

Comparative Workforce Challenges In UK And Europe

Metric	UK Water Sector	Broader European Context
Skills Shortage Concern	49% of engineers	Sector under pressure; 1.6M employed
Retirement Risk	23% will retire in the next 5 years	61% aged 46+ in utilities
Engineers Seeking Exit	66% of engineers will leave for another industry in the coming years	Two thirds of young people in current utility roles were dissatisfied with their conditions and opportunities and want to leave
Gender Representation	35% of the workforce are women	<18% female workforce; <25% in leadership
Job Creation Potential	Water sector to recruit 50,000 people by 2030	10,000+ jobs/year via EU Water Strategy
Professional Development	62% of professionals believe there is a mismatch between the skills they are developing and those being sort by employers	33% of utility employers admitted their training programs for young people are inadequate

Source:

Murray McIntosh. (2025). *The Water Industry Labour Report 2025*.
AquaFed/RWSN (2023). How to Guide the Careers of Young People in the Water and Sanitation Sector.
Government and water companies agree unprecedented skills commitments | Water UK. (2025, July 15)
Energy and Utility Skills. (2024). Inclusion Measurement Framework 2023 Report and Recommendations.
Europe’s environment 2025. (2025, September 29).

Scan to download:
The Water Industry Labour Report 2025

