

# Understanding an ageing workforce:

## Energy and Utilities sector – survey headline findings

By better understanding an ageing workforce, businesses can design and build stronger cross-generational workforces for the future. Our survey explores the needs and wants of employees, aged 35-55, working in the Energy and Utilities sector compared to six other key industry sectors.

Upheaval in the Energy and Utilities sector has resulted in a fairly gloomy employee outlook and we would encourage employers in the sector to review their multi-generational employment strategy.



**59 years old**  
average expected retirement age based on current financial circumstances (the youngest age of all sectors)



**32%**  
don't know what they will do with their time after retiring (19% cross-sector)



**59%**  
would like to retire by the age of 60 in an ideal scenario where finances aren't an issue (48% cross-sector)



**57%\***  
feel under pressure to learn new skills, but don't think they'll be able to do them (38% cross-sector)



**£56k**  
average annual income required to retire (the highest of all sectors surveyed)



**52%\***  
feel undervalued by their company (37% cross-sector)



**67%**  
would prefer to be employed up to retirement rather than self-employed (48% cross-sector)



**91%**  
would like to work remotely abroad in their current role (79% cross-sector)

\* "strongly agree" and "somewhat agree" responses combined

Click [here](#) to contact us about the full Energy and Utilities sector findings.



### Osborne Clarke view

There seems to be a bit of a malaise about the respondents we surveyed in the Energy and Utilities sector – with many respondents being more negative than their counterparts in other sectors. They want to retire earlier, feel less certain about what they might do with their time when they do retire, feel that they are under more pressure to learn new skills and under more financial pressure than other sectors. It is clear that something has to change given the ongoing need for senior skilled individuals in the sector. Are these results reflected in your staff surveys?



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### Next steps

To share your experience/discuss the full Energy and Utilities sector survey findings, contact [Matthew Lewis](#), or [Paul Matthews](#), Partner, Pensions and Head of Future of Work.

Click to download our [cross-sector survey report](#) of findings and find out about our [survey methodology](#).

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