

Project

Management Benchmark Report

Issued February 2020

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2020

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Introduction

Welcome,

Once again, I offer you a warm welcome to this, our 15th edition of the Arras People Project Management Benchmark Report (PMBR).

Looking back to our first attempt at pulling together a snapshot of the UK project management domain in 2006 it makes me realise how much has changed, but then again some of the really important stuff doesn't really seem to have changed at all.

Several issues stand out. Against the general increase in salaries and day rates, there is an undoubted desire for "more for less" from employers. There is real competition out there, with consequent downward pressures on rates, and there are winners and losers.

And then there is the question of accreditation. A good or bad thing? Read on. (January 2006)

As the UK embarks on a new journey into the post BREXIT world, having finally secured a release from the EU on the 31st January 2020; practitioners suggest that once again they will face numerous challenges, but happily they appear confident in their ability to deliver given the right support, tools and environment. Project management has been and hopefully will remain a great enabler as we look to live with and deliver effective change.

As ever I would like to take this opportunity to thank the 685 practitioners from the UK and around the globe who took the time out to complete this year's survey. We tried our best to make it quicker this year, with fewer questions, as we realise that there are so many demands competing for your time and attention. Your efforts are appreciated and of course, we wouldn't be able to bring the insights into the domain without your contributions.

If you have any comments, questions or feedback (positive or negative) please do get in touch either through the website or by emailing pmb@arraspeople.co.uk.

Until next time

John Thorpe

Arras People – February 2020

The Data

Data Source:

All respondents who contributed the data for the 2020 Arras People Project Management Benchmark Report (PMBR) took part in the Project Management Snapshot survey; an on-line survey which was available from late December 2019 through to the 17th January 2020. The survey was promoted across the Arras People domain including the website, LinkedIn, Facebook and Twitter. In addition, previous participants, subscribers to our TipOffs Newsletter and job seekers were invited to participate.

Global Participation:

As can be seen in Figure 1, the survey once again attracted responses from a Project Management practitioners who do not live and work in the UK. Whilst the report primarily uses the UK based data, we do try and use the non-UK data where we can provide some meaningful comparison. Non-UK responses are shown using the banner Rest of the World (RoW).

Profile:

Figure 2 shows the respondent alignment for both UK and RoW participants and once again the Project Managers formed the largest cohort. Overall the distribution across the roles was consistent with the data of previous years.

In terms of age, we can see in Figure 3 that our UK based respondents continue to age, whilst the under 30's continue to diminish. There appear to be many factors influencing this profile, one of which may well be the fact that surveys do not reach/appeal to the younger practitioners in the UK?

Respondent Status

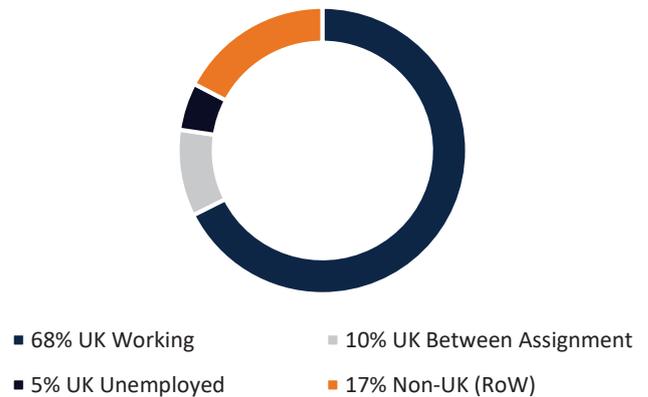


Figure 1 - Respondent Status

Respondent Alignment

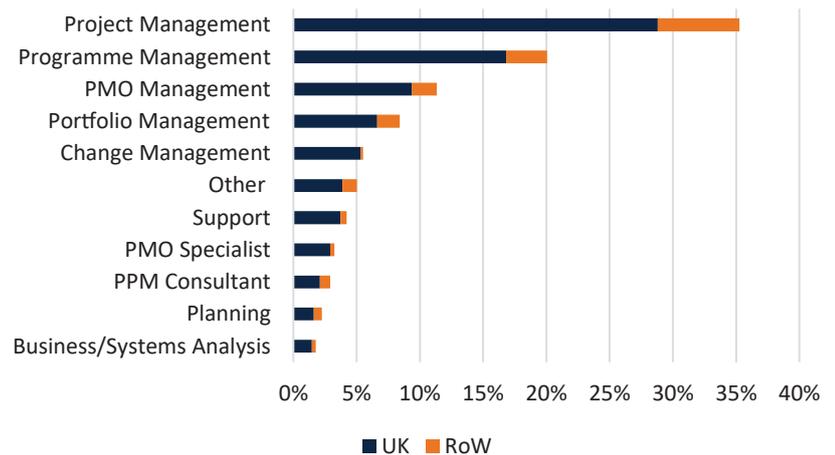


Figure 2 - Respondents by Practitioner Group

Respondent Age

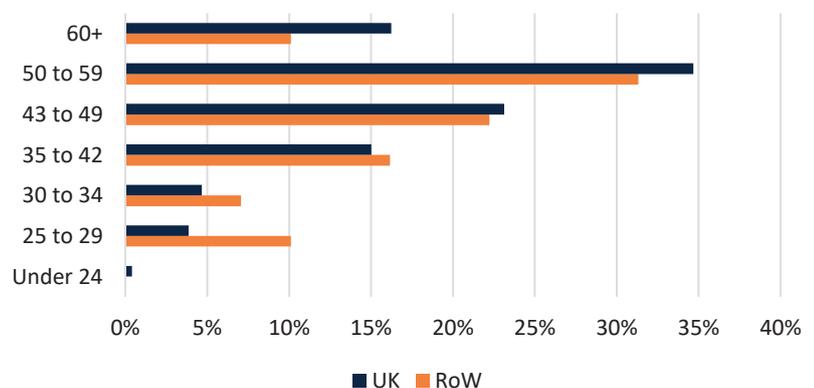


Figure 3 - Respondent Age

Sex, Gender & Equality

Burning Issue:

Sex, Gender and Equality issues continued to generate high profile debate and stories throughout 2019, a trend that looks set to continue in 2020.

Amongst others, the BBC (British Broadcasting Corporation) continued to make as well as report the news around gender pay issues. Settlements such as the £400K to presenter Sarah Montague for years of unequal pay and Samira Ahmed’s employment tribunal victory continue to paint a picture that the gender pay gap is far from resolved.

As well as the pay issues there continues to be a significant focus on the gender opportunity gap, as this is seen by many as a crucial element that needs to be fixed if equality is to be addressed holistically.

Gender Balance – Any Progress?

As can be seen in Figure 4, both the UK and the RoW have very similar distributions across gender.

In fact, looking back across our historical data sets the 72% Male and 27% Female figures have been pretty consistent since 2006.

This lack of significant change since 2006 even though the world is a very different place makes one wonder if the challenge is actually deeper than saying all are welcome.

Are many roles with the project management family environmentally unfriendly to those looking for an acceptable work/life balance? Are the demands of the roles too demanding if you have a dual role of worker and carer? Do the project management roles attract and retain people with personality traits that are historically seen as male?

So many interesting angles to explore in a future survey!

Location	Female	Male	ND
RoW	26%	72%	2%
UK	27%	72%	1%

Figure 4 – Respondent Gender Splits

	Female	Male
Sector Currently engaged in		
Multiple	3%	8%
Private	56%	65%
Public	30%	23%
Third	12%	5%
Worker Status		
Employee	77%	55%
Sole Trader	0%	2%
PSC	19%	39%
Umbrella	3%	5%
Aligned to PPM Group		
Portfolio Management	7%	10%
Programme Management	20%	23%
Project Management	27%	43%
Change Management	7%	7%
PPM Consultant	1%	3%
PMO Management	24%	8%
PMO Specialist	8%	2%
PMO Administrator	3%	1%
Project Support	4%	2%
Joined Current Employer		
In 2016 or earlier	56%	46%
In 2017	12%	16%
In 2018	18%	12%
In 2019	14%	26%

Figure 5- UK Respondent Gender Splits

UK Gender Distribution by Age

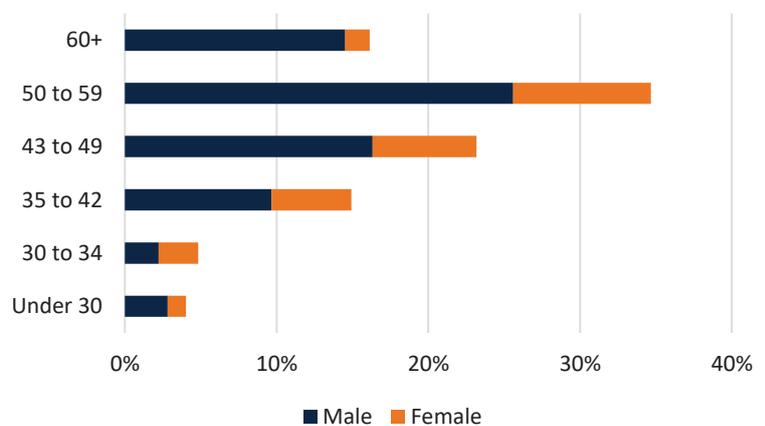


Figure 6 – UK Respondent Gender by Age

2019 Gender Distribution by Age

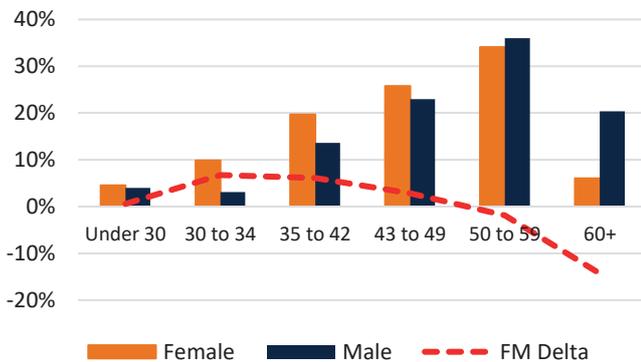


Figure 7 – UK Employee Gender Distribution by Age

2011 to 2019 - Comparative Female Distribution

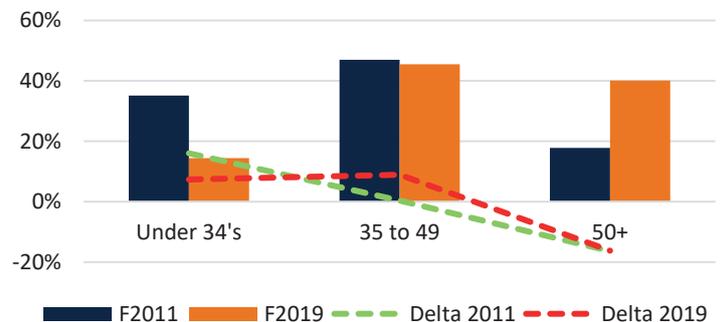


Figure 8 – UK Female Employee Distribution Comparison

Ageing Well?

Our data has shown that historically many females join the project management community in the under 34 age groups but their numbers drop off significantly during the 35 to 49 age groups.

Figure 7 shows the current distribution of both male and female respondents across the age groups with two interesting details. Firstly, the female distribution shows strongly against all age groups until the 60+ when compared to the male distribution. Secondly, but maybe more importantly, the Female/Male delta when plotted shows a higher differential in the under 49 age groups. This suggests that the numbers remaining in the project management family is increasing even though the overall numbers are not. Figure 8 provides comparative data to 2011 which further shows the point. Interestingly the 50+ group still has a delta of -16.2% so we may have to wait another decade to see if this pattern flows through to the older age groups.

Higher Pay:

Figure 9 plots pay scales for UK based employees by gender. We can see higher concentrations of females (63%) below the £55K salary band, but interestingly Figure 10 shows that the % of higher earning females has increased since 2011.

2019 Employee Base Salary - by Gender

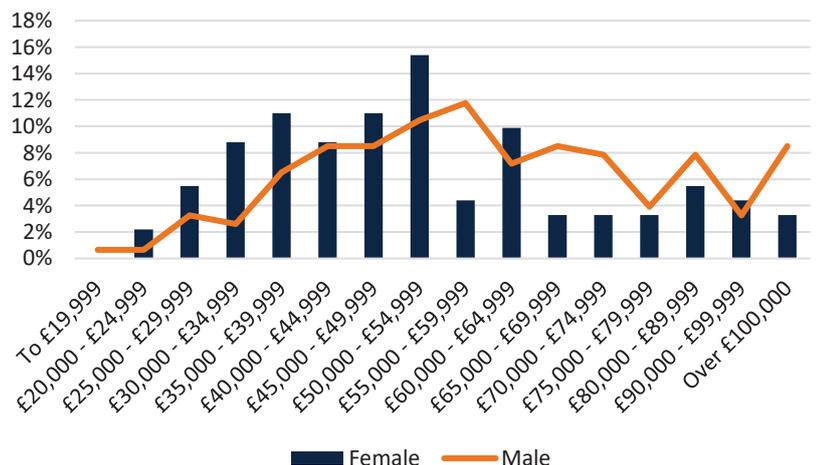


Figure 9 – UK Respondents Base Salary by Gender

Female Employee Base Salary Comparison



Figure 10 – Female Employee UK – Salary distribution Comparison

UK Working Lives

Full Employment:

As we can see in Figure 11, the UK based respondents do not share the same levels of full employment which monthly Government figures have projected throughout 2019. The 7% unemployed is again higher than the UK headline rate of 3.8% (2019 Sep-Nov). We also see a substantial group of freelance workers who are between assignments and do not appear in the ONS figures!

Lull Before the Storm?

Figure 12 paints a picture that is consistent with last year's data in terms of how working Freelancers are engaged with their clients. Umbrellas have maintained their level of growth which was spurred on by the introduction of Off-Payroll legislation in the public sector. We anticipate this number will increase further during 2020 as the updated legislation comes into force in the private sector from April 2020.

Regional Focus:

With the new Conservative Government looking at measures to stimulate the regions outside London and the South East, it will be interesting to see how, if at all, the data in Figure 13 change over the coming decade. Once again, we see London and the South East dominating in 2019 for both freelancers and employees.

More Government Spending:

Having seen a contraction in public sector opportunities over the last decade, it will again be interesting to see how the new Governments spending plans impact the distribution of workers across sector.

UK Respondent Splits

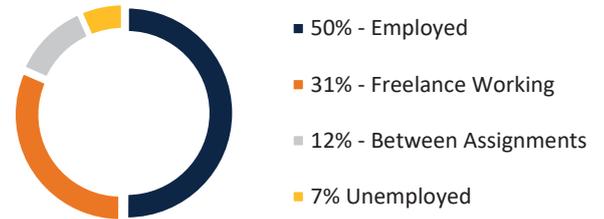


Figure 11 - UK Respondent Status

UK Working Freelancer Splits

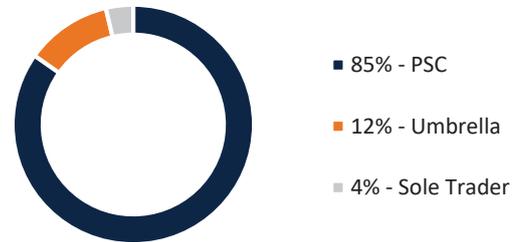


Figure 12 – UK Working Freelancers

	UK Working	UK Employee	UK Freelancer
London	24%	20%	30%
Work location not fixed	13%	6%	25%
South East	13%	14%	10%
South West	12%	14%	8%
Midlands	11%	14%	7%
North West	8%	8%	9%
Scotland	5%	5%	4%
Home Counties	4%	5%	3%
Yorkshire	3%	4%	2%
Anglia	3%	4%	1%
North East	1%	2%	1%
Wales	1%	2%	1%
Northern Ireland	0%	1%	0%

Figure 13 -UK Respondents Work Location

	UK Working	UK Employee	UK Freelancer
Private Sector	62%	60%	64%
Public Sector	25%	27%	22%
Third Sector	7%	9%	4%
Multiple sectors	6%	4%	10%

Figure 14 – UK Respondent Sector

2019 Remuneration UK Workers

As can be seen in Figure 15 the UK respondents who were working in 2019 still had many challenges with remuneration. The latest ONS figures published January 2020 show a year on year three month average growth of 3.2%, which looks a challenge with 71% of respondents reporting increases of less than 3% in 2019. This figure rises to 77% for Freelancers who appear to be having a particularly challenge time.

2019 Remuneration Change - All UK Workers

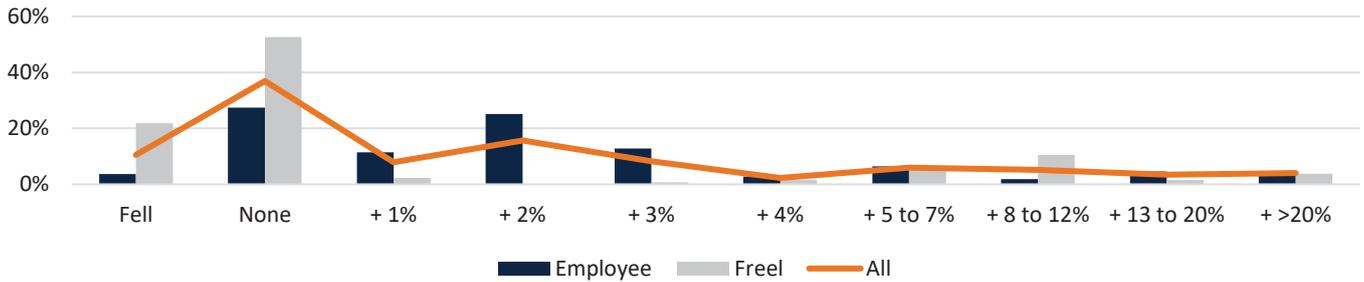


Figure 15 – UK Remuneration Change 2019

Impact of Start Year:

Figures 16 and 17 below show the impact of start year on the remuneration increases received by UK practitioners during 2019, a cut we have never explored before. As can be seen, the impact of longevity is felt most keenly by the freelancing community where increases seem harder to come by the longer you have worked at an organisation. 91% of freelancers who have been with the same organisation since 2017 or earlier saw no increase.

UK Freelancers - 2019 Increase by Contract Start Year

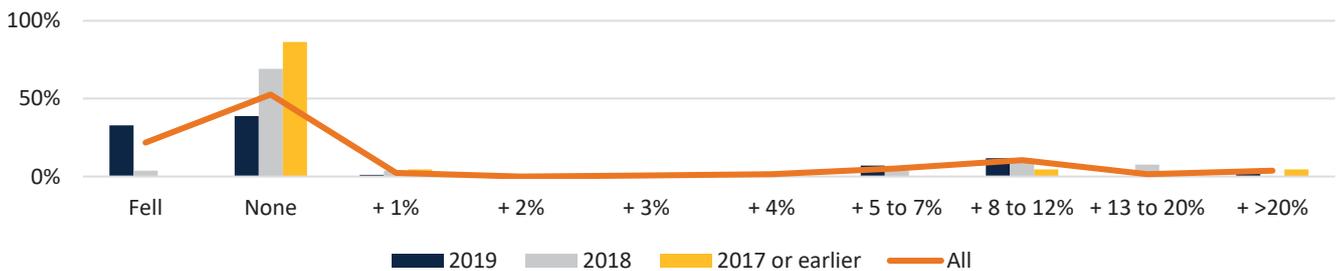


Figure 16 – UK Freelancers 2019 Remuneration Change

UK Employees - 2019 Increase by Employment Start Year

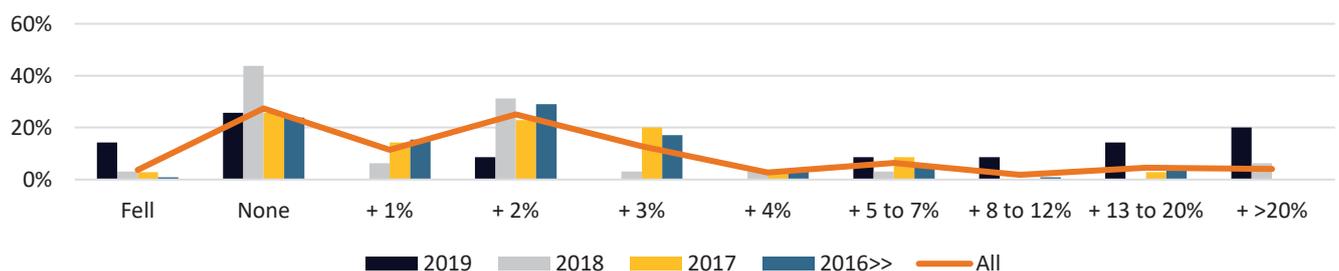


Figure 17 – UK Employees 2019 Remuneration Change

2020 Remuneration Outlook

We asked our respondents to indicate what they think will happen to their remuneration during 2020 and the results can be seen in the figures below. When looking at the highest level (Figure 18) we can see that the UK based practitioners look a little more negative than their peers from the RoW. 53% of UK respondents are anticipating that their remuneration will not increase during 2020 with just 20% expecting 3% or more which may keep them ahead of inflation. For the RoW the corresponding figures are 38% and 46%.

Anticipated Remuneration Change 2020

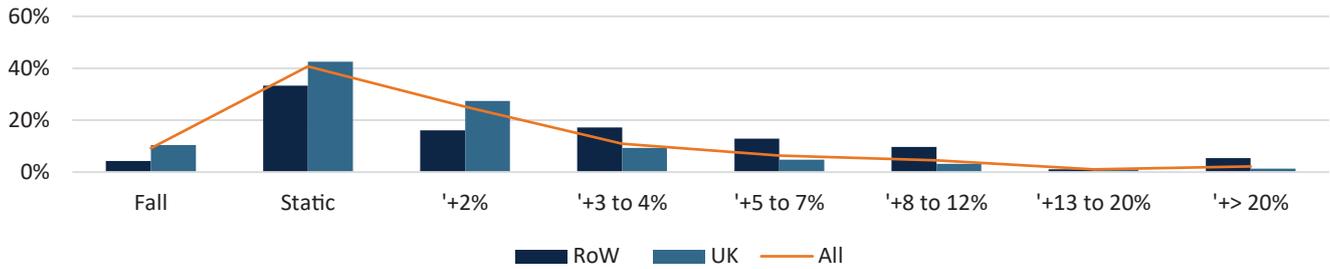


Figure 18 – 2020 Remuneration Outlook

UK Remuneration Outlook:

With another big year ahead for UK PLC after finally leaving the EU on the 31st January, we now embark on global trade talks which will determine the way we interact with the rest of the world; we once again see much uncertainty ahead. For freelancers, we have the added uncertainty of the Off-Payroll legislation which is scheduled for April 2020. Figures 19 and 20 below show two cuts of the UK based respondents views with regards their remuneration in 2020. It would appear that the freelancers are not anticipating a good year with 80% indicating either a fall (24%) or no change (56%) in their 2020 remuneration.

UK Anticipated Remuneration Change 2020 - By Sector

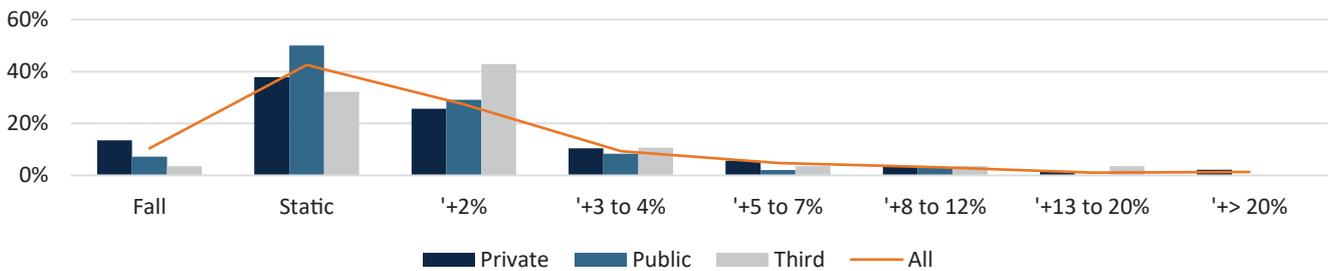


Figure 19 – UK Remuneration Outlook by Sector

UK Anticipated Remuneration Change 2020 - By Type

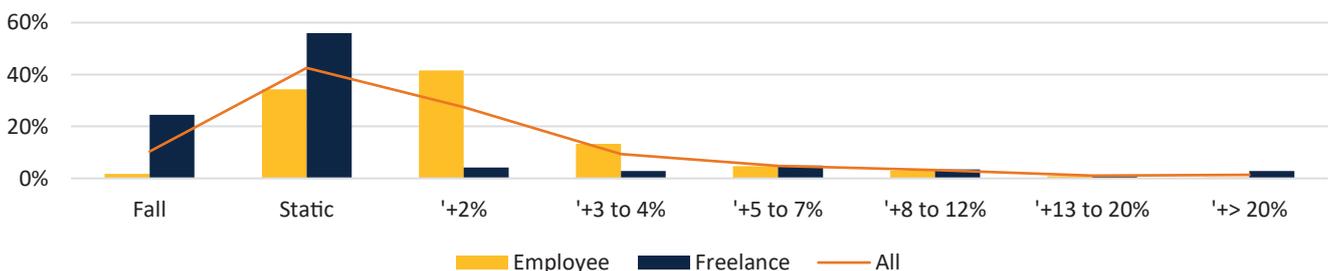


Figure 20 – UK Remuneration Outlook by Engagement Type

UK Employees

As previously stated Employees accounted for 50% of the UK based respondents to this year's survey. As we can see in Figure 21 the majority are employees (92.5%), with the remaining 6.8% employed on fixed term contracts. The small remainder identified as being temporary workers.

Changing Patterns:

It will be interesting to see if these numbers change over the next 12 months as the Off-Payroll legislation hits the private sector. One possibility may be that 'fixed term' employment increases as employers look for flexible engagement models to replace those provided by PSC contractors. Given that most projects have a fixed timescale, this may well be an attractive approach for some employers. For workers, if the package on offer reflects the 'temporary' nature of the assignment there could be a win-win scenario on offer.

The other change may come as people re-classify themselves from being freelancers /contractors to employees when engaged through an umbrella company. Maybe a bit of a stretch, but many workers will in fact become Agency Workers (and be covered by the AW Regulations) as they transition from their own PSC to Umbrella engagement.

Average £58,052

Maximum £133,000

Minimum £24,582

Figures 23 & 24 show salary distributions for UK based employees by sector and also as a comparison to last year. From those respondents brave enough to give us an actual figure the average, maximum and minimum are calculated and shown above.

Employee Status



Figure 21 - Status

Joined Current Employer

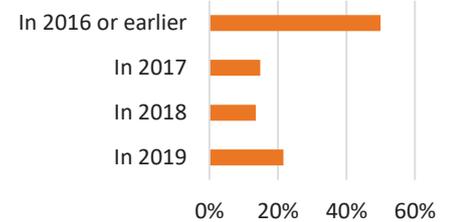


Figure 22 - Years with Employer

2019 UK Employee Salary

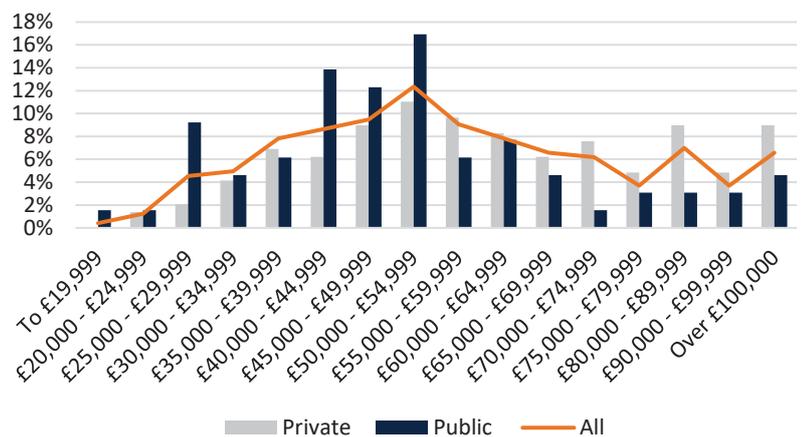


Figure 23 - UK Employee Salary

UK Employee Comparison - 2018/2019

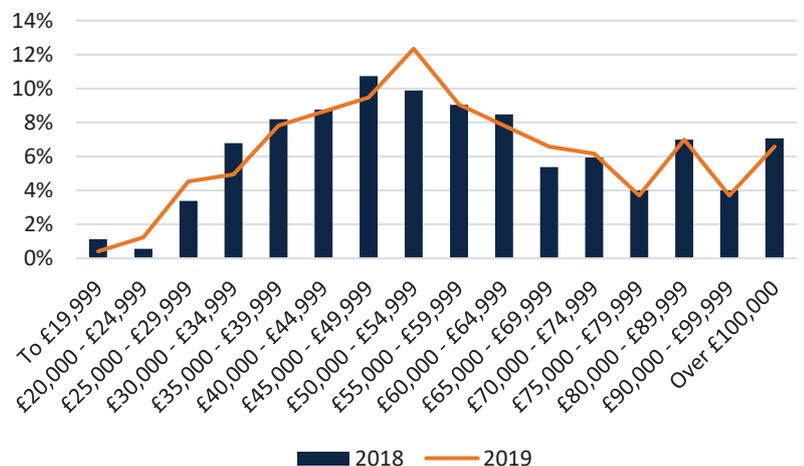


Figure 24 - Employee Salary Compared to 2018

Churn:

Figure 22 on page 7 shows that there were a reasonable number of people moving jobs in 2019 which is always a good sign in the recruitment market. Of the 22% who said they changed employment in 2019, 73% were previously an employee elsewhere, 8% were unemployed and 20% freelancers (another knock-on from the Off-Payroll legislation?).

No Benefits!

In the days of Workplace Pensions one can only assume that the 14% of employees who reported receiving no benefits in 2019 (Figure 25) have either opted out or are not eligible for this Government employment initiative.

Looking at those who indicated benefits worth 9% or more by gender it accounted for 48% of the male cohort compared to 38% of the females. Actual benefits received remained consistent with those reported in previous PMBR's.

Bonus Time!

Employees receiving bonus payments on top of their salary remained constant at just under 50% of our respondents as we can see in Figure 26.

Respondents in the private sector reported 36% with no bonus and 26% receiving 9% or more. By contrast their peers in the public sector reported 76% with no bonus and 4% receiving 9% or more.

Working Hours:

UK employees are, on average, still working more hours than they are contracted for as can be seen in Figure 28.

Taking out the part-time workers the average moves to 42 hours per week.

2019 - Employee Benefits



Figure 25 – Employee Benefits

2019 - Employee Bonus

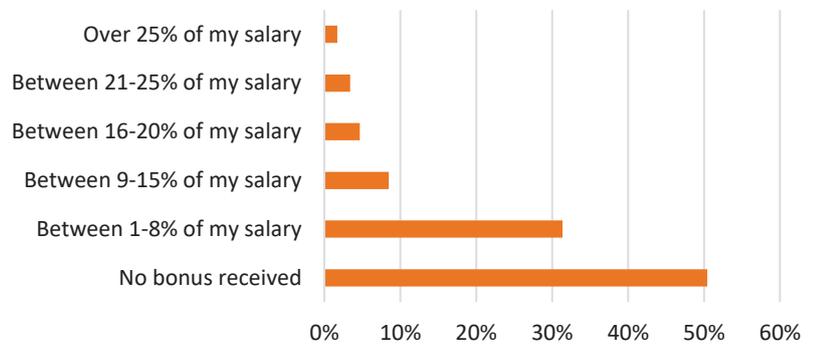


Figure 26 – Employee Bonus

2019 - Bonus Determination

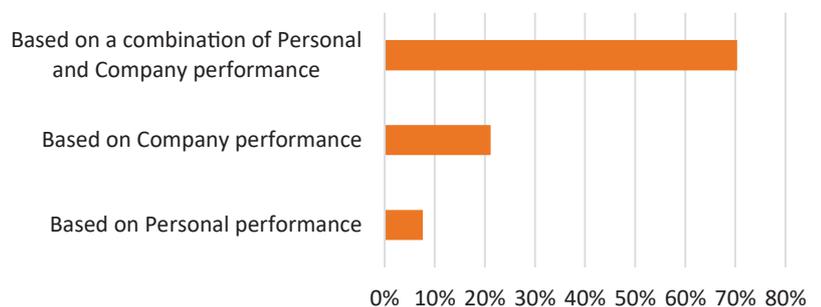


Figure 27 – Bonus Determination

	Average	Max	Min
I am engaged with clients in Multiple sectors	46.8	70.0	37.5
Private Sector - For Profit	41.1	60.0	32.0
Public Sector - Government/State Services	39.0	60.0	7.0
Third Sector - Not for Profit/Charity	36.0	40.0	27.0

Figure 28 – Typical Working Hours

UK Freelancers

As previously stated 'working' Freelancers accounted for 31% of the UK based respondents to this years survey.

A further 12% identified a Freelancers who were at that time between assignments, or in other words had no paid work. This potential "unemployment" (some may be genuinely resting) is an interesting figure as it is not accounted for in any official Government statistics! So, to take employment figures as a measure of economic health may be slightly misleading.

Engaged Where?

When we look at where our working freelancers are engaged the private sector accounts for 64%, with 22% in the public sector, 10% working across sectors and 4% in the third. Again, figures that can easily be skewed, as many freelancers who were working directly for the public sector are now engaged by the private sector to deliver as consultants into the roles they previously undertook!

Rewarding Work:

Whilst much is made of the insecurity of the lives of freelancers and the risks that they take and carry Figures 29,30 & 31 suggest that they are still making a reasonable living when compared to their peers in regular employment.

As we can see in Figure 32 just 25% of our freelancers work for more than one client and 25% have no fixed location for their work.

Freelancer Day Rates 2019 - By Sector



Figure 29 – 2019 Freelancer Rates

Project Manager Day Rates 2019

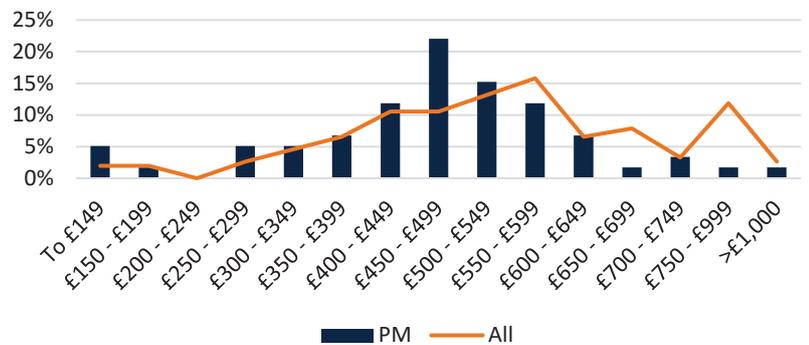


Figure 30 – 2019 Project Manager Rates

2019 Freelancer Invoicing Value

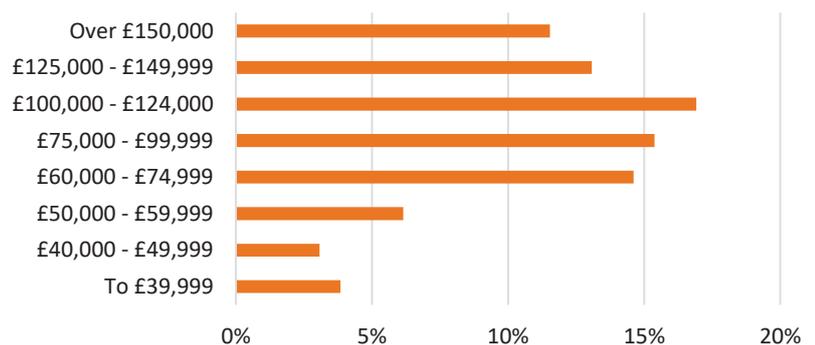


Figure 31 – 2019 Freelancer Invoicing

Average £531
Maximum £1200
Minimum £100

Number of Active Clients	
One	75%
Two	12%
Three	7%
Four or more	5%

Figure 32 – 2019 Active Clients

Churn:

Figure 33 opposite shows the start years for the assignments that our freelance respondents are currently engaged on. Year on year the splits for last, +1 and +2 are generally consistent with the numbers reported in previous PMBR's.

Churn is also being reported in the number of freelancers migrating to permanent employment and surprisingly, given the high levels of negativity around the freelancing market we are still seeing employees take the plunge into this lifestyle.

Who Are You?

Given the changing face of freelancing here in the UK, driven by a Government that appears to want to have its cake and eat it; the definition of what a freelancer is appears to become more confused by the day.

The space is filled with:

Agency Workers (Contingent Labour) who are paid by a third party (Agency or Umbrella) on no-notice fixed term employment contracts for the purposes of meeting some employment and tax laws (PAYE).

Self-Employed who operate independently and complete annual tax returns, with limited state benefits or protection.

PSC Contractors who operate through a closed Limited Company on contracts that are subject to the IR35 legislation.

All offer UK PLC and the hiring organisations within it, the flexible labour that they appear to demand, in preference to on the book employees. Confusion reigns though and it will potentially get worse in April as the Off-Payroll worker legislation kicks in. Over 4 years have passed since the independent review of "Employment Practices in the Modern Economy", or the "Taylor Review" and some clarification has never been more needed.

UK Freelancer - Started Latest Assignment

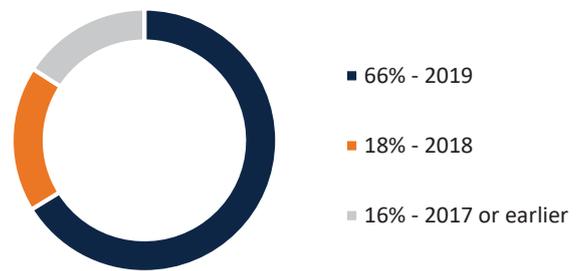


Figure 33 – Freelance Assignment Start Dates

10% New to Freelancing in 2019 and 90% of these were previously Employees

65% of Umbrella Workers were previously operating through their own PSC.

UK Freelancer Contractual Position

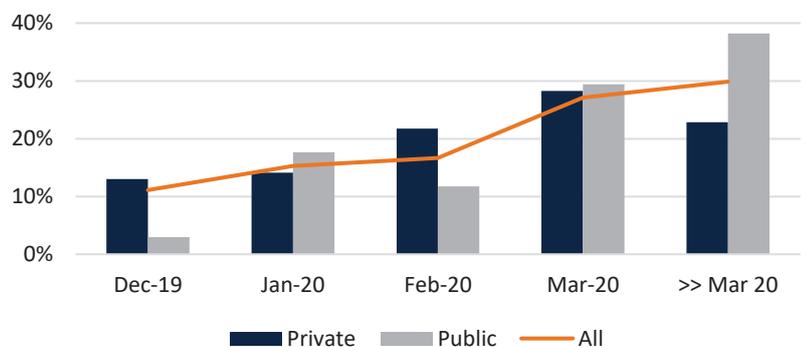


Figure 34 – Contractual Position UK Freelancers

IR35 & UK Freelancers

April 2020 Changes:

Following the introduction of updated Off-Payroll worker legislation (IR35) in the public sector back in 2017, the private sector is now preparing for change. The change has been under consideration and consultation since it was proposed by the then Chancellor of the Exchequer Philip Hammond in his 2018 budget.

The Government believe that Freelancers who do not comply with the rules pay significantly less income tax and NICs than an equivalent employee. HMRC estimates the cost of non-compliance to the exchequer would have reached £1.3 billion a year by 2023-24.

Significant Changes:

The proposed legislation will mean that medium and large businesses will take on the responsibility for deciding if the IR35 legislation applies, for any positions that they are looking to fill with a worker who operates a PSC (Personal Services Company); whereas previously it was the responsibility of the PSC.

This is seen by many organisations as a significant burden and a risk that they have not been previously exposed to. What we have seen in the market are leaders and laggards as organisations address this new challenge at different paces. We have seen many banks and financial institutions take an early position where they have decided not to engage PSC's, thus removing themselves from the impacts of the legislation. A decision that has a parallel with previous decisions to stop engaging the self-employed when IR35 was first introduced.

Other organisations have been dragging their feet in addressing this change, with possibly one eye on the noise that the implementation date may be delayed. A fact that looks highly unlikely given the HMRC communication of 7th February offering forward guidance.

UK Freelancer - Aware of IR35 Changes



Figure 35 – Freelancer Awareness

UK Freelancer - Years as a PSC

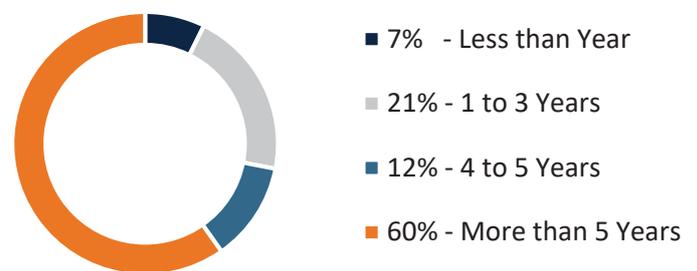


Figure 36 – Years as a PSC

UK Freelancer - Engagement

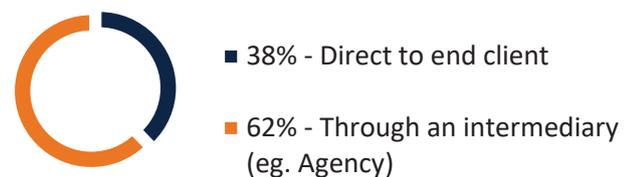


Figure 37 – Method of Engagement

UK Freelancer - Level of Concern

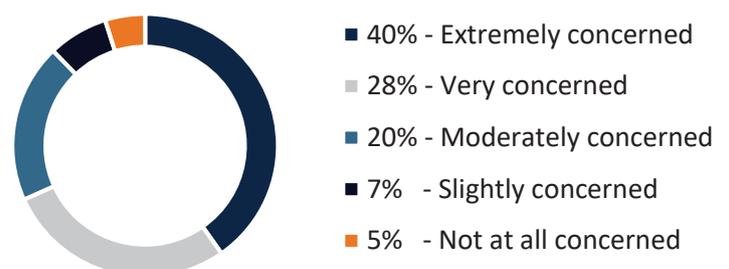


Figure 38 – Levels of Concern

CEST Fit for Purpose?

One of the interesting points about the legislation is that HMRC have not mandated “how” the assessment of In or Out should be undertaken. They have recognised that there are a number of approaches available to employers whilst at the same time providing their own tool CEST (Check Employment Status for Tax).

There have been many arguments over the CEST tool and its fitness for purpose, though the HMRC have stated they will stand by the CEST output, with the caveat that it “must have been completed correctly”

Fit for purpose or not, it is an option available for organisations when considering how to address this new challenge.

Pace:

One of the concerns is the pace of awareness and action in undertaking reviews as we can see in Figure 39. At the time of collecting responses 45% of our freelancers had still not received a definitive In or Out with regards to their role and for 35% the process had not started!

Disruption Ahead:

As with all major changes in legislation we will no doubt see significant disruption to the marketplace as freelancers are firstly categorised In or Out. Livelihoods will be impacted for many and some may well find themselves back in permanent employment. A window is provided in Figure 41 which shows the various outcomes that are around the corner for freelancers who have received a determination.

Post April 2020, if the sector implementation is anything to go by, the market will quickly settle into a new pattern and rates will find a new level which reflects the new reality.

UK Freelancer - Role Reviewed

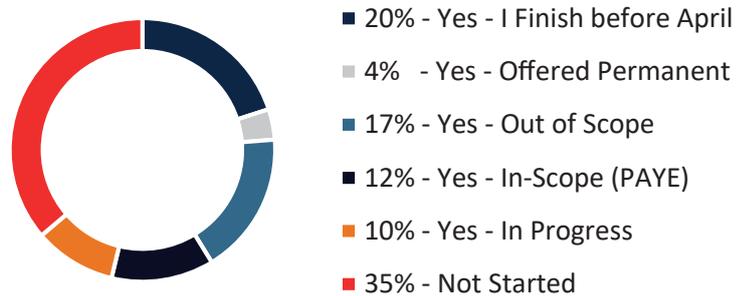


Figure 39 – Role Reviewed

UK Freelancer - CEST Used In Review



Figure 40 – CEST tool Used

UK Freelancer - Outcome Determined

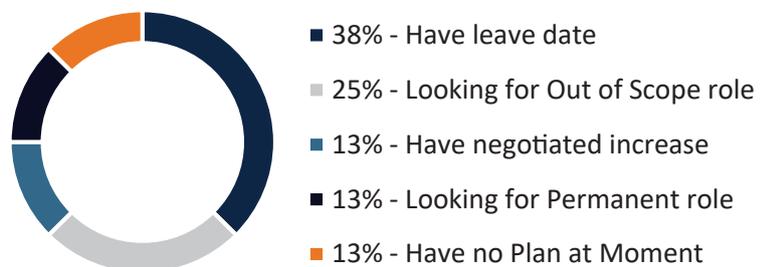


Figure 41 – Post Outcome Direction

UK Freelancer - No Determination

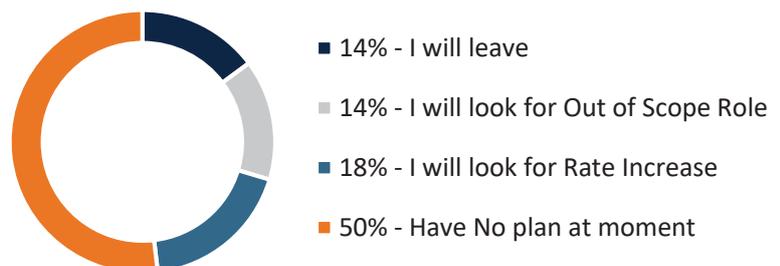


Figure 42 – Anticipated Direction

UK Freelancer Points of View:

As one would expect when such a contentious change is on the horizon, there are a broad selection of views from our respondents; some supportive, many critical/negative and some straight down the middle.

“IR35 Off-Payroll working will limit contract job opportunities, as companies will recruit permanent staff, to avoid potential fines”

“Bullshit!”

“Completely unfair”

“A lot of companies seem to be acting out of fear of HMRC and making blanket decisions, rather than acting rationally”

“Companies have been very slow to realise the impact of losing even a small percentage of contract resources”

“HMRCwill have reduced tax revenue, greater offshoring to non-UK companies, reduced VAT and less spending in the private sector”

“this is certainly not the first time tax regimes have been adjusted and working practices challenged”

“Financial Services are changing their policy to no longer engage with PSCs”

“Don't see an issue with it....Those that have been working sensibly and not actively attempting to avoid tax will continue to earn a good fee for specialist work.”

“won't accept any in-scope roles. I'd rather sit on bench than taking an in-scope role”

“sharks circling around with the aim of profiteering on providing off payroll services”

“HMRC and the Government have killed the flexible market”

“It's a mess!”

“At a time when the UK needs to be developing work opportunities outside of the UK, the IR35 Off-Payroll legislation is not only counterproductive, but nonsensical”

“CEST... Allows HMRC to make up the law which courts should be blocking”

“IR35 will decimate the independent contractor market, leaving SME & Enterprise with recruitment problems”

UK Not Working:

In previous PMBR's we have focussed on those who identify as unemployed, rather than the approach taken this year, which captures respondents based in the UK who are not currently in paid work.

Overall 12% of our UK based respondents identified as Freelancers who are currently between assignments and a further 6% identified as currently unemployed. Whilst the figures may be influenced by Arras being a recruitment agency and thus in contact with work seekers, the level of inactivity paints a substantially different picture than that presented by the ONS (Office for National Statistics).

Record UK Employment:

According to the ONS, in 2019 the UK saw record levels of employment at 76.3% whilst at the same time unemployment at the end of November was 3.8%. When split by gender the unemployment figures were 3.65% for males and 9.08% for females. At the same time, those recorded as employees was up by 179,000 and the self-employed plus 145,000. Interestingly the overall trend since 2012 is employment increasing and self-employment decreasing.

No Work In 2019:

As we can see in Figure 44 a significant number of those not working have been in that situation for over 12 months. 26% of those between assignments and 31% of those unemployed.

No Work Challenge:

As we can see in Figure 46 challenges vary across the two groups, with securing an interview key for both unemployed 31% and between assignments at 41%. Interview success would appear to be an interesting differential with the unemployed group indicating that this is a bigger issue at 14% to just 3% of those between assignments.

UK Not Working - Previous Sector

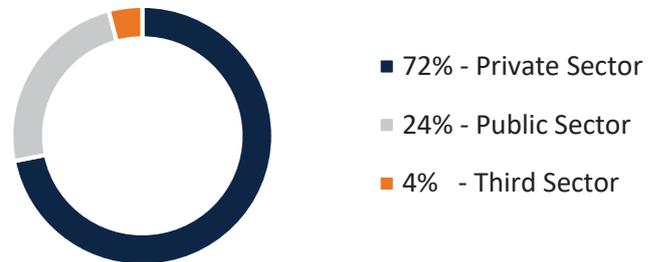


Figure 43 – Previous Sector

Last Worked

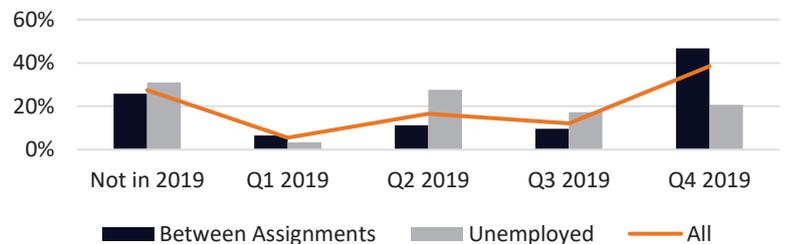


Figure 44 – Last Worked

Unemployed - Previous Income	
Min	£ 16,500
Max	£ 110,000
Average	£ 54,975
Between Assignments - Previous Day Rate	
Min	£ 160
Max	£ 1,200
Average	£ 590

Figure 45 – Previous Remuneration

Challenges Finding a New Role

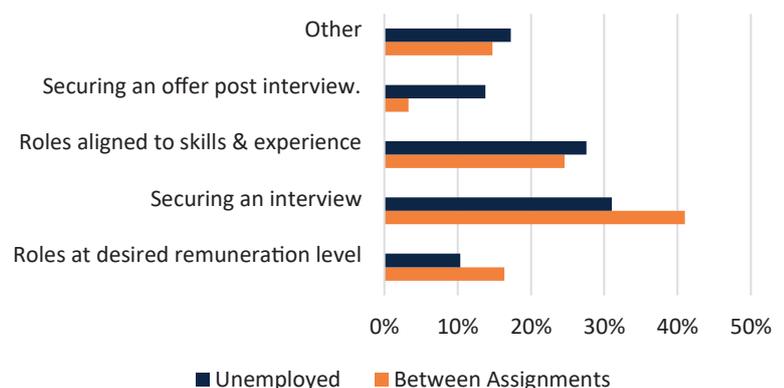


Figure 46 – Challenges

Practitioner Confidence:

Financial Wellbeing:

As we can see in Figure 47 the respondents from the UK lagged behind the RoW in terms of how they are feeling compared to twelve months earlier.

For the UK based cohort 34% reported that financially they feel better off, 37% about the same and 28% worse off. Overall this is slightly more negative than the response received last year.

Compared to 12 Months Ago

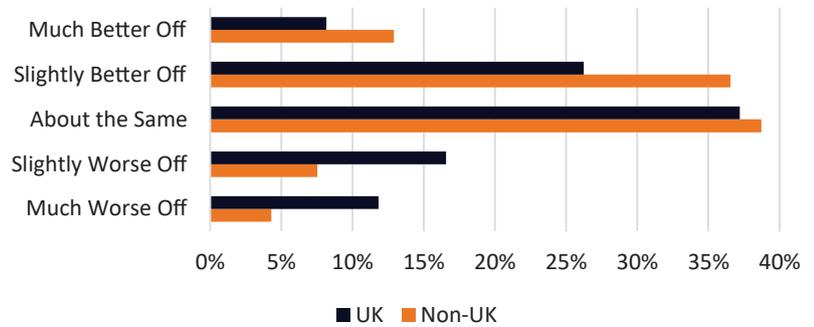


Figure 47 - Respondent Status

The Magic Ingredient:

As we saw in the wider economy during 2019 confidence really is the magic ingredient that was in short supply for most of the year. Continued bickering over BREXIT; political uncertainties; and the threat of a no-deal exit from the EU appeared to drag down large parts of UK PLC for long periods. Regardless of political allegiance and desires over the BREXIT solution, the election of a majority Government gave the UK economy a much needed end of year boost and hopefully we will see this continue into 2020.

Figure 48 also indicates an increase in confidence amongst UK practitioners, with 42% feeling good compared to 19% feeling negative.

Confidence level Heading into 2020

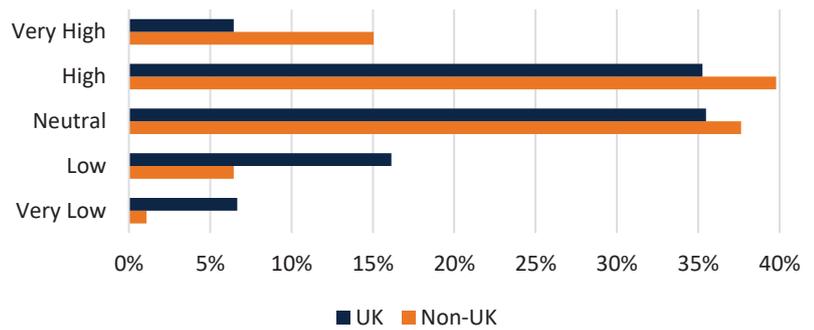


Figure 48 - Confidence

Stick or Twist:

Another indicator of confidence is the attitude of employees towards the jobs market and their intentions for the following year. As we see in Figure 49, 22% suggest that they are looking to change employer in 2020; whilst as usual we see the highest proportion “open to change, but not actively looking”. A further 5% are looking to make the move into contracting even though many already in that space feel it is dying, with no hope for the future!

UK Employees - Heading into 2020 I am

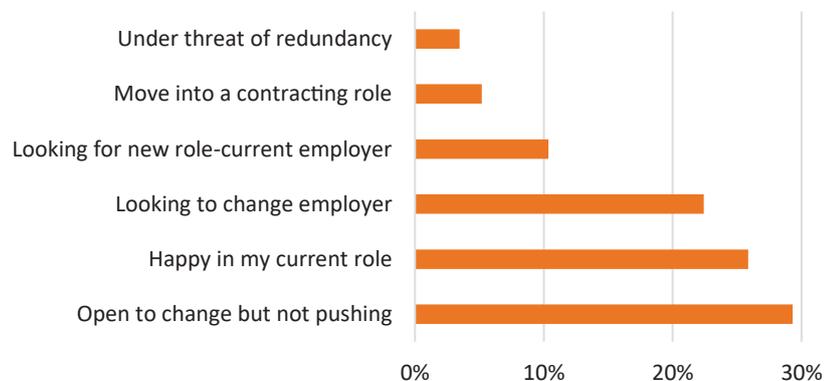


Figure 49 – UK Employees into 2020

UK Respondent Comments

As can be seen in the selection of soundbites taken for the respondents observations about the current market and/or conditions for Project Management practitioners, we have a broad and mixed view. This of course reflects the fact that PM is such a varied field both in terms of skills and experience as well as how “sector” impacts such a significant influence.

“I feel number of years of experience is more valued than quality of work which could be produced”

“ in my 50s, I am worried that ageism will kick in”

“Employers are looking at specific experience more than transferrable skills.”

“Aerospace and Defence buoyant”

“AGEISM IS RIFE”

“Brexit is still a big concern and is affecting both business and personal financial decisions.”

“From personal experience, having a strong technical bias leads to stronger opportunities”

“banking project roles in London are very hard”

“IR35 changes are impacting both the demand and supply of interim resources”

“I am in retail --- and it is a tough place to be”

“Brexit, political uncertainty and IR35 changes have impacted the contract and consulting side of the profession greatly”

“tired of seeing job ads that are wish lists”

“I foresee much instability in the market”

“IR35 should be cancelled”

“I think the profession has been hijacked with new technologies and methods which have their place but we should not overlook the basics”

“PM continues to be undervalued and misunderstood”

“The market remains buoyant”

“Struggling to find work which has never been a problem before”

“IR35 is causing confusion”

“United Kingdom has had it and lost its way”

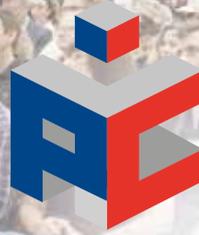
“Misconceptions around IR35 are totally skewing the current market”

“IR35 is an unnecessary and unwelcome constraint”

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