

PROVISION OF ANALYSIS OF CURRENT AND FUTURE SKILLS DEMAND AND SUPPLY IN NORTH LINCOLNSHIRE

EXECUTIVE SUMMARY

FINAL VERSION 24 DECEMBER 2021

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DISCLAIMER

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INTRODUCTION

SkillsReach, a Lincolnshire-based skills consultancy, was commissioned by North Lincolnshire Council to undertake a skills study providing a detailed picture of the skills landscape in North Lincolnshire, with a particular focus upon the balance between current and future skills demand in relation to the skills supply available locally. The study provides a sound evidence base on which partners, training providers, businesses and investors can base decisions regarding employment and skills moving forward. The process has involved considerable data analysis from national and local sources, plus 'skills conversations' with over 100 organisations – including large local employers, SMEs, sector groups, inward investors, education and skills providers. This Executive Summary provides a high-level snapshot of the Skills Study.

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

- 'Unprecedented' current demand for jobs such as Care Workers, Frontline Manufacturing, Drivers, Hospitality and Skilled Metalworking jobs
- Advanced local recruitment plans for new inward investment employment sites by global manufacturers
- The need to raise skills levels and build new skillsets in areas such as digital skills, advanced manufacturing and 'net carbon'
- Business enthusiasm to engage with the local skills agenda and also ensure the competitiveness of their own employment offer
- A highly-regarded, enterprising local education and skills provider base

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

- Support young people and unemployed residents to make informed choices to gain employment and start a career locally
- Support the local workforce to reskill or upskill for the new roles that will emerge over the next few years
- Become established as a work-location of choice for the 3m people living within one hour's commuting time
- Become established as an area of skills excellence for the skillsets of the future

Current skills shortages, however, should not divert longer term skills plans to raise skills levels, create exciting new career paths, and support economic growth by realising the transformational economic and community opportunities offered by low carbon and green energy initiatives, and the Freeport.

The SkillsReach team (Roy Harper and Adam Peacock) would like to thank personally all stakeholders that have taken part in this study, providing their valuable time, views and sharing resources. A full list of stakeholders that have contributed plus a comprehensive list of references is available on request.

RESEARCH MODEL

REVIEW

We have undertaken desktop research drawing upon national, sector, and local data and intelligence that covers:

- Changes in employment
- Job growth forecasts
- Replacement demand
- Changes in Gross Value Added
- Sector specific occupations
- Employer views on recruitment
- Qualification levels
- Wages
- Workforce demographics
- Key Stage 4 destinations
- Apprenticeships, Further and Higher Education
- Population change
- Economic activity and inactivity
- Commuting levels
- Vacancies
- COVID-19 impacts
- International migration
- Home working

OUTPUT

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

ENGAGE

Throughout the project we have encouraged feedback and local stakeholder ownership through a consultation process that “sense checks” our evidence base with local employers, providers, and other key stakeholders and provides an opportunity to understand local perspectives on the employment and skills challenges they face and thoughts on local improvements.

Our engagement has included:

- Virtual skills conversations with small sector groups.
- One-to-one interviews including the largest businesses, inward investors, learning providers, stakeholders (e.g., DWP) and growth businesses.
- Attending the November 2021 Jobs Expo in Scunthorpe to speak to a range of recruiting businesses, plus a post-event online survey.
- Attending the Visit North Lincolnshire business meeting to discuss sector skills issues.
- A back-up online survey for those who could not attend specific events.

Overall, the project engaged with over 110 local stakeholders in employment and skills across all sectors.

OUTPUT

A shared qualitative view of current local conditions and future challenges.

REPORT

We have produced a report that acts as an up-to-date quantitative and qualitative evidence base in terms of both supply and demand of skills at a sectoral and overall North Lincolnshire level.

As well as providing the latest analysis and commentaries in terms of its findings, the report also makes recommendations for further local action that will support longer term strategic momentum for the North Lincolnshire economy, employers and its communities.

OUTPUT

An engaging and accessible report that supports forward momentum.

CONCLUSIONS


- **Over 10 years, the North Lincolnshire labour market has been noticeably tightening;** this then being exacerbated by COVID-19 and Brexit, **with employers across all sectors reporting skills and people shortages.** This tightening has impacted local wage levels and commuting patterns; with skills shortages reported across the board - particularly accessible job vacancies requiring applicants with only limited experience or qualifications.
- **Substantial growth in employment is forecast for the next ten years in sectors such as manufacturing, renewables and transport,** and in cross-cutting occupations such as digital and professional services. The tightness of the labour market means that **new economic investments do present a risk of job displacement in certain sectors** such as transport, healthcare, manufacturing and construction, **unless the overall sector labour pools are expanded.**
- **Apprenticeships have traditionally been a local strongpoint** in areas such as engineering, although numbers have declined significantly in some important local occupations. Anecdotally, there are reports of this decline being arrested in Autumn 2021 with a welcome boost in starts, although it is unclear whether this reflects pent-up COVID-19 demand or whether it is a sign of a longer-term change.
- Low aspiration, 'work-readiness' and basic skills have long been described as local community barriers, although stakeholders describe how **the COVID-19 lockdown has impacted on community mental health, self esteem, confidence and social skills making employment transition even more difficult** – especially in some pockets of skills deprivation at a ward level. **Support such as work encounters, work experience etc has been curtailed and has not yet been relaunched.**
- **Whilst immediate frontline skills shortages are currently in the limelight;** there is also a need to make sustainable progress towards a higher skilled local workforce and community to meet the **forecast future higher skill needs of the area.**
- **A growing school age cohort provides a timely opportunity** now to support school pupils to understand and access the diverse range of local jobs available, reducing unemployment levels and improving local post-16 career transitions.
- There is an **impressive local infrastructure of innovative, enterprising employment and skills providers** rooted in or very near North Lincolnshire with a **real appetite to collaborate to benefit local employers, communities and local provision.** The existence of this infrastructure suggests that **the local challenge is not about new providers, but rather developing local employer and learner demand for economically-sustainable provision** that can support economic growth and local careers.


RECOMMENDATIONS


- **Capitalise on the enthusiasm of employers**, and other stakeholders for involvement in a **locally owned Skills Strategy and Plan for North Lincolnshire** (underpinned by this evidence base) that **aligns with, and adds value to, other local policy areas** such as Place (particularly), Community, Transport and Children's Services.
- **Targeted cross-cutting action (Including employers, employees, providers and learners) to establish 'local talent pools' either for growing sectors such as manufacturing and transport - where the potential for job displacement threatens local growth; or for sectors that are particularly challenged by skills shortages now.**
- Explore whether the **exciting growth aligned to developments such as the 'Freeport', and various low carbon and green energy initiatives**, provide the opportunity for the area to **identify and develop as a centre of skills excellence** for the Humber region and beyond.
- **Make apprenticeships (and pre-apprenticeships) centre stage** as a **solution for both frontline vacancies and longer-term high-level skills investment for the workforce** – increasing both the numbers of Traineeships / Apprenticeships across the board, but also encouraging **alignment with local growth occupations**.
- **Strengthening careers education for school pupils** – especially the high numbers of Year 11 students in North Lincolnshire that move study locations – and adults to ensure that **local labour market strengths are understood, work encounters are encouraged** and that **influencers such as teachers and families are engaged** through careers leaders events, Careers Fairs etc.
- **Business support and encouragement to local employers** to remain competitive in a challenging labour market, considering their opportunities to **increase their potential applicant pool through greater inclusion, skills and careers development, flexible working** etc.
- **Collective encouragement and support to employers to 'invest' in skills** (both time and money) and to **raise the profile of lifelong learning and career progression** with the local community.
- Working in partnership with local providers/employers to **collectively relaunch and expand interventions such as work experience, sector ambassadors, job tasters** etc.
- **Direct support to unemployed young people and adults to understand local labour market dynamics; be work ready** and able to compete for local opportunities at a time when jobs are highly accessible.
- Ensure **local labour market data is maximised** for employers, schools and the local community, **informing local skills planning** and taking an opportunity to refresh when 2021 Census data becomes available in terms of skills levels and commuting, and also considering **local data sharing in areas such as destinations and outcomes for young people**.

NORTH LINCOLNSHIRE OVERVIEW

KEY:  North Lincolnshire

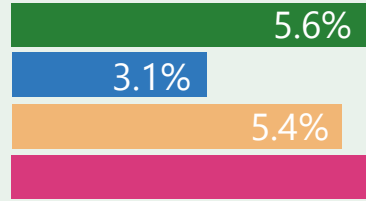
 Greater Lincolnshire

 Yorkshire and The Humber Region

 National

SKILLS DEMAND

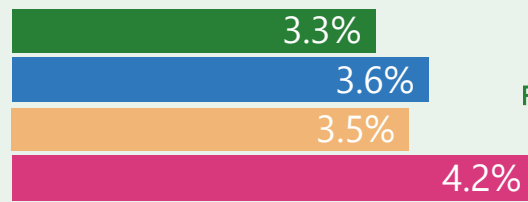
CHANGE IN TOTAL EMPLOYMENT 2010-20



EMPLOYMENT CHANGE

Source: Business Register and Employment Survey, ONS

FORECAST EMPLOYMENT CHANGE



FORECAST CHANGE IN TOTAL EMPLOYMENT 2020-30
Source: Emsi

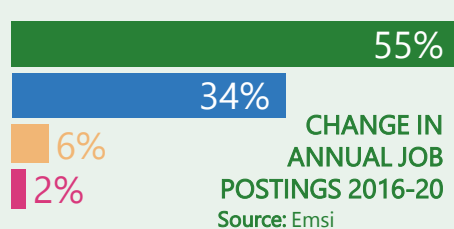
32%

REPLACEMENT DEMAND

of employees will leave the local workforce over the next decade, so the sector will need to fill approx. **24,000** jobs on top of the forecast growth in job numbers

Source: Working Futures 2017-2027

VACANCY DATA



CHANGE IN ANNUAL JOB POSTINGS 2016-20
Source: Emsi

11%

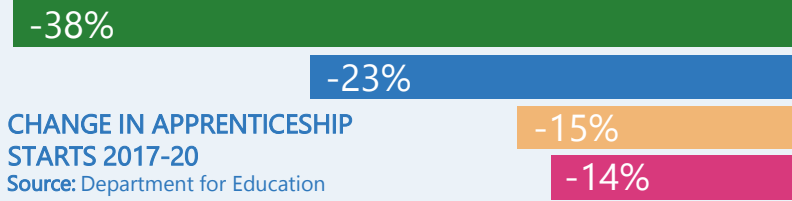
of local businesses reported vacancies in 2019 compared to **17% nationally**

Source: Employer Skills Survey 2019

SKILLS SUPPLY



APPRENTICESHIPS



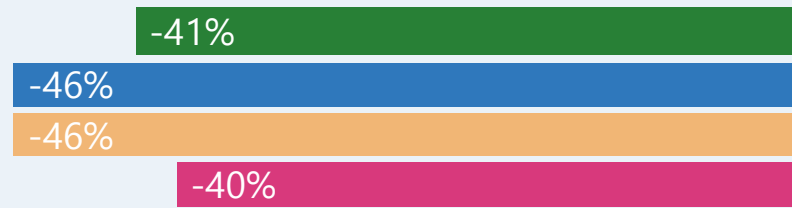
CHANGE IN APPRENTICESHIP STARTS 2017-20
Source: Department for Education

FURTHER EDUCATION

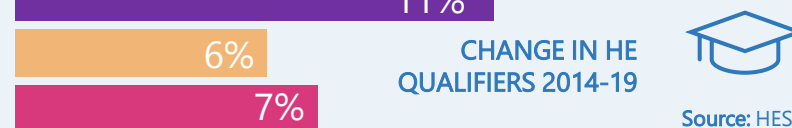


CHANGE IN FE PARTICIPATION 2014-20

Source: Department for Education



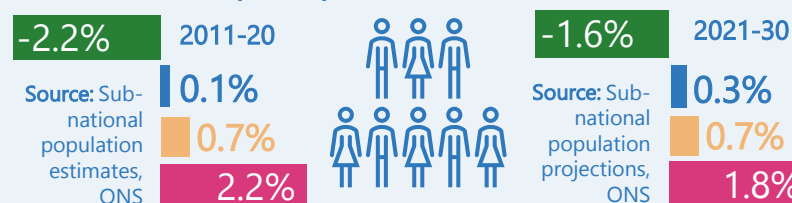
HIGHER EDUCATION



CHANGE IN HE QUALIFIERS 2014-19

Source: HESA

WORKING AGE (16-64) POPULATION CHANGE



Source: Sub-national population estimates, ONS

Source: Sub-national population projections, ONS

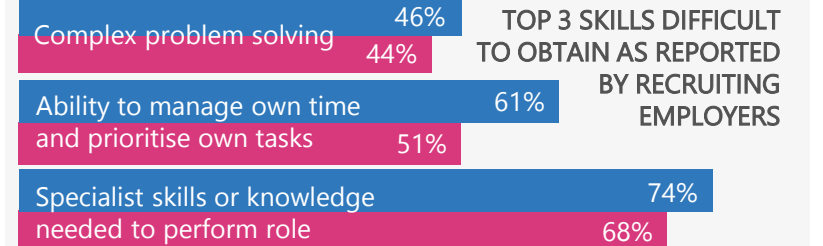
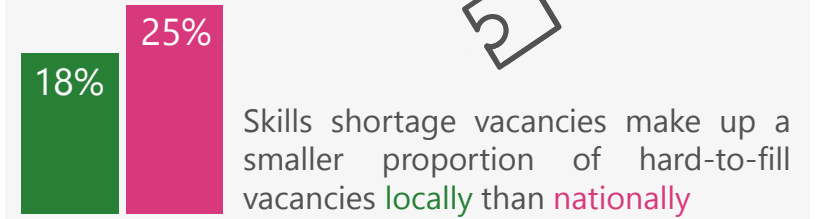
SUPPLY / DEMAND

Source: Employer Skills Survey 2019

HARD-TO-FILL VACANCIES

6% of local businesses reported a hard-to-fill vacancy in 2019, compared with **8% nationally**

SKILLS SHORTAGE VACANCIES



WORKFORCE SKILLS GAPS



Local businesses report **4%** of staff as having a skills gap, compared with **5% nationally**

* Represents combined qualifiers of universities located in Hull, Leeds, Lincoln, Sheffield and York

NORTH LINCOLNSHIRE LABOUR MARKET FOCUS

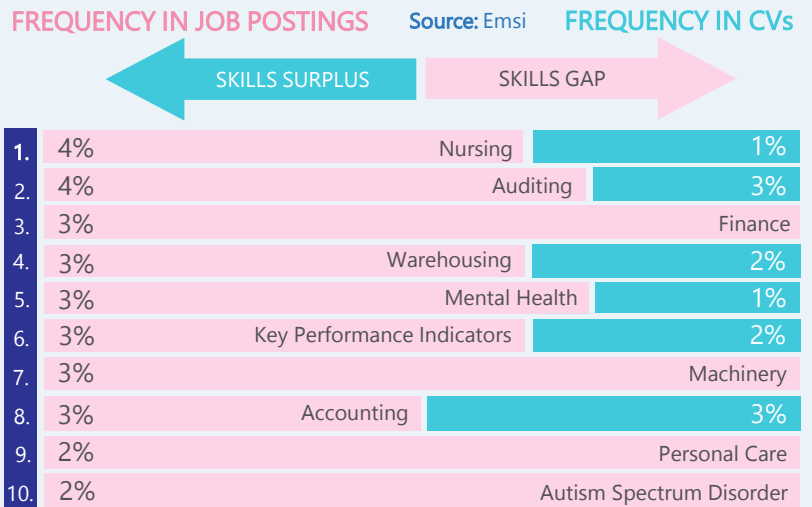
TOP 10 OCCUPATIONS

Source: Emsi

	% OF TOTAL EMP.	% CHANGE 2010-20	QUAL LEVEL
1. Sales and Retail Assistants	3.3%	2% ▲	2
2. Large Goods Vehicle Drivers	3.0%	42% ▲	2
3. Elementary Storage Occupations	2.9%	22% ▲	1
4. Other Administrative Occupations n.e.c.	2.4%	5% ▲	2
5. Nurses	2.3%	22% ▲	6
6. Care Workers and Home Workers	2.2%	-18% ▼	2
7. Food, Drink and Tobacco Process Operatives	2.0%	45% ▲	2
8. Kitchen and Catering Assistants	1.8%	7% ▲	2
9. Sales Accounts and Business Development Managers	1.7%	28% ▲	6
10. Cleaners and Domestic	1.6%	2% ▲	1

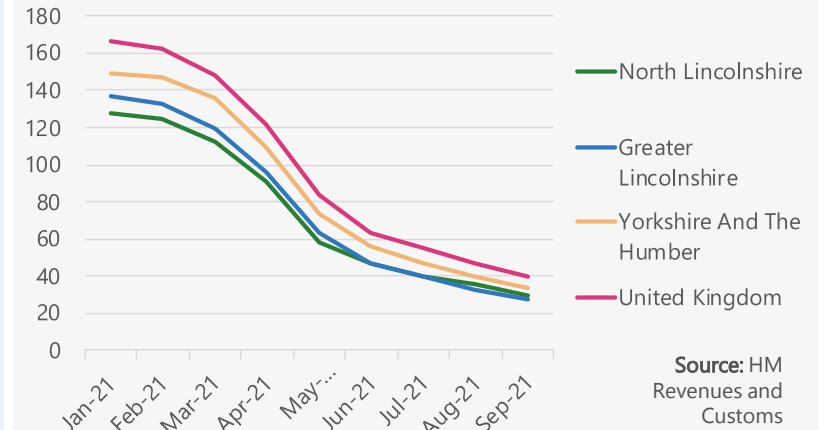
TOP 10 HARD* SKILLS

* Hard skills are abilities that have been taught to or learnt by a person



CORONAVIRUS JOB RETENTION SCHEME

FURLOUGHED EMPLOYMENTS PER 1,000 EMPLOYEES



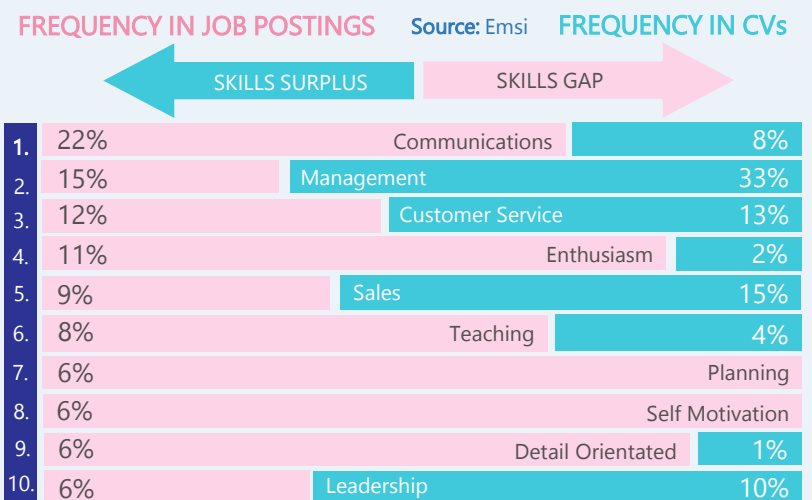
TOP 10 VACANCIES (JAN-SEP 2021)

Source: Emsi

	% OF VACANCIES	RANK 2016/20	QUAL LEVEL
1. Nurses	4.9%	2 / 1	6
2. Primary and nursery education teaching professionals	4.3%	1 / 2	6
3. Van drivers	4.1%	3 / 3	2
4. Metal working production and maintenance fitters	3.0%	6 / 6	3
5. Care workers and home carers	3.0%	7 / 4	2
6. Elementary storage occupations	2.6%	10 / 5	1
7. Other administrative occupations n.e.c.	2.3%	8 / 8	2
8. Book-keepers, payroll managers and wages clerks	1.9%	5 / 9	2
9. Sales and retail assistants	1.7%	- / -	2
10. Electricians and electrical fitters	1.7%	- / 10	3

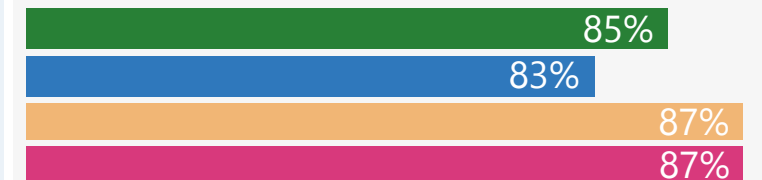
TOP 10 COMMON** SKILLS

** Common skills are self developed or personal attributes



SELF-EMPLOYMENT INCOME SUPPORT SCHEME

% OF ELIGIBLE POPULATION WHO HAVE MADE A CLAIM AS AT 7 OCT 2021



AVERAGE VALUE OF CLAIM



Source: HM Revenues and Customs

KEY FINDINGS - SUPPLY, DEMAND AND THE RESULTING GAPS AND OPPORTUNITIES

DEVELOP A LOCALLY OWNED SKILLS PLAN THAT CONNECTS ACROSS POLICY AREAS SUCH AS TRANSPORT, COMMUNITY AND PLACE

1. The last decade has seen **relatively strong jobs growth** in the local economy, but certainly over the last five years, **vacancy numbers have increased rapidly**. Employers have also been **increasingly citing hard-to-fill vacancies** and skills shortage vacancies.

2. As well as **high replacement demand**, a **significant growth in employment is forecast** in areas such as manufacturing, transport connected to exciting developments such as the Freeport and low carbon and green energy initiatives.

DEMAND

3. Local employers across most sectors report **pressing shortages of people applying for frontline vacancies** which require limited experience or qualifications. For example, care, manufacturing, and visitor economy.

4. Employers confirm a **longer-term increased demand for higher level skills**, although this demand is currently **masked by immediate frontline vacancies with limited evidence of increased local demand for higher skills education or higher apprenticeships**.

Longer-term tightening of the local labour market presents an opportunity to develop and promote local pathways supporting residents to build careers in North Lincolnshire (e.g., partnerships with employers / providers to collaboratively develop local 'talent pools' in growing sectors or occupations).

The need to ensure that, through local place strategy, that the area is a viable, attractive place to build a career for residents and non-residents living within commuting distance.

GAPS & OPPORTUNITIES

Support employers to develop a competitive, inclusive employment offer including increasing their skills investment with better connections with national programmes such as Apprenticeships and Traineeships – SMEs, large employers, and new investors.

Ensure that encouragement and support towards higher level learning and skills investment for both employers and residents remains a high priority despite immediate frontline skills shortages.

1. Forecasts of a **continuing decline in the resident working age population** are compounded by the **post-Brexit reduction in EU workers**. However, for the next decade, the **numbers of school leavers will increase significantly**.

2. There is a **working-age population of 3.4m within one hour's drivetime** – a more highly qualified group. There are also indications that **more residents may now be commuting out of North Lincolnshire to work**.

SUPPLY

3. Although **overall unemployment levels are reducing**, **youth unemployment and long-term unemployment remain high** with a higher proportion of economic inactivity and **communities with entrenched skills deprivation**.

4. Although the area has made **positive progress in reducing the number of residents with no or low qualifications**, there is a **growing gap in the numbers of local people with qualifications above Level 4** compared to nationally.

KEY FINDINGS - SUPPLY, DEMAND AND THE RESULTING GAPS AND OPPORTUNITIES CONT.

DEVELOP A LOCALLY OWNED SKILLS PLAN THAT CONNECTS ACROSS POLICY AREAS SUCH AS TRANSPORT, COMMUNITY AND PLACE

5. Local employment demand is changing with **increasing job demand outside of Scunthorpe**; a 'net zero' context with **new 'green' skillsets**; plus, higher demand for digital and professional occupations.

6. **Apprenticeships have declined substantially** although **particularly in locally important occupations such as engineering**. There are anecdotal 'green shoots' reports of an Autumn 2021 surge in demand.

The importance of a local careers' plan through economic growth and transition supporting residents and their influencers to gain a full understanding of local opportunities to best inform career choices.

Raise the profile of apprenticeships (and traineeships), to improve local take-up and achievement through supporting both employers and residents.

5. Providers report a **'mismatch' between employer and resident demand for jobs and training opportunities in local, important sectors** such as manufacturing, care, transport; with sectors often lacking diversity with **enduring gender stereotypes**.

6. Learning providers report **ongoing challenges sourcing applicants for both apprenticeship and traineeship vacancies**.

DEMAND

GAPS &
OPPORTUNITIES

SUPPLY

7. Educational and skills providers describe a **lack of demand from local employers for higher education and skills programmes** – although many of these opportunities have been very recently developed and COVID-19 has also stifled skills demand.

8. **COVID-19 has directly impacted on levels of demand** in areas such as care, transport, and retail, **creating additional pressures and skills shortages**.






Capitalise on a committed, highly regarded local provider base with an appetite for collaboration to ensure the best local skills offer for residents and businesses, 'reducing the skills miles.' This could include an improved understanding of the linkages between course choices by young people and longer-term outcomes.

Build local momentum to ensure that the area has a fast recovery in terms of restoring work experience, employability development and building on successes such as the local DWP Youth Hub.

7. A high concentration of post-16 students in Scunthorpe; a new HE campus; plus, renowned local skills providers ensures **an excellent breadth of course opportunities** is available locally; with **an appetite and capacity for further development**, according to sustainable employer and learner demand.






8. Providers describe **the challenging impact of COVID-19 on young people and unemployed adults** particularly, in terms of **confidence, self-esteem, and social skills** – all barriers to work irrespective of vacancy numbers.

SECTOR OVERVIEW

	EMPLOYMENT 2020 <small>Source: Business Register and Employment Survey 2020, ONS</small>	FORECAST* JOB GROWTH 2020-30 <small>Source: Emsi forecasts, www.economicmodelling.com</small>	REPLACEMENT DEMAND 2020-30 <small>Source: Working Futures 2017-2027, UKCES. Greater Lincolnshire results modelled for North Lincolnshire</small>	KEY CHALLENGE
 MANUFACTURING	18,000	1,000 ▲	5,000	There is a pressing supply / demand 'mismatch' for both entry level manufacturing opportunities and the need to recruit or upskill existing workers for longer-term higher level skill needs.
 TRANSPORT & LOGISTICS	7,000	200 ▲	2,000	Immediate skills shortages reported include ports, freight, vehicle maintenance and management roles, but there is a need for greater collective awareness locally of the sector and its potential for more local people to consider jobs and training opportunities.
 HEALTH & CARE	9,000	600 ▲	3,000	A concerning, worsening shortage of front-line domiciliary and residential care workers; with shortages viewed as being exacerbated by Brexit with EU migrant workers leaving.
 VISITOR ECONOMY	4,750	0 ◀▶	2,000	Major concerns expressed about the availability of frontline staff (quantity and quality of applications received) to underpin COVID-19 recovery and longer-term development plans, although Brexit was not viewed as a significant local factor by this sector.
 DIGITAL	500	100 ▲	200	Local sector job figures underplay the importance and growth of digital occupations across North Lincolnshire as a whole, with digital roles growing in all sectors.

* These are baseline forecasts and do not take into account any planned developments or inward investment in the North Lincolnshire area

SECTOR OVERVIEW CONT.

		EMPLOYMENT 2020 <small>Source: Business Register and Employment Survey 2020, ONS</small>	FORECAST* JOB GROWTH 2020-30 <small>Source: Emsi forecasts, www.economicmodelling.com</small>	REPLACEMENT DEMAND 2020-30 <small>Source: Working Futures 2017-2027, UKCES. Greater Lincolnshire results modelled for North Lincolnshire</small>	KEY CHALLENGE
	CONSTRUCTION	6,000	1,000 ▲	2,000	Major inward investment plans locally will intensify the demand for construction workers over the next decade and are likely to increasingly require workers from a much wider area on a daily or weekly commuting basis.
	RETAIL & WHOLESALE	10,000	300 ▲	3,000	Local stakeholders describe a 'massive' recruitment challenge for frontline customer service roles, warehouse operatives and motor technicians, with wages increasing and applications reducing.
	PROFESSIONAL & FINANCIAL	3,450	100 ▲	1,000	Employment forecasts would be higher given that local growth companies and inward investors emphasise the need for professional technical skills and the importance of attracting (or training) qualified experienced professionals to live and work locally.
	EDUCATION	5,000	-100 ▼	2,000	Sector vacancy growth locally has been much higher than across Greater Lincolnshire, regionally, and nationally. Given fairly static numbers in employment during this period, this could reflect a higher level of churn in the sector workforce.
	AGRICULTURE	1,750	-200 ▼	300	No clear signs that the post-Brexit shortage of workers will be fully replaced by UK workers or new seasonal worker schemes. New technologies such as AI / Robotics provide a high investment medium term option but will require new leadership and technical skillsets.

* These are baseline forecasts and do not take into account any planned developments or inward investment in the North Lincolnshire area

CURRENT AND FUTURE DEMAND – SUMMARY

KEY FINDINGS

- Over the last decade, employment in North Lincolnshire has grown at a rate of just under 6%, in line with the region and above Greater Lincolnshire, but well below the national rate. Sectors such as transport & logistics, manufacturing, and construction however have significantly outperformed local and national comparators.
- Employment growth has not been evenly distributed with most growth outside of Scunthorpe – potentially providing increasing transport challenges for those living in the largest urban conurbation.
- A high proportion of growth is identified as full-time workers, perhaps confirming a focus upon manufacturing and production rather than the service sector.
- North Lincolnshire has a greater proportion of larger businesses – significant from a skills perspective due to the likelihood of those businesses having structured talent programme underpinned by the apprenticeship levy.
- There has been a rapid increase in hard-to-fill vacancies since 2013 – particularly 'skilled trades', 'machine operatives' and 'care-workers', notwithstanding areas such as retail and the visitor economy.
- Conclusions about a tightening labour market over the last few years are strengthened by a comparative massive increase in online vacancy postings.
- COVID-19 has also increased pressures on demand, with evidence of people leaving sectors such as care. Brexit too, has had an impact with the manufacturing sector particularly (e.g., Food) affected by migrants leaving.

- There has been a sharp increase in resident wages – more than double other comparators whereas workplace wages have barely increased; suggesting residents may be moving to higher-paying opportunities out-of-area.
- Employment is forecast to grow by a further 3% over the next ten years – below local and national comparators. These forecasts do not account for the investments now underway on the South Humber Bank and other employment sites which have resulted in growth projections of 14%, putting total employment at 87,000 by 2030, a net increase of 11,000 new jobs. Most growth is forecast to be achieved through 'Land Transport and Storage' and 'renewables' activity – clearly connected to the local Freeport and larger-scale decarbonization developments.
- Considering an increased demand for people in North Lincolnshire, it is also forecast that the proportion of the workforce needing Level 4 qualifications or above is likely to increase by 8% with a projected 9% decline in people with qualifications of Level 2 or below. This requires an upskilling of c17,000 people including Level 2 to Level 3, and Level 3 to Level 4 and above.

IMPLICATIONS

- The local labour market has progressively tightened over the last ten years with the situation recently exacerbated by COVID-19 and Brexit. Considering that the working age population has decreased, and this is set to continue into the future, the need to maximise employment connections with local people plus attract in-commuters is paramount considering the ambitious local economic development plans.
- There is a risk of the current focus upon immediate skills shortages of frontline workers clouding the imperative to also upskill locally to meet the forecast increased demands for higher level skills over the next few years.

CURRENT AND FUTURE SUPPLY – SUMMARY

KEY FINDINGS

- The North Lincolnshire working age population (16-64 years old) has decreased over the last decade by 2.2% whereas local, regional and national comparators have all increased, albeit very modestly.
- Over the next decade, working age population is set to decline further by 1.1% although this does not consider variables such as new large-scale housing developments (e.g., 'Lincolnshire Lakes').
- The current large cohorts of people aged 10-14 and 5-9 provide an opportunity for a larger well-informed group of young residents to enter the local labour market over the next few years whilst the economy is growing.
- Unemployment in North Lincolnshire has, for most of the last decade, been above national levels, although the rate in North Lincolnshire is now below the national rate. Rates of youth and long-term unemployment however remain stubbornly high although youth unemployment is falling, perhaps influenced by the local DWP Youth Hub.
- In terms of economic activity, there has been a fall in the numbers of economically active residents, whilst economic inactivity has increased proportionally, although actual numbers have remained stable.
- Overseas workers have increasingly played a part in the local workforce over the last decade, although this has diminished recently in light of Brexit – something emphasised by sectors such as food manufacturing and care.
- The one-hour drivetime area around North Lincolnshire boasts a total working age population of 3.4m, and a slightly higher qualifications profile with 22% qualified to level 4 and above, compared to 20% in North Lincolnshire.

- In-commuting levels have grown between 2001 and 2011 with high levels of in-commuting from North-East Lincolnshire and West Lindsey – the latter being the fastest growing, whilst numbers travelling in from over the Humber in Hull have declined. Out-commuting to Hull and Doncaster has increased over this period.
- Analysis of resident and workplace earnings over the last decade suggests that either a sizable number of residents have realised higher paying opportunities outside of North Lincolnshire and/or reduced local supply in the North Lincolnshire labour market over time has pushed up demand and therefore increased resident wages.
- North Lincolnshire is part of an area with one of the lowest rates of homeworking nationally at 18% in COVID-19 impacted 2020 – unsurprising considering the top six industries where staff are least likely to work from home make up the top six areas of employment locally.
- Homeworking forecasts are relatively unreliable, although the North Lincolnshire industry breakdown suggests the area is likely to be less impacted by homeworking than many other areas.

IMPLICATIONS

- The importance of 'place' and transport policy supporting residents and in-commuters to access the increasing career opportunities available in North Lincolnshire in this highly competitive labour market.
- The opportunity for employers, providers and other stakeholders to connect local communities – especially young people and the long term unemployed – with the diverse range of accessible job opportunities available now and for the foreseeable future in North Lincolnshire.

EDUCATION, LEARNING AND SKILLS PROVISION – SUMMARY

KEY FINDINGS

- North Lincolnshire is 'self-contained' for education and skills provision with a small number of significant, well-regarded local providers providing an infrastructure for a potentially powerful local skills collaboration, working alongside local employers and other stakeholders.
- The scale of North Lincolnshire young people leaving their Year 11 school provides an opportunity for careers guidance to inform careers decisions.
- The high concentration of post-16 students in Scunthorpe ensures high learner footfall and a breadth of choice of academic and vocational learning opportunities through North Lindsey College, John Leggott College, Engineering UTC and UCNL – a brand new higher education campus.
- There are other major strengths in provision locally with CATCH and HETA prominent manufacturing / engineering specialists; Modal a logistics specialist in Immingham and a national Hair and Beauty provider in Positive Approach.
- North Lincolnshire has pockets of education and skills deprivation, and, despite recent improvements, there are still more local people with low or no skills, and a widening higher skills gap compared to the national position.
- Apprenticeship starts have declined substantially; broadly in line with national trends, although there has been a steep decline for Under 19s with key occupational areas such as engineering also in decline. More positively, several local providers anecdotally report a surge in Apprenticeship starts in Autumn 2021.
- Evidence suggests that there has been a slow adoption locally of new 'occupational standards' through the national apprenticeship policy transition and this may partly explain the lag in starts.

- North Lincolnshire has one of the lowest levels of HE participation in Greater Lincolnshire, significantly below national averages with local graduate retention also a major challenge.
- Stakeholders feedback that COVID-19 has had a major impact on the confidence, social skills, self esteem and general wellbeing of many local young people with work experience and other work encounters being halted.
- It is reported that the local DWP Youth Hub has made a real difference to youth unemployment which has been a long-term challenge for the area.
- There is an important role for Traineeships / Pre-Apprenticeships to create earlier pathways for growing sectors – especially for those with lower educational attainment; although demand for these programmes is reported by providers to be very low from both employers and learners.
- Reports of a very low employer demand for higher level skills, with employers unwilling to invest despite skills shortages and an ageing workforce. A stakeholder suggesting employers need to "wake up and smell the coffee" as there is "no choice but to train".

OPPORTUNITIES

- An appetite from providers to be involved in developing a shared ambition and cross-cutting skills plan for North Lincolnshire which, through collaboration and 'joined up' thinking, would optimise the North Lincolnshire employment and skills offer from both an economic and community perspective.
- Review careers education locally ensuring young people and adults understand and can make informed decisions about career paths – including a contemporary understanding of growing sectors such as manufacturing and, healthcare, and important 'lower profile' areas such as digital and professional services.