

The Economy¹



Gross Value Added (GVA)² in 2019

Total **Energy** GVA is:
£8,178m
up 7% from 2009

Forecast GVA in 2029
£9,228m
up 13% from 2019



Productivity (GVA per job) in 2019

Energy productivity is:
£109,588
down 10% from 2009

Productivity across **all sectors** is:
£50,368
up 13% from 2009

Forecast productivity in 2029

£138,773
up 27% from 2019

£57,747
up 15% from 2019

Employment

Top Employing Regions 2019³

Aberdeen City and Shire
40,500 jobs

Lanarkshire
7,800 jobs

Edinburgh, West and Midlothian
5,200 jobs

All Other Regions
21,100 jobs

Scotland Total⁴ Jobs in 2019
74,600 jobs
📉 2029: down by 11% to 66,500

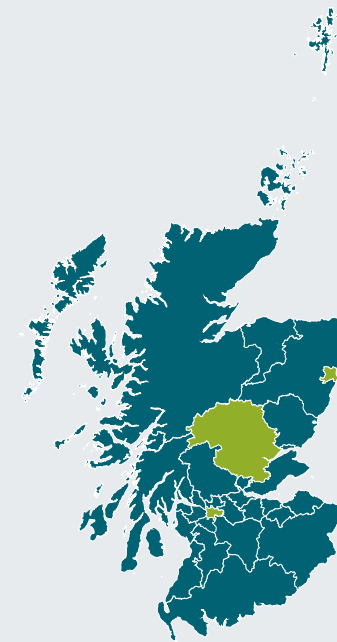
Gender split⁵

19,200 Female  90,900 Male

Ethnicity

3,300 Ethnic Minority  106,800 White

Vacancies^{6,7}



Vacancies 2018

Aberdeen City
1,139 vacancies
accounting for 34%

Glasgow City
680 vacancies
accounting for 21%

Perth and Kinross
391 vacancies
accounting for 12%



Engineering Professionals
183 vacancies
accounting for 6%



Engineering Technicians
112 vacancies
accounting for 3%



Managers and Proprietors in Other Services
109 vacancies
accounting for 3%

Total vacancies in **Energy**:
3,317 vacancies



Salary 2018

Median real-time advertised salary in **Energy**:
£37,400



Gender Pay-Gap⁸

17.7%

Scotland: 5.7%

¹ Forecasts by Oxford Economics (unless otherwise stated).
² GVA is the measure of the value of goods and services produced within the economy. GVA in constant 2016 prices.
³ Measured by total number of jobs.

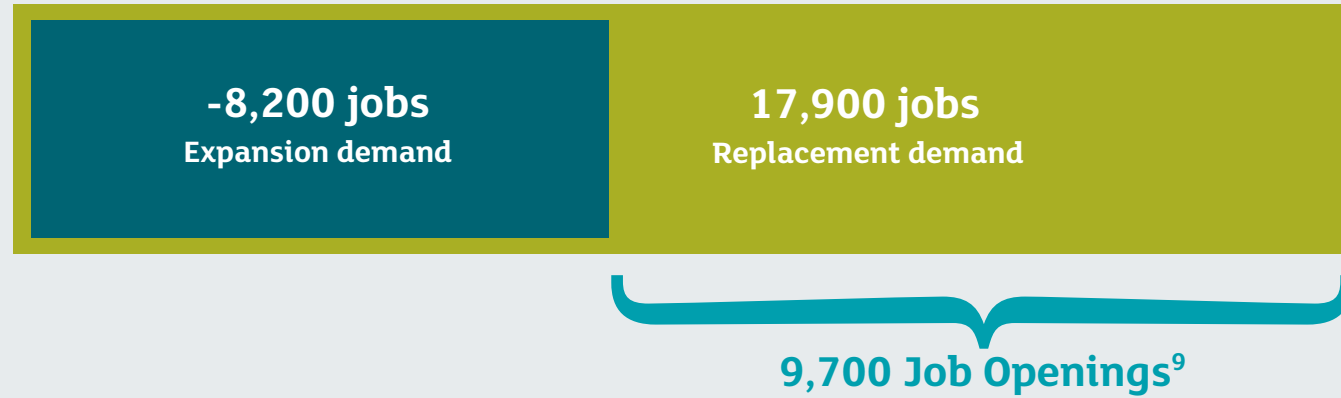
⁴ Please note that 2019 is a forecast figure.
⁵ Source: Annual Population Survey (APS) April 2018–March 2019. This dataset is different to Oxford Economics and may not sum to reflect the Scotland total above. Due to data availability the sectoral definitions vary from those we have used elsewhere in this

infographic. E.g. for Engineering we have used 'Manufacturing' and therefore figures may not sum to Scotland's total.
⁶ Source: Burning Glass Technologies Jan 2018 - Dec 2018 (based on calendar year). <http://www.burning-glass.com>.

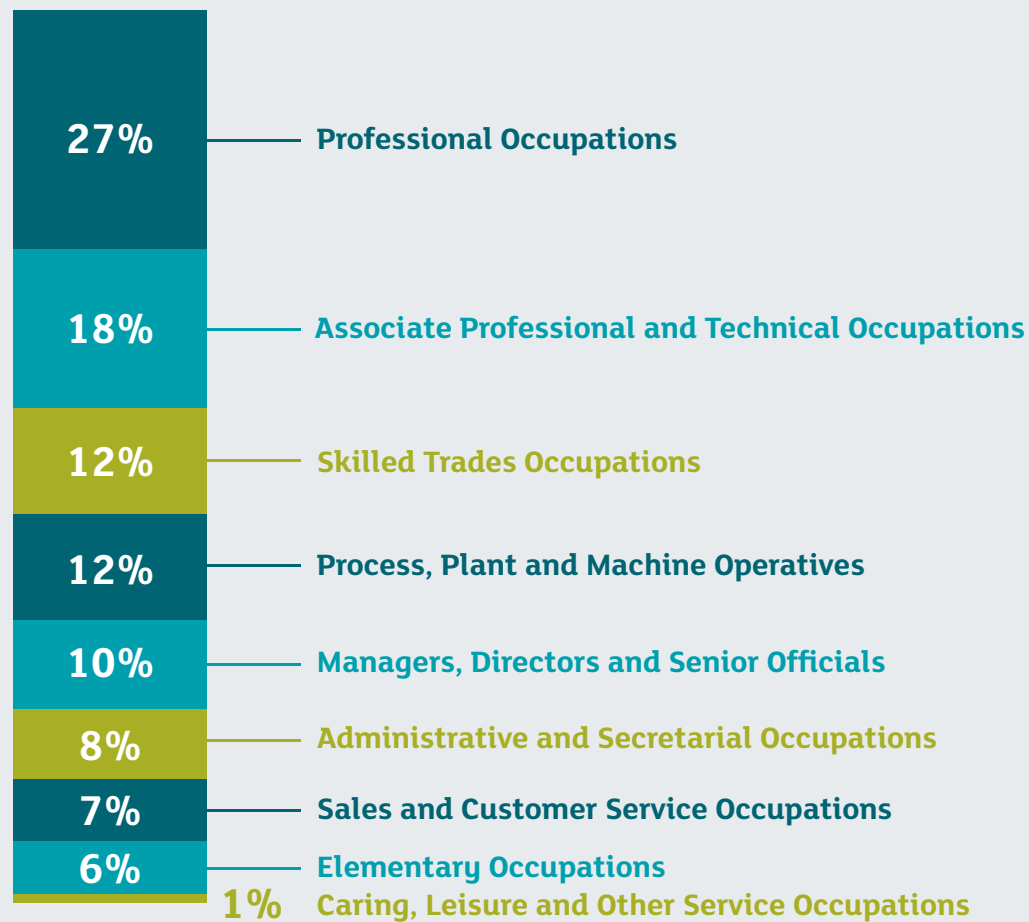
⁷ Burning Glass technologies gather insight on vacancies from online job postings and websites.
⁸ Source: ONS 2018, based on the Annual Survey of Hours and Earnings based on full-time employee jobs.

Future Job Openings

From 2019 to 2029 there will be a requirement for:



Future Job Openings by Occupation from 2019 to 2029



Skills Shortage Vacancies and Gaps¹⁰

Skills Shortage Vacancies¹¹

Density of Skills Shortage vacancies in Energy:
18%



Scotland: 24%

Skills Gaps¹²

Density of Skills Gaps in Energy:
5%



Scotland: 5%

Sectoral Insight¹³

- Preparing the workforce for a **positive role in Scotland's future energy system.**
- Estimated the oil and gas sector needs to attract 25,000 new people across the UK and 4,500 of those will be into completely **new roles that do not currently exist.**
- Taking into account replacement demand, 80% of the UK O&G workforce will still be working within the industry in 2025 placing a large focus on **upskilling** and **reskilling existing workforce.**
- Developing skills supply for emerging **renewables** and **low carbon technologies and services.**
- Maximising opportunities for **skills transition** and **transferability** into areas such as decommissioning, offshore wind, marine renewables, low carbon heat and transport.
- Pace of technological change is unprecedented - a drive from industry for **adoption of new training methods** such as virtual and augmented reality, simulation and situational analysis.

⁹ Expansion demand is the measure of an increase/decrease in jobs, as a result of economic growth or contraction; replacement demand is the number of job openings generated through labour market churn (i.e. those who retire, move away, or change jobs). N.B. Some figures may not sum due to rounding.

¹⁰ Due to the way the Employer Skills Survey collects and reports data, the sectoral definitions vary from those we have used elsewhere in this infographic. To define the Energy sector, we have used 'Primary & Utilities'.

¹¹ Base: All establishments with vacancies (only 2017 shown). Skill-shortage vacancies as a proportion of all vacancies. This may be due to a lack of skills, qualifications or experience amongst applicants.
¹² Base: All establishments (only 2017 shown). Skills gaps: the proportion of the workforce lacking full proficiency.

¹³ Insight provided by the Key Sector Managers who work closely with industry experts and employers.