

# Scotland's Labour Market – April 2022

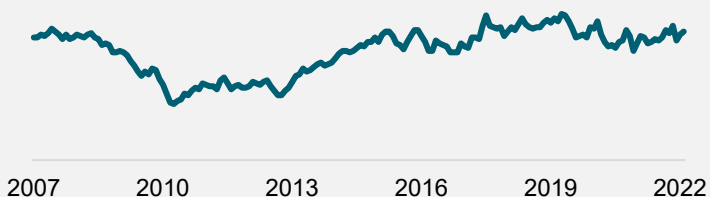
Scotland's labour market position in April is similar to previous months, with a continuation of signs of improvement. The Scottish Government set out *Scotland's National Strategy for Economic Transformation* in March 2022.<sup>1</sup> The strategy prioritises economic growth over the next decade, including the creation of a wellbeing economy and a green economic recovery. The development of skills has an important role in supporting continued economic recovery and inclusive growth. An effective skills system helps support and attract inward investment, increase productivity and tackle inequality and deprivation.

## Headline Labour Market Indicators<sup>2</sup>

### Employment Rate

74.7%

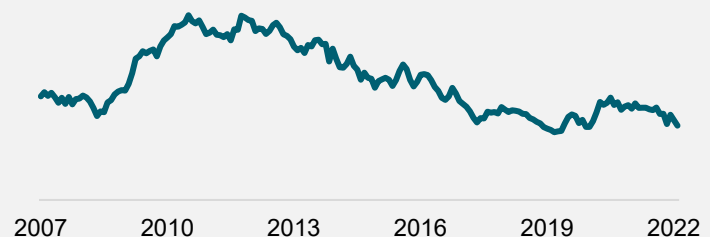
Scotland's employment rate decreased by 0.3 pp in the period covering December - February 2022, compared to the previous quarter. However, the rate remains 0.4 pp higher than the same point in 2021.



### Unemployment Rate

3.5%

Scotland's unemployment rate remains low at 3.5 per cent, a decrease of 0.1 pp in the period covering December to February 2022, compared to the previous quarter.



## Workforce: Regional profile<sup>3</sup>

### Top Employing Regions

**Glasgow City Region**  
519,500 people

**Edinburgh, East and Midlothian**  
435,700 people

**Aberdeen City and Shire**  
294,800 people

**Lanarkshire**  
257,500 people

**Highlands and Islands**  
226,800 people



## Workforce: Industry profile<sup>3</sup>



## Workforce: Occupation profile (top 15 occupations)<sup>3</sup>



1. Scottish Government (2022). [National Strategy for Economic Transformation](#).

2. Labour Force Survey

3 Oxford Economics Forecasts, 2021

## Mid-term Employment Forecast (2021- 2024)<sup>4</sup>



Workforce size 2024:  
**2,677,100 people**



The workforce is expected to grow between 2021 and 2024:

**up by 2.8% or 72,500 people**



The employment forecast for Scotland suggests there could be jobs growth and opportunities created in the mid-term as a result of expansion (the increase in jobs, as a result of economic growth) and the need to replace workers leaving the labour market (e.g. due to retirement and other reasons).



**Expansion Demand**  
**72,500 people**



**Replacement Demand**  
**289,000 people**



**Total Job Openings**  
**361,500 people**

## Current Job Postings<sup>5</sup>

Online job postings data provides a useful barometer of the jobs market. It is important to note that the data does not capture all activity, so it should be considered as an estimate only.

Number of job postings from 1<sup>st</sup> January 2022 to 31<sup>st</sup> March 2022:  
**218,000**



**Glasgow City**  
**66,900 job postings**  
accounting for 31%



**Care workers**  
**9,400 job postings**  
accounting for 4%



**City of Edinburgh**  
**48,200 job postings**  
accounting for 22%



**Administrative roles**  
**7,800 job postings**  
accounting for 4%



**Highland**  
**12,000 job postings**  
accounting for 5%



**Nurses**  
**7,500 job postings**  
accounting for 3%

### Specialised skills

Not all job postings specify the skills required for the role, likewise the detail varies between adverts. Based on information from approximately 57% of job postings the most requested specialised skills were:



## SDS Support for Individuals

### Career Information, Advice and Guidance

We have enhanced our service offers to individuals whose employment, learning or training has been affected by the pandemic, both online and through our dedicated helpline.



### Employment and Redundancy support

We've partnered with local councils to promote four areas of local support: Financial support; Employability; Wellbeing support; Medium to long-term support and advice.

### Green Jobs Workforce Academy

The Green Jobs Workforce Academy can help people take a greener approach to their careers, from accessing training and learning new skills to finding a new job.

### National Transition Training Fund

Phase 2 of the National Transition Training Fund invests £20 million in a series of sectoral projects offering upskilling and reskilling opportunities focused on key and growth sectors.

### My World of Work Job Hub

Helping employers advertise opportunities through the SDS's careers website.

### Online Learning Portal

Helping people develop their skills with free online courses from training providers.