

CHANGING THE NARRATIVE: BUILDING A WORKFORCE FOR THE FUTURE



The UK transport industry is confronted by a critical skills and recruitment challenge.

The National Skills Academy for Rail (NSAR) laid bare the scale of this challenge in its 2024 Rail Workforce Survey



In 2024, the UK rail workforce totalled 220,500 – **a 9.4% decline** over the previous year.



A third of the rail workforce is aged 50 or over, with **up to 90,000 expected to leave the industry** through retirement and other forms of attrition by 2030.



While the proportion of rail workers aged 25 or under rose to 6.3% in 2024 from 4.7% in 2023, the proportion aged **31-49 fell to 43.8%** from 50% over the same period.



The industry remains male-dominated, with **women accounting for only 17.4%** of the UK rail labour force.



Download the whitepaper now to learn even more about the changing narrative of the UK Transport Industry:

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