

The Economy¹



Gross Value Added (GVA)² in 2019

Total **Health Care** GVA is:
£9,933m
up 17% from 2009

Forecast GVA in 2029
£11,315m
up 18% from 2019



Productivity (GVA per job) in 2019

Health Care productivity is:
£37,706
up 11% from 2009

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

Forecast productivity in 2029
£42,274
up 12% from 2019

£57,747
up 15% from 2019

Employment



Top Employing Regions 2019³

Glasgow
57,200 jobs

Edinburgh, East and Midlothian
35,500 jobs

Lanarkshire
25,700 jobs

All Other Regions
136,500 jobs

Scotland Total⁴ Jobs in 2019
254,900 jobs
🔄 2029: up by 5% to 267,700

Gender split⁵

Data can be found [here](#) at the Information Services Division (ISD) website.

Vacancies^{6,7}



Vacancies 2018

Glasgow City
1,064 vacancies
accounting for 21%

City of Edinburgh
812 vacancies
accounting for 16%

Aberdeen City
333 vacancies
accounting for 7%



Nurses
1,494 vacancies
accounting for 29%



Nursing Auxiliaries and Assistants
1,183 vacancies
accounting for 23%



Ophthalmic Opticians
391 vacancies
accounting for 8%

Total vacancies in **Health Care**:
5,075 vacancies



Gender Pay-Gap⁸

Full-time employee jobs in **Health and Social Care**:

13.6%



Scotland: 5.7%

¹ Forecast by Oxford Economics (unless otherwise stated). This data includes: Hospital activities, General medical practice activities, Specialist medical practice activities, Dental practice activities and Other human health activities.

² GVA is the measure of the value of goods and services produced

within the economy. GVA in constant 2016 prices.

³ Measured by total number of jobs.

⁴ Please note that 2019 is a forecast figure.

⁵ Source: Information Services Division (ISD) September 2019: <https://www.isdscotland.org/health-topics/Workforce/>

[publications/2019-09-03/Overall.asp](https://www.burning-glass.com/publications/2019-09-03/Overall.asp)

⁶ Source: Burning Glass Technologies Jan 2018 - Dec 2018 (based on calendar year). <http://www.burning-glass.com>.

⁷ Burning Glass technologies gather insight on vacancies from online job postings and websites.

⁸ Source: ONS 2018, based on the Annual Survey of Hours and Earnings based on full-time employee jobs. This figure is for Health and Social Care due to data availability.

Health Care

Current and future skills demand

The sector encompasses: hospital, general medical, dental and human health activities.

Future Job Openings

From 2019 to 2029 there will be a requirement for:



Future Job Openings: Top 5 Occupations from 2019 to 2029^{10,11}



Skills Shortage Vacancies and Gaps¹²

Skills Shortage Vacancies¹³

Density of Skills Shortage vacancies in **Health and Social Care:**
28%



Scotland: 24%

Skills Gaps¹⁴

Density of Skills Gaps in **Health and Social Care:**
3%



Scotland: 5%

Sectoral Insight¹⁵



The Scottish Government estimates that to meet the demand for health and social care services across Scotland, around 20,000 WTE more health and social care employees will be required in the period to 2023/24.



In the next 10 years it is estimated that over 8,800 additional nursing and midwifery staff, over 1,100 additional medical consultants, over 1,500 additional AHPs and over 700 additional healthcare scientists will be required.



Skills priorities for the sector include: building a resilient workforce that is flexible and adaptable, in light of new opportunities such as digitisation of health services, working across boundaries in multi-disciplinary teams, and building and investing in community-based workforce, investing in mental health workforce; development of workforce planning capacity in the sector to assist with changes in the delivery of health and care services.



Broader approach to recruitment (be diverse and inclusive and attract young people and also career changers and returners) and clearer career and progression pathways and opportunities to upskill to improve retention of existing workforce.

⁹ 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.

¹⁰ These top five job openings have been identified by the Key Sector Manager who works closely with industry experts and employers. Data is not split by sector as with other sections. Forecast job openings here represents Scotland as a whole.
¹¹ Job openings by occupation is provided here at three digit

Standard Occupational Classification level.
¹² 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 Health and Social Care sector, we have used 'Health and Social'.

¹³ 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.
¹⁴ Base: All establishments (only 2017 shown). Skills gaps: the proportion of the workforce lacking full proficiency.

¹⁵ Insight provided by the Key Sector Managers who work closely with industry experts and employers.