

Engineering

SALARY INSIGHTS

2024



Key insights into
recruitment trends
and salary
benchmarking in the
Engineering sector.

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Introduction.



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Operations Director,
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The recruitment market within the engineering sector is dynamic and influenced by various factors including technological advancements, economic conditions, and industry trends, many of which we highlight in our survey.

Technology continues to reshape the recruitment process within the engineering sector. Employers and recruiters are increasingly using AI-driven platforms, data analytics, and virtual reality tools to source, assess, and onboard engineering talent more efficiently.

Many experienced engineers are nearing retirement age, leading to concerns about a 'valuable institutional knowledge' leaving the industry. Companies are faced with the challenge of transferring their expertise to younger generations through mentorship programs, knowledge sharing platforms, and targeted hiring strategies.

Diversity and inclusion initiatives are gaining traction, recognising the value of varied perspectives in driving innovation. However, persistent skills shortages persist, exacerbated by factors like an ageing workforce and inadequate STEM education pipelines, and competition from other industries.

Amidst these dynamics, remote work and flexible arrangements have become prevalent, enabling companies to attract talent regardless of geographical location. Competitive compensation packages, including perks like professional development opportunities and comprehensive healthcare plans, are crucial for attracting and retaining top engineering talent. In this ever-evolving landscape, companies must continually adapt their strategies to secure top talent in a competitive environment.

Overall, the hiring market within the engineering sector remains robust but dynamic, with employers adapting their strategies to attract and retain top talent in an increasingly competitive landscape.

30,000

candidates placed.

24M

turnover in 2023.

24 years

Over 2 decades of talent consultancy.



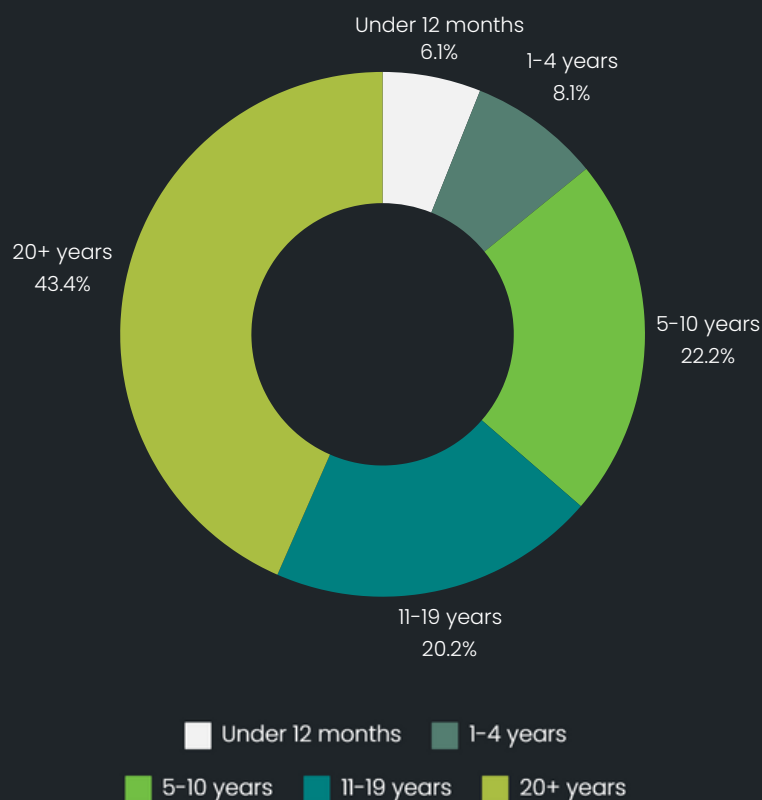
Market overview.

Our survey reflects the wider market with engineering workers remaining on the job longer and younger generations making up a smaller share of employees, the sector faces an experience gap.

Almost two thirds of respondents had over 10 years' experience, with almost half having over 20 years. Only 14% had less than 5 years, with just 6% entering the profession within the past 12 months.

It is clearly imperative that the Engineering sector makes the profession as attractive as possible for new recruits, providing career progression and training opportunities, as well as an accessible route into the sector.

The gender gap within Engineering shows little signs of closing, as the level of women in the profession appears to be similar levels to surveys carried out 4 years ago.



Gender split in the Engineering sector



MARKET OVERVIEW

Larger businesses account for a significant proportion of employers; however, the SME market appears to be growing with those with 51-200 employees making up just over a quarter. However, the SME market appears to be growing with those with 51-200 employees making up just over a quarter.

1-50
employees

20%

51 - 500
employees

28%

500+
employees

42%

Technical Engineer, Field Engineer, White Goods and Photocopier & Print, were the most represented job titles within our respondents.



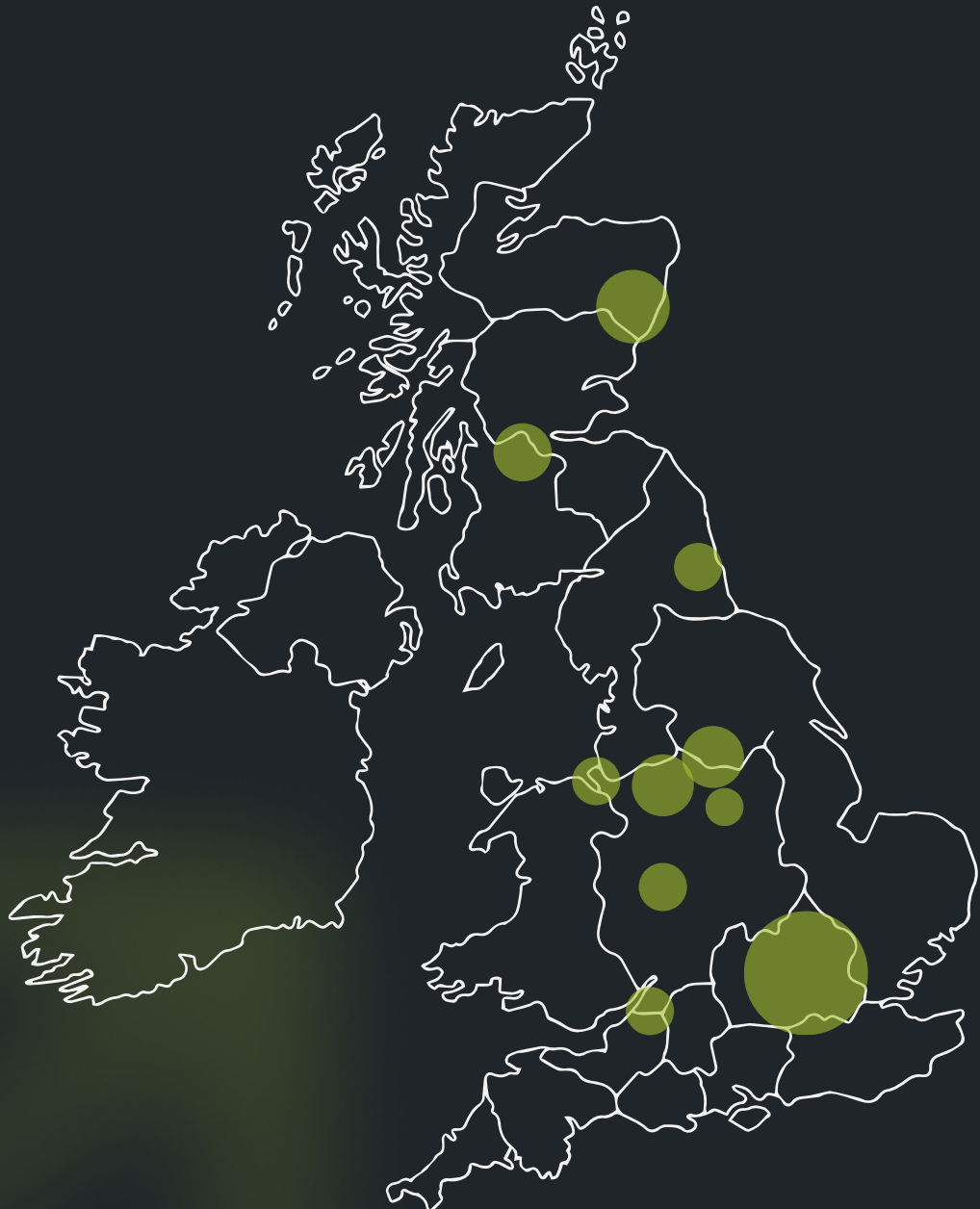
THE MOST POPULAR ROLES IN ENGINEERING:

- Technical Engineer
- White Goods
- Photocopier & Print
- Facilities Management
- Coffee & Vending
- Medical
- IT/EPOS
- Fire & Security

Market overview.

What are the top locations for this talent?

- Field Engineer
- Field Service Specialist
- Field Technician
- Field Service Technician
- Heating Air Conditioning Technician



Market overview.

Location	Professionals	1y growth	Hiring demand	Female	Male
London Area	1,622	-1.9%	Very high	8%	92%
Greater Aberdeen Area	599	+4.7%	High	6%	94%
Manchester Area	428	-1.4%	Moderate	6%	94%
Greater Glasgow Area	377	+1.1%	Low	6%	94%
Greater Leeds Area	355	+0.6%	Low	≤5%	95%+
Birmingham	191	-2.1%	Very high	7%	93%
Greater Sheffield Area	191	-5.0%	Moderate	≤5%	95%+
Tyneside Area	180	+2.9%	Low	≤5%	95%+
Greater Liverpool Area	166	+0.6%	Low	≤5%	95%+
Greater Bristol Area	137	0.0%	Very high	9%	91%

Salary Detail

Over two-thirds of the engineering workforce are not satisfied with their salary. It will not come as a surprise that workers who are dissatisfied with their salary are more likely to be intending to move jobs in the next 12 months.



Are you satisfied with your current salary?



Salary satisfaction.

8%

were were very satisfied with their current salary.

29%

were satisfied with their current salary.

37%

of the engineering workers were dissatisfied or very dissatisfied with their current salary.

70%

of the engineering workforce that are dissatisfied with their salary intend to move jobs within 12 months.

Salary changes

Despite significant inflationary pressures in the UK, only 53% of Engineering workers had received a pay rise in the past 12 months, however recency of moving jobs will have influence on this figure.

53%

of the Engineering workforce have received a salary increase in the past 12 months.

69%

of Engineering workers said they expected to receive a salary increase in the next 12 months.

Bonus & Overtime

44% of Engineering workers received less than £1,000 in bonus and overtime.

34% received between £1,000 and £6,000 in bonus and overtime.

23% received over £7,000 in overtime and bonus.

Engineering workers that had not received a salary increase in the past 12 months were significantly less likely to be satisfied with their salary and more likely to be intending to move jobs.

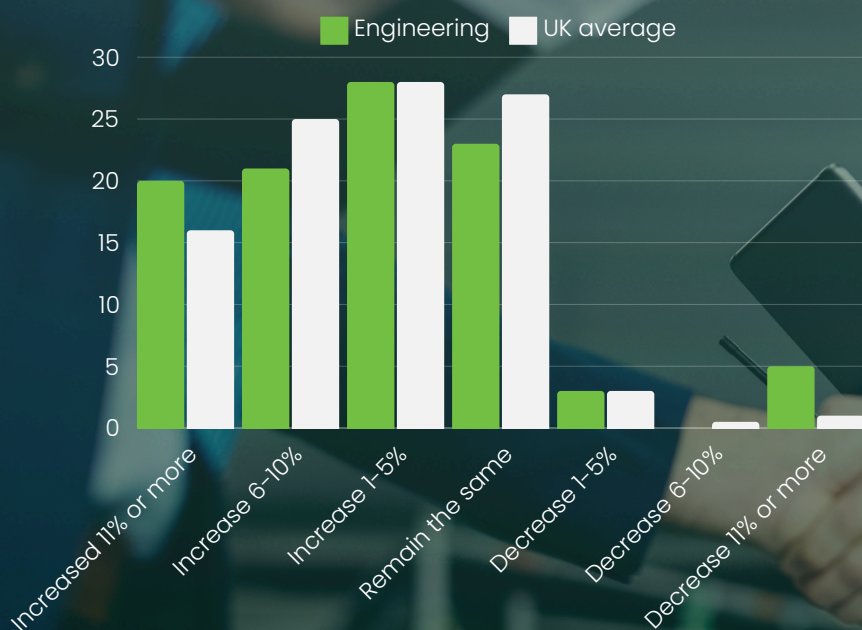
Salary expectations

Engineering workers are optimistic of future pay, with 69% expecting an increase in the next 12 months.

How do you expect your salary to change in the next year?



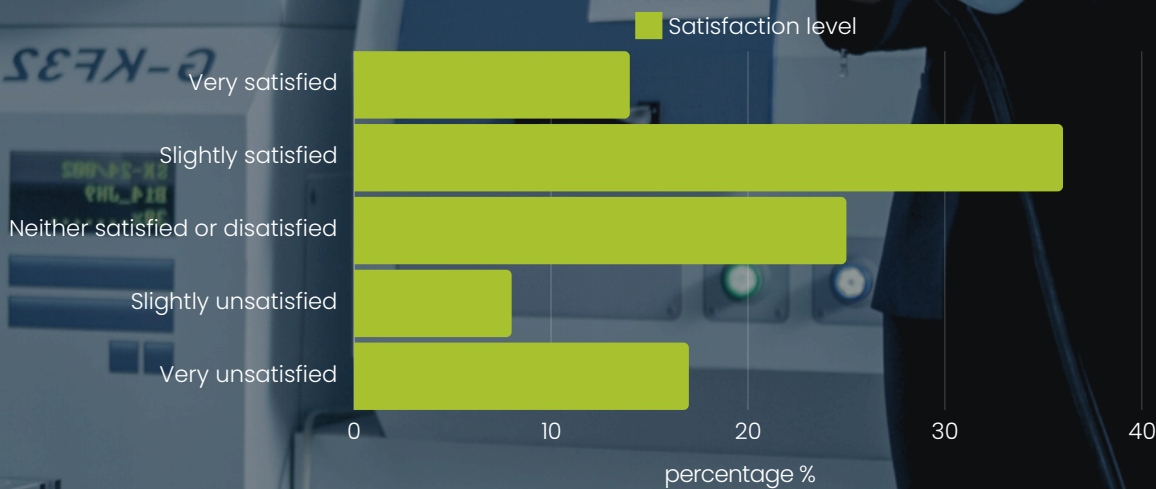
Engineering workers were slightly more optimistic of a salary increase in the next 12 months. 5% were expecting a salary decrease of more than 11% in the next 12 months.



Employee Profile

The engineering sector is still seen as great place to work, but levels of satisfaction have fallen compared to previous surveys. Not surprisingly, Engineering professionals that are dissatisfied with their current role, say they intend to move jobs in the next 12 months.

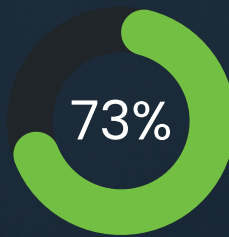
Gaining a higher salary and career progression were stated as the top reasons for moving jobs with those dissatisfied with their current role.



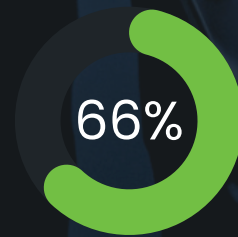
Out of the engineering workers that were unsatisfied in their role...



said that there was no scope for progression within their current role.



stated that they had not received any training in the past 12 months.



said they would move jobs for a higher salary.

Employee Wellbeing

Career progression has been seen to have a big impact on job satisfaction, over half of engineering workers said they felt there was room for progression within their current role.

Do you feel there is scope for progression in your current role?

54%

Yes

Levels of job satisfaction were much higher amongst those that felt their role had career progression – 76% said they were satisfied in their role.

Of those that couldn't see any scope for 44% said they were dissatisfied in their job.

70% said they intend to move jobs within the next 12 months.

46%

No

Skills & Training

Although most the engineering workforce feel they have the skills to complete their role, there are a high percentage of workers that have received no training in the past 12 months.

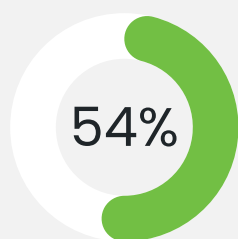
Engineering workers that hadn't received any training were less likely to be satisfied in their roles.

This highlights that training should be considered as much for employee motivation as training people to perform their roles.

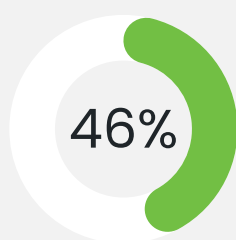


Only
31%
of candidates that hadn't received training said were satisfied are satisfied in their role.

Have you had any training in the last 12 months?



Yes



No

100% of people that hadn't received training still felt they had the skills to perform their job.

78% of people that hadn't received any training in the past 12 months were intending to move jobs.

Moving jobs

The engineering sector's older workforce is reflected in a higher percentage of workers not looking to move jobs, making it harder to attract experienced candidates.

The good news is there is still a high percentage of workers that are seeking to move jobs in the short term.

Over half of the Engineering workforce are **looking to move jobs** within the next year.

When do you think you'll move jobs?

37%

within 6 months.

20%

6 - 12 months.

8%

1 - 2 years.

13%

2 - 3 years.

20%

not looking to move.

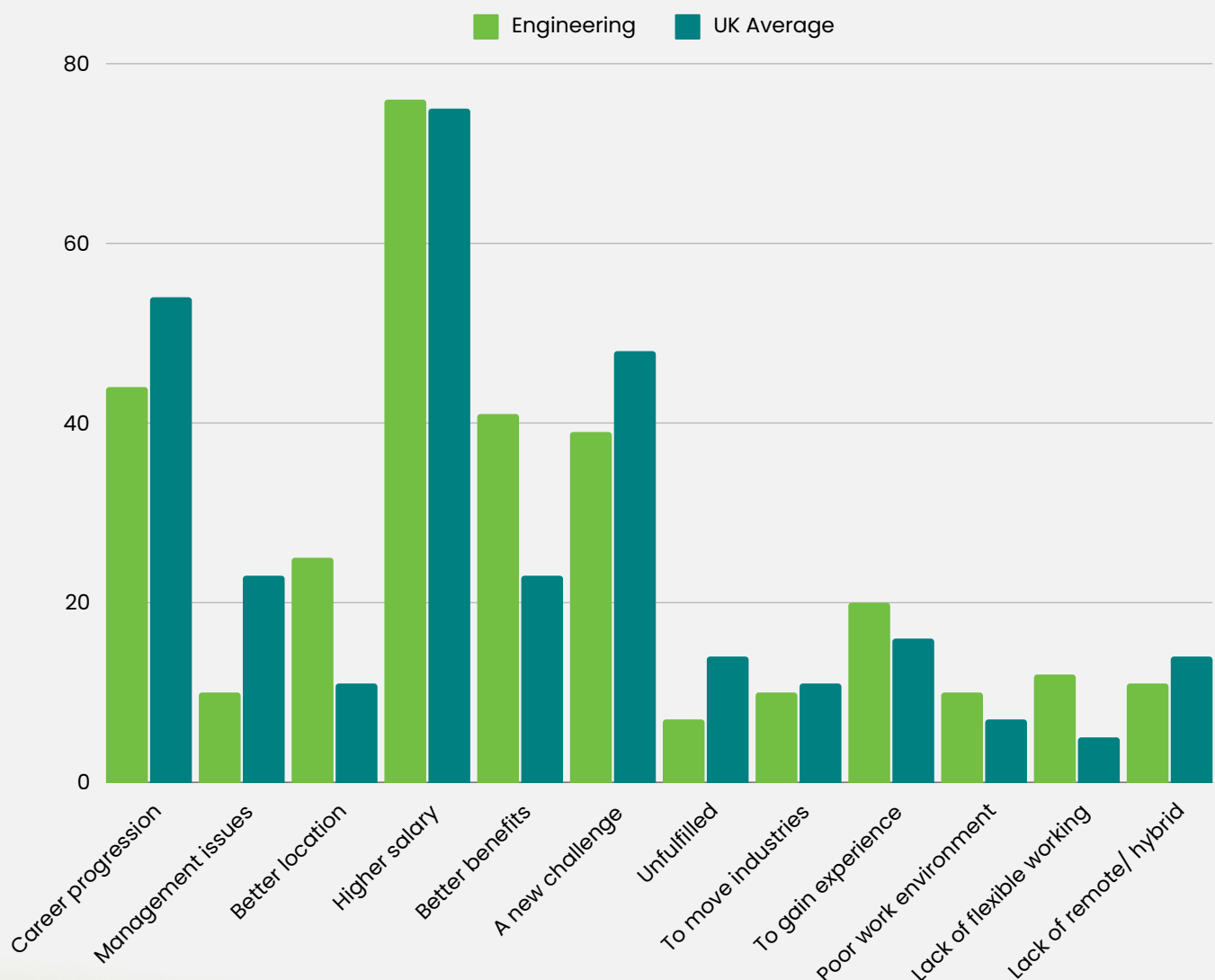


Important factors

Moving jobs

What are the main drivers behind the engineering workforce looking to move jobs?

As to be expected, gaining a higher salary is the most significant factor, especially with those that hadn't had a salary increase in the past 12 months. However, career progression, a new challenge and better benefits were also important factors.



When compared to the average, engineering workers are **less likely** to move because of career progression and management issues.

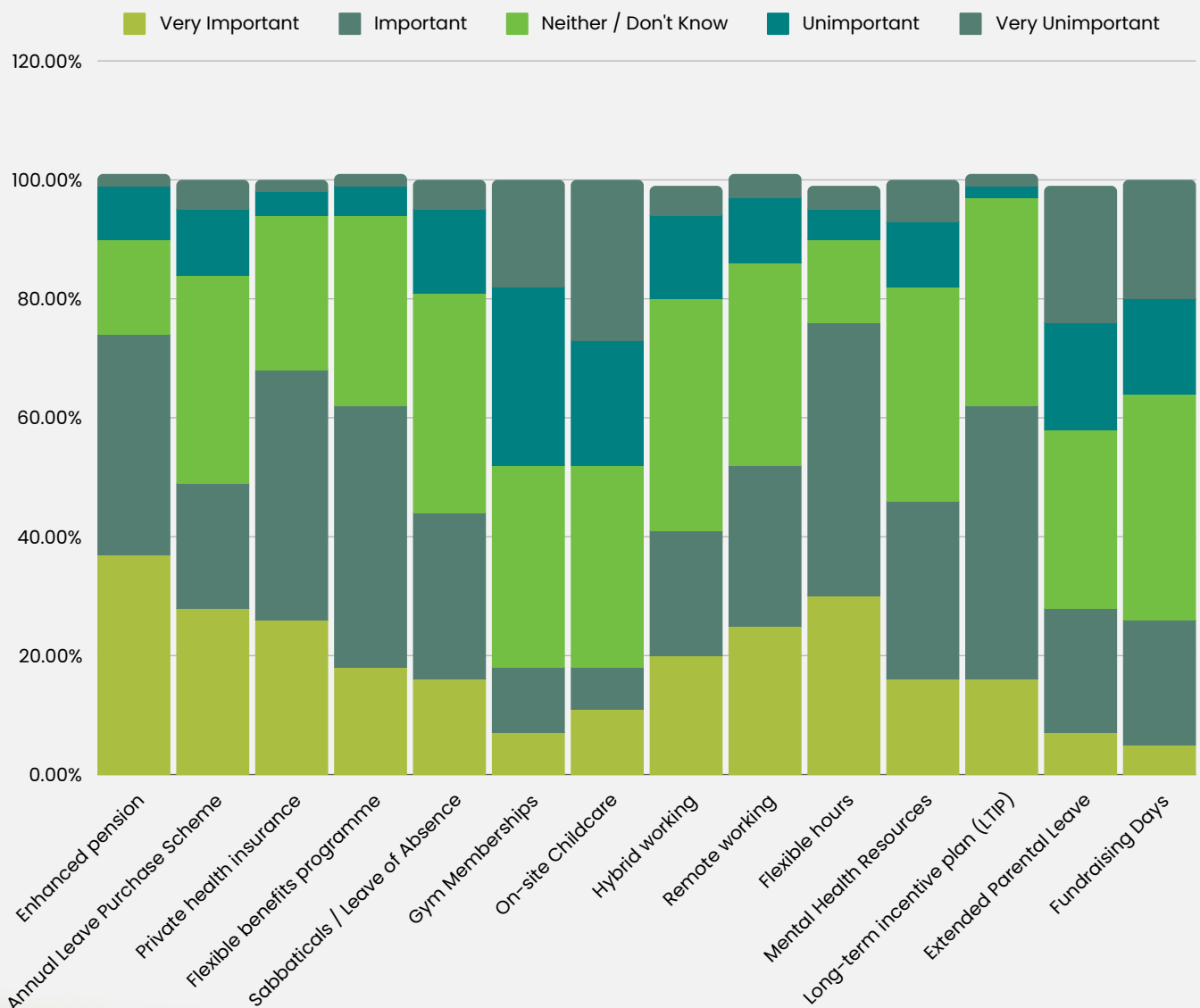
When compared to the average, engineering workers are **more likely** to move because of location, lack of flexibility, benefits and to move industries.

Benefits packages

Moving jobs

What benefits are important when considering a new role?

Engineering respondents offered a range of benefits that they consider important when choosing a new permanent role. An enhanced pension was seen as the most important benefit as well as remote and hybrid working and flexible hours.



Mental health resources has seen a significant increase in the number of workers that see it as important.

Remote and hybrid working, as well as flexible hours, are all seen as important factors.

Salary benchmarking

Service Engineer

Sector	Low	High	Average
White Goods	£27,000	£38,000	£32,000
Coffee & Vending	£27,500	£40,000	£32,500
Fridge/HVAC	£38,000	£50,000	£44,000
Fire & Security	£32,000	£40,000	£36,000
Medical	£30,000	£40,000	£35,000
IT/EOPS	£25,000	£35,000	£29,000
Photocopier & Print	£27,500	£36,000	£32,000
IT Hardware / Breakfix	£26,000	£34,000	£30,000
Data Centre	£30,000	£55,000	£42,000
Lifts	£35,000	£55,000	£45,000
Mobility	£23,000	£33,000	£28,000

London weighting: 10% – 20%

Salary benchmarking

Service/Team Manager

Sector	Low	High	Average
White Goods	£35,000	£45,000	£40,000
Coffee & Vending	£40,500	£50,000	£45,000
Fridge/HVAC	£45,000	£55,000	£50,000
Fire & Security	£40,000	£55,000	£47,500
Medical	£45,000	£55,000	£44,000
IT/EPOS	£40,000	£47,500	£44,000
Photocopier & Print	£35,000	£50,000	£42,000
IT Hardware / Breakfix	£43,000	£51,000	£47,000
Lifts	£50,000	£65,000	£57,500
Mobility	£35,000	£45,000	£40,000

London weighting: 10% – 20%

Additional resources

Unlock more industry insights using the links below.

INDUSTRY NEWS & TRENDS

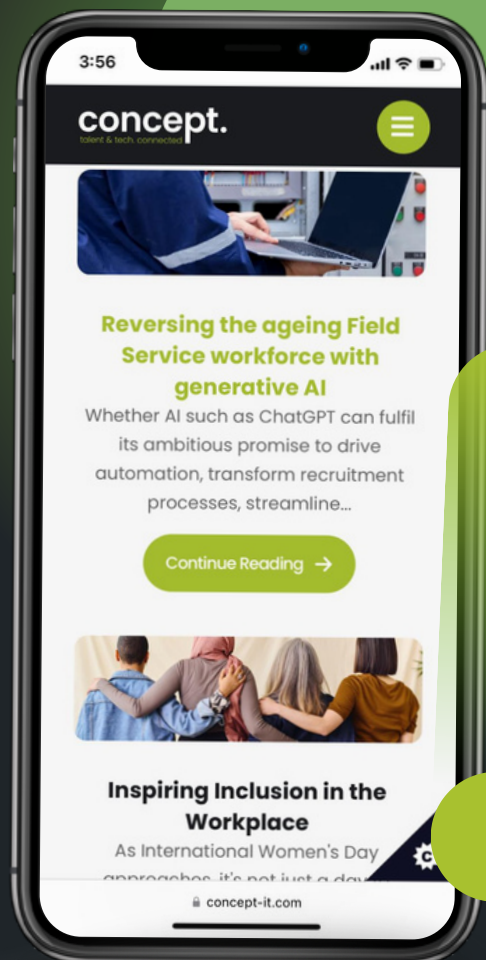
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