

WEST LINDSEY - LOCAL PLACE EMPLOYMENT AND SKILLS DYNAMICS, DATA AND INSIGHTS



NOVEMBER 2023

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INTRODUCTION

SkillsReach, a Lincolnshire-based skills consultancy, was commissioned by West Lindsey District Council to undertake a skills study providing a detailed picture of the local skills landscape, with a particular focus on the balance between skills demand, supply, and local skills provision available in, or accessible from, West Lindsey.

The study provides a sound evidence base on which partners, training providers, businesses, and investors can base decisions regarding employment and skills moving forward. It includes detailed sections on *Employer*, *People*, and *Skills Infrastructure* plus a more detailed focus on local priority sectors.

The process has involved considerable data analysis from national and local sources, plus ‘skills conversations’ with around 90 local stakeholders – including large and small employers, sector groups, education and skills providers, and community organisations.

Whilst the study is focused on building an evidence base for longer-term planning, it has also raised some immediate considerations, including:

1. **The strength overall of West Lindsey in terms of employment and skills outcomes**, although a district with **quite different local employment and skills narratives across Gainsborough, Rural West Lindsey and the Lincoln Fringe** – connected, at least in part, to accessibility, travel and transport links.
2. **High current demand** for roles in ‘**Health, Care & Wellbeing**’ (care workers and healthcare practitioner and managers), ‘**Manufacturing & Engineering**’ (both frontline and skilled), and the **Visitor Economy** (primarily in hospitality) – in a context of **groundbreaking low carbon agenda opportunities developing in neighbouring areas** too.
3. An evident **business appetite to engage with the local education and skills agenda** and ensure the competitiveness of their own employment offer.
4. **Travel and transport a ‘mixed bag’** with **excellent access to learning, skills and job opportunities around the southern and eastern boundaries**, although **cultural and practical challenges around Gainsborough and inland Rural West Lindsey**.
5. A **low profile for employment and learning career pathways in-district**, although proximity to excellent opportunities accessible to most residents.

This combination of factors provides a unique immediate opportunity for local stakeholders to work collaboratively to:

- **Support local areas, particularly Gainsborough to improve employment and skills outcomes** for community and economic development.
- **Build upon the potential of local sector employer clusters** (e.g., Engineering / Healthcare), promoting accessible longer-term career opportunities to residents.
- **Support the local workforce to reskill or upskill** for the new roles that will emerge over the next few years **and local young people to recognise accessible career opportunities and the learning pathways to reach them.**
- **Become established as a work location of choice** for local and in-commuting people.
- **Seek creative solutions to stubborn barriers such as travel and transport and the lack of vocational provision** in-district.

ACKNOWLEDGEMENTS & DISCLAIMER

The SkillsReach team (Roy Harper and Adam Peacock) acknowledges the support and important contributions (individually and collectively) from a range of West Lindsey District Council colleagues and other stakeholders. A full list of stakeholders and references is available by request to roy.harper@skillsreach.co.uk.

This document contains data made available under an Open License and accessed via the Office for National Statistics, the Department for Education, the Department for Work and Pensions, and the Office for Students. Access has also been granted to restricted data via Lincolnshire County Council's Post 16 Team and the Greater Lincolnshire Local Enterprise Partnership.

SkillsReach and its associates are not responsible for data verification nor data-cleaning, and data has been analysed as is, with any faults. As such, all data-driven conclusions in this report are based purely on the data available for public access at the time of writing. All data used in this document is either the most up-to-date available at the time of the data review or the most relevant.

All 'skills conversations' with stakeholders were conducted on the basis that any comments, statements or general feedback would not be attributed to individuals or organisations within the final reporting.

All maps have been produced using the open-source Geographic Information Systems software 'QGIS,' produced by the QGIS Development Team (2023) and made possible by the Geospatial Foundation Project.

The SkillsReach Team – November 2023



EXECUTIVE SUMMARY

The executive summary walks us through the journey from the 10 key insights we have arrived at as a result of this project, to highlighting those insights which are drivers for local skills change (both positive and negative), onto how these might be addressed or supported further through calls to action, and what a successful outcome for each would look like for West Lindsey.

Finally, the executive summary presents the 10 key insights in detail with selected supporting evidence and our comments.



KEY INSIGHTS



1

West Lindsey – a high performing local authority for employment and skills indicators

2

A growing economy with a stable working age population and increasing resident opportunities for outward commuting

3

A diverse, rural economy with notable strengths and growth potential in locally important sectors; and yet major skills shortages persist

4

Local employer consensus about skills and people shortages - particularly entry level and skilled 'trades'

5

Three diverse skills geographies within West Lindsey with very different dynamics and needs



The importance of proximity and access to learning / job opportunities – in many cases out-of-district

6

Travel, transport, and connectivity a key local issue

7

High-performing adult skills participation and attainment including apprenticeships

8

A low and reducing in-district profile for vocational skills and career pathways

9

Gainsborough – a regional outlier in employment and skills outcomes

10

DRIVERS FOR LOCAL SKILLS CHANGE



1

West Lindsey – a high performing local authority for employment and skills indicators

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A growing economy with a stable working age population and increasing resident opportunities for outward commuting

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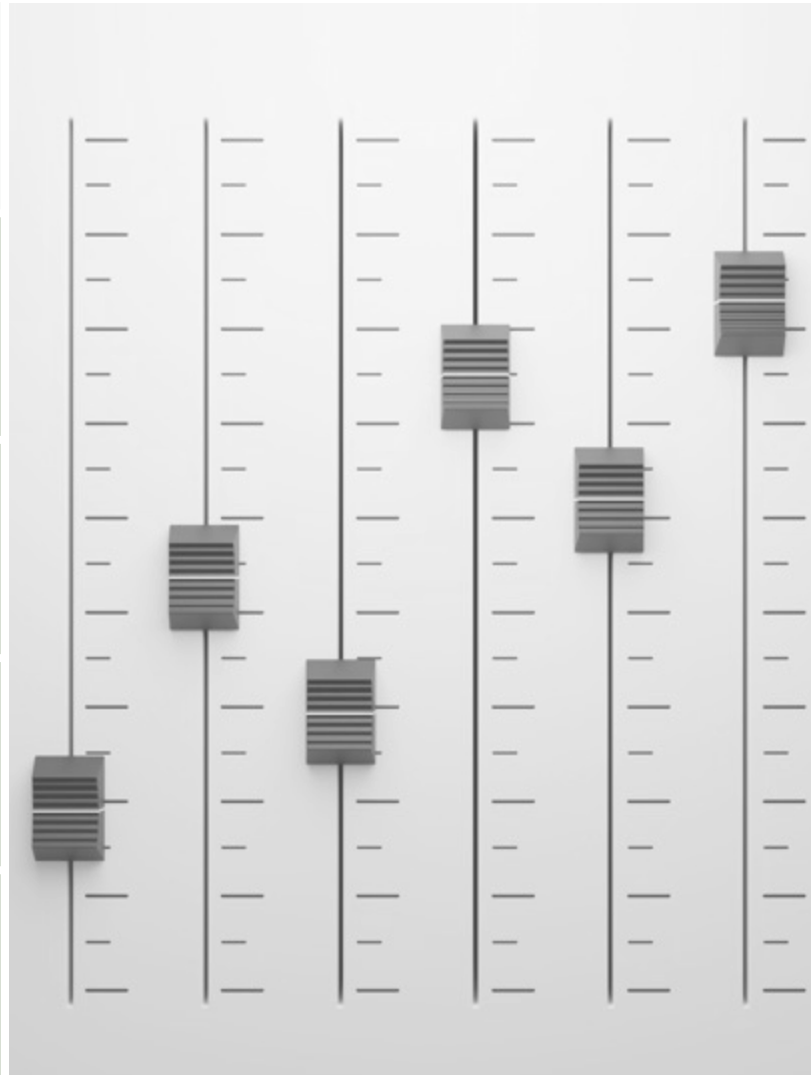
A diverse, rural economy with notable strengths and growth potential in locally important sectors; and yet major skills shortages persist

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DELIVERING POSITIVE OUTCOMES FOR WEST LINDSEY



DRIVERS FOR LOCAL SKILLS CHANGE	CALL TO ACTION	OUTCOMES FOR WEST LINDSEY
A growing economy with exciting investments planned, yet a stable working age population with increasing opportunities for outward commuting	Provide Local Skills Leadership	The exciting range of local and regional economic and community investments planned in, or within easy commuting distance of West Lindsey, provide maximum social, career and skills value for residents
A diverse, rural economy with notable strengths and growth potential in key sectors, yet major skills shortages	Promote local jobs and careers in our growing sectors	The local scale and scope of opportunities in growing sectors, such as manufacturing and health, care and wellbeing, is promoted across the district including to communities with higher unemployment and economic inactivity levels
Three diverse skills geographies within West Lindsey with very different dynamics and needs	Get West Lindsey Moving!	West Lindsey is a better-connected district powered by investment in logistics sector skills, benefitting recruiting employers, supply chain development and local residents travelling to high quality career and job opportunities
Travel, transport, and connectivity a key local issue	Ensure the visibility of locally-rooted occupational and careers pathways for residents	Increased availability in West Lindsey of education and skills courses and training opportunities for occupational sectors where high value job vacancies are available immediately and in the future
A low and reducing in-district profile for vocational skills and career pathways	Develop community specific targeted employment and skills interventions	Local place planning reflects the distinctive employment and skills dynamics of the three different areas within West Lindsey enabling local responses across the district

POTENTIAL ACTIONS



CALL TO ACTION	POTENTIAL ACTION
Provide Local Skills Leadership	<ul style="list-style-type: none">▪ Capitalise on the evident employer appetite and need for engagement to identify the best place skills leadership vehicle for larger employers (and others) to collaborate and improve connections between local place, economy and community.▪ Optimise connections between strategic local and regional investments with employment, skills and careers education opportunities for local residents.▪ Underpin with an employment and skills plan with local commitments not only for jobs for local people, but also apprenticeships, training and work experience opportunities.
Promote local jobs and careers in our growing sectors	<ul style="list-style-type: none">▪ Increase the skills development potential of local employment clusters in manufacturing & engineering, and health, care and wellbeing – perhaps through local sector skills hubs.▪ Increase the visibility (and thereby inspiration potential) of local jobs and pathways within key growing career sectors locally (and regionally) in schools and community settings.▪ Support local employers to review and, where appropriate, develop their employment offers (e.g., flexibility / inclusivity) to reach out further to local communities that face enduring barriers to employment.
Get West Lindsey Moving!	<ul style="list-style-type: none">▪ Explore creative partnership options to make working in key rural employment centres such as Hemswell less reliant on car ownership.▪ Support the local recruitment and upskilling within the logistics sector (Drivers and Warehousing) supporting career opportunities, sector training academies and resourcing the wider place, businesses and labour markets to grow through better connections.▪ Monitor the impact of young people travelling to pursue further education and training post-16 out of West Lindsey in terms of retention, achievement and NEET destination rates.

POTENTIAL ACTIONS Cont.



CALL TO ACTION

POTENTIAL ACTION

Ensure the visibility of locally-rooted occupational and careers pathways for residents

- Explore the feasibility of reintroducing local first-steps education and skills provision in Engineering / Manufacturing and Health, Care and Wellbeing in Gainsborough through a partnership approach that could include local schools and learning providers.
- Consider whether there is scope to build a successor to Made in Gainsborough - recreating a local employer-led platform for Apprenticeships - perhaps across all sectors.

Develop community specific targeted employment and skills interventions

- Focus upon the unique place needs of the Gainsborough community, building upon the Gainsborough Aspirations Project to inspire and support social, employment, and career mobility in and around Gainsborough, with better connections for local residents to local jobs and out-of-area opportunities such as in renewable energy in northern Lincolnshire and potentially West Burton.
- Ensure young people and adults based in the Lincoln Fringe are connected to opportunities not only around Lincoln but also across West Lindsey.
- Better connectivity across Rural West Lindsey to support rurally-isolated employment sites (e.g., Hemswell) and local resident communities without strong transport links.

West Lindsey – a high performing local authority for employment and skills indicators

Despite a rural, sparsely populated location lacking the largest employers, the district competes with and outperforms Greater Lincolnshire and national averages on a number of indicators such as qualifications and employment.

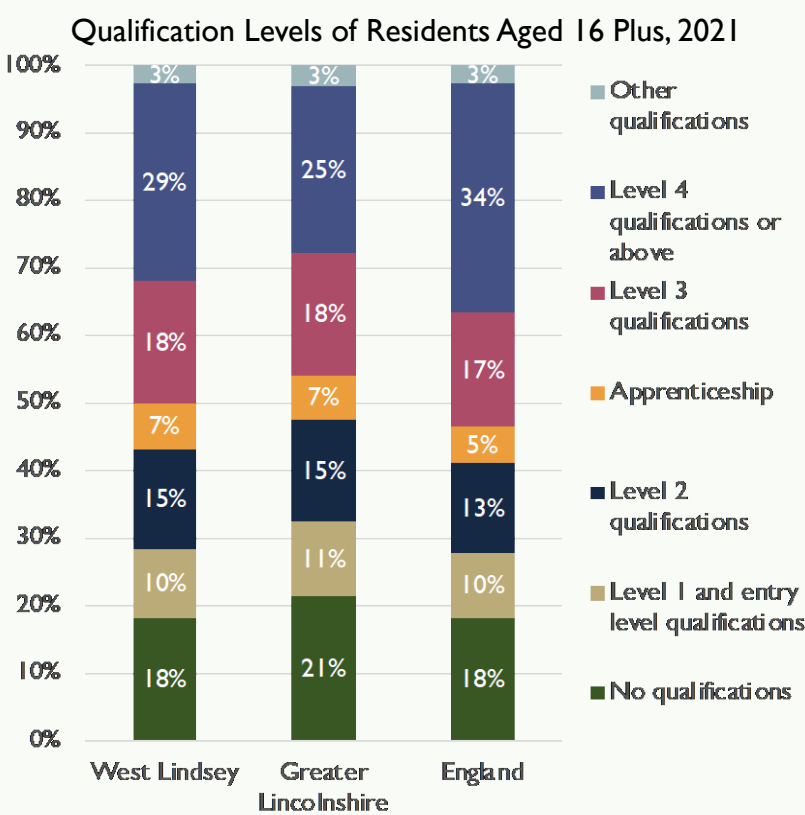
Our evidence:

- Only 0.1% of West Lindsey’s business base is classed as large (i.e., employing 250 people or more) compared to 0.3% across Greater Lincolnshire and 0.4% nationally.

Average Claimant Count Aug22-Jul23 as a % of Those of Working Age



Levels of Economic Inactivity Amongst Those of Working Age (16-64yrs), 2021



INSIGHT I



Our comments:

- Overall, West Lindsey has lower levels of unemployment, on-par economic inactivity, more highly qualified residents and less people with no or lower qualifications than regional and national comparators.
- There are limits to analysis at a pan-West Lindsey level as the three sub-geographies of the district perform quite differently.
- The lack of larger employers is significant in that such employers often fulfill a local ‘skills anchor’ remit with higher-profile, larger levy-driven apprenticeship and workforce development programmes.

A growing economy with a stable working age population and increasing resident opportunities for outward commuting

Projected demographic changes, despite present and projected growth some younger age cohorts, are likely to mean that the labour market will remain competitive for local employers (demonstrated by wage levels) and perhaps intensify as new exciting opportunities develop around the Freeport and low carbon sectors in Northern Lincolnshire.

Our evidence:

Employment Growth 2015-2022

West Lindsey	7.0%	▲
Greater Lincolnshire	4.8%	▲
England	7.8%	▲

Working Age (16-64) Population Growth 2011-2021

West Lindsey	0.0%	—
Greater Lincolnshire	1.0%	▲
England	3.7%	▲

Projected Working Age (16-64) Population Growth 2021-2031

West Lindsey	-1.4%	▼
Greater Lincolnshire	0.2%	▲
England	1.8%	▲

'Local employers describe a tight labour market with unfilled vacancies and retention challenges that could be a risk to realising the evident growth potential in sectors such as manufacturing and engineering'.

Average workplace gross annual pay, 2020 - 2022



INSIGHT 2








Our comments:

- West Lindsey workplace pay levels have overtaken UK-wide comparators suggesting continuing competitiveness locally and regionally for experienced, skilled staff.
- This competitiveness probably relates both to a growing local and regional economy whilst the local working age population remains relatively static.
- The likely acceleration of skilled opportunities in northern Lincolnshire particularly suggests that challenges faced by local employers will not go away, and the need to both 'develop local people' and attract more inward commuters may only increase.

A diverse, rural economy with notable strengths and growth potential in locally important sectors; and yet major skills shortages persist

Growth and career opportunities exist across the local economy although these are challenged by low visibility of local pathways, a static working age population and increasing ‘competition’ from areas such as northern Lincolnshire.

Our evidence:

		Total Employment, 2022 (% of Total)	Employment Growth 2015-2022	Projected Employment Growth 2022-2030	Replacement Demand (by 2030)
	Agri-Food	3,525 (11.5%)	7.0%	-300 jobs	600 jobs
	Health, Care & Wellbeing	3,200 (10.5%)	7.0%	+600 jobs	800 jobs
	Visitor Economy	3,150 (10.3%)	7.0%	0 jobs	600 jobs
	Engineering & Manufacturing	2,900 (9.6%)	7.0%	+200 jobs	700 jobs
	Construction	2,500 (8.2%)	0%	+200 jobs	700 jobs

INSIGHT 3



Our comments:

- Agri-Food is reported as the largest employment sector, if reducing in size, although this includes Food Manufacturing employment (approximately 500 jobs) which is often categorised within Engineering & Manufacturing.
- Replacement Demand from people leaving the sector workforce (e.g., retirements) is a major issue and concern across each sector.
- Health, Care and Wellbeing projects the largest demand increases for both new jobs and replacements.
- Despite the evident job demand challenges, the level of vocational education and skills initiatives in the district has reduced – to employer concern.

Local employer consensus about skills and people shortages - particularly entry level and skilled 'trades'

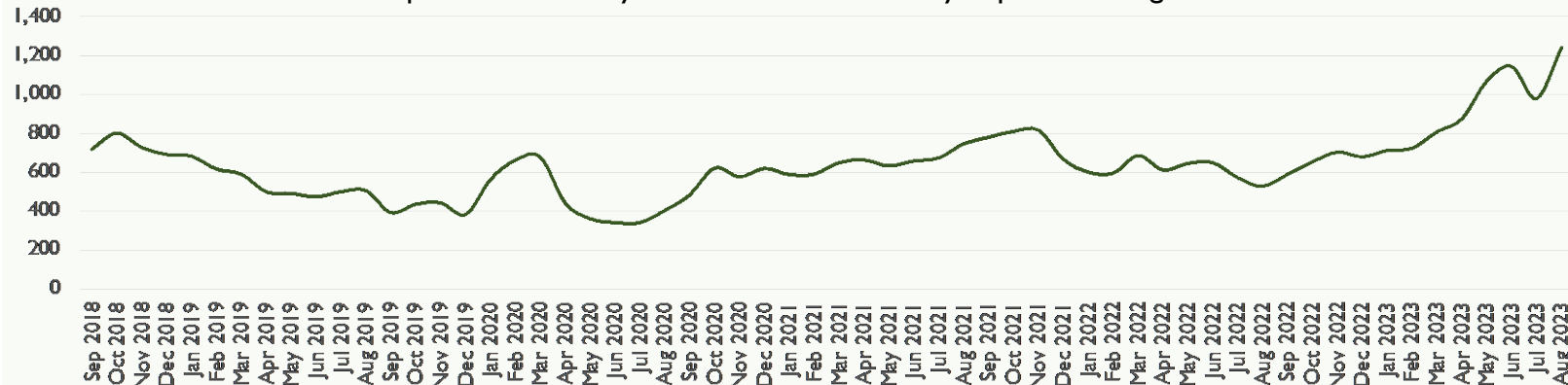
Evidence confirms the relative 'tightness' of the labour market across the board, although employers anecdotally reflect that it has eased post-covid. Demand is focused upon entry level roles, sometimes with qualification progression, and also skilled practitioners / trades in areas such as healthcare and manufacturing.

Our evidence:

"Recruitment is currently a nightmare - it's really difficult to be competitive, including with less skilled occupations, and also out of area." **Manufacturing Employer, Oct 2023**

Substantial care home challenges of skills shortages / staff recruitment and retention – particularly the registered nursing workforce and also frontline care in rural settings. With high useage of agency workers and an example of a local nursing home recently deregistering due to an inability to recruit nurses.' **Healthcare Stakeholder, Oct 2023**

Unique online vacancy numbers in West Lindsey, Sep 2018 – Aug 2023



INSIGHT 4



Our comments:

- Employers in different sectors reflected on 'standing vacancies' for certain skilled positions or front-line operatives – the latter often with upskilling prospects.
- Many national reports reflect on the likely future shortages of higher level (Level 4+) and/or contemporary skills for sectors such as Low carbon, although this was not reflected in local employers' priorities which emphasises entry level and Level 3 practitioners.

Three distinct employment and skills geographies within West Lindsey with different dynamics and needs

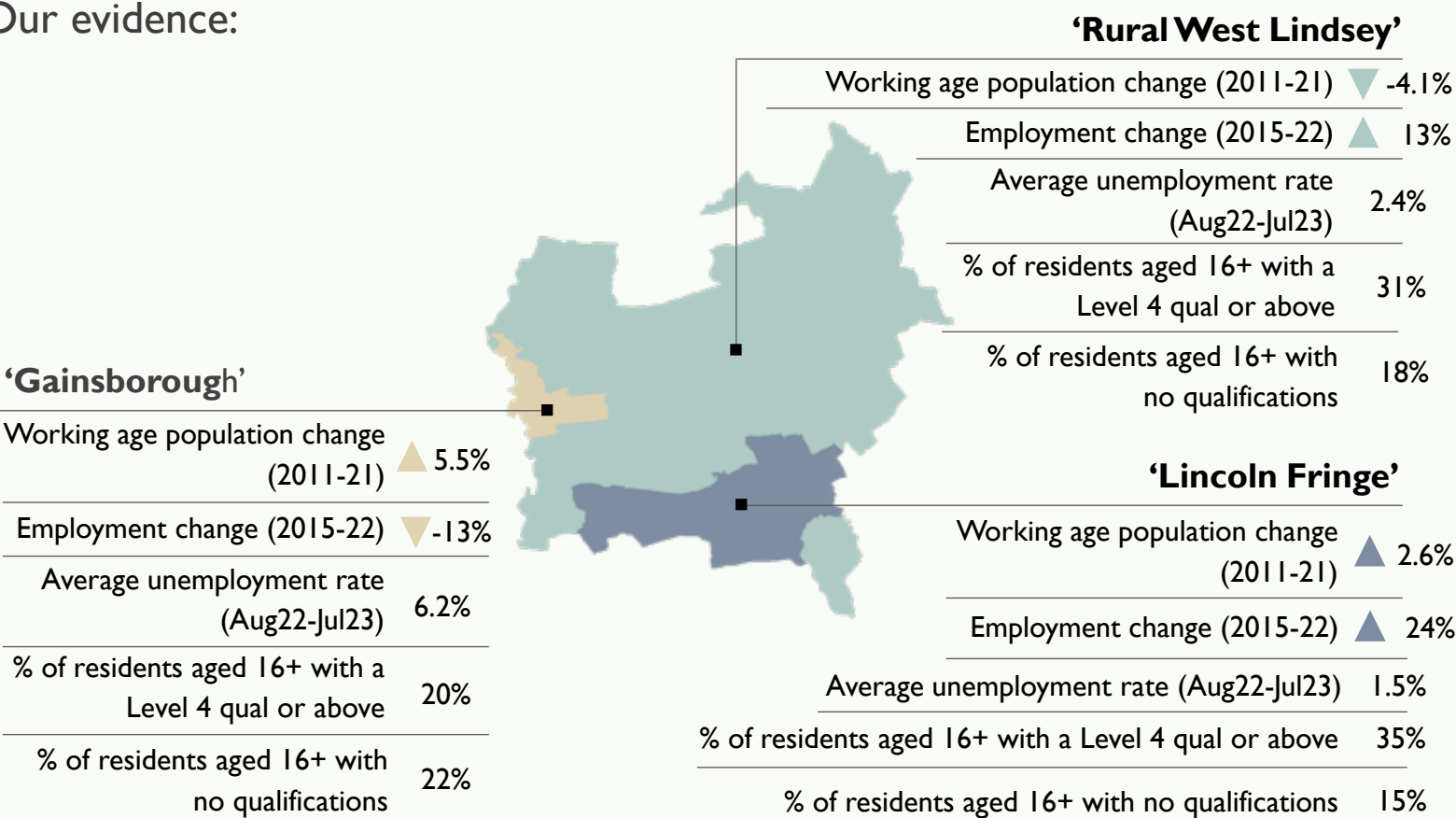
High overall performance particularly from the Lincoln Fringe risks the challenges faced by Gainsborough and Rural West Lindsey being ‘under the radar’. Skills planning needs to reflect those differences at a local level.

INSIGHT 5



Our comments:

Our evidence:



- The specific challenges faced in the Gainsborough area stand out, with a lower qualification base, higher unemployment and a local reduction in the number of jobs, despite working age population increases. Stakeholders describe a Gainsborough cultural reluctance to travel to job/learning opportunities likely to be further afield.
- The Lincoln Fringe outperforms both regionally and nationally in terms of qualification levels and also self-employment numbers.
- The contrast between ‘supply’ and ‘demand’ is most obvious in Rural West Lindsey with a decreasing working age population aligned with significant job growth – probably exacerbated by rurality and competition with jobs in northern Lincolnshire.

The importance of proximity and access to learning and job opportunities – in many cases out-of-district

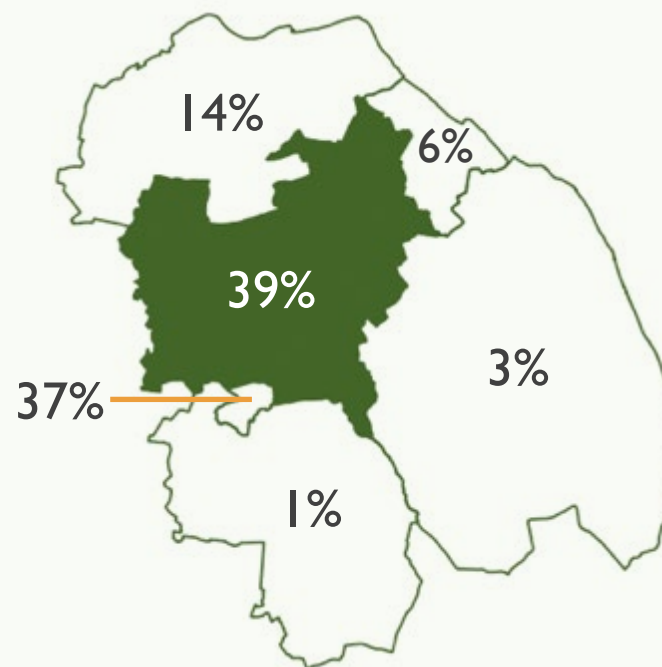
Many, although not all, West Lindsey residents enjoy good access to high quality jobs and further / higher education opportunities in Lincoln, Scunthorpe, and Grimsby.

Our evidence:

Number of people that commuted out of West Lindsey into neighbouring areas to work on the day of the 2011 Census. (2021 results awaited)



School and Further Education destinations of West Lindsey resident Year 12 and 13 as of August 2023



INSIGHT 6



Our comments:

- The settlement patterns of West Lindsey which tend to be around the boundaries of the district mean that many residents have excellent access to high quality job and learning opportunities ‘over the border’ in Lincoln and northern Lincolnshire.
- The district has a total outflow of 19,919 workers, which is over a third (36%) of the local working age (16-64) population. There is also a daily inflow of 9,180 workers, meaning that on the day of the 2011 Census, it had a net outflow of 10,739 workers.
- There remain isolated parts of West Lindsey however, where travel is either logistically or culturally difficult – for example Gainsborough communities; and employment sites in Hemswell and Market Rasen – the latter both struggling to recruit in-commuters.
- The dispersal of young people post-16 is also particularly marked with a very low retention rate of young people able to pursue vocational (i.e., rather than academic/A Level) learning opportunities in West Lindsey.

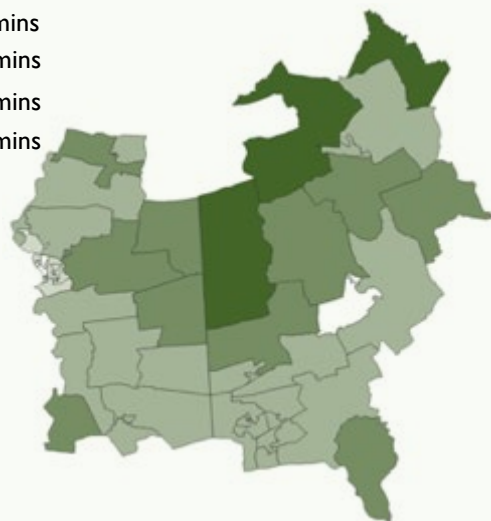
Travel, transport, and connectivity a key local issue

A strength and a weakness! Some parts of the district benefit from excellent transport links to jobs and learning, although areas such as Hemswell (particularly) and Gainsborough cite travel as a key barrier to economic and community development.

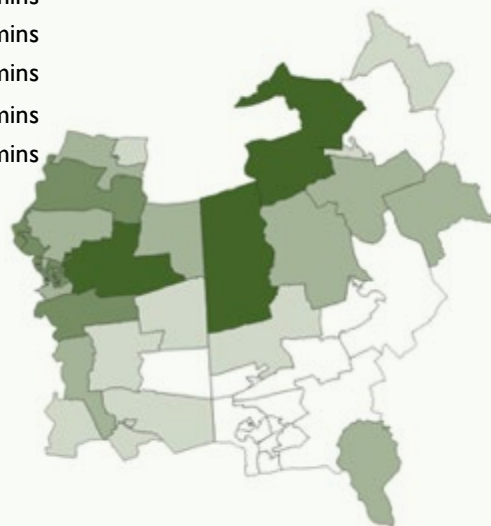
Our evidence:

“Hemswell is a really difficult rural location to attract staff to with rurality meaning a lack of local resident footfall and challenges competing with the larger conurbations where local jobs are also plentiful. Public transport routes and scheduling are currently not at all helpful for work-commuting.” Local Stakeholder, Oct 2023

Average time taken to travel to nearest town centre using public transport



Average time taken to travel to nearest FE college (inc. sixth form colleges / school sixth forms) using public transport



INSIGHT 7



Our comments:

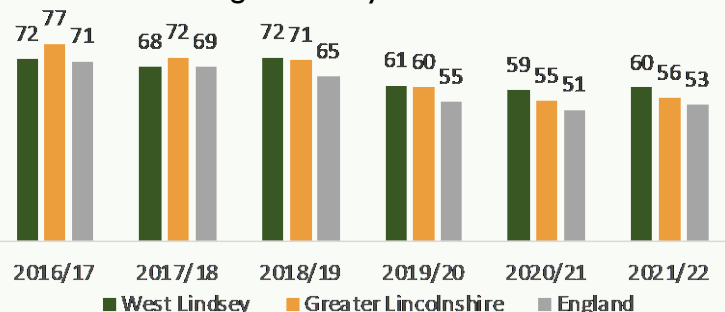
- Travel, transport and connectivity is a long-term challenge facing many rural areas, but with particular challenges faced in West Lindsey in Gainsborough, and the rural central areas.
- The lack of local FE provision within Gainsborough means that many young people now have no option other than, to travel to FE campuses in Lincoln, Scunthorpe or Grimsby – this has been a major concern for local stakeholders fearing that some commuting learners will find it difficult to complete courses, increasing the likelihood of young people becoming ‘not in employment, education or training’ (NEET).

High-performing adult skills participation and attainment including apprenticeships

An evident continuing appetite for post-school learning with apprenticeship numbers holding up well so far, although concerns that this may be at risk following further education provision and apprenticeship initiatives no longer available in and from Gainsborough.

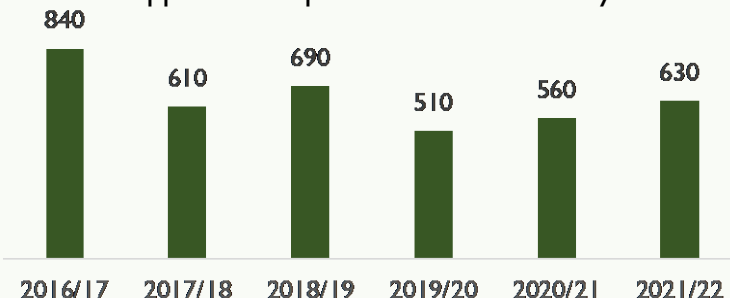
Our evidence:

No. of Further Education & Skills participants per 1,000 residents aged 19-64 years, 2016/17 – 2021/22

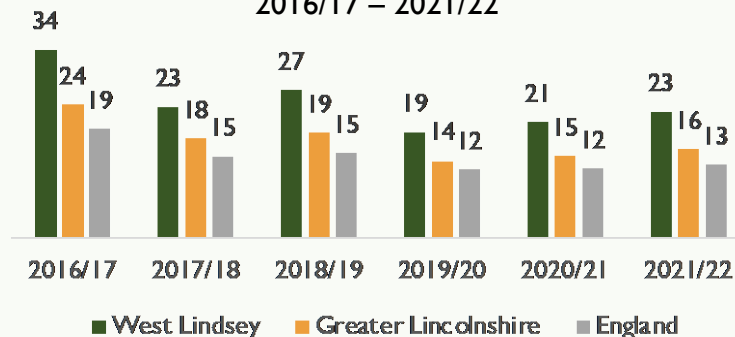


“The evident commitment to apprenticeship pathways in sectors such as manufacturing and engineering is impressive and may connect to the engineering heritage of the area, with a number of small manufacturing employers committing to a significant intake of apprentices annually.”

Apprenticeship starts in West Lindsey



No. of apprenticeship starts per 1,000 employees, 2016/17 – 2021/22



INSIGHT 8



Our comments:

- Apprenticeship starts proportionally have continually outstripped both regional and national comparators – this being matched by Adult Further Education and Skills participants.
- There is evidence however that adult learning tends to be at lower qualification levels than other areas.
- The data also does not reveal whether there are any differences in participation levels across West Lindsey or whether the recent reductions in the availability of local provision in Gainsborough has had local impact.

A low and reducing in-district profile for vocational skills and career pathways

In contrast to the diverse range of educational and job opportunities accessible around the district borders, stakeholders expressed concern about the reducing availability of in-district occupational provision and, thereby, the low profile of local vocational pathways for young people and adults around Gainsborough and in Rural West Lindsey.

Our evidence:

Within West Lindsey, important in-district Learning Providers include:

- Riseholme FE College, a rural location close to the southern boundary and supporting a county-wide, quite specialist learning community for the agricultural sector plus sports / leisure and Higher Education access programmes.
- ACIS Housing-led learning providers Riverside Training (Gainsborough) and CLIP (Market Rasen). Community-led learning provision funded through DWP and LCC Adult Education Budgets. The overall focus of this offer is on first steps education and training covering general employability, wellbeing and basic skills rather than specific occupational qualification pathways. Recent changes in national skills policy have also reduced the capacity to offer local opportunities such as Traineeships for young people.

*“If you can't see it,
how can you be it”,*

Skills Infrastructure Stakeholder, Oct 2023

‘Several local employers and stakeholders expressed strong views that the cessation of Made in Gainsborough locally, and the loss of a local FE Campus, was a major “backward step” for the Gainsborough community in particular, with less employer collaboration, less in-kind skills investment, less visible career opportunities and apprenticeships, and increased employer competition over staff.’

INSIGHT 9



Our comments:

The availability of West Lindsey-based further education and vocational learning opportunities has reduced in recent years with:

- The closure of the Gainsborough campus of Lincoln College on grounds of sustainable learner demand and viability. Until 2021, the campus offered a range of first steps occupational provision in areas such as health and care, engineering, hair and beauty, construction career college providing post-16 options for young people in and around Gainsborough.
- Additionally, the Made in Gainsborough (MiG) initiative provided locally accessible engineering training and Apprenticeships for those where travel out of the district was less of a sustainable choice for financial, logistical, or cultural reasons. MiG enabled local engineering education and training in and for West Lindsey (especially but not solely Gainsborough) as part of a local industry collaboration. It achieved impressive engineering apprenticeship numbers for local people. This Gainsborough-based partnership initiative (and the wider FE campus) was relocated to Lincoln in 2021.

Gainsborough – a regional outlier in employment and skills outcomes

The local stakeholder consensus is that there are specific geographic, socio-economic, and cultural barriers faced within the Gainsborough area that stand out, not only within West Lindsey, but across Greater Lincolnshire and beyond.

Our evidence:

‘There was a consensus about an ‘island’ or insular mentality sometimes prevailing around Gainsborough, with people committed to their own locale and reluctant to consider opportunities further afield to either study, work, or develop a career. Such ‘insularity’ may be compounded by a lack of access to a car or other affordable transport.’

‘How do we future proof Gainsborough in terms of access to exciting local opportunities and an area of increasing population?’

Healthcare Stakeholder, Oct 2023

	Average Unemployment Rate Aug22-Jul23 as a % of Those of Working Age	Average Unemployment Rate Aug22-Jul23 of those aged 18-24 as a % of Total 18-24 population	Average rate of 16-17-year-olds Not in Education, Employment or Training (NEET) Jun22-May23	% of Residents Aged 16 Plus with Level 2 Qualifications or below, 2021
Gainsborough	<div><div></div></div> 6.2%	<div><div></div></div> 10.1%	<div><div></div></div> 4.3%	<div><div></div></div> 51%
West Lindsey	<div><div></div></div> 3.1%	<div><div></div></div> 5.3%	<div><div></div></div> 2.1%	<div><div></div></div> 43%
Greater Lincolnshire	<div><div></div></div> 3.3%	<div><div></div></div> 4.7%	<div><div></div></div> 3.4%	<div><div></div></div> 47%
England	<div><div></div></div> 3.7%	<div><div></div></div> 4.7%	<div><div></div></div> 2.4%	<div><div></div></div> 41%

INSIGHT 10



Our comments:

- Stakeholders emphasise the importance of stronger local education-business partnerships with the three Gainsborough schools to support greater awareness of and connectivity with exciting local and accessible out-of-district career opportunities.
- The Gainsborough Aspirations Project (GAP) provides a high potential vehicle to tackle the perceptions / realities of low community aspirations generally and specifically around travel, jobs and skills.
- In this environment of crippling skills shortages cited by many employers as a barrier to growth, the Gainsborough area has both a growing working age population (particularly younger people), and higher levels of unemployment and economic inactivity, providing an untapped talent pool if combined with the right entry level skilled opportunities.

OUR APPROACH

Methodology

***Verify –
Challenge –
Localise!***

We ensure that data and our analysis are stress-tested through numerous skills conversations with local stakeholders, providing ample opportunity for challenge and balance with local insight, and ensuring that the final report brings out the key local dynamics, opportunities, and challenges of employment and skills in West Lindsey.

A Place-Based Skills Ecosystem



The report considers employment and skills in the context of a West Lindsey 'Skills Ecosystem,' reflecting the importance and balance between the three interdependent elements of People (supply), Employers (demand), and Skills Infrastructure (provision, providers, and other stakeholders).

A Sub-District View of West Lindsey



During early stages of the study, it became apparent that analysing and presenting data purely at a West Lindsey geographical level may not tell the whole district story. The team identified, as a pilot initially, the opportunity to create and subsequently report on three created 'sub-geographies' of *Gainsborough*, *Rural West Lindsey*, and the *Lincoln Fringe* to provide greater richness and articulate any significant differences across the district.

METHODOLOGY

REVIEW

Desktop research drawing upon national, sector, and local data and intelligence that covers (e.g.):

- Changes in employment (latest 2022)
- Job growth forecasts
- Business numbers
- Economic inactivity/unemployment
- Apprenticeships, Further and Higher Education
- Population change
- Vacancies
- Skills requirements
- Qualifications
- Travel to work

ENGAGE

Encourage feedback and local stakeholder ownership through a series of formal and informal **‘Skills Conversations’** with around 90 employers, learning providers, and other stakeholders, sense checking and stress-testing our evidence base and gleaning additional local insights around local dynamics that come below the ‘data radar’. Conversations included:

- 121 interviews with employers, learning providers
- Sector groups
- Local authority members
- Existing community and business networks
- Gainsborough Jobs Fair

REPORT

Drawing on the outputs produced by the ‘Review’ and ‘Engage’ stages of the project, balance quantitative and qualitative evidence across the ecosystem, localities, and for West Lindsey as a whole; thereby identifying opportunities and challenges, and their potential scale.

Raise considerations for local action that align with broader policy direction.

OUTPUT

A robust, accessible and up-to-date evidence base

OUTPUT

A shared qualitative view of current local conditions and future challenges

OUTPUT

An engaging and accessible report/s that support forward momentum locally

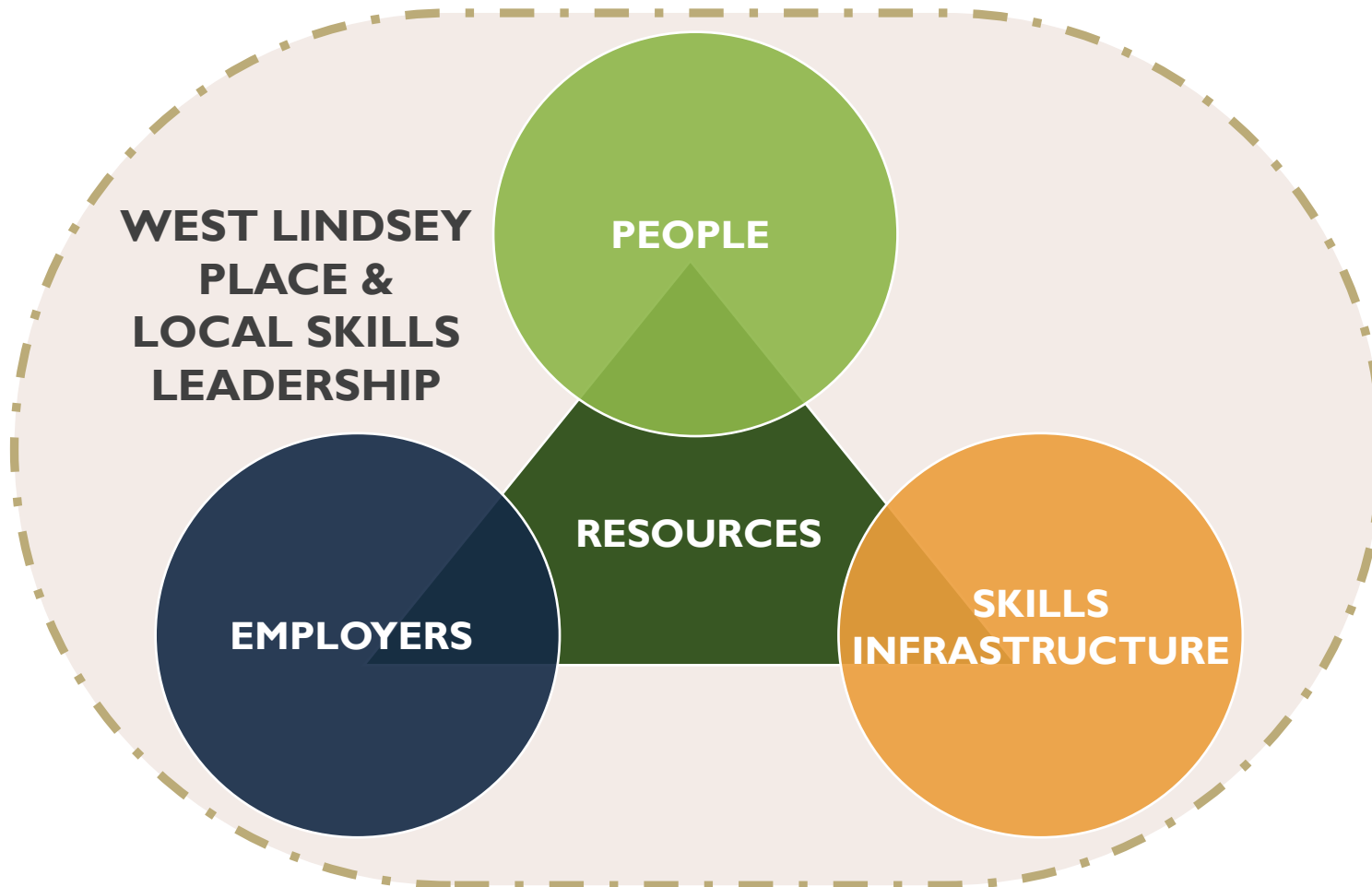
UK SHARED PROSPERITY FUNDING CONTEXT

- Promoting the importance of work to help people to live healthier and more independent lives, alongside building future financial resilience and wellbeing
- Joining up mainstream provision and local services within an area for participants and improving employment outcomes for specific cohorts facing labour market barriers.



THE LOCAL SKILLS ECOSYSTEM

A LOCAL SKILLS ECOSYSTEM MODEL



PLACE: The critical driver focusing upon local need, initiative, and action adding value to national skills policy.

PEOPLE: Our 'learning communities' including West Lindsey residents, workers, self-employed, unemployed, and economically inactive.

EMPLOYERS: Local/national employers and businesses that generate demand for skills in workforces and supply chains.

SKILLS INFRASTRUCTURE: The combined assets and reach of our (primarily local) skills and education providers, physical learning resources, allied stakeholders, e.g., Careers Advice, etc.

RESOURCES: These sit at the model's centre, traversing the three elements and reflecting that all three are potential skills investors.

CREATING THE WEST LINDSEY SUB-GEOGRAPHIES

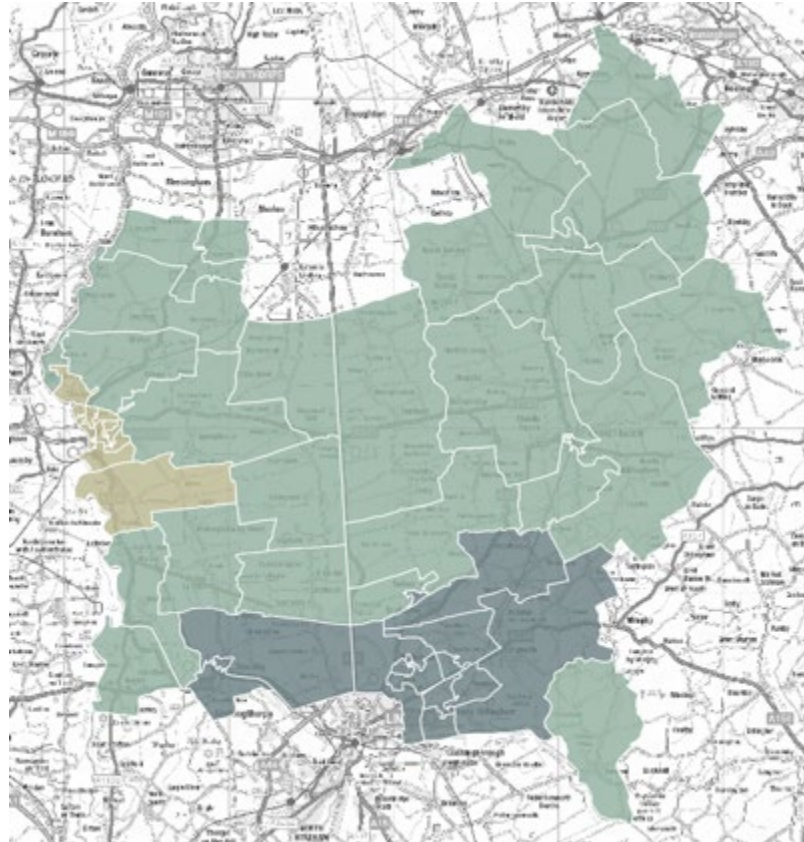
Step 1:

Divide West Lindsey up into its 52 Lower Super Output Areas (LSOAs).



Step 2:

Identify areas based on levels of out and in-commuting with neighbouring local authority areas, internal commutes within West Lindsey and rural/urban nature.



Step 3:

Group identified areas into three sub-district geographies of Gainsborough, Rural West Lindsey, and the Lincoln Fringe.



CREATING THE WEST LINDSEY SUB-GEOGRAPHIES Cont.

Rural West Lindsey

‘Rural West Lindsey’ is made up exclusively of areas that are classed as rural by the Department for Environment, Food and Rural Affairs, though we note the presence of the large settlements of Caistor and Market Rasen. Most areas here are where the majority of residents work in West Lindsey, with one or two exceptions in the northeast and the northwest where there are high levels of commutes into North East Lincolnshire and North Lincolnshire, respectively (although not as high as areas in the south into Lincoln).



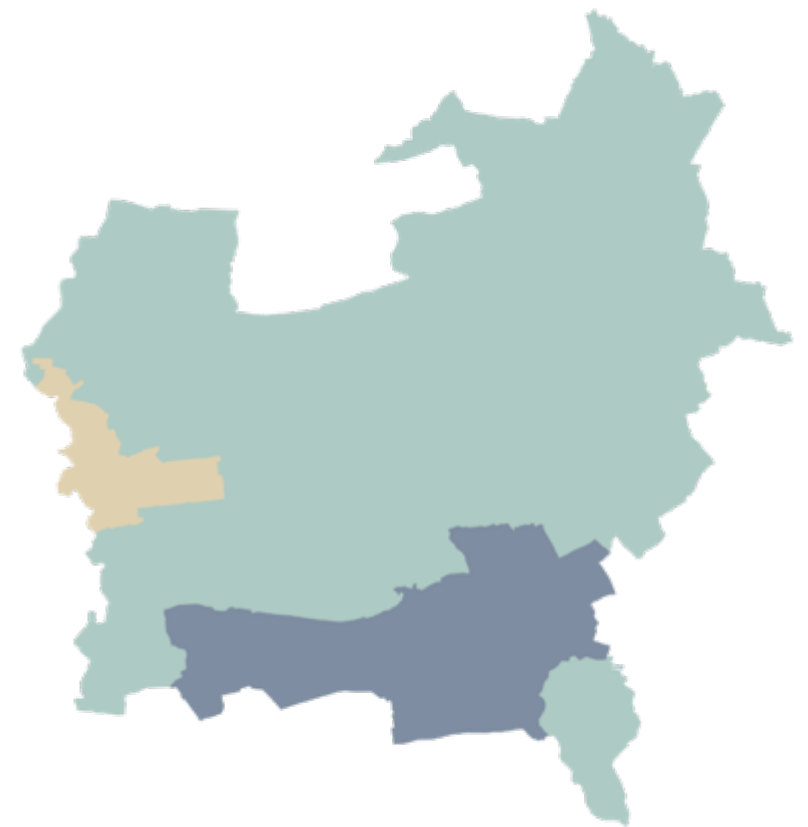
Gainsborough

The ‘Gainsborough’ area is broadly based on the urban definition of the settlement, although we can also observe high levels of worker retention in the area.



Lincoln Fringe

All areas of the ‘Lincoln Fringe’ have a statistically significant high proportion of residents (close to 50% as a minimum) that commute into Lincoln to work. This area also receives over half (55%) of Lincoln residents who travel into West Lindsey to work (approximately 1,200 people).



PLACE



‘The critical driver focusing upon local need, initiative, and action adding value to national skills policy’.

This section takes a ‘place’ perspective of the local area and considers the geographic opportunities and challenges faced by communities, employers, and providers alike.

It includes analysis on:

- Population and settlements
- Rurality
- Infrastructure
- Residents and commuters





PLACE DATA SUMMARY AND IMPLICATIONS

The data tells us that:

- West Lindsey is arguably the most rural area in Greater Lincolnshire with 75% of its population living in areas classed as rural (the highest proportion in Greater Lincolnshire).
- The district has a population density of 82 people per square km, the second lowest in Greater Lincolnshire, which is significantly lower than both the Greater Lincolnshire (157 people per square km) and national (433 people per square km) population densities.
- West Lindsey's main settlements tend to hug the edges of the district boundary, with very limited significant built-up areas in the centre. Instead, this central area is dominated by small villages, hamlets, and isolated dwellings.
- Travel times to key services such as town centres and Further Education establishments are highest for residents living in central West Lindsey.
- The district has a total outflow of approximately 20,000 workers on a daily basis, which is over a third (36%) of the local working-age (16-64) population. There is also a daily inflow of around 9,000 workers, meaning that on the day of the 2011 Census, West Lindsey had a net outflow of approximately 11,000 workers.
- West Lindsey has a daily net outflow of workers to each of its neighbouring local authority areas.

What does this mean for employment and skills in West Lindsey?

- The inevitable challenges in a rural area of access to a diverse range of job and learning opportunities.
- The diseconomies of sparsity bring challenges of low learner footfall and present viability challenges for learning providers in attracting sustainable cohorts.
- The importance (and advantage) of proximity to Lincoln, Scunthorpe, and Grimsby for jobs and learning opportunities for many (e.g., Lincoln Fringe) but not all residents – for example, Gainsborough, Hemswell where travel and transport is a barrier.
- Based on 2011 Census data (2021 still eagerly awaited...), West Lindsey has a significant net daily outflow of widely dispersed commuters - something bound to have an impact on the scale and sustainability of the in-district learning and skills infrastructure

UNDERSTANDING WEST LINDSEY

PLACE



West Lindsey is classed by the Department for Environment, Food, and Rural Affairs as a 'predominantly rural' local authority area, along with four other Greater Lincolnshire district authority areas (East Lindsey, North Kesteven, South Kesteven, and South Holland).

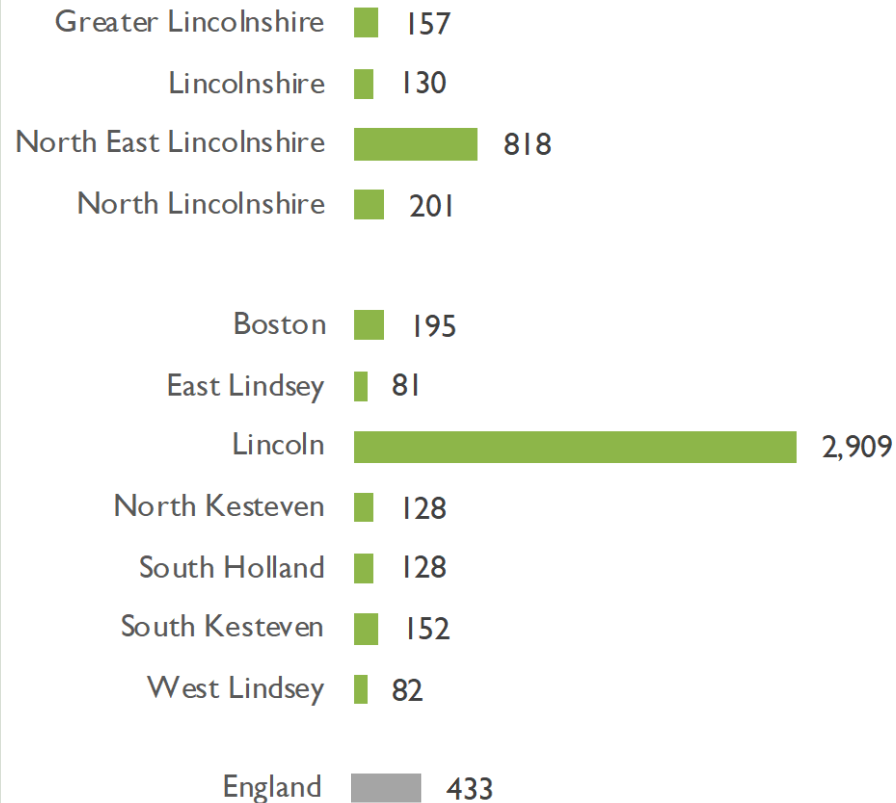
The levels of rurality and sparsity in West Lindsey are often overlooked, with East Lindsey tending to steal the focus due to its larger size. However, there is an argument to be made that West Lindsey is the more rural district area and, therefore, more affected by the issues that arise due to rurality. For example:

- 96% of West Lindsey's land area is classed as 'rural' (in line with East Lindsey).
- $\frac{3}{4}$ of West Lindsey's population (71,000) live in areas classed as rural (the highest proportion in Greater Lincolnshire).
- West Lindsey has a population density of 82 people per Km², the second lowest in Greater Lincolnshire, just above East Lindsey at 81.

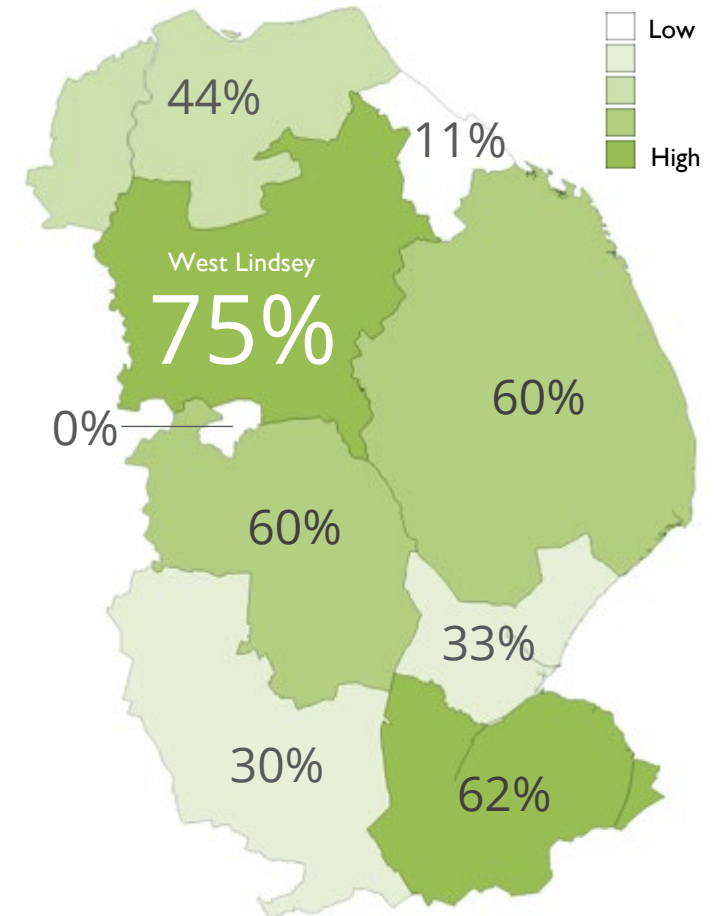
What this level of rurality and sparsity can result in is issues which are apparent at small geographies get smoothed over when looking at West Lindsey as a whole.

Source: 2021 Census, Office for National Statistics

Number of people per Km²



Proportion of population living in rural areas across Greater Lincolnshire, 2021



WEST LINDSEY'S MAIN SETTLEMENTS

PLACE



To further make the point about the rurality and sparsity of West Lindsey, the map shows the largest settlements (built-up areas with populations above 1,000 people). It demonstrates that the main settlements tend to hug the edges of the district boundary with very limited significant built-up areas in the centre. Instead, this central area is dominated by small villages, hamlets, and isolated dwellings.

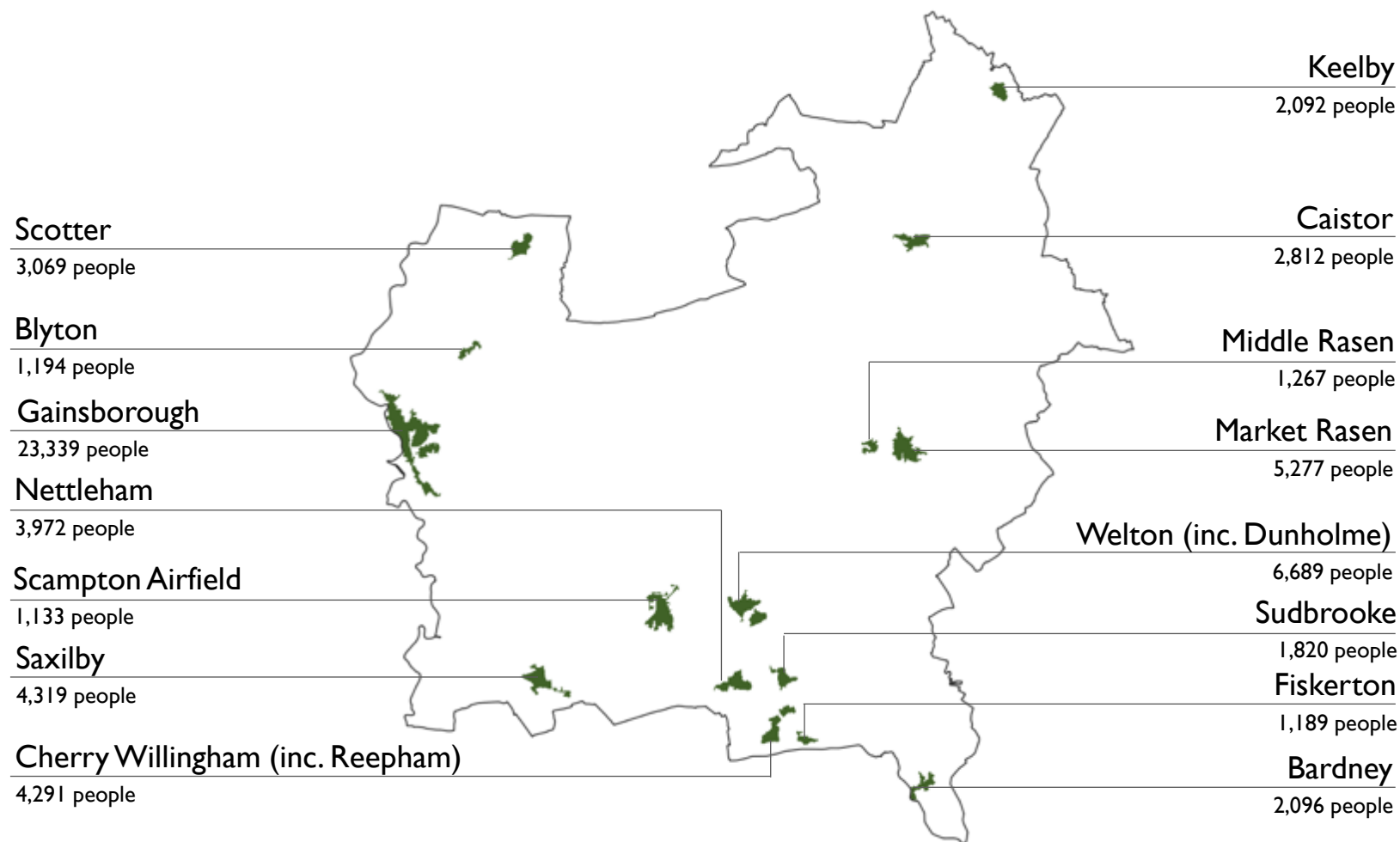
The peripheral location of most large settlements means that, for many residents, travel to work and learn is often out of the district to Lincoln, Scunthorpe, and Grimsby. This is less the case for areas in and around Gainsborough, with the River Trent acting as a natural barrier limiting accessibility to areas such as Bassetlaw and Doncaster.

Notes: Built-up areas (BUAs) are a geography based on the physical built environment, using satellite imagery to recognise developed land, such as cities, towns, and villages. The definition for 'built-up areas' follows a 'bricks and mortar' approach, with areas defined as built-up land with a minimum area of 20 hectares (200,000 sqm), while settlements within 200m of each other are linked.

We are using 2020 Mid-year Population Estimates as our latest population data source due to 2021 Census data on populations currently being unavailable for 2011 built-up area geographies.

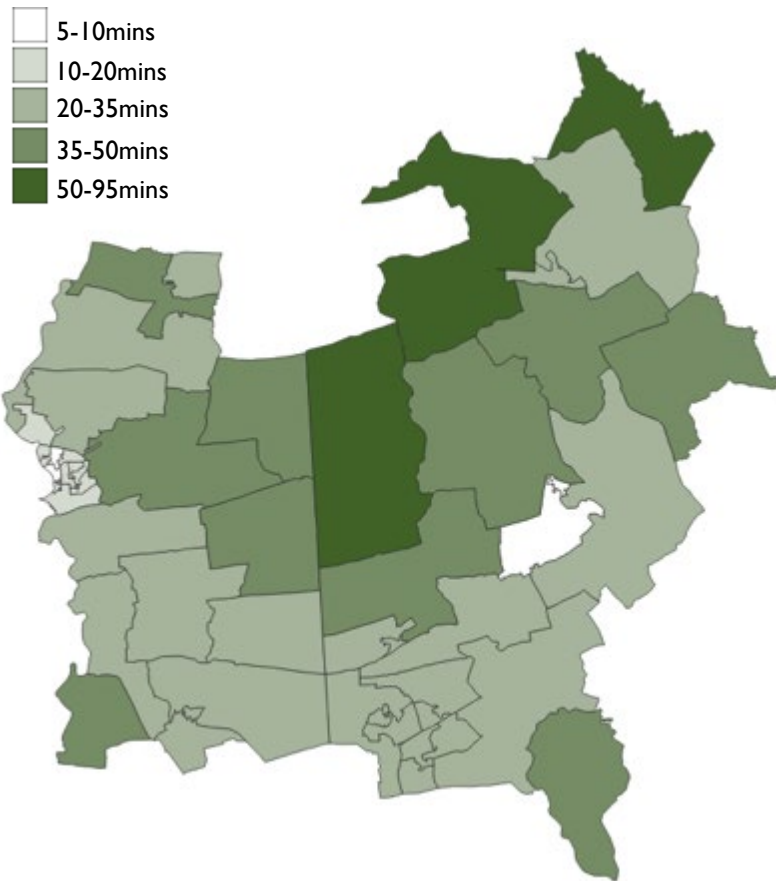
Sources: 2011 Census, Office for National Statistics; 2020 Mid-year Population Estimates, Office for National Statistics

West Lindsey Built-Up Areas (BUAs) with Populations of 1,000+



TRAVEL TIMES TO SERVICES

Average time taken to travel to nearest town centre using public transport



Travel times using public transport to key services such as town centres and further education colleges further demonstrates the issue of access for residents in central parts of West Lindsey.

In terms of town centre access, and referring to the map on the left, then we can see that both Gainsborough and Market Rasen play a 'town centre' role and, therefore, have a positive impact on residents' journey times in their immediate vicinity. To a lesser extent, we can also see the effect that Lincoln has on journeys in the south of the district. Despite all this, there are still significant journey times for some central West Lindsey residents.

In terms of travel times to the nearest Further Education college (including sixth form colleges and school sixth forms) then, we can see that the main population centres around the periphery of the district are generally served well by available facilities. It is, however, residents in central West Lindsey that have the longest journey times, in some cases in excess of an hour.

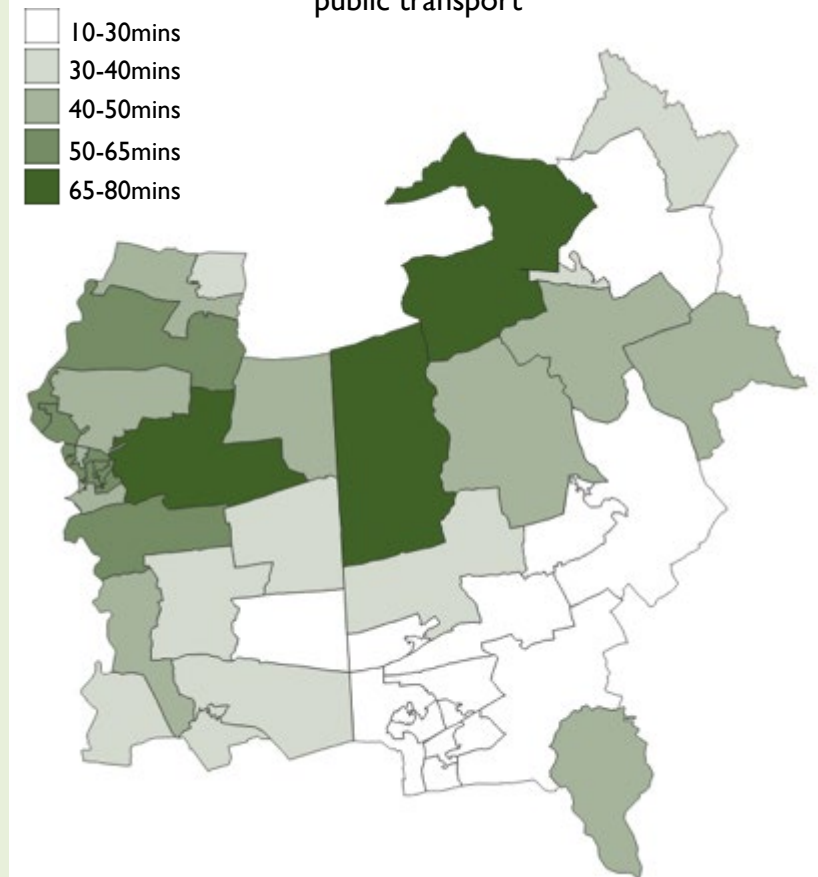
Note: These statistics relate to the time taken for a journey using public transport (where it exists). They do not take into consideration the frequency of a service, or a lack of service.

Source: Journey Time Statistics, 2019, Department for Transport

PLACE



Average time taken to travel to nearest FE college (inc. sixth form colleges / school sixth forms) using public transport

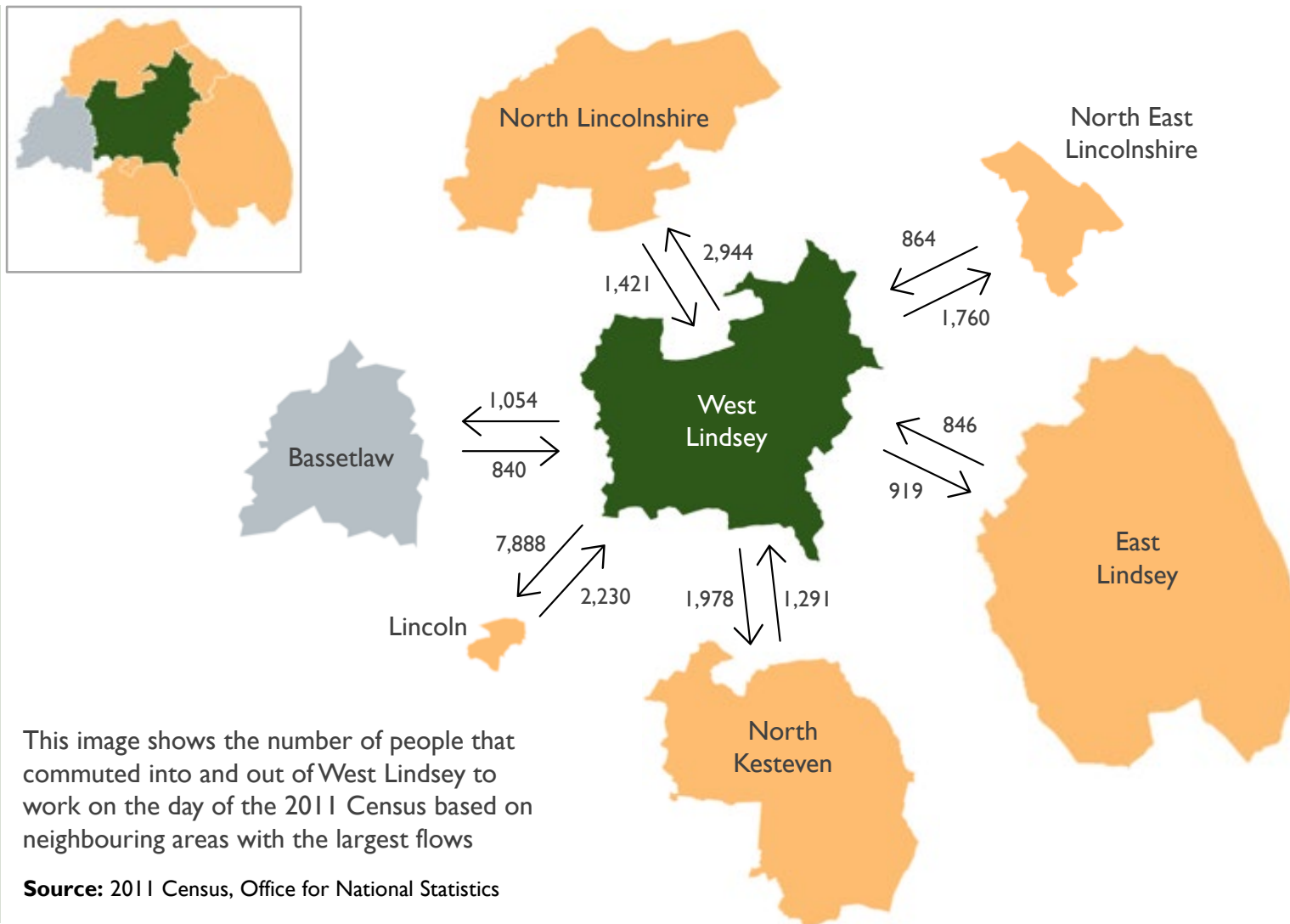


PROXIMITY AND DISPERSAL

PLACE



- Many residents access employment, learning, and other services from Lincoln, Grimsby, and Scunthorpe rather than the largest town, Gainsborough.
- The district has a total outflow of 19,919 workers which is over a third (36%) of the local working age (16-64) population. There is also a daily inflow of 9,180 workers, meaning that on the day of the 2011 Census, it had a net outflow of 10,739 workers.
- Riseholme College (part of Bishop Burton) has a campus close to the southern edge of West Lindsey, whilst many residents access Further Education colleges in Lincoln, Scunthorpe, and Grimsby.
- Similarly, residents have access and choice of local higher education at the universities of Lincoln, Bishop Grosseteste, and through the three FE colleges.
- Most West Lindsey residents are well located to access current and future high-skilled job opportunities arising through the transformational Humber Renewable Energy developments, Humber Freeport, and the longer-term 'STEP Fusion' nuclear project in North Nottinghamshire.
- Gainsborough is arguably the part of West Lindsey that is the furthest distance from current FE, HE, and recently emerging job opportunities.





PEOPLE

'Understanding local people and communities'

This section focuses on the characteristics, opportunities, and challenges faced by local communities across West Lindsey.

It includes analysis on:

- Local stakeholder insights via 121 and group conversations
- Local population developments
- Hard-to-reach communities
- Qualification levels
- Employment, unemployment and economic inactivity
- Occupations
- Travel and transport



SKILLS CONVERSATION FINDINGS

PEOPLE



Regarding local place opportunities:

- To tailor local employment and skills policy to cater for the different needs and locations of residents across West Lindsey.
- For a compact-style local partnership operating across West Lindsey (or on a targeted basis) to bring together public, private, and voluntary sectors to tackle place challenges, enabling local people to achieve 'equality of aspiration and access to high-quality skills and employment opportunities in the district or in neighbouring areas.

Regarding local employers:

- There are opportunities for local employers to be more flexible around personal circumstances (e.g., carers) to increase the accessibility of some job roles that are seen as very 'traditionally' defined.
- There is scope for better partnership working for schools, learning providers, and employers for programmes such as work experience, T Levels, etc.
- There are benefits to employers being inclusive to ensure opportunities are accessible and viable for a greater diversity of local people – for example, former Veterans, and neuro-diverse individuals.

Regarding local people:

- In terms of resident populations and employment and skills outcomes, support for an approach that recognised the different challenges and opportunities faced by Rural West Lindsey, Gainsborough, and the Lincoln Fringe areas.
- A lack of community awareness and local profile of the range of exciting career pathways accessible in and around West Lindsey is a factor in the perceived low aspiration issue - 'If you can't see it, how can you be it?'

Regarding local skills infrastructure:

- The cessation of EU-funded skills frameworks has meant that community-based learning to support those 'hardest to reach' has reduced in scale and scope. This has been compounded by the reduction of funding available for 16-18-year-olds through Traineeships – funding now being less accessible to non-FE providers.
- There are opportunities to better optimise volunteering through community organisations as a catalyst for employment and career development in areas such as public service.



PEOPLE DATA SUMMARY AND IMPLICATIONS

The data tells us that:

- West Lindsey's working-age population showed no overall change between 2011 and 2021 despite increases in jobs available locally.
- West Lindsey performs well when compared with the rest of Greater Lincolnshire for qualification levels, although there are significant differences below district level. The 'Lincoln Fringe' area, for example, has over a third (35%) of its resident population aged 16 plus with a level 4 qualification or above (higher than the national average), whilst in Gainsborough, the proportion is 20%.
- West Lindsey has, on average, performed better than the Greater Lincolnshire and national averages for unemployment over the last year, although unemployment in Gainsborough is double the district level.
- West Lindsey recorded a higher than average rate of youth unemployment at 5.3%, compared to local and national levels. In Gainsborough, the rate is nearly twice the district average at 10.1%, with rates significantly lower in the 'Lincoln Fringe' and 'Rural West Lindsey' areas.
- West Lindsey is in line with local and national averages for economic inactivity, although Gainsborough has a higher level amongst its working-age population (29%), with the 'Lincoln Fringe' having a lower rate (20%).
- West Lindsey overall has a lower rate of households with no access to a car when compared locally and nationally, although there is a very high proportion of households in Gainsborough (over a quarter at 26%) that have no access to a car.

What does this mean for employment and skills in West Lindsey?

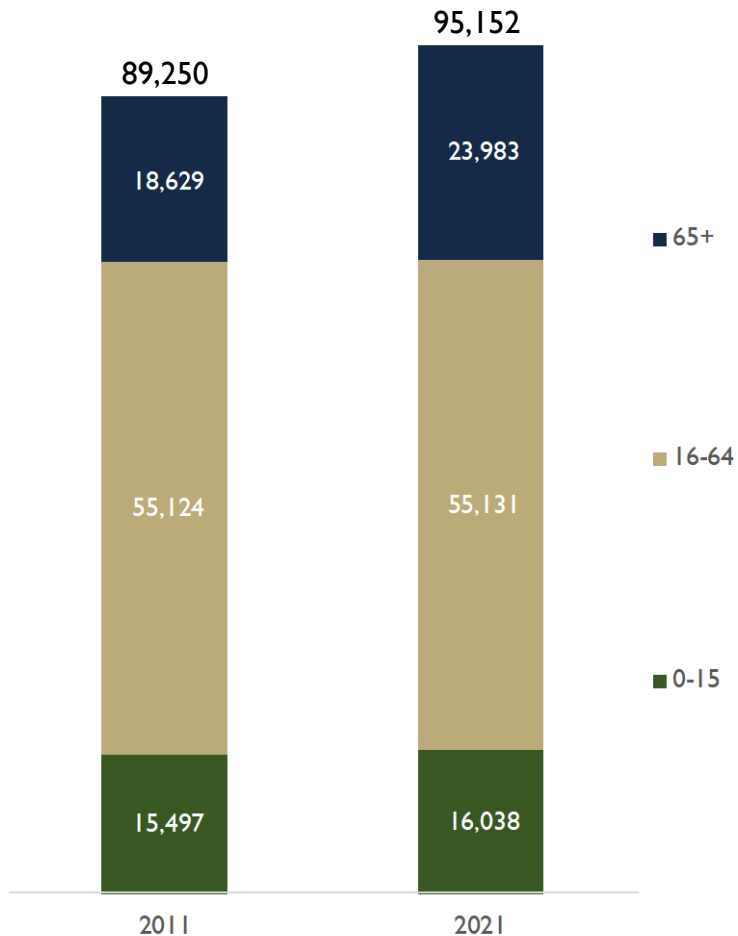
- A growing economy combined with a static number of working-age residents suggests that the local labour markets may become increasingly reliant on people commuting in from out-of-area to work.
- Short-term projected growth in the numbers of younger people entering the labour market provides an opportunity to showcase the exciting range of local career opportunities available and forthcoming.
- The three local resident communities across West Lindsey differ greatly in areas such as qualifications, earnings, unemployment, inactivity, and occupations; this suggests that a 'one-size-fits-all' approach to employment and skills across the district will not tackle these diverse contexts.
- The challenging yet positive opportunity to support the higher levels of long-term/youth unemployed and economically inactive groups in and around Gainsborough to access the range of accessible local jobs available across West Lindsey.
- The increasing logistical, financial, and cultural challenges to transport and travel to learn/work faced by residents in Rural West Lindsey and Gainsborough (particularly) need wider stakeholder consideration as a key barrier to economic and community development.

POPULATION CHANGE

PEOPLE



West Lindsey's population by broad age group, 2011 and 2021



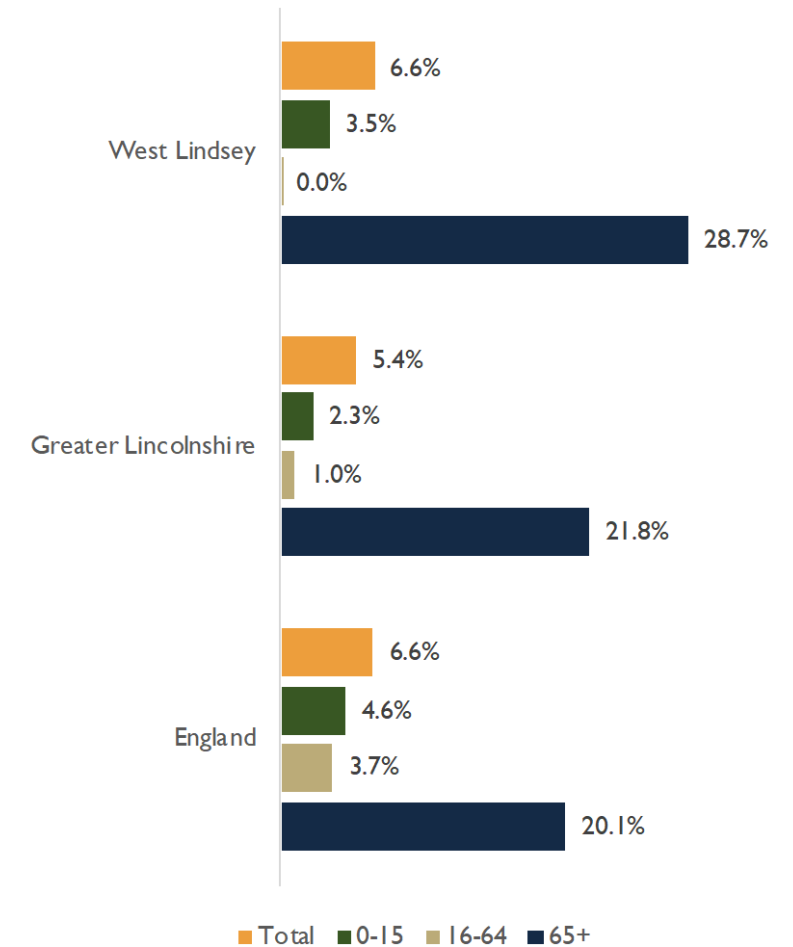
West Lindsey's working age population showed no change between 2011 and 2021

Over the last decade, West Lindsey's population has grown by approximately 6,000 people, increasing from around 89,000 people in 2011 to 95,000 in 2021. This represents a growth rate of 6.6%, in line with the national average over this period and stronger than the Greater Lincolnshire average. Whilst growth in the 0-15 population has been reasonably strong, most of the population increase over the last decade has been in those aged 65 plus. Growth in this older age group has been significantly higher in West Lindsey than both the Greater Lincolnshire and national averages. At the same time, West Lindsey's working-age population (16-64 years) has remained static at approximately 55,000.

Anecdotally, and from our 'skills conversations' with stakeholders, we are aware of a recent influx of younger working-age people relocating to the district (predominantly the Gainsborough area) from local authority areas such as Leicester and Birmingham - reflecting the lower-cost social housing available locally.

Source: 2021 Census, Office for National Statistics

Change in population by broad age group, 2011-2021



POPULATION CHANGE Cont.

PEOPLE



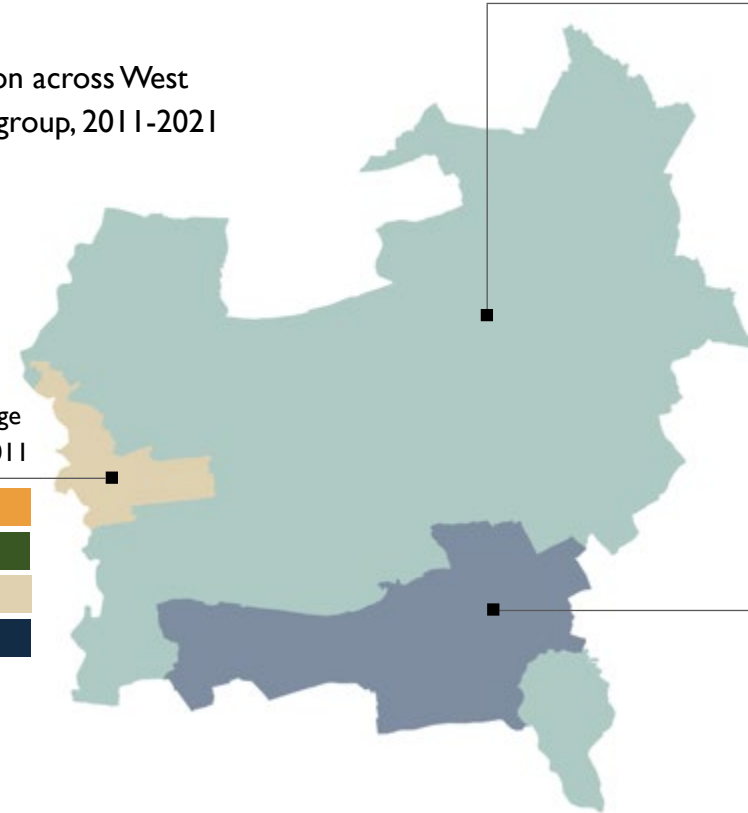
Looking across our three sub-district geographies, we note that Gainsborough has the lowest population figure of our three areas at just over 24,000 in 2021. The population of the 'Lincoln Fringe' is 25,800, whilst 'Rural West Lindsey' has a population of over 45,000.

In terms of overall population growth over the last decade, this has been strongest in the Gainsborough area at 9.4%, closely followed by the 'Lincoln Fringe' at 9.2%. Population growth in 'Rural West Lindsey' has been comparatively much lower at 3.8%. This is largely down to the fact that it has experienced declines in both its younger age (0-15 years) and working age (16-64 years) populations over the last decade whilst at the same time seeing high growth (32.2%) in its older age (65+ years) population. Conversely, both Gainsborough and the 'Lincoln Fringe' have experienced growth in both their younger age and working-age populations, with comparatively lower growth in their older age population.

Source: 2011 and 2021 Censuses, Office for National Statistics

Change in population across West Lindsey by broad age group, 2011-2021

	Population (2021)	% change since 2011
Gainsborough		
All Ages	24,035	9.4%
0-15	4,757	11.0%
16-64	14,580	5.5%
65+	4,698	21.6%



Rural West Lindsey	Population (2021)	% change since 2011
All Ages	45,303	3.8%
0-15	7,167	-2.3%
16-64	26,013	-4.1%
65+	12,123	32.2%

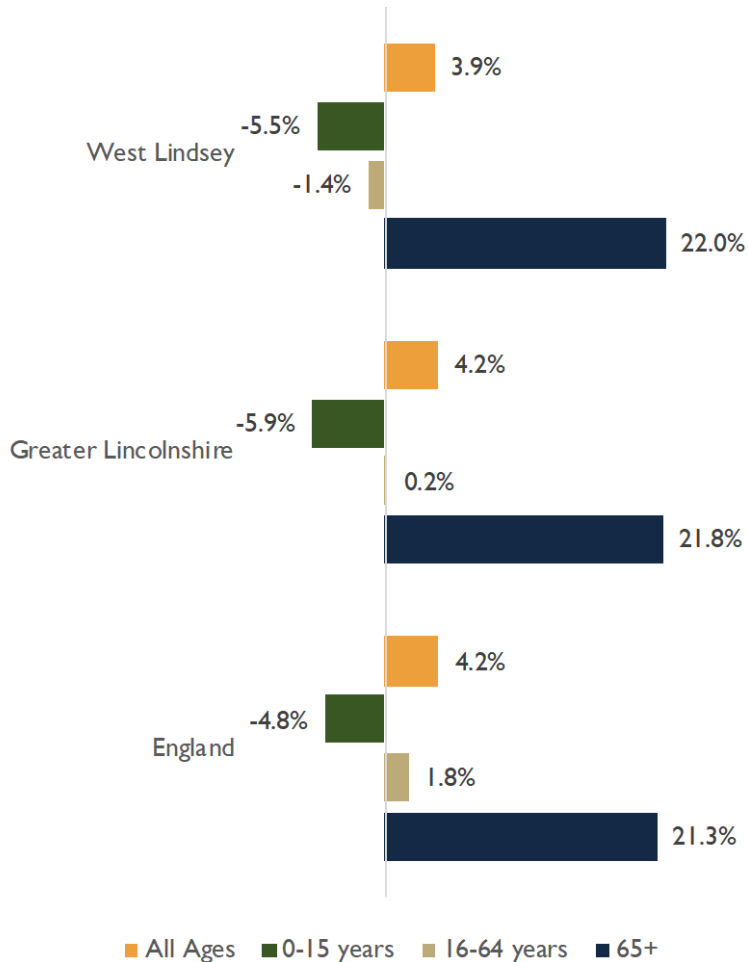
Lincoln Fringe	Population (2021)	% change since 2011
All Ages	25,838	9.2%
0-15	4,115	6.3%
16-64	14,557	2.6%
65+	7,166	28.1%

POPULATION CHANGE Cont.

PEOPLE



Projected population change by broad age group, 2021-2031

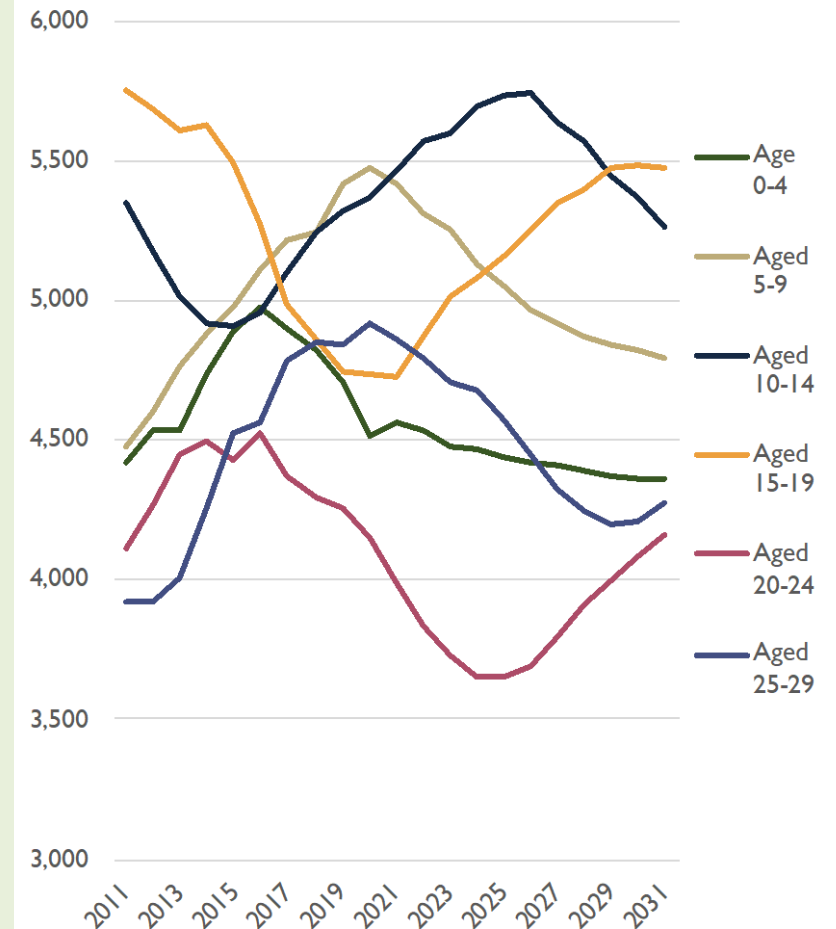


Latest population projections suggest that whilst West Lindsey's population will continue to grow over the next decade, driven by increases in the older age (65+ years) population, both its younger age (0-15 years) and working age (16-64 years) populations will decline. With this in mind, and referring to the chart on the right, we can see that the populations of those aged 10-14 years and 15-19 years are both either on the increase or set to and will peak before the end of the decade. Given the projected changes in the working-age population over this period, then, this is a relatively short-term opportunity to ensure that local young people are fully aware of the opportunities and benefits of staying in the area.

Note: This analysis is using the latest statistics available on population projections which use the 2018 Mid-year population estimates as their base figure. These will be reviewed and rebased in light of the latest population figures from the 2021 Census, and therefore, we can expect some changes to these projections in forthcoming releases.

Sources: 2018 Mid-year population projections, Office for National Statistics; Mid-year population estimates, Office for National Statistics

Actual and projected population change in West Lindsey across selected age groups, 2011-2031

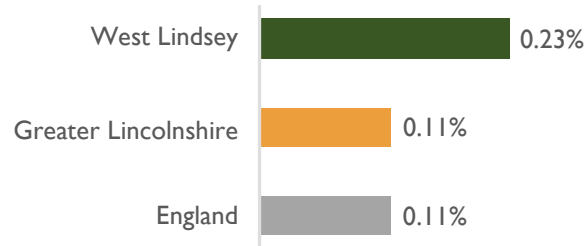


HARD-TO-REACH COMMUNITIES

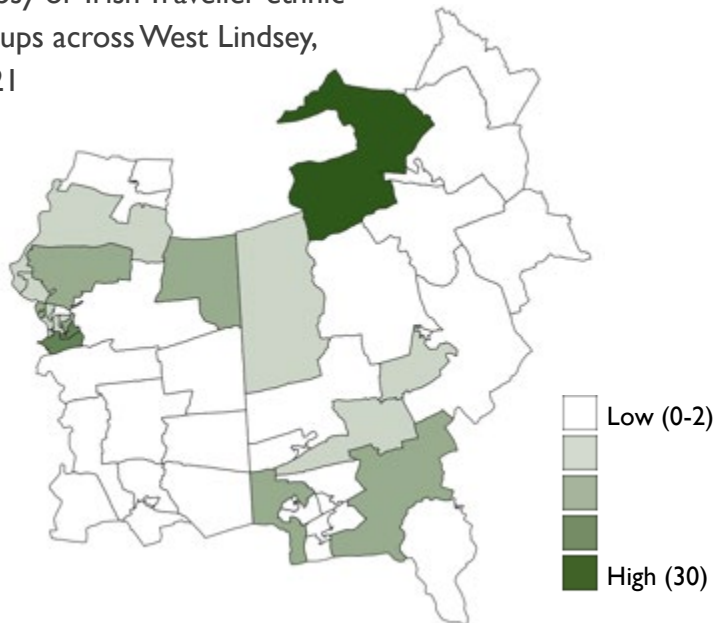
PEOPLE



Gypsy or Irish Traveller ethnic groups as a proportion of the resident population, 2021



Gypsy or Irish Traveller ethnic groups across West Lindsey, 2021



During our numerous 'skills conversations', various stakeholders cited the existence of a number of 'hard-to-reach' groups that were locally significant in size in terms of their potential importance to the labour market.

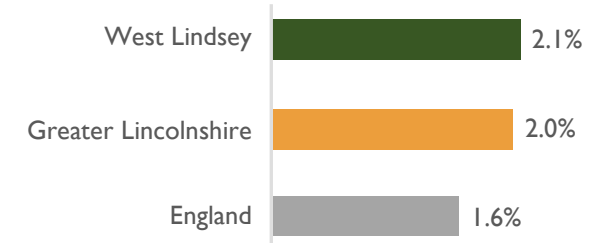
Firstly, we have the Gypsy or Irish Traveller ethnic group, which is significant in West Lindsey when compared locally and nationally, with the majority of this population in and around Gainsborough and to the west of Caistor. The 2021 Census puts the West Lindsey population at 215, though this figure could be higher.

According to the Lincolnshire Traveller Initiative (LTI), most traveller families choose to home-educate their children at the transfer to Secondary School stage. This could, in part, explain why the latest data on Elected Home Education (EHE) children shows rates being higher than nationally. West Lindsey's 2.1% translates to 250 children, with 150 of these being in and around the Gainsborough area.

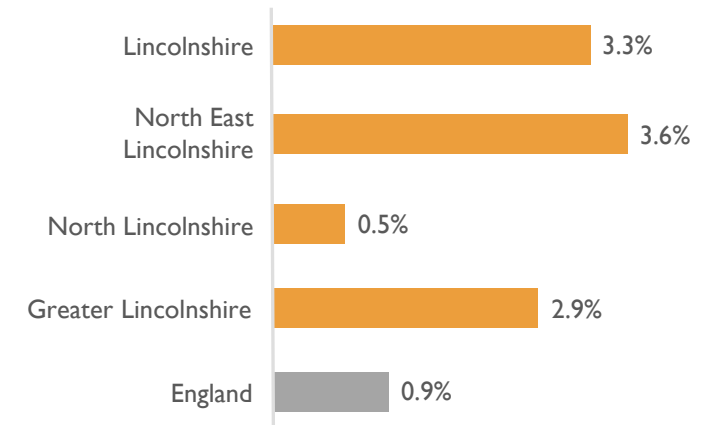
Children Missing Education (CME) has also been highlighted as a hard-to-reach group. The chart on the right shows this is certainly an issue at the county level. Data for West Lindsey puts current CME open cases at 109 (0.9% of the population aged 5-15), with nearly 2/3 in Gainsborough.

Sources: 2021 Census, Office for National Statistics; Department for Education; Lincolnshire County Council.

Elected Home Educated (EHE) children as a proportion of the resident population aged 5-15, 2021/22 academic year



Children Missing Education (CME) as a proportion of the resident population aged 5-15, 2021/22 academic year



QUALIFICATIONS

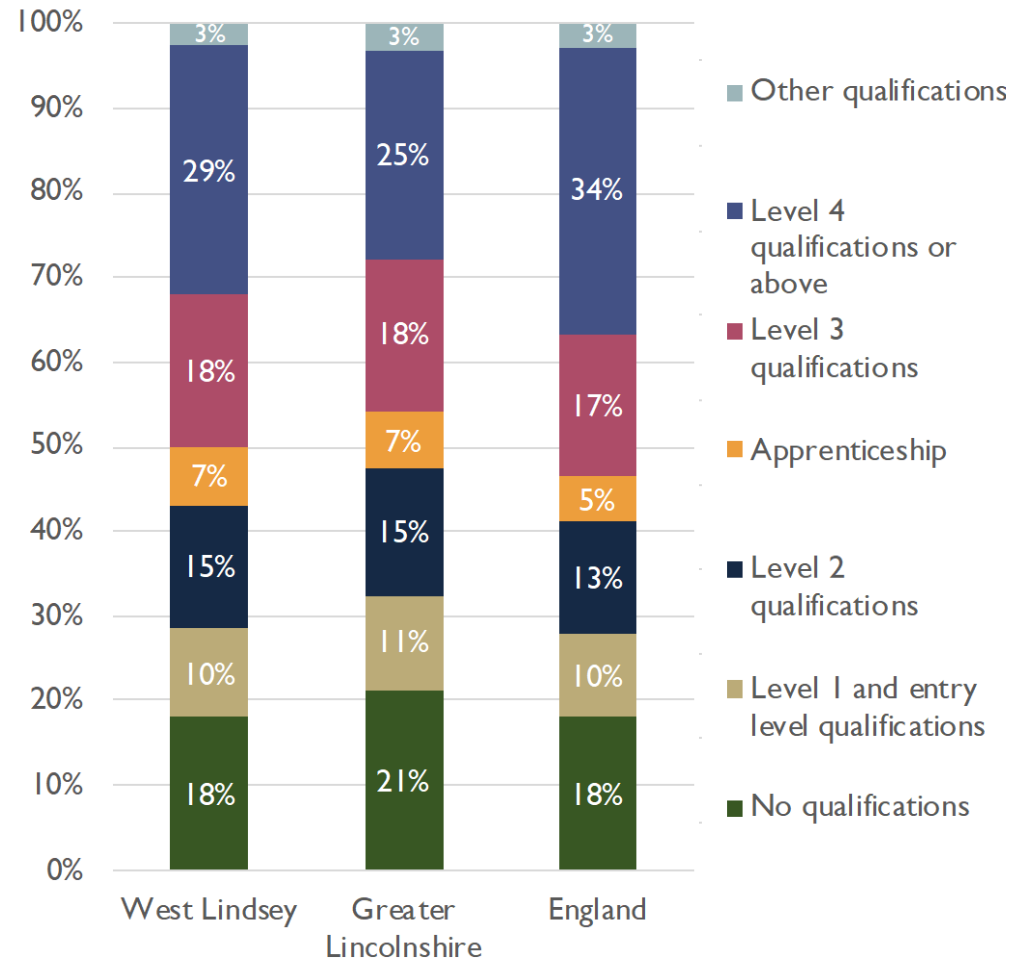
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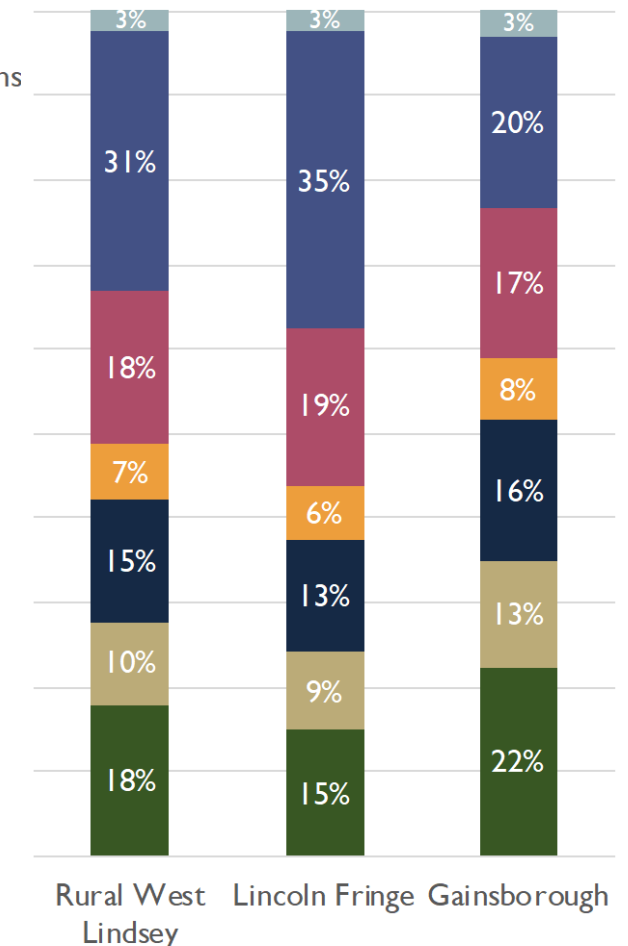
A good example of where viewing data at a district level for West Lindsey conceals significant differences across the population is that of qualification levels. Referring to the charts on the right, and based on the proportion of residents aged 16 plus with level 4 qualifications and no qualifications, West Lindsey performs well compared to the rest of Greater Lincolnshire. It has a greater proportion of residents with level 4 qualifications (29%) and a smaller proportion (18%) without qualifications. However, when we look below the district level and using our three sub-district geographies, we can see significant differences in qualification levels amongst the resident population. The 'Lincoln Fringe' area has a better qualification profile than that seen at the national level, with over a third (35%) of the resident population in this area having a level 4 qualification or above. The 'Rural West Lindsey' area aligns with West Lindsey overall. Gainsborough, however, does have both a higher proportion of people with no qualifications at 22% (though broadly in line with the Greater Lincolnshire average) and a much lower proportion with level 4 qualifications and above at just 20%.

Source: 2021 Census, Office for National Statistics

Qualification Levels of Residents Aged 16 Plus, 2021



Qualification Levels of Residents Aged 16 Plus Across West Lindsey, 2021



ECONOMIC INACTIVITY

PEOPLE



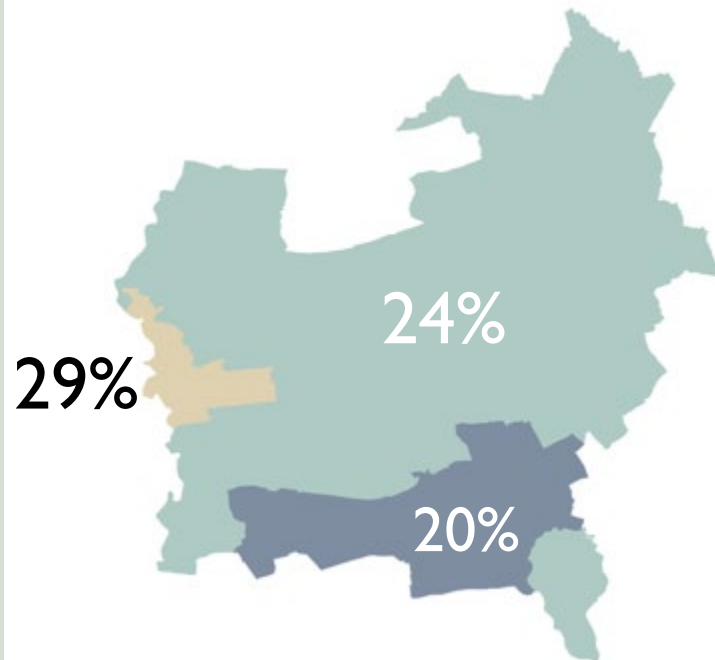
At 24%, levels of economic inactivity (i.e., those people who are out of work and are not actively seeking work) in West Lindsey are in line with local and national averages. It is when we consider results at our three sub-district geographies that differences become apparent, with Gainsborough having a higher level of economic inactivity amongst its working-age population (29%) and the 'Lincoln Fringe' having a lower rate (20%).

Across all residents aged 16 plus who are economically inactive, the 'Lincoln Fringe' area has the highest proportion of retirees. Whilst retirees do make up the majority of those aged 16 plus and economically inactive in Gainsborough, it also has higher proportions of those who are either long-term sick or disabled and those looking after the home or family. Rates of economic inactivity in Gainsborough are also significantly higher amongst those aged 25-34 years and 35-49 years

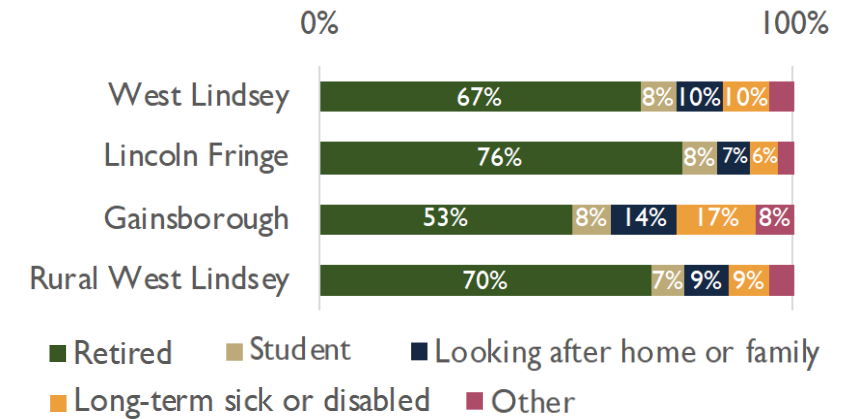
Note: This analysis uses 2021 Census data to accurately measure levels of economic inactivity at the district level. Other measures of economic inactivity available via the Annual Population Survey have very small sample sizes for areas such as West Lindsey and, as a result, produce results with large margins of error. We note that given that the 2021 Census was conducted during the pandemic, then this could have inflated levels of economic inactivity. However, this is the case for all areas we are considering; therefore, results are still comparable.

Source: 2021 Census, Office for National Statistics

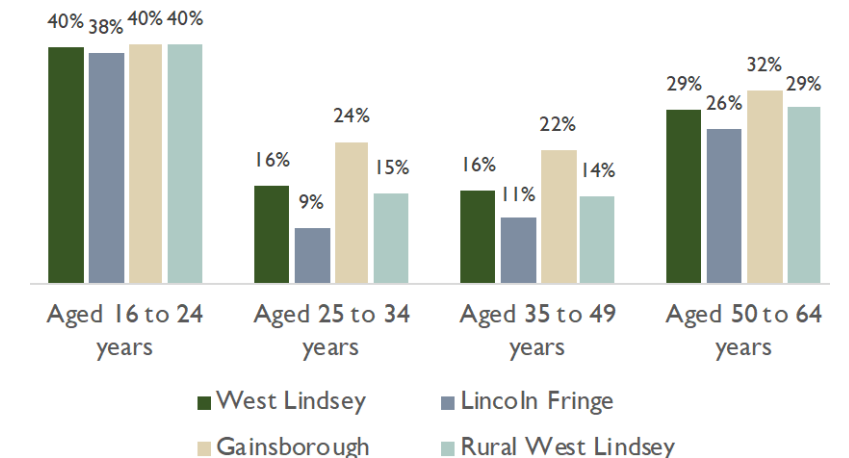
Levels of Economic Inactivity Amongst Those of Working Age (16-64yrs), 2021



Reasons for Economic Inactivity Amongst Residents Aged 16+, 2021

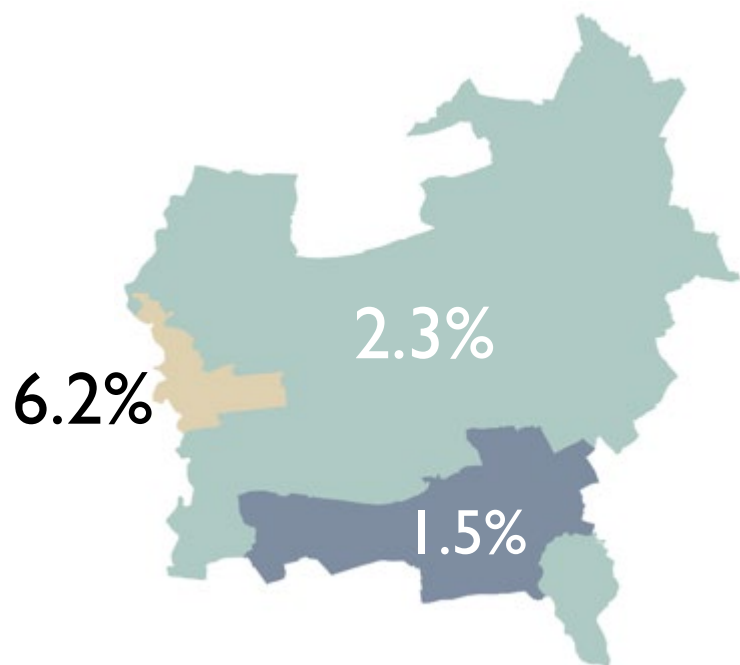
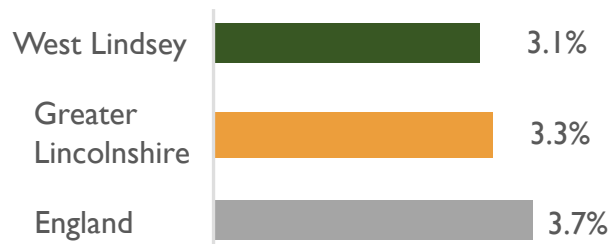


Levels of Economic Inactivity by Age Group, 2021



UNEMPLOYMENT

Average Claimant Count Aug22-Jul23 as a % of Those of Working Age



When it comes to levels of unemployment (measured by the Claimant Count, which is the number of people claiming Jobseeker's Allowance plus those who claim Universal Credit and are required to seek work and be available for work) then based on the latest data West Lindsey at 3.1% of its working age population performs better than the Greater Lincolnshire (3.3%) and national (3.7%) averages. If we consider this same data for our three sub-district geographies, then we can see that unemployment in Gainsborough at 6.2% is double what it is at the district level. Unemployment levels in the 'Lincoln Fringe' and 'Rural West Lindsey' are much lower.

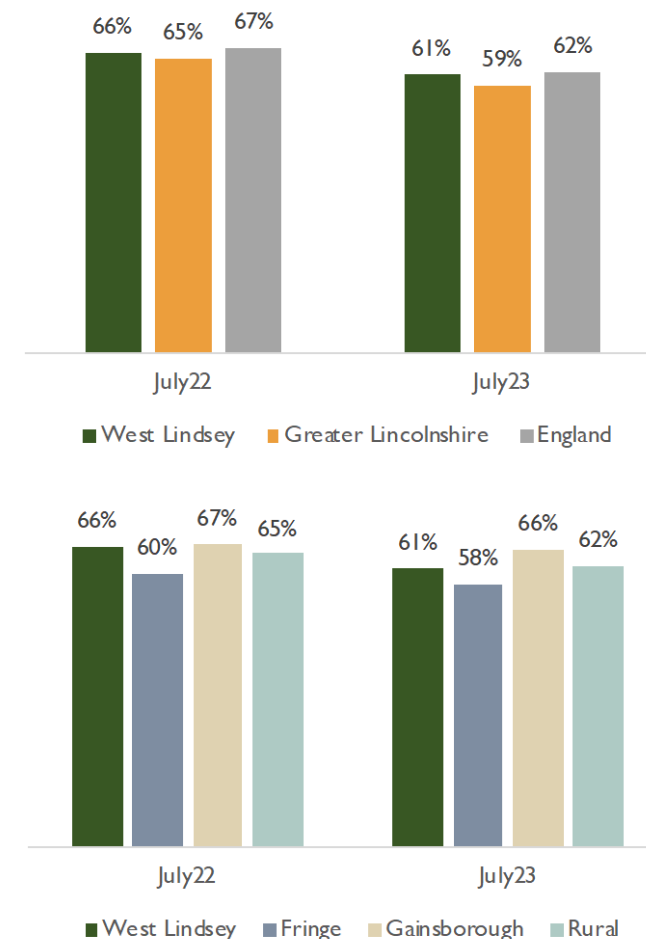
In terms of long-term unemployment (measured by the proportion of Universal Credit claimants that have been searching for work for 12 months or more), levels in West Lindsey have fallen over the last year from 66% to 61% and remain broadly in line with local and national averages. We can observe a similar pattern across our three sub-district geographies, but the higher rates of long-term unemployment in Gainsborough are proving to be more stubborn than across other parts of West Lindsey.

Sources: Claimant Count, Office for National Statistics; Stat-Xplore, Department for Work and Pensions

PEOPLE

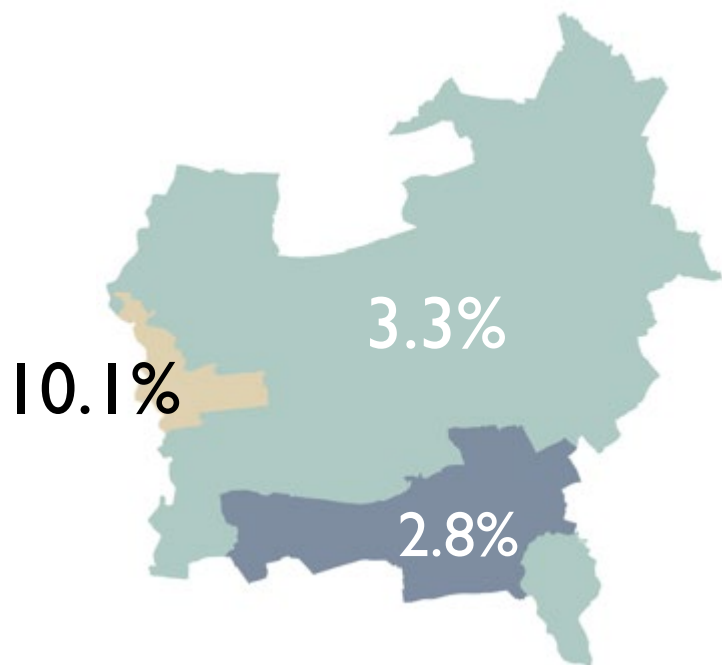


Proportion of Universal Credit claimants searching for work that have been claiming Universal Credit for 12+ months



YOUTH UNEMPLOYMENT & LEVELS OF NEET

Average Claimant Count Aug22-Jul23 of those aged 18-24 as a % of Total 18-24 population



Whereas the rate of unemployment across those of working age in West Lindsey is lower than local and national averages, the same cannot be said for youth unemployment (those aged 18-24). West Lindsey recorded an average youth unemployment rate between August 2022 and July 2023 of 5.3%, compared to 4.7% at both local and national levels. Looking across our three sub-district geographies in Gainsborough, the rate of youth unemployment is nearly twice the district average at 10.1%, with rates significantly lower in the 'Lincoln Fringe' and 'Rural West Lindsey' areas.

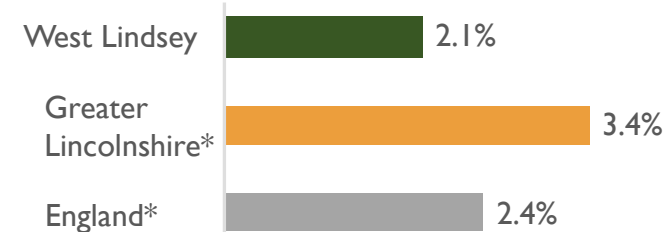
Whilst overall rates of NEET (the rate of 16-17-year-olds Not in Education, Employment, or Training) are currently better in West Lindsey when compared to Greater Lincolnshire and nationally, we can again see that this is more of an issue in the Gainsborough area. However, we need to be mindful that these percentages relate to small numbers with only approximately 50 young people aged 16-17 currently NEET across the whole of West Lindsey.

Sources: Claimant Count, Office for National Statistics; Lincolnshire County Council; Department for Education

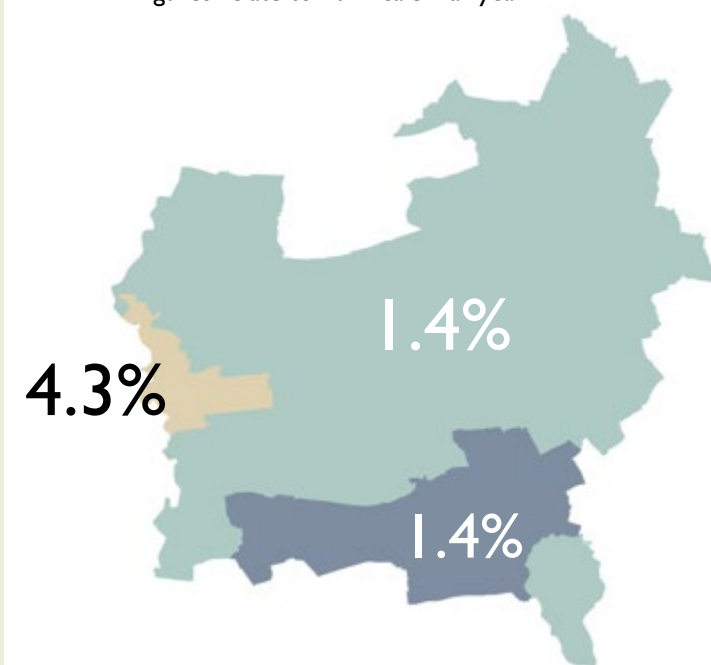
PEOPLE



Average rate of 16-17-year-olds Not in Education, Employment or Training (NEET) Jun22-May23



* Figures relate to 2022 calendar year



OCCUPATIONS

PEOPLE



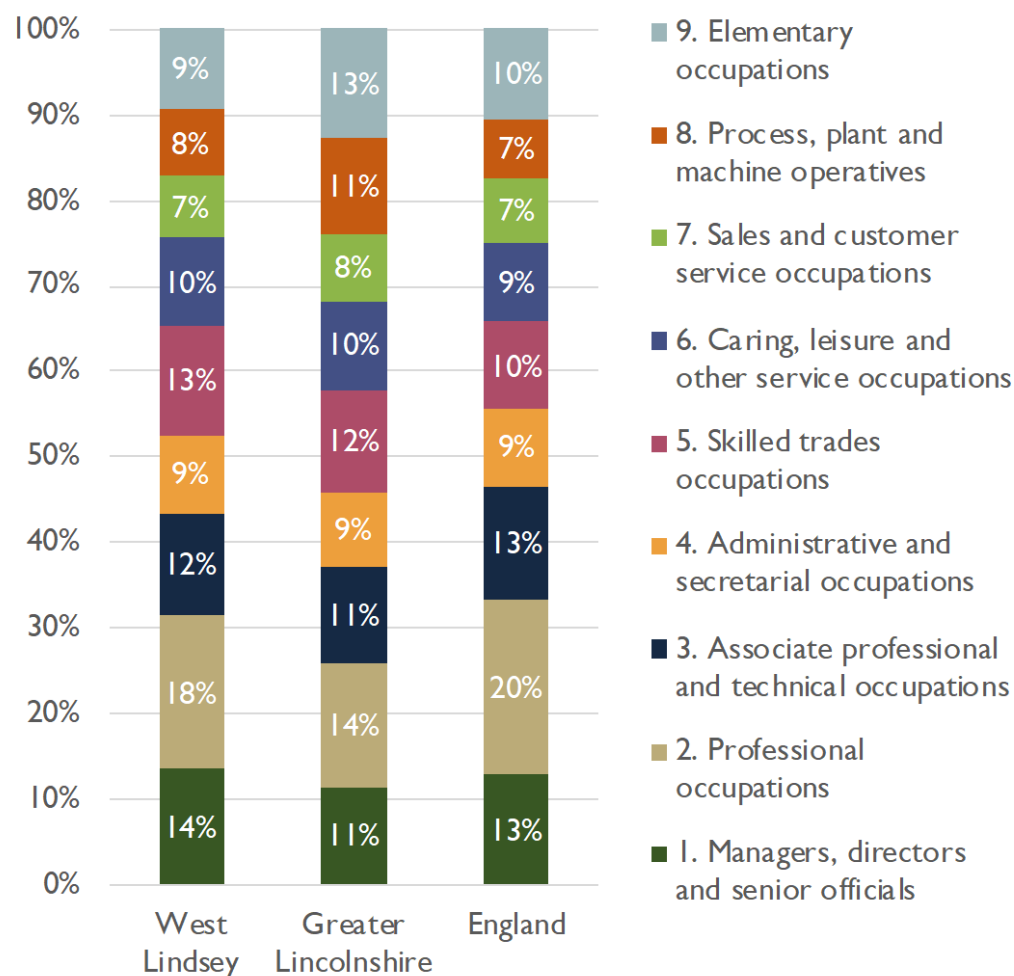
Similar to previous data on qualification levels, the occupational groups of West Lindsey residents aged 16 plus are broadly in line with that seen nationally, albeit with a slightly higher proportion of residents in 'Skilled trades occupations' and a slightly lower proportion in 'Professional occupations'.

Across our three sub-district geographies, we can again see significant differences in the occupation profiles of Lincoln Fringe' and Gainsborough residents. Nearly two-fifths (38%) of 'Lincoln Fringe' working residents are in managerial or professional occupations. At the other end of the scale, just 13% are in occupations we define as being "labour intensive" ('Process, plant and machine operatives' and 'Elementary occupations'). Nearly a quarter (24%) of Gainsborough residents are in "labour intensive" occupations with higher proportions in 'Skilled trade occupations' and 'Caring, leisure and other service occupations'.

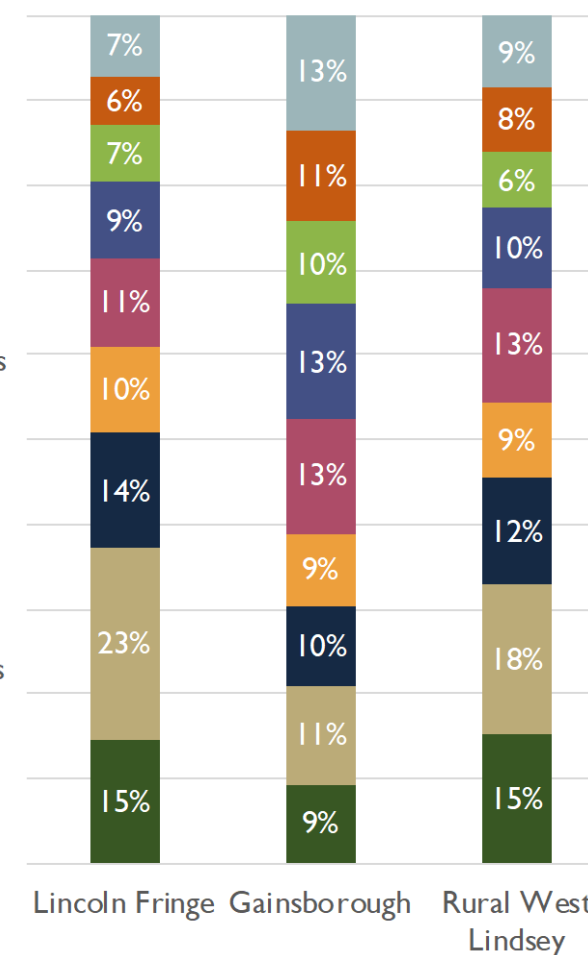
We need to be mindful that whilst these are occupations of residents, these residents will not necessarily be filling these occupational roles within West Lindsey. Some will be commuting to these jobs outside of the area.

Source: 2021 Census, Office for National Statistics

Occupations of Residents Aged 16 Plus, 2021



Occupations of Residents Aged 16 Plus Across West Lindsey, 2021



HOUSEHOLD ACCESS TO A CAR

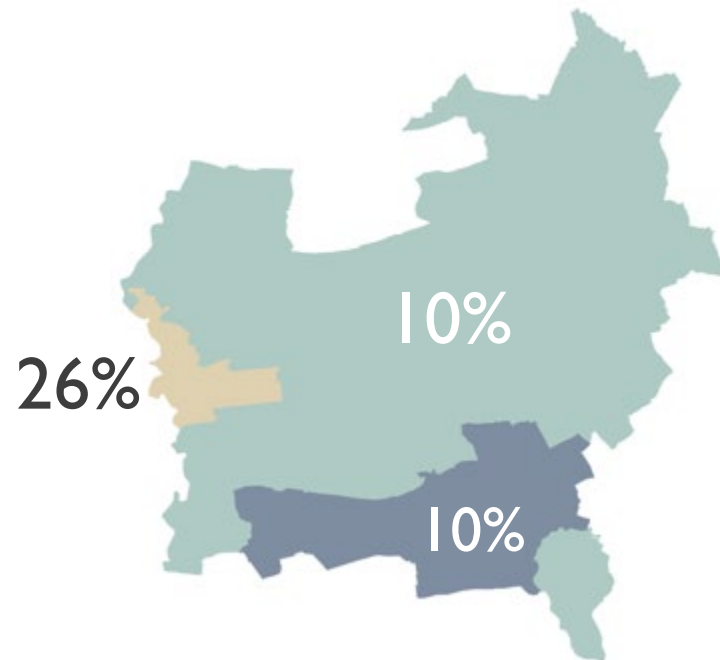
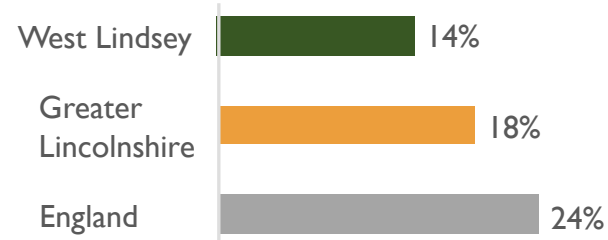
PEOPLE



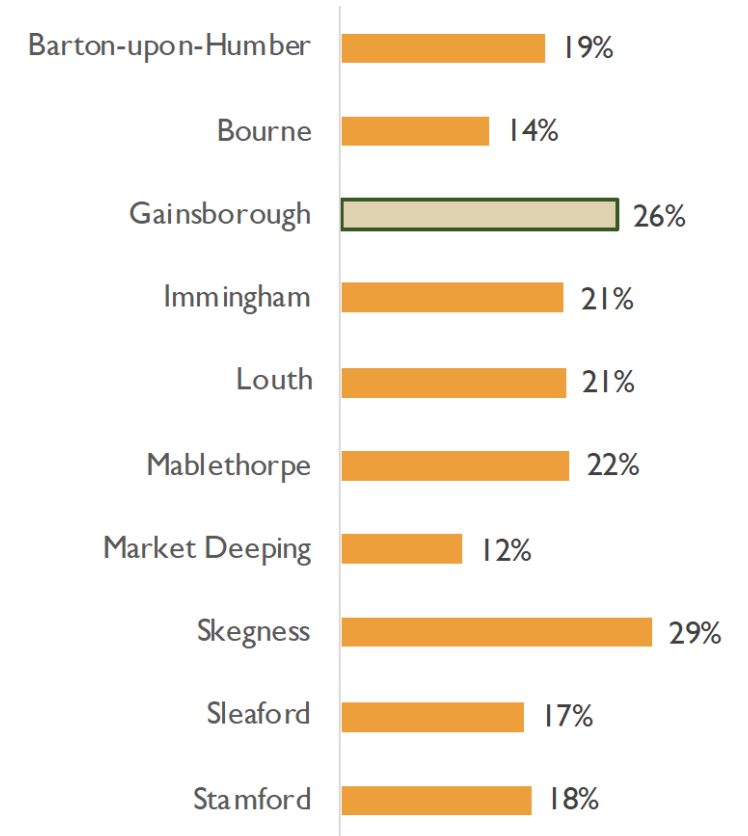
West Lindsey has a lower rate of households with no access to a car when compared locally and nationally. This is not surprising given West Lindsey's rural and sparse nature and the fact that this generally drives people towards car ownership regarding accessing services and work. What is surprising is that a much greater proportion of households in Gainsborough (over a quarter at 26%) have no access to a car. There is an argument for suggesting that this is because Gainsborough residents generally access Gainsborough-based services and employment opportunities. However, when we compare Gainsborough to the other nine 'rural hub towns' across Greater Lincolnshire, Gainsborough still stands out, with only Skegness having a higher proportion of households with no access to a car at 29%. Given that household incomes in Gainsborough are low when compared across Greater Lincolnshire in general, this lower level of car ownership could be down to the costs involved in running and maintaining a vehicle. Anecdotally, stakeholders raised that driving lessons are difficult to access locally due to costs and availability.

Source: 2021 Census, Office for National Statistics

Proportion of households with no access to car or van, 2021



Proportion of households with no access to car or van across Greater Lincolnshire's Rural Hub Towns, 2021



DISTANCE TRAVELLED TO WORK

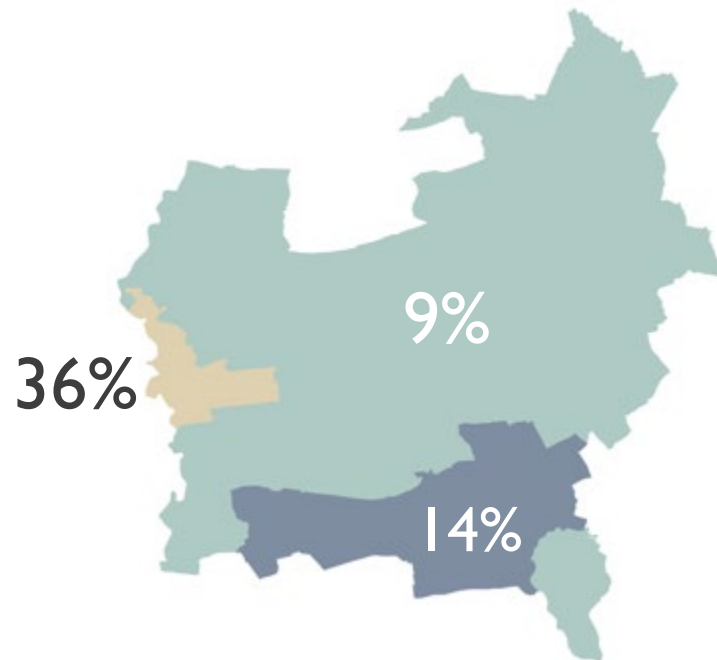
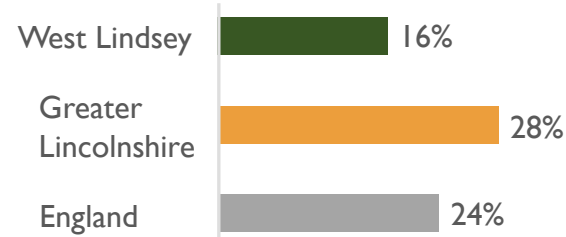
PEOPLE



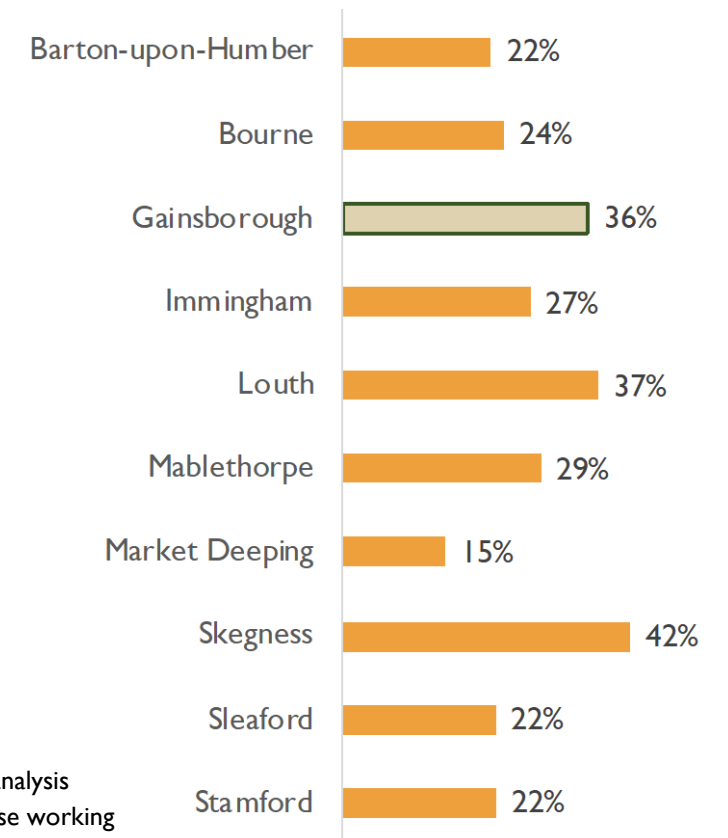
As with car ownership, the distance West Lindsey residents are travelling to work tells a similar story. 16% of West Lindsey residents travel less than 5km to their place of employment, lower than the Greater Lincolnshire and national averages. This, again, is to be expected given West Lindsey's rural and sparse nature, with people having to travel further for employment opportunities. When we consider this same measure across our three sub-district geographies, we get the expected results. Working residents in the 'Lincoln Fringe' and 'Rural West Lindsey' areas are much less likely to be travelling 5km or less to their jobs whereas over a third (36%) of working residents in Gainsborough are travelling less than 5km to their place of work. Again, this might not seem that high given that Gainsborough is a significant employment centre in the district and has a higher population density, but when we compare it against other 'rural hub towns,' it does stand out. Only Skegness and Louth have higher proportions of working residents that travel less than 5km to their workplace, suggesting higher levels of self-containment and sufficiency in these areas.

Source: 2021 Census, Office for National Statistics

Proportion of usual residents in work who travel less than 5km to place of employment, 2021



Proportion of usual residents in work who travel less than 5km to place of employment across Greater Lincolnshire's Rural Hub Towns, 2021



Note: This analysis excludes those working mainly from home

HOMEWORKING

PEOPLE

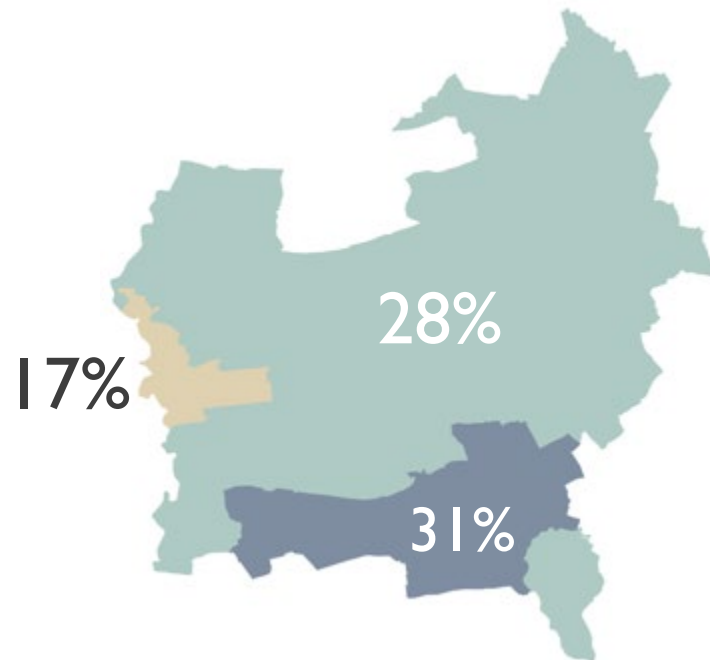
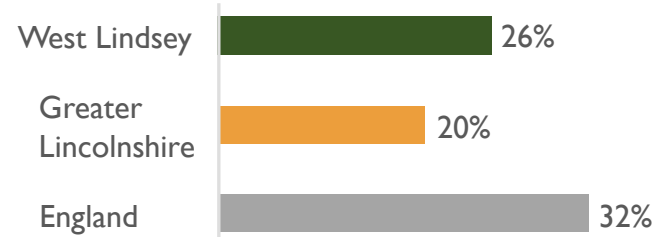


Just over a quarter (26%) of West Lindsey working residents aged 16 plus work from home. This is below the national average (32%) but above the average rate across Greater Lincolnshire (20%). Looking across our three sub-district geographies, the rate of homeworking in the 'Lincoln Fringe' rises to 31%, with 'Rural West Lindsey' a bit further back at 28%. Gainsborough's low rate of homeworking at 17% is generally down to the type of work Gainsborough residents do as opposed to any connectivity issues around superfast or gigabit broadband (coverage of which is good in the central Gainsborough area). As discussed in previous slides, Gainsborough residents are more likely to be working in labour-intensive, skilled trades, and customer-facing roles, and these are not roles that can be delivered remotely.

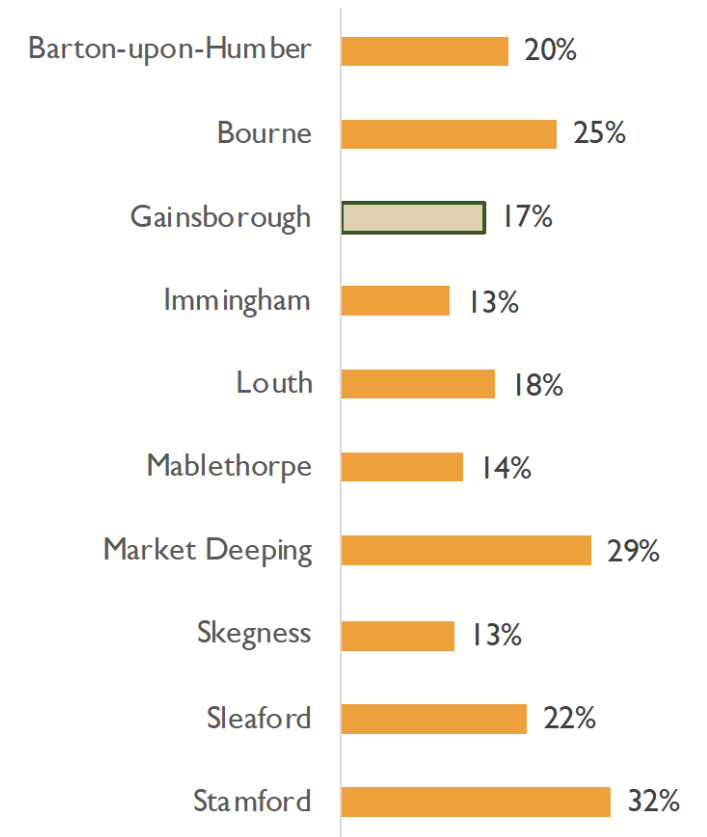
If we consider the other nine 'rural hub towns' across Greater Lincolnshire, then Gainsborough does feature quite low in terms of its homeworking rate, but it is by no means on its own.

Source: 2021 Census, Office for National Statistics

Proportion of usual residents aged 16+ in work who work mainly from home, 2021



Proportion of usual residents aged 16+ in work who work mainly from home across Greater Lincolnshire's Rural Hub Towns, 2021





EMPLOYERS

‘Understanding local employers and businesses that generate demand for skills in workforces and supply chains.’

This section focuses upon the characteristics, opportunities, and challenges faced by the ‘demand-side’, i.e., local employers across West Lindsey.

It includes analysis on:

- Local Stakeholder Insights via 121 and Group conversations
- Employer type and size
- Job demand developments
- Vacancies
- Wages and Income
- Workplace Demographics



SKILLS CONVERSATION FINDINGS

EMPLOYERS



Regarding local place opportunities:

- More explicit employer partnerships on a sector basis to engage with local schools and learning providers and increase the local talent pool – both young people and adults.
- Inspire residents (including school pupils) regarding the excellent career pathways available in sectors such as manufacturing, healthcare, public services, and low-carbon in the district, and in close proximity.
- Explore the opportunity for public/private collaborative transport solutions to support access to jobs in rural areas.

Regarding local employers:

- A challenging, competitive recruitment environment reflecting skills and people shortages and concerns raised about the work-readiness of some local applicants.
- An emphasis especially on shortages of skilled trades/technicians/practitioners and also entry-level roles with the potential to develop.
- Increasing awareness of the opportunity (and need) to become a local 'employer of choice,' offering flexible and people-centred terms and conditions.

Regarding local people:

- Access to reliable, cost-effective transport to work and to learn is a barrier for many residents in Rural West Lindsey (e.g., Hemswell) and Gainsborough, although not for those in the Lincoln Fringe.
- The risks of a culture of lower aspiration around skills, jobs, and careers that may inhibit communities and the local economy.
- Attainment levels (particularly Maths and English) provide a barrier to progression for young people.

Regarding local skills infrastructure:

- Concerns about the limited vocational learning options available locally, without travel, in Gainsborough and Rural West Lindsey.
- A commitment to the importance of Apprenticeships with some terrific exemplar workforces with high participation levels – with the potential to develop further.
- Disappointment shared regarding the relocation of the 'Made in Gainsborough' skills initiative and the present lack of a local FE campus; both are seen as reducing opportunities for disadvantaged, less mobile, local young people.



EMPLOYERS DATA SUMMARY AND IMPLICATIONS

The data tells us that:

- For job numbers, the largest sectors in West Lindsey are Manufacturing (including food manufacturing) and Health.
- West Lindsey has significantly less employment in large companies and a greater reliance on micro-employers.
- Job growth in West Lindsey has been strong over the last four years, increasing by nearly 10% between 2018 and 2022.
- The best performing locally significant sector is the Visitor Economy, which has grown by 34%, with Healthcare also growing; employment in Manufacturing has been static; and Retail reducing in jobs.
- The West Lindsey's resident workforce has an older age profile than Greater Lincolnshire and nationally, with more workers in the '50 to 64 years' and '65 years and over' age categories. This trend can be seen across almost all sectors.
- Vacancies posted in West Lindsey have been dominated by Health and Education. High levels of recruitment in the Manufacturing and the Visitor Economy, too – with quite a focus on entry-level positions.
- Overall workplace pay has been higher than the Greater Lincolnshire average for the last three years, and in 2022, it is now above the national average, but we do have reservations regarding the accuracy of this data.
- Household income is also higher in West Lindsey than the Greater Lincolnshire average, although this includes much lower household incomes in Gainsborough.

What does this mean for employment and skills in West Lindsey?

- The sectors identified locally as having high growth potential (e.g., Health, Care, and Wellbeing) generally report skills shortages and recruitment difficulties. Qualified vacancies such as Health Practitioners, Skilled Engineers, and Chefs are particularly sought after (often from out-of-area), whilst the high demand for jobs with entry-level/transferable skills increases labour-market pressure across the area as a whole.
- The lack of large, 'anchor' businesses in West Lindsey may mean a lower profile for careers, jobs, and training locally - for example, there is likely to be less Apprenticeship Levy invested locally in larger-scale Apprenticeship programmes.
- An ageing local workforce means that the requirement for 'replacement demand' positions (e.g., due to retirement) is likely to be higher in West Lindsey, tightening the labour market further.
- Relatively high overall workforce pay levels and household incomes (although accepting large variations within the district) again may reflect a tight labour market in a sparsely populated area.

EMPLOYMENT CHANGE

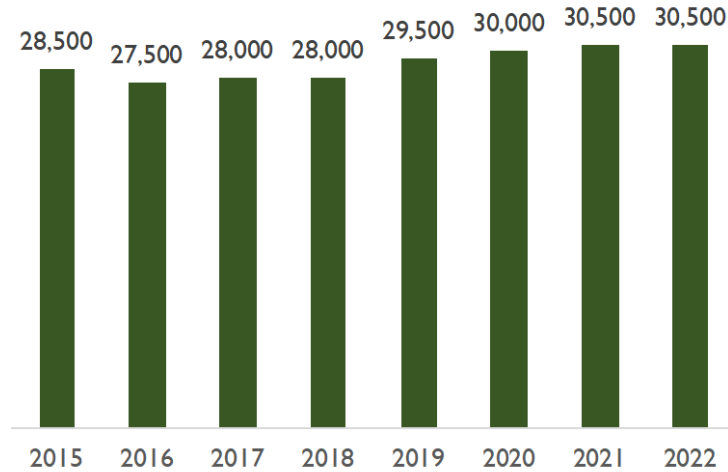
Despite a downturn in job numbers between 2015 and 2017, jobs growth in West Lindsey has subsequently been strong over the last four years, increasing from 28,000 in 2018 to 30,500 in 2022 with growth broadly flat between 2021 and 2022. Considering the period 2015 to 2022 then this represents a growth rate of 7%, slightly below the national growth rate over this period of 8% but above the Greater Lincolnshire average of 5%.

Referring now to our three district sub-geographies then in 2022 the largest proportion of West Lindsey jobs were supported in the 'Rural West Lindsey' area, unsurprising perhaps given its significant coverage of the district. Employment in this area grew by 13% between 2015 and 2022, so stronger than district, Greater Lincolnshire, and national growth rates. The Gainsborough area supports 30% of total jobs but has seen job numbers decline since 2015. A sizeable proportion of this drop has happened over the last year with job numbers falling by around 750. The 'Lincoln Fringe' area supports just over a quarter (26%) of total jobs and growth since 2015 has been the strongest of our three sub-district geographies at 24%.

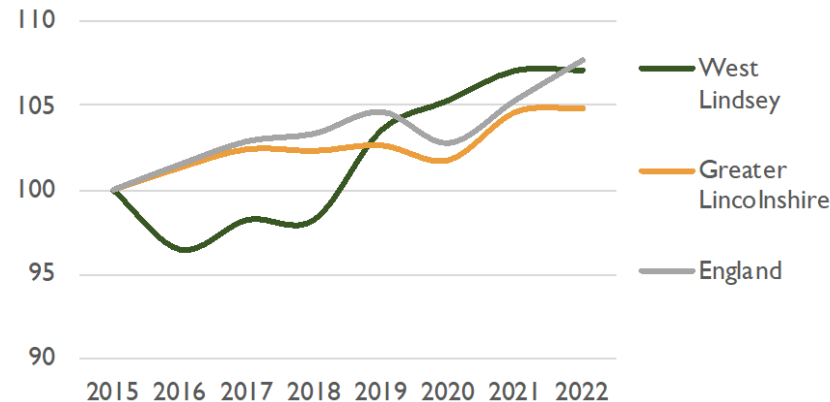
Looking ahead, the West Lindsey economy is set to grow by 4% over the next decade, around 1,200 jobs.

Source: Business Register and Employment Survey, Office for National Statistics; Lightcast, under licence from Greater Lincolnshire LEP

Change in Employment in West Lindsey, 2015 - 2022



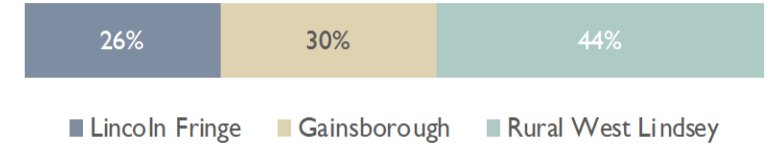
Change in Employment Index, 2015 = 100



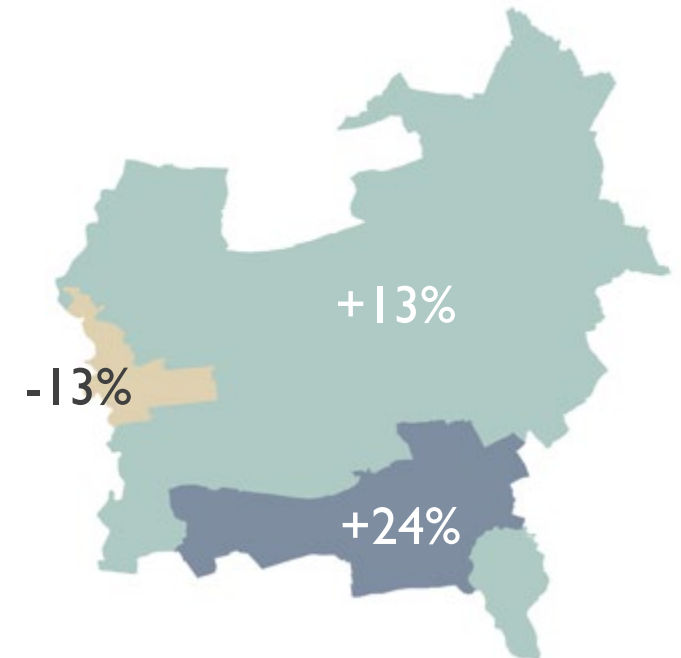
EMPLOYERS



Employment across West Lindsey, 2022



Change in Employment across West Lindsey, 2015 - 2022



EMPLOYMENT BY INDUSTRY

EMPLOYERS



Regarding employment supported, the largest sectors in West Lindsey are Manufacturing (including food manufacturing) and Health, which make up 11% each of West Lindsey's total jobs. Whilst Manufacturing locally might not be as important as it is across Greater Lincolnshire (where it supports just under 14% of jobs), it is significant compared to the national average of just over 7%.

Regarding sector importance to the local area, Agriculture (8%) and Construction (9%) provide much greater proportions of employment than both across Greater Lincolnshire and nationally. Other significant sectors locally include the Visitor Economy at 11% of total employment (broadly defined as the sum of 'Accommodation and food services' and 'Arts, entertainment, recreation & other services' – see note) and Retail at 8%.

Note: The definition used for the Visitor Economy in the sector summaries section is a more detailed one than that described here, and as such does provide a slightly different result to the size of the sector.

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

Proportion of employment by broad industry group, 2022



CHANGE IN EMPLOYMENT BY INDUSTRY

EMPLOYERS



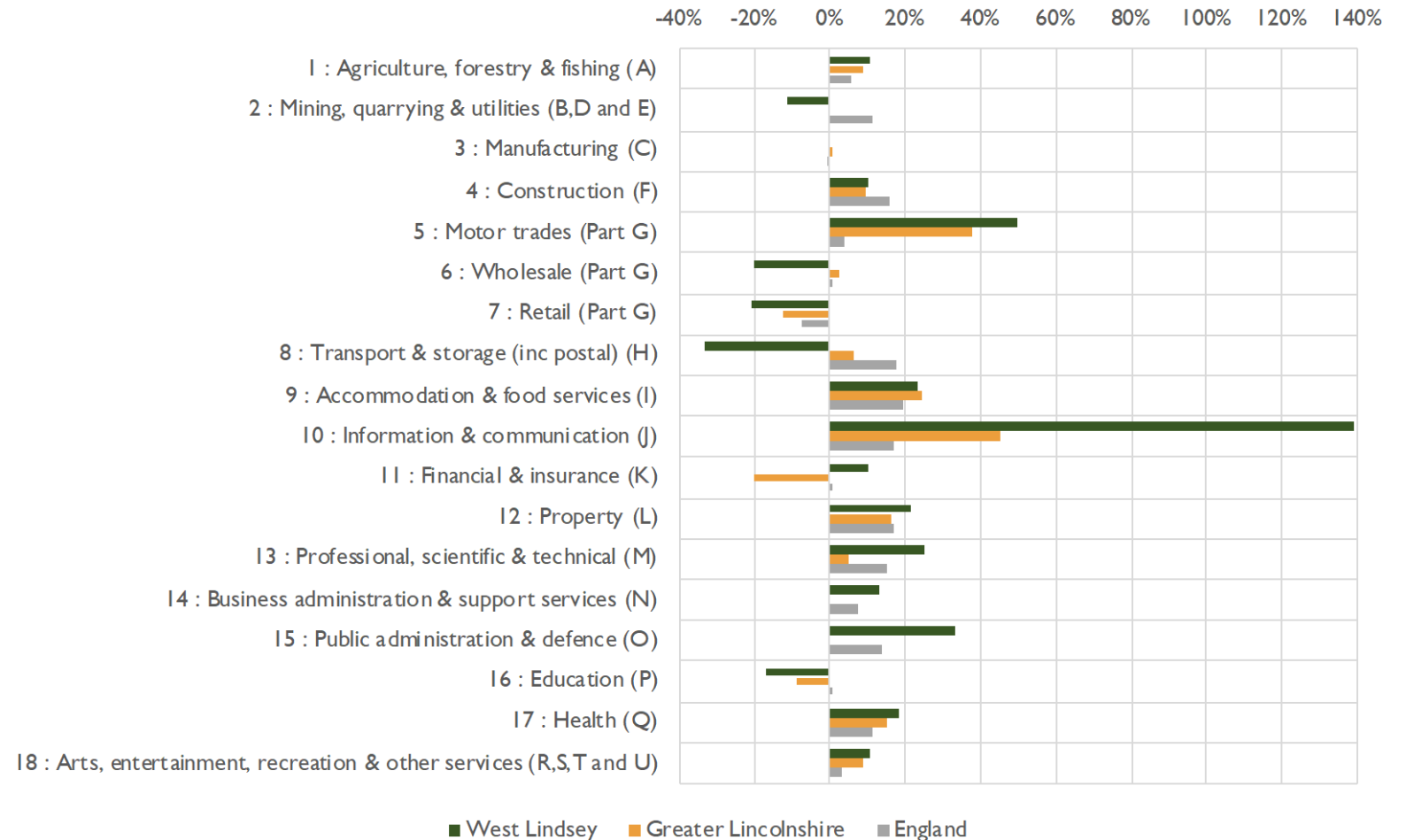
Regarding sector growth since 2015, the largest growth can be seen in 'Information & communication', though this is a relatively small sector locally, providing just under 2% of total employment. In terms of West Lindsey's largest sectors, Manufacturing remains unchanged, whilst employment in Health has shown strong growth (though there are questions around the role of the pandemic and the siting of the Covid test centre at the Lincolnshire Showground in this growth – see Health, Care & Wellbeing sector summary). Perhaps the best performing of the locally significant sectors is the Visitor Economy (broadly defined as the sum of 'Accommodation and food services' and 'Arts, entertainment, recreation & other services' – see note), which grew by 34%.

At the opposite end of the scale, employment in Retail has fallen during this period, and by a greater rate than that seen across Greater Lincolnshire and nationally.

Note: The definition used for the Visitor Economy in the sector summaries section is a more detailed one than that described here, and as such does provide a different result for the growth of the sector over this period.. However, in both cases the direction of change is positive and sizeable.

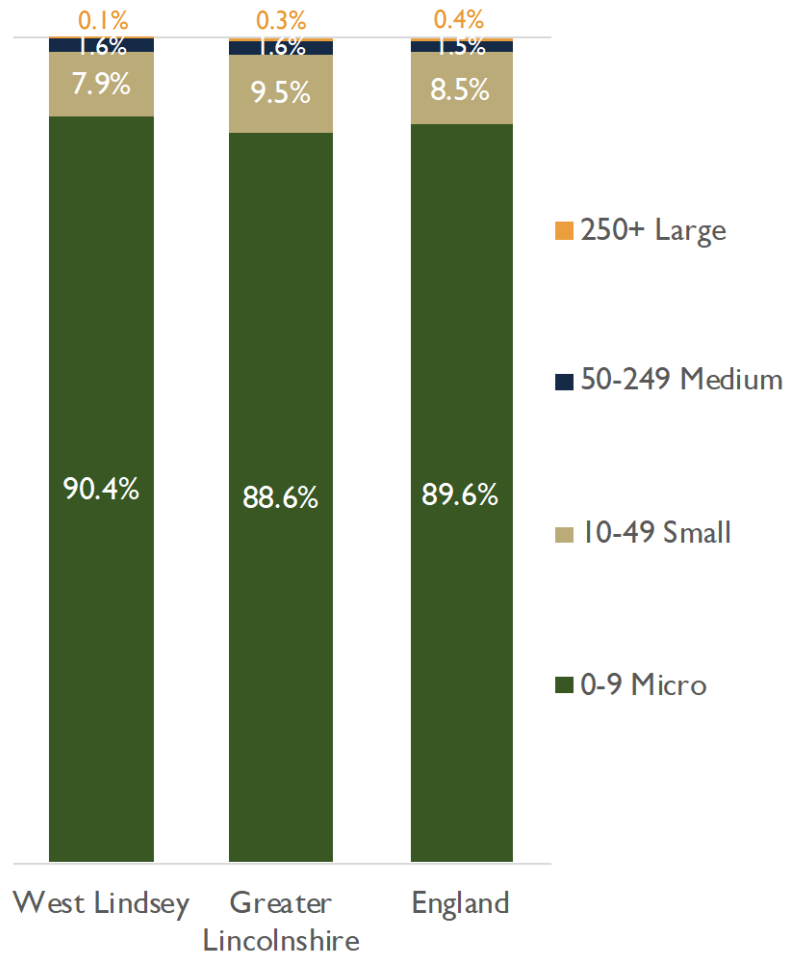
Source: Business Register and Employment Survey, Office for National Statistics

Change in employment by broad industry group, 2015 - 2022



BUSINESS BY SIZE AND INDUSTRY

Proportion of businesses by number of employees, 2022



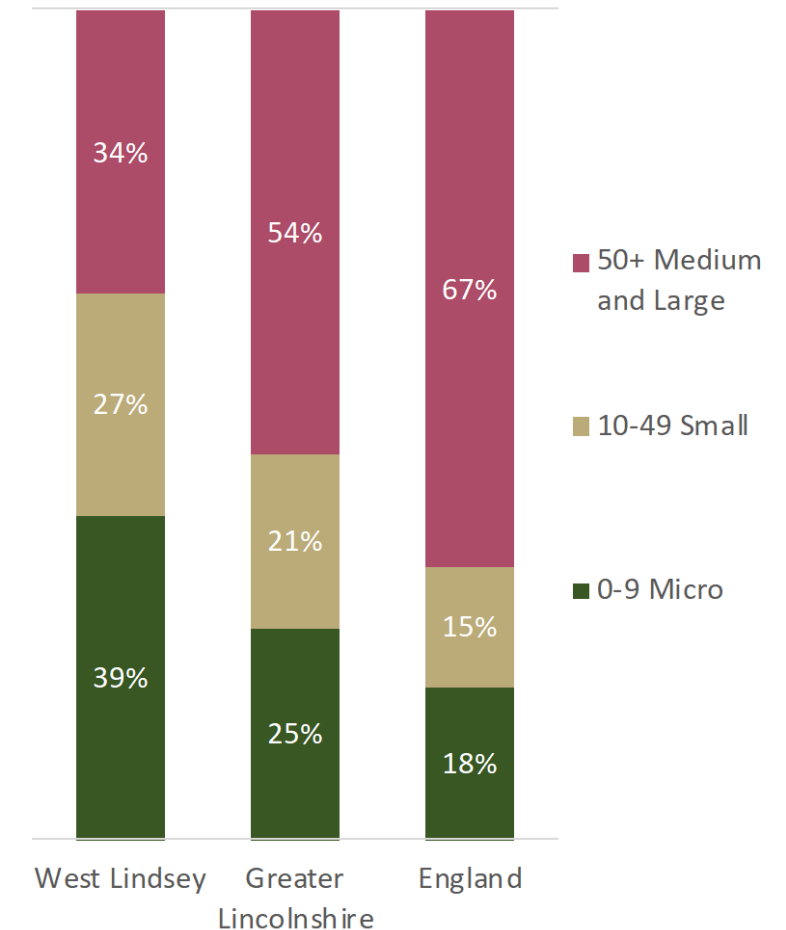
Counts for 2022 showed that West Lindsey had 4,300 businesses, which has changed very little over the last few years. Business numbers in 2016 were around 4,200, with numbers growing by 2.3% over the period 2016 to 2022. This growth rate in West Lindsey is below the Greater Lincolnshire (3.4%) and national (7.0%) average growth rates during the same period. However, this slow and low business growth is not what sets it apart from other areas. Referring to the chart on the left, we can see that West Lindsey has a slightly greater proportion of micro-businesses (businesses that employ between 0-9 people) making up its business base. At the other end of the scale, we can also see that it has a far smaller proportion of large employers (those that employ 250 or more people). Proportionally, it has a third of the Greater Lincolnshire average and a quarter of the national average in terms of these large businesses present in its business base. Referring to the chart on the right, this reliance on smaller employers is further compounded when we consider that two-thirds of employment is supported by small and micro businesses in West Lindsey compared to just a third nationally.

Source: UK Business Counts, Office for National Statistics

EMPLOYERS



Proportion of employment supported by business size, 2022



WORKFORCE DEMOGRAPHICS AND REPLACEMENT DEMAND

EMPLOYERS



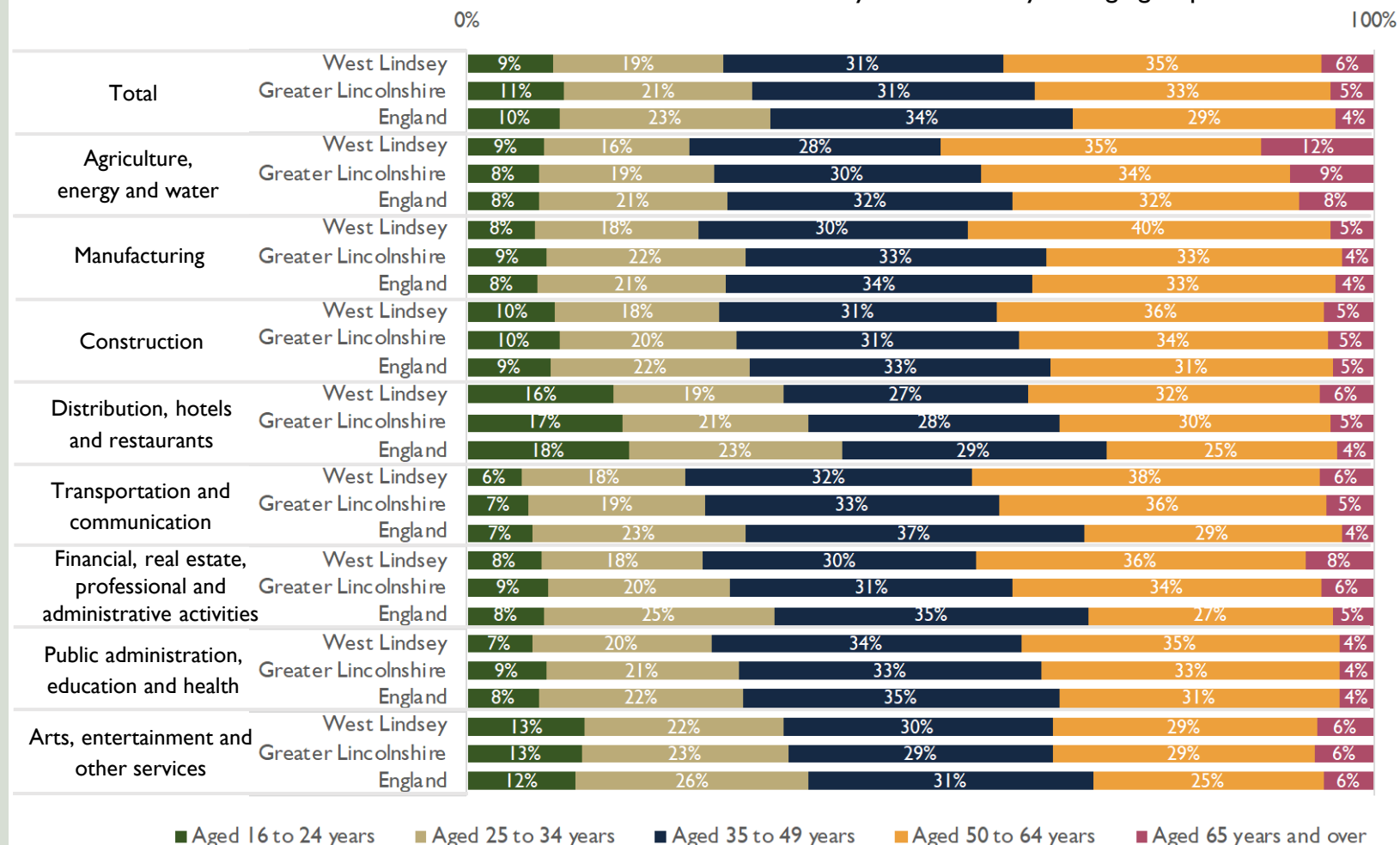
The latest data from the 2021 Census shows us that West Lindsey's resident workforce has an older age profile than Greater Lincolnshire and nationally, with higher proportions of workers in the '50 to 64 years' and '65 years and over' age categories. This trend can be seen across almost all sectors in West Lindsey, though some do stand out. Manufacturing, for example, has 45% of its workforce aged 50 and over. This is important as it indicates where replacement demand (i.e., demand for positions to be filled due to people leaving the workforce, mainly through retirement) will be highest in the coming years.

Using long-run labour market projections for the UK produced by the Department for Education we estimate that the West Lindsey economy will need to fill approximately 9,000 positions due to replacement demand between 2020 and 2030.

Note: The analysis using 2021 Census data is based on residents working in these industries, and therefore, they could be working outside West Lindsey. This data still gives us a good indication of the age profiles of local sectors.

Source: 2021 Census, Office for National Statistics; Working Futures 2017-2027, Department for Education

Resident workforce by broad industry and age group



VACANCIES

EMPLOYERS

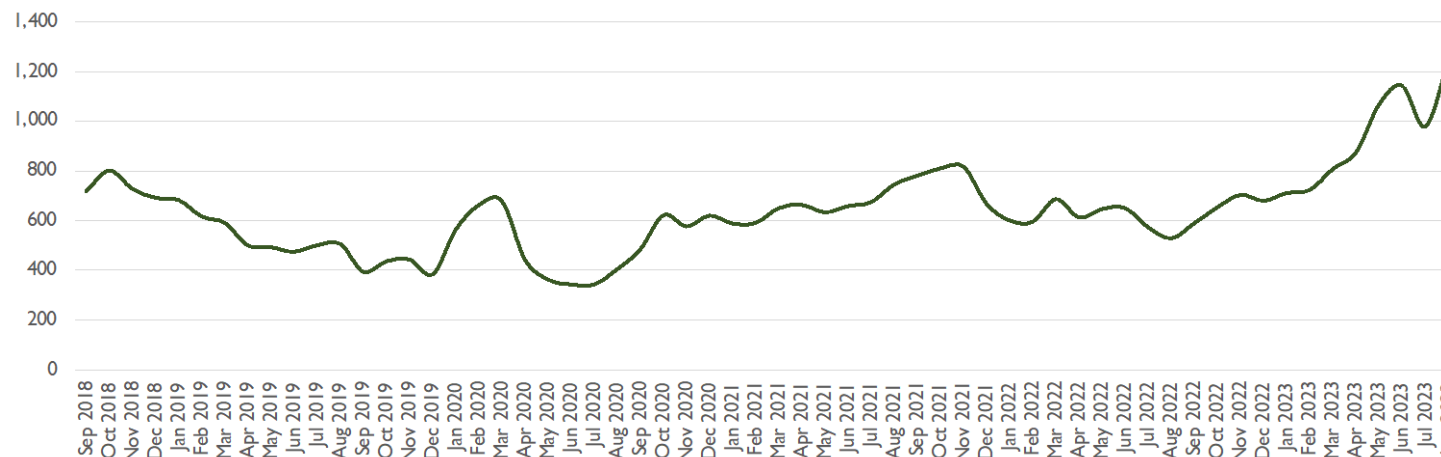


Unique online vacancy numbers in West Lindsey fell from around 800 a month towards the end of 2018 to 400 a month at the beginning of 2020. We can see a sharp upturn and then a fall in numbers just before the beginning of the pandemic in March 2020, and then from July 2020, numbers increased back up to around 800 at the end of 2021. Certainly during 2021, and based on work and discussions with employers in other areas of Greater Lincolnshire then the labour market was considered to be "tight" (i.e., demand outstripping supply) during this period. West Lindsey's vacancy numbers fell back in 2022 to around 600 per month, but since August 2022 have increased quite rapidly up to 1,200 a month. Again, through our skills conversations, local employers have reported increasing recruitment difficulties (especially in Engineering & Manufacturing, and Health, Care & Wellbeing) although not the levels of labour market tightness experienced back in 2021 suggesting that to a large extent the required supply of workers is currently there.

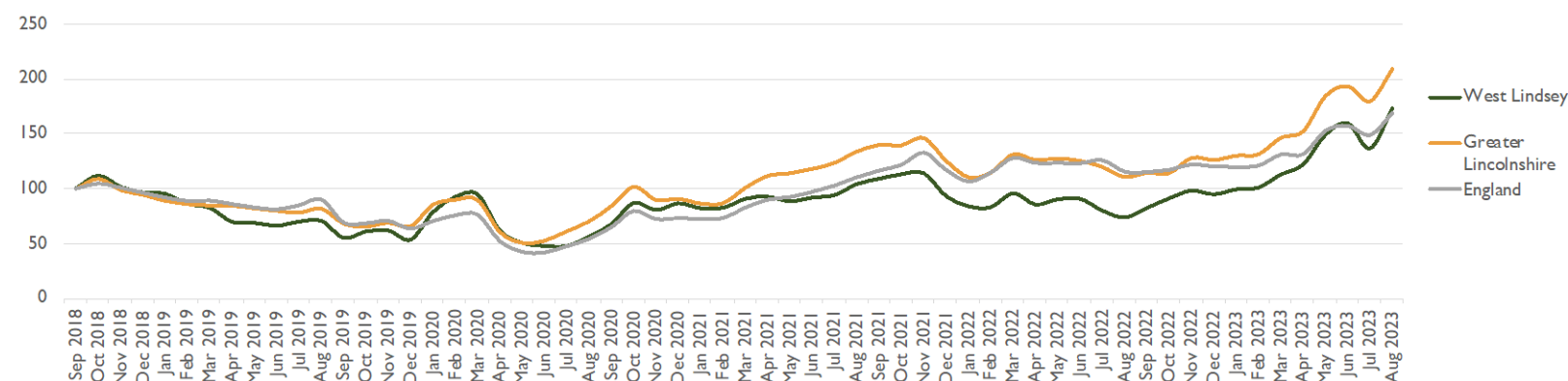
The bottom chart shows that the trends in vacancy number changes in West Lindsey have broadly mirrored local and national changes, although growth in Greater Lincolnshire has been stronger in recent months.

Source: Lightcast, under licence from Greater Lincolnshire LEP

Unique online vacancy numbers in West Lindsey, Sep 2018 – Aug 2023



Unique online vacancy numbers index (Sep2018 = 100) Sep 2018 – Aug 2023 index



VACANCIES – OCCUPATIONS & JOB TITLES

EMPLOYERS

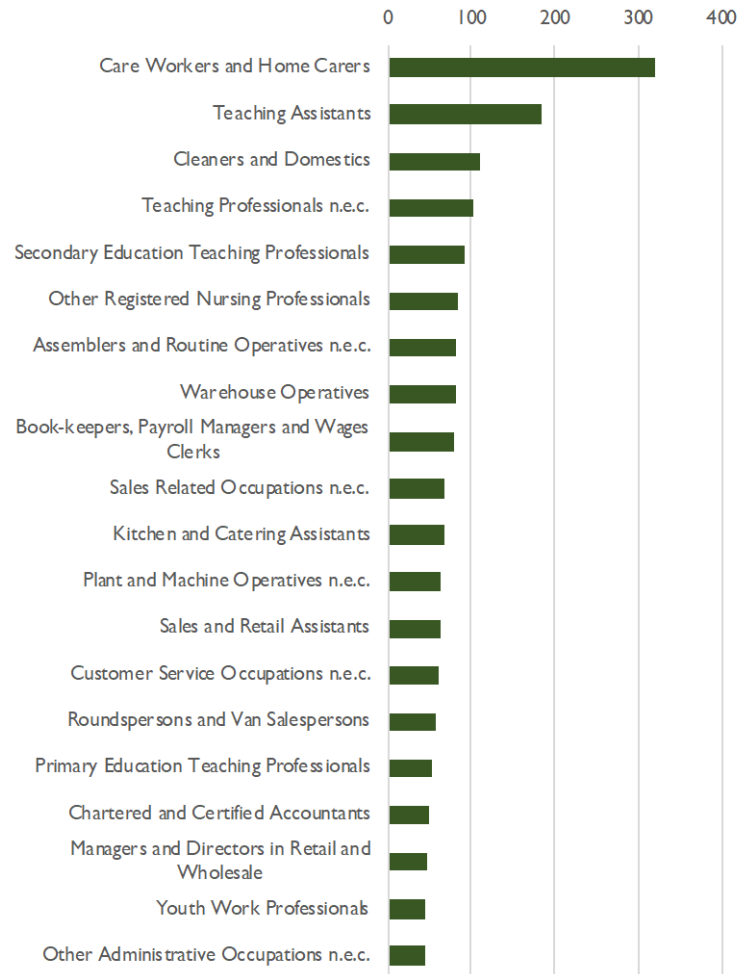


Concentrating on the period covering the latest year-to-date data, vacancies posted for job openings in West Lindsey have, in occupational terms, been dominated by the sectors of Health and Education. Further down the list of occupations, we can see high levels of recruitment in the Manufacturing sector in terms of 'Assemblers and Routine Operatives', 'Warehouse Operatives', and 'Plant and Machine Operatives.' Recruitment in the Visitor Economy over the last year is also visible with positions needing to be filled, such as 'Kitchen and Catering Assistants' and 'Customer Service Occupations'.

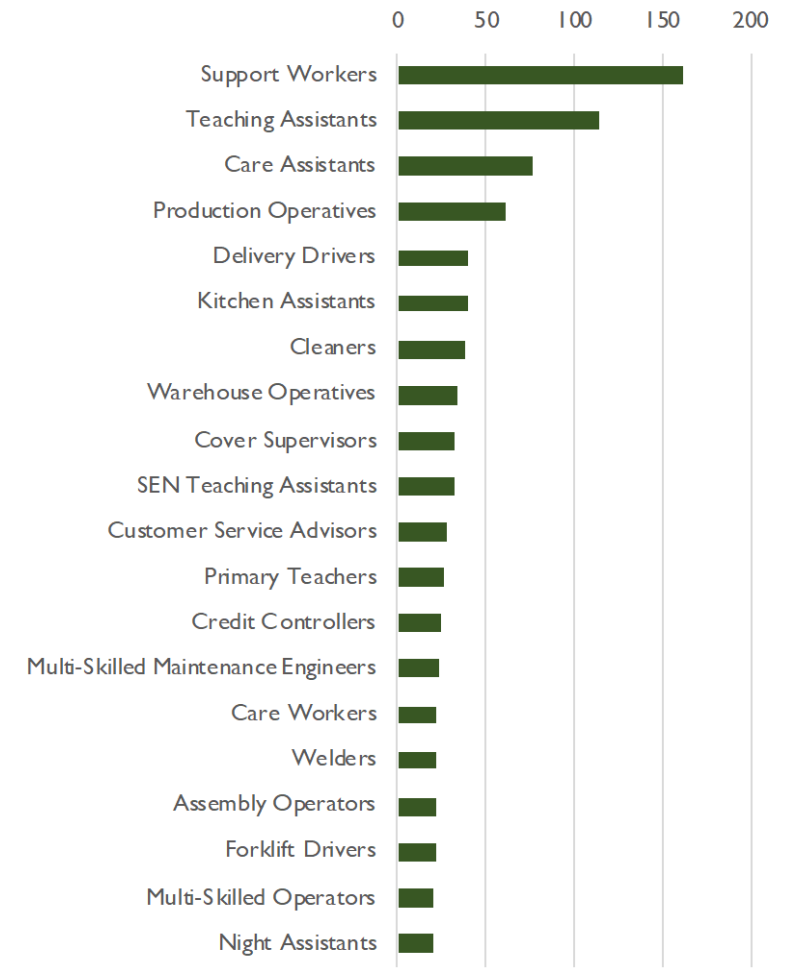
Overall, and putting aside the recruitment of teaching and nursing professionals, recruitment generally over the last year has been into lower-skilled positions. This finding perhaps comes through stronger when we consider the top 10 job titles stated in West Lindsey vacancies – most of which relate to 'entry-level' positions requiring limited upfront experience or qualifications.

Source: Lightcast, under licence from Greater Lincolnshire LEP

Top occupations of West Lindsey vacancies posted between Sep 2022 – Aug 2023



Top job titles of West Lindsey vacancies posted between Sep 2022 – Aug 2023



VACANCIES - SKILLS

EMPLOYERS

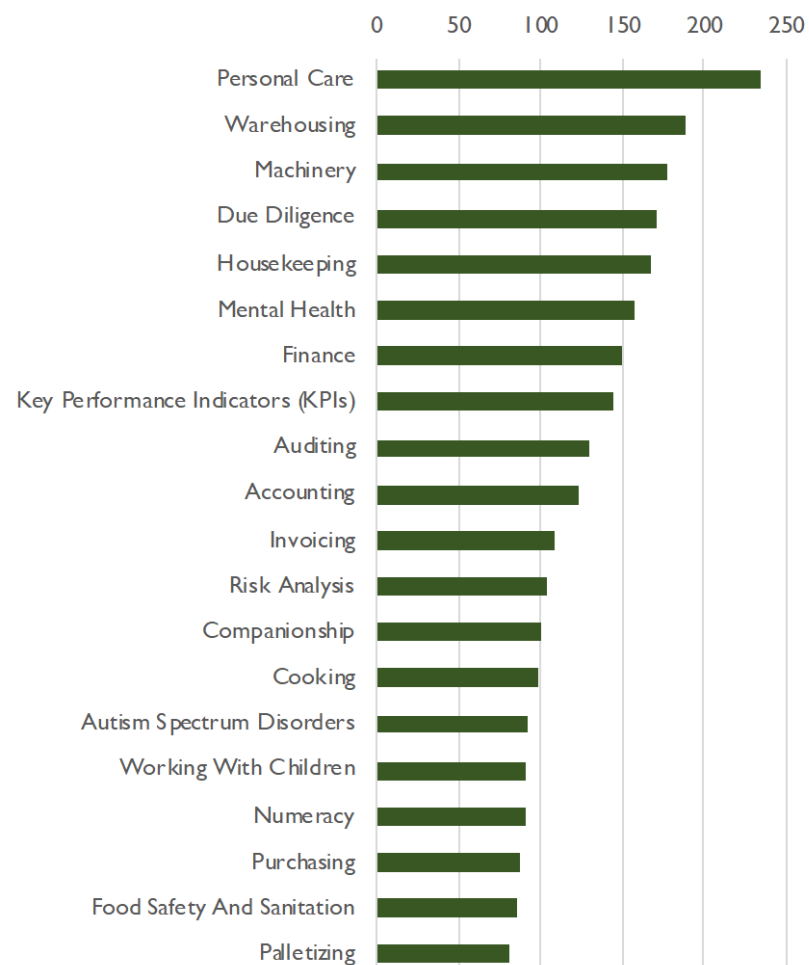


There are no surprises regarding the ‘specialist skills’ emphasised by local employers in vacancies, with the care and wellbeing sector element particularly evident with the experience of particular groups such as children, Autism Spectrum Disorder, and mental health, all high profile. Specialist skills identified are mainly pitched at an entry level regarding likely qualification requirements, with personal care and warehousing skills the most frequently quoted.

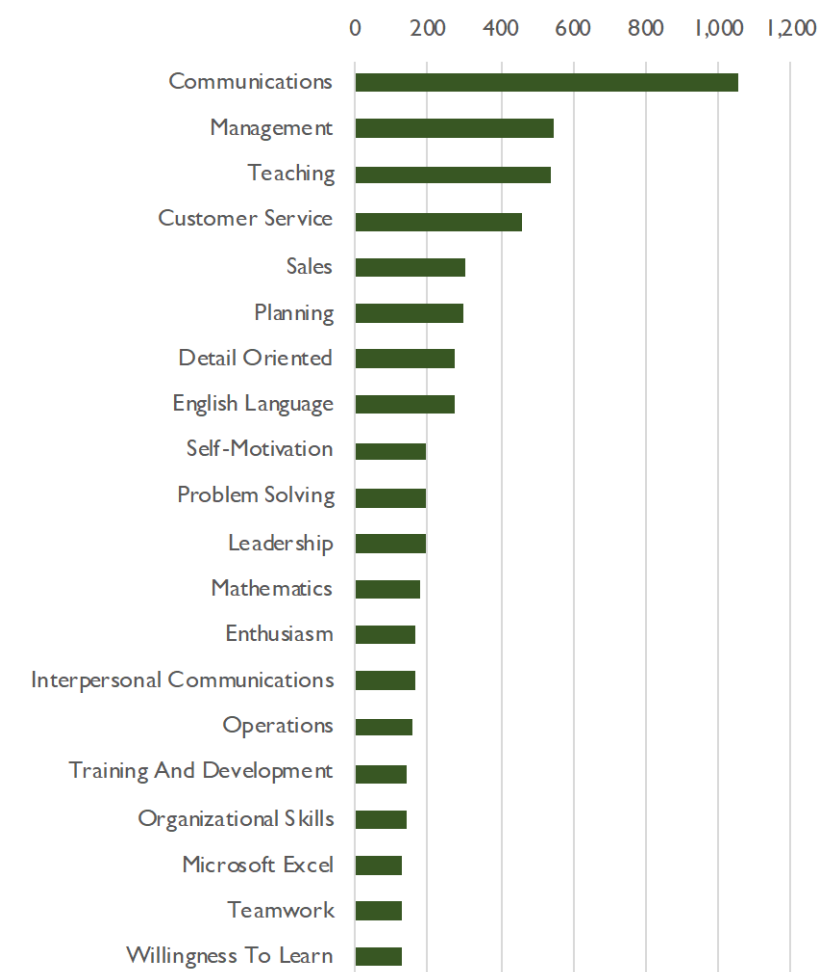
‘Communications,’ ‘Management,’ and ‘Teaching’ are the most frequently mentioned ‘core skills’ – probably similar in terms of the first two to most areas locally and nationally, with ‘Teaching’ probably including Teaching Assistant roles and qualified Teachers.

Source: Lightcast, under licence from Greater Lincolnshire LEP

Top specialist skills requested in West Lindsey vacancies posted between Sep 2022 – Aug 2023



Top core skills requested in West Lindsey vacancies posted between Sep 2022 – Aug 2023



VACANCIES – QUALIFICATION LEVELS AND EXPERIENCE

EMPLOYERS

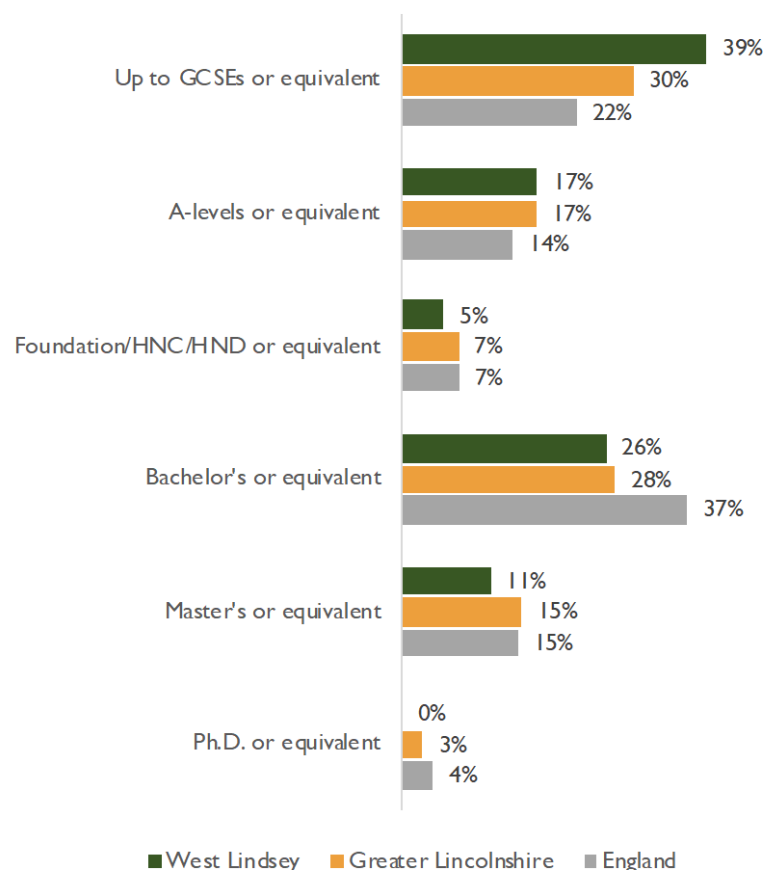


Across West Lindsey, Greater Lincolnshire, and nationally, only around 20% of all vacancies specify a qualification level or years of experience (some of this will be in part due to vacancies being advertised through agencies). In the case of West Lindsey, this means that of the 4,173 unique online job vacancies posted between September 2022 and August 2023, around 1,000 contained specific details around qualifications and years of experience.

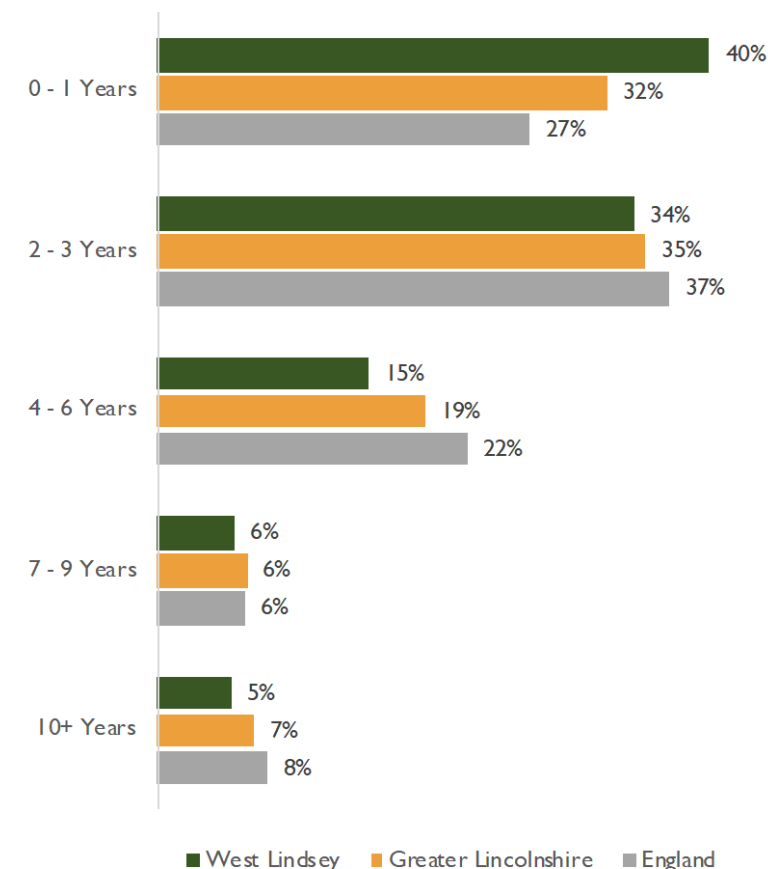
The charts on the right, using the qualification and experience information available, show that vacancies posted for positions in West Lindsey were more likely to cite qualification requirements around Level 2 (GCSE or equivalent) than the Greater Lincolnshire and national average. Similarly, vacancies posted for positions in West Lindsey were less likely to require years of experience in the job role. Through our skills conversations with employers, many were very keen to recruit people at ‘entry-level’ and ‘train them up’.

Source: Lightcast, under licence from Greater Lincolnshire LEP

Qualification levels requested in vacancies posted between Sep 2022 – Aug 2023



Years of experience requested in vacancies posted between Sep 2022 – Aug 2023

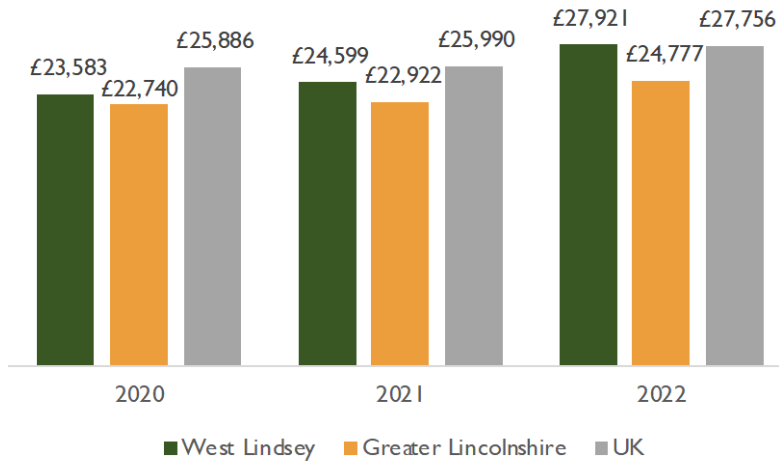


WAGES / INCOME

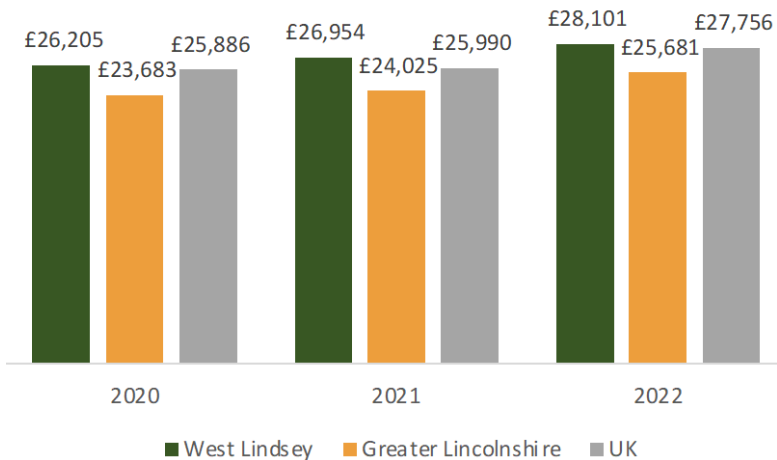
EMPLOYERS



Average workplace gross annual pay, 2020 - 2022



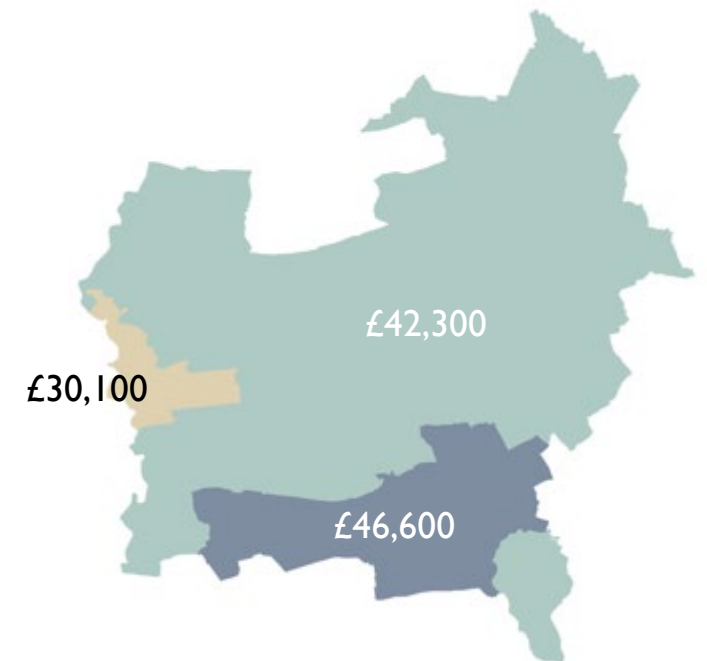
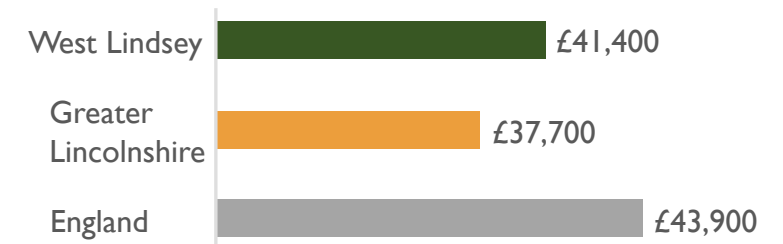
Average residence gross annual pay, 2020 - 2022



One issue that came up on numerous occasions as part of our skills conversations with employers was the importance of wage levels in attracting and retaining staff. The overriding feeling was that wage levels in the area were relatively lower, so employers sometimes struggled to recruit. However, we cannot back this up with the wage data available. Referring to the charts on the left regarding workplace-based pay, this metric has been higher than the Greater Lincolnshire average for the last three years and, in 2022, is now above the national average. Residence-based wages show an even more positive picture for West Lindsey, where average pay has been consistently above the Greater Lincolnshire and national average for the last three years. The caveat that we would add to this analysis is that the data source available on wages does rely on small sample sizes at the district level, and therefore, results do come with large margins of error. To combat this, we have also considered data on household income (which includes wages, benefit payments, pension income, and income on savings, for example). Our findings (on the right) again show that average household income is higher in West Lindsey than the Greater Lincolnshire average but lower than nationally. It also shows much lower household incomes in Gainsborough compared to the rest of the district.

Source: Annual Survey of Hours and Earnings, Office for National Statistics; Income estimates for small areas, Office for National Statistics

Average household annual income, 2018





SKILLS INFRASTRUCTURE

‘Understanding the combined assets and reach of (primarily local) skills and education providers and allied stakeholders, e.g., Careers Advice’.

This section focuses upon the features and achievements of the (primarily) local West Lindsey ‘Skills Infrastructure’.

It includes analysis on:

- Local stakeholder insights via 121 and group conversations
- Attainment
- Destinations of local young people
- Adult learning and skills participation
- Apprenticeships
- Higher Education participation



SKILLS CONVERSATION FINDINGS

SKILLS INFRASTRUCTURE



Regarding local place opportunities:

- An opportunity to articulate the West Lindsey skills offer? For young people, adults, and employers
- Through the Gainsborough Aspirations Project to understand and respond to the perceptions or realities of low aspiration and insularity around Gainsborough.
- Travel and transport - how sustainable is the increasing requirement for residents to travel to learn to access higher skilled and technical pathways e.g., T-Levels, Apprenticeships etc.?

Regarding local employers:

- The need for greater employment engagement in the local education and skills system – particularly in relation to workplace experiences for schools where pupils are most likely to work locally.
- The benefits of supporting employer clusters to build scope and scale of collective skills provision locally rather than accept the inevitability of a dispersed offer focused on neighbouring areas.
- A sense that some local employer momentum around skills has diminished recently, with skills programmes being increasingly based out-of-area.

Regarding local people:

- Perceptions of a lack of local, well-paid, highly skilled jobs and of the largest employers in sectors such as Agri-Food.
- Many residents successfully connect out-of-district to jobs and learning opportunities in areas such as Lincoln and Scunthorpe, although there may be opportunities to better connect residents such as those in the Lincoln Fringe with support located out-of-area such as The Network in Lincoln.
- There was a consensus about an 'island', insular mentality sometimes prevailing around Gainsborough, with people committed to their own locale and reluctant to consider opportunities further afield to either study, work, or develop a career. Such 'insularity' may be compounded by a lack of access to a car or other affordable transport.

Regarding local skills infrastructure:

- There are two main West Lindsey learning providers – ACIS (including CLIP and Riverside Training) and Riseholme / Bishop Burton College – the latter based on the periphery and serving a county-wide audience.
- A lack of local West Lindsey providers makes it more difficult for local people to understand the educational /skills pathways open to them – particularly technical skills.
- The lack of post-16 provision available in Gainsborough is a limiting factor (for example, for progression to university), although whether low aspiration rather than availability of provision is the bigger barrier is a matter of debate.



SKILLS INFRASTRUCTURE DATA SUMMARY AND IMPLICATIONS

The data tells us that:

- Overall, West Lindsey has above-average school attainment levels, although at a more local level, attainment varies considerably – particularly between selective and non-selective schools.
- 61% of West Lindsey resident post-16 young people attend school / Further Education outside of the district.
- Of the 39% who stay in West Lindsey, we estimate that c80% are attending school sixth forms, with a very low proportion pursuing vocational options in West Lindsey.
- There is a split between schools with sixth forms retaining pupils and attracting new students, whilst school-leavers from schools without sixth forms generally go into Further Education out-of-district.
- West Lindsey currently performs above Greater Lincolnshire and national rates regarding adults engaging in further education and skills.
- West Lindsey continues to outperform the Greater Lincolnshire and national rates regarding apprenticeship starts per 1,000 employees.
- 'Education and Training' starts for adults in West Lindsey are holding up well, although there is a relatively higher proportion of starts at Level 2 compared to Levels 3 and 4.
- West Lindsey performs well overall for higher education participation, with nearly half the area in the top two quintiles for participation. The areas of lowest participation are concentrated in Gainsborough, along with an area containing Hemswell Cliff.

What does this mean for employment and skills in West Lindsey?

- High school attainment levels provide a foundation for education/vocational progression for most young people in West Lindsey, easing their access to Further Education or Apprenticeships. West Lindsey performs very well against adult learning indicators, likely often achieved through learning providers not based in West Lindsey. The current status quo is probably serving the majority of the area well, although we cannot establish whether performance varies across West Lindsey as per other data.
- Local employers emphasise opportunities for local people to progress on occupational pathways in areas such as Engineering and Health Care. However, the options for young people to pursue non-sixth form / vocational pathways at 16 in West Lindsey are very limited and have reduced in recent years.
- The lack of local learning provision could be particularly disadvantageous to those communities unable or reluctant to travel to learn. Options such as improving transport and travel support or developing more occupational (including workplace) provision in-district in Gainsborough could be considered.

SCHOOL ATTAINMENT

SKILLS INFRASTRUCTURE



Data on the proportion of pupils at the end of Key Stage 4 leaving school with a 9 to 4 pass in English and Maths shows that in 2021/22, West Lindsey performed well locally on this measure, with 67% of pupils achieving this level. This performance places West Lindsey slightly above the Greater Lincolnshire average but below national average performance levels.

Looking across our three sub-district geographies, we can see differentiation in performance levels, but it is at the school level where the key differences lie, with grammar schools playing a key role in lifting overall performance.

Source: Department for Education

Percentage (%) of pupils at the end of Key Stage 4 leaving school with a 9 to 4 Pass in English and Maths, 2021/22



Gainsborough – 65%

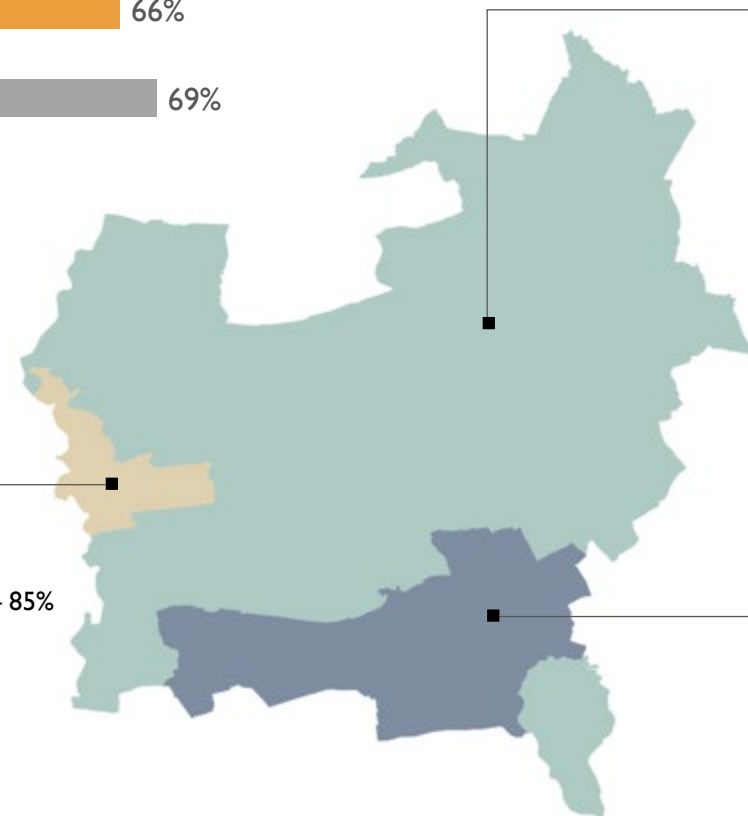
Aegir Specialist Academy – No data
The Gainsborough Academy – 33%
The Queen Elizabeth's High School – 85%

Rural West Lindsey – 72%

Caistor Grammar School – 100%
Caistor Yarborough Academy – 59%
De Aston School – 85%

Lincoln Fringe – 74%

William Farr CofE Comprehensive School – 81%
The Priory Pembroke Academy – 44%

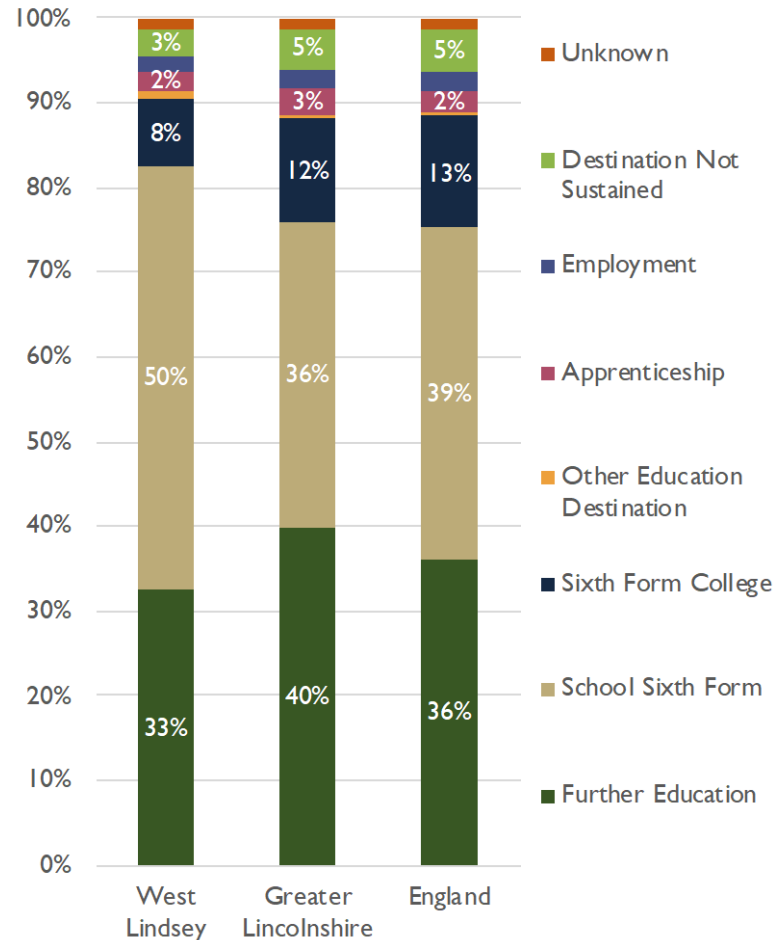


POST KEY STAGE 4 DESTINATIONS

SKILLS INFRASTRUCTURE



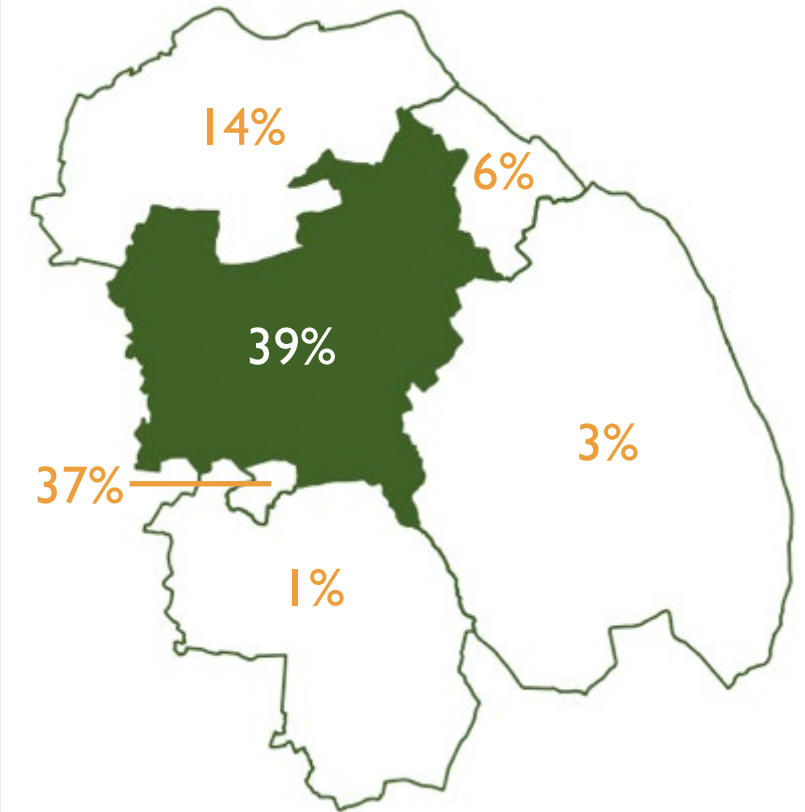
Post Key Stage 4 destinations of 2020/21 school leavers cohort



Post Key Stage 4 destinations for West Lindsey resident school leavers are very much focused on school sixth form, with 50% of the 2020/21 cohort choosing this destination. This is high when we compare it against rates for Greater Lincolnshire (36% of pupils) and nationally (39%). This could be because this is one of the main options available to West Lindsey residents, given that the most accessible further education provision is outside of the district. The map on the right further illustrates this point as it shows the majority (61%) of West Lindsey residents in years 12 and 13 attend school or further education establishments outside of West Lindsey, with only 39% retained in establishments in the area. Of that 39%, we estimate that around 80% are attending the school sixth forms of Caistor Grammar School, De Aston School, The Queen Elizabeth's High School, and William Farr School.

Sources: Department for Education; Post 16 Team, Lincolnshire County Council

School and Further Education destinations of West Lindsey resident Year 12 and 13s as of August 2023



Note: This analysis does not include those doing employer-based Apprenticeships, those who are NEET or Not Known destinations

POST KS4 DESTINATIONS

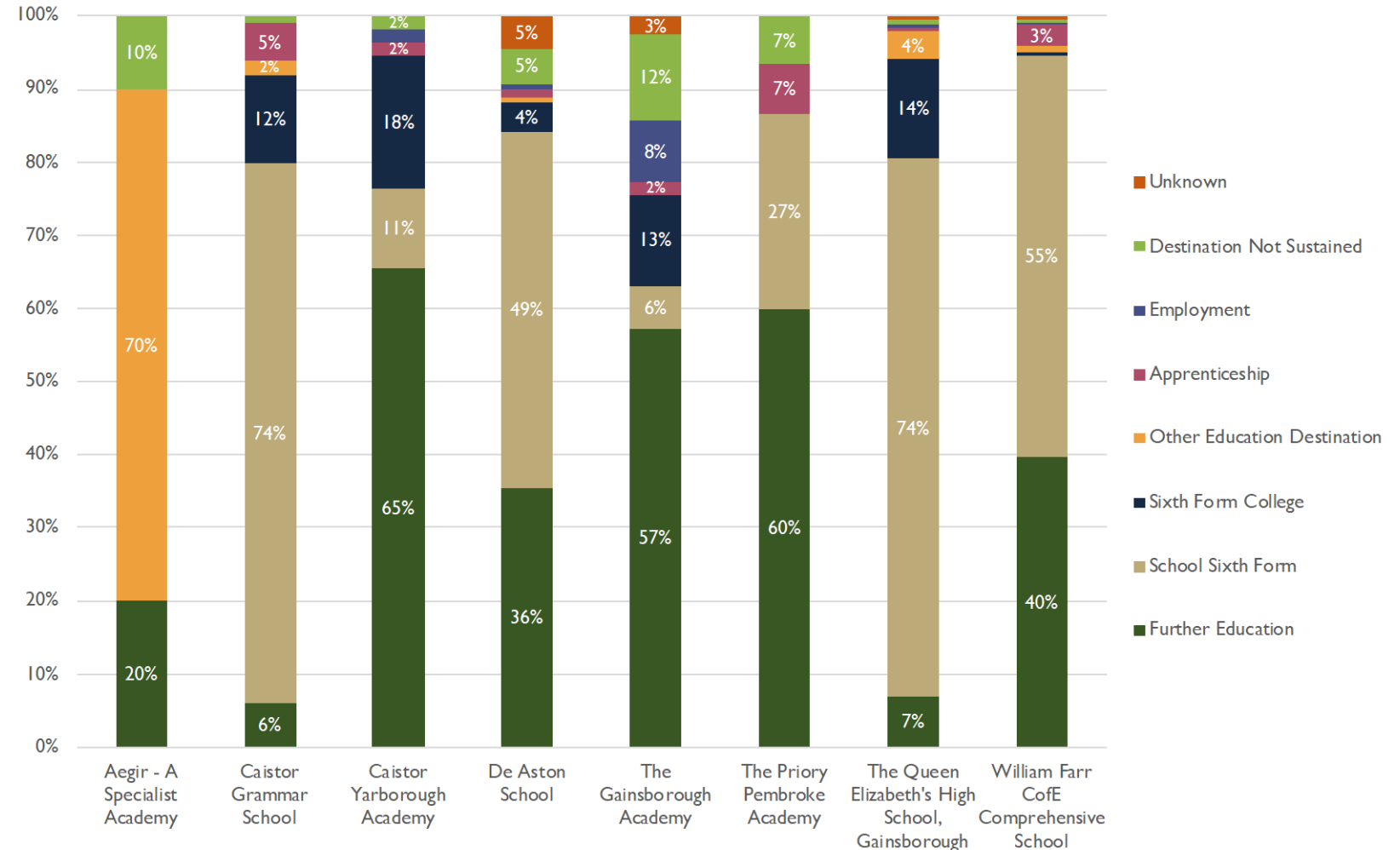
SKILLS INFRASTRUCTURE



The chart on the right uses the same data as the previous slide but drills down to look at school-level data on post-Key Stage 4 destinations. What it shows clearly is those schools across West Lindsey that have school sixth forms and retain the majority of their post-Key Stage 4 pupils and attract pupils from other schools, i.e., Caistor Grammar School, De Aston School, The Queen Elizabeth's High School, and William Farr School. The academy schools (Caistor Yarborough Academy, Gainsborough Academy, and the Priory Pembroke Academy) face much more towards supplying school leavers with further education destinations, many of which are outside of West Lindsey.

Source: Department for Education

Post Key Stage 4 destinations of 2020/21 school leavers cohort by West Lindsey school



ADULT (19+) FURTHER EDUCATION & SKILLS (FE&S) PARTICIPATION

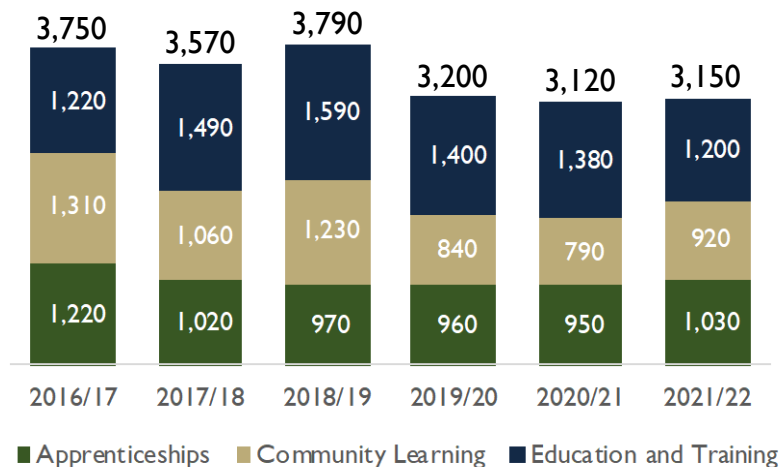
Adult further education and skills comprise three elements – apprenticeships; community learning (a range of non-formal courses to promote civic engagement and community development); and education and training (classroom, distance and e-learning, traineeships, and learning funded by advanced learner loans). Each element will be covered separately, but it is useful to understand the overall learning provision and engagement of adult residents in West Lindsey.

The charts on the right tell us that:

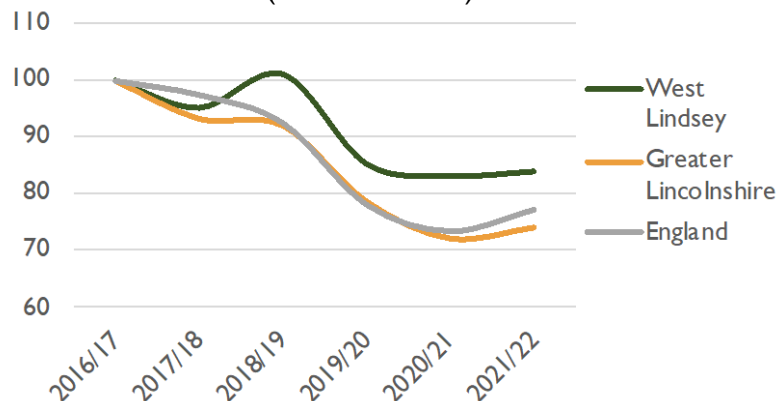
- Levels of participation in adult further education and skills in West Lindsey have remained quite steady since 2019/20, and the drop in participation pre-2019/20 was not as great as that seen across Greater Lincolnshire or nationally.
- Participation at level 4 is growing as a proportion of total participation, whilst participation at levels 2 and 3 remains steady.
- West Lindsey currently performs above Greater Lincolnshire and national rates regarding adults engaging in further education and skills.

Source: Department for Education

FE&S participation in West Lindsey by type



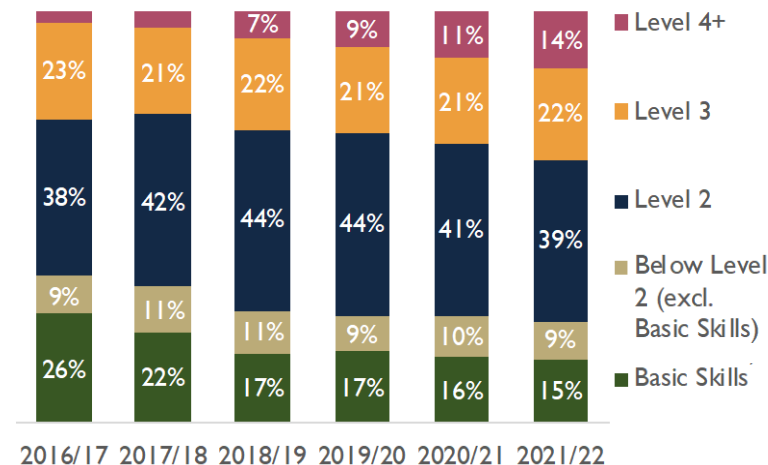
Change in FE&S participation index, 2016/17 – 2021/22 (2016/17 = 100)



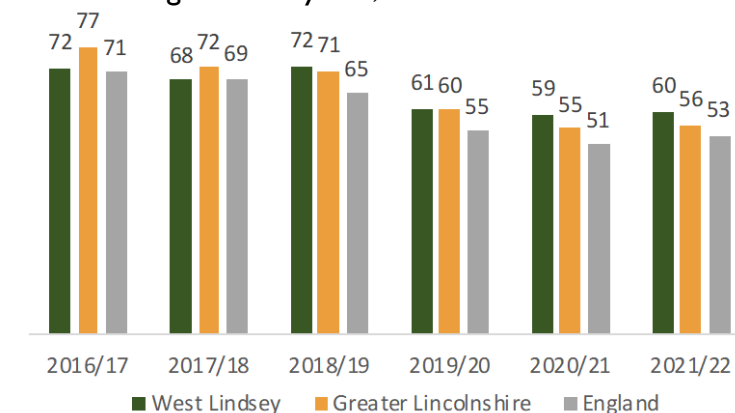
SKILLS INFRASTRUCTURE



FE&S participation in West Lindsey by level



No. of FE&S participants per 1,000 residents aged 19-64 years, 2016/17 – 2021/22



APPRENTICESHIPS

Apprenticeship starts in West Lindsey have increased strongly since a historic low in 2019/20. Apprenticeship starts numbered 640 in 2021/22, up from 510 in 2019/20, with this recovery being stronger than increases in apprenticeship starts seen across Greater Lincolnshire and nationally. Driving this local recovery has been starts by those aged 25 plus, and starts on advanced and higher apprenticeships. Through our local skills conversations, we did pick up that historically, it was felt that higher-level apprenticeships had been taken up by those already with higher qualifications and in higher-level occupations, although we are unable to verify this with the data available.

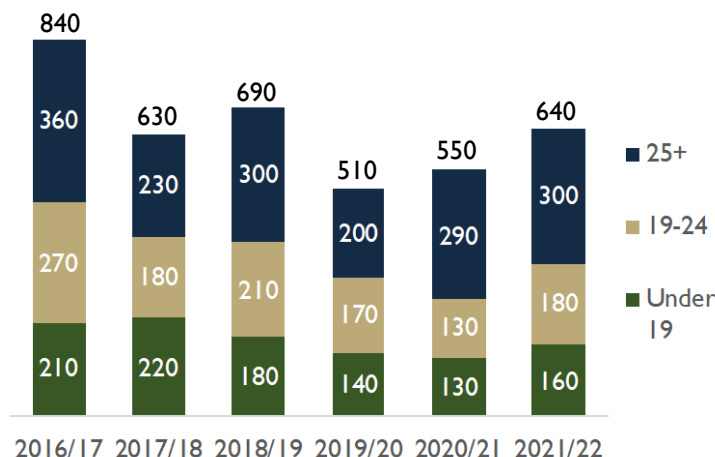
Despite falls in apprenticeship start numbers, West Lindsey continues to outperform the Greater Lincolnshire and national rates for apprenticeship starts per 1,000 employees. This demonstrates that West Lindsey employers are more highly engaged with apprenticeships, and from our various skills conversations, the sense was that this would increase.

Source: Department for Education

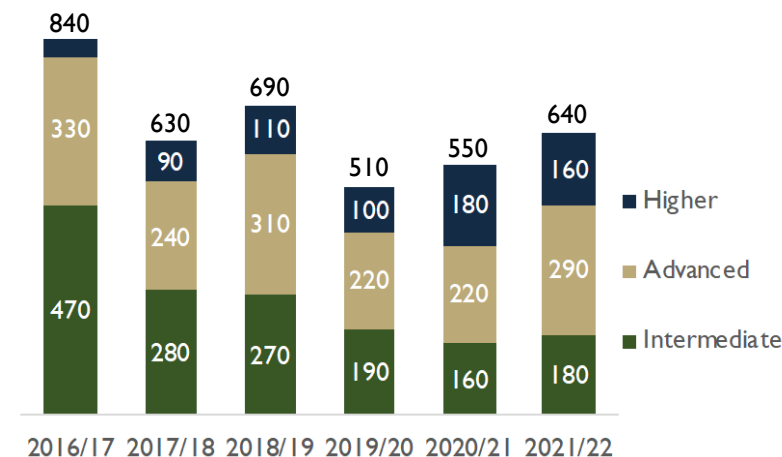
SKILLS INFRASTRUCTURE



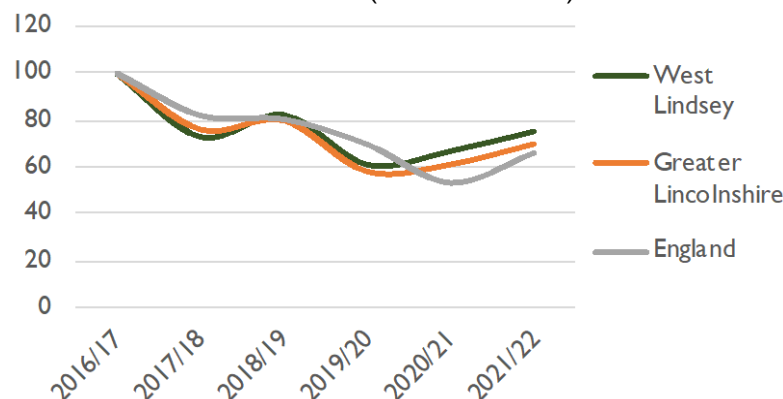
Apprenticeship starts in West Lindsey by age



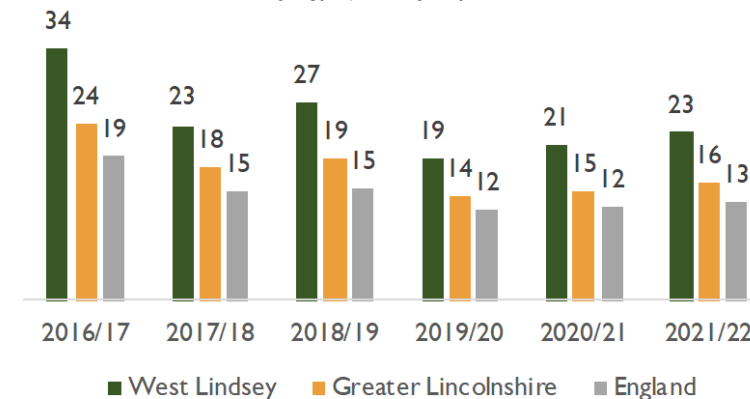
Apprenticeship starts in West Lindsey by level



Change in Apprenticeship starts index, 2016/17 – 2021/22 (2016/17 = 100)



No. of Apprenticeship starts per 1,000 employees, 2016/17 – 2021/22



APPRENTICESHIPS BY SECTOR SUBJECT AREA

SKILLS INFRASTRUCTURE

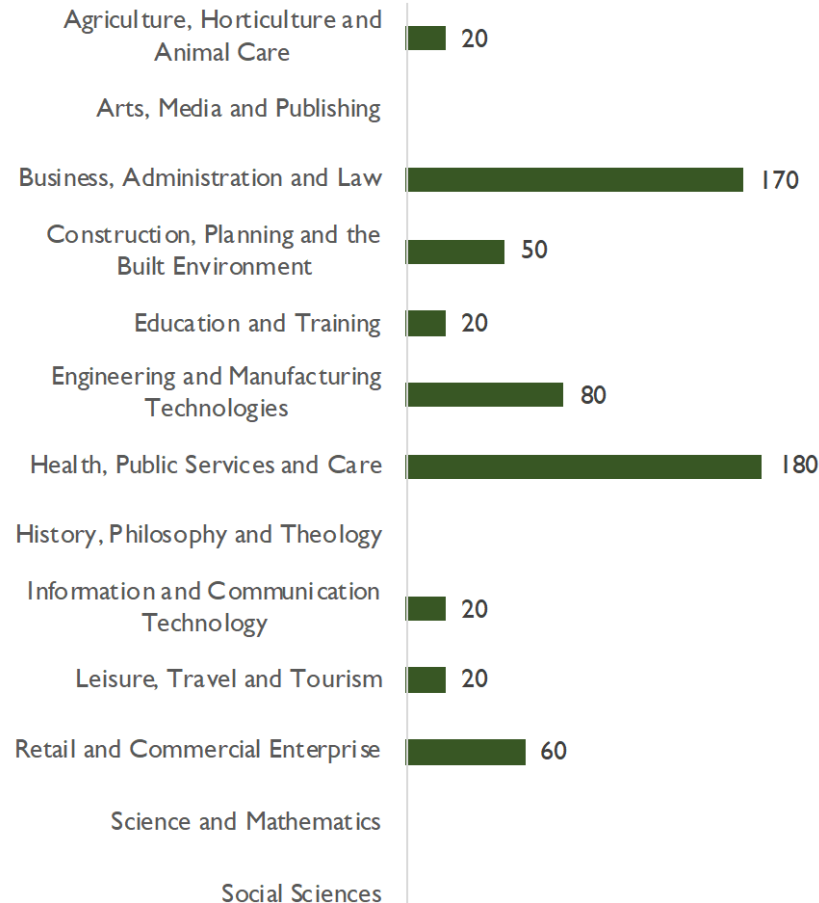


Apprenticeship starts in West Lindsey in 2021/22 were predominantly in the sector subject areas of 'Health, Public Services and Care' (180 starts) and 'Business, Administration and Law' (170 starts). These are followed by starts in 'Engineering and Manufacturing Technologies' (80) and sector subject areas linked to the Visitor Economy, i.e., 'Leisure, Travel and Tourism' and 'Retail and Commercial Enterprise' (80).

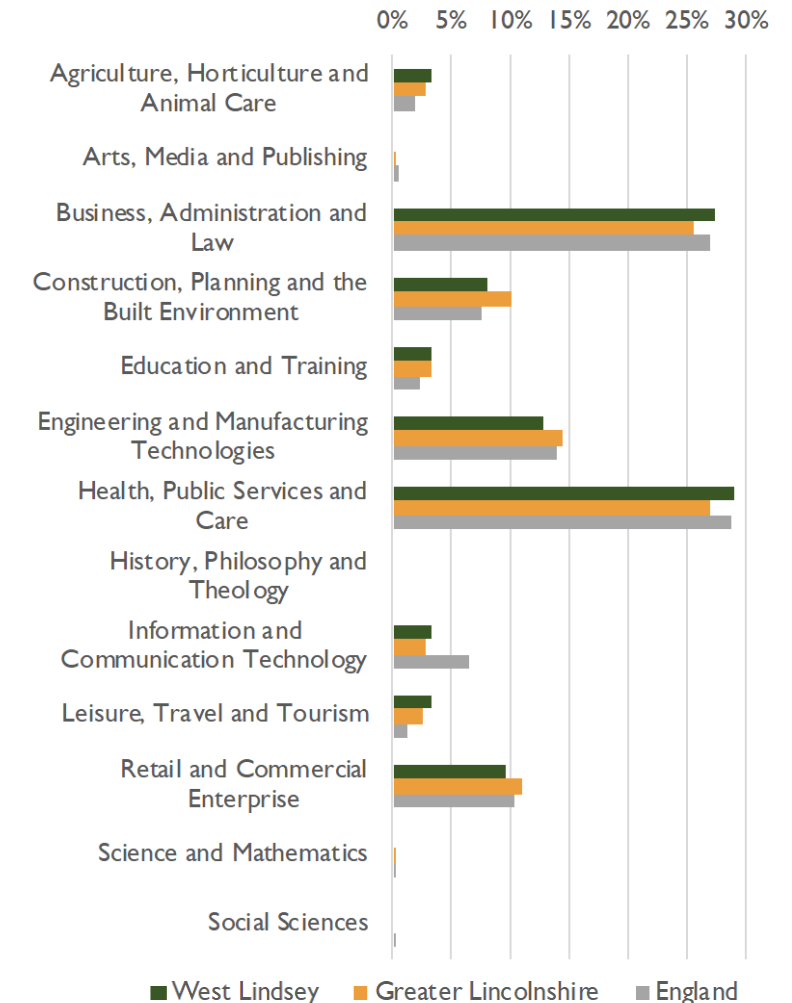
Proportionally, apprenticeship starts across sector subject areas in West Lindsey follow very similar trends to those seen across Greater Lincolnshire and nationally. However, given the local significance (certainly in employment terms – see Employer section) of sectors such as Manufacturing and Construction, then we could reasonably expect that starts in the sector subject areas of 'Engineering and Manufacturing Technologies' and 'Construction, Planning and the Built Environment' would be proportionally higher in West Lindsey than elsewhere.

Source: Department for Education

Apprenticeship starts in West Lindsey by Sector Subject Area, 2021/22



% of Apprenticeship starts by Sector Subject Area, 2021/22



COMMUNITY LEARNING

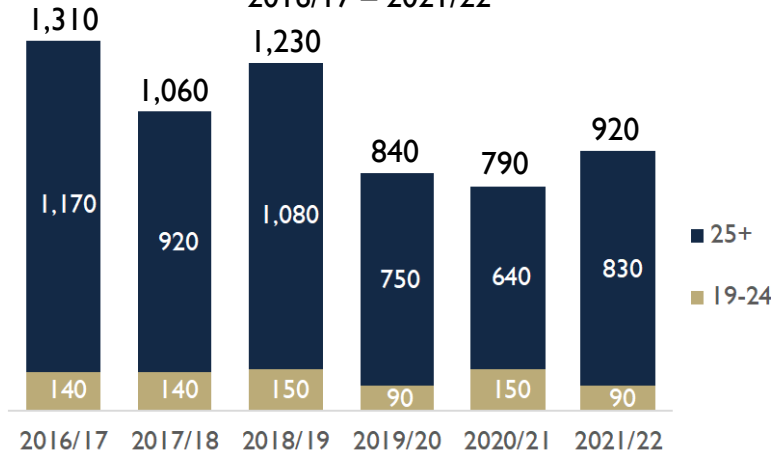
Participation levels in community learning follow a similar trend to apprenticeship starts, albeit with a historic low in numbers in 2020/21. However, the increase in participation numbers to 920 in 2021/22 is again stronger in West Lindsey than in Greater Lincolnshire and nationally.

Participation rates in community learning per 1,000 population aged 19-64 in West Lindsey are historically above those of Greater Lincolnshire and nationally, and that remains the case in this latest analysis.

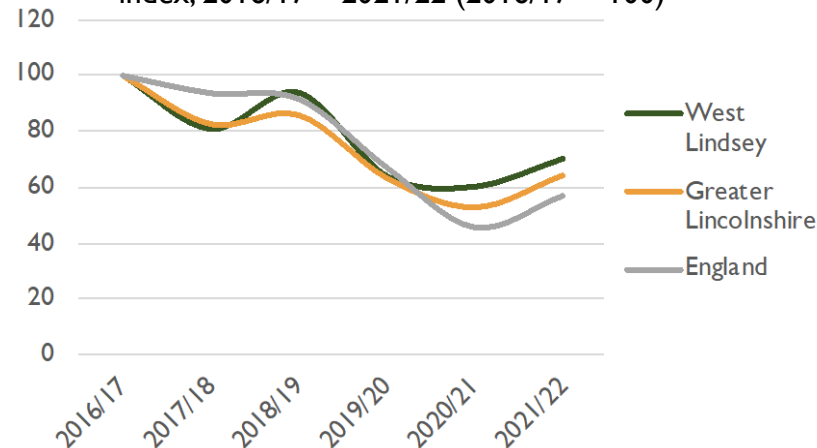
The delivery of community learning in West Lindsey focuses on 'personal and community development learning' with nearly all (99%) participants on these types of courses. This is considerably higher than the national average of 79%.

Source: Department for Education

Community Learning participation in West Lindsey, 2016/17 – 2021/22



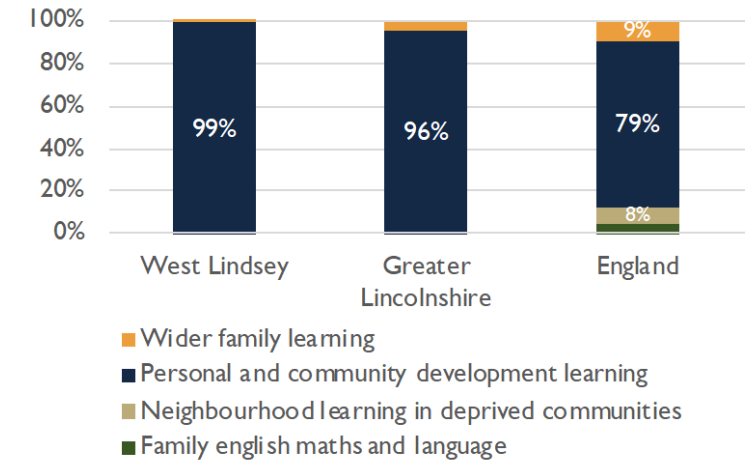
Change in Community Learning participation index, 2016/17 – 2021/22 (2016/17 = 100)



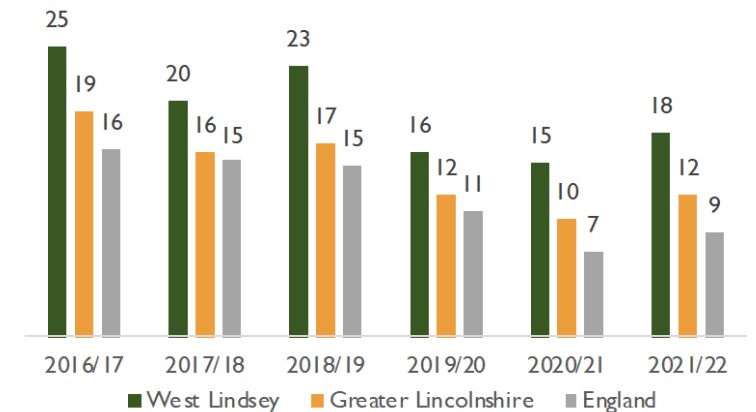
SKILLS INFRASTRUCTURE



Community Learning participation by type 2021/22



Community Learning participation rates per 1,000 population aged 19-64, 2016/17 – 2021/22



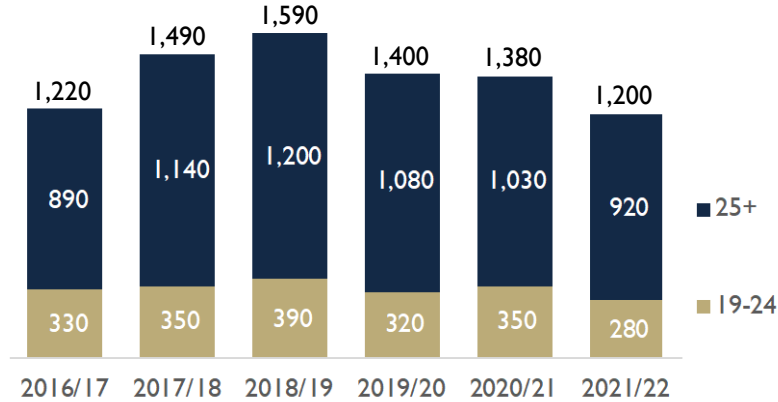
EDUCATION & TRAINING

Numbers of West Lindsey residents participating in education and training peaked in 2018/19 at 1,590 but since then has fallen to 1,200 in 2021/22. This fall in West Lindsey participation numbers, whilst significant, does mean that participation is back at 2016/17 levels, whereas when we look at Greater Lincolnshire and national participation, the levels are currently around 20% below what they were in 2016/17. This positive around participation numbers does not, however, translate into levels as participation rates per 1,000 of the population aged 19-64 in West Lindsey still remain below Greater Lincolnshire and national rates, though the gap has subsequently closed.

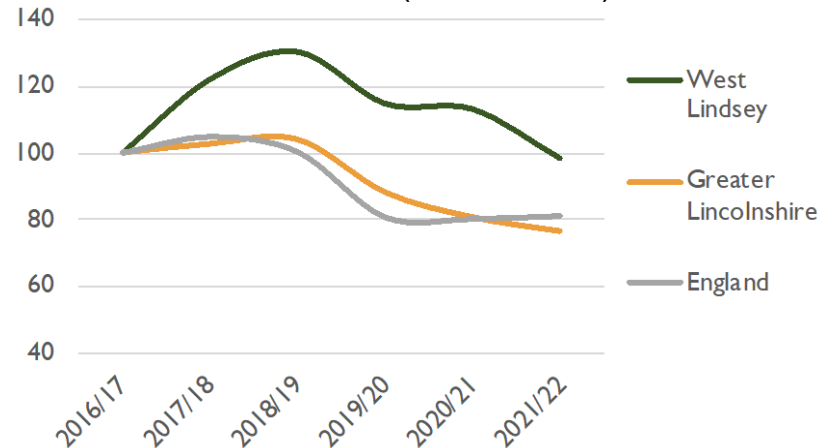
In terms of the qualification level that West Lindsey residents are participating to achieve, that has increasingly been at level 2, with a fall in those participating at level 3. Level 2 participation in education and training in West Lindsey is currently at 73%, which is high compared to 65% across Greater Lincolnshire and 49% nationally.

Source: Department for Education

Education & Training participation in West Lindsey, 2016/17 – 2021/22



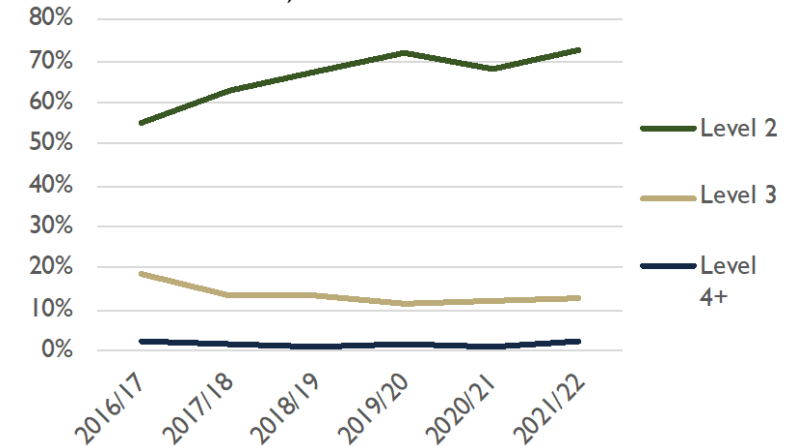
Change in Education & Training participation index, 2016/17 – 2021/22 (2016/17 = 100)



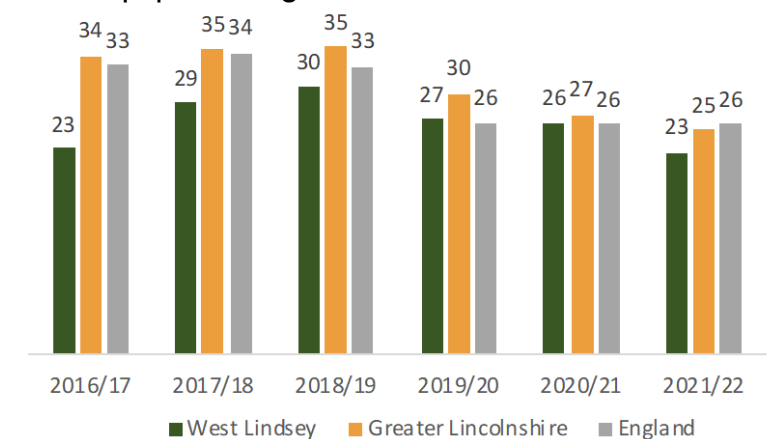
SKILLS INFRASTRUCTURE



Education & Training participation in West Lindsey by level, 2016/17 – 2021/22



Education & Training participation rates per 1,000 population aged 19-64, 2016/17 – 2021/22



HE PARTICIPATION

SKILLS INFRASTRUCTURE



TUNDRA (Tracking UNDER-Representation by Area) is an area-based measure that uses tracking of state-funded mainstream school pupils in England to calculate young people's level of participation in higher education.

TUNDRA classifies local areas (Lower Super Output Areas or LSOAs) across England into five equal groups – or quintiles – based on the proportion of 16-year-old state-funded mainstream school pupils who participate in higher education aged 18 or 19. Quintile 1 shows the lowest rate of participation, whilst quintile 5 shows the highest rate of participation.

Based on this measure, West Lindsey performs well, with nearly half (46%) of its local areas falling into the top two quintiles for participation. Referring to the map, we can see that the areas with the highest levels of participation (quintile 5) are in and around Caistor, Market Rasen, and our sub-district geography of the 'Lincoln Fringe.' The areas of lowest participation (quintile 1) are concentrated in and around Gainsborough, along with an area that contains Hemswell Cliff.

Source: Office for Students

TUNDRA Quintiles



TUNDRA quintiles across West Lindsey communities

