

Public Document Pack

NORTH LINCOLNSHIRE COUNCIL

PLACES SCRUTINY PANEL

28 February 2023

Chairman: Councillor Janet Lee

Venue: Room F01e,
Conference Room,
Church Square House

Time: 4.00 pm

E-Mail Address:
Matthew.nundy@northlincs.gov.uk

AGENDA

1. Substitutions
2. Declarations of disclosable pecuniary interests and personal or personal and prejudicial interests and declarations of whipping arrangements (if any).
3. To take the minutes of the meeting of the panel held on 6 February 2023 as a correct record and authorise the chairman to sign. (Pages 1 - 2)
4. Public speaking request, if any.
5. Economic Growth Plan 2023-28 (Pages 3 - 8)
 - (a) Consideration of the Economic Growth Plan 2023-28 (Pages 9 - 20)
 - (b) Discussion and questions with Lesley Potts, the council's Assistant Director - Place (Deputy Director) and Kate Robinson, the council's Head of Economy.
 - (c) Places Scrutiny Panel response on the Economic Growth Plan 2023-28 for consideration by Cabinet
6. Skills and Employability Plan 2023-28 (Pages 21 - 26)
 - (a) Consideration of the Skills and Employability Plan 2023-28 (Pages 27 - 44)
 - (b) Discussion and questions with Lesley Potts, the council's Assistant Director - Place (Deputy Director) and Kate Robinson, the council's Head of Economy.
 - (c) Places Scrutiny Panel response on the Skills and Employability Plan 2023-28 for consideration by Cabinet
7. Added Item (if any).

8. Any other items that the Chairman decides are urgent by reason of special circumstances that must be specified.

Public Document Pack Agenda Item 3

NORTH LINCOLNSHIRE COUNCIL

PLACES SCRUTINY PANEL

6 February 2023

PRESENT: - Councillor J Lee (Chairman)

Councillors S Swift (Vice-Chair) and P Vickers

The meeting was held in Room G01e, Ground Floor, Church Square House, Scunthorpe.

123 **SUBSTITUTIONS** - There were no substitutions at the meeting.

124 **DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS AND PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS AND DECLARATIONS OF WHIPPING ARRANGEMENTS (IF ANY)** - There were no declarations of disclosable pecuniary interests, or personal or personal and prejudicial interests.

No whip was declared.

125 **TO TAKE THE MINUTES OF THE MEETING OF THE PANEL HELD ON 4 OCTOBER 2022 AS A CORRECT RECORD AND AUTHORISE THE CHAIRMAN TO SIGN - Resolved** - That the minutes of the proceedings of the meeting held on 4 October 2022, having been printed and circulated amongst the members, be taken as read and correctly recorded and be signed by the Chairman.

126 **PUBLIC SPEAKING REQUEST, IF ANY** - There were no public speaking requests received.

127 **LOCAL ACTION TAKEN TO MANAGE FLOOD RISK IN NORTH LINCOLNSHIRE** - The Chairman welcomed the council's Head of Development (David Boreham), the council's Head of Environment (Chris Ramsbottom), the council's Highways Asset Manager (Mike Brown) and the council's Highways Operations Manager (Mick Johnson). to the meeting. The Chairman explained that the officers had been invited to the meeting to discuss with the Panel current and planned work across North Lincolnshire to minimise and manage the risk of flooding.

The Panel received a detailed presentation from the witnesses, which covered the following issues:

- Statutory duties of the Lead Local Flood Authority
- Roles and Responsibilities in Flooding
- Works and Projects
- Liaison and Meetings
- Emergency Response

PLACES SCRUTINY PANEL
6 February 2023

- Local Flood Risk Management Strategy
- Prioritisation of Risk Area
- Highway Development and Sustainable Development Specifications

The Chairman then led a comprehensive discussion on issues that arose in the presentation and related matters. This included consideration of remote monitoring of pumps, links between services involved in managing flood risk and the planning system, the role and operation of the Flood Risk Management Board, and existing works in Goxhill, Keadby, Bottesford and elsewhere.

Resolved – (a) That the council's Head of Development, Head of Environment, Highways Asset Manager and Highways Operations Manager be thanked for their attendance, presentation and for answering members' questions, and (b) that the situation be noted and the officers thanked for their ongoing work to minimise flood risk in the community;

128 **ADDED ITEM (IF ANY)** - There was no added item for consideration at the meeting.

129 **ANY OTHER ITEMS THAT THE CHAIRMAN DECIDES ARE URGENT BY REASON OF SPECIAL CIRCUMSTANCES THAT MUST BE SPECIFIED** - There was no urgent business for consideration at the meeting.

Report of the Director:
Economy and Environment

Meeting:

NORTH LINCOLNSHIRE COUNCIL

PLACE SCRUTINY PANEL

ECONOMIC GROWTH PLAN 2023-2028

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To set out for the Panel the steps taken to produce the draft Economic Growth Plan 2023 - 2028 and present to scrutiny.
- 1.2 To seek recommendation from the Panel for the draft Economic Growth Plan to be presented for approval at Cabinet on 13 March 2023

2. BACKGROUND INFORMATION

- 2.1 The Economic Growth Plan is a key plan in the Council Plan 2022 – 25 supporting the priority Enabling economic growth and renewal.
- 2.2 The Council is currently working to an Economic Growth Plan covering the period 2018-2023. It was supplemented in 2021 with the North Lincolnshire Economic Renew Plan, a two-year plan focused to address the challenges of Covid 19. However, to ensure that activities remain focused that will enable economic growth and renewal, a new Economic Growth Plan spanning the period 2023-2028 is proposed.
- 2.3 The Economic Growth Plan presents the vision for North Lincolnshire. It identifies future priorities and desired outcomes which are based on evidence collated from business engagement and surveys, data research and analysis and assessment of national, regional and local policy context. Oversight and development of the plan has taken place through internal working groups which have provided a rounded view identifying gaps and establishing core priorities around which the council needs to focus.

3. ECONOMIC GROWTH PLAN 2023-2028

- 3.1 To determine the priorities for the new Plan an assessment has been made of the on-going relevance of the priorities and desired outcomes detailed in its predecessor Plan. Along with analysed and assessed data

and information as set out in 2.3 above. It has been determined that some of the current outcomes and priorities remain. However, it is proposed they are designed into priorities and outcomes which reflect current and future economic matters of particular significance and importance over the lifespan of the new Plan.

Outcomes:

- North Lincolnshire has a strong, competitive and productive economy that is well connected both digitally and multimodally.
- North Lincolnshire has a good quality of life where the air is cleaner and homes are decent on every rung of the ladder.
- North Lincolnshire residents have the opportunity to reskill or upskill to level 3 and beyond.

Priorities:

- A place where people, places and products are connected globally to deliver sustainable economic growth
- A place that enables and encourages businesses, to make positive changes to create a cleaner, greener, healthier and more sustainable future for North Lincolnshire
- A place which enables and encourages our businesses, residents and communities to achieve their full potential

3.2 Within each priority, a number of areas of focus have been identified.

Priority 1: A place which enables and encourages people, places, and products to connect worldwide to deliver sustainable economic growth	
Areas of Focus	1. Further Enhance North Lincolnshire’s position as a global trade gateway by better connecting businesses across the UK, Europe, and Worldwide
	2. Deliver high quality, sustainable, resilient infrastructure
	3. Secure greater freedoms and flexibilities at a local level

Priority 2: A place where businesses and residents make positive changes to create a cleaner, greener, healthier and more sustainable future for North Lincolnshire	
Areas of Focus	1. Move to a net zero economy
	2. Enable high quality and environmentally sustainable homes in flourishing communities
	3. Promote health, wellbeing, and a good quality life

Priority 3: A place which enables and encourages businesses, residents and communities to achieve their full potential	
Areas of Focus	1. Ensure everyone has the opportunity to learn, work, upskill, re-skill and build a career
	2. Drive growth and innovation in our key sectors
	3. Regenerate town centres

3.5 Achieving our vision for the North Lincolnshire economy will require successful implementation of this plan and we recognise across the three core priorities that some of the schemes and interventions will be delivered directly by North Lincolnshire Council and others through partnership working. Therefore, against each priority a series of key performance indicators have been identified. These will be used to measure progress against the priorities.

4. SUMMARY

4.1 In producing the draft Economic Growth Plan 2023 - 2028 to this point, the following steps have been taken:

- A review of the on-going relevance of the aims and objectives of the previous Plan
- The collation and analysis of relevant data and intelligence
- Engagement with businesses
- Based on evidence, the identification of key areas of focus to be addressed by the Plan
- The identification of appropriate key indicators to benchmark against and track and report progress

5. OPTIONS FOR CONSIDERATION

5.1 The Panel is invited to note the contents of this report and the draft Economic Growth Plan 2023 - 2028 and to recommend that the Plan be presented for approval at Cabinet 13 March 2023.

6. ANALYSIS OF OPTIONS

6.1 Scrutiny of the work undertaken to develop the Plan and of its content and intentions will provide assurance that due process has been followed, prior to adoption as a framework document.

6.2 Support for the Plan and the recommendation that it be presented at Cabinet 13 March 2023, will provide the wider council Membership with assurance that appropriate scrutiny has taken place and that the Plan is in a state of readiness for presentation.

7. FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)

Resource implications

7.1 Resources associated with the delivery of the aims and intentions of the Economic Growth Plan 2023 - 2028, will be reflected in further work to be undertaken to develop delivery plans.

Financial implications

7.2 The financial implications related to each of the priorities will be considered on a case by case basis as part of the implementation of the delivery plans and approval will be sought as necessary through the usual council procedures.

8. OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)

8.1 The Economic Growth Plan is one of the strategies listed in the Council Plan to deliver the priority of Enabling economic growth and renewal.

8.2 A council-wide approach to assessing and monitoring the implications and risks associated with the Economic Growth Plan form part of the Council's strategic risk management activities.

8.3 The areas of focus related to sustainability, energy efficiency, carbon reduction and environmental protection contained within the Plan, support the intentions of the Council's Green Futures Strategy.

9. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

9.1 A detailed integrated impact assessment will be considered for each of the priorities identified within the plan by the Councils' Economic Executive Group as part of the governance of the plan.

10. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

10.1 The plan has been developed by an Economic Executive Group and officer working groups involving officers from across the council. The priorities have emerged from a detailed evidence base which includes data and intelligence and the results of an annual business survey with businesses.

- 10.2 The plan has been presented to the business community at the Business Event - UKSPF Launch along with a survey. Feedback results were positive with no amendments required.
- 10.3 Engagement on the plan has taken place with the Voluntary and Community Sector Partnership.
- 10.3 There are no conflicts of interests associated with this report.

11. **RECOMMENDATIONS**

- 11.1 That the Panel note the content of the report.
- 11.2 That the Panel recommends that the draft Economic Growth Plan 2023 – 2028 be presented for approval at Cabinet on 13 March 2023.

DIRECTOR: ECONOMY AND ENVIRONMENT

Church Square House
SCUNTHORPE
North Lincolnshire
DN15 6NR
Author: Paula Lingie
Date: 14 February 2023

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DRAFT

North Lincolnshire Economic Growth Plan 2023 - 2028

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HIGHLY SKILLED JOBS • HIGHLY SKILLED WORKFORCE • DECARBONISATION • GROWTH





FOREWORD

CREATING THE CONDITIONS FOR NEW, WELL-PAID JOBS TO FLOURISH

We are delighted to introduce the North Lincolnshire Economic Growth Plan 2023-2028.

The plan is designed to capitalise on the strength of the economy here in North Lincolnshire so that we can enable existing businesses to create new well-paid, high-skilled jobs and attract others to invest and take advantage of the many benefits our location and skills base offers.

At the heart of the plan is decarbonisation, recognising it as a global opportunity to develop sustainable new industries, new jobs and a new future.

This ambitious plan takes advantage of the challenges being faced across the world and backs businesses to grow, to supercharge job creation and improve living standards further.

We continue to work closely with Government to create the right conditions which will boost the economy here in North Lincolnshire and improve prosperity for everyone, particularly young people embarking on their careers.

By building on the industrial heritage and expertise, this plan will further position North Lincolnshire as a global gateway to worldwide opportunities.



Cllr Rob Waltham MBE,
Leader of North Lincolnshire Council



OUR VISION

North Lincolnshire is a place with strong and sustainable economic growth, leading to wellbeing and prosperity for our businesses, residents and communities.



NORTH LINCOLNSHIRE IN NUMBERS

328

Square miles, 87,500 hectares

Page 1
169,700

Resident population

200

Population density
per square kilometre

102,200

Working age population

By **2030** projected working age
population to fall by **1.7%**

18.5%

Qualified to NVQ3

1.5%

Unemployment rate

£25,250

Average pay per annum

Male 59.9 Female 61

Healthy life expectancy

£189,600

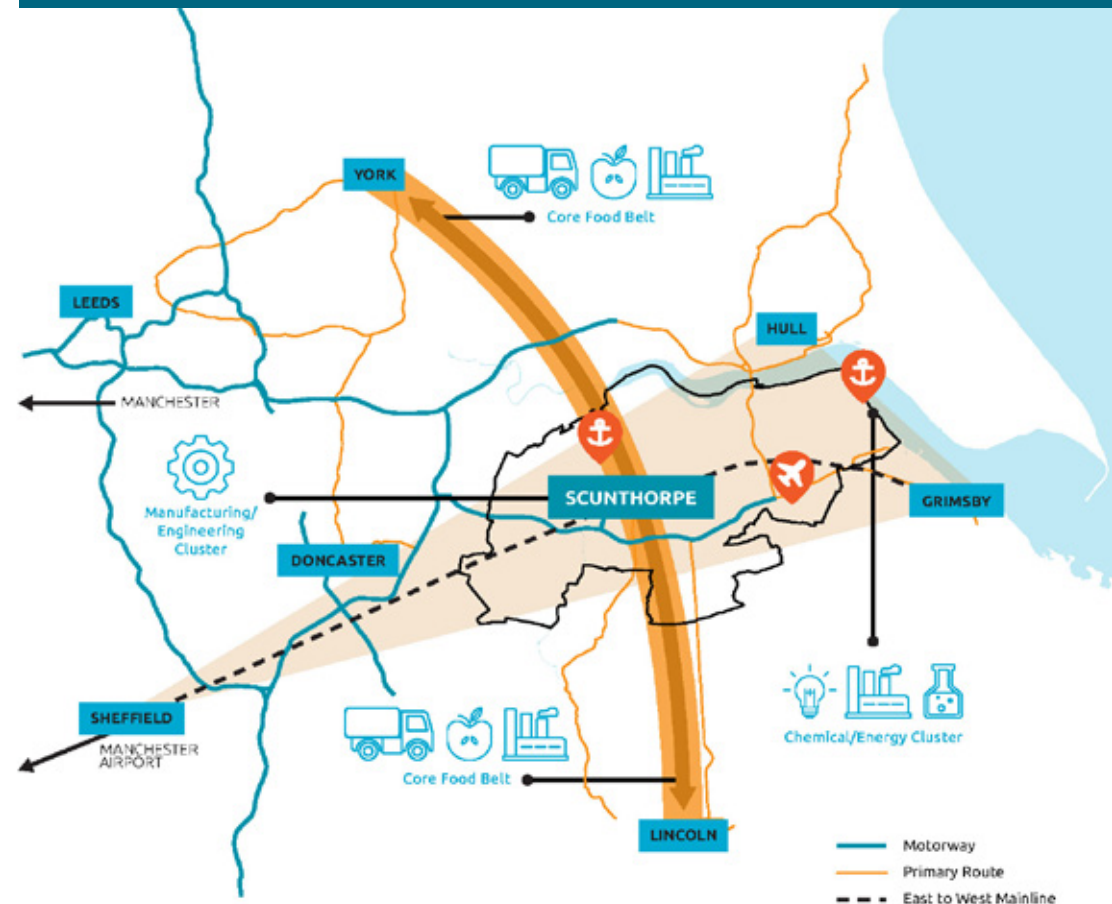
Average house price

5,770

Number of businesses

*Latest data available at time of writing

NORTH LINCOLNSHIRE'S FUNCTIONAL ECONOMIC GEOGRAPHY



SUPPORTING OUR PLANS FOR ECONOMIC GROWTH

The Economic Growth Plan provides a strong framework for economic growth across North Lincolnshire. This is supported and achieved through several key documents.



OUR OBJECTIVES

- › Create opportunity
- › Increase productivity
- › Create higher paid jobs
- › Create high-value & high-level skills
- › Improve infrastructure
- › Net zero
- › Create growth
- › Positive health & wellbeing

OUR JOURNEY FROM 2018

The world has experienced unprecedented social, economic, political and environment change through the last Economic Growth Plan (2018 – 2023). The coronavirus pandemic brought about massive change in how we live our lives and

rapid change to the way businesses operated. More recently businesses, communities and families have had to deal with global inflation and challenges in the labour market during the recovery post pandemic. There have been many

positive results here in North Lincolnshire however with the aims and objective in the previous Economic Growth Plan having been met. It positioned the area to withstand many of the challenges.



Opening of the University Campus North Lincolnshire



Lincolnshire Lakes Flood defence scheme



Northern junction, a new road infrastructure opening up 60 acres of commercial land

OUR SUCCESSES

W12 Gauge Certificate of the route between Killingholme, Immingham and Doncaster enabling 'high cube' containers to travel along the route to the South Humber ports

£1,000,000 DEFRA funding delivered 100mb superfast broadband to 1075 rural premises

£1.2m UK Community Renewal Fund delivered to provide skills provision, employability, training needs and wellbeing and social isolation post-pandemic

Humber Freeport
Status gained

£19.7m Levelling Up Funding secured for transport improvements in Barton-upon-Humber

38% Increase in housing delivery from 2018/19 to 2020/21 leading to 1,181 more homes

£61m+ Administered in grant programmes to support businesses through the pandemic

4.9% Increased productivity & economic growth (GVA per head)

31,900 People aged 16-64 qualified to NVQ4+ an increase of 1,800 people

£511.90 Gross weekly pay in 2022 a 25.4% increase from £408.30 in 2016

75,200 People aged 16-64 in employment an increase of 5,700 since March 2017

45,100 People employed in highly skilled sectors an increase of 6,100 people

£5.47m UK Shared Prosperity Fund to invest in communities, local businesses, people and skills across North Lincolnshire

£0.79m Rural England Prosperity Fund to create jobs and promote economic growth in rural areas

£1m Multiply funding to increase adult numeracy and life skills



PRIORITY 1

A place where people, places and products are connected globally to deliver sustainable economic growth

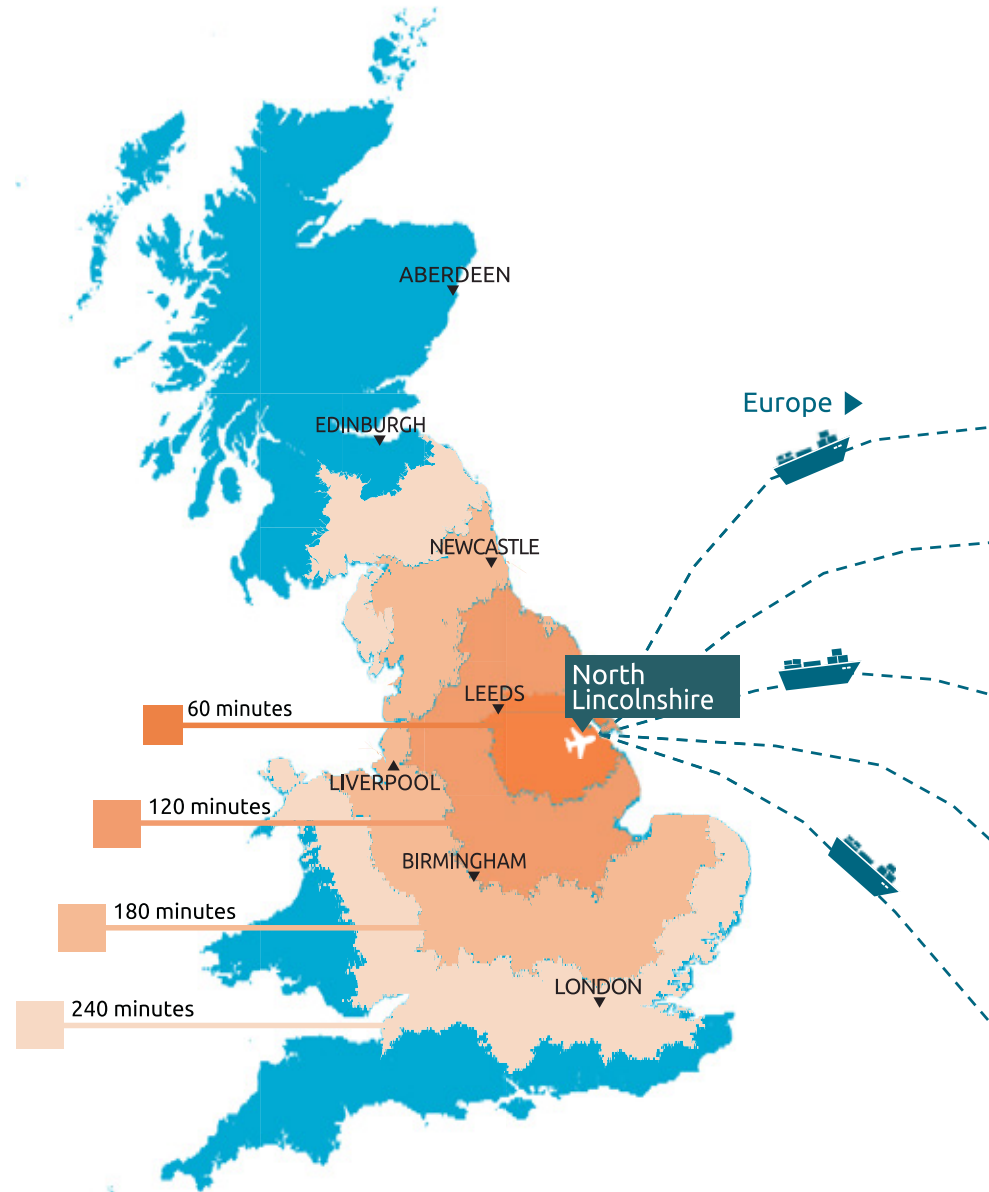
Further enhance North Lincolnshire as a global trade gateway - connecting businesses across the UK, Europe, and Worldwide

OUR INTENT:

Sustainable and trusted connections boosting competitiveness and security of local supply chains. Working with local businesses to embrace new and existing trade links and support businesses to take advantage of opportunities available to them.

OUR INTERVENTIONS:

- Encourage and promote international trade to support local business import/export security
- Enable the opportunities at Humberside Airport to create a stronger proposition for international connectivity and trade
- Work in partnership to deliver the Humber Freeport
- Promote North Lincolnshire as an inward investment destination
- Encourage circularity and synergy between local business to strengthen supply chains
- Work in collaboration to maximise the growth potential of the South Humber Bank
- Enabling continued sustainability of manufacturing through the development of Advanced Manufacturing



PRIORITY 1

continued . . .

DELIVER HIGH QUALITY, SUSTAINABLE, RESILIENT INFRASTRUCTURE

OUR INTENT:

A modernised, efficient, accessible and affordable transport network which complements and embraces all modes of transport and a utilities infrastructure which meets the demands of consumers and businesses both today and in the future.

OUR INTERVENTIONS:

- Strengthen the business community's digital infrastructure
- Seek to provide gigabit-capable connectivity across all areas in North Lincolnshire
- Make the case for improving access to the National Grid and demonstrate the potential benefits that are unlocked
- Develop a new Local Transport Plan
- Improve existing and create new sustainable transport solutions to connect strategic employment locations to residential areas
- Target improvements to the transport network to reduce constraints to growth and sustain and improve transport routes
- Develop the strategic economic north-south and east-west road and rail corridors that connect places across North Lincolnshire and beyond



SECURE GREATER FREEDOMS AND FLEXIBILITIES AT A LOCAL LEVEL

OUR INTENT:

A Greater Lincolnshire devolution deal which will provide powers and funding to enable North Lincolnshire to unleash its full economic potential.

OUR INTERVENTIONS:

- Collaborate to secure a Greater Lincolnshire Devolution Deal
- Establish and maintain effective relationships to collaborate both locally, regionally, and nationally
- Further strengthen collaboration and partnership with Government
- Partner with businesses to strengthen economic evidence and inform local policies and decision making



THE HUMBER: UK's Energy Estuary



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Priority 2 A place where businesses and residents make positive changes to create a cleaner, greener, healthier and more sustainable future for North Lincolnshire

MOVE TO A NET ZERO ECONOMY

OUR INTENT:

Thriving businesses and communities with significantly reduced levels of greenhouse gases. Advanced progress towards sustainable energy for all coupled with energy efficiency improvements and an increase in green energy jobs delivering on the UK's net zero target.

OUR INTERVENTIONS:

- Supporting the Humber 2030 vision
- Identify opportunities to collaborate and secure funding to support businesses to decarbonise and make a positive contribution to the areas net zero ambition
- Explore and promote investment opportunities in new technologies, such as battery storage and hydrogen and explore opportunities to connect our strategic employment sites to green energy solutions
- Encourage uptake of greener or cleaner modes of transport, by improving facilities for active travel (walking and cycling) and electric vehicle charging infrastructure
- Promotion and piloting of innovative methods of reducing transport related carbon emissions
- Encourage and promote greater use of public transport to travel to work
- Encourage modern methods of construction to support the delivery of new homes
- Support existing homeowners to improve their properties energy efficiency

PRIORITY 2

continued . . .



ENABLE HIGH QUALITY AND ENVIRONMENTALLY SUSTAINABLE HOMES IN FLOURISHING COMMUNITIES

OUR INTENT:

Good quality, energy efficient homes, complemented with leisure, education and community facilities available where existing and future residents want to live.

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OUR INTERVENTIONS:

- Enable the delivery of 396 new dwellings annually
- Deliver the Housing Strategy
- Encourage high quality designed housing through the planning system by adopting and implementing the new local plan
- Collaborate to deliver high quality housing to support our flourishing communities
- Provide a range of affordable housing opportunities fit for a growing workforce and their families and their families to buy
- Provide a local planning policy framework which identifies and allocates key housing sites to meet our local needs and to help support the creation of sustainable communities

PROMOTE HEALTH, WELLBEING, AND A GOOD QUALITY OF LIFE

OUR INTENT:

A desirable place to live, with high average incomes and good living standards. Creating positive conditions which contribute to people's health and wellbeing, their productivity and their ability to participate in the labour market.

OUR INTERVENTIONS:

- Promote access to opportunities which enable residents to improve their health and wellbeing and creates a resilient workforce
- Develop and maintain the quality of our public realm and open spaces creating excellent parks and green spaces that are green flag standard
- Enable and promote access to high quality leisure and culture activities and infrastructure
- Ensure North Lincolnshire is an attractive place to live and work to retain and attract skilled workers, including graduates
- Encourage local businesses to promote more workplace initiatives to ensure that employees and employers are aware of the benefits of good physical and mental wellbeing in the workplace and the impact this has on increased productivity





PRIORITY 3 A place which enables and encourages businesses, residents and communities to achieve their full potential

ENSURE EVERYONE HAS THE OPPORTUNITY TO LEARN, WORK, UPSKILL, RE-SKILL AND BUILD A CAREER

OUR INTENT:

People have the right skills to build a career to enrich their lives and reach their full potential. Businesses can access and grow the skilled workforce they need to remain competitive, drive productivity and respond to changes and opportunities now and in the future.

OUR INTERVENTIONS:

- Development and delivery of an approved private sector driven Skills and Employability Plan
- Promote the opportunities in and routes to, access skills, training, apprenticeships and other career pathways enabling higher level employment

- Explore opportunities to better connect our skilled older residents to employment opportunities within the county
- Ensure that local schools and colleges are providing 'future proofed' skills provision that can accommodate new opportunities for growth
- Facilitate programmes that assist businesses in staff recruitment and upskilling locally.
- Enable a more comprehensive range of training opportunities to help workers move on in their careers
- Apply the Skills and Employability Plan into every major development to increase opportunities for apprenticeships, work experience and access to highly skilled jobs

PRIORITY 3

continued ...



DRIVE GROWTH AND INNOVATION IN OUR KEY SECTORS

OUR INTENT:

A strong, diverse, and sustainable economic base driven by innovation and new technologies. Increased productivity levels, services and business growth creating high level, high value added jobs.

OUR KEY GROWTH SECTORS

Construction

Digital

Energy & Chemicals

Food

Health & Care

Manufacturing & Engineering

Ports & Logistics

OUR ENABLING SECTORS

Visitor economy

OUR INTERVENTIONS:

- Transform business support for new and existing businesses, growing and attracting high-value sectors that support the creation of high-value jobs
- Provide employment sites in the right locations that meet the needs of established and growing businesses and bring forward key regeneration sites for development
- Explore and promote funding opportunities to enable local businesses to grow, innovate and diversify through good information, advice and guidance and grant funding where available
- Co-ordinate and signpost businesses to events which raise aspirations, awareness and opportunities to innovate and seek the benefits of sustainability practices
- Work with universities to promote innovation and research to help businesses bring new products to market
- Enable an environment where local businesses have the opportunity to create systematic change towards a resource-efficient and circular economy delivering a decrease in carbon emission and creating jobs



REGENERATE TOWN CENTRES

OUR INTENT:

A thriving town centre established as a quality centre for learning, living, leisure and business. Enhanced market towns and wider rural areas enabling a significant quality of life offer, attracting and retaining a thriving working age population and creating high value employment opportunities for all.

OUR INTERVENTIONS:

- Deliver the Future High Street and Towns Fund
- Support businesses to act as place leaders linking businesses with communities to inspire the future workforce
- Develop a prioritised pipeline of culture investment propositions
- Work closely with Discover Lincolnshire to ensure North Lincolnshire is an integral part of all plans and benefits from emerging opportunities within the sector
- Develop plans to support the transformation of our Market towns and villages
- Ensure the Local Plan provides a flexible approach to planning enabling development of Scunthorpe Town Centre and maintaining it as a priority destination



GOVERNANCE

Oversight and governance for the Economic Growth Plan will be through the Councils' Economic Executive Group which meets on a quarterly basis through the year and more frequently if required. Terms of reference for the Group set out purpose, plan, responsibility and membership.

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IMPACT

PRIORITY ONE

North Lincolnshire has a strong, competitive and productive economy that is well connected both digitally and multimodally.

PRIORITY TWO

North Lincolnshire has a good quality of life where the air is cleaner and homes are decent on every rung of the ladder.

PRIORITY THREE

North Lincolnshire residents have the opportunity to reskill or upskill to level 3 and beyond.

PERFORMANCE MEASURES

PRIORITY ONE

- Increase in inward investment
- Increase in Gigabit broadband connectivity
- Enable the delivery of 131.5ha of additional employment land over the plan period
- Improved transport network

PRIORITY TWO

- Reduction in carbon emissions
- Enable the delivery of 396 homes per annum
- Improved mental and physical health and wellbeing
- Increase in the number of residents owning their home

PRIORITY THREE

- Increase in the numbers of adults qualified to NVQ Level 3 or above
- Increase in the number of higher skilled jobs
- Improved productivity (GVA)
- Increase in business start-ups & high levels of business survival

NORTH LINCOLNSHIRE COUNCIL

PLACE SCRUTINY PANEL

SKILLS AND EMPLOYABILITY PLAN 2023-2028

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To inform the Panel of the Skills and Employability Plan 2023 – 2028.
- 1.2 To seek recommendation from the Panel for the draft Skills and Employability Plan to be presented for approval to the Cabinet member for Safer, Stronger Communities – Ashby, Bottesford and Scunthorpe (Urban).

2. BACKGROUND INFORMATION

- 2.1 The Skills and Employability Plan is a key plan in the Council Plan 2022 – 25 supporting the priority Enabling economic growth and renewal – to ensure there are highly skills jobs and opportunities for a highly skilled workforce and the local economy support effort to reduce carbon emissions.
- 2.2 The existing Skills and Employability Plan is coming to an end and as such as new plan has been developed to support our ambitions for economic growth, a highly skilled workforce and high value jobs. The new Skills and Employability Plan covers the five period from 2023 to 2028 and is closely aligned to the new Economic Growth Plan covering the same time period.

3. SKILLS AND EMPLOYABILITY PLAN 2023-2028

- 3.1 The new Skills and Employability Plan has been developed following two specific pieces of research undertaken over the past year and a half to develop a robust evidence base on skills challenges and opportunities across North Lincolnshire. The first study involved an analysis of current and future skills demand and supply in North Lincolnshire. This piece of work involved considerable data analysis from national and local sources plus 'skills conversations with over 100 local organisations. The outcome of the first study was a report which has acted as a quantitative and qualitative evidence base in terms of both supply and demand of skills at

a sectoral level and overall North Lincolnshire Level. The report provides a robust evidence base on which partners, skills providers, businesses and investors can make informed employment and skills decisions.

- 3.2 Building on the first study, a second piece of work has been undertaken to review the Skills ecosystem and framework operating across North Lincolnshire. This piece of work was undertaken in close collaboration with the Skills Transformation Board members in terms of looking at local priorities, the 'ecosystem' and 'skills infrastructure'. The report from this innovative piece of work raised considerations for the future development of local skills leadership and investment frameworks in North Lincolnshire and also proposed a starting point for the 2023 North Lincolnshire Skills Plan.
- 3.3. Our approach to developing the new Skills and Employability Plan builds on the work that has taken place to understand the system in which skills operate within North Lincolnshire. Essentially, we have looked at 3 inter-related elements – People, Employers and Skills Infrastructure and have closely aligned our priorities and interventions to the Economic Growth Plan and evidence of need and demand.
- 3.4 The contents of the Skills and Employability Plan has been guided by the Skills Transformation Board, comprising public and private participants.
- 3.5 As a result of all the above work, the following vision, priorities and resulting outcome objectives have emerged.

Vision

- North Lincolnshire is a great place to learn, work, upskill, re-skill and build a career

Priorities:

- A place to build a great career
- A place enabling businesses to grow through skills and careers investment
- A place with a proud culture of local skills aspirations and proactive collaboration

Outcomes

- Local residents (and people living within commuting distance) understand, find inspiration from and can access routeways to local high-quality careers in North Lincolnshire.
- Thriving local businesses with competitive employment offers and established skills investment plans providing opportunities for local people
- A place to upskill and develop a career with an enterprising innovative partnership of local education and skills providers to

support economic growth and career opportunities for local people.

- 3.6 The Skills and Employability Plan 2023 – 2028 will be appropriately designed for publication and delegation will be sought for the final designed version to be approved by the Assistant Director – Place in negotiation with the Cabinet Member for Safer, Stronger Communities – Ashby, Bottesford and Scunthorpe (Urban).

4. SUMMARY

- 4.1 The Skills and Employability Plan 2023 – 2028 will provide a framework guiding the approach to increasing skills levels and meeting the demand and supply of skills across North Lincolnshire to support our economic growth ambitions.

5. OPTIONS FOR CONSIDERATION

- 5.1 Option 1 – To note the contents of this report and the draft Skills and Employability Plan 2023 - 2028 and to recommend that the Plan be presented for approval to the Cabinet Member for Safer, Stronger Communities - Ashby, Bottesford and Scunthorpe (Urban). To note that the Plan will be appropriately designed for publication.
- 5.2 Option 2 – To recommend further work is undertaken on the draft Skills and Employability Plan 2023 – 2028 prior to seeking approval.

6. ANALYSIS OF OPTIONS

- 6.1 Option 1 – As noted within this report, the Skills and Employability Plan has been developed based on a robust evidence base with a high level of engagement. The approval of the Plan will enable work to progress on delivering the plan and move forward to meet the outcomes and objectives.

Option 1 is the preferred option

- 6.2 Option 2 – Undertaking further work on the plan will delay the implementation and the development and delivery of the actions to support the skills demand and need in the area.

7. FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)

Resource implications

- 7.1 Resources associated with the delivery of the aims and intentions of the Skills and Employability Plan 2023 - 2028, will be reflected in further work to be undertaken to develop delivery plans.

Financial implications

- 7.2 The financial implications related to each of the priorities will be considered on a case by case basis as part of the implementation of the delivery plans and approval will be sought as necessary through the usual council procedures.

8. OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)

- 8.1 The Skills and Employability Plan is one of the strategies listed in the Council Plan to deliver the priority of Enabling economic growth and renewal.

- 8.2 Risks associated with the delivery of the plans objectives will be considered as part of the delivery plan development. The delivery of the Plan will be monitored and reported on an annual basis and will form part of the Council's strategic risk register.

9. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

- 9.1 An impact assessment will be considered for each of the priorities identified within the plan by the Skills Transformation Board as part of the governance of the plan.

10. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

- 10.1 Section 3.0 above outlines the engagement which has taken place to inform the evidence base documents which underpin the Plan's vision, priorities, and interventions.

- 10.2 The development of the Skills and Employability Plan has been guided by Skills Transformation Board. The Board will continue to have a role in the further development of the interventions and monitoring the impact and outcome of the plan.

- 10.3 There are no conflicts of interests associated with this report.

11. **RECOMMENDATIONS**

- 11.1 That the Panel note the content of the report.
- 11.2 To note that the draft Skills and Employability Plan will be designed appropriately for publication.
- 11.2 That the Panel recommends that the draft Skills and Employability Plan 2023 – 2028 be presented for approval to the Cabinet Member for Safer, Stronger Communities - Ashby, Bottesford and Scunthorpe (Urban).

DIRECTOR: ECONOMY AND ENVIRONMENT

Church Square House
SCUNTHORPE
North Lincolnshire
DN15 6NR
Author: Kate Robinson
Date: 15 February 2023

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SAFE WELL PROSPEROUS CONNECTED

North Lincolnshire Skills and Employability Plan 2023 – 2028

Version & Document Control		
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North Lincolnshire Skills and Employability Plan

Welcome to the North Lincolnshire Skills and Employability Plan 2023 – 2028.

Economic growth and renewal is at the heart of our ambitions for North Lincolnshire. Ensuring people have the skills they need to realise their potential and businesses have access to a highly skilled workforce will be crucial to our success. We want to go further than supporting people to get a job, but instead focus on enabling people to build a career, encouraging personal ambition through lifelong learning, high quality education, training and opportunities to upskill and gain experience.

We have listened carefully to what our businesses and resident's skills needs are and working together we have already made great strides in increasing opportunities. However, we know more needs to be done to ensure businesses and residents can access the skills they need now and in the future.

This plan sets out how we will work in close collaboration with our businesses, partners, providers and communities to share expertise, target resources and take collective action to realise our growth ambitions and achieve a highly skilled workforce working in high value jobs.

North Lincolnshire Skills and Employability Plan

The purpose of the Skills and Employability Plan is to provide a framework for the Council and its partners to work together as a system to improve employment and skills outcomes for the North Lincolnshire economy and its communities. We are focused on making the most difference locally through the best application of local and national resources.

Our vision

North Lincolnshire is a great place to learn, work, upskill, re-skill and build a career

Our Priorities for North Lincolnshire

- A place to build a great career
- A place enabling businesses to grow through skills and careers investment
- A place with a proud culture of local skills aspirations and proactive collaboration

Supporting our plans for economic growth

The Skills and Employability Plan is a key document which underpins our plans for economic growth across North Lincolnshire.



Economic Growth Plan 2023 – 2028

Building on the success of the previous plan, a new Economic Growth Plan has been developed to deliver a forward plan of interventions that will drive sustainable economic growth across the area.

Economic Growth Plan Vision

North Lincolnshire is a place with strong and sustainable economic growth, leading to wellbeing and prosperity for our residents and communities

The Economic growth plan is arranged around 3 priorities and interventions that will create the conditions for economic growth and renewal, and support the council's ambition to be the best place for our residents.

Priority 1 - A place where people, places and products are connected globally to deliver sustainable economic growth

- Develop North Lincolnshire as a global trade gateway - connecting businesses across the UK, Europe, and Worldwide
- Delivering high quality, sustainable, resilient infrastructure
- Secure greater freedoms and flexibilities at a local level

Priority 2 - A place where businesses and residents make positive changes to create a cleaner, greener, healthier North Lincolnshire.

- Move to a net zero economy
- Enable high quality and environmentally sustainable homes in flourishing communities
- Promoting health, wellbeing, and a good quality of life

Priority 3 - A place which enables and encourages businesses, residents and communities to achieve their full potential

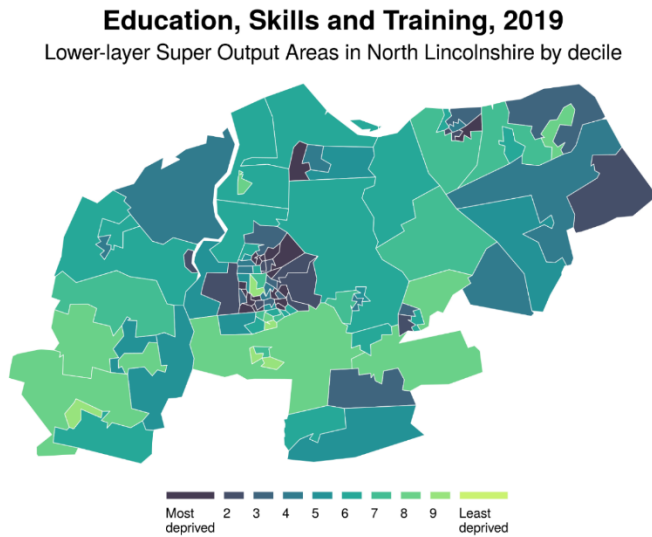
- Ensure everyone has the opportunity to learn, work, up-skill, re-skill and build a career
- Driving growth in our key sectors
- Regenerate town centres

Education and skills are vital to achieving the success of our plans for economic growth. It is essential that our economy has a skilled workforce to support the needs of current businesses and to attract further investment to the area. This skills plan is therefore key in setting out our plans to provide a highly-skilled and innovative workforce that will enable our ambitions for economic growth to be realised.

Place overview

<p>North Lincolnshire's population in 2021 is 169,674, increased by 2.228 (1.3%) between 2011 and 2021.</p>
<p>North Lincolnshire has a working age population of 102,189 (60.2% of the total population).</p>
<p>In North Lincolnshire in 2021, the rate of people in employment qualified to NVQ Level 4 or above was lower than the regional or national rates, but the number has increased over the last 5 years</p>
<p>In North Lincolnshire in 2021, some 9.2% of those aged 16 to 64 had no qualifications, compared to 7.8% in the region and 6.4% in England. The wards of Brumby, Frodingham, Crosby and Park and Town have the highest proportion of those with no qualifications.</p>
<p>In September 2022, North Lincolnshire was showing high levels of employment with an employment rate of 77.6%, higher than the rates for both the region and England.</p>
<p>North Lincolnshire's claimant count for December 2022 was 3.5% compared to 4.0% in the region and 3.8% in England</p>
<p>In September 2022, the employment rates for both males (80.1%) and females (75.0%) were higher than both the regional and national averages.</p>
<p>In September 2022, the unemployment rate in North Lincolnshire remains at an all time low rate of 1.6%, significantly lower than the region and England.</p>
<p>In April 2022, the median gross weekly pay for workers in North Lincolnshire was £518.90, making it slightly higher than the regional figure of £481.50 but lower than the national figure of £536.60.</p>
<p>North Lincolnshire has extremely high levels of employment in the Manufacturing Sector (24.1% of employment) compared the regional (11.5%) and national (7.3%) levels. Local specialisations include Steel, Chemicals (refining of petrochemicals) and Food Manufacture. Transport & Storage, Energy and Construction are also well represented in the area.</p>
<p>As of September 2022, Skilled Trades (14.4%) and Process, Plant and Machine Operatives (8.2%) are well represented in the North Lincolnshire workforce, more so than in the wider regional and national workforces. Professional Occupations (15.5%) are underrepresented in North Lincolnshire</p>

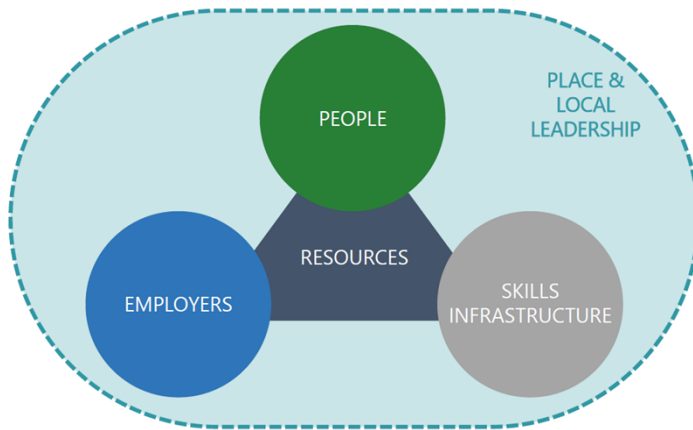
North Lincolnshire has pockets of education and skills deprivation as shown the Index of Multiple deprivation map relating to education, skills and training below.



Source: English Indices of Deprivation (2019), MHCLG
Contains Ordnance Survey data © Crown copyright and database right 2019

Our approach to the Skills Plan

Our approach to developing this skills plan considers work that has taken place to understand the system in which skills operate within North Lincolnshire. Essentially, we have looked at 3 inter-related elements – People, Employers, and Skills Infrastructure. Resources sits at the centre of the model, cross-cutting the three elements and reflecting that all three in some cases have access to funds for skills improvements. The critical driver of ‘Place & Local Leadership’ on the local skills ecosystem is also recognised. This interrelationship is demonstrated in the diagram below.



Our Priorities

A place to build a great career

Our aim is to build a place where those living and working in North Lincolnshire and the surrounding area can develop and build a great career. This priority is focused on enabling people to access routes to local, high-quality careers in North Lincolnshire.

Our priority will be to ensure people have the information, advice and guidance they need to access skills and employment opportunities that are linked to the requirements in the labour market. We will work in partnership to ensure all age groups, from primary school upwards, have access to high quality information and advice.

North Lincolnshire has significant plans for growth linked to our key sectors: manufacturing and engineering, ports and logistics, construction, energy, food, and health and care. In addition, we recognise there are sectors which continue to require focus due to the enabling role they play in the local economy and impacts on our local population. We have identified the visitor economy and digital sector as enabling sectors. Our ambitions for growth are set out in our Economic Growth Plan 2023 – 2028 and we will ensure effective systems are in place to communicate the areas of growth and labour market information to residents, and to the people who influence them, such as family and teachers, so that they can gain a full understanding of local opportunities to best inform career choices.

In order to support our economic growth ambitions, there is a need to ensure that the area is a visibly attractive place to build a career for residents and non-residents living within commuting distance. Programmes of work, including the Town’s Fund Programme and the Future High Street Fund are building on the previous investment in Scunthorpe to deliver the Scunthorpe Master Plan vision and regenerating the town to support local ambitions.

We will build on existing programmes, such as the Lifelong skills for jobs programme aimed at upskilling those aged 50+ and the multiply programme to increase adult numeracy levels.

Recognising that North Lincolnshire has stubbornly elevated levels of long-term unemployment and fluctuating levels of economic inactivity, we will provide direct support to those out of work and the economically inactive to understand local labour market dynamics and enable them to develop the employability skills required to be work ready.

Some groups, such as young people, and some communities, have higher levels of long-term unemployment with a higher proportion of economic inactivity and entrenched skills deprivation. In addition, we recognise that covid lock-downs and other factors have impacted on mental health, social skills development and work encounters for all ages, but particularly for young people. Utilising our evidence base, we will develop bespoke programmes for targeted groups to support people to reach their full potential.

In addition, businesses have highlighted that employability skills are of equal importance to technical 'hard skills'. These include skills such as communication, time management and work readiness.

Opportunities for interventions

- Young People

For young people, we will ensure consistent careers education for all which promotes the employment and skills opportunities in North Lincolnshire linked to the current and future labour market requirements in our key and enabling sectors. We will build on collaboration opportunities with higher education to continue to increase higher level skills across the area and work with businesses to promote work experience opportunities. We will also look to the community and voluntary sector to support volunteering opportunities to enable young people to gain valuable experience including the development of the employability skills which are the foundation of any career.

- Unemployed / Economically Inactive

For the unemployed and economically inactive, we will work with our partners to tackle barriers to skills and employment, including areas such as numeracy levels, mental health challenges, transport barriers and childcare. We will build on previous successes for increasing employability, job outcomes and support more local, bespoke programmes enabling people to achieve their potential.

- Adults In Work

For working adults, we will promote a new focus on lifelong learning and in-work skills progression including the promotion of opportunities in North Lincolnshire to gain additional higher levels skills linked to current and future labour market requirements and our key and enabling sectors as set out in the Economic Growth Plan.

- 50+

For adults aged 50+, we will support projects providing skills development for older workers and work with businesses to enable them to support the reskilling and upskilling of this cohort, allowing businesses to maximise the value and experience of the older workforce and remove any barriers to those looking to secure employment.

- People with disabilities

We will support the objectives to increase the number of Disability Confident employers by encouraging employers to think differently about disability and to take positive action to improve how they attract, recruit and retain disabled workers.

- Work readiness

We will work to promote the importance of developing employability skills alongside technical and higher-level skills for those preparing to enter the workplace to ensure that they are work ready. We will do this through working in partnership with schools, skills providers and employers to increase workplace encounters in our key sectors.

We recognise that it is important for potential employees and employers to understand each other's expectations of each other and for potential employees to understand the careers opportunities on offer and the potential routes for progression our key sectors provide to enable successful employment and career outcomes.

- Place

In recognition of the linkages between the quality of the place and the attractiveness of the employment offer, we will continue to support place-based strategies utilising available funding for town centre and market town regeneration, as well as promoting the quality of life in North Lincolnshire's rural areas.

Outcome

Local residents, and people living within commuting distance, understand, find inspiration from and can access routeways to local high-quality careers in North Lincolnshire.

A place enabling businesses to grow through skills and careers investment.

The last decade has seen relatively strong job growth in the local economy, but over the past five years vacancy numbers have increased rapidly. Employers have also been increasingly citing hard-to-fill vacancies as well as skills shortages. Despite the pressure on filling immediate front-line vacancies, employers have confirmed a long-term demand for higher level skills. Although the area has made positive progress in reducing the number of residents with no or low qualifications, there is a growing gap in the number of people with qualifications above Level 4 compared to nationally.

There is therefore a need to ensure encouragement and support towards higher level learning. Skills investment for both employers and residents remain a high priority, despite immediate frontline skills shortages.

In addition, apprenticeships have declined substantially over recent years, particularly in important sectors such as engineering, and learning providers have reported ongoing challenges sourcing applications for both apprenticeships and traineeship vacancies. Despite recent reports of an increase in demand, there continues to be a strong need to raise the profile of apprenticeships and traineeships to improve local take up and achievement through supporting both employers and residents.

We will continue to work with our businesses to recognise the demand and supply in the market and build on findings from initiatives including the Local Skills Improvements Plan being developed by the Federation of Small Businesses across Greater Lincolnshire.

In order to really drive growth of our key and enabling sectors, we will work closely with businesses to identify their needs and explore projects which provide us with an opportunity to develop a cluster approach – growing partnerships between businesses, colleges and universities and the public sector to deliver anchor projects and provide centres of excellence. In addition, we recognise that to grow, some of our sectors require people qualified to level 5+, such as those working in the advanced engineering sector.

We will work with businesses to upskill people from low skills to medium up to higher level skills – increasing the number of people who have a L3 qualification (needed to move us from a low skilled workforce and enabling people to move into the labour market).

Recognising the success to date, we will continue to build on the programme of careers enterprise co-ordinators, matching businesses representatives with local schools and colleges to encourage a focus on work experience and curriculum content which increasingly matches businesses future needs.

In recognition of the importance of both physical and mental wellbeing, we will continue to work with businesses to deliver the North Lincolnshire Workplace Health Strategy, including the Healthy Workplace Awards scheme. This includes a programme of activity to build mental wellbeing and resilience and can be delivered to employees in local workplaces through the workplace health programme and other means.

Opportunities for interventions

- **Training**

Learning, Development and Skills Progression

We will enable targeted in-work skills training support for employers to help them to develop a competitive, inclusive employment offer increasing their skills investment with connections to national programmes such as apprenticeships (including higher apprenticeships) which will support development of higher-level skills and careers progression for employees.

We recognise the need to move from a low skilled population towards higher level skills, prioritising the progression towards achievement of Level 3+ and Level 5+ qualifications and building on the increases made in people going into higher education.

Pre-employment and work experience

Strong partnerships between businesses, schools and skills providers will help to develop the culture of aspiration and drive the increase towards higher level skills. Promoting T levels and apprenticeships as a prestigious alternative to A levels will open up opportunities for people in North Lincolnshire and support the development of the skills that employers require in our key and enabling sectors.

Alongside this, increasing work experience opportunities for young people in our key sectors is important in helping them to understand the world of work, the employability skills they require and to link their learning to future skills and careers which will inspire them to forge a career in North Lincolnshire. We will devise programmes to grow local talent and retain skills in this area.

- **Key Sectors, Businesses & Entrepreneurship**

<i>Our key growth sectors</i>	<i>Our enabling sectors</i>
Ports and Logistics	Visitor Economy

Food Energy and Chemicals Manufacturing and Engineering Construction Health and Care	Digital
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To meet our future skills gaps, we need to focus on addressing the current and future needs identified within our key growth and enabling sectors

- Manufacturing and engineering
 - North Lincolnshire's largest sector, directly employing 18,000 people, 24% of total employment in the area
 - Forecasted strong growth
 - Long-term requirement to recruit and/or develop higher level skills – particularly engineers, as businesses innovate and develop sustainable, higher tech processes and products.
- Ports and logistics
 - Immediate skills shortages reported include ports, freight, vehicles maintenance and managements roles, but there is a need for collective awareness locally of the sector and its potential for more residents to consider jobs and training opportunities
- Health and care
 - Third largest sector in NL, directly employing 9,000 people.
 - Sector employment forecast suggest strong growth over the next decade
 - High vacancy rate and particular shortage of front-line domiciliary and residential care workers
 - High number of locally trained staff required over next 5-10 years
- Construction
 - Major inward investment plans locally will intensify the demand for construction workers over the next decade and are likely to increasingly require workers from a much wider area on a daily or weekly commuting basis.
 - Increasing need and demand for a carbon neutral economy
 - Need to upskill and reskill to transform the industry with a focus on new innovative, sustainable technologies and behaviours such as inclusivity
- Food
 - New technologies such as automation/AI/Robotics provide a high investment medium term option to workforce challenges but will require new leadership and technical skillset

- Energy and Chemicals
 - High number of significant energy-related projects identified for the Humber up to 2030 requiring a skilled workforce to match demand.
 - The chemicals sector is a highly skilled sector with a 6% employment growth expected up to 2030.
 - Renewables viewed as a cross-cutting sector as low carbon occupations are reflected across most sectors.
- Visitor economy
 - Immediate employability development opportunities
 - Work with wider partners over the 'Place' offer
- Digital
 - Digital roles are growing in all sectors and influence all aspects of life.

Our key and enabling sectors are central to our Skills Plan. We will work in partnership with our businesses from our large anchor employers through to our SMEs and potential future investors, to develop a competitive skills and employment offer.

Particular focus will be on increasing the number of people who hold level 4+ qualifications in our key and enabling sectors and supporting businesses to provide greater opportunities for the postgraduate population through appropriate level roles and training packages. Active involvement in the Local Skills Improvement Plan will be encouraged to ensure that supply matches skills demand throughout the area.

We are ambitious about what we want to achieve in North Lincolnshire and continuous engagement and collaboration with our businesses around the skills agenda is crucial in order to drive progress in the areas that are important for businesses and to encourage inward investment.

- Wellbeing

Wellbeing is an important foundation in achieving the outcomes throughout the Skills Plan. Through creating partnerships between businesses and public health we will promote good physical and mental health within and outside of the workplace as well as tackling barriers to employment caused by poor wellbeing.

We will support the objectives to increase the number of businesses in North Lincolnshire who are committed to the Disability Confident scheme by encouraging employers to think differently about disability and to take positive action to improve how they attract, recruit and retain disabled workers. This will involve businesses talking to businesses, with disability confident employers sharing their evidence and experience.

Outcome

- Thriving local businesses with competitive employment offers and established skills investment plans providing opportunities for local people

A place with a proud culture of local skills aspirations and proactive collaboration

North Lincolnshire has been recognised as having an impressive local infrastructure of innovative, enterprising employment and skills providers rooted in or very near to North Lincolnshire with a real appetite to collaborate to benefit local employers, communities, and local provision. This is linked to a high concentration of post-16 students in Scunthorpe, a new Higher Education North Lincolnshire University Campus and Institute of Technology plus renowned local providers ensuring an excellent breath of course opportunities available locally. Utilising this strong starting point, we will work in partnership to embed a culture of local skills aspirations and ensure the best skills offer for residents and businesses reducing the skills 'miles'. This approach will provide the opportunity for our residents to be able to gain their qualifications locally and gain high value employment without having to completely leave the area.

A challenge exists around higher-level skills and a perceived lack of supply of, and sometimes need for, higher level skills and qualifications. This risks creating and perpetuating a lower skilled, lower wage and lower growth equilibrium. Through our partnership work, and strong labour market intelligence we will work in partnership to change this perception. Aligned to this, we will embed our approach to working closely with universities to increase opportunities for residents, businesses and providers leading to better skills, increased innovation, research and development and make North Lincolnshire the place to attract investment.

Our 'place' offer also needs to be appealing enough to attract the best people from a global market place. North Lincolnshire has some of the best opportunities for highly skilled jobs in key growth sectors, for example, advanced manufacturing, engineering, energy, chemical and processing sectors. We are ambitious to build on these opportunities to attract an international, globalised workforce.

Our Skills Transformation Board comprises public and private organisations with a joint ambition to drive forward skills levels to meet market conditions in North Lincolnshire. The Board will focus on ensuring alignment between what businesses require to meet our growth ambitions as well as the training and qualifications currently on offer.

Opportunities for interventions

- Governance & Partnerships

The Skills Transformation Board will provide strong governance for the Skills & Employability Plan and provides a forum to strengthen existing partnerships and create new, sustainable partnerships between businesses, universities, schools and colleges. Sustainable partnerships will provide oversight to gather data-centric insight to ensure that skills provision meets the needs of the current and future workforce and a culture of innovation.

The creation of a Skills Compact will further support and drive the Skills Plan forward by providing focus to the skills transformation agenda that businesses are engaged in and have committed to.

A Devolution deal for Greater Lincolnshire will also transfer powers, funding and flexibility to the region and provide the catalyst to improve learning, training and pathways into higher skilled jobs to raise living standards and level up for local residents.

When required, we will be proactive to enable collaboration between inward investors, existing businesses, providers and local stakeholders and partners to address the skills required for significant inward investment opportunities.

- Marketing & Reputation

We want to build on our reputation for attracting the best talent from around the world to work in our key sectors. Through working in partnership with universities to offer continuous opportunities for skills development, research and innovation we can develop and promote the concept of North Lincolnshire as a centre of skills excellence linked to our key sectors.

The concept of a North Lincolnshire Learning Campus which builds on the opportunities for learning we have in Scunthorpe and the existing student population would further build our reputation and create a student culture which attracts people to live, learn and work in the area. A single post-16 and adult prospectus for North Lincolnshire residents, workers and business will help to support this.

- Innovation & Ambition

We will work closely with businesses to access higher skills and create collaboration with universities to drive innovation, growth and productivity. We will aim to work together to understand the challenges facing businesses in accessing research, development and innovation grants and aim to increase the number of businesses innovating in the area.

We want to drive equality of opportunity through implementing place-based skills and employability programmes to support ambition across North Lincolnshire to ensure that all areas demonstrate progression, and everyone has the opportunity to achieve their ambitions.

Outcome

- A place to upskill and develop a career with an enterprising, innovative partnership of local education and skills providers collaborating to support economic growth and career opportunities for local people.

Our Local Skills Framework

Oversight and governance for the Skills and Employability Plan will be through the Skills Transformation Board which meets on a quarterly basis through the year and more frequently if required. Terms of reference for the Board setting out purpose, plan, responsibility and membership and can be found on the council's website.

Developing a Local Skills Compact

In order to move the Skills and Employability Plan forward a Local Skills Compact will be developed. The Local Skills Compact will be the place where local action around skills can take place and enable a wider base of businesses and partners to be involved in the local skills agenda. Local employers and skills providers can agree to work either independently or collaboratively to support skills transformation in and for North Lincolnshire. Participants engaged in the Compact will be guided by the Skills and Employability Plan but with a focus on participation and action.

Our aim will be for 100 businesses to have signed up to the local North Lincolnshire Skills Compact, demonstrating how they are helping to transform the skills agenda in North Lincolnshire.

Performance Measures

Through the development of the Local Skills Compact, we will develop the targets and baseline information for the Skills and Employability Plan performance measures and build on the following aims:

- All adults in North Lincolnshire have access to careers advice
- All schools in North Lincolnshire to offer every pupil encounters with employers and employees to enable them to learn about work, employment and the skills that are valued in the workplace
- All schools in North Lincolnshire to offer every pupil the opportunity to have first hand experiences of the workplace through work visits, work shadowing and/or work experience to help them to explore career opportunities and expand their networks
- All schools in North Lincolnshire to have links with businesses in our key growth and enabling sectors
- Increased levels of people who are economically active
- Increased level of long-term unemployed people gaining paid work
- Increase apprenticeship starts and completions in North Lincolnshire
- Increased number of Higher/Degree apprenticeship starts and completions
- Annual North Lincolnshire job fair and careers fair held
- Businesses supported with a Workforce Skills Plan
- Increased level 4+ course available in North Lincolnshire linked to our key growth and enabling sectors
- Increased partnerships and collaboration between higher and further education and businesses
- Increase in skills levels across all wards in North Lincolnshire.
- 100+ businesses sign up to the North Lincolnshire Skills Compact
- Increase local businesses awareness and commitment to the Disability Confident scheme

Appendix – Qualification levels explained

England, Wales and Northern Ireland

There are 9 qualification levels.

Level	Qualification Types
Entry Level	Each entry level qualification is available at three sub-levels - 1, 2 and 3. Entry level 3 is the most difficult. Entry level qualifications are: entry level award; entry level certificate (ELC); entry level diploma; entry level English for speakers of other languages (ESOL); entry level essential skills; entry level functional skills; Skills for Life.
Level 1	First certificate; GCSE grades 3, 2, 1 or grades D, E, F, G; level 1 award; level 1 certificate; level 1 diploma; level 1 ESOL; level 1 essential skills; level 1 functional skills; level 1 national vocational qualification (NVQ); music grades 1, 2 and 3.
Level 2	CSE grade 1; GCSE grades 9, 8, 7, 6, 5, 4 or grades A*, A, B, C; intermediate apprenticeship; level 2 award; level 2 certificate; level 2 diploma; level 2 ESOL; level 2 essential skills; level 2 functional skills; level 2 national certificate; level 2 national diploma; level 2 NVQ; music grades 4 and 5; O level grade A, B or C.
Level 3	A level; access to higher education diploma; advanced apprenticeship; applied general; AS Level; International Baccalaureate diploma; level 3 award; level 3 certificate; level 3 diploma; level 3 ESOL; level 3 national certificate; level 3 national diploma; level 3 NVQ; music grades 6, 7 and 8; T level; tech level.
Level 4	Certificate of higher education (CertHE); higher apprenticeship; higher national certificate (HNC), level 4 award, level 4 certificate, level 4 diploma; level 4 NVQ.
Level 5	Diploma of higher education (DipHE), foundation degree, higher national diploma (HND), level 5 award; level 5 certificate; level 5 diploma; level 5 NVQ.
Level 6	Degree apprenticeship; degree with honours (BA Hons or BSc Hons); graduate certificate; graduate diploma; level 6 award; level 6 certificate; level 6 diploma; level 6 NVQ; ordinary degree without honours.
Level 7	Integrated master's degree (e.g master of engineering MEng); level 7 award; level 7 certificate; level 7 diploma; level 7 NVQ; master's degree (MA or MSc); postgraduate certificate, post graduate certificate in education (PGCE); postgraduate diploma.
Level 8	Doctorate (PhD or DPhil); level 8 award, level 8 certificate, level 8 diploma.

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