## Scottish Borders: Current and Future Skills Demand

Regional Skills Assessments (RSAs) are a single, agreed evidence base created to inform future investment in skills. This infographic is for Scottish Borders, 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) in 2019
- **Total regional GVA is:** £1,928m
- **1% of total Scottish output**

#### Forecast annual growth (2019-2029):**
- **Scottish Borders:** 1.6%
- **Scotland:** 1.7%
- **United Kingdom:** 2.0%

#### Productivity (GVA per job) in 2019
- **Regional productivity is:** £37,900
- **Scottish productivity is:** £50,400

#### Forecast annual growth (2019-2029):**
- **Scottish Borders:** 1.4%
- **Scotland:** 1.4%
- **United Kingdom:** 1.5%

### Current Demand for Skills

#### Total Employment in 2019
- **50,900 jobs**

- **From 2009-2019, Total Employment:**

  **down by 1% or 500 jobs**

  **Compared to a Scottish increase of 1%**

### Sectoral Employment

#### Top 3 employing sectors in 2019:
- **Wholesale & retail:** (8,300 jobs)
- **Human health & social work:** (8,200 jobs)
- **Manufacturing:** (5,300 jobs)

### Employment by Occupation (people)

#### Occupational structure 2019:

- **38%** Higher level occupations
- **32%** Mid-level occupations
- **30%** Lower level occupations

### Skills Shortages and Gaps

#### The percentage of skills shortage vacancies and skills gaps in the Scottish Borders region are:

- **Scottish Borders:** 23% (27 ppt decrease from 2015)

- **Scotland:** 24%

- **Skills Gaps:** 5.0% (1.5 ppt increase from 2015)

  **Compared to Scotland:** 5.0%

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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’ 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. Data shown is workplace based.
5. Source: Employer Skills Survey, 2017
6. ‘Skill-shortage vacancies’ as a proportion of all vacancies. This may be due to a lack of skills, qualifications or experience amongst applicants.

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*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.*

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*Evidence Base Team*
## Future Supply

### Population 2016-2041

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<tr>
<td>Total population:</td>
<td>Working age population (16-64):</td>
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<tr>
<td>up by 2% or 2,800 people</td>
<td>down by 12% or 8,100 people</td>
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### Forecast change:

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<tbody>
<tr>
<td>Scottish Borders: 2%</td>
<td>Scottish Borders: -12%</td>
<td>Scotland: -4%</td>
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<tr>
<td>Scotland: 5%</td>
<td>United Kingdom: 11%</td>
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<tr>
<td>United Kingdom: 8%</td>
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## Future Demand for Skills

### From 2019-2029, Total Employment:

- up by 2% or 1,000 jobs

### Forecast average annual change:

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<tbody>
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<td>Scottish Borders: 0.2%</td>
<td>Scotland: 0.3%</td>
<td>United Kingdom: 0.5%</td>
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### Top 3 employing sectors in 2029 are forecast to be:

- Wholesale & retail (8,400 jobs)
- Human health & social work (8,300 jobs)
- Manufacturing (4,600 jobs)

### From 2019 to 2029

- The largest employment growth is forecast in:
  - Professional, scientific & technical (14%)
  - Arts, entertainment & recreation (13%)
  - Admin & support services (13%)

- The largest employment decreases are forecast in:
  - Mining & quarrying (-28%)
  - Manufacturing (-13%)
  - Electricity, gas, steam and air conditioning (-10%)

### Occupational structure 2029:

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<tr>
<td>39% Higher level occupations</td>
<td>27% Mid-level occupations</td>
<td>35% Lower level occupations</td>
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* Source: National Records of Scotland
* 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.