



2025

STATE OF HISPANICS IN CONSTRUCTION REPORT



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THANK YOU

Our deepest gratitude to all who contributed to the production of this report.



The National Hispanic Construction Alliance (NHCA) is a non-profit trade association dedicated to advancing the interests of Hispanic professionals in the construction industry. With a network of over 1,600 members, NHCA brings together construction business owners, skilled tradespeople, industry leaders, and stakeholders committed to fostering professional growth and economic opportunities. NHCA's mission is to empower the Hispanic workforce within the construction industry by providing opportunities for sustainable professional growth through education, advocacy, and industry collaboration. As part of its commitment to a more equitable and inclusive construction sector, NHCA advocates for smart immigration reform, balanced labor policies, regulatory reform, and fair trade and economic policies that support the industry's long-term success.



Since our inception in Fall 2023, the National Hispanic Construction Alliance (NHCA) has been committed to creating a first-of-its-kind report that captures the contributions of Hispanics in the construction industry. From the very beginning, we understood that to effectively advocate for our members, we needed a clear starting point. This inaugural report marks that beginning—it is our baseline for growth, development, and measurable progress.

The presence of Hispanics in the construction industry is undeniable. From sunrise to sunset, they build the homes that shelter our families and the structures that generate jobs and economic opportunities. In several states, Hispanics comprise more than 50% of the construction workforce—even without accounting for undocumented labor. As labor demands rise and other populations age out, our numbers will only continue to grow. Demographics alone make that clear.

But the real question is: what will the workforce look like in the future? Will productivity increase? Will rising regulations continue to drive up costs? Will Hispanics remain underrepresented in leadership and higher-tier positions? Will long-standing inequities be addressed? In short, how effectively will Hispanics meet the industry's growing needs?

This report sheds light on the challenges facing Hispanic construction workers and contractors. More importantly, we hope it sparks the actions needed to ensure that they have the opportunities, support, and recognition they deserve in shaping the future of this industry.

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METHODOLOGY

The State of Hispanics in Construction Report combines publicly available data, proprietary sources, and industry-specific insights to provide a thorough analysis of economic conditions and labor market trends affecting Hispanics in construction. The primary data source is the U.S. Census Bureau's American Community Survey (ACS) PUMS data, supplemented by insights from the Bureau of Economic Research, the Federal Reserve Economic Data (FRED) from the Federal Reserve Bank of St. Louis, and additional resources such as the National Bureau of Economic Research (NBER), Home Builders Institute (HBI), and the Stanford Graduate School of Business Latino Entrepreneurship Initiative.

To standardize the NHCA's estimations based on ACS PUMS data, assumptions were made in defining key occupational groups, aligning educational attainment categories, and determining the parameters for identifying and analyzing Hispanic demographics within the construction workforce.

Refer to Appendix A of this report for detailed definitions of the occupational universe used, as well as the classifications of occupational groups, educational attainment categories, and other underlying assumptions applied throughout the analysis.

BACKGROUND

The 2024 State of Hispanics in Construction Report provides a vital foundation for understanding the role and representation of Hispanics within the U.S. construction workforce. As this is the inaugural edition, it sets a critical baseline with data-driven insights on the economic contributions, workforce composition, and challenges that Hispanic construction workers and contractors face.

By analyzing the construction industry's economic landscape, the report highlights the essential role of Hispanic workers in its growth and resilience. Additionally, it identifies trends and challenges that will influence the future direction of the industry.

This report also explores workforce demographics, industry wages, and educational attainment, offering a detailed view of the pivotal role Hispanic workers play in sustaining and advancing the industry. The National Hispanic Construction Alliance (NHCA) aims to use these insights to identify actionable pathways to overcome barriers, promote equity, and empower the Hispanic community to achieve greater professional and economic success within construction.

ATP CONSTRUCTION & REMODELING



EXECUTIVE SUMMARY

The U.S. construction industry is far more than just bricks and mortar. It's a story of resilience and innovation, overcoming obstacles like labor shortages, economic downturns, and productivity setbacks. Behind the industry's progress, the contributions of the Hispanic workforce serve as a driving force, advancing the sector with skill, grit, determination, and entrepreneurial spirit. This report examines the data, challenges, and opportunities that shape the future of construction, providing a clear path for strengthening the workforce and building a more equitable and sustainable industry.

STATE OF THE CONSTRUCTION INDUSTRY

Over the last 20 years, the U.S. construction industry has faced persistent challenges, yet it has demonstrated resilience and adaptation. Despite challenges such as the Great Recession, the COVID-19 pandemic, and ongoing labor shortages, the industry's **ECONOMY** has been shaped by both growth and sharp downturns. From 2005 and 2023, the Real Gross Domestic Product (RGDP) in construction contracted at an average annual rate of 0.6%, with 2023 RGDP at \$821.06 billion—12.1% below its 2005 peak¹ Despite periods of recovery, the industry's volatility underscores the need for long-term strategies to stabilize growth.

Another critical issue is the decline in labor **PRODUCTIVITY**. Over the past 35 years, Total Factor Productivity (TFP) has dropped by 26.8%. This decline, driven by rising labor and capital costs and inefficiencies in resource allocation, further complicates the sector's growth. By 2023, \$1.68 in nominal spending was required to generate \$1.00 in construction nominal GDP, a significant increase from \$1.50 in 2018—highlighting the deepening productivity crisis.²

The construction **WORKFORCE** continues to be a major factor in the industry's challenges. In 2023, approximately 12.2 million workers were employed in the sector, reflecting a modest 7.1% growth since 2018.³ However, there has been a decline in participation within trades and general labor, intensifying labor shortages. **IMMIGRANT** workers, who make up 24.7% of the workforce and over 31% in skilled trades, are essential in filling these gaps.⁴ Their contributions are particularly vital in high-demand trades like plastering, drywall installation, and painting, helping the industry meet housing and infrastructure needs.

ROLE OF HISPANICS IN THE CONSTRUCTION INDUSTRY

Hispanics represent a vital part of the U.S. construction workforce, with a **WORKFORCE PARTICIPATION** rate of 30.31% in 2023, or approximately 3.7 million workers. Their contributions are particularly critical in trade and general labor roles, which account for 84.28% of Hispanic workers. However, Hispanics remain underrepresented in higher-tier positions, such as management, engineering, and supervisory roles. Only 15.72% of Hispanic workers hold these positions, compared to 35.73% of non-Hispanics.⁵

WAGE disparities reflect systemic inequities. While Hispanic workers earn slightly more than non-Hispanics in entry-level positions, they face significant pay gaps in higher-paying roles, including up to a 10.6% difference in management positions. **EDUCATIONAL ATTAINMENT** poses another challenge. In 2023, 68.20% of Hispanic workers had only basic or secondary education, while 7.47% had no formal education—a considerably higher rate than their non-Hispanic counterparts. Meanwhile, only 24.33% of Hispanic workers had post-secondary education, compared to 51.53% of non-Hispanics.⁶ These educational disparities limit opportunities for career advancement, underscoring the need for targeted investments in education, vocational training, and leadership development.

ENTREPRENEURSHIP within the Hispanic community offers some hope. Latino-owned construction firms are growing at a faster rate than their counterparts, yet these businesses face barriers such as limited access to capital and government contracts. Overcoming these challenges through financial training, equitable procurement policies, and mentorship programs could unlock more opportunities for Hispanic entrepreneurs, which would, in turn, strengthen the entire construction sector.

CONCLUSION

The construction industry finds itself at a crossroads, demonstrating resilience through global and economic challenges to sustain growth while facing persistent challenges. Hispanic workers have been a key driver of this progress, contributing significantly to the workforce and expanding the industry. However, labor shortages, educational disparities, and productivity challenges continue to limit the sector's full potential. These challenges present an opportunity for transformation through innovation, inclusion, and strategic investment in workforce development.

The future of the construction industry is bright, supported by federal investments, private sector collaboration, and the unyielding determination of its workforce. By addressing inefficiencies, promoting equity, and empowering Hispanic workers to succeed at all levels, the industry can reach new heights. Now is the time to embrace new solutions, close educational and representation gaps, and create pathways to success that reflect the diversity and dynamism of the workforce. Together, the construction sector and its people can continue to build a legacy of growth, opportunity, and resilience for generations to come.



STATE OF THE CONSTRUCTION INDUSTRY

The construction industry is a vital driver of economic growth and workforce opportunity in the United States, reflecting both its strengths and challenges. Over the past two decades, the industry has experienced significant growth, shaped by economic fluctuations, workforce shifts, and the essential contributions of immigrant labor. These dynamics highlight the industry's resilience but also the urgent need to address challenges like labor shortages, productivity issues, and demographic changes. This chapter explores the economic impact, workforce trends, and the important role immigrants of all backgrounds play in sustaining and advancing the construction sector.

INDUSTRY ECONOMICS

A 20-YEAR OVERVIEW OF THE U.S.

CONSTRUCTION SECTOR'S CHALLENGES.

Over the past two decades, the U.S. construction industry has faced major challenges, yet shown incredible resilience. In the mid-2000s, signs of strain appeared, with Real Gross Domestic Product (RGDP) dropping slightly from \$934 billion in 2005 to \$888 billion in 2007—a -4.9% contraction over two years.⁷ However, the Great Recession and housing crisis made this downturn much worse. Between 2008 and 2011, RGDP fell to \$648 billion, a staggering -41.5% drop.⁸ This decline reflected stalled projects, business closures, and a painfully slow recovery. What was once a cornerstone of economic growth became emblematic of the recession's harsh impact.

The construction industry began to recover in 2012, gaining momentum after years of decline. By 2019, construction RGDP had nearly rebounded to \$882.29 billion, returning to levels similar to 2007, fueled by growing housing demand and infrastructure investments.⁹ But the COVID-19 pandemic in 2020 disrupted this growth, causing a slight RGDP decline of -2.2%. A modest 2.9% growth in 2021 followed, but the recovery was short-lived as later years brought further contractions, slowing the industry's progress.¹⁰

By 2023, construction RGDP had slipped to \$821.06 billion, a reminder of the sector's volatility. This figure marked a -12.1% decline from the \$934.01 billion peak in 2005, highlighting the ongoing challenges the industry faces in regaining its former strength amid shifting economic conditions.¹¹

CONSTRUCTION INDUSTRY SHOWS 0.6% AVERAGE ANNUAL CONTRACTION OVER TWO DECADES. An analysis of RGDP in construction—measuring the inflation-adjusted value added by the sector to the overall U.S. economy through residential and non-residential construction, infrastructure projects, and specialized services, reveals an average annual contraction rate of 0.6% from 2005 to 2023.¹²

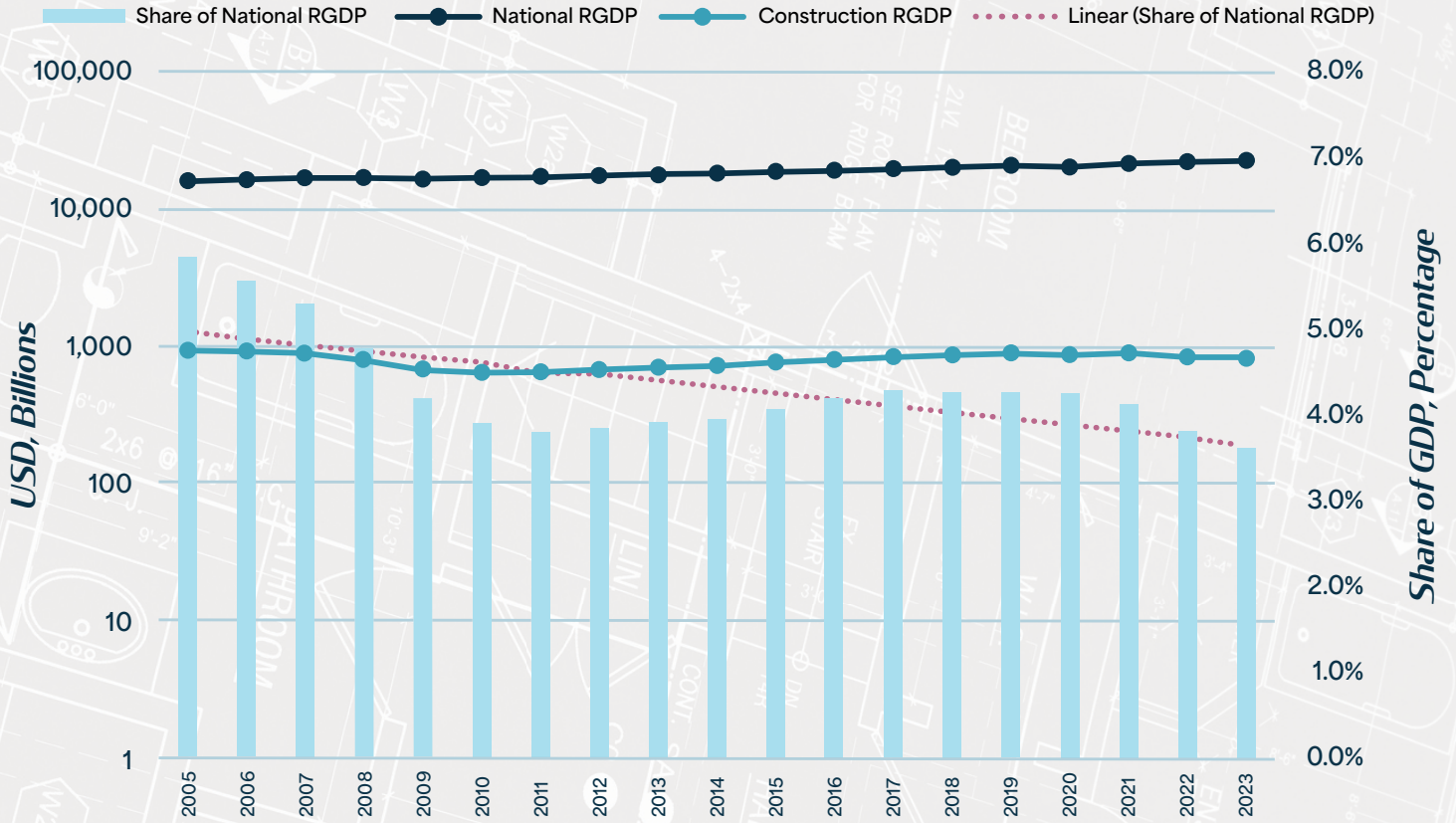
ANNUAL MONETARY VALUE OF CONSTRUCTION REAL GROSS DOMESTIC PRODUCT (2005-2023)

YEAR	VALUE OF CONST. RGDP (NUMBERS IN BILLIONS)	DELTA YOY (NUMBERS IN BILLIONS)	DELTA YOY (%)
2005	934.01	-	-
2006	913.05	(20.97)	-2.2%
2007	888.20	(24.85)	-2.7%
2008	801.63	(86.57)	-9.7%
2009	686.68	(114.96)	-14.3%
2010	656.76	(29.92)	-4.4%
2011	648.94	(7.81)	-1.19%
2012	670.18	21.23	3.3%
2013	697.57	27.39	4.1%
2014	721.22	23.65	3.4%
2015	764.41	43.18	6.0%
2016	804.36	39.95	5.2%
2017	840.22	35.86	4.5%
2018	863.75	23.53	2.8%
2019	882.29	18.54	2.1%
2020	862.68	(19.61)	-2.2%
2021	887.61	24.93	2.9%
2022	839.97	(47.64)	-5.4%
2023	821.06	(18.91)	-2.3%

SOURCE: FEDERAL RESERVE OF ECONOMIC DATA, GROSS DOMESTIC PRODUCT: CONSTRUCTION IN THE UNITED STATES (USCONSTRQGSP) / 2005-2023, ANNUAL AVERAGE

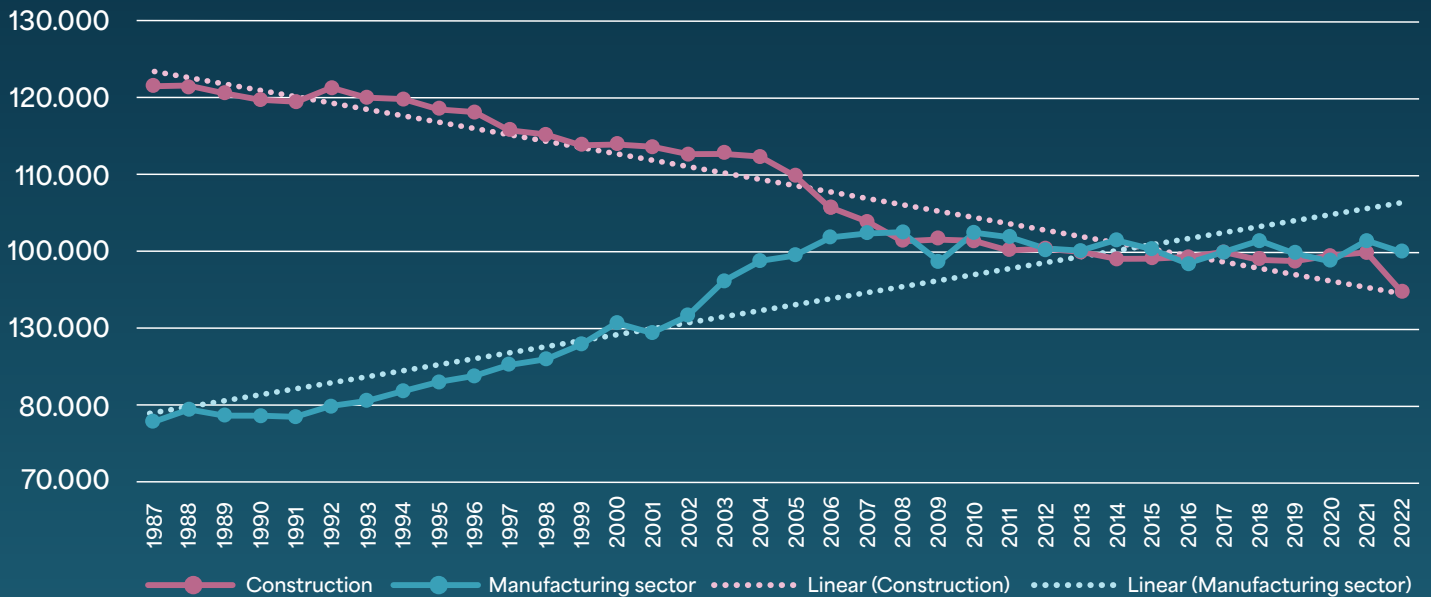
CONSTRUCTION INDUSTRY'S SHARE OF US REAL GROSS DOMESTIC PRODUCT DROPS SLIGHTLY. Over the past two decades, the share of construction RGDP relative to national RGDP decreased slightly, dropping 2.2% from 2005 to 2023.¹³

U.S. REAL GROSS DOMESTIC PRODUCT, CONSTRUCTION RGDP, SHARE OF NATIONAL GDP (2005-2023)¹⁴



SOURCE: FEDERAL RESERVE OF ECONOMIC DATA, VALUE ADDED BY INDUSTRY: CONSTRUCTION

ANNUAL TOTAL FACTOR PRODUCTIVITY INDEX, CONSTRUCTION & MANUFACTURING (1987-2023)¹⁵



SOURCE: BUREAU OF LABOR STATISTICS, TOTAL FACTOR PRODUCTIVITY INDEX

CONSTRUCTION PRODUCTIVITY DOWN AMID RISING COSTS.

Total Factor Productivity (TFP) is a key metric for analyzing construction productivity, as it measures how efficiently inputs like labor, capital, materials, and technology are converted into outputs. Unlike labor productivity, which focuses solely on labor, TFP provides a broader view, capturing the impact of efficiency, technological advancements, and management practices.

Over the past 35 years, construction TFP has declined by 26.8%, according to Bureau of Labor Statistics (BLS) data. By comparison, the U.S. manufacturing sector has seen a 22.11% increase in TFP over the same period, showing stronger productivity growth.¹⁶ Both industries faced challenges during the 2020 pandemic and, to a lesser extent, the late 2000s recession, but while manufacturing adapted and innovated, construction has struggled to keep pace, highlighting a persistent productivity gap between the two industries.

According to the BLS Annual Total Factor Productivity and Related Measures for Major Industries, both labor and capital costs per unit have increased significantly. Since the baseline year of 2017, labor costs have increased by 27.67%, while capital costs have risen by 43.99%. Additionally, hours worked per unit has increased by 8.81%, contributing to an 8.90% decline in labor productivity.¹⁷

BUREAU OF LABOR STATISTICS (BLS) PRODUCTIVITY INDEX

CHANGE IN HOURS WORKED, LABOR PRODUCTIVITY, LABOR COSTS & CAPITAL COSTS PER UNIT FOR THE CONSTRUCTION INDUSTRY (2017 TO 2022)¹⁸

MEASURE	HOURS WORKED	LABOR PRODUCTIVITY	UNIT LABOR COSTS	UNIT CAPITAL COSTS
2017, Baseline	100.000	100.000	100.000	100.000
2022	108.811	91.100	127.666	143.986
Delta (Unit)	+8.81	-8.90	+27.67	+43.99

SOURCE: BUREAU OF LABOR STATISTICS, HOURS WORKED, LABOR PRODUCTIVITY, UNIT LABOR COSTS & UNIT CAPITAL COSTS / CONSTRUCTION / ALL WORKERS, INDEX (2017=100)



In simpler terms, construction now requires more expensive materials and labor, as well as more time to complete projects, which has led to a decrease in overall productivity.

SPENDING OUTPACES CONSTRUCTION GDP: A SIGN OF LOW PRODUCTIVITY.

The decline in construction productivity means more labor, materials, and time are needed to complete the same projects, driving costs up without a proportional increase in output. The ratio of Nominal Construction Spending to Nominal

Construction GDP shows precisely how more spending is required to produce the same output between the six-year period of 2018 to 2023. In 2018, the ratio stood at 1.50, meaning that for every \$1.00 in Construction GDP, \$1.50 was spent. By 2023, this ratio had increased to 1.68, meaning that for every \$1.00 in Construction GDP, \$1.68 must now be spent.¹⁹

NOMINAL CONSTRUCTION SPENDING TO NOMINAL CONSTRUCTION GDP RATIO (2018 – 2023)²⁰

YEAR	NOMINAL CONSTRUCTION GDP (BILLIONS)	NOMINAL CONSTRUCTION SPENDING (BILLIONS)	RATIO (SPENDING/GDP)
2018	889.08	1,333.73	1.50
2019	952.77	1,390.04	1.46
2020	951.82	1,500.23	1.58
2021	1,014.32	1,654.01	1.63
2022	1,090.11	1,900.68	1.74
2023	1,203.77	2,021.70	1.68

SOURCE: NHCA OWN ESTIMATIONS, A. FEDERAL RESERVE OF ECONOMIC DATA, GROSS DOMESTIC PRODUCT: CONSTRUCTION IN THE UNITED STATES (USCONSTNQGSP) / 2018-2023, ANNUAL AVERAGE, B. FEDERAL RESERVE OF ECONOMIC DATA, TOTAL CONSTRUCTION SPENDING: TOTAL CONSTRUCTION IN THE UNITED STATES, MILLIONS OF DOLLARS, ANNUAL.

PERSISTENT DECLINE IN CONSTRUCTION PRODUCTIVITY SPARKS CALL FOR CONTINUED STUDY.

According to the National Bureau of Economic Research (NBER), the persistent decline in construction productivity over the past 50 years is due to deeper systemic issues, rather than measurement errors or rising costs. Inefficient resource allocation and stagnant productivity in areas like homebuilding are major concerns. Even

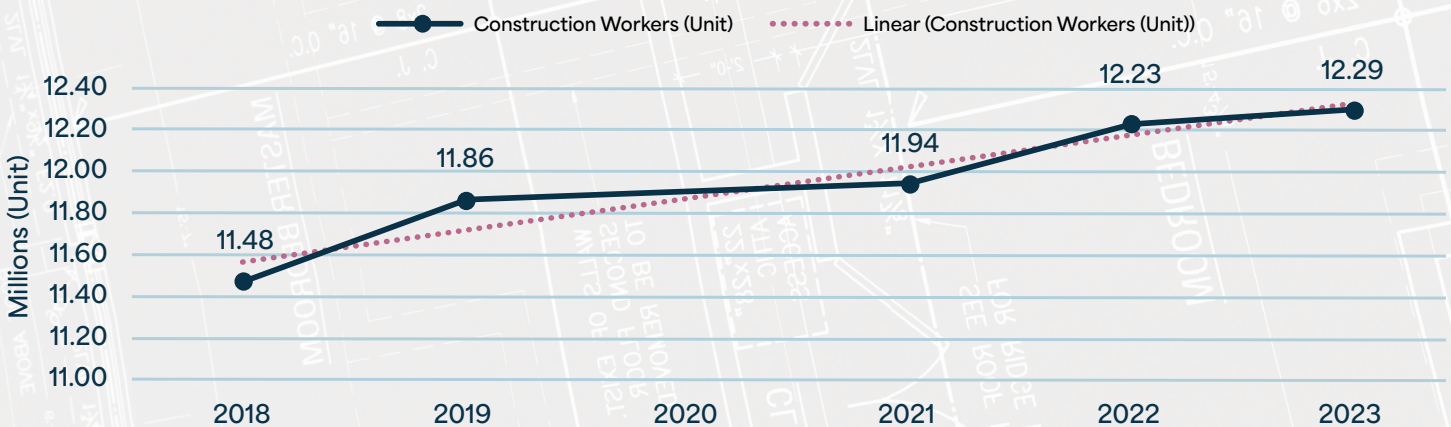
more productive regions are failing to meet expected economic growth. NBER emphasizes the importance of addressing these challenges, as construction plays a key role in the economy. Unlike construction, the U.S. manufacturing industry has not faced similar issues, despite its parallels to construction. More research is needed to identify the root causes of inefficiencies in construction.²¹

WORKFORCE COMPOSITION

U.S. CONSTRUCTION INDUSTRY WORKFORCE GROWS BY ONLY 64K NEW WORKERS AMID WORKER SHORTAGE.

According to the U.S. Census Bureau, the construction industry employs approximately 12.2 million workers across management, engineering, supervisory roles, trades, and general labor.²²

CONSTRUCTION WORKERS (UNIT), IN MILLIONS (2018 – 2023)²³



SOURCE: NHCA OWN ESTIMATIONS BASED ON ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES

CONSTRUCTION WORKERS (UNIT) (2018 VS 2023)²⁴

YEAR	WORKERS (UNIT)	GROWTH (UNIT)	GROWTH (%)
2018	11,475,579		
2023	12,292,942	817,363	7.12%

SOURCE: NHCA OWN ESTIMATIONS BASED ON ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES

Since 2018, the industry has added 817,363 workers, an average of over 130,000 workers per year. Between 2022 and 2023, the industry added only 64,000 new workers, marking a particularly slow year for workforce expansion. This deceleration is especially concerning amidst ongoing discussions about labor shortages in the industry, particularly within the trades sector.

ANNUAL CONSTRUCTION WORKERS (UNIT), (2022-2023)²⁵

YEAR	WORKERS	DELTA YOY	GROWTH YOY (%)
2022	12,228,388		
2023	12,292,942	64,554	0.53%

SOURCE: NHCA OWN ESTIMATIONS BASED ON ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES

HALF A MILLION NEW WORKERS

NEEDED IN 2024. The construction industry faces a persistent labor shortage year after year, emphasizing the urgent need for a significant influx of workers to meet growing demand. This challenge is not just a short-term imbalance; it reveals deeper, systemic issues that require comprehensive strategies to attract and retain talent in the sector. According to estimates by the Associated Builders and Contractors (ABC), the U.S. construction industry will need to bring in approximately half a million new workers in 2024 to stabilize the workforce and balance supply with demand²⁶. As the gap between skilled labor availability and industry needs widens, addressing these challenges is critical

to sustaining growth and maintaining productivity within the sector.

CONSTRUCTION FACES WORKFORCE SHORTAGE AMID POST-PANDEMIC DEMANDS.

The Home Builders Institute (HBI) Construction Labor Market, Fall 2024 publication reveals that while labor shortages in the construction industry remain significant, conditions have improved from the record levels seen in 2021. These shortages stem from both long-term structural issues and disruptions caused by the pandemic. The COVID-19 pandemic accelerated workforce shifts, with many workers opting for self-employment due to the flexibility it offered, particularly during

the post-pandemic housing boom. This shift, combined with the rapid recovery in residential construction and remodeling, has intensified demand for skilled labor at a time when workforce availability was already constrained. Critical trades such as finished carpentry, plumbing, and electrical work remain particularly affected, with 65% of builders reporting shortages in finished carpentry in the February 2024 Housing Market Index (HMI) survey. While the increase in immigration since 2022 has helped alleviate some of the pressure, shortages persist and continue to challenge the industry's ability to meet housing demand and productivity goals.²⁷



OMNI CONSTRUCTION



OMNI CONSTRUCTION

RISING LEADERSHIP, SHRINKING LABOR: CONSTRUCTION FACES WORKFORCE IMBALANCE. Over the past six years, the construction workforce has undergone significant changes, reflecting both growth and challenges. Using data from the American Community Survey, 37 occupations were grouped into five categories: Management, Engineering, Supervisors, Trades, and General Labor. The most notable growth occurred in Management, which surged by 58.5% from

2018 to 2023. Meanwhile, General Labor—the backbone of the industry—declined by 4.0%, highlighting a troubling imbalance.²⁸

This trend reflects not only a workforce climbing the professional ladder but also the creation of new Management and Engineering positions that have been successfully filled. In contrast, General Labor continues to struggle with worker replacement, leaving critical gaps at the entry level. Trades roles, though seeing

modest growth of 4.5%, are still falling short of the demand outlined by the NAHB, emphasizing the strain on the workforce.²⁹ These shifts reveal an industry evolving to meet complex demands at the top but increasingly vulnerable at its foundation, underscoring the urgent need to address worker shortages across all levels to ensure sustainable growth and productivity.

CONSTRUCTION WORKERS (UNIT) BY OCCUPATIONAL TIER (2018 VS 2023)³⁰

YEAR	MANAGEMENT	ENGINEERING	SUPERVISORS	TRADES	GENERAL LABOR	TOTAL
2018	1,012,328	879,077	1,092,502	5,821,600	2,670,072	11,475,579
2023	1,604,342	1,127,000	915,459	6,081,937	2,564,204	12,292,942
Delta (Unit)	592,014	247,923	(177,043)	260,337	(105,868)	817,363
Growth (%)	58.5%	28.2%	-16.2%	4.5%	-4.0%	7.1%

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 5-OCCUPATIONAL TIER CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES



TRADES AND GENERAL LABOR SEE DECLINING WORKFORCE PARTICIPATION. The share of workers in management has grown from 3.4% to 6.5%, a 3.1% increase, while participation in Trades and General Labor has declined by 2.9% and 0.3%, respectively.³¹ While part of this shift reflects the natural progression of workers advancing into higher-tier positions, the trend is also amplified by the critical shortage of replacements in Trades and General Labor. This imbalance has led to a shrinking representation of both tiers within the workforce, highlighting the need to address the growing gaps in these essential roles.

CONSTRUCTION WORKERS SHARE OF PARTICIPATION BY OCCUPATIONAL TIER (2018 VS 2023)³²

YEAR	MANAGEMENT	ENGINEERING	SUPERVISORS	TRADES	GENERAL LABOR
2018	3.4%	2.5%	6.6%	55.8%	31.7%
2023	6.5%	3.4%	5.9%	52.9%	31.4%
Growth (%)	3.0%	0.9%	-0.7%	-2.9%	-0.3%

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 5-OCCUPATIONAL TIER CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES

GENERATIONAL SHIFT IN THE CONSTRUCTION WORKFORCE. Along with labor shortages, analysis of ACS Data from 2018 to 2023 suggests that the construction workforce is aging. Of the 817,363 workers added to the workforce during this six-year period, almost half (41.1%) belong to the 65+ age group—workers nearing retirement.

CONSTRUCTION WORKERS (UNIT) SHARE OF PARTICIPATION BY GENERATIONAL GROUP (2018 VS 2023)³³

YEAR	TEENS	YOUNG ADULTS	EARLY-CAREER	MID-CAREER	EXPERIENCED	LATE-CAREER	RETIREES	TOTAL
	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	
2018	255,714	898,577	2,471,415	2,692,172	2,409,166	1,975,742	772,793	11,475,579
2023	297,647	967,206	2,521,749	2,849,310	2,451,065	2,097,572	1,108,393	12,292,942
Delta (Unit)	41,933	68,629	50,334	157,138	41,899	121,830	335,600	817,363

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 7-AGE GROUP CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES

While adding new workers helps address workforce shortages, the limited remaining years of older workers in the industry can create ripple effects for sectors like construction, which depend on a consistent pipeline of skilled labor. As these experienced workers near retirement age, their expertise often leads to higher labor costs, which could worsen the productivity challenges already facing the industry. Moreover, as a significant portion of the workforce retires, the pool of active workers shrinks unless enough younger individuals enter the field to fill the gap.

ANNUAL CONSTRUCTION WORKER SHARE OF PARTICIPATION BY GENERATIONAL GROUP (2018-2023)³⁴

YEAR	TEENS	YOUNG ADULTS	EARLY-CAREER	MID-CAREER	EXPERIENCED	LATE-CAREER	RETIREES
	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
2018	2.23%	7.83%	21.54%	23.46%	20.99%	17.22%	6.73%
2019	2.30%	8.31%	21.15%	23.16%	20.45%	17.46%	7.17%
2020*							
2021	2.26%	7.95%	20.94%	22.73%	19.93%	17.90%	8.28%
2022	2.30%	8.50%	20.02%	23.01%	20.12%	17.52%	8.52%
2023	2.42%	7.87%	20.51%	23.18%	19.94%	17.06%	9.02%

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 7-AGE GROUP CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES

This trend highlights the need to better promote the industry to younger generations, who are vital for ensuring the long-term sustainability of the workforce. It also underscores the importance of a balanced workforce strategy that not only prioritizes attracting and retaining younger talent but also leverages the expertise of older workers who continue to contribute to building the nation.

CONSTRUCTION WORKERS SHARE OF PARTICIPATION BY GENERATIONAL GROUP (2018 VS 2023)³⁵

YEAR	TEENS 16 to 19 years	YOUNG ADULTS 20 to 24 years	EARLY-CAREER 25 to 34 years	MID-CAREER 35 to 44 years	EXPERIENCED 45 to 54 years	LATE-CAREER 55 to 64 years	RETIREES 65 years and over
2018	2.23%	7.83%	21.54%	23.46%	20.99%	17.22%	6.73%
2023	2.42%	7.87%	20.51%	23.18%	19.94%	17.06%	9.02%
Delta (%)	0.19%	0.04%	-1.02%	-0.28%	-1.06%	-0.15%	2.28%

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 7-AGE GROUP CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES

IMMIGRANT PARTICIPATION

As the construction industry navigates the challenges of an aging workforce, another key element of its resilience and adaptability comes into focus: the vital contributions of immigrant workers. While workers 65 and over have temporarily bolstered the labor supply, immigrant workers have played a crucial and ongoing role in filling gaps, particularly in trades facing persistent shortages. Their presence ensures that the industry can meet current demands while laying the foundation for sustained growth.

BUILDING AMERICA: IMMIGRANTS ANCHOR THE CONSTRUCTION WORKFORCE AMID LABOR SHORTAGES.

The Fall 2024 Home Builders Institute (HBI) Construction Labor Market report highlights the critical role immigrants

play in the U.S. construction industry. Immigrant workers now make up a record 24.7% of the workforce, and over 31% in skilled trades. States like California, Texas, and Florida are key hubs for immigrant construction workers, accounting for over half of this vital group nationwide. **In high-demand trades like plastering, drywall installation, and painting, immigrants often make up more than 40% of the labor force, demonstrating their indispensable role in meeting the industry's skilled labor demands.**³⁶

While their contributions have helped offset shortages exacerbated by the COVID-19 pandemic, the reliance on

immigrant labor varies across states and sectors. Southern and Western states report the highest concentrations, while representation is less significant in the North.³⁷ As labor demands continue to grow, the construction industry's dependence on immigrant workers highlights the need for inclusive policies and pathways.

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ROLE OF HISPANICS IN THE INDUSTRY

Hispanic workers are driving growth and creating opportunities in the construction industry. As the U.S. construction sector continues to expand, this growth is essential for improving representation of Hispanics and Latinos across all levels, including supervisory, managerial, engineering, and ownership roles. A growing industry creates opportunities for advancement, allowing more Latinos to move into leadership positions and entrepreneurship.

Currently, Hispanic and Latino workers make up about one-third of the construction workforce, making it a critical source of income for many Latino families. The industry also serves as an important entry point to entrepreneurship for many within the community. Given the sector's reliance on Hispanic and Latino workers, it's essential to examine its performance in detail. Analyzing key metrics like economic performance, workforce composition, and immigrant participation provides a clearer picture of the current state, including challenges such as low productivity and persistent labor shortages.

HISPANIC PARTICIPATION

HISPANIC WORKFORCE GROWS IN CONSTRUCTION INDUSTRY. As of 2023, Hispanics and Latinos make up approximately 30.31% of the construction workforce, totaling around 3.7 million workers.³⁸

Between 2018 and 2023, Hispanics accounted for over half (59.1%) of the workforce growth in the construction industry. During this time, the Hispanic share of the construction workforce grew from 28.26% in 2018 to 30.31% in 2023.⁴⁰

ANNUAL CONSTRUCTION WORKERS (UNIT) & PARTICIPATION (2018-2023)³⁹

YEAR	HISPANIC	PARTICIPATION	TOTAL WORKFORCE
2018	3,243,121	28.26%	11,475,579
2019	3,353,935	28.28%	11,859,125
2020	-	-	-
2021	3,462,553	28.99%	11,944,748
2022	3,588,342	29.34%	12,228,388
2023	3,725,788	30.31%	12,292,942

SOURCE: NHCA OWN ESTIMATIONS OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), RECODED DETAILED HISPANIC ORIGIN RECODE

CONSTRUCTION WORKERS (UNIT) & PARTICIPATION (2018 VS 2023)⁴¹

YEAR	HISPANIC WORKERS	PARTICIPATION %	TOTAL WORKFORCE
2018	3,243,121	28.26%	11,475,579
2023	3,725,788	30.31%	12,292,942
Delta (Unit)	482,667	2.05%	817,363
Growth (%)	14.88%	-	7.12%

SOURCE: NHCA OWN ESTIMATIONS OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), RECODED DETAILED HISPANIC ORIGIN RECODE

OMNI CONSTRUCTION



HISPANICS UNDERREPRESENTED IN UPPER-TIER CONSTRUCTION ROLES. In 2023, the construction workforce revealed a clear disparity. Of the 3.7 million Hispanic workers, only 15.72%—roughly 585,000 workers—held management, supervisory, or engineering roles. The remaining 84.28% (3.1 million workers) were in trades and general labor. In comparison, 35.73% of non-Hispanic workers (3 million) held higher-tier positions, leaving 64.27% (5.5 million workers) in general roles.

This disparity reveals a systemic challenge. While the industry as a whole averages a 30/70 split between higher-tier and general roles, Hispanics are concentrated in trades and labor with a 15/85 ratio. These figures illustrate the underrepresentation of Hispanic workers, emphasizing the barriers many face in advancing to leadership and specialized positions—a gap that needs addressing to create a truly inclusive workforce.



ANNUAL CONSTRUCTION WORKER PARTICIPATION BY OCCUPATIONAL TIER AND ETHNICITY (2018–2023)⁴²

YEAR	NON-HISPANIC					HISPANIC				
	Management	Engineering	Supervisors	Trades	General Labor	Management	Engineering	Supervisors	Trades	General Labor
2018		31.30%			68.70%		12.54%			87.46%
2019		31.11%			68.89%		12.63%			87.37%
2020		-			-		-			-
2021		33.49%			66.51%		15.28%			84.72%
2022		35.17%			64.83%		15.51%			84.49%
2023		35.73%			64.27%		15.72%			84.28%

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 5-OCCUPATIONAL TIER CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES, RECODED DETAILED HISPANIC ORIGIN RECODE

However, since 2018, both Hispanic and Non-Hispanic workers have shown a noticeable shift from trades and general labor toward higher-tier occupations, with both groups seeing an increase of 3 to 4%. This upward mobility is key to making the construction industry more appealing to new workers and supporting long-term workforce development.



ANNUAL CONSTRUCTION WORKERS (UNIT) BY ETHNICITY, IN TRADES AND GENERAL LABOR OCCUPATIONS (2018–2023)⁴³

YEAR	NON-HISPANIC	HISPANIC
2018	5,655,342	2,836,330
2019	5,859,485	2,930,301
2020	-	-
2021	5,641,274	2,933,338
2022	5,601,707	3,031,652
2023	5,505,916	3,140,225

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 5-OCCUPATIONAL TIER CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES, RECODED DETAILED HISPANIC ORIGIN RECODE



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TRADES SEE 10.7% GROWTH IN HISPANIC WORKERS AS OTHERS DECLINE.

Over the past six years, a clear contrast has emerged in workforce trends within trades and general labor. While trade occupations saw a decline of 149,426 workers (a 2.64% reduction), the Hispanic workforce in these roles significantly increased, adding 303,895 new workers, a growth rate of 10.71%.⁴⁴

CONSTRUCTION WORKERS (UNIT) BY ETHNICITY, IN TRADES AND GENERAL LABOR OCCUPATIONS (2018 VS 2023)⁴⁵

YEAR	NON-HISPANIC	HISPANIC
2018	5,655,342	2,836,330
2023	5,505,916	3,140,225
Delta (Unit)	-149,426	303,895
Growth %	-2.64%	10.71%

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 5-OCCUPATIONAL TIER CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES, RECODED DETAILED HISPANIC ORIGIN RECODE

This difference highlights the critical role Hispanic workers play in sustaining and growing the construction workforce, particularly in addressing labor shortages. As other demographic groups experience declines, the steady influx of Hispanic workers proves their importance in meeting the industry's demand for skilled labor in essential roles.

HISPANIC WORKERS SUSTAIN YOUNGER WORKFORCE. Construction work demands immense physical effort, with workers lifting heavy materials, operating machinery, and performing repetitive tasks that push strength and stamina to the limit. This grueling work often relies on a younger, more resilient workforce. While the influx of workers aged 65 and older has

temporarily eased the labor shortage, this is merely a short-term fix. Older and more experienced workers may offer valuable support, but construction is better suited to a younger workforce. Addressing the root causes of the labor shortage is critical for long-term stability.

CONSTRUCTION WORKERS (UNIT) BY GENERATIONAL GROUP & ETHNICITY (2023)⁴⁶

DESCRIPTION	TEENS	YOUNG ADULTS	EARLY-CAREER	MID-CAREER	EXPERIENCED	LATE-CAREER	RETIREES	TOTAL
	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	
Total	297,647	967,206	2,521,749	2,849,310	2,451,065	2,097,572	1,108,393	12,292,942
Non-Hispanics	220,906	627,647	1,637,517	1,781,213	1,623,487	1,685,529	990,855	8,567,154
Hispanics	76,741	339,559	884,232	1,068,097	827,578	412,043	117,538	3,725,788

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 7-AGE GROUP CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES, RECODED DETAILED HISPANIC ORIGIN RECODE

As of 2023, about half (54.0%) of the overall construction workforce is aged 44 and under. On average, Latinos are considerably younger than their non-Hispanic counterparts, with 63.6% of workers aged 44 and under, compared to 49.8% of non-Hispanics.⁴⁷ Hispanic workers play a vital role in maintaining a younger, more physically capable workforce to meet the industry's rigorous demands.

CONSTRUCTION WORKERS SHARE OF PARTICIPATION BY GENERATIONAL GROUP & ETHNICITY (2023)⁴⁸

DESCRIPTION	TEENS	YOUNG ADULTS	EARLY-CAREER	MID-CAREER	EXPERIENCED	LATE-CAREER	RETIREES	TOTAL
	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	
Total	2.4%	7.9%	20.5%	23.2%	19.9%	17.1%	9.0%	-
Non-Hispanics	2.6%	7.3%	19.1%	20.8%	19.0%	19.7%	11.6%	69.7%
Hispanics	2.1%	9.1%	23.7%	28.7%	22.2%	11.1%	3.2%	30.3%

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 7-AGE GROUP CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES, RECODED DETAILED HISPANIC ORIGIN RECODE

WAGES IN THE INDUSTRY

WAGE GAPS PERSIST ACROSS

CONSTRUCTION TIERS: HISPANICS FACE

INEQUITIES IN UPPER ROLES. A tier-based analysis across all levels of the construction industry over the past year shows a consistent disparity between Hispanic and non-Hispanic workers. By categorizing 37 occupations from the American Community Survey into five main classifications—General Labor, Trades, Supervisors, Engineering, and Management—we can better understand how wages are distributed across the workforce. Significant wage gaps persist in Supervisors, Engineering, and Management roles, reflecting ongoing inequities that Hispanics face as they advance in the industry.

AVERAGE WAGE (USD) PAST 12 MONTHS BY OCCUPATIONAL TIER & ETHNICITY (2023)⁴⁹

CLASSIFICATION	NON-HISPANICS	HISPANIC	DELTA (%)
Management	\$123,300	\$110,239	-10.6%
Engineering	\$71,265	\$65,020	-8.8%
Supervisors	\$56,208	\$52,154	-7.2%
Trades	\$41,837	\$42,283	1.1%
General Labor	\$31,595	\$32,458	2.7%

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 5-OCCUPATIONAL TIER CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES, RECODED DETAILED HISPANIC ORIGIN RECODE, WAGES OR SALARY INCOME PAST 12 MONTHS

At the entry level, Hispanic workers in general labor roles earn 2.7% more, and in trade positions, they have a 1.1% wage advantage. But this advantage disappears as workers move into higher-tier roles. In supervisory, engineering, and management roles, non-Hispanics earn up to 10.6% more.⁵⁰ This wage gap at higher levels signals troubling inequities that the industry must address to ensure equal pay and opportunity at every stage of the career ladder.

HISPANICS FACE WAGE GAPS IN TOP-PAYING CONSTRUCTION TRADES. While the wage gap between Hispanic and non-Hispanic workers is smaller in the Trade and General Labor tiers, disparities persist in top-paying occupations in both tiers. In an analysis of 26 occupations within these classifications, 9 out of the 10 top-paying occupations show a negative wage gap for Hispanics, with an average reduction of 11.1%. The largest gap is observed among

Elevator and Escalator Installers and Repairers (-26.6%), while the smallest gap is among Insulation Workers (-0.5%).⁵¹ Despite the significant representation of Hispanics in these roles, their wages are still below the industry average in these top-paying occupations.



AVERAGE WAGE (USD) PAST 12 MONTHS FOR TRADES AND GENERAL LABOR BY OCCUPATION AND ETHNICITY (2023)⁵²

OCCUPATION LABEL	NON-HISPANIC	HISPANIC	DELTA (%)	RANK
CON-Elevator and Escalator Installers And Repairers	\$88,196	\$64,767	-26.6%	1
CON-Rail-Track Laying And Maintenance Equipment Operators	\$56,623	\$77,917	37.6%	2
CON-Boilermakers	\$57,298	\$45,628	-20.4%	3
CON-Electricians	\$54,711	\$50,647	-7.4%	4
CON-Construction Equipment Operators	\$50,560	\$48,747	-3.6%	5
CON-Pipelayers	\$51,488	\$47,476	-7.8%	6
CON-Plumbers, Pipefitters, And Steamfitters	\$51,136	\$44,867	-12.3%	7
CON-Structural Iron And Steel Workers	\$47,546	\$45,261	-4.8%	8
CON-Sheet Metal Workers	\$46,241	\$38,708	-16.3%	9
CON-Insulation Workers	\$44,622	\$44,408	-0.5%	10
CON-Hazardous Materials Removal Workers	\$41,138	\$51,038	24.1%	11
CON-Glaziers	\$41,844	\$45,768	9.4%	12
CON-Other Construction And Related Workers	\$43,500	\$38,155	-12.3%	13
CON-Solar Photovoltaic Installers	\$37,529	\$39,742	5.9%	14
CON-Highway Maintenance Workers	\$37,709	\$41,108	9.0%	15
CON-Brickmasons, Blockmasons, Stonemasons, And Reinforcing Iron And Rebar Workers	\$36,381	\$34,616	-4.9%	16
CON-Cement Masons, Concrete Finishers, And Terrazzo Workers	\$31,228	\$36,324	16.3%	17
CON-Roofers	\$31,166	\$32,532	4.4%	18
CON-Carpenters	\$30,027	\$33,997	13.2%	19
CON-Plasterers And Stucco Masons	\$30,133	\$32,270	7.1%	20
CON-Drywall Installers, Ceiling Tile Installers, And Tapers	\$27,931	\$31,873	14.1%	21
CON-Construction Laborers	\$28,568	\$31,287	9.5%	22
CON-Carpet, Floor, And Tile Installers And Finishers	\$26,091	\$31,712	21.5%	23
CON-Helpers, Construction Trades	\$22,718	\$27,932	23.0%	24
CON-Painters and Paperhangers	\$22,342	\$27,355	22.4%	25
CON-Fence Erectors	\$20,315	\$25,737	26.7%	26

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 5-OCCUPATIONAL TIER CLASSIFICATION ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 26 CODES, RECODED DETAILED HISPANIC ORIGIN RECODE, WAGES OR SALARY INCOME PAST 12 MONTHS.

TRANSPARENCY KEY TO START CLOSING WAGE GAPS FOR HISPANIC WORKERS.

Interestingly, in the 10 lowest-paying occupations within the construction industry, Hispanics hold a distinct wage advantage, with an average gap of 15.8% in their favor. The most striking example comes from the lowest-ranked position, where Hispanic workers earn 26.7% more than their non-Hispanic counterparts.⁵³ This reversed trend highlights a complex wage landscape—one where disparities in higher-paying roles are juxtaposed against notable advantages for Hispanics in lower-tier positions. While this finding may offer some encouragement, it also underscores the need to address inequities at every level to create a more balanced workforce.

EDUCATION ATTAINMENT

Education is more than just a pathway to opportunity for Hispanic workers—it's also a catalyst for innovation within the construction industry. As Hispanics make up a substantial portion of the workforce, their educational progress is critical to addressing the sector's ongoing productivity challenges. From 2018 to 2023, modest gains in post-secondary education among Hispanics show potential, but the rise in workers with no formal education highlights the need for greater investment in foundational and advanced learning. By equipping Hispanic workers with the skills and knowledge to take on higher-tier roles, the industry can spark innovation, improve practices, and break free from productivity stagnation.

EDUCATIONAL GAPS HINDERING ADVANCEMENT FOR HISPANICS IN THE CONSTRUCTION INDUSTRY.

An analysis of ACS PUMS data from 2018 to 2023 shows that educational attainment within the construction industry is a key area for improvement. Educational attainment in the industry is divided into three categories:

- No Formal Education (including No Schooling or Preschool)
- Basic to Secondary Education (primary, secondary, and high school or equivalent)
- Post-Secondary Education (some college, associate's degree, bachelor's degree, and graduate degree)

This classification helps pinpoint where educational improvements are most needed to support Hispanic workers' growth in the industry.

ANNUAL EDUCATION ATTAINMENT LEVEL SHARE OF PARTICIPATION, HISPANICS & NON-HISPANICS (2018-2023)⁵⁴

YEAR	NO FORMAL EDUCATION		BASIC TO SECONDARY EDUCATION		POST-SECONDARY EDUCATION	
	Hispanics	Non-Hispanics	Hispanics	Non-Hispanics	Hispanics	Non-Hispanics
2018	4.28%	0.84%	72.74%	50.11%	22.99%	49.06%
2019	4.68%	0.88%	71.27%	49.63%	24.05%	49.49%
2020						
2021	7.14%	1.24%	69.27%	48.23%	23.59%	50.53%
2022	7.32%	1.25%	68.31%	47.54%	24.37%	51.21%
2023	7.47%	1.34%	68.20%	47.13%	24.33%	51.53%

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 3-EDUCATIONAL ATTAINMENT GROUP CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2018-2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES, RECODED DETAILED HISPANIC ORIGIN RECODE, EDUCATIONAL ATTAINMENT

Education attainment in the industry for this six-year analysis from 2018 to 2023 saw a rise in the “No Formal Education” group for both Hispanics and Non-Hispanics. Hispanics with no formal education grew from 4.28% to 7.47%, while Non-Hispanics also grew by nearly double from 0.84% to 1.34%.⁵⁵

Construction Workers with post-secondary education increased by 1.34% for Hispanics since 2018, which, while modest, shows that this level of education is being maintained. Non-Hispanics saw a similar but magnified trend, with a 2.47% increase over the same period. However, the number of workers with basic to secondary education decreased by 4.54% for Hispanics since 2018, and 2.97% for non-Hispanics. At least part of this decrease could be attributed to an increase in workers moving up to higher levels of education, but it could also indicate a significant gap in replacing workers at this level.⁵⁶

The ideal trend for the construction industry would be to see a significant reduction in the “No Formal Education” group, a slight decrease in the Basic to Secondary group, and a major increase in the Post-Secondary group.

The construction industry should focus on significantly reducing the “No Formal Education” group, ensuring that most workers complete high school with trade-ready skills. This would provide them with the education necessary to pursue higher education, either through college or university, as they advance in their careers. Additionally, a substantial increase in post-secondary education levels is crucial to developing a more skilled, adaptable, and sustainable workforce for the industry’s future growth.

EMPHASIZING TRADES AS ENTRY POINTS FOR FUTURE GENERATIONS. As of 2023, the construction workforce’s educational attainment is composed of 3.20% with no formal education (393,190 workers), 53.52% with basic to secondary education (6.5 million workers), and 43.28% with post-secondary education (5.3 million workers). Combined, 6.9 million workers hold either no formal or basic education.⁵⁷

Of the approximately 8.6 million workers employed in trades and general labor roles, 3.6 million occupy positions in supervision, engineering, and management. With 5.3 million workers holding post-secondary education, this suggests that 1.6 million individuals with higher education are working in trades roles.⁵⁸ This indicates an imbalance, with not enough upper-tier positions available to accommodate all workers with advanced education.

CONSTRUCTION WORKERS SHARE OF PARTICIPATION & UNIT BY EDUCATIONAL ATTAINMENT GROUP & ETHNICITY (2023)⁵⁹

2023	NO FORMAL EDUCATION	BASIC TO SECONDARY EDUCATION	POST-SECONDARY EDUCATION
Non-Hispanics (%)	1.34%	47.13%	51.53%
Hispanics (%)	7.47%	68.20%	24.33%
Hispanics (Unit)	278,484	2,540,870	906,434
Delta %	+6.14%	+21.06%	-27.20%

SOURCE: NHCA OWN ESTIMATIONS BASED ON A 3-EDUCATIONAL ATTAINMENT GROUP CLASSIFICATION OF ACS 1-YEAR ESTIMATES PUBLIC USE MICRODATA SAMPLE 2023 / WEIGHT USED: PWGTP / UNIVERSE: OCCUPATION RECODE FOR 2018 AND LATER BASED ON 2018 OCC CODES (OCCP), 37 CODES, RECODED DETAILED HISPANIC ORIGIN RECODE, EDUCATIONAL ATTAINMENT

EDUCATIONAL CHALLENGES AND OPPORTUNITIES FOR HISPANICS.

Hispanics are half as likely as their Non-Hispanic counterparts to have a degree. Higher-tier positions within the workforce—supervisors, engineers, and managers—total around 3.6 million. Statistically, without factoring in experience and soft skills, there is a much smaller pool of Hispanics qualified for these roles. To address this, a transformative change is needed, to help the 68.20% of Hispanic workers with only basic to secondary education transition to post-secondary education. Out of the 2.5 million Hispanics in this mid-education level, 1.5 million have a high school diploma or equivalent, indicating a substantial opportunity to propel them to the next educational level, that needs to be targeted with options for both trades and formal education opportunities.⁶⁰

ADDRESSING EDUCATIONAL GAPS IN LOW-TIER WORKFORCE. The most urgent educational challenge is the 393,190 workers with no formal education. Hispanics make up 7.47% of this low-tier category with 278,484 workers.⁶¹ While addressing this may take time, a strategy needs to be put in place to promote educational attainment for this tier.

ENTREPRENEURSHIP

The Stanford Graduate School of Business, State of Latino Entrepreneurship 2023 Report highlights how the construction industry has become a cornerstone for Hispanic entrepreneurs, where their impact far exceeds that seen in many other sectors.

HISPANIC ENTREPRENEURS: BUILDING SUCCESS IN THE CONSTRUCTION INDUSTRY.

As of 2023, construction ranks among the top three industries for Latino-owned businesses (LOBs), showcasing their vital contributions to the U.S. economy. **These entrepreneurs have created millions of jobs and generated \$800 billion in annual revenue for Latino-owned enterprises nationwide.**⁶² Yet, while the story of Latino entrepreneurship in construction is one of resilience and determination, it also reveals disparities.

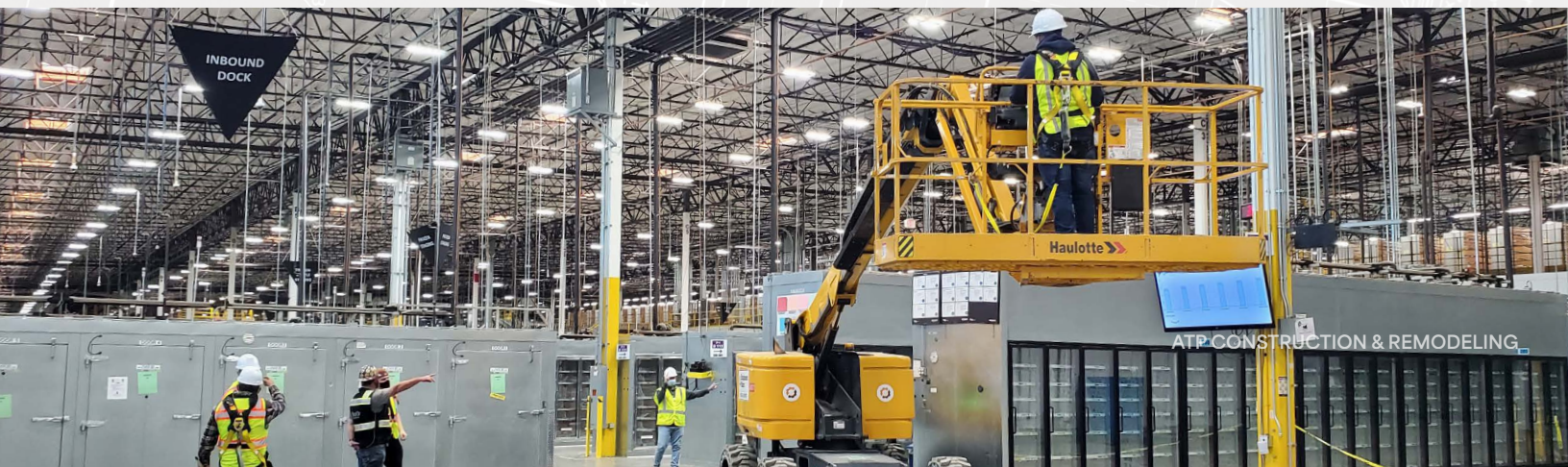
RESILIENT BUT UNDERSIZED: GROWTH OUTPACES CHALLENGES FOR LATINO-OWNED CONSTRUCTION FIRMS.

Latino-owned construction firms often operate on a smaller scale, with fewer exceeding the \$1 million revenue mark compared to White-owned businesses.⁶³

Still, they consistently outpace their counterparts in growth rates for both revenue and the number of firms, a testament to their adaptability and drive. However, challenges remain, particularly in accessing financing and government contracts. Only a small fraction of Latino-owned businesses secure government procurement opportunities, with Latina entrepreneurs facing the lowest success rates, signaling significant inequities that need to be addressed.

EMPOWERING FIRST-GENERATION IMMIGRANT ENTREPRENEURS IN CONSTRUCTION.

For many first-generation immigrants, the construction industry offers a pathway to entrepreneurship that other sectors, like technology or professional services, may not offer. Yet, systemic barriers often limit their ability to scale and succeed. By addressing these challenges—through improved access to financing, equitable contracting opportunities, and targeted training programs—the full potential of Hispanic entrepreneurs in construction can be unlocked, helping them drive economic growth and shape the industry's future.



OPPORTUNITIES: KEY STRATEGIES FOR HISPANIC EMPOWERMENT IN THE CONSTRUCTION INDUSTRY

Hispanic workers are a cornerstone of the U.S. construction industry, and unlocking their full potential requires addressing key areas such as education, wages, professional growth, leadership, and entrepreneurship. Empowering this workforce not only advances the industry but also fosters economic mobility and equity within Hispanic communities.

EDUCATION is a critical foundation for growth. Expanding access to vocational training programs tailored to construction trades, with bilingual support, can help bridge skill gaps and boost participation. Partnerships between industry leaders and community colleges can create clear pathways into construction careers, while scholarships and financial aid can encourage higher education. Apprenticeships and mentorships that combine practical experience with instruction are invaluable in equipping Hispanic workers to transition into higher-tier roles like management and engineering.

Addressing **WAGE** disparities is essential for ensuring fairness and equity. Regular wage audits can identify gaps, and transparent pay structures can provide Hispanic workers with access to higher-paying opportunities. Offering incentives for skill development, such as bonuses for

certifications, can encourage continued learning. Advocacy groups also play a vital role in amplifying voices and driving systemic change within the industry.

Creating pathways to **LEADERSHIP** is another key strategy. Leadership development programs and mentorship networks can support Hispanic workers in advancing into upper-tier roles. Promoting diversity in hiring and fostering inclusive workplace cultures are essential to helping Hispanic workers thrive and contribute fully. Breaking down systemic biases and offering flexible career development opportunities will pave the way for professional growth.

ENTREPRENEURSHIP holds immense potential for Hispanic empowerment. Expanding access to capital, including microloans and grants, can help Hispanic entrepreneurs overcome financial barriers. Training in navigating financial systems

and securing government contracts is equally important. Mentorship programs and equitable procurement practices provide the tools needed to grow and scale businesses. Highlighting success stories can inspire future entrepreneurs, while resources focused on operational efficiency and technology adoption will build resilience and sustainability. By investing in education, equitable wages, leadership opportunities, and entrepreneurial success, the construction industry can foster an empowered workforce that reflects its diverse contributors. These efforts are not just essential for the industry's growth but also a powerful driver of economic empowerment for Hispanic communities nationwide.

ATP CONSTRUCTION & REMODELING



APPENDIX A.

TABLE 01. UNIVERSE - CONSTRUCTION INDUSTRY WORKFORCE

ACS Occupation codes defined by NHCA as the Statistical Universe for the Construction Workforce Metrics presented on the report.
(37 Occupation Codes)

ACS CATEGORY	ACS OCCUPATION	OCCP CODE	SOC CODE
MGR	CONSTRUCTION MANAGERS	0220	11-9021
MGR	ARCHITECTURAL AND ENGINEERING MANAGERS	0300	11-9041
ENG	ARCHITECTS, EXCEPT LANDSCAPE AND NAVAL	1305	17-1011
ENG	LANDSCAPE ARCHITECTS	1306	17-1012
ENG	SURVEYORS, CARTOGRAPHERS, AND PHOTOGRAMMETRISTS	1310	17-1020
ENG	CIVIL ENGINEERS	1360	17-2051
ENG	ENVIRONMENTAL ENGINEERS	1420	17-2081
ENG	ARCHITECTURAL AND CIVIL DRAFTERS	1541	17-3011
ENG	SURVEYING AND MAPPING TECHNICIANS	1560	17-3031
CON	FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES AND EXTRACTION WORKERS	6200	47-1011
CON	BOILERMAKERS	6210	47-2011
CON	BRICKMASONS, BLOCKMASONS, STONEMASONS, AND REINFORCING IRON AND REBAR WORKERS	6220	47-2020
CON	CARPENTERS	6230	47-2031
CON	CARPET, FLOOR, AND TILE INSTALLERS AND FINISHERS	6240	47-2040
CON	CEMENT MASONS, CONCRETE FINISHERS, AND TERRAZZO WORKERS	6250	47-2050
CON	CONSTRUCTION LABORERS	6260	47-2061
CON	CONSTRUCTION EQUIPMENT OPERATORS	6300	47-2070
CON	DRYWALL INSTALLERS, CEILING TILE INSTALLERS, AND TAPERS	6320	47-2080
CON	ELECTRICIANS	6355	47-2111
CON	GLAZIERS	6360	47-2121
CON	INSULATION WORKERS	6400	47-2130
CON	PAINTERS AND PAPERHANGERS	6420	47-2140
CON	PIPELAYERS	6441	47-2151
CON	PLUMBERS, PIPEFITTERS, AND STEAMFITTERS	6442	47-2152
CON	PLASTERERS AND STUCCO MASONS	6460	47-2161
CON	ROOFERS	6515	47-2181
CON	SHEET METAL WORKERS	6520	47-2211
CON	STRUCTURAL IRON AND STEEL WORKERS	6530	47-2221
CON	SOLAR PHOTOVOLTAIC INSTALLERS	6765	47-2231
CON	HELPERS, CONSTRUCTION TRADES	6600	47-3010
CON	CONSTRUCTION AND BUILDING INSPECTORS	6660	47-4011
CON	ELEVATOR AND ESCALATOR INSTALLERS AND REPAIRERS	6700	47-4021
CON	FENCE ERECTORS	6710	47-4031
CON	HAZARDOUS MATERIALS REMOVAL WORKERS	6720	47-4041
CON	HIGHWAY MAINTENANCE WORKERS	6730	47-4051
CON	RAIL-TRACK LAYING AND MAINTENANCE EQUIPMENT OPERATORS	6740	47-4061
CON	OTHER CONSTRUCTION AND RELATED WORKERS	6760	47-4090

TABLE, 03. EDUCATIONAL ATTAINMENT TIERS - CONSTRUCTION INDUSTRY WORKFORCE

ACS Educational attainment levels categorized by NHCA into 3 Educational Attainment Tiers presented on the report. (25 levels)

ACS DESCRIPTION	FIRST LEVEL GROUP (NHCA)	SECOND LEVEL GROUP (NHCA)
N/A (LESS THAN 3 YEARS OLD)	-	NO FORMAL EDUCATION
NO SCHOOLING COMPLETED	NO SCHOOLING	NO FORMAL EDUCATION
NURSERY SCHOOL, PRESCHOOL	PRESCHOOL	NO FORMAL EDUCATION
KINDERGARTEN	PRIMARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 1	PRIMARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 2	PRIMARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 3	PRIMARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 4	PRIMARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 5	PRIMARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 6	PRIMARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 7	SECONDARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 8	SECONDARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 9	SECONDARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 10	SECONDARY EDUCATION	BASIC TO SECONDARY EDUCATION
GRADE 11	SECONDARY EDUCATION	BASIC TO SECONDARY EDUCATION
12TH GRADE - NO DIPLOMA	HIGH SCHOOL OR EQUIVALENT	BASIC TO SECONDARY EDUCATION
REGULAR HIGH SCHOOL DIPLOMA	HIGH SCHOOL OR EQUIVALENT	BASIC TO SECONDARY EDUCATION
GED OR ALTERNATIVE CREDENTIAL	HIGH SCHOOL OR EQUIVALENT	BASIC TO SECONDARY EDUCATION
SOME COLLEGE, BUT LESS THAN 1 YEAR	SOME COLLEGE	POST-SECONDARY EDUCATION
1 OR MORE YEARS OF COLLEGE CREDIT, NO DEGREE	SOME COLLEGE	POST-SECONDARY EDUCATION
ASSOCIATE'S DEGREE	ASSOCIATE'S DEGREE	POST-SECONDARY EDUCATION
BACHELOR'S DEGREE	BACHELOR'S DEGREE	POST-SECONDARY EDUCATION
MASTER'S DEGREE	GRADUATE DEGREE	POST-SECONDARY EDUCATION
PROFESSIONAL DEGREE BEYOND A BACHELOR'S DEGREE	GRADUATE DEGREE	POST-SECONDARY EDUCATION
DOCTORATE DEGREE	GRADUATE DEGREE	POST-SECONDARY EDUCATION

TABLE, 04. RECODED DETAILED HISPANIC ORIGIN RECODE TIERS - CONSTRUCTION INDUSTRY WORKFORCE

ACS Recoded detailed Hispanic origin recode categorized by NHCA into 2 groups presented on the report. (24 Origins)

ACS DESCRIPTION	FIRST LEVEL GROUP (NHCA)
NOT SPANISH/HISPANIC/LATINO	NON-HISPANIC
MEXICAN	HISPANIC
PUERTO RICAN	HISPANIC
CUBAN	HISPANIC
DOMINICAN	HISPANIC
COSTA RICAN	HISPANIC
GUATEMALAN	HISPANIC
HONDURAN	HISPANIC
NICARAGUAN	HISPANIC
PANAMANIAN	HISPANIC
SALVADORAN	HISPANIC
OTHER CENTRAL AMERICAN	HISPANIC
ARGENTINEAN	HISPANIC
BOLIVIAN	HISPANIC
CHILEAN	HISPANIC
COLOMBIAN	HISPANIC
ECUADORIAN	HISPANIC
PARAGUAYAN	HISPANIC
PERUVIAN	HISPANIC
URUGUAYAN	HISPANIC
VENEZUELAN	HISPANIC
OTHER SOUTH AMERICAN	HISPANIC
SPANIARD	HISPANIC
ALL OTHER SPANISH/HISPANIC/LATINO	HISPANIC

TABLE, 05. GENERATIONAL AGE GROUPS - CONSTRUCTION INDUSTRY WORKFORCE

ACS Age recode categorized by NHCA into 6 Generational Age presented on the report. (1-99-unit Age recode)

ACS DESCRIPTION	FIRST LEVEL GROUP (NHCA)	SECOND LEVEL GROUP (NHCA LABEL)	DESCRIPTION
1-99 YEARS	0-16	NOT IN STATISTICAL UNIVERSE	NOT IN STATISTICAL UNIVERSE
	16 TO 19 YEARS	TEENS	TEENAGERS ENTERING THE WORKFORCE, OFTEN IN PART-TIME OR ENTRY-LEVEL ROLES.
	20 TO 24 YEARS	YOUNG ADULTS	EMERGING WORKFORCE PARTICIPANTS, INCLUDING RECENT GRADUATES AND EARLY-CAREER STARTERS.
	25 TO 34 YEARS	EARLY-CAREER	YOUNG PROFESSIONALS ESTABLISHING CAREERS AND ADVANCING IN THEIR FIELDS.
	35 TO 44 YEARS	MID-CAREER	MID-CAREER PROFESSIONALS, OFTEN BALANCING CAREER GROWTH AND PERSONAL RESPONSIBILITIES.
	45 TO 54 YEARS	EXPERIENCED	EXPERIENCED PROFESSIONALS WITH SIGNIFICANT EXPERTISE.
	55 TO 64 YEARS	LATE-CAREER	LATE-CAREER PROFESSIONALS OR THOSE PREPARING FOR RETIREMENT / PRE-RETIREMENT
	65 YEARS AND OVER	RETIREEES	RETIREEES OR INDIVIDUALS REMAINING ACTIVE IN THE WORKFORCE.



END NOTES

¹ Federal Reserve of Economic Data (FRED), Real Gross Domestic Product: Construction (23) in the United States Millions of Chained 2017 Dollars, Seasonally Adjusted Annual Rate.

² Bureau of Labor Statistics, Total Factor Productivity / Construction & Manufacturing / All workers, Index (2017=100)

³ U.S. Census Bureau, "American Community Survey, 1-Year Estimates Public Use Microdata Sample 2018-2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), 37 Codes

⁴ The Home Builders Institute (HBI) Construction Labor Market, Fall 2024 Publication

⁵ U.S. Census Bureau, "American Community Survey, Workforce

⁶ U.S. Census Bureau, "American Community Survey, Education

⁷ Federal Reserve of Economic Data (FRED), Real Gross Domestic Product: Construction (23) in the United States Millions of Chained 2017 Dollars, Seasonally Adjusted Annual Rate.

⁸ Federal Reserve of Economic Data (FRED)

⁹ Federal Reserve of Economic Data (FRED)

¹⁰ Federal Reserve of Economic Data (FRED)

¹¹ Federal Reserve of Economic Data (FRED)

¹² Federal Reserve of Economic Data (FRED)

¹³ Federal Reserve of Economic Data (FRED)

¹⁴ Federal Reserve of Economic Data, Value Added by Industry: Construction as a Percentage of GDP, Percent, Annual, Not Seasonally Adjusted / 2005-2023, Percent Annual

¹⁵ Bureau of Labor Statistics, Total Factor Productivity / Construction & Manufacturing / All workers, Index (2017=100)

¹⁶ Bureau of Labor Statistics

¹⁷ National Hispanic Construction Alliance (NHCA) estimations on Bureau of Labor Statistics, Hours Worked, Labor Productivity, Unit Labor Costs & Unit Capital Costs / Construction / All workers, Index (2017=100)

¹⁸ See NHCA estimations in note (17)

¹⁹ National Hispanic Construction Alliance (NHCA) estimations of Construction Spending to Value Added by Construction GDP (Ratio) based on data from: a. Federal Reserve Economic Data (FRED), Gross Domestic Product: Construction in the United States (USCONSTNQGSP), 2018-2023, Annual Average. b. Federal Reserve Economic Data (FRED), Total Construction Spending: Total Construction in the United States, Millions of Dollars, Annual.

²⁰ National Hispanic Construction Alliance (NHCA) estimations of Construction Spending to Value Added by Construction GDP (Ratio) based on data from: a. Federal Reserve Economic Data (FRED), Gross Domestic Product: Construction in the United States (USCONSTNQGSP), 2018-2023, Annual Average. b. Federal Reserve Economic Data (FRED), Total Construction Spending: Total Construction in the United States, Millions of Dollars, Annual.

²¹ The National Bureau of Economic Research (NBER), 's Working Paper Series, 30845, "The Strange and Awful Path of Productivity in the U.S. Construction Sector"

²² U.S. Census Bureau, "American Community Survey", 1-Year Estimates Public Use Microdata Sample 2018-2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), 37 Codes

²³ U.S. Census Bureau, "American Community Survey"

²⁴ National Hispanic Construction Alliance (NHCA) estimations based on U.S. Census Bureau, "American Community Survey 1-Year Estimates Public Use Microdata Sample 2018-2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), 37 Codes

²⁵ See NHCA estimations in note (24)

²⁶ Associated Builders and Contractors (ABC) Article Titled, ABC: 2024 Construction Workforce Shortage Tops Half a Million, dated January 31st, 2024.

²⁷ The Home Builders Institute (HBI) Construction Labor Market, Fall 2024 Publication

²⁸ National Hispanic Construction Alliance (NHCA) own estimations based on a 5-Occupational Tier classification of ACS 1-Year Estimates Public Use Microdata Sample 2018-2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), 37 Codes

²⁹ See NHCA estimations in note (28)

³⁰ See NHCA estimations in note (28)

³¹ See NHCA estimations in note (28)

³² See NHCA estimations in note (28)

³³ See NHCA estimations in note (28)

³⁴ See NHCA estimations in note (28)

³⁵ See NHCA estimations in note (28)

³⁶ The Home Builders Institute (HBI) Construction Labor Market, Fall 2024 Publication

³⁷ The Home Builders Institute (HBI)

³⁸ National Hispanic Construction Alliance (NHCA) estimations of ACS 1-Year Estimates Public Use Microdata Sample 2018-2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), Recoded detailed Hispanic origin recode

³⁹ See NHCA estimations in note (38)

⁴⁰ See NHCA estimations in note (38)

⁴¹ See NHCA estimations in note (38)

⁴² National Hispanic Construction Alliance (NHCA) estimations based on a 5-Occupational Tier classification of ACS 1-Year Estimates Public Use Microdata Sample 2018-2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), 37 Codes, Recoded detailed Hispanic origin recode

⁴³ See NHCA estimations in note (42)

⁴⁴ See NHCA estimations in note (42)

⁴⁵ See NHCA estimations in note (42)

⁴⁶ National Hispanic Construction Alliance (NHCA) estimations based on a 7-age group classification of ACS 1-Year Estimates Public Use Microdata Sample 2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), 37 Codes, Recoded detailed Hispanic origin recode

⁴⁷ See NHCA estimations in note (46)

⁴⁸ See NHCA estimations in note (46)

⁴⁹ National Hispanic Construction Alliance (NHCA) estimations based on a 5-Occupational Tier classification of ACS 1-Year Estimates Public Use Microdata Sample 2018-2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), 37 Codes, Recoded detailed Hispanic origin recode, Wages or salary income past 12 months

⁵⁰ National Hispanic Construction Alliance (NHCA) estimations based on a 5-Occupational Tier classification of ACS 1-Year Estimates Public Use Microdata Sample 2018-2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), 37 Codes, Recoded detailed Hispanic origin recode, Wages or salary income past 12 months

⁵¹ See NHCA estimations in note (50)

⁵² National Hispanic Construction Alliance (NHCA) estimations based on a 5-Occupational Tier classification ACS 1-Year Estimates Public Use Microdata Sample 2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), 26 Codes, Recoded detailed Hispanic origin recode, Wages or salary income past 12 months.

⁵³ National Hispanic Construction Alliance (NHCA) estimations based on a 5-Occupational Tier classification ACS 1-Year Estimates Public Use Microdata Sample 2023 / Weight used: PWGTP / Universe: Occupation recode for 2018 and later based on 2018 OCC codes (OCCP), 26 Codes, Recoded detailed Hispanic origin recode, Wages or salary income past 12 months.

⁵⁴ See NHCA estimations in note (54)

⁵⁵ See NHCA estimations in note (54)

⁵⁶ See NHCA estimations in note (54)

⁵⁷ See NHCA estimations in note (54)

⁵⁸ See NHCA estimations in note (54)

⁵⁹ See NHCA estimations in note (54)

⁶⁰ See NHCA estimations in note (54)

⁶¹ See NHCA estimations in note (54)

⁶² The Stanford Graduate School of Business, State of Latino Entrepreneurship 2023 Report

⁶³ The Stanford Graduate School of Business, State of Latino Entrepreneurship 2023 Report



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