

Economy, People and Skills

January 2026



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Economy, People and Skills

This **Economy, People and Skills** report provides evidence on the economy and labour market.

This report is part of a wider suite of labour market information products published by Skills Development Scotland, including **Regional** and **Sectoral** Skills Assessments.

Skills Development Scotland also produces the **Data Matrix**, an interactive tool offering more detailed data from a variety of sources in a visually engaging format.

Find out more at the links above.

The UK labour market continues to soften, with unemployment rising and payrolled employment falling despite a modest uptick in vacancies. Scotland's labour market is holding rather than improving, with minor rises in employment, unemployment lower than the previous quarter, and job postings up despite weaker PAYE employment data compared to last year. Wage and inflation pressures have eased, leading the Bank of England to cut interest rates in December.

The UK and Scottish labour markets remain weaker compared to last year

The UK labour market is holding at a weaker position compared to the previous quarter. Employment remained broadly unchanged in the three months to November 2025, with respect to the previous quarter (less than 0.1 pp increase), while unemployment edged up to 5.1% (0.3 pp increase), which was broadly in line with analysts' expectations. Economic inactivity decreased slightly to 20.8% (down by 0.2 pp). PAYE employment declined again in December (0.1% decrease), sitting 0.6% lower than in December 2024. Job vacancies rose modestly between October and December 2025 (an increase of 1.3% relative to July - September 2025), reflecting seasonal trends.

Scotland's labour market remains steady. Between September and November 2025, LFS data shows small changes with respect to the previous quarter: employment rose to 74.7% (0.4 pp increase), economic inactivity fell to 22.3% (0.3 pp decrease), and over the same period, unemployment decreased 3.7% (0.2 pp decrease). PAYE data also shows a flat trend, with employment broadly stable compared to the previous month (less than 0.1% decrease) and lower employment compared to December 2024 (0.4% decrease). There was a small uptick in job postings in Scotland in December 2025 compared to the previous month (100 postings, an increase of 0.3%), consistent with seasonal effects.

Wage pressures continue to ease amid a seasonal uptick in inflation

Wage pressures across the UK are easing, with annual regular pay growth falling to 4.5% between September and November 2025 (0.2 pp decrease). Headline inflation rose to 3.4% in December, although this increase is expected to be temporary due to seasonal effects, while core inflation remained steady at 3.2%. These easing domestic price pressures come alongside signs of slowing economic momentum. The UK economy expanded by just 0.1% in Q3 2025, below the 0.2% expected by the Bank of England (BoE) and market analysts, and slower than the 0.3% and 0.7% growth recorded in Q2 and Q1, respectively. By contrast, Scotland's GDP grew by 0.3% in Q3, slightly up from Q2 (0.2%).

Future outlook

The Scottish Fiscal Commission's (SFC) latest forecasts, released alongside the Scottish Government's 2026-27 Budget, show that forecast growth in 2025 remains unchanged at 1.1%. Projections for 2026 and 2027 have been revised down to 1.3% each year, respectively (from 1.8% in 2026 and 1.7% in 2027), reflecting weaker economic momentum due to global instability and rising costs. The latest SFC forecasts predict inflation to reach the BoE's 2% target by early 2027, with only slight upward adjustments for 2026-27. The SFC's labour market forecasts are mostly unchanged, though short-term projections have weakened with unemployment now expected to rise to 4.2% in 2026-27 before stabilising at 4.1% by 2029-30.

The 2026-27 Scottish Budget committed funding to measures supporting families, cutting business rates for retail, hospitality and leisure, and raising the basic and intermediate income tax thresholds, alongside a freeze on the top income tax thresholds until April 2029.

UK and Scotland Economy - Gross Domestic Product (GDP)

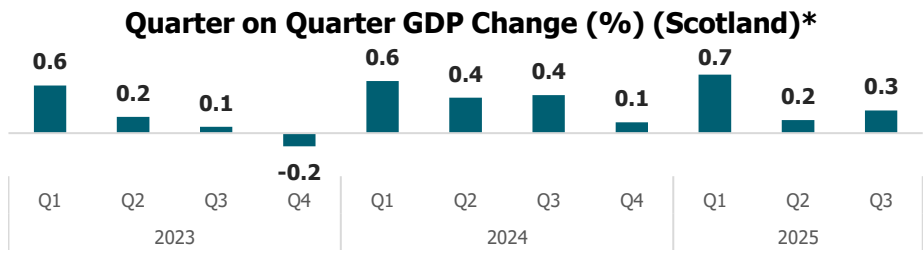
UK GDP

The UK economy grew by an unrevised 0.1% in Q3 2025.¹ This was below the 0.2% expected by the Bank of England (BoE) and analysts surveyed by Reuters, and a slowdown from 0.2% in Q2 and 0.7% in Q1.² Slower growth in Q3 was mainly driven by the production sector, which fell by 0.3%. In the three months to November 2025, GDP grew by 0.1%, after showing no growth in the three months to October (revised up from a fall of 0.1%) and an unrevised growth of 0.1% in the three months to September 2025. Monthly GDP is estimated to have increased by 0.3%, following an unrevised drop of 0.1% in October 2025 and a growth of 0.1% in September 2025 (revised up from the initial estimate of a fall of 0.1%).³

Scotland GDP

Scotland’s GDP increased by 0.3% in Q3 2025 (revised up from the first estimate of 0.2%), following a 0.2% rise in Q2.⁴ The largest

positive contributions to growth were seen in professional, scientific and technical services and administrative and support services. Monthly figures show that in the three months to November 2025, Scotland’s GDP grew by an estimated 0.3%.⁵ This follows a revised growth of 0.3% in the three months to October 2025. Monthly GDP is estimated to have contracted by 0.4% in November 2025.



*GDP data have been revised after the release of the Supply and Use Tables in December 2025. The reference year moved forward to 2022, so figures may differ from previously published. More information is available [here](#).

Economic Outlook

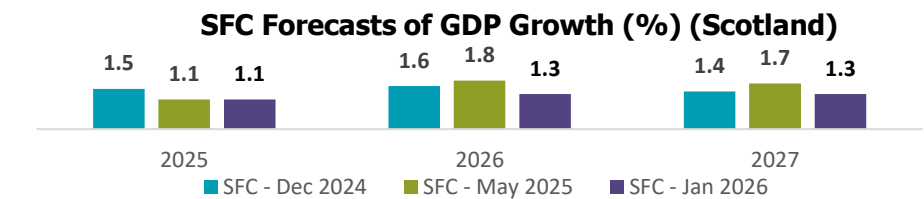
In January, the Scottish Fiscal Commission (SFC) published updated economic and fiscal forecasts for Scotland to inform the 2026-2027 Scottish Budget. The revised figures incorporate minor adjustments to the five-year outlook, reflecting the latest data.⁶

The SFC has left its 2025 growth forecast unchanged at 1.1% since the May 2025 publication but has lowered its projections for 2026 and 2027 to 1.3%. The revision reflects weaker-than-expected economic data, as global instability and rising consumer and business costs have had a greater impact than anticipated. It also incorporates heightened geopolitical tensions and global uncertainty amid recent developments in Venezuela.

The SFC’s latest inflation outlook for 2026-27 remains broadly consistent with its December 2024 forecast, but only slightly higher

than those published in May 2025. The updated figures indicate that inflation will continue easing and is expected to fall to the BoE’s 2% target by the first quarter of 2027.

The SFC’s labour market outlook remains broadly consistent with previous forecasts, though the short-term picture has weakened slightly as ongoing economic uncertainty and elevated labour costs continue to weigh on business confidence and dampen labour demand. The SFC now anticipates the unemployment rate to rise to 4.2% in 2026-27 (up from 3.9% in the December 2024 and May 2025 forecast) before stabilising at 4.1% in 2029-30.



¹ ONS. [GDP quarterly national accounts, UK: July to September 2025](#) (December 2025).

² FT. [UK economy unexpectedly contracted by 0.1% in September](#) (November 2025).

³ ONS. [GDP monthly estimate, UK: November 2025](#) (January 2026).

⁴ Scottish Government [GDP Quarterly National Accounts: 2025 Quarter 3 \(July to September\)](#) (January 2026).

⁵ Scottish Government. [GDP Monthly Estimate: November 2025](#) (January 2026)

⁶ SFC [Scotland’s Economic and Fiscal Forecasts – January 2026](#) (January 2026)

Inflation and the Cost of Living



Business activity in Scotland remains subdued

In December, the **Royal Bank of Scotland Growth Tracker** stayed below the **neutral benchmark of 50** and only edged up 0.1 points with respect to the previous month (48 to 48.1), marking the **fourth consecutive monthly contraction in overall business activity**.¹ Firms commonly linked the decline to reduced customer demand and ongoing pressures from the rising cost of living. **This contraction stands in contrast to the modest expansion observed across the UK overall**, as suggested by the S&P Global Flash UK PMI which registered 52.1 points in December, up from 51.2 in the previous month.²

¹ RBS [News release: Royal Bank of Scotland Growth Tracker](#) (January 2026).
² S&P [Global Flash UK PMI](#) (December 2025).
³ Scottish Government [Scottish Consumer Sentiment Indicator: 2025 Quarter 4](#) (January 2026)
⁴ S&P [Global UK Consumer Sentiment Index](#) (December 2025)



Consumer confidence weakens further

In Q4 2025, the **Scottish Consumer Sentiment Indicator** decreased to **-8.8**, indicating a weakening compared to Q3 (-8.3) and with respect to Q4 2024 (-4.9).³ Weaker sentiment over the quarter was mainly driven by a fall in expected household financial situation, down 1.4 points to their lowest level since Q1 2023. **In the UK, evidence suggests consumer confidence remains weak.** S&P's UK Consumer Sentiment Index fell further below the neutral level of 50 in January (from 44.7 to 44.6), marking a 9-month low.⁴ The decline was driven by falls in the labour market and savings components.



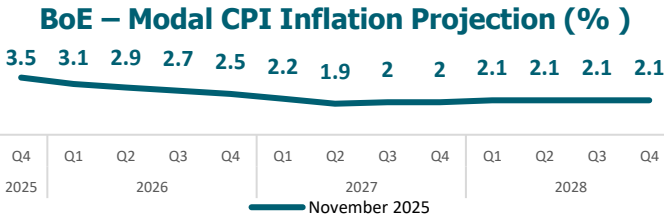
Inflation rose to 3.4% in December, higher than analysts' expectations

Inflation in the UK increased to 3.4% in December 2025, up from 3.2% in November.⁵ This was above economists' expectation of 3.3%.⁶ However, this increase is expected to be temporary, largely reflecting higher tobacco duty and seasonal movements in airfares over Christmas.

Core inflation held steady at 3.2% in December 2025. Services inflation rose to 4.5%, up from 4.4% in November. These are key measures for the Bank of England (BoE).

Inflation forecast

The BoE's latest inflation estimates were published in November 2025.⁷ CPI inflation was expected to stand at 3.5% by the end of 2025, and December's CPI outturn of 3.4% was broadly in line with the forecast range. The Bank projects inflation to fall close to 3% in early 2026 and return to the 2% target by mid-2027. This marks a more rapid easing of inflation in the short term compared to the August projections, which anticipated a peak of 4% in September; however, the outlook for 2026 and 2027 remains almost unchanged. The projected fall to 3% in coming quarters is mainly attributed to lower expected contributions from energy and food prices, along with a slowdown in services inflation as earlier cost pressures, like higher employer National Insurance and regulated prices, start to fade and wage growth cools. The forecast also assumes that the recent rise in inflation will not cause further knock-on effects that push up prices again. The return to the 2% target in the medium term assumes a margin of economic slack (the difference between actual and potential GDP) will push down inflation, partly reflecting the restrictive stance of monetary now both now and in the past.



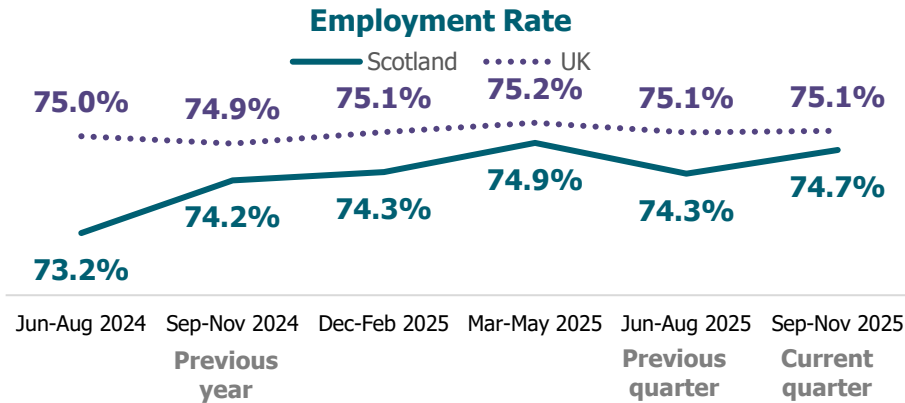
⁵ ONS. [CPI, UK: December 2025](#) (January 2026).
⁶ FT. [UK inflation rises more than expected to 3.4% in December](#) (January 2026)
⁷ BoE. [Monetary Policy Report](#) (November 2025).

The ONS published revised LFS estimates from 2011 for the UK (except for youth unemployment, which is from 2019) and from 2019 for Scotland in December 2024. The revised data incorporates new population estimates, including the Scottish 2022 Census, helping to make LFS estimates more representative. Scotland shows the biggest revisions due to population changes, but rates remain similar. The revisions cause a step change discontinuity between revised and un-revised data, and therefore the longer-term trend graph indicates where data is revised with a [r] in the data label.

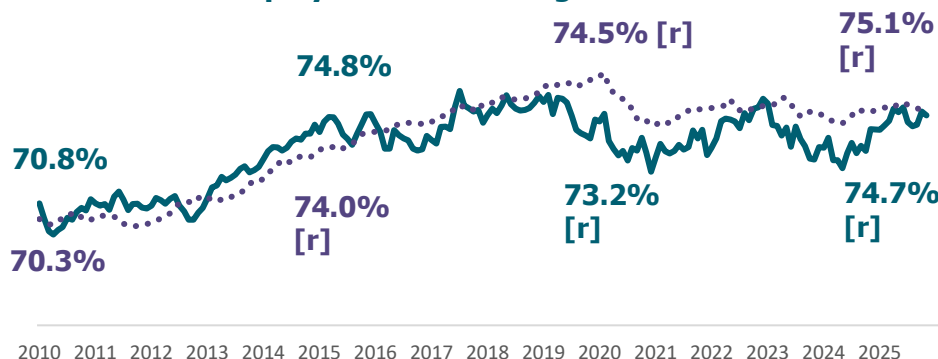
Employment Rate (16-64)¹

➤ **Scotland's employment rate was estimated to be 74.7%**

- The latest data suggests Scotland's employment rate was **74.7%** in the period covering September to November 2025. The rate increased compared with the previous quarter (0.4 pp increase).*



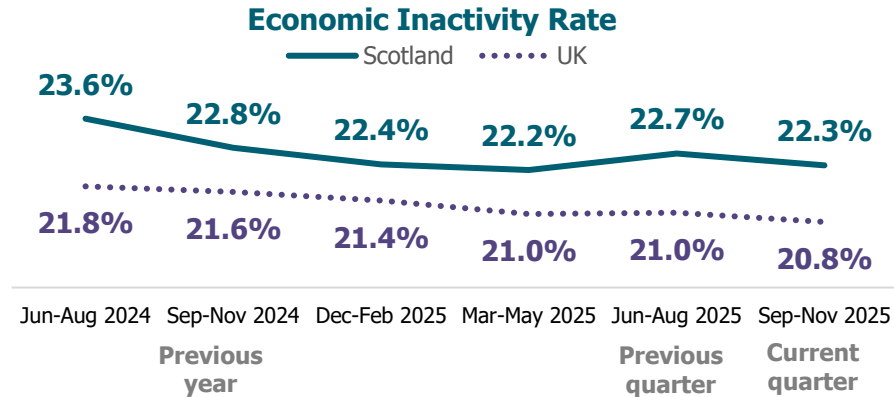
Employment Rate: Longer-term trend



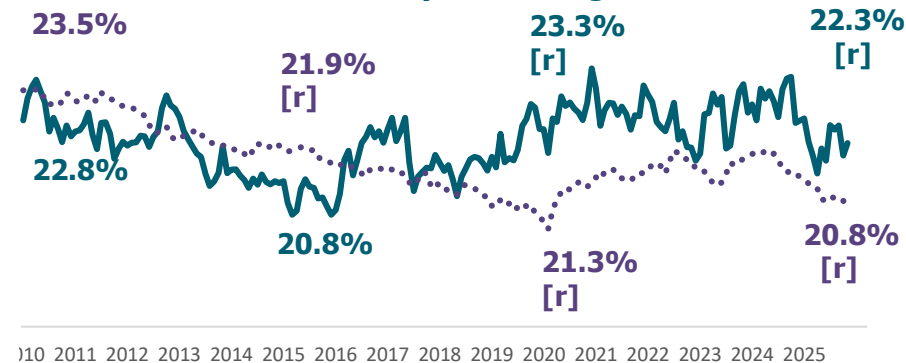
Economic Inactivity (16-64)¹

➤ **The 16-64 Scottish economic inactivity rate was estimated to be 22.3%**

- The latest data suggests that Scotland's economic inactivity rate was **22.3%** in September to November 2025. The economic inactivity rate was 0.3 pp lower than last quarter.*



Economic Inactivity Rate: Longer-term trend



¹ ONS, Labour Force Survey (20th January 2026).

*Figures may not sum due to rounding.

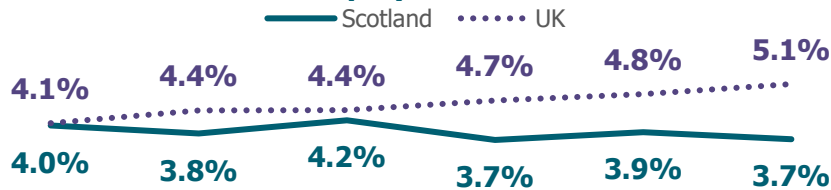
The ONS published revised LFS estimates from 2011 for the UK (except for youth unemployment, which is from 2019) and from 2019 for Scotland in December 2024. The revised data incorporates new population estimates, including the Scottish 2022 Census, helping to make LFS estimates more representative. Scotland shows the biggest revisions due to population changes, but rates remain similar. The revisions cause a step change discontinuity between revised and un-revised data, and therefore the longer-term trend graph indicates where data is revised with a [r] in the data label.

Unemployment (16+)¹

➤ **Unemployment in Scotland was estimated to be 3.7%**

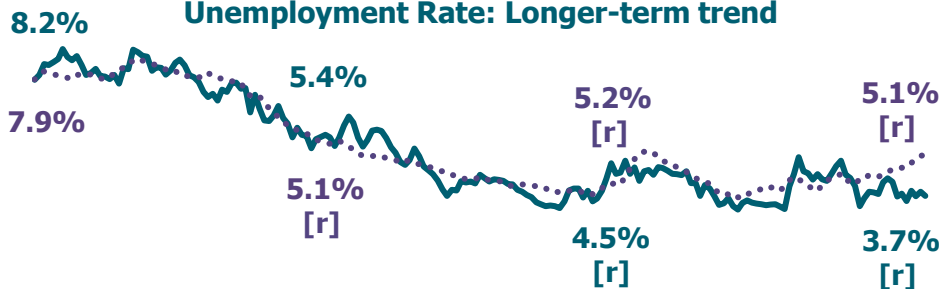
- The latest data suggests Scotland's unemployment rate was **3.7%** in the period covering September to November 2025. This is a decrease of 0.2 pp compared with the last quarter.*

Unemployment Rate



Jun-Aug 2024 Sep-Nov 2024 Dec-Feb 2025 Mar-May 2025 Jun-Aug 2025 Sep-Nov 2025
Previous year Previous quarter Current quarter

Unemployment Rate: Longer-term trend



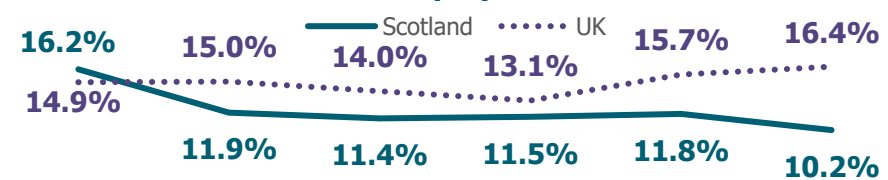
2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025

Youth Unemployment (16-24)^{1,2}

➤ **16-24 youth unemployment in Scotland was estimated to be 10.2%**

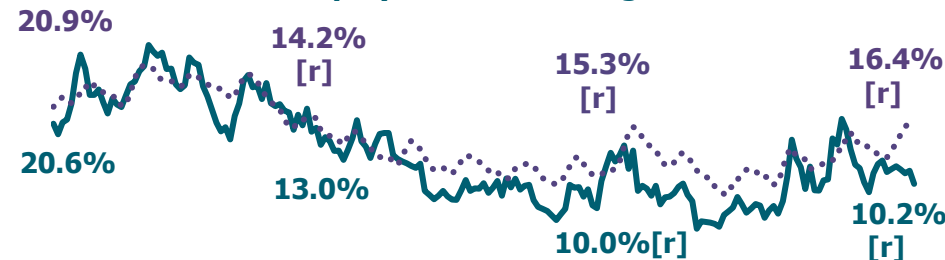
- The latest data estimates that Scotland's youth unemployment rate was **10.2%** in the period covering September to November 2025.* This is lower than the same period of the previous year (1.7 pp decrease), but it is important to note the declassification of LFS data and the small sample sizes that youth unemployment is based on.**

Youth Unemployment Rate



Jun-Aug 2024 Sep-Nov 2024 Dec-Feb 2025 Mar-May 2025 Jun-Aug 2025 Sep-Nov 2025
Previous year Previous quarter Current quarter

Youth Unemployment Rate: Longer-term trend



2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025

¹ ONS. Labour Force Survey (20th January 2026). ² Please note: Youth Unemployment should only be compared to the previous year.

*Figures may not sum due to rounding. **Figures marked with ** have been flagged by the ONS as based on small sample sizes. More generally, age breakdowns of regions will be subject to smaller sample sizes, creating greater volatility and less precision. As a result the Annual Population Survey (APS), which has a larger timeframe and the English, Welsh and Scottish LFS boosts, is the preferred source for labour market indicators by region and age (although it too has been impacted by smaller sample sizes and has been declassified from official statistics. The Scottish Government has also recently noted "limited confidence" in APS unemployment in youth unemployment estimates for Scotland). Please find analysis of the Scottish youth labour market using APS data [here](#).

Universal Credit¹ and Claimant Count Rate²

697,900

people claiming Universal Credit in Scotland in December 2025

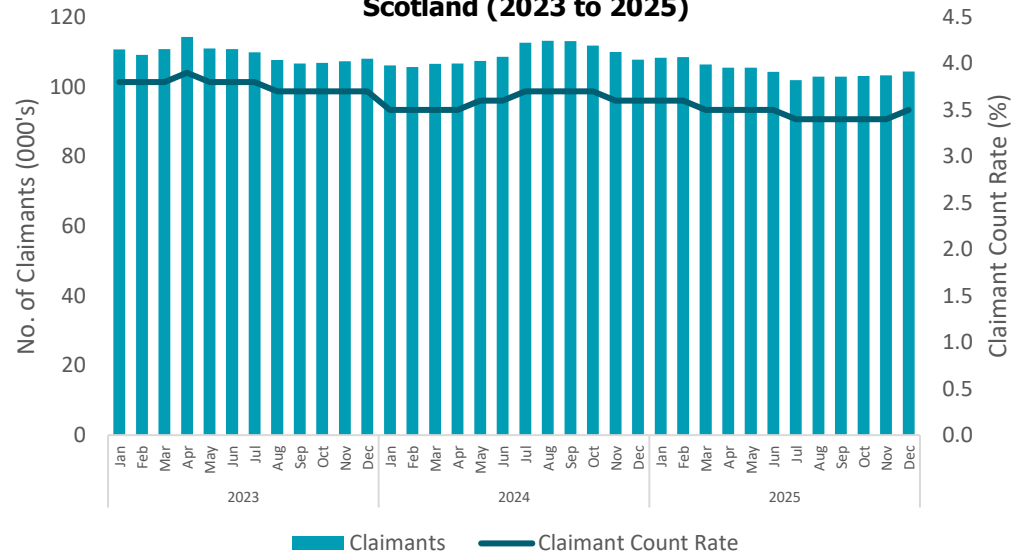
Between November and December 2025, 7,900 additional people in Scotland claimed Universal Credit, an increase of 1.1%. This continues a trend of increase from June 2022. The overall rise has been driven by an increase in claimants not in work.¹ Since January 2023, the proportion of claimants in work has ranged from 30% to 38%. As noted in the [September 2024](#) spotlight, migration from legacy benefits is likely to be a factor contributing to the increase in people claiming Universal Credit.

3.5%

Claimant Count rate in Scotland in December 2025 (104,400 claimants)

Between November and December 2025, the Claimant Count increased. The number of claimants increased by 1,100, whilst the Claimant Count rate increased 0.1 pp, from 3.4% to 3.5%. The Claimant Count rate has fallen from 4.7% in January 2022, but there has been some recent fluctuation in trends.

Claimant Count: No. of Claimants (thousands) and Rate (%), Scotland (2023 to 2025)



Redundancies³ and Company Insolvencies⁴

9,000*

Redundancies in the three months to November 2025 in Scotland

3.6*

Redundancies per 1,000 people (4.9 in the UK)

The number of people who were made redundant in Scotland increased by 2,100 in the three months to November 2025 compared with the three months to November 2024.

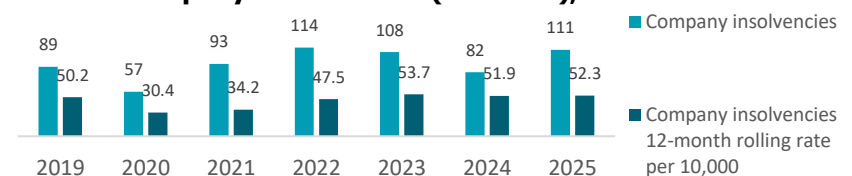
*Please note estimates are based on a small sample and should be used with caution.

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Company insolvencies in Scotland, December 2025

Following a reduction during the pandemic, company insolvencies have since increased. In general, the trend has shown that recent company insolvency levels are above those seen pre-pandemic, and for December 2025 the number of insolvencies and 12-month rolling rate of insolvencies was higher than in December 2019.

Company Insolvencies (Scotland), December



¹ Department for Work and Pensions (January 2026). The breakdown of Universal Credit claimants by employment status is not available for November. November data is provisional. Figures for 'not in work' could include both those unemployed or economically inactive.

² ONS. Claimant Count (January 2026). Experimental statistics. December data is provisional.

³ ONS. Labour Force Survey (20th January 2026).

⁴ The Insolvency Service. [Monthly Insolvency Statistics, December 2025](#) (January 2026).

Job Postings in Scotland^{1,2}

Provisional data for December suggests that online job postings in Scotland slightly increased compared with November, rising to 37,000. Postings increased by 0.3% or 100 postings compared with November and increased by 29.2% or 8,400 postings compared with December 2024. The three-month-rolling average decreased by 5.0% for October to December compared with September to November.

The highest demand in December was for occupations such as:

- Cleaners and Domestic;
- Care Workers and Home Carers;
- Sales Related Occupations;
- Kitchen and Catering Assistants; and
- Customer Service Occupations n.e.c..

The occupations in highest demand remain broadly similar to last month.

The following occupations had the largest change in job postings in December compared with November:

Increase:

- Care Workers and Home Carers (+300);
- Social Workers (+100); and
- Solicitors and Lawyers (+100).

Decrease:

- Roundspersons and Van Salespersons (-300);
- Large Goods Vehicle Drivers (-200); and
- Sales Related Occupations n.e.c (-200).

The skills in highest demand in December were:

Common skills

- Communication;
- Management; and
- Customer Service.

Specialised skills

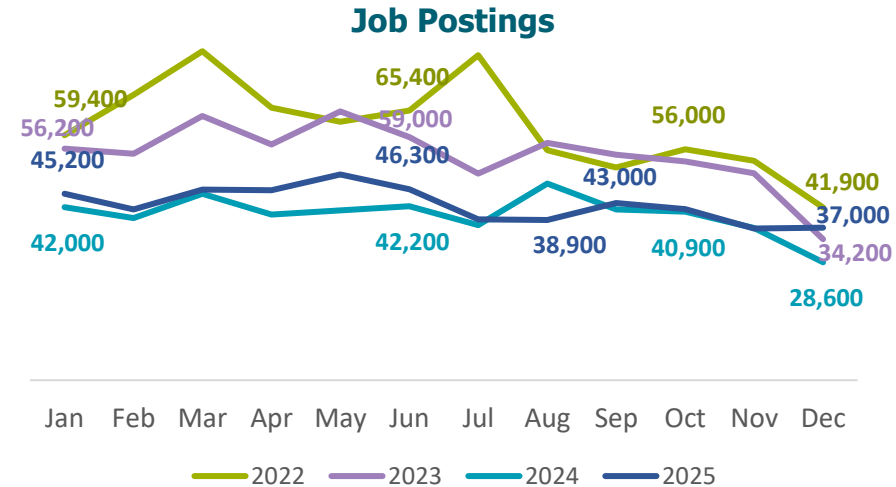
- Auditing;
- Continuous Improvement Process; and
- Project Management;

Public and private sector postings in December:

- In December, the top 10 organisations with the most job postings were mainly private sector organisations.

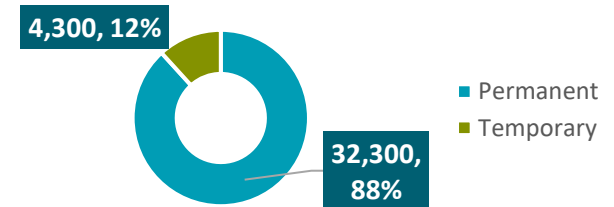
¹ Lightcast (January 2026). Lightcast gathers insights from online job postings

² Numbers rounded to the nearest 100.

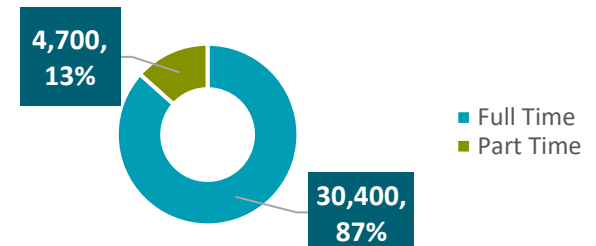


Job Postings in Scotland, December 2025

Permanent and Temporary*



Full Time and Part Time*



*Please note, the total number of temporary and permanent job postings and full time and part time may not sum to Scotland's total as some postings do not specify this information.

Spotlight: A review of 2025 and looking ahead to 2026

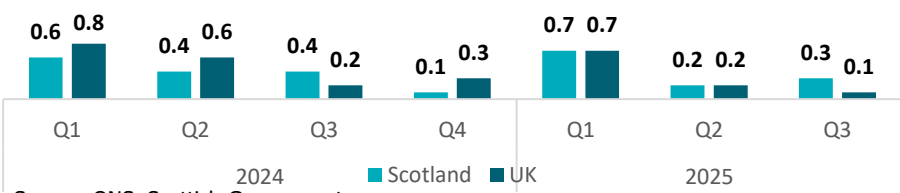
The UK and Scottish economies faced a challenging 2025, with only modest growth, persistent inflation, and a weakening labour market. Brief early-year gains quickly faded amid global uncertainties and rising costs, while inflation remained above target and UK unemployment reached a decade high outside the pandemic. Business and consumer confidence declined throughout the year, reflecting ongoing economic pressures. As 2026 begins, the outlook remains uncertain, with analysts divided between hopes for recovery and concerns over continued weakness.

Early 2025 economic growth gains were short-lived amid global and domestic strains

Following a weak performance in the latter half of 2024, GDP growth rebounded at the beginning of 2025, reaching 0.7% in the UK and in Scotland during the first quarter of 2025.^{1,2} These figures marked a notable improvement relative to the final quarter of 2024, when growth for both Scotland and the UK stood at just 0.1% and 0.3%, respectively.^{3,4}

However, this momentum proved short-lived, as the initial uptick was largely the result of economic activity being accelerated ahead of the introduction of US tariffs. Subsequently, growth has decelerated in both Scotland and the UK, with quarterly rates dropping to 0.3% and 0.1% respectively in the third quarter of 2025.^{5,6} GDP data for the last quarter of 2025 is yet to be released, but is expected to remain low, with analysts predicting 0.2% quarterly growth in the UK, just below OBR’s expectation of 0.3%.⁷ Persistent global uncertainties, subdued business investment and productivity, and ongoing domestic cost pressures derived from increased National Insurance contributions and the National Living Wage have contributed to the relatively poor economic performance rates in 2025.⁸

Figure 1: Scotland and UK Quarterly GDP change (%)

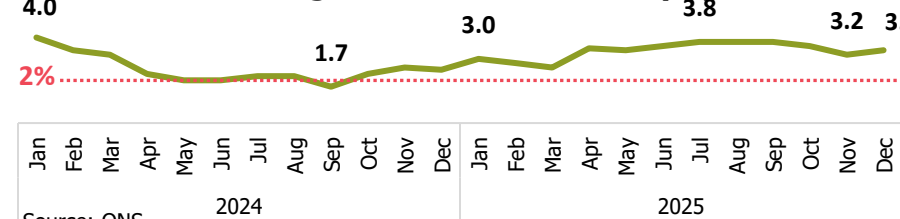


Source: ONS, Scottish Government

Inflation remained above target throughout 2025

Inflation has been consistently above the BoE’s target of 2% throughout 2025. After dropping to 1.7% in September 2024, inflation began to rise again towards the end of that year, reaching 3.0% by January 2025.⁹ In March, inflation eased to 2.8%, partly due to lower prices for motor fuels and recreation and culture. However, this decline was short-lived, as inflation resumed its upward trajectory mid-year, peaking at 3.8% in July. After remaining at this elevated level for three months, inflation eased below analysts’ expectations to 3.2% in November, before temporarily rising to 3.4% in December, due to seasonal effects.¹⁰ Food costs and administrated prices were key factors sustaining high inflation in 2025. Inflation for food and non-alcoholic beverages rose steadily throughout the year, reaching a peak of 5.1% in August.⁹ Energy costs, including electricity, gas, and other fuels, also trended upwards, especially following the increase in the energy price cap in April.¹¹ Additional inflationary pressure came from rising water bills and higher Vehicle Excise Duty.¹²

Figure 2: UK CPI Inflation (%)



Source: ONS

⁸ CBI [Underlying weaknesses holding UK economy back – CBI Economic Forecast](#) (Dec 2025)

⁹ ONS. [Consumer price inflation time series](#) (December 2025)

¹⁰ ONS. [CPI, UK: December 2025](#) (January 2026).

¹¹ Ofgem [Energy price cap will rise by 6.4% from April](#) (February 2025)

¹² BoE [Letter from the Governor to the Chancellor](#) (September 2025)

¹ ONS. [GDP quarterly national accounts, UK: January to March 2025](#) (June 2025).

² Scottish Government [Quarterly National Accounts: 2025 Quarter 1 \(Jan to Mar\)](#) (July 2025)

³ ONS. [GDP quarterly national accounts, UK: October to December 2024](#) (March 2025).

⁴ Scottish Government [GDP Quarterly National Accounts: 2024 Quarter 4 \(Oct to Dec\)](#) (April 2025)

⁵ ONS. [GDP quarterly national accounts, UK: July to September 2025](#) (December 2025).

⁶ Scottish Government [GDP First Quarterly Estimate 2025 Q3 \(July to Sept\)](#) (November 2025).

⁷ HM [Treasury Forecasts for the UK economy](#) (December 2025)

Spotlight: A review of 2025 and looking ahead to 2026

Labour market has weakened with UK unemployment hitting a decade-high

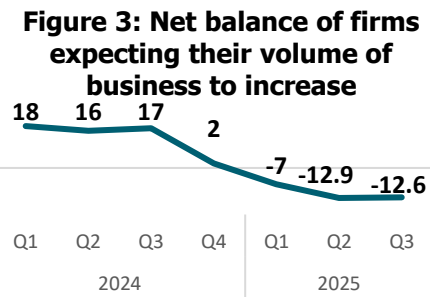
The UK labour market weakened significantly throughout 2025, with unemployment standing at 5.1% in the three months to November - the highest level in a decade outside the pandemic period.¹³ Since March 2025, payrolled employment in both Scotland and the UK has been generally declining with respect to the same period in 2024, and it has declined on a monthly basis since September 2025. Recent commentary highlights several factors contributing to the UK's labour market stagnation: rising employment costs, the emergence of 'job hugging', where workers prioritize job security over satisfaction, and the growing impact of automation and artificial intelligence on entry-level roles, as businesses are increasingly automating routine tasks once handled by junior staff, reshaping traditional career entry points and altering the path to professional employment.¹⁴

Business and consumer confidence deteriorated significantly

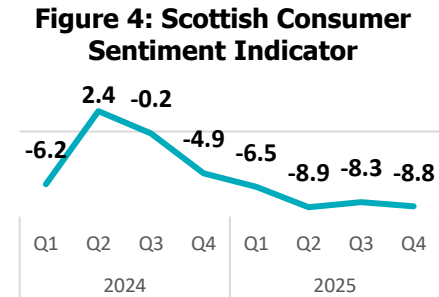
In line with the weak economic performance of 2025, business and consumer confidence have been low. Figure 3 shows the net balance of firms expecting business volumes to increase over the next six months, based on the Fraser of Allander Institute's Scottish Business Monitor.¹⁵ A positive value means more businesses expect activity to rise than to fall, so it is commonly used as a measure of business sentiment. As shown in Figure 3, the downward trend from Q3 2024 continued through 2025, remaining negative through the first three quarters, though Q3 data suggests sentiment may be stabilising.

Likewise, high inflation and anticipated tax increases impacted consumer confidence in 2025. As shown in Figure 4, the Scottish Consumer Sentiment has been consistently declining since Q3 2024, with confidence worsening further in 2025, although showing some signs of levelling off in recent quarters.¹⁶ At the UK level, different sources indicate a similar trend, with business and consumer

sentiment deteriorating over 2025 with some stabilisation seen toward the end of the year.¹⁷



Source: FAI



Source: Scottish Government

Mixed expectations for 2026

Analysts hold mixed outlooks for the UK economy in 2026. While some are optimistic, expecting a lift in consumer confidence as inflation eases and interest rates are projected to fall¹⁸, others anticipate ongoing economic weakness and further deterioration in the labour market.^{19,20} The Scottish Fiscal Commission (SFC) downgraded its 2026 and 2027 outlook in response to recent economic data showing weaker momentum (see page 4 for more details). Following the UK autumn budget, private-sector anxiety over business rates is growing, with many companies delaying expansion plans and considering price increases to offset rising costs.²¹ This cautious outlook is also reflected in hiring intentions, as fewer firms expect to grow their workforce in early 2026.²² In Scotland, the recently released 2026-2027 budget indicates that businesses will benefit from reductions in basic, intermediate, and higher property rates, along with a transitional relief package to support those affected by the recent revaluation announced in the UK autumn budget.²³ This measure could potentially help ease pressure on the labour market and support economic output, though its ultimate impact remains uncertain.

¹³ ONS. Labour Force Survey (20th January 2026).
¹⁴ The Conversation [Struggling to find a job? Three reasons why the UK labour market is stuck right now](#) (December 2025)
¹⁵ FAI [Scottish Business Monitor](#) (Q1 2024-Q3 2025)
¹⁶ Scottish Government [Scottish Consumer Sentiment Indicator](#) (Q1 2024 – Q4 2025)
¹⁷ UK parliament [Business and consumer confidence: Economic indicators](#) (December 2025)

¹⁸ FT [What will shape 2026? You asked, FT Editor Roula Khalaf answered](#) (January 2026)
¹⁹ ICAEW [Economic update: What to expect in 2026?](#) (January 2026)
²⁰ Goldman Sacks [UK Outlook 2026 – Catching Down](#) (January 2026)
²¹ BCC [Business rates anxiety hits record high](#) (January 2026)
²² BCC [Cost pressures hit jobs market further](#) (January 2026)
²³ Scottish Government [Scottish Budget 2026 to 2027](#) (January 2026)

LMI resources



Regional Skills Assessments and Sectoral Skills Assessments

provide a consistent evidence base to inform future investment in skills.

New updates have been published at the end of October 2025.



The Data Matrix, offers data at Local Authority level, covering over 80 indicators covering Skills Supply, Skills Demand and Skills Mismatches.

The Data Matrix is updated Monthly.



CESAP Pathfinder, assesses the known investment, skills demand now and in the future, and current training and learning support for green skills in Scotland.

Skills Development Scotland is the national skills agency, supporting people and businesses to apply their skills, helping them to achieve their full potential

Apprenticeships

Scottish Apprenticeships provide integrated, flexible, in-work learning from school to graduate level, helping people gain industry-recognised qualifications.

Find Business Support

Enterprise and Skills agencies aligned offer to Scottish businesses and workers.

PACE

Scottish Government's PACE service can support employers and employees facing redundancy.

Skills for Growth

A fully-funded service for businesses with fewer than 250 employees which helps them identify their skills needs.

Career Information, Advice and Guidance

Skills Development Scotland's inclusive, all-age careers service empower people from all communities to make their own career and learning decisions.

Online Learning Portal

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

My World of Work Job Search

Helping employers advertise opportunities through SDS's careers website.

Green Jobs Workforce Academy

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

Contact us:

rsa@sds.co.uk