

Regional Skills Assessment

Falkirk and Grangemouth Growth Deal

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 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 Falkirk and Grangemouth Growth deal, which covers the Falkirk local authority. Throughout the RSA we refer to the region as Falkirk and Grangemouth.

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**](mailto: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](#).

The Forth Valley Regional Economic Partnership is continuing to develop a Regional Economic Strategy (RES). Partners are working to develop a Forth Valley Regional Skills Action Plan (FVRSAP) to support the successful delivery of the RES.

The FVRSAP is a framework for collaboration around skills development in the region. It is informed by evidence review and consultation with employers and stakeholders. The plan supports the skills elements of the RES, the two deals, and the Grangemouth Just Transition Plan recommendations (highlighted in the Forth Green Freeport Business case and Project Willow).

The FVRSAP was formed around three central missions:

Mission 1: Businesses in Forth Valley have the people and skills to flourish;

Mission 2: A just and fair labour market for people living and working in Forth Valley;

Mission 3: Ensuring a collaborative approach to addressing regional skills needs.

The Falkirk and Grangemouth Growth Deal aims to channel investment behind two pillars of Innovative Industry and Creating Great Places, including a series of interlinked projects. The Skills Transition Centre, which is part of the Falkirk and Grangemouth deal, is now fully operational aiming to deliver skills

for the Just Transition to net zero, supporting industries including down-stream petroleum, chemicals and polymers based in the Grangemouth cluster. It has invested in state-of-the art kit, equipment and programme development, accelerating the use of virtual reality (VR), augmented reality (AR), simulation and digital classrooms for skills/training delivery.

Also, part of the Falkirk Deal Forth Ports are leading on a Transportation, Renewables and Career Exploration Hub (TRACE), showcasing advanced simulation, VR and AR help young people explore careers and access local employment opportunities. It will provide upskilling opportunities to those employed in transitioning industries with a focus on maritime, logistics and hydrogen.

The Grangemouth Future Industry Board (GFIB) published the [Just Transition Plan](#) across the region, whilst the Business case for The Forth Green Freeport awaits approval. The proposals aspire to deliver up to an additional 50,000 jobs across the UK, generate £6 billion in investment and contribute over £4 billion in GVA across sites in Grangemouth, Rosyth, Leith, Burntisland and Edinburgh Airport. Activities will focus on Renewables, Advanced Manufacturing, Alternative Fuels, Carbon Capture Utilisation and Storage, Shipbuilding, Logistics and the Creative Industries.

Both the UK and Scottish Governments are joint-funded [Project Willow](#), a study to build a new long-term industry at the refinery site in Grangemouth. Project Willow identified nine potential low-carbon projects for the Grangemouth site, including plastics recycling, hydrogen production, and sustainable fuels, aiming to create around 800 jobs and attract £3.5bn investment by transforming the site into a green industrial hub. The findings emphasise leveraging Grangemouth's existing infrastructure, workforce, and offshore wind resources to achieve a Just Transition and support Scotland's net zero goals.

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, Falkirk Arts Centre, the Skills Transition Centre and the Just Transition for Grangemouth.

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.



Estimated GVA in **Falkirk and Grangemouth** in 2025: **£4,400m**

Falkirk and Grangemouth was estimated to generate 2.6% of Scotland's output in 2025. This share of GVA ranked the region in the bottom quartile of regions for GVA contribution to the Scottish economy.

In 2025, the highest value industries in Falkirk and Grangemouth were estimated to be:

	Human Health and Social Work Activities	£791m
	Wholesale and Retail Trade	£622m
	Manufacturing	£602m
	Transportation and Storage	£489m



GVA forecast average annual growth (2025-2028)

Falkirk and Grangemouth: 1.5%

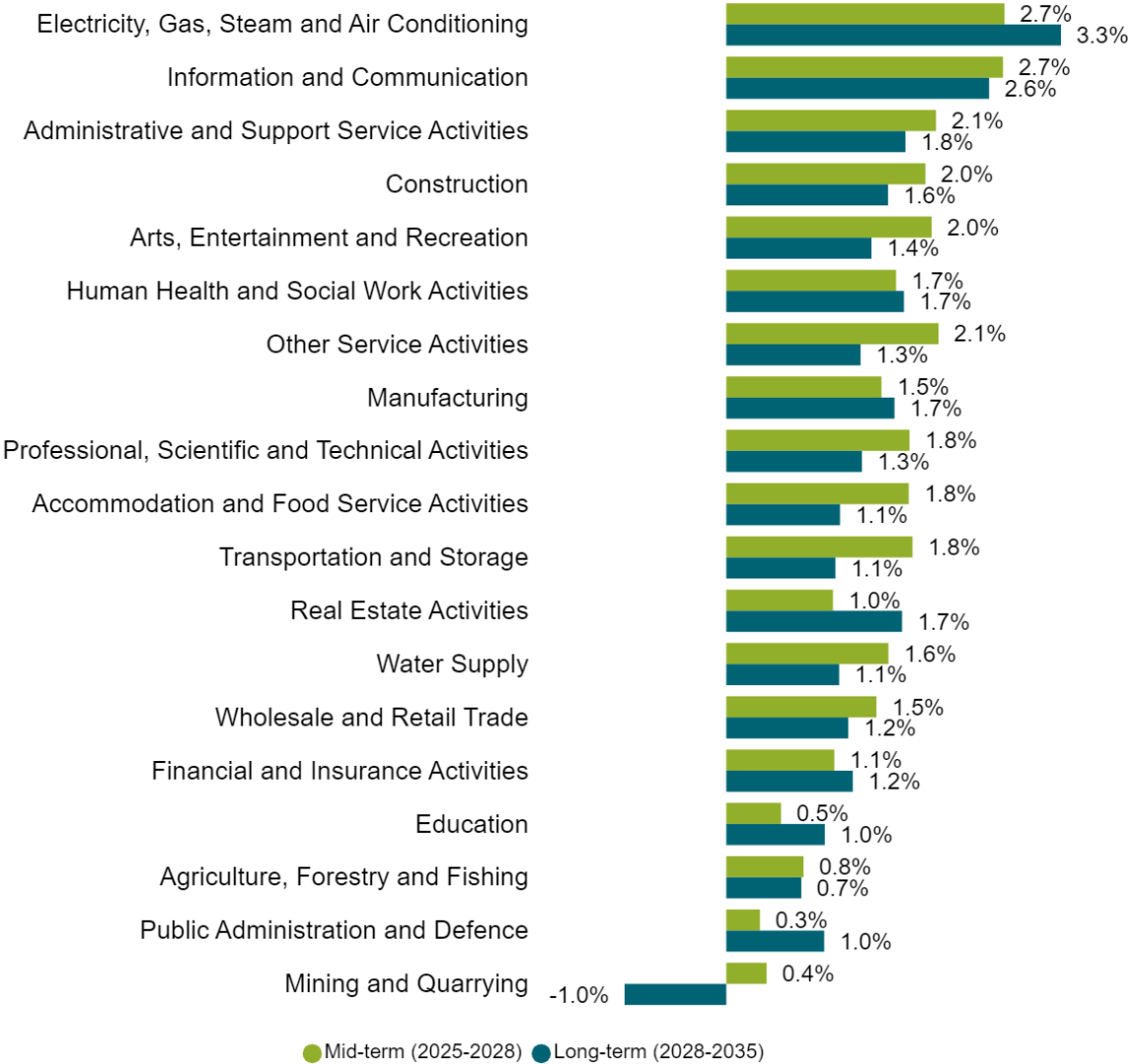
Scotland: 1.7%

GVA forecast average annual growth (2028-2035)

Falkirk and Grangemouth: 1.5%

Scotland: 1.6%

Forecast Average Annual GVA Change by Industry (%), Falkirk and Grangemouth



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 **Falkirk and Grangemouth** was estimated to be **£57,400** in 2025. In comparison, the Scottish average was estimated to be £57,700.



Mid-term Productivity

From 2025 to 2028, productivity in Falkirk and Grangemouth is forecast to grow by 0.9% on average each year. Over the same period, the Scottish growth rate is forecast to be 0.8%.

Falkirk and Grangemouth forecast productivity in 2028: **£58,900**

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



Long-term Productivity

From 2028 to 2035, productivity in Falkirk and Grangemouth is forecast to grow by 1.1% on average each year. Over the same period, the Scottish growth rate is forecast to be 1.0%.

Falkirk and Grangemouth forecast productivity in 2035: **£63,400**

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

Productivity (2025)



Regional Employment¹



Workforce Size 2025:
63,000 people

The region's workforce was estimated to account for **2.3%** of Scottish employment.

Over the last 10 years (2015-2025), regional employment was estimated to have **declined** by **3.9%** (**-2,500** people). In comparison, employment in Scotland increased by 5.5%.



Workforce Size 2028:
64,200 people

The region's workforce is forecast to **grow** by **2.0%** (**1,300** people) between 2025 and 2028.

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

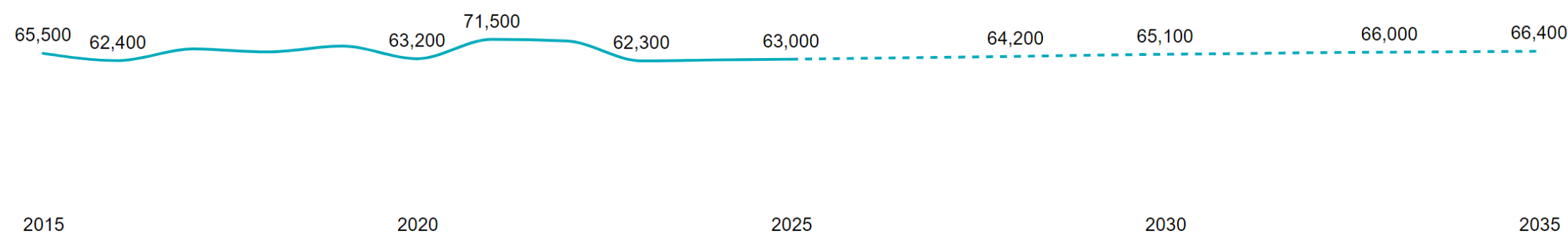


Workforce Size 2035:
66,400 people

The region's workforce is forecast to **grow** by **3.3%** (**2,100** 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), Falkirk and Grangemouth



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

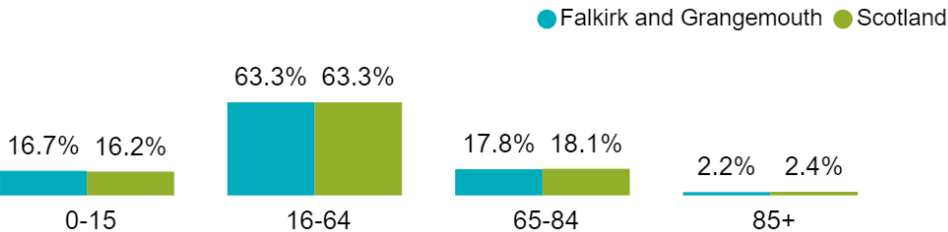
1. SDS (2025). Oxford Economics Forecasts.

Spotlight: Region's People

Population¹



In 2024, the population in **Falkirk and Grangemouth** was estimated to be **160,020**, accounting for **2.9%** of Scotland's total population. By age, the population distribution of the region and Scotland was:



Disability²

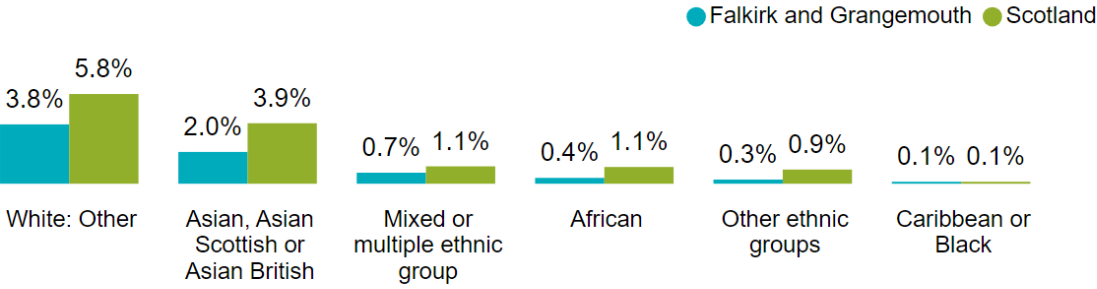


In 2022, the percentage of the population that reported having a health condition or disability that affected their daily activities was:

Falkirk and Grangemouth: 24.6% **Scotland: 24.1%**

Ethnic Groups²

The majority (**92.7%**) of people in **Falkirk and Grangemouth** identified as 'White Scottish' or 'Other White British' in 2022. The breakdown of Minority Ethnic groups included:



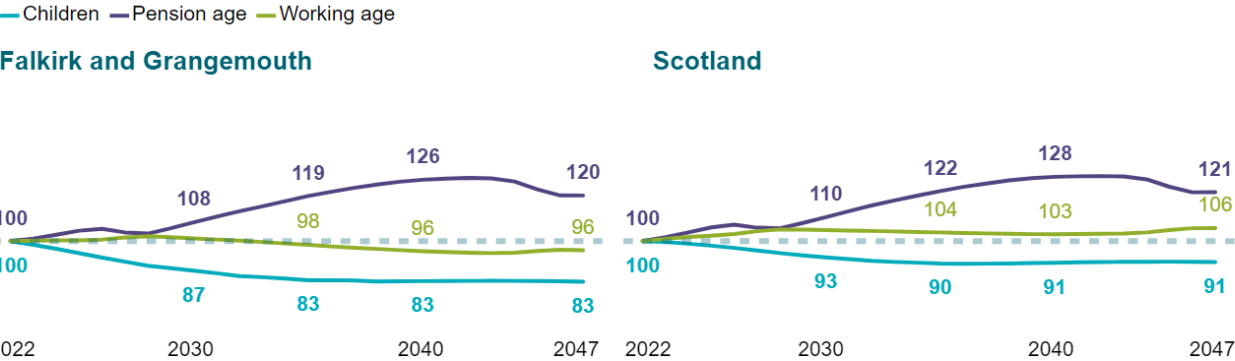
Population Projections³



The population is forecast to **decline** by **1.9%** in **Falkirk and Grangemouth** 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 **decline** by **3.9%** by 2043. While, across Scotland it is forecast to increase by 5.6%.

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



Dependency Ratio⁴

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 Falkirk and Grangemouth:		Dependency Ratio for Scotland:	
2022:	55%	2022:	54%
2047:	58%	2047:	55%

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 Industry¹

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

 **Human Health and Social Work Activities**
22,200

 **Wholesale and Retail Trade**
5,700

 **Manufacturing**
5,400

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 Human Health and Social Work Activities, with 300 more people by 2028. While Manufacturing is forecast to have the greatest employment contraction (-200 people) in the mid-term.

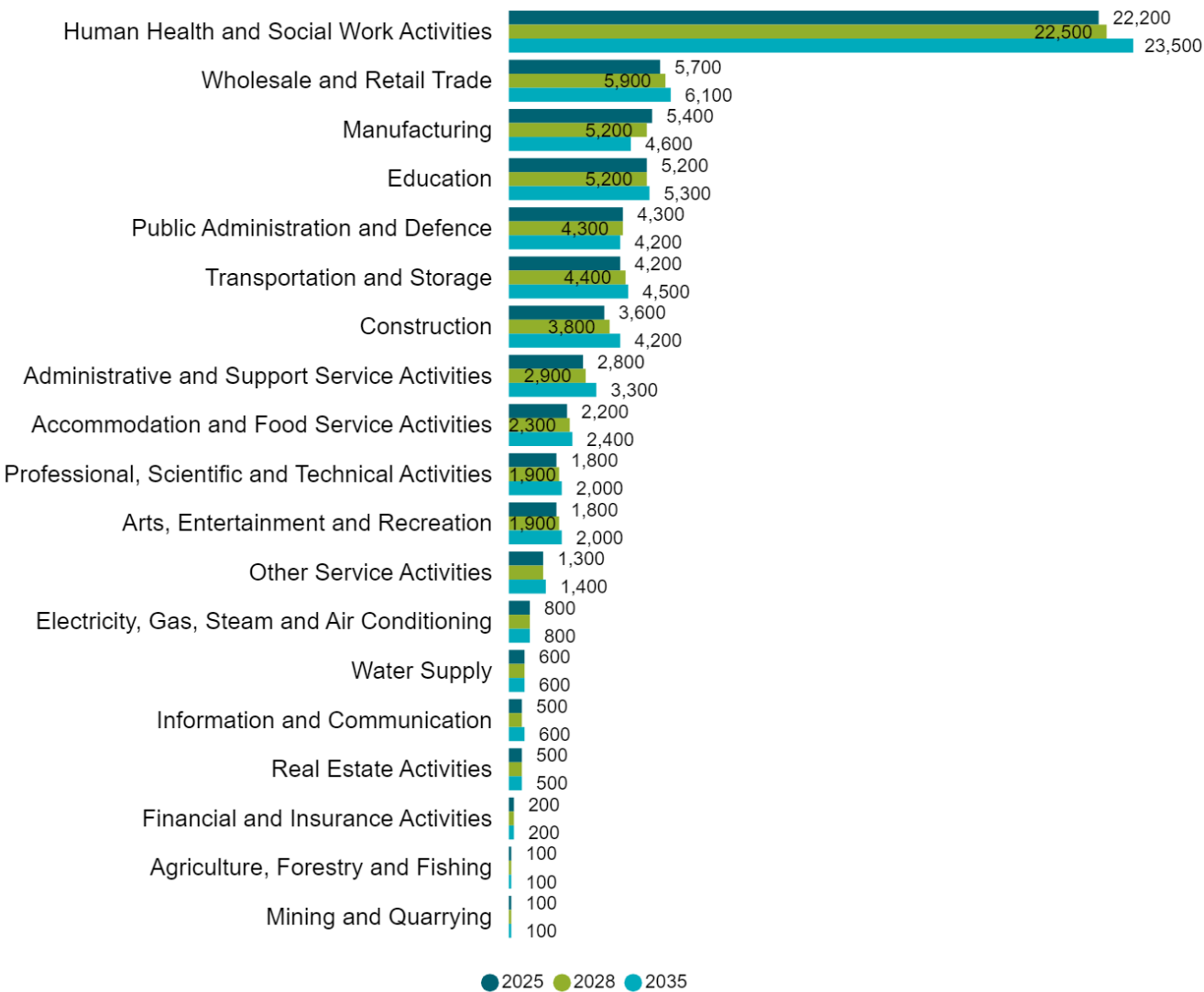
Over the long-term, between 2028 and 2035, the greatest employment growth is forecast in Human Health and Social Work Activities, with 1,000 more people by 2035. While Manufacturing is forecast to have the greatest employment contraction (-600 people) in the long-term.

In 2025, the Manufacture of Coke and Refined Petroleum Products was estimated to be the region's greatest specialism, with the percentage of employment in this industry 23.2 times greater than the Scottish average. The second largest specialism was estimated to be Manufacture of Motor Vehicles, Trailers and Semi-trailers (8.5 times greater in the region than the Scottish average).



Figures may not sum due to rounding.

Employment by Industry, Falkirk and Grangemouth



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 Occupation¹

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



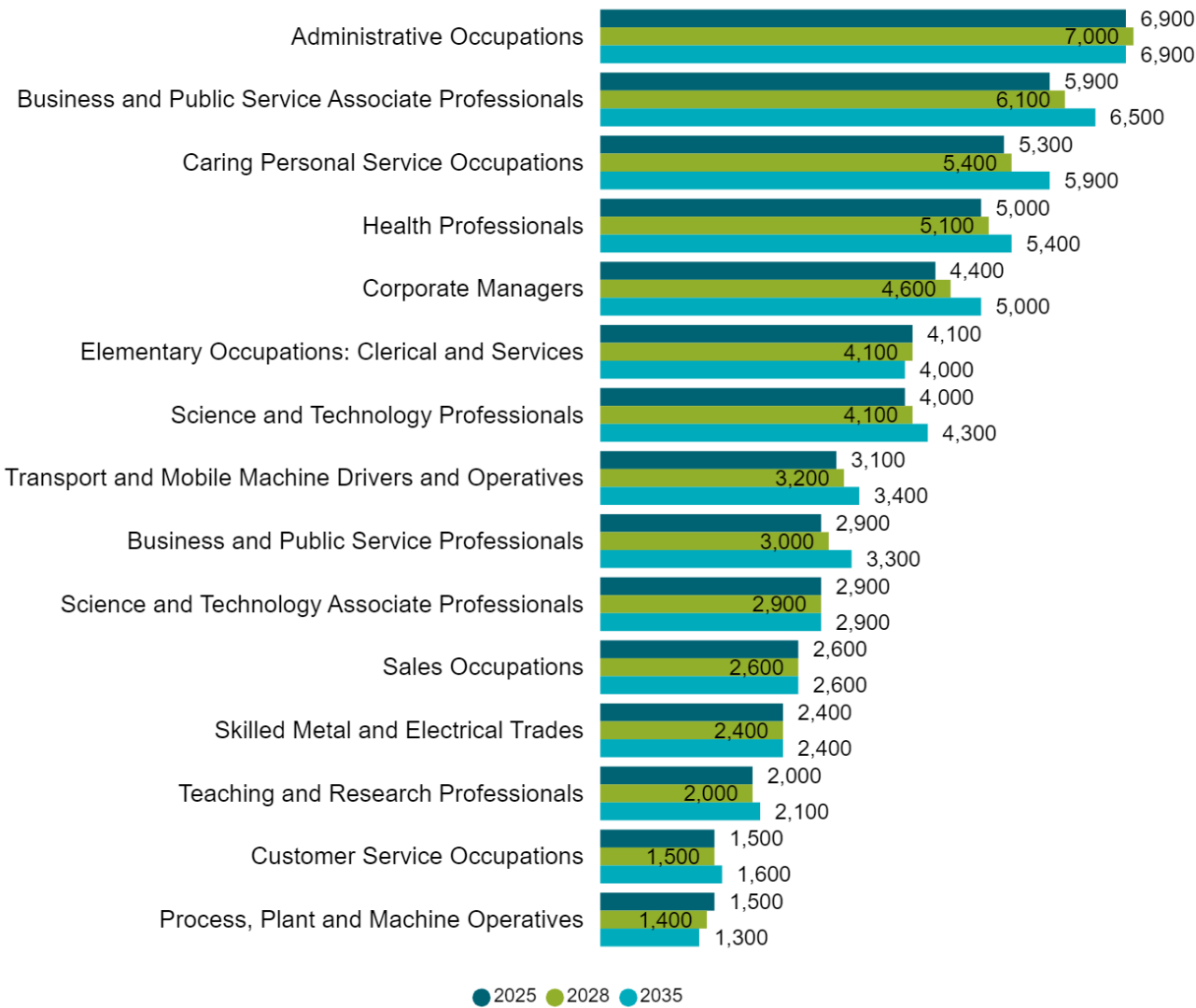
In 2025, 49.0% of employed people in the region were in 'higher-level' occupations*, which was a lower percentage of the workforce than Scotland (50.8%). 'Mid-level' occupations accounted for 29.3% of the workforce, which was a higher percentage of the workforce than Scotland (27.8%). Around 21.7% of people were employed in 'lower-level' occupations, which was a higher percentage of the workforce than Scotland (21.3%).

Between 2025 and 2028, the greatest growth is forecast to be in Corporate Managers (200 people). While Process, Plant and Machine Operatives is likely to experience the greatest contraction (less than 50 people).

Over the long-term, between 2028 and 2035, the greatest growth is forecast to be in Caring Personal Service Occupations (400 people). While Process, Plant and Machine Operatives is likely to experience the greatest contraction (-100 people).

Figures may not sum due to rounding.

Employment in the 15 Largest Occupational Groups, Falkirk and Grangemouth



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 Zero¹

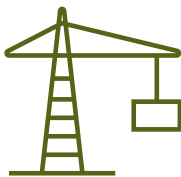
Identified as part of the Climate Emergency Skills Action Plan (CESAP), the sectors² listed below **make a significant contribution to the transition to net zero** and have the greatest potential for skills implications and jobs growth arising from it. This section focuses on overall employment in these sectors that make a significant contribution to the transition to net zero, which is the best available data for **Falkirk and Grangemouth**. 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 Falkirk and Grangemouth in 2025**.



Agriculture

200 people

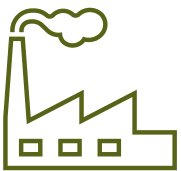
0.4% of the sector's employment in Scotland



Construction

4,500 people

2% of the sector's employment in Scotland



Manufacturing (with Engineering)

4,600 people

3% of the sector's employment in Scotland



Energy and Waste Treatment

2,500 people

2% of the sector's employment in Scotland



Transport

4,100 people

4% 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 667,300 in 2025. Falkirk and Grangemouth was estimated to account for **2% of Scotland's total** (or 15,800 people). Of the sectors of most importance to the transition, Manufacturing (with Engineering) was the largest employing sector (29%) in the region.

Figures may not sum due to rounding.

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](#).

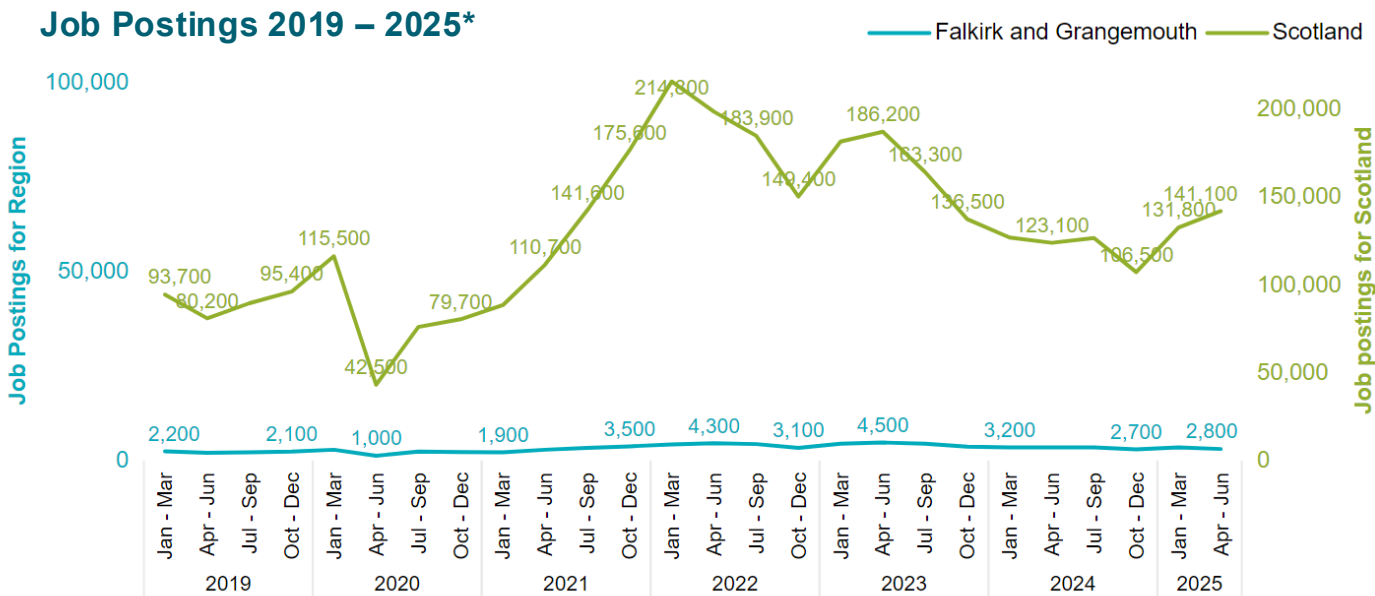
Due to the methodology adopted, the footprint of sectors presented on this page differs from the industry footprint presented elsewhere in this report, and in our Sectoral Skills Assessments (SSAs). Please find a full list of the

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 slide 13 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. 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 Falkirk and Grangemouth accounted for 2.2% of Scotland's total job postings between January and June 2025.



Between January and June 2025, there were 6,000 job postings in Falkirk and Grangemouth, of which:

The locations with the most jobs advertised were:

Falkirk
3,600 job postings

Grangemouth
1,200 job postings

Larbert
600 job postings

Bo’Ness
200 job postings

Bonnybridge
200 job postings

Denny
200 job postings

Specialised skills and knowledge were:

- Housekeeping
- Project Management
- Personal Care
- Social Work
- Auditing
- Risk Analysis

The top job postings were for:

Cleaners and Domestics	300
Care Workers and Home Carers	270
Sales Related Occupations n.e.c.	200
Kitchen and Catering Assistants	190
Large Goods Vehicle Drivers	180
Customer Service Occupations n.e.c.	160
Social Workers	100
Vehicle Technicians, Mechanics and Electricians	100
Teaching Professionals n.e.c.	100
Engineering Technicians	90

Figures may not sum due to rounding.

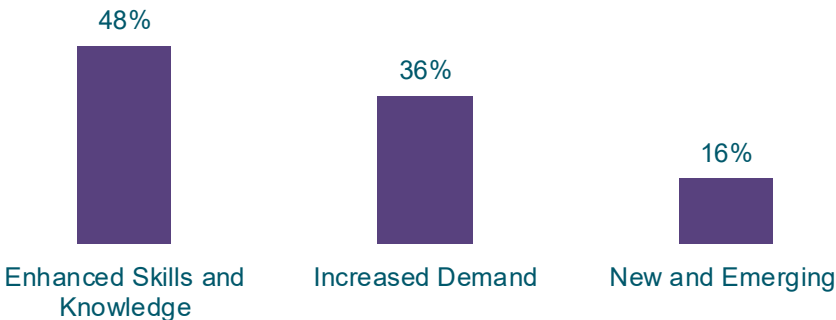
Green Job Postings¹



Out of the 6,000 job postings in Falkirk and Grangemouth between January and June 2025, **39% (2,400) were for green jobs**. This was a lower proportion of green job postings than the Scottish average (41%). The number of green job postings in the region accounted for 2% of all green job postings in Scotland.



Between January and June 2025, **around half of green job postings** in Falkirk and Grangemouth 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:



Vehicle Technicians, Mechanics and Electricians

Increased Demand:

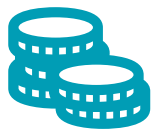


Large Goods Vehicle Drivers

New and Emerging:



Engineering Technicians



The median advertised salary for **green jobs** in Falkirk and Grangemouth was **£33,200*** in the first six months of 2025.

This was higher than the median advertised salary for all jobs in the region which was £28,700**.

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 43% of job postings.

**Median salary based on 44% 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 Falkirk and Grangemouth. 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 **9,300** people in **Falkirk and Grangemouth**. Between 2025 and 2028, replacement demand could create the need for **8,100** people, while **positive** expansion demand is forecast to result in **1,300 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.



The total requirement by qualification for **Falkirk and Grangemouth**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
800	4,500	1,300	1,700	200	800
9%	48%	14%	19%	3%	8%

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%

Future Demand in the Mid-Term (2025-2028) by Industry¹

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

 **Human Health and Social Work Activities**
2,300

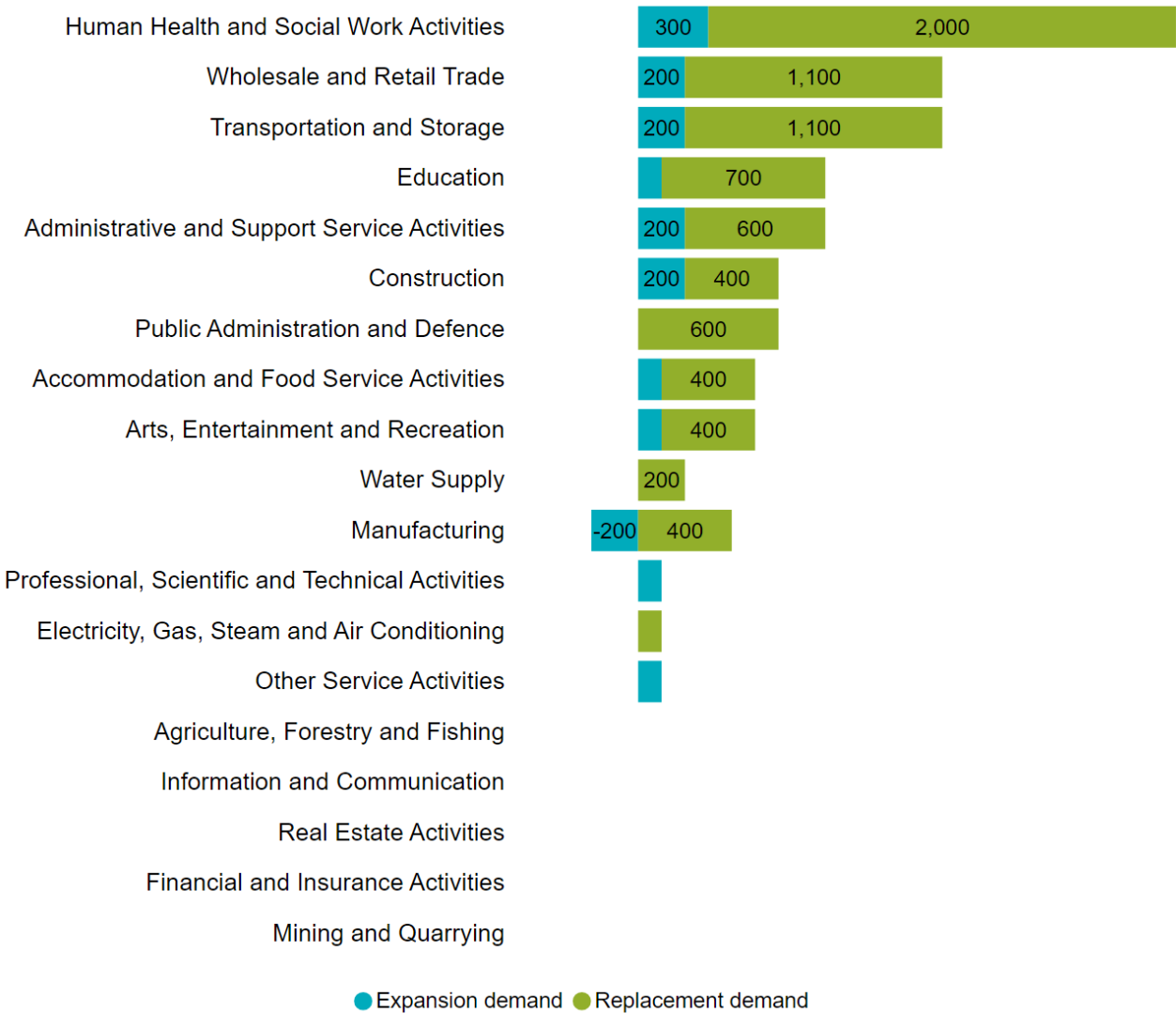
 **Wholesale and Retail Trade**
1,300

 **Transportation and Storage**
1,200

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), Falkirk and Grangemouth



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 Occupation¹

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

- **Science and Technology Associate Professionals**
1,200
- **Corporate Managers**
800
- **Elementary Occupations: Clerical and Services**
700

As mentioned, there is forecast to be a total requirement for 9,300 people in the region over the mid-term. 'Higher-level' occupations* are forecast to account for 52.0% of this total requirement, followed by 27.9% in 'mid-level' occupations and 20.1% 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.

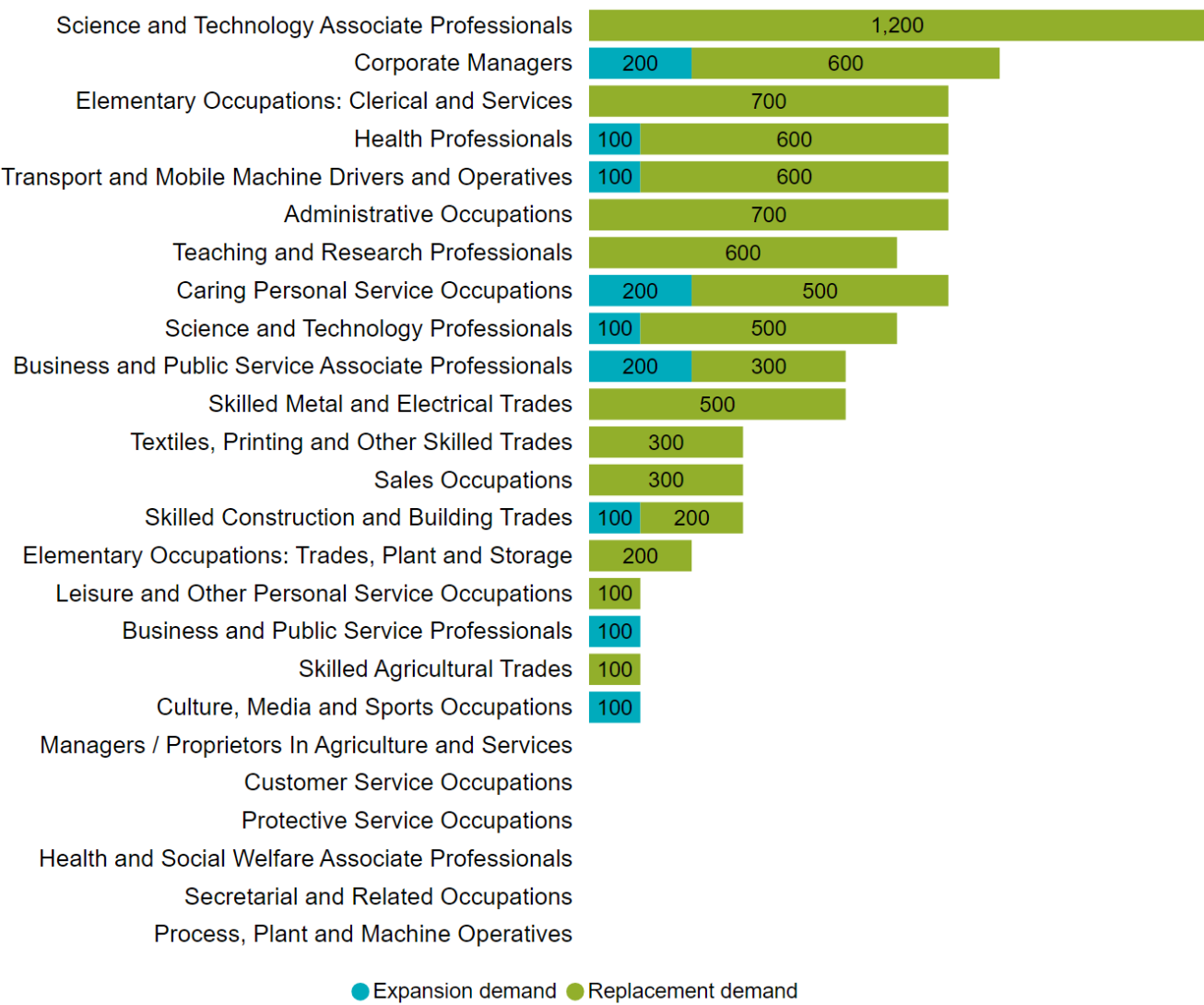


New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

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), Falkirk and Grangemouth



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 Occupation¹

Forecast Total Requirement by Industry and Occupation (2025-2028) (people), Falkirk and Grangemouth

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	200	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	100	0	0	0	0	0	0
Construction	100	100	100	0	200	0	0	0	0
Wholesale and Retail Trade	300	100	100	100	200	0	400	100	100
Transportation and Storage	100	0	100	100	100	0	0	600	200
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	100	100	100	0	100	0	0	0	300
Public Administration and Defence	100	100	200	100	0	0	0	0	0
Education	0	500	200	0	0	0	0	0	0
Human Health and Social Work Activities	200	800	400	200	100	500	0	0	100
Arts, Entertainment and Recreation	100	100	100	0	0	100	0	0	0
Other Service Activities	0	0	0	0	0	0	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 Falkirk and Grangemouth, 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 **19,400** people in **Falkirk and Grangemouth**. Between 2028 and 2035, replacement demand could create the need for **17,300** people, while **positive** expansion demand is forecast to result in **2,100 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.



The total requirement by qualification for **Falkirk and Grangemouth**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
1,700	9,500	2,600	3,900	300	1,500
9%	49%	13%	20%	2%	7%

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%

Future Demand in the Long-Term (2028-2035) by Industry¹

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

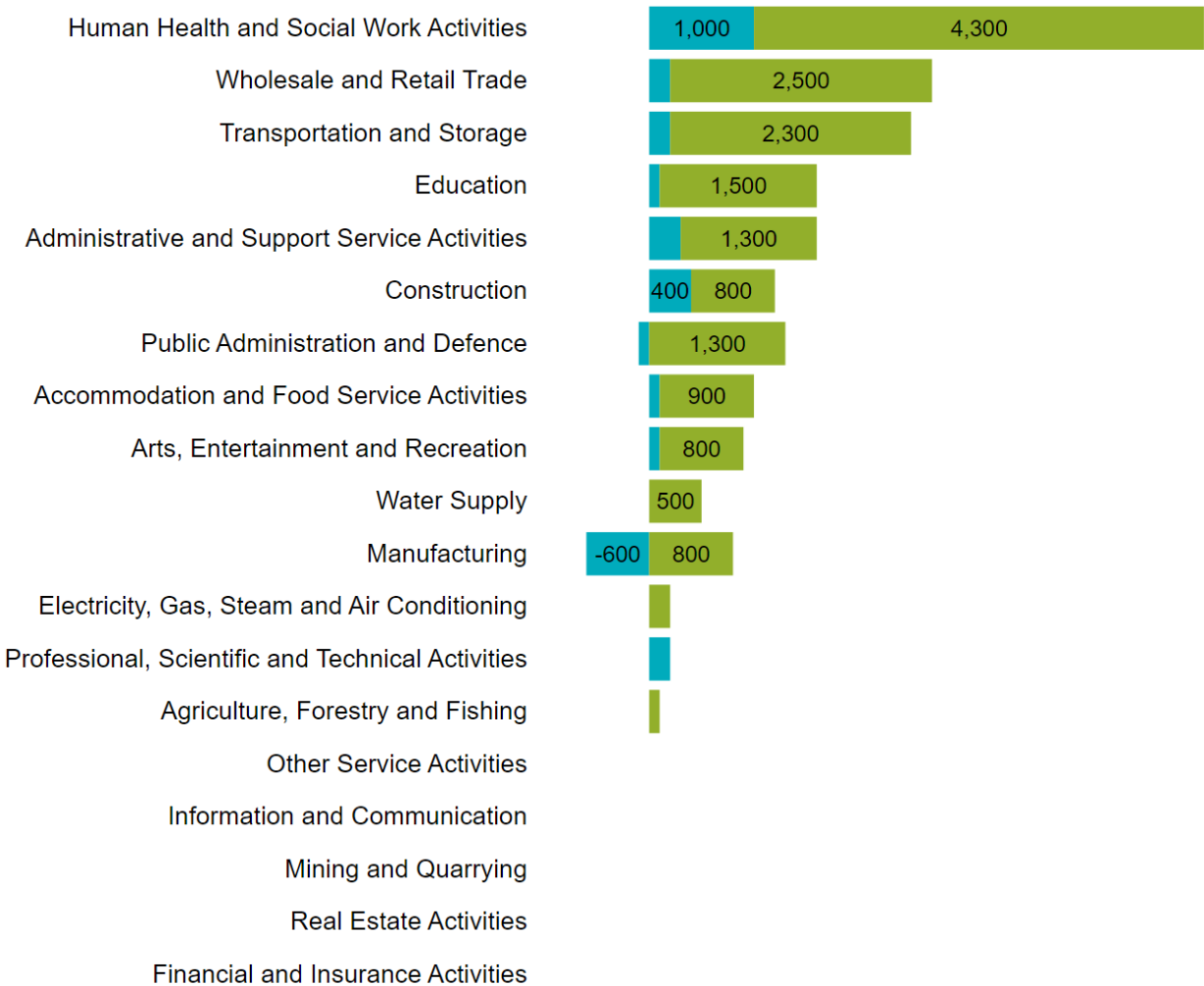
 **Human Health and Social Work Activities**
5,300

 **Wholesale and Retail Trade**
2,700

 **Transportation and Storage**
2,500

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.

Forecast Total Requirement by Industry (2028-2035), Falkirk and Grangemouth



● Expansion demand ● Replacement demand

Figures may not sum due to rounding.

Future Demand in the Long-Term (2028-2035) by Occupation¹

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

 **Science and Technology Associate Professionals**
2,800

 **Corporate Managers**
1,800

 **Health Professionals**
1,600

There is forecast to be a total requirement for 19,400 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 55.2% of this total requirement, followed by 26.7% in 'mid-level' occupations and 18.1% 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), Falkirk and Grangemouth



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 Occupation¹

Forecast Total Requirement by Industry and Occupation (2028-2035) (people), Falkirk and Grangemouth

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
▲									
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Mining and Quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	0	0	300	0	0	0	0	-100	0
Electricity, Gas, Steam and Air Conditioning	0	0	100	0	100	0	0	0	0
Water Supply	0	100	200	0	100	0	0	100	100
Construction	200	100	200	100	500	0	0	100	100
Wholesale and Retail Trade	500	100	200	100	400	0	700	300	300
Transportation and Storage	200	100	300	100	200	100	0	1,100	400
Accommodation and Food Service Activities	100	0	0	0	300	0	0	100	500
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	100	100	100	100	300	100	0	100	600
Public Administration and Defence	100	300	500	100	0	0	0	0	100
Education	0	1,100	400	100	0	100	0	0	0
Human Health and Social Work Activities	400	1,800	1,000	500	100	1,200	100	0	200
Arts, Entertainment and Recreation	200	100	200	0	100	200	0	0	100
Other Service Activities	0	0	0	0	0	0	0	0	0

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