Regional Skills Assessment
Stirling and Clackmannanshire City Region Deal

October 2023

Regional Skills Assessments

First launched in 2014, the purpose of the Regional Skills Assessments (RSAs) is to provide a robust evidence base to support partners in strategic skills investment planning. Skills Development Scotland (SDS) has worked with key partners and stakeholders in the production of RSAs to ensure an inclusive approach to their development, dissemination and utilisation.

RSAs include the use of published data sets. Inevitably, when using published data there is a time lag, but the data contained is the most up-to-date available at the time of writing. We have also included a link to the Data Matrix, which is frequently updated.

RSAs also include forecast data that has been commissioned through Oxford Economics. The Technical Note[1] provides full detail on the caveats that must be applied when using forecast data, but broadly, it should be noted that:

- Forecasts are based on what we know now and include past and present trends projected into the future.

- The more disaggregated they become, especially at smaller geographical units, the less reliable they are likely to be.

- Their value is in identifying likely directions of travel rather than predicting exact figures.

- The forecasts do not account for national or regional activities, initiatives or investments that are planned.

Industries and occupations used in the RSAs are defined by standard industrial classifications (SIC) and standard occupational classifications (SOC). The Office for National Statistics have useful SIC[2] and SOC[3] hierarchy tools that can be used to understand the classifications in more detail.

This RSA report is for Stirling and Clackmannanshire City Region Deal, which covers the Clackmannanshire and Stirling local authorities. Throughout the RSA we refer to the region as Stirling and Clackmannanshire.

The RSAs are part of a suite of Labour Market Insight publications by SDS. Other products in the suite include:

Economy, People and Skills provides succinct and up-to-date evidence on Scotland's economy, business and people. It is updated monthly.

Sectoral Skills Assessments provide updated Labour Market Insight for the key sectors across Scotland. It is updated annually.

The **Data Matrix** is an interactive tool, offering data from a variety of sources in a visually engaging format. It is updated frequently.

Links to the Data Matrix are included throughout the report to indicate where Local Authority data is available. Also, **'RSA Summary Infographics'** for local authorities are available through the Data Matrix. The Data Matrix also contains additional data for the region, including data on employment, unemployment, and economic inactivity rates from the Annual Population Survey. These are

available on pages 13,14 and 19 of the Data Matrix.

Alongside the suite of Labour Market Insight publications, SDS also produces a wide range of reports such as statistics on the Apprenticeship Family and the Annual Participation measure for 16-19 year olds. Further information can be found on the Publications and Statistics section of the SDS corporate website.

For any further information or queries on the RSAs or any of our other products, please contact: **RSA@sds.co.uk**

We value user feedback on the Regional Skills Assessments. If you would like to provide feedback on the RSAs please do so here.

Join us to get the latest insight and find out more about Regional Skills Assessments

Stirling and Clackmannanshire will be covered as part of the Forth Valley RSA Webinar. Sign up here

2 pm – 3 pm on Thursday 30th November

You can also sign up for our webinars covering other regions and key sectors in Scotland.

The Context for Scotland's Labour Market

Within the last 10 years, the economy has faced disruption due to events such as the pandemic, Brexit, the war in Ukraine, and the cost of living crisis. In addition to these events, megatrends around demography, technology, and the environment have continued to shape Scotland's economy and labour market.

This section provides an overview of five key drivers of the Scottish labour market, highlighting that an agile and responsive skills system is vital to respond to the challenges and opportunities that exist in the economy, to support and attract inward investment, to increase productivity and to tackle inequality and deprivation.

The Economy

Scotland and the UK have been hard hit by rising inflation, tight monetary policy, and subdued economic performance. The impact of the war on Ukraine, increased energy prices, and a tight labour market have resulted in inflation reaching a 40-year high in 2022. At the time of writing, inflation has started to fall, but at a slower pace than previously anticipated. By the end of 2023, the Bank of England expect inflation to be 4.9%, falling to within the 2% target by Q2 of 2025.[1]

Interest rates have increased to combat rising inflation, and rates are likely to remain higher for longer than expected as inflation proves challenging to address. This has weighed on economic growth and the outlook for Scotland and the UK remains uncertain, with downside risks.

Forecasts predict Scotland[2] and the UK[3] will see weak economic growth between 2023 and 2026.[3] International growth is also expected to be weak by historical standards, with global growth of 3% forecast for both 2023 and 2024.[4] However, the success of Scotland's economy is not solely based on GDP. There has been growing commentary on the need to evaluate the economy on measures other than GDP growth, such as how the economy serves society and sustains the environment. The Scottish Government's National Strategy for Economic Transformation (NSET) noted a commitment to a 'Wellbeing Economy' – '*a society that is thriving across economic, social and environmental dimensions*'.[5]

Skills Shortages and Skills Gaps

The **Employer Skills Survey 2022 (ESS)** provides insight on skills supply, skills gaps and training across Scotland and the UK. The published findings are timely; however, they do not capture the very recent cooling of the labour market that has taken place during 2023. The ESS shows:

- **Supply challenges have worsened** across Scotland and the UK, and vacancies have become harder to fill.
- **There has been a sizeable rise in skills shortages**, 10% of establishments in Scotland reported a Skills Shortage Vacancy (up from 6% in 2017).
- **Skills gaps have decreased slightly in Scotland**, 15% of establishments reported a skills gap (-1 pp) while 4.8% of employees in Scotland were not fully proficient, which was the lowest level recorded.
- **Training activity has decreased across Scotland**, access to training offered by employers was at the lowest recorded level since the survey began in 2011.

Technology and Automation

Technology and automation have been major disruptors and drivers of the Scottish labour market and economy over the past few decades. Ongoing advances and technological change are expected to continue to have a great impact on the global economy, particularly with the prominence of Artificial Intelligence.[6] This will shape consumer behaviour, modify commercial models, and drive innovations in ways of living, working and learning.

While Artificial Intelligence is expected to result in changes to the world of work, many jobs are expected to evolve rather than disappear.[7] However, around a third of jobs may see a large share of their tasks being automated and changed. The technological revolution has highlighted the importance of uniquely human meta-skills around self-management, social intelligence and innovation.[8]

As well as risks to certain jobs, technology may also create new jobs and enhance existing roles to support smarter and more agile ways of working. However, employers are already reporting digital skills gaps in the workforce.[9] The Digital Economy Skills Action Plan aims to address the digital economy skills challenge through upskilling and reskilling, to help realise the potential of Scotland's digital economy.[10]

SDS is exploring the potential labour market impact of Automation and Artificial Intelligence through new research. The findings from the research will be published at the beginning of 2024 and will include breakdowns of the risk of automation by gender, income and occupation.

The Context for Scotland's Labour Market

Climate Change

The Climate Emergency has been recognised by governments across the world, with the Scottish Government being one of the first to do so in 2019. Recognising the gravity of the situation, the Scottish Government has set a target to achieve a net zero carbon economy by 2045.[1]

Growing recognition of the importance of protecting the environment will have a significant impact on the labour market. Changes in legislation and consumer behaviour will mean growing demand in some areas and a fall in others. Demand for green jobs (and green skills) is expected to increase rapidly as a result of policy and legislative drivers, and consumer choice.[2]

Scotland's skills requirements for the Climate Emergency are set out in the **Climate Emergency Skills Action Plan**. It outlined the need for action to ensure that current and future skills investment in support of net zero is strongly evidence based.[3]

The CESAP Pathfinder is a direct response to this, led by Skills Development Scotland (SDS) in collaboration with the Scottish Funding Council (SFC) and forms part of the Shared Outcomes Framework. The CESAP Pathfinder advances the evidence base used to identify current and future skills demand, establishes a baseline of green skills provision and identifies nine opportunities for action needed across the skills system. A suite of reports to share insights, intelligence and lessons learned is due to be published in Autumn 2023.

Demographic Change

Scotland's population is ageing. By 2045, the number of people of pensionable age in Scotland is expected to increase, while the working-age population is projected to decline, and migration is expected to be the only source of population gain in Scotland.[4] Demographic change could contribute to a tighter labour market in the future, and increase pressure on the demand for public services and the funds available from tax and National Insurance to provide them.

Whilst it was initially thought that Brexit would lead to falling levels of migration, the Office for National Statistics estimated that net migration to the UK hit a record high in 2022.[5] Migration has been driven by non-EU citizens, while more EU citizens left than arrived in the UK. Migration from outside of the EU has been driven by a number of factors, including humanitarian schemes such as those available to Ukrainians; higher levels of migration for study; and people coming to the UK for work. Changes to migration policy and the UK's points-based migration system could further impact migration flows.

With populations ageing, the global economy is likely to see more people working for longer due to increases in the state pension age.[6] Advances in medicine and technological innovations are expected to enhance the health of the older population, which in turn will likely change working habits and preferences. As a result, some targeted upskilling and reskilling may be required to enhance older workers' experience and knowledge to enable the transition into new and growing careers.[7]
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Scotland's Census 2022 [8]

Scotland's population was estimated to be 5,436,600 in March 2022, which marks the highest population ever recorded by Scotland's Census. The Scottish population **increased by 2.7% since the previous census.** This growth rate was slower than the period between 2001 – 2011, when the population grew by 4.6%.

Although Scotland's population increased over the past ten years, this growth was largely driven by migration, as the number of deaths exceeded the number of births. **Without migration, Scotland's population would have declined by around 49,800.**

There are now more older people in Scotland than ever before. The number of people aged 65 and over increased by 22.5% between 2011 and 2021, while the population aged 0-14 and 15-64 decreased by 2.5% and 1.1% respectively.

The population in Stirling increased by 2.6% between 2011 and 2022, while the number of people living in Clackmannanshire remained around the same as the previous census. There was a higher proportion of people aged 65 and above in Stirling and Clackmannanshire in 2022 compared to the national average, accounting for 20.5% and 20.8% of the population respectively**.**

The Context for Scotland's Labour Market and Regional Insight

⚖ Inclusive Growth and Equality

Across Scotland, significant economic inequalities exist, especially for disadvantaged groups. For example, more women than men earned less than the Real Living Wage in 2022[1], the disability employment gap [2] remained high (29.6 percentage points) in 2023, meaning people with a disability are less likely to be employed, and in the same year, the employment rate gap for the ethnic minority population compared with the white population was 9.2 percentage points.[3]

The Scottish Government's commitment to fairness and greater equality is reiterated in the National Strategy for Economic Transformation (NSET). One of the strategy's key ambitions is creating a fairer society – '*Ensuring that work pays for everyone through better wages and fair work, reducing poverty and improving life chances*'.[4]

A 'Fairer and More Equal Society' is also one of the five programmes of action outlined in the NSET. This programme of action looks to *'reorient our economy towards wellbeing and fair work'* with key aims including higher rates of employment and wage growth, and reducing poverty.[5]

The Scottish Government's targets are set against the challenging backdrop of the cost of living crisis and the pandemic, affecting groups already impacted by inequality the most: low-income households, young people, disabled people, and people from ethnic minority backgrounds.[6] Research from the Joseph Rowntree Foundation found that eight in ten single parents, large families and low-income households in Scotland had to go without one or more essentials (such as food or heating) in spring 2023.[7]

👥 Regional Insight[8]

The Forth Valley Regional Economic partnership is continuing to develop a Regional Economic Strategy (RES). Partners are working to develop a Regional Skills Strategy (RSS) to support successful delivery of the RES. To drive these ambitions a Skills Steering Group has been formed.

The Stirling and Clackmannanshire City Region Deal is looking to invest in a Regional Skills and Inclusion Programme, Innovation, Culture Heritage & Tourism, Transport, Connectivity and Low Carbon, Capital Fund for Clackmannanshire and Infrastructure. The Regional Skills and Inclusion Programme aims to use the opportunities from the Deal to promote equality and maximise economic benefits for residents. In doing so, employers providing fair work opportunities will have access to a well skilled labour pool. The Programme consists of two complementary projects: Flexible Skills Delivery and Inclusion and Investment Fund.

The Flexible skills project aims to develop entry routes and skills pathways that connect to specific labour markets stimulated by the capital programme for example, Innovation, Digital, Tourism, Construction, Energy and Transport. Using an evidence-based approach to skills and inclusion, funding will be targeted to deliver strong local pathways specifically for those facing exclusion and to provide wider opportunities for learning from early years upwards.

The Regional Skills and Inclusion Programme will target those excluded from the job market and influence the regional skills and employability ecosystem in a structured response to the opportunities and changes within the local labour market as a direct result of the Deal.

The University of Stirling has won a bid in the first step of a multi-million pound levelling up programme. A Local Policy Innovation Partnership (LPIP) made up of the University of Stirling, Scottish Environment Protection Agency and Scottish Water will optimise outcomes from water and water resources using the Forth Water Basin. The Stirling LPIP has a three-pronged aim: to promote sustainable and inclusive economic growth; to promote community resilience and empowerment; and to build productive and harmonious relationships between human and natural systems.

The forecasts used in this RSA are policy and investment neutral. This means they present a baseline outlook that takes into account historical trends and external economic conditions, but do not reflect investment or policy that is unconfirmed or at planning/development stage. For example, the forecasts do not reflect significant levels of investment expected in the region, such as the National Aquaculture Technology and Innovation Hub and the Scottish International Environment Centre.

The forecasts should be used in conjunction with other sources, and readers are encouraged to overlay the forecasts with their own knowledge.

Economic Performance[1]

£

Stirling and Clackmannanshire forecast GVA in 2023: **£3,703**m

Stirling and Clackmannanshire generates 2.5% of Scotland's output. This share of GVA ranks the region in the bottom quartile of RSA regions for GVA contribution to the Scottish economy.

The highest value industries in 2023 were forecast to be:

Real Estate Activities*	£424m
Manufacturing	£398m
Professional, Scientific and Technical Activities	£367m
Wholesale and Retail Trade	£365m

Mid-term forecast average annual growth (2023-2026)

Stirling and Clackmannanshire: 1.9%

Scotland: **1.7%**

Long-term forecast average annual growth (2026-2033)

Stirling and Clackmannanshire: 1.3%

Scotland: 1.1%

Forecast Average Annual GVA Change by Industry (%), Stirling and Clackmannanshire City Region Deal

Industry	Mid-term (2023-2026)	Long-term (2026-2033)
Information and Communication	3.8%	2.9%
Administrative and Support Service Activities	2.9%	2.6%
Other Service Activities	3.1%	1.5%
Real Estate Activities	2.2%	2.1%
Construction	2.3%	1.6%
Professional, Scientific and Technical Activities	2.6%	1.0%
Arts, Entertainment and Recreation	2.4%	1.2%
Wholesale and Retail Trade	2.4%	1.0%
Accommodation and Food Service Activities	2.1%	1.1%
Financial and Insurance Activities	1.9%	1.2%
Human Health and Social Work Activities	1.7%	1.2%
Manufacturing	1.5%	1.2%
Electricity, Gas, Steam and Air Conditioning	1.5%	1.2%
Transportation and Storage	1.9%	0.7%
Water Supply	1.3%	0.8%
Education	1.0%	0.6%
Agriculture, Forestry and Fishing	0.7%	0.2%
Public Administration and Defence	-0.4%	-0.1%
Mining and Quarrying	-3.2%	-2.3%

● Mid-term (2023-2026) ● Long-term (2026-2033)

*GVA in the Real Estate industry is inflated by owner-occupier imputed rent. This reflects the value of services provided by homeowners who own and live in their homes.

Productivity[1]

In this report, we have used Oxford Economics' measure of productivity, which is calculated by dividing total regional GVA by total regional employment (measured by jobs). Please note, there are different ways of calculating productivity, and the pandemic has created new challenges in how productivity is accurately measured. Caution is needed when interpreting productivity data presented in this report, and it must be considered in the context of other data and insight.

Productivity in **Stirling and Clackmannanshire** was forecast to be **£53,300** in 2023. In comparison, the Scottish average was forecast to be £52,600.

Mid-term Productivity

From 2023 and 2026, productivity in Stirling and Clackmannanshire is forecast to grow by 1.0% on average each year. Over the same period, the Scottish growth rate is forecast to be 1.0%.

Stirling and Clackmannanshire forecast productivity in 2026: **£54,800**

Scotland forecast productivity in 2026: **£54,100**

Long-term Productivity

From 2026 and 2033, productivity in Stirling and Clackmannanshire is forecast to grow by 1.0% on average each year. Over the same period, the Scottish growth rate is forecast to be 1.0%.

Stirling and Clackmannanshire forecast productivity in 2033: **£58,800**

Scotland forecast productivity in 2033: **£58,200**

Productivity (2023)

Region	Productivity
Edinburgh and South East Scotland City Region Deal	£57,500
Stirling and Clackmannanshire City Region Deal	£53,300
Scotland	£52,600
Glasgow City Region	£49,700
Inverness and Highland City Region Deal	£49,100
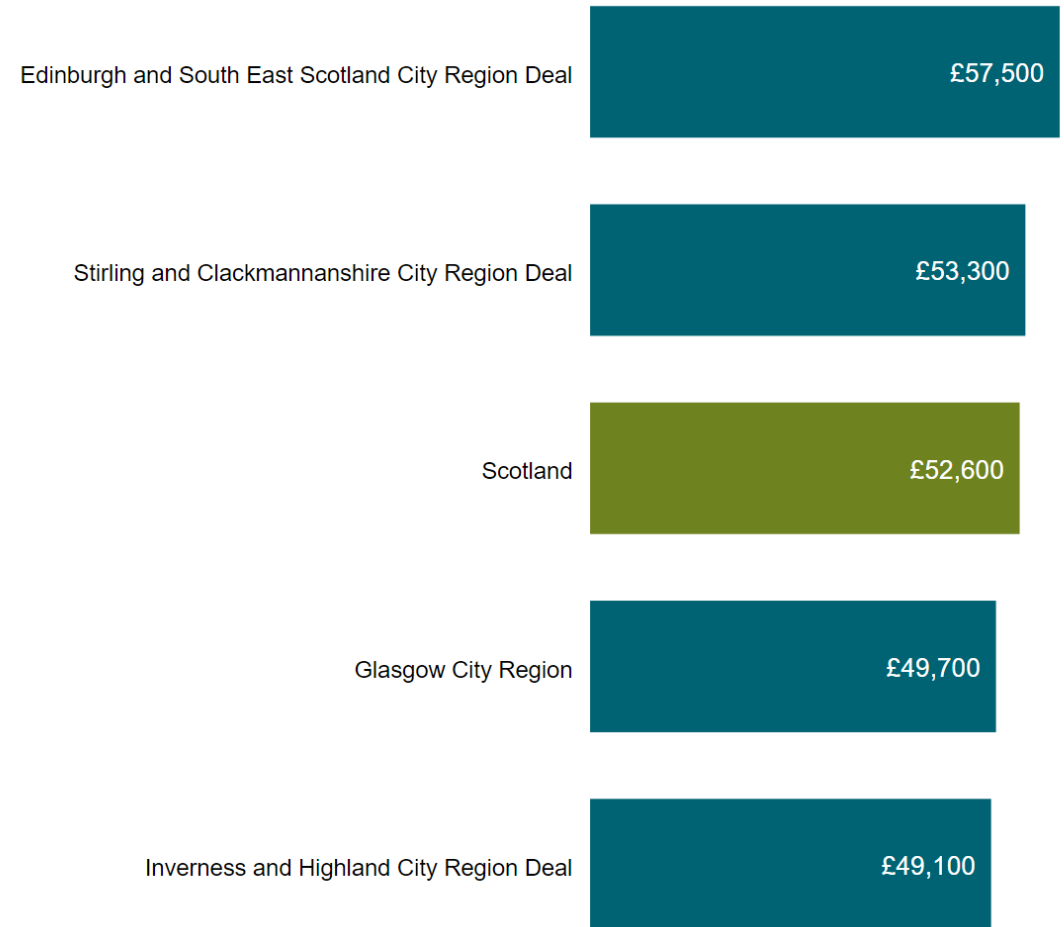
Regional Employment[1]

Workforce Size 2023:
56,300 people

This accounts for **2.2%** of Scottish employment.

Over the last 10 years (2013-2023) employment in the region **declined** by **-6.6%** (**-4,000** people). In comparison, employment in Scotland increased by 4.0%.

Workforce Size 2026:
58,200 people

The workforce is forecast to **grow** by **3.4%** or **1,900** people between 2023 and 2026.

Compared to a Scotland-wide increase of **2.2%** or **57,000** people.

Workforce Size 2033:
59,700 people

The workforce is forecast to **grow** by **2.6%** or **1,500** people between 2026 and 2033.

Compared to a Scotland-wide increase of **0.9%** or **22,700** people.

Employment and forecast employment (2013-2033) (people), Stirling and Clackmannanshire City Region Deal

For data on employment and forecast employment at local authority level please see **page 32** of the Data Matrix.

Employment by Industry[1]

Largest employing industries in 2023 (people):

Human Health and Social Work Activities
7,700

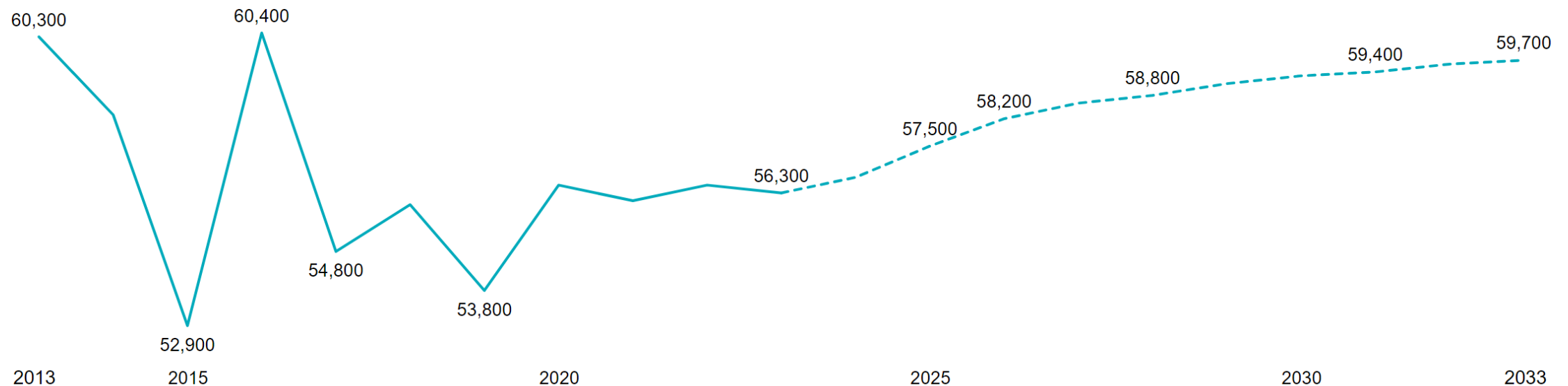**Education**
7,100

Wholesale and Retail Trade
6,900

Between 2023 and 2026, employment in the region is forecast to grow, however industries will have varying performance. The greatest employment growth is forecast in Administrative and Support Service Activities, with 300 more people by 2026. While Public Administration and Defence is forecast to have the greatest employment contraction (-100 people) in the mid-term.

Between 2026 and 2033, employment in the region is forecast to grow. The greatest employment growth is forecast in Administrative and Support Service Activities, with 600 more people by 2033. While Manufacturing is forecast to have the greatest employment contraction (-500 people) in the long-term.

Figures may not sum due to rounding.

Employment by Industry, Stirling and Clackmannanshire City Region Deal

Industry	2023	2026	2033
Human Health and Social Work Activities	7,700	7,900	8,300
Education	7,100	7,200	7,200
Wholesale and Retail Trade	6,900	7,200	7,200
Public Administration and Defence	4,600	4,500	4,200
Manufacturing	4,400	4,300	3,800
Accommodation and Food Service Activities	4,000	4,200	4,400
Construction	3,700	3,900	4,200
Administrative and Support Service Activities	3,300	3,700	4,200
Professional, Scientific and Technical Activities	3,200	3,400	3,800
Information and Communication	2,800	2,900	3,000
Arts, Entertainment and Recreation	2,200	2,400	2,600
Other Service Activities	1,700	1,800	1,900
Transportation and Storage	1,600	1,700	1,700
Financial and Insurance Activities	900	900	900
Real Estate Activities	800	800	800
Agriculture, Forestry and Fishing	700	700	700
Water Supply	600	600	500
Electricity, Gas, Steam and Air Conditioning	100	100	100
Mining and Quarrying	100	0	

● 2023 ● 2026 ● 2033

For data on employment by industry/key sector and share of total employment at local authority level please see page 33 of the Data Matrix.

Employment by Occupation[1]

Largest employing occupation groups in 2023 (people):

Administrative Occupations
5,500

Science and Technology Professionals
4,600

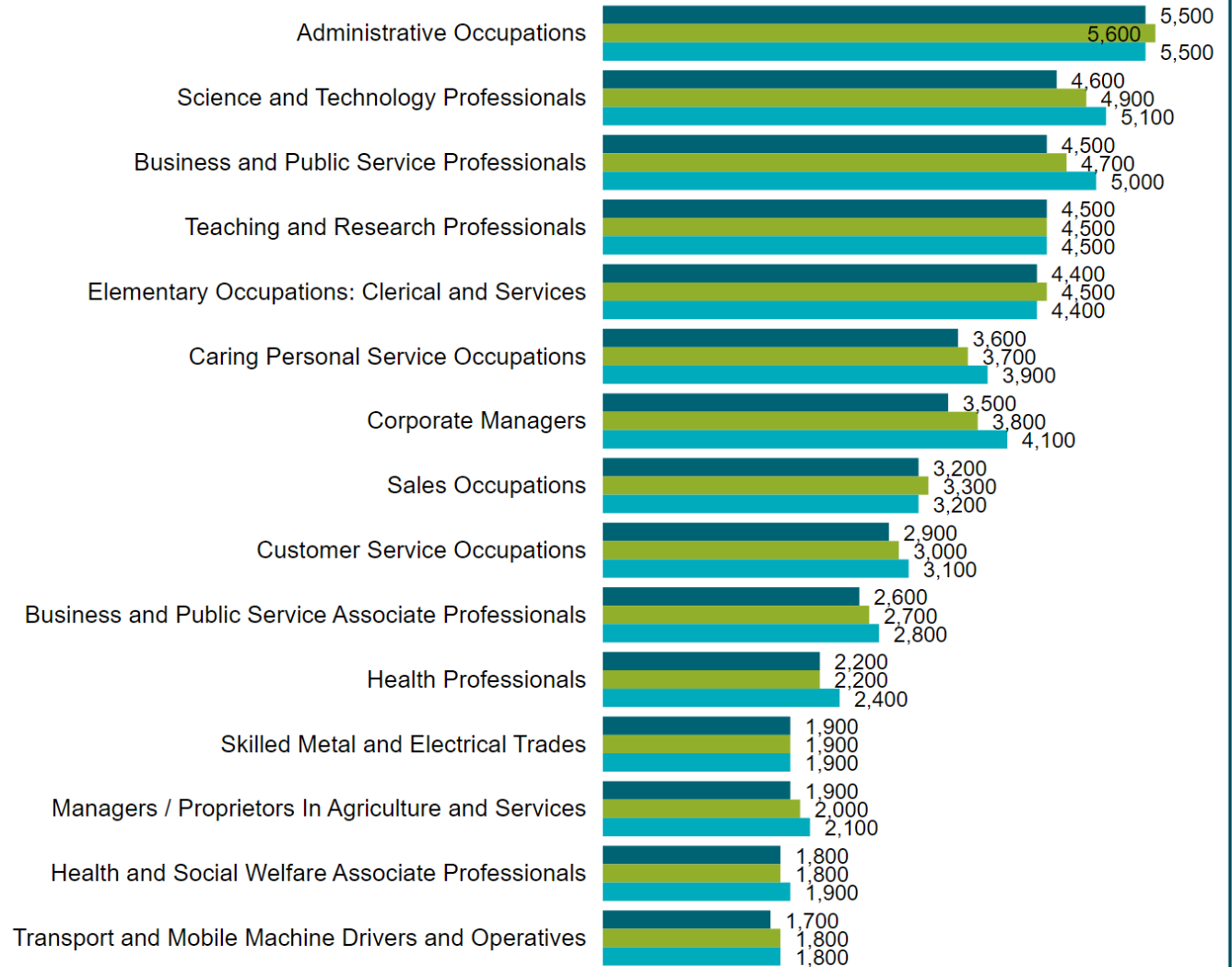**Business and Public Service Professionals**
4,500

Between 2023 and 2026, the greatest growth is forecast to be in Business and Public Service Professionals (200 people). While Protective Service Occupations is likely to experience the greatest contraction (less than 50 people).

Between 2026 and 2033, the greatest growth is forecast to be in Business and Public Service Professionals (300 people). While Sales Occupations is likely to experience the greatest contraction (-100 people).

In 2023, 49.7% of employed people in the region were in 'higher-level' occupations, which was a higher percentage of the workforce than Scotland (47.9%). 'Mid-level' occupations accounted for 25.4% of the workforce, which was a lower percentage of the workforce than Scotland (28.8%). Around 24.8% of people were employed in 'lower-level' occupations, which was a higher percentage of the workforce than Scotland (23.3%).

Figures may not sum due to rounding.

Employment by Top 15 Occupations, Stirling and Clackmannanshire City Region Deal

Occupation	2023	2026	2033
Administrative Occupations	5,500	5,600	5,500
Science and Technology Professionals	4,600	4,900	5,100
Business and Public Service Professionals	4,500	4,700	5,000
Teaching and Research Professionals	4,500	4,500	4,500
Elementary Occupations: Clerical and Services	4,400	4,500	4,400
Caring Personal Service Occupations	3,600	3,700	3,900
Corporate Managers	3,500	3,800	4,100
Sales Occupations	3,200	3,300	3,200
Customer Service Occupations	2,900	3,000	3,100
Business and Public Service Associate Professionals	2,600	2,700	2,800
Health Professionals	2,200	2,200	2,400
Skilled Metal and Electrical Trades	1,900	1,900	1,900
Managers / Proprietors In Agriculture and Services	1,900	2,000	2,100
Health and Social Welfare Associate Professionals	1,800	1,800	1,900
Transport and Mobile Machine Drivers and Operatives	1,700	1,800	1,800

● 2023 ● 2026 ● 2033

For data on employment by occupation at local authority level please see page 34 of the Data Matrix.
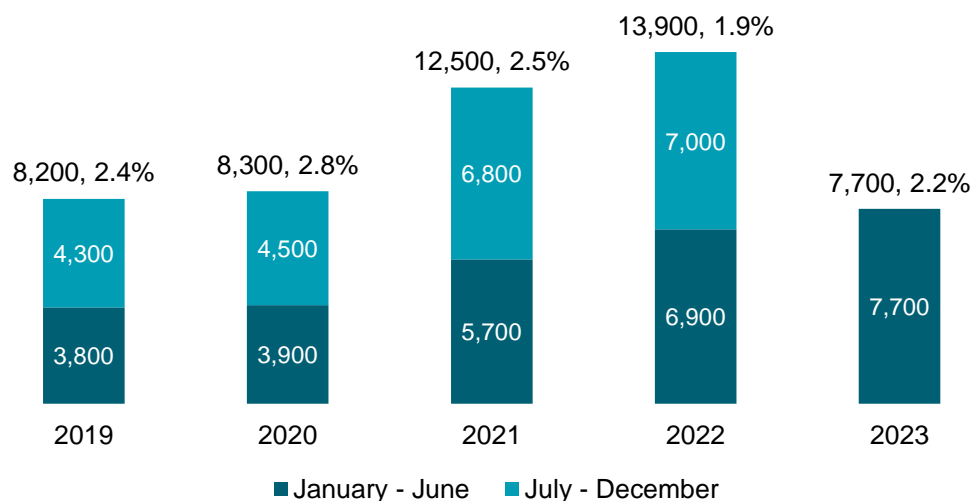
Job Postings in Stirling and Clackmannanshire[1]

Online job postings data provides a useful barometer for the health of the jobs market. It is important to note that the data does not capture all activity, so it should be considered as an estimate only.

In 2021, the number of job postings recovered from the pandemic and surpassed pre-pandemic levels. Postings peaked in 2022 at 13,900 and numbers for the first six months of 2023 indicate a sustained demand for workers in the region.
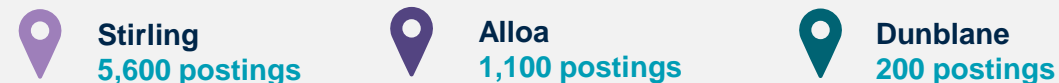
Job postings in Stirling and Clackmannanshire accounted for 2.2% of Scotland's total job postings between January and June 2023.

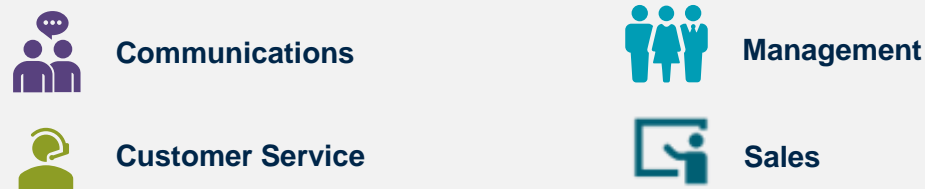## Job postings 2019 – 2023 and share of Scotland's total, Stirling and Clackmannanshire

Between January and June 2023, there were **7,700 job postings** in **Stirling and Clackmannanshire,** of which:

The locations with the most jobs advertised were:

Stirling
5,600 postings

Alloa
1,100 postings

Dunblane
200 postings

The commonly requested skills and knowledge were:

Communications

Management

Customer Service

Sales

The top job postings were:

Care Workers and Home Carers	400
Kitchen and Catering Assistants	290
Other Administrative Occupations n.e.c.	280
Nurses	260
Sales Related Occupations n.e.c.	250
Cleaners and Domestics	230
Customer Service Occupations n.e.c.	230
Vehicle Technicians, Mechanics and Electricians	140
Sales and Retail Assistants	130
Nursing Auxiliaries and Assistants	110

Figures may not sum due to rounding

Please note, job posting data included in this report is not comparable with previous iterations of the Regional Skills Assessments.

Future Demand in the Mid-Term (2023-2026)[1]

Oxford Economics' forecasts should be used as guidance only on the overall trends based on current evidence - rather than definitive numbers. There are still a wide range of factors which may impact on the labour market. It is important to note that the forecasts do not account for national or regional activities, initiatives or investments such as those mentioned on page five, which are likely to influence the outlook presented. Users of the RSAs are encouraged to overlay the forecasts with their local knowledge.

In Stirling and Clackmannanshire, the labour market forecast for the mid-term (2023-2026) suggests employment is expected to grow, and there could be opportunities created as a result of the need to replace workers leaving the labour market due to retirement and other reasons.

The mid-term forecast suggests there could be a total requirement for **6,900** people in **Stirling and Clackmannanshire**. Between 2023 and 2026, replacement demand could create the need for **5,000** people, while **positive** expansion demand is forecast to result in **1,900 additional** workers.

In **Scotland**, there could be a total requirement for **335,600** people in the mid-term. Between 2023 and 2026, replacement demand could create the need for **278,600** people, while **positive** expansion demand is forecast to result in **57,000 additional** workers.

Figures may not sum due to rounding.

Expansion Demand
the number of people required as a result of economic growth or contraction.

+

Replacement Demand
the number of people required to replace workers leaving the labour market (i.e. retirement, move away, or change jobs).

=

Total Requirement
made up of expansion demand and replacement demand to show the total number of people required.

Stirling and Clackmannanshire: 1,900 people

Scotland: 57,000 people

Stirling and Clackmannanshire: 5,000 people

Scotland: 278,600 people

Stirling and Clackmannanshire: 6,900 people

Scotland: 335,600 people

The total requirement by qualifications for **Stirling and Clackmannanshire**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
600	3,400	800	1,300	300	400
9%	49%	12%	19%	4%	6%

The total requirement by qualifications for **Scotland**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
26,600	165,200	43,100	66,700	11,800	22,200
8%	49%	13%	20%	4%	7%

Future Demand in the Mid-Term (2023-2026) by Industry[1]

By industry, the greatest number of people are forecast to be required in:
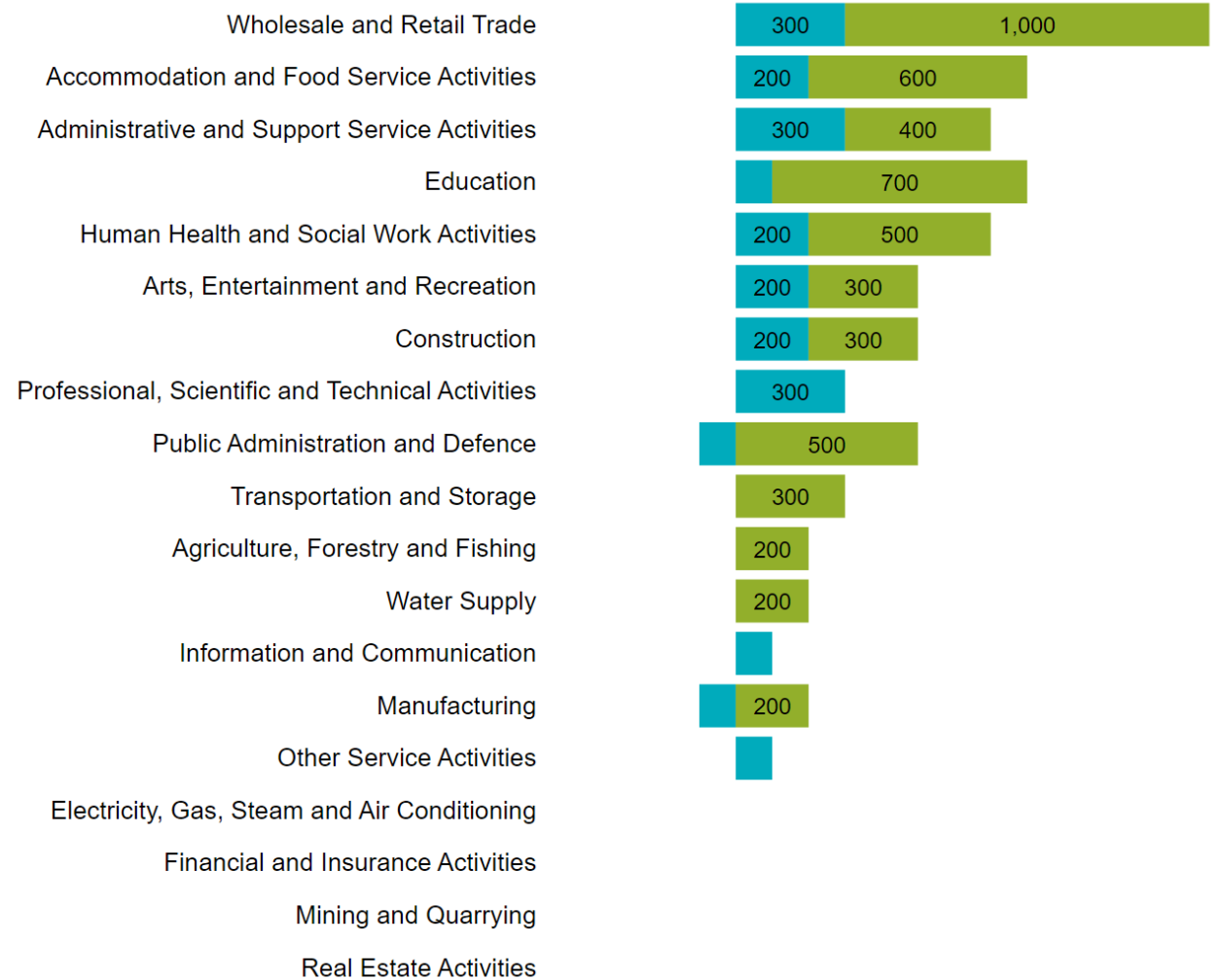
Wholesale and Retail Trade
1,300

Accommodation and Food Service Activities
800

Administrative and Support Service Activities
800

Headline figures for each industry do not show how the composition of the industry is changing. Within industries there are changes to operating practices and consumer behaviours driven by automation, digitalisation and the transition to net zero. These shifts are not captured in the aggregated groups. We would encourage readers to bear this in mind when interpreting the data. For further sectoral evidence, please see our Sectoral Skills Assessments.

Figures may not sum due to rounding.

Forecast Total Requirement by Industry (2023-2026), Stirling and Clackmannanshire City Region Deal

Industry	Expansion demand	Replacement demand
Wholesale and Retail Trade	300	1,000
Accommodation and Food Service Activities	200	600
Administrative and Support Service Activities	300	400
Education		700
Human Health and Social Work Activities	200	500
Arts, Entertainment and Recreation	200	300
Construction	200	300
Professional, Scientific and Technical Activities	300	
Public Administration and Defence		500
Transportation and Storage		300
Agriculture, Forestry and Fishing		200
Water Supply		200
Information and Communication		
Manufacturing		200
Other Service Activities		
Electricity, Gas, Steam and Air Conditioning		
Financial and Insurance Activities		
Mining and Quarrying		
Real Estate Activities		

● Expansion demand ● Replacement demand

Future Demand in the Mid-Term (2023-2026) by Occupation[1]

By occupation, the greatest number of people are forecast to be required in:

Teaching and Research Professionals
900

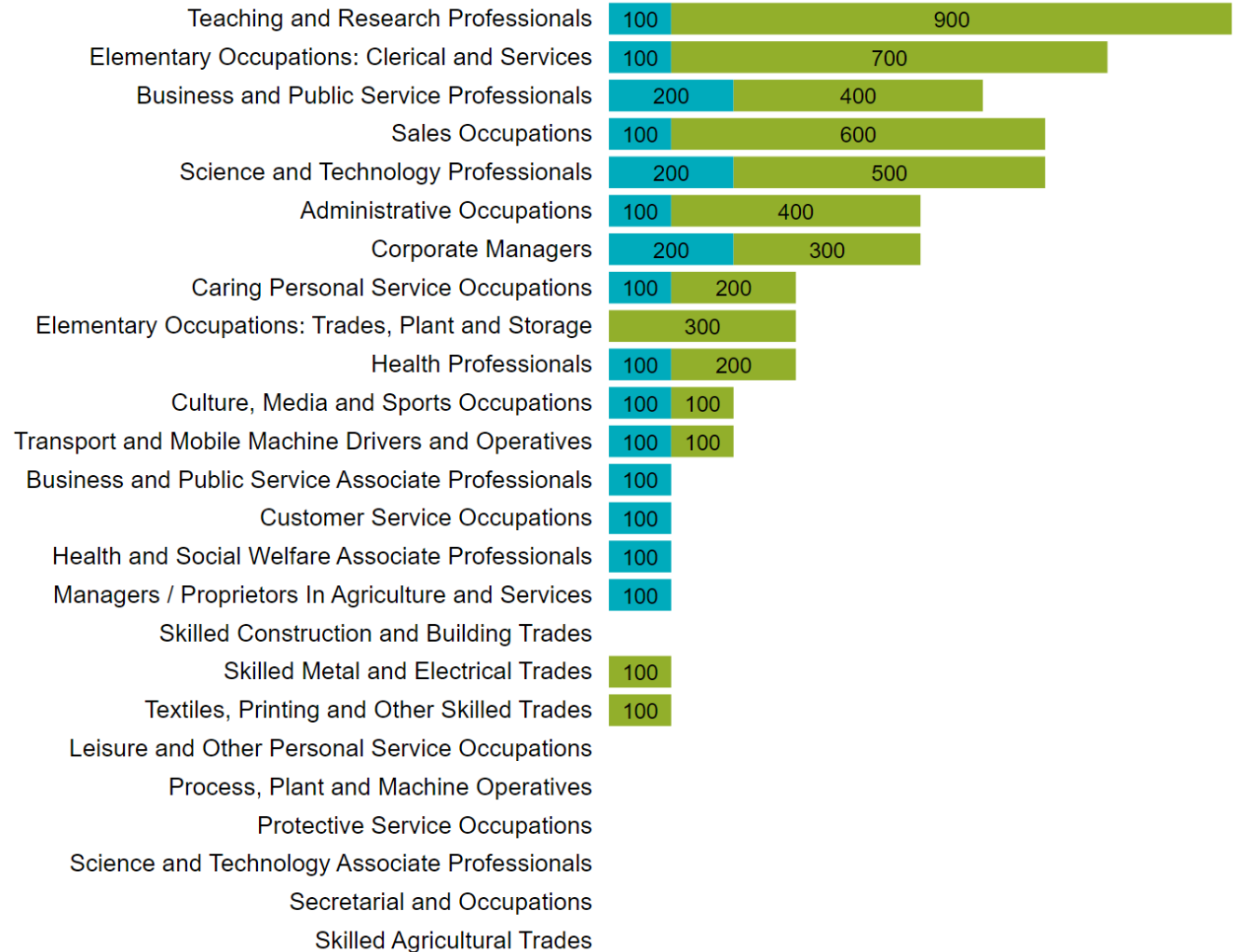**Elementary Occupations: Clerical and Services**
800

Science and Technology Professionals
700

As mentioned, there is forecast to be a total requirement for 6,900 people in the region over the mid-term. 'Higher-level' occupations are forecast to account for 52.3% of this total requirement, followed by 17.3% in 'mid-level' occupations and 30.4% in 'lower-level' occupations. Across Scotland, 50.1% of total requirement will be in 'higher-level' occupations, 23.2% in 'mid-level' occupations and 26.7% in 'lower-level' occupations.

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2023-2026), Stirling and Clackmannanshire City Region Deal

Occupation	Expansion demand	Replacement demand
Teaching and Research Professionals	100	900
Elementary Occupations: Clerical and Services	100	700
Business and Public Service Professionals	200	400
Sales Occupations	100	600
Science and Technology Professionals	200	500
Administrative Occupations	100	400
Corporate Managers	200	300
Caring Personal Service Occupations	100	200
Elementary Occupations: Trades, Plant and Storage		300
Health Professionals	100	200
Culture, Media and Sports Occupations	100	100
Transport and Mobile Machine Drivers and Operatives	100	100
Business and Public Service Associate Professionals	100	
Customer Service Occupations	100	
Health and Social Welfare Associate Professionals	100	
Managers / Proprietors In Agriculture and Services	100	
Skilled Construction and Building Trades		
Skilled Metal and Electrical Trades		100
Textiles, Printing and Other Skilled Trades		100
Leisure and Other Personal Service Occupations		
Process, Plant and Machine Operatives		
Protective Service Occupations		
Science and Technology Associate Professionals		
Secretarial and Occupations		
Skilled Agricultural Trades		

● Expansion demand ● Replacement demand

Future Demand in the Long-Term (2026-2033)[1]

The long-term forecast is more changeable than the mid-term forecasts and could be influenced by a range of factors. It is important to note that the forecasts do not account for national or regional activities, initiatives or investments like those mentioned on page five, which are likely to influence the long-term outlook presented. Oxford Economics' forecasts should be used as guidance on overall trends based on current evidence - rather than definitive numbers.

In Stirling and Clackmannanshire, the labour market forecast for the long-term (2026-2033) suggests employment is expected to grow, and there could be opportunities created as a result of the need to replace workers leaving the labour market due to retirement and other reasons.

Forecasts for the long-term suggest there could be a total requirement for **14,100** people in **Stirling and Clackmannanshire**. Between 2026 and 2033, replacement demand could create the need for **12,600** people, while **positive** expansion demand is forecast to result in **1,500 additional** workers.

In **Scotland**, there could be a total requirement for **729,900** people in the long-term. Between 2026 and 2033, replacement demand could create the need for **707,200** people, while **positive** expansion demand is forecast to result in **22,700 additional** workers.

Figures may not sum due to rounding.

Expansion Demand
the number of people required as a result of economic growth or contraction.

+

Replacement Demand
the number of people required to replace workers leaving the labour market (i.e. retirement, move away, or change jobs).

=

Total Requirement
made up of expansion demand and replacement demand to show the total number of people required.

Stirling and Clackmannanshire: 1,500 people

Scotland: 22,700 people

Stirling and Clackmannanshire: 12,600 people

Scotland: 707,200 people

Stirling and Clackmannanshire: 14,100 people

Scotland: 729,900 people

The total requirement by qualifications for **Stirling and Clackmannanshire**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
1,200	7,100	1,600	3,100	300	800
8%	50%	12%	22%	2%	6%

The total requirement by qualifications for **Scotland**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
52,700	365,600	91,700	157,700	14,300	47,900
7%	50%	13%	22%	2%	7%

Future Demand in the Long-Term (2026-2033) by Industry[1]

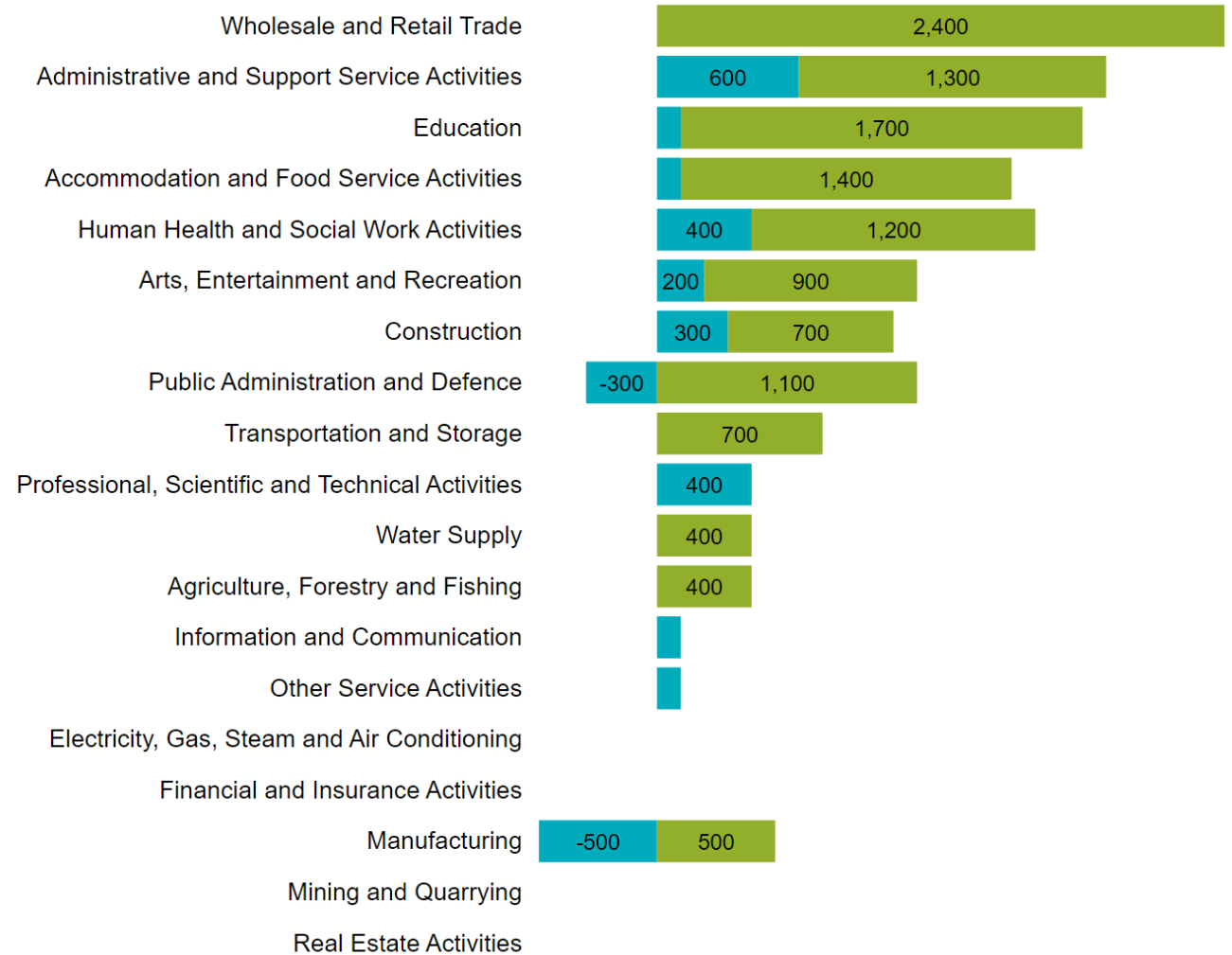By industry, the greatest number of people are forecast to be required in:

Wholesale and Retail Trade
2,500

Administrative and Support Service Activities
1,800

Education
1,800

The mid-term forecast analysis indicated that some industries are experiencing a shift in their operational practices, and this trend is expected to continue in the long term.

Figures may not sum due to rounding.

Forecast Total Requirement by Industry (2026-2033), Stirling and Clackmannanshire City Region Deal

Industry	Expansion demand	Replacement demand
Wholesale and Retail Trade		2,400
Administrative and Support Service Activities	600	1,300
Education		1,700
Accommodation and Food Service Activities		1,400
Human Health and Social Work Activities	400	1,200
Arts, Entertainment and Recreation	200	900
Construction	300	700
Public Administration and Defence	-300	1,100
Transportation and Storage		700
Professional, Scientific and Technical Activities	400	
Water Supply	400	
Agriculture, Forestry and Fishing	400	
Information and Communication		
Other Service Activities		
Electricity, Gas, Steam and Air Conditioning		
Financial and Insurance Activities		
Manufacturing	-500	500
Mining and Quarrying		
Real Estate Activities		

● Expansion demand ● Replacement demand

Future Demand in the Long-Term (2026-2033) by Occupation[1]

By occupation, the greatest number of people are forecast to be required in:

Teaching and Research Professionals
2,200

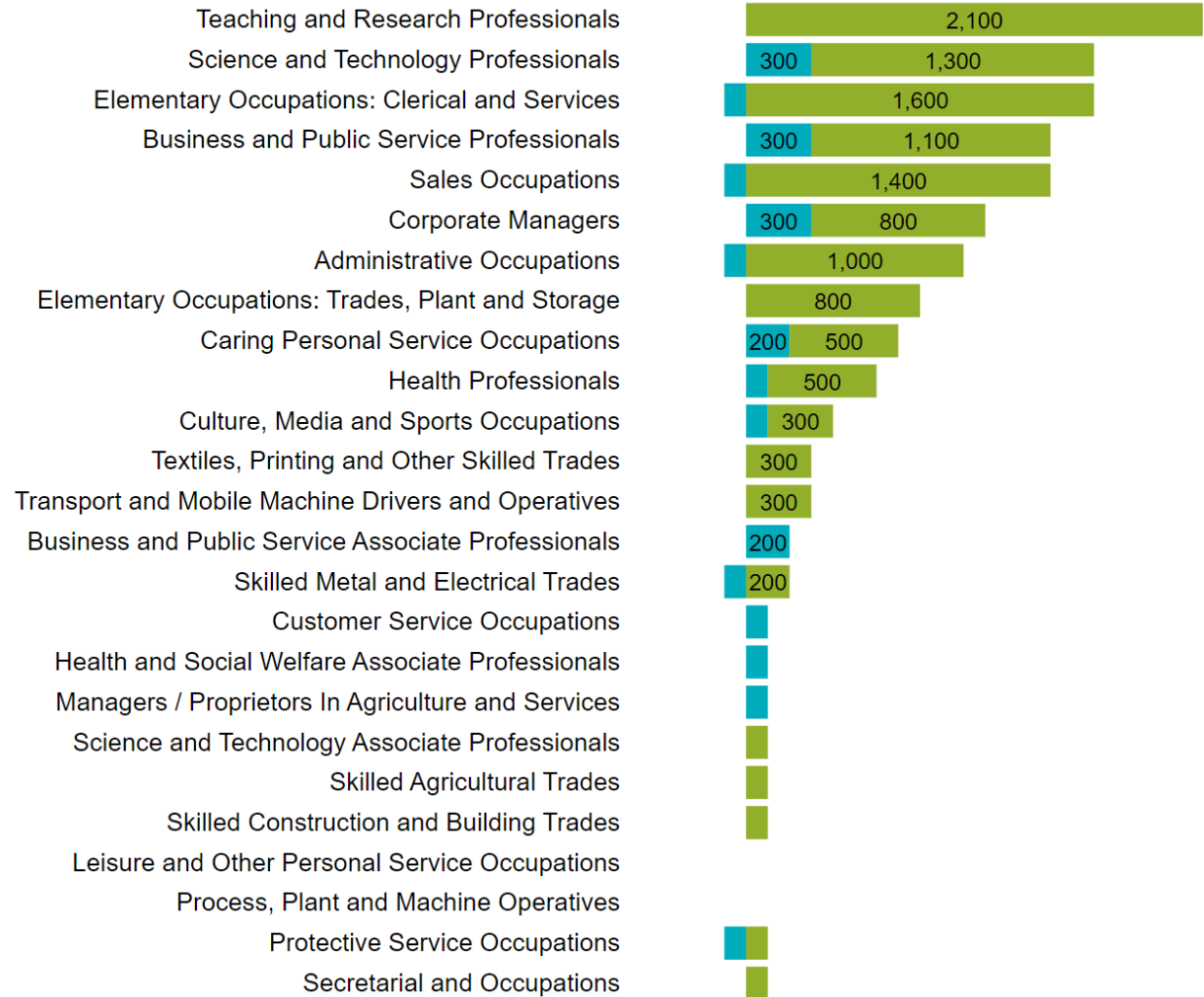**Science and Technology Professionals**
1,600

Elementary Occupations: Clerical and Services
1,500

There is forecast to be a total requirement for 14,100 people in the region over the long-term. 'Higher-level' occupations are forecast to account for 54.9% of this total requirement, followed by 16.9% in 'mid-level' occupations and 28.2% in 'lower-level' occupations. Across Scotland, 51.9% of total requirement will be in 'higher-level' occupations, 23.9% in 'mid-level' occupations and 24.2% in 'lower-level' occupations.

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2026-2033), Stirling and Clackmannanshire City Region Deal

Legend: ● Expansion demand ● Replacement demand

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