Association for Project Management

Because when projects succeed, society benefits

Salary and Market Trends Survey 2025

Research report

Research conducted by YouGov®

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Survey highlights

Welcome

Launched in 2015, the research has provided APM, its members and everyone else interested in the profession with invaluable data on important salary trends within project management and its future outlook. It takes a bird's-eye view of the attitudes and opinions of project managers on the key issues affecting their working lives, both current and future.

What's the story for 2025?

The average salary for a project professional has increased by just over 10% since 2023, from £47,500 to £52,500, with pay expected to continue rising. This is the first time the average salary has risen since pre-COVID-19 times. What's more, project managers are feeling optimistic about their own careers and the future prospects of the organisations they work for. Project professionals aren't just feeling confident – they are behaving confidently too, as the uptick in salaries shows.

National investment by the UK government in infrastructure projects to drive economic growth has created demand for project managers, and the project profession is reaping the benefits. However, the survey finds that confidence is shaky in the UK government's ability to deliver projects over the next five years, so there is work to be done in bolstering best practice and the increased professionalisation of those working in these areas.

What's impressive is the high level of job satisfaction felt by project professionals, with 80% of respondents saying they are satisfied with their current role. It's good to see that positive things are happening, despite this not necessarily happening elsewhere. It's interesting to note that when the country enters difficult times, APM typically sees a growth in membership and qualifications, because individuals view it as a good time to retrain and network.

The average salary for a project professional increased by just over 10% since 2023, from £47,500 to £52,500, with pay expected to continue rising

APM Salary and Market Trends Survey 2025

A massive 82% of respondents say they feel optimistic about there "being a good supply of quality fulfilling jobs in project management" over the coming five years

APM Salary and Market Trends Survey 2025

Overview

The number of people taking the APM Project Fundamentals Qualification and the APM Project Management Qualification is booming, with more than 50% of respondents holding one of these qualifications. The PRINCE2 qualification, meanwhile, continues to lose traction. The pace of growth in the number of Chartered Project Professionals is significant, albeit starting from a small number.

47% of respondents agree that AI is currently having an impact on project management and their organisation

APM Salary and Market Trends Survey 2025

For the first time, the survey asked project managers about AI and the impact it is having on their work. Nearly half said their organisation was using it for the automation of routine tasks, enhanced data-driven decision-making and additional insight gathering, but more widespread use is being hindered by a lack of understanding about its benefits and a fear of data breaches.

The pay gap in average salary between men and women has increased from 24% in 2023 to 35% in 2025, but the crossover point at which men now get paid more than women has increased from £53,000 to £63,00

APM Salary and Market Trends Survey 2025

When it comes to the issue of sustainability, there is room for improvement within the profession. While 86% of organisations have policies in place, fewer than half actually see any impact from them. Some organisations are clearly engaged in greenwashing and box-ticking exercises, and are not putting the resources or strategic emphasis in place to make sustainability happen in practice. This is a question of governance for the profession, with boards needing to ask the right questions and a need for leaders who can drive a strategy forward. There is much more to do.

The vast majority (80%) of respondents say they are satisfied with their current role

APM Salary and Market Trends Survey 2025

Work also needs to be done when it comes to the gender pay gap. Compared to the 2023 survey, the pay gap in average salary between men and women has increased from 24% to 35% in 2025. While this clearly isn't good news, drilling down into the data, it's evident that while the distribution of male pay has remained largely the same, the distribution of female pay is shifting upwards. The crossover point at which men now get paid more than women has increased from £53,000 to £63,000. While progress is frustratingly slow, something is starting to happen now. What's critical in tackling the issue is to focus on roles, not just salaries. The profession needs to seriously step up.

Project manager's salaries
It's good news...

£52,500

Average salary of a project professional

This year's survey shows that the average salary for a project manager increased by just over 10% compared with 2023 to £52,500 – up from £47,500 in 2023.

This increase is the first in four years and compares favourably with the average gross annual earnings for full-time employees in the UK, which stands at £37,430, according to the Office for National Statistics (ONS).

The rise in average salary for survey respondents mirrors a UK-wide increase (up from £35,004 in 2023), which **shows growth particularly for managing directors and senior officials, and private sector industries.**

£67,500

Average salary of an APM Full member

47%

earn above £50,000

£62,500

Energy, financial services, and life sciences[2] offer the highest average salaries

22%

drop in average salary for overseas earners

£52,500

Average salary of a project professional

Project manager's salaries

Salary by region

Financial reward is just one of the many benefits of a career in project management, but it is of course, important. Project professionals enjoy a salary comfortably above the UK average (£38,600[1]) and rank above the finance and insurance, energy supply and IT industries[1].

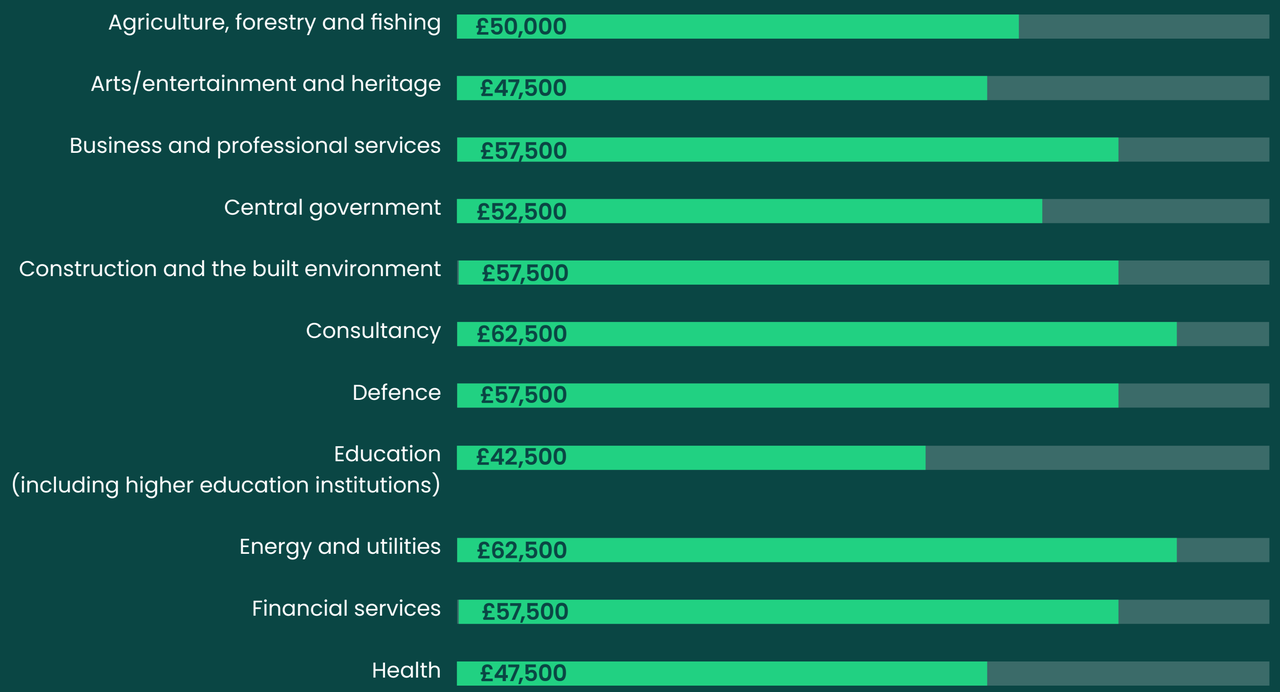
However, the average salary for project professionals has remained at £47,500 since 2020, with high inflation and the subsequent increase in the cost of living driving real-terms pay packets lower. But the positives for the profession include many sectors providing average salaries way above that national level, with salaries remaining equally attractive all over the country and not centred on London and the South-East.

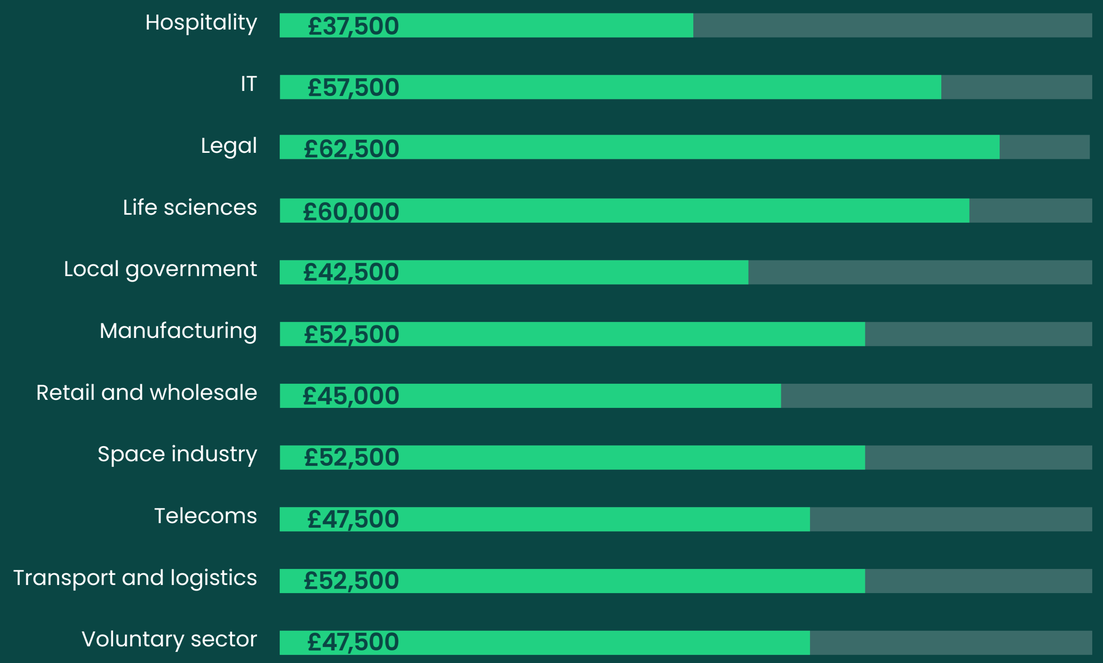
Taken with the strong career progression, wide variety of projects and embracing of new technology in all areas of the profession, it's little surprise that project management continues to attract new talent and offer lifelong fulfilment for all those who work within it.

[1] Office for National Statistics (ONS), 2020
[2] Based on a sample of 23 respondents

Project managers' salaries

Salary by sector





68% of survey respondents earning over £35,000 **expect slight pay increases** in the next 12 months

Project managers' salaries

Pay expectations

23%

earning <£35,000 anticipate significant increases.

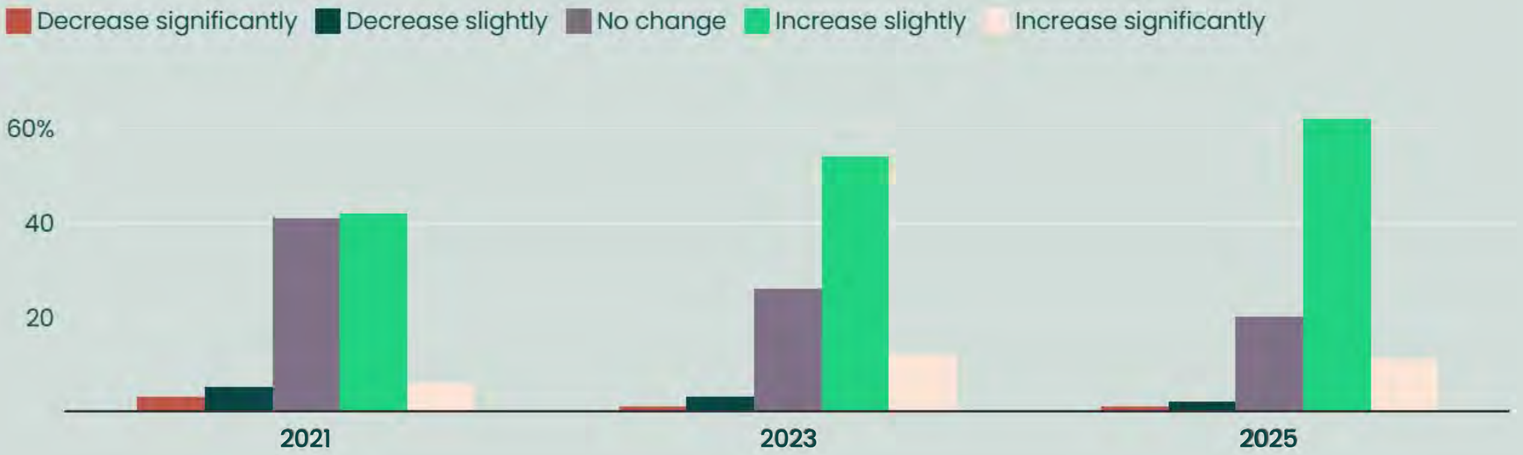
The number of respondents who expect no change in earnings has fallen significantly since 2023. It dropped from 26% in 2023 to 20% in 2025. This paints a picture of a confident and secure workforce.

Our survey shows that both men and women feel hopeful about earning more, with expectations of a pay rise increasing since 2023 for both genders.

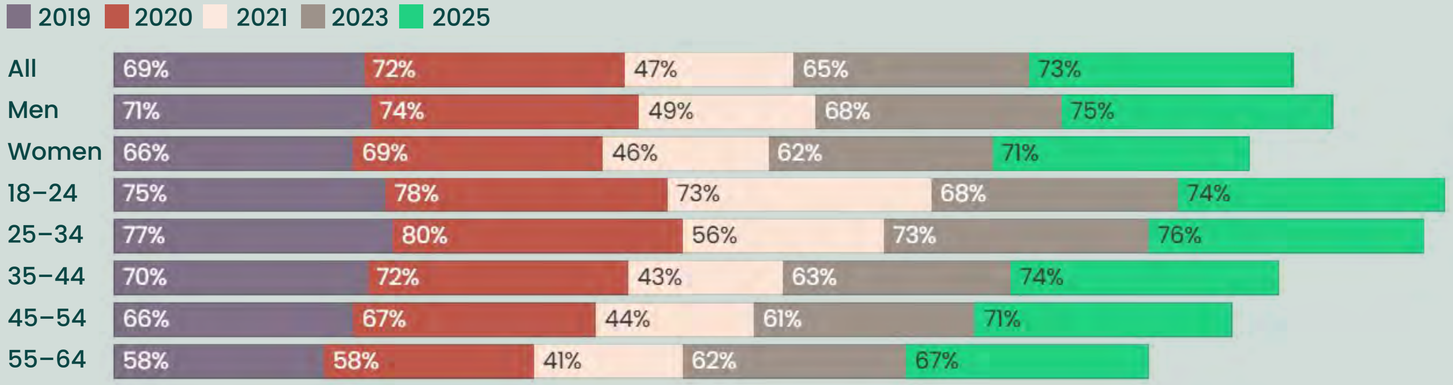
It's a particular jump for women, with 71% agreeing that they expect their pay and benefits package to increase in the next 12 months, compared to 62% in 2023.

Pay expectations over next 12 months

(Excluding those who answered 'Don't know')



% expecting an increase in pay/benefits package by gender/age



Source: APM

There is a particular jump in expectation for women, with 71% agreeing that they expect their pay and benefits package to increase in the next 12 months, compared to 62% in 2023.

Project managers' salaries

Pay expectations

Entry-level, early and mid-career project managers feel the most positive

What about when it comes to age? Our survey reveals that **25- to 34-year-olds feel the most confident about their prospects** – an overwhelming **76%** of this group say they **expect an increase in earnings in the next year.**

However, the **biggest increase in positivity is exhibited by mid-career project managers** – those aged 35 to 44 years, with 74% feeling positive (compared to 63% in 2023). It's the same good news for 45- to 54-year-olds, with 71% expecting a pay increase, compared to 61% in 2023.

Evidently, **project managers are feeling positive about their earnings** and clearly have confidence in the future fortunes of the organisations they work for, despite the period of stagnation the UK was enduring when the survey was conducted.

Project professionals are feeling bright about their career progression and compensation prospects.

71%

of women expect their pay and benefits package to increase in the next 12 months

Diversity and inclusion

Salary by gender

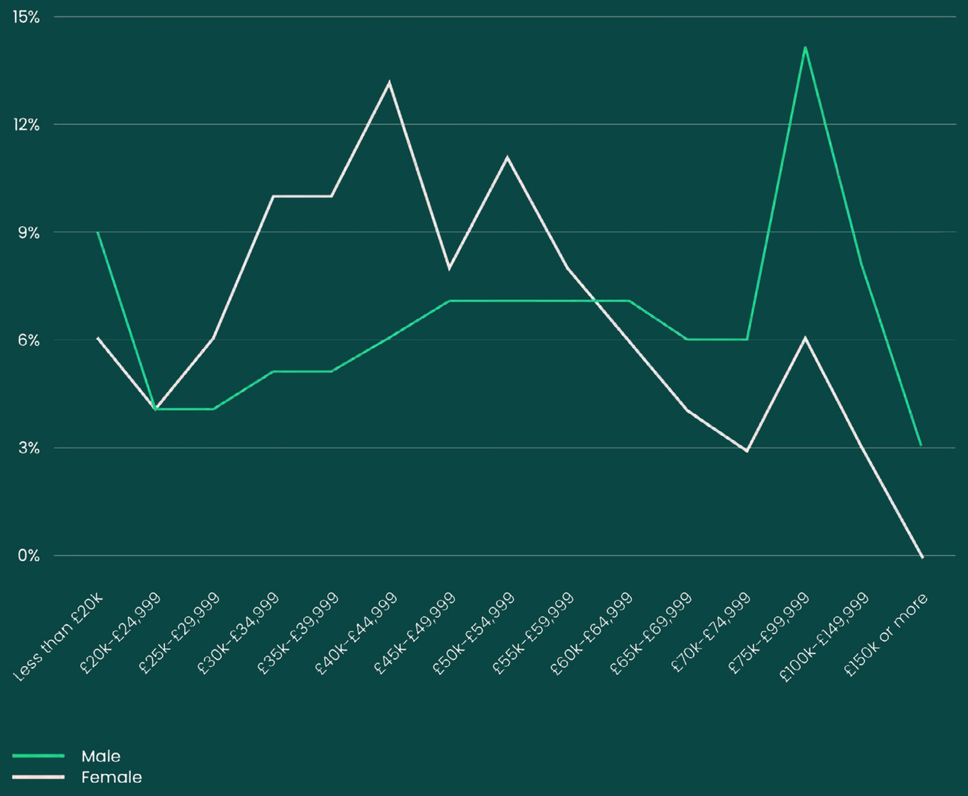
The profession's gender pay gap remains problematic. Compared to the 2023 survey, the pay gap in the average salary between men and women has increased from 24% to 35% in 2025. While this clearly isn't good news, drilling down into the data, it's evident that while the distribution of male pay has remained largely the same, the distribution of female pay is shifting upwards.

The crossover point at which men now get paid more than women has increased from £53,000 to £63,000. While progress is frustratingly slow, something is starting to happen now. What's critical in tackling the issue is to focus on roles, not just salaries. The profession needs to seriously step up.

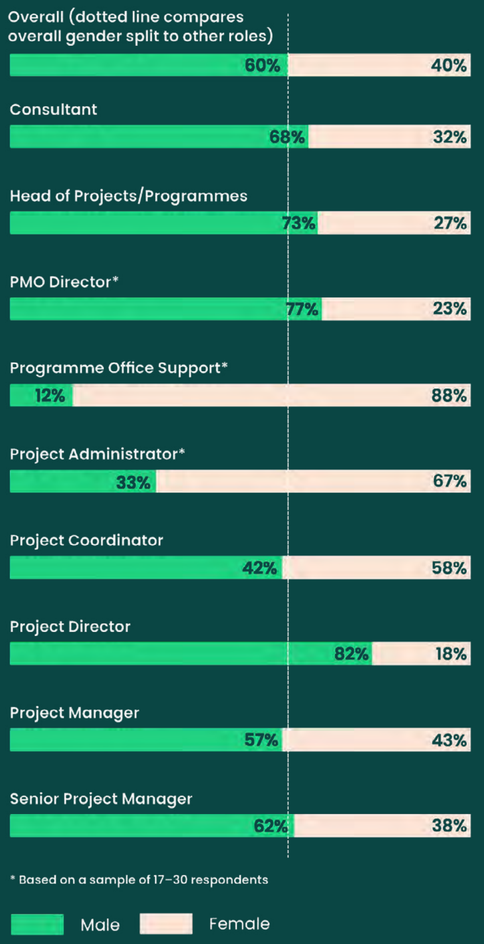
To tackle the issue, we need to ensure more women are in senior roles. This will be what drives the change needed, yet we are going backwards in this regard. For example, the proportion of female Project Directors has decreased from 28% to 18%.

Similarly, the proportion of female Heads of Projects/ Programmes has decreased from 33% to 27%. At the same time, more junior roles such as Project Coordinator have an increase in the proportion of females (growing from 53% to 58%). So, the focus for APM must be on ensuring that the many talented female project professionals have the opportunity to take on the most senior roles in our profession.

Salary by gender 2025



Gender split in selected job roles



* Based on a sample of 17–30 respondents

Male Female

Diversity and inclusion

The experience of women

Our survey showed differences between the genders in terms of length of project management experience. The women who responded were more likely to have five or fewer years of project management experience (52%), compared to the men who responded (35%). Men are more likely to have 11 or more years of experience (42% v 24% of women).

Does this difference in experience reflect the broader fact that more men than women are promoted to the higher echelons of UK organisations, particularly in male-dominated sectors, such as the built environment and defence?

Perhaps. It's something to consider when women make up just 12% of executives across FTSE 250 boards, according to the 2024 *Female FTSE Board Report.*

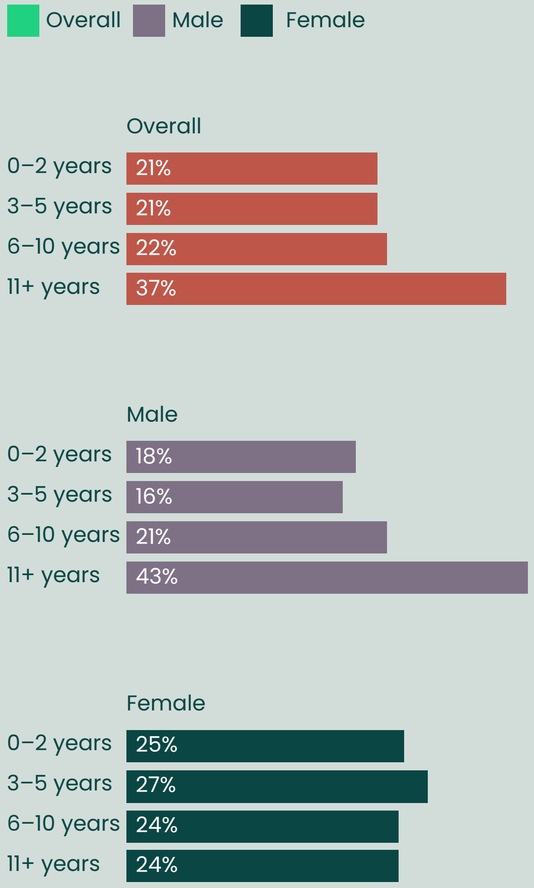
As Sue Vinnicombe, Professor of Women and Leadership at Cranfield School of Management, who has overseen the Female FTSE Board Report since 1999, says:

"Through their own tenacity, drive and experiences some women do make it to the top positions, but once they get to the C-suite they often find themselves unsupported and in a hostile, macho environment"

Sue Vinnicombe, Professor of Women and Leadership at Cranfield School of Management

Overall years of career experience 2025

As in the previous wave, it is more common for women to have five or less years' experience than men (52% v 35%). In contrast, men are more likely to have 11 or more years' experience than women (42% v 24%).



Diversity and inclusion

The experience of women

As previously mentioned, construction and defence are two sectors that remain dominated by men, particularly towards the top of the corporate ladder. Our 2024 report Developing Effective Interventions for Gender Equality in UK Construction Project Organisations found that, while significant progress had been made in addressing gender bias and sexism, there remains much work to be done.

“Through their own tenacity, drive and experiences some women do make it to the top positions, but once they get to the C-suite they often find themselves unsupported and in a hostile, macho environment”

Sue Vinnicombe, Professor of Women and Leadership at Cranfield School of Management

When asked which sector they work in, the greatest number of project respondents said that they work in construction (14%), followed by defence, consultancy and energy/utilities (all at 10%)

Diversity and inclusion

The experience of ethnic minority project managers

Our survey finds that the needle is moving in a positive direction for the reported experience of ethnic minority professionals in project management.

In 2025, 37% say that their ethnicity has had a positive impact on their professional development (of whom 20% said the impact was very positive).

This is up from 30% in 2023. While that is good news, this is tempered by 18% admitting that their ethnicity has a negative effect on their professional development, up from 5% in 2023.

Ethnic minority professionals who report experiencing discrimination indicate that this took the form of being turned down for positions/ promotions, microaggressions and struggles with networking that have impeded their professional development. Some respondents gave explanations for negativity.

The survey found that 58% of ethnic minority project managers think the profession is diverse, up from 55% in 2023.

This compares to 50% among those from a white background who say the same (up from 47% in 2023).

37%
say that their ethicity has had a positive impact on their professional development

58%
of ethnic minority project managers think the profession is diverse, up from 55% in 2023

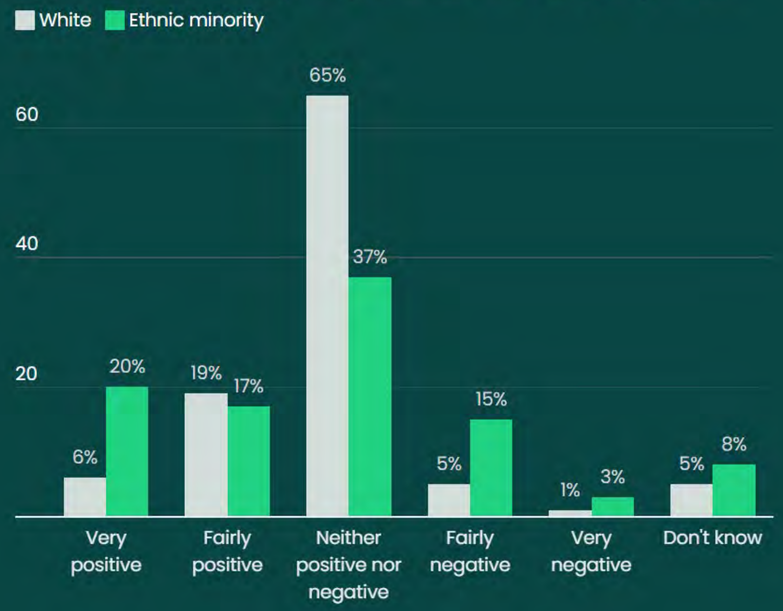
Diversity and inclusion

The experience of ethnic minority project managers

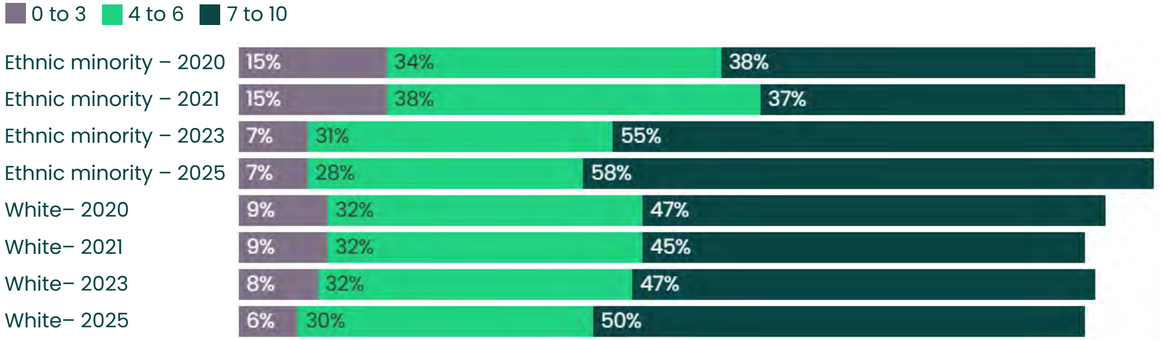
"I am neurodivergent and prior to being diagnosed I have been fired from jobs due to things I could not control from my disability. That being said, I also have some positive qualities from my neurodiversity (creative problem solving, hyperfocus, building relationships quickly) that have benefited my progression in other roles, particulary in change/project management."

Survey respondent

Impact of ethnicity on professional development



On a scale of 0 to 10, how diverse do you think the project profession is, where 0 is not at all and 10 is completely?



Source: APM

Diversity and inclusion

Strategies for promoting inclusion and diversity

The 2025 results show a difference in perspective between the strategies favoured by ethnic minority professionals and their colleagues of white ethnicity to promote inclusion in project management.

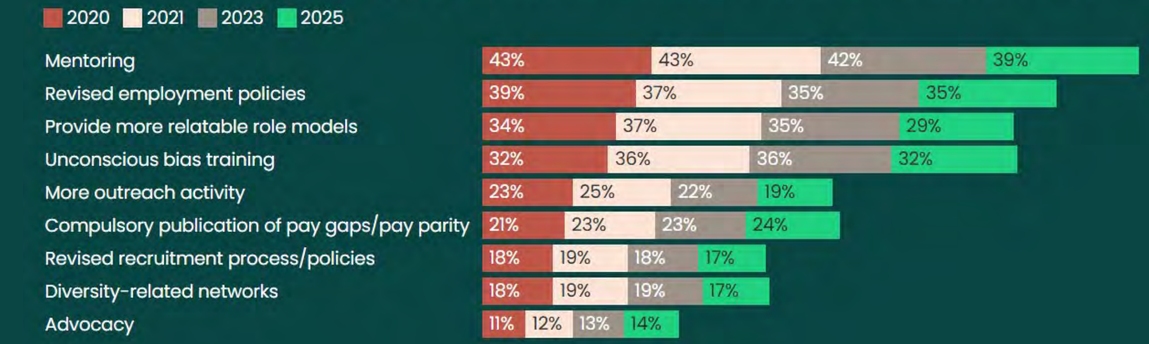
While white respondents agreed that mentoring and revised employment policies were the two most favoured actions to take, unconscious bias training was given as the third most effective way (32%), which compares to 26% among those from an ethnic minority.

The survey also shows that ethnic minority project professionals are more likely than white project professionals to consider changing employer this year (50% v 26%), although the reasons behind this are not given.

Ways of making the project profession more diverse and inclusive: Ethnic minority

Source: APM

Ways of making the project profession more diverse and inclusive: White



Source: APM

Respondents' top three strategies for improving diversity and inclusion were mentoring (45%), diversity-related networks (37%) and revised employment policies (30%)

Diversity and inclusion

The experience of project managers with a disability

14% of respondents consider themselves to have a disability or a long-standing physical or mental health condition. The majority of this group saying they are limited “a little by it”.

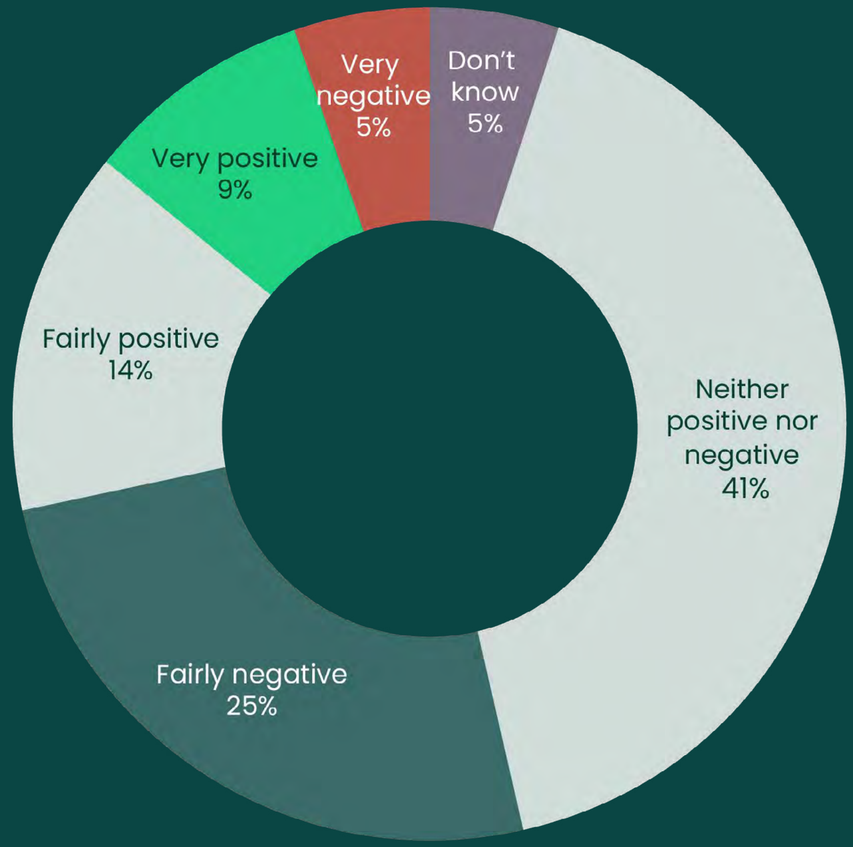
30% of respondents with a disability report a negative impact on their career progression because of it – with women significantly more likely than men to feel so (37% v 24%).

However, 23% of respondents with a disability believe their condition has positively impacted their development. Ethnic minority professionals are also significantly more likely than white professionals to feel their disability has impacted their progression positively (42% v 13%).

> “Although my physical disability may have prevented me from exploring roles in industries such as construction, it has not stopped me developing as a project manager in general.”

Survey respondent

Impact of disability on professional development



Source: APM

Job Satisfaction

Work/life balance and flexible working

Project management continues to remain steadfastly satisfying for those who work within it, with our survey finding that 80% of project managers in 2025 say they're satisfied with their current role. Two-thirds are happy to stay in their current role, with a third saying they're likely to change jobs in the next year.

Of this 33% who might change roles, it's 35- to 44-year-olds who are most likely to do so, with 18- to 24-year-olds being the least likely. The top reasons given by survey respondents for being likely to change jobs are better pay (56%) and looking for a change and new challenges (48%).

24% of respondents say they would look for a role with a better work/life balance, and another **19%** say they would look for a role with more opportunities for flexible working

Job Satisfaction

Work/life balance and flexible working

When telling us what the most important factors are when looking for a new job, respondents told us that salary was the most important (82%), followed by flexible working (66%) and working from home options (61%).

Despite the tightening of rules on working from home by some large employers since the COVID-19 pandemic, workers still place a high value on having flexibility with hours or location at work – and the statistics suggest working from home levels have remained steady. Project professionals are no exception.

However, the nature of project work means that working from home can be more difficult in some sectors, while the deadline-driven nature of projects with multiple stakeholders also leads to higher stress levels.

Try our salary calculator

When looking for a new job respondents told us that salary was the most important factor

££

Top 10 important factors when looking for a new job 2025

Source: APM

Job Satisfaction

The wellbeing of project managers

Project professionals, it seems, are keen to positively control their working hours and **expect a level of flexibility around where they work to protect their wellbeing.**

Employers, project leaders and managers who recognise how important wellbeing factors evidently are to project managers will be the ones who attract the best talent.

Yet barriers remain. **APM research published in 2024** found that **"wellbeing management is often isolated and calls for a strategic and integrated approach"**. Key recommendations in the report include recognising wellbeing as a core value, enhancing strategic leadership, improving systems integration, managing diversity and inclusion and supporting bottom-up learning initiatives for a meaningful work life.

Employers, project leaders and managers who recognise how important wellbeing factors evidently are to project managers will be the ones who attract the best talent

Artificial intelligence

The impact of AI in project management

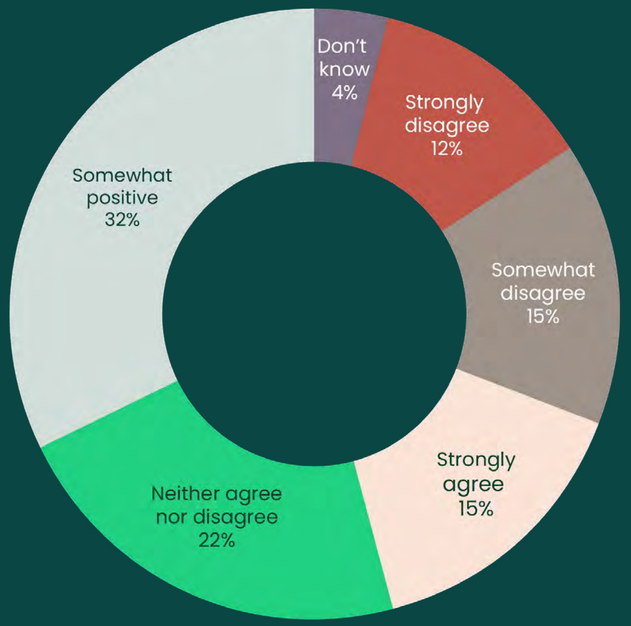
47%

Our survey shows that 47% of respondents agree that AI is currently having an impact on project management and their organisation

Respondents say the single biggest impact of AI is the automation of routine tasks (27%), followed by enhanced data-driven decision-making (17%) and additional valuable insights (11%)

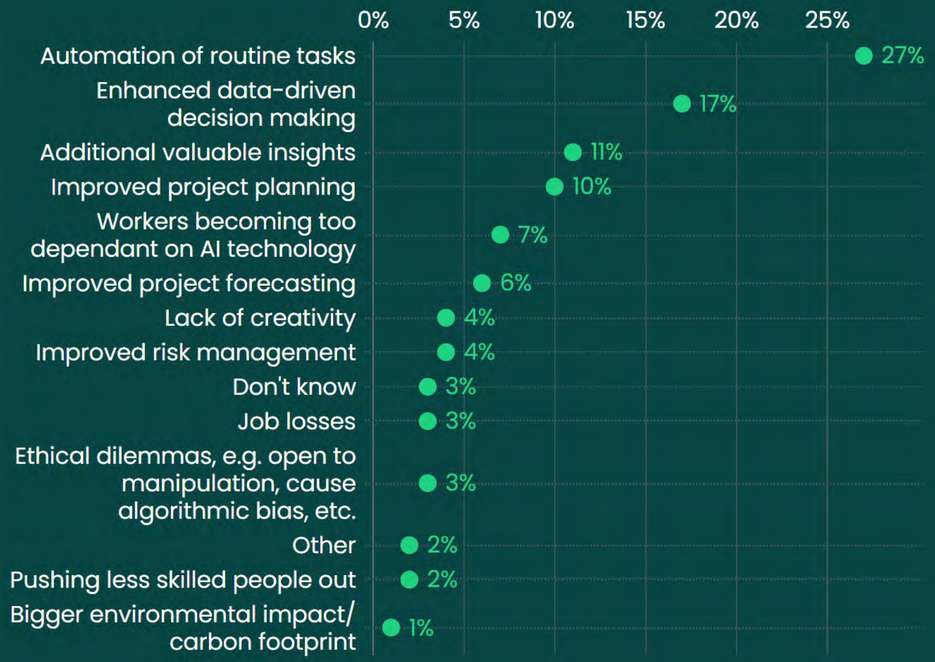
Agreement concerning the impact of AI on project management at their organisation

Net disagree: 27% Net agree: 47%



Source: APM

Single biggest impact of AI on the project management



Artificial intelligence

Barriers to AI take–up in project management

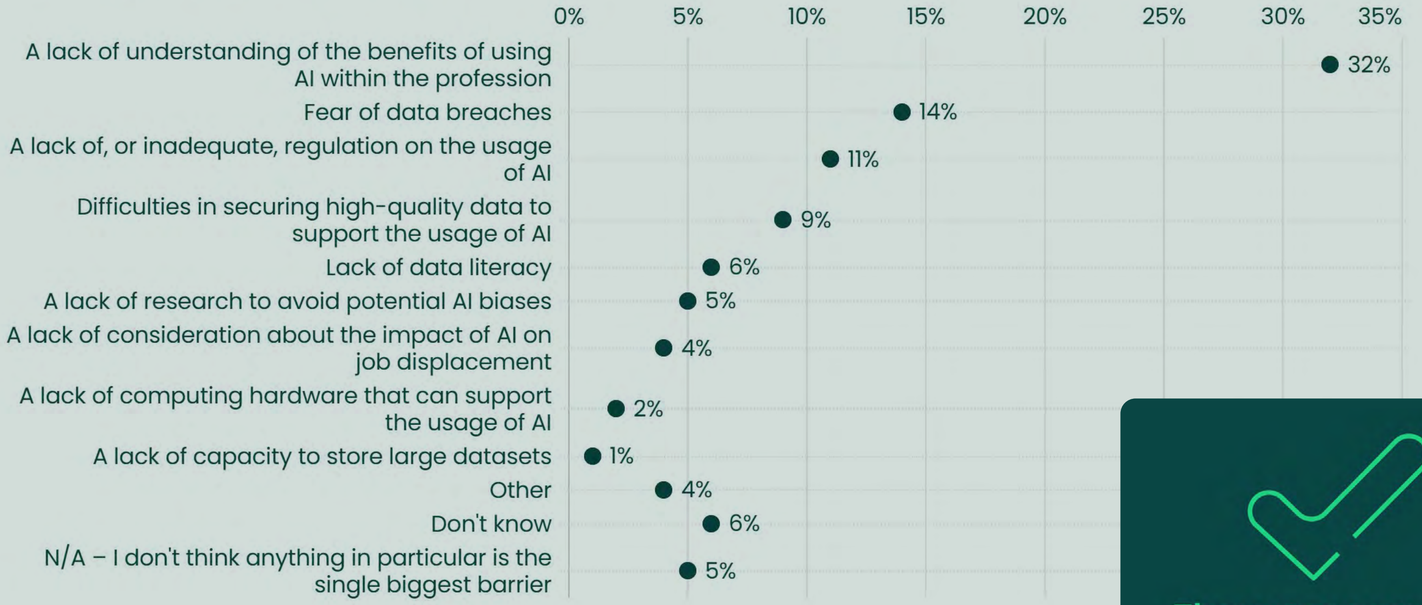
These are some of the tangible benefits that AI brings to project management right now, but our survey shows that there are barriers to its wider adoption

The biggest barrier is a lack of understanding of these benefits (32%), followed by a fear of data breaches (14%) and then a lack of or inadequate regulation of its usage (11%).

The latter is a particularly contentious issue, with international consensus around the technology proving impossible to find. The EU's cautious stance of using guardrails around AI to protect against risk conflicts with the US's more libertarian approach (with the UK somewhere in between).

These are universal barriers and concerns common to every profession and every sector, yet project management is already experiencing the everyday benefits that the technology can bring. There appears to be a keen appetite for greater understanding and experimentation to reap some of the efficiencies it brings, so how can these benefits be understood by a broader project management audience, particularly those project professionals higher up in organisations, who are the ones less likely to believe that AI is already having an impact?

Single biggest barrier to wider scale AI adoption within the project management profession



There appears to be a keen appetite for greater understanding and experimentation to reap some of the efficiencies AI brings

Government projects

Confidence in government

Government programmes and projects form a critical part of the project profession in the UK, and this is the first year that we have asked respondents for their views on the area.

The findings show a **shaky confidence** among project professionals about the **UK government's ability to deliver projects over the next five years.** The survey reveals that 55% of project professionals say they don't feel confident, compared to 37% who say they do.

These findings are unsurprising considering the negative headlines around big government projects in the UK and discussion of this within the profession. The UK is not alone in facing considerable challenges in delivering big infrastructure projects. A 2024 **report from Boston Consulting Group** finds that most developed democracies "must grapple with similar challenges around high labour costs, expensive real estate, dense urban populations and complex public approvals".

There's also the thorny issue of funding volatility when it comes to infrastructure projects, particularly when UK overall investment averaged 19% of GDP in the 40 years to 2019 – the lowest in the G7.

There is a shaky confidence among project professionals about the UK government's ability to deliver projects over the next five years.

Government projects

Regional difference and success of government projects

There's a notable geographic split between those who feel confident about the government's ability to deliver and those who don't. **Those who work in the North East of England (51%), Wales (47%) and London (44%) are more likely than average to be confident in the UK government's ability to deliver on projects.** Conversely, those who work in the South East of England (28%) and South West of England (26%) are less likely than average to feel confident.

Could it be that regional success stories imbue project professionals in those regions with a sense of confidence? Despite the complicated journey of Crossrail to completion, the opening of the Elizabeth Line in London, and its perceived success among users, has created a halo effect of confidence, perhaps.

The successful completion of the Thames Tideway super sewer megaproject in March 2024 has also been judged a poster child for big infrastructure projects in the UK, as well as for innovative funding. While not a government project, it does show that the UK has the knowledge and expertise to get infrastructure projects right.

In Wales, Transport for Wales's £1.5bn Core Valley Lines Transformation Programme to improve rail transport across the South Wales valleys was judged a great success, winning Overall Project of the Year at the 2024 **APM Project Management Awards.** The judges were truly impressed, finding the programme to be a "testament to effective project management, innovation and collaborative governance. Facing a multitude of challenges, ranging from socioeconomic deprivation to global disruptions, the project team delivered a resilient, modernised rail network that promises long-term benefits for the region."

APM Project Management Awards

Valley Lines Transformation Programme

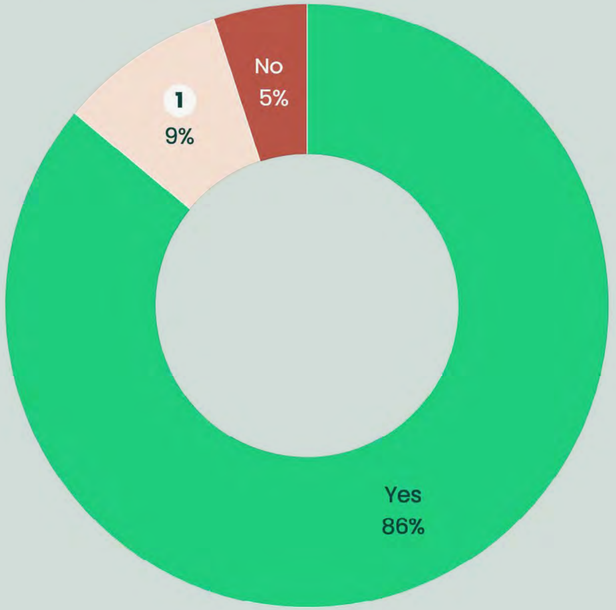
was judged a great success

Sustainability

Environment policies

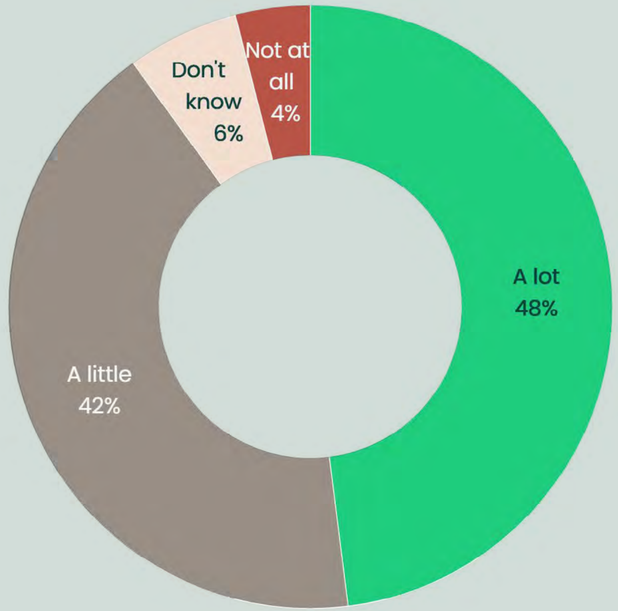
Sustainability is a critical priority that project management leaders need to engage with, and the news is good. A large majority of survey respondents say their organisation has an environmental policy in place (86%).

Does your organisation have an environmental policy?



1 Don't know/Can't remember

Does the sustainability policy lead to better outcomes or practices within the organisation?



Sustainability

A huge opportunity

Of this group whose organisation has an environmental policy in place, just under half (48%) say that the policy leads to a lot more environmentally sustainable outcomes or practices. Of the rest, 42% say that the environmental sustainability policy does lead to outcomes that are "a little better".

Could the project management profession be doing more? Our 2025 report Projecting for the Future: Harmonising energy and environment recommends the development of a framework for measuring project-level sustainability performance in alignment with the UN's Sustainable Development Goals, in a drive to reach net zero. This is in response partly to much stronger stakeholder engagement with projects from active citizens who are ready to question the trade-offs between further environmental degradation in the present and sustainability benefits in the future, explain the authors.

Sustainability-related projects are a huge opportunity for the project management profession – the authors reiterate that the project profession is at the heart of delivering net zero. A recent McKinsey report argues that a 60% increase above present capital investment levels will be required to reach **2050 net-zero targets** – mostly in infrastructure projects of various kinds.

Projects are central to the global response to the grand challenges we face. The transition to net zero presents a promising horizon for employment in the UK, with predictions of the creation of 135,000 to 725,000 new jobs across low-carbon sectors, including building retrofits, renewable energy and electric vehicles. These sectors are predominantly project-based.

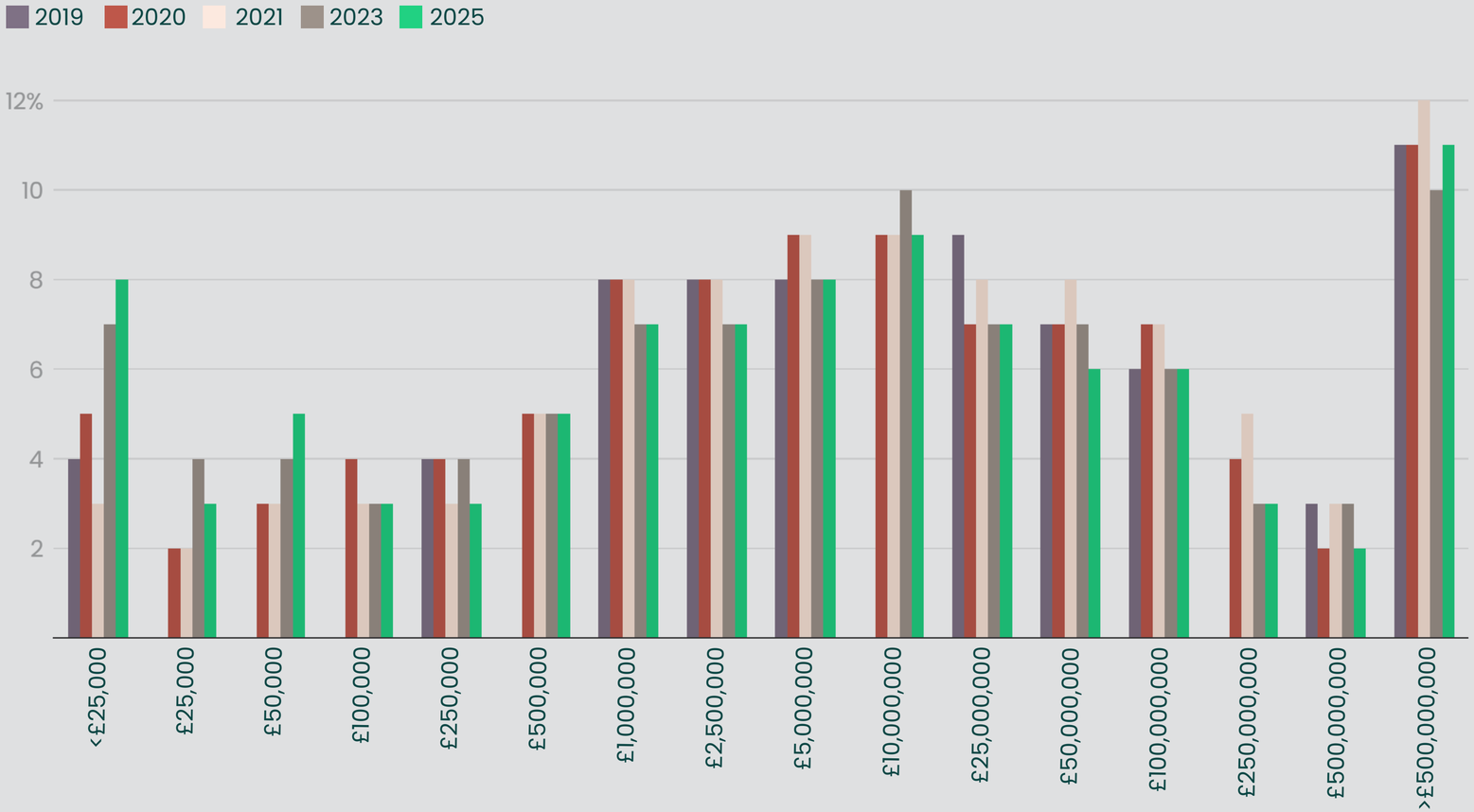
The value of projects

Average value

The average value of the largest projects worked on increased to £103,547,121 in 2025

When respondents were asked about the total worth of the largest project, programme or portfolio they are currently working on, their responses showed that the average (mean) value of the largest projects has increased to £103.5m, up from £99.8m in 2023.

Value of largest project worked on in the last 12 month



Source: APM

The value of projects

Value of projects by region

The survey reveals that the majority of projects that respondents are currently working on are conducted nationally, with a majority of the project team based in one country

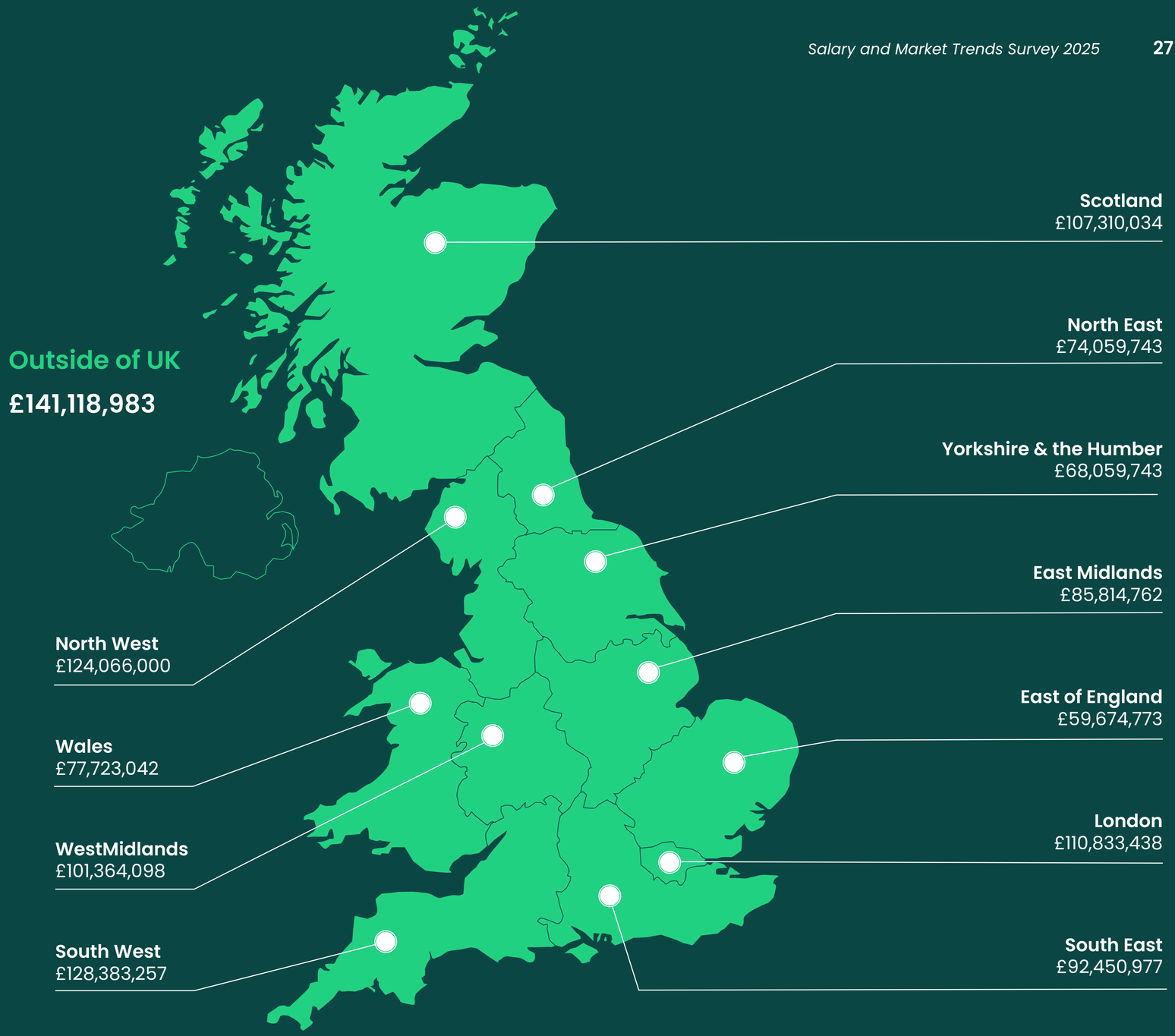
Analysing the average value of project by region reveals that the top three regions are international (£141.1m), the South West of England (£128.4m) and the North West of England (£124.1m). The bottom three regions are the East of England, Yorkshire and the Humber, and the North East of England.

Top three regions are:

1) Outside of UK
2) South West of England
3) North West of England

Bottom 3 regions are:

1) East of England
2) Yorkshire and Humber
3) North East

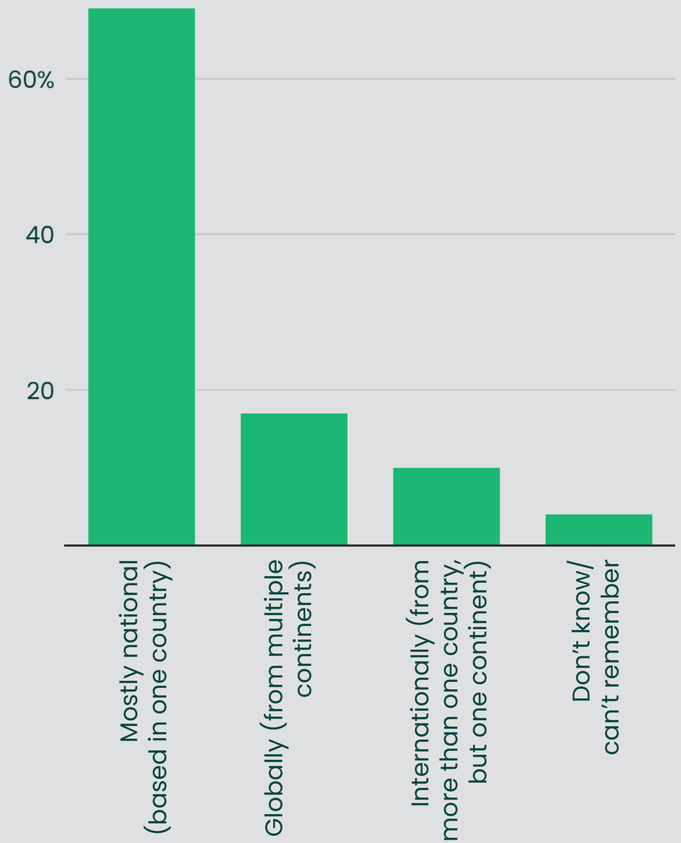


The value of projects

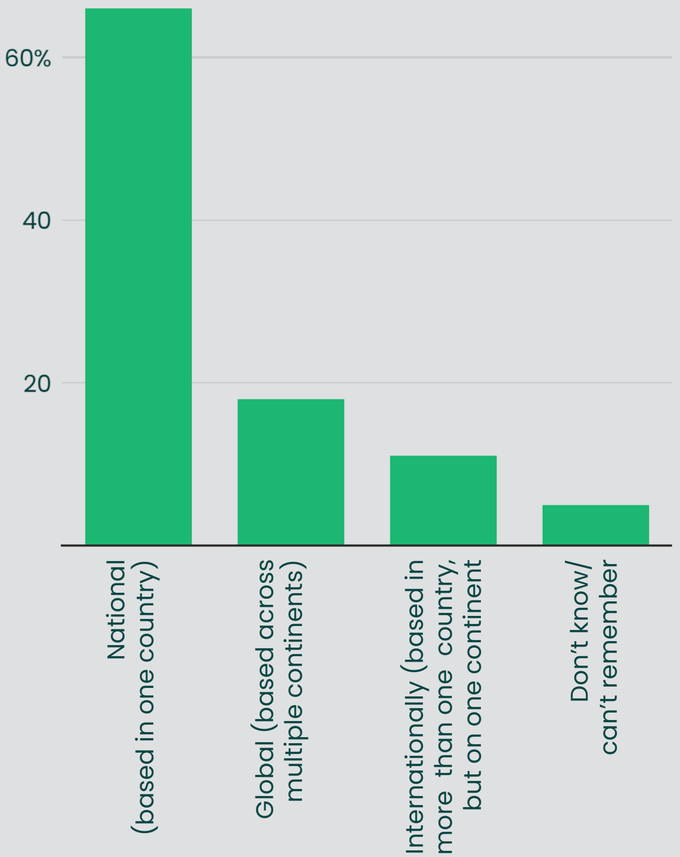
International

27% of respondents say their project team is based globally (from multiple countries or continents), therefore the ability to effectively manage trans-national teams is a necessary or at least a useful skill for project professionals to cultivate.

Team location



Project location



The value of projects

Project value by sector

Construction remains the largest sector for project professionals (14%), followed by defence (10%), consultancy (10%), and energy/ utilities (10%)

Source: APM

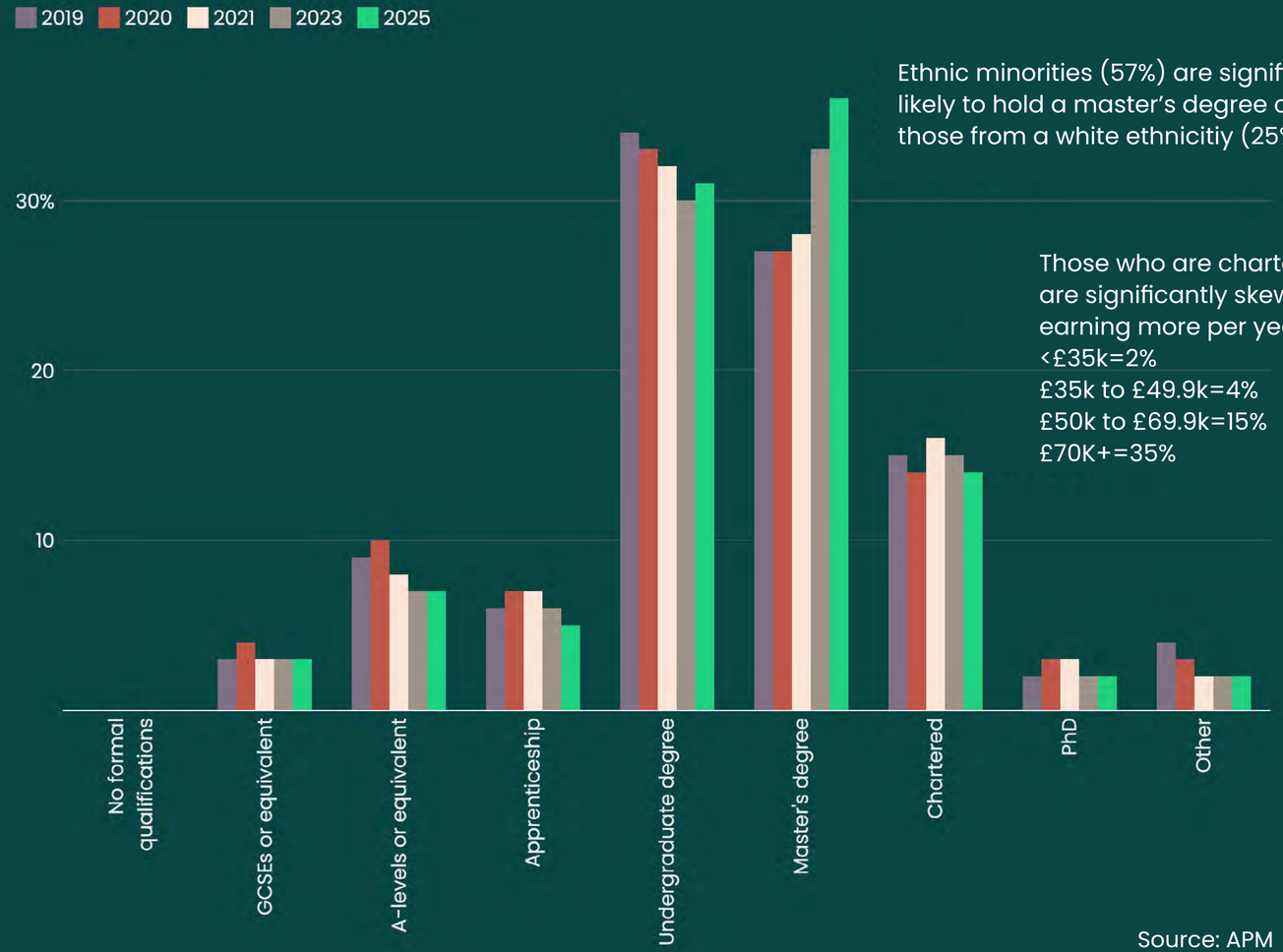
Qualifications

Project managers are highly educated

The APM Project Fundamentals Qualification has seen notable growth. It is now held by 26% of respondents, up from 21% in 2023. The attainment of this qualification is higher among women than men (29% v 24%). **The APM Project Management Qualification**, meanwhile, attracts a more even balance between men and women (32% v 30%).

83% of respondents are educated to university level or higher, with a rise in those holding master's degrees at 36%, up from 33% in 2023. Ethnic minorities (57%) are significantly more likely to hold a master's degree compared to those from a white ethnicity (25%).

	Men	Women
APM Project Management Qualification, formerly APMP	34%	30%
APM Project Fundamentals Qualification, formerly Introductory Certificate	24%	29%
PRINCE2 (Foundation/ Practitioner)	22%	24%



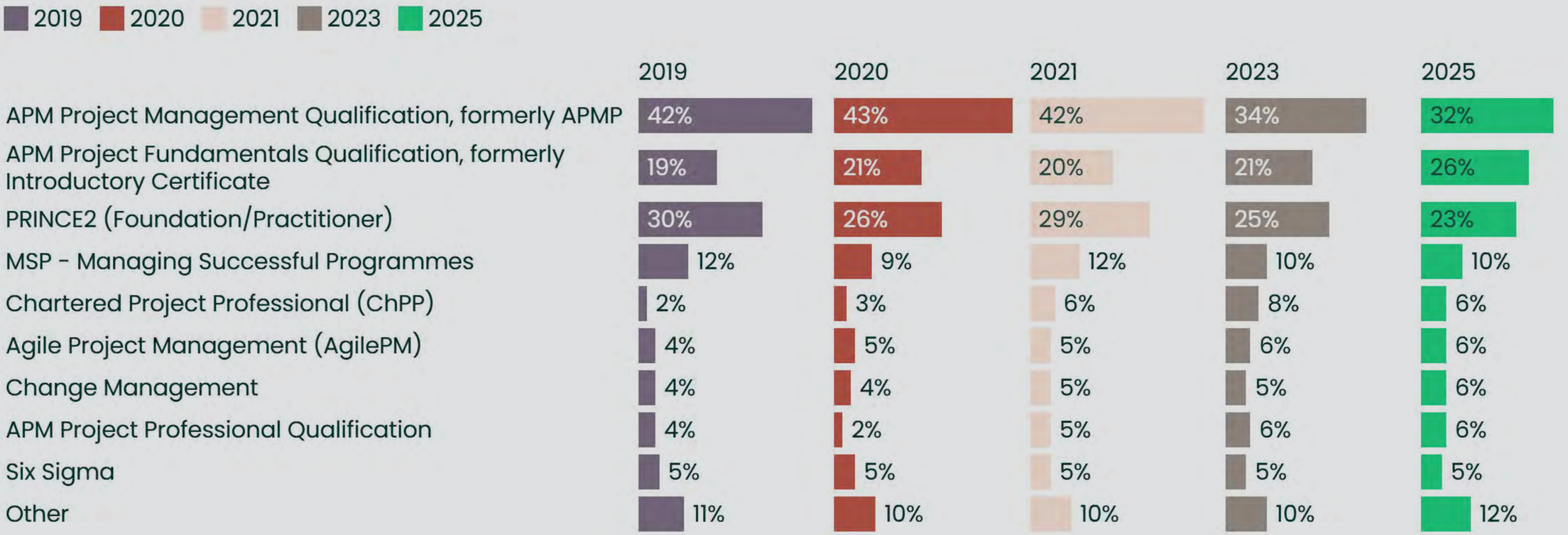
Ethnic minorities (57%) are significantly more likely to hold a master's degree compared to those from a white ethnicitiy (25%)

Those who are chartered are significantly skewed to earning more per year:
<£35k=2%
£35k to £49.9k=4%
£50k to £69.9k=15%
£70K+=35%

Source: APM

Qualifications

Project management qualification attained

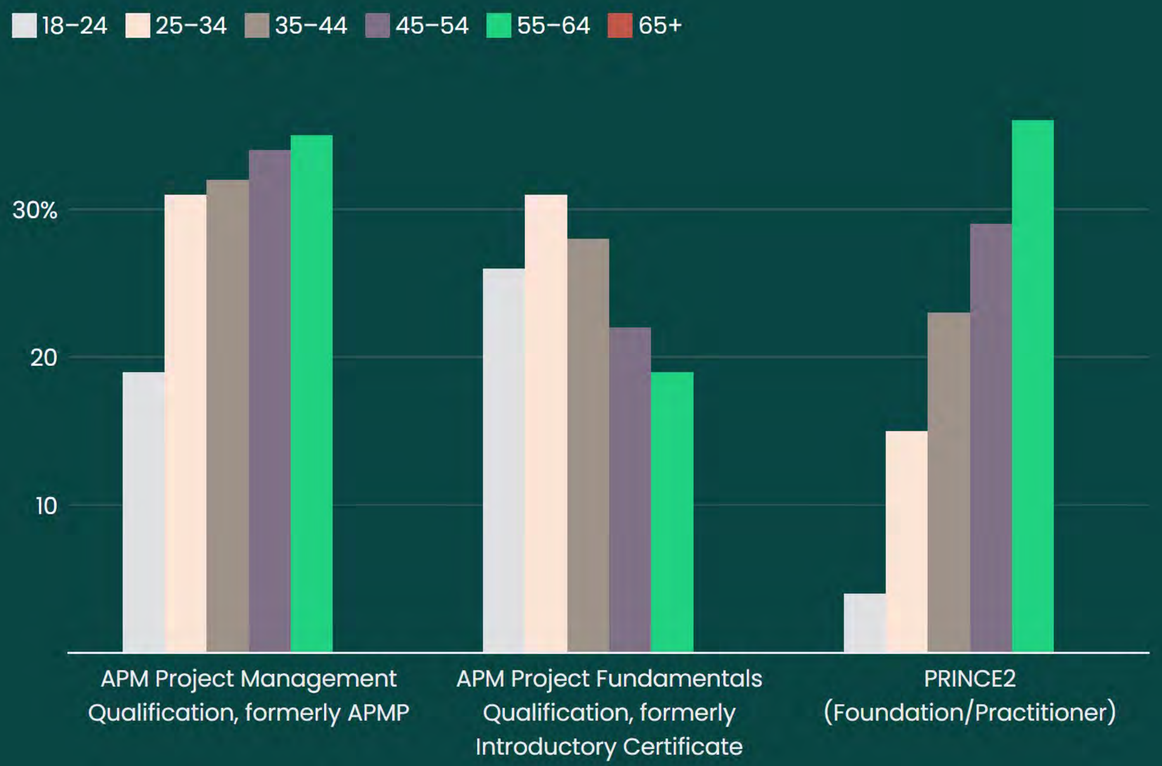


Source: APM

Qualifications

How qualifications impact salary

Top three project management qualifications attained by age



Source: APM

Qualifications

APM Qualifications

The **APM Project Fundamentals Qualification** is **most popular among 25- to 34-year-olds.** This compares to those who hold a PRINCE2 qualification, which skews significantly towards older people (only 4% of respondents aged 18 to 24 years had attained this qualification). Over-55s are the most likely to hold a PRINCE2 qualification.

Mid-career project managers (35- to 44-year-olds), meanwhile, are more likely to hold the **APM Project Management Qualification** than any other professional qualification.

The same percentage of respondents in 2025 did not hold any project management related qualifications (19%) as in 2023. Are these 'accidental' project managers who could become qualified project professionals?

Explore APM qualifications

The average salary for respondents who hold the APM Project Management Qualification is

£57,500

which compares to the overall average salary of £52,500 for all respondents

Qualifications

Salary impact

Our survey shows that holding an APM qualification means you earn more.

Our survey shows that Chartered Project Professionals are some of the project management profession's highest earners, with 65% earning £70,000 or more and 27% earning £50,000 to £69,900. The average salary for a Chartered Project Professional is £82,500, which is the highest of all the qualifications.

The average salary for respondents who hold the APM Project Management Qualification is £57,500, which compares to the overall average salary of £52,500 for all respondents.

The average salary for respondents who hold the APM Project Professional Qualification is £62,500, compared to the average salary of £57,500 for those respondents holding the PRINCE2 Foundation Qualification.

A Full member of APM earns on average £67,500, compared to the average salary of £52,500 for respondents in mid-career (aged 34–45 years).

Try our salary calculator

£££ APM qualifications mean higher salaries

The future of project management

Future trends

When respondents were asked how they felt about their own economic prospects for the coming year, their responses show a rebound in optimism to a similar level as before the COVID-19 pandemic.

Two-thirds of respondents rated their economic prospects over the next 12 months as ‘excellent’ or ‘good’, compared to 51% in 2023. This is a big jump in optimism, which is felt more among men than women (69% v 63%).

Optimism is particularly high among those in entry-level roles in project management or early on in their career, with 82% of 18- to 24-year-olds rating their economic prospects as ‘excellent’ or ‘good’. Positive sentiment among this cohort has increased by 11 percentage points since 2023 and is at all-time high.

There was a corresponding strengthening of optimism this year among all other age groups, although levels of optimism decline the older the respondents get. Only 54% of 55- to 64-year-olds, for example, rated their economic prospects over the next 12 months as ‘excellent’ or ‘good’. Perhaps this is no surprise as they head closer to retirement?

Percentage who rated the economic prospects for themselves over the next 12 months as excellent or good

Source: APM

The future of project management

The feeling is positive

The rise in optimism about individual economic prospects for the year ahead was matched by the optimism respondents felt about their organisations' economic performance, which increased to reach its highest recorded levels.

Of all the age groups surveyed, 18- to 24-year-olds had the greatest percentage of respondents feeling optimistic, with a massive 79%, up from 68% in 2023.

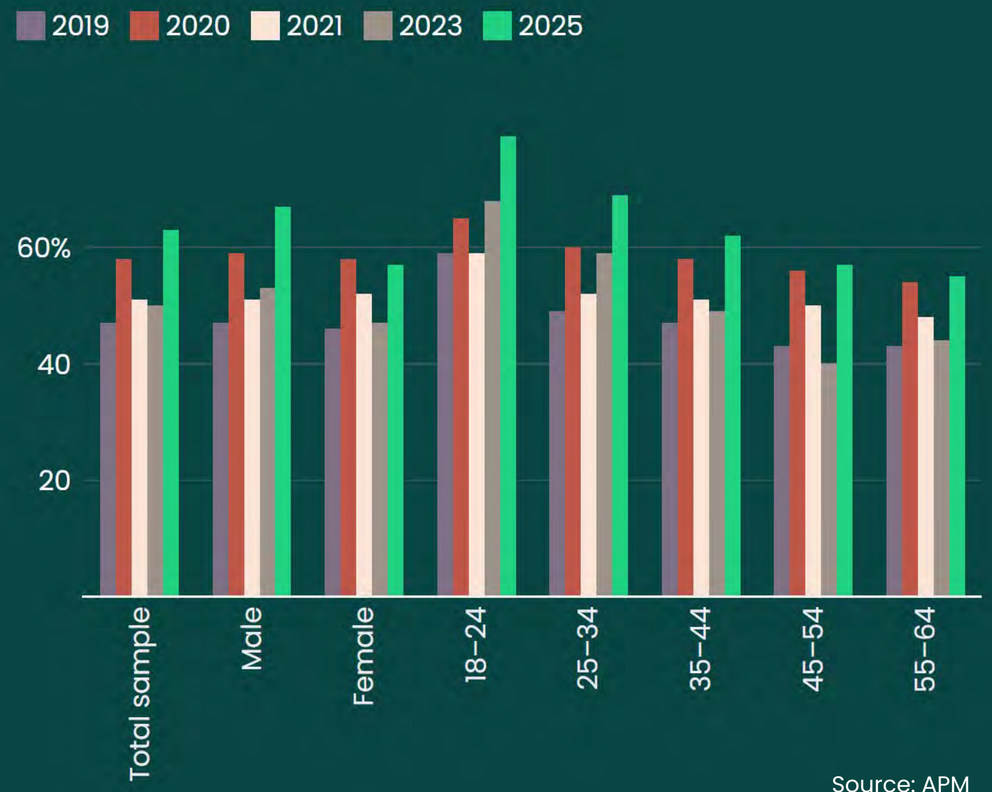
The biggest jump in optimism, however, was recorded by 45- to 54-year-olds, rising from 40% in 2023 to 57%. Men were also considerably more optimistic about future prospects for their organisations than women (67% v 57%), although women are feeling more optimistic than in 2023.

Half (50%) of respondents work for organisations that are growing and recruiting, although this is a decline from previous years.

18 to 24
year-olds had the greatest percentage of respondents feeling optimistic, with a massive
79%
up from 68% in 2023

Every age group saw a rise in feelings of optimism towards their organisation, tapering off towards the oldest age group

Percentage who rated the economic prospects for their organisation over the next 12 months as excellent or good



Source: APM

The future of project management

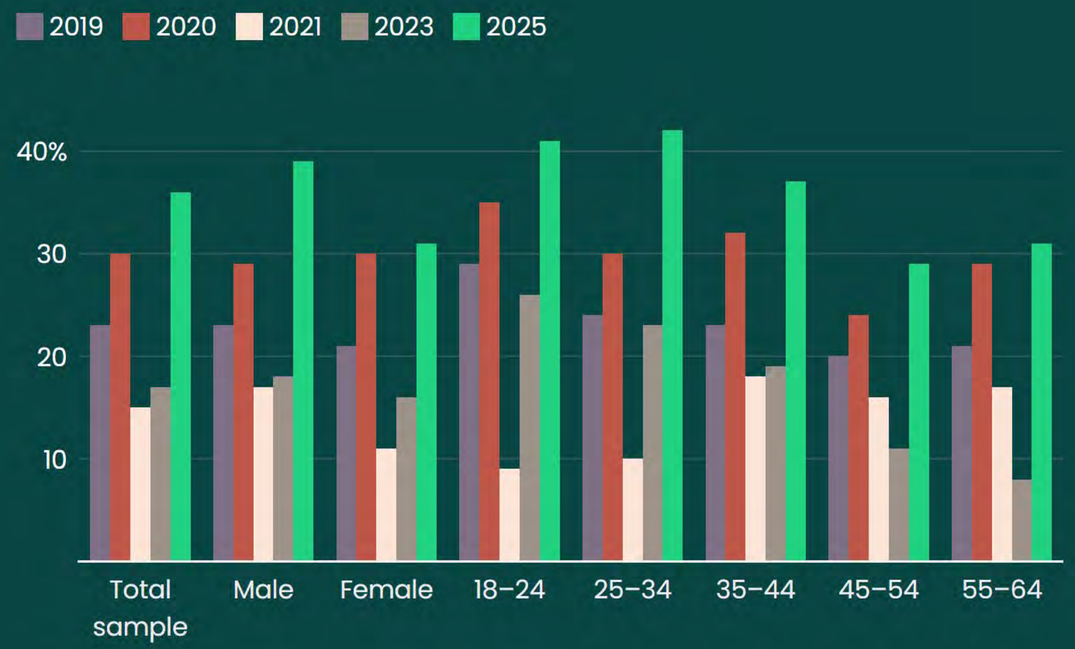
Prospect for the UK

Zooming out to look at the UK in general, respondents were asked for their views on the prospects for the economy over the next 12 months. The percentage who rated these prospects as ‘excellent’ or ‘good’ was 36%.

This might seem low, but it is a big jump on 2023, where only 17% of respondents felt this way. Again, a higher percentage of men than women felt optimistic about the UK’s future (39% v 31%).

Echoing previous trends, it is again the younger age groups who view the UK’s prospects most favourably, with 42% of 25- to 34-year-olds feeling positive about the economy, and 41% of 18- to 24-year-olds. Again, this is a huge rise compared with 2023 (23% and 26% respectively).

Percentage who rated the economic prospects for the economy as a whole over the next 12 month as excellent or good



Source: APM

The future of project management

A positive future

A massive 82% of respondents say they feel optimistic about there “being a good supply of quality, fulfilling jobs in project management”.

Yet it’s important to note that while men felt as confident this year as they did in 2020 – when there was a then historic high of 84% – only 79% of women say the same, which is a slight decrease from 2023 (80%).

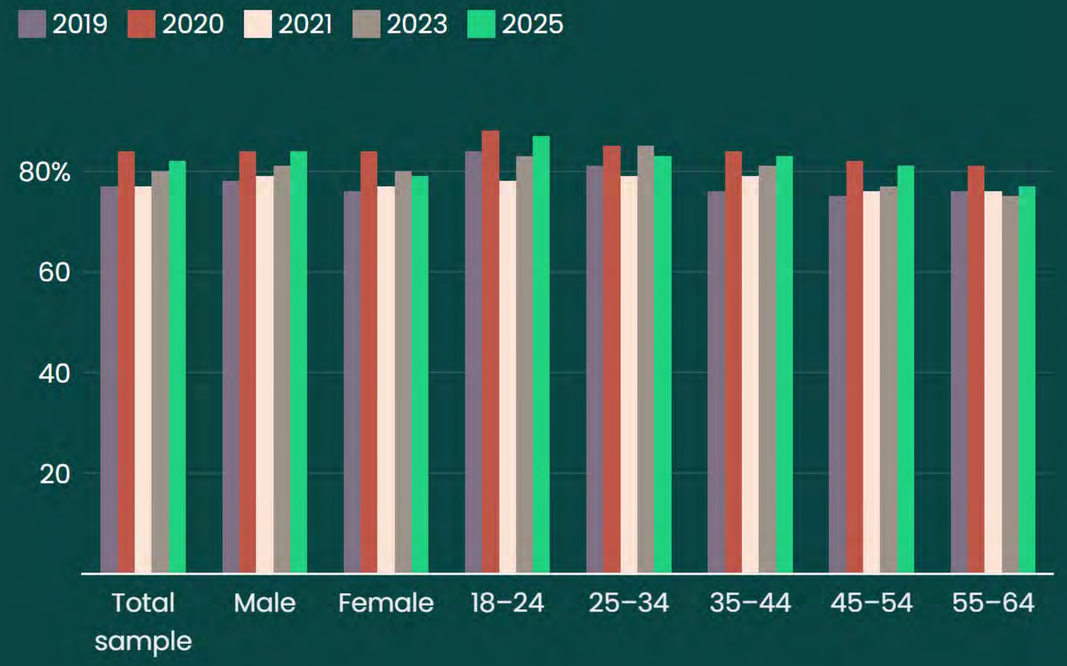
These findings show that project professionals who feel most confident about their future prospects are men, and those aged 18 to 34 years.

While the fieldwork for the survey represents a snapshot of attitudes from the back end of 2024, it can be assumed that the same sentiment holds true in 2025, despite the UK’s weakening economic outlook, increased costs for UK employers since the October budget and a subsequent slowing labour market.

If this is the case, the future looks bright for those who work in project management.

The survey reveals that respondents feel far more positive about the next five years for the project profession than they do about the UK economy

Percentage optimistic about the supply of quality, fulfilling jobs in project management over the next five years



Source: APM

We are the only chartered membership organisation for the project profession

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