SKILLS INTELLIGENCE UNIT

NSAR

QUARTER TWO & THREE 2024/25 INSIGHTS

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

Updates

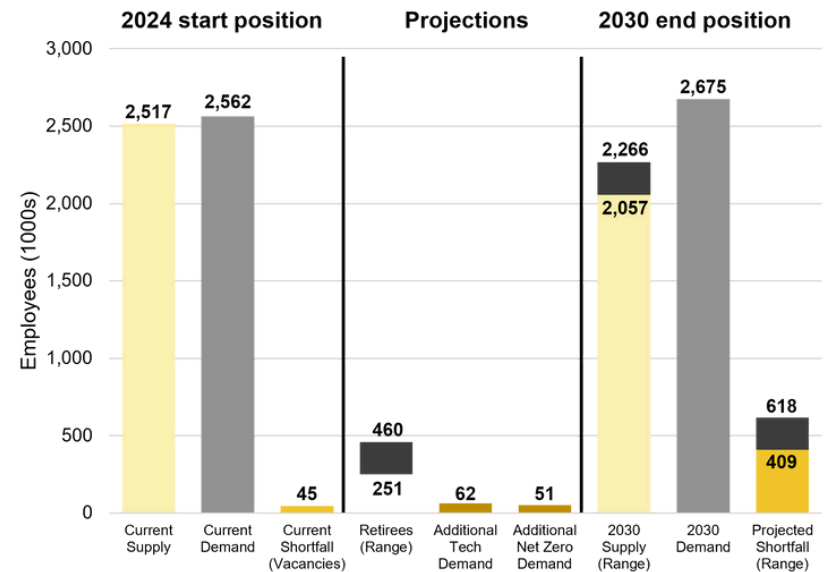**In Q2 and Q3, the Workforce Analytics team has been busy with:**

- Publishing the NSAR Rail Workforce Survey 2024, a comprehensive annual survey of the rail industry workforce providing approximately 95% coverage across the sector including the supply chain.
- Undertaking analysis and producing an independent report for the Department for Transport outlining the future skills needs across the UK transport sector, which was published by DfT in September.
- Carrying out a workforce survey and analysis for the Heat Networks Industry Council, following up on analysis conducted in 2022.
- Working with the Offshore Wind sector to update their workforce model and start a new workforce survey.
- Undertaking workforce analysis for Porterbrook and Great Western Railways.
- Carrying out analysis for East Midlands Councils, investigating the workforce required to electrify the Midland Mainline.

Report on the future skills needs across the transport sector

NSAR undertook analysis and produced an independent report for the Department for Transport outlining the future skills needs across the UK transport sector.

The analysis showed that the UK transport sector will have a shortfall of between 409,000 and 618,000 workers by 2030, primarily as a result of predicted retirement levels, the introduction of new technologies and the impact of net zero and decarbonisation on the sector.

Between 251,000 and 460,000 employees are predicted to have retired by 2030, potentially representing close to 20% of the workforce. New technologies will carry an additional demand of 62,000 new roles by 2030, over and above what already exists in the sector and an estimated 51,000 new roles will be required due to net zero demands. There are an estimated 45,000 vacancies in the sector currently.

Chart showing employees (1000s) across 2024 start position, Projections, and 2030 end position: Current Supply 2,517; Current Demand 2,562; Current Shortfall (Vacancies) 45; Retirees (Range) 460 / 251; Additional Tech Demand 62; Additional Net Zero Demand 51; 2030 Supply (Range) 2,266 / 2,057; 2030 Demand 2,675; Projected Shortfall (Range) 618 / 409.

44

The **average age of rail employees is 44 years**
(compared to 45 years in 2023)

A **third of the rail workforce is aged 50 and over**

The proportion of those workers aged 25 and under has increased from 4.7% in 2023 to 6.3% in 2024
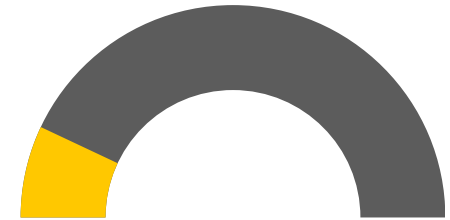(an increase of 20.2%)

The proportion workers aged between 31 and 49 has decreased from 50% in 2023 to 43.8% in 2024
(a decrease of 20.6%)

17% of rail employees are women

(compared to 16% in 2023)

14% of rail employees are from an ethnic minority background

(compared to 12% in 2023 and a national average of 19%)

The **workforce in rail has decreased by 9.4% over the last year** to 220,500, predominantly in the supply chain

90,000

The **number of people leaving through retirement and other forms of attrition could be up to 90,000** workers by 2030

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