

Current and Future Skills Demand

The Regional Skills Assessments (RSAs) are a single, agreed evidence base on which to base future investment in skills. The infographic below is designed to support the Islands Growth Deal Summary report, using Oxford Economics forecasts* over the period 2018-2028 to show current and future economic contribution as well as current and future demand for skills.

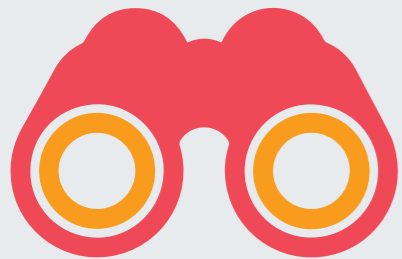
The Economy



Gross Value Added (GVA)¹ in 2018

Total **regional** GVA is:
£1,579m

1%
of total **Scottish** output



Forecast² annual growth (2018-2028)³:

Islands: 1.0%
Scotland: 1.6%
United Kingdom: 1.9%



Productivity (GVA per job) in 2018

Regional productivity is:
£37,600

Compared to **national** productivity of:
£47,300



Forecast annual growth (2018-2028)

Islands: 1.2%
Scotland: 1.3%
United Kingdom: 1.4%

Current Demand for Skills (2018)



Total Employment⁴ in 2018

42,000 jobs



Total employment between 2008 and 2018:

up by 11% or 4,300 jobs

Compared to a **national increase of 2%**

Sectoral Employment

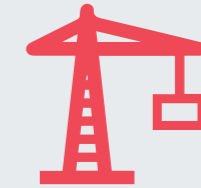
Top 3 employing sectors in 2018:



Human health & social work
(6,600 jobs)



Wholesale & retail
(4,800 jobs)



Construction
(4,300 jobs)

Employment by Occupation (people)

This is what the occupational structure⁵ looks like in 2018:

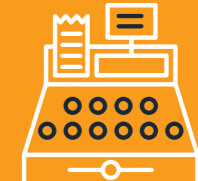
35%
Higher level occupations



37%
Mid-level occupations



27%
Lower level occupations



* As with all forecasts, certain caveats need to be applied. They are based on what we know now and include past and present trends projected into the future. Their value is in identifying likely directions of travel rather than predicting exact figures. It is recommended therefore that users examine trends over time rather than focusing on changes in individual years. Finally, the more disaggregated they become, especially at smaller geographical units, the less reliable they are likely to be.

¹ GVA is the measure of the value of goods and services produced within the economy.
² Forecasts by Oxford Economics (unless

otherwise stated).
³ Data for 2019 to 2028 used as 2018 is based on the change between 2017-18. Please see RSAs and Technical

Note for more details.
⁴ Measured by total number of jobs.
⁵ 'Higher level occupations' are defined as Managers, directors &

senior officials, Professional occupations, and Associate professional & technical occupations; 'Mid level occupations' defined

as Administrative & secretarial occupations, Skilled trades occupations, Caring, leisure and other service occupations; and 'Lower level

occupations' defined as Sales & customer service occupations, Process, plant & machine operatives, Elementary occupations.

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Future Supply

Population 2016-2028⁶

Total population between 2016-2028:

down by 2% or 1,500 people

Forecast change:

Islands: -2%

Scotland: 4%

United Kingdom: 6%

The working age population (16-64) between 2016-2028:

down by 9% or 3,900 people

Forecast change:

Islands: -9%

Scotland: -1%

United Kingdom: 8%

Job Openings (2018-2028)

Between 2018-2028 there will be a:

Total requirement for 7,800 people

Expansion demand:⁷

Replacement demand

-800 people

8,600 people

This is what actual job openings within the total employment structure look like over the next 10 years:

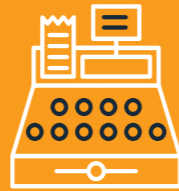
33%
Higher level occupations



23%
Mid-level occupations



44%
Lower level occupations



Future Demand for Skills (2018-2028)

Total Employment 2018-2028⁸

down by 2% or 1,000 jobs

Forecast average annual change:

Islands: -0.2%

Scotland: 0.3%

United Kingdom: 0.4%



Top 3 employing sectors in 2028 are forecast to be:



Human health & social work (6,500 jobs)



Wholesale & retail (4,700 jobs)



Construction (4,700 jobs)

Between 2018-2028

The largest employment growth is forecast in:



Admin & support services (9%)



Construction (8%)



Professional, scientific & technical (7%)

The largest employment decreases are forecast in:



Mining & quarrying (-26%)



Manufacturing (-15%)



Public admin. & defence (-14%)

⁶ Source: National Records of Scotland.
⁷ i.e. the number of jobs across the region is forecast to decrease over the period due to contraction of the economy. Expansion demand is the measure of an increase/decrease in jobs, as a result of economic growth or contraction; replacement demand is the

number of job openings generated through labour market churn (i.e. those who retire, move away, or change jobs). N.B. Some figures may not sum due to rounding.

⁸ Throughout this section, figures for 2018 - 2028 use 2018 to 2028 data as per Oxford Economics

calculations. Please see RSAs and Technical Note for more details.