



presents the

2017 AEC Industry Salary Report



Information you'll find in this report includes:

- ✓ Salaries for 8 different job titles
- ✓ Average annual salary increases by industry
- ✓ Salary differences by region, education, and experience
 - ✓ Salary differences by gender



Table of Contents

1. Introduction—3

2. Salary, Experience & Education Across the AEC Industry—3

2.1 Salaries in the AEC Industry—3

2.2 AEC Industry Salary Levels by Experience—4

2.3 AEC Industry Salary Levels by Education—4

2.4 AEC Industry Salary Levels by Region—5

2.5 AEC Industry Salary Increases in 2016—6

2.6 Sizes of 2016 Salary Increases—6

2.7 Experience Levels in the AEC Industry—6

2.8 Education Levels in the AEC Industry—7

3. Gender in the AEC Industry—7

3.1 AEC Industry Salary Levels by Gender—7

3.2 Experience in the AEC Industry by Gender—8

3.3 Education Levels in the AEC Industry by Gender—9

4. Salary, Experience & Education by Job Title—9

4.1 Executive Level—9

4.2 VDC/BIM Director—11

4.3 VDC/BIM Managers—12

4.4 VDC/BIM Specialists—13

4.5 Designers—15

4.6 Project Managers—16

4.7 Field Engineers—17

4.8 Surveyors—19

5. Survey Results Summary—20

5.1 Salary by Job Title—20

5.2 Salary Increases by Job Title—21

5.3 Salary Increases by Industry—22

5.4 Years of Experience by Job Title—23

5.5 Education Levels by Job Title—24

6. Conclusions—25

1. Introduction

Welcome to the 2017 AEC Industry Salary Report, produced by ClearEdge3D. We emailed the 2017 salary survey to more than 6,500 executives in the architecture, engineering, and construction (AEC) industries across the globe. Not surprisingly, an overwhelming number of responses came from the US (67%)* and Europe (14%), and as such, the data in this report is more statistically valid for those regions compared to Africa (3%) and South America (1%).

Likewise, participation in the survey by industry varied with 32% of respondents coming from the Engineering Services industry, 21% from Construction, 17% from Surveying companies, and only 12% from Architectural firms.

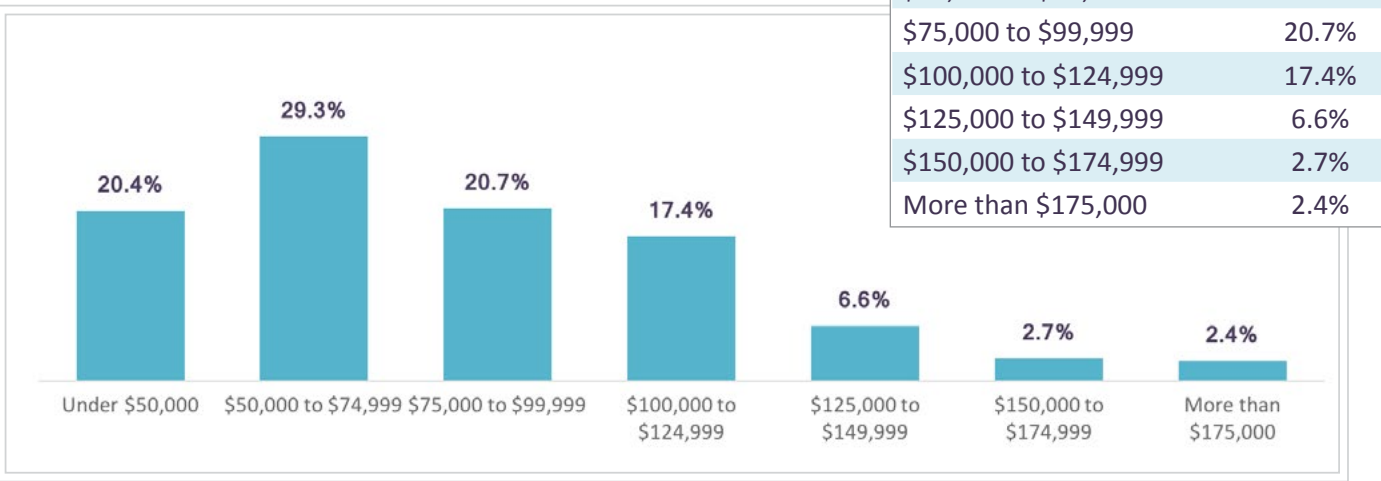
Regardless, the data supports several broad conclusions, including:

- There is a significant gender gap in AEC industry compensation
- Pay scales vary widely by region
- 1/3 of the industry received no salary increase in 2016

* Please note that the data in this report is based on a data set that skews heavily (67%) to U.S. compensation figures. As such, it should be used as only one data point in evaluating your compensation plans.

2. Salary, Experience & Education Across the AEC Industry

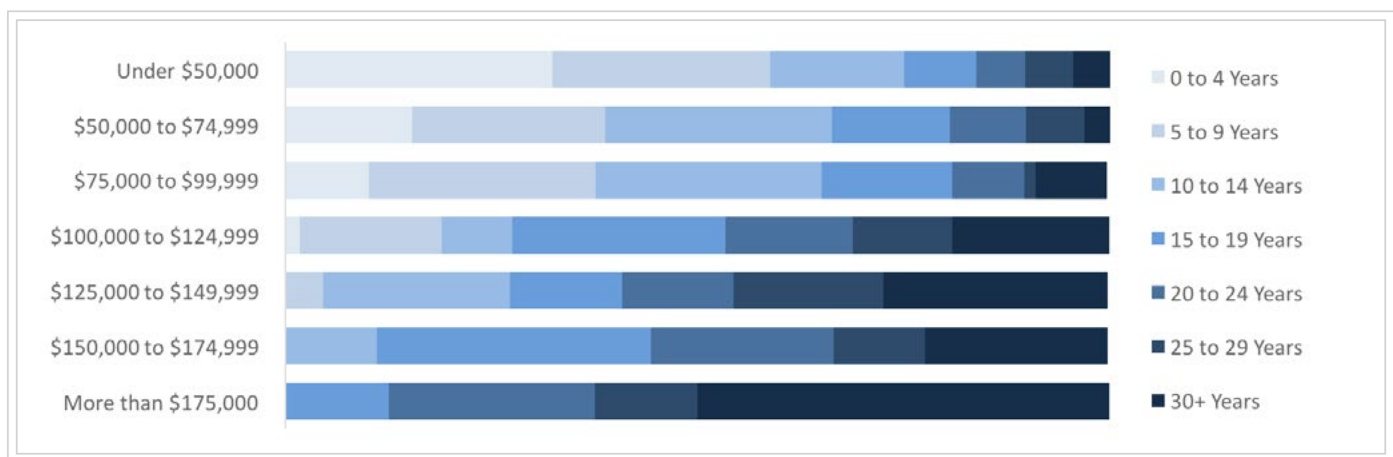
2.1 Salaries in the AEC Industry



Key Findings: About half of AEC executives (49.7%) earn \$74,999 or less per year; only about 5% earn more than \$150,000 per year.

2.2 AEC Industry Salary Levels by Experience

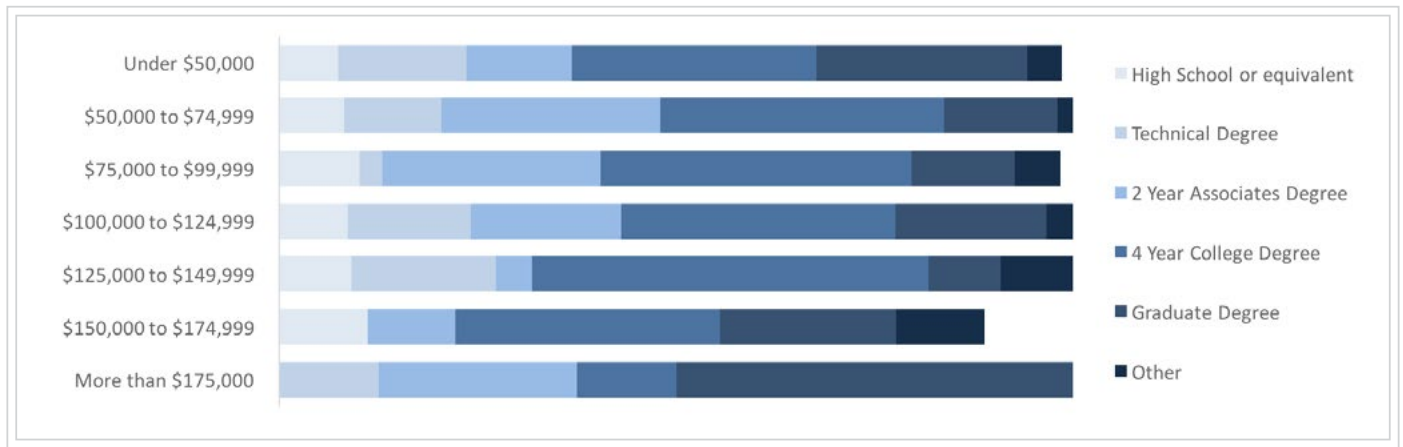
Salary Level	0 to 4 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 24 Years	25 to 29 Years	30+ Years
Under \$50,000	32.4%	26.5%	16.2%	8.8%	5.9%	5.9%	4.4%
\$50,000 to \$74,999	15.3%	23.5%	27.6%	14.3%	9.2%	7.1%	3.1%
\$75,000 to \$99,999	10.1%	27.5%	27.5%	15.9%	8.7%	1.4%	8.7%
\$100,000 to \$124,999	1.7%	17.2%	8.6%	25.9%	15.5%	12.1%	19.0%
\$125,000 to \$149,999	0.0%	4.5%	22.7%	13.6%	13.6%	18.2%	27.3%
\$150,000 to \$174,999	0.0%	0.0%	11.1%	33.3%	22.2%	11.1%	22.2%
More than \$175,000	0.0%	0.0%	0.0%	12.5%	25.0%	12.5%	50.0%



Key Finding: Not surprisingly, there is a positive correlation between experience and compensation. However, when you factor in gender and region, the salary data becomes much more interesting.

2.3 AEC Industry Salary Levels by Education

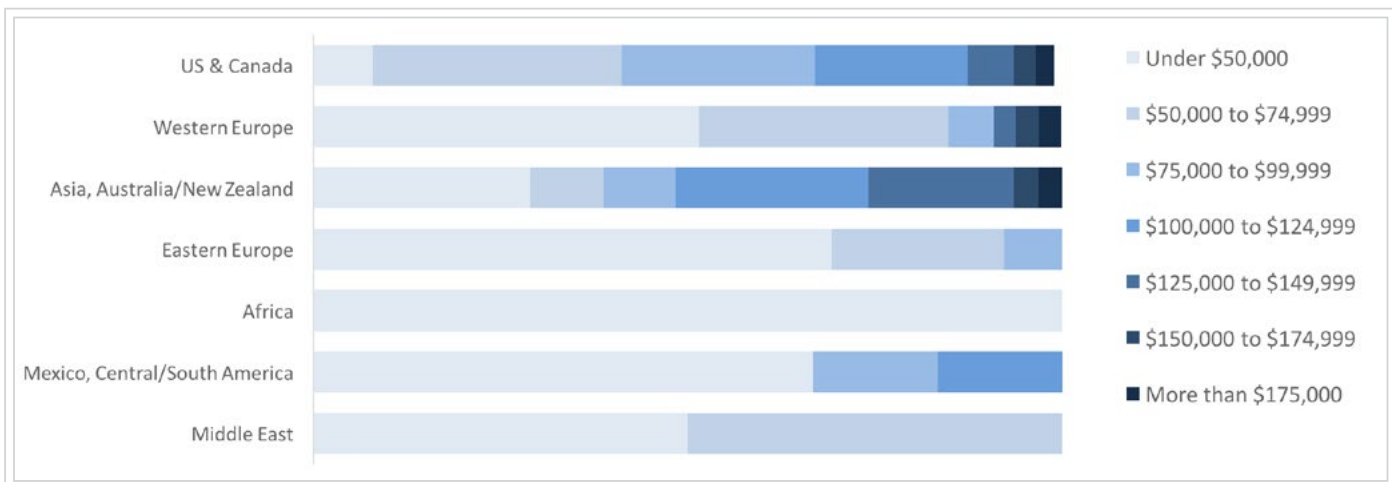
Salary Level	High School or equivalent	Technical Degree	2 Year Associates Degree	4 Year College Degree	Graduate Degree	Other
Under \$50,000	7.4%	16.2%	13.2%	30.9%	26.5%	4.4%
\$50,000 to \$74,999	8.2%	12.2%	27.6%	35.7%	14.3%	2.0%
\$75,000 to \$99,999	10.1%	2.9%	27.5%	39.1%	13.0%	5.8%
\$100,000 to \$124,999	8.6%	15.5%	19.0%	34.5%	19.0%	3.4%
\$125,000 to \$149,999	9.1%	18.2%	4.5%	50.0%	9.1%	9.1%
\$150,000 to \$174,999	11.1%	0.0%	11.1%	33.3%	22.2%	11.1%
More than \$175,000	0.0%	12.5%	25.0%	12.5%	50.0%	0.0%



Key Findings: Higher education generally means higher salary, but this is not always true when factoring in gender and region.

2.4 AEC Industry Salary Levels by Region

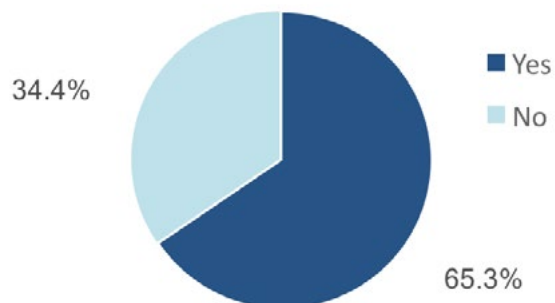
Region	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
US & Canada	7.9%	33.3%	25.8%	20.4%	6.2%	2.9%	2.5%
Western Europe	51.5%	33.3%	6.1%	0.0%	3.0%	3.0%	3.0%
Asia, Australia/New Zealand	29.0%	9.7%	9.7%	25.8%	19.4%	3.2%	3.2%
Eastern Europe	69.2%	23.1%	7.7%	0.0%	0.0%	0.0%	0.0%
Africa	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mexico, Central/South America	66.7%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%
Middle East	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%



Key Findings: There are major regional differences in pay in the AEC industry. 85% of AEC Executives in Western Europe make less an \$75,000 per year vs. 92% in Eastern Europe and 41% in the US/Canada. Conversely, 32% in the US/Canada make more than \$100,000 per year vs. 9% in Western Europe and 0% in Eastern Europe.

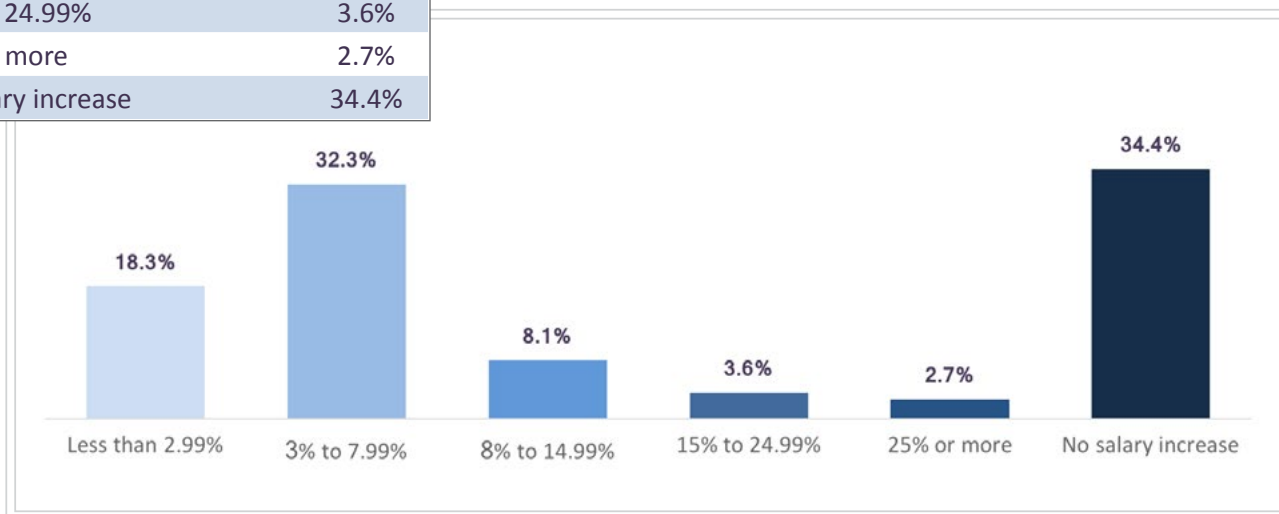
2.5 AEC Industry Salary Increases in 2016

Key Findings: Nearly 35% in the industry received no salary increase last year.



Percentage of Salary Increase	Percent
Less than 2.99%	18.3%
3% to 7.99%	32.3%
8% to 14.99%	8.1%
15% to 24.99%	3.6%
25% or more	2.7%
No salary increase	34.4%

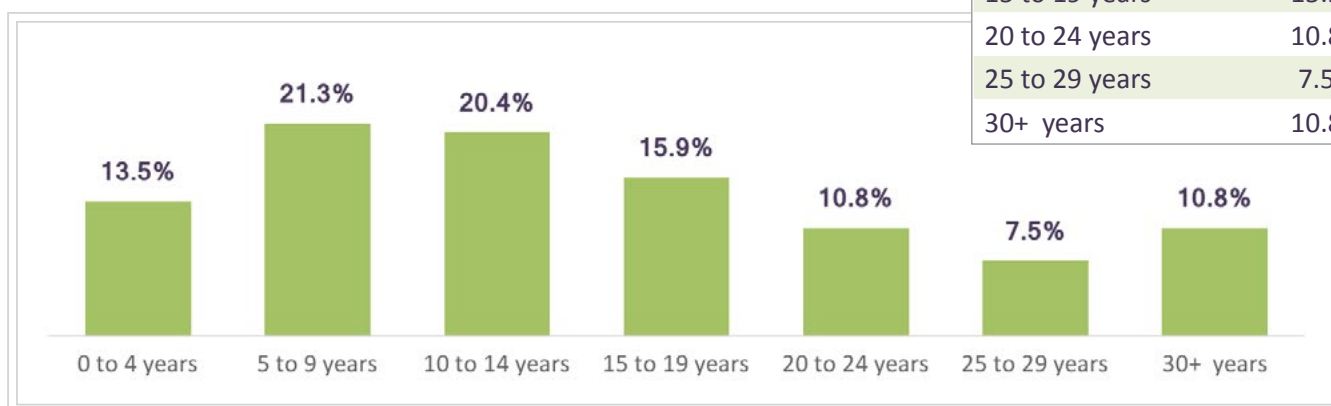
2.6 Sizes of 2016 Salary Increases



Key Findings: Close to 40% received a healthy salary increase of between 3% and 14.99%, but 18% received increases of less than 3%.

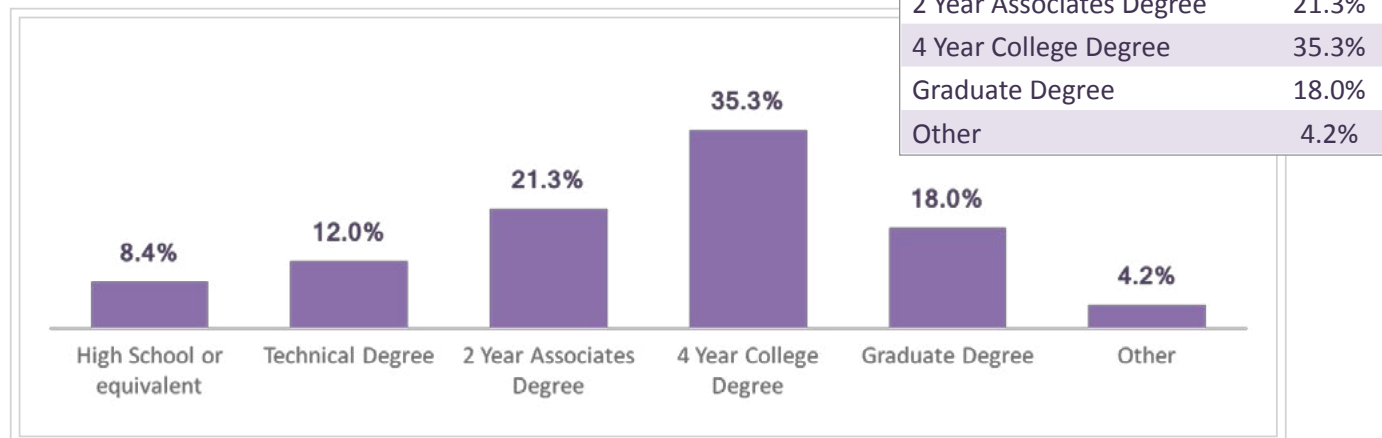
2.7 Experience Levels in the AEC Industry

Years of Experience	Percent
0 to 4 years	13.5%
5 to 9 years	21.3%
10 to 14 years	20.4%
15 to 19 years	15.9%
20 to 24 years	10.8%
25 to 29 years	7.5%
30+ years	10.8%



Key Findings: Experience levels within the AEC are fairly consistent: about 35% of respondents with 9 years or less; 36% with 10 to 19 years experience and 29% with 20 or more years experience.

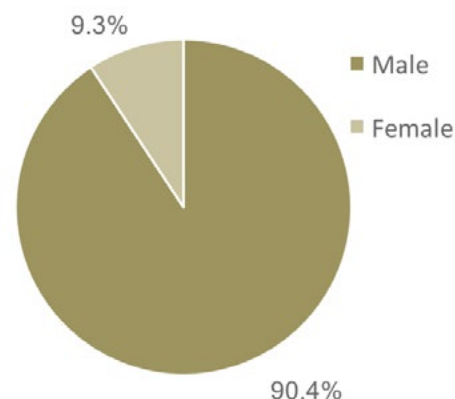
2.8 Education Levels in the AEC Industry



Key Findings: 57.5% of respondents have 4 year college or higher degree with less than 10% educated to only the high school level.

3. Gender in the AEC Industry

Key Findings: The AEC industry is still an overwhelmingly male industry with 90% of respondents identifying as men.



3.1 AEC Industry Salary Levels by Gender

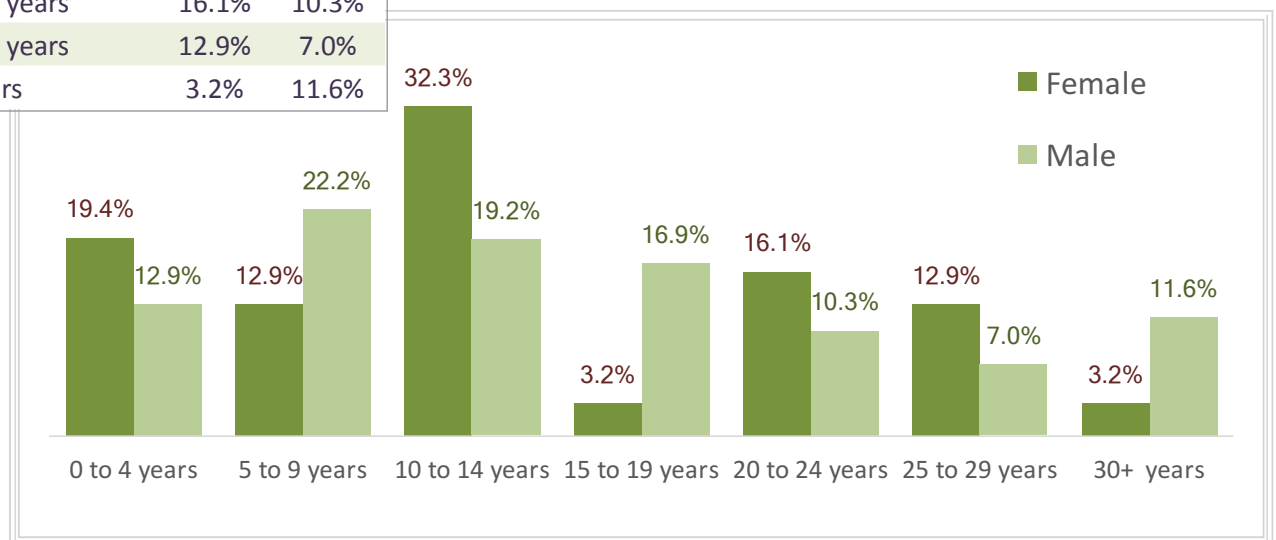
Gender	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
Male	18.9%	30.1%	20.5%	17.9%	6.3%	3.0%	2.6%
Female	35.5%	22.6%	19.4%	12.9%	9.7%	0.0%	0.0%



Key Findings: There appears to be a substantial salary gender gap in the AEC industry. 30% of male AEC executives earn \$100,000 or more vs. 23% of female executives, despite the fact that women have comparable experience levels and slightly higher education levels. At the lower salaries, the gap is even more pronounced. 36% of female executives earn less than \$50,000 vs. 19% of their male counterparts—again with similar education and experience levels.

Years of Experience	Female	Male
0 to 4 years	19.4%	12.9%
5 to 9 years	12.9%	22.2%
10 to 14 years	32.3%	19.2%
15 to 19 years	3.2%	16.9%
20 to 24 years	16.1%	10.3%
25 to 29 years	12.9%	7.0%
30+ years	3.2%	11.6%

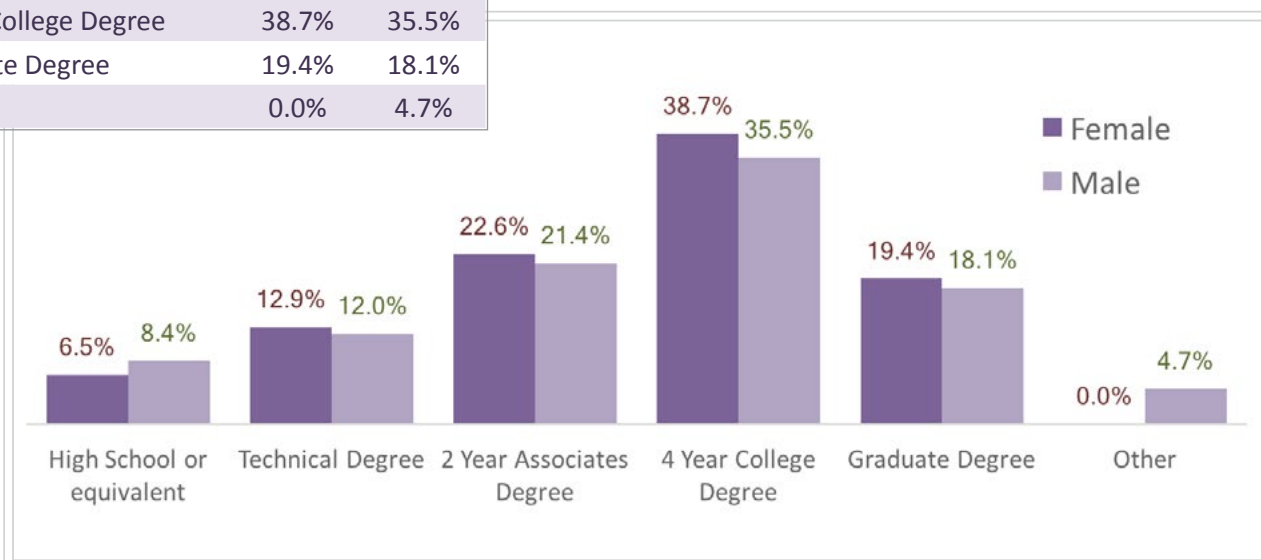
3.2 Experience in the AEC Industry by Gender



Key Findings: Although there are some differences in the experience levels we queried, on the whole, women in the AEC industry have comparable experience to men. 32% of women respondents have less than 10 years experience vs. 35% of men. About 36% of both women and men have between 10 and 19 years of experience.

Education	Female	Male
High School or equivalent	6.5%	8.4%
Technical Degree	12.9%	12.0%
2 Year Associates Degree	22.6%	21.4%
4 Year College Degree	38.7%	35.5%
Graduate Degree	19.4%	18.1%
Other	0.0%	4.7%

3.3 Education Levels in the AEC Industry by Gender



Key Findings: Women in the AEC industry are slightly better educated than their male counterparts with 58% of women earning a 4-year degree vs. 54% for men.

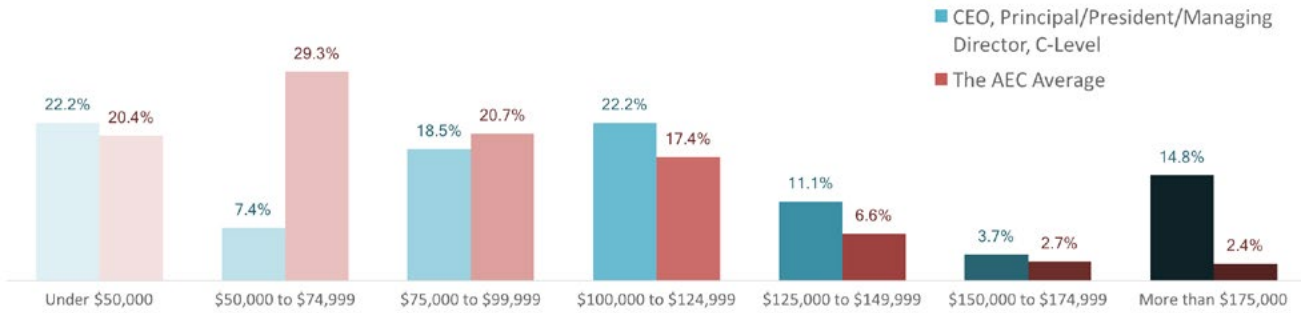
4. Salary, Experience & Education by Job Title

4.1 Executive Level

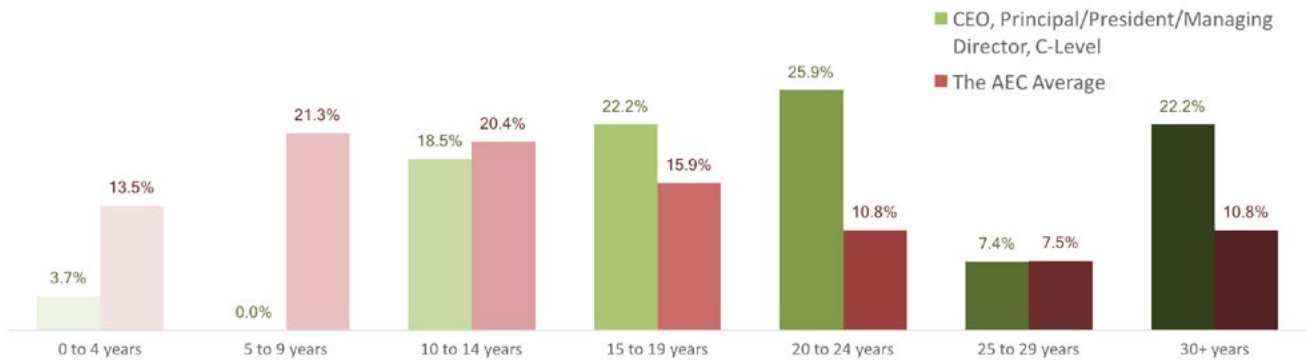
CEOs, Principals/Presidents/Managing Directors, C-Levels							
Salary	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
Percent of Respondents	22.2%	7.4%	18.5%	22.2%	11.1%	3.7%	14.8%
Experience	0 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30+ years
Percent of Respondents	3.7%	0.0%	18.5%	22.2%	25.9%	7.4%	22.2%
Education	High School or equivalent	Technical Degree	2 Year Assoc. Degree	4 Year College Degree	Graduate Degree		
Percent of Respondents	7.4%	3.7%	14.8%	44.4%	29.6%		

Key Findings: Not surprisingly, C-level executives were the most experienced of respondents (78% with 15 years or more) and the best educated (74% with a 4 year degree or better), but they were NOT the highest paid with only 52% earning \$100,000 or more. The highest paid executives in the survey were VDC Directors, 69% of whom earned \$100,000 or more per year.

Salary Levels: CEO, Principal/President/Managing Director, C-level



Experience Levels: CEO, Principal/President/Managing Director, C-level



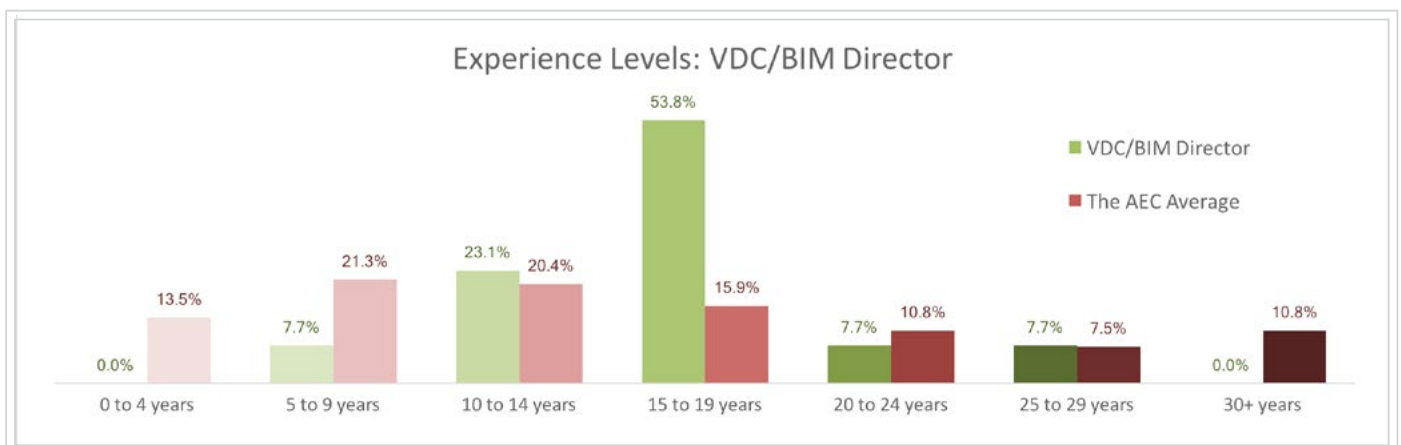
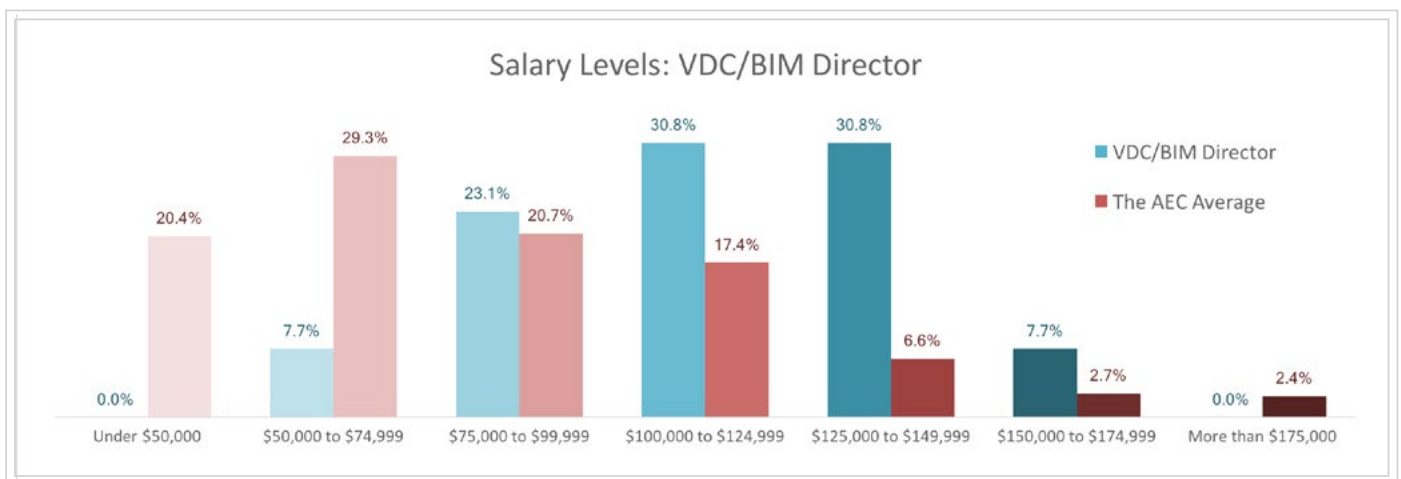
Education Levels: CEO, Principal/President/Managing Director, C-level

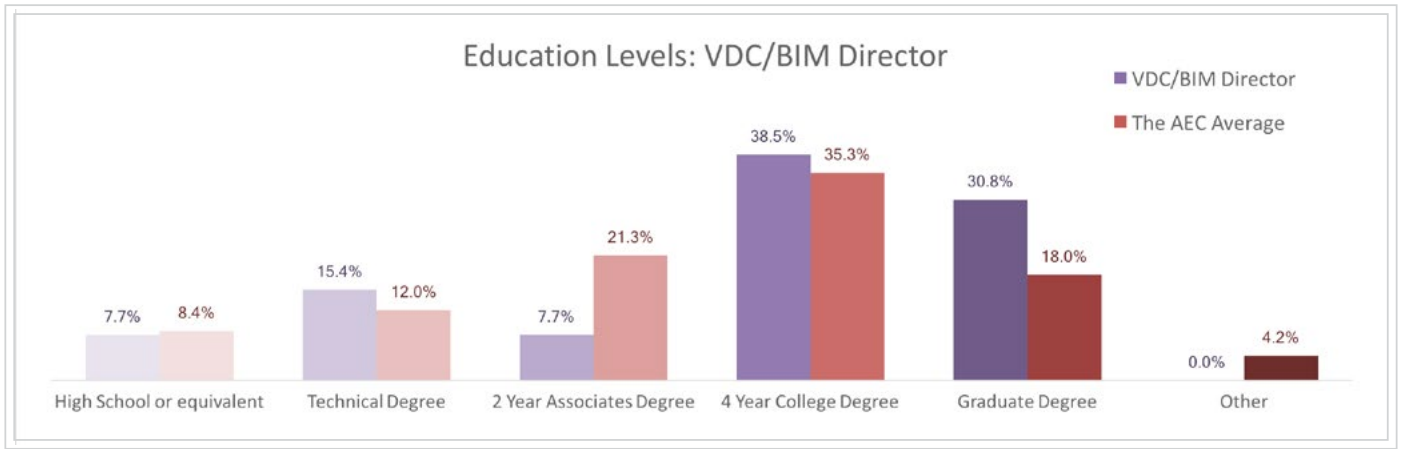


4.2 VDC/BIM Director

VDC/BIM Directors							
Salary	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
Percent of Respondents	0.0%	7.7%	23.1%	30.8%	30.8%	7.7%	0.0%
Experience	0 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30+ years
Percent of Respondents	0.0%	7.7%	23.1%	53.8%	7.7%	7.7%	0.0%
Education	High School or equivalent	Technical Degree	2 Year Associates Degree	4 Year College Degree	Graduate Degree		
Percent of Respondents	7.7%	15.4%	7.7%	38.5%	30.8%		

Key Findings: VDC/BIM Directors were the highest paid executives in the survey with 69% of them earning \$100,000 or more. Not surprisingly, they are a proficient lot with 69% posting 5 years or more of experience in the industry. They are also better educated than VDC Managers and Specialists with nearly 70% earning a 4 year college degree or higher vs. 60% and 51% respectively.

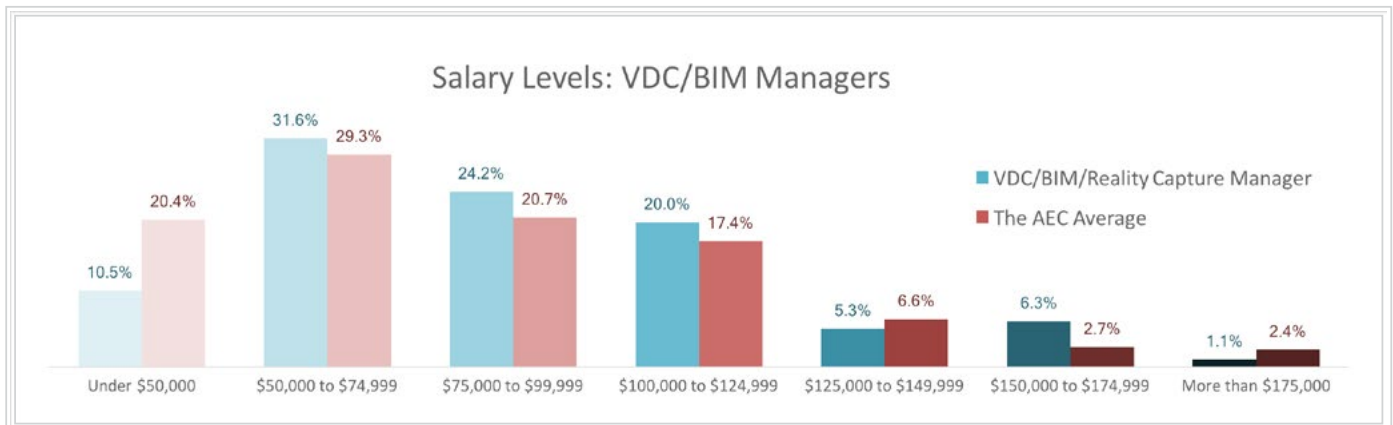


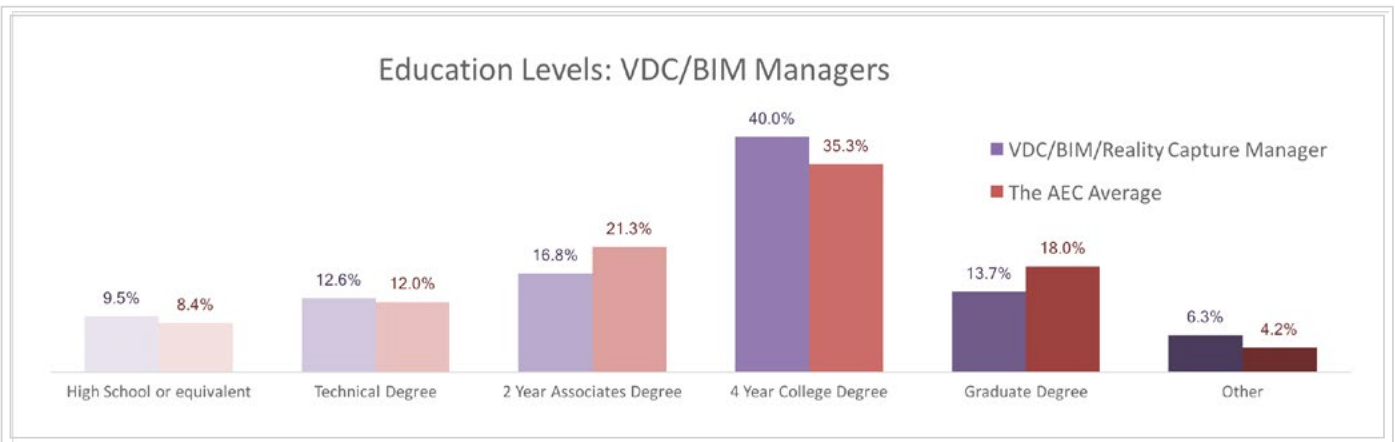
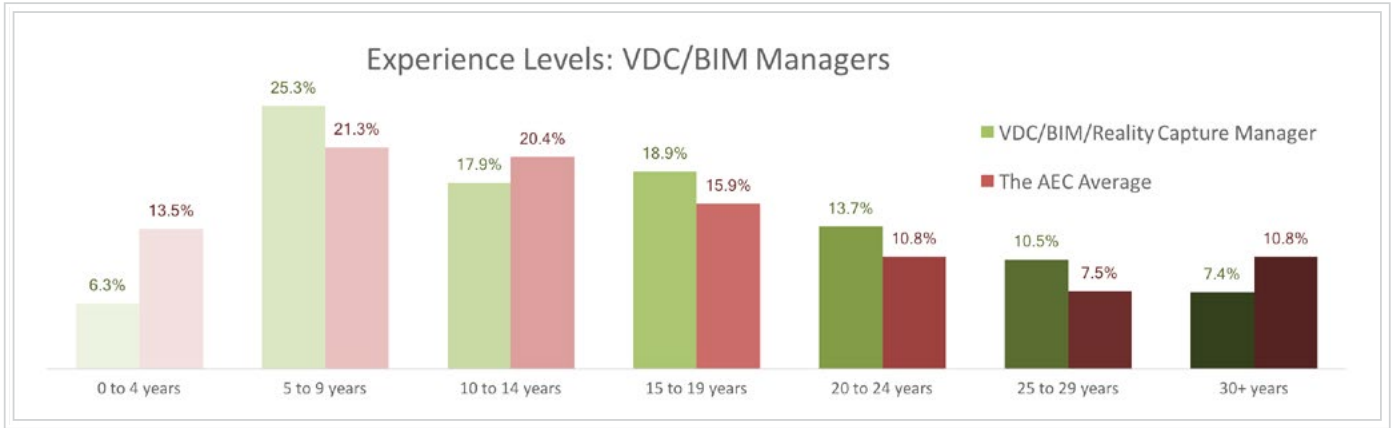


4.3 VDC/BIM Managers

VDC/BIM Managers							
Salary	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
Percent of Respondents	10.5%	31.6%	24.2%	20.0%	5.3%	6.3%	1.1%
Experience	0 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30+ years
Percent of Respondents	6.3%	25.3%	17.9%	18.9%	13.7%	10.5%	7.4%
Education	High School or equivalent	Technical Degree	2 Year Associates Degree	4 Year College Degree	Graduate Degree		
% of Respondents	9.5%	12.6%	16.8%	40.0%	13.7%		

Key Findings: 56% of VDC/BIM Managers make between \$50,000 and \$99,000. 68% have more than 10 years of experience with 54% earning a 4 year college degree or higher.



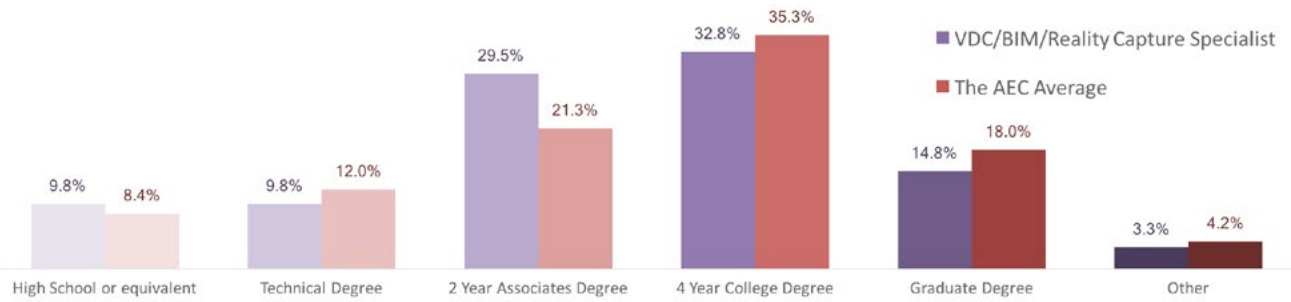


4.4 VDC/BIM Specialists

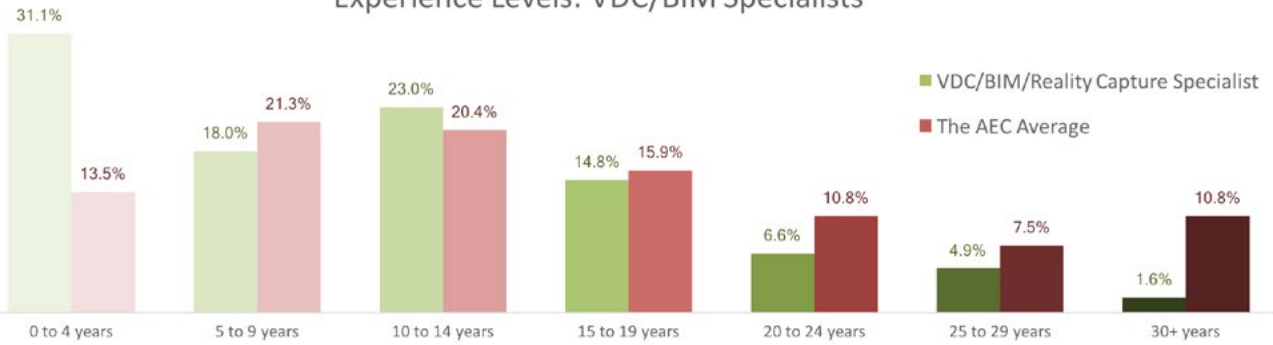
VDC/BIM Specialists							
Salary	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
Percent of Respondents	23.0%	41.0%	19.7%	14.8%	0.0%	1.6%	0.0%
Experience	0 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30+ years
Percent of Respondents	31.1%	18.0%	23.0%	14.8%	6.6%	4.9%	1.6%
Education	High School or equivalent	Technical Degree	2 Year Associates Degree	4 Year College Degree	Graduate Degree		
Percent of Respondents	9.8%	9.8%	29.5%	32.8%	14.8%		

Key Findings: Not surprisingly, the VDC/BIM specialists have less formal education, have less experience, and earn less than their manager counterparts. 49% of specialists have 9 years or less of experience and 64% earn less than \$75,000. 56% of VDC/BIM Managers make between \$50,000 and \$99,000/year. 68% have more than 10 years of experience with 54% earning a 4 year college degree or higher.

Education Levels: VDC/BIM Specialists



Experience Levels: VDC/BIM Specialists



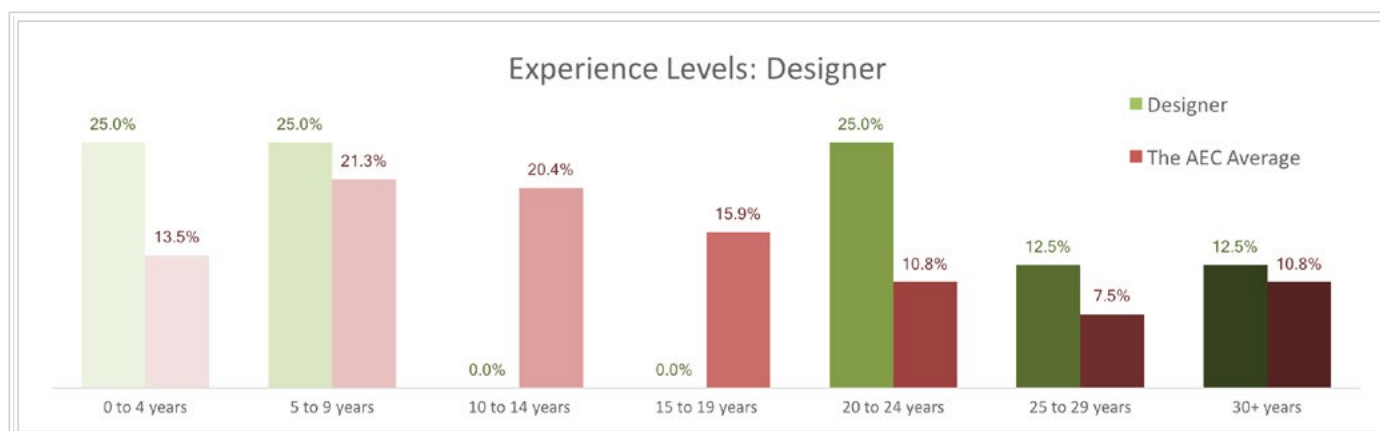
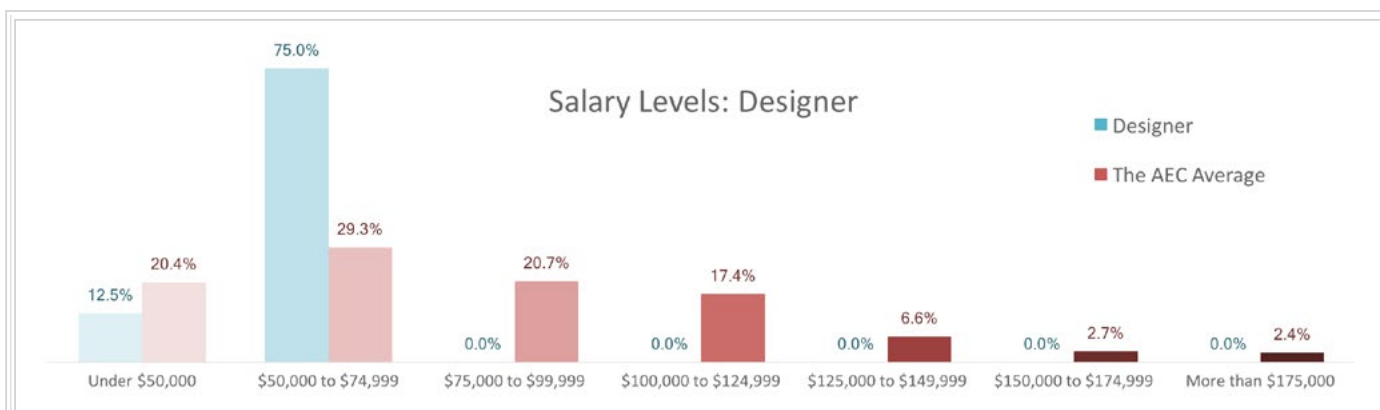
Salary Levels: VDC/BIM Specialists



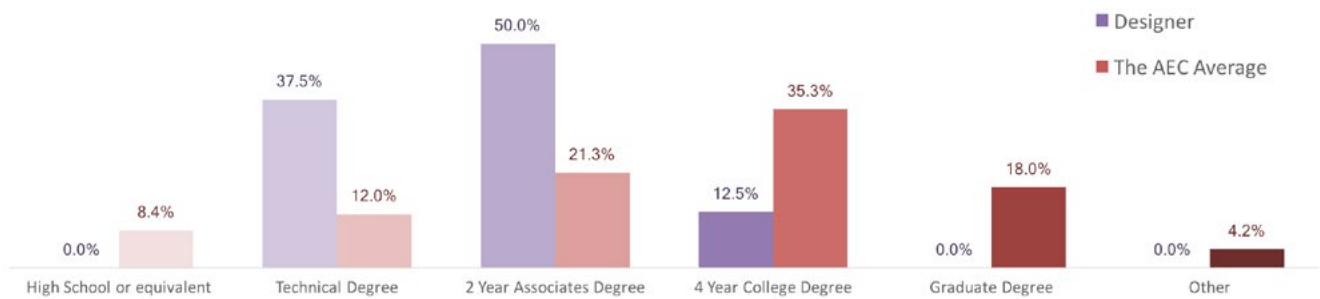
4.5 Designers

Designers							
Salary	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
Percent of Respondents	12.5%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Experience	0 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30+ years
Percent of Respondents	25.0%	25.0%	0.0%	0.0%	25.0%	12.5%	12.5%
Education	High School or equivalent	Technical Degree	2 Year Associates Degree	4 Year College Degree	Graduate Degree		
Percent of Respondents	0.0%	37.5%	50.0%	12.5%	0.0%		

Key Findings: Designers were the lowest paid with the lowest level of formal education in the survey. 87% of designers make less than \$75,000 per year, well behind the AEC industry average of \$75K-\$99K per year. Only about 13% of Designers have earned a 4 year college degree vs. an industry-wide average of 58%. The results should be reviewed with caution, however, since the number of Designer respondents was low.



Education Levels: Designer

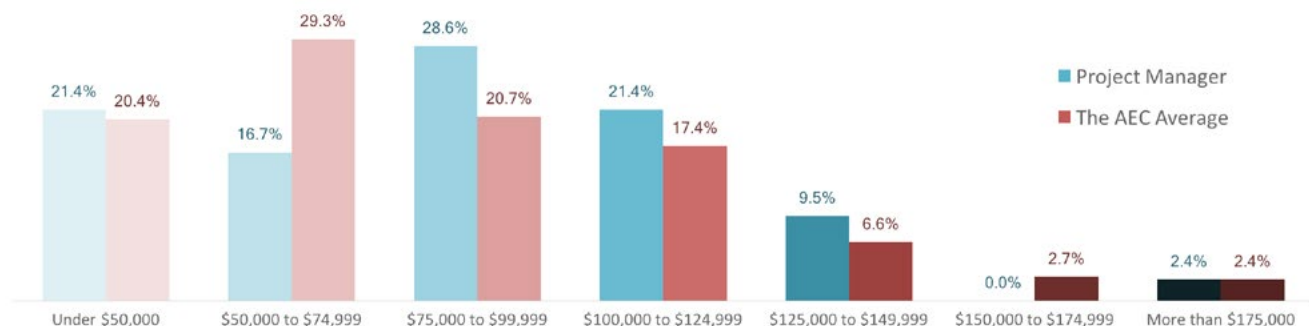


4.6 Project Managers

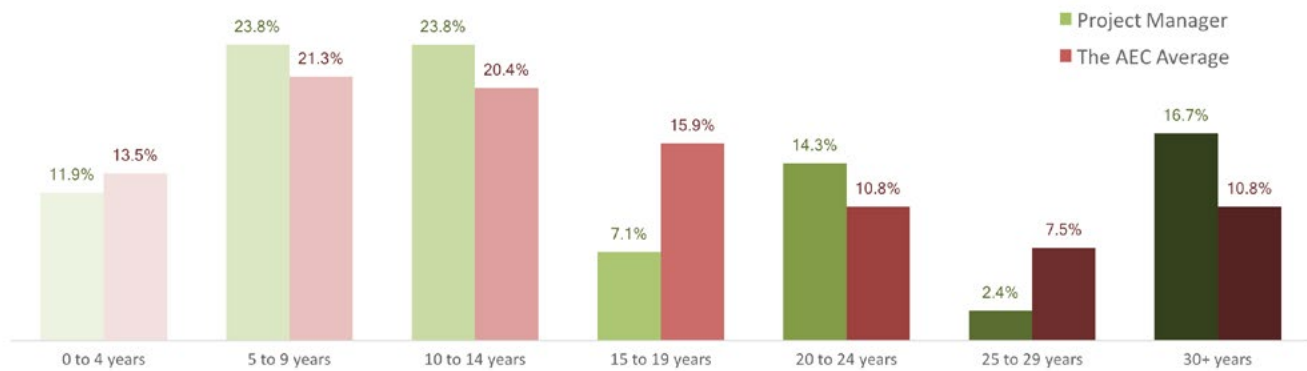
Project Managers							
Salary	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
Percent of Respondents	21.4%	16.7%	28.6%	21.4%	9.5%	0.0%	2.4%
Experience	0 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30+ years
Percent of Respondents	11.9%	23.8%	23.8%	7.1%	14.3%	2.4%	16.7%
Education	High School or equivalent	Technical Degree	2 Year Associates Degree	4 Year College Degree	Graduate Degree		
Percent of Respondents	4.8%	7.1%	14.3%	38.1%	28.6%		

Key Findings: 60% of Project Managers in the survey have less than 15 years of industry experience with 67% earning less than \$100,000 per year. 71% have a 4 year college degree or greater which was the second highest education level in our survey behind C-level titles.

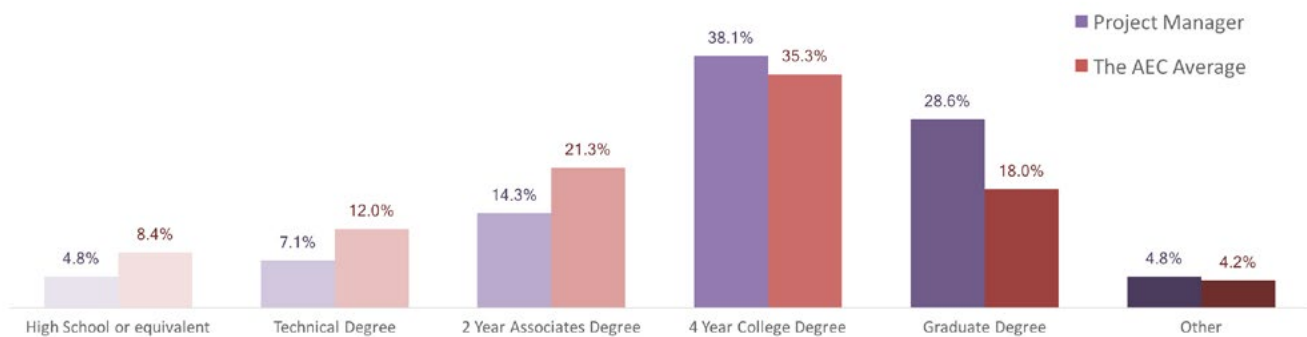
Salary Levels: Project Manager



Experience Levels: Project Manager



Education Levels: Project Managers

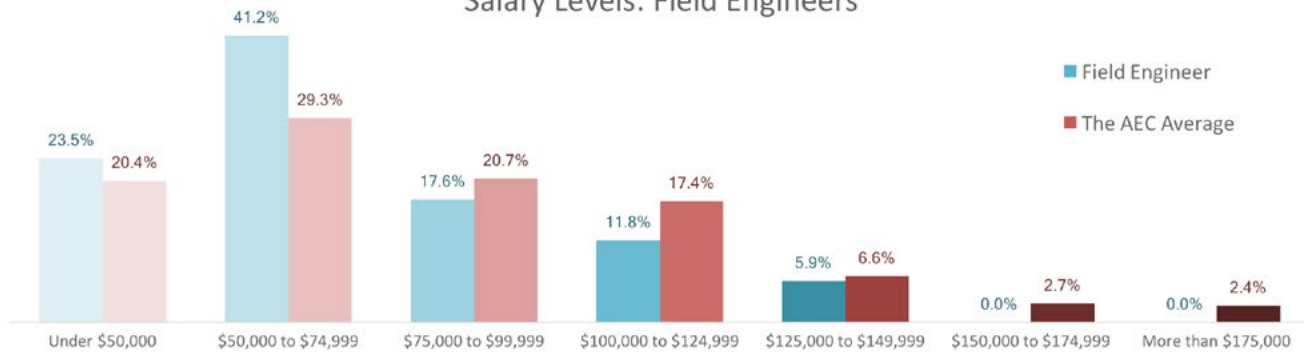


4.7 Field Engineers

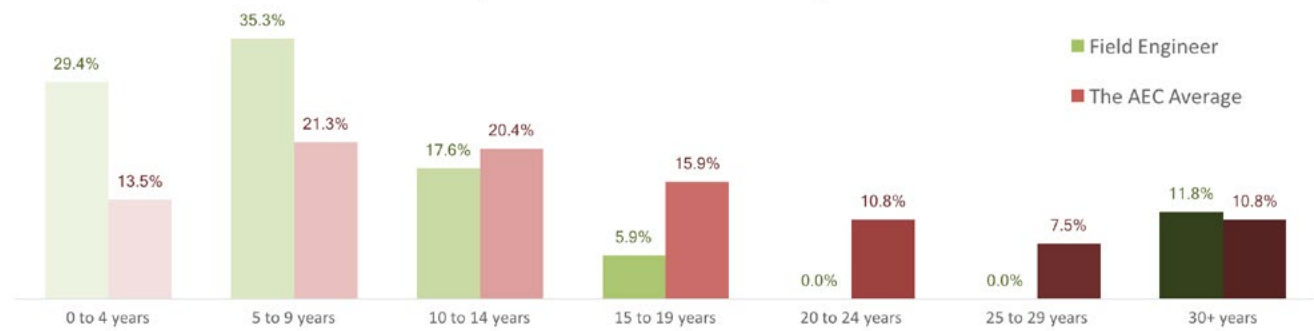
Field Engineer							
Salary	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
Percent of Respondents	23.5%	41.2%	17.6%	11.8%	5.9%	0.0%	0.0%
Experience	0 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30+ years
Percent of Respondents	29.4%	35.3%	17.6%	5.9%	0.0%	0.0%	11.8%
Education	High School or equivalent	Technical Degree	2 Year Associates Degree	4 Year College Degree	Graduate Degree		
Percent of Respondents	17.6%	11.8%	23.5%	29.4%	17.6%		

Key Findings: 65% of Field Engineers earn under \$75,000 per year which is surprising given their importance in project execution. The Field Engineers in this survey were less experienced with 64% having less than 15 years on the job.

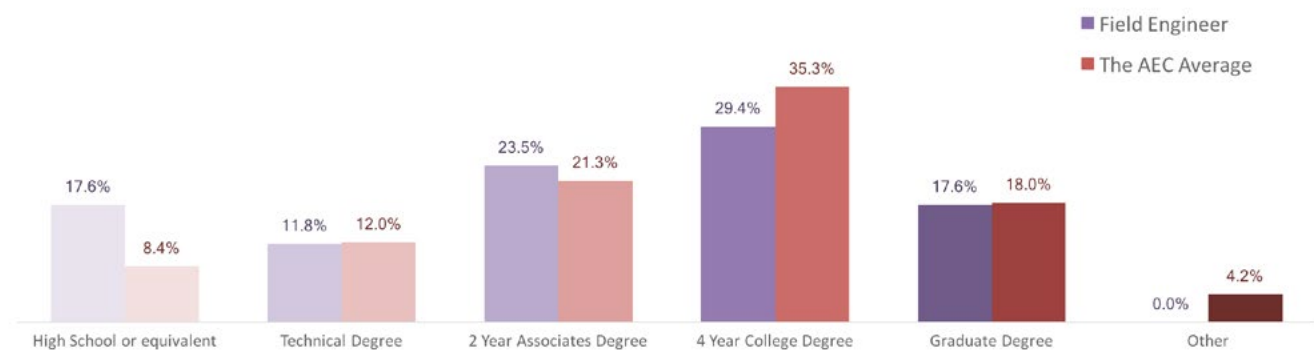
Salary Levels: Field Engineers



Experience Levels: Field Engineers



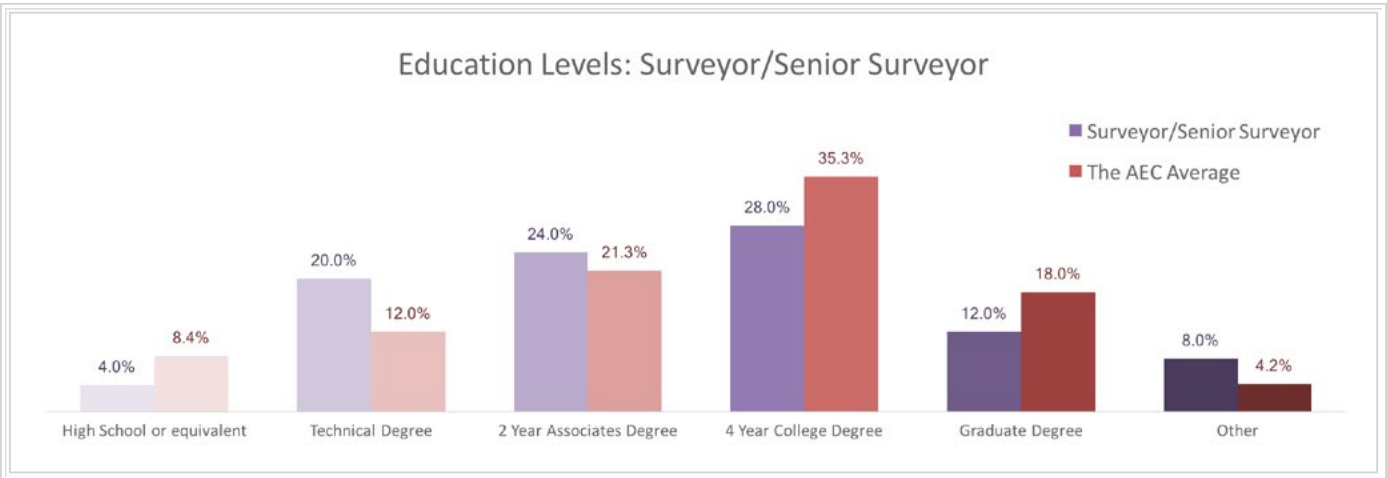
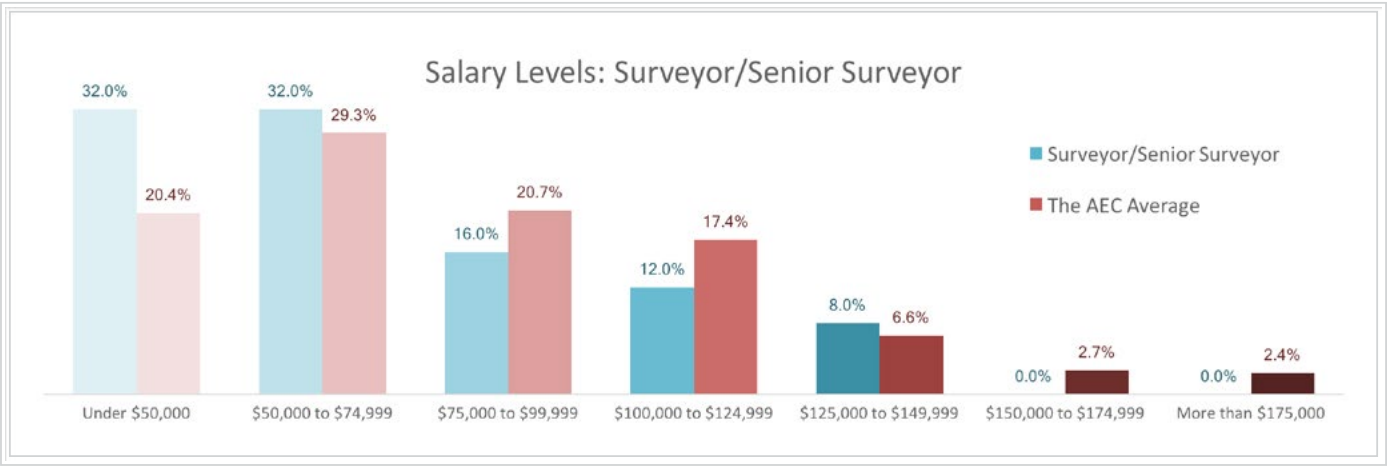
Education Levels: Field Engineers

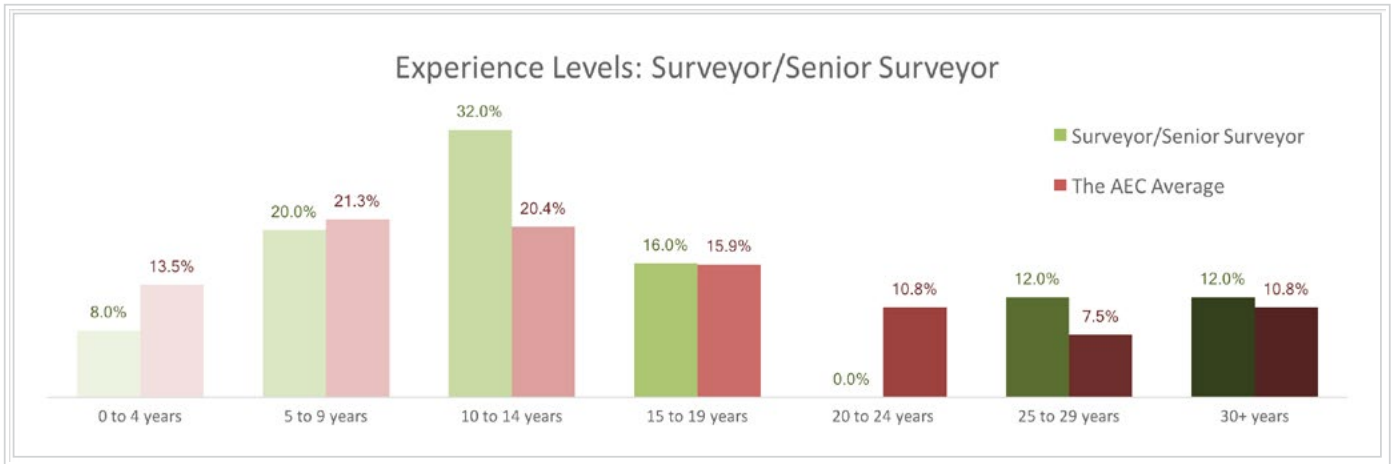


4.8 Surveyors

Surveyor/Senior Surveyor							
Salary	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
Percent of Respondents	32.0%	32.0%	16.0%	12.0%	8.0%	0.0%	0.0%
Experience	0 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30+ years
Percent of Respondents	8.0%	20.0%	32.0%	16.0%	0.0%	12.0%	12.0%
Education	High School or equivalent	Technical Degree	2 Year Associates Degree	4 Year College Degree	Graduate Degree		
Percent of Respondents	4.0%	20.0%	24.0%	28.0%	12.0%		

Key Findings: Although their experience level is comparable, 64% of Surveyors make less than \$75,000 per year which lags the industry average where only 50% of AEC professionals report making under \$75,000 per year.

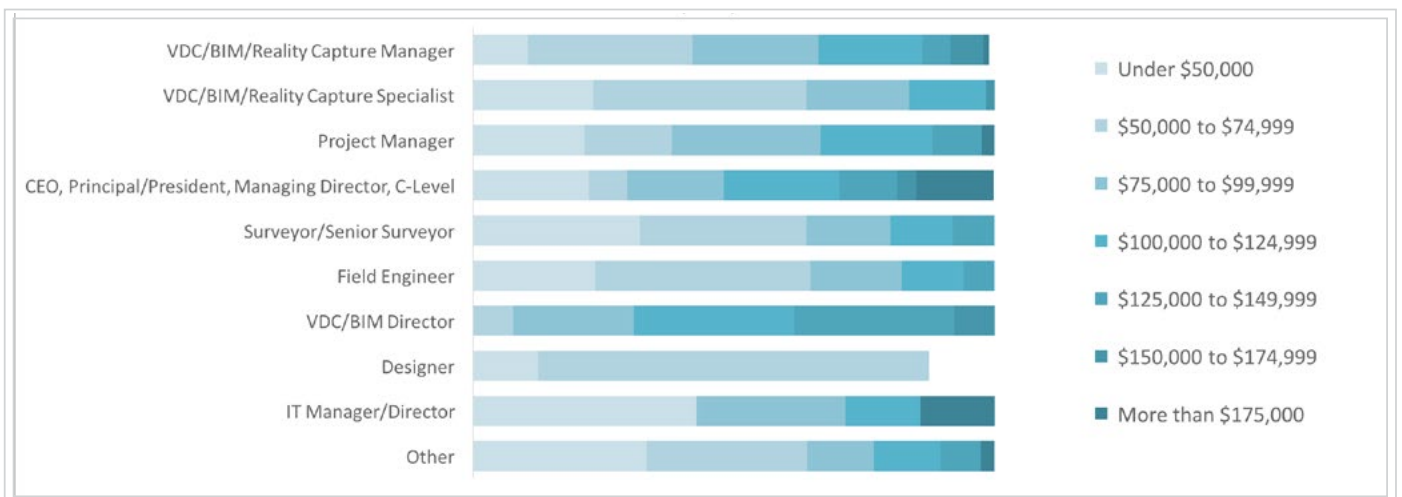




5. Survey Results Summary

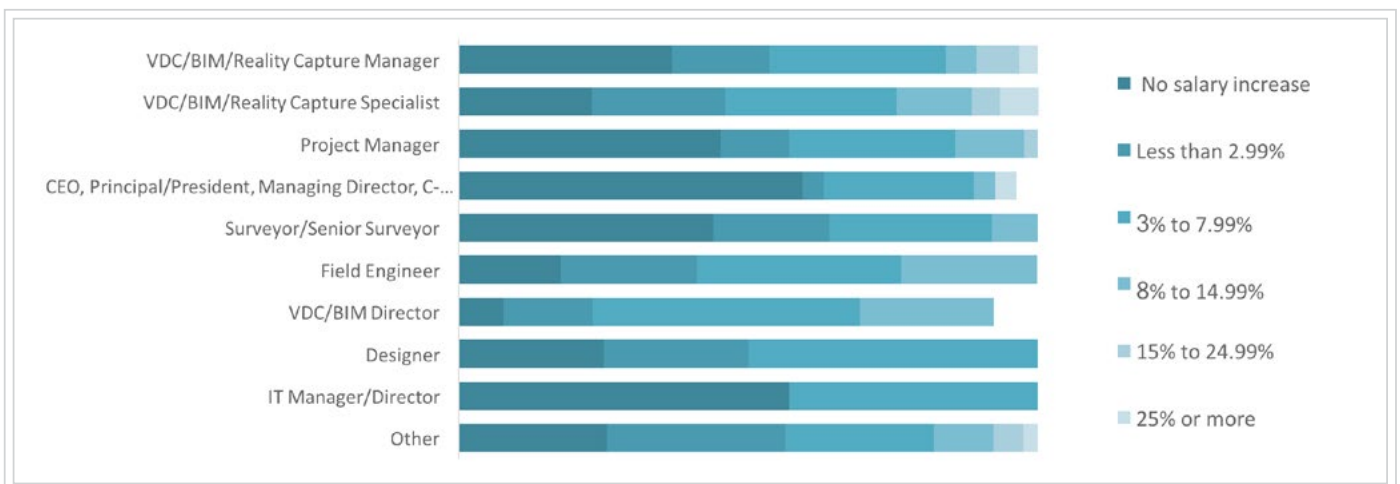
5.1 Salary by Job Title

Job Title	Under \$50,000	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to \$124,999	\$125,000 to \$149,999	\$150,000 to \$174,999	More than \$175,000
VDC/BIM/Reality Capture Manager	10.5%	31.6%	24.2%	20.0%	5.3%	6.3%	1.1%
VDC/BIM/Reality Capture Specialist	23.0%	41.0%	19.7%	14.8%	0.0%	1.6%	0.0%
Project Manager	21.4%	16.7%	28.6%	21.4%	9.5%	0.0%	2.4%
CEO, Principal/President, Managing Director, C-Level	22.2%	7.4%	18.5%	22.2%	11.1%	3.7%	14.8%
Surveyor/Senior Surveyor	32.0%	32.0%	16.0%	12.0%	8.0%	0.0%	0.0%
Field Engineer	23.5%	41.2%	17.6%	11.8%	5.9%	0.0%	0.0%
VDC/BIM Director	0.0%	7.7%	23.1%	30.8%	30.8%	7.7%	0.0%
Designer	12.5%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%
IT Manager/Director	42.9%	0.0%	28.6%	14.3%	0.0%	0.0%	14.3%
Other	33.3%	30.8%	12.8%	12.8%	7.7%	0.0%	2.6%



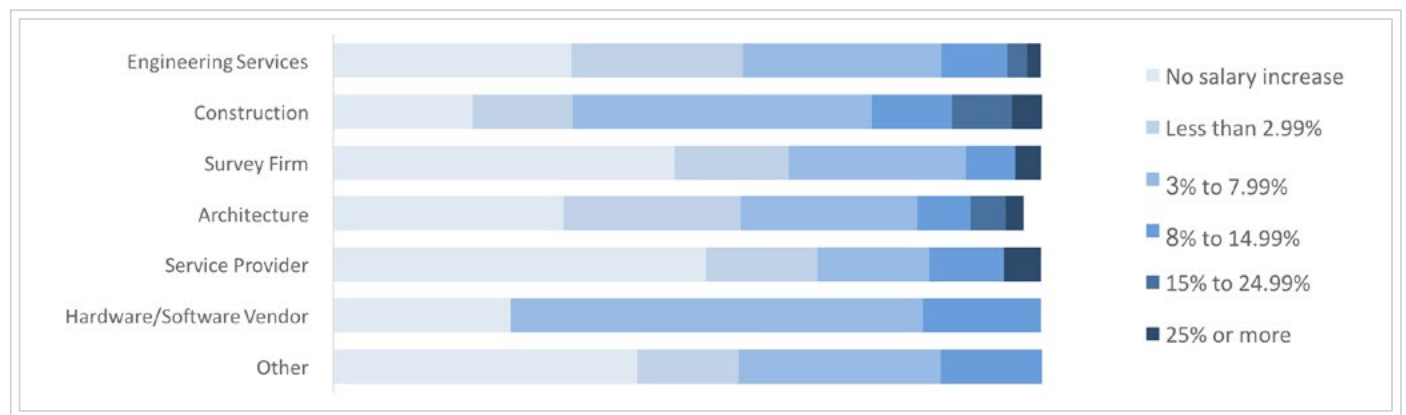
5.2 Salary Increases by Job Title

Industry	No salary increase	Less than 2.99%	3% to 7.99%	8% to 14.99%	15% to 24.99%	25% or more
VDC/BIM/Reality Capture Manager	36.8%	16.8%	30.5%	5.3%	7.4%	3.2%
VDC/BIM/Reality Capture Specialist	23.0%	23.0%	29.5%	13.1%	4.9%	6.6%
Project Manager	45.2%	11.9%	28.6%	11.9%	2.4%	0.0%
CEO, Principal/President, Managing Director, C-Level	59.3%	3.7%	25.9%	3.7%	0.0%	3.7%
Surveyor/Senior Surveyor	44.0%	20.0%	28.0%	8.0%	0.0%	0.0%
Field Engineer	17.6%	23.5%	35.3%	23.5%	0.0%	0.0%
VDC/BIM Director	7.7%	15.4%	46.2%	23.1%	0.0%	0.0%
Designer	25.0%	25.0%	50.0%	0.0%	0.0%	0.0%
IT Manager/Director	57.1%	0.0%	42.9%	0.0%	0.0%	0.0%
Other	25.6%	30.8%	25.6%	10.3%	5.1%	2.6%



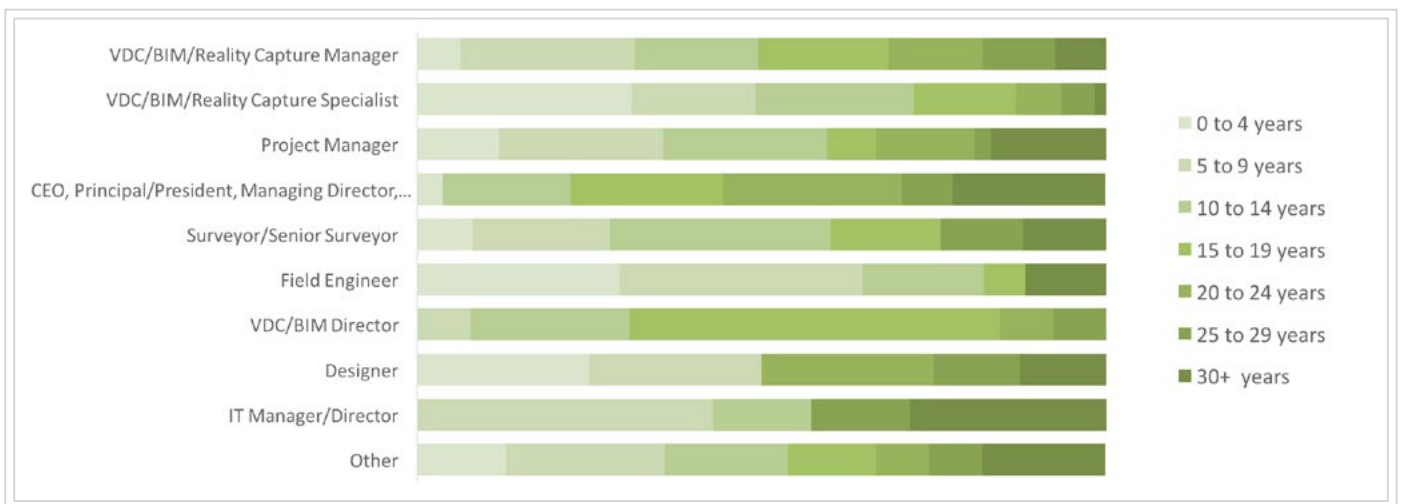
5.3 Salary Increases by Industry

Industry	No salary increase	Less than 2.99%	3% to 7.99%	8% to 14.99%	15% to 24.99%	25% or more
Engineering Services	33.6%	24.3%	28.0%	9.3%	2.8%	1.9%
Construction	19.7%	14.1%	42.3%	11.3%	8.5%	4.2%
Survey Firm	48.2%	16.1%	25.0%	7.1%	0.0%	3.6%
Architecture	32.5%	25.0%	25.0%	7.5%	5.0%	2.5%
Service Provider	52.6%	15.8%	15.8%	10.5%	0.0%	5.3%
Hardware/Software Vendor	25.0%	0.0%	58.3%	16.7%	0.0%	0.0%
Other	42.9%	14.3%	28.6%	14.3%	0.0%	0.0%



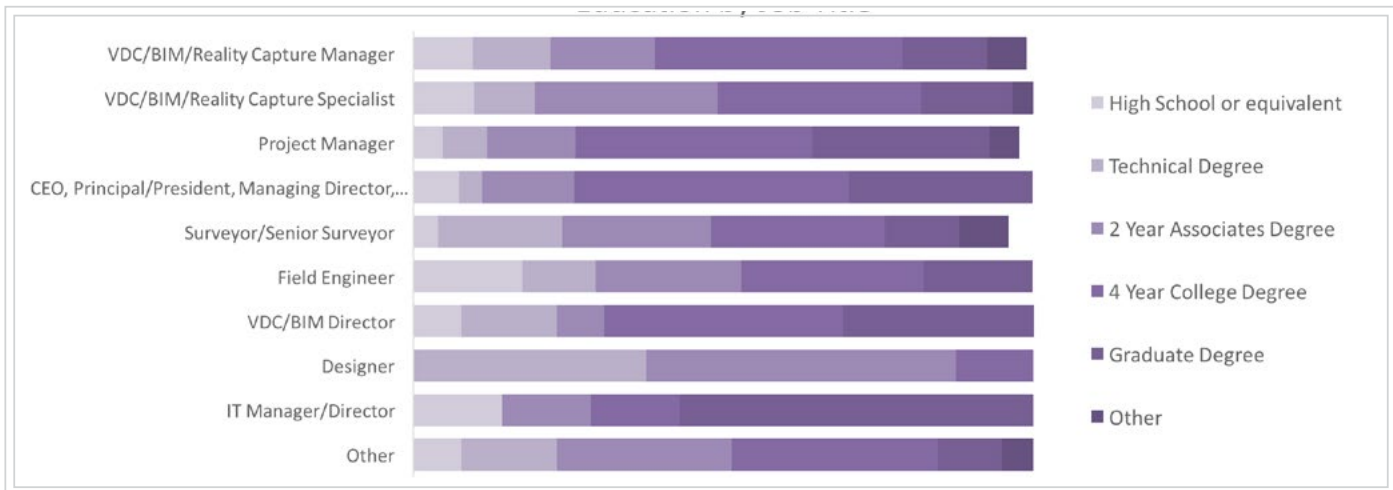
5.4 Years of Experience by Job Title

Job Title	0 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 to 24 years	25 to 29 years	30+ years
VDC/BIM/Reality Capture Manager	6.3%	25.3%	17.9%	18.9%	13.7%	10.5%	7.4%
VDC/BIM/Reality Capture Specialist	31.1%	18.0%	23.0%	14.8%	6.6%	4.9%	1.6%
Project Manager	11.9%	23.8%	23.8%	7.1%	14.3%	2.4%	16.7%
CEO, Principal/President, Managing Director, C-Level	3.7%	0.0%	18.5%	22.2%	25.9%	7.4%	22.2%
Surveyor/Senior Surveyor	8.0%	20.0%	32.0%	16.0%	0.0%	12.0%	12.0%
Field Engineer	29.4%	35.3%	17.6%	5.9%	0.0%	0.0%	11.8%
VDC/BIM Director	0.0%	7.7%	23.1%	53.8%	7.7%	7.7%	0.0%
Designer	25.0%	25.0%	0.0%	0.0%	25.0%	12.5%	12.5%
IT Manager/Director	0.0%	42.9%	14.3%	0.0%	0.0%	14.3%	28.6%
Other	12.8%	23.1%	17.9%	12.8%	7.7%	7.7%	17.9%



5.5 Education Levels by Job Title

Job Title	High School or equivalent	Technical Degree	2 Year Associates Degree	4 Year College Degree	Graduate Degree	Other
VDC/BIM/Reality Capture Manager	9.5%	12.6%	16.8%	40.0%	13.7%	6.3%
VDC/BIM/Reality Capture Specialist	9.8%	9.8%	29.5%	32.8%	14.8%	3.3%
Project Manager	4.8%	7.1%	14.3%	38.1%	28.6%	4.8%
CEO, Principal/President, Managing Director, C-Level	7.4%	3.7%	14.8%	44.4%	29.6%	0.0%
Surveyor/Senior Surveyor	4.0%	20.0%	24.0%	28.0%	12.0%	8.0%
Field Engineer	17.6%	11.8%	23.5%	29.4%	17.6%	0.0%
VDC/BIM Director	7.7%	15.4%	7.7%	38.5%	30.8%	0.0%
Designer	0.0%	37.5%	50.0%	12.5%	0.0%	0.0%
IT Manager/Director	14.3%	0.0%	14.3%	14.3%	57.1%	0.0%
Other	7.7%	15.4%	28.2%	33.3%	10.3%	5.1%



6. Conclusions

As you have seen evidenced in the previous pages, there are several broad conclusions supported by the data,* including:

1—There is a significant gender gap in the AEC compensation.

We examined the data from male and female executives across the industry and found that 30% of male AEC executives earn \$100,000 or more vs. 23% of female executives—despite the fact that women have comparable experience and slightly higher education levels. At the lower salaries the gap is even more pronounced: 36% of woman in the AEC industry earn less than \$50,000 vs. 19% of their male counterparts—again with similar education and experience levels.

2—Pay scales vary widely by region.

U.S. executives earn substantially more than their European and Asian counterparts. 92% of AEC executives in Eastern Europe earn less than \$75,000 per year vs. 85% in Western Europe, and 41% in the North America. Conversely, 32% of AEC executives in the US/Canada make more than \$100,000 per year vs. 9% in Western Europe and 0% in Eastern Europe.

3—1/3 of the industry received no salary increase in 2016.

In one of the most surprising findings, 34% of AEC industry professionals surveyed received no increase in their salary in 2016. In certain industries, the numbers were even more bleak with nearly 50% of surveyors and 52% of service providers receiving no increase. For those that did receive an increase, 40% got a healthy salary bump of between 3% and 15%.

*Please note that the data in this report is based on a data set that skews heavily (67%) to U.S. compensation figures. As such, it should be used as one data point in evaluating compensation plans.

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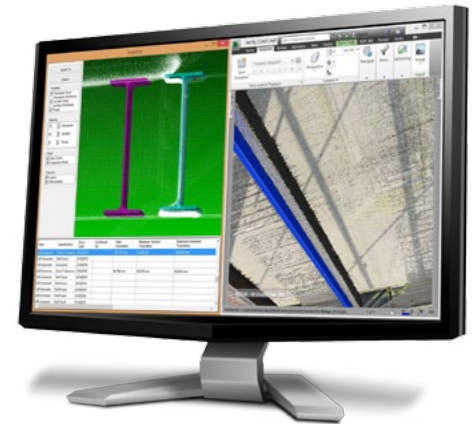
- Structural modeling tools that use advanced extraction algorithms and automated modeling technologies to accurately extract steel, concrete and wood structural elements faster than ever before.
- Pipe modeling tools with better, faster automated pipe extraction, spec-driven fitting placement, billion-point visualization, and exacting quality assurance tools.
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