



Engineering Salary Report 2025

Real Salaries. Real Data. A Clearer View of the Engineering Workforce.

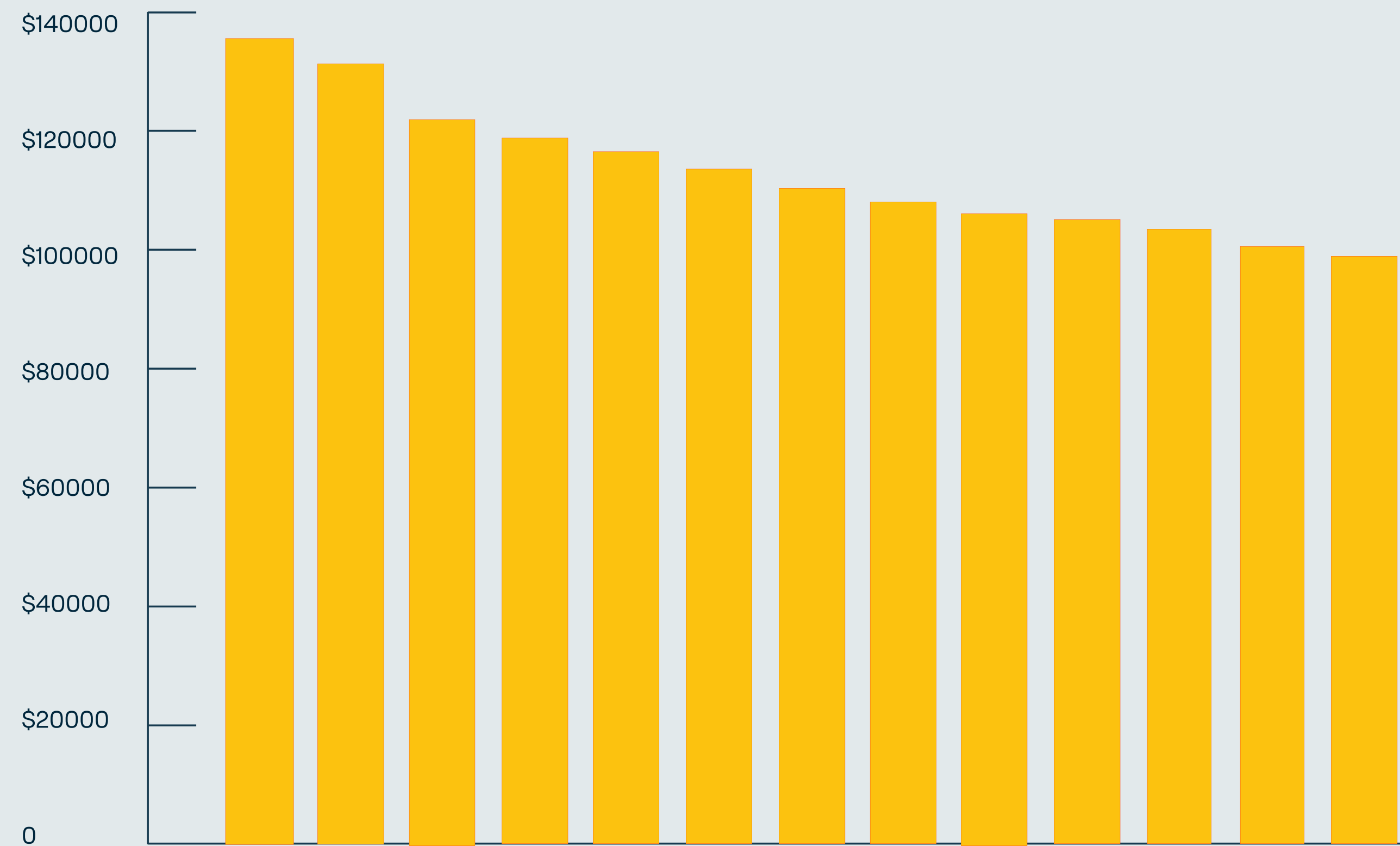


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BQE CORE Customer:

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Salary Insights to Build a Stronger Engineering Profession

In an industry where talent is your greatest asset, understanding compensation trends is critical. This report delivers a clear, data-backed view of salaries across U.S. engineering firms, drawn from anonymous, aggregated data in BQE CORE and trusted industry sources.

For firm leaders, these insights guide smarter staffing strategies, competitive offers, and stronger retention. For individuals, they empower career planning and confident salary negotiations. And for the industry at large, transparency helps set fair standards and build a more sustainable, competitive profession.

At BQE CORE, we believe better data leads to better business decisions. By sharing these anonymous insights, we aim to help firms and professionals not only understand today's pay landscape but also improve the outlook for tomorrow.

About the Data

This report aggregates compensation data from over 41,000 anonymized salary records in the Architecture and Engineering industry in the USA, covering the years 2013 to 2025. It blends firm-reported data from BQE CORE with self-reported entries from Archinect’s salary survey to provide a broad and balanced view of industry pay. All figures are adjusted to 2025 U.S. dollars using the Consumer Price Index (CPI) to enable meaningful comparisons over time.

The result is a reliable snapshot of salary trends across roles, regions, and experience levels. This report is built to help firms benchmark pay, support equity, and plan with confidence.

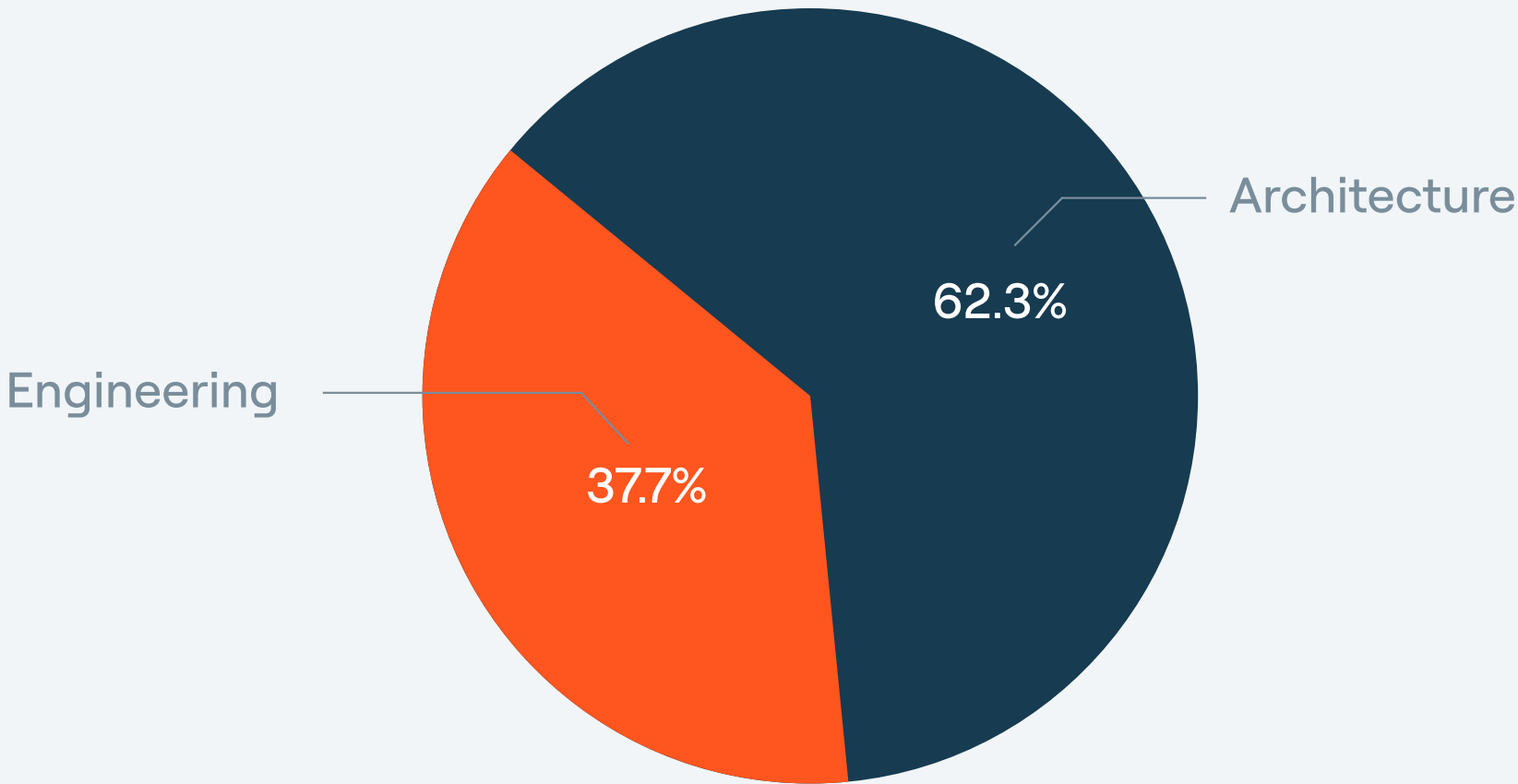
[Learn More About Data →](#)

This report and the salary visualization tool was created in collaboration with Desai Wang. Desai has a degree in architecture, is a designer and software developer with a passion for turning complex data into clear, engaging stories.

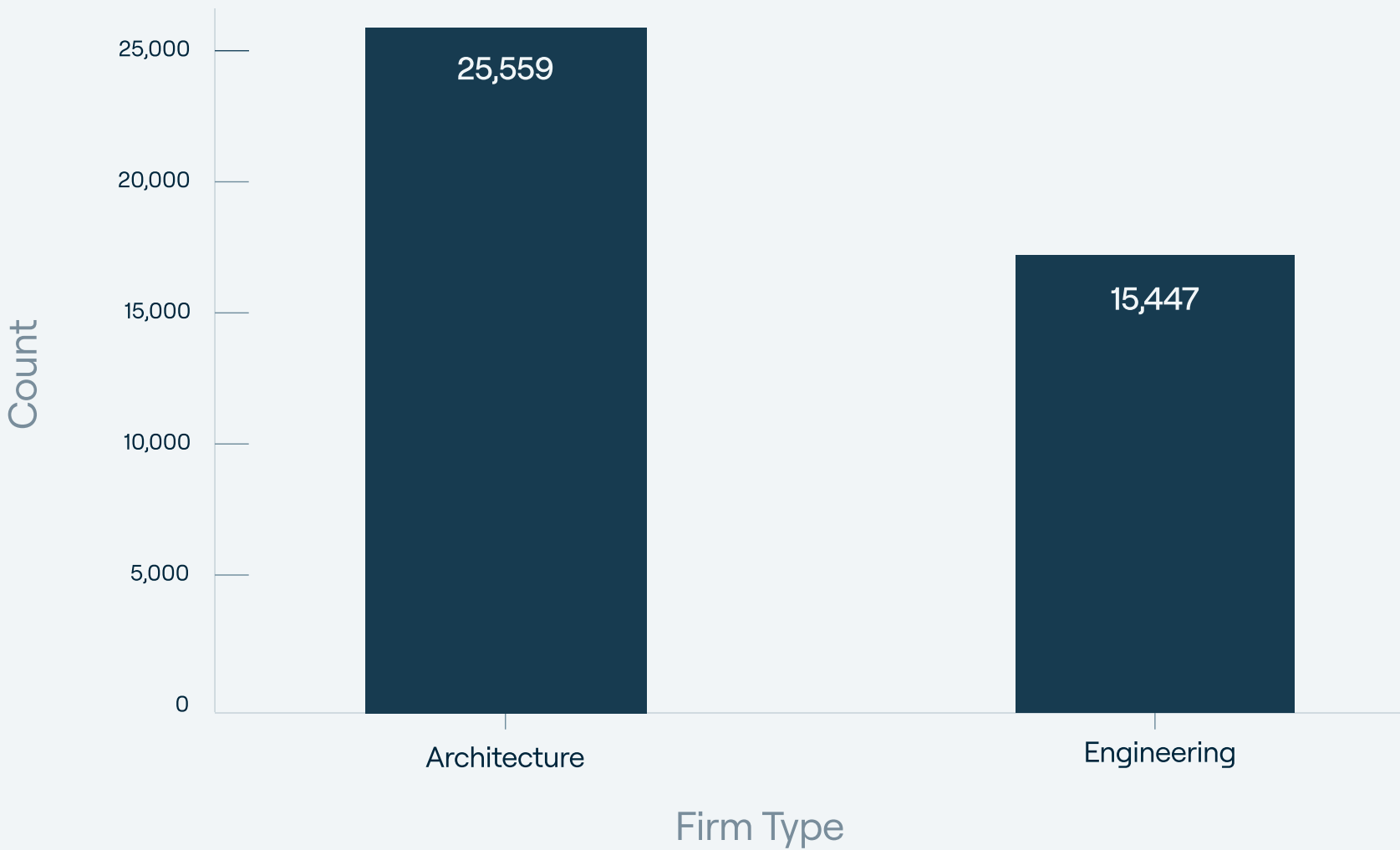
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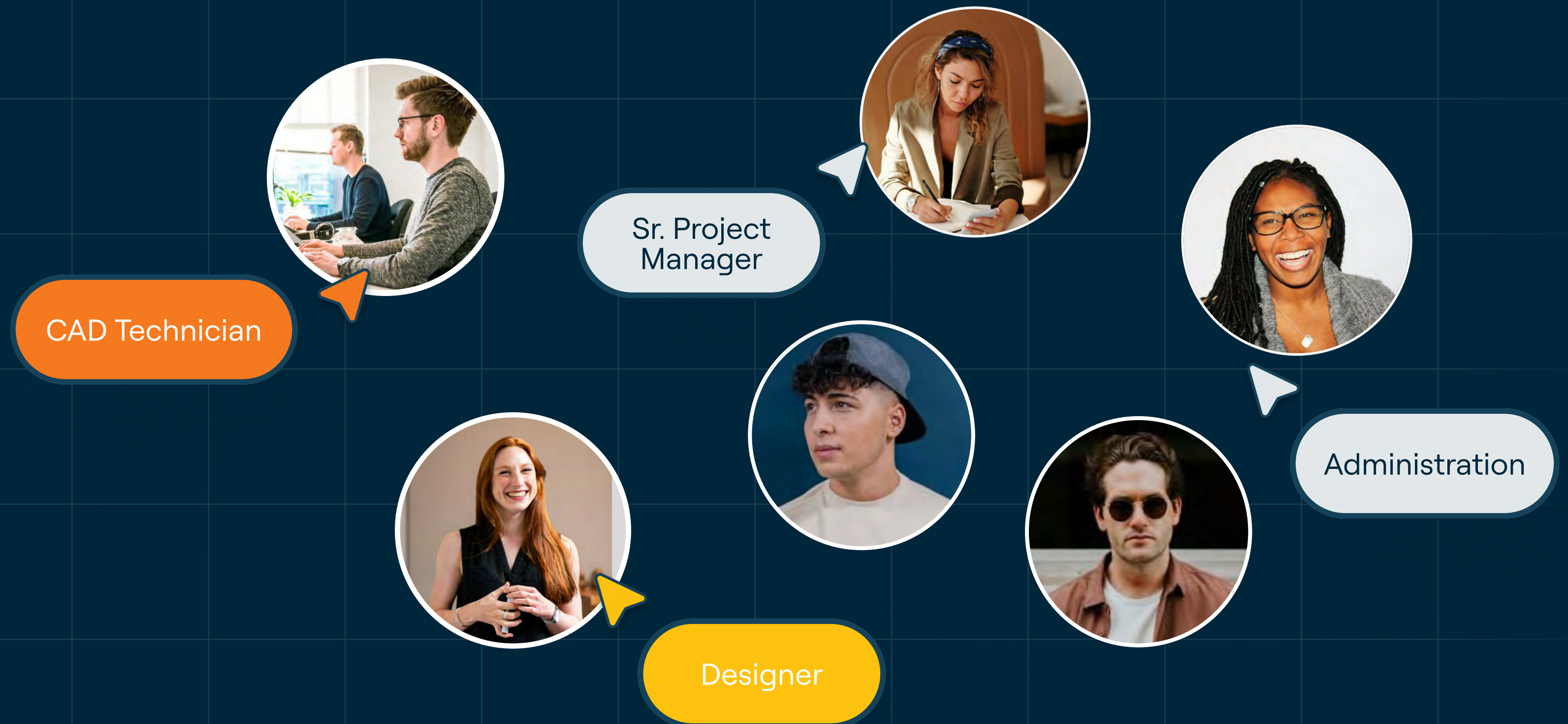
Firm Type Distribution (Unique Count Percentage)



Firm Type Distribution (Count)

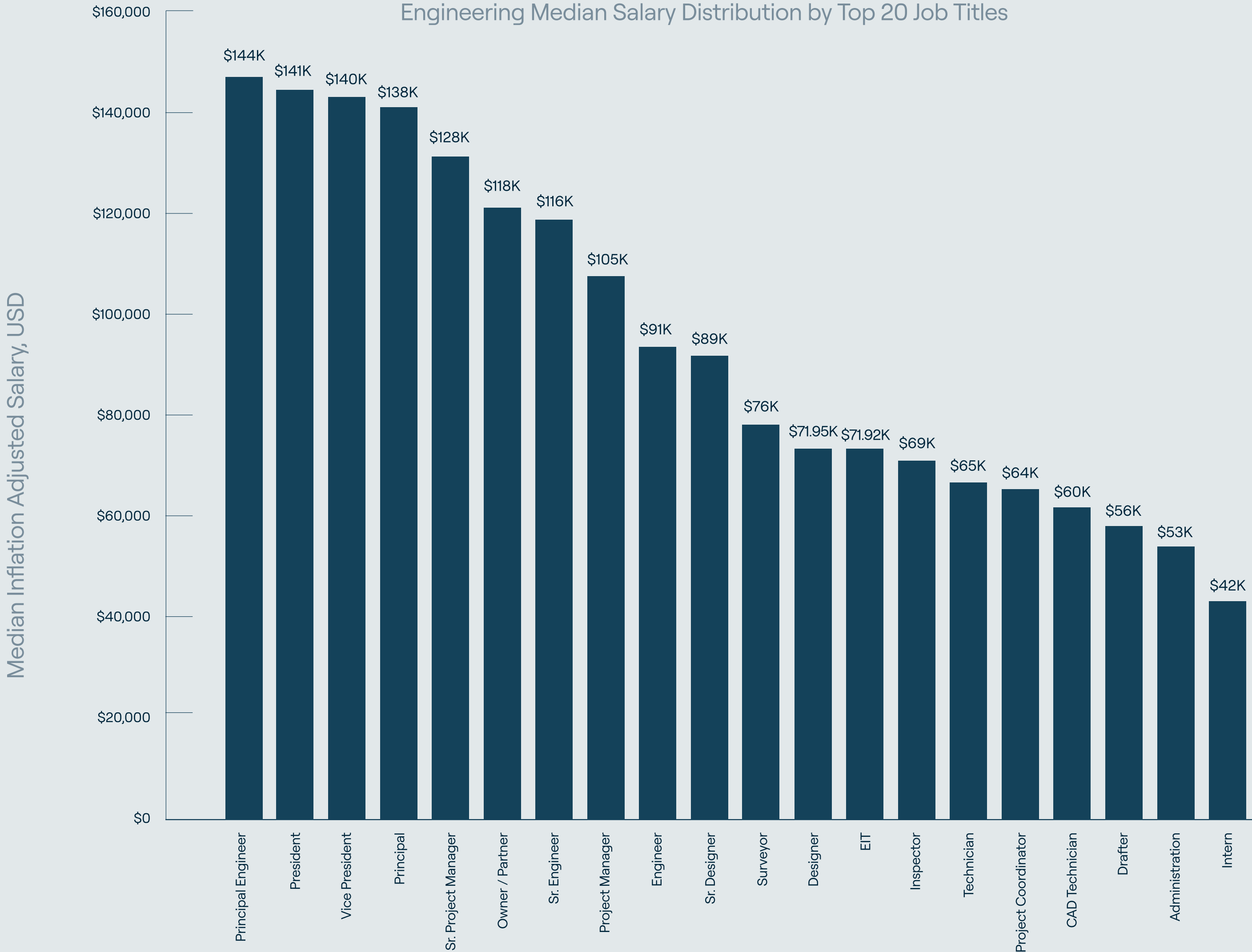


1. Salary Data By Role



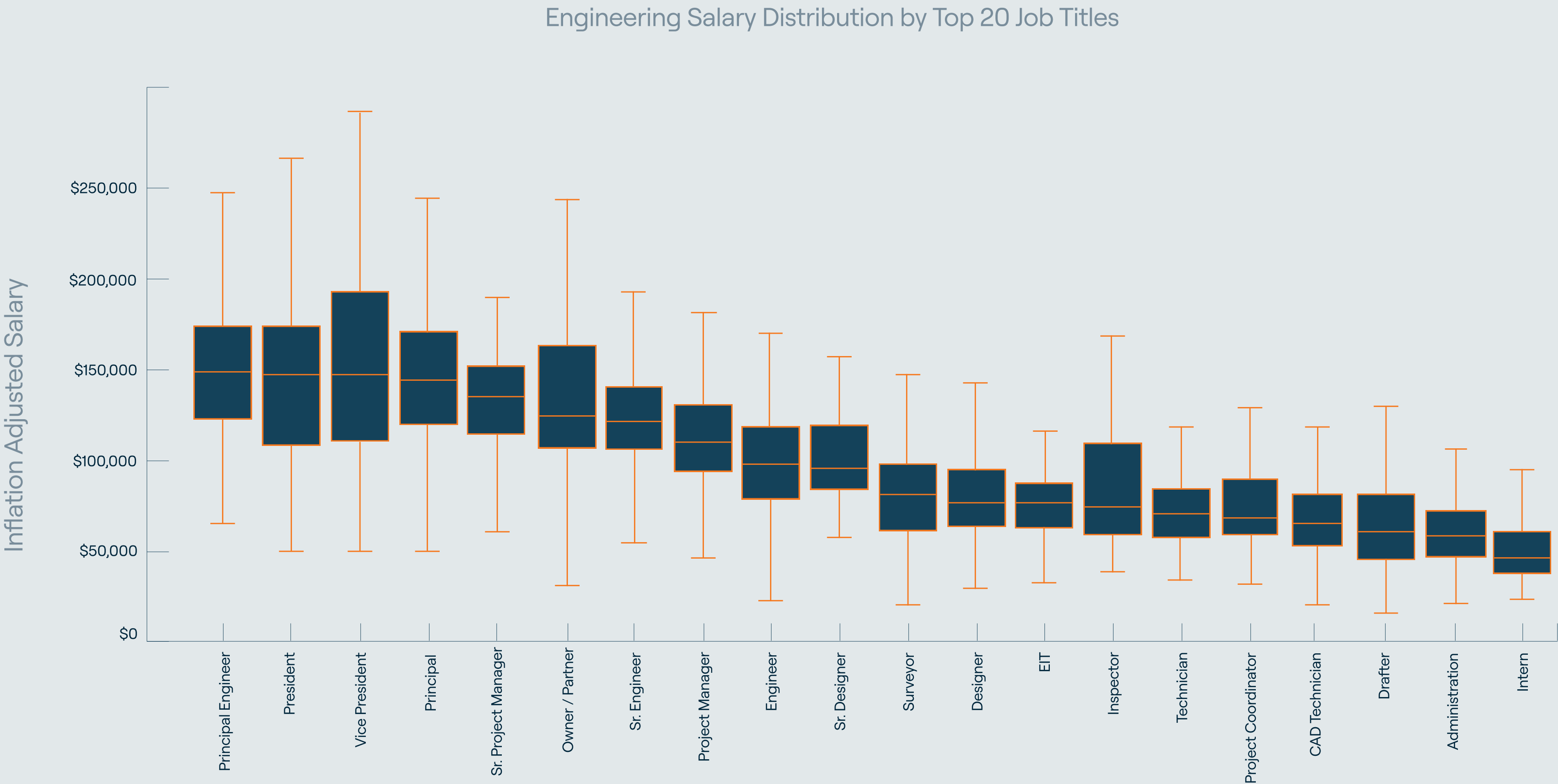
Engineering Median Salary by Top 20 Job Titles

This chart ranks the top 20 engineering job titles in our data set by median salary. The data reveals clear compensation stratification, with project managers and firm owners/principals earning significantly more than mid-level roles. Salaries really start to rise for those who attain licensure, and then go up steeply for leadership positions.

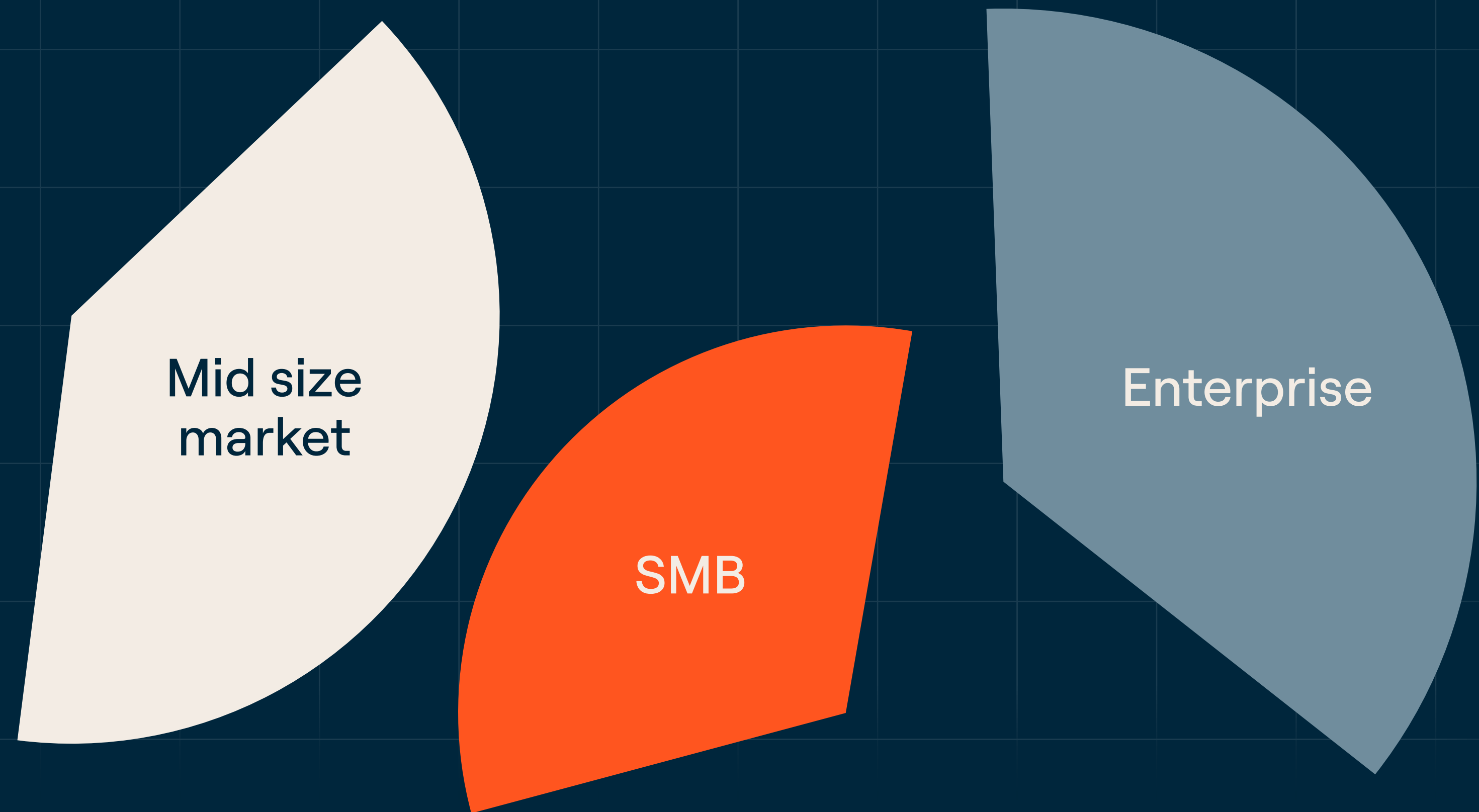


Engineering Salary Distribution by Top 20 Job Titles

This chart displays the full salary distribution for the top 20 engineering job titles, showing not just the median, but the spread between lower and upper earners. Distribution charts like this uncover pay variability within roles—highlighting how factors like experience level, region, and firm type influence compensation.



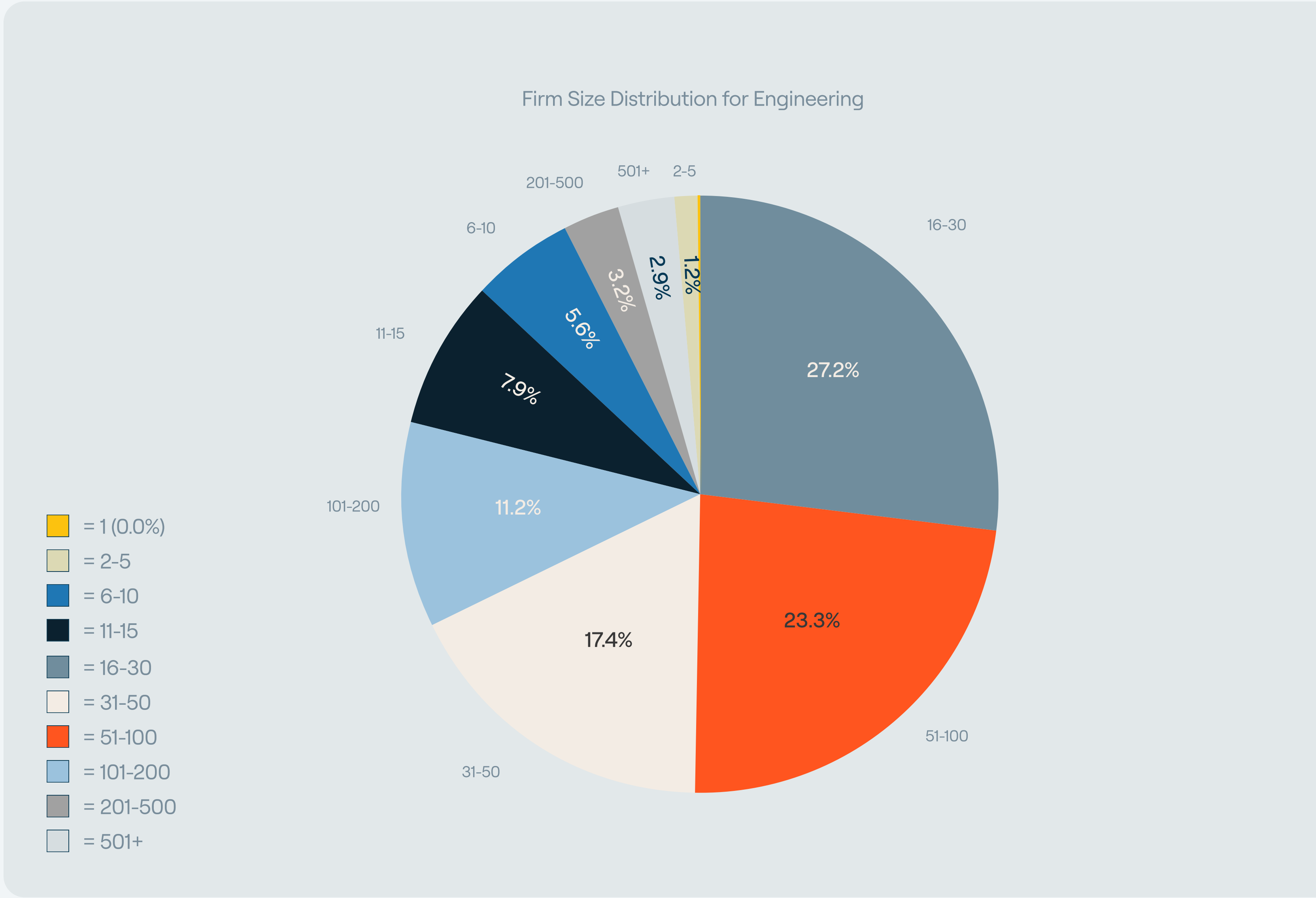
2. Salary Data By Firm Size



Engineering Median Salary by Firm Size in This Data Set

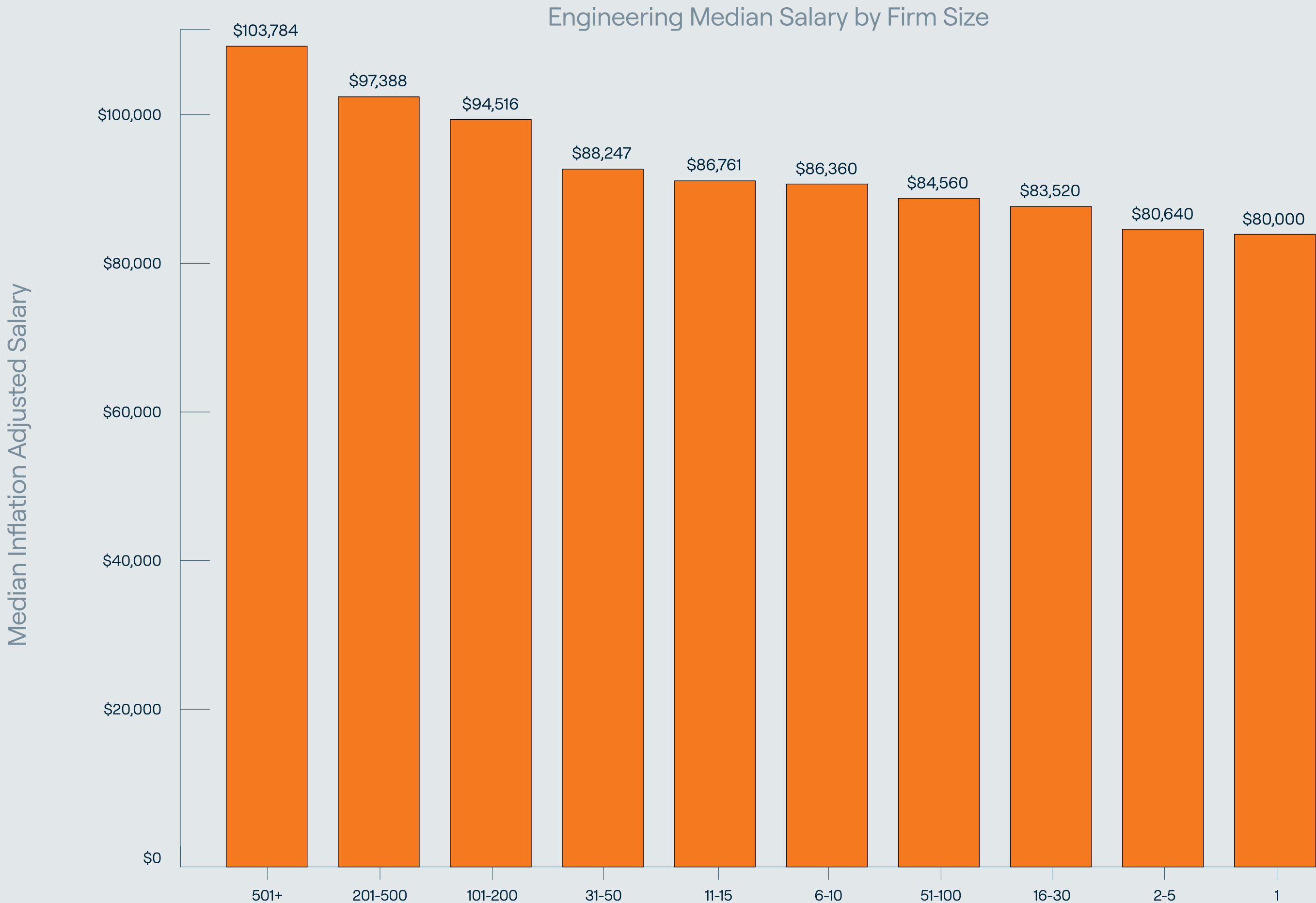
This chart shows the distribution of engineering salary records by firm size, offering insight into how the dataset is weighted across small, mid-sized, and large firms. The vast majority of records come from firms with more than 16 employees, meaning salary benchmarks are most reflective of compensation practices in established or growing firms.

Note: Because this dataset is pulled from users of firm management software, firms under 5 people are underrepresented. According to the Bureau of Labor Statistics, approximately 15% of engineers are self employed.



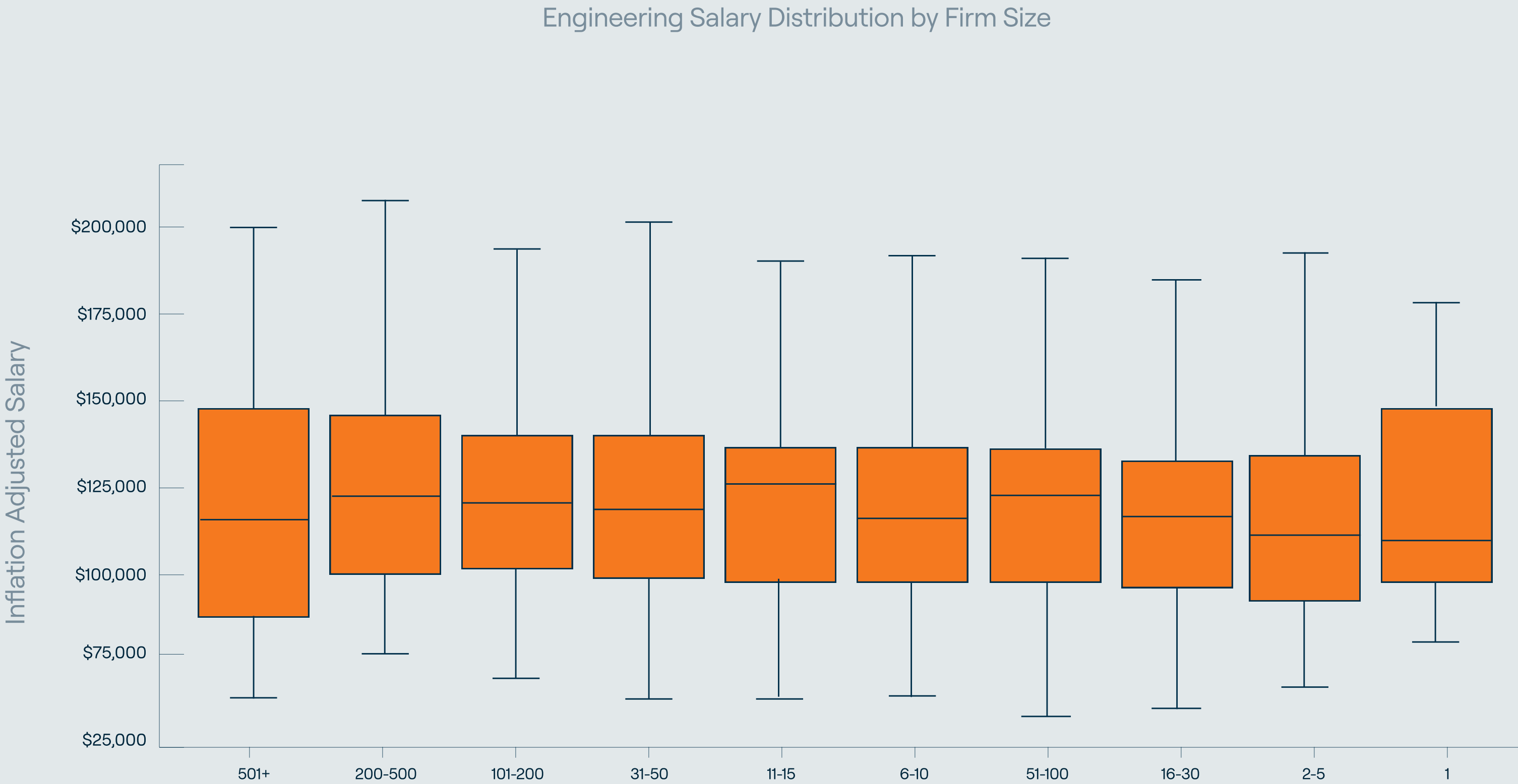
Engineering Median Salary by Firm Size

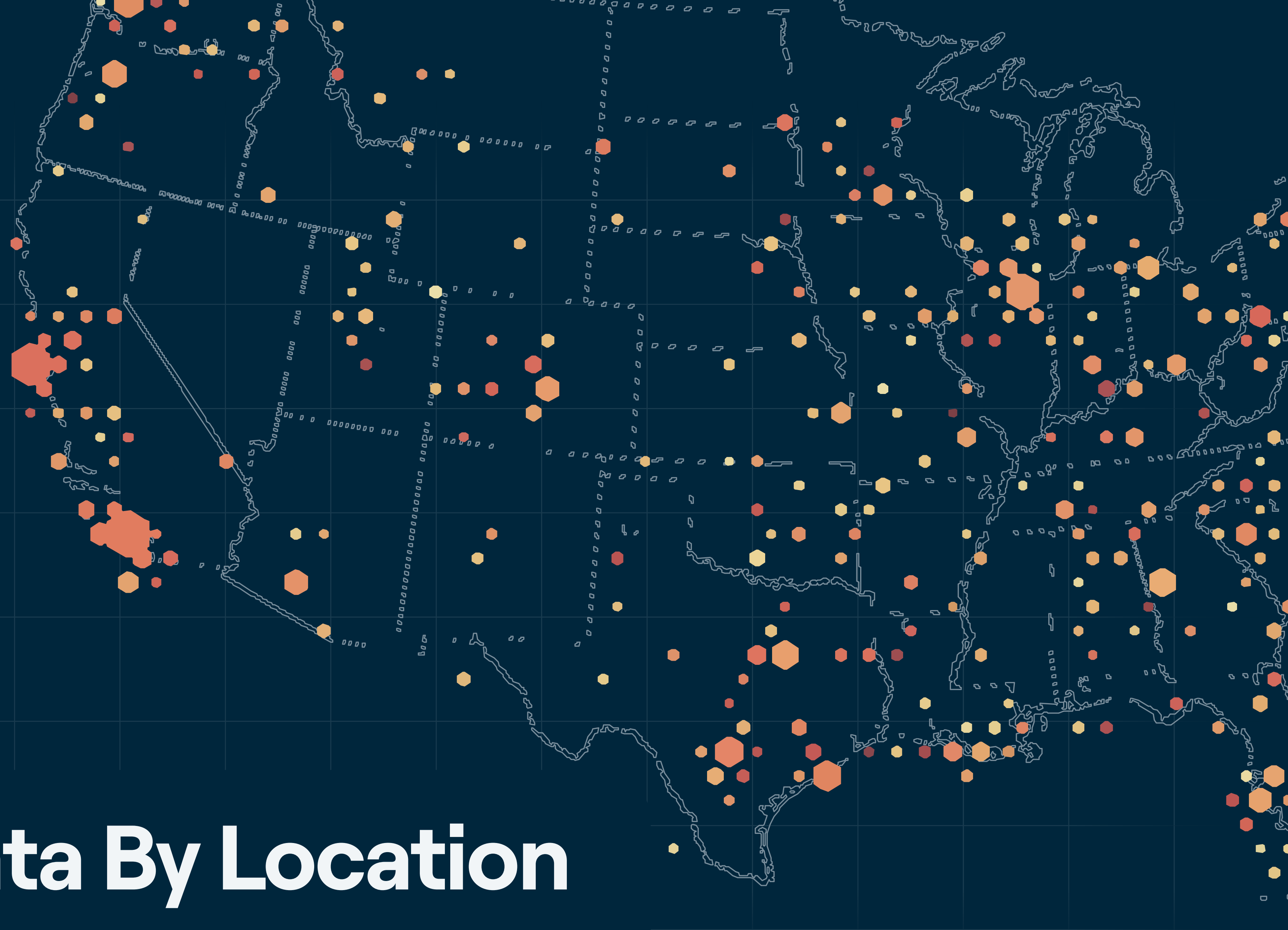
This chart shows how median engineering salaries vary by firm size, reflecting differences in organizational structure, project scale, and available resources. Larger firms tend to offer higher salaries, likely due to greater specialization, more defined career paths, and increased financial capacity. These benchmarks help firms assess how their compensation aligns with industry norms at similar scales.



Engineering Salary Distribution by Firm Size in This Data Set

This chart illustrates the range of engineering salaries across firms of different sizes, showing how compensation spreads shift as firms grow. While most firm sizes show similar distribution patterns, larger firms typically exhibit broader ranges, likely reflecting a wider mix of roles and seniority levels.



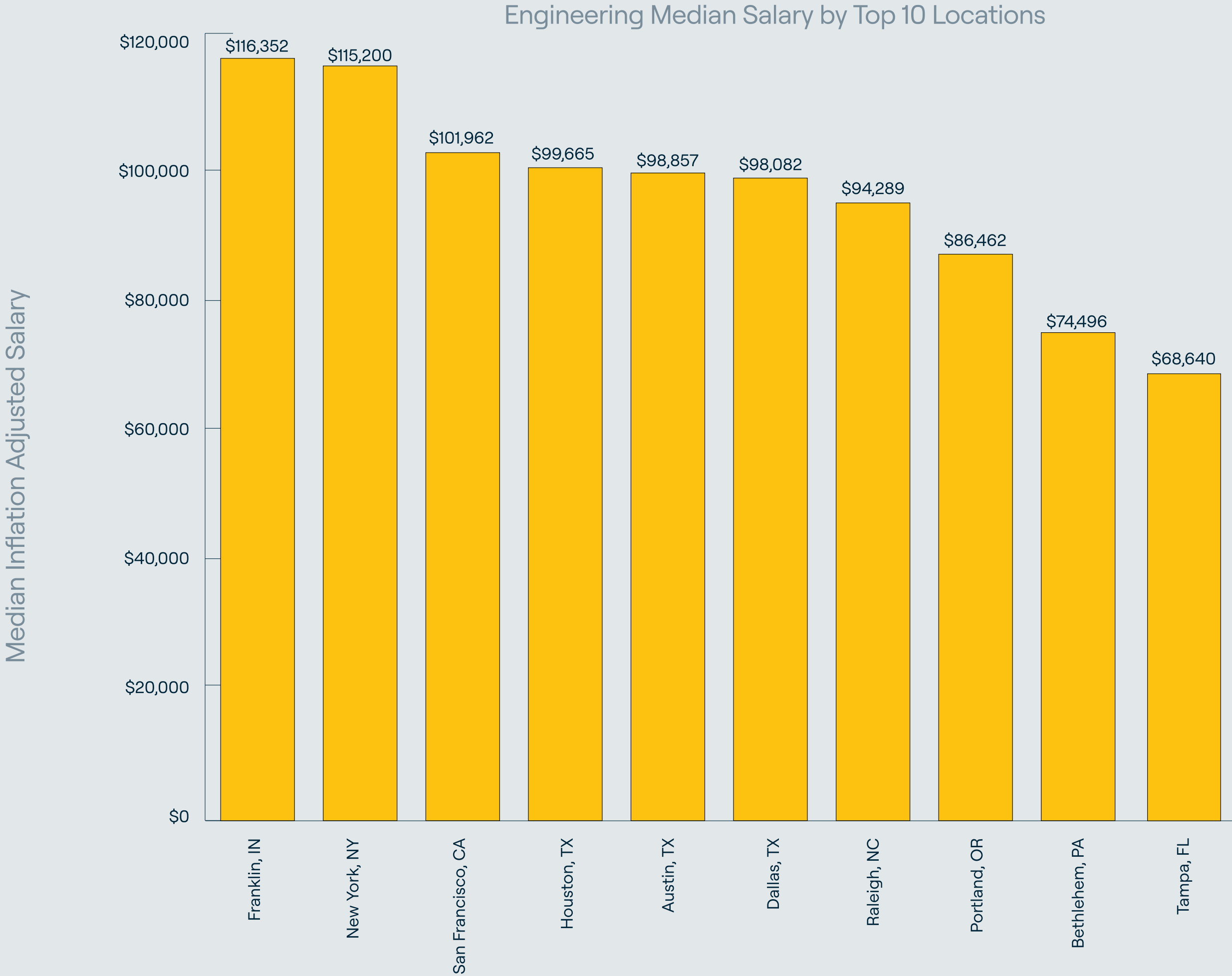


3. Salary Data By Location

Engineering Median Salary by Top 10 Locations

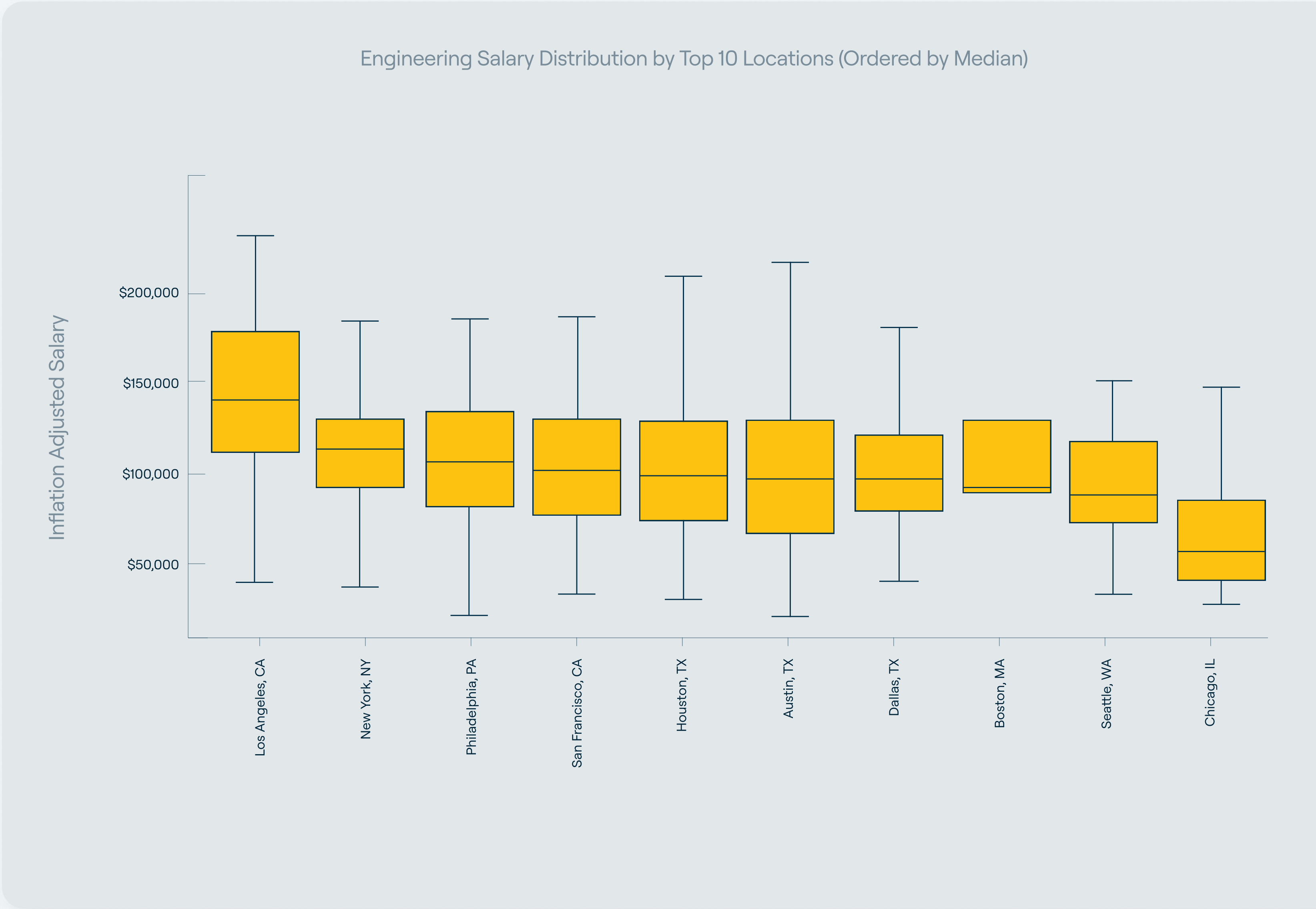
This chart highlights the top 10 locations with the highest median engineering salaries, reflecting regional differences in demand, cost of living, and firm scale. These geographic benchmarks help contextualize local compensation within broader industry trends.

Note: Franklin, IN appears on this list as an outlier. Its high median salary is likely the result of a small sample size and a few unusually high-paying roles that skew the data.



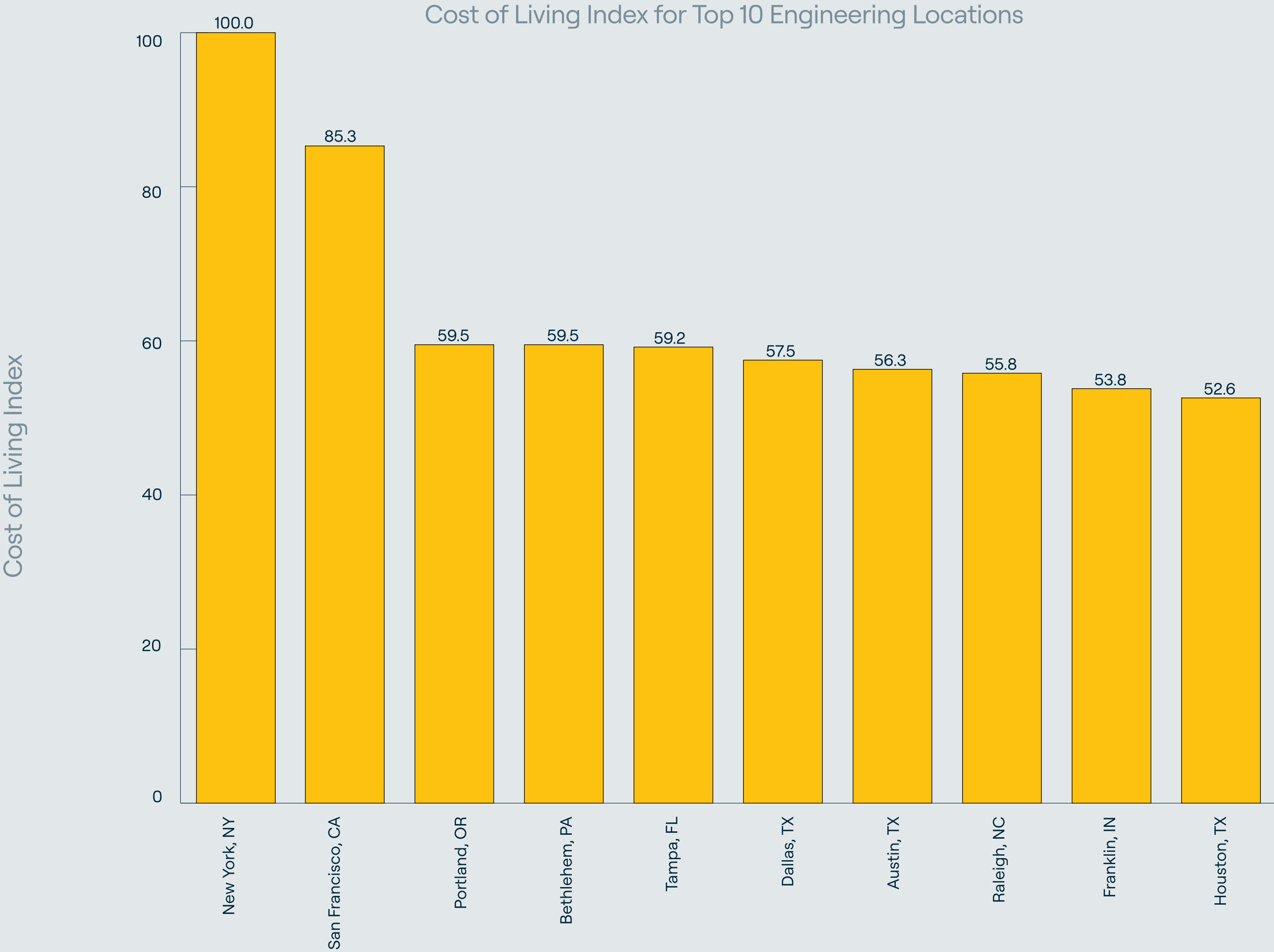
Engineering Salary Distribution by top 10 Locations

This chart reveals the full range of engineering salaries across the top 10 highest-paying locations. While median salaries offer a central reference point, distribution charts expose the variability within each region. For example, Chicago has a large percentage of lower paying roles pulling down the median. Austin shows the widest variation in salaries overall, While Los Angeles has some of the highest paying roles lifting the median, despite a having one of the widest ranges.



Cost of Living Index for Top 10 Engineering Locations

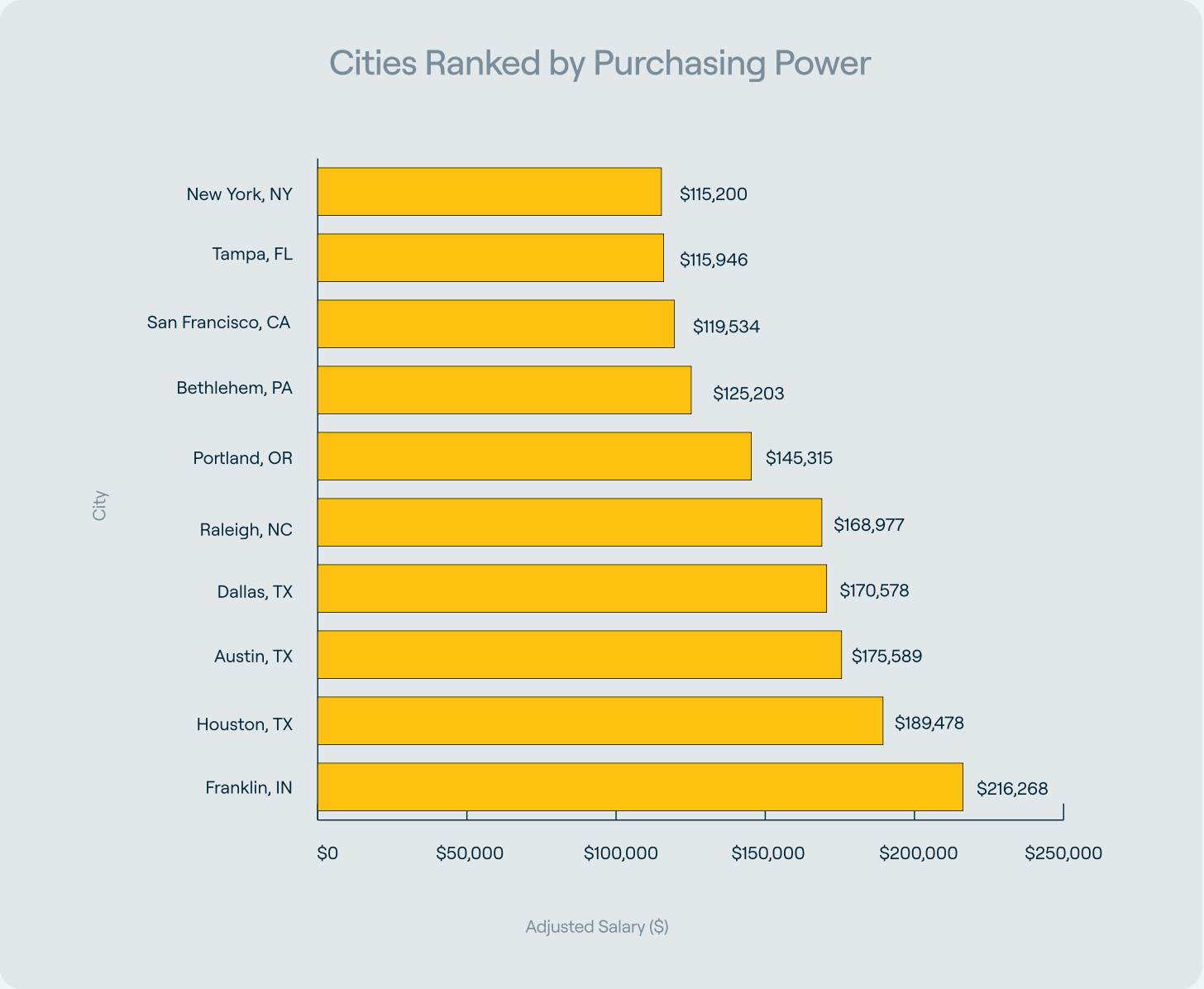
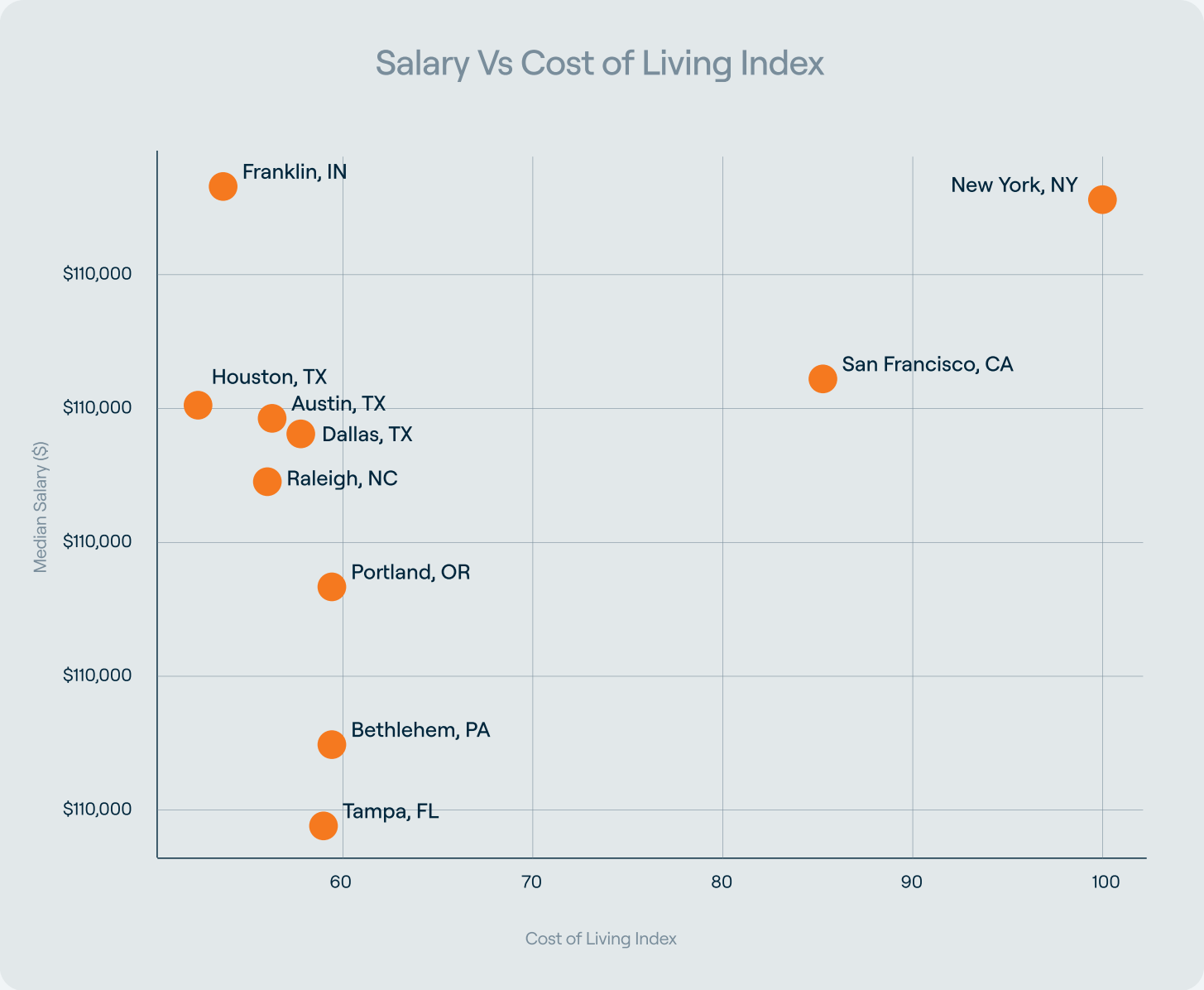
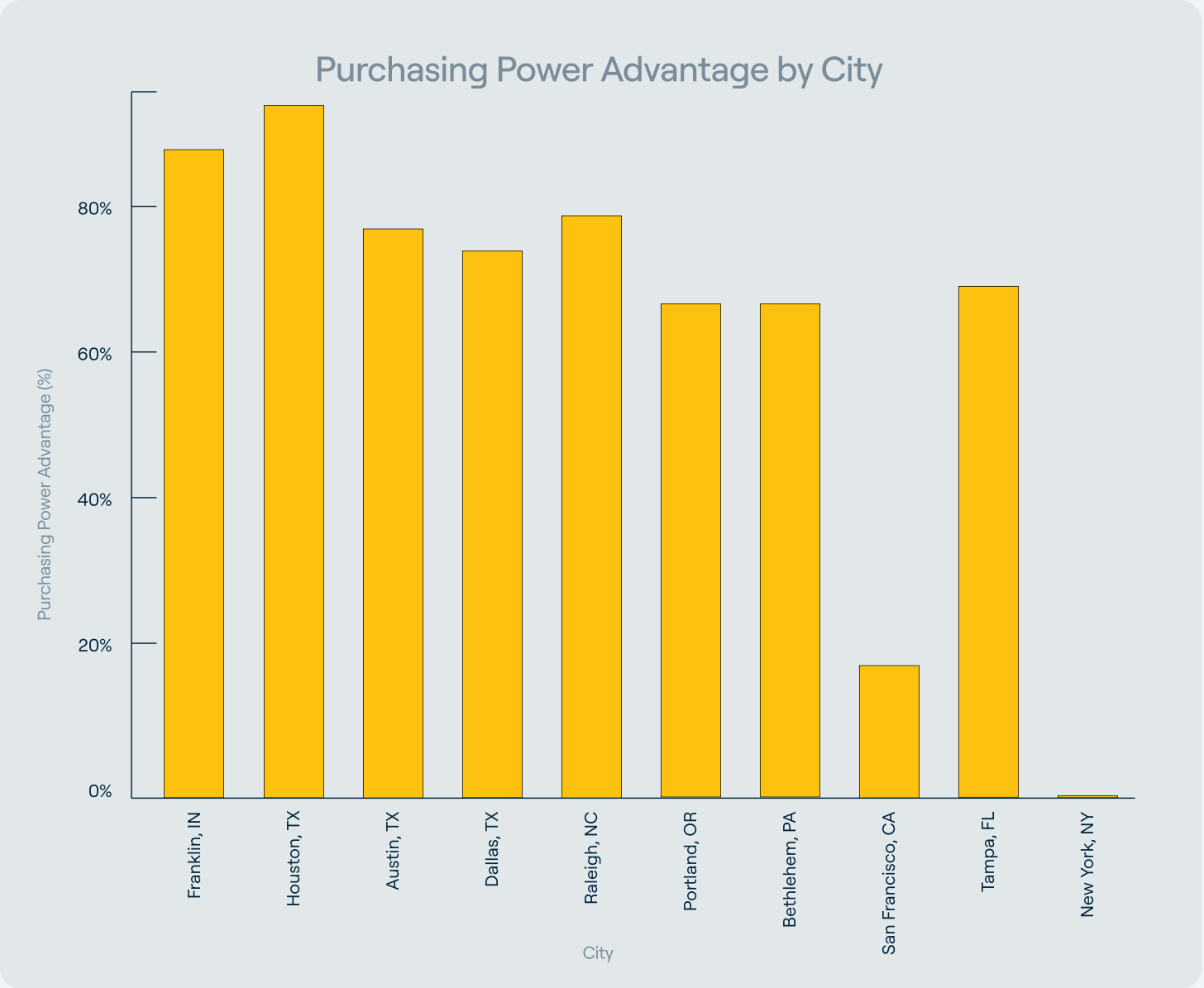
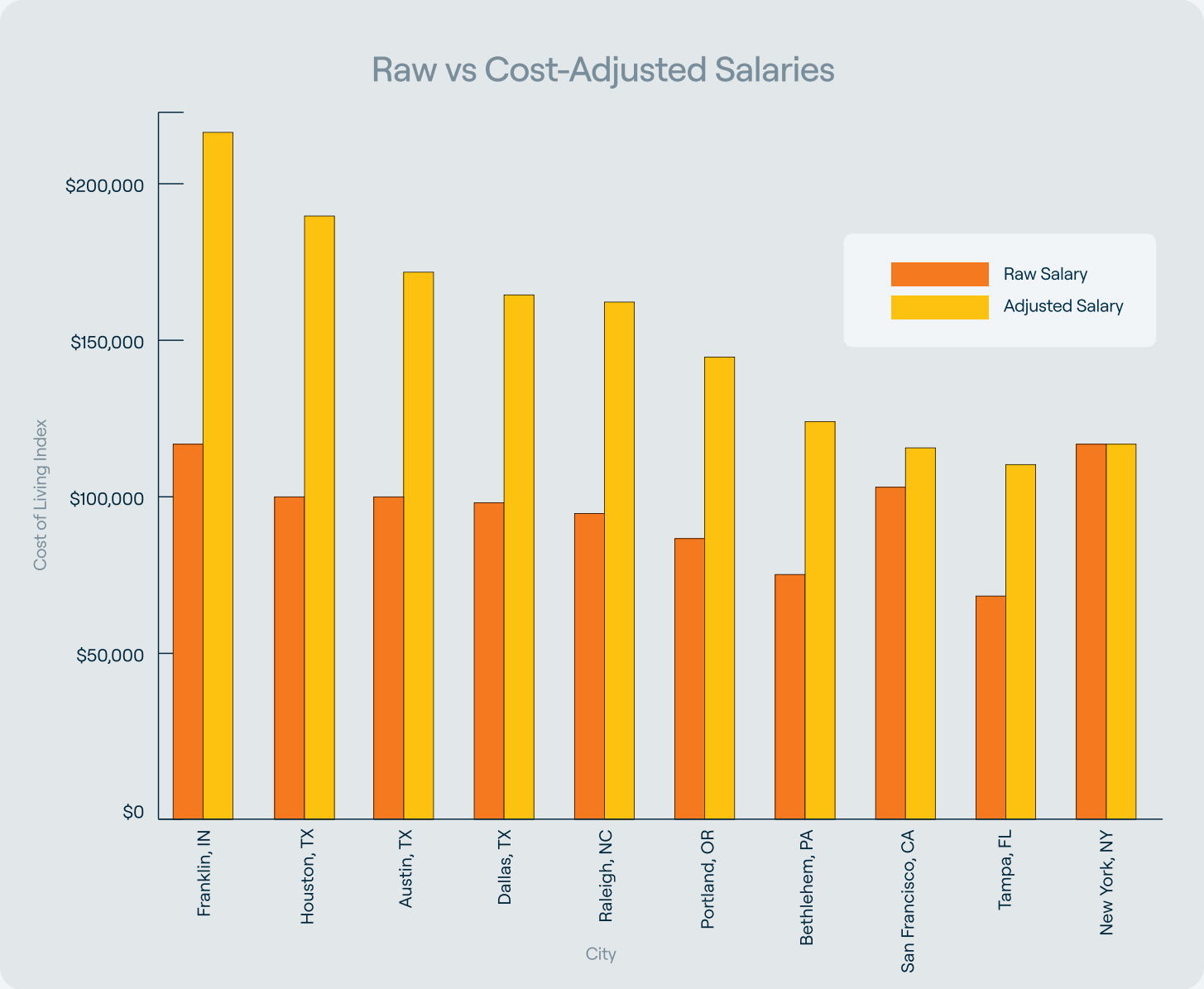
This chart compares the cost of living index across the top 10 highest-paying engineering locations, helping to contextualize nominal salary differences. New York City is used as the baseline (100), with all other locations indexed relative to it. While some cities offer high salaries, their real-world value depends heavily on local living costs.



Salary vs Cost of Living Analysis

This section compares engineering salaries against regional cost of living data to assess true purchasing power across cities. By adjusting raw salaries for local expenses, the charts reveal where engineers get the most value from their income, not just where they earn the most.

New York City has the highest cost of living in the dataset, and despite relatively high salaries it nets out to relatively low cost-adjusted compensation. Among major markets, the Texas cities of Houston, Dallas, and Austin offer the strongest combination of competitive pay and affordable living, delivering the highest real purchasing power for engineering careers. Franklin, IN remains an outlier due to limited data skewing the results.



Additional Resources

Salary Data Map

Benchmarking Report

Case Studies

Tools & Templates

Reports & Ebooks



BQE CORE Customer:



About BQE CORE

BQE Software builds business management tools that help architecture and engineering firms run more efficiently and profitably. Our platform, BQE CORE, centralizes time tracking, billing, project management, and financial reporting, giving firm leaders real-time visibility into performance and the insights they need to make smarter decisions.

Beyond software, BQE is committed to supporting the A&E industry with resources that drive transparency, equity, and growth. This salary report and the accompanying visualization tool are some of many ways we aim to deliver value by turning data into knowledge that helps firms benchmark, plan, and lead with confidence.

[Schedule A Demo →](#)

