Our Capital, Our College

Edinburgh College - 2024

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# Edinburgh College: Scotland’s Capital College

Scotland’s colleges are central to the nation’s social wellbeing and economic development. Together, they provide more than 71 million learning hours to more than 230,000 students per year1. As well as providing life-changing opportunities for individuals, they are also key anchor institutions for the regions they serve; supporting businesses, improving productivity and driving sustainable economic growth. A 2023 report by the Fraser of Allander Institute2 found that the college graduate cohorts from 2016/17 – 2021/22 will, through increased skills and improved productivity, make the Scottish economy better off by around £52bn over their working lives.

Edinburgh College is Scotland's largest college, delivering around 10% of all college sector activity annually. We are also the primary skills provider in Scotland’s capital and the surrounding region, making the College a significant player in the national skills development landscape. We have a long and proud history of excellence in delivering world-class educational opportunities to the communities we serve, supporting the region’s development through plugging skills gaps, tackling youth unemployment and providing opportunities to people from all backgrounds.

The College’s vision for the future is shaped by a clear focus on our people, our sense of place, and our combined performance, the three strategic themes that underpin our new strategy. In pursuing this strategy, the College’s work will contribute to the delivery of key national policy priorities, such as the National Strategy for Economic Transformation3 and align with the themes of Equality, Community, and Opportunity at the centre of the programme for government4.

This report aims to give an overview of Edinburgh College’s reach, an insight into its social and economic impact, and a snapshot of the crucial role it plays not just as a place of social sanctuary and cultural diversity, but of economic innovation, for the Edinburgh city-region. It will be the first of a series of upcoming reports examining the college’s social and economic impact.

## Our College at a Glance

* Over 27,000 students5 and around 1,200 staff6.
* We deliver over 700 courses.
* We’ve reduced our emissions by 50% since 2013/248.
* We collaborate with more than 2,000 local and national businesses7.
* The location of Edinburgh College's four campuses across the city: Sighthill in the West, Granton in the North, Milton Road to the East and Midlothian lying just outside the city to the South.

# Our Students at a Glance

* 56% of our students study part-time and 44% full-time9.
* 78% of our provision is Further Education and 22% Higher Education10.
* 53% of our students are female, 43% are male, and 4% other genders11.
* The number of students the College at each age declines in almost linear fashion as age increases. However, while the College's student age profile therefore has an over-representation of younger students, there is also significant numbers of students outside of this age profile12.
* Our students come from more than 135 countries13.
* Around 10.4% of our students come from Black, Asian and Ethnic Minority (BAME) background14.
* 20% of students report having a disability15.
* 1,213 of our students are care experienced16.
* 96% of our students go on to a positive destination17.
* 90% of our students stay for the duration of their course18.
* 90% of students are satisfied with their overall college experience19.
* 57.6% of our students articulating to university did so with advanced standing20.

# Our Region

Edinburgh is not just Scotland’s capital, but also its economic powerhouse. The region’s economy is made up of more than 23,000 businesses20,21,22. The vast majority of these are SMEs, but there are also around 135 large enterprises across the region, that provide significant employment. The concentration of businesses in high value sectors, such as banking, insurance, and science and technology, means the Edinburgh, East and Midlothian region has the highest productivity of any region in Scotland. Indeed, Edinburgh is among the UK’s highest productivity cities, with GVA (Gross Value Added) per hour worked 15% higher than the UK average23, and output per hour around 35% higher in the capital than in Glasgow24.

Driving these sectors, and this high productivity, is a highly-skilled workforce, that Edinburgh College plays a key part in developing. The College is a key partner in the employability and skills strand of the Edinburgh and South East Scotland City Region Deal, and is a keen supporter of regional regeneration and economic development, working with partners to ensure initiatives, such as the Forth Green Freeport, are supported by a future-proofed skills pipeline.

In Scottish terms, the Edinburgh, East and Midlothian region, is also an area of consistent population growth. Edinburgh College therefore sits at the heart of an economically dynamic and expanding region.

That being said, our region – like all regions – is diverse and the three local authority areas the College serves have distinct profiles, that will be explored in the preceding sections. There are also social and economic challenges to face, for example, areas of high poverty, areas of higher than average unemployment and disparities in health and wellbeing outcomes across the region. Working with key partners, Edinburgh College is at the forefront of tackling these issues, providing support and opportunity to the individuals and local communities who need it the most.

## Combined, our region, encompassing the local authority areas of Edinburgh, East Lothian and Midlothian:

* Is home to around 730,000 people26.
* This population is expected to rise to 828,000 by 204327.
* Has a workforce of 434,700 people28.
* Produced £28.9 billion worth of goods and services (GVA) in 2023, equivalent to 19.5% of Scotland’s total output29.
* Is home to more than 23,000 businesses30.
* Has the highest productivity of any region in Scotland31:
* Edinburgh, East and Midlothian: £60,900
* West Lothian: £60,400
* Aberdeen City and Shire: £57,600
* Dumfries and Galloway: £54,100
* Forth Valley: £53,900
* Scotland Average: £52,600
* Tayside: £51,400
* South of Scotland: £50,400
* Lanarkshire: £50,200
* Glasgow: £50,100
* Fife: £49,200
* Highlands and Islands: £47,000
* West: £46,000
* Ayrshire: £45,800
* Borders: £45,500
* The region's age profile as a population pyramid. It shows a relatively normal distribution, with more people of working age than at each age below 16 or above retirement age32.
* The breakdowns by individual council areas (Edinburgh, East Lothian and Midlothian) shows a broadly similar pattern33.
* The highest value sectors in the region34:
* Finance & Insurance
* Real Estate
* Professional, Scientific & Technical Services
* Human Health & Social Work
* Is supported by a City-Region Deal worth around £1.3 billion35.
* 10.55% of region data zones are in Scotland’s 20% most deprived36.
* Our region as a whole has 23,505 businesses. 20,235 (86%) of these are micro, 2,685 (11% are small), 450 (2%) are medium and 135 (1%) are large.

# Our Communities: Edinburgh

* Population of Edinburgh: 526,47037.
* Projected to rise to 586,566 by 204338.
* Output of £25.33 billion (GVA)39.
* 70% of the population are working age40.
* 82.8% of the working age population is in employment41.
* 74.6% of 16-19 year olds in Edinburgh are in education42.
* 96% of school leavers go on to positive destinations43.
* Top 3 industries for employment44:
* Human Health & Social Work
* Finance & Insurance
* Education
* Sectors with largest forecast employment growth45:
* Tourism
* Health Care
* Social Care
* 69.59% of the Edinburgh population is of working age, 14.97% is under 16, and 15.44% is over 6546.
* Of those of working age, 82.8% are in employment, 2.3% are unemployed and 14.9% are economically inactive47.
* 25.4% of those who leave school go into employment, 23.7% go into Further Education, 43.3% go into Higher Education, 2.5% go into training and 0.7% go into voluntary work48.
* Relative to the population of Edinburgh, Edinburgh College has over representation of students from SIMD Quintiles 1 and 2 (the most deprived quintiles)49.
* 11.89% of datazones are in SIMD20.
* 76% of those working in Edinburgh work in the private sector and 24% in the public sector50.
* 70% of those working in Edinburgh work full time and 30% work part-time51.

# Our Communities: East Lothian

* Population of East Lothian: 109,58052.
* Projected to rise to 121,743 by 204353.
* Output of £1.876 billion (GVA)54.
* 61% of the population are working age55.
* 79.7% of the working age population is in employement56.
* 68.3% of 16-19 year olds in East Lothian are in education57.
* 95.6% of school leavers go on to positive destinations58.
* Top 3 industries for employment59:
* Human Health & Social Work
* Wholesale & Retail
* Professional, Scientific & Technical Activities + Education
* Sectors with largest forecast employment growth60:
* Construction
* Social Care
* Tourism
* 61.04% of the East Lothian population is of working age, 18.09% is under 16, and 20.87% is over 6561.
* Of those of working age, 79.7% are in employment, 3.8% are unemployed and 16.5% are economically inactive62.
* 35.3% of those who leave school go into employment, 20.2% go into Further Education, 37.3% go into Higher Education, 1.6% go into training and 1.2% go into voluntary work63.
* Relative to the population of East Lothian, Edinburgh College has an over-representation of students from SIMD Quintiles 1 and 2 (the most deprived quintiles)64.
* 6.06% of datazones are in SIMD20
* 80% of those working in East Lothian work in the private sector and 20% in the public sector65.
* 64.64% of those working in East Lothian work full time and 36.36% work part-time66.

# Our Communities: Midlothian

* Population of Midlothian: 94,68067.
* Projected to rise to 119,637 by 204368.
* Output of £1.7 billion (GVA)69.
* 62% of the population are working age70.
* 84.2% of the working ae population is in employment71.
* 63.1% of 16-19 year olds in Midlothian are in education72.
* 95.5% of school leavers go on to positive destinations73.
* Top 3 industries for employment74:
* Wholesale & Retail
* Education
* Construction, Human Health & Social Work
* Sectors with largest forecast employment growth75:
* Construction
* Engineering
* Social Care
* 61.82% of the Midlothian population is of working age, 19.31% is under 16, and 18.87% is over 6576.
* Of those of working age, 84.2% are in employment, 1.9% are unemployed and 13.9% are economically inactive77.
* 35.2% of those who leave school go into employment, 20.4% go into Further Education, 36.2% go into Higher Education, 2.5% go into training and 0.6% go into voluntary work78.
* Relative to the population of Midlothian, Edinburgh College has an over-representation of students from SIMD Quintile 1 (the most deprived quintile)79.
* 8.7 of datazones are in SIMD20.
* 77% of those working in Midlothian work in the private sector and 23% in the public sector80.
* 67% of those working in East Lothian work full time and 33% work part-time81.

# Equality

Scotland’s colleges are at the forefront of tackling socio-economic inequality. For many years, the college cohort in Scotland has had an over-representation of learners from deprived backgrounds, with 36% of school leavers from SIMD20 moving into Further Education82. Consistent with this national trend, Edinburgh College enrols a much higher proportion of students from SIMD20 and SIMD40 than the local population share. It follows that Edinburgh College – like all of Scotland’s colleges – is an important academic progression pathway for students from deprived backgrounds. Nationally, 46% of full-time first-degree entrants to Scotland’s universities from the 20% most deprived progressed to university after graduating from college83.

The pandemic and the subsequent cost-of-living crisis have exacerbated levels of poverty, and the myriad of associated challenges poverty creates. The Joseph Rowntree Foundation found that almost four million people experienced destitution in the UK in 2022 (a 148% increase in just five years)84. While our region is more affluent than the national average, around 1 in 5 children still live in relative poverty85. An independent survey carried out on behalf of the Edinburgh Partnership found that “deprivation is the most significant factor affecting the experience of life, living in Edinburgh, and receiving services” with “those in the 20% most deprived areas having an experience that is significantly and substantially worse than people who live in other areas of Edinburgh”86. Poverty and inequality therefore remain exigent issues for many people in our region.

The College is committed to playing its part in tackling this national issue at a local level and has also taken an increasingly active role in providing a social safety net in recent years. In partnership with the Edinburgh College Students' Association, for example, we provided 19,350 free breakfasts to students in need during the 22/23 academic year87. The College remains committed to supporting students’ in the most need, both in the immediate term by providing interventions to mitigate the impact of poverty, and in the longer term, by providing them with the skills and opportunities to find fulfilling work or advance their career.

## Equality by Numbers

* 14.4% of our students come from SIMD2088.
* Compared to 10.55% of people in the region who live in SIMD20 datazones89.
* Relative to the population of th region, Edinburgh College has an over-representation of students from SIMD Quintiles 1 and 2 (the most deprived quintiles).
* 1,855 students from SIMD enrolled in 2021/2290.
* 67.38% of students from SIMD10 are on courses that lead to recognised qualifications91.
* 84.31% of these students complete their course92.
* 15.2% of our students who progress to Higher Education with advanced standing come from SIMD2093.
* In partnership with the Edinburgh College Students’ Association, we provided 19,350 free breakfasts to students in need during the 22/23 academic year94.
* Geographically, out College’s campuses are located in, or close to some of the city’s areas of highest deprivation, and the College as an institution is a key support anchor embedded in these communities95.
* Edinburgh College has a campus in three of the four Edinburgh council wards with the highest levels of deprivation in the city96.

Although our capital has a high productivity economy, and many jobs in high-paying sectors, unemployment, low pay and in-work poverty all remain challenges across the region, with some areas and sectors particularly badly affected by these issues.

Edinburgh College works closely with partners across the region, and, in recent years, initiatives such as the Edinburgh Guarantee, the Edinburgh Living Wage Action Group and the End Poverty in Edinburgh campaign have all supported progress towards tackling these issues locally.

However, in January 2024, the claimant count (those claiming unemployment-related benefits) across the Edinburgh, East Lothian and Midlothian region still stood at 11,25597, with a further 21,698 claiming universal credit while in employment98.

While a multi-faceted approach is required to tackle these issues, there is no doubt that ensuring individuals have the right skills to access employment opportunities locally, and have opportunities to upskill and progress in their career, is fundamental. For an individual, acquiring new skills or retraining can boost employment prospects and, at a sector or economy level, improved skills can also drive productivity and wage growth.

Edinburgh College is therefore committed to working with partners throughout the region to ensure it continues to play a key role in addressing these issues in the years ahead.

* 11,255 individuals across the region are claiming unemployment-related benefits99.
* An estimated 28,000 people in Edinburgh work in jobs that pay below the real Living Wage100 and 12,000 are employed through zero hours contracts101.
* 21,698 people across the region are in work but still reliant on Universal Credit102.
* 71,700 people across the region are economically inactive, with around 8,900 people across Edinburgh and East Lothian (Midlothian data not available) actively looking for work102.
* There are 39,900 workless households across the region103.
* In 2022/23 3,287 households in Edinburgh were assessed as homeless and 4,431 were in temporary accomodation104.
* On average, a total of £3.5 million of debt is owed by clients seeking advice from Citizen’s Advice in Edinburgh each year105.
* In terms of gender split, 58% of unemployed claimants in the region are male and 42% female106.
* However, when it comes to in-work claimants this trend is reversed. 64% of in-work claimants are female, and 36% male107.
* In terms of age, 15% of claimants are aged 16-24, 63% are aged 25-49 and 22% are 50 or over108.

# Community

Edinburgh College is deeply embedded in community life throughout the region. We work closely with public, third sector and private partners through a range of formal and informal networks to ensure we play an active role in helping our communities to thrive. The Edinburgh College community and outreach team deliver a wide range of programmes in local communities all across the city, providing learning opportunities to those who may otherwise be unable to access them due to their individual circumstances.

An example of the depth of the College’s community engagement can be seen in our ESOL (English for Speakers of Other Language) offer, including our community-based ESOL courses, delivered at sites across the city and targeted at those in the community whose first language is not English, to develop the language skills to live, work and study in the UK. In particular, our English for work and training courses support students who have the required skills for the workplace but don’t have the language level to fully utilise these skills, get back into the workplace.

Many of those who undertake our ESOL programmes (either in the community or college-based) are asylum seekers or refugees and the College has a long history of supporting those arriving in the city to integrate and feel welcome in their new communities. In 2023, the College was nominated for a College Community Learning award for our work with Ukrainian refugees and, in particular, our partnership with local charity, Dnipro kids, the Scottish Government and the City of Edinburgh Council, to provide safe living accommodation for a group of refugees in the halls of residence at our Milton Road Campus.

The College is an active member of the Community Planning Partnerships in each of the local authority areas in our region and continuing and deepening our role as a community anchor is a key priority in our new strategy.

* Of those surveyed by the Edinburgh Partnership (excluding “don’t knows”), 91.8% were satisfied with the service Edinburgh College provides in their community109.
* We delivered courses to 3,920 people through our community outreach programmes110.
* More than 750 Ukrainian refugees have arrived in Edinburgh through the Homes for Ukraine Scheme, with 20,000 more arriving in Scotland sponsored by the Scottish Government111.
* In 2022/23, delivered courses to 568 refugees, including 498 refugees from Ukraine112.
* 60 Ukrainian refugees lived in halls of residence at the College’s Milton Road Campus from March 2022.
* % of satisfaction (excluding “don’t knows”)113:
* Edinburgh College: 91.8%
* Edinburgh University: 92.54%
* NHS Lothian: 84.04%
* Police Scotland: 78.88%
* City of Edinburgh Council: 74.23%
* Scottish Fire and Rescue: 97.61%
* Edinburgh College has 9 community-based ESOL locations spread across the city.

# Opportunity

Providing opportunity for our students is a key part of the College’s mission. At the heart of this mission, is the belief that by equipping our learners with the right skills and capacities, we support them to unlock higher-quality employment opportunities.

The College’s capacity to provide opportunity to learners therefore relies on our ability to align our offer with emerging trends in the labour market locally and nationally, and our capacity to respond quickly to the shifting skills needs of the region’s businesses and employers. To do this, we are continuously developing our curriculum and our approach to ensure we are equipping our students with the right skills to take advantage of the local and national employment opportunities, while, at the same time, providing a pipeline of work-ready talent for employers in our city-region.

The College has also invested in state-of-the-art facilities linked to areas of future employment demand. Examples include a Renewables Centre to upskill and reskill current and future professionals in green technologies and two Digital Care Hubs that equip students with the transferrable skills required to fulfil a successful career in areas including Health and Social Care and Dental and Pharmacy, with a particular emphasis on technology-enabled care.

## Regional Skills Demand

* By 2033, forecasts suggest there could be a workforce requirement for 136,400 extra people in the region114.
* This is made up of 21.200 jew jobs (expansion and demand) and 115,200 vacancies created by people leaving the workforce (replacement demand)115.
* There are a number of key sectors where demand for workers is likely to grow significantly over the next decade117:
* Tourism
* Expansion demand: 2000
* Replacement demand: 13100
* Total 15100
* Health Care
* Expansion demand: 3500
* Replacement demand: 8000
* Total: 11500
* Social Care
* Expansion demand: 2300
* Replacement demand: 5600
* Total: 7900
* Creative Industries
* Expansion demand: 1600
* Replacement demand: 2700
* Total: 4300
* Construction
* Expansion demand: 1400
* Replacement demand: 2500
* Total: 3900
* Childcare
* Expansion demand: 500
* Replacement demand: 1200
* Total: 1700
* Digital Technologies
* Expansion demand: 900
* Replacement demand: 800
* Total: 1700
* Engineering
* Expansion demand: 700
* Replacement demand: 700
* Total 1400

## The majority of these jobs will require well-skilled people

Our region’s future skill needs by qualification level - % of new jobs likely to require qualification level116:

* No qualification: 5%
* SCQF 1-4: 2%
* SCQF 5: 17%
* SCQF 6: 10%
* SCQF 7-10: 56%
* SCQF 11-12: 11%

## Edinburgh College’s role in Regional Skills Supply

Edinburgh College provides education and training to some 27,000 people per year118.

Per year we have119:

* 1,220 enrolments in Catering/Food/Leisure Service/Tourism
* 11,563 enrolments in Health Care/Medicine/Health and Safety
* 1,952 enrolments in Performing Arts/Arts and Crafts
* 2,148 enrolments in Construction
* 1,512 enrolments in IT
* 1,729 enrolments in Engineering

# Edinburgh College in the Region’s Education Landscape

Colleges are a vital part of Scotland’s education system. They are an important partner for schools, an important destination for school leavers, and an important stage for many on the journey to university or employment. All of these roles are at times under-appreciated. A report by CDN (College Development Network) found that in 2019/2020 around a fifth of senior phase school pupils were involved in a schools-college partnership120 programme. Where university is concerned, colleges play a particularly important role in widening access, with nearly half of those from the most deprived backgrounds who go to university doing so via college121.

Edinburgh College is an integral part of the capital region’s education ecosystem. The College engages with thousands of school pupils every year and more than a fifth of school leavers in each local authority in our region progress to Further Education or Higher Education in a college-setting. We also have strong links with the city’s universities and progression from Higher National (HN) level study to university is a priority for us. The College has one of the highest proportions of articulating students in Scotland, with more than half of those progressing to university doing so with advanced standing. To support articulation, we continue to work closely with key regional partners on the Pathways app (launched in 2020) to facilitate the learner journey.

* Nationally, 26% of school leavers went into further education122.
* This rises from 36% of school leavers from SIMD20123 and 50% of S4 leavers124.
* Percentage of school leavers going into Further Education125,126,127:
* Scotland: 26%
* Edinburgh: 23.7%
* Midlothian: 20.4%
* East Lothian: 20.2%
* 4,836 school pupils (around 17% of secondary pupils in the region128) study with us129.
* We work closely with 33 High Schools across our region130.
* 296 pupils are on SCP courses leading to recognised qualifications, including 79 Foundation Apprenticeships and 217 Modern Apprenticeships131.
* Where students go after Edinburgh College132:
* At University: 20%
* Progressing within Edinburgh College: 53%
* At another college: 2%
* At Unknown Educational Institution: 1%
* Full-time Employment: 17%
* Part-time Employment: 4%
* Unemployment and looking for work: 1%
* Unavailable (ill, unable to work, taking care of family, travelling): 2%
* Delivering Foundation Apprenticeships in:
* Creative & Digital Media with Graphic Design
* Creative & Digital Media
* Information Technology: Software Development
* Engineering
* Social Services & Health Care
* Accountancy
* Business Skills
* Financial Services
* Children & Young People

# Working with Employers

Through driving improved productivity, employee upskilling and reskilling can be an important driver of economic growth. Nationally, 25.5% of those in employment undertook some form of on the job training in the past three months133. While the loss of the Flexible Workforce Development Fund is bad news for colleges, employers, and the Scottish economy as a whole, Edinburgh College continues to work closely with local employers, as the go-to training provider in supporting them tackle areas of skill shortage by upskilling and reskilling their workforce.

Edinburgh College also works closely with employers on innovation, another important driver of productivity growth in the region. The College has partnered with a number of business throughout the region, using innovation grants and vouchers as a mechanism through which to collaborate on projects aimed at enhancing an industry product, process or service. An example of the success of this approach came when the College, and partners, Anturas, were named winners of the Innovation in Business Award at the annual Edinburgh Chamber of Commerce Business Awards in March 2024.

* Nationally, 15% of employers reported skills gaps within their workforce, and 66% anticipated a need to upskill their staff in the coming year134.
* Through the Flexible Workforce Development Fund, we provided training to more than 10,000 employees of more than 300 businesses135. That’s equivalent to more than 1 in 50 workers in the region benefitting from training with us through this fund.
* We deliver over 1,500 apprenticeships every year136.
* 82% of employers who hired a college leaver found them “prepared for work”137.
* 22% of people surveys in Edinburgh were planning to learn a new skill, or study for any academic or professional qualifications in the next year138.
* % of skill shortage vacancies139:
* Managers: 26%
* Professionals: 34%
* Associate Professionals: 37%
* Administrative: 30%
* Skilled Trades: 47%
* Caring, leisure and other services: 32%
* Sales and Customer Services: 21%
* Process, Plant and Machine Operatives: 25%
* Elementary Occupations: 27%
* Incidence of skills shortage vacancies140:
* Scotland: 10%
* Edinburgh, East and Midlothian: 14%
* Glasgow: 12%
* Aberdeen and Aberdeenshire: 8%
* Tayside: 8%
* Forth Valley: 9%
* West Lothian: 8%

# Connecting our Capital with the World

Edinburgh College is one of the UK’s most internationally active colleges. Our extensive international work includes developing and delivering tailor-made professional training programmes, providing teacher training and professional development courses, supporting curriculum review and development across a wide range of subject areas and supporting international accreditation and capacity building in the TVET sector.

This international project work, as well as our ongoing international student recruitment, plays an important role in connecting the communities we serve with the wider world. International connections, often developed over a number of years, help to internationalise our campuses and give opportunity to our students to broaden their horizons and become global citizens. Through our network of homestay families, we embed our international students in local communities, bringing an international presence to areas beyond the city centre.

* We work with more than 50 homestay families in communities throughout the city, to provide a home-away-from-home for international students.
* Over the past 10 years, we’ve carried out international projects across 5 continents.
* Our students come from more than 135 countries across the world.

1 [Colleges Scotland (2023), *Key Facts 2023*.](https://collegesscotland.ac.uk/documents/briefings-and-publications/publications/2162-keyfacts-2023-web/file)

2 [Fraser of Allander Institute (2023), *The Economic Contribution of Colleges in Scotland.*](https://fraserofallander.org/wp-content/uploads/2023/10/2023-08-Colleges-Scotland-FINAL.pdf)

3 [Scottish Government (2022) *Delivering Economic Prosperity: Scotland’s National Strategy for Economic Transformation.*](https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2022/03/scotlands-national-strategy-economic-transformation/documents/delivering-economic-prosperity/delivering-economic-prosperity/govscot%3Adocument/delivering-economic-prosperity.pdf)

4 [Scottish Government (2023), *Equality, Opportunity, Community: Our Programme for Government.*](https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2023/09/programme-government-2023-24/documents/equality-opportunity-community-programme-government/equality-opportunity-community-programme-government/govscot%3Adocument/equality-opportunity-community-programme-government.pdf)

5 Internal Data (22/23)

6 Internal Data

7 Internal Data

8 Internal Data

9 Internal Data (21/22)

10 Internal Data (21/22)

11 Internal Data (21/22)

12 Internal Data (22/23)

13 Internal Data (21/22)

14 Internal Data (22/23)

15 Internal Data (21/22)

16 Internal Data (22/23)

17 Internal Data (21/22)

18 Internal Data (21/22)

19 Internal Data (21/22)

20 Internal Data (21/22)

21 [ONS (2023), Nomis: *Labour Market Profile - City of Edinburgh*.](https://www.nomisweb.co.uk/reports/lmp/la/1946157416/report.aspx#tabidbr)

22 [ONS (2023), Nomis: *Labour Market Profile - Midlothian*.](https://www.nomisweb.co.uk/reports/lmp/la/1946157414/report.aspx#tabidbr)

23 [ONS (2023), Nomis: *Labour Market Profile – East Lothian*.](https://www.nomisweb.co.uk/reports/lmp/la/1946157414/report.aspx#tabidbr)

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