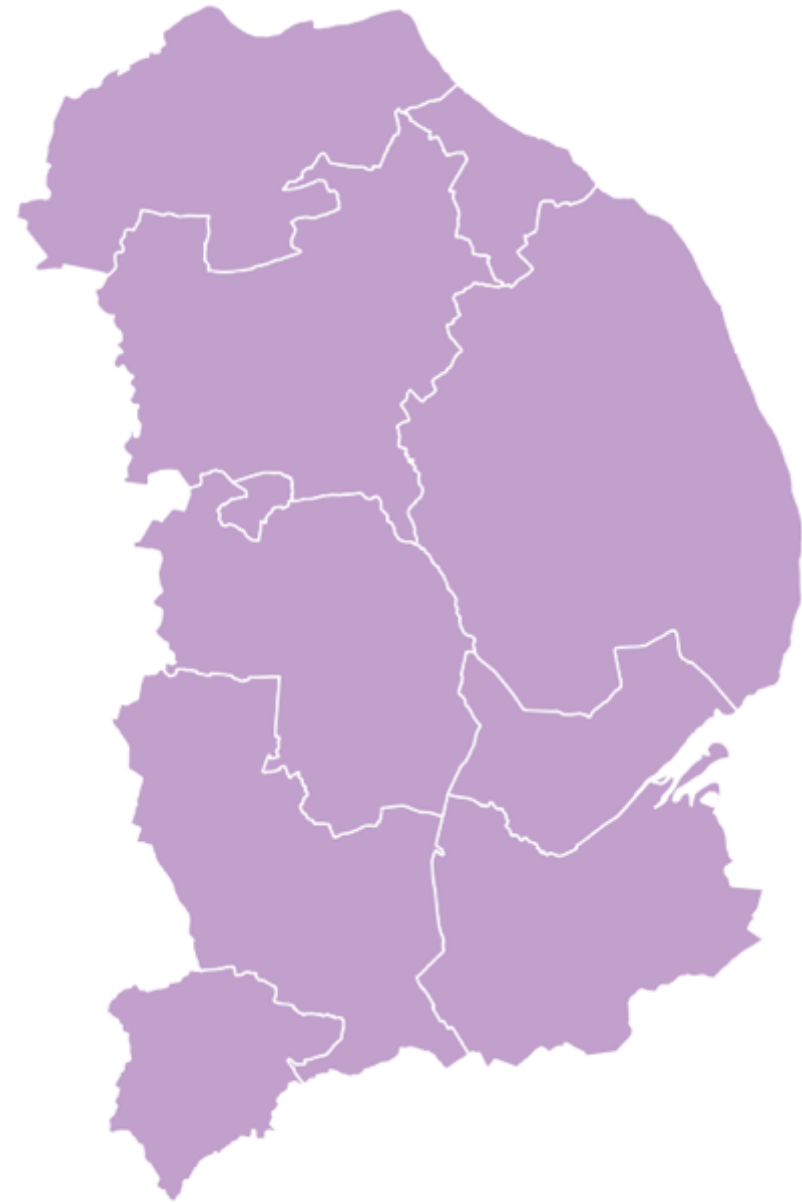


LOCAL AUTHORITY POST 16 FURTHER EDUCATION AND SKILLS ANALYSIS:

GREATER LINCOLNSHIRE

November 2020

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circulation



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. This is a short summary report covering the Greater Lincolnshire area as a whole; plus sharing brief insights from each local authority area covered. *Please note that Rutland was confirmed as part of Greater Lincolnshire LEP area after the project was commissioned, and whilst overall Greater Lincolnshire figures contain Rutland data, a stand-alone Rutland report is not included.*

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.

This document contains data that has been made available under an Open License and accessed via the Department for Education and the Office for National Statistics. SkillsReach and its associates are not responsible for data verification or the cleaning of this data and it has been analysed as is, with any faults. As such, all conclusions drawn from this data in this report are based purely on the data available for public access at the time of writing. All data used in this document is either the most up-to-date, or most relevant, available at time of publication.

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 (excluding Rutland). 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) including the review of findings available in Greater Lincolnshire published documentation such as the Local Economic Strategy and Skills Advisory Panel (SAP) Analysis
- 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 5–6)

- For Further Discussion
- Learning from Localities

B. Greater Lincolnshire Summary (Slides 7–13)

- Employment by Sector, and Local Unitary / District Authority
- Qualifications Levels of Greater Lincolnshire residents
- Post 16 Destinations
- Occupational / Subject Choices and Achievements
- Higher Education Participation
- Apprenticeship Starts by Age and Level

C. Local Insights (Slide 14–23)

- Potential Success Indicators (Connectivity; Employment; Learning; Supply & Demand; Apprenticeships; Higher Education)
- Unitary and District Authority Summaries
 - Boston Borough
 - City of Lincoln
 - East Lindsey
 - North East Lincolnshire
 - North Kesteven
 - North Lincolnshire
 - South Holland
 - South Kesteven
 - West Lindsey

EXECUTIVE SUMMARY: FOR FURTHER DISCUSSION

This project has considered in detail key economic, employment and education/skills factors, and the alignment between them, across nine local authority areas. This summative report provides the opportunity to highlight Greater Lincolnshire-wide landscape elements and also key learning from local areas. In producing this report, the following policy – related questions have arisen.

1. **Local Strategy:** Is there a need for a greater focus or local policy steer upon post-16 learning? For example careers advice or post-16 provision available, (and taken up) across Greater Lincolnshire.
2. **Higher level skills:** What part can Greater Lincolnshire's post-16 offer play in narrowing the persistent higher-level skills gap in relation to the national comparators? Is narrowing the gap between local and national performance a realistic aim? Is it (still) a local priority? Is there an employer demand gap as well as a learner supply issue?
3. **Rural/Urban differences:** In a rural area, what is the balance between local, easily accessible provision in some rural areas and transport-supported larger learning centres offering wider academic and vocational opportunities? There are evident differences, for example, between most of rural Lincolnshire and the urban centres with greater learner footfall (and therefore choice) in Lincoln, Grimsby and Scunthorpe.
4. **Greater Lincolnshire pipeline and pathways:** Is there sufficient alignment between Greater Lincolnshire's important and/or high potential sectors, and the post 16 career pathways available to, and taken up by, our young people?
5. **Employer partnerships:** Are local strategic employer / education partnerships optimising learning, jobs and upskilling opportunities for residents?
6. **Apprenticeship Strategy:** Is there a case for a local Apprenticeship Plan seeking to increase the local profile, take-up, diversity, and achievement of Apprenticeships?
7. **Covid-19 impact:** Will the pandemic transform our labour markets and workplaces? Where do local priorities lie in terms of post-16 and adult employment and upskilling?

EXECUTIVE SUMMARY: LEARNING FROM LOCALITIES

Some of the learning from looking in detail at post-16 learning in Greater Lincolnshire's local authority areas:

- There is real diversity of employment and skills dynamics across localities– for example differences in:
 - Sector composition, and therefore local job opportunities
 - Post-16 destinations
 - Local learner 'retention or outward migration'
- In some areas, a single FE College completely underpins vocational / occupational learning in a locality, supporting a very high proportion of resident post-16 and adult learners.
- Travel and transport options are consistently applied across Lincolnshire, although post-16 institutions in Grimsby and Scunthorpe provide extra self-funded transport supporting significant numbers of learners from East and West Lindsey in particular.
- Some localities are dominated by key sectors such as Manufacturing (including Food); Healthcare and the Visitor Economy – the predominance of these sectors is not always as obvious within the local learning offer available.
- Local areas have a wealth of smaller, dynamic businesses, but often less large 'anchor' businesses. Large employers, both private and public, often act as larger-scale, 'anchor' skills investors in local talent recruitment and workforce upskilling, perhaps due to the Apprenticeship Levy.
- Some higher potential local sectors such as renewable energy and digital services do not currently have a large employment footprint in Greater Lincolnshire.

GREATER LINCOLNSHIRE - SUMMARY

Employment: The manufacturing, healthcare, and retail sectors are the top three sectors for jobs. Although these sectors are evolving rapidly, pressing vacancies are often in the frontline and do not necessarily require higher level skills at entry. Greater Lincolnshire also has proportionally less jobs in knowledge intensive, 'contemporary' sectors such as digital and renewables – growing sectors which generally require higher level skills. Locally important sectors such as AgriFood, Care, Engineering, and Construction regularly report skills shortages in both entry-level positions and higher technical/professional roles.

Qualification Levels: Compared to national figures, we have made real progress in terms of reducing the proportion of people with 'no qualifications'; and we have a higher proportion of residents on Apprenticeships. We have not, however, been able to 'close the gap' at all in respect of the proportion of residents with 'higher' Level 4 and above qualifications.

Post-16 Destinations: Greater Lincolnshire is in line nationally with slight variations between school, sixth form college and FE college destinations. Apprenticeships are ahead of the national picture although only on par with, or behind, our local LEP comparator areas.

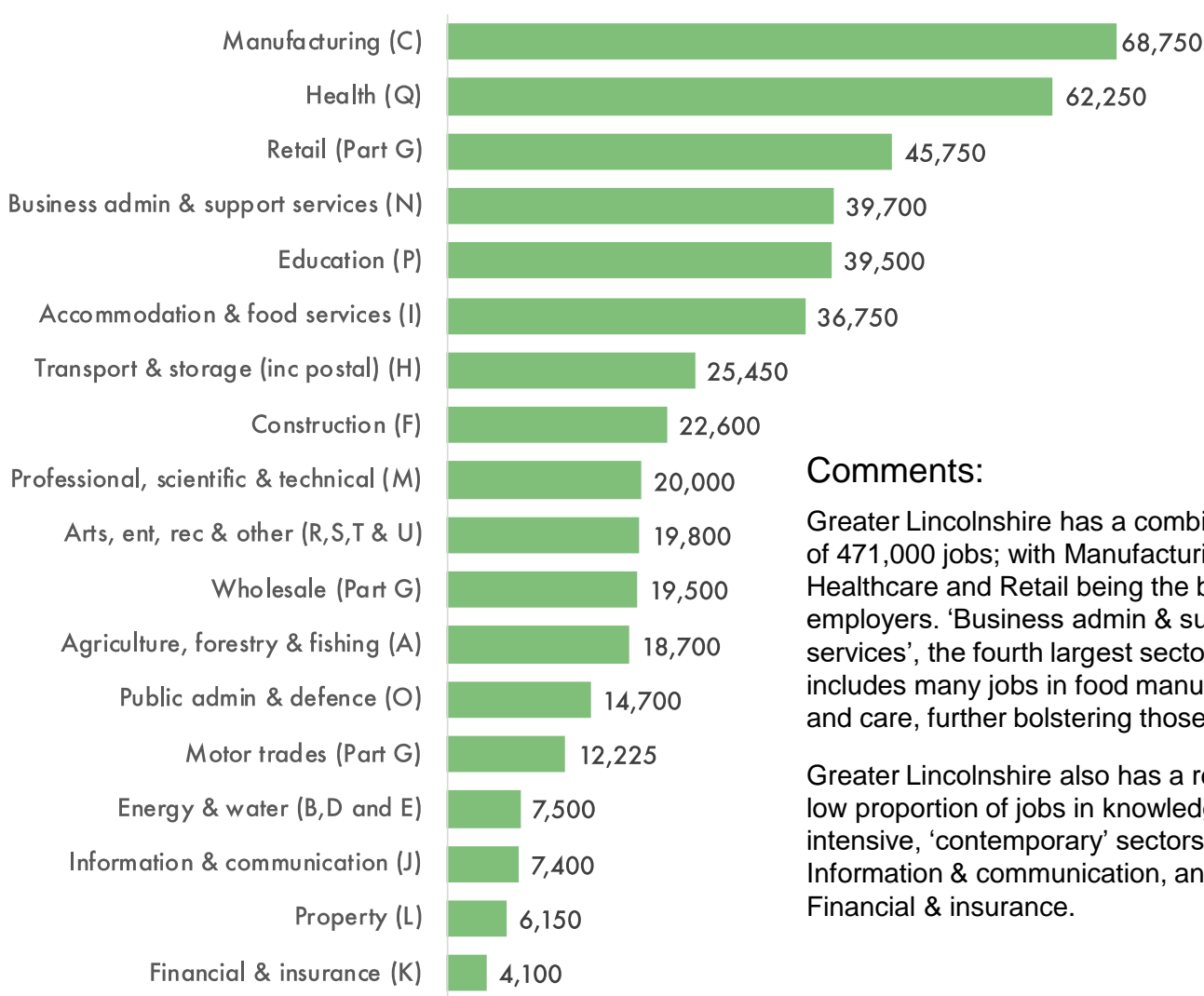
Occupational/Subject Choices: Occupational learning seems to broadly align with local priority sectors overall, although at a local level, where certain sectors may really predominate, it can be less easy to see such clear alignment – for example AgriFood in South Holland.

Higher Education Participation: The areas of lowest participation in higher education are along the East Coast, stretching from North East Lincolnshire down to South Holland, and in and around the main urban centres (including the university city of Lincoln), with participation generally increasing as you move westwards. Given that this follows a similar pattern to levels of 'Education, Skills and Training' deprivation suggests that proximity to FE, HE, or HE progression opportunities, is not necessarily a key influencer, and that socio-economic factors, social mobility and/ or sheer 'peripherality' (rather than rurality) of location may be more of a determinant.

Apprenticeships: In 2018/19 there were approximately 15,000 Apprenticeships in Greater Lincolnshire. There are significantly lower levels of Higher/Degree Apprenticeships than national averages although Intermediate apprenticeships (most likely to be taken up by younger people) have declined less than national figures. In total, during 2018/19, 373 providers and employers were delivering Apprenticeships in Greater Lincolnshire with an estimated funding 'value' of c£70m per annum.

GREATER LINCOLNSHIRE – EMPLOYMENT

Employment (Jobs) by Sector, 2018

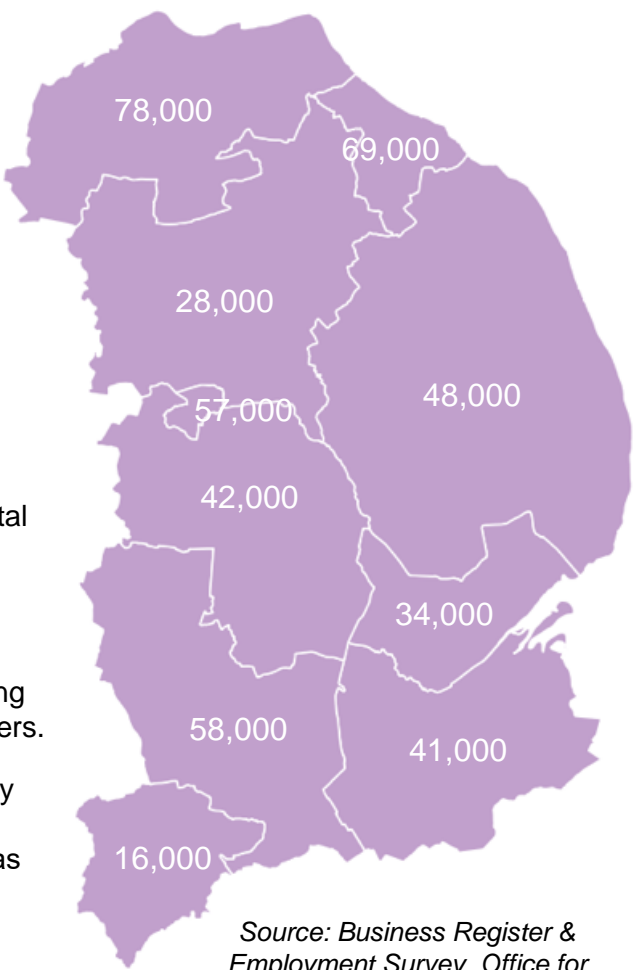


Comments:

Greater Lincolnshire has a combined total of 471,000 jobs; with Manufacturing, Healthcare and Retail being the biggest employers. 'Business admin & support services', the fourth largest sector, also includes many jobs in food manufacturing and care, further bolstering those numbers.

Greater Lincolnshire also has a relatively low proportion of jobs in knowledge intensive, 'contemporary' sectors such as Information & communication, and Financial & insurance.

Employment (Jobs) Across Greater Lincolnshire, 2018



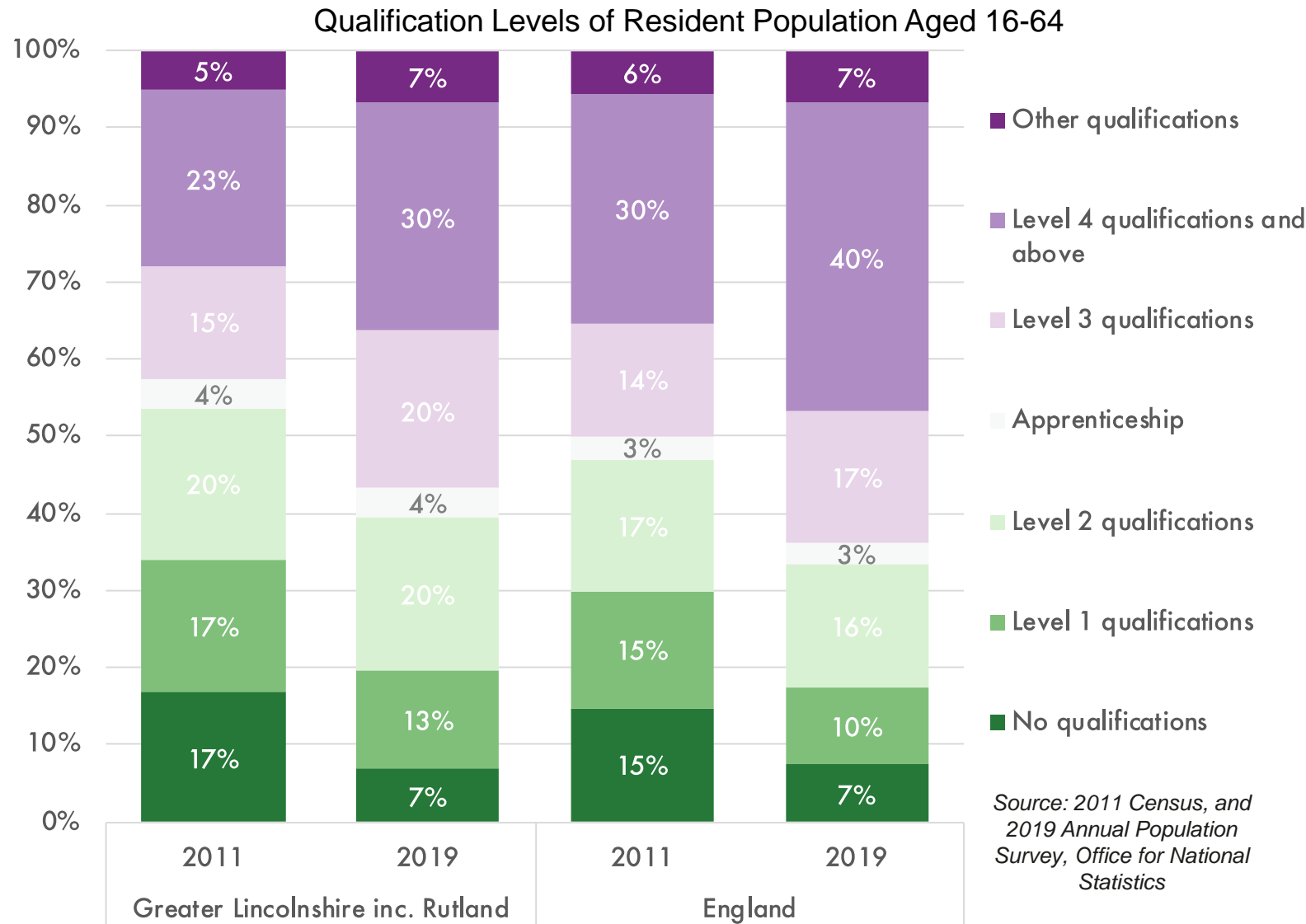
Source: Business Register & Employment Survey, Office for National Statistics

GREATER LINCOLNSHIRE – QUALIFICATION LEVELS

Comments:

This data suggests that between 2011 and 2019, Greater Lincolnshire has not closed the gap with England as a whole for higher, Level 4 and above qualifications. More positively, Greater Lincolnshire has reduced the proportion of the population with ‘no qualifications’ bringing it into line with the national average.

Greater Lincolnshire also has a slightly higher proportion of residents on Apprenticeships.

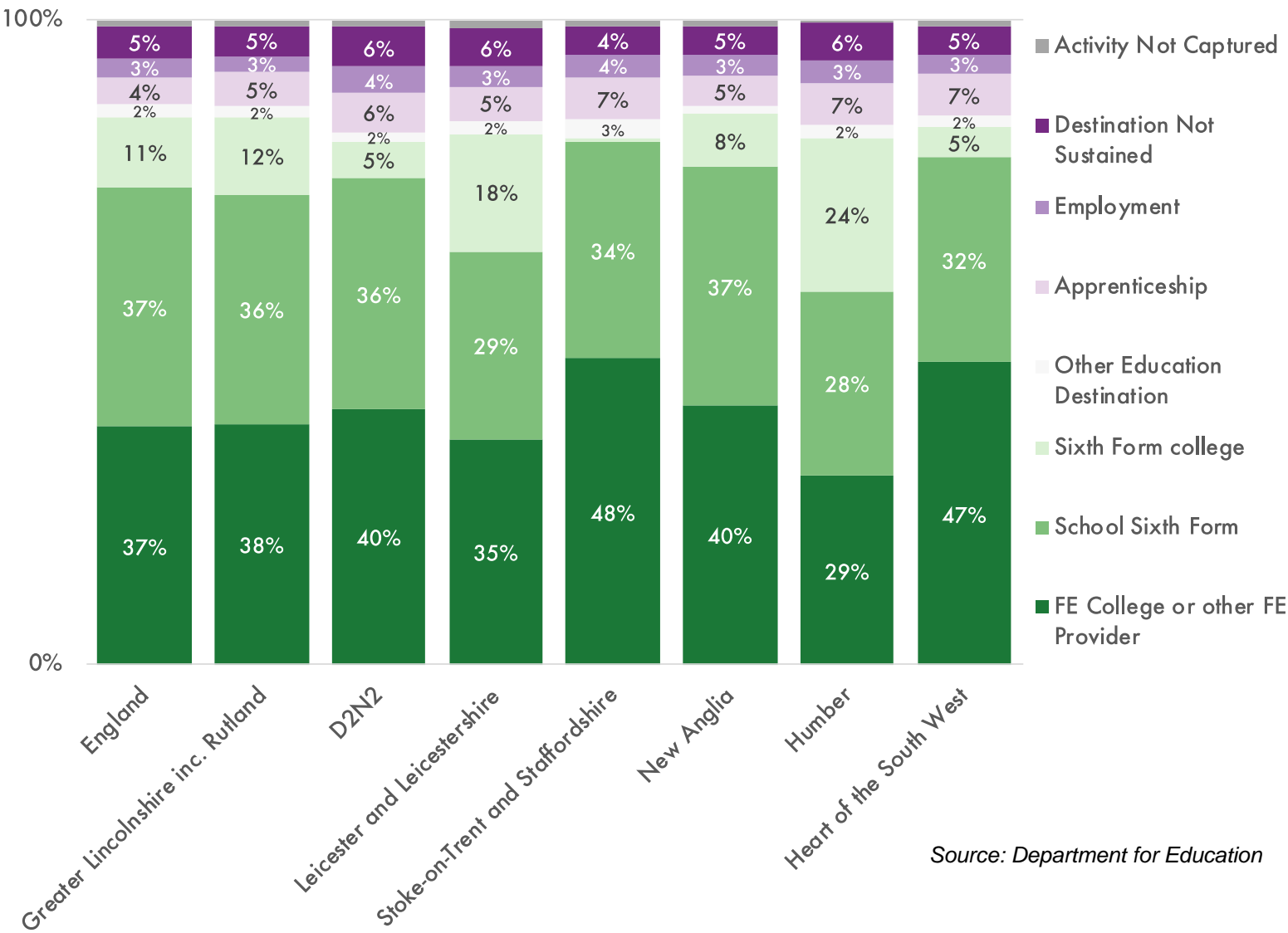


GREATER LINCOLNSHIRE – POST 16 DESTINATIONS

Comments:

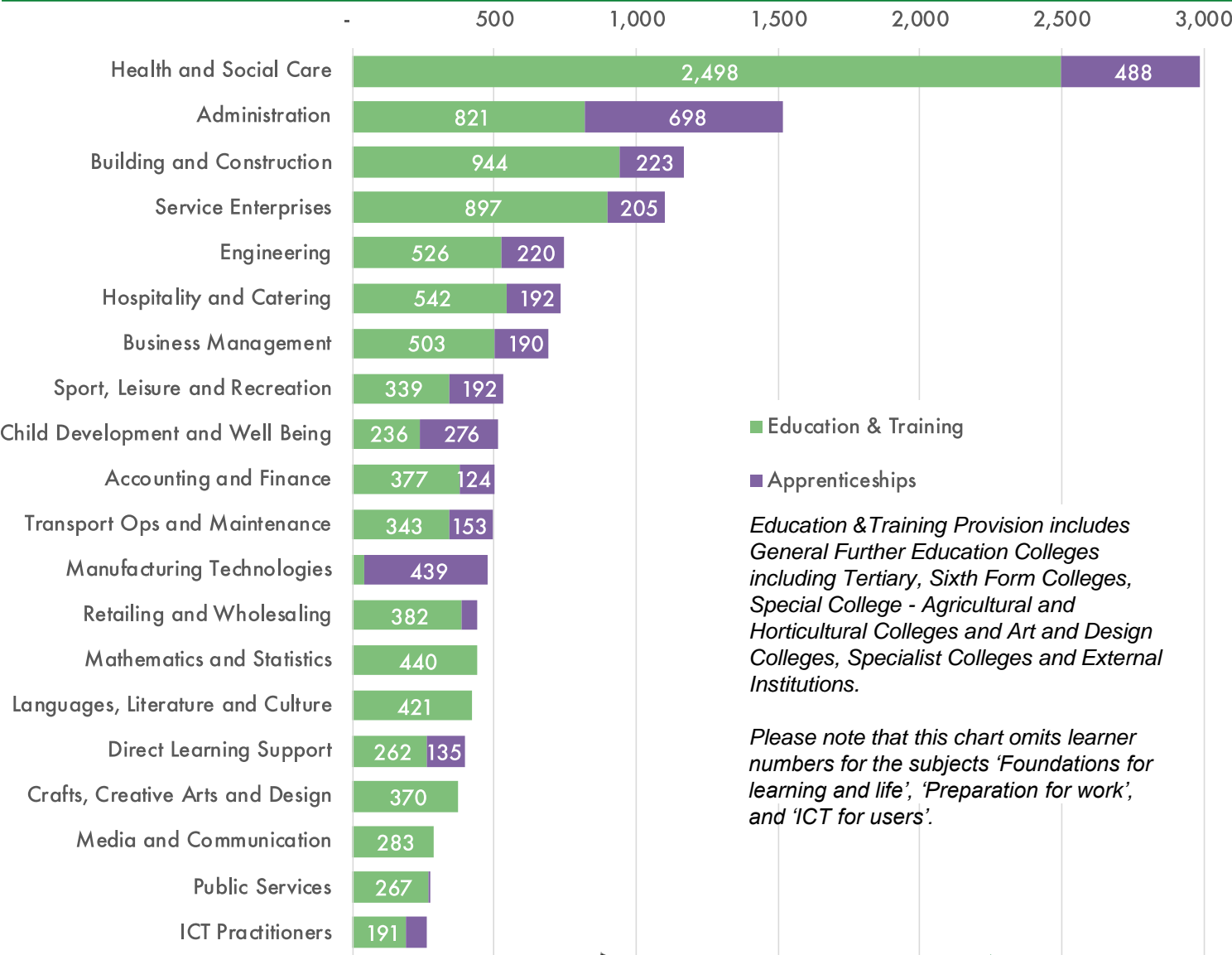
Greater Lincolnshire is in line with the national picture in terms of the main ‘educational’ options with slightly more people going to a sixth form college, although most of these students lived in North or North East Lincolnshire.

Apprenticeships are again ahead of the national picture although only on par with or behind the other Local Enterprise Partnership (LEP) areas used for comparing Greater Lincolnshire economic/skills performance.



Source: Department for Education

GREATER LINCOLNSHIRE – OCCUPATIONAL/SUBJECT CHOICES



Greater Lincolnshire 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

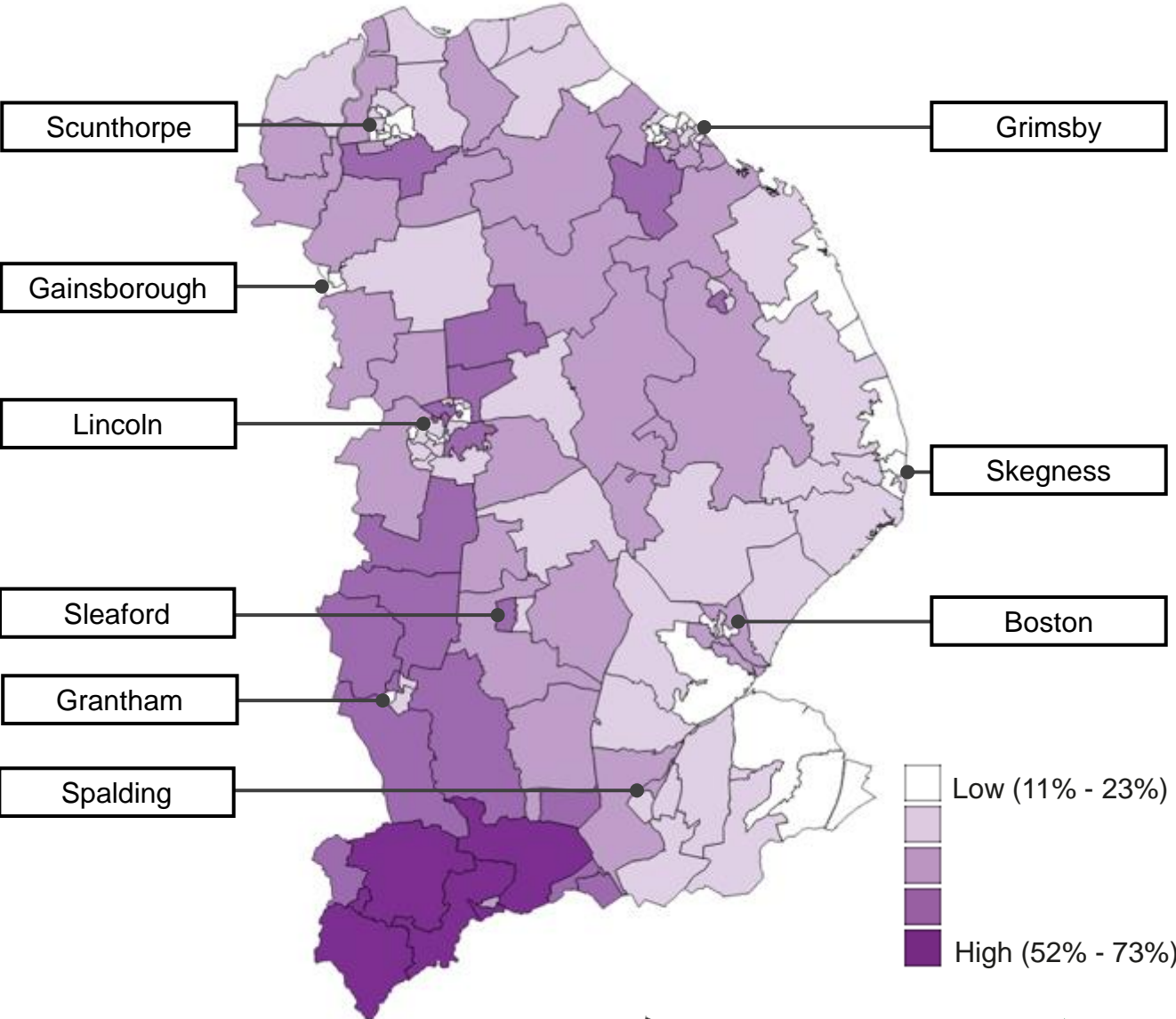
Comments:

This data suggests the importance of Apprenticeships in terms of local 'occupational learning' in areas such as Manufacturing (Manufacturing Tech and Engineering combined), Healthcare, and Construction, with the ranking providing some clear connections with local jobs; although areas such as agriculture are not in the top 20.

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.

Please note that this chart omits learner numbers for the subjects 'Foundations for learning and life', 'Preparation for work', and 'ICT for users'.

GREATER LINCOLNSHIRE – HIGHER EDUCATION PARTICIPATION



Higher Education Participation Rates across Greater Lincolnshire and Rutland

Source: POLAR4 data, Office for Students, 2018

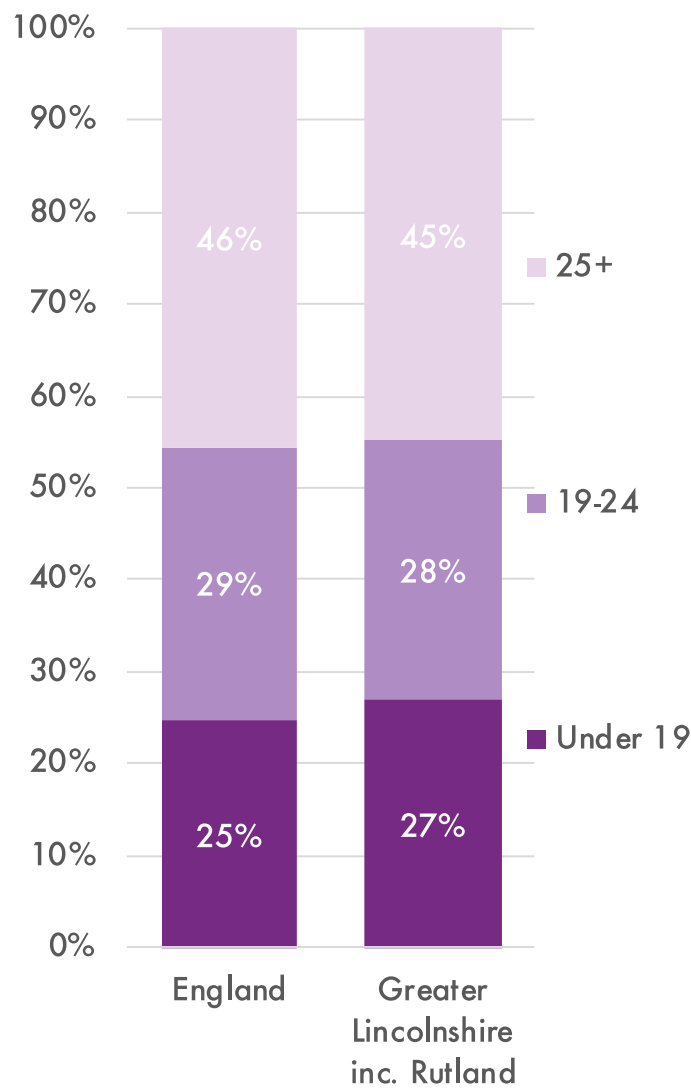
The participation of local areas (POLAR) classification groups areas across the UK based on the proportion of young people (aged 18 or 19 years old) who enter and participate in higher education. It looks at how likely young people are to participate in higher education across the UK.

Comments:

Higher Education participation is lowest in Greater Lincolnshire along the East Coast and the South East, along with areas in and around the urban centres. Levels improve to the West, including rural areas. Some of the lowest level areas are actually located close either to universities (in Lincoln) or to Further Education colleges (Grimsby, Scunthorpe, and Boston) suggesting that proximity to HE or HE progression opportunities is not necessarily a key factor, although socio-economic factors or ‘peripherality’ of location may be.

GREATER LINCOLNSHIRE – APPRENTICESHIPS

Apprenticeship Starts by Age, 2018/19

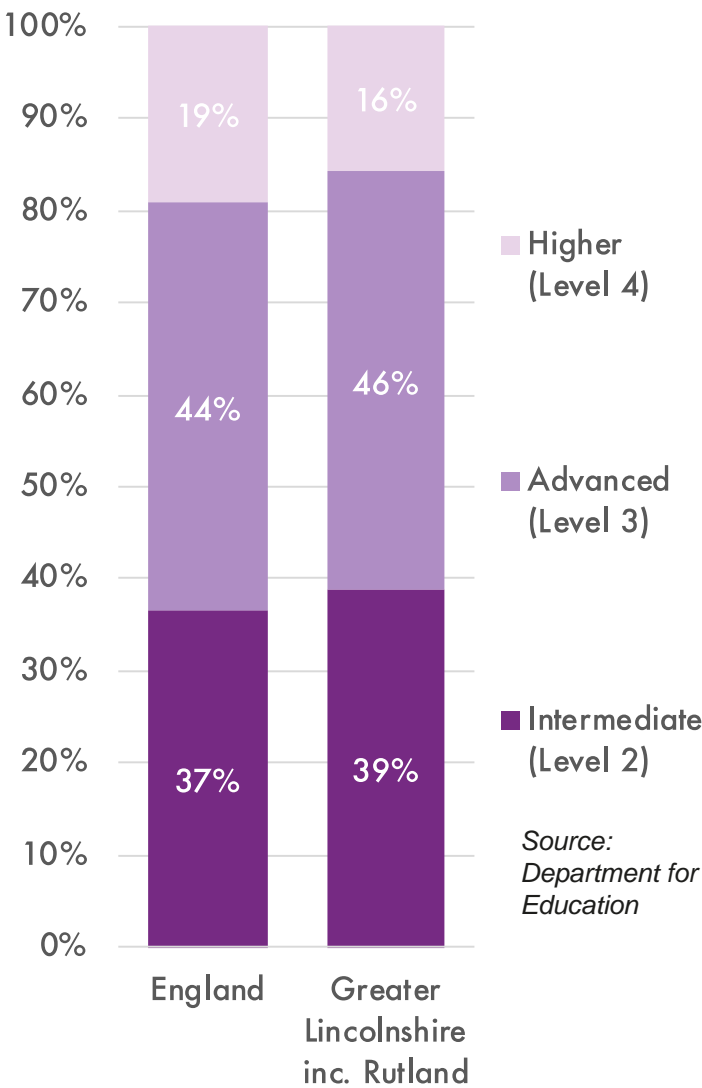


Comments:

In 2018/19, a total of 373 providers and employers were delivering **c15,000 Apprenticeships** across Greater Lincolnshire, demonstrating the dilution of the provider landscape with national providers a very important part of the mix.

There were **8,470 Apprenticeship starts** in Greater Lincolnshire in 2018/19 with significantly lower levels of Higher-level Apprenticeship starts than the national average although Intermediate Apprenticeships (most likely to be taken up by younger people) have declined less than the national figures.

Apprenticeship Starts by Level, 2018/19



Source:
Department for
Education

LOCAL INSIGHTS - POTENTIAL SUCCESS INDICATORS

The project aimed to identify and analyse evidence in terms of some potential 'considerations' for local post-16 strategy development. These areas are not all-encompassing and reflect the areas focused upon in this project rather than other post-16 considerations such as inclusion / equality – for example, we focused primarily on larger schools rather than special schools and have not accessed data around gender or ethnicity.

Driver	Consideration	Key Questions
Connectivity	Travel connectivity for learning and work	<ul style="list-style-type: none">• What are the regular travel patterns for employment and learning?• How accessible are learning and employment opportunities?
Employment	Diversity of employment opportunities	<ul style="list-style-type: none">• Where are the jobs?• How diverse is the local employment offer?
Learning	Diversity of learning opportunities	<ul style="list-style-type: none">• What are the Y11 transition trends?• Where are the learning opportunities?• How diverse are they including both traditional A Levels and vocational/occupational qualification?
Supply and Demand	Alignment of local skills 'supply and demand'	<ul style="list-style-type: none">• How well aligned is the local employment offer with the learning undertaken by local young people?
Apprenticeships	Apprenticeship offer	<ul style="list-style-type: none">• How important are Apprenticeships locally?• Which occupations are most popular?• What are the trends by age group or Apprenticeship level?
Higher Education	Access to Higher Education	<ul style="list-style-type: none">• How many local young people access Higher Education and how does this compare locally and nationally?

BOSTON BOROUGH

Connectivity - The relatively low accessibility overall to FE / Sixth Forms is surprising considering the 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 the out-commuting of the considerable numbers registered as agency employees is probably understated.

Employment - Boston has less employment diversity than many districts with a predominance of jobs in Health, Manufacturing and the Agri-food sectors. Agri-food numbers do not fully reflect its local scale and impact through supply chain areas such as logistics, plus the large number of jobs in Business Support which primarily relate to Agri-food agency roles.

Learning - Considering cohort size and the rurality of the borough, there is a positive balance between traditional A Level pathways and a more 'vocational' offer – particularly, although not exclusively through Boston College.

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 provides a relatively wide subject offer which will soon be further enhanced by the planned Digital, Transport and Logistics Academy.

Apprenticeships - 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 - Boston has the second lowest level of HE participation in Greater Lincolnshire, despite HE access and provision being available at Boston College.



49%

of young people post KS4 go on to study at a FE college (compared to 38% across Greater Lincolnshire inc. Rutland) – 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.

- Connectivity** - Excellent connectivity across the city to both learning and employment due to population and employment density; and the scale and diversity of easily accessible provision.
- Employment** – As an important service centre, the City offers the widest range of jobs from larger public service employers, through large corporates and a wide range of established small and new start-up businesses often seeking contemporary skills as part of their high growth aspirations.
- Learning** - The diversity of learning opportunities, probably driven at least in part by the high local learner footfall, means that young people have a choice of options without accessibility or transport weighting.
- Supply and Demand** - There is a breadth of provision supporting local key sectors in respect of public and private services which accounts for a high proportion of local jobs, including some customised approaches for sectors such as healthcare.
- Apprenticeships** - A strong local offer in terms of both breadth and depth (for example the University of Lincoln leadership provision, Lincoln City Council's award-winning scheme). There is concerning evidence of reducing take-up amongst 16-18-year olds.
- Higher Education** - HE participation by local young people is relatively low compared to Greater Lincolnshire and (particularly) nationally. This combined with the 'education, skills and training' deprivation levels in certain areas suggests that, despite the location of two universities in the City, a challenge exists - perhaps more connected to socio-economic factors and educational/career progression rather than physical access.



90% of

post 16 learners retained. At the same time it also 'supports' many learners from neighbouring areas due to its strong transport links and learning offer, compared to rural Lincolnshire.

EAST LINDSEY

Connectivity - Only 65% of the relevant population live within 30 minutes of a FE establishment (including sixth forms) by public transport or walking. This is a particular challenge for an area without a natural employment and learning 'centre'. Across this very large district, a high proportion of learners travel out of the district to Grimsby, Lincoln and Boston – incentivised and supported by public post-16 travel support plus additional bus transport support available through North East Lincolnshire providers.

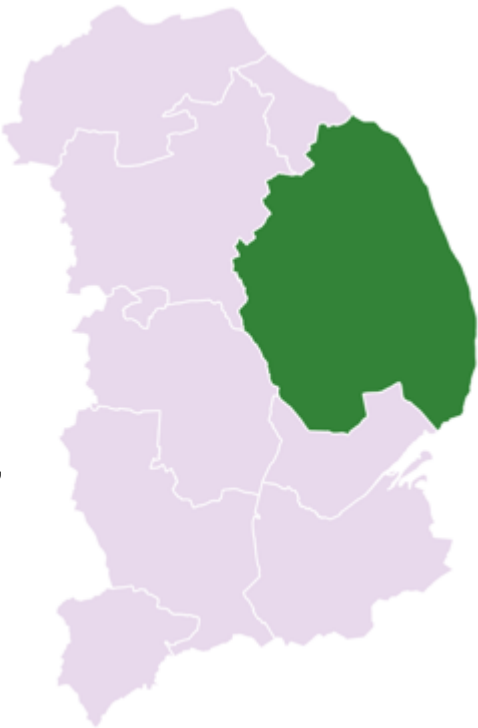
Employment - The domination of the Visitor Economy sector means less employment diversity, and many jobs that are low-skilled and seasonal. Another key area is healthcare which has a similar skills profile, and there is a risk the local profile of these sectors masks wider opportunities – for example, with small businesses, or the professional career opportunities in visitor economy and healthcare.

Learning - High post-16 dispersal from East Lindsey suggests that young people are opting for a wider vocational learning offer as provided by three out-of-area FE Colleges and Franklin Sixth Form College. There is an evident lack of vocational provision to the west of the district; although the coastal strip does have a range of vocational provision - arguably less so in 'technical' subjects and higher qualifications.

Supply and Demand - Subject 'choices' do correspond to a certain extent with the local employment offer in areas such as Hospitality and Healthcare, although, in comparison to other parts of Greater Lincolnshire, there seems to be less evidence of locally-developed 'career pathway' approaches.

Apprenticeships – A lack of the largest employers means that the Apprenticeship Levy will have less impact in terms of leverage for new talent or workforce development. The seasonality of the economy is also a challenge with many jobs not lasting the required twelve months. Apprenticeship numbers are relatively resilient although more Advanced and Higher opportunities would add value to learner choice.

Higher Education - HE participation rates are below Greater Lincolnshire and well behind national averages. Local figures may hide very different levels across the district with the 'education, skills and training' deprived areas along the coast probably below the overall district average.



49% of

local young people progress their post-16 learning out of district with providers based in the north, south and west of Greater Lincolnshire – especially for 'vocational' / non A Level courses.

NORTH EAST LINCOLNSHIRE

Connectivity - The population concentration in the Grimsby area plus the evident commitment of both main Post-16 providers to supporting transport suggests travel connectivity is not a significant barrier and has supported high local learner retention, plus encouraged a significant influx from neighbouring areas.

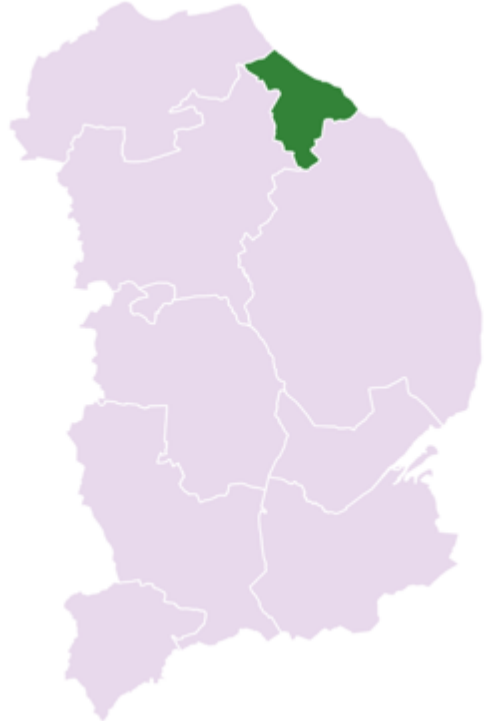
Employment - North East Lincolnshire is relatively self-contained in employment terms. There is a similar emphasis to much of Greater Lincolnshire on sectors such as Healthcare and Food Manufacturing (Fish processing) plus strengths in the Transportation sector. There is also a proximity to exciting, new Humber Estuary / North Sea related opportunities such as Energy and Renewables although these learning / career pathways for local young people are less clear.

Learning - Considering there are only four larger scale post-16 providers, there exists a wealth and diversity of Post-16 learning opportunities – all Grimsby based which may provide an issue for those more rurally based, although there is an impressive commitment to support learner travel (particularly bus travel). North East Lincolnshire is also at the forefront of T Level developments in Greater Lincolnshire.

Supply and Demand - Subject ‘choices’ (Apprenticeships and FE) correspond in part to the local employment offer in areas such as Engineering / Manufacturing and Healthcare. There are also several innovative local, careers pathway options such as Ports, Logistics and Digital.

Apprenticeships - Apprenticeships have slightly bucked national trends in terms of resilient 16-18 numbers, although national and local increases in higher / degree Apprenticeships are not replicated. The predominance of the largest employers and larger SMEs should mean more Apprenticeship opportunities; and that the Apprenticeship occupations that predominate locally do connect to economic priorities.

Higher Education - North East Lincolnshire has the lowest level of HE participation in Greater Lincolnshire, perhaps suggesting that post-16 provision access and breadth is less of a factor in progression to HE, than local economic and social deprivation?



84%

of the population and the vast majority of post-16 and adult learning provision based in and around (Great) Grimsby.

NORTH KESTEVEN

Connectivity - The proximity and accessibility for many residents to the city of Lincoln plus effective rail and bus transport options to Sleaford, and across the district (especially East to West) opens up access to a wide range of post-16 opportunities.

Employment – The district has manufacturing (food and engineering) and construction strengths, a large MoD employer with high-profile local supply chains, plus good access to service sector and other jobs both across the district and, significantly, in Lincoln.

Learning - Local clusters of quality post-16 opportunities around school sixth forms (academic and vocational), with evidence of provider collaboration plus access to, and significant take-up of, FE at Lincoln College which offers a range of tailored post-16 career learning programmes.

Supply and Demand - The District’s manufacturing skills and ICT demand is not clearly matched by the learning pathways followed by young people – particularly food manufacturing, where there are also major skills shortages reported.

Apprenticeships - Above average take-up of a wide-ranging offer available to post-16 residents across both large and small businesses and significantly strengthened by access to the Lincoln job market.

Higher Education – North Kesteven has the second highest level of HE participation by young people in Greater Lincolnshire.



The proximity to Lincoln means that a significant number of North Kesteven student’s study out of district well before Year 11 and this continues post-16 with Lincoln College accounting for

30% of
the total post-16 cohort.

NORTH LINCOLNSHIRE

Connectivity - Scunthorpe provides an accessible, central study location for young people from across the area, despite travel accessibility lagging national averages. There is significant daily outmigration by local workers to neighbouring areas suggesting that transport communications provide good access.

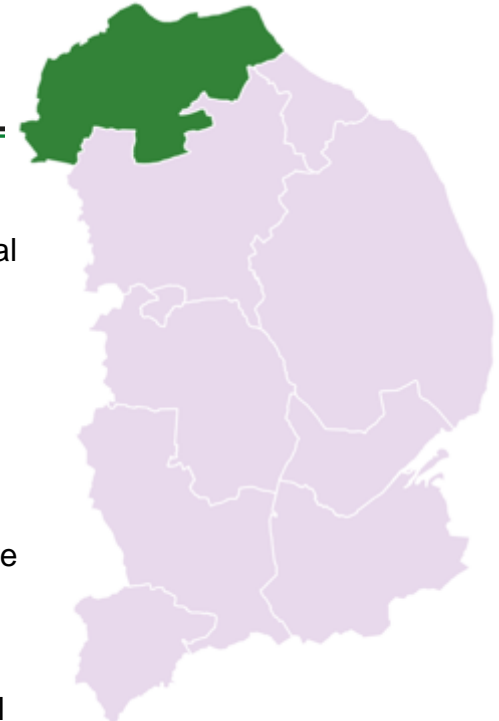
Employment - Manufacturing dominates the area providing 17,000 jobs and 22% of total employment - the highest proportion of any single sector in Greater Lincolnshire. Healthcare and Transport / Storage are also important although there is an under-representation of industries such as digital and professional services, which tend to be faster-growing, more knowledge intensive, and employ higher skilled workers.

Learning - There are only two larger scale Scunthorpe-based post-16 providers, resulting in an impressive diversity of post-16 learning opportunities. Outside of the Scunthorpe area, the North Lincolnshire post-16 offer is much less wide-ranging.

Supply and Demand - Subject 'choices' (both Apprenticeships and FE) correspond in part to the local employment offer in areas such as Engineering / Manufacturing and Healthcare. The area benefits from the location of a national Hair / Beauty Professional learning provider explaining high take-up in this occupation.

Apprenticeships - Overall Apprenticeship participation has declined, and, unlike Greater Lincolnshire, numbers have not increased recently apart from the 25+ age group. The number of Intermediate Apprenticeship starts is declining significantly, although Advanced and Higher/Degree Apprenticeships have started to grow. North Lindsey College is the largest Apprenticeship provider with 33% of all starts; and strengths in occupational areas that reflect the local economy such as Manufacturing and Construction.

Higher Education - North Lincolnshire has one of the lower levels of HE participation in Greater Lincolnshire and is also significantly below England-wide participation levels.



22%

of jobs in the area are provided by the Manufacturing sector (17,000 jobs) – three times the England average for the sector.

SOUTH HOLLAND

Connectivity - The geography of South Holland with transport connections out of district, appears to facilitate post-16 wide dispersion. Despite its rural nature, the level of dispersion out of district appears to be a positive reflection on the range of additional, accessible vocational options and the effectiveness and take-up of transport support.

Employment - Although South Holland has a range of job and career opportunities, the high growth AgriFood Sector with its larger businesses dominates with up to half of the local jobs including support services / supply chains. Some of these jobs are short-term, seasonal or casual jobs often filled by migrant labour. In particular, the diversity and career potential of jobs within the AgriFood sector is probably underestimated – particularly technical, professional and leadership roles.

Learning - There is a range of accessible academic and vocational provision, although often requiring significant travel out-of-area to one of several further education colleges.

Supply and Demand - Subject 'choices' (both Apprenticeships and FE) correspond 'in part' to the local employment although the importance of Agrifood as a major local employer is not easily discernible in terms of FE course options available or taken up by local young people.

Apprenticeships - Apprenticeship participation and achievement has been extremely resilient bucking national trends – perhaps due to increased investment of Levy paying large employers. Apprenticeships still play a relatively small role in respect of overall Under 19 provision, although there is subject alignment with local sector priorities such as (Food) Manufacturing, Healthcare and Business Administration. The exception to this is Agriculture, where, given the sector's importance locally, Apprentice numbers remain similar to other areas – even though agricultural FE students receive additional LCC support with travel costs.

Higher Education - South Holland has a Young Person HE participation rate that is lower than both the Greater Lincolnshire (inc. Rutland) area and the national averages.



50%

of the local jobs (including support services / supply chains) are within or directly linked to the AgriFood sector.

SOUTH KESTEVEN

Connectivity – Strong job connectivity as demonstrated by high employment levels and the number of people choosing to commute significant distances due to excellent road/rail links. As a rural district, local people have access to a broad in-district offer close to each main settlement.

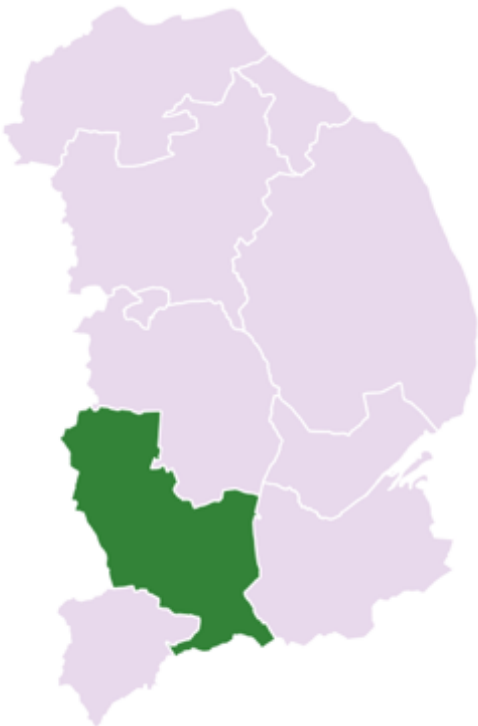
Employment - There is a real sense of employment diversity across public and private sectors, with a greater sector diversity evident than in many districts. There is also a significant group of 'newer' knowledge intensive businesses in areas such as digital and finance.

Learning - The traditional sixth form A Level offer predominates across most schools although there is a positive breadth of accessible vocational alternatives at the two FE colleges and in some sixth forms.

Supply and Demand – The availability and good access to jobs out-of-district are reflected in a broad local learning offer through sixth forms and two FE Colleges primarily. This includes some customised approaches for sectors such as Construction/Vehicle Maintenance (New College Stamford) and renowned engineering expertise at Grantham College.

Apprenticeships - Possibly related to the high access to higher education locally, there is some evidence of declining Apprenticeship take-up amongst 16-18 year olds. Overall, however 19+ Apprenticeships are increasing; with a number of specialist providers active at scale in the district.

Higher Education - South Kesteven is the only Greater Lincolnshire area with higher HE participation by young people than the national averages.



89%

of Year 11 students attend a school with an in-house sixth form, reducing the 'requirement' to change study locations post-16

WEST LINDSEY

Connectivity - Although West Lindsey is a rural area, its settlements are generally in close proximity to neighbouring urban areas including Lincoln, Scunthorpe and Grimsby. This is reflected in that nearly half of post-16 Learners, and 36% of working age employees, travel out-of-district; also encouraged by good road/rail connections and travel incentives for some learners.

Employment - West Lindsey residents have a greater breadth of employment opportunities plus good access to jobs in neighbouring urban areas. There is less reliance on sectors such as Healthcare and Food Manufacturing than many local rural areas, plus additional strengths in areas such as engineering, construction, and the Arts.

Learning - Considering access to out-of-area FE and Sixth Form Colleges, plus local sixth forms; a small FE campus; and a strong, community-led provider operating in both main towns, West Lindsey has a very positive, diverse range of Post-16 learning opportunities.

Supply and Demand - Subject 'choices' do not seem to closely correspond to the local employment offer in areas such as Engineering and Agriculture, although Healthcare is well represented. Lincoln College's 'Made in Gainsborough' is a local initiative that seeks directly to align supply and demand in a key local sector.

Apprenticeships - Apprenticeship trends have broadly followed the national picture with less 16-18 and Intermediate starts and increases in starts for 19-24, Adults and Advanced/Higher levels. The lack of a large-scale Apprenticeship provider, or large local 'anchor employers' plus a local micro-business focus could be a detriment to a developing local Apprenticeship offer through this time of massive policy change.

Higher Education - West Lindsey has the fourth highest level of HE participation in Greater Lincolnshire (ahead of its neighbouring urban areas) perhaps suggesting that rurality and sparsity are not necessarily pivotal factors.



25%

of the resident population aged 16 plus has a Level 4 qualification and above, compared to the Greater Lincolnshire average of 21%. This level of higher qualifications is one of the highest in Greater Lincolnshire.