

# Greater Lincolnshire Area Review



**Skills Data, Analysis and Vision  
by the Greater Lincolnshire LEP**

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## INTRODUCING GREATER LINCOLNSHIRE AND ITS ECONOMY

Greater Lincolnshire is a central UK location, serving over 75% of the UK population within a four-hour drive time.

It has a land mass that is almost double the size of Cornwall, a mixture of urban, rural and coastal areas with diverse needs in each. Its population is 1,060,567, similar to Birmingham, and there are 37,000 VAT/PAYE registered businesses.

The area is probably best known for being the nation's biggest arable and horticulture producer, and it processes 70% of UK seafood, produces 25% of the country's vegetables and processes and manufactures a whole range of food found in your local supermarket.

Greater Lincolnshire has other significant industry too:

- a manufacturing sector worth £1.9 billion, a low carbon sector worth £1.2 billion and is home to the biggest Siemens plant in the UK.
- more than 120 sites of special scientific interest, the 4th most popular tourist resort in the UK and attracts over 31 million visitors per year.
- an international airport serving the business community, the largest UK port by tonnage, two enterprise zones attracting significant investment in relation to the Humber Estuary and three food enterprise zones planned across the area.

As a result of its large and diverse landscape there isn't just one, but six industry sectors that have competitive advantages or specific opportunities for the area and upon which the LEP will focus its continued drive for economic growth. These sectors are:

- agri-food
- advanced manufacturing and engineering
- the low carbon economy with a particular focus on renewable energy
- visitor economy
- health and care sector
- ports and logistics

In addition, the chemicals industry has particular significance to the north of the area, and construction, digital, HR and accountancy skills are also in great demand.

However growth will not only occur in these sectors.

Almost 100,000 new houses are planned over the next 15 years, which will provide major opportunities, with growth ambitions and urban extensions in Gainsborough, Grantham, Grimsby, Lincoln, Scunthorpe, Sleaford and Spalding.

The population is predicted to grow by 3% to 2020 and almost 8% by 2030, with around 200,000 job opportunities available in the next decade.

Despite this diversity businesses in Greater Lincolnshire sometimes struggle to overcome an external perception that the jobs in the area require little or no skill. This perception is incorrect and the evidence collated here shows that even in the most traditional sectors, there is an existing and growing demand for skills levels that are higher than its residents currently have, and new industry, such as low carbon, will have new skills requirements.

## **Predicting Future Skills Needs**

The demand for workplace skills is influenced by a number of factors including consumer choice, technological change, demographic change, competition and organisational choice so it is impossible to predict every job vacancy that organisations will choose to recruit to.

Working Futures is a comprehensive and detailed model of the UK labour market, produced by the Warwick Institute for Employment and Research and Cambridge Econometrics on behalf of the UK Commission for Employment and Skills. It projects the future size and shape of the labour market by considering employment prospects by industry, occupation, qualification levels and employment status. It is the best indicator of future jobs and skills needs available. It provides an indication of likely trends and order of magnitude.

## **Summary of the Challenge and Opportunity**

The challenge for Greater Lincolnshire's economy is to ensure there are sufficiently skilled people to fill the 200,000 job vacancies that the Working Futures data forecasts to be available from 2012 to 2022, particularly when there will not be sufficient numbers of school leavers within that timeframe and the working age population is shrinking.

Demand for jobs and skills will not only result from our growing sectors. The majority of jobs over the next decade, mirroring the national picture, will be to replace people leaving work through retirement. Replacement demand as it is known is important because the working age population of Greater Lincolnshire is shrinking. Every year, to at least 2030, the number of the working age population will fall. This means that even in sectors that have falling employment there will still be demand for jobs and skills within them. So tackling job vacancies in areas of economic strength and growth in Greater Lincolnshire, as well as within other sectors and occupations is important.

Forecasts show that demand for skills both locally and nationally is likely to be concentrated in the higher level occupations, and locally there will be less demand in lower level occupations. However the current qualification levels of Greater Lincolnshire residents is lower than the national average. The data shows that there are currently (2012) around 160,000 jobs in Greater Lincolnshire that require a Level 4 qualification or higher. There are approximately 145,000 residents of working age qualified to this level. According to the forecasts an additional 126,000 job vacancies will require this level of qualification by 2022.

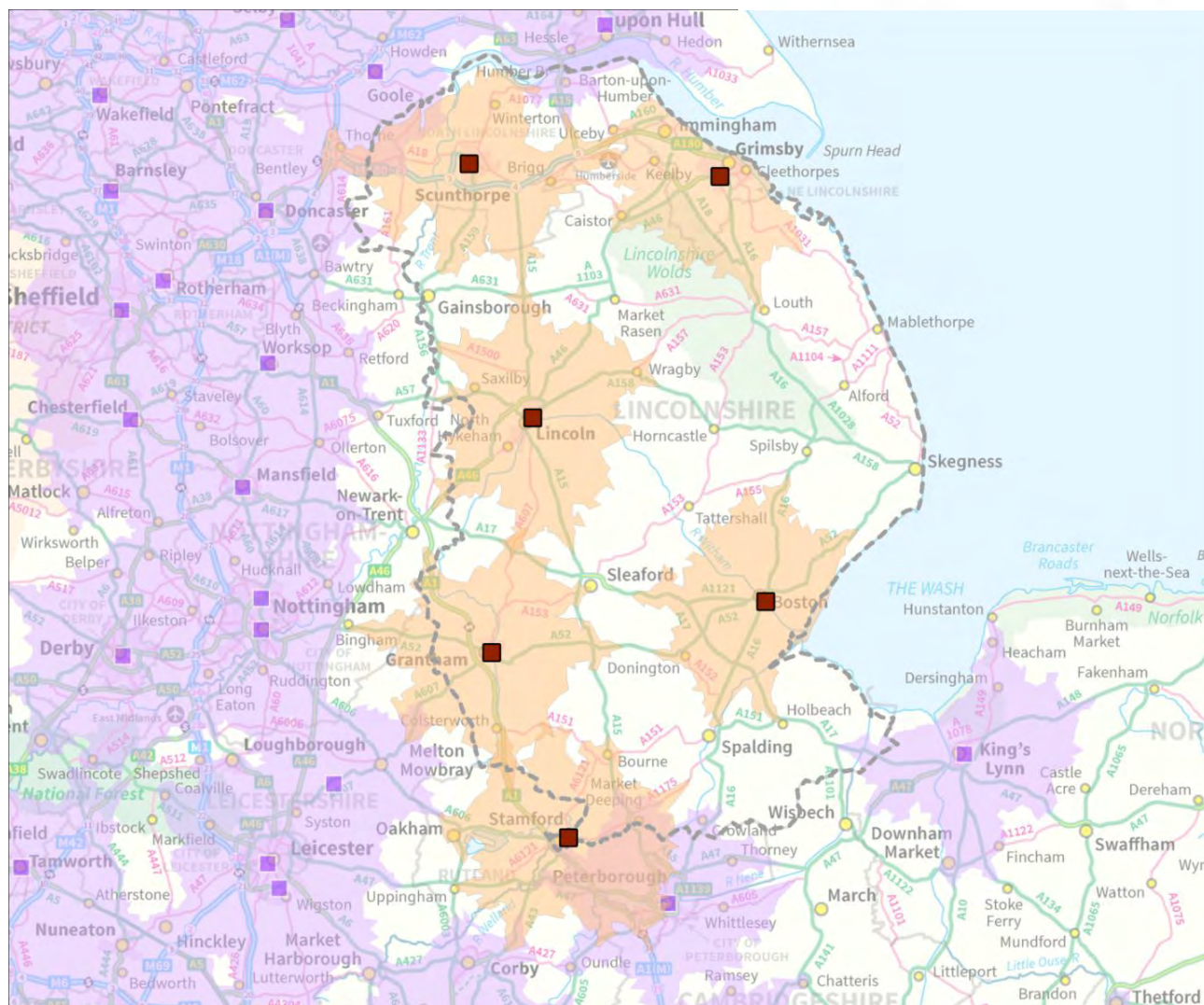
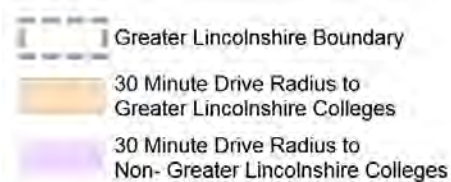
School leavers will only be part of the solution. There will be 128,000 eighteen-year olds leaving school within the next decade across Greater Lincolnshire and from current statistics we would expect around 27% of them to be resident and qualified to Level 4 or higher by the time they reach their mid-twenties. It is clear that without intervention local businesses will struggle to fill the higher level job vacancies that are forecast to be available.

It is vital to Greater Lincolnshire's local economy that young people are inspired to stay and work in the area, and that residents who are already working, or seeking jobs, are upskilled or retrained to take up the job vacancies that are likely to be available.



## Map 1: 30 Minute Drive Radius to Greater Lincolnshire colleges and surrounding area

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Greater Lincolnshire has a population density of just over 150 people per square kilometre. This means that it is sparser than areas such as Cornwall, Somerset, Dorset and Norfolk.

For the purposes of this map only the main FE College campus is used, and the radius around the two Sixth Form Colleges have not been included. Only FE Colleges in scope for the review have been included.

## Source

Working Futures 2012-22, Warwick Institute for Employment Research and Cambridge Econometrics; UK Commission for Employment and Skills, March 2014

The Working Futures data (2012-2022) forecasts the total employment requirement by occupation and industry, accounting for both replacement demand (through retirements) as well as sector growth.

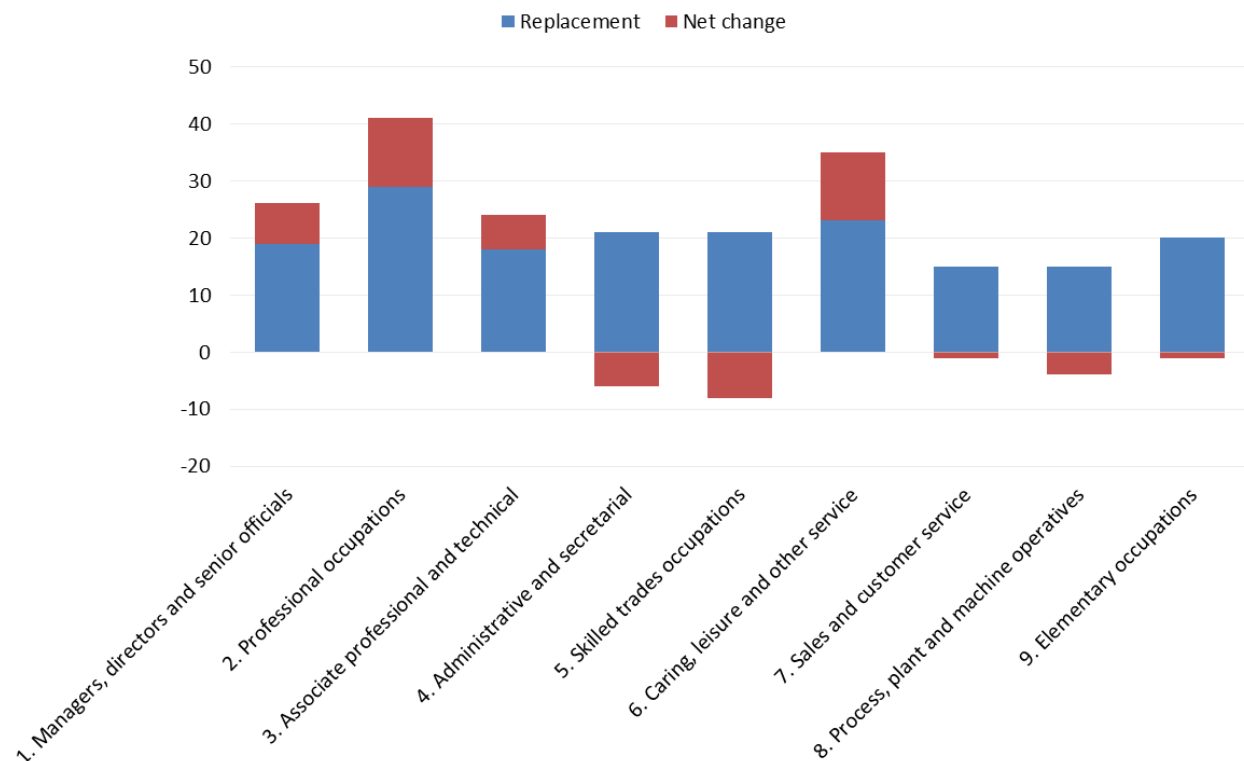
**Please read the assumptions and confidence section on page 8 to ensure correct interpretation of the Working Futures data**

## Key aspects and analysis of the forecast

In total, between 2012 and 2022 it is forecast that 200,000 jobs need filling; 182,000 as a result of retirement (i.e. replacement demand) and 18,000 as a result of growth/expansion.

## Occupation

The largest employment requirement over the time period is forecast within the Standard Occupational Classification (SOC) categories of Professional Occupations, and Caring, Leisure and Other Service. The forecast also shows a requirement to fill 26,000 Managerial, Director or Senior posts. These three broad occupation groups, along with Associate, Professional and Technical, show significant growth in employment beyond replacement demand (as a result of retirement).



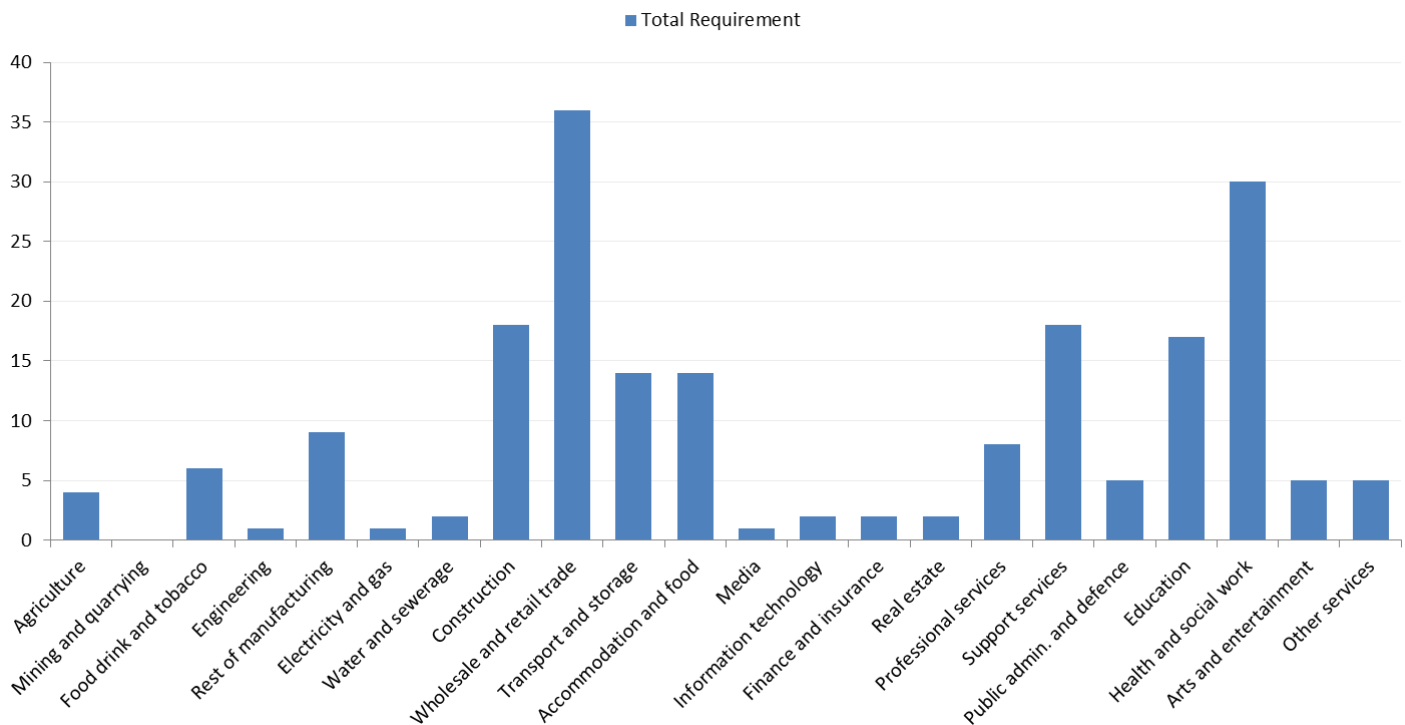
**Figure 1 – Forecast job requirement by SOC Group, Working Futures 2012-2022. Numbers in '000s**

*This shows that jobs will need to be filled across all occupation codes as a result of replacement demand. (Net change = employment demand as a result of sector growth)*

A list of the occupations that are included in SOC categories is available in the Appendix. The Professional Occupation category, for example, includes civil, mechanical and electrical engineers, health professionals, solicitors, accountants and teaching professionals.

## **Industry**

***Figure 2 - Forecast job requirement by SIC Broad Industry Group, Working Futures 2012-2022, Numbers in '000s***



**Please read the assumptions and confidence section on page 8 to ensure correct interpretation of the Working Futures data**

Figure 2 clearly shows that the Wholesale and Retail Trade industry group is forecast to have the highest employment requirement. It is important to note that, when examining the breakdown there are more senior managers and professionals required within this sector (SOC 1 and 2) than there are sales and customer service occupations (SOC 7).

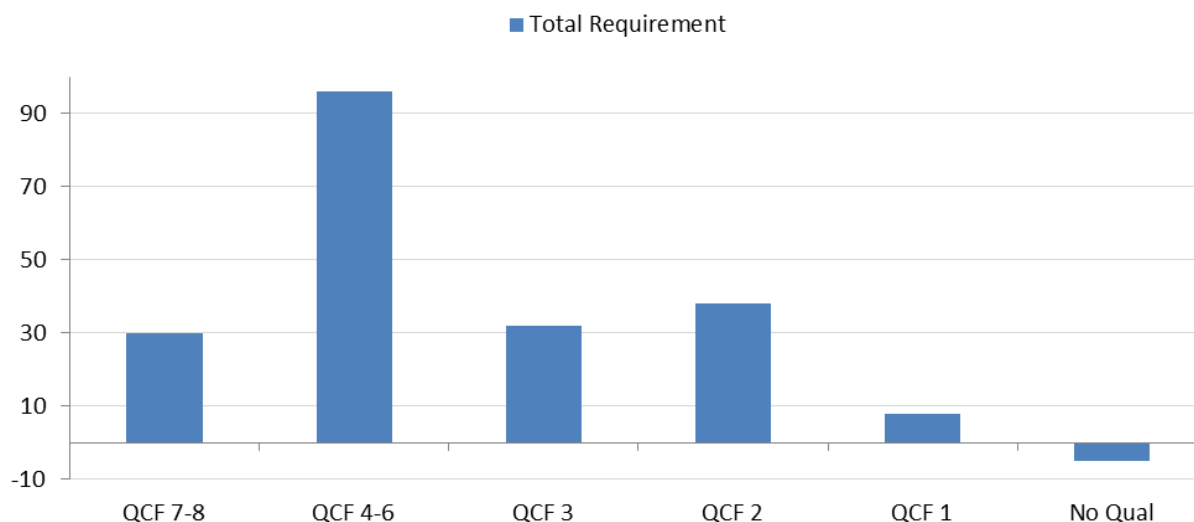
The Health and Social Work industry also has large employment demand within the forecast, 30,000 jobs to 2022. Whilst the majority of these workers in this sector fall under the Occupational Code of Caring, Leisure and Other Services, there is a high requirement, as expected, for those in Professional Occupations (9,000).

Other Industry Groups that are likely to require in excess of 10,000 employees include Construction, Education, Support Services, Transport and Storage and Accommodation & Food, with Manufacturing and Engineering (excluding food) Group just below this number.

## **Qualifications**

The Working Futures forecasts show that there is a significant requirement to fill jobs that require qualifications at levels 4-6 (Figures 3, QCF4-6). This skills band accounts for just under half the total forecast requirement of jobs in Greater Lincolnshire. The data also shows there is decline in the number of jobs requiring no qualifications.

**Figure 3 - Total Requirement by QCF Level, Working Futures 2012-22**  
**Numbers in '000s**



**Please read the assumptions and confidence section on page 8 to ensure correct interpretation of the Working Futures data**

## **Assumptions and Confidence**

Working Futures is the leading source of this information because of its robustness, comprehensiveness and granularity. The projections are founded on rigorous assumptions about some of the key economic, technological and social trends. They should not, however, be interpreted as a concrete snapshot of the future. Focus should be on the patterns of employment for industries and occupations.

It is very important to note that industry no longer falls into classifications as neatly as it did when the codes were first developed, and the technological advancements and new roles particularly within the agricultural and food industry and the low carbon/renewables industry are not reflected well. This means that whilst the forecast overall is robust, growth or replacement demand may not always be reflected in the correct sector. A good example of this is the role of agronomists within the agricultural and food industries. We know locally that many hundreds of the jobs are within consultancies, or specific support services, yet the work that they do is within both the agricultural and food industries.

Local sector specialists have told us that they are puzzled by the decline that is shown in SOC Skilled Trades and Process Plant and Machine Operatives. Whilst there will be jobs in these occupations due to replacement demand the forecasts suggest that the number of within these occupations will not grow. It is possible that this is an effect of employment agencies. People employed by employment/temping agencies do a variety of jobs



(particularly within the agricultural and food sector) and we know that these jobs are recorded in the Administrative & Support Services Activities SIC code, rather than the Agricultural or Food SIC code. It is therefore possible that the Occupation Codes are also wrongly aligned. Caution is therefore advised.

Statistics or analyses which are based on data for at least 10,000 individuals provide a reasonable degree of statistical robustness. The uncertainties associated with projections involving fewer than 1,000 individuals are probably too great to make such estimates useful.

The growth forecast is subject to some risks due to economic uncertainty, particularly around strength of the Eurozone at the time some of the data was captured (post 2008 recession). A new release of data is expected imminently, forecasting to 2024, and it is anticipated that the figures will be a little higher.

## **LEP Hypothesis**

The data shows a clear trend towards higher level skills needs within businesses locally, across all sectors. Greater Lincolnshire's residents are not prepared to fill the vacancies that are predicted to be available. Some residents are not qualified for the roles available and others may have low aspirations or lack of awareness of types of available job roles.

Overall, Greater Lincolnshire has good GCSE results in comparison to England however the population as a whole is less qualified and less prepared for the jobs that are shown in the forecast and analysis. A table showing the current qualification levels of the Greater Lincolnshire population is provided in the Appendix.

In summary, across our 16+ population:

- 27% have no qualifications compared to 23% nationally
- 58% have Level 2 as their highest qualification compared to 51% nationally
- 20% are qualified to level 4 or above compared to 27% nationally

Fewer of our 16-24 years old are qualified to Level 3 and Level 4 when compared with the UK average.

Only 27% of our 25-34 year olds are qualified to at least level 4, against a national average of 40%

There is a higher proportion of 16-34 year olds with no qualifications than the national average.

This lower qualification profile becomes even more accentuated in the local authorities making up the eastern half of the Greater Lincolnshire area.

The Working Futures data shows that there are currently (2012) around 160,000 jobs in Greater Lincolnshire that require a Level 4 qualification or higher. There are approximately 145,000 residents of working age qualified to this level. According to the forecasts an additional 126,000 job vacancies will require this level of qualification by 2022. The working age population is also shrinking, and will continue to do so until at least 2030.

There will be 128,000 eighteen-year olds leaving school within the next decade across Greater Lincolnshire and from current statistics we would expect around 27% of them to be resident and qualified to Level 4 or higher by the time they reach their mid-twenties. These numbers are not enough to fill the vacancies that will be available, and an even greater

challenge lies in ensuring that the qualifications that are gained at this level are related to the industries that need them.

It is clear that without intervention local businesses will struggle to fill the higher level job vacancies that are forecast to be available. That intervention is much more than training residents to a higher qualification level. It should include:

- Inspiring young people to remain in the Greater Lincolnshire area and take up the higher skilled careers
- Supporting employers to upskill their existing staff, and plan for their future skills need
- Ensuring that training provision is available and accessible to the employers that need it
- Promoting Greater Lincolnshire within and outside of the area to attract skilled workers

Both Greater Lincolnshire LEP and Humber LEP have driven local (and national) initiatives to improve industry related Career Education, Information, Advice and Guidance (e.g. Aspirations, Bridging the Gap); raising the skills levels of young people and the workforce (e.g. STEM Traineeship Pilot, Numeracy Challenge, Work-Based Learning Advocates) and supporting employers through their Growth Hubs.

The Greater Lincolnshire LEP is currently developing a Place Marketing strategy.

It is important that all partners are working towards these aims.

The LEP is keen to see more employer engagement; more in depth interactions and more engagement with medium sized and smaller businesses. This will provide local Colleges with a better picture of the skills needs that arise from changes in technology, and result in opportunities to meet employer need.

### **Source**

Working Futures 2012-22, Warwick Institute for Employment Research and Cambridge Econometrics; UK Commission for Employment and Skills, March 2014

Greater Lincolnshire LEP Strategic Economic 2014-2030 (2016 refresh)

- The Greater Lincolnshire Strategic Economic Plan used a wide range of known sources to compile the evidence base. They include:
- Population: ONS 2014 Population Estimates, 2014 Population projections
- GVA: Cambridge Econometrics Local Economic Forecasting Model (2014 based), ONS GVA, 2014 figures
- Visitor Economy GVA Impact: Global Tourism Solutions STEAM Model (2014 based)
- Labour Force: Business Register and Employer Survey (BRES, ONS, 2015), Cambridge Econometrics Local Economic Forecasting Model (2014 based)
- Business Counts: IDBR Business Counts (2015)
- Greater Lincolnshire Employer Survey (LCC, 2014)
- DEFRA Structure of the Farming Industry (DEFRA, 2013)
- Natural England Agricultural Land Classification (Natural England)

### **Key aspects and analysis of the forecast**

As a result of its large and diverse landscape there isn't just one, but six industry sectors that have competitive advantages or specific opportunities for the area and upon which the Greater Lincolnshire LEP will focus its continued drive for economic growth. The sectors we have identified contribute more to the national economy in terms of GVA (the measure of the value of goods and services produced in an area) or have significant opportunities for growth in Greater Lincolnshire. In addition the chemical industry and digital sector has particular importance in the north and to the Humber LEP. Some of the most significant energy, food manufacturing and chemical industries in England are located in Greater Lincolnshire.

In addition the construction sector, and roles such as HR and accountancy are also in demand.

### **Agri Food**

The agri-food sector in its widest sense covers every business operation from 'farm to fork' and 'trawler to table': farming, fishing and food processing, logistics, packaging, marketing, retail and food service. The sector employs – in the very widest sense - around 100,000

people (24% of all jobs) and is hugely important to the local economy and to national food security. For the purposes of this section we are focusing on the agricultural industry and the food manufacturing industry.

The industry has changed considerably over the last decade or so and will continue to evolve as technology and automation increases, for example the use of drones within crop spraying, robotics within the food processing industry and engineering and IT skills to design and repair them.

Scientific advances mean that new crop and livestock production systems, soil management and plant genetics are important elements of the farming process and food safety requires microbiologists to understand the bacteria contained within food and to determine appropriate shelf lives. The food sector is also very innovative and over 10,000 new products are now launched in the UK food sector each year, all of which require careful formulation, design and marketing materials to be developed to facilitate their launch. This requires people with the skills to design new food factories, engineer new technology, develop new and inspiring food products, design packaging and oversee quality assurance and food production.

The Working Futures forecast shows that around 4,000 jobs will be required within Agriculture, and that over half of these will be roles above QCF Level 4, reflected in the SOC code Skilled Trades.

The forecast shows that most future roles within the agriculture sector will be to replace workers who retire and we know from our own conversations with local businesses that finding experienced tractor drivers is a challenge as older workers retire.

The Food manufacturing sector will require 6,000 jobs according to the forecast.

## **Manufacturing and Engineering**

The sector employs around 39,000 people across Greater Lincolnshire and shortage of engineers is well highlighted locally and nationally. The area has prepared well for these known shortages – building the University of Lincoln, School of Engineering that has seen its second year of graduate this summer. Both University Technological Colleges in Greater Lincolnshire (Lincoln and Scunthorpe) have engineering at their heart.

The ageing workforce and the impact of retirement mean that attracting younger people into the sector is crucial for its future viability. Rural manufacturing and engineering businesses struggle to find suitably qualified staff, particularly at mid-level technical and managerial staff.

Lack of higher level skills in the workforce restricts the ability of businesses to innovate and/or improve their products with the resulting loss of competitive advantage. It is also challenging to find staff to support the running of the business – marketers for example.

## **Low Carbon**

Already worth £1.2bn per annum to Greater Lincolnshire and employing over 12,000 people, and with the potential for up to £60bn of private investment over the next fifteen years, the low carbon economy offers major opportunities for growth in offshore wind (linked to manufacturing/installation of turbines and in operations and maintenance activity) as well

as in biomass, biofuels, energy from waste and the development of other low carbon or environmental goods and services.

The Humber has a compelling offer for renewable energy and the Port of Grimsby, within Greater Lincolnshire is established as an Operations and Maintenance base for offshore wind activities.

Low carbon is not defined within the Working Futures data in a way that permits a specific forecast, but we know that many activities within this sector are within the industry groups of Manufacturing (excluding food) (9,000) and Transport and Storage (14,000).

Nationally the number of job vacancies in the renewables offshore Wind industry is greatest for Project Managers and Electrical Engineers and these posts struggle to be filled. Other top vacancies that struggle to be filled include Turbine Technicians, Planners and Mechanical Engineers. (Source: British Wind Energy Association, 2012).

Warehousing and driving posts will be in demand as a result of the expanding activities in the offshore wind industry.

## **Visitor Economy**

The visitor economy employs around 39,000 people. It encompasses the SIC industry groups of Accommodation, and Food and Arts and Entertainment codes.

Locally our employers tell us that there is no shortage of people applying for front-of-house posts, particularly in the peak season, however the quality of candidates in terms of their 'work readiness' is challenging. Too often people mistakenly think that it doesn't require any skill to work in fast-moving, high-pressured customer service roles.

There has been an ongoing shortage of chefs from the industry, not just in coastal resorts but also in areas that are more associated with all-year employment. There are also specific shortages of skills sets – basic use of knives and ability to create menus as examples.

The Working Futures data forecasts a requirement of 19,000 jobs in the sector to 2022.

## **Ports & Logistics**

This sector employs approximately 18,000 people.

The Ports and Logistics sector within Greater Lincolnshire is focused to an extent on the Humber Ports and in particular Grimsby and Immingham, however Boston also has a port and the logistics sector is a crucial component of the agri-food sector particularly within the south of the area.

There are extensive supply chain opportunities and distribution firms as a result of some of the other important sectors, yet the inconsistency of availability of specific skills training such as forklift and transport related provision limits access across the whole Greater Lincolnshire area. The shortage of HGV drivers is well documented locally.

The logistics sector requires more than drivers and the Working Futures data reflects this. Using the Transport and Storage SIC Code, the forecasts show that the industry will require around 14,000 jobs roles to 2022.



## **Health & Care**

There are over 50,000 employed within this sector and it has the largest forecast requirement outside of the Wholesale and Retail Trade industry.

There are significant opportunities for developing and embedding innovation across the health and care services, including the deployment of assistive technology and ensuring housing stock can meet the 'whole-life' needs of residents; and providing the right environment for local research, innovation, technology and service provision. However the sector has a number of challenges - meeting the rising demand for services, whilst operating within constrained resources and delivering the increased expectations for service outcomes from a growing, ageing and more demanding population.

There is a significant gap in the higher level and management skills locally. The new Schools of Life Sciences and Pharmacy at the Lincoln Science and Innovation Park has been developed to create a new pipeline of pharmacists.

The Working Futures forecast shows that there will be a need for an additional 30,000 roles within the Health and Care sector.

## **Chemicals and Process Industry**

With 20,000 jobs in the Humber associated with the Chemicals and Process sector it is an imperative that it is supported wherever possible however the views of some of the largest companies in the area show that public sector can influence only limited aspects of the Chemical and Process Industrial economy thus support should be sharply focussed.

Using estimates of average labour productivity for relevant sub-sectors of the economy, it is estimated that in 2010 the Humber petrochemicals sector contributed approximately £0.7bn in GVA to the UK economy. The sector is said to employ in the order of 20,000 people directly (Seafox & Balfour Beatty Living Places, 2012).

The sector is mature and can be expected to largely follow prevailing national and global trends. One emerging area however is biomass-derived chemicals. The region is highlighted as being well placed to become the UK's bio-fuel/bio-mass capital.

The Humber sub-region is now home to one of the UK's four main petrochemical clusters. Two oil refineries, Phillips 66 and Total (Lindsey Oil Refinery), provide 27% of the UK's refinery capacity and are located on the South Humber Bank, in the north of the Greater Lincolnshire area. The Humber Cluster is unique in the variety of different products and niche markets for the products which are processed in the Humber.

## **One-Off Forecasts - Opportunities**

- Enterprise Zones and Food Enterprise Zones encouraging business growth and business investment
- Offshore wind - significant opportunity, new investment, new skills
- RAF –major consolidation into Lincolnshire with investment to match
- Agri-food –investment in automation and growth to meet changing market conditions
- Construction/communities –medium sized regional builders making substantial investment

- Health and care –medical services development, innovation and investment in personalisation agenda
- Hull City of Culture 2017 – training programmes reaching across the Humber Estuary into Greater Lincolnshire
- Growth of the Lincoln Science and Innovation Park and associated research and development

## **Assumptions and Confidence**

Working Futures: as above

Strategic Economic Plan: the sources used to compile the evidence base for the SEP are well known and respected national datasets and models.

## **LEP Summary**

All of the sectors described above are forecast to have significant future requirements for managerial, professional and technical occupations. We already know, from what our businesses tell us, that these kinds of vacancies are challenging to fill now.

These sectors are vital to the continued value (and growth) of the Greater Lincolnshire economy and it is important that we upskill our residents to take advantage of these future opportunities. Our hypothesis is the same as in the prior section. We need to work with these businesses to ensure they are preparing and planning for the future effectively, by taking on Apprentices and helping them to promote their sectors. We need to ensure that learners are prepared with the right kind of employability skills and behaviours to take advantage of the opportunities.

### **Source**

Greater Lincolnshire LEP Employer Survey

### **Assumptions and Confidence**

This survey, conducted in 2014, measured responses to 70 questions from over 1500 businesses locally. The survey covered a wide range of business related topics, including performance, exporting, investment, business support, finance, employment and skills, innovation, and research and development. The survey methodology was such that it is representative of businesses of different sectors and business sizes in the area and enabled detailed analysis to support the construction of the Strategic Economic Plan.

### **Key Aspects and Analysis**

The survey found the following headline facts in relation to skills:

- 28 per cent of professional and 23 per cent of managerial/director/senior vacancies were hard to fill; more than any other occupation
- The main reasons given for struggling to fill posts were:
  - Lack of applicants with working experience/life skills, 39%
  - Lack of applicants with required qualification/skills 37%
- 16% of businesses have or expect to have a skills gap
- 64% of businesses offered their employees some form of training
- 48% offered some kind of training away from the job

In terms of those who did offer training, 25% said they used local FE Colleges.

### **Sources**

- Skills and the Local Tourism and Visitor Economy in Lincolnshire, 2012
- Understanding the Lincolnshire Skills Shortage – Manufacturing/Engineering, 2012
- Skills Needs in the Greater Lincolnshire Agri-food sector, 2012
- Agri-Food in Greater Lincolnshire: Taking a local approach to tackle local skills barriers, 2015
- Ready for Work Report, 2011
- UKCES Employer Skills Survey, 2013 (Local LEP tables)
- UK Business Counts – Enterprises 2015, ONS

## **Assumptions and Confidence**

Following the Greater Lincolnshire LEPs initial reports that 'Skills Gaps' were amongst the five top barriers to local business growth, the Employment and Skills Board commissioned a series of reports to help other understand what employers mean when they highlight skills gaps.

The information in each report is based on both face to face and telephone discussions with between 15-20 employers from each sector, representing a spread of business size and geography. Due to the small sample the findings are not representative of the whole business community however the information that was reported is reflected in the Working Futures forecasts, and is also supported by the later 2014 LEP Employer Survey.

The 2015 Agri-Food report was produced through the LEP's Food Board and a series of in-depth interviews with 12 business leaders, representing the four specific areas of strength within Greater Lincolnshire: Arable, Poultry, Seafood and Fresh Produce and Processed Food.

## **Key Aspects and Analysis**

When taken as a whole the three surveys shows that when the business community tells us about skills gaps they are often describing different challenges.

Summarised they include:

- not being able to find the right skills within the local labour market
- difficulty in recruiting experienced, higher level and technically skilled workers from other areas;
- lack of interest to work in their particular sector;
- not being able to access the right training for their workforce.

These challenges are not unique to Greater Lincolnshire; they are repeated in other LEP areas across England (UK Commission for Employment and Skills, Employer Skills Survey 2013)

Our sector leads recognise these challenges and believe these statements hold true for the Health and Care and Port and Logistics sectors.

## **Skills and the Local Tourism and Visitor Economy in Lincolnshire, 2012**

Specific skills shortages or workforce skills gaps highlighted in the reports include:

Kitchen staff: Knife Skills, Using original ingredients, preparing foods, presentation of dishes, Team working, Communication skills, Staff motivation and development

Senior Chefs: Leadership, Costing and Budgets, Sourcing, Food safety management, Financial management.

They reported particular difficulty recruiting Operations Managers, Finance Managers and Sommeliers (wine professional).

Basic customer interaction was mentioned by almost every panel member.

Front-line staff often lacked a number of behaviours that business seek including: the understanding the importance of excellent service and demonstrating the right attitudes and

behaviours; identifying and responding to customer needs; clear communication; developing customer loyalty / repeat business; complaint handling; product knowledge and up selling.

It was also noted that it is very difficult for people to identify career paths and progression within the sector. An emphasis on short-term work rather than long-term careers is clearly a barrier and probably reflected in the attitudes and aspirations expressed by many applicants.

Businesses did not value management qualifications without front-line sector experience.

### **Understanding the Lincolnshire Skills Shortage – Manufacturing/Engineering, 2012**

Lack of technical skills in the local candidate pool was almost universally the first thing businesses mentioned when asked about difficulty recruiting. This typically centred on job specific engineering, scientific and computer based skills.

Other barriers included employees not being 'work-ready' and this barrier fell into two camps:

Attitude related: businesses emphasised the importance of commercial awareness and wiliness to learn;

The ability to apply skills: focusing on the employee being able to apply knowledge.

### **Skills Needs in the Greater Lincolnshire Agri-food sector, 2012**

The businesses reported a general need to improve levels of literacy, numeracy, oral and written communication. Within higher level post there were a number of workforce gaps noted: operational management, IT, team working and writing.

Specific recruitment issues were reported in food science/product development (technical, experience, customer awareness skills), farm worker (job-specific skills) and operative (literacy/numeracy/work-readiness) roles.

The shortage of skilled and experienced applicants in these areas was attributed to the remote location, a low pay area discouraging local residents to move away from claiming benefits and a lack of perceived career development amongst potential applicants.

### **Agri-Food in Greater Lincolnshire: Taking a local approach to tackle local skills barriers, 2015**

Businesses emphasised that skills are often viewed as a key source of competitive advantage, particularly in Technical areas of the businesses where skills gaps are most acute. The pace of the sector, short product cycles and focus upon maintaining standards, can also hinder strategic skills development. Historically, these factors have combined to make this an especially challenging sector in which to develop local collaborative leadership in skills.

Leading edge technologies such as robotics have the potential to contain rising labour costs and improve productivity and sustainability; although it will also bring new demands for innovation leadership and technical expertise, presenting a major challenge and opportunity for future sector growth.



Shortages were reported in technical staff, particularly Food Technical posts such as Quality Assurance / New Product Development and multi-skilled Engineering Technicians in areas such as packaging

Very specific skills shortages exist, such as Poultry Farm Management, Agronomy, hand Fish-Filleting.

The report describes ways that these shortages can be overcome including through Agri-Food Apprenticeships, upskilling of frontline positions and developing the potential to increase career pathways for the existing workforce to fill gaps in Food Technical and Engineering skills

### **Ready for Work Report 2011 and UKCES Employer Skills Survey, 2013 (Local LEP tables)**

#### **'Employability' Skills**

Businesses tell us that they are almost always prepared to 'hire the attitude, train the skill'.

In 2011 the Employment and Skills Board commissioned a piece of work to look at the views of employers and young people in relation to work readiness. Local figures seem to mirror the national one – that around 15-20% of entrants to the labour market are not 'ready for work'.

The UKCES Employer Skills Survey, 2013 (Local LEP tables) shows that, in addition to technical and practical skills, local employers say they have specific gaps in written skills, team working, good customer handling, oral (communication) skills, problem solving, basic computer literacy and advanced IT skills.

Other 'employability' skills and qualities that employers value also include: good interpersonal skills, using initiative and being self-motivated, working under pressure and to deadlines, organisational skills, ability to learn and adapt, numeracy, valuing diversity and difference and negotiation skills.

These skills and attitudes are the transferable skills needed by an individual to make them 'employable'.

## **UK Business Counts – Enterprises 2015, ONS**

There are currently 37,000 Enterprises based in Greater Lincolnshire.

An Enterprise is defined as the overall business, made up of all the individual sites, workplaces or branches. It is defined as the smallest combination of legal units, generally based on VAT and/or PAYE records, that has a certain degree of autonomy within an enterprise group. An Enterprise may have several, or hundreds of sites. Enterprises, such as supermarket chains, that have their main base outside of Greater Lincolnshire are not included in this count.

In addition to 37,000 Enterprises, there are an additional 7,600 Local Units, operating as local sites within an enterprise.

88 per cent of Enterprises in Greater Lincolnshire employ fewer than 10 employees, while less than half a per cent of businesses employ 250 people or more.

Around 406,000 people are employees at business in Greater Lincolnshire. It is estimated that the distribution of employment by business size is as follows:

- 32,495 Micro business (0 to 9); 18% of employment
- 3,745 Small business (10 to 49); 32% of employment
- 600 Medium business (50 to 249); 28% of employment
- 125 Large business (250 and more); 22% of employment

It is important to consider that this distribution does not necessarily factor those businesses that are run by large national companies but operate locally through local units. Similarly, the employment figures only account for VAT and PAYE organisations.

Further work needs to be done to establish the patterns of employment by national businesses in a local setting as this information is not available through national statistics.

Previous ONS evidence has shown that Greater Lincolnshire has a much higher proportion of businesses that have been running for over 10 years in comparison to other areas; however this information has not been available since 2008.

## WHAT DO BUSINESSES SAY THEY WANT TO SEE MORE OF FROM THE FURTHER EDUCATION SECTOR?

Working with local businesses we have produced a number of statements for the Area Review. There are some good examples locally of how FE Colleges, as well as School and Universities, are working with employers to develop provision that meets local needs and support learners to achieve.

But there are also examples of how employers are not able to access the training they need to grow their businesses. In particular, employers struggle to navigate large training organisations. They find that they don't get to speak to the right person, they have been told that the training they want is unavailable and they are not referred to another College, even if they are seeking to pay for the training.

*Given that employers should be taking more responsibility for training their staff we want the review to recognise the importance of supporting employers who have proactively contacted a College to seek training.*

Employers are not always aware that Colleges can provide workforce training. Whilst employers have a responsibility to proactively search for training solutions, Colleges need to be better at providing the right type of information to businesses, through their websites, via business briefings and through increased and more productive employer engagement.

The geography of Greater Lincolnshire means that some businesses do not have a 'local' College so alternative methods of delivery are an important consideration, including for training that has a hands-on element such as engineering or construction. Not all Colleges close during the summer and some deliver out of hours training at employer premises, but many employers are not aware of this. Employers need staff to attend training at times appropriate to the business and they aren't always able to wait for six months until the start of the academic year for an apprentice to start their training.

It is important that employers invest in staff training, and it is important that when they do they can see an impact on the knowledge and performance of the individual receiving the training. Training should be just as appropriate for older people.

*We want the review to recognise the importance of employer interaction as a means to developing larger, more viable cohorts as well as providing a more flexible and responsive local service.*

Rural businesses say they have particular challenges around accessing specialist, science-based skills training in areas such as engineering (all disciplines), printing and laboratory roles. The Map on page 22 shows the difficulty that rural businesses have in accessing technical, mechanical provision.

*Is there an opportunity to encourage greater collaboration between FE Colleges, and with rural business in areas such as technical skills to assure high quality, consistent provision?*

The Greater Lincolnshire LEP has worked with a number of businesses and networks to develop the following:

### **Collaboration and Communication**

Employers would like Colleges to provide better information through their existing engagement channels, and collaborate more with each other and with their business community. This includes increased employer engagement and partnership.

### **Responsive and Entrepreneurial**

Employers would like Colleges to be more customer focused, responsive and flexible, with an entrepreneurial approach to meeting the training needs of all local employers, not just large employers, including developing new training.

### **Access and Appropriateness**

Employers want to access training at an appropriate time and location, ensuring that the technical knowledge and equipment learners need to access is available.

### **Good Quality Training**

Employers want to see a difference in the performance or knowledge of the trainee once training is complete.

### **16-18 Education**

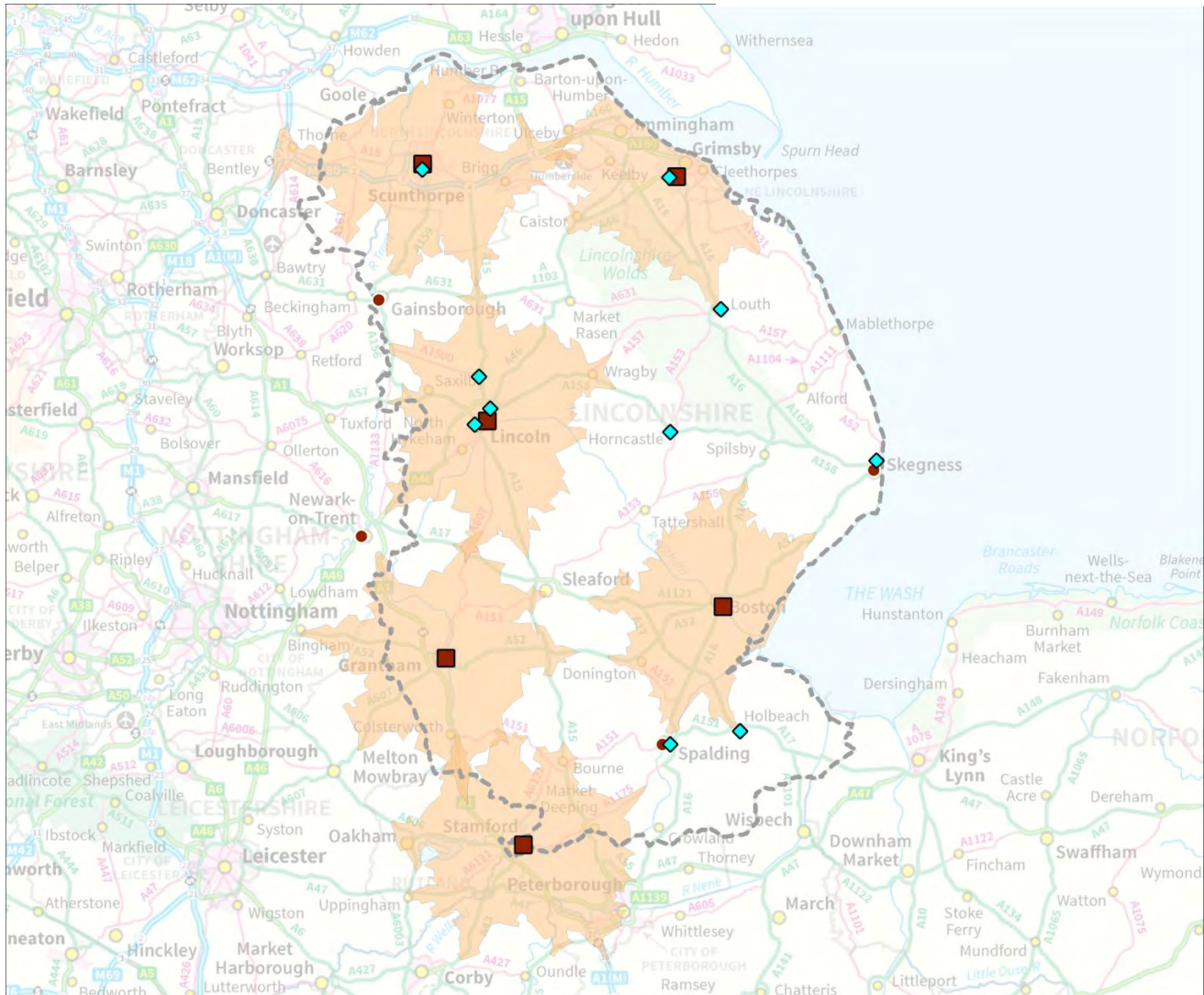
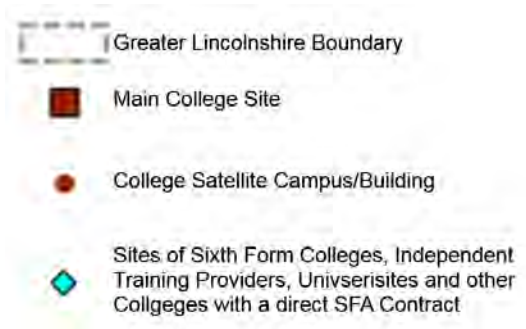
Greater Lincolnshire business owners are not against training for trainings sake, however where the training is not linked to locally available jobs, the provider must ensure that training is in place for the learner to develop transferable employability behaviours and skills. This includes considering start times and durations that reflect the working day.

### **Risk and Ownership**

Employers, learners and providers must all take responsibility for the development of skills and learning.

## Map 2: Main FE Colleges in Greater Lincolnshire with additional providers

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2014. Ordnance Survey 100025370.



For the purposes of this map the 30 minute drive time around each main College campus is the same as shown on page 4 of this report. Additional markers have been placed representing training organisations that offer employers some, but not all, workforce training.



### Conclusion

**It is important to the economic growth of Greater Lincolnshire that the job and skills forecasts provided at the start of this report are interpreted correctly.**

Firstly, industry no longer falls into classifications as neatly as it did when the codes were first developed, and the technological advancements and new roles within the agricultural and food industry and the low carbon/renewables industry are not reflected well. Secondly it is important not to take numbers literally. Forecasts provide an insight into trends and patterns: Working Futures forecasts above 10,000 are robust. Those below 10,000 are slightly less reliable. The uncertainties associated with projections involving fewer than 1,000 individuals are probably too great to make such estimates useful.

That said, the overall picture that emerges from the Working Future's forecasts, and our own local understanding and experience, is a clear shift, across all sectors, to jobs that require higher level skills. 200,000 jobs are predicted to be available between 2012-22 with half at Level 4 or above.

Much of the job requirement is due to replacement demand – people leaving the industry, retiring, different kinds of jobs needed. It is of no surprise that large employment sectors such as Wholesale and Retail, and Health & Care have just as large replacement demand requirements, particularly given the staff turnover with those industries. Most revealing is the increase in the level of skills and qualifications/types of occupation needed across all sectors.

This fact, when examined against the profile of the current qualification levels of the working age population, and currently declining numbers of 16-18 year olds, leads to the conclusion that the residents of Greater Lincolnshire need different, or additional skills and training if they are to take up the job opportunities that will be (and are already) available across all sectors. This means supporting people to the next level, and beyond.

It is also clear from local evidence that many young people and adults are not inspired by the industry on their doorsteps, often because they do not understand enough about the jobs that are available and both the Greater Lincolnshire LEP and the Humber LEP have driven improvements through local initiatives. All organisations involved in the delivery of Career Information, Advice and Guidance must be better informed about local industry and employers are keen to work with schools and providers of learning to achieve that aim.

Employers tell us over and over again that they are willing to provide training about job specific tasks. However they do expect new starts to have the right employability skills and behaviours and it is important that schools and Colleges understand what these are so they can give learners better chances of employment success.

Across all of these factors lies the importance of career, job and skills progression and employers and learning providers across the whole area need to work together to ensure that our young people, and existing workforce, have better opportunities to achieve higher levels of qualifications. It also means that where appropriate young people should progress to FE College at 16 rather than stay at school sixth form, to reduce the high level of school

drop-out rate at 17. We would like to see an increase in advanced and particularly higher level apprenticeship opportunities.

Employers want to ensure that learning is accessible – not only in terms of place but also in terms of navigation. Large organisations are at time difficult to penetrate and it is important that employers who contact Colleges or training providers are supported to find the training that meets their needs. Employers have a responsibility to invest in staff training and those who actively seek training should be encouraged by the system. The existing competitive training system does not incentivise Colleges to collaborate or share employer contacts.

Employers would like the College system to be more customer focused, responsive and flexible in meeting needs.

The LEP would like the review to consider the role of Colleges and training providers in engaging with businesses of all sizes, ensuring the employers training needs are better met and creating more opportunities for higher level apprenticeships.

## **What can the LEP do to support these aims?**

In addition to the initiatives already mentioned through the report, the LEP has a number of mechanisms it will use to drive change:

- ESF – 7 ESF/SFA projects tailored to address some of the challenges
- Growth Deal – bid for skills capital programme
- Part of the devolution discussions – control of Adult Education Budget
- Place Marketing Strategy
- Inward Investment Support
- Growth Hub Advisors – supporting businesses

# Appendices

## LOCAL AUTHORITY DATA

In support of the review process we have provided an analysis of the business activity that surrounds each of the six General Further Education Colleges. For the purposes of the published report we have provided an analysis of business activity in each Local Authority area. This includes the number of businesses and the numbers employed in each of the broad industry sector groups,

### NOTES

#### **Total Businesses – Enterprise Count:**

An enterprise can be thought of as the overall business, made up of all the individual sites or workplaces. It is defined as the smallest combination of legal units (generally based on VAT and/or PAYE records) that has a certain degree of autonomy within an enterprise group. i.e. businesses that have their main activities/head office elsewhere are not included. For example branches of national banks are not included, and sites of larger companies such as meat producer Tulip Ltd in Boston that have their head office in Warwick. The data is based on the interdepartmental business register business count data, 2015 counts. Industry sectors are defined using 2 digit standard industrial codes (SIC) 2007.

#### **Total Businesses – Small Business Unit Count:**

A Small Business (or Local) Unit can be described as an individual site (for example a factory or shop) associated with an enterprise. It can also be referred to as a workplace. For example the tulip ltd site in Boston would be classed as a local unit.

#### **Total Employees and Top Industries by Employees (Bres, 2015):**

Total employees based on the business register and employer survey measures all employees working in industry sectors as defined, in this instance, by 2 digit sic codes. This does not include self-employed. ***NB. Business Register employee count does not include those employed in farming. Statistics on farming are produced by DEFRA and are only regularly available at county level, therefore are not appropriate for this analysis.***

#### **Total Population:**

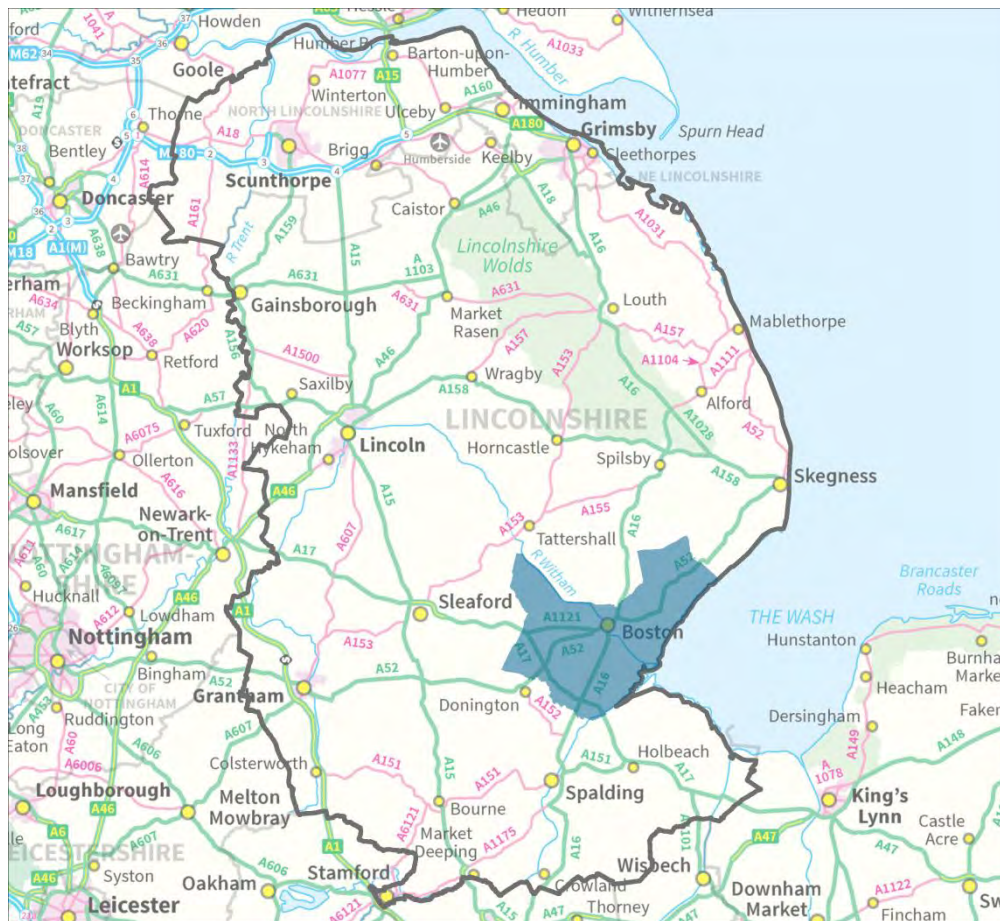
Total population based on lower level Office for National Statistics (ONS) Mid-year population estimates (single year of age) 2014.

#### **Total 16-64 Population:**

Total working age population based on lower level ONS mid-year population estimates (single year of age) 2014.

***All maps: © Crown Copyright and database right 2016. Ordnance survey 100025370.***

# BOSTON



Total Enterprises (Enterprises, IDBR 2015, ONS): 2,170  
 Total Population (2015 mid-year estimates, ONS): 66,900  
 Total 16-64 population (2015 mid-year estimates, ONS): 40,700  
 Total Employees (BRES, 2015): 31,000

## Top Industries by employees

Rank	2 Digit SIC Code	Employees	Enterprise Count	Small Business Unit Count
		BRES 2014, Rounded to 100	IDBR 2015	IDBR 2015
1	10 : Manufacture of food products	7000	*	20
2	47 : Retail trade, except of motor vehicles and motorcycles	3500	245	365
3	46 : Wholesale trade, except of motor vehicles and motorcycles	3500	210	245
4	78 : Employment activities	3000	60	65
5	49 : Land transport and transport via pipelines	2500	615	620
6	85 : Education	2250	50	100
7	56 : Food and beverage service activities	1250	155	175
8	43 : Specialised construction activities	1250	320	315
9	82 : Office administrative, office support and other business support activities	1250	110	110
10	86 : Human health activities	1000	50	65
11	87 : Residential care activities	900	15	45
12	45 : Wholesale and retail trade and repair of motor vehicles and motorcycles	800	130	155
13	88 : Social work activities without accommodation	500	45	65
14	81 : Services to buildings and landscape activities	500	55	70
15	41 : Construction of buildings	500	115	125



## EAST LINDSEY



Total businesses (Enterprises, IDBR 2015, ONS): 5,475  
 Total Population (2015 mid-year estimates, ONS): 137,900  
 Total 16-64 population (2015 mid-year estimates, ONS): 77,200  
 Total Employees (BRES, 2015): 44,000

### Top Industries by employees

Rank	2 Digit SIC Code	Employees	Enterprise Count	Small Business Unit Count
		BRES 2014, Rounded to 100	IDBR 2015	IDBR 2015
1	47 : Retail trade, except of motor vehicles and motorcycles	6000	525	745
2	85 : Education	4000	80	165
3	55 : Accommodation	4000	140	165
4	56 : Food and beverage service activities	3000	445	475
5	86 : Human health activities	2500	75	130
6	81 : Services to buildings and landscape activities	2250	110	135
7	46 : Wholesale trade, except of motor vehicles and motorcycles	1500	220	260
8	43 : Specialised construction activities	1500	390	385
9	87 : Residential care activities	1500	30	70
10	88 : Social work activities without accommodation	1500	70	115
11	84 : Public administration and defence; compulsory social security	1250	65	100
12	45 : Wholesale and retail trade and repair of motor vehicles and motorcycles	1000	205	220
13	93 : Sports activities and amusement and recreation activities	900	70	80
14	96 : Other personal service activities	800	160	170
15	22 : Manufacture of rubber and plastic products	800	20	25

# LINCOLN



Total businesses (Enterprises, IDBR 2015, ONS): 2,510  
 Total Population (2015 mid-year estimates, ONS): 97,100  
 Total 16-64 population (2015 mid-year estimates, ONS): 66,400  
 Total Employees (BRES, 2015): 56,000

## Top Industries by employees

Rank	2 Digit SIC Code	Employees BRES 2014, Rounded to 100	Enterprise Count IDBR 2015	Small Business Unit Count IDBR 2015
1	47 : Retail trade, except of motor vehicles and motorcycles	8000	270	570
2	86 : Human health activities	7000	110	155
3	85 : Education	6000	55	105
4	56 : Food and beverage service activities	3500	205	285
5	84 : Public administration and defence; compulsory social security	3500	*	45
6	78 : Employment activities	3000	25	35
7	88 : Social work activities without accommodation	2000	50	135
8	69 : Legal and accounting activities	1750	65	75
9	28 : Manufacture of machinery and equipment n.e.c.	1750	10	10
10	81 : Services to buildings and landscape activities	1250	35	75
11	46 : Wholesale trade, except of motor vehicles and motorcycles	1250	80	140
12	43 : Specialised construction activities	1250	205	210
13	87 : Residential care activities	1250	10	50
14	45 : Wholesale and retail trade and repair of motor vehicles	1250	130	165
15	55 : Accommodation	700	25	30



## NORTH EAST LINCOLNSHIRE



Total businesses (Enterprises, IDBR 2015, ONS): 4,535  
 Total Population (2015 mid-year estimates, ONS): 159,600  
 Total 16-64 population (2015 mid-year estimates, ONS): 98,000  
 Total Employees (BRES, 2015): 68,000

### Top Industries by employees

Rank	2 Digit SIC Code	Employees	Enterprise Count	Small Business Unit Count
		BRES 2014, Rounded to 100	IDBR 2015	IDBR 2015
1	47 : Retail trade, except of motor vehicles and motorcycles	7000	545	795
2	85 : Education	7000	90	140
3	86 : Human health activities	6000	120	155
4	10 : Manufacture of food products	4500	50	75
5	56 : Food and beverage service activities	3500	290	355
6	88 : Social work activities without accommodation	3500	70	140
7	52 : Warehousing and support activities for transportation	3500	70	120
8	46 : Wholesale trade, except of motor vehicles and motorcycles	2500	205	270
9	78 : Employment activities	2500	30	45
10	84 : Public administration and defence; compulsory social security	2250	15	45
11	49 : Land transport and transport via pipelines	2000	240	260
12	43 : Specialised construction activities	1750	495	505
13	87 : Residential care activities	1500	20	70
14	45 : Wholesale and retail trade and repair of motor vehicles and motorcycles	1500	205	245
15	20 : Manufacture of chemicals and chemical products	1500	*	15

## NORTH KESTEVEN



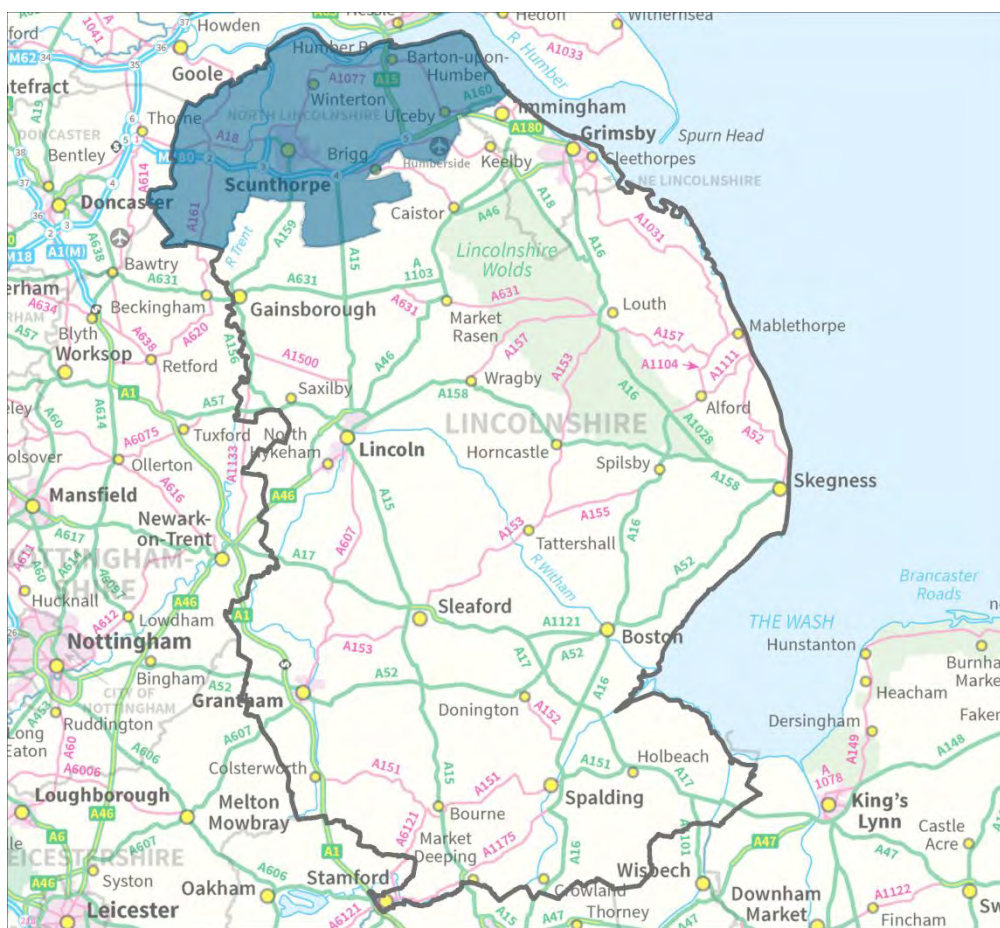
Total businesses (Enterprises, IDBR 2015, ONS): 4,270  
 Total Population (2015 mid-year estimates, ONS): 111,900  
 Total 16-64 population (2015 mid-year estimates, ONS): 66,700  
 Total Employees (BRES, 2015): 37,000

### Top Industries by employees

Rank	2 Digit SIC Code	Employees	Enterprise Count	Small Business Unit Count
		BRES 2014, Rounded to 100	IDBR 2015	IDBR 2015
1	47 : Retail trade, except of motor vehicles and motorcycles	3500	235	320
2	85 : Education	3500	90	140
3	10 : Manufacture of food products	2500	20	25
4	46 : Wholesale trade, except of motor vehicles and motorcycles	2250	165	190
5	86 : Human health activities	1750	60	95
6	56 : Food and beverage service activities	1750	185	210
7	84 : Public administration and defence; compulsory social security	1750	50	90
8	87 : Residential care activities	1750	15	45
9	43 : Specialised construction activities	1500	375	375
10	45 : Wholesale and retail trade and repair of motor vehicles and motorcycles	1250	155	170
11	88 : Social work activities without accommodation	1000	75	110
12	81 : Services to buildings and landscape activities	1000	80	105
13	41 : Construction of buildings	1000	185	195
14	49 : Land transport and transport via pipelines	900	405	415
15	33 : Repair and installation of machinery and equipment	900	30	45



## NORTH LINCOLNSHIRE



Total businesses (Enterprises, IDBR 2015, ONS): 5,400  
 Total Population (2015 mid-year estimates, ONS): 169,800  
 Total 16-64 population (2015 mid-year estimates, ONS): 104,300  
 Total Employees (BRES, 2015): 71,000

### Top Industries by employees

Rank	2 Digit SIC Code	Employees	Enterprise Count	Small Business Unit Count
		BRES 2014, Rounded to 100	IDBR 2015	IDBR 2015
1	47 : Retail trade, except of motor vehicles and motorcycles	7000	415	665
2	85 : Education	6000	95	175
3	86 : Human health activities	5000	110	155
4	24 : Manufacture of basic metals	4000	*	10
5	56 : Food and beverage service activities	3500	325	430
6	43 : Specialised construction activities	3000	465	480
7	10 : Manufacture of food products	2500	25	35
8	52 : Warehousing and support activities for transportation	2500	50	100
9	46 : Wholesale trade, except of motor vehicles and motorcycles	2500	200	265
10	78 : Employment activities	2500	40	60
11	84 : Public administration and defence; compulsory social security	2500	35	85
12	49 : Land transport and transport via pipelines	2500	375	395
13	87 : Residential care activities	2250	25	75
14	45 : Wholesale and retail trade and repair of motor vehicles and motorcycles	2000	250	295
15	42 : Civil engineering	1750	95	100



## SOUTH HOLLAND

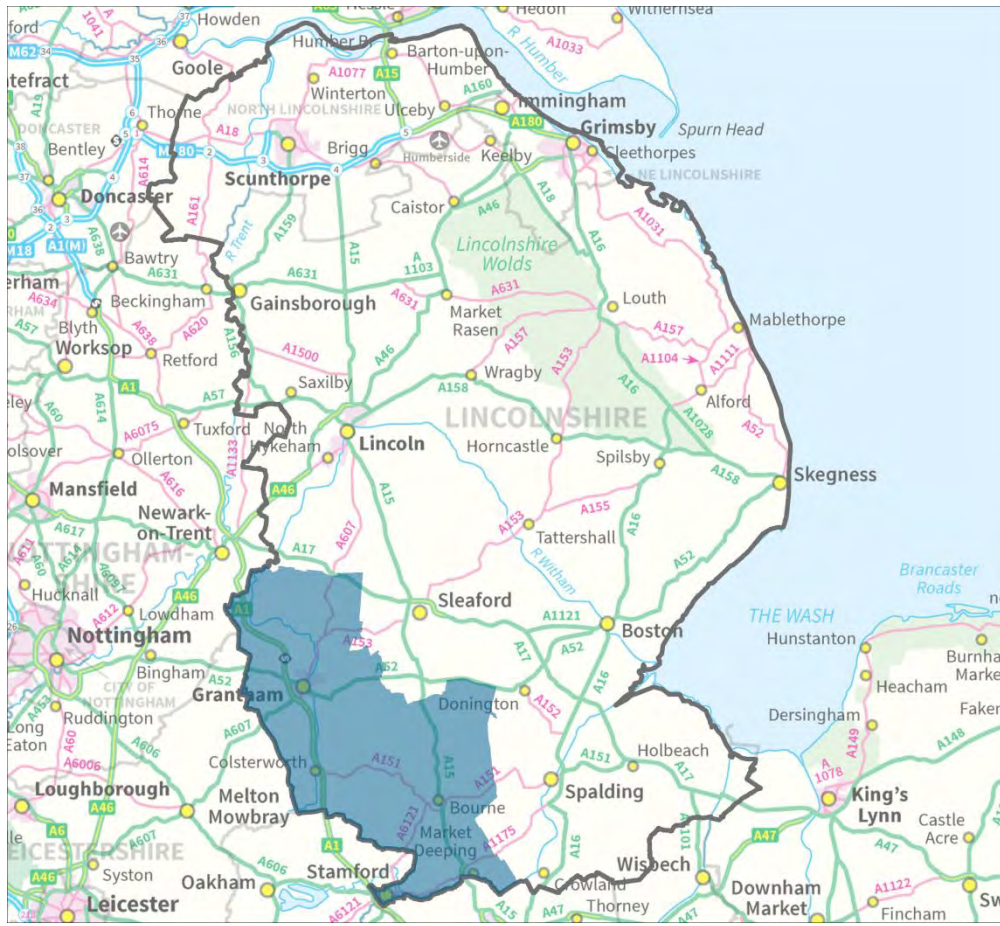


Total businesses (Enterprises, IDBR 2015, ONS): 3,955  
 Total Population (2015 mid-year estimates, ONS): 91,200  
 Total 16-64 population (2015 mid-year estimates, ONS): 53,900  
 Total Employees (BRES, 2015): 35,000

### Top Industries by employees

Rank	2 Digit SIC Code	Employees	Enterprise Count	Small Business Unit Count
		BRES 2014, Rounded to 100	IDBR 2015	IDBR 2015
1	10 : Manufacture of food products	7000	*	20
2	47 : Retail trade, except of motor vehicles and motorcycles	3500	245	365
3	46 : Wholesale trade, except of motor vehicles and motorcycles	3500	210	245
4	78 : Employment activities	3000	60	65
5	49 : Land transport and transport via pipelines	2500	615	620
6	85 : Education	2250	50	100
7	56 : Food and beverage service activities	1250	155	175
8	43 : Specialised construction activities	1250	320	315
9	82 : Office administrative, office support and other business support activities	1250	110	110
10	86 : Human health activities	1000	50	65
11	87 : Residential care activities	900	15	45
12	45 : Wholesale and retail trade and repair of motor vehicles and motorcycles	800	130	155
13	88 : Social work activities without accommodation	500	45	65
14	81 : Services to buildings and landscape activities	500	55	70
15	41 : Construction of buildings	500	115	125

## SOUTH KESTEVEN



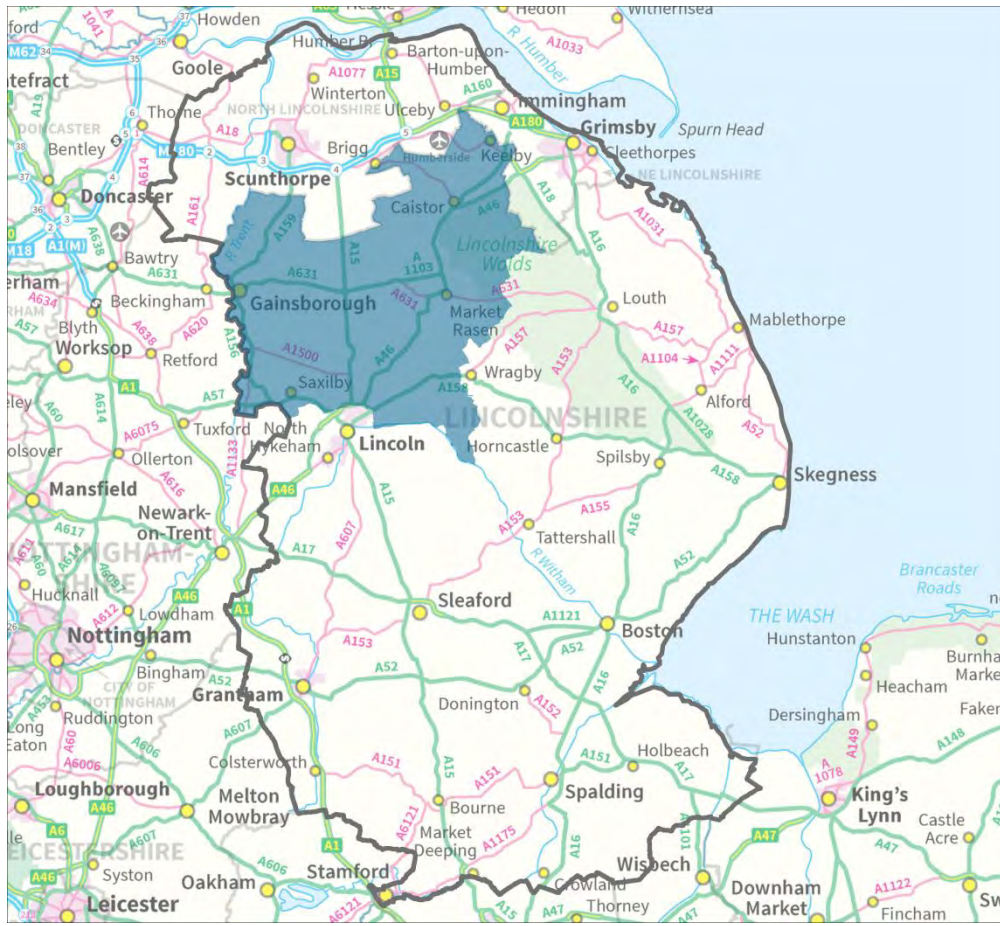
Total businesses (Enterprises, IDBR 2015, ONS): 5,795  
 Total Population (2015 mid-year estimates, ONS): 138,900  
 Total 16-64 population (2015 mid-year estimates, ONS): 83,600  
 Total Employees (BRES, 2015): 55,000

### Top Industries by employees

Rank	2 Digit SIC Code	Employees	Enterprise Count	Small Business Unit Count
		BRES 2014, Rounded to 100	IDBR 2015	IDBR 2015
1	47 : Retail trade, except of motor vehicles and motorcycles	7000	425	645
2	85 : Education	5000	110	180
3	86 : Human health activities	4500	115	160
4	46 : Wholesale trade, except of motor vehicles and motorcycles	3500	300	355
5	56 : Food and beverage service activities	3000	255	320
6	10 : Manufacture of food products	2500	15	20
7	87 : Residential care activities	2000	15	80
8	43 : Specialised construction activities	1750	450	455
9	88 : Social work activities without accommodation	1500	90	130
10	96 : Other personal service activities	1250	150	170
11	45 : Wholesale and retail trade and repair of motor vehicles and motorcycles	1000	185	220
12	81 : Services to buildings and landscape activities	1000	105	140
13	68 : Real estate activities	1000	185	215
14	55 : Accommodation	1000	30	40
15	84 : Public administration and defence; compulsory social security	900	40	65



## WEST LINDSEY



Total businesses (Enterprises, IDBR 2015, ONS): 3,735  
 Total Population (2015 mid-year estimates, ONS): 92,800  
 Total 16-64 population (2015 mid-year estimates, ONS): 55,300  
 Total Employees (BRES, 2015): 26,000

### Top Industries by employees

Rank	2 Digit SIC Code	Employees	Enterprise Count	Small Business Unit Count
		BRES 2014, Rounded to 100	IDBR 2015	IDBR 2015
1	47 : Retail trade, except of motor vehicles and motorcycles	3000	235	325
2	85 : Education	3000	70	130
3	56 : Food and beverage service activities	1500	170	185
4	46 : Wholesale trade, except of motor vehicles and motorcycles	1250	120	140
5	87 : Residential care activities	1250	15	45
6	43 : Specialised construction activities	1250	315	315
7	84 : Public administration and defence; compulsory social security	1250	50	70
8	86 : Human health activities	1000	65	90
9	42 : Civil engineering	800	50	50
10	68 : Real estate activities	700	130	130
11	82 : Office administrative, office support and other business support activities	700	90	90
12	45 : Wholesale and retail trade and repair of motor vehicles	600	145	155
13	81 : Services to buildings and landscape activities	600	80	90
14	25 : Manufacture of fabricated metal products, except machinery and equipment	600	50	50
15	49 : Land transport and transport via pipelines	600	220	220

## CURRENT QUALIFICATIONS

### Greater Lincolnshire Residents – Level of Qualification

Highest Level of Qualification	All categories: Age 16 and over	Age 16 to 24	Age 25 to 34	Age 35 to 49	Age 50 to 64	Age 65 and over
No qualifications	228,533	13,618	12,960	26,631	57,622	117,702
Level 1 qualifications	125,465	22,585	16,623	44,379	29,397	12,481
Level 2 qualifications	142,896	33,351	22,318	42,198	30,086	14,943
Apprenticeship	37,602	3,909	2,023	6,091	12,738	12,841
Level 3 qualifications	102,644	25,564	21,255	28,620	19,887	7,318
Level 4 qualifications and above	173,867	10,279	30,504	56,018	48,195	28,871
Other qualifications	46,250	3,536	7,847	9,660	13,186	12,021
<b>Total</b>	<b>857,257</b>	<b>112,842</b>	<b>113,530</b>	<b>213,597</b>	<b>211,111</b>	<b>206,177</b>

Source: Census 2011

Highest Level of Qualification	All categories: Age 16 and over	Age 16 to 24	Age 25 to 34	Age 35 to 49	Age 50 to 64	Age 65 and over
No qualifications	27%	12%	11%	12%	27%	57%
Level 1 qualifications	15%	20%	15%	21%	14%	6%
Level 2 qualifications	17%	30%	20%	20%	14%	7%
Apprenticeship	4%	3%	2%	3%	6%	6%
Level 3 qualifications	12%	23%	19%	13%	9%	4%
Level 4 qualifications and above	20%	9%	27%	26%	23%	14%
Other qualifications	5%	3%	7%	5%	6%	6%

## Jobs and Qualifications: Greater Lincolnshire Working Future's Forecasts

### Job Requirement by Industry (000's)

Broad Industry Group	Current (2012 base) (000's)	Net change (000's)	Replacement (000's)	Total Requirement (000's)
All	468	18	182	200
Agriculture	16	-3	7	4
Mining and quarrying	1	0	0	0
Food drink and tobacco	21	-1	7	6
Engineering	6	0	2	1
Rest of manufacturing	33	-2	11	9
Electricity and gas	1	0	0	1
Water and sewerage	5	1	2	2
Construction	35	5	13	18
Wholesale and retail trade	83	4	32	36
Transport and storage	27	3	11	14
Accommodation and food	31	1	13	14
Media	3	0	1	1
Information technology	4	1	1	2
Finance and insurance	5	0	2	2
Real estate	5	0	2	2
Professional services	17	2	7	8
Support services	37	3	15	18
Public admin. and defence	17	-1	6	5
Education	42	-1	17	17
Health and social work	60	5	25	30
Arts and entertainment	10	1	4	5
Other services	10	1	4	5

**Please read the assumptions and confidence section on page 8 to ensure correct interpretation of the Working Futures data**



### Job Requirement by Qualification level

Qualification	Current Jobs (2012)	Change 2012-2022	Replacement Demand	Total Job Requirement 2012-2022
QCF8	4,000	2,000	2,000	4,000
QCF7	27,000	13,000	13,000	26,000
QCF6	74,000	30,000	33,000	63,000
QCF5	29,000	3,000	12,000	15,000
QCF4	26,000	7,000	11,000	18,000
QCF3	102,000	-6,000	38,000	32,000
QCF2	106,000	-3,000	41,000	38,000
QCF1	70,000	-16,000	25,000	8,000
No Qualifications	30,000	-13,000	8,000	-5,000
<b>Total</b>	<b>468,000</b>	<b>18,000</b>	<b>182,000</b>	<b>200,000</b>

*Please note that figures may not sum due to rounding. Due to the way forecasting models work, larger numbers have greater accuracy. Smaller numbers are less reliable.*

**Replacement Demand = job vacancies as a result of retirement/leaving**

**Please read the assumptions and confidence section on page 8 to ensure correct interpretation of the Working Futures data**

## Job Requirement by Broad Industry Group and Qualification Level

Table Q Working Futures 2012-22. All figures '000s. Figures may not sum due to rounding	QCF Group						
SIC BIG	QCF 7-8	QCF 4-6	QCF 3	QCF 2	QCF 1	No Qual	Total
All	28	90	34	39	11	-2	200
Agriculture	0	3	0	0	0	0	4
Mining and quarrying	0	0	0	0	0	0	0
Food drink and tobacco	1	3	1	1	1	0	6
Engineering	0	1	0	0	0	0	1
Rest of manufacturing	1	5	1	2	0	-1	9
Electricity and gas	0	0	0	0	0	0	1
Water and sewerage	0	1	0	1	0	0	2
Construction	2	6	4	5	2	0	18
Wholesale and retail	2	15	8	8	3	0	36
Transport and storage	1	5	2	4	2	0	14
Accommodation and food	1	6	2	4	1	0	14
Media	0	1	0	0	0	0	1
Information technology	1	1	0	0	0	0	2
Finance and insurance	1	1	0	0	0	0	2
Real estate	0	1	0	0	0	0	2
Professional services	2	5	0	1	0	0	8
Support services	2	8	2	4	3	0	18
Public admin. and defence	1	3	1	0	0	0	5
Education	6	7	3	1	0	0	17
Health and social work	4	16	6	5	-1	0	30
Arts and entertainment	1	3	1	1	0	0	5
Other services	1	3	1	1	1	0	5

**Please read the assumptions and confidence section on page 8 to ensure correct interpretation of the Working Futures data**

## Number of young people estimated to leave school in Greater Lincolnshire over the next ten years

Age	Lincolnshire	North East Lincolnshire	North Lincolnshire	TOTAL
All Ages	736,665	159,570	169,820	-
Age 8	7,695	1,952	2,065	11,712
Age 9	7,765	1,969	2,084	11,818
Age 10	7,375	1,936	1,954	11,265
Age 11	7,429	1,722	1,878	11,029
Age 12	7,373	1,708	1,822	10,903
Age 13	7,213	1,721	1,845	10,779
Age 14	7,768	1,665	1,896	11,329
Age 15	8,100	1,773	1,955	11,828
Age 16	8,618	1,889	1,850	12,357
Age 17	8,370	1,874	1,956	12,200
Age 18	8,651	1,961	1,935	12,547
<b>Total</b>				<b>127,767</b>

### Population estimates - local authority based by single year of age

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**Date: 2015**

## Greater Lincolnshire's Population Projections

	2014	2020		2030	
	Total	Total	2014-2020 Change	Total	2014-2030 Change
All ages	1,060,567	1,093,893	3.1%	1,144,323	7.9%
0 to 15	186,025	194,723	4.7%	194,188	4.4%
16 to 64	646,369	644,493	-0.3%	639,342	-1.1%
65+	228,173	254,674	11.6%	310,790	36.2%
Over 65s as % of 16 to 64	35%	40%		49%	

### Population projections - local authority based by single year of age

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projected year 2014

## Job Vacancies in Greater Lincolnshire, 2015, by Standard Occupation Code

SOC code	Occupation	Job Postings
2231	Nurses (2231)	2,617
3542	Business sales executives (3542)	1,687
4159	Other administrative occupations n.e.c. (4159)	1,663
2315	Primary and nursery education teaching professionals (2315)	1,513
6145	Care workers and home carers (6145)	1,473
2314	Secondary education teaching professionals (2314)	1,280
8211	Large goods vehicle drivers (8211)	1,256
7129	Sales related occupations n.e.c. (7129)	1,030
7111	Sales and retail assistants (7111)	1,024
2136	Programmers and software development professionals (2136)	934
5231	Vehicle technicians, mechanics and electricians (5231)	818
2211	Medical practitioners (2211)	798
1121	Production managers and directors in manufacturing (1121)	772
7130	Sales Supervisors (7130)	737
3545	Sales accounts and business development managers (3545)	705
4122	Book-keepers, payroll managers and wages clerks (4122)	696
2319	Teaching and other educational professionals n.e.c. (2319)	695
1259	Managers and proprietors in other services n.e.c. (1259)	680
3132	IT user support technicians (3132)	656
3562	Human resources and industrial relations officers (3562)	629
3113	Engineering technicians (3113)	622
6125	Teaching assistants (6125)	616
2421	Chartered and certified accountants (2421)	604
8212	Van drivers (8212)	596
9272	Kitchen and catering assistants (9272)	594
5434	Chefs (5434)	585
7219	Customer service occupations n.e.c. (7219)	527
1190	Managers and directors in retail and wholesale (1190)	519
4216	Receptionists (4216)	514
8129	Plant and machine operatives n.e.c. (8129)	497

**Source:** Labour Insight Jobs (Burning Glass Technologies); Top Occupations  
1 January 2015 – 31 December 2015

Postings available: 57,608

Postings with unspecified occupation: 357

**Confidence Levels:** Following a number of tests over the last 3 years there is a high level of confidence in this data and it is superior to any other job vacancy dataset that has been available in the past. The database uses sophisticated technology to count every job vacancy advertised online (on any website). There are two deduplication processes so that over 85% of duplicate adverts are removed. Jobs that are re-advertised within one month of the original advert are also removed. As a result this is the most accurate picture available of the vacancies that are currently advertised.

## Greater Lincolnshire Business Demography –Enterprises 2014

Industry		Total	Micro (0 to 9)		Small (10 to 49)		Medium-sized (50 to 249)		TOTAL SME (0 to 249)		Large (250+)	
		Number	Number	%	Number	%	Number	%	Number	%	Number	%
1	: Agriculture, forestry & fishing (A)	4,370	4,110	94%	240	5%	20	0%	4,370	100%	0	0%
2	: Mining, quarrying & utilities (B, D and E)	210	165	79%	40	19%	5	2%	210	100%	0	0%
3	: Manufacturing (C )	2,195	1,705	78%	365	17%	100	5%	2,170	99%	25	1%
4	: Construction (F)	4,725	4,410	93%	285	6%	30	1%	4,725	100%	5	0%
5	: Motor trades (Part G)	1,490	1,345	90%	130	9%	20	1%	1,495	100%	0	0%
6	: Wholesale (Part G)	1,605	1,310	82%	250	16%	40	2%	1,600	100%	10	1%
7	: Retail (Part G)	3,160	2,815	89%	325	10%	20	1%	3,160	100%	5	0%
8	: Transport & storage (inc postal) (H)	2,760	2,485	90%	230	8%	40	1%	2,755	100%	5	0%
9	: Accommodation & food services (I)	2,470	1,915	78%	515	21%	40	2%	2,470	100%	0	0%
10	: Information & communication (J)	1,165	1,100	94%	55	5%	10	1%	1,165	100%	0	0%
11	: Financial & insurance (K)	445	410	92%	30	7%	5	1%	445	100%	0	0%
12	: Property (L)	985	915	93%	60	6%	5	1%	980	99%	0	0%
13	: Professional, scientific & technical (M)	4,365	4,125	95%	210	5%	30	1%	4,365	100%	5	0%
14	: Business administration & support services (N)	2,495	2,175	87%	240	10%	65	3%	2,480	99%	20	1%
15	: Public administration & defence (O)	265	245	92%	10	4%	0	0%	255	96%	10	4%
16	: Education (P)	640	410	64%	130	20%	85	13%	625	98%	20	3%
17	: Health (Q)	1,400	885	63%	420	30%	75	5%	1,380	99%	20	1%
18	: Arts, entertainment, recreation & other services (R, S, T and U)	2,210	1,975	89%	215	10%	20	1%	2,210	100%	0	0%
<b>TOTAL</b>		<b>36,965</b>	<b>32,495</b>	<b>88%</b>	<b>3,745</b>	<b>10%</b>	<b>600</b>	<b>2%</b>	<b>36,840</b>	<b>100%</b>	<b>125</b>	<b>0%</b>

**UK Business Counts – Enterprises (Main location only; count excludes branches of local & national businesses e.g. national supermarket chain)**

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Figures may differ by small amounts from those published in ONS outputs due to the application of a different rounding methodology.

In 2015, ONS extended the coverage of businesses to include a population of solely PAYE based businesses that were previously excluded because of the risk of duplication. In total, in 2015, 105,000 businesses have been added. Improvements in matching of administrative data and research into those units excluded has indicated that the risk of duplication is very small. The addition of these businesses brings the publication in line with Business Demography and the BIS Business Population Estimates, both of which include these businesses.

For more information, see <http://www.nomisweb.co.uk/articles/news/files/UKBusinessCoverage.pdf>



# **ONS Standard Occupational Classification (SOC) Hierarchy 2010**

## **MANAGERS, DIRECTORS AND SENIOR OFFICIALS**

### **– CORPORATE MANAGERS AND DIRECTORS**

(Chief Executives and Senior Officials, Production Managers and Directors, Functional Managers and Directors, Financial Institution Managers and Directors, Managers and Directors in Transport and Logistics, Senior Officers in Protective Services, Health and Social Services Managers and Directors, Managers and Directors in Retail and Wholesale)

### **– OTHER MANAGERS AND PROPRIETORS**

(Managers and Proprietors in Agriculture Related Services, Managers and Proprietors in Hospitality and Leisure Services, Managers and Proprietors in Health and Care Services, Managers and Proprietors in Other Services)

## **PROFESSIONAL OCCUPATIONS**

### **– SCIENCE, RESEARCH, ENGINEERING AND TECHNOLOGY PROFESSIONALS**

(Natural And Social Science Professionals, Engineering Professionals, Information Technology and Telecommunications Professionals, Conservation and Environment Professionals, Research and Development Managers)

### **– HEALTH PROFESSIONALS**

(Health Professionals, Therapy Professionals, Nursing and Midwifery Professionals)

### **– TEACHING AND EDUCATIONAL PROFESSIONALS**

### **– BUSINESS, MEDIA AND PUBLIC SERVICE PROFESSIONALS**

(Legal Professionals, Business, Research and Administrative Professionals, Architects, Town Planners and Surveyors, Welfare Professionals, Librarians and Related Professionals, Quality and Regulatory Professionals, Media Professionals)

## **ASSOCIATE PROFESSIONAL AND TECHNICAL OCCUPATIONS**

### **– SCIENCE, ENGINEERING AND TECHNOLOGY ASSOCIATE PROFESSIONALS**

(Science, Engineering And Production Technicians, Draughtspersons And Related Architectural Technicians, Information Technology Technicians)

### **– HEALTH AND SOCIAL CARE ASSOCIATE PROFESSIONALS**

(Health Associate Professionals, Welfare and Housing Associate Professionals)

### **– PROTECTIVE SERVICE OCCUPATIONS**

### **– CULTURE, MEDIA AND SPORTS OCCUPATIONS**

(Artistic, Literary and Media Occupations, Design Occupations, Sports and Fitness Occupations)

### **– BUSINESS AND PUBLIC SERVICE ASSOCIATE PROFESSIONALS**

Transport Associate Professionals, Legal Associate Professionals, Business, Finance and Related Associate Professionals, Sales, Marketing And Related Associate Professionals

Conservation And Environmental Associate Professionals, Public Services And Other Associate Professionals

## **ADMINISTRATIVE AND SECRETARIAL OCCUPATIONS**

### **– ADMINISTRATIVE OCCUPATIONS**

(Administrative Occupations: Government and Related Organisations, Administrative Occupations: Finance, Administrative Occupations: Records, Other Administrative Occupations)

### **ADMINISTRATIVE OCCUPATIONS: OFFICE MANAGERS AND SUPERVISORS**

Secretarial And Related Occupations

## **SKILLED TRADES OCCUPATIONS**

### **– SKILLED AGRICULTURAL AND RELATED TRADES**

### **– SKILLED METAL, ELECTRICAL AND ELECTRONIC TRADES**

(Metal Forming, Welding And Related Trades, Metal Machining, Fitting And Instrument, Aking Trades, Vehicle Trades, Electrical And Electronic Trades, Skilled Metal, Electrical And Electronic Trades Supervisors)

### **– SKILLED CONSTRUCTION AND BUILDING TRADES**

Construction And Building Trades, Building Finishing Trades, Construction And Building Trades Supervisors

### **– TEXTILES, PRINTING AND OTHER SKILLED TRADES**

Textiles And Garments Trades, Printing Trades, Food Preparation And Hospitality Trades, : Other Skilled Trades

## **CARING, LEISURE AND OTHER SERVICE OCCUPATIONS**

### **– CARING PERSONAL SERVICE OCCUPATIONS**

Childcare And Related Personal Services, Animal Care And Control Services, Caring Personal Services

### **– LEISURE, TRAVEL AND RELATED PERSONAL SERVICE OCCUPATIONS**

Leisure And Travel Services, Hairdressers And Related Services, : Housekeeping And Related Services, Cleaning And Housekeeping Managers And Supervisors

## **SALES AND CUSTOMER SERVICE OCCUPATIONS**

### **– SALES OCCUPATIONS**

Sales Assistants And Retail Cashiers, : Sales Related Occupations, Sales Supervisors

### **– CUSTOMER SERVICE OCCUPATIONS**

Customer Service Occupations, Customer Service Managers And Supervisors

## **PROCESS, PLANT AND MACHINE OPERATIVES**

### **– PROCESS, PLANT AND MACHINE OPERATIVES**

Process Operatives, Plant And Machine Operatives, Assemblers And Routine Operatives  
Construction Operatives

### **– TRANSPORT AND MOBILE MACHINE DRIVERS AND OPERATIVES**

Road Transport Drivers, Mobile Machine Drivers And Operatives, Other Drivers And Transport Operatives

## **ELEMENTARY OCCUPATIONS**

### **– ELEMENTARY TRADES AND RELATED OCCUPATIONS**

Elementary Agricultural Occupations, Elementary Construction Occupations, Elementary Process Plant Occupations

### **– ELEMENTARY ADMINISTRATION AND SERVICE OCCUPATIONS**

Elementary Administration Occupations, Elementary Cleaning Occupations, Elementary Security Occupations, Elementary Sales Occupations, Elementary Storage Occupations, Other Elementary Services Occupations

The detail of each minor group is available at:

[http://www.neighbourhood.statistics.gov.uk/HTMLDocs/dev3/ONS\\_SOC\\_hierarchy\\_view.html](http://www.neighbourhood.statistics.gov.uk/HTMLDocs/dev3/ONS_SOC_hierarchy_view.html)

## **UK Standard Industrial Classification (SIC) 2007 Hierarchy**

### **A: AGRICULTURE, FORESTRY AND FISHING**

Crop and animal production, hunting and related service activities  
Forestry and logging; Fishing and aquaculture

### **B: MINING AND QUARRYING**

Mining of coal and lignite, Extraction of crude petroleum and natural gas, Mining of metal ores, Other mining and quarrying, Mining support service activities

### **C: MANUFACTURING**

Manufacture of: food products, Beverages, Tobacco products, Textiles, Wearing apparel  
Leather and related products, Wood and of products of wood and cork, except furniture; f articles of straw and plaiting materials, Paper and paper products; Printing and reproduction of recorded media;  
Manufacture of coke and refined petroleum products, Chemicals and chemical products, Basic pharmaceutical products and pharmaceutical preparations,  
Rubber and plastic products, Other non-metallic mineral products; Basic metals, Fabricated metal products, except machinery and equipment, Computer, electronic and optical products, Electrical equipment, Machinery and equipment n.e.c. Motor vehicles, trailers and semi-trailers, Other transport equipment, Furniture, Other manufacturing,  
Repair and installation of machinery and equipment

### **D: ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY**

### **E: WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES**

Water collection, treatment and supply, Sewerage, Waste collection, treatment and disposal activities; materials recovery, Remediation activities and other waste management services

### **F: CONSTRUCTION**

Construction of buildings, Civil engineering, Specialized construction activities

### **G: WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES**

Wholesale and retail trade and repair of motor vehicles and motorcycles  
Wholesale trade, except of motor vehicles and motorcycles  
Retail trade, except of motor vehicles and motorcycles

### **H: TRANSPORTATION AND STORAGE**

Land transport and transport via pipelines, Water transport, Air transport,  
Warehousing and support activities for transportation, Postal and courier activities

### **I: ACCOMMODATION AND FOOD SERVICE ACTIVITIES**

Accommodation; Food and beverage service activities

### **J: INFORMATION AND COMMUNICATION**

Publishing activities  
Motion picture, video and television programme production, sound recording and music publishing activities; Programming and broadcasting activities; Telecommunications; Computer programming, consultancy and related activities; Information service activities

### **K: FINANCIAL AND INSURANCE ACTIVITIES**

Financial service activities, except insurance and pension funding  
Insurance, reinsurance and pension funding, except compulsory social security  
Activities auxiliary to financial services and insurance activities

### **L: REAL ESTATE ACTIVITIES**

### **M: PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES**

Legal and accounting activities  
Activities of head offices; management consultancy activities  
Architectural and engineering activities; technical testing and analysis  
Scientific research and development  
Advertising and market research  
Other professional, scientific and technical activities  
Veterinary activities

#### **N: ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES**

Rental and leasing activities  
Employment activities  
Travel agency, tour operator and other reservation service and related activities  
Security and investigation activities  
Services to buildings and landscape activities  
Office administrative, office support and other business support activities

#### **O: PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY**

#### **P: EDUCATION**

#### **Q: HUMAN HEALTH AND SOCIAL WORK ACTIVITIES**

Human health activities; Residential care activities; Social work activities without accommodation

#### **R: ARTS, ENTERTAINMENT AND RECREATION**

Creative, arts and entertainment activities  
Libraries, archives, museums and other cultural activities  
Gambling and betting activities  
Sports activities and amusement and recreation activities

#### **S: OTHER SERVICE ACTIVITIES**

Activities of membership organisations; Repair of computers and personal and household goods  
Other personal service activities

#### **T: ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE**

Activities of households as employers of domestic personnel  
Undifferentiated goods- and services-producing activities of private households for own use

#### **U: ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES**

The full list showing further divisions is available at  
[http://www.neighbourhood.statistics.gov.uk/HTMLDocs/SIC/ONS\\_SIC\\_hierarchy\\_view.html](http://www.neighbourhood.statistics.gov.uk/HTMLDocs/SIC/ONS_SIC_hierarchy_view.html)

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