



Salary and Market Trends Survey **2016**

Contents

Introduction	3	Section 3 Market confidence	
Summary	5	How likely are you to change employer in the next 12 months?	18
Section 1 Salary		Job satisfaction	19
Average base salary of project professionals	6	How would you best describe your organisational growth?	20
Base salary by role	7	Main criteria when seeking new career opportunities	21
UK regional salary variations	8	Other benefits	22
UK salary variations by age	9	Section 4 Other	
How do qualifications and membership level affect salary?	10	Work location	23
How does membership of a project association affect salary?	11	How large is your organisation?	24
Membership grade by salary	12	Sector	25
Earnings by gender	13	Current role	26
Section 2 Contractor market			
What is your average day rate?	14		
What is your average contract length?	15		
Length of time as a contractor	15		
Contractor's mode of operation	16		
Rationale for contracting	17		

Introduction

Welcome to the APM Salary and Market Trends Survey 2016.

Nearly 5,000 project professionals took part in the study, making it the UK's largest project management salary study to date. Thanks must go to all the project professionals who kindly participated in this study and also APM career development partner Wellington Project Management for its ongoing support.

Insights from respondents across the UK allow us to gauge where the project profession is heading and what project managers are looking for when they seek new challenges.

Boom, bust or Brexit there are always new opportunities for project professionals. Project professionals continue to enjoy high levels of satisfaction with 82 per cent either fairly satisfied or very satisfied in their current role; five per cent up from last year.

The results illustrate and confirm the ongoing growth and success of the project management profession. It has made notable advances in creating a diverse industry representative of the nation and serves to underline the important role APM has in supporting and enhancing professional practice. It's a good place to be. See you next year.



Steve Wake APM chairman

2016
vs
2015

SURVEY TRENDS

54%

INCREASE in people
taking part in the 2016
Salary and Market Trends
Survey

23%

MORE respondents
anticipating a salary
increase in next 12
months

10%

MORE respondents are
very satisfied with their
jobs

7%

INCREASE in
respondents fairly likely
to change employer in
2016

8%

MORE respondents
believed that location is
an important factor when
choosing a job

3%

INCREASE in those
working in organisations
of 250+ employees

4%

INCREASE in
those anticipating
redundancies

1%

MORE contractors are
charging £1,000+
per day

Summary

Thank you to everyone who participated in this survey. It is by far the largest annual salary survey for our industry and provides invaluable data for both hiring managers and project professionals.

The survey opens the door to greater salary transparency, providing a snapshot of what you can expect to earn relative to your skills, experience and location.

The survey shows an average salary uplift from last year now reaching £50,000, from around £44,000 in 2015. This data provides you with an opportunity to stand back and consider your current career path. Should you invest in industry-recognised qualifications? Should you look to move into another project management role? Take some time to consider how you can best develop your career potential now that you have the facts at your fingertips in this fantastic report.



Vince Hines Managing director
Wellington Project Management

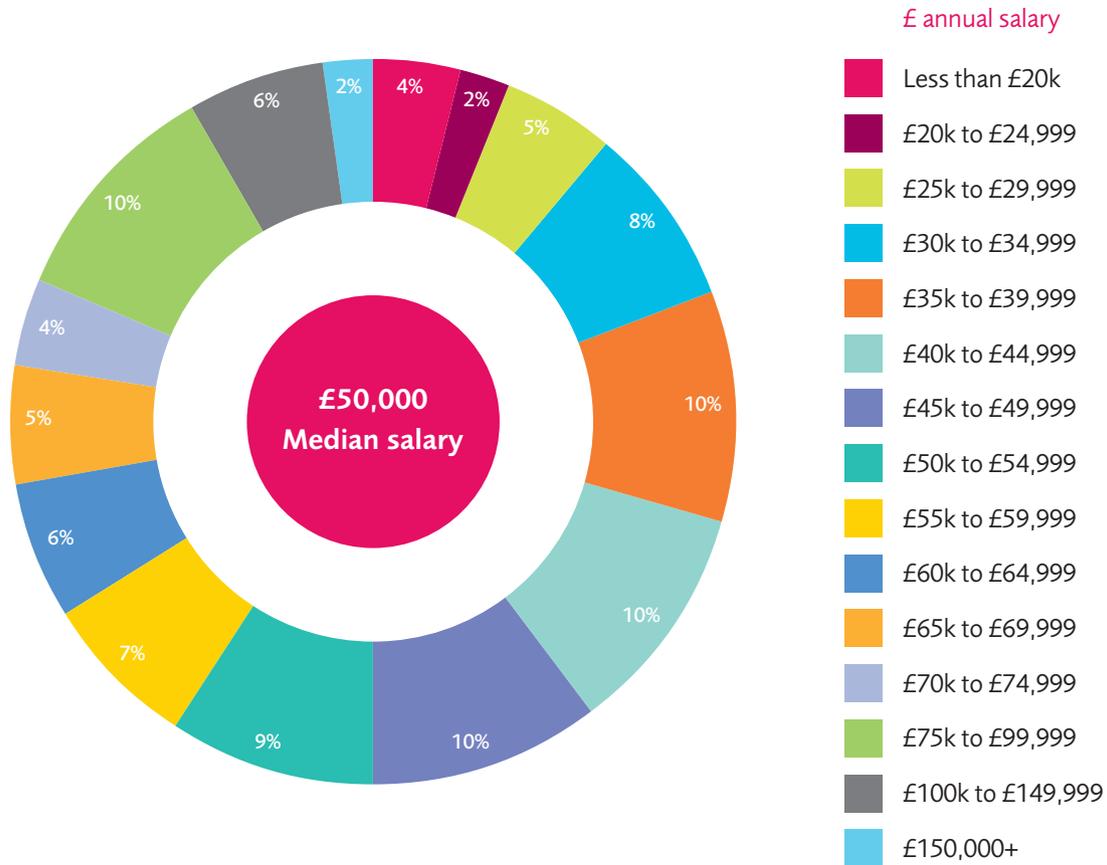
Wellington
PROJECT MANAGEMENT

APM/Wellington Project Management alliance

The **APM Salary and Market Trends Survey 2016** report is one element of the Wellington Project Management and APM career development alliance. Working together, both organisations provide high quality career development advice and resources to project professionals across all sectors. Please visit apm.org.uk/project-management-careers

Section 1 Salary

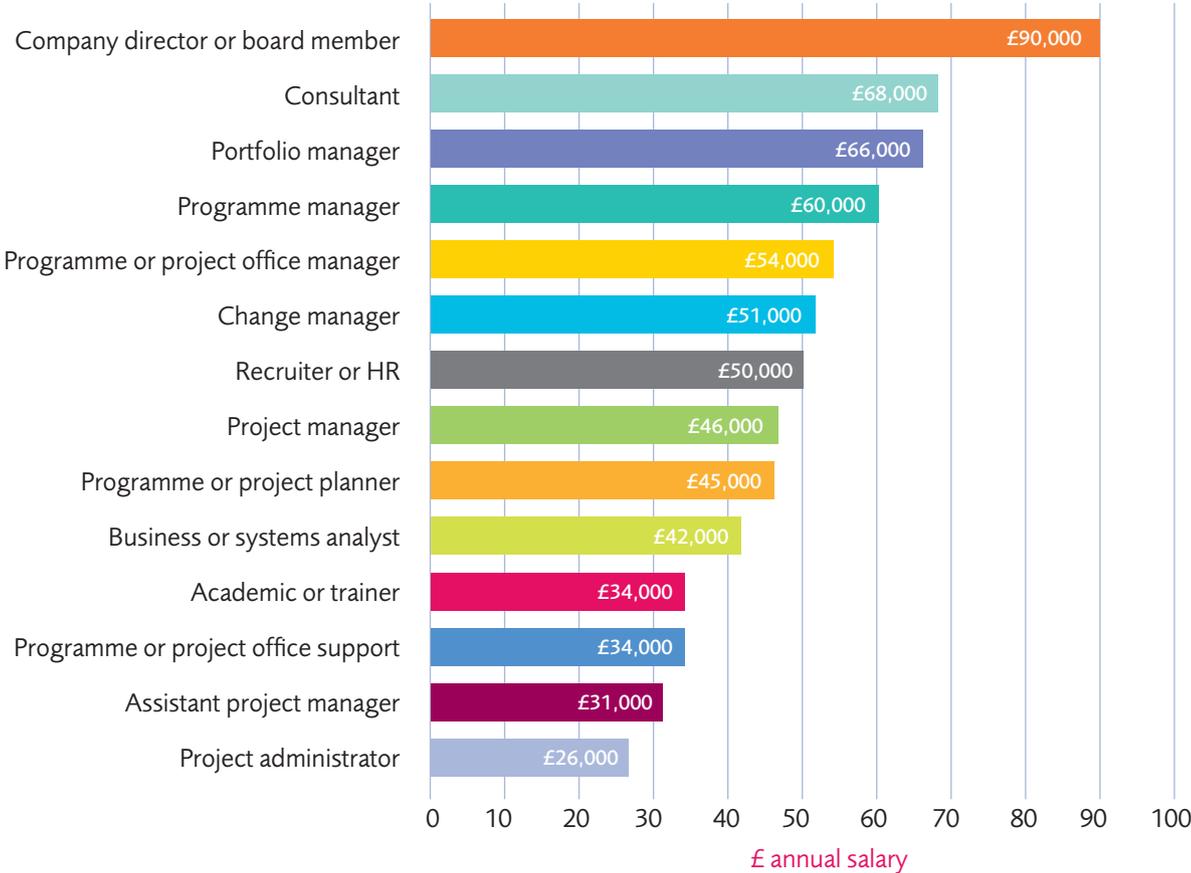
Average base salary of project professionals



The average salary of project professionals across all industries and skills is £50,000. This is up over 10 per cent from 2015, which saw an average salary for a project professional of around £44,000.

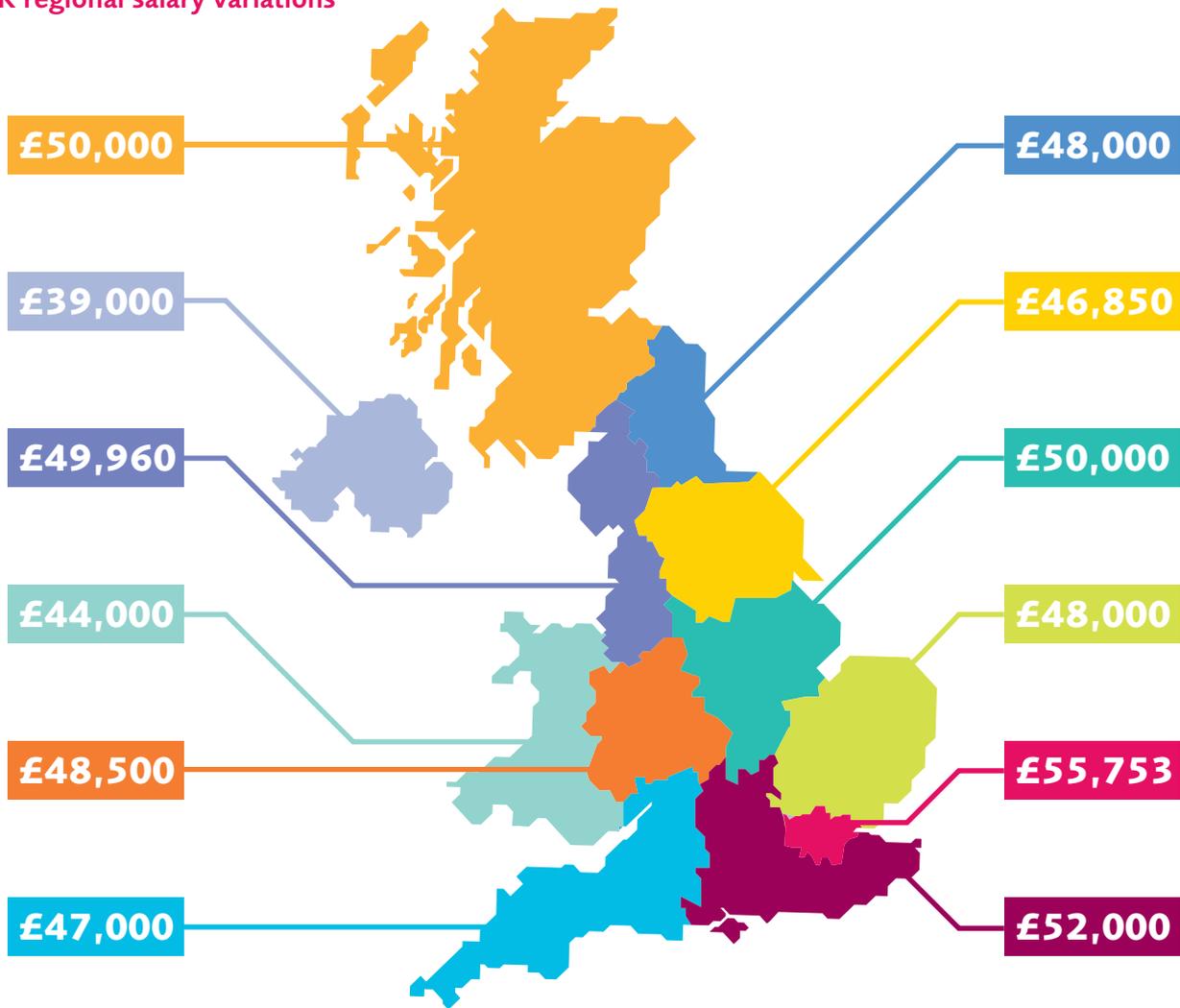
Only four per cent earn less than £20,000 per annum with seven per cent earning more than £100,000 per annum.

Base salary by role



The survey shows a clear progression in earnings through each level of the profession, from starting salaries for project administrators, who earn on average £26,000, to board members who earn on average £90,000.

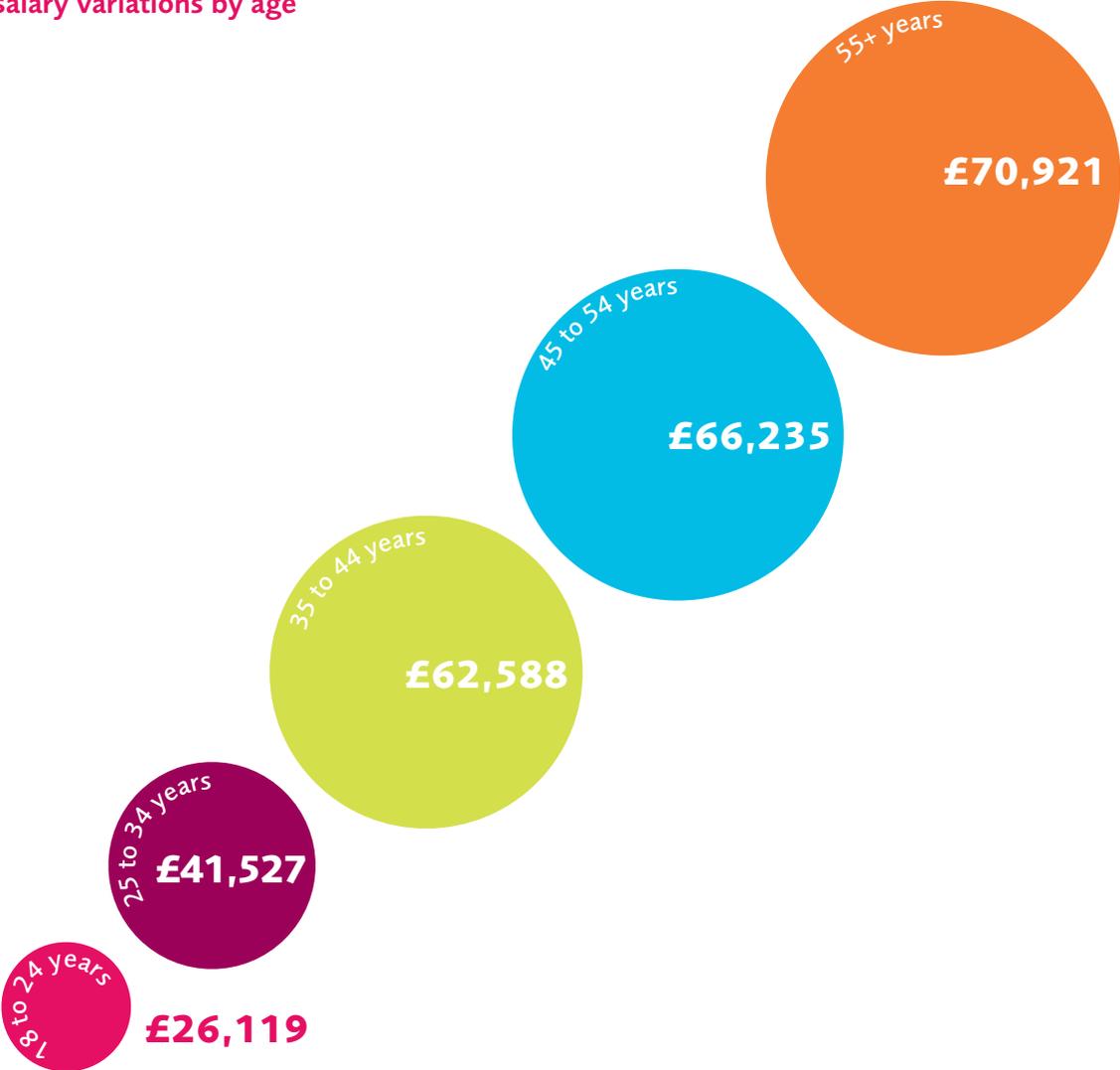
UK regional salary variations



The survey revealed that those working in London are enjoying salaries 10 per cent higher than the national average, and are the UK's highest earners.

Across England, project professionals received annual salaries between £46,850 and £50,000 depending on region. The biggest variance was in Northern Ireland and Wales, where salaries were between 12-22 per cent lower than the national average.

UK salary variations by age



Those entering the profession can expect a starting salary of over £26,119, which increases at a steady rate in line with experience. By the age of 40 many project managers will be earning over the average salary of £50,000.

How do qualifications and membership level affect salary?

% of respondents

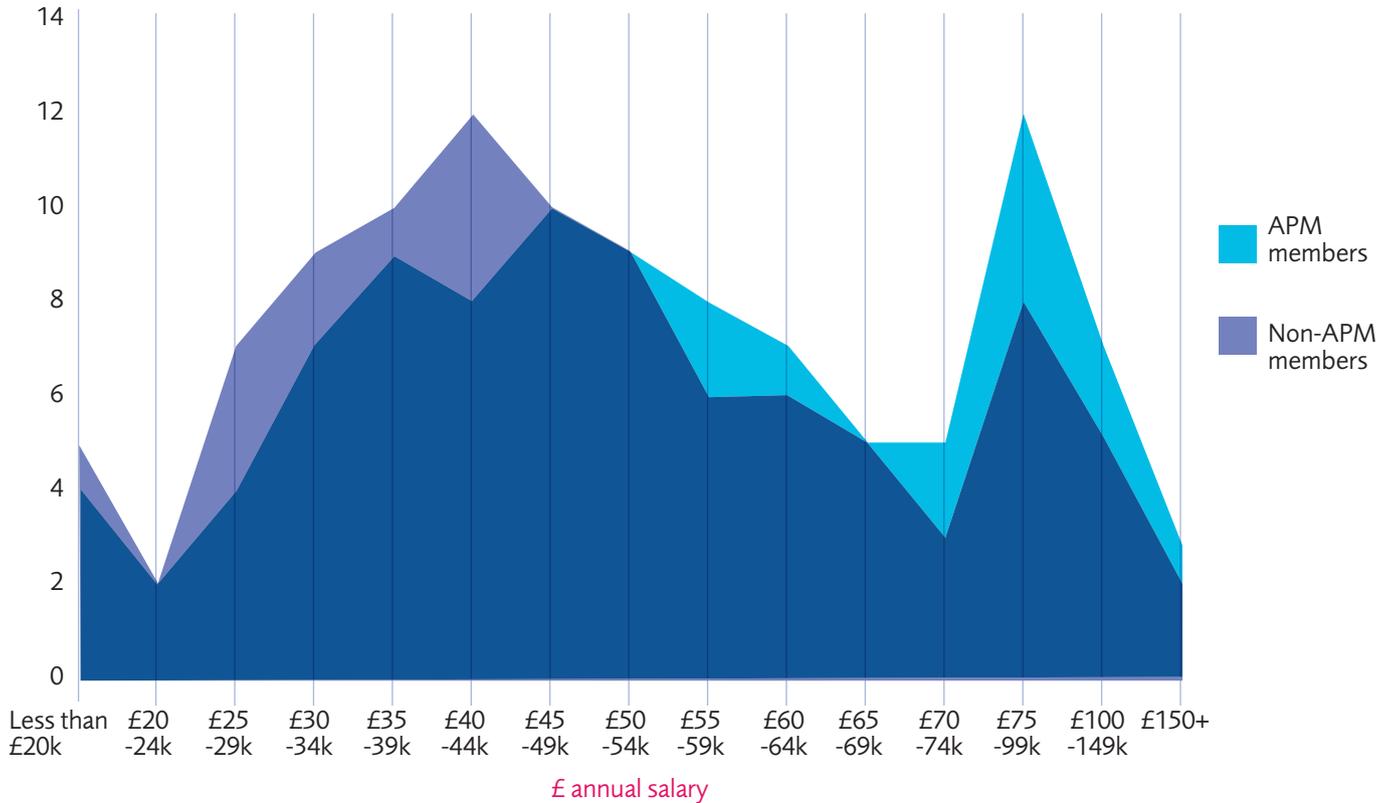


The graph indicates the value of qualifications at different stages of a project manager's career. APM's Project Fundamentals Qualification (PFQ) proves its worth for those starting out in the profession; APM's Project Management Qualification (PMQ*) is a good mid-career choice, while the benefit of holding Managing Successful Programmes (MSP®) is evident for those in more senior roles.

* Formally known as APMP

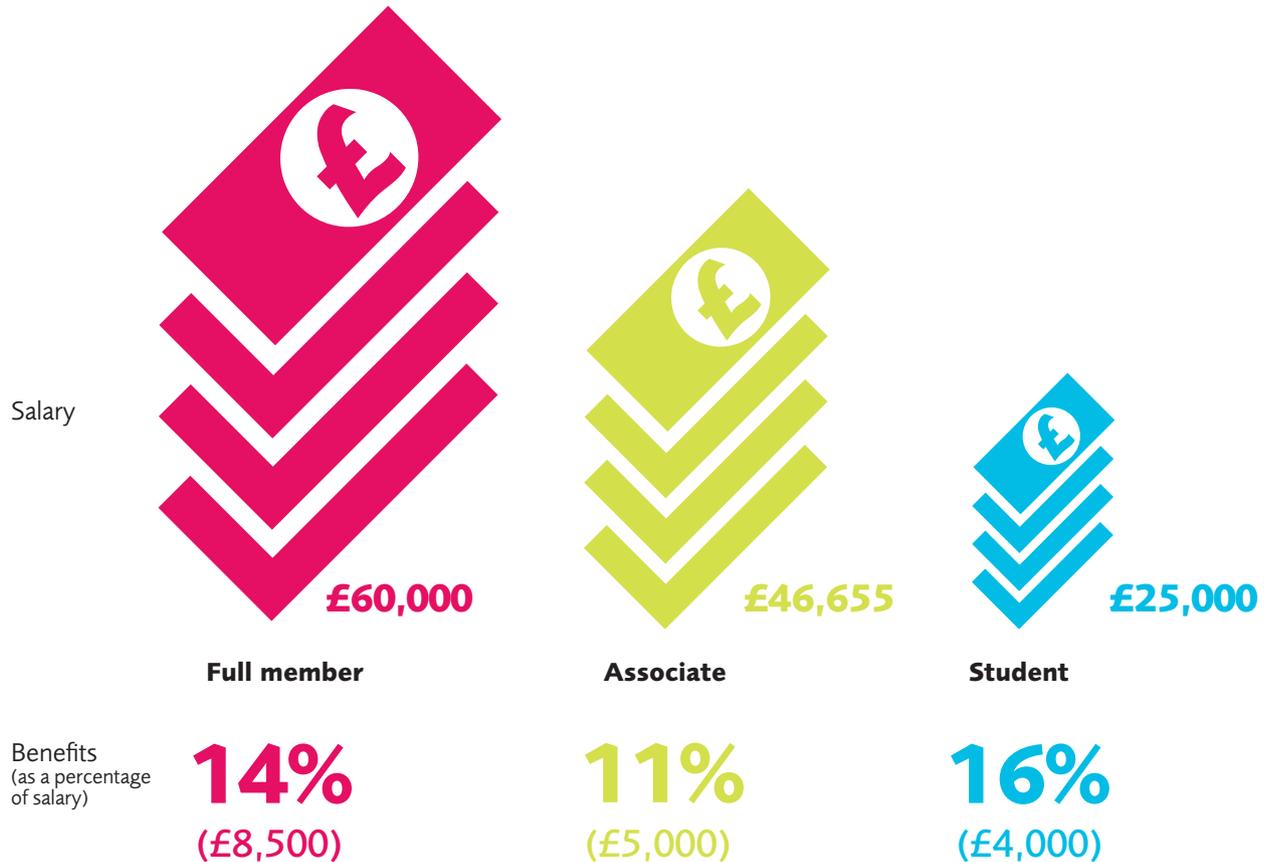
How does membership of a project association affect salary?

% of respondents



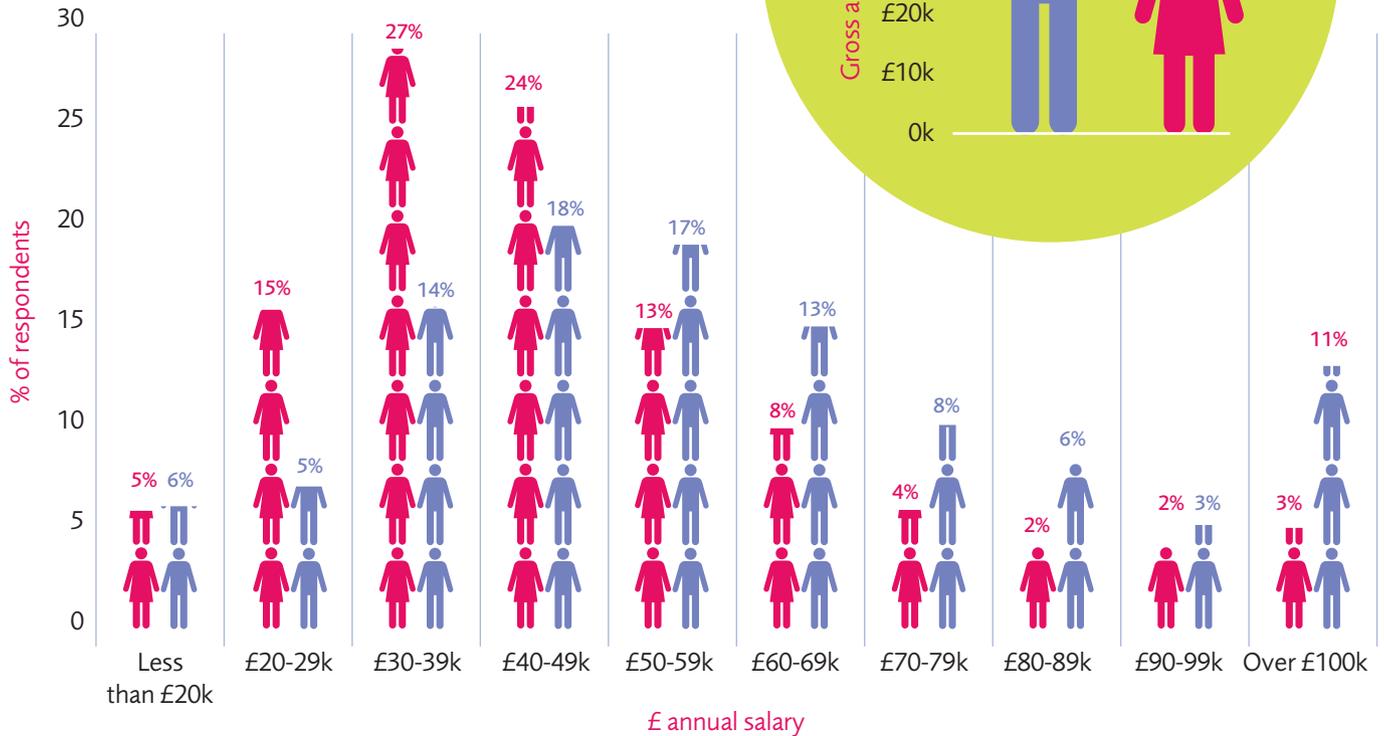
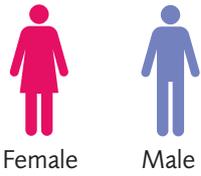
The benefit on salary of APM membership emerges over £55,000 per annum, where the salary levels of APM and non-APM membership noticeably diverge. On average Full APM members earn £10,000 more than non-APM members and receive an additional £2,500 in benefits.

Membership grade by salary

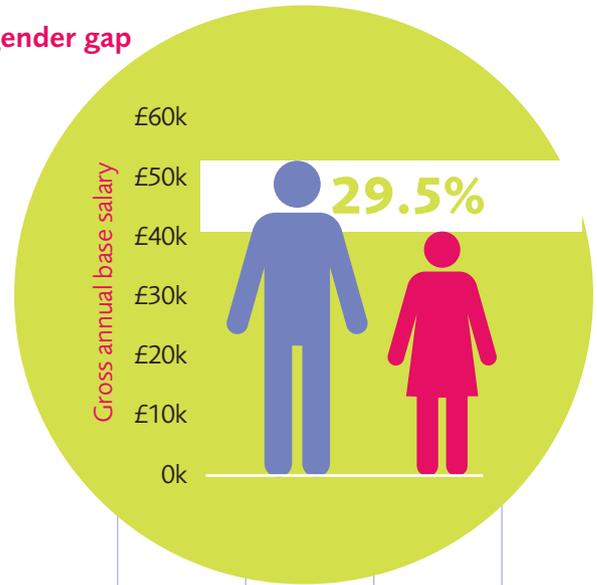


APM members with Full membership earn the greatest amount by a considerable distance: £13,345 higher than the next membership grade. Average incomes for Corporate and Associate members are closely aligned with corporate members earning on average £44,650.

Earnings by gender



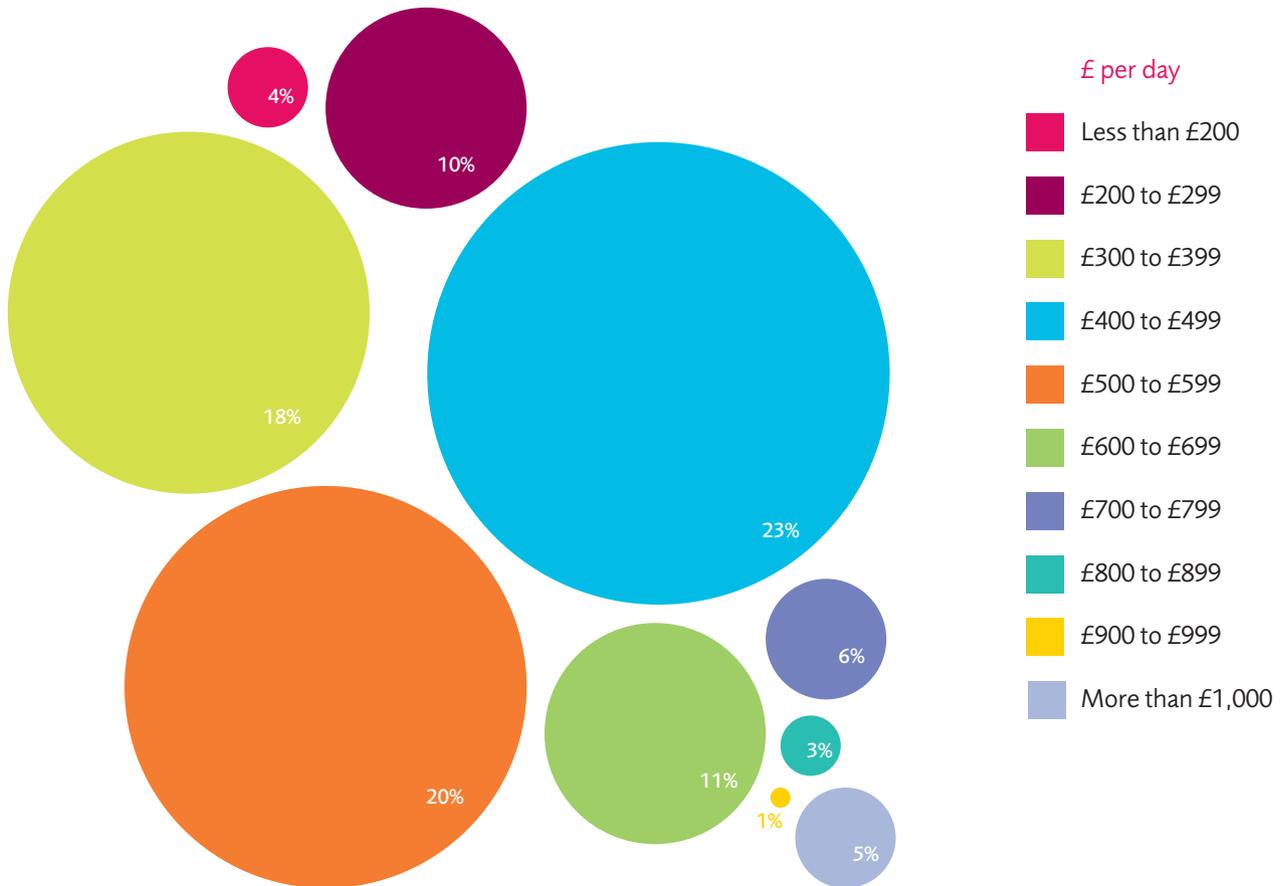
The gender gap



The disparity between male and female salaries grows as project professionals progress up the salary grades and is most noticeable for those earning over £100,000. Overall, male respondents earned 29 per cent more on average than their female counterparts.

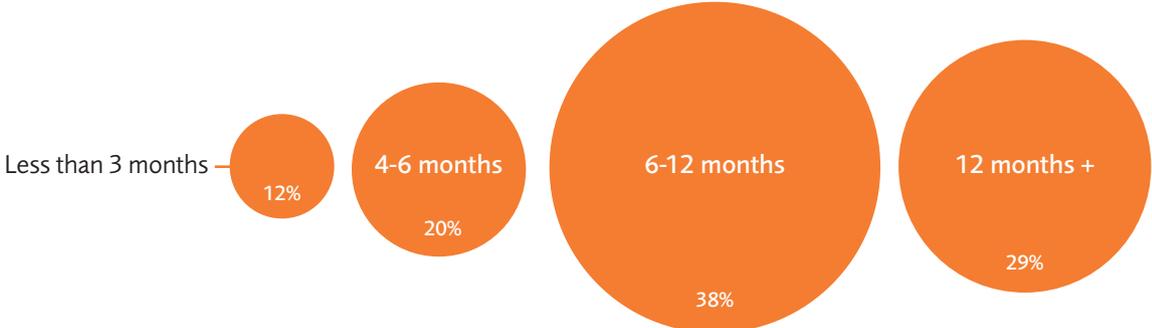
Section 2 Contractor market

What is your average day rate?



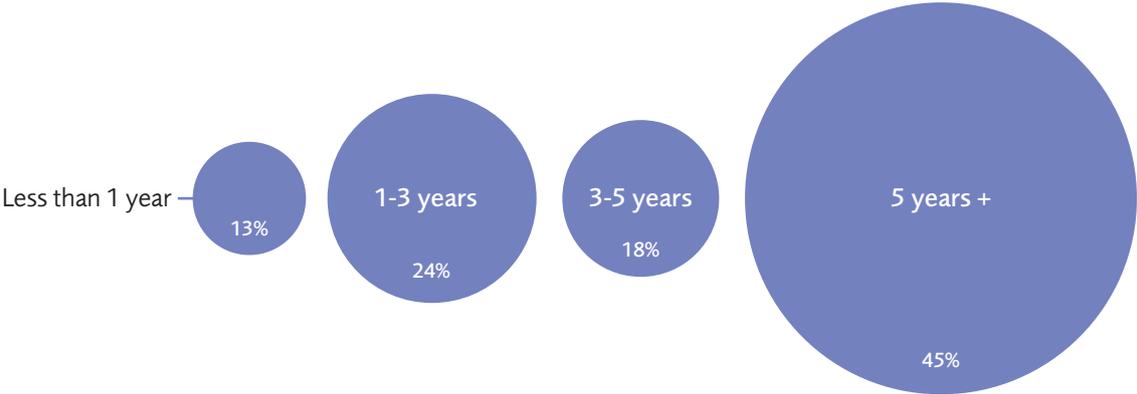
The chart above demonstrates how varied the average day rate is within the project management community with factors such as role, levels of experience and qualifications all having an impact. On average more than half (61 per cent) of all respondents earned £300-£599 per day, roughly the same as 2015.

What is your average contract length?



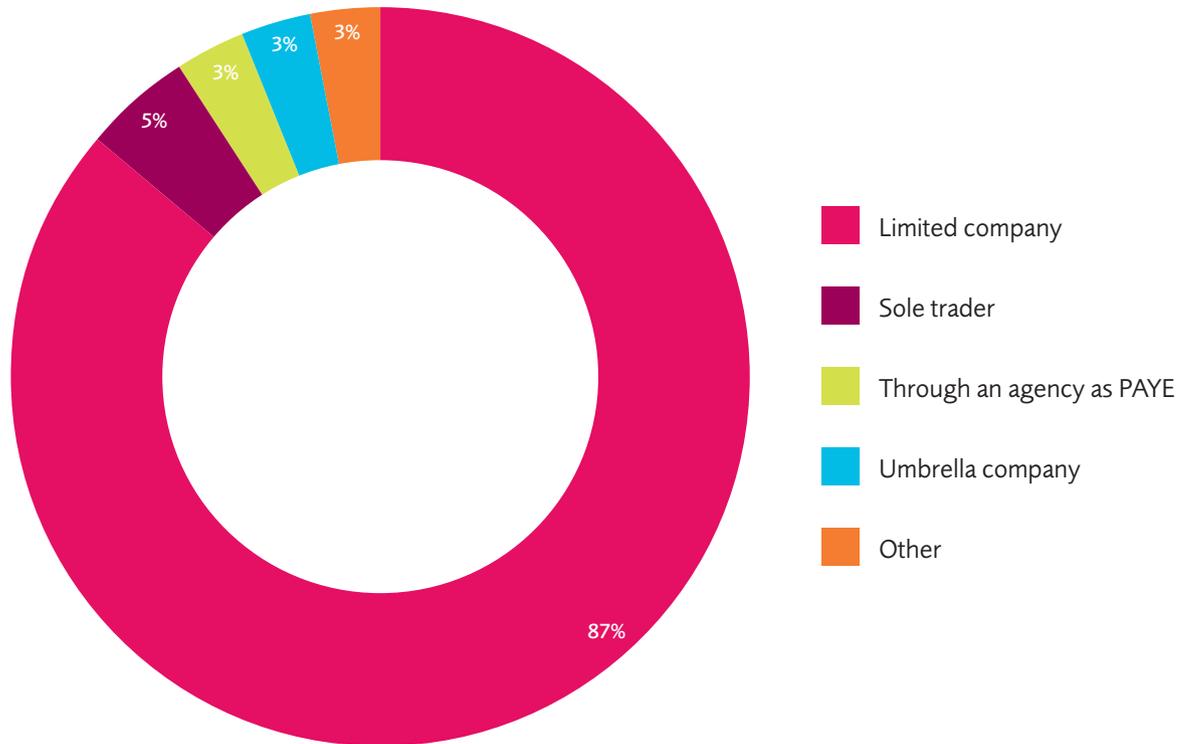
The majority of contract lengths are more than six months, with over 38 per cent of contracts between six to 12 months. A further 29 per cent of contracts span over 12 months.

Length of time as a contractor



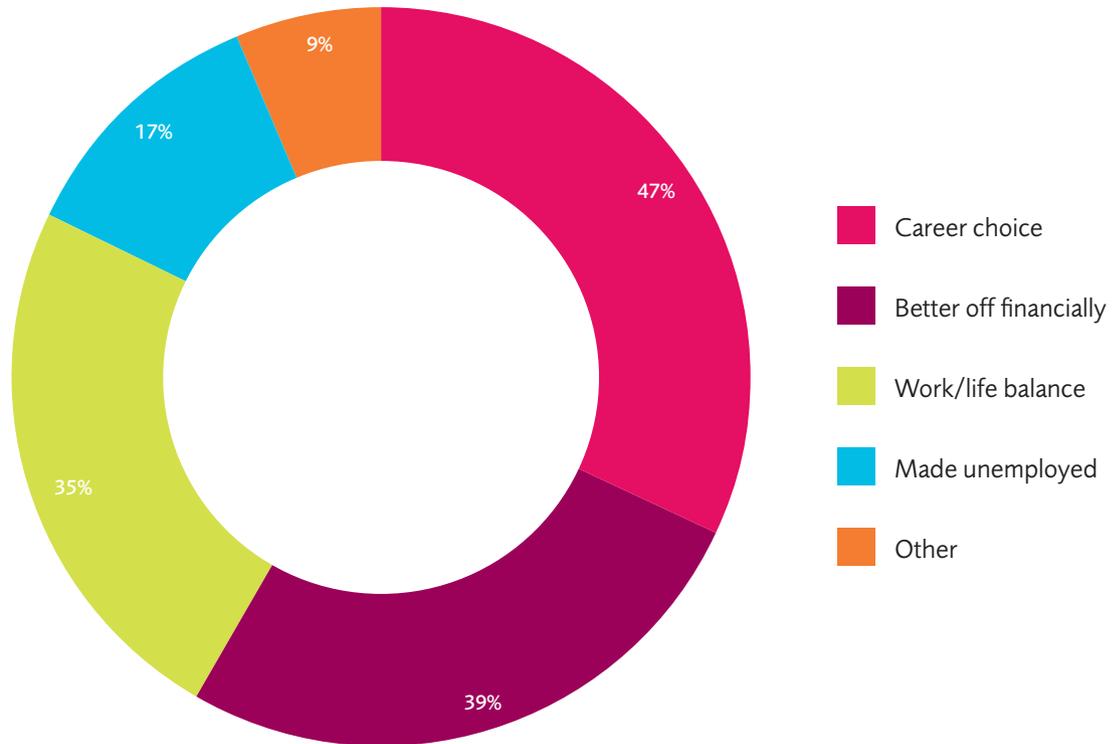
Nearly half of respondents had more than five years' experience as a contractor. However, the survey shows a pipeline of new contract-based project professionals entering the market with over a third reporting less than three years' experience.

Contractor's mode of operation



The survey shows the vast majority of contract workers are working as a limited company with very few sole traders and agency workers. Compared to 2015 there has been a noticeable shift towards project professionals operating as a limited company with those operating as sole traders and umbrella companies dropping by three and five per cent while limited company respondents grew by five per cent.

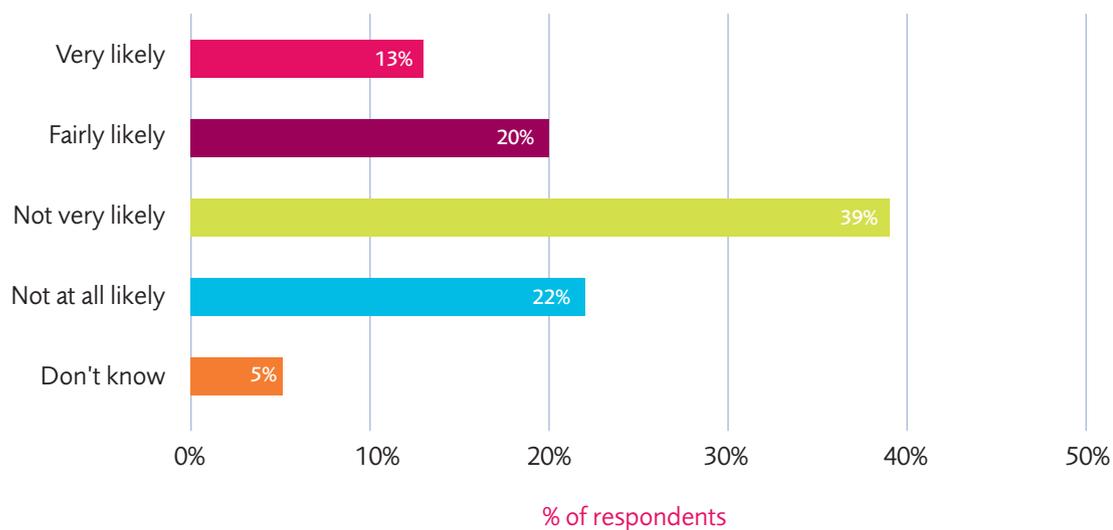
Rationale for contracting



Nearly half (47 per cent) of the respondents claimed career choice was the main reason for contracting; financial reward and a better work/life balance also both ranked highly.

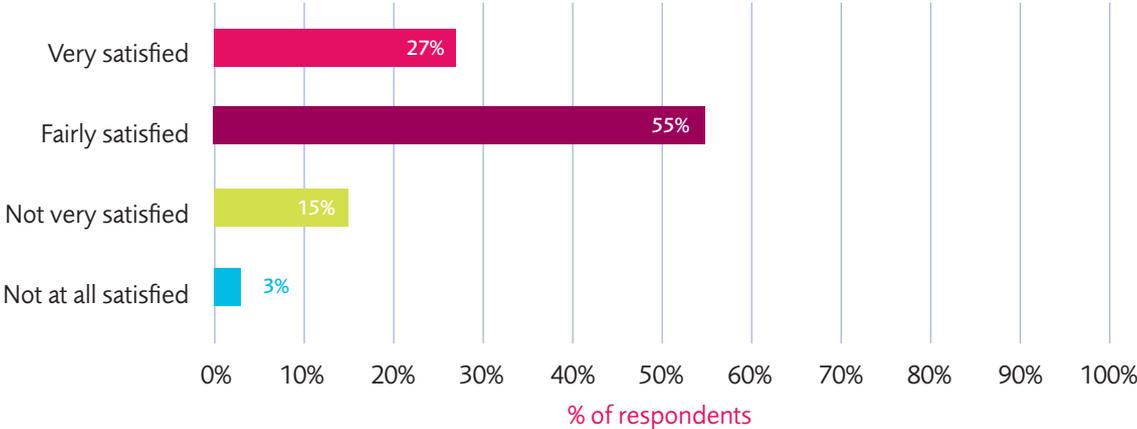
Section 3 Market confidence

How likely are you to change employer in the next 12 months?



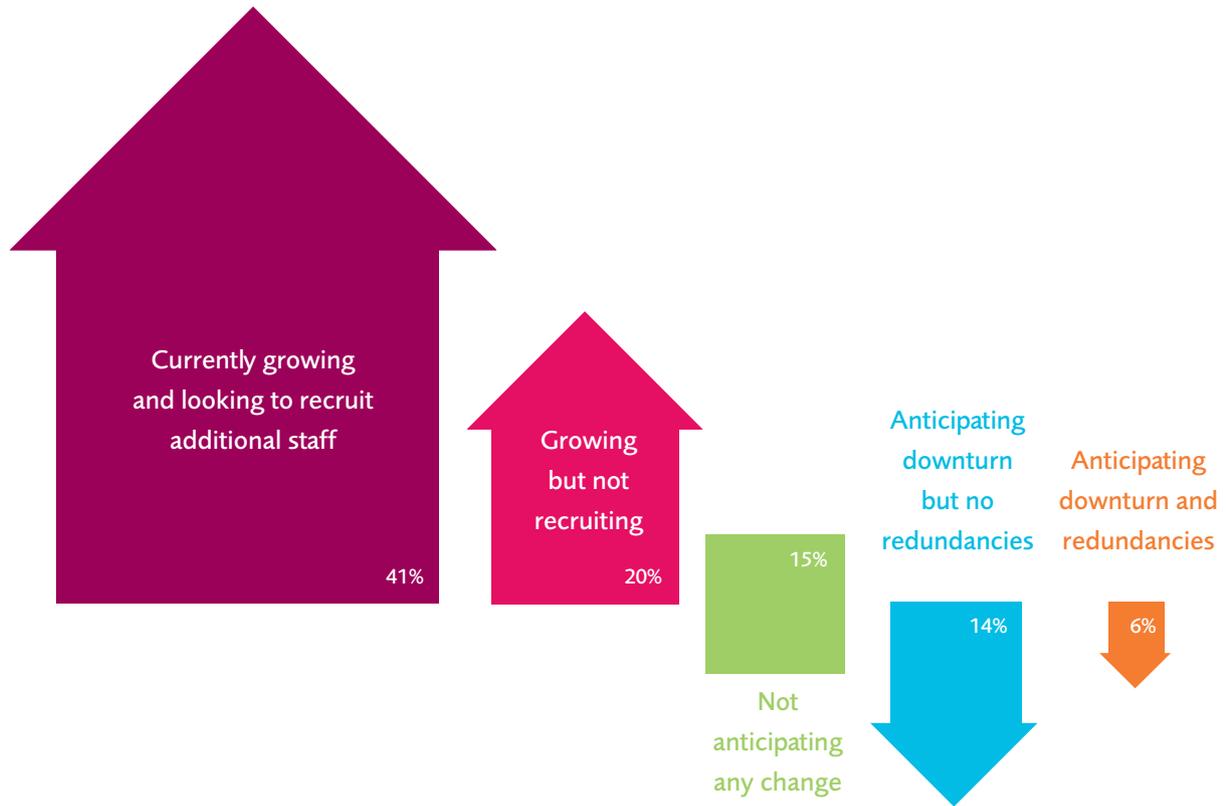
Over 61 per cent of respondents were unlikely to change employer in the next 12 months, which is up four per cent from 2015, while a small number, 13 per cent, claimed they were "very likely" to change in the next 12 months, which is down three per cent on 2015.

Job satisfaction



The majority (82 per cent) of all respondents said they were either very satisfied or fairly satisfied with their current employment. Interestingly, the number of respondents who were not very satisfied grew over 10 per cent compared to the survey results from 2015.

How would you best describe your organisational growth?



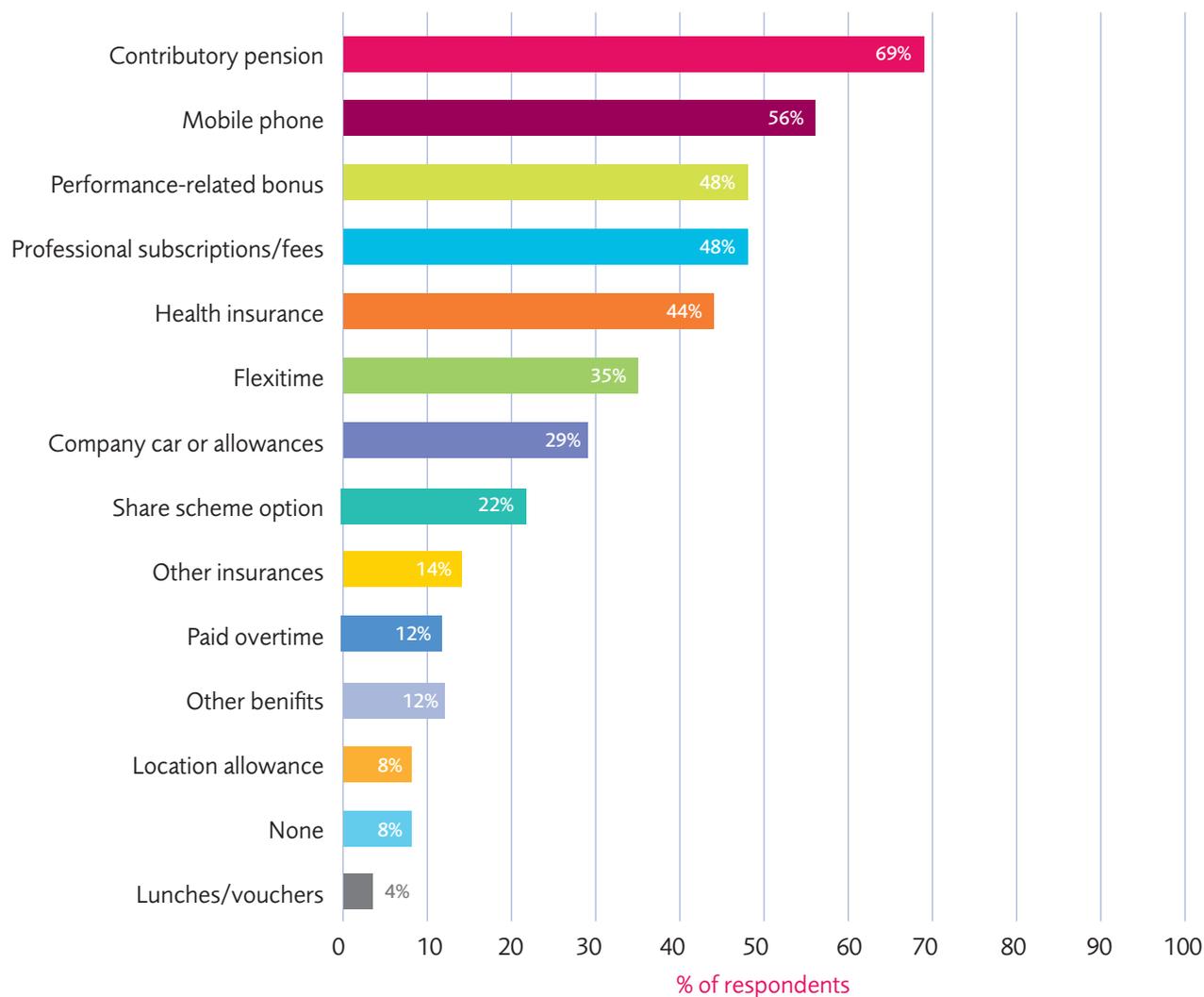
The survey reveals that 41 per cent of companies are recruiting new staff, however, this indicates a slowdown compared to 2015, which saw 46 per cent of respondents claiming their company was recruiting and growing.

Main criteria when seeking new career opportunities



Diverse and interesting work was the most important factor when looking for new career opportunities. Salary continues to grow in influence with 26 per cent stating it was a key consideration compared to only 15 per cent in 2015.

What other employee benefits do you receive within your remuneration package?



Respondents received a wide range of additional benefits as part of their overall remuneration package. These included a company mobile phone (56 per cent), a contributory pension (69 per cent) and support towards professional subscriptions (48 per cent). Only 12 per cent of respondents received paid overtime.

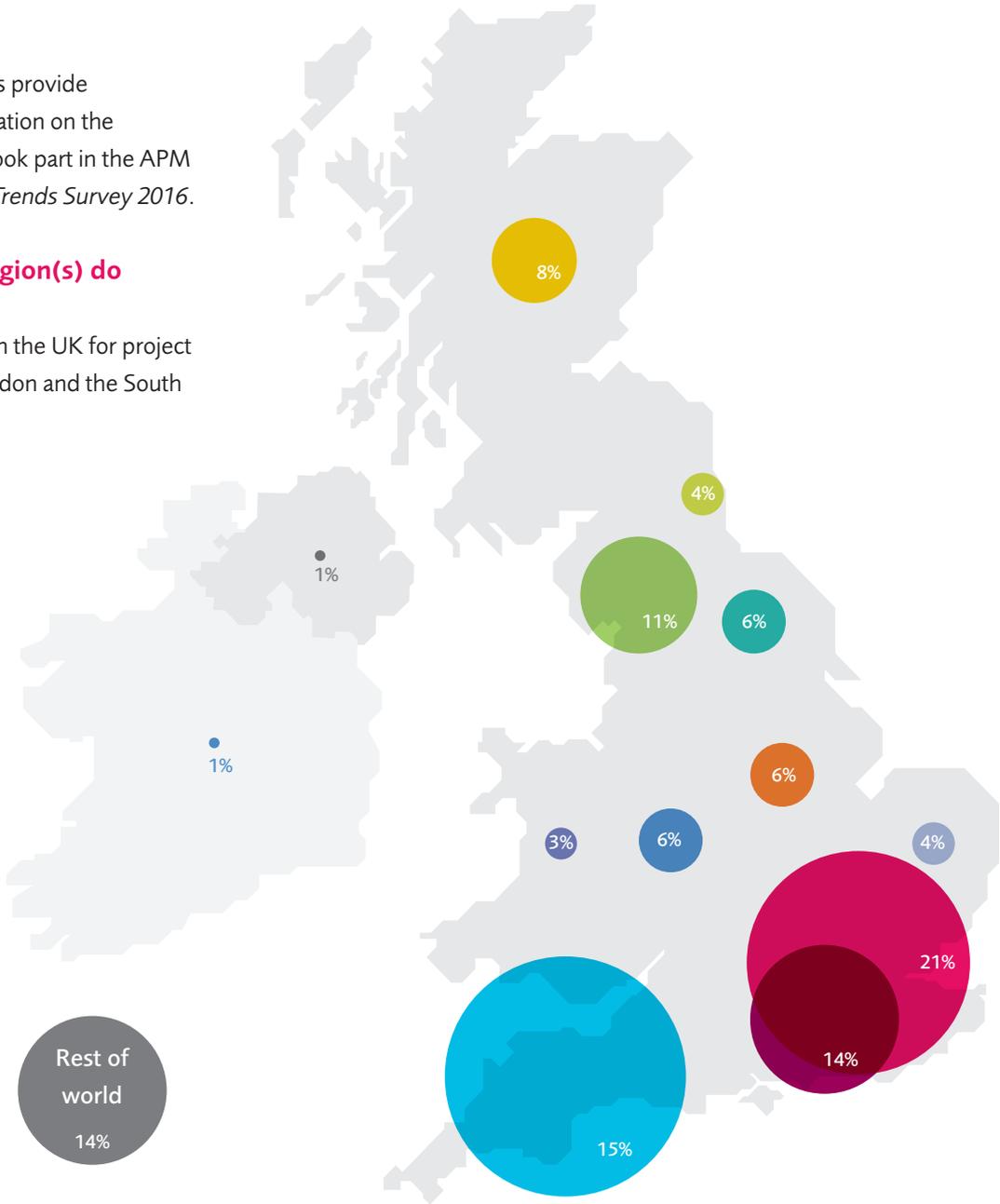
Those receiving a contributory pension fell by over 11 per cent compared to 2015.

Section 4 Other

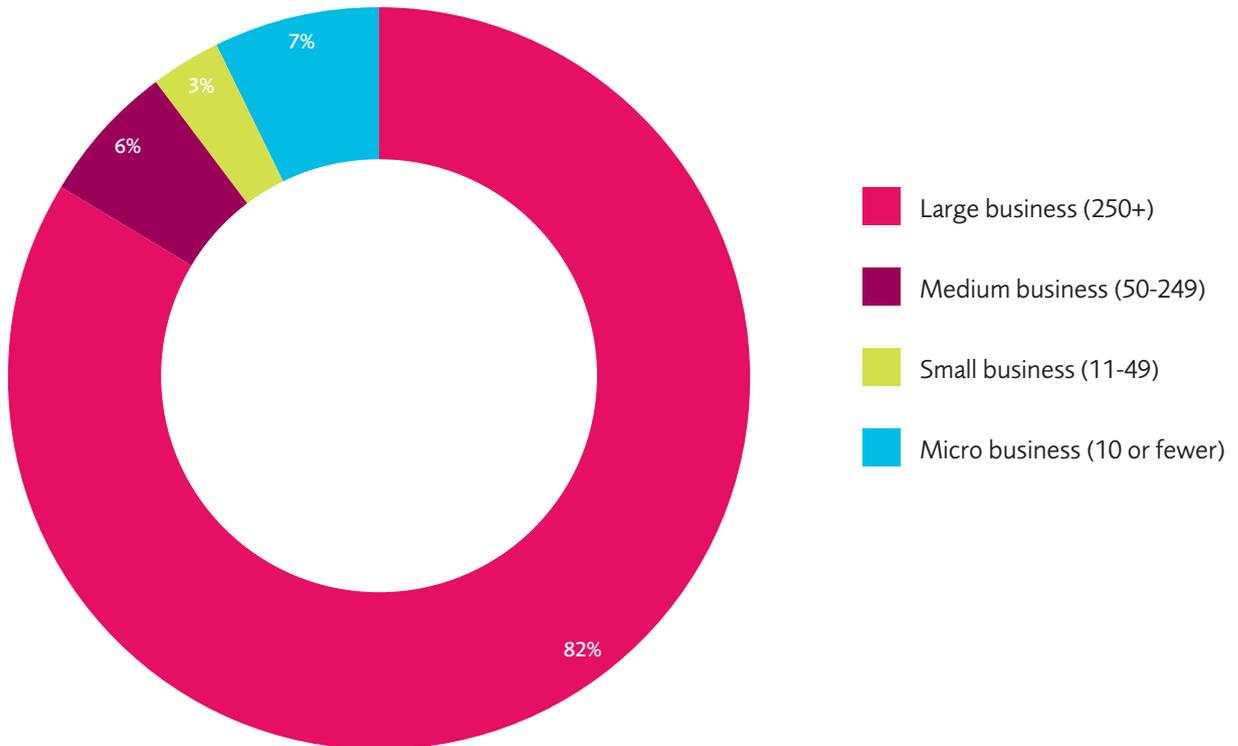
The following pages provide background information on the respondents who took part in the APM Salary and Market Trends Survey 2016.

Within which region(s) do you work?

The largest region in the UK for project management is London and the South East.



How large is your organisation?



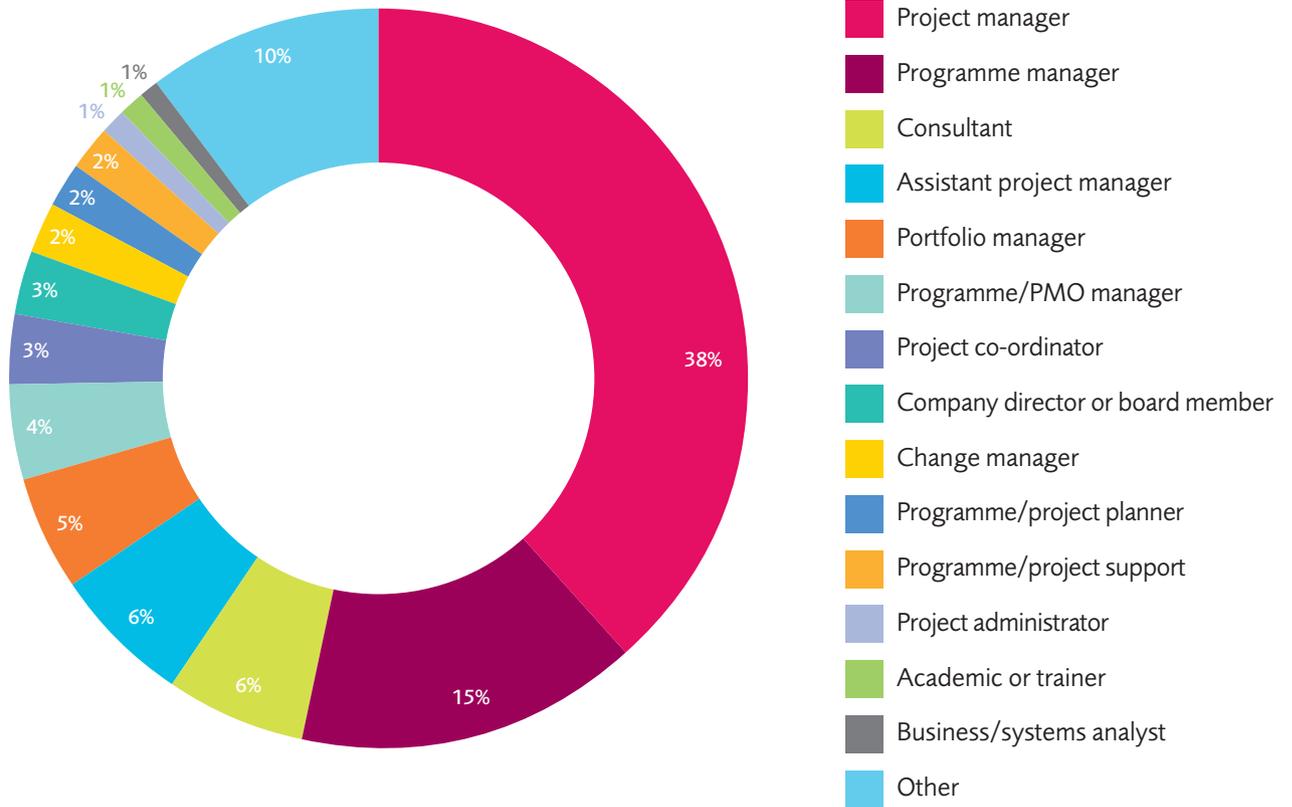
The majority of respondents (82 per cent) work for organisations that have 250 employees or more. Only six per cent of individuals were drawn from businesses with 10 employees or fewer.

Which sector best describes the environment you and your organisation operate in?



Aerospace and defence remained the largest sector for project managers to operate in, closely followed by construction and the built environment. Compared to 2015, financial services grew by one per cent, while construction dropped by just one per cent to 12 per cent.

Which of the following best describes your current role?



The percentage of project managers (38 per cent) was lower than in 2015 (46 per cent). However, 2016 saw a higher number of respondents from project office and support roles, which has grown from a total of two per cent last year.

Association for Project Management

Ibis House, Regent Park
Summerleys Road
Princes Risborough
Buckinghamshire HP27 9LE

Telephone +44 (0) 845 458 1944
Facsimile +44 (0) 845 458 8807
Email info@apm.org.uk
Web apm.org.uk

