



APMP SA Salary and Skills Survey

2019 - 2020

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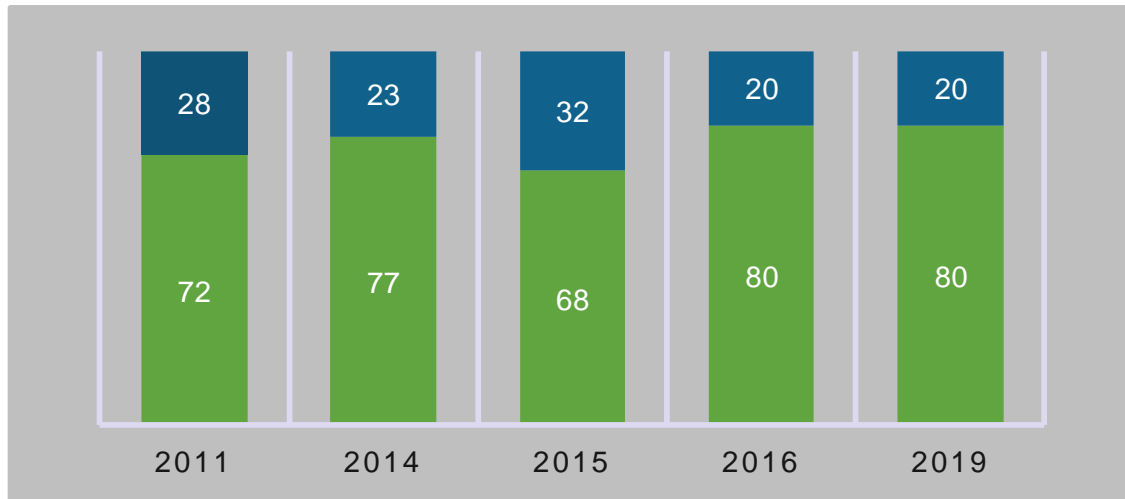
Table of contents



1	Gender and age	3
2	Qualifications, industries and locations	4
3	Job titles and content	5
4	Reporting level and employment status	6
5	Years in proposals and long-term career	7
6	APMP awareness	8
7	Hours per week	9
8	Weekly peak time hours and number of people	10
9	Salary	11
10	Benefits comparison	12
11	What should change	13

Gender

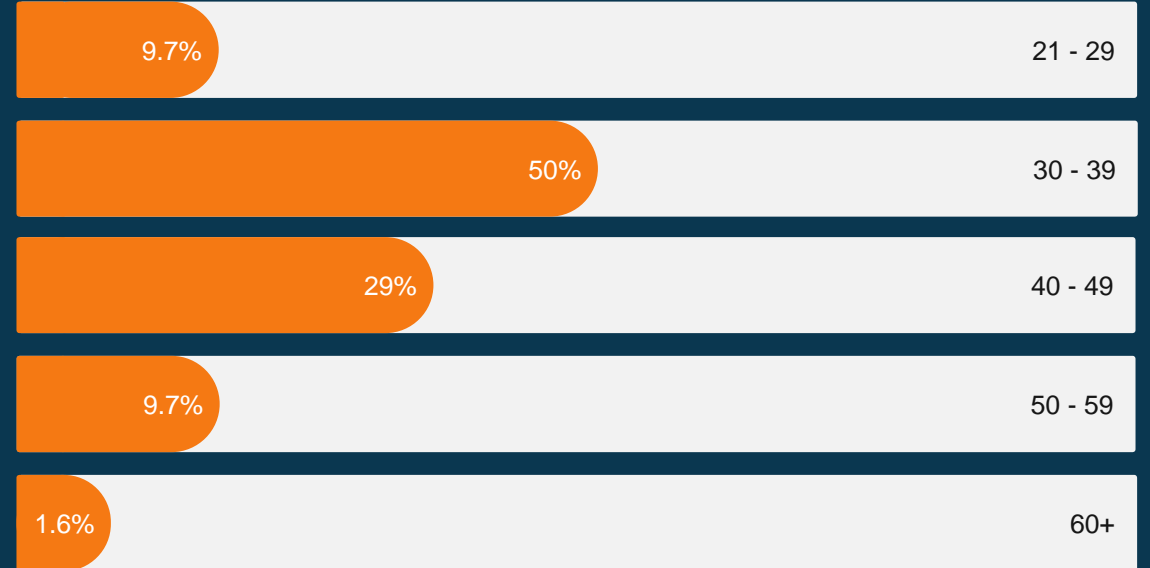
What is your gender?



Continues the trend we've seen over the years since the inception of the SA Chapter.

Age

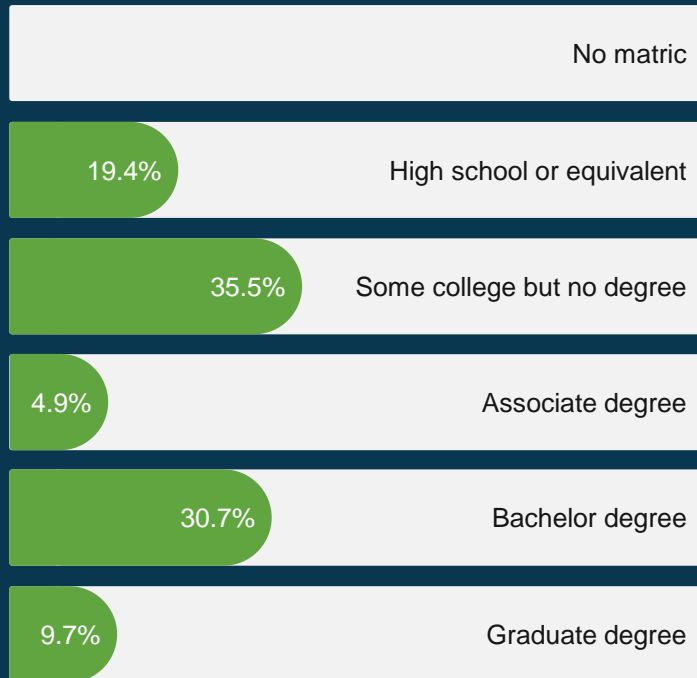
Which category below includes your age?



50% of respondents are between 30 and 39 years.

Qualifications

What is the highest level of school you have completed or the highest degree you have received?



35.48% of our respondents have some college but no degree and 30.65% have a bachelors degree.

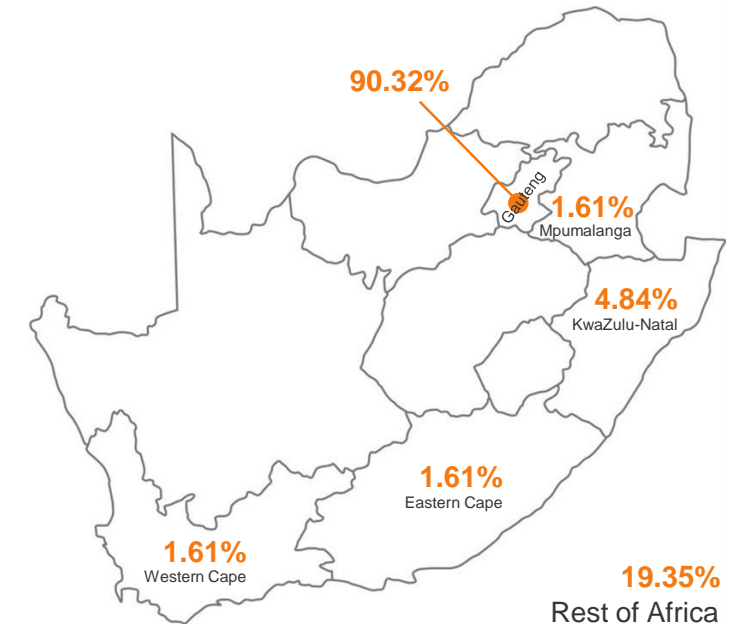
Industries

What industry are you in?

Agriculture Forestry Fishing	0%
Communications and broadcasting	9.7%
Construction	1.6%
Electricity, gas & sanitary services	0%
Finance	4.8%
Insurance	0%
Manufacturing	0%
Mining	3.2%
Public Administration	0%
Real estate	0%
Retail	0%
Services	29%
Transportation	0%
Consulting	22.6%
Wholesale	0%
Other (please specify)	33.9%

Locations

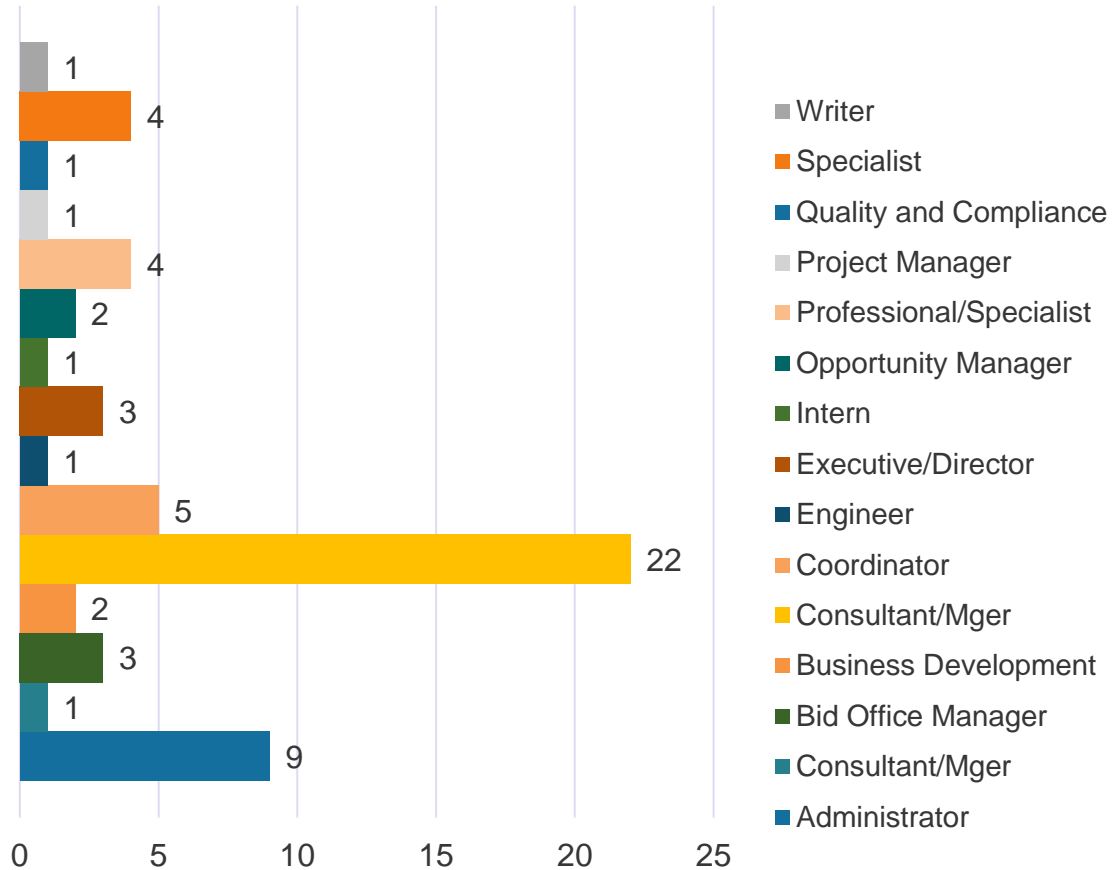
Where do you work?



With the bulk of economic activity in South Africa happening in Gauteng, this statistic is not surprising.

Job titles

What is your job title?



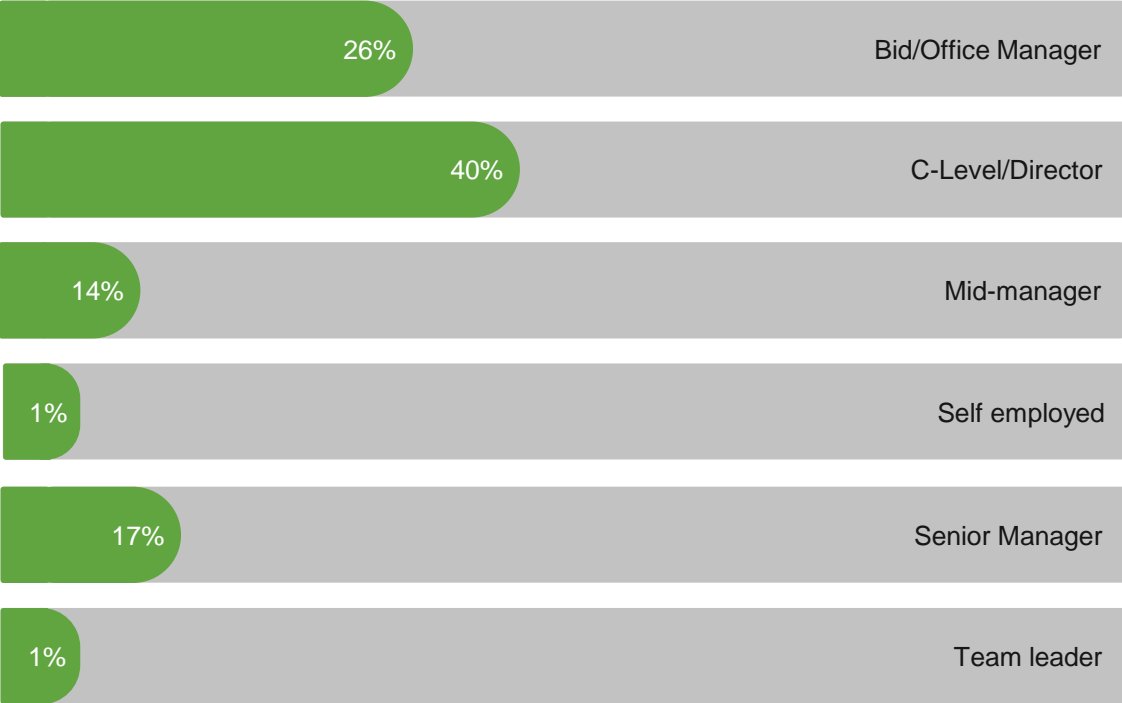
Job content

What does your job entail?

Bid Strategy	3.3%
Bid Team Management	25%
Proposal Project Management	16.7%
Proposal Writing	6.7%
Graphic Design and Layout	0%
Proposal Administration	10%
Solution Design	0%
Pricing and Costing	0%
Sales/Marketing	1.7%
Operations	0%
Editing & Proofreading	1.7%
Materials Development	0%
Sourcing	1.7%
Proposal Development	6.7%
Capture Management	0%
Proposal Planning	1.7%

Reporting level

What is your boss' job title?



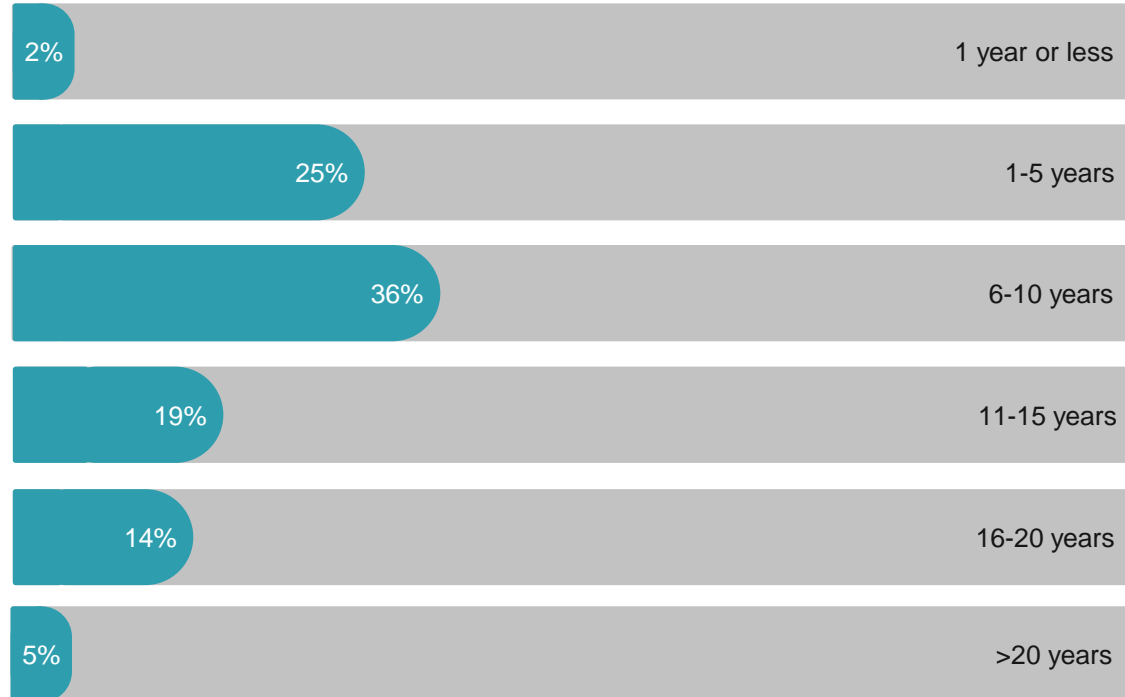
Employment status

What is your employment status?



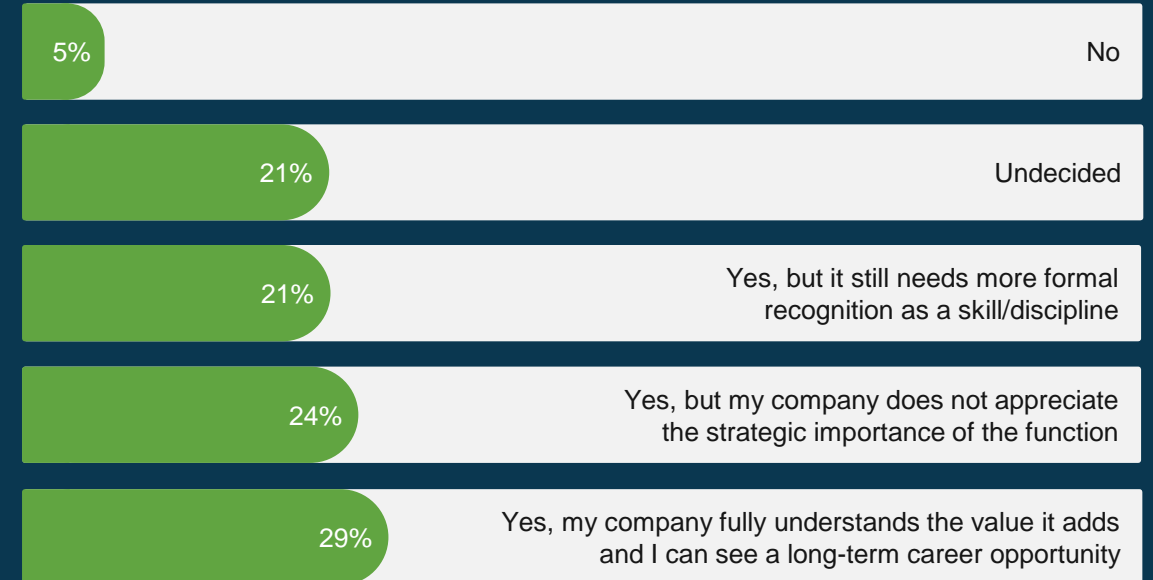
Years in proposals

How many years have you been involved in the proposal environment?



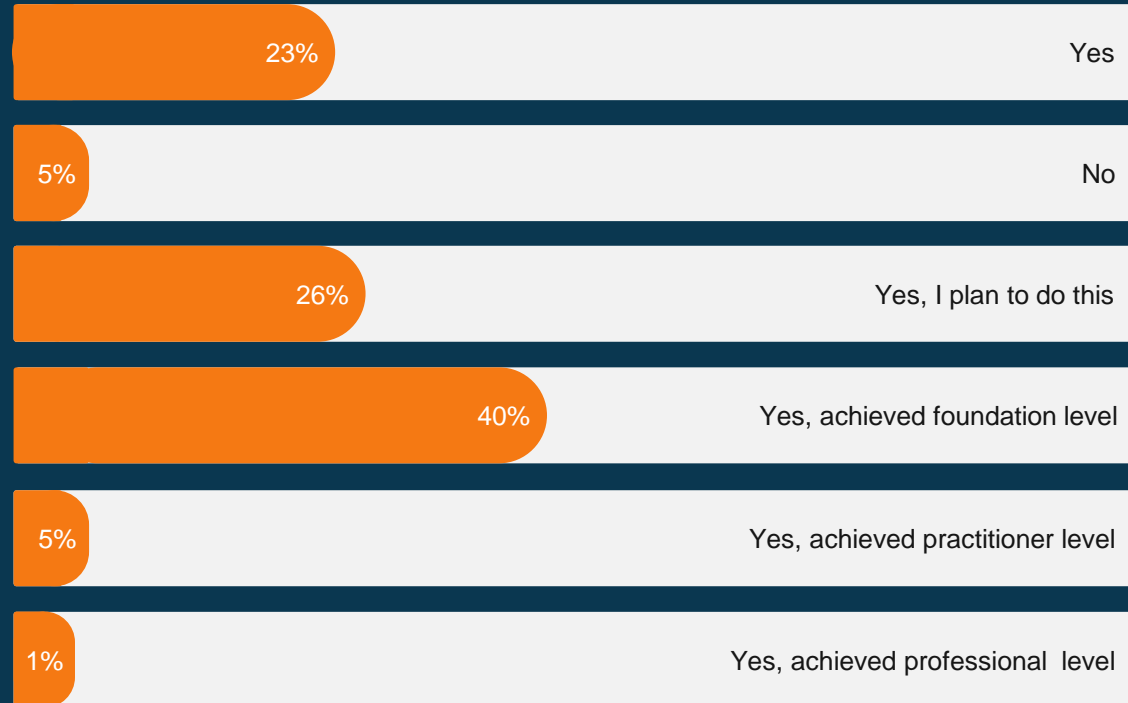
Long-term career

Do you expect to build a long term career in proposal management?

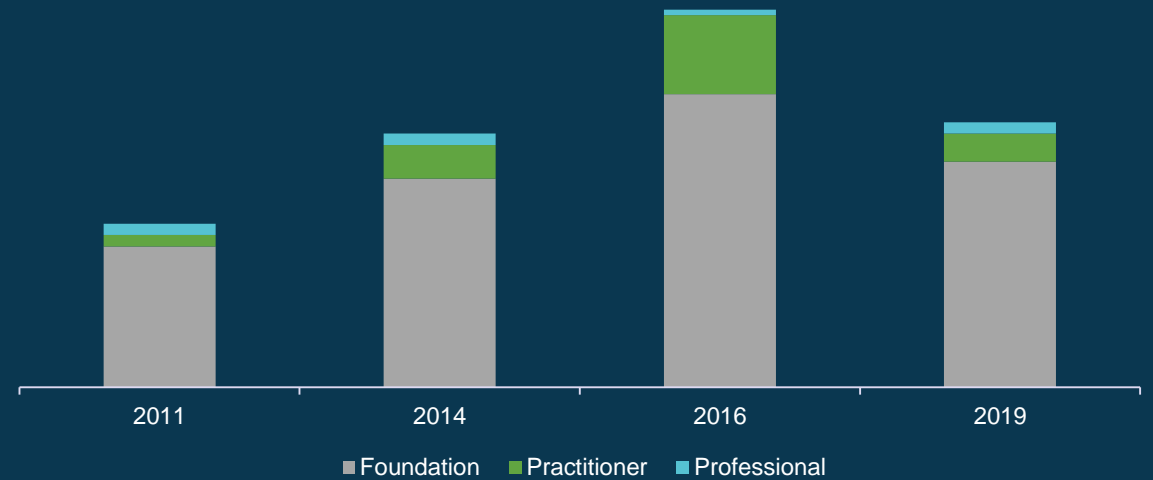


APMP awareness

Are you aware of the internationally recognised accreditation for proposal managers offered by the Association of Proposal Management Professionals?

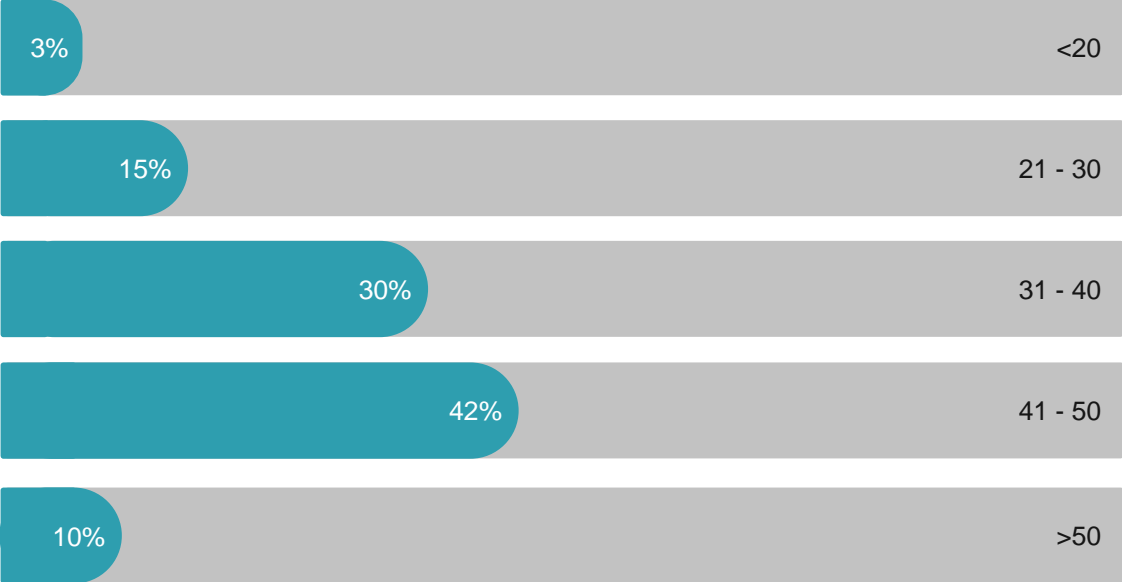


Areas of awareness by year



Hours per week

For how many hours per week do you normally work in the proposal environment?



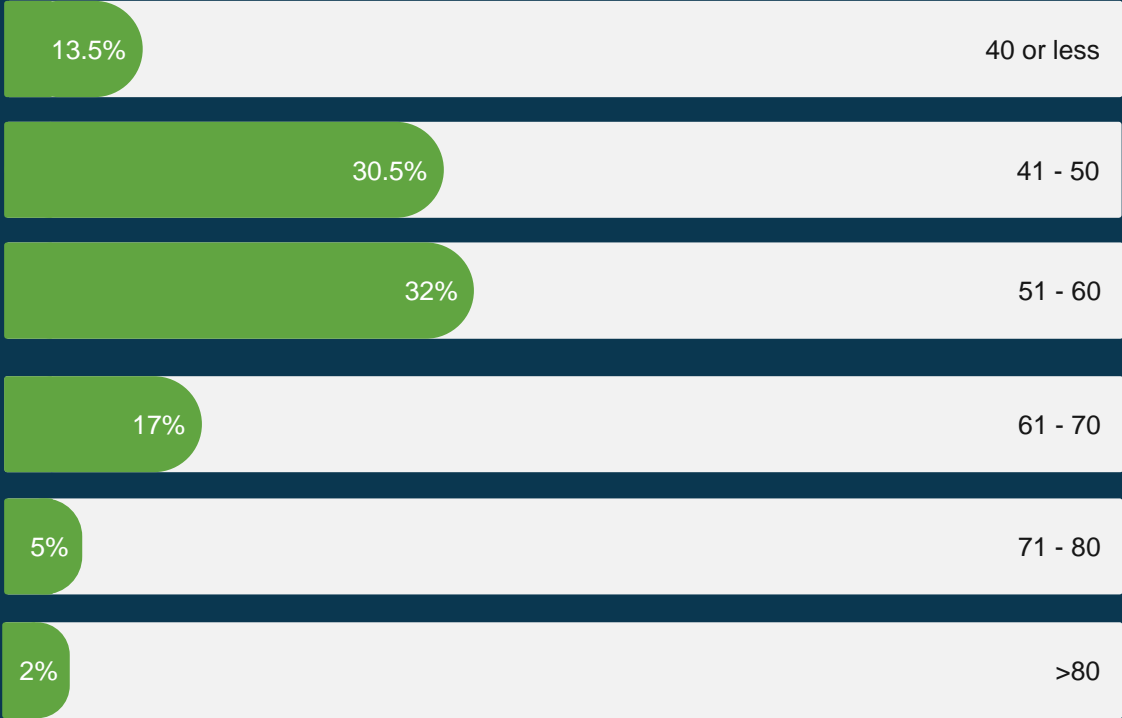
Normal vs. peak time hours worked per week.



Normal Peak

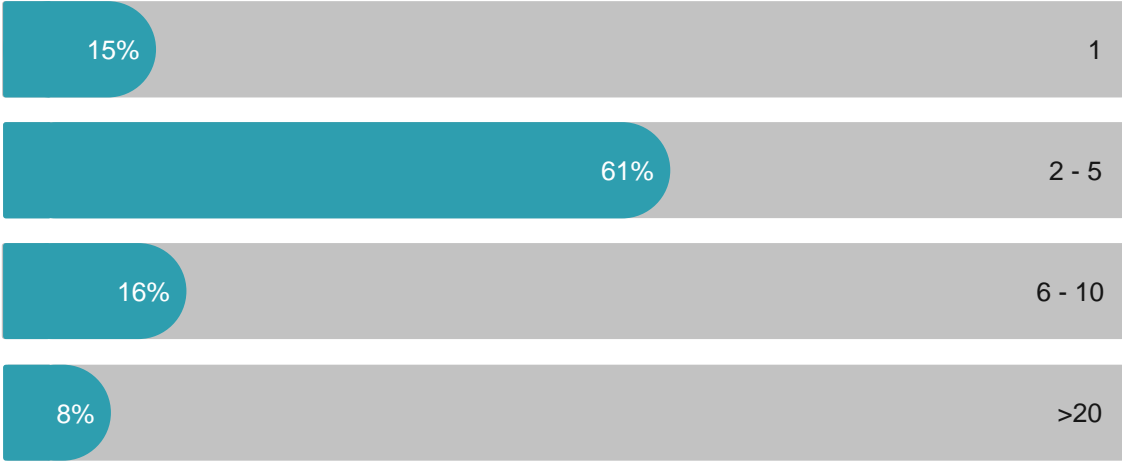
Weekly peak time hours

During peak times, for how many hours per week do you work in the proposal environment?

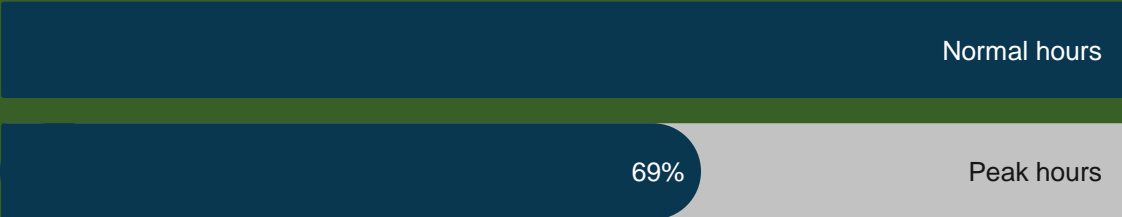


Number of people

How many people work in your proposal team?

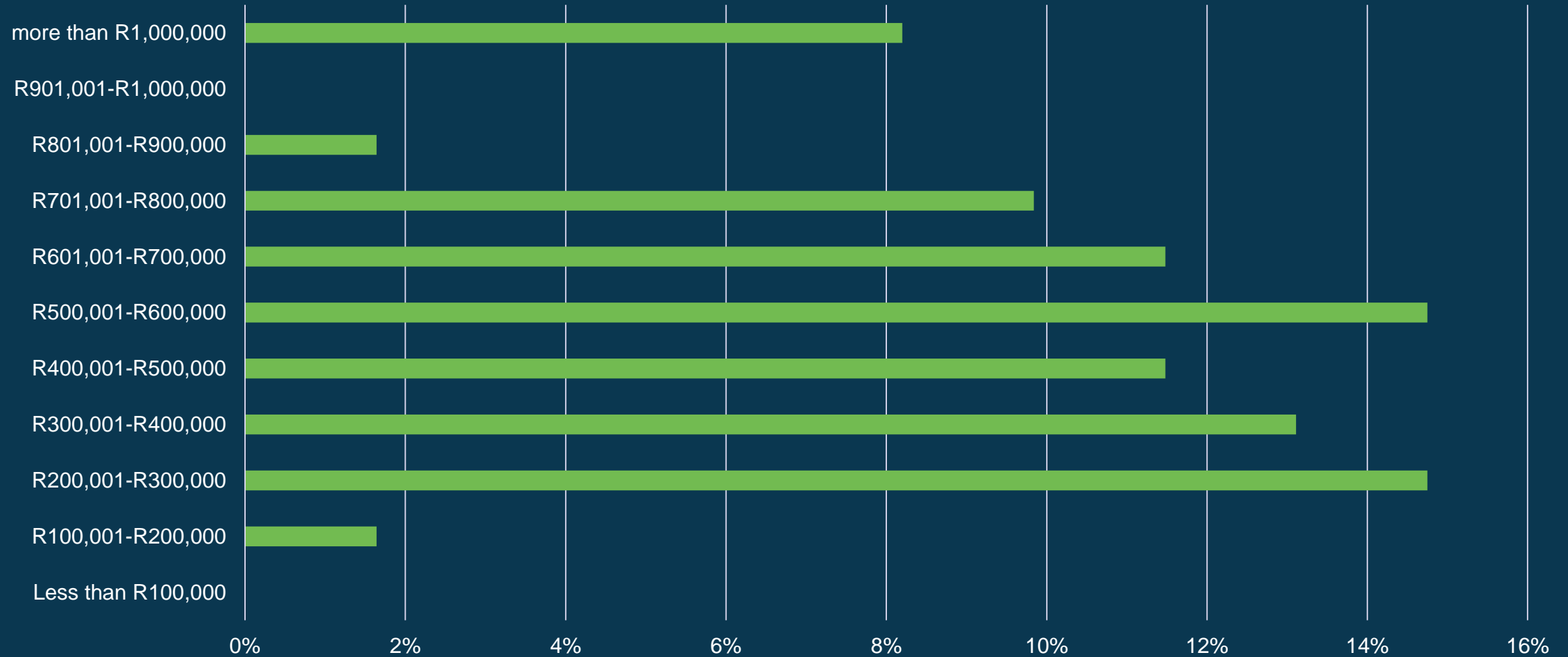


Normal vs. peak hours



Salary

How much is your gross remuneration (salary and benefits)?

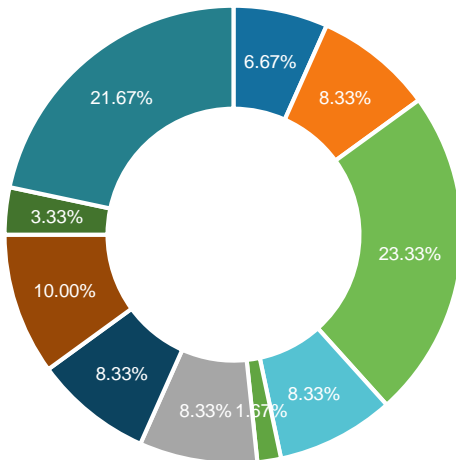


Benefits comparison

Which benefits you get in addition to your salary – how does this compare?

South Africa

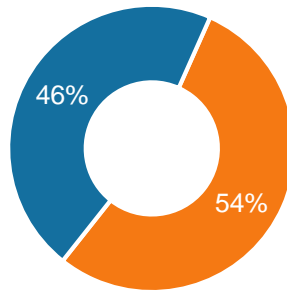
Benefits information



- None (self-employed, temp or contractor)
- Medical aid
- Pension or provident fund, or retirement annuity
- Annual bonus
- Overtime (paid extra for after hours work)
- Work from home
- Company provided equipment e.g laptop, cellphone
- Flexible hours
- Time off instead of overtime pay
- Other (please specify)

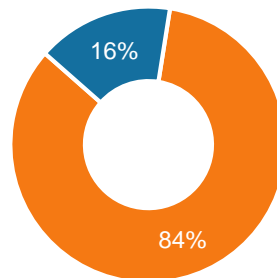
UK

Percentage offered flexible benefits



- Flexible benefits
- No flexible benefits

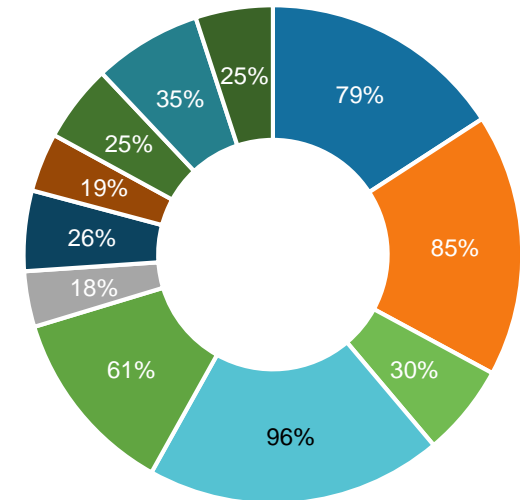
Percentage offered flexible working



- Flexible working
- No flexible working

USA

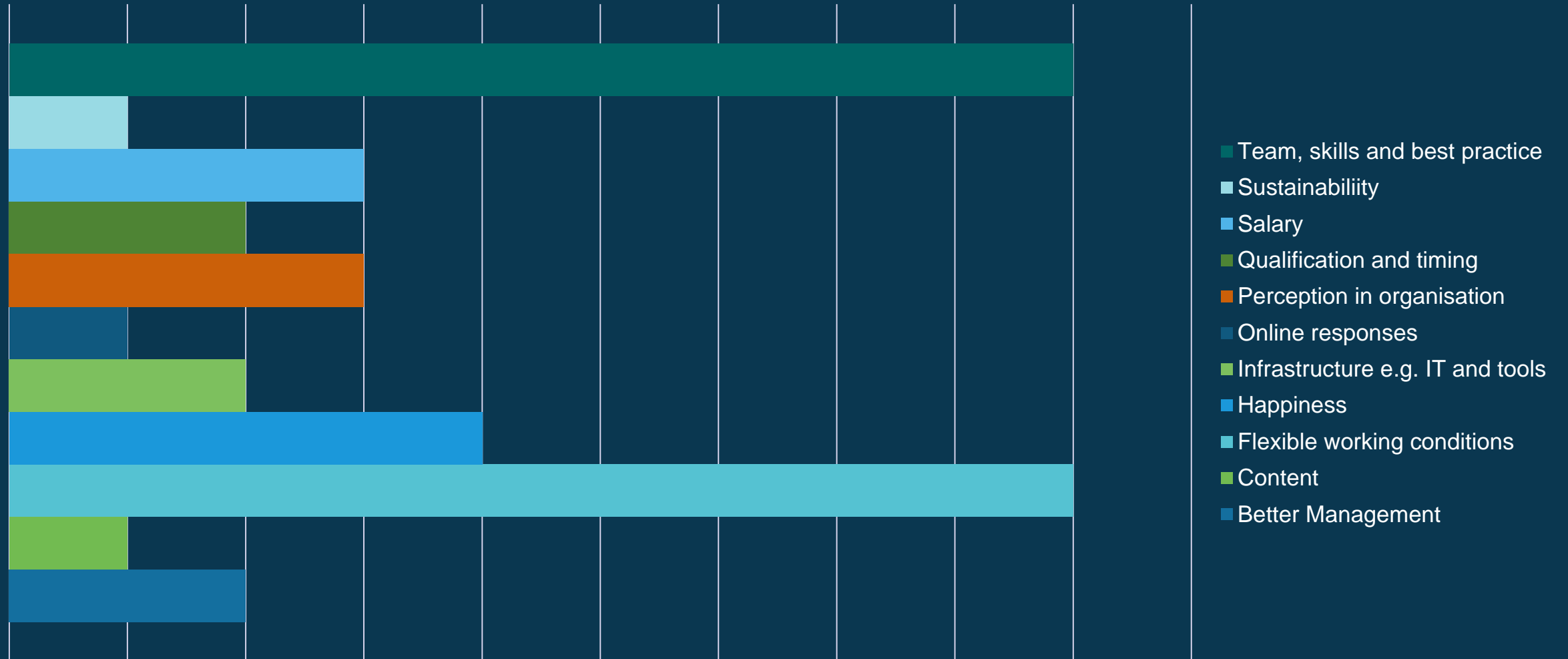
Benefits information



- Health care
- Life cover
- Educational reimbursement
- Stock options
- Section 125 plan
- Modified work week
- Disability
- Retirement
- Commission / incentive pay
- Profit sharing
- Time off in lieu of overtime

What should change?

What should change to improve your working conditions?



Notes

Overall, a total of **97.63%** of questions asked were answered.

Regional status shows that the most populated locations in each APMP survey done have the highest percentage of APMP members.

With this we can also see the similarities in employee education and experience. Based on their highest qualifications in their schooling majority have degrees, college degrees and/or PHDs.

In conclusion, the APMP members have similar work hours, similar benefits as well as an increase in the salaries women earn as they want to eliminate the difference between salaries based on gender.

What is the APMP?

The APMP is the Association of Proposal Management Professionals. APMP promotes the professional growth of its members by advancing the arts, sciences, and technologies of winning business. This association of professionals is dedicated to the process of winning business through professional proposals, bids, tenders and presentations.

This presentation includes a detailed survey of the salary and skills in our SA APMP chapter. This report was organised into a questionnaire that contains the recipients qualification levels, their job status, APMP awareness and salaries. We also have an analysis on the recipients age, gender and professional experience while including an analysis on the key benefits included in the recipients education and experience levels.