## Understanding an ageing workforce:



## The Built Environment 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 Built Environment sector compared to six other key industry sectors.

Fewer employees in The Built Environment sector are confident about their retirement than in any of the other sectors surveyed. Perhaps due to the skills gap in this sector, respondents felt well valued by their employers, but relatively unsupported in planning for their retirement. We encourage employers to review their multigenerational employment strategy.



£51k

average annual income required to retire (compared to an average of £53k cross-sector)



15%

say their pension will help them to end their career happily (25% cross-sector)



17%

are confident in their financial situation during retirement (29% cross-sector)



69%

feel supported by their company in planning for their retirement (83% cross-sector)



20%\*

are looking forward to retirement as they'll have lots of free time (31% cross-sector)



**28**%\*\*\*

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



46%

say more annual leave would encourage them to work for longer (42% cross-sector)



28%\*\*\*

feel their company doesn't value their skills (37% cross-sector)

\* lowest percentages of all sectors surveyed
\*\* "strongly agree" and "somewhat agree" responses combined

\*\*\* both of the above apply

Click here to contact us about the full Built Environment sector findings.



## Osborne Clarke view

The Built Environment workforce spans a huge range of skills and pay. What is clear is that the Built Environment is massively impacted by the needs of an ageing workforce, both in terms of the employees designing, planning, constructing, funding, managing and staffing the Built Environment and in terms of those using the Built Environment. An ageing workforce requires consideration of design, functionality, provision of and access to services as well as employment terms, financial provision and pension rights.



Ian Wilkinson
Partner, The Built Environment
Sector Leader, UK
T +44 117 917 3210

ian.wilkinson@osborneclarke.com

## Next steps

To share your experience/discuss the full Built Environment sector survey findings, contact Ian Wilkinson, or Paul Matthews, Partner, Pensions and Head of Future of Work.

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Click to download our cross-sector survey report of findings and find out about our survey methodology.

