

A Comprehensive Review of Prior Evidence

Report 5 in Volume 1 of the *Multiskilling in the U.S. Construction Industry* research series

59 peer-reviewed studies published 1998–2026	51 journal articles in the literature sample	26 studies quantified project performance outcomes	7 studies used any form of onsite project data
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KEY FINDINGS

- 1** Nearly every peer-reviewed study (95%) described multiskilling as valuable or emphasized its potential benefits.
- 2** No prior studies concluded that multiskilling was disadvantageous across any of the outcomes or conditions examined.
- 3** Roughly a quarter (24%) of prior studies conducted formal hypothesis testing supported by inferential statistics.
- 4** More than half (54%) relied on modelling and simulation methods without field-verified inputs.
- 5** 0 studies directly measured project-performance effects on an active U.S. onsite project.
- 6** 0 studies performed head-to-head comparisons of multiskilled and single-skilled crews for the same work sequences.

Reported performance impacts of multiskilling in prior literature

2% to 58% reduction in schedule durations	0.3% to 58% decrease in costs	2% to 77% improvement in production times	2% to 53% reduction in staffing requirements
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DIRECTION OF THE EVIDENCE

Benefits reported for every outcome measured	95% describe multiskilling as valuable	No study concluded it was disadvantageous
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Minimum and maximum performance effects reported across prior studies quantifying each outcome.