

Regional Skills Assessments (RSAs) are a single, agreed evidence base on which to base future investment in skills. Using Oxford Economics forecasts\* over the period 2019-2029, this infographic shows current and future economic contribution, as well as current and future demand for skills in Scotland.

### The Economy



#### Gross Value Added (GVA) in 2019<sup>1</sup>

Total **Scottish** GVA is: **£138,827m** **8%** of total output in **United Kingdom**

Forecast<sup>2</sup> annual growth (2019-2029):  
**Scotland: 1.7%**  
 United Kingdom: 2.0%



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

**Scotland's** productivity is: **£50,400** **United Kingdom's** productivity is: **£51,700**

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

### Current Demand for Skills



#### Total Employment in 2019<sup>3</sup>

**2,756,300 jobs**

From 2009-2019, Total Employment:

**up by 1% or 40,300 jobs**  
 Compared to a **12% increase** in **United Kingdom**

### Current Demand for Skills

#### Sectoral Employment

Top 3 employing sectors in 2019:



Human health & social work  
 (422,800 jobs)



Wholesale & retail  
 (376,500 jobs)



Education  
 (216,700 jobs)

#### Employment by Occupation (people)

Occupational structure 2019<sup>4</sup>:

**43%**  
 Higher level occupations



**31%**  
 Mid-level occupations



**26%**  
 Lower level occupations



### Skills Shortages and Gaps

The percentage of skills shortage vacancies and skills gaps in Scotland are<sup>5</sup>:



#### Skills Shortage Vacancies<sup>6</sup>

**Scotland: 24%**  
 no change from 2015

Compared to **United Kingdom: 23%**

#### Skills Gaps<sup>7</sup>

**Scotland: 5.0%**  
 ↗ 0.1 ppt increase from 2015

Compared to **United Kingdom: 4.4%**

\* 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.

<sup>1</sup> GVA is the measure of the value of goods and services produced within the economy.

<sup>2</sup> Forecasts by Oxford Economics (unless otherwise stated).

<sup>3</sup> Measured by total number

of jobs.

<sup>4</sup> 'Higher level occupations' are 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. <sup>5</sup> Source: Employer Skills Survey, 2017 <sup>6</sup> 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.

<sup>7</sup> 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<sup>8</sup>

<b>Total population:</b> up by 5% or 288,500 people	<b>Working age population (16-64):</b> down by 4% or 139,200 people
<b>Forecast change:</b> Scotland: 5% United Kingdom: 11%	<b>Forecast change:</b> Scotland: -4% United Kingdom: 8%

### Future Job Openings

From 2019 to 2029 there will be a requirement for:

79,500 people  
Expansion Demand



**982,700 people**

to fill Job Openings<sup>9</sup>

#### Occupational structure 2029:

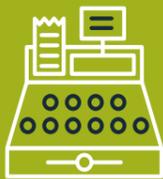
44%  
Higher level occupations



24%  
Mid-level occupations



32%  
Lower level occupations



### Future Demand for Skills

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



up by 3% or 89,900 jobs

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

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



Human health & social work  
(443,500 jobs)



Wholesale & retail  
(384,500 jobs)



Admin & support services  
(236,800 jobs)

#### From 2019 to 2029

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



Admin & support services  
(16%)



Professional, scientific & technical  
(14%)



Arts, entertainment & recreation  
(13%)

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



Mining & quarrying  
(-26%)



Manufacturing  
(-15%)



Electricity, gas, steam and air conditioning  
(-10%)

<sup>8</sup> Source: National Records of Scotland.  
<sup>9</sup> 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.