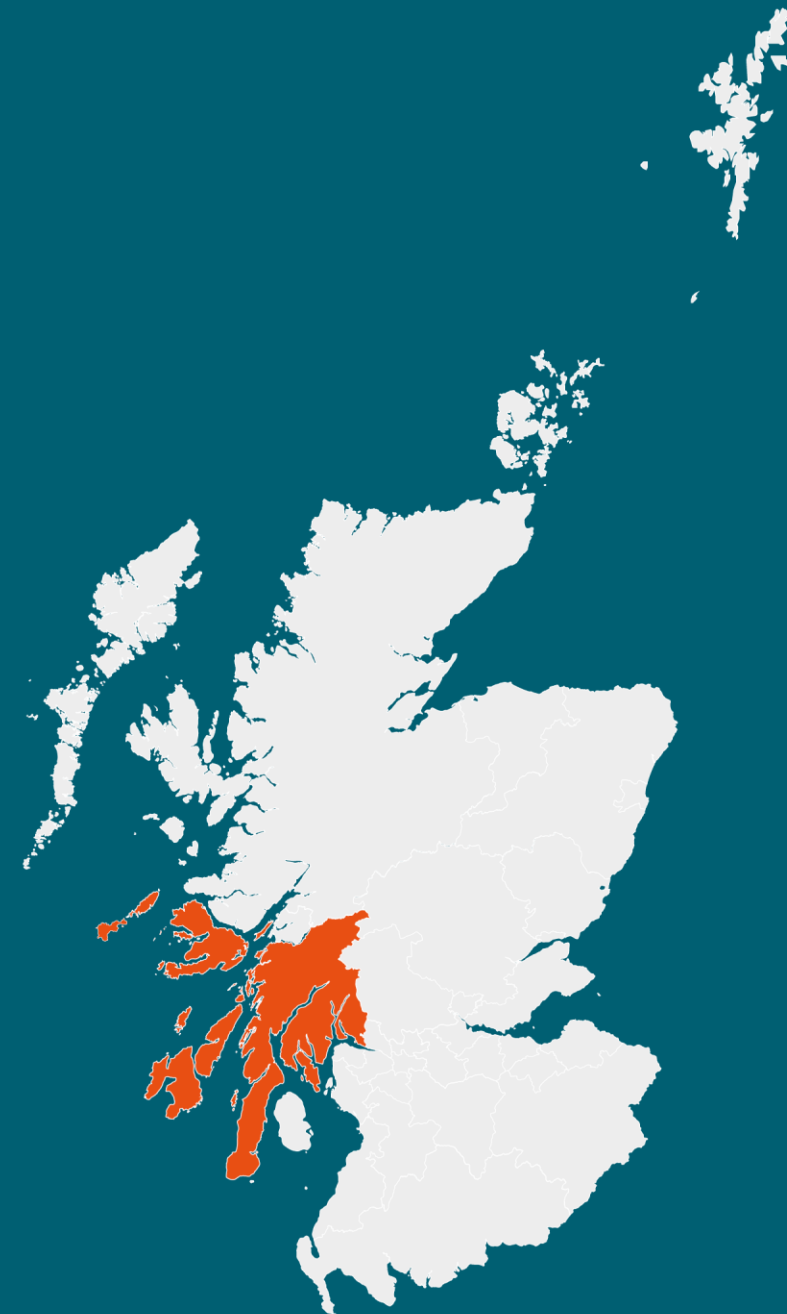


Regional Skills Assessment

Argyll and Bute Growth Deal

October 2025



Regional Skills Assessments

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

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

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

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

This RSA report is for Argyll and Bute Growth Deal, which covers the Argyll and Bute local authority. Throughout the RSA we refer to the region as Argyll and Bute.

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

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](#).

Regional Economic Development

The Argyll and Bute Economic Strategy 2024 - 2034 sets out a bold vision for a place-based, people-centred economy that delivers shared prosperity and sustainable growth. It is built around four strategic pillars: People, Place, Planet, and Prosperity. The strategy aims to reverse population decline, improve workforce skills, and attract key workers. It supports investment in infrastructure, housing, digital connectivity, and transport to revitalise towns, rural areas, and islands. Environmental goals include achieving net zero and enhancing biodiversity through clean energy and nature-based solutions. The strategy also promotes innovation, higher-wage jobs, and sectoral growth in tourism, food and drink, and the creative industries

Argyll and Bute Rural Growth Deal

The Argyll and Bute Rural Growth Deal is a £70 million, 10-year investment programme designed to unlock the region's economic potential and deliver inclusive, sustainable growth. Funded by the UK and Scottish Governments (£25 million each) and at least £20 million from local partners. The Growth Deal aims to create 300 jobs, support over 6,000 learners, and attract 70,000 additional visitors annually.

The Deal focuses on seven investment themes: tourism, low carbon economy, rural skills, housing, engineering, UAV logistics, and marine aquaculture.

Regional Transformational Opportunities

The Highlands and Islands Regional Transformational Opportunities (RTO) research, commissioned by Highlands and Islands Enterprise and HIREP, identifies over 250 strategic projects with a potential investment of over £100 billion across the Highlands and Islands by 2040. Focused on sectors like renewable energy, space, life sciences, and infrastructure, the study highlights the region's unprecedented economic potential. It aims to guide planning and policy to maximise benefits, including up to 18,000 operational jobs. The research promotes a collaborative, place-based approach to ensure inclusive growth, workforce development, and long-term sustainability across the region

Workforce North

Workforce North is a multi-agency mission responding to the once-in-a-generation opportunity identified in the Regional Transformational Opportunities research. The core aim of Workforce North is to grow and expand the regional workforce to meet the demands of this transformation.

The initiative was established following a Convention of the Highlands and Islands (CoHI) decision in Autumn 2024 and led by Skills Development Scotland (SDS) in partnership with organisations across the Highlands and Islands.

It seeks to address acute workforce challenges through five key workstreams:

- An extensive campaign
- School and Wider Community Focus
- Apprenticeship Expansion
- Increased upskilling and reskilling initiatives
- A major talent attraction and retention programme.

Workforce North activity as directed by COHI will take a place-based approach in Argyll & Bute.

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 level of investment identified in the Regional Transformational Opportunities Research.

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 **Argyll and Bute** in 2025: **£2,451m**

Argyll and Bute was estimated to generate 1.4% of Scotland's output in 2025. This share of GVA ranked the region in the bottom quartile of regions for GVA contribution to the Scottish economy.

In 2025, the highest value industries in Argyll and Bute were estimated to be:

	Public Administration and Defence	£532m
	Real Estate Activities*	£389m
	Human Health and Social Work Activities	£217m
	Accommodation and Food Service Activities	£178m



GVA forecast average annual growth (2025-2028)

Argyll and Bute: 1.4%

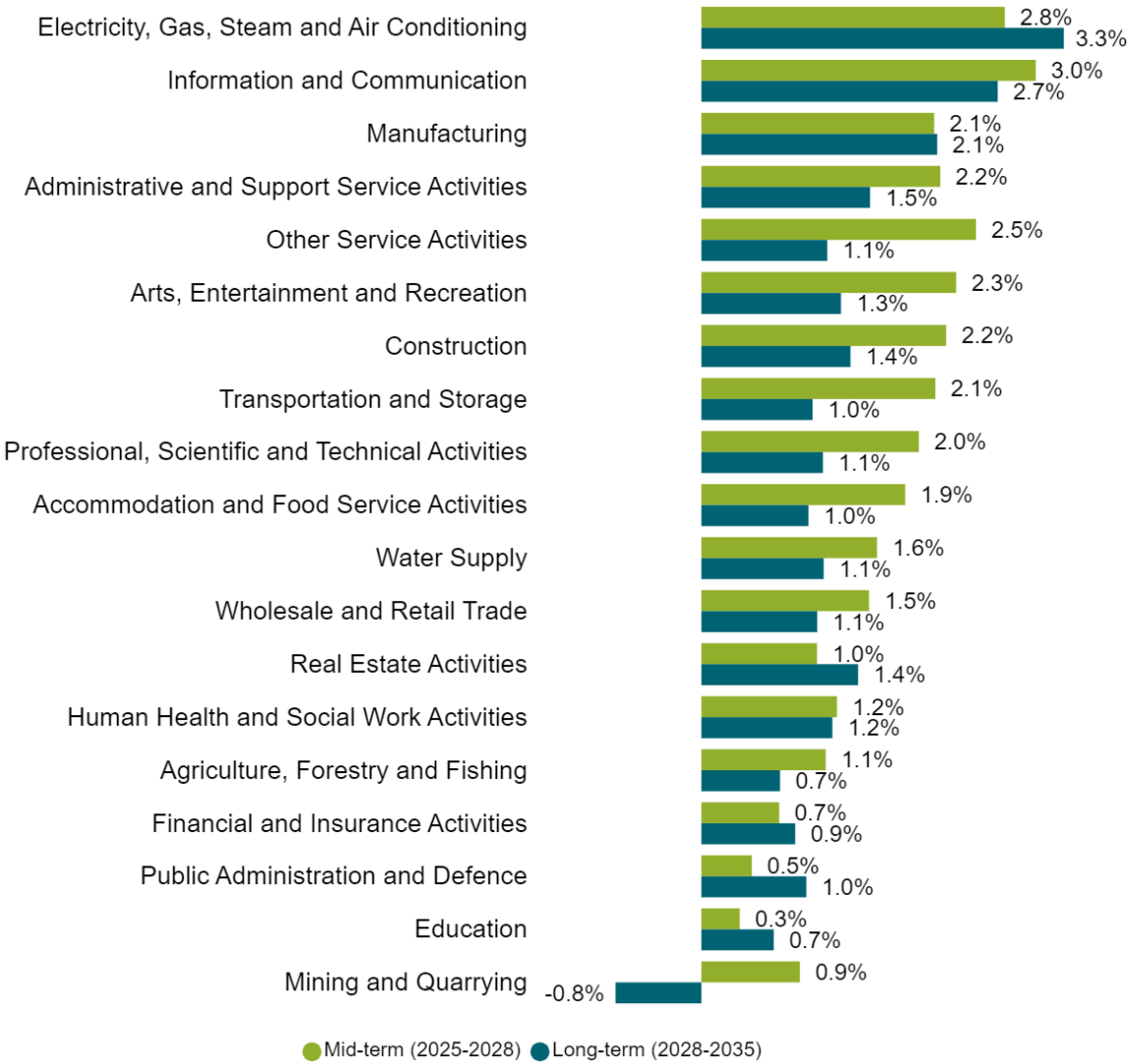
Scotland: 1.7%

GVA forecast average annual growth (2028-2035)

Argyll and Bute: 1.3%

Scotland: 1.6%

Forecast Average Annual GVA Change by Industry (%), Argyll and Bute



Productivity¹

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

Productivity in **Argyll and Bute** was estimated to be **£50,300** in 2025. In comparison, the Scottish average was estimated to be £57,700.



Mid-term Productivity

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

Argyll and Bute forecast productivity in 2028: **£51,500**

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



Long-term Productivity

From 2028 to 2035, productivity in Argyll and Bute 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%.

Argyll and Bute forecast productivity in 2035: **£55,600**

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

Productivity (2025)



1. SDS (2025). Oxford Economics Forecasts.

Regional Employment¹



Workforce Size 2025:
30,900 people

The region's workforce was estimated to account for **1.1%** of Scottish employment.

Over the last 10 years (2015-2025), regional employment was estimated to have **grown** by **11.7%** (**3,200** people). In comparison, employment in Scotland increased by 5.5%.



Workforce Size 2028:
31,700 people

The region's workforce is forecast to **grow** by **2.5%** (**800** people) between 2025 and 2028.

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

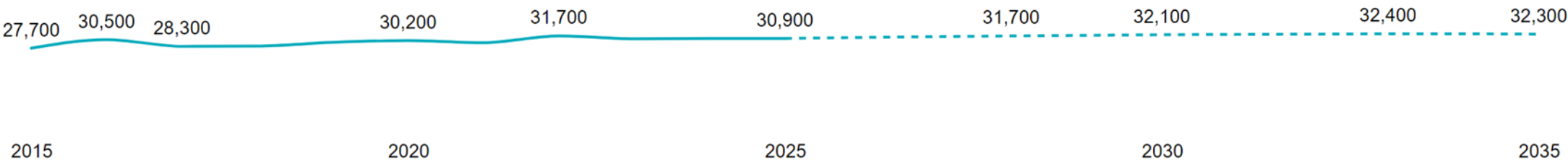


Workforce Size 2035:
32,300 people

The region's workforce is forecast to **grow** by **2.0%** (**600** 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), Argyll and Bute



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

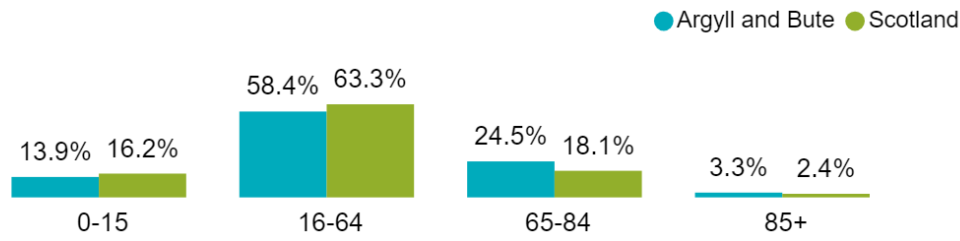
1. SDS (2025). Oxford Economics Forecasts.

Spotlight: Region's People

Population¹



In 2024, the population in **Argyll and Bute** was estimated to be **87,690**, accounting for **1.6%** of Scotland's total population. By age, the population distribution of the region and Scotland was:



Disability²

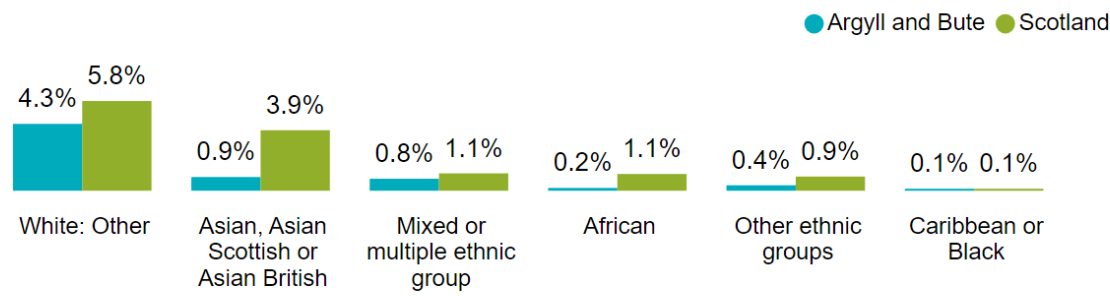


In 2022, the percentage of the population that reported having a health condition or disability that affected their daily activities was:

Argyll and Bute: 25.3% **Scotland: 24.1%**

Ethnic Groups²

The majority (**93.4%**) of people in **Argyll and Bute** identified as 'White Scottish' or 'Other White British' in 2022. The breakdown of Minority Ethnic groups included:



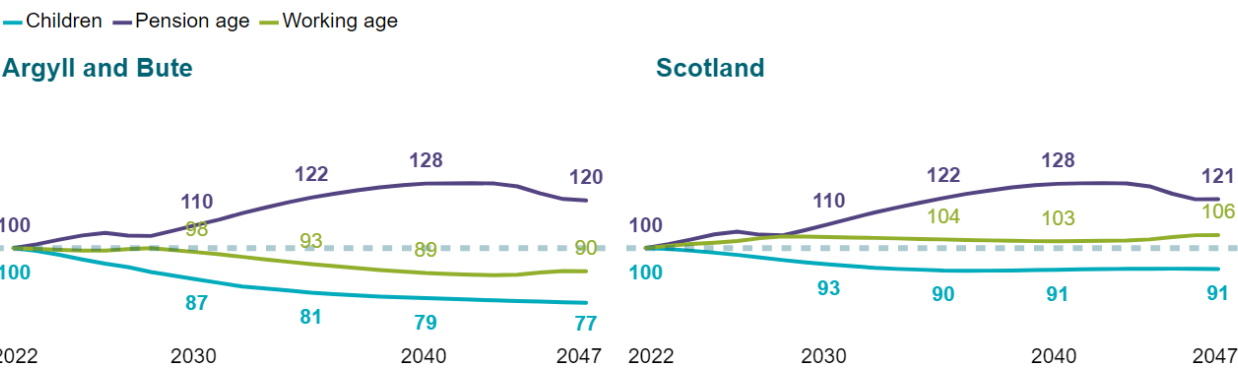
Population Projections³



The population is forecast to **decline** by **4.2%** in **Argyll and Bute** 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 **9.9%** 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 Argyll and Bute :		Dependency Ratio for Scotland :	
2022: 65%	2047: 76%	2022: 54%	2047: 55%

Employment by Industry¹

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

 **Public Administration and Defence**
8,300

 **Human Health and Social Work Activities**
4,100

 **Education**
2,700

Between 2025 and 2028, employment in the region is forecast to grow, however industries will have varying performance. The greatest employment growth is forecast in Administrative and Support Service Activities, with 100 more people by 2028. While Manufacturing is forecast to have the greatest employment contraction (less than 50 people) in the mid-term.

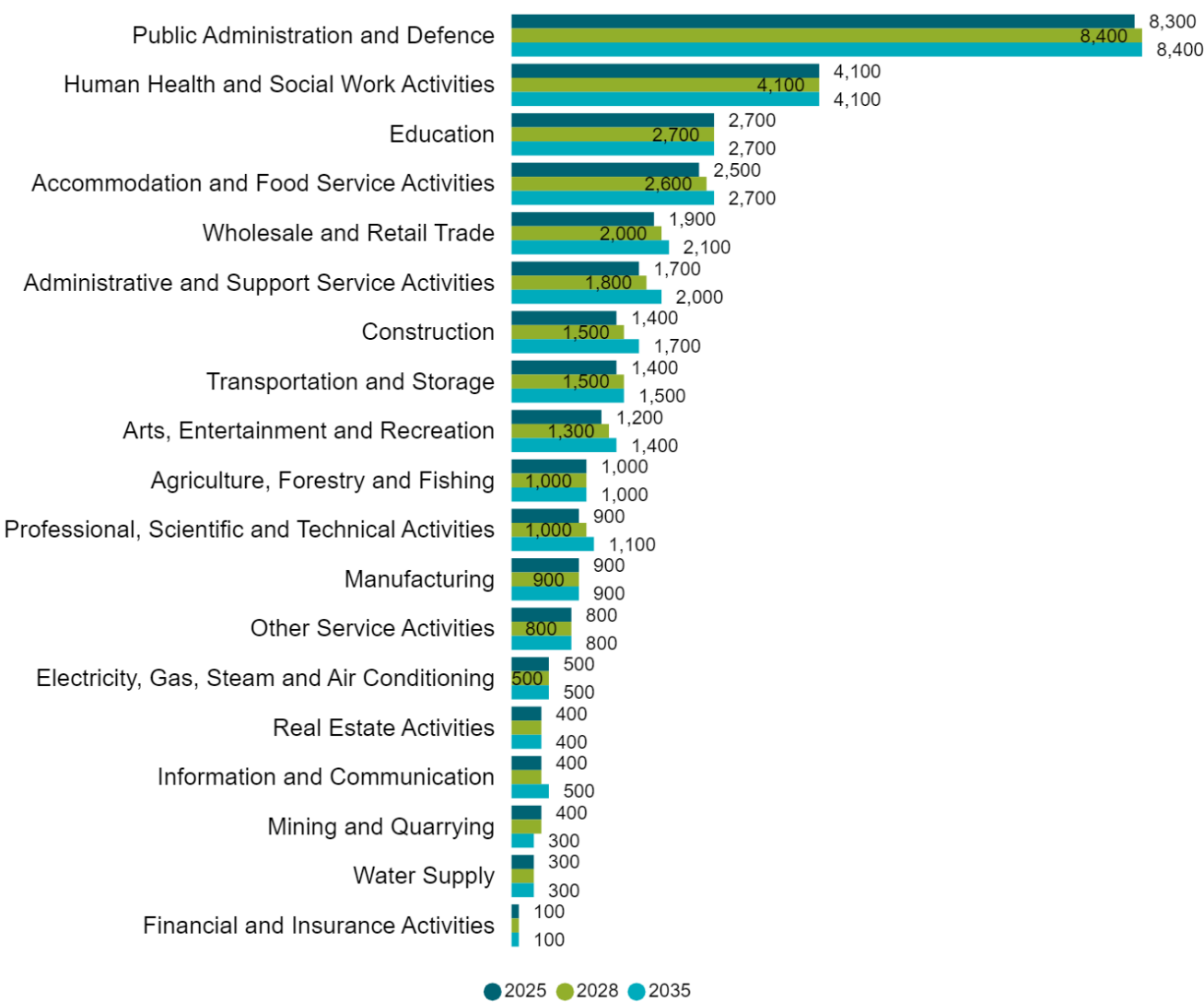
Over the long-term, between 2028 and 2035, the greatest employment growth is forecast in Administrative and Support Service Activities, with 200 more people by 2035. While Manufacturing is forecast to have the greatest employment contraction (-100 people) in the long-term.

In 2025, Other Mining and Quarrying was estimated to be the region's greatest specialism, with the percentage of employment in this industry 7.3 times greater than the Scottish average. The second largest specialism was estimated to be Water Transport (6.5 times greater in the region than the Scottish average).



Figures may not sum due to rounding.

Employment by Industry, Argyll and Bute



For data on employment by industry/key sector at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Employment Forecast by Industry)

1. SDS (2025). Oxford Economics Forecasts.

Employment by Occupation¹

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

 **Administrative Occupations**
3,300

 **Science and Technology Professionals**
2,300

 **Corporate Managers**
2,300

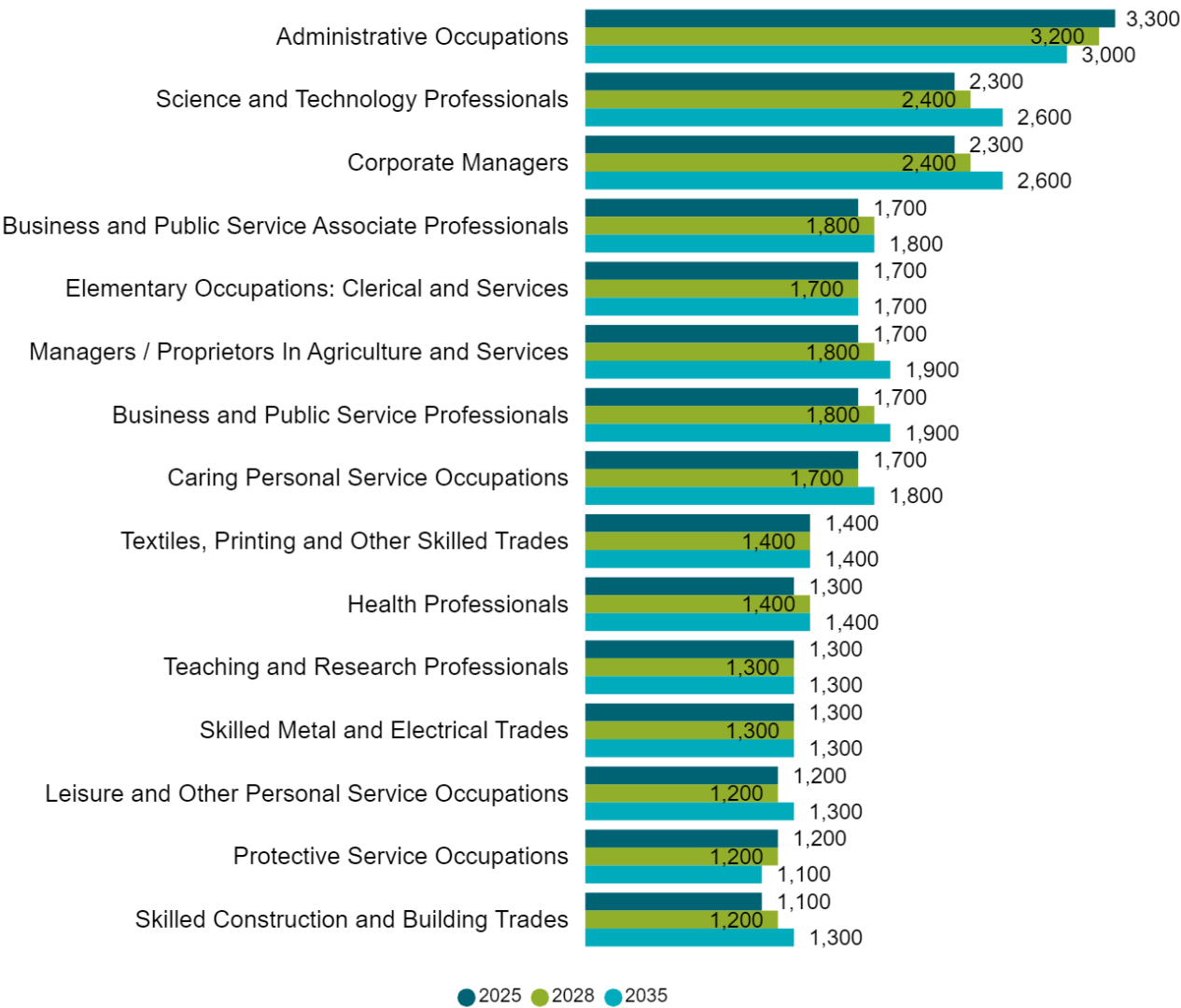
In 2025, 48.5% of employed people in the region were in 'higher-level' occupations*, which was a lower percentage of the workforce than Scotland (50.8%). 'Mid-level' occupations accounted for 35.4% of the workforce, which was a higher percentage of the workforce than Scotland (27.8%). Around 16.0% of people were employed in 'lower-level' occupations, which was a lower percentage of the workforce than Scotland (21.3%).

Between 2025 and 2028, the greatest growth is forecast to be in Corporate Managers (100 people). While Administrative Occupations is likely to experience the greatest contraction (-100 people).

Over the long-term, between 2028 and 2035, the greatest growth is forecast to be in Corporate Managers (200 people). While Administrative Occupations is likely to experience the greatest contraction (-200 people).

Figures may not sum due to rounding.

Employment in the 15 Largest Occupational Groups, Argyll and Bute



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

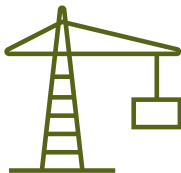
Identified as part of the Climate Emergency Skills Action Plan (CESAP), the sectors² listed below **make a significant contribution to the transition to net zero** and have the greatest potential for skills implications and jobs growth arising from it. This section focuses on overall employment in these sectors that make a significant contribution to the transition to net zero, which is the best available data for **Argyll and Bute**. We have been able to additionally establish the split between green jobs and non-green jobs for the College regions. Green jobs in Scotland are defined by three different categories: enhanced skills and knowledge, increased demand and new and emerging.³ For more information, on green and non-green jobs, please see the relevant College region reports. Presented below are the **number of people estimated to be employed in these sectors within Argyll and Bute in 2025**.



Agriculture

1,000 people

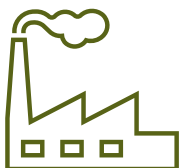
3% of the sector's employment in Scotland



Construction

2,100 people

1% of the sector's employment in Scotland



Manufacturing (with Engineering)

1,000 people

1% of the sector's employment in Scotland



Energy and Waste Treatment

1,100 people

1% of the sector's employment in Scotland



Transport

1,100 people

1% of the sector's employment in Scotland

The total number of people employed in the sectors that will make a significant contribution to net zero in Scotland was estimated to be 667,300 in 2025. Argyll and Bute was estimated to account for **1% of Scotland's total** (or 6,300 people). Of the sectors of most importance to the transition, Construction was the largest employing sector (33%) 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](#).

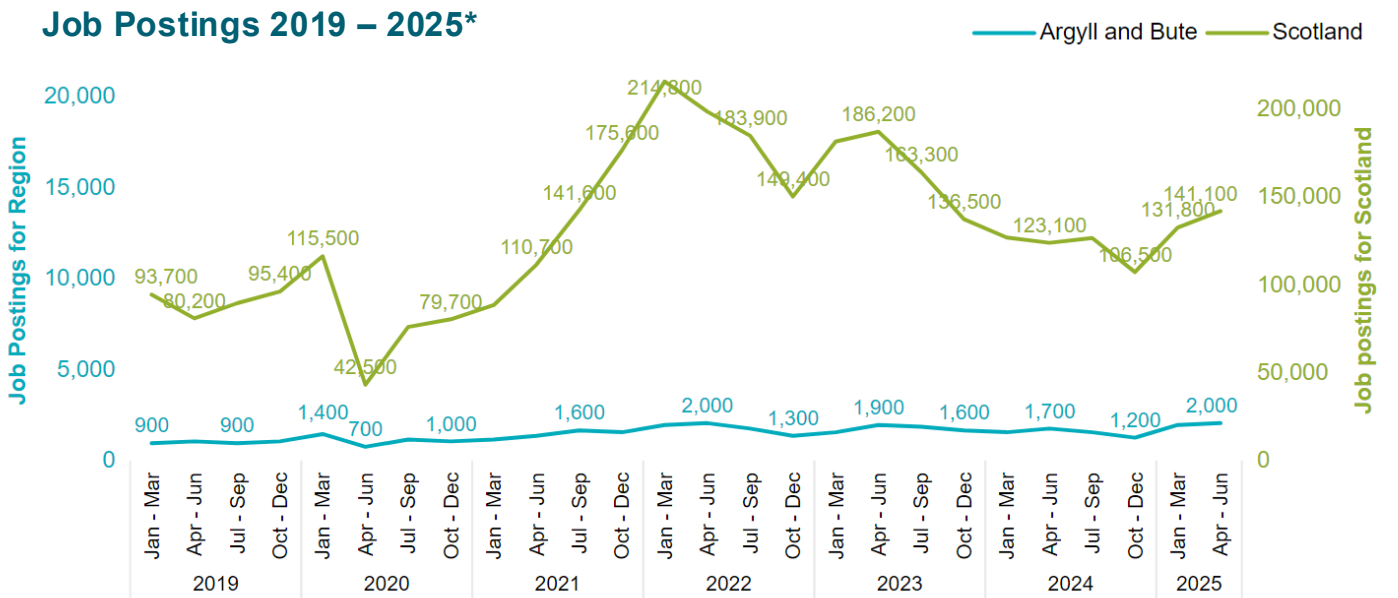
Due to the methodology adopted, the footprint of sectors presented on this page differs from the industry footprint presented elsewhere in this report, and in our Sectoral Skills Assessments (SSAs). Please find a full list of the

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 slide 13 for more information.

Job Postings¹

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

The labour market has cooled across Scotland, and job postings have declined from a peak in 2022. Whilst the labour market has softened across Scotland, there has been sustained demand for workers in the region in the first six months of 2025. Job postings in Argyll and Bute accounted for 1.4% of Scotland's total job postings between January and June 2025.



Between January and June 2025, there were 3,800 job postings in Argyll and Bute, of which:

The locations with the most jobs advertised were:

Helensburgh
1,300 job postings

Dunoon
300 job postings

Arrochar
200 job postings

Oban
600 job postings

Lochgilthead
300 job postings

Campbeltown
200 job postings



Specialised skills and knowledge were:

- Working with Children
- Risk Analysis
- Housekeeping
- Social Work
- Project Management
- Auditing

The top job postings were for:



Figures may not sum due to rounding.

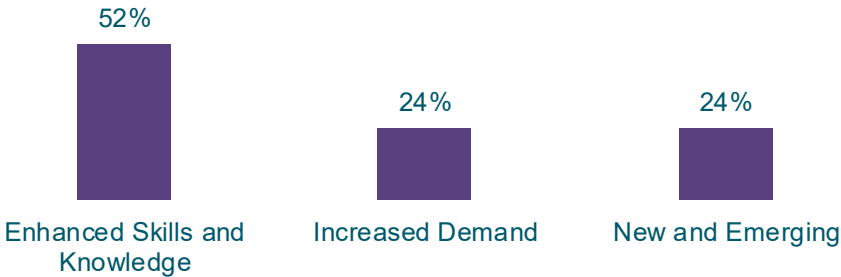
Green Job Postings¹



Out of the 3,800 job postings in Argyll and Bute between January and June 2025, **32% (1,200) were for green jobs**. This was a lower proportion of green job postings than the Scottish average (41%). The number of green job postings in the region accounted for 1% of all green job postings in Scotland.



Between January and June 2025, **over half of green job postings** in Argyll and Bute 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:



Construction and Building
Trades Supervisors

Increased Demand:

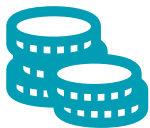


Large Goods
Vehicle Drivers

New and Emerging:



Engineering Technicians



The median advertised salary for **green jobs** in Argyll and Bute was **£33,200*** in the first six months of 2025.

This was higher than the median advertised salary for all jobs in the region which was £28,100**.

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

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

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

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

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

Figures may not sum due to rounding.



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

1. Lightcast, 2025.

*Median salary based on 27% of job postings.

**Median salary based on 31% of job postings.

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

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

Earlier in the report, we examined the future total employment in Argyll and Bute. 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 **5,300** people in **Argyll and Bute**. Between 2025 and 2028, replacement demand could create the need for **4,500** people, while **positive** expansion demand is forecast to result in **800 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 **Argyll and Bute**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
400	2,400	800	1,000	100	500
8%	45%	16%	19%	2%	10%

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%

1. SDS (2025). Oxford Economics Forecasts.

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

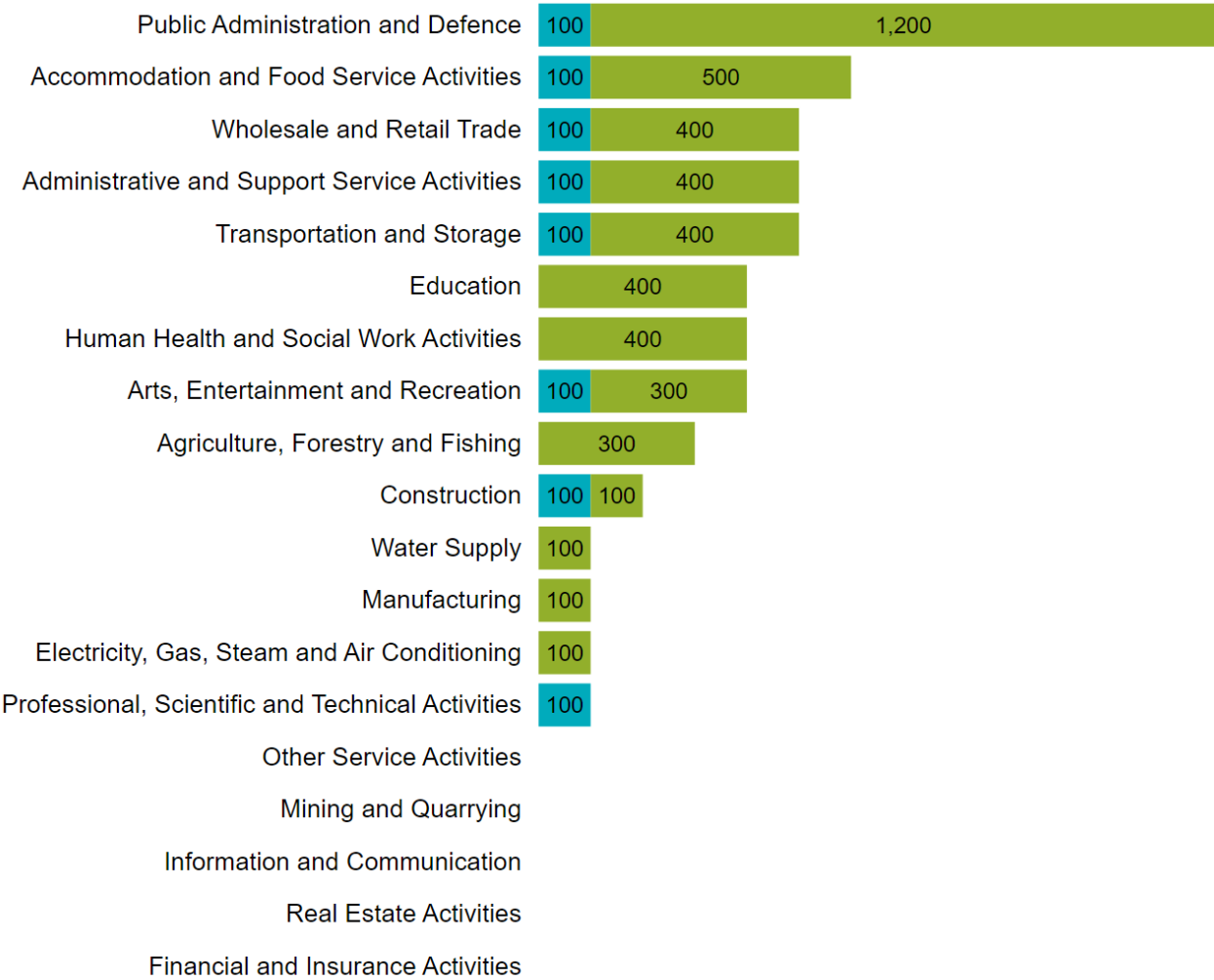
By industry, the greatest number of people are forecast to be required in:



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), Argyll and Bute



● Expansion demand ● Replacement demand



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

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



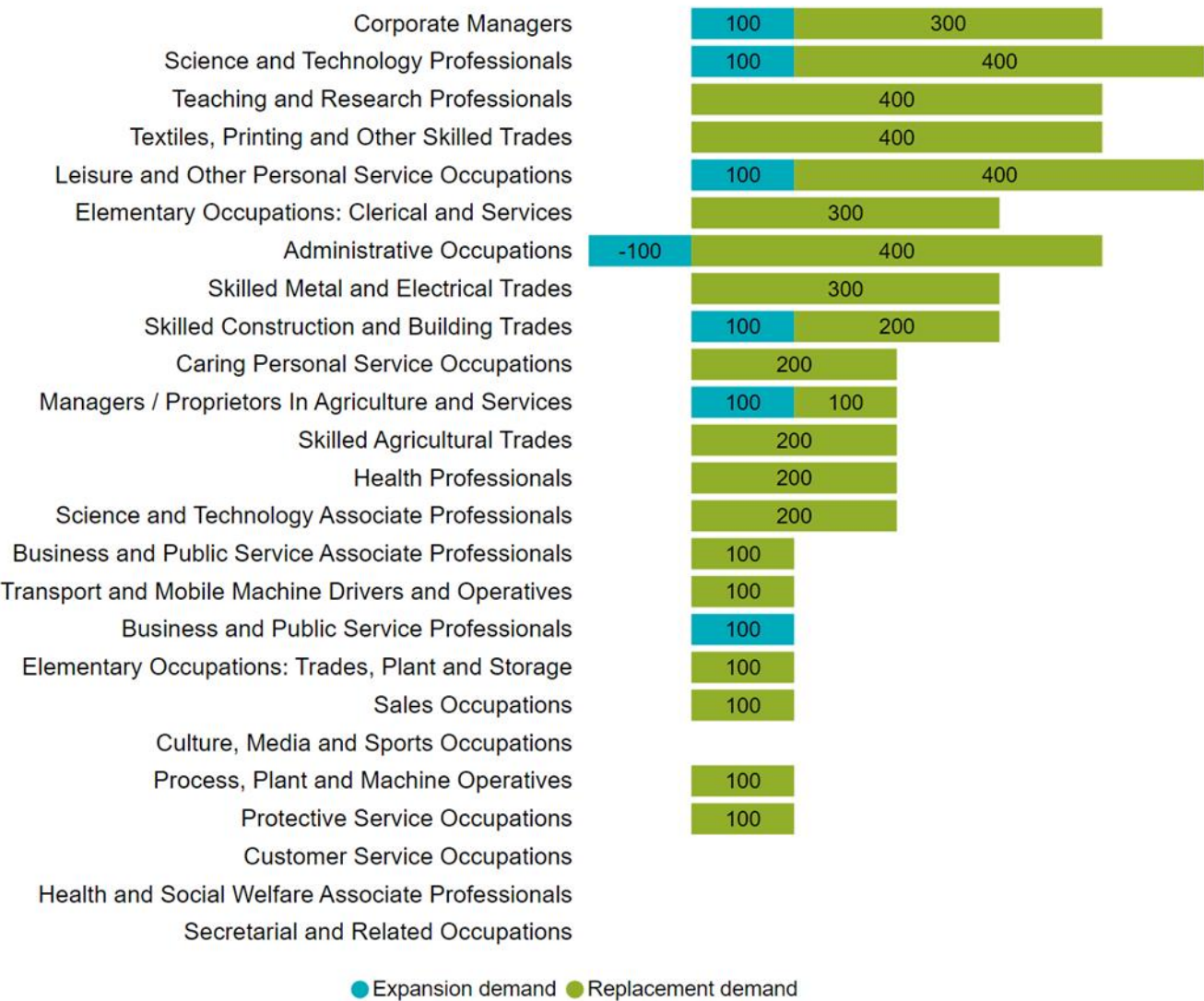
As mentioned, there is forecast to be a total requirement for 5,300 people in the region over the mid-term. 'Higher-level' occupations* are forecast to account for 44.7% of this total requirement, followed by 40.4% in 'mid-level' occupations and 14.9% in 'lower-level' occupations. Across Scotland, 52.2% 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), Argyll and Bute



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), Argyll and Bute

Figures may not sum due to rounding.

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

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

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

In Argyll and Bute, 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 **10,600** people in **Argyll and Bute**. Between 2028 and 2035, replacement demand could create the need for **10,000** people, while **positive** expansion demand is forecast to result in **600 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 **Argyll and Bute**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
900	4,800	1,600	2,200	100	1,100
8%	45%	15%	21%	1%	10%

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%



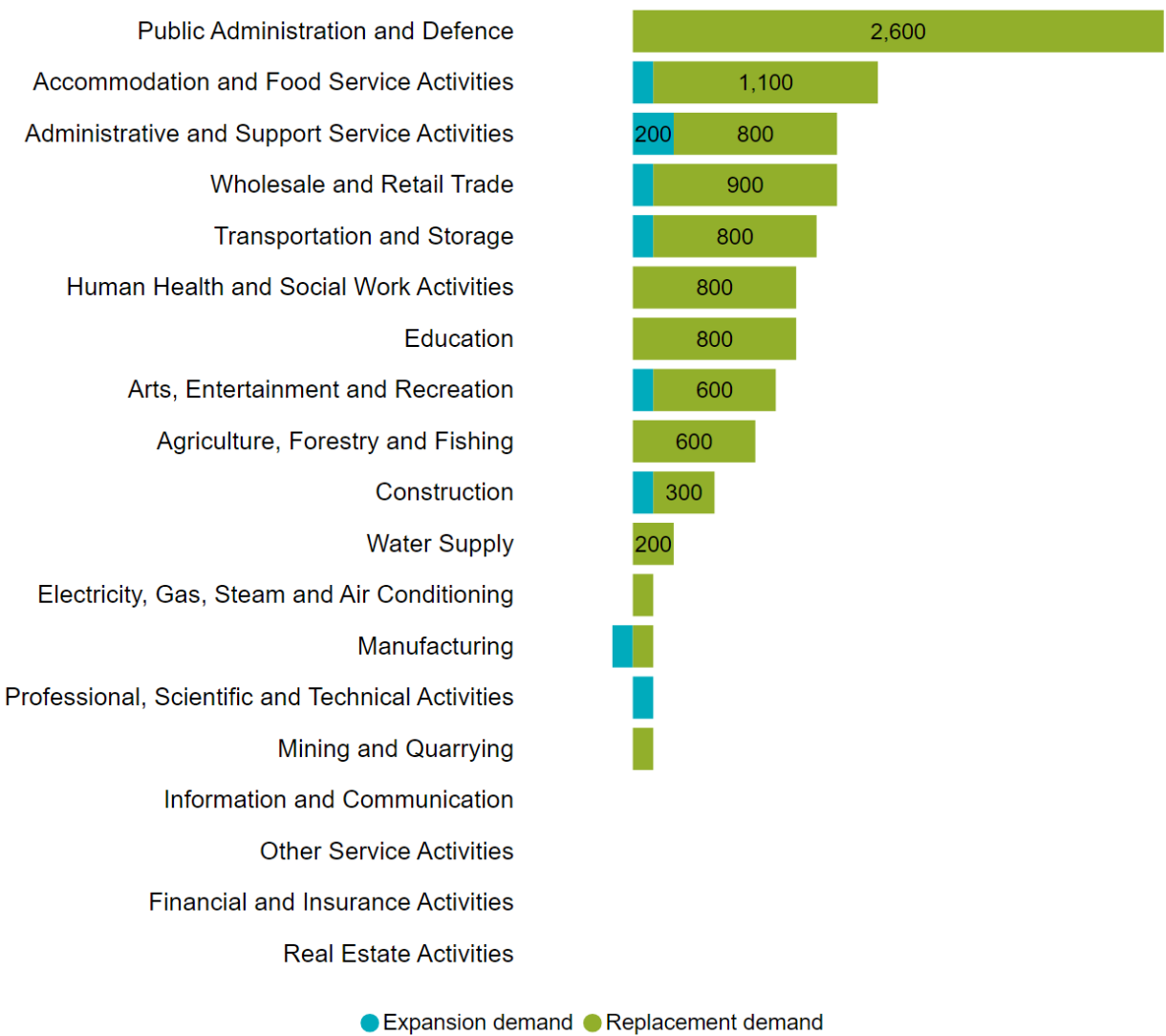
Future Demand in the Long-Term (2028-2035) by Industry¹

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

-  **Public Administration and Defence**
2,600
-  **Accommodation and Food Service Activities**
1,200
-  **Administrative and Support Service Activities**
1,000

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), Argyll and Bute

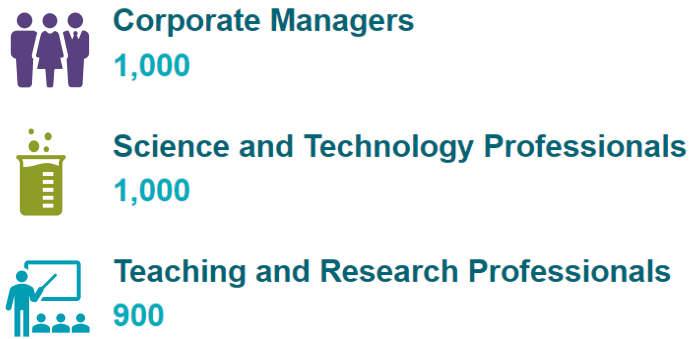


Figures may not sum due to rounding.

1. SDS (2025). Oxford Economics Forecasts.

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

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



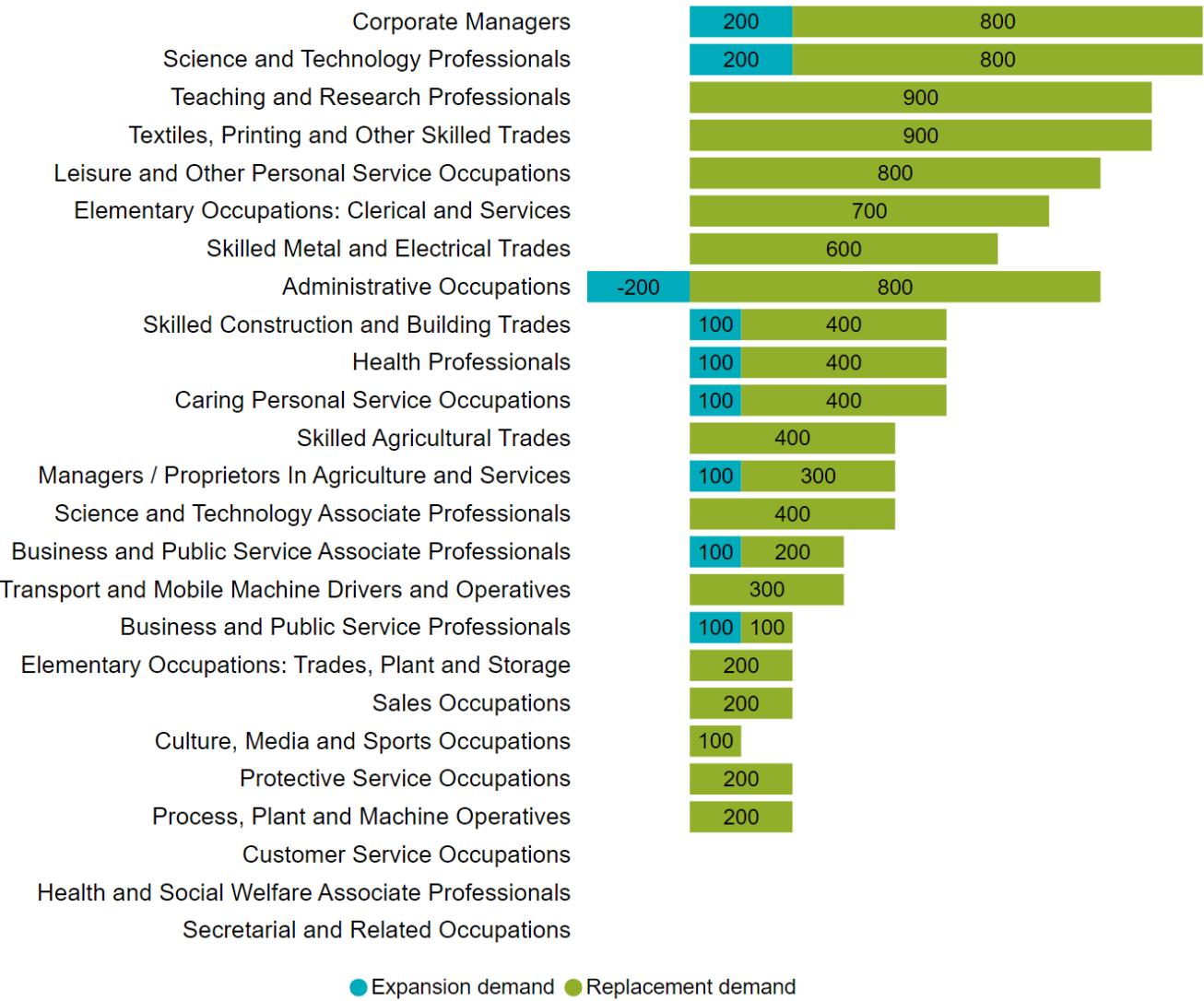
There is forecast to be a total requirement for 10,600 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 46.3% of this total requirement, followed by 39.7% in 'mid-level' occupations and 14.0% in 'lower-level' occupations. Across Scotland, 54.0% of total 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), Argyll and Bute



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

Forecast Total Requirement by Industry and Occupation (2028-2035) (people), Argyll and Bute

Figures may not sum due to rounding.

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

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