



Greater Lincolnshire LEP
Employment and Skills Advisory
Panel

Local Skills Report

January 2022 - 2nd Edition

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1 Foreword

The Department for Education has asked Skills Advisory Panels (SAPs) across the country to produce reports that set out local skills strengths and needs. The original report was published in April 2021 and I am pleased to present this second edition.

The report brings together intelligence and data about local jobs, skills and careers and in sharing this I hope that organisations are better able to address Greater Lincolnshire's important priorities through their own funding or delivery.

Our ambition is for residents to reach their potential in the local labour market and be able to participate in a flourishing and inclusive economy that will be increasingly digital. This means inspiring young people and adults to stay and work in the area, and training and supporting people who are already working, or seeking jobs, to gain the skills needed to take up future job vacancies

Covid:19

Labour markets were in a state of flux because of the pandemic when we wrote the original report and we recognised then that it would take some time to know the true impact of events on our workplaces. This remains the case, and the latest set of Covid:19 restrictions are lifted this week.

Positively, the furlough scheme ended last year without a sharp rise in unemployment; job vacancies reached an all-time high locally as well as nationally, and apprenticeships numbers have bounced back after a drop across all levels and age groups in the previous year. Locally job vacancy levels in November 2021 were double that of November 2019.

However problematically, the number of people available to fill job vacancies is shrinking. A much greater proportion of our working-age adults when compared to national figures are not available for work because they have retired or have long-term illness. Furthermore, a larger than average fall in the number of working-age overseas nationals has left challenging gaps across several industry sectors. Additionally, and a phenomenon unlikely to be impacting Greater Lincolnshire alone, is the reluctance of some parts of the workforce to switch jobs. The recruitment challenge is felt keenly by all sectors, at all levels, and it is critical in some, most particularly the care sector, the visitor economy (hospitality) and food processing and manufacturing.

Local Landscape

As the report shows, Greater Lincolnshire has a population similar in number to Birmingham, spread across an area almost 20 times the size which leads to challenges matching people and jobs, and leaves people without access to the full range of training provision. The current and long-term labour market challenges are spread across eight Travel to Work Areas covering some of the most deprived and some of the least deprived in the country. It is a complex picture and impossible to predict every job vacancy that organisations will choose to recruit to but we can highlight where it is most needed and likely. This report, along with the Pre-Covid SAP Analysis¹ provides detail on persistent challenges and gaps in the local labour market as well as opportunities.

Employers continue to cite the employability skills where they see gaps: written skills, team working, good customer handling, oral communication skills, problem solving, basic computer literacy and advanced IT skills and these transferable skills, regardless of job, remain vitally important.

¹ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020

Forecasts suggest that that job vacancy levels, particularly those to replace people who retire, will remain high. There are some game changing clusters and sectors in the area that will increase demand for higher level skills and jobs even further. The growth of the defence sector, implementation of the Humber Freeport, a focus on decarbonisation and offshore wind, plus the ambition for growing the UK Food Valley are expected to lead to tens of thousands of jobs across Greater Lincolnshire.

It has never been more important to challenge some of the traditional 'old fashioned' stereotypes of some of our industry sectors, changing through technology, as we collectively inspire people about the careers that are available on their doorstep.

Digital Access

At the start of the pandemic, we witnessed changes in the use of digital technology and remote working which were expected to take many years, but instead happened in weeks. People and business that can have adapted at a remarkable pace and we are now starting to see local and national employers offering home-based roles on a permanent basis, giving them access to a much larger labour market.

It is important to remember the young people and adults who have not adapted. Perhaps they did not need to adapt (because they were required in the workplace), or they were not able to adapt. Lack of infrastructure to access a broadband signal, lack of funds to afford a connection and/or equipment and lack of basic digital and literacy skills all play a part in that.

Delivery

Skills Advisory Panels and LEPs are not funded to deliver all of the solutions alone, but I am proud of the difference we are making with the initiatives that we are delivering directly:

- We have commissioned and continue to work with organisations who are delivering training and support to thousands of residents through the European Social Fund.
- We are supporting over 100 schools through our Enterprise Adviser Network (EAN) and newly awarded Career Hub, bringing together business leaders with local secondary schools to improve their employment chances of young people.
- We successfully delivered a one-year innovative online solution as part of our Covid:19 response to mimic the role of physical Job Fairs, bringing employers and job seekers together in one place and time.
- We have extended our Skills Capital Investment Programme to support facilities that will provide training need for in-demand jobs, for example the University Campus in Scunthorpe, a Food Enterprise Zone in Holbeach part of Greater Lincolnshire's Institute of Technology, and the Lincoln Medical School, a game-changing integrated clinical facility across the fields of medicine and allied health subjects.

Our ambition for residents to reach their potential in the local labour market, to be inspired about the careers available on their doorstep, and to remain in the area for work has never been more important.

Simon Telfer, HR and Logistics Director, Branston Ltd
Chair, Greater Lincolnshire's Employment and Skills Advisory Panel

Greater Lincolnshire's Employment and Skills Advisory Panel was borne out of Greater Lincolnshire's Employment and Skills Board (ESB) when it took on the responsibilities of a SAP.

It is part of the Greater Lincolnshire LEP.

Skills Advisory Panels: the national context

Since 2018, Skills Advisory Panels (SAPs) have been bringing together employers, skills providers and key local stakeholders to better understand and resolve skills mismatches at a local level. Prior to that local Employment and Skills Boards had been carrying out a similar function in many places, including across Lincolnshire.

SAPs are part of Mayoral Combined Authorities and Local Enterprise Partnerships and there are 36 in total across England. The Department for Education (DfE) has supported SAPs with grant funding primarily to produce high-quality analysis of local labour markets and publish Local Skills Reports, which set out the local skills strengths and needs and how the SAP proposes its area addresses its key priorities.

This second iteration of SAPs' Local Skills Reports comes at a time when DfE is Trailblazing new Local Skills Improvement Plans (LSIPs), in eight areas of the country. Developed by Employer Representative Bodies, LSIPs are part of a suite of reforms launched in DfE's "Skills for Jobs" White Paper that aim to put employers more firmly at the heart of the skills system. An evaluation of the eight Trailblazers will inform the national roll out of the programme.

In the meantime, and before LSIPs are rolled out across the country, it is DfE's intention that Skills Advisory Panels and this Local Skills Report should continue to influence the behaviour of local partners and feed intelligence to central government, including to sectoral focussed skills teams and the national-level Skills and Productivity Board (SPB).

2 Skills Advisory Panel Introduction

Employment and Skills Advisory Panel Geography

- 2.1 The Greater Lincolnshire LEP and Employment and Skills Advisory Panel (ESAP) covers a population of over 1.13 million. The area includes the unitary authorities of North Lincolnshire, North East Lincolnshire and Rutland, and the upper tier Lincolnshire, with district authorities Boston, City of Lincoln, East Lindsey, North Kesteven, South Holland, South Kesteven and West Lindsey.
- 2.2 The Hull and East Yorkshire LEP and the Greater Lincolnshire LEP continue to recognise the shared travel to work and travel to learn geography on both sides of the Humber and beyond, with many of our residents, employers and providers having joint interest and activity on both banks of the Humber.
- 2.3 Both LEPs will continue to work in close partnership on the employment and skills and wider pan Humber economic agendas, sharing information, developing activities and supporting actions to ensure that our residents are able to maximise local opportunities.
- 2.4 The Humber Leadership Board, led by all four local authority leaders has been recognised by government as the structure to manage pan Humber related areas of interest such as decarbonisation, freeports, marketing and flood protection, and both LEP Chairs have a place on this board, thus providing a private sector voice in agreed areas of focus. In addition, the two LEPs

have formed a Humber Energy Board and ensure a private sector voice for the Humber is maintained.

Work of the Employment and Skills Advisory Panel

- 2.5 The Greater Lincolnshire Employment and Skills Advisory Panel (ESAP) was borne out of the Employment and Skills Board (ESB) and has a history spanning over a decade of bringing together employers and representatives of further education colleges, local training providers and universities to influence the predominantly nationally funded post-16, young people and adult skills and training system.
- 2.6 It has produced several reports in that time notably, in 2016 a Skills Strategy, working with local partners and businesses to develop a comprehensive approach to local labour market and skills issues, in 2017 an extensive evidence base in preparation for a DfE-led review of local Further Education Colleges, in 2020 the DfE-defined Labour Market SAP Analysis and 2021 the first edition on this Local Skills Report.
- 2.7 In seeking to shape and influence the training and employment support system for young people and adults the panel want to ensure that it meets the needs and reaches all employers and residents across Greater Lincolnshire.
- 2.8 Directly, through its own programmes and indirectly, by informing and influencing others, the panel seeks to inspire and support young people to stay and develop careers in the area, and to support people in work, or seeking jobs, to gain the skills they need to take up and progress in future jobs.
- 2.9 The ESAP aims to provide the local 'knowledge link' and employer voice, to influence nationally designed schemes, and ensure that learning and skills investment and funding is effectively delivered within Greater Lincolnshire.
- 2.10 Chapters 6 and 7 provide details of some of the locally delivered initiatives and programmes. Looking ahead, the panel is focusing on short and mid-term recovery from Covid-19 and achieving the priorities identified in the Local Industrial Strategy² to drive recovery across the area.

The Panel

- 2.11 The employer-led panel is made up of 15 volunteer members representing local employers, training organisations, and the public sector. It is attended by two Greater Lincolnshire LEP Directors to ensure good links with the main LEP Board, several employment and skills officers to advise on policy and progress and has links to the LEP's sectoral Strategic Advisory Boards.
- 2.12 The current **Employment and Skills Advisory Panel** members are:
 - Simon Telfer (Chair) - HR and Logistics Director, Branston Ltd
 - Cllr Patricia Bradwell - Deputy Leader, Lincolnshire County Council
 - Ian Dickinson - Business Director, First College, Louth and Skegness
 - Sharon Green - Deputy Head, Apprenticeships and Business Partnerships, National Centre for Food Manufacturing, Holbeach
 - Andy Harsley - Founder and Director, Rapstrap Ltd, Grantham

²Greater Lincolnshire LEP, [Local Industrial Strategy](#), January 2021.

- Cllr Craig Leyland - Greater Lincolnshire LEP Director and Leader, East Lindsey District Council
- Rachel Linstead - Director, Firecracker-UK Ltd, Lincoln
- Janet Meenaghan - Principal and CEO, Stamford College and Chair of the Federation of Greater Lincolnshire Colleges
- Jason Parnell - Managing Director, Steadfast Training Ltd, Spalding
- James Pinchbeck - Marketing Partner, Streets Chartered Accountants
- Nicola Ritchie - Learning and Development Adviser, Hilton Seafood UK, Grimsby
- Oliver Tasker - Partner, Wilkin Chapman LLP
- Mandy Watson - Greater Lincolnshire LEP Director and Managing Director, Ambitions Personnel
- Melanie Weatherley MBE - Chief Executive, Walnut Care at Home, Boston and Chair of Lincolnshire Care Association
- Joanne Woodhouse - Assistant Principal and Career Leader, Havelock Academy, Grimsby

Panel Officers in regular attendance:

- Debbie Barnes - Greater Lincolnshire LEP Director and Chief Executive, Lincolnshire County Council
- Amanda Bouttell - Senior Employment and Skills Officer, West Lindsey District Council
- Karen Linton - Strategic Lead, Skills and Employability, North East Lincolnshire Council
- Julie Lane - Lead Officer, Skills and Employability, North Lincolnshire Council
- Graham Metcalfe - Partnership Manager, DWP Lincolnshire and Rutland
- Pete Holmes - Area Lead for Greater Lincolnshire and Rutland, Cities and Local Growth Unit

2.13 The Panel seeks additional input for subject related matters if required.

2.14 The panel currently meets monthly online. Individual panel members may be involved in other initiatives throughout the year. The panel establishes short life working groups to achieve some of its ambitions, providing a small focus group of interested members to tackle specific topics.

2.15 To find out more about the work of the Employment and Skills Advisory Panel contact the Employment and Skills Executive Manager Clare.Hughes@lincolnshire.gov.uk. Further information is available on the Greater Lincolnshire LEP website³.

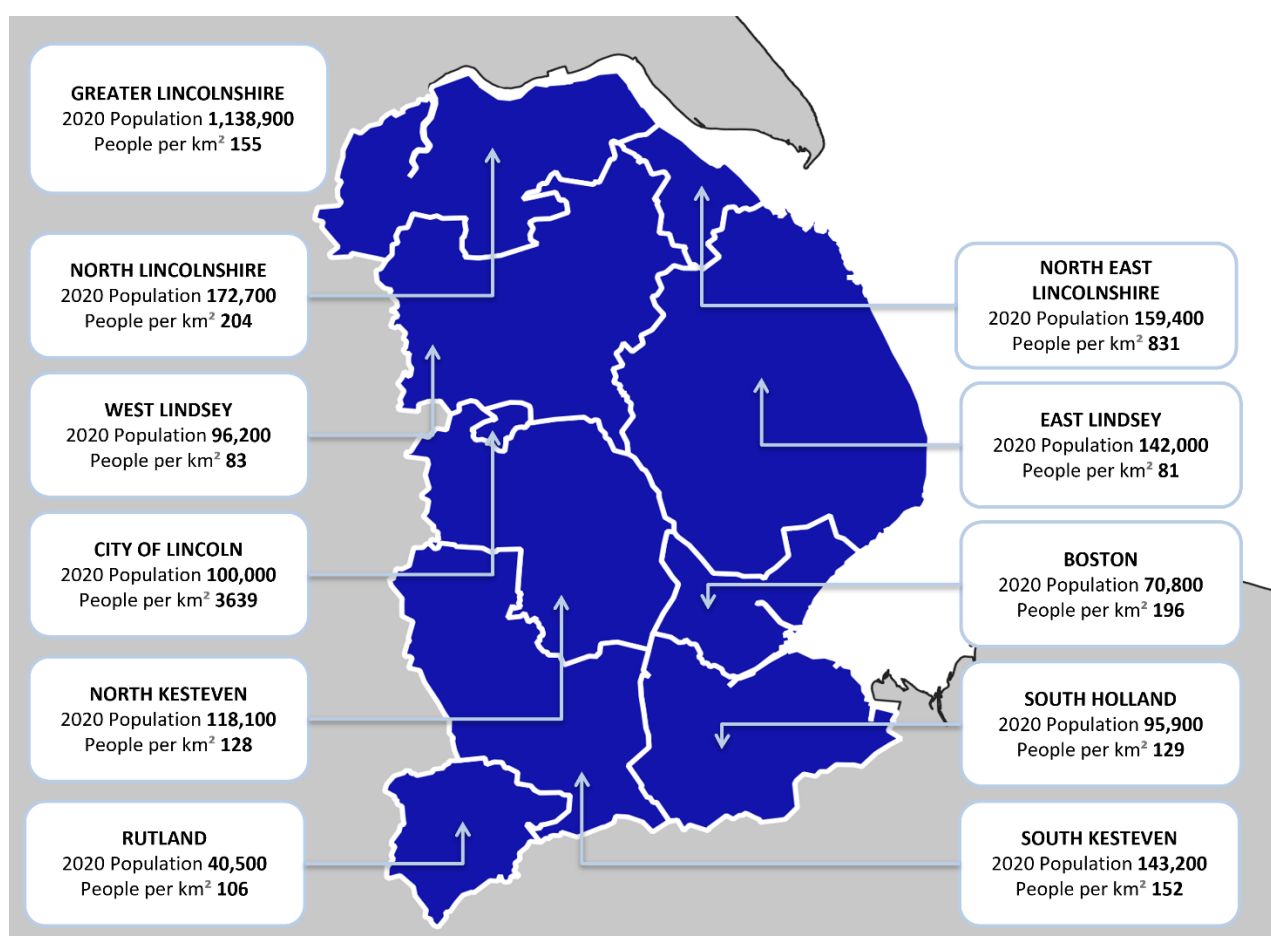
³ <https://www.greaterlincolnshirelep.co.uk/about/boards/>

3 Skills Strengths and Needs

	Strengths	Needs
Labour demand	<ul style="list-style-type: none"> • High skill opportunities in growth sectors - decarbonisation and offshore wind, advanced manufacturing, food production • Growing demand in health and care professions • Replacement demand opportunities in a range of sectors, occupations and skill levels 	<ul style="list-style-type: none"> • Demand at an all-time high, job vacancy levels in November 2021 around double that in November 2019 • Overall skills shortages - 37% of vacancies hard to fill • 64% of employment within SMEs needing support to establish recruitment, retention and workforce development strategies • Higher level and technical resident skills needed in growth sectors • Employability, digital and transferable skills needs • Replacement demand in food production, visitor economy and care including for Brexit impact
Labour supply	<ul style="list-style-type: none"> • Hotspots of higher-level skills in some areas • Higher rate of health and care apprenticeship starts, growing before Covid-19 	<ul style="list-style-type: none"> • Support for those with no or low qualifications, unemployed and further from labour market to access opportunities including through digital and employability skills - 7.4% of 16-64 population have no qualifications compared to 6.2% across England • Need more residents with qualifications at level 4+ to meet growth sector demand, over 16% fewer residents qualified to level 4+ between ages of 25 and 39 years old compared to national. • Need to boost apprenticeship starts to get young people into training and employment for the visitor economy, health and care, and growth sectors • Strategy needed for collaboration and investment to boost formal and employer training particularly across large rural geography • Providers need to build higher-level qualification and vocational skills training for people upskilling, retraining, and who have had training interrupted by Covid-19

Labour demand

- 3.1 Greater Lincolnshire is a large, sparsely populated area with coastal peripherality and significant mobility challenges. A population density of around 155 people per sq. km compared to 434 nationally, means that it is more sparsely populated than Cornwall with 162 people per sq.km. To further illustrate this point, East Lindsey district, just one of the areas in Greater Lincolnshire (see below), is the same size as Greater London.
- 3.2 Jobs density at 0.79 is also lower than the national average of 0.87 for Great Britain⁴. This presents **acute challenges for linking labour supply to demand**. This presents disparities in key economic and labour market statistics within Greater Lincolnshire, and challenges through travel in skills provision and labour supply for employment.



Populations and population densities in Greater Lincolnshire

⁴ ONS, [Greater Lincolnshire Labour Market Profile](#), 2019 Jobs Density Data.

- 3.3 More than half of employment in Greater Lincolnshire is in sectors that underpin the local economy. This includes retail, wholesale, health and care, teaching and public services. These are vital for employment across our area.

Current Demand

- 3.4 Occupations reporting the highest volume of vacancies in 2020 in Greater Lincolnshire were nurses and care workers (5.9% and 5.7% of job postings respectively) followed by HGV drivers at 2.9%⁵. **Data for 2021 (see Annex A) shows nursing and care occupations continuing to report the highest number of vacancies, with HGV and van drivers combined a close third.**
- 3.5 A recent, but increasingly frequent issue reported by employers is the lack of care staff with the ability to drive.
- 3.6 Data in January 2022 suggests that **caring occupations, maintenance engineers, metalworking and production operatives are the toughest roles to fill**, based on the length jobs are advertised for and how many places a single job is advertised. A shortage of machine operators has been reported locally by a number of employers in different parts of the manufacturing sector across Greater Lincolnshire.
- 3.7 Intelligence we collate from our Growth Hub Business Advisors who are working daily with local employers, from the 130 or so employers that now sit on the LEP Board and Sector Boards, and from our partners across Greater Lincolnshire, shows that recruitment challenges across all sectors, and there is particular concern from our priority sectors as highlighted below.
- 3.8 The agricultural, horticultural and food manufacturing sectors, have vacancies across all levels including manual roles, supervisory jobs, machine operatives, quality control and engineering, that they cannot fill.
- 3.9 The visitor economy (hospitality) across the whole of the LEP area, has vacancies at all levels including front-of-house, kitchen staff, managers, supervisory staff and cleaners that they cannot fill. Shift work and the rural nature of the area can mean that staff need to be able to drive.

Existing and Longer-term Demand

- 3.10 Pre-Covid, long-term forecasts also indicated that nationally health and social work will be an employment growth sector, with health and social care associates, health professionals, and caring personal service occupations the top three growth occupations. This presents future opportunities at a range of skill levels including occupations requiring degree level education
- 3.11 **Across Greater Lincolnshire, there are disparities in occupations between places.** The coastal areas have overall fewer people working in top managerial or professional occupations and there are stark differences when comparing the share of employment in these occupations in coastal North East Lincolnshire at about 13% with Rutland at around 31%⁶. Employment in associate professional and technical occupations is particularly high in South Kesteven (22% of all jobs) and North Kesteven (20% of all jobs). In Boston, 28% of resident occupations is in the process, plant and machine operative category⁷, reflecting the strong manufacturing base, including food production and advanced manufacturing.
- 3.12 **Over the ten-year period 2017-2027, the Greater Lincolnshire economy is forecast to need to fill 175,000 jobs⁸.** The vast majority (95%, or 166,000) of positions will become available due to

⁵ Labour Insight analysis for Greater Lincolnshire LEP, 2020.

⁶ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

⁷ ONS, [Annual Population Survey](#), September 2020.

⁸ Warwick University, [Working Futures 2017-2027](#), 2020.

people leaving the Greater Lincolnshire workforce, mainly as a result of retirement. The remainder (8,000) are as result of net change job growth. The forecast does not factor additional labour supply challenges caused by EU Exit and loss of supply within the migrant workforce or changes caused as a result of Covid:19.

- 3.13 **Existing data, pre-pandemic**, showed that across all sectors, **37% of vacancies are indicated as being hard to fill**, around two thirds of that total being **due to skills shortages**⁹. Skilled trade occupations and sales and customer service staff, along with caring, leisure and other services staff, are most likely to be cited by employers as being hard-to-fill. In Greater Lincolnshire, vacancies for professionals, associate professionals and sales and customer services staff are more likely to be cited by employers than nationally.
- 3.14 Pre-pandemic analysis on future demand predicts that the number of vacancies for people with qualifications below level 3 will either not expand or will decline, although **replacement demand is predicted to continue** as a result of retirement or migration. Vacancies requiring people with qualifications at or above level 4 are expected to expand on top of replacement demand, with the biggest expansion expected at level 6¹⁰. The lack of higher-level skills in the workforce is a restriction on the ability of businesses to innovate and to find staff with the skills to support the running and development of the business.
- 3.15 The long-term forecasts are important but there are near-term challenges. **The current (January 2022) labour market shows growth in job vacancies above the national average, unemployment that has fallen, and is just above national average and below regional average, and increased levels of economic inactivity that is higher than national.**
- 3.16 Combined with a **working-age population that is projected to decrease in size** over the next few years and a workforce that has already been impacted by a reduction in overseas labour, particularly affecting three of Greater Lincolnshire's important sectors; the **agrifood sector** (the UK Food Valley), the **Health and Care Sector** and the **Visitor Economy**, employers are finding the current circumstances extremely challenging. The Health and Care sector and Visitor Economy have also been impacted hardest by the effects of the pandemic.
- 3.17 Greater Lincolnshire has a higher proportion of SMEs than the national average, and with **45% of businesses employing fewer than 50 employees, compared with 32% nationally**¹¹. SMEs account for 64% of employment in Greater Lincolnshire, and this is only larger in two other LEP areas - Cornwall (72%) and Cumbria (65%)¹². Within Greater Lincolnshire, self-employment levels vary - in Lincoln self-employment levels are at around 9% of all employment, compared with North Kesteven and the south west of the area at 18%¹³.
- 3.18 Our smaller SMEs, without dedicated HR and training departments, face the challenge of navigating a myriad of schemes that could upskill their employees and support their businesses and lack the expertise or time to devise strategies to recruit staff in flexible ways, offer Apprenticeship or develop work placements. **They need HR and workforce planning support to better offer structured work placements, plan recruitment, and provide training**, along with digital skills, to prepare for working with new technologies as part of Industrial Revolution 4.0.

⁹ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020.

¹⁰ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020.

¹¹ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020.

¹² Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

¹³ ONS, [Annual Population Survey](#), September 2020.

Industrial specialisms

- 3.19 There are clusters of industrial specialisms in different parts of Greater Lincolnshire, which are responsible for significant levels of jobs growth. **Between 2015 and 2019 agriculture, food production and food service sectors in Greater Lincolnshire were responsible for almost 50% of all local jobs growth¹⁴.**
- 3.20 The clusters are:
- Along the South Humber Bank, offshore wind and decarbonisation, and ports and logistics are hubs of growth and job opportunities.
 - Advanced manufacturing and chemicals cluster on the South Humber Bank and around Lincoln.
 - In southern Lincolnshire and Rutland and the area around Lincoln, we have important defence clusters.
 - The east coast and Lincoln provide visitor economy hotspots.
 - Agrifood, seafood and food production hubs span the area, from the Humber to Rutland, with food production clustering in South Holland.
- 3.21 One of the **key drivers for the future success of our industrial specialism clusters is skills development**. For decarbonisation and offshore wind, advanced manufacturing, defence, and where robotics automation is introduced in the food production supply chain, this means **more people with higher level and specialist technical and digital skills and qualifications for sectors to grow locally**. For example, it is forecast that **50% of future jobs in the food sector will require employees with level 4+ qualifications**. For some jobs in the visitor economy and food production, this means employability and critical occupational skills to employ local people where there are shortages created by migration out of Greater Lincolnshire.
- 3.22 The greatest number of job vacancies in the offshore wind industry is for project managers and electrical engineers, which are posts that repeatedly struggle to be filled in the Greater Lincolnshire area. Almost 160,000 jobs are projected to be affected by Industrial Revolution 4.0. in some way over the next 15 years¹⁵. Based on conversations with the local sector, we expect defence and security to grow in employment over the coming years, requiring high level skills.
- 3.23 Investment and developments in growth clusters (for example in the Food Enterprise Zones and UK Food Valley, offshore wind production at Able Marine Park, and the Humber Freeport) will **drive up demand for technical roles in areas where there is a pre-existing skills mismatch**.

Greater Lincolnshire LEP has identified four Game Changer priorities relating to growth cluster sectors. Details will start to emerge in the coming months.

UK's Food Valley: ambition to deliver on 11,000 jobs and £2bn GVA by 2030

[UK Food Valley | Greater Lincolnshire LEP](#)

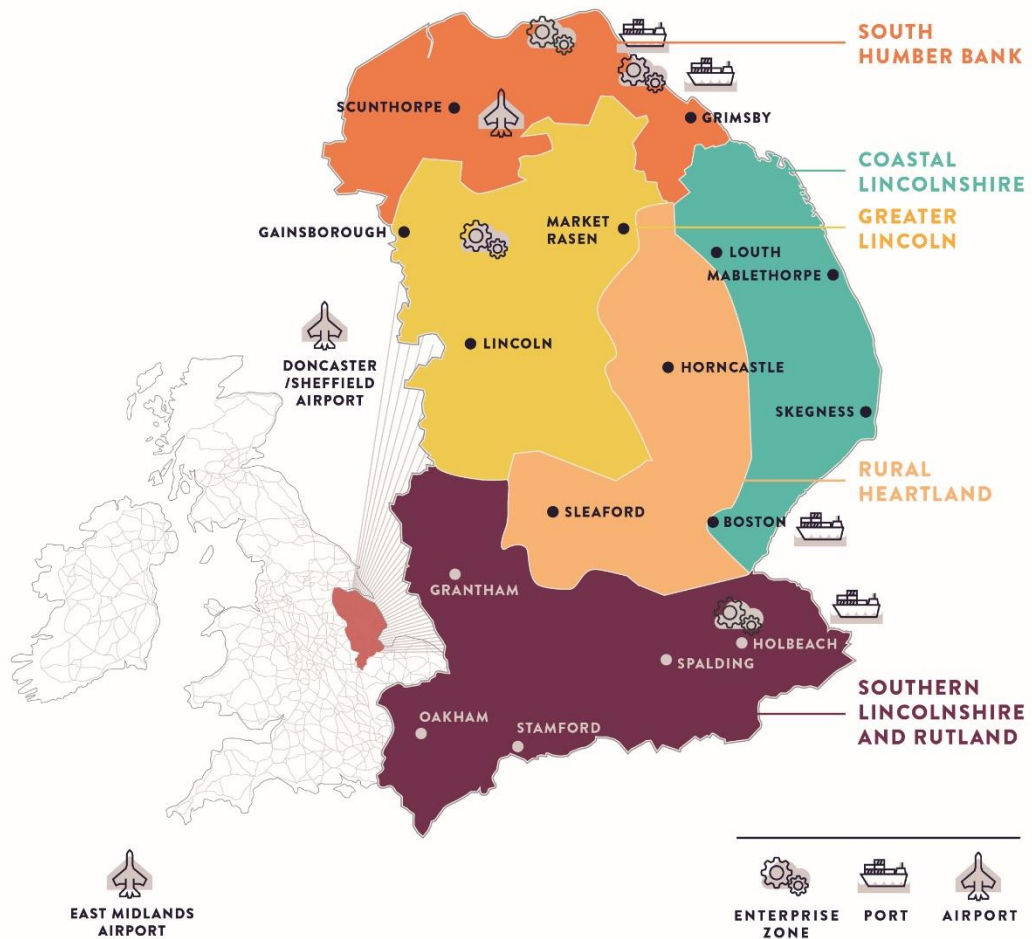
Humber Freeport: ambition to deliver on 7,000 jobs and £2bn inward investment by 2040

[About - Humber Freeport](#)

Clean growth plan development with Greater Lincolnshire LEP Energy Council to maximise offshore wind, decarbonisation, and hydrogen opportunities

Defence sector and cyber security plan development supporting local RAF growth to achieve 2,500 jobs by 2030

Figure 1. Greater Lincolnshire five spatial corridors and industrial clusters



SOUTH HUMBER BANK

Strategic Opportunities:

- Energy and Water
- Ports and Logistics
- Advanced Manufacturing
- Food Production

Requirements for Growth:

- Skills Development
- Labour Market Support

COASTAL LINCOLNSHIRE

Strategic Opportunities:

- Visitor Economy
- Health and Care

Requirements for Growth:

- Access to Skills
- Better Infrastructure
- Flood Defence

GREATER LINCOLN

Strategic Opportunities:

- Defence
- Advanced Manufacturing
- Health and Care

Requirements for Growth:

- Innovation Drivers
- Sustainable Housing

RURAL HEARTLAND

Strategic Opportunities:

- Visitor Economy
- Health and Care

Requirements for Growth:

- Access to Skills
- Infrastructure

SOUTHERN LINCOLNSHIRE AND RUTLAND

Strategic Opportunities:

- Agrifood
- Defence
- Visitor Economy

Requirements for Growth:

- Sustainable Housing
- Infrastructure
- Freight Links
- Climate Mitigation
- Innovation Drivers

Impact of Covid-19

- 3.24 The impact of Covid-19 on the local labour market has been profound. Almost a third of workers were furloughed and claimant rates almost doubled¹⁶. The visitor economy, including accommodation and food sectors, constitutes 7.6% of employment in Greater Lincolnshire, and output fell by more than 86% during 2020. Some of our sectors, such as new decarbonisation technology, are less easy to measure using statistical categorisation, meaning the impacts are less certain.
- 3.25 Government support through the furlough scheme, CBILS and Bounce Back loans, self-employment support and other measures have so far prevented business closures, despite the major drop in economic output, with a visible exception in high street retail affecting our market towns.
- 3.26 **By November 2021 job vacancy rates were double that of November 2019 and remain high. Unemployment levels are hovering around the national average, the working age population has shrunk and is forecast to decline further, and the number of residents joining the economically inactive count is growing.**
- 3.27 We continue to monitor the impact of the pandemic on labour markets across Greater Lincolnshire through local intelligence and data. We are working with our industry sectors and their representatives to understand where they need to fill immediate vacancies.

Impact of Brexit

- 3.28 Many Greater Lincolnshire businesses find it difficult to fill vacancies in lower-wage, labour-intensive occupations, and the sectors in which EU nationals are most likely to work in Greater Lincolnshire are in food production and agency work - which includes care workers¹⁷. EU nationals have formed an important pipeline of workers in Greater Lincolnshire, particularly in food production and care. This presents a threat to some of the area's key sectors such as agrifood and manufacturing and is a risk when healthcare is an important employment sector. Although the impact is currently difficult to quantify, this is already being reported within the food sector.
- 3.29 The UK's new points-based immigration system could create labour market disruptions in Greater Lincolnshire - where at least 40% of the workforce currently earns less than the new £25,600 salary threshold, and 10% earn below the minimum £20,480 threshold that applies to shortage occupations. Anecdotally, we understand from local recruitment agencies that numbers of EU national applicants have been lower than previously in recent months.
- 3.30 Long-term international migration into Greater Lincolnshire has fallen and there are considerable changes in National Insurance numbers allocated to overseas nationals (NINos) in Greater Lincolnshire. They show a fall from a peak of 11,600 in 2016 to 3,166 in 2020. The greatest fall between 2019 (when NINos were at 8,439) and 2020. This one year represented a 62% drop.

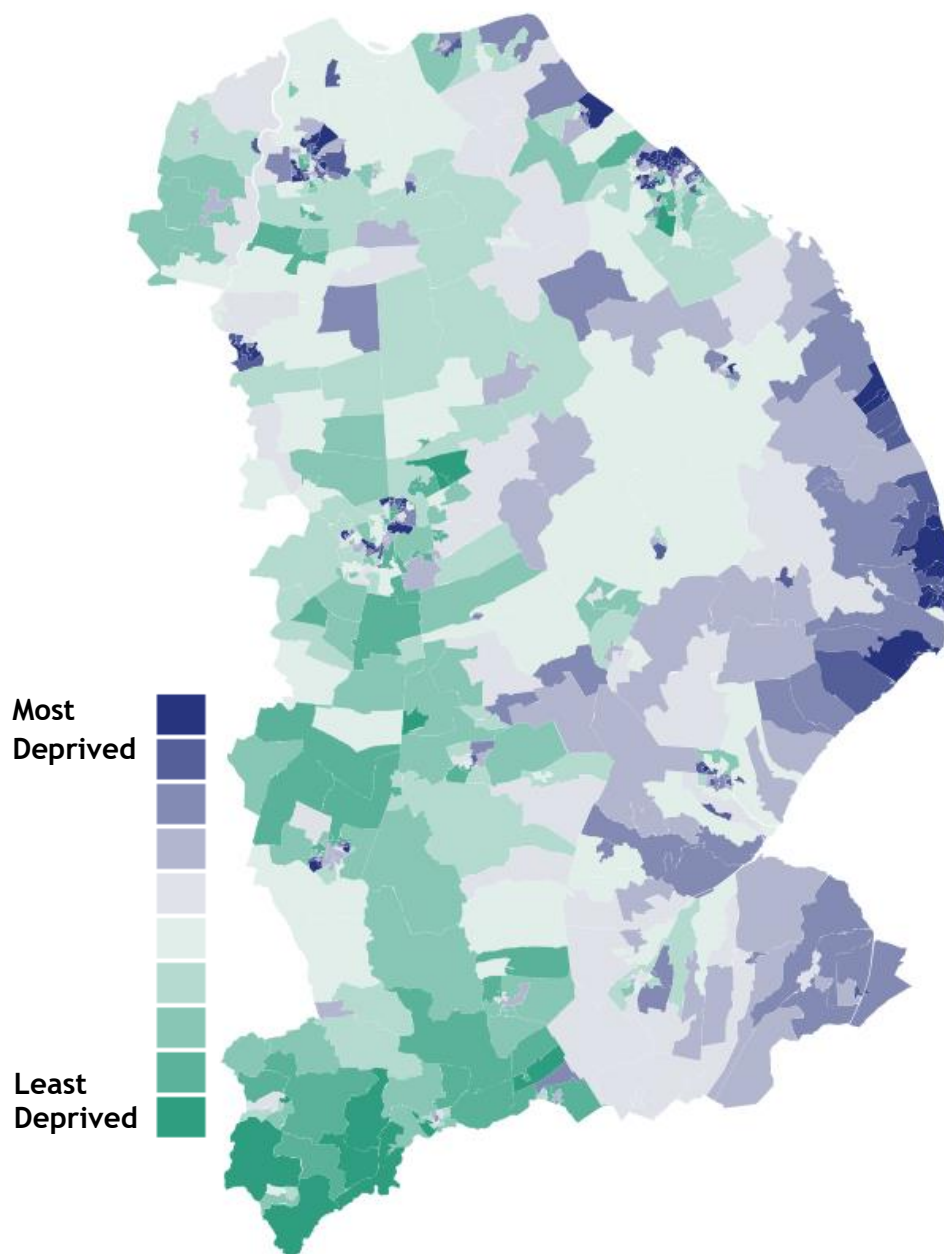
¹⁶ Greater Lincolnshire LEP, [Plan for Growth](#), March 2021.

¹⁷ Greater Lincolnshire LEP, Labour Market Implications of Brexit internal analysis, 2020.

Labour supply

3.31 There are geographic disparities between districts and at least 8 travel to work areas within Greater Lincolnshire which signal potentially compounded future barriers: for example, North East Lincolnshire has experienced the lowest levels of population growth in the area with 0.02% from 2012-17 compared with Rutland experiencing the highest level at 6.4% over the same period¹⁸.

Figure 2.



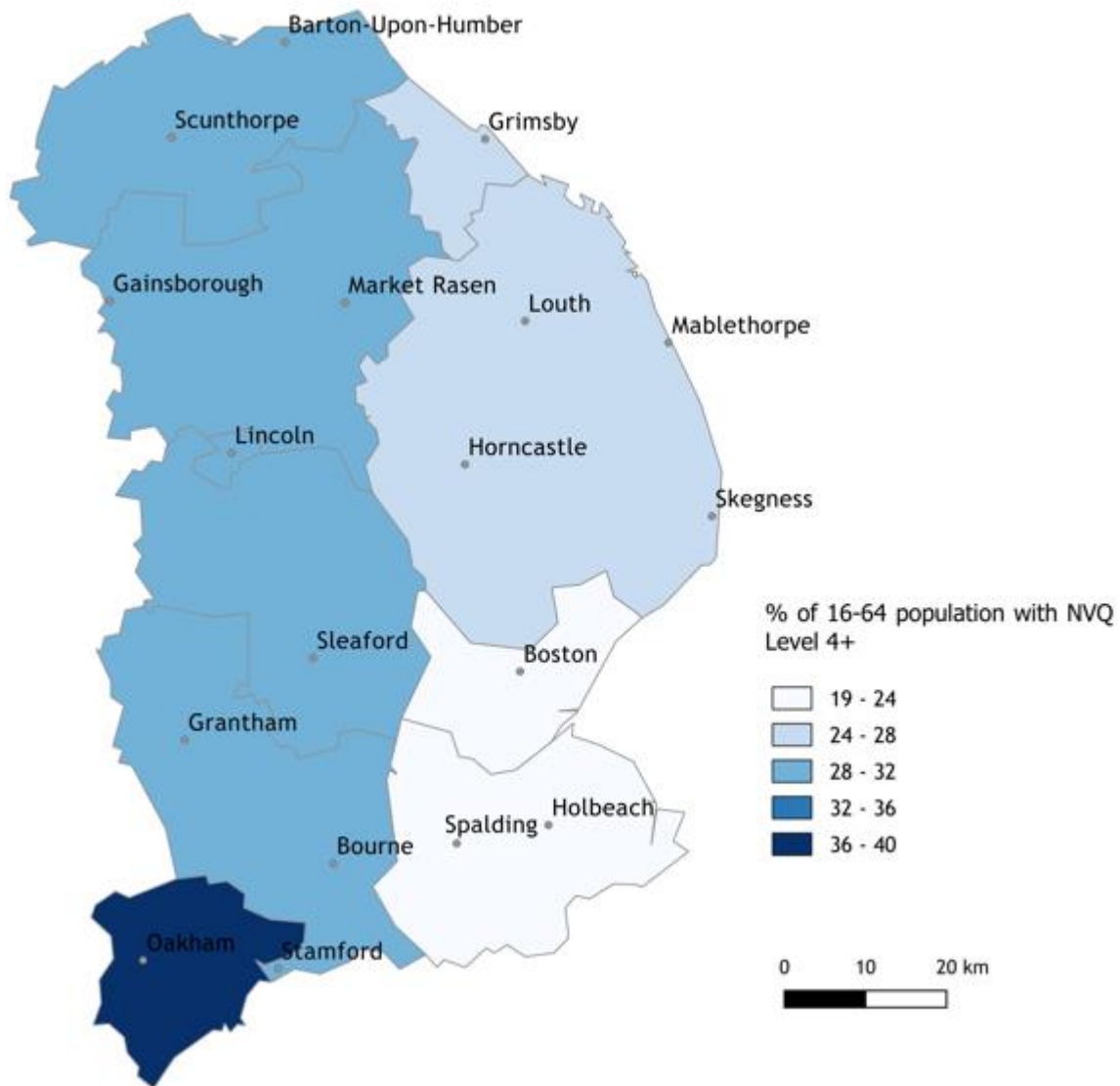
Indices of Multiple Deprivation

Greater Lincolnshire ranked relative to all other areas in England
(Combined Deprivation Domains: Income, Employment and Education, Skills and Training)

¹⁸ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

3.32 Only 31% of the resident working age population are qualified at NVQ Level 4+, compared with 43% nationally. Levels have improved but the gap is not closing. There is also significant geographic disparity within Greater Lincolnshire, with 48.5% of residents having level 4+ qualifications in Rutland, compared with only 19.4 in South Holland.

Figure 3. Residents educated to degree level (2020)



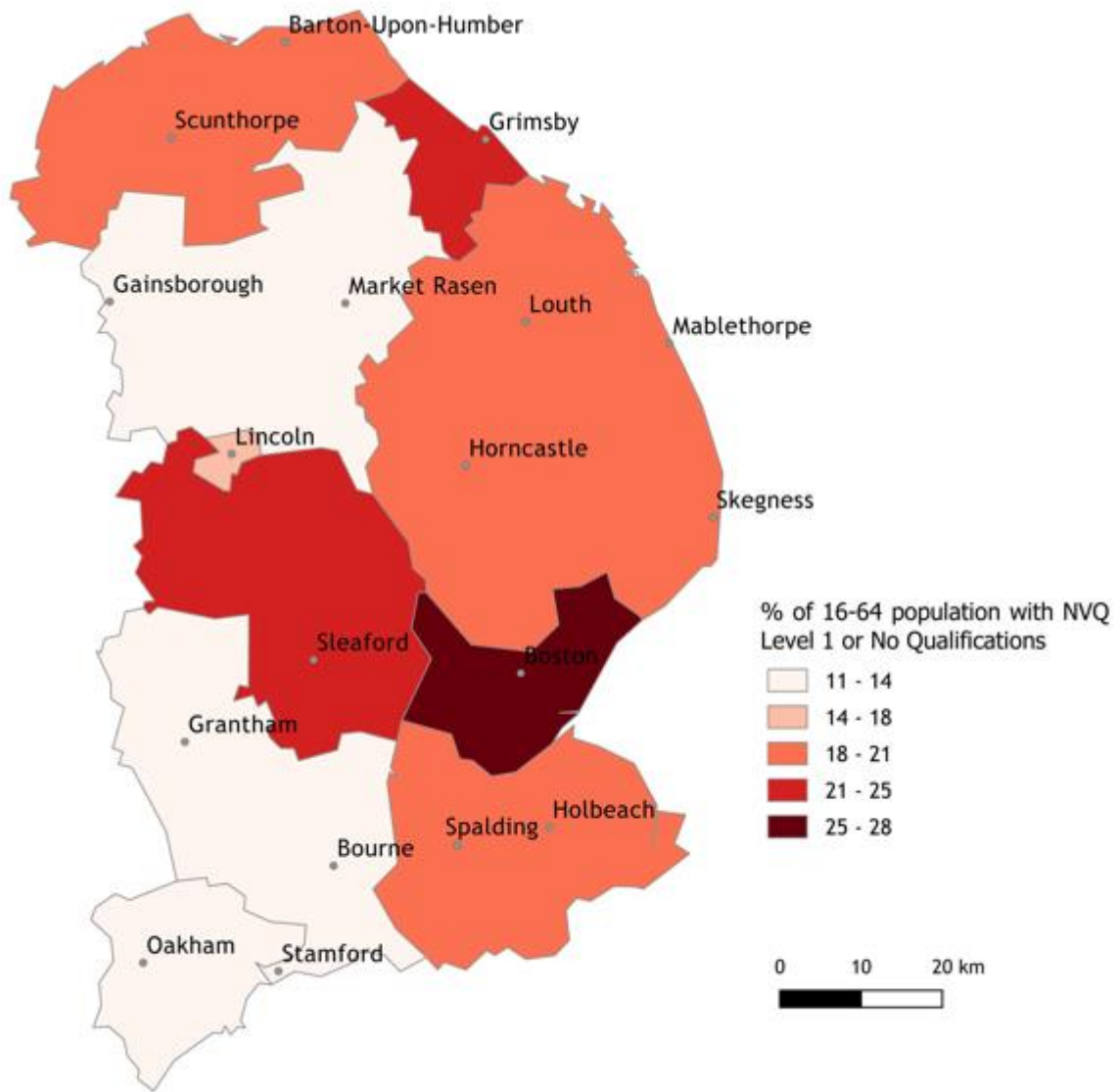
3.33 There are even wider differences between local and national qualifications levels according to age band. Only 33% of Greater Lincolnshire residents aged 25-39 have a level 4 qualification or above, compared to 53% nationally¹⁹.

¹⁹ ONS, [Annual Population Survey, 2020](#).

3.34 7.4% of the Greater Lincolnshire resident 16-64 population have no qualifications compared to 6.2% across England. Areas with the highest proportion of residents with no or low qualifications are concentrated to the East and North of Greater Lincolnshire. More than 30% of residents in Skegness and Mablethorpe have either no qualifications or are qualified to NVQ level 1²⁰. Some of these patterns are observed hyper locally, with small pockets within towns such as Lincoln, Grimsby and Scunthorpe performing similarly poorly.

3.35 After significant drop in apprenticeship numbers between 2018/19 and 2019/20, and a drop higher than the national average, the latest set of apprenticeship start numbers for Greater Lincolnshire show an increase from 6,040 to 6,340 in 2020/21. This represents a 5% increase whereas nationally apprenticeship start numbers declined by 0.2%.

Residents with Level 1 or no qualifications (2020)



²⁰ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

Qualified residents working out of area

- 3.36 Just under half of local graduates stay in the East Midlands after graduation, and around 75% remain either in the East Midlands or neighbouring regions of Yorkshire and the Humber or the East of England. **Graduate and school leaver retention locally is known to be a challenge** with the perception of more opportunities in larger cities within easy reach of the local area such as Peterborough, Nottingham, Sheffield and Hull. Lower overall levels of degree-educated residents reflect some parts of Greater Lincolnshire being particular graduate cold spots, often places with transport challenges, as outlined above.
- 3.37 Migration through commuting plays a significant role in local skills supply. It is estimated that on a workday, Greater Lincolnshire area experiences a net loss of around 13,000 workers with qualifications, over 6,000 of which are qualified to level 4 and above. As a result of people moving between areas, **Greater Lincolnshire gains people at the lower end of the qualification scale at a higher rate than those with higher level qualifications**. This reflects the occupational profile of the area: Greater Lincolnshire has a smaller share of jobs than the UK average in managers and professions (25% vs. 27%) and associated professional and technical occupations (11% vs 15%). The area has a higher share of jobs than the UK average in industry operatives (10% vs. 6%), lower skilled service (16% vs. 14%), and elementary occupations (13% vs. 10%)²¹.
- 3.38 As shown in the maps above, there is a north and east/south and west divide across Greater Lincolnshire in terms of qualification levels. A notable outlier to this trend is Scunthorpe, where skills demographics resemble those of places on the east coast. The south and west of Greater Lincolnshire generally has a higher proportion of resident population qualified to level 3+ than the north and east, however the south and west also has the highest outflows to neighbouring areas (e.g., Peterborough, Nottingham) for work.
- 3.39 As an indicator of long-term issues in skills and employment mismatches across Greater Lincolnshire, unemployment rates vary across the area. The highest local unemployment rate in 2018 was in North Lincolnshire at 6.8%, compared with Rutland at 4.8%²².
- 3.40 In addition to the challenges of matching skills supply to demand across a very large area, Greater Lincolnshire's sparsely populated geography of market towns, rural and coastal communities present a number of significant challenges for provision of and access to learning and training. Online learning can provide part of the solution; however, rurality and sparsity often brings with it digital poverty - a lack of digital infrastructure, and affordability of broadband access and equipment.
- 3.41 Where online learning is not the solution, for instance in practical vocational training in construction, engineering, professional cookery or hairdressing that requires a physical presence, this level of sparsity means that training is far less available. There is a **much greater financial risk for the training sector to develop something new or offer onsite training at all** where numbers might not be guaranteed.
- 3.42 Furthermore, sparsely populated areas tend to receive fewer interventions through nationally managed employment support programmes where out-of-area delivery organisations are paid according to outcome (i.e., paid by results model). This model means that delivery is generally focused on fewer, but more densely populated areas as people are within easy reach.
- 3.43 As previously noted, Greater Lincolnshire's population has lower skills attainment than national averages, and there is demand for higher-level and technical skills and qualifications in local growth sectors. This means a focus on qualifications at level 3+, and for some of our jobs growth

²¹ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

²² Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

opportunity, as set out above, this may be level 4+ or even more specialised at level 6+. There is a need for providers to work with local businesses to understand local sector and occupational demand, and to **provide higher-level qualifications that are accessible to local people upskilling and retraining, including higher-level apprenticeships.**

Impact of Covid-19

- 3.44 The impact of shutdown sectors - the visitor economy, retail, hospitality - has been disproportionately on women, the young, the poor, and those in certain ethnic groups²³. **People who were distant from the labour market before the pandemic are now even further away from finding a job.** This raises a need for additional local support for people further from the labour market to access employability support, including critical digital skills, and retraining support for those working in the hardest-hit sectors such as the visitor economy and retail.
- 3.45 **Training has been interrupted by the pandemic**, with gaps in formal education provision, a reduction in the number of people starting an apprenticeship, businesses cutting back on training spending or closed. Training moving to digital by default has impacted people without digital access or skills, meaning they have been unable to participate. This is why basic digital skills provision to support people further from the labour market into work or training is so important.

²³ Institute for Fiscal Studies, [Covid-19: the impacts of the pandemic on inequality](#), June 2020.

4 Skills Strategy

Priorities for Greater Lincolnshire as a place

- 4.1 This section sets out Greater Lincolnshire's current skills and people priorities. They build into our overarching ambition for residents to reach their potential in the local labour market and be able to participate in a flourishing and inclusive economy that will be increasingly digital.
- 4.2 The following priorities build on those set out in both the Local Industrial Strategy and the Plan for Growth as well as including updated priorities to address the present-day skills needs and challenges of Greater Lincolnshire. **These are priorities for Greater Lincolnshire as a place, some of which will be undertaken and led by the LEP and the ESAP, others of which will need to be led and implemented by a range of partners**, reflecting the different responsibilities, resources, and powers of different partners. By setting out these priorities collectively, however, we have an agreed statement on what our different activities will be aiming to achieve.
- 4.3 **Both Covid-19 and Brexit have radically changed the labour market** and skills context for the area, and as such it is important to understand and clarify how these current issues overlay with existing, Greater Lincolnshire-specific skills challenges such as lower qualification levels, geographic disparity, and skills mismatches. **It is the intention of the Employment and Skills Advisory Panel to update its evidence base (and skills priorities if required) when 2021 Census data is published mid-year 2022.** This once-in-a-decade look at the working and qualification characteristics of the population will support a wide range of partners to design approaches that help all residents to recover, retrain and upskill for work in growth sectors.

Skills priority category	Priorities and supporting rationale
<p>Cross-cutting skills priorities (far-reaching, cross-sector)</p>	<p>Maximising the impact of national employment and skills initiatives across Greater Lincolnshire</p> <p>The polycentric nature and varied geography of Greater Lincolnshire leads to localised priority challenges, which are best understood by local areas, employers and providers. The ESAP plays an important role in supporting places in addressing individual needs.</p> <p>Government's investments in the Kickstart and Restart programmes, Community Renewal Fund and future UKSPF, are important to help Greater Lincolnshire's economy recover from Covid. These programmes are nationally commissioned and often nationally managed and therefore their delivery will not necessarily reflect Greater Lincolnshire's unique labour market issues.</p> <p>It is important to ensure swift and effective local implementation of any government employment, training, and redundancy support schemes. The needs and challenges of local SMEs and residents must be reflected in new skills policy development. It will also be important to maximise the effectiveness and reach of these schemes so that all employers and residents who want to benefit can benefit. There are a small but important group of community and third sector organisations based in hard-to-reach areas that provide support but find it increasingly challenging to secure funding.</p> <p>The geographical context of Greater Lincolnshire is an important consideration in maximising the reach of these schemes, as the sparsity of the population presents challenges in bringing together cohorts to access employer-led and formal training, in turn impacting the viability of delivery. To address this challenge, essential infrastructure and capital assets that provide the resources for training and upskilling the workforce, such as the Institute of Technology, need to be delivered. There should be regular monitoring of such infrastructure to ensure that investments are proceeding as intended.</p> <p>By feeding local intelligence to Government around what's working and not working in Greater Lincolnshire, the information will help to shape the funds and initiatives such as the UKSPF that will replace European Funds.</p>

Skills priority category	Priorities and supporting rationale
	<p>Supporting people with literacy and numeracy skills to improve their daily lives and the productivity of businesses</p> <p>Based on analysis included in the ‘Pre-covid Employment and Skills Analysis’²⁴, literacy and numeracy skills in Greater Lincolnshire are below those seen nationally. Over half of residents aged 16-65 having numeracy levels at or below Entry Level 3 and 15% of the same population have literacy levels below Level 1, meaning they are unlikely to be able to read short messages or road signs. This highlights a need to upskill all residents in basic literacy and numeracy skills, in addition to focusing on digital or higher-level skills.</p> <p>With fewer jobs available for people with fewer basic qualifications, upskilling these people will allow them to participate more fully in the local labour market, and research shows a significant correlation between productivity and the use of reading/writing skills²⁵. Additionally, a survey conducted by Ipsos MORI showed that 64% of employers who delivered basic skills training reported an improvement in employees’ ability to perform and complete job tasks²⁶.</p> <p>Hence, the improvement in the proportion of the population employed in suitable jobs will not only improve peoples’ daily lives, but also result in a boost to productivity in the local economy.</p>

²⁴ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020

²⁵ OECD, [Skills Matter; Further results from the Survey of Adult Skills](#), 2016

²⁶ Department for Business Innovation & Skills, [Impact of Poor Basic Literacy and Numeracy on Employers](#), 2016

Skills priority category	Priorities and supporting rationale
	<p data-bbox="566 331 2020 400">Informing our young people and adults about the careers available on their doorstep so that more are inspired to stay local</p> <p data-bbox="566 432 2020 632">The challenge of graduate, and young-people retention is driven, in part, by an outdated perception among younger people that key sectors within Greater Lincolnshire do not offer sufficient career growth opportunities. The modernisation of these sectors and the game-changer opportunities (such as the Humber Freeport and UK Food Valley) are currently not understood sufficiently to inspire younger people about the career opportunities available on their doorstep. This can also lead to long-term worklessness due to a lack of awareness about local opportunities.</p> <p data-bbox="566 663 2020 863">To meet the very high replacement demand within Greater Lincolnshire, younger people and adults need to be informed about the businesses, occupations, careers, and growth opportunities that Greater Lincolnshire can offer locally. As part of this priority, the links between local employers or sectors, and jobseekers need to be supported and strengthened, for example by furthering the work being developed between businesses and schools through the new Career Hub and Enterprise Adviser Network. Infrastructure and opportunities for jobseekers and employers to come together virtually and physically need to be developed.</p>

Skills priority category	Priorities and supporting rationale
	<p>Upskilling and retraining people for jobs NOW and in the future including apprenticeships</p> <p>An aging and retiring population across Greater Lincolnshire is projected to account for approximately 90% of replacement demand over the next decade with the remainder being the result of new positions being created²⁷. Additionally, new technologies are shifting the demand for labour towards higher skilled occupation - especially in terms of digital skills. In order to stay competitive in the labour market, residents will need to retrain and upskill more often. The objective is to make sure that the local labour market can meet future job demands, particularly in preparation for working with new technologies as part of IR 4.0.</p> <p>Apprenticeships provide an important route into skilled employment for young people, and so it's vital to build on the recent Apprenticeship Strategy and address the decline in numbers. This includes maximising the impact of apprenticeship budget announcements for Greater Lincolnshire, including flexible Apprenticeships, new levy transfer mechanisms, and incentives to increase apprenticeship opportunities for people of all ages.</p> <p>With job vacancies double that seen two years ago locally and a shrinking workforce there is an immediate focus to support employers find new staff and retrain those already in the workforce, particularly in the agri-food and horticultural sector (including food manufacturing), the hospitality economy, and the care sector all requiring staff in a wide range of occupations and at different levels.</p>

²⁷ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020

Skills priority category	Priorities and supporting rationale
Covid-19 recovery and renewal skills priorities	<p data-bbox="562 328 1984 400">Growing digital skills at all levels so that residents can reach their potential in the local labour market and participate in a flourishing and inclusive economy</p> <p data-bbox="562 429 2022 564">Although digital skills have long been seen as crucially important, the need for such skills to avoid social and labour market exclusion has been emphasised by the Covid-19 pandemic. There has been an increased preference for working, learning and engaging in commerce remotely on digital platforms, and many services have moved to digital by default.</p> <p data-bbox="562 593 2022 799">Given the rurality and relative isolation of some parts of Greater Lincolnshire and the challenges this poses to skills provision more generally, the improvement of digital skills at all levels would be expected to improve access to learning across the board. This is potentially a major opportunity for Greater Lincolnshire residents, creating the chance to work remotely in professional services occupations which are not typically found in the area. In order to maximise this opportunity, digital infrastructure (in terms of access to broadband and access to internet enabled technology in a rural area) will become increasingly important.</p> <p data-bbox="562 828 2022 927">Therefore, work needs to be undertaken to understand, promote and grow digital skills at all levels to enable residents to participate fully in society and take advantage of new ways of working, whilst recognising that not all training can be delivered remotely.</p> <hr data-bbox="562 954 2022 957"/> <p data-bbox="562 975 1821 1007">Supporting businesses to prioritise workforce development and succession planning</p> <p data-bbox="562 1035 2022 1171">Historically there has been limited employer planning for the future workforce. Local employers have limited awareness of the local skills ‘offer’ and how it applies to their business. Therefore, despite a higher-than-average proportion of employers saying they provide training to employees (66%), the effectiveness of this training may be lacking.</p> <p data-bbox="562 1200 2022 1369">Work will need to be done with businesses to prioritise workforce development, succession planning and recruitment and retention strategies so that they can replace staff who retire and keep hold of people they recruit. This work will also help to overcome challenges around labour shortages because of Brexit. The objective is to increase good quality employment opportunities, whilst rapidly increasing the productivity of SMEs.</p>

Skills priority category	Priorities and supporting rationale
Sector priorities (or occupational priorities)	<p data-bbox="566 328 1816 363">Supporting important sectors to maximise the future opportunities for local people</p> <p data-bbox="566 392 2018 596">Greater Lincolnshire has a range of growing opportunity sectors and investments that need elements of skills investment or initiatives to support and enable growth. We also need to better understand the local sectoral skills needs. For example, the Humber Freeport is the largest in the UK and is developing its own skills strategy. Links between sector skills provision and strategically important schemes (such as the Freeport or Towns Deals) will need to be supported and developed to ensure key sectors are able to maximise these growth opportunities.</p> <p data-bbox="566 625 2018 828">Much of the growth and development in key sectors will revolve around automation and modernisation, with nearly 160,000 jobs projected to be affected by Industrial Revolution 4.0 in some way over the next 15 years. As well as technical skills, managerial and specialist skill sets in Greater Lincolnshire are also in high demand as the area's workforce who hold specific skills are retiring and cannot be easily replaced (for example tractor drivers, specialist care workers and experienced chefs). Work will continue to be required with sector boards to articulate the specific skills needs of sectors and geographies to funders and providers of training.</p>

5 Skills Action Plan

Priorities for the ESAP

- 5.1 This section identifies a set of priorities for the ESAP and skills strategy across Greater Lincolnshire following Cov-19 and Brexit. While some actions are priorities of the LEP and will be delivered by ESAP, others are place-based priorities that will require a wider range of partners and ESAP to play an influencing or authorising role.
- 5.2 Collectively these priorities aim to: (1) expand access to training and skills to every part of Lincolnshire, so that people can develop the skills that open up a lifetime of opportunity and fulfilling careers, and (2) support local businesses to grow and thrive.

Priority	Actions	Target group	Organisations involved in delivery	ESAP responsibility	Timescales
Refreshing Greater Lincolnshire's employment and skills evidence base	ESAP to submit the second edition of the Local Skills Report containing labour market analysis	DfE, Partners, service users and learners	Greater Lincolnshire LEP	Delivery role	January 2022
	ESAP to update the evidence base and if necessary, skills priorities, following the publication of once-in-a-decade qualification and employment data from the Census, expected May/ June 2022	DfE, Employers, Partners, service users and learners	Greater Lincolnshire LEP	Delivery role	Summer 2022
Informing our young people and adults about the careers available on their doorstep	ESAP to continue the expansion of the Enterprise Adviser Network to include all secondary mainstream and SEND schools and Colleges across Greater Lincolnshire.	School aged and young people in FE and training	Employers School & Colleges CEIAG Partners	Delivery role	August 2022

Priority	Actions	Target group	Organisations involved in delivery	ESAP responsibility	Timescales
so that more are inspired to stay local	Following a successful proposal in summer 2021, establish the Greater Lincolnshire Careers Hub and demonstrate school improvements against the eight Gatsby Benchmarks that will ensure better outcomes for young people	School aged and young people in FE and training	Funding Partners; Employers Schools & Colleges CEIAG Partners	Delivery role	August 2022
	Improve information held about local jobs and careers so that young people and adults can access it and feel informed	School aged, young people and adults	Greater Lincolnshire LEP	Delivery role	August 2022
Maximising the impact of national employment and skills initiatives across Greater Lincolnshire	ESAP to feed local intelligence to Government around what's working and not working on existing and new skills and labour market support programmes. E.g., Restart, Skills Bootcamps, Apprenticeships.	DfE SAP team	Greater Lincolnshire LEP	Influencing Role	Ongoing
	ESAP to manage delivery of the skills capital schemes approved through the LEP's Greater Lincolnshire Skills Capital programme and Getting Building Fund	Employers in Greater Lincolnshire's priority sectors	Local colleges & Universities	Delivery role	March 2022 (Spend)

Priority	Actions	Target group	Organisations involved in delivery	ESAP responsibility	Timescales
	ESAP to monitor & influence delivery of national employment & skills programme including ESF programmes that they commissioned through Co-financing partners ESFA and Big Lottery	Workforce, unemployed, NEET & furthest from the labour market	ESF delivery partners; training organisations; community based & third sector	Initially Delivery Role, now Monitoring & Influencing Role	March 2023 (ESF)
Supporting important sectors to fill vacancies and to maximise the future opportunities for local people	<p>ESAP to support sector boards to develop skills priority statements that maximise future opportunities for local people and focus on upskilling and retraining workers.</p> <p>Key sector boards include:</p> <ul style="list-style-type: none"> • Agri-food • Manufacturing & Engineering • Offshore Wind & Decarbonisation • Ports & Logistics • Visitor Economy • Defence • Health & Care 	Employers and businesses in key sectors	Sector Boards	Coordinating role	August 22

Priority	Actions	Target group	Organisations involved in delivery	ESAP responsibility	Timescales
Upskilling and retraining people for jobs of the future including apprenticeships	ESAP to raise awareness locally and nationally of the priorities from the recently published Apprenticeship Strategy and take forward recommended actions.	Employers and apprenticeship providers and people	Training sector; community & third sector organisations; Local partners, employers and apprenticeship levy payers	Influencing and Delivery role	2022 - 2023
Growing digital skills at all levels so that residents can reach their potential in the local labour market and participate in a flourishing and inclusive economy	ESAP to follow up the recommendations of the Digital Skills Workshop - e.g., finding new ways to bring learning to people and target intergenerational groups; and work with the LEP's Digital Lead to create a Digital Skills Strategy.	All residents, Users and learners	Greater Lincolnshire LEP	Delivery then influencing role	August 2022
Supporting businesses to prioritise workforce development and succession planning	ESAP to seek funding for a HR, recruitment, Retention, and Workforce Planning Scheme that increase the number of employers accessing employment and training initiatives, offering work placements and increase the productivity of SMEs	Employers	Local employers and businesses	Influencing or Delivery role	Ongoing

6 Assessment of Progress

Taking a local leadership role

- 6.1 The Greater Lincolnshire ESAP, having been borne out of the Greater Lincolnshire Employment and Skills Board (ESB), has a ten-year history of bringing together employers with representatives of further education colleges, local training providers and universities to influence the predominantly nationally funded post-16, young people and adult skills and training system. Its core ambitions are:
- For residents to reach their potential in the local labour market and be able to participate in a flourishing, inclusive economy that will be increasingly digital.
 - To reach and meet the needs of employers and residents across Greater Lincolnshire.
- 6.2 The 2015 Greater Lincolnshire Skills Strategy agreed priorities around boosting apprenticeships, tackling vacancies, delivering tailored support to coastal and rural communities, and supporting key sectors: visitor economy, health and care, agrifood, manufacturing and engineering, ports and logistics, and decarbonisation and offshore wind. Additionally, in 2018 the ESAP developed an Action Plan²⁸ to build on these objectives, which was updated in 2019 to show progress.
- 6.3 The ESAP provides the local ‘knowledge link’ and employer voice, to influence nationally designed schemes, and ensure that national learning and skills investment and funding is effectively delivered within Greater Lincolnshire.
- 6.4 Since the start of the Covid-19 pandemic, the ESAP has been monitoring unemployment data, speaking with local employers and staying up to date on education and skills provision changes. The working practices of the ESAP have also changed with the board now meeting monthly to be able to respond quickly to relevant guidance.
- 6.5 Skill officers have been working with sector groups of the LEP representing private industry, local partners such as the Chamber of Commerce, the Federation of Small Business and the Institute of Directors, in addition to Local Authorities, HE and FE Partners, Training Providers and Schools.

Enhancing local knowledge

- 6.6 Over time the Employment and Skills Advisory Panel has amassed a wealth of knowledge about the local labour market and the publicly funded skills system. This includes the barriers preventing people and employers from achieving more, and the unintended consequences of nationally designed, procured and managed training and support schemes that can widen the gap between those with the greatest and fewest barriers rather than reduce them.
- 6.7 The ESAP’s work with local employers across a range of different sectors over a number of years has developed a clear understanding of labour market challenges.
- 6.8 These challenges include (as outlined in the 2015 Skills Strategy):
- **Hard to fill vacancies**, which tend to be technical and/or experienced skilled labour, e.g., chef, welder, driver, food technologist. This includes teachers and college lecturers.

²⁸ Greater Lincolnshire ESAP, [Employment & Skills Board Action Plan](#), 2018 (updated September 2019)

- **Supervisory & management skills** tend to be difficult to find and grow from within, particularly in the manufacturing and engineering sector
- The **perception of sectors and opportunities** within them make for a reluctant and transient labour market. This includes a lack of awareness of technological advancements changing the type of occupations available in sectors, incorrect assumptions that frontline roles can be carried out by anyone, and misperceptions about working in an SME.
- **Business skills of owners.** Owner managers lacking the skills to run the business, for example recruitment, HR knowledge, knowledge of training and development, procurement, bidding.
- **Work Readiness.** A percentage of young people and adults lack a willingness to learn and basic employability skills (transferable skills that make them employable such as communication skills)

The pandemic has exacerbated all of the skills challenges that previously existed and have been well documented in the past.

- 6.9 The local evidence base produced for the 2017 Area Review²⁹ and the later 2019-20 SAP Analysis³⁰ are sources of rich local intelligence which this report and a skills strategy refresh in Autumn 2021 will build on this further. The recent request and support from the Department for Education to produce a detailed local labour market and skills assessment is welcomed as it enables the ESAP to build on that local picture.
- 6.10 The indicators used in Annex A, which are determined by the Department for Education, go some way to highlighting challenges, but the ESAP develops deeper dives into local areas given the disparity between places.
- 6.11 Before the pandemic began, we secured funding from the Coastal Communities Fund to deliver skills activity in the coastal parts of Greater Lincolnshire. Working with Lincolnshire County Council we have commissioned research that is being carried out by the National Coastal Tourism Academy to find out more about the seasonal impact on the skills needs of employer and residents in this geography. Research will be published on the LEP website by the end of March 2022.

Impact on local skills provision and European Social Fund

- 6.12 The evidence and local intelligence outlined above was used to commission and tailor the European Social Fund (ESF) programmes with co-financing partners Education and Skills Funding Agency and National Lottery. They include:

Industry Educator and Knowledge Exchange Programme

- 6.13 This programme was designed to promote knowledge exchange between leaders in industry and the education and training sector. The programme has trained 266 leaders and specialists from industry to teach master classes to local students by working collaboratively with local colleges and providers and enhancing curriculum. The programme arranged 74 industry visits for curriculum leads and staff visits to local industry. Funding ended in 2019.

Specialist Skills Advisor Programme

- 6.14 With an unusually high number of micro-sized business accounting for employment in Greater Lincolnshire, this programme was designed using local intelligence to help local SMEs consider the

²⁹ [Greater Lincolnshire FE area review report](#), Department for Education, 2017

³⁰ [Greater Lincolnshire ESAP, Pre-Covid Employment and Skills Analysis](#), 2020.

growth and development of their workforce. It was particularly aimed at owners of small business without recruitment, induction or retention expertise, who find it difficult to navigate the jargon around the education and training system. A report was produced summarising the challenges facing the 489 business who contacted the programme³¹. Funding ended in 2019.

Aspiration and Inspiration: A Programme of Information, Advice and Guidance Programme for Young People Not in Employment, Education or Training (NEET)

6.15 This scheme, subsequently called Career Net, was designed to provide out-of-work young people with a programme of inspiration and aspiration, by offering employer-led motivational events or talks about Greater Lincolnshire and its important and growing sectors. Adding value to other careers provision, this aimed to prevent the merry-go-round of movement of young people from programme-to-programme and tracked their progression. The results of the programme are documented in the full report³².

6.16 Funding for the original NEET scheme commissioned by the GLLEP ended in 2019. However, the national co-financing model has enabled a series of new NEET schemes, and the Career Net initiative was able to bid and secure a new contract and is still actively delivering support.

6.17 Active European Social Fund (ESF) programmes are:

- Skills Support to People in the Workforce and At Risk of Redundancy
- Skills Support to People who are Unemployed
- CareerNet: Support for Individuals who are NEET or at risk of NEET
- Greater Lincolnshire LEP ESF Employment and Skills Grant Programme
- Building Better Opportunities Programme (Moving on, Volunteering MOVE, and Steps Forward).

Further details are available on the Greater Lincolnshire LEP website³³.

6.18 The ESAP is currently delivering a number of important programmes designed to meet evidence-based local need:

- The **Enterprise Adviser Network**, which aims to bridge the gap between business and education by matching schools with a senior volunteer (Enterprise Advisor) from business.
- The **Skills Capital Programme**, funded through the LEP's Single Local Growth Fund and using an allocation from the Getting Building Fund, supports capital projects that will enable delivery of additional or more relevant training that meets the needs of employers within Greater Lincolnshire's priority sectors.

Covid-19 recovery and renewal plans

6.19 In the initial wake of the pandemic, the ESAP played a key role in bringing together representatives from different organisations. In addition to this, the following actions that were not part of the original skills action plan have taken place:

³¹ Greater Lincolnshire ESAP, [Sector Skills Report EDF Advisor Programme](#), July 2019

³² Greater Lincolnshire ESAP, [What Works; Encouraging aspiration, employment and career progression](#), 2018

³³ Greater Lincolnshire LEP, [ESF Programmes 2021](#)

- **Production of the Plan for growth** the SAP Analysis was the basis for the priorities in the people section.
- **Online Jobs and Careers Fair:** Working with DWP to re-create the local physical jobs fairs the GLLEP continues to host a series of online jobs and careers fairs to bring people and business together in one place so that job and training opportunities can be shared.
- **Redundancy Response Group and Kickstart Monitoring Group:** Members of the ESAP and other organisations (e.g., DWP, DfE, FSB, Chamber, University, Colleges, county, unitary and district councils) came together to understand where challenges are and to unlock barriers.
- **Restart:** As a nationally commissioned and managed scheme the ESAP plays an important role in communicating Greater Lincolnshire's unique labour market issues and is meeting with delivery partners on a regular basis joining partners up at local level.
- **Labour Market Statement:** a new monthly publication will be available on the LEP website from next month

Implementing our skills action plan

- 6.20 The skills actions plan in Chapter 5 is largely a forward-looking plan with some elements that are already underway and others that are still to be implemented.
- 6.21 For example, the ESAP will need to identify a body from which to seek funding for a HR and Workforce Planning Scheme to meet a priority around workforce development and succession planning. This is an important action that also constitutes one of the People objectives from the Plan for Growth and is one that any partner could take forward.
- 6.22 Additionally, the ESAP will clarify its thinking around 'unpacking digital skills' so that it can be more specific about the training that needs to take place and for who. This is an action that will have wide reaching impacts for residents, employers, and skills providers across Greater Lincolnshire and therefore requires significant attention. Work is underway jointly with the Hull and East Yorkshire LEP to commission a joint digital skills strategy, building on the Digital Skills Workshop developed by the Design Council pre-covid, and working with the Greater Lincolnshire LEP Digital lead and the Growth Hub to create a strategy that works for people and businesses.

7 Case Studies

Skills Capital Programme

- 7.1 The Skills Capital Programme, funded through Greater Lincolnshire LEP's Local Growth Fund and the Getting Building Fund, was designed to ensure that local vocational training facilities are developed to meet the needs of changing and modernised local sectors, as set out in SAP reports.
- 7.2 A highlight investment of the programme is the £4.3m **Engineering Manufacturing and Technology Centre (EMAT)** at Boston College, which opened in March 2020 and received £2.8m of LEP funding to help young people unlock their potential with access to quality education and a hands-on approach to learning.



7.3 Two years on, the EMAT centre is thriving. It is home to 90 engineering students and apprentices across Level 2 to Level 5 courses as well as 33 motorsport engineering students, and since July 2021 the centre has directly engaged with 25 businesses, opening potential for careers in our rural areas.

- 7.4 Facilities include two engineering workshops providing space for traditional and modern design, maintenance and manufacturing techniques, a CAD suite, three classrooms and a break-out space.
- 7.5 Combining the use of high-spec equipment with the leadership of professional, dedicated tutors has allowed the College to provide 14 new training courses, create 175 apprenticeships and support 875 learners within priority sectors.



Pictures courtesy of Boston College

- 7.6 By engaging with local and national employers such as Make UK, LIVES, Siemens Energy, Triton Knoll, Royal Corps of Signals and ABB Robotics, students have been able to apply their theoretical skills to real-life industry challenges through interactive workshops, giving them a flavour of careers in their chosen fields.
- 7.7 In line with local labour market analysis the LEP's Skills Capital Programme has also invested in:
- **Lincoln Digital and Professional Skills Centre (Lincoln College)**, LEP Investment £2.3m
A refurbishment offering new sector-based facilities including laser cutting, CAD, advanced simulation software and an emergency care simulation classroom. Courses being offered include CACHE Technical L3 Certificate in Health and Social Care, Leader in Adult Care L5, Apprenticeships in Digital Marketing, Cyber Security and L4 Engineering Manufacturing. Completed September 2021.
 - **Digital Skills Centre (Stamford College)**, LEP Investment £473k
A refurbishment to provide an open and innovative learning space for digital skills, equipped with the latest smart technology including cyber security, data modelling programming and virtual simulation software. It will offer CISCO, Microsoft and digital apprenticeship courses to meet the needs of local and regional employers. Completed 2019.
 - **North Lincolnshire Higher Level Technical, Business Skills and Innovation Hub (DN Colleges Group, Scunthorpe)**, LEP Investment £2.3m
A refurbishment that provides a technical business skills and innovation hub that will target businesses, deliver education and training along with an incubator and innovation space for new and growing businesses. Focus is higher education and skills including degree apprenticeships, MBA Leadership up to L7, with short courses also offered in business and leadership. Completed 2021.
 - **Lincolnshire Institute of Technology (University of Lincoln, Holbeach)**, LEP Investment £1.12m
Part of the Lincolnshire IOT and the South Lincolnshire Food Enterprise Zone, this new build will provide specialist digital teaching space equipped with the latest technologies. Offering L3 to L7 courses including MSc in Strategic Leadership for the Food & Drink Industry and Advanced Food Engineer. It aims to advance digital skills in Greater Lincolnshire's Food Manufacturing sector. Completed January 2022
 - **Grantham Energy Centre (Grantham College)**, LEP Investment £1.6m
A refurbishment of an existing facility to an Engineering and Construction Energy Centre providing up to date industry equipment to deliver teaching in renewable energies, including solar, wind and air source heating, simulation construction, environmental technologies, SMART grid balancing and sustainable energies studies. Expected completion Spring 2022
 - **Elite (Grimsby Institute)**, LEP Investment £1.41m
A new training centre that will offer specialist laboratory and cutting-edge training equipment for skills and education provision for electric vehicles, wind turbine and marine simulator and additional specialisms to support low carbon/green energy development. Expected completion Summer 2022
 - **Horncastle Skills Hub (Boston College)**, LEP Investment £1.23m
A new training facility in the centre of Horncastle as part of a new Public Sector Hub, to focus on addressing the decline in post 16 and adult education participation in this market town and

surrounding area. Training offered will include digital and business skills as well as specialist courses that meet the needs of local employers. Expected completion Summer 2022

- **Construction Expansion (Stamford College)**, LEP Investment £2.13m
Extension to address the increased local demand for skills in construction and engineering and growth in student applications. Courses on offer will include traditional trade training as well as new courses including heritage stonemasonry, BIM, digital engineering technician apprenticeship and sustainable construction. Expected completion Summer 2022
- **Care Core (Boston College)**, £412k
An innovative, multi-functional training centre for the care sector focused on improving digital skills at all levels to support the introduction of additional technology within caring roles. Working with the National Centre for Rural Health, the Centre will prioritise a holistic approach to the provision of health and social care, prompting the introduction of assistive technology to support more people living at home for longer, reflecting the shift from centralised to individualised care in the home and community. Expected completion February 2022

Lincolnshire's Institute of Technology

- 7.8 The Lincolnshire Institute of Technology is a unique collaboration between the University of Lincoln, local employers and Further Education providers across Greater Lincolnshire.
- 7.9 Created through a Government led competition, the Lincolnshire IoT has received £13 million of capital investment to enhance facilities to meet the higher-level scientific and technical skills needs of Lincolnshire's key sectors of which the Agricultural and Food sector is clearly a priority. This partnership and multi-location approach was encouraged and endorsed by the Employment and Skills Advisory Panel as it allows many more residents to be in reach of facilities than if there had been just one focal point.
- 7.10 Major businesses at the helm of the Lincolnshire IoT include, Bakkavor, OAL and Siemens. It will specialise in meeting the higher technical skills needs of the Agri-tech, Food Manufacturing, Energy, Digital and Engineering sectors to provide career pathways to the following Standard Occupational Classifications (Sub-Major Groups):
- Science, Engineering & Technology Associate Professional
 - Skilled Agriculture and related trades
 - Science, Engineering & Technology Associate Professional
 - Skilled Metal, Electrical & Electronic Trades

Industry Educator Programme

- 7.11 The Industry Educator Programme took place from 2017 - 2019. This innovative initiative was designed and commissioned by Greater Lincolnshire LEP through the European Social Fund co-financing partnership with the Education and Skills Funding Agency in direct response to local intelligence from both the further education sector and local business. Its aim was to increase knowledge exchange between further education and local business, and to increase the number of

people from business available to teach. The programme was delivered locally by specialist teacher trainers at Bishop Grosseteste University.

- 7.12 Experts from a range of industries were involved and from right across Greater Lincolnshire, including from the construction, the health and care sector, the visitor economy, engineering and manufacturing and the food sector. Participants attended a four-day training session which culminated in a practical micro-teach. Successful trainees achieved a Level 3 Award in Education and Training. The programme trained 266 leaders and specialists from local industry most of whom went on to deliver lectures or master classes to local college and provider students. Some worked collaboratively with local colleges and providers to enhance curriculum, some found they were able to use what they had learnt within their own workplace, not just for internal training but because it increased their effectiveness at getting messages across to others.
- 7.13 The programme was also designed to enable curriculum leads and other staff to undertake industry onsite visits. 74 industry visits took place to sites including to Grantham Engineering, Siemens and Micronclean, and visiting staff agreed they could better relate theoretical concepts and workshop-based practices to real life situations as a result.
- 7.14 Not only has the project created a legacy bank of employers who are willing to support colleges and providers into the future, industry visits have since been integrated into the local teacher training curriculum.



Courtesy of Bishop Grosseteste University

Community Grants for Employment and Skills

- 7.15 Greater Lincolnshire LEP's Employment and Skills ESF Grant Programme, delivered by Bishop Grosseteste University in Lincoln, was awarded almost £1m in January 2020. Open to bids from third sector and small organisations, grants were awarded up to the value of £20k, to enable them to deliver support to individuals who are unemployed or who are not ready to join the labour market because they face multiple disadvantages or barriers to work.
- 7.16 Led by the SAP Manager, a panel of local people representing different locations, organisations and local authorities including DWP, have been collaborating to ensure that despite the challenges faced by Covid:19, over 48 projects that are unique or in rural locations and would not have been funded through national employment and skills schemes, have received grant awards.
- 7.17 To date the programme is one of the best performing in the country, in part due to good collaboration and knowledge of the local area, local barriers and the local labour market.

To overcome his lack of confidence, his depression and anxiety Dylan was supported by one of the programme's unique projects offering equine work-experience and training towards recognised British Horse Society qualifications. Support from Inspired Equine Assisted Learning, based at Fosdyke, just outside Boston, has enabled Dylan to successfully apply to study Animal Care at Boston College. As well as significantly improving his mental health, wellbeing and confidence, Dylan is on his way to a career working with animals.

Grace struggled to find employment after being made redundant during the pandemic. She required some further training to enable her to find new employment however the cost of travel to suitable provision was a real barrier. One of the projects, run by Hill Holt Wood based at Norton Disney, between Lincoln and Newark, offered free transport and the relevant eco build skills that Grace needed for her job as a stone mason. The support has enabled Grace to secure work in the Archdiocese of Durham and move out of her parents' house and into her own home.

Greater Lincolnshire Careers Hub

- 7.18 Our work with schools continues to help school understand the needs of local businesses and the local economy.
- 7.19 The role of the Careers Hub and Enterprise Adviser Network (EAN) is to bridge the gap between business and education by matching schools with a senior volunteer (Enterprise Adviser) from business.
- 7.20 During the initial lockdown (March 2020) one school and their Enterprise Adviser designed a programme to support 6th form students, creating a video support series to enhance the learning experience of the students to go alongside a taught curriculum for year 13 students. Subjects such

as Lincolnshire's economy, completing application forms, producing personal statements, interview preparation, personal branding and what it means to be self-employed were covered, and stimulated discussions.

- 7.21 Then, July 2021, and making use of the new online platform, the team held its first Online Careers Fairs, a closed event for local young people. The event reached over 700 young people in 4 hours and connected 40 businesses and education providers to 23 schools and colleges in Greater Lincolnshire. Teachers and students used the platform to send instant chat messages directly to employers and set up video calls in the classroom.
- 7.22 We expect to roll-out this initiative in futures months.

Covid:19 Support Bespoke Online Jobs Fair

- 7.23 From June-October 2020 the LEP team investigated several online solutions after Directors agreed to put some funds into the Jobs Fair programme.
- 7.24 Existing national and international solutions were either prohibitively expensive, or not available due to excessive demand, and a bespoke solution was developed with local supplier, TRS. The Online Jobs Fair was held every month from November 2020 to October 2021.
- 7.25 The programme was free of charge to both employers and visitors. Employers were able to create their own account and manage their "virtual stand", advertising their job vacancies and information about their organisation to the public. Employers and visitors could chat via instant message or video call. Visitors could send CVs to employers and arrange follow-up interviews.
- 7.26 Backed by local MPs, the programme successfully offered a virtual solution to traditional Jobs Fairs. It supported local employers to advertise jobs, and local people to find jobs during unprecedented circumstances.

On average, each Jobs Fair attracted 62 different employers from a variety of sectors, with a 65% return rate for exhibitors. Over 10,000 unique individuals accessed the website from November 2020 to October 2021 generating c.83,000 page views across the whole website. A long-term impact of the Online Jobs Fair was the creation of over 60 videos, which the LEP team now use on a regular basis to highlight job and careers opportunities in Greater Lincolnshire. The video resource centre on the website has been accessed over 6,000 times by unique visitors.

8 Looking Forward

- 8.1 The Employment and Skills Advisory Panel will take forward Greater Lincolnshire's strategic labour market priorities through 2022, and this report has set out how our multipronged action plan will deliver. There continues to be unexpected labour market changes in response to Covid:19 and it is not clear how many of these will be long term impacts. We will highlight and share local employment and skills research as it is published from partners.
- 8.2 We will publish a monthly Labour Market Statement to help partners understand the changing picture and we are developing a new Employment and Skills Dashboard expected to be completed later this year. Initial Census data, due to be published summer 2022 and the once-in-a-decade opportunity to understand some of the finer detail of qualification levels occupations of local geographies will be incorporated.
- 8.3 We need to understand and plan to address long-term challenges and future opportunities for our labour market, coordinate and deliver employability and skills support for those affected by Covid-19 and furthest from the labour market and plan for designing future programmes of investment. This document therefore provides the ESAP and local partners an interim statement on current challenges, longer term forecasts, and immediate actions we are leading and coordinating. We will continue to highlight the work of partners to highlight their own local research on employnet and skills to that we
- 8.4 We will build on our experience and current programmes including our skills capital programme and ESF provision, to agree strategy with our local and national partners, that addresses long-term local trends and Covid-19 impacts on the labour market and skills provision. The ESAP will perform a number of roles across our local priorities and delivering on the action plan:
- strategic in supporting our local authorities in future funding bids, sectors on sectoral skills plans including game changing work such as the Freeport; and employers on apprenticeships, digital skills and green skills. An Apprenticeship Strategy has been published, [Apprenticeships | Greater Lincolnshire LEP](#), a Digital Skills Strategy will be commissioned shortly, and a deep dive into the detail of what is required from the 'Green Skills' agenda is planned for later in the year.
 - influencing in dialogue with Government colleagues on how national support schemes are working or can be improved for Greater Lincolnshire, the design of new Government funding programmes, and continuing to provide local labour market intelligence into DfE
 - coordinating and delivery in ESF programme to 2023, Skills Capital Programme, new Careers Hub and Skills Bootcamps, and providing expertise in the roll-out of UK Shared Prosperity Fund
- 8.5 Our local skills and labour market needs and growth opportunities drive our priorities and we will continue to review actions and progress.
- 8.6 Our priorities are not just the priorities of the ESAP, they are priorities for Greater Lincolnshire. This means all labour market and skills partners - providers of education and training at all levels, our community organisations, local authorities, sector networks, employers - have a role in making progress on our shared priorities. We all have a role in inspiring our workforce and young people to pursue careers here, accelerate basic and advanced digital access and skills, build the skilled workforce behind our key growth sectors, upskill our small businesses and entrepreneurs, and ensure current and future Government support is delivered in Greater Lincolnshire for the maximum benefit of our people.

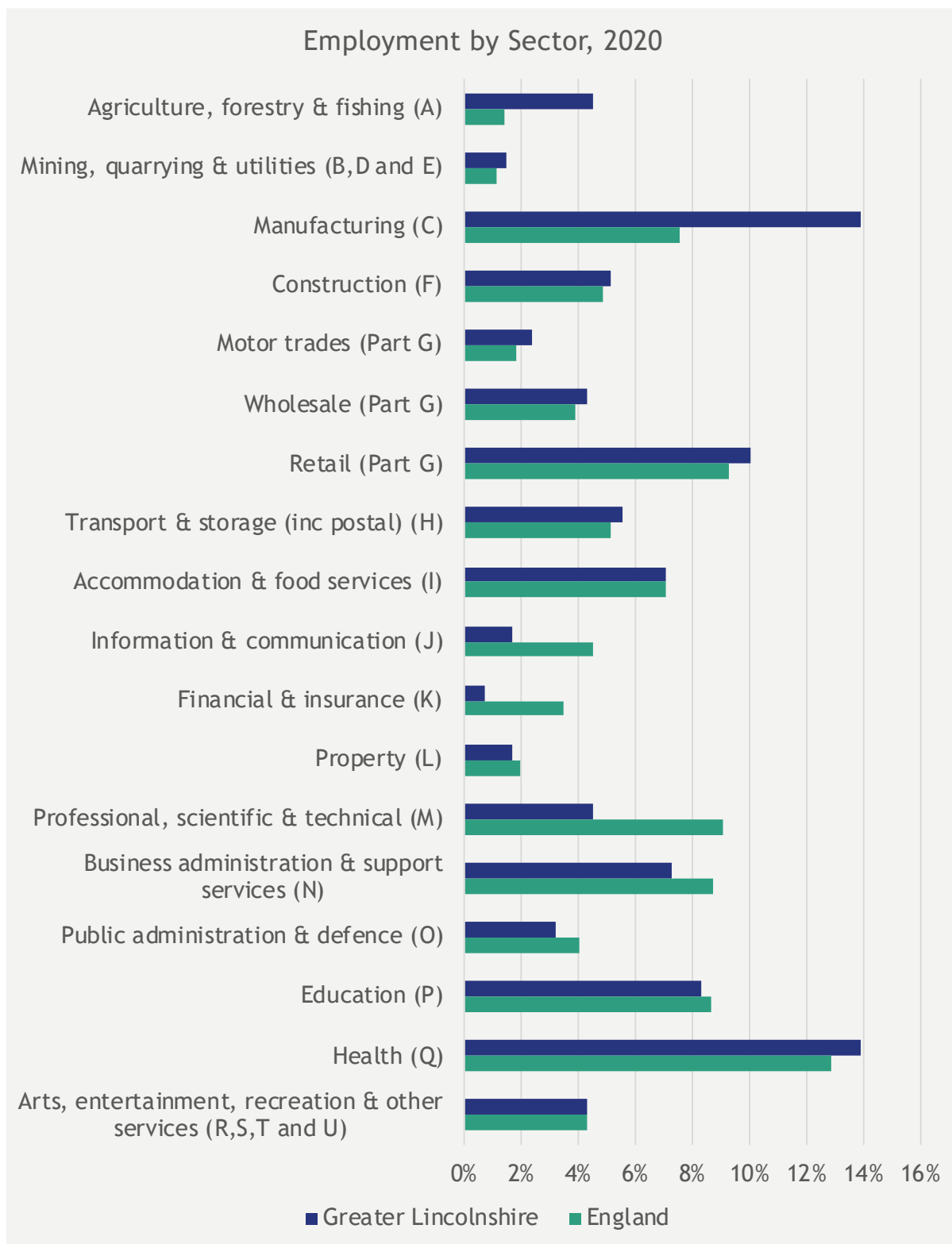
Annex A: Core Indicators

Local Landscape

Summary

- 45% of Greater Lincolnshire employees work in businesses with less than 50 employees compared to 32% nationally.
- Resident employment locally is more concentrated in occupations such as ‘Skilled Trades’, ‘Machine Operatives’, and ‘Caring and Leisure’, with the share of residents in ‘Professional’ and ‘Associate Professional and Technical’ occupations being lower than the national share.
- Greater Lincolnshire’s economic value (Gross Value Added - GVA) per head, and levels of productivity (GVA per job, and GVA per hour worked) are all lower than the national average.
- There are significant geographical differences; for example, manufacturing in North and North East Lincolnshire accounts for 29,000 jobs, around 45% of all jobs in the sector in Greater Lincolnshire, whilst in terms of occupations South Kesteven and North Kesteven have significantly more associate professional and technical occupations than anywhere else in Greater Lincolnshire.
- Greater Lincolnshire is a large area and what is important in one area, might not be in another. Considering challenges at a Greater Lincolnshire level will have the effect of hiding the large differences that exist in performance and conditions at smaller geographical levels.
- Greater Lincolnshire has a population density of just 155 people per sq.km compared to 434 nationally (below that of Cornwall’s 162 people per sq.km). To further illustrate this point, East Lindsey district, just one of the areas in Greater Lincolnshire, is the same size as Greater London.
- Although the population overall is set to grow by just over 7% between 2020 and 2040, the working age population is set to decrease from 674,000 to 671,000, meaning there will be 3,000 fewer people available within the local labour market.
- This level of sparsity means some areas are poorly connected by road and public transport infrastructure. It also means that reaching the critical mass required for service delivery can be difficult for local businesses and the training sector.
- This level of sparsity means that there is a greater financial risk for the training sector to develop something new where numbers might not be guaranteed. Additionally, national employment support and skills programmes that are paid according to volume-based outcomes generally focus on densely populated areas. Online training delivery provides part of a solution but does not (yet) deliver practical vocation training such as construction, engineering, professional cookery, hairdressing etc.

Employment by Sector



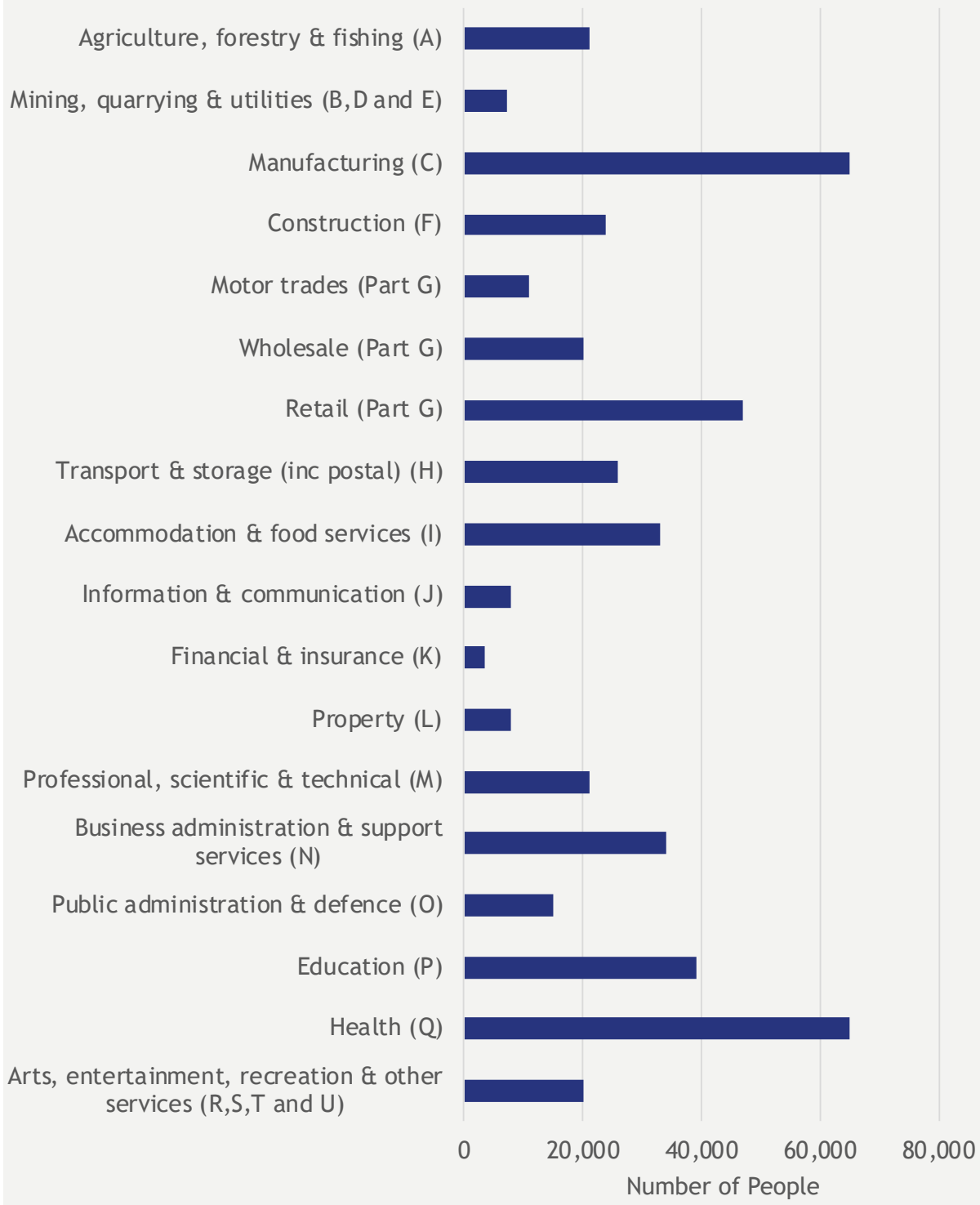
Source: Business Register and Employment Survey 2020, Office for National Statistics

- In Greater Lincolnshire the sectors of manufacturing and health are the largest employers, both with 14% of total jobs in these sectors. Retail accounts for 10% of total jobs in the area.
- The manufacturing sector has particularly high levels of employment in the manufacture of food and beverages, wood and petroleum and metals manufacturing.
- Primary industries such as agriculture, energy and water accounts for around 5% of employment in total with agriculture alone employing 4% of the workforce.
- There is a high variation across the Greater Lincolnshire area in terms of concentration of sectors. For example, East Lindsey has particularly high proportions of the workforce employed in accommodation and food services, whereas there are clusters of employment in food manufacture in South Holland and Boston, with manufacturing, particularly relating to metals and petrochemicals, strong in North and North East Lincolnshire.
- Whilst the volumes of employment are high in sectors like retail and health, these sectors have similarly high employment levels across all areas nationally. In Greater Lincolnshire, manufacturing however has some specific sector specialisms in:
 - Coke and refined petroleum products (8.2 times the UK average)
 - Food and beverage manufacturing (4.5 times the UK average)
 - Manufacture of basic metals (3.9) paper and paper products (2.8), furniture (2.8), machinery and equipment (2.0), rubber and plastic products (2.0), wood products (1.7), and chemicals (1.6) .
- **This broadly aligns** with Greater Lincolnshires local priority sectors as identified through the Local Industrial Strategy and Local Industrial Strategy Evidence Base.³⁴ The strategic priority sectors in Greater Lincolnshire are:
 - Food
 - Energy
 - Health and Care
 - Visitor Economy
 - Defence
 - Advanced Manufacturing
 - Ports and Logistics

³⁴ GLLEP Local Industrial Strategy Evidence Base

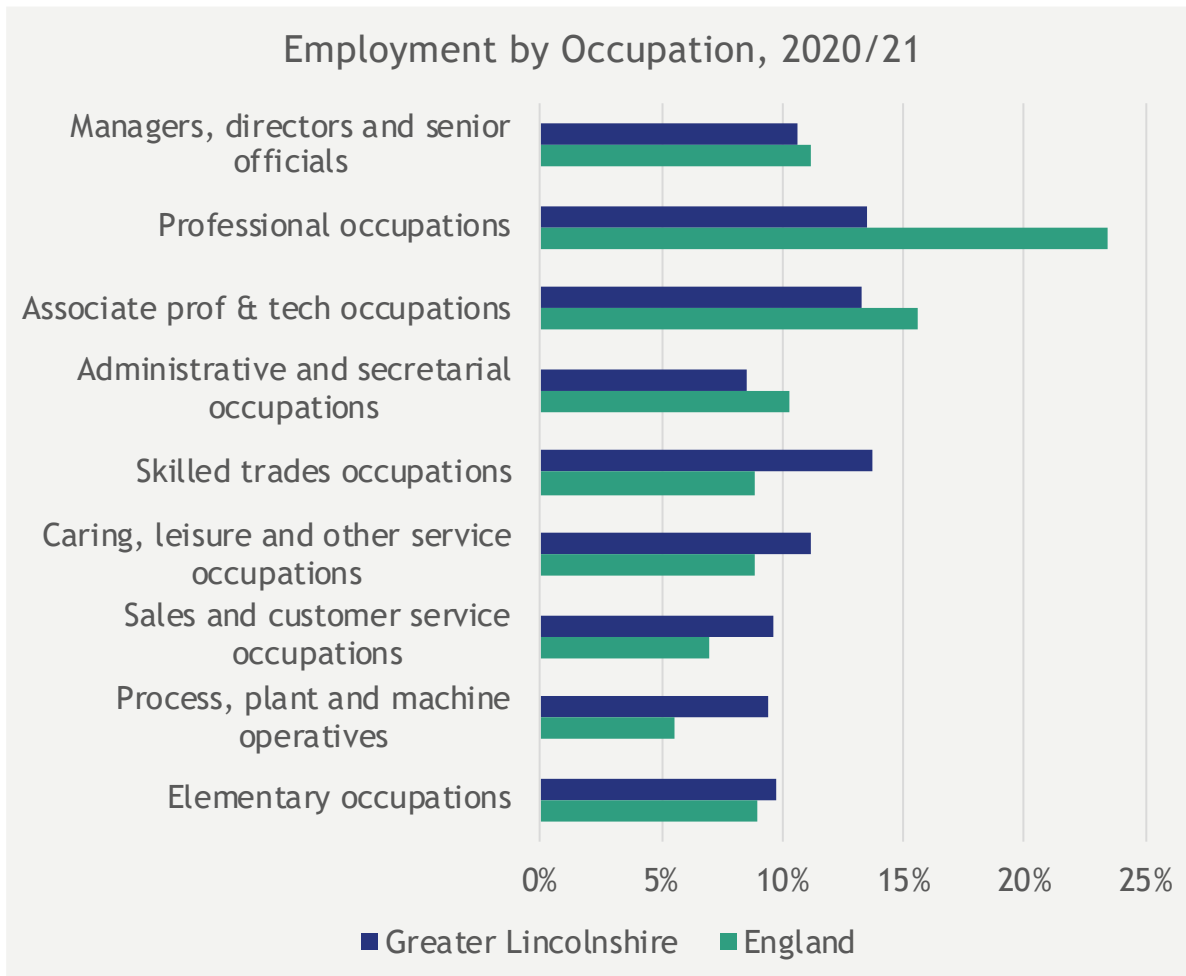
https://www.greaterlincolnshirelep.co.uk/assets/documents/Greater_Lincolnshire_LEP_Local_Industrial_Strategy_Evidence_Base_%28November_2019%29.pdf

Employment by Sector, 2020 - Greater Lincolnshire



Source: Business Register and Employment Survey 2020, Office for National Statistics

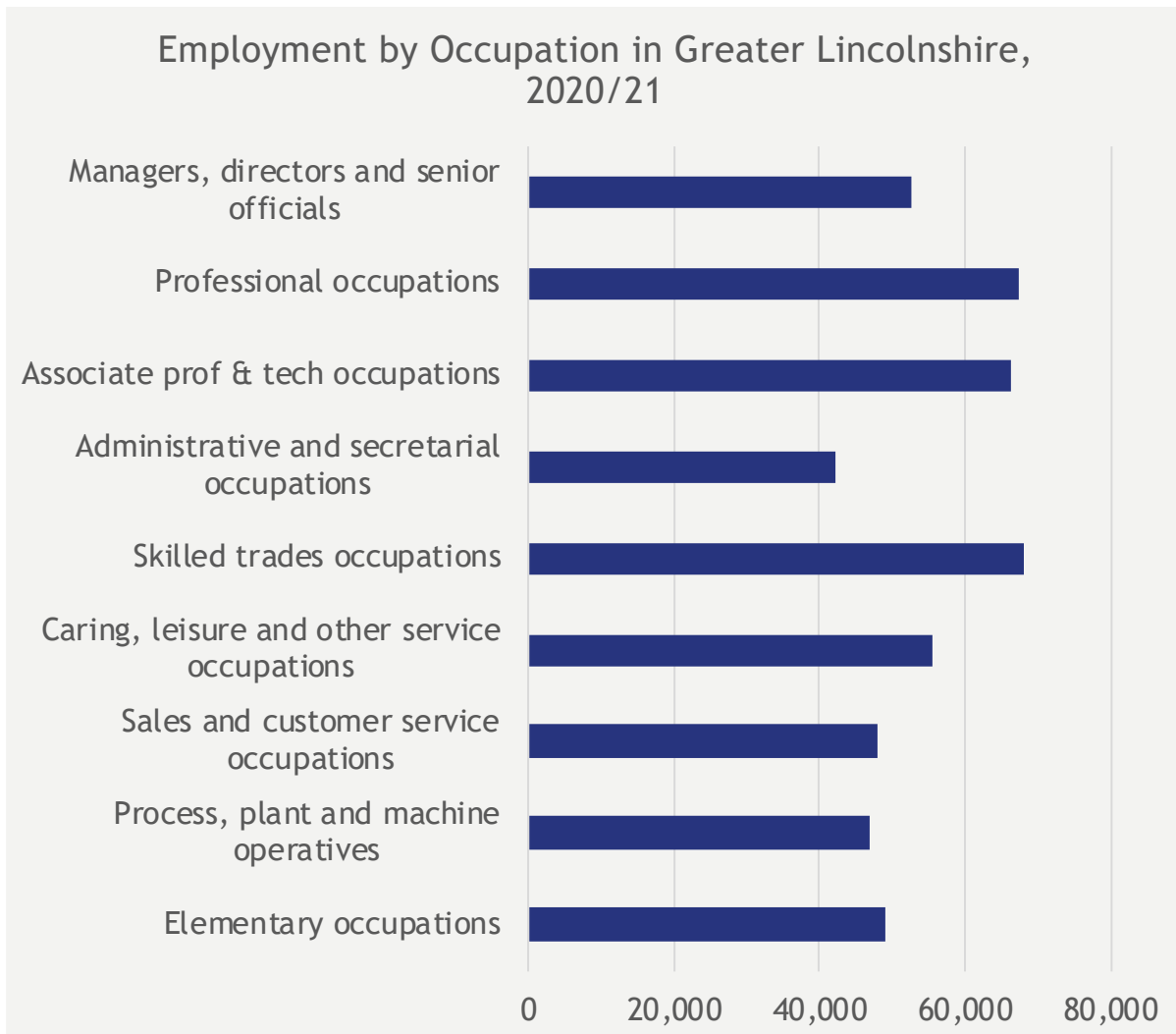
Employment by Occupation



Source: Annual Population Survey 2020, Office for National Statistics

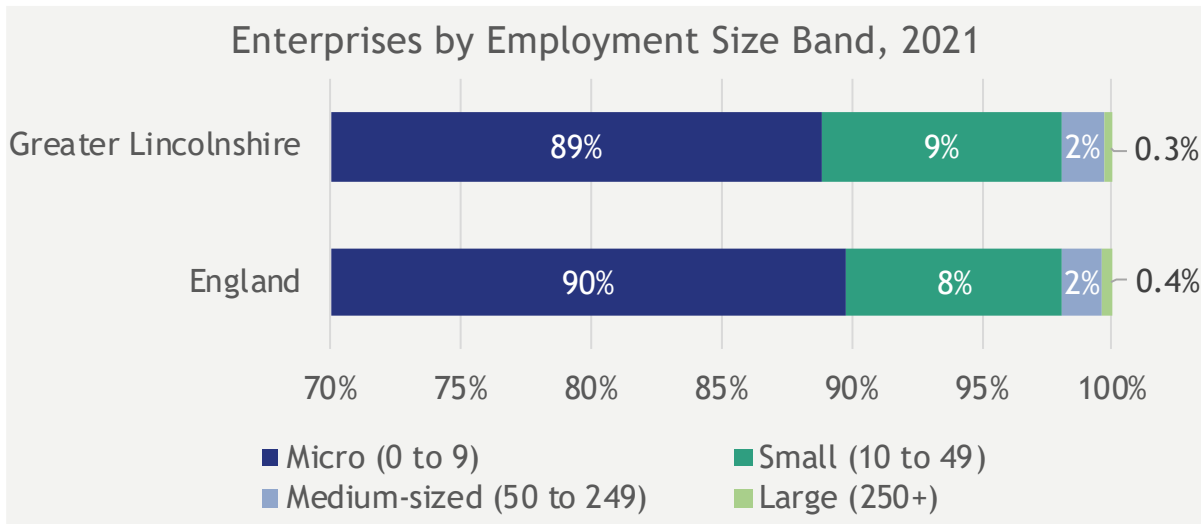
- In Greater Lincolnshire there is a relatively even spread of occupations when compared nationally.
- The main occupations are those in professional, associate professional and tech, and skilled trade occupations.
- Resident employment locally is more concentrated in occupations such as ‘Skilled Trades’, ‘Machine Operatives’, and ‘Caring and Leisure’, with the share of residents in ‘Professional’ and ‘Associate Professional and Technical’ occupations being lower than the national share.
- We also note here that whilst levels of employment in ‘Associate Professional and Technical occupations’ in Greater Lincolnshire has increased over time (certainly over the last five years) the same cannot be said of ‘Professional’ occupations which appear to have declined in number, and in direct contrast to change at the national level.
- Resident employment by occupation varies by location. For example, employment in associate professional and technical occupations is particularly high in South Kesteven (22% of all jobs) and North Kesteven (20% of all jobs).

- Similarly, Boston has particularly high concentrations of process, plant and machine operatives with 28% of resident occupations in this category. This links back to the nature of the economy and sectors in Greater Lincolnshire, with a significant manufacturing base, including food production, advanced manufacturing as opposed to a service driven economy.
- As such, many of these occupations are dependent on employees being on site despite the transition in technology that is being driven by covid. However, businesses in these sectors are increasingly looking to automate labour intensive parts of the businesses to help mitigate against challenges posed by access to labour through either a pandemic or indeed EU Exit.



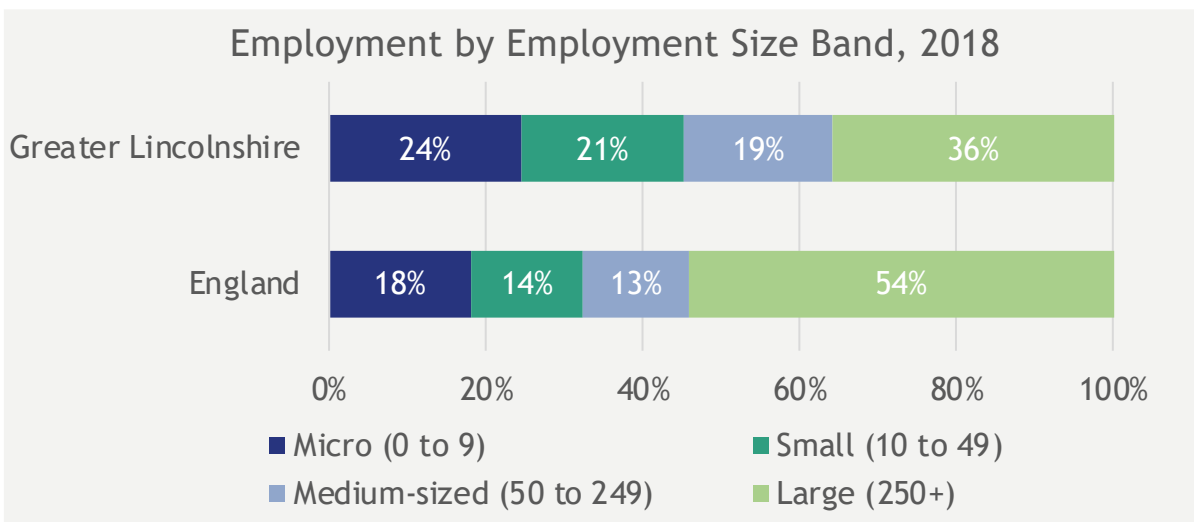
Source: Annual Population Survey 2020, Office for National Statistics

Enterprises and Employment by Business Size (No. of Employees)



Source: UK Business Counts, Office for National Statistics

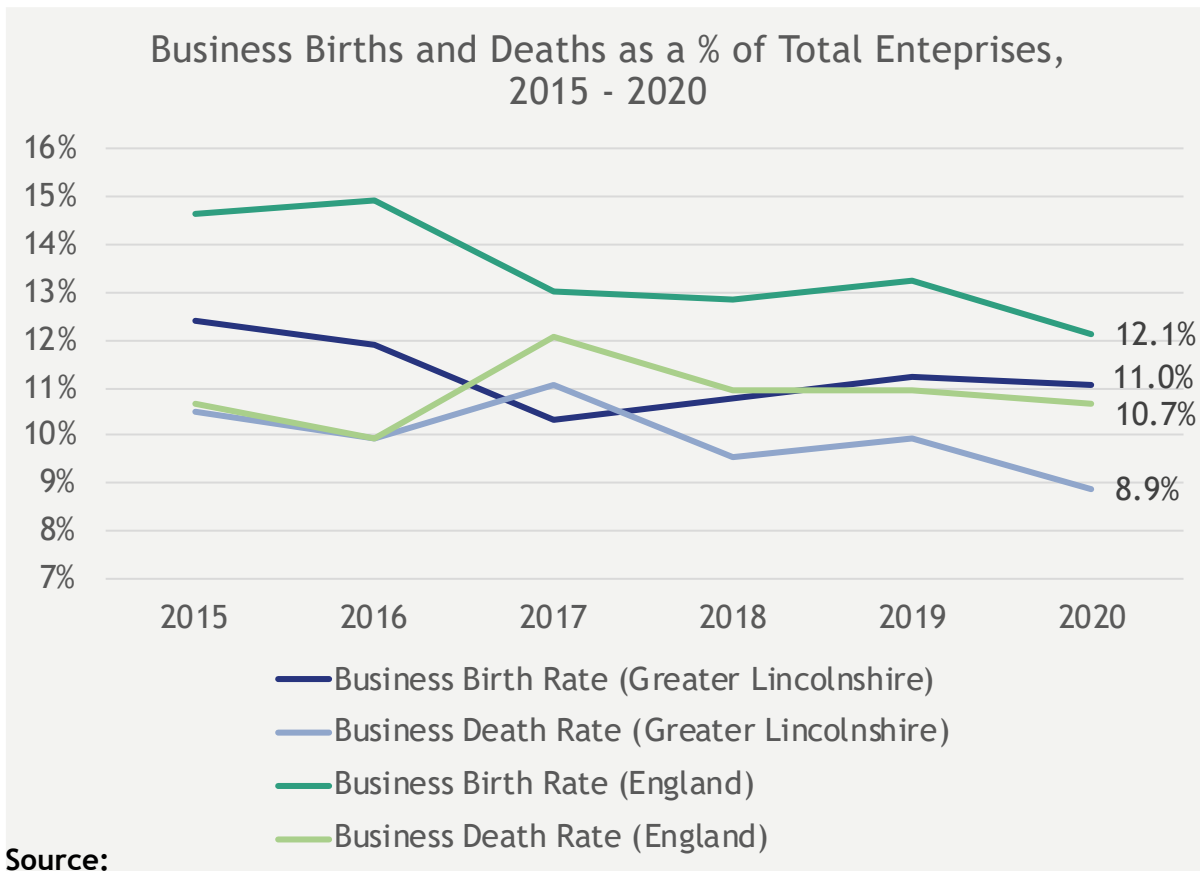
- Small (including micro) and medium enterprises (SMEs) make up the majority (89%) of businesses in Greater Lincolnshire which is broadly in line with the national profile.
- However, in comparison to the national picture and that of other regions, 64% of employment is supported by SMEs compared to 46% nationally. Among all LEP areas, this is the joint third highest proportion of employment in SME-sized businesses.
- The distribution of businesses by size is relatively uniform across Greater Lincolnshire, though areas with larger urban centres in them such as Lincoln, Boston and North East Lincolnshire have a comparatively smaller micro-business base with larger proportions of small businesses (10-49 employees).



Source:

<https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/adhocs/010175localenterprisepartnershipsbyemploymentsize>

Business Birth and Death Rates

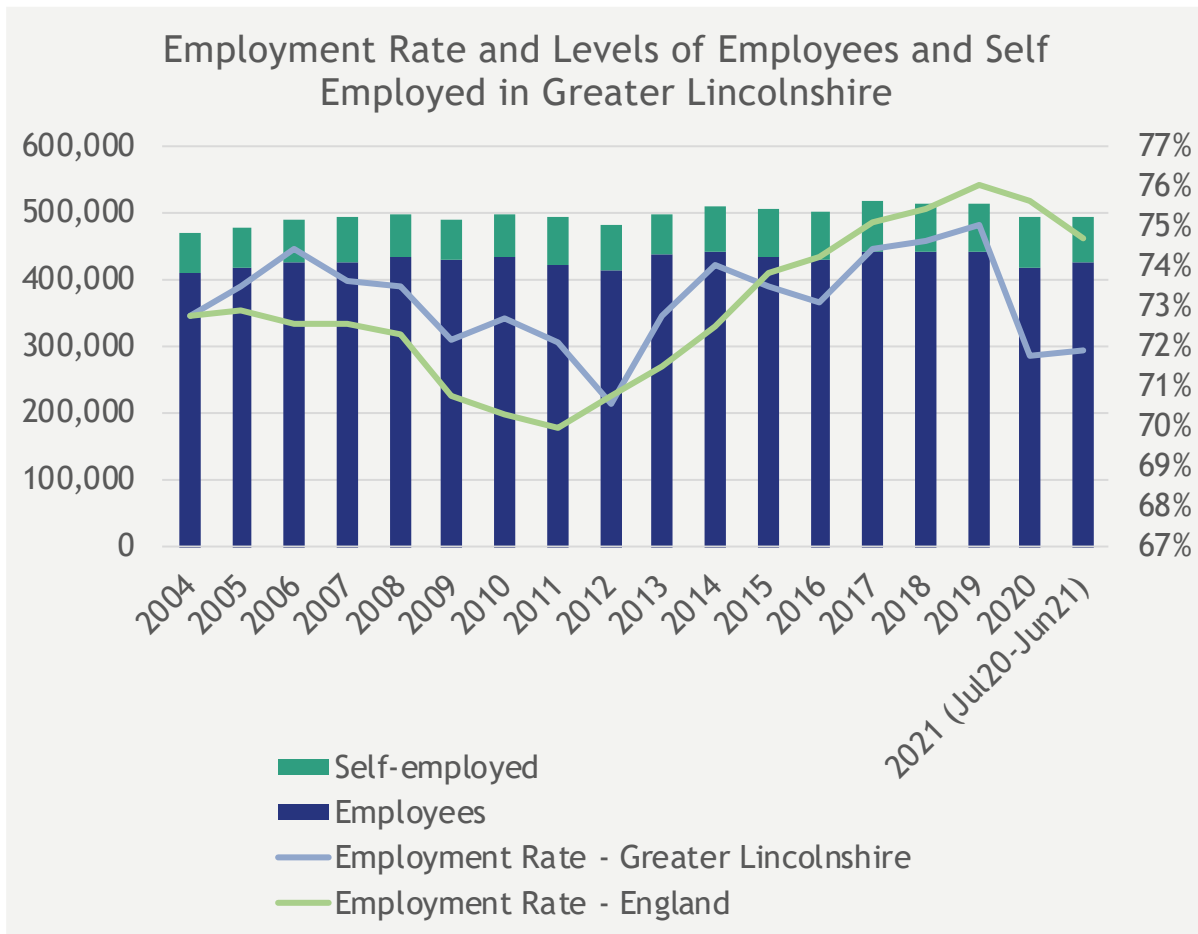


Source:

<https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/datasets/businessdemographyreferencetable>

- Greater Lincolnshire has consistently had a lower business birth rate than England as a whole, but also typically a lower business death rate. This is indicative of the stable and traditional industrial makeup of the economy. This lack of churn has traditionally been both a positive in terms of having quite a resilient economy, but also a negative in that the economy does not innovate or grow as rapidly as other parts of the country.
- Generally, the birth rate has fallen slightly between 2015 and 2020 across most areas of Greater Lincolnshire, although Rutland, and to a lesser extent East Lindsey and North Kesteven, have seen increases in business birth rates over time with results in 2020 driving this change (though we note that North Kesteven is the only area of Greater Lincolnshire where the business base has reduced over this period).
- Business death rates have also broadly fallen over time. This is particularly noticeable in North Kesteven and North East Lincolnshire.
- The general picture is one of a slow growing business base (a 4.9% increase across Greater Lincolnshire over the past five years compared to 13.0% nationally) but where new business has a better chance of survival with 55% of 2017 start-ups surviving to 2020 compared to 52% nationally.

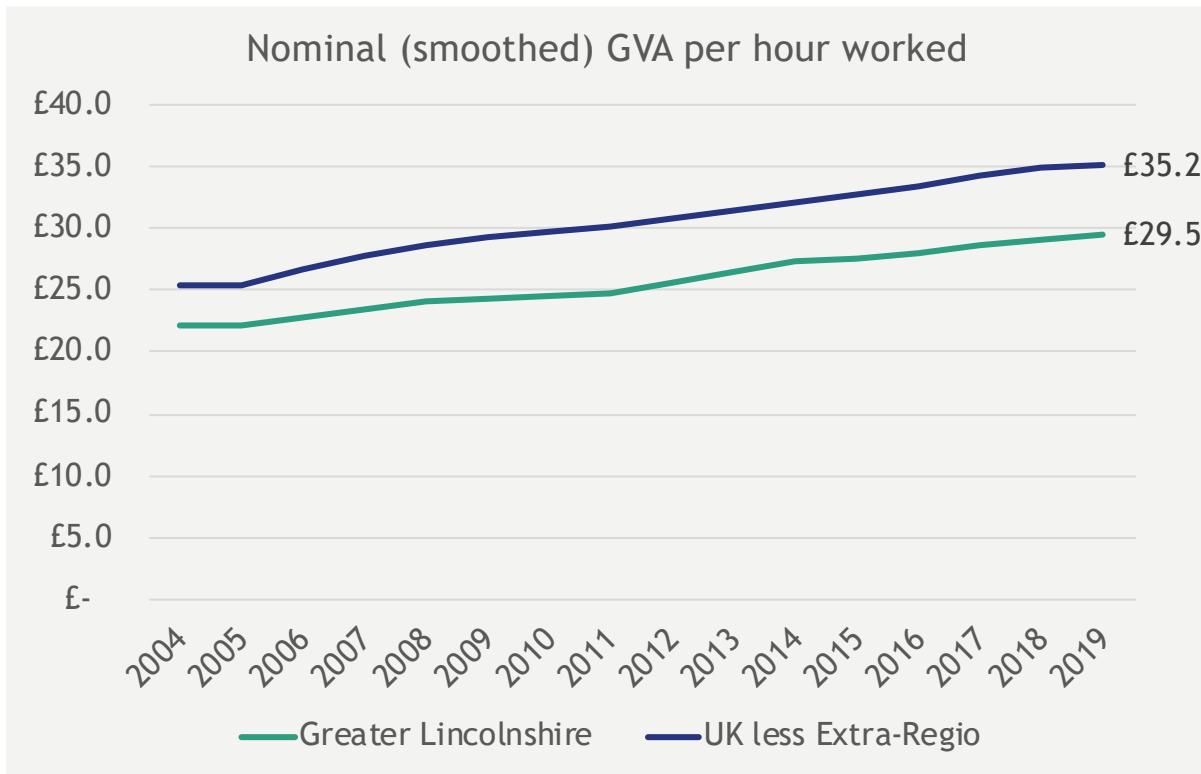
Employment Rate and Level



Source: Annual Population Survey 2020, Office for National Statistics

- The employment rate in Greater Lincolnshire has broadly followed the national trend over time but has fallen noticeably below the national rate since around 2016 with what looks like a significant impact from Covid:19 in 2020.
- Within parts of the Greater Lincolnshire there is a particular reliance on seasonal employment, such as in East Lindsey where a high volume of employment is in the predominantly seasonal accommodation and hospitality sector. This means that employment rates can dip down to around 65%.
- Only North Kesteven (81.0%), South Holland (79.5%), and South Kesteven (75.7%) currently have employment rates above the national average (74.7%), though we note the small sample sizes of the survey at local authority level and how this can affect the results.
- Self-employment levels vary considerably across Greater Lincolnshire. Employment in areas such as Lincoln and Boston is predominantly as employees, with around 9% of employment being self-employed. In other areas, particularly to the west of the area such as Rutland and South Kesteven, self-employment is significantly higher than the national average (14%), making up around 22% and 17% of all employment respectively.

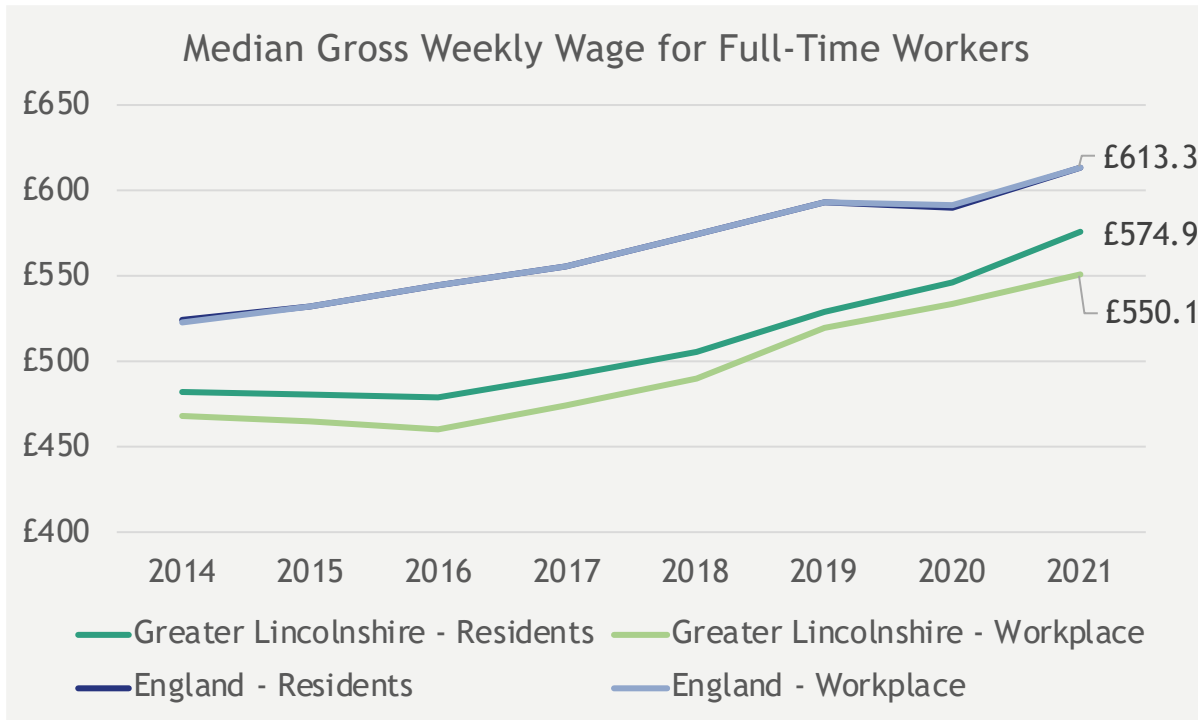
Economic Value (GVA) Generated Per Hour Worked



Source: Subregional productivity in the UK: July 2021, Office for National Statistics

- In overall terms Greater Lincolnshire's level of productivity in 2019 is 84% of the UK average based on GVA per hour worked.
- The gap between local and national level productivity has widened over time having been 87% in 2004.
- This gap in productivity can be attributed to the relatively traditional economy in Greater Lincolnshire which is more labour intensive with fewer service, finance, or insurance-based businesses than England as a whole.
- The productivity gap is even more significant in some parts of the area, particularly those that are reliant on labour intensive industries. GVA per hour worked in areas like Boston and East Lindsey for example are 74% of the national average.
- Other areas, such as North Lincolnshire and North Kesteven, which have more significant manufacturing bases, have the highest productivity levels in Greater Lincolnshire, but both are below the national average at 94%.
- This is reflected in pay and in living standards in parts of Greater Lincolnshire, particularly in peripheral areas or post-industrial towns where there are high levels of income and employment deprivation.

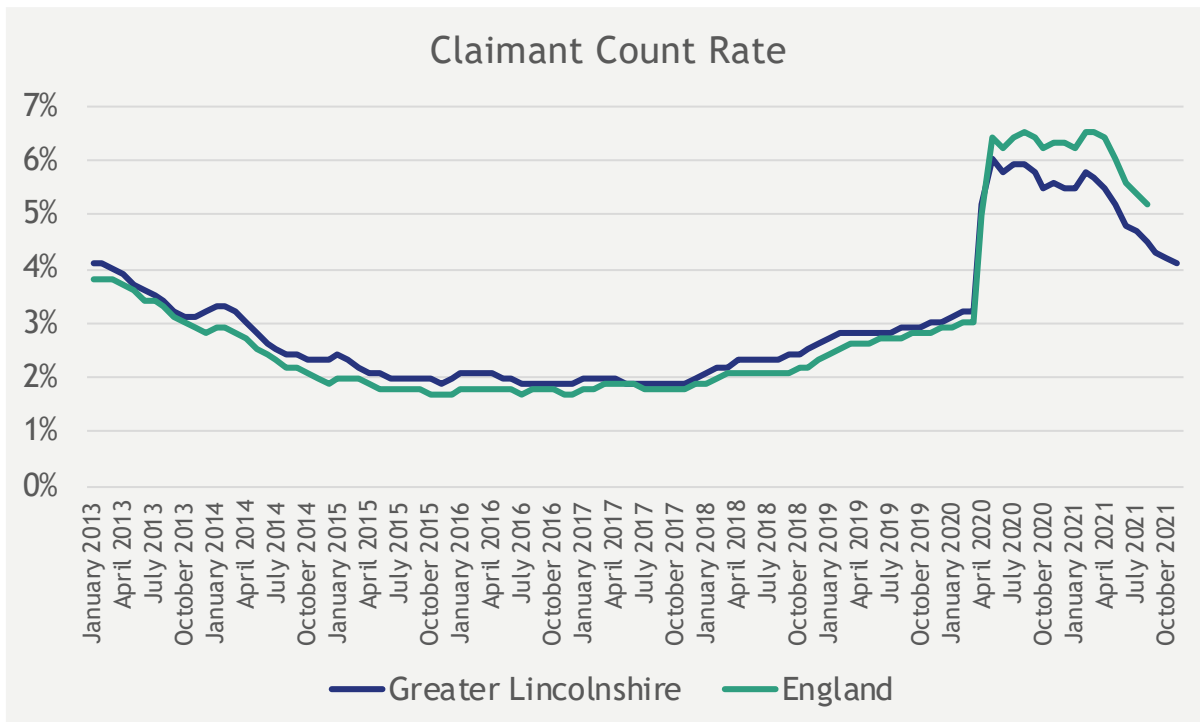
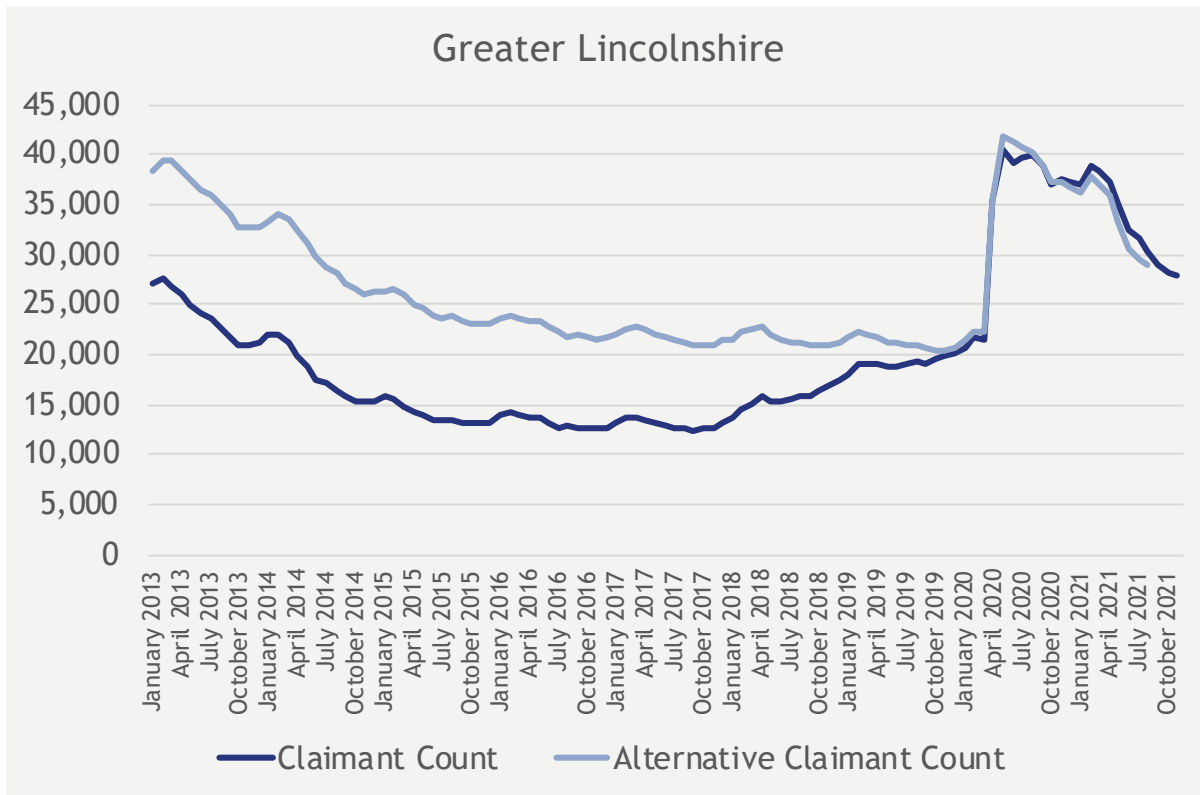
Median Gross Weekly Wage for Full Time Workers



Source: Annual Survey of Hours and Earnings, Office for National Statistics

- Greater Lincolnshire resident wages are 6% lower than the national average, whilst workplace wages are 10% lower.
- In recent years we see a slight closing of the pay gap, particularly in terms of resident wages.
- There are significant variations across the area and across occupations. Further analysis of wage data shows that just under 10% of Greater Lincolnshire residents in work are currently earning below living wage of £8.91.
- The clear difference between the wages of residents versus wages of workers in Greater Lincolnshire indicates that many residents of Greater Lincolnshire commute out of the area to higher paying jobs. Commuting patterns show that residents commute to Peterborough, Nottingham, Doncaster and London for work from Greater Lincolnshire, with weaker inward patterns from these areas. This shows that good levels of local resident earnings and qualifications do not necessarily translate into a strong local labour market and economy.

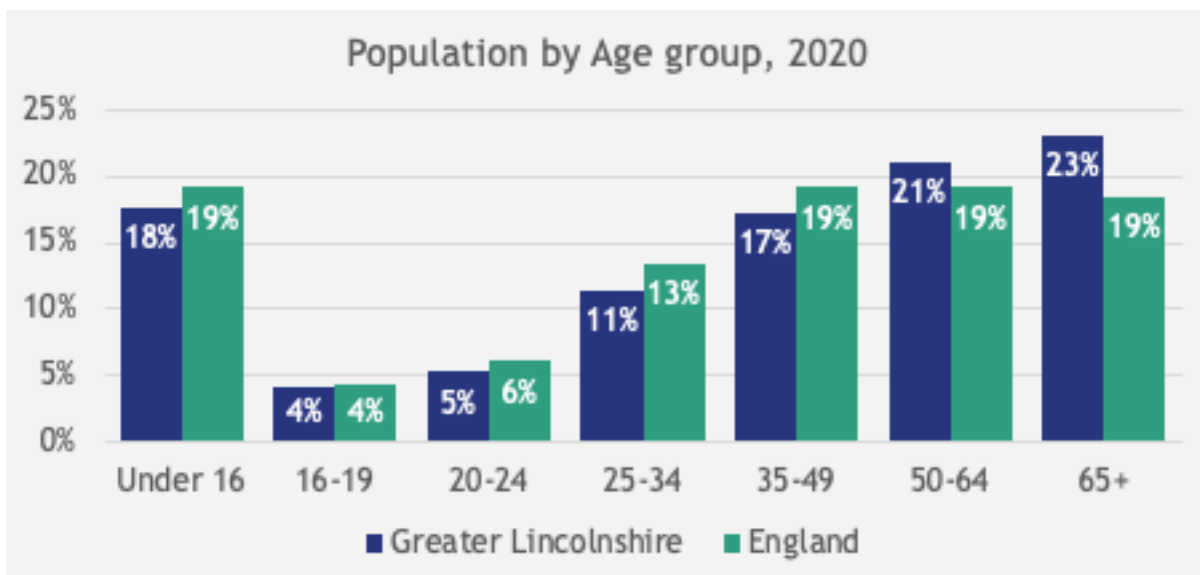
Claimant Count and Alternative Claimant Count



Source: [ONS claimant count](#) & [DWP Stat Xplore](#), January 2013 - November 2021, 2020 SAP boundaries

- The claimant count in Greater Lincolnshire has traditionally tracked steadily above the national rate, however since covid19 hit the claimant rate has tracked below the national average.
- The covid19 'spike' correlates with self-employee income support scheme coming live rather than outright unemployment risk. That said, the lower rates of claimants since the pandemic hit is indicative of Greater Lincolnshire's economic base with high volumes of employment in manufacture and food, sectors which have been less impacted in terms of furlough.
- Further analysis of long-term universal credit claimants indicates that as of November 2021 69% of Universal Credit Claimants seeking work in Greater Lincolnshire have been claiming for over 1 year, in line with the national rate.

Population By Age Group



Source: Sub-national population mid-year estimates, Office for National Statistics

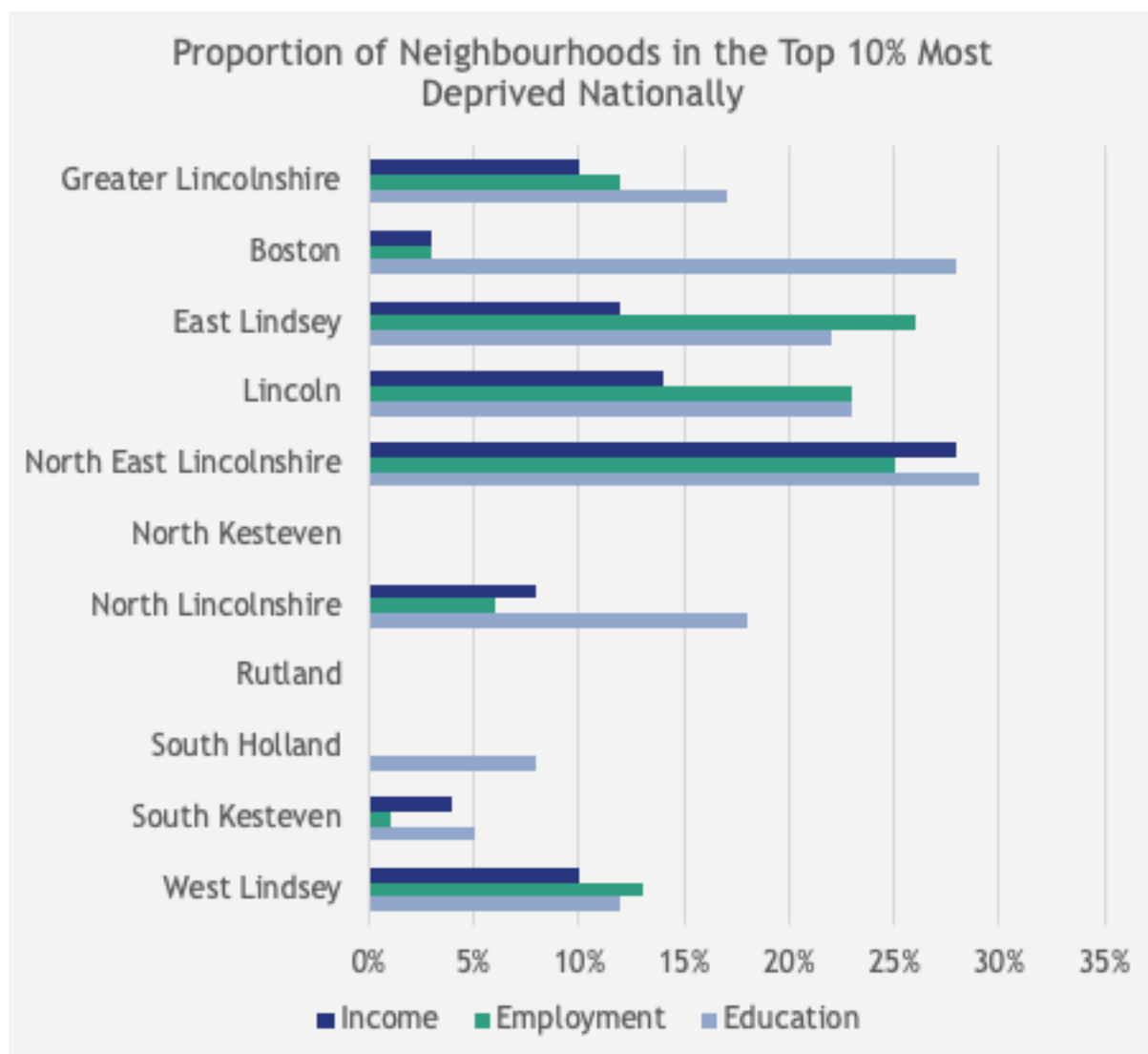
- Compared to the UK, Greater Lincolnshire has an older population profile that nationally with a higher proportion of residents at retirement age (23% compared to 19%), and a lower proportion of younger residents with 22% of residents aged 0 to 19 compared to 23% nationally.
- Differences in local and national age groups are also more pronounced for in the 20 to 34 age group, which represents 16% of Greater Lincolnshire's population compared to 29% across England.
- The age profile of Greater Lincolnshire is reflected in the higher ratio of retirement age residents to working age residents. For every working age resident Greater Lincolnshire has 0.39 retirement age residents compared to 0.30 nationally.
- Greater Lincolnshire's over 65 population is projected to grow by 37% between now and 2040 whilst the working age population is due to shrink by almost 0.5% (nationally the working age population is projected to grow by 2.5%). This poses significant challenges to labour supply when

relying on resident population, particularly when many sectors have historically been reliant on migrant labour to meet demand.

- In parts of Greater Lincolnshire, such as East Lindsey, the proportion of over 65s is up to 30% of the total population. Lincoln has a higher-than-average cohort of 20-34 years (28% compared to 19% nationally), largely due to the university presence in the city, with students making up around 15% of the total population of the city.

8.7

Income, Employment and Education Deprivation



Source: Ministry of Housing, Communities and Local Government

- Deprivation varies significantly across Greater Lincolnshire with areas in the east (Boston, East Lindsey, and North East Lincolnshire) generally having higher proportions of neighbourhoods in the top 10% most deprived nationally compared to those in the west (North Kesteven, North Lincolnshire, Rutland, South Kesteven, and West Lindsey). The exceptions to this rule are Lincoln (primarily due to its urban nature which houses numerous pockets of deprivation, and consistent

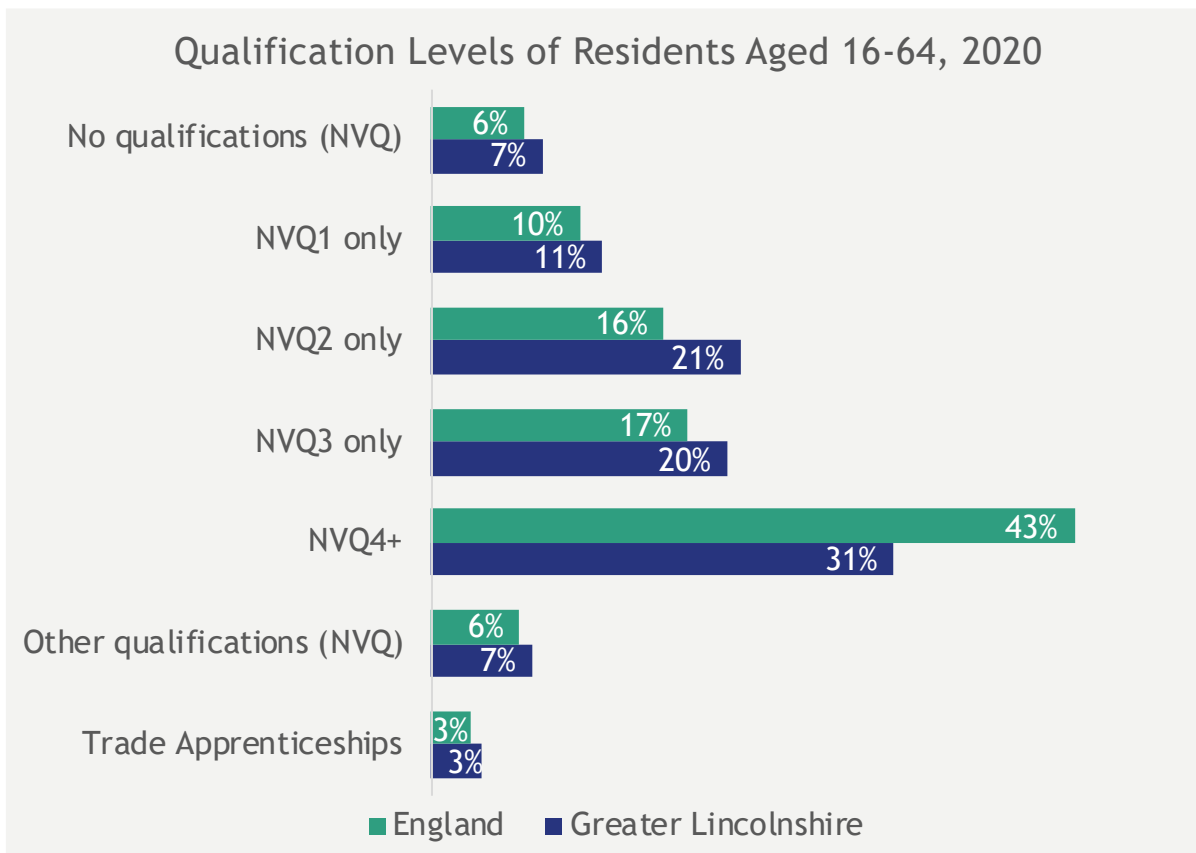
with many urban city profiles nationally) and South Holland which, like most areas in the west of Greater Lincolnshire, benefits from proximity and good access to other regions, potentially providing more opportunities for employment, trade and access to services.

- North East Lincolnshire has significant levels of income (28% of the population in most 10% deprived areas nationally), employment (25%) and education deprivation (29%). Both employment, and education deprivation, are a particular issue in East Lindsey (specifically in and around coastal areas despite there being many affluent areas on and along the Lincolnshire coast) and Lincoln, whilst Boston has a particularly high level of education deprivation.
- The majority of the Greater Lincolnshire's towns contain pockets of deprivation, even those in areas where they are much less deprived overall.
- Most areas in the east of Greater Lincolnshire are geographically isolated compared to those in the west, and this can have an impact on multiple social and wellbeing indicators. There is a cycle of employment seasonality and low skills, which impacts annual incomes.

The Social Mobility Index indicates that early years inequality is low in most of Greater Lincolnshire, aside from Rutland and North Lincolnshire which appear in the bottom half of social mobility index rankings. However, as the life stage transitions from school to youth and adulthood the social mobility for many areas worsens. This can be connected to pay levels, take up of free school meals, HE entry, and low home ownership despite affordability being better than the national average across most of Greater Lincolnshire.

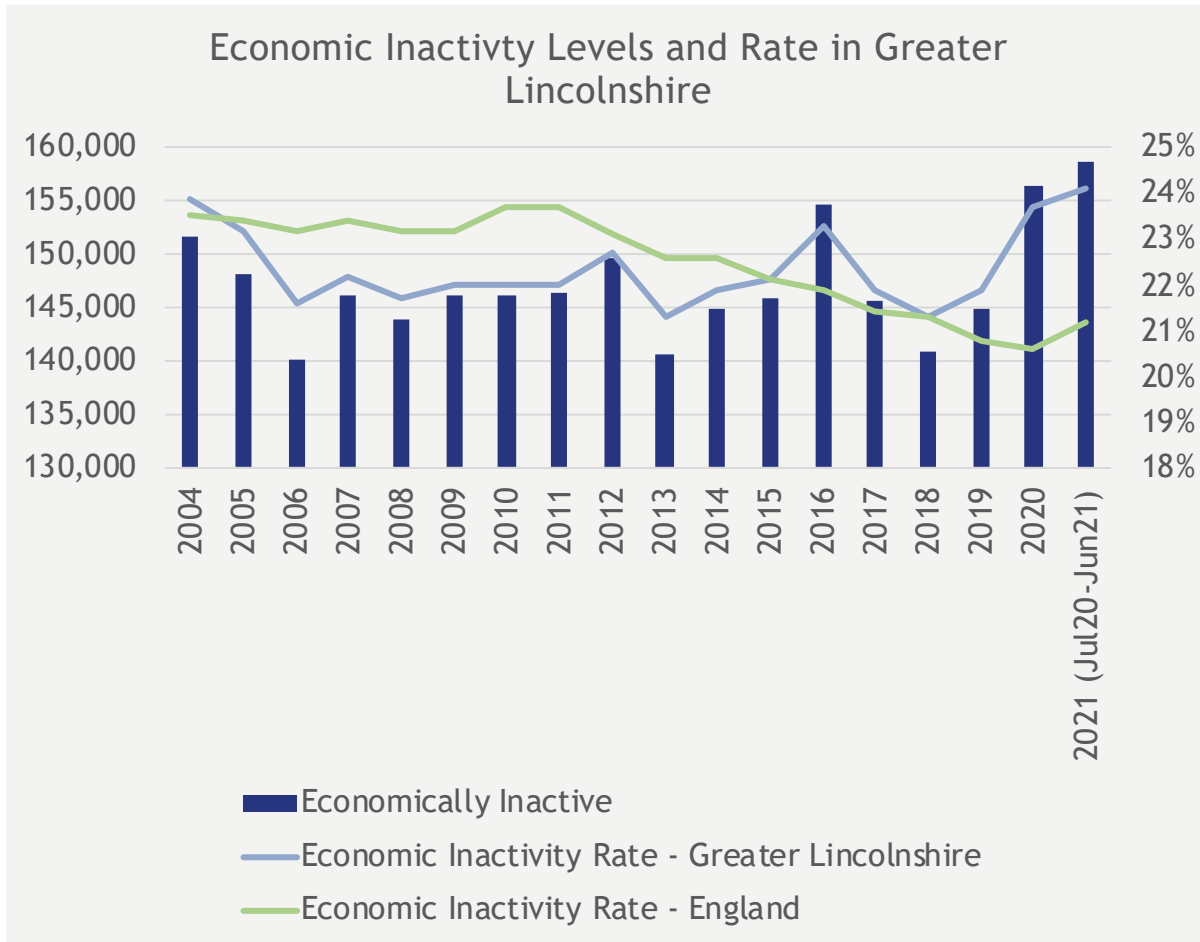
Summary

- The qualifications levels of the population are increasing, but a gap remains because the level of qualification held nationally is also increasing. Only 31% of the Greater Lincolnshire resident population aged 16-64 hold a qualification at level 4 or above, compared to 43% nationally.
- According to the Annual Population Survey, Greater Lincolnshire has a higher proportion of people than nationally that are economically inactive but do want to work.
- Since 2018, the proportion of 16/17 year olds not in education, employment or training in Greater Lincolnshire has gone from being above the national average in 2018 to below the national average in 2021, falling from 3.1% to 2.7%. Over this period, the national rate has increased slightly from 2.7% to 2.8%.
- There has been a further drop in the numbers of adults participating in further education across Greater Lincolnshire.
- It is estimated that on a workday, Greater Lincolnshire area experiences a net loss of around 13,000 workers with qualifications, over 6,000 of which are qualified to level 4 and above.
- As a result of people moving between areas, Greater Lincolnshire gains people at the lower end of the qualification scale at a higher rate than those with higher level qualifications.



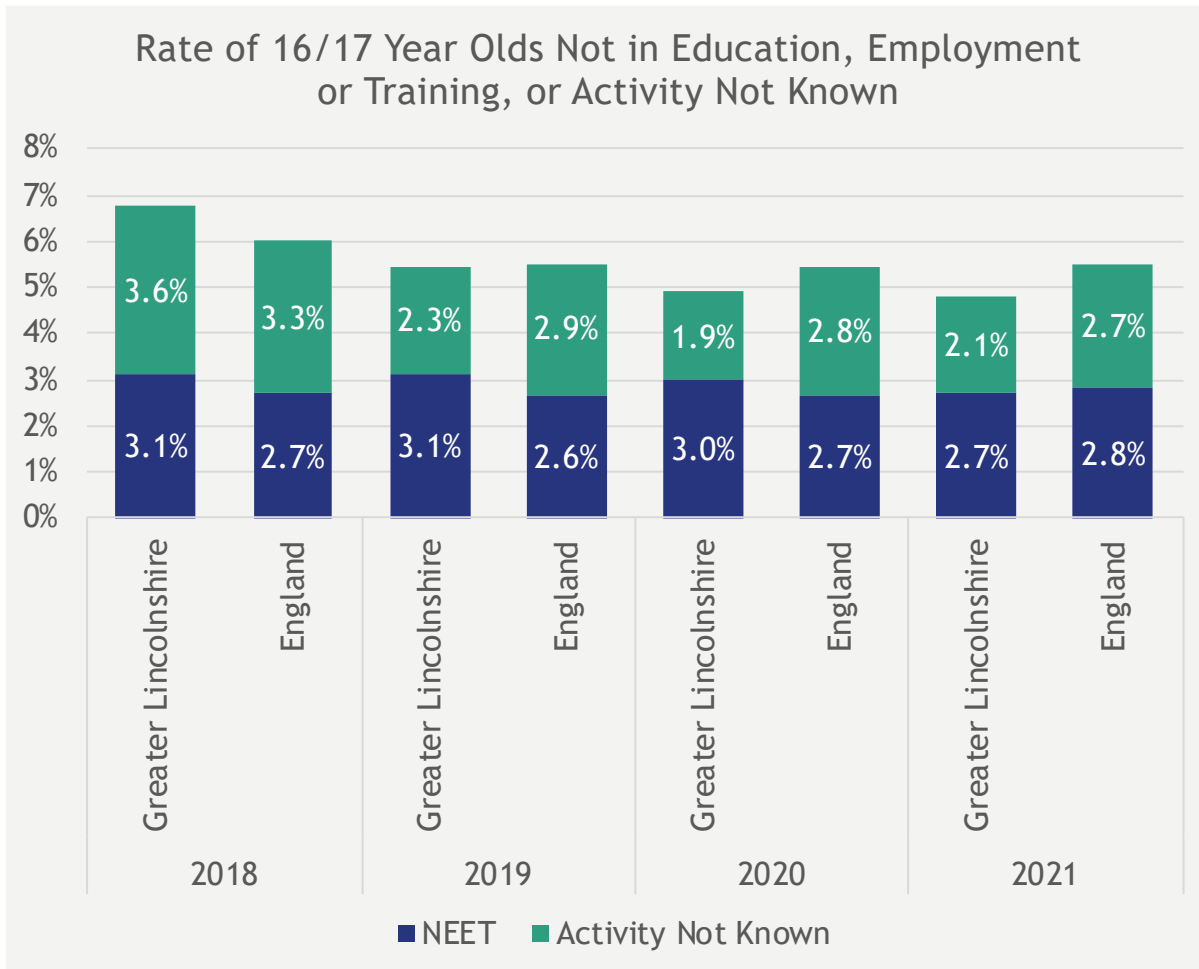
Source: Annual Population Survey 2020, Office for National Statistics

- Greater Lincolnshire lags behind the national skills picture with only 31% of the resident population aged 16-64 holding a qualification at level 4 or higher, compared to 43% nationally. Qualification levels in Greater Lincolnshire have improved over time but have not closed the gap on national levels.
- Across Greater Lincolnshire, the proportion of the resident population aged 16-64 with a level 4 qualification or higher ranges from 48.5% in Rutland and 36.7% in North Kesteven, to 19.4% in South Holland though we again note the small sample sizes of the survey at this geographic level could be driving the large disparities in these results.
- There are also differences in local and national qualification levels according to age band. For example, only approximately 33% of Greater Lincolnshire residents aged 25-39 have a level 4 qualification or above, compared to 53% nationally.



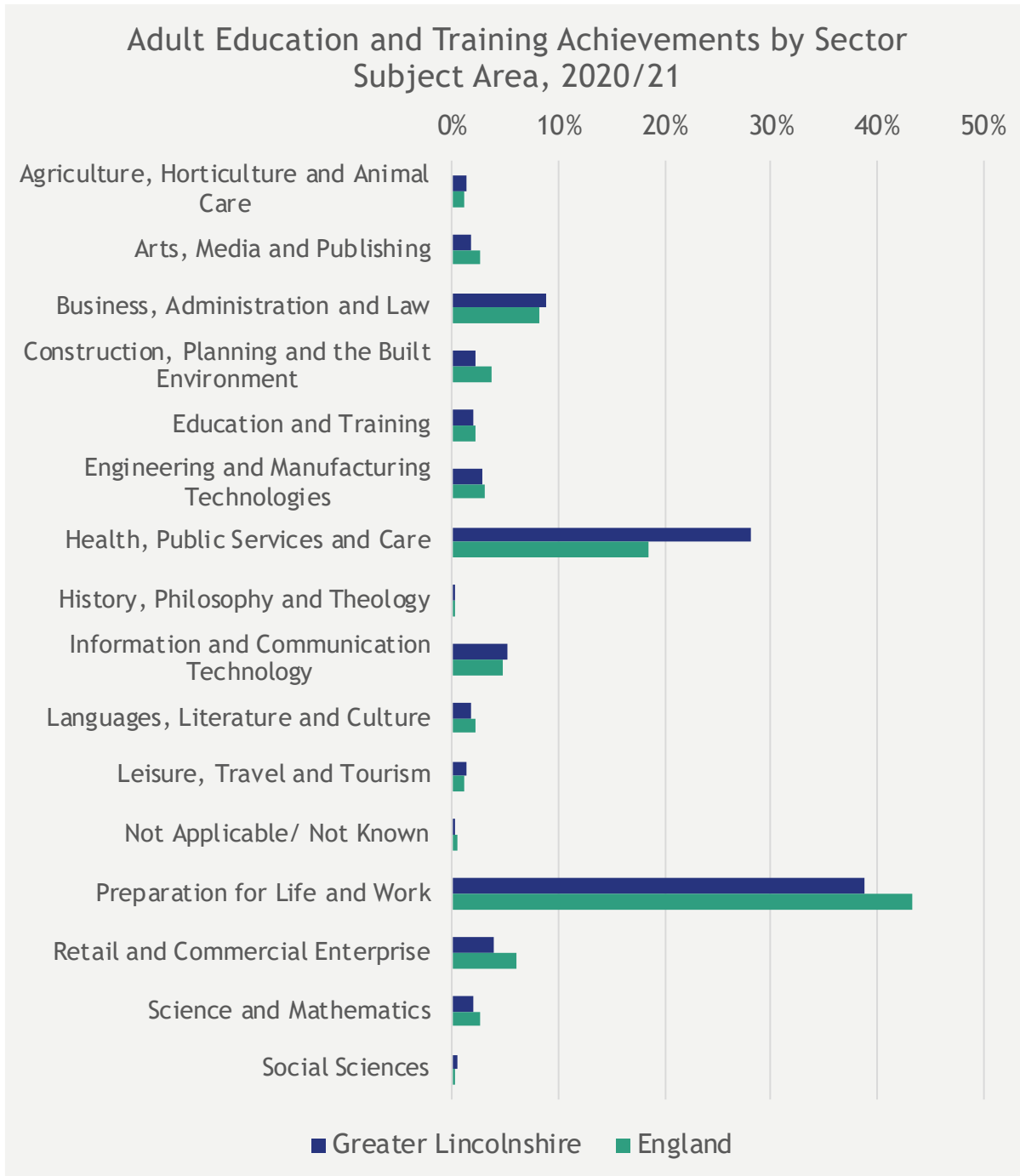
Source: Annual Population Survey 2020, Office for National Statistics

- The rate of economic inactivity in Greater Lincolnshire has generally followed that of the national trend but we can observe a noticeable divergence around 2020 in 2021 where the local rate has increased significantly.
- Currently around 25% of economically inactive people in Greater Lincolnshire want a job, compared with 21% nationally. Reasons for economic inactivity include people who are working age but are retired (15.7% compared to 13.4% nationally), and a higher incidence of long-term sickness (29.0% compared to 22.9% nationally).



Source: <https://www.gov.uk/government/collections/statistics-neet>

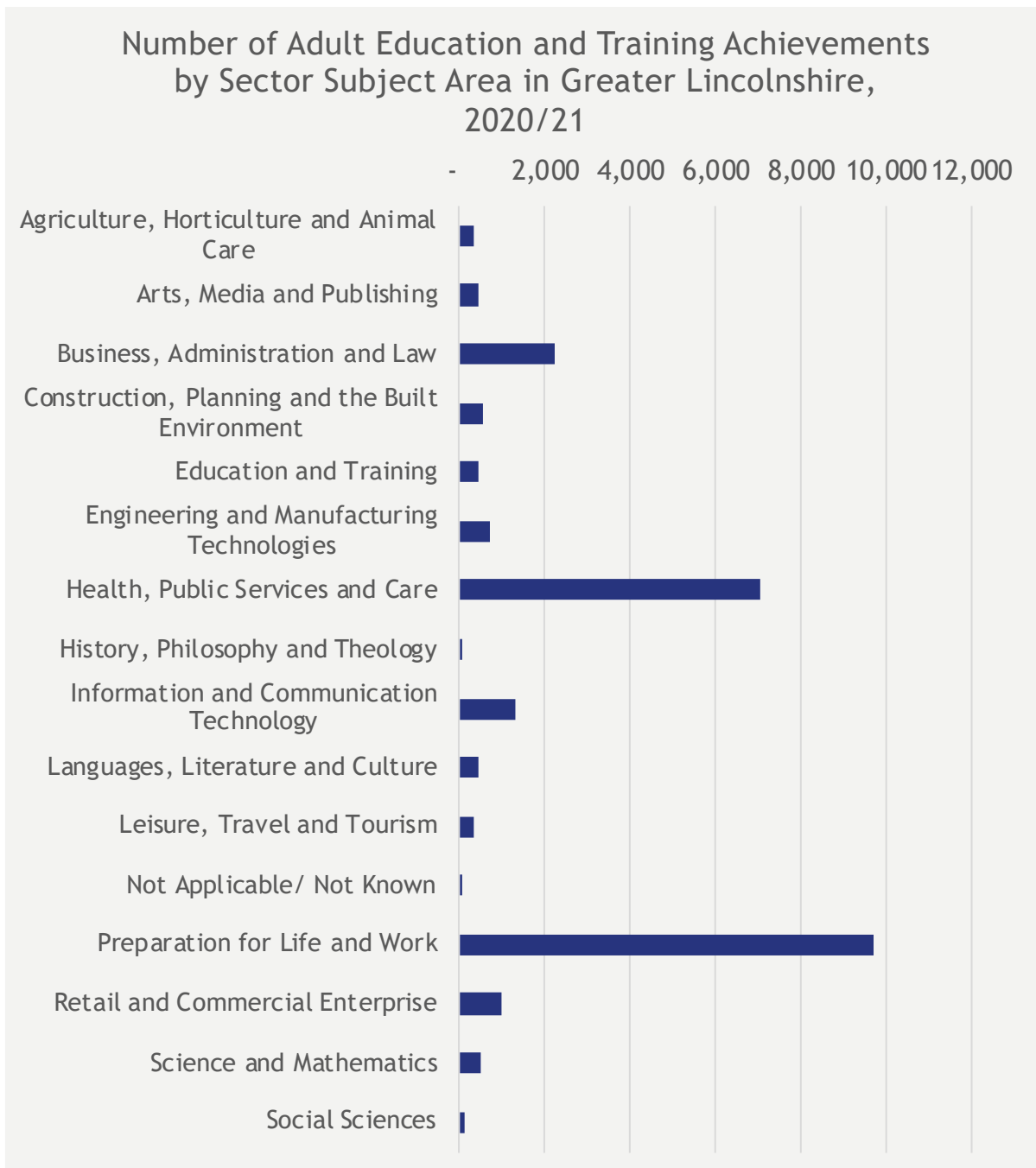
- Since 2018, the proportion of 16/17 year olds not in education, employment or training in Greater Lincolnshire has gone from being above the national average in 2018 to below the national average in 2021, falling from 3.1% (744 16/17-year-olds) to 2.7% (643 16/17-year-olds). Over this period, the national rate has increased slightly from 2.7% to 2.8%.
- Over the same period, the proportion of 16/17 year olds whose activity is not known has also decreased, from 3.6% (866) in 2018 to 2.1% (497) in 2021.
- There is no statutory requirement to collect NEET data on young people after the age of 17.



Source: <https://explore-education-statistics.service.gov.uk/find-statistics/further-education-and-skills>

- In Greater Lincolnshire there is a significantly higher than the national average concentration of FE achievements in Health, Public Services and Care. This may be as a result of Greater Lincolnshire having a proportionally larger older population than nationally with greater numbers of people training in health and care related courses. We also note that employment in the health and care sector, and in care occupations, is greater than nationally though not to the extent shown in these achievement levels.

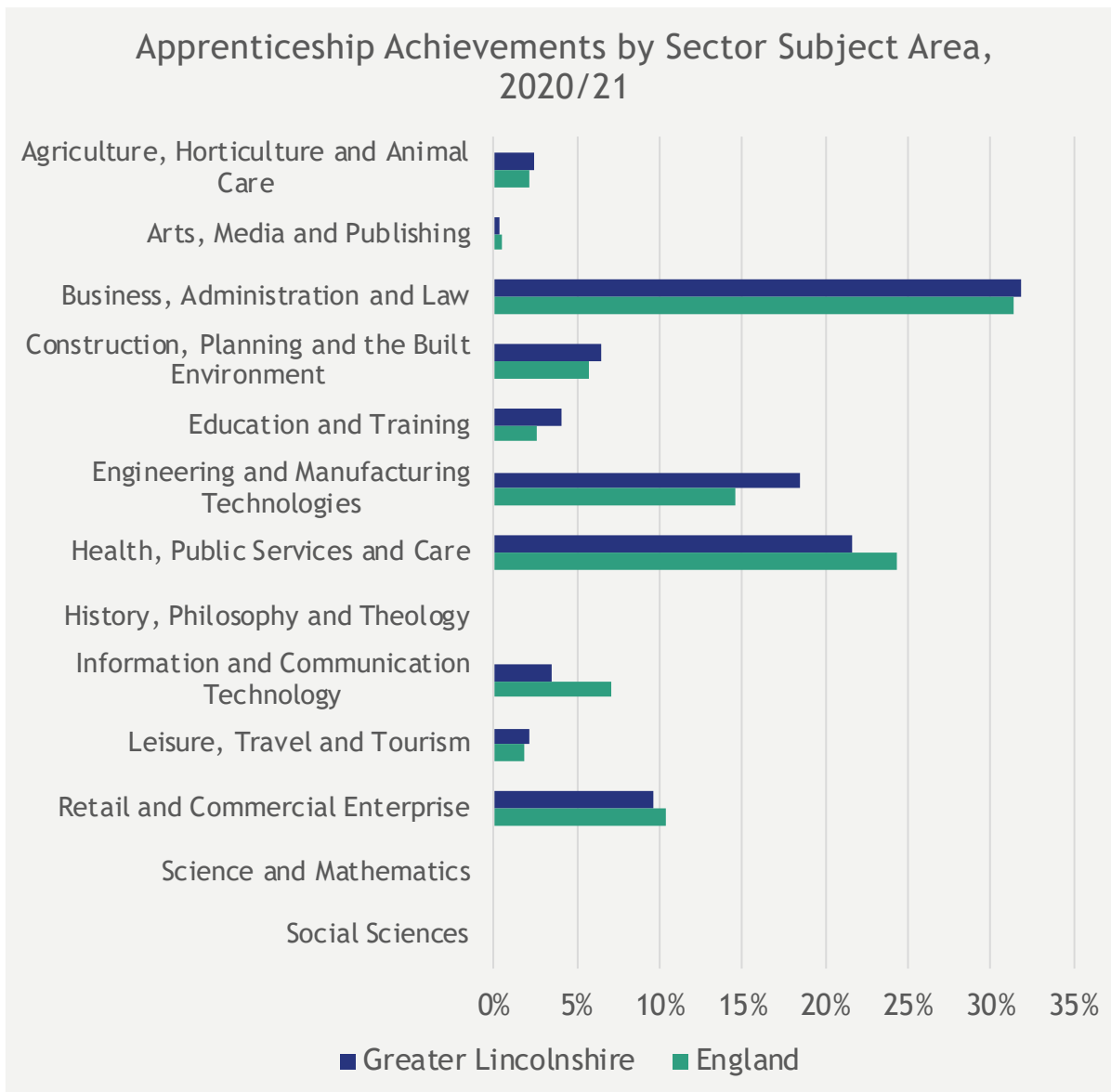
- We also note the proportionally lower numbers locally than nationally of those studying ‘Preparation for Life and Work’ courses.



Source: <https://explore-education-statistics.service.gov.uk/find-statistics/further-education-and-skills>

- In terms of alignment with levels of employment by sector across Greater Lincolnshire then we might expect there to be more education and training achievements in areas related to agriculture, manufacturing, and the visitor economy.
- Health, Public Services and Care is higher in every district within Greater Lincolnshire, with between 23% and 40% of adult education and training achievements in this area. This is the most marked difference between the national and local picture, though Business Administration and Law is also highly prevalent in terms of adult training.

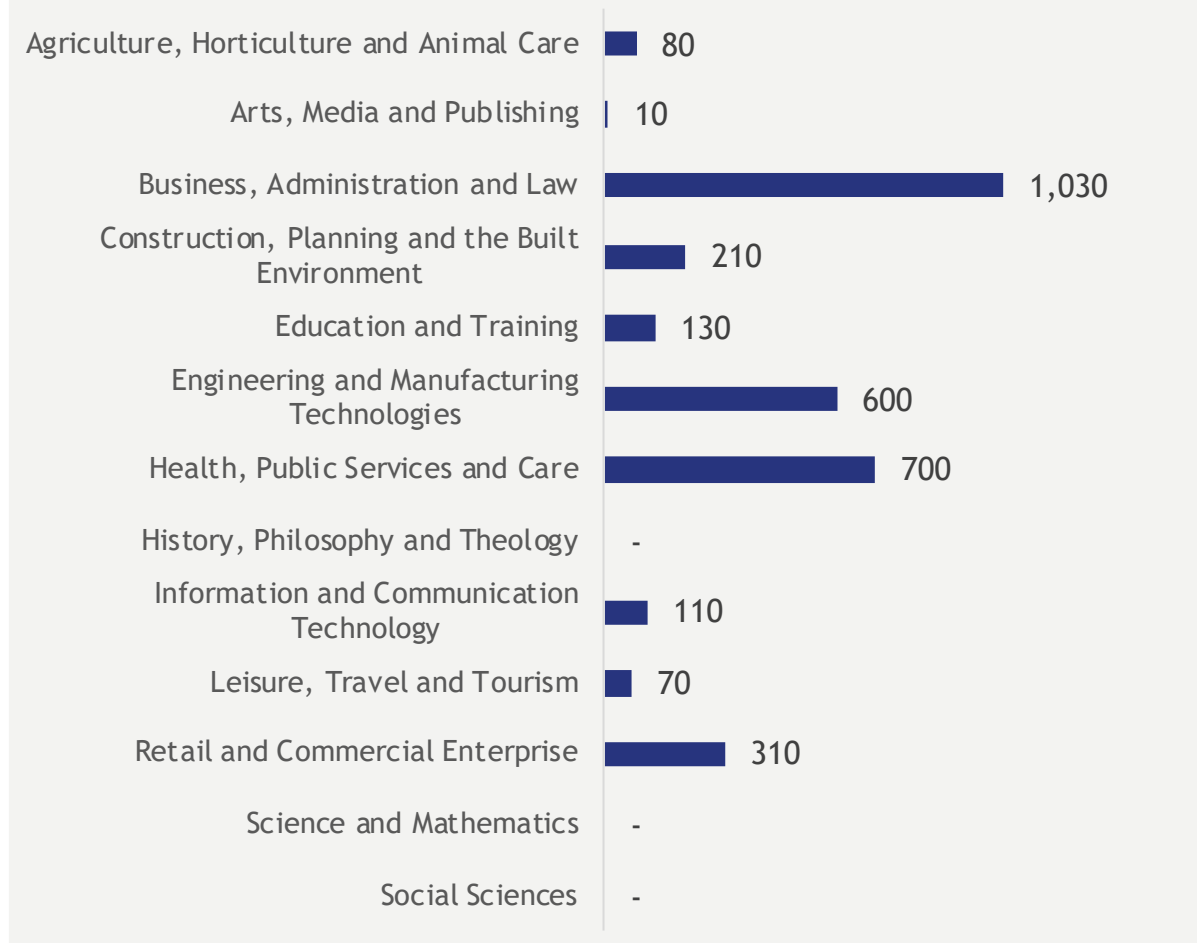
- Analysis of the localism dashboard indicates that post 18 education and training participation has declined further from 18,880 in 19/20 to 17,300 in 2020/21. In 2018/19 the figure for participation was 22,270.
- The majority of training is at level 1 or level 2 in Greater Lincolnshire which reflects the national picture.
- The gender split in post 18 education and training is predominantly female with 71%, and males making up the remaining 29%.
- Preparation for Life and Work accounted for approximately 11,800 of the enrolments in 2020/21, with Health, Public Services and Care accounting for approximately 9,250.



Source: Department for Education

- Apprenticeship achievements broadly follow the same pattern as the national picture, with Business, Administration and Law accounting for just over 30% of all achievements.
- There is a sizable higher volume of achievements in Engineering and Manufacturing Technologies locally compared to nationally, and a lower proportion in Information and Communication Technology.
- Given the prevalence of the agri-food sector locally it may be expected we would observe higher proportions in aspects of agriculture and horticulture though we note that apprenticeships linked with food manufacturing will fall under Manufacturing Technologies.

Number of Apprenticeship Achievements by Sector Subject Area in Greater Lincolnshire, 2020/21

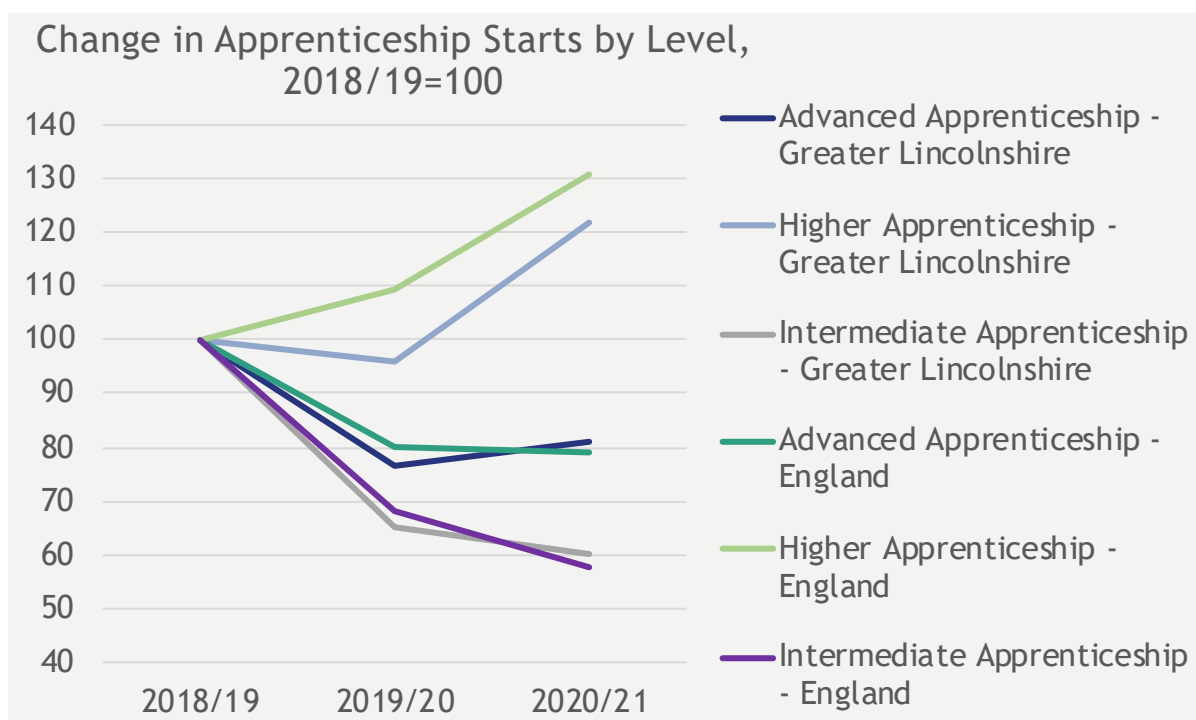


Source: Department for Education

- **The absence of alignment between sector subject areas (SSAs), industry sectors (Standard Industrial Classifications - SIC), and occupations (Standard Occupational Classifications - SOC) make it difficult to draw any clear conclusions.**
- After a significant drop in numbers between 2018/19 and 2019/20, the latest set of apprenticeship start numbers for Greater Lincolnshire show an increase from 6,040 to 6,340 in 2020/21. This represents a 5% increase whereas nationally apprenticeship start numbers declined by 0.2%.
- Business, Administration and Law remains the dominant sector subject area with 1,900 starts in 2020/21. However, at 1,790 starts in 2020/21 (a 31% increase on the previous year), Health, Public Services and Care is not that far behind. Starts in Engineering and Manufacturing Technologies fell by 21% to 970 (down from 1,370 in 2019/20) but it remains in third place.
- In terms of age bands, 48% of all apprenticeship starts in Greater Lincolnshire in 20/21 were undertaken by those aged 25 and over, with 24% undertaken by under 19s, and the remaining 27% by 19-24-year-olds. Nationally, these figures were 51%, 20% and 29% respectively.
- As well as being the largest cohort of apprenticeship starts in Greater Lincolnshire in 2020/21, the over 25s age group also saw the largest rise in numbers on the previous year, increasing by 15%.

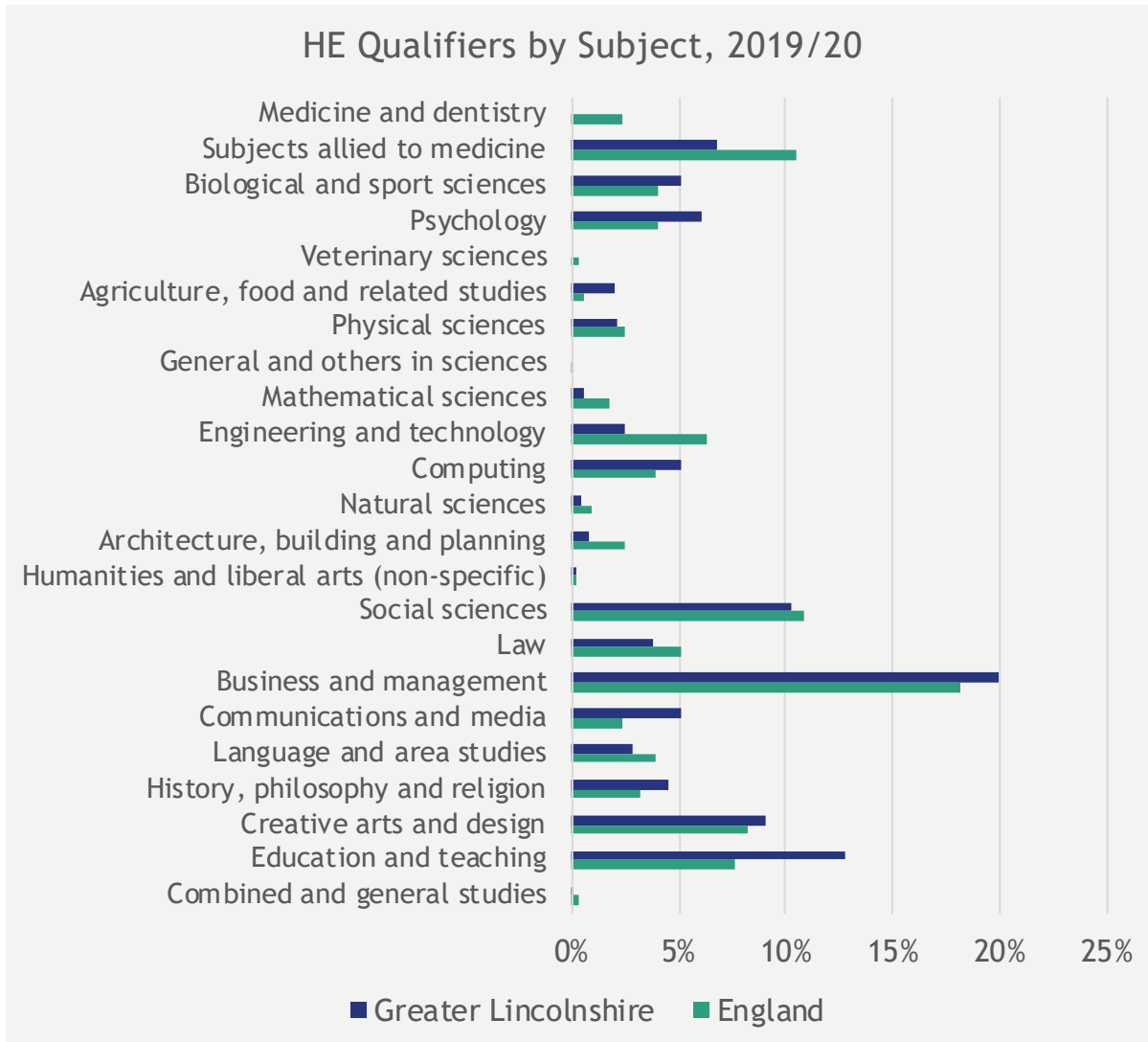
Nationally, this figure was 7%. Over the same period, the number of under 19 starts fell by 8% across Greater Lincolnshire, and by 15% nationally.

- In terms of apprenticeship starts by level then across Greater Lincolnshire advanced and higher-level apprenticeships increased by 5% and 28% respectively, whilst intermediate starts fell by 7%. At the national level then, advanced apprenticeship starts actually fell by 2%, with intermediate apprenticeships also falling, by 15%. Nationally, higher level apprenticeships increased by 20%.



Source: Department for Education

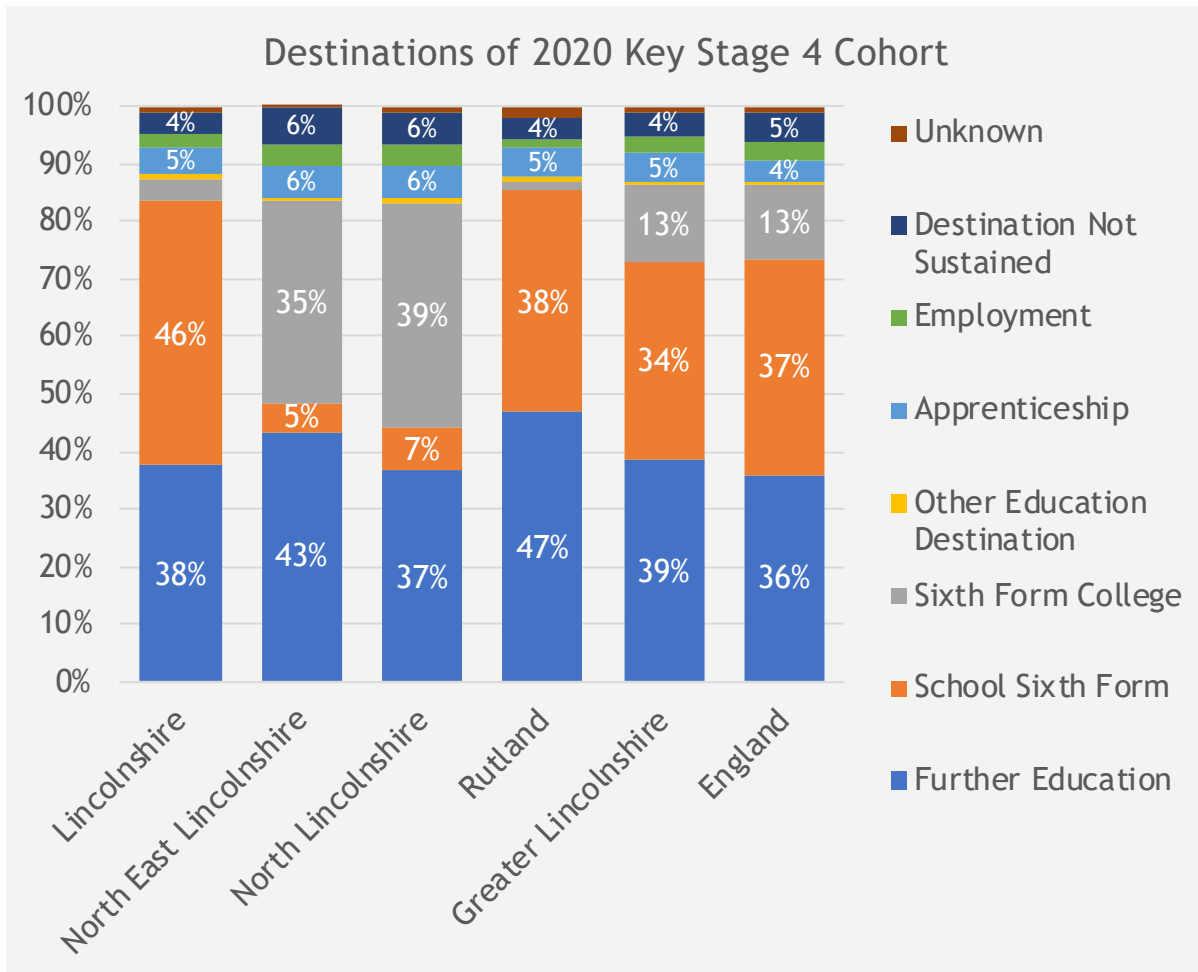
- The highest number of higher apprenticeships were started in the sector subject area of Business, Administration and Law, and up 25% on the previous year. However, the sector subject area that saw the biggest increase in starts was Health, Public Services and Care, up 74% on the previous year.
- Health, Public Services and Care also experienced increases in apprenticeship starts in both advanced and intermediate level.
- At local authority level then we can see that the year-on-year increase in apprenticeship starts across Greater Lincolnshire has been driven by increases in starts in North Lincolnshire (a 26% increase, from 940 in 2019/20 to 1,180 in 2020/21) and East Lindsey (an 18% increase, from 560 to 660 over the same period). Boston, North East Lincolnshire, and South Kesteven all experienced decreases in the number of apprenticeship starts.



Source: <https://www.hesa.ac.uk/data-and-analysis/students/table-51>

- In terms of HE qualifiers, there is a clear concentration in business and management studies, which is higher than the national average. There are also a high proportion of qualifiers in the Education sector, although this is likely due to one of the two HE institutions in Greater Lincolnshire having a specialism in teacher training.
- In terms of alignment to priority sectors, it is relatively hard to directly align these outcomes. We would expect to see engineering, technology subjects allied to medicine, and mathematical sciences increase over time due to recent investments and expansion in HE provision in these areas, which would align with priority sectors of the area.

Key Stage 4 Destinations

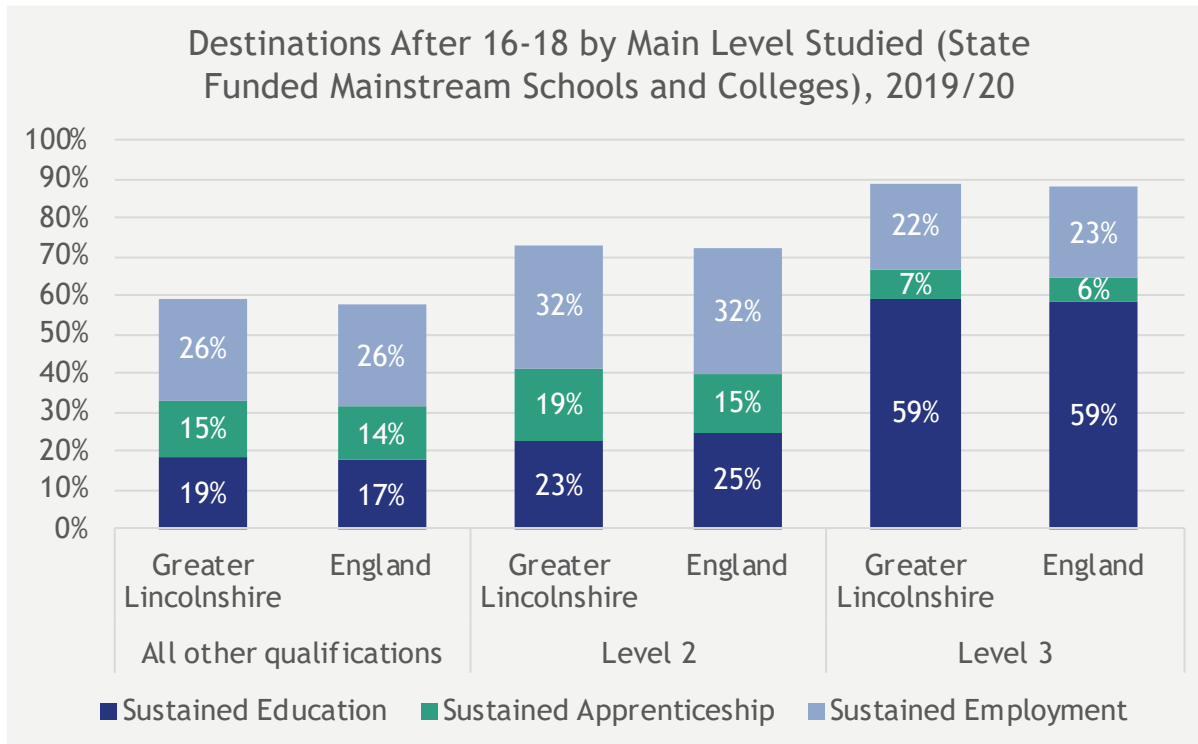


Source: <https://www.gov.uk/government/statistics/destinations-of-key-stage-4-and-5-students-2020>

- Key Stage 4 leaver (i.e., those leaving school at the end of year 11) destinations are in line with the national picture, with 87% continuing in education, 5% into apprenticeships (slightly higher than the 4% nationally) and 3% into employment.
- In terms of education then we can see that a slightly greater proportion of Greater Lincolnshire leavers go into further education at the expense of school sixth form, most likely reflecting local provision.
- As always, there is high variation across the different areas of Greater Lincolnshire. For example, in Boston half of Key Stage 4 leavers in 2020 went to an FE college, whilst in South Kesteven 57% of leavers went on into school sixth form.
- In North East and North Lincolnshire the lack of school sixth forms means that 35% and 39% respectively of key stage 4 leavers go into sixth form colleges, significantly above the national level.

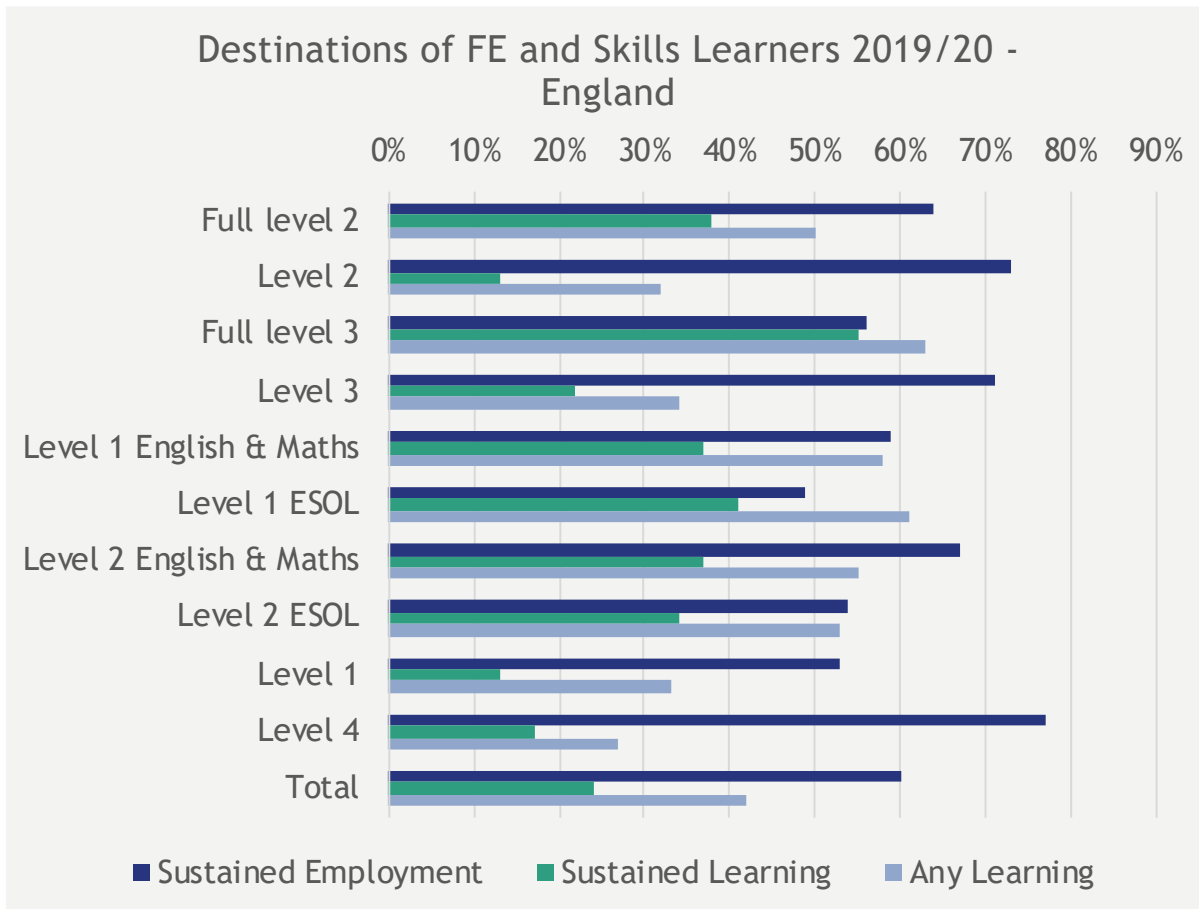
- In all districts in Lincolnshire County, sixth form schools are highly prevalent as destination for key stage 4 leavers, with FE colleges difficult to physically access in many areas of Greater Lincolnshire.

16-18 Destinations



Source: <https://explore-education-statistics.service.gov.uk/find-statistics/16-18-destination-measures>

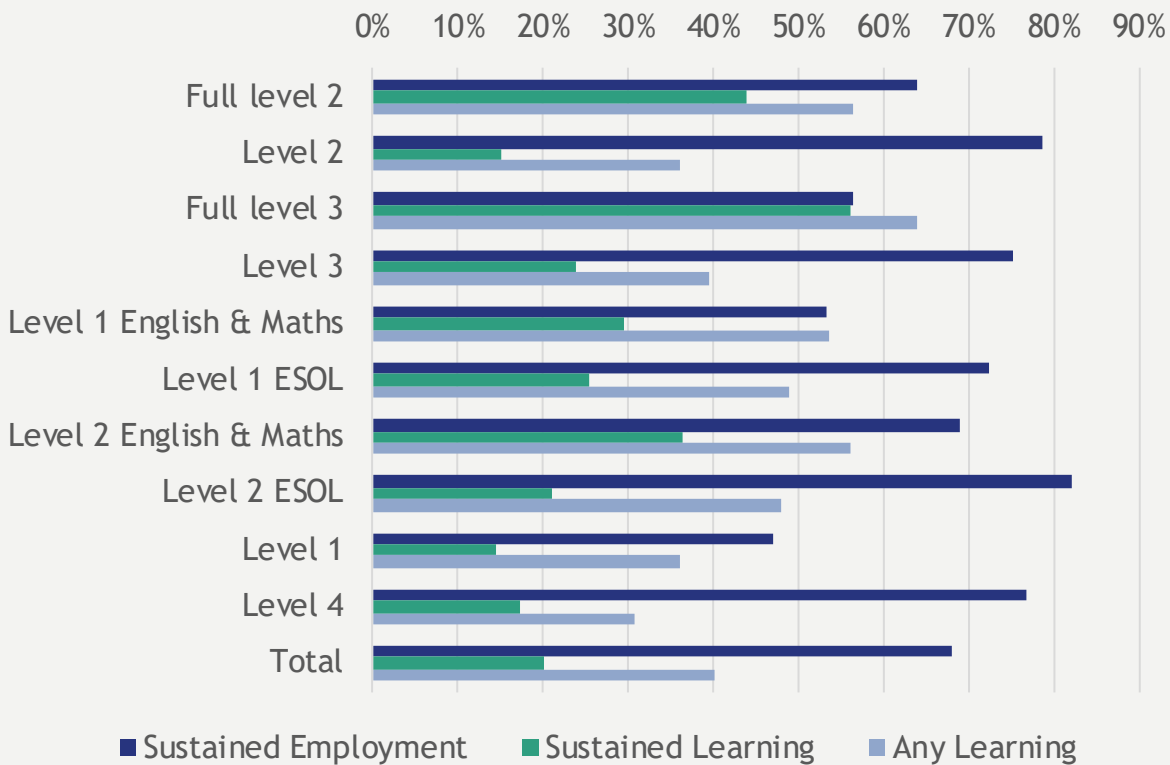
- In terms of destinations of 16-18 students, this is broadly in line with the national picture with 59% of level 3 leavers, 23% of level 2 leavers, and 19% of those studying other qualifications going into sustained education. The same can also be said for those going into sustained employment.
- Differences arise when we consider those going into apprenticeships where Greater Lincolnshire has a higher proportion than nationally of those going onto apprenticeships from all study levels.



Source: <https://explore-education-statistics.service.gov.uk/find-statistics/further-education-outcome-based-success-measures>

- Overall, a higher proportion of FE and Skills learners in Greater Lincolnshire enter employment than the national average, with 68% of all learners doing so compared to 60% nationally although it is not clear if this is a new employment or relates to a learner in existing employment.
- There are also noticeably larger proportions of Level 1 and 2 ESOL locally that move into or are in sustained employment than nationally (72% compared to 49%, and 82% compared to 54% respectively) which is likely driven from locations where there are high concentrations of first- and second-generation EU migrants in the workforce.

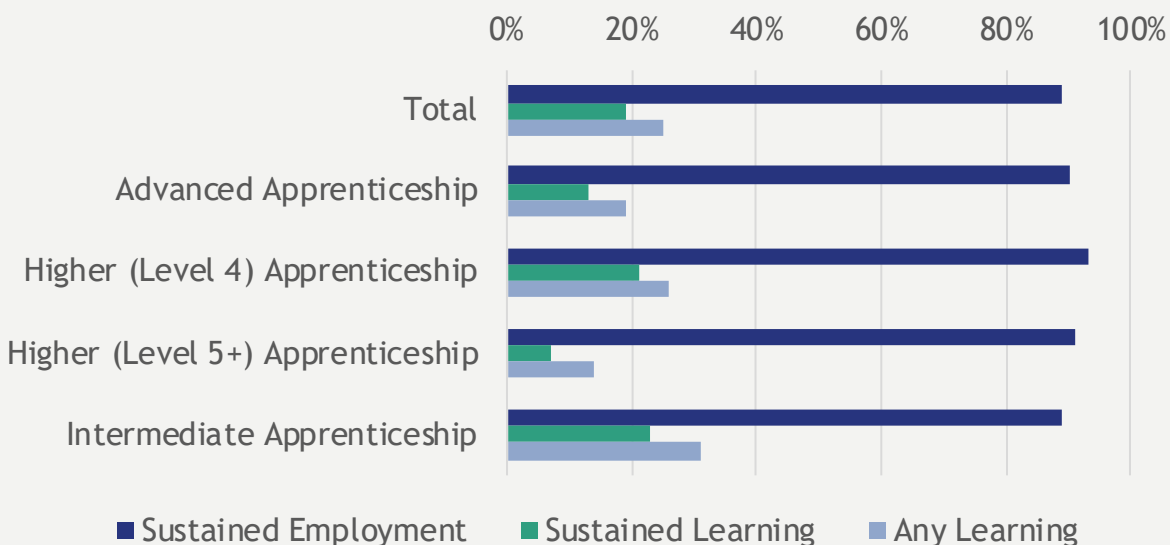
Destinations of FE and Skills Learners in 2019/20 - Greater Lincolnshire

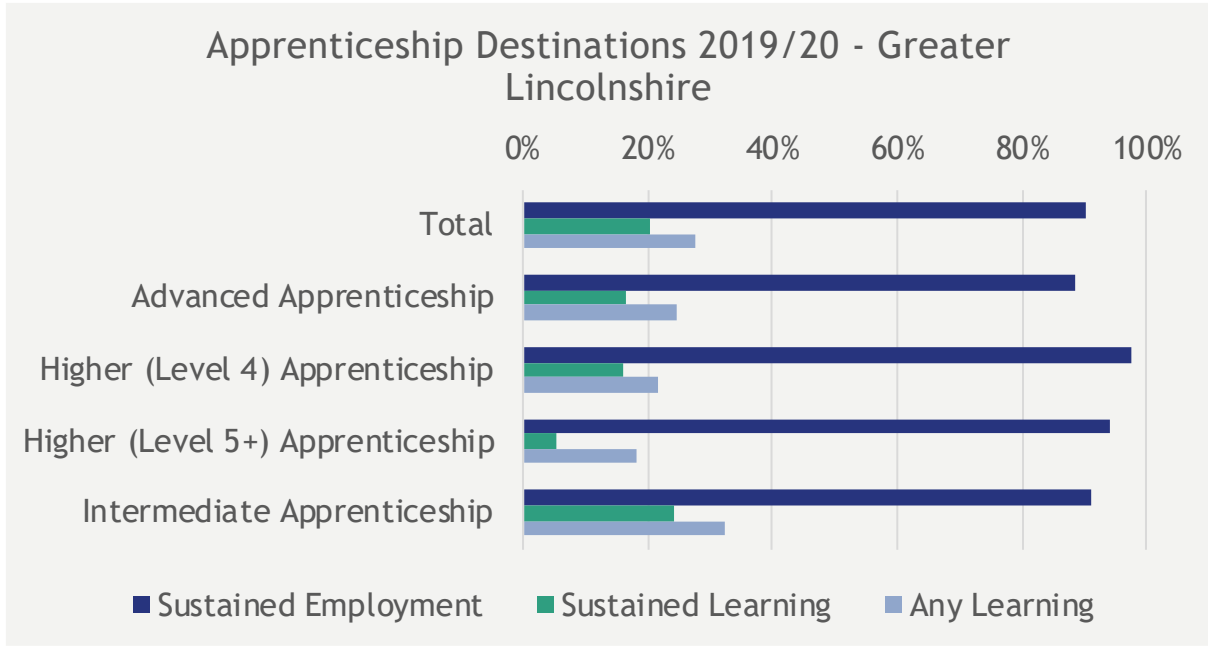


Source: <https://explore-education-statistics.service.gov.uk/find-statistics/further-education-outcome-based-success-measures>

Apprenticeship Destinations

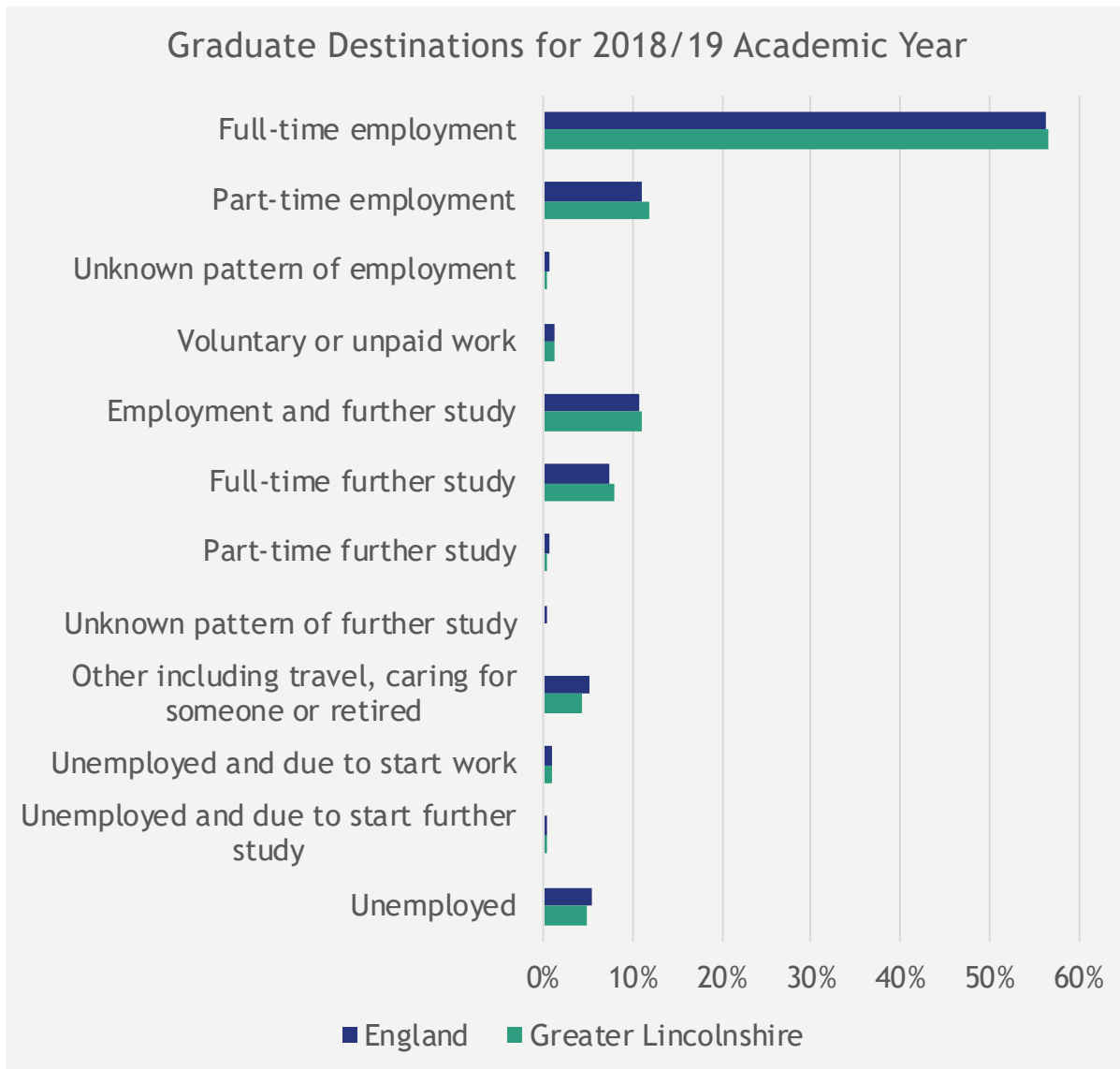
Apprenticeship Destinations 2019/20 - England





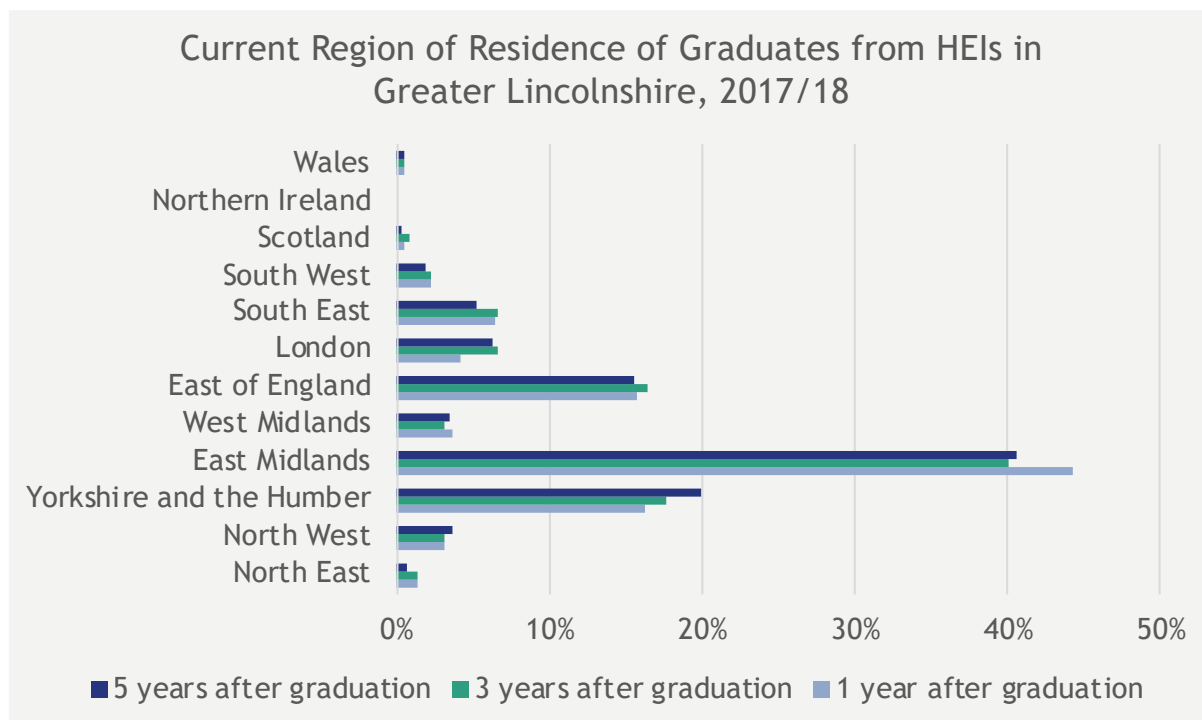
Source: <https://explore-education-statistics.service.gov.uk/find-statistics/further-education-outcome-based-success-measures>

- Overall, the sustained destinations of Greater Lincolnshire residents completing apprenticeships broadly reflects the national picture.
- Where there are differences (i.e., higher rates of level 4 and 5 higher apprenticeships in Greater Lincolnshire going into sustained employment) then this could be as a result of the small cohorts involved at these levels.
- We do however note a smaller percentage of advanced apprenticeships locally moving into sustained employment than nationally (88% compared to 90% respectively) with larger proportions moving into sustained learning destinations.



Source: <https://www.hesa.ac.uk/data-and-analysis/graduates/table-6>

- A marginally higher proportion of HE graduates from institutions in Greater Lincolnshire enter full-time and part-time employment than nationally. There are higher proportions of graduates who are combining employment with further study, whilst fewer are classified in the 'other' category, such as travelling or caring for someone. Marginally fewer HE graduates from local institutions also remain unemployed.
- Analysis of HESA data showing the earnings of 2018/19 HE leavers who are in employment, indicates that leavers from Greater Lincolnshire institutions typically have a lower earnings profile compared to the UK average. 57% of graduates from Greater Lincolnshire were earning below £24,000 per year, compared to 43% nationally. 14% earned over £30,000 per year from Greater Lincolnshire compared to 22% nationally.

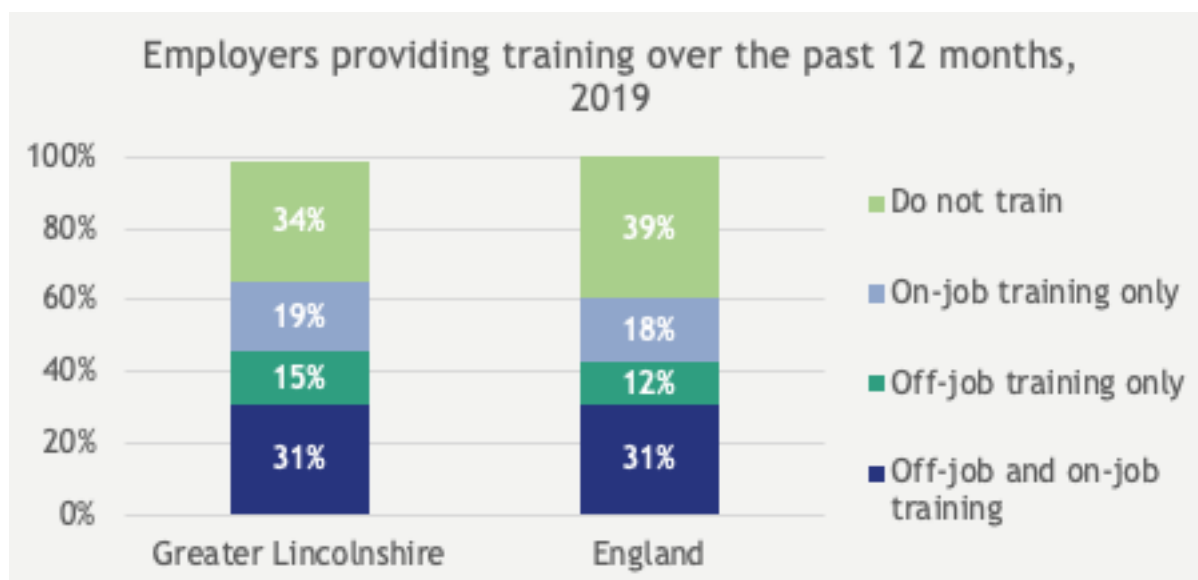


Source: Department for Education

- Just under half of GL graduates stay in the East Midlands after graduation, the majority (around 75%) remain either in the East Midlands or neighbouring regions of Yorkshire and the Humber or the East of England.
- London and the South East is a draw for around 10% of graduates.
- Retention locally is known to be a challenge with the perception of more opportunities to be found in larger cities within easy reach of the local area such as Peterborough, Nottingham, Sheffield and Hull.
- Analysis of HE graduates in our pre-covid skills analysis shows that graduates (with degrees from University and FE Colleges) growing up in Greater Lincolnshire are more likely to leave for study and not return when compared with the national average.
- When comparing with other LEP areas, 21 LEPs have a higher proportion of undergraduates leaving the area for study than Greater Lincolnshire.
- 58% of graduates working in Greater Lincolnshire studied elsewhere which suggests a reasonable amount of pull, attractiveness or opportunity (when compared to other LEP results) for both graduates who grew up here, and to others who grew up and studied elsewhere.
- 55% of Greater Lincolnshire graduates came to the area to study, a figure which is higher than Greater Manchester.
- Approximately 40% of students studying in Greater Lincolnshire go on to secure employment in Greater Lincolnshire which is reasonably high if we take London results out of that analysis. For

comparison 77% of graduates leave the Oxfordshire LEP area for employment elsewhere, and at the other end of the scale 27% of graduates leave London for employment. New Anglia hold on to 55% of their students, but they attract a much smaller proportion from elsewhere when compared to Greater Lincolnshire.

Employer Provided Training

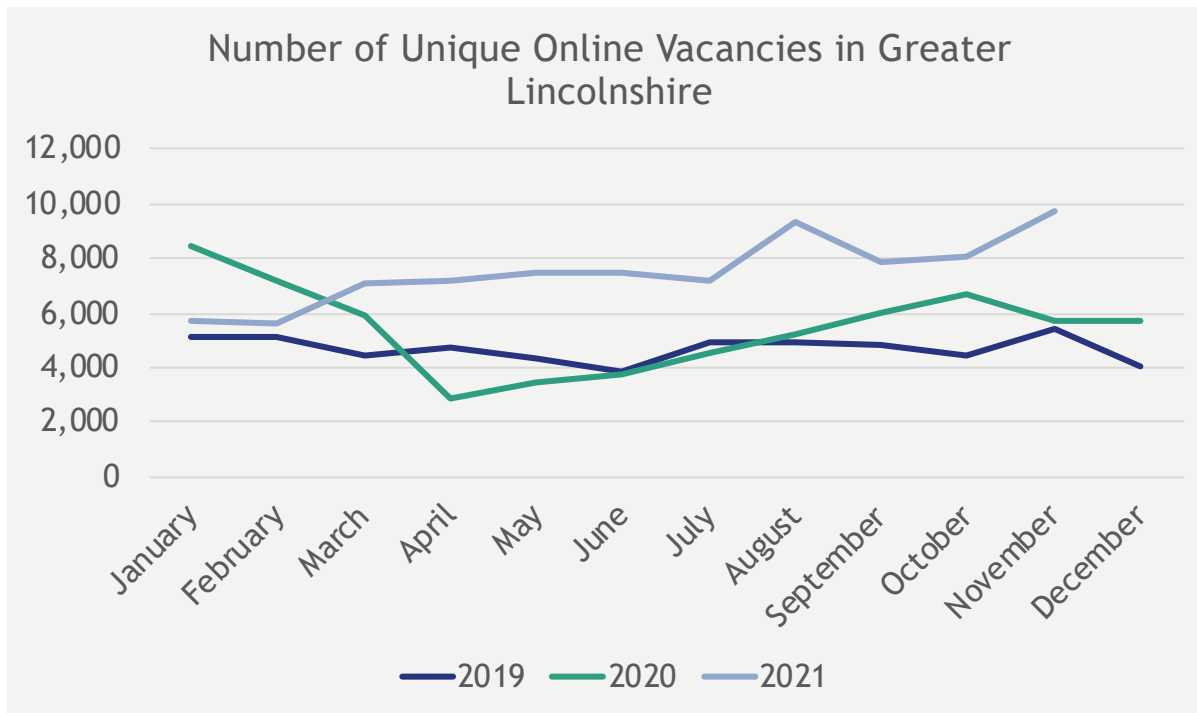


Source: [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

- According to the Employer Skills Survey, a higher proportion of employers in Greater Lincolnshire provide training than nationally, with a third not providing any training compared to nearly two fifths (39%) nationally.
- A larger proportion of employers also offer both on and off-job training in Greater Lincolnshire than nationally.
- These findings appear to be consistent with local intelligence, with local business surveys indicating that investment in workforce development is consistent compared to other business investment, though investment in training is noted to have declined amongst local businesses due to the pandemic.
- In Greater Lincolnshire both the number of training days per trainee, and training days per staff, are above national levels. This could suggest that the training being delivered locally is much more targeted and specific to the trainee. Alternatively, it could point to employers having to put more effort than nationally as the local skills base is lower.

Another challenge for local business picked up in intelligence is access to specific employer training locally, often having to rely on locations such as Sheffield, Nottingham or Leeds for centres for training that is recognised within specific industries or certifications.

- Greater Lincolnshire businesses (and the economy) currently support and generate demand for 467,000 jobs covering a wide variety of job types and skills sets.
- Job vacancies in Greater Lincolnshire cover an assortment of fields and specialisms, from IT and engineering to Health and Social Care.
- In terms of skills requirements, employers are still focused on the softer (critical) transferable side of skills, with 'communication skills', 'customer service' and 'teamwork / collaboration' featuring prominently.
- Forecasts for qualification requirements point to a decline in demand for positions to be filled by people with no qualifications and Level 1 qualifications.
- Nearly 160,000 jobs over the next 15 years or so will be affected in some way (either by being made obsolete or the role changing) through the introduction of new technologies as part of Industrial Revolution 4.0.

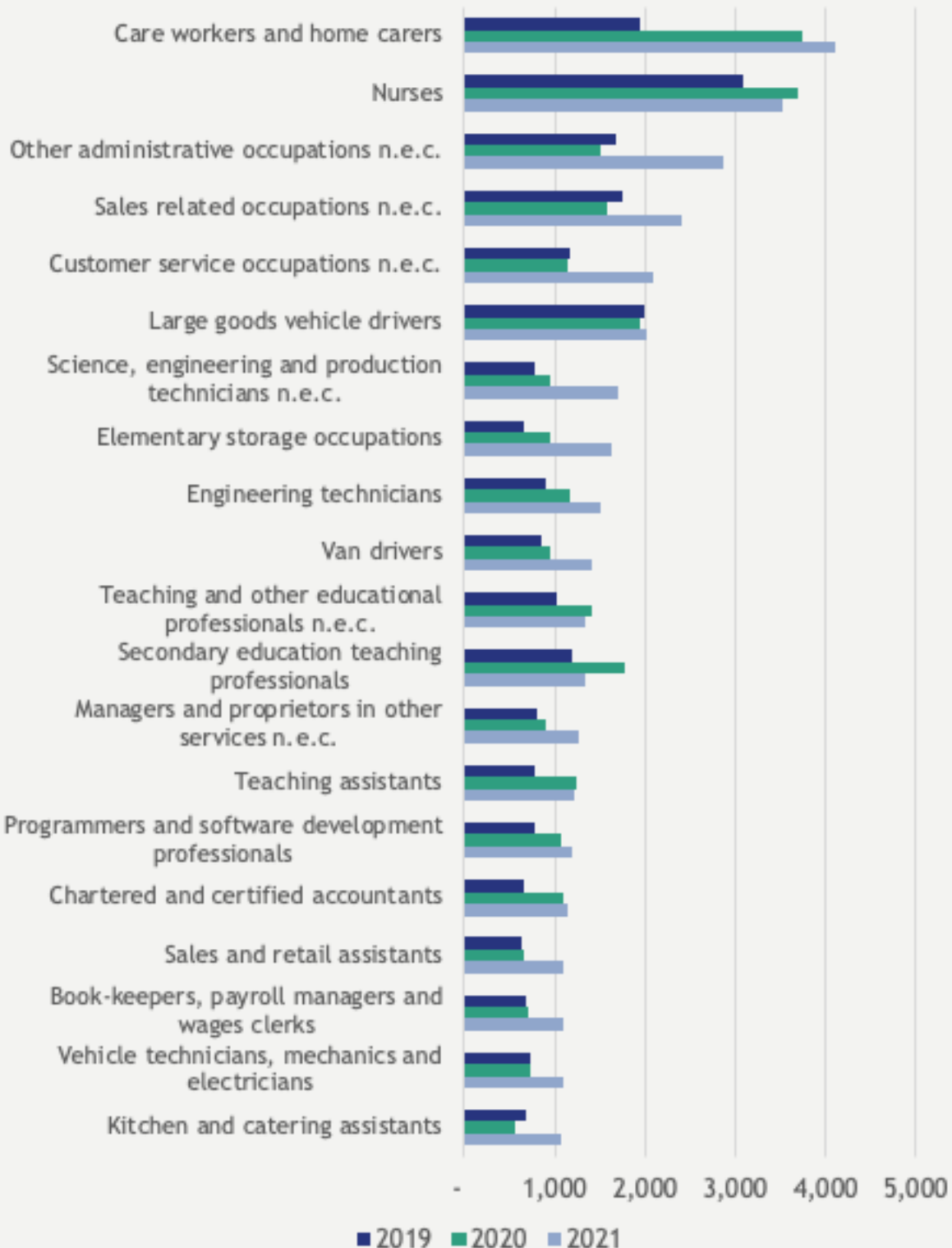


Source: [Labour Insight analysis of Greater Lincolnshire Vacancies](#)

- Vacancy levels in Greater Lincolnshire were relatively stable through 2019. In 2020 we can see the impacts of Covid:19 and lockdown at the beginning of the year with consistent growth from April onwards till the end of the year. 2021 has continued this trend with vacancy levels in November roughly twice what they were at this point in 2019.
- In terms of occupations, there is continual and significant demand for nurses, care workers, and teachers. This is also experienced nationally but is significant in Greater Lincolnshire due to the sector being harder to deliver in an area that is so geographically large, as well as with an ageing population and diminishing EU labour base. These sectors also see high turnover of jobs.
- LGV drivers are the fifth highest in terms of demand. This links to the food sector in both the south and most northerly parts of the Greater Lincolnshire area particularly; and the presence of the UKs largest port by tonnage in the area. The shortage of LGV drivers is well documented by hauliers in Greater Lincolnshire and this is exacerbated by a lack of EU workers and new rules relating to EU based drivers in the UK post EU Exit.
- Analysis of salary demands for 2021 indicates a median salary of £26,000 per year and a mean salary of £30,200 per year. These figures are down on 2020 when they were £27,100 and £31,300 respectively.
- Previous pre-covid skills analysis has shown how important communication skills, customer service skills and teamwork are to employers. There has been little change to those top skills requirements in the last 6 years that this data has been available.

- An area of the labour market where there is lack of detailed information and data is that of agency/temporary/seasonal workers. This is a particular issue for the Greater Lincolnshire labour market given the over reliance of some sectors (e.g., Agriculture, food manufacturing, and hospitality) on this type of labour. Over the last fifteen years this type of temporary/seasonal work has increasingly been fulfilled through Eastern European labour (e.g., workers from Poland, Lithuania, and Latvia). Employers in more recent year have seen increases in labour from other areas and report increased language barriers.
- More recent long-term international migration flows show that at a Greater Lincolnshire level, inflows have fallen from a peak of 6,956 in 2015/16 to 5,438 in 2019/20. Over the same period the net flow (accounting for outflows) has fallen from 4,785 to 3,362.
- New migrant GP registrations in the Greater Lincolnshire area have also fallen over the last five years, from a peak figure of 8,692 in 2015/16, to 6,522 in 2019/20.
- These sources collect data on all age groups. If we want to consider those of working age and that will have the most impact on the local labour market then we can refer to changes in national insurance numbers allocated to overseas nationals (NINOs). These figures show that the number of NINOs in Greater Lincolnshire has fallen from a peak of 11,600 in 2016 to just 3,166 in 2020. The majority of this fall in numbers happened between 2019 (when NINOs were at 8,439) and 2020. This one year represented a 62% drop in NINo registrations locally compared to 57% nationally.

Top Vacancies by Occupation in Greater Lincolnshire



Source: [Labour Insight analysis of Greater Lincolnshire Vacancies](#)

Sector Growth Forecasts

Greater Lincolnshire LEP Sector Forecasts 2017-2027			
<i>Sectors with highest forecast job growth</i>		<i>Sectors with lowest forecast job growth</i>	
1)	<i>Arts and entertainment</i>	1)	<i>Agriculture</i>
2)	<i>Health and social work</i>	2)	<i>Rest of manufacturing</i>
3)	<i>Support services</i>	3)	<i>Engineering</i>
4)	<i>Water and sewerage</i>	4)	<i>Finance and insurance</i>
5)	<i>Professional services</i>	5)	<i>Food drink and tobacco</i>

The job growth forecast provided above is based on new job creation only and does not account for the demand for people to fill jobs because of people leaving work, for example due to retirement, known as replacement demand.

Results for replacement demand only are shown below.

Greater Lincolnshire LEP Sector Forecasts 2017-2027			
<i>Sectors with highest forecast replacement demand</i>		<i>Sectors with lowest forecast replacement demand</i>	
1)	<i>Wholesale and retail trade</i>	1)	<i>Mining and quarrying</i>
2)	<i>Health and social work</i>	2)	<i>Electricity and gas</i>
3)	<i>Manufacturing</i>	3)	<i>Media</i>
4)	<i>Education</i>	4)	<i>Water and sewerage</i>
5)	<i>Accommodation and food</i>	5)	<i>Real estate</i>

Please note these forecasts were produced prior to COVID-19.

Source: [Working Futures, 2017-2027 \(published 2020\), 2017 LEP boundaries](#)

- Over the ten-year period 2017-2027 the Greater Lincolnshire economy is forecast to have filled approximately 175,000 jobs.
- The vast majority (95% or 166,000) of positions will become available due to people leaving the Greater Lincolnshire workforce, mainly as a result of retirement.
- The remainder (8,000) are as result of net change job growth i.e., these are new positions that have been created over the time period in question and require filling.
- The forecast does not factor additional labour supply challenges caused by EU Exit and loss of supply within the migrant workforce.
- Locally we expect health and social work to have a particularly high growth forecast due to the particularly ageing demographic and dispersed nature of the Greater Lincolnshire area.
- There is rapid local expansion of the food sector and manufacturing in relation to green energy.

- In food manufacturing there is forecast sector growth and automation which may drive down volumes of labour requirement in the medium to long term but will need a different skill set as robotics and production efficiencies become more ubiquitous within the sector.
- In the energy sector we anticipate new opportunities and labour expansion in relation to decarbonisation and manufacture and operation of wind turbines, with the production centres and operations running from the South Bank of the Humber providing significant areas of opportunity.
- The clean growth and decarbonisation agenda, coupled with Freeports and committed investments are expected to bring around 10,000 jobs directly and via supply chain to the area, with the bulk of the jobs requiring technical skills such as fabricators, engineers, operatives.
- Will need to do something about many of the skills existing already but requiring additional modules for training, for example, being able to fit a hydrogen boiler as opposed to a gas boiler. In terms of constructions, then new and additional modules could include housing retrofit, installing heat networks and EV charging infrastructure roll-out.

Occupation Growth Forecasts

<i>Greater Lincolnshire LEP Occupation Forecasts 2017-2027</i>	
<i>Occupations with highest forecast job growth</i>	<i>Occupations with lowest forecast job growth</i>
1) <i>Caring personal service occupations</i>	1) <i>Secretarial and related occupations</i>
2) <i>Customer service occupations</i>	2) <i>Process, plant and machine operatives</i>
3) <i>Corporate managers and directors</i>	3) <i>Textiles, printing and other skilled trades</i>
4) <i>Health and social care associate professionals</i>	4) <i>Skilled metal, electrical and electronic trades</i>
5) <i>Business, media and public service professionals</i>	5) <i>Skilled agricultural and related trades</i>

The job growth forecast provided above is based on new job creation only and does not account for the demand for people to fill jobs because of people leaving work, for example due to retirement, known as replacement demand.

Results for replacement demand only are shown below.

<i>Greater Lincolnshire LEP Occupation Forecasts 2017-2027</i>	
<i>Occupations with highest forecast replacement demand</i>	<i>Occupations with lowest forecast replacement demand</i>
1) <i>Caring personal service occupations</i>	1) <i>Protective service occupations</i>
2) <i>Elementary administration and service occupations</i>	2) <i>Secretarial and related occupations</i>
3) <i>Administrative occupations</i>	3) <i>Science, engineering and technology associate professionals</i>
4) <i>Corporate managers and directors</i>	4) <i>Culture, media and sports occupations</i>
5) <i>Sales occupations</i>	5) <i>Textiles, printing and other skilled trades</i>

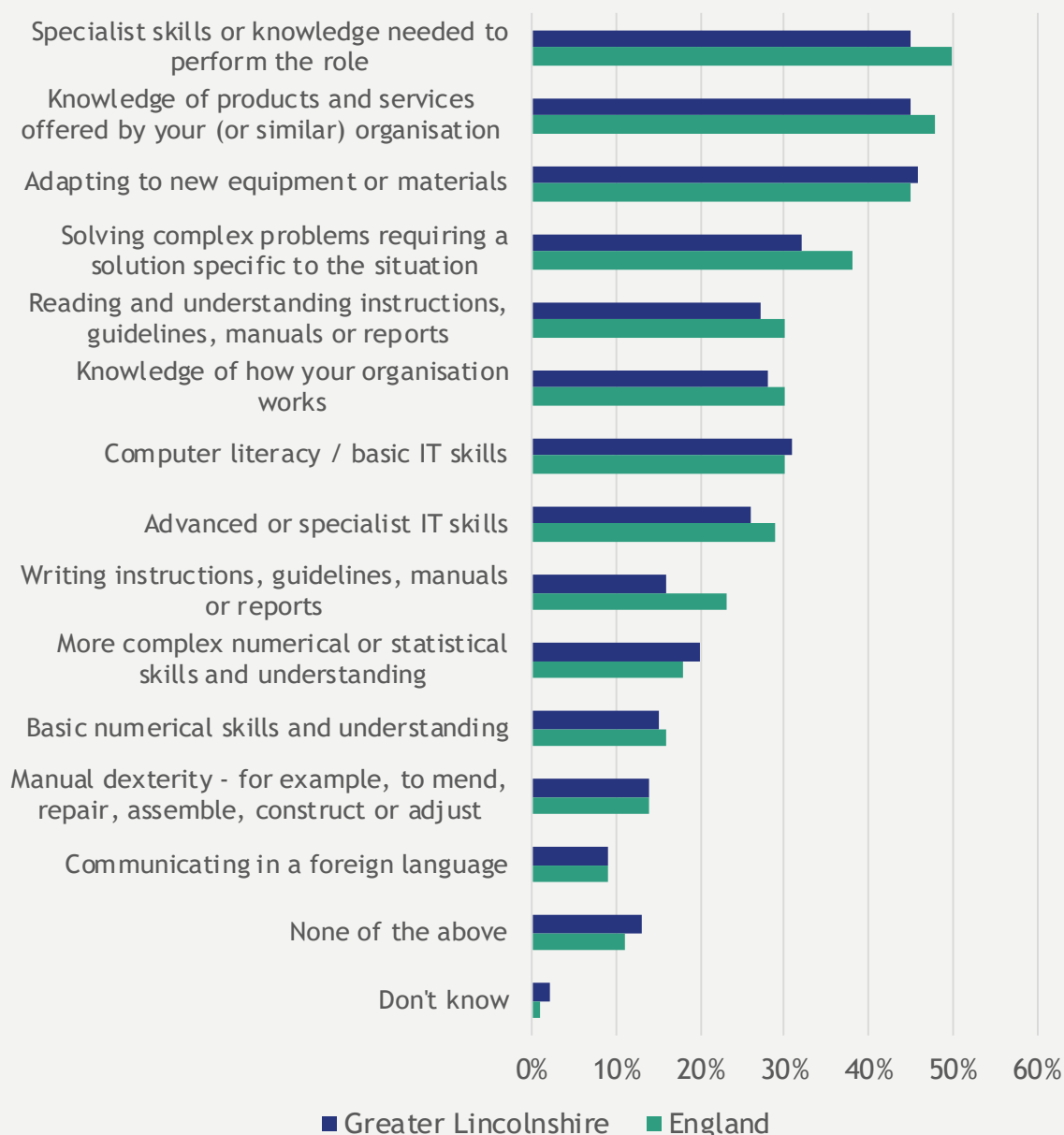
Please note these forecasts were produced prior to COVID-19.

Source: [Working Futures, 2017-2027 \(published 2020\), 2017 LEP boundaries](#)

- The likely rise of automation in key sectors such as food and manufacturing will cause a change in terms of occupations shifting away from more labour-intensive operatives to robotics operatives and servicing.
- There remains demand for skilled construction and building trades locally, particularly given the levels of development put forward within local plans.
- We do expect to see increases in the health and social care profession locally over time, with demand for those services as the population continues to age, with a remote dispersed area to cover.

Skills That Need Developing

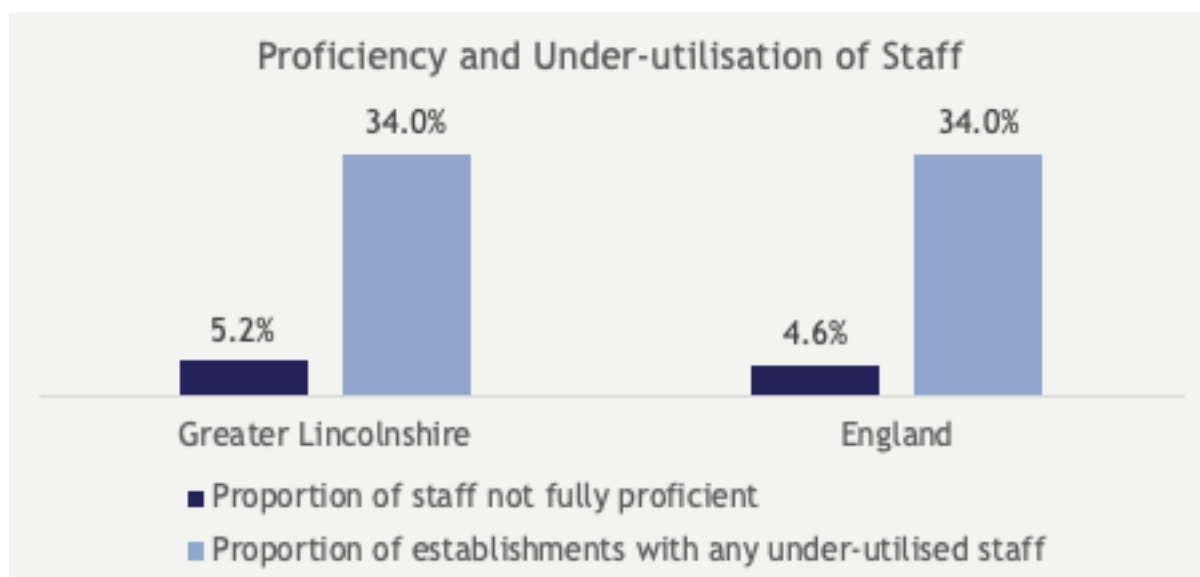
Skills that will need developing in the workforce, 2019



Source: [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

- Adapting to new equipment or materials comes out as the highest skill that needs developing in the workforce in Greater Lincolnshire, just slightly ahead of specialist skills or product knowledge where these are more of a concern nationally.
- This skill, along with computer literacy and complex numerical skills, are the only areas that are reported by a larger proportion of Greater Lincolnshire employers than nationally.
- Solving complex problems is seen as a much lesser issue than nationally, though more complex numerical or statistical skills are perceived as a requirement to develop the workforce.
- Local employers tell us that work readiness is a major challenge for new employees, given the investment in modernisation of plant and processes.
- The pre-covid Skills Advisory Panel analysis shows that Greater Lincolnshire employers were most likely to cite 'low numbers of applicants with the required skills' for why vacancies were hard-to-fill, although they were much less likely to point to this than employers nationally.
- Greater Lincolnshire employers were however more likely than nationally to cite reasons of attitude, motivation, and lack of qualifications.
- The analysis also shows that local employers do not think that low wages or poor terms and conditions are the reason for hard to fill vacancies with only 5% of local employers with hard-to-fill vacancies citing this as a reason compared to 15% nationally.
- Employers nationally are more likely to think that location and poor public transport is the reason for not filling a vacancy (11% compared to 7% in Greater Lincolnshire) which is a surprise given the sparsity and connectivity challenges locally.
- In sectoral terms, employers in the 'Transport and storage' sector were more likely to report having a vacancy that was hard to fill (13% compared to the Greater Lincolnshire average of 5%).

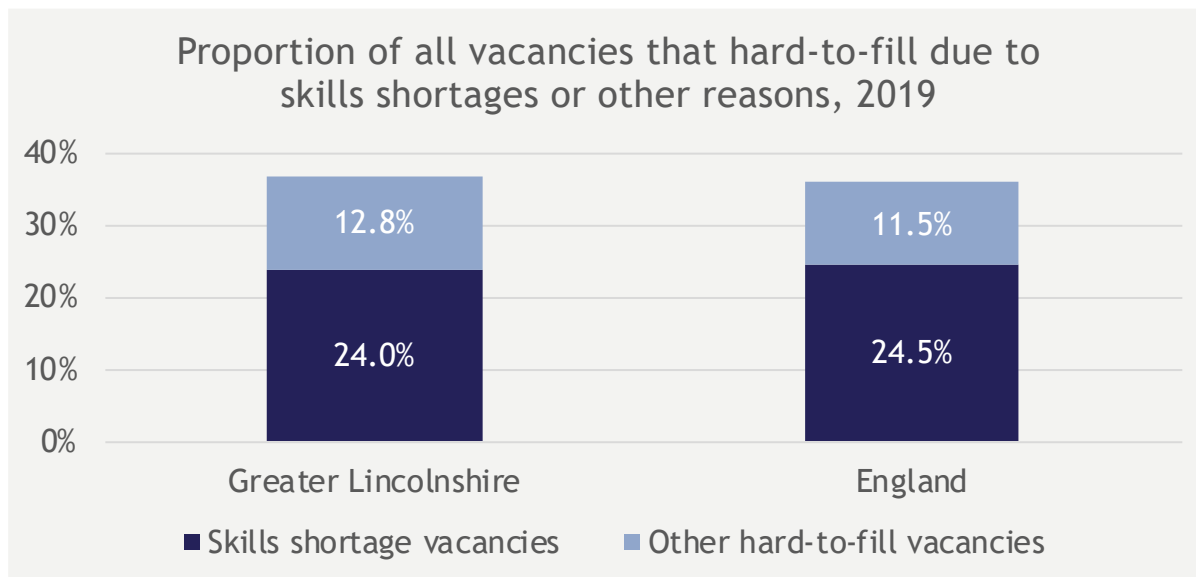
- Intelligence has been collected from local employers reporting challenges around training and recruitment over a number of years. The most persistent challenges were provided in the Pre-Covid Skills Advisory Panel Analysis 2020 but can also be read in more detail in the Sector Skills Challenges 2019 report.
- The labour market is now changing and in a way that could not have been foreseen 12 months ago. For some people Covid:19 has meant a change to their place of work, and that impacts on the places that they shop or eat out which in turn means that staff are displaced and needed in different locations.
- An increase in planning applications for housing extensions or garden renovations is going to increase demand for construction workers.
- A likely increase in domestic travel may mean that the visitor economy needs to attract additional labour.
- We expect employers to continue to value the skills that they seek most in their employees, critical skills, (transferable skills that others refer to as soft skills) such as communication, organisation, customer service (with colleagues and customers), teamwork and problem solving.
- Local Intelligence shows that there are recruitment challenges across all sectors, and there is particular concern from our priority sectors: the care sector, the hospitality sector and the agricultural and food manufacturing sector.
- Recent data (January 2022) suggests that caring occupations, maintenance engineers, metalworking and production operatives are the toughest roles to fill, based on the length jobs are advertised for and how many places a single job is advertised. A shortage of machine operators has been reported locally by several employers in different parts of the manufacturing sector across Greater Lincolnshire.



Source: [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

- Slightly more staff are reported as being not fully proficient in Greater Lincolnshire (5.2%) compared to the England average (4.6%)
- Just over a third (34%) of establishments (both in Greater Lincolnshire and nationally) report under-utilised staff (i.e., those that have both qualifications and skills that are more advanced than required for their current job role). We also note here that employers reporting underutilised staff has fallen from 41% in 2013.
- Analysis of employer provided training from the Employer Skills Survey tells us that the number of staff being trained locally has increased since 2017, from 240,000 to 262,000 in 2019
- The proportion of those undertaking training online in Greater Lincolnshire has increased from 42% in 2015 to 52% in 2019. Nationally, this figure increased from 45% to 56% over the same period.

Hard to Fill Vacancies



Source: [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

- Overall, 37% of vacancies in Greater Lincolnshire are indicated as being hard to fill, with around two thirds of those being due to skills shortages. This is broadly in line with the national picture.
- Further analysis of results from the Employer Skills Survey tells us that ‘skilled trade occupations’ and ‘sales and customer service staff’, along with ‘Caring, leisure and other services staff’, were more likely to be cited by employers as being hard-to-fill.
- ‘Skilled trade occupations’ cover job/roles such as farmers, electricians, plasterers, motor mechanics, butchers, and chefs. Examples of ‘sales and customer service staff’ include call centre agents, telesales, retail cashiers, and customer care operations. ‘Caring, leisure and other service staff’ cover positions such as care assistants, nursery nurses, hairdressers, and dental nurses.
- If we consider skills shortage vacancies in terms of occupation (rather than sector), ‘Skilled trades occupations’ are most likely to be a skill-shortage vacancy both locally and nationally. However, in Greater Lincolnshire it is vacancies for ‘Professionals’, ‘Associate professionals’ and ‘Sales and customer services staff’ that are more likely to be skill-shortage vacancies than they are nationally.

Annex B: Additional Analysis

Analysis contained within the Local Skills Report draws on a number of other evidence bases and sources, in addition to the LEP-Level Core Indicators provided in Annex A.

1. [Additional Indicator Workbook March 2021](#)

This workbook contains analysis of DfE core indicators at district and unitary level, and additional indicators pertaining to the narrative and analysis in Annex A and Chapter 3, with contextual indicators across local landscape, skills supply, and demand.

2. [Greater Lincolnshire LEP Local Industrial Strategy Evidence Base](#)

This is the evidence base used to shape the Local Industrial Strategy. The evidence base was assessed by Government analysts and forms the basis for our LIS, identification of priority sectors and evidence against foundations of productivity.

3. [SAP Analysis 2020 - Pre-Covid analysis](#)

This is the original SAP analysis, undertaken pre-covid and was commissioned by the GLLEP Employment and Skills Advisory Panel. The data contained in the report underpins the People section of the Local Industrial Strategy.

4. [EU Exit - Labour Market Impact Dashboard](#)

This dashboard looks at current and future impact of the EU Exit on labour markets, particularly relating to priority sectors in Greater Lincolnshire, identifying dependence on EU labour and indicators relating to it.

5. [Labour Market Impacts and Implications of Covid and Brexit March 2021](#)

Additional analysis assessing shortage occupations, wages, at risk industries in Greater Lincolnshire.

6. [Covid Economic Monitoring Dashboard](#)

This is an economic monitoring dashboard that assesses employment and business indicators alongside covid19 indicators. Contains analysis of claimant data, furlough data and economic indicators.

7. [Sector Skills Challenges 2019](#)

This report is based on a study of 500 businesses in Greater Lincolnshire to assess specific sector skills challenges, shortages and gaps.

8. [Adult Literacy in Greater Lincolnshire April 2021](#)

A report about the impact of adult literacy barriers in Greater Lincolnshire, undertaken by the Lincolnshire Open Research & Innovation Centre (LORIC) at Bishop Grosseteste University.

9. Midlands Engine, Digital Deep Dive, December 2021 [PowerPoint Presentation \(midlandsengine.org\)](#)

Additional Information: Community Renewal Fund

During 2021 11 projects received funding from central Government through the Community Renewal Fund. Details of programmes, locations and level of indicated spend/investment level shows below.

lincolnshire.gov.uk	Lincolnshire County Council	Feasibility Study - Care working practices and barriers for recruitment and retention in Boston and the East of Lincolnshire	£101,497
lincolnshire.gov.uk	Lincolnshire County Council	Working and Connecting Communities	£715,501

Feasibility Study - Care working practices and barriers for recruitment and retention in Boston and the East of Lincolnshire

The **feasibility study** aims to identify the barriers and opportunities to recruit and retain talent in the care sector focusing on Boston and the East of Lincolnshire; and aspires to develop the sector into a career of choice by engaging with care businesses to develop alternatives to traditional recruitment methods and review the skill requirements to inform future skills learning and development pathways to qualified/essentially training status levels.

Working and Connecting Communities

Working and Connecting Communities centres on Lincoln aiming to engage 1,500 hard to reach citizens in job searching through a range of supported activities linked to longer term employment and training opportunities in the construction, hospitality, retail, horticulture sectors, including the development of social enterprises in construction and bakery.

nelincs.gov.uk	North East Lincolnshire Council	CPO & CatZero - Inclusion into Employment Programme	£147,125
nelincs.gov.uk	North East Lincolnshire Council	Keeping the wheels moving with Training in the Logistics sector.	£214,922
nelincs.gov.uk	North East Lincolnshire Council	Reignite	£199,849
nelincs.gov.uk	North East Lincolnshire Council	Smarter Energy North East Lincolnshire	£300,000
nelincs.gov.uk	North East Lincolnshire Council	UK Food Valley Pilot (Seafood Sector)	£433,510

CPO / Catzero – Inclusion into Employment - Project will recruit 100 unemployed participants 16+, supporting each through a bespoke programme of activities addressing their needs on the journey to training and employment. It will help participants overcome barriers to employment, bridging the digital divide, and attaining relevant skills and qualifications. Providing wraparound family support where appropriate.

Modal Training – Keeping the wheels moving with Training in the Logistics sector - MODAL Training recognises significant opportunities arising from increased developments in the ports and logistics sector in the area. This investment will provide additional capacity to deliver key qualifications required to ensure individuals residing in NEL have the opportunity to access skills and training most relevant to the local economy.

Think Employment, Reignite - The project support participants who have found themselves unemployed due to the pandemic. It will help participants secure employment by addressing the barriers to employment or moving closer to the labour market. The project focuses on those 45+ who have lost their job after long term furlough and through redundancy.

NELC – Smarter Energy - Develop and test the feasibility of innovative approaches to SME engagement and energy reduction support provision, evaluating their effectiveness for inclusion in delivery of future support packages. In addition, options will be developed for future extended use of a Town Centre green innovation hub supported by the Town's Fund.

University of Lincoln – UK Food Valley pilot - Project to test an innovative food sector support programme to develop the industry’s skills, innovation capacity and ability to attract new talent, helping to ensure the position of Grimsby’s Seafood Cluster as a global hub. The project provides an integrated package of business support to address the sector’s key challenges.

northlincs.gov.uk	North Lincolnshire Council	Aspire to Progress	£357,000
northlincs.gov.uk	North Lincolnshire Council	Building Prosperous Communities - Employability and Skills Support Programme	£532,321
northlincs.gov.uk	North Lincolnshire Council	Crosby Transformations	£287,500
northlincs.gov.uk	North Lincolnshire Council	Reconnect	£141,384

Aspire to Progress

An employer engagement designed to identify training needs with flexible provision delivery to overcome barriers and improve engagement. This will inform and develop curriculum development for future delivery through effective feedback mechanisms.

Building Prosperous Communities - Employability and Skills Support Programme

Delivering targeted interventions to narrow previously identified gaps in available skills and provision through an Employer Taskforce, a research project to pinpoint the barriers to accessing higher level

skills, a 'Working in Social Care' campaign and a 'Festival of Skills'. Pilot employability projects for people with complex needs are also planned.

Crosby Transformations

To build a thriving community, this project will develop existing services by building life skills for the homeless, provide business support, trial and pilot business ideas, build confidence towards increasing British Citizenship uptake and provide English language classes for speakers of other Languages (ESOL)

Reconnect

This short-term, post pandemic, programme is designed to re-engage communities with pre-COVID plans and ambitions to improve resilience, tackle digital and social isolation, as well as overcoming barriers to overcome mental and physical health issues. The programme will inform and determine service delivery in the future through digital skills building to develop skills, increase confidence and improve resilience enabling access towards employment support, training and mentoring, as well as online shopping and key services such as banking.

...End...