Regional Skills Assessments (RSAs) are a single, agreed evidence base created to inform future investment in skills. This infographic is for Highlands and Islands, and supplements the region’s RSA Summary report. It uses Oxford Economics forecasts* for the 2019-2029 period to show current and future economic contribution, as well as current and future demand for skills.

### The Economy

**Gross Value Added (GVA)**
- Total regional GVA is: £11,421m
- Regional GVA is: 8% of total Scottish output
- Forecast annual growth (2019-2029):
  - Highlands and Islands: 1.3%
  - Scotland: 1.7%
  - United Kingdom: 2.0%

**Productivity (GVA per job)**
- Regional productivity is: £44,900
- Scottish productivity is: £50,400
- Forecast annual growth (2019-2029)
  - Highlands and Islands: 1.3%
  - Scotland: 1.4%
  - United Kingdom: 1.5%

### Current Demand for Skills

**Total Employment in 2019**
- 254,100 jobs

**From 2009-2019, Total Employment:**
- **down by 1% or 3,600 jobs** Compared to a Scottish increase of 1%.

**Skills Shortages and Gaps**

**Skills Shortage Vacancies**
- Highlands and Islands: 25%
  - 1 ppt decrease from 2015
- Compared to Scotland: 24%

**Skills Gaps**
- Highlands and Islands: 6.1%
  - 1.0 ppt increase from 2015
- Compared to Scotland: 5.0%

* 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.

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. Measured by total number of jobs.
4. ‘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 trade occupations, Caring, leisure and other service occupations; and Lower level occupations defined as Sales & customer service occupations, Process, plant & machine operatives, Elementary occupations. Data shown is workplace based.
5. Source: Employer Skills Survey 2017
6. Based: All establishments with vacancies (only 2017 shown).
7. Skill shortage vacancies as a proportion of all vacancies. This may be due to a lack of skills, qualifications or experience amongst applicants.
Highlands and Islands
Current and Future Skills Demand

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Future Supply

Population 2016-2041

- Total population: down by 0% or 2,400 people
- Working age population (16-64): down by 12% or 37,200 people
- Forecast change:
  - Highlands and Islands: 0%
  - Scotland: 5%
  - United Kingdom: 11%

Future Job Openings

From 2019 to 2029 there will be a requirement for:
- Replacement Demand: 76,300 people
- Expansion Demand: 8,760 people

76,200 people to fill Job Openings

Future Demand for Skills

From 2019-2029, Total Employment:

- up by 0% or 200 jobs

Forecast average annual change:
- Highlands and Islands: 0.0%
- Scotland: 0.3%
- United Kingdom: 0.5%

Top 3 employing sectors in 2029 are forecast to be:
- Human health & social work (40,700 jobs)
- Wholesale & retail (32,000 jobs)
- Accommodation & food services (23,400 jobs)

From 2019 to 2029

The largest employment growth is forecast in:
- Admin & support services (11%)
- Arts, entertainment & recreation (9%)
- Professional, scientific & technical (9%)

The largest employment decreases are forecast in:
- Mining & quarrying (-28%)
- Manufacturing (-14%)
- Electricity, gas, steam and air conditioning (-10%)

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Source: National Records of Scotland.

5 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. Figures are rounded to the nearest 100 and as a result totals may not equal the sum of the constituent parts.