

# Construction

## Current and future skills demand

The Construction sector underpins Scotland's economy, providing housing for Scotland's growing population; developing the transport infrastructure and making a significant contribution to the sustainability of the built environment, creating the buildings and infrastructure to provide for future health services, increased educational attainment, and community activities across Scotland.

### The Economy<sup>1</sup>



#### Gross Value Added (GVA)<sup>2</sup> in 2019

Total **Construction** GVA is: **£11,163m**  
up 19% from 2009

Forecast GVA in 2029: **£12,872m**  
up 15% from 2019



#### Productivity (GVA per job) in 2019

**Construction** productivity is: **£47,755**  
up 23% from 2009

Productivity across **all sectors** is: **£50,368**  
up 13% from 2009

Forecast productivity in 2029: **£50,160**  
up 5% from 2019

**£57,747**  
up 15% from 2019

### Employment



#### Top Employing Regions 2019<sup>3</sup>

**Lanarkshire**  
37,500 jobs

**Glasgow**  
35,700 jobs

**Aberdeen City and Shire**  
31,700 jobs

**All Other Regions**  
128,900 jobs

Scotland Total<sup>4</sup> Jobs in 2019: **233,800 jobs**  
2029: up by 10% to 256,600

#### Gender split<sup>5</sup>

21,600 Female | 170,400 Male

#### Ethnicity

2,800 Ethnic Minority | 189,300 White

### Vacancies<sup>6,7</sup>



#### Vacancies 2018

**Aberdeen City**  
1,634 vacancies  
accounting for 29%

**Glasgow City**  
1,389 vacancies  
accounting for 25%

**City of Edinburgh**  
811 vacancies  
accounting for 14%

**Plumbers and Heating and Ventilating Engineers**  
677 vacancies  
accounting for 12%

**Sales Related Occupations**  
190 vacancies  
accounting for 3%

**Managers and Proprietors in Other Services**  
189 vacancies  
accounting for 3%

Total vacancies in **Construction**:  
**5,657 vacancies**



#### Salary 2018

Median real-time advertised salary in **Construction**:  
**£28,600**



#### Gender Pay-Gap<sup>8</sup>

**0.6%**

Scotland: 5.7%

<sup>1</sup> Forecasts by Oxford Economics (unless otherwise stated).  
<sup>2</sup> GVA is the measure of the value of goods and services produced within the economy. GVA in constant 2016 prices.  
<sup>3</sup> Measured by total number of jobs.

<sup>4</sup> Please note that 2019 is a forecast figure.  
<sup>5</sup> Source: Annual Population Survey (APS) April 2018–March 2019. This dataset is different to Oxford Economics and may not sum to reflect the Scotland total above. Due to data availability the sectoral definitions vary from those we have used elsewhere in this

infographic. E.g. for Engineering we have used 'Manufacturing' and therefore figures may not sum to Scotland's total.  
<sup>6</sup> Source: Burning Glass Technologies Jan 2018 - Dec 2018 (based on calendar year). <http://www.burning-glass.com>.

<sup>7</sup> Burning Glass technologies gather insight on vacancies from online job postings and websites.  
<sup>8</sup> Source: ONS 2018, based on the Annual Survey of Hours and Earnings based on full-time employee jobs.

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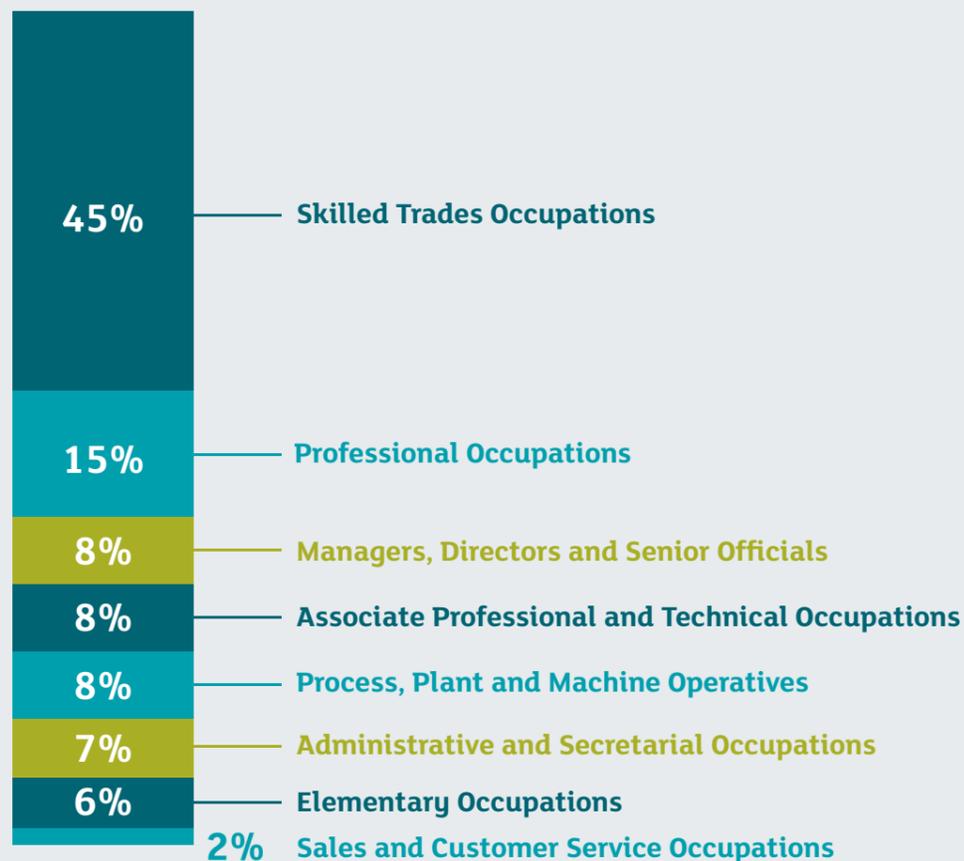
The Construction sector underpins Scotland's economy, providing housing for Scotland's growing population; developing the transport infrastructure and making a significant contribution to the sustainability of the built environment, creating the buildings and infrastructure to provide for future health services, increased educational attainment, and community activities across Scotland.

### Future Job Openings

From 2019 to 2029 there will be a requirement for:



### Future Job Openings by Occupation from 2019 to 2029



### Skills Shortage Vacancies and Gaps<sup>10</sup>

#### Skills Shortage Vacancies<sup>11</sup>

Density of Skills Shortage vacancies in  
**Construction:**  
34%



Scotland: 24%

#### Skills Gaps<sup>12</sup>

Density of Skills Gaps in  
**Construction:**  
5%



Scotland: 5%

### Sectoral Insight<sup>13</sup>



Employment in construction is set to grow in the short, medium and long term. The rate of growth will make it the fastest growing sector in Scotland.



Construction sector has a long established history of training through Apprenticeships. **Construction has more Apprentices in training** than any other sector in Scotland by a significant margin.



Sector needs to **build on work to attract future talent** and continue to build new pathways into and through the sector. There is a sector drive to improve **diversity within the sector** and to look at how to attract entrants of all ages.



There is an ongoing need to **build skills needed for future growth**. This includes the need to build **digital skills** and to adapt to changes in construction methods such as increasing off site production.



The sector will have a **key role to play** as we move to a **Low Carbon economy**. Building skills around this area for both existing and new staff will be essential.

<sup>9</sup> 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.

<sup>10</sup> Due to the way the Employer Skills Survey collects and reports data, the sectoral definitions vary from those we have used elsewhere in this infographic. To define the Construction, we have used 'Construction'.

<sup>11</sup> Base: All establishments with vacancies (only 2017 shown). Skill-shortage vacancies as a proportion of all vacancies. This may be due to a lack of skills, qualifications or experience amongst applicants.  
<sup>12</sup> Base: All establishments (only 2017 shown). Skills gaps: the proportion of the workforce lacking full proficiency.

<sup>13</sup> Insight provided by the Key Sector Managers who work closely with industry experts and employers.