

LOCAL AUTHORITY POST 16 FURTHER EDUCATION AND SKILLS ANALYSIS:

BOSTON BOROUGH

SEPTEMBER 2020



ACKNOWLEDGEMENTS, ACCESS & DISCLAIMER

Lincolnshire County Council and SkillsReach would like to thank colleagues from our partners at neighboring Local Authorities for their support in supplying data and local context to enable a suite of reports covering the whole Greater Lincolnshire LEP area.

Please note that this report is provided on **a protected distribution basis** and is intended to be viewed only by Lincolnshire County Council Learning Board members, Economic Growth Portfolio Holders, Councillor Bradwell, other agreed Lincolnshire County Council colleagues, and our nominated contacts within contributing local authorities.

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All maps have been produced using the open source Geographic Information Systems software 'QGIS', produced by the QGIS Development Team (2020), and made possible by the Geospatial Foundation Project.

BACKGROUND

SkillsReach was commissioned to provide a suite of reports mapping post-16 education and training across Greater Lincolnshire at a 'unitary or district council' level. Key considerations include:

- Economic landscape (headline demographics and features of the local economy)
- Post-16 provision (classroom/distance – providers and provision (A Levels / Apprenticeships / vocational provision supporting T Level implementation / Adult Education) *
- Post-16 provision – performance and destinations *
- Gaps in post-16 provision, particular reference to the LEP's focus on key sectors
- Post-16 opportunities:
 - Key employers
 - Apprenticeship offer
 - Other learning
- Other considerations impinging on Post-16 provision to support local education and skills planning
- Integrating two earlier 2019 SkillsReach reports covering East Lindsey and South Holland in style and substance although retaining for reference any earlier specific conclusions

**to include post-16 provision available in the area concerned as well as accessible and delivered outside of the area*

Our methodology has included:

- Data analysis (both from open sources and data provided by Lincolnshire County Council)
- Mapping of local and 'locally-accessible' post-16 provision
- Consideration of transport implications
- Identification of gaps and opportunities

We also note the following limitations:

- Small-scale essentially desk-based project focusing particularly on larger schools and their cohorts
- Mapping of publicly available sources including Provider online prospectus information – as opposed to actual delivery mapping
- No direct access to the 'DataCube' which incorporates ILR data, or to 'subject studied' information in schools

STRUCTURE

A. Executive Summary (Slides 5–7)

- Key points
- Conclusions
- Potential Success Indicators

B. The Boston Context (Slides 8–23)

- Boston's geography and relationship with neighbouring areas
- Qualification levels, and education, skills and training deprivation
- Employment centres, key sectors and employers

C. Destinations and Performance Post-16 in Boston (Slides 24–32)

- Where do Boston learners go post Year 11?
- Achievements and participation rates for under 19s over time
- Higher Education participation

D. Boston Located or Accessible Provision (Slides 33–44)

- The local vocational education and training offer for young people in Boston
- Boston accessible (out of district) provision
- Other provision – Apprenticeships and Adults

EXECUTIVE SUMMARY: KEY POINTS

- **Boston is a peripheral, coastal location** with one main built-up area- the town itself - accounting for two-thirds of the population.
- Despite relatively high population density, only **75% of the resident population live within 30 minutes of a post-16 further education establishment**.
- It is estimated that approximately **21% of Boston Borough's population is 'non-British'** by country of birth and nationality.
- Employment rates are relatively high, although the borough is a relatively **'education, skills and training' deprived area** with a higher proportion of its population with no and low levels of qualifications, and a lower proportion with higher level skills. Boston has the second lowest level of HE participation in Greater Lincolnshire.
- Boston has its largest **concentrations of employment in Health, Manufacturing (especially Food) and Business admin & support services**. There is a low proportion of more knowledge intensive jobs although key sectors such as food manufacturing are innovating at a fast pace, creating higher skilled jobs but probably reducing the number of low skilled opportunities locally in the longer term.
- **A very high proportion of local jobs are facilitated through employment agency arrangements** – particularly in agriculture and food sectors. These jobs will tend to be low skilled, seasonal and relatively fragile.
- Considering rurality and cohort size, there is a **breadth of post-16 options** as perhaps demonstrated by **high local learner retention**.
- **A relatively high proportion (44%) of Year 11 pupils need to plan for a new study location post-16**. Although only 5% of post-16 Learners continue their studies out of the area – a very high learner retention rate (95%) in the borough.
- **Boston has a particularly high proportion (49%) of young people studying in further education** – almost all at the local college in Boston which also delivers a very large majority of local FE and Skills Learning Aims, and 37% of all local Apprenticeships.
- Participation numbers for **under 19s in FE / Skills and Apprenticeships remain markedly stable** compared to falling numbers elsewhere, although there has been slower increased growth in the overall numbers of Higher / Degree Apprenticeships.
- Adult Learning Aims are delivered by 3 main providers with 81% delivered to residents – **a low level of non-local learners**.
- The **Apprenticeship subject profile does not reflect the importance locally of industries such as agriculture and food manufacturing**, although healthcare and administration are strong.

KEY POINTS

EXECUTIVE SUMMARY: CONCLUSIONS :

What does the local vocational education and training landscape look like?

- **For learners:** 95% of year 11 students continue their studies in the borough, perhaps due to a combination of a relatively broad local sixth form and college offer; with the peripheral location meaning there are also few accessible alternatives. In particular, the importance of post-16 education and work-based learning at Boston College is demonstrated. Progression of young people to higher education however is the second lowest across Greater Lincolnshire – perhaps connected more to lower aspiration rather than a lack of local HE pathways. Apprenticeship participation at an ‘entry’ level – either by age or level – has continued at similar levels which is positive, although higher / degree apprenticeships growth lags – either suggesting a lack of vacancies or a lack of qualified applicants. These factors may be connected to the high proportion of accessible low skilled jobs in sectors such as agri-food that tend to not have supported training and upskilling.
- **For employers:** Boston Borough’s economy is essentially one of high employment although a high proportion of these jobs are low skilled – a profile matched by a resident skills profile that is low skilled, although there is some evidence that the significant numbers of EU migrants tend to be higher qualified despite often working in low skilled jobs. Labour market pressure is likely to have an influence partly from the imminent Brexit and due to the likely impact of new technologies on sectors such as Manufacturing and Agriculture. These developments may increase the demand for higher skilled jobs to work in higher-tech, less manual environments and there remains a questions where these higher skills can be gained; by local people (considering the lack of HE participation and of higher Apprenticeships) and also by employers seeking to recruit. Paradoxically, the other major sector (Health) has established talent entrance routes and progression pathways. The consequences of this labour market include higher skilled job vacancies (made worse by the geographic peripherality) and unfilled frontline vacancies, potentially exacerbated by Brexit. Is there an opportunity to locally champion the upskilling of the current workforce whilst also offering more defined and visible industry pathways to a range of higher technical and professional jobs for local people? For example, through T Levels and more higher Apprenticeships.

CONCLUSIONS

EXECUTIVE SUMMARY: POTENTIAL SUCCESS INDICATORS

This ‘working’ slide aims to identify and consider potential ‘success factors’ in local post-16 strategy development.

Element	Evidence
Travel connectivity for learning and work	The relatively low accessibility to FE / Sixth Forms is quite surprising considering the apparent population concentration in Boston itself. The borough’s peripherality is an important factor in low levels of in and out-commuting to either work or learn, although this data may not reflect the out-commuting of the considerable numbers registered as agency employees.
Diversity of employment opportunities	Boston probably has less employment diversity than many districts with a predominance of jobs in Health, Manufacturing and the Agri-food sectors. The latter’s numbers per sector do not fully reflect its scale and impact through supply chain areas such as logistics; and also the large number of jobs in Business Support which primarily relate to agri-food agency roles.
Diversity of learning opportunities	Considering cohort size and the rurality of the borough as a whole, there is a balance between traditional A Level pathways and a more ‘vocational’ offer. – particularly, although not exclusively through Boston College.
Alignment of local skills ‘supply and demand’	Subject ‘choices’ (both Apprenticeships and FE) do not seem to closely correspond to the local employment offer in areas such as Food Manufacturing and Agriculture, although Healthcare is well represented. Boston College does provide a relatively wide subject offer which will soon be further enhanced by the planned Digital, Transport and Logistics Academy.
Apprenticeship offer	Apprenticeship participation numbers for under 19s have been markedly resilient compared to other local areas, and nationally. The area has seen slower increases, however, in higher/degree Apprenticeships.
Higher Education access	Boston has the second lowest level of HE participation in Greater Lincolnshire, despite HE access and provision being available at Boston College.

CONCLUSIONS

B. THE WIDER BOSTON CONTEXT: SUMMARY

- Boston is a peripheral, coastal location with one main built-up area- the town of Boston with a population of 45,618 (two thirds of the total district population). It has a broadly balanced in and outflow of workers with a slight net inflow.
- Despite a relatively high population density, physical access to further education still lags the more rural areas such as North and South Kesteven, with only **75% of the resident population of relevant age within 30 minutes of a post-16 further education establishment** (including sixth forms) by public transport or walking.
- Boston does differ significantly from other local areas and nationally in terms of the nationality of its population. 2019 data estimates that approximately **21% of Boston Borough's population is 'non-British' by country of birth and nationality**, with most of this population having arrived from Latvia, Lithuania and Poland. As a comparator, the 'non-British' population makes up approximately 6% of the Greater Lincolnshire (inc. Rutland) population, and 9% nationally.
- The employment rate in Boston is **marginally higher** than local and national averages, although the borough has a much higher proportion of its population with no and low levels of qualifications, and a much lower proportion with higher level skills.
- This is a relatively **'education, skills and training' deprived area** in Greater Lincolnshire, with the highest areas of deprivation in and around the town of Boston itself, perhaps influenced by the numbers of people for whom English is a second or other language, although recent migrants are more likely to hold higher qualifications.
- Boston directly supports 34,900 jobs with **concentrations of employment in Agriculture, Manufacturing (especially Food), Motor trades, Wholesale, Retail, Business admin & support services, and Health**. There are more larger businesses, although less knowledge intensive employers in sectors such as 'Information and communication', and 'Professional, scientific & technical'. Sectors such as food manufacturing are, however, innovating at pace, creating higher skilled jobs but probably reducing the number of low skilled opportunities locally in the longer term.
- There is a **very high proportion of local jobs (c5,000 – c14%) facilitated through employment agency arrangements** – particularly in the agriculture and food sectors. These jobs will tend to be low skilled, seasonal, and relatively fragile
- The **Healthcare sector is clearly a key anchor employing** a wide range of skillsets up to the highest level and with structured apprenticeship and professional entry programmes offering dynamic career routes.

CONTEXT

BOSTON GEOGRAPHY: OVERVIEW

Boston borough has a population of 69,366 people* across 365 sq km, producing a population density of 190 people per sq km, higher than that seen across Greater Lincolnshire inc. Rutland (135) but still lower than nationally (430). This level of population density means that Boston is classified by Defra as '**Urban with Significant Rural**'**, a classification that means between 26% and 49% of its population live in a rural area (including hub towns).

Boston is a peripheral, coastal location (both locally and nationally) despite not having a traditionally recognised 'coastal town' (e.g. Skegness). Historically-connected coastal occupations such as jobs directly supporting the Port of Boston, the fishing industry, or the visitor economy, do not show as important numerically to the district. Similarly the fact that there are no resident populations to the east impacts in terms of a lack of 'economic hinterland' as much as it does for neighbouring East Lindsey.

An analysis of built-up areas in Boston shows that there is one main built-up area, that of the town of Boston itself which has a population of 45,618 (two thirds of the total district population). Only one other built-up area has a population over 5,000 - Kirton (5,208 people).

Despite Boston's (relatively) high population density, physical access to further education still lags other more rural, neighbouring areas such as North and South Kesteven, with **75% of the resident population of relevant age within 30 minutes of a post-16 further education establishment** (including sixth forms) by public transport or walking. The respective figures for North and South Kesteven are 81% and 86%. This level of performance is also below the Lincolnshire average of 78%.

Given Boston's urban/rural status, it has a significantly lower than the national average number of jobs per sq. km at 96 (compared to 206 nationally), although it is somewhat higher than the Greater Lincolnshire inc. Rutland average of 56.

**2018 Mid Year Sub-national Population Estimates, Office for National Statistics*

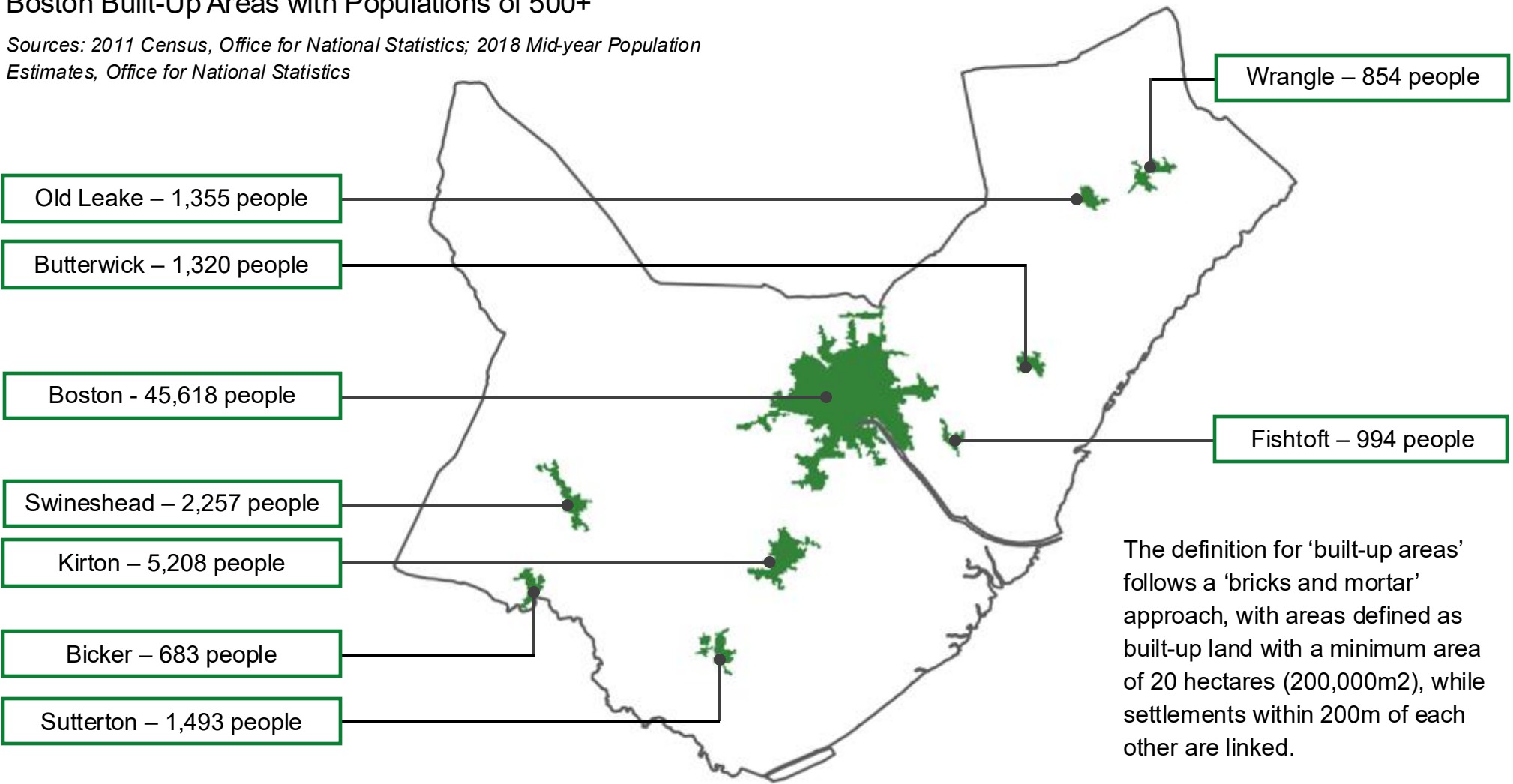
*** 2011 Rural-Urban Classification, Department for Food, Environment and Rural Affairs*

CONTEXT

BOSTON GEOGRAPHY: BUILT-UP AREAS

Boston Built-Up Areas with Populations of 500+

Sources: 2011 Census, Office for National Statistics; 2018 Mid-year Population Estimates, Office for National Statistics



CONTEXT

BOSTON GEOGRAPHY – NEIGHBOURING AREAS



This image shows Boston's neighbouring local authority areas where we have considered relationships in terms of employment and educational/skills flows.

The following slide details the main flows of workers into and out of Boston borough. These are intended to demonstrate the proximity, connectivity and potential for movement in and out of district for work and learning.

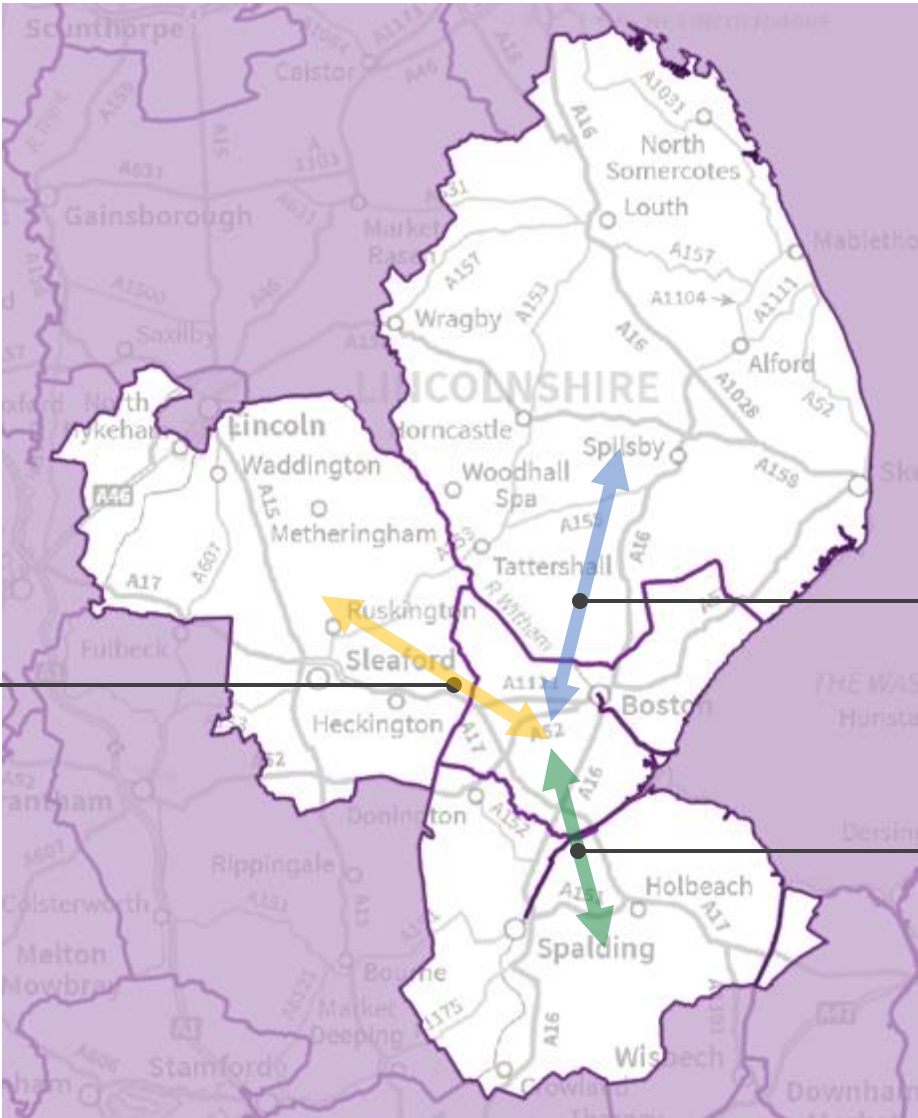
The borough has a total outflow of 7,112 workers which is 17% of the local working age (16-64) population (41,712 people in 2011). There is also a daily inflow of 7,501, meaning that on the day of the 2011 Census it had a modest net inflow of 389 workers. As such, the borough is relatively self-contained in employment terms.

CONTEXT

BOSTON GEOGRAPHY – MAIN FLOWS

People travelling to and from work on Census day
Source: 2011 Census, Office for National Statistics; Ordnance Survey

Boston → North Kesteven = 807
North Kesteven → Boston = 1,121



Boston → East Lindsey = 1,432
East Lindsey → Boston = 3,278

Boston → South Holland = 2,920
South Holland → Boston = 1,677

CONTEXT

BOSTON GEOGRAPHY: DEMOGRAPHICS

- Based on most demographic indicators Boston is quite 'average'. Its working age population (at 60% of the total population) is in line with the Greater Lincolnshire (inc. Rutland) average, but below the national average (63%). Its younger population (aged 16-24) makes up 9.0% of the total population, but this is below both the local (9.7% - mainly due to Lincoln's university population) and national averages (10.7%).
- Boston does differ significantly from other local areas and nationally in terms of the nationality of its population.
- In 2011, 11% of Boston's population identified as being from an EU accession country (roughly 7,000 people) compared to only 2% across Greater Lincolnshire (inc. Rutland) and England. These people arriving in Boston were predominantly from younger age groups with 56% being aged 16-34.
- More recently, migration data for 2019 estimates that approximately 21% of Boston's population is non-British by country of birth and nationality, with most of this population having arrived from Latvia, Lithuania and Poland. The non-British population makes up approximately 6% of the Greater Lincolnshire (inc. Rutland) population, and 9% nationally. South Holland is another area which has experienced relatively high levels of international in-migration but its non-British population is only 11%.
- Nationally, people arriving from the EU accession countries between 2001 and 2011 were generally younger and better qualified than the existing resident population. In respect of migrants aged 25-49, only 11% had no qualifications with 26% holding a qualification at level 4 or above – much more qualified than the existing resident population.
- Despite higher levels of qualifications, many of these international in-migrants are working locally in front-line roles in agriculture, manufacturing, the visitor economy, and care – jobs which generally require lower (or no) entrance qualifications.
- English language proficiency may also be contributing to local levels of 'education, skills, and training' deprivation (slide 14).
- The latest population projections show that the 16-18 age group in Boston is set to grow by 45% between 2020 and 2030. This growth rate is much higher than projected for both Greater Lincolnshire inc. Rutland (24%) and nationally (21%). This will in some part be as a result of younger international migrants moving to the area for work, subsequently settling, and beginning families.

CONTEXT

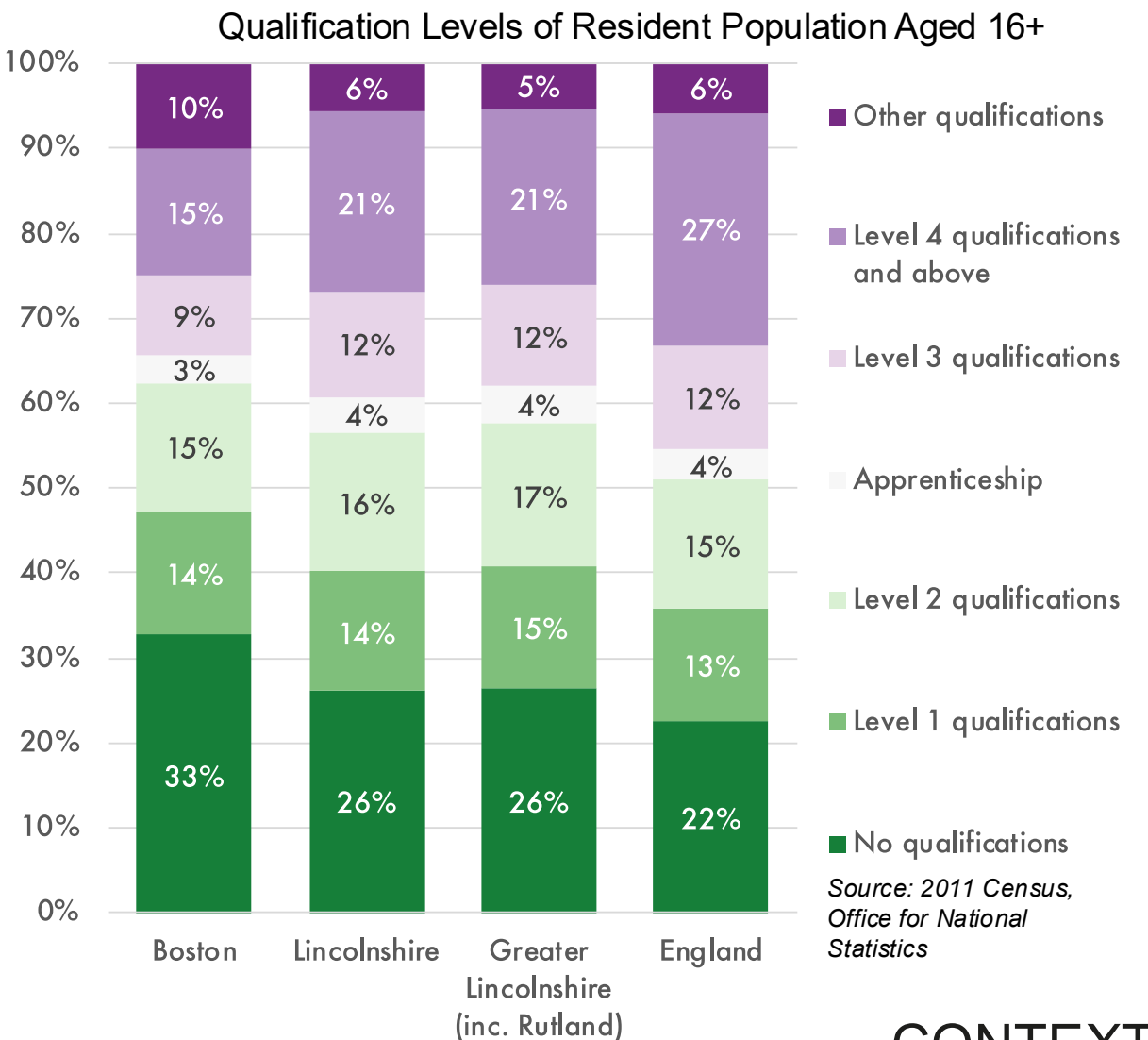
BOSTON – EMPLOYMENT AND QUALIFICATION LEVELS

Employment Rates: The employment rate in Boston is **marginally higher** than local and national averages. Latest data for the year ending Dec 2019 places the employment rate (of those aged 16-64) in Boston at **78%**, compared to **75%** in Greater Lincolnshire (including Rutland), and **76%** across both Lincolnshire and England.

Qualification Levels: The chart on the right shows that Boston has both a much higher proportion of its population with no and low levels of qualifications, and a much lower proportion of its population with higher level skills. A third of the resident population aged 16+ have no qualifications compared to 26% locally and 22% nationally. Conversely, only 15% of the resident population aged 16+ hold qualifications at level 4 and above compared to 21% locally and 27% nationally.

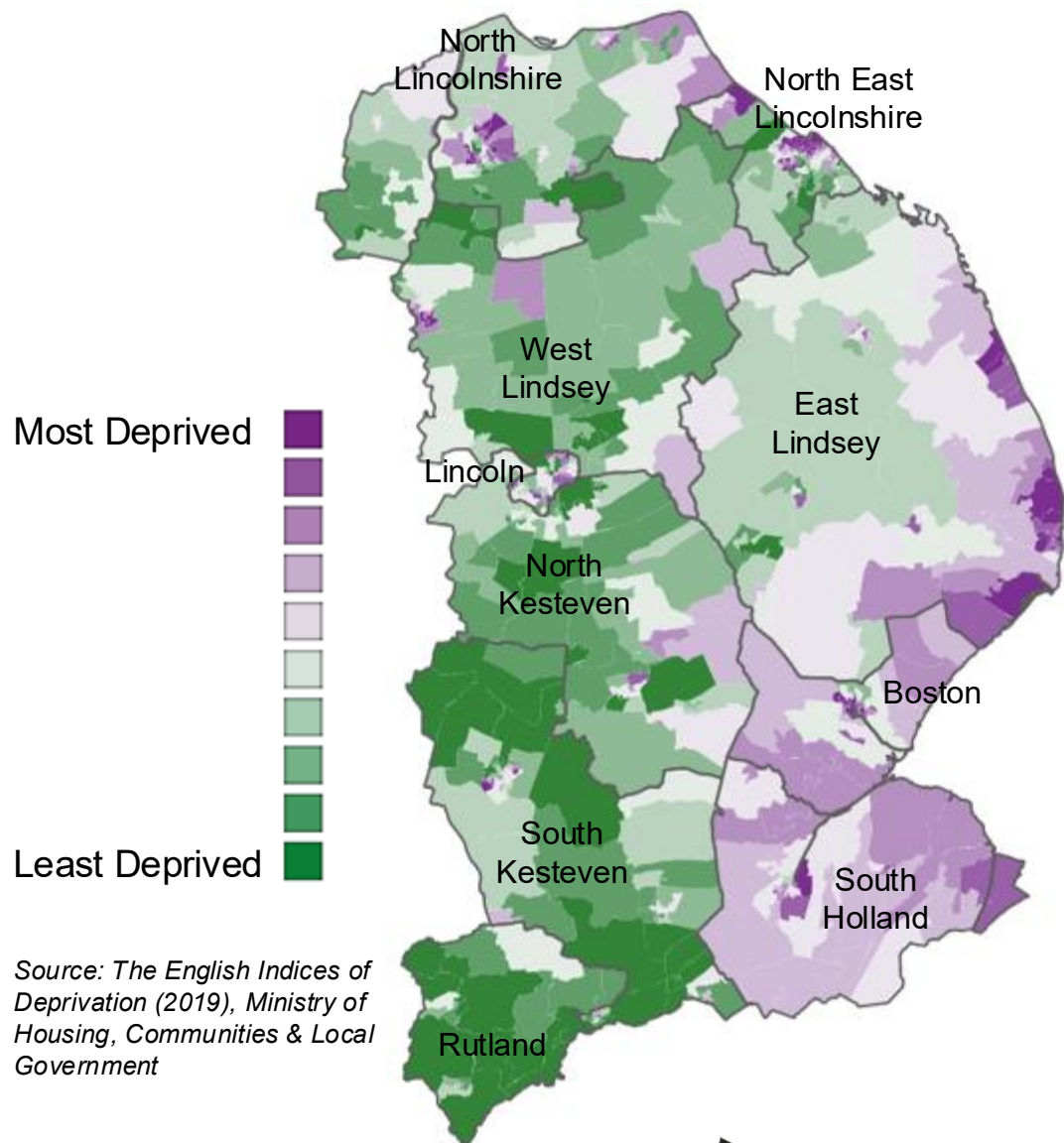
More up-to-date information on this issue from the Annual Population Survey is available but much less reliable given its small sample sizes. It does however show improvements in qualification levels between 2011 and 2018, also seen at county and national level.

‘Education, Skills & Training’ Deprivation data (which uses this same data) is presented next.



CONTEXT

BOSTON – EDUCATION, SKILLS & TRAINING DEPRIVATION



Source: *The English Indices of Deprivation (2019)*, Ministry of Housing, Communities & Local Government

The English Indices of Deprivation ranks each ‘small area’ in England from the most deprived to the least deprived. There are seven domains of deprivation, which combine to form the Index of Multiple Deprivation (IMD). One domain is the ‘Education, Skills & Training’ domain.

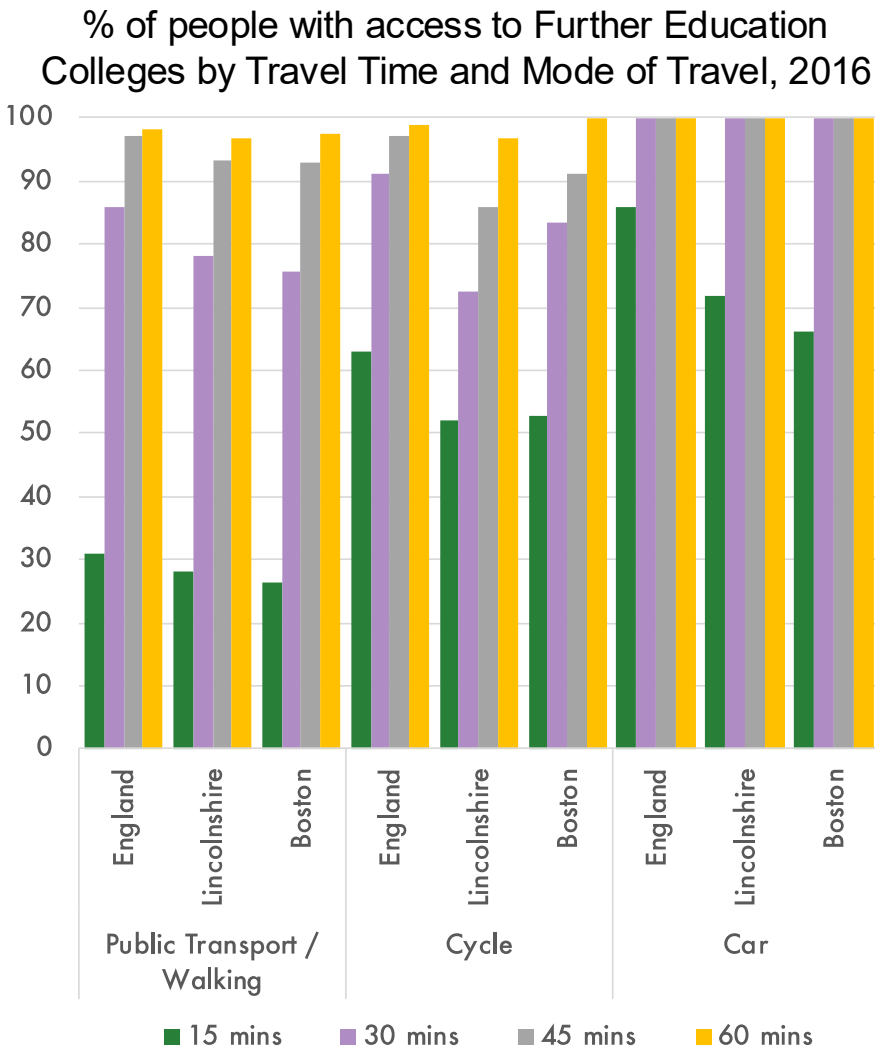
This domain measures the lack of attainment and skills in the local population using the following indicators from sources including the Census and Annual Population Survey:

- Key stage 2 and key stage 4 attainment
- Secondary school absence
- Staying on in education
- Entry to higher education
- Adults with no or low qualifications
- English language proficiency

The map on the left relatively ranks each of the ‘small areas’ in Greater Lincolnshire and Rutland against each other based on their national ranking. It shows that Boston is one of the more ‘education, skills and training’ deprived areas in Greater Lincolnshire, with the highest areas of deprivation in and around the town of Boston itself.

TRAVEL AND TRANSPORT CONSIDERATIONS

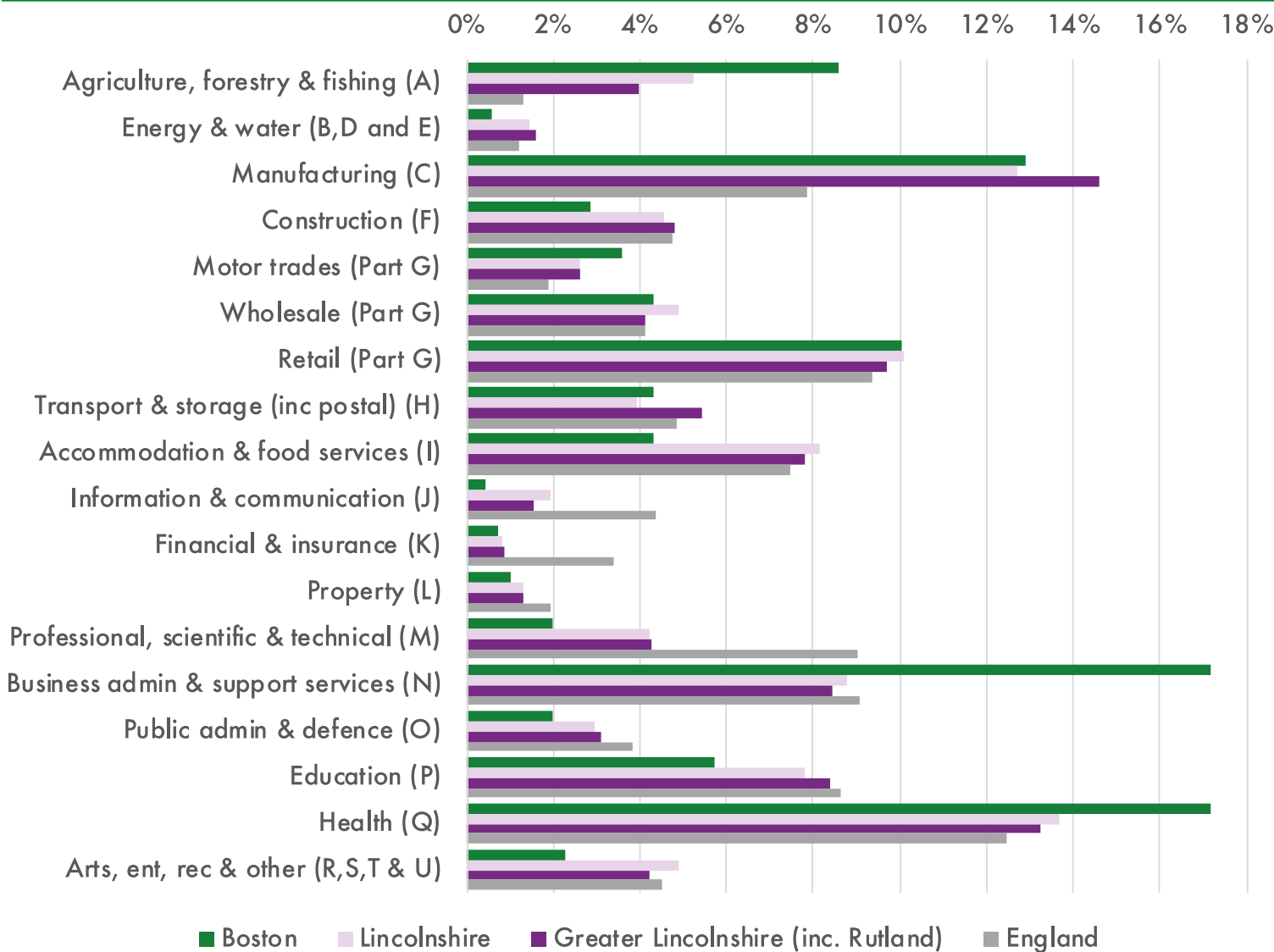
- Despite Boston’s relatively higher population density, physical access to further education still lags behind other more rural and neighbouring areas such as North and South Kesteven, with **75% of the resident population of relevant age within 30 minutes of a post-16 further education establishment** (including sixth forms) by public transport or walking. The respective figures for North and South Kesteven are 81% and 86%. This level of performance is also below the Lincolnshire average of 78%.
- Given that nearly two thirds of the total district population live in the Boston built-up area, the fact that less than 30% of the total district population are within 15 mins of Boston College (or sixth forms) is surprising and perhaps suggests relatively poor public transport links across the borough as a whole.
- Boston’s peripheral location may be a factor in the low proportion of people commuting in and out of district to work and learn; plus the location of an independent FE College with a wide range of courses ‘on the doorstep’. Without one’s own transport, learners need to use public transport which may not be easily accessible and timely if living in the outlying rural areas of the borough.
- LCC School and Transport policy and ESFA Bursary contributions are the main sources of support and appear to be applied widely and inclusively, although only a very small number of local residents study post-16 at Riseholme/ Bishop Burton which qualifies for additional LCC student travel support to support the important agriculture sector.



Source: Department for Transport

CONTEXT

BOSTON – EMPLOYMENT BY SECTOR



Employment by Sector, 2018

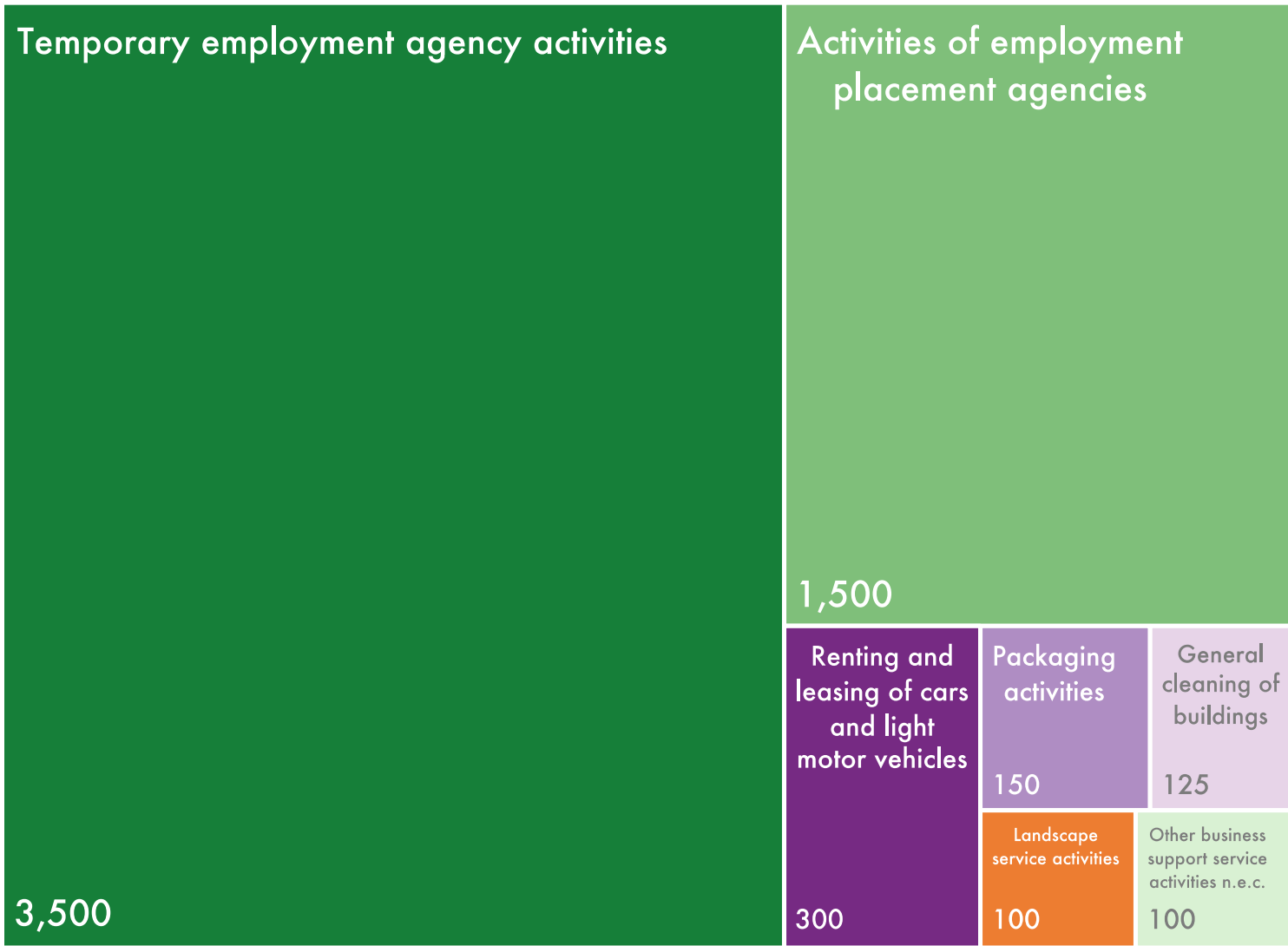
Source: Business Register & Employment Survey, Office for National Statistics

In total, Boston directly supports 34,900 jobs with concentrations of employment (compared locally and nationally) in Agriculture, Manufacturing, Motor trades, Wholesale, Retail, Business admin & support services, and Health. The three largest sectors of Manufacturing, Business admin & support services, and Health are looked at in more detail over the following three slides.

We also note here that Boston has relatively low proportions of employment in more knowledge intensive sectors such as Information & communication, and Professional, scientific & technical.

CONTEXT

KEY SECTOR: BUSINESS ADMIN & SUPPORT SERVICES



Business admin and support services sector activities supporting 100 jobs or more in Boston

Source: Business Register and Employment Survey, 2018, Office for National Statistics

In total, the 'Business admin and support services' sector provides just over **6,000 jobs** in Boston (17%).

Temporary employment agencies supply workers to clients' businesses for limited periods of time, where the individuals provided are employees of the employment agency. Employment placement agencies refer or place applicants for employment, where the individuals referred or placed are not employees of the employment agencies. Many of those employed by temporary employment agencies will in fact be working in the Agriculture, Manufacturing, and Health sectors, sometimes out of district despite being registered in Boston.

CONTEXT

KEY SECTOR: HEALTH



CONTEXT

KEY SECTOR: MANUFACTURING



Manufacturing sector activities supporting 200 jobs or more in Boston

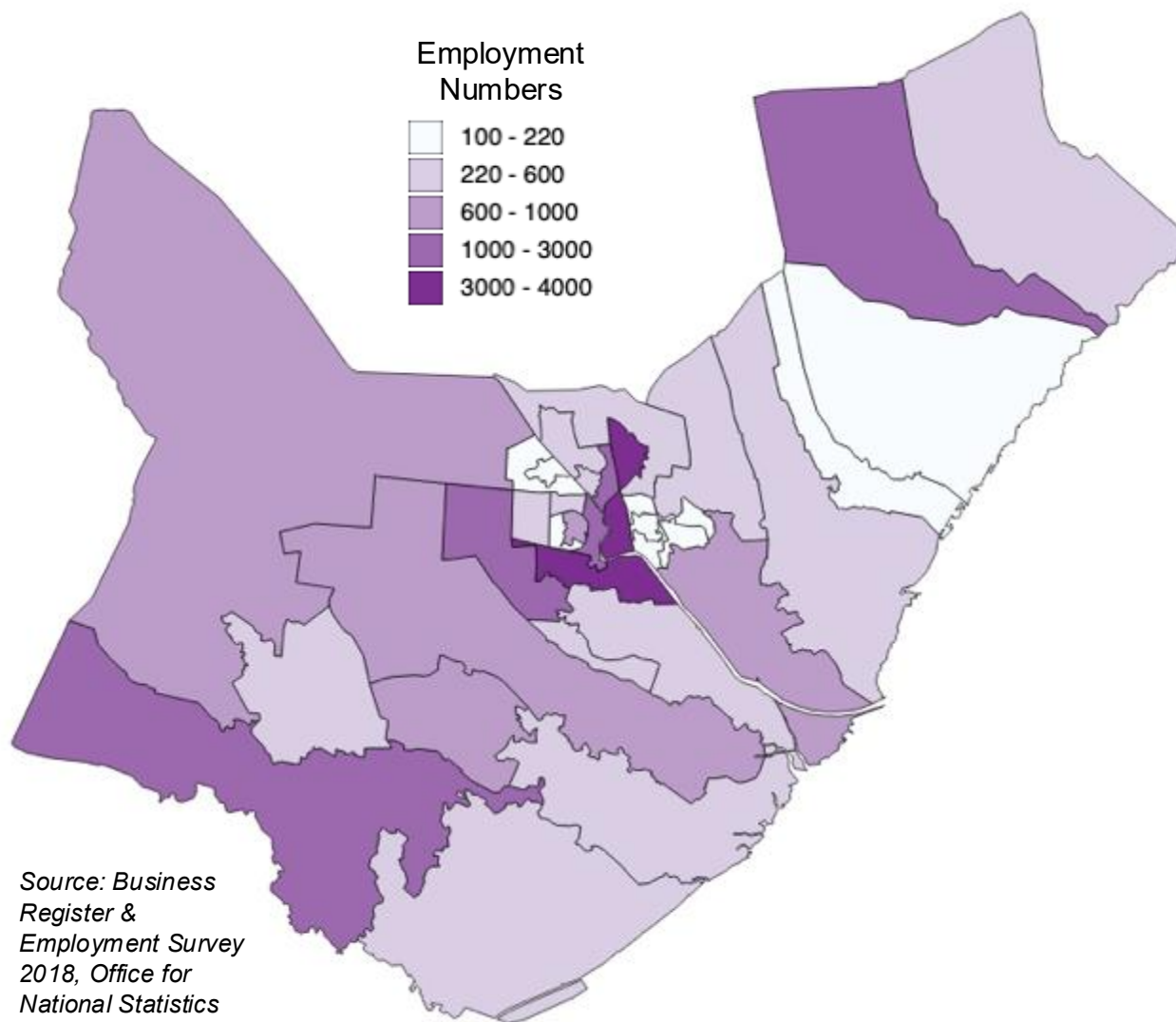
Source: Business Register and Employment Survey, 2018, Office for National Statistics

In total, the Manufacturing sector provides over **4,500 jobs** in Boston (13%).

Food Manufacturing employment dominates and these figures are understated when one considers the large number of agency workers who will be working in this sector but are formally categorised elsewhere under business administration and support.

CONTEXT

BOSTON – EMPLOYMENT CENTRES AND KEY EMPLOYERS



The map on the left shows that there are high concentrations of employment in and around the main urban area of Boston with other high employment areas to the north and the south of the district – probably linked to agri-food employment.

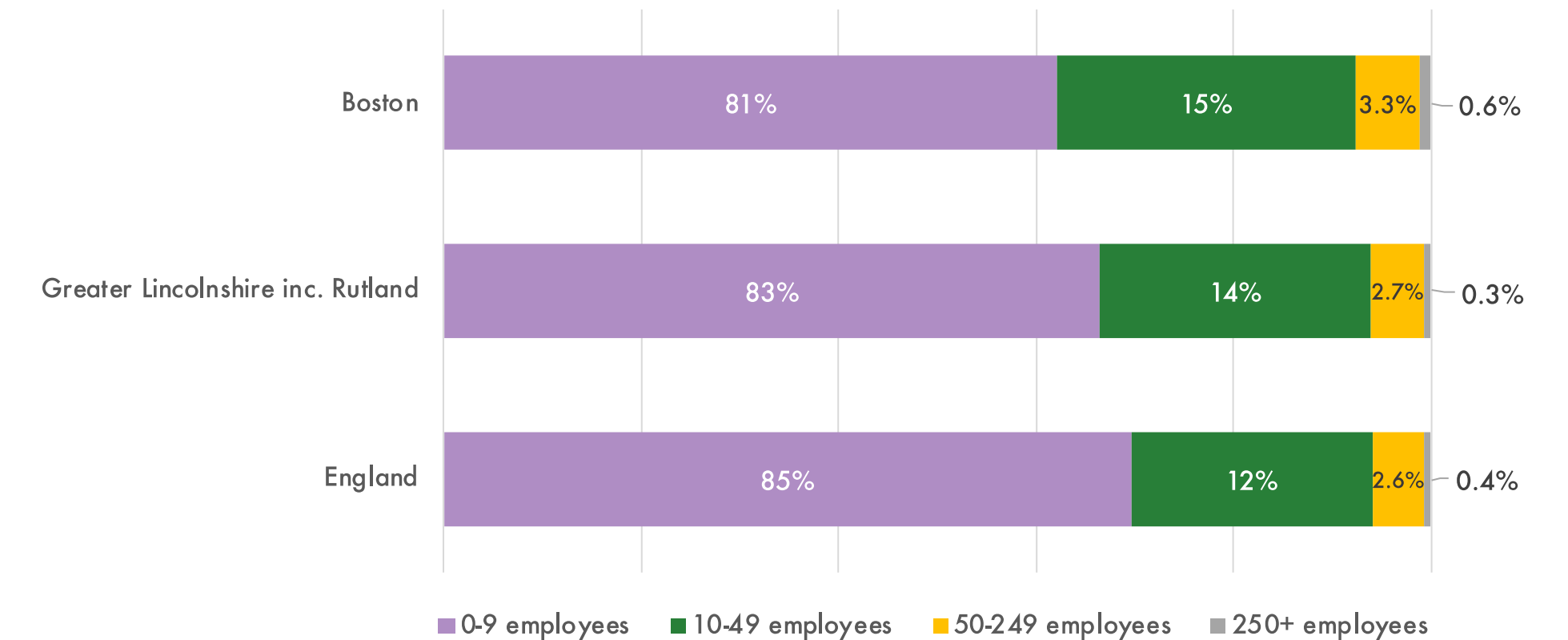
Key employers across Boston include (in no specific order):

- NHS (Health) – particularly Boston Pilgrim Hospital
- Pilgrim Food Service (Wholesale)
- JDM Food Group (Food Manufacturing)
- Ng25 Ltd (Agriculture)
- Essential Staffing Ltd (Employment Services)
- Freshtime (Food Manufacturing)
- Taylor made Services UK Ltd (Employment Services)
- Oldrid & Co. Ltd (Retail)
- The Coaching Inn Group (Hospitality)
- Paragon Flexible Packaging (Packaging)
- MetsaWood (Manufacturing Wood Products)
- Staples (Vegetables) Ltd – (Agriculture)

CONTEXT

BOSTON – EMPLOYMENT BY BUSINESS SIZE

Boston has comparatively less micro businesses (0-9 employees, but proportionally more of all other business sizes, most notably the **largest businesses** (0.6%) with 250+ employees, when compared locally (0.3%) and nationally (0.4%). Larger businesses are more likely to have structured talent and workforce development programmes including Apprenticeships, often underpinned by the levy.



Source: UK Business Counts, Office for National Statistics, 2019

KEY LOCAL SECTORS AND POST-16 SKILLS IMPLICATIONS

This analysis suggests the key employment sectors in the Boston Borough economy are as follows:

- Relative to other parts of Greater Lincolnshire, Boston has a high proportion of people employed in **Business Admin/support services** – particularly employment agency / gangmaster services supplying the agriculture, food manufacturing and healthcare sectors. Such employment which deploys a high proportion of migrant workers is often low-skilled and seasonal; with low levels of investment in career development or Apprenticeships.
- **The Health sector** provides a major career gateway locally with structured career development opportunities through both NHS and other sector employers.
- **Manufacturing and Food Manufacturing** are very important employment sectors, often reporting challenges sourcing higher level and technical skills in areas such as Food Technology, Maintenance and Design Engineering.
- The overall emphasis on lower skilled jobs in the borough suggest a vulnerability to automation as sectors such as Agriculture and Food Manufacturing innovate. In Boston, the overall risk of automation (the probability of jobs being automated) is 54.4. This is high when we consider that the highest probability rating nationally is 56.0 in Tamworth. This is the third highest of the local and unitary authority areas that make up Greater Lincolnshire (inc. Rutland) with the highest being Rutland at 55.8, and South Holland at 54.9.
- The potential exposure of the Agri-Food sector to workforce impact from Brexit is likely to be high, due to the current reliance on EU migrants to fill frontline jobs.
- Locally commissioned analysis* concludes that Brexit offers the opportunity to support people with lower skills levels to enter the labour market, mainly due to lower competition from EU workers in sectors which have up until now relied on a large EU workforce. It shows that there will be a net negative effect for Greater Lincolnshire's economy, but the severity of impact will differ geographically, depending upon the sectoral composition of the local economy. There are also linkages between sectors that mean that the exposure to Brexit is broader than an analysis of a single sector might suggest. For example, the food processing industry is exposed to the impacts of Brexit on agriculture, and also on the ports and logistics sector (and vice versa). This relates particularly to Boston; considering its already-high rates of employment.

* Greater Lincolnshire LEP – Brexit economic analysis, Final Report, May 2018, Metro-Dynamics

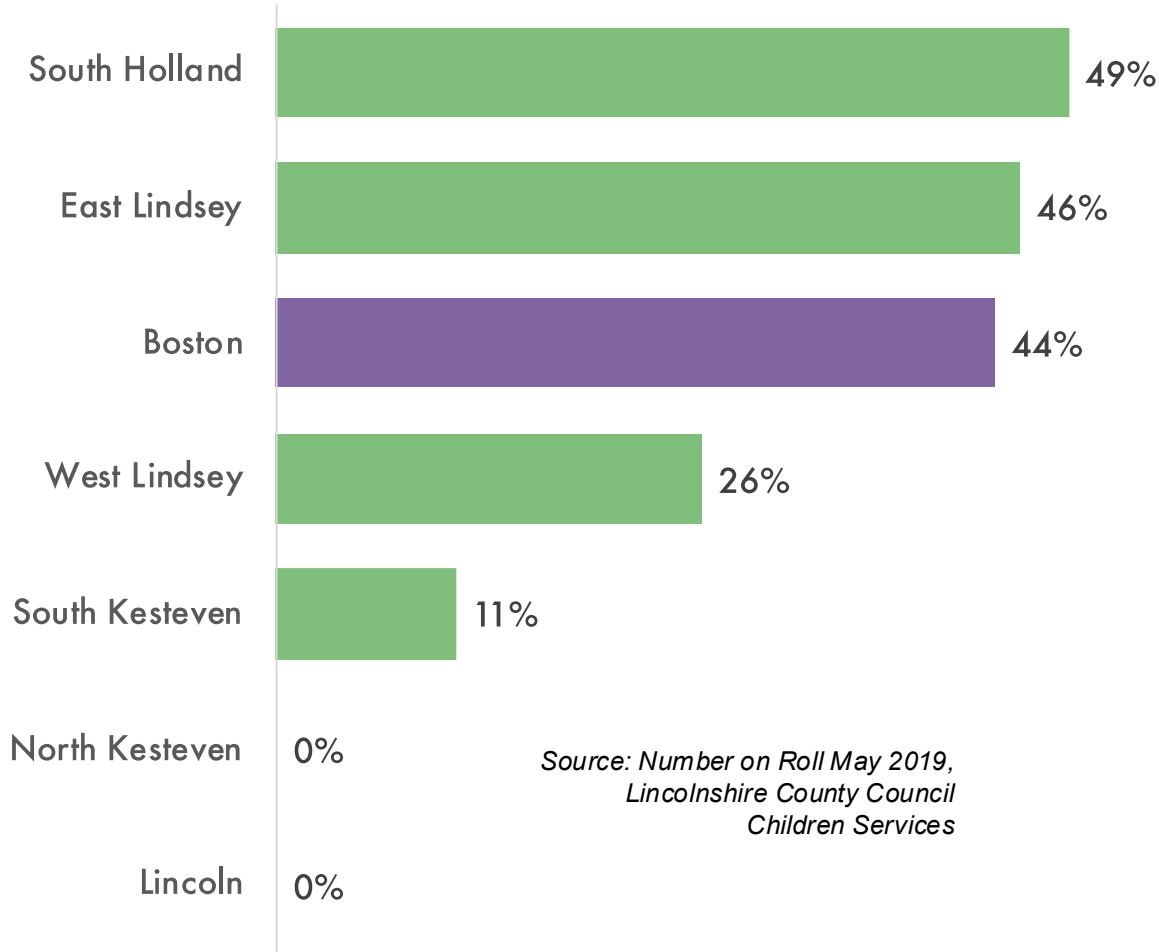
CONTEXT

C. DESTINATIONS & PERFORMANCE POST-16 IN BOSTON: SUMMARY

- 3 out of 5 local schools have sixth form provision with 44% of all Year 11 pupils needing to plan for a new study location when moving into Year 12. This is relatively high for Lincolnshire.
- 42% of all students in Boston at the end of Year 11 studies go onto Year 12 sixth form studies within schools in the district. This is the second lowest proportion of any Lincolnshire district.
- Boston has particularly high proportions (49%) of young people studying in further education – almost all at the local college.
- Only 5% of post-16 Learners continue their studies out of the borough.
- Apprenticeships, as a post-16 destination, are in line with national averages at 4% but slightly lag neighbouring districts
- Participation numbers for under 19s in FE and Skills have remained markedly stable compared to falling numbers locally and nationally.
- Boston has the second lowest level of HE participation in the Greater Lincolnshire (inc. Rutland) area.
- The 16-18 age group in Boston is set to grow by 45% between 2020 and 2030. This growth rate is much higher than projected for Greater Lincolnshire inc. Rutland (24%) and nationally (21%).

BOSTON – POST 16 OPTIONS

% of Year 11 students having to moving into Year 12 at different education institution due to no School Sixth Form at current education institution (and remaining within local authority)



Source: Number on Roll May 2019,
Lincolnshire County Council
Children Services

Comments:

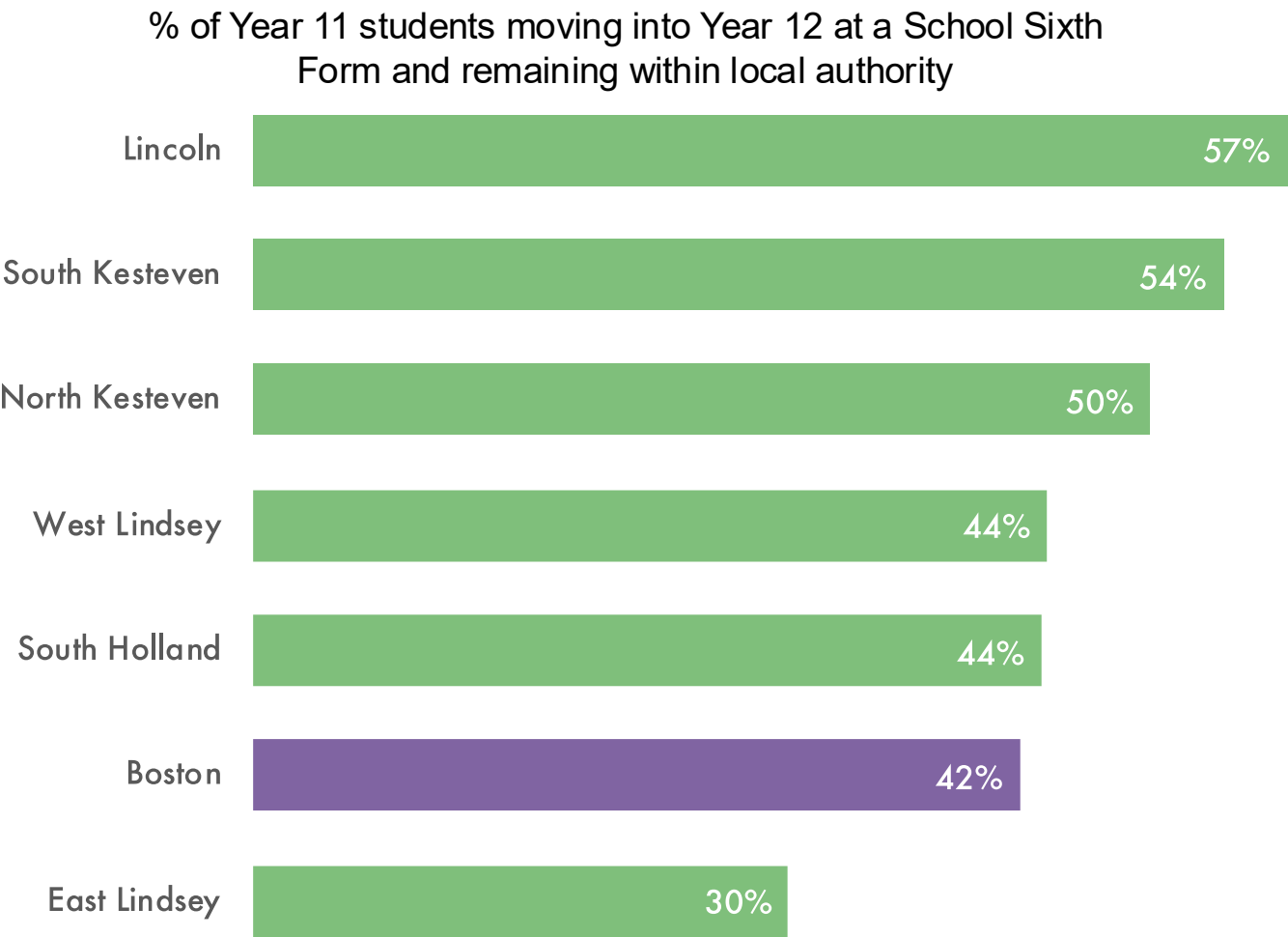
Year 11 pupils in Boston are spread across five main schools:

- Boston Grammar School
- Boston Haven High Academy
- Boston High School
- Kirton Thomas Middlecott Academy
- Old Leake Giles Academy

Only three of the above schools have sixth form provision with the exceptions being Boston Haven High Academy and Kirton Thomas Middlecott Academy.

The chart shows that in Boston, 44% of all Year 11 pupils need to plan for a new study location when moving into Year 12. This is a relatively high percentage.

BOSTON – DECISION MAKING POST YEAR 11



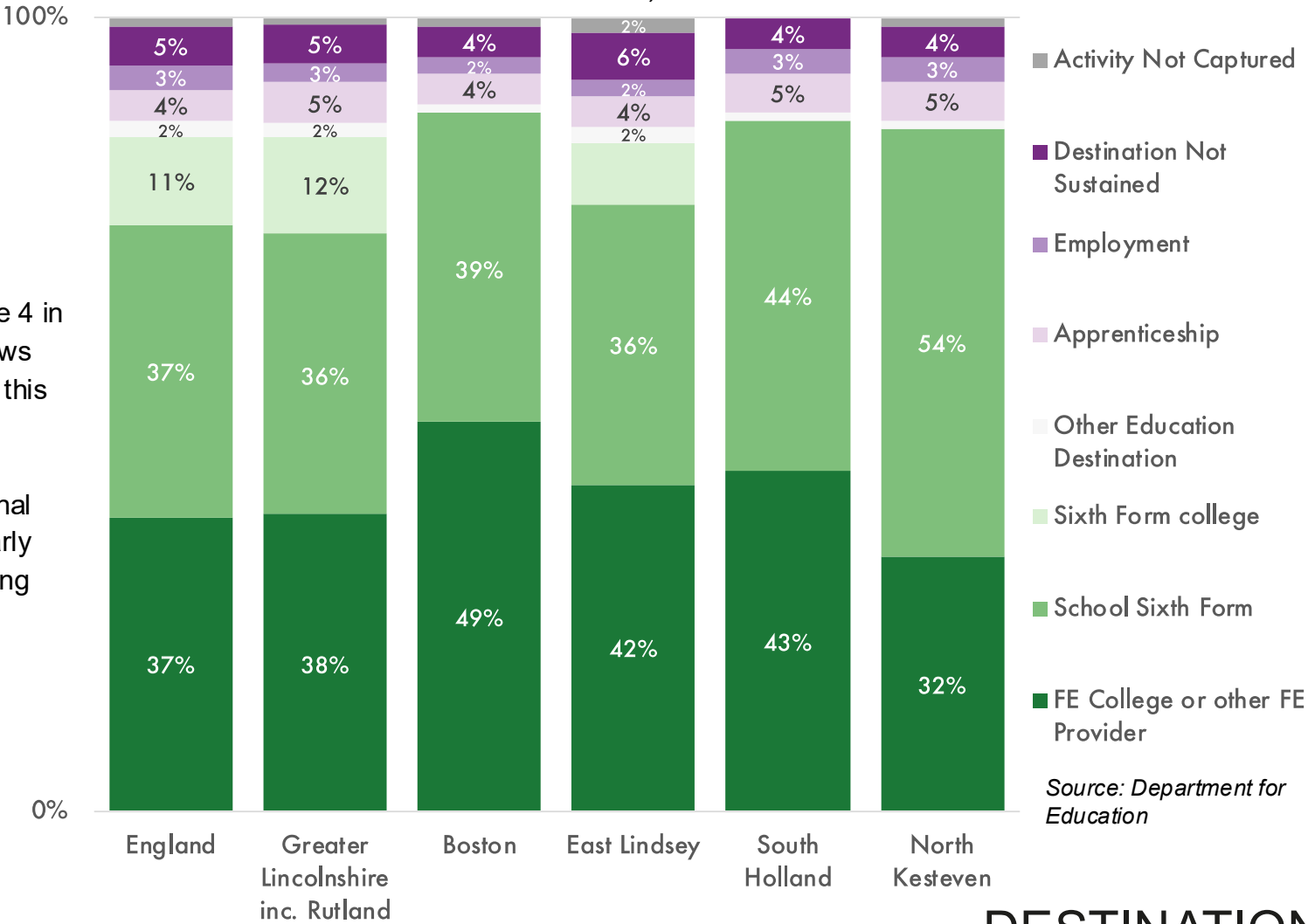
Comments:

This chart shows that 42% of all students in Boston at the end of Year 11 studies remain and go onto Year 12 sixth form studies within schools in the district. This is the second lowest proportion of any Lincolnshire district.

Source: Number on Roll May 2019, Lincolnshire County Council Children Services

BOSTON – POST 16 DESTINATIONS COMPARISON

2017/18 KS4 Destinations, 2016/17 Cohort



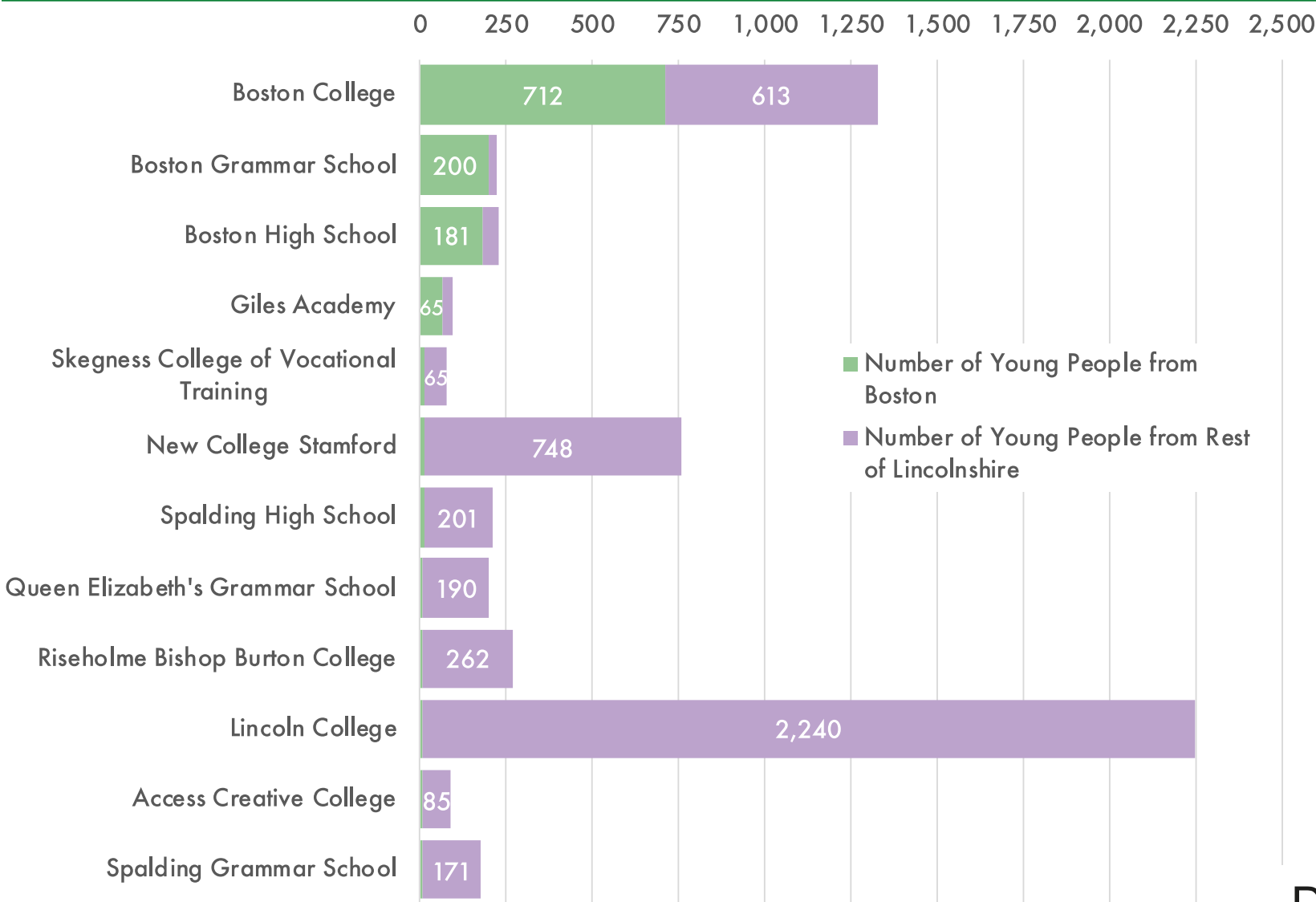
Source: Department for Education

Comments:

Boston’s state funded school cohort at the end of Key Stage 4 in 2017 was 640. This chart shows the sustained destinations for this cohort; as compared to neighbouring district / unitary authority areas, and the national average. Boston has particularly high proportions (49%) of young people studying in further education.

DESTINATIONS

BOSTON – 16-18 YEAR OLDS, WHERE ARE THEY IN 2019?



Number of Young People from Boston and Lincolnshire by Provider, May 2019

Please note that this data does not show the number of people at each provider that reside outside of Lincolnshire

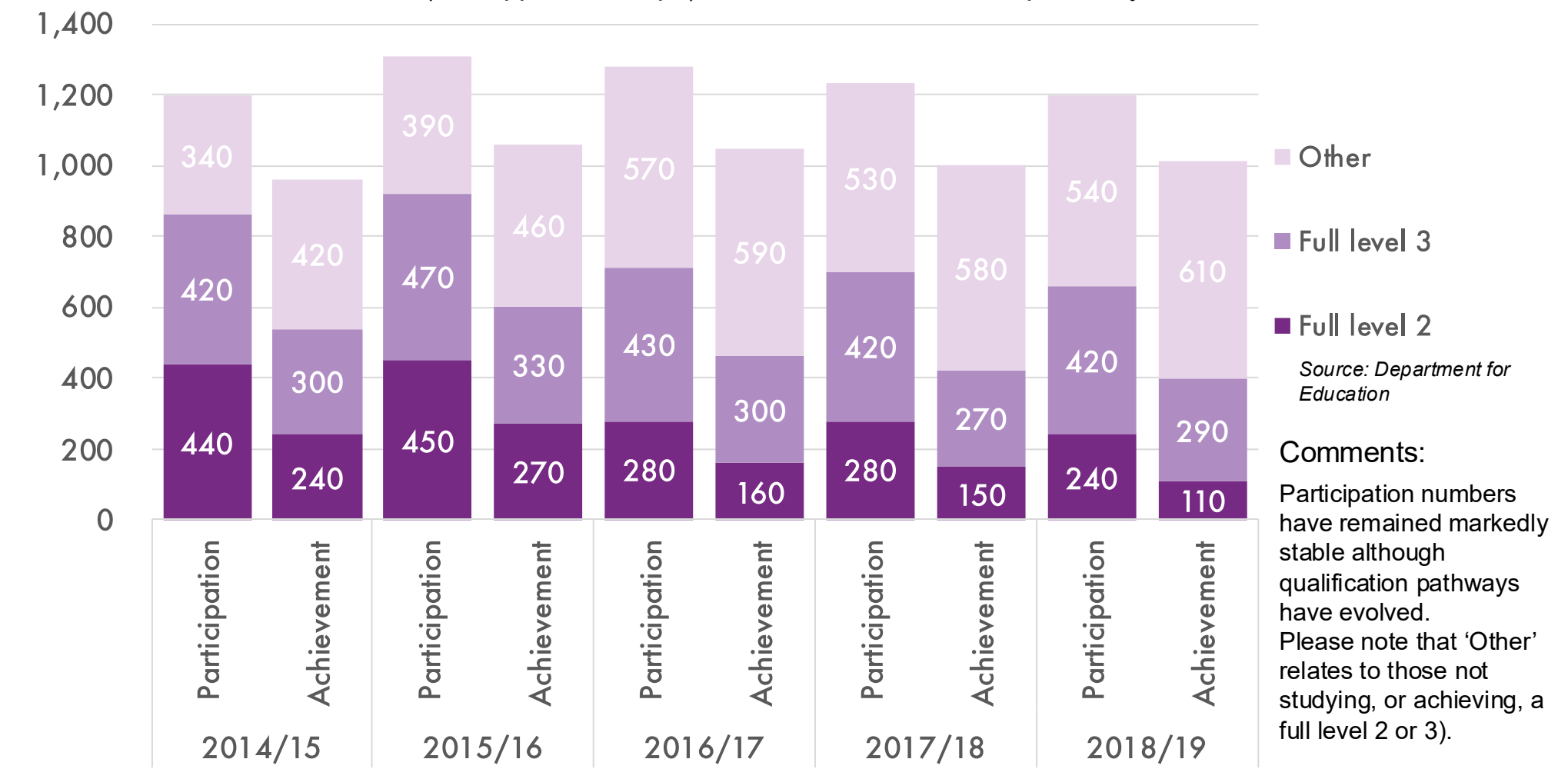
Source: Lincolnshire County Council Children's Services

Comments:
This chart demonstrates how important in-district post-16 options are with the top four destinations (95% of cohort) being in-district - Boston College and the three local sixth forms. Only very low proportions of post 16 residents (5%) leave the district to study post-16.

DESTINATIONS

BOSTON – UNDER 19s ACHIEVEMENT & PARTICIPATION

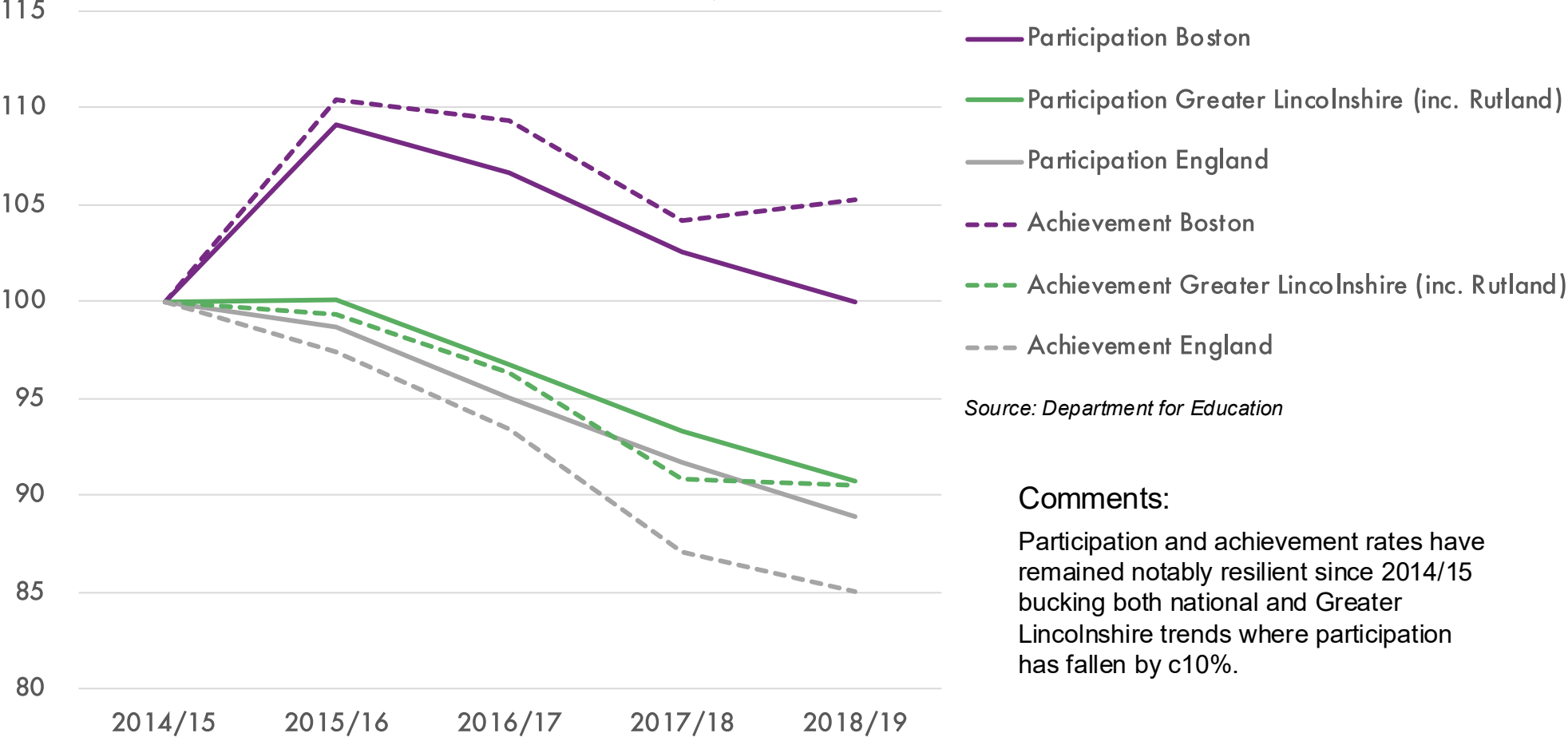
Boston FE and Skills (inc. Apprenticeships) Achievements and Participation by Level for Under 19s



PERFORMANCE

BOSTON – ACHIEVEMENT & PARTICIPATION TRENDS

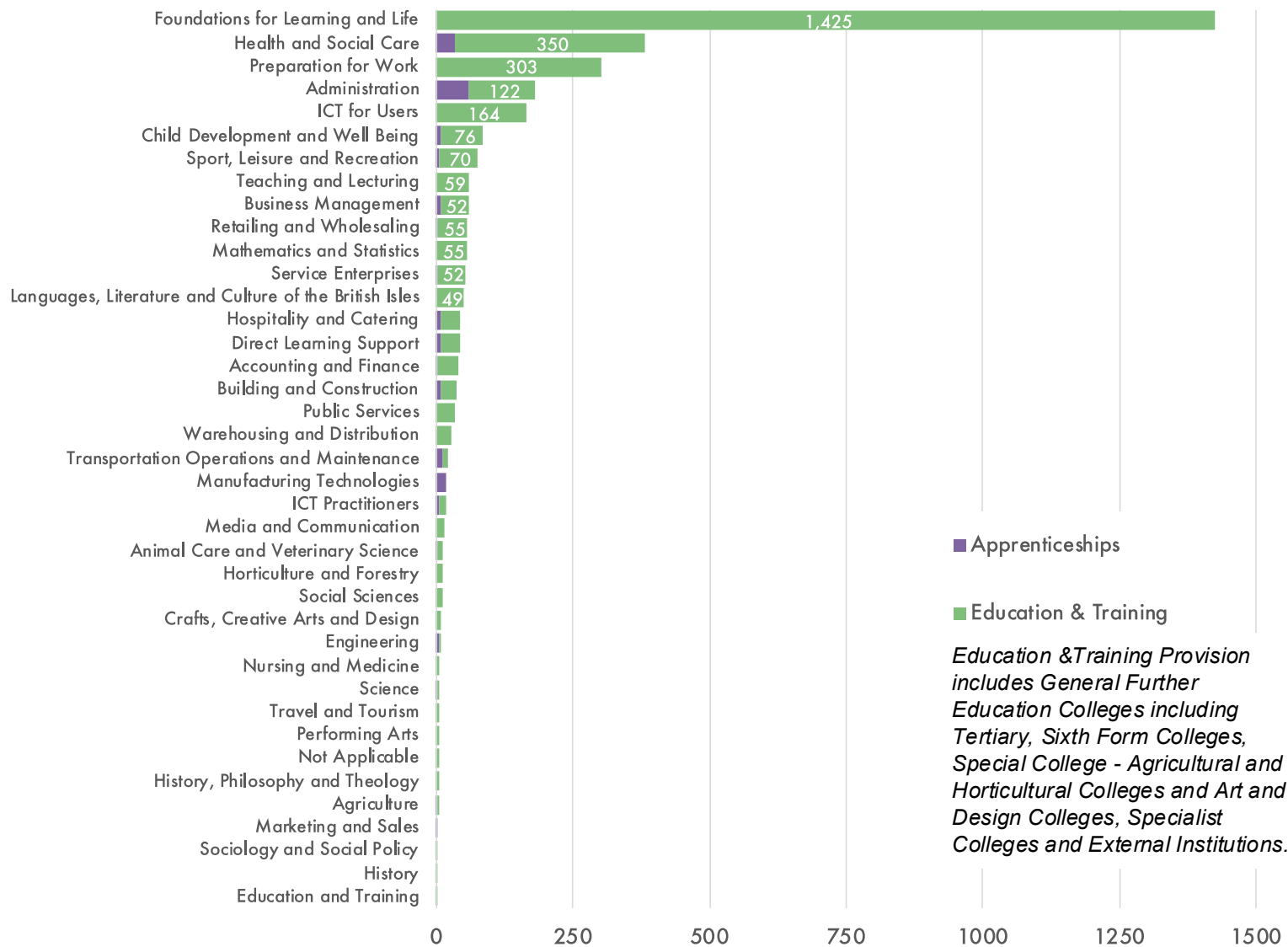
Change in FE and Skills (inc. Apprenticeships) Achievements and Participation for Under 19s, 2014/15=100



Source: Department for Education

Comments:
Participation and achievement rates have remained notably resilient since 2014/15 bucking both national and Greater Lincolnshire trends where participation has fallen by c10%.

BOSTON – ACHIEVEMENTS BY SECTOR SUBJECT AREA



Boston Further Education Achievements (all age Apprenticeships, and Adult [19+] FE and Skills learners that achieved, and all age Traineeships that completed an ESFA funded aim in the academic year 2018/19) by Tier 2 Sector Subject Area

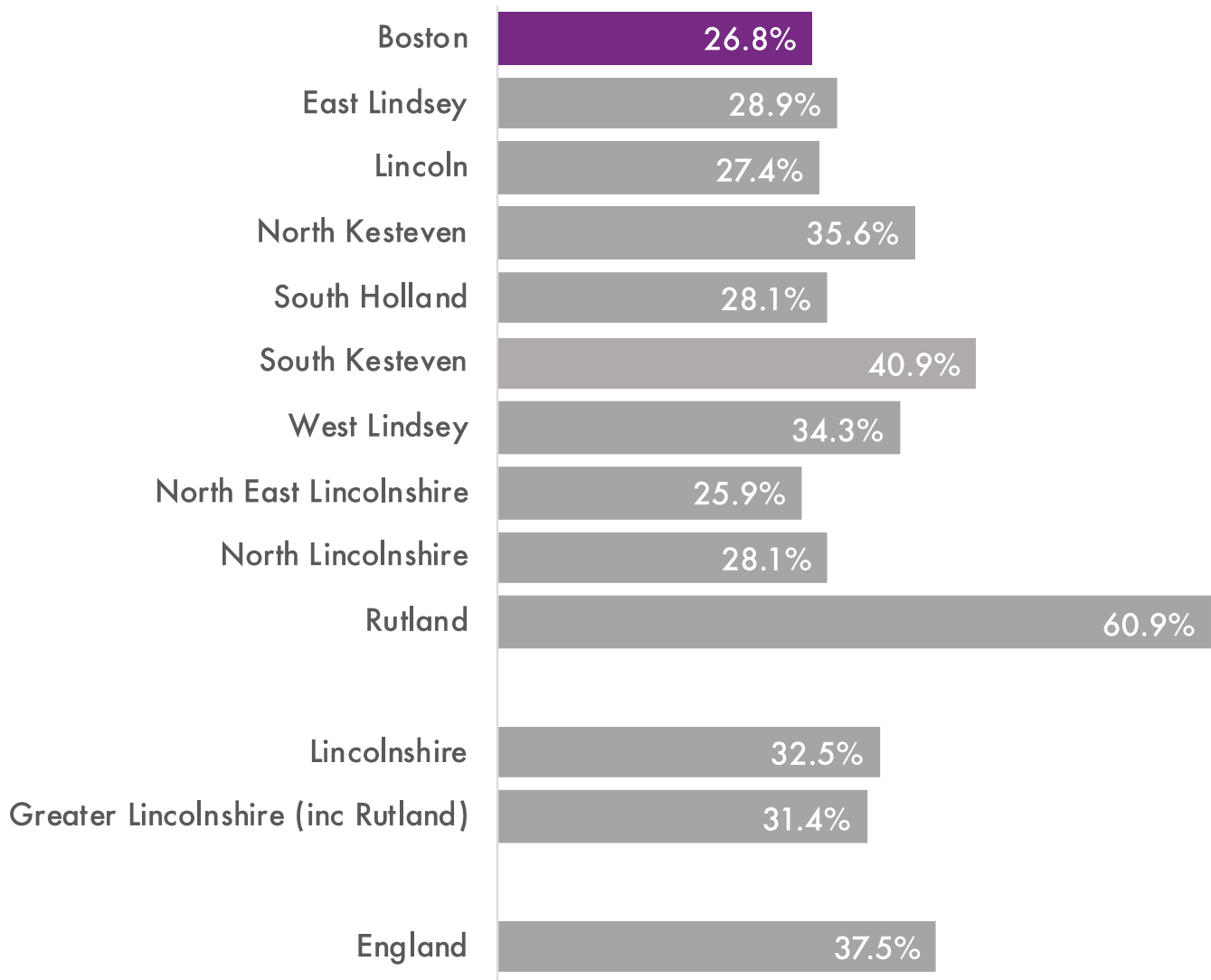
Source: Department for Education

Comments:
This data suggests the importance of Apprenticeships in terms of local 'occupational learning' in areas such as Healthcare, although it is difficult to see clear connections between subjects studied and local employment opportunities such as Manufacturing.

■ Apprenticeships
■ Education & Training
Education & Training Provision includes General Further Education Colleges including Tertiary, Sixth Form Colleges, Special College - Agricultural and Horticultural Colleges and Art and Design Colleges, Specialist Colleges and External Institutions.

PERFORMANCE

HIGHER EDUCATION PARTICIPATION



Higher Education Participation Rates across Greater Lincolnshire and Rutland

Source: POLAR4 data, Office for Students, 2018

The participation of local areas (POLAR) classification groups areas across the UK based on the proportion of young people (aged 18 or 19 years old) who enter and participate in higher education.

It looks at how likely young people are to participate in higher education across the UK.

Comments:

This chart shows that Boston has the second lowest level of HE participation in the Greater Lincolnshire (inc. Rutland) area.

D. BOSTON LOCATED OR ACCESSIBLE PROVISION: SUMMARY

- Boston retains a very high proportion of its resident young learners at 95%, although the district attracts relatively few learners from other areas – probably due to its peripherality.
- The overall post-16 offer includes more traditional sixth form offers in Boston; a broader offer at Giles Academy and a broad range of options at Boston College (including higher education provision and pathways). This is supplemented by an alternative employability / foundation offer through NACRO. Considering the rurality and small local cohort size, there is a breadth of post-16 options as perhaps demonstrated by the high level of learner retention in-district.
- The very large majority of FE and Skills Learning Aims are delivered by Boston College.
- Adult Learning Aims were delivered locally by 3 main providers with 81% delivered to Boston residents – reflecting a low level of learners from out of the district.
- Apprenticeship participation levels broadly follow national patterns, although Under 19 participation has not declined significantly - bucking the national trends.
- In terms of Apprenticeship levels, Intermediate and Advanced Apprenticeships have performed well compared to local/national comparators, although there has been a slower increase in the numbers of Higher / Degree Apprenticeships.
- Apprenticeship provision is clearly led by Boston College, providing 37% of all Apprenticeship starts in the borough with a wide-ranging offer; this is followed by a significant number of providers with relatively low numbers.
- The Apprenticeship subject profile does not obviously reflect the importance locally of industries such as agriculture and food manufacturing, although healthcare and administration are strong.

BOSTON ACCESSIBLE PROVISION – Y12 DESTINATIONS

Lincoln / South Kesteven / West Lindsey

- 5 – New College Stamford
- 3 – Lincoln College
- 3 – Riseholme Bishop Burton College
- 2 – Access Creative College

East Lindsey

- 6 – Skegness College of Vocational Training
- 4 – Queen Elizabeth’s Grammar School

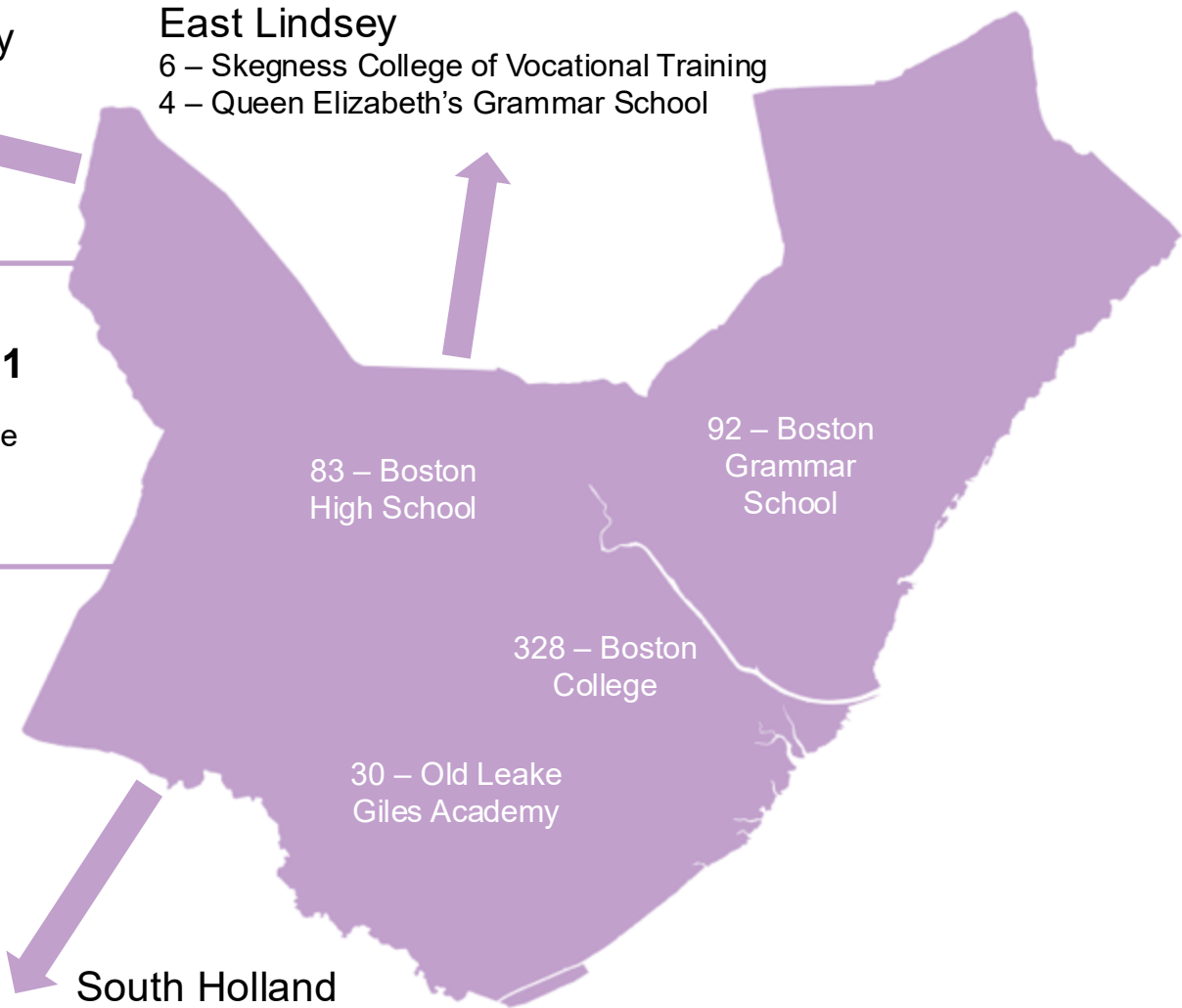
Of a Y11 cohort of 640 Pupils
95% (611) remain in Boston Post Y11

- 26 - Apprenticeships
- 26 - Destination not sustained
- 13 - Employment
- 13 - Other

Assumed to have remained within Boston

Please note that these calculations are estimates based on Lincolnshire County Council Children’s Services data on those aged 16 and 17 whose home postcode is within the Boston district and the location of their current educational provider.

Please also note that some children may have already been attending out-of-district schools from Y7 and that a movement into that same school’s sixth form may not represent a “new” learning commute out-of-district post Y11. In these instances these children would not be counted in the original district cohort. Removing them from this analysis would have the effect of increasing the retention rate.



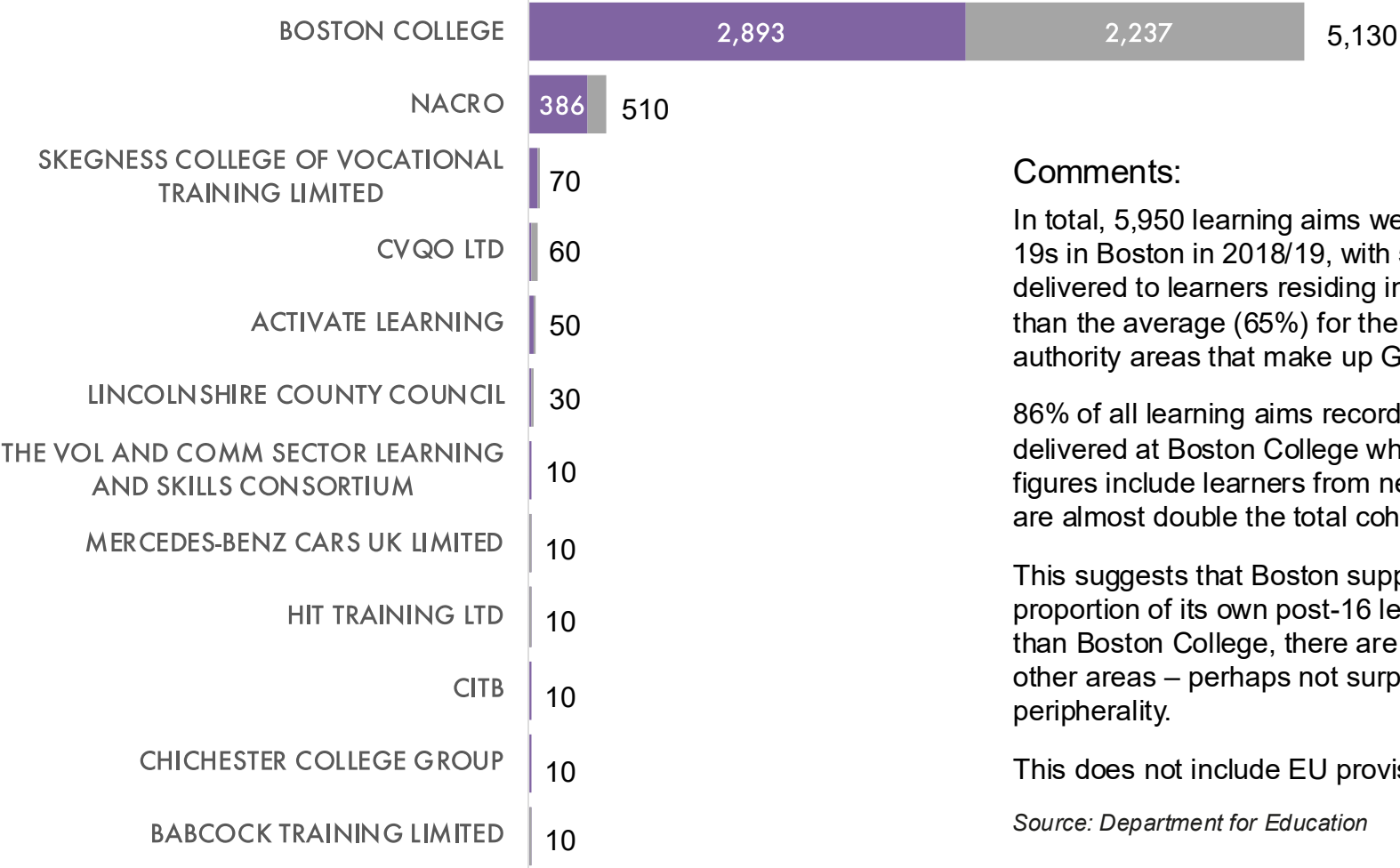
South Holland

- 5 – Spalding High School
- 2 – Spalding Grammar School

PROVISION

BOSTON BASED PROVISION (UNDER 19)

FE and Skills Learning Aims (including Apprenticeships) delivered to Under 19s in Boston, 2018/19



Comments:

In total, 5,950 learning aims were delivered to Under 19s in Boston in 2018/19, with 58% of those being delivered to learners residing in Boston. This is lower than the average (65%) for the local and unitary authority areas that make up Greater Lincolnshire.

86% of all learning aims recorded in this category were delivered at Boston College whose ‘non-resident’ figures include learners from neighbouring districts and are almost double the total cohort.

This suggests that Boston supports a very high proportion of its own post-16 learners in-district Other than Boston College, there are very few learners from other areas – perhaps not surprising due to its peripherality.

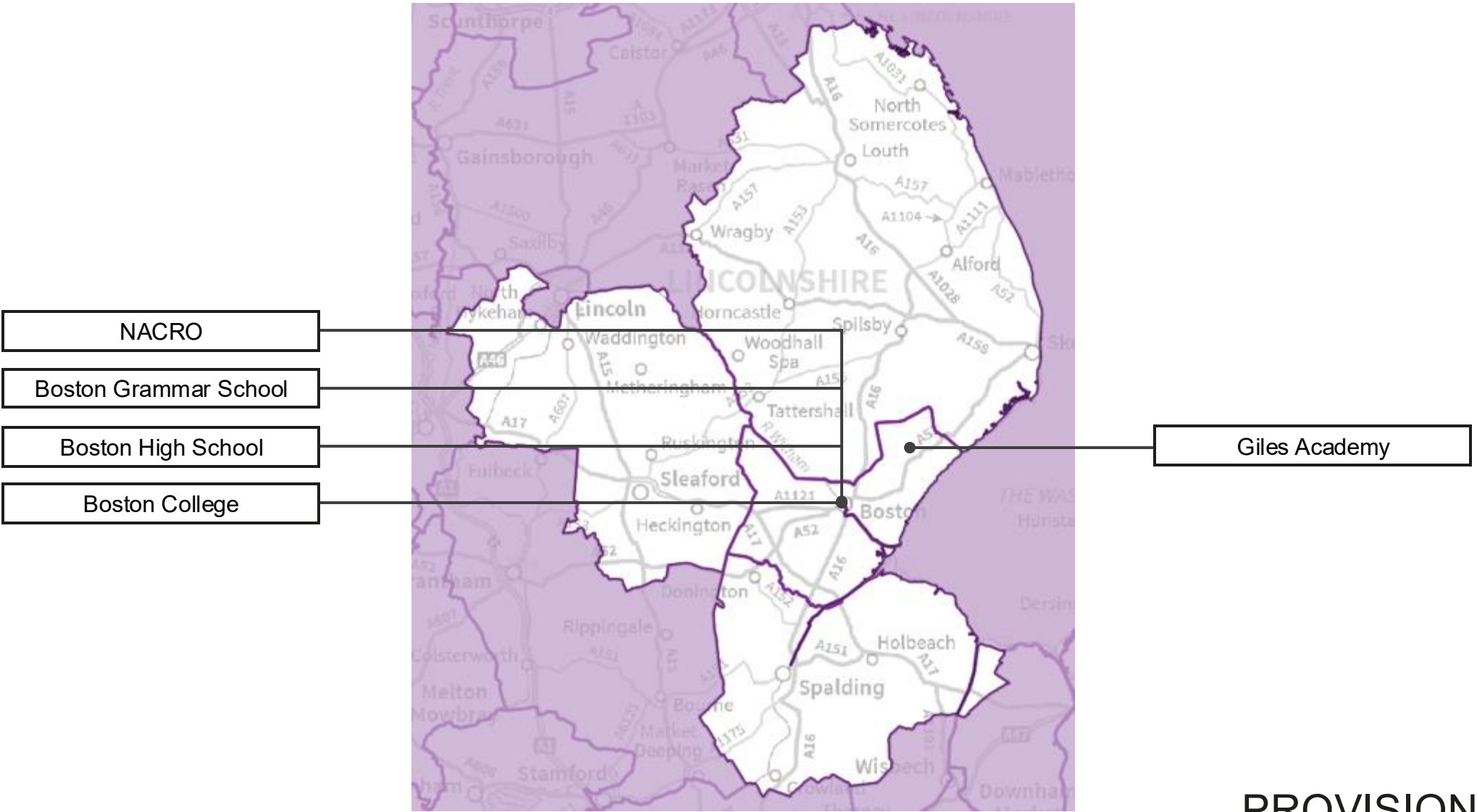
This does not include EU provision or Sixth Forms.

Source: Department for Education

■ Provision Delivered to Boston Resident Learners ■ Provision Delivered to Learners from Outside of Boston

PROVISION

BOSTON KEY POST 16 PROVISION – AN OVERVIEW



PROVISION

BOSTON POST-16 OFFER FOR YOUNG PEOPLE

Learning Provider Location	Subject Options
Boston College (second campus in Spalding with some courses available across both areas)	<p>Manufacturing: Levels 1, 2 and 3; Visitor Economy (including hospitality/catering): Levels 1,2 and 3; Healthcare: Level 1, 2 and 3; Construction: Level 1, 2 and 3; Digital/ICT: Levels 1, 2 and 3; Others include: Professional Services (bookkeeping) Level 3 and 4; Personal Services (beauty and hairdressing) : Levels 1, 2 and 3; Creative Arts: Levels 1, 2 and 3; Public Services: Levels 1, 2 and 3; Animal Care: Levels 1, 2 and 3; Business/Management: Levels 2 and 3; Vehicle Maintenance: Levels 1, 2 and 3; Education teaching: Skills for Work - traineeships + entry level courses - employability, independent living, skills for working life and pathways to progression.</p> <p>Apprenticeships: Engineering Operative (L2); Customer Service (L2); Retail (L2); Team Leader/Supervisor (L3); Early Years Educator (L3); Lead Adult Care worker (L3); Advanced Practitioner in Adult Care (L5); Bricklaying (L2); Site Carpentry (L2/3); Electrotechnical (L3); Plumbing, Heating and Gas (L3); Computing Infrastructure Technician (L3); Hairdressing (L2); Motor Vehicle Autocare Technician (L3); Business Administrator (L3); Teaching Assistant (L3)</p> <p>Higher Education Access: Health Professionals : Social Science : Business; Humanities : Policing and Criminology</p> <p>Higher Education: Engineering (L4/5); Sport, Fitness and Wellbeing L5 and BSc (Hons); International Travel and Tourism Management (L5); Children and Young People Early Years / SEN and Disabilities (L5); Computing (L5); Photography (L5); Creative Arts (L5); Public Services (L5); Animal (L5); Business/Management (L5 and BA Hons); Certificate in Education (L5); Children and Young People Teaching Assistant (L5); Education Studies BA (Hons); PGCSE in Education (L7).</p> <p><i>Boston College is currently establishing a Digital, Transport and Logistics Academy. This will focus on developing port and transport skills such as plant maintenance and machinery, operations, fork-lift truck driving, stevedoring, leadership and management and improving digital skills.</i></p>
Boston Grammar School	<p>A Levels including: Art and Design, Biology, Business, Chemistry, Computer Science, Design and Technology: Product Design, Economics, English Literature, English Language, Extended Project Qualification, French, Geography, German, History, Mathematics, Further Mathematics, Music, Physical Education, Physics, Psychology, Religious Studies</p> <p>BTECs including Applied Science and Sport</p>

BOSTON POST-16 OFFER FOR YOUNG PEOPLE (Cont.)

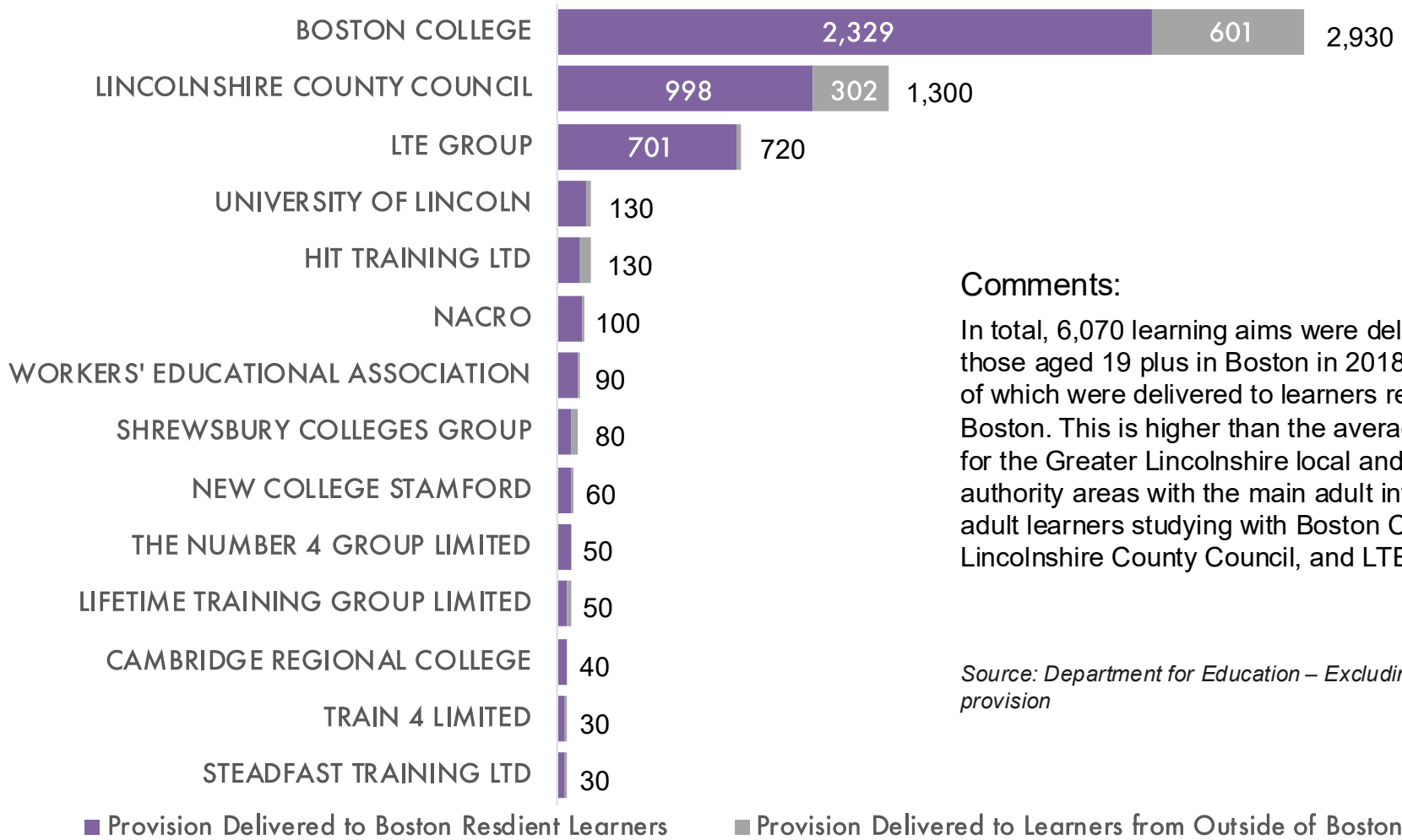
Learning Provider Location	Subject Options
Boston High School	A Levels including Art, Biology, Business, Chemistry, Design Technology, English Language, English Literature, Extended Project Qualification, French, Further Mathematics, Geography, Health & Social Care, History, Mathematics, Media Studies, Music, Performing Arts, Physics, Psychology, Religious Studies, Sociology, Spanish, Sport BTEC Applied Science
Giles Academy, Old Leake	A Levels including, Art, Fine Art, Biology, Craft and Design (Combined Arts), Art & Design Graphic Communication, Art & Design Photography, Design Technology: Product Design, Design Technology: Fashion and Textiles, English Language and Literature, French, Geography, History, Maths, Further Maths, Media Studies, Physics, Psychology BTECs including Applied Science Laboratory Skills, Music Technology, Performing Arts, Business, Health & Social Care, Computing, Computing for Creative Industries, Sport and Physical Activity Other including Level 2 in IT User Skills, Gym Instructors Award
NACRO, Boston Centre	A range of post-16 courses with a focus upon employability and entry level qualifications with an occupational focus. Animal Care (L1/2); Health and Social Care (L1/2); Skills for Employment (E 1-3 L1/2); English and Maths (E1 - 3, L1 and L2); Retail (E3 L1 & 2); Sport at (E1 – 3)

BOSTON (OUT OF DISTRICT) POST-16 OFFER – KEY UPTAKE

Learning Provider Location	Subject Options
Other Further Education Colleges / Sixth Forms	Less than 5% of the resident cohort (c30 students) opted to travel out of district to study in very small numbers at 8 providers including New College Stamford, Lincoln, Riseholme/Bishop Burton Colleges and grammar schools in neighbouring districts

BOSTON TOP PROVIDERS (ADULTS - 19 PLUS)

FE and Skills Learning Aims (including Apprenticeships) delivered to those aged 19 plus in Boston, 2018/19



Comments:

In total, 6,070 learning aims were delivered to those aged 19 plus in Boston in 2018/19, 81% of which were delivered to learners residing in Boston. This is higher than the average (69%) for the Greater Lincolnshire local and unitary authority areas with the main adult inflow of adult learners studying with Boston College, Lincolnshire County Council, and LTE Group.

Source: Department for Education – Excluding ESF provision

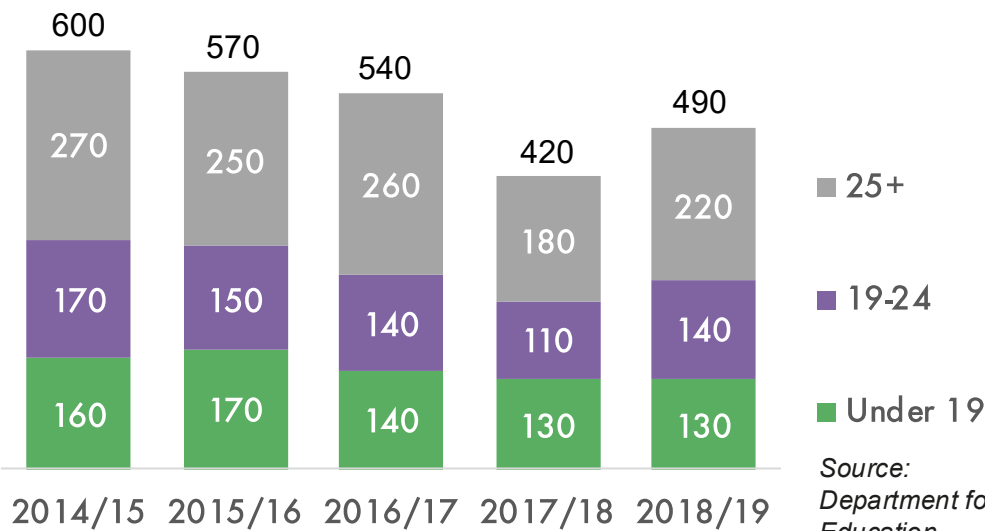
OTHER PROVISION

BOSTON APPRENTICESHIPS – STARTS BY AGE GROUP

Comments:

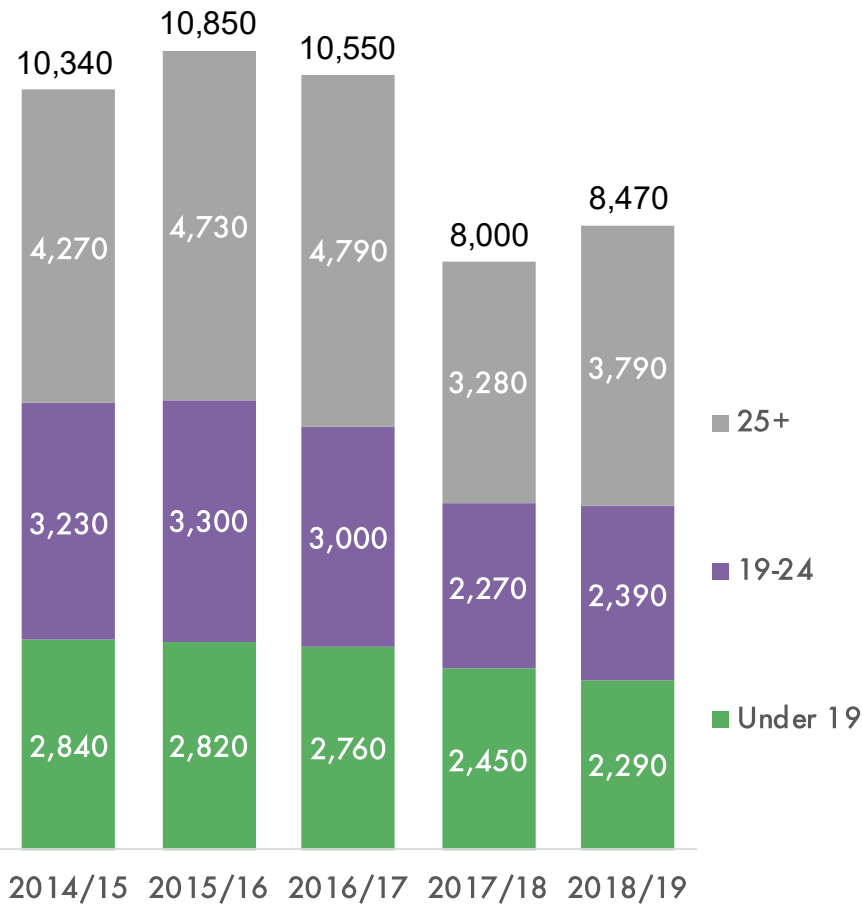
Apprenticeship participation numbers in Boston have broadly followed the trend seen at Greater Lincolnshire inc. Rutland level, with a steep decline in numbers in 2017/18 followed by growth in 2018/19. Unlike other districts, under 19 starts have been relatively resilient; with increasing numbers at 19-24 and 25+.

Boston Apprenticeship Starts by Age Group, 2014/15 – 2018/19



Source:
Department for
Education

Greater Lincolnshire (inc. Rutland) Apprenticeship Starts by Age Group, 2014/15 – 2018/19



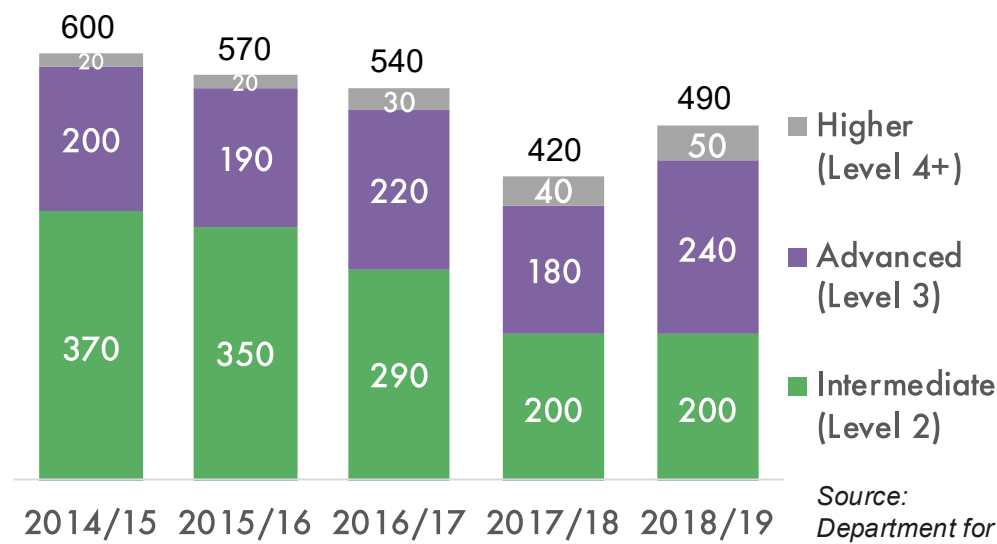
OTHER PROVISION

BOSTON APPRENTICESHIPS – STARTS BY LEVEL

Comments:

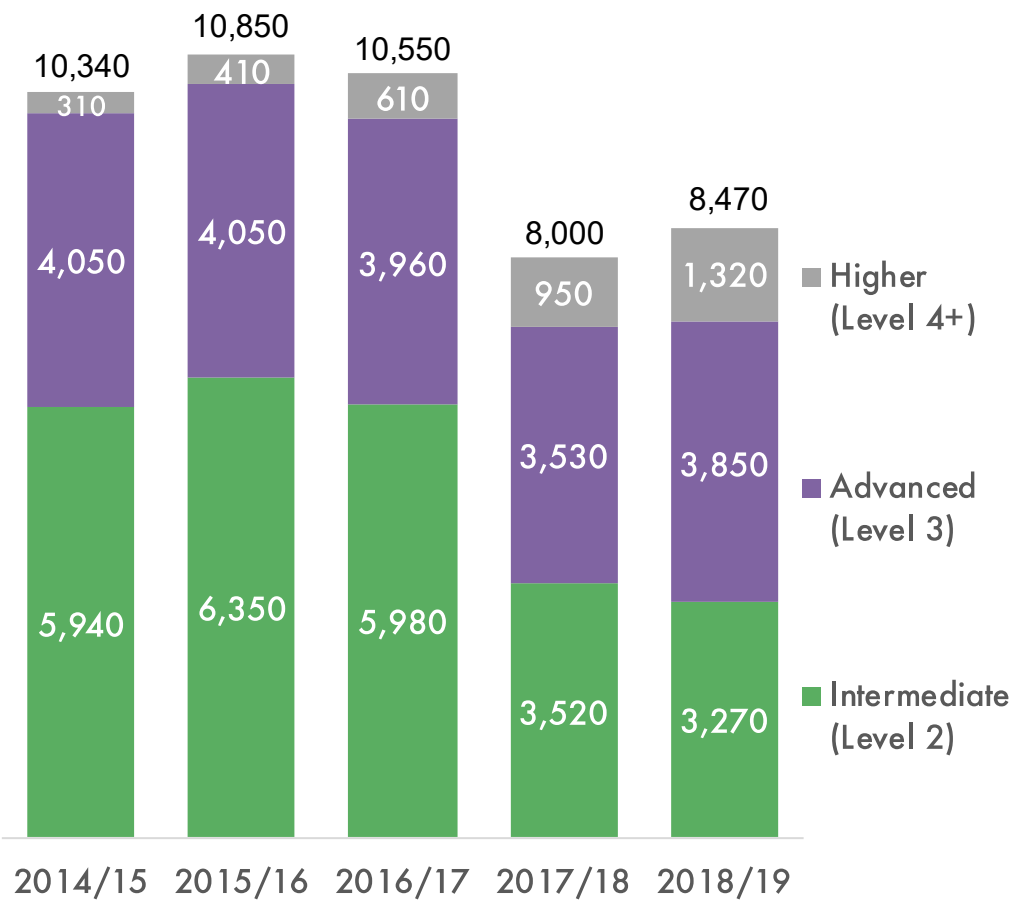
The proportion of delivery at Advanced and Higher level in Greater Lincolnshire inc. Rutland has increased in Boston – especially at Advanced levels although Higher Apprenticeships have increased at a lower rate than many districts. Intermediate Apprenticeships, traditionally accessed by younger people at the start of their career, have stayed at the same level.

Boston Apprenticeship Starts by Level, 2014/15 – 2018/19



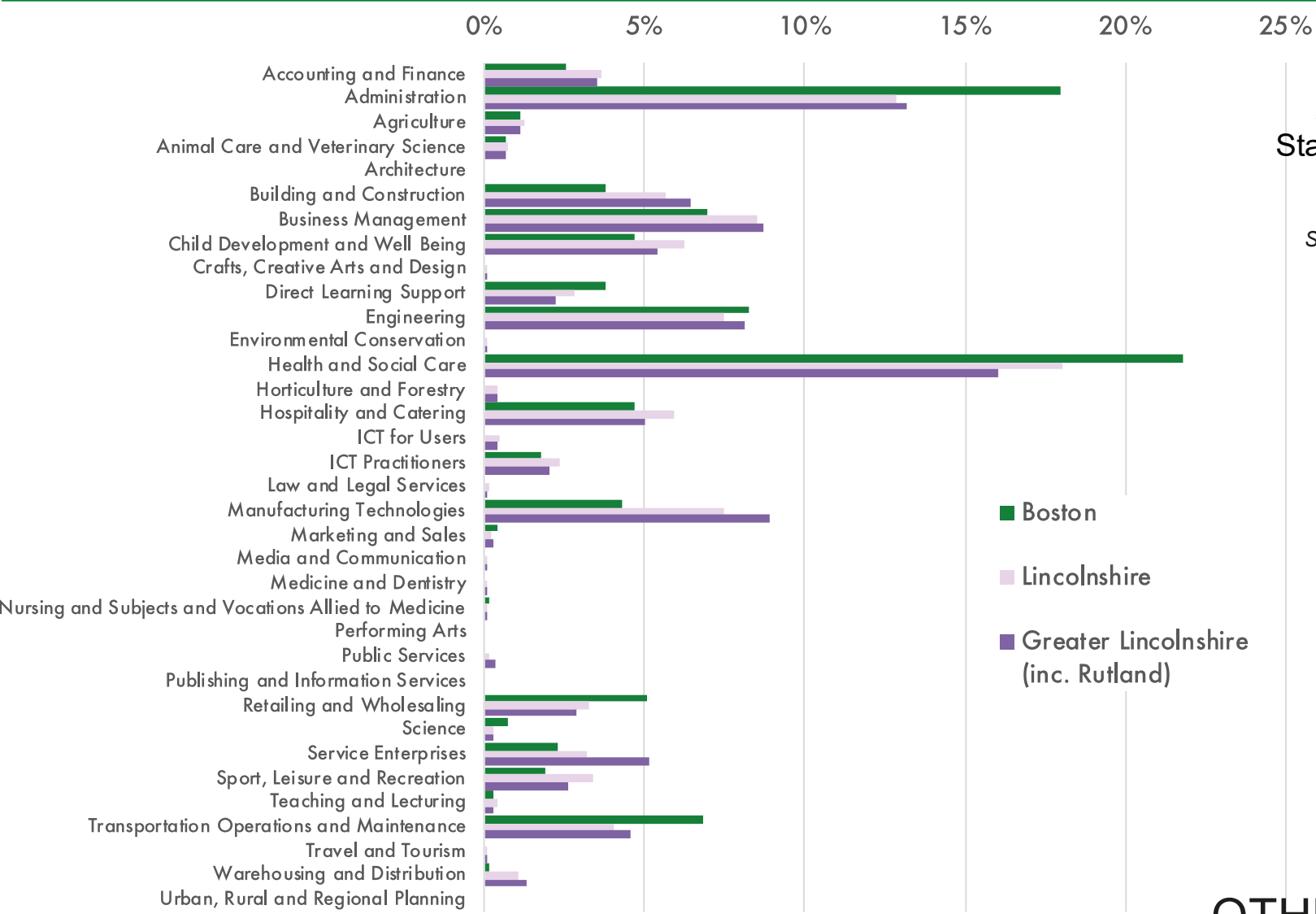
Source:
Department for
Education

Greater Lincolnshire (inc. Rutland) Apprenticeship Starts by Level, 2014/15 – 2018/19



OTHER PROVISION

BOSTON APPRENTICESHIPS – 2018/19 STARTS BY SSA



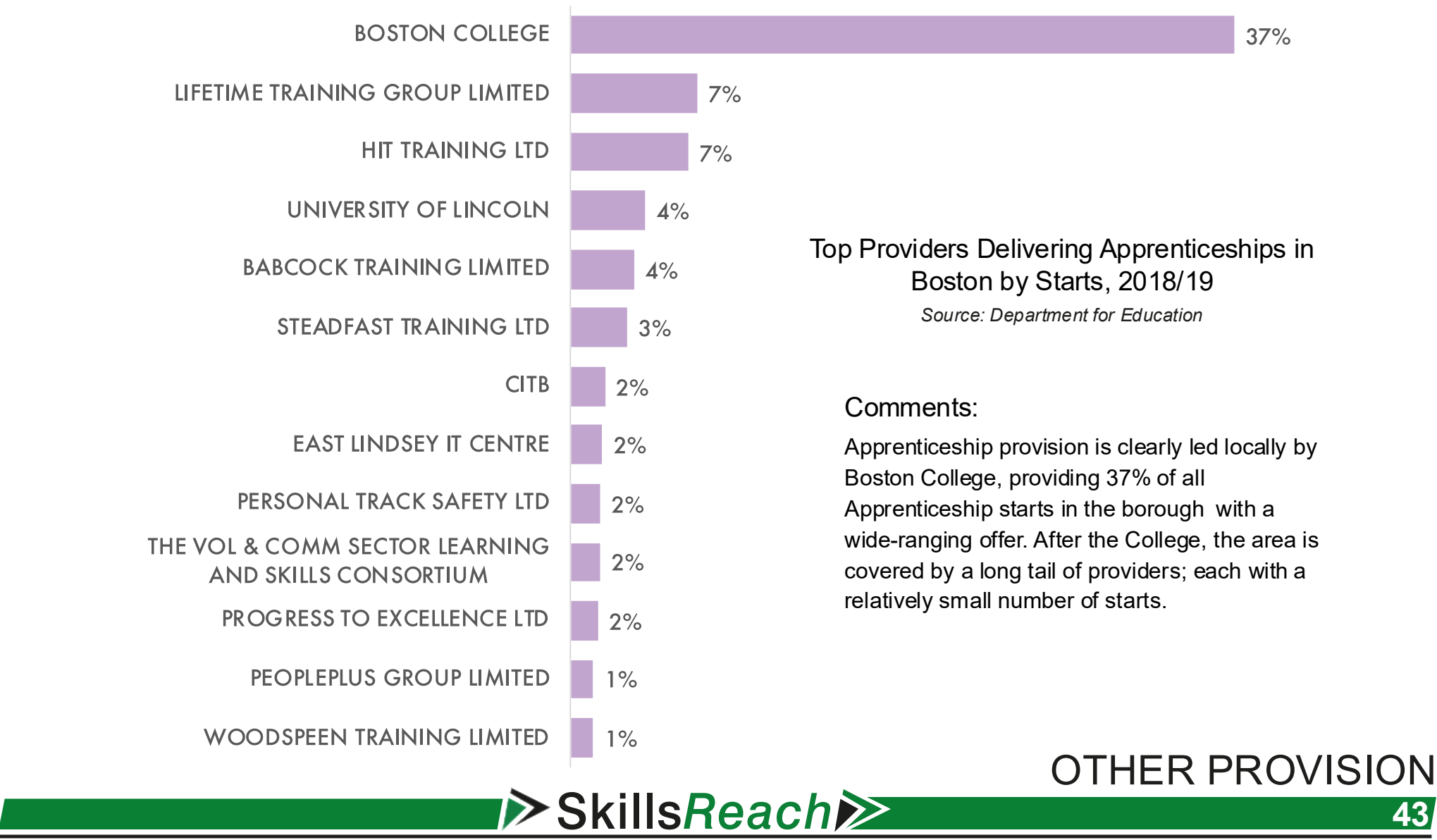
2018/19 Apprenticeship Starts by Sector Subject Area (SSA) Tier 2

Source: Department for Education

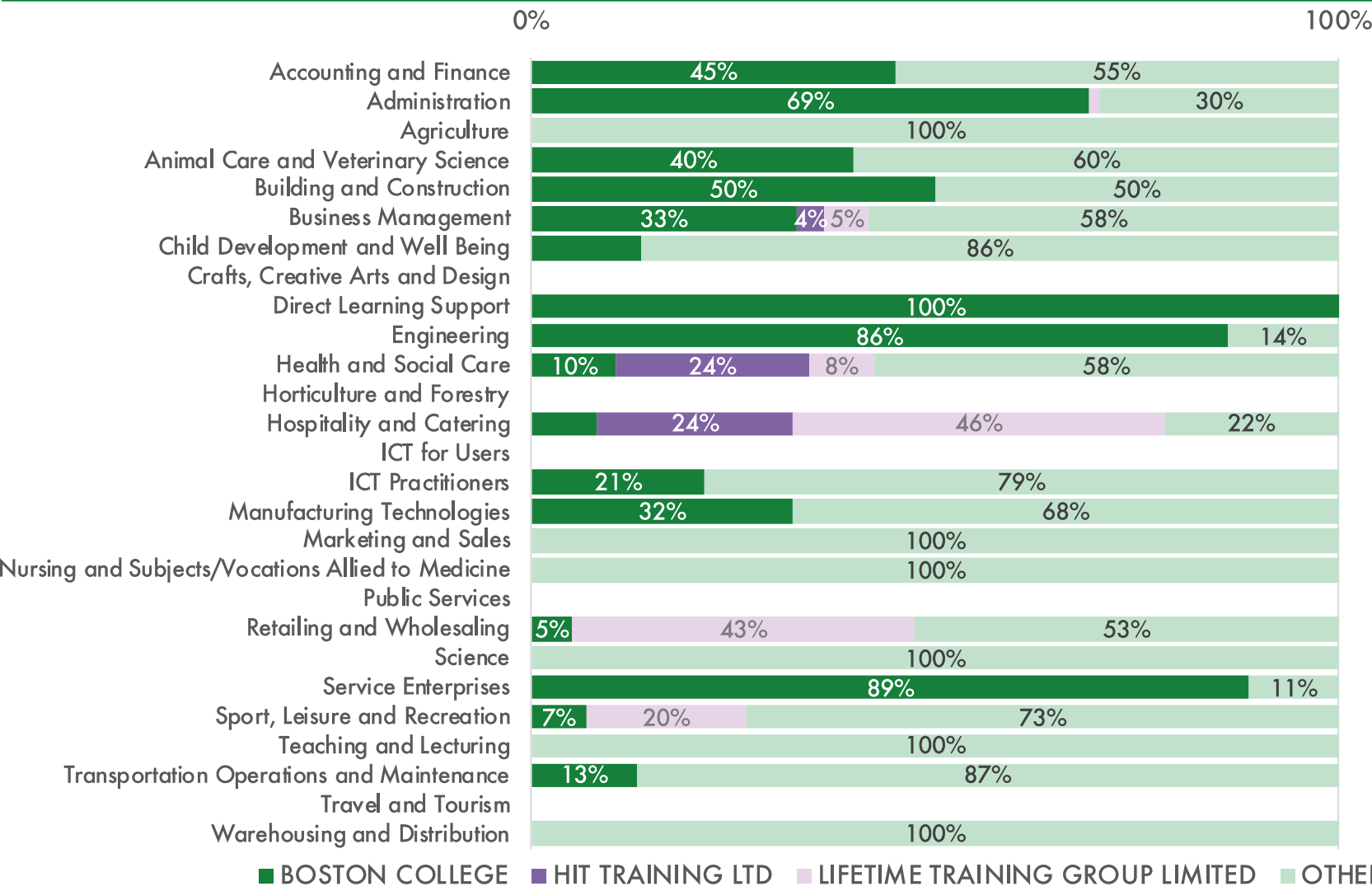
Comments:
Heath and Social Care, Administration, Transportation, and Engineering, are all relatively important subjects for the Boston area, although the local Apprenticeship occupational profile does not reflect the importance locally of industries such as agriculture and food manufacturing.

OTHER PROVISION

BOSTON APPRENTICESHIPS – 2018/19 STARTS BY PROVIDER



BOSTON APPRENTICESHIPS – 2018/19 STARTS BY PROVIDER (2)



SSA Tier 2
Apprenticeships by
Provider, 2018/19

Source: Department for
Education

Comments:

This chart shows the focus of the three largest apprenticeship providers in terms of local numbers. It particularly demonstrates the importance and sector breadth of the Boston College offer, with the other two larger providers focusing primarily on service sector occupations.

OTHER PROVISION