Skills
Development
Scotland

Regional Skills Assessment
Fife

October 2024

Regional Skills Assessments

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

RSAs include forecast data that has been commissioned through Oxford Economics. The Technical Note[1] provides full detail 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 Fife, which covers the Fife local authority.

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 updated monthly.

Sectoral Skills Assessments provide Labour Market Insight for key sectors across Scotland. These are updated 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.

RSA Summary Infographics are also available, which provide a summary of the forecast data down to local authority level.

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**

Join us to get the latest insight and find out more about Regional Skills Assessments.

Fife will be covered in the Tayside and Fife RSA webinar. Click here to book your place.

3pm – 4pm on 4th December 2024

You can also sign up for our webinars covering other regions and key sectors in Scotland.

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1. RSA Technical Note (2024).
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

Within the last 10 years, the economy has faced significant disruption due to events such as the pandemic, Brexit, the war in Ukraine, and the cost-of-living crisis. In addition, megatrends around demography, technology, and the environment have continued shaping Scotland's economy and labour market, many of which are interdependent. Below is an overview of the drivers expected to have the greatest influence on Scotland's labour market outlook in the near term, based on a comprehensive analysis of structural and cyclical factors.

The Economy

The economic outlook for Scotland has improved, but growth is still expected to be modest in 2024, after annual GDP figures estimated the Scottish economy (like that of the UK) remained broadly flat throughout 2023. While inflation rates have eased from their peak in October 2022, the effects of rising prices and high interest rates continue to impact Scottish households and businesses. Scotland has experienced a tight labour market in recent years, but there have been signs of this loosening in 2024.

Demographic Change

Scotland has an ageing population. In 2022, around 20 per cent of Scotland's population was aged 65 years or over, and around 15 per cent were aged under 15 years old. Population growth is also expected to slow in the next decade, and it is anticipated that the country is likely to rely on in-migration for population growth. These demographic changes in Scotland have important implications for the labour market and economy.

Inclusive Growth and Equality

Scotland continues to experience inequality, which can impact individuals' access to labour market opportunities. Cost-of-living pressures have affected different groups disproportionately, particularly in lower-income households. Geographical inequalities also exist across Scottish regions that can affect individuals' access to opportunities. There have been some advances in improving diversity within the workforce and reducing inequality, but challenges remain.

Technology and Automation

Scotland has a strong technology sector, with specific strengths in digital technology, life sciences and financial technology (fintech). The current makeup of the technology sector suggests AI will likely be the most important technological advance for the foreseeable future. It is estimated that 60 per cent of jobs in developed countries will be affected by AI. This could be disruptive within the labour market, creating challenges and opportunities for job roles and businesses.

Climate Change

The Scottish and UK governments have committed to meeting targets for Net Zero carbon emissions. The transition to Net Zero will directly impact jobs, with potential for job growth in Scotland. Upskilling and reskilling will be vital to equip Scotland's workforce with the skills needed to meet the transition. Scotland is well placed to take a lead in the development of new green technologies building on its significant natural resources and strengths in key sectors.

💡 **A fuller report on Scotland's Labour Market Drivers can be found here.**

Regional Insight[1]

Fife Council have published an Economic Strategy for 2023-2030 which is aligned with both the Scottish Government's National Strategy for Economic Transformation (NSET) and the 'Plan4Fife' vision. It aims to support and encourage enterprise, increase business growth and new opportunities, promote place-based investment in infrastructure and support skills development and progression.

Fife sits within two City Region Deals, North East Fife within the Tay Cities regional Deal and the rest of Fife in the Edinburgh and South-East City Growth Deal.

Regional partners are working to refresh the Regional Economic Strategy (RES). It will adopt a more prospectus style and be known as the Tay Cities Region: Prospectus for Regional Growth 2025-2035. There is a tighter focus on growth from collaborative innovation, in five Priority Opportunity Themes (Clean Growth for Smarter and Sustainable Places, Life Sciences, Health and Agri Tech, Tourism and Cultural, Creative, Digital, Cyber and Games Economy), and two enablers (Skills and Talent, and Connectivity – Digital and Physical).

The Tay Cities Region Deal is supported on skills through the Skills Advisory Board and the £20 million Skills and Employability programme within the deal.

The Regional Prosperity Framework (RPF) was approved by the Edinburgh and South-East Scotland City Region Deal Joint Committee on 3 September 2021. It is the next phase of the development of Edinburgh and South-East Scotland's regional economy, building upon the City Region Deal.

The Integrated Regional Employability and Skills (IRES) Programme and its cross-sector partnership seeks to evolve regional labour market policy and practice to drive inclusive growth. Funded by £25 million investment (over eight years) it will deliver an additional 14,700 skill improvements, 5,300 people into employment, and a further 500 career enhancements.

In early 2023, UK and Scottish Governments announced plans for investment in The Forth Green Freeport. The proposals aspire to deliver up to an additional 50,000 jobs across the UK, generate £6 billion in investment and contribute over £4 billion in GVA across sites in Grangemouth, Rosyth, Leith, Burntisland and Edinburgh Airport. Its activities will focus on Renewables, Advanced Manufacturing, Alternative Fuels, Carbon Capture Utilisation and Storage, Shipbuilding, Logistics and the Creative Industries.

The opening of the new Fife College campus in 2025 will further help to ensure that the right skills are available to support these opportunities in Fife.

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.

For example, the figures presented in this report do not reflect significant levels of investment expected in the region such as:
- Rail Decarbonisation Action Plan - Fife Circle;
- H100 Fife;
- Forth Green Freeport.

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

1. Insight from the region gathered via Skills Development Scotland (2024).

Economic Performance[1]

Fife estimated GVA in 2024: **£7,688**m

Fife was estimated to generate 5.3% of Scotland's output in 2024. This share of GVA ranked the region in the second highest quartile of RSA regions for GVA contribution to the Scottish economy.

In 2024, the highest value industries in Fife were estimated to be:

Industry	Value
Manufacturing	**£1,534m**
Real Estate Activities*	**£932m**
Wholesale and Retail Trade	**£745m**
Education	**£732m**

GVA forecast average annual growth (2024-2027)

Fife: 1.2%

Scotland: 1.4%

GVA forecast average annual growth (2027-2034)

Fife: 1.1%

Scotland: 1.3%

Forecast Average Annual GVA Change by Industry (%), Fife

Industry	Mid-term (2024-2027)	Long-term (2027-2034)
Information and Communication	2.4%	2.2%
Electricity, Gas, Steam and Air Conditioning	2.0%	2.1%
Construction	2.2%	1.5%
Administrative and Support Service Activities	1.5%	1.5%
Transportation and Storage	1.9%	1.0%
Human Health and Social Work Activities	1.4%	1.4%
Accommodation and Food Service Activities	1.9%	0.9%
Other Service Activities	1.7%	0.8%
Real Estate Activities	1.1%	1.4%
Professional, Scientific and Technical Activities	1.3%	1.1%
Agriculture, Forestry and Fishing	1.2%	1.2%
Wholesale and Retail Trade	1.4%	0.9%
Arts, Entertainment and Recreation	1.4%	0.8%
Manufacturing	1.0%	1.0%
Financial and Insurance Activities	0.9%	1.1%
Water Supply	1.5%	0.4%
Education	0.3%	0.6%
Public Administration and Defence	0.2%	0.7%
Mining and Quarrying	-2.5%	-2.9%

● Mid-term (2024-2027)   ● Long-term (2027-2034)

For data on GVA at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Economic Output (GVA))

1. SDS (2024). Oxford Economics Forecasts.
*GVA in the Real Estate industry is inflated by owner-occupier imputed rent. This reflects the value of services provided by homeowners who own and live in their homes.

Productivity[1]

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 **Fife** was estimated to be **£50,900** in 2024. In comparison, the Scottish average was estimated to be £52,000.

Mid-term Productivity

From 2024 to 2027, productivity in Fife is forecast to grow by 0.6% on average each year. Over the same period, the Scottish growth rate is forecast to be 0.6%.

Fife forecast productivity in 2027: **£51,900**

Scotland forecast productivity in 2027: **£53,000**

Long-term Productivity

From 2027 to 2034, productivity in Fife is forecast to grow by 1.1% on average each year. Over the same period, the Scottish growth rate is forecast to be 1.1%.

Fife forecast productivity in 2034: **£56,100**

Scotland forecast productivity in 2034: **£57,100**

Productivity (2024)

Region	Productivity
West Lothian	£64,000
Edinburgh, East and Midlothian	£60,600
Aberdeen City and Shire	£54,800
Forth Valley	£53,200
Scotland	£52,000
Lanarkshire	£51,400
Fife	£50,900
Dumfries and Galloway	£50,100
South of Scotland	£49,900
Borders	£49,700
Glasgow College Region	£49,200
Tayside	£47,300
Highlands and Islands	£46,500
West Region	£45,900
Ayrshire	£44,600

For data on productivity at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Economic Output (GVA) per Job)

Regional Employment[1]

Workforce Size 2024:
163,100 people

The region's workforce was estimated to account for **6.2%** of Scottish employment.

Over the last 10 years (2014-2024), regional employment was estimated to have **grown** by **9.6%** (**14,300** people). In comparison, employment in Scotland increased by 3.8%.

Workforce Size 2027:
165,100 people

The region's workforce is forecast to **grow** by **1.2%** or **2,000** people between 2024 and 2027.

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

Workforce Size 2034:
165,000 people

The region's workforce is forecast to **decline** by **0.1%** or **100** 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), Fife

148,800	157,300	154,800		136,500	163,700 163,100	165,100 165,500	165,200 165,000

2014　　2017　　2021　　2024　2025　2027　　2030　　2034
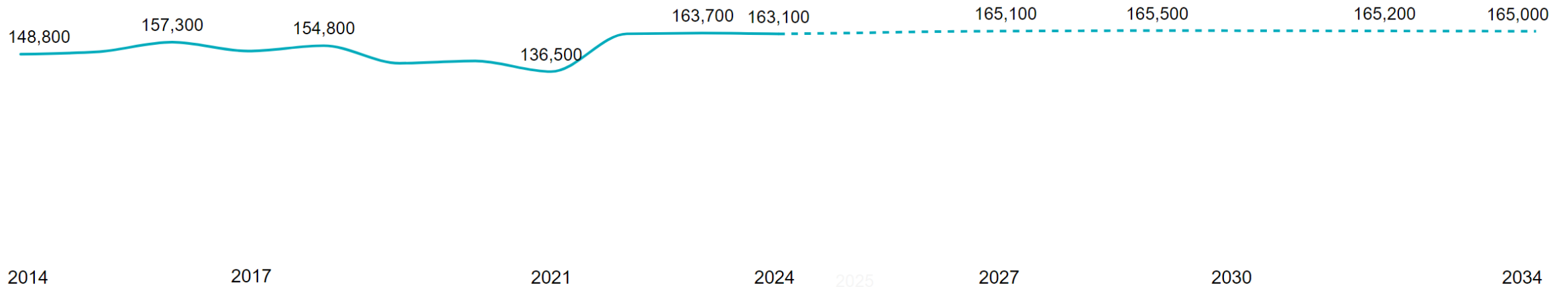
For data on employment and forecast employment at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Employment Forecast)

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
24,600

Wholesale and Retail Trade
22,200

Education
17,700

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 500 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 1,200 more people by 2034. While Manufacturing is forecast to have the greatest employment contraction (-2,000 people) in the long-term.
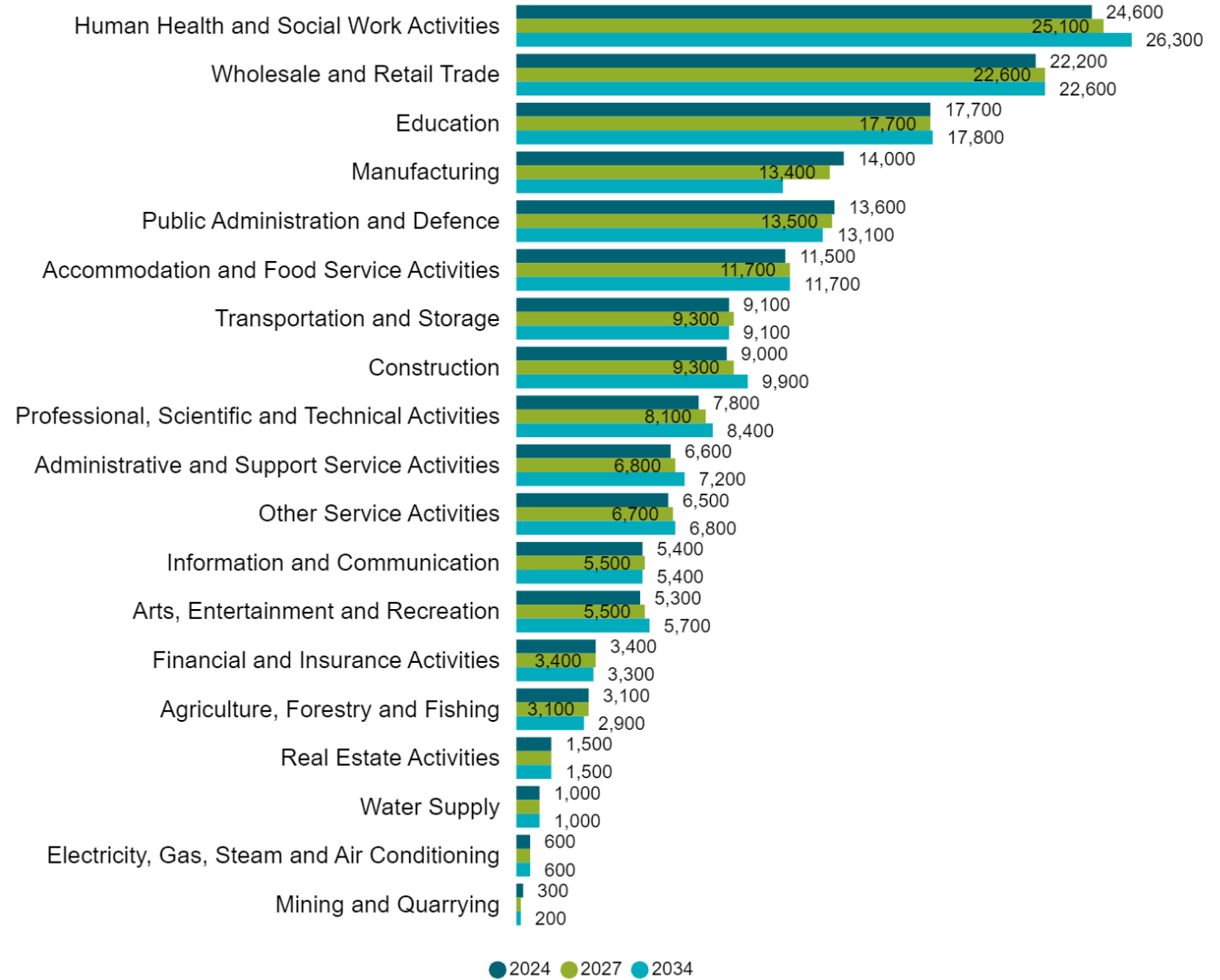
In 2024, the region's specialisms were predominantly estimated to be within industries related to Manufacturing.

Figures may not sum due to rounding.

Employment by Industry, Fife

Industry	2024	2027	2034
Human Health and Social Work Activities	24,600	25,100	26,300
Wholesale and Retail Trade	22,200	22,600	22,600
Education	17,700	17,700	17,800
Manufacturing	14,000	13,400	
Public Administration and Defence	13,600	13,500	13,100
Accommodation and Food Service Activities	11,500	11,700	11,700
Transportation and Storage	9,100	9,300	9,100
Construction	9,000	9,300	9,900
Professional, Scientific and Technical Activities	7,800	8,100	8,400
Administrative and Support Service Activities	6,600	6,800	7,200
Other Service Activities	6,500	6,700	6,800
Information and Communication	5,400	5,500	5,400
Arts, Entertainment and Recreation	5,300	5,500	5,700
Financial and Insurance Activities	3,400	3,400	3,300
Agriculture, Forestry and Fishing	3,100	3,100	2,900
Real Estate Activities	1,500		1,500
Water Supply	1,000		1,000
Electricity, Gas, Steam and Air Conditioning	600		600
Mining and Quarrying	300		200

● 2024 ● 2027 ● 2034

1. SDS (2024). Oxford Economics Forecasts.

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
21,500

Health Professionals
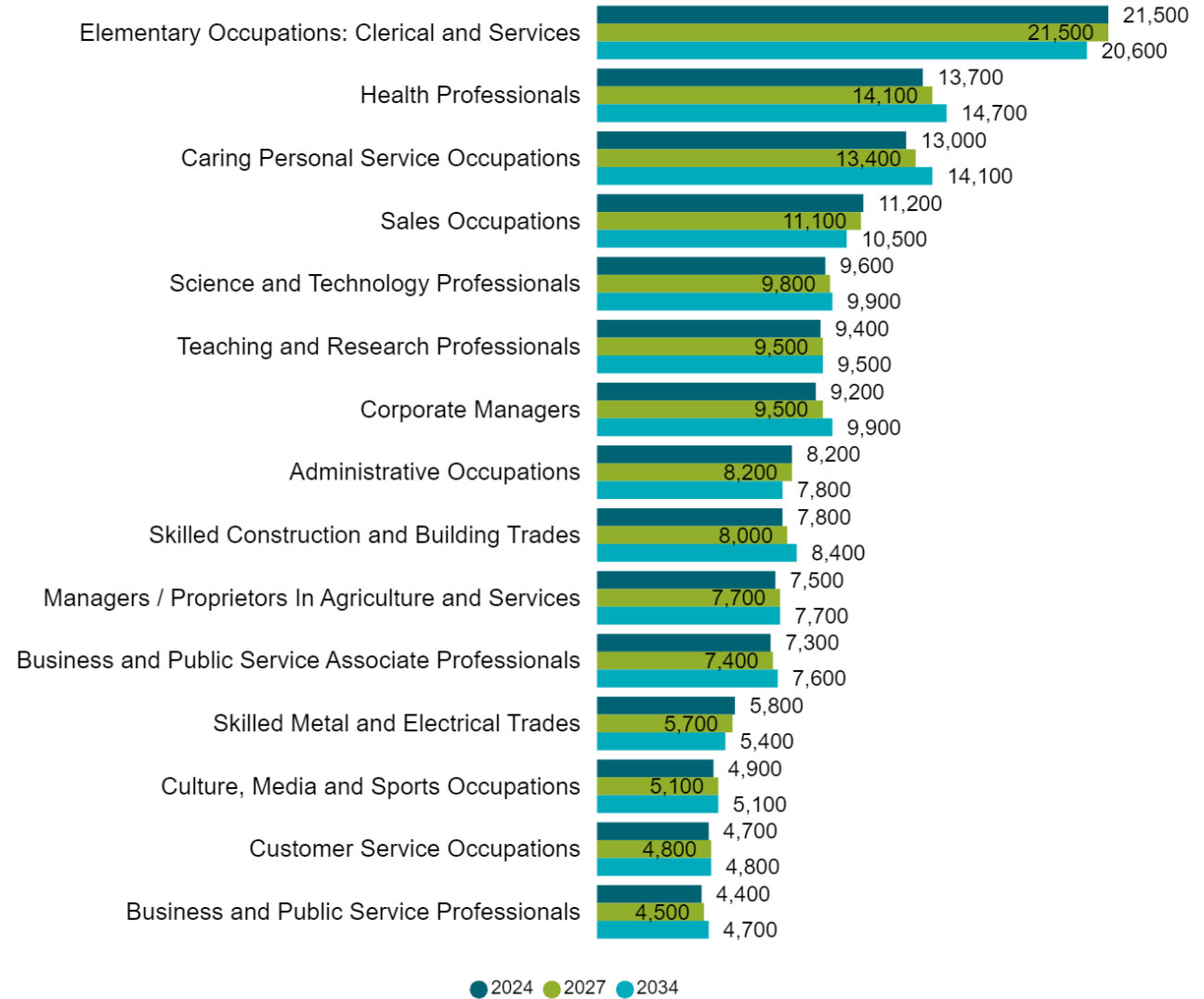**13,700**

Caring Personal Service Occupations
13,000

In 2024, 45.8% of employed people in the region were in 'higher-level' occupations*, which was a lower percentage of the workforce than Scotland (49.2%). 'Mid-level' occupations accounted for 27.9% of the workforce, which was a higher percentage of the workforce than Scotland (27.0%). Around 26.3% of people were employed in 'lower-level' occupations, which was a higher percentage of the workforce than Scotland (23.8%).

Between 2024 and 2027, the greatest growth is forecast to be in Caring Personal Service Occupations (400 people). While Protective Service Occupations is likely to experience the greatest contraction (-100 people).

Over the long-term between 2027 and 2034, the greatest growth is forecast to be in Caring Personal Service Occupations (800 people). While Elementary Occupations: Clerical and Services is likely to experience the greatest contraction (-900 people).

Figures may not sum due to rounding.

Employment by Top 15 Occupations, Fife

Occupation	2024	2027	2034
Elementary Occupations: Clerical and Services	21,500	21,500	20,600
Health Professionals	13,700	14,100	14,700
Caring Personal Service Occupations	13,000	13,400	14,100
Sales Occupations	11,200	11,100	10,500
Science and Technology Professionals	9,600	9,800	9,900
Teaching and Research Professionals	9,400	9,500	9,500
Corporate Managers	9,200	9,500	9,900
Administrative Occupations	8,200	8,200	7,800
Skilled Construction and Building Trades	7,800	8,000	8,400
Managers / Proprietors In Agriculture and Services	7,500	7,700	7,700
Business and Public Service Associate Professionals	7,300	7,400	7,600
Skilled Metal and Electrical Trades	5,800	5,700	5,400
Culture, Media and Sports Occupations	4,900	5,100	5,100
Customer Service Occupations	4,700	4,800	4,800
Business and Public Service Professionals	4,400	4,500	4,700

● 2024 ● 2027 ● 2034

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

Transition to Net Zero[1]

Identified as part of the Climate Emergency Skills Action Plan (CESAP), the sectors[2] 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 Regional Outcome Agreement (ROA) areas. Green jobs in Scotland are defined by three different categories: enhanced skills and knowledge, increased demand and new and emerging.[3] Presented below are the **number of people estimated to be employed in these sectors within Fife in 2024.**

Agriculture

13%

87%

Total: 3,400 people

Construction

11%

89%

Total: 13,100 people

Manufacturing (with Engineering)

32%

68%

Total: 13,000 people

Legend:
- Green Jobs
- Non-Green Jobs

Energy and Waste Treatment

32%

68%

Total: 4,300 people

Transport

49%

51%

Total: 8,300 people
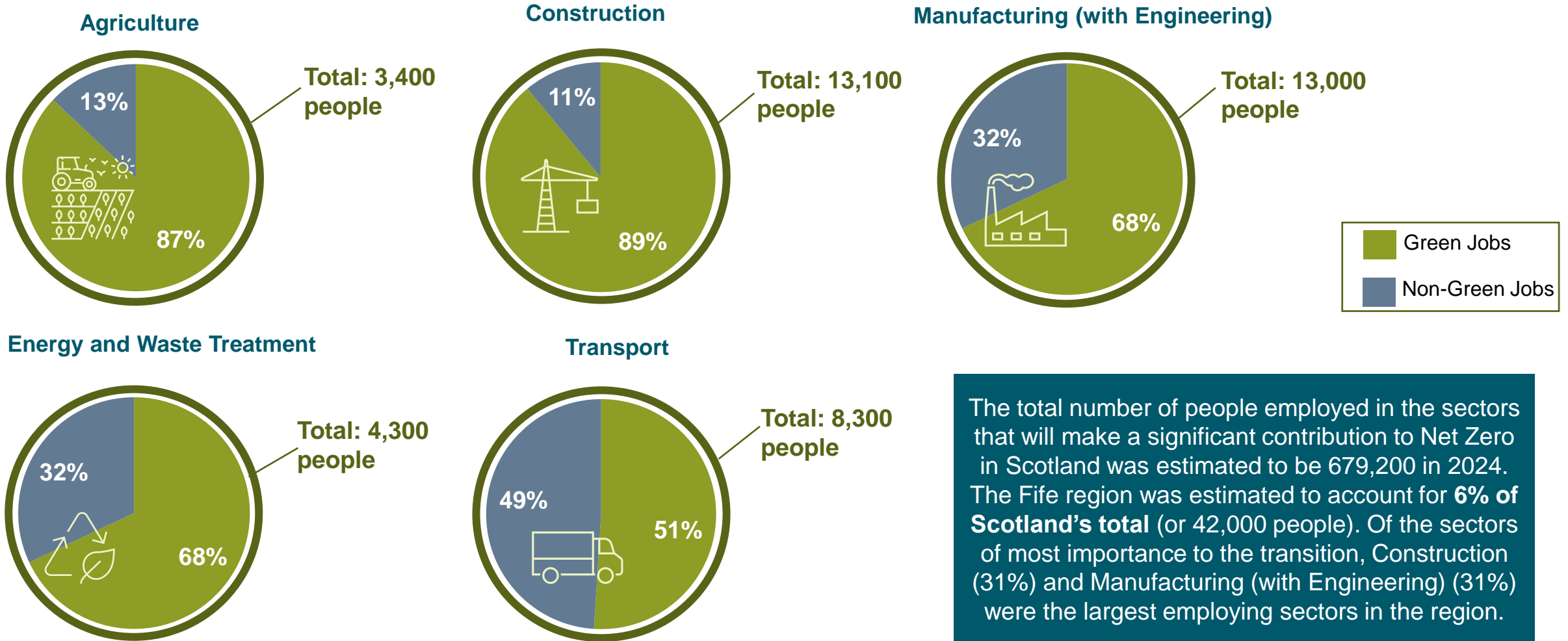
The total number of people employed in the sectors that will make a significant contribution to Net Zero in Scotland was estimated to be 679,200 in 2024. The Fife region was estimated to account for **6% of Scotland's total** (or 42,000 people). Of the sectors of most importance to the transition, Construction (31%) and Manufacturing (with Engineering) (31%) were the largest employing sectors in the region.

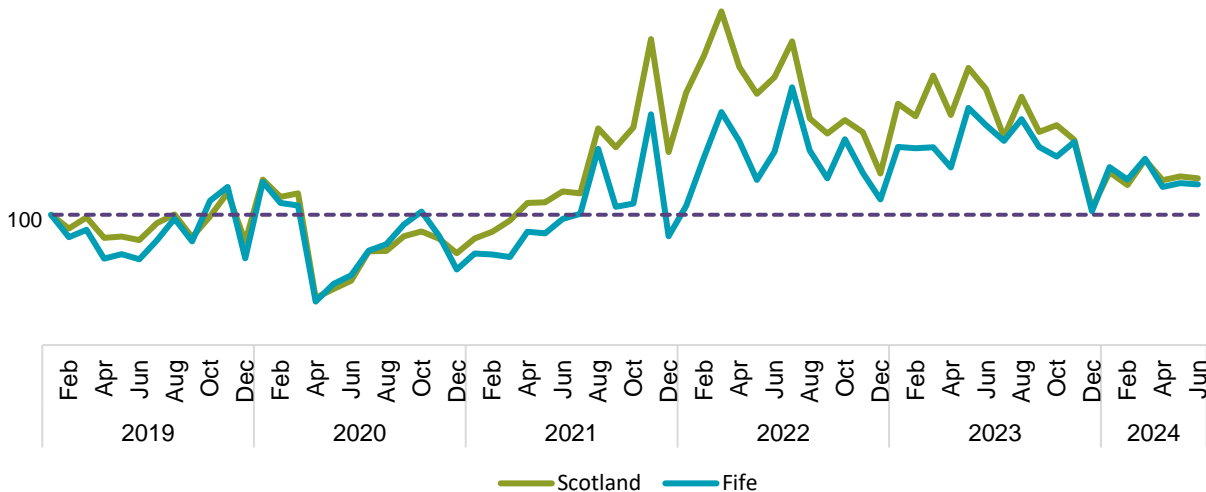*Figures may not sum due to rounding.*

Job Postings in Fife[1]

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 been cooling across Scotland, and job postings have declined from a peak in 2022. In Fife, the peak in job postings occurred in July 2022, slightly later than Scotland's peak in March 2022. Whilst it has cooled, the heat of the labour market in 2021 and 2022 was exceptional, and the levels of job postings across Scotland and Fife remain above pre-pandemic levels (January 2019).

In the first six months of 2024, there has been sustained demand for workers in the region. Job postings in Fife accounted for 4.5% of Scotland's total job postings between January and June 2024.

Index* of Job Postings, (January 2019 = 100)

Scotland — Fife

Between January and June 2024, there were **11,100 job postings** in **Fife,** of which:

The locations with the most jobs advertised were:

Dunfermline
3,000 postings

Glenrothes
2,000 postings

Kirkaldy
1,800 postings

The most requested skills and knowledge were:

Communications

Management

Customer Service

Detail Oriented
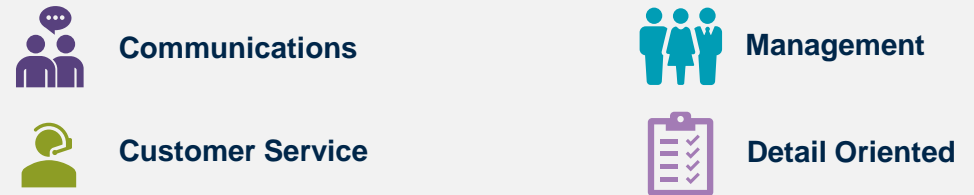
The top job postings were:

Care Workers and Home Carers	560
Cleaners and Domestics	500
Sales Related Occupations n.e.c.	340
Sales and Retail Assistants	260
Kitchen and Catering Assistants	250
Customer Service Occupations n.e.c.	230
Roundspersons and Van Salespersons	200
Other Registered Nursing Professionals	190
Warehouse Operatives	180
Managers and Directors in Retail and Wholesale	170
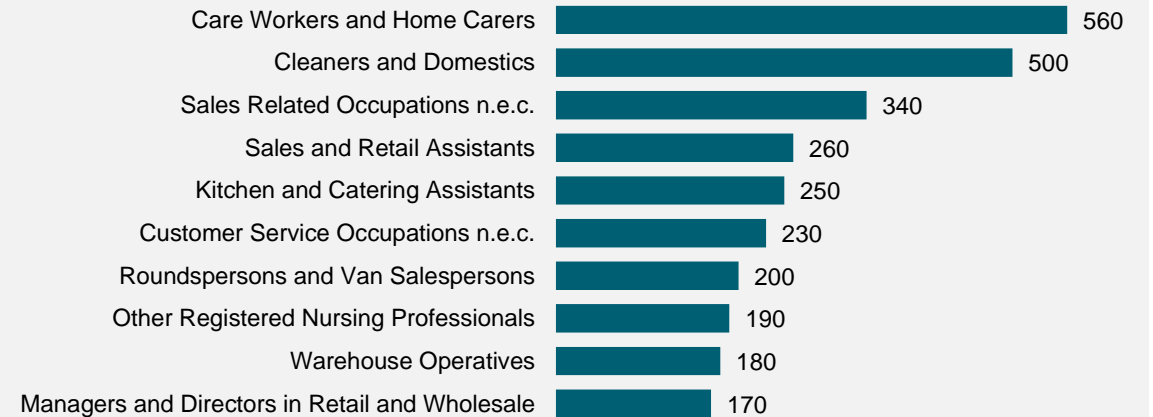
Figures may not sum due to rounding.

*An Index shows the change over time. This graph displays the data for job postings converted to a reference value. This shows the relative change for Scotland and the region over time. Over 100 indicates where there has been an increase compared to the base or reference year (in this case January 2019), whereas below 100 shows a decrease.

Green Job Postings in Fife[1]

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.

Out of the 11,100 job postings in Fife between January and June 2024, **over a third of them, 4,200, were for green jobs (37.8%)**. This was a lower proportion of green job postings than the Scottish average (42.3%). The number of green job postings in the region accounted for 4.0% of all green job postings in Scotland. The demand for green jobs in the region and Scotland peaked in 2022 before cooling. However, demand for green jobs in the region remains above the pre-pandemic level.

Between January and June 2024, **over half of green job postings** in Fife were for Enhanced Skills and Knowledge roles.

Enhanced Skills and Knowledge	Increased Demand	New and Emerging
52%	33%	15%
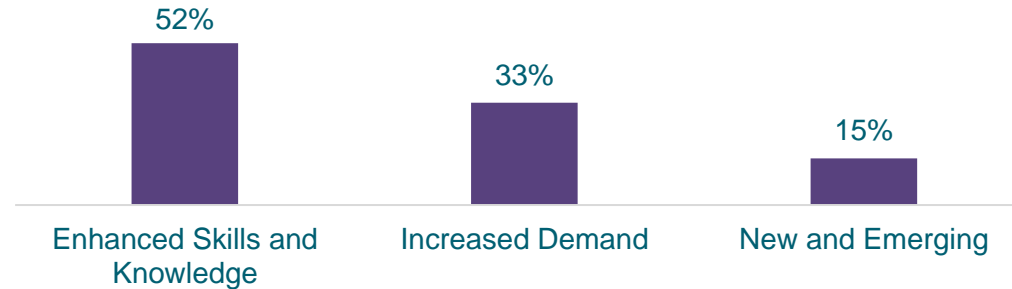
The green jobs in demand in each category between January and June 2024 included:

Enhanced Skills and Knowledge:

Vehicle Technicians, Mechanics and Electricians

Increased Demand:

Electricians and Electrical Fitters

New and Emerging:

Engineering Technicians

The median advertised salary for **green jobs** in Fife was **£33,500*** in the first six months of 2024.

This was higher than the median advertised salary for all jobs in the region which was £27,800**.

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 Fife. 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 **23,800** people in **Fife**. Between 2024 and 2027, replacement demand could create the need for **21,800** people, while **positive** expansion demand is forecast to result in **2,000 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.

Fife: **23,800** people

Fife: **21,800** people

Fife: **2,000** people

Scotland: **370,800** people

Scotland: **321,000** people

Scotland: **49,800** people

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

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
1,800	10,600	2,900	5,500	800	2,100
8%	45%	12%	23%	3%	9%

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%

For data on future demand at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement)

1. SDS (2024). Oxford Economics Forecasts.

Future Demand in the Mid-Term (2024-2027) by Industry[1]

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

Wholesale and Retail Trade
5,000

Human Health and Social Work Activities
2,800

Transportation and Storage
2,500

Headline figures for each industry do not show how the composition of the industry is changing. Within industries there are changes to operating practices and consumer behaviours driven by automation, digitalisation and the transition to Net Zero. These shifts are not captured in the aggregated groups. We would encourage readers to bear this 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 (2024-2027), Fife

Industry	Expansion demand	Replacement demand
Wholesale and Retail Trade	500	4,500
Human Health and Social Work Activities	500	2,300
Transportation and Storage		2,400
Education		2,500
Accommodation and Food Service Activities		2,200
Public Administration and Defence		1,900
Administrative and Support Service Activities		1,400
Arts, Entertainment and Recreation		1,200
Construction		900
Agriculture, Forestry and Fishing		800
Manufacturing	-600	1,200
Water Supply		400
Professional, Scientific and Technical Activities		
Other Service Activities		
Information and Communication		
Financial and Insurance Activities		
Electricity, Gas, Steam and Air Conditioning		
Real Estate Activities		
Mining and Quarrying		

● Expansion demand ● Replacement demand

Future Demand in the Mid-Term (2024-2027) by Occupation[1]

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

Elementary Occupations: Clerical and Services
4,800

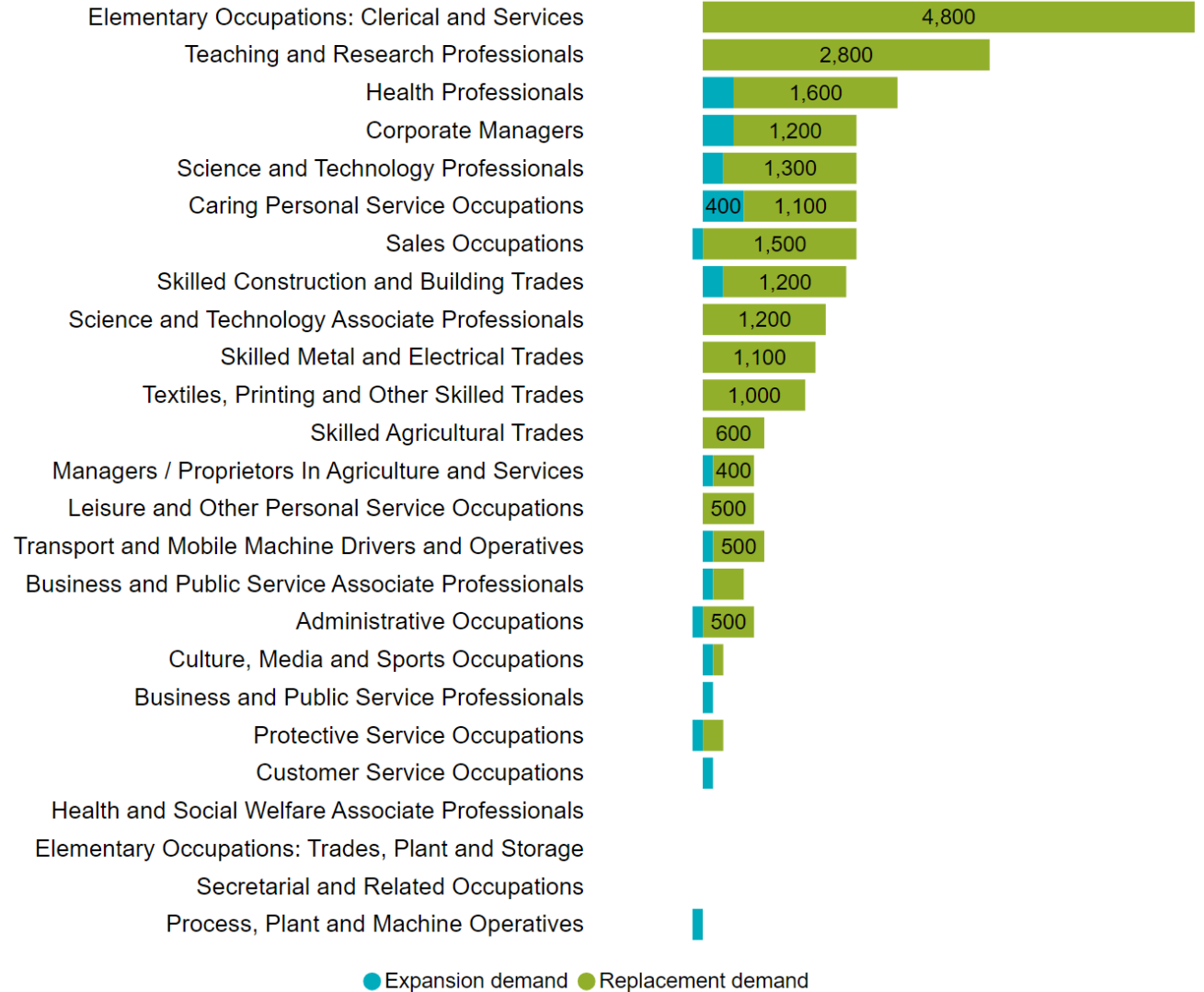**Teaching and Research Professionals**
2,900

Health Professionals
1,900

As mentioned, there is forecast to be a total requirement for 23,800 people in the region over the mid-term. 'Higher-level' occupations* are forecast to account for 44.3% of this total requirement, followed by 27.3% in 'mid-level' occupations and 28.4% in 'lower-level' occupations. Across Scotland, 50.4% of total requirement will be in 'higher-level' occupations, 25.0% in 'mid-level' occupations and 24.6% in 'lower-level' occupations.

Figures may not sum due to rounding.

Forecast Total Requirement by Occupation (2024-2027), Fife

Occupation	Value
Elementary Occupations: Clerical and Services	4,800
Teaching and Research Professionals	2,800
Health Professionals	1,600
Corporate Managers	1,200
Science and Technology Professionals	1,300
Caring Personal Service Occupations	400 / 1,100
Sales Occupations	1,500
Skilled Construction and Building Trades	1,200
Science and Technology Associate Professionals	1,200
Skilled Metal and Electrical Trades	1,100
Textiles, Printing and Other Skilled Trades	1,000
Skilled Agricultural Trades	600
Managers / Proprietors In Agriculture and Services	400
Leisure and Other Personal Service Occupations	500
Transport and Mobile Machine Drivers and Operatives	500
Business and Public Service Associate Professionals	
Administrative Occupations	500
Culture, Media and Sports Occupations	
Business and Public Service Professionals	
Protective Service Occupations	
Customer Service Occupations	
Health and Social Welfare Associate Professionals	
Elementary Occupations: Trades, Plant and Storage	
Secretarial and Related Occupations	
Process, Plant and Machine Operatives	

● Expansion demand　● Replacement demand

For data on future demand by occupation at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement by Occupation)

1. SDS (2024). Oxford Economics Forecasts.
* See RSA Technical Note (2024) for an explanation of what is defined as 'high-level', 'mid-level' and 'low-level' occupations.

Future Demand in the Long-Term (2027-2034)[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 Fife, the labour market forecast for the long-term (2027-2034) suggests employment is expected to decline, but 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 **50,900** people in **Fife**. Between 2027 and 2034, replacement demand could create the need for **51,000** people, while expansion demand is forecast to result in **-100** workers.

In **Scotland**, there could be a total requirement for **788,900** people in the long-term. Between 2027 and 2034, replacement demand could create the need for **756,900** people, while **positive** expansion demand is forecast to result in **32,000 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.

Fife: **50,900** people

Fife: **51,000** people

Fife: **-100** people

Scotland: **788,900** people

Scotland: **756,900** people

Scotland: **32,000** people

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

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
3,700	22,900	5,900	13,100	900	4,400
7%	45%	12%	26%	2%	9%

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

SCQF 11-12	SCQF 7-10	SCQF 6	SCQF 5	SCQF 1-4	No qualifications
67,300	378,500	93,400	180,300	12,100	57,200
9%	48%	12%	23%	2%	7%

For data on future demand at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement)

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

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

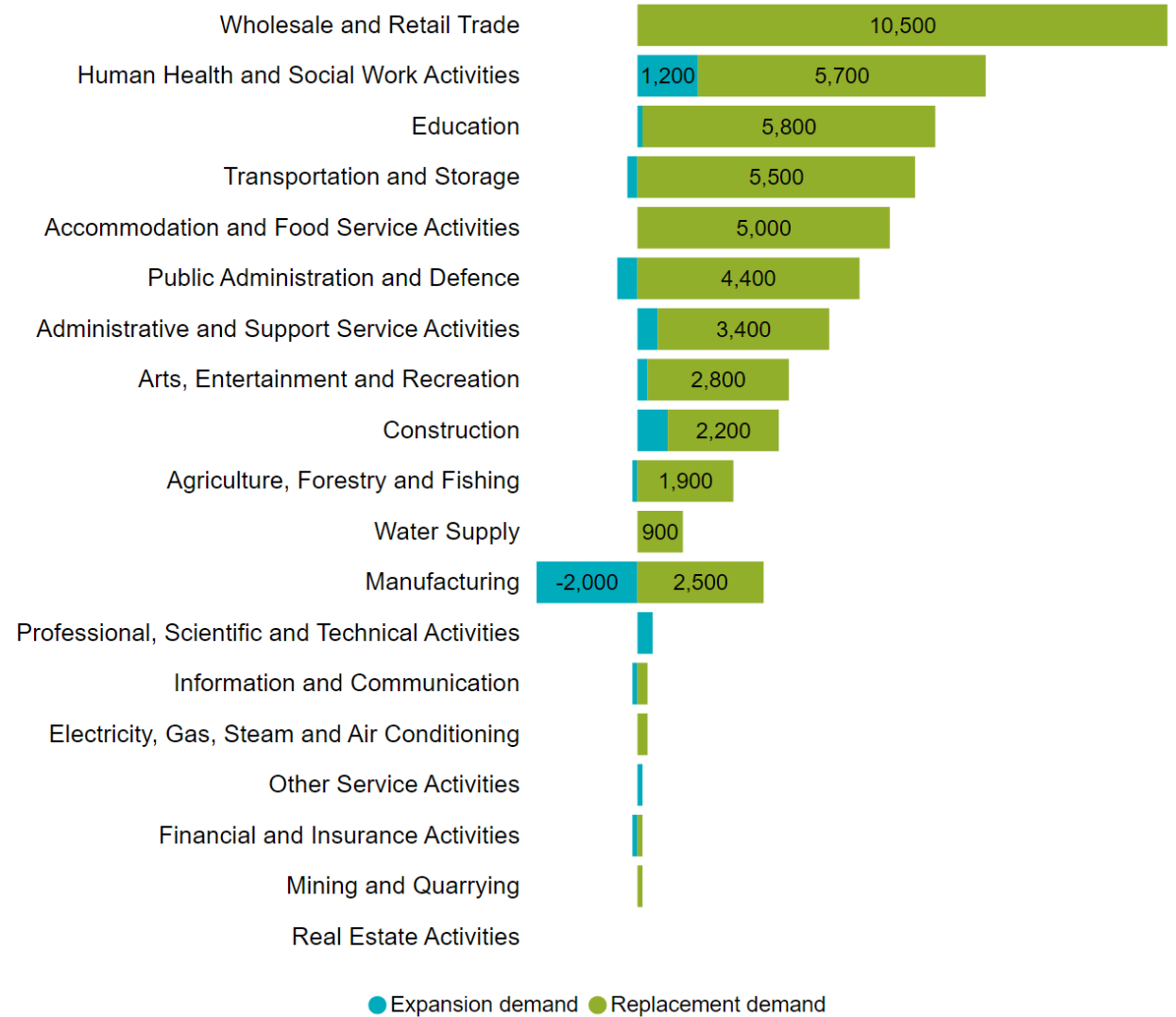**Wholesale and Retail Trade**
10,400

Human Health and Social Work Activities
6,900

Education
5,800

The mid-term forecast analysis indicated that some industries are experiencing a shift in their operational practices, and this trend is expected to continue in the long term.

Figures may not sum due to rounding.

Forecast Total Requirement by Industry (2027-2034), Fife

Industry	Value
Wholesale and Retail Trade	10,500
Human Health and Social Work Activities	1,200 / 5,700
Education	5,800
Transportation and Storage	5,500
Accommodation and Food Service Activities	5,000
Public Administration and Defence	4,400
Administrative and Support Service Activities	3,400
Arts, Entertainment and Recreation	2,800
Construction	2,200
Agriculture, Forestry and Fishing	1,900
Water Supply	900
Manufacturing	-2,000 / 2,500
Professional, Scientific and Technical Activities	
Information and Communication	
Electricity, Gas, Steam and Air Conditioning	
Other Service Activities	
Financial and Insurance Activities	
Mining and Quarrying	
Real Estate Activities	

● Expansion demand ● Replacement demand

For data on future demand by industry at local authority level please see the Data Matrix.
(Theme: Skills Demand; Topic: Total Requirement by Industry)

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
9,900

Teaching and Research Professionals
6,700

Health Professionals
4,600

There is forecast to be a total requirement for 50,900 people in the region over the long-term. 'Higher-level' occupations* are forecast to account for 45.6% of this total requirement, followed by 27.6% in 'mid-level' occupations and 26.8% 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), Fife

Occupation	Value
Elementary Occupations: Clerical and Services	10,800
Teaching and Research Professionals	6,700
Health Professionals	3,900
Caring Personal Service Occupations	2,700
Corporate Managers	2,900
Science and Technology Professionals	3,000
Skilled Construction and Building Trades	2,800
Sales Occupations	3,400
Science and Technology Associate Professionals	2,800
Textiles, Printing and Other Skilled Trades	2,300
Skilled Metal and Electrical Trades	2,500
Skilled Agricultural Trades	1,300
Leisure and Other Personal Service Occupations	
Transport and Mobile Machine Drivers and Operatives	
Managers / Proprietors In Agriculture and Services	
Business and Public Service Associate Professionals	
Administrative Occupations	
Culture, Media and Sports Occupations	
Protective Service Occupations	
Business and Public Service Professionals	
Health and Social Welfare Associate Professionals	
Customer Service Occupations	
Elementary Occupations: Trades, Plant and Storage	
Secretarial and Related Occupations	
Process, Plant and Machine Operatives	

● Expansion demand ● Replacement demand

Skills Development Scotland

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