

### Current and future skills demand

The sector encompasses: residential nursing and care activities, residential care, social care without accommodation and child-day care activities.

#### The Economy<sup>1</sup>



#### Gross Value Added (GVA)<sup>2</sup> in 2019

Total **Social Care** GVA is:

**£3,845m**

up 25% from 2009

Forecast GVA in 2029

**£4,518m**

up 17% from 2019



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

**Social Care** productivity is:

**£22,909**

up 16% from 2009

Productivity across **all sectors** is:

**£50,368**

up 13% from 2009

Forecast productivity in 2029

**£25,697**

up 12% from 2019

**£57,747**

up 15% from 2019

#### Employment



#### Top Employing Regions 2019<sup>3</sup>

**Glasgow**

**29,000 jobs**

**Edinburgh, East and Midlothian**

**26,000 jobs**

**Lanarkshire**

**21,900 jobs**

**All Other Regions**

**91,000 jobs**

**Scotland Total<sup>4</sup> Jobs in 2019**

**167,800 jobs**

📅 2029: up by 5% to 175,800

#### Gender split<sup>5</sup>

Data can be found [here](#) at the Scottish Social Services Council (SSSC) website.

#### Vacancies<sup>6,7</sup>



#### Vacancies 2018<sup>8</sup>

**Glasgow City**

**1,787 vacancies**

accounting for 14%

**City of Edinburgh**

**1,757 vacancies**

accounting for 14%

**Fife**

**873 vacancies**

accounting for 7%



**Care Workers and Home Carers**

**5,261 vacancies**

accounting for 43%



**Nurses**

**861 vacancies**

accounting for 7%



**Nursery Nurses and Assistants**

**730 vacancies**

accounting for 6%

Total vacancies in **Social Care**:  
**12,346 vacancies**

**Gender Pay-Gap<sup>9</sup>**  
Full-time employee jobs in **Health and Social Care**:  
**13.6%**

**Scotland: 5.7%**

<sup>1</sup> Forecast by Oxford Economics (unless otherwise stated). This data includes: residential nursing and care activities, residential care, social care without accommodation and child-day care activities.  
<sup>2</sup> GVA is the measure of the value of goods and services produced within the economy. GVA in constant 2016 prices.

<sup>3</sup> Measured by total number of jobs.  
<sup>4</sup> Please note that 2019 is a forecast figure.  
<sup>5</sup> Source: Scottish Social Services Council (SSSC): <https://data.sssc.uk.com/>  
<sup>6</sup> Source: Burning Glass Technolog

ies Jan 2018 - Dec 2018 (based on calendar year). <http://www.burning-glass.com>.  
<sup>7</sup> Burning Glass technologies gather insight on vacancies from online job postings and websites.  
<sup>8</sup> Vacancy data can also be found at the SSSC website: <https://data.sssc.uk.com/data-publications/193-staff-vacancies-in-care-services-2017-report>

<sup>9</sup> Source: ONS 2018, based on the Annual Survey of Hours and Earnings based on full-time employee jobs.

# Social Care

## Current and future skills demand

The sector encompasses: hospital, general medical, dental and human health activities.

### Future Job Openings

From 2019 to 2029 there will be a requirement for:



### Future Job Openings: Top 5 Occupations from 2019 to 2029<sup>11,12</sup>



### Skills Shortage Vacancies and Gaps<sup>13,14</sup>

#### Skills Shortage Vacancies<sup>15</sup>

Density of Skills Shortage vacancies in **Health and Social Care:**  
**28%**



Scotland: 24%

#### Skills Gaps<sup>16</sup>

Density of Skills Gaps in **Health and Social Care:**  
**3%**



Scotland: 5%

### Sectoral Insight<sup>17</sup>



Current skills shortages varies across a range of occupations. These include: childcare and early learning staff, care at home and housing support staff, care home staff and nurses in care home settings.



Skills priorities for the sector include: build a resilient workforce that is flexible and adaptable for integration of health and social care; digital/tech skills to fully exploit the opportunities from advancements in technology, Big Data and AI; social and emotional skills; and leadership skills.



Demand for individuals who can demonstrate working across boundaries, in multi-disciplinary health and social care teams in community and acute settings; specific skills such as dealing with dementia, reablement and dealing with conflict, increased awareness of complex conditions, mental health.



Broader approach to recruitment (be diverse and inclusive and attract young people and also career changers and returners) and clearer career and progression pathways and opportunities to upskill to improve retention..

<sup>10</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. Some figures may not sum due to rounding.

<sup>11</sup> These top five job openings have been identified by the Key Sector Manager who works closely with industry experts and employers. Data is not split by sector as with other sections. Forecast job openings here represents Scotland as a whole.  
<sup>12</sup> Job openings by occupation is provided here at three digit

Standard Occupational Classification level.

<sup>13</sup> Due to the way the Employer Skills Survey collects and reports data, the sectoral definitions vary from those we have used elsewhere in this infographic. To define the Health and Social Care sector, we have used 'Health and Social'.

<sup>14</sup> Registration data can also be found at the SSSC website: <https://data.sssc.uk.com/registration-data>

<sup>15</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>16</sup> Base: All establishments (only 2017 shown). Skills gaps: the proportion of the workforce lacking full proficiency.

<sup>17</sup> Insight provided by the Key Sector Managers who work closely with industry experts and employers.