

Regional Skills Assessment

Moray Growth Deal

October 2026



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 Note¹ 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 Moray Growth Deal, which covers the Moray local authority. Throughout the RSA, we refer to the region as Moray.

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:



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



Scotland's Labour Market Drivers report provides an overview of the drivers expected to have the greatest influence on Scotland's labour market outlook. It is updated 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 not included in the RSAs, such as data on employment, unemployment, and economic inactivity from the Annual Population Survey. These are available under the theme Skills Supply.

This [short video](#) highlights evidence that SDS produces, and some of the ways in which our products can be used.

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.

The forecasts used in this Regional Skills Assessment are policy and investment neutral.



They represent a baseline but don't reflect investment or policy that is unconfirmed.

Readers are encouraged to use them in conjunction with other sources alongside their own local and regional knowledge.

1. RSA Technical Note (2026).

2. Office for National Statistics UK Standard Industrial Classification (SIC) 2007.

3. Office for National Statistics UK Standard Occupational Classification (SOC) 2020.

The Context for Scotland's Labour Market¹

Scotland's labour market continues to evolve against a backdrop of subdued economic growth and global uncertainty. Although ongoing conflicts, disruption to energy markets, demographic change, and persistent barriers to employment continue to pose challenges, the Scottish economy has demonstrated resilience. Technology and the transition to net zero are also reshaping jobs and skills needs, creating opportunities for growth and innovation. This section explores these interconnected drivers and their implications for Scotland's labour market and skills system.

The Economy

Scotland's economy grew by 1.4% in 2025. Growth is forecast to remain modest, the labour market shows signs of loosening, and ongoing geopolitical uncertainty and rising energy prices may intensify inflationary and cost-of-living pressures. However, against this challenging backdrop, the potential productivity benefits of new technologies, alongside investment opportunities linked to Scotland's natural capital and energy transition, could support future economic growth.



Demographic Change

Scotland's population reached a record 5.55 million in mid-2025, with growth largely driven by migration. The population is also ageing, with around 21.0% aged 65 or over in mid-2025, compared to 16.3% in 2005. Demographic trends vary across Scotland, but, overall, are expected to increase pressure on labour supply, particularly in sectors like health and social care. Migration is likely to remain important in sustaining Scotland's workforce, meaning changes to UK immigration policy could have implications for the availability of skills and labour in Scotland.



Inclusion and Equality

Improving access to fair work and reducing inequality remain Scottish Government priorities. Poor health and disability continue to limit labour market participation, while childcare costs and limited access to flexible and secure employment create barriers for parents and carers, particularly women. Poverty and housing insecurity compound these challenges, and employment access varies across Scotland. Tackling these barriers could help more people enter and remain in good-quality work, reducing poverty while supporting the economy.



Technology and Automation

Artificial intelligence (AI) and automation are reshaping jobs and skills needs, as well as recruitment practices. Scottish businesses are increasingly adopting AI, but the longer-term effects on employment and productivity remain uncertain. Automation is expected to change tasks within jobs, increasing demand for digital, analytical and interpersonal skills. Supporting workers to adapt and have the skills required will be important. Scotland's AI Strategy supports responsible adoption and helps prepare the workforce for these changes.



Climate Change and Net Zero

The transition to net zero will remain a driver of employment, skills demand and economic growth. Scotland's extensive renewable energy resources, a growing net zero economy, and a pipeline of planned energy investment offer opportunities for job creation. Challenges, such as declining oil and gas employment and skills availability, also exist. Upskilling and support will be important to help workers access new opportunities and meet employers' changing needs.



Read the full report on Scotland's Labour Market Drivers [here](#).

¹ Sources and data correct as of October 2026. Please see the full Scotland's Labour Market Drivers report for detailed references.

Economic Opportunities

The [Moray Growth Deal](#) is an investment programme of more than £100 million which will be delivered across eight strategic projects. It aims to maximise Moray's future economic competitiveness and has seen several recent developments, including:

- Construction beginning in June 2026 at the South Street regeneration project in Elgin;
- Continued progress across Elgin's Cultural Quarter; and
- Completion of the Manufacturing Innovation Centre for Moray in March 2026.

Alongside transport and digital-health innovation, these developments are strengthening demand for construction, engineering, project-management, enterprise, advanced-manufacturing, digital and visitor-economy skills. Connecting project pipelines with local provision, apprenticeships and community-benefit activity will be important to ensure Moray's residents and businesses benefit from the investment.

The [Highlands and Islands Regional Transformational Opportunities \(RTO\) programme](#) identifies significant investment opportunities, with strategic projects expected to deliver more than £100 billion of investment in the period to 2040. This is expected to be delivered across 110 projects, spanning the Highlands and Islands. The research identified that,

of the total investment pipeline, Moray could attract as much as £8.91bn over the period (based on the status-adjusted project impacts), potentially driving significant demand for jobs.

The [Just Transition Fund](#) is supporting Moray to develop employment and investment opportunities linked to ports, renewable energy, low-carbon industry, housing and natural capital. A £1.2 million award will fund feasibility work for Buckie Harbour and strategic sites at Mosstodloch and Dallachy, while wider proposals include hydrogen transport, community energy and habitat restoration. Realising opportunities will require workforce capacity to plan and deliver complex marine, energy and construction projects while managing environmental impacts.

Moray Council's [2026–2029 Capital Plan](#) proposes £221.6 million of investment in infrastructure, schools, public buildings and regeneration. This represents a significant pipeline of demand for construction, engineering, maintenance, surveying and project-delivery skills. The associated investment in transport, housing and public infrastructure may strengthen the wider conditions needed to access employment and attract and retain workers.

Challenges

However, there are several interlinked challenges which can make it difficult for employers to find the skills they need, both to meet current demands and

to ensure there are enough workers to seize opportunities from future investment in the region.

Wider infrastructure challenges including access to housing, childcare and transport can have an impact on access to learning and employment. Demographic issues including depopulation and an ageing population also create challenges with the supply of people in the region.

Workforce North

Workforce North, a regional approach to addressing workforce challenges, is currently gaining momentum across the Highlands and Islands. The [Moray Workforce North Road Map](#) is a place-based response to skills shortages, recruitment pressures and workforce ageing. Developed following employer and partner engagement, it prioritises clearer promotion of local careers, stronger education-to-work pathways, expanded apprenticeships and vocational learning, lifelong upskilling, and the attraction and retention of working-age people. The accompanying [Co-Investment Fund](#) provides a mechanism for employer-led action in priority areas including net zero, construction, digital and data, and STEM. Effective coordination and support for smaller employers will be important to converting these priorities into sustainable workforce pipelines.

1. Insight for the region gathered by Skills Development Scotland (2026).

2. Regional insight is essential to show how planned investments, strategic developments and emerging opportunities could shape future skills demand. It is important that this and other local knowledge is considered alongside the forecasts included in this report, which are policy neutral and neutral to planned investment.



Estimated GVA in **Moray** in 2026: **£2,936m**

Moray was estimated to generate 1.5% of Scotland's output in 2026. This share of GVA ranked the region in the bottom quartile of regions for GVA contribution to the Scottish economy.

In 2026, the highest value industries in Moray were estimated to be:

	Manufacturing	£819m
	Public Administration and Defence	£446m
	Real Estate Activities*	£392m
	Human Health and Social Work Activities	£301m



GVA forecast average annual growth (2026-2029)

Moray: 1.3%

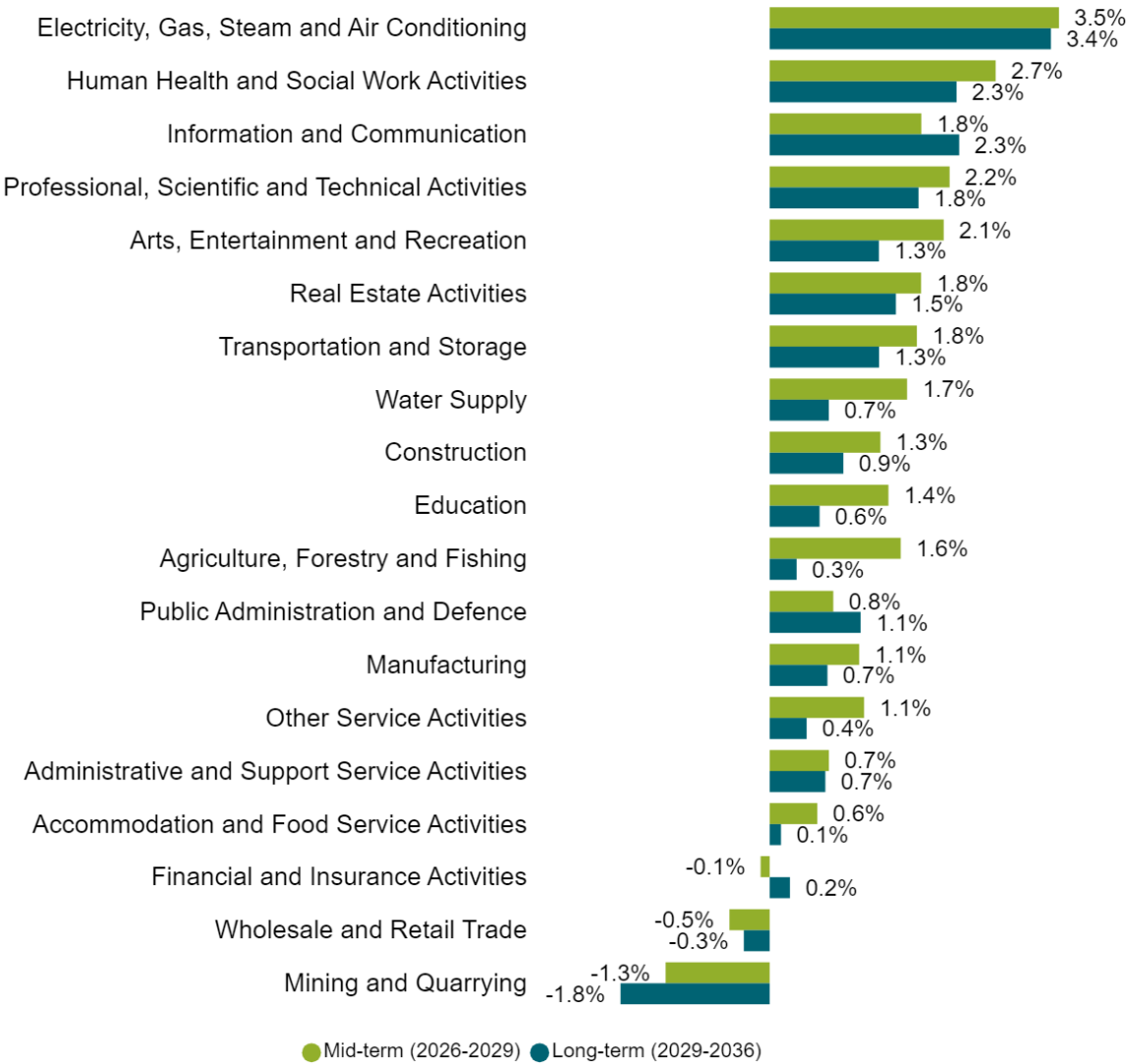
Scotland: 1.5%

GVA forecast average annual growth (2029-2036)

Moray: 1.1%

Scotland: 1.4%

Forecast Average Annual GVA Change by Industry (%), Moray



1. SDS (2026). 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.

Productivity¹

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 **Moray** was estimated to be **£66,200** in 2026. In comparison, the Scottish average was estimated to be £66,500.



Mid-term Productivity

From 2026 to 2029, productivity in Moray is forecast to grow by 1.0% on average each year. Over the same period, the Scottish growth rate is forecast to be 0.8%.

Moray forecast productivity in 2029: **£68,200**

Scotland forecast productivity in 2029: **£68,100**



Long-term Productivity

From 2029 to 2036, productivity in Moray is forecast to grow by 1.3% on average each year. Over the same period, the Scottish growth rate is forecast to be 1.1%.

Moray forecast productivity in 2036: **£74,400**

Scotland forecast productivity in 2036: **£73,500**

Productivity (2026)



Regional Employment¹



Workforce Size 2026:
47,100 people

The region's workforce was estimated to account for **1.7%** of Scottish employment.

Over the last 10 years (2016-2026), regional employment was estimated to have **grown** by **12.9%** (**5,400** people). In comparison, employment in Scotland increased by 5.1%.



Workforce Size 2029:
45,600 people

The region's workforce is forecast to **decline** by **3.2%** (**-1,500** people) between 2026 and 2029.

Compared to a Scotland-wide increase of **1.4%** or **37,500** people.

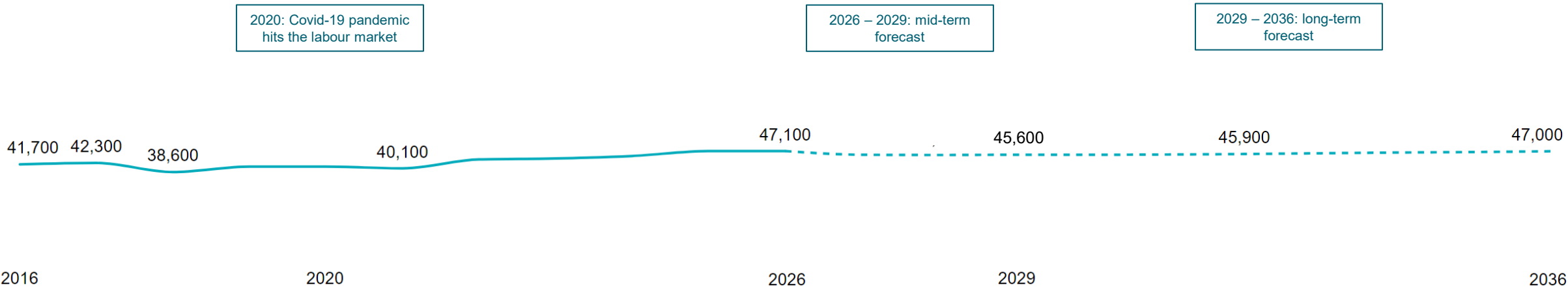


Workforce Size 2036:
47,000 people

The region's workforce is forecast to **grow** by **3.2%** (**1,400** people) between 2029 and 2036.

Compared to a Scotland-wide increase of **1.8%** or **48,300** people.

Employment and forecast employment (2016-2036) (people), Moray



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

1. SDS (2026). Oxford Economics Forecasts.

Employment by Industry¹

The largest employing industries in the region in 2026 (based on people) were estimated to be:

 **Human Health and Social Work Activities**
7,400

 **Manufacturing**
7,200

 **Public Administration and Defence**
6,400

Between 2026 and 2029, employment in the region is forecast to decline, however industries will have varying performance. The greatest employment growth is forecast in Transportation and Storage, with less than 50 more people by 2029. While Manufacturing is forecast to have the greatest employment contraction (-400 people) in the mid-term.

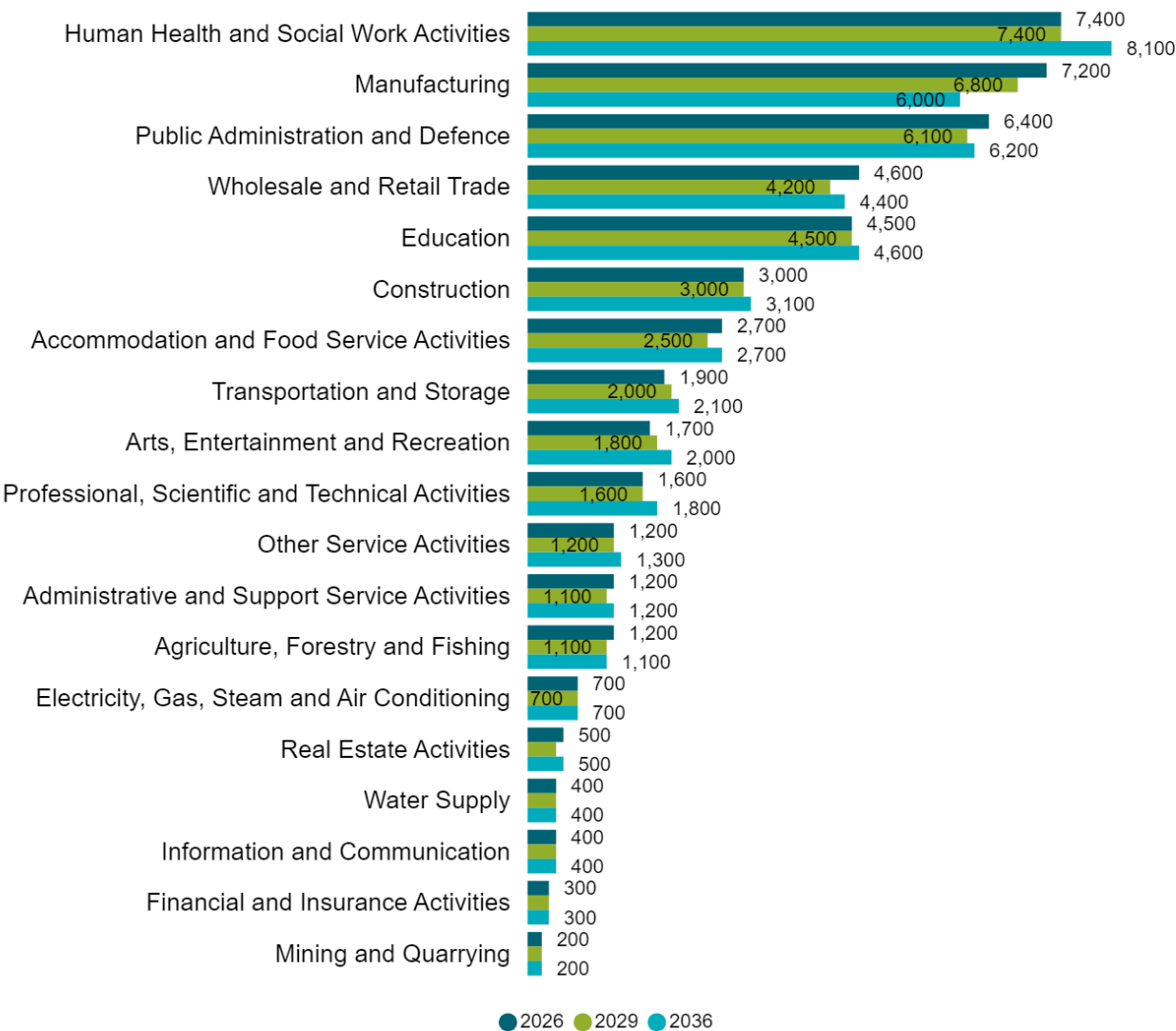
Over the long-term, between 2029 and 2036, the greatest employment growth is forecast in Human Health and Social Work Activities, with 700 more people by 2036. While Manufacturing is forecast to have the greatest employment contraction (-800 people) in the long-term.

In 2026, the Manufacture of Textiles was estimated to be the region's greatest specialism, with the percentage of employment in this industry 8.1 times greater than the Scottish average. The second largest specialism was estimated to be Manufacture of Beverages (7.0 times greater in the region than the Scottish average).



Figures may not sum due to rounding.

Employment by Industry, Moray



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 (2026). Oxford Economics Forecasts.

Employment by Occupation¹

The largest employing occupational groups in the region in 2026 (based on people) were estimated to be:



Administrative Occupations
5,300



Caring Personal Service Occupations
5,000



Elementary Administration and Service Occupations
4,000

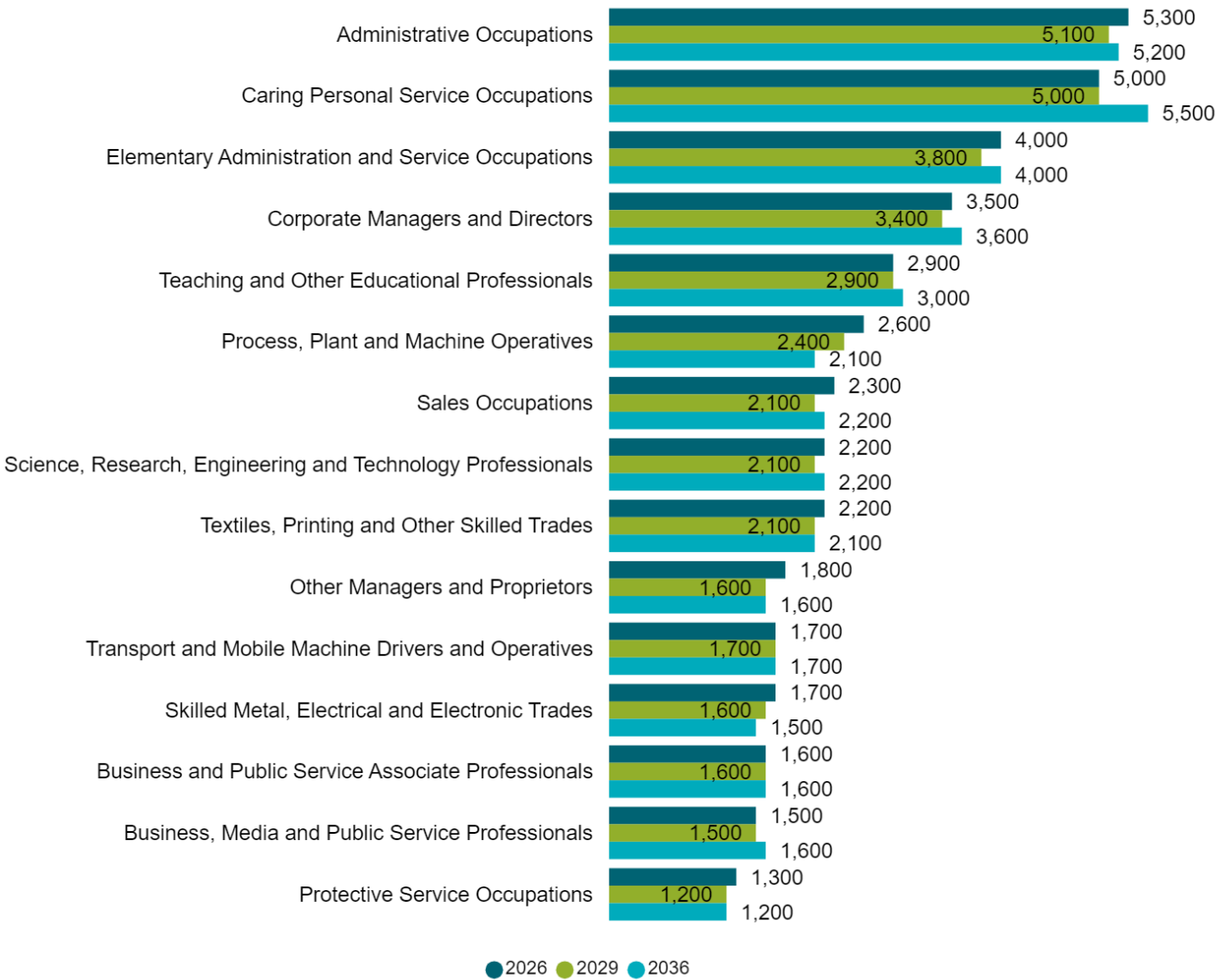
In 2026, 39.4% of employed people in the region were in 'higher-level' occupations*, which was a lower percentage of the workforce than Scotland (51.2%). 'Mid-level' occupations accounted for 36.6% of the workforce, which was a higher percentage of the workforce than Scotland (27.4%). Around 23.9% of people were employed in 'lower-level' occupations, which was a higher percentage of the workforce than Scotland (21.5%).

Between 2026 and 2029, the greatest growth is forecast to be in Health and Social Care Associate Professionals (less than 50 people). While Administrative Occupations is likely to experience the greatest contraction (-200 people).

Over the long-term, between 2029 and 2036, the greatest growth is forecast to be in Caring Personal Service Occupations (500 people). While Process, Plant and Machine Operatives is likely to experience the greatest contraction (-300 people).

Figures may not sum due to rounding.

Employment in the 15 Largest Occupational Groups, Moray



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 (2026). Oxford Economics Forecasts.

*See RSA Technical Note (2026) for an explanation of what is defined as 'higher-level', 'mid-level' and 'lower-level' occupations.

Transition to Net Zero¹

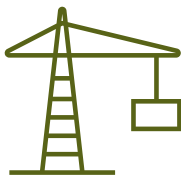
Identified as part of the Climate Emergency Skills Action Plan (CESAP), the sectors² listed below **make a significant contribution to the transition to net zero** and have the greatest potential for skills implications and jobs growth arising from it. This section focuses on overall employment in these sectors that make a significant contribution to the transition to net zero, which is the best available data for **Moray**. We have been able to additionally 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 For more information on green and non-green jobs please see the relevant College region reports. Presented below are the **number of people estimated to be employed in these sectors within Moray in 2026**.



Agriculture

1,200 people

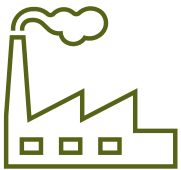
3% of the sector's employment in Scotland



Construction

4,200 people

2% of the sector's employment in Scotland



Manufacturing (with Engineering)

6,600 people

4% of the sector's employment in Scotland



Energy and Waste Treatment

2,200 people

1% of the sector's employment in Scotland



Transport

1,700 people

2% of the sector's employment in Scotland

The total number of people employed in the sectors that will make a significant contribution to net zero in Scotland was estimated to be 715,900 in 2026. Moray was estimated to account for **2% of Scotland's total** (or 15,900 people). Of the sectors of most importance to the transition, Manufacturing (with Engineering) was the largest employing sector (42%) in the region.

Figures may not sum due to rounding.

1. SDS (2026). 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

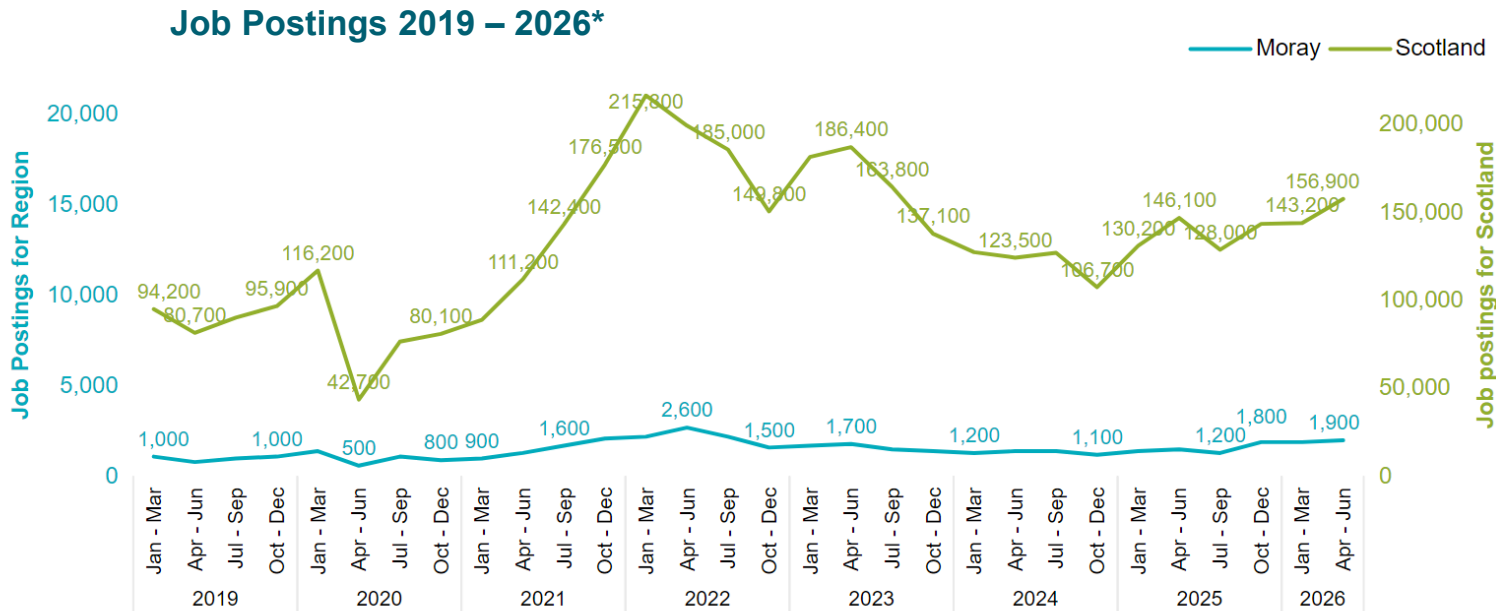
Standard Industrial Classification (SIC) codes used to define these sectors in the Green Jobs in Scotland report (and on this page) [here](#).
3. Please see page 12 for more information.

Job Postings¹

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 Moray, the peak in job postings occurred slightly later in June 2022

Whilst the labour market has softened across the country, there has been continued demand for workers in the region. Job postings in Moray accounted for 1.2% of Scotland's total job postings between January and June 2026.



Between January and June 2026, there were 3,700 job postings in Moray, of which:

The locations with the most jobs advertised were:

Elgin
1,900 job postings

Buckie
200 job postings

Fochabers
100 job postings

Forres
300 job postings

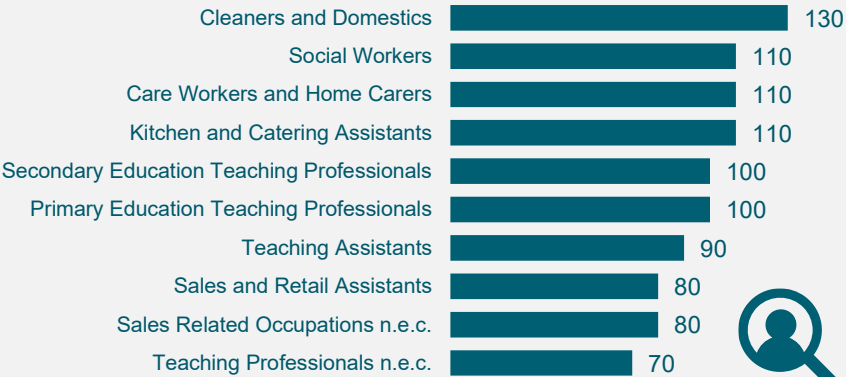
Lossiemouth
200 job postings

Aberlour
100 job postings

Specialised skills and knowledge were:

- Housekeeping
- Curriculum Development
- Social Work
- Personal Care
- Auditing
- Construction

The top job postings were for:



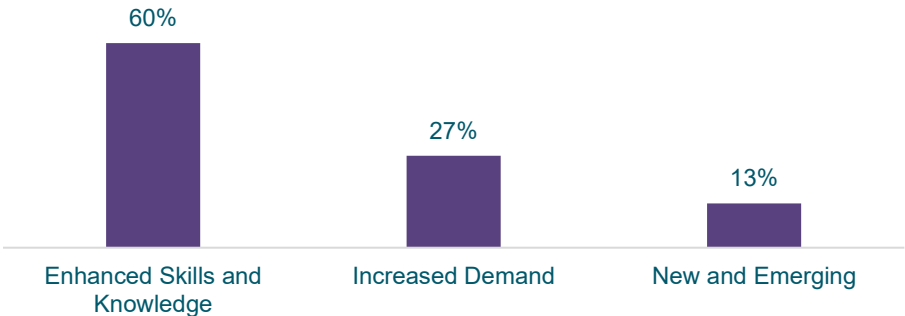
Figures may not sum due to rounding.



Out of the 3,700 job postings in Moray between January and June 2026, **38% (1,400) were for green jobs**. This was a slightly lower proportion of green job postings than the Scottish average (40%). The number of green job postings in the region accounted for 1% of all green job postings in Scotland.



Between January and June 2026, **over half of green job postings** in Moray were for Enhanced Skills and Knowledge roles.



The green jobs in demand in each category between January and June 2026 included:

Enhanced Skills and Knowledge:



Vehicle Technicians, Mechanics and Electricians

Increased Demand:

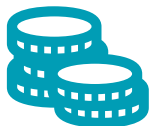


Large Goods Vehicle Drivers

New and Emerging:



Mechanical Engineers



The median advertised salary for **green jobs** in Moray was **£38,600*** in the first six months of 2026.

This was higher than the median advertised salary for all jobs in the region which was £30,500**.

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](#).

1. Lightcast, 2026.
*Median salary based on 51% of job postings.
**Median salary based on 59% of job postings.

Future Demand in the Mid-Term (2026-2029)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 Moray. 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 **3,800** people in **Moray**. Between 2026 and 2029, replacement demand could create the need for **5,300** people, while expansion demand is forecast to result in **-1,500** workers.

In **Scotland**, there could be a total requirement for **349,500** people in the mid-term. Between 2026 and 2029, replacement demand could create the need for **312,000** people, while **positive** expansion demand is forecast to result in **37,500 additional** workers.

Figures may not sum due to rounding.



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

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
300	1,700	700	1,100	-300	400
7%	45%	17%	29%	-8%	10%

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

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
28,800	145,200	50,100	85,600	10,600	29,200
8%	42%	14%	24%	3%	8%



1. SDS (2026). Oxford Economics Forecasts.

Future Demand in the Mid-Term (2026-2029) by Industry¹

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

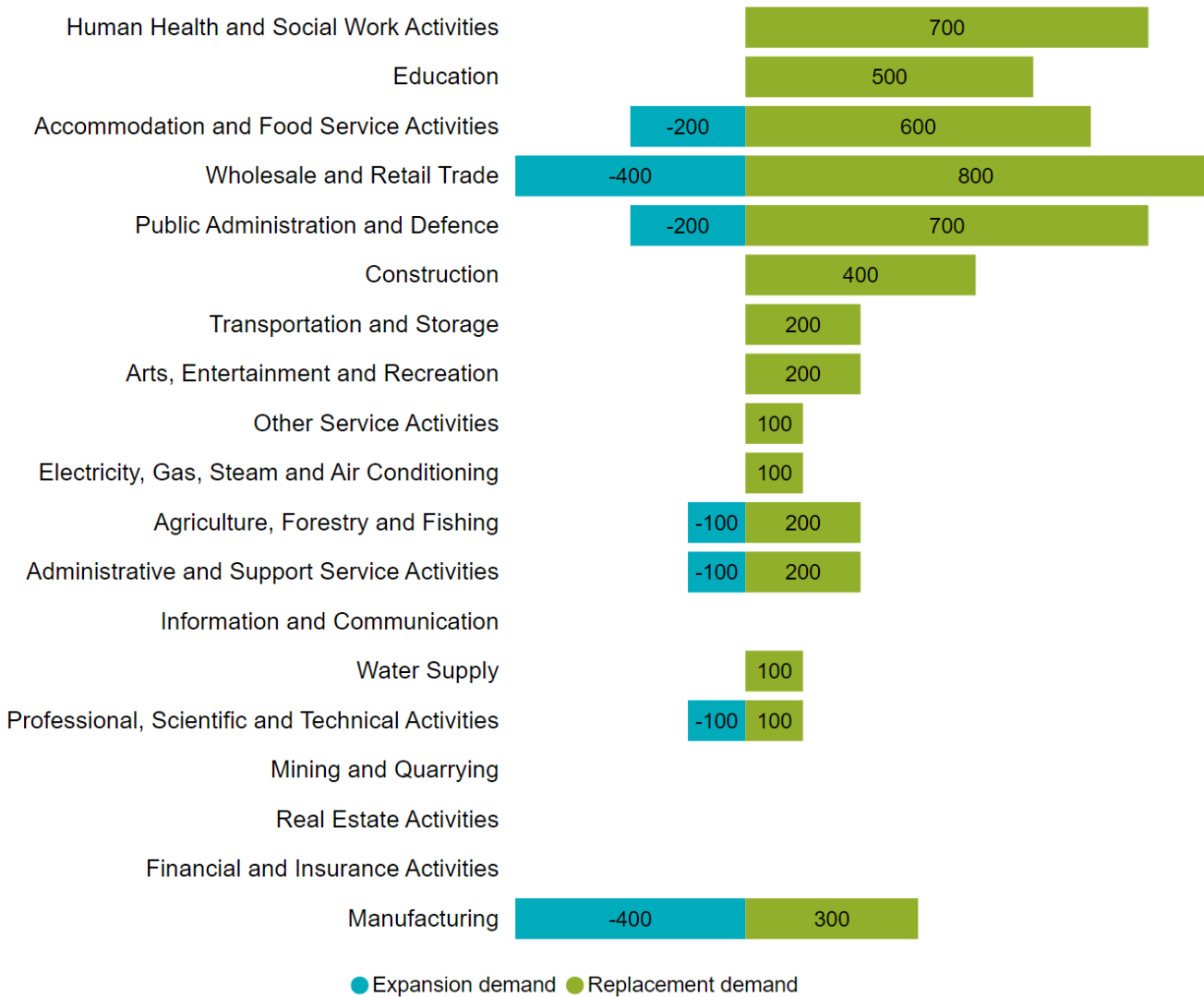
-  **Human Health and Social Work Activities**
700
-  **Education**
500
-  **Accommodation and Food Service Activities**
500

Headline figures for each industry do not show how the composition of the industry is changing. Across all industries, there are changes to operating practices and consumer behaviours driven by automation, digitalisation, the increasing use of artificial intelligence (AI), 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 (2026-2029), Moray



*Where no bar is shown on the chart, the value is '0'.



Future Demand in the Mid-Term (2026-2029) by Occupation¹

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

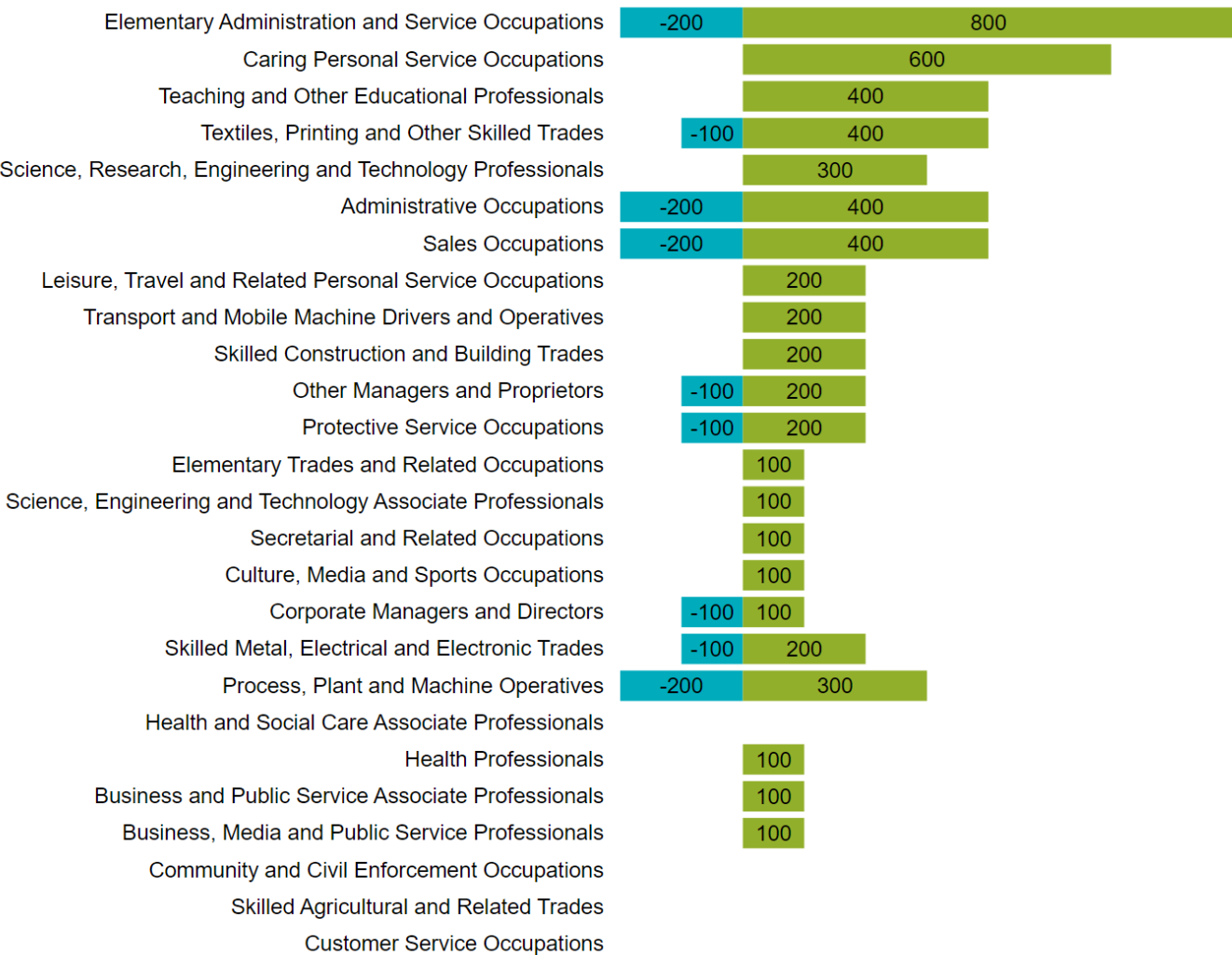
- **Elementary Administration and Service Occupations**
600
- **Caring Personal Service Occupations**
600
- **Teaching and Other Educational Professionals**
400

As mentioned, there is forecast to be a total requirement for 3,800 people in the region over the mid-term. 'Higher-level' occupations* are forecast to account for 31.8% of this total requirement, followed by 38.7% in 'mid-level' occupations and 29.5% in 'lower-level' occupations. Across Scotland, 41.6% of total requirement will be in 'higher-level' occupations, 27.9% in 'mid-level' occupations and 30.4% in 'lower-level' occupations.

 The following page presents a detailed regional forecast of mid-term total requirement, broken down by both industry (SIC 1) and occupation (SOC 1).

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2026-2029), Moray



● Expansion demand ● Replacement demand

*Where no bar is shown on the chart, the value is '0'.

Future Demand in the Mid-Term (2026-2029) by Industry and Occupation¹

Forecast Total Requirement by Industry and Occupation (2026-2029) (people), Moray

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	0	0	0	0	0	0	0	-100	0
Electricity, Gas, Steam and Air Conditioning	0	0	0	0	0	0	0	0	0
Water Supply	0	0	0	0	0	0	0	0	0
Construction	0	0	0	0	200	0	0	0	0
Wholesale and Retail Trade	0	0	0	0	0	0	200	0	100
Transportation and Storage	0	0	0	0	0	0	0	100	100
Accommodation and Food Service Activities	0	0	0	0	100	0	0	0	200
Information and Communication	0	0	0	0	0	0	0	0	0
Financial and Insurance Activities	0	0	0	0	0	0	0	0	0
Real Estate Activities	0	0	0	0	0	0	0	0	0
Professional, Scientific and Technical Activities	0	0	0	0	0	0	0	0	0
Administrative and Support Service Activities	0	0	0	0	0	0	0	0	100
Public Administration and Defence	0	100	100	0	0	200	0	0	100
Education	0	300	100	0	0	0	0	0	0
Human Health and Social Work Activities	0	100	100	100	0	400	0	0	100
Arts, Entertainment and Recreation	0	0	100	0	0	0	0	0	0
Other Service Activities	0	0	0	0	0	100	0	0	0

Future Demand in the Long-Term (2029-2036)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 Moray, the labour market forecast for the long-term (2029-2036) 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 **14,000** people in **Moray**. Between 2029 and 2036, replacement demand could create the need for **12,600** people, while **positive** expansion demand is forecast to result in **1,400 additional** workers.

In **Scotland**, there could be a total requirement for **790,600** people in the long-term. Between 2029 and 2036, replacement demand could create the need for **742,300** people, while **positive** expansion demand is forecast to result in **48,300 additional** workers.

Figures may not sum due to rounding.



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

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
1,000	5,400	2,400	3,800	300	1,100
7%	39%	17%	27%	2%	7%

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

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
64,100	321,600	111,500	216,700	14,500	62,200
8%	41%	14%	27%	2%	8%



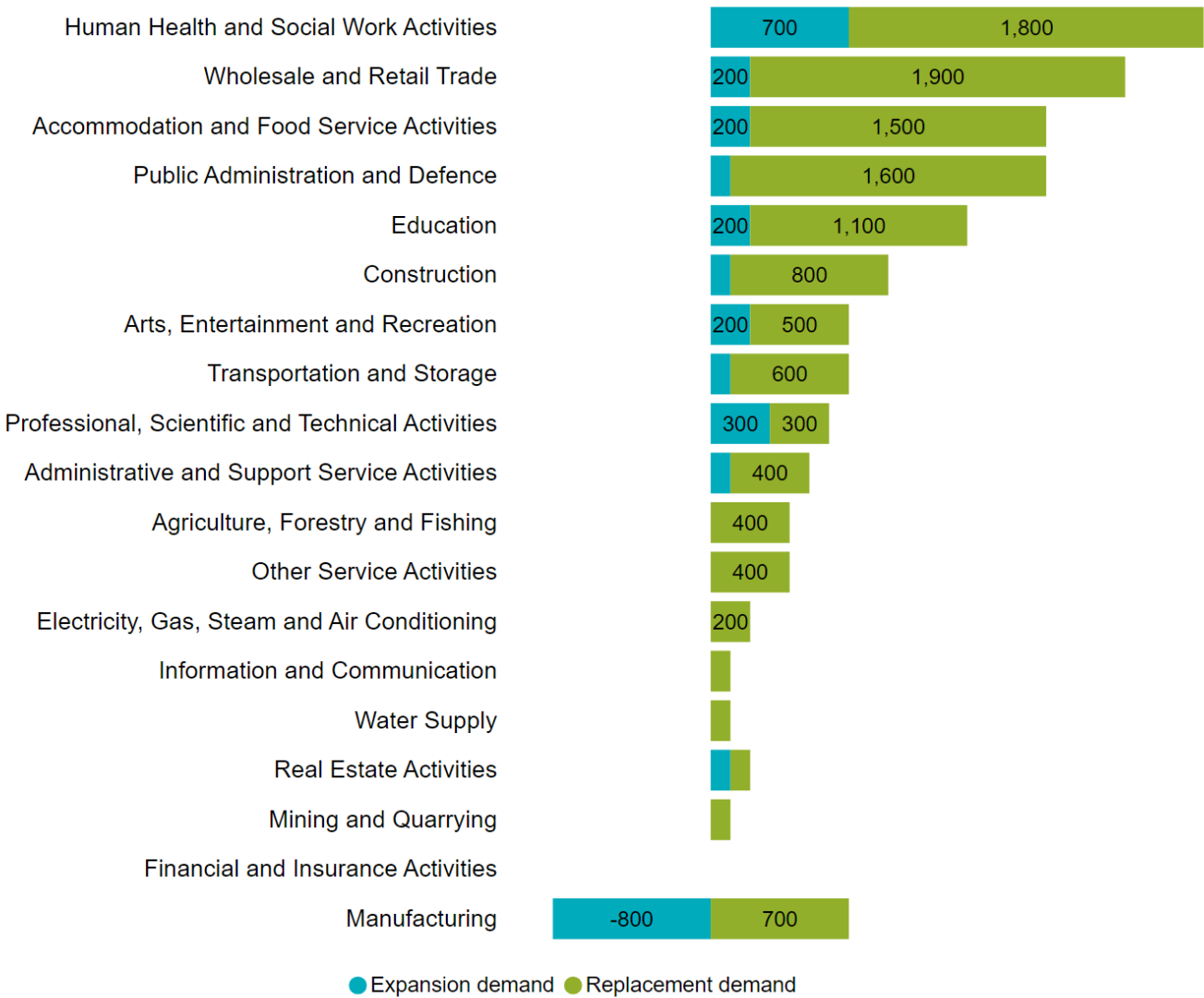
Future Demand in the Long-Term (2029-2036) by Industry¹

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

-  **Human Health and Social Work Activities**
2,400
-  **Wholesale and Retail Trade**
2,200
-  **Accommodation and Food Service Activities**
1,700

Mid-term forecast analysis indicates that the structural changes in operational practices, driven by automation, digitalisation, artificial intelligence (AI) and the transition to net zero, are expected to continue to influence the long-term outlook, and shape evolving skills requirements across sectors.

Forecast Total Requirement by Industry (2029-2036), Moray



Figures may not sum due to rounding.

¹Where no bar is shown on the chart, the value is '0'.

Future Demand in the Long-Term (2029-2036) by Occupation¹

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

 **Elementary Administration and Service Occupations**
2,200

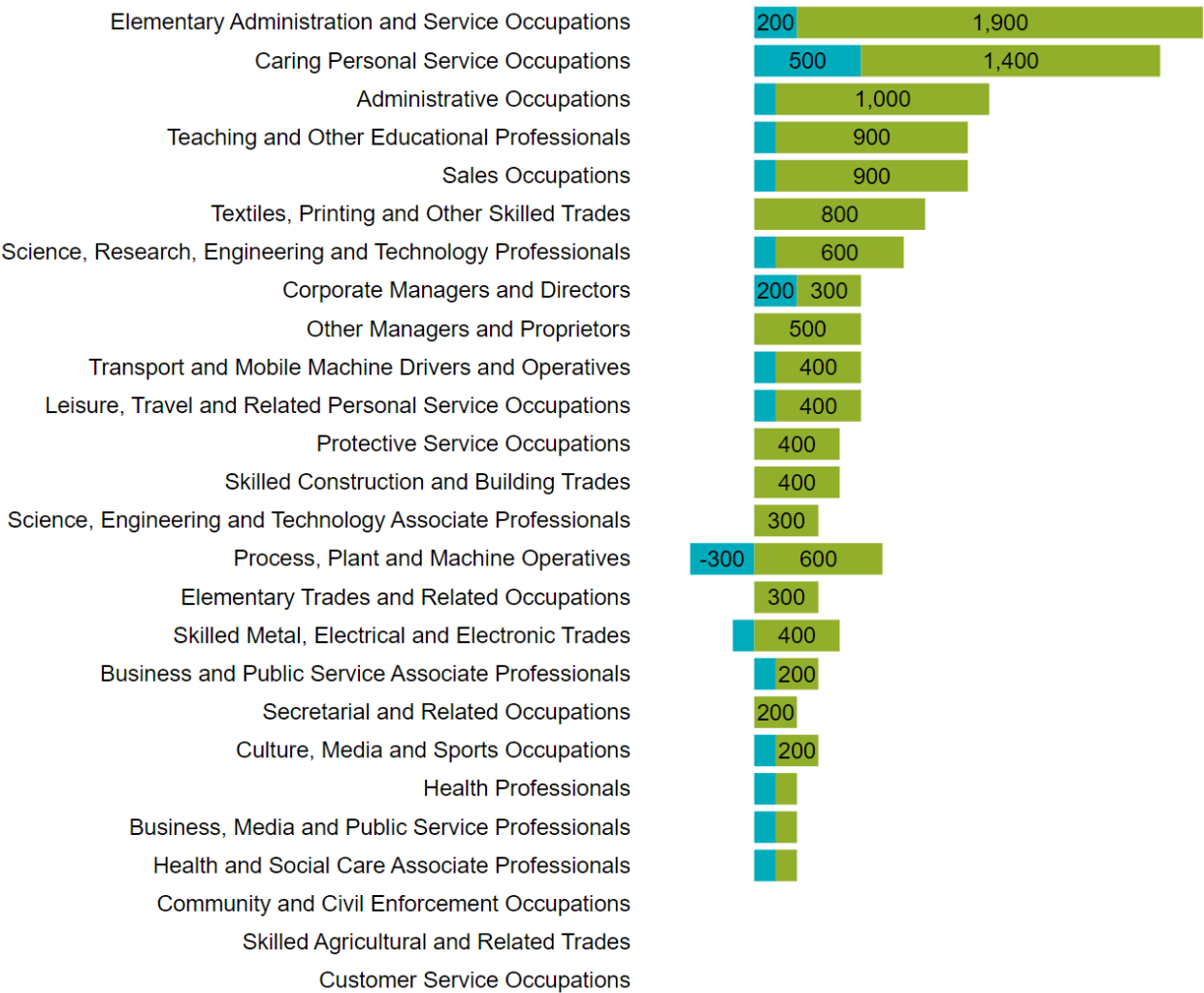
 **Caring Personal Service Occupations**
1,900

 **Administrative Occupations**
1,100

There is forecast to be a total requirement for 14,000 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 32.8% of this total requirement, followed by 36.9% in 'mid-level' occupations and 30.3% in 'lower-level' occupations. Across Scotland, 41.5% of total requirement will be in 'higher-level' occupations, 28.2% in 'mid-level' occupations and 30.4% in 'lower-level' occupations.

 **The following page** presents a detailed regional forecast of long-term total requirement, broken down by both industry (SIC 1) and occupation (SOC 1).

Forecast Total Requirement by Occupation (2029-2036), Moray



● Expansion demand ● Replacement demand

**Where no bar is shown on the chart, the value is '0'.*

Figures may not sum due to rounding.

Future Demand in the Long-Term (2029-2036) by Industry and Occupation¹

Forecast Total Requirement by Industry and Occupation (2029-2036) (people), Moray

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	200	100	0	0	0	0	0	0	100
Mining and Quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	0	0	0	0	0	0	0	-200	0
Electricity, Gas, Steam and Air Conditioning	0	100	0	0	0	0	0	0	0
Water Supply	0	0	0	0	0	0	0	0	100
Construction	100	0	0	100	400	0	0	100	100
Wholesale and Retail Trade	200	0	100	200	200	0	1,000	100	300
Transportation and Storage	0	0	0	100	0	0	0	300	200
Accommodation and Food Service Activities	100	0	0	100	400	100	100	100	900
Information and Communication	0	100	0	0	0	0	0	0	0
Financial and Insurance Activities	0	0	0	0	0	0	0	0	0
Real Estate Activities	100	0	0	0	0	0	0	0	0
Professional, Scientific and Technical Activities	100	100	100	100	0	0	0	0	100
Administrative and Support Service Activities	0	0	0	0	0	0	0	0	300
Public Administration and Defence	100	200	400	100	100	500	0	0	200
Education	0	800	100	100	0	100	0	0	0
Human Health and Social Work Activities	100	300	200	300	0	1,300	0	0	200
Arts, Entertainment and Recreation	100	100	200	0	100	100	0	0	100
Other Service Activities	0	0	0	100	0	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 (2026). Oxford Economics Forecasts.

We value user feedback on the Regional Skills Assessments. If you'd like to provide feedback, you can do so [here](#).
Or, for any further information or queries on the RSAs or any of our other products, please contact: [**RSA@sds.co.uk**](mailto:RSA@sds.co.uk)