

Mainly Rural

Current and Future Skills Demand

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

The Economy



Gross Value Added (GVA)¹ in 2019

Total regional GVA is: **£33,145m** **24%** of total Scottish output

Forecast² annual growth (2019-2029):
 Mainly rural: 1.4%
 Scotland: 1.7%
 United Kingdom: 2.0%



Productivity (GVA per job) in 2019

Regional productivity is: **£49,400** Scottish productivity is: **£50,400**

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

Current Demand for Skills



Total Employment in 2019³

670,700 jobs

Total employment between 2009 and 2019:

up by 1% or 5,500 jobs
 Compared to a Scottish increase of 1%



Current Demand for Skills

Sectoral Employment

Top 3 employing sectors in 2019:



Human health & social work (100,000 jobs)



Wholesale & retail (95,700 jobs)



Manufacturing (60,500 jobs)

Employment by Occupation (people)

Occupational structure 2019:⁴

37%
Higher level occupations



36%
Mid-level occupations



27%
Lower level occupations



Skills Shortages and Gaps

The percentage of skills shortage vacancies and skills gaps in rural areas are:⁵



Skills Shortage Vacancies⁶

Rural areas: **26.7%**
 ↘ 3.4 ppt decrease from 2015
 Compared to Scotland: **23.6%**

Skills Gaps⁷

Rural areas: **5.7%**
 ↗ 1.0 ppt increase from 2015
 Compared to Scotland: **5.0%**

* 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.

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' 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.
⁵ Source: Employer Skills Survey, 2017. As data is only available at a regional level, we have used figures for 'Highlands and Islands' and 'South

of Scotland' as a proxy for rural areas.
⁶ Base: All establishments with vacancies (only 2017 shown)
⁷ Base: All establishments

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Future Supply

 Population 2016-2041⁸

Total population:
up by 4% or 62,500 people

Working age population (16-64):
down by 7% or 68,600 people

Forecast change:
Mainly rural: 4%
Scotland: 5%
United Kingdom: 11%

Forecast change:
Mainly rural: -7%
Scotland: -4%
United Kingdom: 8%

Job Openings

From 2019 to 2029 there will be a requirement for:

800 people
Expansion Demand

210,500 people
Replacement Demand

211,200 people
to fill Job Openings⁹

Occupational structure 2029:

34%
Higher level
occupations



28%
Mid-level
occupations



37%
Lower level
occupations



Future Demand for Skills

Total Employment 2019-2029



up by 0.3% or 2,100 jobs

Forecast average annual change:
Mainly rural: 0.03%
Scotland: 0.3%
United Kingdom: 0.5%

Top 3 employing sectors in 2029 are forecast to be:



Human health
& social work
(101,700 jobs)



Wholesale
& retail
(96,100 jobs)



Accommodation
& food services
(56,200 jobs)

From 2019 to 2029
The largest employment growth is forecast in:



Admin
& support
services
(12%)



Arts,
entertainment
& recreation
(11%)



Professional,
scientific &
technical
(10%)

The largest employment decreases are forecast in:



Mining &
quarrying
(-26%)



Manufacturing
(-15%)



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

⁸ Source: National Records of Scotland.

⁹ 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.