RSA Infographic 2019

Moray Growth Deal
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 Moray and supplements the region’s Growth Deal 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.

Gross Value Added (GVA) in 2019

Total Growth Deal GVA is: £1,936m

Gross Value Added (GVA) is the measure of the value of goods and services produced within the economy. The Value Added Tax (VAT) is then removed to provide the measure of economic output.

Forecast annual growth (2019-2029):
Moray: 1.2%
Scotland: 1.7%
United Kingdom: 2.0%

Productivity (GVA per job) in 2019

Growth Deal productivity is: £46,000

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

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%
Compared to Scotland: 24%

Skills Gaps:
Highlands and Islands: 6.1%
Compared to Scotland: 5%

* 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.

**Growth Deal** denotes a group of economic development programmes, funded by the Scottish Government and led by a local Growth Deal Partnership.

**Forecast annual growth** means a rate of growth in an economic indicator that is predicted to occur over a specific period of time.

**Productivity** is the output per unit of input (such as an hour of work or a unit of labor).

Skills Shortages and Gaps are based on the results of the Employer Skills Survey (ESS) 2017. The data have been weighted to account for respondents’ responses and the size of the establishments they work at. This may be due to a lack of skills, qualifications or experience amongst applicants.
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**Future Supply**

<table>
<thead>
<tr>
<th>Population 2016-2041</th>
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<tbody>
<tr>
<td>Total population:</td>
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<tr>
<td>up by 8% or 7,800</td>
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<tr>
<td>people</td>
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<tr>
<td>Working age population (16-64):</td>
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<tr>
<td>down by 3% or 2,000 people</td>
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**Forecast change:**
- **Moray:** 8%
- **Scotland:** 5%
- **United Kingdom:** 11%

**Future Job Openings**

From 2019 to 2029 there will be a requirement for:

**16,800 people** to fill Job Openings

**Occupational structure 2029:**

- **31%** Higher level occupations
- **31%** Mid-level occupations
- **38%** Lower level occupations

**Future Demand for Skills**

From 2019-2029, Total Employment:

- **down by 2% or 800 jobs**

**Forecast average annual change:**
- **Moray:** -0.2%
- **Scotland:** 0.3%
- **United Kingdom:** 0.5%

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

- **Wholesale & retail** (5,900 jobs)
- **Human health & social work** (5,900 jobs)
- **Manufacturing** (5,400 jobs)

From 2019 to 2029

The largest employment growth is forecast in:

- **Admin & support services** (10%)
- **Construction** (7%)
- **Professional, scientific & technical** (7%)

The largest employment decreases are forecast in:

- **Mining & quarrying** (-28%)
- **Manufacturing** (-13%)
- **Electricity, gas, steam and air conditioning** (-10%)

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