



Hispanic Construction
— C O U N C I L —

2025

BUILDING THE

FUTURE OF AMERICA

Hispanic Construction Report





EXECUTIVE SUMMARY

The **U.S. construction industry** remains a vital part of the national economy, generating **\$2.5 trillion annually** and driving progress in infrastructure, housing, and economic development across the country. However, the industry faces significant challenges, with a severe labor shortage being one of the most pressing. Currently there are over **500,000 job openings**, and this figure is projected to **surpass one million by 2030**. Initiatives such as the Infrastructure Investment and Jobs Act have increased the demand for skilled professionals, including electricians, carpenters, and construction managers. Yet, meeting this demand is proving difficult due to an aging workforce and the limited availability of trained workers. Additionally, the **annual cap of 66,000 H-2B visas, fully allocated for 2025, is insufficient** to support the industry's growing workforce needs, further intensifying the labor shortage crisis.

Hispanic workers and business owners are indispensable to the construction industry's current and future stability. **Hispanic-owned** construction firms now number over **95,000**, collectively generating **\$779 billion** in annual revenue and **employing nearly 4 million workers**. In 2023, Hispanic workers made up 33.8 % of the industry's **workforce**, a share expected to increase to **35.2 % by 2025 (4.3 million)**, potentially reaching half of the workforce by 2030. These workers and business owners fuel innovation, foster economic mobility, and contribute significantly to local development efforts nationwide. Investing in the advancement of Hispanic workers and firms can unlock substantial gains in productivity, cost-efficiency, and wealth creation across the construction and real estate sectors.

Even as Hispanic workers and firms contribute significantly, they continue to face challenges that hinder their potential. Unsafe working conditions and wage inequalities remain concerning issues, with **Hispanic workers** accounting for **27% of construction-related fatalities** and **earning 20 to 30% less** than their non-Hispanic counterparts. Hispanic-owned construction firms face additional barriers, such as limited access to capital and complex certification processes, which restrict their ability to scale operations and secure public contracts. If these disparities are not addressed, they will continue to limit opportunities for growth, stifling both innovation and economic potential within the construction sector.

Geopolitical and economic pressures are adding new layers of difficulty to these existing challenges. Recent **tariffs** imposed on steel, aluminum, and construction equipment are pushing project costs higher, with some **home prices increasing by \$17,000 to \$22,000**. These cost hikes threaten affordability, delay infrastructure projects, and create additional strain for small and minority-owned firms. The potential for **large-scale deportations** of undocumented workers could **remove as many as 900,000 essential employees** from the construction workforce, further declining **workforce shortages to 1.3 million by 2030**. Leading to project delays, labor shortages, and reduced national productivity. Against the backdrop of rising inflation and economic uncertainty, the construction industry and the communities it serves are at a pivotal crossroads.

By **2030**, Hispanic workers and businesses are projected to lead the construction industry in both employment and entrepreneurship. However, coordinated action is essential to ensure this growth is not derailed. Policymakers, industry stakeholders, and leaders must work together to eliminate systemic barriers, create opportunities for advancement, and safeguard the workforce and supply chains critical to fostering a more resilient and prosperous construction industry in the United States.

TABLE OF CONTENTS

List of Figures and Tables	iv
Letter From George Carrillo	v
Message From Luis Puig Jr.	vi
Methodology	vii
Section 1: Construction Industry Overview	01
<ul style="list-style-type: none">▶ Economic Contributions▶ Economic Projections▶ Demographic Shifts and Labor Demand▶ Workforce at a Glance▶ Regional Projects	
Section 2: Hispanic-Owned Firms	06
<ul style="list-style-type: none">▶ Credit Challenges Faced by Hispanic-Owned Firms▶ Barriers to Scaling Hispanic-Owned Firms▶ Limited Opportunities for Technical Assistance▶ Pioneering Hispanic-Owned Firms	
Section 3: Employment Trends	10
<ul style="list-style-type: none">▶ Labor Roles▶ Skilled Trades▶ Apprenticeships▶ Management▶ Need for Leadership Development▶ Call to Action for Industry Stakeholders	
Section 4: Hispanic Women In Construction	13
<ul style="list-style-type: none">▶ Challenges Faced by Hispanic Women▶ Data Spotlight▶ Limited Advancement▶ Opportunities for Growth▶ Pioneering Women in Construction	
Section 5: Unions and Trade Advocacy	15
<ul style="list-style-type: none">▶ Union Representation▶ Barriers to Union Participation▶ Barriers to Becoming a Union Contractor▶ Successes and Challenges of Unions▶ The Role of Advocacy Groups▶ Wage theft and Exploitation▶ Vulnerability of Undocumented Workers▶ Lack of Legal Protection and Enforcement	

Section 6: Occupational Hazards and Health Risks in Construction

19

- Fall Hazards
- Heavy Machinery and Equipment Hazards
- Electrical Risks
- Exposure to Hazardous Materials and Toxic Substances
- Extreme Weather and Environmental Conditions
- Repetitive Stress and Musculoskeletal Injuries
- Psychological and Mental Health Risks
- High Risk of Workplace Violence
- Occupational Health and Mental Wellbeing
- Health Insurance Coverage
- Language and Cultural Barriers

Section 7: Supportive Industries

23

- Pioneering Architecture and Engineering
- Hispanic-Owned Supply Chain Firms
- Revitalizing Real-Estate
- Transforming Professional Services
- Unlocking Opportunities for Growth

Section 8: Impacts on the Industry

25

- Effects of Mass Deportation
- Effects of High Tariffs

Acknowledgements

26

References

27

Appendix

29



LIST OF TABLES AND FIGURES

FIGURE/TABLE/CHART	TITLE	PAGE NUMBER
Figure 1	Construction Industry Facts (2022–2024)	2
Table 1	2025 Quarter 1 Projections	3
Figure 2	Construction Workforce Composition and Wage Disparities by Race, Ethnicity, and Sex (2021–2023)	4
Figure 3	Regional Construction Projects in the US.	5
Table 2	Hispanic-Owned Construction Firms in the U.S. (2017–2022)	6
Figure 4	Minority Labor Force (%)	10
Figure 5	Women in Construction Wage Disparities	14
Figure 6	Median Weekly Earnings Union vs Non-Union (2022–2024)	15
Figure 7	Fatal Work Injuries to Hispanic or Latino Workers (2019–2023)	19
Table 3	Fatal Occupational Injuries by Industry (2023)	19
Figure 8	Fatal Work Injuries by Race or Ethnicity (2023)	20
Figure 9	Reducing Hispanic Workplace Injuries	22

“Harnessing Collective Power For Lasting Change”

George Carrillo



LETTER FROM GEORGE CARRILLO

Dear Valued Partners and Esteemed Community Members,

For generations, Hispanic workers have been the unsung heroes, the unwavering driving force behind the U.S. construction industry. Their tireless dedication, skill, and resilience have fueled its remarkable growth and shaped the skylines of our nation. Today, with immense pride, we present the Hispanic Construction Annual Report, a testament to our community's invaluable contributions and a resounding call to action for achieving lasting progress and equity within the sector.

The challenges facing the construction industry are undeniable and demand our immediate attention. A critical national workforce shortage, coupled with rapidly aging infrastructure and a staggering housing deficit of 4 million homes, requires urgent and innovative solutions. Alarming, nearly 20% of construction projects are currently falling behind schedule, impacting communities and economies across the country. As the backbone of this vital industry, Hispanics are uniquely positioned and equipped to lead the way forward, offering not only our expertise but also our deep commitment to building a better future. Our collective success is inextricably linked to the prosperity of businesses, the strength of local economies, and the overall resilience of the construction sector. By empowering Hispanic professionals and businesses, we are investing in a future where everyone can thrive.

To meet our nation's growing demands and unlock the full potential of our community, we must prioritize strategic investments in the education, empowerment, and advancement of Hispanic businesses and professionals in construction. This includes expanding access to training programs, mentorship opportunities, and capital resources that will enable Hispanic-owned firms to compete and succeed at every level.

We invite you to join the Hispanic Construction Council in our mission to shape a brighter, more inclusive future for the construction industry. Together, we can overcome the challenges of today and create transformative opportunities that uplift our community and strengthen the industry as a whole. The time to act is now. We urge you to collaborate with us, lend your support, and become a vital part of building a stronger, more equitable tomorrow for all.

Sincerely,

George Carrillo

Co-Founder | Chief Executive Officer



BUILDING A LEGACY OF LEADERSHIP AND INNOVATION



“The establishment of the Hispanic Construction Council is long overdue,” states Luis Puig Jr, President of ALL Construction Group. “This platform will not only advocate for policies benefiting Hispanics in the construction industry but also foster collaboration with corporate sponsors and institutions. It’s a vital step in channeling resources to local Hispanic construction organizations, enabling companies like ours to scale and expand.”

Luis Puig Jr exemplifies leadership and innovation in the construction industry. Since taking the helm of ALL Construction Group, originally founded as ALL Masonry Construction Co., Inc. in 1972, Luis has transformed the company into a premier general contractor and construction manager.

His efforts have earned the firm widespread recognition, including 20 Excellence in Masonry Awards and the 2023 Project of the Year by CISCO for the Chicago Park District Headquarters.

Under Luis’ leadership, the company has diversified its services, strengthening self-performance trades such as Masonry, Facades, Rainscreens, and Carpentry. This strategic expansion supports a workforce of 500 tradespeople and ensures the firm’s capability to manage complex projects with precision. Notable projects include the Humboldt Park Health Wellness Center, a landmark for the Latino community, and a groundbreaking joint venture with Clayco to develop PsiQuantum’s facilities at Chicago’s flagship quantum campus

Luis’ vision and dedication to quality, execution, and community impact continue to pave the way for progress, both within the company and the broader industry. The launch of the Hispanic Construction Council marks a pivotal moment in empowering Hispanic businesses, creating opportunities, and driving industry innovation.

Luis Puig Jr.
President of ALL Construction Group



METHODOLOGY

This report employs a mixed-methods approach, integrating quantitative and qualitative data to provide a comprehensive analysis of the U.S. construction industry, with a particular focus on the role and experiences of Hispanic workers and businesses.

A. Data Collection

Government Data

Primary data is sourced from publicly accessible databases maintained by U.S. government agencies, including the U.S. Census Bureau, the Bureau of Economic Analysis (BEA), and the Bureau of Labor Statistics (BLS). These sources provide foundational statistics on employment, economic activity, demographics, and safety.

Secondary Research

The report incorporates findings from research reports, scholarly articles, and publications released by various organizations, such as the Economic Policy Institute, Pew Research Center, McKinsey & Company, advocacy groups, and industry associations. These sources offer in-depth analysis and diverse perspectives on relevant issues.

Real-Time Indicators

Current economic indicators and industry news are monitored to provide an up-to-date overview of the construction industry's performance and emerging trends.

B. Data Analysis

Quantitative Analysis

Statistical techniques are used to analyze numerical data related to employment, wages, business ownership, economic output (GDP), and safety incidents. This analysis aims to identify key trends, disparities, and correlations within the industry.

Comparative Analysis

Data is compared across different demographic groups (e.g., Hispanic vs. non-Hispanic, men vs. women), time periods (e.g., 2017–2024), and geographic regions to highlight disparities, track progress, and identify best practices.

Economic Modeling

Economic projections and forecasts, based on current data and anticipated policy changes (e.g., tariffs, legislative initiatives), are incorporated to assess potential future impacts on the construction industry and its workforce.

Qualitative Analysis

Case studies, worker testimonials, and industry examples are used to provide context and illustrate the lived experiences of Hispanic workers and business owners within the construction sector. This qualitative data enriches the statistical findings and adds a human dimension to the analysis.

C. Data Limitations

Data Lag

Some government data, particularly from the U.S. Census Bureau and the Bureau of Economic Analysis, may have a time lag. This means that some of the statistics presented may not reflect the most current conditions in the industry. Specifically, data from the U.S. Census Bureau Economic Census is only collected and reported every five years for years ending in 2 and 7, limiting the frequency with which detailed industry-level data is available.

Sampling Methodology

Data from the U.S. Bureau of Labor Statistics (BLS) relies on the Current Population Survey (CPS), which is a sample survey. As with any sample, there is a margin of error associated with the estimates, and the data may not perfectly represent the entire population of construction workers and firms.

Self-Reported Data

Some data, such as that collected through surveys, relies on self-reporting, which can be subject to biases or inaccuracies. For example, data on wages and working conditions may not fully capture the experiences of undocumented workers or those employed in informal arrangements.

Economic Projections

Economic projections and forecasts are inherently uncertain and are based on assumptions that may not hold true in the future. Factors such as unforeseen policy changes, economic shocks, or technological disruptions could significantly alter the projected outcomes.

Data on Undocumented Workers

Due to the sensitive nature of immigration status, data on undocumented workers in the construction industry is particularly difficult to obtain and may be subject to significant underreporting or estimation errors.

Causation vs. Correlation

While the report identifies trends and correlations, it is important to note that correlation does not equal causation. Further research may be needed to establish causal relationships between specific factors and outcomes in the construction industry.

Access to Proprietary Data

This report relies primarily on publicly available data. Access to proprietary or confidential data from industry associations or private companies could provide a more granular and nuanced understanding of certain issues, but this data was not available for this analysis.

D. Report Generation

Data Visualization

Key findings are presented visually through figures, tables, charts, and maps to enhance accessibility and understanding for a broad audience.

Consistent Citations

All data sources are meticulously cited using a consistent citation style to ensure transparency and credibility.



01 CONSTRUCTION INDUSTRY OVERVIEW

The U.S. construction industry is the foundation of modern society, shaping the spaces where we live, work, and connect. It builds the homes that shelter us, the infrastructure that powers our daily lives, and the public spaces that enrich our communities. From roads and bridges to utilities like water and electricity, construction creates the systems that keep society moving. Beyond functionality, it brings life to schools, hospitals, parks, and cultural landmarks, providing opportunities for education, recreation, and shared experiences. Every structure, whether a family home or a towering skyscraper, is a testament to the industry's role in shaping the physical and social fabric of our world.

Economically, the construction industry is a driving force, contributing trillions of dollars annually to GDP and creating millions of jobs across a wide range of professions. It fuels growth in manufacturing, transportation, and technology, while real estate development generates wealth and investment opportunities. Public projects like highways and airports enhance connectivity and productivity, reducing costs for businesses and improving quality of life. Beyond economics, the industry enables cities to grow and modernize, fosters innovation through sustainable building practices, and plays a critical role in disaster recovery. From defining cultural identities with iconic landmarks to building the systems that support progress, the construction industry is essential to the growth, resilience, and evolution of society.

ECONOMIC CONTRIBUTIONS

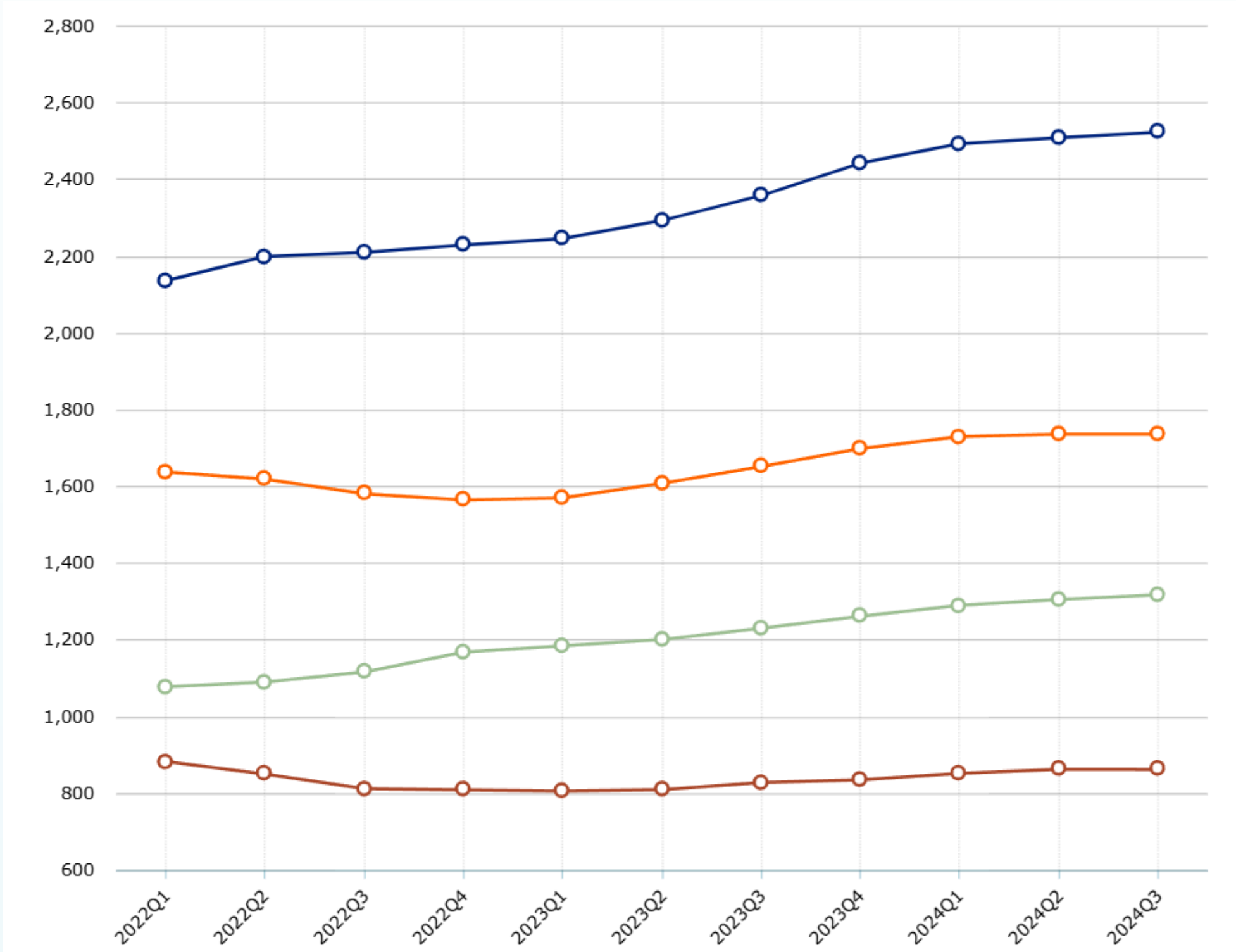
According to the most recent U.S. Economic Census report (2022), the construction industry consisted of 785,917 firms (87,732 were Hispanic-owned), employed a workforce of over 7,485,385, and contributed \$1.3 trillion to the GDP.

The industry also produced the following:

- Sales, value of shipments, or revenue: **\$2,920,771,250,000**
- Value of construction work: **\$2,852,781,023,000**
- On government-owned projects: **\$472,427,939,000**
- On federally-owned projects: **\$81,288,714,000**
- On state and locally-owned projects: **\$391,139,225,000**
- On privately-owned projects: **\$2,380,353,084,000**
- Subcontracted in from others: **\$523,065,983,000**
- Other business done: **\$67,990,255,000**
- Total Retirements: **\$14,365,579,000**

According to the U.S. Bureau of Economic Analysis (BEA), which tracks the nation's GDP currently through the third quarter of 2024, the total U.S. economy GDP reached \$29.3 trillion in 2024 Quarter 3. The construction industry is a major contributor to the U.S. economy, accounting for \$2.5 trillion in Gross Output (GO) and \$1.3 trillion in Value Added (VA) to the GDP.

Figure 1. Construction Industry Facts 2022–2024



Note: Source U.S. Bureau of Economic Analysis

GO: GO Current Dollar GO: GO Chained 2017 \$
VA: VA Current Dollar VA_DD: VA Chained 2017 \$



In 2024 Quarter 3, the BEA reported an increase in Nominal GO for the construction industry to \$2.5 trillion, reflecting total industry activity at current prices. However, Real GO, adjusted for inflation, remained unchanged at 0%, indicating that actual economic activity in the sector did not grow. This stagnation may suggest rising costs, ongoing labor shortages, or slowing demand within the industry.



Further, construction nominal VA accounted for 4.5% of GDP, increasing to \$1.3 trillion in 2024 Quarter 3. However, the Real VA declined by 0.2%, offsetting Real GDP growth by -0.01 percentage points. This indicates that while the construction sector’s contribution to GDP increased in nominal terms, its inflation-adjusted economic output slightly declined. As a result, construction businesses may be generating higher revenues in dollar terms, but real production and industry growth have slightly weakened.



Despite these challenges, the overall U.S. economy continues to grow. Given construction’s 4.5% share of GDP in 2024 Quarter 3, the sector’s contribution in 2024 Quarter 4 is expected to remain stable or show slight adjustments based on prevailing industry conditions.

For detailed industry economic trends, see Appendix A (Table A1)

ECONOMIC PROJECTIONS

At the time of this report, ongoing trade tensions between the United States, Canada, and Mexico, marked by the recent imposition of tariffs, are expected to significantly impact the U.S. construction industry. An analysis of available BEA data, combined with the anticipated effects of increased tariffs on construction costs, housing and infrastructure project timelines, and persistent labor shortages, yields the following projections:

Table 1. 2025 Quarter 1 Projections

Metric	2024 Q3 Actual	2025 Q1 Projections	Expected Change
Real Gross Output (Construction)	\$2.524T (0.0% growth)	\$2.515T (-0.4% growth)	Decline due to tariff impact, project delays
Real Value Added (Construction)	\$1.319T (-0.2%)	\$1.295T (-1.8%)	Falling profitability, higher material costs
Total U.S. GDP (Nominal)	\$29.72T	\$29.95T	Economic slowdown but still moderate growth
Real GDP Growth (Inflation-Adjusted)	+3.1%	+2.5%	Tariff effects, slower construction and housing

DEMOGRAPHIC SHIFTS AND LABOR DEMAND

The Hispanic workforce has become a driving force in the U.S. construction industry, propelled by demographic shifts and booming regional markets. According to the United States Bureau of Labor Statistics (BLS), Hispanic workers accounted for 33.8% of the total construction workforce in 2023, a significant rise from 16% in 2000.

Hispanic professionals dominate the construction workforce in key states like Texas (60%), California (50%), and Florida (45%). These states are experiencing rapid growth in infrastructure projects, housing development, and urban expansion, creating critical labor gaps that Hispanic workers are filling. As non-Hispanic participation in labor-intensive roles declines, Hispanic workers have become indispensable in the skilled trades and general labor sectors.

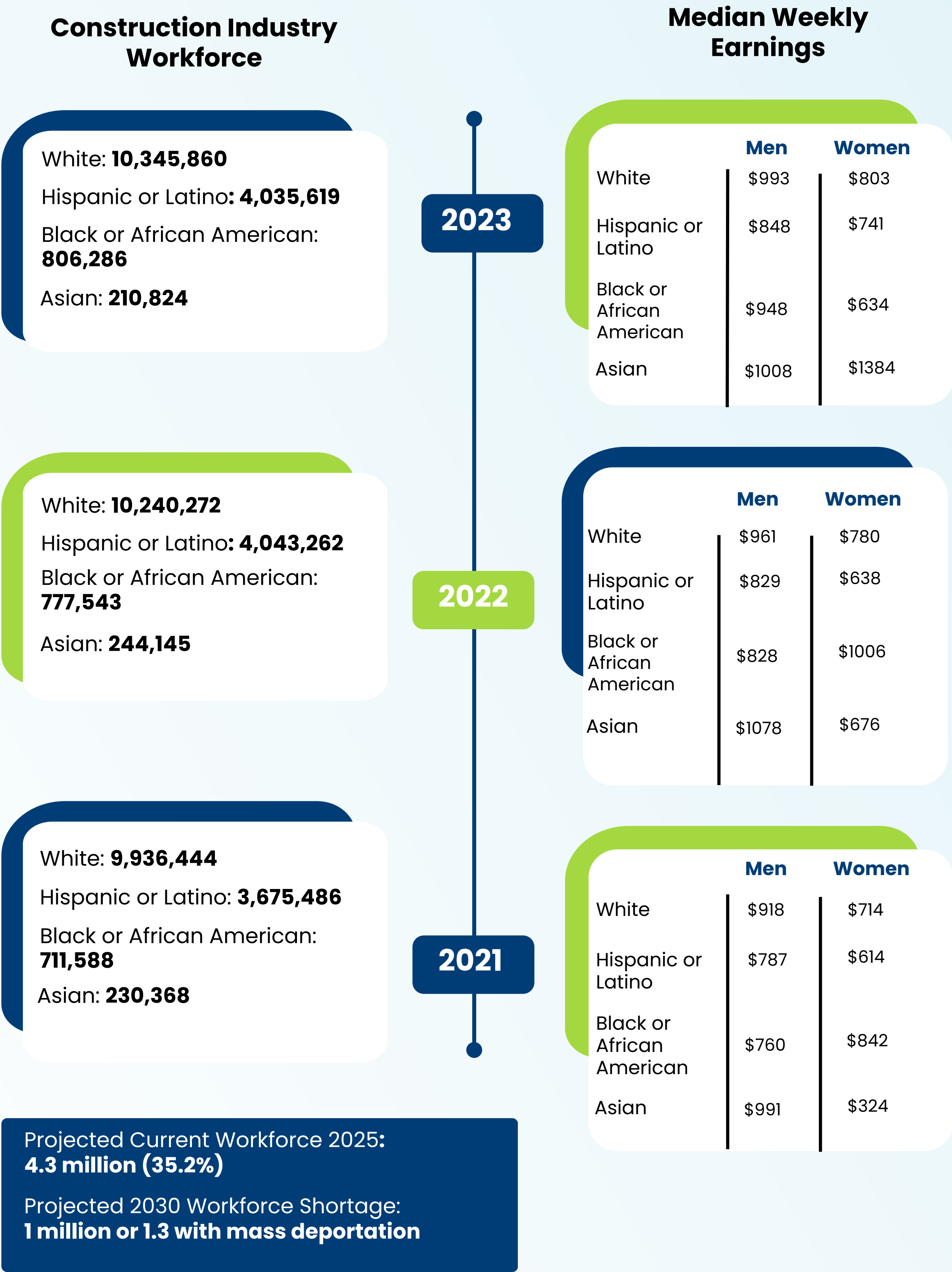
At the same time, the construction industry faces a severe labor shortage, with over 500,000 job openings in 2024, a figure expected to surpass 1 million by 2030. This workforce gap is primarily driven by an aging workforce nearing retirement and the declining interest of younger workers in skilled trades. Legislative initiatives such as the Infrastructure Investment and Jobs Act have further intensified the demand for skilled professionals such as electricians, carpenters, and construction managers. Hispanic workers are uniquely positioned to bridge this gap, particularly in high-demand states and specialized trades.

WORKFORCE AT A GLANCE

Hispanic workers are foundational to the construction industry, contributing to its \$1.3 trillion annual output, while driving local economies and public infrastructure development. Their impact is particularly evident in regions with high labor participation, where Hispanic professionals play a key role in constructing roads, bridges, housing developments, and urban infrastructure.

According to the U.S. Bureau of Labor Statistics (2024), Hispanic and Latino workers represent a growing share of the construction workforce. Data highlights both workforce growth among Hispanic professionals and persistent wage disparities across racial, ethnic, and gender lines. (See Figure 2 below.)

Figure 2. Construction Workforce Composition and Wage Disparities by Race, Ethnicity, and Sex (2021–2023)



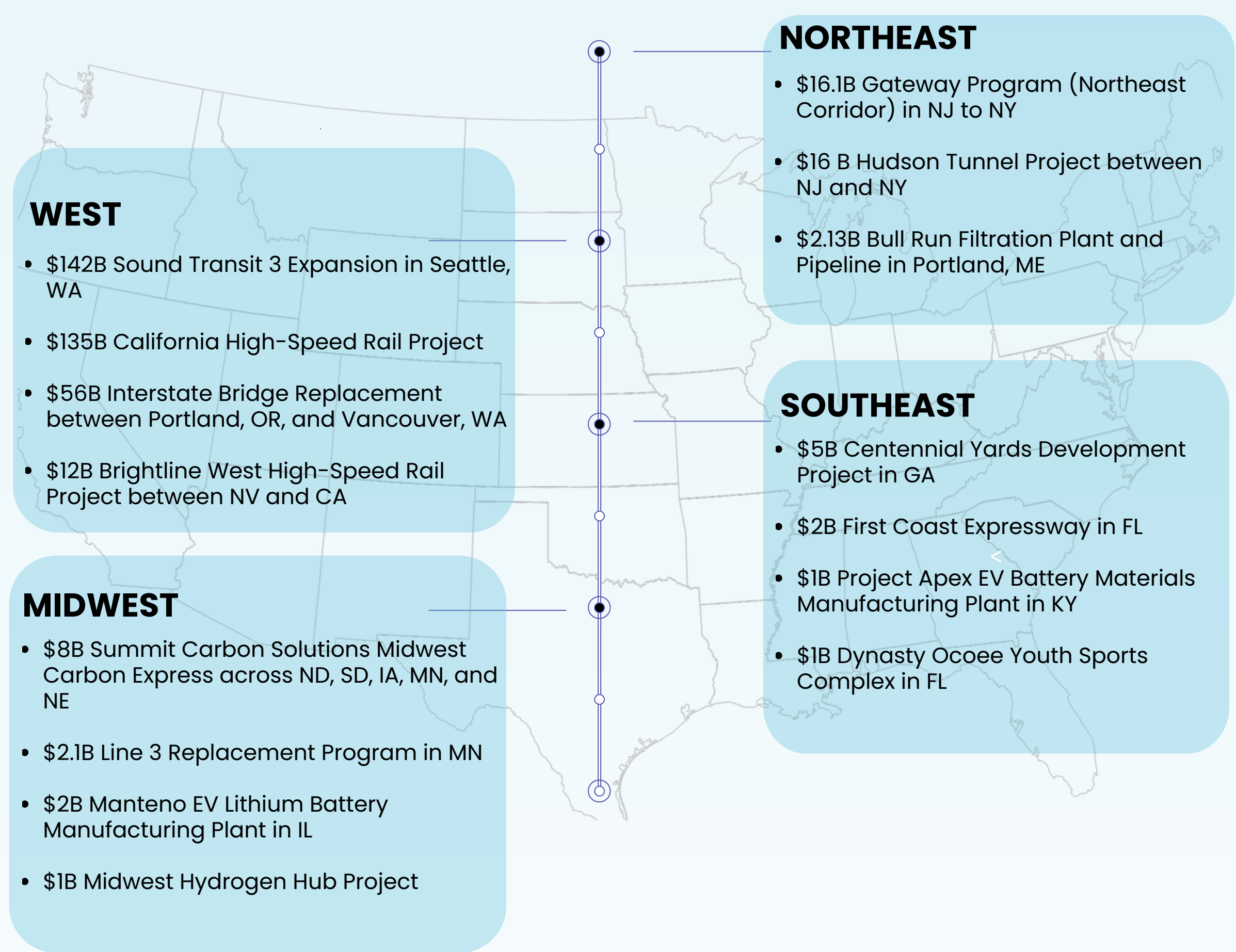
Note. Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. People whose ethnicity is identified as Hispanic or Latino may be of any race. Data sourced from the U.S. Bureau of Labor Statistics, Current Population Survey (2024).

REGIONAL PROJECTS

The construction industry is expanding across the United States, with Hispanic-owned firms and workers driving major infrastructure and development projects. From sustainable construction and climate resilience to transportation networks and affordable housing, Hispanic professionals are shaping the industry’s future.

This section highlights key regional projects and emerging opportunities for Hispanic-owned firms to expand their influence, showcasing their contributions to critical infrastructure, economic growth, and workforce development. As regional markets evolve, new opportunities emerge for Hispanic businesses to expand and lead.

Figure 3. Regional Construction Projects in the US.





HISPANIC-OWNED FIRMS

The U.S. construction industry is a cornerstone of the national economy, with more than 785,917 construction firms employing over 7.5 million workers (U.S. Census Bureau, 2022). Within this landscape, Hispanic professionals have played a pivotal role, not only as a vital part of the labor force but also as business owners driving industry growth. Hispanic-owned construction firms exemplify the American entrepreneurial spirit, experiencing consistent expansion since 2017 and establishing themselves as key contributors to the sector. (See Table 2 below).

As of 2022, Hispanic-owned businesses across all sectors totaled 465,202, with construction firms representing 18.8% of that total. Within the construction industry, Hispanic-owned firms account for 11.5% of all U.S. construction businesses, underscoring the community’s significant economic impact. These firms alone generate over \$465 billion in annual revenue, fueling job creation and infrastructure development nationwide. Today, estimates suggest that Hispanic-owned firms now account for 95,000 businesses, collectively generating over \$779 billion annually, driving economic growth, fostering entrepreneurship, and creating jobs within Hispanic communities.

Hispanic-owned construction firms play critical roles in residential and commercial projects, particularly in major urban centers such as Los Angeles, Miami, and Houston. However, despite their contributions, these businesses face significant challenges, including limited access to capital and government contracts, which hinder their ability to scale and compete in larger markets. Despite these barriers, Hispanic entrepreneurs continue to demonstrate resilience and innovation, reshaping local economies and strengthening regional development.

Beyond the construction sector, the success of Hispanic-owned firms has a profound ripple effect. These businesses create a 1.4x multiplier effect on local economies, meaning that for every dollar generated, an additional \$0.40 circulates within the community, stimulating further employment and economic growth. Moreover, Hispanic entrepreneurs actively reinvest in their communities, often partnering with other minority-owned businesses, further reinforcing a diverse and sustainable economic ecosystem.

Table 2. Hispanic-Owned Construction Firms in the U.S. (2017–2022)

Year	Total Construction Firms	Hispanic-Owned Firms	%age of Total
2017	706,354	50,187	7.1
2018	710,826	53,684	7.5
2019	731,108	56,832	7.7
2020	729,166	62,789	8.6
2021	751,314	70,571	9.3
2022	759,808	87,732	11.5

Note. Data sourced from the U.S. Census Bureau (Annual Business Survey, 2022). Percentages reflect the share of Hispanic-owned firms relative to the total construction firms each year.

CREDIT CHALLENGES FACED BY HISPANIC BUSINESSES

Hispanic-owned construction firms, despite their substantial economic contributions, encounter significant barriers to growth and competition with larger, non-Hispanic-owned companies. One of the primary challenges is limited access to capital. Research from Stanford highlights a stark disparity: only 20% of Latino-owned companies that applied for national bank loans exceeding \$100,000 were approved, compared to 50% of White-owned enterprises.

Access to government and corporate contracts remains limited. In 2022, just 13% of Latino-owned businesses secured such contracts, despite their importance for stability and growth. Even when contracts are awarded, the gap in scale is striking. Federal contracts for White-owned businesses were, on average, 30 times larger than those for Latino-owned businesses.

According to the SBA's summary report, Hispanic businesses accounted for just 13.4% of approvals under the SBA's 7(a) loan program, underscoring systemic obstacles that hinder access to financial resources critical for expansion.

Another significant challenge is the difficulty in obtaining surety bonds, which are often required for public construction projects. Many smaller Hispanic-owned firms lack the financial history or assets necessary to secure these bonds, effectively excluding them from bidding on government contracts.

While Disadvantaged Business Enterprise (DBE) programs aim to support minority-owned firms in accessing public contracts, challenges remain.

These include:

- Complex application processes
- Limited mentorship opportunities
- Intense competition from larger, established companies

As a result, Hispanic-owned firms remain underrepresented in government contracting, despite their proven capacity to handle large projects

BARRIERS TO SCALING HISPANIC-OWNED FIRMS

Hispanic-owned construction firms face considerable challenges in scaling their businesses, with regulatory complexity posing one of the most significant hurdles. Federal, state, and local regulations, covering areas such as labor laws, safety standards, and environmental compliance, can be overwhelming for smaller firms with limited administrative resources. Many Hispanic-owned businesses lack the time, staff, or expertise to navigate these requirements effectively, creating barriers to growth and expansion.

Another major obstacle is the lack of professional networks and mentorship opportunities, particularly for first-generation immigrant business owners.

These connections are crucial for:

- Securing capital to fund growth.
- Navigating industry challenges, such as bidding on larger projects.
- Developing strategic business practices to scale operations.

Without access to these networks, many Hispanic-owned firms remain small or mid-sized, unable to compete with larger, more established companies.

Supplier diversity programs, intended to foster inclusion of minority-owned businesses, present challenges of their own. The certification processes for these programs are often complex and time-consuming, requiring resources that many small Hispanic-owned firms cannot spare. As a result, these businesses are frequently unable to access lucrative opportunities that could help them scale

LIMITED OPPORTUNITIES FOR TECHNICAL ASSISTANCE

Minority-owned construction businesses, including Hispanic-owned firms, face significant barriers in accessing technical assistance programs that are critical for growth and competitiveness. These programs provide critical support in:

- Business development training, including strategic planning and operations management.
- Financial planning, such as budgeting, loan preparation, and cash flow management.
- Certification assistance for public contracts, including Disadvantaged Business Enterprise (DBE) or Minority Business Enterprise (MBE) certifications.

However, these resources are often underfunded and unevenly distributed, leaving many firms without the support needed to expand and compete effectively.

Barriers to Access

Several factors limit the ability of minority-owned businesses to benefit from technical assistance programs:

Language Barriers

Many programs lack bilingual support, making them inaccessible to non-English-speaking business owners.

Lack of Industry Connections

Without established networks, minority business owners often remain unaware of available opportunities.

Geographic Inequities

Firms in rural or underserved urban areas often have limited access to locally available programs .

Impact of Limited Assistance

Without sufficient support, minority-owned construction firms struggle to:

- Scale their operations, as they lack the resources to invest in workforce development or advanced technologies.
- Compete for contracts, particularly public projects requiring complex certifications or compliance processes.

The Need for Expanded Access

Expanding technical assistance programs is critical to leveling the playing field for minority-owned businesses. Increased funding, targeted outreach, and bilingual services would provide these firms with the tools they need to thrive in the highly competitive construction industry.

Recommendations

- Increase Funding**

Allocate more resources to technical assistance programs, prioritizing underserved areas.
- Bilingual Support**

Ensure that all programs offer materials and training in multiple languages.
- Partnerships**

Foster collaborations between advocacy groups, industry leaders, and government agencies to broaden access and raise awareness of available programs.

PIONEERING HISPANIC-OWNED FIRMS

ALL Construction Group

Originally founded as ALL Masonry Construction Co., Inc. in 1972, ALL Construction Group is a Chicago-based, family-owned and operated firm. Over the decades, it has grown into a leading force in the industry, employing a peak workforce of 500 tradespeople. The company has earned unparalleled recognition, receiving 20 prestigious Excellence in Masonry Awards for its commitment to craftsmanship and innovation.

Hensel Phelps Construction

Founded in 1937, Hensel Phelps Construction has evolved from a small, family-run business into a world-class builder. With a strong focus on expanding into new markets, fostering partnerships, and investing in diversity and community development, the company remains dedicated to creating opportunities and shaping the future of construction. Hensel Phelps continues to set industry standards through its commitment to excellence, innovation, and service.

Alto FSI

Established in Cleveland, Ohio, Alto FSI is a Minority Business Enterprise specializing in fire safety within the construction industry. The company offers expert services in thermal insulation, membrane roofing, waterproofing, fire and smoke protection, and related systems. As a specialty contractor, Alto FSI supports both commercial and institutional projects, contributing to safer, more resilient building environments. Alto FSI made history by securing a \$4 million contract with Turner Construction for Cleveland’s largest healthcare project, the first of its size awarded to a Hispanic-owned firm in the region.

Peinado Construction

The Peinado Construction team has been responsible for delivering approximately 50 million square feet of industrial, data center, and office facilities across Texas. Known for its client-centered approach, Peinado Construction streamlines project delivery while prioritizing quality, safety, and efficiency. The company’s expertise and specialized services have positioned it as a trusted leader in the industry.

GSI Builders, Inc.

GSI Builders, Inc. is an Oregon-certified Minority Business Enterprise with over 40 years of combined experience in commercial construction. Rooted in family values and community commitment, the firm specializes in affordable housing while also delivering market-rate multifamily, senior housing, public works, commercial, and tenant improvement projects. Their portfolio includes projects ranging from under \$100,000 to over \$26 million. GSI Builders brings a purpose-driven approach to construction, emphasizing integrity, responsibility, and excellence. Their work reflects a long-standing commitment to building strong, inclusive communities.



Photograph by GSI Builders Inc

03

EMPLOYMENT TRENDS

LABOR ROLES

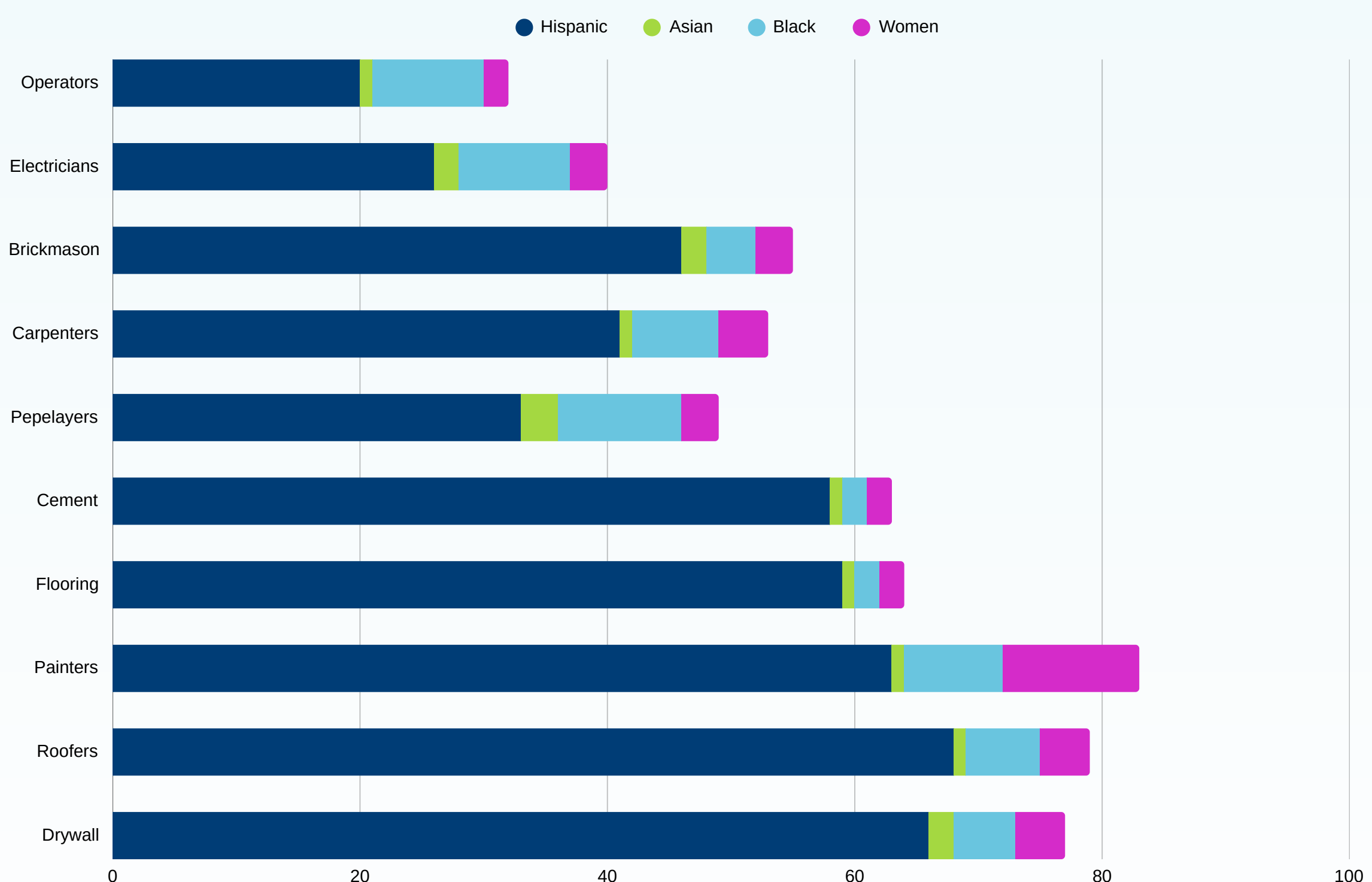
Hispanic workers form the backbone of the U.S. construction industry, excelling in roles that are both foundational and physically demanding. As of 2023, they represent over 80% of the workforce in trades such as drywall installation, roofing, framing, and masonry. (See Figure 4). These roles are critical to building the nation’s infrastructure, from homes to highways.

These labor-intensive roles present significant challenges for Hispanic workers. They earn a median annual wage of approximately \$43,580, which is substantially lower than wages in skilled trades or managerial roles. Beyond wage disparities, safety risks remain a critical concern, as language barriers often hinder access to proper safety training. Many employers often fail to provide bilingual materials, leaving Hispanic workers disproportionately vulnerable to workplace injuries and fatalities.

Case Study: Essential but Vulnerable

"Luis Hernandez, a roofer in Florida, faced unsafe working conditions due to his limited access to safety training in Spanish. After participating in a bilingual training program initiated by his employer, Luis improved his safety practices and became a team leader, reducing injuries on site by 30%."

Figure 4. Minority Labor Force (%)



Note. Data sourced from the U.S. Bureau of Labor Statistics.

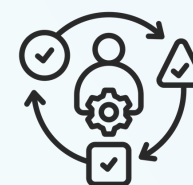
SKILLED TRADES



While historically underrepresented, Hispanic workers are steadily increasing their presence in skilled trades such as plumbing, electrical work, and HVAC installation. As of 2023, they comprised 30% of skilled trade workers in U.S. construction, reflecting a growing shift toward specialized roles that offer stability and higher wages.



Skilled trades offer clear pathways to career advancement, with vocational training programs playing a key role in bridging the gap. Institutions like the Los Angeles Trade-Technical College, apprenticeship programs, and union-sponsored initiatives are equipping Hispanic workers with the technical expertise and certifications needed to succeed in high-demand fields.



Additionally, technological advancements are transforming skilled trades. The integration of robotics, AI-driven project management tools, and sustainable building materials like mass timber is reshaping how work is performed, enhancing efficiency, and creating new opportunities for skilled professionals.

APPRENTICESHIPS

At the heart of this dynamic sector lies a powerful tool for developing skilled labor: apprenticeships. These programs provide a structured "earn while you learn" approach, equipping individuals with technical skills for well-paying careers while offering employers a pipeline of highly trained workers. However, challenges like low completion rates and labor shortages highlight the urgent need to expand and improve these programs to meet the industry's demands.

Apprenticeships are a pathway to careers in construction, blending hands-on training and classroom education. Programs typically span three to five years, ensuring participants master their craft while earning wages. With over 451,000 participants in 2024, a 22% increase in five years, apprenticeships have become crucial for workforce development. These programs enhance the construction industry by providing workers with recognized credentials and specialized skills to support infrastructure projects and adapt to an evolving economy.

Economic benefits of apprenticeships are substantial. Workers gain trade expertise without the financial burden of student debt and earn an average of \$60,000 annually upon completion. Over their careers, this translates to \$300,000 more in earnings than non-apprenticeship workers. For employers, apprentices address labor shortages by creating a customized pipeline of skilled workers, reducing turnover, and boosting productivity.

The "earn while you learn" model stands out as apprentices earn competitive wages, receive raises as their skills increase, and avoid tuition costs. Employers benefit from lower hiring costs while ensuring well-prepared, high-quality, and loyal workers. Sponsoring apprenticeships reflects an investment in employees' futures, fostering job satisfaction and retention.

Despite their advantages, apprenticeships face challenges. Completion rates are low, with some programs reporting less than 40% of participants finishing. Barriers such as physically demanding environments, insufficient mentorship, and workplace discrimination, particularly against women and minorities, contribute to this. Women represent less than 10% of the construction workforce, highlighting the need for outreach and support to make programs more inclusive for underserved groups, such as women, minorities, and veterans.

The declining number of registered apprenticeship programs also dampens growth, requiring attention to address sustainability and accessibility. Enhancing mentorship, reducing discrimination, and fostering outreach to high schools and community colleges are pivotal strategies to broaden the talent pool. Pre-apprenticeship initiatives, like Youth Build and Helmets to Hardhats, help prepare younger generations for successful trade careers.

The construction industry is projected to grow by 10% by 2024, with roles like electricians and plumbers seeing even higher demand. Tackling labor shortages requires expanding apprenticeship opportunities and increasing federal and state investments. These programs are not optional but essential for meeting the nation's future infrastructure and workforce needs.

Apprenticeships are more than career pathways; they are bridges to a stronger, better-built future. By investing in these programs, addressing barriers, and fostering inclusivity, the construction industry can provide opportunities, fuel economic growth, and strengthen communities. Expanding apprenticeships is a necessary step toward building a workforce ready to meet the challenges of tomorrow.

MANAGEMENT

Despite their significant presence in labor-intensive and skilled roles, Hispanic workers remain underrepresented in supervisory and managerial positions. Only 12% of foremen and 8% of construction managers are Hispanic, a stark contrast to their overall workforce participation.

Key Barriers to Advancement Include

Limited access to training and mentorship

Many Hispanic workers lack opportunities for leadership development, which are critical for managerial roles.

Language and communication challenges

Proficiency in English is often a prerequisite for supervisory roles, presenting a hurdle for some Hispanic workers.

Informal employment arrangements

These reduce access to benefits such as health insurance and retirement plans, making it harder for workers to invest in certifications or training.

Case Study: From Labor to Leadership

"Maria Lopez began her construction career as a drywall installer in Texas. After enrolling in a leadership training program offered by the National Hispanic Contractors Association, she advanced to a foreman role. Maria now leads a team of 20 workers on multimillion-dollar commercial projects, showcasing the value of investing in Hispanic leadership."

THE NEED FOR LEADERSHIP DEVELOPMENT

The construction industry is evolving with digital tools and sustainable practices, increasing demand for leaders with technical and managerial skills.

Hispanic workers are well-positioned to fill these roles if they have access to the right resources. Organizations like the Hispanic American Construction Industry Association (HACIA) and the National Hispanic Contractors Association (NHICA) are stepping in to bridge the gap. Programs tailored for Hispanic construction professionals are helping them transition into roles like project managers, foremen, and executives.

Call to Action for Industry Stakeholders

Access

Expand access to bilingual leadership training programs.

Mentorship

Foster mentorship initiatives that connect experienced leaders with rising Hispanic talent.

Advancement

Prioritize affordable certification programs and remove financial barriers to advancement.



04

HISPANIC WOMEN IN CONSTRUCTION

According to the BLS (2024), the number of women employed in the construction industry has steadily increased over the past decade. In 2015, approximately 929,000 women worked in construction, and by 2024, this number had risen to around 1,343,000, reflecting a 44.5% increase in the female construction workforce.

In 2024, an estimated 152,763 Hispanic women were employed in construction, representing 4.3% of the total construction workforce. According to the US Census (2018), 7,135 women, or 1%, were construction managers.

CHALLENGES FACED BY HISPANIC WOMEN

Hispanic women face unique challenges in the construction industry, navigating barriers related to gender, ethnicity, and workplace culture:



Hispanic women make up less than 5% of the construction workforce, significantly lower than their male and non-Hispanic counterparts .



Dual bias based on gender and ethnicity limits access to high-paying roles and leadership opportunities.



Equipment and safety protocols are often designed for men, adding risks for women in physically demanding roles.

Data Spotlight

Hispanic women earn 21% less than their male counterparts in similar positions and 9% less than non-Hispanic women in construction.

Despite these barriers, Hispanic women in unionized roles earn 20% more on average than those in non-unionized positions.

Recommendations

- Provide gender-inclusive safety equipment and conduct workplace training to address bias.
- Mandate pay transparency audits to identify and rectify wage disparities.

LIMITED ADVANCEMENT

Career advancement for Hispanic women in construction is more limited than for their male counterparts, as vocational training and apprenticeships often focus on men, with few programs addressing the challenges women face. Only 9% of construction managers are women, and even fewer are women of color, leaving Hispanic women underrepresented in higher-paying trades like plumbing and electrical work. Hispanic women who own or manage construction businesses face additional barriers, such as limited access to capital and mentorship, with 65% of women of color, including Hispanic women, reporting difficulties securing loans (Small Business Administration, 2023).

Recommendations

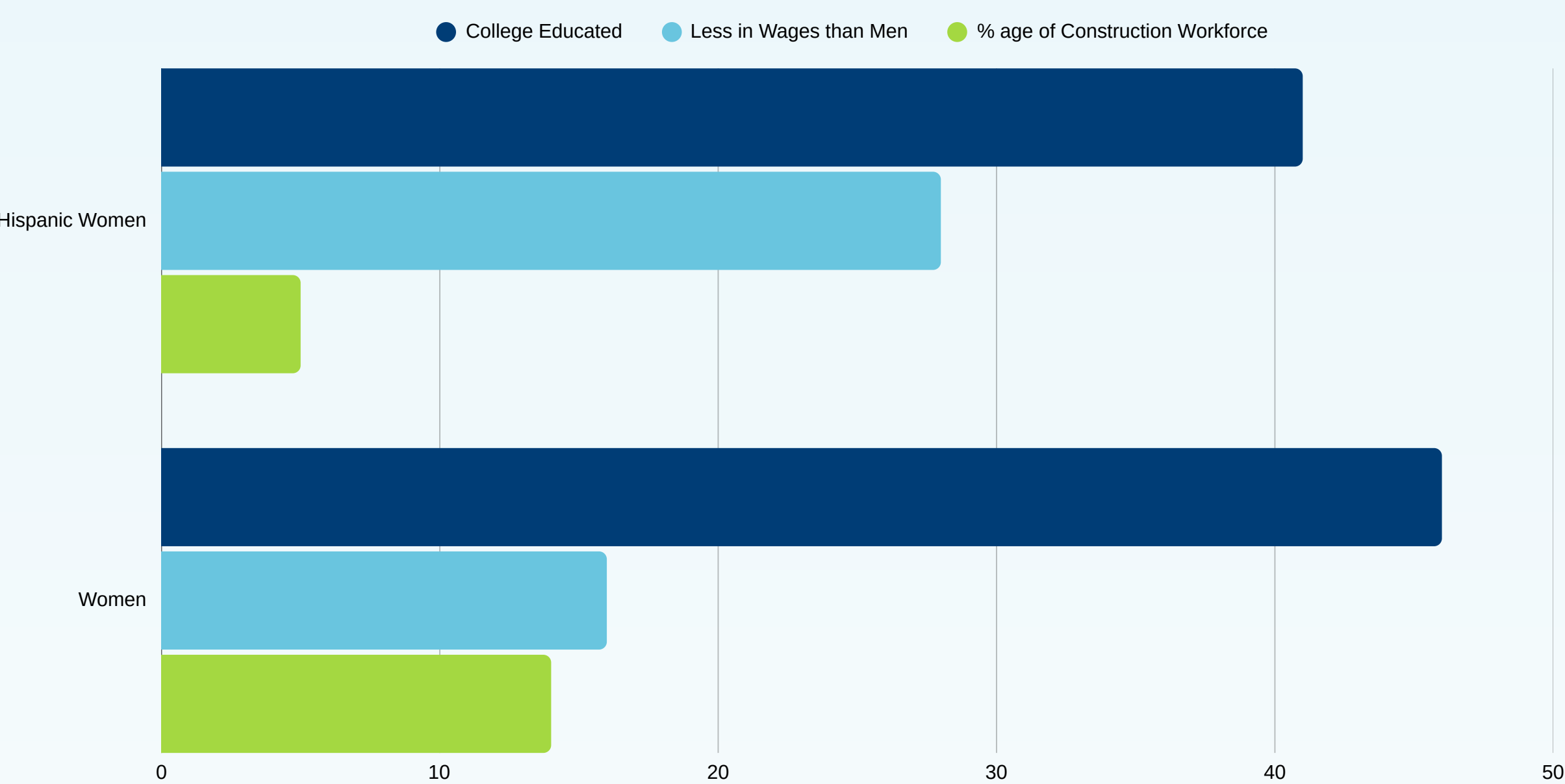
- Launch mentorship initiatives pairing experienced female leaders with Hispanic women in construction.
- Provide scholarships and financial aid for vocational training and STEM-based certifications.

OPPORTUNITIES FOR GROWTH

New opportunities are emerging for Hispanic women in construction as the industry increasingly recognizes the importance of gender diversity. Organizations like Tradeswomen Inc. and NAWIC are offering training programs specifically for women, providing mentorship, technical training, and career development for both skilled trades and leadership roles.

Bilingual vocational programs help Hispanic women overcome language barriers and access networks through Spanish training and mentorship. Increased access to education has also contributed to the growth of Hispanic women in leadership roles. In 2020, 41% of Hispanic women were enrolled in college, compared to 35% of Hispanic men, better preparing them for leadership positions within the construction industry (Pew Research Center, 2024). (See Figure 5).

Figure 5. Women in Construction Wage Disparities



Note. Sourced from U.S. Census Bureau, American Community Survey.

PIONEERING WOMEN IN CONSTRUCTION

The construction industry, traditionally dominated by men, has seen remarkable contributions from women who are changing the landscape and paving the way for future generations. This section of the report highlights Ines Rivas-Hutchins, whose leadership and entrepreneurial spirit have significantly impacted the sector.



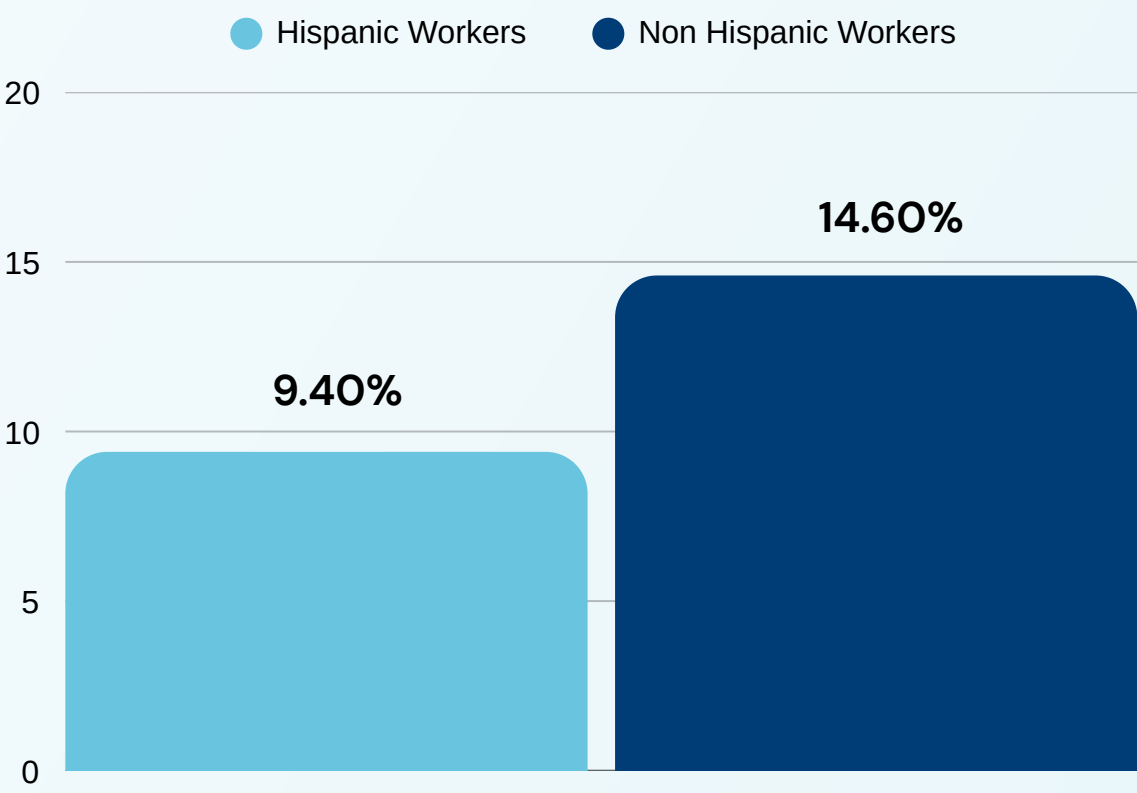
Founder of INTEC Group LLC, Ines Rivas-Hutchins started her own construction business in 2014 after accumulating valuable industry experience. Since then, she has focused on empowering other women to establish and grow their businesses within the construction domain. Under her leadership, INTEC Group LLC has successfully managed over \$500 million in commercial and federal projects, showcasing the abilities of female-led companies in handling substantial and complex contracts.

05

UNIONS AND TRADE ADVOCACY

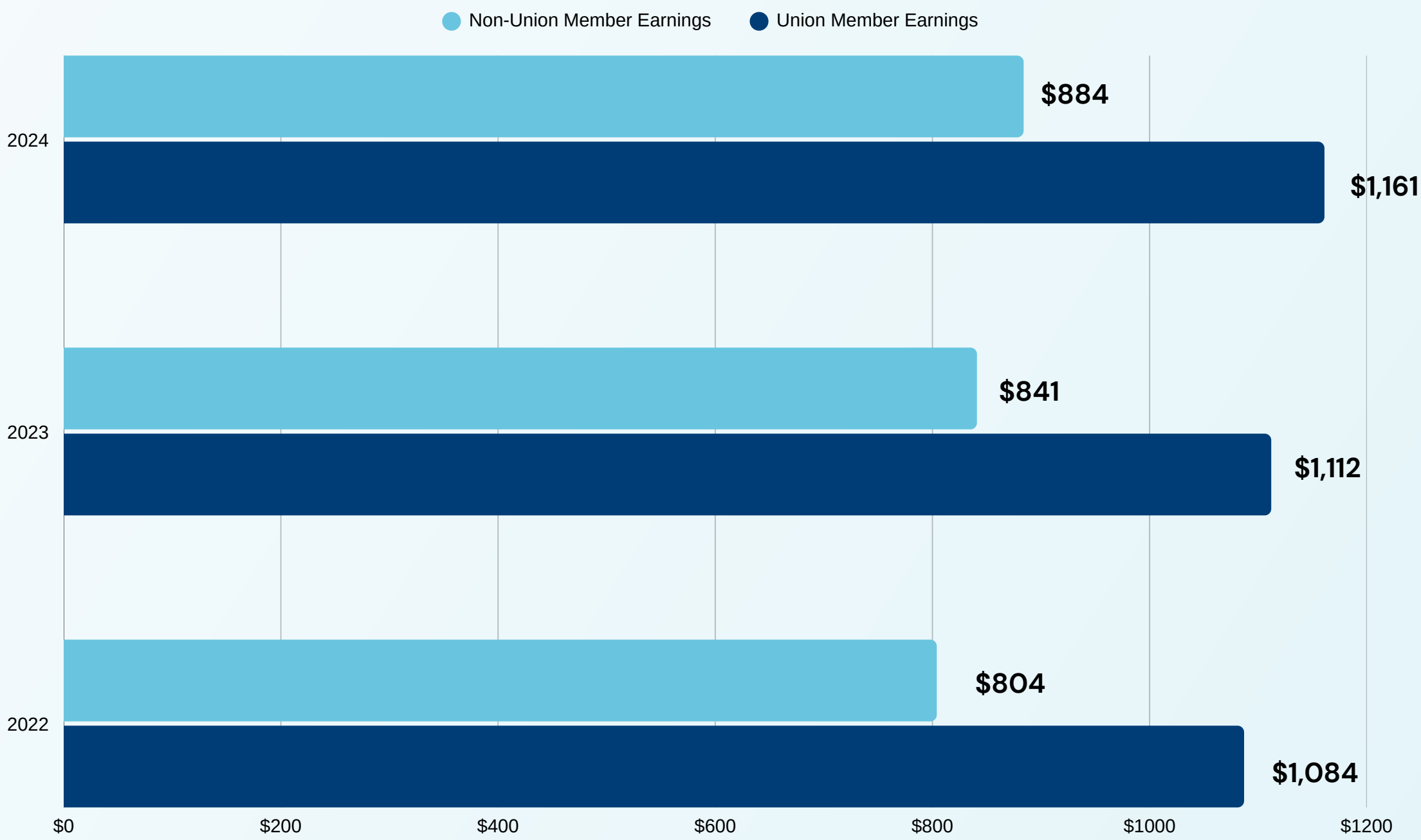
UNION REPRESENTATION

Unions have historically played a critical role in securing better wages, safer working conditions, and job stability for construction workers. However, Hispanic workers are underrepresented in unions, with only 9.4% of Hispanic workers being union members, compared to 14.6% of non-Hispanic workers (Bureau of Labor Statistics, 2022).



This gap is due to factors like language barriers, undocumented status, and the concentration of Hispanic workers in non-unionized, labor-intensive jobs. Many are employed by subcontractors who avoid union affiliation, making union membership less accessible. Despite this, unionized Hispanic workers earn \$7.60 more per hour on average and enjoy better access to healthcare, safer working conditions, and job stability through contractual protections and regular safety training (Economic Policy Institute, 2021). (See Figure 6).

Figure 6. Median Weekly Earnings Union vs Non-Union (2022-2024)



Note. Data refer to the sole or principal job of full-time wage and salary workers. All self-employed workers are excluded, both those with incorporated businesses as well as those with unincorporated businesses. Updated population controls are introduced annually with the release of January data. Data sourced from the U.S. Bureau of Labor Statistics, Current Population Survey (2024).

BARRIERS TO UNION PARTICIPATION

Despite the benefits of union membership, several barriers prevent many Hispanic workers from joining or participating in unions. Language is a major challenge, as most union meetings, materials, and training are in English, leaving Spanish-speaking workers feeling excluded. While some unions offer bilingual support, these efforts are limited. Undocumented workers also fear retaliation, avoiding unions or reporting labor violations due to concerns about exposing their immigration status, which employers exploit to suppress wages and deny benefits. The transient nature of construction work, with workers hired on a project-by-project basis, further complicates unionization efforts, as constantly changing employers make it hard to build lasting relationships with unions or commit to dues, causing many to miss out on union protections. Even documented workers may fear being blacklisted, limiting participation further.

BARRIERS TO BECOMING A UNION CONTRACTOR

For businesses considering unionizing, several challenges can act as significant deterrents. Unionization requires compliance with complex labor laws, negotiating collective bargaining agreements, and adhering to union regulations, all of which can substantially increase operational costs.

Financial Burdens

Unionized companies often face increased labor costs, with wages and benefits potentially rising by 20–30%.

These higher costs include:

- Administrative expenses associated with managing union contracts.
- Legal fees resulting from labor disputes or contract enforcement issues.

These financial pressures can strain already limited resources for small and minority-owned businesses, making unionization a daunting prospect.

Procedural Complexity

The policies and procedures associated with unionization can also discourage businesses. Employers must navigate:

- Union election processes, which require strict adherence to labor law guidelines.
- Contract negotiations, which can be time-consuming and legally intricate.

Smaller businesses often lack the legal expertise or administrative capacity to handle these complexities, increasing the risk of noncompliance or disputes.

Perceived Loss of Control

Another concern for employers is the potential loss of control over key labor decisions. Union agreements often grant unions influence over:

- Work schedules and overtime policies.
- Wages and benefits structures.
- Employee discipline procedures.

For small and minority-owned firms, this shift in control can introduce additional layers of bureaucracy, further complicating day-to-day operations and long-term planning.

SUCCESSES AND CHALLENGES OF UNIONS

In regions where unions have actively engaged Hispanic workers, the results have been positive. For example, the New York City District Council of Carpenters launched a bilingual training and outreach program, providing safety training, legal support, and union membership opportunities for Spanish-speaking workers.

This initiative significantly boosted Hispanic union membership in New York, improving wages and working conditions for thousands. Similarly, the Laborers' International Union of North America has successfully recruited Hispanic workers in masonry, concrete work, and road construction, helping them transition into skilled trades and leadership roles, which enhances their economic prospects and representation in higher-paying jobs.

These successes are not universal. Many unions still struggle to engage Hispanic workers, particularly in regions with large undocumented populations or industries dominated by non-union subcontractors. Limited union resources and the challenges of reaching workers in informal employment settings have hindered unionization progress for Hispanic workers in several areas.

THE ROLE OF ADVOCACY GROUPS

Advocacy groups play an essential role in protecting the rights of non-unionized Hispanic workers, addressing systemic issues like wage theft and unsafe conditions. Groups like the Workers Defense Project and National Day Laborer Organizing Network provide critical legal assistance, training, and advocacy.


Case Study


"In 2019, the Workers Defense Project reconciled \$1 million in unpaid wages for Hispanic workers in Texas, highlighting the importance of advocacy organizations in securing justice."

Recommendations

- Strengthen partnerships between unions and advocacy groups to protect workers.
- Increase funding to expand outreach and support programs.

WAGE THEFT AND EXPLOITATION

- 

Wage theft remains one of the most significant barriers for Hispanic construction workers, with 30–35% reporting issues such as unpaid wages, withheld overtime, or misclassification. Undocumented workers are particularly at risk, with employers exploiting their fear of deportation to avoid fair compensation.
- 

A 2018 investigation in Texas revealed widespread wage theft on public infrastructure projects, where many Hispanic workers were paid below minimum wage despite working over 60 hours weekly. Advocacy groups like the Workers Defense Project have made strides in recovering millions in unpaid wages, but systemic enforcement gaps persist.

VULNERABILITY OF UNDOCUMENTED WORKERS

Undocumented workers make up approximately 23% of the U.S. construction workforce and are disproportionately concentrated in low-wage, labor-intensive jobs (Center for American Progress, 2021). Fear of deportation discourages them from reporting wage theft, unsafe conditions, or discriminatory practices, leaving them with little recourse against exploitation.

Worker Testimonial

"I worked 12-hour shifts but never saw overtime pay. Thanks to a local advocacy group, I learned my rights and was finally paid what I earned."

– Juan R., Laborer in Austin, Texas

Worker Testimonial

"I was too scared to report unsafe conditions because I didn't want to lose my job or be deported. It felt like I had no choice".

– Anonymous Laborer in Phoenix, Arizona

Recommendations

- Strengthen enforcement of wage theft laws through increased inspections and harsher penalties.
- Expand access to legal aid clinics and reporting hotlines, particularly in Spanish.

LACK OF LEGAL PROTECTION AND ENFORCEMENT

Existing labor laws are poorly enforced in industries with high concentrations of Hispanic workers, often due to understaffed labor departments and weak penalties. Language barriers further compound this issue, leaving many workers unaware of their rights.

Case Study

“In California, a group of Hispanic construction workers collaborated with an advocacy organization to file a collective complaint about wage theft. The effort resulted in new legislation requiring contracts to include multilingual legal rights information.”

Recommendations

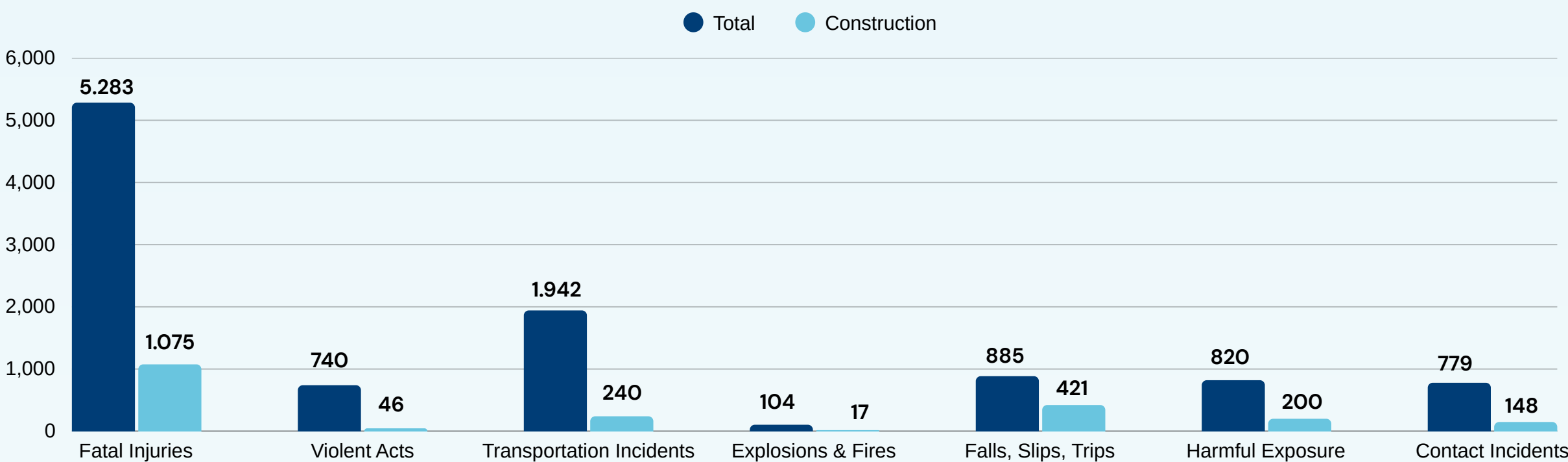
- Boost funding for labor inspections in high-risk industries.
- Collaborate with community groups to provide legal education.



06 OCCUPATIONAL HAZARDS AND HEALTH RISKS IN CONSTRUCTION

The construction industry is one of the most hazardous sectors in the United States, consistently ranking among the top industries for workplace injuries and fatalities (See Table 3). In 2023, the construction industry recorded 1,075 fatalities, the highest among all industry sectors and the highest number reported since 2011. The nature of construction work exposes workers to numerous risks, including falls, equipment-related injuries, electrical risks, hazardous materials, extreme weather conditions, and physical and mental harm.

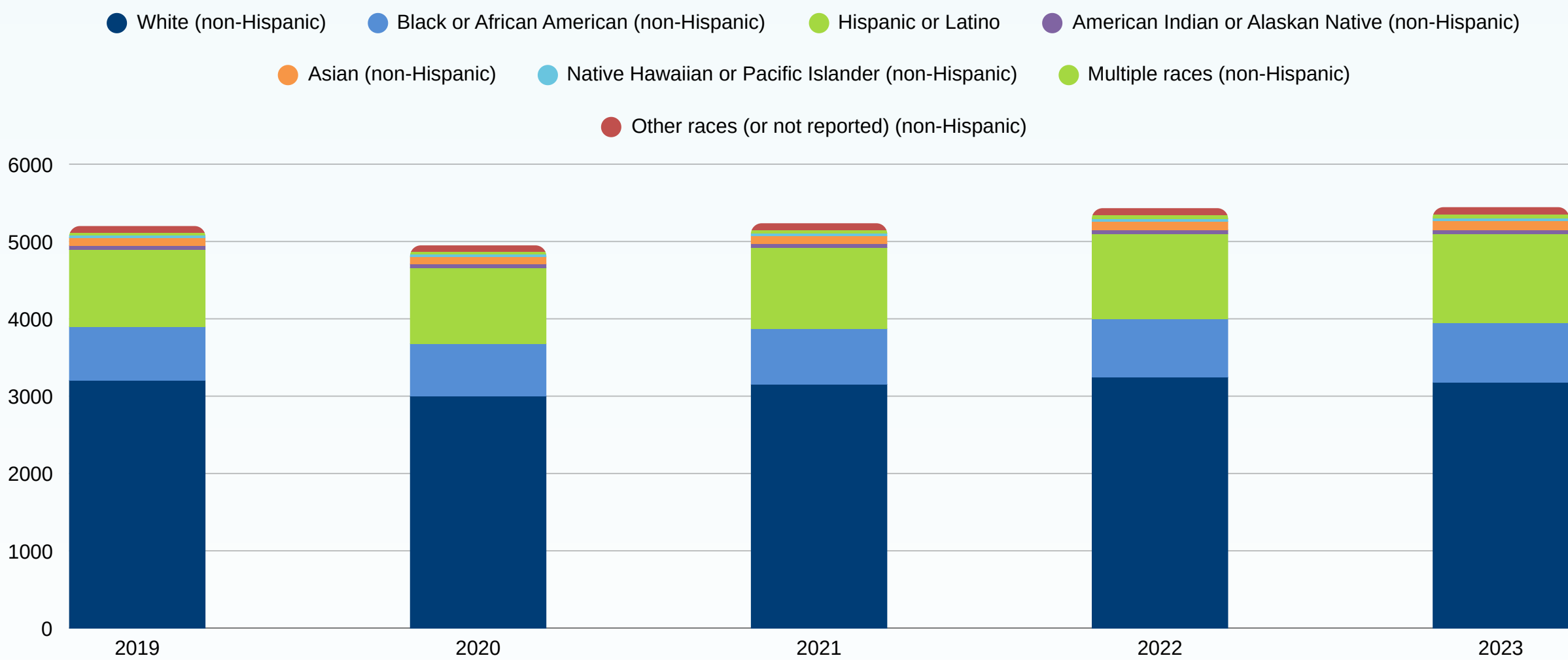
Table 3. Fatal Occupational Injuries by Industry (2023)



Note. Data sourced from the U.S. Bureau of Labor Statistics, Census of Fatal Occupational Injuries (CFOI).

Hispanic and Latino workers experience a disproportionately high rate of fatal occupational injuries (See Figure 7). In 2023, they accounted for 23.6% of construction fatalities despite only representing 33.8% of the construction workforce. For detailed industry fatal work injuries trends, see Appendix B (Table B1).

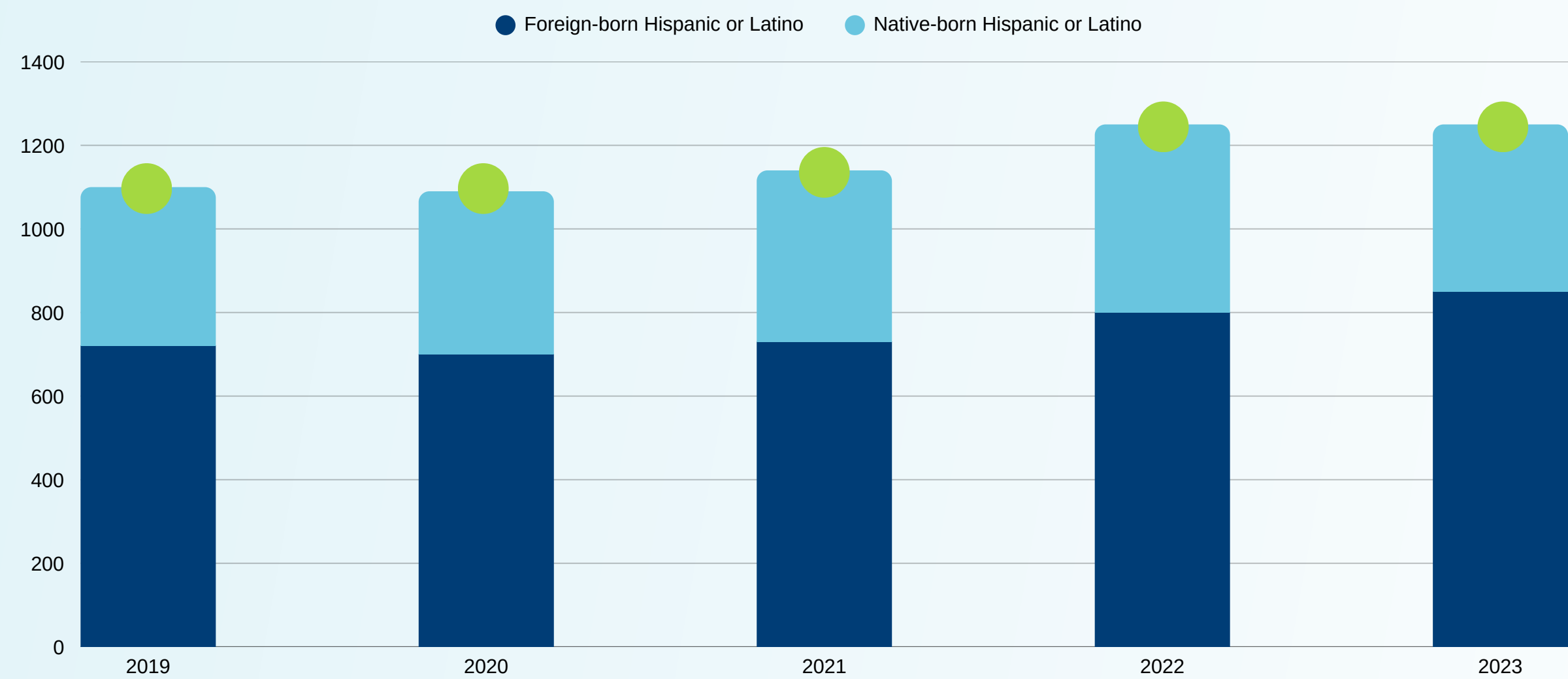
Figure 7. Fatal Work Injuries by Race or Ethnicity (2019–2023)



Note. Data sourced from the U.S. Bureau of Labor Statistics.

It is estimated between 15% and 20% of the Hispanic construction workforce is comprised of foreign-born immigrants. Foreign-born Hispanic or Latino workers made up 67.1% (839) of all Hispanic or Latino worker fatalities (1,250), highlighting the disproportionate risks faced by this group.(See Figure 8). For detailed fatal work injury trends to Hispanic or Latino Workers, see Appendix B (Table B2).

Figure 8. Fatal Work Injuries to Hispanic or Latino Workers (2019–2023)



Note. Data sourced from the U.S. Bureau of Labor Statistics, Census of Fatal Occupational Injuries. Definitions: Foreign-born workers are people who reside in the United States but were born outside the country or one of its outlying areas to parents who were not U.S. citizens. Foreign-born workers include legally admitted immigrants, refugees, undocumented immigrants, and temporary residents such as students and temporary workers.

Fall Hazards

Falls are the leading cause of death in construction, accounting for over 39.2% of all construction-related fatalities, according to the U.S. Bureau of Labor Statistics (2024). Workers frequently operate at elevated levels, including scaffolding, ladders, and rooftops. Insufficient fall protection, unguarded edges, and unstable surfaces contribute to severe injuries and fatalities.

Falls, Slips, and Trips

Accounted for 39.2% (421) of all construction fatalities.

- Most fatal falls, 64.4% (260), were to a lower level from heights between 6 and 30 feet.
- 67 fatal falls were from a height of more than 30 feet.
- Portable ladders and stairs were the primary source of 109 fatalities in construction.

Heavy Machinery and Equipment Hazards

Construction sites require the use of heavy machinery such as cranes, bulldozers, and excavators. Equipment-related hazards include:

Crushing incidents

from being caught between machinery and fixed objects.

Struck-by accidents

where workers are hit by moving equipment or falling materials.

Improper operation

due to inadequate training or mechanical failures, leading to rollovers or malfunctions.

Electrical Risks

Construction workers are at a high risk of electrocution due to exposure to live wires, power tools, and temporary electrical setups. Electrical hazards can arise from:

- Contact with overhead or underground power lines.
- Faulty or poorly maintained electrical equipment.
- Improper grounding and lack of personal protective equipment (PPE).

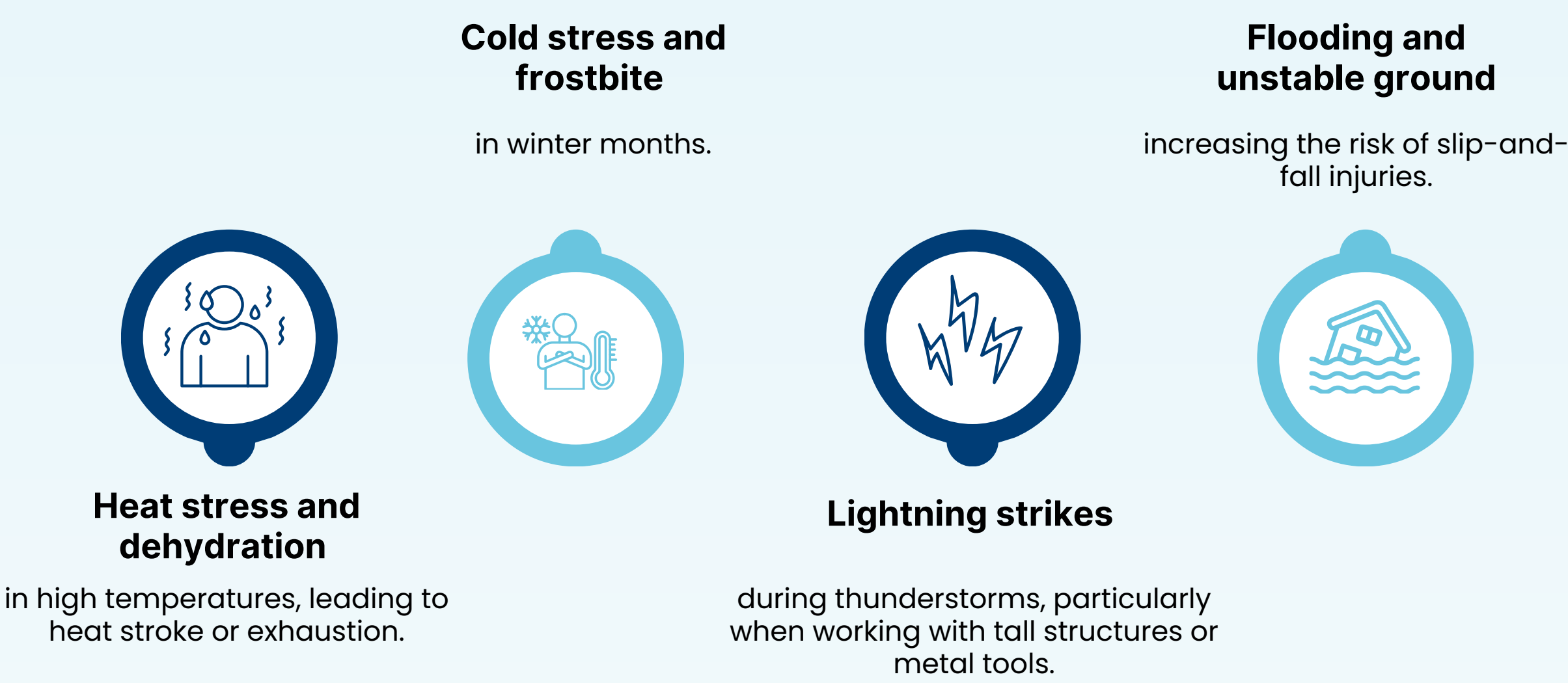
Exposure to Hazardous Materials and Toxic Substances

Construction sites often contain hazardous materials that pose long-term health risks, such as:

- Asbestos, which can cause lung diseases, including mesothelioma.
- Lead and other toxic metals, found in old paint or industrial coatings.
- Silica dust, generated from cutting concrete or stone, which can lead to chronic respiratory diseases like silicosis.
- Chemical solvents and adhesives, which can cause burns, neurological damage, or poisoning.

Extreme Weather and Environmental Conditions

Construction workers frequently work outdoors in extreme weather conditions, which can cause:



Repetitive Stress and Musculoskeletal Injuries

The physically demanding nature of construction work increases the risk of musculoskeletal disorders. Workers perform repetitive movements, heavy lifting, and prolonged manual labor, which can lead to:

- Chronic back pain and spinal injuries.
- Joint and tendon injuries (e.g., carpal tunnel syndrome, tendonitis).
- Overuse injuries from carrying heavy materials or operating tools for long periods.

Psychological and Mental Health Risks

While physical hazards are well-documented, construction workers also face significant mental health challenges, including:

- High levels of job insecurity, with seasonal layoffs or project-based employment.
- Long working hours and shift work, leading to sleep deprivation and exhaustion.
- Workplace isolation, particularly in remote job sites.
- Stigma around mental health, discouraging workers from seeking help for stress, anxiety, or depression.

High Risk of Workplace Violence

Construction sites often involve subcontractors, temporary workers, and diverse teams working under stressful conditions. This can lead to:

- Conflicts between workers, sometimes escalating to physical altercations.
- Threats from third parties, such as theft or trespassing incidents on job sites.
- Harassment and discrimination, particularly for women and minority workers in the industry.

OCCUPATIONAL HEALTH AND MENTAL WELLBEING

The lack of preventive care and regular check-ups can lead to long-term health problems that affect both employment and quality of life. Mental health challenges are also common, as the construction industry has the second-highest suicide rate in the U.S., driven by job insecurity, long hours, discrimination, and financial stress. For undocumented workers, the fear of deportation adds to the stress. Chronic stress can result in cardiovascular issues, depression, and suicide, while physical exhaustion from long hours and multiple jobs increases the risk of burnout.

HEALTH INSURANCE COVERAGE

Hispanic construction workers face significant challenges in accessing health insurance. Only 42% of Hispanic workers in construction have employer-provided health insurance, compared to 68% of non-Hispanic white workers (Kaiser Family Foundation, 2022). The situation is worse for undocumented workers, who often work in informal jobs without health benefits and are ineligible for Medicaid or ACA subsidies. Without insurance, medical care is often too expensive, with 45% of Hispanic adults reporting they did not receive needed care due to cost concerns (Commonwealth Fund, 2021).

VALUE PROPOSITION

Reducing workplace injuries by 40% boosts annual premiums by \$10–\$15 billion, saving \$2.88 billion in costs. (See Figure 9).

LANGUAGE AND CULTURAL BARRIERS

Language barriers significantly limit healthcare access for many Hispanic workers, as a large number have limited English proficiency. The shortage of bilingual medical professionals and inadequate translation services make it difficult for workers to fully understand diagnoses, treatment options, or prescriptions. Additionally, cultural tendencies in some Hispanic communities discourage seeking medical care unless necessary, a reluctance often driven by financial concerns or mistrust of the health care system. This delay in care can worsen physical and mental health issues over time. The stigma surrounding mental health in Hispanic communities adds to the problem, as many view mental health struggles as personal weaknesses, leading to untreated conditions like anxiety and depression, which are exacerbated by the high-stress nature of construction work.

Case Study

"In Houston, a roofing contractor implemented a bilingual safety training program after several injuries on-site. Within a year, incidents dropped by 40%, proving that effective communication can save lives."

Recommendations

- Require bilingual safety training on government-funded projects.
- Offer tax breaks to firms using safety technology.
- Enhanced access to mental health support
- Strong safety regulatory enforcement to prevent injuries, illnesses, and fatalities.

Figure 9. Reducing Hispanic Workplace Injuries



07

SUPPORTIVE INDUSTRIES

Hispanic professionals are making transformative contributions in architecture, engineering, supply chains, real estate, and professional services. Their innovation and cultural insight are reshaping industries, driving sustainability, and advancing technology.

PIONEERING ARCHITECTURE AND ENGINEERING

Hispanic architects and engineers are harmonizing tradition with cutting-edge solutions. Icons like Luis Barragán and Tatiana Bilbao have redefined design through minimalism and eco-conscious projects such as the Ajjic House. Meanwhile, Vanessa Galvez's bioswale initiative in New York City and Felix Candela's thin-shell concrete structures exemplify engineering that combines functionality with innovation.

Hispanic representation in engineering is steadily increasing, with undergraduate enrollment spiking 73.6% from 2010 to 2021. During this period, the number of bachelor's degrees earned by Hispanic students rose from 5,810 in 2010 to 19,888 in 2021, showcasing substantial growth in educational achievement.

The Latino Donor Collaborative & Society of Hispanic Professional Engineers (2023) reported that Latinos make up 9.4% of the U.S. engineering workforce, contributing significantly to the nation's technological advancement and innovation.


HISPANIC-OWNED SUPPLY CHAIN FIRMS

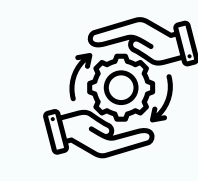
Hispanic-owned businesses play a critical role in supply chain advancements, with contributions to diverse industries, including construction. A prime example is BlueGrace Logistics, a third-party logistics (3PL) leader actively supporting the construction industry. BlueGrace specializes in managing complex freight logistics for construction businesses, handling everything from heavy equipment like cranes and dump trucks to replacement parts and bulk construction materials. Their expertise extends to reverse logistics, streamlining the return of construction rentals and materials, reducing costs, and increasing operational efficiency for their clients. By leveraging innovative technology and proprietary tools like BlueShip, BlueGrace not only meets the immediate logistical needs of construction companies but also provides data-driven insights to optimize their operations. With this focus on precision and efficiency, BlueGrace Logistics has become an indispensable partner for construction firms, ensuring timely deliveries and supporting large-scale projects that drive the industry forward.

REVITALIZING REAL-ESTATE

According to Grove Impact (2023), Hispanic developers make up just 0.16% of the U.S. real estate development industry, with only 175 identified among 112,046 private developers. Within commercial real estate, Black and Hispanic developers combined represent a mere 0.56% of all private developers, highlighting their significant underrepresentation. This disparity presents an untapped opportunity, as removing the constraints faced by these developers could create 1.7 million jobs and generate over \$100 billion in annual business revenues. Opportunity Zones, established under the Tax Cuts and Jobs Act of 2017, offer a vital pathway to empower Hispanic developers. By providing tax incentives to investors in economically distressed areas, Opportunity Zones help increase the housing supply, stabilize rents, and foster development in regions with high Hispanic populations. Such initiatives not only amplify the contributions of Hispanic developers but also promote stronger communities and spur economic activity, offering tangible benefits that extend across both residential and commercial real estate landscapes.

TRANSFORMING PROFESSIONAL SERVICES

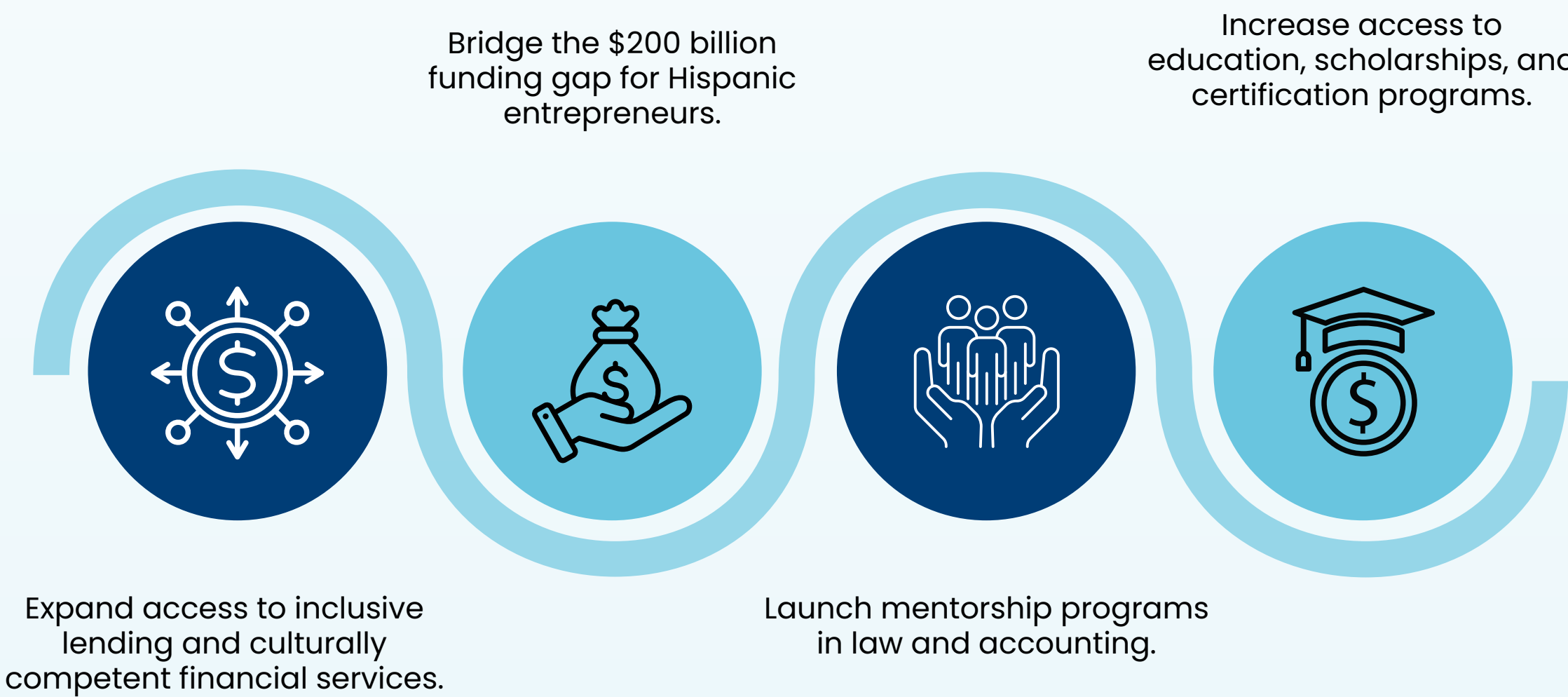
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Hispanic professionals are advancing the banking, legal, accounting, and insurance sectors. According to McKinsey & Company (2023), Latino households accounted for \$170 billion in financial-services revenue in 2022, projected to reach \$265 billion by 2030. Yet, a \$200 billion lending gap limits Hispanic-owned businesses’ growth, highlighting the need for greater financial inclusion.
- 

Legal and accounting fields also face challenges of underrepresentation, with Hispanics making up 5% and 10% of these professionals, respectively. Meanwhile, only 47% of Hispanic households hold life insurance, compared to 60% of White households, exposing an opportunity for tailored financial solutions.

UNLOCKING OPPORTUNITIES FOR GROWTH

To break down barriers and support Hispanic professionals, the following strategies are critical:



Photograph by All Construction



08

IMPACTS ON THE INDUSTRY

EFFECTS OF MASS DEPORTATION

The threat of mass deportations poses a critical challenge to the construction industry and the national economy. Immigrants make up 23% of the U.S. construction workforce, with an estimated 700,000 to 900,000 undocumented workers performing essential roles such as roofing, framing, and drywall installation. Their sudden removal would create a labor vacuum that existing workforce pipelines cannot fill, particularly as H-2B visas remain capped at just 66,000 annually, far below industry demand.

The impact would be immediate and severe: project delays, cost overruns, and a 42% decline in construction output, worsening the nation's existing housing shortage of 4 million units. Home prices could rise by 10–15%, and rents by 15–20%, especially in labor-dependent states like California, Texas, and Florida. Industries beyond construction, agriculture, manufacturing, and hospitality, would also face disruptions as immigrant labor disappears.

From a macroeconomic perspective, mass deportations could shrink U.S. GDP by 4.2% to 6.8%, equivalent to a \$1.1 to \$1.7 trillion annual loss, comparable to the Great Recession's impact. ICE operations, bolstered by the revived use of the Alien Enemies Act, are already prompting workers to exit the labor force voluntarily, disrupting community stability and weakening supply chains.

Legislative solutions such as the Dignity Act, American Families United Act, American Dream and Promise Act of 2025 offer a pathway to legal status for undocumented workers, Dreamers, and TPS holders. These measures would help stabilize the workforce, protect families, and ensure the continued growth of industries vital to America's infrastructure and economy.

EFFECTS OF HIGH TARIFFS

The construction industry is grappling with the severe impacts of escalating tariffs on essential materials such as steel, aluminum, lumber, and construction equipment. The whiplash effect of the ongoing trade war is intensifying cost pressures, with tariffs under the Trump administration already driving up project expenses by 4–6%. Home prices have risen by as much as \$22,000, worsening the affordability crisis for families and stalling critical infrastructure and housing projects nationwide.

For small and minority-owned firms already operating on thin margins, these tariffs threaten their survival. Rising input costs, rigid fixed-price contracts, material delays, and unpredictable supply chains are forcing many businesses to postpone or abandon projects altogether. The economic ripple effects stretch far beyond construction, fueling inflation, constraining job opportunities, and tightening housing supply in high-demand urban regions. Reduced construction activity also dampens GDP growth and strains public infrastructure, exacerbating existing vulnerabilities.

Business owners are urged to respond proactively to these challenges. Diversifying supply chains, renegotiating contracts to include escalation clauses, and strategically stockpiling materials when prices dip can help mitigate the strain. Investing in technology and efficient project management tools can also enhance resilience and reduce costs over time. Collaborative efforts, such as advocating for balanced trade policies and participating in industry coalitions, can amplify the collective voice calling for change.

The current trade environment underscores the urgent need for a more stable and equitable trade strategy. It is critical to strengthen domestic industries without sacrificing affordability and access across the construction supply chain. By navigating these challenges with adaptability and foresight, the industry can work toward stability and recovery while still driving growth and development.

ACKNOWLEDGMENTS

The establishment of the **Hispanic Construction Council** would not have been possible without the dedication, vision, and unwavering commitment of its co-founders **Gus Hoyas, David Arenas, Alex Seabold, and George Carrillo**. Their collective efforts have laid the foundation for an organization that champions the advancement of Hispanic professionals in the construction industry.

Over the past year, these leaders have dedicated countless hours, making personal sacrifices to turn this vision into reality. Their commitment to building a stronger, more inclusive industry has been demonstrated through their relentless work, strategic initiatives, and steadfast belief in the mission of the Hispanic Construction Council.

Each co-founder has played a vital role in shaping the organization:

Gus Hoyas has provided leadership and strategic direction, inspiring others to drive the mission forward.

David Arenas has contributed innovative ideas and resourcefulness, ensuring the Council remains adaptive and forward-thinking.

Alex Seabold has been instrumental in upholding the organization's values and fostering a culture of collaboration and purpose.

George Carrillo has demonstrated resilience and vision, guiding the organization through both challenges and opportunities.

Beyond their time and expertise, each co-founder has invested personal resources and efforts, foregoing moments with family and personal obligations in service of a greater purpose. Their work has not only established a strong foundation for the Hispanic Construction Council but has also created opportunities for future generations of Hispanic professionals in the construction industry.

The Council also expresses its deep appreciation to **The O'hara Project**. Thanks to their hard work and dedication, HCC has become a top-sourced advocacy group, nationally and internationally. This awareness supports our mission to raise awareness about the challenges faced by Hispanic workers and business owners, bringing their stories to the forefront of public discourse and policy conversations.

This annual report is a tribute to the people behind the progress. As the Council continues to grow, it does so powered by the values, leadership, and partnerships that define its mission. The contributions of these individuals will leave a lasting impact on the construction industry and the communities it serves.

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APPENDIX A

Construction Industry Data Tables

Table A1. U.S. Construction Industry Economic Trends (2022–2024)

		2022 Q1	2022 Q2	2022 Q3	2022 Q4	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2024 Q1	2024 Q2	2024 Q3
Gross Domestic Product	[Billions of dollars] Seasonally adjusted at annual rates (All Industries)	25215.5	25805.8	26272	26734.3	27164.4	27453.8	27967.7	28297	28624.1	29016.7	29374.9
VA Current Dollar	[Billions of dollars] Seasonally adjusted at annual rates (All Industries)	1079.1	1091.2	1117.6	1169.3	1185.6	1202.4	1231.6	1262.7	1291.1	1306.4	1318.6
VA Percent of GDP	[Percent] (All Industries)	4.3	4.2	4.3	4.4	4.4	4.4	4.4	4.5	4.5	4.5	4.5
Real GDP	[Billions of 2017 chain dollars] (All Industries)	21903.9	21919.2	22066	22249.5	22403.4	22539.4	22780.9	22960.6	23053.5	23223.9	23400.3
VA Chained 2017 \$	[Billions of 2017 chain dollars] (All Industries)	884.3	851.7	813.5	810.4	807.2	811	829.6	836.5	853.3	864.1	863.7
GDP Quantity % Change	[Percent change] Seasonally adjusted at annual rates (All Industries)	-1	0.3	2.7	3.4	2.8	2.4	4.4	3.2	1.6	3	3.1
Q-Contributions to GDP	[Percent and percentage points] (All Industries)	0.23	-0.68	-0.75	0.01	0.07	0.19	0.48	0.19	0.36	0.23	-0.01
VA Quantity Index	[2017=100] (All Industries)	105.241	101.369	96.825	96.445	96.065	96.52	98.732	99.562	101.562	102.847	102.789
VA Quantity % Change	[Percent change] Seasonally adjusted at annual rates (All Industries)	8.2	-13.9	-16.8	-1.6	-1.6	1.9	9.5	3.4	8.3	5.2	-0.2
GDP Price % Change	[Percent change] Seasonally adjusted at annual rates (All Industries)	8.5	9.3	4.5	3.7	3.6	1.9	3.2	1.5	3	2.5	1.9
P-Contributions to GDP	[Percent and percentage points] (All Industries)	0.34	0.89	1.17	0.78	0.17	0.06	-0.05	0.26	0.04	-0.01	0.18
VA Price Index	[2017=100] (All Industries)	121.838	127.819	137.01	143.981	146.761	148.266	148.541	151.06	151.415	151.304	152.798
VA Price % Change	[Percent change] Seasonally adjusted at annual rates (All Industries)	4.8	21.1	32	22	7.9	4.2	0.7	7	0.9	-0.3	4
GO Current Dollar	[Billions of dollars] Seasonally adjusted at annual rates (All Industries)	2137.2	2199.9	2210.9	2230	2246.9	2294.5	2359.1	2443.1	2494.1	2509.6	2524
GO Chained 2017 \$	[Billions of 2017 chain dollars] (All Industries)	1638.6	1620.2	1581.7	1565.8	1571.2	1609.5	1652.9	1699.6	1730.8	1737.3	1737.4
GO Quantity Index	[2017=100] (All Industries)	103.844	102.673	100.23	99.227	99.574	102.001	104.749	107.707	109.688	110.099	110.102
GO Quantity % Change	[Percent change] Seasonally adjusted at annual rates (All Industries)	2.5	-4.4	-9.2	-4	1.4	10.1	11.2	11.8	7.6	1.5	0
GO Price Index	[2017=100] (All Industries)	130.325	135.689	139.70	142.373	142.979	142.559	142.748	143.777	144.129	144.483	145.308
GO Price % Change	[Percent change] Seasonally adjusted at annual rates (All Industries)	17.4	17.5	12.4	7.9	1.7	-1.2	0.5	2.9	1	1	2.3
II Current Dollar	[Billions of dollars] Seasonally adjusted at annual rates (All Industries)	1058.1	1108.7	1093.3	1060.7	1061.3	1092.1	1127.6	1180.4	1203	1203.2	1205.4
II Chained 2017 \$	[Billions of 2017 chain dollars] (All Industries)	757.6	768.9	767.3	754.6	763.1	798.3	823.1	864.3	878.6	873.5	874.1
II Quantity Index	[2017=100] (All Industries)	102.697	104.228	104.00	102.281	103.433	108.205	111.569	117.15	119.092	118.405	118.484
II Quantity % Change	[Percent change] Seasonally adjusted at annual rates (All Industries)	-3	6.1	-0.9	-6.5	4.6	19.8	13	21.6	6.8	-2.3	0.3
II Price Index	[2017=100] (All Industries)	139.607	144.192	142.53	140.614	139.074	136.774	136.936	136.522	136.87	137.681	137.845
II Price % Change	[Percent change] Seasonally adjusted at annual rates (All Industries)	31.7	13.8	-4.5	-5.3	-4.3	-6.5	0.5	-1.2	1	2.4	0.5

Note. Data sourced from U.S. Bureau of Economic Analysis (2024).

APPENDIX B

Construction Fatal Work Injuries Trends

Table B1. U.S. Construction Industry Fatal Work Injuries Trends (2019–2023)

Year	Total	White (non-Hispanic)	Black or African-American (Non-Hispanic)	Hispanic or Latino	American Indian or Alaskan Native (Non-Hispanic)	Asian (Non-Hispanic)	Native Hawaiian or Pacific Islander (non-Hispanic)	Multiple races (non-Hispanic)	Other races or not reported (non-Hispanic)
2019	5,333	3,297	634	1,088	30	181	14	22	67
2020	4,764	2,898	541	1,072	32	150	8	14	49
2021	5,190	3,103	653	1,130	41	178	18	11	56
2022	5,486	3,167	734	1,248	35	169	9	16	108
2023	5,283	2,963	659	1,250	37	167	13	25	169

Note. Data sourced from the U.S. Bureau of Labor Statistics (2023).

Table B2. Fatal Injury Trends to Hispanic or Latino Workers (2019–2023)

Year	Total Hispanic or Latino	Native-born Hispanic or Latino	Foreign-born Hispanic or Latino
2019	1,088	369	719
2020	1,072	380	692
2021	1,130	403	727
2022	1,248	456	792
2023	1,250	404	839

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