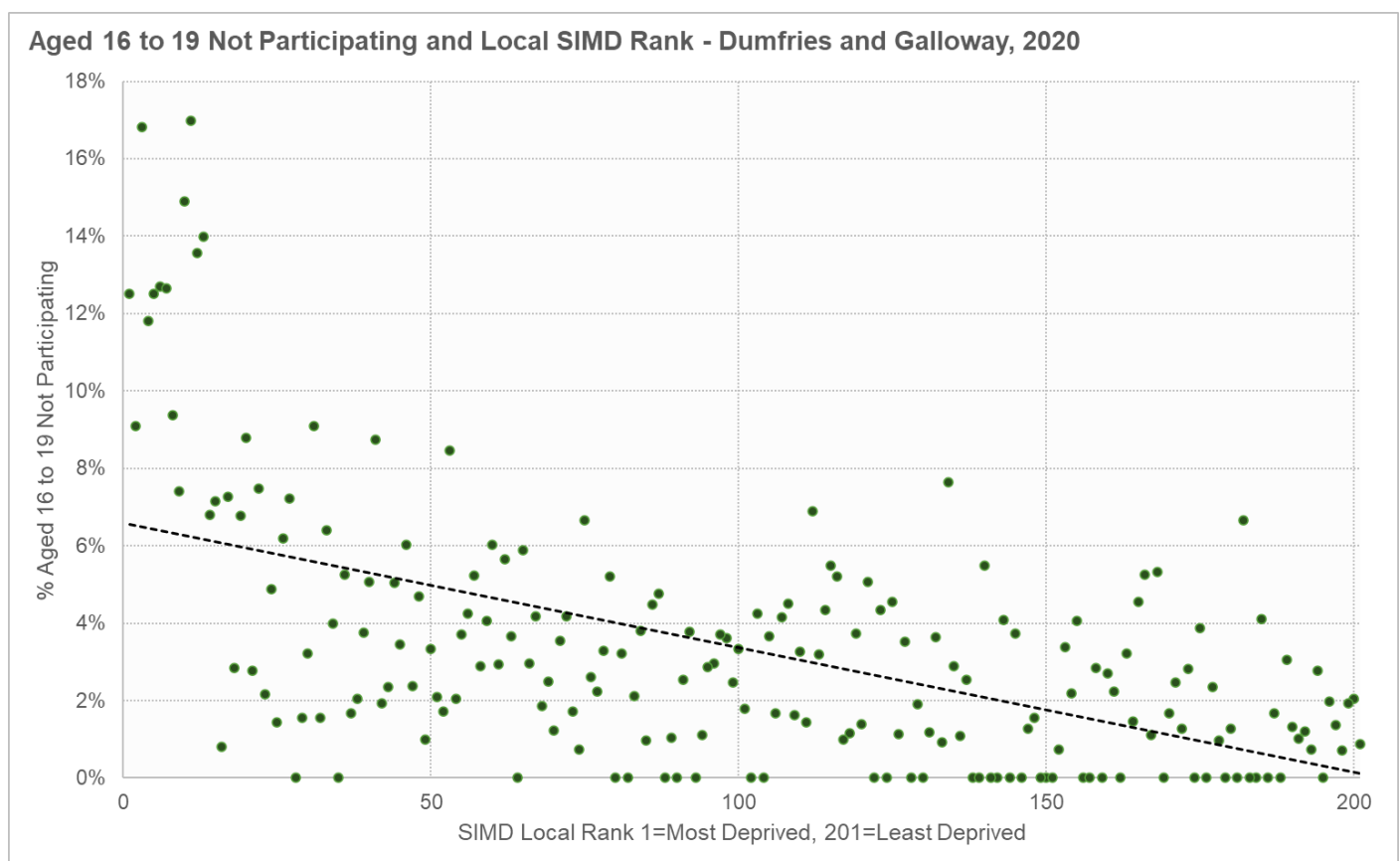


Deprivation and Participation

Areas with higher levels of poverty and deprivation are highly correlated to areas with non-participation for those aged 16-19 years. According to the Scottish Index of Multiple Deprivation, the data zones in Dumfries and Galloway with the lowest participation scores are the most deprived data zones.

Of 201 data zones (small area with 500 - 1,000 residents) in Dumfries and Galloway, the highest levels of non-participation for those aged 16 to 19 are concentrated within the lowest rank data zones in terms of multiple deprivation.

The lowest ranked data zone (1=most deprived, 201=least deprived) in Dumfries and Galloway in 2020 was S01007485: Stranraer West – 05, which had a non-participation rate for those aged 16-19 of 13%, compared to the least deprived data zone S01007627: Collin – 01, which had a non-participation rate for 16- to 19-year-olds of 1%.¹



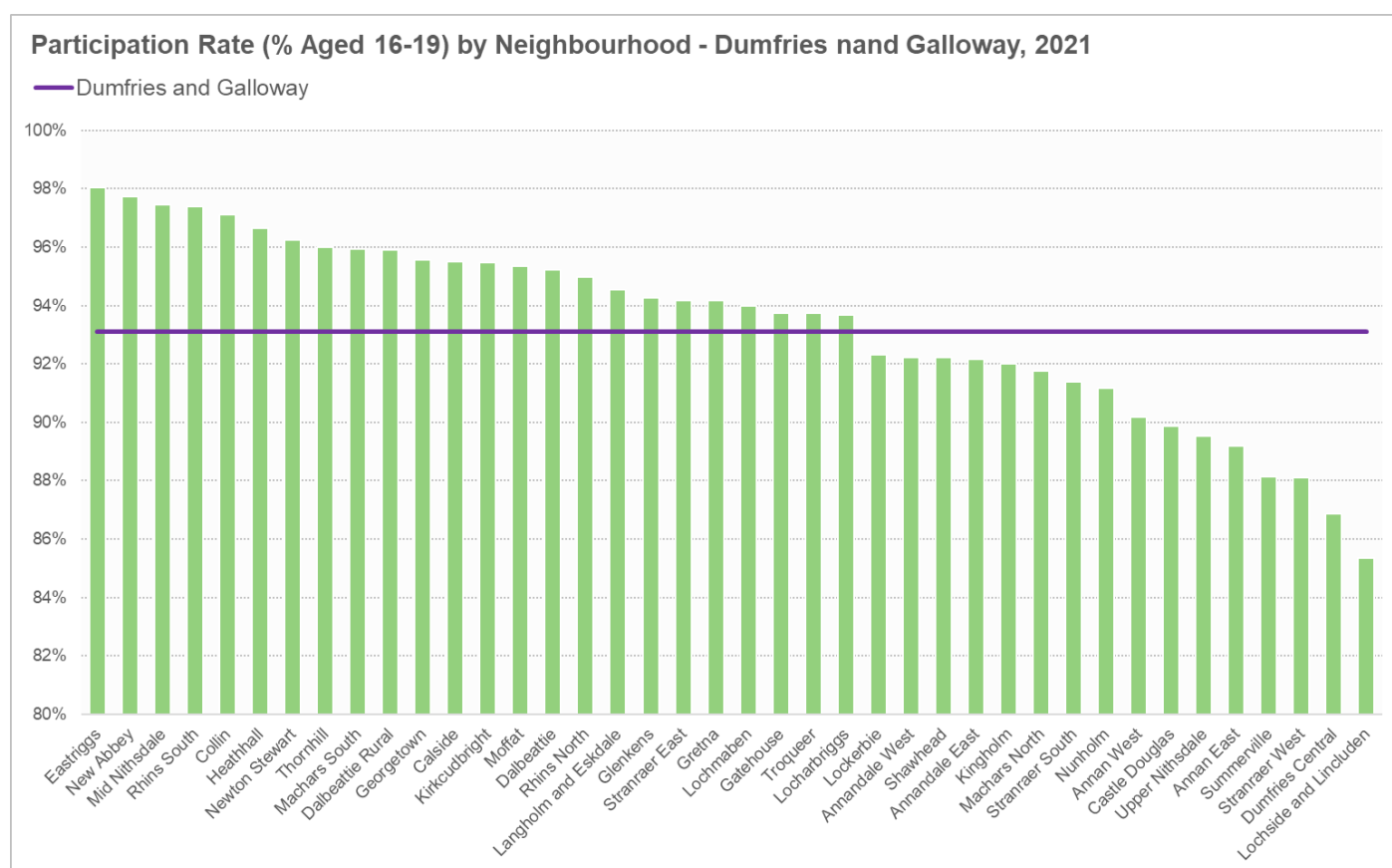
Source: The Scottish Government. Scottish Index of Multiple Deprivation.

¹ The Scottish Government. Scottish Index of Multiple Deprivation. Access: [Scottish Index of Multiple Deprivation 2020 - gov.scot \(www.gov.scot\)](https://www.gov.scot/scottish-index-of-multiple-deprivation-2020)

Dumfries and Galloway Local Employability Partnership Data

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- The participation rate for those aged 16-19 in Dumfries and Galloway was 93.1% in 2021, compared to 92.2% for Scotland.
- Of 40 neighbourhoods (2011 Scottish intermediate zones) in Dumfries and Galloway:
- 24 neighbourhoods had higher participation rates than the Dumfries and Galloway average, with 16 having lower participation rates.
- 28 neighbourhoods in Dumfries and Galloway had higher participation scores than the Scottish national average and 12 had participation rates lower than the national average in 2021.
- The neighbourhood with the highest participation score in Dumfries and Galloway in 2021 was Eastriggs at 98.1%, followed by New Abbey at 97.7% and Mid Nithsdale at 97.5%.
- The worst performing neighbourhood in terms of participation for 16- to 19-year-olds in 2021 was Lochside and Lincluden at 85.3%, followed by Dumfries Central at 86.9%, Stranraer West at 88.1%, Summerville at 88.1% and Annan East at 89.2%.²



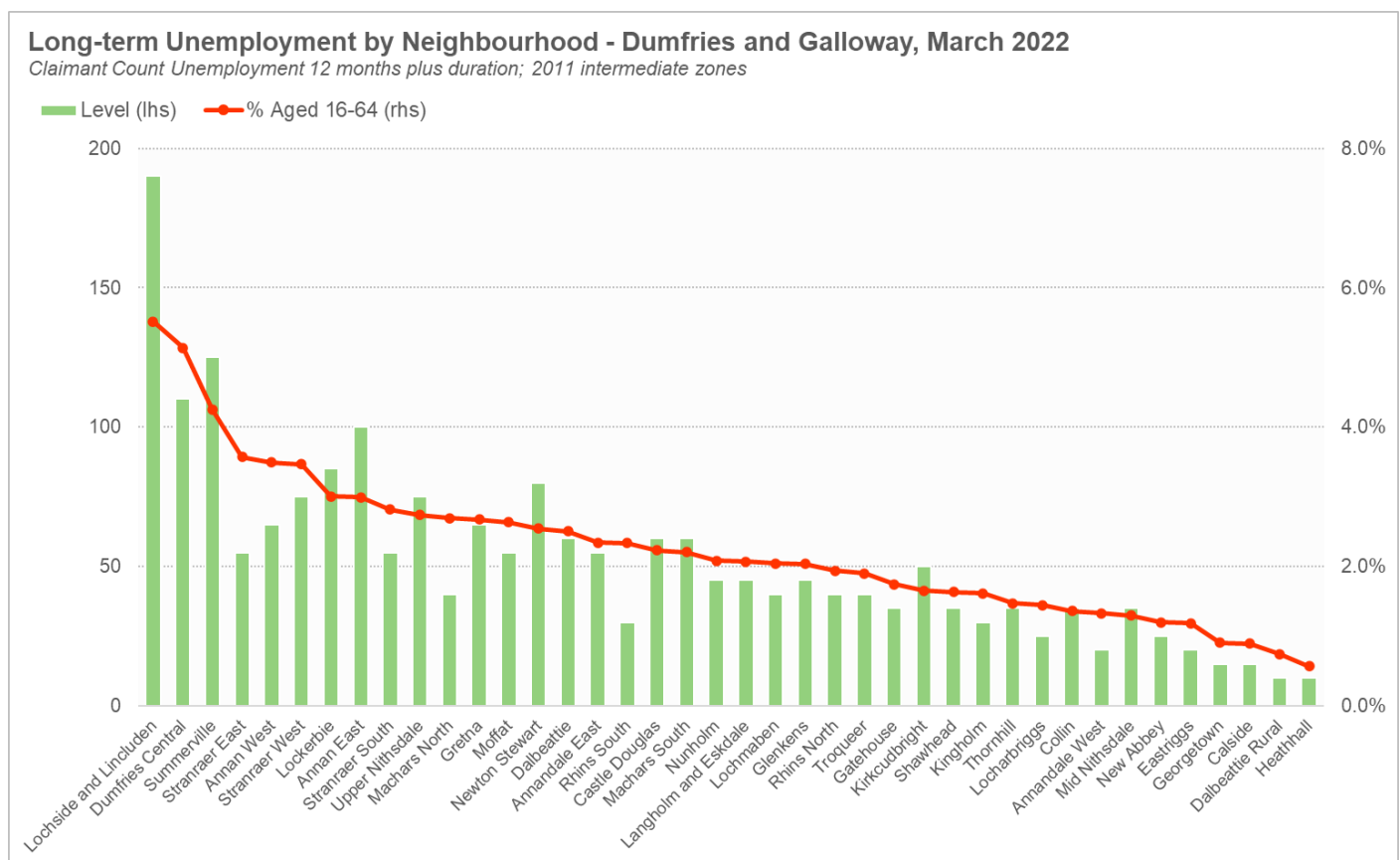
Source: Skills Development Scotland. Annual Participation Measure.

² Skills Development Scotland. Annual Participation Measure. Access: [Annual Participation Measure | Skills Development Scotland](#)

Long-term Unemployment and Universal Credit

There were **2,985 people** and **3.5% of the working aged population aged 16 to 64 in Dumfries and Galloway on the Claimant Count** (Jobseeker's Allowance plus Universal Credit searching for work) **in March 2022, compared to 3.8% for Scotland**. 1,958 people on the Claimant Count in Dumfries and Galloway were long-term unemployed (12 months plus duration) by March 2022, with 2.2% of the working aged population on the Claimant Count for 12 months plus.

The neighbourhood in Dumfries and Galloway with the highest prevalence of long-term unemployment was Lochside and Lincluden, with 190 people and 5.5% of those aged 16 to 64 on the Claimant Count for more than 12 months. 110 people and 5.1% of working aged people in Dumfries Central were on the Claimant Count for 12 months plus, compared to 125 and 5.1% for Summerville, 55 and 3.6% for Stranraer East and 65 and 3.5% for Annan West.³



Source: Office for National Statistics. Jobseeker's Allowance; Department for Work and Pensions. People on Universal Credit.

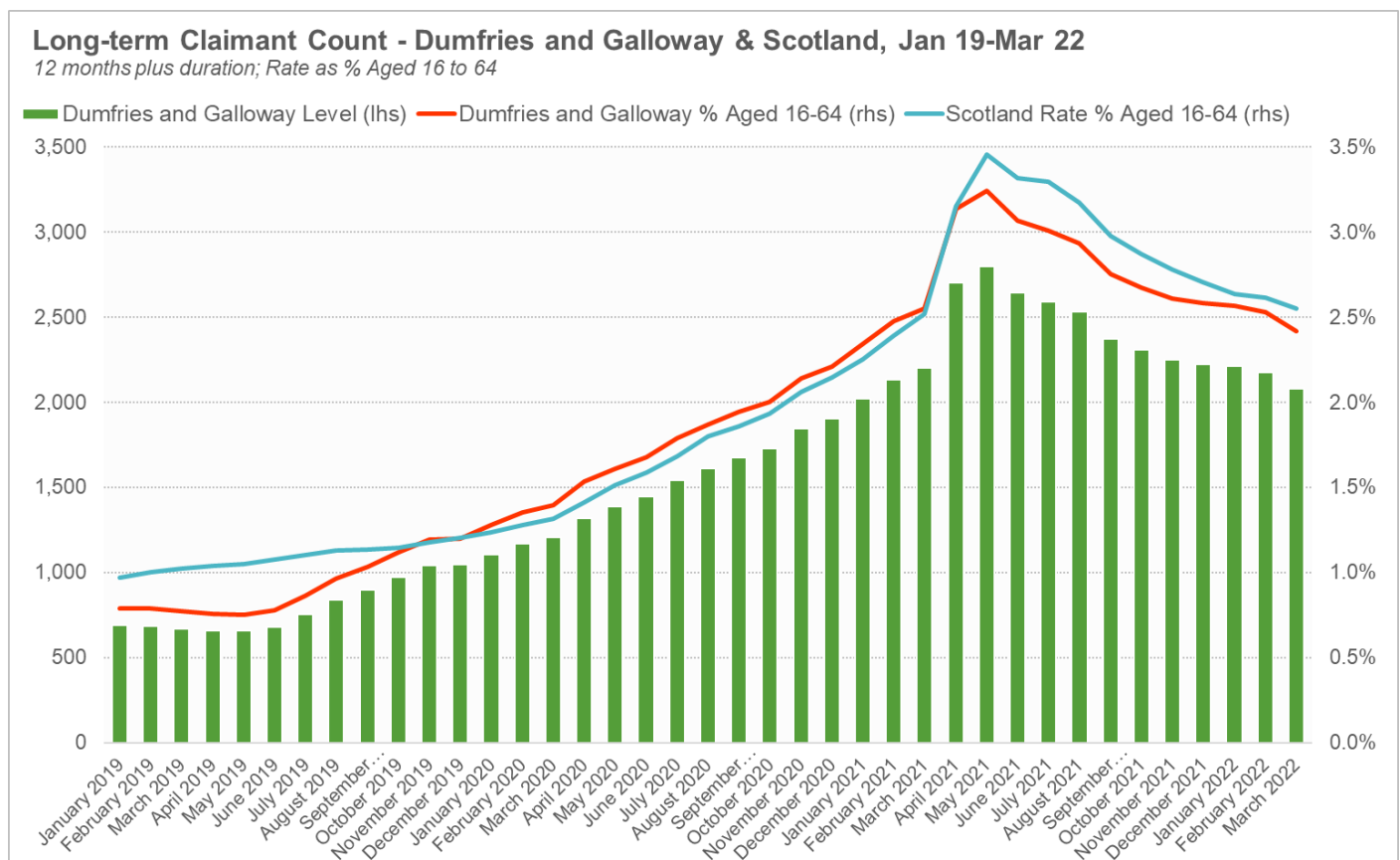
³ Office for National Statistics. Jobseeker's Allowance. Access: [Nomis - Official Labour Market Statistics - Nomis - Official Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk); Department for Work and Pensions. People on Universal Credit. Access: [Stat-Xplore - Table View \(dwp.gov.uk\)](https://stat-xplore.dwp.gov.uk)

Dumfries and Galloway Local Employability Partnership Data**May 2022**

Long-term Claimant Count unemployment (12 months+) is higher in Scotland than in Dumfries and Galloway, with Long-term Claimant Count unemployment having fallen in the year ending March 2022 in Dumfries and Galloway yet having increased in Scotland. There were 2,082 people and 2.4% of people aged 16 to 64 on the Claimant Count for 12 months plus in Dumfries and Galloway in March 2022, having declined by 5.4% from 2,200 claimants and 2.6% of those aged 16 to 64 in March 2021.

Compared to pre-pandemic levels in March 2020, long-term Claimant Count unemployment has increased 72.9% from 1,204 claimants and 1.4% of those aged 16 to 64 in March 2020. Long-term Claimant Count unemployment in Scotland was 89,038 and 2.5% of those aged 16 to 64, up 1.2% from 87,978 and 2.6% in March 2021 and up by 93.9% from pre-pandemic levels at 45,908 in March 2020.⁴

69.7% of people on the Claimant Count in Dumfries and Galloway were on the Claimant Count for more than 12 months in March 2022, compared to 47.1% in March 2021 and 41.4% in March 2020. 67.7% of people on the Claimant Count in Scotland were on the Claimant Count for more than 12 months by March 2022, compared to 41.5% in March 2021 and 40.0% in March 2020.⁵



Source: Office for National Statistics. Jobseeker's Allowance; Department for Work and Pensions. People on Universal Credit.

⁴ ONS. JSA; DWP. People on Universal Credit.

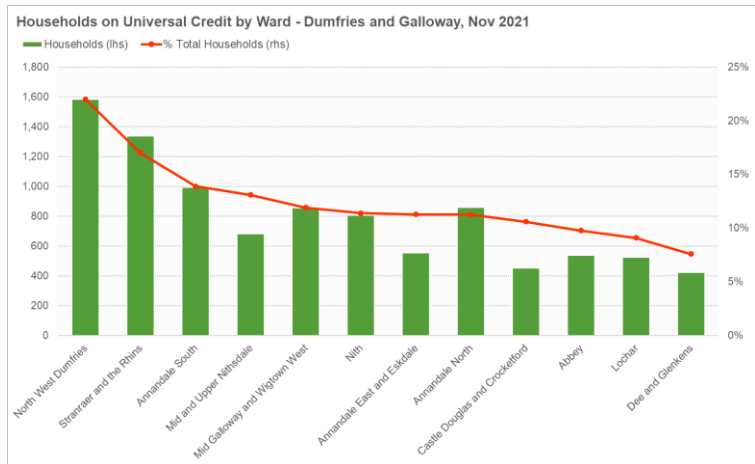
⁵ ONS. JSA; DWP. People on Universal Credit.

Dumfries and Galloway Local Employability Partnership Data

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There were 9,592 households (at least one household member in receipt of Universal Credit) on Universal Credit in Dumfries and Galloway by November 2021 (of which 8,233 were paid within the period and 1,358 were not in receipt of payment within the period). There were 7,316 children within Universal Credit households by November 2021.

The electoral ward with the highest proportion of households on Universal Credit in November 2021 was North-West Dumfries, with 1,583 households and 22.0% of total households on Universal Credit. There were 1,186 children in Universal Credit households.



Source: Department for Work and Pensions. Households on Universal Credit; The Scottish Government. Household Estimates.

In Stranraer and the Rhins 1,338 households (17% of households) were on Universal Credit in November 2021, with 1,019 children in Universal Credit households

In Annandale South 992, 13.9% of households and 763 children were in Universal Credit households in November 2021.⁶

Those in receipt of Universal Credit are those on low incomes and are in very close proximity to poverty and although this does not meet the definitional criteria for poverty, conditionality around benefits means that these people are almost certainly in poverty.

| Households on Universal Credit and Children in Universal Credit Households by Electoral Ward - Dumfries and Galloway, November 2021 | | | | |
|---|--------------------------------|----------------------------------|---|------------------|
| Electoral Ward: | Households on Universal Credit | % Households on Universal Credit | Children in Universal Credit Households | Total Households |
| Abbey | 536 | 9.8% | 426 | 5,495 |
| Annandale East and Eskdale | 552 | 11.3% | 474 | 4,900 |
| Annandale North | 859 | 11.2% | 679 | 7,647 |
| Annandale South | 992 | 13.9% | 763 | 7,146 |
| Castle Douglas and Crocketford | 451 | 10.6% | 345 | 4,265 |
| Dee and Glenkens | 423 | 7.6% | 353 | 5,588 |
| Lochar | 523 | 9.1% | 415 | 5,764 |
| Mid and Upper Nithsdale | 680 | 13.1% | 530 | 5,195 |
| Mid Galloway and Wigtown West | 853 | 11.9% | 652 | 7,160 |
| Nith | 804 | 11.4% | 464 | 7,063 |
| North West Dumfries | 1,583 | 22.0% | 1,186 | 7,202 |
| Stranraer and the Rhins | 1,338 | 17.0% | 1,019 | 7,872 |
| Dumfries and Galloway | 9,592 | 12.7% | 7,316 | 75,297 |

Source: Department for Work and Pensions. Households on Universal Credit; The Scottish Government. Household Estimates.

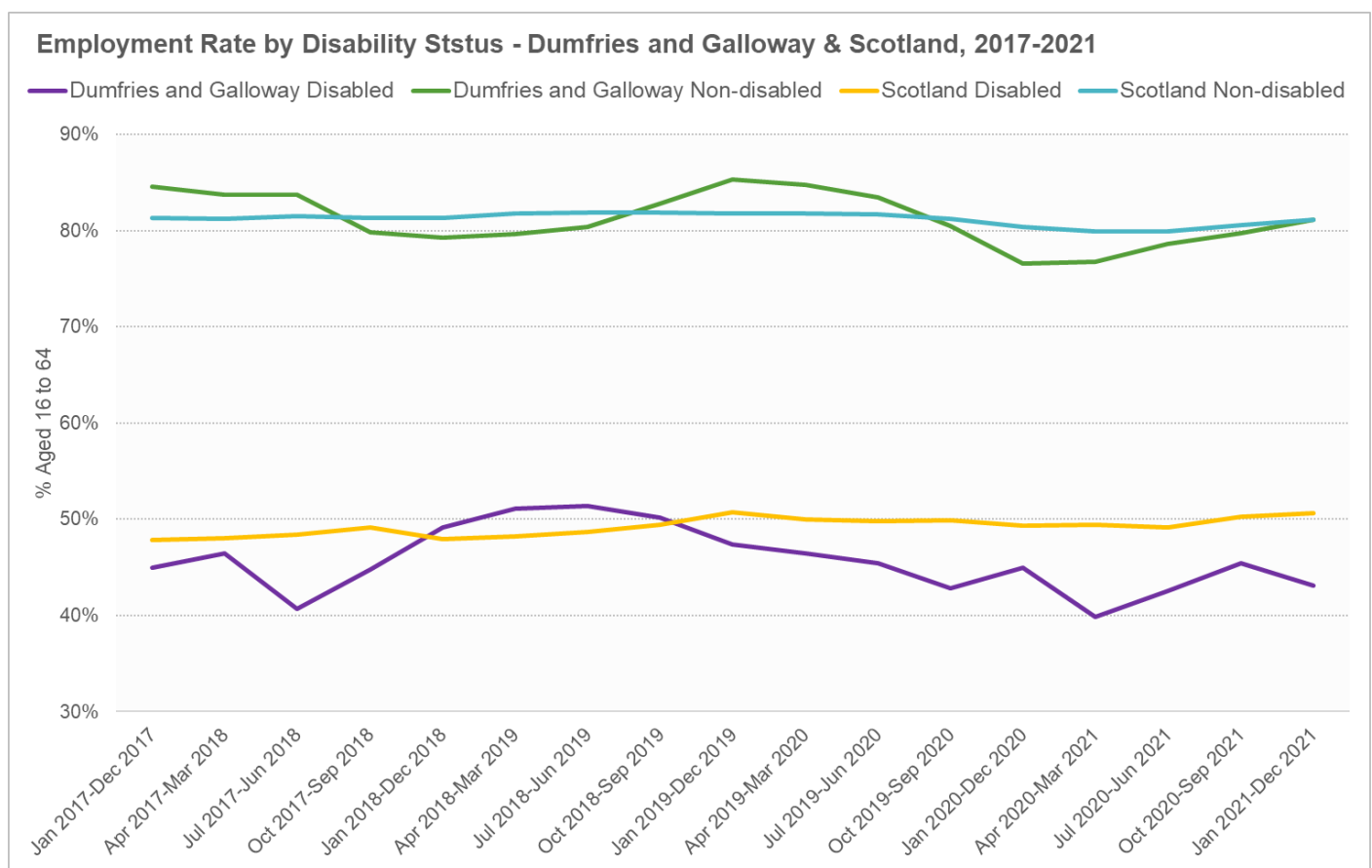
⁶ Department for Work and Pensions. Households on Universal Credit. Access: [Stat-Xplore - Table View \(dwp.gov.uk\)](https://www.dwp.gov.uk/stat-xplore-table-view); The Scottish Government. Household Estimates. Access: [statistics.gov.scot : Household Estimates](https://statistics.gov.scot/household-estimates)

Disability Employment

The employment rate for disabled people (Equality Act core disabled plus work-limiting disabled) aged 16 to 64 for Dumfries and Galloway between January and December 2021 was 43.1%, which was 7.5 percentage points (p.p.) lower than the employment rate for disabled people in Scotland at 50.6% in 2021.

The employment rate for non-disabled people in Dumfries and Galloway in 2021 was 81.1%, which was the same as the Scottish non-disabled employment rate in 2021.

The disability employment gap in Dumfries and Galloway in 2021 was 38.0 p.p., compared to 30.5 p.p. for Scotland, the disability employment gap is 7.5 p.p. higher in Dumfries and Galloway compared to Scotland.⁷



Source: Office for National Statistics. Annual Population Survey.

The employment rate for disabled people in Dumfries and Galloway had declined from pre-pandemic levels and at a more significant rate compared to Scotland. The employment rate aged 16 to 64 for disabled people in Dumfries and Galloway between January and December 2019 was 47.4%, which has declined by 4.3 percentage points between 2019 and 2021. The employment rate for disabled people in Scotland was 50.7% in 2019, having declined by 0.1 p.p. between 2019 and 2021.⁸

⁷ Office for National Statistics. Annual Population Survey. Access: [Nomis - Official Labour Market Statistics - Nomis - Official Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk). *Note: Annual Population Survey results are survey estimates, subject to 95% confidence levels. A change in the estimate of 6.0 percentage points is considered statistically significant.

⁸ ONS. APS.

The number of disabled people in employment in Dumfries and Galloway has declined between 2019 and 2021, whilst the number of disabled people in Scotland has increased between 2019 and 2021. The number of disabled people aged 16 to 64 living in Dumfries and Galloway in 2021 was 9,700, having declined by 1,100 and by 10.2% from 10,800 in 2019. The number of disabled people aged 16 to 64 in Scotland in 2021 was 441,700, having increased by 13.7% from 388,400 in 2019.⁹

The disabled employment gap for females living in Dumfries and Galloway is significantly higher compared to Scotland, at almost 10 percentage points, whilst the disabled employment gap for males in Dumfries and Galloway is also higher compared to Scotland, at less than 5 percentage points.

The employment rate for disabled males aged 16 to 64 in Dumfries and Galloway between January and December 2021 was 43.3%, with the employment rate for disabled females at 42.9%, the disabled employment rate for males was 0.4 percentage points higher than for females in 2021. In contrast, the employment rate for disabled males aged 16 to 64 in Scotland in 2021 was 47.8, with the employment rate for disabled females at 52.7%, the disabled employment rate for males was 4.9 percentage points lower than for females in 2021.

The disability employment gap for males living in Dumfries and Galloway was 4.5 p.p. lower than Scotland in 2021, compared to 9.8 p.p. for females in Dumfries and Galloway compared to Scotland.¹⁰

Disability and Incapacity Benefits:

There were 5,744 people who were on out-of-work benefits for the reason of incapacity in August 2021, with 482 persons aged 16 and above per 10,000 residence on out-of-work benefits for the reason of incapacity (by incapacity, this combination of benefit recipients include those who have work-limiting conditions on the grounds of incapacity, including those on Universal Credit not in employment and also receiving another incapacity benefit, Employment and Support Allowance, Incapacity Benefit, Severe Disability Allowance and Income Support).¹¹

The neighbourhood in Dumfries and Galloway with the highest proportion of people on incapacity benefits in August 2021 was Lochside and Lincluden, with 400 people on incapacity benefits and 917 persons per 10,000 adult residents on incapacity benefit, 90.3% higher prevalence than Dumfries and Galloway in August 2021.

There were 237 people and 836 persons per 10,000 adult residents in Dumfries Central on incapacity benefits in August 2021, 73.4% higher prevalence than Dumfries and Galloway.

There were 230 persons and 763 persons per 10,000 adult residents on incapacity benefits in Stranraer West in August 2021, 56.2% higher prevalence than Dumfries and Galloway.¹²

⁹ ONS. APS.

¹⁰ ONS. APS.

¹¹ Department for Work and Pensions. Benefit Combinations – Data from February 2019. Access: [Stat-Xplore - Home \(dwp.gov.uk\)](https://stat-xplore.dwp.gov.uk); National Records of Scotland. Population Estimates Summary (Current Geographical Boundaries) accessed via ScotStat: statistics.gov.scot : [Population Estimates Summary \(Current Geographic Boundaries\)](https://statistics.gov.scot)

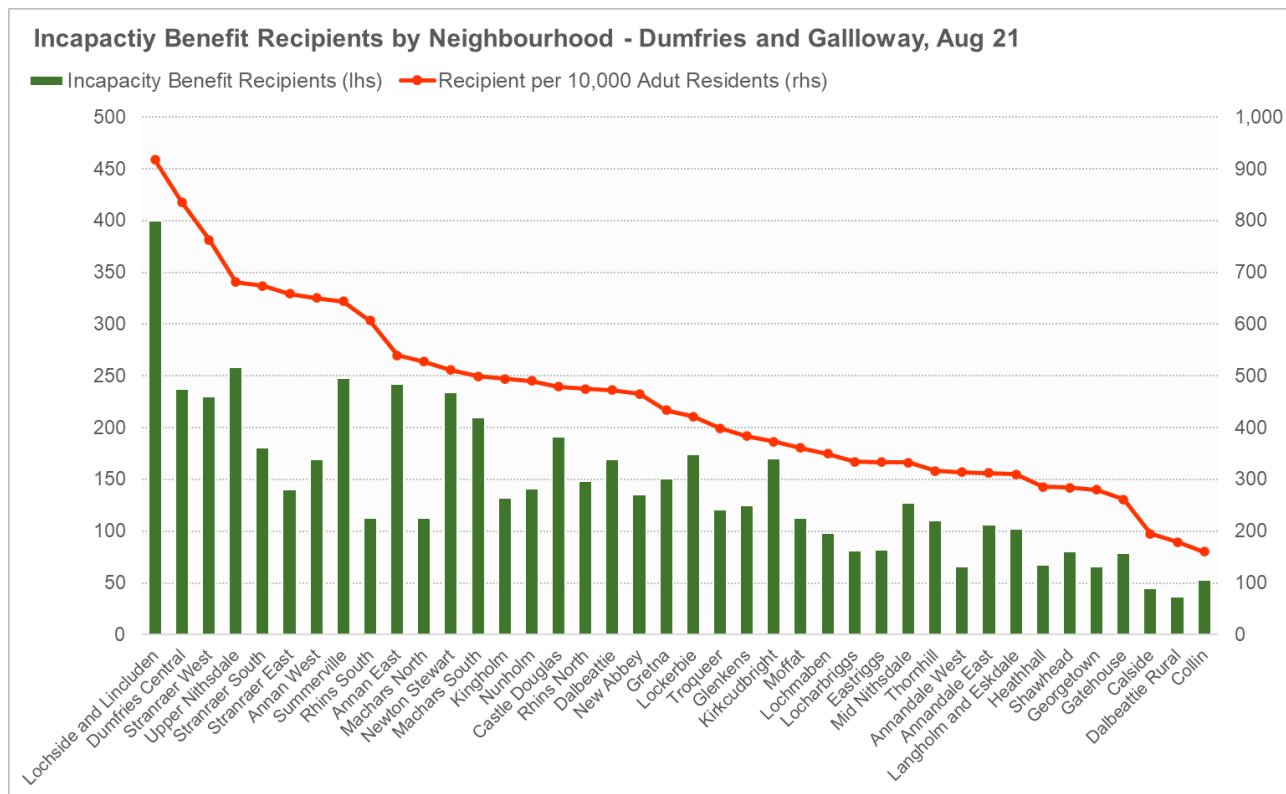
¹² DWP. Benefit Combinations; NRS. Population Estimates Summary.

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Stranraer has the highest prevalence of people on incapacity benefits in Dumfries and Galloway, with 40 neighbourhoods in Dumfries and Galloway, all three Stranraer neighbourhoods appear in the highest levels of incapacity benefit prevalence, with Stranraer West ranked 3rd highest, Stranraer South ranked 5th highest (674 per 10,000 adults) and Stranraer South ranked 6th highest (658 per 10,000 adults) in terms of prevalence of incapacity benefit recipients.

There were 520 persons and 664 persons per 10,000 adults on incapacity benefits in Stranraer in August 2021, 37.7% higher prevalence than Dumfries and Galloway.¹³



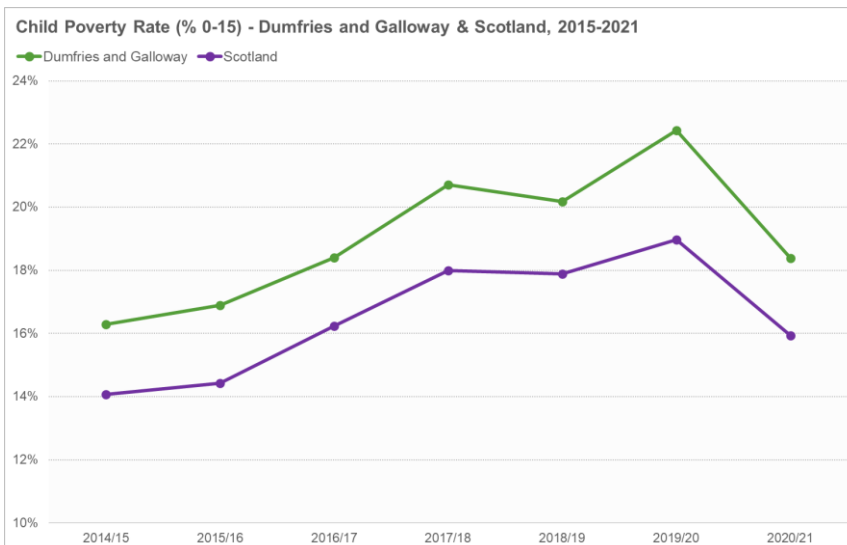
Source 1: Department for Work and Pensions. Benefit Combinations – Data from February 2019

¹³ DWP. Benefit Combinations; NRS. Population Estimates Summary.

Child Poverty

The child poverty rate for Dumfries and Galloway in 2020/21 (April to March) was 4,237 and 18.4%, compared to 5,169 and 22.4% in 2019/20 and 4,689 and 20.2% in 2018/19.

The child poverty rate for Scotland was 15.9% in 2020/21, compared to 19.0% in 2019/20 and 19.7% in 2018/19.¹⁴ The child poverty rate for Dumfries and Galloway in 2019/20 was 2.3 percentage points higher than Scotland. Dumfries and Galloway ranked 7th worst out of 32 Scottish local authorities in terms of child poverty in 2019/20.¹⁵



Source 2: Department for Work and Pensions. Children in Low Income Families: Local Area Statistics

The number of children living in Dumfries and Galloway in poverty (equivalised household income less than 60% median household income after housing costs) was 6,205 at 26.7% of those aged 0 to 15 in 2019/20, which has increased by 11.1% and by 3.4 percentage points from 5,583 and 23.3% in 2014/15. The number of children living in poverty in Scotland in 2019/20 was 223,748 and 24.4% of those aged 0 to 15, 13.6% and 2.8 percentage points higher than 912,262 and 21.6% in 2014/15.¹⁶

There is also evidence of persistent deprivation in the area. Using the Scottish Index of Multiple Deprivation, the following data zones in Dumfries and Galloway have remained in the bottom 10% most deprived in Scotland in both 2016 and 2020.¹⁷

| Dumfries and Galloway Data Zones persistently in the bottom 10% of Scotland | | | | |
|---|-------------------------|----------------------|-------------------------|----------------------|
| | SIMD 2020 National Rank | SIMD 2020 Local Rank | SIMD 2016 National Rank | SIMD 2016 Local Rank |
| S01007485 : Stranraer West – 05 | 81 | 1 | 187 | 2 |
| S01007486 : Stranraer West – 06 | 152 | 2 | 135 | 1 |
| S01007554 : Upper Nithsdale – 03 | 478 | 8 | 526 | 7 |
| S01007575 : Lochside and Lincluden - 02 | 542 | 9 | 579 | 8 |
| S01007576 : Lochside and Lincluden - 03 | 188 | 3 | 625 | 10 |
| S01007577 : Lochside and Lincluden - 04 | 455 | 6 | 204 | 3 |
| S01007578 : Lochside and Lincluden - 05 | 470 | 7 | 393 | 5 |
| S01007579 : Lochside and Lincluden - 06 | 651 | 10 | 582 | 9 |
| S01007583 : Summerville – 02 | 373 | 4 | 457 | 6 |
| S01007612 : Dumfries Central – 04 | 392 | 5 | 361 | 4 |

The Scottish Government. Scottish Index of Multiple Deprivation 2020. National rank 1=most deprived, 6,976=least deprived; Local rank 1=most deprived, 201=least deprived.

¹⁴ Department for Work and Pensions. Children in Low Income Families: Local Area Statistics. Access: [Children in low income families: local area statistics - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/children-in-low-income-families-local-area-statistics); Note: Due to the impact of the Covid-19 pandemic on survey samples for the family resources survey (households below average income), there is less reliability in the 2021 estimates and caution should be used when making comparisons to 2021 data. Therefore, detailed analysis is provided for the year 2019/20.

¹⁵ DWP. Children in Low Income Families.

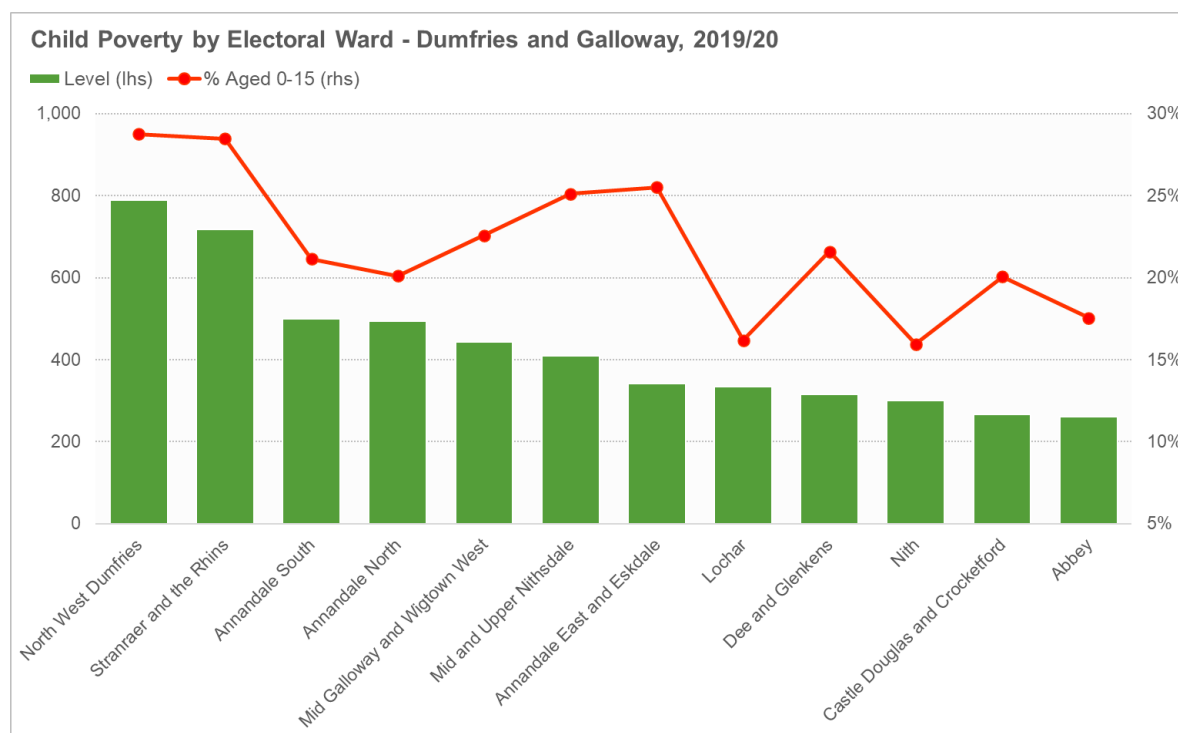
¹⁶ DWP. Children in Low Income Families.

¹⁷ The Scottish Government. Scottish Index of Multiple Deprivation. Access: [Scottish Index of Multiple Deprivation 2020 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scottish-index-of-multiple-deprivation-2020/pages/introduction.aspx)

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The electoral ward in Dumfries and Galloway with the highest level of children living in relative poverty in 2019/20 was North-West Dumfries. With 789 children and 28.8% of those aged 0-15 living in relative poverty child poverty in North-West Dumfries was 9.8 percentage points higher than Scotland (2019/20).

The electoral ward with the second highest prevalence of child poverty in Dumfries and Galloway in 2019/20 was Stranraer and the Rhins, with 717 children and 28.5% of children living in relative poverty households, with child poverty 9.6 percentage points higher in Stranraer and the Rhins compared to Scotland.¹⁸



Source: Department for Work and Pensions. Children in Low Income Families: Local Area Statistics.

¹⁸ DWP. Children in Low Income Families; National Records of Scotland. Electoral Ward Population Estimates (2011 Data zone based). Access: [Electoral Ward Population Estimates \(2011 Data Zone based\) | National Records of Scotland \(nrscotland.gov.uk\)](https://www.nrscotland.gov.uk/electoral-ward-population-estimates)

Claimant Count Unemployment

The Claimant Count is an administrative count of the number of people receiving out-of-work benefits principally for the reason of unemployment, including those on Universal credit and searching for work (zero working hours) and those on Jobseeker's Allowance.¹⁹ Claimant Count unemployment fell throughout 2021 and in the first months of 2022. There were 2,985 people in Dumfries and Galloway and 3.5% of the working aged population aged 16-64 on the Claimant Count by March 2022, down from 3,125 the previous month. There were 131,445 people (3.8% of working age pop) in Scotland on the Claimant Count in March 2022.

The number of people on the Claimant Count in Dumfries and Galloway fell 36.1% and 2.1 percentage points between March 2020 and 2021, compared to a 38.0% and 2.3 p.p. decline for Scotland in the same period. Claimant Count unemployment fell faster and was not impacted as severely as the rest of Scotland in Dumfries and Galloway.²⁰ The number of people on the Claimant Count in Dumfries and Galloway is 2.6% higher than pre-pandemic levels in March 2020 (2nd Tuesday of the month), compared to 14.6% higher in Scotland by March 2022.²¹

The neighbourhood in Dumfries and Galloway with the highest rate of Claimant Count unemployment was Lochside and Lincluden, with 270 people and 7.9% of the working aged population aged 16-64 on the Claimant Count in March 2022, 4.4 percentage points higher than 3.5% for Dumfries and Galloway. 140 people and 6.7% of the working aged population of Dumfries Central were on the Claimant Count in March 2022, 3.2 p.p. higher than Dumfries and Galloway, with 125 people and 5.9% of the working aged population of Stranraer West on the Claimant Count in March 2022, 2.4 p.p. higher than Dumfries and Galloway.²²



Office for National Statistics. Claimant Count.

¹⁹ Office for National Statistics. Claimant Count. Access: [Nomis - Official Labour Market Statistics - Nomis - Official Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk)

²⁰ ONS, Claimant Count

²¹ ONS. Claimant Count

²² ONS, Claimant Count

Skills Shortages, Demand and Job Openings

Skills Development Scotland provide skills demand statistics that are based on forecasts produced by Oxford Economics, covering mid to long-term job openings forecasts, which include expansion demand as a result of growth in the labour market and replacement demand based on retirement and people leaving the labour force.²³ It should be noted that due to the large structural changes in the economy including the UK exiting the EU, Covid-19 impact, Russian invasion of Ukraine, high levels of global inflation and the cost of living crises, that these forecast are subject to higher levels of volatility and should be interpreted with high levels of caution. For example, within the forecast employment data in the regional skills assessment, payrolled employment data from HMRC would suggest that these forecasts are not reliable. The number of payrolled employees in Dumfries and Galloway, which covers c.80% of total workforce jobs, was 2.8% higher in March 2022 compared to pre-pandemic levels in March 2020.²⁴

It is forecast that there will be 8,500 job openings in Dumfries and Galloway between 2021 and 2024, with 1,600 opening from expansion (19%) in the labour market and 7,000 replacement demand (81%) from people leaving the labour market (figures do not sum due to rounding). Replacement demand from people leaving the labour market is higher in Dumfries and Galloway compared to Scotland, at 81.4% for Dumfries and Galloway and 79.9% for Scotland, likely reflecting Dumfries and Galloway's higher population of older people.²⁵

Skills demand for lower skilled labour is higher in Dumfries and Galloway compared to Scotland. Skills demand for Dumfries and Galloway is higher than Scotland in terms of skills requiring lower qualifications, with demand for SCQF 7 and above for Dumfries and Galloway at 47% of jobs openings, compared to 56% for Scotland. Skills demand for job openings at SCQF 5 and below for Dumfries and Galloway between 2021 and 2024 was forecasts at 37% of job openings, compared to 31% for Scotland. Skills demand for Dumfries and Galloway between 2021 and 2024 for Wholesale and retail trade industries was 1,500 jobs and 17% of total jobs. Skills demand for Human health and social work was 1,300 jobs and 15% of job openings. Skills demand in Dumfries and Galloway between 2021 and 2024 for Agriculture, forestry and fishing jobs was 1,000 jobs and 12% of jobs openings, with skills demand for Accommodating and food services forecast also at 1,000 jobs and 12% of job openings. It is forecast that there is no skills demand for Child Day care activities within education in Dumfries and Galloway between 2021 and 2024.²⁶

Skills demand between 2021 and 2024 is forecast to be highest in Caring personal service occupations, at 200 jobs, followed by Managers and proprietors in agriculture and services at 200 job and by Skilled agricultural trades at 100 jobs. Long-term forecasts for skills demand in Dumfries and Galloway between 2024 to 2031 was 16,200 job openings, with negative 500 job openings due to expansion demand and 16,700 jobs for replacement demand, suggesting that forecasts expect the Dumfries and Galloway local economy to contract in the long-term, unlike the rest of Scotland.

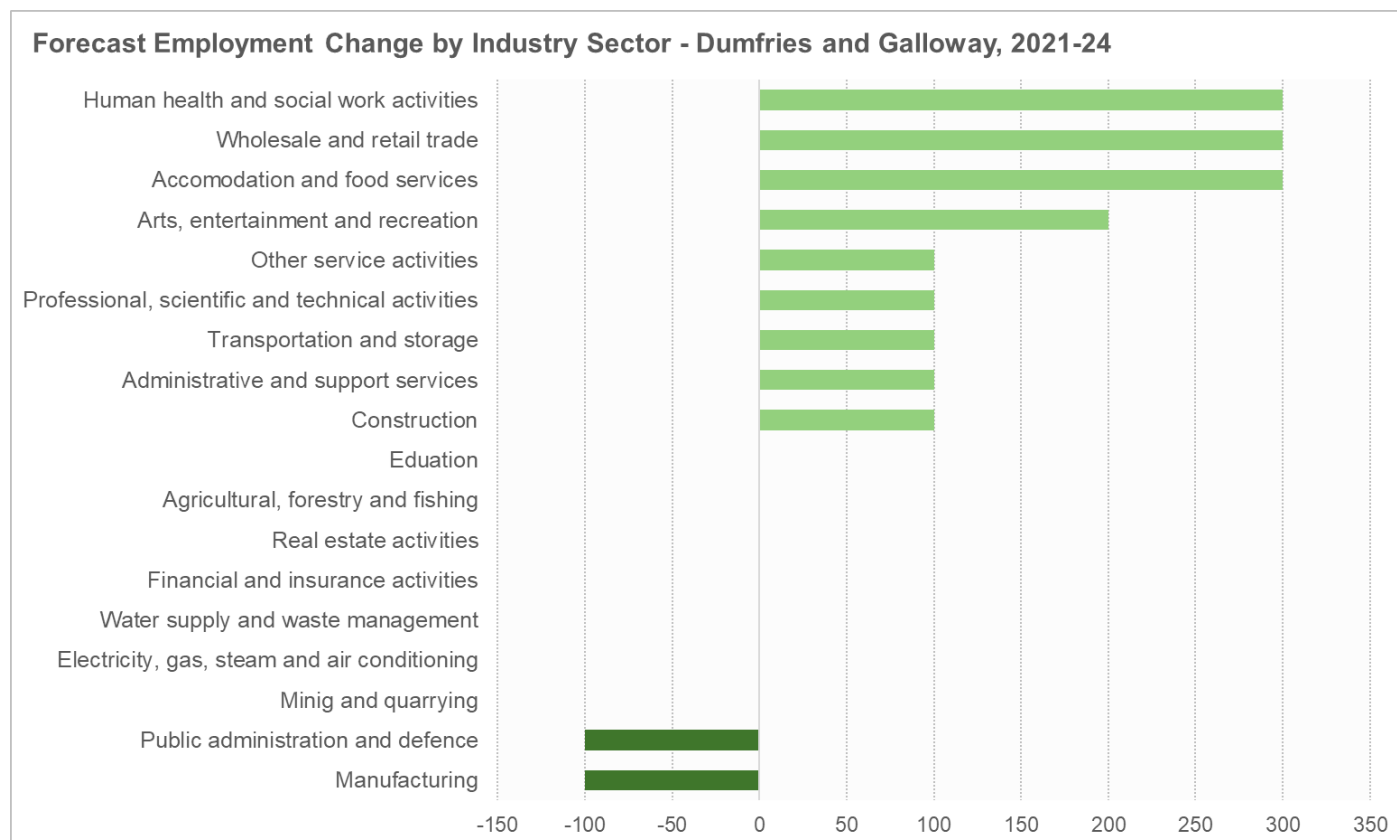
²³ Skills Development Scotland. Regional Skills Assessment. Dumfries and Galloway, March 2022. Access: [PowerPoint Presentation \(skillsdevelopmentscotland.co.uk\)](https://skillsdevelopmentscotland.co.uk)

²⁴ Office for National Statistics. Earnings and employment from Pay As You Earn Real-time Information, Non-seasonally adjusted. Access: [Earnings and employment from Pay As You Earn Real Time Information, non-seasonally adjusted - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

²⁵ SDS. RSA.

²⁶ SDS. RSA.

Job opening forecasts in the long-term for Dumfries and Galloway are for 3,100 jobs in Human health and social work, 2,900 jobs Wholesale and retail trade, 2,200 jobs in Agriculture, forestry and Fishing and 1,700 jobs in Accommodation and food services.²⁷



Source: Skills Development Scotland. Regional Skills Assessment; Oxford Economics.

The Scottish Government's Employer Skills Survey from 2020 estimated that 3% of businesses in Dumfries and Galloway and 3% of businesses in Scotland reported one skill shortage vacancy, yet this information is outdated due to more timely economic conditions.²⁸

According to the Rural Scotland Business Panel Survey estimates that 49% of businesses in the South of Scotland were reporting labour shortages in October and November 2021. Businesses in rural Scotland aiming to grow and import from Northern Ireland were 39% more likely to experience labour shortages specifically as a result of recruitment and retention challenges.²⁹

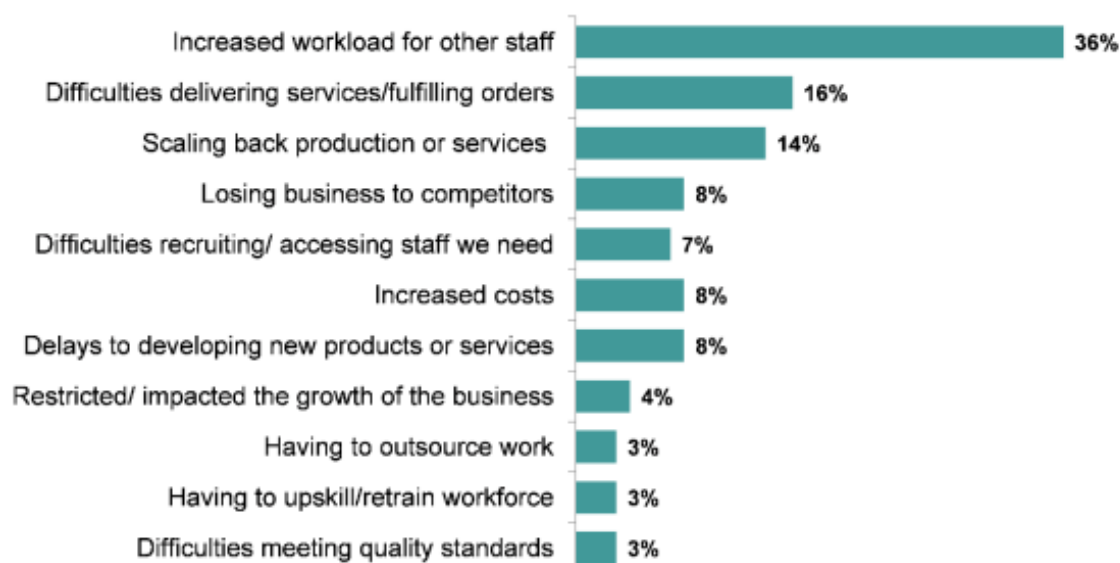
²⁷ SDS. RSA.

²⁸ The Scottish Government. Scottish Employer Skills Survey 2020. Access: [Scottish Employer Skills Survey 2020 - gov.scot \(www.gov.scot\)](https://www.gov.scot/scottish-employer-skills-survey-2020)

²⁹ The Scottish Government. Rural Scotland Business Panel Survey: Report. Access: [1. Introduction - Rural Scotland Business Panel survey: report - gov.scot \(www.gov.scot\)](https://www.gov.scot/rural-scotland-business-panel-survey-report)

Figure 6.2 – Reported impacts of labour shortages

Q. What impact are these labour shortages having on your business?
[Unprompted responses]



Base: All experiencing labour shortages (1,012)

Source: The Scottish Government. Rural Scotland Business Panel Survey.

Businesses in the South of Scotland were more likely than businesses in the rest of rural Scotland to report labour shortages that had caused increased workload for other staff, at 48% compared to 36%. Tourism businesses in rural Scotland were more likely to scale back production of services because of labour shortages, at 25% compared to 14% overall.³⁰

The South of Scotland business panel survey for October and November 2021 identifies that 34% of businesses identified recruiting and retaining staff as a top concern for business. 16% of businesses reported that labour shortages were leading to difficulties delivering services and fulfilling orders, with 12% of businesses reporting that labour shortages had led to the scaling back of production or services.³¹

In the latest business panel survey, 49% of businesses in the South of Scotland had experienced some form of labour shortage in October and November 2021. 41% of businesses in the South of Scotland reported workforce issues in October and November 2021, with 54% of these reporting difficulties in filling permanent positions and 49% of these businesses reporting difficulty in filling temporary and seasonal work. 50% of businesses reporting workforce issues reported that the largest barrier was skills being in short supply at 50% of businesses reporting workforce issues.³²

³⁰ Scotgov. Rural Scotland Business Panel Survey.

³¹ South of Scotland Enterprise. SOSE Business Panel Survey. October/November 2021. Access: [PowerPoint Presentation \(southofscotlandenterprise.com\)](https://southofscotlandenterprise.com)

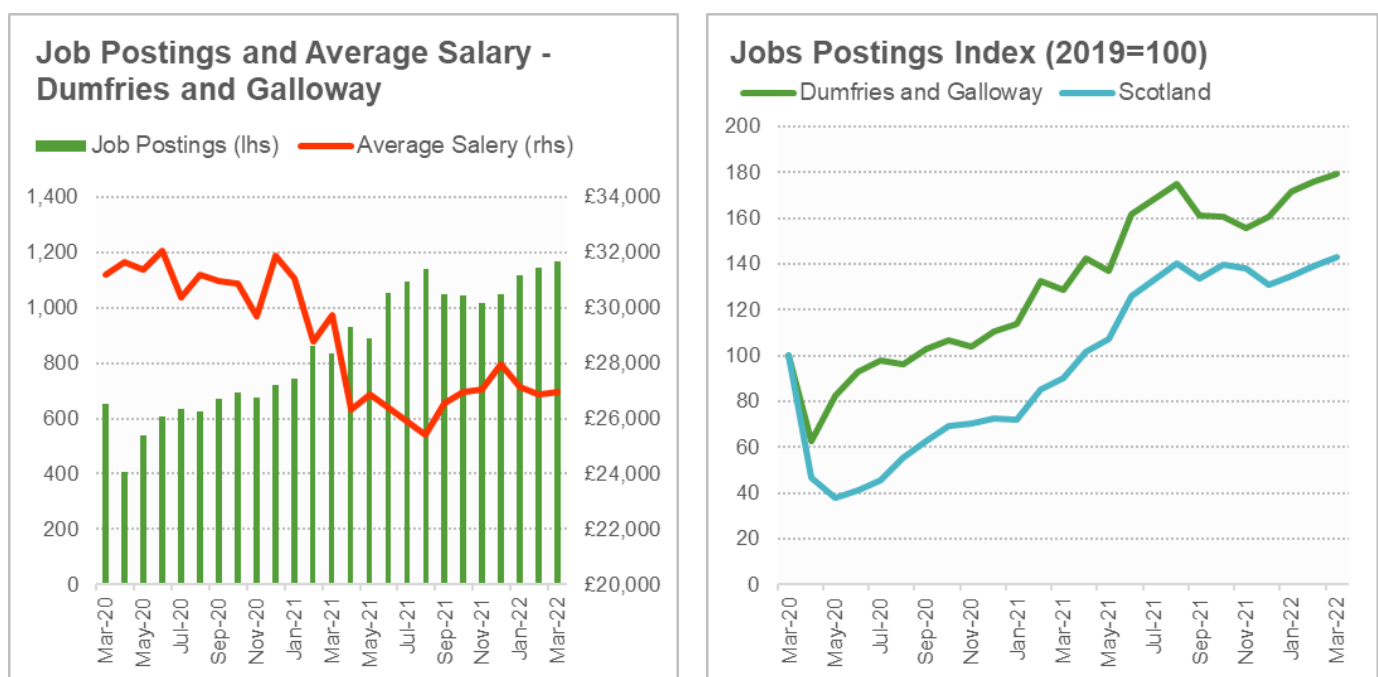
³² SOSE. Business Panel Survey.

Dumfries and Galloway Local Employability Partnership Data**May 2022**

Businesses in Dumfries and Galloway were 44% more likely to report recruitment and retention labour challenges compared to the South of Scotland as a whole, with Tourism businesses in the South of Scotland 61% more likely to experience recruitment and retention challenges to at least some extent.³³

Jobs postings in Dumfries and Galloway, South of Scotland and Scotland continue to increase in the first months of 2022. There is strong evidence of skills shortages within the local economy, with particularly large shortage in health and social care.

There were 1,168 jobs posted (online advertisements) in Dumfries and Galloway in March 2022, having increased by 1.9% from February. Job posted in Dumfries and Galloway in March 2022 was 39.5% higher than in March 2021 with 837 jobs posted, with jobs posted in Dumfries and Galloway 79.4% higher in March 2022 than pre-pandemic levels in March 2020 at 651 jobs posted. The number of jobs posted in Dumfries and Galloway reached its highest recorded level since the pandemic in March 2022.³⁴



Source: Adzuna. Salary Stats.

There were 2,000 jobs posted in the South of Scotland in March 2022, with the number of jobs posted in March 2022 38.5% higher than March 2021 at 1,444 jobs and 94.9% higher than pre-pandemic levels in March 2020 at 1,026 jobs posted. There were 57,225 jobs posted in Scotland in March 2022, having increased by 2.7% from February. Jobs posted in Scotland in March 2022 was 58.1% higher than 36,189 jobs in March 2021 and 42.8% higher than 40,075 in March 2020.³⁵

The ratio of jobs to unemployed benefit recipients continues to fall in both Dumfries and Galloway and Scotland. There were 2.6 unemployed benefit recipients per job posted in Dumfries and Galloway by March 2022, compared to 6.1 in March 2021 and 4.5 in March 2020. There were 2.3 unemployed benefit recipients per job posted in Scotland in March 2022, compared to 7.1 in March 2021 and 2.9 in March 2020.³⁶

³³ SOSE. Business Panel Survey

³⁴ Adzuna. Salary Stats. Access: [Salary Stats Centre | Adzuna](#)

³⁵ Adzuna. Salary Stats.

³⁶ Adzuna. Salary Stats; ONS. Claimant Count.

Average advertised salaries for jobs posted in Dumfries and Galloway and Scotland continue to fall, suggesting high demand for lower paying jobs (more jobs advertised at lower salary levels lowering the total average). The average advertised salary for jobs posted in Dumfries and Galloway in March 2022 was £26,938, which was 9.3% lower than £29,761 in March 2021 and 13.6% lower than pre-pandemic levels in March 2020 at £31,182. The average advertised salary for jobs posted in Scotland in March 2022 was 31,770, which was 6.7% lower than £35,165 in March 2021 and 2.9% lower than pre-pandemic levels of £32,730 in March 2020. This suggests that there is higher demand for lower skilled labour in the South of Scotland in comparison to the rest of Scotland, as although jobs recovery in the South of Scotland has been better than the rest of Scotland, it is possible that this evidences acute labour shortages, both in hard to fill vacancies such as health and real declines in migrant labour as a result of the Covid-19 pandemic and exiting the EU.³⁷

Employment and vacancies within NHS Dumfries and Galloway reached record levels in Q4 2021, reflecting clear demand for labour, record demand for services and the impact of Covid-19 on services. Employment within NHS Dumfries and Galloway was 3,911 Whole-time equivalent employment by Q4 2021, which was 3.5% higher than in Q4 2019 at 3,779 WTE and at highest recorded levels between 2015-2021.³⁸

Vacancies for NHS Dumfries and Galloway reached record levels by Q4 2021, with 333 WTE vacancies and 183% more vacancies than pre-pandemic levels in Q4 2019. 264 vacancies at NHS Dumfries and Galloway in Q4 2021 was 264 WTE, which was 264% higher than 73 WTE vacancies in Q4 2019. This would indicate that c. 20-25% of vacancies in Dumfries and Galloway are within Health and social care industries.³⁹

³⁷ Adzuna. Salary Stats.

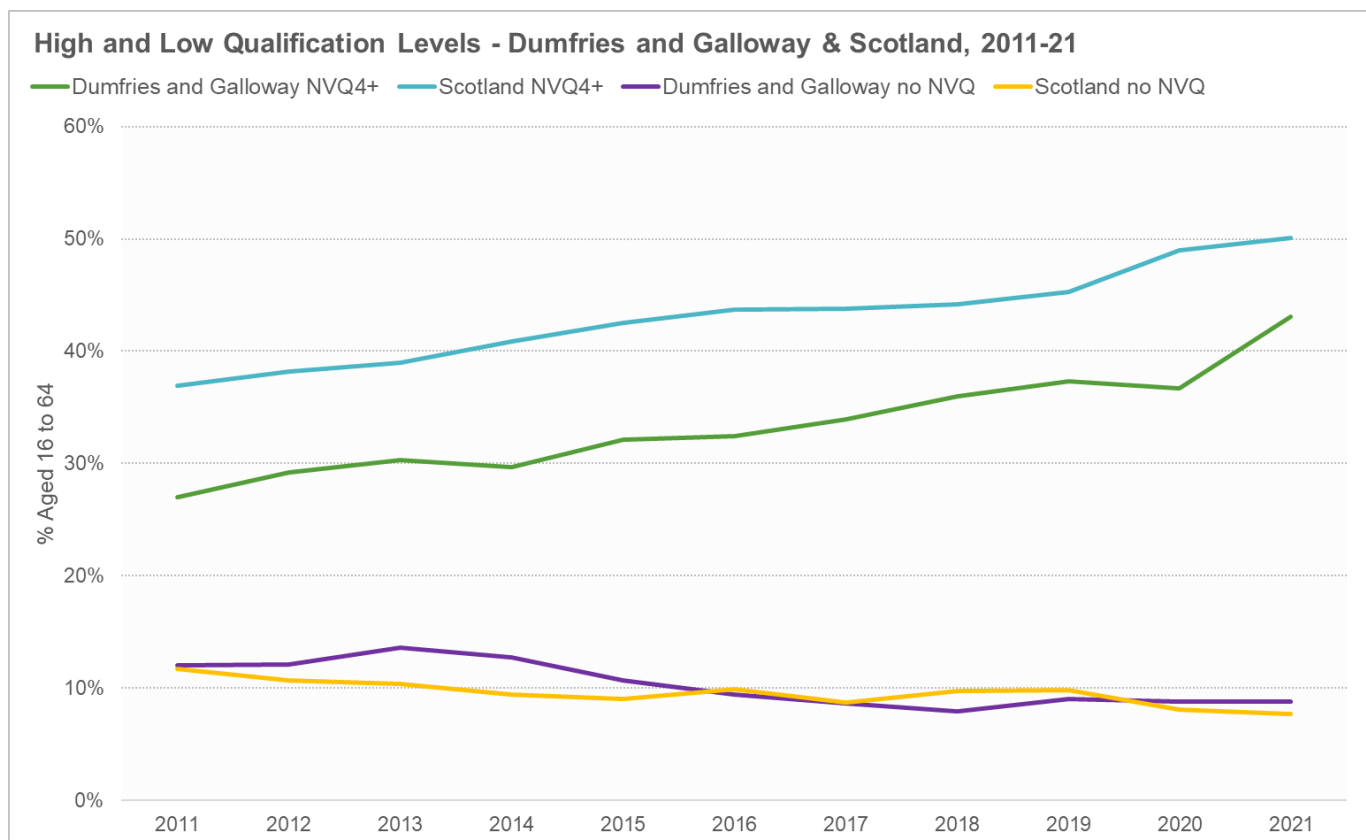
³⁸ NHS Scotland. Turas Data Intelligence. NHS Scotland Workforce Dashboard. Access: [NHSScotland workforce | Turas Data Intelligence](#)

³⁹ NHS Scotland. Workforce Dashboard.

High and Low Qualifications

The proportion of people in Dumfries and Galloway with qualifications at an NVQ4 (National Vocational Qualification Equivalent) level and above has increased in recent years yet remains lower than the rest of Scotland. 36,000 people and 43.1% of those aged 16 to 64 in Dumfries and Galloway had qualifications at NVQ4 plus levels between January and December 2021, which was 7.0 percentage points lower than Scotland at 50.1% aged 16 to 64 with qualifications at NVQ4 level and above. The number of people with qualifications at NVQ4 level and above in Dumfries and Galloway increased by 16.5% from 2020 to 2021, from 31,800 to 36,100 and from 36.7% to 43.1%, up 6.0 p.p. year-on-year. The number of people in Dumfries and Galloway with qualifications at NVQ4 level and above increased at a far more substantial rate compared to Scotland between 2020 and 2021. The number of people aged 16 to 64 in Scotland with qualifications at NVQ4 level and above increased by 16.1% from 2020 to 2021, up 1.1 p.p. from 48.0% to 50.1%.⁴⁰

The number of people aged 16 to 64 in Dumfries and Galloway with no NVQ level qualifications remained unchanged between 2020 and 2021 and is at record lows, yet slightly higher than Scotland. 7,400 people and 8.8% of those aged 16 to 64 in Dumfries and Galloway had no NVQ level qualifications between January and December 2021, unchanged from the previous year. The number of people in Scotland aged 16 to 64 with no NVQ qualifications in Scotland fell by 4.6% between 2020 and 2021, from 8.1% to 7.7%. The number of people with no NVQ qualifications in Dumfries and Galloway was 1.1 p.p. higher than Scotland in 2021.⁴¹



Source: Office for National Statistics. Annual Population Survey.

⁴⁰ ONS APS.

⁴¹ ONS. APS.

Modern Apprenticeships

There were 563 Modern Apprenticeship Starts in Dumfries and Galloway (residence-based) in 2020/21, down by 10.4% from 628 in 2019/20.

- 186 and 33.0% of MA Starts in Dumfries and Galloway were within Construction and related industries,
- 171 and 30.4% of MA starts in Sports, Health and social care
- 65 and 11.5% of MA starts in Transport and Logistics.
- MA starts in 2020/21 for Food and drink industries was 33 and 5.9%, down from 61 and 9.7% in 2019/20.
- MA starts in Hospitality and tourism was 19 and 3.4% of total MA starts in 2020/21, down from 30 and 4.8% in 2019/20.⁴²

| Modern Apprenticeship Starts - Dumfries and Galloway, 2018-2021 | | | | | | |
|---|----------------|---------------|----------------|---------------|----------------|---------------|
| | Starts 2018/19 | | Starts 2019/20 | | Starts 2020/21 | |
| | Level | % | Level | % | Level | % |
| Administration and Related | 35 | 5.4% | 24 | 3.8% | 13 | 2.3% |
| Animal Care, Land and Water Based | 11 | 1.7% | 6 | 1.0% | >5 | na |
| Automotive | 33 | 5.1% | 38 | 6.1% | 15 | 2.7% |
| Chemicals and Biotechnology Related | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Construction and Related | 155 | 23.7% | 144 | 22.9% | 186 | 33.0% |
| Creative and Cultural Skills | 0 | 0.0% | | 0.0% | >5 | na |
| Engineering and Energy Related | 43 | 6.6% | 33 | 5.3% | 22 | 3.9% |
| Financial Services | 14 | 2.1% | >5 | na | >5 | na |
| Food and Drink | 67 | 10.3% | 61 | 9.7% | 33 | 5.9% |
| Hospitality and Tourism | 53 | 8.1% | 47 | 7.5% | 9 | 1.6% |
| IT & Other Services | 38 | 5.8% | 0 | 0.0% | 0 | 0.0% |
| Management | 9 | 1.4% | 10 | 1.6% | 10 | 1.8% |
| Other Manufacture | 5 | 0.8% | 0 | 0.0% | 0 | 0.0% |
| Other Services | 0 | 0.0% | 30 | 4.8% | 19 | 3.4% |
| Personal Services | 9 | 1.4% | 11 | 1.8% | 5 | 0.9% |
| Retail and Customer Service | 19 | 2.9% | 20 | 3.2% | 10 | 1.8% |
| Sport, Health and Social care | 93 | 14.2% | 75 | 11.9% | 171 | 30.4% |
| Transport and Logistics | 69 | 10.6% | 127 | 20.2% | 65 | 11.5% |
| Total | 653 | 100.0% | 628 | 100.0% | 563 | 100.0% |

Source: Skills Development Scotland. Modern Apprenticeships.

⁴² Skills Development Scotland. Modern Apprenticeships. Access: [Modern Apprenticeships | Skills Development Scotland](#)

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There were 565 Modern Apprenticeships starts between April and December 2021 in Dumfries and Galloway, with 533 Modern Apprenticeship leavers in the period. 1,051 people in Dumfries and Galloway on Modern Apprenticeships were in training as of December 2021, with 341 modern apprenticeship achievements between April and December 2021.⁴³

| Modern Apprenticeship Starts, Leavers, In training, Achievements - Dumfries & Galloway, Apr 2021-Dec 2021 | | | | | | |
|---|------------|------------|----------------------------------|--------------|--|--|
| | Starts | Leavers | In training as at 31/12/21 | Achievements | Achievements as a % of All Leavers D&G | Achievements as a % of All Leavers D&G |
| Aged 16 to 19 | 172 | 132 | 522 | 76 | 57.6% | 66.4% |
| Aged 20 to 24 | 102 | 126 | 184 | 76 | 60.3% | 70.1% |
| Aged 25 plus | 291 | 275 | 345 | 189 | 68.7% | 76.3% |
| Total | 565 | 533 | 1,051 | 341 | 64.0% | 71.3% |

Source: Skills Development Scotland. Modern Apprenticeships.

Achievements obtained as a percent of modern apprenticeship leavers in Dumfries and Galloway was lower in all age categories compared to Scotland between April and December 2021.

- 64.0% of leavers from Modern Apprenticeships in Dumfries and Galloway obtained an achievement between April and December 2021, compared to 71.3% for Scotland.
- 57.6% of leavers from Modern Apprenticeships in Dumfries and Galloway aged 16 to 19 obtained an achievement between April and December 2021, compared to 66.4% for Scotland.
- 60.3% of leavers from Modern Apprenticeships in Dumfries and Galloway aged 20 to 24 obtained an achievement between April and December 2021, compared to 70.1% for Scotland.
- 68.7% of leavers from Modern Apprenticeships in Dumfries and Galloway aged 25 plus obtained an achievement between April and December 2021, compared to 76.3% for Scotland.⁴⁴

⁴³ SDS. Modern Apprenticeships.

⁴⁴ SDS. Modern Apprenticeships.

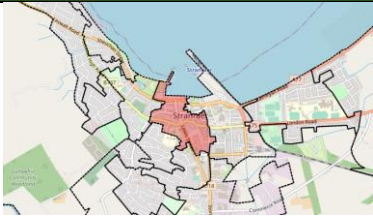
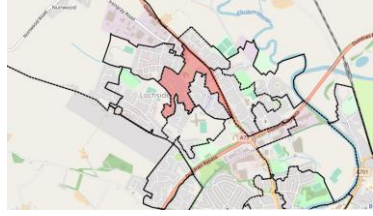



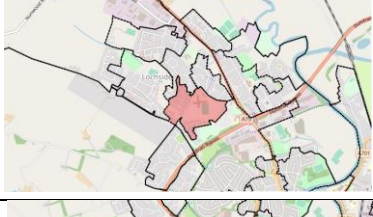


Living Wage Employers:

| Living Wage Employers - Dumfries and Galloway, 2022 | | |
|---|----------------|--|
| Employer | Main Location | Nature of Business |
| Abbeyfield Stewartry Society | Castle Douglas | Supported living for the elderly |
| Cochran Group | Annan | Manufacturing & supplying industrial steam and hot water boilers |
| Creatomatic | Lockerbie | Website design and development |
| Curam | Dumfries | Care recruitment services |
| DG Arts Festival | Dumfries | Performing arts support |
| Dormont Estate | Lockerbie | Property and estate management |
| Dumfries & Galloway Mental Health Association | Dumfries | Mental health support |
| Dumfries and Galloway College | Dumfries | Further education |
| Dumfries and Galloway Council | Dumfries | Public administration and education |
| Dumfries YMCA SCIO | Dumfries | Youth charity and community café |
| Dundas Chemical Company (Mosspark) Limited | Dumfries | Chemical processing and rendering |
| Dunmuir Veterinary Group | Castle Douglas | Veterinary practise |
| Dynamic Domestic | Castle Douglas | Cleaning services |
| ETB Technologies Ltd | Dalbeattie | IT hardware and refurbishment |
| Flourish (The Guid Dumfries) | Dumfries | Creative retail spaces and workshops |
| Food Train | Dumfries | Grocery and household support for the elderly |
| Lip Construction Ltd | Lockerbie | Construction and road surface specialist |
| Loreburn Housing Association | Dumfries | Charity housing |
| Metrik Office Supplies | Dumfries | Office stationery supplier |
| Nairn Construction | Lockerbie | Construction |
| Nithcree Training Services Limited | Dumfries | Specialised driver training services |
| Oakbank Plant Hire Limited | Dumfries | Operated and self-drive plant hire |
| Office Furniture Online | Dumfries | Office furniture supplier |
| Paterson ATV | Dalbeattie | Motorcycle sales, services, and parts |
| Polymer Extrusion Technologies (UK) Ltd | Dumfries | Processor of virgin and recycled polymers |
| Rosefield Salvage Ltd | Dumfries | Metal recycling and skip hire |
| Second Nature Online | Dumfries | Retailer of ethical furnishings and homeware |
| South of Scotland Enterprise | Dumfries | Economic and community development |
| The Care Training Consortium | Dumfries | Training courses for health and social care |
| The Crichton Trust | Dumfries | Charity managing heritage site |
| The Furniture Project (Stranraer) Limited | Stranraer | Charity organisation alleviating poverty |
| The Hub Dumfries and Galloway | Dumfries | Community organisation supporting social inclusion |
| The Usual Place | Dumfries | Training café for young people with additional support needs |
| Third Sector Dumfries and Galloway | Dumfries | Third sector organisation |
| Tomas Tosh | Thornhill | Café, retailer, gallery and venue |

Source: *Living Wage Scotland*.

Dumfries and Galloway Local Employability Partnership Data

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| Worst Performing Data Zones for Participation Aged 16 to 19 – Dumfries and Galloway, 2020 | | | |
|---|-------------------------|-----------------------------------|---|
| Data Zone | SIMD Local Rank (1-201) | % Aged 16 to 19 Not Participating | Map |
| S01007487: Stranraer East - 01 | 11 | 17% |  |
| S01007576: Lochside and Lincuden - 03 | 3 | 17% |  |
| S01007579: Lochside and Lincuden - 06 | 10 | 15% |  |
| S01007484: Stranraer West – 04 | 13 | 14% |  |
| S01007669: Annan East - 06 | 12 | 14% |  |
| S01007577: Lochside and Lincuden - 04 | 6 | 13% |  |
| S01007578: Lochside and Lincuden - 05 | 7 | 13% |  |
| S01007485: Stranraer West - 05 | 1 | 13% |  |

Source: The Scottish Government. Scottish Index of Multiple Deprivation.