

Regional Skills Assessment

Dumfries and Galloway

October 2025



Regional Skills Assessments

First launched in 2014, Regional Skills Assessments (RSAs) provide a robust and consistent evidence base to support strategic skills investment planning. Skills Development Scotland (SDS) has worked with key partners and stakeholders to produce RSAs, ensuring an inclusive approach to their development, dissemination and utilisation.

RSAs include forecast data that has been commissioned through Oxford Economics. The Technical Note¹ provides full details on the caveats that must be applied when using forecast data, but broadly, it should be noted that:

- Forecasts are based on what we know now and include past and present trends projected into the future.
- The more disaggregated they become, especially at smaller geographical units, the less reliable they are likely to be.
- Their value is in identifying likely directions of travel rather than predicting exact figures.
- The forecasts do not account for national or regional activities, initiatives or investments that are planned.

Industries and occupations used in the RSAs are defined by Standard Industrial Classifications (SIC)² and Standard Occupational Classifications (SOC).³

This RSA report is for Dumfries and Galloway, which covers the Dumfries and Galloway local authority.

A summary of forecast data is also available down to local authority level in the [**RSA Summary Infographics**](#).

The RSAs are part of a suite of Labour Market Insight publications by SDS. Other products in the suite include:



[**Economy, People and Skills**](#) report which provides succinct and up-to-date evidence on Scotland's economy, businesses and people. It is published monthly.



[**Sectoral Skills Assessments**](#) provide Labour Market Insight for key sectors across Scotland. These are published annually.



The [**Data Matrix**](#) is an interactive tool, offering more detailed data from a variety of sources in a visually engaging format. It is updated frequently.

Throughout the report, we indicate where **local authority information is available through the Data Matrix**.

The Data Matrix also contains additional data for the region, including data on employment, unemployment, and economic inactivity from the Annual Population Survey. These are available under the theme Skills Supply.

Alongside the suite of Labour Market Insight publications, SDS also produces a wide range of reports such as statistics on Modern Apprenticeships and the Annual Participation measure for 16-19 year olds. This includes a wide range of data related to equalities. Further information can be found on the [**Publications and Statistics**](#) section of the SDS website.



We value user feedback on the Regional Skills Assessments.

If you would like to provide feedback, please do so [**here**](#).

For any further information or queries on the RSAs or any of our other products, please contact: [**RSA@sds.co.uk**](mailto:RSA@sds.co.uk)

1. RSA Technical Note (2025).

2. Office for National Statistics UK Standard Industrial Classification (SIC) 2007.

3. Office for National Statistics UK Standard Occupational Classification (SOC) 2010.

The Context for Scotland's Labour Market

Over the past decade, the Scottish economy has experienced disruption driven by changes in the global political landscape, the cost-of-living crisis and conflicts in the Middle East and Ukraine. In addition, megatrends in demography, technology, and the environment have continued to shape Scotland's economy and labour market, many of which are interdependent. Below is an overview of the drivers that are expected to have the greatest influence on Scotland's labour market outlook in the near term, based on a comprehensive analysis of both structural and cyclical factors.

The Economy

Scotland and the UK experienced weak economic growth of 1.1% in 2024, with inflation also staying above the 2.0% target. Forecasters expect economic growth to remain at around 1.0% in 2025, with inflation also expected to remain elevated. The effects of rising prices and high interest rates continue to impact Scottish households and businesses. This contributes to the Scottish labour market being cooler in 2025, following a period of sustained tightness in recent years.



Demographic Change

Scotland's population is projected to grow until mid-2047, largely driven by positive net migration, which will offset the anticipated natural decline due to a falling fertility rate. However, whilst the population is growing, it is also ageing. Around one-fifth of Scotland's residents were aged 65 or over in 2024. By 2047, the number of people of pensionable age is expected to increase by 21%. This demographic change has implications for the economy and labour market, by affecting caring responsibilities, tax revenue, and productivity.



Inclusion and Equality

There is a lingering effect from the cost-of-living crisis, which began in 2021, with rising energy prices and financial pressures continuing to have a disproportionate impact on low-to-middle income households. Poverty, including in-work poverty, persists; however, the Fair Work policy agenda aims to reduce labour market inequalities. Barriers to accessing the labour market remain for disabled people and minority ethnic groups, and gender equality still requires progress.



Technology and Automation

Artificial Intelligence (AI) continues to be the core driver in technology transformation. Scotland has a strong technology sector, underpinned by extensive academic and business presence in AI and related fields. The adoption of AI is rapidly increasing among Scottish businesses, particularly in optimising workflows. However, the implications of AI for the labour market remain uncertain. Scotland's strong base in digital and data skills could provide an advantage, but maintaining a skilled workforce will be essential.



Climate Change and Net Zero

The transition to net zero will directly impact the labour market as actions are taken to meet net zero targets. This shift offers significant opportunities for job creation in Scotland, particularly in the clean energy sector. Scotland has strong natural assets, and existing sectoral strengths provide a strong foundation for a green economy. However, upskilling will be crucial for transition to net zero. Especially in the construction, manufacturing, agriculture, energy and transport sectors.



A fuller report on Scotland's Labour Market Drivers can be found [here](#).

Dumfries and Galloway Local Employability Partnership coordinates the local approach to the provision of employment and skills services and to ensure these meet the needs of local people seeking employment, employers, and business groups.

Dumfries and Galloway is part of the South of Scotland Regional Economic Partnership (REP). The South of Scotland Regional Economic Partnership oversees delivery of the Regional Economic Strategy (RES).

The RES sets out a vision for a Green, Fair and Flourishing region and has identified six thematic priorities in achieving this:

- Theme 1 – Skilled and Ambitious People
- Theme 2 – Innovating and Enterprising
- Theme 3 – Rewarding and Fair Work
- Theme 4 – Cultural and Creative Excellence
- Theme 5 – Green and Sustainable Economy
- Theme 6 – Thriving and Distinct Communities

The Regional Economic Partnership has recently refreshed its delivery plan to focus on three "grand challenges" that are viewed as barriers to growth in the region:

- Transport;
- Housing; and
- Skills.

The REP has delegated responsibility to drive forward the delivery of Theme 1 – Skilled and Ambitious People to the Education and Skills Strategic Coordination Group (ESSCG). The ESSCG has commissioned 12 sectoral evidence workshops in the past 2 years, supporting partners to understand current and likely future skills demands across key industries.

Dumfries and Galloway is poised for economic growth, driven by opportunities in energy, manufacturing, and regeneration. The energy sector is particularly promising, with a well-established on-shore wind industry and emerging projects such as the Green Energy Hub and Energy Transition Zone at Chapelcross, which focus on clean energy.

Significant place-based regeneration efforts, like the redevelopment of Annan Harbour, further boost the region's prospects.

These opportunities, while exciting, bring to light concerns among stakeholders about whether there is enough local labour to fully realise this potential. Addressing economic inactivity is thus a key strategy, with efforts focused on helping excluded and disadvantaged groups to re-enter the workforce.

Dumfries and Galloway is also engaged in the Borderlands Inclusive Growth Deal - a collaboration aiming to invest £7 million in South of Scotland's skills infrastructure over the next few years. Partners are currently finalising proposals to ensure continued positive momentum and sustained development.

It is important to note that the forecasts used in this Regional Skills Assessment are policy and investment neutral.



This means the figures present a baseline outlook that takes into account historical trends and external economic conditions, but the figures do not reflect investment or policy that is unconfirmed or at planning/development stage.

This would include, for example, planned developments at the Chapelcross site.

Therefore, the forecasts should be used in conjunction with other sources, and readers are encouraged to overlay these with their own local and sectoral knowledge.



Estimated GVA in **Dumfries and Galloway** in 2025: **£3,699m**

Dumfries and Galloway was estimated to generate 2.2% of Scotland's output in 2025. This share of GVA ranked the region in the bottom quartile of regions for GVA contribution to the Scottish economy.

In 2025, the highest value industries in Dumfries and Galloway were estimated to be:

	Human Health and Social Work Activities	£656m
	Real Estate Activities *	£474m
	Wholesale and Retail Trade	£404m
	Manufacturing	£375m



GVA forecast average annual growth (2025-2028)

Dumfries and Galloway: 1.5%

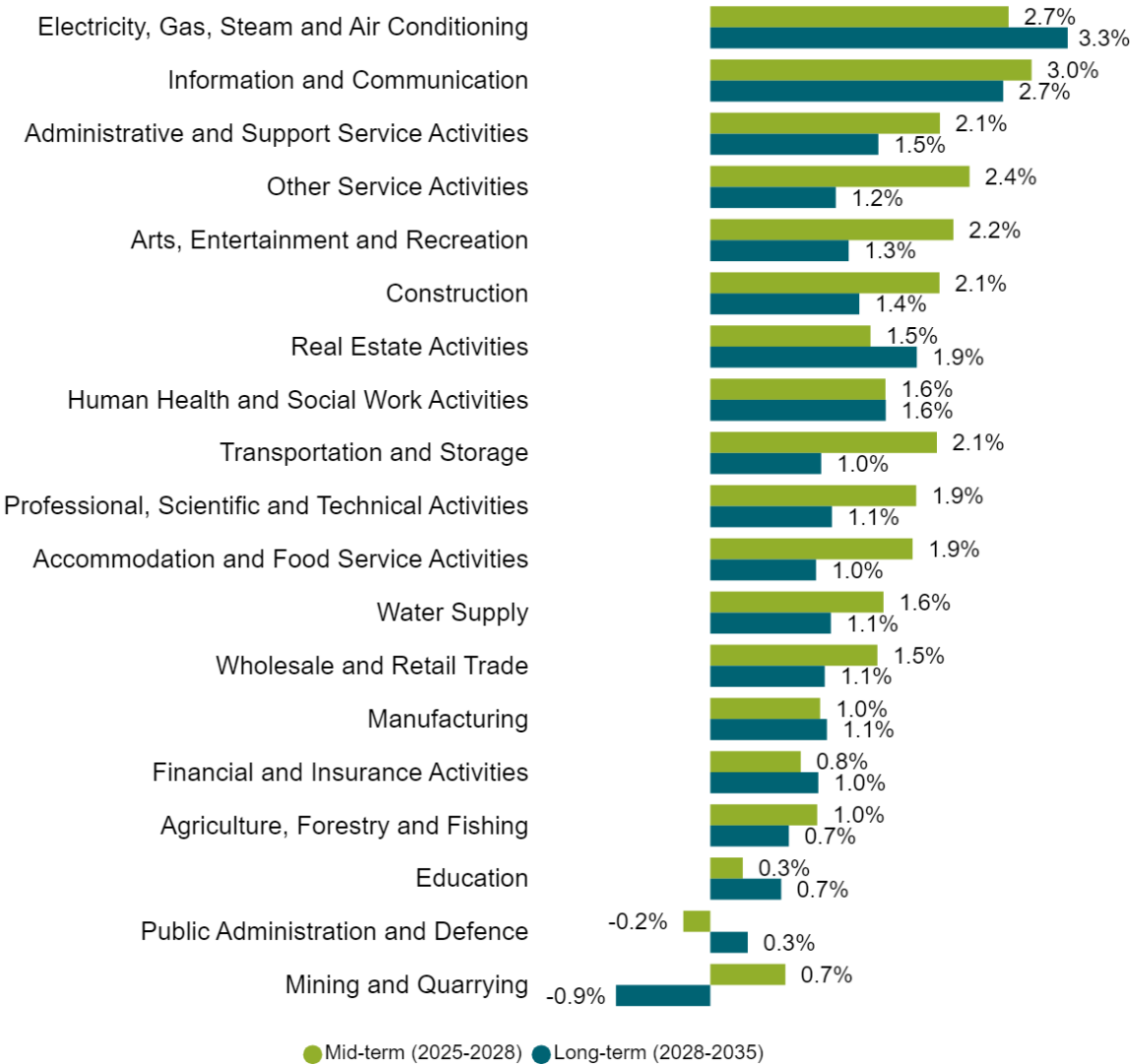
Scotland: 1.7%

GVA forecast average annual growth (2028-2035)

Dumfries and Galloway: 1.3%

Scotland: 1.6%

Forecast Average Annual GVA Change by Industry (%), Dumfries and Galloway



In this report, we have used Oxford Economics' measure of productivity, which is calculated by dividing total regional GVA by total regional employment (measured by jobs). Please note, there are different ways of calculating productivity, and caution is needed when interpreting productivity data presented in this report. It must be considered in the context of other data and insight.

Productivity in **Dumfries and Galloway** was estimated to be **£53,500** in 2025. In comparison, the Scottish average was estimated to be £57,700.



Mid-term Productivity

From 2025 to 2028, productivity in Dumfries and Galloway is forecast to grow by 0.9% on average each year. Over the same period, the Scottish growth rate is forecast to be 0.8%.

Dumfries and Galloway forecast productivity in 2028: **£54,900**

Scotland forecast productivity in 2028: **£59,100**



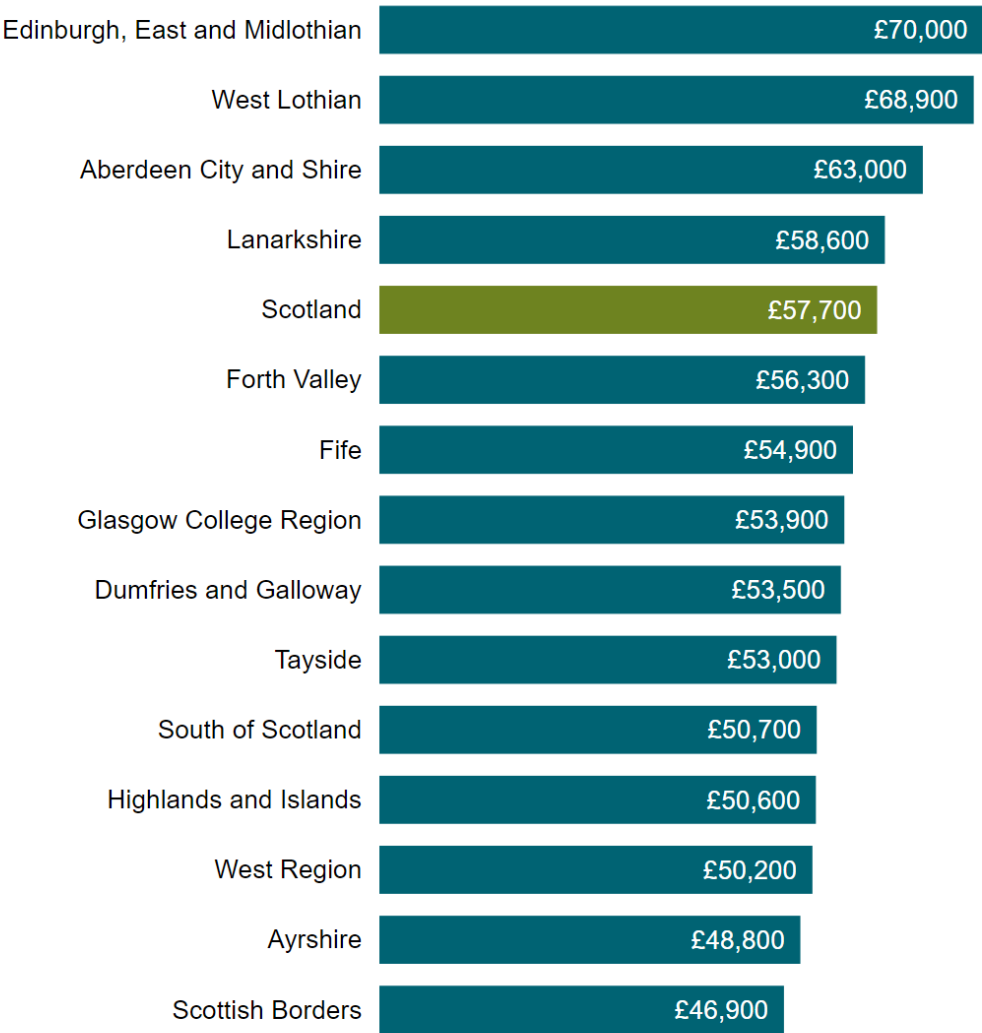
Long-term Productivity

From 2028 to 2035, productivity in Dumfries and Galloway is forecast to grow by 1.1% on average each year. Over the same period, the Scottish growth rate is forecast to be 1.0%.

Dumfries and Galloway forecast productivity in 2035: **£59,300**

Scotland forecast productivity in 2035: **£63,600**

Productivity (2025)



Regional Employment¹



Workforce Size 2025:
62,900 people

The region's workforce was estimated to account for **2.3%** of Scottish employment.

Over the last 10 years (2015-2025), regional employment was estimated to have **declined** by **11.0% (-7,800 people)**. In comparison, employment in Scotland increased by 5.5%.



Workforce Size 2028:
64,000 people

The region's workforce is forecast to **grow** by **1.7% (1,100 people)** between 2025 and 2028.

Compared to a Scotland-wide increase of **2.5%** or **68,000 people**.

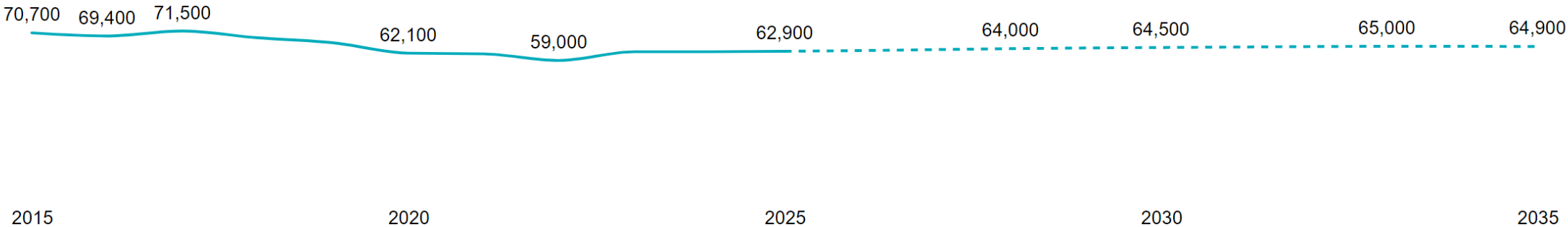


Workforce Size 2035:
64,900 people

The region's workforce is forecast to **grow** by **1.5% (900 people)** between 2028 and 2035.

Compared to a Scotland-wide increase of **4.0%** or **112,500 people**.

Employment and forecast employment (2015-2035) (people), Dumfries and Galloway



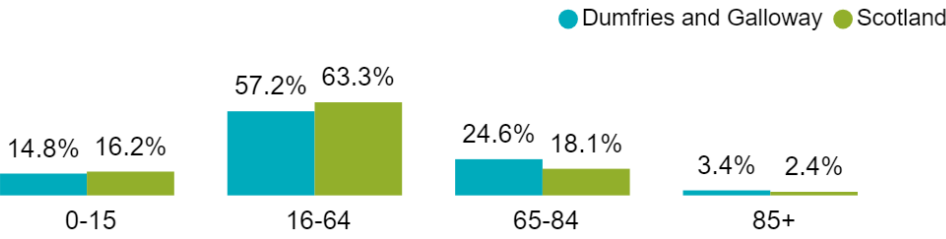
1. SDS (2025). Oxford Economics Forecasts.

Spotlight: Region's People

Population¹



In 2024, the population in **Dumfries and Galloway** was estimated to be **145,860**, accounting for **2.6%** of Scotland's total population. By age, the population distribution of the region and Scotland was:



Disability²

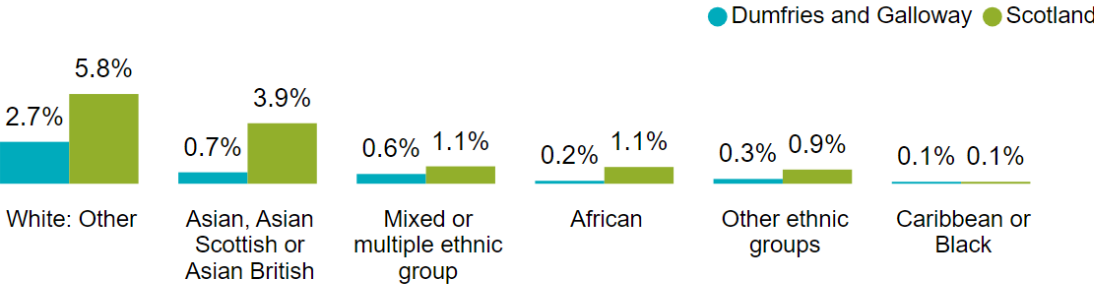


In 2022, the percentage of the population that reported having a health condition or disability that affected their daily activities was:

Dumfries and Galloway: 27.2% **Scotland: 24.1%**

Ethnic Groups²

The majority (**95.4%**) of people in **Dumfries and Galloway** identified as 'White Scottish' or 'Other White British' in 2022. The breakdown of Minority Ethnic groups included:



Population Projections³



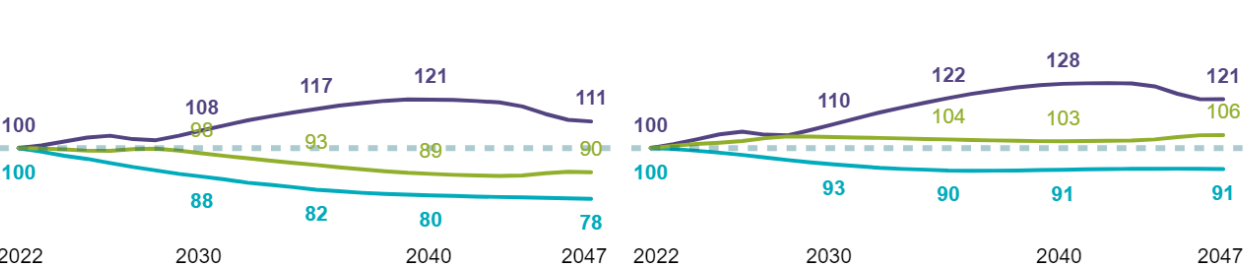
The population is forecast to **decline** by **6.4%** in **Dumfries and Galloway** between 2022 and 2047. Over the same period, the Scottish population is forecast to grow by 6.2%.

The number of people of working age is projected to **decline** by **10.3%** by 2043. While, across Scotland it is forecast to increase by 5.6%.

Index of Regional and National Projections (2022=100)³

Dumfries and Galloway

Scotland



Dependency Ratio⁴

The dependency ratio considers the **non-working age population** (consisting of children and those of pensionable age) **compared to those of working age**. As an example, a dependency ratio of 54% would mean that for every 100 people of working age there are 54 people of non-working age.

Dependency Ratio for **Dumfries and Galloway**:

Dependency Ratio for **Scotland**:

2022: **69%** 2047: **77%** 2022: **54%** 2047: **55%**

1. National Records of Scotland (2025) [Mid-2024 Population Estimates](#)
2. Scottish Government (2024) [Scotland's Census 2022](#)
3. National Records of Scotland (2025) [Projected Population of Scotland: 2022-based](#)
4. SDS analysis of: National Records of Scotland (2025) [Projected Population of Scotland: 2022-based](#)

Employment by Industry¹

The largest employing industries in the region in 2025 (based on people) were estimated to be:

 **Human Health and Social Work Activities**
14,000

 **Wholesale and Retail Trade**
7,100

 **Education**
5,900

Between 2025 and 2028, employment in the region is forecast to grow, however industries will have varying performance. The greatest employment growth is forecast in Human Health and Social Work Activities, with 300 more people by 2028. While Manufacturing is forecast to have the greatest employment contraction (-300 people) in the mid-term.

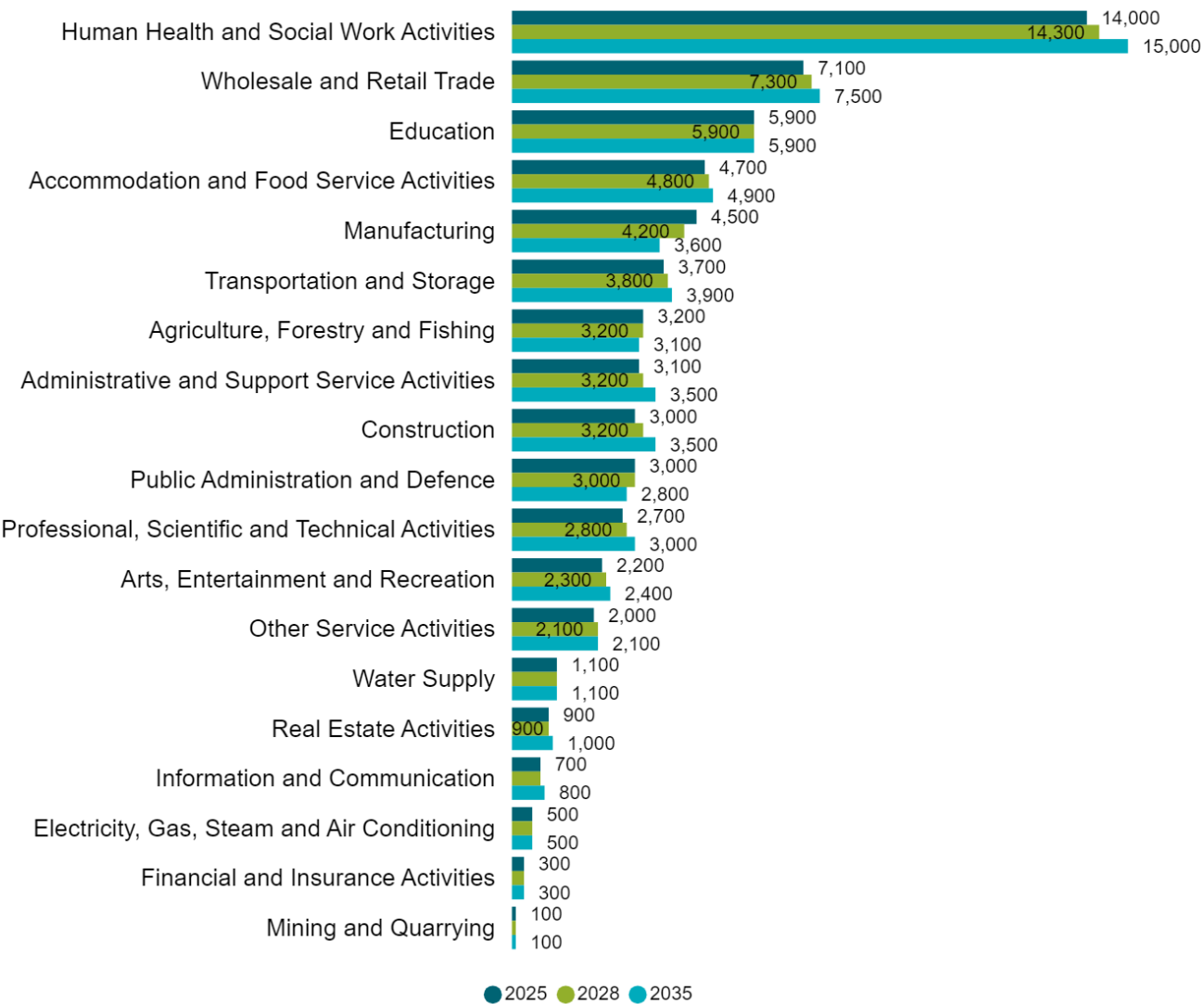
Over the long-term, between 2028 and 2035, the greatest employment growth is forecast in Human Health and Social Work Activities, with 700 more people by 2035. While Manufacturing is forecast to have the greatest employment contraction (-600 people) in the long-term.

In 2025, Forestry and Logging was estimated to be the region's greatest specialism, with the percentage of employment in this industry 5.7 times greater than the Scottish average. The second largest specialism was estimated to be Crop and Animal Production, Hunting and Related Service Activities (4.9 times greater in the region than the Scottish average).



Figures may not sum due to rounding.

Employment by Industry, Dumfries and Galloway



For data on employment by industry/key sector at local authority level please see the **Data Matrix**.

(Theme: Skills Demand; Topic: Employment Forecast by Industry)

1. SDS (2025). Oxford Economics Forecasts.

Employment by Occupation¹

The largest employing occupational groups in the region in 2025 (based on people) were estimated to be:

 **Caring Personal Service Occupations**
6,800

 **Administrative Occupations**
5,100

 **Elementary Occupations: Clerical and Services**
5,100

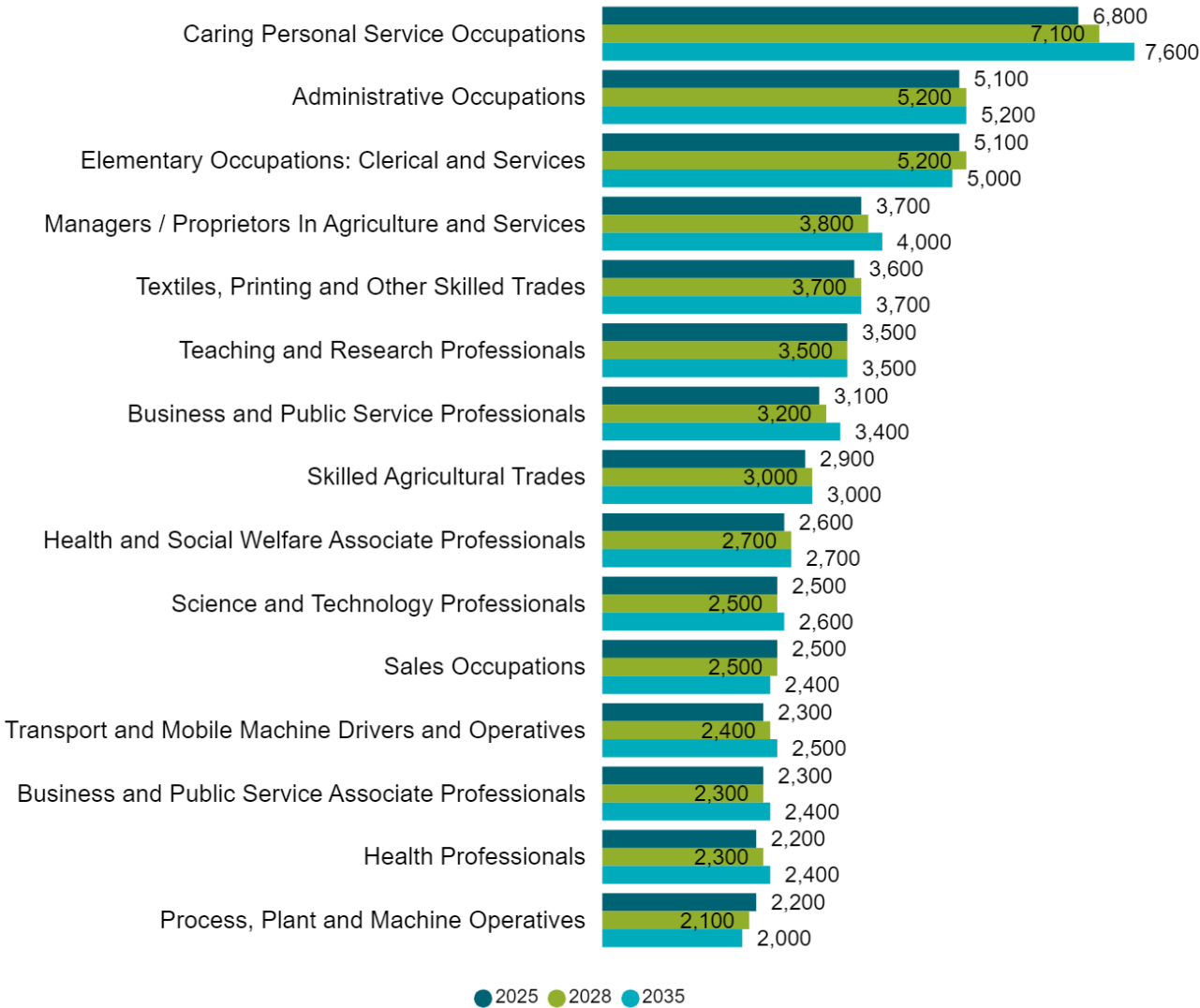
In 2025, 38.8% of employed people in the region were in 'higher-level' occupations*, which was a lower percentage of the workforce than Scotland (50.8%). 'Mid-level' occupations accounted for 38.4% of the workforce, which was a higher percentage of the workforce than Scotland (27.8%). Around 22.8% of people were employed in 'lower-level' occupations, which was a higher percentage of the workforce than Scotland (21.3%).

Between 2025 and 2028, the greatest growth is forecast to be in Caring Personal Service Occupations (200 people). While Process, Plant and Machine Operatives is likely to experience the greatest contraction (-100 people).

Over the long-term, between 2028 and 2035, the greatest growth is forecast to be in Caring Personal Service Occupations (500 people). While Process, Plant and Machine Operatives is likely to experience the greatest contraction (-200 people).

Figures may not sum due to rounding.

Employment in the 15 Largest Occupational Groups, Dumfries and Galloway

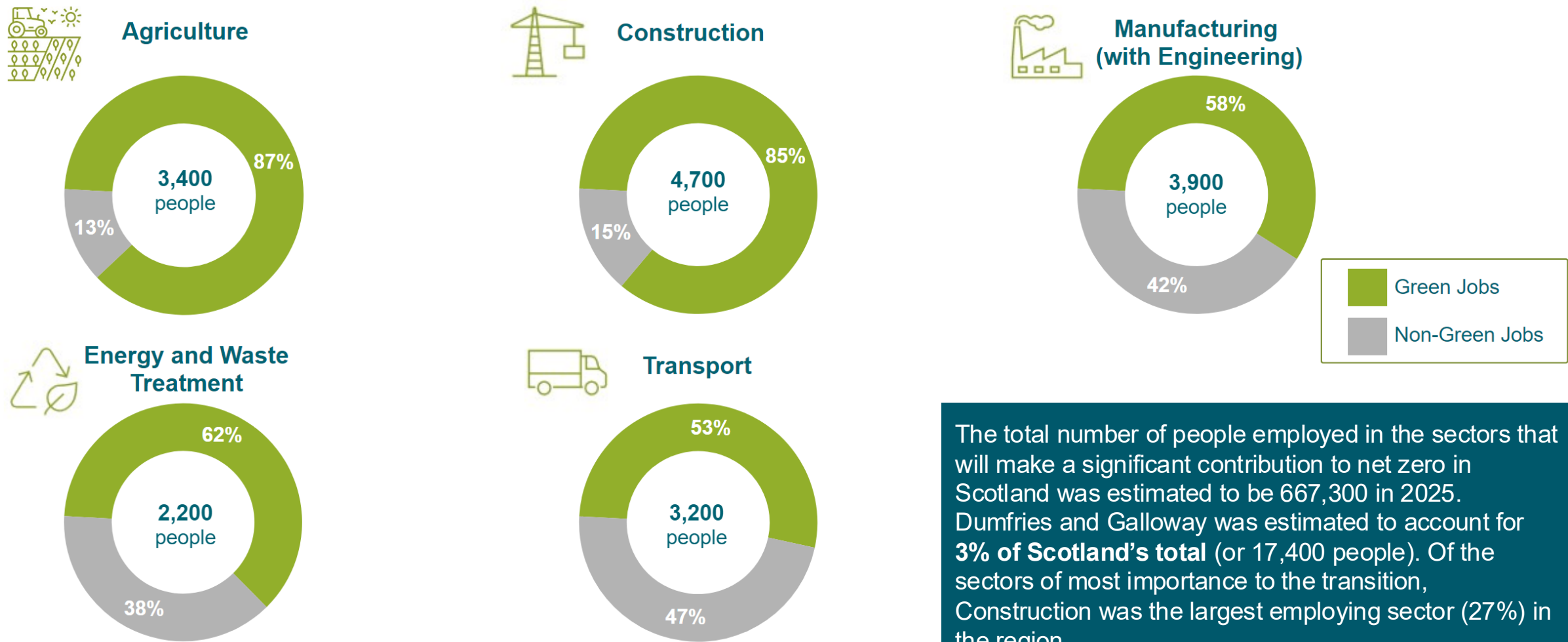


For data on employment by occupation at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Employment Forecast by Occupation)

1. SDS (2025). Oxford Economics Forecasts.
* See RSA Technical Note (2025) for an explanation of what is defined as 'higher-level', 'mid-level' and 'lower-level' occupations.

Transition to Net Zero¹

Identified as part of the Climate Emergency Skills Action Plan (CESAP), the sectors² listed below **make a significant contribution to the transition to net zero** and have the greatest potential for skills implications and jobs growth arising from it. We have been able to establish the split between green jobs and non-green jobs for the College regions. Green jobs in Scotland are defined by three different categories: enhanced skills and knowledge, increased demand and new and emerging.³ Presented below is the **number of people estimated to be employed in these sectors within Dumfries and Galloway in 2025.**



The total number of people employed in the sectors that will make a significant contribution to net zero in Scotland was estimated to be 667,300 in 2025. Dumfries and Galloway was estimated to account for **3% of Scotland's total** (or 17,400 people). Of the sectors of most importance to the transition, Construction was the largest employing sector (27%) in the region.

Figures may not sum due to rounding.

1. SDS (2025). Oxford Economics Forecasts.

2. The sectors that make a significant contribution to the net zero transition were identified in [the Green Jobs in Scotland report](#).

Due to the methodology adopted, the footprint of sectors presented on this page differs from the industry footprint presented elsewhere in this report, and in our Sectoral Skills Assessments (SSAs). Please find a full list of the

Standard Industrial Classification (SIC) codes used to define these sectors in the Green Jobs in Scotland report (and on this page) [here](#).

3. Please see page 13 for more information.

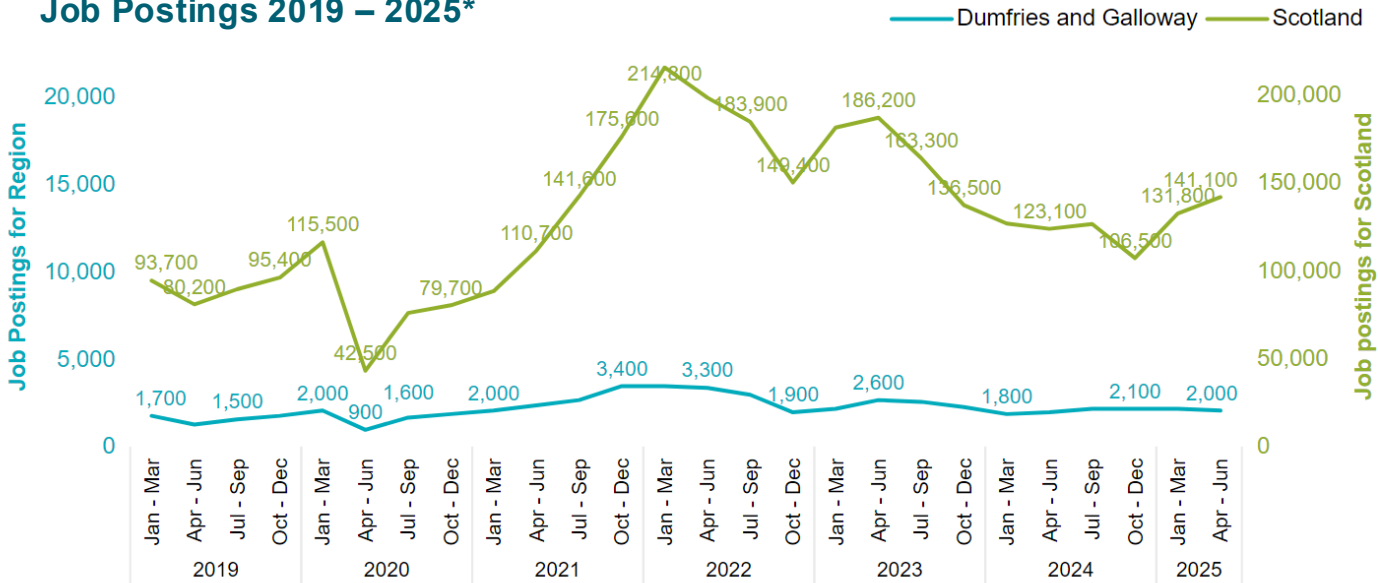
Job Postings¹

Online job postings data provides a useful barometer for the health of the jobs market, real-time employer demand and can indicate changing skills demands. It is important to note that the data does not capture all activity, so it should be considered as an estimate only.

The labour market has cooled across Scotland, and job postings have declined from a peak in 2022. In Dumfries and Galloway, the peak in job postings occurred in November 2021, slightly earlier than Scotland's peak in March 2022.

Whilst the labour market has softened, there has been sustained demand for workers in the region in the first six months of 2025. Job postings in Dumfries and Galloway accounted for 1.5% of Scotland's total job postings between January and June 2025.

Job Postings 2019 – 2025*



Between January and June 2025, there were 4,100 job postings in Dumfries and Galloway, of which:

The locations with the most jobs advertised were:

Dumfries
1,800 job postings

Lockerbie
400 job postings

Gretna
300 job postings

Stranraer
200 job postings

Annan
200 job postings

Castle Douglas
100 job postings

Specialised skills and knowledge were:

• Social Work

• Personal Care

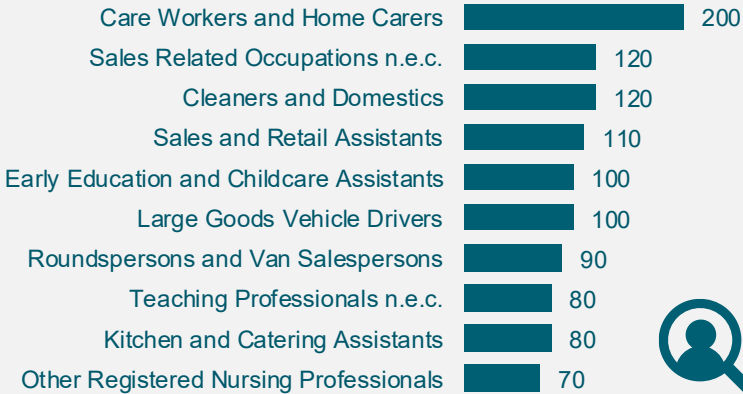
• Auditing

• Cooking

• Finance

• Risk Analysis

The top job postings were for:



Figures may not sum due to rounding.

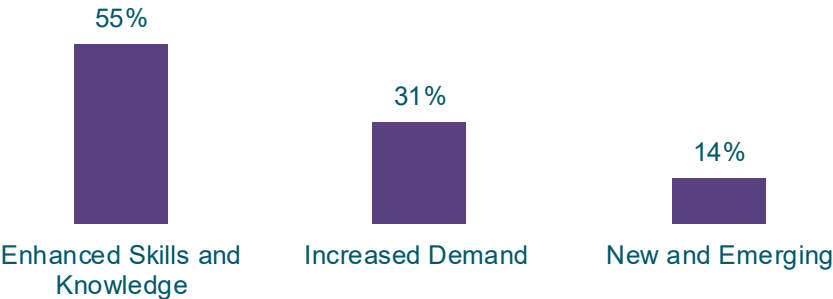
Green Job Postings¹



Out of the 4,100 job postings in Dumfries and Galloway between January and June 2025, **32% (1,300) were for green jobs**. This was a lower proportion of green job postings than the Scottish average (41%). The number of green job postings in the region accounted for 1% of all green job postings in Scotland.



Between January and June 2025, **over half of green job postings** in Dumfries and Galloway were for Enhanced Skills and Knowledge roles.



The green jobs in demand in each category between January and June 2025 included:

Enhanced Skills and Knowledge:



Vehicle Technicians, Mechanics and Electricians

Increased Demand:

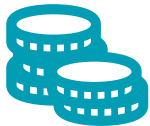


Large Goods Vehicle Drivers

New and Emerging:



Engineering Technicians



The median advertised salary for **green jobs** in Dumfries and Galloway was **£35,000*** in the first six months of 2025.

This was higher than the median advertised salary for all jobs in the region which was £28,400**.

The **Green Jobs in Scotland** research uses an **inclusive definition** to define green jobs.

This definition recognises that there will be an ongoing process of ‘greening’ across the economy due to the transition to net zero, and a broad range of jobs will be impacted in different ways as a result.

Green jobs can be classified into one of the following three categories:

- 1. Enhanced Skills and Knowledge:** Existing occupations which will require significant change to the work and worker requirements due to green economy activities.
- 2. Increased Demand:** Existing occupations which will be needed in higher numbers due to green economy activities.
- 3. New and Emerging:** New occupations which are created because of the need for unique work and worker requirements due to green economy activities.

The full list of occupations (defined using Standard Occupation Classification (SOC) 2020) can be found [here](#).

Figures may not sum due to rounding.



More information on the CESAP Pathfinder can be found [here](#).

1. Lightcast, 2025.

*Median salary based on 38% of job postings.

**Median salary based on 38% of job postings.

Future Demand in the Mid-Term (2025-2028)¹

Oxford Economics' forecasts should be used as guidance only on the overall trends based on current evidence - rather than definitive numbers. There are still a wide range of factors which may impact on the labour market. It is important to note that the forecasts do not account for national or regional activities, initiatives or investments such as those mentioned in our section on Regional Insight, which are likely to influence the outlook presented. Users of the RSAs are encouraged to overlay the forecasts with their local knowledge.

Earlier in the report, we examined the future total employment in Dumfries and Galloway. This part of the report focuses on the total requirement, which introduces not only employment growth or contraction but also the need to replace workers leaving the labour market due to retirement and other reasons.

The mid-term forecast suggests there could be a total requirement for **9,800** people in **Dumfries and Galloway**. Between 2025 and 2028, replacement demand could create the need for **8,700** people, while **positive** expansion demand is forecast to result in **1,100 additional** workers.

In **Scotland**, there could be a total requirement for **398,300** people in the mid-term. Between 2025 and 2028, replacement demand could create the need for **330,300** people, while **positive** expansion demand is forecast to result in **68,000 additional** workers.

Figures may not sum due to rounding.



The total requirement by qualification for **Dumfries and Galloway**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
600	4,100	1,900	2,300	300	600
6%	42%	19%	23%	3%	7%

The total requirement by qualification for **Scotland**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
37,800	191,300	49,500	78,400	10,400	30,900
9%	48%	12%	20%	3%	8%



Future Demand in the Mid-Term (2025-2028) by Industry¹

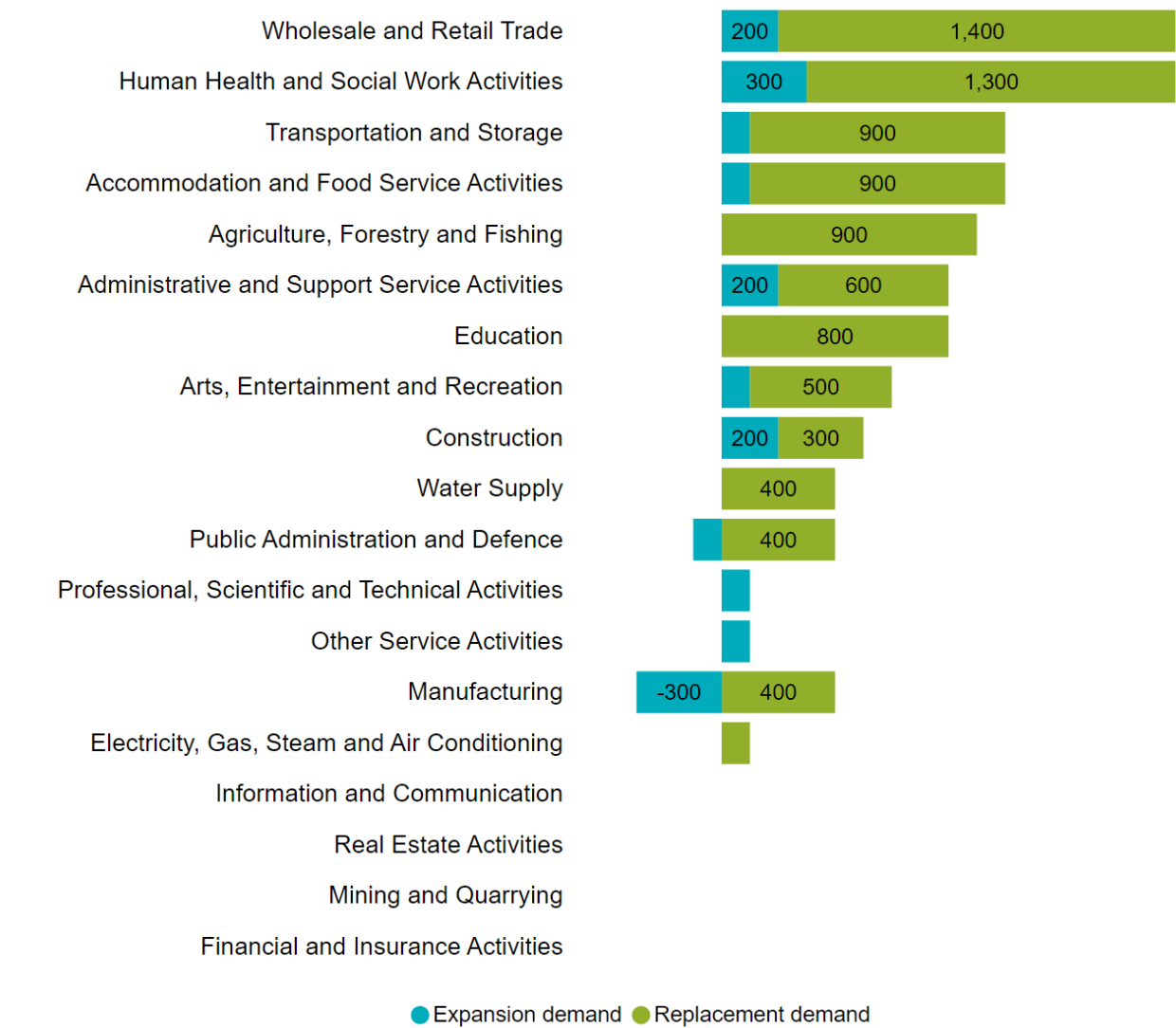
By industry, the greatest number of people are forecast to be required in:

- **Wholesale and Retail Trade**
1,600
- **Human Health and Social Work Activities**
1,600
- **Transportation and Storage**
1,100

Headline figures for each industry do not show how the composition of the industry is changing. Within the industries, there are changes to operating practices and consumer behaviours driven by automation, digitalisation and the transition to net zero. Additionally, industries are defined using SIC codes, which might not reflect the full complexity and diversity within each sector. For example, High Value Manufacturing activities would not be fully captured within the traditional definition of Manufacturing, and it would span across different industries, such as Professional, Scientific and Technical Activities. We encourage readers to keep these two points in mind when interpreting the data. For further sectoral evidence, please see our Sectoral Skills Assessments.

Figures may not sum due to rounding.

Forecast Total Requirement by Industry (2025-2028), Dumfries and Galloway



1. SDS (2025). Oxford Economics Forecasts.

Future Demand in the Mid-Term (2025-2028) by Occupation¹

By occupation, the greatest number of people are forecast to be required in:

 **Elementary Occupations: Clerical and Services**
1,200

 **Teaching and Research Professionals**
1,000

 **Textiles, Printing and Other Skilled Trades**
1,000

As mentioned, there is forecast to be a total requirement for 9,800 people in the region over the mid-term. 'Higher-level' occupations* are forecast to account for 31.9% of this total requirement, followed by 42.4% in 'mid-level' occupations and 25.7% in 'lower-level' occupations. Across Scotland, 52.2% of total requirement will be in 'higher-level' occupations, 26.5% in 'mid-level' occupations and 21.4% in 'lower-level' occupations.

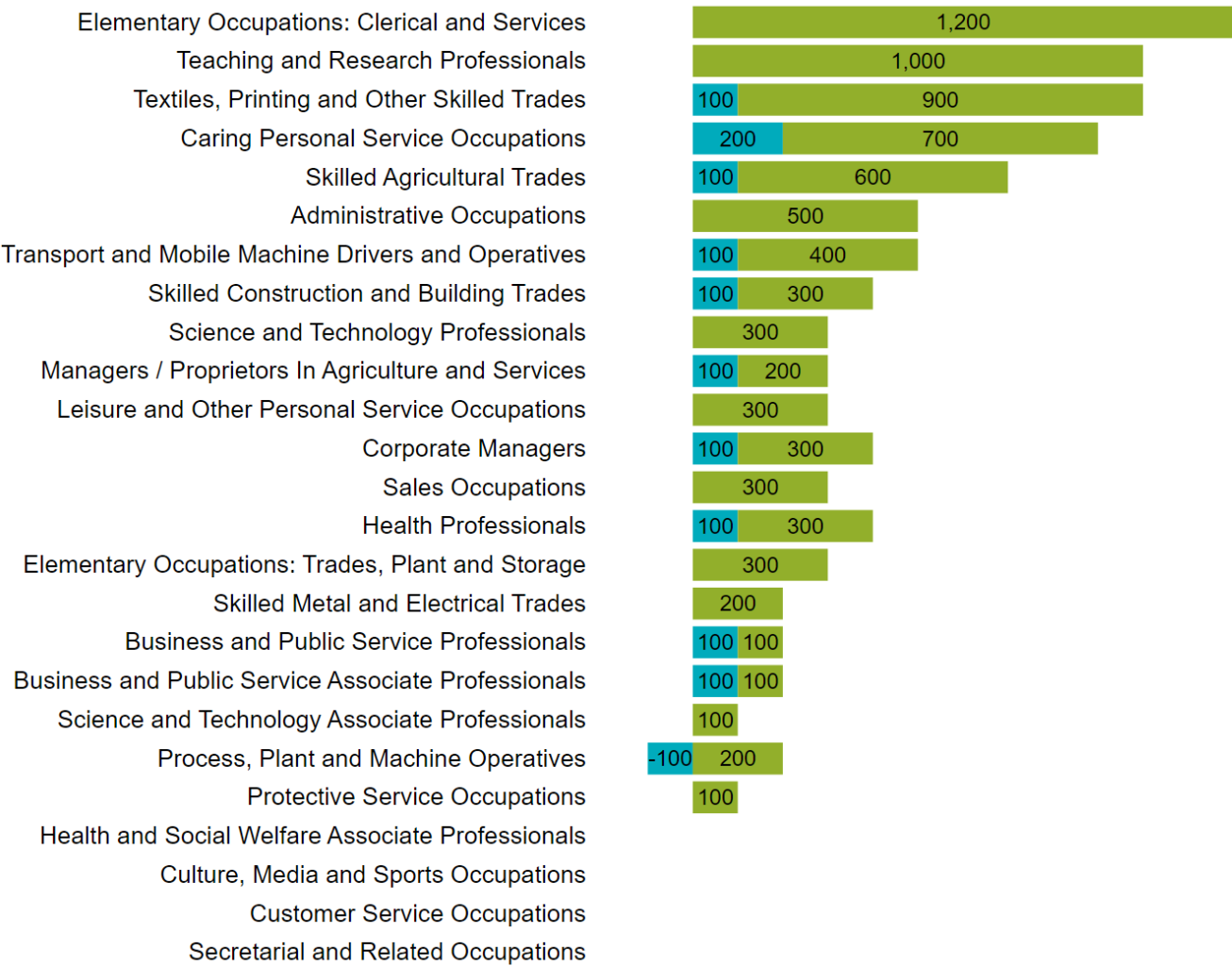


New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

On the next page, the mid-term total requirement is presented with an intersection by both Industry (SIC 1) and Occupation (SOC 1).

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2025-2028), Dumfries and Galloway



● Expansion demand ● Replacement demand



For data on future demand by occupation at local authority level please see the Data Matrix.

(Theme: Skills Demand; Topic: Total Requirement by Occupation)

¹ SDS (2025). Oxford Economics Forecasts.

* See RSA Technical Note (2025) for an explanation of what is defined as 'higher-level', 'mid-level' and 'lower-level' occupations.

Future Demand in the Mid-Term (2025-2028) by Industry and Occupation¹

Forecast Total Requirement by Industry and Occupation (2025-2028) (people), Dumfries and Galloway

Figures may not sum due to rounding.

	Managers, Directors and Senior Officials	Professional Occupations	Associate Professional and Technical Occupations	Administrative and Secretarial Occupations	Skilled Trades Occupations	Caring, Leisure and Other Service Occupations	Sales and Customer Service Occupations	Process, Plant and Machine Operatives	Elementary Occupations
▲									
Agriculture, Forestry and Fishing	0	0	0	0	600	0	0	0	100
Mining and Quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	0	0	0	0	100	0	0	-100	0
Electricity, Gas, Steam and Air Conditioning	0	0	0	0	0	0	0	0	0
Water Supply	0	100	0	0	100	0	0	100	100
Construction	0	0	0	0	300	0	0	0	0
Wholesale and Retail Trade	200	100	0	100	400	0	400	100	200
Transportation and Storage	100	0	0	100	100	100	0	400	300
Accommodation and Food Service Activities	100	0	0	0	500	0	0	0	300
Information and Communication	0	0	0	0	0	0	0	0	0
Financial and Insurance Activities	0	0	0	0	0	0	0	0	0
Real Estate Activities	0	0	0	0	0	0	0	0	0
Professional, Scientific and Technical Activities	0	0	0	0	0	0	0	0	0
Administrative and Support Service Activities	100	0	0	0	200	0	0	0	300
Public Administration and Defence	0	100	100	100	0	0	0	0	0
Education	0	700	0	0	0	0	0	0	0
Human Health and Social Work Activities	100	400	100	100	100	700	0	0	100
Arts, Entertainment and Recreation	100	100	100	0	100	200	0	0	100
Other Service Activities	0	0	0	0	0	0	0	0	0

Future Demand in the Long-Term (2028-2035)¹

The long-term forecast is more changeable than the mid-term forecasts and could be influenced by a range of factors that are less known. It is important to note that the forecasts do not account for national or regional activities, initiatives or investments like those mentioned in our section on Regional Insight, which are likely to influence the long-term outlook presented. Oxford Economics' forecasts should be used as guidance on overall trends based on current evidence - rather than definitive numbers.

In Dumfries and Galloway, the labour market forecast for the long-term (2028-2035) suggests employment is expected to grow, and there could be opportunities created as a result of the need to replace workers leaving the labour market due to retirement and other reasons.

Forecasts for the long-term suggest there could be a total requirement for **20,600** people in **Dumfries and Galloway**. Between 2028 and 2035, replacement demand could create the need for **19,600** people, while **positive** expansion demand is forecast to result in **900 additional** workers.

In **Scotland**, there could be a total requirement for **885,200** people in the long-term. Between 2028 and 2035, replacement demand could create the need for **772,800** people, while **positive** expansion demand is forecast to result in **112,500 additional** workers.

Figures may not sum due to rounding.



The total requirement by qualification for **Dumfries and Galloway**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
1,300	8,600	3,800	5,200	400	1,200
6%	42%	19%	25%	2%	6%

The total requirement by qualification for **Scotland**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
81,500	427,000	104,500	190,000	15,800	66,400
9%	48%	12%	21%	2%	8%



Future Demand in the Long-Term (2028-2035) by Industry¹

By industry, the greatest number of people are forecast to be required in:

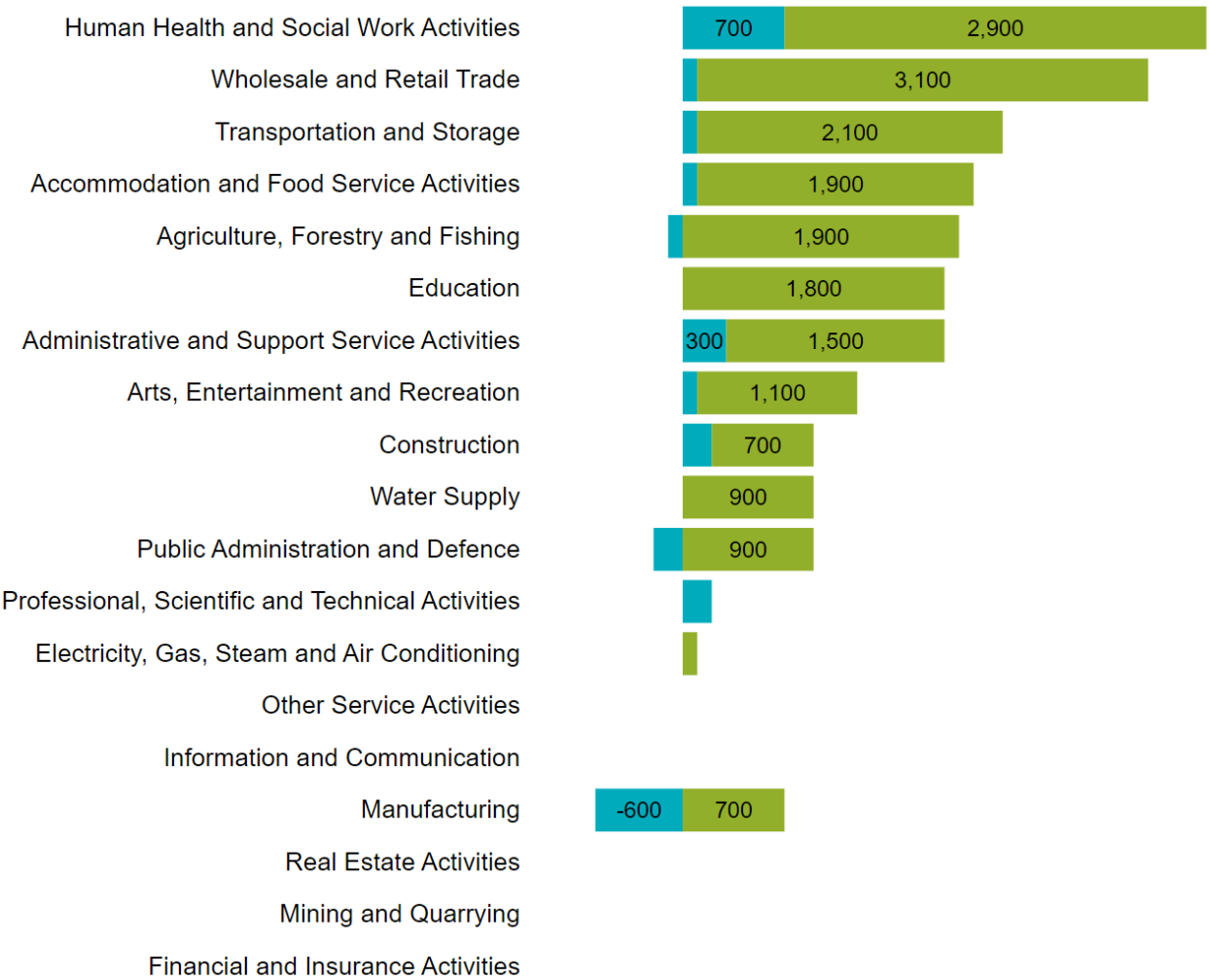
 **Human Health and Social Work Activities**
3,600

 **Wholesale and Retail Trade**
3,300

 **Transportation and Storage**
2,200

The mid-term forecast analysis indicated that some industries are experiencing a shift in their operational practices, and this trend is also applicable to the long term outlook.

Forecast Total Requirement by Industry (2028-2035), Dumfries and Galloway



● Expansion demand ● Replacement demand

Figures may not sum due to rounding.



For data on future demand by industry at local authority level please see the **Data Matrix**.
(Theme: Skills Demand; Topic: Total Requirement by Industry)

1. SDS (2025). Oxford Economics Forecasts.

Future Demand in the Long-Term (2028-2035) by Occupation¹

By occupation, the greatest number of people are forecast to be required in:

 **Elementary Occupations: Clerical and Services**
2,500

 **Teaching and Research Professionals**
2,400

 **Textiles, Printing and Other Skilled Trades**
2,100

There is forecast to be a total requirement for 20,600 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 32.9% of this total requirement, followed by 42.4% in 'mid-level' occupations and 24.7% in 'lower-level' occupations. Across Scotland, 54.0% of total requirement will be in 'higher-level' occupations, 25.9% in 'mid-level' occupations and 20.1% in 'lower-level' occupations.



New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

On the next page, the long-term total requirement is presented with an intersection by both Industry (SIC 1) and Occupation (SOC 1).

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2028-2035), Dumfries and Galloway



For data on future demand by occupation at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement by Occupation)

1. SDS (2025). Oxford Economics Forecasts.
* See RSA Technical Note (2025) for an explanation of what is defined as 'higher-level', 'mid-level' and 'lower-level' occupations.

Future Demand in the Long-Term (2028-2035) by Industry and Occupation¹

Forecast Total Requirement by Industry and Occupation (2028-2035) (people), Dumfries and Galloway

Figures may not sum due to rounding.

	Managers, Directors and Senior Officials	Professional Occupations	Associate Professional and Technical Occupations	Administrative and Secretarial Occupations	Skilled Trades Occupations	Caring, Leisure and Other Service Occupations	Sales and Customer Service Occupations	Process, Plant and Machine Operatives	Elementary Occupations
▲									
Agriculture, Forestry and Fishing	100	0	0	0	1,300	0	0	0	300
Mining and Quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	0	100	0	0	100	0	0	-200	0
Electricity, Gas, Steam and Air Conditioning	0	0	0	0	100	0	0	0	0
Water Supply	0	200	100	100	100	0	0	100	300
Construction	100	100	0	0	600	0	0	0	100
Wholesale and Retail Trade	400	100	100	200	900	0	700	300	500
Transportation and Storage	100	100	100	100	200	100	0	900	600
Accommodation and Food Service Activities	200	0	0	0	1,000	100	0	0	700
Information and Communication	0	0	0	0	0	0	0	0	0
Financial and Insurance Activities	0	0	0	0	0	0	0	0	0
Real Estate Activities	0	0	0	0	0	0	0	0	0
Professional, Scientific and Technical Activities	0	0	0	100	0	0	0	0	0
Administrative and Support Service Activities	200	100	100	100	500	100	0	0	700
Public Administration and Defence	0	200	200	100	0	0	0	0	100
Education	0	1,500	100	0	0	100	0	0	0
Human Health and Social Work Activities	100	1,000	200	200	200	1,600	0	0	200
Arts, Entertainment and Recreation	200	100	100	0	300	300	0	0	100
Other Service Activities	0	0	0	0	0	0	0	0	0

For further information or queries on the RSAs or any of our other products, please contact: [**RSA@sds.co.uk**](mailto:RSA@sds.co.uk)