



Approved Version

AN EMPLOYMENT, SKILLS AND ECONOMIC PROFILE OF LINCOLNSHIRE'S SEASIDE COASTAL COMMUNITY

A baseline open data report for the 'Coastal Sustainability through Careers and Business Skills in Greater Lincolnshire' project – April 2020

Abstract

The following report represents an overview of data that has been made available under an Open License (OGL 3.0, Creative Commons with Attribution, Crown Copyright). The data used has been analysed as is, with all faults. LORIC is not responsible for data verification or cleaning. As such, all conclusions drawn from this report are based purely on the data available for public access at the time of this writing.

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Introduction

This Baseline Report was commissioned to contribute and add value to the Greater Lincolnshire LEP / Lincolnshire County Council led **Coastal Sustainability through Careers and Business Skills in Greater Lincolnshire** project supported through Coastal Communities Funding. This report is an initial exploratory piece of work that looks at what open data is available to help local stakeholders understand the unique dynamics, opportunities and challenges for this coastal community – particularly, although not exclusively, in respect of the dominant, yet seasonal, local visitor economy.

This Baseline Report is part-funded by the [Research England Strategic Priorities Fund](#).

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All data included has been analysed as is, with all faults. As the LORIC team has not been involved in its collection, they are not able to answer any questions pertaining to the data quality and how certain estimates have been reached.

Unless otherwise specified, the data used has been from the latest statistical releases of the datasets cited in Sources.

The first part of this report focuses on the data pertaining to the **2011 Ward Labour Market Profiles of all local authorities across the East Lindsey Coastline**. This is about resident population (latest data release 2013), labour supply (latest data release 2011), disability living allowance data for small areas (2002-2018), jobseekers' allowance data for small areas (2002-2018), and out of work benefits (latest data release 2020). This offers a look at the wards of **Tetney, Marshchapel, North Somercotes, Skidbrooke with Saltfleet, Mablethorpe (North, East, and Central), Trusthorpe and Mablethorpe, Sutton on Sea (North and South) Alford, Chapel St Leonards, Ingoldmells, Winthorpe, Scarborough, Croft, Wainfleet and Friskney**. While that data is not as recent or as complete as would have been ideal for this report, it does offer a valuable insight as to the situation in the wards forming the coastal strip in particular.

The second part of this report examines the latest data pertaining to skills, employment, transience and seasonality of the **Boston and Skegness parliamentary constituency**. This has been done because this is a large area and so offers the reader an opportunity to gain an overview of recent labour market data. While there is technically some data available on smaller wards and LSOAs, as seen from the first part of this report, the sample sizes are so small that the open data repositories tend to anonymise them completely.

During the writing of this report, the UK entered a lockdown due to the COVID-19 pandemic. While the lockdown impacts all workers, it will likely have severe and far-reaching impacts to the Lincolnshire coast, and as such, a separate section of this report has been dedicated to what the open data tells us about its workforce, its skills, and what it might need in order to recover from the consequences of the lockdown. **It is worth noting here that at the time of this writing, the lockdown is still ongoing, so all the conclusions written in this report are likely to be preliminary and based on incomplete data. However, it is crucial for certain steps to be taken immediately in order for their benefit to be felt once lockdown rules begin to lift.**

The final part of this report contains recommendations for further research, as gleaned from the analysis of the open data available on skills. In some cases, more data will likely be made available in 2021 as part of the new Census. In other cases, the data will be made available by various government organisations like the Department for Work and Pensions, in due course (such as take-up of Universal Credit). However, it is worth noting that this data will likely not be released soon, and additionally will be significantly skewed by the nationwide response to the COVID-19 pandemic. However, more on that will be covered in the final sections of the report.

Core questions

The core questions explored within this Baseline Report are as follows:

- The character and dynamics of the labour market on the Lincolnshire Coast: types of industries and jobs within those industries, median pay, and the opportunities for career progression.
- Skills, Unemployment, Transience, and Seasonality on the Lincolnshire Coast: what is available as open data, what can be estimated, and what are the potential challenges for skills development?
- Barriers to career progression: if opportunities exist for workers to improve their skills and progress in their careers, what might be the barriers for local career progression
- Applications of flexible, seasonal, and casual hours contracts on the coast
- Does the demand for labour meet the necessary supply?
- Other factors that might impact upon employment and skills on the coast?

Supplementary question

In light of the Covid-19 pandemic, which elements of this coastal community might make it particularly vulnerable to coronavirus and any subsequent consequences of the UK-wide lockdown?

Sources of data

- [Greater Lincolnshire Labour Market Profile](#)
- [Stat-Xplore](#)
- [Annual Population Survey](#)
- [Labour Force Survey](#)
- [Annual Survey of Hours and Earnings](#)
- [Business Register and Employment Survey](#)
- [Jobs Density](#)
- [Jobseekers Allowance](#)
- [Life Events](#)
- [Population Estimates and Projections](#)
- [Regional Accounts](#)
- [UK Business Counts](#)
- [Workforce Jobs](#)
- [Work and Pensions Longitudinal Study](#)
- [Probability of Automation in England Report](#)
- [Gov.uk](#)

Summary of Findings

- There is a large supply of low-skilled and low-wage workers found along the coast – although this large supply is still challenged by employer demand in peak summer season
- Many individuals choose to work instead of study, and if any leave work for reasons to do with taking care of family or early retirement, they are more likely to return to the workplace than go on to further study
- A large proportion of the population is over 50 years of age.
- The most common reason for someone to be economically inactive is a long-term illness or retirement. The majority of long-term illnesses reported are physical disabilities or chronic conditions, often related to aging.
- The data suggests that a lot of people with illnesses and chronic conditions continue working until their disability becomes “work limiting”. More data is needed to understand the reasons behind that.
- The biggest employers are in industries within the Visitor Economy – Retail, Accommodation, Entertainment and Restaurants.
- Historic JSA (Job Seeker’s Allowance) on-flows and off-flows data suggests that people working in those industries are also subject to precarity of employment – off-flows coincide often with the start of tourist season, and individuals typically receive the endowment for less than 13 weeks. The occupational group most represented by the JSA off-flows is individuals working in retail and other retail-related occupations.
- The second most represented group in terms of historic JSA data is managers and corporate leaders, which raises questions about hiring decisions and how well staff are prepared for the transition. Data from the on-the-job training suggests that most of the training done in companies is aimed at frontline staff in service industries, whereas management training does not appear to be a priority.
- It has been very rare for individuals in skilled occupations to claim Job Seeker’s Allowance.
- 87% of companies in Boston and Skegness have less than 10 employees and a turnover of less than £200,000 per year, which is likely to have an impact on their capabilities to improve their workforce or create new products or services.
- In general, the data shows that most working age adults are in employment. There were very few in higher or continuing education – too few for the data to be disclosed.
- The supply of young workers appears fairly low compared to that of those over 50. While not posing a problem currently, it could mean challenges for certain industries in the coming decade, as more and more people retire.
- Data suggests that individuals with long-term health conditions and chronic conditions tend to work until the point at which their disability becomes work-limiting.
- Some of the most common reasons why people are not at work are due to long-term illnesses. Different datasets suggest different things, but both physical and mental illnesses are often cited as the main reason why people are not at work.
- Young women tend to take on caring responsibilities. Young women are also more likely to be “sandwich carers” – looking after children and elderly people at the same time – than young men.
- Looking after family and home was the most common reason for working age women to be out of work, but the data suggests that they tend to come back to work in their late 30s and early 40s.
- Not many people work into retirement, but the number is also not negligible.

- About 18% of all the residents are non-UK; there is a strong likelihood it is made up of seasonal workers (new or returning).
- Depending on whether the statistics include self-employed and people working into retirement, there are between 1500 and 6100 full- or part-time seasonal workers who are not local residents (i.e. temporarily migrating from elsewhere within the UK).
- There appears to be a shortage of skilled workers in industries like Agriculture, Forestry, and Fishing, as well as Construction, which is curious given the share these industries have among local companies. While there is a skills shortage in other industries as well, these were significant because they represented such a large number of local companies.
- Data on people working on casual hours contracts is fairly limited but an estimated 6% of all workers worked under 10 hours per week on average.
- The usage of overtime was far more likely with 20% of all workers reporting working over 35 hours per week on average in Boston and Skegness.
- Process, plant and machine operatives were the biggest (non-anonymised) group of individuals on “other flexibility” type contracts – as such, they are the most likely group to be using overtime and casual-hour contracts.
- The data is not granular enough to provide further insights on the types of demographics on casual hour contracts. However, given the prevalence of family carers and lone parents, as well as the stated working patterns of young women in particular, it is not unreasonable to assume some of them also account for the usage of casual-hours contracts.
- Data on barriers to career progression is rather limited, but it does appear as though continuing education and upskilling courses are not highly prioritized – the vast majority of the population is registered as economically active and the numbers of full-time students are so small they were automatically anonymised. Data on GCSE and NVQ levels is also suppressed as disclosive. Of those receiving on-the-job training, the biggest numbers were among those in the service industries. This suggests that the training is more about preparing a temporary workforce for seasonal jobs rather than upskilling and retaining existing workers.
- Other factors that might have a relevance in the future include, but are not limited to: disability, caring status; whether the individual has dependents; bereavement; as well as larger external factors, like the impact of changing immigration policy and the impact of growing flood risk on the coast.
- The most common charity or charitable organisation on the coast offers training and education services to children and the elderly. While it is encouraging in terms of engaging community support, it is also an indication of what the demand is locally for those types of services.
- Recommendations for further research avenues listed in the end of this report.

General Overview of the Labour Market in Greater Lincolnshire

Greater Lincolnshire is a Local Enterprise Partnership in the East Midlands, encompassing the districts of Lincoln, North Kesteven, South Kesteven, West Lindsey, East Lindsey, Boston, South Holland, North East Lincolnshire and North Lincolnshire. According to the Labour Market Profile of the county as a whole, published on NOMIS¹, it has a total population of 1,087,700 individuals, with 520,000 of them classed as economically active as of September 2019.

As a Local Enterprise Partnership, Greater Lincolnshire is on par with the rest of the East Midlands and Great Britain in general in terms of economic activity – of those members of the population who are working age (16-64) 74.3% are in some form of employment (compared to a national average of 75.7%). However, across the various districts, unemployment percentages are slightly higher than seen nationally, particularly among women – female unemployment for Greater Lincolnshire stood at 5.1% of all working age women, compared to just 4.3% in the East Midlands and 3.8% for Great Britain as a whole. Self-employment is also slightly lower than the national average across all genders, with just 10.8% of men and 6.6% of women declaring themselves as self-employed (compared to 14.3% and 7.3% nationally.)

Qualifications across the LEP as a whole suggest some divergence from the national average: only 28% of those aged 16-64 have an NVQ4 and above qualification, compared to 33.2% in the East Midlands and 39.3% for all of Great Britain. By contrast, 10% of the whole population was classified as having “other qualification” – two percentage points higher than for the East Midlands and three than the country as a whole.

Qualifications (Jan 2018-Dec 2018)

| | Greater Lincolnshire (Level) | Greater Lincolnshire (%) | East Midlands (%) | Great Britain (%) |
|----------------------|------------------------------|--------------------------|-------------------|-------------------|
| NVQ4 And Above | 179,700 | 28.0 | 33.2 | 39.3 |
| NVQ3 And Above | 302,600 | 47.2 | 54.0 | 57.8 |
| NVQ2 And Above | 434,000 | 67.7 | 72.0 | 74.9 |
| NVQ1 And Above | 524,100 | 81.8 | 84.1 | 85.4 |
| Other Qualifications | 64,500 | 10.1 | 7.8 | 6.8 |
| No Qualifications | 52,200 | 8.1 | 8.1 | 7.8 |

Source: ONS annual population survey

Notes: For an explanation of the qualification levels see the definitions section.

Numbers and % are for those of aged 16-64

% is a proportion of resident population of area aged 16-64

Figure 1: Labour Market Profile - Greater Lincolnshire - <https://www.nomisweb.co.uk/reports/lmp/lep/1925185553/report.aspx?town=lincolnshire>

Perhaps unsurprisingly, the median pay of the Lincolnshire full-time worker is around £20 less per week than for the rest of the East Midlands and £50 less per week than the rest of Great Britain. The most commonly paid weekly wage for a male full-time worker is £582.60 while for a female full-time worker, it is £449.70. Both are slightly lower than the median for the East Midlands and Great Britain. Hourly pay had similar recorded trends in 2019.

¹ Labour Market Profile - Greater Lincolnshire - <https://www.nomisweb.co.uk/reports/lmp/lep/1925185553/report.aspx?town=lincolnshire>

Earnings by place of residence (2019)

| | Greater Lincolnshire (Pounds) | East Midlands (Pounds) | Great Britain (Pounds) |
|--|-------------------------------|------------------------|------------------------|
| Gross Weekly Pay | | | |
| Full-Time Workers | 529.2 | 547.4 | 587.0 |
| Male Full-Time Workers | 582.6 | 590.3 | 632.0 |
| Female Full-Time Workers | 449.7 | 476.1 | 528.9 |
| Hourly Pay - Excluding Overtime | | | |
| Full-Time Workers | 12.76 | 13.63 | 14.88 |
| Male Full-Time Workers | 13.50 | 14.23 | 15.44 |
| Female Full-Time Workers | 11.61 | 12.49 | 13.99 |

Source: ONS annual survey of hours and earnings - resident analysis
 Notes: Median earnings in pounds for employees living in the area.
 figures for this table have been constructed on an Output Area basis

Figure 2: Labour Market Profile - Greater Lincolnshire
<https://www.nomisweb.co.uk/reports/lmp/lep/1925185553/report.aspx?town=lincolnshire>

It is worth remembering that there are factors that can skew the data, particularly when examined as a whole. For example, any dataset that takes the whole of Great Britain into account would be impacted by the size of the London living wage, which is significantly higher than in parts of Great Britain, as well as the overall percentage of the labour force that is resident in London compared to others parts of the country. Nonetheless, the data on Greater Lincolnshire puts it slightly behind the rest of the East Midlands and Great Britain: both in terms of skills and pay, which needs to be taken into consideration when examining the East Lincolnshire Coastal Strip and its labour market.

Labour Market by Ward: East Lincolnshire Coastal Strip

This section concerns itself with the labour market and skills characteristics of the East Lincolnshire Coastal Strip. For the purposes of this report, this includes all wards that border on the North Sea: Tetney, Marshchapel, North Somercotes, Skidbrooke with Saltfleet, Mablethorpe (North, East, and Central), Trusthorpe and Mablethorpe, Sutton on Sea (North and South) Alford, Chapel St Leonards, Ingoldmells, Winthorpe, Scarborough, Croft, Wainfleet and Friskney. These classifications have been based on the [2011 Ward profiles](#) for England and Wales.

Labour supply, economic activity and inactivity

Population aged 16-64 (2013)

| | Total (coastal strip) | Total (coastal strip %) | East Lindsey | England And Wales |
|-------------|-----------------------|-------------------------|--------------|-------------------|
| All persons | 26,575 | N/A | 77,256 | 36,973,396 |
| Males | 12,858 | 48% | 37,540 | 18,470,170 |
| Females | 13,717 | 52% | 39,716 | 18,503,226 |

According to the latest data available for the coastal wards, there were 26,575 people of a working age living in the area in 2013. Assuming that the population grew proportionately to the rest of the population in Greater Lincolnshire, using data from the Lincolnshire Research Observatory, we can estimate that in mid-2018 the population of the Lincolnshire Coast was 27,727 individuals, with a more or less equal distribution between males and females.

2018 was also the last year when population estimates were published for Greater Lincolnshire. Using the growth progression from the Lincolnshire Research observatory and the census data from 2011, and assuming that the population growth for the coastal strip is the same as the rest of the county, we can also estimate what percentage of the population was economically active or inactive around mid-2018.

If nearly 19,000 individuals were classed as economically active in 2011, we can estimate that the number was around 19,896 in 2018 (based on existing data on the population growth of the county as a whole). Of them, and assuming that the employment trends have not drastically changed over time, the majority would be in some kind of employment, with 72% of all economically active individuals working for somebody else (employees) and around 17% working for themselves (self-employed). Unemployed individuals represented just under 10% of the economically active population.

| | Total (coastal strip) (Numbers in 2011) | Total (coastal strip) Estimated numbers in 2018 |
|---------------------|--|--|
| All People | | |
| Economically Active | 18,817 | 19,896 |
| In Employment | 16,966 | 17,939 |
| Employees | 13,608 | 14,389 |
| Self Employed | 3,358 | 3,551 |
| Unemployed | 1,851 | 1,957 |
| Males | | |
| Economically Active | 10,004 | 10,578 |
| In Employment | 8,861 | 9,369 |
| Employees | 6,623 | 7,003 |
| Self Employed | 2,238 | 2,366 |
| Unemployed | 1,143 | 1,209 |
| Females | | |
| Economically Active | 8,813 | 9,319 |
| In Employment | 8,105 | 8,570 |
| Employees | 6,985 | 7,386 |
| Self Employed | 1,120 | 1,184 |
| Unemployed | 708 | 749 |

It is worth noting here that NOMIS makes a distinction between economically active individuals (in employment or seeking employment) from economically inactive individuals (not in employment and not currently seeking it out.) As such, the “unemployed” figure listed in the table above only reflects the individuals who were actively engaged in job-seeking activities at the time of the survey.

Additionally, NOMIS also makes a distinction between employees and self-employed, though the concrete numbers are sometimes anonymised if they are deemed to be too small and thus likely to be used to identify specific individuals. Both employees and self-employed are represented in the “in employment” figure, however, so whenever one number is anonymised, it can be extrapolated if the two others are available.

A look at the gender distribution of the working population shows that, despite the fact that males represented only 48% of 16-64 year olds in the region, they represent 53% of the workforce, regardless of whether they are someone’s employees, working for themselves (self-employed), or looking for work. Running a paired t-test on the values of numbers of male and female economic activity for 2011

returns a t-value of 0.09 It is not enough to tell us whether the differences in variation are due to chance alone, but it is nonetheless interesting. It also raises the question of whether female workers are discouraged, have fewer opportunities, have fewer qualifications, are employed in less visible ways (for example as family carers) or indeed more likely to not be local residents (i.e. seasonal workers, transient, or commuters).

Data on economic inactivity for the coastal area gives some indication, although the latest information comes from the 2011 census. Once again, using the population figures for Lincolnshire and assuming the rates of population growth remained even across wards, it is possible to estimate the number of economically inactive people across all categories, assuming that population growth was consistent to the rest of the county and there were no significant demographic changes that might alter the makeup.

Thus, it is possible to see that nearly a third of the population classed as “inactive” on the coast, stated that their reason for doing so was retirement. This was followed by long-term disability and looking after home or family as reason for their labour status.

Economic inactivity

| | Total (coastal strip) (Numbers in 2011) | Total est 2018 |
|------------------------------|--|---------------------------|
| All People | | |
| Economically Inactive | 8,836 | 9,343 |
| Retired | 2,932 | 3,100 |
| Student | 1,065 | 1,126 |
| Looking After Home Or Family | 1,609 | 1,701 |
| Long-Term Sick Or Disabled | 2,561 | 2,708 |
| Other | 669 | 707 |
| Males | | |
| Economically Inactive | 3,447 | 3,645 |
| Retired | 983 | 1,039 |
| Student | 546 | 577 |
| Looking After Home Or Family | 245 | 259 |
| Long-Term Sick Or Disabled | 1,381 | 1,460 |
| Other | 292 | 309 |
| Females | | |
| Economically Inactive | 5,389 | 5,698 |
| Retired | 1,949 | 2,061 |
| Student | 519 | 549 |
| Looking After Home Or Family | 1,364 | 1,442 |
| Long-Term Sick Or Disabled | 1,180 | 1,248 |
| Other | 377 | 399 |

Looking at the breakdown by gender, it is possible to see significant disparities between reasons for economic inactivity between men and women in the coastal wards. Women were the larger group, representing 60% of all economically inactive individuals in the area. They were also more likely to be economically inactive due to retirement – 36% of economically inactive women in 2011 were retired, compared to 28% of all economically inactive men. There were equal numbers of students and long-term disabled individuals of both genders, but a difference begins to emerge when those numbers are considered as a percentage of a whole – 21% of all economically inactive women were suffering from a long-term illness or disability, compared to 40% of all economically inactive men. Similarly, only 9% of economically inactive women were students, while the percentage of men was nearly double (15%).

By far, the most common reason why women were economically inactive in the coastal wards (after retirement) was looking after home and the family – 25% of all female workers cited that as a reason, compared to only 7% of all men. This trend will be seen repeating itself when this report looks at the data from Boston and Skegness. While the coastal strip has a higher percentage of female retirees than the rest of the region, it would appear that as with the rest of the county, one of the most common reasons for women to be out of the workforce is because they are family carers.

What does this mean for this report?

Assuming no significant changes have occurred to the demographic makeup of the coastal wards, the data on labour supply and economic activity shows several things:

- Firstly, 53% of the workforce is male, indicating that the supply of jobs is either more favourable to male workers, or there are factors that might discourage female workers from applying.
- Most workers on the coastal strip were employed in some capacity or another, which is in line with wider county trends.
- However, there appears to be a large number of self-employed workers along the coastal wards, something which contrasts with the data from the Boston and Skegness parliamentary constituency (where the number of self-employed individuals was so small, it was automatically anonymised.)
- Overall unemployment appears to stand at about the same rates as the rest of the county. However, it is unclear whether that data includes any seasonal variations.
- There appears to be a high rate of female retirees on the coast, which has implications about the kinds of skills they might need should they wish to return to work, or indeed, the kinds of support their employers might need to offer them if they wish to help them return to work.
- The second most common reason for women to be economically inactive was looking after the home or family, which is in line with the rest of the county and thus has implications about the kinds of working arrangements or skills training those employees might be seeking.
- The most common reason for men to be economically inactive in coastal communities was because of long-term illness or disability, which was in line with the rest of the county. This has implications about the kind of skills training and support they would need from employers should they wish to re-enter the workforce.

Types of work

Data from the 2011 census suggests that the majority of employees appeared to be in full-time employment. Assuming no significant differences occurred in the type of work available and the take-up for that work, it is reasonable to state that a similar distribution can be seen in employment in 2020.

Full time/part time working (2011)

| | Total (coastal strip) (Numbers) | East Lindsey (%) | England And Wales (%) |
|-------------------------|------------------------------------|---------------------|--------------------------|
| All People | | | |
| Full Time in Employment | 11,706 | 66.6 | 70.7 |
| Part Time in Employment | 6,338 | 33.4 | 29.3 |
| Males | | | |
| Full Time in Employment | 7,554 | 82.3 | 84.1 |
| Part Time in Employment | 1,944 | 17.7 | 15.9 |
| Females | | | |
| Full Time in Employment | 4,152 | 48.9 | 55.7 |
| Part Time in Employment | 4,394 | 51.1 | 44.3 |

The data shows that there is a significant gender difference in the distribution of labour, however. The majority of full-time employees in the county were males, and the distribution of part-time to full-time work was a lot more uneven for males as well at the time of the last census. Women were as likely to be working part time as they were to work full time in the coastal wards, whereas men were far more likely to be in full-time employment.

Looking at the percentage distributions for East Lindsey and the country in general, it can be seen that this uneven distribution of labour more or less followed the existing trends – men in East Lindsey and in England and Wales were far more likely (had at least 80% chance) to be in full-time employment. Women in East Lindsey appear to have a greater chance of being in part-time work than the rest of the country (51.1% to 44.3%) but it is not clear whether that difference is due to any factor specific to the coast, or whether that is an accidental variation.

To gain a better understanding of why that distribution might be the way that it is, it is worth looking at the data on employment by occupation. Once again, data from the 2011 census is used because the annual workplace survey does not offer ward-level data to the level of granularity needed for this report. Assuming that there have not been significant changes to the distributions of total jobs, the following is available across the wards studied for this report:

Employment by occupation (2011)

| | Total (coastal strip) (Numbers) | Total (coastal strip) (%) | East Lindsey (%) | England And Wales (%) |
|--|--|------------------------------------|------------------------|--------------------------------|
| 1 Managers and Senior Officials | 2,241 | 12 | 12 | 10.8 |
| 2 Professional | 1,511 | 8 | 11.6 | 17.4 |
| 3 Associate Professional & Technical | 1,327 | 7 | 9.4 | 12.7 |
| 4 Administrative & Secretarial | 1,502 | 8 | 9.3 | 11.4 |
| 5 Skilled Trades | 2,910 | 16 | 15.9 | 11.5 |
| 6 Personal Services | 2,281 | 13 | 11.6 | 9.4 |
| 7 Sales and Customer Services | 1,675 | 9 | 8.3 | 8.4 |
| 8 Process Plant and Machine Operatives | 1,612 | 9 | 8.7 | 7.2 |
| 9 Elementary Occupations | 2,985 | 17 | 13.2 | 11.2 |
| Total: | 18,044 | | | |

The biggest number of jobs (and the biggest percentage of all jobs) was in elementary occupations. Elementary occupations, as defined by [Skills Panorama](#), are defined by the “performance of simple and routine tasks which may require the use of hand-held tools and considerable physical effort”. Examples of such occupations include “office cleaners, freight handlers, garden labourers, and kitchen assistants”. These occupations represented 17% of all employment on the coastal wards in 2011, which was actually higher than in East Lindsey (13.2%) and much higher than in the rest of the country (11.2%).

Skilled trades represented the next biggest group (16% of all jobs in 2011). Their percentage distribution was more in line with the rest of East Lindsey (15.9%) but not with the rest of England and Wales (11.5%). People in personal service occupations were next (13%) which was once again higher than in East Lindsey and England and Wales (11.6% and 9.4% respectively), although the percentage point difference appeared to be narrowing. Managers and senior officials came in fourth place in terms of role prevalence, and there appeared to be again an even distribution compared to East Lindsey, but a higher one when looking at the rest of the country.

Data from the annual survey of businesses gave the following results about the number of people employed per industry in the coastal wards in 2015 (excluding PAYE-only registered businesses):

| Industry | Total Employees | Percentage |
|--|-----------------|------------|
| 1: Agriculture, forestry & fishing (A) | 45 | 0.28% |
| 2: Mining, quarrying & utilities (B,D and E) | 235 | 1.46% |
| 3: Manufacturing (C) | 1,220 | 7.60% |
| 4: Construction (F) | 660 | 4.11% |
| 5: Motor trades (Part G) | 235 | 1.46% |
| 6: Wholesale (Part G) | 400 | 2.49% |
| 7: Retail (Part G) | 2,215 | 13.80% |
| 8: Transport & storage (inc postal) (H) | 260 | 1.62% |
| 9: Accommodation & food services (I) | 4,135 | 25.76% |
| 10: Information & communication (J) | 30 | 0.19% |
| 11: Financial & insurance (K) | 140 | 0.87% |
| 12: Property (L) | 150 | 0.93% |
| 13: Professional, scientific & technical (M) | 370 | 2.30% |

| | | |
|---|-------|--------|
| 14: Business administration & support services (N) | 2,015 | 12.55% |
| 15: Public administration & defence (O) | 415 | 2.58% |
| 16: Education (P) | 965 | 6.01% |
| 17: Health (Q) | 1,580 | 9.84% |
| 18: Arts, entertainment, recreation & other services (R,S,T and U) | 985 | 6.14% |

As seen from the data, accommodation and food service companies employed over a quarter of all employees of all the coastal wards, followed by retail (nearly 13.8%) and business administration and support services (12.55%). This is unsurprising – the data from the STEAM report for the coastal strip shows that it accounts for over half of all the economic impact of the entire East Lindsey district. It makes sense that the accommodation, retail, and business administration services would make up the highest percentage of local employers.

However (as data on JSA on-flows will show) people employed in these industries also appear to be the most likely to be in short-term and/or casual contracts.

| Industry | Total full-time employees | % full time employees | Total (part-time employees) | % (part-time employees) |
|---|----------------------------------|------------------------------|------------------------------------|--------------------------------|
| 1: Agriculture, forestry & fishing (A) | 35 | 0% | 0 | 0% |
| 2: Mining, quarrying & utilities (B,D and E) | 230 | 2% | 0 | 0% |
| 3: Manufacturing (C) | 970 | 10% | 260 | 4% |
| 4: Construction (F) | 540 | 5% | 75 | 1% |
| 5: Motor trades (Part G) | 200 | 2% | 35 | 0% |
| 6: Wholesale (Part G) | 335 | 3% | 60 | 1% |
| 7: Retail (Part G) | 900 | 9% | 1,255 | 20% |
| 8: Transport & storage (inc postal) (H) | 170 | 2% | 75 | 1% |
| 9: Accommodation & food services (I) | 2,565 | 3% | 1,470 | 23% |
| 10: Information & communication (J) | 30 | 0% | 0 | 0 |
| 11: Financial & insurance (K) | 105 | 1% | 25 | 0% |
| 12: Property (L) | 130 | 1% | 15 | 0% |
| 13: Professional, scientific & technical (M) | 290 | 3% | 85 | 1% |
| 14: Business administration & support services (N) | 775 | 8% | 1,100 | 17% |
| 15: Public administration & defence (O) | 210 | 2% | 140 | 2% |
| 16: Education (P) | 420 | 4% | 485 | 7% |
| 17: Health (Q) | 780 | 8% | 700 | 11% |
| 18: Arts, entertainment, recreation & other services (R,S,T and U) | 630 | 6% | 380 | 6% |
| Column Total | 9,315 | | 6,160 | |

Data from that same year (2015) from non-PAYE registered businesses showed that the same industries that employed the most workers (accommodation, retail and business administration) also employed the biggest percentages of part-time staff in the coastal strip. While full-time staff were distributed more or less evenly across the different industries (considering that the area examined is a very small, very specific one) part-time workers seemed concentrated exclusively in the industries tied to the visitor economy.

| 2011 census frozen ward | Employees | | Full-time employees | | Part-time employees | |
|---|---------------|----------------|---------------------|----------------|---------------------|----------------|
| | Public Sector | Private sector | Public Sector | Private sector | Public Sector | Private sector |
| E36004210: Tetney | 28 | 268 | 6 | 164 | 22 | 104 |
| E36004190: Marshchapel | 25 | 327 | 4 | 219 | 21 | 108 |
| E36004192: North Somercotes | 101 | 317 | 54 | 181 | 47 | 136 |
| E36004199: Skidbrooke with Saltfleet Haven | 15 | 315 | 11 | 169 | 4 | 146 |
| E36004186: Mablethorpe Central | 110 | 225 | 50 | 123 | 60 | 102 |
| E36004187: Mablethorpe East | 67 | 904 | 27 | 373 | 40 | 531 |
| E36004188: Mablethorpe North | 10 | 622 | 10 | 395 | 0 | 227 |
| E36004212: Trusthorpe and Mablethorpe South | 0 | 199 | 0 | 131 | 0 | 68 |
| E36004207: Sutton on Sea North | 0 | 467 | 0 | 234 | 0 | 233 |
| E36004208: Sutton on Sea South | 32 | 129 | 11 | 69 | 21 | 60 |
| E36004171: Alford | 200 | 1,112 | 81 | 619 | 119 | 492 |
| E36004174: Chapel St Leonards | 14 | 731 | 8 | 413 | 6 | 318 |
| E36004183: Ingoldmells | 43 | 2,642 | 21 | 1,811 | 22 | 831 |
| E36004215: Winthorpe | 205 | 806 | 152 | 441 | 53 | 366 |
| E36004196: Scarborough | 400 | 4,274 | 215 | 2,086 | 185 | 2,188 |
| E36004176: Croft | 20 | 528 | 4 | 385 | 16 | 143 |
| E36004213: Wainfleet and Friskney | 90 | 601 | 30 | 366 | 61 | 235 |
| Column Total | 1,359 | 14,466 | 686 | 8,178 | 673 | 6,288 |

Moreover, it would appear that the private sector seems to have the most workers, regardless of whether those workers were on a full-time or part-time contract in any of the coastal wards. In fact, for every job in the public sector on the coast, there appeared to be seven in the private sector – meaning that any change in how employees are trained and retained will have to be embraced and led by the market.

What does this mean for this report?

- The prevalence of jobs in the elementary and skilled occupation on the coastal strip is higher than for the district as a whole, and so is the prevalence of people who are classified as self-employed or working on part-time contracts. While there is not sufficient evidence linking these facts, it is not impossible to assume that at least some of the people who completed the census in 2011 were on casual hour contracts.
- There is a gendered aspect to the division of full time and part time work. Taken together with the most common reasons why people were economically inactive in the coastal wards in 2013, it is not unreasonable to assume that some of reasons why people were in part-time work are family caring, retirement, or long-term disability.
- The visitor economy appeared to employ the most people, the majority of whom were reported as being on part-time contracts.
- The nature of that work and the contracts available puts unique pressures on the workers of that industry and limits the time they might be able to spend on training and upskilling.
- It is unclear whether the high demand for seasonal work in the local economy also indicates a market for out-of-town labour (people coming to the coast just to work for the summer season). Data on unemployment and benefits does not suggest that to be the case – it

appeared far more likely that residents work during the summer and then apply for jobseekers' allowance to bridge the gap between employments – but it is difficult to make a concrete estimate using just the open data available. Some assumptions can be made using the data from the Boston and Skegness parliamentary constituency, but only in some industries and with the acknowledgement that the coastal wards in East Lindsey have a very specific character in terms of both industry and workforce.

Qualifications

As with the rest of the data from the 2011 census, it is assumed here that the population numbers between 2011 and 2020 only changed proportionately to the population growth of the county. Assuming no other significant changes have occurred to impact the distribution of qualifications, it can be seen, from the census, that nearly a third of the resident population of East Lindsey had no formal qualifications whatsoever.

| Qualifications (2011) | | | | |
|--|------------------------------------|-----------------------|--------------|-------------------|
| | Total (coastal strip) (Numbers) | Total (coastal strip) | East Lindsey | England And Wales |
| All People | | | | |
| Level 4 Qualifications And Above | 4,165 | 15% | 20.10% | 29.70% |
| Level 3 Qualifications | 3,218 | 11% | 13.60% | 14.50% |
| Level 2 Qualifications | 5,362 | 19% | 19.40% | 17.20% |
| Level 1 Qualifications | 5,077 | 18% | 17.90% | 15.20% |
| Apprenticeships And Other Qualifications | 2,519 | 9% | 8% | 8.60% |
| No Qualifications | 7,784 | 28% | 21% | 15% |
| Total: | 28,125 | | | |

This qualification trend is concerning, particularly when compared to the rest of East Lindsey (where only 21% of the population was without qualification) and especially when compared to the rest of England and Wales, which was half that in 2011.

More concerningly, it would appear that three quarters of the residents in the coastal wards had no formal qualifications above NVQ 2. This was actually a higher combined percentage than East Lindsey as a whole (26% to the district's 23.1%) but it was significantly lower than the rest of the country, where it was estimated that 44.2% of the population held a qualification at Level 3 or above.

Unemployment data

According to the data released by the Department for Work and Pensions, there were a total of 1,700 people on unemployment benefits in the coastal wards as of January 2020. Approximately 60% of those claimants were men. This is interesting considering that men were also – as seen from the previous sections – more likely to be in full-time work.

Claimant count by age - not seasonal adjusted (January 2020)

| | Total (coastal strip) (Numbers) | East Lindsey (%) | Great Britain (%) |
|---------------|------------------------------------|---------------------|----------------------|
| Aged 16+ | 1,700 | 4.1 | 2.9 |
| Aged 16 To 17 | 0 | - | - |
| Aged 18 To 24 | 335 | - | - |
| Aged 18 To 21 | 210 | - | - |
| Aged 25 To 49 | 835 | - | - |
| Aged 50+ | 525 | - | - |

Perhaps unsurprisingly, the largest group of unemployed people were aged 25 to 49, with those over 50 being the second biggest group.

Data from the DWP regarding JSA is available between 2002 and 2020. While that data does not reflect the take-up of Universal Credit or any other benefits, it can be useful in looking at the flows of work over time and what those look like for different groups.

Data on Jobseeker's Allowance, for example, was collected using the 2011 census wards. It was then collated based on occupation sought, on-flows by occupation sought, on-flows by usual occupation, gender, and age, and can be seen illustrated in figures 3-8.

The 5-year view was used to illustrate month-on-month trends, as well as to account for any specific changes to the rules and regulations surrounding the benefit. For example, Jobseekers' allowance was slowly replaced as Universal Credit is being rolled out across the country. As such, it is anticipated that at least some of the decline in recorded beneficiaries is due to them being moved from one system onto the other. A similar trend will be seen with Disability Living Allowance as well.

Figure 3 demonstrates the overall numbers of JSA benefits by occupation sought. It shows that, while those in elementary occupations were the biggest group of local workers per the 2011 census, the group that needed JSA the most appeared to be people working sales and customer services roles, followed by managers and other senior officials. A casual look at the 5-year trends shows a spike in all age groups and most occupations in September-November, and a drop around March-May, which coincides with tourist season. While there were occupations where JSA take-up appeared to be the same regardless of the time of year, most people looking for (and working in) the customer services and managerial occupations appeared dependent on tourist season to bring in work. Figures 5 and 6 did not appear to show significant changes between usual occupations and occupations sought, implying that it was not a skills shortage that was the problem, but rather the supply of existing work.

Figure 7 shows the breakdown by gender. While men appear to be the bigger group of JSA claimants, it is worth remembering that statistically speaking, they are also more likely to be the ones in full-time employment. It is possible that women, being more likely to be in part-time work, could have easily experienced unemployment at the same rates as men, but were not eligible for the benefit, or were able to find other part-time work in the interim.

Figure 8, which shows the breakdown by age, demonstrates that the biggest group of claimants before 2018 were those aged 25-49. Given the statistical distribution of age across the coastal strip, this finding is unsurprising, but it is worth noting that all age groups appeared to on-flow and off-flow around the same months, showing that it was not just one age group that was relying on temporary or seasonal work to get by.

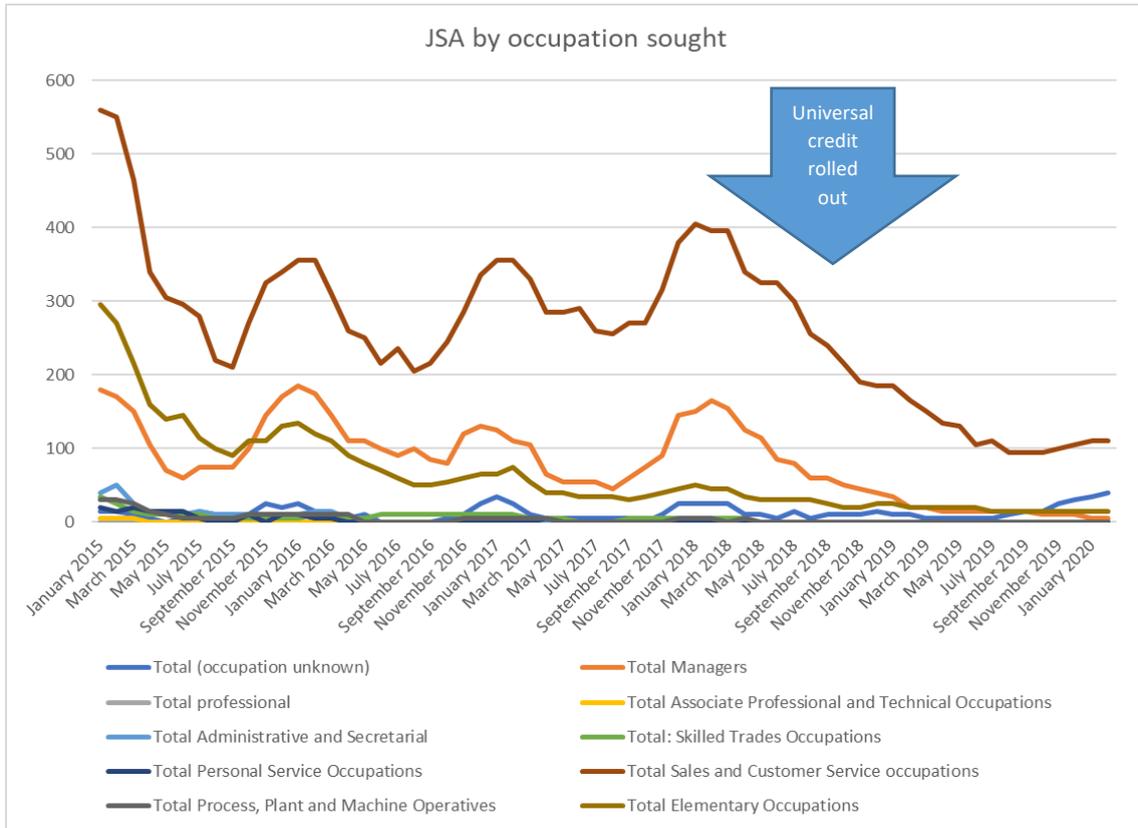


Figure 3: Jobseeker's allowance 5 year view by occupation sought

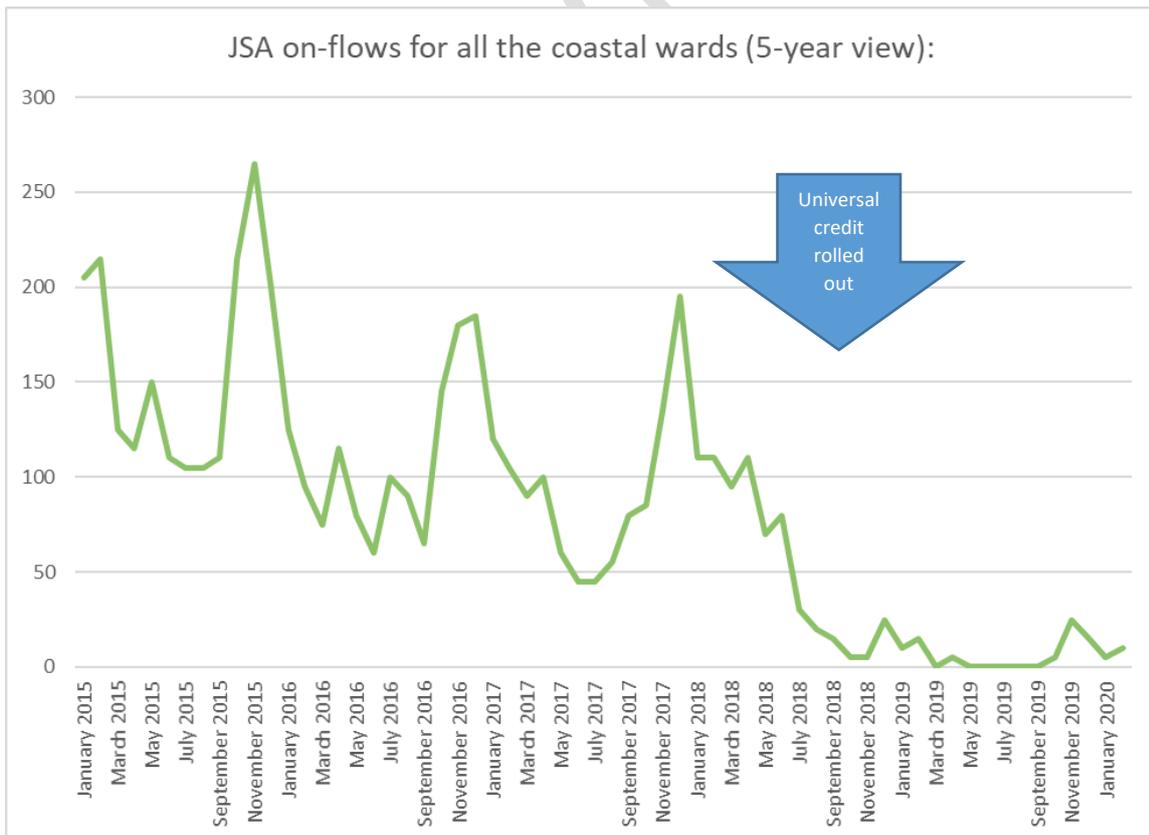


Figure 4: JSA on-flows for all coastal wards 5-year view

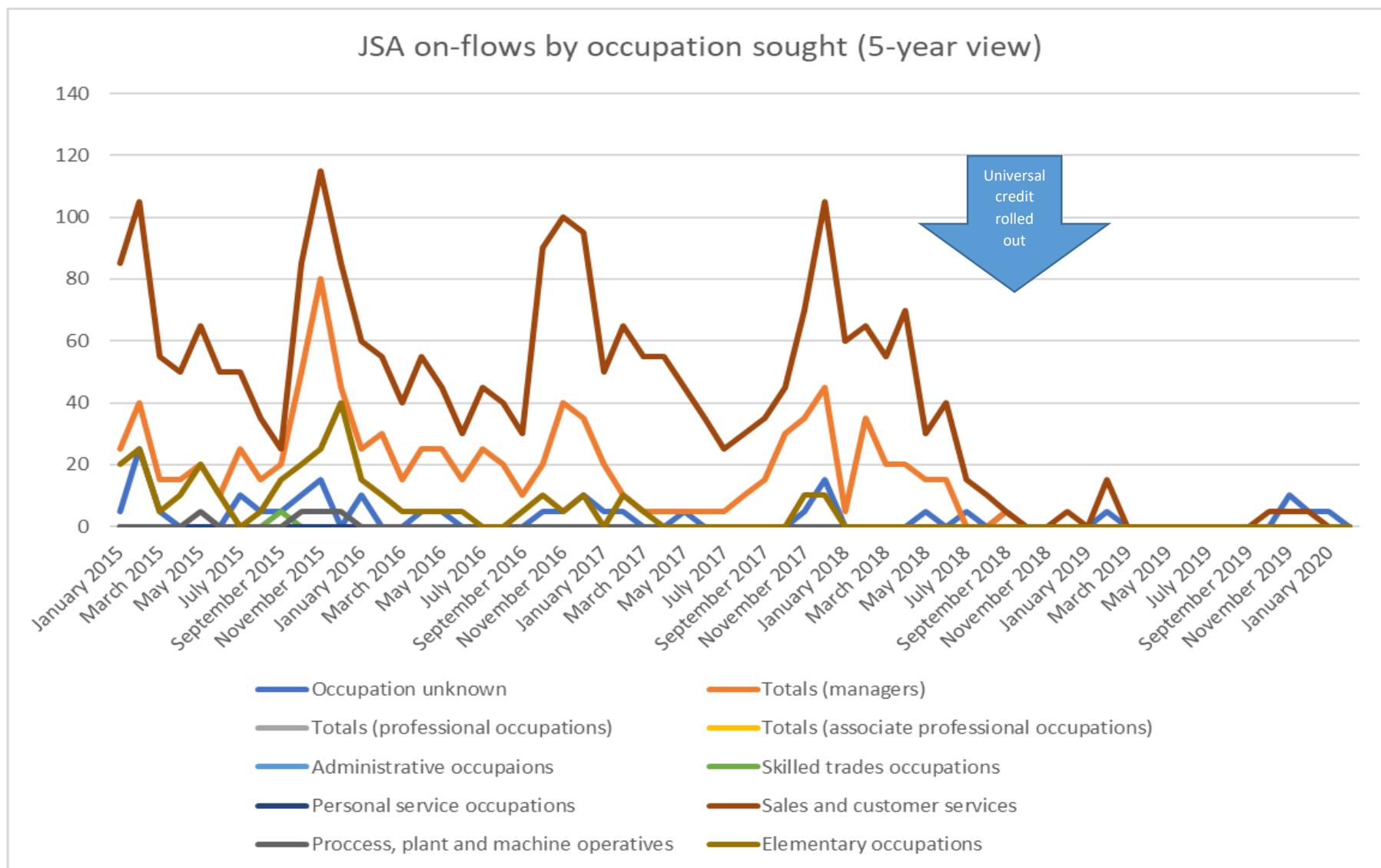


Figure 5: Jobseeker's allowance on-flows by occupation sought for all coastal wards (5-year view)

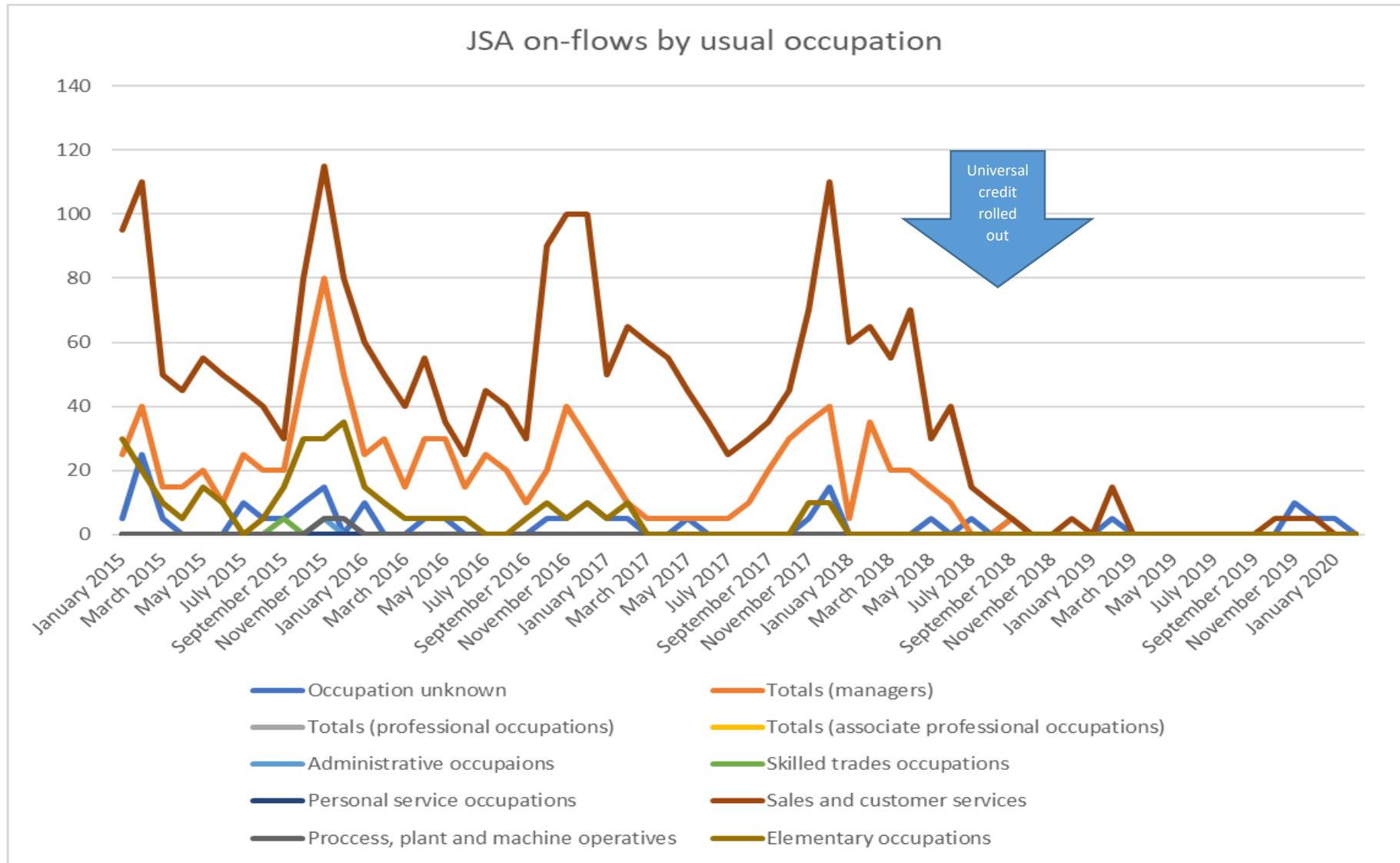


Figure 6: Jobseekers' allowance on-flows by usual occupation for all coastal wards (5-year view)

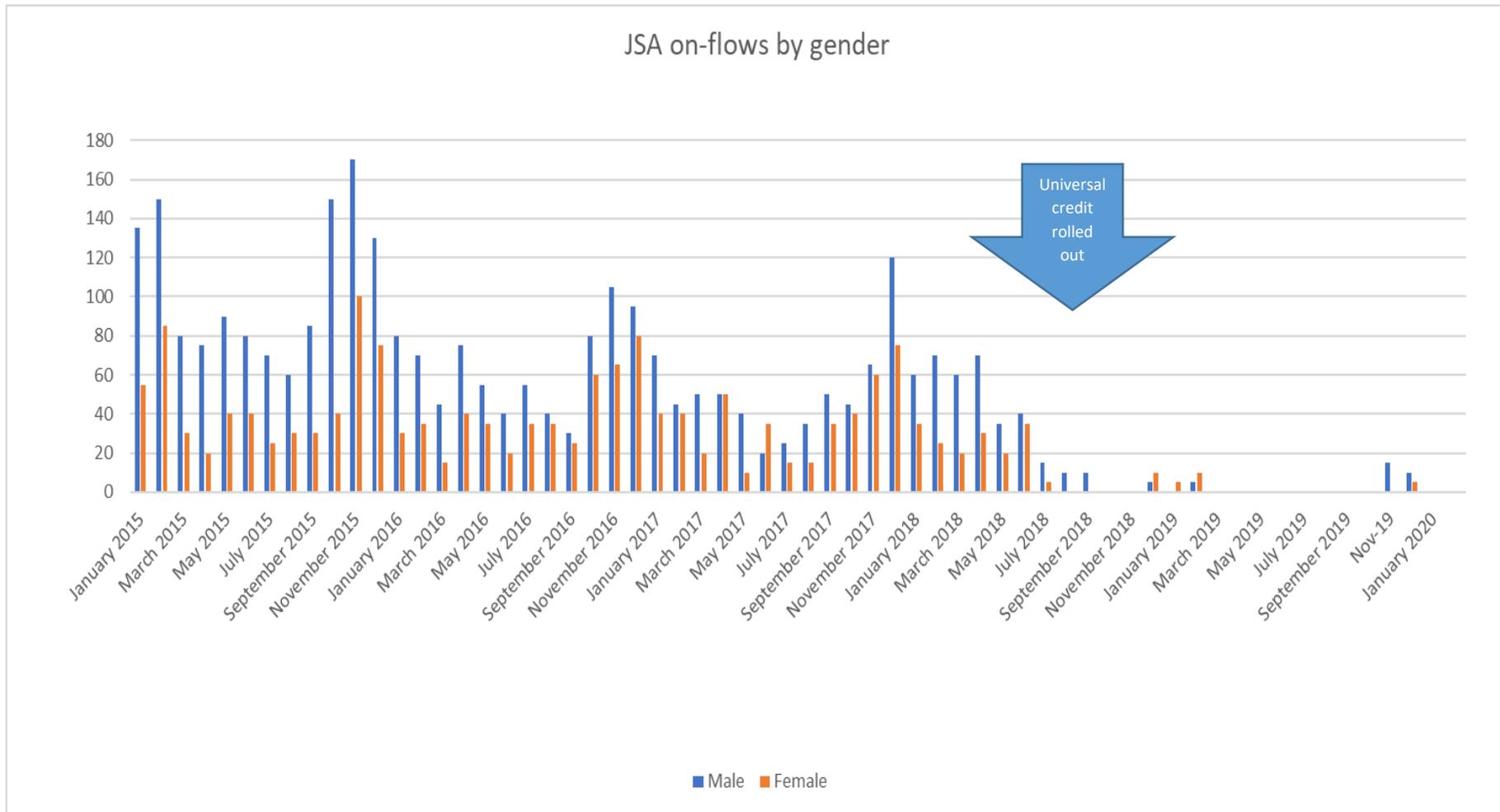


Figure 7: Jobseeker's allowance on-flows by gender for all coastal wards (5-year view)

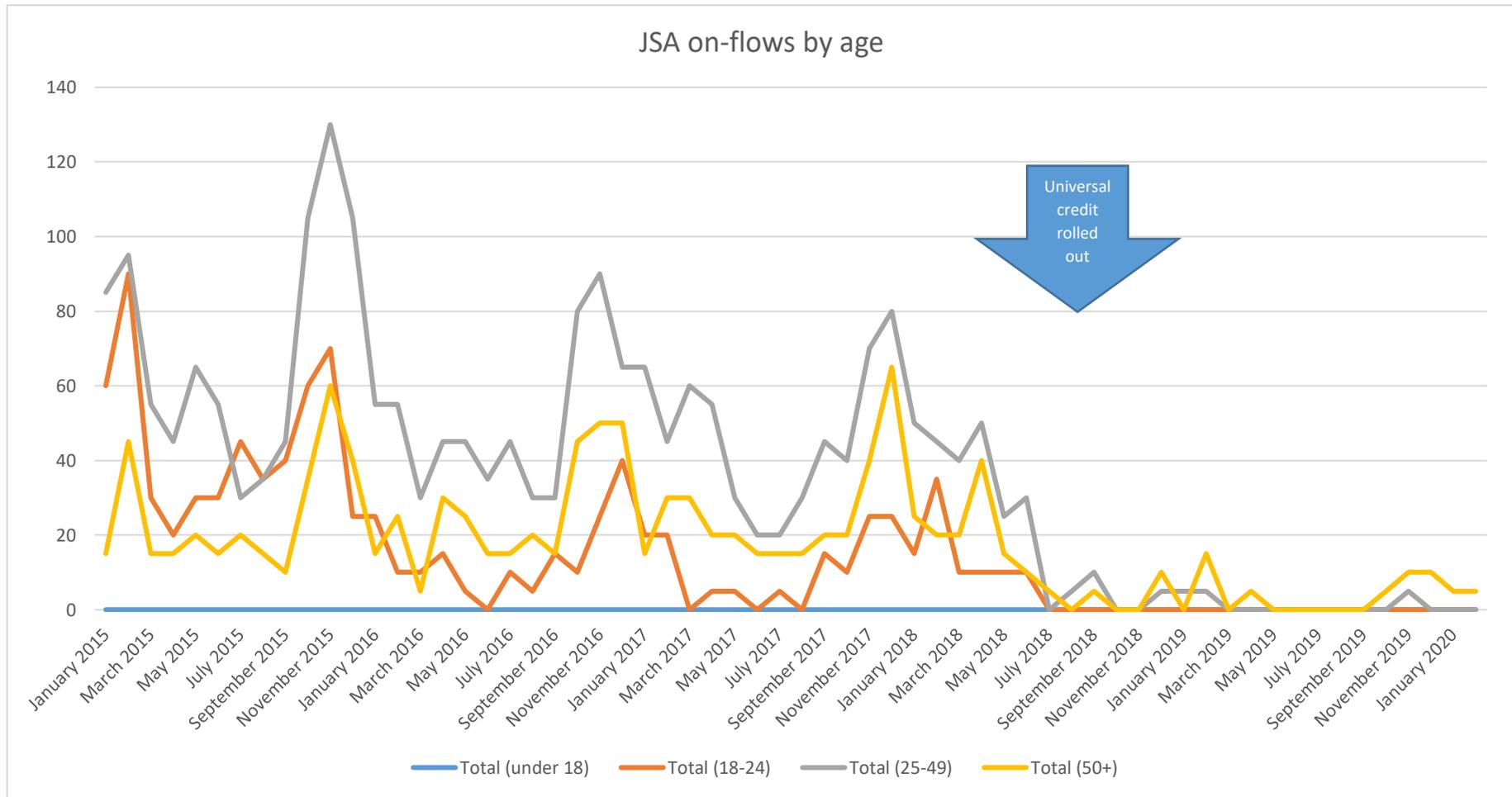


Figure 8: Jobseekers' allowance for by age for all coastal wards (5-year view)

Disability-related data

Some data is available on disabilities in the coastal wards, more specifically on claimants of Disability Living Allowance. The available data on NOMIS was released quarterly by the DWP between 2002 and 2018 and has been included, using the CAS wards classifications of 2003. That has a slight impact on the data included in that the land borders are slightly different, however, the overall areas ought to be the same as the data examined in the previous subsections.

Please Note: The data that is being cited in this section concerns the Disability Living Allowance benefit, which is being replaced by PIP (Personal Independence Payments) for most claimant groups. As such, an overall drop in claimant numbers will be observed across all figures, which reflects the changing policy, the changing conditions of access, and the rollout of other benefits such as Universal Credit.

Figures 9-14 illustrate the data, breaking down the number of beneficiaries by total numbers, gender, age, and duration of the endowment. While the data is no longer as relevant due to the discontinuation of the benefit, it provides evidence of historic trends, and it to date the most detailed source until Universal Credit data becomes available.

Figure 9 shows the total numbers of people on DLA in the coastal wards. As expected, there is an overall decline in the number of claimants recorded from 2014-2015, which is in line with the introduction of Universal Credit. As the benefit was rolled out, a corresponding drop can be seen across genders, duration, care award and mobility award.

However, as seen from figure 10, that drop was not replicated across all age groups. While beneficiaries between the ages of 18 and 49 dropped off, there was no corresponding decline in those under 18 or over 50. In fact, the 50+ age group remained the biggest beneficiary group and proceeded to grow almost until the end of the recorded period, where it started to experience a slight decline.

The disparity in the trends among age groups reflects both the rollout of universal credit and the changing rules around who gets Disability Living allowance. However, this also has implications about the overall growth trends and the makeup of the population. Prior to the rollout of Universal Credit, the number of DLA beneficiaries between the ages of 25 and 49 remained more or less the same from quarter to quarter, while the number of beneficiaries over the age of 50 seemed to grow at a steady rate. Assuming no other significant changes occurred in the makeup of the population of the coastal wards, it can be assumed that the trend continued and that the people of working age who needed Disability Living Allowance continued to need it after PIP and Universal Credit were rolled out. However, whether or not those numbers will be reflected in Universal Credit remains to be seen. What is pertinent to this report is that there is likely a large population on the coast who may have difficulty in joining the workforce, or upskilling.

Data on the carer's award and the mobility award show that most recipients of Disability Living Allowance were eligible to receive some kind of carer's award, and the majority of beneficiaries were also eligible for the higher rate of the mobility award. Finally, data on duration showed that by far the biggest group of DLA recipients in the coastal wards was those who received the benefit for five years or more.

What this means for this report?

- The data for the coastal wards is incomplete – it does not provide information about the exact number of current disability benefit recipients, nor does it give an indication about the nature of the conditions they live with. However, it does show a sizeable population that may be kept

out of work due to significant health problems, which also likely impacts their ability to access skills training and development.

- Additionally, the data suggests that for the majority of that population, the health conditions they live with are likely long-term and work-limiting. This likely impacts the individuals' ability to make the most of traditional learning setups, which means any initiative aimed at that group would have to also consider their learning or mobility requirements before implementation.

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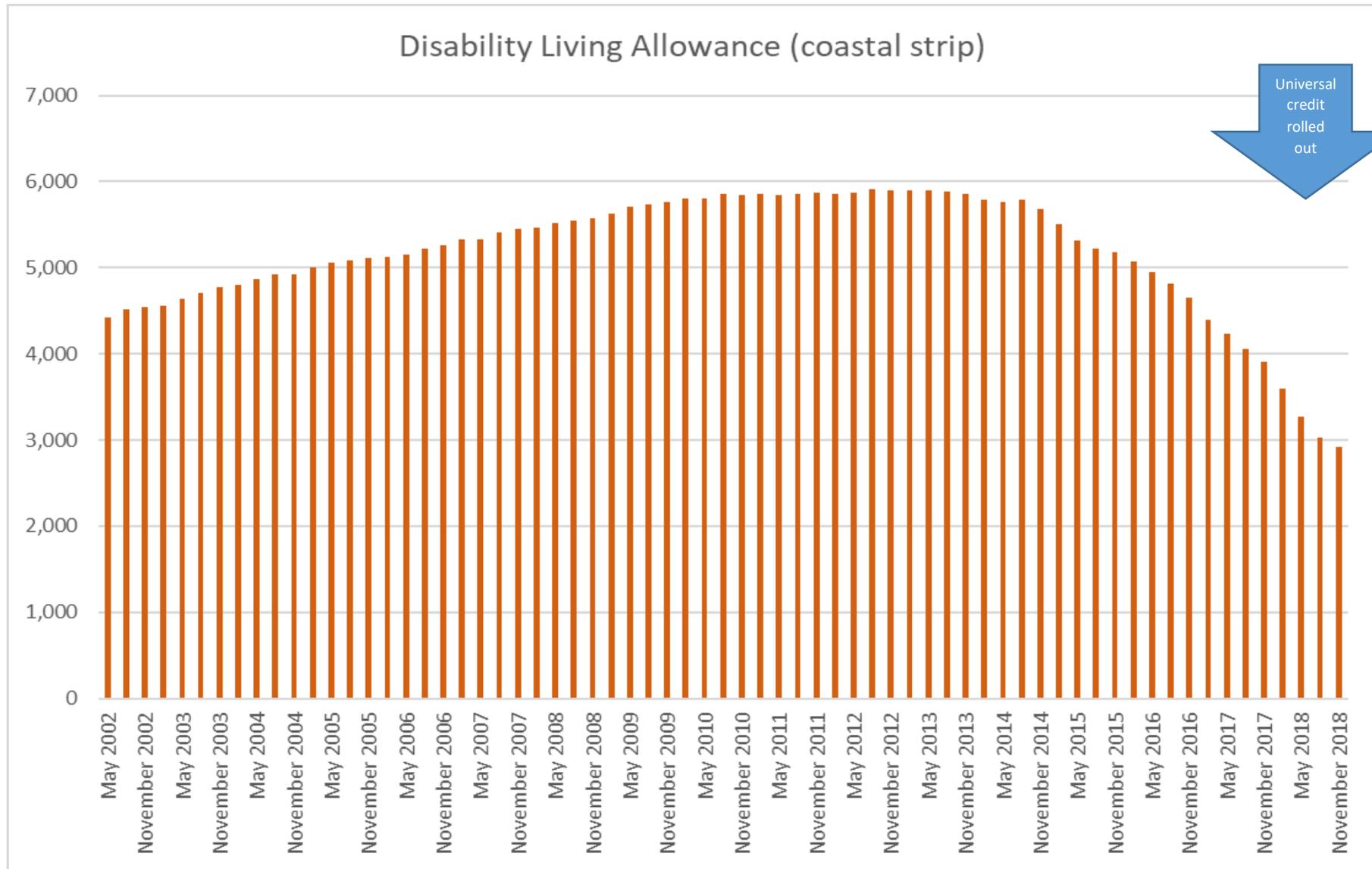


Figure 9: Total claims for DLA on the coastal strip (2002-2018)

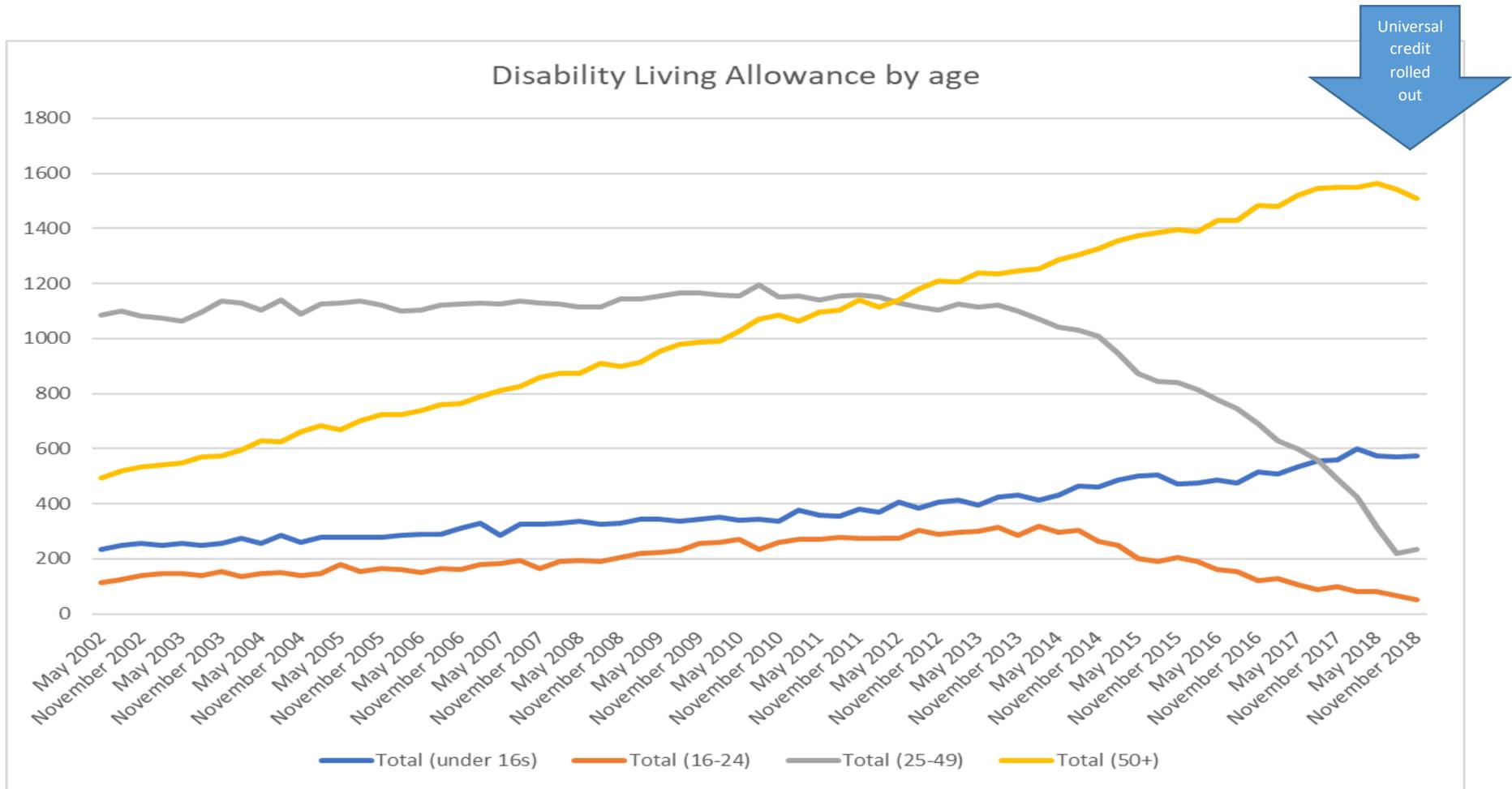


Figure 10: Disability Living Allowance by age for the coastal wards (2002-2018)

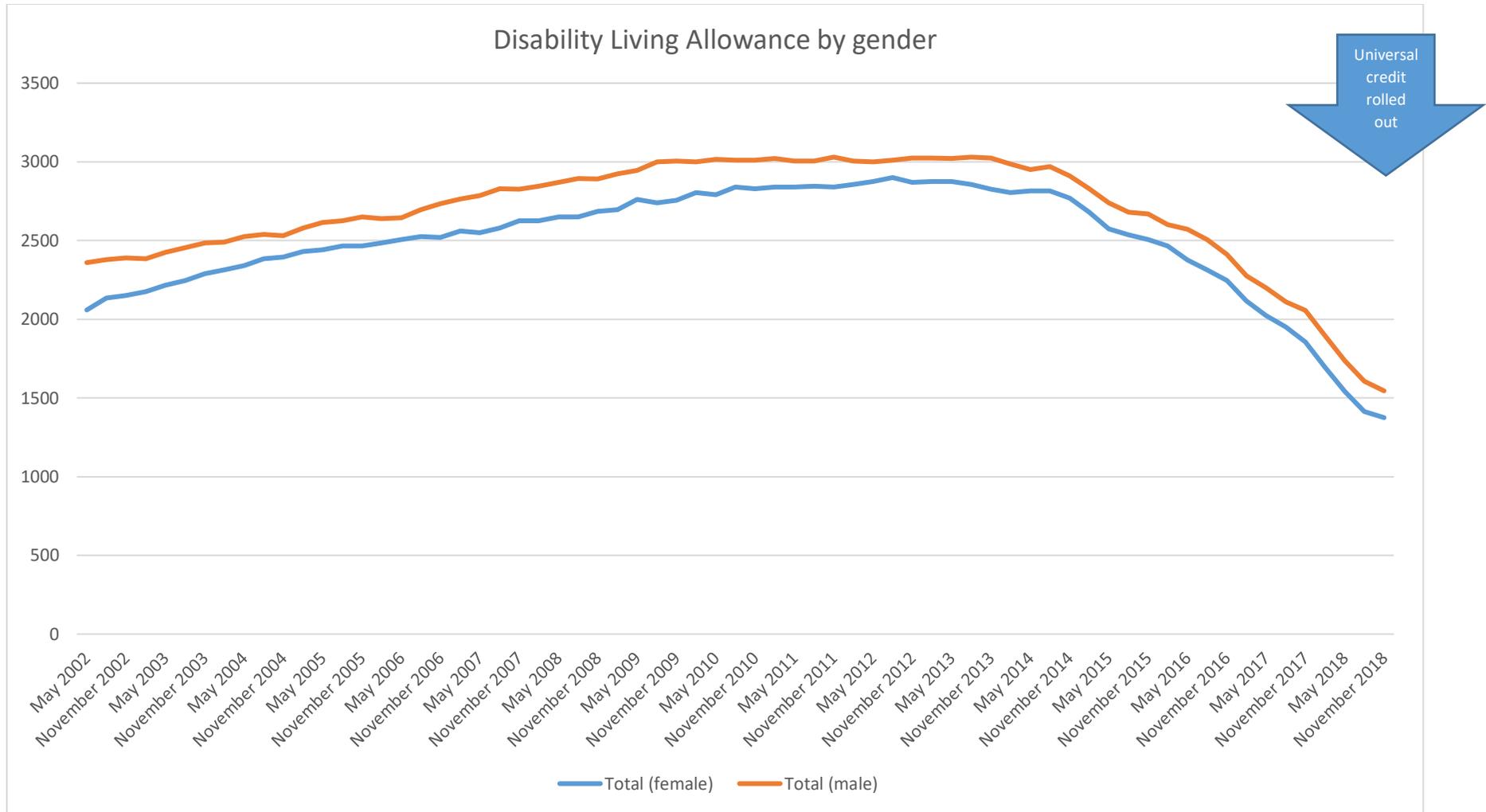


Figure 11: Disability Living Allowance by gender for the coastal wards (2002-2018)

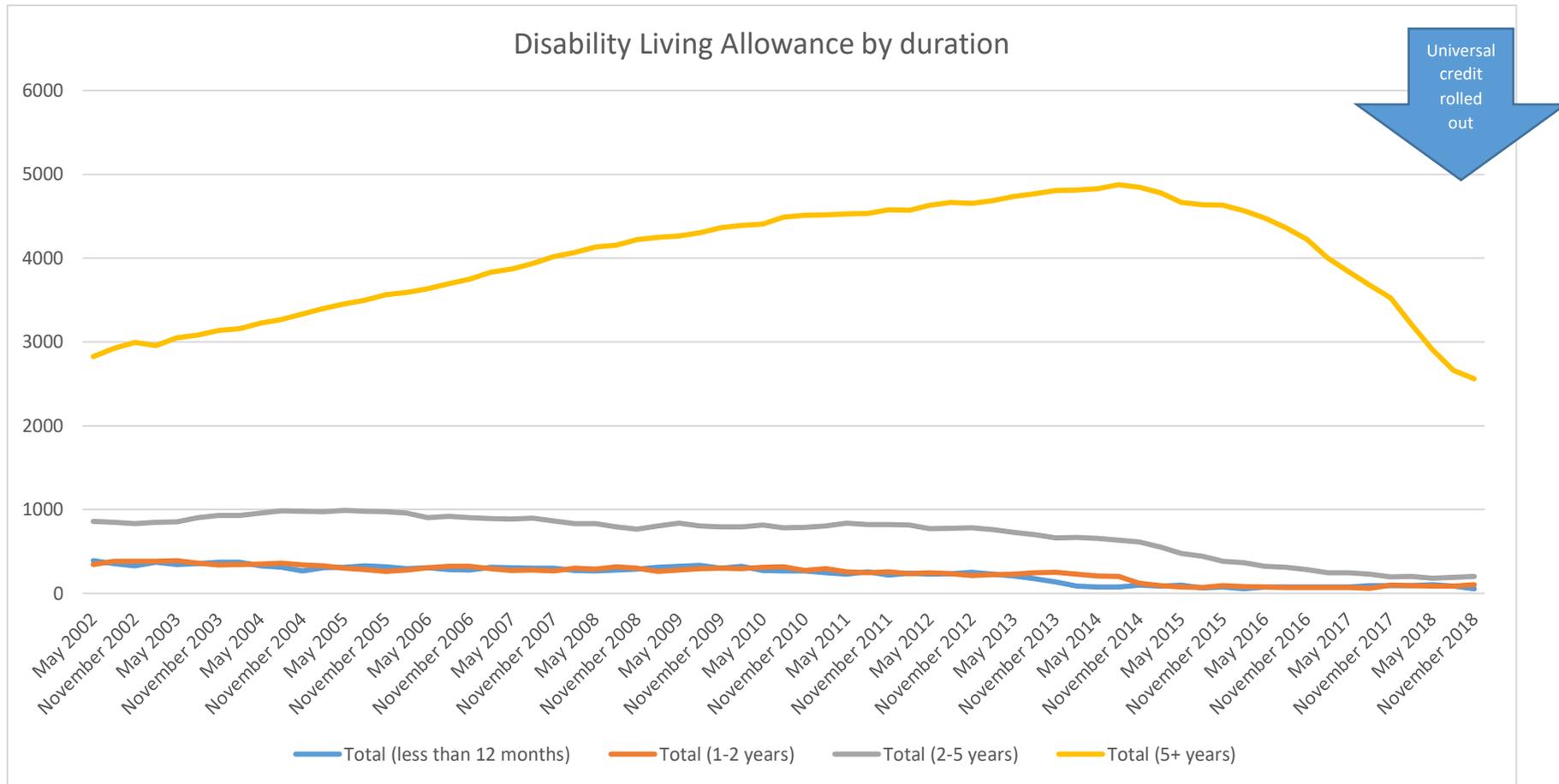


Figure 12: Disability Living Allowance by duration for the coastal wards (2002-2018)

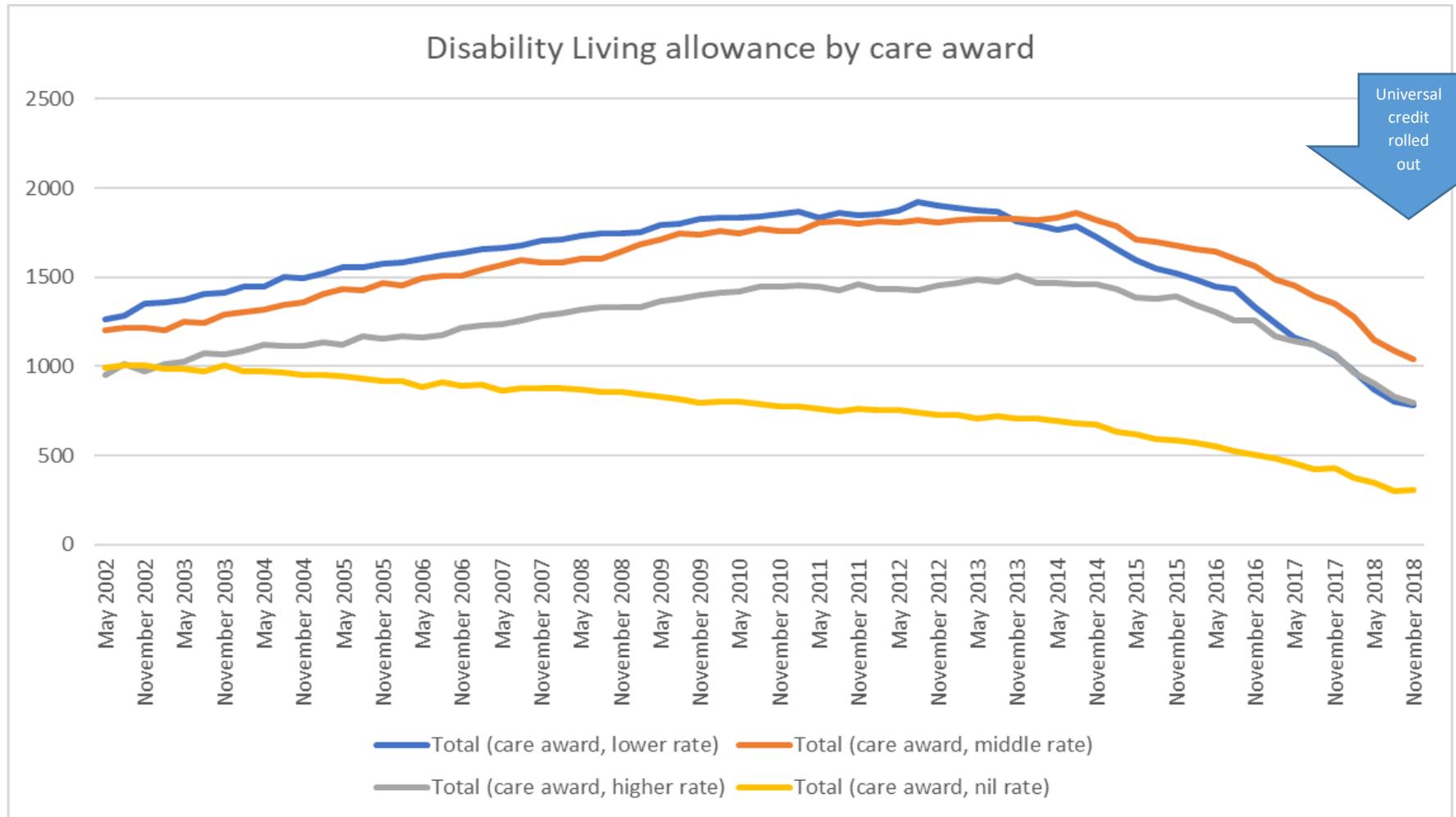


Figure 13: Disability Living Allowance by care award (2002-2018)

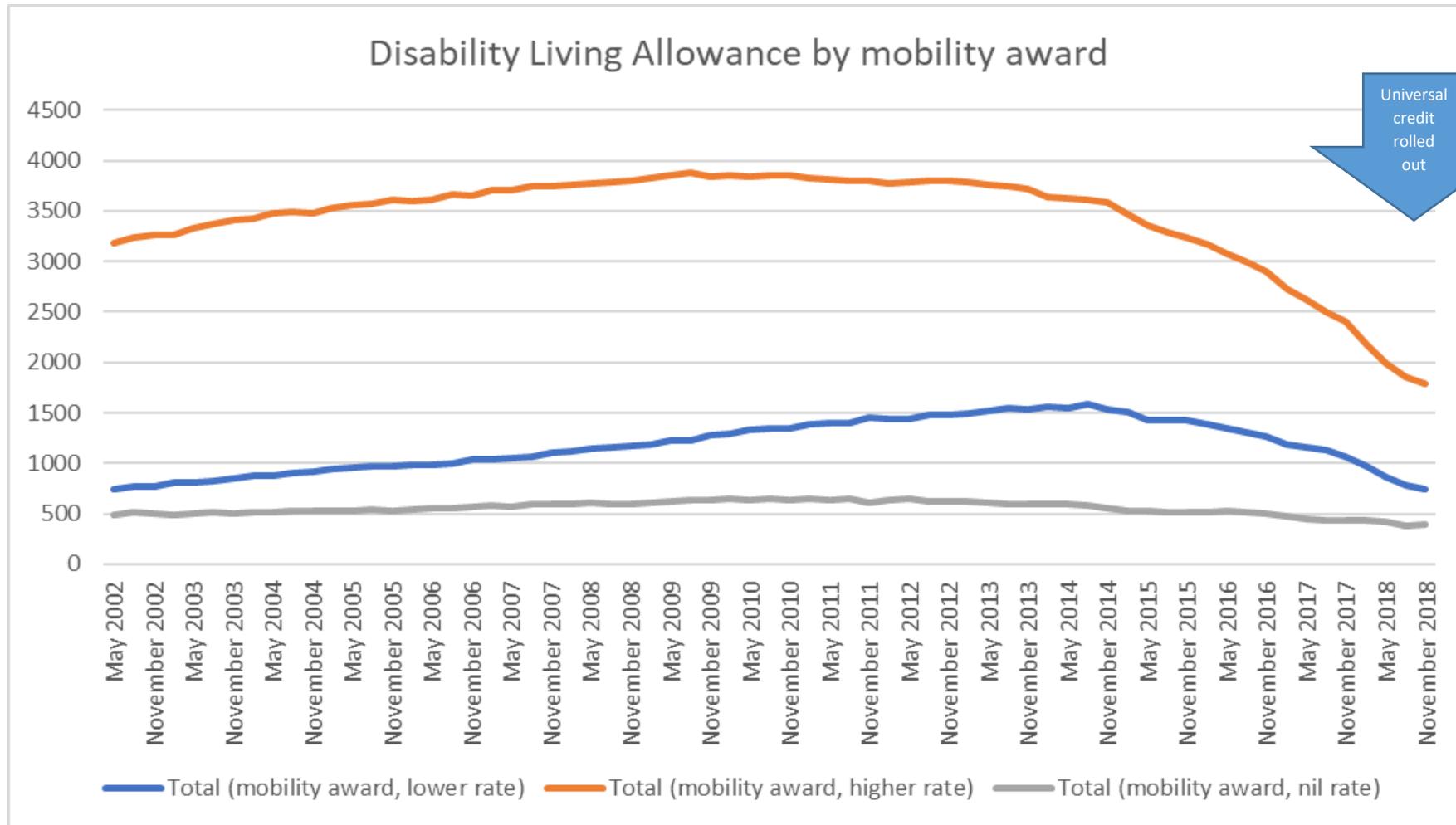


Figure 14: Disability living allowance by mobility award (2002-2018)

Limitations

A lot of the data used in this section has come from the 2011 census, which was completed before several significant socio-economic changes occurred in Great Britain. It was carried out after the 2008 financial crash, but before the 2016 Brexit vote, the 2020 COVID-19 pandemic, and any of the accompanying social and economic changes that impacted the local job market. The census was also carried out before many local and district initiatives took place, which aimed at improving residents' skills and supporting the region's economic regeneration.

Additionally, the census cannot provide us with information about migration, transience and seasonality such data can be gleaned from the annual population surveys and the annual data of government departments such as the DWP. Some data can be accessed at ward level, but not in the same detail as it is available at district or regional levels. This to protect the anonymity of the benefit recipients. Some of the more detailed data will be examined when the report looks at Boston and Skegness, but as far as the coastal strip goes, there will be no way to use open data to measure the specific makeup on labour supply, types of work, and qualifications until the 2021 census.

It is also worth noting that a lot of the data pertaining to benefits – such as the JSA and the DLA – only reflects the numbers of benefit recipients. It does not account for applicants who were turned down for any reason, nor does it offer a glimpse at the number of individuals who might be eligible for the benefit but did not apply for one reason or another.

Finally, there does not appear to be a lot of information from the census on seasonality or transient labour. However, there might be some insights gleaned from the STEAM report for East Lindsey.

STEAM report analysis

Two STEAM reports were provided for this report – a 2009-2018 trend analysis for East Lindsey and a 2015-2017 analysis for just the coastal strip. As far as this analysis goes, the only year where a direct comparison can be applied to is 2017, which is what will be used predominately throughout this section as it is the only one where figures for both areas are available.

Tourism to the coast appears to be one of the biggest drivers for growth in the East Lindsey visitor economy – in 2017, the economic impact of all visitors was estimated to be £653.51 million pounds, £494.28 million of which came from the coastal wards. Coastal wards also accounted for the majority of FTEs in the visitor economy – 4,790 out of 6,723 in East Lindsey altogether.

There is a very distinct character of the economic impact of the coastal wards on East Lindsey's visitor economy, both in terms of visitor type and the employment it produces. Where East Lindsey as a whole had a ratio of 1:2 of staying visitors to day visitors, on the coast, that ratio was nearly 1:1. In other words, there was a significant value to the accommodation available on the coast when compared to the rest of the district, or indeed to the rest of the county. Lincoln city's STEAM report, for example, showed that the majority of visitors tended to be day ones.

However, that is not to say that the economic impact of the coastal strip came from accommodation alone – indeed, its employment impact seemed to be fairly equally distributed between accommodation, food and drink, and the shopping sectors, far less dramatically than in East Lindsey district as a whole. Furthermore, this economic impact appeared steady for the years shown in the STEAM report for the coast (2015, 2016, and 2017).

Perhaps unsurprisingly, visitor impact for the coast tended to increase during the summer months, with a peak observed between May and September. Available beds also changed correspondingly, from just under 23,000 in January to over 50,000 in May through to September.

What is particularly interesting for this report is the year-on-year change in how many people were employed in each sector on the coast. While serviced accommodation (Hotels, B&Bs) appeared to lose around 10% of all of its employees between 2015 and 2017, jobs that were directly the result of non-serviced accommodation, as well as jobs tied in with people staying with friends and family, seemed to increase significantly. More importantly, those changes were maintained from quarter to quarter. So, while the overall employment in the visitor economy did not appear to change very significantly for the East Lindsey coast between 2015 and 2017, the makeup of those jobs, the labour and skills needs (and the types of visitors that drive the demand for those jobs) changed significantly in just two years.

The reasons for those changes could be seen in the part of the report that analyses the availability of beds. The STEAM report for the East Lindsey coast shows that, while there were 11 self-catered accommodations and 2 caravan parks that closed between 2015 and 2017, there were 14 small and medium hotels that closed during that same period, taking away 329 beds in serviced accommodation in the region. While the closures of caravan parks appear more dramatic in terms of beds lost, the closures of hotels meant a more significant economic impact as serviced accommodation tends to bring in the most revenue per visitor.

What does this mean for this report?

- There is some disparity between the numbers of employees provided by the 2011 census and the STEAM report, which could indicate several different things.
 1. it could mean that at least a proportion of the people working in the local visitor economy are not local residents.
 2. it could mean that a proportion of the jobs available on the coast are casual-hour contracts or part-time contracts, as an FTE does not necessarily indicate one job per person. However, the STEAM report data is insufficient to determine what percentage of all jobs are, indeed, part time versus full time.
 3. it is possible that a significant change occurred in the visitor economy of East Lindsey and the East Lindsey coast that created more jobs and opportunities, which would result in an influx of seasonal labour.
- **While those are assumptions that cannot be tested, they are not entirely unreasonable when taken together with other data explored in this report. They are also congruent with some of the data that will be examined for the Boston and Skegness parliamentary constituency, particularly with regard to the JSA off-flows over a five-year period.**
- The East Lindsey coast is undeniably a massive driver for the East Lindsey visitor economy. Any blow to the tourism trade on the coastal strip will be a blow to the entire district.
- Taken together with the results from the census and the DWP from the previous section, it is not unreasonable to assume that a large percentage of people who are currently employed in elementary occupations in the tourism sector (food and drink, shopping, etc.) are part-timers, most likely female, and working alongside looking after the home or family.
- There appeared to be a trend in 2015-2017 where there was more direct employment in non-serviced accommodations and “staying with friends and family” type accommodation, even though that same period saw an overall decrease in the numbers of beds available in traditional hotels and non-serviced accommodations. What this could indicate was an increase in part-time positions or casual hours contracts, an expansion of another form of non-serviced accommodation in the area (such as AirBnB) or both.
- FTEs in transport, shopping and recreation appeared to hold steady during the period examined. That trend was more or less replicated across the district – while jobs in the visitor economy of East Lindsey did grow between 2009 and 2018, in the period 2015-2017 those sectors appeared stagnant as far as new FTEs went.
- **All these factors have implications about the skills needs of local employees.**

Unfortunately, there was not more granular data that looked specifically at the coastal wards that could help us glean an understanding about transience or seasonality beyond anecdotal information. However, there was more recent data at Parliamentary Constituency level from the annual population survey, the annual workforce survey, and other similar sources, which will be examined in the next section. While that data does not fully cover the coastal wards, it is nonetheless useful in conjunction with the data examined so far.

Labour Market by Parliamentary Constituency: Boston and Skegness

In the parliamentary district of Boston and Skegness, the annual population survey of Oct 18-Sep 19 reports a total number of 16-64 year olds of 58,900, and 75% of them (44,000 individuals) are classed as being economically active. Of the economically active, most are in traditional employment (88%) with the other 5% reported as being unemployed and another 6% reported as being self-employed.

The figure for self-employment in Boston and Skegness was fairly low – indeed, in many age categories, it was so low that it was automatically anonymised by NOMIS. However, it appears that the biggest group of entrepreneurs is those aged 35-49. Data on gender was too small to be disclosed to the research team.

Data on pay from the Annual Survey of Hours and Earnings (2019) shows that the most common (median) Gross Weekly Pay for full-time workers is around the same as the rest of the county. However, it appears that male full-time workers earn significantly less when overtime is accounted for, and there is a significant decline in their wages when looking at basic pay versus gross pay. The data also indicates that the median hours worked on an average week in the area is around 40 – suggesting a precarious labour market, specifically for men.

| Pay | Male Full Time Workers | Male Part Time Workers | Female Full Time Workers | Female Part Time Workers |
|---------------------------------|------------------------|------------------------|--------------------------|--------------------------|
| Weekly pay – gross | £529.00 | # | £467.90 | £186.70 |
| Weekly pay - excluding overtime | £448.20 | # | £463.60 | £182.60 |
| Weekly pay – basic | £441.40 | # | £446.40 | £174.90 |
| Overtime pay | # | # | # | # |
| Hourly pay – gross | £10.88 | £8.59 | £10.87 | £8.99 |
| Hourly pay - excluding overtime | £10.86 | £8.59 | £10.87 | £9.00 |
| Annual pay – gross | £26,543.00 | # | £21,630.00 | £10,081.00 |
| Annual pay – incentive | # | - | # | # |
| Hours worked – total | £41.70 | £20.00 | £39.80 | £19.90 |
| Hours worked – basic | £40.00 | £20.00 | £39.40 | £19.50 |
| Hours worked – overtime | # | # | # | # |

These figures are suppressed as statistically unreliable.

- These figures are missing.

By contrast, female full-time workers appeared to earn slightly more on the whole when compared to the rest of the county (£467.90 gross per week compared to £449.00 for Greater Lincolnshire). They still earned around £5,000 less than men on an annual basis, but the part-time labour market appears to be more suited for female workers, as seen from the fact that the data for that population is not suppressed.

Additionally, a 10-year view of the data shows that while on some years there was sufficient data on the wages of male part-time workers on the coast, for the most part that data was suppressed as statistically unreliable. This could mean that there were insufficient data points in the sample to draw a conclusion from (i.e. not enough men reported being in part-time work) or it could be due to the type of work that is supplied (i.e. more opportunities that traditionally women might train for than men, such as caring roles or roles in the Visitor economy).

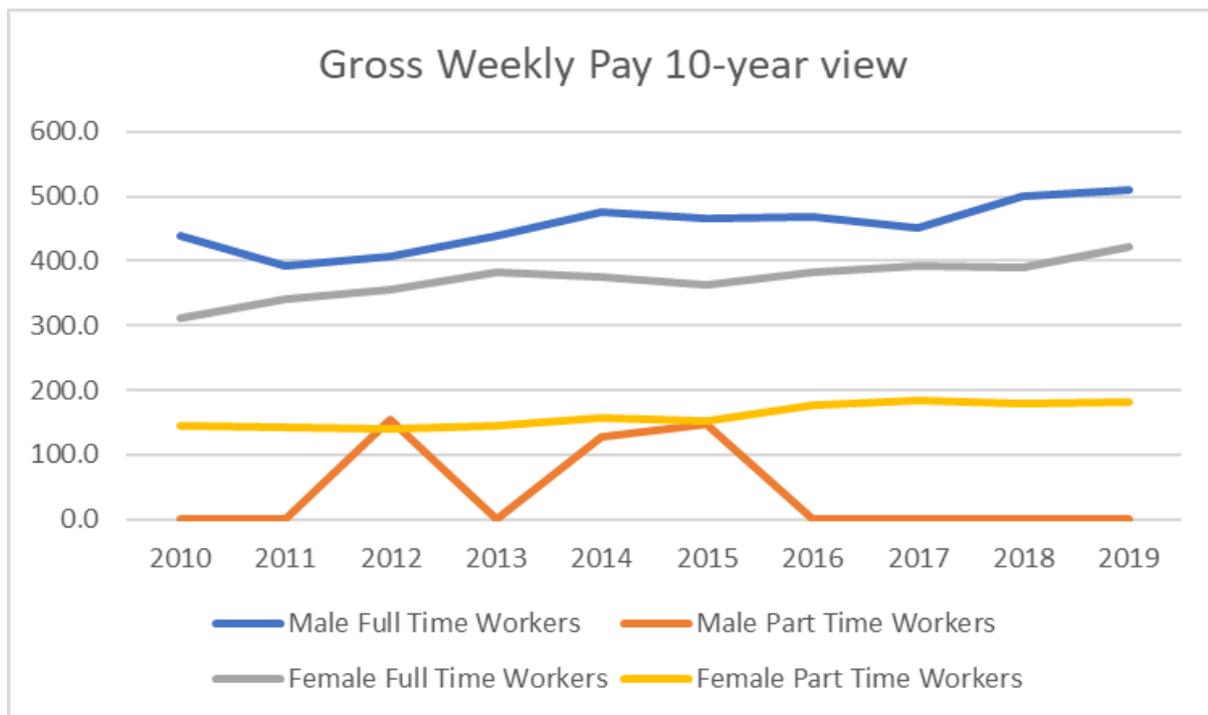
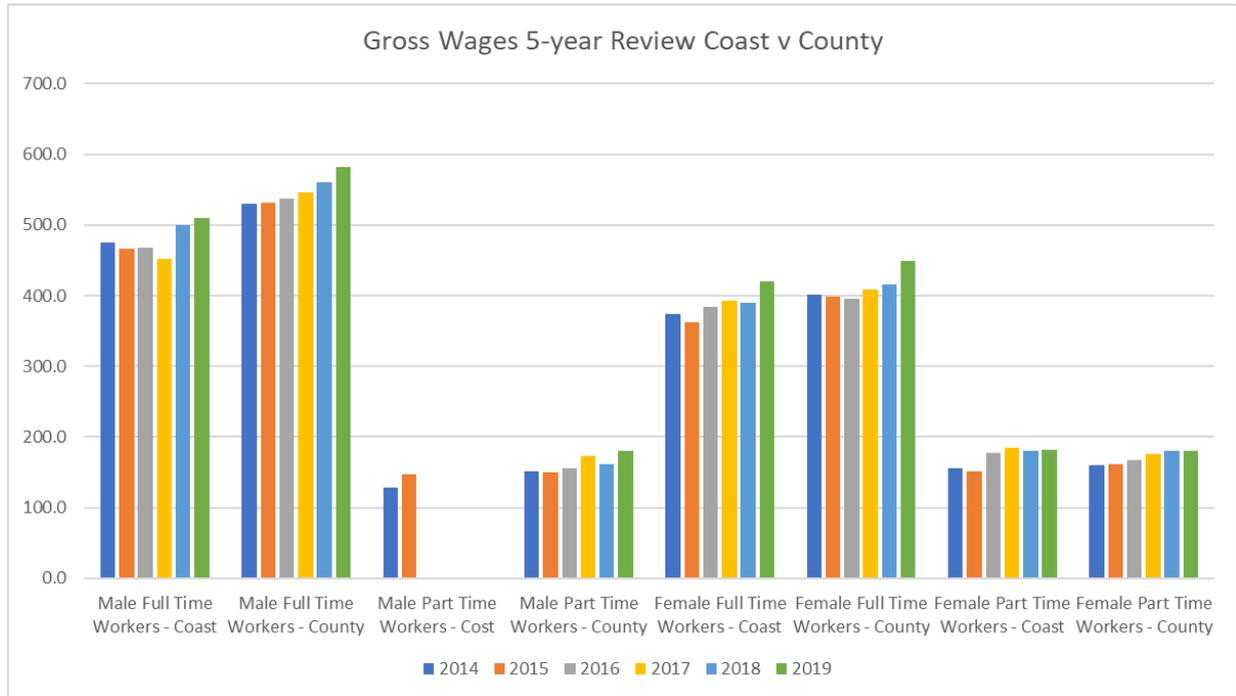


Figure 15: Median gross weekly pay of workers at Boston and Skegness, 10-year view

Additional conclusions that can be drawn from the 10-year view of the gross weekly pay on the coast can be that:

- There are more dramatic fluctuations of the men's full-time wages than those of women.
- These fluctuations do not appear to be replicated when looking at the gross wages of the county as a whole.
- Some fluctuations can be seen in the wages of full-time female workers, but nothing that does not appear in line with the county as a whole.
- There is significantly less demand for part-time "male" workers on the coast when compared to the rest of the county.
- The wages of female part-time workers on the county do not appear to have risen significantly from the start of the decade.
- The wages of female part-time workers in the county appear to follow a similar trend, although there was only data as far as 2014 which was available for comparison.
- A comparison of the average and median wage across all groups over the 6-year period shows significant disparity between coast and county. Male full-time workers appear to be making around £70 less per week when compared to that same group in Greater Lincolnshire. For women, that number is smaller (around £24 less per week).
- Within each group, the range between the smallest and largest recorded gross weekly wage remained around the same, but between the coast and county, there was a significant disparity recorded.



| | Male Full Time Workers - Coast | Male Full Time Workers - County | Male Part Time Workers - Coast | Male Part Time Workers - County | Female Full Time Workers - Coast | Female Full Time Workers - County | Female Part Time Workers - Coast | Female Part Time Workers - County |
|----------------|--------------------------------|---------------------------------|--------------------------------|---------------------------------|----------------------------------|-----------------------------------|----------------------------------|-----------------------------------|
| Average | £478.50 | £547.90 | £137.30 | £162.10 | £387.50 | £411.90 | £171.90 | £170.90 |
| Median | £471.50 | £541.60 | £137.30 | £158.90 | £387.00 | £405.00 | £178.70 | £172.00 |
| Min | £451.60 | £530.10 | £127.60 | £149.90 | £362.60 | £396.20 | £151.40 | £159.40 |
| Max | £509.80 | £582.60 | £146.90 | £180.90 | £420.70 | £449.70 | £184.60 | £180.40 |

It's also worth noting that the confidence interval for gross weekly pay was far more dramatic for Boston and Skegness than it was for the rest of Greater Lincolnshire. In the county as a whole, the fluctuations were between 2.5% and 3.5 % for full-time work and 3.8% to 11% for part-time work. In Boston and Skegness, those same fluctuations were between 5.5% and 13% for full-time work and 10% and 18% for part-time. This suggests a lot more variance in the wages, less stability and more precarity. Further reasons for that will perhaps be found in the statistics on Industry and the size of the workforce.

| Industry | Full-time employees | Part-time employees | % Full-time employees | % Part-time employees |
|--|---------------------|---------------------|-----------------------|-----------------------|
| 1: Agriculture, forestry & fishing (A) | 175 | 175 | 0.63% | 1.03% |
| 2: Mining, quarrying & utilities (B,D and E) | 400 | 50 | 1.43% | 0.29% |
| 3: Manufacturing (C) | 4,500 | 700 | 16.07% | 4.12% |
| 4: Construction (F) | 1,000 | 250 | 3.57% | 1.47% |
| 5: Motor trades (Part G) | 1,250 | 200 | 4.46% | 1.18% |
| 6: Wholesale (Part G) | 1,500 | 200 | 5.36% | 1.18% |
| 7: Retail (Part G) | 2,000 | 3,500 | 7.14% | 20.59% |
| 8: Transport & storage (inc. postal) (H) | 1,500 | 250 | 5.36% | 1.47% |
| 9: Accommodation & food services (I) | 3,000 | 2,500 | 10.71% | 14.71% |
| 10: Information & communication (J) | 150 | 50 | 0.54% | 0.29% |
| 11: Financial & insurance (K) | 250 | 100 | 0.89% | 0.59% |
| 12: Property (L) | 350 | 150 | 1.25% | 0.88% |
| 13: Professional, scientific & technical (M) | 700 | 250 | 2.50% | 1.47% |
| 14: Business administration & support services (N) | 4,500 | 2,500 | 16.07% | 14.71% |
| 15: Public administration & defence (O) | 700 | 300 | 2.50% | 1.76% |
| 16: Education (P) | 1,500 | 1,500 | 5.36% | 8.82% |
| 17: Health (Q) | 3,500 | 3,000 | 12.50% | 17.65% |
| 18: Arts, entertainment, recreation & other services (R,S,T and U) | 1,250 | 1,000 | 4.46% | 5.88% |

| Industry | Micro (0 to 9) | Small (10 to 49) | Medium-sized (50 to 249) | Large (250+) |
|--|----------------|------------------|--------------------------|--------------|
| 1: Agriculture, forestry & fishing (A) | 515 | 35 | 5 | 0 |
| 2: Mining, quarrying & utilities (B,D and E) | 15 | 5 | 0 | 0 |
| 3: Manufacturing (C) | 155 | 40 | 10 | 5 |
| 4: Construction (F) | 385 | 25 | 0 | 0 |
| 5: Motor trades (Part G) | 160 | 15 | 0 | 0 |
| 6: Wholesale (Part G) | 125 | 20 | 5 | 0 |
| 7: Retail (Part G) | 315 | 45 | 0 | 0 |
| 8: Transport & storage (incl. postal) (H) | 330 | 20 | 5 | 0 |
| 9: Accommodation & food services (I) | 285 | 65 | 5 | 0 |
| 10: Information & communication (J) | 50 | 0 | 0 | 0 |
| 11: Financial & insurance (K) | 40 | 0 | 0 | 0 |
| 12: Property (L) | 80 | 10 | 0 | 0 |
| 13: Professional, scientific & technical (M) | 190 | 15 | 0 | 0 |
| 14: Business administration & support services (N) | 175 | 30 | 20 | 5 |
| 15: Public administration & defence (O) | 20 | 0 | 0 | 0 |
| 16: Education (P) | 25 | 10 | 5 | 0 |
| 17: Health (Q) | 75 | 40 | 5 | 0 |
| 18: Arts, entertainment, recreation & other services (R,S,T and U) | 200 | 25 | 5 | 0 |
| Column Total | 3,140 | 395 | 70 | 15 |

Data on the type of company found in Boston and Skegness shows that the biggest industries are Manufacturing, Retail, Health, Accommodation and Food Services. The majority of those industries

are represented by Micro (0 to 9 employees) or small companies (10 to 49 employees). Most common annual turnover for the companies that can be found on the coast is between £100,000 and £199,000 per annum. In fact, 66% of all companies found in the Boston and Skegness constituency turned over less than £200,000 per annum, which gives an indication about their capacity for developing their staff and products.

By far, the industry with the biggest percentage of part-time workers are in the Visitor Economy – Retail and Accommodation and Food Services, which combined represent over 35% of all part-time workers on the coast. Health, Business Administration and Manufacturing seem to have the most full-time employees, but the data is not granular enough to indicate the gender and age makeup for each industry. Data on gross weekly wages can aid speculation, but without further information, we can only make assumptions.

| Industry by turnover band | All |
|---------------------------|-------|
| 0 to 49 (thousand) | 565 |
| 50 to 99 (thousand) | 725 |
| 100 to 199 (thousand) | 1,110 |
| 200 to 499 (thousand) | 540 |
| 500 to 999 (thousand) | 295 |
| 1000 to 1999 (thousand) | 190 |
| 2000 to 4999 (thousand) | 115 |
| 5000 to 9999 (thousand) | 40 |
| 10000 to 49999 (thousand) | 35 |
| 50000+ (thousand) | 5 |

On the whole, the labour market and industry makeup of the Lincolnshire Coastal economy indicates a high supply of precarious work, very variable wages, and companies with small turnover and high appetite for part-time labour. The next section will look more closely at that labour with regard to skills, unemployment, and economic discouragement.

Skills, Unemployment, Disability, and Economic Discouragement

Early Careers Unemployment

| Boston and Skegness | All | Males | Females |
|----------------------------------|--------|-------|---------|
| Aged 20-24 – All | 5,100 | 2,400 | 2,700 |
| Aged 20-24 - Economically active | 4,300 | 1,600 | 2,700 |
| Aged 20-24 - In employment | 3,600 | 1,600 | 2,000 |
| Aged 20-24 - Employees | 3,600 | 1,600 | 2,000 |
| Aged 20-24 - Self Employed | ! | ! | ! |
| Aged 20-24 - Unemployed | ! | ! | ! |
| Aged 20-24 - Inactive | ! | ! | ! |
| Aged 25-34 - All | 14,700 | 7,500 | 7,200 |
| Aged 25-34 - Economically active | 12,400 | 6,900 | 5,400 |
| Aged 25-34 - In employment | 11,800 | 6,900 | 4,900 |
| Aged 25-34 - Employees | 11,300 | 6,900 | 4,400 |
| Aged 25-34 - Self Employed | ! | ! | ! |
| Aged 25-34 - Unemployed | ! | ! | ! |
| Aged 25-34 - Inactive | 2,400 | ! | 1,800 |

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

Among young people, data on economic activity for 16 to 19-year-olds was suppressed, indicating that the sample size was too small to make an appropriate estimate. For those aged 20-24, however, 84% of all were economically active, and 71% of those individuals were in some form of employment. Indeed, the data would suggest that all females aged 20-24 are economically active – i.e. looking for job or in employment, suggesting that very few of the women living locally are in full-time education or in other way inactive (the estimate was not provided). Work appears to be available to all young people who are looking for it.

The data becomes more variable for those at 25 to 33 years of age. 84% of all people in that age bracket are estimated to be economically active, and 77% of all people aged 25-24 are employed in a company. All economically active males appeared to be in employment. The estimated number of economically inactive young men in Boston and Skegness was so small it was suppressed; however, 25% of all young women in the area were classified as unemployed.

What this suggests is that while there is employment for young people locally, it is likely low-skilled and pays correspondingly. Data on economic inactivity further suggests that young women start work in their early twenties but also drop out at higher rates than young men. That might be explained by the data on economic inactivity, which shows that the most common reason for women to not be in work or look for work is looking after the family or home.

Economic Inactivity by Reason

| Boston and Skegness | 16-64 | | | 16+ | | | 65 and over (extrapolated) | | |
|---------------------------|--------|-------|---------|--------|--------|---------|----------------------------|--------|---------|
| | All | Males | Females | All | Males | Females | All | Males | Females |
| Student | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Looking after family/home | 4,000 | ! | 2,700 | 4,000 | ! | 2,700 | ! | ! | ! |
| Temporary sick | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Long-term sick | 4,300 | 2,100 | 2,100 | 5,200 | 2,600 | 2,600 | 900 | 500 | 500 |
| Discouraged | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Retired | 4,100 | 1,700 | 2,400 | 25,400 | 10,800 | 14,600 | 21,300 | 9,100 | 12,200 |
| Other | 1,600 | ! | 1,600 | 2,000 | ! | 1,600 | 400 | ! | ! |
| Wants a job | 4,100 | ! | 2,700 | 4,100 | ! | 2,700 | ! | ! | ! |
| Does not want a job | 10,800 | 4,200 | 6,600 | 33,600 | 14,200 | 19,300 | 22,800 | 10,000 | 12,700 |

! Estimate and confidence interval not available since the group sample size is casual or disclosive (0-2).

By comparison, the most common reason why a working-age male is classed as economically discouraged is a long-term illness. However, the number of 16- to 64-year olds in Boston and Skegness who are deemed to be suffering from a long-term illness is the same – suggesting that there is a far more gendered division of household labour accepted in the coast than there is elsewhere.

Interestingly, the number of people who were unemployed because of education (regardless of age) was so small the estimate was suppressed. This could indicate low aspiration, a lack of opportunities for higher education or adult learning, or both.

Adult Unemployment

The figures on the economic activity of those aged 35 to 49 indicates higher numbers and rates of employment than with previous age groups – 87% of all members of the group were deemed economically active, and 80% of the group were in some form of employment. Only 13% were also deemed economically inactive, compared to 16% of all 25 to 34 year-olds.

| | All | Males | Females |
|---|--------|-------|---------|
| Aged 35-49 – All | 14,700 | 6,200 | 8,500 |
| Aged 35-49 - Economically active | 12,800 | 5,700 | 7,100 |
| Aged 35-49 - In employment | 11,700 | 5,000 | 6,700 |
| Aged 35-49 – Employees | 9,900 | 4,300 | 5,600 |
| Aged 35-49 - Self Employed | 1,700 | ! | ! |
| Aged 35-49 - Unemployed | ! | ! | ! |
| Aged 35-49 – Inactive | 1,900 | ! | 1,400 |

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

The data shows a drop in the number of females deemed economically inactive – 16% of all in the group compared to 25% in the previous one. What this indicates is that while women on the coast may take some time off from work, this is a temporary arrangement rather than a permanent one, and cannot be maintained in the long-term. It can only be speculated as to why that is, but when taken in conjunction with the popularity of part-time work for women, as well as the overall median wages for Boston and Skegness, it can be assumed that the reasons for coming back to work are economical rather than due to personal preference. This conclusion is further supported by the data on employment and unemployment after retirement.

Work into retirement

| | All | Males | Females |
|---------------------------------------|--------|--------|---------|
| Aged 50+ - All | 46,500 | 21,100 | 25,400 |
| Aged 50+ - Economically active | 14,500 | 7,900 | 6,600 |
| Aged 50+ - In employment | 14,500 | 7,900 | 6,600 |
| Aged 50+ - Employees | 13,400 | 7,300 | 6,100 |
| Aged 50+ - Self Employed | ! | ! | ! |
| Aged 50+ - Unemployed | ! | ! | ! |
| Aged 50+ - Inactive | 32,000 | 13,200 | 18,800 |

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

The first thing worth remarking on, when looking at the data for those over 50 years of age on the coast, is that the group outnumbers those between 20 to 49 by around 12,000 individuals. A more granular breakdown shows that there are 22,000 estimated individuals aged 50-64 in the area and 24,500 over 65. However, that still means that the workforce in the area is near or past the retirement age, which has implications about both the skills on offer and the opportunities for the workforce to develop new skills along the way.

Tellingly, 31% of those over fifty in the coast were classed as being economically active. Most of those individuals were between the ages of 50 and 64, but around 7% of those who are over 65 were also reported as being in some form of employment. (The majority were employees. The data on self-employed retirees was suppressed but can be extrapolated to be around 700).

Granular data indicates that most individuals work up to 64 years of age, and that women over 65 remain in employment in far greater numbers than men. (72% of those in employment over 65 years of age were women, suggesting they were either not able to retire or retired but then returned to the workforce.)

Carers and Lone Parents

Family carers and lone parents are not a group that is typically examined separately, but given the wider impact of family caring on work and skills, it is worth exploring to some extent in this report.

The statistical release from DWP² shows that 884,909 cases in payment of people receiving a Carer's Allowance in Boston and Skegness were recorded in August 2019. That marked an increase from the previous release (February 2018) which recorded 842,830 cases for the same area. The dataset does not indicate whether or not this is **total historic cases**, but since the cases given outnumber the registered constituents over 8 times, it is reasonable to assume that is the case. The statistical release notes that "Statistics are based on CA claims in payment in Great Britain on the reference date; this excludes cases in Northern Ireland."

What this leads us to assume is that between February 2018 and August 2019 a total of 42,079 new cases of people receiving carer's allowance were recorded in Boston and Skegness. (More information needed on how that data is collated). On a similar note, 16,526 cases of a widow's benefit were recorded in the same dataset

It is worth noting here that a Carer's Allowance is not automatically granted to all individuals. According to the government website on the benefit, the following criteria must be met:

The person you care for must already get one of these benefits:

- *Personal Independence Payment - daily living component*
- *Disability Living Allowance - the middle or highest care rate*
- *Attendance Allowance*
- *Constant Attendance Allowance at or above the normal maximum rate with an Industrial Injuries Disablement Benefit*
- *Constant Attendance Allowance at the basic (full day) rate with a War Disablement Pension*
- *Armed Forces Independence Payment*

All of the following must apply:

- *you're 16 or over*
- *you spend at least 35 hours a week caring for someone*
- *you've been in England, Scotland or Wales for at least 2 of the last 3 years (this does not apply if you're a refugee or have humanitarian protection status)*
- *you normally live in England, Scotland or Wales, or you live abroad as a member of the armed forces (you might still be eligible if you're moving to or already living in an EEA country or Switzerland)*
- *you're not in full-time education*
- *you're not studying for 21 hours a week or more*
- *you're not subject to immigration control*
- *your earnings are £123 or less a week after tax, national insurance and expenses*

² See: Stat-Xplore, Boston and Skegness Benefits, Carer's Allowance

Such criteria may leave out a number of people who might also have caring responsibilities alongside their day-to-day work, but are not eligible for the benefit for one reason for another. What this means is that while there is population of carers in the coastal area who are looking after their dependents on a full-time basis, there are likely as many who look after dependents while also holding down a part-time or full-time job who are invisible because they are not eligible. All this has a bearing on the kind of skills individuals have and how much time they can dedicate to developing those skills.

While there has not been a statistical release with regard to the income for small areas benefit for a while, it is worth having a look at the last statistical release (November 2018) for all the Boston Super Output Areas as it can give an additional depth to the report.

The release indicated that there were 475 total claimants across all Boston LSOAs (Skegness was not included in the release). The majority of those claimants were female between the ages of 25 and 49. The majority (290) were lone parents, while a further 185 were classed as carers. Claimants of the small areas benefit also tended to be without a partner (395 of 475) and the majority received the endowment between 1 and 5 years.

| Small areas Benefit (Nov 18) | All Boston LSOAs |
|--|-------------------------|
| total claimants | 475 |
| age - 16 to 24 | 90 |
| age - 25 to 49 | 310 |
| age - 50 to 59 | 65 |
| age - 60 and over | 10 |
| gender – male | 75 |
| gender – female | 400 |
| duration - up to 6 months | 85 |
| duration - 6 months to 1 year | 50 |
| duration - 1 year and up to 2 years | 80 |
| duration - 2 years and up to 5 years | 130 |
| duration - 5 years and over | 130 |
| partner - with partner | 80 |
| partner – single | 395 |
| statistical group - incapacity benefits | 0 |
| statistical group - lone parents | 290 |
| statistical group - carers and others | 185 |

Almost nobody claimed an incapacity benefit. This finding is further supported by data on the income support benefit (same release, November 2018) which indicates that the majority of income support was claimed by lone parents or carers. In the case of lone parents, majority of claimants were women with one to three children.

| income support claimants: lone parents | Male | Female | Total |
|---|-------------|---------------|--------------|
| no child dependants | ~ | ~ | ~ |
| 1 child | ~ | 160 | 170 |
| 2 children | 10 | 160 | 160 |
| 3 children | ~ | 120 | 120 |
| 4 children | ~ | 50 | 50 |
| 5 or more children | ~ | 30 | 30 |
| Column Total | 10 | 520 | 530 |

In the case of carers, half the female claimants also had dependent children, while male carers tended to have none.

| income support claimants: carers | Male | Female | Total |
|---|-------------|---------------|--------------|
| no child dependants | 120 | 110 | 230 |
| 1 child | 10 | 40 | 50 |

| | | | |
|---------------------|------------|------------|------------|
| 2 children | 10 | 20 | 30 |
| 3 children | ~ | 30 | 30 |
| 4 children | ~ | 10 | 10 |
| 5 or more children | ~ | 10 | 10 |
| unknown | ~ | ~ | ~ |
| Column Total | 150 | 210 | 360 |

Once again, this data is fairly out of date and will soon be discontinued on NOMIS. It will be interesting to see what data is made available from Universal Credit. However, what the income support and small income support benefit data shows us is not only that lone parenting and caring fall predominately to women in Boston and Skegness, but also that sandwich-caring (taking on formal carer duties while also having dependent children) is fairly common among that demographic.

It is also worth noting that income support benefits are also claimed by individuals working less than 16 hours a week, giving further indication about the proliferation of precarious employment in the area, and what the reasons for that might be.

Disabilities and Work-Limiting Disabilities

Stat-Xplore data from the DWP shows that a total historic number of cases of payment of the DLA in Boston and Skegness was 1,580,470 in August 2019. That marked a reduction from the previous statistical release in February 2018, which showed a total number of historic cases of 1,967,454. This change likely reflects the rolling out of Universal Credit.

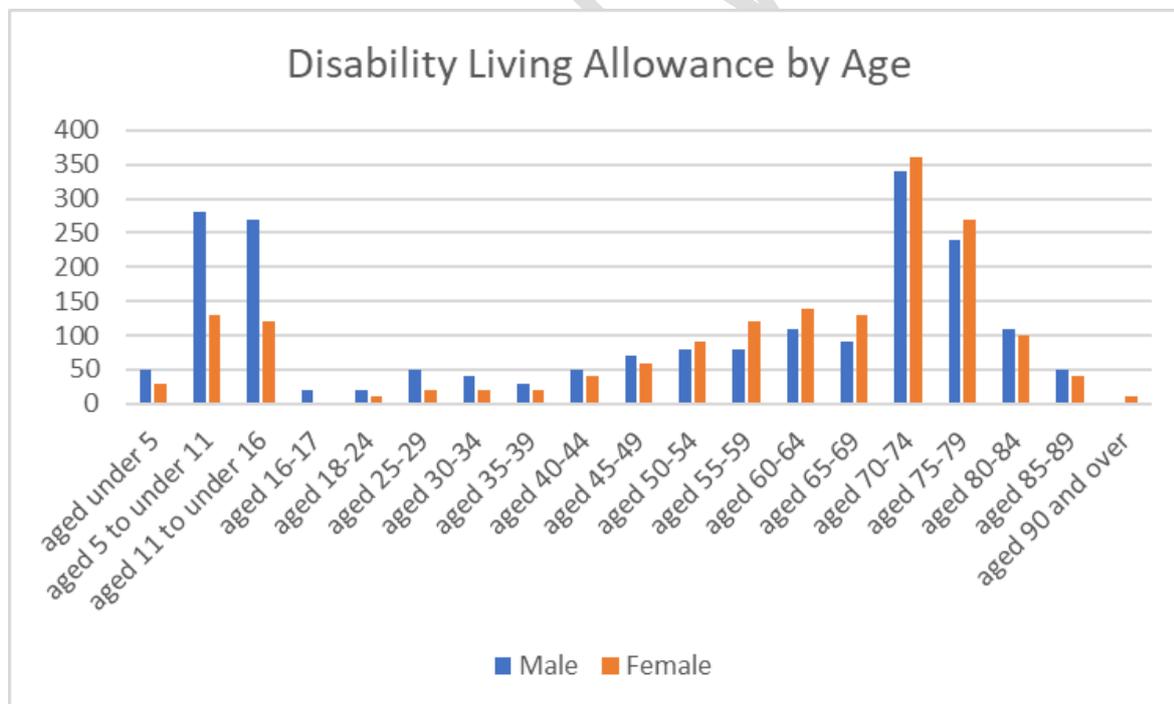


Figure 16: DLA by age in Boston and Skegness

Disability Living allowance data for Boston and Skegness shows that the majority of claimants are those of pension age. However, that does not mean that working-age individuals are not currently living with long-term and work-limiting conditions. These conditions also might be the reason why individuals in the area might not have opportunities to raise their skills or improve their skillsets.

As seen from the data on economic inactivity by reason, the most common reason for a working-age adult in Boston and Skegness to be out of work was a long-term illness. Data on estimated numbers of people with a core disability, or a work-limiting disability, shows that approximately 21% of all adults (16 and over) were classified as being EA core disabled (17,800 of 83,300 total). That proportion remained when examining the numbers of those over 16 who were classed as economically active. The data suggests that the majority of individuals that do have a current disability continue to work.

| | All | Males | Females |
|--|--------|--------|---------|
| EA core disabled (current disability) - All | 17,800 | 8,700 | 9,100 |
| EA core disabled (current disability) - Economically active | 9,900 | 5,500 | 4,400 |
| EA core disabled (current disability) - In employment | 9,400 | 5,500 | 3,900 |
| EA core disabled (current disability) - Employees | 9,400 | 5,500 | 3,900 |
| EA core disabled (current disability) - Self Employed | ! | ! | ! |
| EA core disabled (current disability) - Unemployed | ! | ! | ! |
| EA core disabled (current disability) - Inactive | 7,900 | 3,200 | 4,700 |
| Work-limiting disabled - All | 13,700 | 7,500 | 6,200 |
| Work-limiting disabled - Economically active | 5,800 | 4,300 | 1,500 |
| Work-limiting disabled - In employment | 5,800 | 4,300 | 1,500 |
| Work-limiting disabled - Employees | 5,200 | 3,700 | 1,500 |
| Work-limiting disabled - Self Employed | ! | ! | ! |
| Work-limiting disabled - Unemployed | ! | ! | ! |
| Work-limiting disabled - Inactive | 7,900 | 3,200 | 4,700 |
| Not EA core or work-limiting disabled - All | 39,500 | 19,300 | 20,200 |
| Not EA core or work-limiting disabled - Economically active | 32,900 | 16,900 | 16,000 |
| Not EA core or work-limiting disabled - In employment | 31,200 | 16,200 | 14,900 |
| Not EA core or work-limiting disabled - Employees | 28,900 | 15,600 | 13,300 |
| Not EA core or work-limiting disabled - Self Employed | 2,200 | ! | 1,600 |
| Not EA core or work-limiting disabled - Unemployed | 1,800 | ! | ! |
| Not EA core or work-limiting disabled - Inactive | 6,600 | 2,400 | 4,200 |

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

The estimate for economically inactive individuals who are classed as both EA core disabled and as having a work-limiting disability is the same. This suggests that most of the individuals in the Boston and Skegness area would continue working until their disability became an impediment to work. This by itself is not significant, but could have implications with regard to what support and learning workers access, how likely they would be to invest time and effort into upgrading their skills, and what the working culture is with regard to workers with disabilities. It might be worth discussing whether there is a learning point about supporting those in the workforce with a disability (a relatively high proportion) to continue on a sustainable basis for the longer term.

Economic activity of those with health conditions or illnesses lasting more than 12 months

| Health Condition | In Employment | Unemployed | Inactive |
|--|---------------|------------|----------|
| Problems or disabilities connected with arms, legs, hands, feet, back or neck | 7,800 | ! | 14,200 |
| Difficulty in seeing or hearing | 1,900 | ! | 5,000 |
| Chest or breathing problems, heart, blood pressure or circulation problems, stomach, liver, kidney or digestive problems, diabetes | 5,900 | ! | 13,500 |
| Depression, bad nerves, severe or specific learning problems, mental illness, phobias, panics or other nervous disorders | 3,100 | ! | 3,500 |
| Speech impediment, severe disfigurement, skin conditions, allergies, epilepsy, progressive illnesses not included elsewhere, other health problems or disabilities | 5,600 | ! | 7,300 |

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

As to the nature of those disabilities, the most common health conditions lasting for 12 months or longer reported are problems or disabilities connected with arms, legs, hands, feet, back or neck (65% of those who reported it were inactive, but the rest were reported as being currently in employment). The second most common was chest breathing problems, heart, blood pressure or circulation problems, stomach, liver, kidney or digestive problems, or diabetes (70% of those who reported it were economically inactive, the other 30% were working).

It is worth noting that those two datasets (economic activity by disability, and economic activity of those whose health conditions last for 12 months or more) may not be fully correlated. For example, a person may have had a health condition lasting for 12 months or more, but not take any steps towards receiving a disability benefit or reporting their illness as a disability to their employer.

Interestingly, when examining the Employment and Support Allowance, the last release (Nov 2018) indicated there were a total of 4,280 claimants in the Boston and Skegness area. The most common reason to claim the endowment by a large margin was for Mental and behavioural disorders (1,870), followed by Diseases of the musculoskeletal system and connective tissue (720), and symptoms, signs and abnormal clinical and laboratory findings, not elsewhere classified (410). DWP data on Stat-Xplore is relatively limited on the matter, although it does show that in June 2019 there were a total of 54685 ESA Work Capability Assessments completed. As this significantly outnumbers the current claimants, this is likely a total historic number. The same dataset shows that in October 2019 there was a total of 3,739 mandatory clearances and 3,483 mandatory reconsiderations – we can only assume these are once again representing historic totals rather than totals for the month.

It is telling that the most common health conditions reported are physical disabilities. More on-the-ground research would be needed to understand the underlying reasons for these estimates, but the implication may be that the fragile, seasonal working culture provides challenges for individuals with chronic conditions.

Transience and Seasonality

There is limited data on Transience and Seasonality in the official statistics. However, it is possible to extrapolate some information from the reported ethnicities, nationalities, and national identities of residents. For instance, while the majority of the population identified as White UK national, there

were an estimated 18300 individuals who identified as White Non-UK nationals. Most of those White non-UK nationals were classed as either in employment or looking for work, with only 2800 estimated as economically inactive. Taken along the rest of the data examined so far – that the majority of people who are out of work are due to retirement, long-term illness, or looking after family; and the overall predominance of low-wage jobs – it is not unreasonable to assume that the majority of those white non-UK nationals are either first-time seasonal workers, or settled seasonal workers who moved some of their families over with them. **While it is not possible to disaggregate the Boston data from the rest of the coast, it is still worth having a look at it because it might help estimate the size of the transient population elsewhere on the Lincolnshire Seaside Coast.**

Workforce by ethnicity and nationality

| Boston and Skegness | Non-white UK National | Non-white non-UK National | White UK National | White Non-UK National |
|----------------------------------|-----------------------|---------------------------|-------------------|-----------------------|
| All Ages | 1,400 | ! | 81,900 | 18,300 |
| Aged 16-64 – White | ! | ! | 43,300 | 15,100 |
| In Employment aged 16-64 | ! | ! | 29,300 | 11,800 |
| Economically Active 16+ | ! | ! | 32,900 | 12,300 |
| Unemployed 16+ | ! | ! | 1,800 | ! |
| Economically Inactive aged 16-64 | ! | ! | 12,200 | 2,800 |

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

* Estimate and confidence interval unreliable since the group sample size is small (3-9).

- These figures are missing.

| National Identity of Residents | Number | % of all residents |
|---|---------|--------------------|
| All residents | 101,500 | |
| All who gave national identity as English | 63,500 | 63% |
| All who gave national identity as Irish | ! | 0% |
| All who gave national identity as Other | 20,400 | 20% |
| All who gave national identity as Scottish | ! | 0% |
| All who gave national identity as Welsh | ! | 0% |
| All resident in Wales born in Wales | ! | 0% |
| All resident in Wales born in Wales who gave national identity as Welsh | ! | 0% |

This assumption is further confirmed by the residents' reported national identity. The additional numbers in this dataset compared to the previous one can give us an estimate of the number of young people under the age of 16 for both residents that gave their national identity as English, and residents that gave their national identity as Other. With 83300 total individuals over 16 in the area, that gives an estimate of 18,200 minors. The majority of those minors would be English – once again suggesting that most workers from abroad would be on a seasonal basis.

There is insufficient data about in-country migration (for example: workers coming from the Midlands or Yorkshire to Skegness on a seasonal basis) although it might be possible to make an estimate from the results of the Annual Population Survey (Oct 2018-Sep 2019) and the survey of business registers.

According to the data on economic activity by age, there were 38,800 employees aged 16-64 recorded in Boston and Skegness (41,600 if we count the self-employed). If we include anybody working over retirement age, that brings the overall number of employees in Boston and Skegness to 40,100, or 43,400 if we also include anybody who is self-employed. However, according to the survey of business registers, there was a total of 44,900 recorded full-time and part-time employees across all industries:

| Industry | Full-time employees | Part-time employees | Totals |
|---|---------------------|---------------------|--------------|
| 1: Agriculture, forestry & fishing (A) | 175 | 175 | 350 |
| 2: Mining, quarrying & utilities (B,D and E) | 400 | 50 | 450 |
| 3: Manufacturing (C) | 4,500 | 700 | 5200 |
| 4: Construction (F) | 1,000 | 250 | 1250 |
| 5: Motor trades (Part G) | 1,250 | 200 | 1450 |
| 6: Wholesale (Part G) | 1,500 | 200 | 1700 |
| 7: Retail (Part G) | 2,000 | 3,500 | 5500 |
| 8: Transport & storage (incl. postal) (H) | 1,500 | 250 | 1750 |
| 9: Accommodation & food services (I) | 3,000 | 2,500 | 5500 |
| 10: Information & communication (J) | 150 | 50 | 200 |
| 11: Financial & insurance (K) | 250 | 100 | 350 |
| 12: Property (L) | 350 | 150 | 500 |
| 13: Professional, scientific & technical (M) | 700 | 250 | 950 |
| 14: Business administration & support services (N) | 4,500 | 2,500 | 7000 |
| 15: Public administration & defence (O) | 700 | 300 | 1000 |
| 16: Education (P) | 1,500 | 1,500 | 3000 |
| 17: Health (Q) | 3,500 | 3,000 | 6500 |
| 18: Arts, entertainment, recreation & other services (R,S,T and U) | 1,250 | 1,000 | 2250 |
| Totals | 28225 | 16675 | 44900 |

What this leaves us is (in the best-case scenario) approximately 1,500 full-time or part-time workers who are not local residents, or a seasonal swell of approximately 3%. This is if we assumed that the survey of business registers and employment includes self-employed individuals and individuals working past their retirement age. This also assumes that the survey of business registers includes individuals who are hired into the company on a freelance basis and casual hours contracts. If we assume that it only includes employees aged 16 to 64, the annual number of transient workers from inside the UK grows to approximately 6,100, a seasonal swell of nearly 16%.

This calculation, of course, also assumes that any seasonal workers from abroad are all accounted for as local residents on the annual population survey and thus any “swell” in employees is only explained by in-country migration.

Further information might be gleaned from the data on Jobseeker’s Allowance, although with the rollout of Universal Credit, that survey is not nearly as useful as it could be. Nonetheless, it is worth having a 5-year review of the award and off-flows of the benefit in order to see what year-on trends are emerging.

The most obvious trend as seen from figure 17 is that across five years, there were off-flows in the benefit around April-May, which is the start of tourist season. There was also a corresponding surge in the on-flows around September-November time, which occurred regardless of the volume of applications. This appears in line with the data on the companies’ register and the numbers of workers

which indicates that the biggest industry locally is the Visitor Economy. **The trend persisted despite the rollout of Universal Credit, which dwindled the overall numbers of claimants but did not change the need for it.**

Further data on the duration of the off-flows (figure 18) indicates that most commonly, people were on the benefit for 13 weeks or less. Over the 5 years surveyed, the total numbers of people on the benefit declined, but overall, it appeared that it was rare for people to need it for more than 3 months, and extremely rare for them to need it for more than 6 (13 to 26 weeks). What this suggests is that historically, the population of the district used JSA as a bridge between jobs, and given the existing supply of jobs (based on the data on company register and number of employees). It would be interesting to see what the numbers look like for Universal Credit, although due to the nature of the benefit, the ability to draw information about the individuals' circumstances is likely to be limited.

Which individuals were historically the most likely to rely on JSA to "bridge" employments can be extrapolated from figure 19, which looks at the occupations represented on each month of JSA over a 5-year period in Boston and Skegness. Although there are some fluctuations noticeable, the biggest group was always individuals in Sales and Customer Services occupations. They appeared to represent around 40% of JSA claimants consistently regardless of the month or the year.

As with the coastal wards, the second biggest group as a percentage of the whole that needed JSA in Boston and Skegness seemed to be Managers and Senior Directors. As a group, they consistently represent between 10 and 20 percent of all the claimants in any given month. This raises questions as to how people are promoted into managerial and senior posts, whether companies provide sufficient skills training and support, and whether there is something about retaining individuals in these positions that is currently not being addressed.

It is worth noting that people in associate professional and technical positions, as well as those in skilled trade and personal care operations almost never claimed the JSA over the 5 years studied. This suggests that individuals in such positions are valued and retained by companies, and are able to find employment fairly quickly. Low supply of such skilled individuals might also explain why they might have rarely needed to go on the JSA, even when it was not being phased out in favour of Universal Credit.

Finally, figure 20 helps illustrate reasons for off-flow. It shows, in line with previous data, that the majority of individuals in Boston and Skegness went off the benefit when they found work or increased their hours to over 16 a week.

The most common method for searching for work according to the annual population survey was through adverts. A larger study on the work being advertised on the coast might help add more dimension to the supply of seasonal labour for Boston and Skegness. This data will also further be discussed in the section on Demand v Supply.

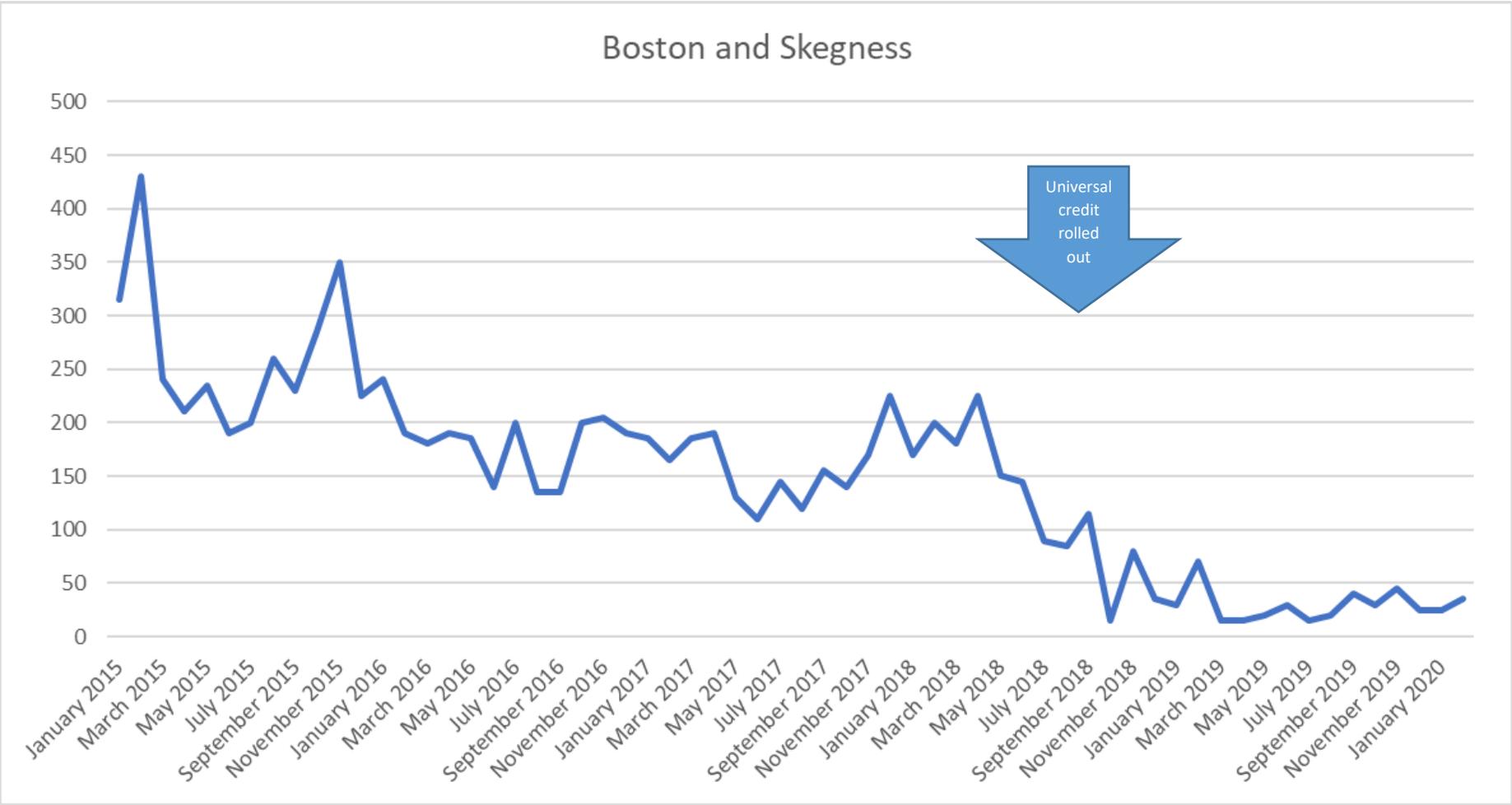


Figure 17: JSA on-flows for Boston and Skegness 5-year view

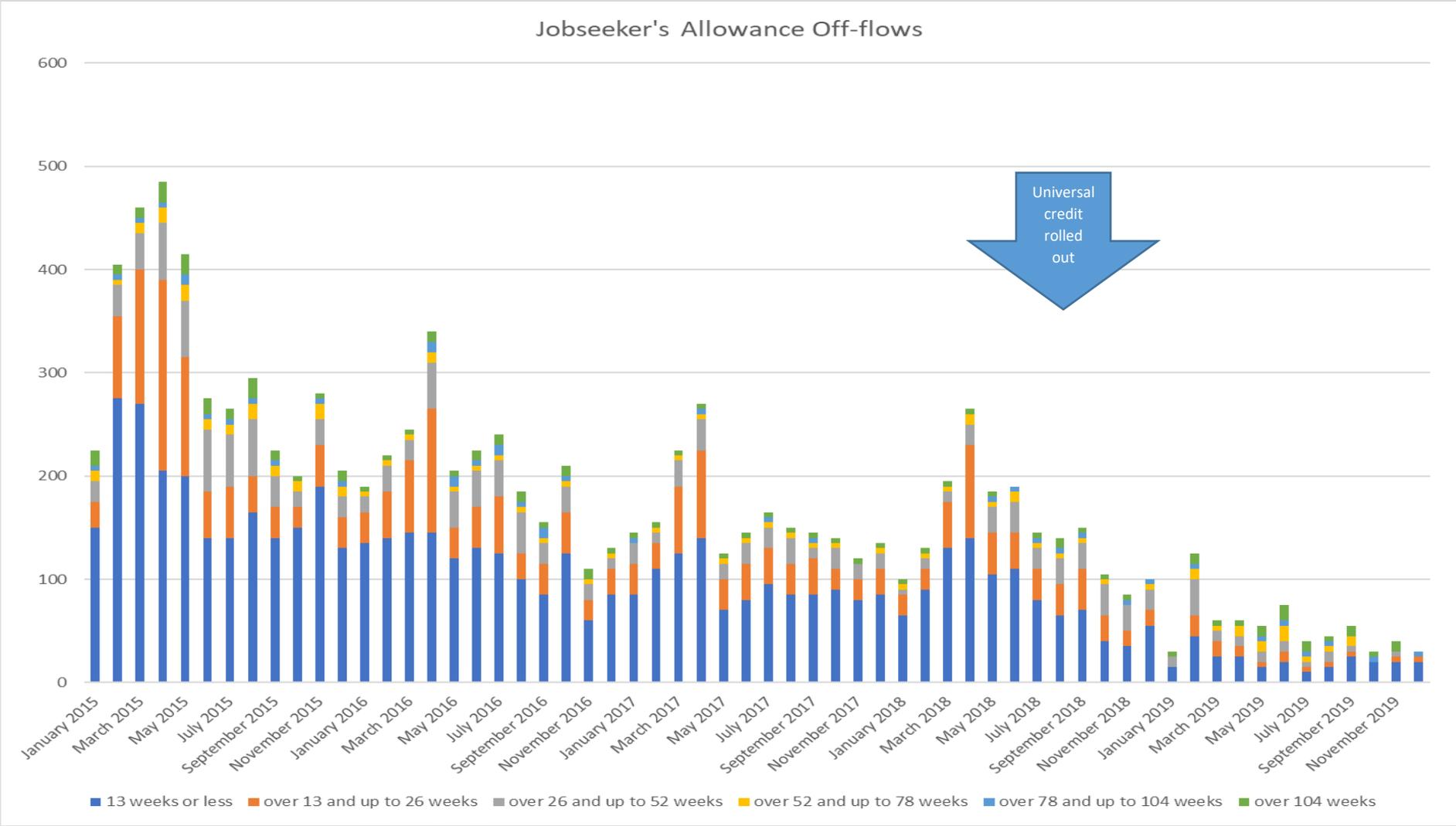


Figure 18: JSA off-flows for Boston and Skegness by duration, 5-year view

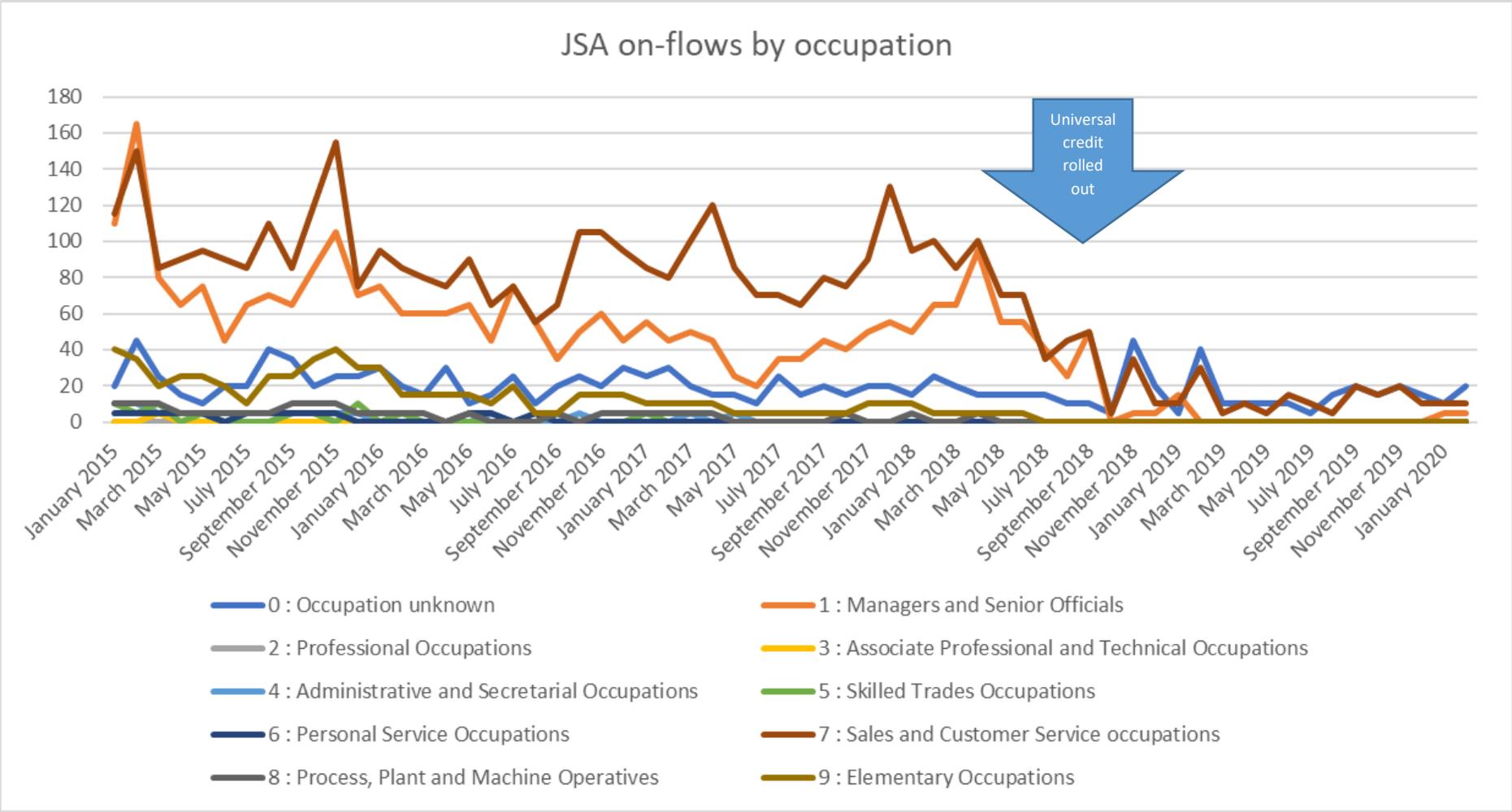


Figure 19: JSA on-flows by Occupation 5-year view

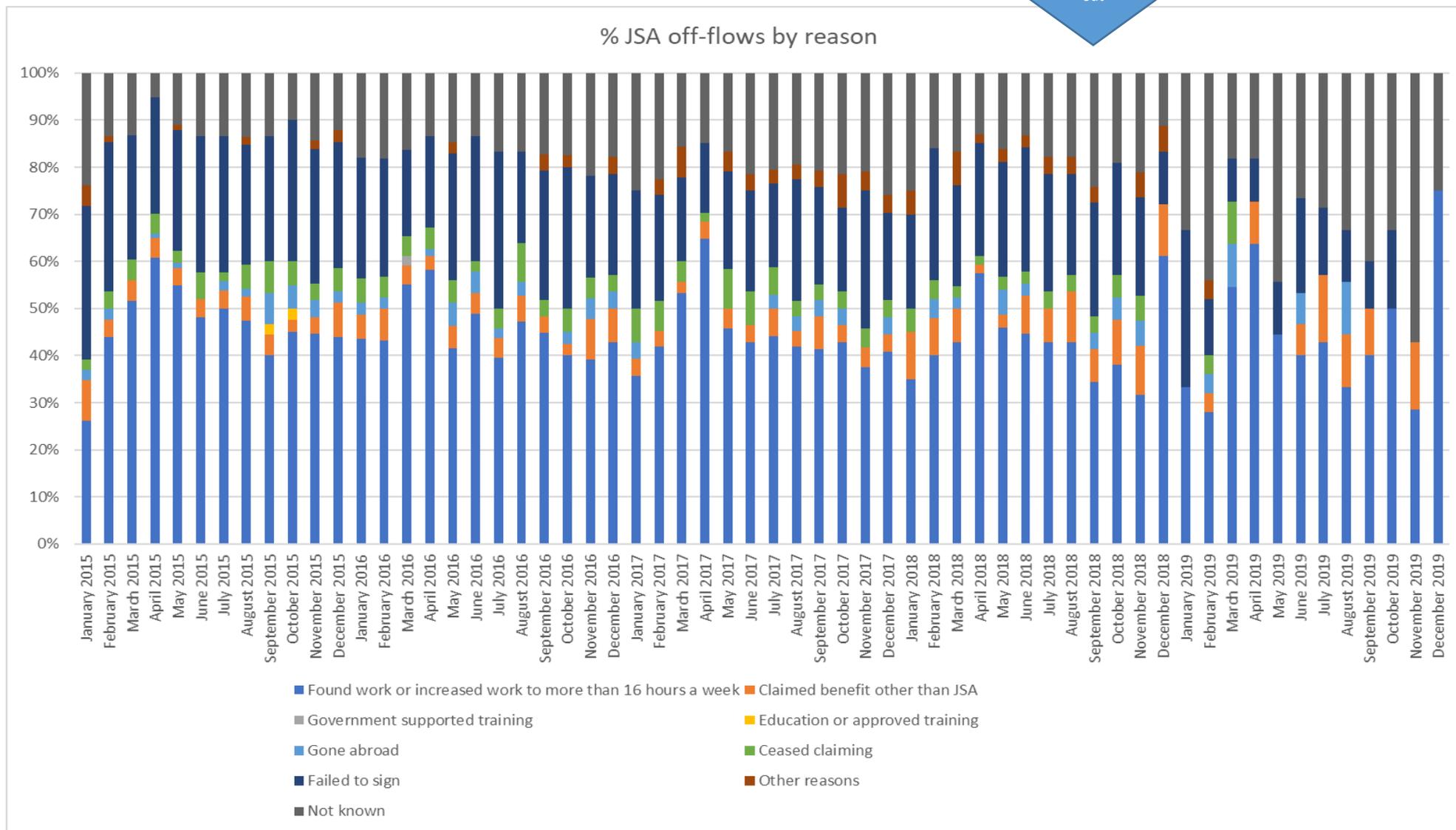
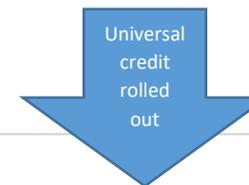


Figure 20: % of JSA off-flows in Boston and Skegness by reason 5-year view

| | | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Health and Social Care Associate Professionals | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Protective Service Occupations | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Culture, Media and Sports Occupations | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Business and Public Service Associate Professionals | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Administrative Occupations | 3,400 | ! | 2,100 | ! | ! | ! | 2,600 | ! | 2,100 |
| Secretarial and Related Occupations | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Skilled Agricultural and Related Trades | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Skilled Metal, Electrical and Electronic Trades | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Skilled Construction and Building Trades | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Textiles, Printing and Other Skilled Trades | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Caring Personal Service Occupations | 2,600 | 1,700 | ! | ! | ! | ! | 1,900 | ! | ! |
| Leisure, Travel and Related Personal Service Occupations | 2,200 | ! | 1,600 | ! | ! | ! | ! | ! | ! |
| Sales Occupations | 5,900 | 2,100 | 3,800 | 2,300 | ! | 1,800 | 3,600 | 1,600 | 2,100 |
| Customer Service Occupations | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Process, Plant and Machine Operatives | 7,300 | 7,300 | ! | 3,200 | 3,200 | ! | 4,200 | 4,200 | ! |
| Transport and Mobile Machine Drivers and Operatives | 3,300 | 2,900 | ! | 3,300 | 2,900 | ! | ! | ! | ! |
| Elementary Trades and Related Occupations | ! | ! | ! | ! | ! | ! | ! | ! | ! |
| Elementary Administration and Service Occupations | 4,900 | ! | 3,600 | 2,400 | ! | ! | 2,500 | ! | 2,500 |

| | Agriculture and Fishing | Energy and water | Manufacturing | Construction | Distribution hotels and restaurants | Transport and communication | Baking finance and insurance | Public admin education and health | Other services | Total Services |
|--------------|-------------------------|------------------|---------------|--------------|-------------------------------------|-----------------------------|------------------------------|-----------------------------------|----------------|----------------|
| Aged 16 - 19 | ! | ! | ! | ! | ! | ! | ! | ! | ! | 1,800 |
| Aged 20 - 24 | ! | ! | ! | ! | 2,400 | ! | ! | ! | ! | 2,900 |
| Aged 25 - 49 | ! | ! | 4,600 | ! | 5,200 | ! | 2,700 | 6,800 | ! | 16,400 |
| Aged 50 + | ! | ! | 2,200 | ! | 3,900 | ! | 1,800 | 4,500 | ! | 10,700 |
| Aged 16 - 64 | 1,800 | ! | 7,500 | 1,800 | 11,900 | ! | 5,000 | 10,900 | 1,600 | 30,500 |

Data on the demand and supply of various positions is interesting when viewed in conjunction with the data on Transience and Seasonality. The most people in the area worked in Services (whether that is in Hotels or Public Administration) and the biggest demand was for people in sales and customer services occupations. A granular breakdown of the data by gender does not reveal any further surprises, nor does a breakdown of the data by part-time and full-time status. There does appear to be a gender divide in the type of work offered as well as in the hours offered. What is interesting is the types of occupations that appear well-supplied, and the types of occupations (and industries) where representation was so small, the data had to be anonymised.

From the tables on occupation and flexibility, the following occupations were not well represented in Boston and Skegness:

- Corporate Managers and Directors
- Other Managers and Proprietors
- Science, Research, Engineering and Technology Professionals
- Health Professionals
- Culture, Media and Sports Occupations
- Business and Public Service Associate Professionals
- Secretarial and Related Occupations
- Skilled Agricultural and Related Trades
- Skilled Metal, Electrical and Electronic Trades
- Skilled Construction and Building Trades
- Textiles, Printing and Other Skilled Trades

The lack of representation in some cases is not surprising: for example, if the majority of companies on the coast have less than 10 people working for them, there would not be a need for many middle managers (unless the company relies on freelancers and people on casual-hour contracts to fulfil its obligations).

Similarly, some of these occupations belong to industries that are on the whole not very well represented on the coast – for example, Education, Financial and Insurance, and Information and Communication companies represent only 1% each of all the companies registered in Boston and Skegness. As such, it makes sense that workers in occupations related to science, research, culture, and media might be underrepresented in the locality.

However, it is interesting that there appears to be an under-representation of workers in occupations like construction trades, considering construction companies represent 11% of all enterprises registered in the Boston and Skegness area. Similarly, Agriculture, Forestry and Fishing represent a total of 15% of all the companies in the constituency, and yet the data suggests a lack of skilled professionals in nearly every occupational category, but particularly in skilled agricultural and related trades.

| Industry | % of all companies in Boston and Skegness |
|--|---|
| 1: Agriculture, forestry & fishing (A) | 15% |
| 2: Mining, quarrying & utilities (B,D and E) | 1% |
| 3: Manufacturing (C) | 6% |
| 4: Construction (F) | 11% |
| 5: Motor trades (Part G) | 5% |
| 6: Wholesale (Part G) | 4% |
| 7: Retail (Part G) | 10% |
| 8: Transport & storage (inc postal) (H) | 10% |
| 9: Accommodation & food services (I) | 10% |
| 10: Information & communication (J) | 1% |
| 11: Financial & insurance (K) | 1% |
| 12: Property (L) | 2% |
| 13: Professional, scientific & technical (M) | 6% |
| 14: Business administration & support services (N) | 6% |
| 15: Public administration & defence (O) | 1% |
| 16: Education (P) | 1% |
| 17: Health (Q) | 3% |
| 18: Arts, entertainment, recreation & other services (R,S,T and U) | 6% |

This disparity between numbers of people and numbers of companies could once again be explained by the types of companies that are the most represented in Boston and Skegness – the majority have less than 10 employees. However, there is a question about whether these companies use casual-hour contracts and freelance workers in order to fill the gaps when demand exceeds supply. It is also worth asking to what extent would companies be willing and able to retain and train their staff, if their annual turnover is less than £200,000.00

The only industry where demand and supply appear more or less equal is in accommodation and food services. However, as seen from the JSA outflow data, it is workers in the visitor economy that have historically been using the benefits system to bridge periods of unemployment – indicating that these jobs, while in great demand, do not always guarantee more than 16 hours of work per week.

One last thing to note on the discussion of demand v supply: data on occupation by industry and age shows that the majority of jobs are held by people aged 25 to 49. However, a sizeable number (10,700 across all services, and a further 2,200 in Manufacturing) are held by people aged 50 or over, while the proportion of 20- to 24-year olds in all industries is so small, it was anonymised by NOMIS. What this means is that all sectors will experience significant shortage of labour in the next five to fifteen year .

This also raises the question of what jobs will be available in the future and what jobs will change. The last report on the likelihood of automation that was published by the ONS in 2019 and looked at the years 2011 to 2017. That report gave Boston a probability of automation of 52.3% in 2011, with 18 main jobs being put at risk (4 low-, 10 medium-, and 4 at high-risk of automation). In 2017, that probability had risen to 56.8%, with 21 main jobs at risk (13 at medium and 6 at high). The proportion of jobs at high risk of automation in 2017 in Boston was 29.5. What this suggests is not only that many types of jobs are at risk on the coast, but that the mechanisms that might protect them from automation are not being put into place.

Furthermore, the industries that were at the most risk of automation in 2011 according to the report remained this way in 2017:

| Industries at the most risk 2011 | Industries at the most risk 2017 |
|---|---|
| Food and beverage service activities | Food and beverage service activities |
| Crop and animal production, hunting and related service activities | Accommodation |
| Accommodation | Retail trade, except of motor vehicles and motorcycles |
| Retail trade, except of motor vehicles and motorcycles | Wholesale and retail trade and repair of motor vehicles and motorcycles |
| Wholesale and retail trade and repair of motor vehicles and motorcycles | Crop and animal production, hunting and related service activities |

And the actual jobs that were at the most risk of automation were also ones where the individuals working them were likely to be low-skilled and low-waged:

| SOC10M – Description | Probability of automation |
|---|--|
| | <i>Source: Annual Population Survey 2011-2017, Survey of Adult Skills (PIAAC) and Frey & Osborne probabilities</i> |
| Waiters and waitresses | 72.81% |
| Shelf fillers | 71.70% |
| Elementary sales occupations n.e.c. | 70.69% |
| Bar staff | 70.66% |
| Kitchen and catering assistants | 69.20% |
| Farm workers | 69.05% |
| Sewing machinists | 68.64% |
| Cleaners and domestics | 68.13% |
| Tyre, exhaust and windscreen fitters | 68.07% |
| Vehicle valeters and cleaners | 67.77% |

The full report can be [read here](#) and is worth examining because it raises some questions about the kinds of economic regeneration and the regenerative work that needs to happen for the coastal economy to flourish. The statistical data suggests that any intervention aimed at local workers would need to consider not just the jobs available at present, but also the kinds of jobs that might be available in the future. Furthermore, questions are needed with regards to how much casual labour is being used in the Coastal Economy, particularly the Visitor Economy, and how that might change as time goes on. Finally, it is worth asking whether some jobs would need to be preserved and protected against automation, and which ones those should be.

Casual Hours Contracts

Data on casual contracts is somewhat limited, but some information can be extrapolated from the numbers of people working part-time and full-time, as well as from the former recipients of income support benefit.

| Boston and Skegness | All genders | | | Males | | | Females | | |
|---------------------|-------------|-----------|-----------|------------|-----------|-----------|------------|-----------|-----------|
| | All people | Full-time | Part-time | All people | Full-time | Part-time | All people | Full-time | Part-time |
| Aged 16 - 19 | 1,800 | ! | ! | 1,800 | ! | ! | ! | ! | ! |
| Aged 20 - 24 | 3,600 | 1,800 | 1,800 | 1,600 | ! | ! | 2,000 | ! | ! |
| Aged 25 - 49 | 23,500 | 19,300 | 4,200 | 11,900 | 11,900 | | 11,600 | 7,400 | 4,200 |
| Aged 50 + | 14,500 | 6,400 | 8,100 | 7,900 | 4,600 | 3,300 | 6,600 | 1,800 | 4,800 |
| Aged 16 - 64 | 41,600 | 28,200 | 13,500 | 22,800 | 18,200 | 4,600 | 18,800 | 9,900 | 8,900 |

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

Part-time work represents about a third of all the employment across Boston and Skegness. It appears to be more popular with women than with men, especially those women aged 25 to 49. Coincidentally (there is no data to help prove causation) this was also the group of women most likely to drop out of work to look after family and home; recipients of small area benefit were also lone mothers and female carers. It is not unreasonable to assume that young women on the coast would be more likely to seek out and take casual hour contracts, despite the lack of security, if they prize flexibility above all else.

Self-employment and other flexibility

| | All | Self Employed | Other Flexibility (like casual hours) |
|---|--------|---------------|---------------------------------------|
| Managers, Directors and Senior Officials | 2,000 | ! | ! |
| Professional Occupations | 3,700 | ! | ! |
| Associate Prof & Tech Occupations | 2,300 | ! | ! |
| Administrative and Secretarial Occupations | 4,200 | ! | ! |
| Skilled Trades Occupations | 2,800 | ! | ! |
| Caring, Leisure and Other Service Occupations | 4,800 | ! | ! |
| Sales and Customer Service Occupations | 7,300 | ! | ! |
| Process, Plant and Machine Operatives | 10,700 | ! | 1,700 |
| Elementary occupations | 5,600 | ! | ! |
| | All | Self Employed | Other Flexibility (like casual hours) |
| Agriculture & fishing | 2,200 | ! | ! |
| Energy & water | ! | ! | ! |
| Manufacturing | 7,500 | ! | ! |
| Construction | 1,800 | ! | ! |
| Distribution, hotels & restaurants | 12,800 | ! | ! |
| Transport & Communication | ! | ! | ! |
| Banking finance & insurance etc. | 5,000 | ! | ! |
| Public admin education & health | 11,400 | ! | ! |
| Other services | 1,600 | ! | ! |

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

The data on occupations and flexibility does not offer a lot with regard to flexibility. Most of the information was anonymised due to sample size. However, it does appear that process, plant and machine operatives are the biggest group that might be working in contracts that offer flexibility (other than self-employed).

Second jobs dataset was so small all the data was anonymised entirely. This does not mean that individuals on the coast are not picking up additional work, just that those who do did not represent a large enough group for the statistics team to make a confident estimate of their number.

Weekly hours

| | Under ten hours | Between 10-34 hours | Between 35-44 hours | Over 45 hours | All in employment |
|------------|-----------------|---------------------|---------------------|---------------|-------------------|
| All people | 2,600 | 13,900 | 18,200 | 8,700 | 43,400 |
| Male | 1,500 | 4,200 | 10,900 | 6,600 | 23,200 |
| Female | ! | 9,700 | 7,300 | 2,100 | 20,200 |

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

Finally, the data on weekly hours can help gain an estimate of how many casual hour contracts are there on the coast. All in all, those who worked for ten hours or less represented a very small group – just 6% of all in employment. 32% worked between ten and 34 hours, and 42% worked between 35-44 hours. Interestingly, a good 20% worked over 45 hours a week. The question then becomes whether those who worked over 45 hours a week (on average) were on a casual-hours contract, or whether they are using up their overtime. Given that the weekly pay with overtime of a male worker was cited as being £529.00 and that their gross pay was cited as £448.20 in the annual survey of hours and earnings, the latter seems more likely than the former.

The use of overtime, thus, raises another set of questions: which industries does this happen in; does that indicate a demand for additional workers in those industries; and does it have any bearing on the pressures and fragility of employment – particularly for those with health conditions or carer responsibilities?

Barriers to Career Progression

The data shows that a lot of individuals received job-related training in the 13 weeks prior to the survey (many in the 4 weeks prior to the survey). However, it is difficult to tell what kinds of training that was and toward what qualification, as both the dataset relating to NVQ qualifications and GCSE qualifications were so small they had to be anonymised.

The table below suggests that most people who received work-related training were those in service industries. As shown already by this report, those are also the industries on the coast that likely rely the most on seasonal labour, and as such are likely to have a high turnover of staff. Those working in private services were the next most likely to receive that kind of training. Employees in production were the smallest group to have received any training at all, and most had only received it 13 weeks before the survey.

On the same note, full-time workers appeared to be more likely to have received work-related training in the 4 weeks leading up to the survey. Part-time workers were far less likely to have received training at all, and if they did, it was 13 weeks before the survey.

Interestingly, those in managerial occupations were also less likely to have received work related training the 4 weeks leading up to the survey. They were also the second smallest group to have received any work-related training, which combined with the high historic uptake of JSA by those in

managerial occupations raises once again the question of whether people are prepared for those promotions adequately, and what companies do to retain and support their managers once they have them in place.

There is insufficient data to draw conclusions on the gendered distribution of labour, however, it is interesting that male managers received training in greater numbers than their female counterparts. Then again, that appears to reflect an overarching trend about the takeup/administration of job-related training by gender, as male employees appear to be receiving this training in greater numbers than their female counterparts. Whether this is due to company culture or the availability of that training, it is uncertain – but it is worth noting that the women who work part-time and received job related training outnumbered their male counterparts by nearly 2:1.

Stat-Xplore data does not contain any information on government-funded work programmes for Boston and Skegness. However, it lacks similar information from other regions as well, so it is reasonable to assume that the gap in the data is because that dataset has not been made available yet, or has not been collated yet.

Approved Version

| | All genders | | | Males | | | Females | | |
|--|-------------|---|--|--------|---|--|---------|---|--|
| | All | Received job related training in last 4 weeks | Received job related training in last 13 weeks | All | Received job related training in last 4 weeks | Received job related training in last 13 weeks | All | Received job related training in last 4 weeks | Received job related training in last 13 weeks |
| Aged 16-64 | 58,900 | 5,400 | 10,600 | 29,100 | 2,800 | 6,500 | 29,800 | 2,500 | 4,100 |
| Aged 25-64 | 51,500 | 5,400 | 10,000 | 24,400 | 2,800 | 5,900 | 27,100 | 2,500 | 4,100 |
| Employees and Self-Employed aged 16-64 | 41,600 | 5,400 | 10,600 | 22,800 | 2,800 | 6,500 | 18,800 | 2,500 | 4,100 |
| Employees aged 16-64 In managerial and Professional Occupations | 38,800 | 4,800 | 10,100 | 21,500 | 2,800 | 6,500 | 17,300 | 2,000 | 3,600 |
| In Service Industries | 7,600 | ! | 3,300 | 5,100 | ! | 2,300 | 2,600 | ! | ! |
| In Private Services | 30,500 | 4,300 | 8,900 | 15,500 | 2,200 | 5,200 | 15,000 | 2,100 | 3,700 |
| In Production | 19,600 | 1,800 | 3,600 | 10,600 | ! | 2,000 | 9,000 | ! | 1,600 |
| In Public Sector | 7,500 | ! | 1,800 | 4,200 | ! | ! | 3,300 | ! | ! |
| | 10,900 | 2,500 | 5,300 | 4,900 | ! | 3,200 | 6,000 | ! | 2,100 |
| NVQ level 4 equivalent and above | - | - | - | - | - | - | - | - | - |
| NVQ level 3 equivalent and below | - | - | - | - | - | - | - | - | - |
| Working full-time | 28,200 | 4,300 | 8,400 | 18,200 | 2,800 | 5,400 | 9,900 | 1,500 | 3,100 |
| Working part-time | 13,500 | ! | 2,200 | 4,600 | ! | ! | 8,900 | ! | ! |

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).

- These figures are missing.

| | All | Males | Females | % Males | % Females |
|-----------------------|--------|--------|---------|---------|-----------|
| Total | 42,800 | 23,200 | 19,600 | 54% | 46% |
| Public sector | 7,900 | 3,500 | 4,400 | 44% | 56% |
| Private sector | 34,900 | 19,700 | 15,200 | 56% | 44% |

COVID 19 and its impact on the coastal workforce

At the time of this writing, the UK has entered a lockdown due to the COVID 19 pandemic. What this has meant for individuals across the UK is that a shelter-in-place order has been issued for everyone but frontline workers (medics, care workers, retail staff, delivery drivers) and essential businesses (food shops, petrol stations, hospitals). Individuals who do not fit in those categories are discouraged from leaving their homes unless it is for essential business: getting groceries, caring for a vulnerable individual, attending a doctor's appointment, or taking exercise. The latter, at the time of this writing, is under review and might well be banned if lockdown rules are tightened.

The aims of the lockdown are to slow the spread of the disease and reduce the pressure on hospitals and care homes. COVID 19 will have far-reaching consequences to all businesses and individuals, but these consequences will be felt most strongly by individuals in precarious occupations, family carers, medical workers, the elderly, vulnerable children, and those living with chronic illness.

Based on the open data explored thus far in this report, it is not unreasonable to assume, therefore, that the Lincolnshire coastal wards, as well as Boston and Skegness, will be impacted significantly both by the COVID 19 pandemic and the aftermath. Among other things:

- A significant number of the population in the wards is over 50 years of age, and a quarter of those over 50 in Boston and Skegness are considered to be Economically Active.
- There is a sizeable population living with long-term and work-limiting disability in both the coastal wards and Boston and Skegness.
- Furthermore, the second most common health problem observed in Boston and Skegness fell under the category of internal chronic diseases: chest or breathing problems, heart, blood pressure or circulation problems, stomach, liver, kidney or digestive problems, or diabetes.
- For every disabled person living in the coastal wards and Boston and Skegness there is likely to be at least one family member who acts as a carer.
- Women are more likely than men to be carers.
- Women are also more likely than men to be on a part-time or casual hours contracts.
- Part-time contracts appear to be far more common on the coastal wards and Boston and Skegness than full-time ones.
- The biggest industries in the Coastal Wards and in Boston and Skegness appear to be in the Visitor Economy – which is also predicted to be one of the hardest hit by the economic downturn that will follow the COVID 19 lockdown.
- These industries also appear to rely heavily on fixed-term and/or part-term contracts. Individuals working in sales and customer service type roles, in particular, are among those who apply for jobseekers' allowance in between tourist seasons.
- JSA off-flows data shows that the majority of people rely on the benefit from year on year, indicating an overall absence of steady work locally.

What this means in the context of the COVID 19 pandemic, the lockdown, and the economic consequences thereof, is that the workforce in the coastal wards, as well as in Boston and Skegness, will be uniquely vulnerable. The contributions of the visitor economy to the East Lindsey and Greater Lincolnshire economy cannot be understated, both in terms of turnover and in jobs. Those who have historically relied on the tourist season for work will be impacted the most and, if able to obtain the endowment, would have to stay on benefits for longer than before.

Settled Status. It is unknown whether the stress from settling immigration status might impact an employee's decision to seek out skills training or career advancement, and as such more questions would need to be asked to determine the impact of vulnerability.

Data relating to COVID 19: At present, [Public Health England](#) is the only source of open data relating to COVID 19 cases. While this is important for tracking the spread of the disease and planning for the lockdown, it is important to remember that this is only reflective of confirmed cases. Additionally, there is likely to be some lag in the data as different NHS trusts may report the number of confirmed cases and deaths at different rates. This is significant for two reasons: the first is that widespread testing is not yet available in the UK; the second is that the data does not reflect all the people who suffered because resources in the NHS are being diverted towards COVID 9 cases. What this means is that the likely impact of the pandemic and the post-lockdown economic downturn in the Coastal Wards will be very difficult to estimate from official open data alone.

Other gaps in the data:

- Stat-Xplore is still being populated. It will be very interesting to see what information is made available to the general public from now on.
- Universal Credit data is being collected at the time of this writing. It will be interesting to see what insights can be gleaned from the benefit given.
- GCSE/NVQ data – while it was anonymised for Boston and Skegness, there might be some information that could be extrapolated from the wider county data. Alternatively, data from the local schools and colleges might be invaluable, as well as any data of take-up from apprenticeship schemes.
- Much of the data from the Coastal Wards had to be extrapolated or estimated from very old studies. Accurate data will likely not be available until the next census in 2021.

Appendix B: Recommendations for Further Research

This report has focused on open data sources, annual population surveys, and statistical releases approved by government agencies for public access. However, further research is needed before a fuller understanding is gleaned about the state of skills and access to skills training on the Lincolnshire coast. Some of the recommended avenues for further research include:

- Analysis of Universal Credit data when it is released to see whether any of the patterns of off-flow have been replicated by JSA.
- A more detailed look at the working culture of companies, particularly with regard to disability, chronic illness, and how time off is being used. Establishing whether there is a link between the use of overtime and the worsening of chronic conditions is a worthwhile avenue for research. Estimating the material impact of illness, injury, disability per industry, if a link is found between the culture of the companies and how workers respond to being ill.
- A more detailed look at family carers and sandwich carers – what the impact of caring is for them as employees, how does it influence their choice of career and career progression, and what demands it has on their time and efforts. Estimating the material impact of losing family carers in the company due to inflexible working policies.
- A more detailed look at casual hour contracts, particularly for the Visitor Economy as it employs the most people on the coast. Understanding whether jobs were becoming casualised as a necessity and whether that casualisation can be reversed. Understanding the challenges employers face (particularly small employers in the retail industry) in training and retaining staff. Estimating the material impact for various industries of casual labour.
- Analysis of middle- and upper-management: understanding whether turnover is as high as the data implies, and, if that is the case, what might the reasons for that be. Special attention might need to be paid on the transition period (for example from a skilled worker to a manager) and whether the processes companies have in place are sufficient for the needs of those new managers.
- Analysis of how casual labour is recorded. It is unclear from the open data whether there is a shortage of labour in the bigger industries on the coast, or, indeed, whether they rely on freelancers and self-employed workers to meet demand. If so, it is worth exploring what drives those decisions for those employers, what the challenges and opportunities are, and how skills development fits into those business models.
- Analysis of automation, the real likelihood of automation, and which jobs are at high and immediate risk of becoming obsolete. This is important not just for the future of the skills market but also in terms of how resilient industries on the coast are when faced with change. If automation does come about, it is important to work up scenarios for the workers in those industries, how likely they would be to find another job, and what challenges they might face when retraining. Furthermore, an analysis of automation on the coast can give employers a sense of what skills will be needed – not just in the next six months, but in the future as well.
- Analysis of migrant labour, the skills that migrants bring in, and what the impact would be of the changing immigration policy of the UK over the coming years on various industries on the coast.
- Analysis of climate patterns, flood patterns, and how those might impact local industry, particularly the Visitor Economy, in coming years.
- Analysis on the resilience of local business models and how equipped they are to weather events like the COVID 19 pandemic, and the impact that has on jobs and skills.