Skills Development Scotland

Sectoral Skills Assessment

Construction

October 2025

Sectoral Skills Assessments

First launched in 2017, Sectoral Skills Assessments (SSAs) 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 SSAs, ensuring an inclusive approach to their development, dissemination and utilisation.

SSAs include published data sets. Inevitably, when using published data there is a time lag, but the data contained is the most up-to-date available at the time of writing. SSAs also include forecast data commissioned through Oxford Economics.

The Technical Note[1] provides full detail 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 sectoral activities, initiatives or investments that are planned.

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

This SSA report is for the Construction sector. The sector underpins Scotland's economy, providing housing for Scotland's population; developing the transport infrastructure; and making a significant contribution to the sustainability of the built environment. Please see Appendix 1 for the SIC definition used in this report.

The SSAs 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.

Regional Skills Assessments provide a coherent, consistent evidence base to inform future investment in skills, built up from existing datasets and forecasts for College regions, Rural Scotland and all City and Growth Deals regions. 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.

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 Sectoral Skills Assessments.

If you would like to provide feedback, please do so **here.**

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

1. SSA 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

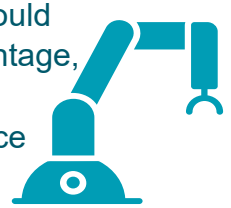
Scotland's population is projected to grow until mid-2047, largely driven by positive net migration, which will offset the anticipated natural decline due to a falling fertility rate. However, whilst the population is growing, it is also ageing. Around one-fifth of Scotland's residents were aged 65 or 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.

Sectoral Insight[1]

The sector is facing a period of massive opportunity. Meeting net zero is a major infrastructure and building retrofit challenge. The Housing Emergency Action plan includes a commitment to invest up to £4.9 billion over the next four years, delivering around 36,000 affordable homes by 2029/30. There are other drivers, including the Building Safety Levy and Cladding Remediation, that will bring work to the sector.

The sector recognises the significance of the opportunities ahead and the Construction Leadership Forum, via the Construction Accord Transformation Plan is focused on three priority initiatives for 2025/26:

1. **Pipeline** - Procuring for Quality;
2. **People** - Boost the Construction Workforce Mission;
3. **Product** - Connecting the Supply Chain.

The Skills and Workforce group of the Construction Accord has created a Workforce Mission in recognition of the importance of the sector being able to build the skilled and competent workforce it needs. There are several strands of work being undertaken by numerous organisations that link in and support the Mission, including SDS, which has commissioned research by BE-ST (Built Environment Smarter Transformation) due in November 2025.

As part of this Mission, an industry survey was completed. The survey highlighted the ongoing value of apprenticeships and their importance in supporting the sector in training a future workforce. There are concerns around the impact of rising employment costs on the sector's ability to recruit and support apprentices.

Economic confidence is important in the sector as it is heavily impacted by market conditions. The Federation of Master Builders H1 Survey 2025 shows positive trends: Scotland saw a 30% increase in workload and a 56% rise in enquiries, marking a notable turnaround from the decline seen in late 2024.

The Construction Industry Training Board (CITB) Labour Market Intelligence report forecasts that Scotland's construction sector is set for steady growth, with output forecast to rise by an average of 2.0% annually between 2025 and 2029. Infrastructure will be the key driver, growing at 6.5% per year, supported by major projects like CP7 rail electrification and A9 dualling. The industry will need 3,590 additional workers each year, with particular demand for electrical trades, labourers, and technical professionals. Despite wage growth and increased training efforts, recruitment challenges persist. CITB echo the call for a long-term commitment to workforce development to meet Scotland's future construction needs.

It is important to note that the forecasts used in this Sectoral 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.

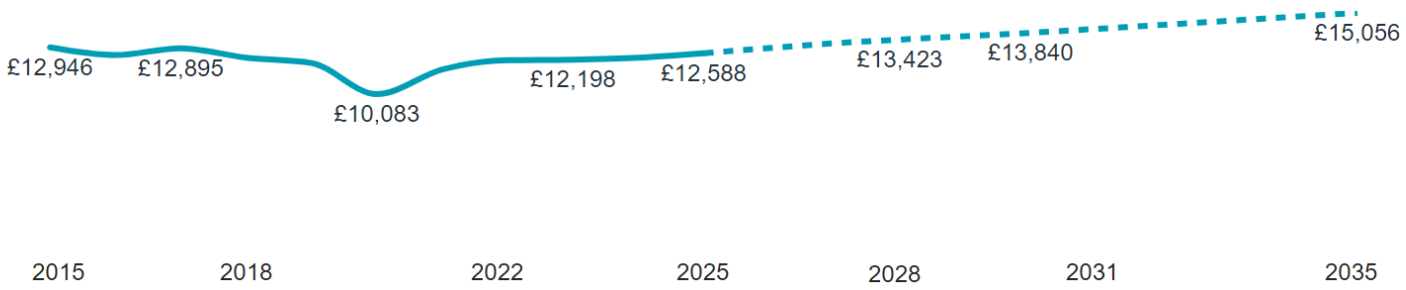
This would include, for example, future regulatory drivers linked to energy efficiency and the introduction of the Heat in Buildings Bill, due in May 2026. Current cost estimates for this work are £33 billion.

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.

1. Insight from the sector gathered via Skills Development Scotland (2025).

The Economy

Gross Value Added (GVA, £m) (2015-2035)[1, 2]



In 2025, GVA in the Construction sector was estimated to be £12,588m, generating 7.4% of Scotland's total economic output. Between 2015 and 2025, the GVA in the sector remained relatively stable, except for a temporary dip in 2020. Comparatively, the annual growth across Scotland was 0.9% between 2015 and 2025.

Looking ahead, GVA in the sector is forecast to grow on average by 1.8% each year between 2025 and 2035, which is slightly above Scotland's average (1.7%). In 2035, the Construction sector is forecast to account for 7.5% of Scotland's total economic output.

Construction forecast GVA in 2028:
£13,423m

up 6.6% from 2025

Construction forecast GVA in 2035:
£15,056m

up 12.2% from 2028

Scotland forecast GVA in 2028:
£177,951m

up 5.2% from 2025

Scotland forecast GVA in 2035:
£199,512m

up 12.1% from 2028

Productivity (GVA per job) [1, 3]

In this report, we have used Oxford Economics' measure of productivity, which is calculated by dividing total sectoral GVA by total sectoral 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.

In 2025, productivity in the **Construction** sector was estimated to be **£55,900**. In comparison, the Scottish average was £57,700.

Construction forecast productivity in 2028:
£57,000

up 2.0% from 2025

Scotland forecast productivity in 2028:
£59,100

up 2.4% from 2025

Construction forecast productivity in 2035:
£59,500

up 4.2% from 2028

Scotland forecast productivity in 2035:
£63,600

up 7.5% from 2028

1. SDS (2025). Oxford Economics Forecasts.
2. GVA is the measure of the value of goods and services produced within the economy and is an indicator of the sector's health.
3. Productivity is the measure of goods and services produced per unit of labour input. The Oxford Economics forecasts of productivity shown here have been calculated by dividing total sector GVA by total sector employment (measured by jobs).

Current Demand

Workforce size 2025: **190,000** people[1]

This was estimated to account for **7.0%** of Scottish employment.

The sector's workforce was estimated to have **declined** by **14.3%** (or **-31,600** people) between 2015 and 2025.

This compares to a Scotland wide increase of **5.5%** or **141,500** people between 2015 and 2025.

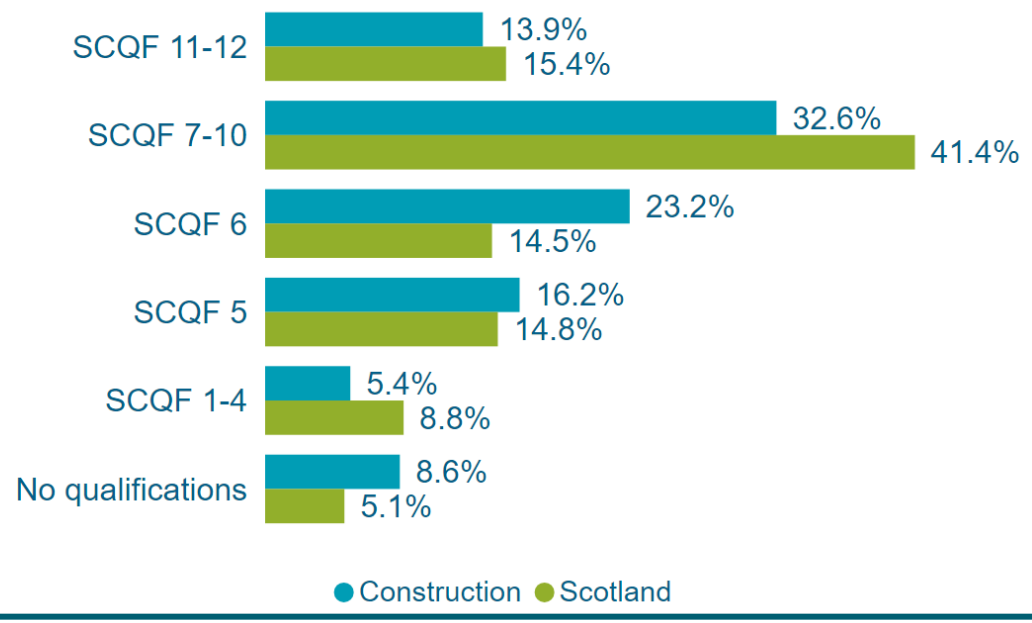
Employment by Region (people), 2025[1]

The greatest number of people employed in **Construction** were estimated to be in:

Lanarkshire	Glasgow College Region *	Aberdeen City and Shire	Edinburgh, East and Midlothian
32,100	**28,500**	**26,100**	**21,900**

Workforce Qualifications, 2025[1]

It was estimated that **Construction** had a lower proportion of the workforce educated to SCQF Level 7 and above, and a higher proportion educated to SCQF Levels 5 and 6 compared to Scotland.[2]



Top 10 Employing Occupations (people), 2025[1]

1. SDS (2025). Oxford Economics Forecasts.
2. See SCQF Framework for further information on SCQF qualification levels.

*Glasgow College Region covers East Dunbartonshire, East Renfrewshire and Glasgow City local authorities.

Current Demand

The proportion of Local Authorities' workforce employed in Construction, 2025[1, 2]

Scottish local authorities have sectoral strengths that make them unique. This means that the **Construction** sector may be more important to some local economies, as a higher proportion of the local workforce is employed in the sector.

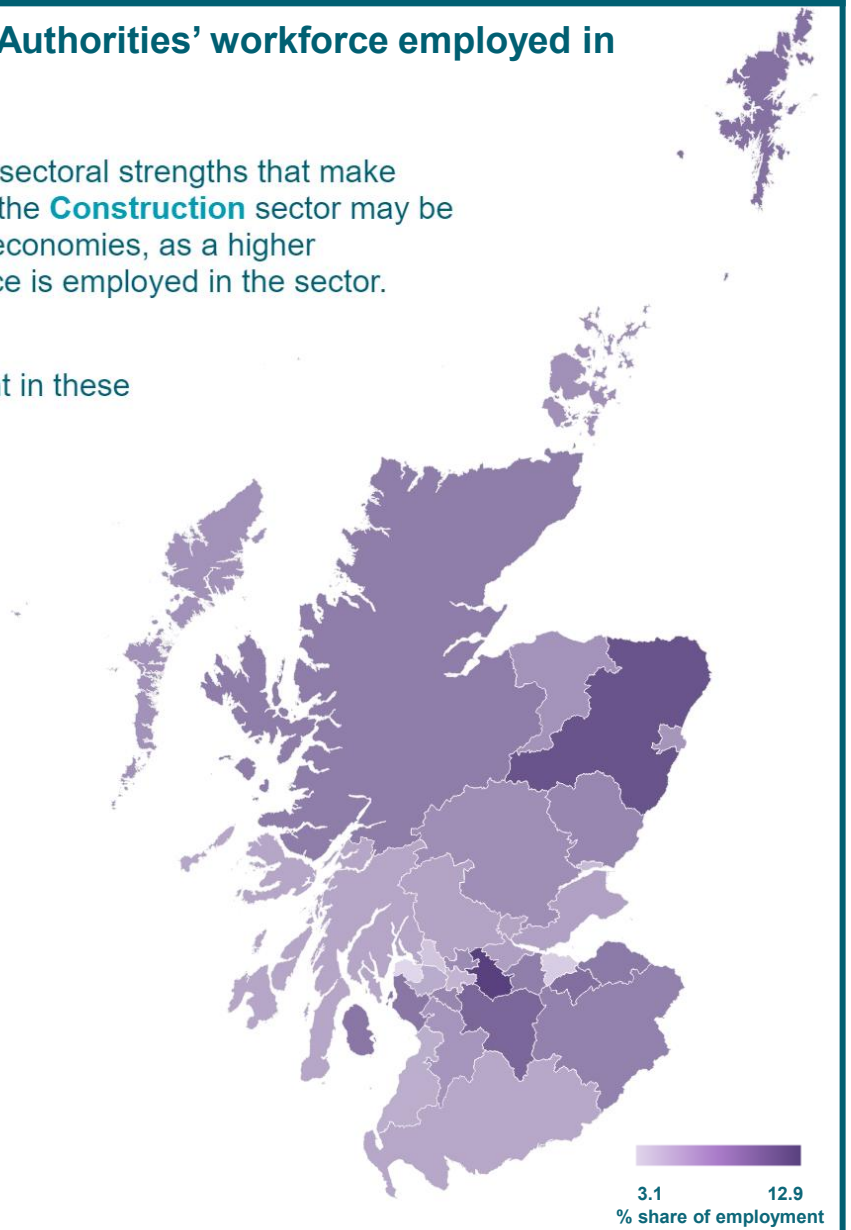
The sector was most prominent in these local authorities:

North Lanarkshire
12.9%

Aberdeenshire
11.7%

South Lanarkshire
10.4%

Midlothian
9.9%



Real Living Wage and Gender Pay Gap[3]

Individuals earning Real Living Wage or more:
In April 2024, the real living wage rate for employees who did not work in London was £12.00.

Manufacturing
2023: **90.8%** 2024: **89.1%**

Construction
2023: **93.7%** 2024: **92.1%**

All sectors
2023: **89.8%** 2024: **88.6%**

Gender Pay Gap for median full-time hourly earnings:

Manufacturing
2023: **15.7%** 2024: **9.7%**

Construction
2023: **5.6%** 2024: **6.4%**

Scotland
2023: **1.4%** 2024: **2.2%**

Due to data availability, a 'best fit SIC code approach' has been used, so sectors definitions here may not fully match key sector definitions.

Modern Apprenticeships[4]

MA **starts for Construction*:**

Q4 2023/24: **6,410** Q4 2024/25: **6,526**

MAs **in training for Construction*:**

Q4 2023/24: **12,993** Q4 2024/25: **13,155**

For the latest quarterly MA statistics, please click **here**.

* Based on SDS Occupational Groupings.

For data on FAs and GAs please see the Publications section of our website. For data on colleges and universities please see Scottish Funding Council and Higher Education Statistics Agency.

1. SDS (2025). Oxford Economics Forecasts.
2. The proportion of the workforce in the Local Authority employed in the sector is calculated by dividing the sectoral employment in the area by total employment in the area.
3. Scottish Government (2025). Annual Survey of Hours and Earnings: 2024. The figures for 2023 have been revised. Due to data availability, a 'best fit SIC code approach' has been used, so the sectoral definitions and totals in this section may vary from those we have used elsewhere.
4. SDS (2025). Modern Apprenticeship Statistics.

Job Postings[1,2,3]

Between July 2024 and June 2025 there were **505,170** job postings in Scotland across all sectors. The labour market across the country has cooled following a peak in job postings in 2022, and since the end of 2023 the number of jobs postings each month has been broadly stable.

Spotlight on… Carpenters and Joiners[4]

Between July 2024 and June 2025 there were **1,980 job postings** for Carpenters and Joiners. The number of job postings has decreased by **6.0%** compared to the period between July 2023 and June 2024 (**8.0%** decline across all occupations comparatively). However, demand for these roles remained steady.

Top Locations:

- Edinburgh City **420 job postings**
- Glasgow City **360 job postings**
- Aberdeen City **110 job postings**
- Highland **110 job postings**

Specialised skills and knowledge included:

- Carpentry
- Roofing
- Power Tool Operation
- Painting
- Construction

Median real-time advertised salary: **£39,600**

Spotlight on… Civil Engineers[5]

Between July 2024 and June 2025 there were **3,730 job postings** for Civil Engineers. The number of job postings has decreased by **4.8%** compared to the period between July 2023 and June 2024 (**8.0%** decline across all occupations comparatively). However, demand for these roles remained steady.

Top Locations:

- Glasgow City **1,160 job postings**
- Edinburgh City **670 job postings**
- Aberdeen City **360 job postings**
- Highland **300 job postings**

Specialised skills and knowledge included:

- Project Management
- Subcontracting
- Structural Engineering
- Environmental Health and Safety
- Construction

Median real-time advertised salary: **£46,500**

1. Lightcast 2025. Online job postings data provides a useful barometer for the health of the jobs market. It is important to note that the data does not capture all activity, so it should be considered as an estimate of activity.
2. Job postings are rounded to the nearest 10.
3. Data is for the period covering July 2024 – June 2025
4. Data is based on SOC 5316 for the whole of Scotland. Median salary based on 55% of job postings.
5. Data is based on SOC 2121 for the whole of Scotland. Median salary based on 32% of job postings.

Job Postings[1,2,3]

Between July 2024 and June 2025 there were **505,170** job postings in Scotland across all sectors. The labour market across the country has cooled following a peak in job postings in 2022, and since the end of 2023 the number of jobs postings each month has been broadly stable.

Spotlight on… Electricians and Electrical Fitters[4]

Between July 2024 and June 2025 there were **3,610 job postings** for Electricians and Electrical Fitters. The number of job postings has decreased by **5.5%** compared to the period between July 2023 and June 2024 (**8.0%** decline across all occupations comparatively). However, demand for these roles remained steady.

Top Locations:

- Glasgow City — **680 job postings**
- Edinburgh City — **610 job postings**
- Highland — **280 job postings**
- Aberdeen City — **220 job postings**

Specialised skills and knowledge included:

- Electrical Systems
- Safety Standards
- Emergency Lighting
- Risk Analysis
- Electrical Wiring

Median real-time advertised salary: **£40,100**

Spotlight on… Plumbers and Heating and Ventilating Installers and Repairers[5]

Between July 2024 and June 2025 there were **670 job postings** for Plumbers and Heating and Ventilating Installers and Repairers. The number of job postings has decreased by **21.4%** compared to the period between July 2023 and June 2024 (**8.0%** decline across all occupations comparatively). However, demand for these roles remained steady.

Top Locations:

- Edinburgh City — **140 job postings**
- Glasgow City — **120 job postings**
- Aberdeen City — **50 job postings**
- Fife — **30 job postings**

Specialised skills and knowledge included:

- Plumbing
- Plumbing Repair
- Construction
- Facility Management
- Heating Systems

Median real-time advertised salary: **£37,600**

1. Lightcast 2025. Online job postings data provides a useful barometer for the health of the jobs market. It is important to note that the data does not capture all activity, so it should be considered as an estimate of activity.
2. Job postings are rounded to the nearest 10.
3. Data is for the period covering July 2024 – June 2025
4. Data is based on SOC 5241 for the whole of Scotland. Median salary based on 48% of job postings.
5. Data is based on SOC 5315 for the whole of Scotland. Median salary based on 52% of job postings.

Spotlight: Digital Practitioners in Construction

Digital Practitioners in Scotland

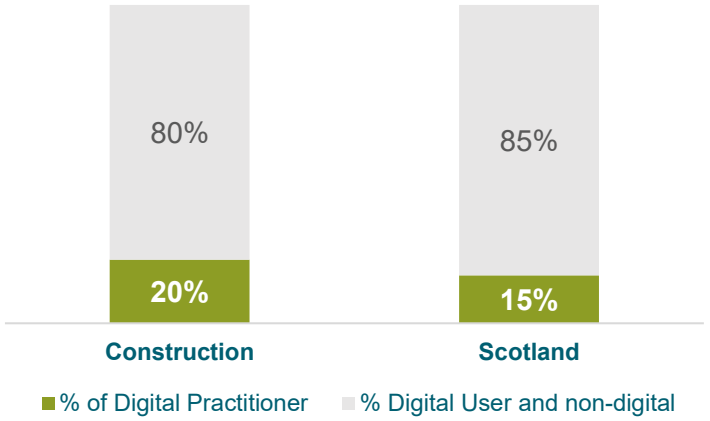
Recognising that digital skills permeate roles across all sectors and are no longer confined to traditional technology roles, SDS has undertaken research to define Scotland's Digital Economy in 2025, building on the Digital Economy Skills Action Plan.

This definition strengthens the evidence base and ensures SDS and partners can understand the spread of digital jobs across Scotland's key sectors and identify how digital transformation is shaping skills demand, productivity and sectoral growth. More information on this research is available in Appendix 2.

This spotlight focuses on the presence of **Digital Practitioner** roles within the Construction sector. Digital Practitioners are occupations that utilise technical and professional digital skills, either within the traditional digital sector or integrated into other roles outside the sector. Digital Practitioner roles include occupations like **Building and Civil Engineering Technicians** and **CAD, Drawing and Architectural Technicians.**

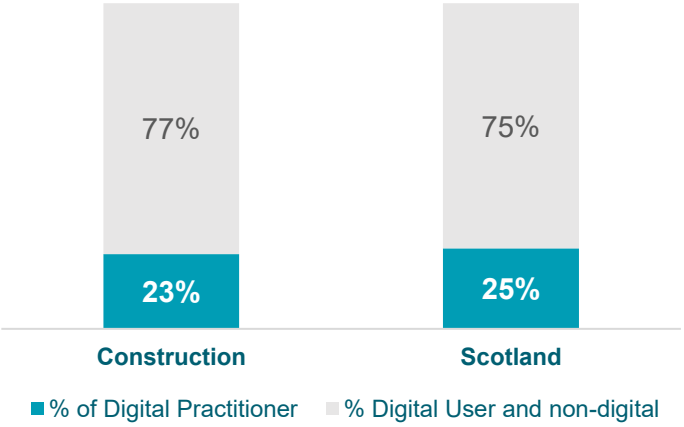
Employment [1]

In 2022, **20%** of people employed in the Construction sector were employed in Digital Practitioner roles. This was higher than the Scottish average of **15%**.



Gross Value Added (GVA)[2]

Digital Practitioner roles within the Construction sector make a sizeable contribution to the GVA of the whole sector (**23%** in 2022), slightly lower than the average in Scotland.



Digital Insight for Construction[3]

Digital professionals are increasingly influencing the future of Scotland's construction industry by introducing technical and professional digital skills into roles traditionally considered manual or site-based. SDS's research highlights the expanding integration of digital expertise within construction, despite the sector's historically low level of digital maturity.

Understanding how digital skills are incorporated across various construction roles is essential for supporting workforce development and maintaining the sector's competitiveness and resilience amid a shifting economic environment. The Construction Accord Digital and Data group highlight the obstacles to progress, including cultural resistance to change, perceived complexity and lack of urgency regarding digital adoption, financial and time constraints, industry fragmentation, deficiencies in leadership and business skills, the relevance of training programs, and challenges in assessing return on investment.

1. SDS analysis of Lightcast Labour Market Data (2022, accessed in 2024).
2. SDS analysis of Annual Business Survey Data (2022, published in 2024).
3. Insight from the sector gathered via Skills Development Scotland (2025).

Future Demand: Mid-term (2025-2028)[1]

In the mid-term (2025-2028), **the number of people in employment is forecast to grow by 5.3% (10,000 people)** in the **Construction** sector. This is a larger percentage growth than is forecast overall across Scotland, where employment is anticipated to rise by 2.5% (68,000 people).

By 2028, the regions forecast to have the greatest level of sectoral employment are **Lanarkshire and Glasgow College Region**, the same as in 2025. Between 2025 and 2028, the sector is forecast to see the greatest growth in **Skilled Construction and Building Trades (3,200 people),** followed by **Business and Public Service Professionals (1,300 people)**.

Forecasts for the mid-term (2025-2028) suggest there could be demand for **25,300 people in the sector**, as a result of **the need to replace workers** leaving the labour market and **opportunities created** through expansion demand. Whilst positive, caution is needed as a wide range of factors may impact the labour market over this period.

Workforce (people), 2028[1]

Workforce size 2028: **200,000** people

The sector's workforce is expected to **grow** by **5.3%** (or **10,000** people) between 2025 and 2028

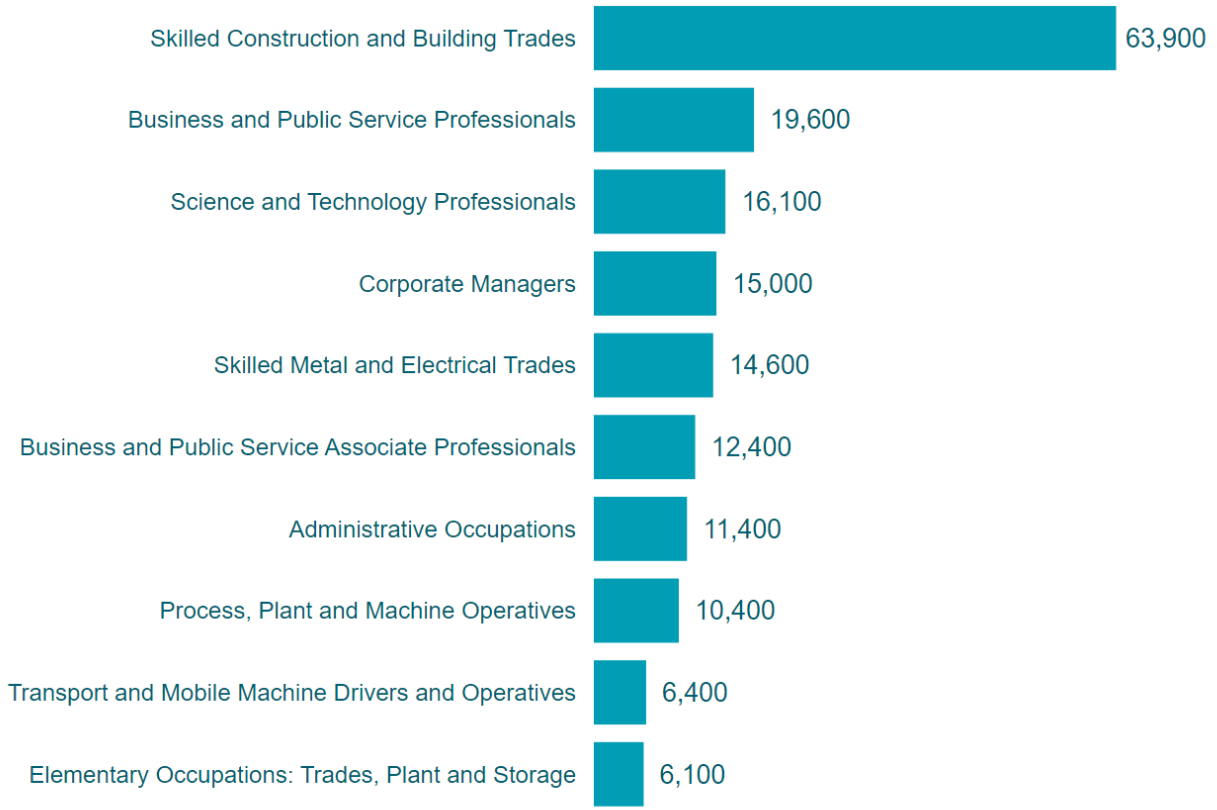
Compared to a Scotland wide increase of **2.5%** or **68,000** people

Total Requirement[1,2]

Total requirement: **25,300** people = **Replacement demand**: **15,300** people + **Expansion demand**: **10,000** people

Construction is forecast to account for **6.4%** of Scotland's total requirement for people in the mid-term (2025-2028)

Top 10 Employing Occupations (people), 2028[1]



1. SDS (2025). Oxford Economics Forecasts.
2.Total requirement for people is made up of expansion and replacement demand.
The expansion demand is the number of people required as a result of economic growth or contraction.
The replacement demand is the number of people required to replace workers leaving the labour market (i.e. those who retire, move away or change jobs). Please note, figures are rounded to the nearest 100 and as a result totals may not equal the sum of the constituent parts.

Future Demand: Long-term (2028-2035)[1]

Employment growth in the **Construction** sector **is forecast to continue, with an increase of 8.6% (17,200 people)** in the long-term (2028-2035). This is a larger percentage growth than is anticipated overall across Scotland, where employment is forecast to rise by 4.0% (112,500 people).

By 2035, the regions forecast to have the greatest level of sectoral employment are **Lanarkshire and Glasgow College Region.** Between 2028 and 2035, the greatest growth is forecast to be in **Skilled Construction and Building Trades (5,700 people),** followed by **Business and Public Service Professionals (2,600 people)** in the sector.

Forecasts for the long-term (2028-2035) estimate that **54,200 people** could be required in the sector. This will be driven by **the need to replace workers** leaving the labour market **and the creation of opportunities** through expansion demand. Whilst positive, caution is needed as a wide range of factors may impact the labour market over this period.

Workforce (people), 2035[1]

Workforce size 2035: **217,200** people

The sector's workforce is expected to **grow** by **8.6%** (or **17,200** people) between 2028 and 2035

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

Total Requirement[1,2]

Total requirement: **54,200** people = **Replacement demand**: **37,000** people + **Expansion demand**: **17,200** people

Construction is forecast to account for **6.1%** of Scotland's total requirement for people in the long-term (2028-2035)

Top 10 Employing Occupations (people), 2035[1]

1. SDS (2025). Oxford Economics Forecasts.
2. Total requirement for people is made up of expansion and replacement demand.
The expansion demand is the number of people required as a result of economic growth or contraction.
The replacement demand is the number of people required to replace workers leaving the labour market (i.e. those who retire, move away or change jobs). Please note, figures are rounded to the nearest 100 and as a result totals may not equal the sum of the constituent parts.

Appendix 1: Construction Sector Definition (SIC 2007)

SIC	Name
02.2	Logging
08.11	Quarrying of ornamental and building stone, limestone, gypsum, chalk and slate
08.12	Operation of gravel and sand pits; mining of clays and kaolin
16.23	Manufacture of other builders' carpentry and joinery
20.30/1	Manufacture of paints, varnishes and similar coatings, mastics and sealants
20.30/2	Manufacture of printing ink
22.11	Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres
22.19	Manufacture of other rubber products
22.23	Manufacture of builders' ware of plastic
23.32	Manufacture of bricks, tiles and construction products, in baked clay
23.41	Manufacture of ceramic household and ornamental articles
23.42	Manufacture of ceramic sanitary fixtures
23.43	Manufacture of ceramic insulators and insulating fittings
23.44	Manufacture of other technical ceramic products
23.49	Manufacture of other ceramic products
23.51	Manufacture of cement
23.52	Manufacture of lime and plaster
23.61	Manufacture of concrete products for construction purposes
23.62	Manufacture of plaster products for construction purposes
23.63	Manufacture of ready-mixed concrete
23.64	Manufacture of mortars
23.65	Manufacture of fibre cement
23.69	Manufacture of other articles of concrete, plaster and cement
25.11	Manufacture of metal structures and parts of structures
25.12	Manufacture of doors and windows of metal
25.21	Manufacture of central heating radiators and boilers
25.29	Manufacture of other tanks, reservoirs and containers of metal
25.3	Manufacture of steam generators, except central heating hot water boilers
26.11	Manufacture of electronic components
41.10	Development of building projects
41.20/1	Construction of commercial buildings
41.20/2	Construction of domestic buildings

SIC	Name
42.11	Construction of roads and motorways
42.12	Construction of railways and underground railways
42.13	Construction of bridges and tunnels
42.21	Construction of utility projects for fluids
42.22	Construction of utility projects for electricity and telecommunications
42.91	Construction of water projects
42.99	Construction of other civil engineering projects n.e.c.
43.11	Demolition
43.12	Site preparation
43.13	Test drilling and boring
43.21	Electrical installation
43.22	Plumbing, heat and air-conditioning installation
43.29	Other construction installation
43.31	Plastering
43.32	Joinery installation
43.33	Floor and wall covering
43.34/1	Painting
43.34/2	Glazing
43.39	Other building completion and finishing
43.91	Roofing activities
43.99/1	Scaffold erection
43.99/9	Specialised construction activities (other than scaffold erection) n.e.c.
46.13	Agents involved in the sale of timber and building materials
46.63	Wholesale of mining, construction and civil engineering machinery
46.73	Wholesale of wood, construction materials and sanitary equipment
71.11/1	Architectural activities
71.11/2	Urban planning and landscape architectural activities
71.12/1	Engineering design activities for industrial process and production
71.12/2	Engineering related scientific and technical consulting activities
71.12/9	Other engineering activities (not including engineering design for industrial process and production or engineering related scientific and technical consulting activities)
74.90/2	Quantity surveying activities

Appendix 2: Digital Economy Definition Research

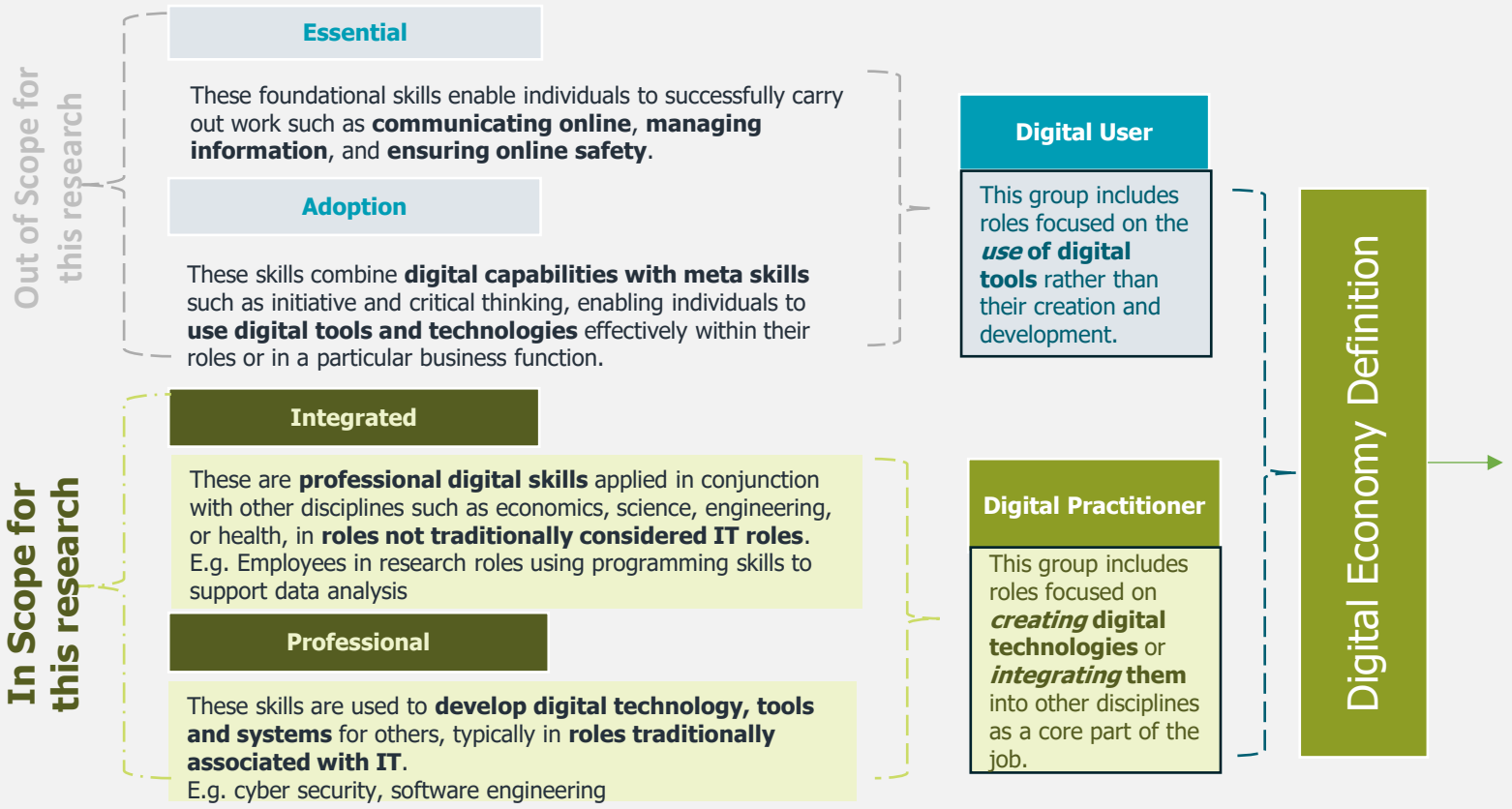
Project Background

In March 2023, SDS released the Digital Economy Skills Action Plan (DESAP), which emphasised the increasing importance of digital skills across all sectors in Scotland. While the Digital Tech Sector is well-defined and focuses on activity related to the production of digital technologies, the DESAP noted a lack of comparable data for the wider Digital Economy (which encompasses all economic activity that is enabled by digital technology) due to an unclear definition. To address this, SDS worked collaboratively with stakeholders to define the Digital Economy with the aim of improving the understanding of related jobs and skills.

Methodology

Following a literature review and stakeholder consultations, a final definition of the digital economy was produced (see below). This was then used to identify jobs (based on SOCs) and skills (from the Lightcast Skill Taxonomy) that were considered part of the Digital Economy. The research focused on Digital Practitioners as a particular area of interest to understand how skills that create or integrate digital technologies are permeating across occupations. This list of Digital Practitioner jobs and skills was then applied to the Scottish Labour Market to assess the economic value of Digital Practitioner jobs in Scotland.

Definition of the Digital Economy



Key Findings for Scotland

Estimated at almost 400,000, Digital Practitioner jobs in Scotland account for **15% of the total workforce**. This is comparable to the size of the Human Health and Social Work sector.

Digital practitioner roles contribute £34.6 billion in GVA to Scotland's economy, which represents around **25% of Scotland's GVA**.

At least **half** of all Digital Practitioner job postings require a **bachelor's degree or equivalent.**

The median advertised salary for Digital Practitioner job postings in Scotland was **£38,627. This was 35% higher than the average median advertised salary across all Scottish job postings.**

Skills Development Scotland

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