

Lincolnshire County Council Accountability Agreement 2025/26



Apprenticeships



Statement of Purpose

The County Council raises achievements and aspirations by providing high quality learning opportunities, both externally via Department for Education (DfE) 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

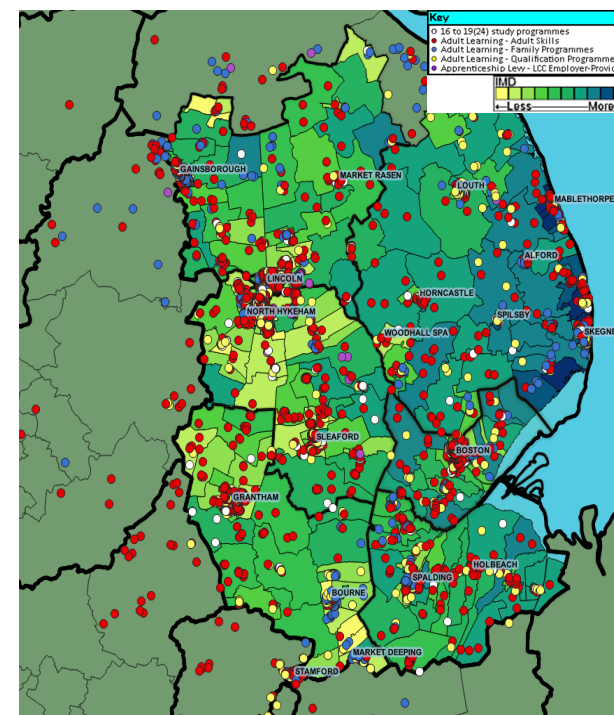
Located in the East Midlands region of England, surrounded by a number of counties and a 50 mile coastline on its eastern edge, Lincolnshire is the UK's 2nd largest county by area, boasting a diverse landscape of sandy beaches, lush woodland, rolling fields and bustling communities. Home to the Lincolnshire 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 24-25



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
- 40% of care leavers are NEET. This is an improving picture but nonetheless still a challenge
- 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 Combined County Authority (Greater Lincolnshire CCA) comprises all Councils within Lincolnshire as well as North East Lincolnshire and North Lincolnshire 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

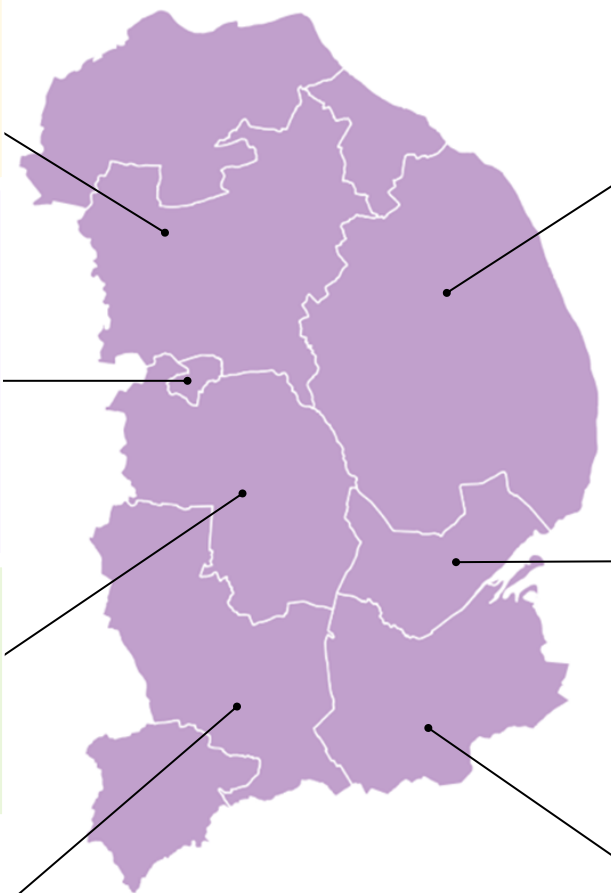
- Highest population growth locally (11.0%) driven by increases across young, working age, and older age population groups.
- Growth in the working age population at 11.1% is the highest locally.
- 15% of usual residents were living one year ago at a different address outside of Lincoln but in the UK, 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

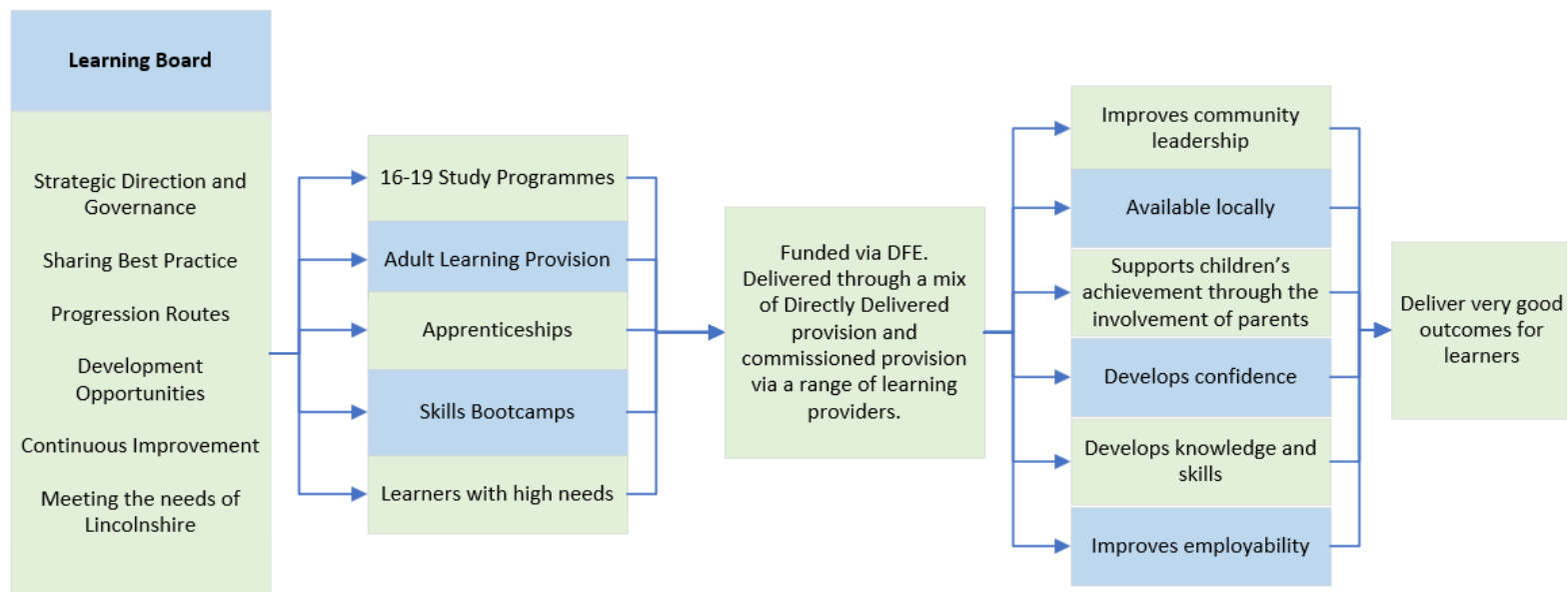
South Holland

- 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 including increasing skills in Lincolnshire and driving economic growth. The programme is designed to meet the specific needs of residents and Employers in Lincolnshire, filling geographical gaps in College FE provision. This programme also includes a number of qualifications targeted at residents living in North Lincolnshire and North East Lincolnshire and funded through the DfE Local Authority Pathway to Devolution Pilot.
- **The Post 16 provision** is managed by InspireU 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 a strong programme delivered by two teams under one strategic value and coordination.
- 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 DfE requirements

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

- Procurement Rules and Regulations
- Review of local and national priorities
- Learner Feedback
- DfE 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 DfE Funding

Stakeholders and Partners

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

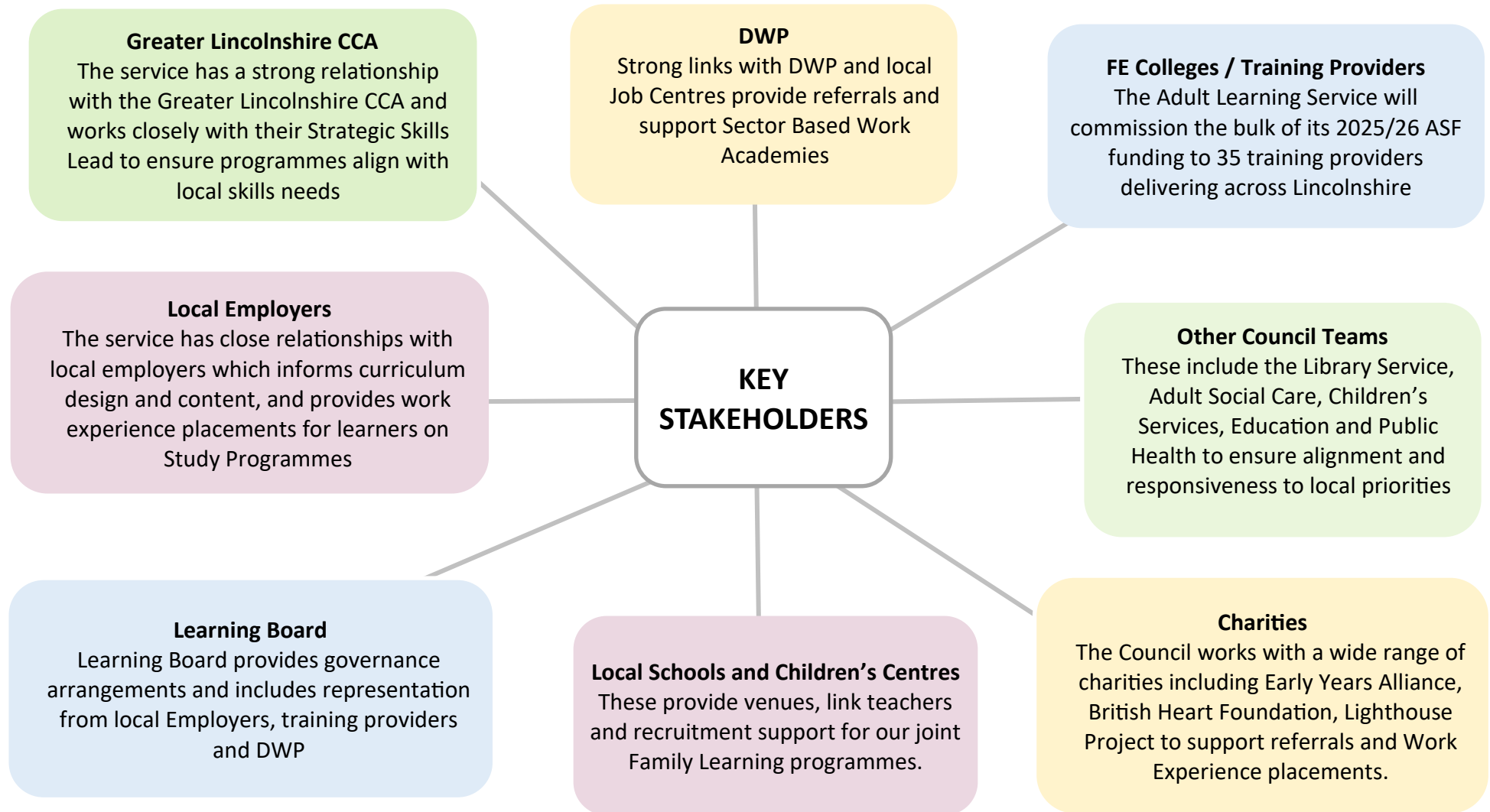
- Greater Lincolnshire Combined County Authority
- Learning Board
- LCC Councillors and Senior Leaders
- Other LCC Teams including Public Health
- SkillsReach

- 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 25/26

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
- 35% have will have no, or low levels of prior attainment, and

We will give residents opportunities to gain skills that lead to sustainable and meaningful employment and improved life chances

We will enhance the impact of 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 Ambassador Network to strengthen the link between education and the world of work

Supports Lincolnshire County Council's Corporate Plan priority of **'Keeping talent in the county'**

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 Essential English courses

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

Support the Local Economy

Our Adult Skills provision will deliver 2,000 qualifications across a wide programme designed to increase employability skills across Greater Lincolnshire. Additional funding has increased this target from 1,400 in 2024/25.

We will nurture our local provider base to sustain the local employment and skills infrastructure for the future.

We will deliver 61 Skills Bootcamps 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.

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 were supported to this qualification and a further member of staff will be supported in 25/26. This rollout will continue in subsequent years until all are qualified.

Supports the Greater Lincolnshire Local Skills Improvement Plan (LSIP) priorities in relation to **digitisation** and **core skills shortages**, and also 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

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 Council's Corporate Plan priorities of **'Keeping talent in the county'** and **'Growing our Lincolnshire businesses'**

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 priority to provide **consistently good careers advice and guidance**

Contribution to national, regional and local priorities (continued)

AIMS AND OUTCOMES FOR 25/26	LINKS TO PRIORITIES
Improve the Health and Wellbeing of learners	
<p>13% (800) of our Adult Learners will undertake courses that support improved health and wellbeing.</p> <p>Following the successful trial of a wellbeing hour built into the timetable, InspireU formalised this for 24/25 by incorporating a 'clean start, clean finish' element to each day for the learners. Now embedded across the provision, the 'clean start, clean finish' plans to incorporate progress reviews in 25/26 for all learners.</p> <p>We will actively 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</p>	<p>Supports Lincolnshire County Council's Corporate Plan priority of 'Keeping talent in the county'</p>
Provide targeted learning to those in greatest need, including helping parents to support their children's learning	
<p>Our Adult Learning programme, through its tailored learning provision, will deliver 7% of its enrolments, to 700 parents/carers to support their children's learning.</p> <p>InspireU's partnership with the Thrive programme will grow in 25/26 and aims to secure six young people into a paid position at Whitbread on successful completion of their Supported Internship. The mini hotel project based in Lincoln will provide work experience opportunities to all special school children across Lincolnshire in 25/26.</p> <p>We will build on existing links within the Council to strengthen pathways for Care Experienced Young People and actively encourage participation in our learning programmes. Management reporting on Children in Care ensures focus on the outcomes for this cohort.</p> <p>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</p>	<p>Supports priorities within the Council's Corporate Plan</p> <p>Basic English and maths provision underpins all national, regional and local priorities</p> <p>Supports the LSIP priority to provide building up essential skills. Employers have requested that more young people engage in meaningful work experience to increase work readiness</p> <p>Reflects the council's joint commitment and ambition to provide the very best care and support for young people, so they can be safe, happy, healthy and be the best they can be.</p> <p>Address the imbalance of those in employment with a disability</p>

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 2025.

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](#) (Ofsted Report 2024)

[Key Documents - 2aspire Lincolnshire](#) (Self-Assessment Report 2023/24)

[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 Jenny Riordan at jenny.riordan@lincolnshire.gov.uk

Websites

[Homepage – Lincolnshire](#)

www.2aspire.org.uk

[THE Homepage – InspireU](#)

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



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