

V7 Recruitment



2024

**Construction
Salary Guide**

Contents

3

.....
**INTRODUCTION
AND DIRECTOR
STATEMENT**

4

.....
**INDUSTRY
CHALLENGES**

5

.....
SALARIES

9

.....
BENEFITS

11

.....
WAYS OF WORKING

12

.....
NEW ROLE?



Introduction

Skills focused, concentrated retention and innovative strategies - the hiring trends that have shaped 2024.

As of June 2024, the estimated number of workforce jobs was 37.1 million, up by 503,000 from the year before. However, with an aging workforce and an increased demand for skills, it is inevitable for this number to decline. To combat this, we're witnessing many job market trends unveil themselves.

One of the most prominent trends in the UK job market is the increased focus on skills and retention. Employers are increasingly turning to innovative strategies to keep their top talent, such as development programmes and promoting a healthy work-life balance through flexible working options.

Within this survey guide, we discover just how important varying benefits are to employees, how salaries collectively have changed over the last 12 months, how many professionals are looking to move roles... and if so, why!

The Salary Survey is not a definitive guide to salaries within the construction industry, but purely a guide and monitor for the recruitment and retention of staff and indicates averages within the sector. Salaries and information are collected from working professionals nation wide.

"The recent V7 Construction Salary Survey has highlighted both expected and surprising insights into what candidates in the construction industry value and where they see room for improvement. Like the broader UK workforce, construction professionals are navigating challenges such as the cost of living crisis and adapting to post-pandemic work life. Additionally, our industry faces unique issues, including an aging workforce, the adoption of new technologies, sustainability goals, and increasingly stringent regulations.

Now more than ever, our clients are seeking guidance on not only salaries but benefits they should offer to remain competitive in the market. We have observed clients increase their holiday allowance, introduce healthcare policies and provide significant support around life events such as extended leave for fertility treatment. Companies want to know if their current offerings are attractive enough not only to attract new talent but also to retain their existing employees.

In this ever evolving industry it's clear that fostering a happy, valued workforce is crucial to success"

Claire Hodgson
Divisional Director - Construction



Challenges

The UK Construction industry employs 2.15 million people alone. However, with a decreasing talent pool and growing demands, the industry is witnessing a wave of challenges to overcome.

Skills Shortage

According to the UK Trade Skills Index 2023, the construction and trades industry will need 937,000 new recruits over the next decade. But with an aging workforce exacerbating the skills shortage, this figure is proving harder to achieve. With 35% of construction workers over the age of 50, the next decade will see a huge chunk of the workforce lost, with a need for it to be filled... AND expanded upon.

The knock-on effect of the skills shortage in the industry has a reaching impact on the economy, employment and the completion of projects. Without the work force at capacity, construction companies will struggle to meet project deadlines and deliver them to the right level of quality; resulting in increased costs and decreased stakeholder satisfaction.



Technology Adoption

The evolution of construction technology is transforming the industry. It provides innovative solutions to improve costs, project efficiency and environmental concerns. The technology being adopted by the industry is helping tasks such as designing, developing and building structures to be accomplished with incredible precision.

However, in comparison with other sectors, it has been one of the last to adopt new technology. And with advanced technology being quickly implemented, the demand for the workforce to hold the required skills to use and understand this technology has never been more paramount. But with advanced skill sets, also come greater salary expectations for businesses to manage and afford.

Economic Uncertainties

Unquestionably, the pandemic caused market instability across the majority of sectors, with companies tightening their budgets and outgoing expenditure, whilst employees budget their wages tighter to cover the months ahead.

Right now, the construction industry is still coping with the lingering impacts of the pandemic, including commodity price surges, supply chain distributions and exchange rate fluctuations. However, even with these rippling concerns, there is a steady growth trajectory through 2030.

Salaries

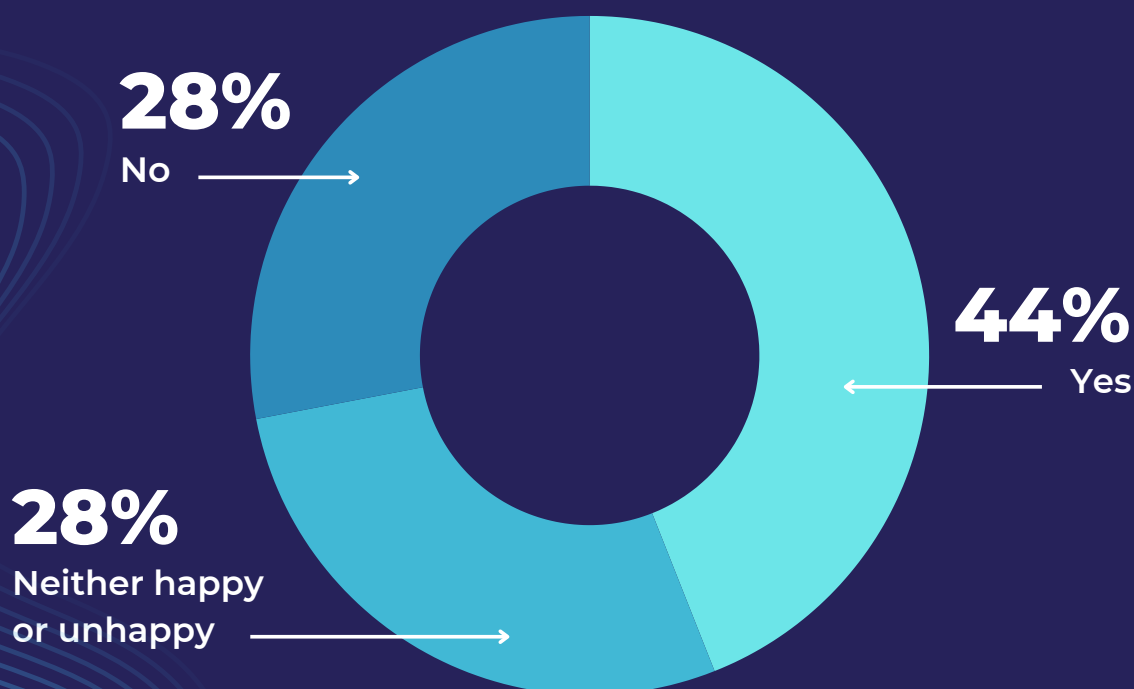
Similar to most industries, as the Construction sector evolves, so do the salary expectations of those working in the sector.

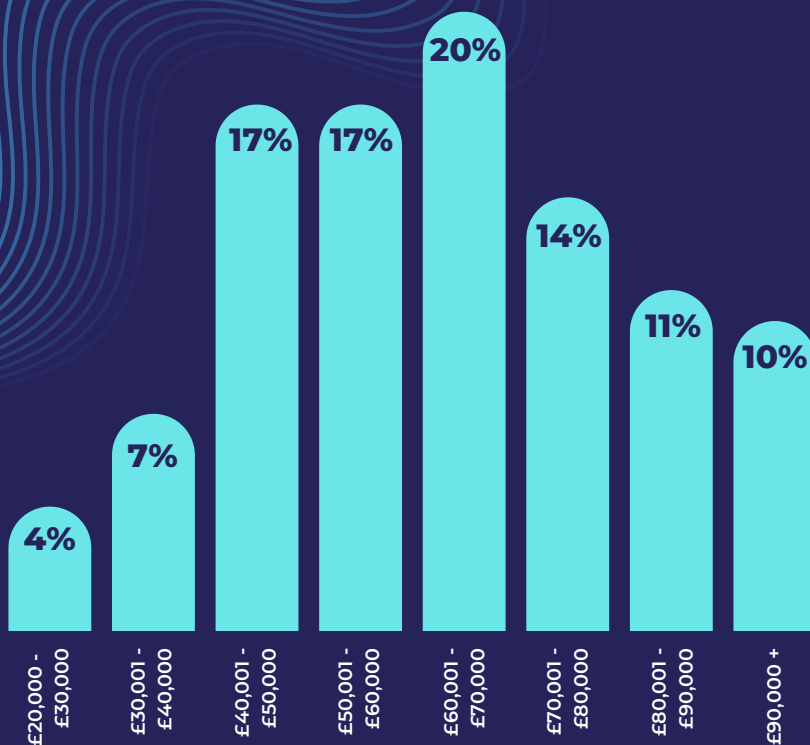
The growing demand for advanced skillsets, technological understanding, and environmental knowledge has led to a greater emphasis on salaries being reviewed... and expectations from those who attain the desired skills!

According to the ONS's Average Weekly Earning Dataset, Construction workers recently saw the lowest annual increase in their average earnings across all industries, at just 3.9%. The report also highlighted that the industry has experienced the most extreme fluctuations in earning movements in recent years.

Surveying construction professionals across the UK, we found that nearly half of them (44%) are currently happy with their salary and 28% neither happy nor unhappy. Does this show that Construction salaries have evolved?

Are you happy with your current salary?





The average salary of respondents was between £60,00 - £70,000.

This was followed closely by the salary brackets of £40,000 - £50,000 and £50,000 - £60,000.

With 62% of survey respondents having **over 16 years of experience** and equally 62% working within the Main Contractor discipline, these are results are in line with that of industry reports.

Those with salaries above £90,000 held job titles such as:

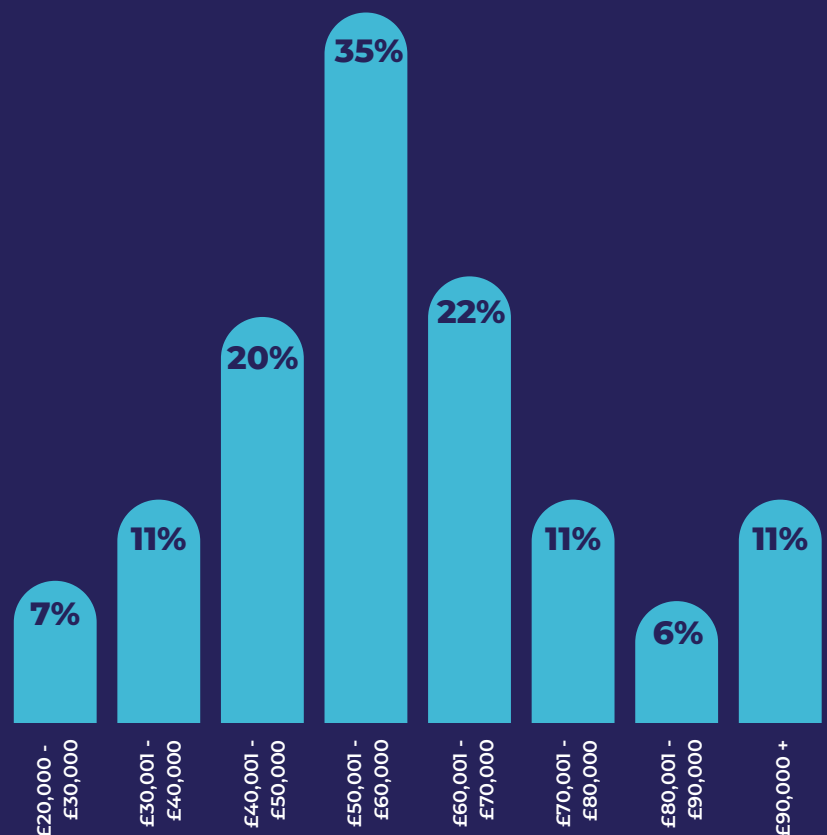
- Commercial Director
- Commercial Lead / Manager
- Project Manager
- Contract Manager
- Technical Advisor
- Senior Construction Manager

What is your current annual salary?

In comparison to 12 months ago, the most common salary bracket was between £50,001 - £60,000, £10,000 lower than what it is now.

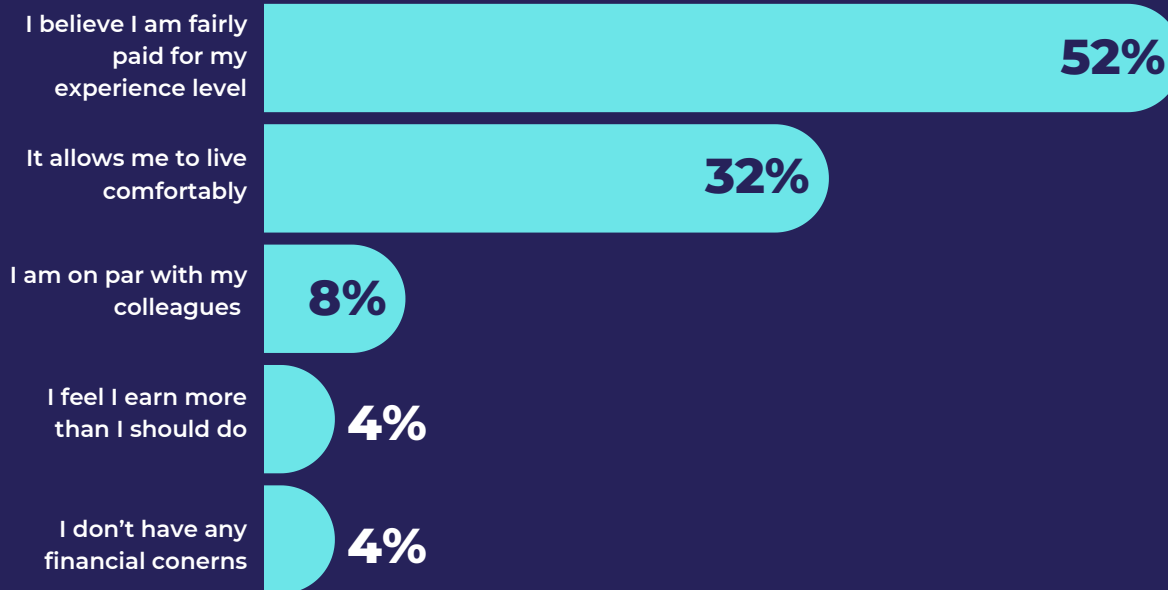
On average, the survey respondents who did receive a salary increase (67% of individuals), received an average increase of £6,810.

The highest salary increase - for individuals without moving jobs - was noted at a staggering £16,000 in one year.



What was your annual salary 12 months ago?

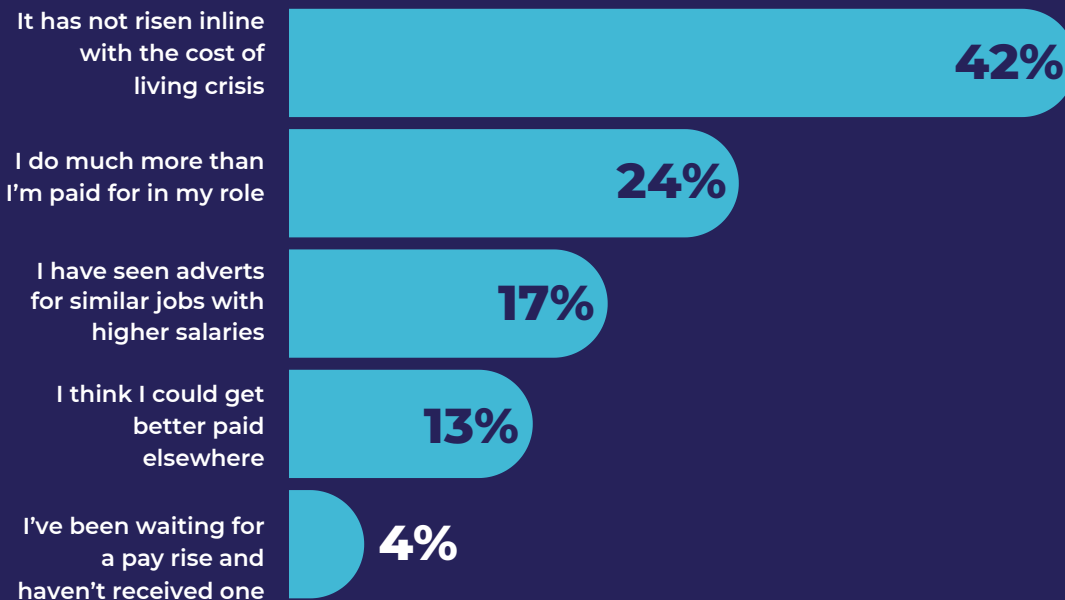
Why are you happy with your current salary?



Of those who answered that they were happy with their current salary, **52% of respondents** shared that they believe they're being paid fairly for their experience, followed closely by **32%** stating their salaries allow them to live comfortably.

These positive answers are reflective of the increase of salaries over the last 12 months.

Why are you unhappy with your current salary?



In comparison, those who answered that they are unhappy with their current salary, **42%** stated that it is due to their **salary not rising inline with the cost of living crisis**, followed by **24% believing they do more in their role that they're paid for**.

This demonstrates the skillset shortage and economic challenges the construction sector faces which was highlighted earlier in this guide.

Salary Findings

Salary findings from some of the most common roles we recruit for below.

Quantity Surveyor

| Experience | Salary | Discipline | Location |
|------------|----------|-----------------|------------|
| 1 Year | £32,500 | Main Contractor | North West |
| 3 Years | £47,000 | Main Contractor | South East |
| 12 Years | £61,1000 | Subcontractor | North West |
| 16 Years | £77,000 | Main Contractor | North West |

Project Manager

| Experience | Salary | Discipline | Location |
|------------|----------|-----------------|------------|
| 3 Years | £52,000 | Main Contractor | South East |
| 15 Years | £67,000 | Subcontractor | North West |
| 30 Years | £92,000 | Main Contractor | North West |
| 40 Years | £115,000 | Consultancy | North East |

Estimator

| Experience | Salary | Discipline | Location |
|------------|----------|-----------------|---------------|
| 6 Years | £44,1000 | Main Contractor | North West |
| 9 Years | £82,000 | Main Contractor | North West |
| 19 Years | £57,500 | Main Contractor | East Midlands |

Site Manager

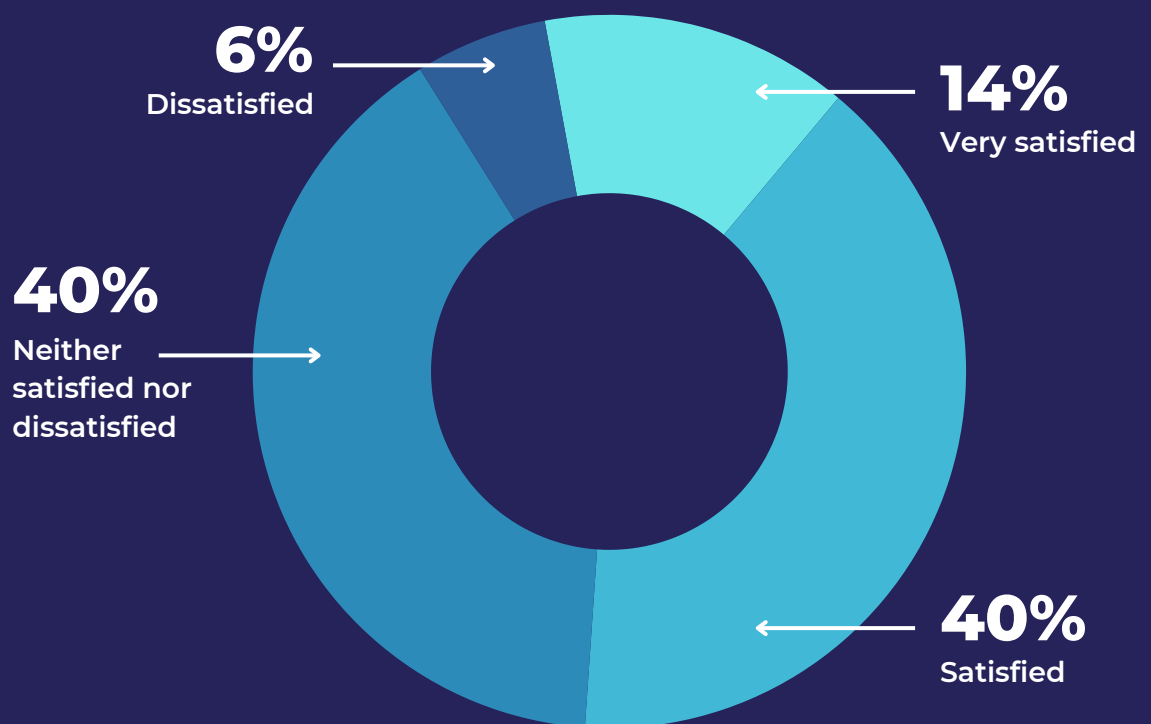
| Experience | Salary | Discipline | Location |
|------------|----------|-----------------|--------------------|
| 3 Years | £44,1000 | Main Contractor | North West |
| 10 Years | £60,000 | Main Contractor | North West |
| 20 Years | £50,000 | Main Contractor | Yorkshire & Humber |
| 30 Years | £70,000 | Main Contractor | North West |

Benefits

A recent industry study stated that **70% of employees** are more likely to stay with a company that offers well-**structured benefit packages** and **65% of candidates** consider employee benefits as a **crucial factor** when evaluating job offers.

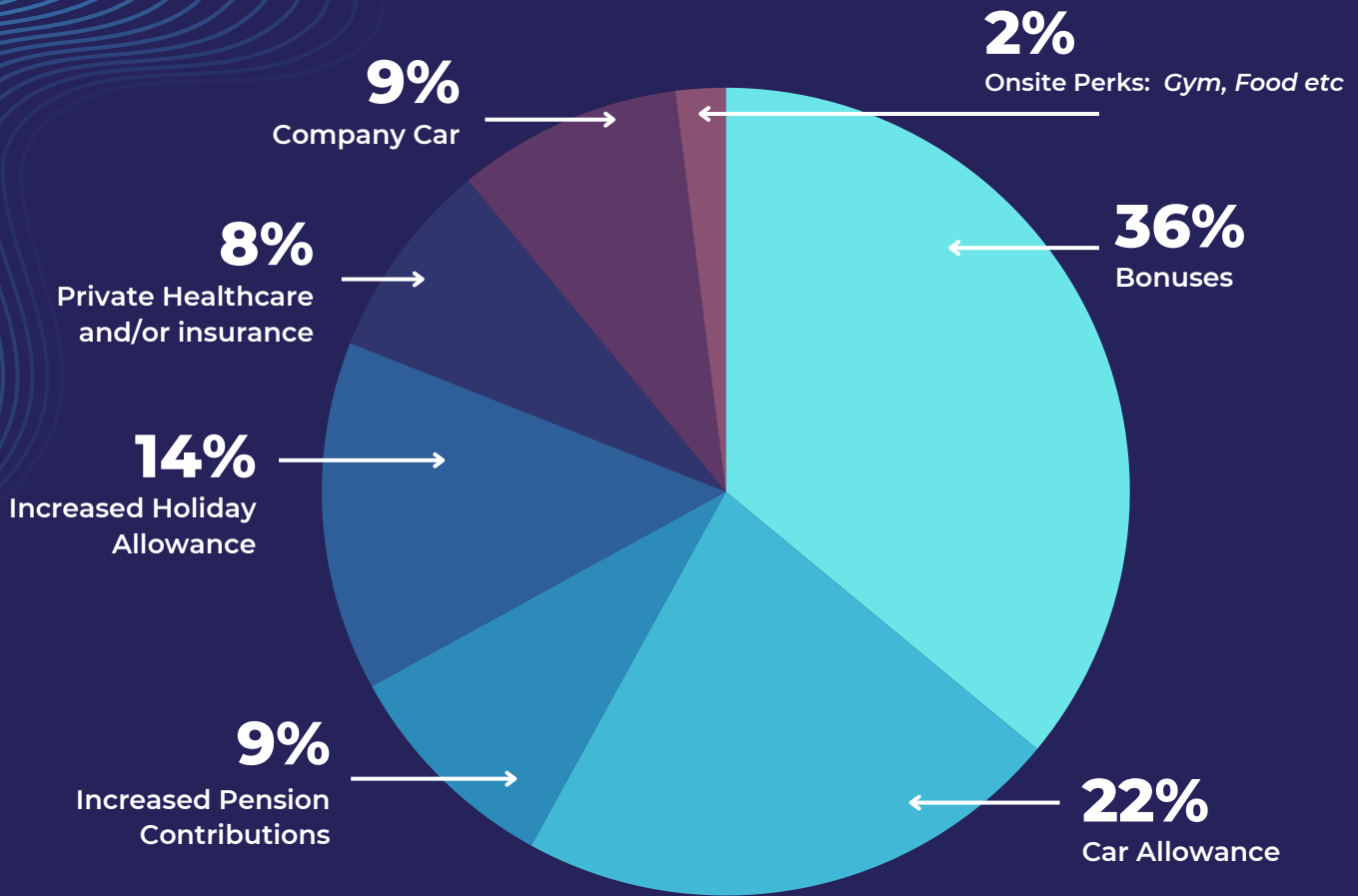
Although offering increased salaries isn't viable for all businesses, attracting and retaining talent can be achieved through providing competitive benefit packages, and should be regularly reviewed and evolved.

When poised with the question, our survey respondents shared that **6% were dissatisfied** with their current benefits, and **80% were either satisfied or impartial**. With only **14% very satisfied**, does this highlight the possibility of employees being swayed to move roles for better overall packages?

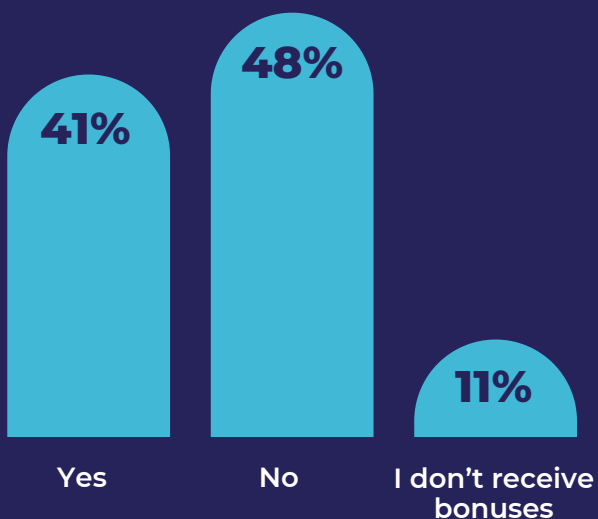


How satisfied are you with the benefits from your current role?

Which benefit do you value most from a role?



Have you received a bonus in the last 12 months?

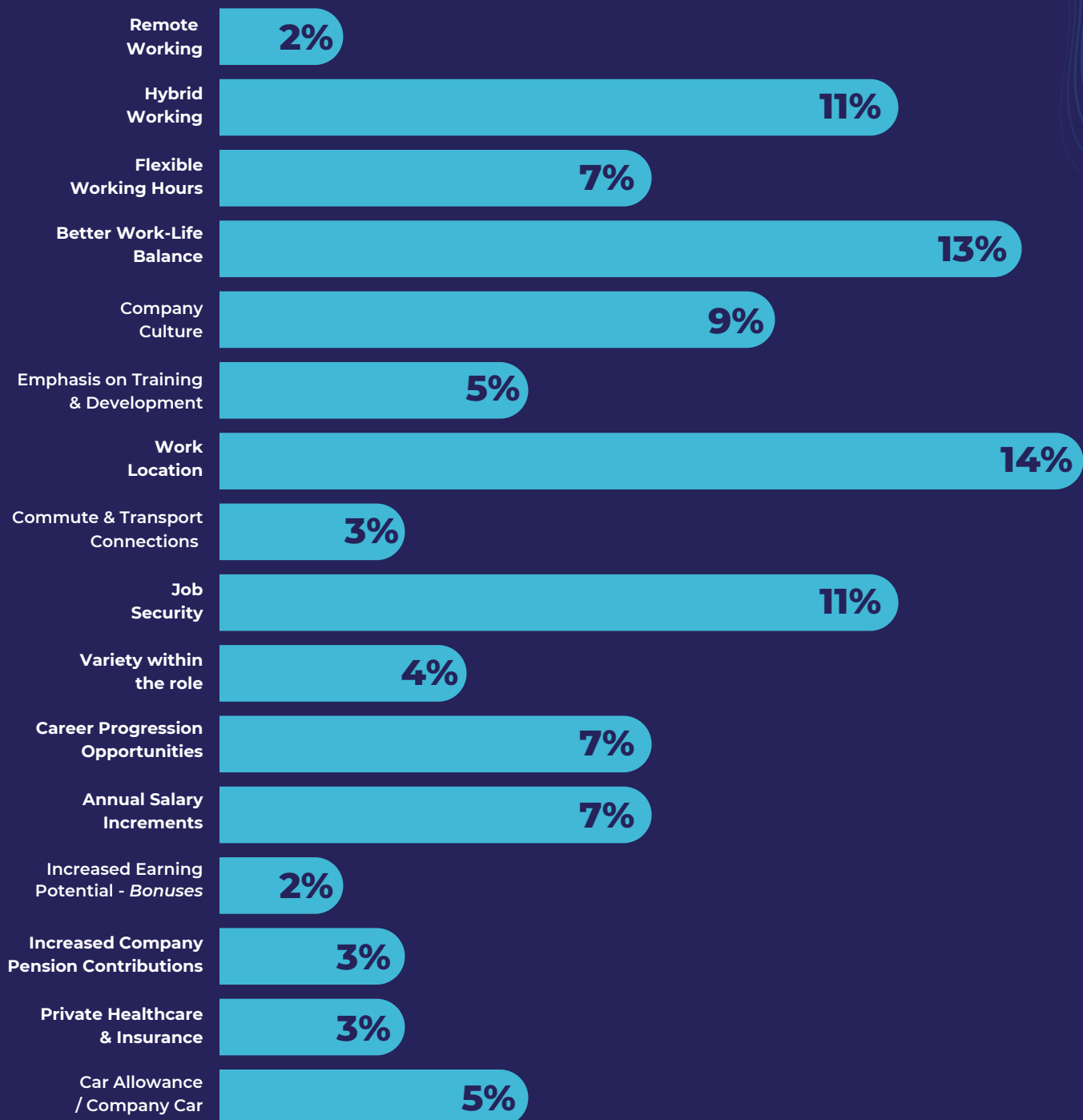


The most valued current benefit offered by companies was **Bonuses at 36%**, followed by **Car Allowance at 22%**. The least preferred benefit was Onsite Perks, such as Gym, Food, which seems understandable as a large proportion of construction workers may be onsite and in different locations.

In relation to Bonuses being chosen as the most preferred benefit, when asked if they had received a bonus in the last 12 months, **only 41%** said they had.

These results indicate that those who do receive bonuses, value them as highly important in their hiring package. For construction companies wanting to secure and retain talent, bonus scheme and offerings should be considered and incorporated.

What are your top 3 considerations when looking for a new role?



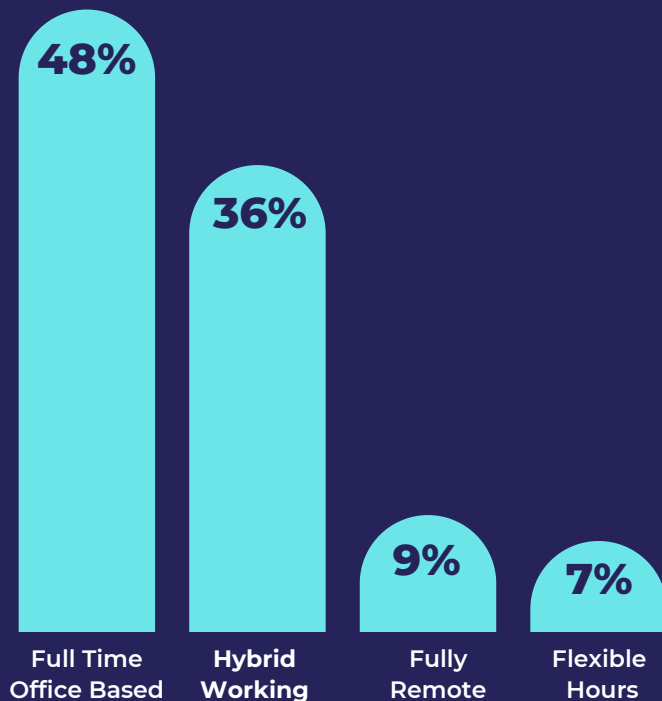
In comparison to the benefits in which respondents currently receive, we asked in our survey what their top 3 considerations are when looking for a new role.

The most popular three options were:

- **Location (14%)**
- **Better work-life balance (13%)**
- **Job Security & Hybrid working (11%)**

These results indicate the shift in mindset since the pandemic, which has led to changes in employee preferences towards working-norms. In order for businesses to attract and retain talent, they should evaluate the variety of benefits that they offer, if these are actually what employees want, and if their current offerings are competitive against others.

Way of Working



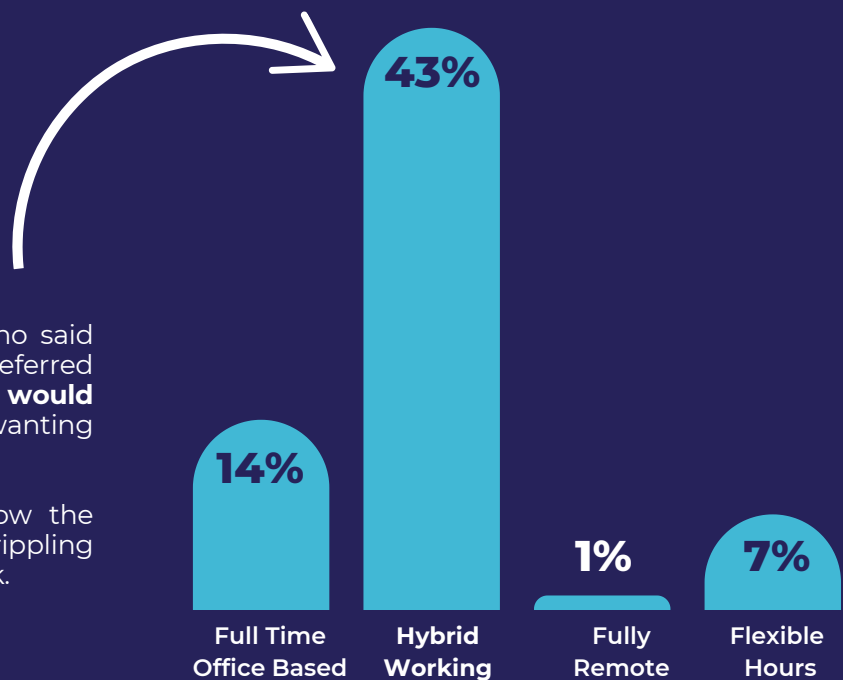
According to the Office For National Statistics (ONS), **44% of all UK workers currently work in some form of remote capacity**; 16% were full-time remote workers and 28% were hybrid workers who split their time between office and home-based work.

On the contrary, our survey found that 48% of construction professional respondents are full-time office based, with 36% hybrid working.

What is your current working arrangement?

Apart from the **35% of respondents** who said that they currently work their preferred arrangement, **43% stated that they would choose hybrid working**, with only 14% wanting to be full-time office based.

Undoubtably, the pandemic altered how the work force operates, and is still having a rippling effect on how professionals prefer to work.



What would be your preferred working arrangement?

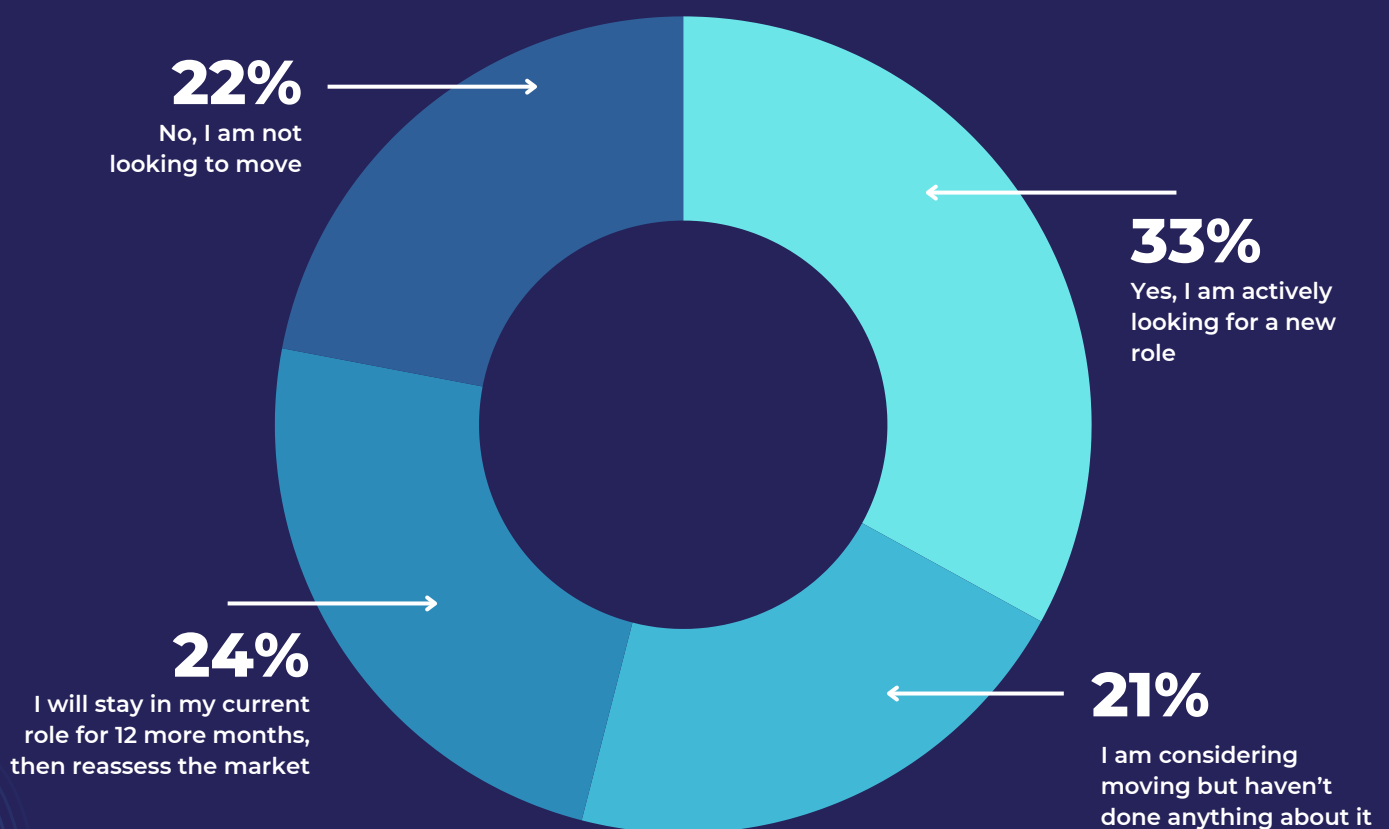
New Roles?

Although January and February are most common for switching jobs, our survey revealed that **33% of respondents** are actively looking for a new role right now (September 2024).

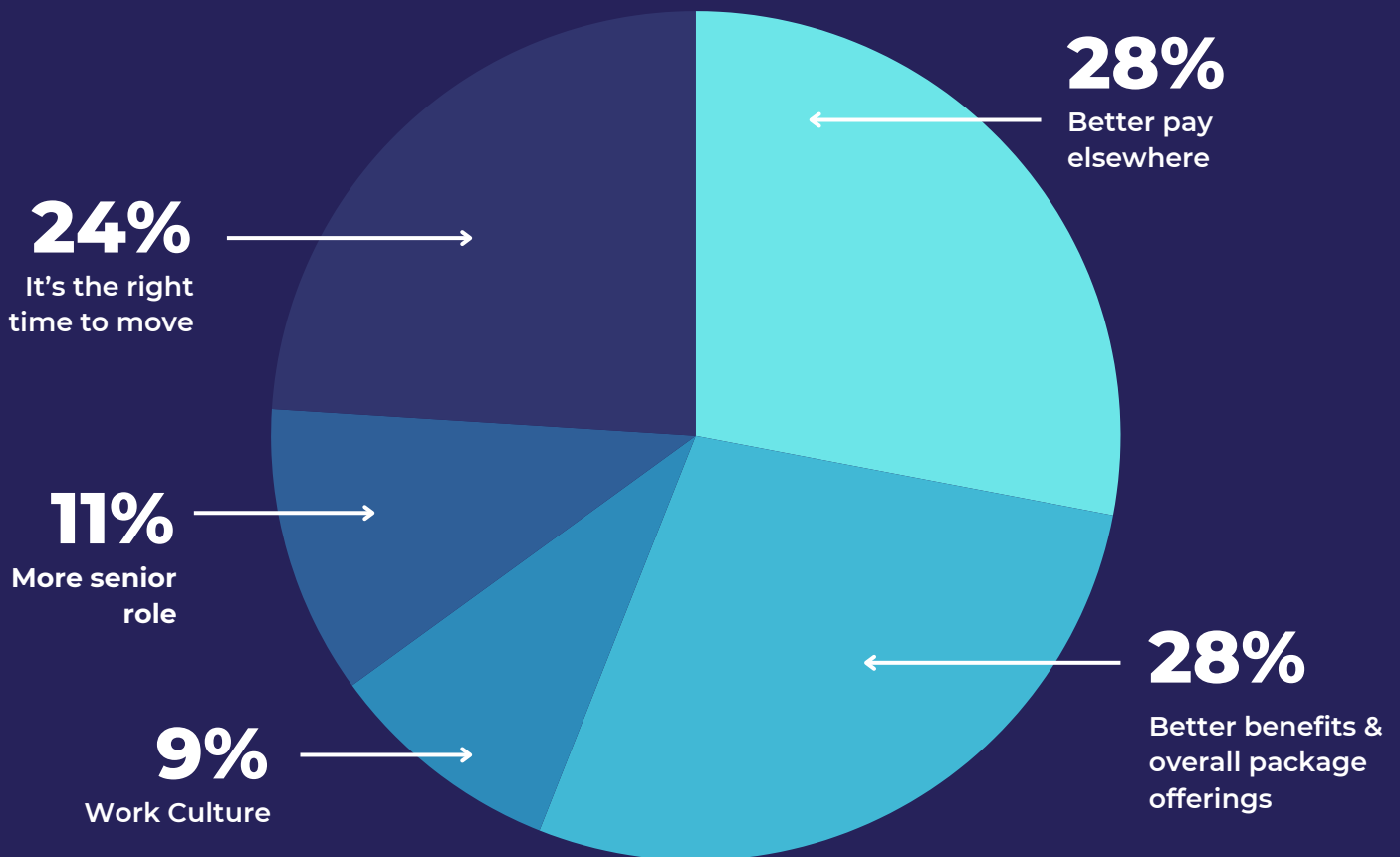
Our survey also revealed potential talent entering the market, with **24% reassessing the job market in 12 months**, and **21% considering moving but have not actioned it**.

For businesses, this highlights the importance of reviewing the hiring process and packages imminently, and making adaptations if necessary. As skill shortages are a concern within the industry, ensuring your attractive to talent is crucial.

Are you currently looking for a new role?



What would be the main reason for you looking to move roles?



The top two reasons for individuals looking to move jobs are:

- **28% Better Pay Elsewhere**
- **28% Better Benefits & Overall Package**

The cost of living crisis is evidently a large motivator for individuals looking to move jobs, as managing wages become strained with inflation and tax increase.

What this means for businesses is the need to clearly showcase their hiring package clearly in job advertisements in order to attract and retain talent.

Although work culture is a priority, with the survey already indicating that employees are looking for greater work-life balance, salary, benefits and bonuses must be clearly showcased in order to attract the skilled talent business require.

With 33% of respondents sharing that they're looking for a new role due to it being the right time, how does your current hiring process stack up?



The art of good business is being a good middle man

V7 Recruitment are an international recruitment agency specialising in sourcing contract and permanent talent for specialist industries.

We're a team of experienced recruiters who have a genuine passion for the industries we recruit for. We know the ins and outs of the movements in your sector, evolving industry trends, and who the best talent on the market is.

Our focus is to place talented professionals in great companies globally, with our sector-specialists consultants dedicated to delivering the very best opportunities for clients and candidates alike.

The Sectors We Recruit For Include:

- **Aviation**
- **Construction**
- **Utilities**
- **Data Centres**
- **Fire and Security**
- **Pharmaceuticals**
- **Mission Critical**

If you'd like to find out more about our contract and permanent hiring solutions, meet our specialist recruiters or discover more about the hiring market, get in touch today.



Dedicated To
Growing
Businesses
And **Furthering**
Careers.

GET IN TOUCH TODAY

0161 394 1000
contactus@v7recruitment.com
www.v7recruitment.com