UNITED STATES · BIM TALENT MARKET

The BIM bench is national. So is the competition for it.

What it takes to hire BIM Modelers, Coordinators, Engineers and Managers in a market where contractors are setting the pace.

8,831
BIM professionals across the US, up 4% in a year

Very high
Hiring-demand rating: this talent is very hard to hire

2.1 yrs
Median tenure, the point when professionals are most likely to move

EXECUTIVE SUMMARY

A deep national pool.
A thin market for the roles firms need most.

The US BIM market holds **8,831 professionals** across nine core titles, and it carries a Very high hiring-demand rating. The headline number looks healthy. The detail tells a different story: demand is concentrated in the production and coordination roles, and the construction side of the industry now employs most of this talent.

Top 5 insights

01 **One in six BIM professionals changed jobs last year.**
1,557 of 8,831 moved, and median tenure sits at 2.1 years. This is a mobile workforce, and your team is part of the pool.

02 **BIM Technicians are the tightest hire in the market.**
252 open posts for 971 professionals: fewer than 4 professionals per post, against 13 per post across the market as a whole.

03 **Contractors now set the pace.**
Construction, building construction and specialty trade contractors employ 49% of BIM professionals and post 61% of open BIM roles.

04 **Talent is flowing out of architecture.**
Architecture and Planning is the only top industry for BIM talent that shrank (-1%).

05 **62% of the pool sits outside the ten largest metros.**
The top ten markets hold 3,331 professionals. Los Angeles, Seattle and Boston have high supply relative to hiring demand.

Strategic imperatives

- Reach passive professionals directly. Job posts alone compete for the same mobile 18%.
- Benchmark each BIM level on its own. A Technician hire and a Manager hire are different markets.
- Sell the work and the career path, especially against contractor offers.
- Build retention around the two-year mark, before your team is recruited away.

The message is clear: **go find BIM talent, or lose it to firms that do.**

THE TALENT POOL

8,831 professionals.
Most of them aren't looking.

The data shows that the US BIM pool grew **4%** in the last year, while **678** open posts competed for it. That's 13 professionals per open post nationally, and the professionals who moved did so quickly: **1,557** changed jobs in twelve months.

8,831 +4%
BIM professionals in the US

1,557
Changed jobs in the last year (18% of the pool)

678
Open job posts, or 13 professionals per post

Top 10 metros for BIM talent

METRO AREA	PROFESSIONALS	1-YR CHANGE	JOB POSTS	PROF. PER POST	HIRING DEMAND
Greater Phoenix	464	+5%	28	17	Very high
New York City metro	462	+1%	18	26	Moderate
Los Angeles metro	446	+1%	10	45	Low
Washington DC–Baltimore	351	+10%	26	14	High
Dallas–Fort Worth	330	+4%	22	15	Very high
San Francisco Bay Area	328	+1%	24	14	Moderate
Greater Chicago	271	+3%	20	14	Very high
Denver metro	234	+6%	11	21	High
Greater Seattle	229	0%	13	18	Moderate
Atlanta metro	216	+10%	21	10	Very high

Highlighted: hidden-gem markets where supply is high relative to hiring demand (Greater Boston, 210 professionals, also qualifies). Source: LinkedIn Talent Insights, October 2026.

CRITICAL FINDING

No metro holds more than **5.3%** of the national pool, and **62%** of BIM professionals work outside the ten largest markets. Atlanta and DC–Baltimore grew 10% but have only 10–14 professionals per post. Firms competing only in their home metro are fishing in a small pond, and the professionals they need are already employed.

ROLES AND SKILLS

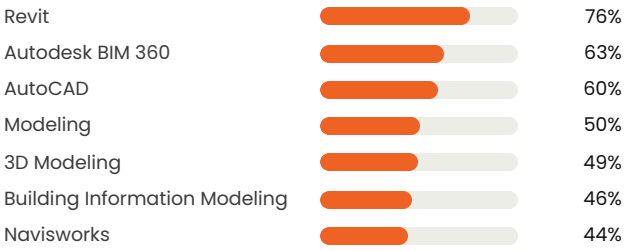
Managers are plentiful. Technicians are not.

BIM Manager is the largest title in the pool at **26%**, yet only 82 open posts are for Manager roles. BIM Technician is the opposite: **11%** of the pool and **37%** of all open posts. The production layer of the BIM team is where firms feel the squeeze.

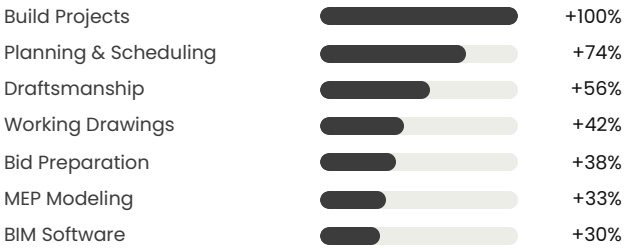
BIM titles in the US pool

TITLE	PROFESSIONALS	% OF POOL	1-YR GROWTH	JOB POSTS	PROF. PER POST
BIM Manager	2,340	26%	+1%	82	29
BIM Coordinator	1,750	20%	+4%	134	13
BIM Engineer	1,379	16%	+9%	139	10
BIM Specialist	1,102	12%	+5%	33	33
BIM Modeler	1,060	12%	+5%	30	35
BIM Technician	971	11%	+2%	**252**	**4**
BIM Lead	193	2%	+1%	8	24
BIM Consultant	133	2%	-5%	0	–
BIM Architect	55	1%	-4%	0	–

Most common skills (% of pool)



Fastest-growing skills (1-yr growth)



WHAT FIRMS SHOULD DO

The fastest-growing skills are delivery skills: planning and scheduling, bid preparation and MEP modeling. BIM professionals are building careers that point toward construction. Firms that want to keep them need to show a path from Technician to Coordinator to Manager, and the projects that will get them there.

COMPETITIVE LANDSCAPE

You're not competing with design firms. You're competing with contractors.

Seven of the top ten employers of BIM talent are builders or trade contractors. Yet no single firm dominates. The top 20 employers together hold only **12%** of the national pool, and the other 88% is spread across a long tail of firms.

Top 20 employers of BIM talent

#	EMPLOYER	PROF.	1-YR	POSTS	#	EMPLOYER	PROF.	1-YR	POSTS
1	Rosendin	158	+7%	1	11	Jacobs	37	+3%	27
2	HDR	114	+16%	27	12	MMR Group	37	+85%	11
3	Turner Construction	107	+16%	19	13	Cupertino Electric	37	+16%	0
4	Hensel Phelps	74	+17%	9	14	Gilbane Building	36	+6%	7
5	DPR Construction	62	+9%	2	15	McCarthy Building	34	+3%	5
6	Whiting-Turner	55	+4%	0	16	Power Design	34	+17%	0
7	ArchKey Solutions	52	+68%	6	17	Prime Controls	33	+18%	0
8	Stantec	46	+10%	0	18	VIATechnik	32	+33%	3
9	Clayco	44	+38%	2	19	Henderson Engineers	29	+26%	0
10	AECOM	43	0%	0	20	TEECOM	29	+32%	0

Industries employing BIM talent

INDUSTRY	PROFESSIONALS	1-YR CHANGE	JOB POSTS	HIRING DEMAND
Construction	2,118	+7%	76	High
Architecture and Planning	1,292	-1%	29	Moderate
Building Construction	1,232	+6%	122	High
Specialty Trade Contractors	976	+3%	218	Very high
Civil Engineering	829	+4%	48	Moderate
Design Services	669	+3%	39	High
Engineering Services	551	+6%	20	High

CRITICAL FINDING

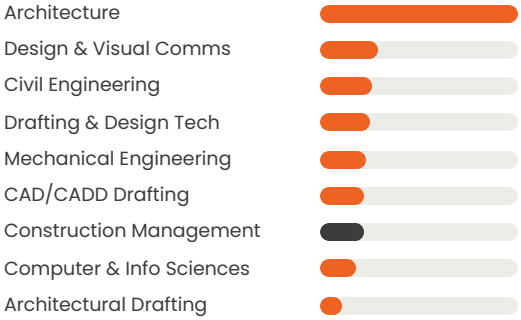
Contractors employ **49%** of BIM professionals and post **61%** of open roles. Architecture and Planning is the only top industry that lost BIM talent, and for every BIM professional construction lost to architecture, it gained **3.5** back. Design firms aren't losing a pay war. They're losing a career-path argument.

EDUCATION AND BACKGROUND

Trained as architects.
Increasingly built for construction.

Architecture is still the most common field of study in the BIM pool with **23%**. But the pipeline is shifting. Construction Management already ranks seventh, and **29%** of its graduates in the pool are recent grads, compared with 12% for Architecture.

Top fields of study



Highest degree attained

DEGREE	ALL PROFESSIONALS	RECENT GRADS
Bachelor's	52%	52%
Associate	24%	14%
Master's	20%	29%
MBA	3%	4%
Doctorate	1%	1%

Gender split



Top schools producing BIM talent

SCHOOL	PROFESSIONALS	RECENT GRADS	SCHOOL	PROFESSIONALS	RECENT GRADS
Arizona State University	116	39	Wentworth Institute of Technology	53	8
Purdue University	78	38	University of Illinois Urbana-Champaign	50	13
ITT Technical Institute	72	–	University of Washington	44	12
Brigham Young University–Idaho	66	33	Virginia Tech	42	12
Texas A&M University	55	15	Georgia Institute of Technology	39	9

WHAT FIRMS SHOULD DO

A quarter of the pool came in through an associate degree, and recent grads are arriving with master's degrees at a higher rate (29%). Both routes produce strong BIM professionals. Write roles and career paths that make room for each, and build relationships with the programs feeding your market, not just the schools your principals attended.

RECOMMENDATIONS

Five moves to win the BIM talent market.

01 **Reach passive talent through a specialist partner who knows the community.**

82% of BIM professionals didn't change jobs last year, and 13 professionals sit behind every open post.

What to do: Work with a recruiting partner embedded in the AEC and BIM community, one who already knows who's doing strong coordination work in your market and what would make them move.

02 **Benchmark every BIM level on its own.**

Professionals per post range from 4 for Technicians to 35 for Modelers.

What to do: Get a role-specific benchmark for your market before you post. Pay, title and scope for a Technician hire and a Manager hire are set by different supply and demand.

03 **Look where competition is lighter.**

Los Angeles has 446 BIM professionals and just 10 open posts. Seattle and Boston also show high supply against demand.

What to do: If your work allows remote or hybrid BIM roles, recruit in these hidden-gem markets, or open a seat near your project sites there.

04 **Sell the work, not just the job.**

Contractors post 61% of open BIM roles and are gaining talent from architecture at 3.5 to 1.

What to do: Lead with your project typologies, your design culture and how BIM shapes decisions at your firm. Show candidates a career path into leadership, not a seat in production.

05 **Retain before the two-year mark.**

Median tenure is 2.1 years, and 1,557 BIM professionals moved in the last twelve months.

What to do: Map a clear ladder from Modeler and Technician to Coordinator and Manager. Review growth and leadership opportunities with every BIM team member before year two.

The question isn't whether you can afford to invest in BIM hiring. **It's whether you can afford to keep losing BIM talent to contractors.**

About Snipebridge. SNIPEBRIDGE is not a staffing company. We are an exclusive talent partner to clients and manage their hiring program through an extended team model. We help architecture, engineering and construction firms reach passive talent, hire with real market data and keep hiring spend predictable.

Book a complimentary 30-minute Talent Strategy Review

We'll benchmark your open BIM roles and map the passive talent you can reach in your market.

snipebridge.com/call