

Regional Skills Assessment Stirling and Clackmannanshire City Region Deal

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 Stirling and Clackmannanshire City Region Deal, which covers the Clackmannanshire and Stirling local authorities. Throughout the RSA we refer to the region as Stirling and Clackmannanshire.

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.



<u>Sectoral Skills Assessments</u> provide Labour Market Insight for key sectors across Scotland. These are published annually.



The <u>Data Matrix</u> 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 <u>Publications and Statistics</u> section of the SDS website.



We value user feedback on the Regional Skills Assessments.

If you would like to provide feedback, please do so <u>here</u>.

For any further information or queries on the RSAs or any of our other products, please contact: RSA@sds.co.uk

- 1. RSA Technical Note (2025).
- Office for National Statistics UK Standard Industrial Classification (SIC) 2007.

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 lowto-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 Al 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



Regional Insight¹

The Forth Valley Regional Economic Partnership is continuing to develop a Regional Economic Strategy (RES) with a proposal to develop a Regional economic partnership for the region. The Forth Valley Regional Skills Action Plan (FVRSAP) has been published to support the successful delivery of the RES.

The FVRSAP is a framework for collaboration around skills development in the region. It has been informed by a review of evidence as well as consultation with employers and stakeholders. The plan supports the two deals and the future plans for Grangemouth (Grangemouth Just Transition Plan recommendations highlighted in the Forth Green Freeport Business case and Project Willow).

The FVRSAP was formed around three central missions:

- Mission 1: Businesses in Forth Valley have the people and skills to flourish;
- **Mission 2**: A just and fair labour market for people living and working in Forth Valley;
- Mission 3: Ensuring a collaborative approach to addressing regional skills needs.

The <u>Stirling and Clackmannanshire City Regional</u> <u>Deal</u> is looking to invest in a Regional Skills and Inclusion Programme, Innovation, Culture Heritage and Tourism, Transport, Connectivity and Low

Carbon, Capital Fund for Clackmannanshire and Infrastructure.

The Regional Skills and Inclusion Programme aims to use the opportunities from the Deal to promote equality and maximise economic benefits for residents. In doing so, employers providing fair work opportunities will have access to a well-skilled labour pool. The Programme consists of two complementary projects: Flexible Skills Delivery and Inclusion and Investment Fund.

The Flexible Skills project aims to develop entry routes and skills pathways that connect to specific labour markets stimulated by the capital programme, for example, Innovation, Digital, Tourism, Construction, Energy and Transport. Using an evidence-based approach to skills and inclusion, funding will be targeted to deliver strong local pathways specifically for those facing exclusion and to provide wider opportunities for learning from early years upwards.

The Regional Skills and Inclusion Programme will target those excluded from the job market and influence the regional skills and employability ecosystem in a structured response Deal-driven labour market changes. The University of Stirling is leading a multi-million-pound levelling up programme.

A Local Policy Innovation Partnership (LPIP) made up of the University of Stirling, the Scottish Environment Protection Agency and Scottish Water will optimise outcomes from water and water resources using the Forth Water Basin (FORTH2O). Its aims are sustainable and inclusive growth, community resilience and empowerment, and productive and harmonious relationships between human and natural systems.

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, Japanese gardens, the Scottish International Environmental Centre. National aquatic technology and innovation hub and Stirling studios.

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.

Economic Performance¹



Estimated GVA in **Stirling and Clackmannanshire** in 2025: **£4,005**m

Stirling and Clackmannanshire was estimated to generate 2.4% of Scotland's output in 2025. This share of GVA ranked the region in the bottom guartile of regions for GVA contribution to the Scottish economy.

In 2025, the highest value industries in Stirling and Clackmannanshire were estimated to be:

Manufacturing

£479m



Real Estate Activities *

£444m



Professional, Scientific and Technical Activities

£425m



Human Health and Social Work Activities

£420m



GVA forecast average annual growth (2025-2028)

Stirling and Clackmannanshire: 1.9%

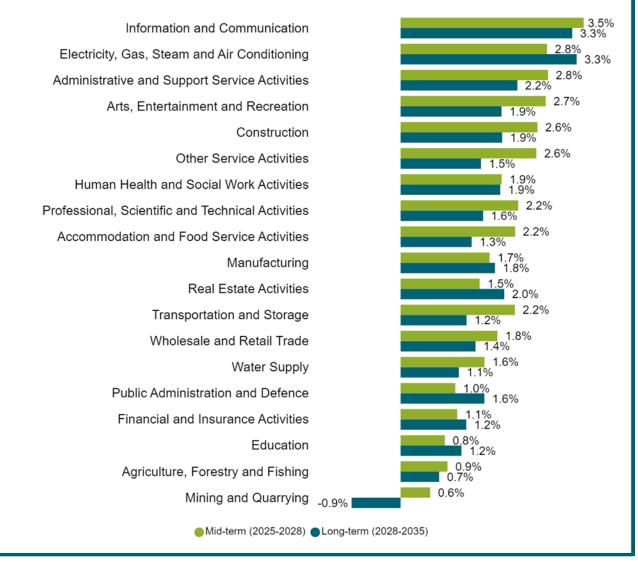
Scotland: 1.7%

GVA forecast average annual growth (2028-2035)

Stirling and Clackmannanshire: 1.7%

Scotland: 1.6%

Forecast Average Annual GVA Change by Industry (%), Stirling and Clackmannanshire



Productivity¹

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 **Stirling and Clackmannanshire** was estimated to be **£55,100** in 2025. In comparison, the Scottish average was estimated to be £57,700.



Mid-term Productivity

From 2025 to 2028, productivity in Stirling and Clackmannanshire is forecast to grow by 0.7% on average each year. Over the same period, the Scottish growth rate is forecast to be 0.8%.

Stirling and Clackmannanshire forecast productivity in 2028: £56,400

Scotland forecast productivity in 2028: £59,100

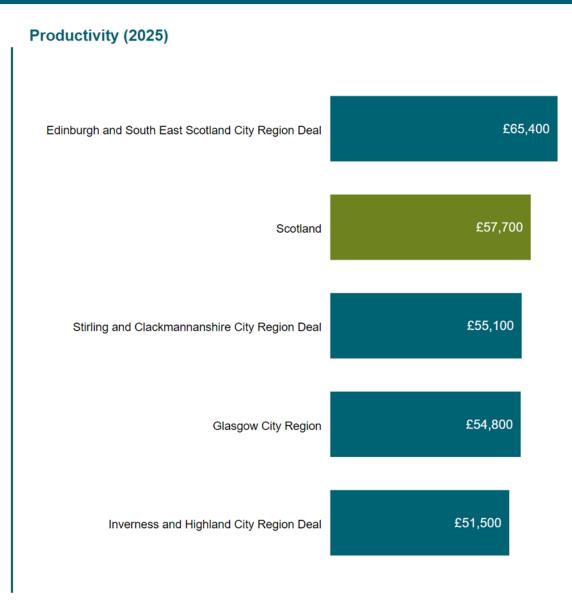


Long-term Productivity

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

Stirling and Clackmannanshire forecast productivity in 2035: £60,300

Scotland forecast productivity in 2035: £63,600



Regional Employment¹



The region's workforce was estimated to account for **2.1%** of Scottish employment.

Over the last 10 years (2015-2025), regional employment was estimated to have **grown** by **7.4%** (**3,900** people). In comparison, employment in Scotland increased by 5.5%.



Workforce Size 2028: 59,100 people

The region's workforce is forecast to **grow** by **4.1%** (**2,300** people) between 2025 and 2028.

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



Workforce Size 2035: 62,900 people

The region's workforce is forecast to **grow** by **6.4%** (**3,800** 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), Stirling and Clackmannanshire



2015 2020 2025 2030 2035



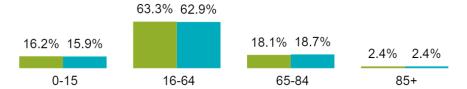
Spotlight: Region's People

Population¹



In 2024, the population in **Stirling and Clackmannanshire** was estimated to be 146,320, accounting for 2.6% of Scotland's total population. By age, the population distribution of the region and Scotland was:

Scotland Stirling and Clackmannanshire



Disability²

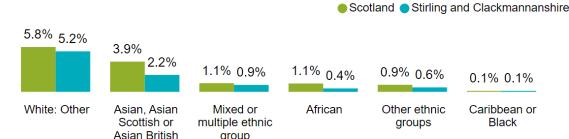


In 2022, the percentage of the population that reported having a health condition or disability that affected their daily activities was:

Stirling and Clackmannanshire: 23.5% Scotland: 24.1%

Ethnic Groups²

The majority (90.6%) of people in Stirling and Clackmannanshire identified as 'White Scottish' or 'Other White British' in 2022. The breakdown of Minority Ethnic groups included:



Population Projections³



The population is forecast to grow by 2.3% in Stirling and Clackmannanshire 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 **grow** by **0.5**% by 2043. While, across Scotland it is forecast to increase by 5.6%.

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

- Children - Pension age - Working age

Stirling and Clackmannanshire

Scotland



Dependency Ratio 4

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 **Scotland**: Dependency Ratio for Stirling and Clackmannanshire:

2047: 58% 2022: 54% 2047: 55% 2022: 56%



1. National Records of Scotland (2025) Mid-2024 Population Estimates

Employment by Industry¹

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



Education

8,100



Human Health and Social Work Activities

8,100



Wholesale and Retail Trade

6,100

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 Administrative and Support Service Activities, with 300 more people by 2028. While Manufacturing is forecast to have the greatest employment contraction (-100 people) in the mid-term.

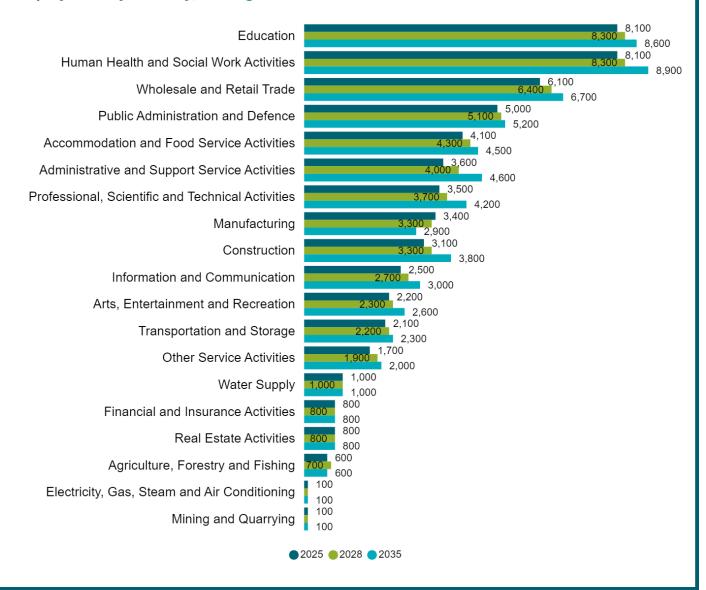
Over the long-term, between 2028 and 2035, the greatest employment growth is forecast in Human Health and Social Work Activities, with 600 more people by 2035. While Manufacturing is forecast to have the greatest employment contraction (-300 people) in the long-term.

In 2025, Information Service Activities was estimated to be the region's greatest specialism, with the percentage of employment in this industry 6.4 times greater than the Scottish average. The second largest specialism was estimated to be Manufacture of Other Non-Metallic Mineral Products (6.1 times greater in the region than the Scottish average).



Figures may not sum due to rounding.

Employment by Industry, Stirling and Clackmannanshire



Employment by Occupation¹

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



Business and Public Service Associate Professionals

6,300

Teaching and Research Professionals

5,400



Corporate Managers

4.900

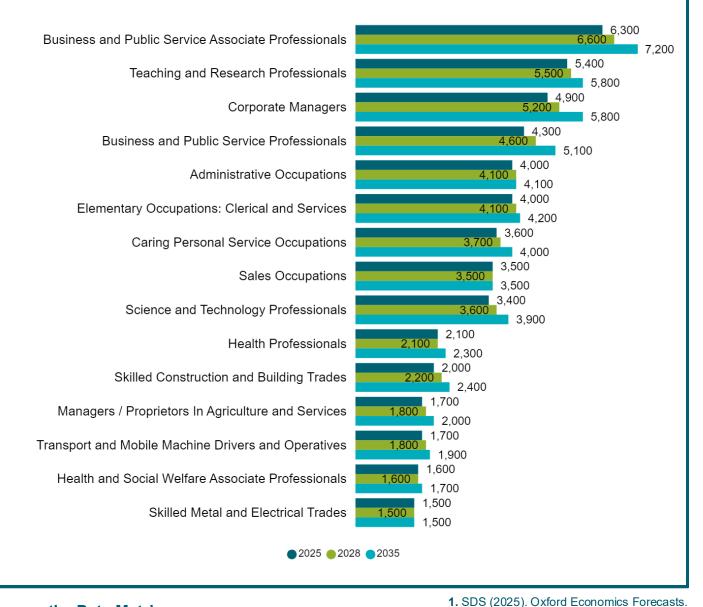
In 2025, 55.7% of employed people in the region were in 'higherlevel' occupations*, which was a higher percentage of the workforce than Scotland (50.8%). 'Mid-level' occupations accounted for 24.5% of the workforce, which was a lower percentage of the workforce than Scotland (27.8%). Around 19.8% of people were employed in 'lower-level' occupations, which was a lower percentage of the workforce than Scotland (21.3%).

Between 2025 and 2028, the greatest growth is forecast to be in Corporate Managers (300 people). While Secretarial and Related Occupations is likely to experience the greatest contraction (less than 50 people).

Over the long-term, between 2028 and 2035, the greatest growth is forecast to be in Corporate Managers (600 people). While Sales Occupations is likely to experience the greatest contraction (less than 50 people).

Figures may not sum due to rounding.

Employment in the 15 Largest Occupational Groups, Stirling and Clackmannanshire



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. This section focuses on overall employment in these sectors that make a significant contribution to the transition to net zero, which is the best available data for **Stirling and Clackmannanshire**. We have been able to additionally 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 For more information, on green and non-green jobs, please see the relevant College region reports. Presented below are the **number of people estimated to be employed in these sectors within Stirling and Clackmannanshire in 2025.**



Agriculture

1,000 people

3% of the sector's employment in Scotland



3,900 people

2% of the sector's employment in Scotland



Manufacturing (with Engineering)

3,800 people

2% of the sector's employment in Scotland



Energy and Waste Treatment

1,900 people

1% of the sector's employment in Scotland



Transport

1,700 people

2% of the sector's employment in Scotland

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. Stirling and Clackmannanshire was estimated to account for **2% of Scotland's total** (or 12,300 people). Of the sectors of most importance to the transition, Construction was the largest employing sector (32%) 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

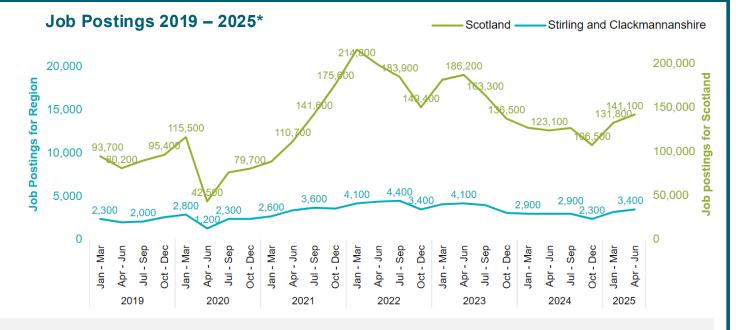
Standard Industrial Classification (SIC) codes used to define these sectors in the Green Jobs in Scotland report (and on this page) <u>here</u>.

3. Please see slide 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. 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 Stirling and Clackmannanshire accounted for 2.4% of Scotland's total job postings between January and June 2025.



Between January and June 2025, there were 6,500 job postings in Stirling and Clackmannanshire, of which:

The locations with the most jobs advertised were:

Stirling Alloa 4,200 job postings 900 job postings

Dunblane Clackmannan 200 job postings 200 job postings

Dollar Tillicoultry 100 job postings 100 job postings Specialised skills and knowledge were:

Finance

Personal care

Marketing

Project Management

Housekeeping

 Food Safety and Sanitation



Figures may not sum due to rounding.



Green Job Postings¹



Out of the 6,500 job postings in Stirling and Clackmannanshire between January and June 2025, **38% (2,400) 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 2% of all green job postings in Scotland.



Between January and June 2025, almost two thirds of green job postings in Stirling and Clackmannanshire 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 Stirling and Clackmannanshire was £35,500* in the first six months of 2025.

This was higher than the median advertised salary for all jobs in the region which was £29,000**.

The <u>Green Jobs in Scotland</u> 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:

- 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.



1. Lightcast, 2025.

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 Stirling and Clackmannanshire. 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 **8,200** people in **Stirling and Clackmannanshire**. Between 2025 and 2028, replacement demand could create the need for **5,800** people, while **positive** expansion demand is forecast to result in **2,300 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.











Total Requirement

made up of expansion demand and replacement demand to show the total number of people required.

Replacement Demand

the number of people required to replace workers leaving the labour market (i.e. retirement, move away, or change jobs).

Expansion Demand

the number of people required as a result of economic growth or contraction.

Stirling and Clackmannanshire: 8,200 people

Scotland: 398,300 people

Stirling and Clackmannanshire: 5,800 people

Scotland: 330,300 people

Stirling and Clackmannanshire: 2,300 people

Scotland: 68,000 people

The total requirement by qualification for **Stirling and Clackmannanshire**:

| SCQF 11-12 | SCQF 7-10 | SCQF 6 | SCQF 5 | SCQF 1-4 | No qualifications |
|------------|-----------|--------|--------|----------|-------------------|
| 800 | 4,000 | 1,100 | 1,500 | 300 | 500 |
| 9% | 49% | 14% | 18% | 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

1,300



Education

Figures may not sum due to rounding.

1.000



Administrative and Support Service Activities

Headline figures for each industry do not show how the composition 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 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 our Sectoral Skills Assessments.

Forecast Total Requirement by Industry (2025-2028), Stirling and Clackmannanshire

Wholesale and Retail Trade

Education

Administrative and Support Service Activities

Accommodation and Food Service Activities

Human Health and Social Work Activities

Public Administration and Defence

Transportation and Storage

Arts, Entertainment and Recreation

Construction

Water Supply

Professional, Scientific and Technical Activities

Information and Communication

Agriculture, Forestry and Fishing

Other Service Activities

Manufacturing

Financial and Insurance Activities

Real Estate Activities

Electricity, Gas, Steam and Air Conditioning

Mining and Quarrying



of the industry is changing. Within the industries, there are changes Value Manufacturing activities would not be fully captured within the when interpreting the data. For further sectoral evidence, please see

1,000

900

600

600

600

400

200

400

200

200

300

300

300

200

600

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

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



Teaching and Research Professionals

1,400



Corporate Managers





Elementary Occupations: Clerical and Services 900

As mentioned, there is forecast to be a total requirement for 8,200 people in the region over the mid-term. 'Higher-level' occupations* are forecast to account for 55.9% of this total requirement, followed by 22.0% in 'mid-level' occupations and 22.2% 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.

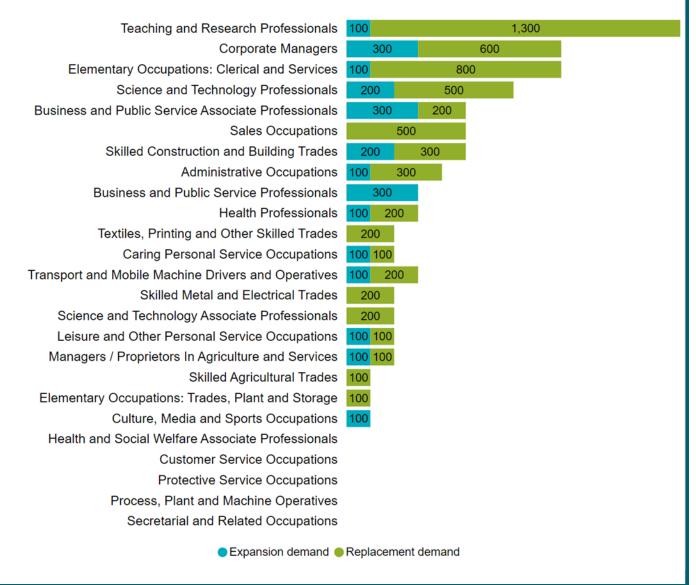


New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

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), Stirling and Clackmannanshire



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

Forecast Total Requirement by Industry and Occupation (2025-2028) (people), Stirling and Clackmannanshire

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 | 100 | 0 | 0 | 0 | 0 |
| Mining and Quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Manufacturing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 0 | 100 |
| Construction | 100 | 0 | 0 | 0 | 300 | 0 | 0 | 0 | 0 |
| Wholesale and Retail Trade | 300 | 0 | 100 | 0 | 100 | 0 | 500 | 100 | 100 |
| Transportation and Storage | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 200 | 100 |
| Accommodation and Food Service Activities | 100 | 0 | 0 | 0 | 200 | 0 | 0 | 0 | 400 |
| Information and Communication | 0 | 100 | 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 | 100 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative and Support Service Activities | 100 | 100 | 100 | 0 | 100 | 100 | 0 | 100 | 300 |
| Public Administration and Defence | 100 | 200 | 200 | 100 | 0 | 0 | 0 | 0 | 0 |
| Education | 0 | 900 | 100 | 0 | 0 | 100 | 0 | 0 | 0 |
| Human Health and Social Work Activities | 100 | 300 | 100 | 0 | 0 | 300 | 0 | 0 | 0 |
| Arts, Entertainment and Recreation | 100 | 100 | 100 | 0 | 0 | 100 | 0 | 0 | 0 |
| 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 Stirling and Clackmannanshire, 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 17,100 people in Stirling and Clackmannanshire. Between 2028 and 2035, replacement demand could create the need for 13,300 people, while positive expansion demand is forecast to result in 3,800 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.











Total Requirement

made up of expansion demand and replacement demand to show the total number of people required.

Replacement Demand

the number of people required to replace workers leaving the labour market (i.e. retirement, move away, or change jobs).

Expansion Demand

the number of people required as a result of economic growth or contraction.

Stirling and Clackmannanshire: 17,100 people

Scotland: 885,200 people

Stirling and Clackmannanshire: 13,300 people

Scotland: 772,800 people

Stirling and Clackmannanshire: 3,800

people

Scotland: 112,500 people

The total requirement by qualification for **Stirling and Clackmannanshire**:

| SCQF 11-12 | SCQF 7-10 | SCQF 6 | SCQF 5 | SCQF 1-4 | No qualifications |
|------------|-----------|--------|--------|----------|-------------------|
| 1,600 | 8,400 | 2,200 | 3,400 | 400 | 1,100 |
| 9% | 49% | 13% | 20% | 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:



Wholesale and Retail Trade

2,600



Education

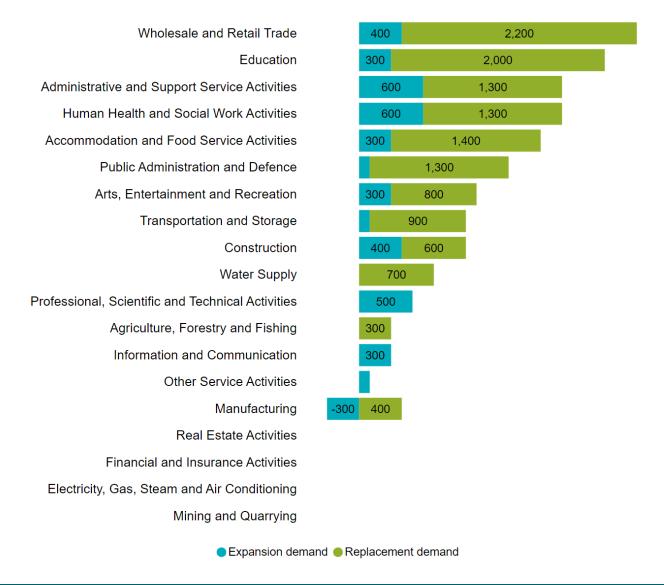
2,300

Administrative and Support Service Activities

1,900

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), Stirling and Clackmannanshire



Figures may not sum due to rounding.



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

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



Teaching and Research Professionals

3,200



Corporate Managers

2,000



Elementary Occupations: Clerical and Services

1,900

There is forecast to be a total requirement for 17,100 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 58.2% of this total requirement, followed by 20.9% in 'mid-level' occupations and 20.8% 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.

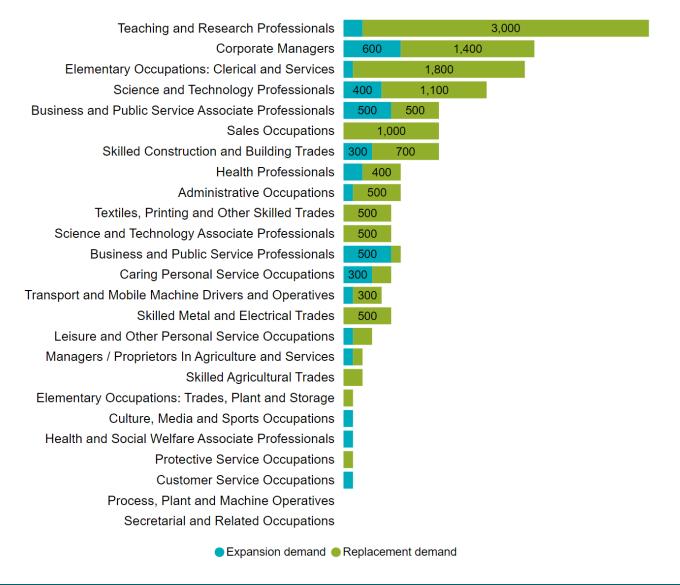


New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

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), Stirling and Clackmannanshire



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

Forecast Total Requirement by Industry and Occupation (2028-2035) (people), Stirling and Clackmannanshire

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 | Customer Service | Process, Plant and Machine Operatives | Elementary Occupations |
|---|--|-----------------------------|---|--|-------------------------------|---|------------------|---|---------------------------|
| Agriculture, Forestry and Fishing | 0 | 0 | 0 | 0 | 200 | 0 | 0 | 0 | 0 |
| Mining and Quarrying | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Manufacturing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -100 | 0 |
| Electricity, Gas, Steam and Air Conditioning | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Water Supply | 0 | 200 | 100 | 0 | 200 | 0 | 0 | 100 | 100 |
| Construction | 100 | 100 | 100 | 0 | 600 | 0 | 0 | 100 | 0 |
| Wholesale and Retail Trade | 600 | 100 | 200 | 100 | 300 | 0 | 900 | 200 | 200 |
| Transportation and Storage | 200 | 0 | 100 | 0 | 100 | 0 | 0 | 400 | 200 |
| Accommodation and Food Service Activities | 200 | 0 | 100 | 100 | 400 | 100 | 100 | 100 | 700 |
| Information and Communication | 100 | 200 | 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 | 100 | 100 | 100 | 100 | 0 | 0 | 0 | 0 | 0 |
| Administrative and Support Service Activities | 200 | 200 | 200 | 100 | 300 | 100 | 0 | 100 | 700 |
| Public Administration and Defence | 200 | 500 | 400 | 100 | 0 | 100 | 0 | 0 | 100 |
| Education | 0 | 2,000 | 100 | 100 | 0 | 100 | 0 | 0 | 0 |
| Human Health and Social Work Activities | 200 | 700 | 200 | 100 | 0 | 600 | 0 | 0 | 0 |
| Arts, Entertainment and Recreation | 300 | 100 | 200 | 0 | 100 | 200 | 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