

Regional Skills Assessment

Aberdeen City and Shire

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 Aberdeen City and Shire, which covers the Aberdeen City and Aberdeenshire local authorities. **The local authorities covered in this report align with those in the Aberdeen City and Shire Regional Economic Partnership.**

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](#).

Aberdeen City and Shire have a well-established Regional Partnership. The refreshed Regional Economic Strategy was published in February 2024 with the vision that “*By 2035, our economy will be leading the transition to and production of future energy solutions, new green energy and will be diversifying through growth in our digital technology, food and drink, tourism, life sciences and creative sectors.*”

Four work programmes will support the delivery of the vision and the high-level objectives:

- A thriving, innovation driven economy;
- An outstanding natural environment;
- A healthy and skilled population; and
- A strong community and cultural identity.

A highly skilled workforce is critical to the region’s economic success and retention, and development of talent and skills are at the heart of the economic strategy, supported by partners’ implementation of the Regional Skills Action Plan.

The Aberdeen City Region Deal comes to an end in 2026, but as one of Scotland’s first two Investment Zones, the North East will be supported with up to £160 million in targeted investment, tax reliefs and other incentives over ten years.

With a focus on Green Energy and Digital Technology, this will boost the regional economy, stimulate business growth and create high quality jobs for local people, supporting an inclusive and just transition from oil and gas to renewable energy sources.

Over the next 10 to 15 years, the region is also set to benefit from large investments driven by renewable energy generation, transmission and distribution.

These present enormous opportunities for the regional economy while also providing significant workforce challenges, especially when considered along with the high replacement demand in the Health and Social Care, Construction and other sectors. It is therefore crucial that the region builds its workforce while retaining the current oil and gas workforce and skills.

Partners are focusing on developing pipelines to support individuals into work, supporting workers through upskilling and reskilling initiatives to enable them to take advantage of opportunities as they arise, and attracting and retaining talent in the region. They are also working to align education and training provision with economic needs, whilst remaining responsive to rapid changes in technology, policy, and global markets.

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, the opportunities afforded by the Investment Zone funding.

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 **Aberdeen City and Shire** in 2025: **£18,497m**

Aberdeen City and Shire was estimated to generate 10.9% of Scotland's output in 2025. This share of GVA ranked the region in the top quartile of regions for GVA contribution to the Scottish economy.

In 2025, the highest value industries in Aberdeen City and Shire were estimated to be:



Professional, Scientific and Technical Activities **£2,610m**



Wholesale and Retail Trade **£1,940m**



Real Estate Activities* **£1,842m**



Manufacturing **£1,833m**



GVA forecast average annual growth (2025-2028)

Aberdeen City and Shire: 1.4%

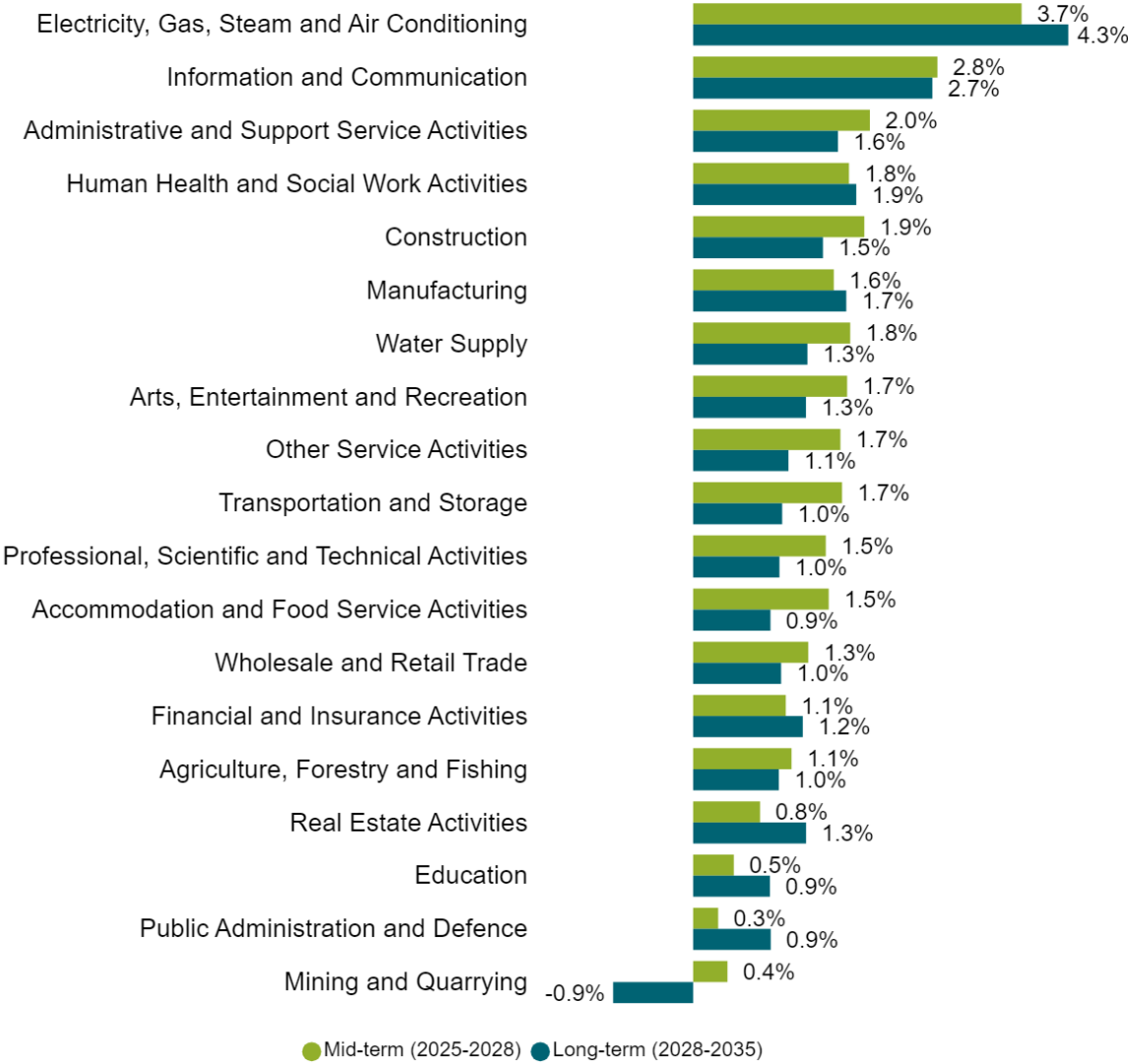
Scotland: 1.7%

GVA forecast average annual growth (2028-2035)

Aberdeen City and Shire: 1.2%

Scotland: 1.6%

Forecast Average Annual GVA Change by Industry (%), Aberdeen City and Shire



For data on GVA at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Economic Output (GVA))

1. SDS (2025). Oxford Economics Forecasts.
*GVA in the Real Estate industry is inflated by owner-occupier imputed rent. This reflects the value of services provided by homeowners who own and live in their homes.

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 **Aberdeen City and Shire** was estimated to be **£63,000** in 2025. In comparison, the Scottish average was estimated to be £57,700.



Mid-term Productivity

From 2025 to 2028, productivity in Aberdeen City and Shire is forecast to grow by 1.1% on average each year. Over the same period, the Scottish growth rate is forecast to be 0.8%.

Aberdeen City and Shire forecast productivity in 2028: **£65,000**

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



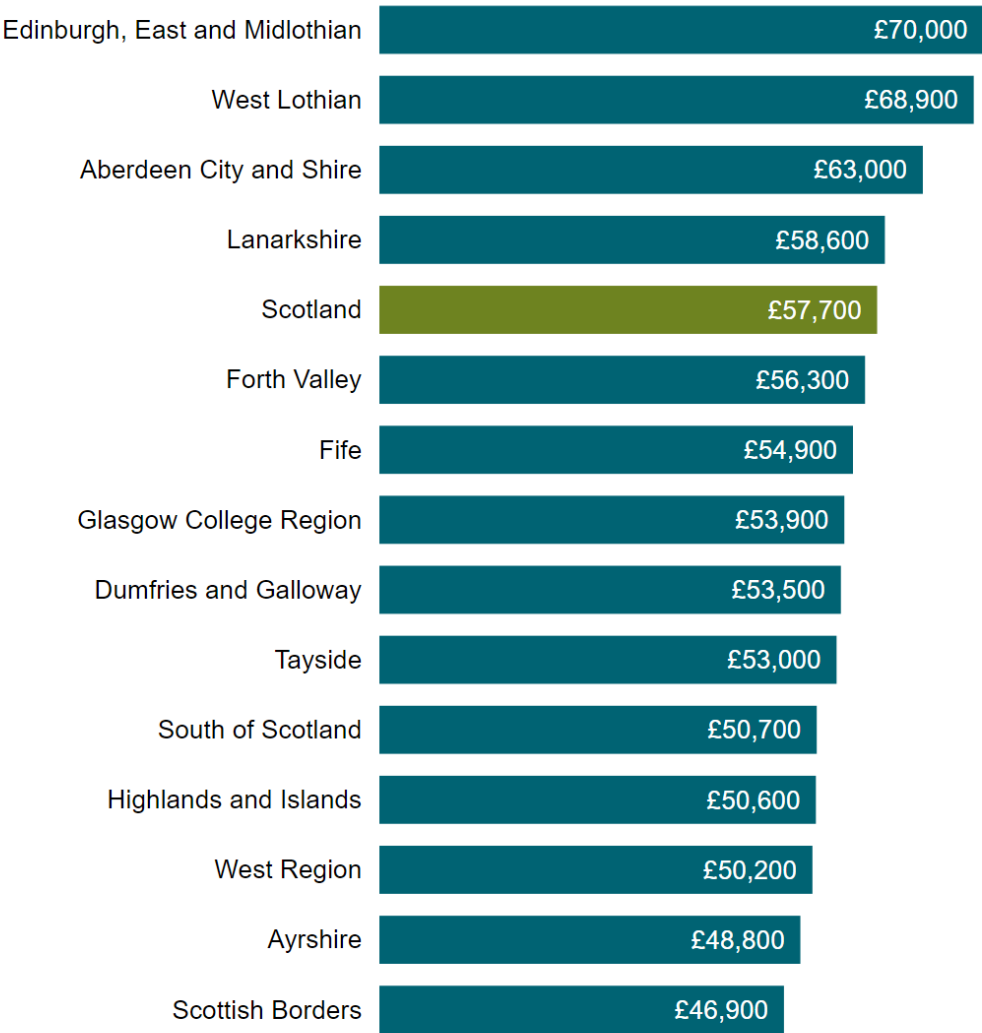
Long-term Productivity

From 2028 to 2035, productivity in Aberdeen City and Shire 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%.

Aberdeen City and Shire forecast productivity in 2035: **£70,300**

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

Productivity (2025)



Regional Employment¹



Workforce Size 2025:
289,900 people

The region's workforce was estimated to account for **10.8%** of Scottish employment.

Over the last 10 years (2015-2025), regional employment was estimated to have **declined** by **2.6%** (**-7,700** people). In comparison, employment in Scotland increased by 5.5%.



Workforce Size 2028:
292,200 people

The region's workforce is forecast to **grow** by **0.8%** (**2,300** people) between 2025 and 2028.

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

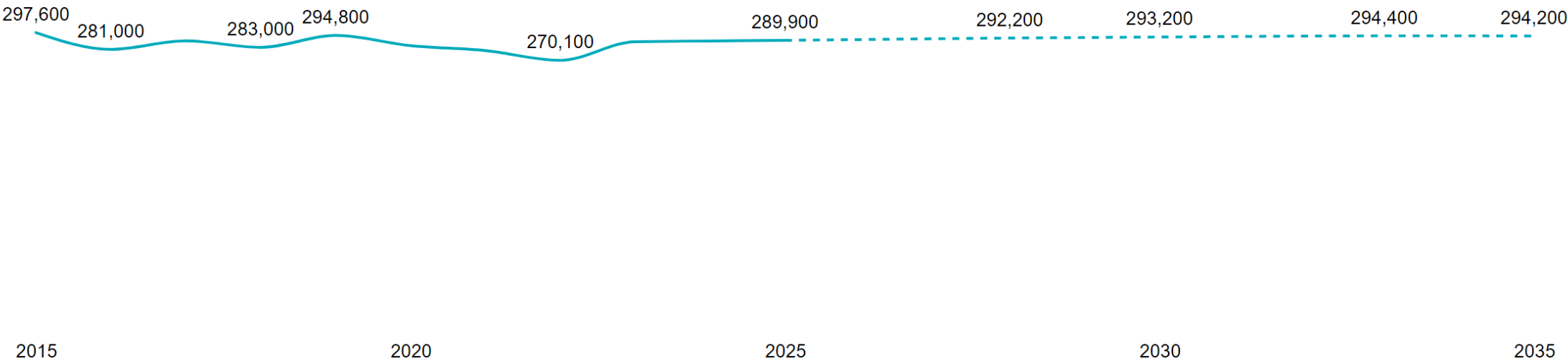


Workforce Size 2035:
294,200 people

The region's workforce is forecast to **grow** by **0.7%** (**2,000** 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), Aberdeen City and Shire



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

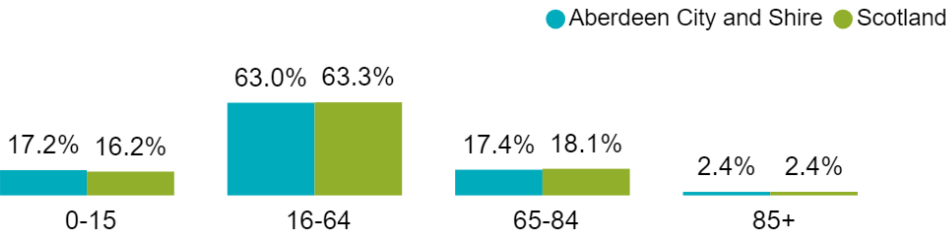
1. SDS (2025). Oxford Economics Forecasts.

Spotlight: Region's People

Population¹



In 2024, the population in **Aberdeen City and Shire** was estimated to be **496,860**, accounting for **9.0%** of Scotland's total population. By age, the population distribution of the region and Scotland was:



Disability²

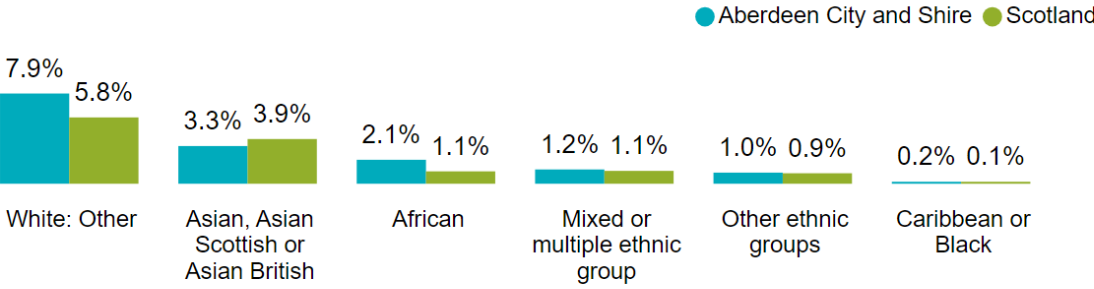


In 2022, the percentage of the population that reported having a health condition or disability that affected their daily activities was:

Aberdeen City and Shire: 20.0% **Scotland: 24.1%**

Ethnic Groups²

The majority (**84.4%**) of people in **Aberdeen City and Shire** identified as 'White Scottish' or 'Other White British' in 2022. The breakdown of Minority Ethnic groups included:



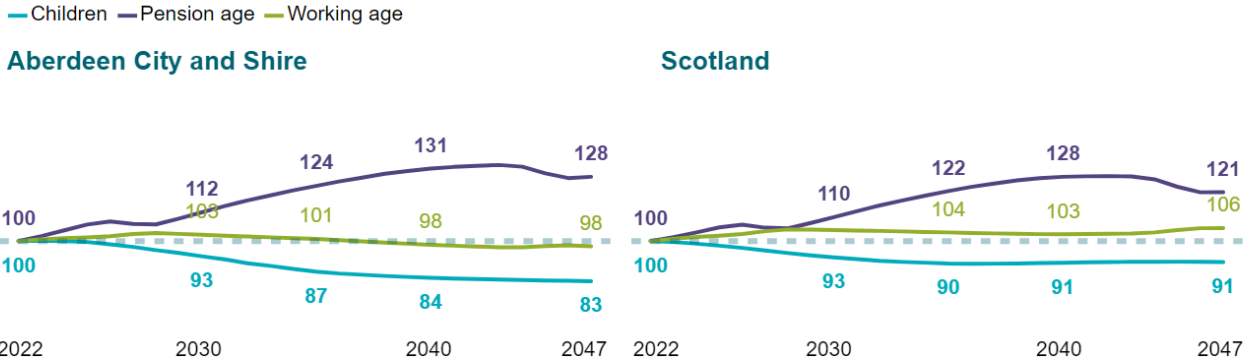
Population Projections³



The population is forecast to **grow** by **0.6%** in **Aberdeen City and Shire** 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 **2.2%** by 2043. While, across Scotland it is forecast to increase by 5.6%.

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



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 Aberdeen City and Shire :		Dependency Ratio for Scotland :	
2022: 55%	2047: 59%	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**
44,700

 **Mining and Quarrying**
37,800

 **Professional, Scientific and Technical Activities**
32,800

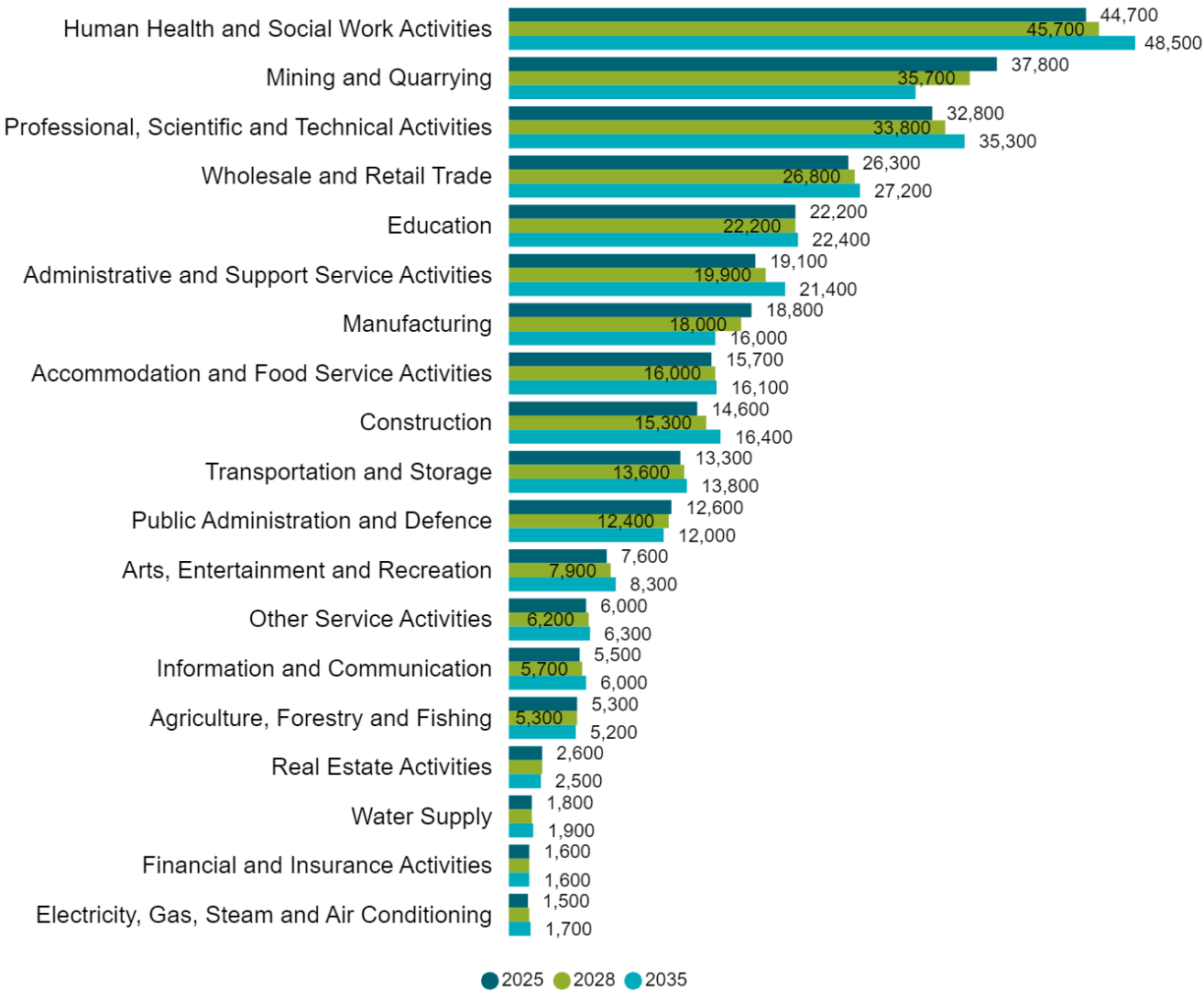
Between 2025 and 2028, employment in the region is forecast to grow, however industries will have varying performance. The greatest employment growth is forecast in Professional, Scientific and Technical Activities, with 1,000 more people by 2028. While Mining and Quarrying is forecast to have the greatest employment contraction (-2,000 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 2,800 more people by 2035. While Mining and Quarrying is forecast to have the greatest employment contraction (-4,300 people) in the long-term.

In 2025, the Extraction of Crude Petroleum and Natural Gas, and Mining Support Service Activities were estimated to be the region's greatest specialisms, with the percentage of employment in both industries 9.1 times greater than the Scottish average.

Figures may not sum due to rounding.

Employment by Industry, Aberdeen City and Shire



Employment by Occupation¹

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

 **Elementary Occupations: Clerical and Services**
27,400

 **Administrative Occupations**
24,600

 **Science and Technology Professionals**
23,400

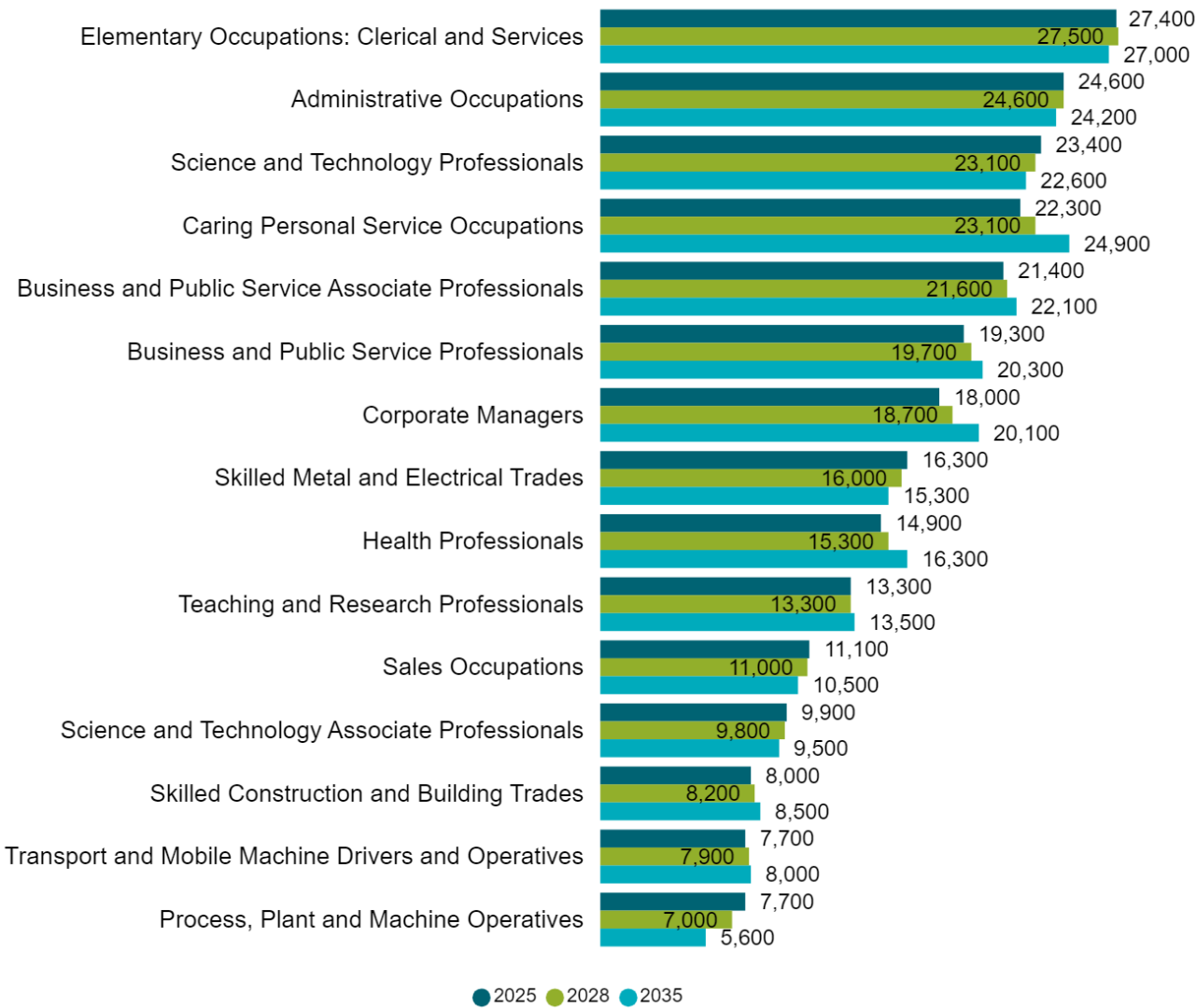
In 2025, 48.0% of employed people in the region were in 'higher-level' occupations*, which was a lower percentage of the workforce than Scotland (50.8%). 'Mid-level' occupations accounted for 31.5% of the workforce, which was a higher percentage of the workforce than Scotland (27.8%). Around 20.5% of 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 Caring Personal Service Occupations (800 people). While Process, Plant and Machine Operatives is likely to experience the greatest contraction (-700 people).

Over the long-term, between 2028 and 2035, the greatest growth is forecast to be in Caring Personal Service Occupations (1,900 people). While Process, Plant and Machine Operatives is likely to experience the greatest contraction (-1,400 people).

Figures may not sum due to rounding.

Employment in the 15 Largest Occupational Groups, Aberdeen City and Shire



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

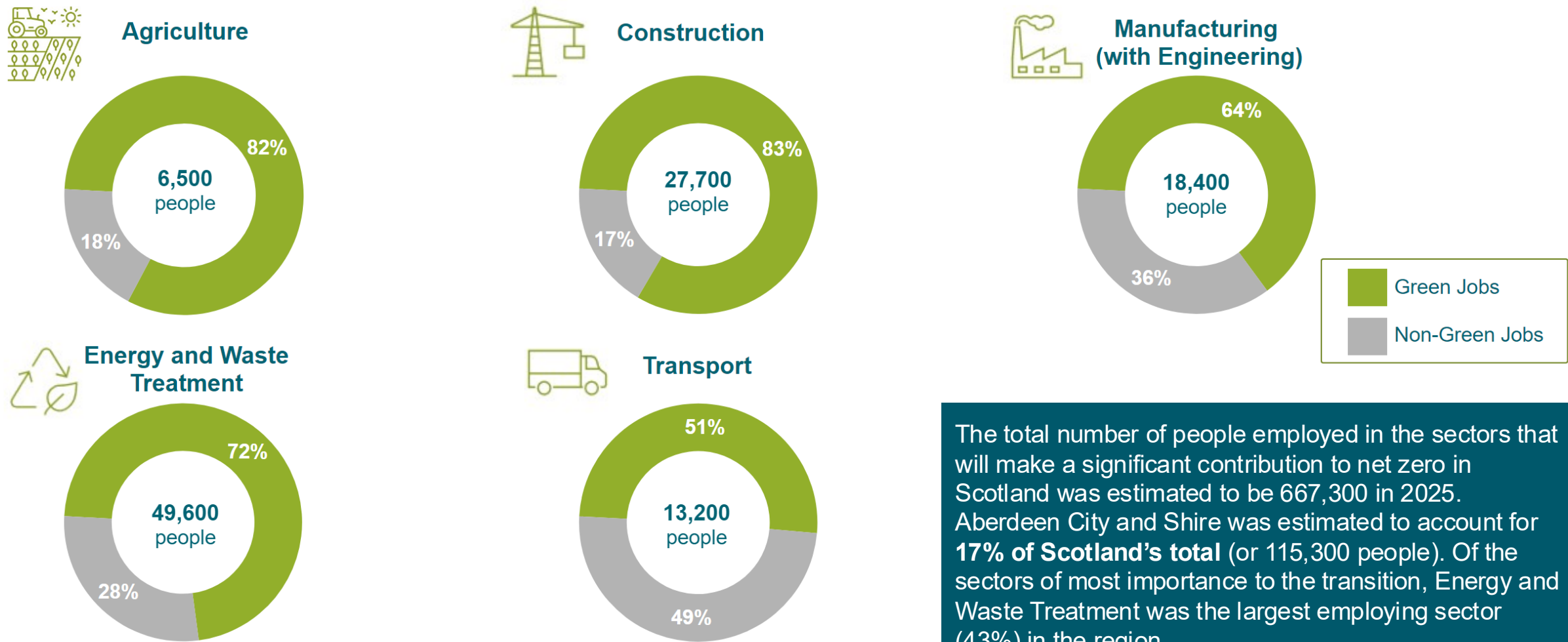
(Theme: Skills Demand; Topic: Employment Forecast by Occupation)

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 Aberdeen City and Shire 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. Aberdeen City and Shire was estimated to account for **17% of Scotland's total** (or 115,300 people). Of the sectors of most importance to the transition, Energy and Waste Treatment was the largest employing sector (43%) 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.

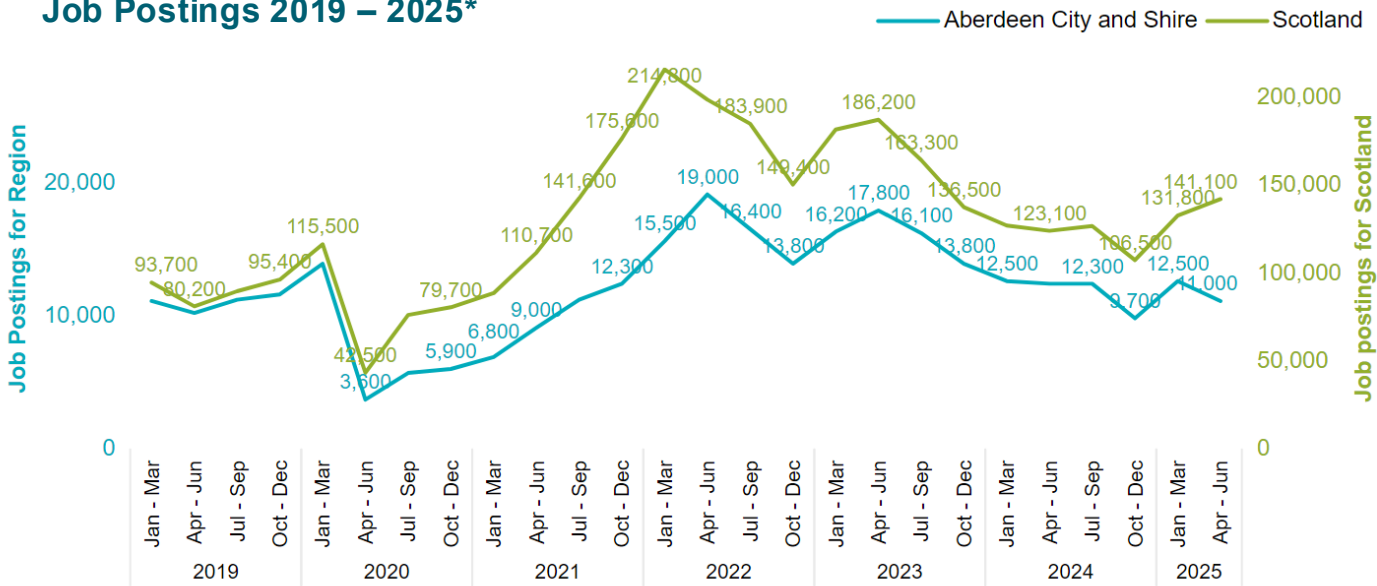
Job Postings¹

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 Aberdeen City and Shire, the peak in job postings occurred in April 2022, slightly later 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 Aberdeen City and Shire accounted for 8.6% of Scotland's total job postings between January and June 2025.

Job Postings 2019 – 2025*



Between January and June 2025, there were 23,500 job postings in Aberdeen City and Shire, of which:

The locations with the most jobs advertised were:

Aberdeen
15,000 job postings

Banchory
2,000 job postings

Stonehaven
900 job postings

Inverurie
900 job postings

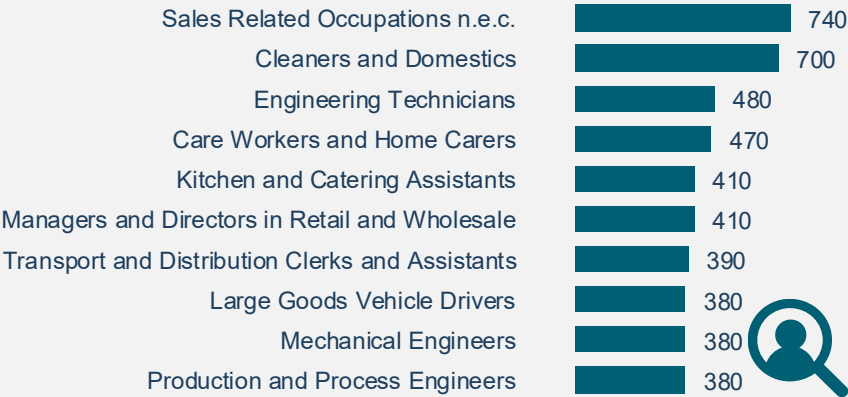
Peterhead
600 job postings

Westhill
500 job postings

Specialised skills and knowledge were:

- Continuous Improvement Process
- Environmental Health and Safety
- Project Management
- Oil and Gas
- Auditing
- Risk Analysis

The top job postings were for:



Figures may not sum due to rounding.

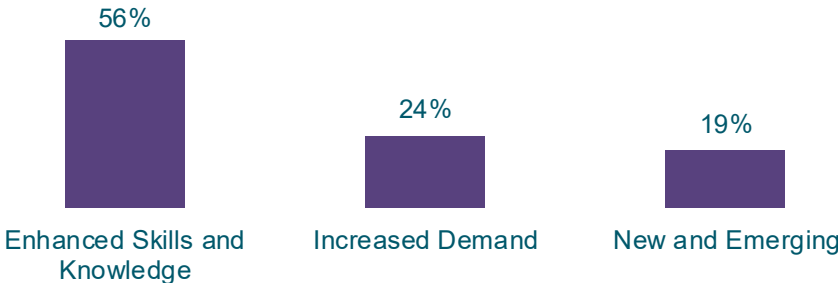
Green Job Postings¹



Out of the 23,500 job postings in Aberdeen City and Shire between January and June 2025, **48% (11,200) were for green jobs**. This was a higher proportion of green job postings than the Scottish average (41%). The number of green job postings in the region accounted for 10% of all green job postings in Scotland.



Between January and June 2025, **over half of green job postings** in Aberdeen City and Shire 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:



Buyers and Procurement Officers

Increased Demand:

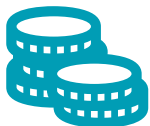


Transport and Distribution Clerks and Assistants

New and Emerging:



Engineering Technicians



The median advertised salary for **green jobs** in Aberdeen City and Shire was **£37,600*** in the first six months of 2025.

This was higher than the median advertised salary for all jobs in the region which was £31,700**.

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.

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 Aberdeen City and Shire. 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 **36,500** people in **Aberdeen City and Shire**. Between 2025 and 2028, replacement demand could create the need for **34,200** 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.



The total requirement by qualification for **Aberdeen City and Shire**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
2,900	17,100	4,100	7,700	700	4,000
8%	47%	11%	21%	2%	11%

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
5,500
- 

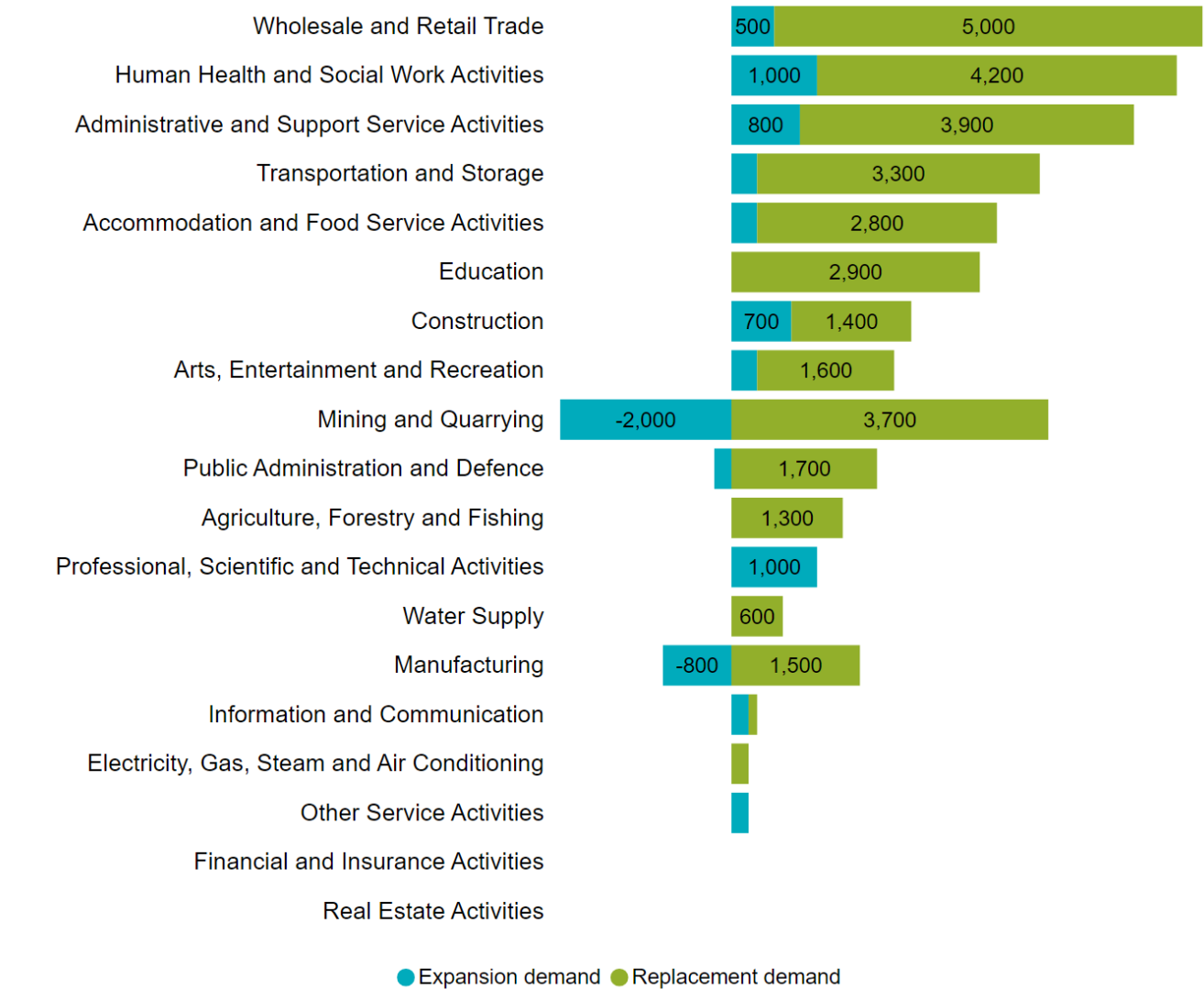
Human Health and Social Work Activities
5,100
- 

Administrative and Support Service Activities
4,800

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), Aberdeen City and Shire



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
5,300
- 

Teaching and Research Professionals
3,900
- 

Science and Technology Associate Professionals
3,900

As mentioned, there is forecast to be a total requirement for 36,500 people in the region over the mid-term. 'Higher-level' occupations* are forecast to account for 49.7% of this total requirement, followed by 30.8% in 'mid-level' occupations and 19.5% 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.

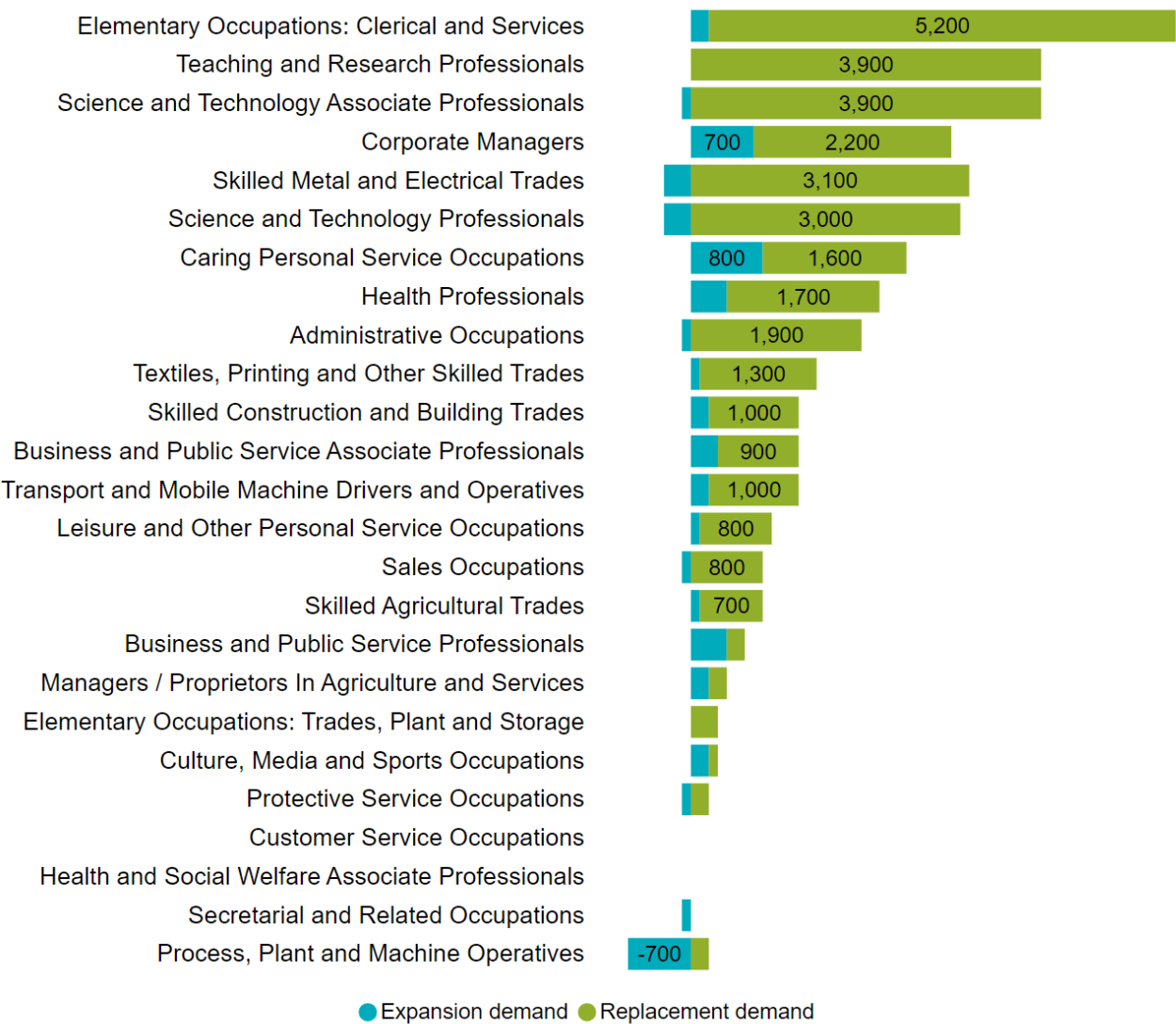


New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

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), Aberdeen City and Shire



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), Aberdeen City and Shire

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	100	900	0	0	0	200
Mining and Quarrying	400	100	1,300	-100	400	0	0	-400	0
Manufacturing	100	100	300	0	200	0	0	-200	100
Electricity, Gas, Steam and Air Conditioning	0	0	100	0	100	0	0	0	0
Water Supply	0	100	100	0	100	0	0	0	200
Construction	200	200	200	100	1,100	0	0	100	100
Wholesale and Retail Trade	900	300	300	300	1,000	100	1,500	300	900
Transportation and Storage	300	100	300	200	300	200	0	1,000	1,200
Accommodation and Food Service Activities	200	0	0	100	800	100	100	100	1,700
Information and Communication	0	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	200	200	200	300	100	0	0	100	0
Administrative and Support Service Activities	300	300	300	300	600	300	0	100	2,400
Public Administration and Defence	100	400	400	200	0	100	0	0	200
Education	0	2,400	200	100	0	200	0	0	0
Human Health and Social Work Activities	200	2,000	400	200	100	1,800	0	0	300
Arts, Entertainment and Recreation	300	200	300	100	100	600	0	0	300
Other Service Activities	0	100	0	0	0	100	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 Aberdeen City and Shire, 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 **83,500** people in **Aberdeen City and Shire**. Between 2028 and 2035, replacement demand could create the need for **81,500** people, while **positive** expansion demand is forecast to result in **2,000 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 **Aberdeen City and Shire**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
6,200	38,900	9,000	19,300	1,000	9,100
7%	47%	11%	23%	1%	11%

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:

- 

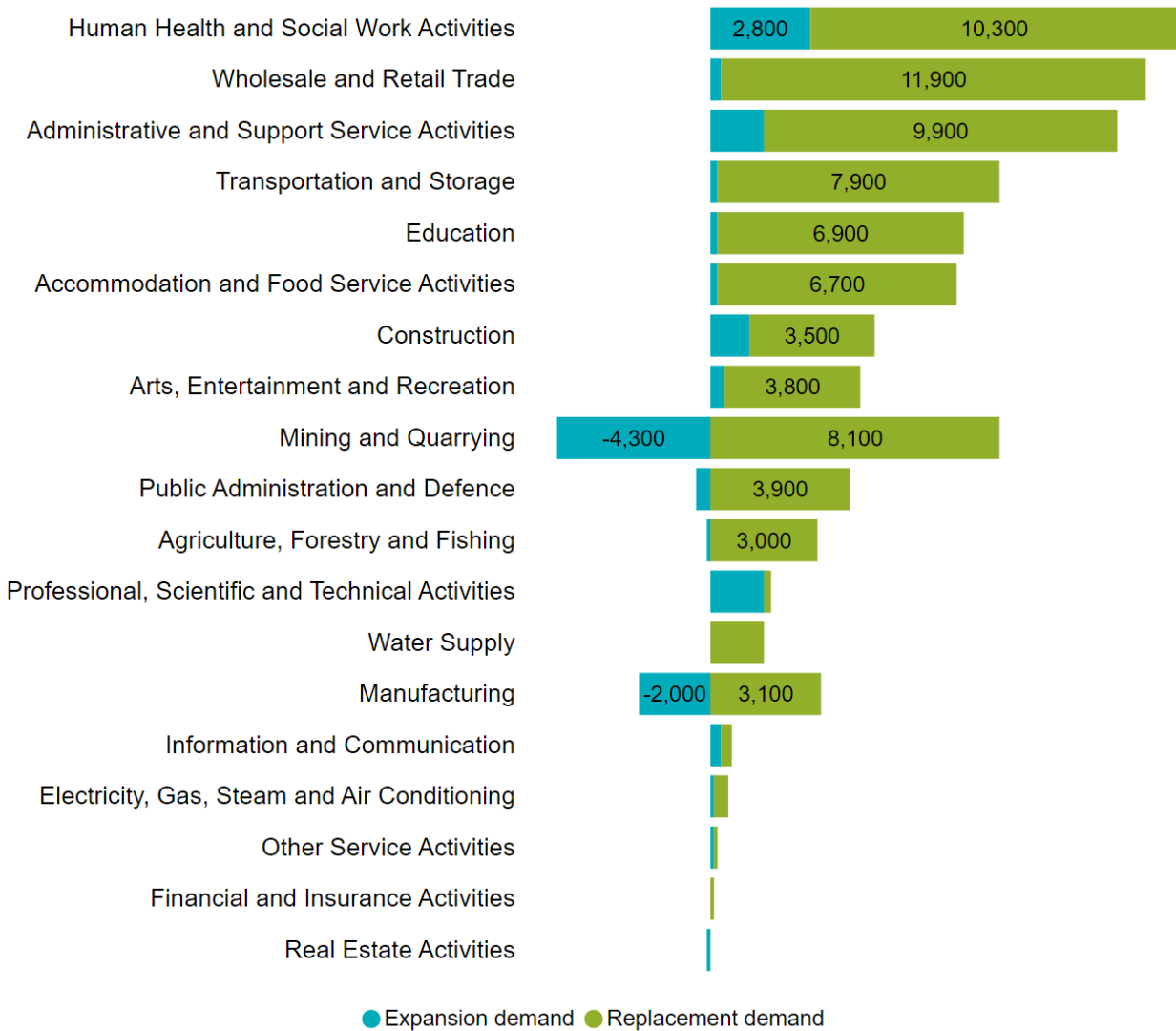
Human Health and Social Work Activities
13,200
- 

Wholesale and Retail Trade
12,200
- 

Administrative and Support Service Activities
11,400

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), Aberdeen City and Shire



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:

- 

Elementary Occupations: Clerical and Services
11,700
- 

Teaching and Research Professionals
9,300
- 

Science and Technology Associate Professionals
8,900

There is forecast to be a total requirement for 83,500 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 50.9% of this total requirement, followed by 30.7% in 'mid-level' occupations and 18.4% 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.

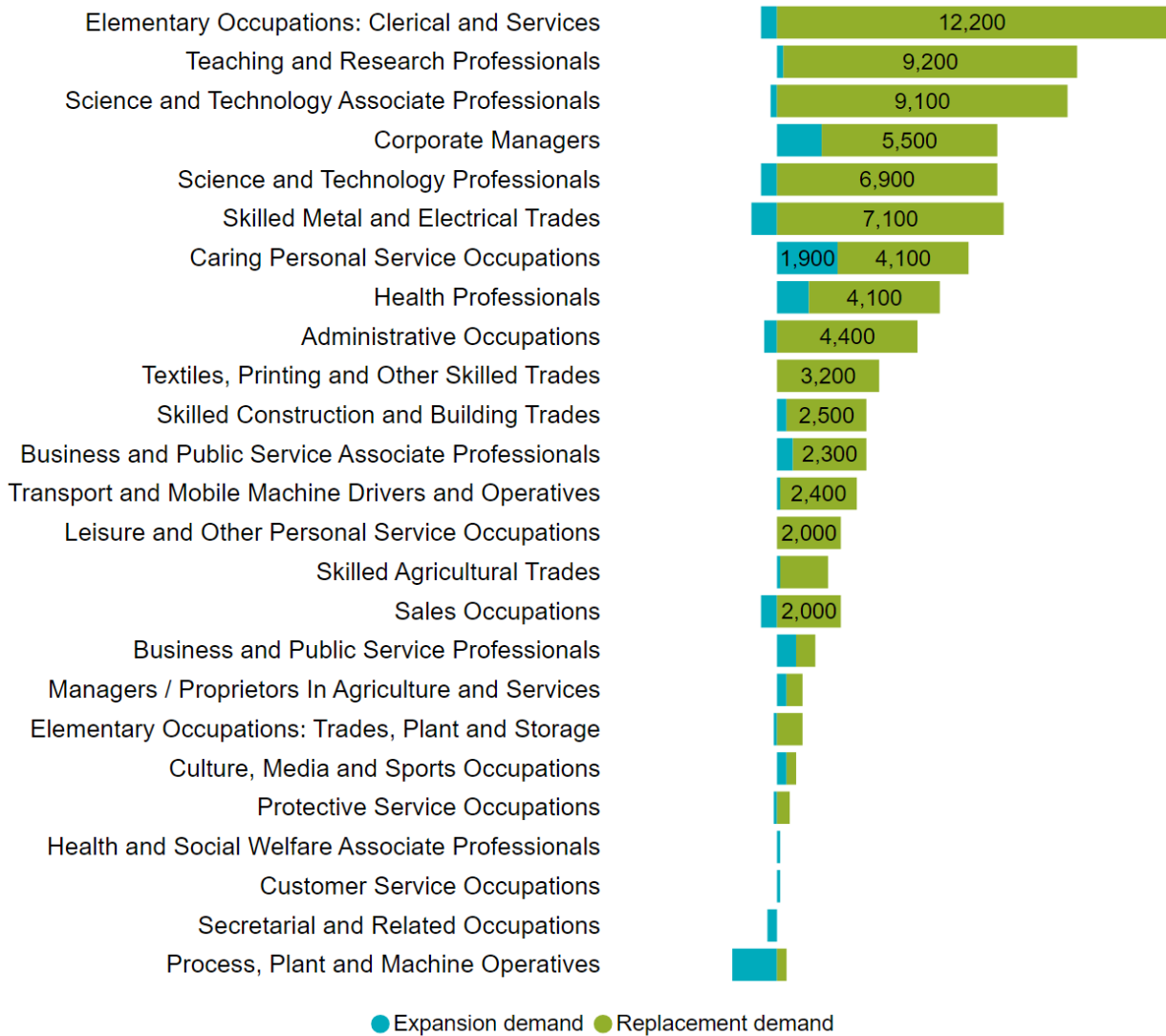


New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

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), Aberdeen City and Shire



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), Aberdeen City and Shire

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	200	100	100	100	2,000	0	0	0	400
Mining and Quarrying	1,000	300	3,000	-300	700	0	0	-900	0
Manufacturing	200	300	700	-100	300	0	0	-500	200
Electricity, Gas, Steam and Air Conditioning	0	100	100	0	200	0	0	0	0
Water Supply	0	300	300	100	300	0	0	100	500
Construction	600	500	400	300	2,400	0	0	200	300
Wholesale and Retail Trade	2,100	700	700	600	2,300	200	3,000	600	2,000
Transportation and Storage	700	300	600	300	800	400	100	2,200	2,600
Accommodation and Food Service Activities	400	0	100	200	1,900	300	100	100	3,700
Information and Communication	100	300	100	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	400	200	200	500	100	100	0	100	0
Administrative and Support Service Activities	900	900	800	600	1,400	700	100	300	5,700
Public Administration and Defence	300	1,100	1,100	300	100	200	0	0	400
Education	0	6,000	500	200	100	400	0	0	-100
Human Health and Social Work Activities	600	5,300	1,100	500	300	4,600	100	0	600
Arts, Entertainment and Recreation	700	400	800	100	300	1,300	0	0	600
Other Service Activities	0	100	0	0	0	100	0	0	-100

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)