Skills Development Scotland

Regional Skills Assessment

Glasgow College Region

October 2025

Regional Skills Assessments

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

RSAs include forecast data that has been commissioned through Oxford Economics. The Technical Note[1] provides full details 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)[2] and Standard Occupational Classifications (SOC).[3]

This RSA report is for Glasgow College Region, which covers the East Dunbartonshire, East Renfrewshire, and Glasgow City local authorities.

A summary of forecast data is also available down to local authority level in the **RSA Summary Infographics**.

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

Economy, People and Skills report which provides succinct and up-to-date evidence on Scotland's economy, businesses and people. It is published monthly.

Sectoral Skills Assessments provide Labour Market Insight for key sectors across Scotland. These are published annually.

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

Throughout the report, we indicate where **local authority information is available through the Data Matrix.**

The Data Matrix also contains additional data for the region, including data on employment, unemployment, and economic inactivity from the Annual Population Survey. These are available under the theme Skills Supply.

Alongside the suite of Labour Market Insight publications, SDS also produces a wide range of reports such as statistics on Modern Apprenticeships and the Annual Participation measure for 16-19 year olds. This includes a wide range of data related to equalities. Further information can be found on the Publications and Statistics section of the SDS website.

We value user feedback on the Regional Skills Assessments.

If you would like to provide feedback, please do so **here.**

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

1. RSA Technical Note (2025).
2. Office for National Statistics UK Standard Industrial Classification (SIC) 2007.
3. Office for National Statistics UK Standard Occupational Classification (SOC) 2010.

The Context for Scotland's Labour Market

Over the past decade, the Scottish economy has experienced disruption driven by changes in the global political landscape, the cost-of-living crisis and conflicts in the Middle East and Ukraine. In addition, megatrends in demography, technology, and the environment have continued to shape Scotland's economy and labour market, many of which are interdependent. Below is an overview of the drivers that are expected to have the greatest influence on Scotland's labour market outlook in the near term, based on a comprehensive analysis of both structural and cyclical factors.

The Economy

Scotland and the UK experienced weak economic growth of 1.1% in 2024, with inflation also staying above the 2.0% target. Forecasters expect economic growth to remain at around 1.0% in 2025, with inflation also expected to remain elevated. The effects of rising prices and high interest rates continue to impact Scottish households and businesses. This contributes to the Scottish labour market being cooler in 2025, following a period of sustained tightness in recent years.

Demographic Change

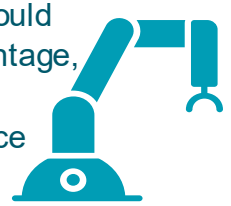
Scotland's population is projected to grow until mid-2047, largely driven by positive net migration, which will offset the anticipated natural decline due to a falling fertility rate. However, whilst the population is growing, it is also ageing. Around one-fifth of Scotland's residents were aged 65 or over in 2024. By 2047, the number of people of pensionable age is expected to increase by 21%. This demographic change has implications for the economy and labour market, by affecting caring responsibilities, tax revenue, and productivity.

Inclusion and Equality

There is a lingering effect from the cost-of-living crisis, which began in 2021, with rising energy prices and financial pressures continuing to have a disproportionate impact on low-to-middle income households. Poverty, including in-work poverty, persists; however, the Fair Work policy agenda aims to reduce labour market inequalities. Barriers to accessing the labour market remain for disabled people and minority ethnic groups, and gender equality still requires progress.

Technology and Automation

Artificial Intelligence (AI) continues to be the core driver in technology transformation. Scotland has a strong technology sector, underpinned by extensive academic and business presence in AI and related fields. The adoption of AI is rapidly increasing among Scottish businesses, particularly in optimising workflows. However, the implications of AI for the labour market remain uncertain. Scotland's strong base in digital and data skills could provide an advantage, but maintaining a skilled workforce will be essential.



Climate Change and Net Zero

The transition to net zero will directly impact the labour market as actions are taken to meet net zero targets. This shift offers significant opportunities for job creation in Scotland, particularly in the clean energy sector. Scotland has strong natural assets, and existing sectoral strengths provide a strong foundation for a green economy. However, upskilling will be crucial for transition to net zero. Especially in the construction, manufacturing, agriculture, energy and transport sectors.

A fuller report on Scotland's Labour Market Drivers can be found here.

Regional Insight[1]

Glasgow College Region is at the heart of Glasgow City Region - one of the largest City Regions in the UK and is "*Scotland's economic powerhouse*." It has a well-established Regional Partnership, and its regional economic strategy, published in December 2021, was co-produced with partners with the vision that "*by 2030, Glasgow City Region will have the most Innovative, Inclusive and Resilient Economy in the UK*." Three key challenges underpin the strategy:

- Creating an inclusive economy;
- Enhancing productivity; and
- Accelerating climate action.

The subsequent Action Plan (2022) set out 12 strategic programmes to deliver the strategy. Skills are at the heart of the economic strategy, building upon partners' implementation of the Regional Skills Investment Plans, and the importance of jobs and skills in the region's economic recovery plan. A highly skilled workforce is critical to the region's economic success, and a route out of unemployment and low pay.

Although the City Region has one of the highest levels of the population with degree level qualifications among the UK Core Cities, it also has significant skills gaps and skills shortages and high levels of skills underutilisation. The OECD profiled Glasgow City Region and its challenges and opportunities in its international programme to futureproof skills and adult learning (September 2024), making recommendations on future delivery.

Glasgow City Region's £1 billion City Deal was the first City Deal in Scotland – signed in 2014 – and is now one of the largest and the most advanced in the UK delivering 21 infrastructure projects across the City Region.

The City Region has identified four short-term sectoral priorities for "Future Skills":

- Heat Decarbonisation;
- Maritime;
- Local Government; and
- To support the investment zone and innovation districts.

There is a £2 million programme to support Clyde Maritime skills underway, and recent international investment and the Defence Industrial Strategy secures the future of shipbuilding and associated industries for decades to come.

The City Region has three innovation districts clustered around Glasgow and Strathclyde Universities and the Advanced Manufacturing Innovation District near Glasgow Airport, and in 2023 was awarded £33 million Innovation Accelerator funding to deliver 11 projects. The £120 million City Region Investment Zone will seek to capitalise on sectoral strengths in advanced manufacturing (particularly space, semi-conductors and maritime), and partners are developing proposals for the £30 million Local Innovation Partnerships Fund with UK Research and Innovation (UKRI).

Glasgow City Region remains Scotland's screen sector hub, placing it at the nexus between digital and creative and cultural industries.

As part of its place-based approach, Glasgow City Region is developing a masterplan to ensure that those communities closest to the river benefit from its development as an engine of inclusive, sustainable growth.

It is important to note that the forecasts used in this Regional Skills Assessment are policy and investment neutral.

This means the figures present a baseline outlook that takes into account historical trends and external economic conditions, but the figures do not reflect investment or policy that is unconfirmed or at planning/development stage.

This would include, for example UKRI, Investment Zone or Industrial Strategy investments.

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

1. Insight from the region gathered via Skills Development Scotland (2025).

Economic Performance[1]

Estimated GVA in **Glasgow College Region** in 2025: **£29,402**m

Glasgow College Region was estimated to generate 17.4% of Scotland's output in 2025. This share of GVA ranked the region in the top quartile of regions for GVA contribution to the Scottish economy.

In 2025, the highest value industries in Glasgow College Region were estimated to be:

Human Health and Social Work Activities	**£3,515m**
Real Estate Activities*	**£3,401m**
Financial and Insurance Activities	**£3,173m**
Wholesale and Retail Trade	**£2,263m**

GVA forecast average annual growth (2025-2028)

Glasgow College Region: **2.0%**

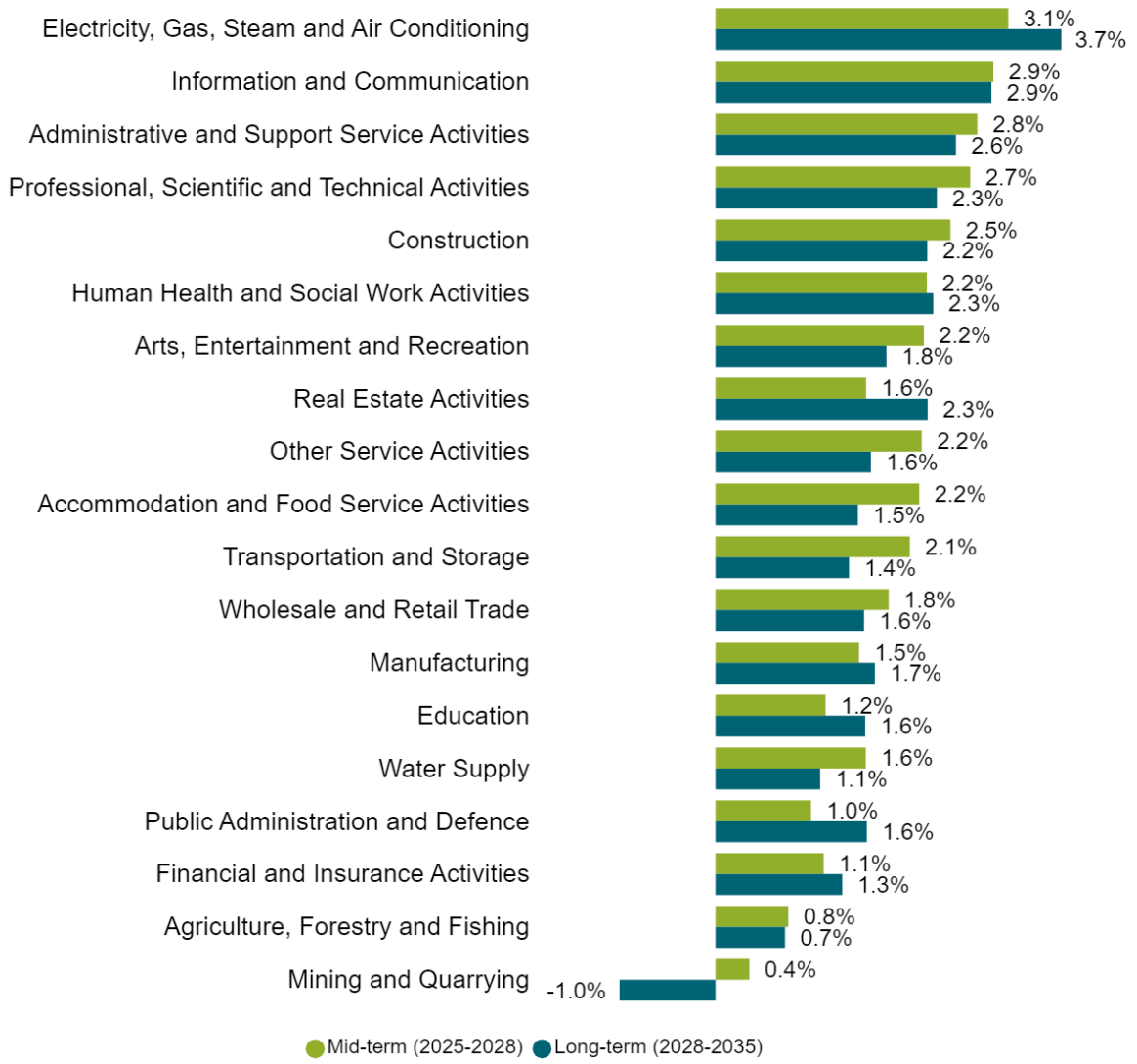
Scotland: **1.7%**

GVA forecast average annual growth (2028-2035)

Glasgow College Region: **2.1%**

Scotland: **1.6%**

Forecast Average Annual GVA Change by Industry (%), Glasgow College Region



For data on GVA at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Economic Output (GVA))

1. SDS (2025). Oxford Economics Forecasts.

*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 caution is needed when interpreting productivity data presented in this report. It must be considered in the context of other data and insight.

Productivity in **Glasgow College Region** was estimated to be **£53,900** in 2025. In comparison, the Scottish average was estimated to be £57,700.

Mid-term Productivity

From 2025 to 2028, productivity in Glasgow College Region is forecast to grow by 0.8% on average each year. Over the same period, the Scottish growth rate is forecast to be 0.8%.

Glasgow College Region forecast productivity in 2028: **£55,100**

Scotland forecast productivity in 2028: **£59,100**

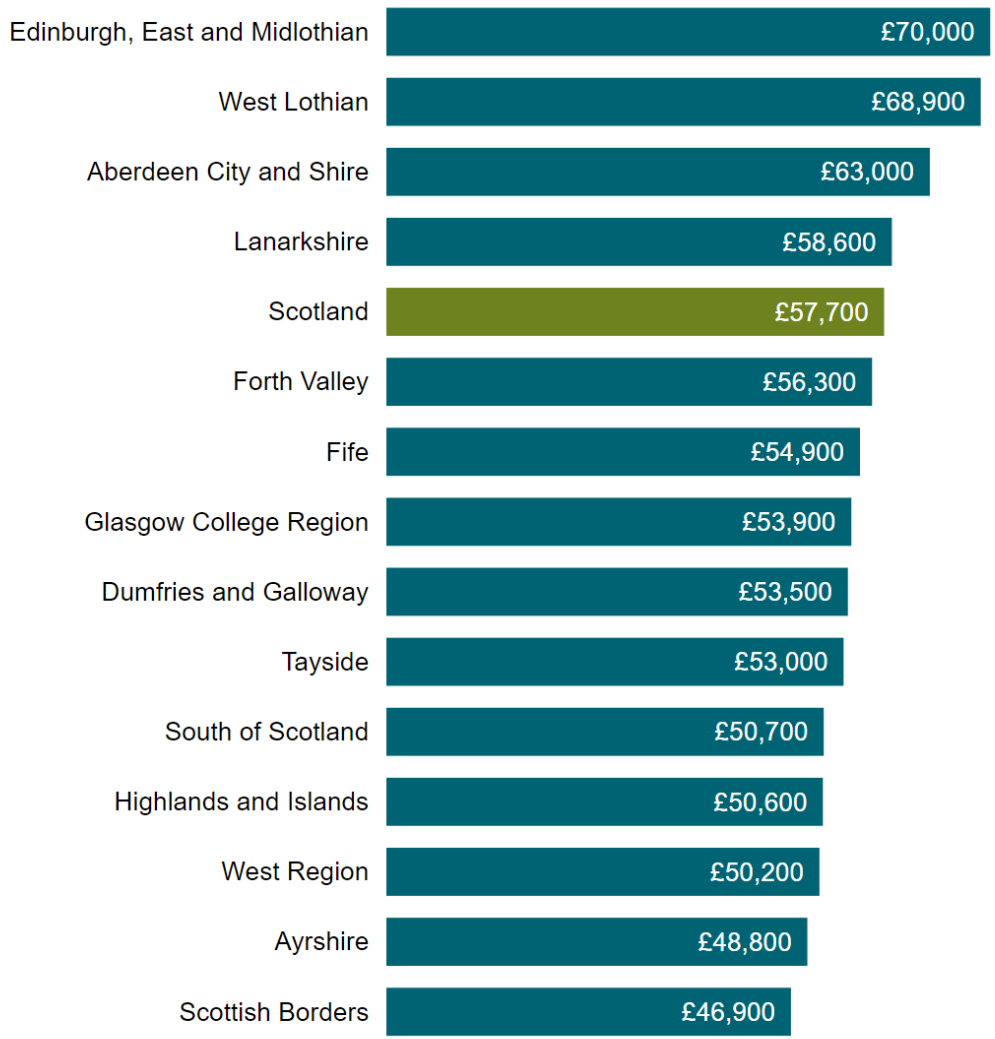
Long-term Productivity

From 2028 to 2035, productivity in Glasgow College Region 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%.

Glasgow College Region forecast productivity in 2035: **£59,100**

Scotland forecast productivity in 2035: **£63,600**

Productivity (2025)



For data on productivity at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Economic Output (GVA) per Job)

1. SDS (2025). Oxford Economics Forecasts.

Regional Employment[1]

Workforce Size 2025: 506,900 people

The region's workforce was estimated to account for **18.7%** of Scottish employment.

Over the last 10 years (2015-2025), regional employment was estimated to have **grown** by **2.3%** (**11,300** people). In comparison, employment in Scotland increased by 5.5%.

Workforce Size 2028: 523,200 people

The region's workforce is forecast to **grow** by **3.2%** (**16,400** people) between 2025 and 2028.

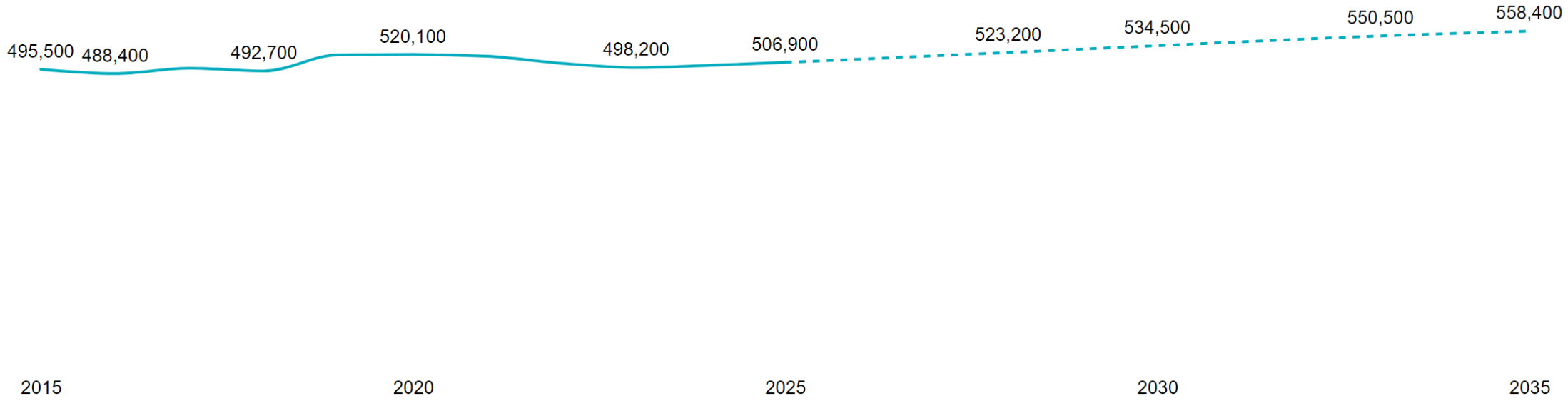
Compared to a Scotland-wide increase of **2.5%** or **68,000** people.

Workforce Size 2035: 558,400 people

The region's workforce is forecast to **grow** by **6.7%** (**35,200** people) between 2028 and 2035.

Compared to a Scotland-wide increase of **4.0%** or **112,500** people.

Employment and forecast employment (2015-2035) (people), Glasgow College Region



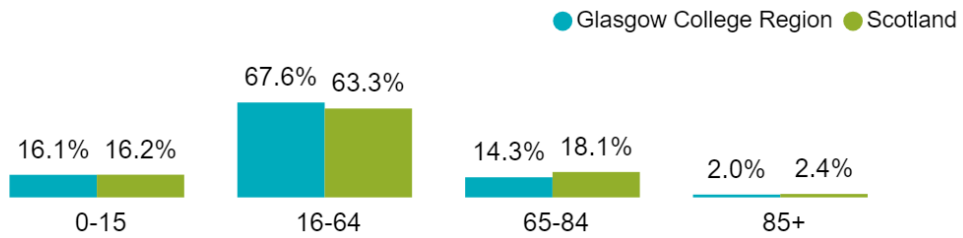
For data on employment and forecast employment at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Employment Forecast)

1. SDS (2025). Oxford Economics Forecasts.

Spotlight: Region's People

Population [1]

In 2024, the population in **Glasgow College Region** was estimated to be **860,100**, accounting for **15.5%** of Scotland's total population. By age, the population distribution of the region and Scotland was:



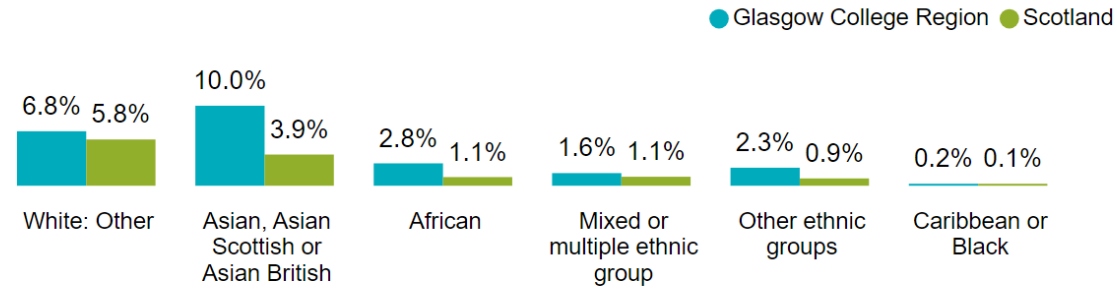
Disability [2]

In 2022, the percentage of the population that reported having a health condition or disability that affected their daily activities was:

Glasgow College Region: **24.7%** **Scotland**: **24.1%**

Ethnic Groups [2]

The majority (**76.4%**) of people in **Glasgow College Region** identified as 'White Scottish' or 'Other White British' in 2022. The breakdown of Minority Ethnic groups included:

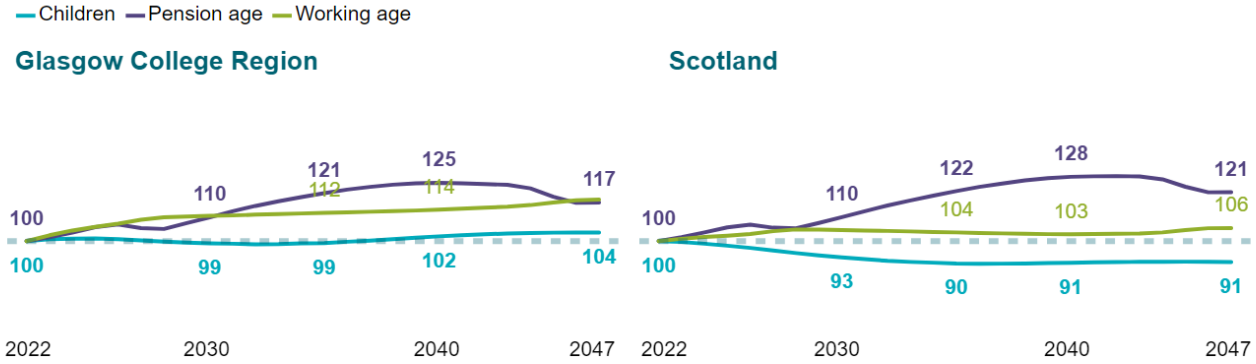


Population Projections [3]

The population is forecast to **grow** by **15.4%** in **Glasgow College Region** between 2022 and 2047. Over the same period, the Scottish population is forecast to grow by 6.2%.

The number of people of working age is projected to **grow** by **17.9%** by 2043. While, across Scotland it is forecast to increase by 5.6%.

Index of Regional and National Projections (2022=100) [3]



Dependency Ratio [4]

The dependency ratio considers the **non-working age population** (consisting of children and those of pensionable age) **compared to those of working age**. As an example, a dependency ratio of 54% would mean that for every 100 people of working age there are 54 people of non-working age.

Dependency Ratio for **Glasgow College Region**:

2022: **46%** 2047: **43%**

Dependency Ratio for **Scotland**:

2022: **54%** 2047: **55%**

For data on population at local authority level please see the Data Matrix.
(Theme: Skills Supply; Topic: Population Projections and Dependency Ratios)

1. National Records of Scotland (2025) Mid-2024 Population Estimates
2. Scottish Government (2024) Scotland's Census 2022
3.National Records of Scotland (2025) Projected Population of Scotland: 2022-based
4. SDS analysis of: National Records of Scotland (2025) Projected Population of Scotland: 2022-based

Employment by Industry[1]

The largest employing industries in the region in 2025 (based on people) were estimated to be:

Human Health and Social Work Activities
86,000

Education
55,200

Administrative and Support Service Activities
52,300

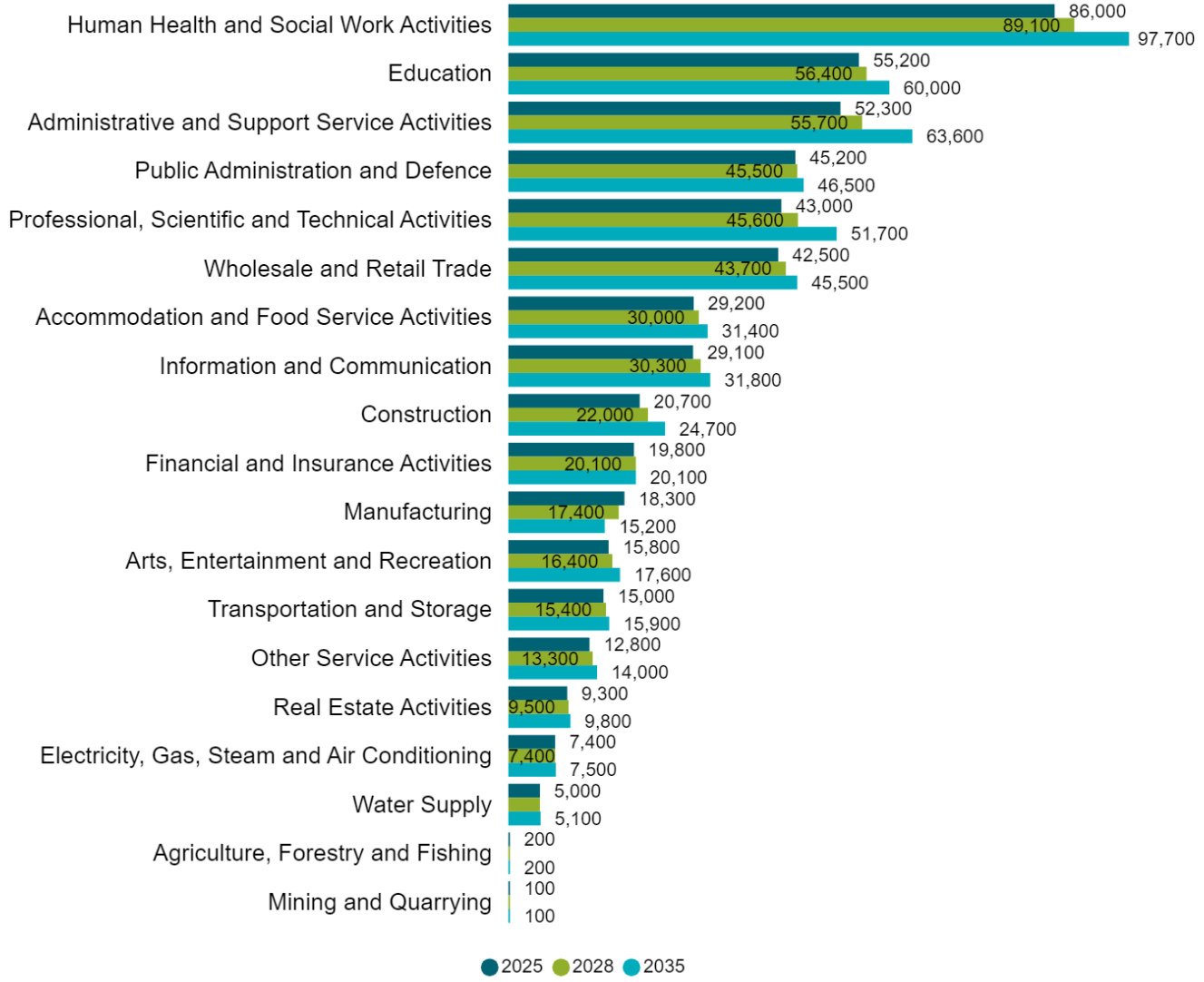
Between 2025 and 2028, employment in the region is forecast to grow, however industries will have varying performance. The greatest employment growth is forecast in Administrative and Support Service Activities, with 3,500 more people by 2028. While Manufacturing is forecast to have the greatest employment contraction (-900 people) in the mid-term.

Over the long-term, between 2028 and 2035, the greatest employment growth is forecast in Human Health and Social Work Activities, with 8,600 more people by 2035. While Manufacturing is forecast to have the greatest employment contraction (-2,200 people) in the long-term.

In 2025, Motion Picture, Video and Television Programme Production, Sound Recording and Music Publishing Activities was estimated to be the region's greatest specialism, with the percentage of employment in this industry 2.8 times greater than the Scottish average. The second largest specialism was estimated to be Advertising and Market Research (2.3 times greater in the region than the Scottish average).

Figures may not sum due to rounding.

Employment by Industry, Glasgow College Region



For data on employment by industry/key sector at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Employment Forecast by Industry)

1. SDS (2025). Oxford Economics Forecasts.

Employment by Occupation[1]

The largest employing occupational groups in the region in 2025 (based on people) were estimated to be:

Business and Public Service Associate Professionals
51,600

Elementary Occupations: Clerical and Services
50,400

Science and Technology Professionals
41,900

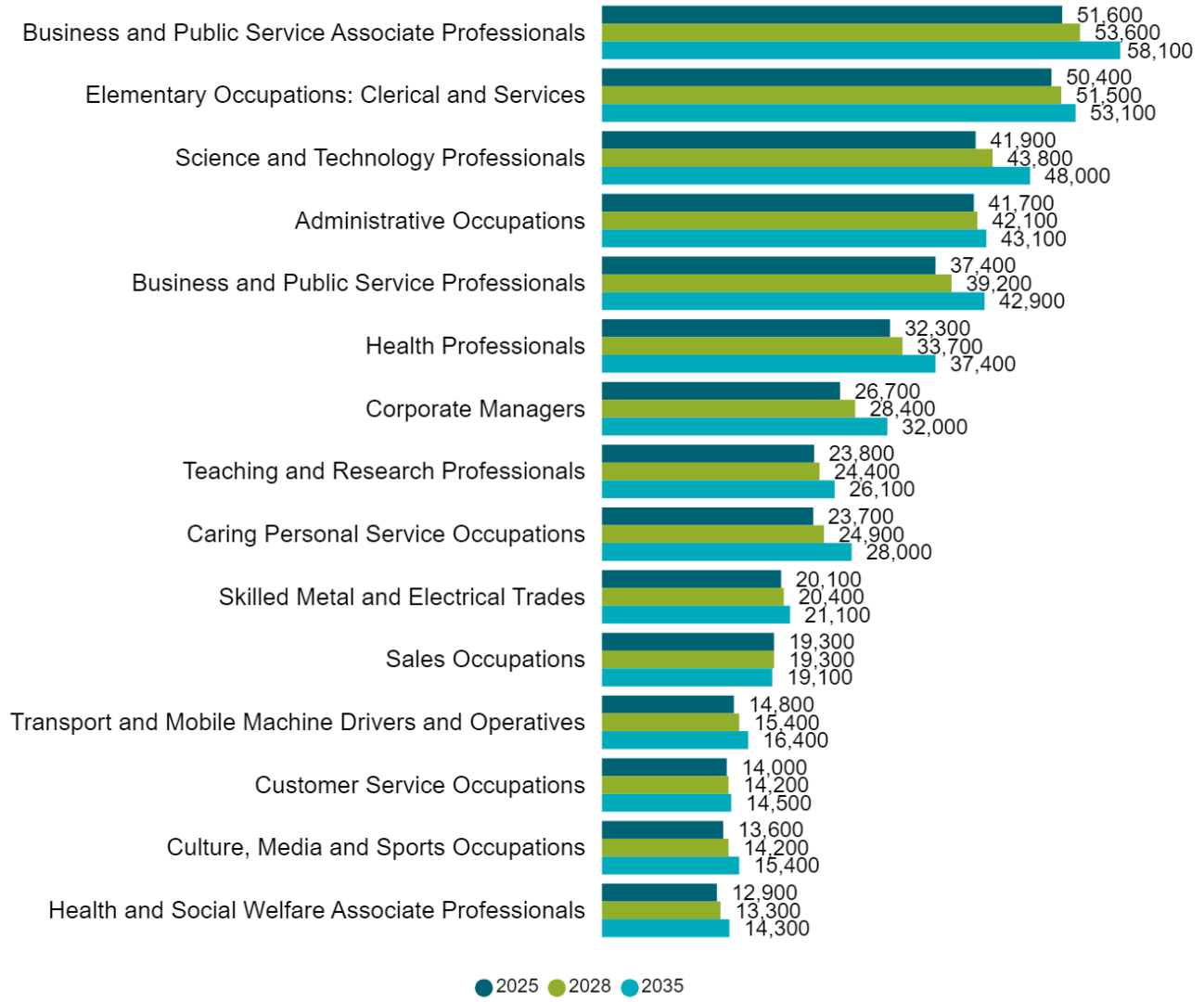
In 2025, 54.2% of employed people in the region were in 'higher-level' occupations*, which was a higher percentage of the workforce than Scotland (50.8%). 'Mid-level' occupations accounted for 24.6% of the workforce, which was a lower percentage of the workforce than Scotland (27.8%). Around 21.2% of people were employed in 'lower-level' occupations, which was a lower percentage of the workforce than Scotland (21.3%).

Between 2025 and 2028, the greatest growth is forecast to be in Business and Public Service Associate Professionals (2,000 people).

Over the long-term, between 2028 and 2035, the greatest growth is forecast to be in Business and Public Service Associate Professionals (4,500 people). While Sales Occupations is likely to experience the greatest contraction (-200 people).

Figures may not sum due to rounding.

Employment in the 15 Largest Occupational Groups, Glasgow College Region



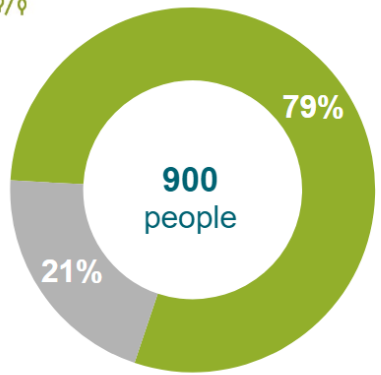
For data on employment by occupation at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Employment Forecast by Occupation)

1. SDS (2025). Oxford Economics Forecasts.
* See RSA Technical Note (2025) for an explanation of what is defined as 'higher-level', 'mid-level' and 'lower-level' occupations.

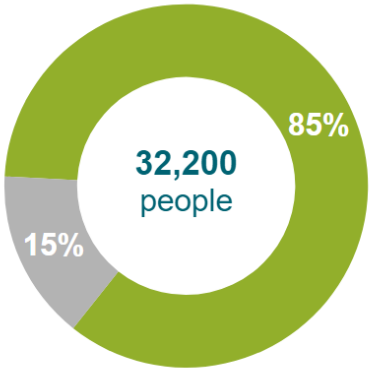
Transition to Net Zero[1]

Identified as part of the Climate Emergency Skills Action Plan (CESAP), the sectors[2] listed below **make a significant contribution to the transition to net zero** and have the greatest potential for skills implications and jobs growth arising from it. We have been able to establish the split between green jobs and non-green jobs for the College regions. Green jobs in Scotland are defined by three different categories: enhanced skills and knowledge, increased demand and new and emerging.[3] Presented below is the **number of people estimated to be employed in these sectors within Glasgow College Region in 2025.**

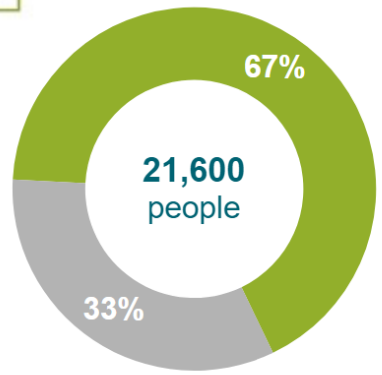
Agriculture



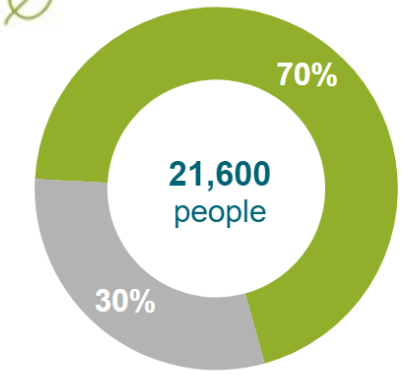
Construction



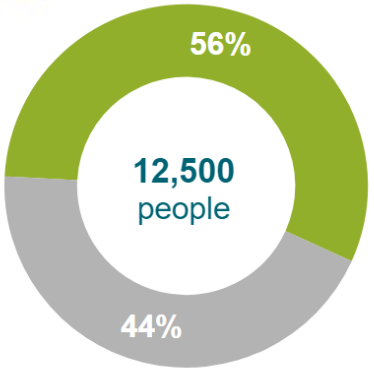
Manufacturing (with Engineering)



Energy and Waste Treatment



Transport



Figures may not sum due to rounding.

The total number of people employed in the sectors that will make a significant contribution to net zero in Scotland was estimated to be 667,300 in 2025. Glasgow College Region was estimated to account for **13% of Scotland's total** (or 88,700 people). Of the sectors of most importance to the transition, Construction was the largest employing sector (36%) in the region.

1. SDS (2025). Oxford Economics Forecasts.
2. The sectors that make a significant contribution to the net zero transition were identified in **the Green Jobs in Scotland report**.

Due to the methodology adopted, the footprint of sectors presented on this page differs from the industry footprint presented elsewhere in this report, and in our Sectoral Skills Assessments (SSAs). Please find a full list of the Standard Industrial Classification (SIC) codes used to define these sectors in the Green Jobs in Scotland report (and on this page) here.

3. Please see page 13 for more information.

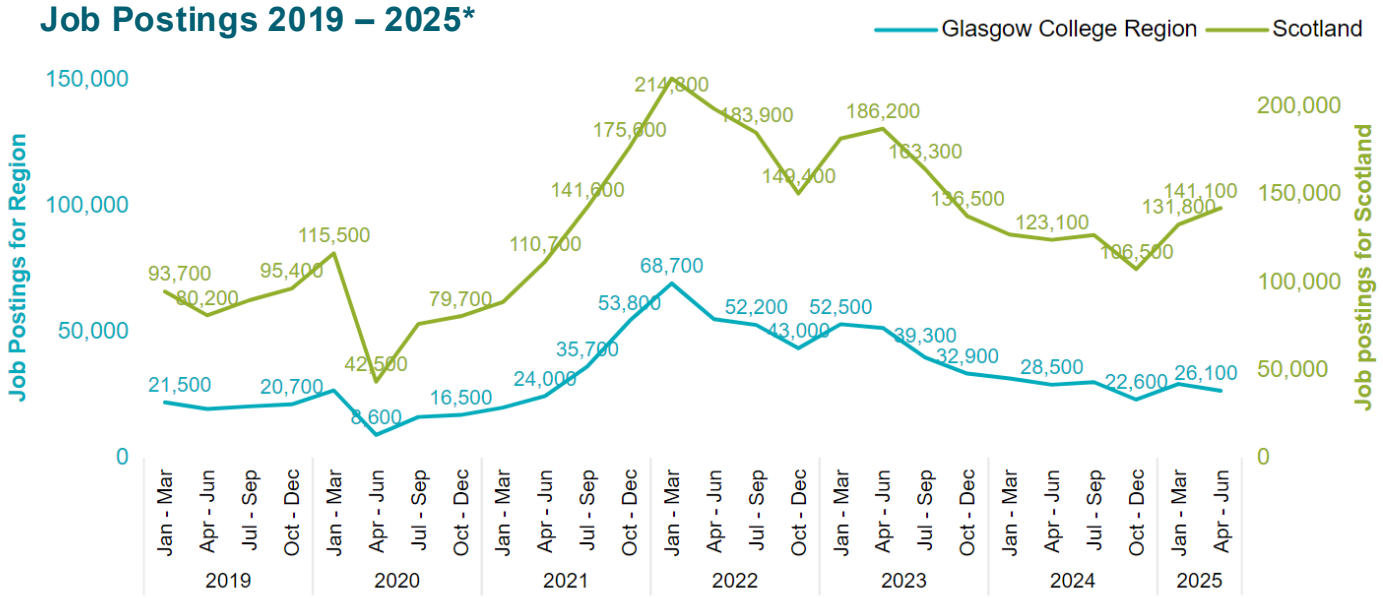
Job Postings[1]

Online job postings data provides a useful barometer for the health of the jobs market, real-time employer demand and can indicate changing skills demands. It is important to note that the data does not capture all activity, so it should be considered as an estimate only.

The labour market has cooled across Scotland, and job postings have declined from a peak in 2022. In Glasgow College Region, the peak in job postings coincided with Scotland's peak in March 2022.

Whilst the labour market has softened, there has been sustained demand for workers in the region in the first six months of 2025. Job postings in Glasgow College Region accounted for 20.1% of Scotland's total job postings between January and June 2025.

Job Postings 2019 – 2025*



Between January and June 2025, there were 54,900 job postings in Glasgow College Region, of which:

The locations with the most jobs advertised were:

Glasgow
48,800 job postings

Bishopbriggs
600 job postings

Kirkintilloch
600 job postings

Bearsden
500 job postings

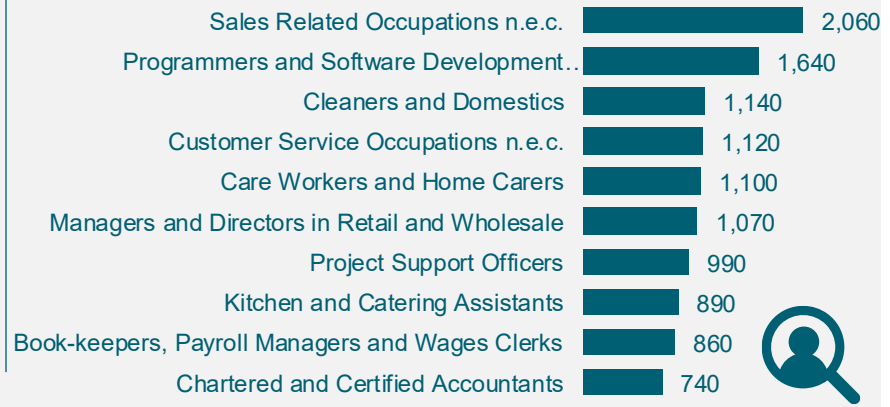
Barrhead
400 job postings

Newton Mearns
400 job postings

Specialised skills and knowledge were:

- **Project Management**
- **Finance**
- **Artificial Intelligence**
- **Auditing**
- **Business Development**
- **Procurement**

The top job postings were for:



Figures may not sum due to rounding.

For data on job postings at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Job Postings)

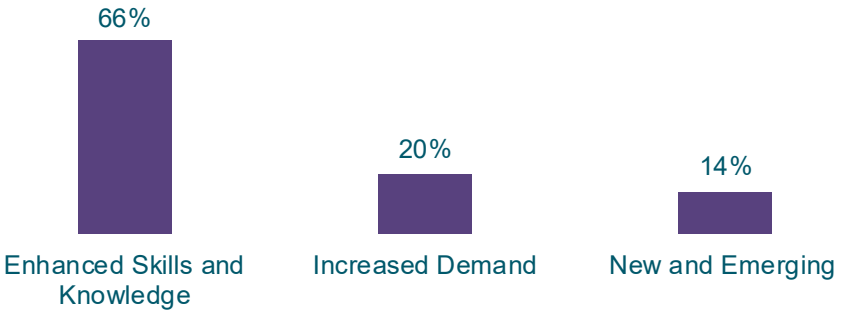
1. Lightcast, 2025.

*A dual axis graph compares two related datasets with different scales by displaying them on separate vertical axes. Regional axis is shown here on the left, and Scotland axis on the right

Green Job Postings[1]

Out of the 54,900 job postings in the Glasgow College Region between January and June 2025, **46% (25,000) were for green jobs**. This was a higher proportion of green job postings than the Scottish average (41%). The number of green job postings in the region accounted for 22% of all green job postings in Scotland.

Between January and June 2025, **two thirds of green job postings** in the Glasgow College Region were for Enhanced Skills and Knowledge roles.



The green jobs in demand in each category between January and June 2025 included:

Enhanced Skills and Knowledge:

- Quantity Surveyors

Increased Demand:

- Large Goods Vehicle Drivers

New and Emerging:

- Engineering Technicians

The median advertised salary for **green jobs** in the Glasgow College Region was **£40,100*** in the first six months of 2025.

This was higher than the median advertised salary for all jobs in the region which was £31,300**.

The **Green Jobs in Scotland** research uses an **inclusive definition** to define green jobs.

This definition recognises that there will be an ongoing process of 'greening' across the economy due to the transition to net zero, and a broad range of jobs will be impacted in different ways as a result.

Green jobs can be classified into one of the following three categories:

1. **Enhanced Skills and Knowledge**: Existing occupations which will require significant change to the work and worker requirements due to green economy activities.
2. **Increased Demand**: Existing occupations which will be needed in higher numbers due to green economy activities.
3. **New and Emerging**: New occupations which are created because of the need for unique work and worker requirements due to green economy activities.

The full list of occupations (defined using Standard Occupation Classification (SOC) 2020) can be found here.

Figures may not sum due to rounding.

More information on the CESAP Pathfinder can be found here.

1. Lightcast, 2025.

*Median salary based on 38% of job postings.

**Median salary based on 41% of job postings.

Future Demand in the Mid-Term (2025-2028)[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 in our section on Regional Insight, which are likely to influence the outlook presented. Users of the RSAs are encouraged to overlay the forecasts with their local knowledge.

Earlier in the report, we examined the future total employment in Glasgow College Region. This part of the report focuses on the total requirement, which introduces not only employment growth or contraction but also 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 **84,900** people in **Glasgow College Region**. Between 2025 and 2028, replacement demand could create the need for **68,500** people, while **positive** expansion demand is forecast to result in **16,400 additional** workers.

In **Scotland**, there could be a total requirement for **398,300** people in the mid-term. Between 2025 and 2028, replacement demand could create the need for **330,300** people, while **positive** expansion demand is forecast to result in **68,000 additional** workers.

Figures may not sum due to rounding.

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

Glasgow College Region: **84,900** people

Scotland: **398,300** people

=

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

Glasgow College Region: **68,500** people

Scotland: **330,300** people

+

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

Glasgow College Region: **16,400** people

Scotland: **68,000** people

The total requirement by qualification for **Glasgow College Region**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
8,800	40,600	9,200	16,100	2,600	7,500
10%	48%	11%	19%	3%	9%

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

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
37,800	191,300	49,500	78,400	10,400	30,900
9%	48%	12%	20%	3%	8%

For data on future demand at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement)

1. SDS (2025). Oxford Economics Forecasts.

Future Demand in the Mid-Term (2025-2028) by Industry[1]

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

Administrative and Support Service Activities
15,600

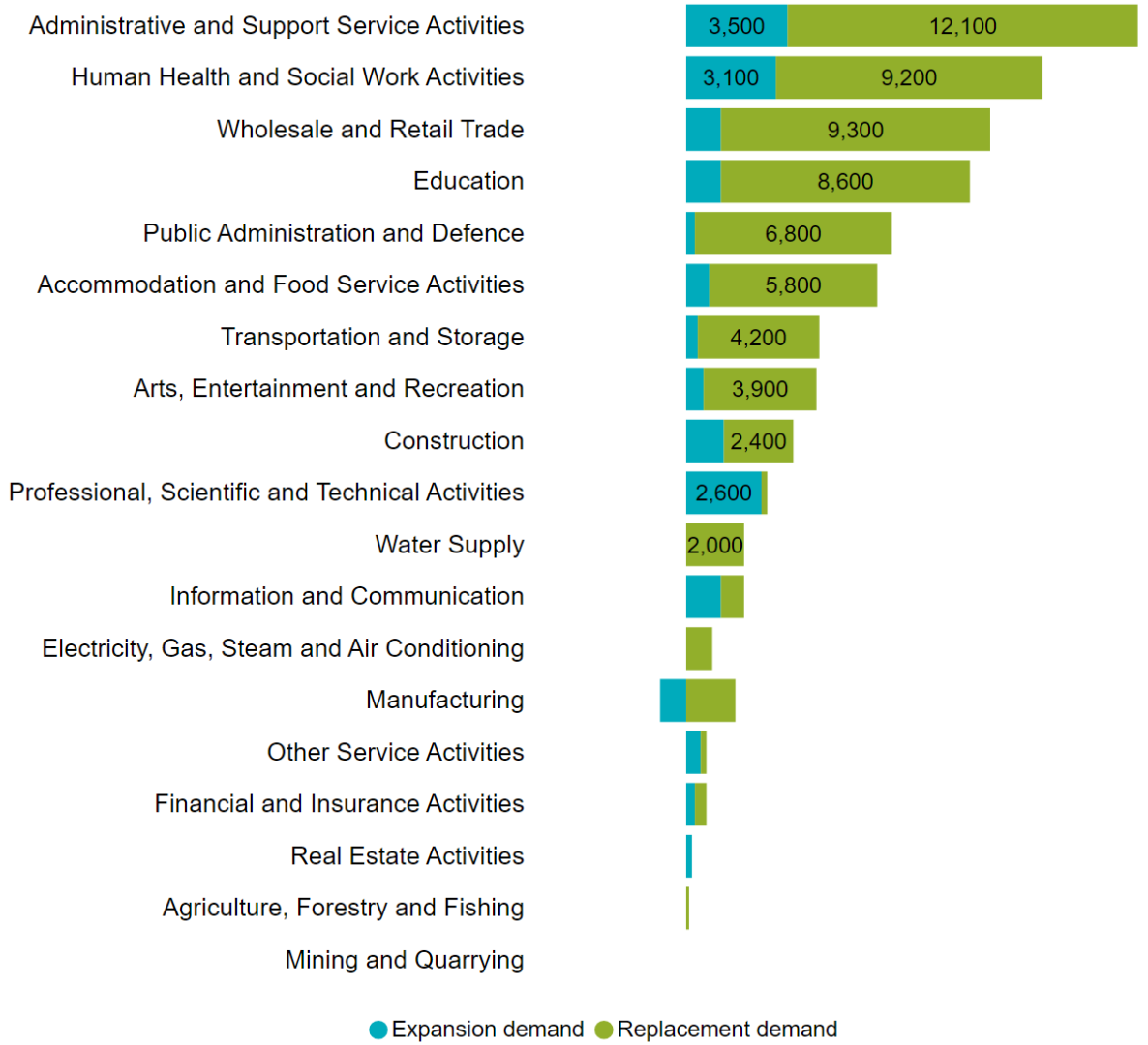
Human Health and Social Work Activities
12,300

Wholesale and Retail Trade
10,500

Headline figures for each industry do not show how the composition of the industry is changing. Within the industries, there are changes to operating practices and consumer behaviours driven by automation, digitalisation and the transition to net zero. Additionally, industries are defined using SIC codes, which might not reflect the full complexity and diversity within each sector. For example, High Value Manufacturing activities would not be fully captured within the traditional definition of Manufacturing, and it would span across different industries, such as Professional, Scientific and Technical Activities. We encourage readers to keep these two points 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 (2025-2028), Glasgow College Region



For data on future demand by industry at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement by Industry)

1. SDS (2025). Oxford Economics Forecasts.

Future Demand in the Mid-Term (2025-2028) by Occupation[1]

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

Elementary Occupations: Clerical and Services
11,800

Teaching and Research Professionals
8,500

Science and Technology Professionals
8,200

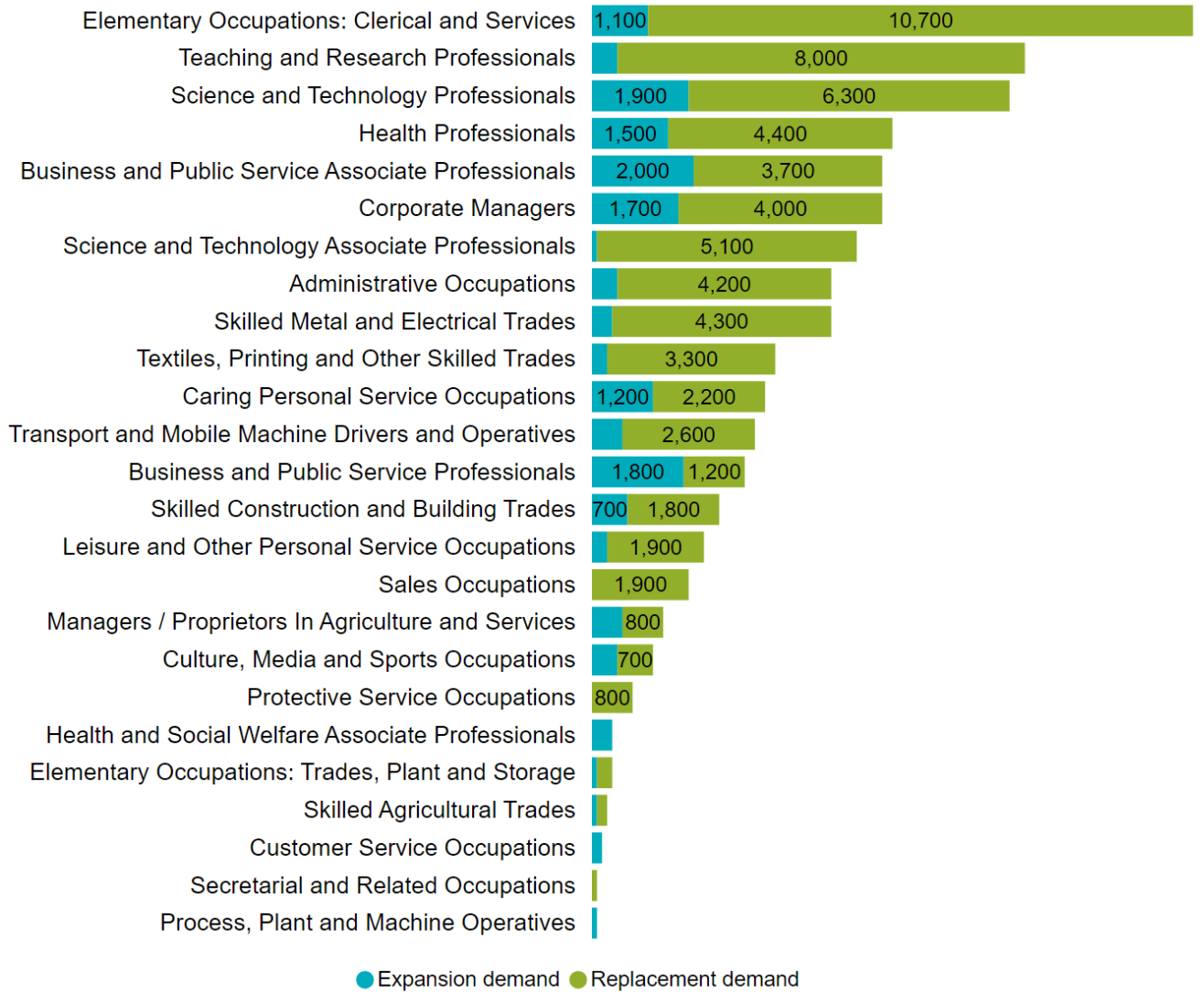
As mentioned, there is forecast to be a total requirement for 84,900 people in the region over the mid-term. 'Higher-level' occupations* are forecast to account for 54.2% of this total requirement, followed by 25.1% in 'mid-level' occupations and 20.7% in 'lower-level' occupations. Across Scotland, 52.2% of total requirement will be in 'higher-level' occupations, 26.5% in 'mid-level' occupations and 21.4% in 'lower-level' occupations.

New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

On the next page, the mid-term total requirement is presented with an intersection by both Industry (SIC 1) and Occupation (SOC 1).

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2025-2028), Glasgow College Region



For data on future demand by occupation at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement by Occupation)

1. SDS (2025). Oxford Economics Forecasts.
* See RSA Technical Note (2025) for an explanation of what is defined as 'higher-level', 'mid-level' and 'lower-level' occupations.

Future Demand in the Mid-Term (2025-2028) by Industry and Occupation[1]

Forecast Total Requirement by Industry and Occupation (2025-2028) (people), Glasgow College Region

Figures may not sum due to rounding.

	Managers, Directors and Senior Officials	Professional Occupations	Associate Professional and Technical Occupations	Administrative and Secretarial Occupations	Skilled Trades Occupations	Caring, Leisure and Other Service Occupations	Sales and Customer Service Occupations	Process, Plant and Machine Operatives	Elementary Occupations
Agriculture, Forestry and Fishing	0	0	0	0	0	0	0	0	0
Mining and Quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	100	200	400	0	200	0	0	-200	100
Electricity, Gas, Steam and Air Conditioning	0	200	300	0	400	0	0	0	0
Water Supply	0	400	400	100	400	0	0	200	400
Construction	400	400	300	100	2,000	0	0	200	200
Wholesale and Retail Trade	1,700	600	700	400	1,900	100	2,900	900	1,300
Transportation and Storage	300	200	400	200	400	100	100	1,900	1,100
Accommodation and Food Service Activities	400	0	100	200	2,000	200	100	200	3,400
Information and Communication	200	1,100	400	0	100	0	100	0	0
Financial and Insurance Activities	300	300	300	-100	0	0	0	0	0
Real Estate Activities	100	100	0	0	0	0	0	0	0
Professional, Scientific and Technical Activities	400	800	700	500	200	0	100	100	0
Administrative and Support Service Activities	1,200	1,300	1,400	800	1,600	800	200	800	7,400
Public Administration and Defence	500	2,000	2,400	1,000	200	200	0	100	700
Education	100	7,000	1,400	400	200	500	0	100	100
Human Health and Social Work Activities	600	5,600	1,400	700	300	2,500	100	100	800
Arts, Entertainment and Recreation	700	500	900	200	400	1,100	0	100	600
Other Service Activities	100	200	100	100	100	200	0	0	0

For data on future demand by industry and occupation at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement by Industry and Occupation)

1. SDS (2025). Oxford Economics Forecasts.

Future Demand in the Long-Term (2028-2035)[1]

The long-term forecast is more changeable than the mid-term forecasts and could be influenced by a range of factors that are less known. It is important to note that the forecasts do not account for national or regional activities, initiatives or investments like those mentioned in our section on Regional Insight, 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 Glasgow College Region, the labour market forecast for the long-term (2028-2035) 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 **202,400** people in **Glasgow College Region**. Between 2028 and 2035, replacement demand could create the need for **167,300** people, while **positive** expansion demand is forecast to result in **35,200 additional** workers.

In **Scotland**, there could be a total requirement for **885,200** people in the long-term. Between 2028 and 2035, replacement demand could create the need for **772,800** people, while **positive** expansion demand is forecast to result in **112,500 additional** workers.

Figures may not sum due to rounding.

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

Glasgow College Region: **202,400** people

Scotland: **885,200** people

=

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

Glasgow College Region: **167,300** people

Scotland: **772,800** people

+

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

Glasgow College Region: **35,200** people

Scotland: **112,500** people

The total requirement by qualification for **Glasgow College Region**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
20,500	96,400	20,900	42,100	5,000	17,500
10%	48%	10%	21%	2%	9%

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

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
81,500	427,000	104,500	190,000	15,800	66,400
9%	48%	12%	21%	2%	8%

For data on future demand at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement)

1. SDS (2025). Oxford Economics Forecasts.

Future Demand in the Long-Term (2028-2035) by Industry[1]

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

Administrative and Support Service Activities
38,800

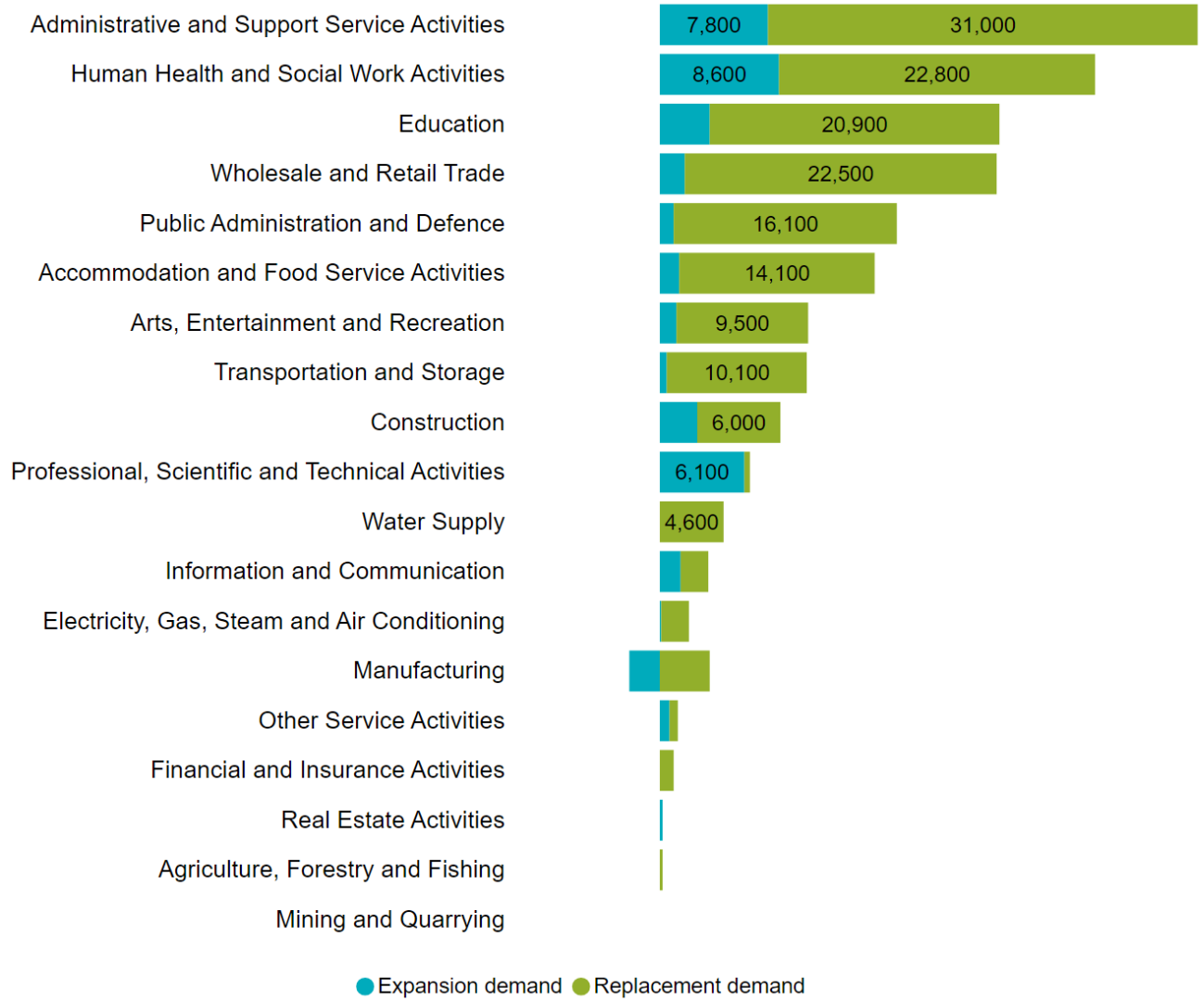
Human Health and Social Work Activities
31,400

Education
24,500

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

Figures may not sum due to rounding.

Forecast Total Requirement by Industry (2028-2035), Glasgow College Region



For data on future demand by industry at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement by Industry)

1. SDS (2025). Oxford Economics Forecasts.

Future Demand in the Long-Term (2028-2035) by Occupation[1]

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

Elementary Occupations: Clerical and Services
27,100

Teaching and Research Professionals
21,300

Science and Technology Professionals
20,100

There is forecast to be a total requirement for 202,400 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 55.4% of this total requirement, followed by 25.0% in 'mid-level' occupations and 19.6% in 'lower-level' occupations. Across Scotland, 54.0% of total requirement will be in 'higher-level' occupations, 25.9% in 'mid-level' occupations and 20.1% in 'lower-level' occupations.

New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

On the next page, the long-term total requirement is presented with an intersection by both Industry (SIC 1) and Occupation (SOC 1).

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2028-2035), Glasgow College Region

For data on future demand by occupation at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement by Occupation)

1. SDS (2025). Oxford Economics Forecasts.
* See RSA Technical Note (2025) for an explanation of what is defined as 'higher-level', 'mid-level' and 'lower-level' occupations.

Future Demand in the Long-Term (2028-2035) by Industry and Occupation[1]

Forecast Total Requirement by Industry and Occupation (2028-2035) (people), Glasgow College Region

Figures may not sum due to rounding.

	Managers, Directors and Senior Officials	Professional Occupations	Associate Professional and Technical Occupations	Administrative and Secretarial Occupations	Skilled Trades Occupations	Caring, Leisure and Other Service Occupations	Sales and Customer Service Occupations	Process, Plant and Machine Operatives	Elementary Occupations
Agriculture, Forestry and Fishing	0	0	0	0	100	0	0	0	100
Mining and Quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	200	300	900	0	400	0	0	-400	100
Electricity, Gas, Steam and Air Conditioning	100	500	600	-100	1,000	0	0	0	0
Water Supply	100	1,000	900	200	1,000	0	0	500	1,000
Construction	900	1,000	800	300	4,800	0	0	500	400
Wholesale and Retail Trade	4,100	1,400	1,700	1,000	4,600	200	6,200	2,000	3,100
Transportation and Storage	700	400	900	300	900	300	100	4,400	2,700
Accommodation and Food Service Activities	900	0	300	400	4,700	600	300	500	7,700
Information and Communication	400	2,100	600	-100	200	0	200	0	100
Financial and Insurance Activities	500	500	400	-300	0	0	-200	0	0
Real Estate Activities	200	100	0	0	0	0	0	0	0
Professional, Scientific and Technical Activities	900	1,900	1,500	1,100	400	100	200	300	100
Administrative and Support Service Activities	3,100	3,600	3,600	2,000	4,200	1,900	400	1,600	18,500
Public Administration and Defence	1,300	5,200	5,900	1,900	500	400	100	200	1,700
Education	200	17,800	3,500	1,000	500	1,200	0	200	0
Human Health and Social Work Activities	1,600	14,600	4,000	1,800	800	6,300	300	200	1,800
Arts, Entertainment and Recreation	1,900	1,300	2,100	300	900	2,600	100	200	1,400
Other Service Activities	100	400	200	100	100	300	0	0	-100

For data on future demand by industry and occupation at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement by Industry and Occupation)

1. SDS (2025). Oxford Economics Forecasts.

Skills Development Scotland

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