



Evolving Together: Enabling the hybrid generation to flourish

Built environment and property



Context

Construction was one of the sectors in which many people continued to work onsite for the most part during Covid-19, simply adopting different work methods to minimize risks. Nevertheless, for early-career workers this was a period in which new ways of working emerged, with the sector forced to become more agile and resilient.

Today, while many in the built environment sector remain onsite, some roles, for example building design, can be done remotely, raising questions for management and team dynamics.

Alongside this, workers' needs are evolving across age groups, linked to advancing technology and evolving health and safety considerations (both from a physical and mental well-being stand-point).

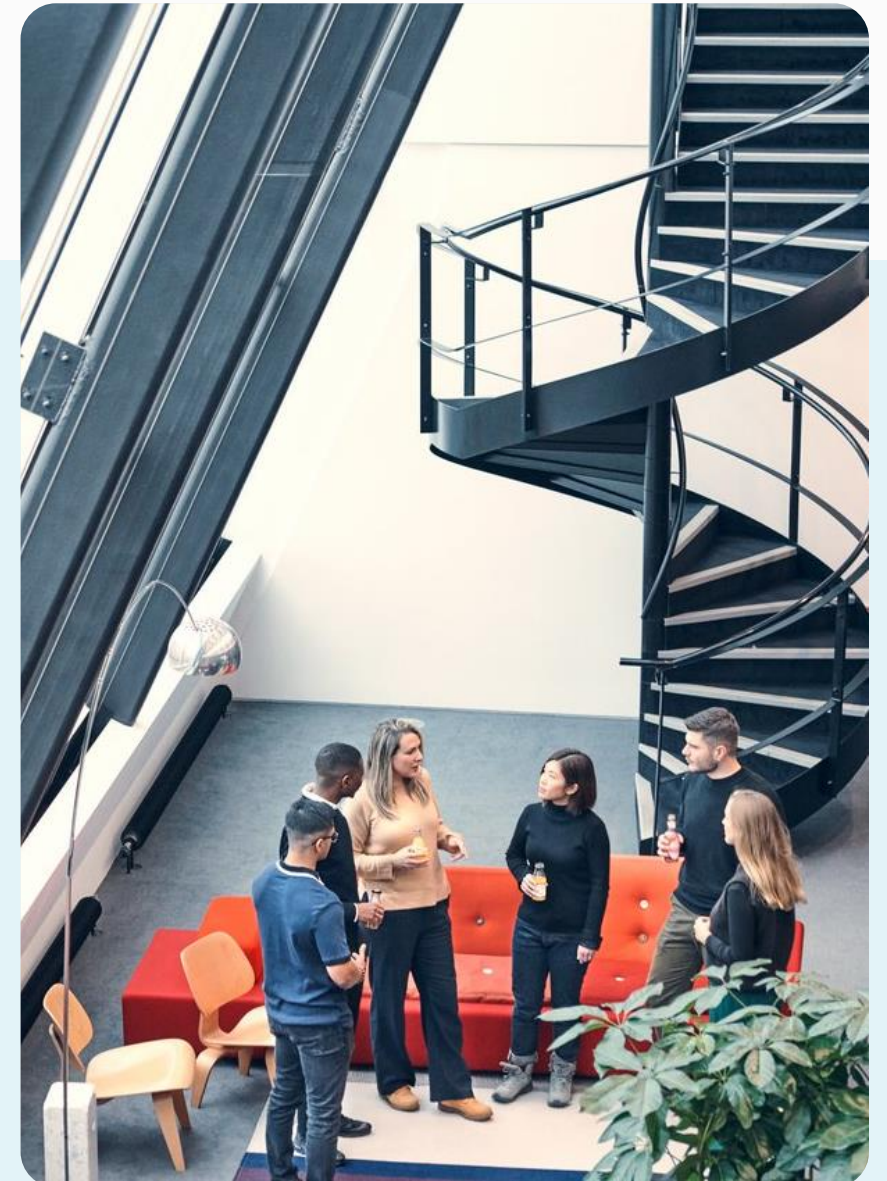


Evolving Together: enabling the hybrid generation to flourish

BSI's 2025 Global Workforce Entrants Study explores the experiences and priorities of people who have entered the workforce since the pandemic began. The study, developed in partnership with the think tank ResPublica, comprises a survey of 4,700 people globally who started work during or since the pandemic, focus groups, and an international literature review.

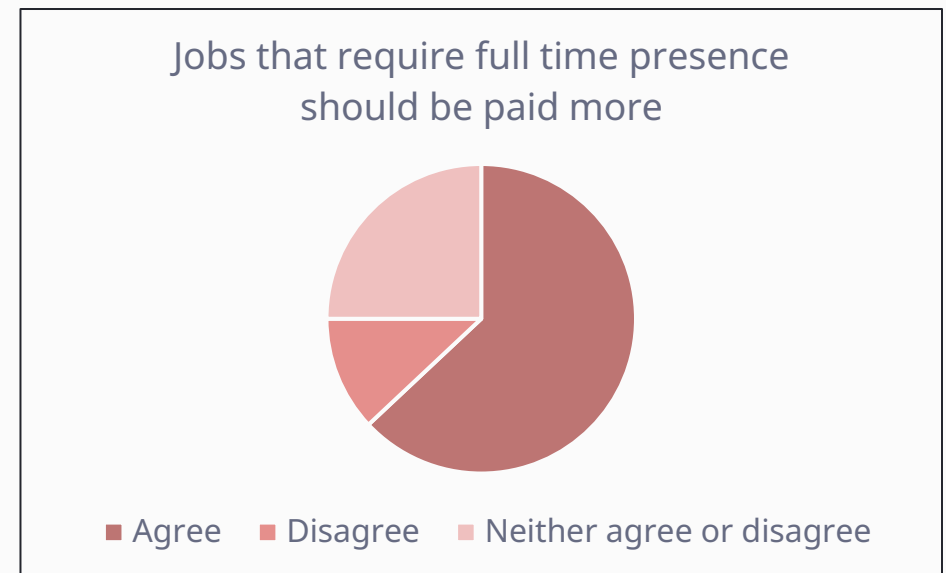
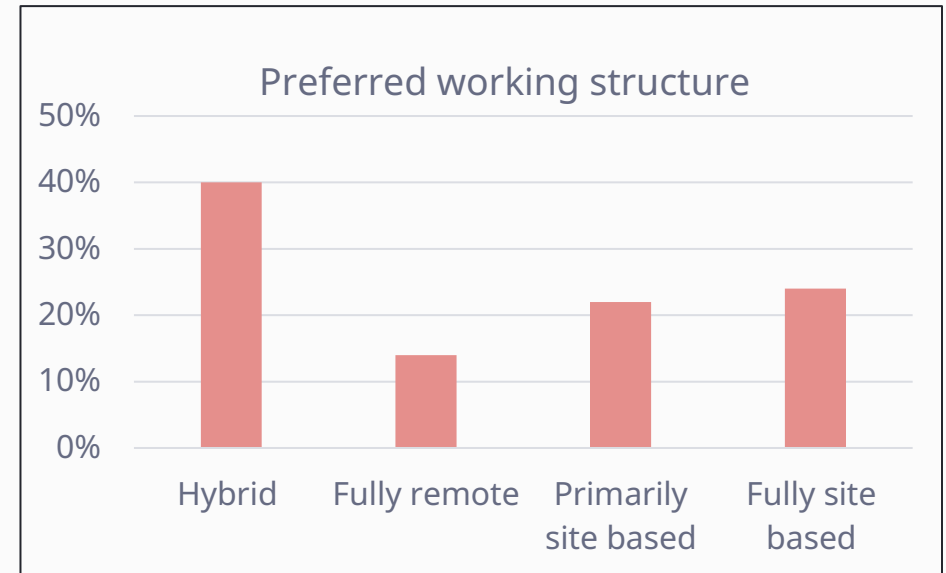
The research provides crucial insight into how the hybrid generation, lacking experience of the pre-pandemic workplace, have been shaped by these unique circumstances and how this is likely to continue to impact them and shape the future of work.

The survey included 320 people working in built environment and property.



Working structure

- During their first two years in the workforce 32% were fully site based, below the global average of 38%. 26% were primarily site based and 31% were hybrid. 10% were fully remote
- Today 35% are fully site based (compared to 39% globally), followed by 29% primarily site based, 28% hybrid and 7% fully remote.
- 40% prefer a hybrid working structure, followed by 24% who prefer to be fully site based, 22% primarily site based and 14% say remote.
- 63% think jobs requiring full time onsite presence should be paid more, in line with the average (63%)
- 69% say jobs that require a full-time onsite presence should offer other flexibility such as condensed hours or part time working



Pandemic experience

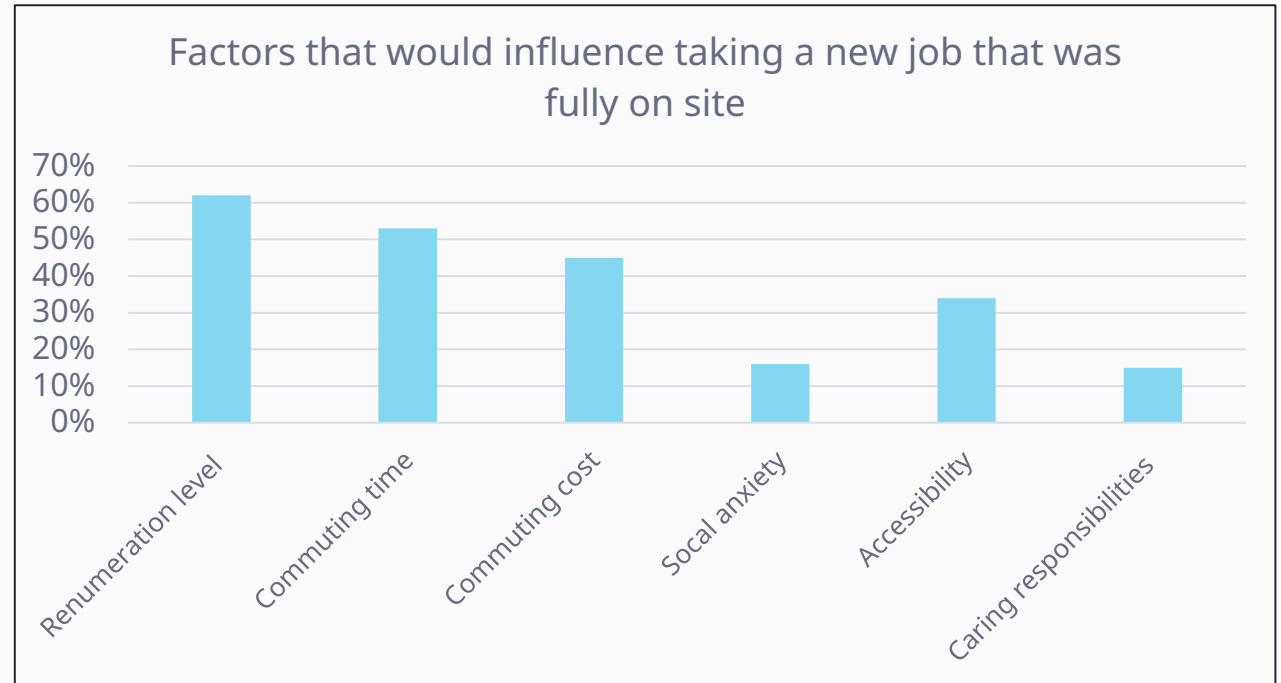
- 31% say they coped well with their job during the pandemic, above the global average of 26%.
- 22% say they missed out on training as a result of the pandemic, while 34% undertook training remotely.
- 11% say they were able to take a job that they wouldn't have been able to had it been site based.

68% said they received sufficient training during their first year of work.



Priorities and expectations

- 69% say they feel fulfilled by their work at present
- 63% say they feel loyal to their employer but 65% say they like their current employer but will prioritise their own career and needs
- 27% hope to remain in their current organization for the next 10 years. This increases to 44% who hope to remain for the next five years
- 43% say work life balance motivates their professional life, followed by job stability (40%) and financial incentives (37%)



23%
say their current
employer doesn't
share their values

54%
expect to stay in the
same career for the
next 10 years

Culture and connection

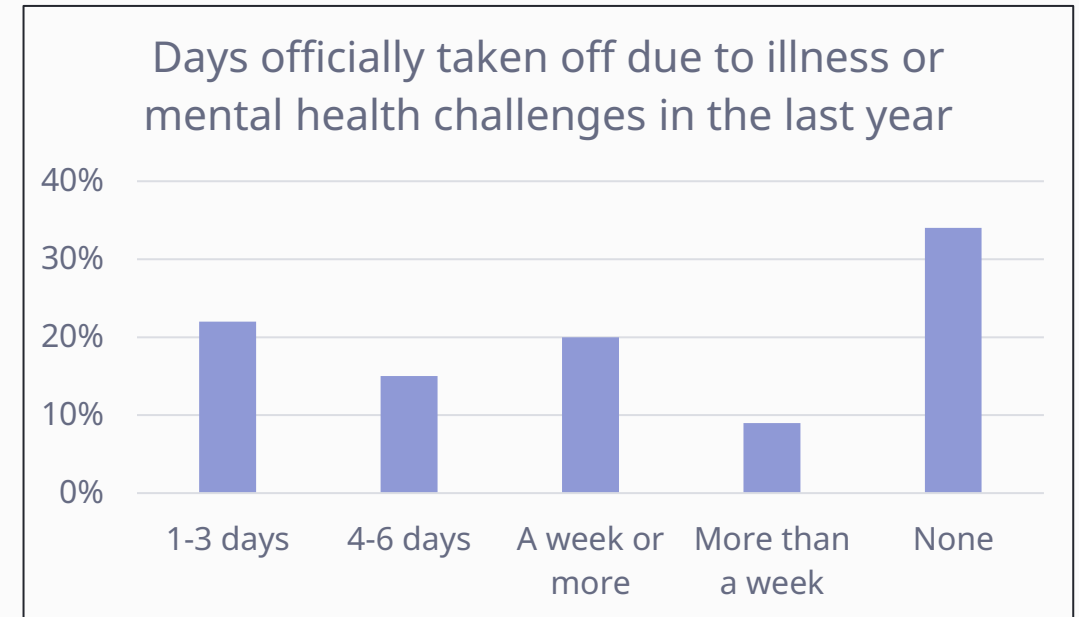
- 16% said social anxiety would impact their decision to take a job if it was fully on site, below the global average of 22%
- 46% prefer conducting meetings in person, and 53% say they prefer having 1-2-1 conversations at work in person, compared to 52% globally
- Nearly three quarters (78%) say they made friends in their first job, and over half (56%) say since starting work they regularly socialise with colleagues after work
- 70% find their job easier when they are on site
- 61% say that hybrid jobs should have anchor days

65% say they found a mentor in their first job



Health and well-being

- 58% say their mental health is enhanced by a hybrid structure
- 31% say their mental health was negatively affected by working remotely during the pandemic
- 61% say the first two years of work was a positive experience, compared to 62% globally
- 51% find it hard to leave the house when I work from home

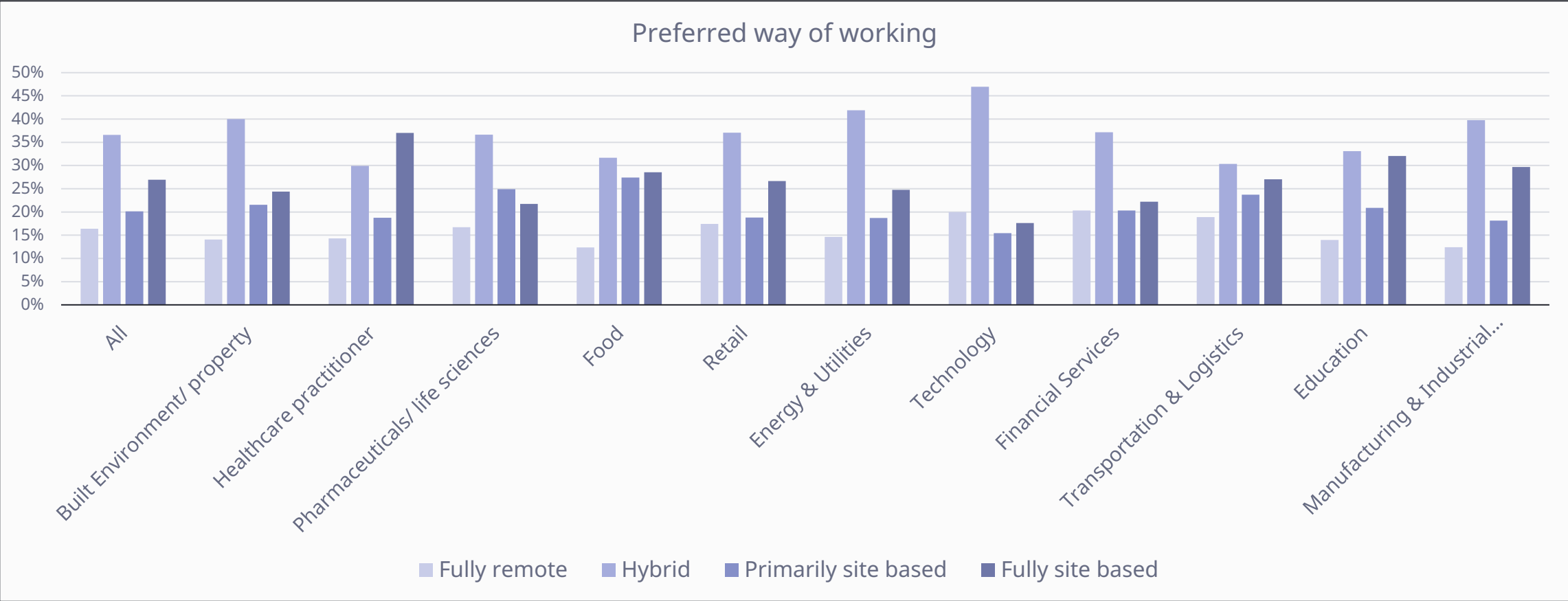


57%

say they are able to exercise more frequently when working remotely or in a hybrid structure

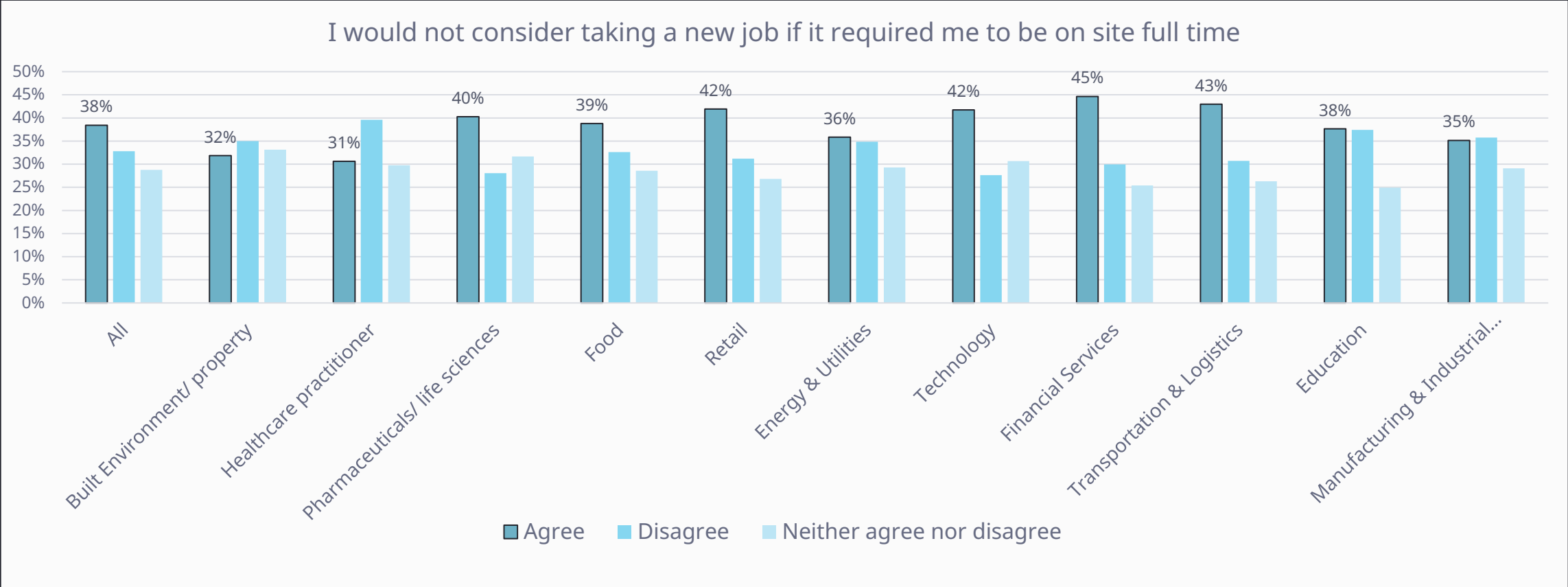
Sector comparisons

Technology sees the highest proportion preferring hybrid work (47%), falling to 30% for those in healthcare.



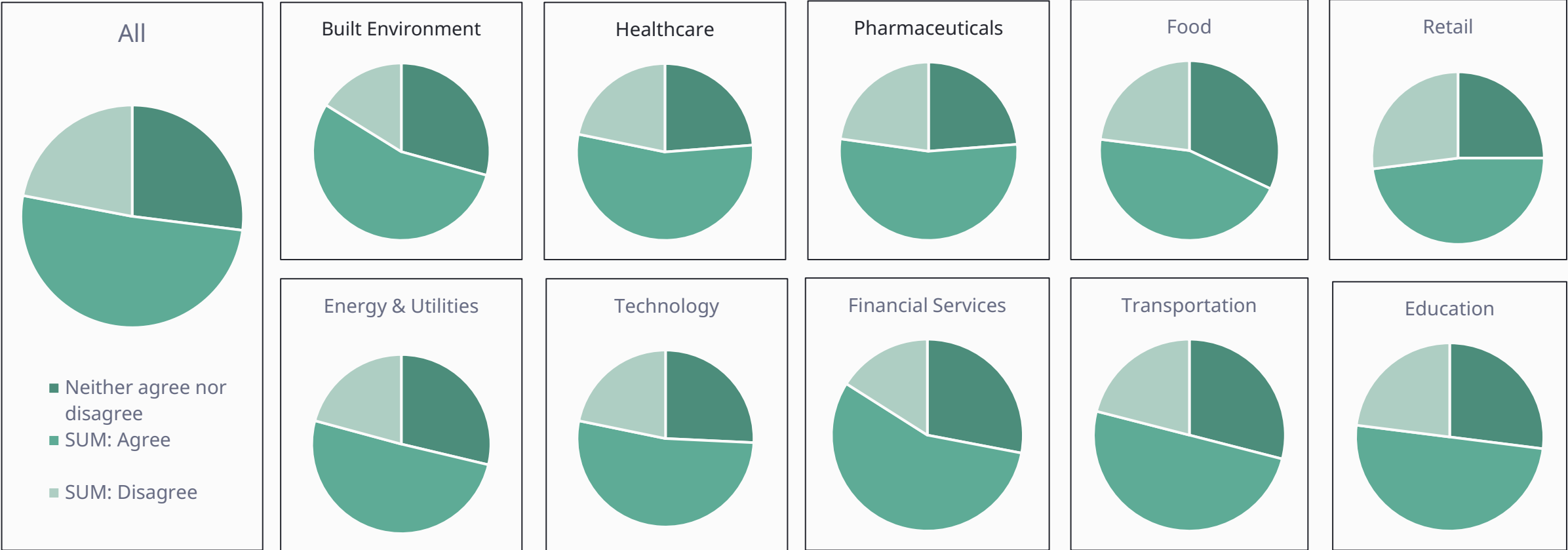
Sector comparisons

45% of those in Financial Services say they would not consider a new job requiring full time presence onsite, compared to 32% in the built environment



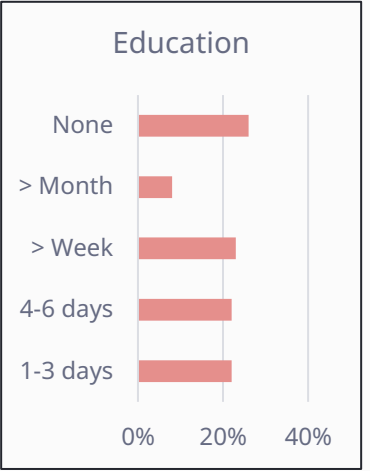
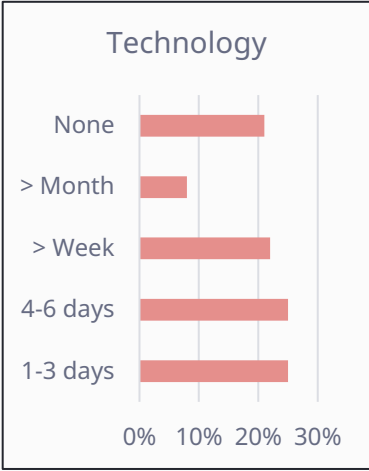
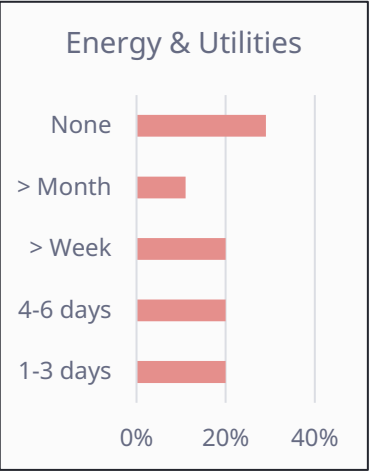
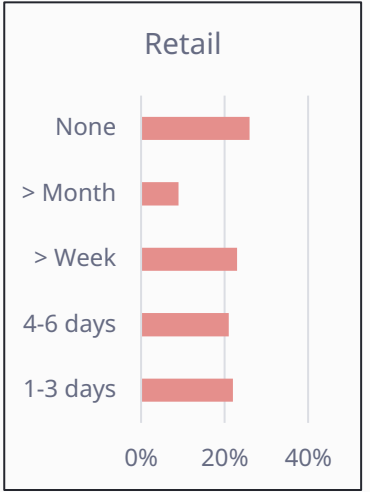
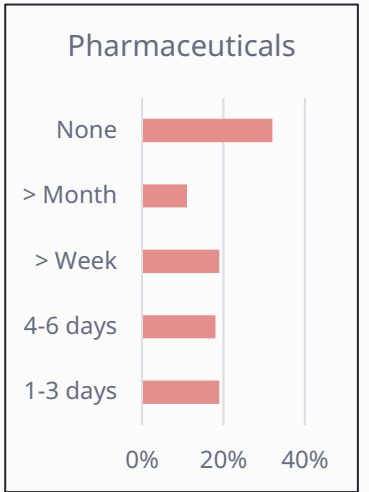
Sector comparisons

I expect to stay in the same career for the next ten years



Sector comparisons

Days officially taken off due to illness or mental health challenges in the last year





Find out more [here](#)

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