

Understanding an ageing workforce:

Mobility and Infrastructure 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 Mobility and Infrastructure* sector compared to six other key industry sectors.

The pace of technological change in the sector is reflected by workers' concerns that they won't be able to grasp the new skills required of them and their roles becoming redundant before they retire. Despite the skills gap, survey respondents continue to feel valued by their employer with financial pressures being of lesser concern to most.



45%**
said they will need additional training in computer/technology based skills (34% cross-sector)



29%**
think they'll retire past the age of 66 in an ideal scenario where finances aren't an issue (18% cross-sector)



59%**
would prefer to be self-employed rather than an employee up to retirement if they had the option (45% cross-sector)



49% ******
are concerned they won't be able to grasp the new skills required up to retirement (40% cross-sector)



15%**
view a pension as a benefit that is important for them to be able to end their career happily (25% cross-sector)



55% ******
concerned about their roles becoming redundant before they retire (47% cross-sector)



32%
feel confident about their finances during retirement (29% cross-sector)



35%
feel their company doesn't value the skills they already have (37% cross-sector)

* Responses from the Mobility and Infrastructure sector were defined in the survey as "Transport and Infrastructure"

** highest percentage of all sectors surveyed

*** joint lowest percentage of all sectors surveyed (alongside the built environment)

**** 'strongly agree' and 'somewhat agree' responses combined

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



Osborne Clarke view

Developments in financing, the impact and deployment of new technologies and the need for sustainability are key forces for this sector. As far back as the National Infrastructure Plan for Skills of 2015 a skills shortfall was identified but the focus was on increasing recruitment at entry level. That focus has not kept pace with demands so a pivot to employers providing the right training and broader support to retain workers is needed.



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Next steps

To share your experience/discuss the full Mobility and Infrastructure sector survey findings, contact [Rob Horne](#), 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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