



At Energi People, we are passionate about connecting exceptional talent with innovative companies within the Built Environment. For over 20 years, our mission has been simple: to help our clients stay at the forefront of their field by finding the right candidates who can help drive their business forward. For us, recruitment is not just about filling positions - it's about building long-term partnerships with both our clients and candidates.

As professionals, we understand the importance of finding the perfect match for each project, and we take a consultative and personalized approach to ensure that both our clients and candidates achieve their goals. Our experienced recruiters are dedicated to finding the best talent in the market, and our extensive network and innovative recruitment strategies enable us to do so.

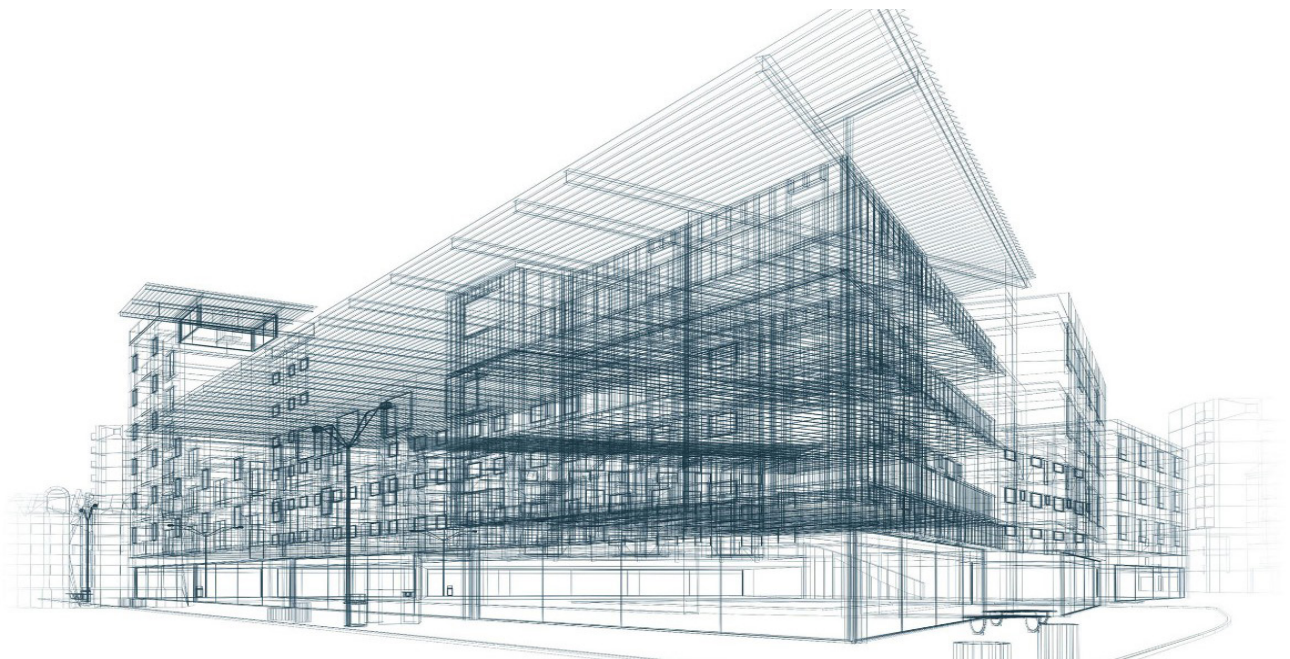
Our focus is on building lasting relationships, not just making sales. Partnering with us means gaining a competitive advantage and winning new business - but more than that, it means joining a passionate and dedicated community that is committed to driving progress and innovation.

Design Consult

In March, Energi People conducted a survey amongst a number of design professionals on our database and asked them a few questions about the UK design market from their perspective. The questions we asked were as follows:

- Name the top 5 design consultancies in order of choice of employer?
- Thinking of the above - who would you rate in order of reputation?
- List in order of how you perceive they remunerate their staff in the current market? (Salary and Benefits)
- List in order of how well you think they look after their employees?
- List in order of which consultancy you most associate with Data Centre projects?
- What is the biggest factor that makes an employer attractive?
- What would be the biggest reason for you to move/change roles?
- How important is the offering of wellbeing with a company?

The email was sent to 987 professionals and the following is a summary of the data we received.



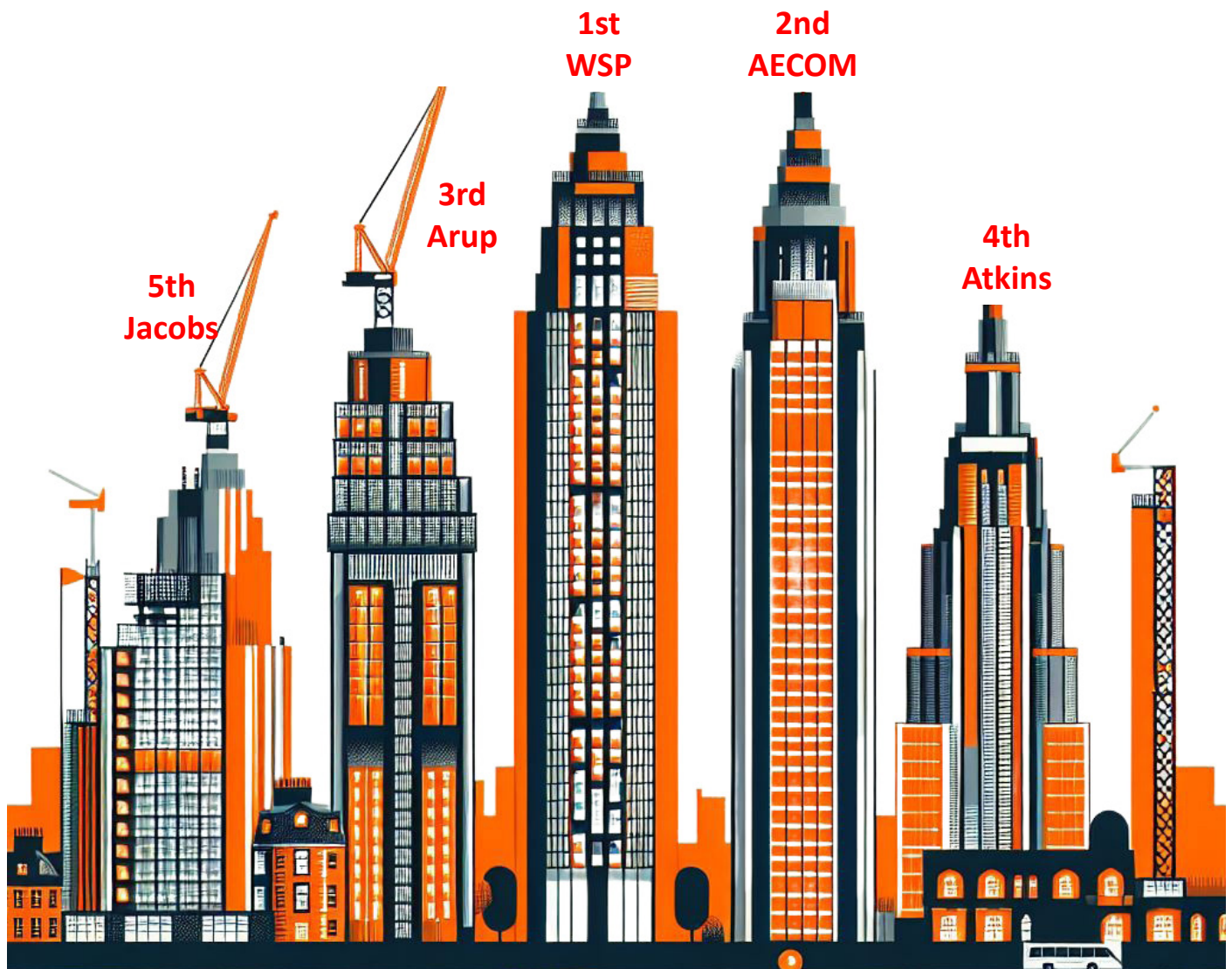
We asked our professionals to name the top 5 consultancies in order of choice of employer? This is how they voted.



The top 10 looks like this:

- | | |
|-----------------------------|------------------------|
| 1. WSP - 22% | 6. Buro Happold - 8% |
| 2. AECOM - 14% | 7. Cundall - 8% |
| 3. Arup - 10% | 8. Hoare Lea - 5% |
| 4. Atkins - 13% | 9. Mott MacDonald - 5% |
| 5. Jacobs Engineering - 11% | 10. Baker Hicks- 4% |

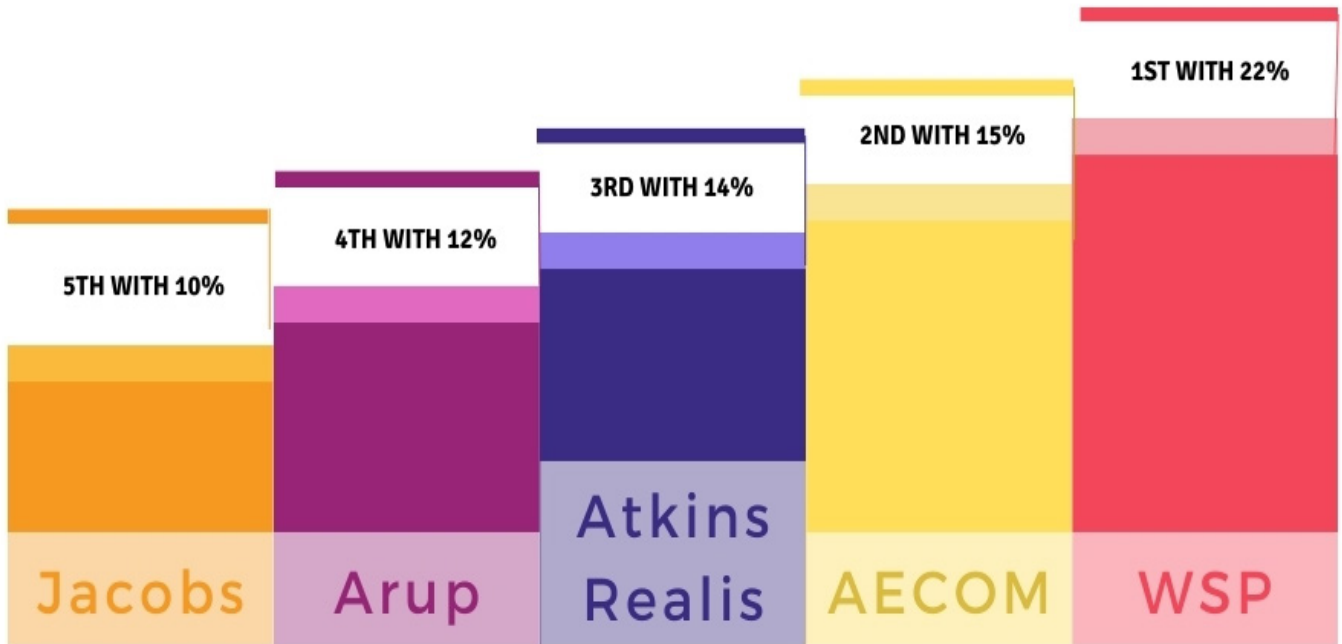
Thinking of the top consultancies, we asked our professionals who they would rate in order of their reputation in the current market?



The top 10 looks like this:

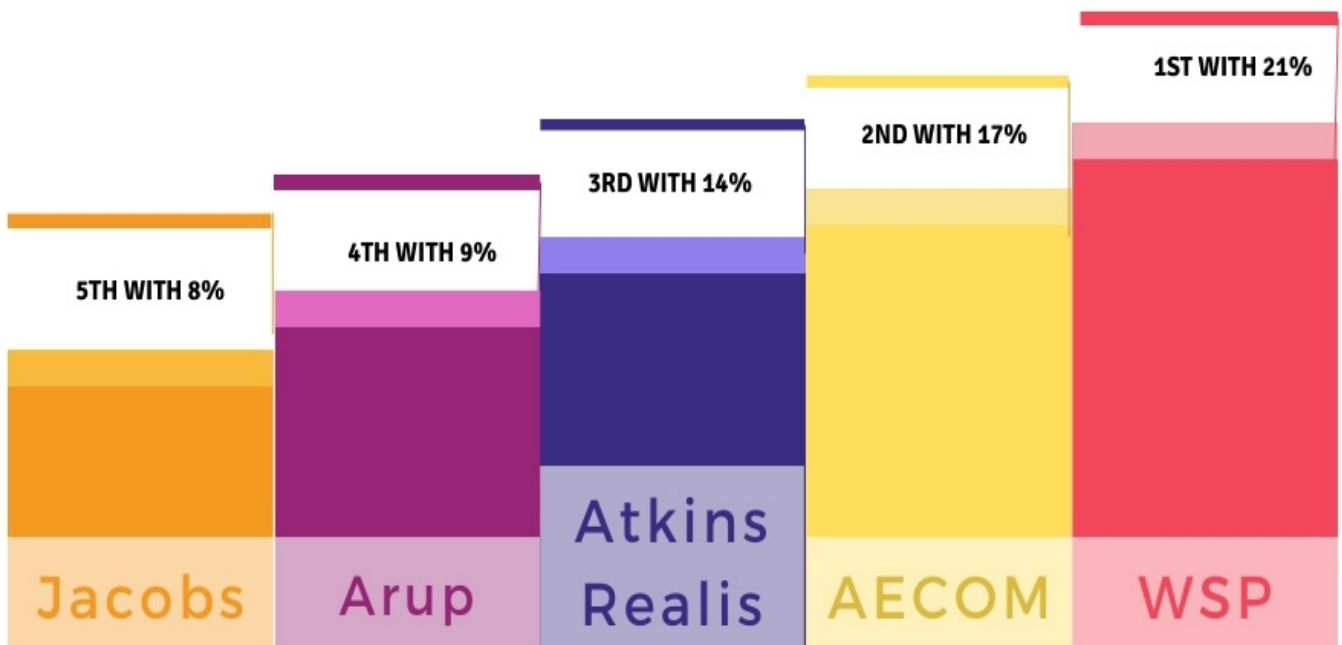
1. WSP - 20%
2. AECOM - 15%
3. Arup - 14%
4. Atkins - 13%
5. Jacobs Engineering - 10%
6. Buro Happold - 8%
7. Cundall - 6%
8. Hoare Lea - 5%
9. Mott MacDonald - 5%
10. Baker Hicks - 4%

We asked our professionals, which consultants did they perceive to remunerate their staff well - both salary and benefits wise.



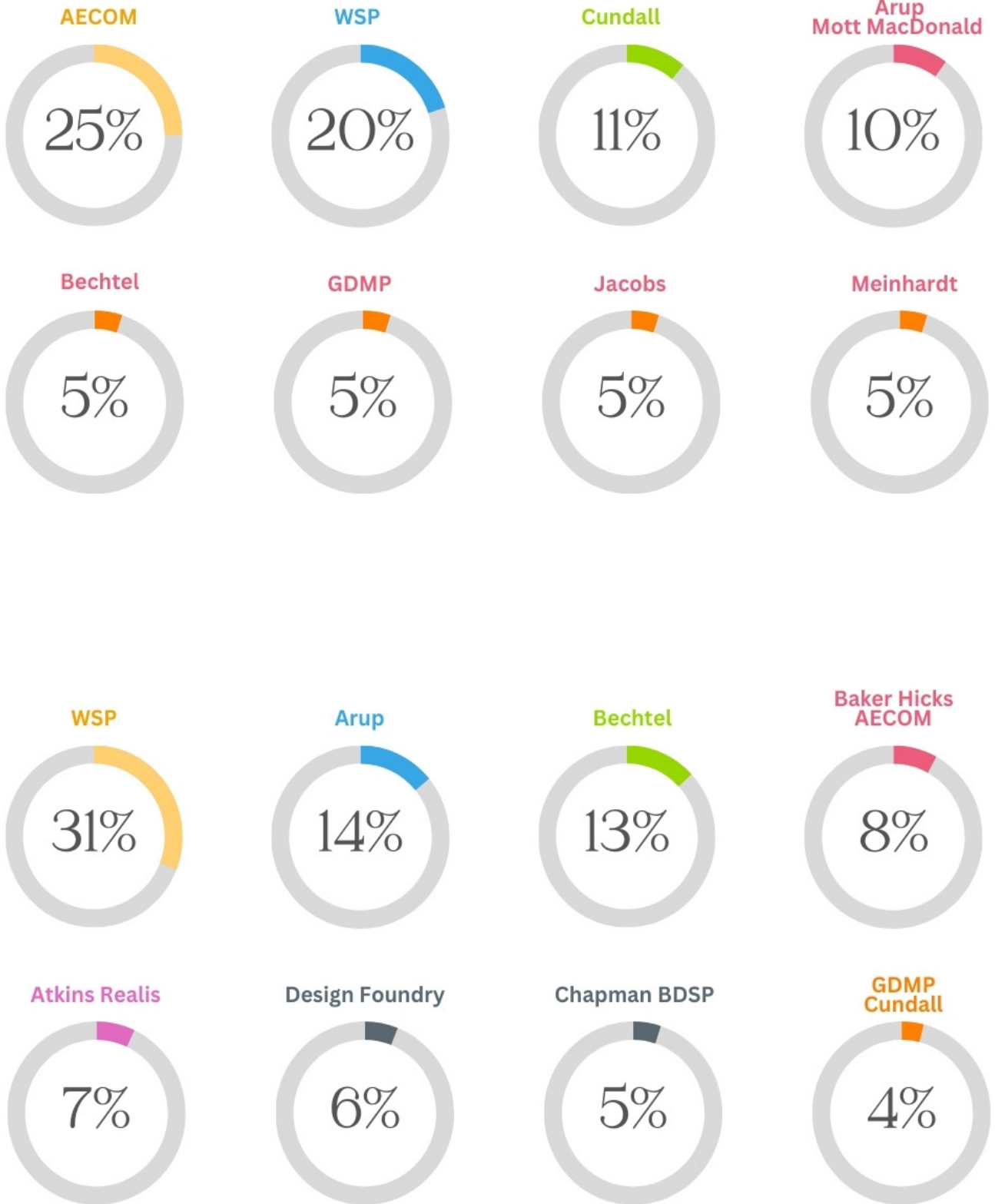
1. WSP - 22%
2. AECOM - 15%
3. Atkins Realis - 14%
4. Arup - 12%
5. Jacobs - 10%
6. Buro Happold - 7%
7. Cundall - 6%
8. Hoare Lea - 5%
9. Mott MacDonald - 5%
10. Baker Hicks - 4%

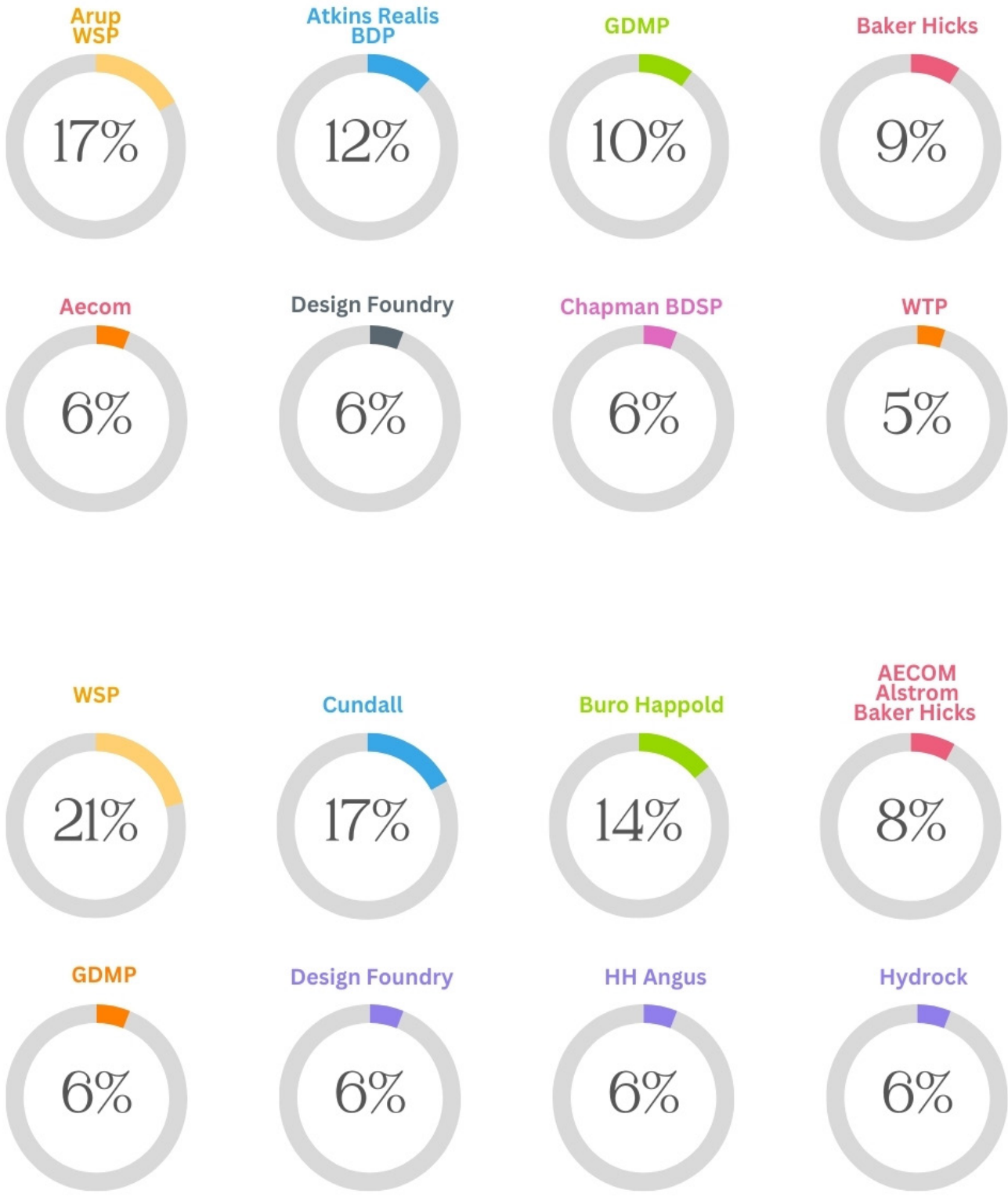
We also asked our professionals who did they perceive looked after their staff? (Wellbeing)



1. WSP - 21%
2. AECOM - 17%
3. Atkins Realis - 14%
4. Arup - 9%
5. Jacobs - 8%
6. Buro Happold - 7%
7. Cundall - 7%
8. Hoare Lea - 7%
9. Mott MacDonald - 5%
10. Baker Hicks - 5%

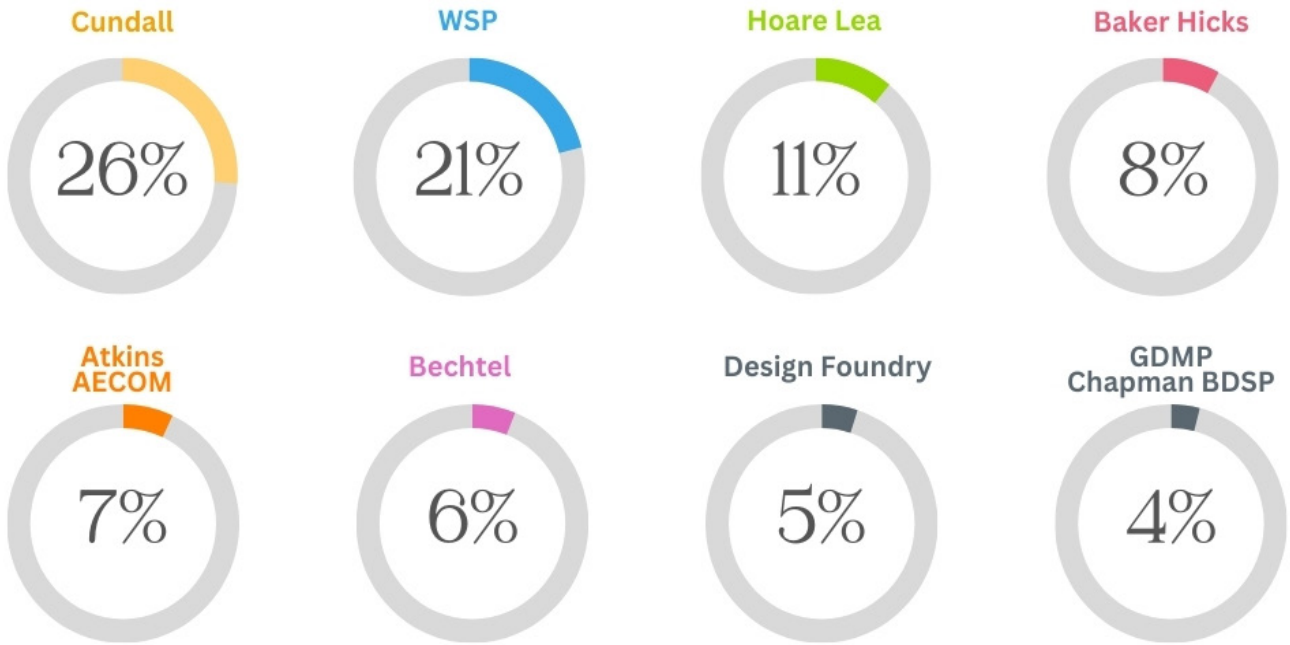
What is the biggest factor that makes an employer attractive? Thinking of the top consultancies, these were the professionals perceptions based on selected criteria:





As staff wellbeing and work-life balance have increased in priority for candidates, companies have a prime opportunity to attract and retain top talent by embedding these values into their corporate culture and policies. Organisations should focus on creating a supportive work environment that fosters mental and physical health, offers flexible working arrangements, and encourages regular breaks/holidays to recharge. Additionally, implementing programmes such as wellness initiatives, and family-friendly policies can significantly enhance employee satisfaction and loyalty.

By openly promoting these benefits and making them a core part of the employer brand, companies can distinguish themselves in the competitive job market as employers of choice who genuinely care about their employees' overall well-being and work-life harmony.



We have all heard “Its a candidate short market”, “Its a Skills Short Market”, “We can’t find good candidates”. So what would make someone want to make that move?

We asked our professionals about their reasons, a better salary, benefits and work-life balance, care about their staff well-being, the culture and reputation of the consultancy and the projects they work on with the career development on offer. We asked them to rank them in order of importance. This is what they had to say....



- 50% said a better salary was very important
- 37% said it was Important
- 10% said it was somewhat important
- 3% said it was not important at all

Very Important



Important



Somewhat Important



Not Important



- 60% agreed this was very important
- 23% agreed it was Important

- 17% agreed it was somewhat important
- 0% said it was not important at all

Very Important



Important



Somewhat Important



Not Important



- 47% said staff wellbeing was very important
- 43% said it was Important

- 10% said it was somewhat important
- 0% said it was not important at all

Very Important



Important



Somewhat Important

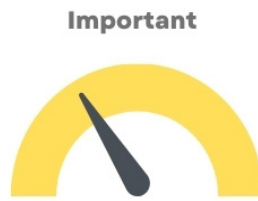


Not Important



- 41% agreed this was very important
- 31% agreed it was Important

- 28% agreed it was somewhat important
- 0% agreed it was not important at all



- 44% said this was very important
- 33% said it was Important

- 20% said it was somewhat important
- 3% said it was not important at all



01 WSP
19% of the votes

02 Atkins Realis
With 17% of the votes

03 Cundall
With 12% of the votes

04 AECOM
With 10% of the votes

05 Arup
With 8% of the votes

The top 10 looks like this:

1. WSP - 19%
2. Atkins - 17%
3. Cundall - 12%
4. Aecom - 10%
5. Arup - 8%
6. Buro Happold - 8%
7. Hoare Lea - 7%
8. Jacobs - 7%
9. Baker Hicks - 6%
10. Meinhardt - 6%

The UK Design Market Perception survey paints a picture of a competitive landscape where reputation, employee satisfaction, and strategic opportunities play pivotal roles in shaping the industry's future. For design consultancies operating in this market, understanding these factors and how they influence perceptions can be critical in securing a competitive edge.

Consultancies that are able to distinguish themselves through exceptional projects, robust career paths, and strong company cultures are more likely to attract and retain top talent.



Graham Simonds

Graham is an Associate Director at Energi People and has been recruiting in the M&E consultancy market both nationally and internationally for 30 years! His experience comprises all levels from graduates up to MD/CEO level. Graham's responsibilities include being a part of the building services design team at Energi People, covering the UK building services consultancy roles.

His experience and knowledge across the industry means he works with high calibre candidates across the UK placing them in consultancies, contractors and technical companies from SME's to large global businesses.



Dominic Horne

Dominic has a very unique background for a recruitment consultant, as he is an engineer himself! Dominic achieved his HND in Building Services from LSBU. Over a 7 year period he gained experience as an engineering apprentice and applications engineer at Daikin, a Trainee Project Engineer at MJL and 2 years of experience as a Junior Mechanical Design Engineer at 2 engineering consultancies before joining the dark side of recruitment!

Dom has proven himself to be an absolute asset to our team and wider business given his deep understanding and hands on experience as an engineer. He gains a huge amount of buy-in from clients' and candidates given his own experience and thorough technical understanding of clients' needs and candidates strengths and areas of development. He's also helped train our consultants to give them a practical understanding of building services engineering.



Bringing **technical** people together