

Regional Skills Assessment Scottish Borders

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 the Scottish Borders, which covers the Scottish Borders local authority.

A summary of forecast data is also available down to local authority level in the **RSA Summary Infographics.**

The RSAs are part of a suite of Labour Market Insight publications by SDS. Other products in the suite include:



Economy, People and Skills report which provides succinct and up-to-date evidence on Scotland's economy, businesses and people. It is published monthly.



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



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



We value user feedback on the Regional Skills Assessments.

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

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

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

The Context for Scotland's Labour Market

Over the past decade, the Scottish economy has experienced disruption driven by changes in the global political landscape, the cost-of-living crisis and conflicts in the Middle East and Ukraine. In addition, megatrends in demography, technology, and the environment have continued to shape Scotland's economy and labour market, many of which are interdependent. Below is an overview of the drivers that are expected to have the greatest influence on Scotland's labour market outlook in the near term, based on a comprehensive analysis of both structural and cyclical factors.

The Economy

Scotland and the UK experienced weak economic growth of 1.1% in 2024, with inflation also staying above the 2.0% target. Forecasters expect economic growth to remain at around 1.0% in 2025, with inflation also expected to remain elevated. The effects of rising prices and high interest rates continue to impact Scottish households and businesses. This contributes to the Scottish labour market being cooler in 2025. following a period of sustained tightness in recent years.

Demographic Change

Scotland's population is projected to grow until mid-2047, largely driven by positive net migration, which will offset the anticipated natural decline due to a falling fertility rate. However, whilst the population is growing, it is also ageing. Around one-fifth of Scotland's residents were aged 65 or over in 2024. By 2047, the number of people of pensionable age is expected to increase by 21%. This demographic change has implications for the economy and labour market. by affecting caring responsibilities, tax revenue. and productivity.

Inclusion and Equality

There is a lingering effect from the cost-of-living crisis, which began in 2021, with rising energy prices and financial pressures continuing to have a disproportionate impact on lowto-middle income households. Poverty, including in-work poverty, persists; however, the Fair Work policy agenda aims to reduce labour market inequalities. Barriers to accessing the labour market remain for disabled people and minority ethnic groups, and gender equality still requires progress.

Technology and Automation

Artificial Intelligence (AI) continues to be the core driver in technology transformation. Scotland has a strong technology sector, underpinned by extensive academic and business presence in AI and related fields. The adoption of Al is rapidly increasing among Scottish businesses, particularly in optimising workflows. However, the implications of AI for the labour market remain uncertain. Scotland's strong base in digital and data skills could provide an advantage, but maintaining a skilled workforce will be essential.

Climate Change and Net Zero

The transition to net zero will directly impact the labour market as actions are taken to meet net zero targets. This shift offers significant opportunities for job creation in Scotland, particularly in the clean energy sector. Scotland has strong natural assets, and existing sectoral strengths provide a strong foundation for a green economy. However, upskilling will be crucial for transition to net zero. Especially in the construction, manufacturing. agriculture, energy and transport sectors



Regional Insight¹

The Scottish Borders Local Employability Partnership is responsible for implementing the Scottish Government's "No One Left Behind" (NOLB) strategy at the local level. This means ensuring that employability services are tailored to individuals, flexible, and responsive to the specific needs of the local labour market.

The Scottish Borders forms part of the South of Scotland Regional Economic Partnership (REP), which oversees the <u>Regional Economic Strategy</u> (RES).

The RES sets out a vision for a Green, Fair, and Flourishing region, structured around six priority themes:

- Skilled and Ambitious People
- Innovating and Enterprising
- Rewarding and Fair Work
- Cultural and Creative Excellence
- Green and Sustainable Economy
- Thriving and Distinct Communities

Currently, the Regional Economic Partnership is addressing three major barriers to growth in the area: transport, housing, and skills. Responsibility for advancing the first theme - Skilled and Ambitious People - has been delegated to the Education and Skills Strategic Coordination Group (ESSCG).

Over the past two years, the ESSCG has organised 12 sector-specific workshops to help partners understand current and emerging skills needs across key industries.

In 2025, the region saw a substantial announcement of inward investment and an existing business expanded its manufacturing operations. There is considerable excitement regarding a proposed CenterParcs holiday site in Hawick, which, subject to planning approval, could create hundreds of construction jobs and up to 1,200 permanent, non-seasonal jobs by the end of the decade.

Additionally, Johnstons of Elgin has completed a significant new building at its Hawick site, investing £1.6 million and generating 50 new jobs, reinforcing the town's profile as a centre for textile excellence.

These growth opportunities are promising, but they also raise concerns among local stakeholders about whether there is a sufficient labour supply to seize these opportunities. One strategy to address this is to reduce economic inactivity, with the Local Employability Partnership focusing efforts on supporting excluded and disadvantaged groups to return to the workforce.

Borders partners are engaged in both the Borderlands Inclusive Growth Deal, which aims to provide £7 million in capital investment for skills infrastructure in the coming years, and the Edinburgh and South-East Scotland Growth Deal, which is now concluding the successful Integrated Employability and Skills Programme. Partners are already developing proposals to secure future funding to continue these positive developments.

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 planned CenterParcs development in Hawick, which is subject to planning permission being granted.

Therefore, the forecasts should be used in conjunction with other sources, and readers are encouraged to overlay these with their own local and sectoral knowledge.

Economic Performance¹



Estimated GVA in the Scottish Borders in 2025: £2,482m

The Scottish Borders was estimated to generate 1.5% 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 the Scottish Borders were estimated to be:

Real Estate Activities*	£486m
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4	Human Health and Social Work Activities	£343m







GVA forecast average annual growth (2025-2028)

Scottish Borders: 1.5%

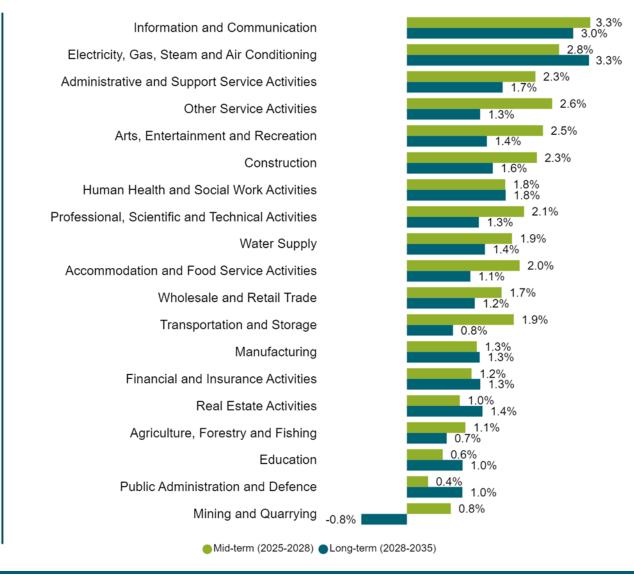
Scotland: 1.7%

GVA forecast average annual growth (2028-2035)

Scottish Borders: 1.4%

Scotland: 1.6%

Forecast Average Annual GVA Change by Industry (%), Scottish Borders



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 **the Scottish Borders** was estimated to be **£46,900** in 2025. In comparison, the Scottish average was estimated to be £57,700.



Mid-term Productivity

From 2025 to 2028, productivity in the Scottish Borders 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%.

Scottish Borders forecast productivity in 2028: £47,900

Scotland forecast productivity in 2028: £59,100



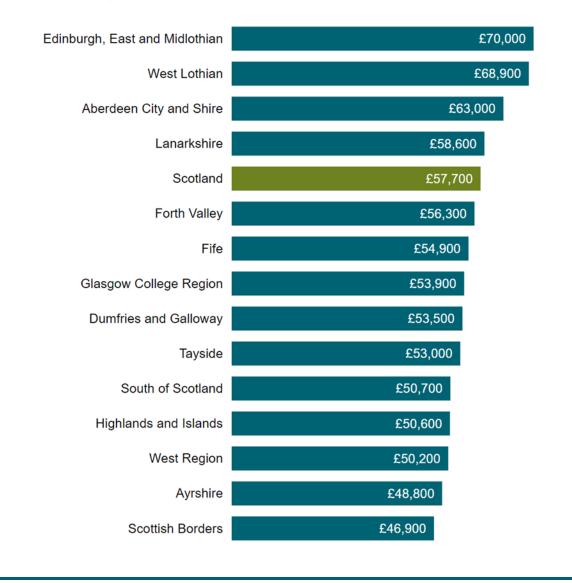
Long-term Productivity

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

Scottish Borders forecast productivity in 2035: £51,300

Scotland forecast productivity in 2035: £63,600

Productivity (2025)





Regional Employment¹



The region's workforce was estimated to account for **1.7%** of Scottish employment.

Over the last 10 years (2015-2025), regional employment was estimated to have **declined** by **0.2%** (**-100** people). In comparison, employment in Scotland increased by 5.5%.



Workforce Size 2028: 47,900 people

The region's workforce is forecast to **grow** by **2.4**% (**1,100** people) between 2025 and 2028.

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

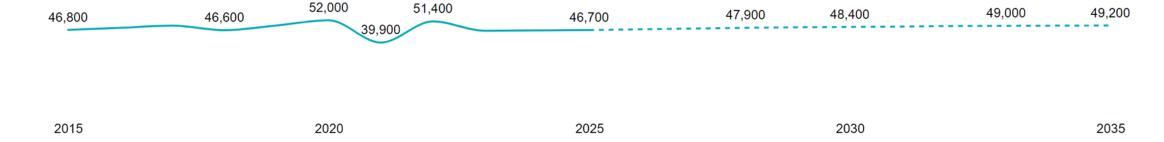


Workforce Size 2035: 49,200 people

The region's workforce is forecast to **grow** by **2.8%** (**1,300** 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), Scottish Borders



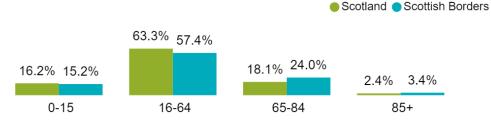


Spotlight: Region's People

Population¹



In 2024, the population in **the Scottish Borders** was estimated to be **116,980**, accounting for **2.1%** of Scotland's total population. By age, the population distribution of the region and Scotland was:



Disability²

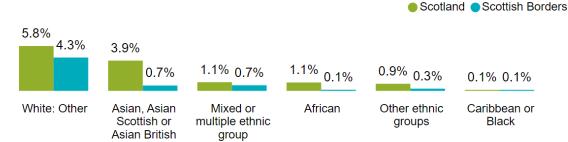


In 2022, the percentage of the population that reported having a health condition or disability that affected their daily activities was:

Scottish Borders: 23.6% Scotland: 24.1%

Ethnic Groups²

The majority (93.8%) of people in the Scottish Borders identified as 'White Scottish' or 'Other White British' in 2022. The breakdown of Minority Ethnic groups included:



Population Projections³

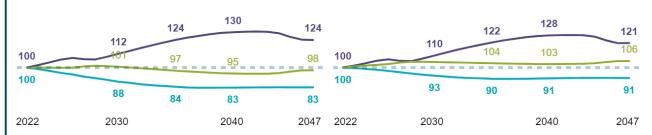


The population is forecast to **grow** by **1.9%** in **the Scottish Borders** between 2022 and 2047. Over the same period, the Scottish population is forecast to grow by 6.2%.

The number of people of working age is projected to **decline** by **2.4%** by 2043. While, across Scotland it is forecast to increase by 5.6%.

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

Scottish Borders Scotland



Dependency Ratio 4

The dependency ratio considers the **non-working age population** (consisting of children and those of pensionable age) **compared to those of working age**. As an example, a dependency ratio of 54% would mean that for every 100 people of working age there are 54 people of non-working age.

Dependency Ratio for the Scottish	Dependency Ratio for Scotland :
Borders:	

2022: **68%** 2047: **75%** 2022: **54%** 2047: **55%**



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

Employment by Industry¹

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



Human Health and Social Work Activities 10,300



Wholesale and Retail Trade

5,400



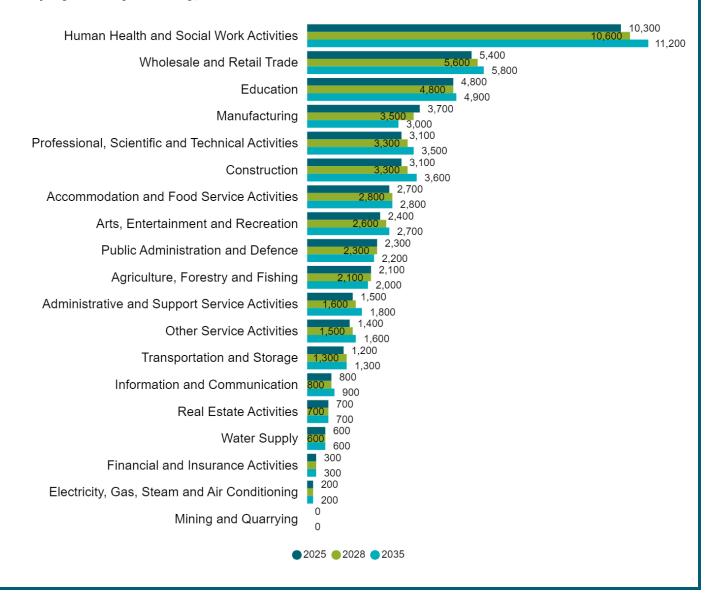
Between 2025 and 2028, employment in the region is forecast to grow, however industries will have varying performance. The greatest employment growth is forecast in Human Health and Social Work Activities, with 300 more people by 2028. While Manufacturing is forecast to have the greatest employment contraction (-200 people) in the mid-term.

Over the long-term, between 2028 and 2035, the greatest employment growth is forecast in Human Health and Social Work Activities, with 600 more people by 2035. While Manufacturing is forecast to have the greatest employment contraction (-500 people) in the long-term.

In 2025, the Manufacture of Wearing Apparel was estimated to be the region's greatest specialism, with the percentage of employment in this industry 14.1 times greater than the Scottish average. The second largest specialism was estimated to be Forestry and Logging (5.4 times greater in the region than the Scottish average).

Figures may not sum due to rounding.

Employment by Industry, Scottish Borders





Employment by Occupation¹

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



Caring Personal Service Occupations

4,100



Business and Public Service Professionals

3,800



Health Professionals

3.600

In 2025, 46.5% of employed people in the region were in 'higherlevel' occupations*, which was a lower percentage of the workforce than Scotland (50.8%). 'Mid-level' occupations accounted for 32.5% of the workforce, which was a higher percentage of the workforce than Scotland (27.8%). Around 21.0% of people were employed in 'lower-level' occupations, which was a lower percentage of the workforce than Scotland (21.3%).

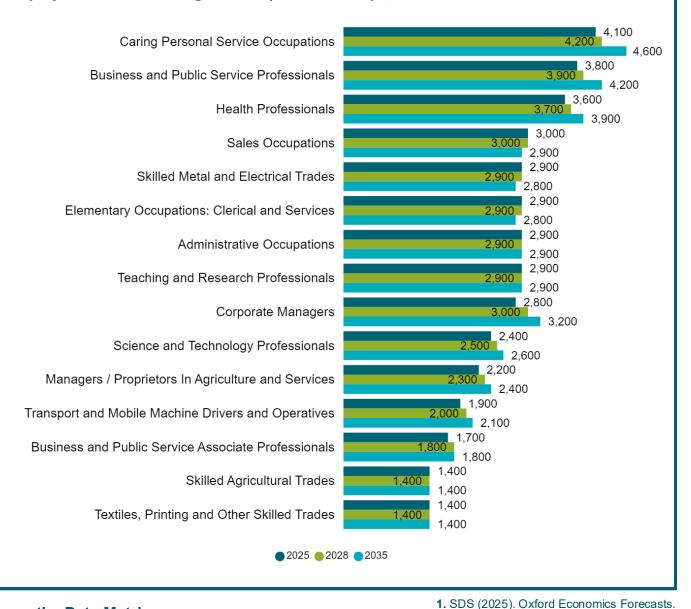
Between 2025 and 2028, the greatest growth is forecast to be in Business and Public Service Professionals (200 people). While Process, Plant and Machine Operatives is likely to experience the greatest contraction (less than 50 people).

Over the long-term, between 2028 and 2035, the greatest growth is forecast to be in Caring Personal Service Occupations (400 people). While Sales Occupations is likely to experience the greatest contraction (-100 people).

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

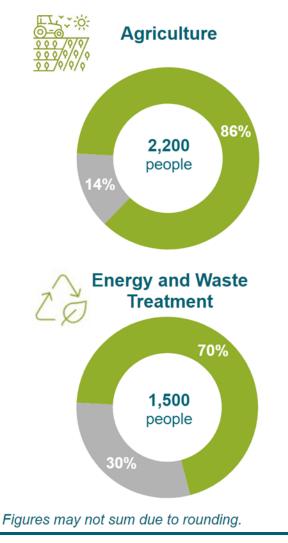
Figures may not sum due to rounding.

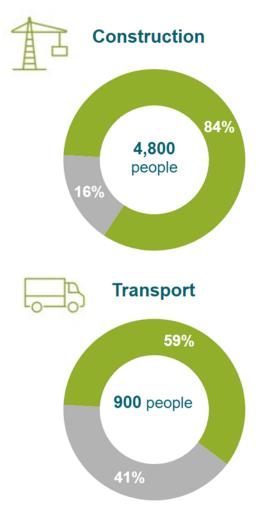
Employment in the 15 Largest Occupational Groups, Scottish Borders

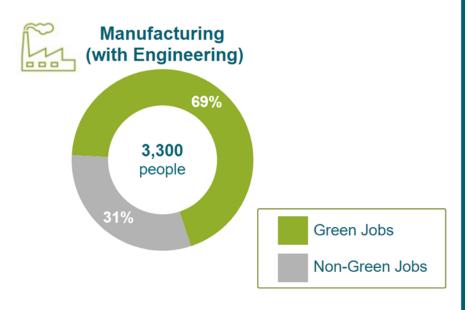


Transition to Net Zero¹

Identified as part of the Climate Emergency Skills Action Plan (CESAP), the sectors² listed below **make a significant contribution to the transition to net zero** and have the greatest potential for skills implications and jobs growth arising from it. We have been able to establish the split between green jobs and non-green jobs for the College regions. Green jobs in Scotland are defined by three different categories: enhanced skills and knowledge, increased demand and new and emerging.³ Presented below is the **number of people estimated to be employed in these sectors within the Scottish Borders in 2025.**







The total number of people employed in the sectors that will make a significant contribution to net zero in Scotland was estimated to be 667,300 in 2025. The Scotlish Borders was estimated to account for **2% of Scotland's total** (or 12,800 people). Of the sectors of most importance to the transition, Construction was the largest employing sector (38%) in the region.

2. The sectors that make a significant contribution to the net zero transition were identified in the Green Jobs in Scotland report.

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

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

3. Please see page 13 for more information.

^{1.} SDS (2025). Oxford Economics Forecasts.

Job Postings¹

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

The labour market has cooled across Scotland, and job postings have declined from a peak in 2022. Whilst the labour market has softened, there has been sustained demand for workers in the region in the first six months of 2025. Job postings in the Scottish Borders accounted for 1.0% of Scotland's total job postings between January and June 2025.



Between January and June 2025, there were 2,800 job postings in the Scottish Borders, of which:

The locations with the most jobs advertised were:

Galashiels Peebles
500 job postings 300 job postings

Kelso Melrose

300 job postings 300 job postings

West Linton Hawick
200 job postings 170 job postings

Personal Care

Finance

Home Health Care

Specialised skills and knowledge were:

Social Work

Machinery

Auditing



Figures may not sum due to rounding.



Green Job Postings¹



Out of the 2,800 job postings in the Scottish Borders between January and June 2025, **31% (860) 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 the Scottish Borders 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:

Increased Demand:

New and Emerging:





Large Goods Vehicle Drivers



Mechanical Engineers



The median advertised salary for **green jobs** in the Scottish Borders was £35,800* in the first six months of 2025.

This was higher than the median advertised salary for all jobs in the region which was £28,700**.

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

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

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

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

The full list of occupations (defined using Standard Occupation Classification (SOC) 2020) can be found <u>here</u>.

Figures may not sum due to rounding.



1. Lightcast, 2025.

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

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

Earlier in the report, we examined the future total employment in the Scottish Borders. 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 **5,700** people in **the Scottish Borders**. Between 2025 and 2028, replacement demand could create the need for **4,600** people, while **positive** expansion demand is forecast to result in **1,100** additional workers.

In **Scotland**, there could be a total requirement for **398,300** people in the mid-term. Between 2025 and 2028, replacement demand could create the need for **330,300** people, while **positive** expansion demand is forecast to result in **68,000 additional** workers.

Figures may not sum due to rounding.











Total Requirement

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

Replacement Demand

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

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

Scottish Borders: 5,700 people

Scottish Borders: 4,600 people

Scottish Borders: 1,100

people

Scotland: 398,300 people

Scotland: 330,300 people

Scotland: 68,000 people

The total requirement by qualification for **Scottish Borders**:

SCQF 11-12			SCQF 6 SCQF 5		No qualifications	
500	2,600	800	1,100	100	600	
9%	45%	14%	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%



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

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



Wholesale and Retail Trade

1,000



Human Health and Social Work Activities

900

Edu

Education 500

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.

Forecast Total Requirement by Industry (2025-2028), Scottish Borders

200

200

200

200

200

200

300

500

500

200

400

400

200



Transportation and Storage
Public Administration and Defence

Water Supply

Professional, Scientific and Technical Activities

Other Service Activities

Information and Communication

Electricity, Gas, Steam and Air Conditioning

Manufacturing -200 200

Real Estate Activities

Financial and Insurance Activities

Mining and Quarrying

Expansion demandReplacement demand

Figures may not sum due to rounding.



800

700

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

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



Teaching and Research Professionals



Elementary Occupations: Clerical and Services 500



Corporate Managers

As mentioned, there is forecast to be a total requirement for 5,700 people in the region over the mid-term. 'Higher-level' occupations* are forecast to account for 46.8% of this total requirement, followed by 30.5% in 'mid-level' occupations and 22.7% 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.

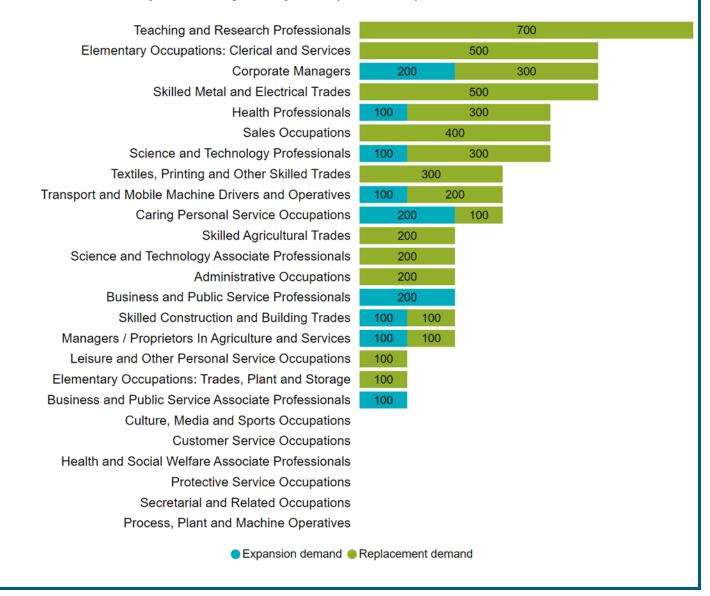


New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

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), Scottish Borders



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

Forecast Total Requirement by Industry and Occupation (2025-2028) (people), Scottish Borders

Figures may not sum due to rounding.

<u> </u>	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	300	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	100	0	0	0	0
Construction	100	100	0	0	200	0	0	0	0
Wholesale and Retail Trade	200	0	0	0	200	0	400	100	100
Transportation and Storage	0	0	0	0	0	0	0	100	0
Accommodation and Food Service Activities	100	0	0	0	200	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	0	0	0	0	100	0	0	0	100
Public Administration and Defence	0	100	0	0	0	0	0	0	0
Education	0	400	0	0	0	0	0	0	0
Human Health and Social Work Activities	100	400	100	0	0	300	0	0	0
Arts, Entertainment and Recreation	100	100	100	0	100	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 the Scottish Borders, 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 **12,300** people in **the Scottish Borders**. Between 2028 and 2035, replacement demand could create the need for **11,000** people, while **positive** expansion demand is forecast to result in **1,300 additional** workers.

In **Scotland**, there could be a total requirement for **885,200** people in the long-term. Between 2028 and 2035, replacement demand could create the need for **772,800** people, while **positive** expansion demand is forecast to result in **112,500** additional workers.

Figures may not sum due to rounding.











Total Requirement

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

Replacement Demand

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

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

Scottish Borders: 12,300

people

Scottish Borders: 11,000

people

Scottish Borders: 1,300

people

Scotland: 885,200 people Scotland: 772,800 people Scotland: 112,500 people

The total requirement by qualification for **Scottish Borders**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
1,000	5,600	1,800	2,500	100	1,300
8%	46%	14%	21%	0.5%	11%

The total requirement by qualification for **Scotland**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
81,500	427,000	104,500	190,000	15,800	66,400
9%	48%	12%	21%	2%	8%



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

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



Human Health and Social Work Activities

2,300



Wholesale and Retail Trade

2,200



Education

1.300

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), Scottish Borders

600

1,200

900

900

1,100

600

600

600

400

600

Human Health and Social Work Activities Wholesale and Retail Trade Education Arts, Entertainment and Recreation Accommodation and Food Service Activities Agriculture, Forestry and Fishing Construction

Administrative and Support Service Activities

Transportation and Storage

Public Administration and Defence

Water Supply

Professional, Scientific and Technical Activities

Information and Communication

Other Service Activities

Electricity, Gas, Steam and Air Conditioning

Financial and Insurance Activities

Mining and Quarrying

Real Estate Activities

Manufacturing -500 400

Expansion demandReplacement demand

Figures may not sum due to rounding.



1,700

2,000

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

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



Teaching and Research Professionals



Elementary Occupations: Clerical and Services

1,100



Health Professionals

There is forecast to be a total requirement for 12,300 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 48.7% of this total requirement, followed by 30.1% in 'mid-level' occupations and 21.2% 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.



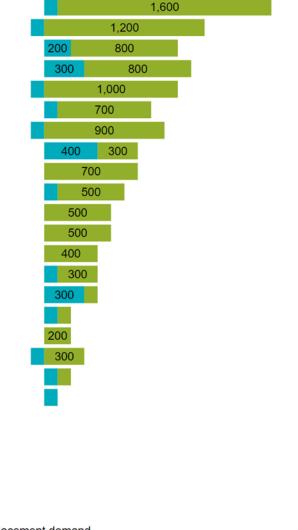
New this year, the RSA report includes more detailed forecasts on the total requirement for the region.

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), Borders





Expansion demand
 Replacement demand

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

Forecast Total Requirement by Industry and Occupation (2028-2035) (people), Scottish Borders

Figures may not sum due to rounding.

<u> </u>	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	700	0	0	0	100
Mining and Quarrying	0	0	0	0	0	0	0	0	0
Manufacturing	0	0	0	0	0	0	0	-100	0
Electricity, Gas, Steam and Air Conditioning	0	0	0	0	0	0	0	0	0
Water Supply	0	100	0	0	100	0	0	100	100
Construction	100	100	0	0	400	0	0	100	100
Wholesale and Retail Trade	400	100	100	100	400	0	700	200	200
Transportation and Storage	0	0	0	0	100	0	0	300	100
Accommodation and Food Service Activities	100	0	0	0	300	0	0	100	400
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	100	0	0	100	0	0	0	0	0
Administrative and Support Service Activities	100	100	0	0	200	0	0	0	300
Public Administration and Defence	100	200	100	0	0	0	0	0	100
Education	0	1,100	100	0	0	100	0	0	0
Human Health and Social Work Activities	100	1,100	100	100	100	800	0	0	100
Arts, Entertainment and Recreation	300	100	100	0	100	300	0	0	100
Other Service Activities	0	0	0	0	0	0	0	0	0





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