occurred in nine years, with 2015 experiencing the largest. The national number of employees in the Nonresidential Masonry Contractors subindustry increased by 4.68% in that year from 69,329 in 2014 to 72,572.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Masonry Contractors subindustry experienced a 3.34% decrease in the number of employees from 1,437 in 2014 to 1,389. This reversed an upward trend that began in 2013. This decrease did not continue in 2016, as the number of employees increased by 66 (4.75%). Since that time, the number of employees in Indiana's Nonresidential Masonry Contractors subindustry has continued to fluctuate, resulting in a four-year gain of 38 (2.61%) through 2019.

Establishments in the Nonresidential Masonry Contractors Subindustry

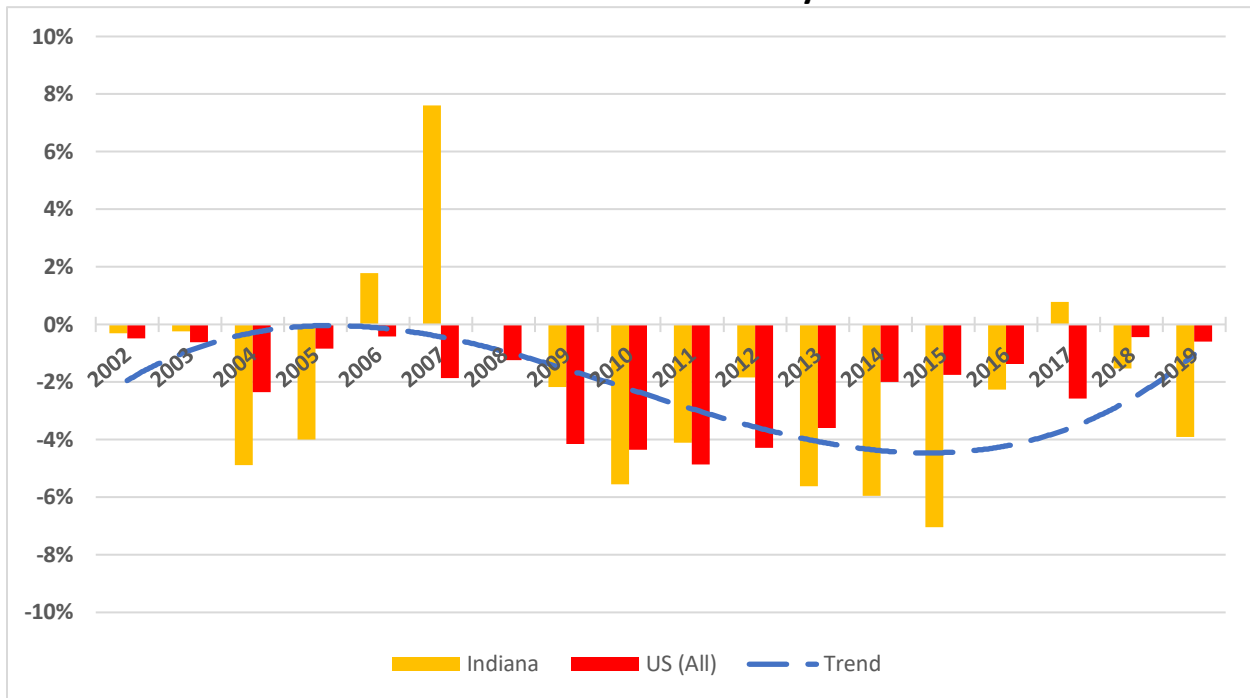


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrf?en>

The total number of establishments across Indiana that employed workers in the Nonresidential Masonry Contractors subindustry from 2001 through 2009 decreased by 67 (35.26%) from 190 to 123. All of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. The number of establishments in the Nonresidential Masonry Contractors subindustry across the nation decreased by 31.90% from 7,513 in 2001 to 5,116 in 2019.

Comparing each year individually, Indiana's Nonresidential Masonry Contractors subindustry saw decreases in the number of establishments in fourteen years of the survey period. The largest such decrease occurred in 2015, when the number of establishments fell by 7.04% from 142 in 2014 to 132. Increases in the number of establishments in Indiana were tracked in three of the studied years, with the largest occurring in 2007. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Masonry Contractors subindustry increased by 7.60% from 171 in 2006 to 184.

Percent of Change in Establishments for the Nonresidential Masonry Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

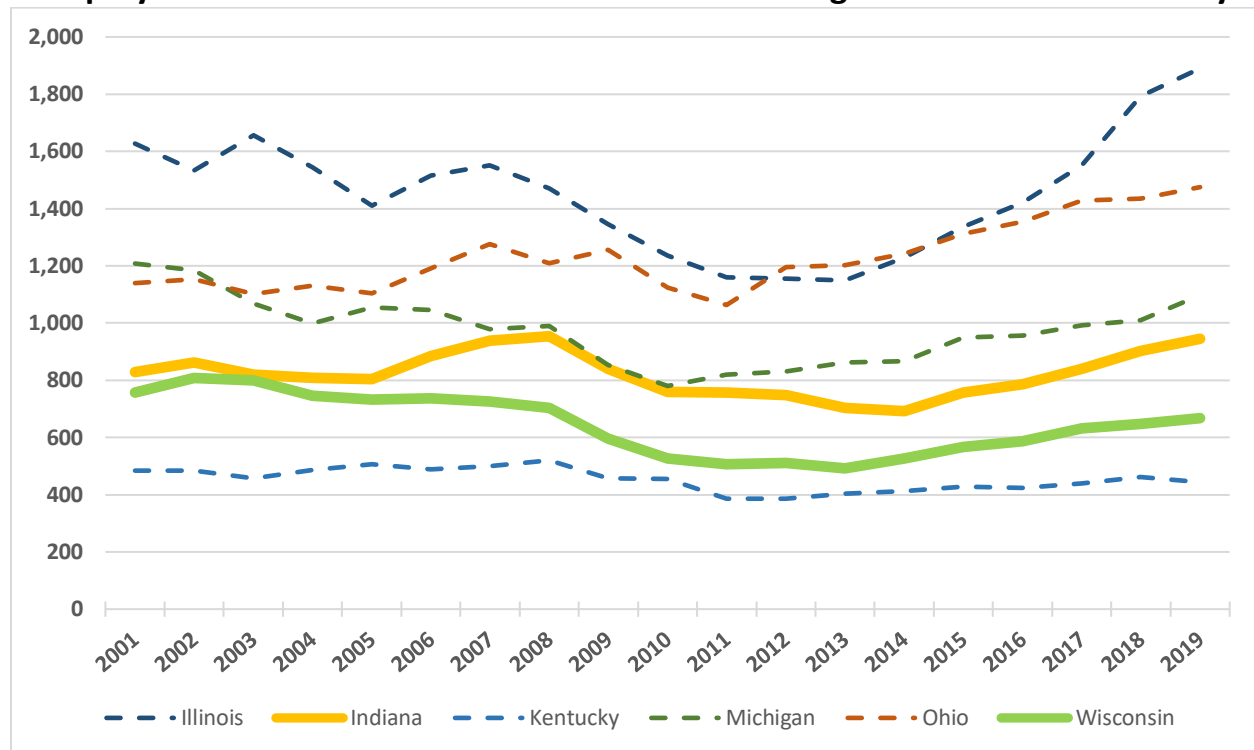
The number of establishments in the Nonresidential Masonry Contractors subindustry across the nation decreased by 31.90% from 7,513 in 2001 to 5,116 in 2019. Decreases in the number of establishments were noted in eighteen years of the survey period. The largest decrease nationally occurred in 2011, when the number of establishments decreased from 6,366 in 2010 to 6,057 (4.85%). There were no increases in the number of establishments recorded during the survey period.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Masonry Contractors subindustry experienced a 7.04% decrease in the number of establishments from 142 in 2014 to 132. This decrease carried into 2016 with an decrease of three (2.27%). Since that time, the number of establishments in Indiana's Nonresidential Masonry Contractors subindustry has continued to fluctuate, resulting in a four-year loss of six (4.65%) through 2019.

Employment: NAICS 238152-Nonresidential Glass and Glazing Contractors

The Nonresidential Glass and Glazing Contractors subindustry consists of establishments primarily engaged in installing glass panes in prepared openings (i.e., glazing work) and other glass work for nonresidential buildings. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Glass and Glazing Contractors Subindustry

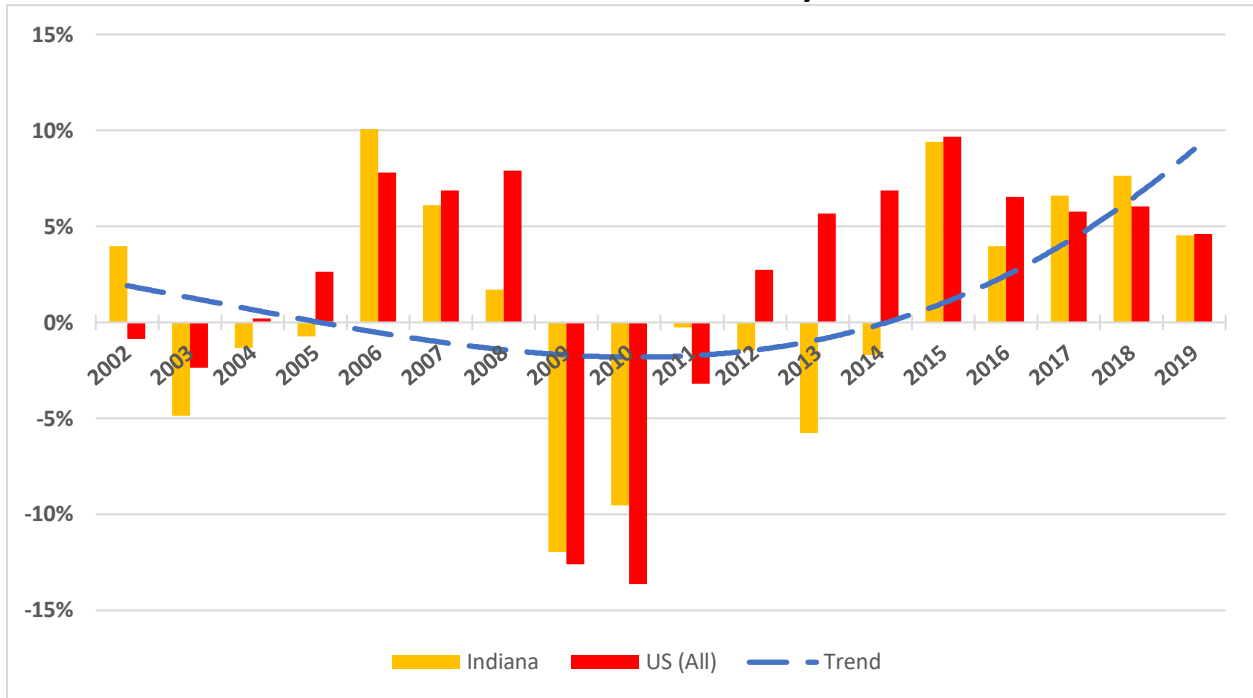


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of workers employed across Indiana in the Nonresidential Glass and Glazing Contractors subindustry increased by 115 (13.87%) from 829 to 944. Two of the other five Midwestern states in this study also experienced an increase in the number of employees paid in this subindustry over the survey period. The number of workers employed in the Nonresidential Glass and Glazing Contractors subindustry nationally increased by 43.95% from 33,908 in 2001 to 48,810 in 2019.

When reviewed by year, Indiana's Nonresidential Glass and Glazing Contractors subindustry saw decreases in the number of employees in nine years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 11.95% from 954 in 2008 to 840. Increases in the number of employees in Indiana were tracked in nine of the studied years, with the largest occurring in 2006. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Glass and Glazing Contractors subindustry increased by 10.09% from 803 in 2005 to 884.

Percent of Change in Employment for the Nonresidential Glass and Glazing Contractors Subindustry

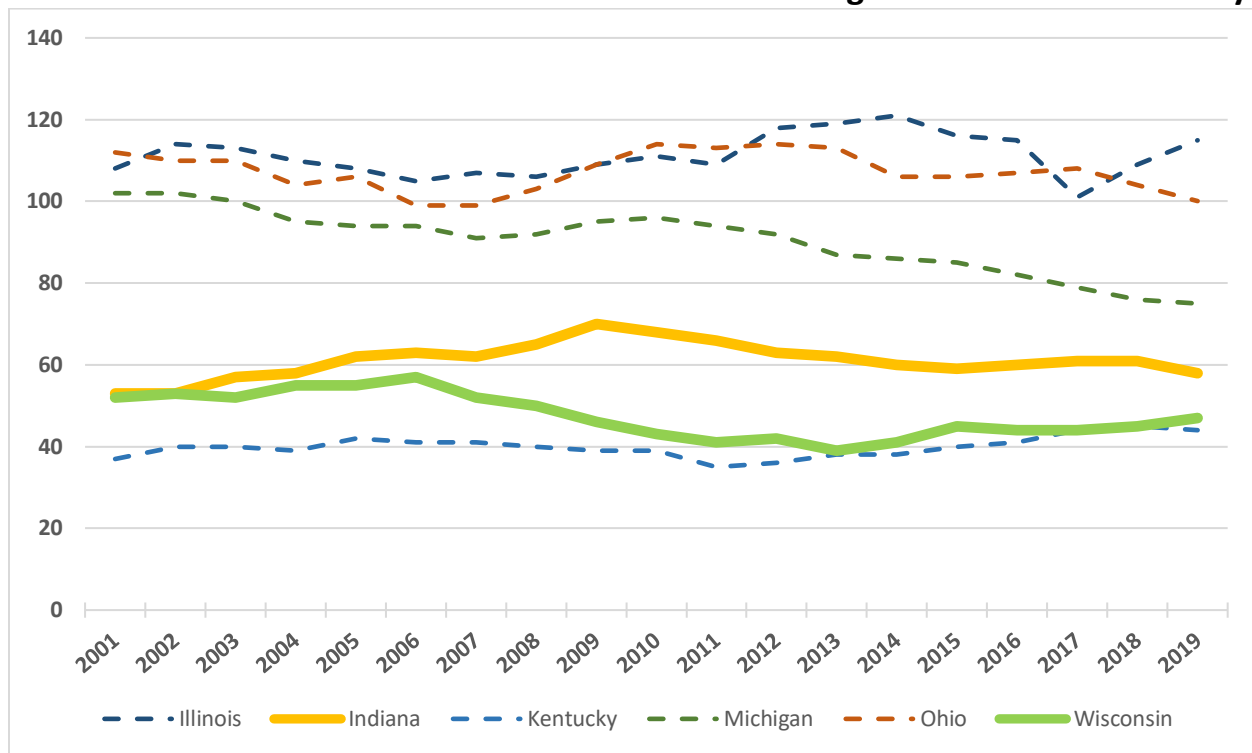


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of workers employed in the Nonresidential Glass and Glazing Contractors subindustry nationally increased by 43.95% from 33,908 in 2001 to 48,810 in 2019. Decreases in the number of employees were noted in five years of the survey period. The largest decrease nationally occurred in 2010, when the number of employees fell from 36,693 in 2009 to 31,697 (13.62%). Increases occurred in thirteen years, with 2015 experiencing the largest. The national number of employees in the Nonresidential Glass and Glazing Contractors subindustry increased by 9.67% in that year from 35,609 in 2014 to 39,052.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Glass and Glazing Contractors subindustry experienced a 9.39% increase in the number of employees from 692 in 2014 to 757. This reversed a downward trend that began in 2009. This increase carried into 2016, with an increase of 30 (3.96%). Since that time, the number of employees in Indiana's Nonresidential Glass and Glazing Contractors subindustry has continued to increase, resulting in a four-year gain of 157 (19.95%) through 2019.

Establishments in the Nonresidential Glass and Glazing Contractors Subindustry

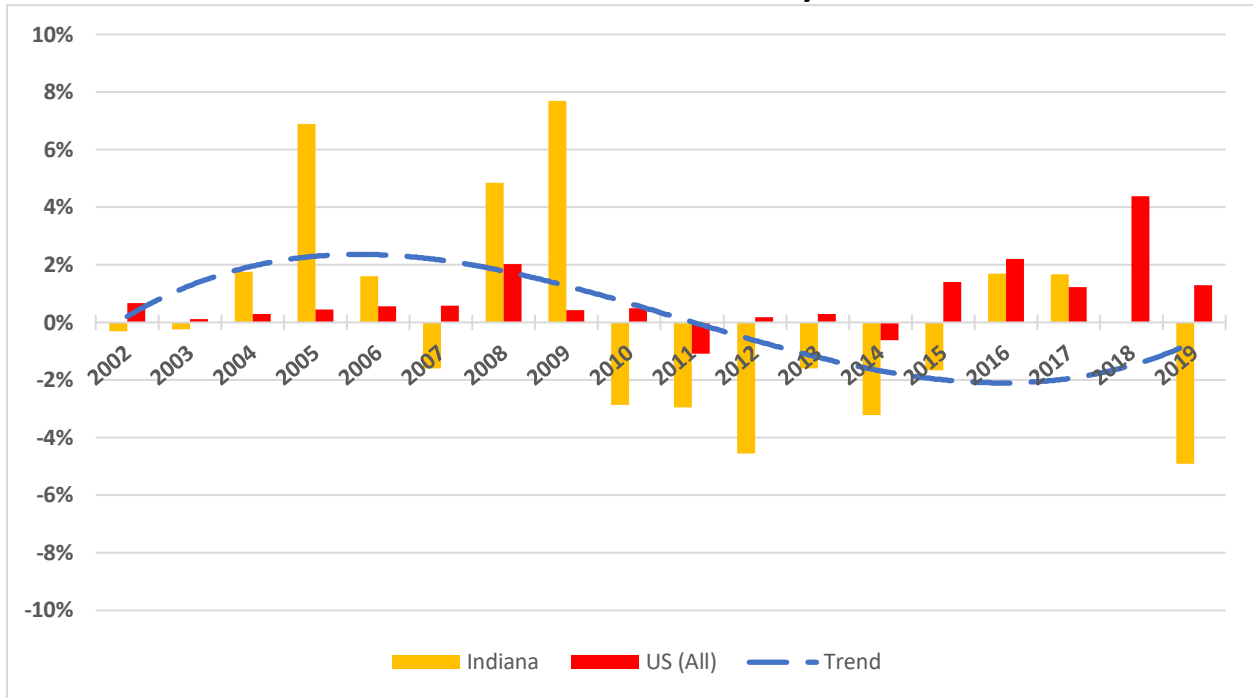


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of establishments that employed Indiana workers in the Nonresidential Glass and Glazing Contractors subindustry increased by 5 (9.43%) from 53 to 58. Two of the other five Midwestern states in this study also experienced an increase in the number of establishments in this subindustry over the survey period. Nationally, the number of establishments employing workers in the Nonresidential Glass and Glazing Contractors subindustry increased by 15.94% from 2,641 in 2001 to 3,062 in 2019.

Reviewing the data by year, Indiana's Nonresidential Glass and Glazing Contractors subindustry saw decreases in the number of establishments in ten years of the survey period. The largest such decrease occurred in 2019, when the number of establishments fell by 4.92% from 61 in 2018 to 58. Increases in the number of establishments in Indiana were tracked in seven of the studied years, with the largest occurring in 2009. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Glass and Glazing Contractors subindustry increased by 7.69% from 65 in 2008 to 70.

Percent of Change in Establishments for the Nonresidential Glass and Glazing Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

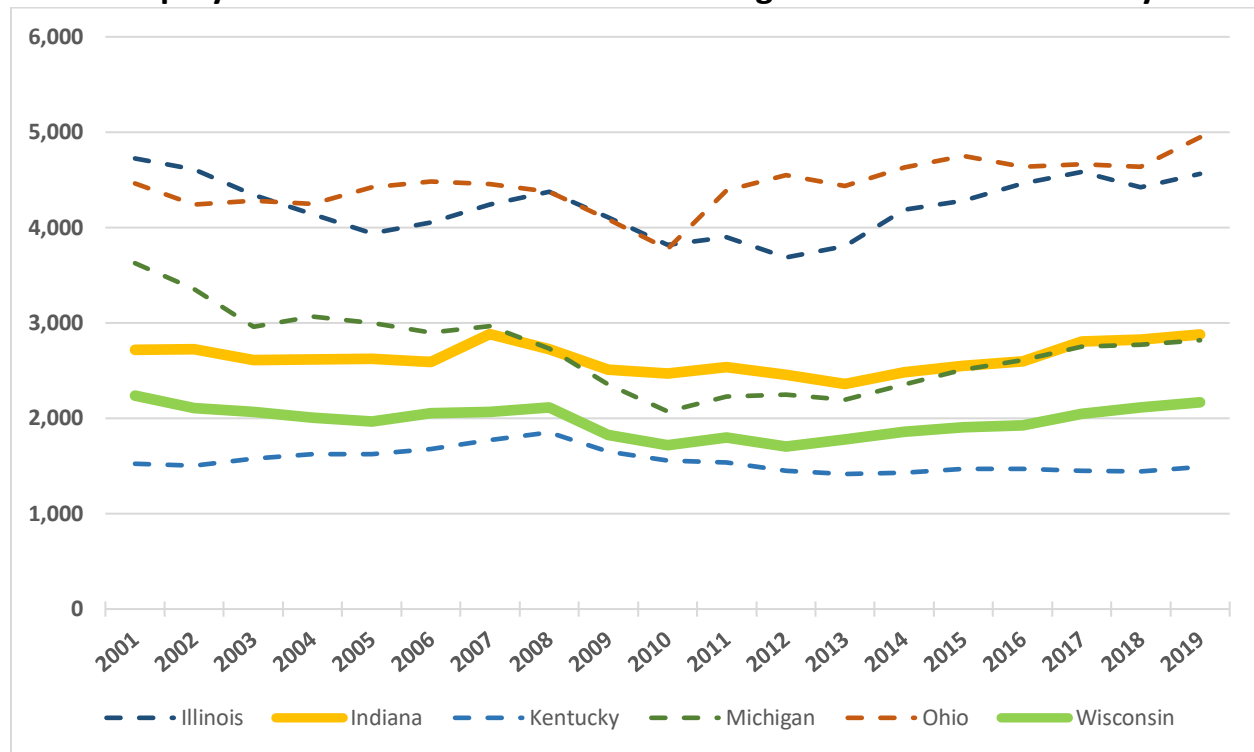
Nationally, the number of establishments employing workers in the Nonresidential Glass and Glazing Contractors subindustry increased by 15.94% from 2,641 in 2001 to 3,062 in 2019. Decreases in the number of establishments were noted in two years of the survey period. The largest decrease nationally occurred in 2011, when the number of establishments decreased from 2,794 in 2010 to 2,764 (1.07%). Increases occurred in sixteen years, with 2018 experiencing the largest. The national number of establishments in the Nonresidential Glass and Glazing Contractors subindustry increased by 4.39% in that year from 2,896 in 2017 to 3,023.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Glass and Glazing Contractors subindustry experienced a 1.67% decrease in the number of establishments from 60 in 2014 to 59. This decrease did not continue in 2016, as the number of establishments increased by one (1.69%). Since that time, the number of establishments in Indiana's Nonresidential Glass and Glazing Contractors subindustry has continued to fluctuate, resulting in a four-year loss of two (3.33%) through 2019.

Employment: NAICS 238162-Nonresidential Roofing Contractors

The Nonresidential Roofing Contractors subindustry encompasses establishments primarily engaged in nonresidential roofing. This subindustry also includes establishments treating roofs (i.e., spraying, painting, or coating) and installing skylights. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Roofing Contractors Subindustry

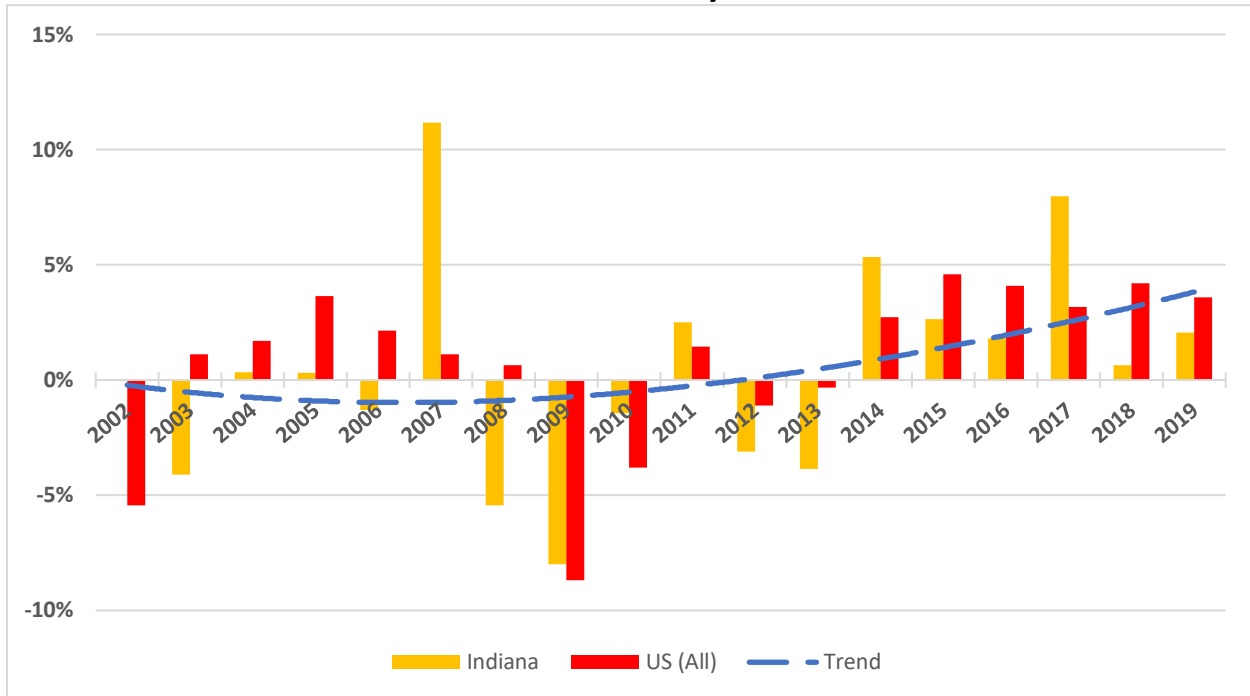


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of Indiana workers employed in the Nonresidential Roofing Contractors subindustry from 2001 through 2019 increased by 160 (5.88%) from 2,721 to 2,881. One of the other five Midwestern states in this study also experienced an increase in the number of employees paid in this subindustry over the survey period. The number of workers employed in the Nonresidential Roofing Contractors subindustry nationally increased by 14.70% from 97,407 in 2001 to 111,729 in 2019.

Reviewing the data by year, Indiana's Nonresidential Roofing Contractors subindustry saw decreases in the number of employees in seven years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 8.00% from 2,726 in 2008 to 2,508. Increases in the number of employees in Indiana were tracked in eleven of the studied years, with the largest occurring in 2007. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Roofing Contractors subindustry increased by 11.18% from 2,593 in 2006 to 2,883.

Percent of Change in Employment for the Nonresidential Roofing Contractors Subindustry

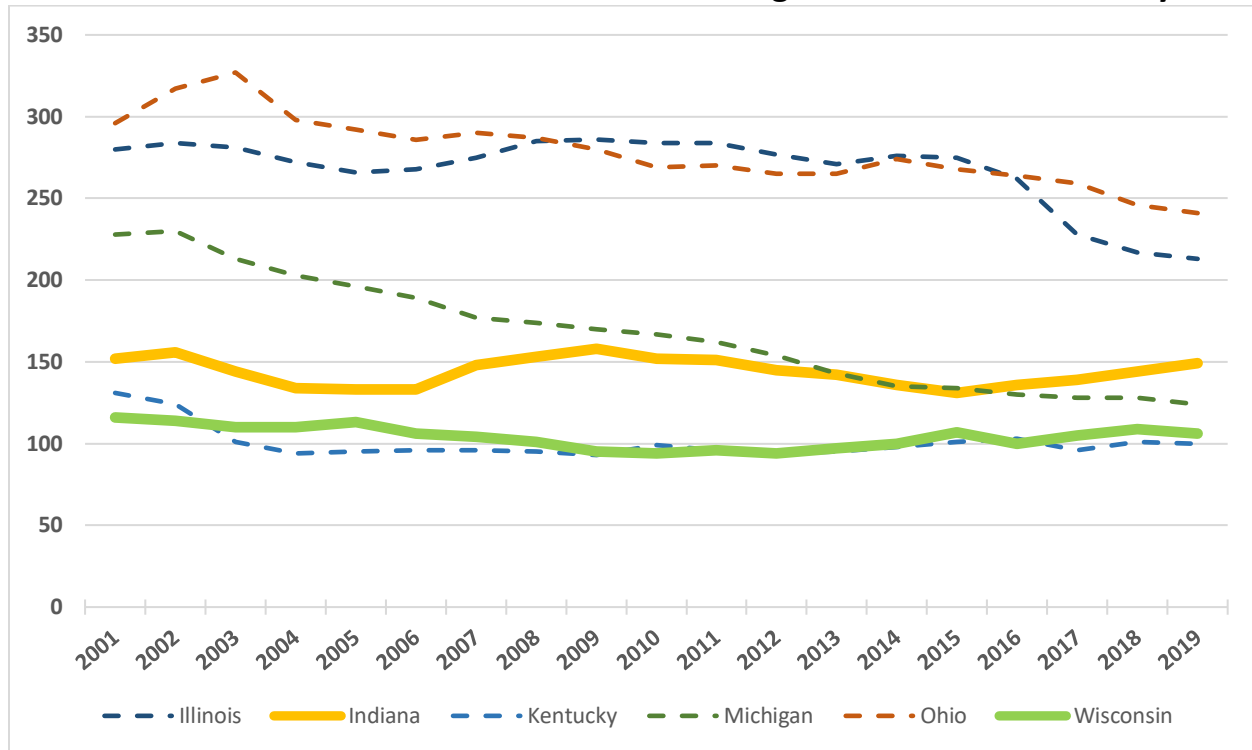


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of workers employed in the Nonresidential Roofing Contractors subindustry nationally increased by 14.70% from 97,407 in 2001 to 111,729 in 2019. Decreases in the number of employees were noted in five years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 102,090 in 2008 to 93,232 (8.68%). Increases occurred in thirteen years, with 2015 experiencing the largest. The national number of employees in the Nonresidential Roofing Contractors subindustry increased by 4.58% in that year from 92,158 in 2014 to 96,375.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Roofing Contractors subindustry experienced a 2.65% increase in the number of employees from 2,486 in 2014 to 2,552. The increase appears to have started trending upward in 2014. This increase carried into 2016, with an increase of 46 (1.80%). Since that time, the number of employees in Indiana's Nonresidential Roofing Contractors subindustry has continued to increase, resulting in a four-year gain of 283 (10.89%) through 2019.

Establishments in the Nonresidential Roofing Contractors Subindustry

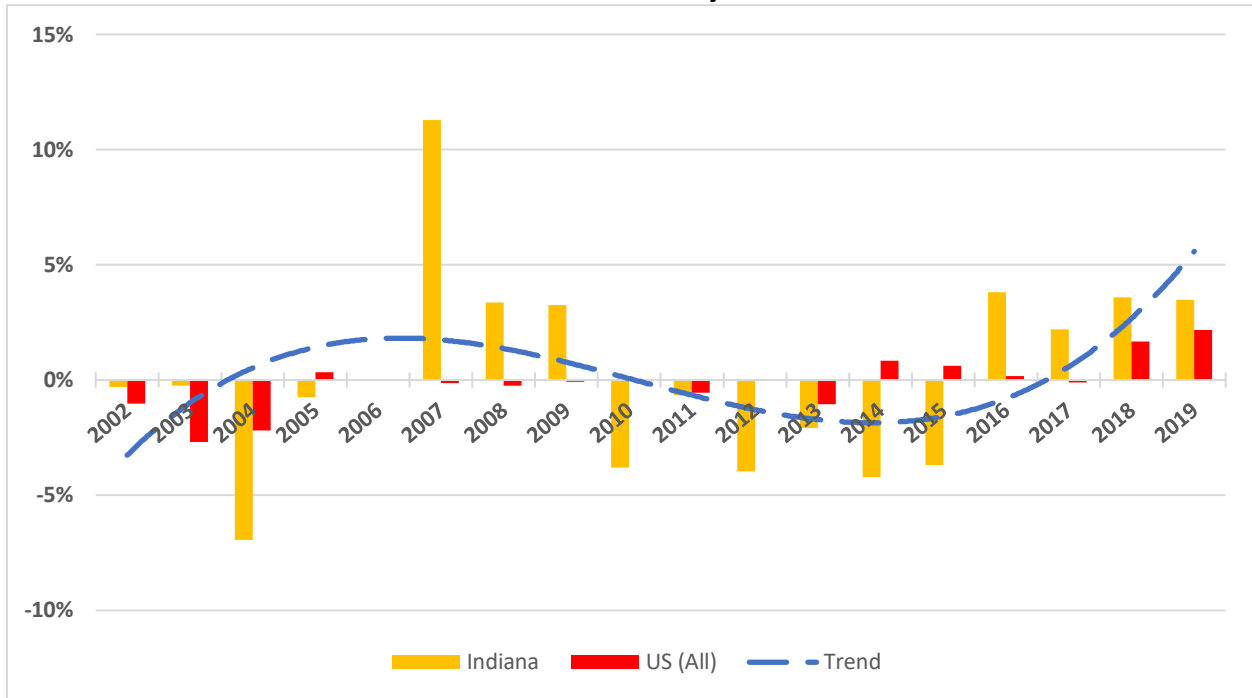


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of establishments that employed Indiana workers in the Nonresidential Roofing Contractors subindustry decreased by 3 (1.97%) from 152 to 149. All of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. The number of establishments employing workers in the Nonresidential Roofing Contractors subindustry nationally decreased by 2.29% from 5,848 in 2001 to 5,714 in 2019.

Comparing each year individually, Indiana's Nonresidential Roofing Contractors subindustry saw decreases in the number of establishments in ten years of the survey period. The largest such decrease occurred in 2004, when the number of establishments fell by 6.94% from 144 in 2003 to 134. Increases in the number of establishments in Indiana were tracked in seven of the studied years, with the largest occurring in 2007. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Roofing Contractors subindustry increased by 11.28% from 133 in 2006 to 148.

Percent of Change in Establishments for the Nonresidential Roofing Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

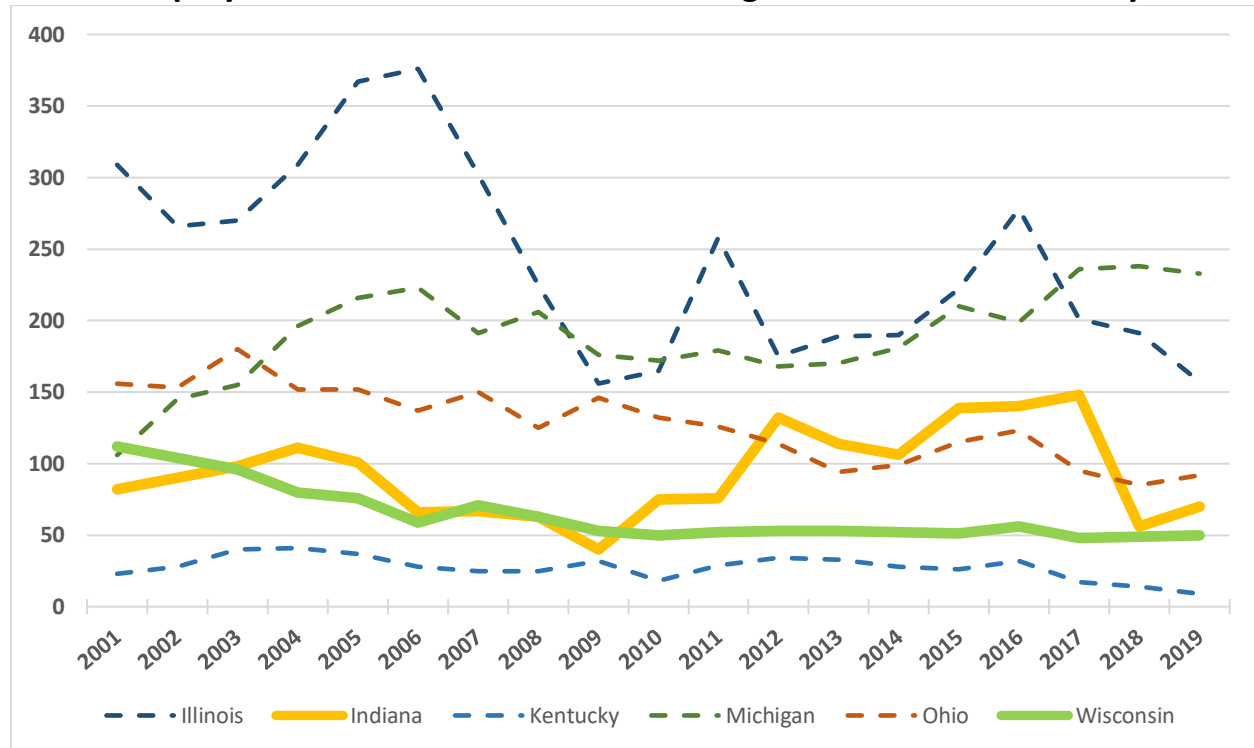
The number of establishments employing workers in the Nonresidential Roofing Contractors subindustry nationally decreased by 2.29% from 5,848 in 2001 to 5,714 in 2019. Decreases in the number of establishments were noted in nine years of the survey period. The largest decrease nationally occurred in 2003, when the number of establishments decreased from 5,788 in 2002 to 5,633 (2.68%). Increases occurred in eight years, with 2019 experiencing the largest. The national number of establishments in the Nonresidential Roofing Contractors subindustry increased by 2.16% in that year from 5,593 in 2018 to 5,714.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Roofing Contractors subindustry experienced a 3.68% decrease in the number of establishments from 136 in 2014 to 131. This continued a downward trend that began in 2010. This decrease did not continue in 2016, as the number of establishments increased by five (3.82%). Since that time, the number of establishments in Indiana's Nonresidential Roofing Contractors subindustry has continued to increase, resulting in a four-year gain of thirteen (9.56%) through 2019.

Employment: NAICS 238172-Nonresidential Siding Contractors

The Nonresidential Siding Contractors subindustry is comprised of establishments primarily engaged installing siding of wood, aluminum, vinyl or other exterior finish material (except brick, stone, stucco, or curtain wall) on nonresidential buildings. This subindustry also includes establishments installing gutters and downspouts on nonresidential buildings. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Siding Contractors Subindustry

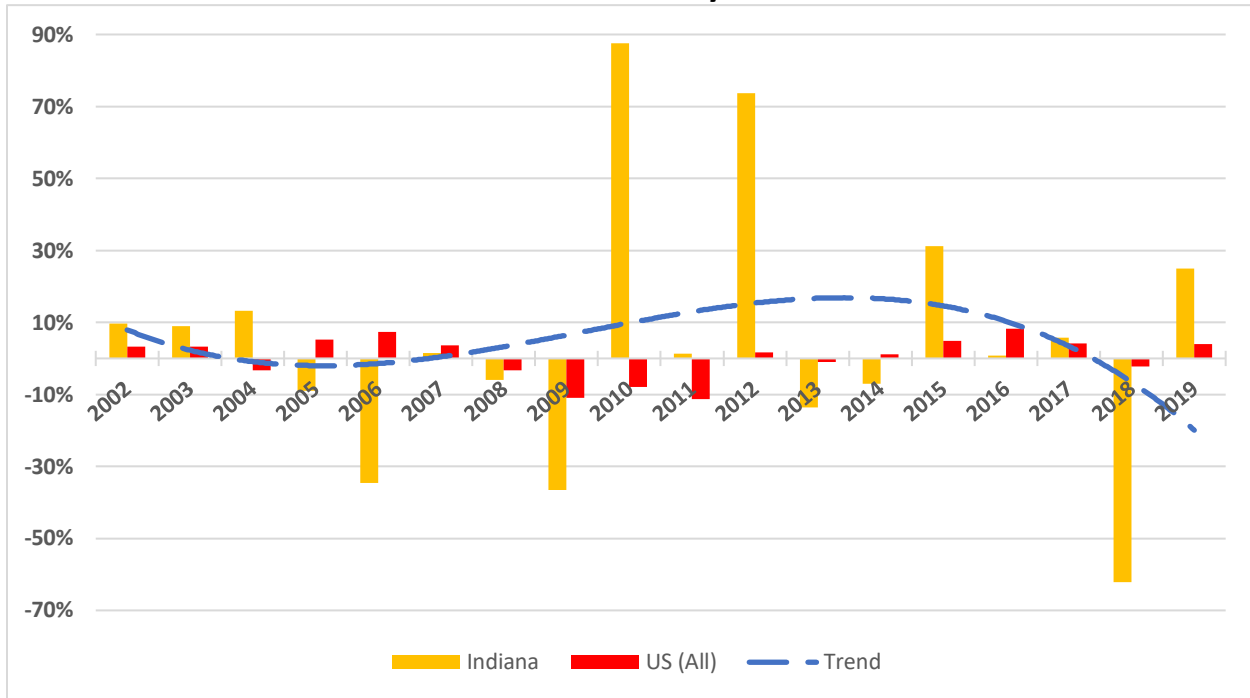


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of Indiana workers employed in the Nonresidential Siding Contractors subindustry decreased by 12 (14.63%) from 82 to 70. Four of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Nonresidential Siding Contractors subindustry increased by 4.05% from 5,583 in 2001 to 5,809 in 2019.

Reviewing the data by year, Indiana's Nonresidential Siding Contractors subindustry saw decreases in the number of employees in seven years of the survey period. The largest such decrease occurred in 2018, when the number of employees decreased by 62.16% from 148 in 2017 to 56. Increases in the number of employees in Indiana were tracked in eleven of the studied years, with the largest occurring in 2010. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Siding Contractors subindustry increased by 87.50% from 40 in 2009 to 75.

Percent of Change in Employment for the Nonresidential Siding Contractors Subindustry

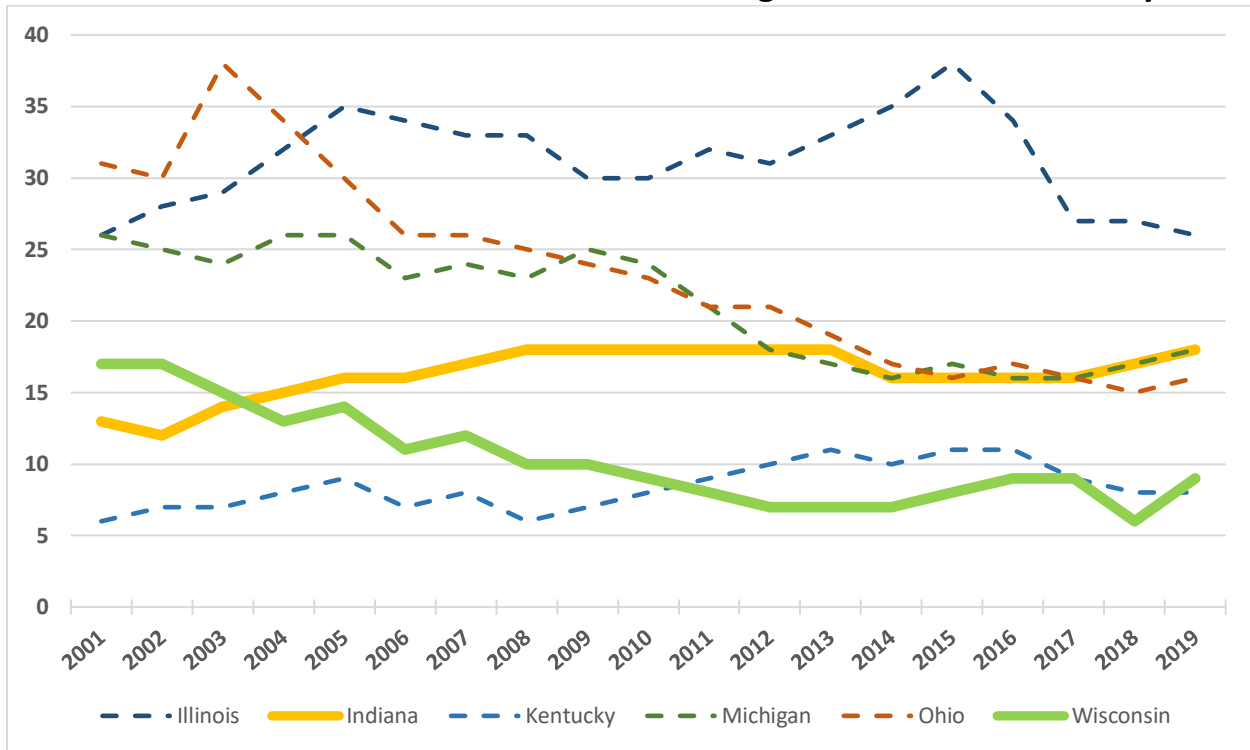


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Nonresidential Siding Contractors subindustry increased by 4.05% from 5,583 in 2001 to 5,809 in 2019. Decreases in the number of employees were noted in seven years of the survey period. The largest decrease nationally occurred in 2011, when the number of employees fell from 5,347 in 2010 to 4,739 (11.37%). Increases occurred in eleven years, with 2016 experiencing the largest. The national number of employees in the Nonresidential Siding Contractors subindustry increased by 8.27% in that year from 5,068 in 2015 to 5,487.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Siding Contractors subindustry experienced a 31.13% increase in the number of employees from 106 in 2014 to 139. This increase carried into 2016, with an increase of one (0.72%). Since that time, the number of employees in Indiana's Nonresidential Siding Contractors subindustry has continued to fluctuate, resulting in a four-year loss of 70 (50.00%) through 2019. The average weekly wages for the Nonresidential Siding Contractors subindustry also showed similar volatility year-to-year.

Establishments in the Nonresidential Siding Contractors Subindustry

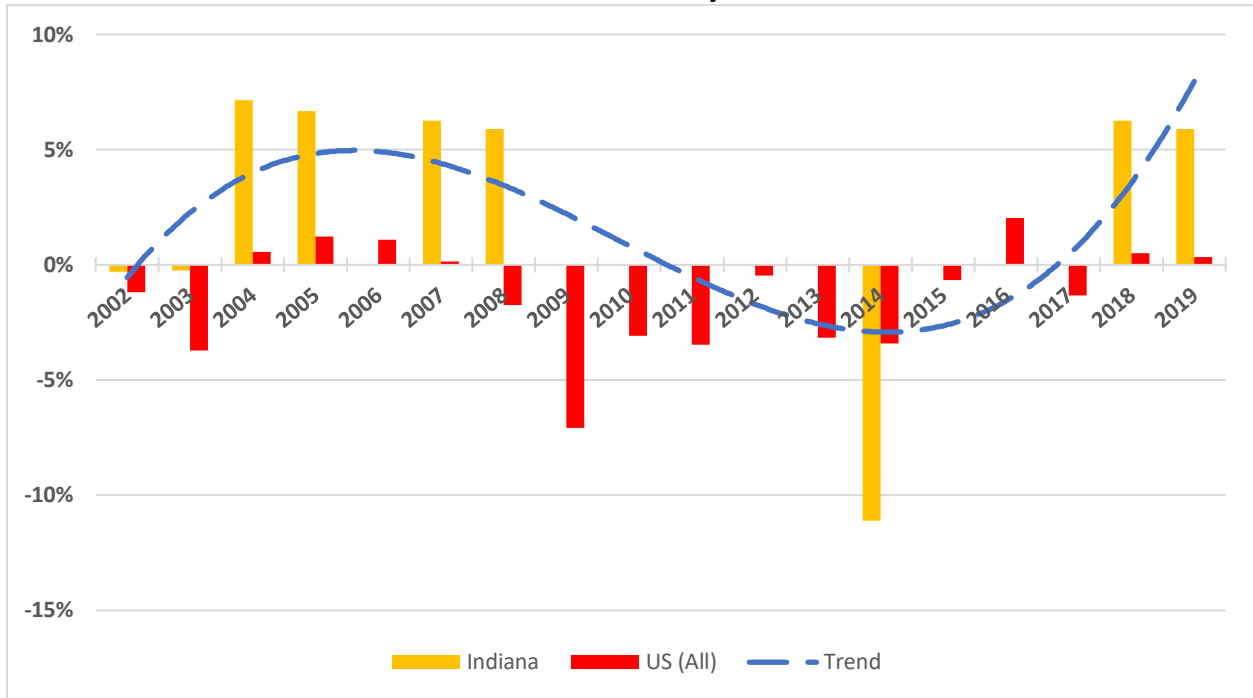


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of establishments that employed Indiana workers in the Nonresidential Siding Contractors subindustry from 2001 through 2019 increased by 5 (38.46%) from 13 to 18. One of the other five Midwestern states in this study also experienced an increase in the number of establishments in this subindustry over the survey period. The number of establishments in the Nonresidential Siding Contractors subindustry across the nation decreased by 21.39% from 762 in 2001 to 599 in 2019.

Comparing each year individually, Indiana's Nonresidential Siding Contractors subindustry saw decreases in the number of establishments in three years of the survey period. The largest such decrease occurred in 2014, when the number of establishments fell by 11.11% from 18 in 2013 to 16. Increases in the number of establishments in Indiana were tracked in six of the studied years, with the largest occurring in 2004. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Siding Contractors subindustry increased by 7.14% from 14 in 2003 to 15.

Percent of Change in Establishments for the Nonresidential Siding Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

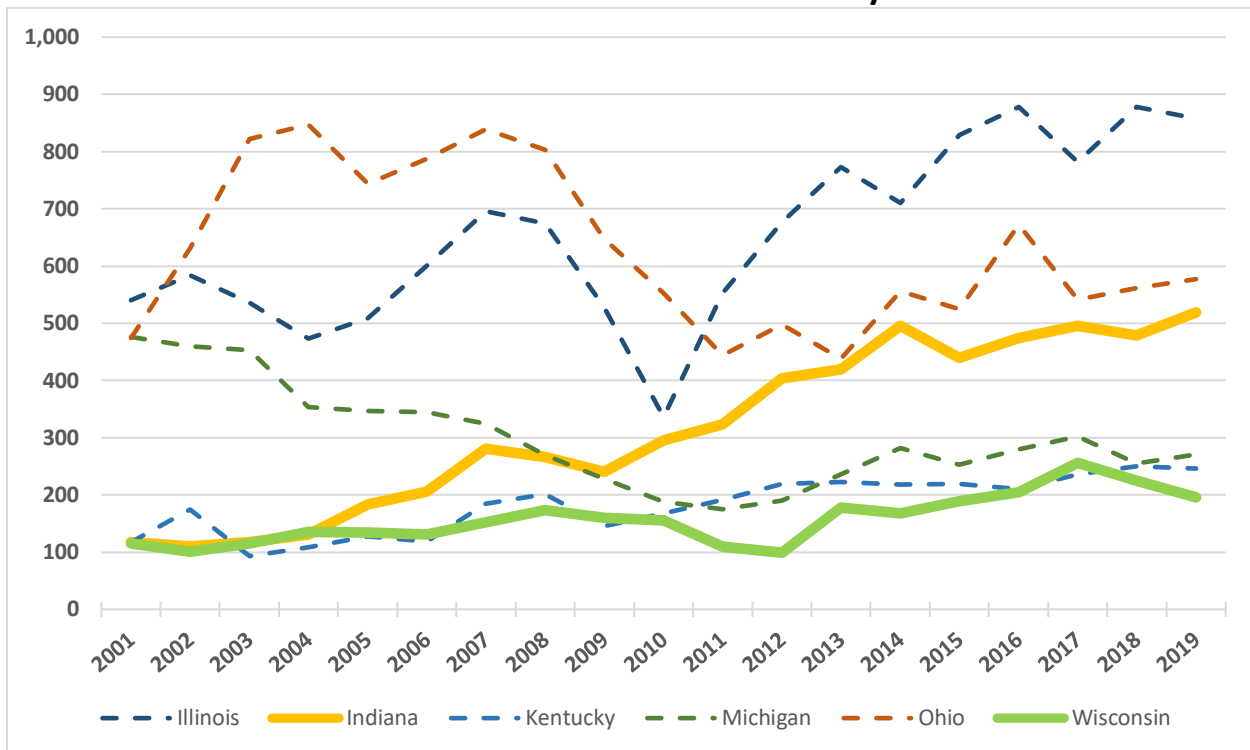
The number of establishments in the Nonresidential Siding Contractors subindustry across the nation decreased by 21.39% from 762 in 2001 to 599 in 2019. Decreases in the number of establishments were noted in eleven years of the survey period. The largest decrease nationally occurred in 2009, when the number of establishments decreased from 734 in 2008 to 682 (7.08%). Increases occurred in seven years, with 2016 experiencing the largest. The national number of establishments in the Nonresidential Siding Contractors subindustry increased by 2.03% in that year from 590 in 2015 to 602.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Siding Contractors subindustry remained unchanged from 2014 with 16 establishments. Since that time, the number of establishments in Indiana's Nonresidential Siding Contractors subindustry has continued to fluctuate, resulting in a four-year gain of two (12.50%) through 2019.

Employment: NAICS 238192-Other Nonresidential Foundation, Structure, and Building Exterior Contractors

The Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry includes establishments primarily engaged in nonresidential building foundation and structure trades work (except poured concrete, structural steel, precast concrete, framing, masonry, glass and glazing, roofing, and siding). The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors Subindustry



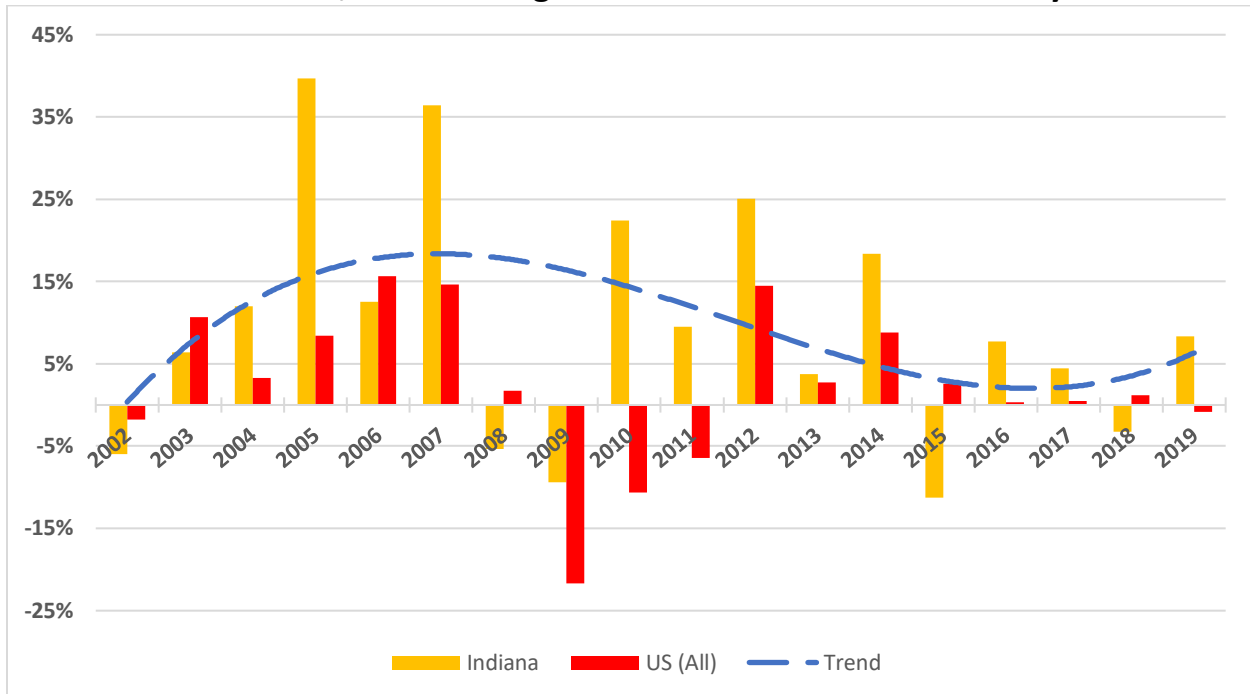
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of Indiana workers employed in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry from 2001 through 2019 increased by 402 (343.59%) from 117 to 519. Four of the other five Midwestern states in this study also experienced an increase in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 42.88% from 20,607 in 2001 to 29,443 in 2019.

Comparing each year individually, Indiana's Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry saw decreases in the number of employees in five years of the survey period. The largest such decrease occurred in 2015, when the number of employees decreased by 11.29% from 496 in 2014 to 440. Increases in the number of employees in Indiana were tracked in

thirteen of the studied years, with the largest occurring in 2005. In that year, the number of employees for Hoosiers employed in Indiana's Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 39.69% from 131 in 2004 to 183.

Percent of Change in Employment for the Other Nonresidential Foundation, Structure, and Building Exterior Contractors Subindustry

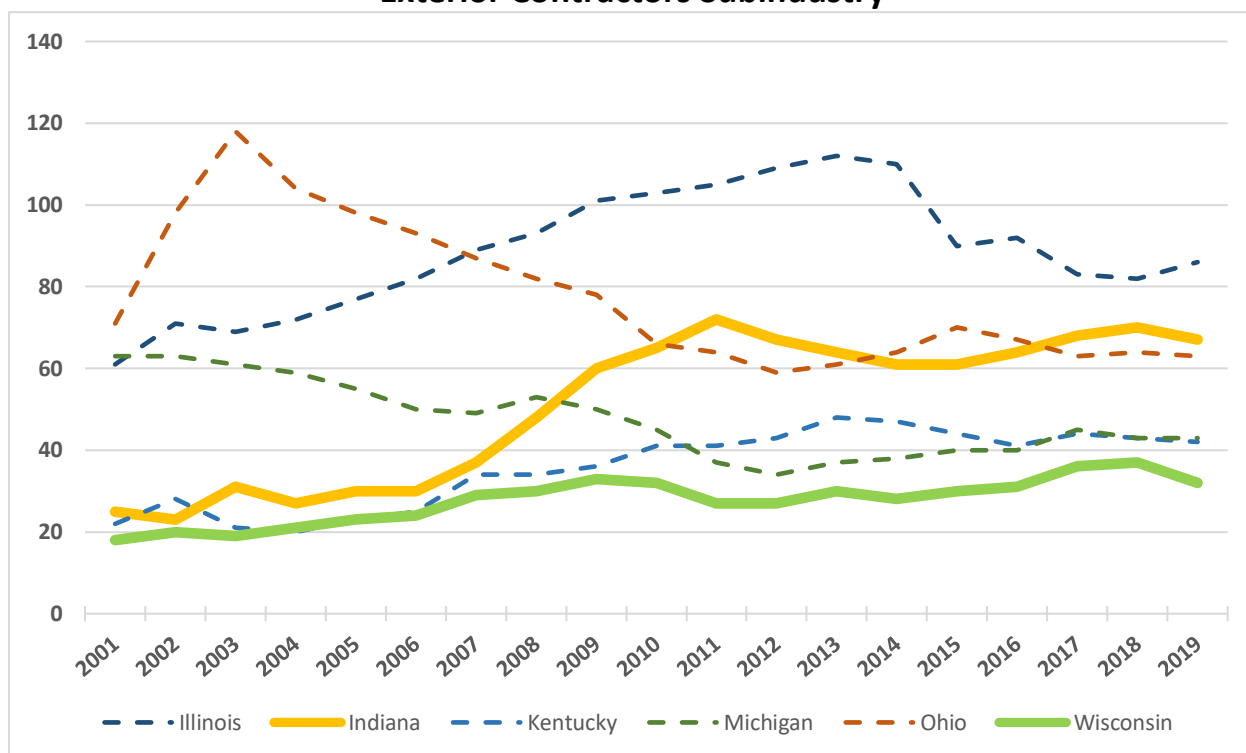


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 42.88% from 20,607 in 2001 to 29,443 in 2019. Decreases in the number of employees were noted in five years of the survey period. The largest decrease nationally occurred in 2009, when the number of employees fell from 33,841 in 2008 to 26,510 (21.66%). Increases occurred in thirteen years, with 2006 experiencing the largest. The national number of employees in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 15.68% in that year from 25,094 in 2005 to 29,028.

In 2015, the year of the Common Construction Wage repeal, the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry experienced a 11.29% decrease in the number of employees from 496 in 2014 to 440. This reversed an upward trend that began in 2010. This decrease did not continue in 2016, as the number of employees increased by 34 (7.73%). Since that time, the number of employees in Indiana's Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry has continued to fluctuate, resulting in a four-year gain of 45 (9.49%) through 2019.

Establishments in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors Subindustry

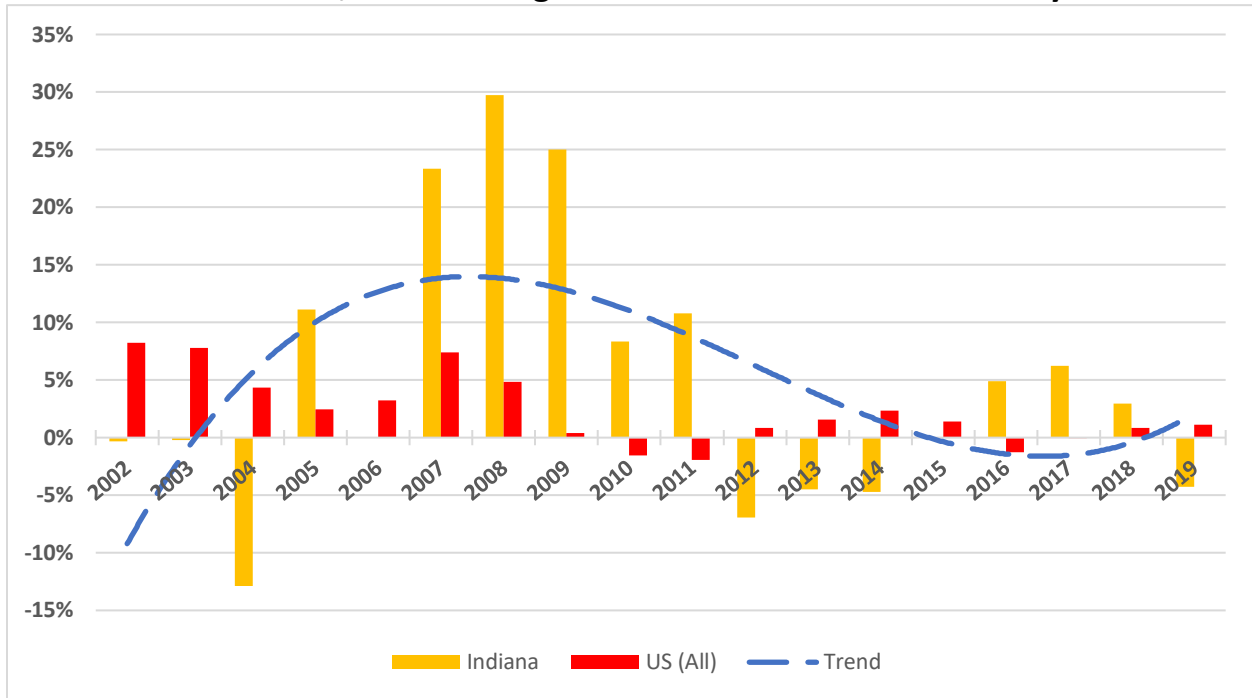


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of establishments that employed Indiana workers in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 42 (168.00%) from 25 to 67. Three of the other five Midwestern states in this study also experienced an increase in the number of establishments in this subindustry over the survey period. The number of establishments in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry across the nation increased by 50.21% from 2,147 in 2001 to 3,225 in 2019.

Reviewing the data by year, Indiana's Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry saw decreases in the number of establishments in seven years of the survey period. The largest such decrease occurred in 2004, when the number of establishments fell by 12.90% from 31 in 2003 to 27. Increases in the number of establishments in Indiana were tracked in nine of the studied years, with the largest occurring in 2008. In that year, the number of establishments employing Hoosiers in Indiana's Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 29.73% from 37 in 2007 to 48.

Percent of Change in Establishments for the Other Nonresidential Foundation, Structure, and Building Exterior Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

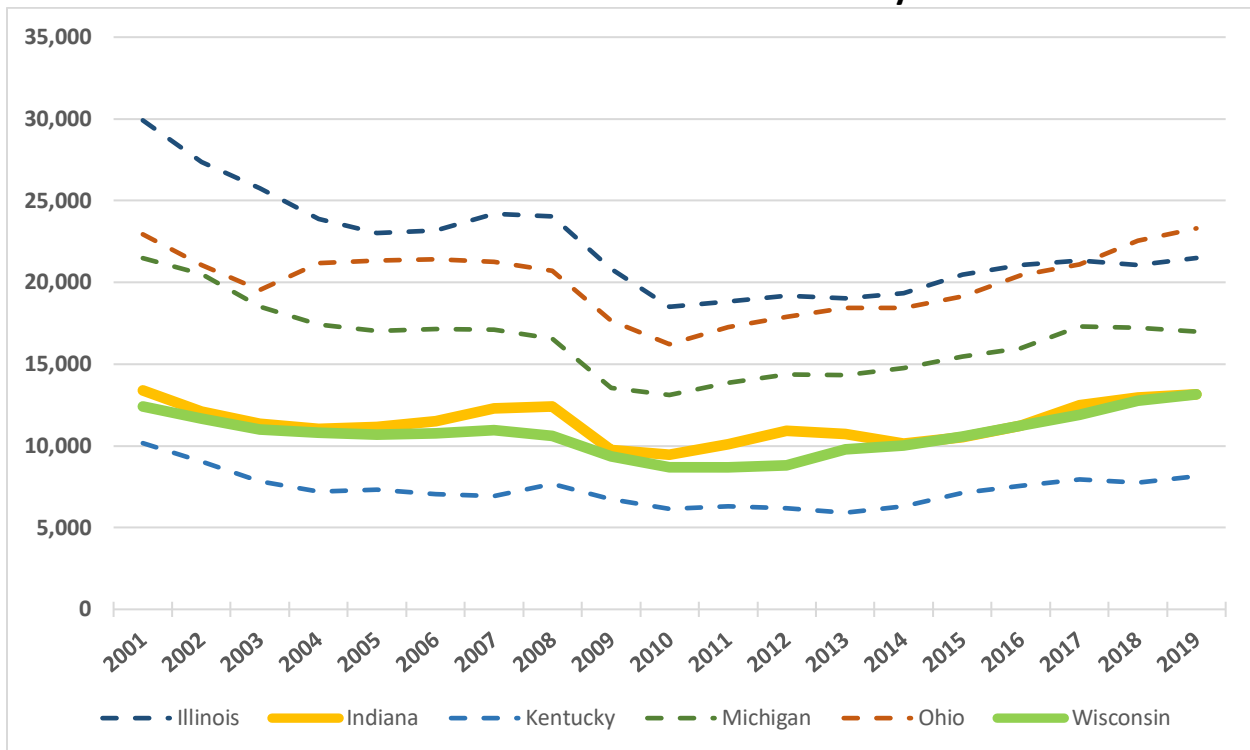
The number of establishments in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry across the nation increased by 50.21% from 2,147 in 2001 to 3,225 in 2019. Decreases in the number of establishments were noted in four years of the survey period. The largest decrease nationally occurred in 2011, when the number of establishments decreased from 3,074 in 2010 to 3,014 (1.95%). Increases occurred in fourteen years, with 2002 experiencing the largest. The national number of establishments in the Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry increased by 8.24% in that year from 2,147 in 2001 to 2,324.

In 2015, the year of the Common Construction Wage repeal, the Other Nonresidential Foundation, Structure, and Building Exterior Contractors remained at 61, unchanged from the 2014 total. Since that time, the number of establishments in Indiana's Other Nonresidential Foundation, Structure, and Building Exterior Contractors subindustry has continued to fluctuate, resulting in a four-year gain of three (4.92%) through 2019.

Employment: NAICS 238212-Nonresidential Electrical Contractors and Other Wiring Installation Contractors

The Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry consists of establishments primarily engaged in installing and servicing electrical wiring and equipment in nonresidential buildings. Nonresidential electrical contractors included in this subindustry may include both the parts and labor when performing work. Nonresidential electrical contractors may perform new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors Subindustry



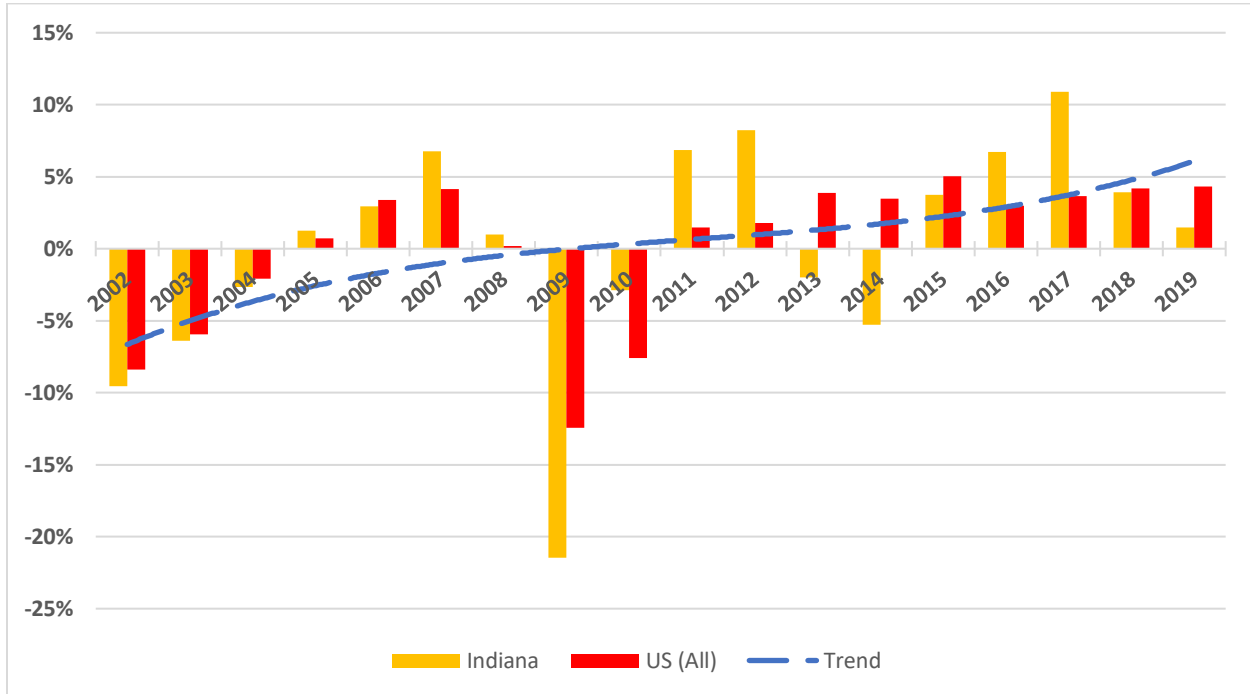
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of Indiana workers employed in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry from 2001 through 2019 decreased by 235 (1.75%) from 13,392 to 13,157. Three of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. The number of workers employed in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry nationally increased by 0.35% from 657,075 in 2001 to 659,383 in 2019.

When reviewed by year, Indiana's Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry saw decreases in the number of employees in seven years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 21.45% from 12,398 in 2008 to 9,739. Increases in the number of employees in Indiana were tracked in eleven of the

studied years, with the largest occurring in 2017. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry increased by 10.92% from 11,246 in 2016 to 12,474.

Percent of Change in Employment for the Nonresidential Electrical Contractors and Other Wiring Installation Contractors Subindustry

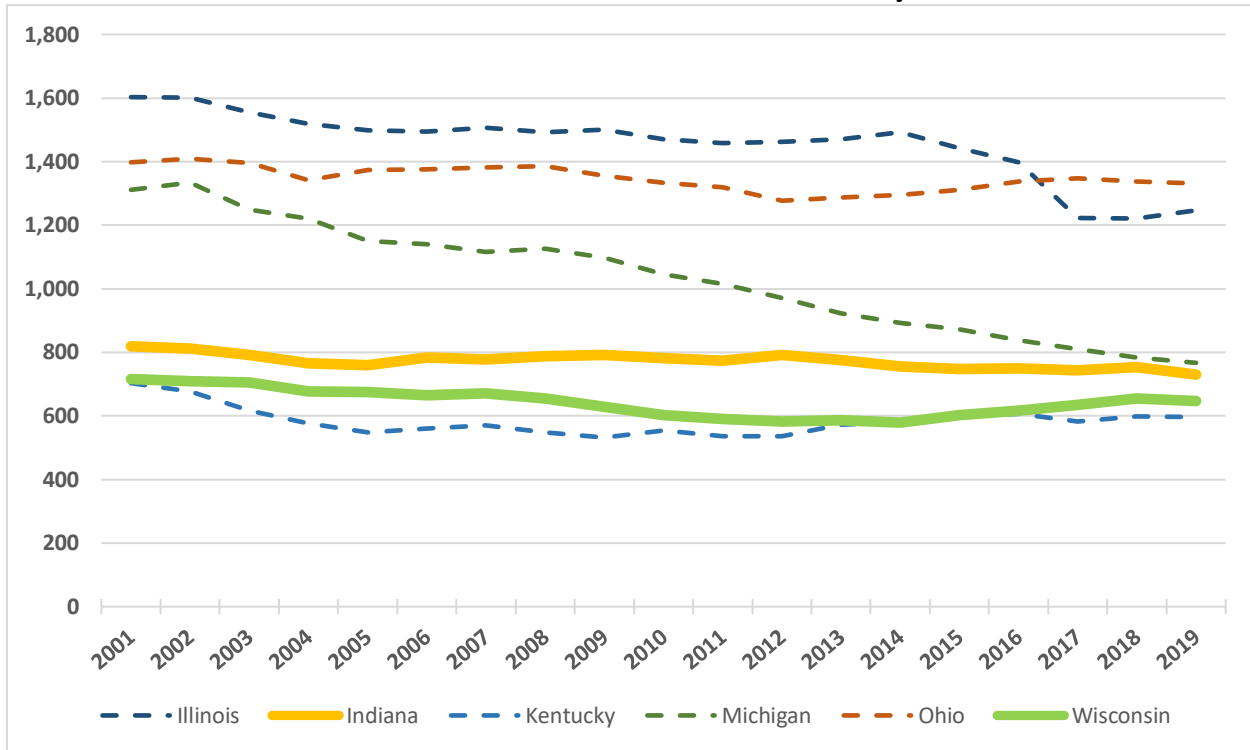


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of workers employed in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry nationally increased by 0.35% from 657,075 in 2001 to 659,383 in 2019. Decreases in the number of employees were noted in five years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 602,309 in 2008 to 527,383 (12.44%). Increases occurred in thirteen years, with 2015 experiencing the largest. The national number of employees in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry increased by 5.03% in that year from 541,100 in 2014 to 568,301.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry experienced a 3.76% increase in the number of employees from 10,158 in 2014 to 10,540. This reversed a downward trend that began in 2013. This increase carried into 2016, with an increase of 706 (6.70%). Since that time, the number of employees in Indiana's Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry has continued to increase, resulting in a four-year gain of 1,911 (16.99%) through 2019.

Establishments in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors Subindustry

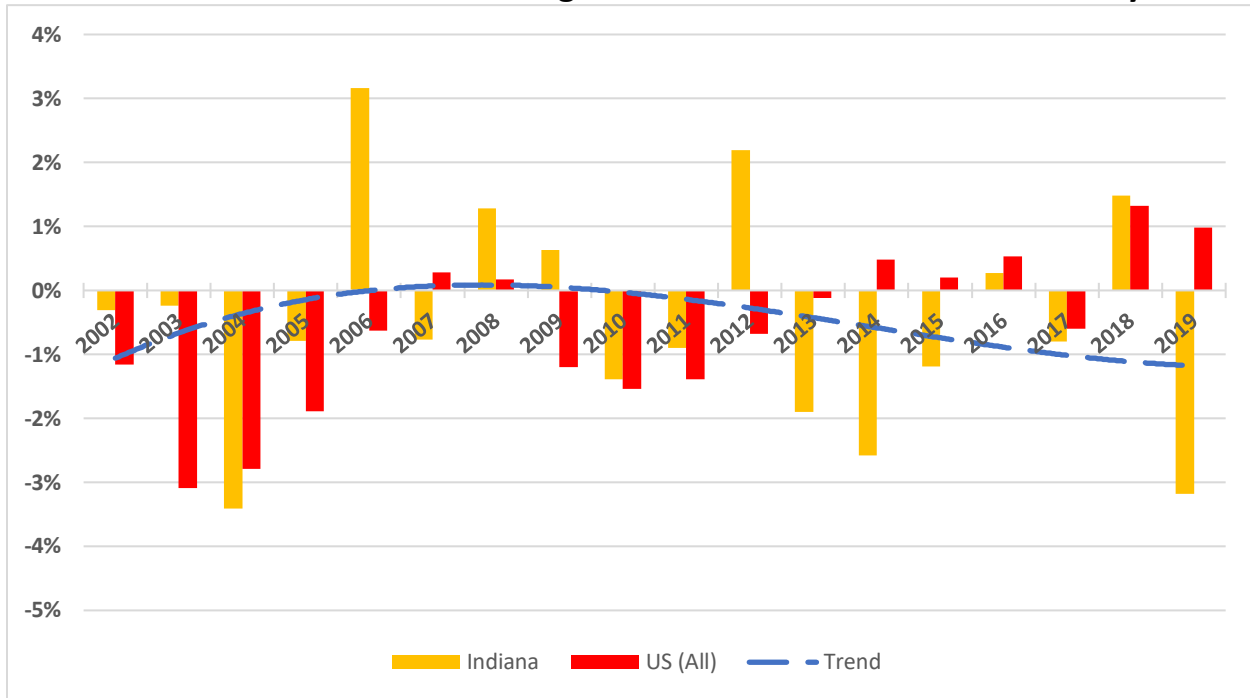


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of establishments across Indiana that employed workers in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry from 2001 through 2009 decreased by 89 (10.87%) from 819 to 730. All of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. Nationally, the number of establishments employing workers in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry decreased by 10.65% from 40,983 in 2001 to 36,620 in 2019.

Reviewing the data by year, Indiana's Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry saw decreases in the number of establishments in twelve years of the survey period. The largest such decrease occurred in 2004, when the number of establishments fell by 3.41% from 792 in 2003 to 765. Increases in the number of establishments in Indiana were tracked in six of the studied years, with the largest occurring in 2006. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry increased by 3.16% from 759 in 2005 to 783.

Percent of Change in Establishments for the Nonresidential Electrical Contractors and Other Wiring Installation Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

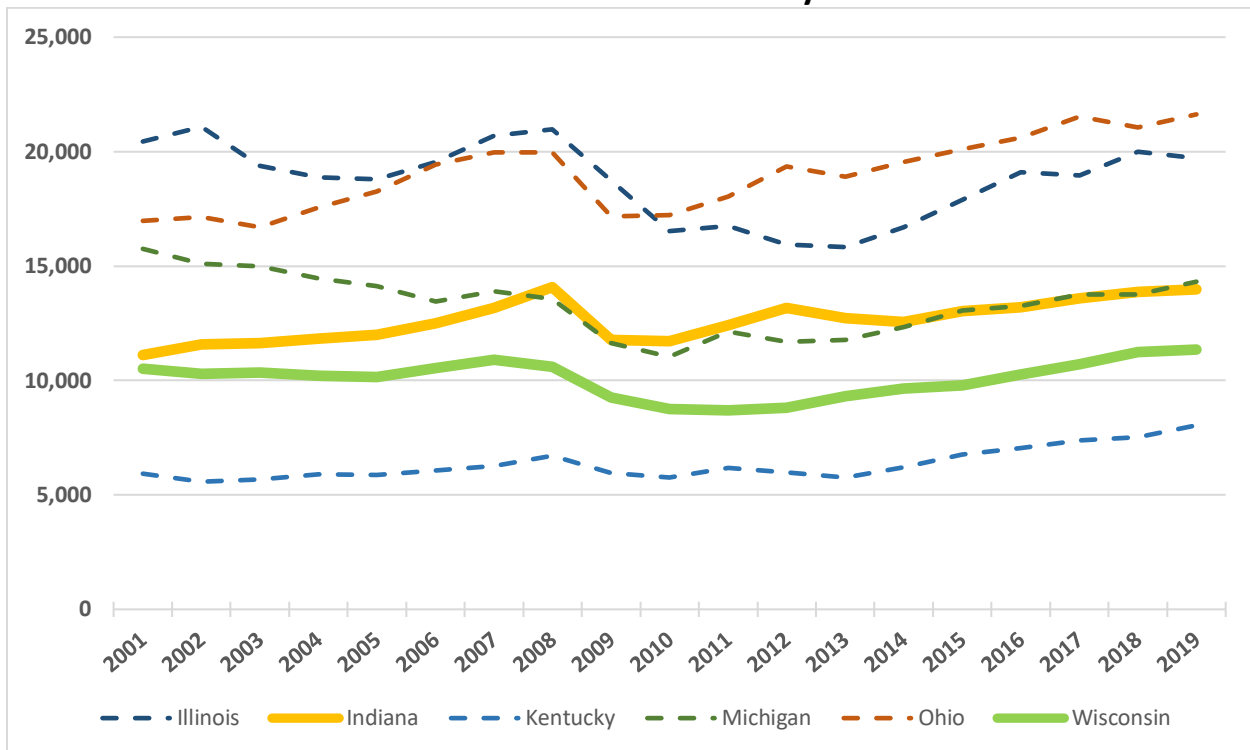
Nationally, the number of establishments employing workers in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry decreased by 10.65% from 40,983 in 2001 to 36,620 in 2019. Decreases in the number of establishments were noted in eleven years of the survey period. The largest decrease nationally occurred in 2003, when the number of establishments decreased from 40,509 in 2002 to 39,258 (3.09%). Increases occurred in seven years, with 2018 experiencing the largest. The national number of establishments in the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry increased by 1.32% in that year from 35,793 in 2017 to 36,265.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry experienced a 1.19% decrease in the number of establishments from 756 in 2014 to 747. This decrease did not continue in 2016, as the number of establishments increased by two (0.27%). Since that time, the number of establishments in Indiana's Nonresidential Electrical Contractors and Other Wiring Installation Contractors subindustry has continued to fluctuate, resulting in a four-year loss of nineteen (2.54%) through 2019.

Employment: NAICS 238222-Nonresidential Plumbing, Heating, and Air-Conditioning Contractors

The Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry is made up of establishments primarily engaged in installing and servicing nonresidential plumbing, heating, and air-conditioning equipment. Nonresidential contractors in this subindustry may provide both parts and labor when performing work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors Subindustry



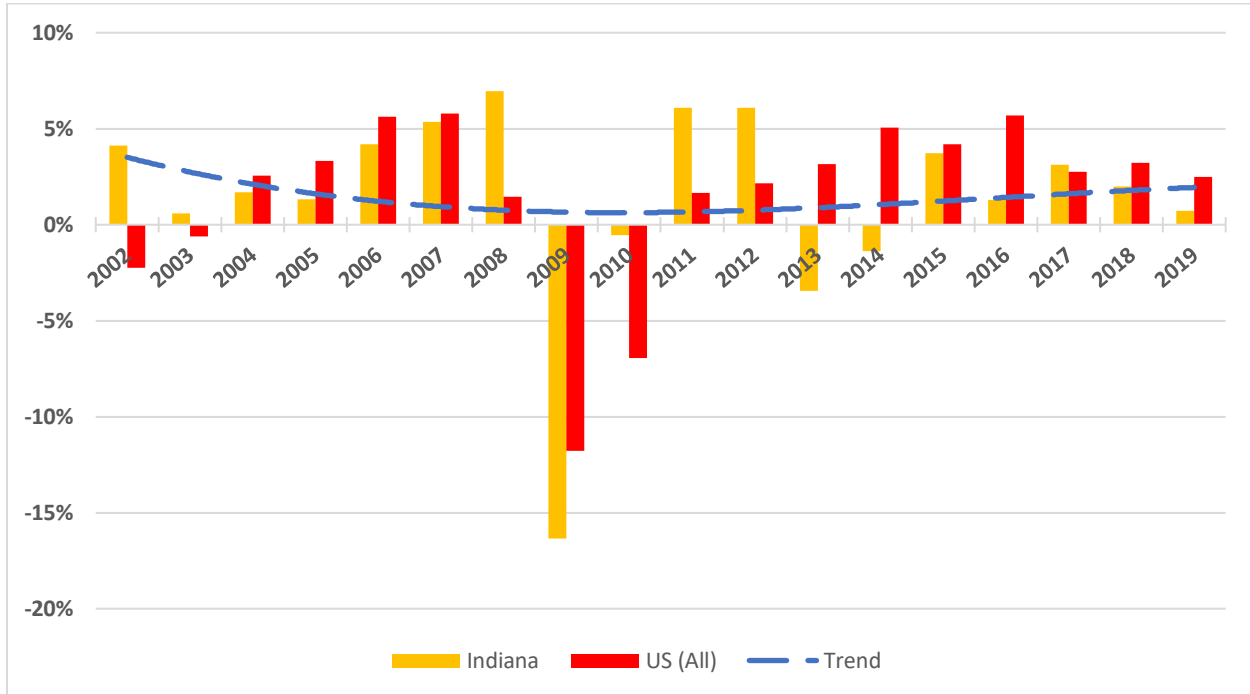
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of workers employed across Indiana in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 2,858 (25.72%) from 11,112 to 13,970. Three of the other five Midwestern states in this study also experienced an increase in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 29.18% from 440,461 in 2001 to 569,005 in 2019.

Comparing each year individually, Indiana's Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry saw decreases in the number of employees in four years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 16.36% from 14,077 in 2008 to 11,774. Increases in the number of employees in Indiana were tracked in fourteen of

the studied years, with the largest occurring in 2008. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 6.96% from 13,161 in 2007 to 14,077.

Percent of Change in Employment for the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors Subindustry

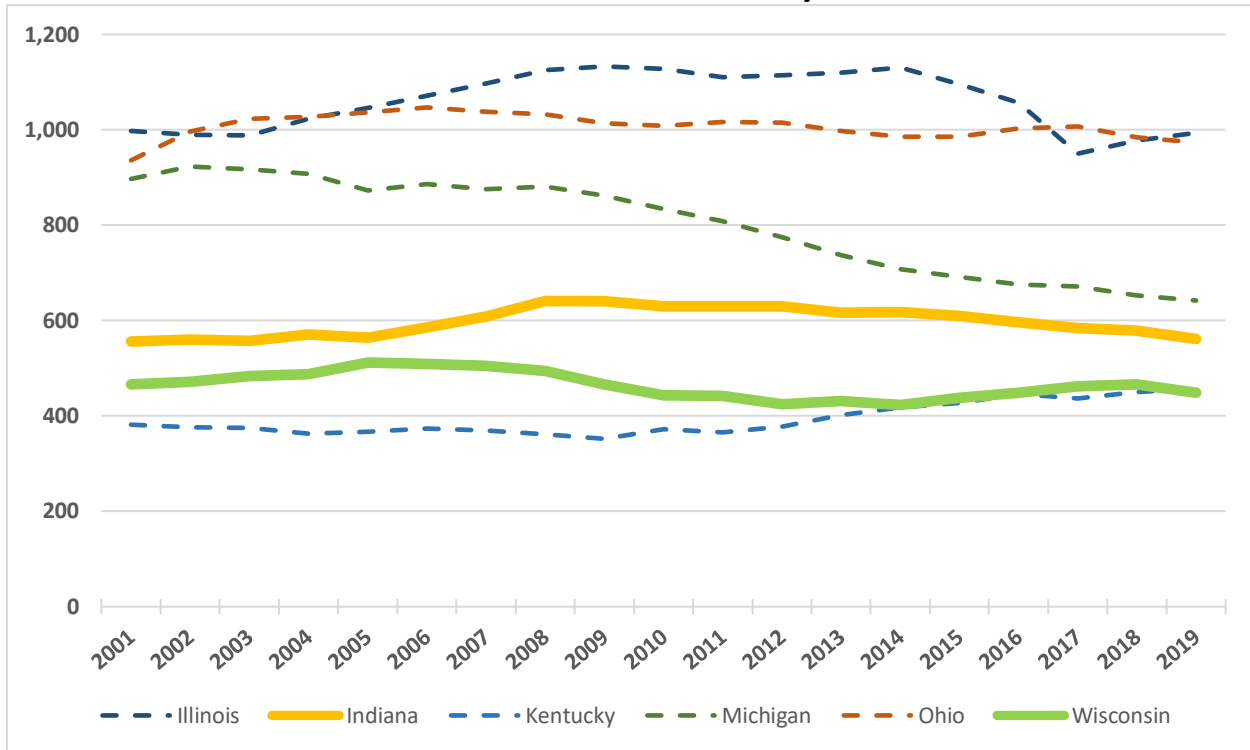


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 29.18% from 440,461 in 2001 to 569,005 in 2019. Decreases in the number of employees were noted in four years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 514,264 in 2008 to 453,726 (11.77%). Increases occurred in fourteen years, with 2007 experiencing the largest. The national number of employees in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 5.80% in that year from 479,058 in 2006 to 506,858.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry experienced a 3.74% increase in the number of employees from 12,552 in 2014 to 13,021. This reversed a downward trend that began in 2013. This increase carried into 2016, with an increase of 167 (1.27%). Since that time, the number of employees in Indiana's Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry has continued to increase, resulting in a four-year gain of 782 (5.93%) through 2019.

Establishments in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors Subindustry

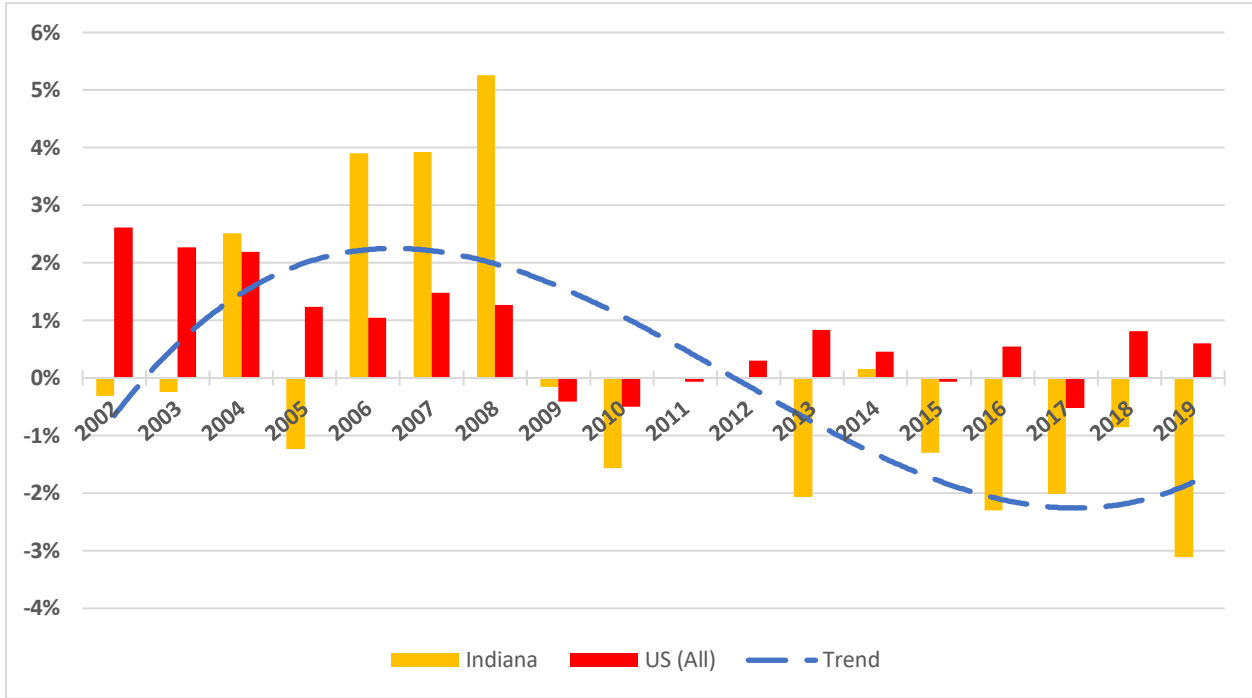


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of establishments that employed Indiana workers in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry from 2001 through 2019 increased by 5 (0.90%) from 556 to 561. Two of the other five Midwestern states in this study also experienced an increase in the number of establishments in this subindustry over the survey period. The number of establishments in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry across the nation increased by 14.99% from 25,094 in 2001 to 28,856 in 2019.

Reviewing the data by year, Indiana's Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry saw decreases in the number of establishments in eleven years of the survey period. The largest such decrease occurred in 2019, when the number of establishments fell by 3.11% from 579 in 2018 to 561. Increases in the number of establishments in Indiana were tracked in five of the studied years, with the largest occurring in 2008. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 5.25% from 609 in 2007 to 641.

Percent of Change in Establishments for the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

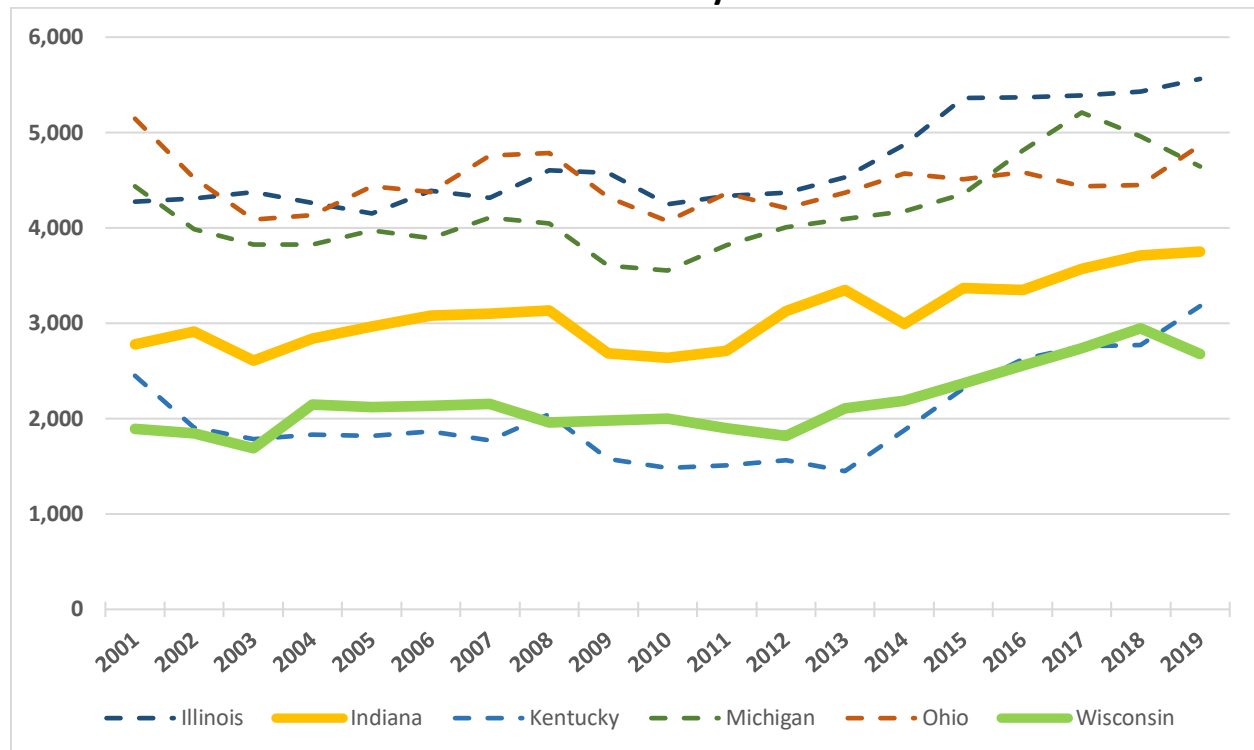
The number of establishments in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry across the nation increased by 14.99% from 25,094 in 2001 to 28,856 in 2019. Decreases in the number of establishments were noted in five years of the survey period. The largest decrease nationally occurred in 2017, when the number of establishments decreased from 28,601 in 2016 to 28,451 (0.52%). Increases occurred in thirteen years, with 2002 experiencing the largest. The national number of establishments in the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry increased by 2.61% in that year from 25,094 in 2001 to 25,750.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry experienced a 1.29% decrease in the number of establishments from 618 in 2014 to 610. This reversed an uptick from 2014. This decrease carried into 2016 with an decrease of fourteen (2.30%). Since that time, the number of establishments in Indiana's Nonresidential Plumbing, Heating, and Air-Conditioning Contractors subindustry has continued to decrease, resulting in a four-year loss of 35 (5.87%) through 2019.

Employment: NAICS 238292-Other Nonresidential Building Equipment Contractors

The Other Nonresidential Building Equipment Contractors subindustry encompasses establishments primarily engaged in installing or servicing nonresidential building equipment (except electrical; plumbing; heating, cooling, or ventilation equipment). The repair and maintenance of miscellaneous nonresidential building equipment is included in this subindustry. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Other Nonresidential Building Equipment Contractors Subindustry



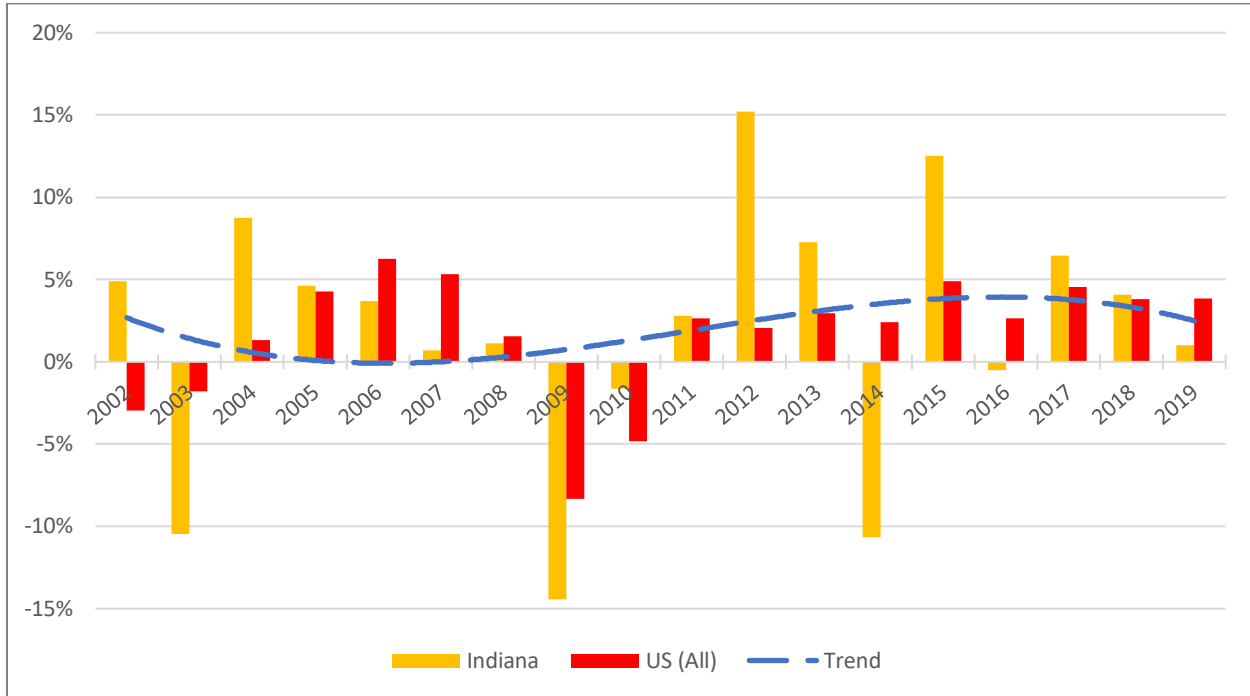
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of Indiana workers employed in the Other Nonresidential Building Equipment Contractors subindustry increased by 974 (35.07%) from 2,777 to 3,751. Four of the other five Midwestern states in this study also experienced an increase in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Other Nonresidential Building Equipment Contractors subindustry increased by 33.85% from 100,203 in 2001 to 134,126 in 2019.

When reviewed by year, Indiana's Other Nonresidential Building Equipment Contractors subindustry saw decreases in the number of employees in five years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 14.42% from 3,134 in 2008 to 2,682. Increases in the number of employees in Indiana were tracked in thirteen of the studied years, with the

largest occurring in 2012. In that year, the number of employees for Hoosiers employed in Indiana's Other Nonresidential Building Equipment Contractors subindustry increased by 15.19% from 2,712 in 2011 to 3,124.

Percent of Change in Employment for the Other Nonresidential Building Equipment Contractors Subindustry

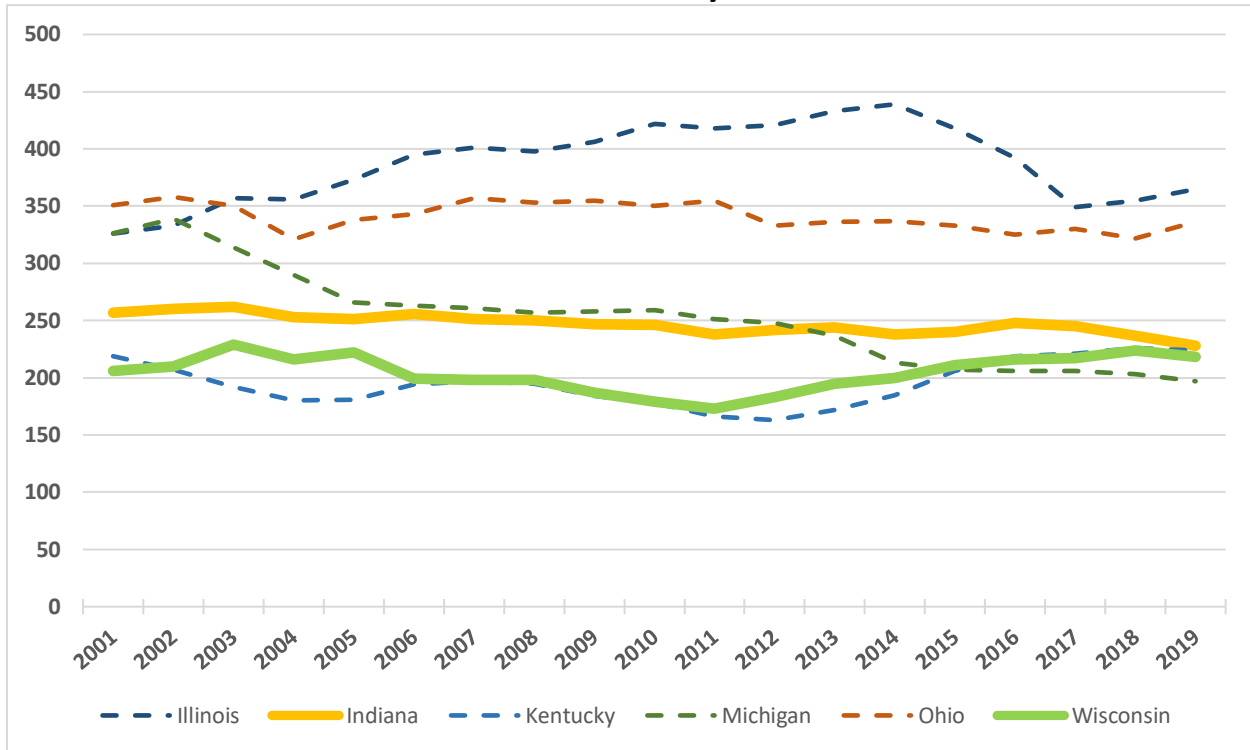


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Other Nonresidential Building Equipment Contractors subindustry increased by 33.85% from 100,203 in 2001 to 134,126 in 2019. Decreases in the number of employees were noted in four years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 114,682 in 2008 to 105,137 (8.32%). Increases occurred in fourteen years, with 2006 experiencing the largest. The national number of employees in the Other Nonresidential Building Equipment Contractors subindustry increased by 6.25% in that year from 100,906 in 2005 to 107,214.

When the Common Construction Wage Act was repealed in 2015, the Other Nonresidential Building Equipment Contractors subindustry experienced a 12.53% increase in the number of employees from 2,994 in 2014 to 3,369. This reversed a reduction occurring in 2014. This increase did not continue in 2016, as the number of employees decreased by seventeen (0.50%). Since that time, the number of employees in Indiana's Other Nonresidential Building Equipment Contractors subindustry increased, resulting in a four-year gain of 399 (11.90%) through 2019.

Establishments in the Other Nonresidential Building Equipment Contractors Subindustry

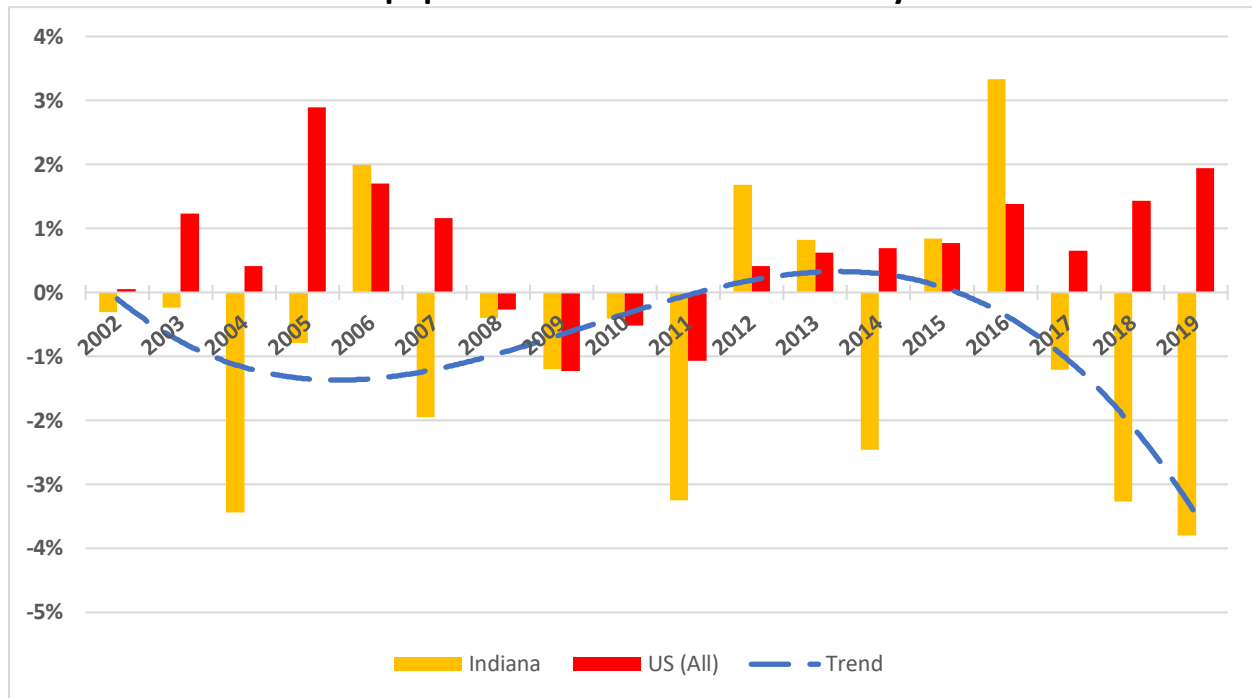


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of establishments that employed Indiana workers in the Other Nonresidential Building Equipment Contractors subindustry decreased by 29 (11.28%) from 257 to 228. Two of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. Nationally, the number of establishments employing workers in the Other Nonresidential Building Equipment Contractors subindustry increased by 12.90% from 7,690 in 2001 to 8,682 in 2019.

Comparing each year individually, Indiana's Other Nonresidential Building Equipment Contractors subindustry saw decreases in the number of establishments in thirteen years of the survey period. The largest such decrease occurred in 2019, when the number of establishments fell by 3.80% from 237 in 2018 to 228. Increases in the number of establishments in Indiana were tracked in five of the studied years, with the largest occurring in 2016. In that year, the number of establishments employing Hoosiers in Indiana's Other Nonresidential Building Equipment Contractors subindustry increased by 3.33% from 240 in 2015 to 248.

Percent of Change in Establishments for the Other Nonresidential Building Equipment Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

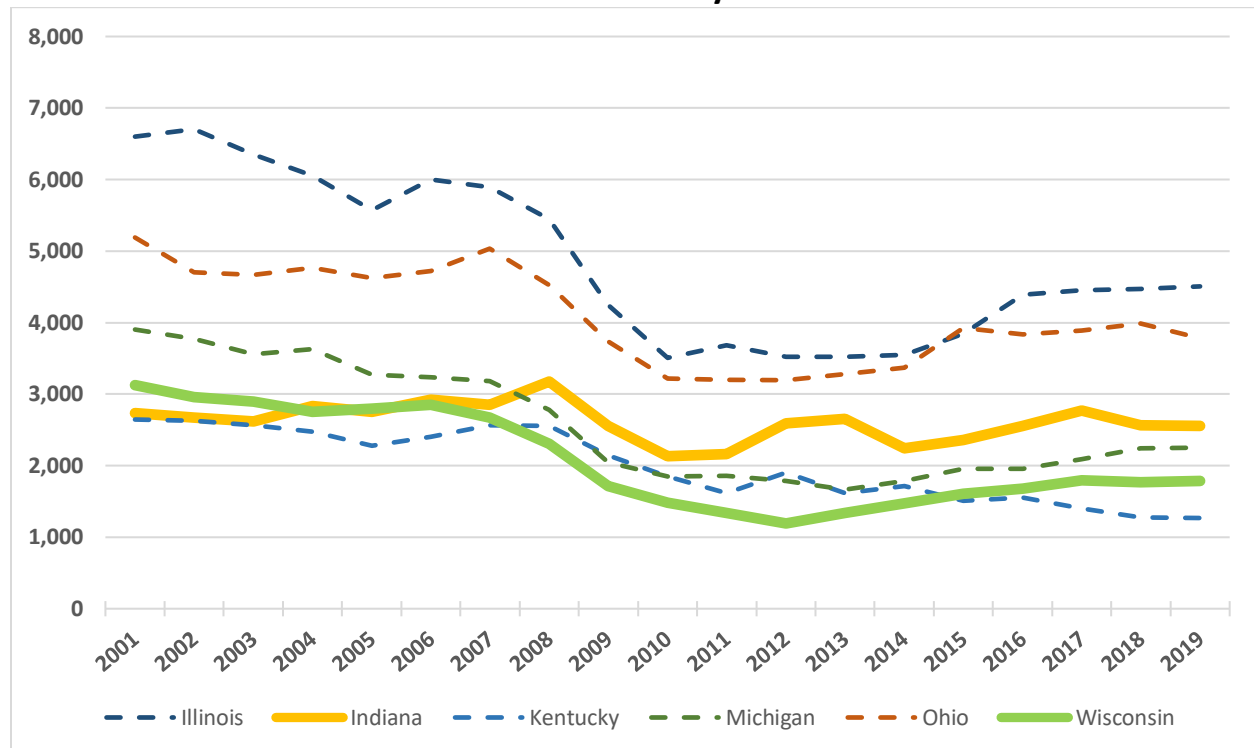
Nationally, the number of establishments employing workers in the Other Nonresidential Building Equipment Contractors subindustry increased by 12.90% from 7,690 in 2001 to 8,682 in 2019. Decreases in the number of establishments were noted in four years of the survey period. The largest decrease nationally occurred in 2009, when the number of establishments decreased from 8,257 in 2008 to 8,156 (1.22%). Increases occurred in fourteen years, with 2005 experiencing the largest. The national number of establishments in the Other Nonresidential Building Equipment Contractors subindustry increased by 2.89% in that year from 7,821 in 2004 to 8,047.

When the Common Construction Wage Act was repealed in 2015, the Other Nonresidential Building Equipment Contractors subindustry experienced a 0.84% increase in the number of establishments from 238 in 2014 to 240. This increase carried into 2016, with an increase of eight (3.33%). Since that time, the number of establishments in Indiana's Other Nonresidential Building Equipment Contractors subindustry decreased, resulting in a four-year loss of 20 (8.06%) through 2019.

Employment: NAICS 238312-Nonresidential Drywall and Insulation Contractors

The Nonresidential Drywall and Insulation Contractors subindustry is comprised of establishments primarily engaged in nonresidential drywall, plaster work, and building insulation work. Plaster work includes applying plain or ornamental plaster, and installation of lath to receive plaster. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Drywall and Insulation Contractors Subindustry



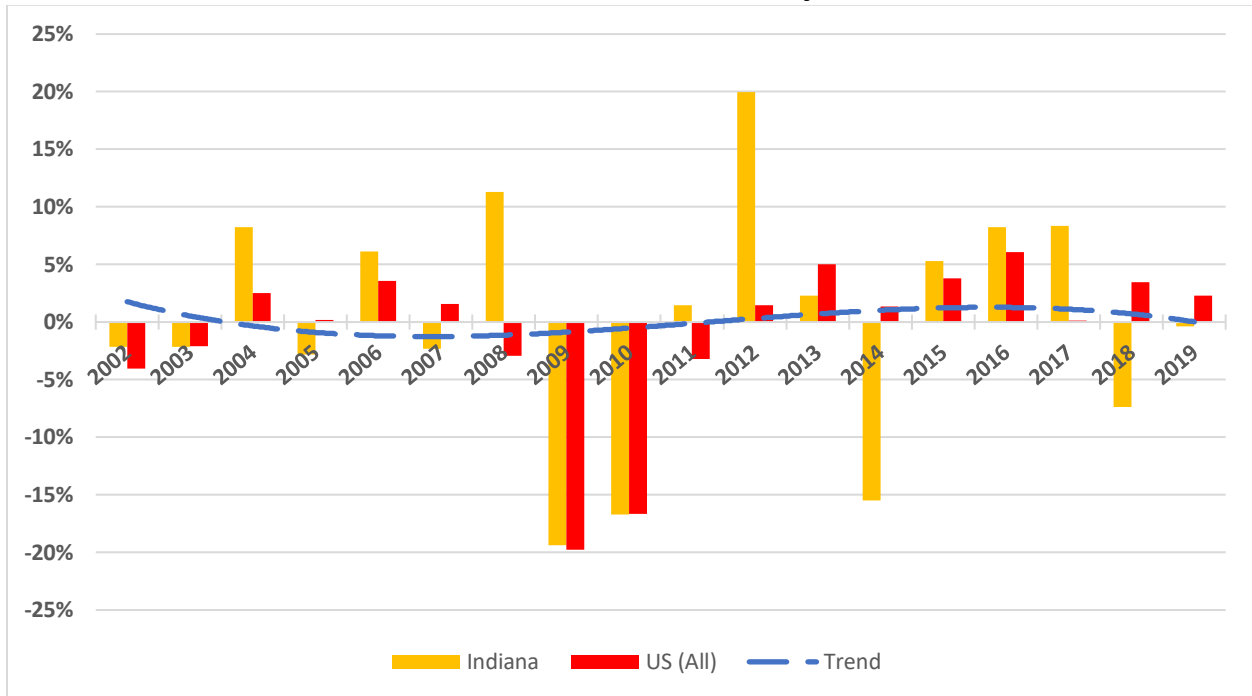
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of workers employed across Indiana in the Nonresidential Drywall and Insulation Contractors subindustry decreased by 180 (6.58%) from 2,735 to 2,555. All of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Nonresidential Drywall and Insulation Contractors subindustry decreased by 19.74% from 179,451 in 2001 to 144,029 in 2019.

When reviewed by year, Indiana's Nonresidential Drywall and Insulation Contractors subindustry saw decreases in the number of employees in nine years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 19.40% from 3,176 in 2008 to 2,560. Increases in the number of employees in Indiana were tracked in nine of the studied years, with the largest occurring in 2012. In that year, the number of employees for Hoosiers employed in Indiana's

Nonresidential Drywall and Insulation Contractors subindustry increased by 19.97% from 2,163 in 2011 to 2,595.

Percent of Change in Employment for the Nonresidential Drywall and Insulation Contractors Subindustry

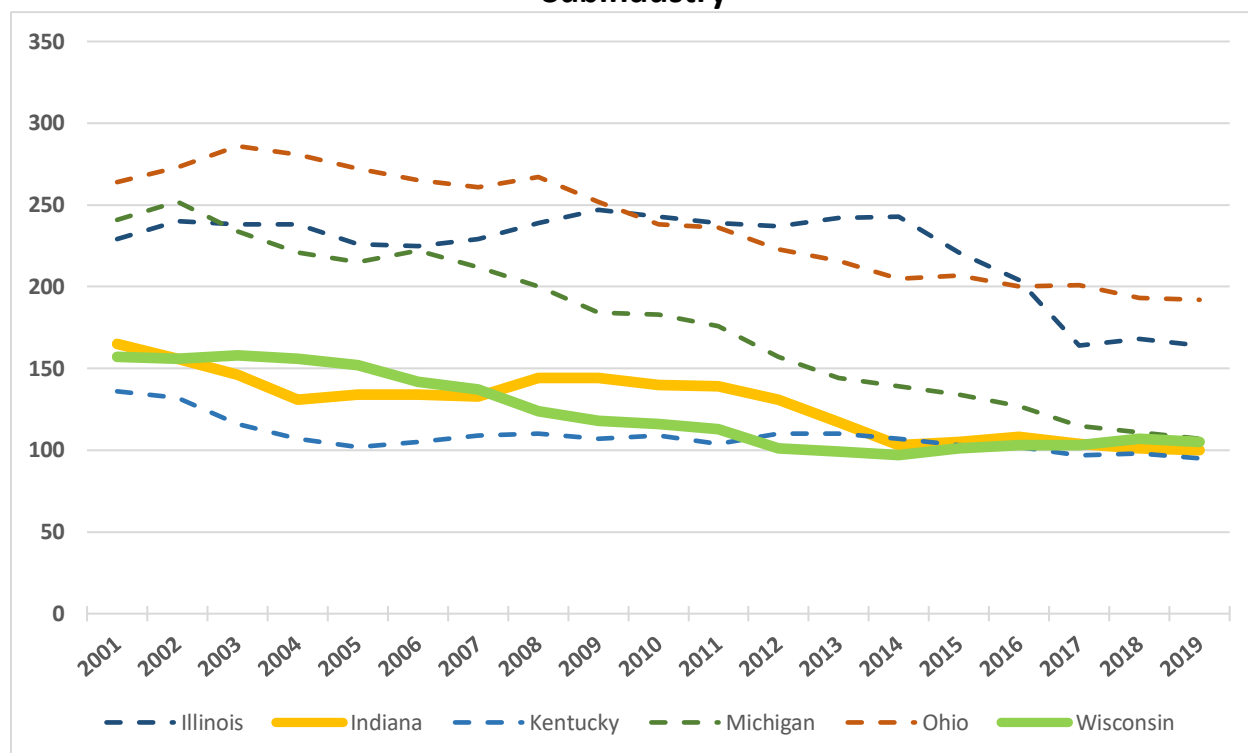


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Nonresidential Drywall and Insulation Contractors subindustry decreased by 19.74% from 179,451 in 2001 to 144,029 in 2019. Decreases in the number of employees were noted in six years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 176,699 in 2008 to 141,787 (19.76%). Increases occurred in twelve years, with 2016 experiencing the largest. The national number of employees in the Nonresidential Drywall and Insulation Contractors subindustry increased by 6.07% in that year from 128,207 in 2015 to 135,986.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Drywall and Insulation Contractors subindustry experienced a 5.31% increase in the number of employees from 2,243 in 2014 to 2,362. This increase carried into 2016, with an increase of 194 (8.21%). Since that time, the number of employees in Indiana's Nonresidential Drywall and Insulation Contractors subindustry has continued to fluctuate, resulting in a four-year loss of one (0.04%) through 2019.

Establishments in the Nonresidential Drywall and Insulation Contractors Subindustry

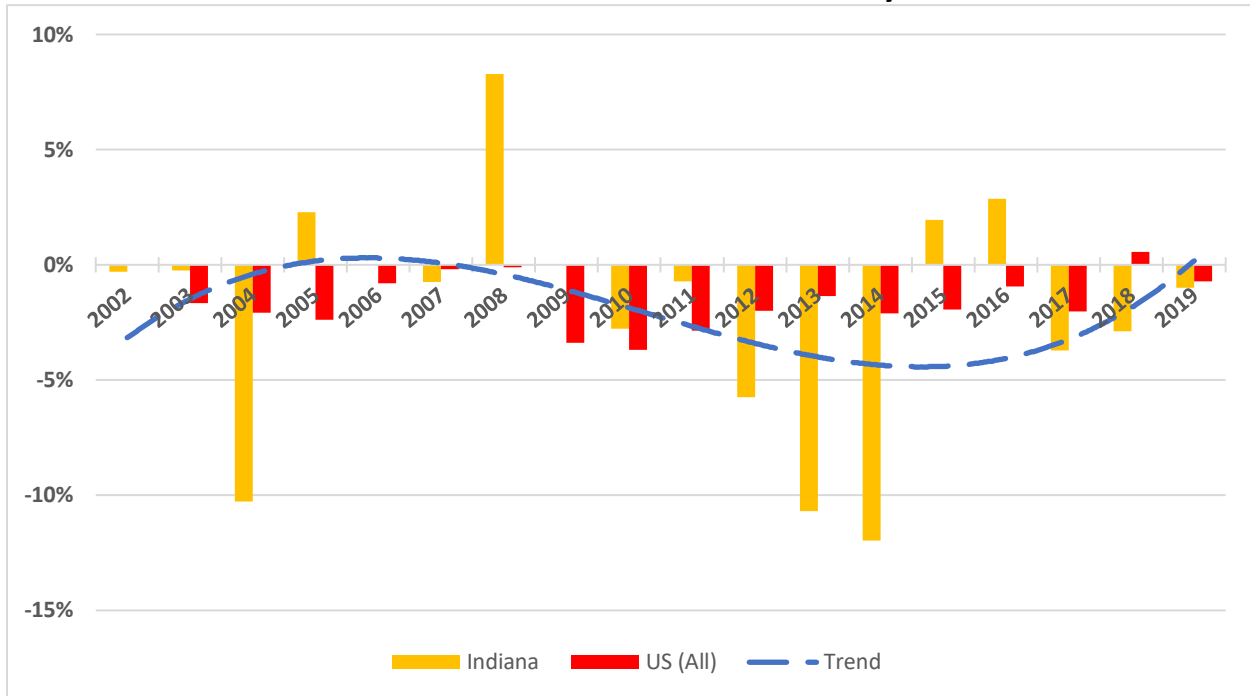


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of establishments that employed Indiana workers in the Nonresidential Drywall and Insulation Contractors subindustry from 2001 through 2019 decreased by 65 (39.39%) from 165 to 100. All of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. Nationally, the number of establishments employing workers in the Nonresidential Drywall and Insulation Contractors subindustry decreased by 24.42% from 8,321 in 2001 to 6,289 in 2019.

Comparing each year individually, Indiana's Nonresidential Drywall and Insulation Contractors subindustry saw decreases in the number of establishments in twelve years of the survey period. The largest such decrease occurred in 2014, when the number of establishments fell by 11.97% from 117 in 2013 to 103. Increases in the number of establishments in Indiana were tracked in four of the studied years, with the largest occurring in 2008. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Drywall and Insulation Contractors subindustry increased by 8.27% from 133 in 2007 to 144.

Percent of Change in Establishments for the Nonresidential Drywall and Insulation Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

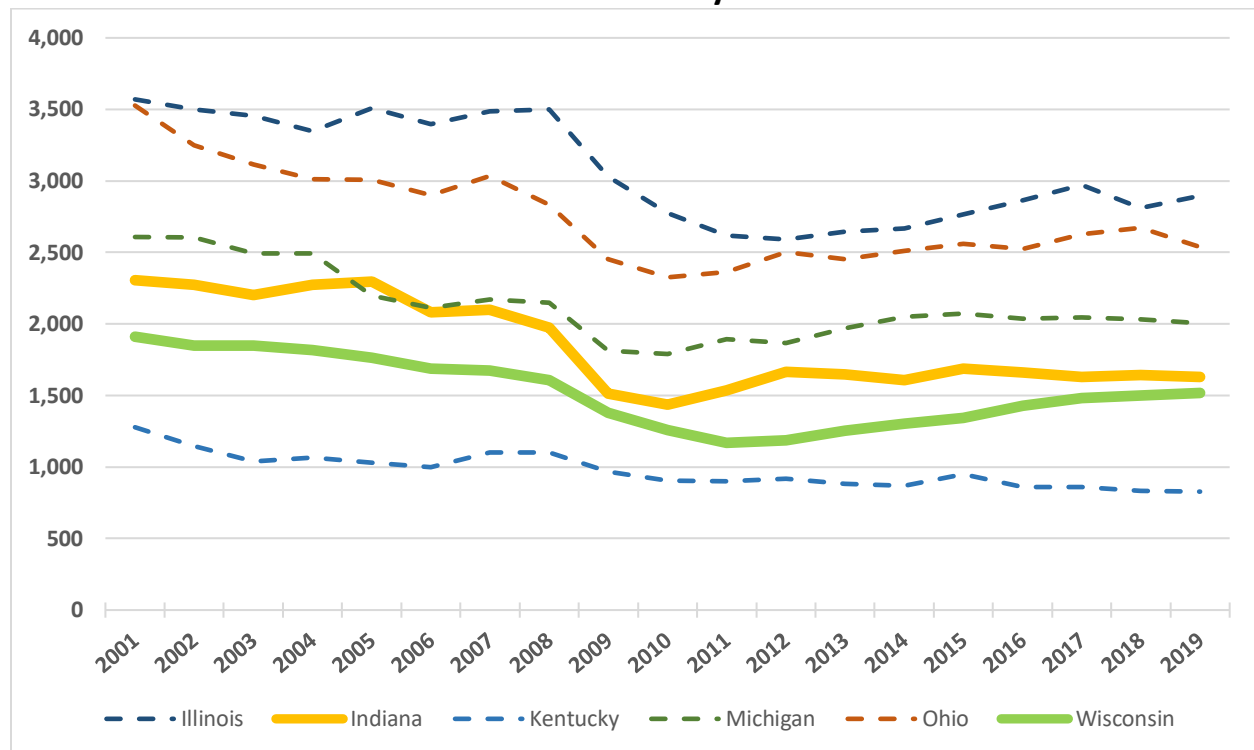
Nationally, the number of establishments employing workers in the Nonresidential Drywall and Insulation Contractors subindustry decreased by 24.42% from 8,321 in 2001 to 6,289 in 2019. Decreases in the number of establishments were noted in sixteen years of the survey period. The largest decrease nationally occurred in 2010, when the number of establishments decreased from 7,474 in 2009 to 7,199 (3.68%). Increases occurred in two years, with 2018 experiencing the largest. The national number of establishments in the Nonresidential Drywall and Insulation Contractors subindustry increased by 0.57% in that year from 6,299 in 2017 to 6,335.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Drywall and Insulation Contractors subindustry experienced a 1.94% increase in the number of establishments from 103 in 2014 to 105. This increase carried into 2016, with an increase of three (2.86%). Since that time, the number of establishments in Indiana's Nonresidential Drywall and Insulation Contractors subindustry decreased, resulting in a four-year loss of eight (7.41%) through 2019.

Employment: NAICS 238322-Nonresidential Painting and Wall Covering Contractors

The Nonresidential Painting and Wall Covering Contractors subindustry includes establishments primarily engaged in nonresidential interior or exterior painting or interior wall covering. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Painting and Wall Covering Contractors Subindustry



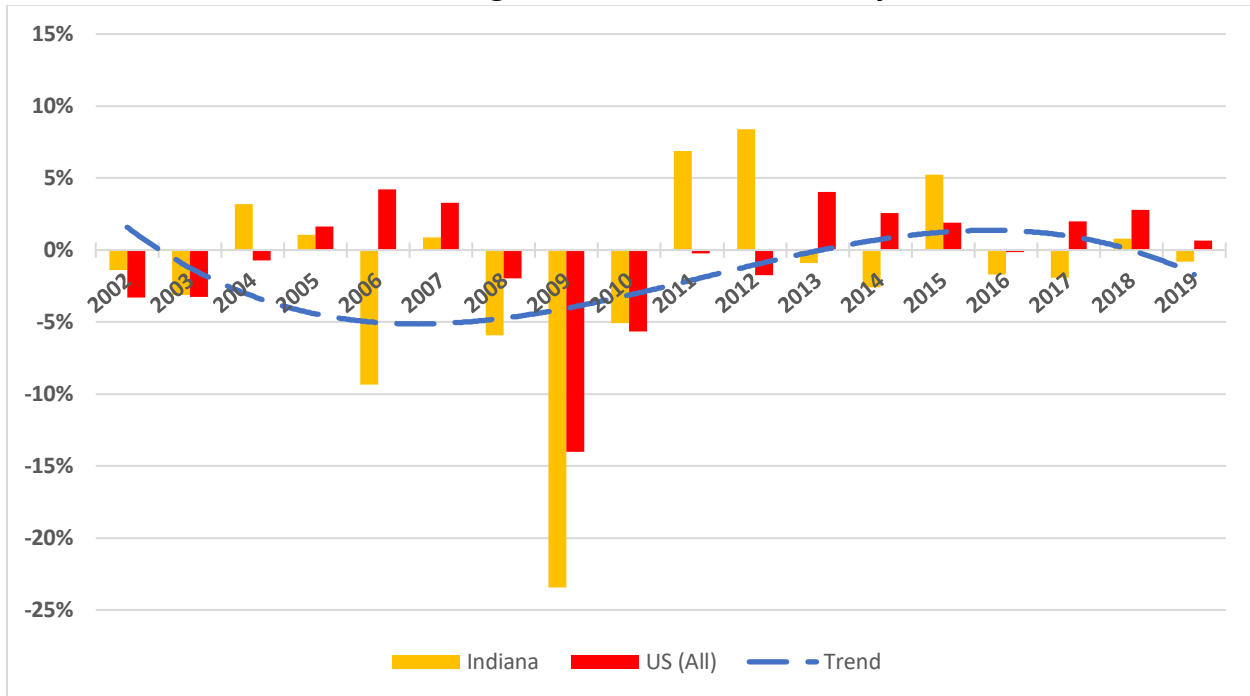
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of Indiana workers employed in the Nonresidential Painting and Wall Covering Contractors subindustry decreased by 677 (29.36%) from 2,306 to 1,629. All of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. The number of workers employed in the Nonresidential Painting and Wall Covering Contractors subindustry nationally decreased by 9.18% from 94,661 in 2001 to 85,969 in 2019.

When reviewed by year, Indiana's Nonresidential Painting and Wall Covering Contractors subindustry saw decreases in the number of employees in eleven years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 23.43% from 1,976 in 2008 to 1,513. Increases in the number of employees in Indiana were tracked in seven of the studied years, with the largest occurring in 2012. In that year, the number of employees for Hoosiers employed in Indiana's

Nonresidential Painting and Wall Covering Contractors subindustry increased by 8.40% from 1,535 in 2011 to 1,664.

Percent of Change in Employment for the Nonresidential Painting and Wall Covering Contractors Subindustry

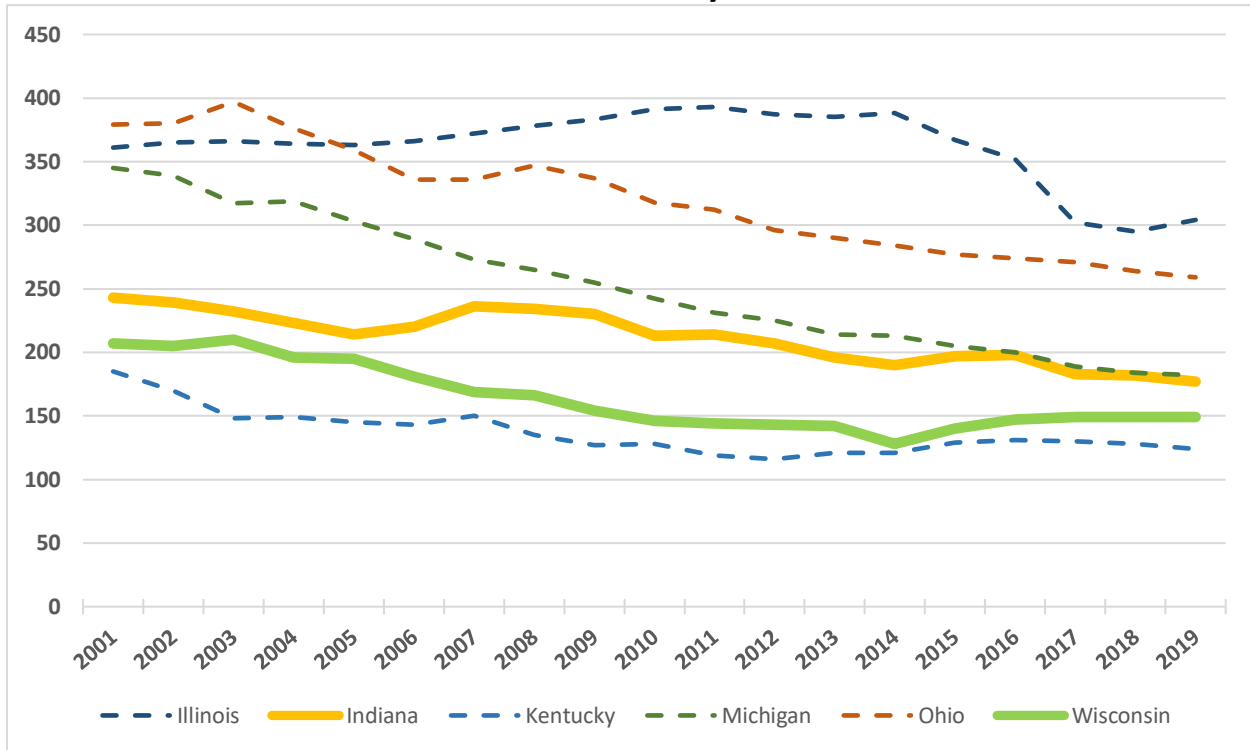


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of workers employed in the Nonresidential Painting and Wall Covering Contractors subindustry nationally decreased by 9.18% from 94,661 in 2001 to 85,969 in 2019. Decreases in the number of employees were noted in nine years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 94,304 in 2008 to 81,096 (14.01%). Increases occurred in nine years, with 2006 experiencing the largest. The national number of employees in the Nonresidential Painting and Wall Covering Contractors subindustry increased by 4.21% in that year from 89,407 in 2005 to 93,172.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Painting and Wall Covering Contractors subindustry experienced a 5.23% increase in the number of employees from 1,606 in 2014 to 1,690. This increase did not continue in 2016, as the number of employees decreased by 29 (1.72%). Since that time, the number of employees in Indiana's Nonresidential Painting and Wall Covering Contractors subindustry has continued to fluctuate, resulting in a four-year loss of 32 (1.93%) through 2019.

Establishments in the Nonresidential Painting and Wall Covering Contractors Subindustry

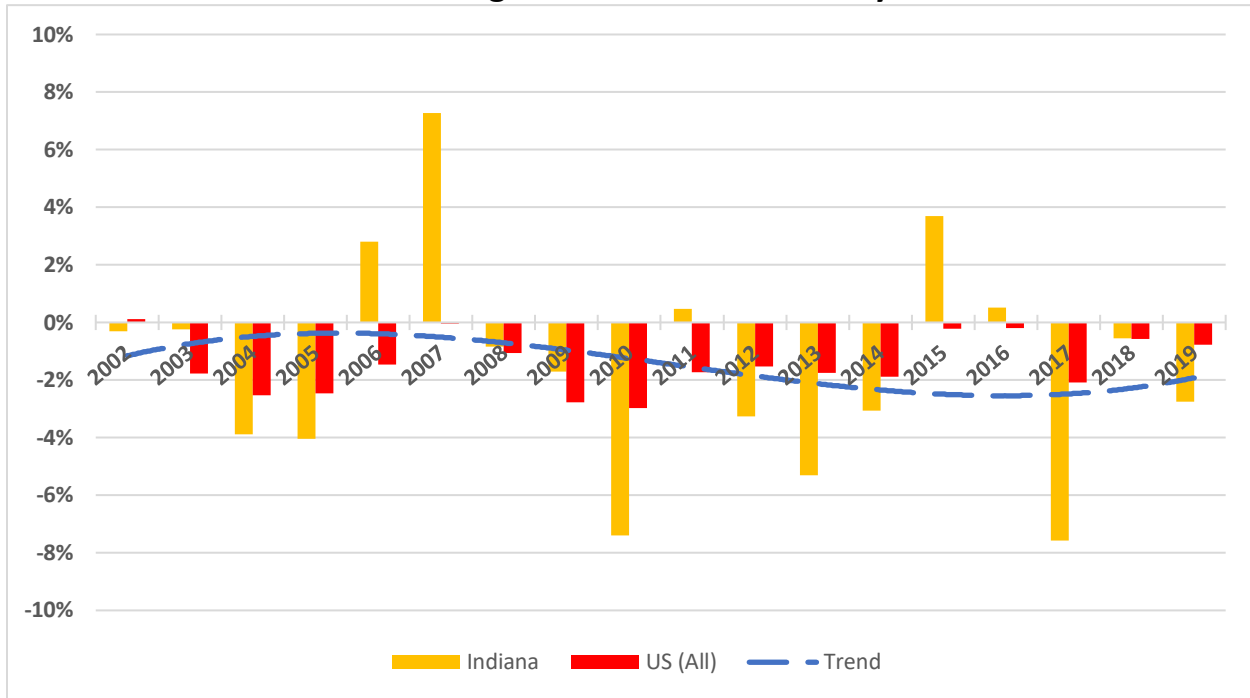


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of establishments that employed Indiana workers in the Nonresidential Painting and Wall Covering Contractors subindustry from 2001 through 2019 decreased by 66 (27.16%) from 243 to 177. All of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. The number of establishments in the Nonresidential Painting and Wall Covering Contractors subindustry across the nation decreased by 22.84% from 9,013 in 2001 to 6,954 in 2019.

Reviewing the data by year, Indiana's Nonresidential Painting and Wall Covering Contractors subindustry saw decreases in the number of establishments in thirteen years of the survey period. The largest such decrease occurred in 2017, when the number of establishments fell by 7.58% from 198 in 2016 to 183. Increases in the number of establishments in Indiana were tracked in five of the studied years, with the largest occurring in 2007. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Painting and Wall Covering Contractors subindustry increased by 7.27% from 220 in 2006 to 236.

Percent of Change in Establishments for the Nonresidential Painting and Wall Covering Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

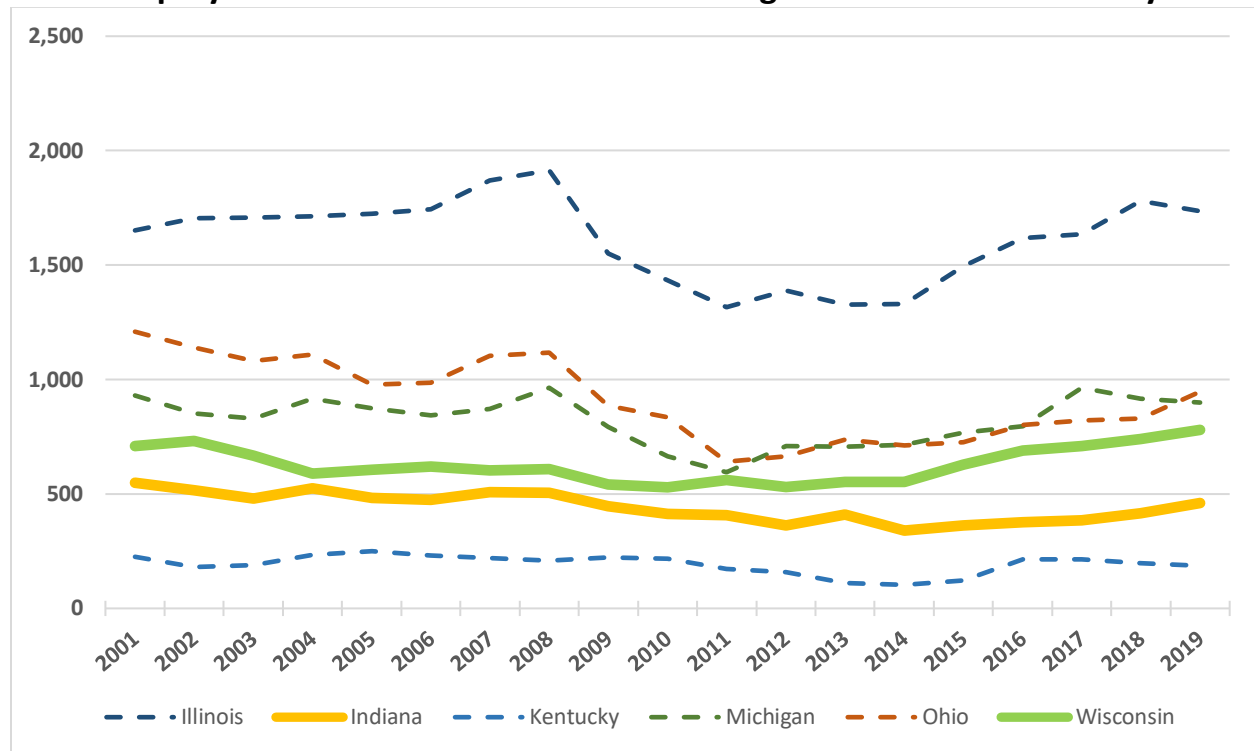
The number of establishments in the Nonresidential Painting and Wall Covering Contractors subindustry across the nation decreased by 22.84% from 9,013 in 2001 to 6,954 in 2019. Decreases in the number of establishments were noted in seventeen years of the survey period. The largest decrease nationally occurred in 2010, when the number of establishments decreased from 7,986 in 2009 to 7,749 (2.97%). An increase occurred in only one year of the survey period, 2002. The national number of establishments in the Nonresidential Painting and Wall Covering Contractors subindustry increased by 0.12% in that year from 9,013 in 2001 to 9,024.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Painting and Wall Covering Contractors subindustry experienced a 3.68% increase in the number of establishments from 190 in 2014 to 197. This increase carried into 2016, with an increase of one (0.51%). Since that time, the number of establishments in Indiana's Nonresidential Painting and Wall Covering Contractors subindustry decreased, resulting in a four-year loss of 21 (10.61%) through 2019.

Employment: NAICS 238332-Nonresidential Flooring Contractors

The Nonresidential Flooring Contractors subindustry is comprised of establishments primarily engaged in the nonresidential installation of resilient floor tile, carpeting, linoleum, and hard wood flooring. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Flooring Contractors Subindustry

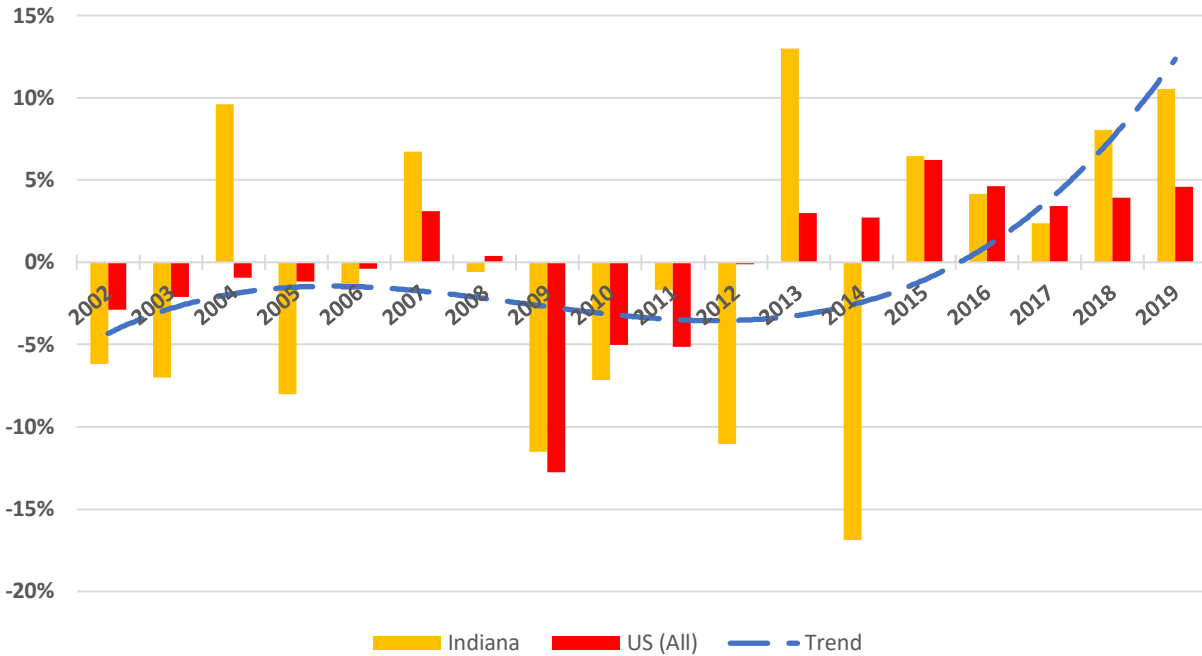


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of Indiana workers employed in the Nonresidential Flooring Contractors subindustry from 2001 through 2019 decreased by 88 (16.03%) from 549 to 461. Three of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. The number of workers employed in the Nonresidential Flooring Contractors subindustry nationally decreased by 0.45% from 28,687 in 2001 to 28,558 in 2019.

Comparing each year individually, Indiana's Nonresidential Flooring Contractors subindustry saw decreases in the number of employees in ten years of the survey period. The largest such decrease occurred in 2014, when the number of employees decreased by 16.87% from 409 in 2013 to 340. Increases in the number of employees in Indiana were tracked in eight of the studied years, with the largest occurring in 2013. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Flooring Contractors subindustry increased by 12.98% from 362 in 2012 to 409.

Percent of Change in Employment for the Nonresidential Flooring Contractors Subindustry

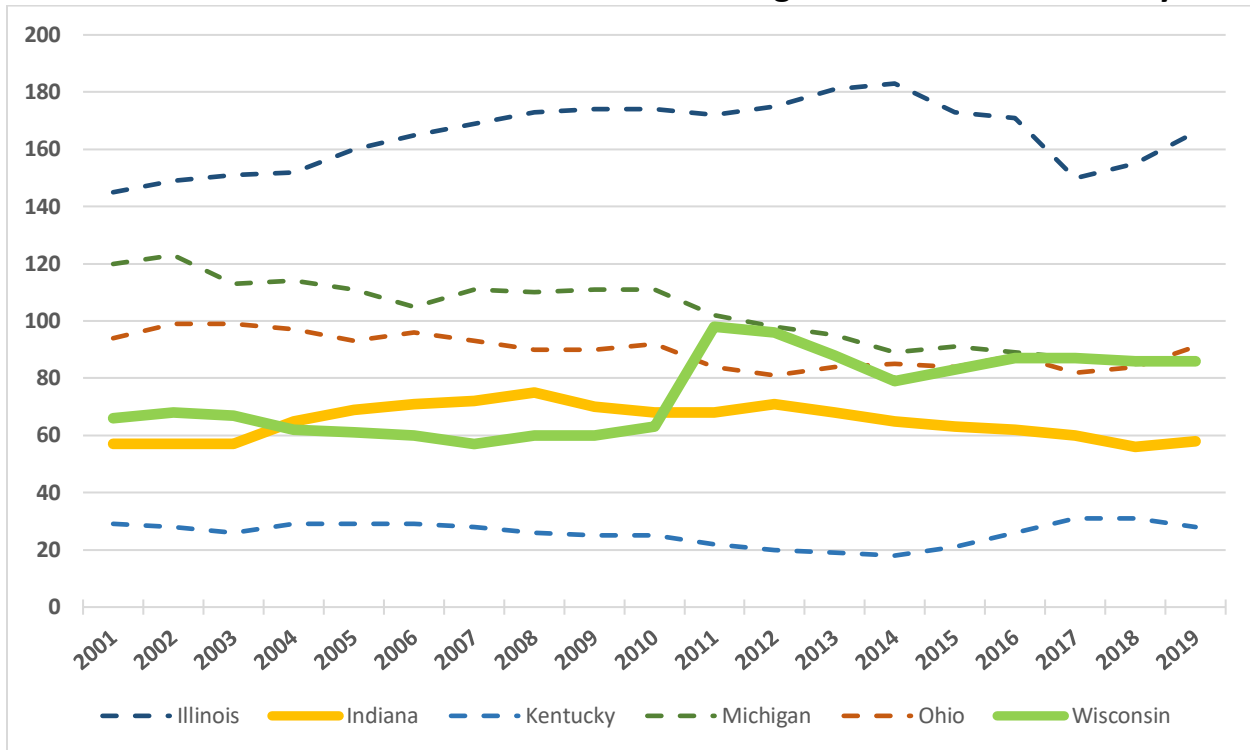


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of workers employed in the Nonresidential Flooring Contractors subindustry nationally decreased by 0.45% from 28,687 in 2001 to 28,558 in 2019. Decreases in the number of employees were noted in nine years of the survey period. The largest decrease nationally occurred in 2009, when the number of employees fell from 27,526 in 2008 to 24,010 (12.77%). Increases occurred in nine years, with 2015 experiencing the largest. The national number of employees in the Nonresidential Flooring Contractors subindustry increased by 6.21% in that year from 22,857 in 2014 to 24,277.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Flooring Contractors subindustry experienced a 6.47% increase in the number of employees from 340 in 2014 to 362. This reversed a reduction occurring in 2014. This increase carried into 2016, with an increase of fifteen (4.14%). Since that time, the number of employees in Indiana's Nonresidential Flooring Contractors subindustry has continued to increase, resulting in a four-year gain of 84 (22.28%) through 2019.

Establishments in the Nonresidential Flooring Contractors Subindustry

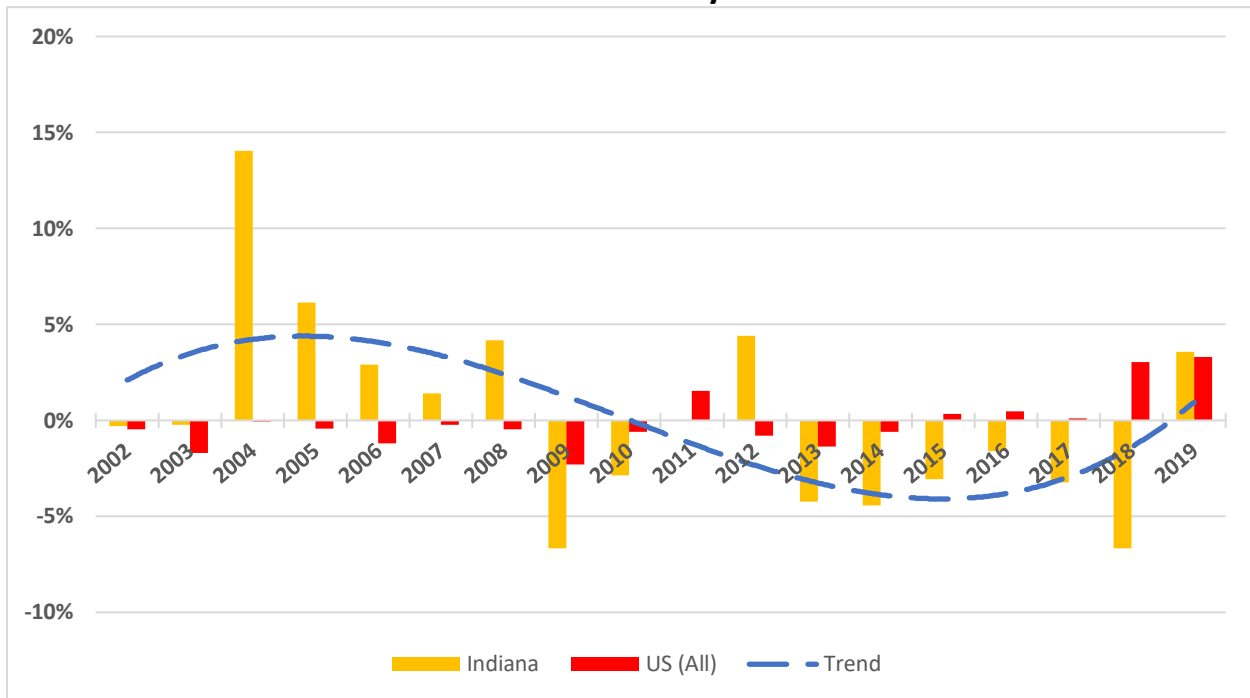


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of establishments across Indiana that employed workers in the Nonresidential Flooring Contractors subindustry from 2001 through 2009 increased by 1 (1.75%) from 57 to 58. Two of the other five Midwestern states in this study also experienced an increase in the number of establishments in this subindustry over the survey period. Nationally, the number of establishments employing workers in the Nonresidential Flooring Contractors subindustry decreased by 1.50% from 3,338 in 2001 to 3,288 in 2019.

Reviewing the data by year, Indiana's Nonresidential Flooring Contractors subindustry saw decreases in the number of establishments in ten years of the survey period. The largest such decrease occurred in 2009, when the number of establishments fell by 6.67% from 75 in 2008 to 70. Increases in the number of establishments in Indiana were tracked in seven of the studied years, with the largest occurring in 2004. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Flooring Contractors subindustry increased by 14.04% from 57 in 2003 to 65.

Percent of Change in Establishments for the Nonresidential Flooring Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

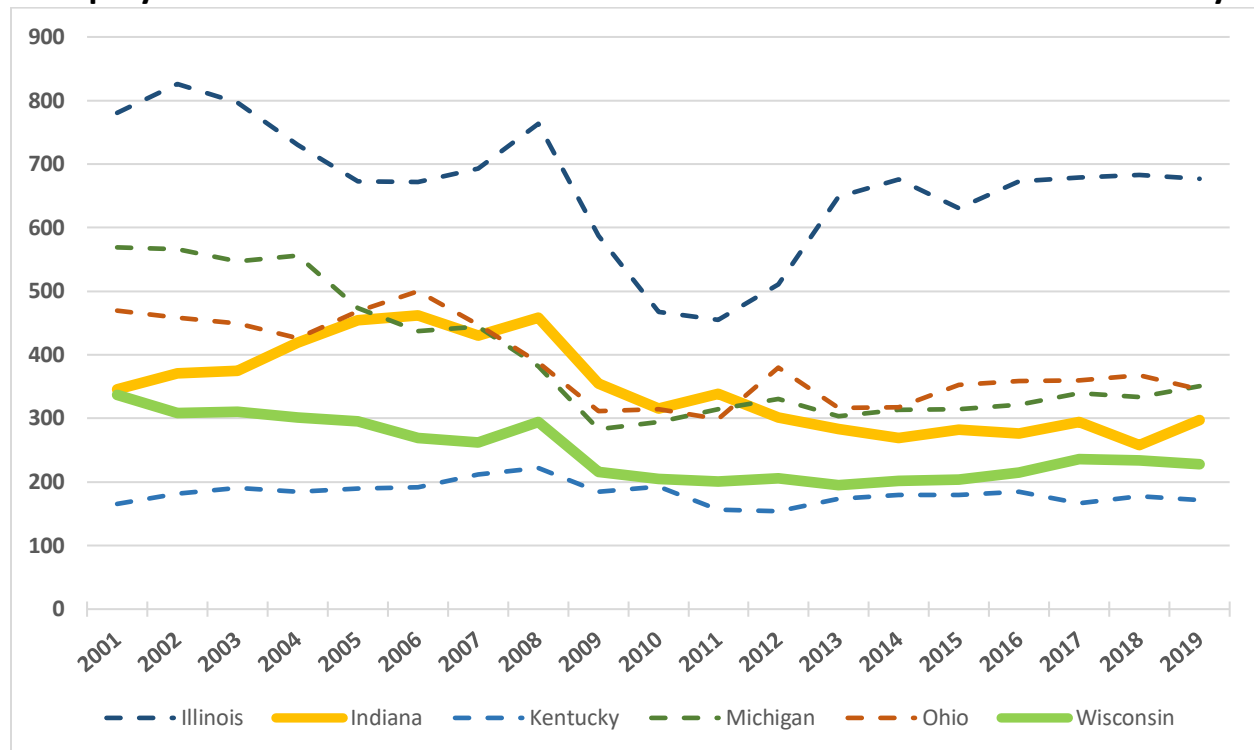
Nationally, the number of establishments employing workers in the Nonresidential Flooring Contractors subindustry decreased by 1.50% from 3,338 in 2001 to 3,288 in 2019. Decreases in the number of establishments were noted in twelve years of the survey period. The largest decrease nationally also occurred in 2009, when the number of establishments decreased from 3,190 in 2008 to 3,117 (2.29%). Increases occurred in six years, with 2019 experiencing the largest. The national number of establishments in the Nonresidential Flooring Contractors subindustry increased by 3.30% in that year from 3,183 in 2018 to 3,288.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Flooring Contractors subindustry experienced a 3.08% decrease in the number of establishments from 65 in 2014 to 63. This decrease carried into 2016 with an decrease of one (1.59%). Since that time, the number of establishments in Indiana's Nonresidential Flooring Contractors subindustry has continued to fluctuate, resulting in a four-year loss of four (6.45%) through 2019.

Employment: NAICS 238342-Nonresidential Tile and Terrazzo Contractors

The Nonresidential Tile and Terrazzo Contractors subindustry consists of establishments primarily engaged in setting and installing ceramic tile, stone (interior only), and mosaic and/or mixing marble particles and cement to make terrazzo at nonresidential job sites. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Tile and Terrazzo Contractors Subindustry

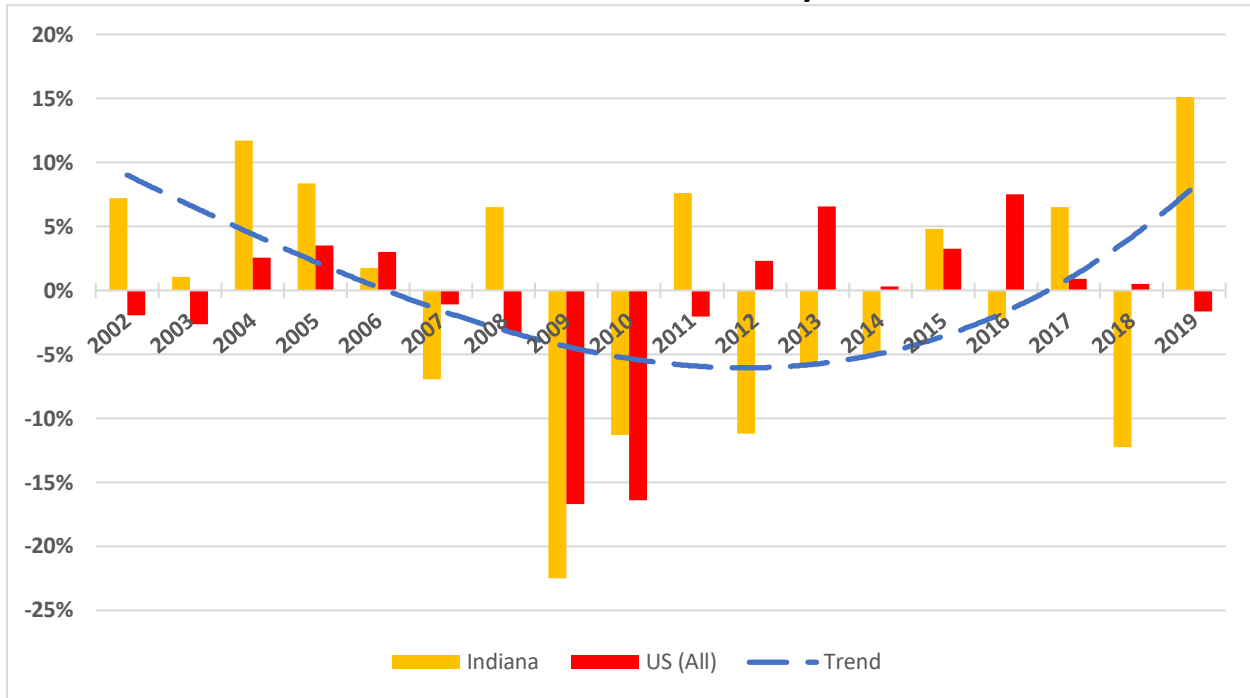


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv/en>

The total number of workers employed across Indiana in the Nonresidential Tile and Terrazzo Contractors subindustry decreased by 49 (14.16%) from 346 to 297. Four of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. The number of workers employed in the Nonresidential Tile and Terrazzo Contractors subindustry nationally decreased by 17.46% from 18,782 in 2001 to 15,502 in 2019.

Comparing each year individually, Indiana's Nonresidential Tile and Terrazzo Contractors subindustry saw decreases in the number of employees in eight years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 22.49% from 458 in 2008 to 355. Increases in the number of employees in Indiana were tracked in ten of the studied years, with the largest occurring in 2019. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Tile and Terrazzo Contractors subindustry increased by 15.12% from 258 in 2018 to 297.

Percent of Change in Employment for the Nonresidential Tile and Terrazzo Contractors Subindustry

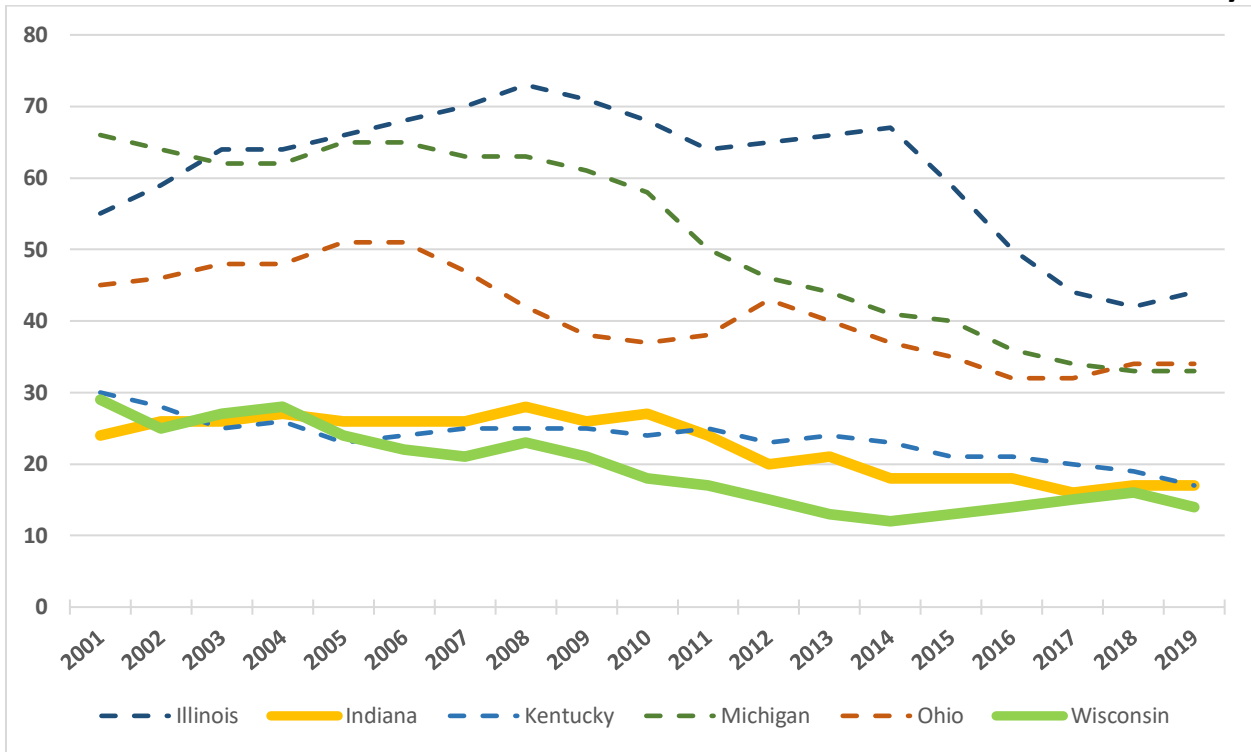


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of workers employed in the Nonresidential Tile and Terrazzo Contractors subindustry nationally decreased by 17.46% from 18,782 in 2001 to 15,502 in 2019. Decreases in the number of employees were noted in eight years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 18,750 in 2008 to 15,616 (16.71%). Increases occurred in ten years, with 2016 experiencing the largest. The national number of employees in the Nonresidential Tile and Terrazzo Contractors subindustry increased by 7.53% in that year from 14,445 in 2015 to 15,532.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Tile and Terrazzo Contractors subindustry experienced a 4.83% increase in the number of employees from 269 in 2014 to 282. This increase did not continue in 2016, as the number of employees decreased by six (2.13%). Since that time, the number of employees in Indiana's Nonresidential Tile and Terrazzo Contractors subindustry has continued to fluctuate, resulting in a four-year gain of 21 (7.61%) through 2019.

Establishments in the Nonresidential Tile and Terrazzo Contractors Subindustry

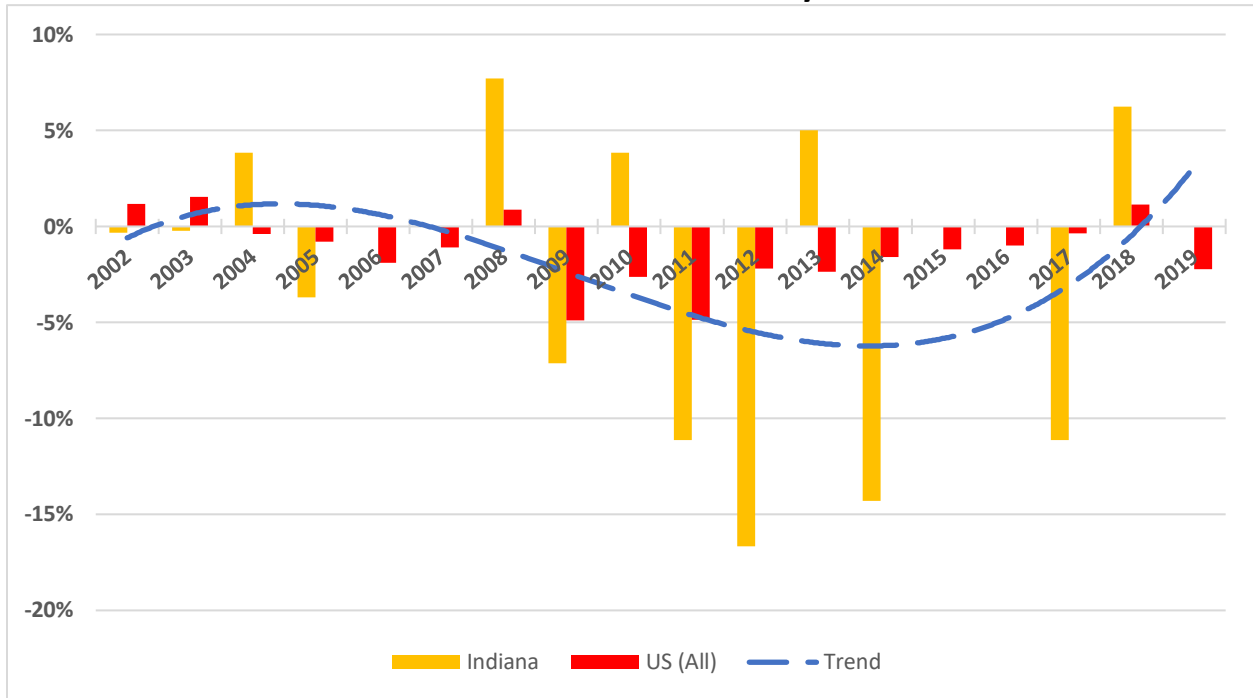


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of establishments that employed Indiana workers in the Nonresidential Tile and Terrazzo Contractors subindustry decreased by 7 (29.17%) from 24 to 17. All of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. The number of establishments in the Nonresidential Tile and Terrazzo Contractors subindustry across the nation decreased by 20.68% from 1,726 in 2001 to 1,369 in 2019.

When reviewed by year, Indiana's Nonresidential Tile and Terrazzo Contractors subindustry saw decreases in the number of establishments in eight years of the survey period. The largest such decrease occurred in 2012, when the number of establishments fell by 16.67% from 24 in 2011 to 20. Increases in the number of establishments in Indiana were tracked in five of the studied years, with the largest occurring in 2008. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Tile and Terrazzo Contractors subindustry increased by 7.69% from 26 in 2007 to 28.

Percent of Change in Establishments for the Nonresidential Tile and Terrazzo Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

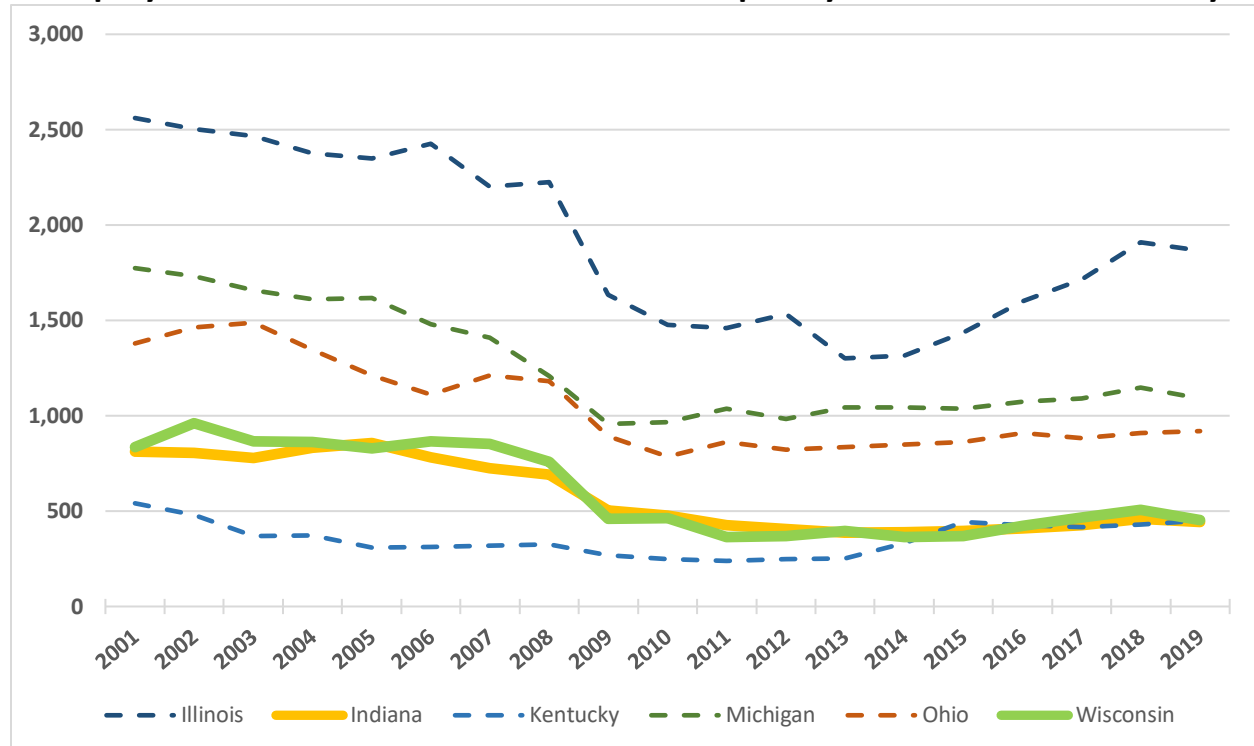
The number of establishments in the Nonresidential Tile and Terrazzo Contractors subindustry across the nation decreased by 20.68% from 1,726 in 2001 to 1,369 in 2019. Decreases in the number of establishments were noted in fourteen years of the survey period. The largest decrease nationally occurred in 2009, when the number of establishments decreased from 1,715 in 2008 to 1,631 (4.90%). Increases occurred in four years, with 2003 experiencing the largest. The national number of establishments in the Nonresidential Tile and Terrazzo Contractors subindustry increased by 1.55% in that year from 1,746 in 2002 to 1,773.

In 2015, the year of the Common Construction Wage repeal, the Nonresidential Tile and Terrazzo Contractors subindustry remained unchanged from the 2014 total of 18 establishments. Since that time, the number of establishments in Indiana's Nonresidential Tile and Terrazzo Contractors subindustry has continued to fluctuate, resulting in a four-year loss of one (5.56%) through 2019.

Employment: NAICS 238352-Nonresidential Finish Carpentry Contractors

The Nonresidential Finish Carpentry Contractors subindustry is made up of establishments primarily engaged in nonresidential finish carpentry work. The nonresidential work performed may include new work, additions, alterations, maintenance, and repairs.

Employment in the Nonresidential Finish Carpentry Contractors Subindustry

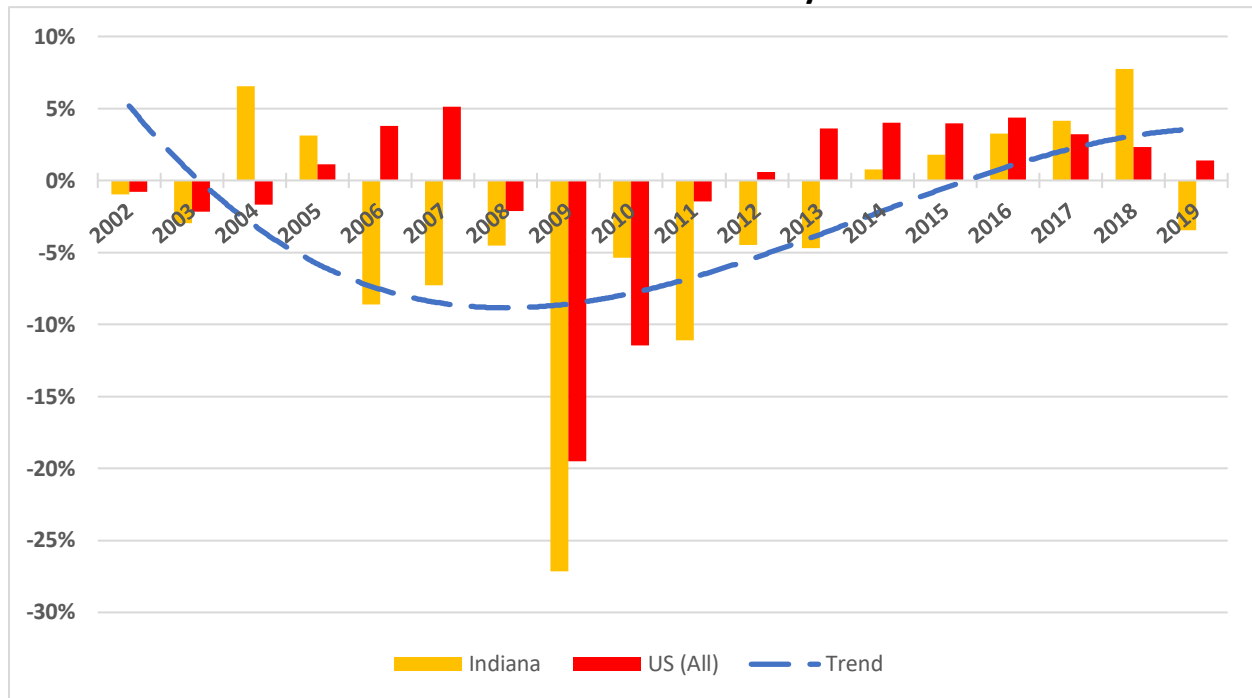


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of workers employed across Indiana in the Nonresidential Finish Carpentry Contractors subindustry decreased by 368 (45.32%) from 812 to 444. All of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Nonresidential Finish Carpentry Contractors subindustry decreased by 8.88% from 40,446 in 2001 to 36,856 in 2019.

Reviewing the data by year, Indiana's Nonresidential Finish Carpentry Contractors subindustry saw decreases in the number of employees in eleven years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 27.13% from 693 in 2008 to 505. Increases in the number of employees in Indiana were tracked in seven of the studied years, with the largest occurring in 2018. In that year, the number of employees for Hoosiers employed in Indiana's Nonresidential Finish Carpentry Contractors subindustry increased by 7.73% from 427 in 2017 to 460.

Percent of Change in Employment for the Nonresidential Finish Carpentry Contractors Subindustry

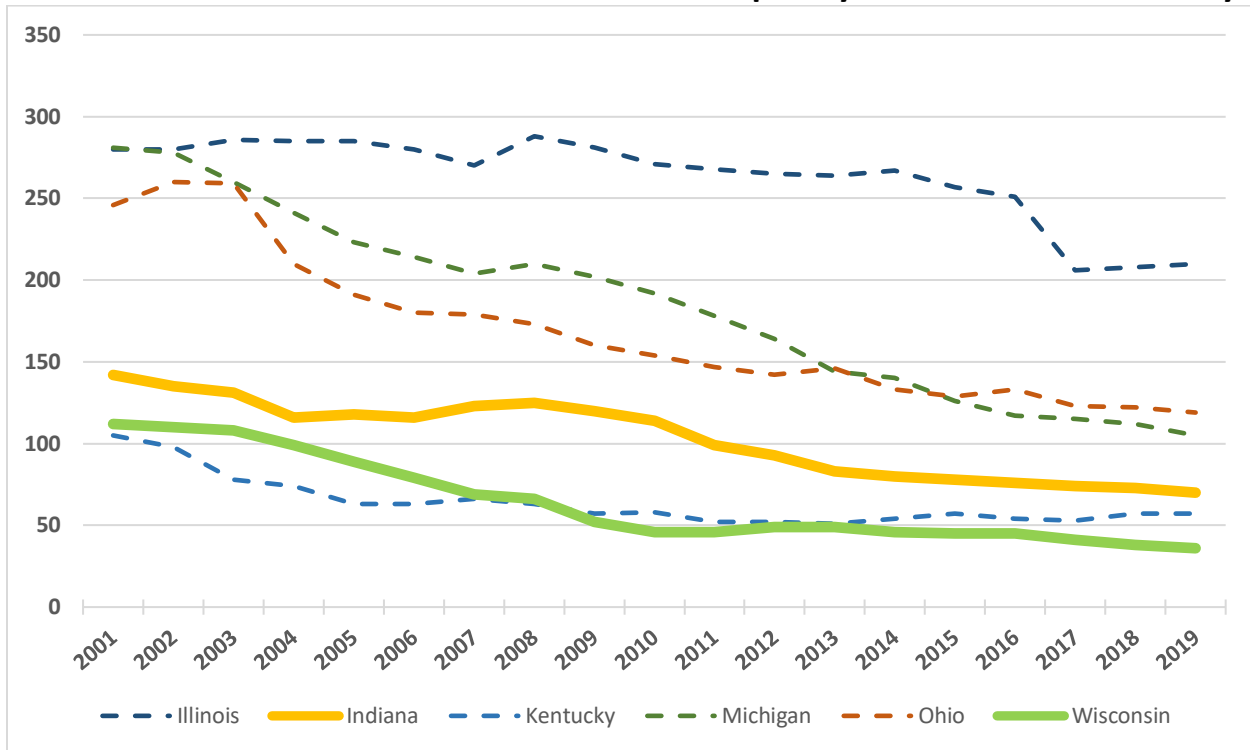


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Nonresidential Finish Carpentry Contractors subindustry decreased by 8.88% from 40,446 in 2001 to 36,856 in 2019. Decreases in the number of employees were noted in seven years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 41,671 in 2008 to 33,539 (19.51%). Increases occurred in eleven years, with 2007 experiencing the largest. The national number of employees in the Nonresidential Finish Carpentry Contractors subindustry increased by 5.14% in that year from 40,497 in 2006 to 42,580.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Finish Carpentry Contractors subindustry experienced a 1.79% increase in the number of employees from 390 in 2014 to 397. This continued an upward trend that began in 2014. This increase carried into 2016, with an increase of thirteen (3.27%). Since that time, the number of employees in Indiana's Nonresidential Finish Carpentry Contractors subindustry has continued to fluctuate, resulting in a four-year gain of 34 (8.29%) through 2019.

Establishments in the Nonresidential Finish Carpentry Contractors Subindustry

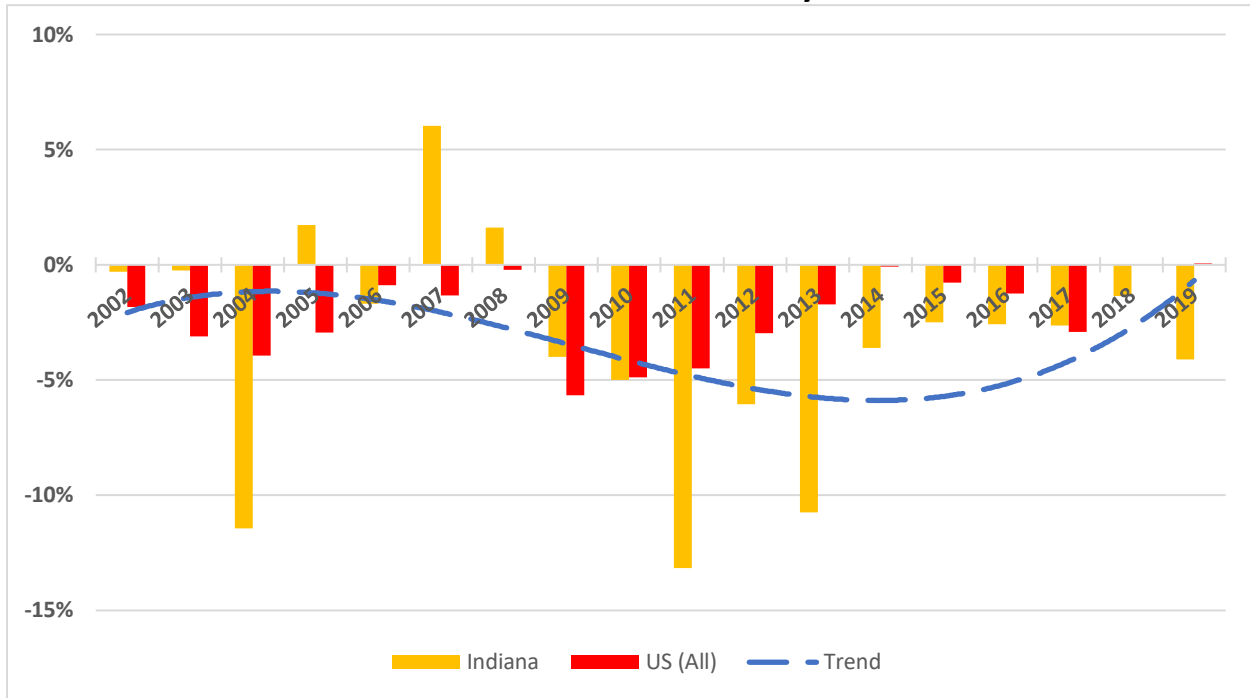


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of establishments that employed Indiana workers in the Nonresidential Finish Carpentry Contractors subindustry decreased by 72 (50.70%) from 142 to 70. All of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. Nationally, the number of establishments employing workers in the Nonresidential Finish Carpentry Contractors subindustry decreased by 32.68% from 6,052 in 2001 to 4,074 in 2019.

Comparing each year individually, Indiana's Nonresidential Finish Carpentry Contractors subindustry saw decreases in the number of establishments in fifteen years of the survey period. The largest such decrease occurred in 2011, when the number of establishments fell by 13.16% from 114 in 2010 to 99. Increases in the number of establishments in Indiana were tracked in three of the studied years, with the largest occurring in 2007. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Finish Carpentry Contractors subindustry increased by 6.03% from 116 in 2006 to 123.

Percent of Change in Establishments for the Nonresidential Finish Carpentry Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

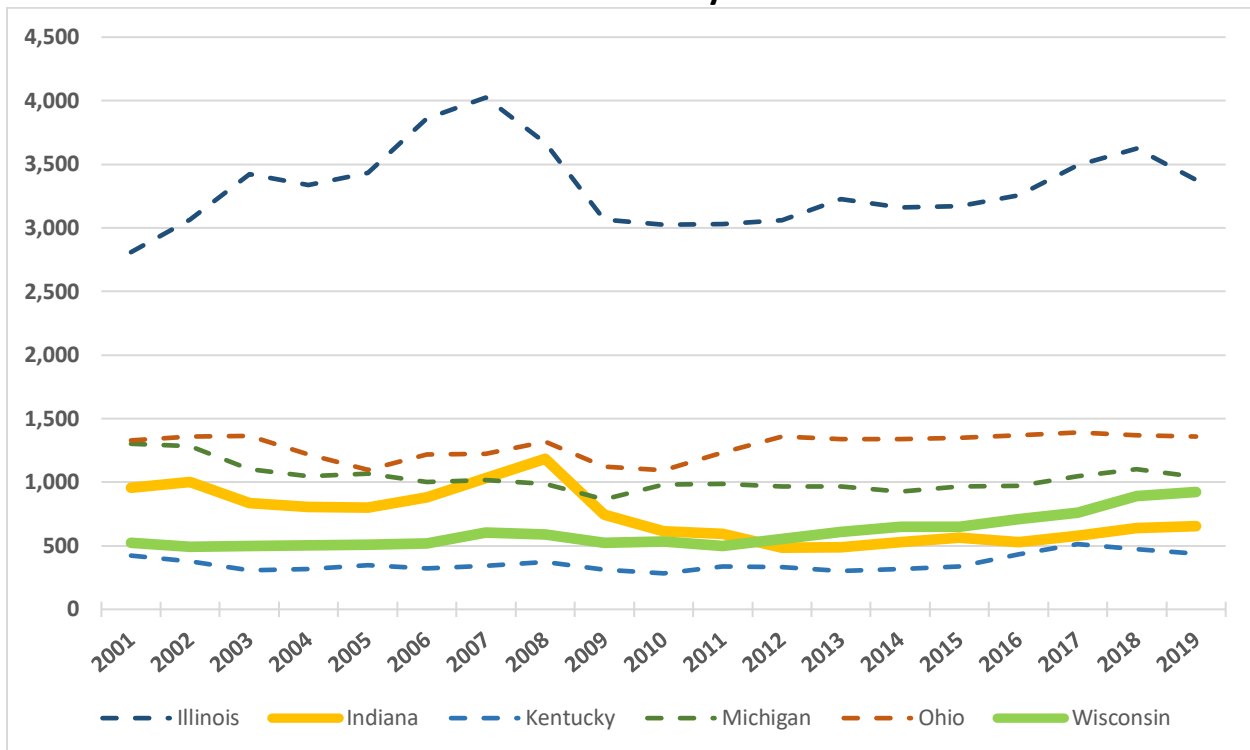
Nationally, the number of establishments employing workers in the Nonresidential Finish Carpentry Contractors subindustry decreased by 32.68% from 6,052 in 2001 to 4,074 in 2019. Decreases in the number of establishments were noted in sixteen years of the survey period. The largest decrease nationally occurred in 2009, when the number of establishments decreased from 5,239 in 2008 to 4,943 (5.65%). An increase occurred in only one year of the survey period, 2019. The national number of establishments in the Nonresidential Finish Carpentry Contractors subindustry increased by 0.07% in that year from 4,071 in 2018 to 4,074.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Finish Carpentry Contractors subindustry experienced a 2.50% decrease in the number of establishments from 80 in 2014 to 78. The decrease appears to have started trending downward in 2009. This decrease carried into 2016 with an decrease of two (2.56%). Since that time, the number of establishments in Indiana's Nonresidential Finish Carpentry Contractors subindustry has continued to decrease, resulting in a four-year loss of six (7.89%) through 2019.

Employment: NAICS 238392-Other Nonresidential Building Finishing Contractors

The Other Nonresidential Building Finishing Contractors subindustry encompasses establishments primarily engaged in nonresidential building finishing trade work (except drywall, plaster and insulation work; painting and wall covering work; flooring work; tile and terrazzo work; and finish carpentry work). The nonresidential work performed may include new work, additions, alterations, or maintenance and repairs.

Employment in the Other Nonresidential Building Finishing Contractors Subindustry



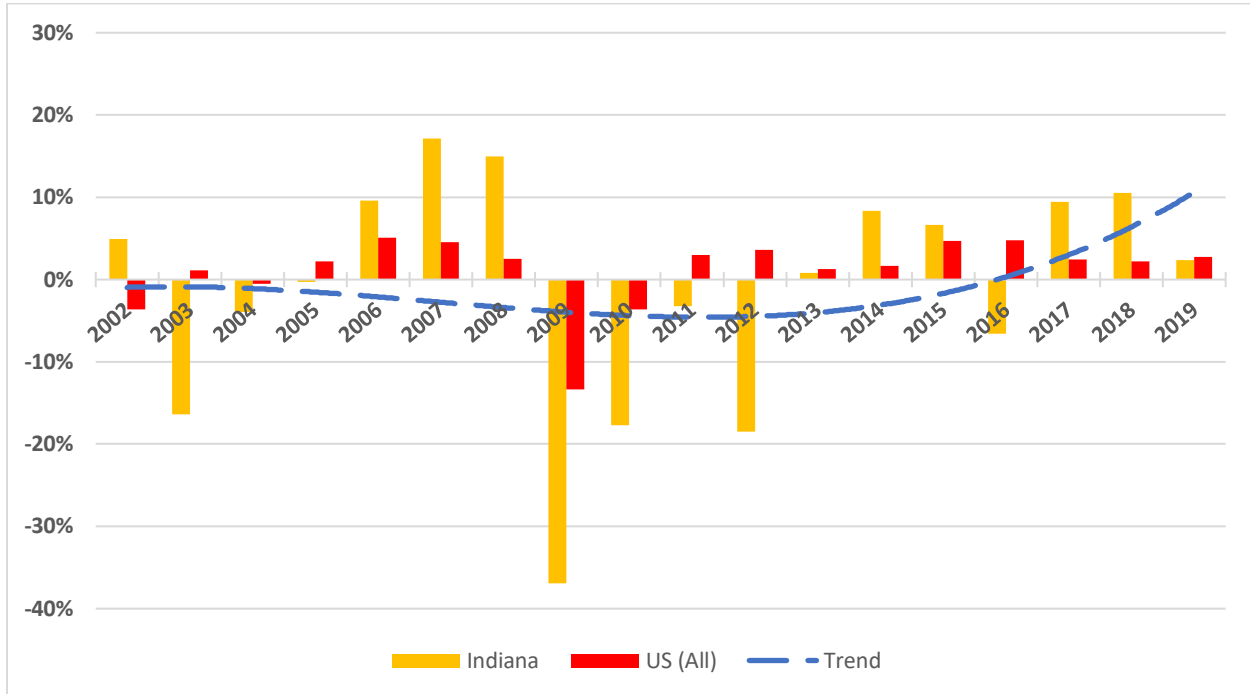
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of Indiana workers employed in the Other Nonresidential Building Finishing Contractors subindustry from 2001 through 2019 decreased by 300 (31.45%) from 954 to 654. One of the other five Midwestern states in this study also experienced a decrease in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Other Nonresidential Building Finishing Contractors subindustry increased by 21.06% from 41,540 in 2001 to 50,290 in 2019.

Comparing each year individually, Indiana's Other Nonresidential Building Finishing Contractors subindustry saw decreases in the number of employees in eight years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 36.91% from 1,184 in 2008 to 747. Increases in the number of employees in Indiana were tracked in ten of the studied years,

with the largest occurring in 2007. In that year, the number of employees for Hoosiers employed in Indiana's Other Nonresidential Building Finishing Contractors subindustry increased by 17.18% from 879 in 2006 to 1,030.

Percent of Change in Employment for the Other Nonresidential Building Finishing Contractors Subindustry

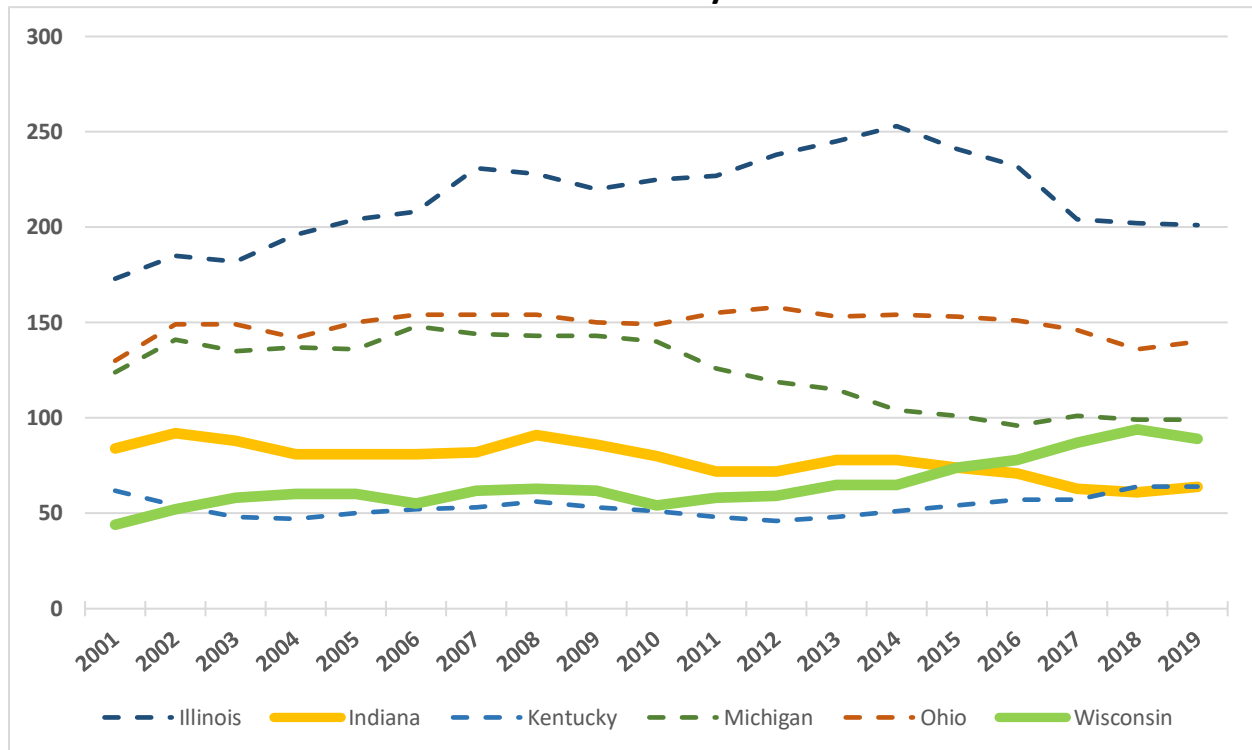


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Other Nonresidential Building Finishing Contractors subindustry increased by 21.06% from 41,540 in 2001 to 50,290 in 2019. Decreases in the number of employees were noted in four years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 46,396 in 2008 to 40,211 (13.33%). Increases occurred in fourteen years, with 2006 experiencing the largest. The national number of employees in the Other Nonresidential Building Finishing Contractors subindustry increased by 5.12% in that year from 41,166 in 2005 to 43,275.

In 2015, the year of the Common Construction Wage repeal, the Other Nonresidential Building Finishing Contractors subindustry experienced a 6.60% increase in the number of employees from 530 in 2014 to 565. The increase appears to have started trending upward in 2013. This increase did not continue in 2016, as the number of employees decreased by 37 (6.55%). Since that time, the number of employees in Indiana's Other Nonresidential Building Finishing Contractors subindustry has increased, resulting in a four-year gain of 126 (23.86%) through 2019.

Establishments in the Other Nonresidential Building Finishing Contractors Subindustry

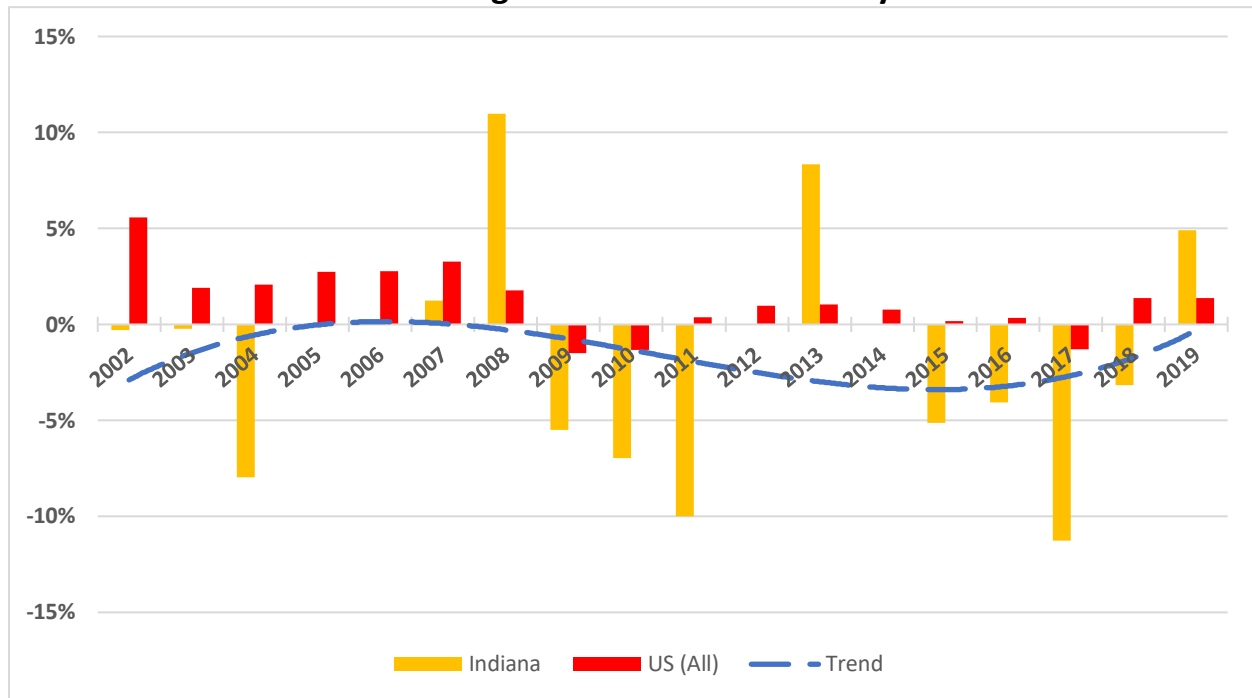


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of establishments that employed Indiana workers in the Other Nonresidential Building Finishing Contractors subindustry from 2001 through 2019 decreased by 20 (23.81%) from 84 to 64. One of the other five Midwestern states in this study also experienced a decrease in the number of establishments in this subindustry over the survey period. The number of establishments in the Other Nonresidential Building Finishing Contractors subindustry across the nation increased by 24.73% from 3,567 in 2001 to 4,449 in 2019.

When reviewed by year, Indiana's Other Nonresidential Building Finishing Contractors subindustry saw decreases in the number of establishments in ten years of the survey period. The largest such decrease occurred in 2017, when the number of establishments fell by 11.27% from 71 in 2016 to 63. Increases in the number of establishments in Indiana were tracked in four of the studied years, with the largest occurring in 2008. In that year, the number of establishments employing Hoosiers in Indiana's Other Nonresidential Building Finishing Contractors subindustry increased by 10.98% from 82 in 2007 to 91.

Percent of Change in Establishments for the Other Nonresidential Building Finishing Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

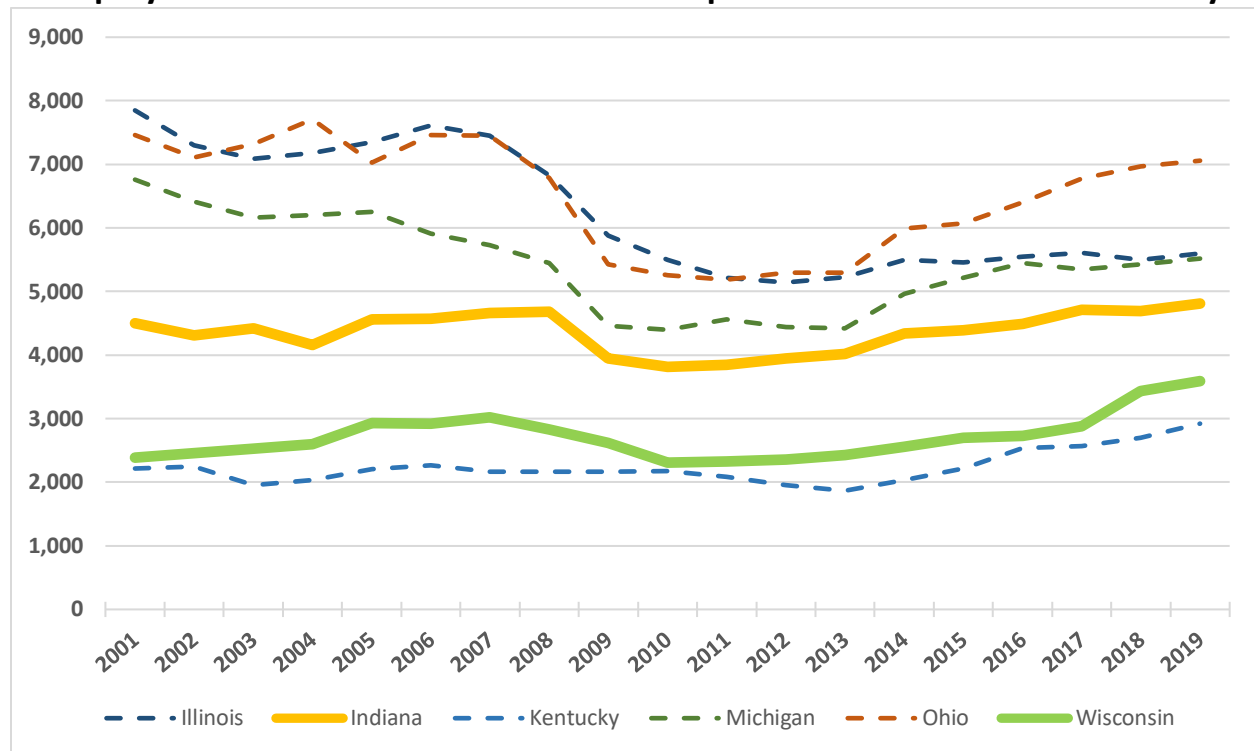
The number of establishments in the Other Nonresidential Building Finishing Contractors subindustry across the nation increased by 24.73% from 3,567 in 2001 to 4,449 in 2019. Decreases in the number of establishments were noted in three years of the survey period. The largest decrease nationally occurred in 2009, when the number of establishments decreased from 4,349 in 2008 to 4,284 (1.49%). Increases occurred in fifteen years, with 2002 experiencing the largest. The national number of establishments in the Other Nonresidential Building Finishing Contractors subindustry increased by 5.58% in that year from 3,567 in 2001 to 3,766.

In 2015, the year of the Common Construction Wage repeal, the Other Nonresidential Building Finishing Contractors subindustry experienced a 5.13% decrease in the number of establishments from 78 in 2014 to 74. This decrease carried into 2016 with an decrease of three (4.05%). Since that time, the number of establishments in Indiana's Other Nonresidential Building Finishing Contractors subindustry has continued to fluctuate, resulting in a four-year loss of seven (9.86%) through 2019.

Employment: NAICS 238912-Nonresidential Site Preparation Contractors

The Nonresidential Site Preparation Contractors subindustry is comprised of establishments primarily engaged in nonresidential site preparation activities, such as excavating and grading, demolition of buildings and other structures, septic system installation, and house moving. Earth moving and land clearing for all types of sites (e.g., building, nonbuilding, mining) is included in this subindustry. Establishments primarily engaged in construction equipment rental with operator (except cranes) for nonresidential projects are also included.

Employment in the Nonresidential Site Preparation Contractors Subindustry



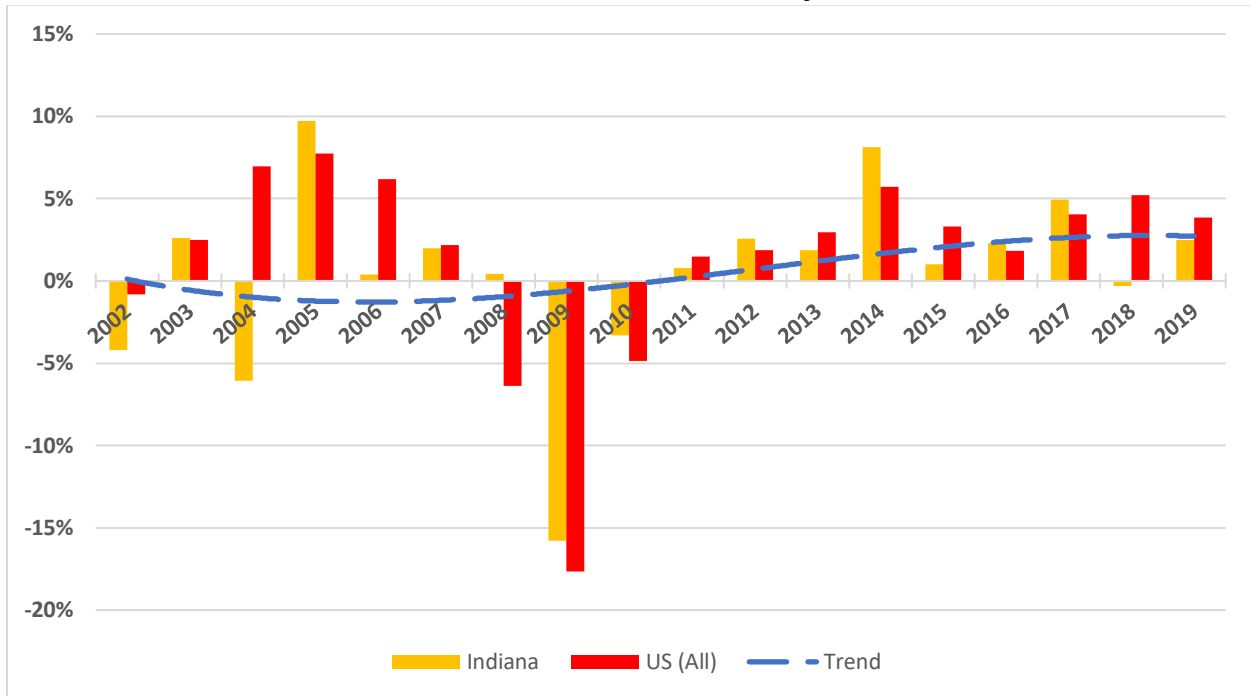
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of workers employed across Indiana in the Nonresidential Site Preparation Contractors subindustry increased by 310 (6.89%) from 4,501 to 4,811. Two of the other five Midwestern states in this study also experienced an increase in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the Nonresidential Site Preparation Contractors subindustry increased by 25.43% from 182,506 in 2001 to 228,910 in 2019.

Comparing each year individually, Indiana's Nonresidential Site Preparation Contractors subindustry saw decreases in the number of employees in five years of the survey period. The largest such decrease occurred in 2009, when the number of employees decreased by 15.81% from 4,687 in 2008 to 3,946. Increases in the number of employees in Indiana were tracked in thirteen of the studied years, with the largest occurring in 2005. In that year, the number of employees for Hoosiers employed in Indiana's

Nonresidential Site Preparation Contractors subindustry increased by 9.72% from 4,155 in 2004 to 4,559.

Percent of Change in Employment for the Nonresidential Site Preparation Contractors Subindustry

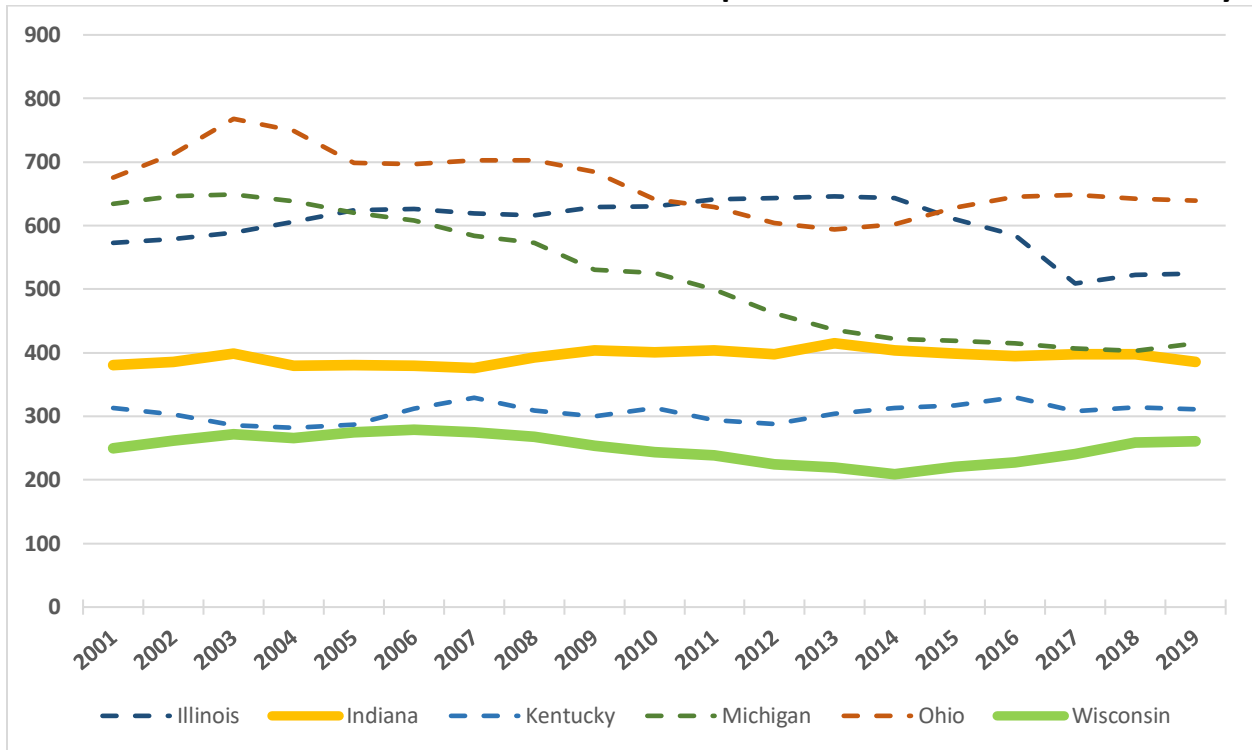


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the Nonresidential Site Preparation Contractors subindustry increased by 25.43% from 182,506 in 2001 to 228,910 in 2019. Decreases in the number of employees were noted in four years of the survey period. The largest decrease nationally also occurred in 2009, when the number of employees fell from 217,207 in 2008 to 178,845 (17.66%). Increases occurred in fourteen years, with 2005 also experiencing the largest. The national number of employees in the Nonresidential Site Preparation Contractors subindustry increased by 7.72% in that year from 198,469 in 2004 to 213,794.

In the year of the Common Construction Wage Act's repeal, 2015, the Nonresidential Site Preparation Contractors subindustry experienced a 1.01% increase in the number of employees from 4,343 in 2014 to 4,387. This continued an upward trend that began in 2011. This increase carried into 2016, with an increase of 100 (2.28%). Since that time, the number of employees in Indiana's Nonresidential Site Preparation Contractors subindustry has continued to fluctuate, resulting in a four-year gain of 324 (7.22%) through 2019.

Establishments in the Nonresidential Site Preparation Contractors Subindustry

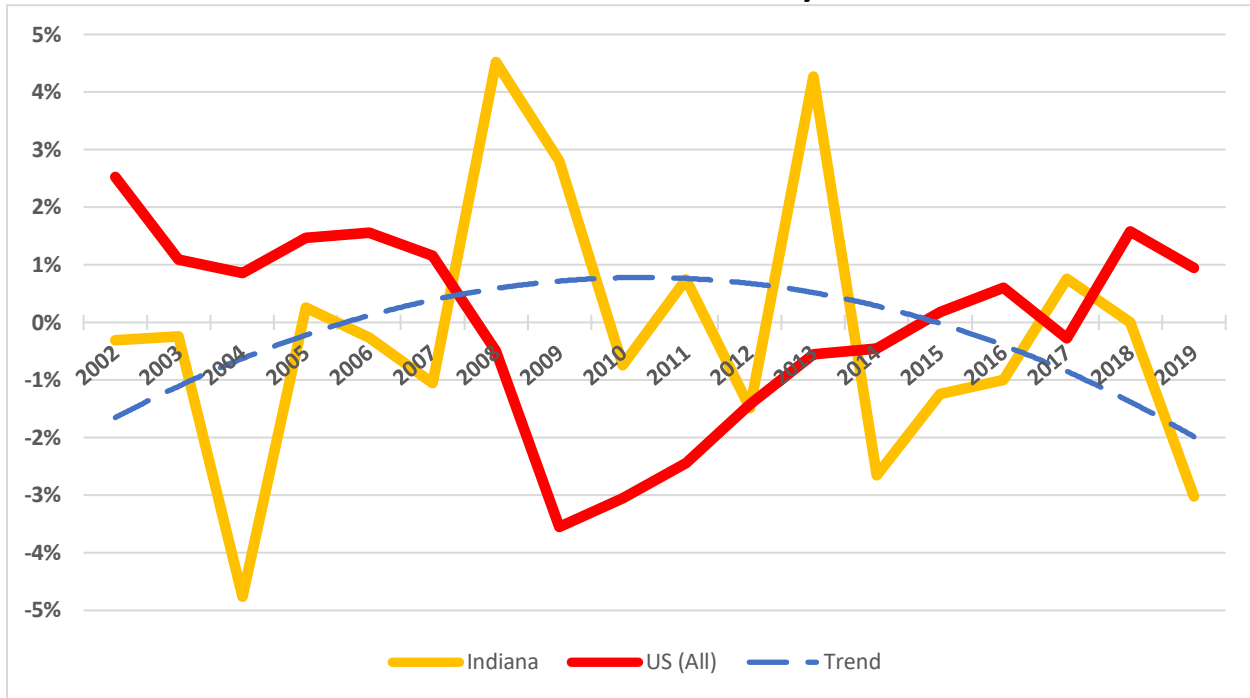


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The total number of establishments across Indiana that employed workers in the Nonresidential Site Preparation Contractors subindustry from 2001 through 2009 increased by 5 (1.31%) from 381 to 386. One of the other five Midwestern states in this study also experienced an increase in the number of establishments in this subindustry over the survey period. Nationally, the number of establishments employing workers in the Nonresidential Site Preparation Contractors subindustry decreased by 0.53% from 16,469 in 2001 to 16,381 in 2019.

When reviewed by year, Indiana's Nonresidential Site Preparation Contractors subindustry saw decreases in the number of establishments in eleven years of the survey period. The largest such decrease occurred in 2004, when the number of establishments fell by 4.76% from 399 in 2003 to 380. Increases in the number of establishments in Indiana were tracked in six of the studied years, with the largest occurring in 2008. In that year, the number of establishments employing Hoosiers in Indiana's Nonresidential Site Preparation Contractors subindustry increased by 4.52% from 376 in 2007 to 393.

Percent of Change in Establishments for the Nonresidential Site Preparation Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

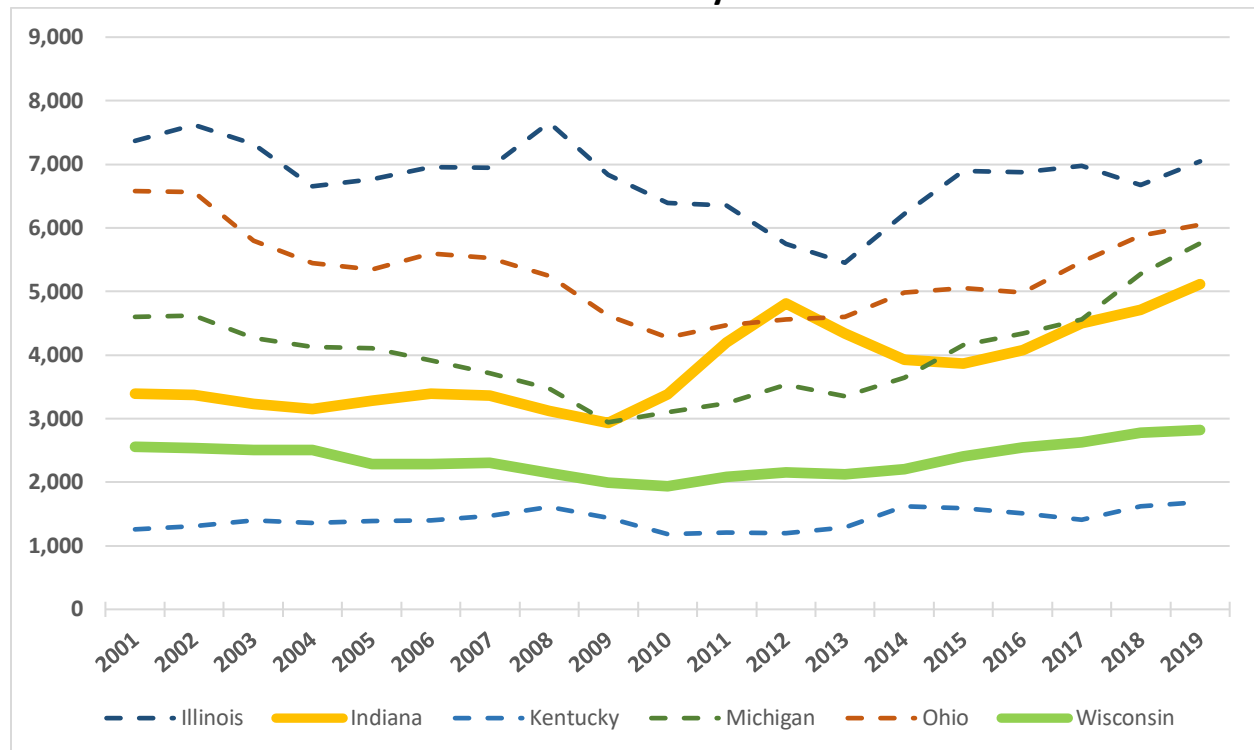
Nationally, the number of establishments employing workers in the Nonresidential Site Preparation Contractors subindustry decreased by 0.53% from 16,469 in 2001 to 16,381 in 2019. Decreases in the number of establishments were noted in eight years of the survey period. The largest decrease nationally occurred in 2009, when the number of establishments decreased from 17,855 in 2008 to 17,221 (3.55%). Increases occurred in ten years, with 2002 experiencing the largest. The national number of establishments in the Nonresidential Site Preparation Contractors subindustry increased by 2.53% in that year from 16,469 in 2001 to 16,885.

When the Common Construction Wage Act was repealed in 2015, the Nonresidential Site Preparation Contractors subindustry experienced a 1.24% decrease in the number of establishments from 404 in 2014 to 399. This decrease carried into 2016 with an decrease of four (1.00%). Since that time, the number of establishments in Indiana's Nonresidential Site Preparation Contractors subindustry has continued to fluctuate, resulting in a four-year loss of nine (2.28%) through 2019.

Employment: NAICS 238992-All Other Nonresidential Specialty Trade Contractors

The All Other Nonresidential Specialty Trade Contractors subindustry includes establishments primarily engaged in nonresidential specialized trades (except foundation, structure, and building exterior contractors; building equipment contractors; building finishing contractors; and site preparation contractors). The nonresidential specialty trade work performed includes new work, additions, alterations, maintenance, and repairs.

Employment in the All Other Nonresidential Specialty Trade Contractors Subindustry



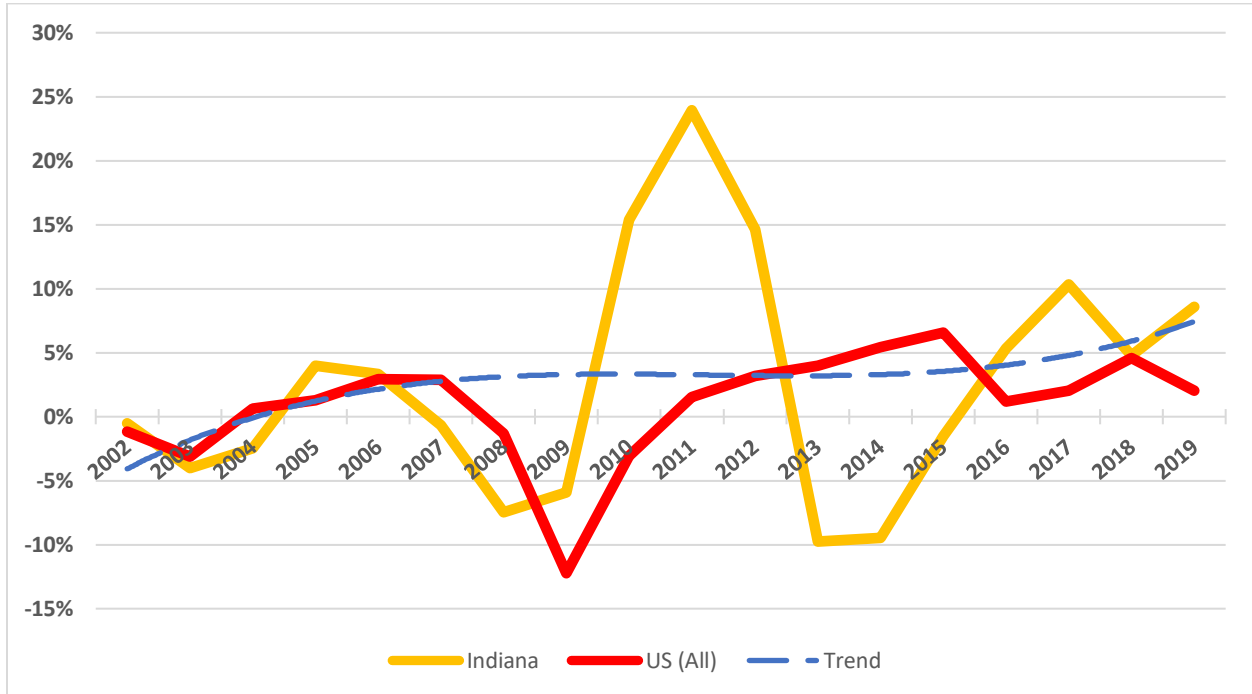
Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of Indiana workers employed in the All Other Nonresidential Specialty Trade Contractors subindustry from 2001 through 2019 increased by 1,727 (50.97%) from 3,388 to 5,115. Three of the other five Midwestern states in this study also experienced an increase in the number of employees paid in this subindustry over the survey period. Nationally, the number of workers employed in the All Other Nonresidential Specialty Trade Contractors subindustry increased by 17.01% from 158,800 in 2001 to 185,813 in 2019.

When reviewed by year, Indiana's All Other Nonresidential Specialty Trade Contractors subindustry saw decreases in the number of employees in nine years of the survey period. The largest such decrease occurred in 2013, when the number of employees decreased by 9.76% from 4,807 in 2012 to 4,338. Increases in the number of employees in Indiana were tracked in nine of the studied years, with the

largest occurring in 2011. In that year, the number of employees for Hoosiers employed in Indiana's All Other Nonresidential Specialty Trade Contractors subindustry increased by 23.94% from 3,383 in 2010 to 4,193.

Percent of Change in Employment for the All Other Nonresidential Specialty Trade Contractors Subindustry

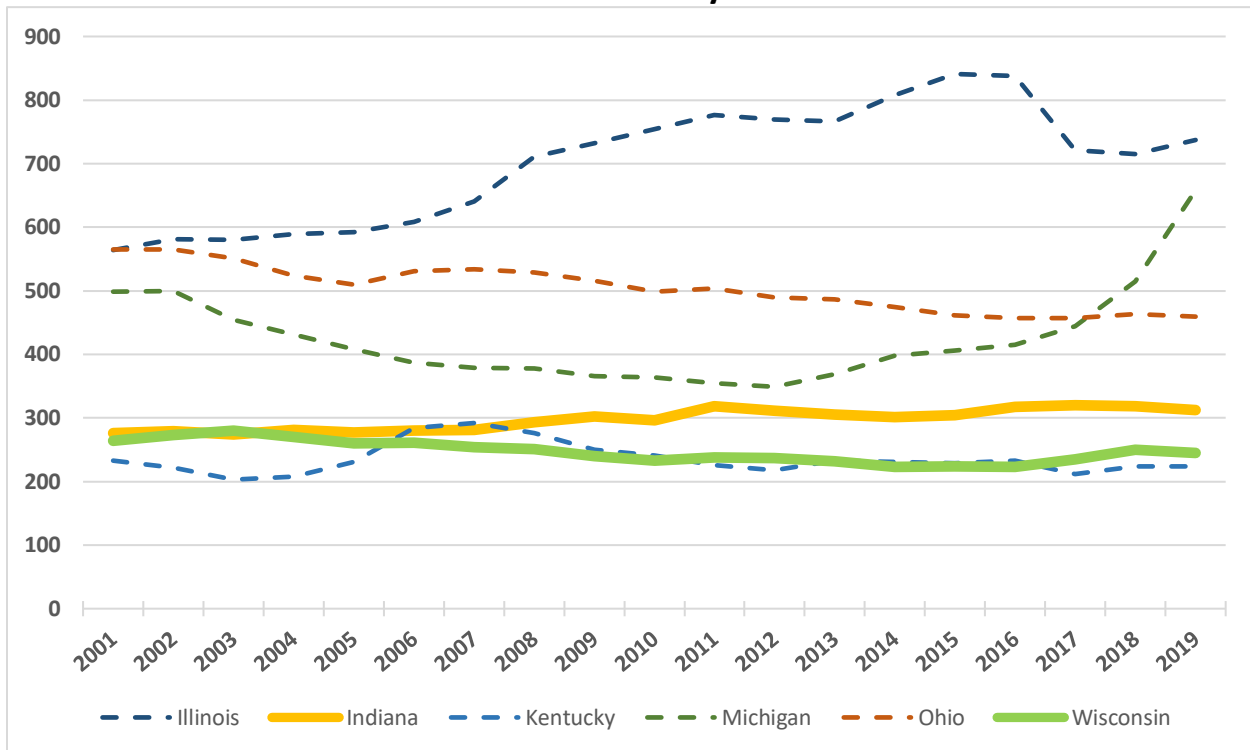


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

Nationally, the number of workers employed in the All Other Nonresidential Specialty Trade Contractors subindustry increased by 17.01% from 158,800 in 2001 to 185,813 in 2019. Decreases in the number of employees were noted in five years of the survey period. The largest decrease nationally occurred in 2009, when the number of employees fell from 161,992 in 2008 to 142,178 (12.23%). Increases occurred in thirteen years, with 2015 experiencing the largest. The national number of employees in the All Other Nonresidential Specialty Trade Contractors subindustry increased by 6.57% in that year from 158,276 in 2014 to 168,672.

In the year of the Common Construction Wage Act's repeal, 2015, the All Other Nonresidential Specialty Trade Contractors subindustry experienced a 1.53% decrease in the number of employees from 3,928 in 2014 to 3,868. This continued a downward trend that began in 2013. This decrease did not continue in 2016, as the number of employees increased by 206 (5.33%). Since that time, the number of employees in Indiana's All Other Nonresidential Specialty Trade Contractors subindustry has continued to increase, resulting in a four-year gain of 1,041 (25.55%) through 2019.

Establishments in the All Other Nonresidential Specialty Trade Contractors Subindustry

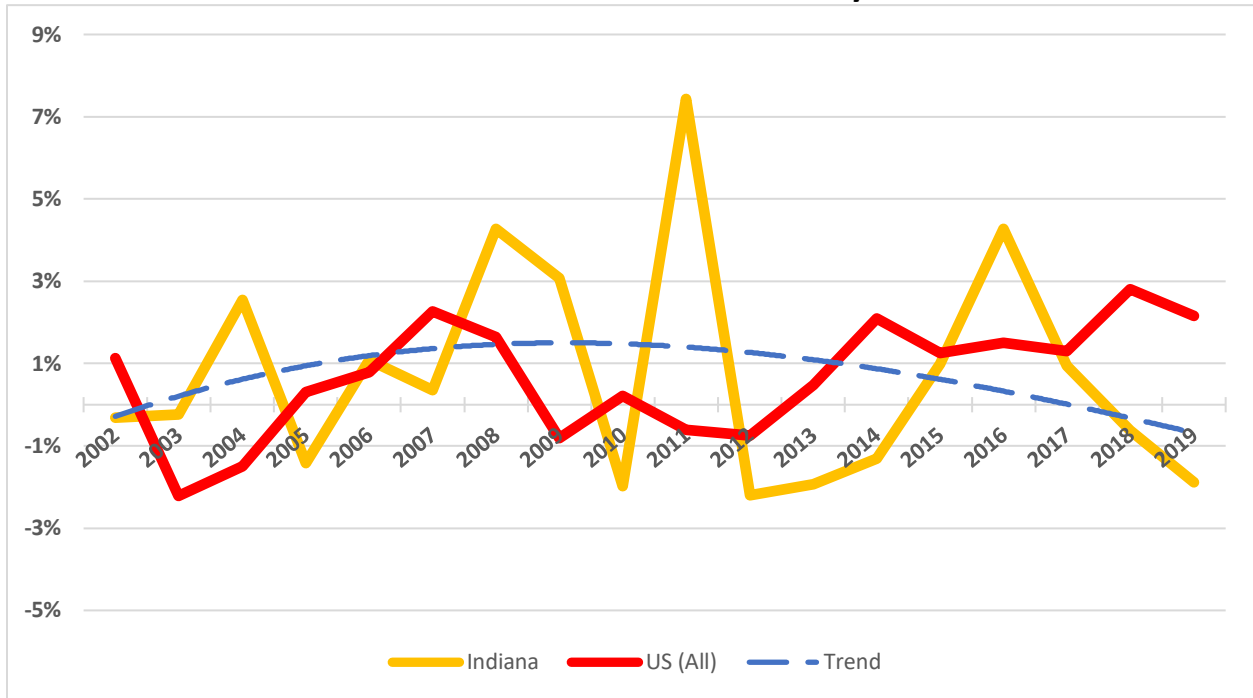


Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

From 2001 through 2019, the number of establishments that employed Indiana workers in the All Other Nonresidential Specialty Trade Contractors subindustry increased by 36 (13.04%) from 276 to 312. Two of the other five Midwestern states in this study also experienced an increase in the number of establishments in this subindustry over the survey period. The number of establishments employing workers in the All Other Nonresidential Specialty Trade Contractors subindustry nationally increased by 12.60% from 13,689 in 2001 to 15,414 in 2019.

When reviewed by year, Indiana's All Other Nonresidential Specialty Trade Contractors subindustry saw decreases in the number of establishments in nine years of the survey period. The largest such decrease occurred in 2012, when the number of establishments fell by 2.20% from 318 in 2011 to 311. Increases in the number of establishments in Indiana were tracked in nine of the studied years, with the largest occurring in 2011. In that year, the number of establishments employing Hoosiers in Indiana's All Other Nonresidential Specialty Trade Contractors subindustry increased by 7.43% from 296 in 2010 to 318.

Percent of Change in Establishments for the All Other Nonresidential Specialty Trade Contractors Subindustry



Source: Bureau of Labor Statistics <https://data.bls.gov/cgi-bin/dsrv?en>

The number of establishments employing workers in the All Other Nonresidential Specialty Trade Contractors subindustry nationally increased by 12.60% from 13,689 in 2001 to 15,414 in 2019. Decreases in the number of establishments were noted in five years of the survey period. The largest decrease nationally occurred in 2003, when the number of establishments decreased from 13,845 in 2002 to 13,538 (2.22%). Increases occurred in thirteen years, with 2018 experiencing the largest. The national number of establishments in the All Other Nonresidential Specialty Trade Contractors subindustry increased by 2.81% in that year from 14,676 in 2017 to 15,088.

In 2015, the year of the Common Construction Wage repeal, the All Other Nonresidential Specialty Trade Contractors subindustry experienced a 1.00% increase in the number of establishments from 301 in 2014 to 304. This increase carried into 2016, with an increase of thirteen (4.28%). Since that time, the number of establishments in Indiana's All Other Nonresidential Specialty Trade Contractors subindustry has continued to fluctuate, resulting in a four-year loss of five (1.58%) through 2019.

Findings on Employment

Upon reviewing the available data regarding employment levels across the Construction industry and 21 of its subindustries, the Department found no significant increase or decrease in employment levels simultaneous with or immediately after the repeal of the Common Construction Wage Act (CCWA). Employment in the construction industry in its entirety began trending upward in 2015, the year of the repeal, after two years of slight losses. This increase continued through 2019. While this could appear as a resounding win, this five-years of growth barely offsets the losses experienced in 2009 (16.71%).

Microdata does not exist to show why the employment increased and decreased over these periods, although one may reasonably assume that the 2009 losses could be a result of the 2008 economic recession and its effect on residential and commercial construction. In 2009, all 22 surveyed industries suffered significant reductions in employment. While other years have shown most industries trending upwards or downwards, no other year in the survey period shows all surveyed industries reporting losses or gains at one time.

Regarding the total establishments employing Hoosiers in the 22 NAICS surveyed for this report, the Department found no significant increase or decrease occurring at or immediately after the time of the Common Construction Wage repeal. Significant percentage decreases were noted in 2017, two years after the repeal, for the Nonresidential Tile and Terrazzo Contractors and Other Nonresidential Building Finishing Contractors subindustries (11.11% and 11.27% respectively). In both cases, however, the actual number of employers lost was very slight. With only 71 establishments in 2016, the Other Nonresidential Building Finishing Contractors subindustry fell to 63 in 2017, a loss of eight establishments. The Nonresidential Tile and Terrazzo Contractors subindustry had 18 establishments in 2016 but lost two in 2017.

These slight decreases in subindustries with a lower number of establishments can make the percentages seem much larger than the actual impact on establishments. The same can be said for many of the subindustries beyond the totals for the Construction industry, Commercial Building, and Heavy/Highway. For many of the sub industries, one or two companies starting up or closing can appear monumental.

Again, these data are generalized and not specific to public works, as the data required to compare the number of Hoosiers working on public works construction projects does not exist. The data reviewed, however, includes public works construction as a subset, and is thereby indicative of the construction overall. Should data become available at any time in the future that is specific to public works construction alone, the Department will file an addendum to this report.

Conclusion

Based on the data available to the Department at the time of this report, the repeal of the Common Construction Wage Act (CCWA), Indiana's prevailing wage law, had no significant impact on the project costs, wages paid and employment of workers in Indiana's construction industry. Any fluctuations in the employment and wages that occurred on or about the time of the repeal was minimal and, in looking at data all the way back to 2001, not abnormal for any industry. The only notable drastic fluctuation in employment in construction occurred in 2009 (16.71%). The decrease was felt in nearly all subindustries and is likely due to the economic recession that began in 2008.

As discussed throughout this report, the data reviewed was for all construction and subindustries traditionally employed in nonresidential construction. No data exists that is specific to only public works construction. The data reviewed is particular to industries that would otherwise be employed on public works projects, so any dramatic shift in construction climate for public works should be visible in these data.

The effect on project cost was largely impossible to measure. While data exists showing project estimates and totals prior to and following the repeal of the CCWA, project costs contain numerous variables that extend far beyond wages and employment. Project scoping, material differences, equipment prices, fuel costs, and length of the project all have as much or more impact on the overall cost of a project as the wages paid to the workers. That said, project costs for similar types of work have continued to increase since the repeal, as shown by the Turner Building Cost Index. Any effect the repeal may have had on the cost of projects was likely negligible, but also incalculable.