Activity 1 LMI Activity

Skills Development Scotland produce Regional Skills Assessment (RSA) reports which include forecast data produced by Oxford Economics.

Below you will see excerpts taken from five different RSA reports. Have a go at answering the questions.

Highlands & Islands Regional Assessment

Future Demand in the Mid-Term (2024-2027)[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 Highlands and Islands. 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 **31,700** people in **the Highlands and Islands**. Between 2024 and 2027, replacement demand could create the need for **28,000** people, while **positive** expansion demand is forecast to result in **3,700 additional** workers.

In **Scotland**, there could be a total requirement for **370,800** people in the mid-term. Between 2024 and 2027, replacement demand could create the need for **321,000** people, while **positive** expansion demand is forecast to result in **49,800 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.

Highlands and Islands: 31,700 people

Scotland: 370,800 people

Highlands and Islands: 28,000 people

Scotland: 321,000 people

Highlands and Islands: 3,700 people

Scotland: 49,800 people

The total requirement by qualification for **Highlands and Islands**:

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
2,300	14,100	4,800	6,900	1,100	2,500
7%	44%	15%	22%	3%	8%

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

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
34,000	175,600	46,600	76,800	10,300	27,400
9%	47%	13%	21%	3%	7%

Gateway © Gateway 2025

Employment by Occupation[1]

The largest employing occupation groups in the region in 2024 (based on people) were estimated to be:

Elementary Occupations: Clerical and Services
49,100

Science and Technology Professionals
44,900

Administrative Occupations
44,100

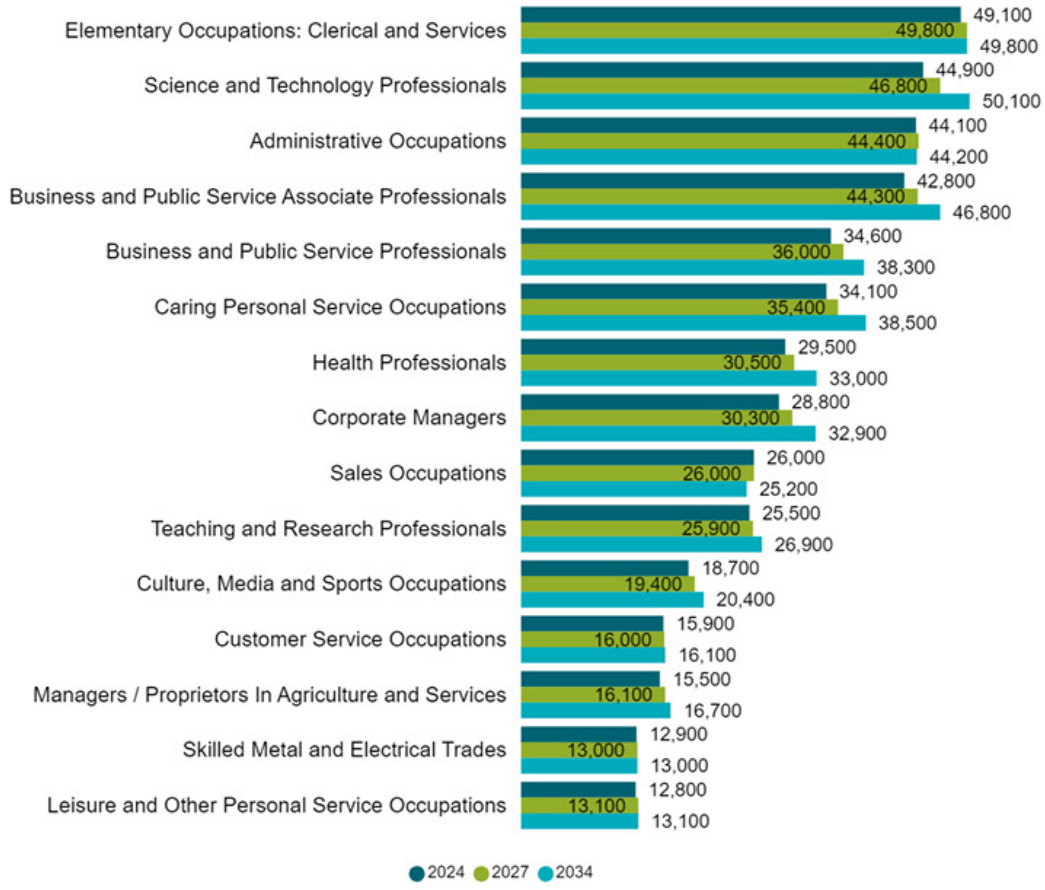
In 2024, 52.2% of employed people in the region were in 'higher-level' occupations*, which was a higher percentage of the workforce than Scotland (49.2%). 'Mid-level' occupations accounted for 25.2% of the workforce, which was a lower percentage of the workforce than Scotland (27.0%). Around 22.6% of people were employed in 'lower-level' occupations, which was a lower percentage of the workforce than Scotland (23.8%).

Between 2024 and 2027, the greatest growth is forecast to be in Science and Technology Professionals (1,900 people). While Protective Service Occupations is likely to experience the greatest contraction (less than 50 people).

Over the long-term between 2027 and 2034, the greatest growth is forecast to be in Science and Technology Professionals (3,200 people). While Sales Occupations is likely to experience the greatest contraction (-900 people).

Figures may not sum due to rounding.

Employment by Top 15 Occupations, Glasgow College Region



Gateway © Gateway 2025

Regional Employment[1]

Workforce Size 2024: 275,600 people

The region's workforce was estimated to account for **10.5%** of Scottish employment.

Over the last 10 years (2014-2024), regional employment was estimated to have **grown** by **7.2%** (**18,400** people). In comparison, employment in Scotland increased by 3.8%.

Workforce Size 2027: 279,700 people

The region's workforce is forecast to **grow** by **1.5%** or **4,000** people between 2024 and 2027.

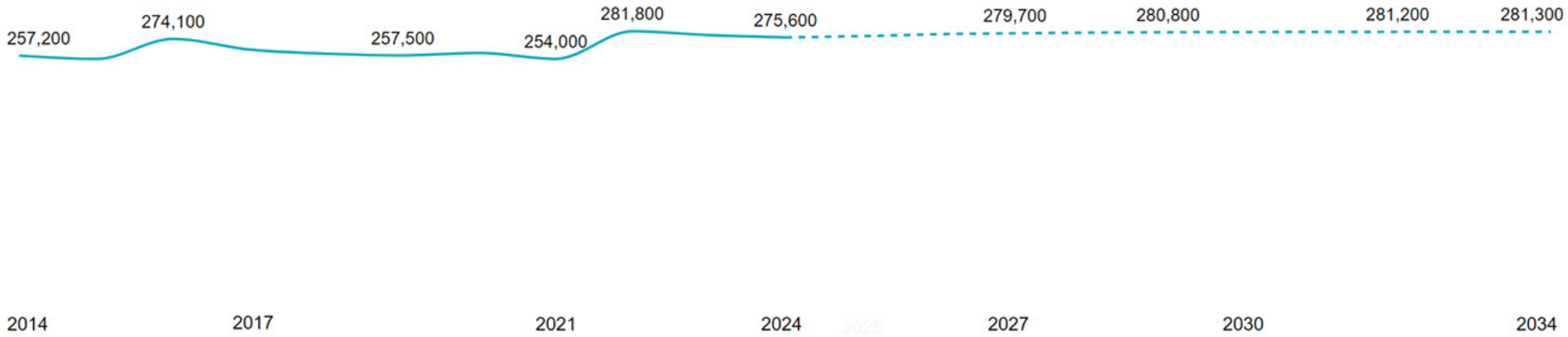
Compared to a Scotland-wide increase of **1.9%** or **49,800** people.

Workforce Size 2034: 281,300 people

The region's workforce is forecast to **grow** by **0.6%** or **1,700** people between 2027 and 2034.

Compared to a Scotland-wide increase of **1.2%** or **32,000** people.

Employment and forecast employment (2014-2034) (people), Lanarkshire



Gateway © Gateway 2025

Employment by Industry[1]

The largest employing industries in the region in 2024 (based on people) were estimated to be:

Human Health and Social Work Activities
32,500

Wholesale and Retail Trade
21,300

Education
17,500

Between 2024 and 2027, 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 600 more people by 2027. While Manufacturing is forecast to have the greatest employment contraction (-600 people) in the mid-term.

Over the long-term, between 2027 and 2034, the greatest employment growth is forecast in Human Health and Social Work Activities, with 1,100 more people by 2034. While Manufacturing is forecast to have the greatest employment contraction (-1,700 people) in the long-term.

In 2024, the Manufacture of Leather and Related Products was estimated to be the region's greatest specialism, with the percentage of employment in this industry 10.1 times greater than the Scottish average. The second largest specialism was estimated to be Air Transport (5.0 times greater in the region than the Scottish average).

Figures may not sum due to rounding.

Employment by Industry, West Region

Gateway © Gateway 2025

Future Demand in the Long-Term (2027-2034) by Occupation[1]

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

Elementary Occupations: Clerical and Services
4,200

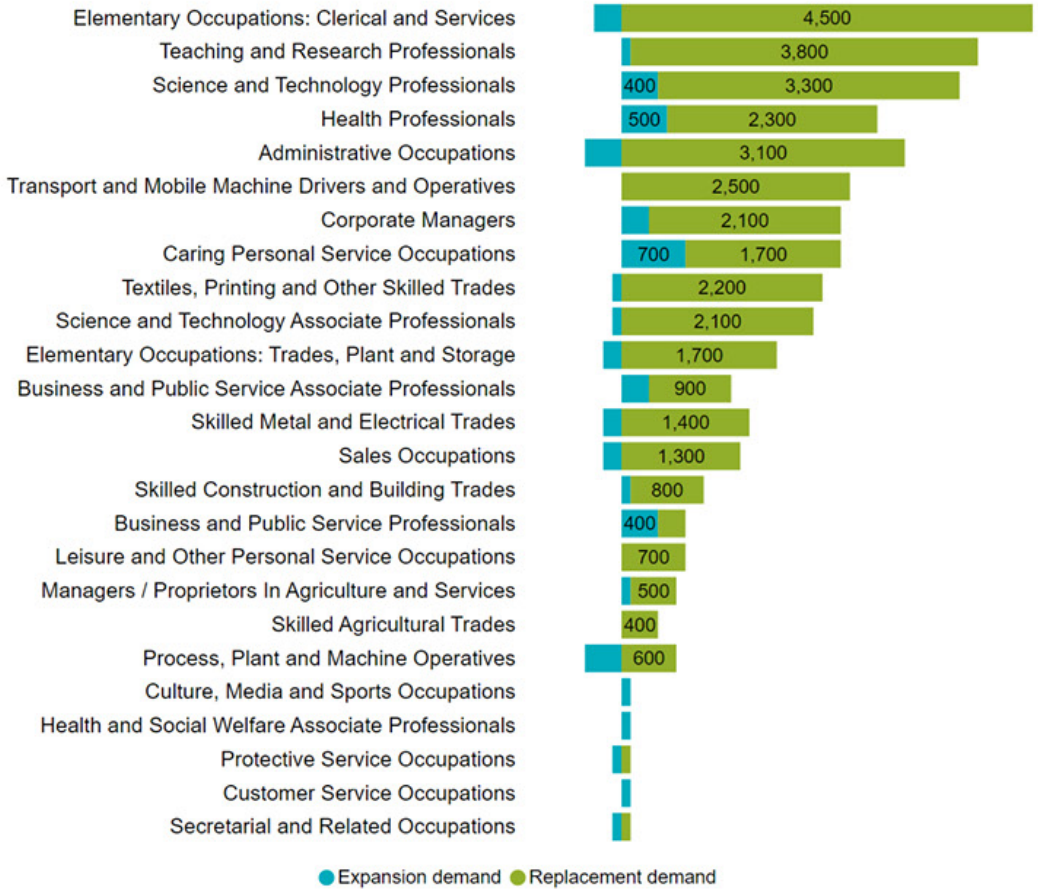
Teaching and Research Professionals
3,900

Science and Technology Professionals
3,600

There is forecast to be a total requirement for 37,500 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 46.9% of this total requirement, followed by 27.5% in 'mid-level' occupations and 25.7% in 'lower-level' occupations. Across Scotland, 52.4% of total requirement will be in 'higher-level' occupations, 24.7% in 'mid-level' occupations and 22.9% in 'lower-level' occupations.

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2027-2034), Forth Valley



Gateway © Gateway 2025

1. Future demands (2024 and 2027) show which level of qualification will be most in demand for job opportunities in the Highlands and Islands region? How does this compare to Scotland as a whole?

2. a. Which occupation area in Glasgow region shows that there will be a decrease in employment levels in 2034 compared to 2024?

   b. Can you think of any reasons why this area would see a decrease?

3. What is the workforce size for Lanarkshire in 2024, and what is it predicted to be in 2034?

4. What were the top 3 employing industries in 2024 in the West region?

5. Future demand for occupations in Forth Valley region, show:

   a. which occupation will be most in demand?

   b. which occupation shows a major decrease in expansion demand? Can you think of a reason why?

Once you have completed this activity and saved it to your device, remember to upload it to your Planit Portfolio in the JSS Evidence section.

Gateway © Gateway 2025