

Lincolnshire County Council Accountability Agreement 2024/25



Statement of Purpose

The County Council raises achievements and aspirations by providing high quality learning opportunities, both externally via Education & Skills Funding Agency (ESFA) funded programmes, and internally via Apprenticeship provision, in a safe environment that enable learners to progress according to their ability, needs and interests

Service Vision

More people have the skills and attributes for work, enabling them to make a positive contribution to their community - *(Lincolnshire County Council Corporate Plan, page 7)*

Strategic Aims and Objectives

We will:

- Widen Participation and Transform People's Lives
- Support the Local Economy
- Improve the Health and Wellbeing of learners
- Provide targeted learning to those in greatest need, including helping parents to support their children's learning

Place

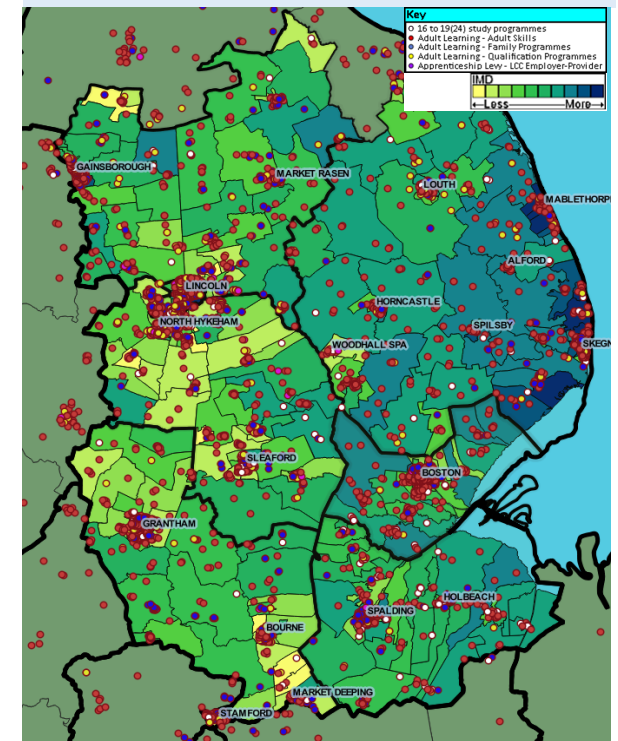
Located in the East Midlands region of England, surrounded by a number of counties and a 50 mile coastline on its eastern edge, Lincolnshire is the UK's 2nd largest county by area, boasting a diverse landscape of sandy beaches, lush woodland, rolling fields and bustling communities. Home to the Lincolnshire Wolds, a designated Area of Natural Beauty, the County is steeped in history and has a rich culture of food, festivals, and family businesses. With a relatively high population growth at 7.7% between 2011 and 2021, Lincolnshire has made its mark on the UK map as being an attractive place to live, play, work, learn and invest.

Home to 33,900 businesses and supporting 352,000 jobs, the Lincolnshire economy currently supports over £16bn in Gross Value added (GVA). Over the last 5 years, the county economy has grown by 16%. Of the resident working population aged 16 plus, 22% are in either 'Process, plant and machine operative' occupations or 'Elementary' occupations. This is well above the national average of 17%. Compared to the national picture, Lincolnshire is an area of relatively low pay, with a higher proportion of residents in labour intensive jobs that require lower skills levels.

With a population density of just 129 people per sq. km compared to 434 nationally, this level of sparsity means that reaching the critical mass required for service delivery can be difficult, and that some areas are poorly connected by road and public transport.

With above average increases in community learning there is real progression locally in terms of people attaining first qualifications, although in terms of higher skills, the area has fallen further behind the national position with a recent trend becoming established of decreasing participation by adults in education and training. Apprenticeships are increasing faster than nationally, with this growth fuelled by starts from younger people (*Department for Education*).

Locations of Lincolnshire Learners in 22/23



Headline data highlights some particular challenges as:

- 7.6% of Greater Lincolnshire businesses indicate they have a worker shortage, rising to 19% in the health sector, with utilities, food service and accommodation, and education sectors also more acutely impacted than average
- 21% of the Lincolnshire population aged 16+ have no qualifications compared to 18% nationally
- 6% of residents have a main language that is not English
- 38% of residents in East Lindsey/Boston/South Holland have no/low qualifications.
- 26% of residents aged 16+ have a level 4 qualification or above, and in 2019 the area was in the bottom third of DfE rankings for upper LAs (16–64-year-olds with level 3 qualifications, 2019)
- Relatively high level of population growth of 7.7% between 2011 and 2021 which is mainly due to an increase of 26% in the number of people aged 67+ over the same period.

Comprising one County Council and seven District Councils the total population of Lincolnshire stands at 769,500.

The Greater Lincolnshire Local Enterprise Partnership (Greater Lincolnshire LEP) comprises all Councils within Lincolnshire as well as the North East Lincolnshire, North Lincolnshire and Rutland Unitary authorities

Lincolnshire Learning Communities

West Lindsey

- Population growth of 6.6%, driven by increases in younger and mainly older population. Average age rises from 43.1 to 44.9
- Only 2% have a main language that is not English
- 18% have no qualifications but 29% have level 4 qualifications and above
- Just 17% of the resident population aged 16 plus are in either 'Process, plant and machine operative' occupations or 'Elementary' occupations

Lincoln

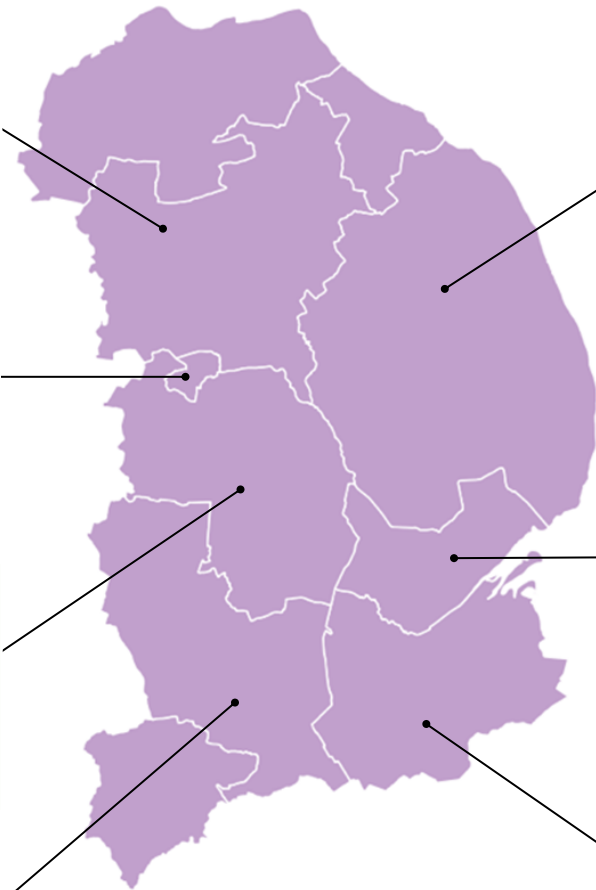
- Highest population growth locally (11.0%) driven by increases across young, working age, and older age population groups.
- Growth in the working age population at 11.1% is the highest locally.
- 15% of usual residents were living one year ago at a different address outside of Lincoln but in the UK, well above the national average of 10%
- 10% have a main language that is not English
- 17% aged 16+ have no qualifications and relatively low levels of higher qualified residents when considering the university presence in the city

North Kesteven

- Strong population growth (9.6%), driven by increases across all age groups. 2% of residents have a main language that is not English
- Just 15% of the resident population aged 16 plus are in low skill occupations.
- 30% of residents aged 16+ have level 4 qualifications and above, higher than the local average of 25%

South Kesteven

- Population growth of 7.2%, driven by increases across all age groups but mainly older ages. Average age rises from 41.8 to 43.7
- 4% have a main language that is not English
- 30% have level 4 qualifications and above
- 18% of the resident population aged 16 plus are in low skill occupations



East Lindsey

- Lower than average population growth (4.3%), driven solely by those aged 65+ age as both the 0-15 population, and those of working age have fallen.
- 9% of usual residents were living one year ago at a different address outside of East Lindsey but in the UK, just below the national average of 10%
- Just 2% have a main language that is not English
- 25% aged 16+ have no qualifications and ONS average qualification levels show East Lindsey is placed in the bottom ten ranked local authority areas
- 9.2% of working age residents are disabled, higher than the Greater Lincolnshire (6.6%) and national (5.8%) averages.
- 20% of the resident population aged 16 plus are in low skill occupations

Boston

- Strong population growth (9.1%), above local and national rates.
- Highest growth locally in younger people (13.7%) and second highest in those of working age (6.5%)
- 21% have a main language that is not English, the highest proportion across Lincolnshire
- Real progression over ten years with people attaining a first qualifications but there are still 28% of residents age 16+ that have no qualifications with only 19% having qualifications at Level 4 and above
- ONS average qualification levels show Boston is ranked bottom nationally out of 331 local authorities
- 37% of the resident population aged 16 plus are in low skills 'Process, plant and machine operative' occupations or 'Elementary' occupations

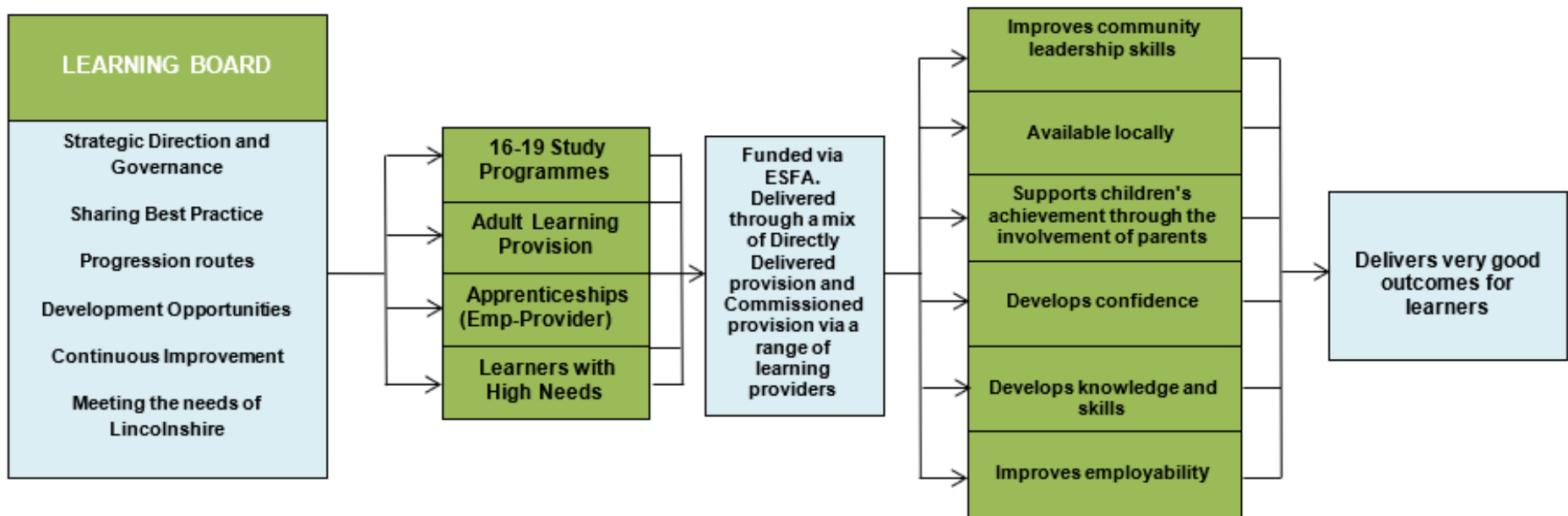
South Holland

- Strong population growth (7.8%), above local and national rates, driven by working age population growth.
- 11% have a main language that is not English
- 25% aged 16+ have no qualifications and just 20% have level 4 qualifications and above. ONS data ranks the area in the bottom ten ranked local authority areas
- 29% of the resident population aged 16 plus are in low skills 'Process, plant and machine operative' occupations or 'Elementary' occupations

Note : Population growth relates to the percentage change recorded between ONS Census 2011 and 2021

Organisational Arrangements

- Adult Learning programmes are managed by the Adult Skills and Family Learning Service within the Commissioning Group for Economic Growth. Provision is planned and delivered via a range of commissioned and directly delivered arrangements, to support the delivery of key strategic priorities of LCC, as well as alignment to the Greater Lincolnshire Local Enterprise Partnership's (LEP) priority of increasing skills in Lincolnshire and driving economic growth. The subsequent programme is designed to meet the specific needs of residents and Employers in Lincolnshire.
- The Post 16 provision is managed by InspireU (formally known as Young People's Learning Provision) within the Special Education Needs and Disabilities division of the Children's Services Directorate. InspireU programmes are directly delivered in seven sites across the county to support young people aged 16-24 to be able to access an alternative to mainstream further education in their local area, with a key focus on accessing work experience placements and developing employability skills.
- The Council's Apprenticeship Employer-Provider (AEP) programme is overseen by HR Services with review meetings undertaken with strategic and operational leads.
- These three service areas are governed by a joint Learning Board which provides strategic direction and challenge, helping officers to shape provision and priorities, and monitor distribution, delivery and quality of provision.



Approach to Planning

All learning provision is planned, monitored and reviewed on a continual basis throughout the academic year. This approach ensures that provision is relevant to the demands of local areas and that it meets the needs of learners, parents, carers and employers. Influenced by local learner needs as well as national and local economic and skills agenda, provision is planned to improve the lives of residents and support economic growth. Partnership working is essential to the continued success of Learning Services in raising aspirations and achieving objectives

Process

With the completion of the annual Self Assessment Report, the service is able to review the effectiveness of the provision in the previous year and establish a Quality Improvement Plan to continuously improve delivery

The Service undertakes a review of local, regional and national strategic priorities, taking into account Government policy direction, local and national data analysis and the Greater Lincolnshire Local Skills Improvement Plan (LSIP)

The review of local and national priorities influences the curriculum review and annual commissioning process. Across all services, a review of achievement and outcomes data drives curriculum changes, and for the Adult Learning Service, Further Competition for the following academic year is launched

Strong governance arrangements are provided by a Learning Board which ensures that provision is planned in accordance with local and national needs and challenges the service in its delivery of the Quality Improvement Plan.

Through established continual review processes, the council is well positioned to react to changes in national requirements and local needs. Regular monitoring of service performance, including that of contracted providers, ensures that the learning offer is fit for purpose and meets the needs of local learners and employers

Influences

- Performance against previous years targets
- Learner feedback
- Commissioned Learning Providers Self Assessment Reports
- Ofsted and ESFA requirements

- National and GLLEP Local Skills Priorities
- Local Skills Improvement Plan (LSIP)
- Joint Strategic Needs Assessment
- LCC Corporate Plan Objectives
- Local Learning Communities Research
- Ofsted requirements / ESFA Funding rules
- LCC workforce development strategy

- Procurement Rules and Regulations
- Review of local and national priorities
- Learner Feedback
- ESFA Funding rules
- Quality Improvement Plan
- Review of service data

- Service Plan
- Performance targets
- Quality Improvement Plan
- Local Skills Improvement Plan (LSIP)
- LCC Corporate Plan Objectives

- Performance targets
- Quality Improvement Plan
- Learner and Provider Feedback
- Service Plan
- Local Skills Improvement Plan (LSIP)
- Ofsted requirements and ESFA Funding

Stakeholders and Partners

- Learners, tutors and management team
- Commissioned Learning Providers
- A range of external organisations including Barnardos, DWP, Jobs22, NHS, Shaw Trust, District Councils
- Local Schools and Colleges
- Other LCC Teams including Childrens Services and HR

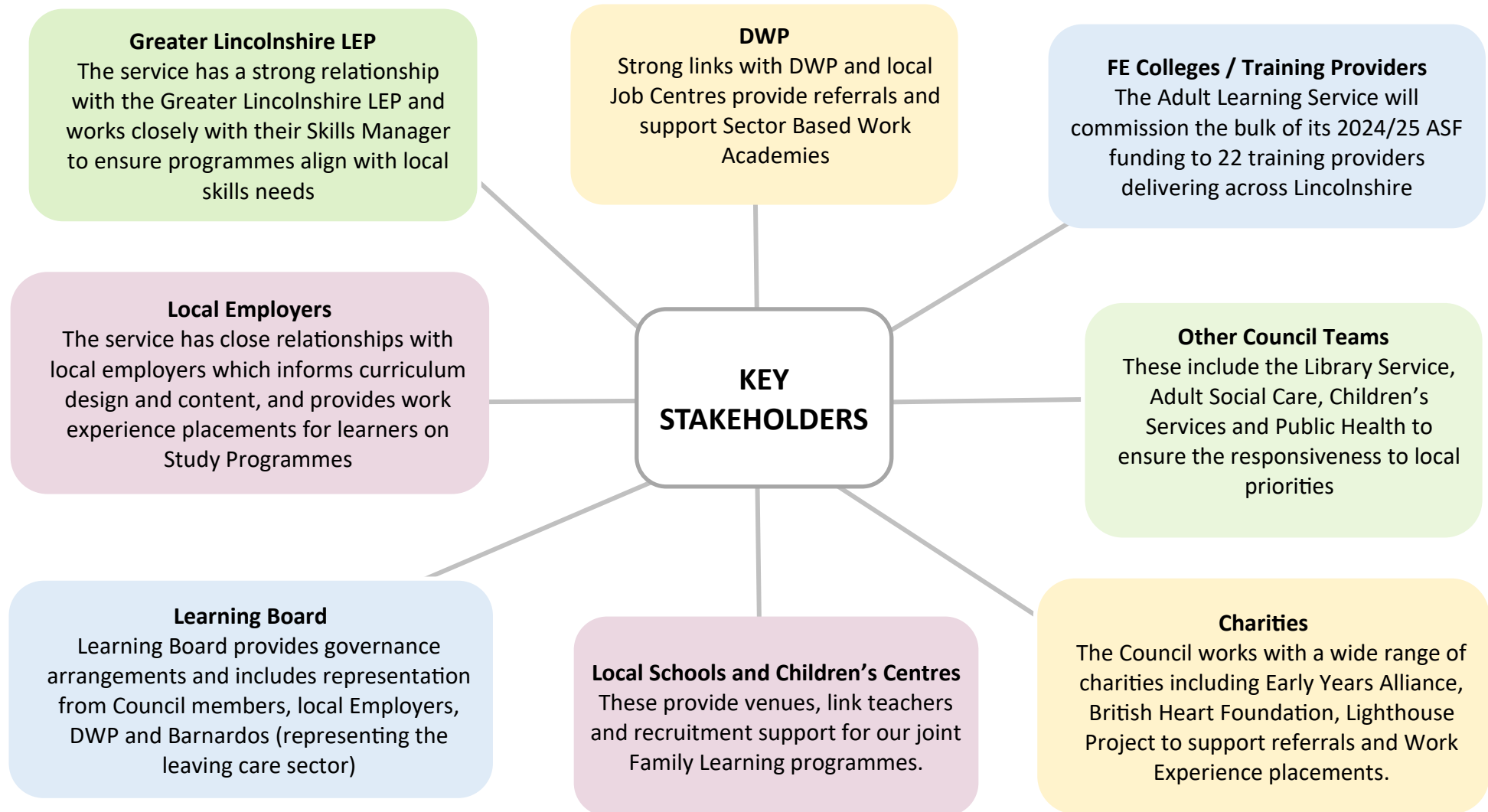
- Greater Lincolnshire Local Enterprise Partnership (GLLEP)
- Learning Board
- LCC Councillors and Senior Leaders
- Other LCC Teams including Public Health
- SkillsReach

- National and Local Learning Providers
- Learning Board
- Local Employers
- Other LCC Teams e.g. Procurement and Legal

- Learning Board

- Learners and tutors
- Management team
- Contracted Providers
- Learning Board
- LCC Councillors and Senior Leaders

Key Stakeholders



Contribution to national, regional and local priorities

AIMS AND OUTCOMES FOR 24/25

LINKS TO PRIORITIES

Widen Participation and Transform People's Lives

Our Adult Learning programme, through its tailored learning provision will be targeted at people that are hardest to reach, specifically,

- 30% of learners on Adult Learning programmes will reside in areas of highest deprivation
- 50% will be unemployed
- 30% have will have no, or low levels of prior attainment, and
- 30% will be male learners
- 15% of provision will be aimed at those for whom English is their second language

We will enhance the impact of our InspireU by working with 250 learners, of which approximately 70% will have an Education, Health and Care Plan (EHCP).

The Apprenticeship Employer-Provider provision will build on its Apprenticeship Ambassador Network to strengthen the link between education and the world of work

Supports Lincolnshire County Council's Corporate Plan objectives of '**Supporting High Aspirations**' and '**Create thriving environments**'

Underpins all national, regional and local priorities by upskilling people from ethnic minority communities, enabling them to secure employment and integrate into their local community. Supports National and Lincolnshire County Council strategies in relation to asylum seekers and refugees through the delivery of ESOL and Essential English courses

Supports the LSIP emerging priorities of **work readiness** and **essential skills**

Support the Local Economy

Our Adult Skills provision will deliver 1,400 qualifications across a wide programme designed to increase employability skills. 21% (1,140) of our learners will undertake courses directly linked to local employer needs, with specific focus on Construction, Hospitality, Digitisation and the Care Sectors.

We will deliver Skills Bootcamps and Multiply programmes to help fill local skills gaps and provide progression routes for our learners.

Functional Skills IT qualifications will be continue to be prioritized on study programmes to increase IT, literacy, and essential basic skills for work.

The Apprenticeship Employer-Provider Leadership & Management Centre will support colleagues who have a significant level of technical competence, but require development in leadership and management skills, knowledge and behaviours.

The Learning service will recruit 2 new members of staff in Autumn 2024 to support the delivery of Information, Advice and Guidance (IAG) to improve awareness of local employment and further learning opportunities.

InspireU will continue to support the development of the Employment Co-ordinators and are committed to upskilling the team to achieve their Level 6 Apprenticeship qualification in Information, Advice and Guidance. In 24/25 two staff members will be supported to achieve this qualification and further rollout will follow in subsequent years.

Supports the Council's Corporate Plan priority of '**Supporting High Aspirations**'

Supports the Greater Lincolnshire Local Skills Improvement Plan (LSIP) emerging priorities in relation to **digitisation** and **core skills shortages**, and also the Greater Lincolnshire LEP priority sectors relating to the visitor economy and health and social care. **Locally**, delivering Health and Care qualifications is in response to high numbers of people aged 67/+ in Lincolnshire

Nationally, these actions support the **National Skills priorities** relating to Construction and Health and Social Care. Basic English and maths provision underpins all national, regional and local priorities

Supports the key service strategy of '**Supporting the Local Economy**' by ensuring that appropriate and relevant careers guidance is in place that helps learners to progress into further learning, volunteering or employment.

Supports the LSIP emerging priority to provide **consistently good careers advice and guidance**

Contribution to national, regional and local priorities (continued)

AIMS AND OUTCOMES FOR 24/25

LINKS TO PRIORITIES

Improve the Health and Wellbeing of learners

30% (1,629) of our Adult Learners will be on programmes that support improved health and wellbeing.

Following the successful trial of a wellbeing hour built into the timetable this year, InspireU will formalise this for 24/25 by incorporating a 'clean start, clean finish' element to each day for the learners.

We will encourage apprentices on the AEP programme to take advantage of LCC's excellent health and wellbeing support that is designed to address the whole wellbeing of each staff member

Supports the Council's Corporate Plan priority of '**Enable everyone to enjoy life to the full**'

Provide targeted learning to those in greatest need, including helping parents to support their children's learning

Our Adult Learning programme, through its tailored learning provision, will deliver 7% of its enrolments, to 585 parents/carers to support their children's learning.

InspireU have signed up to the Thrive programme in partnership with Whitbread to provide work experience opportunities to their learners as well as the special school children in Lincolnshire. This programme will commence in 24/25 with an aim to secure four young people with a paid position at Whitbread on successful completion of their Supported Internship.

In recognition of the diverse make up of the population of Lincolnshire, 29% of **all** learners, across the 3 provisions, will have a learning difficulty or disability

Supports the Council's Corporate Plan priority of '**Enable everyone to enjoy life to the full**' and '**Supporting High Aspirations**'

Basic English and maths provision underpins all national, regional and local priorities

Supports the LSIP emerging priority to provide **building up essential skills**. Employers have requested that more young people engage in meaningful work experience to increase work readiness

This will address the imbalance of those in employment with a disability

Corporate Statement

On behalf of Lincolnshire County Council, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by Learning Board, June 2024.

The plan will be published on the 2aspire website and can be accessed from the following link:

[Key Documents - 2aspire Lincolnshire \(Accountability Agreement\)](#)



Supporting Documentation

[Corporate plan – Our strengths and challenges - Lincolnshire County Council](#)

[Strategies and Plans | Greater Lincolnshire LEP](#)

[JSNA - Lincolnshire Health Intelligence Hub \(lhih.org.uk\)](#)

[Business insights and impact on the UK economy - Office for National Statistics \(ons.gov.uk\)](#)

[Key Documents - 2aspire Lincolnshire \(2022-23 Self-Assessment Report\)](#)

[Key Documents - 2aspire Lincolnshire \(LCC Ofsted Inspection Report, June 2019\)](#)

[Key Documents - 2aspire Lincolnshire \(Local Skills Improvement Plan\)](#)

If you would like the information in this leaflet in a different format we will do our best to help.

For further information, please contact Thea Croxall at thea.croxall@lincolnshire.gov.uk

Websites

[Homepage – Lincolnshire](#)

www.2aspire.org.uk

[Young People's Learning Provision – Lincolnshire](#)

[Find an apprenticeship – Lincolnshire County Council](#)



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