



Greater Lincolnshire LEP
Employment and Skills Advisory
Panel

Local Skills Report

April 2021

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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. It has asked us to publish a report now, to update it in November 2021 and to publish annually thereafter.

The report that you are reading will inform central Government and the new national Skills and Productivity Board (SPB). It 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.

Digital Skills and Access

Labour markets are still in a state of flux as a result of the pandemic and we recognise that we will not know the true impact of current events on our workplaces and long term unemployment until at least the furlough scheme ends and perhaps some time after that. Apprentice numbers have fallen across all age groups and levels, in some places by more than national trends, and people's jobs, careers and training programmes have been interrupted.

Over the last 12 months we have witnessed changes in the use of digital technology and remote working which were expected to take many years, but have instead happened in weeks. People and business that can, have adapted at a remarkable pace.

We also know that there are young people and adults who did not need to adapt (because they were required in the workplace), or who have not been 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.

To achieve our 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** we all need to address these challenges.

Greater Lincolnshire has a population similar in number to Birmingham, spread across an area almost 20 times the size of Birmingham. A combination of Greater Lincolnshire's ageing workforce; an increase in automation; the unfolding labour shortages from EU migration that previously provided an additional pool of skilled workers from which to recruit; and eight Travel To Work Areas, creates a dynamic and complex set of inter-relating labour markets.

It is 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 particular employability skills that they see gaps in: 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.

In addition to high levels of replacement demand - vacancies that arise as a result of people retiring - there are some game changing clusters and sectors 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

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

decarbonisation and off-shore wind, plus the ambition for growing our UK's Food Valley are expected to lead to 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 as we collectively inspire people about the careers that are available on their doorstep as a result of technological change.

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 through the European Social Fund.

We are supporting schools through our Enterprise Adviser Network (EAN), bringing together business leaders with local secondary schools to improve their employment chances of young people.

We have developed an 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 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 aims for our local employment, skills and training agenda are to inspire and support young people to stay and work in the area, and to train and support people who are already working, or seeking jobs, so that they gain the skills needed to take up future job vacancies.

With this in mind we will be launching a new local skills commission during the summer months to inform the publication of a refreshed skills strategy in autumn 2021.

Simon Telfer, 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

Skills Advisory Panels (SAPs) bring together employers, skills providers and key local stakeholders to better understand and resolve skills mismatches at a local level. There are 36 SAPs across England as part of Mayoral Combined Authorities and Local Enterprise Partnerships.

The Department for Education (DfE) supports SAPs with grant funding primarily to produce high quality analysis of local labour markets and [Local Skills Reports](#). The Reports set out the local strengths and skills needs and how the SAP proposes its area addresses its key priorities. The Reports aim to influence local partners and feed intelligence to central government, including the national-level Skills and Productivity Board (SPB).

In January 2021, DfE published its White Paper "[Skills for Jobs: Lifelong Learning for Opportunity and Growth](#)," which set out a number of reforms aimed at putting employers more firmly at the heart of the skills system. The White Paper outlined plans to test in 2021-22, in a small number of areas, "Local Skills Improvement Plans" created by business representative organisations.

The White Paper committed to build on the work of SAPs to date. SAPs and their Local Skills Reports will continue as the DfE trailblazes "Local Skill Improvement Plans" and until any potential changes are made to a SAP's remit and responsibilities.

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 around 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 new 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 LEPs are developing a joint private sector board to 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 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.
- 2.6 In 2015, Greater Lincolnshire Employment and Skills Board led the production of a Skills Strategy for Greater Lincolnshire, working with local partners and businesses to develop a comprehensive approach to local labour market and skills issues and in 2017 produced an extensive evidence base in preparation for a DfE-led review of local Further Education Colleges.
- 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 of our 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 national 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. To coincide with this, the ESAP is aiming to produce a refreshed skills strategy that links strongly to the Local Industrial Strategy² objectives and identifies the priorities 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 a number of Greater Lincolnshire LEP Directors to ensure good links with the main LEP Board, and several employment and skills officers to advise on policy and progress.
- 2.12 The current ESAP members are:
 - Simon Telfer (Chair) - HR and Logistics Director, Branston Ltd
 - Angela Borman - Talent Manager, Siemens Industrial Turbomachinery Ltd (member until January 2021)
 - Cllr Patricia Bradwell - Deputy Leader, Lincolnshire County Council
 - Val Braybrooks MBE - Dean, National Centre for Food Manufacturing, University of Lincoln (member until January 2021)
 - Ian Dickinson - Business Director, First College, Louth and Skegness
 - 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
- Mandy Watson - Greater Lincolnshire LEP Director and Managing Director, Ambitions Personnel
- Melanie Weatherley MBE - Chief Executive, Walnut Care Home, Boston and Chair of Lincolnshire Care Association
- Joanne Woodhouse - Assistant Principal and Career Leader, Havelock Academy, Grimsby
- Oliver Tasker - Partner, Wilkin Chapman LLP (new member from March 2021)
- Sharon Green - Deputy Head, Apprenticeships and Business Partnerships, National Centre for Food Manufacturing, Holbeach (new member from April 2021)
- Nicola Ritchie - Learning and Development Adviser, Hilton Seafood UK, Grimsby (new member from April 2021)

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
- Graham Metcalfe - Partnership Manager, DWP Lincolnshire and Rutland
- Bev Moxon - Education and Skills Funding Agency
- Pete Holmes - Area Lead for Greater Lincolnshire, Cities and Local Growth Unit

- 2.13 The Panel seeks additional input for subject related matters if required and following the end of the overlap between the Humber and Greater Lincolnshire LEPs will invite new members to join to ensure places are represented.
- 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 Further information about the Employment and Skills Advisory Panel 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"> • Overall skills shortages - 37% of vacancies hard to fill • Higher level and technical resident skills needed in growth sectors • Workforce development skills needed for small businesses • Employability, digital and critical skills needs • Replacement demand in food production, visitor economy and care 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"> • Strategy needed to match demand to supply across large rural geography • Need more residents with qualifications at level 4+ to meet growth sector future demand • Need to boost apprenticeship starts to get young people into training and employment for the visitor economy, health and care, and growth sectors • Support for those lower skilled and further from labour market to access opportunities through digital and employability skills • 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 136 people per sq. km means that it is more sparsely populated than areas such as Cornwall, Somerset, Dorset and Norfolk⁴. Jobs density at 0.78 is also lower than the national average of 0.87 for Great Britain⁵. 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.
- 3.2 More than half of employment in Greater Lincolnshire is in foundational 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. **Top occupations reporting 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%**⁶. 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 occupations⁷. **This presents future opportunities at a range of skill levels including occupations requiring degree level education.**
- 3.3 **Across Greater Lincolnshire, there are disparities in occupations between places.** The coastal areas have overall fewer people working in top managerial or professional occupations. The difference is starkest when comparing the share of employment in these occupations in North East Lincolnshire at about 13% with Rutland at around 31%⁸. South Kesteven has the highest level of any district in associate professional and technical occupations, accounting for 20% of these occupations across Greater Lincolnshire. In Boston, 1 in 5 resident occupations is in the process, plant and machine operative category⁹.
- 3.4 **Over the ten year period 2017-2027, the Greater Lincolnshire economy is forecast to need to fill 175,000 jobs**¹⁰. 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. The forecast does not factor additional labour supply challenges caused by EU Exit and loss of supply within the migrant workforce.
- 3.5 Across all sectors, **37% of vacancies are indicated as being hard to fill**, around two thirds of that total being **due to skills shortages**¹¹. 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. This reflects the national challenge of providing some employability support and employer training for residents into these occupations. However, owing to the ageing and dispersed nature of the population in Greater Lincolnshire, we might expect more sustained growing labour demand in health and care.
- 3.6 In Greater Lincolnshire, vacancies for professionals, associate professionals and sales and customer services staff are more likely to be cited by employers than nationally. This indicates a **need to**

⁴ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020.

⁵ ONS, [Greater Lincolnshire Labour Market Profile](#), 2019 Jobs Density Data.

⁶ Labour Insight analysis for Greater Lincolnshire LEP, 2020.

⁷ Warwick University, [Working Futures 2017-2027](#), 2020.

⁸ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

⁹ ONS, [Annual Population Survey](#), September 2020.

¹⁰ Warwick University, [Working Futures 2017-2027](#), 2020.

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

retain people gaining higher level qualifications locally. Analysis on future demand predicts that the number of vacancies for people with qualifications at or below level 3 will either not expand or will decline, although replacement demand is predicted to continue through 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 6¹². 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.

- 3.7 Greater Lincolnshire has a higher proportion of SMEs than the national average, with 45% of businesses employing fewer than 50 employees, compared with 32% nationally¹³. SMEs account for 64% of employment in Greater Lincolnshire, and this is only greater in two other LEP areas - Cornwall (72%) and Cumbria (65%)¹⁴. 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%¹⁵.
- 3.8 Our smaller SMEs, without dedicated HR and training departments, face the challenge of navigating various schemes that would upskill their employees and support their businesses. **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.

Industrial specialisms

- 3.9 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 growth¹⁶.
- 3.10 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 - East and West Lindsey - 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.
- 3.11 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,

¹² Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020.

¹³ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020.

¹⁴ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

¹⁵ ONS, [Annual Population Survey](#), September 2020.

¹⁶ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

this means employability and critical occupational skills to employ local people where there are shortages created by migration out of Greater Lincolnshire.

- 3.12 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 years¹⁷. Based on conversations with the local sector, we expect defence and security to grow in employment over the coming years, requiring high level skills.
- 3.13 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.**

Game Changers

In our Plan for Growth, **Greater Lincolnshire LEP has identified four game changer priorities relating to our growth cluster sectors.** These game changers are areas we expect to boost growth and opportunities in our economic specialisms:

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

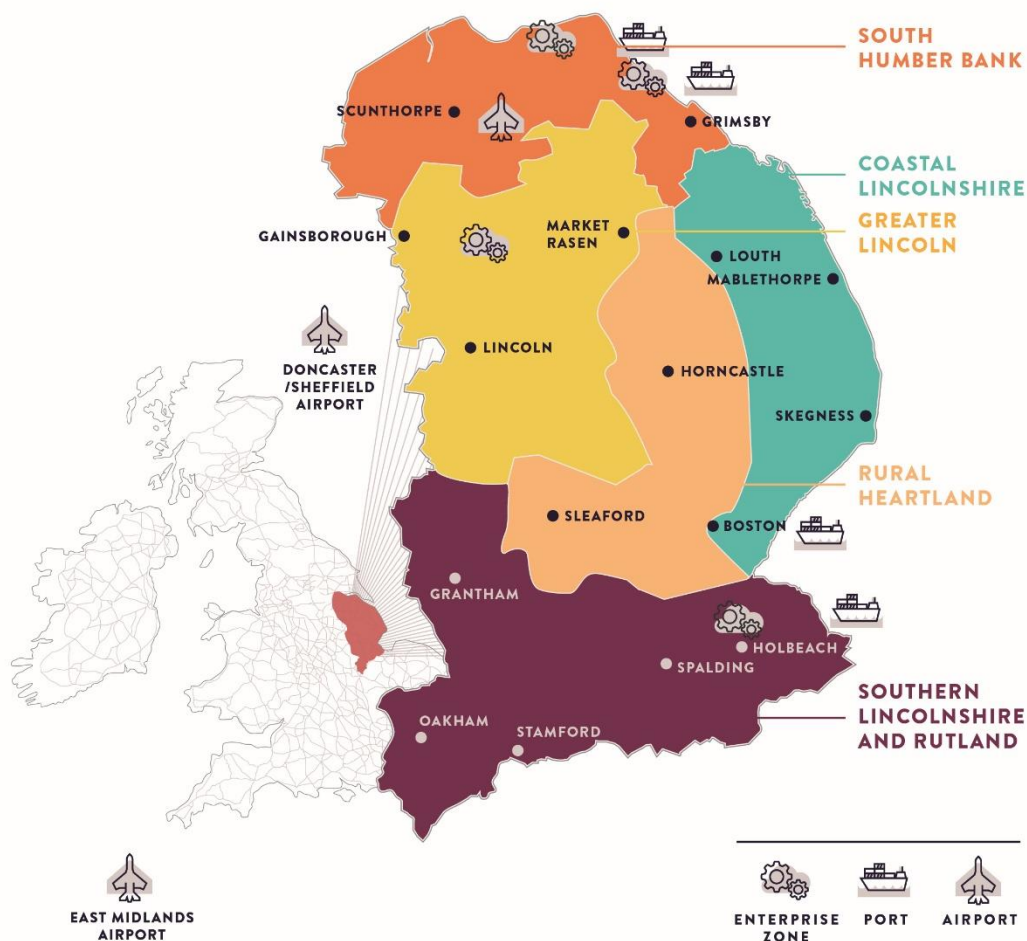
Humber Freeport: ambition to deliver on 7,000 jobs and £2bn inward investment by 2040

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

¹⁷ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020.

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

- 3.14 The impact of Covid-19 on the local labour market has been profound. Almost a third of workers have been furloughed and claimant rates have almost doubled¹⁸. 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. It is therefore a priority to develop detailed local intelligence on labour and skills with local Sector Boards.
- 3.15 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. The future of many jobs is therefore uncertain as this support tapers away. The claimant count has already spiked in every district and remained high going into 2021, although lower at February 2021 at 5.9% than the Great Britain average of 6.5%¹⁹. If unemployment rises to 10% across Greater Lincolnshire, which is within the scope of forecasters' projections, roughly 32,250 more people will be jobless than before the pandemic.
- 3.16 We continue to monitor the impact of the pandemic on labour markets across Greater Lincolnshire through local intelligence and data, and this will be incorporated into an updated skills strategy for Greater Lincolnshire by autumn 2021.

Impact of Brexit

- 3.17 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 workers²⁰. 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 in early 2021.
- 3.18 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. As the impact of the new system becomes clearer, we need to respond to this challenge in our refreshed skills strategy.

Labour supply

- 3.19 There are geographic disparities between districts 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 period²¹.

¹⁸ Greater Lincolnshire LEP, [Plan for Growth](#), March 2021.

¹⁹ ONS, [Greater Lincolnshire Labour Market Profile](#), Feb 2021 Claimant Count Data.

²⁰ Greater Lincolnshire LEP, Labour Market Implications of Brexit internal analysis, 2020.

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

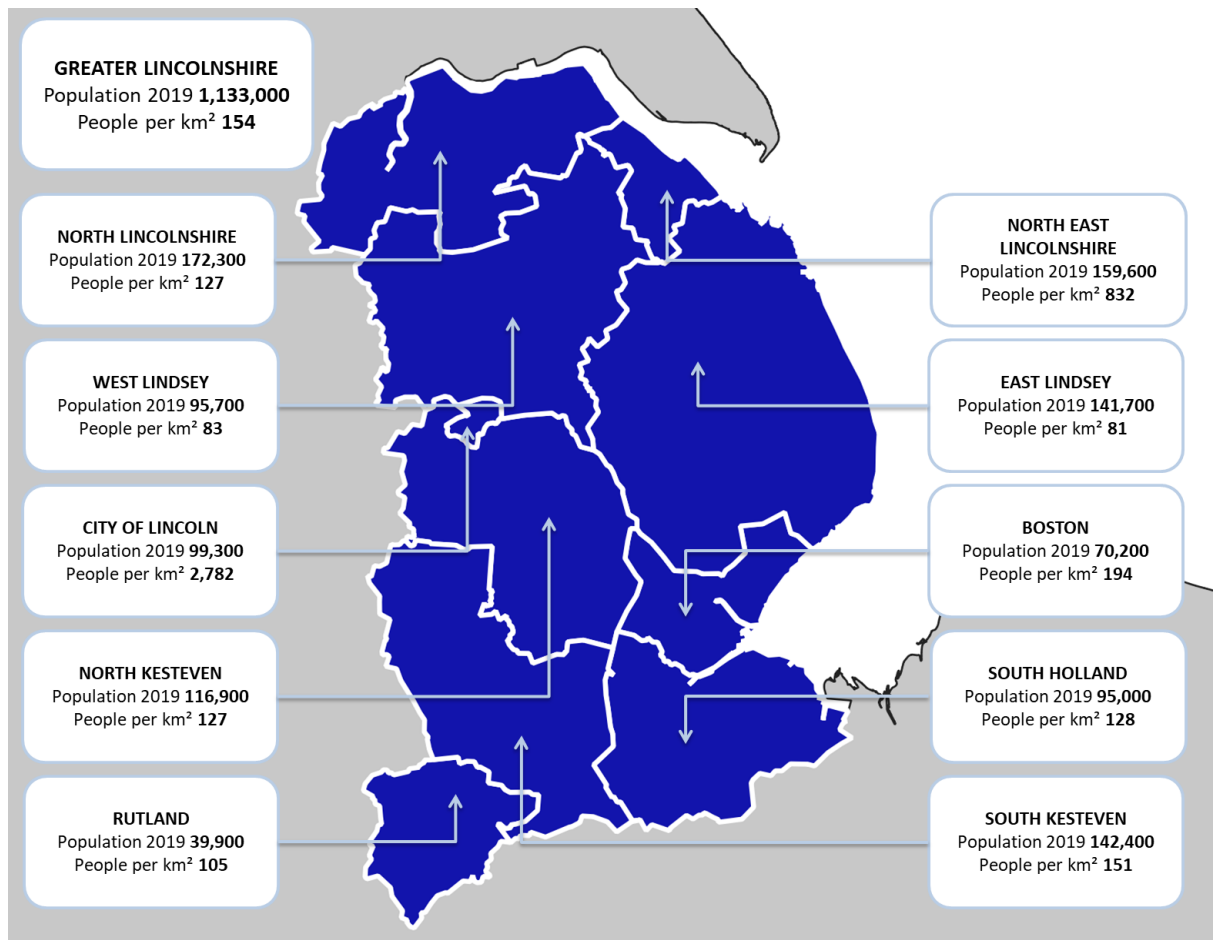
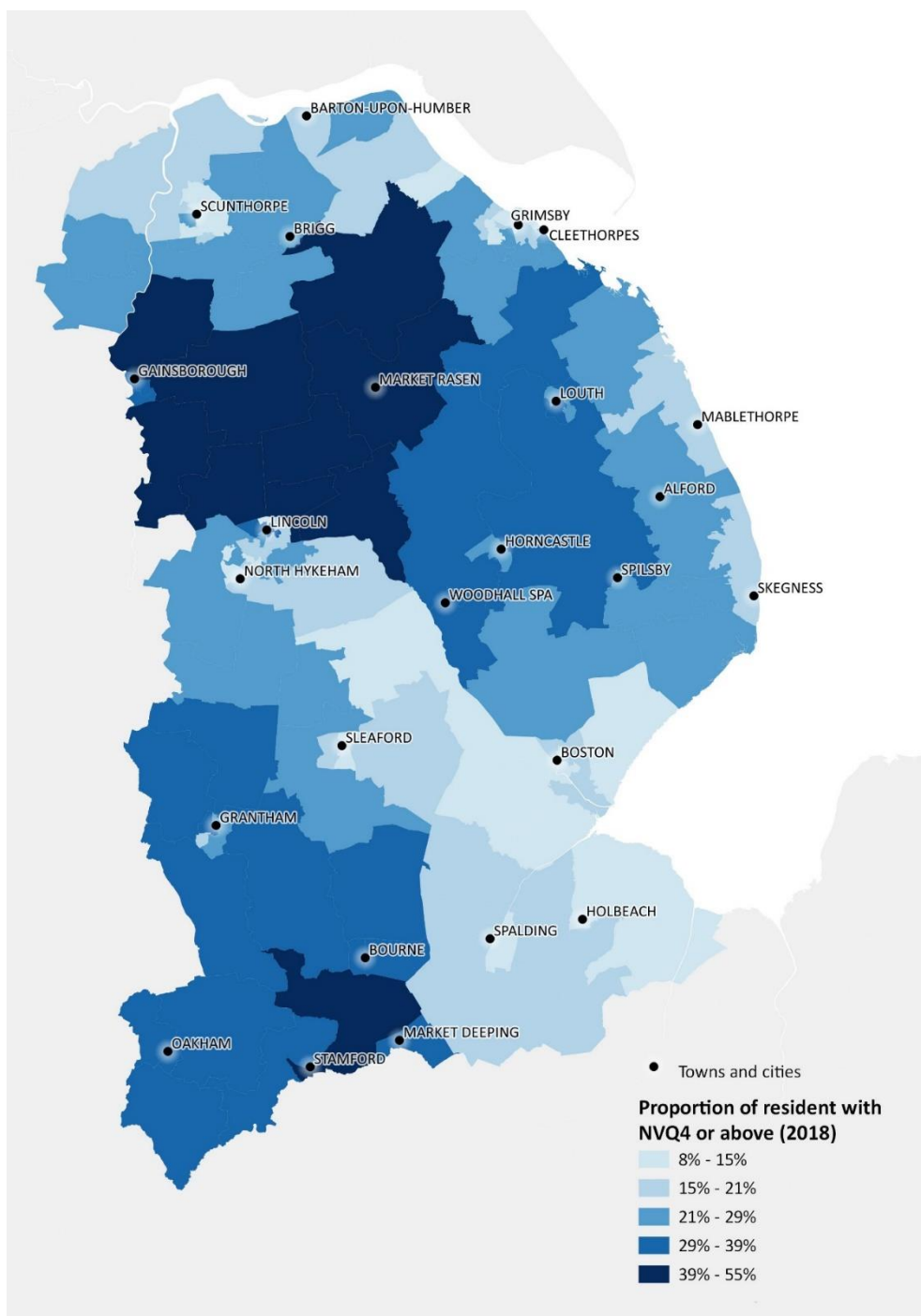


Figure 2. Populations and population densities in Greater Lincolnshire

3.20 Only 29% of the resident working age population are qualified at NVQ Level 4+, compared with 40% nationally. There is significant geographic disparity within Greater Lincolnshire, with 44% of residents having level 4+ qualifications in Rutland, compared with only 22% in North East Lincolnshire²².

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

Figure 3. Residents educated to degree level (2018)



3.21 There are even wider differences between local and national qualifications levels according to age band. Only 35% of Greater Lincolnshire residents aged 25-39 have a level 4 qualification or above, compared to 48% nationally²³.

²³ ONS, [Annual Population Survey](#), September 2020.

3.22 The proportion of the working age population with the highest qualification at level 3 in Greater Lincolnshire is slightly higher than the UK average at 17% vs. 16%. However, **the gap with the UK average widens again at the lower skill level.** In Greater Lincolnshire, 22% of the working population has either NVQ level 1 or no qualifications, compared with 18% across the UK²⁴. 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 1²⁵. Some of these patterns are observed hyper locally, with small pockets within towns such as Lincoln, Grimsby and Scunthorpe performing poorly.

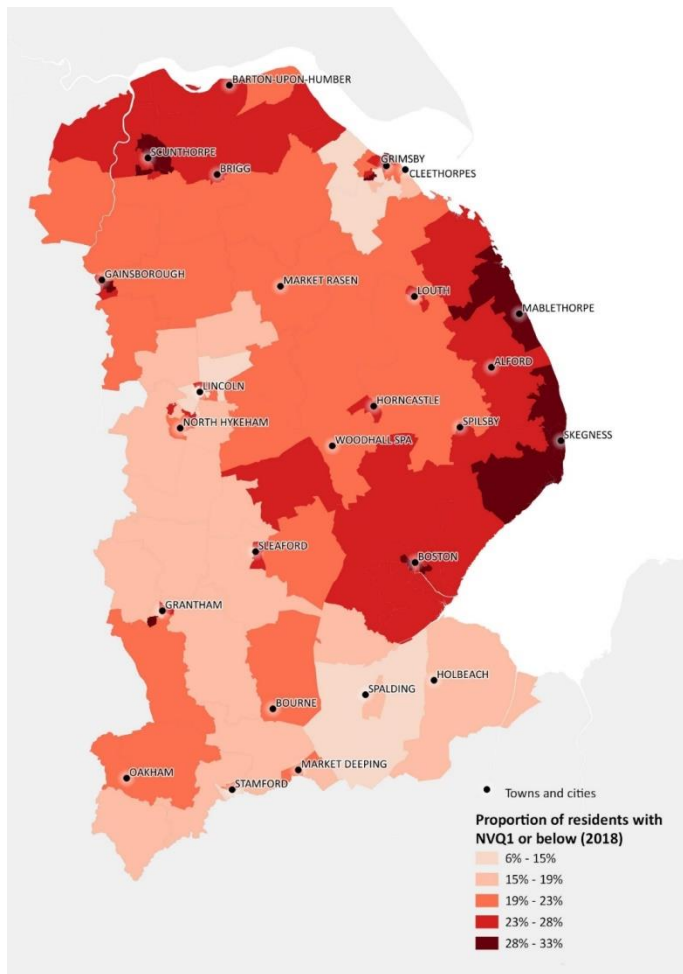


Figure 4. Residents with no or low qualifications (2018)

²⁴ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

²⁵ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

- 3.23 Apprenticeship uptake by residents of Greater Lincolnshire has generally followed an upward trend over the last decade, with dips in numbers following national trends after changes in rules or funding mechanisms. The proportion of apprenticeship achievements in business, administration and law and engineering and manufacturing is slightly higher in Greater Lincolnshire than England on average²⁶. The number of Greater Lincolnshire residents starting an apprenticeship fell in 2019/20 from 8,260 to 6,030²⁷. They have fallen across every age group and by more than the national average²⁸. The number of adult (25+) apprenticeships has seen the biggest drop with the number in North Lincolnshire falling by almost 40% in comparison to the previous year. The reduction will be, in part, due to the impact of Covid-19 but it is not clear why the drop is so much more than the national average.
- 3.24 The number of Greater Lincolnshire residents starting an apprenticeship in 2019/20 has also fallen across every Level in comparison to the previous year, and in some parts of the LEP area by more than the national average. There has been an increase in the number of residents in Boston and Rutland starting a higher-level apprentice, however as a whole the LEP area has seen a year on year decline in the number of higher level apprenticeship starts that is bigger than the national average²⁹. **There is a need to boost apprenticeships to improve employment prospects across sectors for young people emerging from Covid-19.**

Qualified residents working out of area

- 3.25 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.
- 3.26 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%)³⁰.
- 3.27 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.

²⁶ Greater Lincolnshire LEP, [ESAP Local Skills Report Annex B Additional Workbook](#), April 2021.

²⁷ Localism Dashboard, 2021

²⁸ Greater Lincolnshire LEP, [ESAP Local Skills Report Annex B Additional Workbook](#), April 2021.

²⁹ Greater Lincolnshire LEP, [ESAP Local Skills Report Annex B Additional Workbook](#), April 2021.

³⁰ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

- 3.28 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%³¹.
- 3.29 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 presents 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.
- 3.30 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.
- 3.31 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.
- 3.32 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 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

- 3.33 The impact of shutdown sectors - the visitor economy, retail, hospitality - has been disproportionately on women, the young, the poor, and those in certain ethnic groups³². **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.
- 3.34 **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.

³¹ Greater Lincolnshire LEP, [Local Industrial Strategy Evidence Base](#), 2019.

³² 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 The skills strategy for Greater Lincolnshire will be undergoing a refresh in Autumn 2021 to reflect current context and issues. Both Covid-19 and Brexit have radically changed the 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. By refreshing the Greater Lincolnshire skills strategy, a wide range of partners can 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 authorities, employers and providers. The ESAP will play an important role in supporting places in addressing individual needs.</p> <p>Government's investments in the Kickstart and Restart programmes, and the promise of the Community Renewal Fund and UKSPF, are important to help Greater Lincolnshire's economy recover from Covid. These programmes are nationally commissioned and managed and therefore their delivery will not necessarily reflect Greater Lincolnshire's unique labour market issues.</p> <p>As such, 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.</p> <p>The geographical context of Greater Lincolnshire is an important consideration in maximising the reach of these schemes. Despite the variety of training providers across Greater Lincolnshire, the sparsity of the population presents challenges in certain cohorts accessing (and therefore the viability of) employer-led and formal training. 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’³³, 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 skills³⁴. 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 tasks³⁵.</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>

³³ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020

³⁴ OECD, [Skills Matter; Further results from the Survey of Adult Skills](#), 2016

³⁵ 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="566 328 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="566 427 2020 632">The challenge of graduate 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="566 659 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 job-seekers need to be supported and strengthened, for example by furthering the work being developed between businesses and schools through the Enterprise Adviser Network. Infrastructure and opportunities for job-seekers 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 of 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 created³⁶. 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>

³⁶ 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>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>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>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>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.</p> <hr/> <p>Supporting businesses to prioritise workforce development and succession planning</p> <p>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 providing training to employees (66%), the effectiveness of this training may be lacking.</p> <p>Work will need to be done with businesses to prioritise workforce development, succession planning and recruitment strategies so that they can replace staff who retire. This work will also help to overcome challenges around labour shortages as a result 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>Supporting important sectors to maximise the future opportunities for local people</p> <p>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 and North Lincolnshire Freeport is the largest in the UK and has 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>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 need to be done 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 skills strategy	ESAP to submit the Local Skills Report containing labour market analysis and interim skills statement to DfE	DfE, Partners, service users and learners	Greater Lincolnshire LEP	Delivery role	April 2021
	ESAP to develop a refreshed skills strategy for Greater Lincolnshire	Employers, Partners, service users and learners	Skills partners, providers and employers	Delivery role	June-October 2021
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	September 2021

Priority	Actions	Target group	Organisations involved in delivery	ESAP responsibility	Timescales
so that more are inspired to stay local	ESAP to seek funding for and set up a Careers Hub in Greater Lincolnshire and demonstrate improvements against the eight Gatsby Benchmarks	School aged and young people in FE and training	Employers Schools & Colleges CEIAG Partners	Delivery role	March-September 2021
	ESAP/LEP to manage the delivery of a programme of Online Jobs and Careers Fairs for 1 year until October 2021	School aged and young people in FE and training	Greater Lincolnshire LEP	Delivery role	November 2020-October 2021
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 new skills and labour market support programmes E.g. by submitting the Local Skills Report	DfE SAP team	Greater Lincolnshire LEP	Delivery role then Influencing Role	April 2021 and ongoing
	ESAP to manage delivery of the skills capital schemes approved through the LEP's Greater Lincolnshire Skills Capital programme	Employers in Greater Lincolnshire's priority sectors	Local colleges & Universities	Delivery role	Up to March 2022 (Spend)
	ESAP to monitor & influence delivery of national employment & skills programme: including ESF programmes through Co-financing partners ESFA, 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	Until March 2023 (ESF) and on-going

Priority	Actions	Target group	Organisations involved in delivery	ESAP responsibility	Timescales
Supporting important sectors to maximise the future opportunities for local people	<p>ESAP to support sector skills 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	2021/22
Upskilling and retraining people for jobs of the future including apprenticeships	ESAP to update and publish the draft 2020 Apprenticeship Strategy and take forward actions	Employers and apprenticeship providers and people	Training sector; community & third sector organisations; Local partners, employers and apprenticeship levy payers	Delivery role then Influencing Role	May 2021

Priority	Actions	Target group	Organisations involved in delivery	ESAP responsibility	Timescales
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; create and promote new career paths including use of new technologies in local growth sectors e.g. food production	All residents, Users and learners	Greater Lincolnshire LEP	Delivery then influencing role	Ongoing
Supporting businesses to prioritise workforce development and succession planning	ESAP to seek funding for a HR and Workforce Planning Scheme that will increase good quality employment opportunities, whilst rapidly increasing the productivity of SMEs	SME employers	Local SME employers and businesses	Influencing or Delivery role	April 2021-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 all 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 Plan³⁷ 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.

Enhancing local knowledge

- 6.5 Over time the Employment and Skills Advisory Panel has amassed a wealth of knowledge about the local labour market and the publically 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.
- 6.6 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.
- 6.7 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.
 - **Supervisory & management skills** tend to be difficult to find and grow from within, particularly in the manufacturing and engineering sector

³⁷ Greater Lincolnshire ESAP, [Employment & Skills Board Action Plan](#), 2018 (updated September 2019)

- 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)
- 6.8 The local evidence base produced for the 2017 Area Review³⁸ and the later 2019-20 SAP Analysis³⁹ 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.
- 6.9 To further improve the ESAP's understanding, more detailed data on skills supply will need to be used in order to identify challenges that aren't apparent from the indicators in Annex A.

Impact on local skills provision and European Social Fund

- 6.10 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

- 6.11 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

- 6.12 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 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 programme⁴⁰. 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)

- 6.13 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

³⁸ [Greater Lincolnshire FE area review report](#), Department for Education, 2017

³⁹ Greater Lincolnshire ESAP, [Pre-Covid Employment and Skills Analysis](#), 2020.

⁴⁰ Greater Lincolnshire ESAP, [Sector Skills Report EDF Advisor Programme](#), July 2019

programme-to-programme and tracked their progression. The results of the programme are documented in the full report⁴¹.

6.14 Funding for the original NEETscheme 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.

6.15 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 website⁴².

6.16 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 recently announced 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

6.17 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:

- **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.

⁴¹ Greater Lincolnshire ESAP, [What Works; Encouraging aspiration, employment and career progression](#), 2018

⁴² Greater Lincolnshire LEP, [ESF Programmes 2021](#)

Implementing our skills action plan

- 6.18 The skills actions plan in Chapter 5 is largely a forward-looking plan with some elements that are already underway (such as the online jobs and careers fairs, and the work with the Institute of Technology), and others that are still to be implemented.
- 6.19 For example, the ESAP will need to identify a body from which to seek funding for a HR and Workforce Planning Scheme in order to meet its 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.
- 6.20 Additionally, the ESAP will need to 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. For example this may include developing a skills strategy that builds 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 recently announced Getting Building Fund, was designed to ensure that local vocational training facilities are developed to meet the needs of changing and modernised local sectors. The SAP Analysis and the earlier Area Review publication were used to ensure that organisations bidding into the programme for funding were meeting local need.
- 7.2 A highlight investment of the programme is the Engineering Manufacturing and Technology Centre (EMAT) at Boston College, which opened in March 2020. The EMAT was awarded £2.8m funding through the first round of the programme. The new £4.3 million state-of-the-art building provides an industry-driven training facility that will stimulate growth and productivity across the sector with innovative workshops and suites. Acting as a hub for local engineering and manufacturing, the centre offers the opportunity for agritech businesses to create a partnership with the College to help train the engineers in line with industry needs. Workshops provide space for traditional engineering and manufacturing skills and modern industry practices, an electronics laboratory, Computer Aided Design and manufacture (CAD/CAM) suite. It is designed to improve the skills and talent of the current and future workforce across levels 1-5 in a range of engineering and manufacturing competencies.



Courtesy of Boston College

- 7.3 Additionally the Skills Capital Programme has invested in:
- Lincoln Digital and Professional Skills Centre (Lincoln College), £2.3m

- Digital Skills Centre (Stamford College), £473k
- North Lincolnshire Higher Level Technical, Business Skills and Innovation Hub (DN Colleges Group, Scunthorpe), £2.3m
- Lincolnshire Institute of Technology (University of Lincoln), £1.12m
- Grantham Energy Centre (Grantham College), £1.6m
- Elite (TEC Partnership. Grimsby), £1.41m
- Horncastle Skills Hub (Boston College), £1.23m
- Construction Expansion (Stamford College), £2.13m
- Care Core (Boston College), £412k

Lincolnshire's Institute of Technology

- 7.4 The Lincolnshire Institute of Technology is a unique collaboration between the University of Lincoln, employers and Further Education providers across Greater Lincolnshire.
- 7.5 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 approach was fully endorsed by the Employment and Skills Board as it allows many more residents to be in reach of facilities than if there had been just one focal point.
- 7.6 State-of-the-art amenities for developing skills in Agri-food and digital technologies, advanced engineering and manufacturing are being created at the University's National Centre for Food Manufacturing, Bishop Burton, Boston, Grantham, Lincoln, North Lindsey, and Grimsby Colleges. In parallel, new courses are being designed with employers to develop essential skills and provide the experience needed by over 3000 students to access a range of high-quality technical careers with local employers. Major businesses at the helm of the Lincolnshire IoT include, Bakkavor, OAL and Siemens.

Industry Educator Programme

- 7.7 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.
- 7.8 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.

- 7.9 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.
- 7.10 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

- 7.11 Greater Lincolnshire LEP's Employment and Skills ESF Grant Programme began in January 2020 with a total available of £861k. Open to bids from third sector and small organisations, grants are 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.
- 7.12 To date, 51 expressions of interest for funds have been received and - despite challenges due to Covid-19 restrictions - 29 projects are now live and just over £500k has been awarded. The programme naturally receives more applications from organisations based in areas where there are more dense populations, (Lincoln and Grimsby). There are far fewer community-based organisations in areas that are less densely populated and more rural or coastal so having local control of where funding is distributed means we can intervene and work with organisations in these rural and coastal areas to address the imbalance.

Enterprise Adviser Network - Working Through Covid-19

- 7.13 The Enterprise Adviser Network (EAN) aims to bridge the gap between business and education by matching schools with a senior volunteer (Enterprise Adviser) from business. One school and their Enterprise Adviser designed a programme in response to Lockdown 1 in March 2020 to support 6th form students.
- 7.14 Rob Knowles (Enterprise Adviser) and Dan Willars (Careers Leader, De Aston School) working with their Enterprise Coordinator Alex Nightingale created a video support series to enhance the learning experience of the students to go alongside a taught curriculum for year 13 students. The employability project aimed to provide students with an enhanced understanding of the world of work in today's economic climate. The video series⁴³ features conversations with businesses from Lincolnshire and other Enterprise Advisers (Nick Pettit, Matt Brown and Caroline Allton) on subjects such as Lincolnshire's economy, completing application forms, producing personal statements, interview preparation, personal branding and what it means to be self-employed. The series prompted further discussions with their tutor, for example they were particularly interested in degree apprenticeships, and due to the overall impact and feedback plan are underway to run something for other year groups.

⁴³ Greater Lincolnshire LEP, [School Video Series](#), 2020

8 Looking Forward

- 8.1 The Employment and Skills Advisory Panel will take forward Greater Lincolnshire's strategic labour market priorities through 2021, and this report has set out how our multipronged action plan will deliver. We are at a point, in April 2021, where 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 serves for the ESAP and local partners as an interim statement articulating where we are now and immediate actions we are leading and coordinating, ahead of a refreshed full skills strategy in Autumn 2021.
- 8.2 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, and employers on apprenticeships and digital skills
 - 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 leading our Jobs and Careers Fair programme, ESF programme to 2023, Skills Capital Programme, Enterprise Advisor Network, HR and Workforce Planning support
- 8.3 Our particular local skills and labour market needs and growth opportunities combined with acute and emerging Covid-19 impacts, drive our priorities. We will further review progress on agreed actions, working with partners, as we set a longer-term refreshed strategy in the Autumn. Our aims for our local employment, skills and training agenda are to inspire and support young people to stay and work in the area and to train and support people who are already working, or seeking jobs, so that they gain the skills needed to take up future job vacancies. We have implemented important infrastructure and programmes to meet our long-term opportunities and challenges, as we tackle the impact of Covid-19, we are revisiting our place strategy for skills success.
- 8.4 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. We will refresh our place strategy together, and we will deliver together.

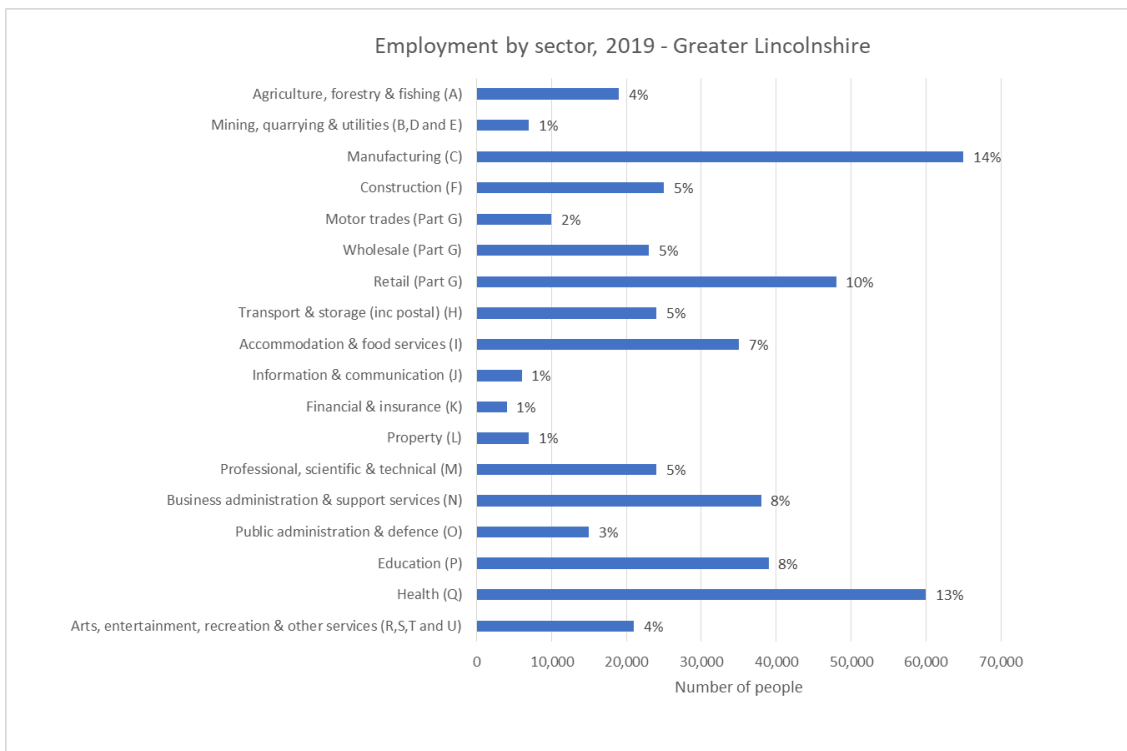
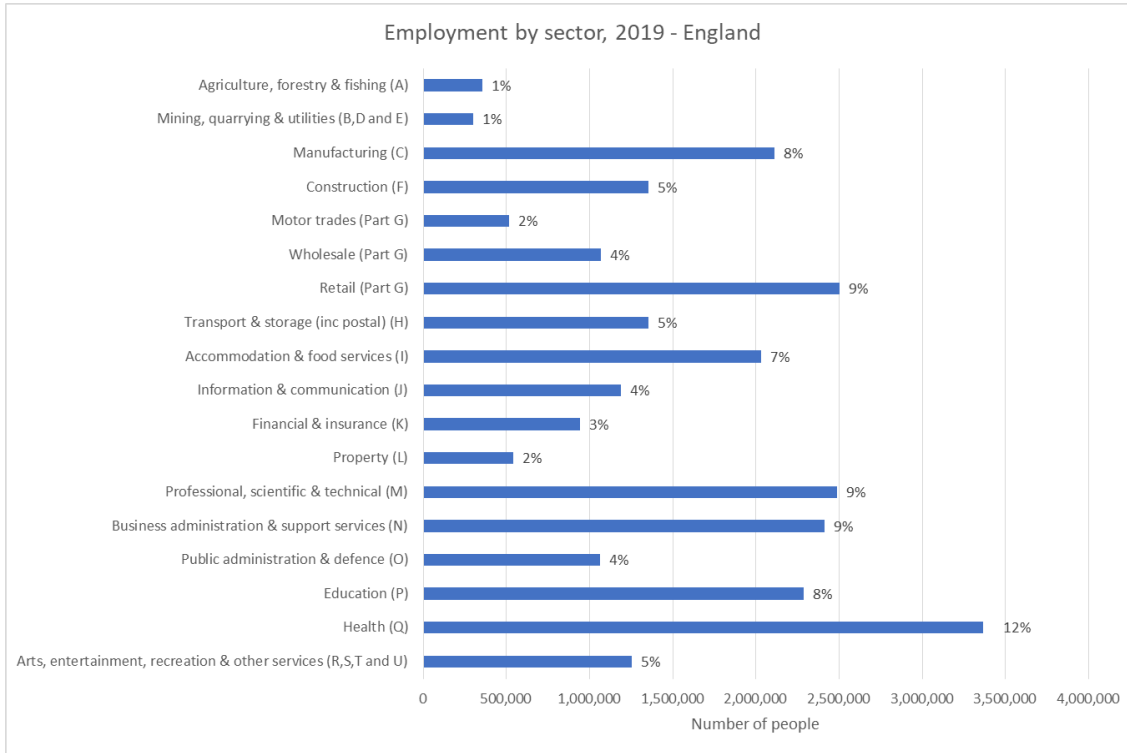
Annex A: Core Indicators

LOCAL LANDSCAPE – SUMMARY

- Greater Lincolnshire's GVA per head, and levels of productivity (GVA per job, and GVA per hour worked) are lower than the national average.
- Greater Lincolnshire has 45% of employees (compared to 32% nationally) working in micro and small businesses.
- 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.
- There are significant geographical differences; for example manufacturing in North and North East Lincolnshire accounts for 28,000 jobs, around 40% of all jobs in the sector in Greater Lincolnshire, whilst in terms of occupations South Kesteven has significantly more associate professional and technical occupations than anywhere else in Greater Lincolnshire.
- Greater Lincolnshire is polycentric and what is important is one centre, 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 136 people per sq.km compared to 430 nationally (below that of Cornwall's 158 people per sq.km). 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.

LOCAL LANDSCAPE

EMPLOYMENT BY SECTOR



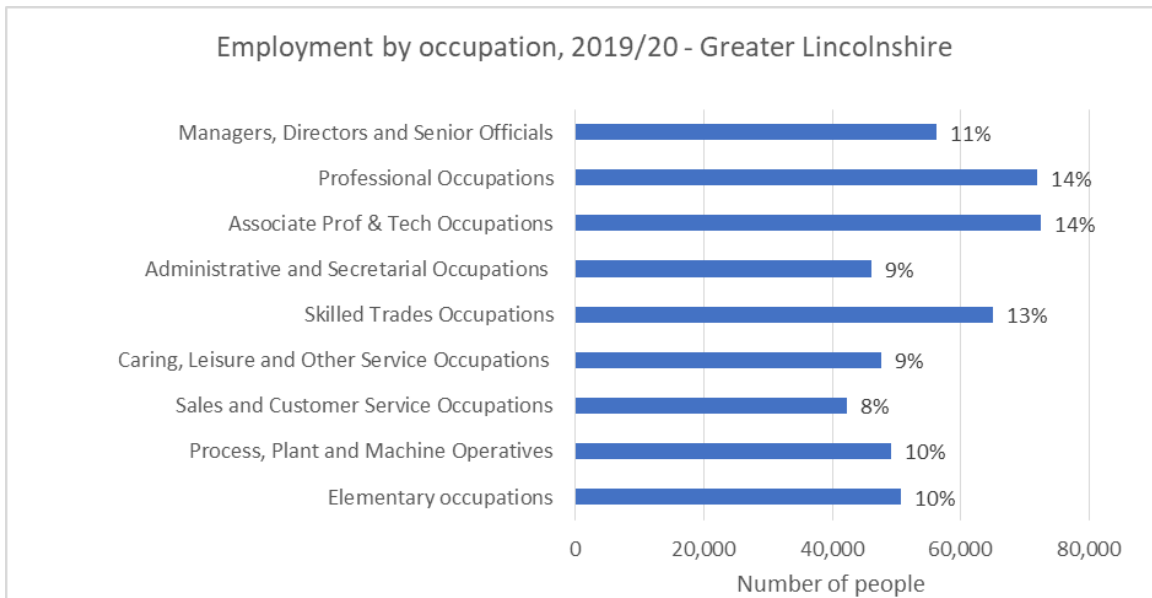
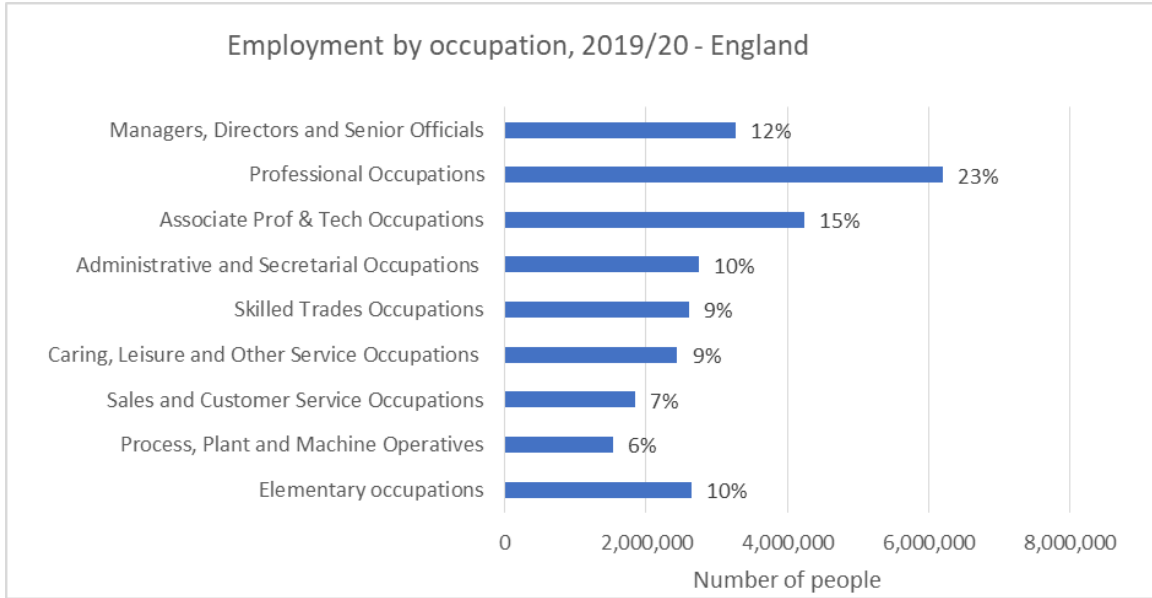
Source: [Business Register and Employment Survey, 2019 \(published 2020\), 2020 SAP boundaries](#)

- In Greater Lincolnshire the manufacturing sector is the single largest employer, with 14% of jobs falling within the sector. Health and retail account for 13% and 10% of the workforce respectively.
- 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 manufacturing particularly strong in North and North East Lincolnshire.
- There is significant specialisation and clustering of specific sectors, such as visitor economy on the eastern coast of Greater Lincolnshire, Energy and Advanced Manufacturing on the South Humber Bank, and Food Processing in the South which accommodate significant proportions of local jobs.
- Whilst the volumes of employment are high in sectors like retail and health, these sectors have similarly high employment levels across all areas within the UK. In Greater Lincolnshire, manufacturing has some specific sector specialisms in:
 - Food and beverage manufacturing (4.43 times UK average)
 - Crop and animal production (2.6 times UK average)
 - Manufacture of paper and paper products (2.4), furniture (3), machinery installation and repair (1.6), metal production (3.5) and chemicals (1.6)
- These specialisms often occur in particular geographic clusters, such as visitor economy on the eastern coast of Greater Lincolnshire, Energy and Advanced Manufacturing on the South Humber Bank, and Food Processing in the South which accommodate significant proportions of local jobs.
- This broadly aligns with Greater Lincolnshires local priority sectors as identified through the Local Industrial Strategy and Local Industrial Strategy Evidence Base.⁴⁴ The strategic priority sectors in Greater Lincolnshire are:
 - Food
 - Energy
 - Health and Care
 - Visitor Economy
 - Defence
 - Advanced Manufacturing
 - Ports and Logistics

EMPLOYMENT BY OCCUPATION

⁴⁴ 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



Source: [Annual Population Survey, October 2019 – September 2020, 2020 SAP boundaries](#)

In Greater Lincolnshire there is a relatively even spread of occupations. The main occupations are those in professional, associate professional and tech occupations. However, when comparing to the national picture, the volumes in these occupations is relatively low, with skilled trades and process, plant and machine operative occupations standing out as above average. 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.

The share of employment in ‘Professional’ and ‘Associate Professional and Technical occupations’ in Greater Lincolnshire has increased slightly over time, but has not kept up with the national level of change. Resident employment by occupation varies by location. For example, employment in associate professional and technical occupations is particularly high in South Kesteven, accounting for 20% of all jobs in this

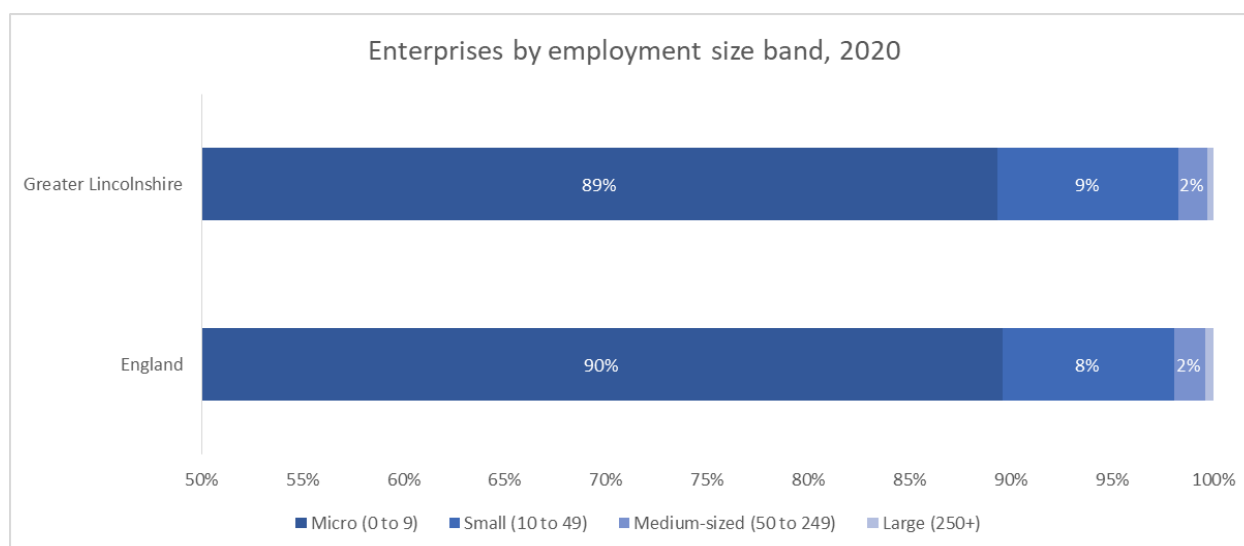
occupation across Greater Lincolnshire; with South Kesteven and North Lincolnshire accounting for around one third of professional occupations in the area.

Similarly, Boston and North East Lincolnshire have particularly high concentrations of process, plant and machine operatives. In Boston 1 in 5 resident occupations is in the process, plant and machine operative 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.

ENTERPRISES BY EMPLOYMENT SIZE BAND

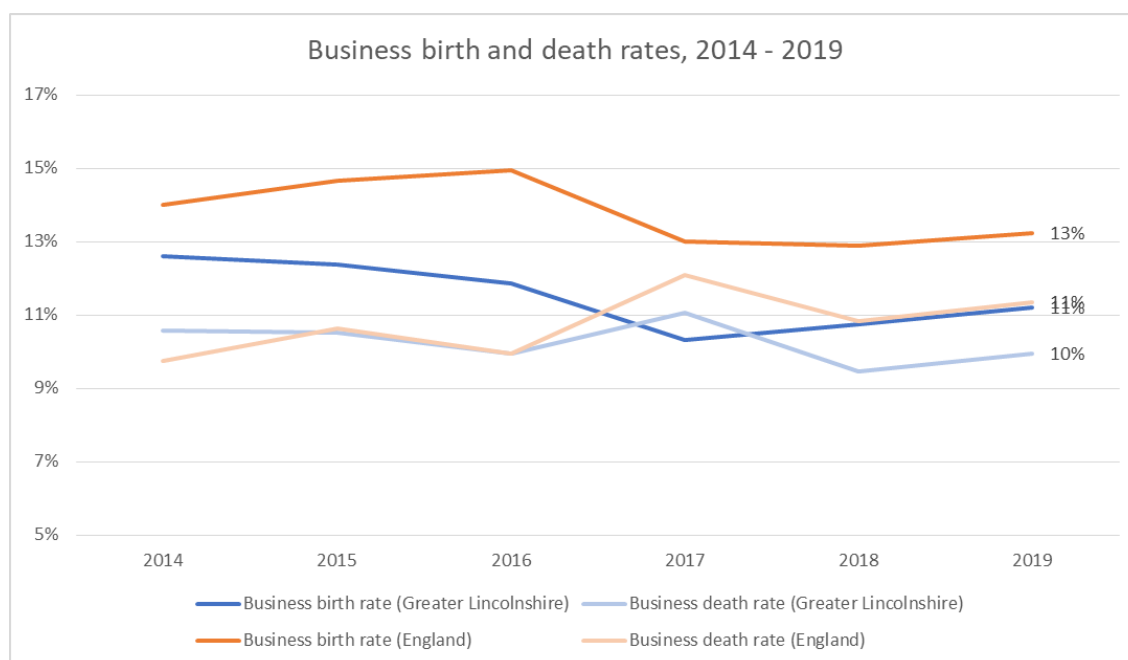


Source: [UK Business Counts, 2020, 2020 SAP boundaries](#)

SMEs make up the majority of businesses in Greater Lincolnshire which is broadly in line with the profile nationally. However, in comparison to the national picture and that of other regions, 64% of employment is in micro-enterprises and SMEs. Among all LEP areas, this is the third highest proportion of employment in micro and 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 in favour of small business.

BUSINESS BIRTH AND DEATH RATES



Source: [ONS Business Demography, 2014 - 2019 \(published 2020\), 2020 SAP boundaries](#)

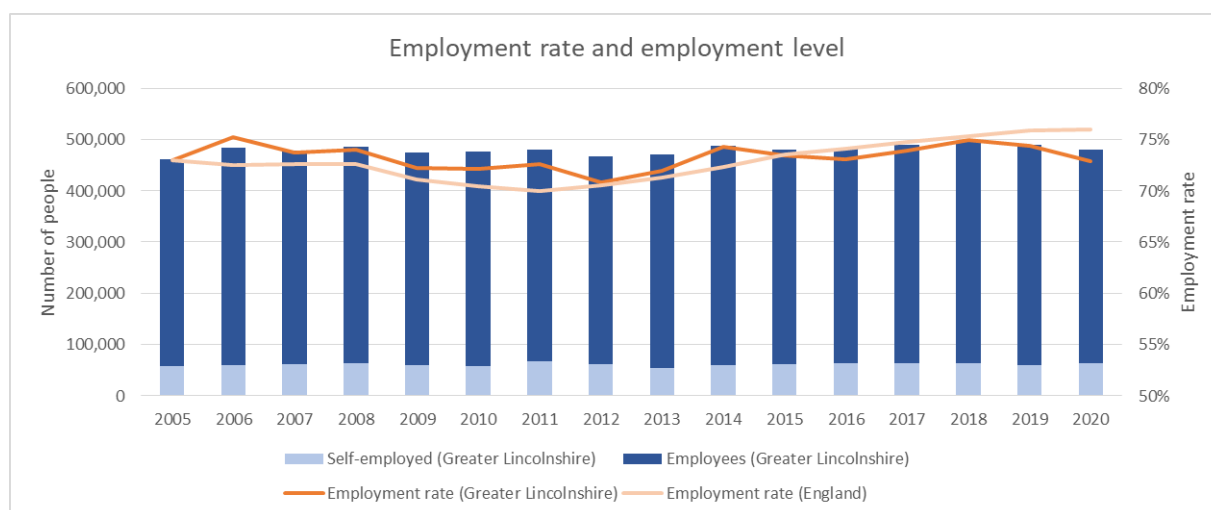
Greater Lincolnshire has consistently had a lower business birth rate than England as a whole, but also typically a lower business death rate. This is indicative of the stable and traditional industrial makeup of the economy. There are a high proportion of family owned businesses which are neither high growth nor high risk. 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 doesn't innovate or grow as rapidly as other parts of the country.

It is anticipated that the stable economic background in Greater Lincolnshire will result in lower negative impacts due to covid-19 than experienced elsewhere but also that recovery will be slower.

Generally, the birth rate has come down slightly between 2014 and 2019 across most parts of Greater Lincolnshire, although parts such as Boston have seen increases in business birth rates over time. Business death rates have also broadly fallen over time. This is particularly noticeable in North Kesteven district and North East Lincolnshire. The general picture is one of a very slowly growing business base.

The prevalence of high growth firms in Greater Lincolnshire is lower than the national average; with around 2% of firms scaling to £1m turnover + within 3 years, the same as the national rate. However firms scaling up further from that point are lower than the England average; 54% of 2015 start ups survived to 2018.

EMPLOYMENT RATE AND LEVEL



Source: [Annual Population Survey, 2005 - 2020, 2020 SAP boundaries](#)

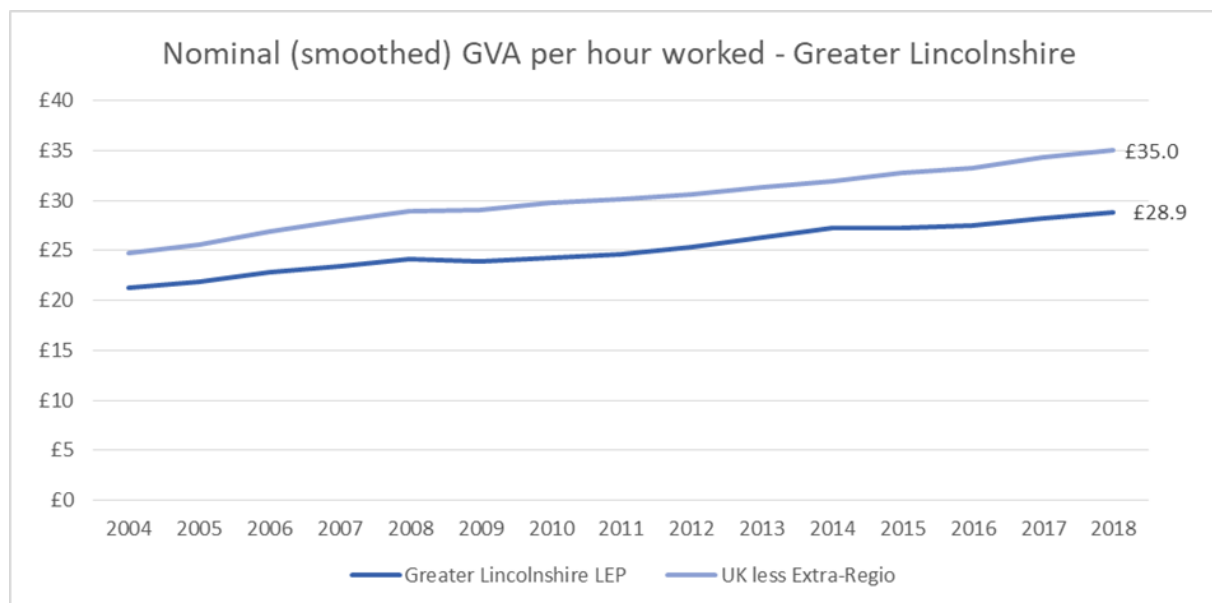
The Employment rate in Greater Lincolnshire has typically been relatively stable through time compared to the national trend. Within parts of the Greater Lincolnshire there is a particular reliance on seasonal employment, such as in East Lindsey where a high volume of employment in the predominantly seasonal accommodation and hospitality sector. This means that employment rates can dip down to around 65%. All district areas in Greater Lincolnshire have a lower than average employment rate, the highest being South Kesteven with an employment rate of 75.9%.

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 North Kesteven, South Kesteven and Rutland, self-employment is significantly higher than the national average, making up around 18% of all employment.

Since 2011 the employment rate nationally has seen year on year growth. Locally the pattern of employment has been much more variable. Up until around 2015 the employment rate in Greater Lincolnshire was above national average. In the 5 years since it has been below.

Around 25% of economically inactive people in Greater Lincolnshire want a job, compared with 21.4% nationally. Reasons for economic inactivity include people who are working age but are retired (18% compared to 13% nationally), and a slightly higher incidence of long term sickness.

NOMINAL GVA PER HOUR WORKED



Source: [ONS Subregional Productivity, 2004 - 2018 \(published 2020\), 2018 LEP/MCA boundaries](#)

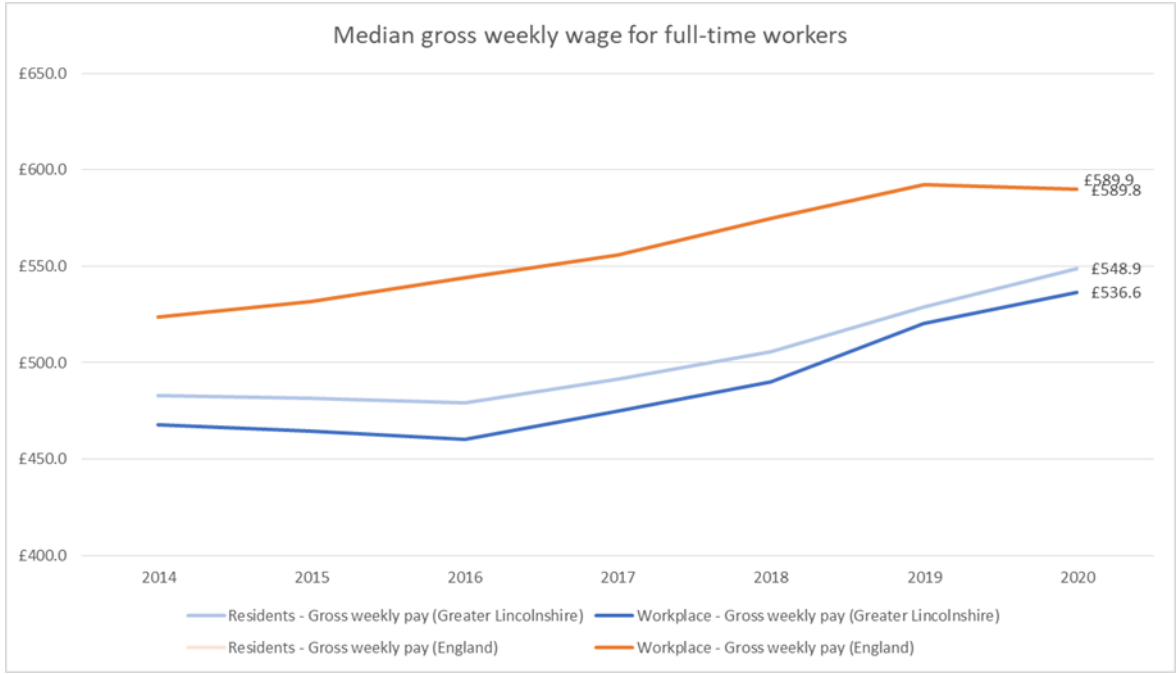
Productivity in Greater Lincolnshire lags the national average and the difference in productivity appears to be widening. In overall terms Greater Lincolnshire's overall productivity is 17% lower than the UK average based on GVA per hour worked. This once more can be attributed to the relatively traditional economy in Greater Lincolnshire which is more labour intensive with fewer services, finance or insurance based businesses than England as a whole.

GVA (per hour worked) growth has broadly tracked that of the national average, although all local areas in Greater Lincolnshire have lower than average GVA per hour worked. This productivity gap is 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 32 and 26% lower than the national average respectively. Other areas, such as North Lincolnshire and North Kesteven, which have more significant manufacturing bases have the highest output per hour worked in the area, whilst West Lindsey has had the strongest growth in terms of output per hour, but this still lags slightly behind the UK.

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. Around 40% of employees earn below the national living wage in Greater Lincolnshire. In parts of Greater Lincolnshire the resident workforce earn up to 26% less than the national average.

Manufacturing, and in particular food manufacturing contributes significantly to the overall economic output in Greater Lincolnshire. One fifth of the total economic output in Greater Lincolnshire is from the manufacturing sector.

MEDIAN GROSS WEEKLY WAGE FOR FULL TIME WORKERS



- **Source:** [Annual Survey of Hours and Earnings, 2014 - 2020, 2020 LEP boundaries](#)

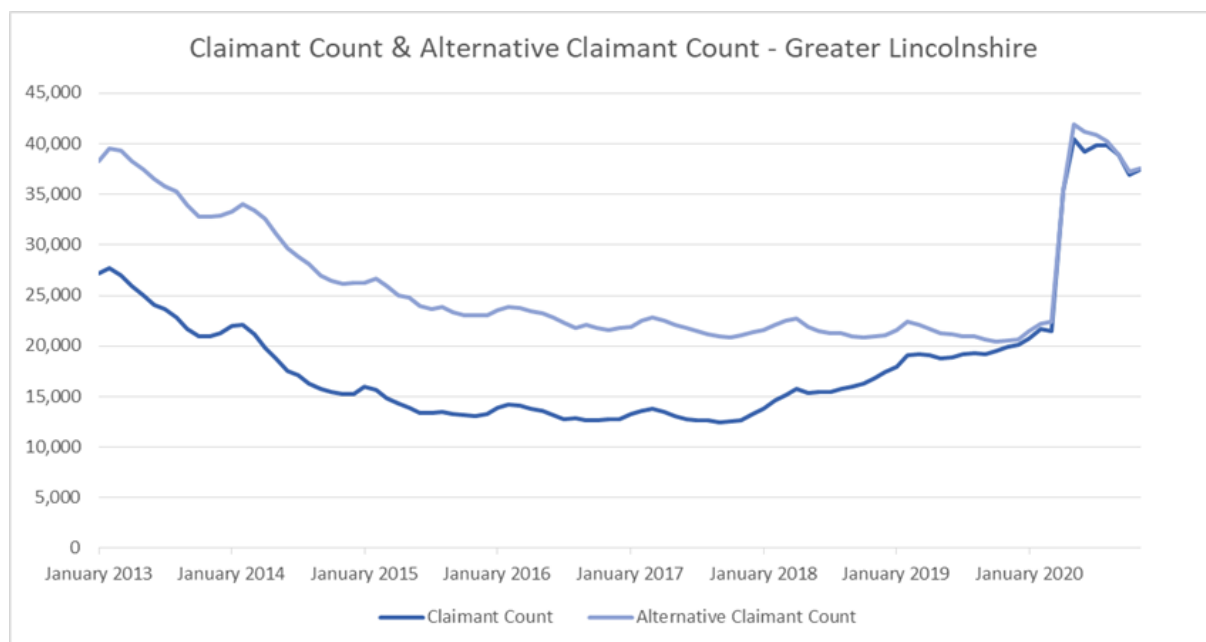
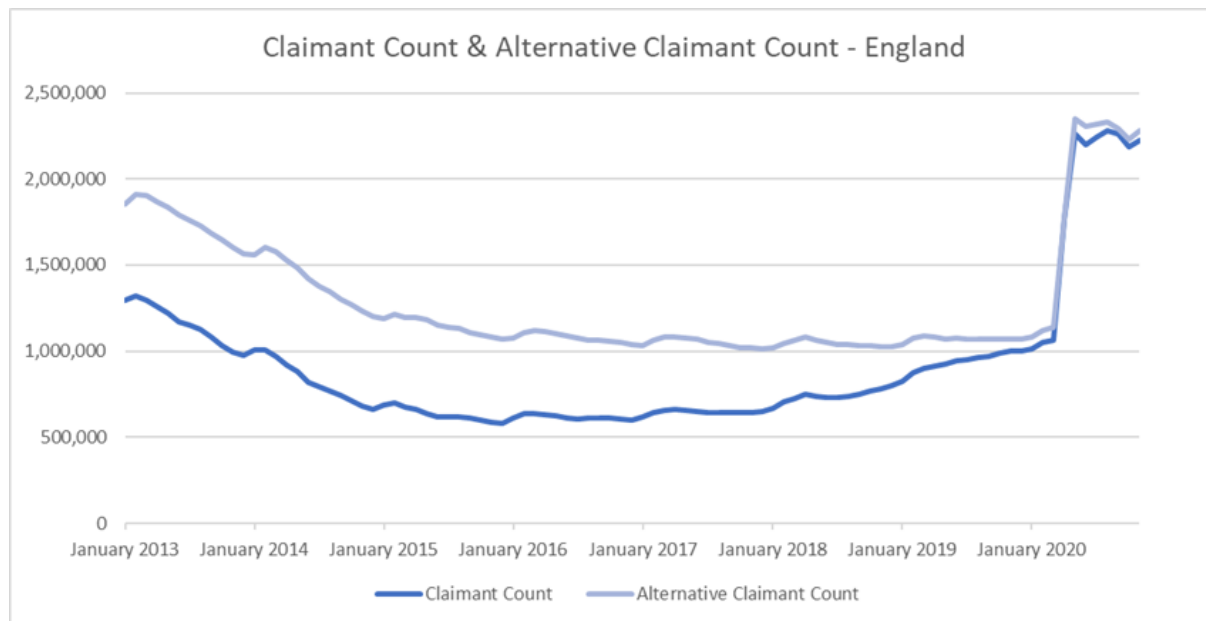
Wages have tended to track well below national average in Greater Lincolnshire, with current wages around 9% lower than the England average. However in recent years there appears to be a slight closing of the pay gap.

There are however significant variations across the area and across occupations. Analysis of wage data conducted for the Local Industrial Strategy evidence base shows that an estimated one third of the population were earning below living wage of £8.75 in Greater Lincolnshire prior to the rise in Living Wage to £8.91 in April 2021.

There is a clear difference between the wages of residents versus wages of workers in Greater Lincolnshire which indicates that many residents of Greater Lincolnshire commute out of the area. Commuting patterns show that residents commute to Peterborough, Nottingham, Doncaster and London for work from Greater Lincolnshire, with weaker inward patterns.

This indicates that the local labour market may be weaker than resident population and qualification levels suggest.

CLAIMANT COUNT AND ALTERNATIVE CLAIMANT COUNT



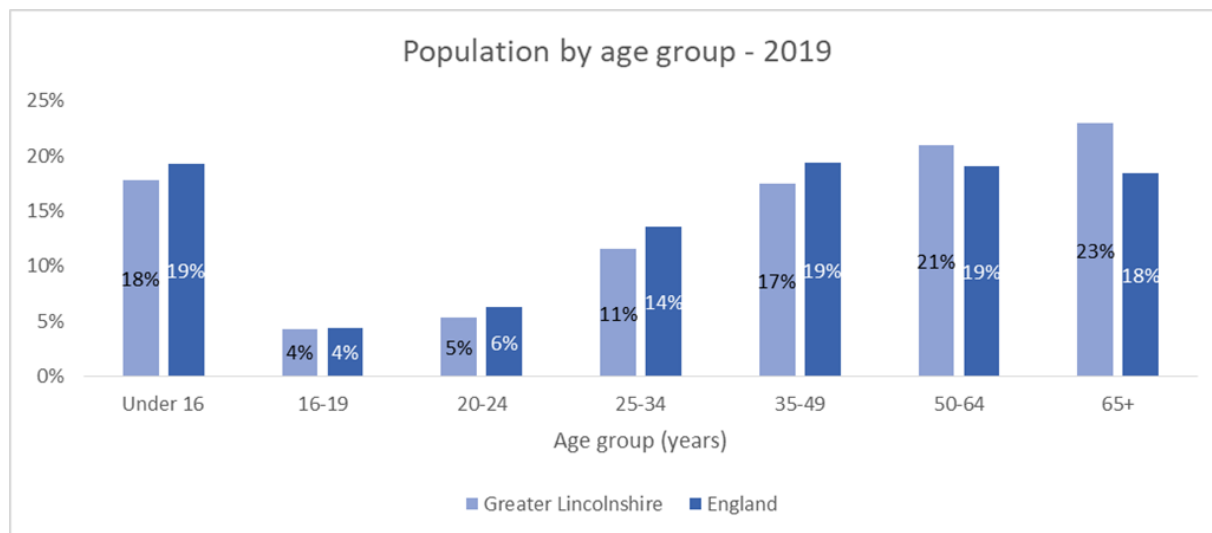
Source: [ONS claimant count](#) & [DWP Stat Xplore](#), January 2013 – November 2020, 2020 SAP boundaries

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 41% of Universal Credit Claimants seeking work in Greater Lincolnshire have been claiming for over 1 year, compared to 36% nationally.⁴⁵

POPULATION BY AGE GROUP



Source: [ONS Mid-Year Population Estimates, 2019, 2020 SAP boundaries](#)

Compared to the UK, Greater Lincolnshire has an older population. There are a higher proportion of residents at retirement age. 23% of Greater Lincolnshire residents are aged 65 and over compared to 18% in the UK.

Equally, there are a lower proportion of younger residents in Greater Lincolnshire with 22% of residents aged 0 to 19 compared to 23% nationally. This is more pronounced for the 20 to 34 age group, which represents 16% of Greater Lincolnshire’s s population compared to 20% in the UK.

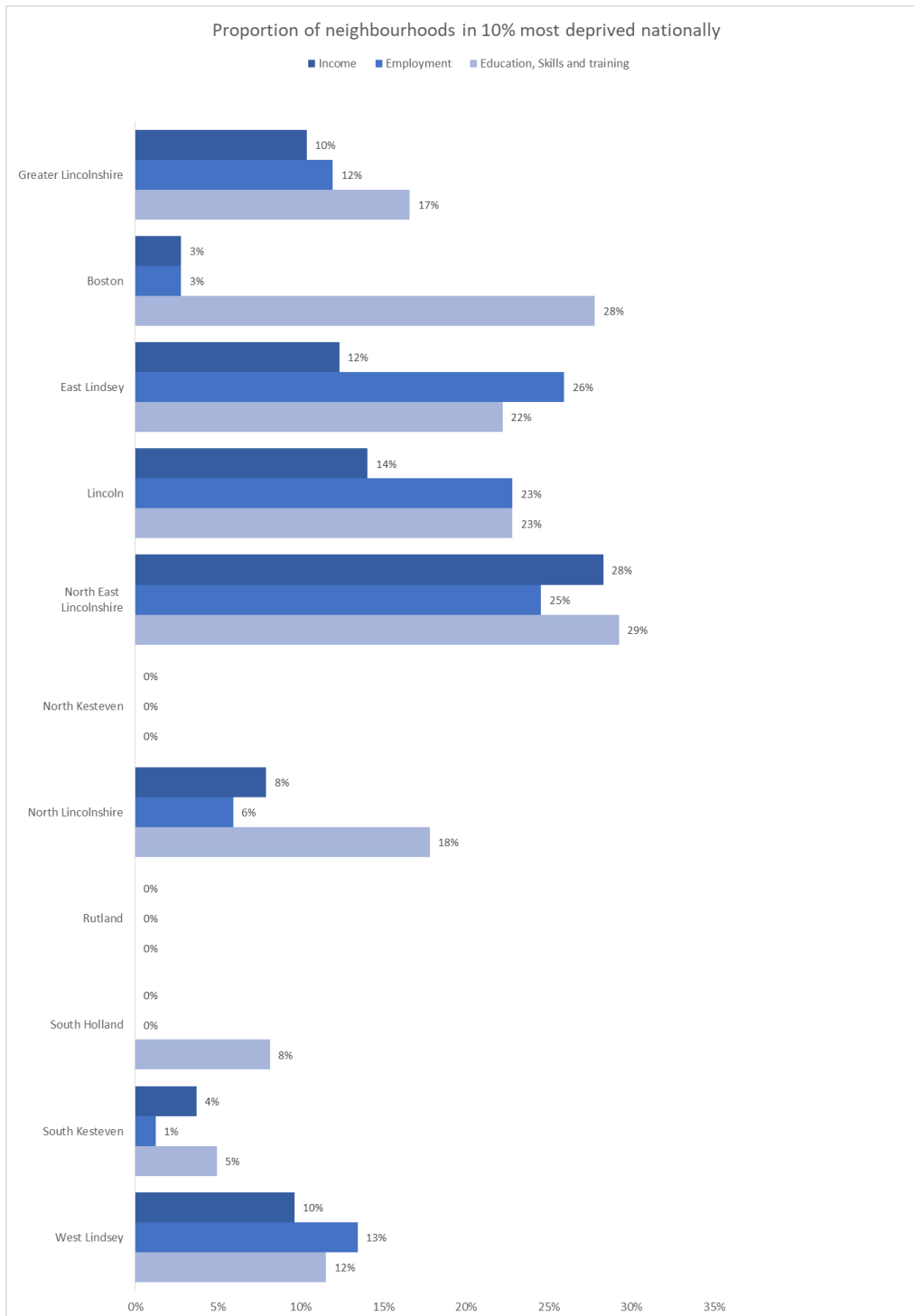
The age profile of Greater Lincolnshire is reflected in the higher ratio of retirement age to working age residents. In GLLEP, the ratio of retirement age to working age residents is 0.37, while in the UK, the ratio is 0.29.

The over 65 population is projected to grow by 38% in GL, whilst the working age population is due to shrink by almost 3%. This poses significant challenges to labour supply when relying on resident population, particularly when many sectors are already reliant on migrant labour to meet demand.

In parts of Greater Lincolnshire, such as East Lindsey, Rutland and West Lindsey the proportion of over 65s is up to 30% of the total population, compared to 18% nationally. Lincoln has a higher than average cohort of 20-34 years, largely to with the University presence in the city, with students making up around 15% of the total population of the City. Boston and North East Lincolnshire have marginally higher under 16 populations proportionally. In Boston this is likely related to the high proportion of EU nationals locating there for employment.

⁴⁵ DWP StatXplore, February 2021 Data

INCOME, EMPLOYMENT AND EDUCATION DEPRIVATION



Source: [Index of Multiple Deprivation, MHCLG, 2019, 2017 LEP boundaries](#)

Deprivation varies significantly across the Greater Lincolnshire area.

North East Lincolnshire and large parts of coastal East Lindsey have particularly high levels of deprivation impacting a large proportion of the area.

Geographical isolation can have impacts on multiple social and wellbeing indicators. There is a cycle of employment seasonality and low-skills, which impacts annual incomes.

Western regions such as Rutland are considerably less deprived. Their proximity to other regions may provide more opportunities for employment, trade and access to services.

The majority of the GLLEP's towns contain pockets of both deprivation and affluence, consistent with many urban profiles.

North East Lincolnshire has significant levels of income (28% of the population in most 10% deprived areas nationally), employment (25%) and education deprivation (29%). Employment and education deprivation is also a particular issue in East Lincoln and Boston.

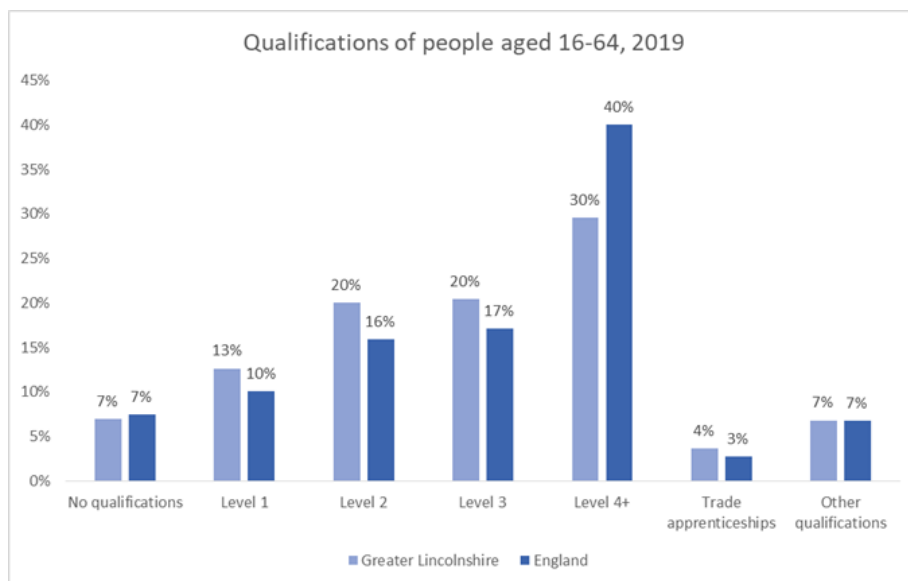
The Social Mobility Index indicates that early years inequality is low in most of Greater Lincolnshire, aside from Rutland and North Lincolnshire which appear in the bottom half of social mobility index rankings. However as the life stage transitions from school to youth and adulthood the social mobility 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.

SKILLS SUPPLY

SUMMARY

- The qualifications levels of the population are increasing, but a gap remains because the level of qualification held nationally is also increasing.
- Greater Lincolnshire has a higher proportion of people than nationally that are economically inactive but do want to work.
- There has been a drop in the numbers of adults participating in further education across all areas of Greater Lincolnshire apart from Lincoln.
- Greater Lincolnshire still lags behind the national skills picture
- There is clear East/West divide across Greater Lincolnshire in terms of qualification levels.
- Migration plays a significant role in local skills supply. It is estimated that on a workday, Greater Lincolnshire area experienced 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.
- Although the population overall is set to grow, the working age population is set to decrease from meaning there will be fewer people available within the local labour market.

QUALIFICATION LEVELS



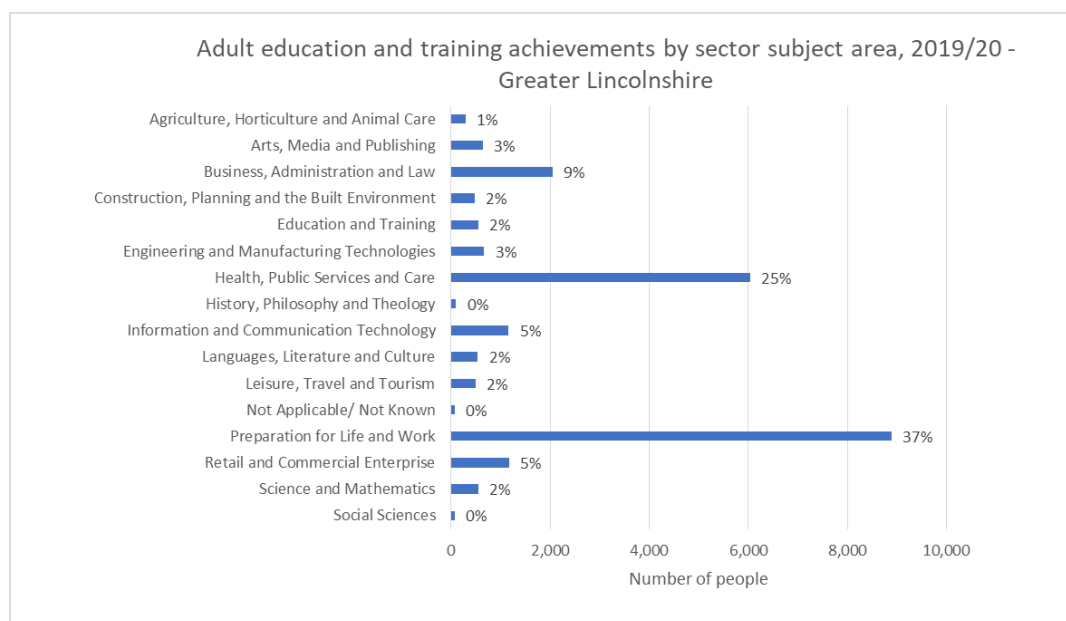
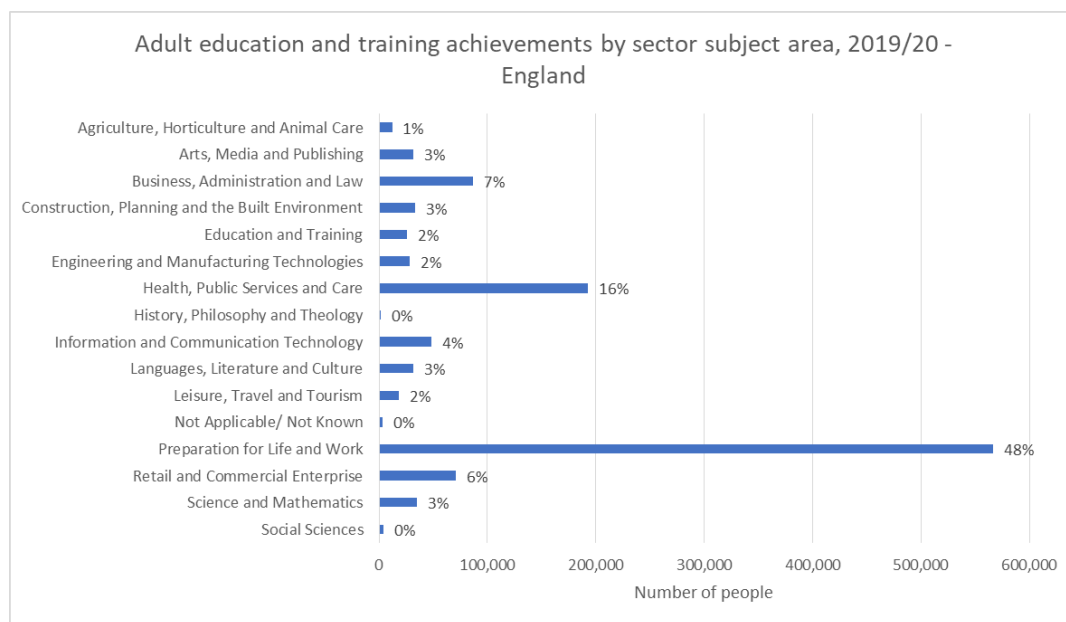
Source: [Annual Population Survey, January 2019 – December 2020, 2020 SAP boundaries](#)

Greater Lincolnshire lags behind the national skills picture with only 30% of the resident population aged 16-64 holding a qualification at level 4 or higher, compared to 40% nationally. Qualification levels in Greater Lincolnshire have improved over time, but that this improvement has not closed the gap on national levels.

There are differences in local and national qualification level according to age band. For example, only 35% of Greater Lincolnshire residents aged 25-39 have a level 4 qualification or above, compared to 48% nationally.

There are local geographic variations in terms of qualification levels. Some areas such as Rutland and South Kesteven have relatively high proportions of population qualified to level 4+ (42% and 35% respectively). Other areas such as Boston and North East Lincolnshire only have around a quarter of the population qualified to level 4+.

FE EDUCATION AND TRAINING ACHIEVEMENTS



Source: [Further Education & Skills data, DfE, \(published 2020\), 2020 SAP boundaries](#)

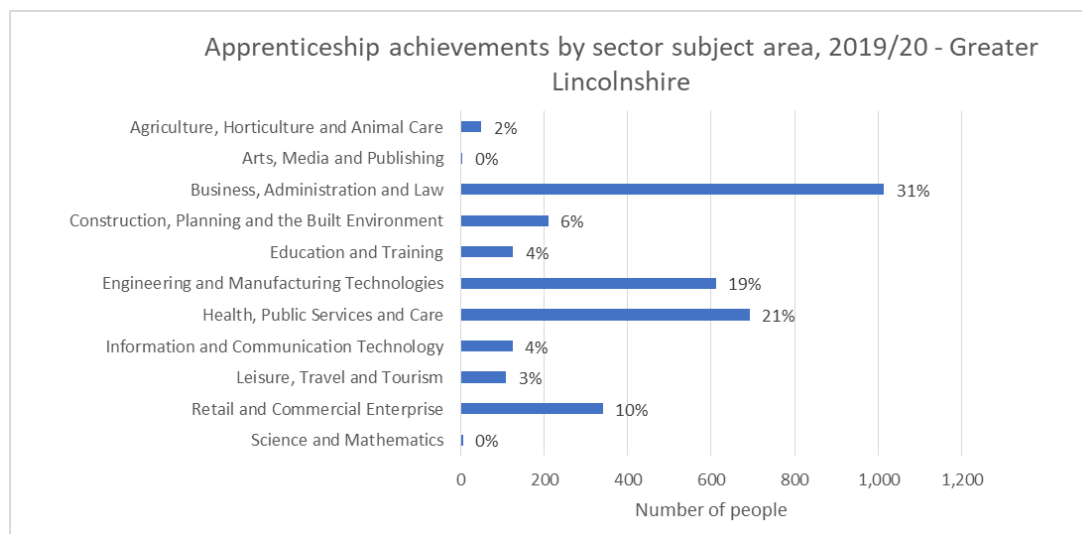
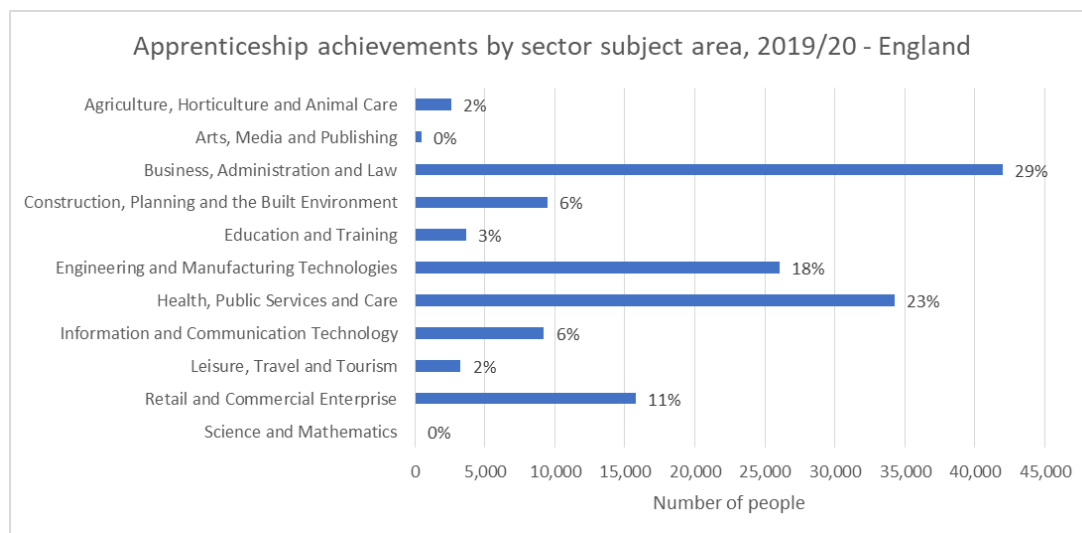
In Greater Lincolnshire there is a concentration of FE achievements in Business, Public Health and Care. This is significantly higher than the national average. In terms of sector alignment we might expect there to be more apprentices in the sectors of 'Agriculture, Forestry and Fishing', 'Manufacturing', 'Storage',

'Accommodation and Food Service Activities', 'Professional, Scientific and Technical Activities', and 'Public Admin'.

Health, Public Services and Care is higher in every district within Greater Lincolnshire, with between 20%-37% of adult education and training achievements in this area. This is the most marked difference between the national and local picture, though business admin is also highly prevalent in terms of adult training.

Analysis of the localism dashboard indicates that post 18 education and training has declined from 16,960 starts in 18/19 to 13,640 in 19/20. The breakdown in terms of post 18 training is around 70/30 in favour of females, both in terms of education and training, and community learning. The majority of training is level 1 or level 2 in Greater Lincolnshire which reflects the national picture. Preparation for life and work accounted for 11,440 of the enrolments in 2019/20, with Health, Public Services and care accounting for just over 8,000.

APPRENTICESHIP ACHIEVEMENTS



Source: [Apprenticeships data, DfE, \(published 2020\), 2020 SAP boundaries](#)

Apprenticeship achievements broadly follow the same pattern as the national picture, with Business, Administration and Law accounting for 30% of all achievements. There is a slightly higher volume of achievements in Engineering and Manufacturing Technologies, and a lower proportion in Information and Communication Technology. This is broadly reflective of the national picture, though given the prevalence of the agri-food sector it may be expected we would observe higher proportions in aspects of agriculture and horticulture. **The absence of alignment between sector subject areas SSA, industry sectors SIC, and occupations SOC make it difficult to draw any clear conclusions.** Further work to understand the demand for apprentices in farming (as opposed to the food manufacturing industry in the area) would be useful.

The number of apprenticeship starts fell in 2019/20 from 8,260 to 6,030. Business, administration and law being the predominant sector subject area. In particular a high volume of higher apprenticeships were in this area. Health, public services and care also had significant volumes of starts, but a higher proportion undertaking intermediate or advanced apprenticeships, 1,120 out of 1,320 starts in the sector were female. Engineering was the third highest sector subject area with around 1,200 starts, 1,060 of which were male.

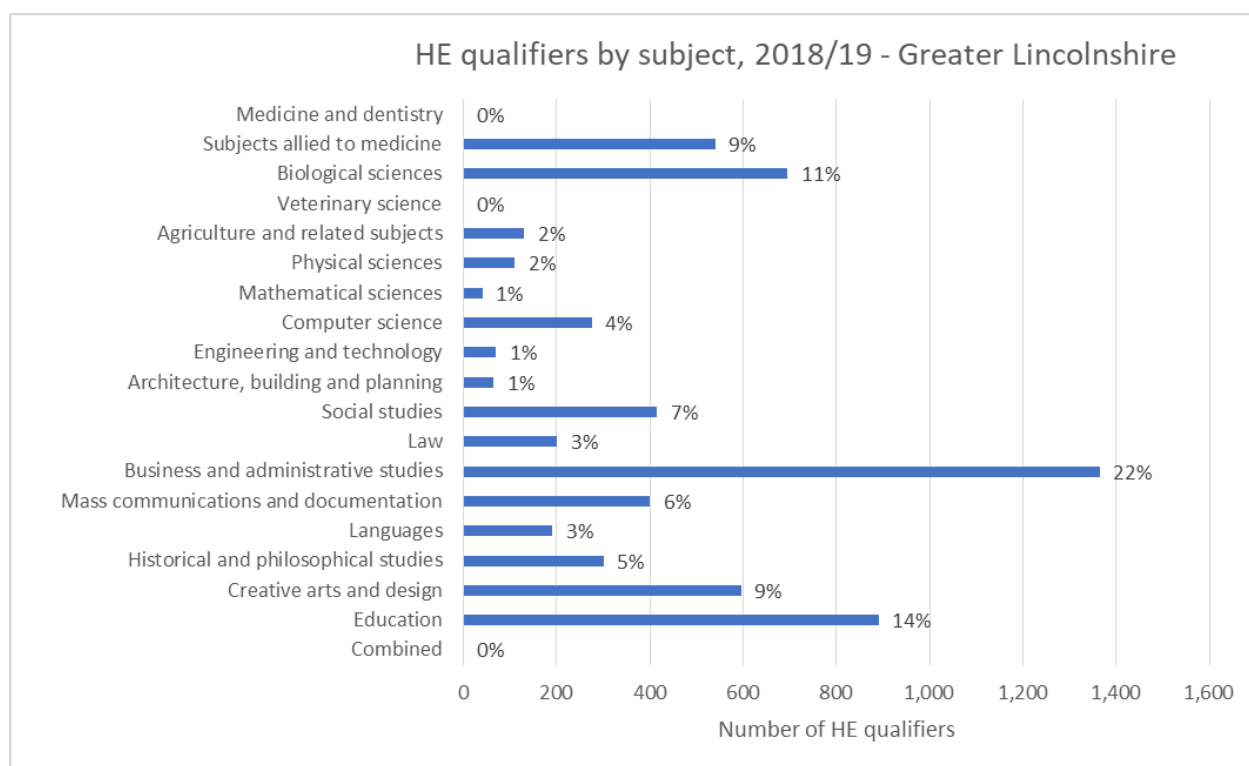
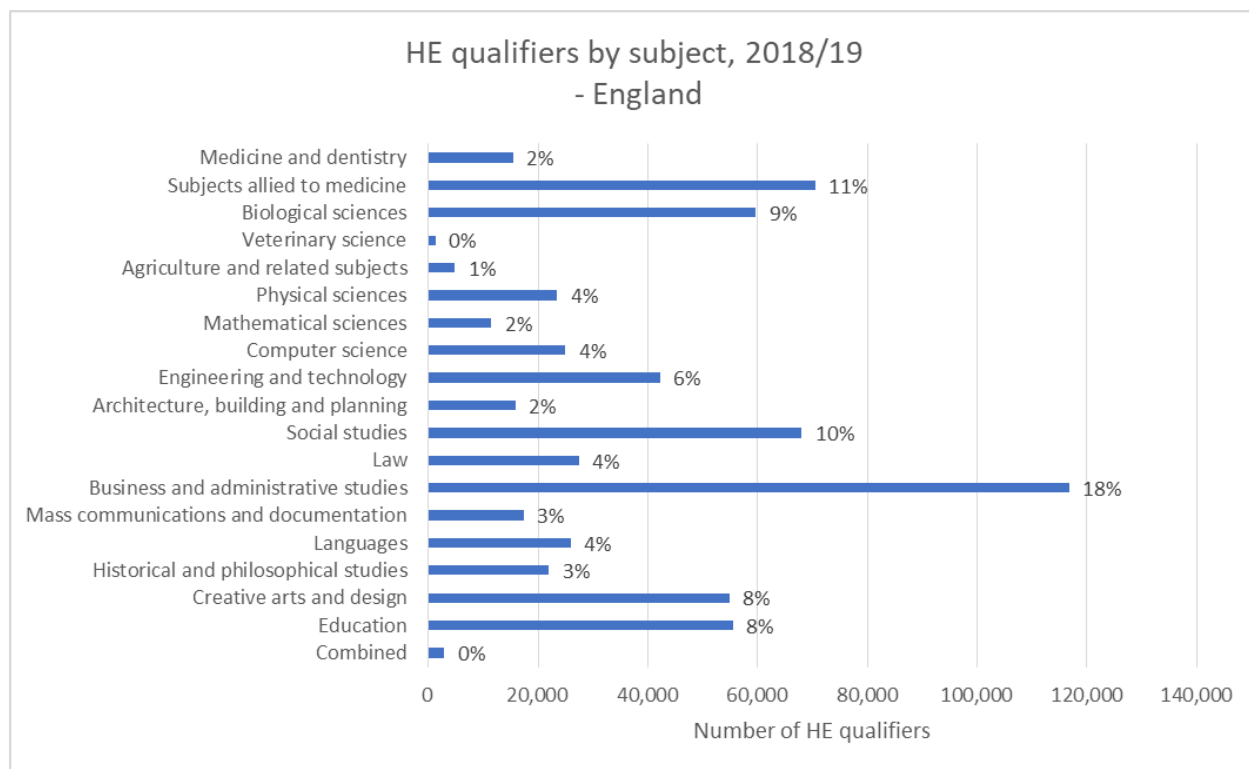
In terms of age bands, 44% of all apprenticeship starts (2,752 in total) in Greater Lincolnshire in 20/21 were undertaken by over 25s, including 74% of higher apprenticeships. 28% of apprenticeship starts were undertaken by under 19s and a further 28% by 19-24 year olds.

A fall in the number of apprenticeship starts coincides with the introduction of the Apprenticeship Levy and accompanying change in apprenticeship policy. The fall could be attributed to: 1. a reduction in the number of contracted apprenticeship providers working in the area following the procurement of non-levy Apprenticeships; 2. a reduction in the overall contract values of apprenticeship providers that saw national providers using their reduced budgets to deliver services in easier to reach and less costly to deliver areas rather than rural and hard to reach areas; and 3. a change in the training behaviour of organisations subject to the Apprenticeship levy.

The number of Greater Lincolnshire residents starting an apprenticeship in 2019/20 has fallen across every age group and by more than the national average. The number of adults (25+) apprenticeships has seen the biggest drop with the number in North Lincolnshire falling by almost 40% in comparison to the previous year. The reduction will be, in part, due to the impact of Covid:19, however it is not clear why the drop is so much more than the national average.

The number of Greater Lincolnshire residents starting an apprenticeship in 2019/20 has also fallen across every Level in comparison to the previous year, and in some parts of the LEP area by more than the national average. There has been an increase in the number of residents in Boston and Rutland starting a higher level apprentice, however as a whole the LEP area has seen a year on year decline in the number of higher level apprenticeship starts that is bigger than the national average.

HE QUALIFIERS

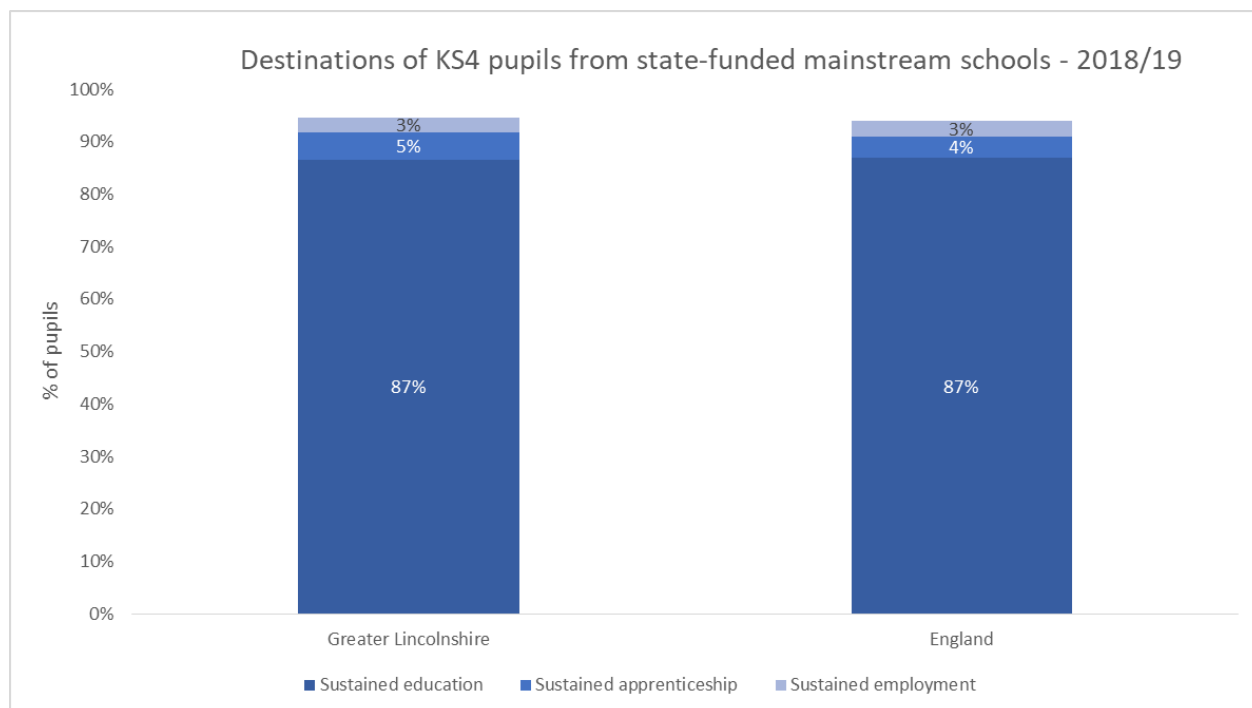


Source: [HESA, 2018/2019 qualifiers \(published 2020\), 2020 SAP boundaries](#)

In terms of HE qualifiers, there is a clear concentration in business and administrative 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 GL having a specialism in teacher training.

In terms of alignment in 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 those areas, which would align with priority sectors of the area. In particular the University of Lincoln is looking to align learning into local priority sectors.

KS4 DESTINATIONS

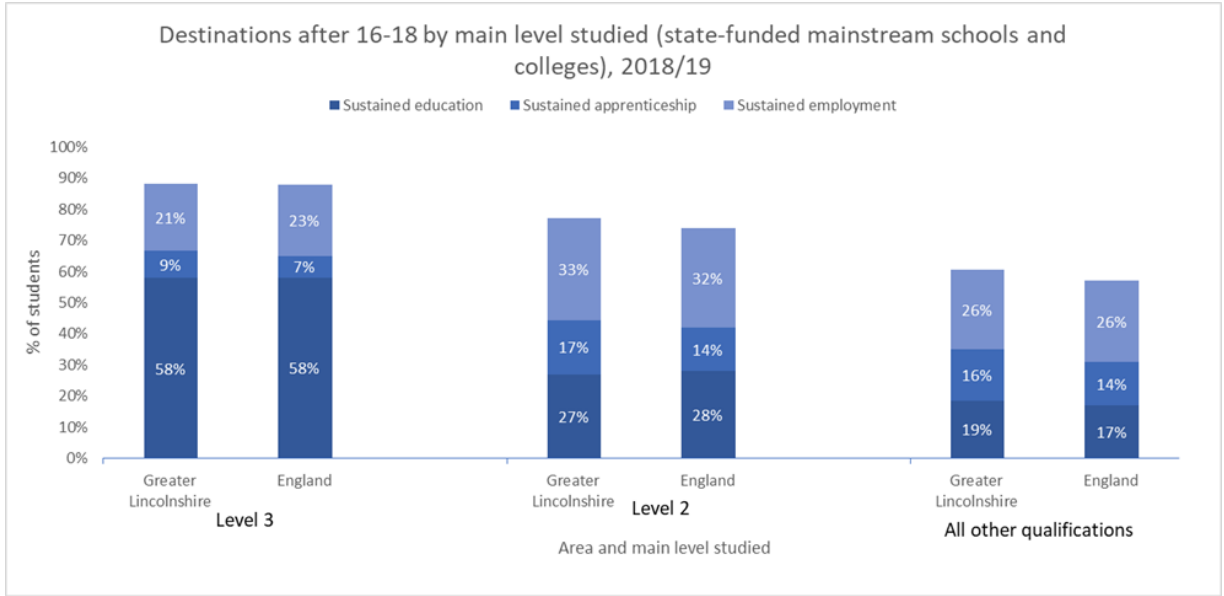


Source: [KS4 destination measures, DfE, 2018/19 \(published 2020\), 2020 SAP boundaries](#)

KS4 leaver destinations are in line with the national picture, with 87% continuing education, 5% into apprenticeships and 3% into employment.

In terms of specific destinations, there is high variation across different areas. For example, our pre-covid skills analysis shows that in Boston and South Holland around 43 and 44% of KS4 leavers go to an FE college, whilst in Lincoln 57% of leavers go to state funded school sixth form. In North East and North Lincolnshire there are school sixth form colleges, which are the destination for 35% of KS4 leavers in both areas, significantly above the national level. In all districts in Lincolnshire County, sixth form schools are highly prevalent as destination for KS4 leavers, above the national level for every district in Lincolnshire; with FE colleges difficult to physically access in many areas of Greater Lincolnshire.

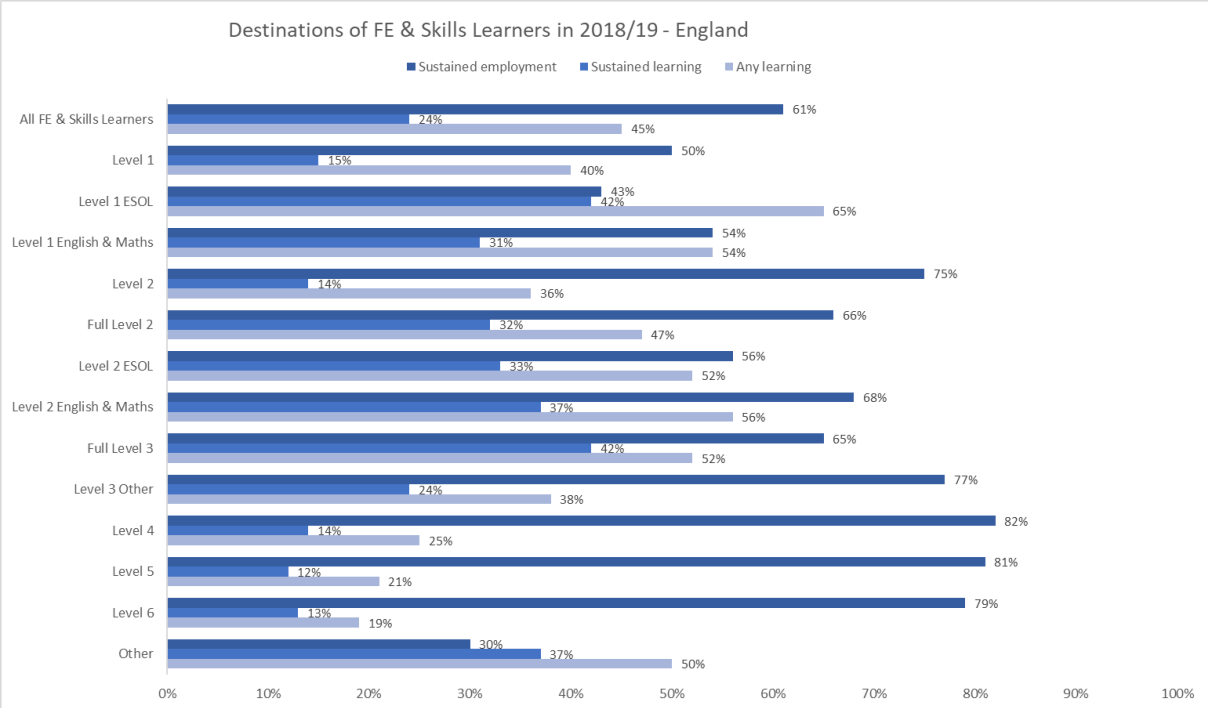
16-18 DESTINATIONS



Source: [16-18 Destination Measures, DfE, 2018/19 \(published 2020\), 2020 SAP boundaries](#)

In terms of destinations of 16-18 students, this is broadly in line with the national picture with 58% of level 3 leavers and 27% of level 2 leavers going into sustained education. There is a slightly higher proportion of level 3 leavers entering apprenticeships in Greater Lincolnshire than observed nationally, with 9%. The same is observed at level 2, where 17% of leavers go into an apprenticeship.

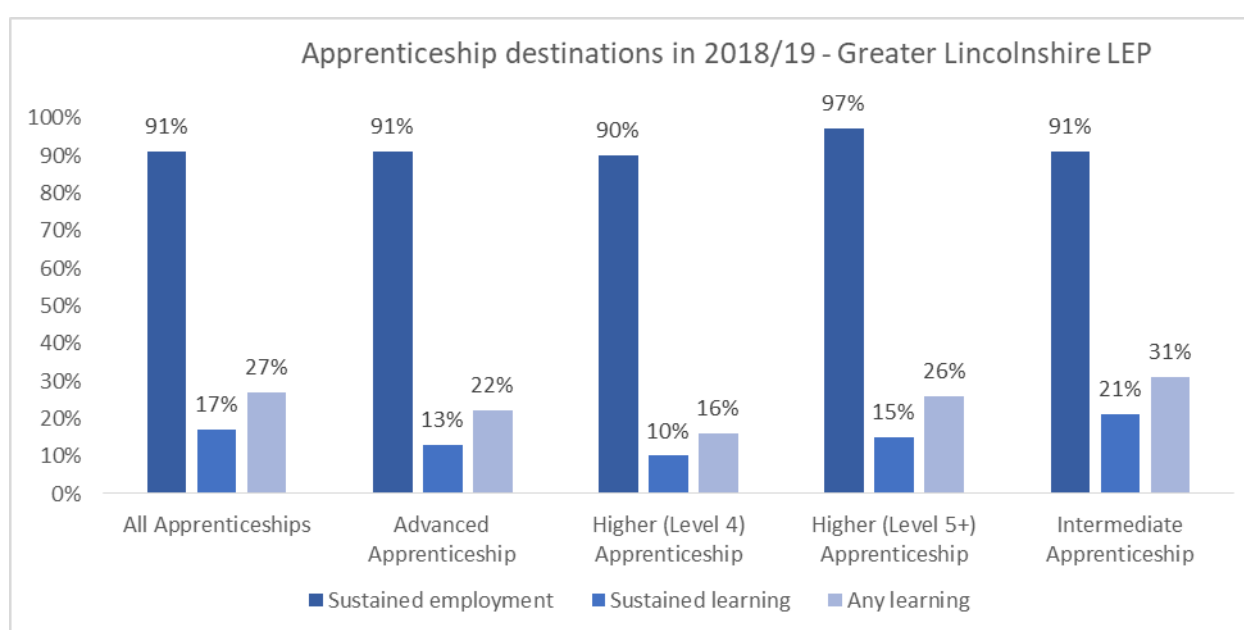
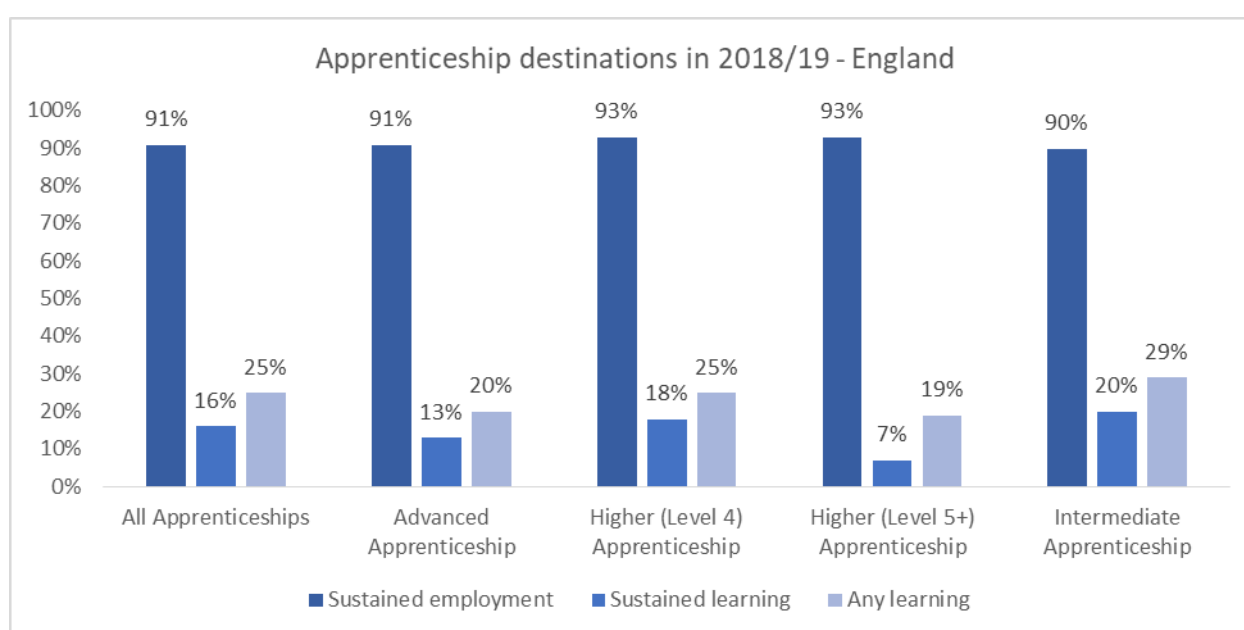
FE AND SKILLS DESTINATIONS



Source: [FE outcome based success measures, 2018/19 destinations, DfE, \(published 2020\), 2018 LEP boundaries](#)

In general, a higher proportion of FE learners in GL enter employment than the national average, with 69% of all learners doing so compared to 61% nationally although it is not clear if this is a new employment or relates to a learner in existing employment. There is a noticeably larger proportion of Level 1 ESOL (60% compared to 43%) which is likely driven from locations where there are high concentrations of first and second generation EU migrants in the workforce. The proportion of full level 2 learners entering sustained learning is also noticeably higher (19 percentage points) in Greater Lincolnshire than compared to the national average.

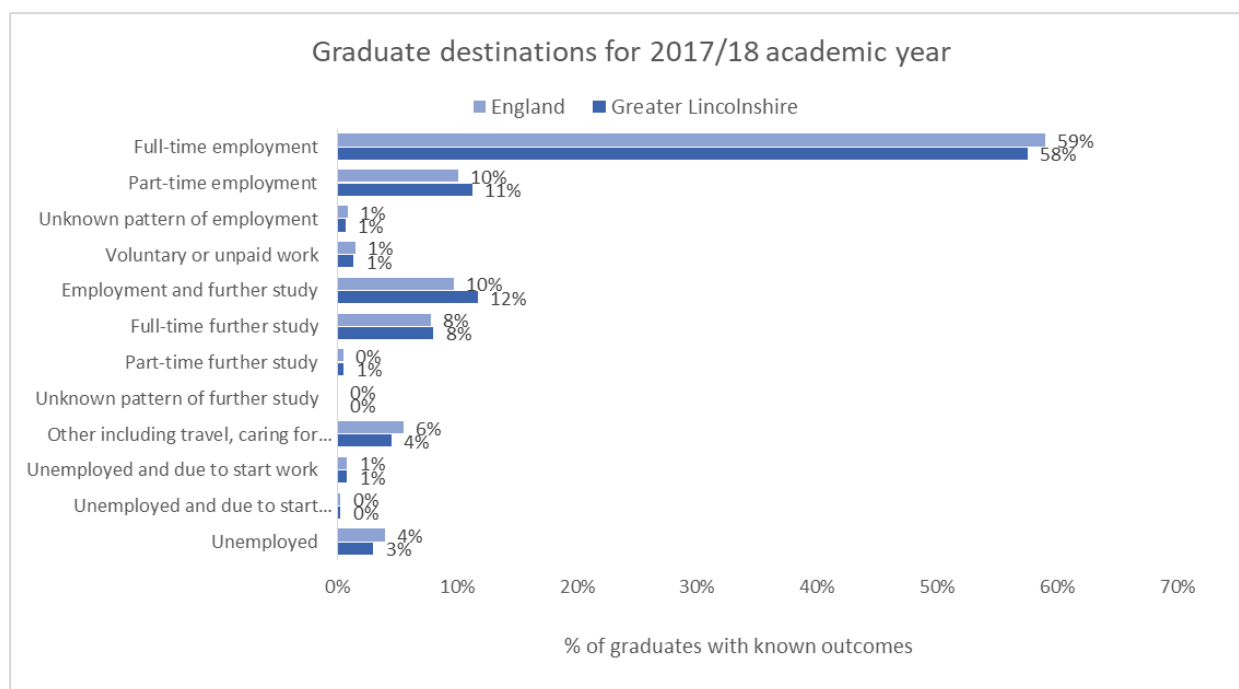
APPRENTICESHIP DESTINATIONS



Source: [FE outcome based success measures, 2018/19 destinations, DfE, \(published 2020\), 2018 LEP boundaries](#)

Apprenticeship destinations broadly reflect the national picture, with the exception of a notable difference between the local and national picture of the destinations of Higher (Level 5+) apprentices once they have completed their apprenticeship. The numbers of learners in this cohort will not be very high, and the percentage increase might therefore seem bigger than the reality.

HE Graduate Destinations

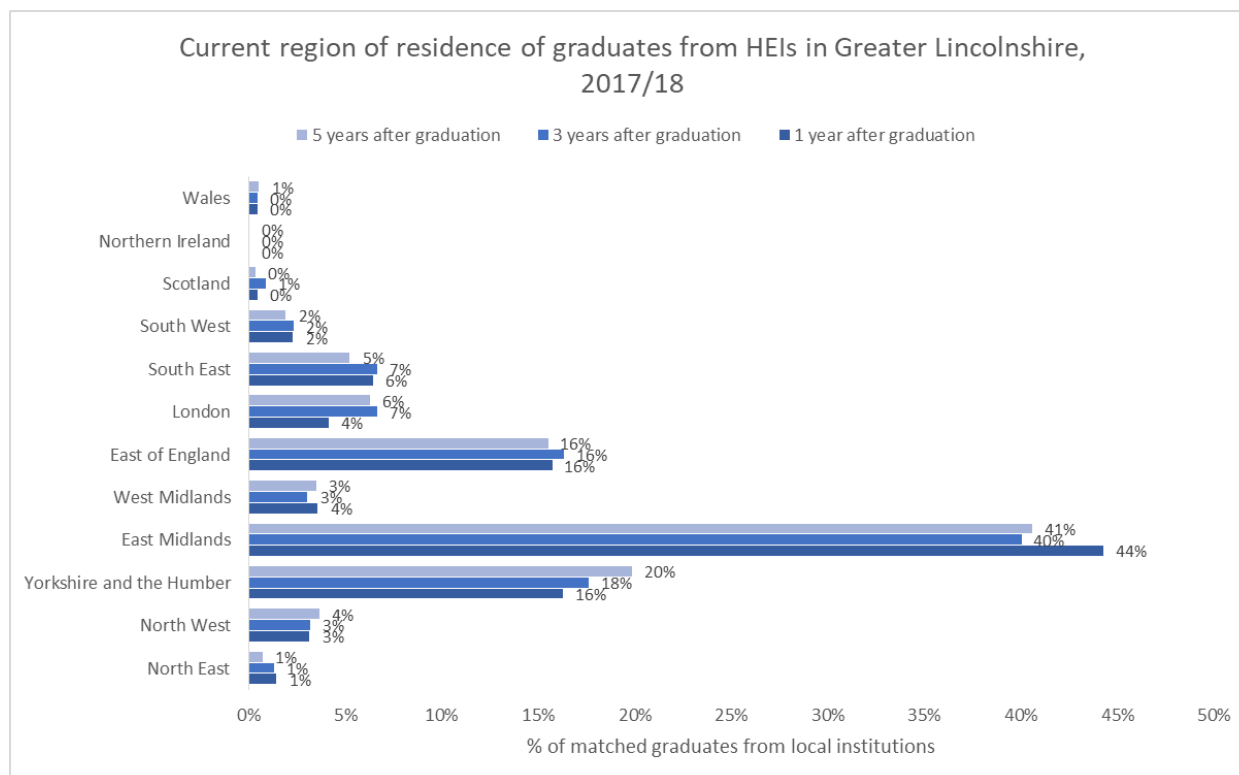


Source: [HESA, 2017/18 graduates \(published 2020\), 2020 SAP boundaries](#)

A marginally smaller proportion of HE graduates from institutions in GL enter full time employment with slightly more entering part time employment. 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 the local institutions remain unemployed.

Analysis of HESA data showing the earnings of 2017/18 HE leavers who are in employment, indicates that leavers from Greater Lincolnshire institutions typically have a lower earnings profile compared to the UK average. 61% of graduates from Greater Lincolnshire were earning below £24,000 per year, compared to 47% nationally. Just over 12% earned over £30,000 per year from Greater Lincolnshire compared to 21% nationally.

GRADUATE RETENTION



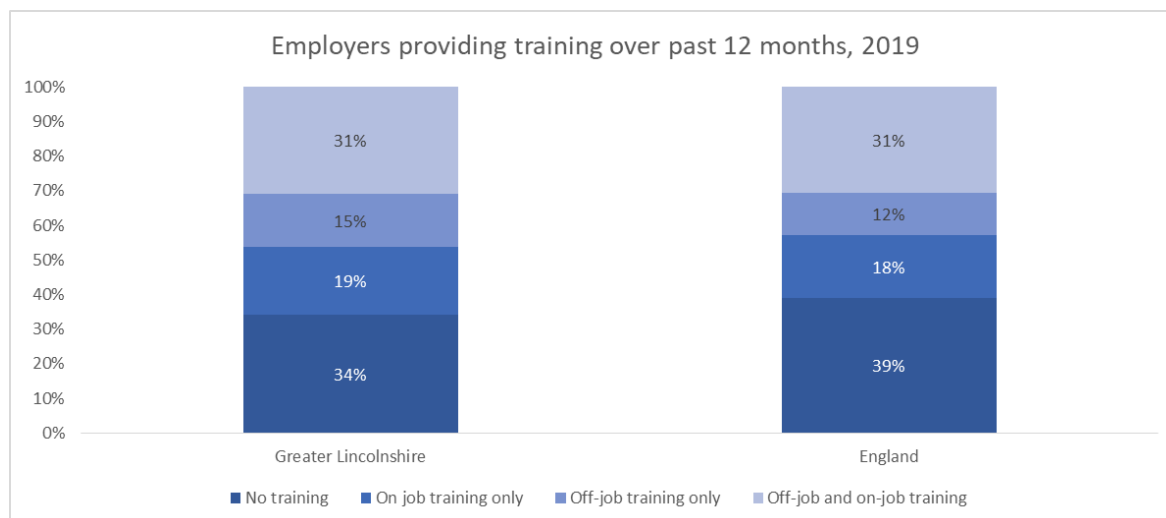
Source: [Graduate Outcomes in 2017/18, DfE, \(published 2020\), 2020 SAP boundaries](#)

Just under half of GL graduates stay in the East Midlands after graduation, although 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. However, when compared with other LEP areas the picture is an interesting one. In a ranking, 21 LEPs have a higher proportion of undergraduates leaving the area for study than Greater Lincolnshire. Furthermore 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](#)

A higher proportion of employers in GL provide training than nationally, with one third not providing any training. A larger proportion of employers offer both on and off-job training in GL than nationally.

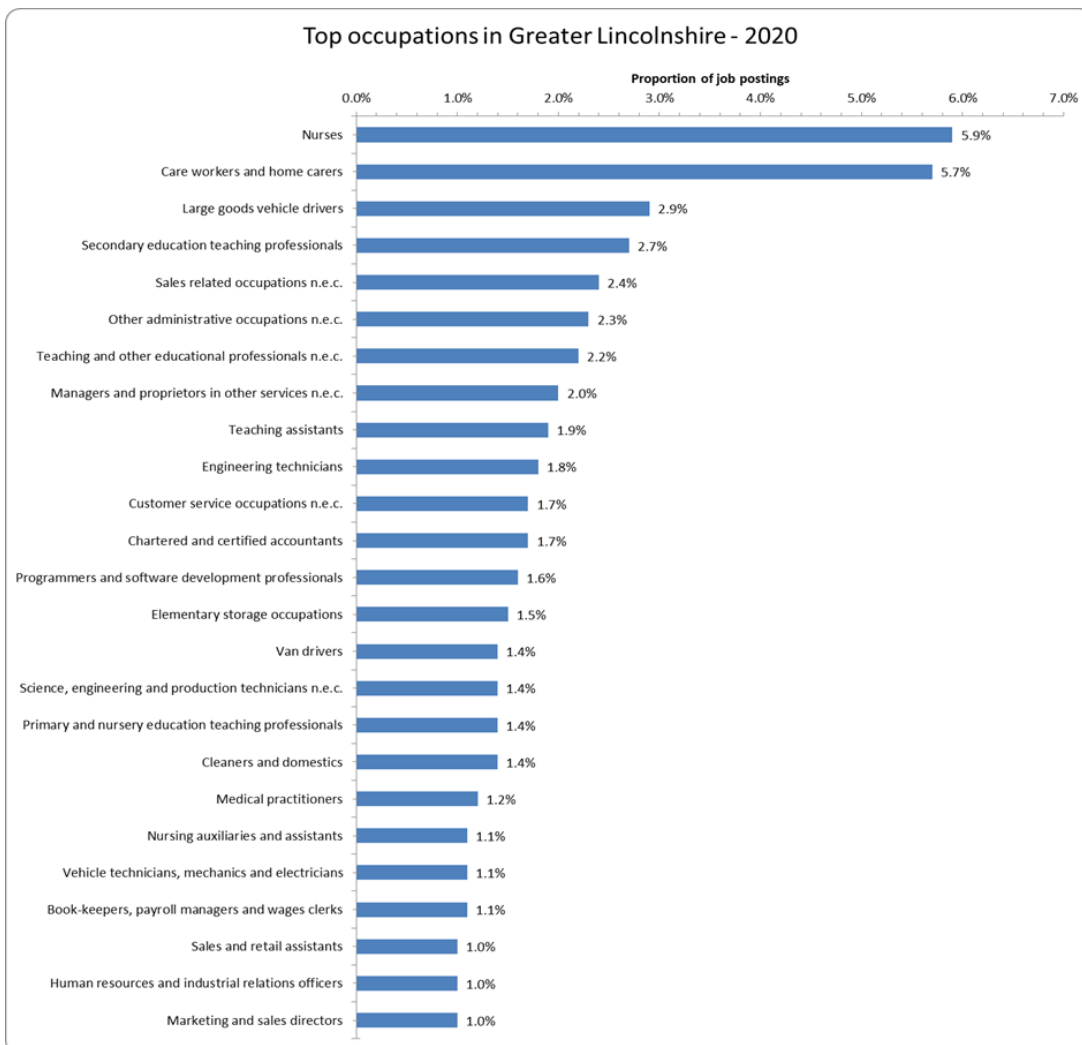
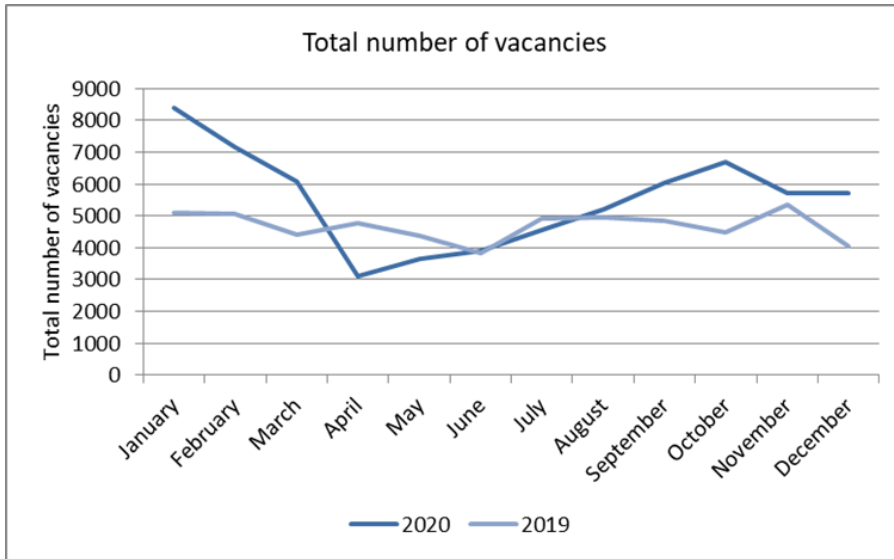
This appears to be consistent with local intelligence, with local business surveys indicating that investment in workforce development is consistent compared to other business investment, though investment in training is noted to have declined amongst local businesses due to the pandemic.

Local intelligence and analysis within the pre-covid skills analysis shows that the training being delivered locally is much more targeted and specific to the trainee. Over this same period, in Greater Lincolnshire both the number of training days per trainee, and training days per staff have increased, whereas nationally they decreased. 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.

SUMMARY

- Greater Lincolnshire businesses (and the economy) support and generate demand for 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) 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.

JOB VACANCIES



Source: [Labour Insight analysis of Greater Lincolnshire Vacancies, 2020](#)

The vacancy levels in Greater Lincolnshire have been relatively stable through 2019, and although impacted negatively by covid19 between January and April have recovered to levels around or above the 2019 levels.

In terms of occupations, there is continual and significant demand for nurses and care workers and teachers. This is experienced nationally too, 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 third highest in terms of demand. This links in to the food sector in both the south and most northerly parts of the area particularly; and the presence of the UK's 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 2020 indicates a median salary of £27,000 per year and a mean salary of £31,000 per year.

Analysis in the pre-covid skill analysis has shown how important communication skills, customer service skills and team work is to employers. There has been little change to those top skills requirements in the last 6 years that this data has been available:

Only 20% of adverts in Greater Lincolnshire contain a request for an educational qualification. This is seen in postings across the UK, and is very different to the US where the majority of job adverts contain qualification requirements, according to the company that collates this data. UK employers say this is because they do not wish to deter good candidates who have excellent skills and experience but not the qualification. The requirement changes between sectors (for example nearly 40% of job adverts for engineering professionals stipulate a qualification level). In IT for example, some elements of a degree that a candidate may have achieved two years ago could already be out of date, so an employer will use the space that they have in the advert for skills that they need now, rather than a potentially dated qualification.

Based on 20% of adverts that contain qualification requests, there has been an increase in qualifications at level 4 and above being requested over time. Of this fifth of adverts, 35% required qualifications at level 4 or above in 2013 compared to 40% in 2018.

Another 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. So, whilst this over reliance is mainly as a result of the local indigenous population being either unwilling or unable to do the work on offer (and is therefore filling gaps in the local labour market), it can also have a bearing on the propensity of employers to invest in training amongst other issues. 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.

SECTOR GROWTH FORECASTS

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

*Note that these forecasts were produced pre covid-19.

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

The job growth forecast provided above does not account for the demand for people to fill jobs as a result of people leaving work, for example due to retirement, known as replacement demand.

Over the ten year period 2017-2027 the Greater Lincolnshire economy is forecast to have filled 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 GL 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.

Along with this, the expansion of the food sector in the south of Lincolnshire and in North East Lincolnshire may mean labour demand requirement is offset by growth.

OCCUPATION GROWTH FORECASTS

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

Please note these forecasts were produced prior to COVID-

19.

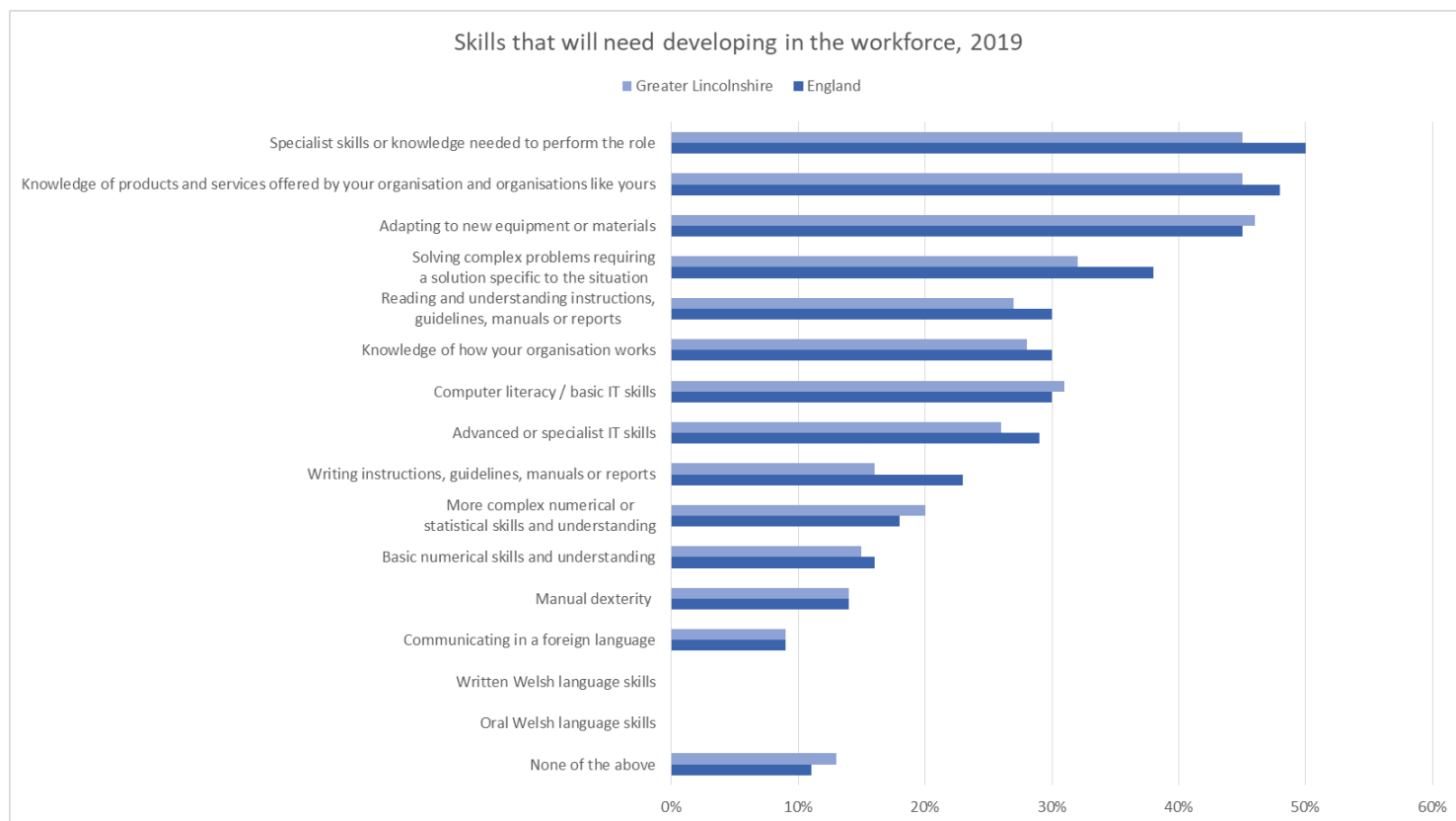
Source: [Working Futures, 2017-2027 \(published 2020\), 2017 LEP boundaries](#)

The job growth forecast provided above does not account for the demand for people to fill jobs as a result of people leaving work, for example due to retirement, known as replacement demand.

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 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



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, ahead of specialist skills or product knowledge. 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 SAP 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

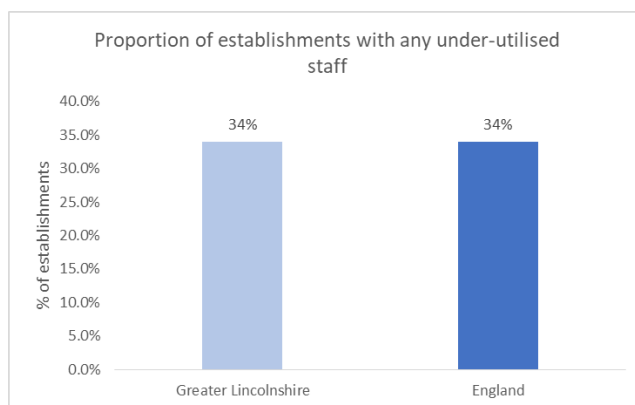
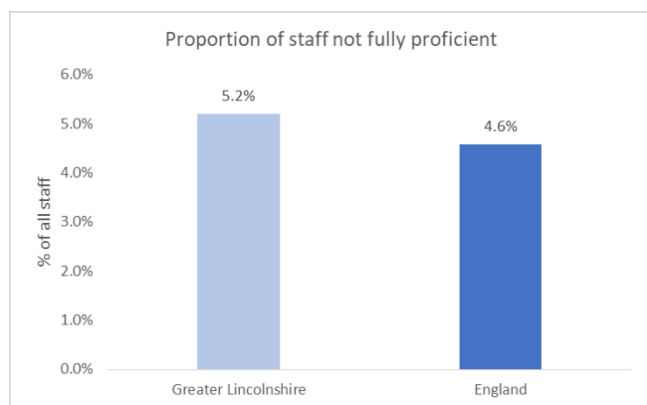
The analysis also shows that local employers do not think that low wages or poor terms and conditions are the reason for hard to fill vacancies with only 5% of local employers with hard-to-fill vacancies citing this as a reason compared to 15% nationally. Employers nationally are more likely to think 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 sectorial 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%).

Over a period of a few years intelligence has been collected from local employers reporting challenges around training and recruitment. The most persistent challenges were provided in the Pre-Covid SAP 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. Therefore during summer 2021 the ESAP will launch a new commission to refresh its skills strategy so that it can understand what longer-term impact of the pandemic and Brexit on the skills of its workforce. We would 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), team work and problem solving.

PROFICIENCY OF WORKFORCE

	Proportion of staff not fully proficient	Proportion of establishments with any under-utilised staff
Greater Lincolnshire	5.2%	34.0%
England	4.6%	34.0%



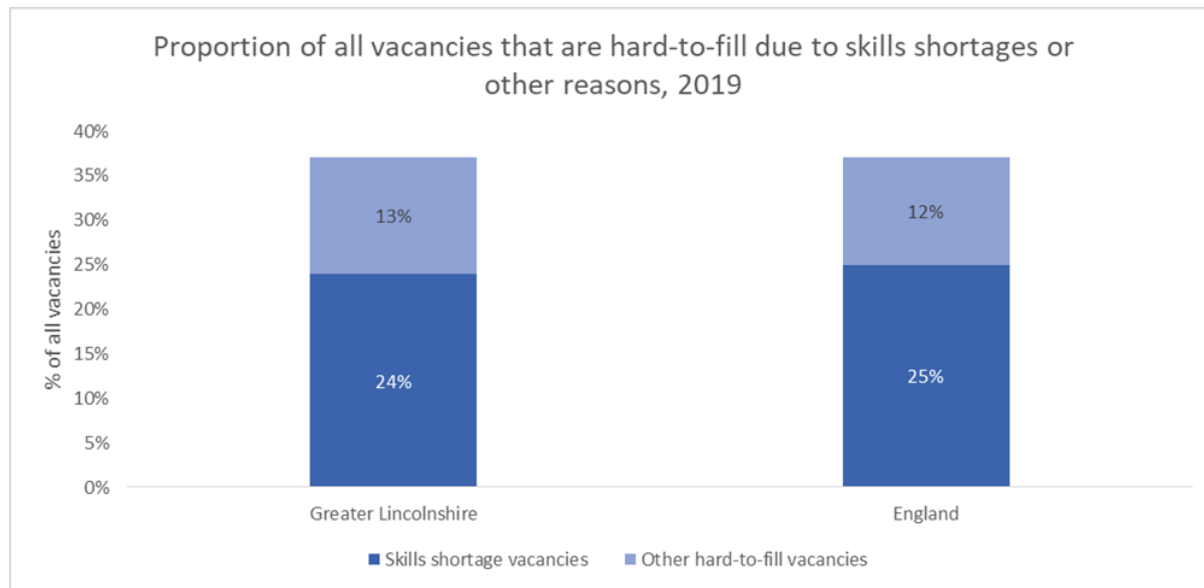
Source: [Employer Skills Survey, 2019 \(published 2020\), 2019 LEP boundaries](#)

More staff are reported as being not fully proficient in GL compared to the England average, whilst over a third of establishments report under-utilised staff. This is also an area where skills gaps are arising in the current workforce in Greater Lincolnshire.

Analysis from the pre-covid SAP report shows that as well as people lacking the right skills and qualifications, in some cases staff can be overqualified and effectively are being underutilised. In the 2019 Employer Skill Survey, nearly a third (34%) of Greater Lincolnshire employers reported having staff that are under-utilised (i.e. those that have both qualifications and skills that are more advanced than required for their current job role). Nationally, this figure was the same at 34%, and it also worth noting 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 is falling over time, from 256,000 in 2013 to 240,000 in 2017 and the proportion of those undertaking training online increasing to 52%. Nationally, this figure increased over the same period. However, it would appear that the training being delivered locally is much more targeted and specific to the trainee. Over this same period, in Greater Lincolnshire both the number of training days per trainee, and training days per staff have increased, whereas nationally they decreased.

HARD TO FILL VACANCIES



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

Overall 37% of vacancies are indicated as being hard to fill, around two thirds of that total being due to skills shortages.

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, it is vacancies for 'Professionals', 'Associate professionals' and 'Sales and customer services staff' that are more likely to be skill - shortage vacancies in Greater Lincolnshire 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 - DRAFT

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.