

Labour Market Insights

Glasgow | Q1 2025



bluestones
supply chain



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MARKET INSIGHTS | SCOTLAND



5,418,400

Population

The population in Scotland has increased by approximately 2.73% since the previous census

2,736,000

Economically active

An estimated 77.1% of those in Scotland were economically active.



810,400

Economically inactive

An estimated 23.4% of those in Scotland were economically inactive.



2,633,000

Full-time/Part-time employment

Approximately 74.1% of Scotland's population were in employment, whilst 103,000 (3.7%) of the population were unemployed.

74.1%

MARKET INSIGHTS | GLASGOW

716,740

Resumes

▲ Number of resumes from job seekers available in Glasgow on Indeed, up 5,379 since February 2025.

42,220

Resumes added or updated

▼ Number of resumes added or updated in the last month, up 4,601 since February 2025.

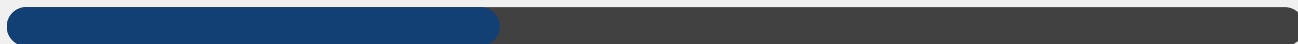
Top search terms by clicks

The most popular search terms that led to job clicks for the selected title/location in March 2025. Generic phrases such as "now hiring" or "jobs" may have been filtered out from this top 10.

Cleaner | 0.44%



Driver | 0.38%



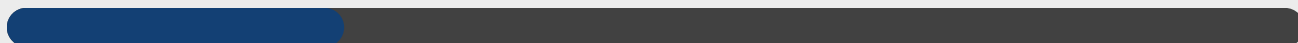
Retail | 0.38%



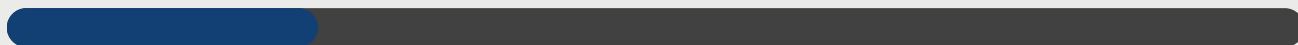
Warehouse | 0.27%



HGV driver | 0.26%



Case assistant | 0.24%



Delivery driver | 0.23%



Admin | 0.23%



Support worker | 0.20%

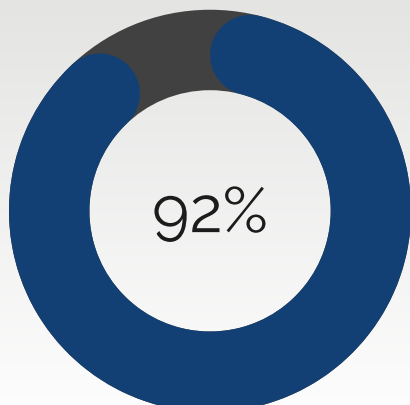


Administrator | 0.19%



*Sourced from Indeed Hiring Insights, March 2025.

HIRING INSIGHTS | GLASGOW



Competition score

In **Glasgow** jobs are **very competitive** compared to other job markets

29,374

Jobs



Number of jobs posted in Glasgow that received clicks, an increase of 907 since February 2025

21

Jobseekers per job



The number of jobseekers per job in Glasgow

630,900

Jobseekers in Glasgow



The number of jobseekers that have clicked on jobs posted in Glasgow decreased by 13,118

£34,524 per year

Average Salary

£13.34 per hour

Average Salary

The average salary for jobs within 25 miles of Glasgow from March 2025

*Sourced from Indeed Hiring Insights, March 2025.



A LACK OF SUITABLE CANDIDATES IS IMPACTING PRODUCTIVITY

As employers race to secure the right talent, many are struggling to manage day-to-day operations. Unfilled vacancies result in mounting deadlines and increased stress across teams, with skills shortages severely affecting businesses and hindering productivity.

53%

of employers believe that a lack of suitable candidates is the biggest threat to their company's productivity

These skills shortages mean employers

Struggle to attract & retain high-quality talent

71%

Rely on temporary staff or overtime to fill gaps

69%

Have less time to spend on important projects and strategic planning

68%

The rise of sick days and decreasing productivity

Without the right people on the team, the strain falls on others. Increased workloads can lead to burnout, reduced morale, and higher absenteeism. This sets off a vicious cycle: low productivity contributes to burnout and absenteeism, which, in turn, further reduces productivity.

*Sourced from TotalJobs

WHAT STEPS ARE BEING TAKEN TO IMPROVE PRODUCTIVITY?

As employers race to secure the right talent, many are struggling to manage day-to-day operations. Unfilled vacancies result in mounting deadlines and increased stress across teams, with skills shortages severely affecting businesses and hindering productivity.

Top 3 actions employers are taking to boost productivity

30%

Flexible working & promoting work-life balance

26%

Improving communication from leadership

24%

Enhanced recognition and rewards for staff

3 key takeaways

As businesses face skill shortages and productivity challenges, they can take proactive steps to improve efficiency while prioritising employee well-being and engagement.

1

Focus on employee wellbeing

With a 31% rise in holiday and 41% in sick leave, burnout is evident. Prioritising benefits like health insurance, mental health support, and work-life balance can help reduce it.

2

Invest in training & development

While 27% of HR leaders believe additional training would boost productivity, only 13% have taken action. Providing role-specific training and development will upskill your team, attract talent, and drive long-term growth.

3

Improve communication

Half of HR leaders believe a lack of clarity from leadership affects productivity. By fostering open communication and setting clear goals, you can reduce team strain, improve focus, and boost overall performance.

*Sourced from TotalJobs



BRAND IMPACT | GLASGOW



I received excellent service and communication from Enquiry Direct. I had an offer within 24 hours and a start date within 48 hours. Brian Sommers, in particular, was very professional, matching my experience to the role perfectly. The admin process was seamless, and I can't fault the agency. Although I've now moved on to work directly with my employer, I would have no hesitation in recommending Enquiry Direct for future opportunities.

- Google Review



41

Total reviews

3.6

Rating out of 5



Excellent service and communication from the initial enquiry. I received a job offer within 24 hours and had a confirmed start date within 48 hours. The team were highly professional and matched my experience to the right role. The administrative process was smooth and efficient — I have no faults to raise about this agency.

- Google Review

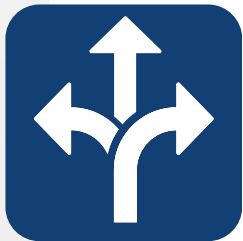


Working together

Bluestones Supply Chain is a market-leading recruitment agency specialising in the logistics and industrial sectors. With over 30 years of experience, we provide tailored staffing solutions that support organisations throughout the supply chain, from small businesses to large multinational corporations. Our team works closely with clients to understand their needs, challenges, and culture, ensuring we deliver the right talent—whether for temporary, contract, or permanent roles. We offer bespoke recruitment strategies that help clients meet their goals while supporting candidates in their career journey.

Tailored Recruitment Solutions

We provide a range of recruitment services, including temporary, contract, and permanent staffing solutions, tailored to meet the specific needs of our clients. Whether it's a one-off placement or a large-scale contract, we ensure our approach is personalised and aligned with your business objectives.



Flexible Staffing Options

Bluestones Supply Chain offers a variety of flexible staffing options, from ad-hoc and contingent placements to more structured managed services. This allows us to cater to different business needs, ensuring consistency and reliability while supporting your long-term recruitment strategy.



We are a **market leading professional recruitment** agency specialising in the UK supply chain sector.



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Glasgow



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