

Architecture & Engineering Salary and Business Benchmarks Report 2025

✓ Revenue

✓ Cost

✓ Salary **New!**

✓ Utilization

✓ Realization

✓ Cash Flow

It's time for radical transparency



Robert Yuen
CEO & Co-founder
Monograph

When I was an architect, tracking project success was extremely painful.

So I created Monograph, and now 13,500+ architects & engineers use it.

But, most A&E firms don't know if they're doing better or worse than others.

Are you paying your team enough? Charging too little?

This report shows you exactly what average looks like—what's high vs low.

You'll find out how your firm compares and where to improve.

If you read nothing else, here's what you should know about the industry now:

- 1. Principals only earn 68% more than Designers in salaries on average, suggesting that profitability—not salary—drives career income growth**
- 2. Top firms make over \$100K more per employee than low performers, work +35% more billable hours, and bill over +100% of their billable fees**

These numbers matter. Are you tracking yours?

If it takes over 5 minutes to see where you stand, you're flying blind.

Let's change that—send me an email at robert.yuen@monograph.com

Now, onto the benchmarks!

Table of Contents

4	✓ Revenue	✓ Average	✓ High vs Low	✓ Checklist	
7	✓ Cost	✓ Average	✓ High vs Low	✓ Checklist	
10	✓ Utilization	✓ Average	✓ High vs Low	✓ By Role	✓ Checklist
14	✓ Realization	✓ Average	✓ High vs Low	✓ Checklist	
17	✓ Cash Flow	✓ Average	✓ High vs Low	✓ Checklist	
	New!				
20	✓ Salary	✓ Average	✓ By Role	✓ Checklist	
				New!	
23	✓ Appendix	✓ Methodology	✓ Glossary	✓ Ultimate Checklist	✓ About Monograph

Revenue

✓ Average

✓ High vs Low

✓ Checklist

Net Revenue per Full-time Employee

Average

\$180,813 +5.6% YoY

$$= \frac{\text{Annual net revenue}}{\text{\# of full-time equivalent employees}}$$

How does your revenue compare to others?

This benchmark ranks your revenue efficiency against 365 other A&E firms.

- **If it's high:** Your team is productive—you may have room to grow or raise salaries.
- **If it's low:** You could be overstaffed or underpricing work.

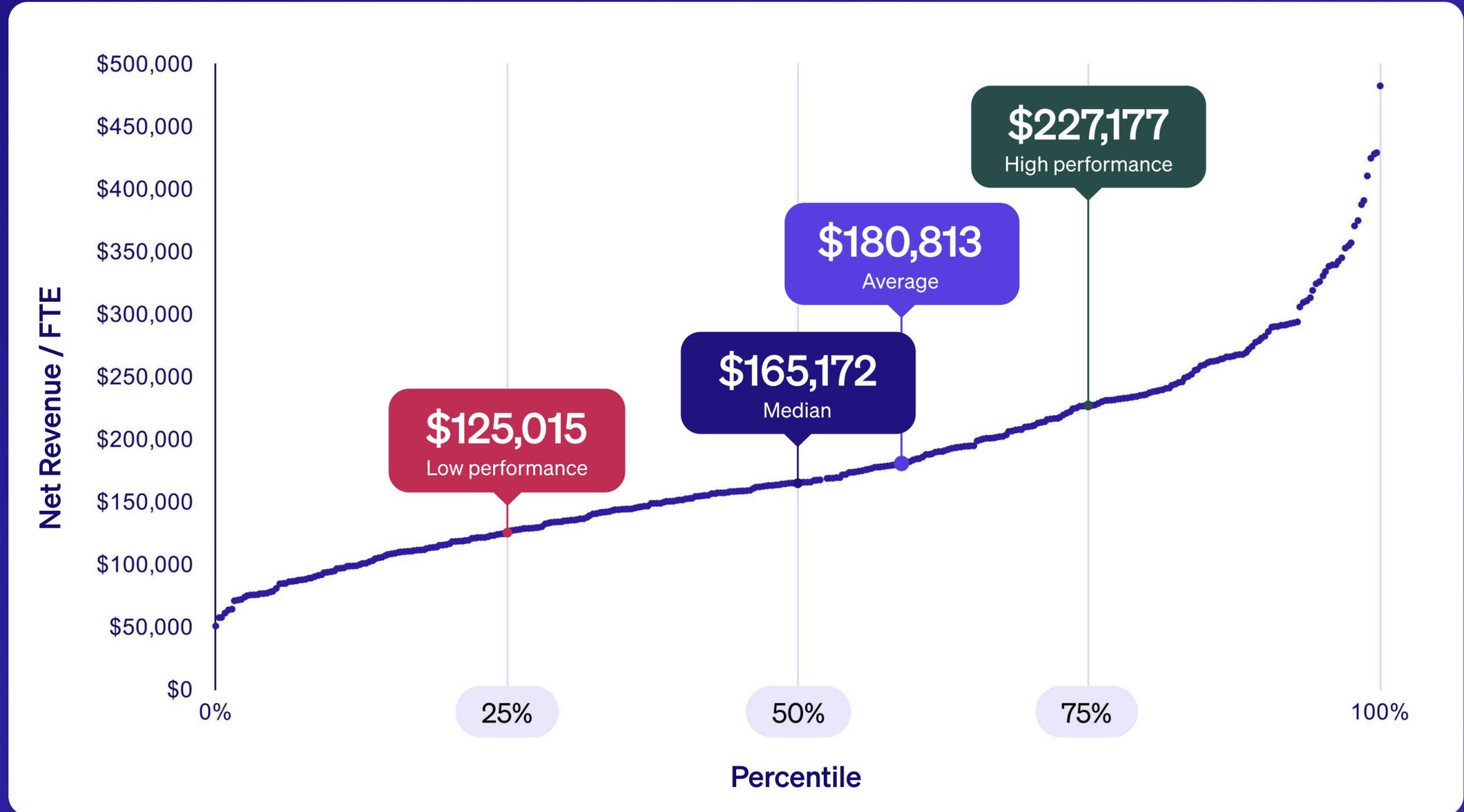
Ready to see what's high vs low?

Revenue

- ✓ Average
- ✓ High vs Low
- ✓ Checklist

Top 3 Insights— Revenue per Full-time Employee

1. Top firms generate over \$100K more per employee than low performance firms, showing the financial impact of better efficiency and pricing.
2. High-performing firms pulled even further ahead (+12.8%), while low-performing firms (+11.1%) are narrowing the gap to mid-tier firms.
3. Mid-tier firms saw the slowest revenue growth (+5.6–8.5%), they risk getting stuck between fast-improving low performers and high performers pulling away.



Parameters

Based on anonymized first-party data from Monograph. Firms with 3–30 staff that issued at least 50 invoices and generated over \$300k in annual revenue over the last 12 months. (n=365)

Learn more

[Click here](#) to learn how 13,500+ architects & engineers work smarter with Monograph



Revenue

- ✓ Average
- ✓ High vs Low
- ✓ Checklist

Top 5 Ways to Improve— Net Revenue per Full-Time Employee



- ✓ **Track firm capacity** to know if you need to focus on team efficiency or getting new work.
- ✓ **Assign weekly workloads** based on budget progress to keep projects and staff on track.
- ✓ **Fill workload gaps** with smarter business development focused on high-revenue work.
- ✓ **Revisit pricing often** based on past projects to improve rates, fee structures, and scope.
- ✓ **Train staff on efficiency** to maximize their utilization and the value of each billable hour.

Cost

- ✓ Average
- ✓ High vs Low
- ✓ Checklist

Net Cost per Full-time Employee

Average

\$136,796 +5.6% YoY

$$= \frac{\text{Annual net costs}}{\text{\# of full-time equivalent employees}}$$

How do your costs compare to others?

This benchmark ranks your cost efficiency against 445 other A&E firms.

- **If it's high:** You may be overspending or paying competitive salaries.
- **If it's low:** You may have optimized costs or may be underinvesting in talent.

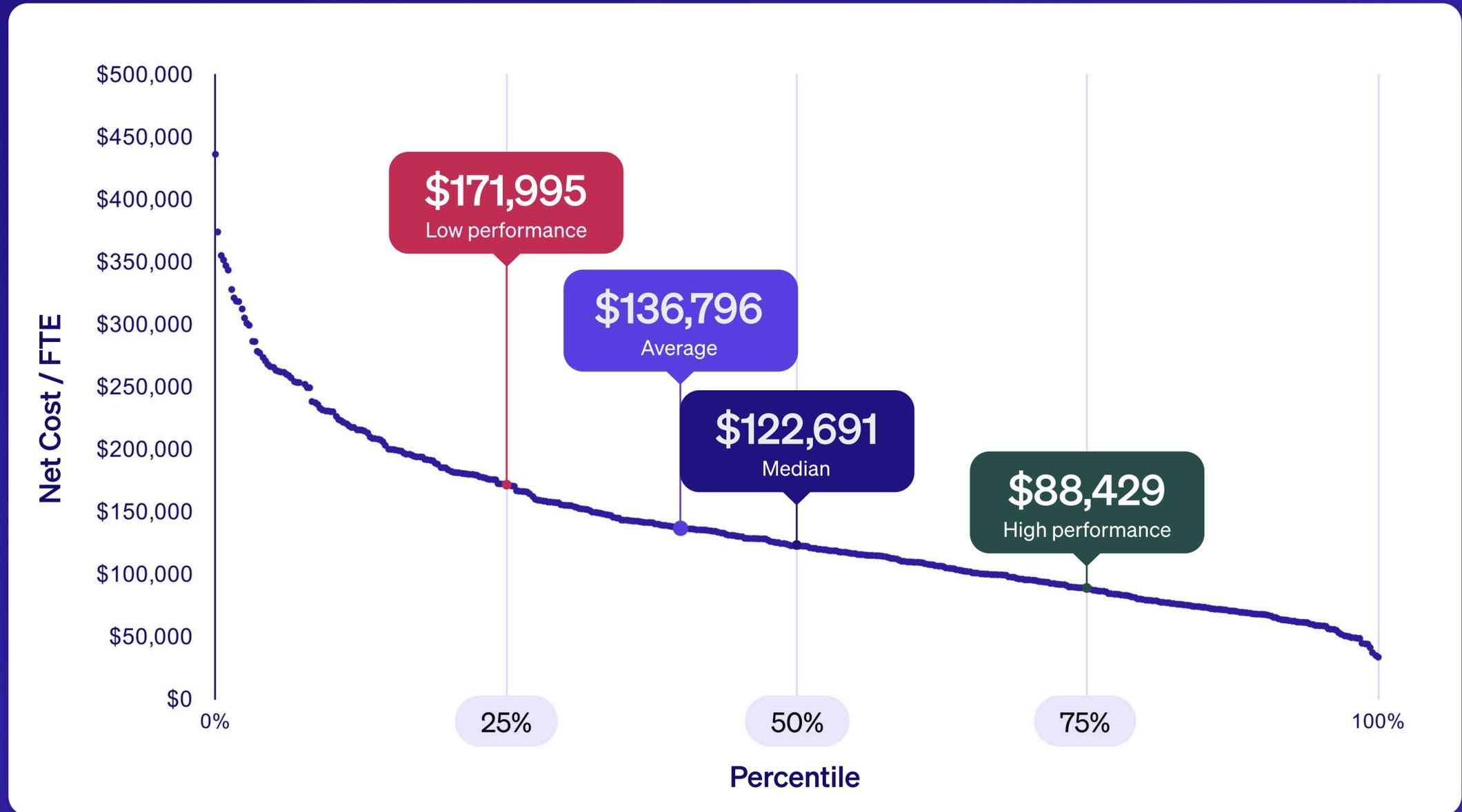
Ready to see what's high vs low?

Cost

- ✓ Average
- ✓ High vs Low
- ✓ Checklist

Top 3 Insights— Net Cost per Full-time Employee

- High-performing firms spend nearly 50% less per employee than low-performing firms, which adds up to a \$1M difference in annual costs for a 12-person firm.
- High performance firms saw the biggest increase, with costs rising +35.5%, narrowing the gap with mid-tier firms by -20.5%.
- Mid-tier firms' costs grew 12.7%, while the gap between the average and median widened by +26.7%.



Parameters

Based on anonymized first-party data from Monograph data from firms with 3-30 staff, \$100K–\$3M in total employee pay, and a 1-3x overhead multiplier. Net Cost = total employee pay × overhead multiplier. (n=445)

Learn more

[Click here](#) to learn how 13,500+ architects & engineers work smarter with Monograph



Cost

- ✓ Average
- ✓ High vs Low
- ✓ Checklist

Top 5 Ways to Improve— Net Cost per Full-Time Employee



- ✓ **Compare costs to revenue per FTE** to avoid making cuts that do more harm than good.
- ✓ **Track overhead against profit every month** rather than applying a multiplier once a year.
- ✓ **Forecast profitability** to ensure spending supports your financial needs and goals.
- ✓ **Replace inefficient overhead costs** with smarter solutions that improve firm results.
- ✓ **Plan future hiring** to align salaries with firm needs, revenue growth, and benchmarks.

Utilization

- ✓ Average
- ✓ High vs Low
- ✓ By Role
- ✓ Checklist

Utilization Rate



$$= \frac{\text{Total billable hours}}{\text{Total hours worked}}$$

How does your utilization compare to others?

This benchmark compares your time efficiency against other 527 A&E firms.

- **If it's high:** Your firm maximizes billable work but may be neglecting investment.
- **If it's low:** You may need faster admin processes or more client work.

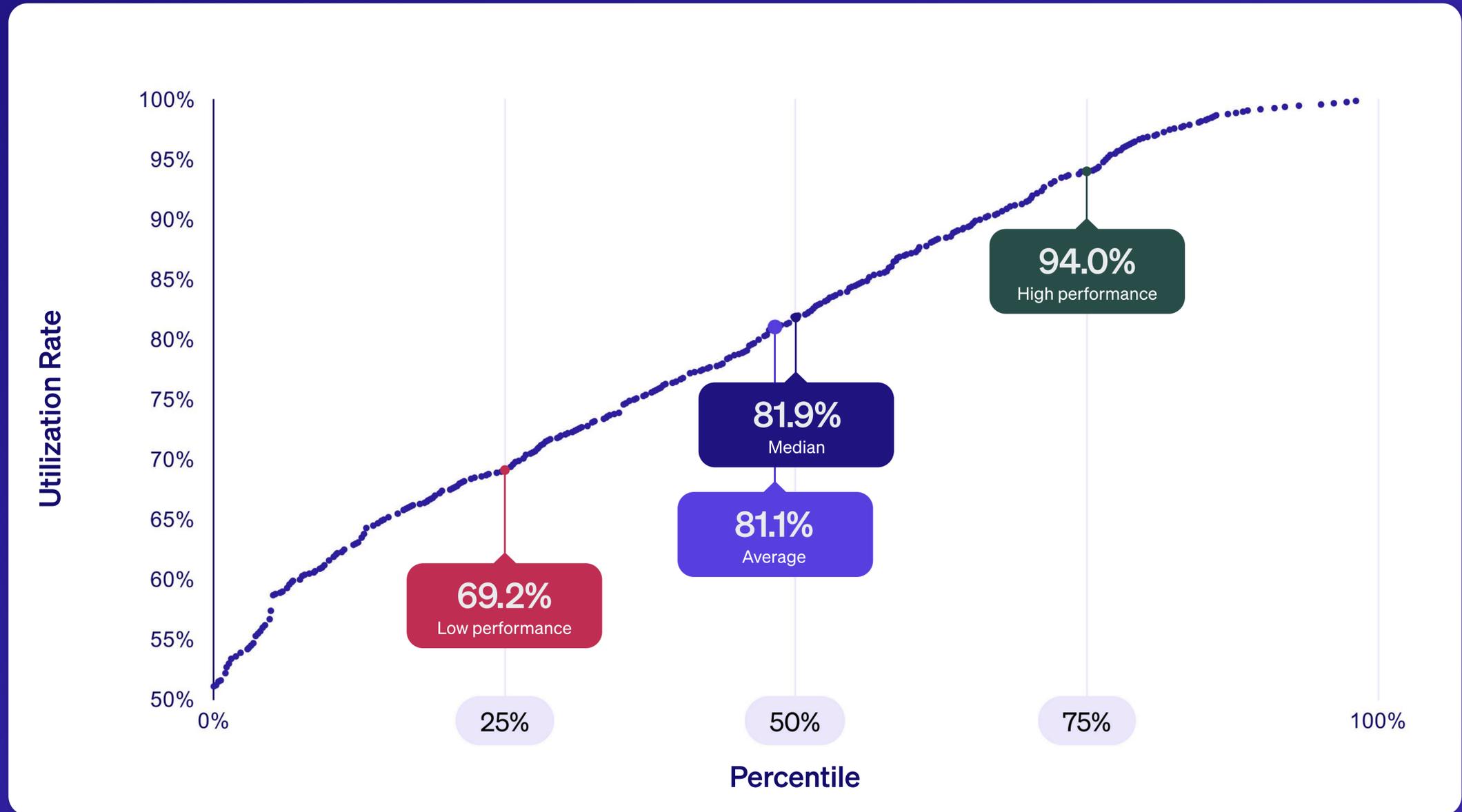
Ready to see what's high vs low?

Utilization

- ✓ Average
- ✓ High vs Low
- ✓ By Role
- ✓ Checklist

Top 3 Insights— Utilization Rate by Firm

- High performance firms spend nearly 10 more hours per week on billable work than low performance firms, giving them over a full workday advantage each week.
- Gaps between tiers are roughly even, with each tier adding about 5 more billable hours per week as you move from low to high performance.
- Minimal changes across quartiles since last year (-2.7% max YoY), translating to shifts of less than 1 billable hour per week.



Parameters

Based on anonymized first-party data from Monograph. Firms with 3-30 staff, greater than 2,000 billable hours over the last 12 months, and a utilization rate between 50-100%. (n=527)

Learn more

[Click here](#) to learn how 13,500+ architects & engineers work smarter with Monograph

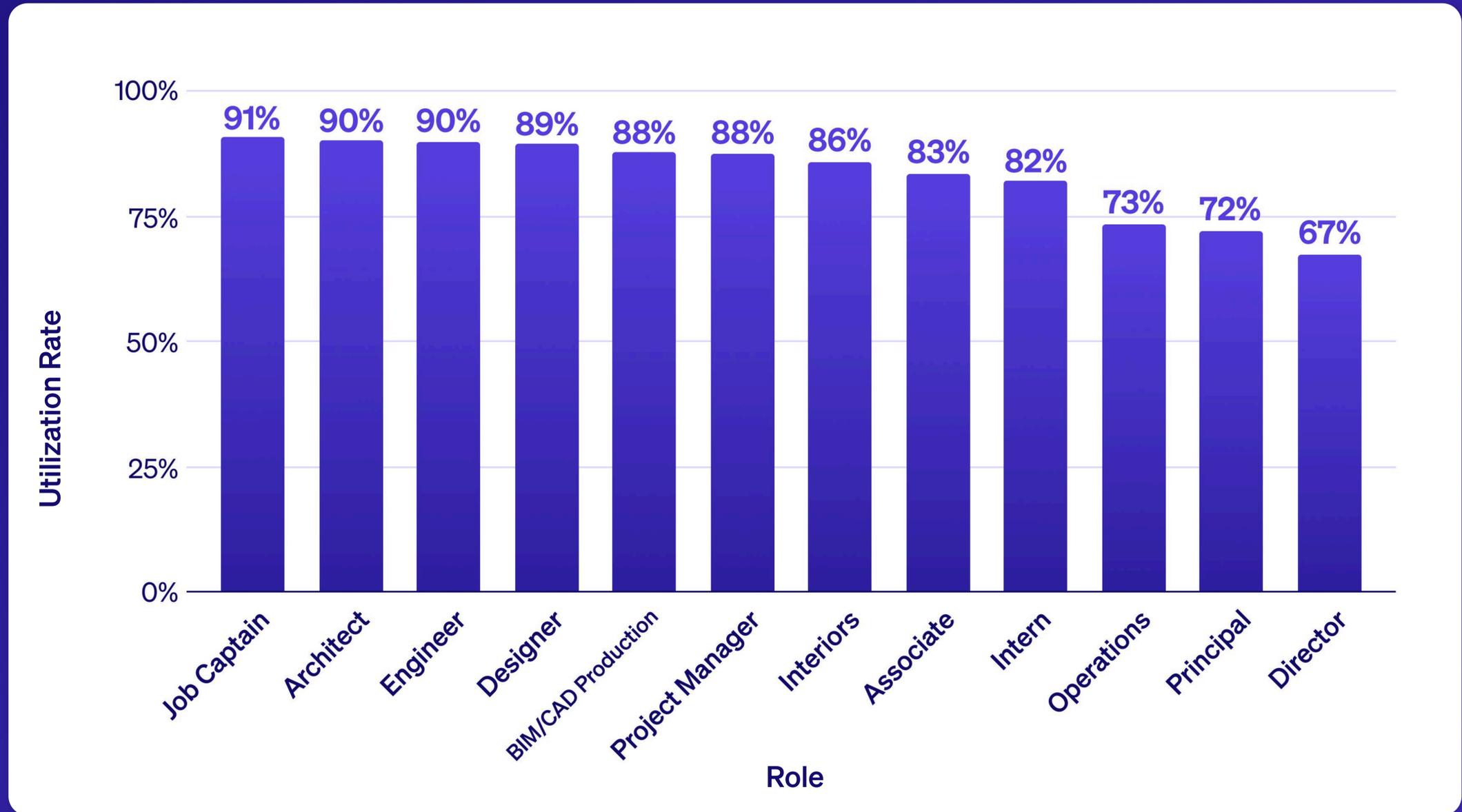


Utilization

- ✓ Average
- ✓ High vs Low
- ✓ By Role
- ✓ Checklist

Top 3 Insights— Utilization Rate by Role

- Architects and Engineers work almost one more day per week on billable time than Principals.
- Project Managers spend under 1 hour more on non-billable tasks than Architects and Engineers.
- Principals, Operations, and Directors work roughly 3.5 billable days per week, investing about 11 weekly hours per week on non-billable activity.



Parameters

Based on anonymized first-party data from Monograph. Staff role groups that logged 100k–2M total hours over the last 12 months.

Learn more

[Click here](#) to learn how 13,500+ architects & engineers work smarter with Monograph



Utilization

- ✓ Average
- ✓ High vs Low
- ✓ By Role
- ✓ Checklist

Top 5 Ways to Improve— Utilization Rate

- ✓ Track utilization trends monthly and check staff against benchmarks to find gaps to fix.
- ✓ Forecast staff capacity weekly and assign hours to balance workload across your team.
- ✓ Set utilization targets and make goals easy to see and follow throughout the week.
- ✓ Streamline overhead like internal meetings and billing with faster systems and tools.
- ✓ Hire admin staff to free up more time for higher value billable work.



Realization

✓ Average

✓ High vs Low

✓ Checklist

Realization Rate

Average

95.3%

+4.4% YoY

$$= \frac{\text{Total billed service fees}}{\text{Total billable service fees}}$$

How does your realization compare to others?

This benchmark ranks your billing efficiency against 350 other A&E firms.

- **If it's high:** You're charging for most work with minimal write-offs or missed fees.
- **If it's low:** You may be planning poorly, facing rework, or missing add services.

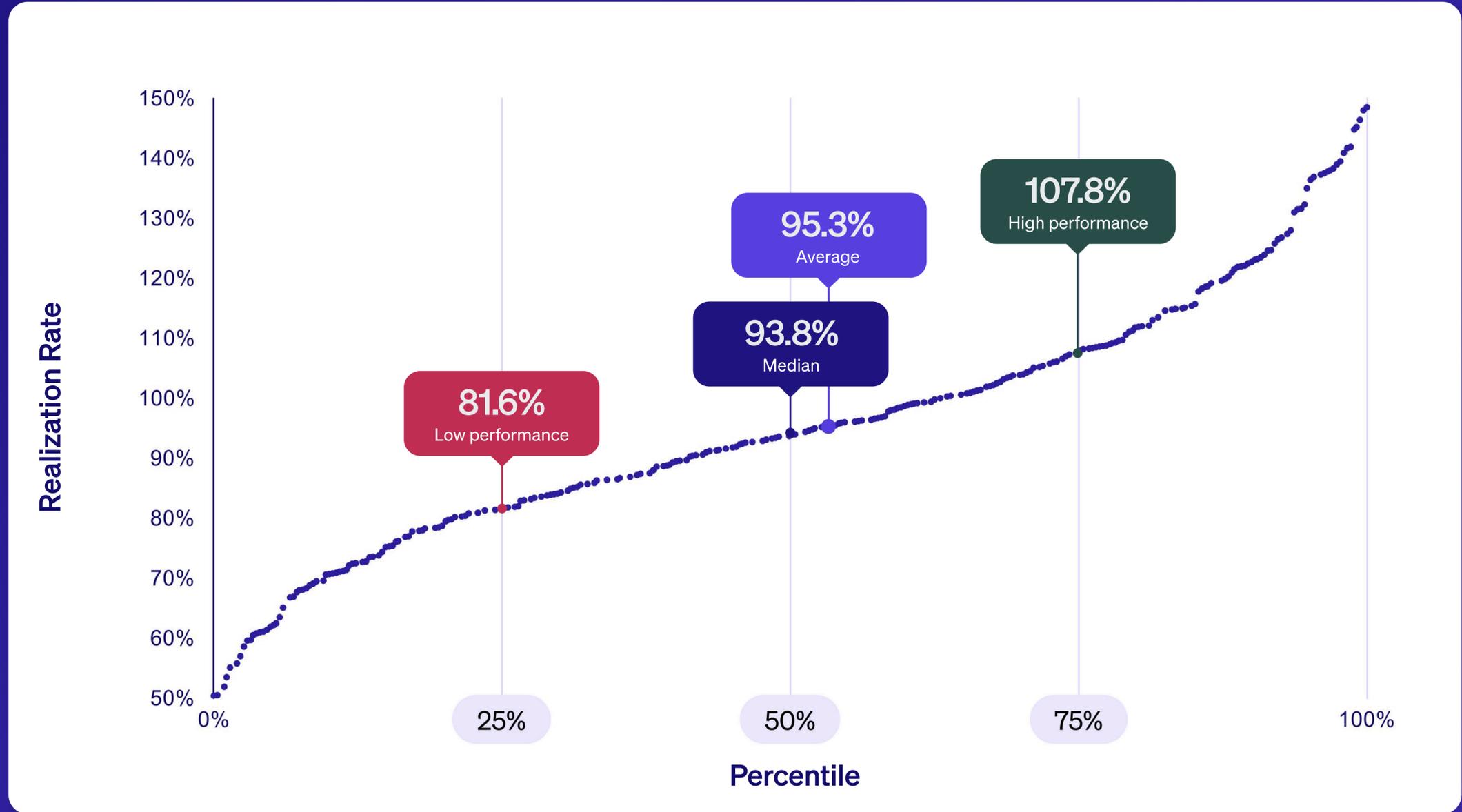
Ready to see what's high vs low?

Realization

- ✓ Average
- ✓ High vs Low
- ✓ Checklist

Top 3 Insights— Realization Rate

- High-performance firms bill above 100%, capturing nearly 25% more revenue than low-performance firms.
- Gaps between tiers are roughly even, with each tier improving realization rates by about 5–10 percentage points as you move from low to high performance.
- Average realization rates rose +4.4%, surpassing the 91.7% threshold where firms lose one month of annual revenue to unbilled fees.



Parameters

Based on anonymized first-party data from Monograph. Firms with 3–30 staff, greater than \$100k in total invoices over the last 12 months, and a realization rate between 50-150%. (n=350)

Learn more

[Click here](#) to learn how 13,500+ architects & engineers work smarter with Monograph



Realization

- ✓ Average
- ✓ High vs Low
- ✓ Checklist

Top 5 Ways to Improve— Realization Rate



- ✓ **Audit realization trends monthly** and drill into project details to uncover missed revenue.
- ✓ **Rebalance staffing plans every week** based on budget progress to stay on track.
- ✓ **Switch to better time tracking practices** with notes to capture all work for future reference.
- ✓ **Monitor timesheet activity** to catch scope creep and convert into additional services.
- ✓ **Send clear invoices every month** with easy online payment to avoid write-offs.

Cash Flow

✓ Average

✓ High vs Low

✓ Checklist

Time to Payment

Average

34 days

+0.4% YoY

= Invoice issue date – Payment date

How does your cash flow compare to others?

This benchmark compares your cash flow efficiency against 414 other A&E firms.

- **If it's short:** You have fast payment practices and keep cash flow steady.
- **If it's long:** You have long payment terms, unclear billing, or late payments.

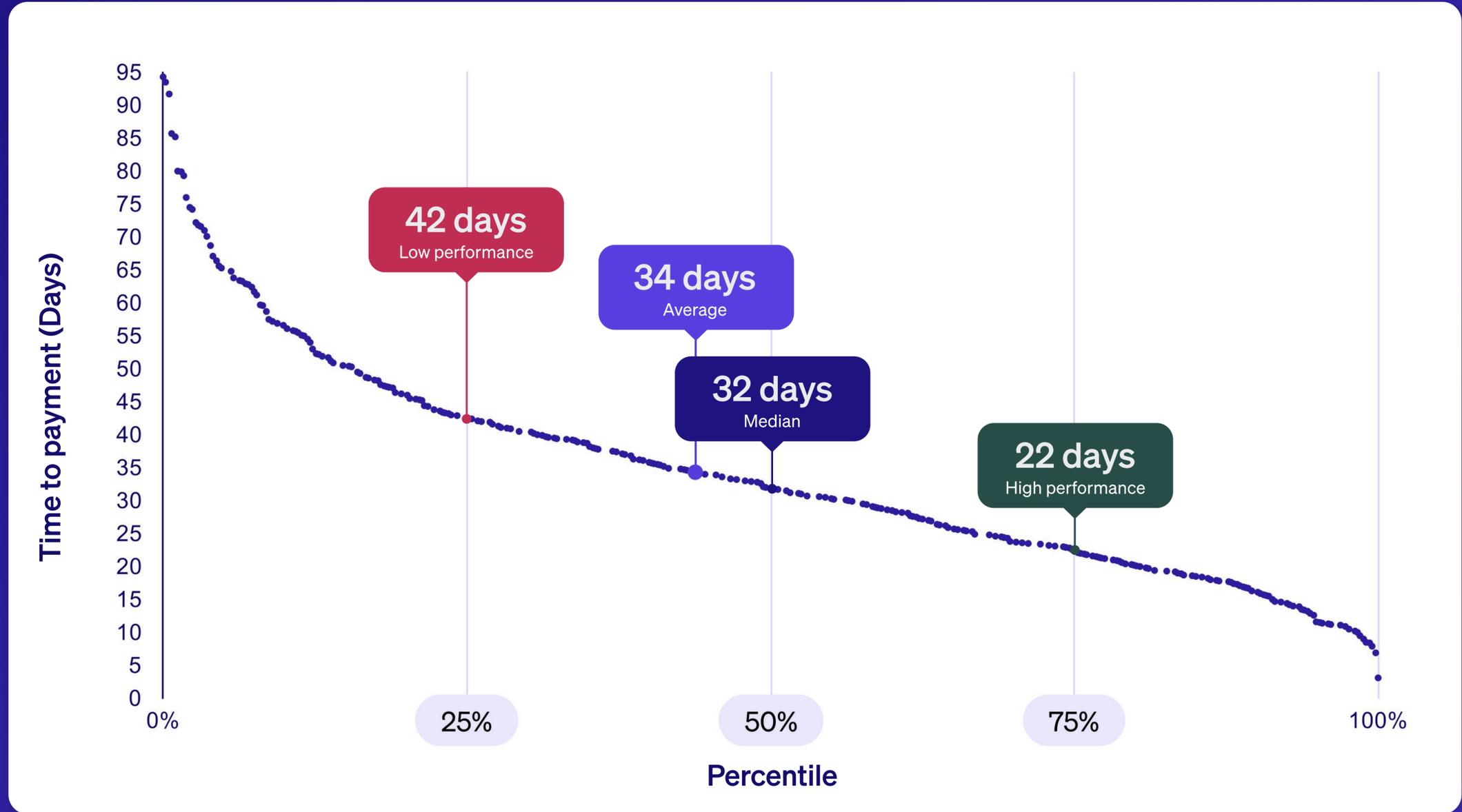
Ready to see what's high vs low?

Cash Flow

- ✓ Average
- ✓ High vs Low
- ✓ Checklist

Top 3 Insights— Time to Payment

- High-performance firms get paid 20 days faster than low-performance firms, giving them a significant cash flow advantage.
- Gaps between tiers are roughly even, with each tier reducing time to payment by 10 days as you move from low to high performance.
- Minimal changes across quartiles since last year (+4.8% max YoY), keeping the average time to payment steady at 34 days.



Parameters

Based on anonymized first-party data from Monograph. Firms with 3–30 staff, that issued at least 50 invoices over the last 12 months, and an average Time to Payment between 1 and 180 days. (n=414)

Learn more

[Click here](#) to learn how 13,500+ architects & engineers work smarter with Monograph



Cash Flow

- ✓ Average
- ✓ High vs Low
- ✓ Checklist

Top 5 Ways to Improve— Time to Payment



- ✓ Review payment trends monthly to spot slow-paying clients and prevent cash flow issues.
- ✓ Set and communicate payment terms upfront to avoid confusion or delays.
- ✓ **Send invoices on time with clear details** and billing history to speed up processing.
- ✓ **Offer multiple online payment options** to make it easier for clients to pay quickly.
- ✓ **Send polite payment reminders** ahead of time, on the due date, and when past due.

Salary

✓ Average

✓ By Role

✓ Checklist

Salary

Average

\$97,470

New!

= Fixed annual compensation paid to employees

How does your salary compare to others?

This benchmark compares compensation levels against other A&E firms.

- **If it's high:** You may be attracting top talent, or overpaying.
- **If it's low:** You may be cost-efficient, or struggling to hire and retain.

Ready to see what each role makes?

Salary

- ✓ Average
- ✓ By Role
- ✓ Checklist

Top 3 Insights— Salary by Role

- Salaries rise only 68% (+\$47k) from Designer to Principal, suggesting that career earnings plateau unless tied to profitability.
- Project Managers and Engineers earn 13% more than Architects, suggesting that Designers make +\$12k more when promoted to PM versus Architect.
- Project Managers earn \$26.3K more than non-billable roles, suggesting that firms prioritize project oversight over firm operations.



Parameters

Based on anonymized first-party data from Monograph. Includes grouped job titles for salaried employees with 57-1041 users per title grouping, with salaries ranging from \$1k to \$400k.

Learn more

[Click here](#) to learn how 13,500+ architects & engineers work smarter with Monograph



Salary

- ✓ Average
- ✓ High vs Low
- ✓ Checklist

Top 5 Ways to Improve— Salary



- ✓ **Compare to benchmarks** and assess if pay is impacting hiring, retention, or performance.
- ✓ **See if you can afford more** by reviewing your efficiency, revenue, and profitability.
- ✓ **Find and fix the cause of low salaries**, like low profit, low utilization, or underpricing.
- ✓ **Set clear financial thresholds for raises** to ensure salary increases are sustainable.
- ✓ **Expand offers** with bonuses, profit-sharing, better benefits, and PTO to stay competitive.

Methodology

The 2025 Architecture & Engineering Business Benchmarks Report offers industry insights and performance benchmarks based on aggregated and anonymized first-party data from the Monograph platform—a project management platform built for architects and engineers.

This report helps architecture and engineering (A&E) firms compare their performance to industry standards, identifying opportunities for improvement and strategic growth.

Monograph users and the broader A&E community can access this report for free to get valuable insights into key industry trends and benchmarks.

The primary data source for this report is from the Monograph platform. Data is collected directly from user interactions, project management tasks, financial transactions, and time tracking within Monograph.

The process for collecting and analyzing the data is as follows:

1. **Data anonymization** ensures individual users or firms cannot be identified, preserving confidentiality and privacy.
2. **Data aggregation** ensures key dimensions such as firm size, performance metrics, and financial metrics are accurately captured.
3. **Quality assurance and cleaning** ensures accuracy and reliability by removing outliers and identifying parameters that accurately represent industry trends.
4. **Benchmarking metrics development** ensures insights are grounded in consultation with industry experts and available data.
5. **Data analysis** ensures benchmarks are identified using statistically significant methods developed by data scientists and industry experts.



Glossary

Average

The sum of a set of numbers divided by the count of numbers in the set.

Billable Service Fees

Total fee value of billable hours logged to projects and/or the agreed-upon rates with clients. These fees represent the potential revenue before any work is billed.

Billed Service Fees

Fees that have been invoiced to clients for services provided excluding retainers, consultants, and expenses.

Bottom Quartile (25%)

Refers to the lowest performing 25% of values in a dataset.

Full-time Equivalent (FTE)

A measure indicating the workload of an employee, interpreted as the equivalent of one full-time worker.

Median (50%)

The middle value in a dataset when arranged in order.

Net Cost

The total cost of operations minus any indirect costs. This includes direct expenses related to projects, like materials and labor.

Net Revenue

The total fees from services and projects minus discounts, refunds, and allowances.

Non-billable Hours

Hours worked by architects or staff that cannot be directly charged to clients, like administrative or operational tasks related to the business.

Salary

Fixed, annual compensation paid to employees, excluding hourly wages.

Top Quartile (75%)

Refers to the highest performing 25% of values in a dataset.

Total Available Hours

All hours logged and available overhead hours. This includes all billable hours, non-billable hours logged in Monograph.

Total Billable Hours

All hours logged toward billable activities.

The Ultimate Checklist for Architects & Engineers to Improve Business Performance in 2025

How to use this checklist

Print it out, redline where you are on each benchmark, and check off steps as you take action with your team.

Get started with Monograph

[Click here](#) or scan the QR code to join 13,500+ architects & engineers using Monograph to work smarter, faster.



Net Revenue/FTE Revenue	Low	Median	Average	High	Net Cost/FTE Cost	Low	Average	Median	High	Utilization Rate Utilization	Low	Average	Median	High
Revenue	\$125k	\$165k	\$180k	\$227k	Cost	\$172k	\$137k	\$123k	\$88k	Utilization	69%	81%	82%	94%
<ul style="list-style-type: none"> Track firm capacity to know if you need to focus on team efficiency or getting new work. Assign weekly workloads based on budget progress to keep projects and staff on track. Fill workload gaps with smarter business development focused on high-revenue work. Revisit pricing often based on past projects to improve rates, fee structures, and scope. Train staff on efficiency to maximize their utilization and the value of each billable hour. 	<ul style="list-style-type: none"> Compare costs to revenue per FTE to avoid making cuts that do more harm than good. Track overhead against profit every month rather than applying a multiplier once a year. Forecast profitability to ensure spending supports your financial needs and goals. Replace inefficient overhead costs with smarter solutions that improve firm results. Plan future hiring to align salaries with firm needs, revenue growth, and benchmarks. 	<ul style="list-style-type: none"> Track utilization trends monthly and check staff against benchmarks to find gaps to fix. Forecast staff capacity weekly and assign hours to balance workload across your team. Set utilization targets and make goals easy to see and follow throughout the week. Streamline overhead like internal meetings and billing with faster systems and tools. Hire admin staff to free up more time for higher value billable work. 												
Realization Rate Realization	Low	Median	Average	High	Time to Payment Payments	Low	Average	Median	High	Role Averages Salary	Designer	Architect	Engineer	Principal
Realization	82%	94%	95%	108%	Payments	42 days	34 days	32 days	22 days	Salary	\$78k	\$87k	\$98k	\$125k
<ul style="list-style-type: none"> Audit realization trends monthly and drill into project details to uncover missed revenue. Rebalance staffing plans every week based on budget progress to stay on track. Switch to better time tracking practices with notes to capture all work for future reference. Monitor timesheet activity to catch scope creep and convert into additional services. Send clear invoices every month with easy online payments to avoid write-offs. 	<ul style="list-style-type: none"> Review payment trends monthly to spot slow-paying clients and prevent cash flow issues. Set and communicate payment terms upfront to avoid confusion or delays. Send invoices on time with clear details and billing history to speed up processing. Offer multiple online payment options to make it easier for clients to pay quickly. Send polite payment reminders ahead of time, on the due date, and when past due. 	<ul style="list-style-type: none"> Compare to benchmarks and assess if pay is impacting hiring, retention, or performance. See if you can afford more by reviewing your efficiency, revenue, and profitability. Find and fix the cause of low salaries, like low profit, low utilization, or underpricing. Set clear financial thresholds for raises to ensure salary increases are sustainable. Expand offers with bonuses, profit-sharing, better benefits, and PTO to stay competitive. 												

About Monograph

Monograph is the fastest project management software for A&E firms.

13,500+ architects & engineers use Monograph to get a clear picture of their projects and firm performance so they can quickly improve business metrics, such as:

- **+25% profit growth** by [Brooks + Scarpa Architects](#)
- **+2x efficiency gain** by [Dynamic Engineering](#)
- **+8x faster staffing** by [Workbench](#)
- **+2x faster billing** by [Garrison Architects](#)
- **+78% staff growth** by [Workshop/APD](#)
- **+20x ROI in one year** on average



Get started with Monograph

[Click here](#) to learn how to improve firm performance with Monograph.



Thank you for reading the 2025 Architecture & Engineering Business Benchmarks Report!

And thank you to our amazing customers
for making this report possible!



Scan this QR code
to share the report

[Click here to share](#)