

SKILLS INTELLIGENCE UNIT



QUARTER ONE 2024/25 INSIGHTS

Our quarterly update on the top skills and workforce insights from the NSAR Workforce Analytics team.

Updates

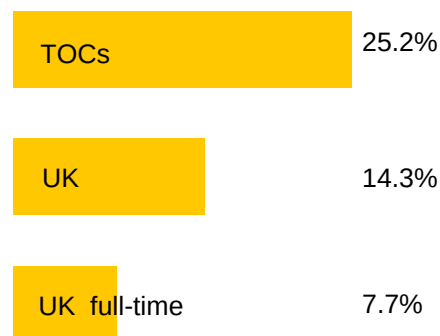
This quarter, the Workforce Analytics team has been busy with:

- A report for the DfT's Transport Employment and Skills Taskforce (TEST), focusing on the future of skills across multiple transport modes.
- The beginning of 2024's Rail Workforce Survey – now closed. Data cleaning and preparation is underway and the process of writing the report will begin shortly, due for release in November.
- Analysing the results of the 2023 Women in Rail survey – see more below.
- Carrying out workforce analysis for GB Railfreight to understand immediate demands, particularly related to retirement risk.
- Carrying out a skills report for the Global Centre for Rail Excellence (GCRE), with a primary focus on Wales, giving guidance as to what forms of equipment and training would be best for their site.
- Midlands Connect – workforce forecasting for Midlands Rail Hub projects, also with social value consideration.

Gender pay gaps

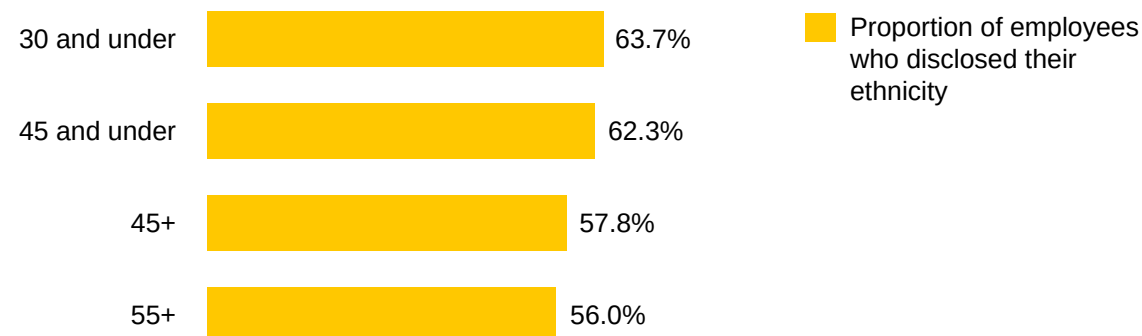
The most recent data from UK train operating companies suggests the median gender pay gap at a TOC is significantly higher the UK median.

■ Median gender pay gap



Contributing to the diversity discussion

Recent workforce analysis identified an interesting pattern with regards to the disclosing of ethnicity data. For the industry as a whole, when only considering data received in NSAR's most recent workforce survey, the response rate on ethnicity differed according to age range, as illustrated below. This pattern could suggest that younger people are more willing to disclose such information, perhaps having been brought up with such topics more prevalent.



Women in Rail survey

NSAR helped conduct the most recent iteration of the Women in Rail report. 26 responses were received, covering approximately 47,710 employees. From these employees, the female proportion was found to be **28.3%**.

28.3%



of the workforce are **women**



71.7%



of the workforce are **men**

This was slightly lower than the mark in the last survey of 2018, which was **30.2%**, but both are markedly higher than what is being observed by NSAR in the annual rail workforce survey, which is around one in six employees being female.

13 of the respondents to the survey had over 100 employees, and each of these 13 said that they offered their employees training on Equality, Diversity and Inclusion (EDI).

Train driver diversity

NSAR contributed insight on diversity for train drivers to a BBC News piece. View here: <https://www.bbc.co.uk/news/uk-england-hampshire-68921391>