



# INDUSTRY HIRING TRENDS 2025



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# Introduction

Every year, we reach out to our network to answer the most asked questions from our contacts and clients throughout the year.

As a result, we can provide you with a comprehensive insight into hiring industry trends for 2025 and how they compare to previous years.

With ongoing economic insecurity, the rapid evolution of technology, a growing focus on sustainability, and political uncertainties predicting the year ahead remains a challenge for many businesses.

Thank you to all our contacts across the Transport & Infrastructure sectors who completed the survey and enabled us to share this valuable information with you.

## Key Findings



41% of businesses plan to payout most of their max bonus potential this year

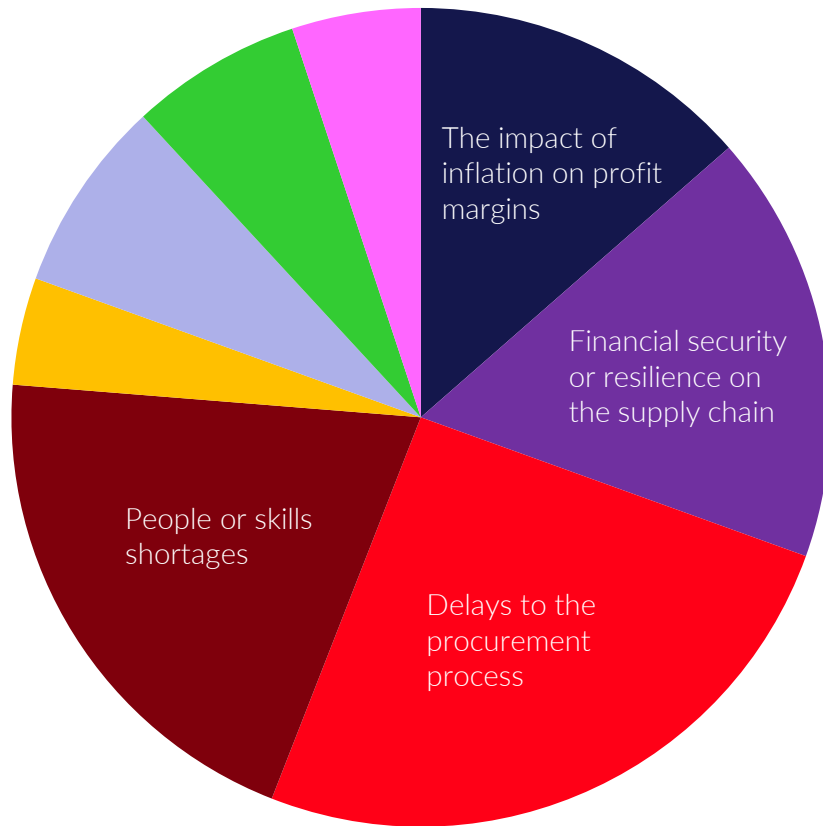


Companies are looking to increase salaries by 2% - 4%



56% of companies have mandated a set number of days for employees to be in the office

# Expected Main Business Challenges in 2025



- Other
- Digitised or automated processes
- Inconsistency on Net Zero targets and policies
- Adapting to new collaborative models or contracts

When asked “What do you expect your main business challenges will be in 2025?”, those who selected “other” predicted that their challenges would be:

“Getting decision on costed proposals”

“Impact of National Insurance changes”

“Winning Enough New Business”

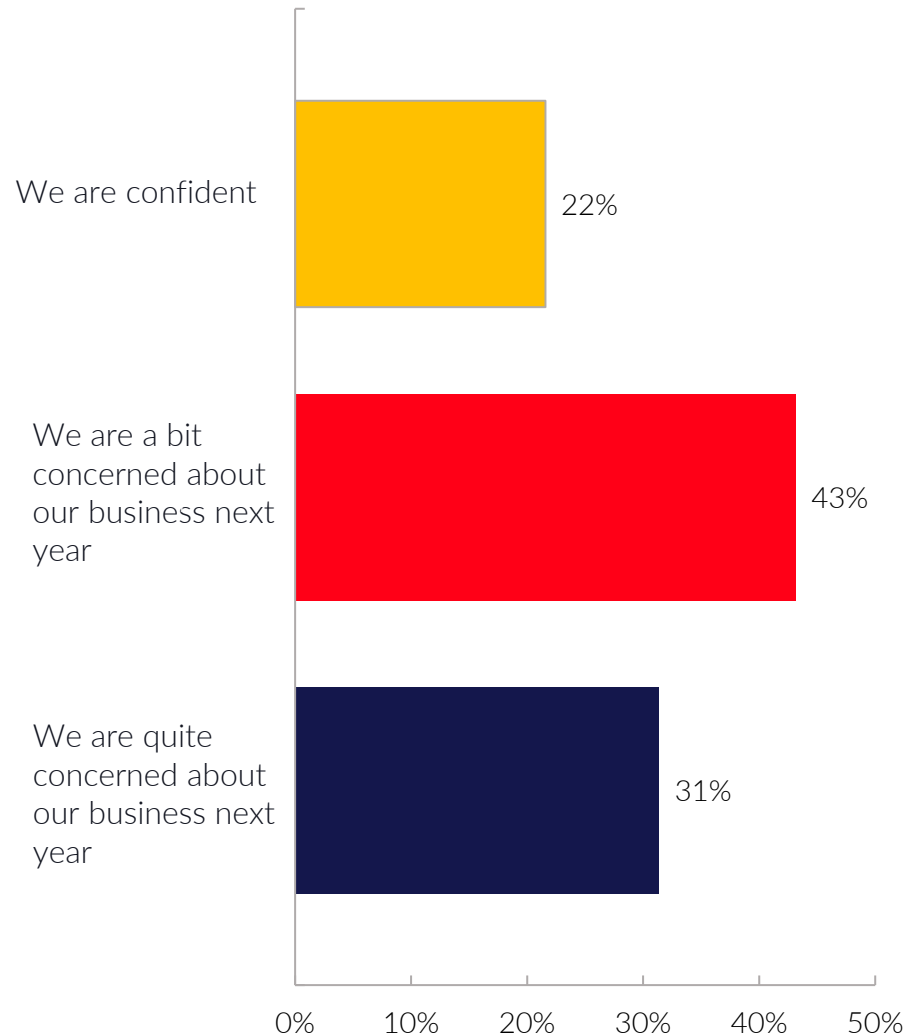
“Regulatory impacts”

“Issues getting planning and consents”

“Government pessimism”

These responses echo last year's findings with the top 3 concerns remaining the same. People's concerns around the impact of inflation on profit margins has increased by 7% over the past year.

# What is your business confidence as we head into 2025?



Three quarters of respondents have some concerns going into 2025.

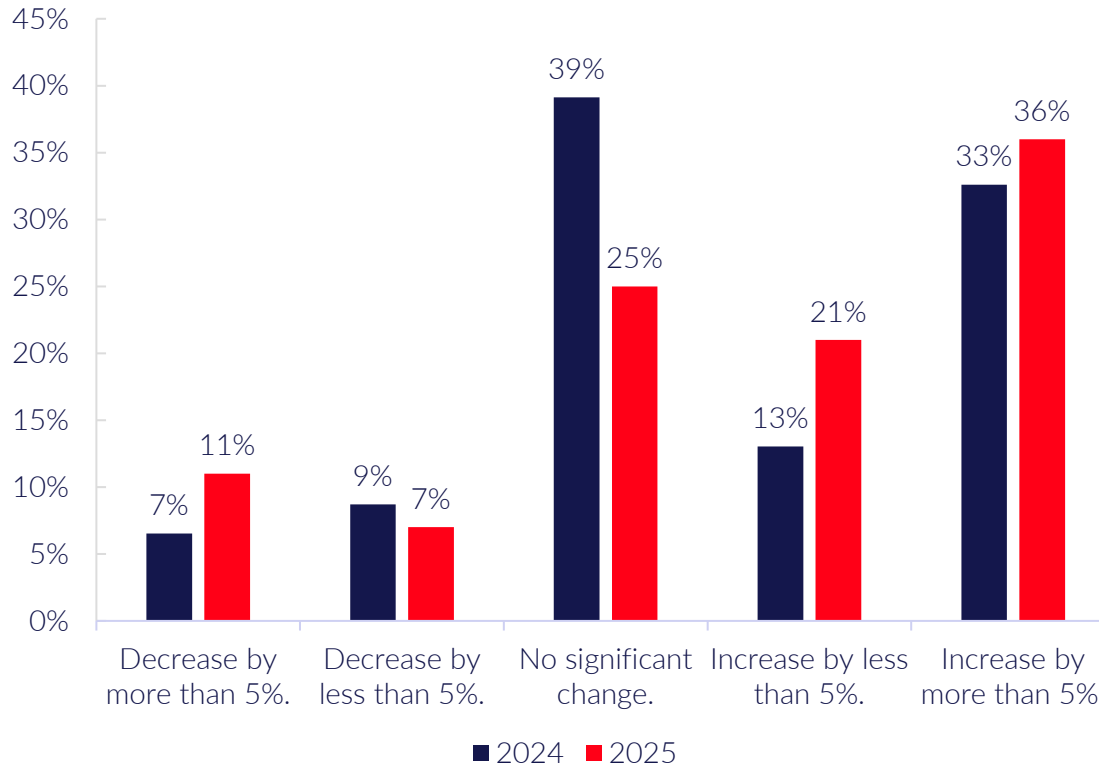
A lot of concerns come down to government uncertainty. The new government are going to make big changes, some potentially good for industry and some not so good.

Feedback from the market is that the negative initiatives (changes to National Insurance contributions predominantly) have been actioned quickly. The result is businesses are more reluctant to expand.

On the other hand, some of the potential positive statements that the government have made have not yet been realised. Changes to infrastructure planning for instance could have a very positive effect but will take a while to take effect.

# What are companies doing in terms of headcount?

Comparison of headcount predictions: 2024 & 2025



Compared to last year 11% more respondents expect headcount to increase than they did in 2024 demonstrating an uptick in the market in general.

Overall, more companies are looking to grow than are looking to shrink.

25%

of respondents from contractors were looking to increase headcount by more than 5%

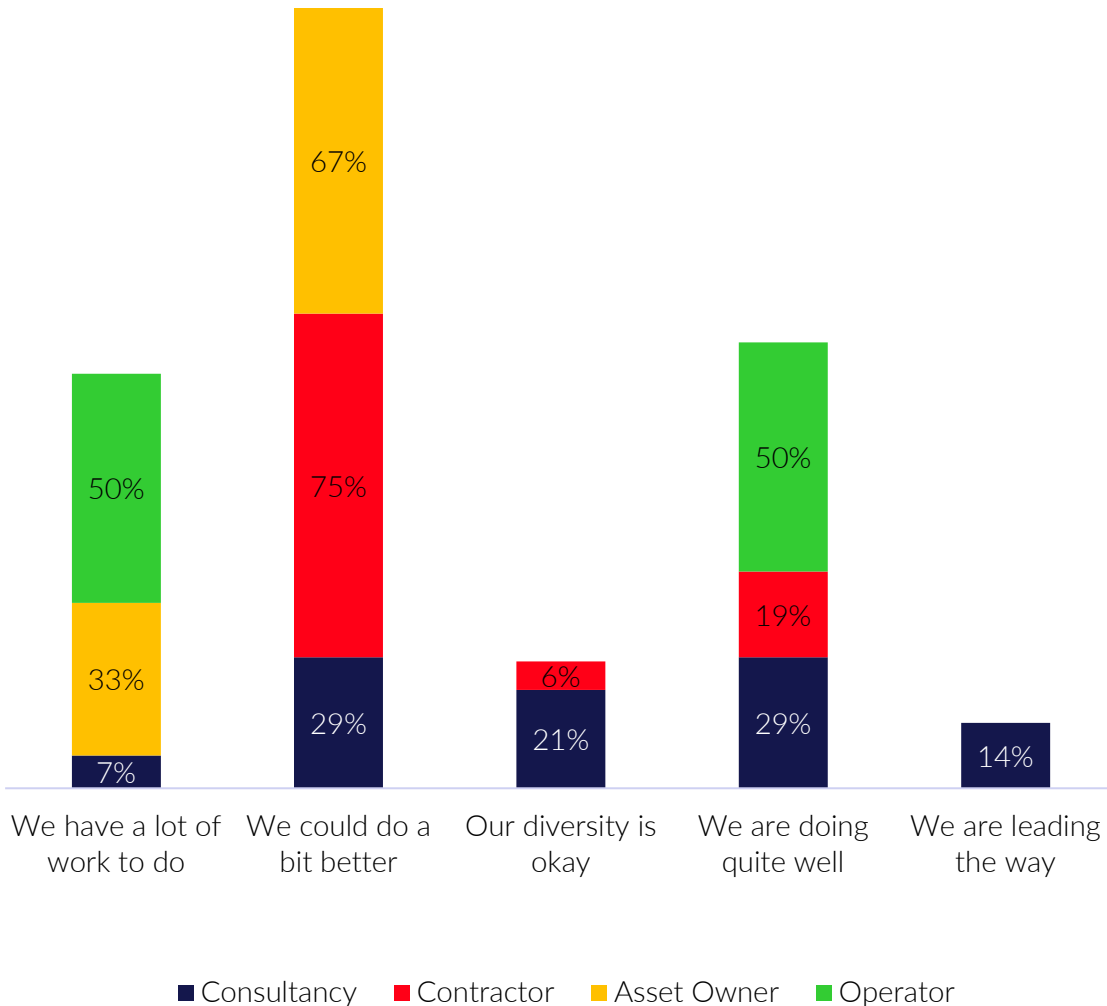
33%

of respondents from asset owners were looking to increase headcount by more than 5%

64%

of respondents from consultancies were looking to increase headcount by more than 5%

# How satisfied are companies with the diversity of their current leadership teams?



Increasing diversity at leadership level is a priority for almost every client we work with. Understanding how we can adapt job descriptions and broaden talent pools to provide a diverse and inclusive shortlist is fundamental to a successful search.

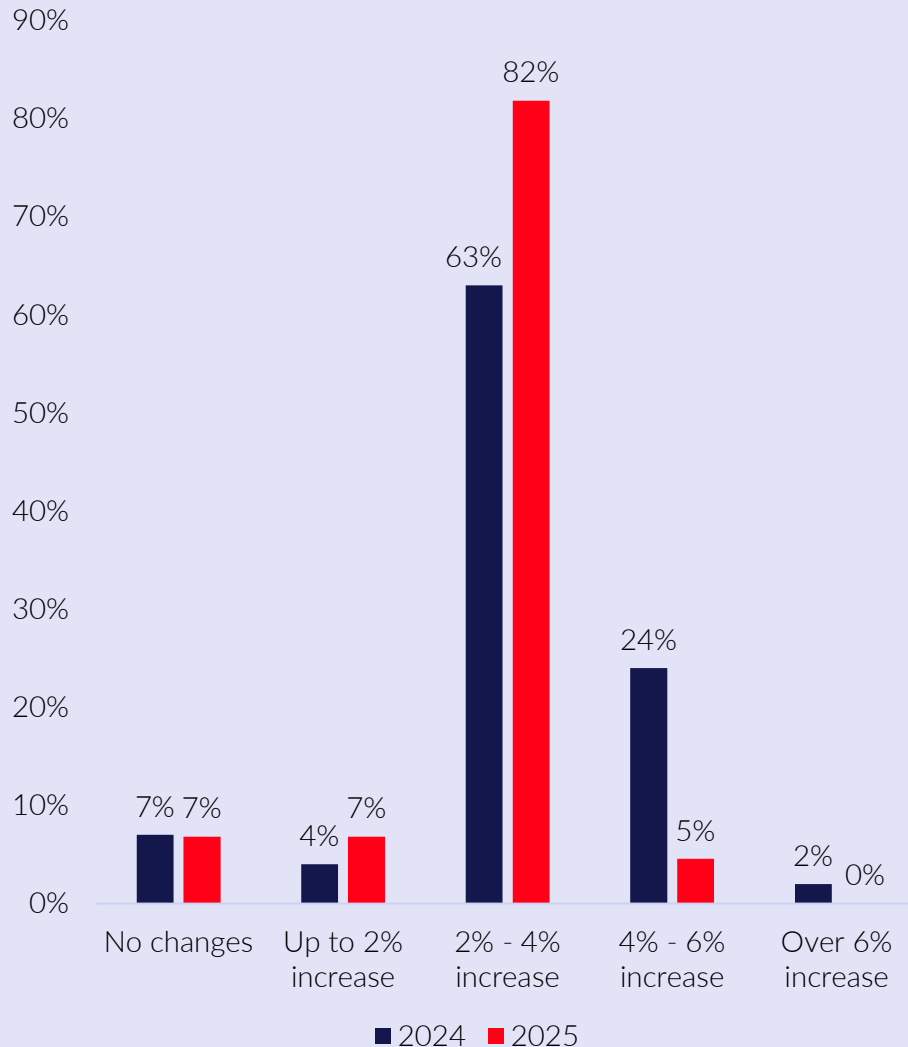
In last year's report, 61% of respondents thought their company's diversity could be a bit better, whereas in 2025 this is down to 50%. This is a positive reflection that businesses are making progress in diverse representation at leadership level.

Even more encouraging is that the number of respondents who feel their company is leading the way within the industry has doubled from last year (all consultancies).

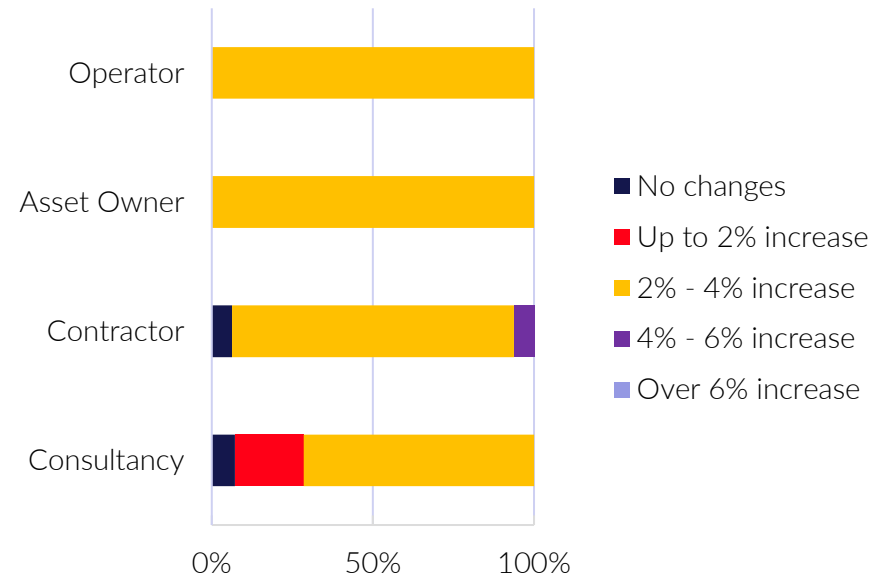
Read more about diversity initiatives and industry progression in our latest diversity report [here](#).

# What changes will we see in terms of salaries this year?

Comparison of predicted salary changes: 2024 & 2025



Expected changes to salary by company type

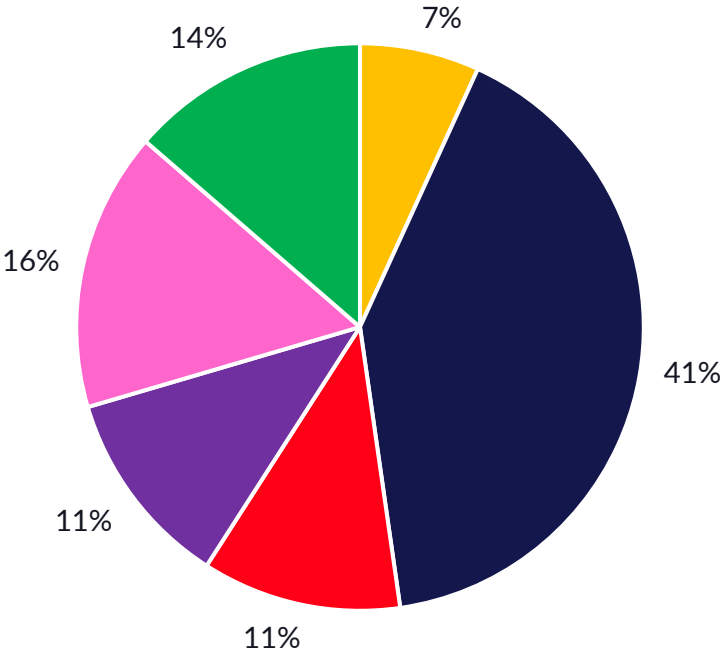


The predicted level of salary increases has started to level out as salary inflation settles down across all company types.

Both 2024 & 2025 are more stable than previous years. In 2023 we saw more than two thirds of companies increasing salaries by 4% and higher.

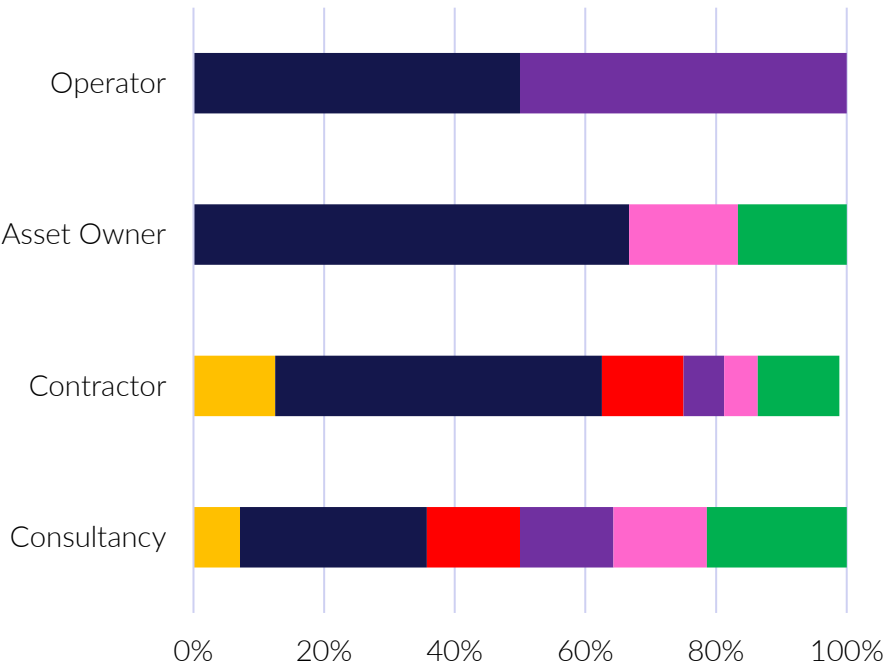
# Bonuses

Expected Bonus Payouts



- We expect to pay out most of the bonus
- No bonus payout this year
- A partial payout will be made
- Prefer not to disclose
- About half the bonus will be paid
- It will reach the maximum amount

Breakdown of expected bonus payout by company type



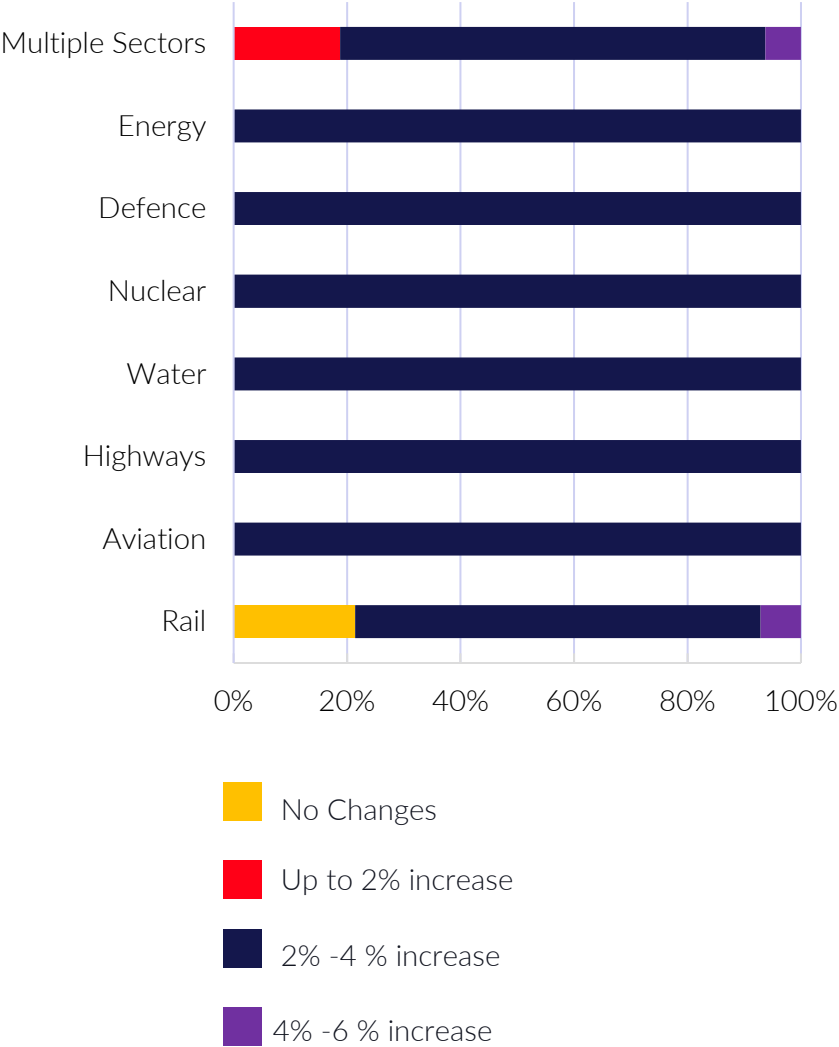
A positive sign of business performance across all types of companies within transport & infrastructure is that the majority of respondents expect to be paying out significant proportions of bonuses this year.

59% will be paying out at least half of max bonus payout level this year.

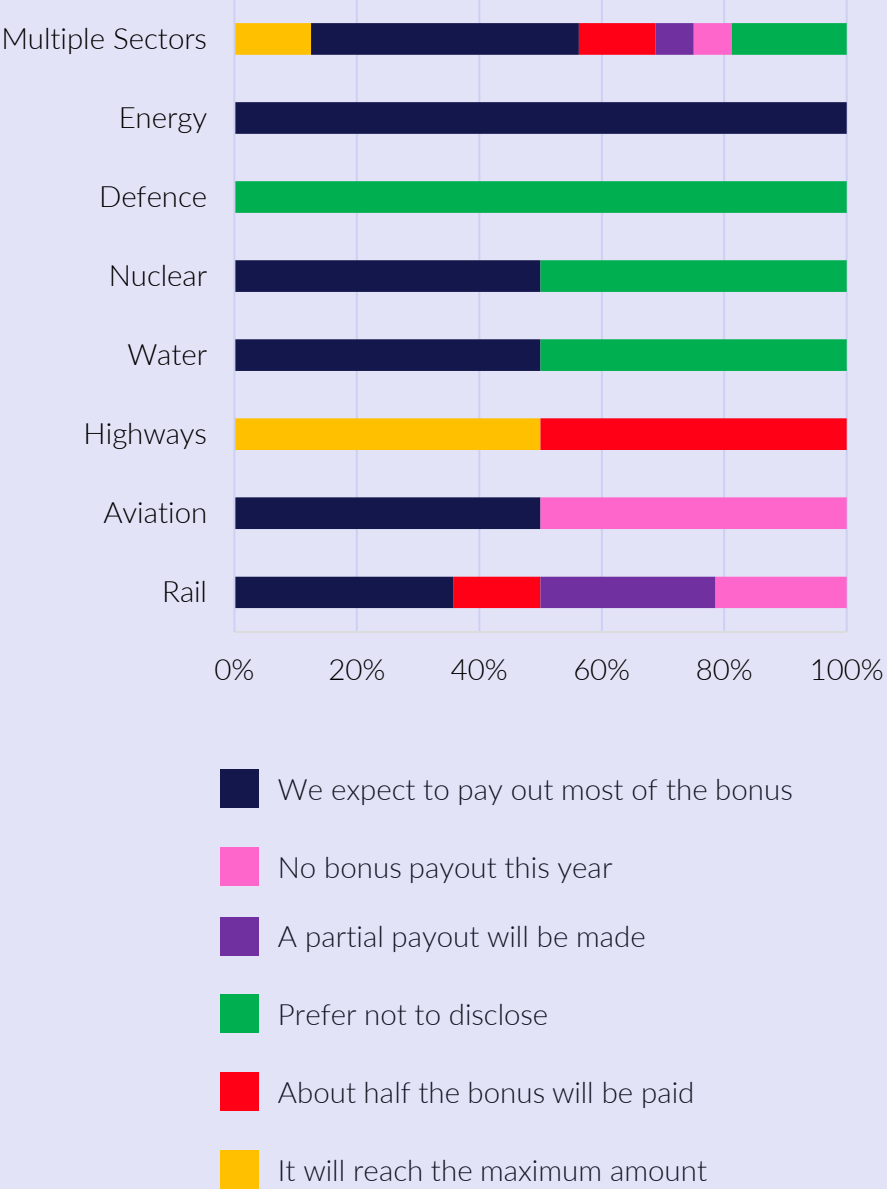


# Compensation by sector

Breakdown of expected salary increases by sector



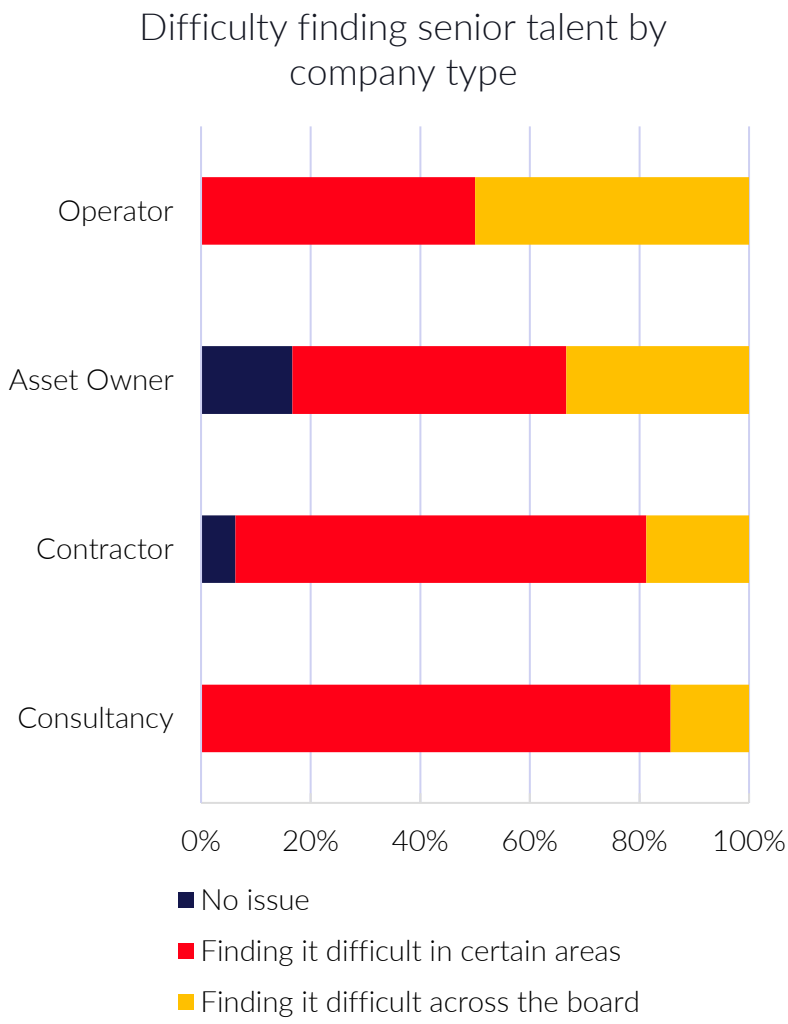
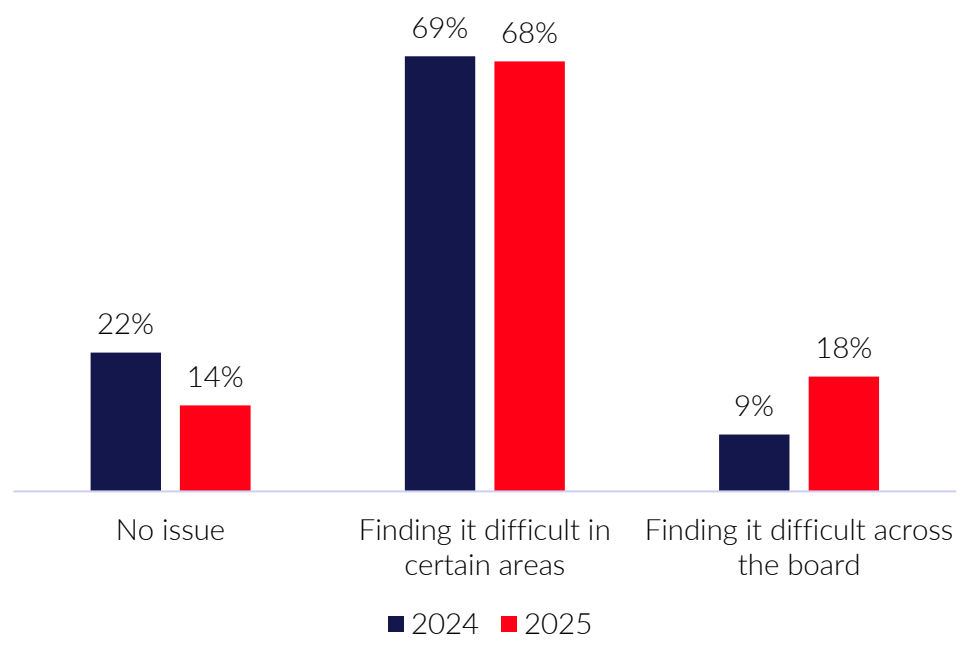
Breakdown of expected bonus payout by sector



# How difficult are businesses finding it to recruit at senior levels?

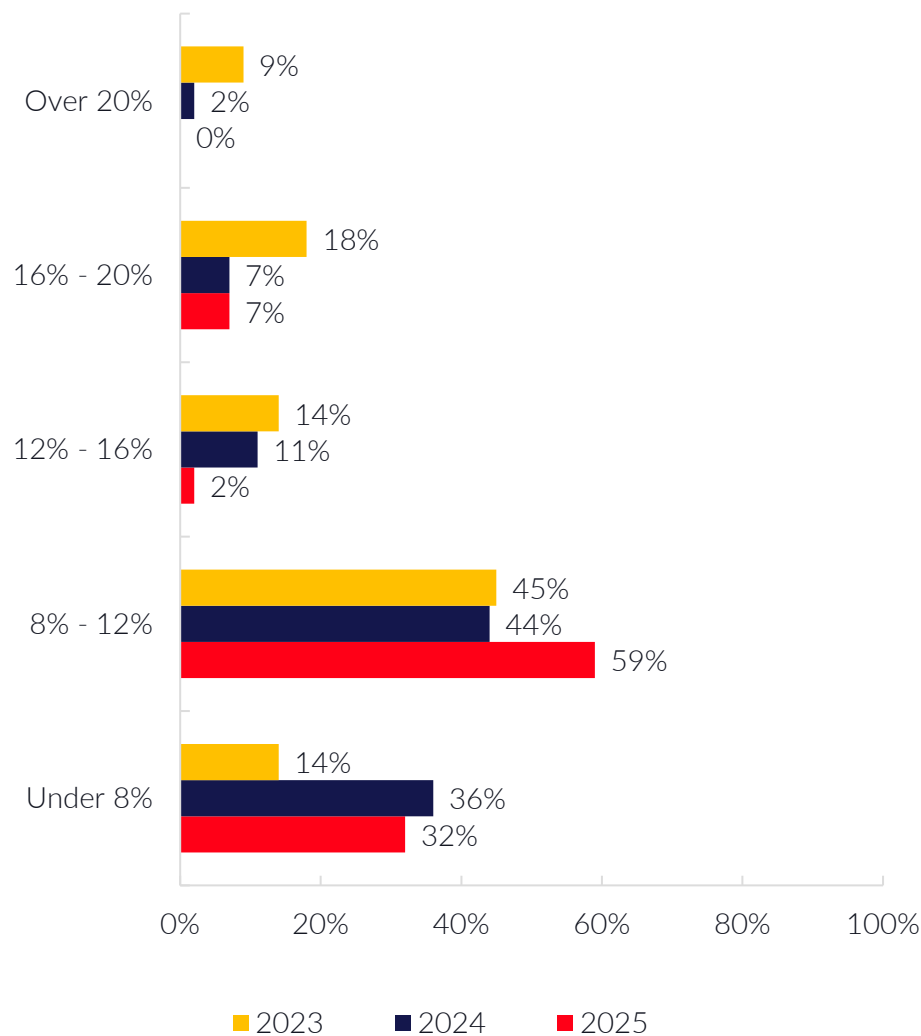
86% of people are experiencing some difficulty recruiting at a senior level. Marginally up from last year, but broadly the sentiment is the same.

Of those that are finding it difficult to recruit, the main areas that came up were Commercial, Programme leadership and Engineering/ Technical roles.



# Staff Turnover in the last year

Comparison of staff turnover 2023 - 2025



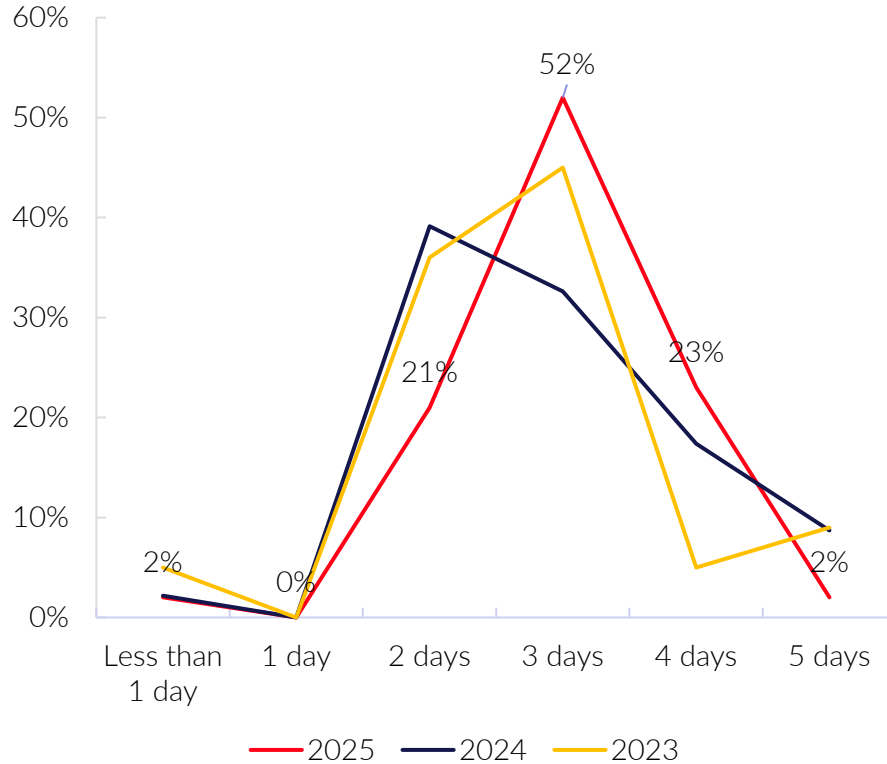
Staff turnover has decreased after the disruption caused by the pandemic and "The Great Resignation," which saw a surge in employees leaving their roles.

As the market stabilises and businesses adapt to new workforce expectations, turnover rates are gradually returning to pre-pandemic levels, indicating a more settled employment landscape.

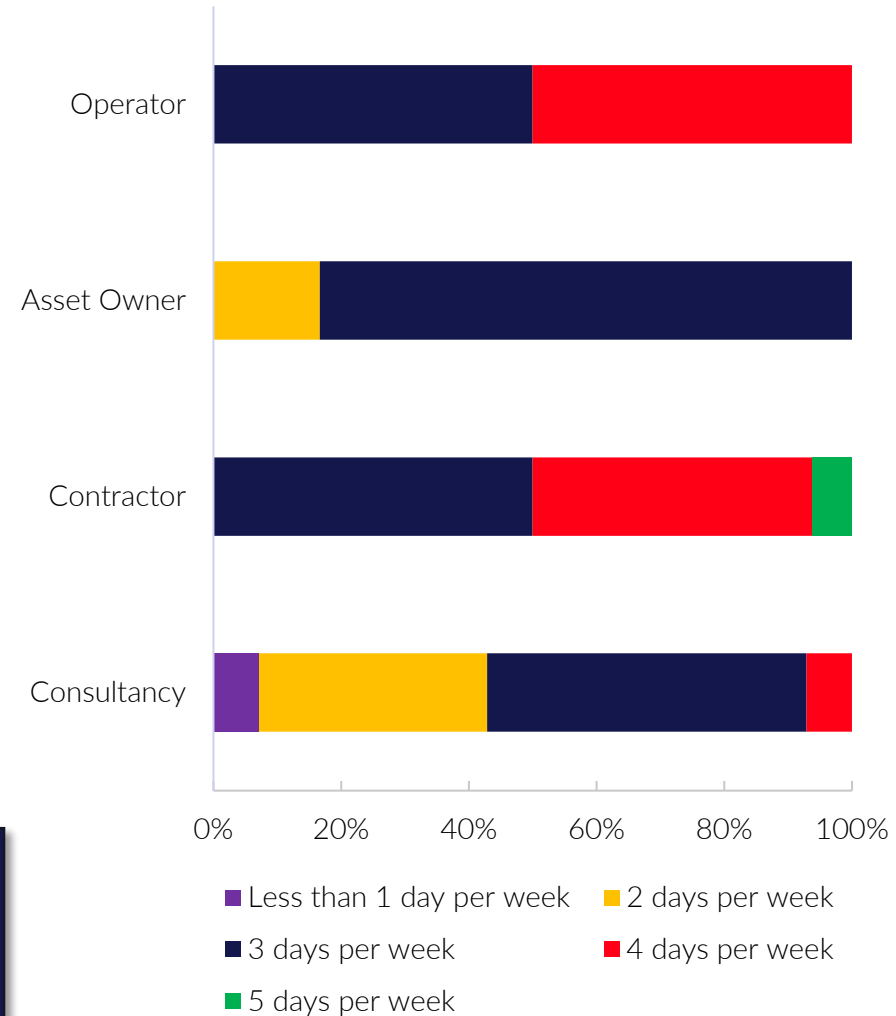


# How often are staff in the office?

Average office days per week



Frequency staff come into the office by company type



56% of companies have mandated a minimum number of days in the office. Of those, 64% have now made 3 days in the office compulsory.

# Contact Us

Jim Newsom

T +44 (0) 203 026 3871  
M +44 (0) 7590 478 088  
E [jn@newsomconsulting.co.uk](mailto:jn@newsomconsulting.co.uk)

Or for more information please visit our website  
[www.newsomconsulting.co.uk](http://www.newsomconsulting.co.uk)

210 Euston Road ● London ● NW1 2DA

