**Na h-Eileanan Siar: 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 Na h-Eileanan Siar, 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.

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### The Economy

**Gross Value Added (GVA)** in 2019

- Total Local Authority GVA is: £526m
  - 0% of total Scottish output

**Forecast annual growth (2019-2029):**

- Na h-Eileanan Siar: 1.3%
- Scotland: 1.7%
- United Kingdom: 2.0%

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

- Local Authority productivity is: £42,800
  - Scottish productivity is: £50,400

**Forecast annual growth (2019-2029):**

- Na h-Eileanan Siar: 1.3%
- Scotland: 1.7%
- United Kingdom: 2.0%

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### Current Demand for Skills

**Total Employment in 2019**

- 12,300 jobs

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

- down by 5% or 600 jobs

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

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### Sectoral Employment

**Top 3 employing sectors in 2019:**

- Human health & social work (2,300 jobs)
- Wholesale & retail (1,500 jobs)
- Education (1,300 jobs)

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### Employment by Occupation (people)

**Occupational structure 2019:**

- **36%** Higher level occupations
- **39%** Mid-level occupations
- **25%** Lower level occupations

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### Skills Shortages and Gaps

**The percentage of skills shortage vacancies and skills gaps in the Highlands and Islands region are:**

- **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%

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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 geographies or units, the less reliable they are likely to be.

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.
5 Mid-level occupations are 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.
6 Source: Employer Skills Survey, 2017
7 Base: All establishments with vacancies (only 2017 shown).
8 Skill-shortage vacancies as a proportion of all vacancies. This may be due to a lack of skills, qualifications or experience amongst applicants.
Na h-Eileanan Siar
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### Future Supply

**Population 2016-2041**

<table>
<thead>
<tr>
<th>Total population: down by 14% or 3,800 people</th>
<th>Working age population (16-64): down by 25% or 4,100 people</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forecast change: Na h-Eileanan Siar: -14%</td>
<td>Forecast change: Na h-Eileanan Siar: -25%</td>
</tr>
<tr>
<td>Scotland: 5%</td>
<td>Scotland: -4%</td>
</tr>
<tr>
<td>United Kingdom: 11%</td>
<td>United Kingdom: 8%</td>
</tr>
</tbody>
</table>

### Future Job Openings

From 2019 to 2029 there will be a requirement for:

- **2,500 people** to fill Job Openings
- **2,600 people** Replacement Demand
- **-100 people** Expansion Demand

### Future Demand for Skills

From 2019-2029, Total Employment:

- **down by 1% or 100 jobs**

Forecast average annual change:
- Na h-Eileanan Siar: -0.1%
- Scotland: 0.3%
- United Kingdom: 0.5%

Top 3 employing sectors in 2029 are forecast to be:

- **Education** (1,200 jobs)
- **Wholesale & retail** (1,500 jobs)
- **Human health & social work** (2,300 jobs)

From 2019 to 2029

The largest employment growth is forecast in:

- **Professional, scientific & technical** (9%)
- **Arts, entertainment & recreation** (10%)
- **Admin & support services** (10%)

The largest employment decreases are forecast in:

- **Mining & quarrying** (-28%)
- **Public admin. & defence** (-11%)
- **Manufacturing** (-14%)

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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.

Evidence Base Team