Construction

Would you like a job where you can see the results of your hard work on a grand scale? You might like using your practical skills, or have ideas about how public areas should look. Or, you could be interested in technical skills or using machinery, or even planning how something could be built. Either way, the vast and rewarding construction industry has something to offer everyone.

Construction projects are often complex, where there can be up to 60 different jobs involved in one building project. They all have to be done properly, and in the right order, if the building – or structure – is going to be fit for purpose and safe.

The Scottish construction sector employed approximately 190,000 people in 2025, accounting for 7% of overall employment in Scotland. [1]

What areas can I work in?

There are over 150 occupations in construction and the built environment, in areas including: architecture, building technology and management, civil and structural engineering, construction crafts, landscape architecture, surveying, and town and regional planning.

Jobs range from management to technician and craft roles, all requiring a wide variety of skills, and offering a wide range of opportunities and experience.

To see the routes to getting into each of these sectors, take a look at our Career Pathway.

What kind of companies can I work for?

Possible employers include:

- local authorities
- the Civil Service
- architectural and surveying companies
- colleges and training centres
- building contractors
- health authorities such as the NHS
- property developers.

What's the job market like?

The CITB 2026-2030 Construction Workforce Outlook forecasts a growth over the next five years in the Scottish construction industry, with output expected to rise by 1.7%. The strongest growth is projected in infrastructure and public non-housing work. By 2030, the Scottish workforce is forecast to reach 199,750 people. [2]

Construction output in Scotland reached £18.6 billion in 2025. The sector was dominated by infrastructure (29%). Scotland was home to approximately 12,875 construction firms, with 85% operating as micro businesses

employing fewer than ten people. In 2025 there were just 285 construction businesses in Scotland with over 50 employees. Ongoing challenges include difficulties in recruiting suitably skilled and experienced staff. [2]

In 2024, the greatest number of construction employment was in the following regions: Glasgow College Region (33,600); Lanarkshire (32,100); Aberdeen City and Shire (24,600); and Edinburgh, East and Lothian (22,400). [1]

An industry report by Skills Development Scotland indicates a positive employment outlook for Scotland's construction sector, supported by up to £4.9 billion in government investment over the next four years to deliver around 36,000 affordable homes by 2029/30. [1]

In 2025, the greatest number of people employed in construction were estimated to be in: Lanarkshire (32,100), Glasgow College Region (28,500), Aberdeen City and Shire (26,100), and Edinburgh, East and Midlothian (21,900). The top employing occupation was in Skilled Construction and Building Trades, at 60,700. [1]

Facts and figures

- The highest level of qualification for people working in construction in Scotland is SCQF Level 7 to 10, at 41.4% (compared to the UK figure of 32.6%). [1]
- Between July 2024 and June 2025 there were 670 job postings for plumbers and heating and ventilating installers and repairers, a decrease of 21.4% compared to the previous period, despite demand for these roles remaining steady. The top postings were in Edinburgh City at 140 and Glasgow City at 120. [1]
- From the academic year 2022/23, 85.3% of Architecture and Building graduates were in employment 15 months after graduating (full and part time); 68.7% of those worked as engineering and building professionals, while 9.6% went on to further study while working. [3]
- From the academic year 2022/23, 88.2% of Civil Engineering graduates were in employment 15 months after graduating (full and part time); 80.1% of those worked as engineering and building professionals, while 6.8% went on to further study while working. [3]

Want to find out more?

CITB (Construction Industry Training Board) is the Sector Skills Council for the construction industry. You can find more information about the sectors it covers and related careers and training pathways on the CITB website.

Sources

[1] Sectoral Skills Assessment: Construction, Skills Development Scotland (October 2025)

[2] The Construction Workforce Outlook: Scotland - Labour Market Intelligence Report 2026-2030, CITB/Oxford Economics (June 2026)

[3] What do graduates do? Prospects (part of Jisc) and AGCAS (2025/26)