
**JUST
CONSTRUCTION**

CONSTRUCTION & ENGINEERING
SPECIALIST RECRUITERS

HEALTHCARE CONSTRUCTION SALARIES

**2026 COMPREHENSIVE
COMPENSATION SNAPSHOT**

Data compiled from The Birmingham Group, Randstad, Glassdoor,
Bureau of Labor Statistics, and industry placement data

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MARKET OVERVIEW

Healthcare construction professionals are commanding record compensation in 2026 as firms compete fiercely for limited talent.

With construction unemployment near 3.2% and healthcare projects requiring specialized expertise, salaries have surged across all roles. The labor shortage continues to drive unprecedented wage growth, with healthcare construction roles earning premium pay compared to general construction due to project complexity, compliance requirements, and schedule pressures.

6-8%

Annual Wage Growth for Healthcare Construction Professionals



15-20%

Salary increase for civil engineers on healthcare projects

25-30%

Pay growth for BIM specialists and sustainability consultants

10-15%

Technology premium for BIM and AI platform fluency

\$25-40K

Average non-salary benefits for mid to senior professionals



2026 SALARY RANGES BY ROLE

These ranges reflect actual market conditions for healthcare construction projects in 2026, based on verified placements and accepted offers:

Role	Experience Level	Salary Range	Healthcare Premium
Project Manager	Entry-Level	\$85,000 - \$95,000	+8-12%
Project Manager	Mid-Level	\$95,000 - \$115,000	+8-12%
Project Manager	Senior	\$115,000 - \$125,000+	+10-15%
Healthcare PM (NYC)	All Levels	\$95,000 - \$196,000	Metro premium
Superintendent	Entry-Level	\$72,000 - \$85,000	+5-10%
Superintendent	Senior	\$95,000 - \$110,000	+8-12%
Superintendent	Elite Markets	\$130,000 - \$150,000+	+15-20%
Estimator	All Levels	\$70,000 - \$85,000	+5-8%
Construction Manager	Mid-Senior	\$95,000 - \$118,000	+10-15%
Civil Engineer (Healthcare)	All Levels	\$75,000 - \$105,000	+15-20%
BIM Specialist	All Levels	\$80,000 - \$115,000	+25-30%
Sustainability Consultant	All Levels	\$70,000 - \$100,000	+25-30%
Healthcare Architect	Registered	\$82,000 - \$97,000	+10-20%
Project Architect	Healthcare Focus	\$95,000 - \$108,000	+10-20%
Skilled Trades	Experienced	\$50,000 - \$100,000+	+25%+

Note: Healthcare construction roles command 5-20% premiums over general commercial construction due to complexity, compliance requirements, infection control protocols, and continuous operation constraints.



GEOGRAPHIC PAY VARIATIONS

Location significantly impacts healthcare construction compensation. High-cost metros and regions with acute labor shortages command substantial premiums:

TOP TIER

PREMIUM MARKETS

25-40% above national average

- › San Francisco Bay Area
- › New York City
- › Seattle
- › Boston
- › Los Angeles

Driven by cost of living, union markets, project complexity, and severe labor shortages.

HIGH GROWTH

EMERGING HOT MARKETS

15-25% above national average

- › Austin, TX
- › Denver, CO
- › Salt Lake City, UT
- › Phoenix, AZ
- › Nashville, TN

Rapid population growth, major healthcare expansions, competitive labor markets.

BALANCED

MID-TIER MARKETS

5-15% above/below national average

- › Dallas-Fort Worth, TX
- › Houston, TX
- › Atlanta, GA
- › Charlotte, NC
- › Columbus, OH

Strong healthcare construction activity with more balanced supply-demand dynamics.



COMPENSATION DRIVERS IN HEALTHCARE CONSTRUCTION



1. Specialization Premium

Healthcare construction requires specialized knowledge that commands higher pay:

- Understanding infection control protocols and ICRA (Infection Control Risk Assessment)
- Experience with continuous operations and phased occupancy
- Knowledge of medical equipment coordination and integration
- Familiarity with FGI Guidelines and healthcare-specific codes
- Track record on complex MEP systems and life safety requirements



2. Technology Skills

Digital fluency adds measurable value to compensation packages::

- **BIM Expertise:** 10-15% premium for certified BIM specialists
- **AI Platform Fluency:** Experience with AI-driven scheduling and analytics adds 10-15%
- **Digital Procurement:** Knowledge of JOC platforms and digital procurement tools valued by employers
- **Prefabrication Coordination:** Experience with factory-built components increasingly sought-after



3. Certifications That Pay

High-Value Certifications: CCM (Certified Construction Manager), PMP (Project Management Professional), OSHA certifications, LEED AP, and EDAC (Evidence-Based Design Accreditation) consistently add value.

Pay increases depend on role, sector, and market but typically range from \$5,000-\$15,000 annually.



4. Labor Market Dynamics

The severe construction labor shortage is the primary driver of current wage growth:

- Industry needs 500,000 additional workers in 2026 just to meet demand
- 88% of firms report craft worker openings that are harder to fill than a year ago
- 45% of firms report project delays due to worker shortages
- Healthcare projects compete with data centers, infrastructure, and manufacturing for same talent pool



TOTAL COMPENSATION PACKAGES

Modern healthcare construction compensation extends well beyond base salary. The average value of non-salary benefits adds \$25,000-\$40,000 to annual compensation for mid to senior-level professionals:

Performance Bonuses

- **Project completion bonuses:** 5-15% of base salary
- **Safety bonuses:** Tied to zero-incident performance
- **Quality metrics:** Linked to warranty claims and client satisfaction
- **Bid accuracy bonuses:** For estimators (growing trend)

Sign-On Incentives

- **\$5,000-\$25,000 signing bonuses now common for experienced PMs and superintendents**
- **Relocation assistance packages:** Full or partial for key roles
- **Technology stipends:** Tablets, phones, software licenses

Benefits & Perks

- **Health insurance (family coverage valued at \$15,000-\$25,000 annually)**
- **401(k) matching:** Typically 3-6% of salary
- **Vehicle allowances:** \$500-\$1,000/month for field roles
- **Flexible schedules and hybrid work (for office-based portions of roles)**
- **Professional development:** Conference attendance, continuing education
- **Accelerated promotion timelines:** Career growth 2-3 years faster than historical norms



2026-2027 OUTLOOK

**+6-8%
ANNUALLY**



Forecast:

Wage growth is expected to continue at 6-8% annually through 2027, driven by persistent labor shortages, healthcare construction boom, and competition from other high-growth sectors like data centers and infrastructure.

Key trends shaping compensation:

- **Sector Competition:** Healthcare construction wages rising faster due to competition with data centers and advanced manufacturing projects
- **Premium for Reliability:** Firms with proven healthcare track records can command 10-20% premiums
- **Technology Amplification:** Gap widening between tech-savvy professionals and those without digital skills
- **Geographic Arbitrage Fading:** Remote preconstruction roles enabling professionals in lower-cost areas to access premium market salaries
- **Retention Investments:** Companies focusing on retention as replacing senior leadership costs \$50K-\$75K per position



NEGOTIATION LEVERAGE

Healthcare construction professionals have significant negotiating power in 2026's tight labor market:

FOR JOB SEEKERS:

- Multiple offers are common; use competing bids to maximize total compensation
- Focus negotiations on total package, not just base salary
- Emphasize specialized healthcare experience and technology skills
- Request labor escalation clauses if joining project-based roles
- Consider geographic mobility to access premium markets

FOR EMPLOYERS

- Move quickly on qualified candidates; time-to-hire averaging 90+ days for senior roles
- Price offers competitively from the start to avoid losing candidates
- Structure retention bonuses and long-term incentives
- Invest in career development and clear advancement paths
- Partner with specialized healthcare construction recruiters



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