

Research
Report

Construction Salary and Market Trends Survey 2024

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CIOB

The Chartered
Institute of Building

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CIOB Foreword

Welcome to the Construction Salary and Market Trends Survey 2024 research report.

This inaugural survey equips the construction management community with detailed insight into professionals’ sentiment towards salary and incentives, health and wellbeing in the workplace, personal development opportunities, and long-term confidence in the availability of careers.

The findings provide in-depth analysis of the trends that are currently impacting professionals and are expected to shape the industry for the year ahead and beyond.

Construction management professionals face increased pressure as the wider industry tackles chronic skills shortages, employment legislation changes, and an urgent need to improve equality, diversity and inclusion.

This report illustrates how these macro factors can have a direct impact on levels of career satisfaction. It also explores how professional membership is a vital pillar for career progression and personal development.

On behalf of the Chartered Institute of Building (CIOB), I would like to thank everyone who completed the survey. Contributing to this research is a valuable step towards highlighting the major trends impacting the profession, while also understanding how these key issues are likely to affect the experiences of the current workforce and generations to come.



Ruth Kennedy-Green
Acting Director of Membership



Key findings

69%

CIOB members earn 69% more than the national average

1 in 5

CIOB members say they have earned more as a result of professional membership

55%

of respondents are CIOB members

25%

Almost 25% say CIOB membership helps them to stand out more in the job marketplace

30%

Almost 30% rely on CIOB Academy courses to support their professional development



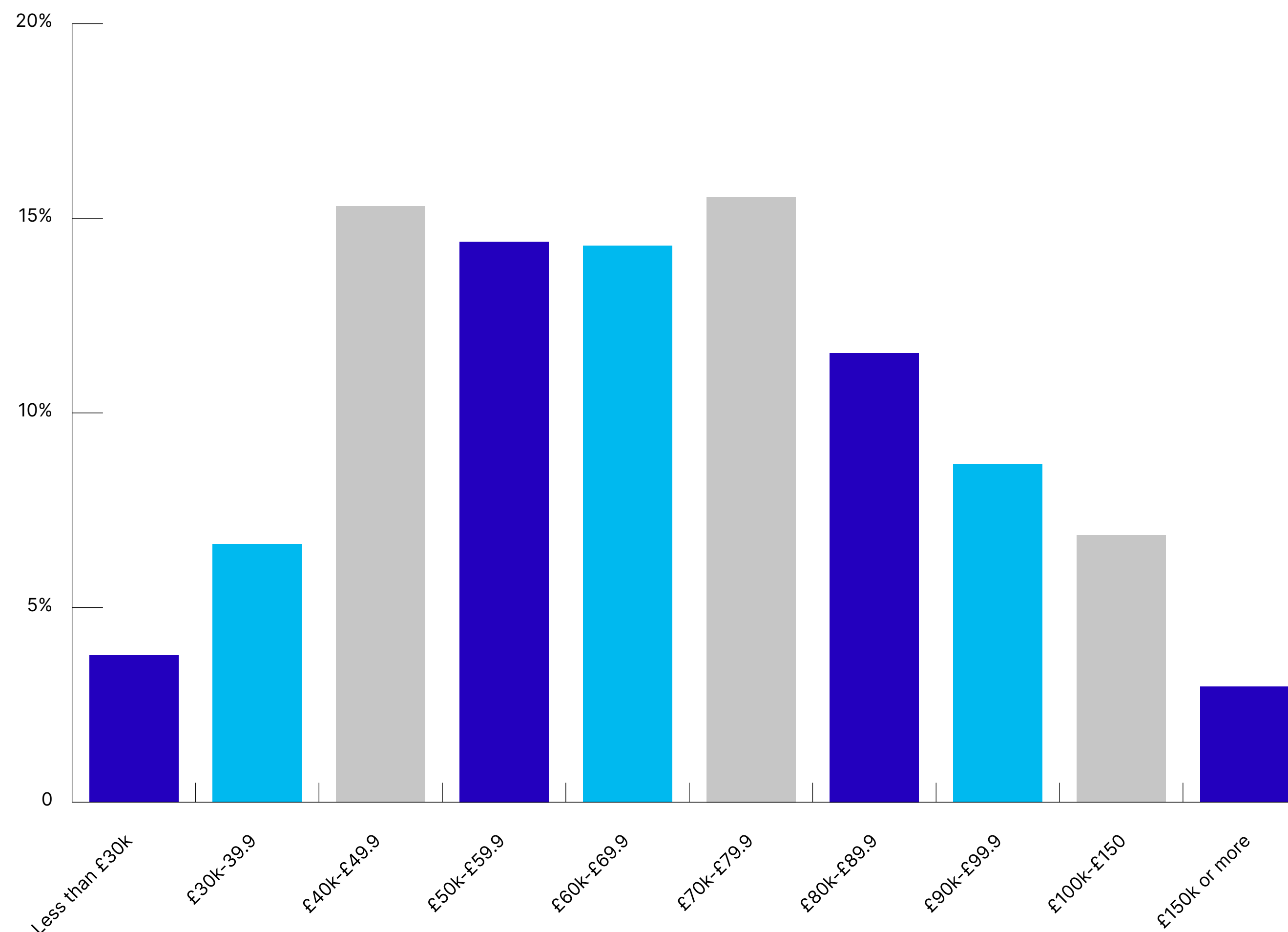
Chapter 1

Salary and employment status

Despite macroeconomic uncertainty impacting all sectors, the outlook for construction management professionals is largely positive. On average, respondents to our survey showed that the average salary for construction management professionals is £70,851.

This is significantly higher than the national average of £34,963, according to figures published by the Office for National Statistics in November.

£34,963
national average salary



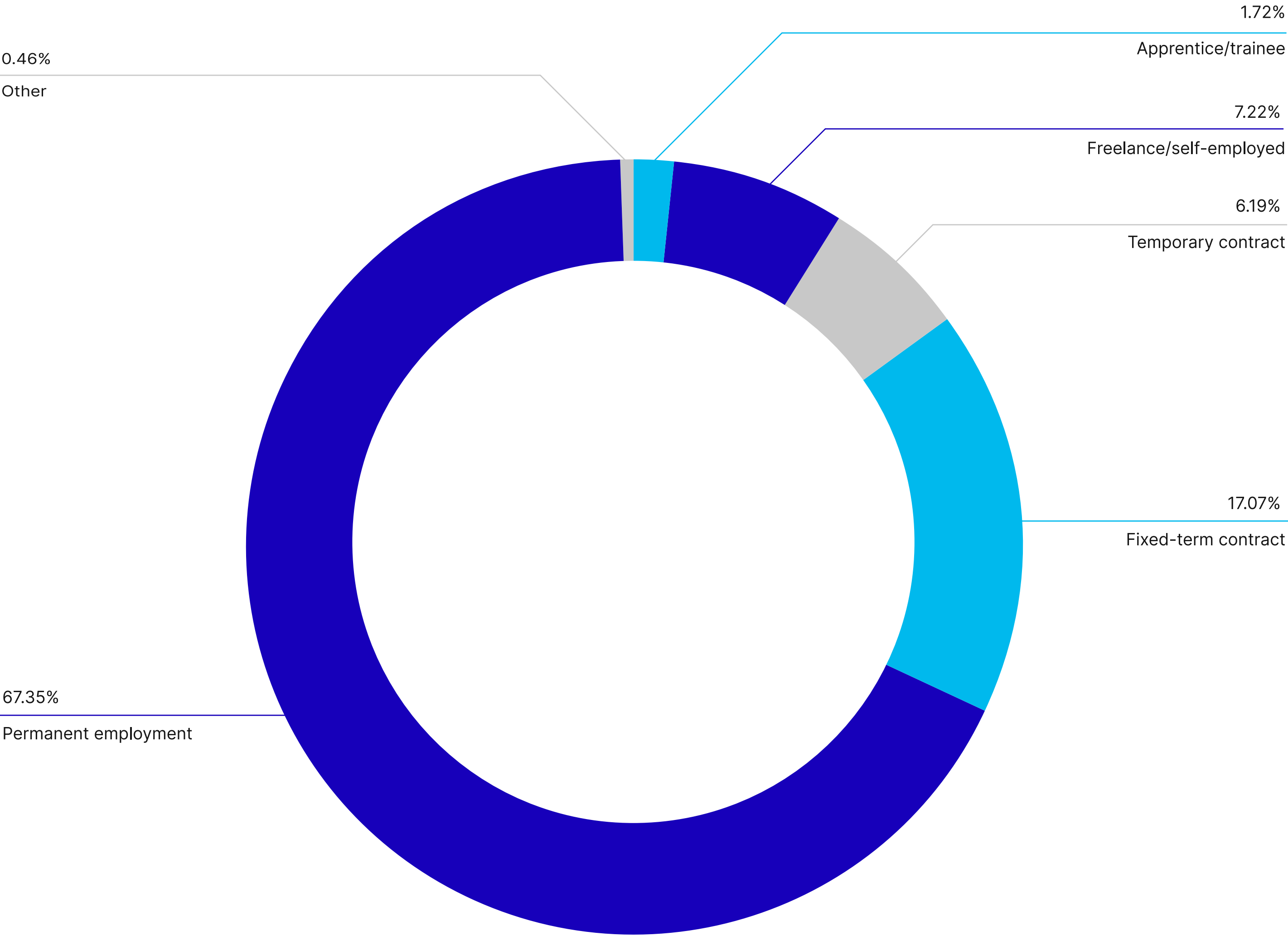
Salary and employment status

What is your current employment status?

For CIOB members, salaries are higher still. With an average annual salary of £72,063, the majority of CIOB members currently out-earn their industry peers who are not members, demonstrating the broader value of professional membership.

The majority of respondents are in permanent employment (67.3%). Of those working under contract, 17% are fixed-term and 6.1% are temporary. Just 1.7% of respondents are apprentices or trainees, while 7.2% are freelancers or self-employed.

CIOB members earn
69%
more than the national average



Chapter 2

Career satisfaction

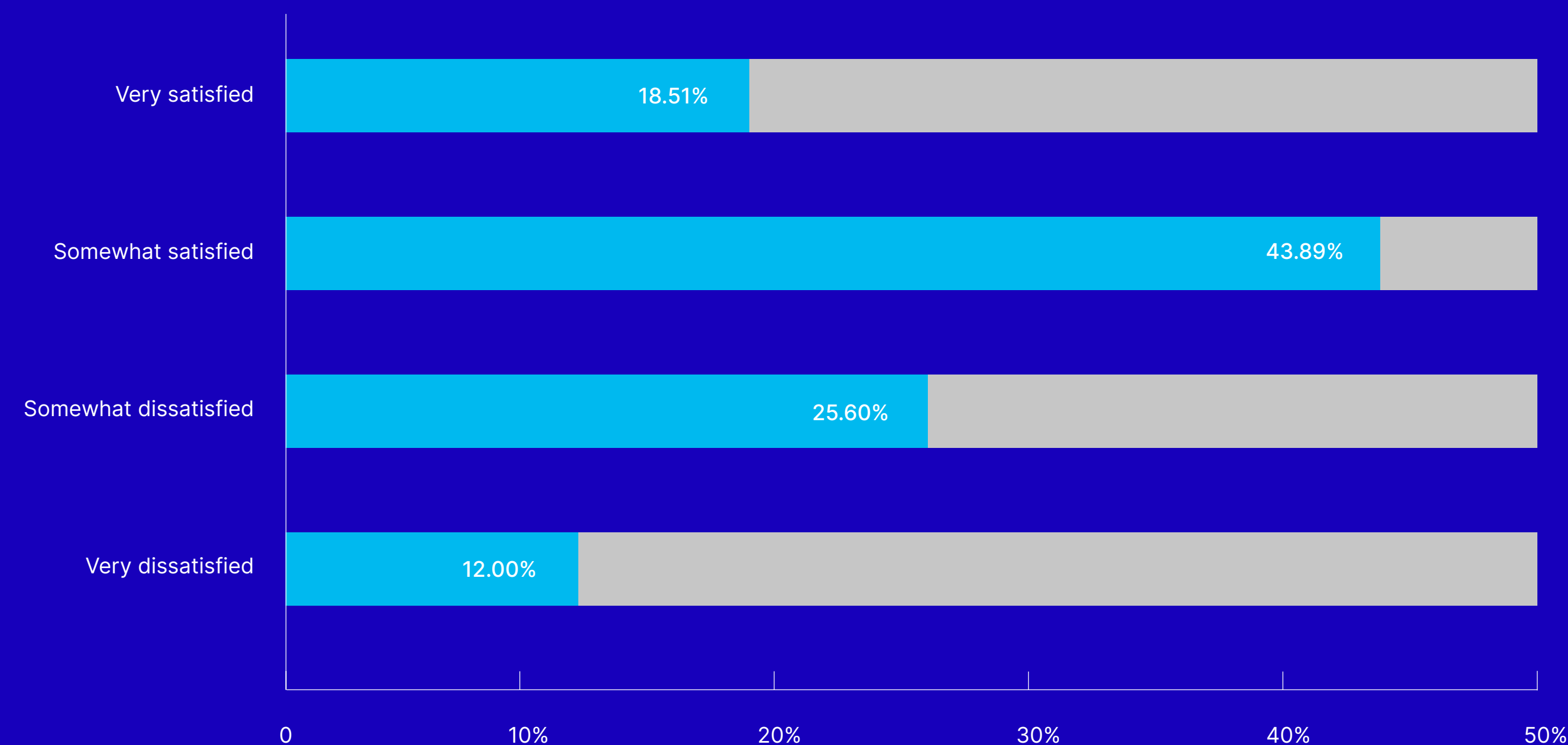
To gauge the level of satisfaction respondents feel in their current roles, our survey explored the general sentiment across five key areas: salary and incentives, health and wellbeing benefits, personal development opportunities, work-life balance, and holiday allowance.

Salary and incentives

When asked to consider their current salary and incentives, the majority of respondents said they were either very or somewhat satisfied (62.4%).

Just 12% said they were very dissatisfied with their salary and incentives.

The largely positive outlook in this area perhaps reflects the fact that the majority of construction management professionals earn significantly higher than the national average.



12%

of respondents are very dissatisfied with their salary and incentives

Career satisfaction

Health and wellbeing benefits

Worrying figures around suicide and depression in the industry demonstrate the importance of both physical and mental health across the workforce. As well as the need for robust health and wellbeing policies, many employers are increasingly offering additional benefits to support the workforce.

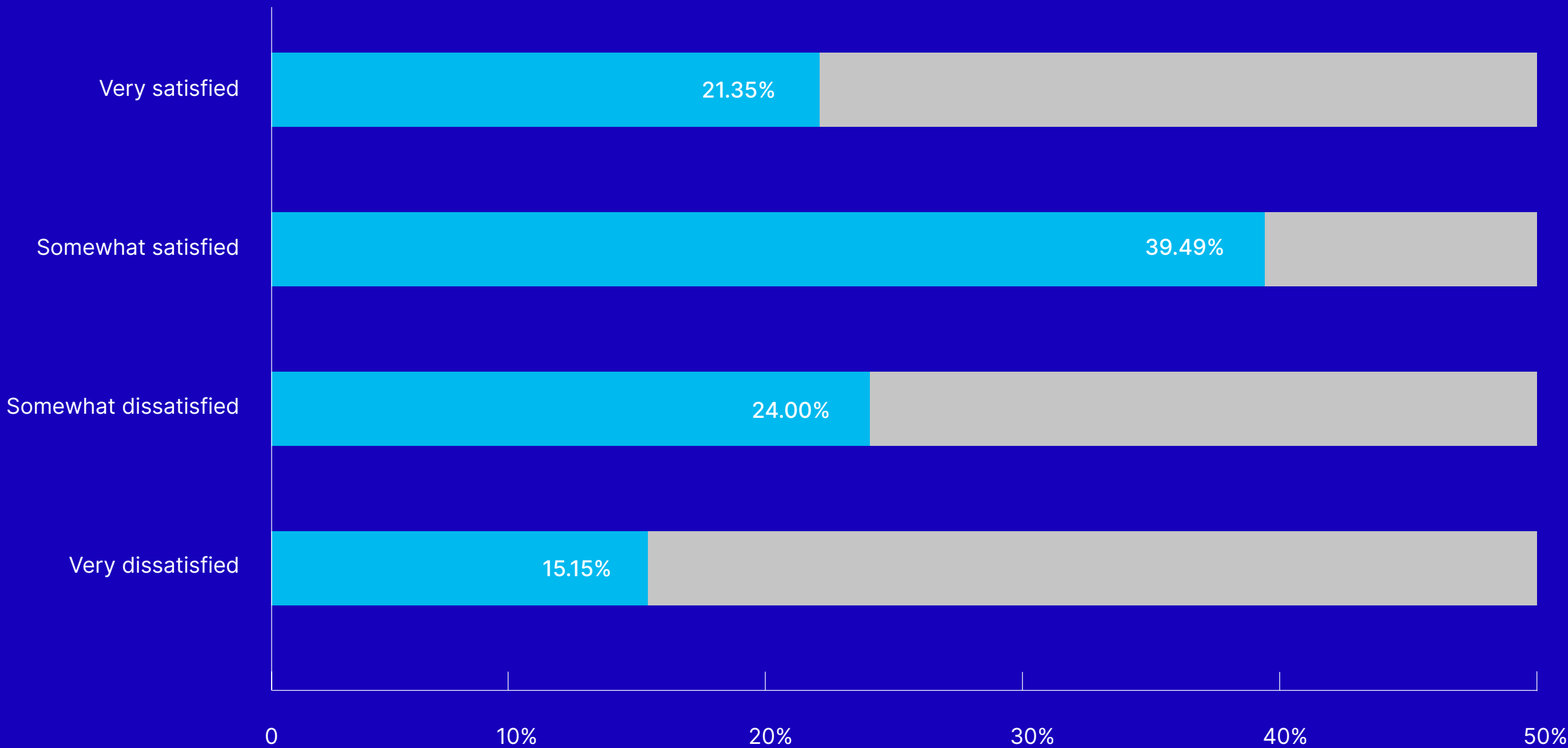
Encouragingly, our survey showed that three in five respondents (60.8%) are satisfied with their company's health and wellbeing provision.

However, with almost 40% expressing that they are somewhat or very dissatisfied in this area, it is clear there is yet more work to be done to ensure that health and wellbeing benefits can better meet the needs and expectations of all employees.

CIOB Assist

CIOB Assist offers support on everything from financial concerns to mental health and wellbeing.

If you are or have been a member of CIOB and need help for yourself or your family, or you'd like to support CIOB Assist, you can find out more by visiting assist.ciob.org.



3 in 5
are satisfied with their health and wellbeing benefits

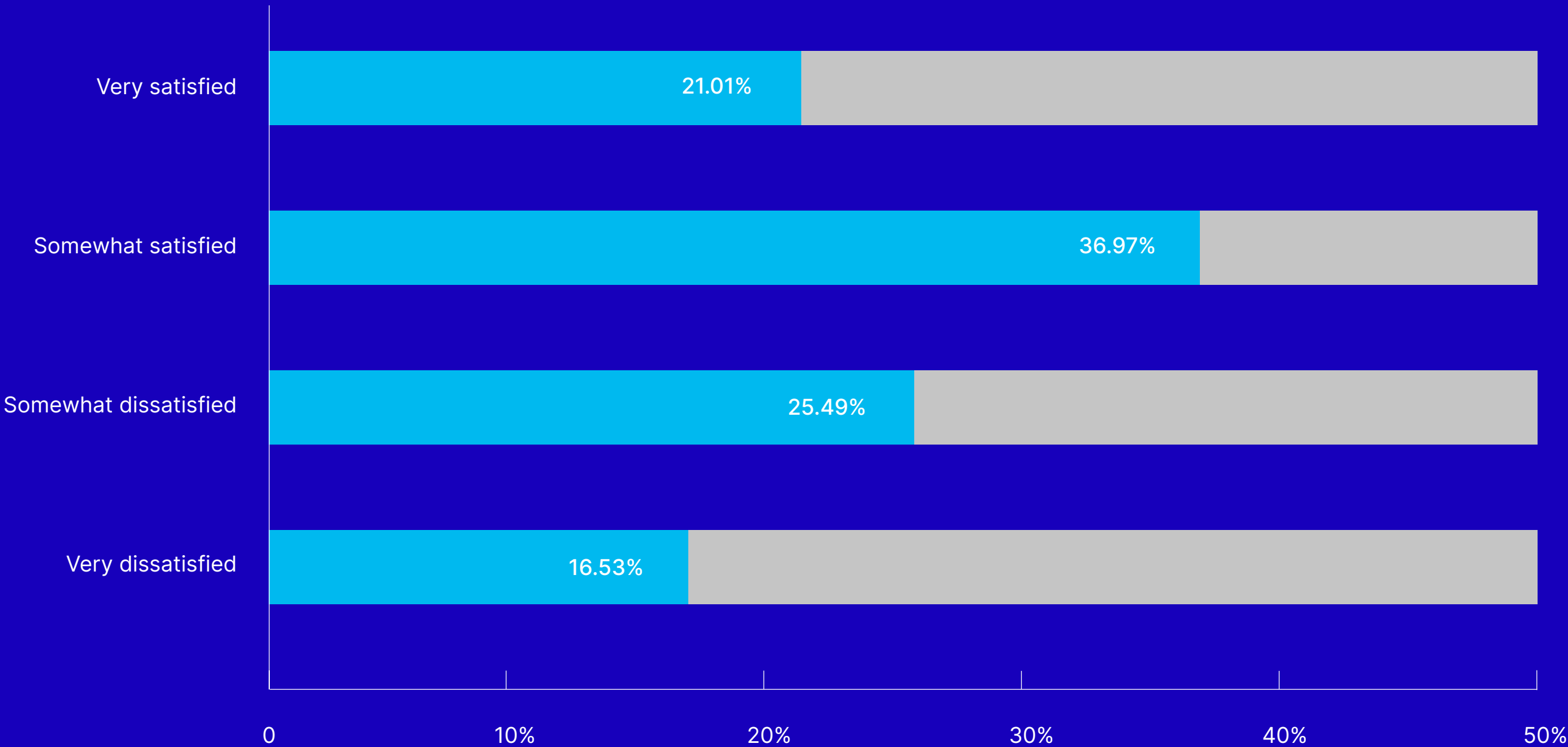
Career satisfaction

Work-life balance

As with health and wellbeing benefits, encouraging a positive work-life balance can help to promote happier and more productive employees.

Worryingly, respondents expressed the highest level of dissatisfaction in this area. In total, 42% said they are somewhat or very dissatisfied with their ability to achieve a good work-life balance in their current role.

Just 21% of respondents said they are currently very satisfied with this aspect of their current role.



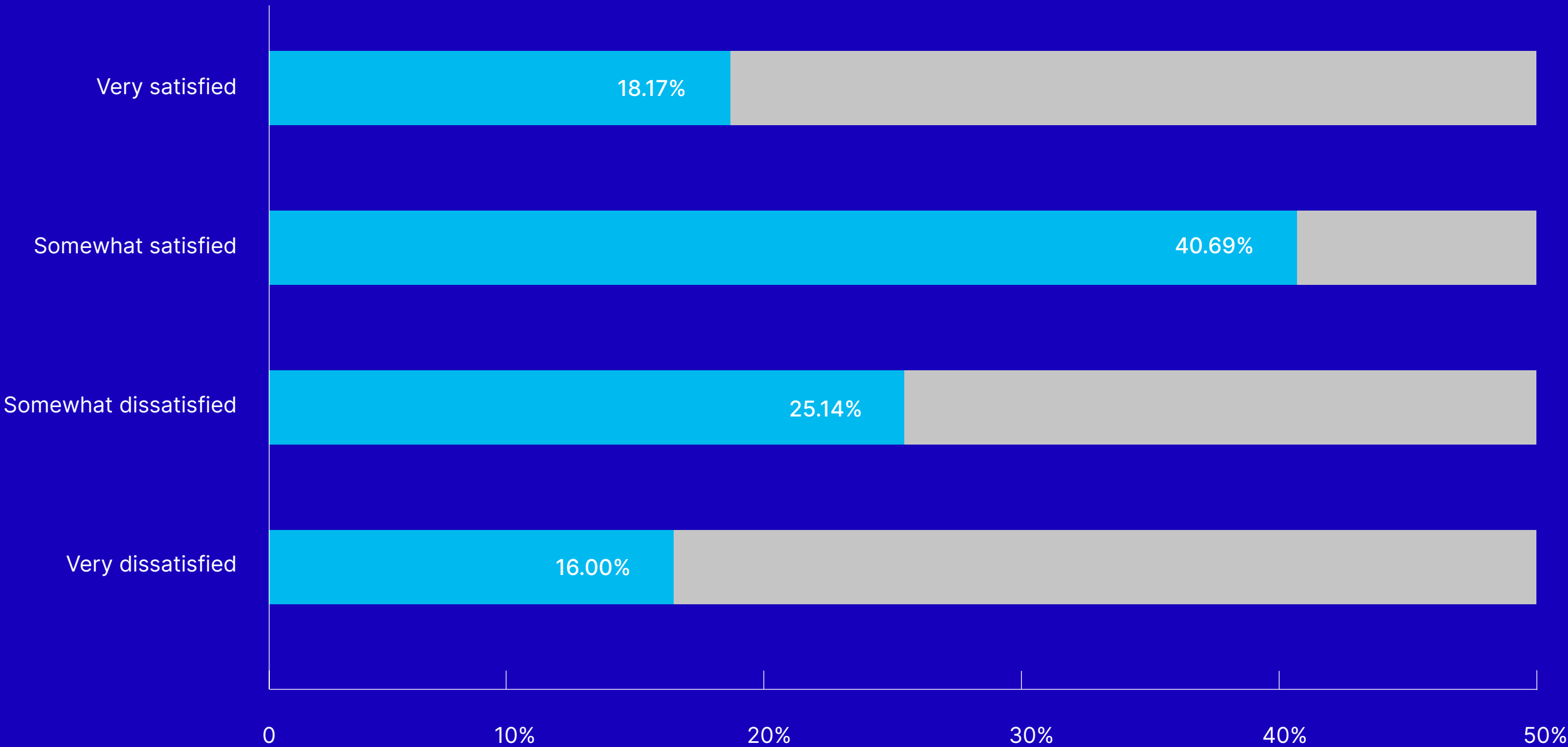
42%
are dissatisfied with their
current work-life balance

Career satisfaction

Personal development opportunities

Employees’ ability to progress and successfully climb the corporate ladder is often linked to the opportunities for personal development.

While personal development can provide a route to broader career progression, two in five (41.1%) said they are dissatisfied in this area. However, nearly 60% were very or somewhat satisfied with the opportunities for personal development in their current role.



60%
are satisfied with opportunities
for personal development

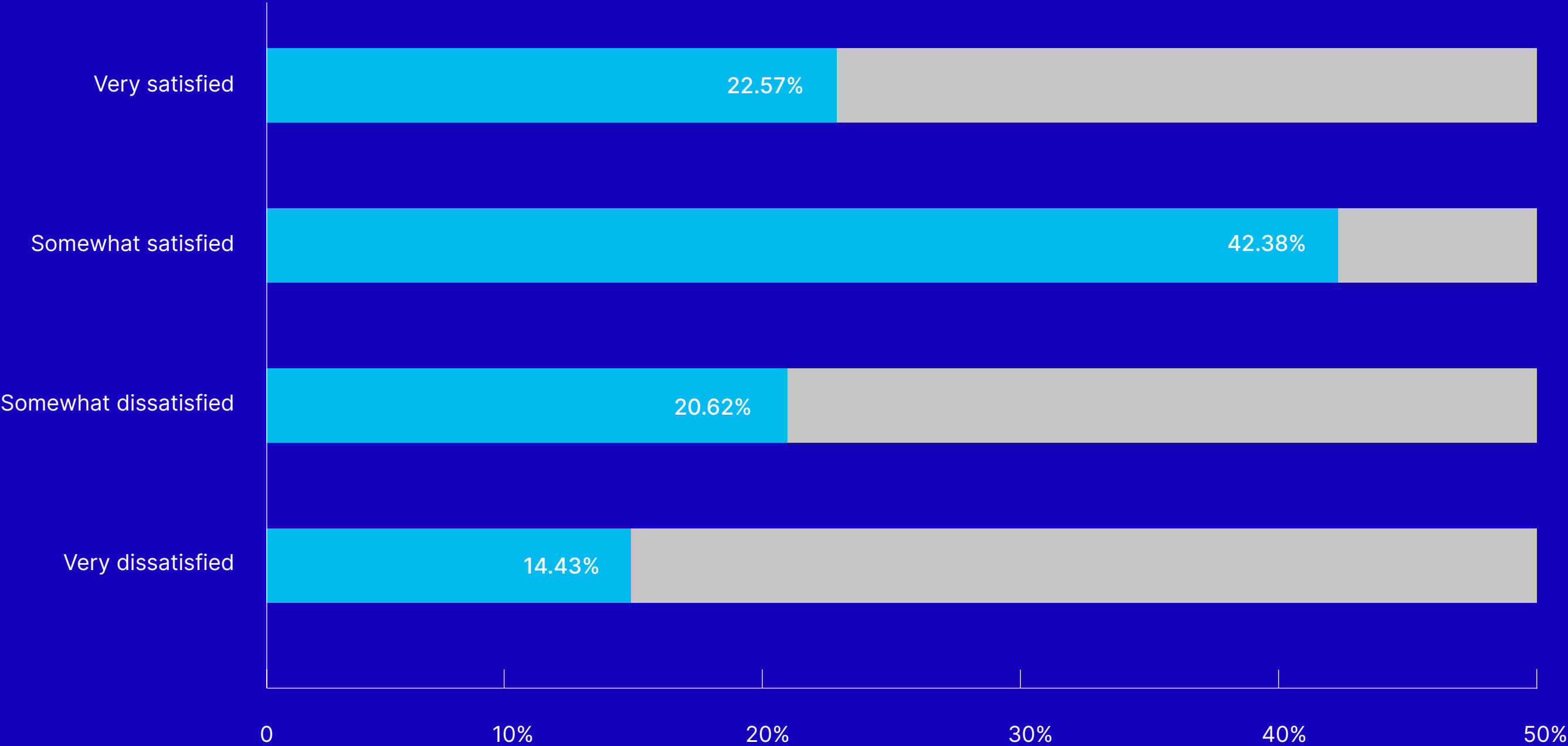
Career satisfaction

Holiday allowance

Respondents showed the highest level of satisfaction when asked to rate their current holiday allowance.

The majority of respondents said they are somewhat (42.3%) or very (22.5%) satisfied with their annual leave entitlement.

However, 35% remain somewhat or very dissatisfied in the holiday allowance currently available in their role.



35%
are dissatisfied with their
current holiday allowance

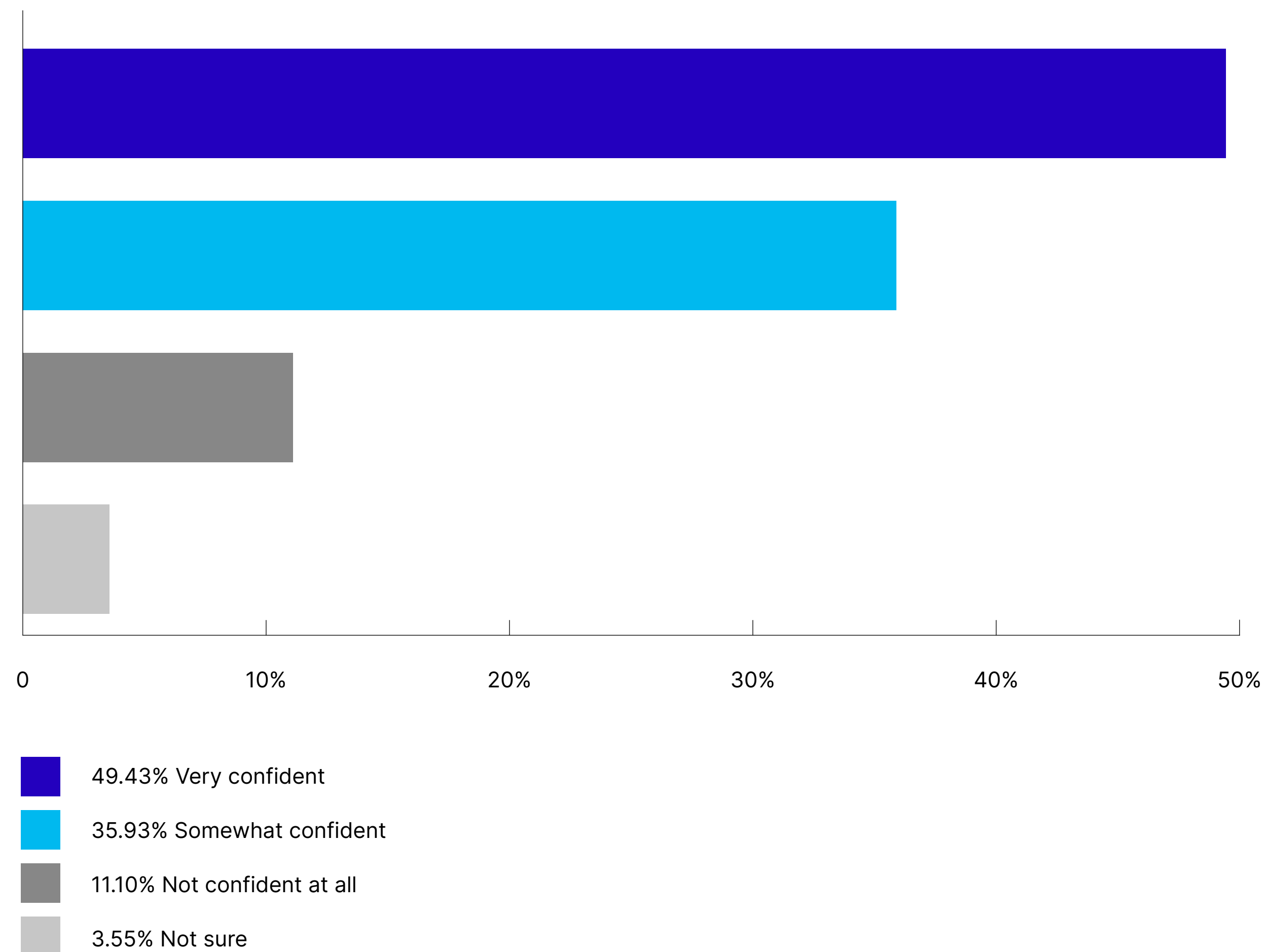
Career satisfaction

Long-term confidence

Taking a long-term look at the availability of construction management jobs in the next five years, the findings are encouraging.

Just over four in five respondents (85.3%) said they are very or somewhat confident in the five-year outlook for construction managers.

While just 11.1% said they are not confident in the future for construction management roles, respondents provided interesting insight on the specific issues currently impacting confidence, including concerns around government policy, growing skills gaps and an ageing workforce.



Career satisfaction

Summary

What is impacting confidence in the availability of construction management roles?

- “Dependent on the next government being able to reinstate housing targets.”
- “Ageing workforce; lack of new recruited staff for years; high pressure and ever-growing expectations of perfection demanded from safety, quality programme and budget will result in less people in the industry.”
- “Professional and trades numbers are in decline, with few new recruits for key roles. The demand for construction qualified people will be in high demand over the next 10 years, even if the sector is not so buoyant.”
- “The demise of HS2 is going to impact the sector significantly.”
- “I am confident with overall ability, but less certain of availability in my home geographic location.”



Chapter 3

Professional bodies and personal development

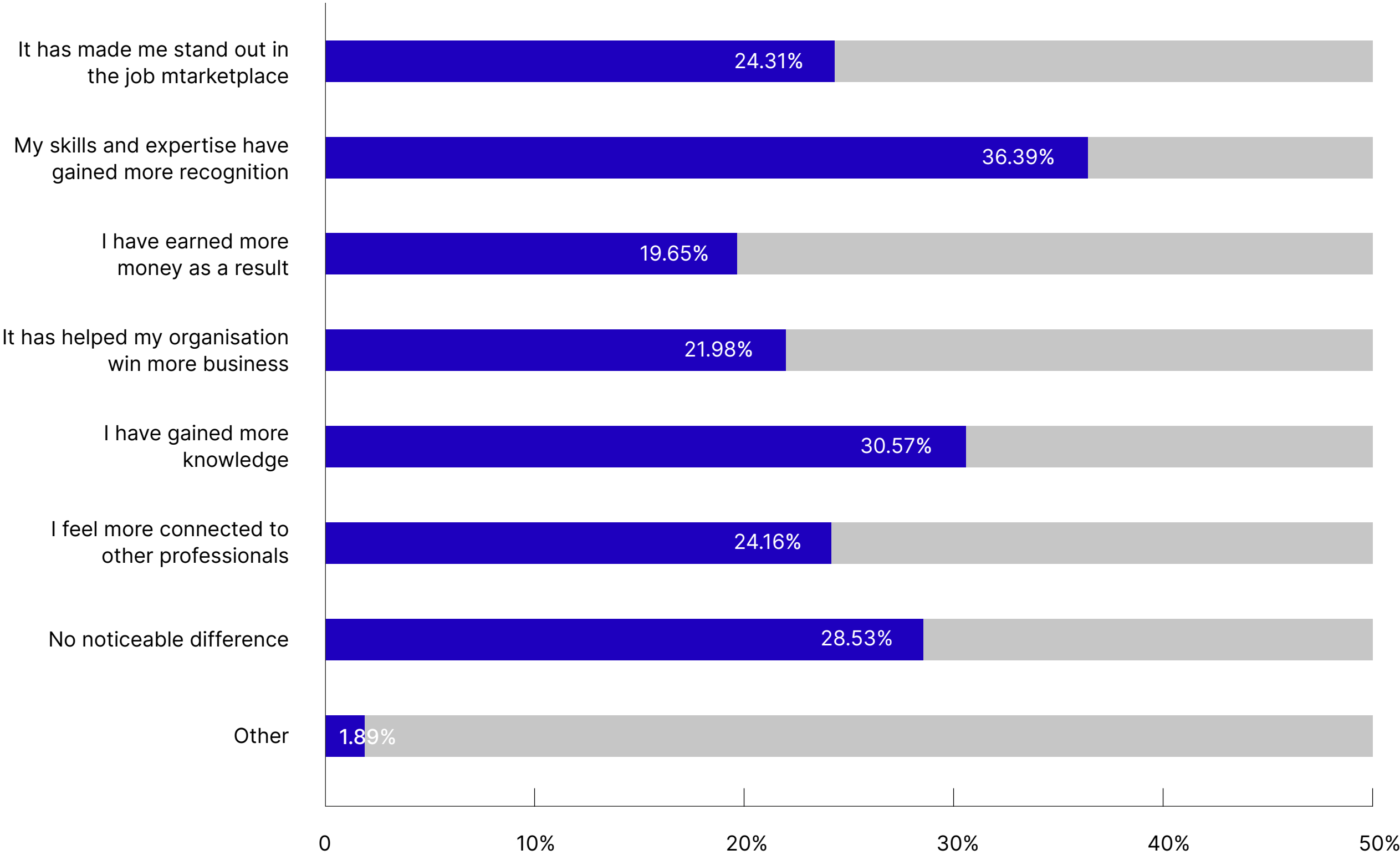
Four out of five of our respondents are CIOB members, with the majority (41.9%) holding MCIOB status. This is followed by FCIOB (24.7%) and TechCIOB (18.3%). The remaining pool of respondents included CIOB applicants, student members, ACIOB and ICOB.

When asked about how CIOB membership has made a difference to their career, the majority of respondents (36.3%) said it has given their skills and expertise more recognition.

One in five said that they have earned more money as a result of joining CIOB, highlighting the financial benefit of professional membership.

Almost a quarter of respondents said that being affiliated with CIOB has allowed them to feel more connected to other professionals, as well as helping them to stand out more in the job marketplace.

According to 30.5% of respondents, membership has also help them gain more professional knowledge, while 21.9% said it has helped their organisation win more business.



1 in 5
CIOB members say they have earned more as a result of professional membership

Professional bodies
and personal development

How has CIOB membership impacted your career?

- “Certainly was a help in my earlier career – to show I was a committed professional.”
- “Led to industry discussions with an MSP to change face of industry and legislation.”
- “It helps when I’m looking for a new role.”
- “It is a requirement for my job.”
- “Certainly helped get that first step after graduate role.”



Professional bodies
and personal development

Professional development

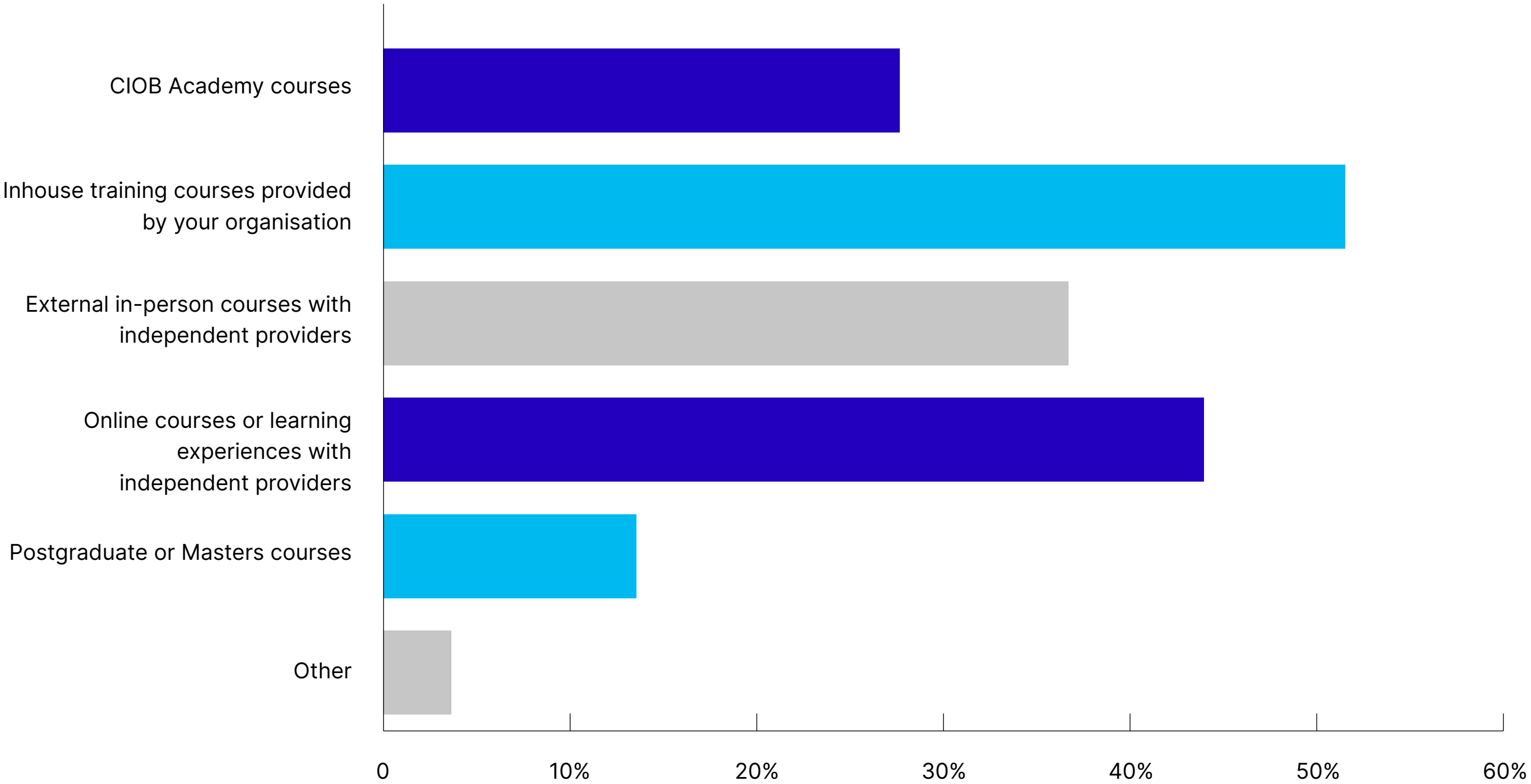
CIOB members were also asked how they approach professional development within their current role. Just over half of respondents (51.5%) rely on in-house training courses provided by their organisation.

This was closely followed by online courses or learning experiences with independent providers (43.9%) and external in-person courses with independent providers (36.6%).

Almost 30% of respondents said that CIOB Academy courses are key to supporting their professional development, while 13.5% have pursued Postgraduate or Masters courses to support their progress.

Other routes for professional development

- “Online reading of new methods and new design materials use.”
- “Reading trade publications.”
- “Research every day and interaction with colleagues makes for a great learning experience.”
- “Self-sourced learning, work-related personal development.”
- “Developing my skills in both planning and regulatory compliance by acting as agent for household planning and building control applications.”
- “Attend and present at conferences.”



Almost **30%**
rely on CIOB Academy courses to
support their professional development

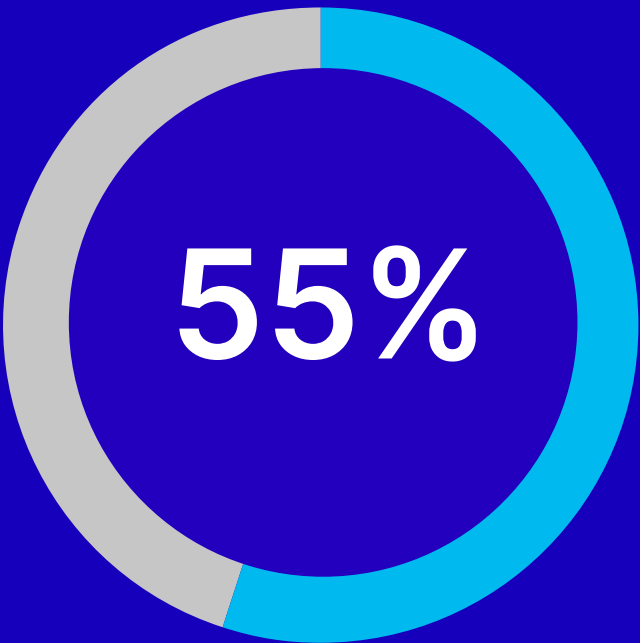
Professional bodies
and personal development

Other professional bodies

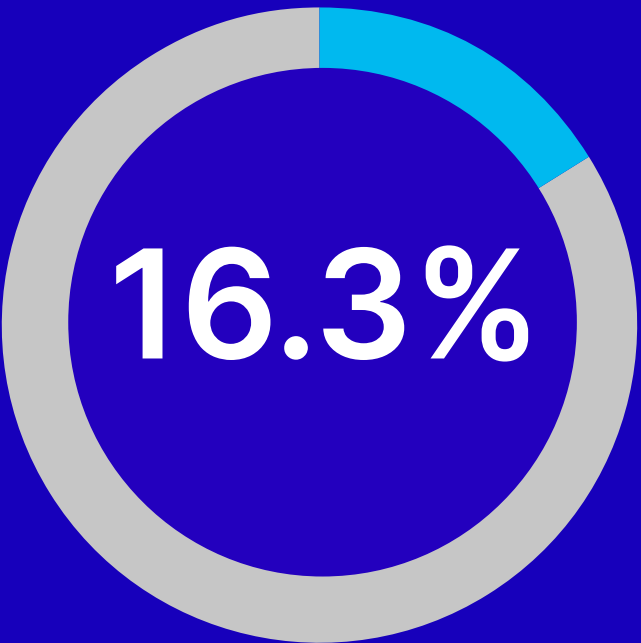
While CIOB members represented the majority of our respondents, members from the Institute of Chartered Surveyors (RICS) made up 16.3%, followed by the Association of Project Management (APM) with 12.1%.

Just under 30% of respondents are not members of any professional bodies.

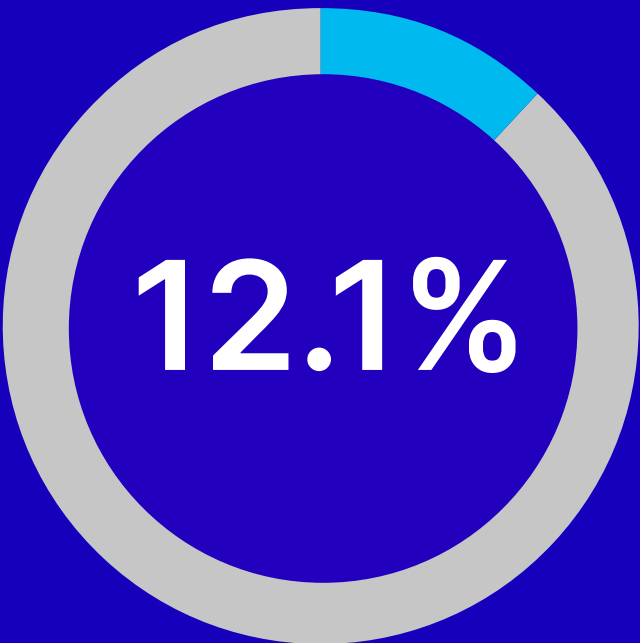
CIOB members



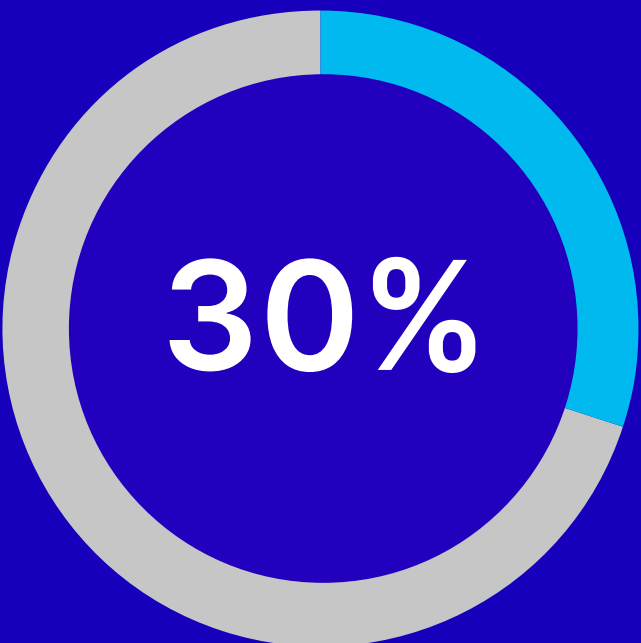
Institute of Chartered
Surveyors (RICS)



Association of Project
Management (APM)



Non Members



Chapter 4

Respondents

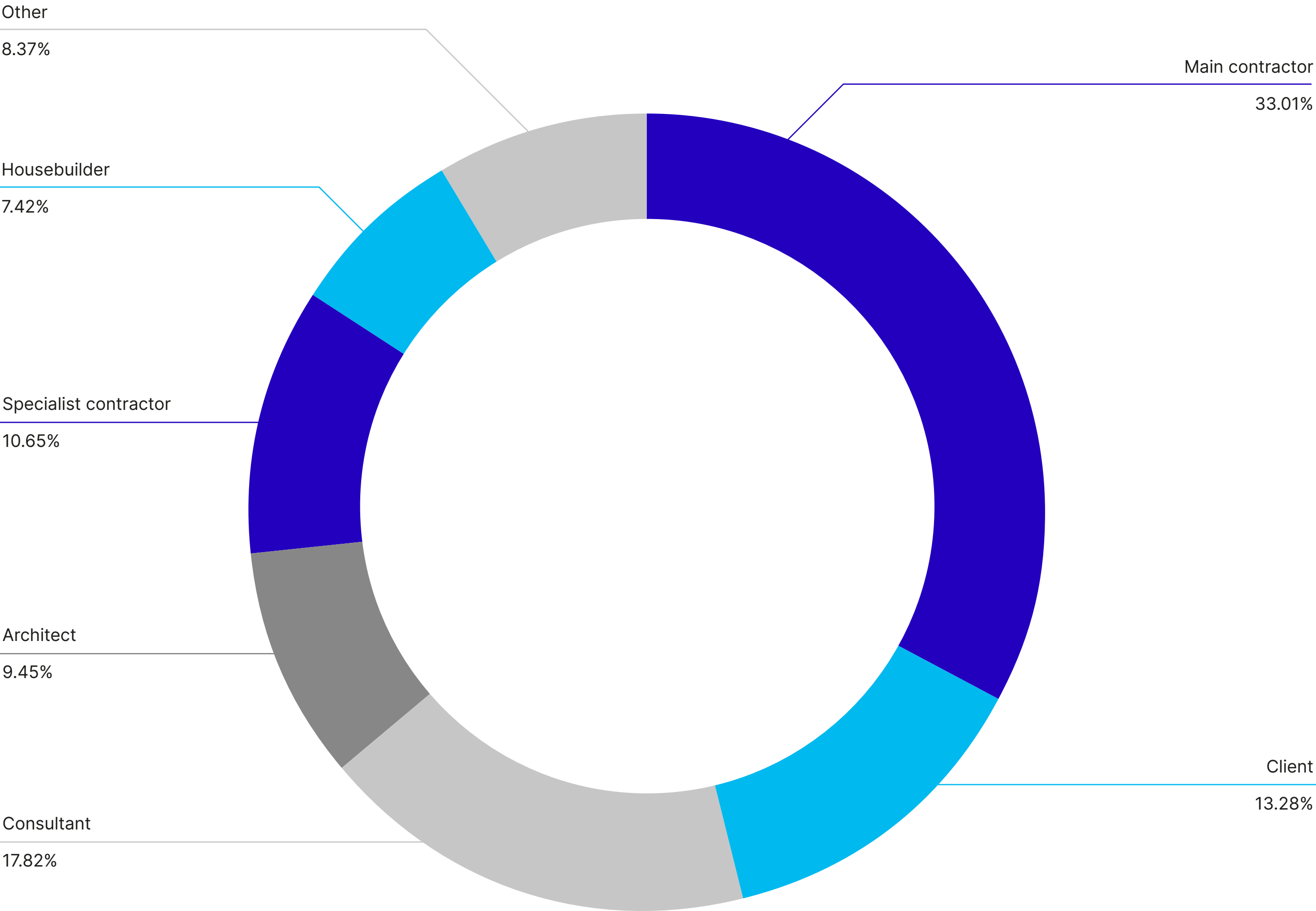
Job function and company

The most popular job function across all respondents is project management (16.3%), followed by quantity surveying (10.5%) and site management (7%).

One third of respondents (33%) work for main contractors, while 10.6% work for specialist contractors.

Consultants and clients employ 17.8% and 13.2% of respondents respectively. Architecture firms employ 9.4% of respondents, and housebuilders 7.4%.

33%
of respondents work
for main contractors

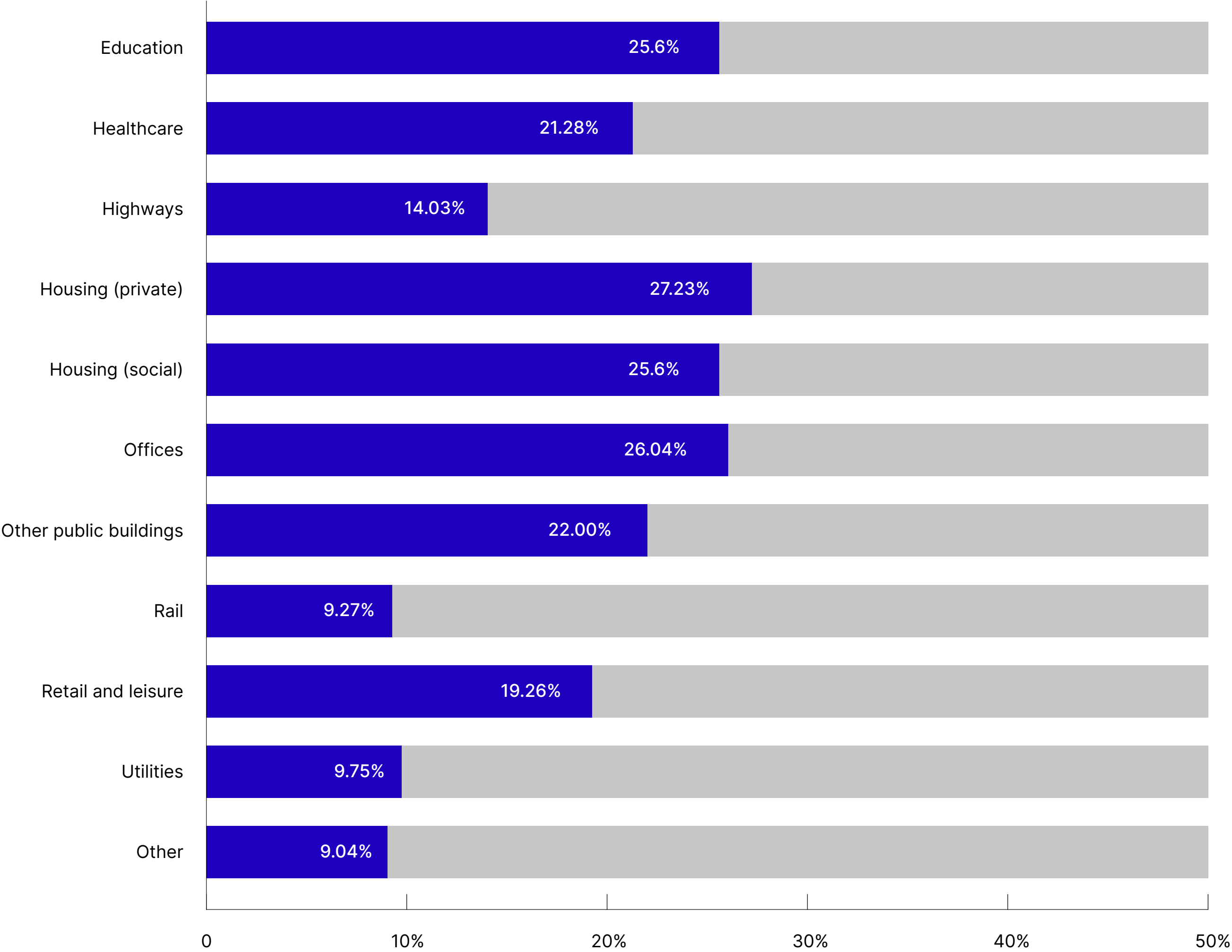


Respondents

Sector

The most popular sector is private sector housing, with 27.2% of respondents currently working in this area. This was closely followed by the office sector, which was selected by 26% respondents.

A quarter of those surveyed work in education (25.6%) and social housing (25.6%).

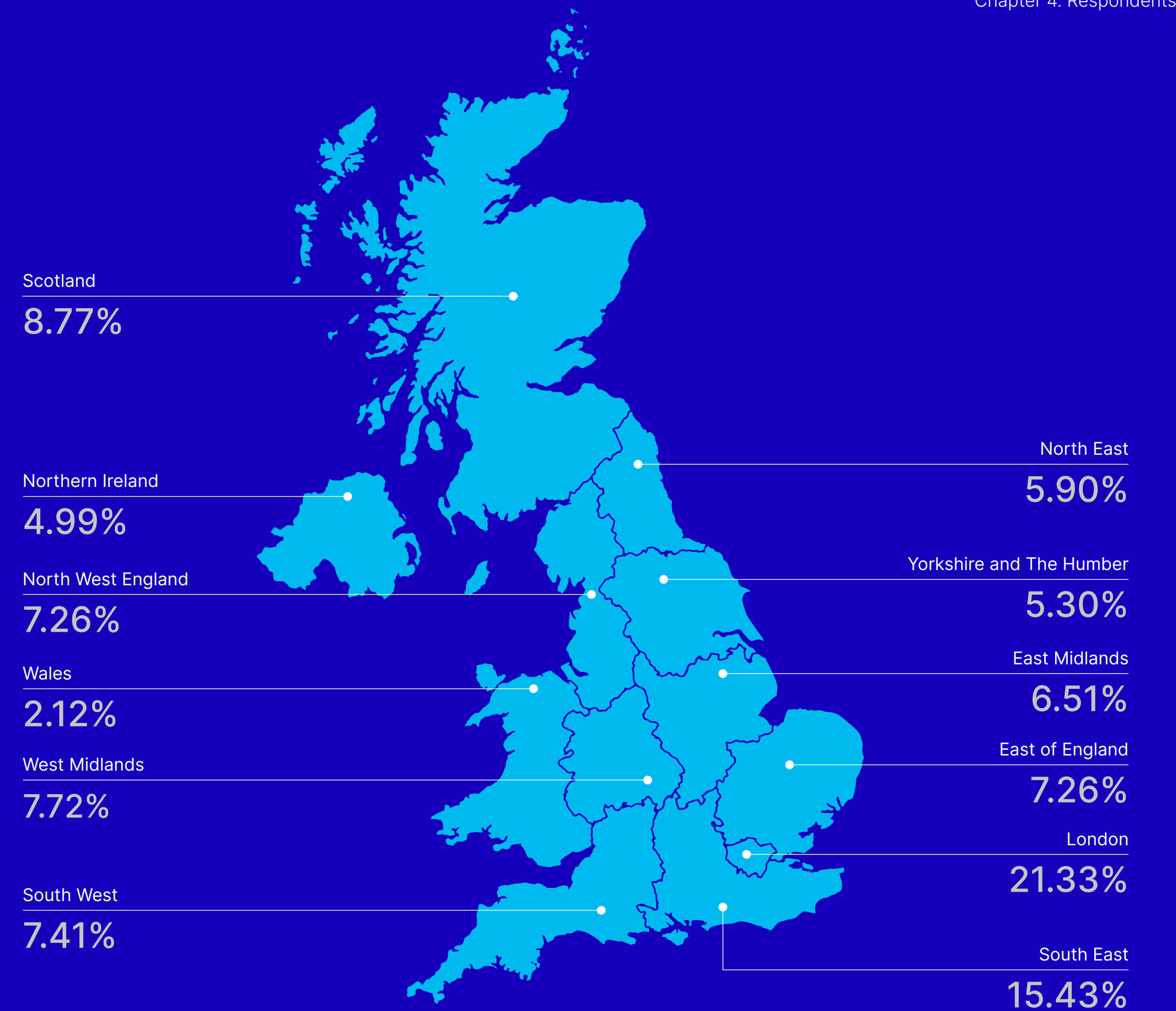


Respondents Location

The majority of respondents are based in the UK (78.6%), with most located in London (21.3%) or the South East of England (15.4%).

The remaining international respondents are based across various regions, from Asia and the Americas to the Middle East, Africa and mainland Europe.

78.6%
of respondents are based in the UK

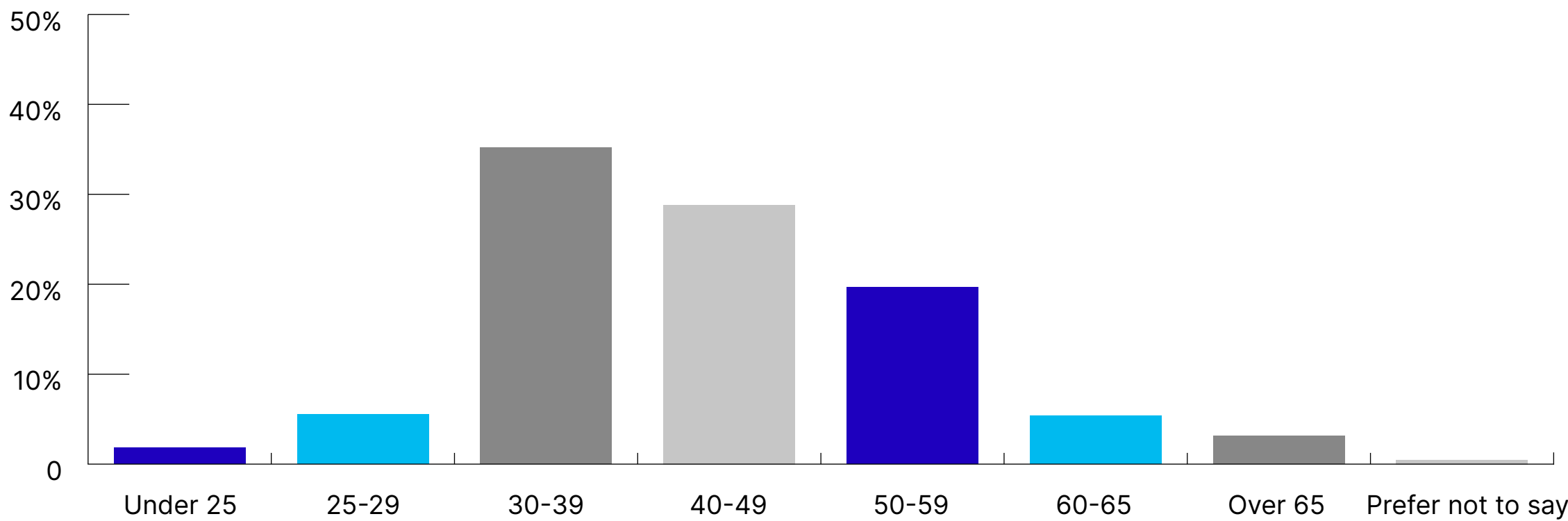


Respondents

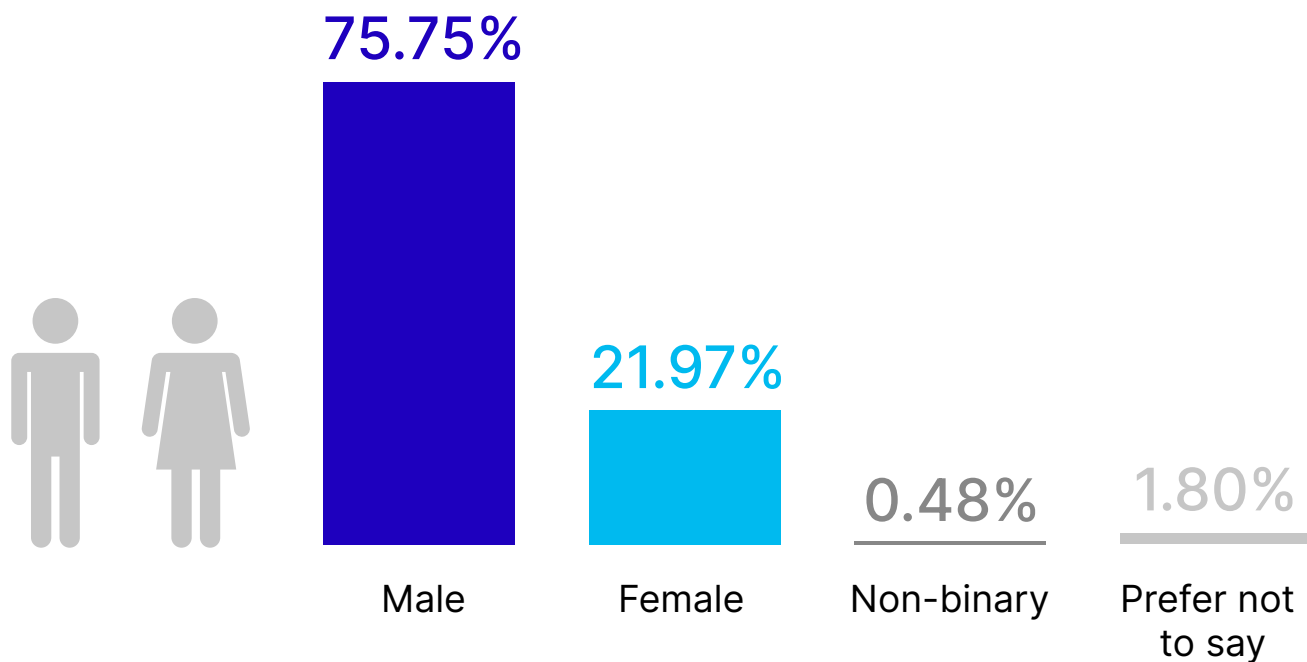
Protected characteristics

Most of our respondents were aged between 30-39 (35.1%) and 40-49 (28.8%). Three quarters were male, reflecting the oft-discussed lack of female representation in the industry. One in five respondents were female, while less than 1% identify as non-binary.

What is your age group?



What best describes your gender?



33%
of respondents were aged between 30-39 and just one in five were female.

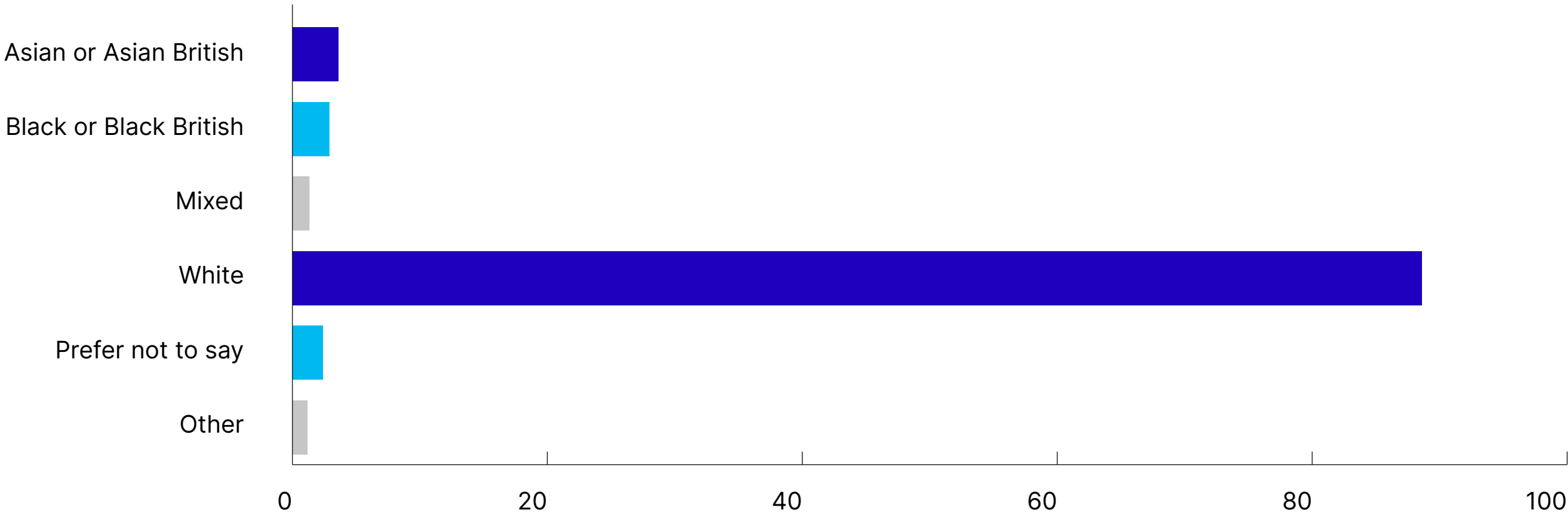
Respondents

Protected characteristics

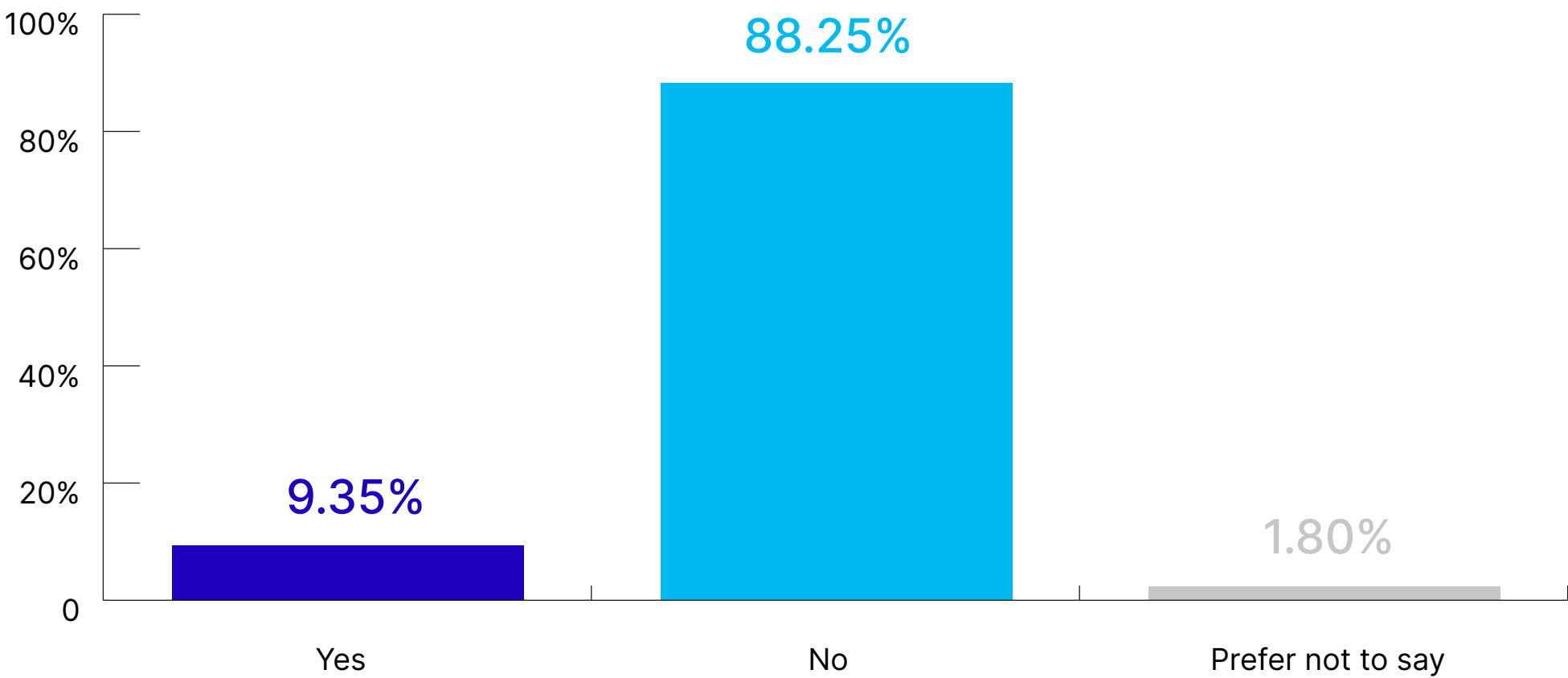
With regards to ethnicity, the majority of those surveyed are white (88.6%), while all other ethnicities represent just 11.3%.

Our findings also show that almost 90% of respondents said they do not have a disability or learning difficulty, but 2.4% were unwilling to share any personal details in this area.

What best describes your ethnicity?



Do you have a disability or learning difficulty?



About the survey

This is the first Construction Management Salary and Market Trends Survey, which provides insight into the salary and career development trends across the profession.

The survey was conducted by Atom between 4 October and 18 October 2023. The quantitative online survey involved 879 respondents across a broad mix of sectors and job functions from all areas of construction management.

Promotion of the survey was conducted via email marketing, social media and CIOB's editorial websites including CIOB People, Construction Management, Global Construction Review and BIM+.

