North Ayrshire
Current and Future Skills Demand

The Economy

Gross Value Added (GVA)¹ in 2019
Total Local Authority GVA is: £1,884m
Forecast¹ annual growth (2019-2029):
North Ayrshire: 1.3%
Scotland: 1.7%
United Kingdom: 2.0%

Productivity (GVA per job) in 2019
Local Authority productivity is: £41,300
Forecast annual growth (2019-2029)
North Ayrshire: 1.3%
Scotland: 1.4%
United Kingdom: 1.5%

Current Demand for Skills

Total Employment in 2019³
45,600 jobs
From 2009-2019, Total Employment:
up by 1% or 500 jobs
Compared to a Scottish increase of 1%

Skills Shortages and Gaps

The percentage of skills shortage vacancies and skills gaps in the Ayrshire region are⁶:

Skills Shortage Vacancies⁶
Ayrshire: 33%
16 ppt increase from 2015
Compared to Scotland: 24%

Skills Gaps⁷
Ayrshire: 5.6%
-0.8 ppt decrease from 2015
Compared to Scotland: 5.0%

RSA Infographic 2019

Regional Skills Assessments (RSAs) are a single, agreed evidence base created to inform future investment in skills. This infographic is for North Ayrshire, 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.

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 trade occupations, Caring, leisure and other service occupations; 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 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.
⁷ Base: All establishments (only 2017 shown). Skills gaps: the proportion of the workforce lacking full proficiency.

Evidence Base Team
### Future Supply

**Population 2016-2041**

- **Total population:**
  - down by 7% or 9,600 people

- **Working age population (16-64):**
  - down by 21% or 17,200 people

**Forecast change:**

- **North Ayrshire:** -7%
- **Scotland:** 5%
- **United Kingdom:** 11%

### Future Job Openings

From 2019 to 2029 there will be a requirement for:

- 1,930 people
  - Replacement Demand

- 19,300 people
  - Expansion Demand

19,100 people to fill Job Openings

### Future Demand for Skills

#### From 2019-2029, Total Employment:

- **down by 0% or 100 jobs**

**Forecast average annual change:**

- **North Ayrshire:** 0.0%
- **Scotland:** 0.3%
- **United Kingdom:** 0.5%

#### Top 3 employing sectors in 2029 are forecast to be:

- **Wholesale & retail (7,600 jobs)**
- **Human health & social work (6,500 jobs)**
- **Construction (4,400 jobs)**

#### From 2019 to 2029

**The largest employment growth is forecast in:**

- **Admin & support services (12%)**
- **Professional, scientific & technical (9%)**
- **Arts, entertainment & recreation (9%)**

**The largest employment decreases are forecast in:**

- **Mining & quarrying (-28%)**
- **Manufacturing (-17%)**
- **Public admin. & defence (-11%)**

---

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