Midlothian
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 Midlothian, all RSA regional Summary reports can be found online. 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)\(^1\) in 2019

Total Local Authority GVA is: £1,758m

Forecast annual growth (2019-2029):
- Midlothian: 2.2%
- Scotland: 1.7%
- United Kingdom: 2.0%

Productivity (GVA per job) in 2019

Local Authority productivity is: £47,500

Scotland productivity is: £50,400

Forecast annual growth (2019-2029)
- Midlothian: 1.3%
- Scotland: 1.4%
- United Kingdom: 1.5%

Current Demand for Skills

Total Employment in 2019\(^3\)

37,000 jobs

From 2009-2019, Total Employment:

up by 20% or 6,100 jobs

Compared to a Scottish increase of 1%

Sectoral Employment

Top 3 employing sectors in 2019:
- Wholesale & retail (7,300 jobs)
- Construction (4,200 jobs)
- Human health & social work (4,100 jobs)

Employment by Occupation (people)

Occational structure 2019:

34% Higher level occupations
34% Mid-level occupations
32% Lower level occupations

Skills Shortages and Gaps

The percentage of skills shortage vacancies and skills gaps in the Edinburgh, East and Midlothian region are:

Skills Shortage Vacancies\(^6\)
- Edinburgh, East and Midlothian: 21% (4 ppt increase from 2015)
- Compared to Scotland: 24%

Skills Gaps\(^7\)
- Edinburgh, East and Midlothian: 4.2% (1.0 ppt change from 2015)
- Compared to Scotland: 5.0%

\(^1\) 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 are defined as Administrative & secretarial occupations, Skilled trades occupations, Caring, leisure and other service occupations, and Lower level occupations are defined as Sales & customer service occupations, Process, plant & machine operatives, Elementary occupations. Data shown is workplace based.\(^5\) Source: Employer Skills Survey, 2017 & 2018. 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.\(^6\) Base: All establishments (only 2017 shown). Skills gaps: the proportion of the workforce lacking full proficiency.
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Future Supply

Population 2016-2041

- Total population: up by 31% or 27,100 people
- Working age population (16-64): up by 23% or 12,700 people

Forecast change:
- Midlothian: 31%
- Scotland: 5%
- United Kingdom: 11%

Future Job Openings

From 2019 to 2029 there will be a requirement for:

- 2,400 people Expansion Demand
- 12,000 people Replacement Demand

14,400 people to fill Job Openings

Occupational structure 2029:

- 33% Higher level occupations
- 30% Mid-level occupations
- 37% Lower level occupations

Future Demand for Skills

From 2019-2029, Total Employment:

- up by 9% or 3,400 jobs

Forecast average annual change:
- Midlothian: 0.9%
- Scotland: 0.3%
- United Kingdom: 0.5%

Top 3 employing sectors in 2029 are forecast to be:

- Wholesale & retail (7,800 jobs)
- Construction (4,900 jobs)
- Human health & social work (4,600 jobs)

From 2019 to 2029

The largest employment growth is forecast in:

- Professional, scientific & technical (27%)
- Admin & support services (22%)
- Arts, entertainment & recreation (18%)

The largest employment decreases are forecast in:

- Mining & quarrying (-28%)
- Manufacturing (-16%)
- Electricity, gas, steam and air conditioning (-10%)

Evidence Base Team

6 Source: National Records of Scotland.
7 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.