

# GREATER LINCOLNSHIRE & RUTLAND

Local Skills Improvement Plan - Annexes

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# ANNEX A:

## LOCAL STRATEGIC CONTEXT

**Table 1: Number of working age people (16-64) (Jan 2022-Dec 2022)**

	Lincolnshire	North East Lincolnshire	North Lincolnshire	Rutland	Total
All people	769,500	94,800	102,300	24,300	990,900
Males	377,000	46,500	51,100	12,900	487,500
Females	392,500	48,300	51,200	11,400	503,400

Data take from [Nomis](#), May 2023

**Table 2: Employment and unemployment for Lincolnshire, North Lincolnshire, North East Lincolnshire and Rutland combined (Jan 2022-Dec 2022)**

	Numbers	%	East Midlands %	UK %
Economically active	538,900	78.15	77.4	78.5
In employment	528,100	75.95	74.9	75.6
Employees	458,400	66.58	66.15	66
Self employed	66,800	9.18	8.5	9.3
Unemployed (model-based)	11,700	2.58	3.25	3.6

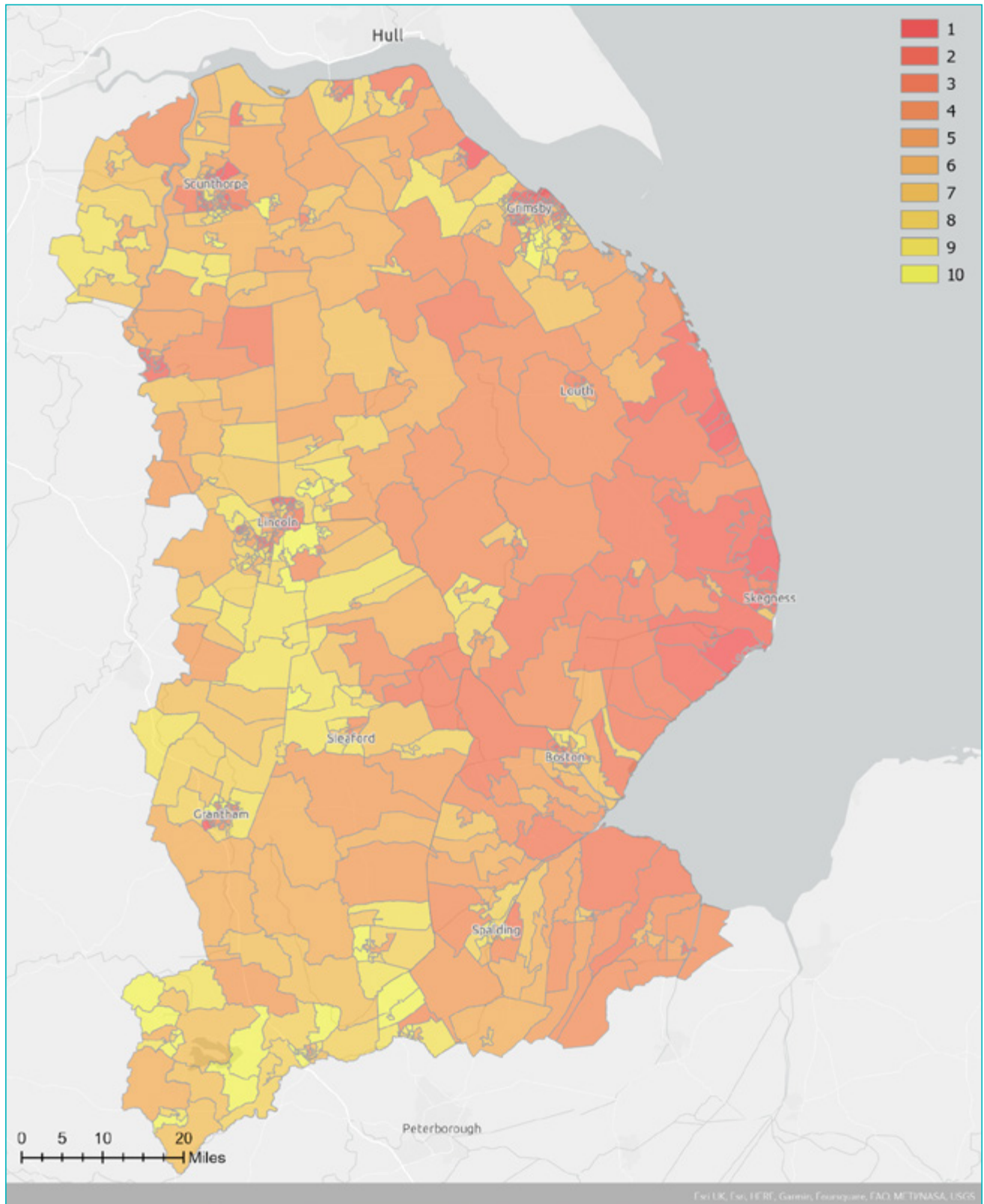
Data taken from [Nomis](#), May 2023

**Table 3: UK Business Counts – enterprises by industry and employment size band**

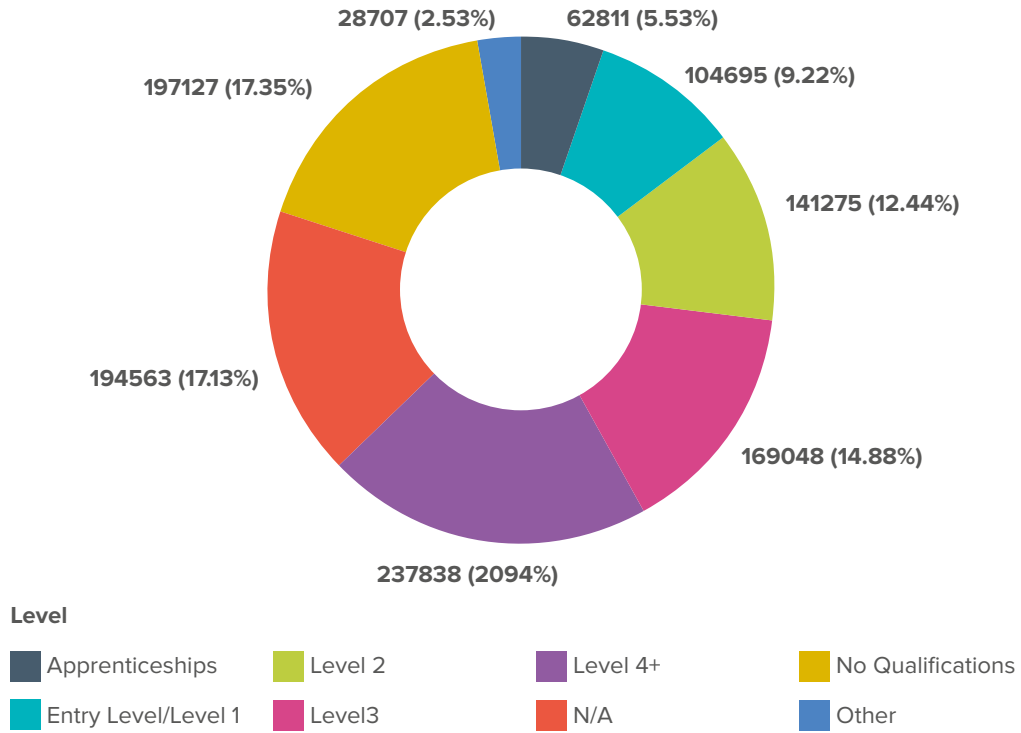
Local authority: district/ unitary (as of April 2021)	Total	Micro (0 to 9)	Small (10 to 49)	Medium-sized (50 to 249)	Large (250+)
Boston	2,295	1,995	240	50	15
East Lindsey	5,490	4,865	545	70	10
Lincoln	2,630	2,245	310	50	20
North Kesteven	4,120	3,705	335	75	5
Rutland	2,200	1,990	165	40	5
South Holland	3,955	3,575	320	50	10
South Kesteven	5,990	5,395	490	90	10
West Lindsey	3,800	3,430	305	60	5
North East Lincolnshire	4,800	4,175	520	85	20
North Lincolnshire	5,625	4,995	500	110	20
<b>Total</b>	<b>40,905</b>	<b>36,365</b>	<b>3,735</b>	<b>685</b>	<b>120</b>

Data taken from [Nomis](#), September 2022

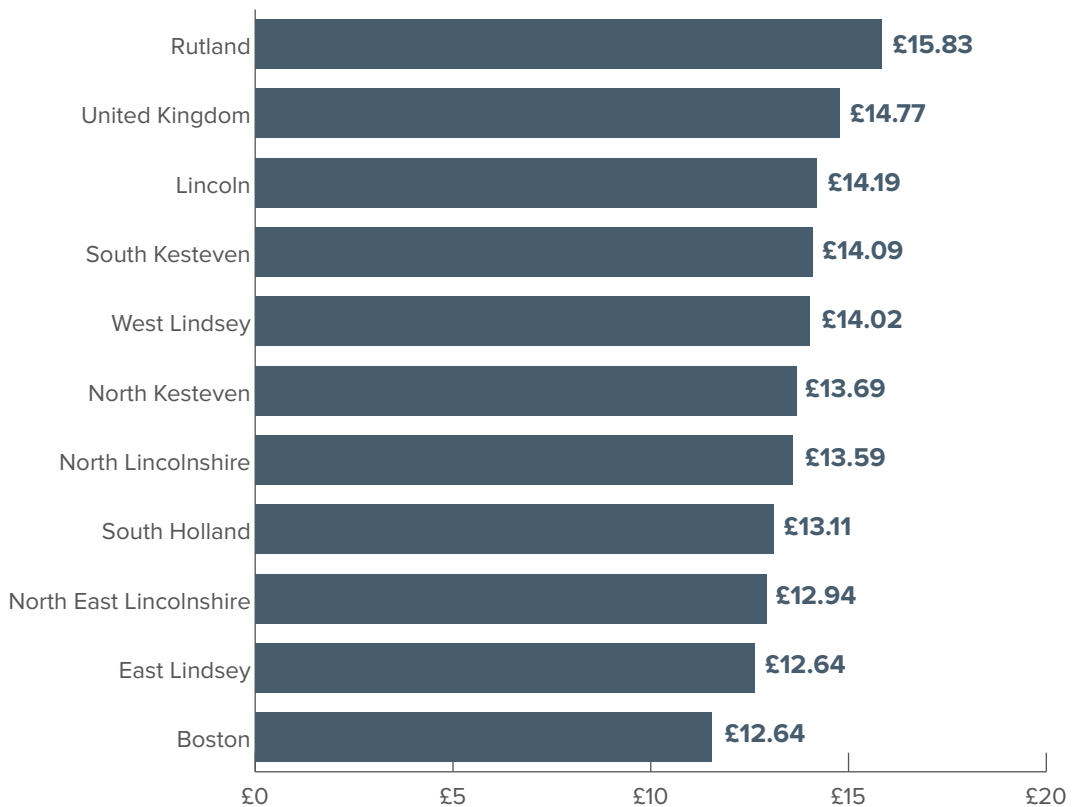
Figure 1: Indices of Multiple Deprivation (2019) Decile by Lower Super Output Area



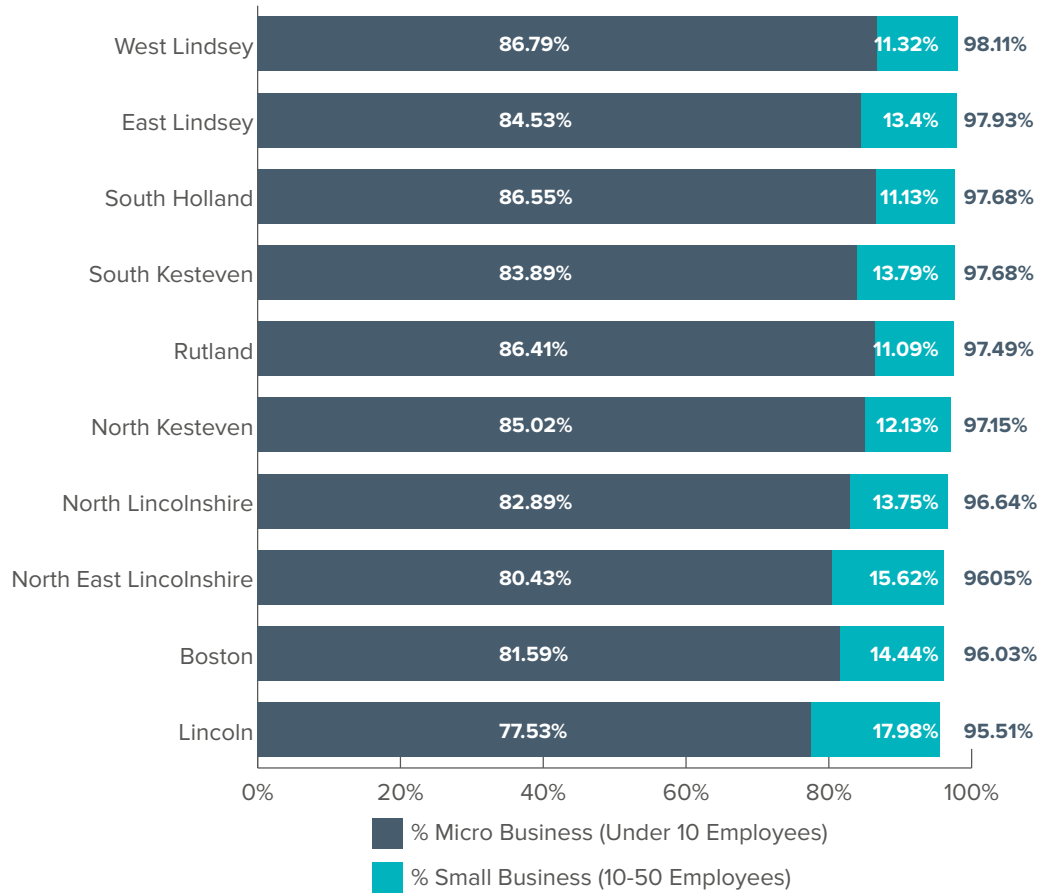
**Figure 2: Total Population in Greater Lincolnshire & Rutland by Highest Level Qualification (2021)**



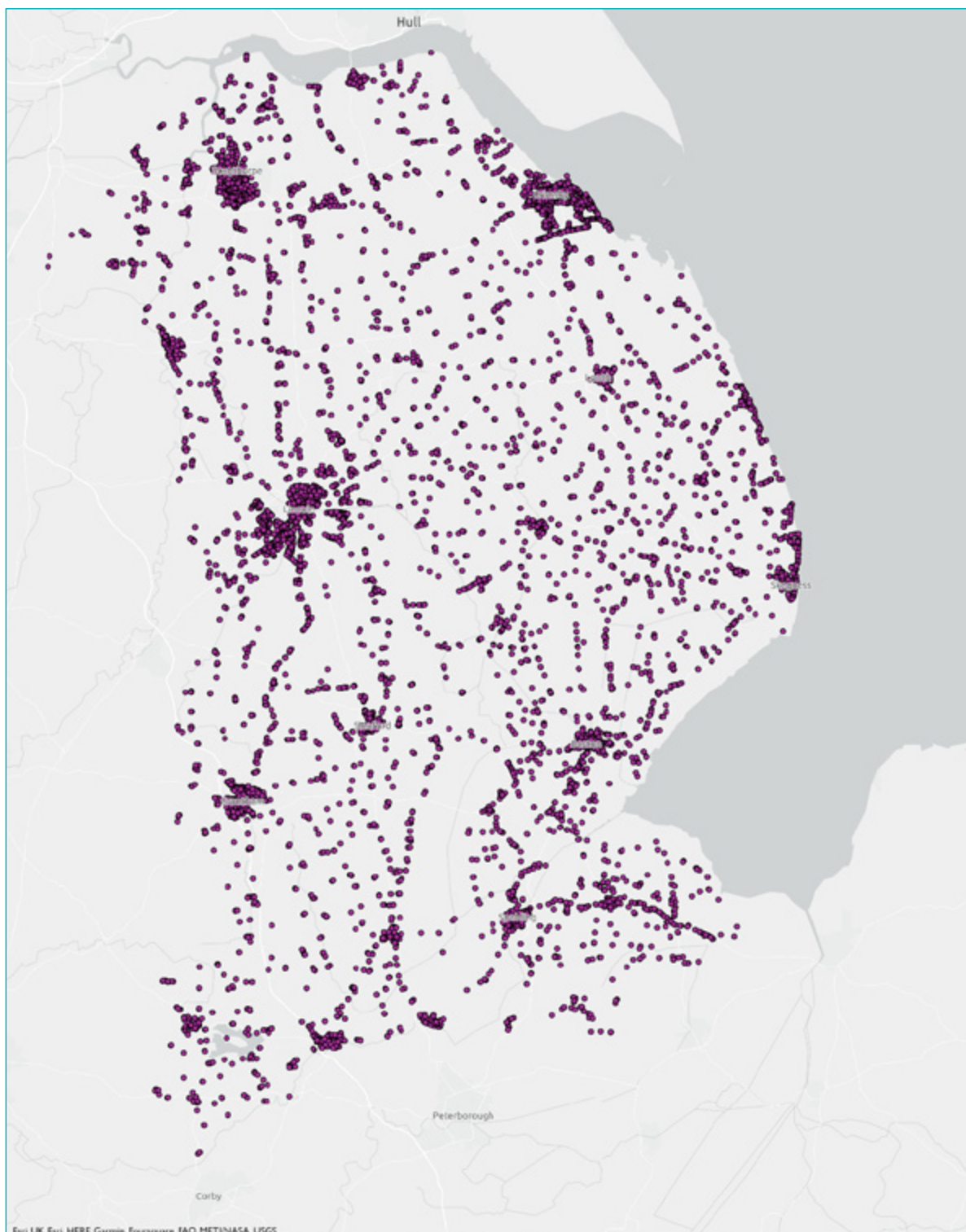
**Figure 3: Total Population in Greater Lincolnshire & Rutland Median: Hourly Wage (2022)**



**Figure 4: Percentages of Micro and Small Businesses by District (2022)**



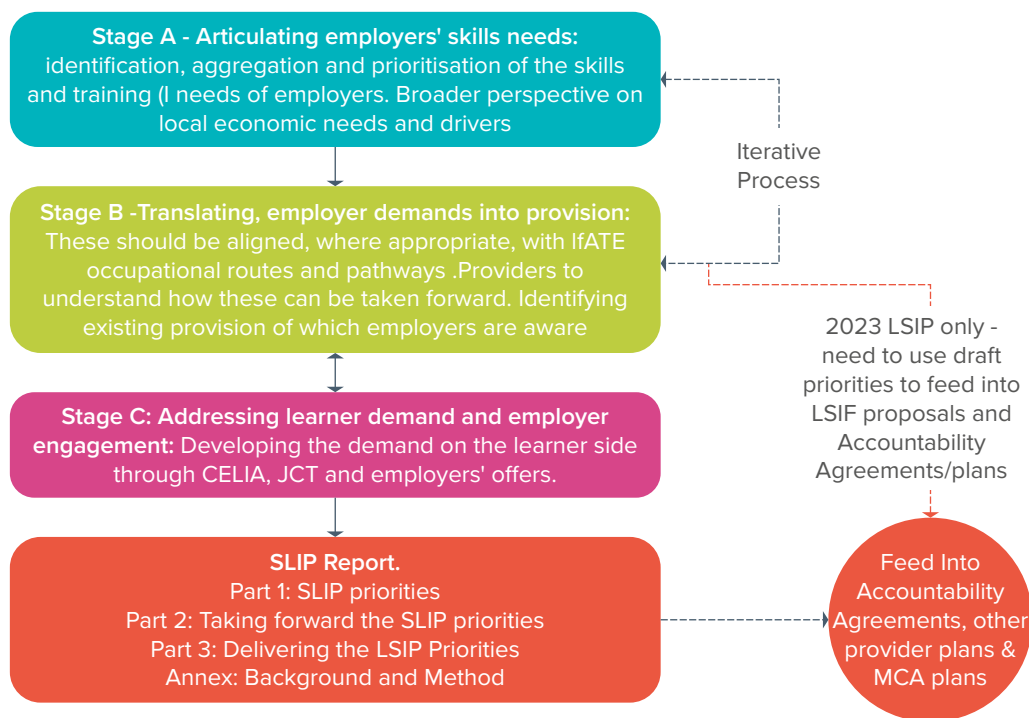
**Figure 5: Public Transport Access Points (2023)**





# ANNEX B: BACKGROUND AND METHOD

**Figure 1: The LSIP Process and Report**



**Table 1: Dates, Times and Locations of LSIP Employer Focus Groups**

Date	Time	Venue	Address
13 December 2022	2pm-4:30pm	LORIC	23 Newport, Lincoln LN1 3DN
11 January 2023	8am-10:30am	Thonock Park	The Belt Rd, Gainsborough DN21 1PZ
13 January 2023	10am-12:30pm	The Priory	149 Eastgate, Louth LN11 9AJ
17 January 2023	10am-12.30 pm	The Hub	Navigation Wharf, Carre St, Sleaford NG34 7TW
20 January 2023	10am-12.30pm	Catch UK	Redwood Park Estate, Stallingborough, Grimsby DN41 8TH
24 January 2023	10am-12:30pm	Wisteria Hotel	4 Catmos St, Oakham LE15 6HW
02 February 2023	2pm-4:30pm	Scunthorpe Office Rental	IMT Medical Transport, Regent House, Arkwright Way, Queensway Ind. Estate, Scunthorpe DN16 1AL
07 February 2023	10am-12:30pm	Cley Hall Hotel	22 High St, Spalding PE11 1TX
15 February 2023	2pm-4:30pm	Zoom	Zoom
21 February 2023	5:30pm-8pm	Petwood Hotel	The Petwood Hotel, Woodhall Spa, Lincolnshire LN10 6QG

**Table 2: Dates, Times and Locations of LSIP Provider Focus Groups - Jan Feb 2023**

Date	Time	Venue	Address
20 January 2023	2pm-4.30pm	Catch UK	Redwood Park Estate, Stallingborough, Grimsby DN41 8TH
25 January 2023	10am-12:00pm	Zoom	Zoom
26 January 2023	12 noon-2.30pm	The Beonna	Main Road, Benington, Boston PE22 0BT
30 January 2023	2pm-4pm	Zoom	Zoom
10 February 2023	5.30pm-8pm	Stamford College	Drift Rd, Stamford PE9 1XA

**Table 3: Dates, Times and Locations of LSIP Provider Priority Review sessions**

Date	Time	Venue	Address
28 March 2023	1pm-2:30pm	Teams	NA
2 May 2023	9:30am-12pm	The Showroom	Tritton Rd, Lincoln, LN6 7QY
17 May 2023	2pm-3pm	Teams	NA

**Table 4: Dates, Times and Locations of LSIP Stakeholder Focus Groups**

Date	Time	Venue	Address
24 February 2023	10am-12.30pm	BGU Futures	Bishop Grosseteste University, Longdales Rd, Lincoln LN1 3DY
24 February 2023	2pm-4.30pm	BGU Futures	Bishop Grosseteste University, Longdales Rd, Lincoln LN1 3DY

**Table 5: LSIP Survey Participation**

Total Responses	Completion Rate	Partials	Terminations
331	33.02%	204	13

**Table 6: Greater Lincolnshire & Rutland LSIP Priorities Matrix**

	Work Readiness & Essential Skills	Digital & Smarter Working	Engineering	Construction	Decarbonisation & Green Skills	Leadership & Management
Agri-Food	*	*	*	*	*	*
Manufacturing	*	*	*	*	*	*
Visitor Economy	*	*	*	*	*	*
Energy	*	*	*	*	*	*
Health & Care	*	*	*	*	*	*
Ports & Logistics	*	*	*	*	*	*
Defence & Security	*	*	*	*	*	*

# ANNEX C: LSIP PRIORITIES

**Figure 1: Partner Organisation Survey Link Participation**

Organisation Name or Source	Completes	Partials	Total
Business Lincolnshire	29	56	85
Catch UK		4	4
CATI	7	7	
DWP	4	12	16
ECA		1	1
FSB	29	61	90
General all-access link	3	4	7
IOD	1	1	2
Lincolnshire Chamber of Commerce	2		2
LSIP Steering Group	9	24	33
NFU	6	8	14
North East Lincolnshire Council	3	3	
North Kesteven District Council	1	4	5
North Lincolnshire Council	5	5	10
Voice of Lincolnshire	11	21	32

**Table 1: Top Occupations in Digital and IT-related roles, listed by 2025 growth**

Occupation (SOC4)	Level	2021 Jobs	2025 Jobs	Change	% Change
Programmers and software development professionals	6	2659	2782	123	4.64%
IT specialist managers	6	1994	2073	79	3.95%
IT user support technicians	3	1373	1391	18	1.28%
Information technology and telecommunications professionals n.e.c.	6	1190	1261	71	5.94%
IT operations technicians	3	1120	1167	46	4.13%
IT business analysts, architects and systems designers	6	937	971	34	3.62%
Information technology and telecommunications directors	6	851	940	89	10.50%
IT project and programme managers	6	739	760	21	2.82%
Telecommunications engineers	3	511	526	15	2.90%
IT engineers	6	488	517	29	5.97%
Web design and development professionals	6	428	450	22	5.25%

**Table 2: Top Specialist Skills in Digital and IT-related roles (2017-2022)**

Top Specialised Skills	Job Postings (2017-2022)
JavaScript (Programming Language)	8737
SQL (Programming Language)	8535
Cascading Style Sheets (CSS)	6693
C# (Programming Language)	5863
Agile Methodology	5655
HyperText Markup Language (HTML)	4777
Application Programming Interface (API)	3800
Software Development	3163
PHP (Scripting Language)	3157
Computer Science	2758
HTML5	2743
Angular (Web Framework)	2655
Help Desk Support	2648
Java (Programming Language)	2593
Software Engineering	2588
Active Directory	2576
Technical Support	2475
Python (Programming Language)	2319
Front End (Software Engineering)	2254
.NET Framework	2215

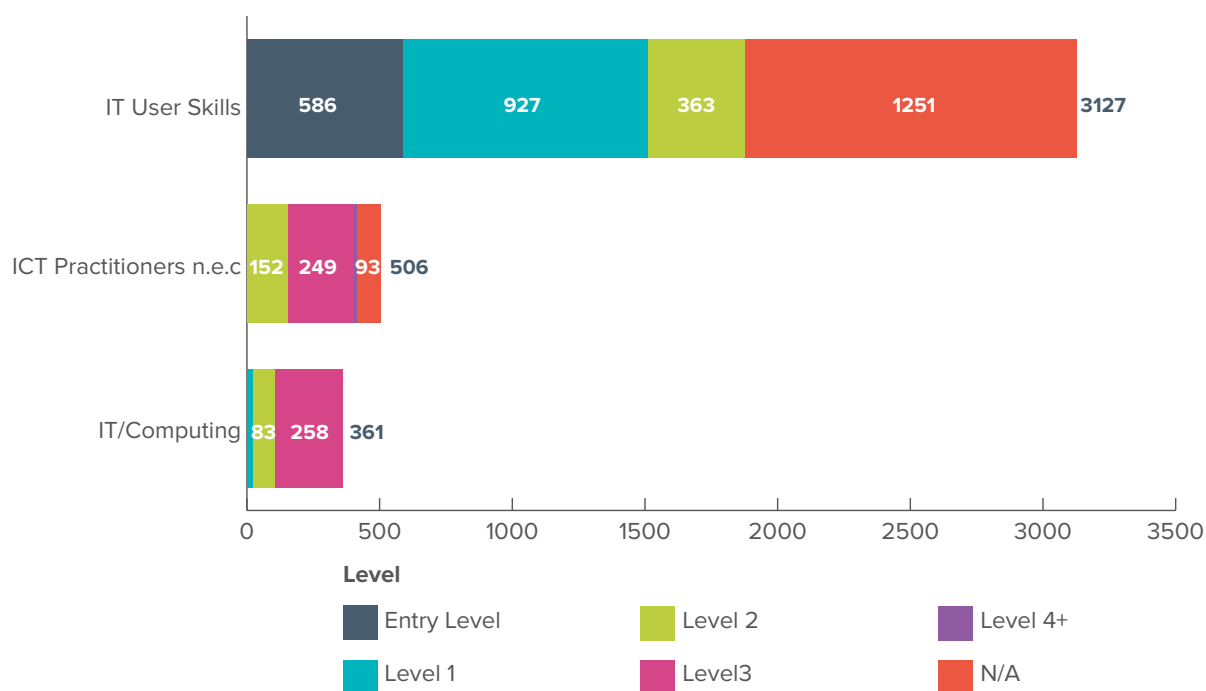
**Table 3: Top Common Skills in Digital and IT-related roles (2017-2022)**

Top Common Skills	Job Postings (2017-2022)
Communications	16332
Management	9145
Customer Service	7766
Problem Solving	6445
Detail Oriented	4635
Troubleshooting (Problem Solving)	4549
Operations	3827
Planning	3689
Self-Motivation	3650
Leadership	3343
Sales	2801
Innovation	2634
Microsoft Office	2180
Mathematics	1920
Interpersonal Communications	1857
Research	1768
Presentations	1448
Writing	1403
Microsoft Excel	1348
Enthusiasm	1313

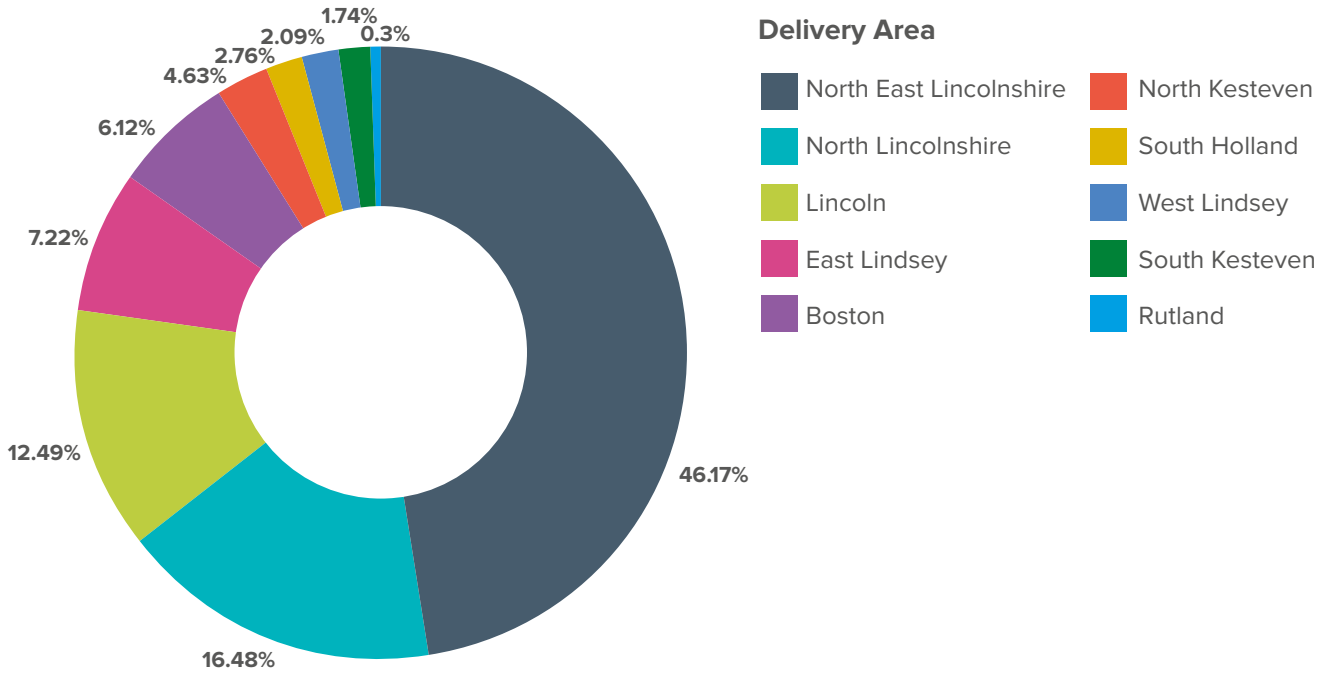
**Table 4: Gender split in digital roles (2021)**

Occupation (SOC4)	% Male 2021	% Female 2021
Telecommunications engineers	95.62%	4.38%
IT engineers	94.70%	5.30%
Programmers and software development professionals	87.64%	12.36%
Information technology and telecommunications directors	84.60%	15.40%
Information technology and telecommunications professionals n.e.c.	83.24%	16.76%
IT business analysts, architects and systems designers	82.64%	17.36%
IT specialist managers	82.44%	17.56%
IT user support technicians	80.21 %	19.79%
IT operations technicians	75.57%	24.43%
Web design and development professionals	73.64%	26.36%
IT project and programme managers	68.11 %	31.89%

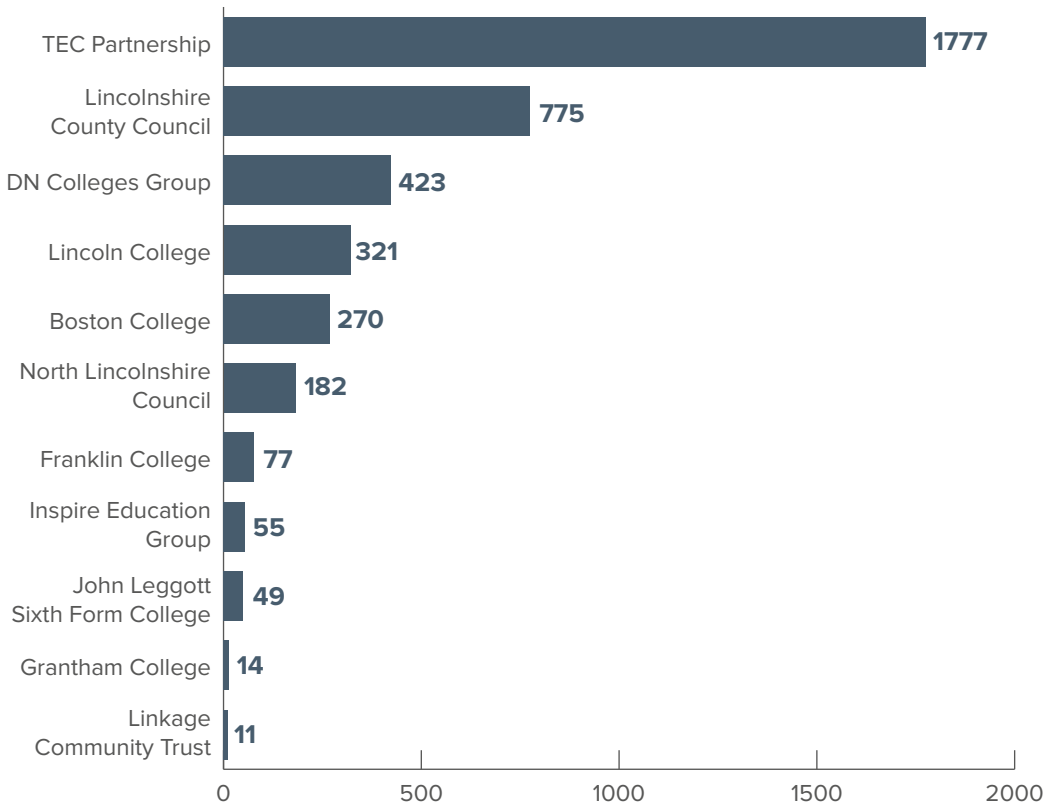
**Figure 2: Achievements in Digital/IT-related Qualifications by Subject and Level (2022)**



**Figure 3: Achievements in Digital/IT-related qualifications by Delivery District**



**Figure 4: Achievements in Digital/IT-related qualifications by Provider**





**Table 5: Top Occupations in Construction roles, listed by 2025 growth**

Occupation (SOC4)	Level	2021 Jobs	2025 Jobs	Change	% Change
Metal working production and maintenance fitters	3	3945	3936	-9	-0.23%
Electricians and electrical fitters	3	3592	3669	77	2.14%
Fork-lift truck drivers	2	2635	2620	-15	-0.55%
Production managers and directors in construction	3	1874	1942	69	3.67%
Carpenters and joiners	3	1821	1877	56	3.06%
Elementary construction occupations	2	1789	1815	26	1.43%
Plumbers and heating and ventilating engineers	3	1699	1724	26	1.52%
Construction and building trades n.e.c.	3	1419	1514	95	6.68%
Metal working machine operatives	2	1369	1377	9	0.63%
Construction operatives n.e.c.	2	1237	1259	21	1.71%
Welding trades	3	984	993	9	0.91%
Construction and building trades supervisors	3	835	846	11	1.36%
Construction project managers and related professionals	6	835	836	2	0.21%
Scaffolders, staggers and riggers	2	780	819	39	4.98%
Mobile machine drivers and operatives n.e.c.	2	775	783	8	1.05%
Civil engineers	6	738	740	3	0.35%
Health and safety officers	6	723	731	8	1.12%
Skilled metal, electrical and electronic trades supervisors	3	659	658	-2	-0.29%
Chartered surveyors	6	592	611	19	3.19%
Quantity surveyors	6	582	591	9	1.49%
Plant and machine operatives n.e.c.	2	565	563	-3	-0.44%
Bricklayers and masons	3	511	498	-13	-2.47%
Draughtspersons	3	494	495	1	0.15%
Glaziers, window fabricators and fitters	2	482	506	24	4.91%
Crane drivers	2	347	342	-5	-1.45%
Architects	5	305	329	24	7.80%
Rail and rolling stock builders and repairers	3	278	312	33	11.94%
Road construction operatives	2	265	274	9	3.41%
Roofers, roof tilers and slaters	3	258	254	-4	-1.56%
Building and civil engineering technicians	3	221	224	2	1.07%
Floorers and wall tilers	3	206	214	8	3.94%
Pipe fitters	3	168	161	-7	-4.21%
Steel erectors	3	146	136	-10	-6.65%
Rail construction and maintenance operatives	2	112	126	14	12.04%
Metal plate workers, and riveters	3	83	81	-2	-2.05%

**Table 6: Top Specialist Skills for Construction Roles in Job Postings (2017-2022)**

Top Specialised Skills	Job Postings (2017-2022)
Machinery	5923
Construction	4773
Forklift Truck	4740
Maintenance Engineering	3563
Risk Analysis	2885
Warehousing	2728
AutoCAD	2656
Metal Inert Gas (MIG) Welding	2174
Civil Engineering	2133
Carpentry	2004
Environment Health And Safety	1997
Plumbing	1972
Auditing	1947
Machine Operation	1945
Housekeeping	1770
Engineering Management	1749
Sub contracting	1740
Electrical Engineering	1691
Mechanical Engineering	1641
Boilers	1617

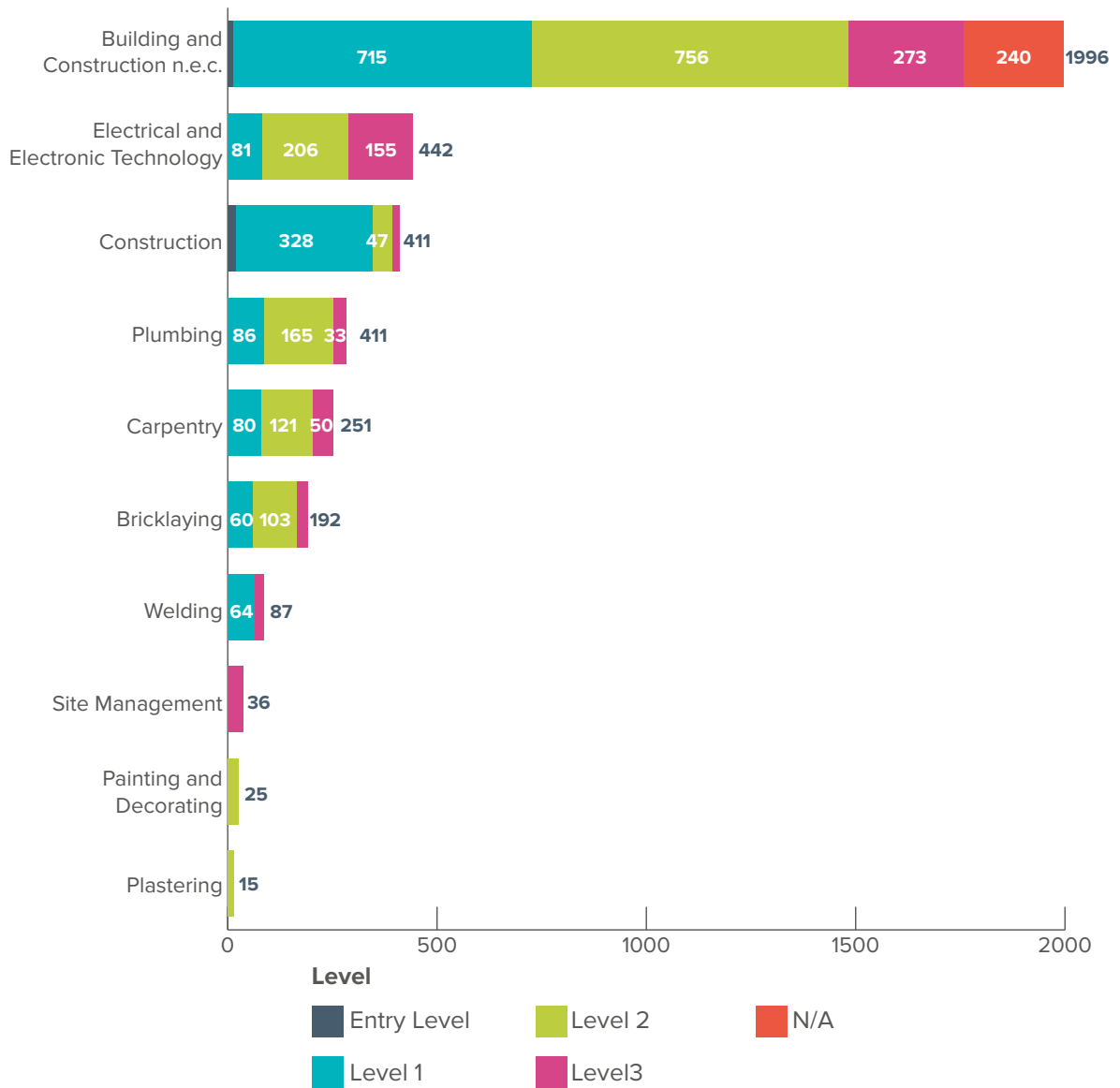
**Table 7: Top Common Skills for Construction Roles in Job Postings (2017-2022)**

Top Common Skills	Job Postings (2017-2022)
Communications	11910
Management	9902
Customer Service	5389
Detail Oriented	3852
Operations	3449
Self-Motivation	3363
Planning	3264
Problem Solving	2860
Loading And Unloading	2771
Leadership	2345
First Aid	1834
Sales	1755
Mathematics	1720
Enthusiasm	1646
Computer Literacy	1572
Willingness To Learn	1479
Strong Work Ethic	1290
Time Management	1268
Interpersonal Communications	1220
Microsoft Office	1209

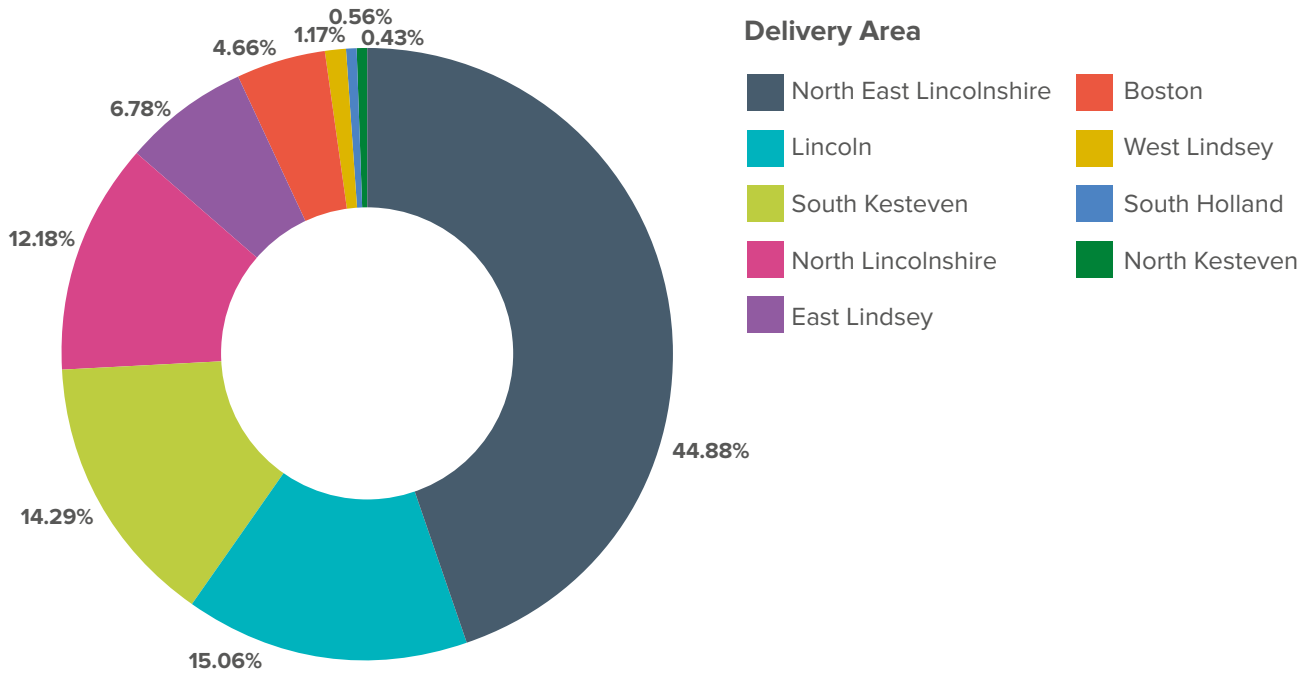
**Table 8: Gender split in Construction roles (2021)**

Occupation (SOC4)	% Male 2021	% Female 2021
Crane drivers	100.00%	0.00%
Floorers and wall tilers	100.00%	0.00%
Pipe fitters	100.00%	0.00%
Rail and rolling stock builders and repairers	100.00%	0.00%
Road construction operatives	100.00%	0.00%
Scaffolders, staggers and riggers	100.00%	0.00%
Steel erectors	100.00%	0.00%
Plumbers and heating and ventilating engineers	99.45%	0.55%
Welding trades	98.72%	1.28%
Glaziers, window fabricators and fitters	98.69%	1.31%
Carpenters and joiners	98.51%	1.49%
Elementary construction occupations	98.40%	1.60%
Roofers, roof tilers and slaters	98.36%	1.64%
Electricians and electrical fitters	98.28%	1.72%
Fork-lift truck drivers	98.12%	1.88%
Rail construction and maintenance operatives	98.11%	1.89%
Construction operatives n.e.c.	97.48%	2.52%
Bricklayers and masons	97.41%	2.59%
Metal working production and maintenance fitters	97.16%	2.84%
Mobile machine drivers and operatives n.e.c.	97.02%	2.98%
Construction and building trades supervisors	96.62%	3.38%
Metal plate workers, and riveters	96.60%	3.40%
Skilled metal, electrical and electronic trades supervisors	95.42%	4.58%
Construction and building trades n.e.c.	94.92%	5.08%
Metal working machine operatives	90.17%	9.83%
Production managers and directors in construction	89.61%	10.39%
Civil engineers	87.06%	12.94%
Plant and machine operatives n.e.c.	86.89%	13.11%
Quantity surveyors	86.24%	13.76%
Draughtspersons	85.28%	14.72%
Chartered surveyors	82.93%	17.07%
Construction project managers and related professionals	82.77%	17.23%
Building and civil engineering technicians	81.11%	18.89%
Architects	70.36%	29.64%
Health and safety officers	65.47%	34.53%

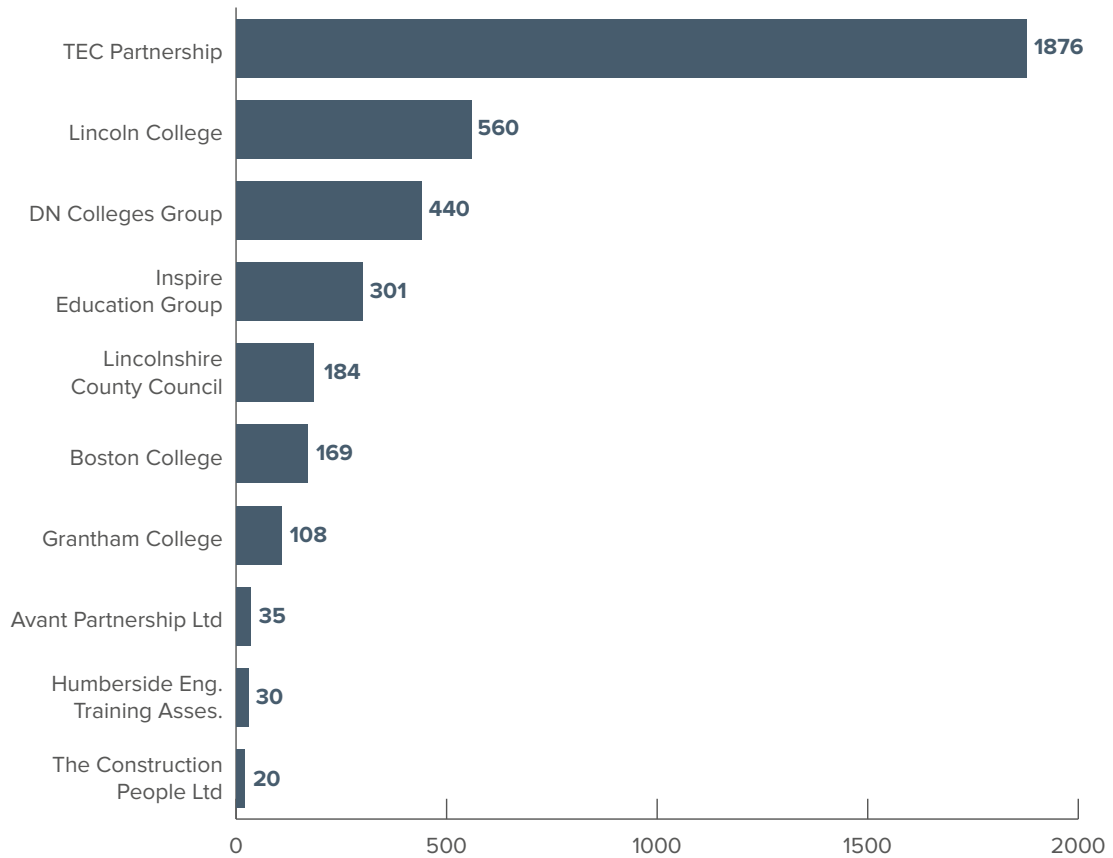
**Figure 5: Achievements in Constructed-related Qualifications by Subject and Level (2022)**



**Figure 6: Achievements Construction-related qualifications by Delivery District**



**Figure 7: Achievements in Construction-related qualifications by Provider**



**Table 9: Top Occupations in Engineering-related roles, listed by 2025 growth**

Occupation (SOC4)	Level	2021 Jobs	2025 Jobs	Change	% Change
Plumbers and heating and ventilating engineers	3	1699	1724	26	1.52%
Engineering professionals n.e.c.	6	1499	1525	26	1.77%
Engineering technicians	3	1231	1228	-3	-0.25%
Mechanical engineers	6	926	922	-4	-0.41%
Production and process engineers	6	881	866	-15	-1.70%
Design and development engineers	6	874	891	17	1.92%
Health and safety officers	6	723	731	8	1.12%
Science, engineering and production technicians n.e.c.	3	671	689	19	2.76%
Quantity surveyors	6	582	591	9	1.49%
Electrical engineers	6	557	574	17	3.13%
Telecommunications engineers	3	511	526	15	2.90%
Draughtspersons	3	494	495	1	0.15%
IT engineers	6	488	517	29	5.97%
Quality control and planning engineers	6	361	381	20	5.62%
Air-conditioning and refrigeration engineers	3	270	267	-3	-1.00%
Electronics engineers	6	240	245	5	2.27%
Building and civil engineering technicians	3	221	224	2	1.07%
Aircraft pilots and flight engineers Other	Other	194	193	0	-0.11%
TV, video and audio engineers	3	75	77	2	2.79%

**Table 10: Top Specialist Skills in Engineering-related roles (2017-2022)**

Top Specialised Skills	Job Postings (2017-2022)
Machinery	11233
Maintenance Engineering	9746
Mechanical Engineering	7618
Electrical Engineering	5850
AutoCAD	3278
Production Line	3081
Auditing	3030
Hydraulics	2779
Risk Analysis	2733
Computer-Aided Design 2	457
Environment Health And Safety	2184
Housekeeping	2118
SolidWorks (CAD)	1997
Warehousing	1996
Plumbing	1937
Pneumatics	1922
Mechanical Design	1920
Engineering Management	1666
Key Performance Indicators (KPIs)	1659
Programmable Logic Controllers	1579



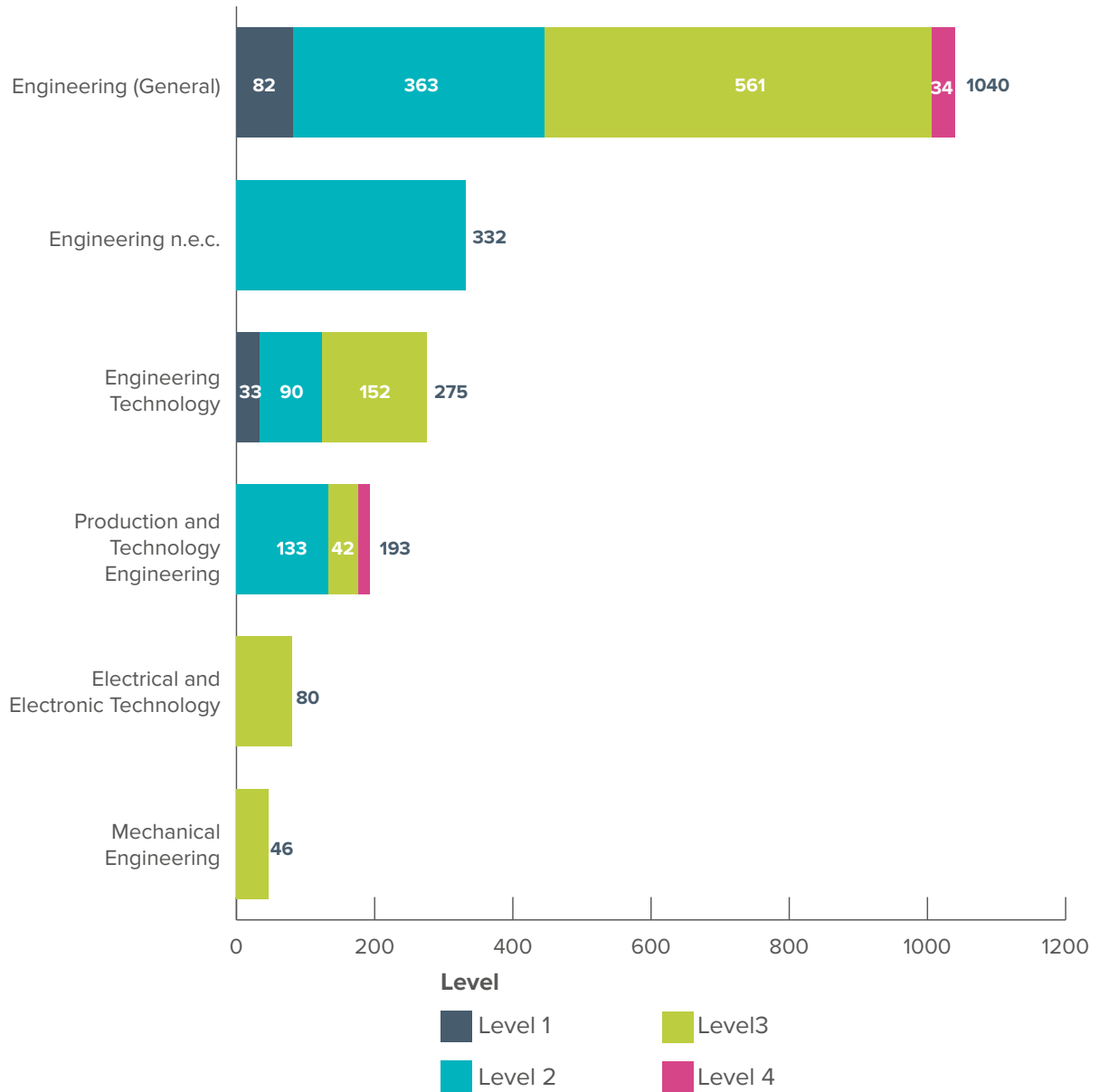
**Table 11: Top Common Skills in Engineering-related roles (2017-2022)**

Top Common Skills	Job Postings (2017-2022)
Communications	16231
Management	9911
Customer Service	6084
Problem Solving	5944
Detail Oriented	5613
Operations	5375
Self-Motivation	5252
Planning	4403
Mathematics	2684
Packaging And Labelling	2616
Leadership	2505
Sales	2130
Enthusiasm	2023
Microsoft Office	1817
Willingness To Learn	1712
Computer Literacy	1663
Time Management	1513
Investigation	1467
Microsoft Excel	1448
Interpersonal Communications	1315

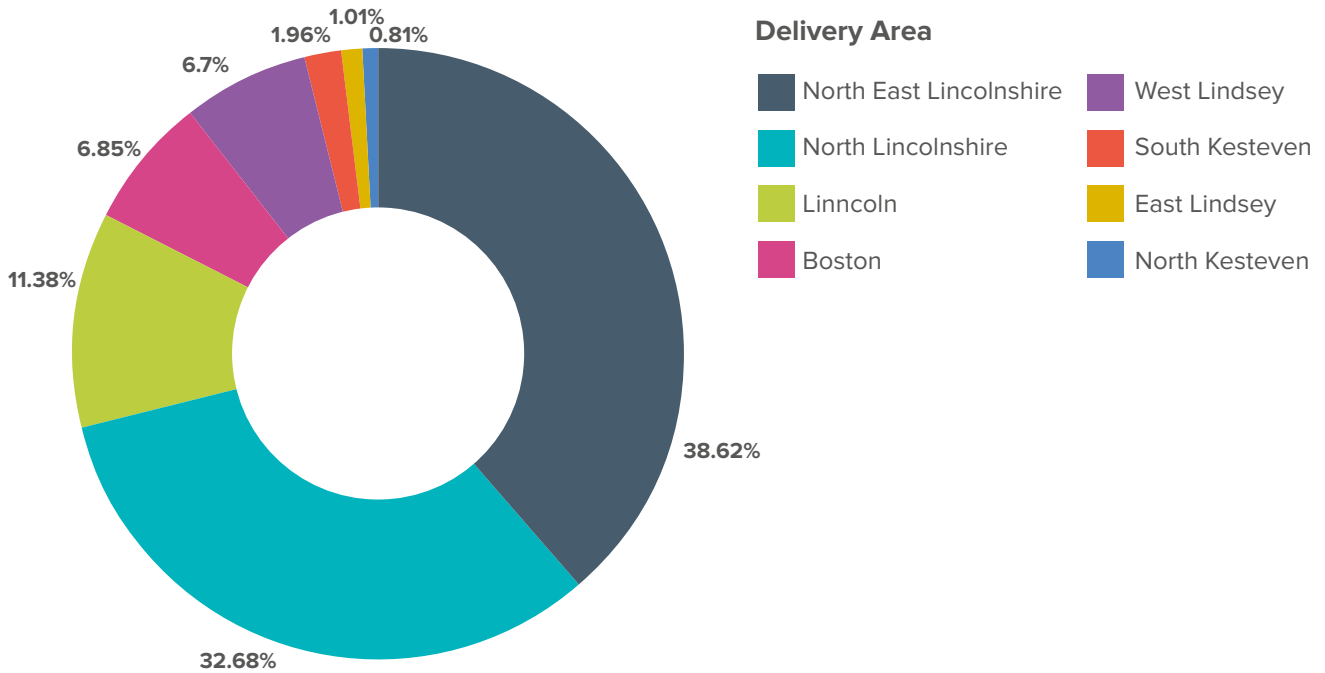
**Table 12: Gender split in Engineering roles (2021)**

Occupation (SOC4)	% Male 2021	% Female 2021
Plumbers and heating and ventilating engineers	99.45%	0.55%
Aircraft pilots and flight engineers	99.04%	0.96%
TV, video and audio engineers	98.62%	1.38%
Air-conditioning and refrigeration engineers	97.79%	2.21%
Electrical engineers	97.77%	2.23%
Telecommunications engineers	95.62%	4.38%
Engineering technicians	94.82%	5.18%
IT engineers	94.70%	5.30%
Mechanical engineers	94.48%	5.52%
Electronics engineers	94.03%	5.97%
Production and process engineers	90.22%	9.78%
Design and development engineers	89.53%	10.47%
Quantity surveyors	86.24%	3.76%
Draughtspersons	85.28%	14.72%
Building and civil engineering technicians	81.11%	18.89%
Engineering professionals n.e.c.	80.40%	19.60%
Quality control and planning engineers	77.47%	22.53%
Health and safety officers	65.47%	34.53%
Science, engineering and production technicians n.e.c.	62.40%	37.60%

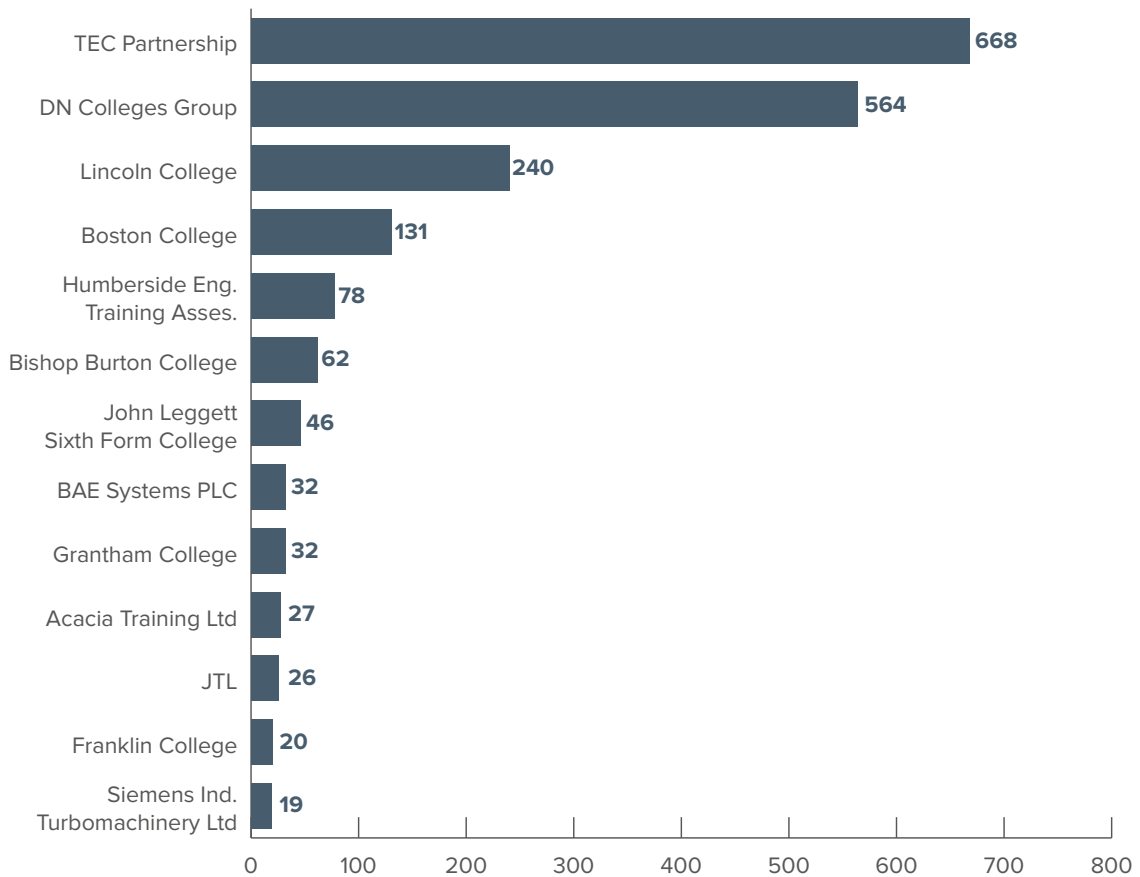
**Figure 8: Achievements in Engineering-related Qualifications by Subject and Level (2022)**



**Figure 9: Achievements Engineering-related qualifications by Delivery District**



**Figure 10: Achievements in Engineering-related qualifications by Provider**

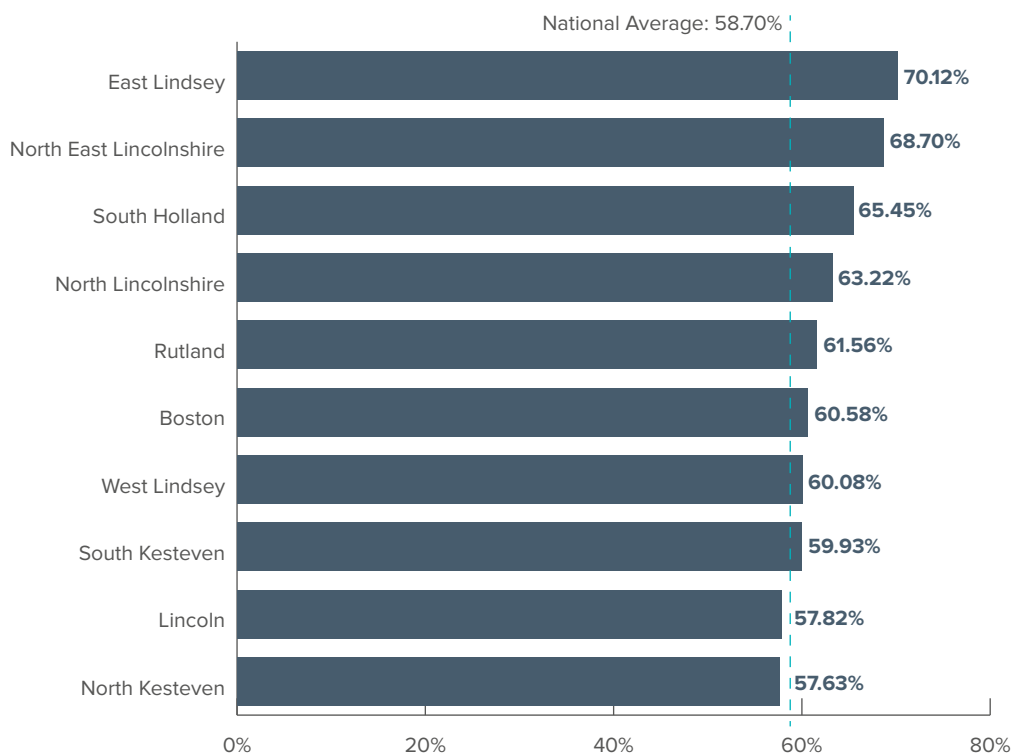


**Table 13: Top Occupations in “Green” roles, listed by 2025 growth**

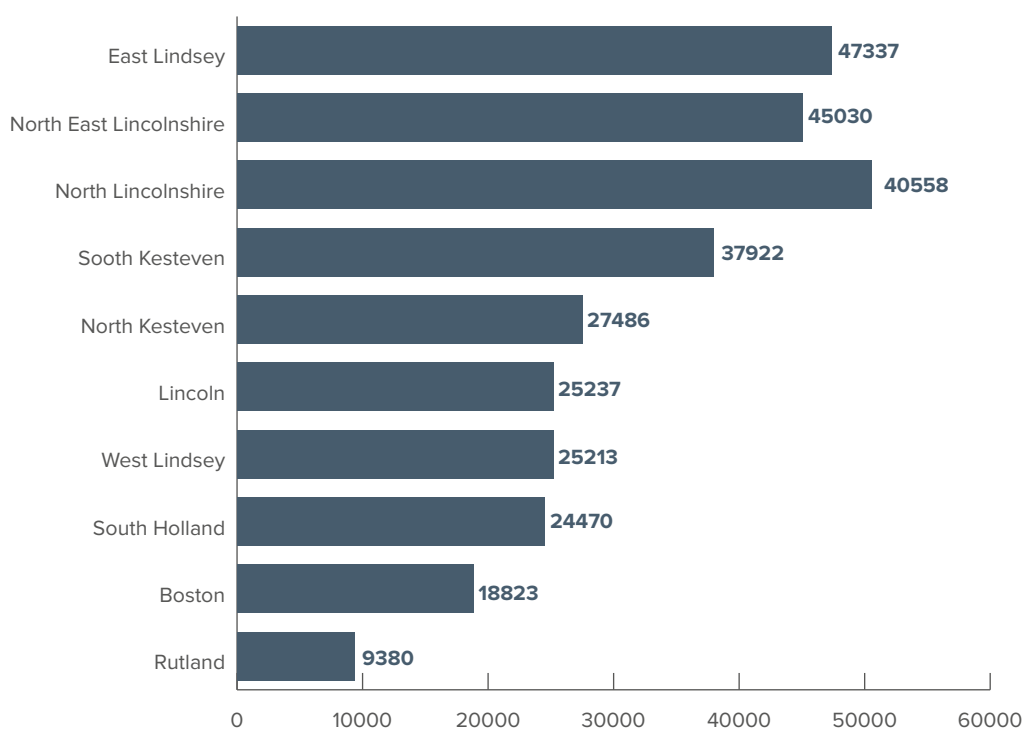
Occupation (SOC4)	Level	2021 Jobs	2025 Jobs	Change	% Change
Food, drink and tobacco process operatives	2	8998	9053	54	0.60%
Sales accounts and business development managers	6	6465	6537	72	1.11%
Farmers	2	5637	5623	-14	-0.24%
Production managers and directors in manufacturing	6	4841	4889	47	0.98%
Metal working production and maintenance fitters	3	3945	3936	-9	-0.23%
Farm workers	2	3647	3576	-71	-1.93%
Electricians and electrical fitters	3	3592	3669	77	2.14%
Business and financial project management professionals	6	1998	2042	44	2.19%
Production managers and directors in construction	3	1874	1942	69	3.67%
Carpenters and joiners	3	1821	1877	56	3.06%
Routine inspectors and testers	3	1768	1741	-27	-1.53%
Business and related associate professionals n.e.c.	3	1738	1775	37	2.15%
Plumbers and heating and ventilating engineers	3	1699	1724	26	1.52%
Managers and proprietors in agriculture and horticulture	3	1551	1486	-65	-4.17%
Engineering professionals n.e.c.	6	1499	1525	26	1.77%
Construction and building trades n.e.c.	3	1419	1514	95	6.68%
Metal working machine operatives	2	1369	1377	9	0.63%
Construction operatives n.e.c.	3	1237	1259	21	1.71%
Engineering technicians	3	1231	1228	-3	-0.25%
Assemblers and routine operatives n.e.c.	2	1217	1265	48	3.92%
Information technology and telecommunications professionals n.e.c.	6	1190	1261	71	5.94%
Electrical and electronic trades n.e.c.	3	1177	1209	33	2.77%
Refuse and salvage occupations	11	140	104	-36	-3.15%
Biological scientists and biochemists	6	1097	161	64	5.81%
Gardeners and landscape gardeners	2	1067	1029	-38	-3.59%
Welding trades	3	984	993	9	0.91%
Horticultural trades	2	951	950	1	-0.13%
IT business analysts, architects and systems designers	6	937	971	34	3.62%
Mechanical engineers	6	926	922	-4	-0.41%

Occupation (SOC4)	Level	2021 Jobs	2025 Jobs	Change	% Change
Laboratory technicians	4	902	901	-1	-0.11%
Design and development engineers	6	874	891	17	1.92%
Fishing and other elementary agriculture occupations n.e.c	2	841	868	27	3.27%
Construction and building trades supervisors	3	835	846	11	1.36%
Construction project managers and related professionals	6	835	836	2	0.21%
Paper and wood machine operatives	2	803	840	37	4.65%
Scaffolders, staggers and riggers	2	780	819	39	4.98%
Mobile machine drivers and operatives n.e.c.	2	775	783	8	1.05%
Civil engineers	6	738	740	3	0.35%
Painters and decorators	3	689	722	33	4.79%
Plastics process operatives	2	685	699	15	2.16%
Science, engineering and production technicians n.e.c.	3	671	689	19	2.76%
Skilled metal, electrical and electronic trades supervisors	3	659	658	-2	-0.29%
Groundsmen and greenkeepers	2	640	663	22	3.48%
Agricultural machinery drivers	2	631	604	-27	-4.28%
Weighers, graders and sorters	2	607	582	-25	-4.12%
Assemblers (electrical and electronic products)	2	605	607	2	0.28%
Chartered surveyors	6	592	611	19	3.19%
Agricultural and fishing trades n.e.c.	2	576	594	18	3.10%
Chemical and related process operatives	2	572	552	-21	-3.62%
Quality assurance technicians	3	572	570	-1	-0.25%

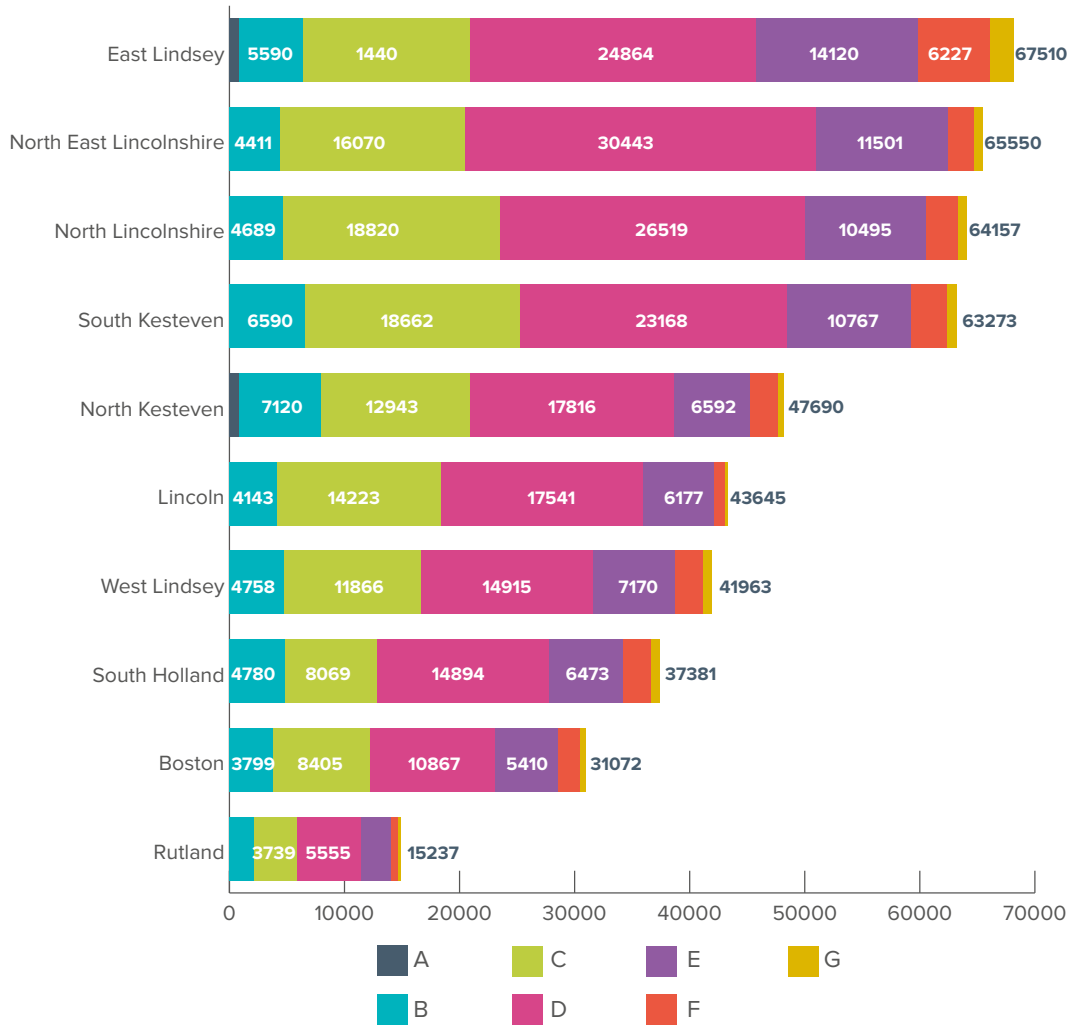
**Figure 11: Percentage of Energy Performance Certificates with Grade lower than C (Domestic) (2008-2023)**



**Figure 12: Total Number of Energy Performance Certificates with Grade lower than C (Domestic) (2008-2023)**

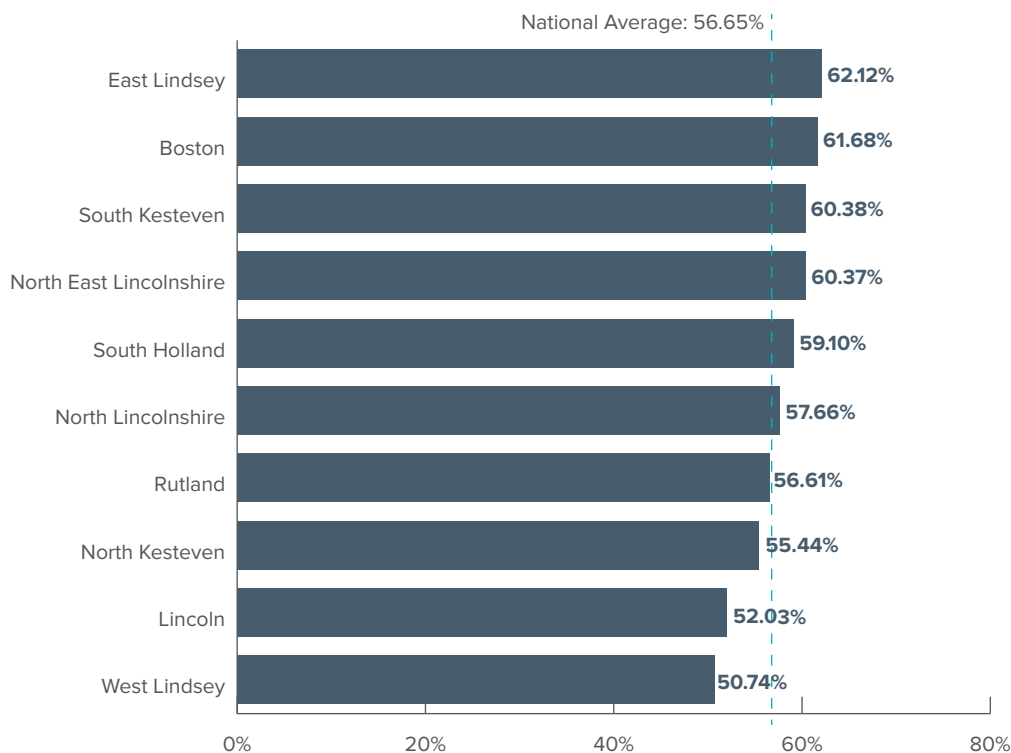


**Figure 13: Total Number of Domestic Energy Performance Certificates by Grade (2008-2023)**

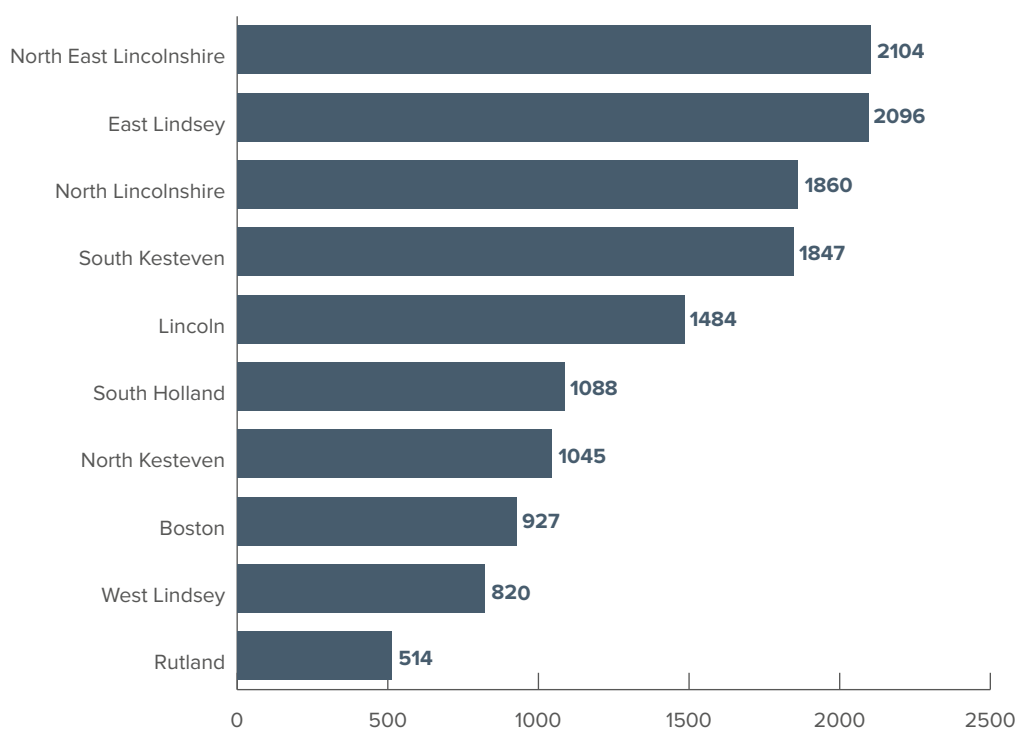




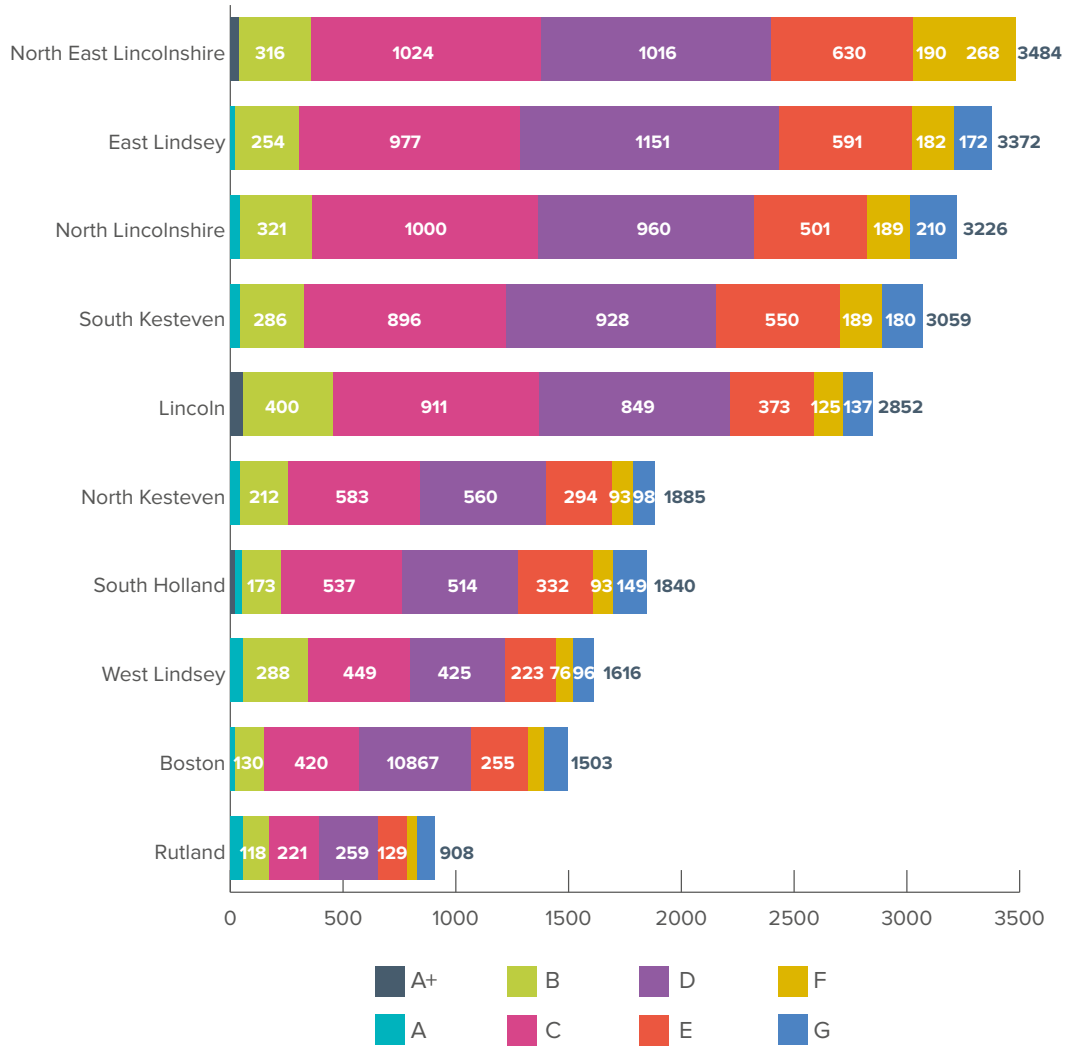
**Figure 14: Percentage of Energy Performance Certificates with Grade lower than C (Non-Domestic) (2008-2023)**



**Figure 15: Total Number of Energy Performance Certificates with Grade lower than C (Non-Domestic) (2008-2023)**



**Figure 16: Total Number of Non-Domestic Energy Performance Certificates by Grade (2008-2023)**



# ANNEX D: GOVERNANCE


**Table 14: Greater Lincolnshire & Rutland LSIP Steering Group**

Role	Organisation
Chair	Federation of Small Businesses
Vice Chair	Greater Lincolnshire LEP
Member	Hull & Humber Chamber of Commerce and Lincolnshire Chamber of Commerce
Member	Make An Entrance
Member	Lincoln College/Lincolnshire Federation of Colleges
Member	Petwood Hotel
Member	Dynamics Leadership
Member	Worldwide Fruit
Member	Catch UK
Member	University of Lincoln
Member	TEC Partnership



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