



AIPM Employment Survey

September, 2002

Conducted by AIPM, analysed by CMP Research

This report outlines the findings for the AIPM Project Management Employment Survey for 2002, with comparative findings to the 2000 survey. A total of 5,326 advertisements were analysed between February-April 2002. These advertisements were obtained from the major metropolitan newspapers. 52% of the job advertisements stated that project management experience is essential. Project management qualifications were requested in 45 job adverts. Both project management qualifications and project management experience has significantly increased from the previous survey. The majority of the adverts did not indicate a salary package (67.3%). The largest salary range was \$40,001-\$80,000 in 22.9% of the adverts.

Objectives

This is the second AIPM Project Management Employment Survey. The objectives of the survey are to evaluate job advertisements with reference to project management. The information captured includes: qualifications and accreditation required; the criteria/level of project management experience; salary; and if 'project management' is in the position title.

Methodology

The survey was conducted using the major metropolitan newspapers. These include: Sydney Morning Herald (Sat); Melbourne Age (Sat & Tue); Brisbane Courier Mail (Sat); Adelaide Advertiser (Sat); West Australian (Sat); NT News (Sat); Financial Review (Fri); and Australian (Sat & Tue). Where possible, newspapers that indexed their job advertisements online were used.

The data was collected during February, March and April 2002. All advertisements that contained any reference to Project Management were analysed (either in the position title or in the body of the advert). A total of 5,326 advertisements were analysed. For comparative purposes, the number of advertisements analysed in the AIPM employment survey 2000 was 5,634.

Results

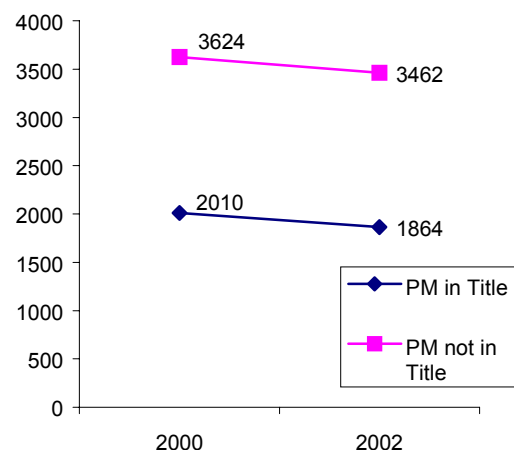
The key areas analysed include:

- Adverts with project management (or a close variation) in the job title and those that did not have project management in the title, but still referred to project management.
- The requirement of project management experience/qualification, which include one of the following: Qualification or accreditation in project management; project management experience essential; PM experience desirable; project management is used as a label only (no mention of experience, skills or accreditation mentioned in the advert).
- Salary level, if indicated in the advert.

Position Title

Of the job advertisements analysed, 1,864 adverts had project management in the title of the advert (35%). This has been fairly consistent with 2000, where 2,010 adverts had project management in the title (35.7%).

Figure 1: Position title





Project Management Qualifications/Experience

Project qualifications were requested in 45 adverts. This requirement for project management qualifications has more than doubled from 2000 survey (22 adverts).

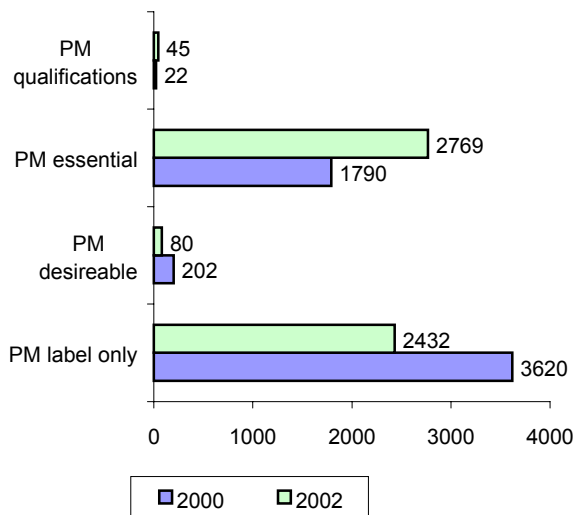
Just over half of the adverts stated project management experience essential (52% or 2,769 advertisements). This is an increase of 55% from the 2000 survey (see Figure 2).

Only 80 advertisements (1.5%) had stated that project management is desirable. This is a reduction of 60% from the 2000 survey.

45.7% of the adverts had project management as a label only. The number of adverts that use PM as a label only has decreased by 33% from 2000 study.

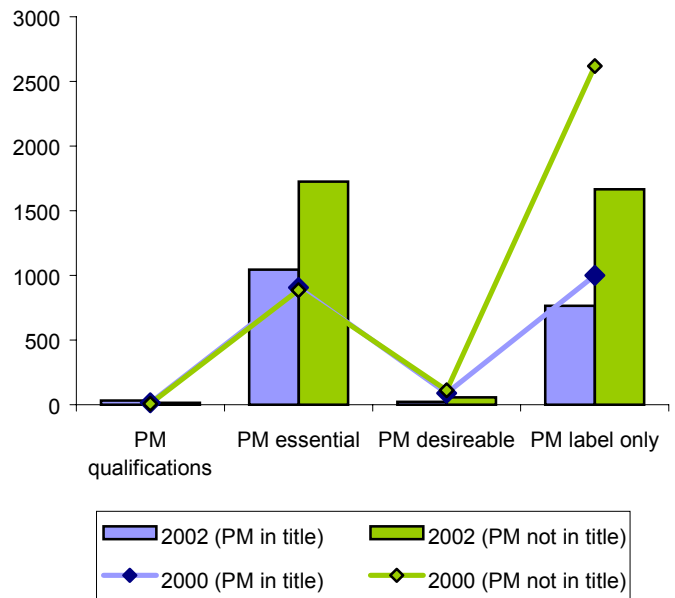
These results demonstrate that employers are recognizing the need for project management experience, and state this experience as essential rather than desirable or used as a label only.

Figure 2: Position requirements



As shown in Figure 3, the adverts without project management in the title, demonstrates a significant increase in advertisements where PM experience is essential. There is also a reduction in PM used as a label only in the advertisements, for both positions where it is in the title or not in the title. See Appendix 1 for more details.

Figure 3: Position requirement by Position title



Salary Level

The majority of job advertisements did not state a salary (67.3%). The largest advertised salary range was \$40,001 - \$80,000 in 22.9% of the adverts. This was followed by 4.4% of the adverts in the \$80,001-\$120,000 salary range.

Table 1: Salary Range

Advertised Salary Level	Count	% of Adverts
\$0 - \$40,000	174	3.3%
\$40,001-\$80,000	1220	22.9%
\$80,001-\$120,000	236	4.4%
\$120,001-\$160,000	57	1.1%
\$160,001+	57	1.1%
Not stated	3582	67.3%

Comparing the 2002 and 2000 survey, there is a small increase in positions advertised in \$40,001-\$80,000 salary range (137 adverts).

Decrease of 51% occurred in adverts in the \$80,001-\$120,000 salary range. A decrease of 206 job adverts also occurred in the \$120,001-\$160,000 salary range, as shown in Figure 4.



Figure 4: Salary by Year

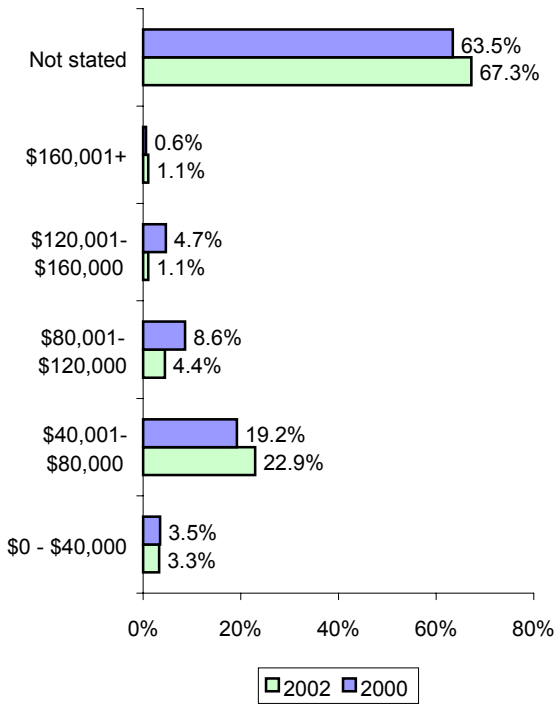


Figure 5: Salary by Position requirement by Year

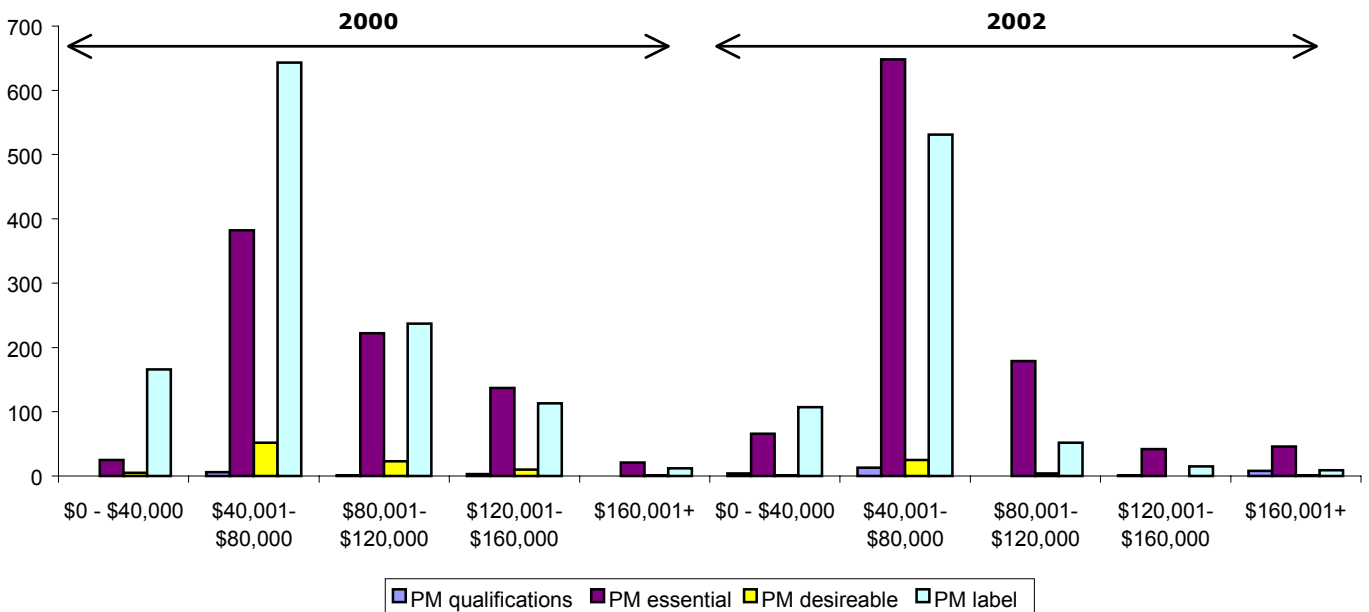
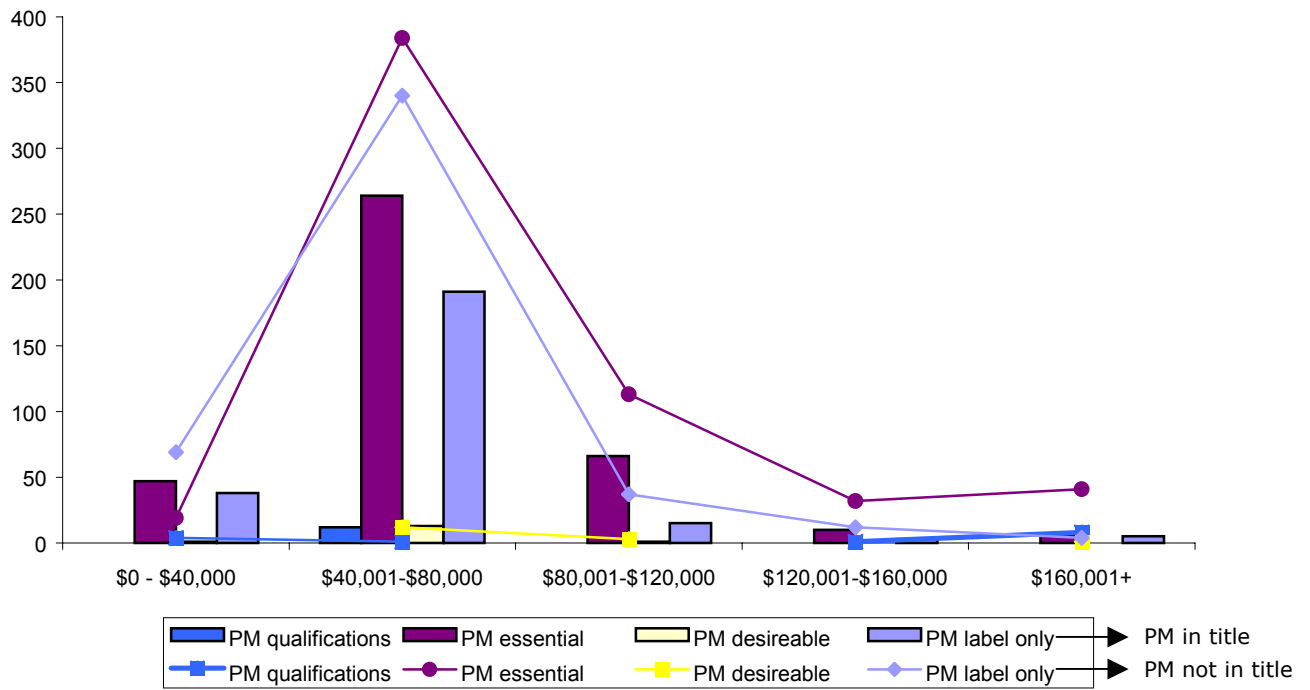


Figure 5 demonstrates the position requirements of the job adverts which stated a salary. As mentioned earlier, only 32.9% of the adverts had salaries mentioned (which are shown above). The position requirements mentioned most often in the \$40,001-\$80,000 range was where 'project management experience essential' (12.2%) followed by 'project management used as a label' (10%).



Figure 6: Salary by Position requirement by title (2002)



The figure above shows that there is not a significant difference between job advertisements with project management in the position title and the salary offered.



Appendices

Appendix 1: Position Qualifications/experience & Position title

Position Qualifications/experience & Position title	2000 Count	%	2002 Count	%
POSITION TITLE (COMBINED)				
PM qualifications	22	0.4%	45	0.8%
PM essential	1790	31.8%	2769	52.0%
PM desirable	202	3.6%	80	1.5%
PM label only	3620	64.3%	2432	45.7%
TOTAL	5634		5326	
PM IN TITLE				
PM qualifications	14	0.7%	31	1.7%
PM essential	905	45.0%	1044	56.0%
PM desirable	90	4.5%	23	1.2%
PM label only	1001	49.8%	766	41.1%
TOTAL	2010		1864	
PM NOT IN TITLE				
PM qualifications	8	0.2%	14	0.4%
PM essential	885	24.4%	1725	49.8%
PM desirable	112	3.1%	57	1.6%
PM label only	2619	72.3%	1666	48.1%
TOTAL	3624		3462	



Appendix 2: Salary by Position Title by Position requirements

Salary	PM qualifications	PM essential	PM desirable	PM label	Count	%
TOTAL POSITIONS						
\$0 - \$40,000	4	66	1	107	178	3.3%
\$40,001-\$80,000	13	648	25	531	1217	22.9%
\$80,001-\$120,000	0	179	4	52	235	4.4%
\$120,001-\$160,000	1	42	0	15	58	1.1%
\$160,001+	8	46	1	9	64	1.2%
Not stated	19	1788	49	1718	3574	67.1%
Count	45	2769	80	2432	5326	
PM IN TITLE						
\$0 - \$40,000		47	1	38	86	4.6%
\$40,001-\$80,000	12	264	13	191	480	25.8%
\$80,001-\$120,000		66	1	15	82	4.4%
\$120,001-\$160,000		10		3	13	0.7%
\$160,001+		5		5	10	0.5%
Not stated	19	652	8	514	1193	64.0%
Count	31	1044	23	766	1864	
PM NOT IN TITLE						
\$0 - \$40,000	4	19		69	92	2.7%
\$40,001-\$80,000	1	384	12	340	737	21.3%
\$80,001-\$120,000		113	3	37	153	4.4%
\$120,001-\$160,000	1	32		12	45	1.3%
\$160,001+	8	41	1	4	54	1.6%
Not stated		1136	41	1204	2381	68.8%
Count	14	1725	57	1666	3462	