

in f 



Insights Report

2024/2025

Data-driven insights into hiring activity, salary trends and market forecasts for the UK's engineering, energy, technology, and construction industries to support workforce planning and decision-making.



Introduction



This report provides an overview of recruitment activity in 2024, a detailed salary analysis, and projections for 2025. Based on market data and industry feedback, it highlights key trends shaping hiring decisions, salary movements, and workforce planning.

Recruitment patterns reflect shifting business priorities, evolving candidate expectations, and sector-specific challenges. Salary trends show how companies are adapting to market conditions, while 2025 forecasts offer insights into hiring demand, skills shortages, and compensation strategies.

The data was collected from Rise Technical's client base across engineering, energy, construction, and technology. Respondents represented businesses of all sizes, from small enterprises to large corporations and PLCs.

The intellectual property rights to the data provided herein are owned by or licensed to Rise Technical Recruitment. Any unauthorised use, including but not limited to copying, distributing, transmitting or otherwise of any content or information ("Data") contained in this Report is not permitted without Rise Technical Recruitment's prior content. Rise Technical Recruitment does not guarantee the accuracy, adequacy or completeness of the Data. Rise Technical Recruitment shall not have any liability, duty or obligation for any errors, inaccuracies or omissions in the Data for any reason, or for any actions taken in reliance thereon. In no event shall Rise Technical Recruitment be liable for any losses, including special, incidental, or consequential damages, arising out of the use of the Data.

Contents

02 Introduction

03 Contents

04 Overview 2024

- Headcount
- Recruitment Challenges
- Why Did Your Employees Leave?

05 Salaries 2024

- Did You Review Salaries in 2024?
- Outcome of Salary Review
- Do You Plan to Review Salaries in 2025?

06 2025

- Do You Plan to Increase Headcount in 2025?
- Why Aren't You Planning on Increasing?
- How Do You Retain Staff?
- How Do You Attract Staff?
- How Can We Add Value To Your Business?
- What Skills Do You Find Hard To Recruit For?
- ED&I

08 Summary

09 Get In Touch

Overview

2024

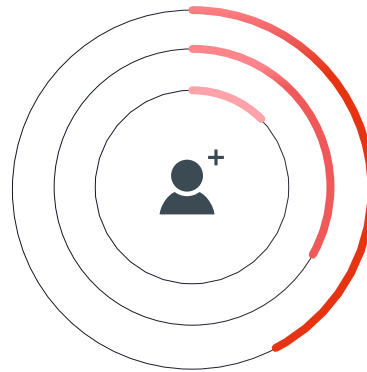


01.

In 2024, did your organisation's headcount:

In 2024, 44% of businesses reported headcount growth - more than twice as many as those who reported a decrease in staff headcount.

This shows a promising trend for growth, but is also likely to result in increased competition for top talent.



- ▲ 44% Increase
- ▲ 37% Stay the same
- ▲ 19% Decrease

02.

Biggest challenges faced when recruiting:

The primary difficulty faced by businesses in 2024 when hiring was a shortage of key skills. At 88%, this represents a 15% increase from our 2023 report.

With talent competition tougher than ever and competition from other employers being the second most dominant factor, businesses might need to consider which skills are truly a must-have in a candidate, and which skills can be trained in-house and 'on the job'.

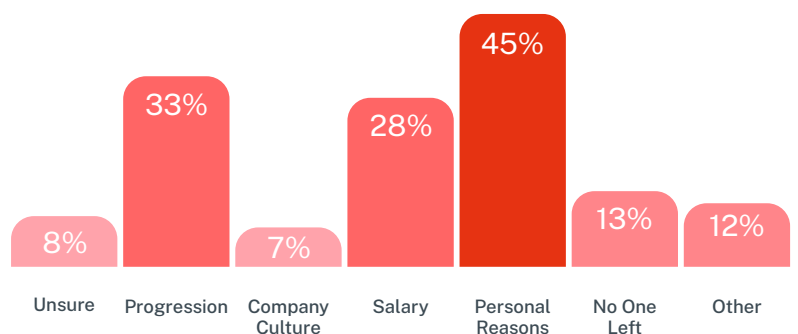


03.

Why did employees leave your organisation in 2024?

It shouldn't be surprising that two major factors in candidates deciding to leave are salary and lack of progression, with progression closely tied to future earning potential. Promisingly both of these factors have fallen from a reported 37% in 2023.

A surprising number of responses stated 'personal reasons' as to why employees left the business. In next year's report we will be looking into the candidate point-of-view to ensure that businesses get honest feedback, which is key for future retention strategies.



Salaries

2024



01.

Did you review salaries in 2024?

With 93% of businesses reviewing salaries, and the majority providing real-terms pay rises, it's clear that employers understand the importance of competitive compensation.

Businesses should however also ensure that their compensation is in line with overall market rates, which is key to retaining staff and not losing out to competition.

93%

Said Yes

7%

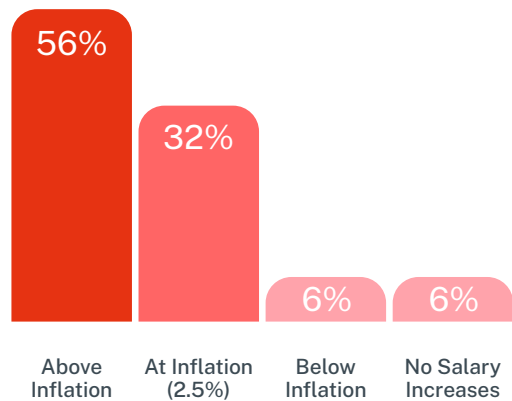
Said No

02.

What was the outcome of your salary review?

With 93% of businesses reviewing salaries, and the majority providing real-terms pay rises, it's clear that employers understand the importance of competitive compensation.

Businesses should however also ensure that their compensation is in line with overall market rates, which is key to retaining staff and not losing out to competition.



03.

Do you plan to review salaries in 2025?

This trend suggests a continued upward pressure on wages. While this indicates a positive outlook for employees, it also presents potential challenges for businesses in managing payroll costs.

87%

Said Yes

13%

Said No

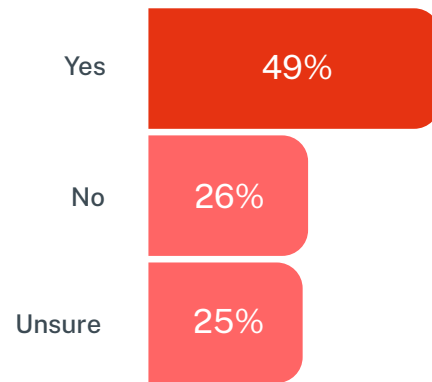
2025



01.

Do you plan to increase your headcount in 2025?

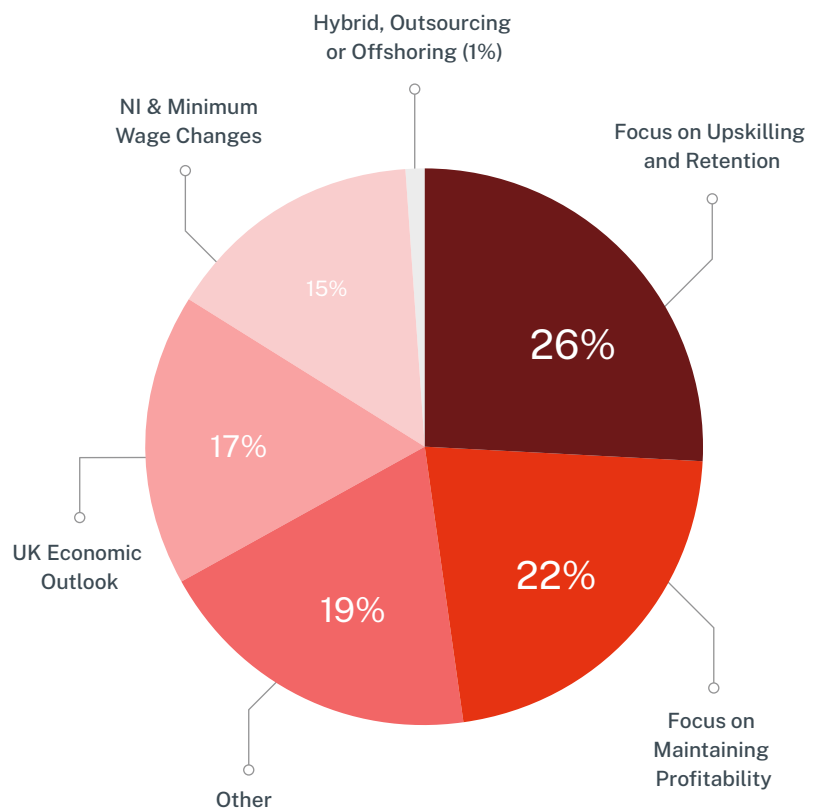
With 49% of businesses looking to increase headcount this year, this is a positive indication that last year's momentum - where 44% reported headcount growth - will continue.



02.

If not, why aren't you planning on increasing headcount?

For companies which aren't looking to grow this year, 54% cite financial factors as the core reason and 26% state the decision is based on a strategic focus on upskilling and staff retention.



03.

How do you attract & retain staff?

Investing in staff is a proven way to retain talent, especially those across technical industries who are motivated by technical development.

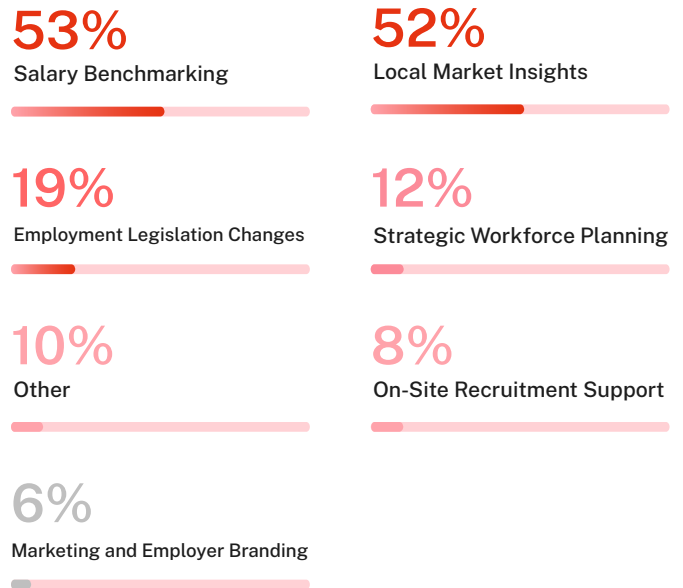


04.

How can Rise add value to your business?

The competition for talent, pressures for competitive compensation, and salary growth mean that the focus for many businesses is on ensuring their salaries are in line with what's on offer in the market.

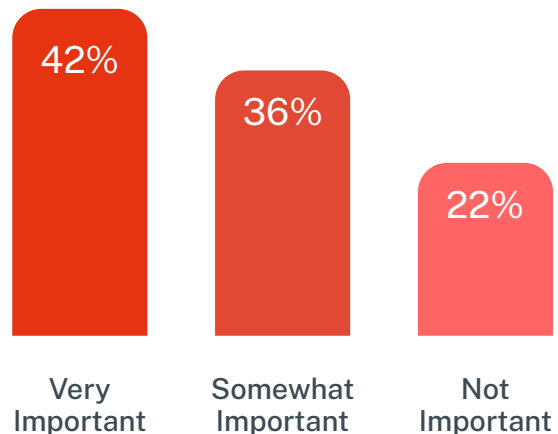
With a strong appetite for salary benchmarking and local market insights, partnering with a specialist in your sector is key to staying ahead in the talent market.



05.

How important are diversity and inclusion in your 2025 hiring?

A growing number of businesses are seeing diversity and inclusion as an important part of the hiring process, with only 22% stating it was not a consideration in their hiring strategy.



Summary

The recruitment market is demonstrating positive momentum as we continue into 2025. A substantial portion of businesses are planning for growth, with a focus on increasing headcount. Simultaneously, the near-universal commitment to salary reviews highlights a readiness to adapt to market demands and ensure employee satisfaction. These trends suggest a dynamic and resilient market prepared for future challenges and opportunities.

We must not ignore the turbulent market conditions UK businesses have felt since the COVID-19 pandemic, followed by a cost of living crisis. We've seen a reliance from UK businesses that is mandated to continue due to ongoing policy shift. At Rise we believe businesses can counter the current UK skills shortage through the utilisation of transferable backgrounds, which in turn tie employees into your business while increasing the diversity of the candidate pool.


With growth emerging in Q1, we are optimistic about 2025 and look forward to strengthening our partnership and bridging the skills gap together.



Get in Touch



Discover what makes us different.

 www.risetechnical.co.uk

 enquiry@risetechnical.co.uk



Client Engagement Director

Alice Hulme

alice.hulme@risetechnical.co.uk



Client Engagement Manager

Tom Whittock

thomas.whittock@risetechnical.co.uk

Rise UK Offices



Bristol

0117 910 7383
1st Floor, 33 Colston
Colston Avenue, Bristol, BS1 4UA



London

020 3800 0383
Greencoat House, Francis Street,
London, SW1P 1DH

