

A hand in a dark suit sleeve points its index finger towards a glowing blue digital interface. The interface features concentric circles, a gear icon in the top left, and a target icon in the bottom left. The word 'SKILLS' is prominently displayed in a glowing green font within a central circle.

SKILLS

North Lincolnshire  
Skills & Employability Plan  
2023/2028

**North  
Lincolnshire**  
Council

# Foreward

## BUILDING A PLACE WHERE PEOPLE CAN DEVELOP AND FORGE A GREAT CAREER

**We are delighted to introduce the North Lincolnshire Skills & Employability Plan 2023-2028.**

Economic growth and renewal is at the heart of our ambitions for North Lincolnshire. This plan sets out how we will work in close collaboration with our businesses, partners, providers and communities to realise our growth ambitions and achieve a highly skilled workforce, working in high value jobs.

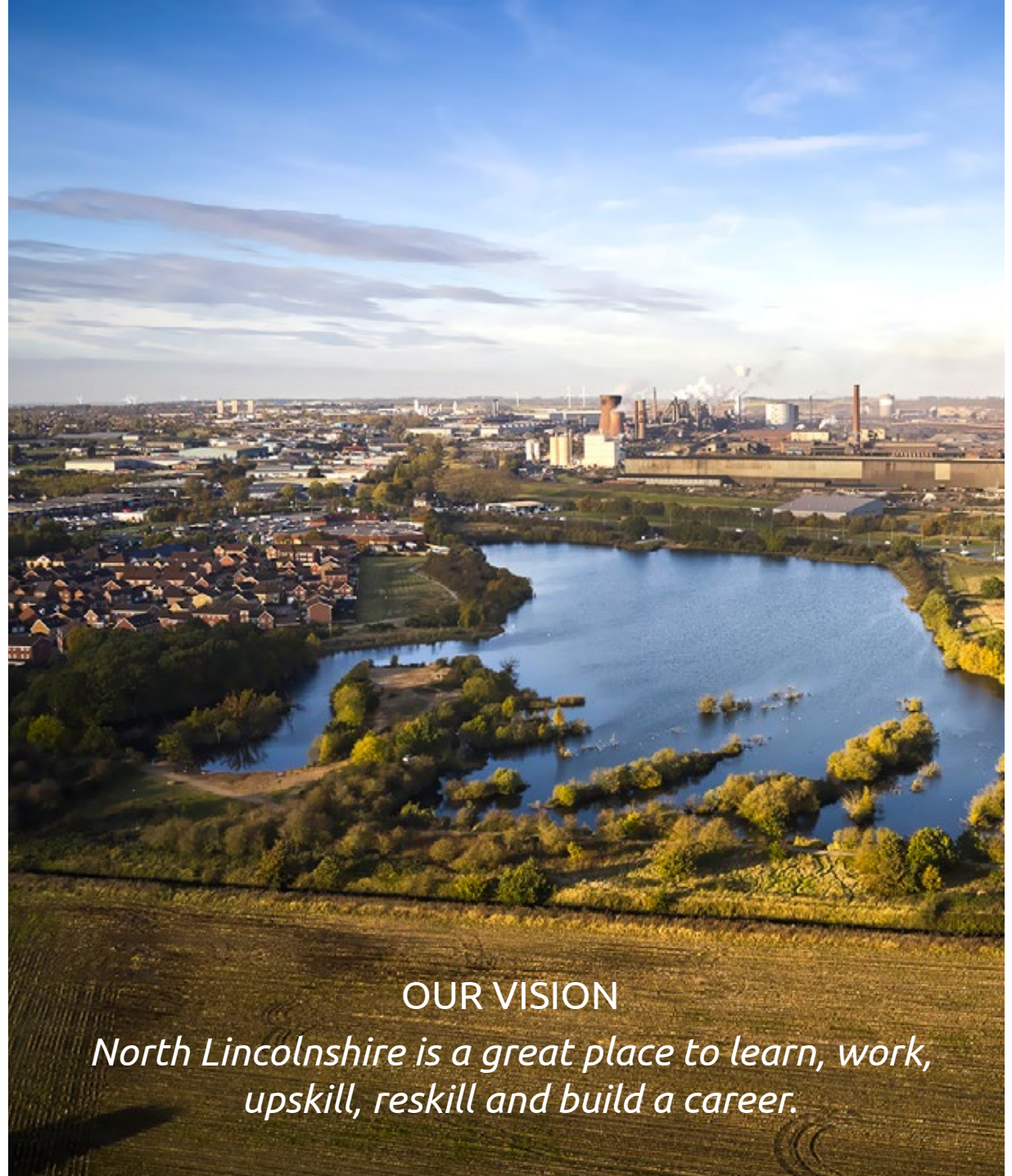
We have listened carefully to what our businesses and resident's skills needs are and working together we have already made great strides in increasing opportunities. However, we know more needs to be done to ensure businesses and residents can access the skills they need now and in the future.

Ensuring people have the skills they need to realise their potential and businesses have access to a highly skilled workforce will be crucial to our success.

We want to go further than supporting people to get a job, but instead focus on encouraging personal ambition through high quality education, training and a focus on lifelong learning which will enable people to build a successful career in North Lincolnshire.



**Cllr Rob Waltham MBE,**  
Leader of North Lincolnshire Council



## OUR VISION

*North Lincolnshire is a great place to learn, work, upskill, reskill and build a career.*



# North Lincolnshire in Numbers

169,700

Resident population

102,200

Working age population

200

Population density per square kilometre

77.6%

Employment rate

75.0%

Female employment rate

80.1%

Male employment rate

1.6%

Unemployment rate

9.2%

16 to 64-year-olds with no qualifications

£518.90

Median gross weekly pay (£536.60 nationally)

18.5%

Qualified to NVQ3

3.5%

Claimant count

14.4%

Workforce with Skill trades

8.2%

Workforce with Process, Plant and Machine operative trade

24.1%

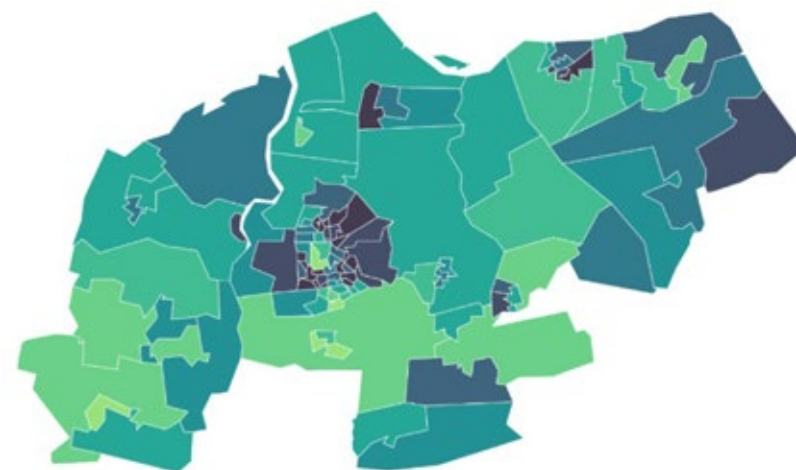
Employment is in the manufacturing sector (vs. 11.5% regionally and 7.3% nationally)

\* Latest data available at time of writing

North Lincolnshire has pockets of education and skills deprivation as shown the Index of Multiple deprivation map relating to education, skills and training below.

## Education, Skills & Training - 2019

Lower-layer Super Output Areas in North Lincolnshire by decile



Source: English Indices of Deprivation (2019), MHCLG  
Contains Ordnance Survey data © Crown copyright and database right 2019

# Economic Growth Plan 2023 – 2028

Building on the success of the previous plan, a new Economic Growth Plan has been developed to deliver a forward plan of interventions that will drive sustainable economic growth across the area.

## Economic Growth Plan Vision

*North Lincolnshire is a place with strong and sustainable economic growth, leading to wellbeing and prosperity for our businesses, residents and communities*

The Economic growth plan is arranged around 3 priorities and interventions that will create the conditions for economic growth and renewal, and support the council's ambition to be the best place for our residents.

## Priority 1 -

A place where people, places and products are connected globally to deliver sustainable economic growth



## Priority 2 -

A place where businesses and residents make positive changes to create a cleaner, greener, healthier and more sustainable future for North Lincolnshire



## Priority 3 -

A place which enables and encourages our businesses, residents and communities to achieve their full potential



Education and skills are vital to achieving the success of our plans for economic growth. It is essential that our economy has a skilled workforce to support the needs of current businesses and to attract further investment to the area. This skills plan is therefore key in setting out our plans to provide a highly-skilled and innovative workforce that will enable our ambitions for economic growth to be realised.

Click [here](#) to view the Economic Growth Plan [economic-growth-plan-23-28.pdf](#) ([investinnorthlincolnshire.com](#))



# North Lincolnshire Skills & Employability Plan

The purpose of the Skills and Employability Plan is to provide a framework for the Council and its partners to work together as a system to improve employment and skills outcomes for the North Lincolnshire economy and its communities. We are focused on making the most difference locally through the best application of local and national resources.

## Our Priorities for North Lincolnshire

- A place to build a great career
- A place enabling businesses to grow through skills and careers investment
- A place with a proud culture of local skills aspirations and proactive collaboration

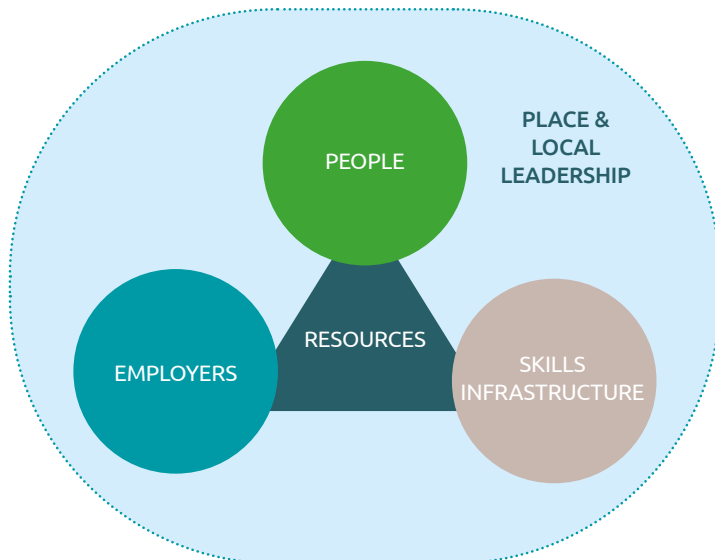
## Supporting our plans for economic growth

The Skills and Employability Plan is a key document which underpins our plans for economic growth across North Lincolnshire.



# Our approach to the Skills Plan

Our approach to developing this skills plan considers work that has taken place to understand the system in which skills operate within North Lincolnshire. Essentially, we have looked at 3 inter-related elements – People, Employers, and Skills Infrastructure. Resources sits at the centre of the model, cross-cutting the three elements and reflecting that all three in some cases have access to funds for skills improvements. The critical driver of 'Place & Local Leadership' on the local skills ecosystem is also recognised. This interrelationship is demonstrated in the diagram below.





# Priority 1 – A place to build a great career

## ENABLING PEOPLE TO ACCESS ROUTES TO LOCAL, HIGH-QUALITY CAREERS IN NORTH LINCOLNSHIRE

### Our Intent

- People of all ages have the information, advice and guidance they need to access skills and employment opportunities that are linked to the requirements of the labour market
- The area is a visibly attractive place to build a career for residents and non-residents living within commuting distance

### Our Interventions

- Collaborate with partners to enable consistent careers education for young people and access to work experience opportunities which give insight into different careers and help build employability skills
- Work in collaboration to tackle barriers to skills and employment for the unemployed and economically inactive
- Promote a new focus on lifelong learning and in-work skills progression
- Work in collaboration on projects providing skills development for older workers to maximise the value and experience of the 50+ age group
- Support the objectives to increase the number of Disability Confident employers
- Promote the importance of developing employability skills alongside technical and higher-levels skills to increase work readiness
- Continue support for place-based strategies utilising available funding for town centre and market town regeneration



# Priority 2 – A place enabling businesses to grow through skills and careers investment



## WORKING WITH BUSINESSES TO UNDERSTAND SKILLS DEMAND AND SUPPLY, ENSURING ENCOURAGEMENT AND SUPPORT TOWARDS HIGHER LEVEL SKILLS

### Our Intent

- Businesses can access and grow the skilled workforce they need to remain competitive, drive productivity and respond to changes and opportunities now and in the future
- A healthy and resilient workforce with good physical and mental health, supported to take control of their own wellbeing and overcome barriers to employment

### Our Key Growth Sectors

- Construction
- Digital
- Energy and Chemicals
- Food
- Health and Care
- Manufacturing and Engineering
- Ports and Logistics

### Our Enabling Sector

- Visitor Economy



### Our Interventions

- Targeted in-work skills training support for employers
- Work in collaboration to drive progression towards achievement of Level 3+ qualifications
- Promote T Levels and apprenticeships as a prestigious alternative to A Levels
- Increase work experience opportunities for young people in our key sectors
- Support businesses to provide greater opportunities for the postgraduate population through appropriate level roles and training packages
- Encourage active involvement in the Local Skills Improvement Plan
- Continuous engagement with businesses around the skills agenda to drive progress in the areas important to them
- Create sustainable partnerships with employers to develop a culture of good physical and mental health for employees and their families



# Priority 3 – A place with a proud culture of local skills aspirations and proactive collaboration

## PROVIDING THE BEST SKILLS OFFER FOR RESIDENTS SUPPORTING HIGH VALUE EMPLOYMENT, GROWTH AND INWARD INVESTMENT

### Our Intent

- An impressive local infrastructure of innovative, enterprising employment and skills providers with a real appetite to collaborate to benefit local employers, communities and local provision
- Opportunities for highly skilled jobs in key growth sectors, building local skills aspiration whilst, also attracting the best people from the global marketplace

### Our Interventions

- Provide strong governance for the Skills and Employability Plan through the Skills Transformation Board
- Develop a local Skills Pledge which provides focus and commitment to the skills agenda
- Monitor progress of the Devolution deal for Greater Lincolnshire and the implications for the skills agenda locally
- Enable collaboration between inward investors, existing businesses, providers and local stakeholders to address the skills requirements for significant inward investment opportunities
- A single post-16 and adult prospectus for residents, workers and businesses
- Develop and promote the concept of North Lincolnshire as a centre of skills excellence linked to our key sectors
- Create collaboration with universities to drive innovation, growth and productivity
- Drive equality of opportunity through implementing place-based skills and employability programmes



# Our Local Skills Framework

Oversight and governance for the Skills and Employability plan will be through the Skills Transformation Board which meets on a quarterly basis through the year and more frequently if required. Terms of reference for the Board setting out purpose, plan, responsibility and membership can be found on the council's website.

## Developing a Local Skills Pledge

A local Skills Pledge is being developed to support the vision outlined in the Skills and Employability Plan. Employers will be able to demonstrate their formal commitment to invest in improving the skills of people living and working in North Lincolnshire. The Skills Pledge will give employers one route to access support and find out more about local and national skills initiatives and will recognise employers already working to improve skills.

## Impact

### Priority 1 -

*North Lincolnshire is a place with strong and sustainable economic growth, leading to wellbeing and prosperity for our businesses, residents and communities*

### Priority 2 -

*North Lincolnshire has thriving local businesses with competitive employment offers and established skills investment plans providing opportunities for local people*

### Priority 3 -

*North Lincolnshire is a place to upskill and develop a career where local education and skills providers collaborate to support economic growth and career opportunities for local people*

## Performance Measures

### Priority 1 -

- Universal access to careers advice
- Every school pupil can access work experience / workplace encounters
- Increased levels of people who are economically active
- Increase in skills levels across all wards in North Lincolnshire

### Priority 2 -

- All schools have links with businesses in key growth and enabling sectors
- Increased apprenticeship starts and completions
- Businesses supported with a Workforce Skills Plan
- Increased awareness and commitment to the Disability Confident Scheme

### Priority 3 -

- 100+ employers sign up to the Skills Pledge
- Annual job fair and careers fair held
- Increased partnerships and collaboration between further and higher education and businesses