

**Future Proofing Coastal Tourism Sector  
'Coastal Sustainability through Careers and Business Skills in Greater  
Lincolnshire'**

**Vision: A thriving Lincolnshire coastline with a developing  
visitor economy founded on business growth and career  
opportunities for local people**

**Coastal Communities Fund Project Evaluation /  
What Works?!!**

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## Introduction

The Coastal Communities Fund is a project that aimed to bring targeted support to employers on the Lincolnshire coast to upskill and retain their employees, increase aspirations, and create a more sustainable coastal economy. In many ways, the project is an example of how targeted interventions led by local needs can lead to more growth, prosperity, and opportunity, while delivering flexible programs with great return on investment.

The Coastal Communities Fund ran between 2019 and 2023 and reached dozens of employers across multiple interventions. Through that period, the project faced a multitude of challenges, including delays, the COVID-19 pandemic, and difficulties in business reopening post-covid. Many of these challenges are reflected in the feedback of stakeholders; but equally, it is a testament to the adaptability and perseverance of the partners that the project was delivered with the results that it did. Much of that credit is due to the providers, for their adaptability when faced with challenging circumstances; as well as to the perseverance of commissioners, who evaluated (and ‘pivoted’) the project as it went along, implementing changes as necessary when circumstances demanded it.

This report sums up the findings from the initial open data research, the findings from a follow up open data research, the results of qualitative data focus groups with stakeholders, and the reflections of providers.

## Parameters

The Coastal Communities Fund, as implemented in Lincolnshire, is intended to regenerate the wards coastal 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. The Fund aimed to do so through the commissioning of tailored and innovative courses to upskill the local labour force and provide the necessary skills and training that is demanded by local businesses.

## Baseline Data

The initial baseline report looked at the economic, labour, and skills needs of the Lincolnshire coast. It was produced in April 2020 and used open data to outline several important factors that the commissioners took into consideration:

- There is a large supply of low-skilled and low-wage workers found along the coast. 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.
- 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 parts of 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 invest and 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. A large proportion of the population is over 50 years of age. The supply of young workers appears fairly low compared to that of those over 50. While not posing a problem at the time the report was written, this lack of younger skilled workers was particularly felt after COVID.
- 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 worked into retirement at the time of writing, but the number was also not negligible. This number is expected to increase as inflation and energy bills add pressure to household budgets, and encourage more people to come out of retirement.
- About 18% of all the residents were non-UK at the time of writing; there is a strong likelihood it is made up of seasonal workers (new or returning).
- Depending on whether the statistics included 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 was 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.

## New Data

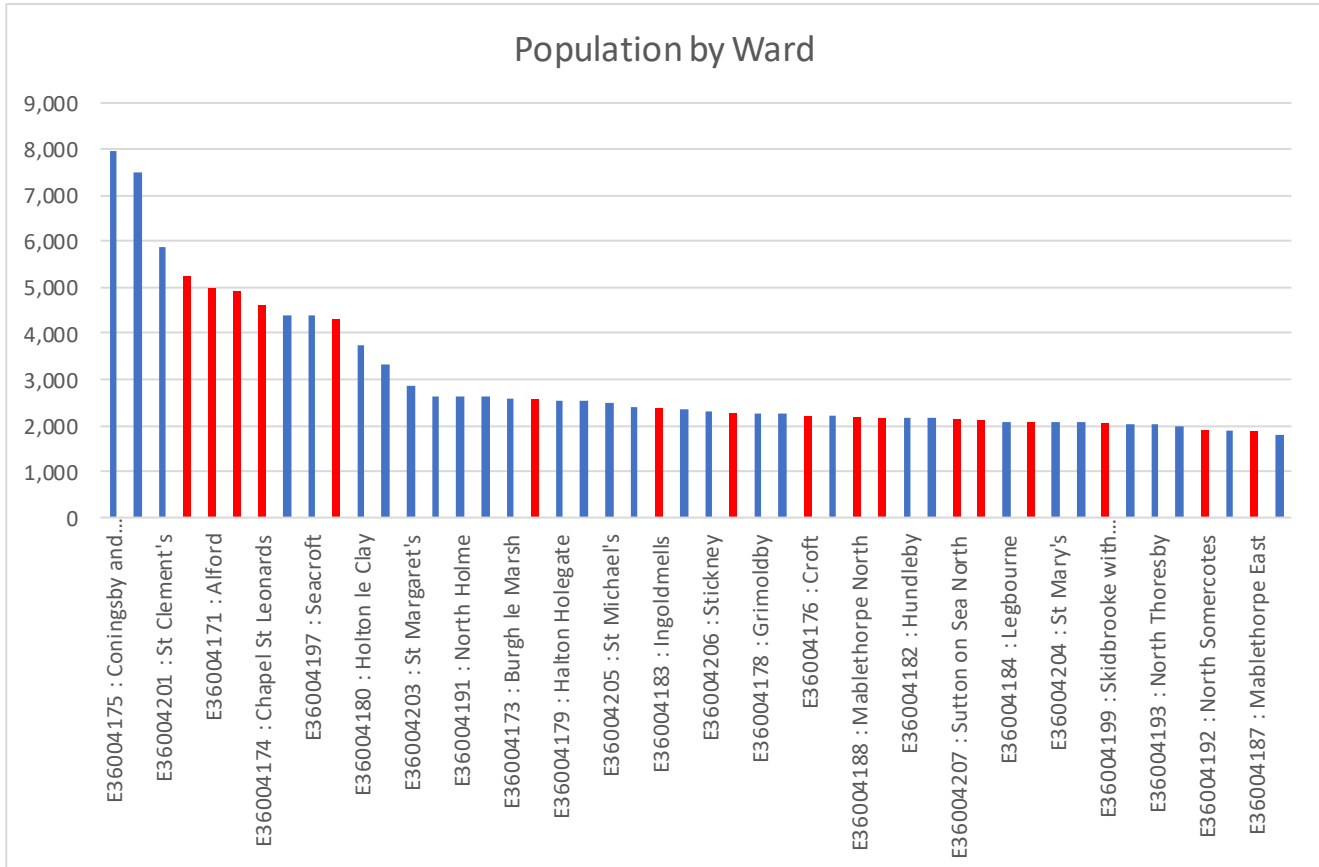
It was intended for the baseline data to be revisited at the end of the project. Unfortunately, at the time of writing, the granular data from a ward level from the 2021 census was not yet available. Nevertheless, the team revisited some of the open data repositories used for this research and conducted a refresh of the baseline data, to the best of their ability. (NB: Due to the rate at which some databases are updated, some of the information does not offer a perfect 1-to-1 comparison to the original report.)

## Key Findings

- There were approximately 142,030 residents in East Lindsey in 2020
- Residents living in the key wards of interest make up 35% of the total East Lindsey population.
- More than half of the wards have fewer than 2,500 residents.
- Over 30% of the population are aged 65 or over.
- Men are more likely than women to be economically active, to be in employment, and to be self-employed.
- The vast majority of those who are economically inactive do not want a job (82%), with economically inactive women being less likely to want a job than economically inactive men (87%).
- Self-employment rates amongst women are extremely low.
- Workers have a lower likelihood of being employed in managerial or senior official roles, or in professional occupations, and are most likely to be employed in associate professional occupations or elementary occupations.
- The majority of employment types have a gender divide. This is particularly seen in the lack of men in administrative and secretarial roles, as well as in personal service occupations, and the lack of women in skilled trades and sales and customer services.
- Job opportunities are low, with 0.76 jobs available for each resident aged 16-64.
- Workers are paid, on average, £524.50 per week. Workplaces pay out on average £491.00 per worker per week.
- Scarborough ward has the greatest number of employees in the district, whilst Sutton on Sea has the fewest.
- There are 5,495 enterprises operating in the district, the most common sector in which they operate is Agriculture, forestry & fishing.
- There were 2,315 recorded Universal Credit Claimants in August 2022. Key wards of interest had, on average, 60 universal credit claimants each, whereas other wards had on average only 42 claimants each.

## Population

Population estimates<sup>1</sup> for East Lindsey wards (see Appendix A) show that there were approximately 142,030 residents in East Lindsey in 2020. The two most populace wards are Coningsby and Tattershall (7,945 residents), and Horncastle (7,494 residents). Of the wards of key interest, (marked in red), the most populace are Scarborough, Alford, Winthorpe, and Chapel St Leonards. Twenty-seven of the forty-eight wards have less than 2,500 residents. In total, 49,974 residents (35%) live in the wards of key interest.



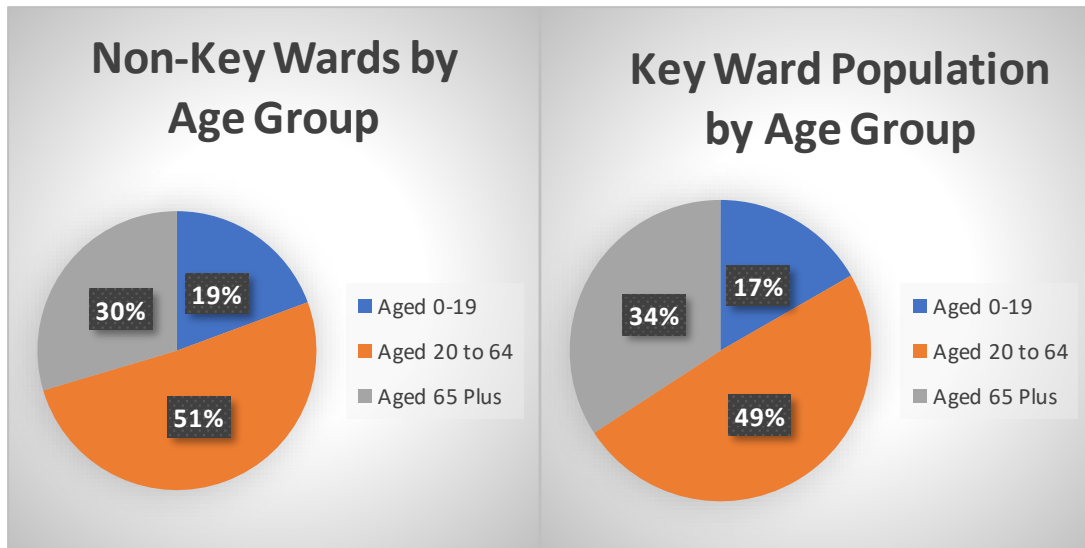
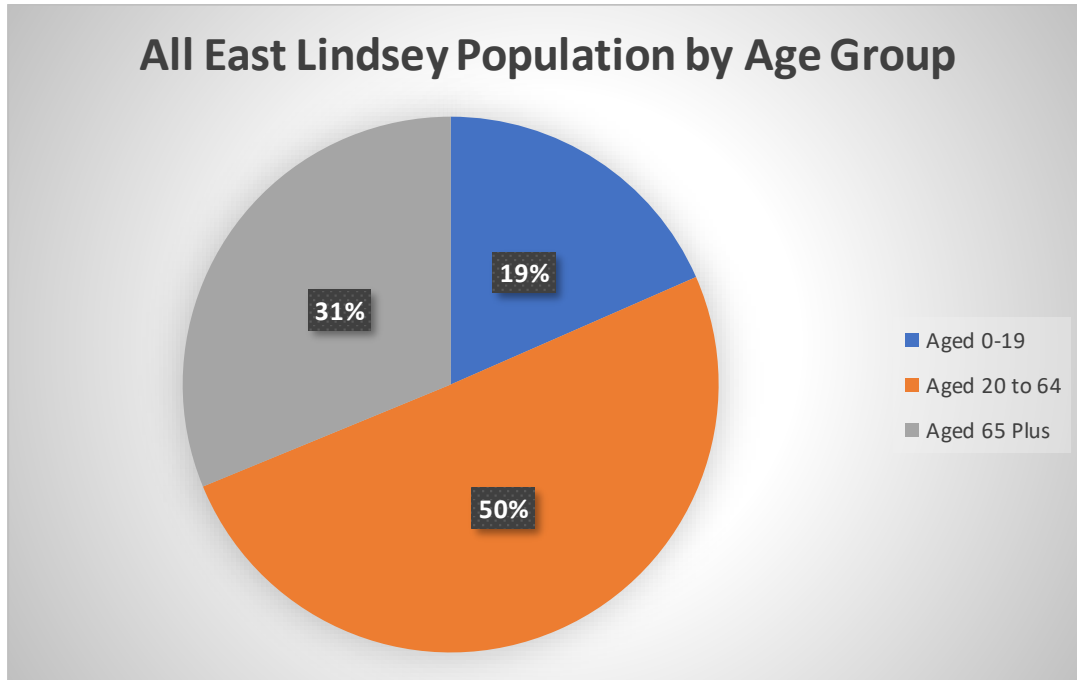
Dividing the population into three age groups – those aged 0-19, those aged 20-64 and those aged over 65 years old shows that there are around 26,488 children and young people aged 0-19, around 72,383 adults aged 20-64 and around 44,872 older adults aged 65 plus.

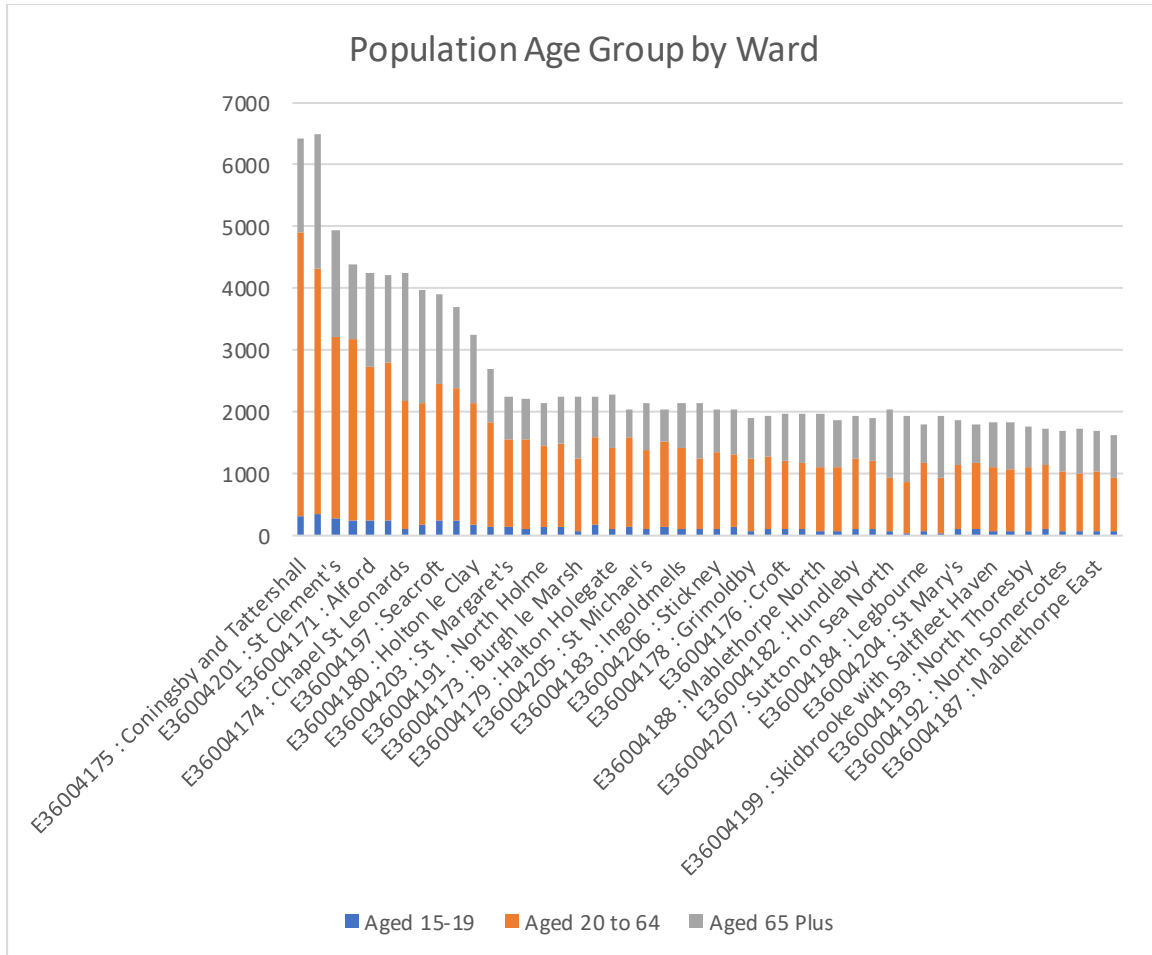
Age Group	Population
Aged 0-19	26,488
Aged 20-64	72,383
Aged 65 plus	44,872

All wards have the same population profile of a low proportion of children and young people, and a large proportion of older people aged 65 or over. Across all of East Lindsey, 19% of residents are aged 0-19, 50% are aged 20 to 64, and 31% are aged 65 or over. Examining population across the key wards and other East Lindsey wards shows that, whilst there are not large differences in the age profiles, the

<sup>1</sup> [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/)

key wards do have, on average, a slightly smaller proportion of people aged 0-19, and 20-64, and a slightly larger population of those aged 65 plus.





## Economic Activity

The Annual Population Survey 2021/22<sup>2</sup> (See Appendix B) shows that East Lindsey has a population of 73,900 people who are aged 16-64, of which 61.1% are considered economically active and 38.9% are considered to be economically inactive.

### Economically Active Population

- 61.1% of the total 16-64 population are economically active.
- 55.8% of the total 16-64 population are in employment, with 5.2% being self-employed.
- Of the 36,600 males aged 16-64 in East Lindsey, 62.8% are economically active, and 56.6 % are in employment, with 8.1% being self-employed.
- Of the 37,400 females aged 16-64 in East Lindsey, 59.5% are economically active, and 55% are in employment, with the number being self-employed being too small to be reported.
- The total unemployment rate for those who are aged 16-64 and are economically active is 8.8%.
- The unemployment rate for males who are aged 16-64 and are economically active is 9.9%.
- The unemployment rate for females who are aged 16-64 and are economically active is 7.6%.

### Economically Inactive Population

- 28,700 (38.9% of the total 16-64 population) are economically inactive.

<sup>2</sup> [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/)

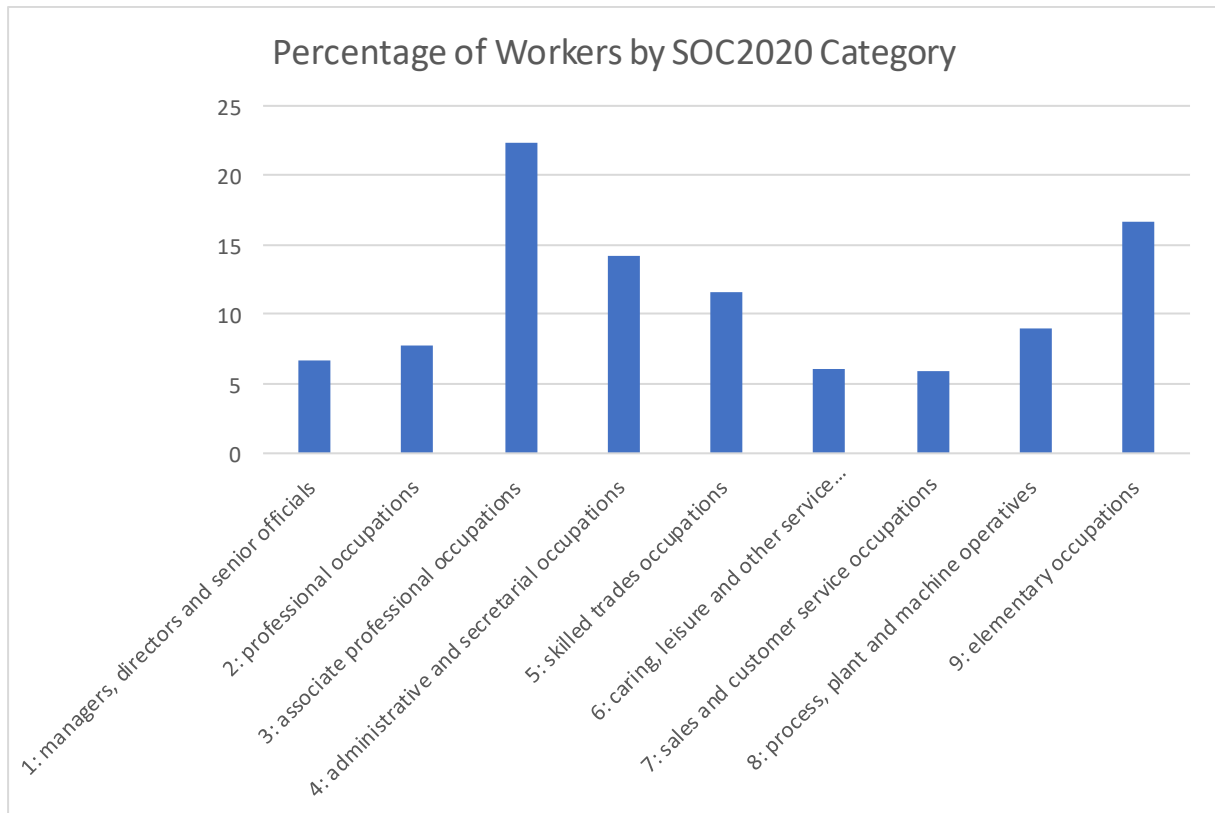


- Of those aged 16-64 who are economically inactive, 18.1% want a job, and 81.9% do not want a job.
- Of the 13,600 males who are aged 16-64 and are economically inactive, 23.3% want a job, and 76.7% do not want a job.
- Of the 15,100 females who are aged 16-64 and are economically inactive, 13.5% want a job, and 86.5% do not want a job.

## Employment

The Annual Population Survey 2021/22 (see Appendix B) also shows the percentage of workers employed in each of the SOC2020 categories shows that by far the largest proportion of workers in the district are employed in “associate professional occupations”, while the smallest proportion are employed in “sales and customer service occupations”.

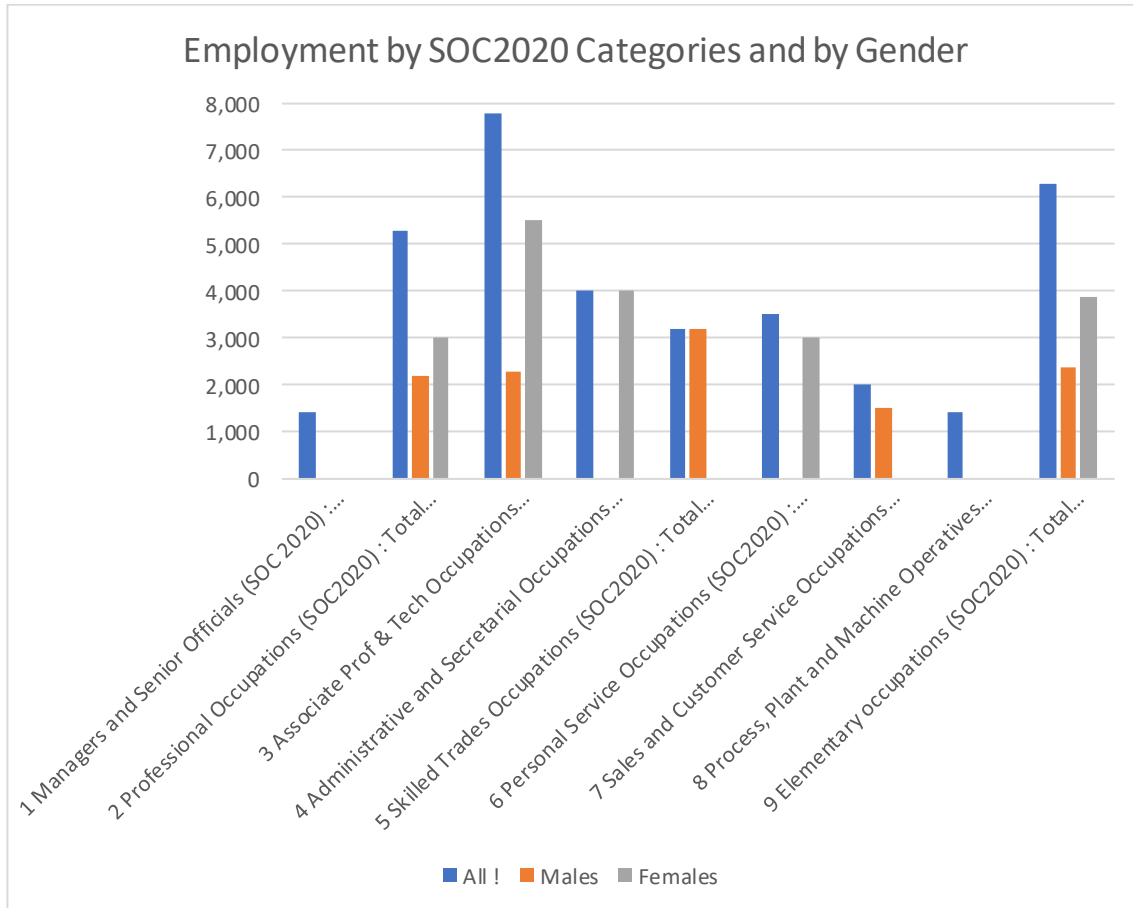
- 1: managers, directors, and senior officials = 6.7%
- 2: professional occupations = 7.7%
- 3: associate professional occupations = 22.3%
- 4: administrative and secretarial occupations = 14.2%
- 5: skilled trades occupations = 11.6%
- 6: caring, leisure and other service occupations = 6.1%
- 7: sales and customer service occupations = 5.9%
- 8: process, plant, and machine operatives = 9%
- 9: elementary occupations = 16.6%



Data from the Workplace Analysis 2021/22 (see Appendix C) provide more granular details about the workforce in East Lindsey by providing a gendered breakdown for most SOC2020 employment categories. Where a total for males or females in a particular category is not recorded this

demonstrates that the numbers were too small for effective anonymisation (which occurs at around the 1,000 workers mark).

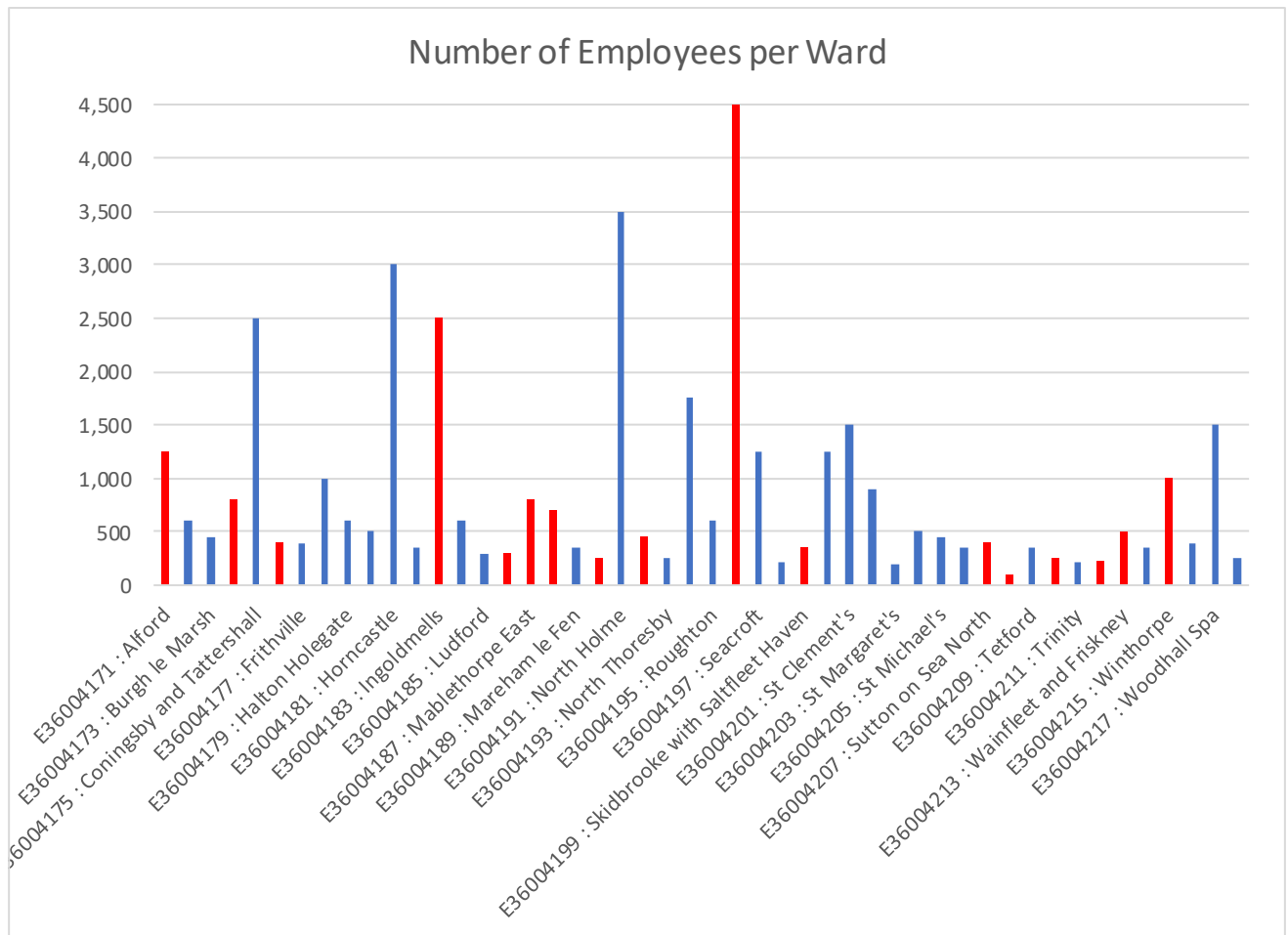
Although the gender difference is not recorded for “Managers and Senior Officials” nor for “Process, Plant and Machine Operatives” due to the low overall total, the figures show clear gender differences in the other SOC2020 employment categories, with well over half of those in “Associate Professions and Tech Operations” and “Elementary Operations” being female. For “Administrative and Secretarial Occupations”, and “Personal Service Occupations” the way the data is presented suggests that the vast majority of these workers are women. In “Skilled Trades Occupations” and “Sales and Customer Service Occupations” the trend is reversed, with almost all of the workers being men.



The Business Register and Employment Survey data 2020 for East Lindsey (see Appendix D) shows the number of employees in each ward. Wards of key interest are coloured in red. The ward with the highest number of employees is Scarborough, and the lowest number of employees are in Sutton on Sea. It should be noted, however, that as figures are given as a number rather than a proportion, higher numbers may indicate higher populations levels rather than higher rates of employment. Nevertheless, there are vast differences between the number of employees in wards throughout the district. Figures for job density are only available on a district level, and for East Lindsey the figure is 0.76, which means there is less than one job available per each resident aged 16-64 (see Appendix E).

The Annual Survey of Hours and Earnings 2021<sup>3</sup> (see Appendix F) for East Lindsey provides details of the median gross weekly pay received by a full-time worker in the district, which is £524.50. It also details the median gross weekly pay given out by workplaces in the district, which is £491.00.

<sup>3</sup> [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/)



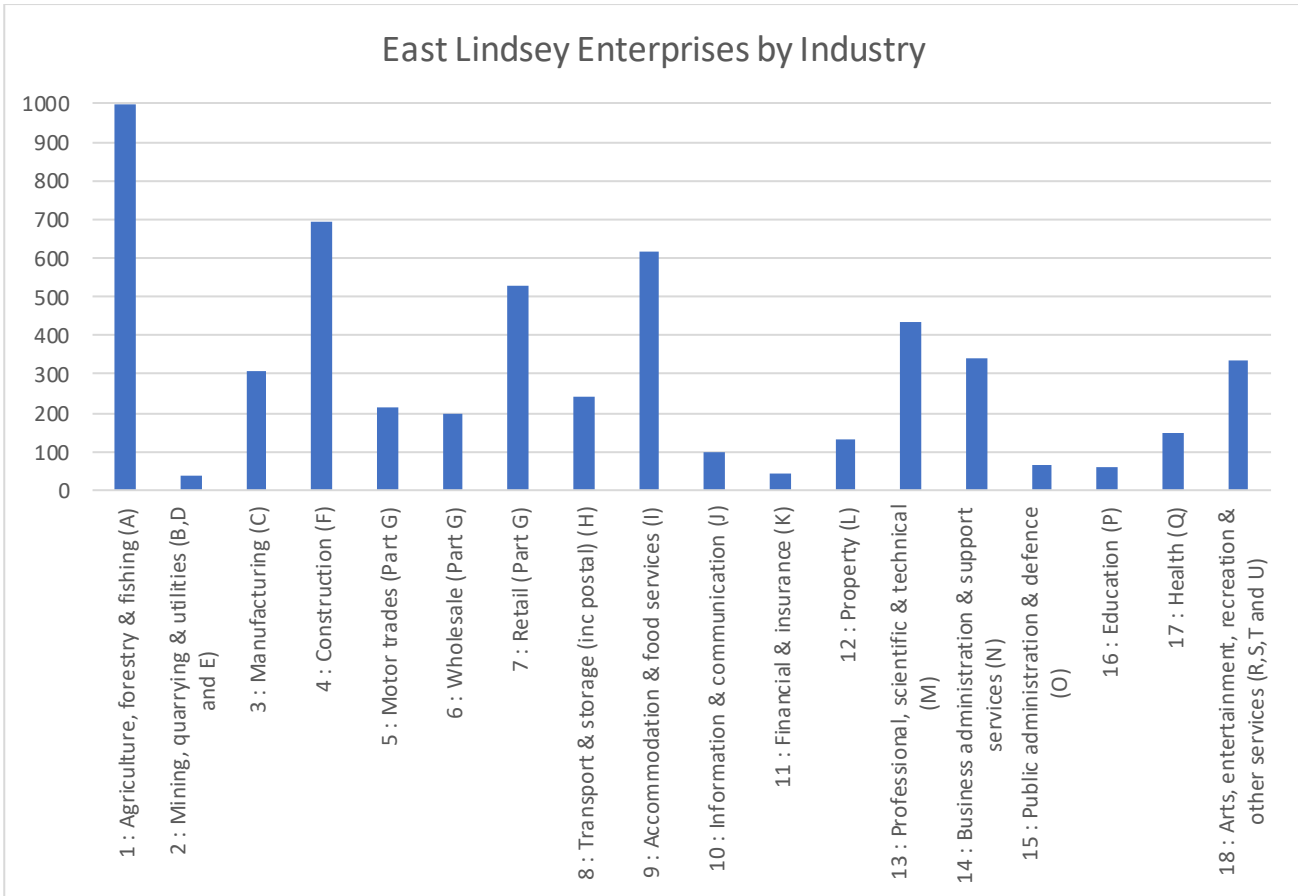
## Enterprises

In addition to information on the types of jobs that workers are involved in provided by the Workplace Analysis 2021/22<sup>4</sup> (Appendix C), information about the types of industries available to workers in the district is provided by the UK Business Counts 2021<sup>5</sup> (see Appendix G). This is broken down on a Middle Layer Super Output Area (MSOA) basis, and whilst these geographies do not map directly onto the geographies used for other statistics, such as Wards, they can give an overall picture of the key sectors for job opportunities in the district. This data shows that by far the largest industry in East Lindsey is Agriculture, forestry & fishing at just under 1,000 enterprises, followed by Construction, Accommodation & food services, and Retail. In total there are 5,495 enterprises operating in the district.

Exploring this data further, it can be seen that Agriculture, forestry & fishing is the main industry sector in MSOAs which cover the sparsely populated areas across the Wolds. Construction is an important industry in the North Thorsby area on the border of North East Lincolnshire, an area which also has the highest number of Transport & storage (inc. postal) enterprises. The primary areas for Accommodation & food service enterprises are around Chapel St Leonards and Skegness. The primary areas for Retail are Skegness, Louth, Woodhall Spa/Coningsby, Burgh le Marsh, and Mablethorpe (areas have been predominantly identified using <https://mapit.mysociety.org/>).

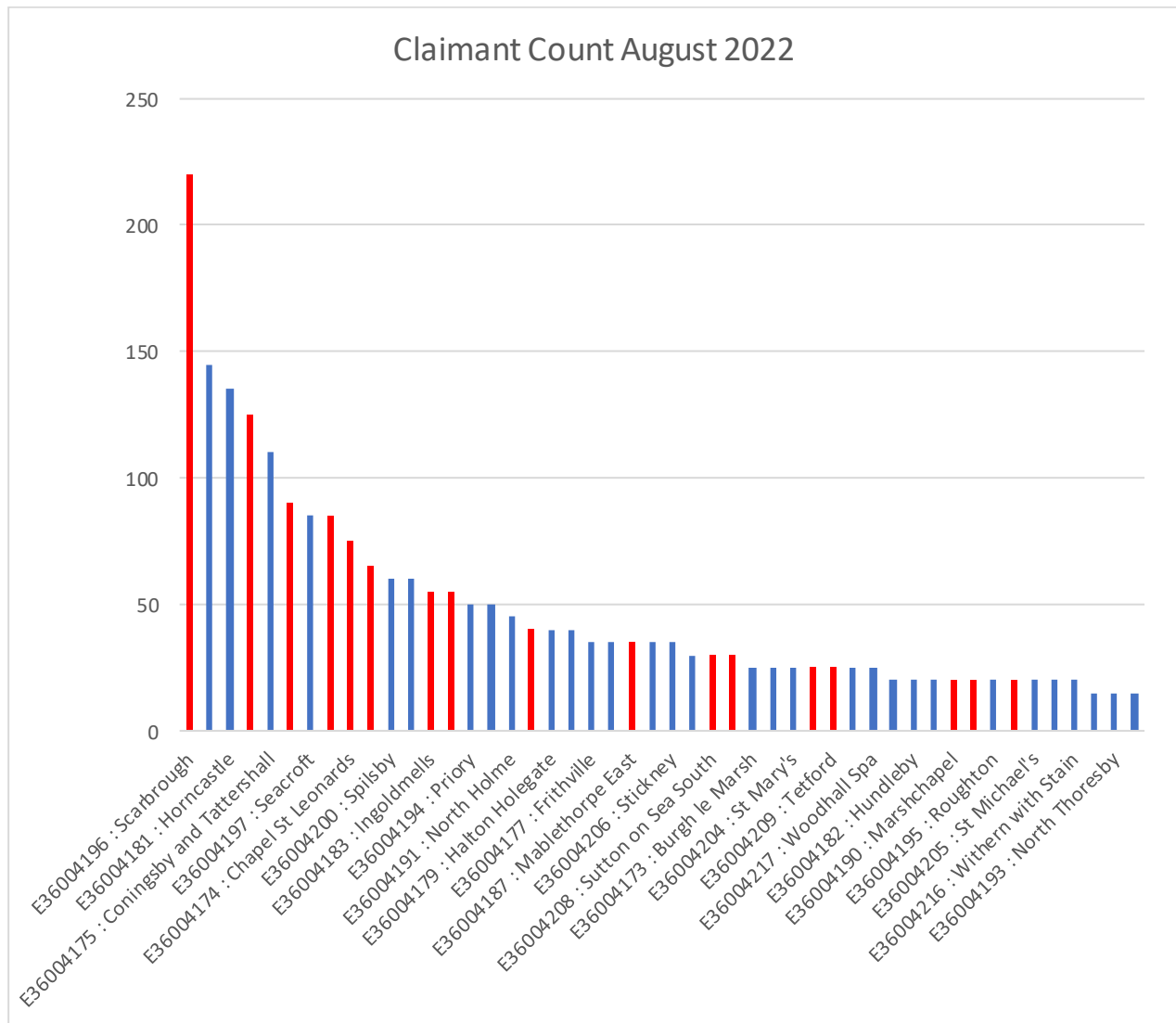
<sup>4</sup> [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk/)

<sup>5</sup> [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk/)



## Benefits

In August 2022, there were 2,315 recorded Universal Credit Claimants<sup>6</sup> in East Lindsey, with data available on ward level (see Appendix H). The highest number of claimants by far were in Scarborough (the fourth most populous ward) at 220 claimants. The lowest number of claimants were in Sibsey (15). Using the number of claimants per ward for wards of key interest, and those not of key interest, an average number of claimants per ward can be calculated. This shows that each ward which is of key interest had, on average, 60 Universal Credit claimants in August 2022, whereas the other wards, had on average, 42 claimants each.



<sup>6</sup> [Nomis - Official Census and Labour Market Statistics - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://www.nomisweb.co.uk/)

## Conversations with Stakeholders

This section focuses on conversations had with stakeholders – what worked, what didn't work, and what commissioners could do better in the future. Most data came from interviews and focus groups with providers of courses, with some information also being provided by businesses in the local area.

### Summary of Themes

- COVID-19 was devastating for businesses in the visitor economy and that was especially felt in the project. While some providers were able to adapt to online learning and add new, innovative courses to their rosters, other courses they were hired to deliver were hands-on and did not suit the format.
- Good practices involved taking the time to build relationships with employers and learners, building trust and understanding in the program. Relationships were seen as particularly important for the Coast, as trust was observed as being fairly low among local businesses and learners.
- The CCF project was relatively easy to administer when compared to others. However, because of the small lots commissioned, some providers found it more difficult to sell the CCF, as learners were looking for full qualifications, not just a handful of units. There was a sentiment expressed that it was a lot of work, recruitment-wise, for a relatively small fund.
- Recruitment and retainment were challenging. Many providers expressed difficulties at getting people enrolled in courses, with employers pulling out at the last minute or people dropping off because of mental health reasons or a sudden change in career.
- Employers' confidence in the market was perceived as having a massive influence on recruitment and retainment. Providers expressed a belief that a combination of factors, including low turnover, staff turnover, low confidence, and the overall negative economic outlook for the hospitality sector all contributed to employers being unwilling to send their teams on training. Economic recovery from COVID-19 was seen as employers' No 1 priority.
- Shorter courses, masterclass type courses, and courses set early in 2021, seemed to attract a lot of interest; however, it is unclear whether this is due to the format or to the extended season in 2021, which ran well into October.

### Good practices

By far, the most cited example of good practices involved the provider taking the time to build up relationships with their participants and with the companies they work for. Examples included, but were not limited to:

- A provider taking their time with a learner, getting that learner to take small, achievable steps in order to accomplish her goals. The learner was struggling with their mental health and self-perception and thus needed more support with attending a career programme. This method paid off with the learner going through the programme and then proceeding to get training to help others with their own mental health, on top of obtaining the qualification they had wanted to obtain.
- A provider offering a series of masterclasses that learners could sign on to. While some learners only signed up for one, the provider found they tended to enrol to the rest when they got a sense of what the programme was about and saw the value in it.
- A provider offering presentations and recordings of the classes for attendees who might not have been able to attend the full session or who might have had their attendance interrupted.

- A provider offering wraparound support for learners, giving them additional support on top of what they already received.

Most providers felt that longer lead time would have helped them with marketing and recruitment, not just in terms of giving them time to set up, but also in rebuilding relationships that might have been lost during the pandemic. Some providers noted that, prior to 2020, they had a network of contacts on the coast that they could reach out to facilitate recruitment – networks which had dwindled after lockdown and furlough.

### Recruitment and retainment challenges

Recruitment challenges were the most cited concern on the part of providers; however, retainment varied depending on programs and target audiences.

In terms of recruitment, some of the challenges cited included, but were not limited to:

- Not being able to attend as many face-to-face meetings as before. While social media marketing went some way to help in recruitment, providers felt they were missing out on a lot of face-to-face interactions that would have otherwise improved recruitment.
- Not being able to reach out to previous network of contacts. Prior to the pandemic and lockdown, providers had a network of managers and employers they could reach out to and inform about new courses; however, with many people going on furlough or changing career paths, this meant a lot of providers had to rebuild their networks from scratch.
- Difficulty in getting individual programmes promoted by their usual partners, such as Jobcentre+
- General perception of over-saturation of the market. Providers found it difficult to stand out.
- Difficulty in getting the timing right. With the tourist season extending in 2021, there was a perceived reluctance on the part of employers to send their employees on to courses.
- In terms of retainment, some providers found it easy to retain learners once they got them “through the door”, while others found that more difficult. Among the factors impacting retainment included, but are not limited to:
  - Timing and duration of course.
  - How the course was pitched.
  - Whether the learners have experience with the provider and a built-in relationship with the trainer.
  - Learner motivation. Providers found some learners highly motivated and ready to participate, while other learners were more likely to become disengaged if there were any barriers to their participation.

### Impact of COVID-19 from the perspective of providers

While the CCF commissioners and providers all made a tremendous effort to deliver courses to learners on the coast, it is impossible to separate COVID-19 from the way the project unfolded, as it had a direct impact not just on the courses, but also on the learners and the employers. With most businesses on the Lincolnshire Coast being in the visitor economy, they were among the hardest hit by the pandemic; at the same time, the sector has a chronic underemployment problem, with baseline data from 2020 showing that employment and unemployment followed the tourist season consistently over a 5-year period.

What this translated to was an overall reluctance on the part of employers to send employees to do training, even if it was free. Interest in the course offer was limited, with employers either asking trainers to come onsite, or asking for bite-size, masterclass type training that could be done in an afternoon. While this was possible in some cases, it was not so for others.

Indeed, for some providers it was impossible to move to online training, and even for courses that were the right format, the online classroom did not replicate the face-to-face experience. While online course provision was widely seen as a solution to many accessibility problems for learners, from the provider's perspective the online element made it easier for people to not show up to learning, as the face-to-face provision at least required a level of commitment on their part. It was felt that, at best, online learning worked when combined with face-to-face modules.

The impact of COVID-19 was also felt in the attitude of employers towards training and courses; providers interviewed for this report observed that training appeared to have been de-prioritized.

### Format of CCF

Providers overwhelmingly felt that they received fantastic support on the part of the commissioners of the CCF. They felt that they could reach out to the commissioners for support and that the help they received was great and relevant to their project.

Different providers had different views on what the administrative burden was of the CCF. Generally speaking, those who had no prior experience with funded projects were not sure ahead of time what sort of evidence to collect and thus found it difficult to prepare their information ahead of time. Meanwhile, those providers that had previous experience with funded projects found it relatively straightforward to have data collection forms ready. Most providers that LORIC spoke to felt that they would have benefitted from templates for data collection.

The size of the individual pots of funding and the difficulties in recruitment and retainment also resulted in some providers feeling like they were not using their time in the most efficient manner. It was highlighted that in some cases, the payment-per-credit and payment-per-unit actually worked against the CCF's favour. Providers believed that learners were more likely to seek out full Level 3 qualifications, rather than achieving their qualification in a piecemeal manner.

### Market Confidence

By far the biggest impact on recruitment and retention was the confidence, or lack thereof, that employers had in the market. This manifested in several ways:

**Over-supply of courses:** with an abundance of courses available, providers perceived that employers didn't know where to send their employees or what would be the best return on investment. Providers that had previous connections with employers found it easier to get a buy-in, but newer providers with no previous connections faced an uphill battle.

**Extended tourism season and a focus on economic recovery:** providers perceived a reluctance on the part of employers to send their staff on courses. Even with the course itself being free, employers appeared reluctant to invest that time on the part of employees. Providers that offered on-site training were more successful in that regard than those who required employees to travel to their courses.



**Changes of roles and general mental health:** with employees changing roles and sometimes even sectors, there was a perception that learners were less likely to seek out and engage with courses given the overall uncertainty in the market. Some providers noted that mental health reasons were one of the main reasons for dropout.

**Difficulty in engaging other stakeholders:** providers who previously counted on referrals from other stakeholders like the DWP found that these referrals had dried up post-COVID. There was a perception on the part of providers that there is less of an appetite for training courses if those courses delayed a person starting a new role. In these cases, short-form masterclasses were an easier pitch than longer courses.

### Recommendations from Stakeholders

Following these conversations with stakeholders, the following suggestions were put forward for the commissioners to consider:

- More face-to-face interactions with employers.
- Investing in selling the project to the community, not just to individual managers.
- Investing in a road-show for employers to speak to one another.
- Templates for compliant paperwork.
- More marrying-up of approaches: bringing different providers together so that everyone knows what is on offer.
- It was widely agreed that having more lead-in time would have been helpful to set up marketing campaigns.

## Conversations with Commissioners

This section looks at the commissioners' own reflections on the project: what worked, what didn't work, and what they would like to do better in the future. The reflective meetings took place over three separate occasions, several months apart, and were an opportunity for commissioners to take stock and to make a plan to address challenges as they came up.

### Reflective meetings

During the first evaluation meeting, representatives of the Coastal Communities' Fund commissioning team described the difficulties faced after procuring providers. While they had previously done what they could to keep the administrative burden to a minimum and prioritizing local delivery partners, in the months since the implementation of the fund, the commissioners noted that they had to take a much larger role in the commissioning than they initially anticipated. The commissioners made a plan at their first check-in to keep focusing on delivering smaller lots to suppliers, while introducing more vetting to ensure that approved partners had the resources and capabilities of delivering on the project.

During the second evaluation meeting, the commissioners noted that there was a demand on the part of businesses and residents to see cardinal change in their local communities, particularly regarding skills and skills provision. However, a lot of the commissioned work has been slow to get going and there has been concern that no matter how soft-touch the check-ins, there is not enough resource on the providers' part to deliver true innovation.

However, it is worth remembering that the COVID-19 pandemic has had a significant impact on both the education sector (wherein most providers operate) and the tourism sector (which is one of the most represented industries on the coast). Measuring the true impact of COVID-19 on this and similar programs is going to be a key question for the next stage of this evaluation.

Based on the second check-in, some of the agreed upon future actions include but are not limited to:

- Publicising and acting upon the results of the two surveys that are still ongoing among residents and local businesses.
- Continuing with the Coastal Champions programme.
- Continuing to engage with providers and inviting them to contribute to the evaluation in due course. Specifically, the commissioners are interested in knowing the extent to which the CCF has been different from other skills funding programs they have experience with.
- Evaluating the impact of COVID-19 on this and similar programs.

At the third meeting, the commissioners felt that since their previous check-in, a lot of positive progress had been made. Pre-season and early season training was well underway and seeing positive results. New providers brought in enthusiasm and new energy to the projects. Most importantly, the two surveys that have been run have seen remarkable results, especially the one from the residents', which has garnered over 500 responses.

One challenge for the project has been marketing. Even though the providers were the ones commissioned to do the marketing around the CCF, not many have done it to the necessary standard, which has created a challenge for enrolment and take-up. To address that, the commissioners have worked on getting a big marketing campaign designed. That campaign is now going ahead with over 750 leaflets distributed, as well as various billboards and magazine/newspaper stories being published.

The commissioners have seen great success in engaging local community venues to help people get enrolled into courses. Nevertheless, they have noted that it is a lot of work, sometimes disproportionate amounts of work, in order to get comparatively little engagement.

### Positive outcomes

The commissioners were able to identify several very positive outcomes of the CCF as the project was happening, including:

- A fantastic response to the residents' survey, with over 500 replies coming in.
- The business survey had a more muted response, but nevertheless it was a good turnout.
- One of the most positive outcomes for the project has been the degree of informed, engaged feedback received from the residential surveys.
- Proper results came through, with fully informed and helpful comments coming in from all age groups. The positive community interest has been a pleasant surprise and so shows that it is worthwhile to work with the partnership.
- Take-up and recommendations from that will be key in moving forward – the commissioners will be focusing now on the “you said, we did.” Acting on the suggestions is key to ensure building trust in the community.
- For marketing, going into community venues and getting local staff involved was key. The commissioners delivered a lot of leaflets and the staff have said they would sit with the people who came in to help them enrol. That was a great way to provide bespoke, personable, and impactful support. This extra push has also helped a course go over the viability numbers.

### Impacts of COVID-19

When reflecting on how COVID-19 impacted the project, the commissioners noted that the initial adaptation took some time: from their perspective, it took 3-4 months to stop and regroup, and 6 months for providers to switch to online training. While face-to-face delivery had to stop right away, and some courses could not be adapted to virtual delivery, many providers were able to eventually make the move.

On the one hand, the pandemic proved to be problematic for the Visitor Economy as a whole. With employment being low already, many people who usually worked in the sector did not get furlough and were not therefore able to take advantage of training opportunities to top up their skills in the same way other industries did. The Visitor Economy was also hit disproportionately, with many businesses going into survival mode over the situation. This, in turn was especially challenging for the Coastal Communities Fund, which was aimed at supporting long-term development. In this way, COVID-19 exacerbated an already existing problem.

At the same time, however, the pandemic has also provided an important opportunity for providers and businesses to address historic problems with the industry. In the view of the commissioners, a lot of people left the Visitor Economy for jobs in retail or logistics, because those were perceived as more secure. What this means is that businesses have a bigger incentive than ever to make the Visitor Economy attractive to new recruits than before.

Ways in which businesses used the Coastal Communities Fund included, but were not limited to:

- Taking advantage of the pandemic to do statutory training.

- Taking advantage of online learning to eliminate travel time and thus – a major barrier to entry for training.
- Taking advantage of eye-catching, innovative courses.
- Taking advantage of courses on things like social media and other digital skills.
- Providers, too, were able to do quite a lot with digital training, once it took off:
- Some courses that were deemed impossible to deliver online were adapted quite well after all.
- Immersive technologies proved to be quite useful for some activities.
- Virtual training proved to be very suitable for more modern, contemporary needs and subjects.
- The use of mobile phones for learning has definitely gone over well, too.
- 95% of delivery has remained virtual even after restrictions have started to ease off, indicating a sustained demand for this.

The commissioners found that they were able to take advantage of some aspects of the pandemic, too, mostly in the reducing indirect operating costs due to the reduced travel time and face-to-face contact. However, the commissioners also noted that trust and relationships were harder to build. In the past, they felt they were more able to meet with providers and businesses and get to the bottom of issues by simply popping in and having a chat. Now, because of the remote delivery, commissioners felt that their interactions were a lot more difficult.

It is also worth noting that while some businesses in the Visitor Economy did start to recover, it was only the big companies that had the structure and resource to do that right. Many small businesses are still firefighting, in the commissioners' view, and a lot will remain unknown until job take-up starts to happen in summer.

Equally, it is important not to lose sight of the remaining barriers to learning on the coast. Lack of digital infrastructure remains a big problem for portions of the population, as many residents have no access to Wi-Fi and computers, or have unreliable broadband. The commissioners found that sometimes booking a library or community centre might help solve some of those problems, but above all, projects must strive to connect those who are disconnected by design, not by accident.

Above all, the commissioners stressed that economic recovery from COVID-19 will take a significant amount of time. In their view, it is difficult for businesses to drive investment without expanding the season, and a very seasonal economy has been made even more fragile by the pandemic. Nevertheless, the commissioners noted that there were sustainable, profitable ways in which businesses could grow their workforce.

For example, media, digital, HR, and Finance services are needed year-round. As such, there might be opportunities for expanding apprenticeships in winter, and using the off-season to shore up the non-client facing aspects of the business. There are opportunities to turn seasonal jobs into permanent ones, with the right support and incentives. Equally, there needs to be an emphasis on careers, not just jobs – new employees need to be supported to develop their skills in a way that is sustainable in the long term. Coastal Champions were seen as integral to that.

### Future planning and key takeaways

While some aspects of the Coastal Communities Fund project had to be radically rethought to cope with COVID-19, the results have proven to be important both for innovation and for proof-of-concept.

It is yet to be seen how online training compares to face-to-face training in terms of long-term effectiveness, however, feedback suggests that online delivery could be the answer to many different problems that have plagued coastal businesses for years.

It is also important to reflect on the ways in which the outcomes and outputs of the Coastal Communities Fund project have changed. Some of the initial ones were nigh impossible in the current economic climate, which is understandable given that the full impact of COVID-19 was unknown at the time the project started. At the time of writing, the commissioners are having to consider what positive outcomes look like in the new normal, and how it is possible to create jobs when the sector is struggling. It may well be that the changes and recovery of the sector will be slower, and more subtle in the short run; nevertheless, by implementing better practices, the medium and long-term changes to the Lincolnshire Coastal Economy are likely to be better and more sustainable.

## Conclusions and Recommendations

In many ways the Coastal Communities Fund is a testament to the perseverance, longevity, and resourcefulness of the Lincolnshire Coastal Community. The success of the project is due to the contributions of individual stakeholders as well as the willingness of all players to collaborate, adapt to challenges, and overcome adversity.

Recommendations emerging from this report include, but are not limited to:

- Continuing delivery of training activities that are designed to fit the needs of employers and citizens on the Lincolnshire Coast.
- Continue to engage directly with the local community to better understand their changing needs and priorities.
- Invest in further marketing and communication between providers to ensure co-working and cross-promotion continues to take place.
- Invest further in interventions that target the citizen's overall environment, the structural barriers around them accessing training, and the challenges that limit their professional and personal growth.
- Continue to engage in research to ensure all interventions are data-driven and evidence-based.
- Continue to create and commission interventions that are targeted to distinct groups of employees.
- Implement a single-standard of forms to ensure providers collect the right data from their participants.
- Make sure to check in with participants, employers, and providers at regular intervals to ensure that the impacts of the project continue even after direct support has ceased.
- Commission both local and external providers to offer a wide range of support, as needed by the stakeholders.
- Offering support aimed at helping employers keep employees year-round.
- Offering diverse skills to employees, thus opening a wide range of career paths for them.

Most of all, the key recommendation from this report is to ensure a project legacy and continuity of partnership conversations remain in the coastal communities of Lincolnshire, so as to ensure no loss of knowledge and momentum from this valuable project occurs.

## Appendix A - Population estimates 2020 by Ward – East Lindsey

### Population estimates - small area based by single

#### year of age - England and Wales

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[from Nomis on 23 September 2022]

date 2020

gender Total

2011 census frozen ward	All Ages	Age 0-4	Aged 5-9	Aged 10-14	Aged 15-19	Aged 20-24	Aged 25-29	Aged 30-34	Aged 35-39	Aged 40-44	Aged 45-49	Aged 50-54	Aged 55-59	Aged 60-64	Aged 65-69	Aged 70-74	Aged 75-79	Aged 80-84	Aged 85+	Aged 90+
E36004171: Alford	4,979	230	291	284	245	222	212	266	285	195	253	342	372	349	348	424	288	191	182	64
E36004172: Binbrook	1,876	49	46	88	71	48	59	93	53	80	104	132	172	179	187	192	163	73	87	21
E36004173: Burgh le Marsh	2,595	131	117	153	76	72	91	105	81	104	131	188	187	206	255	251	218	118	111	53
E36004174: Chapel St Leonards	4,603	110	138	157	102	118	102	133	114	142	221	310	412	518	534	604	404	246	238	61
E36004175: Coningsby and Tattershall	7,945	578	573	437	307	600	644	663	547	398	379	427	517	419	391	389	319	175	182	73
E36004176: Croft	2,210	72	103	94	91	60	65	58	95	101	146	183	215	205	216	230	141	95	40	16
E36004177: Frithville	2,002	44	123	113	108	60	74	70	92	89	123	165	188	183	166	161	115	65	63	18
E36004178: Grimoldby	2,260	100	152	123	83	90	77	104	106	111	126	175	203	175	180	188	125	69	73	13
E36004179: Halton Holegate	2,545	74	112	88	96	76	81	124	90	84	138	225	230	281	240	243	176	108	79	28
E36004180: Holton le Clay	3,756	160	183	209	165	147	153	193	183	156	240	290	284	336	277	378	197	110	95	28
E36004181: Horncastle	7,494	325	348	433	353	316	378	448	342	344	451	590	574	525	458	559	483	280	287	95
E36004182: Hundleby	2,145	54	84	97	105	75	86	56	94	94	140	152	257	202	230	171	126	83	39	17
E36004183: Ingoldmells	2,367	46	83	106	96	152	173	140	106	66	97	149	216	214	187	241	161	103	31	13

E36004184: Legbourne	2,071	119	86	89	87	86	78	98	90	100	107	179	177	161	175	207	123	69	40	11
E36004185: Ludford	2,142	62	96	93	100	70	44	83	72	104	107	173	252	218	213	217	127	45	66	21
E36004186: Mablethorpe Central	2,169	84	142	98	67	79	106	97	100	85	109	109	175	170	209	218	139	80	102	39
E36004187: Mablethorpe East	1,876	60	81	70	88	82	59	59	72	83	97	119	184	179	179	202	127	78	57	14
E36004188: Mablethorpe North	2,175	66	70	83	64	42	61	84	88	70	112	158	209	212	253	274	172	106	51	10
E36004189: Mareham le Fen	2,243	78	117	125	92	64	60	96	95	113	136	196	230	183	172	204	129	80	73	16
E36004190: Marshchapel	2,276	70	82	111	130	51	53	94	114	69	169	186	207	229	199	222	127	89	74	25
E36004191: North Holme	2,630	163	156	201	152	141	109	128	141	148	146	143	185	168	161	168	124	95	101	48
E36004192: North Somercotes	1,899	59	72	101	86	75	67	84	75	76	93	143	146	202	156	174	137	92	61	19
E36004193: North Thoresby	2,004	73	78	90	56	65	99	76	68	79	141	142	195	176	166	202	139	100	59	16
E36004194: Priory	2,393	122	95	146	125	158	170	128	137	123	182	168	171	145	142	128	102	70	81	23
E36004195: Roughton	2,364	65	93	102	92	78	56	56	89	98	125	191	233	212	205	235	176	138	120	47
E36004196: Scarborough	5,237	283	236	357	252	263	297	283	285	272	336	399	412	384	323	332	225	169	129	39
E36004197: Seacroft	4,370	176	204	204	236	170	148	198	206	219	283	291	364	327	327	355	265	194	203	104
E36004198: Sibsey	2,062	88	98	108	120	56	86	87	79	98	129	167	177	165	158	150	133	73	90	22
E36004199: Skidbrooke with Saltfleet Haven	2,042	53	89	91	72	73	55	75	61	69	101	152	215	224	226	192	135	104	55	12
E36004200: Spilsby	3,317	215	242	199	147	166	229	169	171	171	207	197	210	176	197	221	143	114	143	38
E36004201: St Clement's	5,885	337	355	326	272	253	374	311	309	256	274	366	424	384	442	456	329	238	179	74
E36004202: St James'	2,642	140	159	161	123	118	163	144	140	140	201	175	157	184	152	178	133	99	75	32
E36004203: St Margaret's	2,850	206	229	194	133	106	135	187	149	141	188	170	206	143	160	179	130	82	112	40



E36004204: St Mary's	2,069	76	68	105	91	79	89	93	83	93	140	135	171	180	188	175	142	78	83	34
E36004205: St Michael's	2,508	90	174	130	94	81	109	145	115	124	168	171	185	188	173	189	156	128	88	42
E36004206: Stickney	2,325	96	95	111	123	106	84	79	106	112	135	186	199	203	186	214	128	82	80	31
E36004207: Sutton on Sea North	2,134	39	53	60	72	58	52	32	58	43	84	119	191	209	256	283	223	153	149	57
E36004208: Sutton on Sea South	2,127	53	80	85	47	39	51	56	45	55	81	108	181	215	281	307	205	130	108	25
E36004209: Tetford	2,200	69	85	105	94	45	67	80	75	83	134	163	209	221	218	220	160	84	88	39
E36004210: Tetney	2,578	101	120	134	162	110	108	115	97	130	158	233	219	249	176	203	125	84	54	22
E36004211: Trinity	2,545	165	178	178	146	129	136	208	151	131	199	194	159	154	128	108	87	61	33	16
E36004212: Trusthorpe and Mablethorpe South	2,070	49	50	43	47	53	45	39	35	60	98	132	176	245	272	307	254	96	69	24
E36004213: Wainfleet and Friskney	4,310	206	235	231	228	202	184	185	134	187	270	280	354	360	385	347	209	159	154	53
E36004214: Willoughby with Sloothby	2,024	57	78	80	83	78	60	67	52	76	102	150	195	204	205	201	165	94	77	18
E36004215: Winthorpe	4,922	234	238	265	237	166	242	209	243	237	286	380	395	417	387	426	278	168	114	42
E36004216: Withern with Stain	1,795	53	65	69	80	77	56	58	49	46	94	146	169	171	193	185	139	79	66	24
E36004217: Woodhall Spa	4,389	115	189	221	180	131	164	130	145	167	257	307	294	369	341	456	358	276	289	105
E36004218: Wragby	2,610	115	155	125	133	114	131	141	139	124	148	189	180	189	185	204	142	97	99	31

## Appendix B - Annual Population Survey 21/22 East Lindsey

### annual population survey

Variable	East Lindsey			
	numerator	denominator	percent	conf
Economic activity rate - aged 16-64	45,200	73,900	61.1	8.0
Employment rate - aged 16-64	41,200	73,900	55.8	8.2
% aged 16-64 who are employees	37,400	73,900	50.6	8.3
% aged 16-64 who are self employed	3,800	73,900	5.2	*
Unemployment rate - aged 16-64	4,000	45,200	8.8	*
Unemployment rate - aged 16+	4,000	49,300	8.0	*
% who are economically inactive - aged 16-64	28,700	73,900	38.9	8.0
% of economically inactive who want a job	5,200	28,700	18.1	9.9
% of economically inactive who do not want a job	23,500	28,700	81.9	9.9
Economic activity rate males - aged 16-64	23,000	36,600	62.8	11.7
Employment rate males - aged 16-64	20,700	36,600	56.6	12.0
% of males aged 16-64 who are employees	17,700	36,600	48.4	12.1
% of males aged 16-64 who are self employed	3,000	36,600	8.1	*
Unemployment rate males - aged 16-64	2,300	23,000	9.9	*
Unemployment rate males - aged 16+	2,300	25,600	8.9	*
% of males who are economically inactive - aged 16-64	13,600	36,600	37.2	11.7
% of economically inactive males who want a job	3,200	13,600	23.3	*
% of economically inactive males who do not want a job	10,400	13,600	76.7	16.6
Economic activity rate females - aged 16-64	22,200	37,400	59.5	11.2
Employment rate females - aged 16-64	20,600	37,400	55.0	11.3
% of females aged 16-64 who are employees	19,700	37,400	52.7	11.4
% of females aged 16-64 who are self employed	!	37,400	!	!
Unemployment rate females - aged 16-64	1,700	22,200	7.6	*
Unemployment rate females - aged 16+	1,700	23,700	7.1	*
% of females who are economically inactive - aged 16-64	15,100	37,400	40.5	11.2
% of economically inactive females who want a job	2,000	15,100	13.5	*
% of economically inactive females who do not want a job	13,100	15,100	86.5	11.8

% all in employment who are - 1: managers, directors, and senior officials (SOC2020)	3,000	45,300	6.7	*
% all in employment who are - 2: professional occupations (SOC2020)	3,500	45,300	7.7	*
% all in employment who are - 3: associate professional occupations (SOC2020)	10,100	45,300	22.3	8.5
% all in employment who are - 4: administrative and secretarial occupations (SOC2020)	6,400	45,300	14.2	7.2
% all in employment who are - 5: skilled trades occupations (SOC2020)	5,300	45,300	11.6	6.6
% all in employment who are - 6: caring, leisure and other service occupations (SOC2020)	2,800	45,300	6.1	*
% all in employment who are - 7: sales and customer service occupations (SOC2020)	2,700	45,300	5.9	*
% all in employment who are - 8: process, plant, and machine operatives (SOC2020)	4,100	45,300	9.0	*
% all in employment who are - 9: elementary occupations (SOC2020)	7,500	45,300	16.6	7.6
aged 16-64 employment rate - ethnic minority	!	!	!	-
16+ unemployment rate - ethnic minority	!	!	!	-
% of ethnic minority aged 16-64 who are economically inactive	!	!	!	-
% with NVQ4+ - aged 16-64	-	-	-	-
% with NVQ3+ - aged 16-64	-	-	-	-
% with NVQ2+ - aged 16-64	-	-	-	-
% with NVQ1+ - aged 16-64	-	-	-	-
% with other qualifications (NVQ) - aged 16-64	-	-	-	-
% with no qualifications (NVQ) - aged 16-64	-	-	-	-

! 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.

Qualifications data are only available for Jan-Dec periods.

Reweighting of the Labour Force Survey and Annual Population Survey has made the estimates for UK, EU, and non-EU more robust, but there remains a high level of uncertainty for data below this level.

Changes in those more detailed estimates are likely to reflect the fact that the methodological changes were not targeted at the detailed level, and therefore numbers should not be compared against previous years.

An issue with the collection of occupational data affected the accuracy of the breakdowns of some detailed occupations, and data derived from them.

We are urging caution in the interpretation of these detailed data as we resolve the issue.

<https://www.ons.gov.uk/news/statementsandletters/occupationaldatainonssurveys>.

## Appendix C- Work Place Analysis 21/22– East Lindsey

### annual population survey - workplace analysis

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date

Apr 2021-Mar 2022

confidence

95% confidence interval (+/-)

#### Cell

#### East Lindsey

	number	conf
T10:1 (All people - 1 Managers and Senior Officials (SOC 2020) : A-B Agriculture & fishing )	!	!
T10:2 (All people - 1 Managers and Senior Officials (SOC 2020) : C,E Energy & water )	!	!
T10:3 (All people - 1 Managers and Senior Officials (SOC 2020) : D Manufacturing )	!	!
T10:4 (All people - 1 Managers and Senior Officials (SOC 2020) : F Construction )	!	!
T10:5 (All people - 1 Managers and Senior Officials (SOC 2020) : G-H Distribution, hotels & restaurants )	!	!
T10:6 (All people - 1 Managers and Senior Officials (SOC 2020) : I Transport & Communication )	!	!
T10:7 (All people - 1 Managers and Senior Officials (SOC 2020) : J-K Banking finance & insurance etc. )	!	!
T10:8 (All people - 1 Managers and Senior Officials (SOC 2020) : L-N Public admin education & health )	!	!
T10:9 (All people - 1 Managers and Senior Officials (SOC 2020) : O-Q Other services )	!	!
T10:10 (All people - 1 Managers and Senior Officials (SOC 2020) : Total Services )	1,400	*
T10:11 (All people - 2 Professional Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:12 (All people - 2 Professional Occupations (SOC2020) : C,E Energy & water )	!	!
T10:13 (All people - 2 Professional Occupations (SOC2020) : D Manufacturing )	!	!
T10:14 (All people - 2 Professional Occupations (SOC2020) : F Construction )	!	!
T10:15 (All people - 2 Professional Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:16 (All people - 2 Professional Occupations (SOC2020) : I Transport & Communication )	!	!
T10:17 (All people - 2 Professional Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:18 (All people - 2 Professional Occupations (SOC2020) : L-N Public admin education & health )	3,300	*
T10:19 (All people - 2 Professional Occupations (SOC2020) : O-Q Other services )	!	!
T10:20 (All people - 2 Professional Occupations (SOC2020) : Total Services )	5,300	2,900
T10:21 (All people - 3 Associate Prof & Tech Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:22 (All people - 3 Associate Prof & Tech Occupations (SOC2020) : C,E Energy & water )	!	!
T10:23 (All people - 3 Associate Prof & Tech Occupations (SOC2020) : D Manufacturing )	!	!
T10:24 (All people - 3 Associate Prof & Tech Occupations (SOC2020) : F Construction )	!	!
T10:25 (All people - 3 Associate Prof & Tech Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	1,200	*
T10:26 (All people - 3 Associate Prof & Tech Occupations (SOC2020) : I Transport & Communication )	!	!
T10:27 (All people - 3 Associate Prof & Tech Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:28 (All people - 3 Associate Prof & Tech Occupations (SOC2020) : L-N Public admin education & health )	4,200	*
T10:29 (All people - 3 Associate Prof & Tech Occupations (SOC2020) : O-Q Other services )	!	!

T10:30 (All people - 3 Associate Prof & Tech Occupations (SOC2020) : Total Services )	7,800	3,600
T10:31 (All people - 4 Administrative and Secretarial Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:32 (All people - 4 Administrative and Secretarial Occupations (SOC2020) : C,E Energy & water )	!	!
T10:33 (All people - 4 Administrative and Secretarial Occupations (SOC2020) : D Manufacturing )	!	!
T10:34 (All people - 4 Administrative and Secretarial Occupations (SOC2020) : F Construction )	!	!
T10:35 (All people - 4 Administrative and Secretarial Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:36 (All people - 4 Administrative and Secretarial Occupations (SOC2020) : I Transport & Communication )	!	!
T10:37 (All people - 4 Administrative and Secretarial Occupations (SOC2020) : J-K Banking finance & insurance etc. )	1,700	*
T10:38 (All people - 4 Administrative and Secretarial Occupations (SOC2020) : L-N Public admin education & health )	1,500	*
T10:39 (All people - 4 Administrative and Secretarial Occupations (SOC2020) : O-Q Other services )	!	!
T10:40 (All people - 4 Administrative and Secretarial Occupations (SOC2020) : Total Services )	4,000	2,600
T10:41 (All people - 5 Skilled Trades Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:42 (All people - 5 Skilled Trades Occupations (SOC2020) : C,E Energy & water )	!	!
T10:43 (All people - 5 Skilled Trades Occupations (SOC2020) : D Manufacturing )	!	!
T10:44 (All people - 5 Skilled Trades Occupations (SOC2020) : F Construction )	1,000	*
T10:45 (All people - 5 Skilled Trades Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	2,700	*
T10:46 (All people - 5 Skilled Trades Occupations (SOC2020) : I Transport & Communication )	!	!
T10:47 (All people - 5 Skilled Trades Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:48 (All people - 5 Skilled Trades Occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:49 (All people - 5 Skilled Trades Occupations (SOC2020) : O-Q Other services )	!	!
T10:50 (All people - 5 Skilled Trades Occupations (SOC2020) : Total Services )	3,200	*
T10:51 (All people - 6 Personal Service Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:52 (All people - 6 Personal Service Occupations (SOC2020) : C,E Energy & water )	!	!
T10:53 (All people - 6 Personal Service Occupations (SOC2020) : D Manufacturing )	!	!
T10:54 (All people - 6 Personal Service Occupations (SOC2020) : F Construction )	!	!
T10:55 (All people - 6 Personal Service Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:56 (All people - 6 Personal Service Occupations (SOC2020) : I Transport & Communication )	!	!
T10:57 (All people - 6 Personal Service Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:58 (All people - 6 Personal Service Occupations (SOC2020) : L-N Public admin education & health )	2,800	*
T10:59 (All people - 6 Personal Service Occupations (SOC2020) : O-Q Other services )	!	!
T10:60 (All people - 6 Personal Service Occupations (SOC2020) : Total Services )	3,500	*
T10:61 (All people - 7 Sales and Customer Service Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:62 (All people - 7 Sales and Customer Service Occupations (SOC2020) : C,E Energy & water )	!	!
T10:63 (All people - 7 Sales and Customer Service Occupations (SOC2020) : D Manufacturing )	!	!
T10:64 (All people - 7 Sales and Customer Service Occupations (SOC2020) : F Construction )	!	!
T10:65 (All people - 7 Sales and Customer Service Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	1,300	*
T10:66 (All people - 7 Sales and Customer Service Occupations (SOC2020) : I Transport & Communication )	!	!

T10:67 (All people - 7 Sales and Customer Service Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:68 (All people - 7 Sales and Customer Service Occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:69 (All people - 7 Sales and Customer Service Occupations (SOC2020) : O-Q Other services )	!	!
T10:70 (All people - 7 Sales and Customer Service Occupations (SOC2020) : Total Services )	2,000	*
T10:71 (All people - 8 Process, Plant and Machine Operatives (SOC2020) : A-B Agriculture & fishing )	!	!
T10:72 (All people - 8 Process, Plant and Machine Operatives (SOC2020) : C,E Energy & water )	!	!
T10:73 (All people - 8 Process, Plant and Machine Operatives (SOC2020) : D Manufacturing )	1,100	*
T10:74 (All people - 8 Process, Plant and Machine Operatives (SOC2020) : F Construction )	!	!
T10:75 (All people - 8 Process, Plant and Machine Operatives (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:76 (All people - 8 Process, Plant and Machine Operatives (SOC2020) : I Transport & Communication )	1,400	*
T10:77 (All people - 8 Process, Plant and Machine Operatives (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:78 (All people - 8 Process, Plant and Machine Operatives (SOC2020) : L-N Public admin education & health )	!	!
T10:79 (All people - 8 Process, Plant and Machine Operatives (SOC2020) : O-Q Other services )	!	!
T10:80 (All people - 8 Process, Plant and Machine Operatives (SOC2020) : Total Services )	1,400	*
T10:81 (All people - 9 Elementary occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:82 (All people - 9 Elementary occupations (SOC2020) : C,E Energy & water )	!	!
T10:83 (All people - 9 Elementary occupations (SOC2020) : D Manufacturing )	!	!
T10:84 (All people - 9 Elementary occupations (SOC2020) : F Construction )	!	!
T10:85 (All people - 9 Elementary occupations (SOC2020) : G-H Distribution, hotels & restaurants )	4,100	*
T10:86 (All people - 9 Elementary occupations (SOC2020) : I Transport & Communication )	!	!
T10:87 (All people - 9 Elementary occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:88 (All people - 9 Elementary occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:89 (All people - 9 Elementary occupations (SOC2020) : O-Q Other services )	!	!
T10:90 (All people - 9 Elementary occupations (SOC2020) : Total Services )	6,300	3,200
T10:91 (Males - 1 Managers and Senior Officials (SOC2020) : A-B Agriculture & fishing )	!	!
T10:92 (Males - 1 Managers and Senior Officials (SOC2020) : C,E Energy & water )	!	!
T10:93 (Males - 1 Managers and Senior Officials (SOC2020) : D Manufacturing )	!	!
T10:94 (Males - 1 Managers and Senior Officials (SOC2020) : F Construction )	!	!
T10:95 (Males - 1 Managers and Senior Officials (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:96 (Males - 1 Managers and Senior Officials (SOC2020) : I Transport & Communication )	!	!
T10:97 (Males - 1 Managers and Senior Officials (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:98 (Males - 1 Managers and Senior Officials (SOC2020) : L-N Public admin education & health )	!	!
T10:99 (Males - 1 Managers and Senior Officials (SOC2020) : O-Q Other services )	!	!
T10:100 (Males - 1 Managers and Senior Officials (SOC2020) : Total Services )	!	!
T10:101 (Males - 2 Professional Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:102 (Males - 2 Professional Occupations (SOC2020) : C,E Energy & water )	!	!
T10:103 (Males - 2 Professional Occupations (SOC2020) : D Manufacturing )	!	!
T10:104 (Males - 2 Professional Occupations (SOC2020) : F Construction )	!	!



T10:105 (Males - 2 Professional Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:106 (Males - 2 Professional Occupations (SOC2020) : I Transport & Communication )	!	!
T10:107 (Males - 2 Professional Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:108 (Males - 2 Professional Occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:109 (Males - 2 Professional Occupations (SOC2020) : O-Q Other services )	!	!
T10:110 (Males - 2 Professional Occupations (SOC2020) : Total Services )	2,200	*
T10:111 (Males - 3 Associate Prof & Tech Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:112 (Males - 3 Associate Prof & Tech Occupations (SOC2020) : C,E Energy & water )	!	!
T10:113 (Males - 3 Associate Prof & Tech Occupations (SOC2020) : D Manufacturing )	!	!
T10:114 (Males - 3 Associate Prof & Tech Occupations (SOC2020) : F Construction )	!	!
T10:115 (Males - 3 Associate Prof & Tech Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:116 (Males - 3 Associate Prof & Tech Occupations (SOC2020) : I Transport & Communication )	!	!
T10:117 (Males - 3 Associate Prof & Tech Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:118 (Males - 3 Associate Prof & Tech Occupations (SOC2020) : L-N Public admin education & health )	1,300	*
T10:119 (Males - 3 Associate Prof & Tech Occupations (SOC2020) : O-Q Other services )	!	!
T10:120 (Males - 3 Associate Prof & Tech Occupations (SOC2020) : Total Services )	2,300	*
T10:121 (Males - 4 Administrative and Secretarial Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:122 (Males - 4 Administrative and Secretarial Occupations (SOC2020) : C,E Energy & water )	!	!
T10:123 (Males - 4 Administrative and Secretarial Occupations (SOC2020) : D Manufacturing )	!	!
T10:124 (Males - 4 Administrative and Secretarial Occupations (SOC2020) : F Construction )	!	!
T10:125 (Males - 4 Administrative and Secretarial Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:126 (Males - 4 Administrative and Secretarial Occupations (SOC2020) : I Transport & Communication )	!	!
T10:127 (Males - 4 Administrative and Secretarial Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:128 (Males - 4 Administrative and Secretarial Occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:129 (Males - 4 Administrative and Secretarial Occupations (SOC2020) : O-Q Other services )	!	!
T10:130 (Males - 4 Administrative and Secretarial Occupations (SOC2020) : Total Services )	!	!
T10:131 (Males - 5 Skilled Trades Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:132 (Males - 5 Skilled Trades Occupations (SOC2020) : C,E Energy & water )	!	!
T10:133 (Males - 5 Skilled Trades Occupations (SOC2020) : D Manufacturing )	!	!
T10:134 (Males - 5 Skilled Trades Occupations (SOC2020) : F Construction )	1,000	*
T10:135 (Males - 5 Skilled Trades Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	2,700	*
T10:136 (Males - 5 Skilled Trades Occupations (SOC2020) : I Transport & Communication )	!	!
T10:137 (Males - 5 Skilled Trades Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:138 (Males - 5 Skilled Trades Occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:139 (Males - 5 Skilled Trades Occupations (SOC2020) : O-Q Other services )	!	!
T10:140 (Males - 5 Skilled Trades Occupations (SOC2020) : Total Services )	3,200	*
T10:141 (Males - 6 Personal Service Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:142 (Males - 6 Personal Service Occupations (SOC2020) : C,E Energy & water )	!	!



T10:143 (Males - 6 Personal Service Occupations (SOC2020) : D Manufacturing )	!	!
T10:144 (Males - 6 Personal Service Occupations (SOC2020) : F Construction )	!	!
T10:145 (Males - 6 Personal Service Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:146 (Males - 6 Personal Service Occupations (SOC2020) : I Transport & Communication )	!	!
T10:147 (Males - 6 Personal Service Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:148 (Males - 6 Personal Service Occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:149 (Males - 6 Personal Service Occupations (SOC2020) : O-Q Other services )	!	!
T10:150 (Males - 6 Personal Service Occupations (SOC2020) : Total Services )	!	!
T10:151 (Males - 7 Sales and Customer Service Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:152 (Males - 7 Sales and Customer Service Occupations (SOC2020) : C,E Energy & water )	!	!
T10:153 (Males - 7 Sales and Customer Service Occupations (SOC2020) : D Manufacturing )	!	!
T10:154 (Males - 7 Sales and Customer Service Occupations (SOC2020) : F Construction )	!	!
T10:155 (Males - 7 Sales and Customer Service Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:156 (Males - 7 Sales and Customer Service Occupations (SOC2020) : I Transport & Communication )	!	!
T10:157 (Males - 7 Sales and Customer Service Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:158 (Males - 7 Sales and Customer Service Occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:159 (Males - 7 Sales and Customer Service Occupations (SOC2020) : O-Q Other services )	!	!
T10:160 (Males - 7 Sales and Customer Service Occupations (SOC2020) : Total Services )	1,500	*
T10:161 (Males - 8 Process, Plant and Machine Operatives (SOC2020) : A-B Agriculture & fishing )	!	!
T10:162 (Males - 8 Process, Plant and Machine Operatives (SOC2020) : C,E Energy & water )	!	!
T10:163 (Males - 8 Process, Plant and Machine Operatives (SOC2020) : D Manufacturing )	1,100	*
T10:164 (Males - 8 Process, Plant and Machine Operatives (SOC2020) : F Construction )	!	!
T10:165 (Males - 8 Process, Plant and Machine Operatives (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:166 (Males - 8 Process, Plant and Machine Operatives (SOC2020) : I Transport & Communication )	!	!
T10:167 (Males - 8 Process, Plant and Machine Operatives (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:168 (Males - 8 Process, Plant and Machine Operatives (SOC2020) : L-N Public admin education & health )	!	!
T10:169 (Males - 8 Process, Plant and Machine Operatives (SOC2020) : O-Q Other services )	!	!
T10:170 (Males - 8 Process, Plant and Machine Operatives (SOC2020) : Total Services )	!	!
T10:171 (Males - 9 Elementary occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:172 (Males - 9 Elementary occupations (SOC2020) : C,E Energy & water )	!	!
T10:173 (Males - 9 Elementary occupations (SOC2020) : D Manufacturing )	!	!
T10:174 (Males - 9 Elementary occupations (SOC2020) : F Construction )	!	!
T10:175 (Males - 9 Elementary occupations (SOC2020) : G-H Distribution, hotels & restaurants )	2,400	*
T10:176 (Males - 9 Elementary occupations (SOC2020) : I Transport & Communication )	!	!
T10:177 (Males - 9 Elementary occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:178 (Males - 9 Elementary occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:179 (Males - 9 Elementary occupations (SOC2020) : O-Q Other services )	!	!
T10:180 (Males - 9 Elementary occupations (SOC2020) : Total Services )	2,400	*

T10:181 (Females - 1 Managers and Senior Officials (SOC2020) : A-B Agriculture & fishing )	!	!
T10:182 (Females - 1 Managers and Senior Officials (SOC2020) : C,E Energy & water )	!	!
T10:183 (Females - 1 Managers and Senior Officials (SOC2020) : D Manufacturing )	!	!
T10:184 (Females - 1 Managers and Senior Officials (SOC2020) : F Construction )	!	!
T10:185 (Females - 1 Managers and Senior Officials (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:186 (Females - 1 Managers and Senior Officials (SOC2020) : I Transport & Communication )	!	!
T10:187 (Females - 1 Managers and Senior Officials (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:188 (Females - 1 Managers and Senior Officials (SOC2020) : L-N Public admin education & health )	!	!
T10:189 (Females - 1 Managers and Senior Officials (SOC2020) : O-Q Other services )	!	!
T10:190 (Females - 1 Managers and Senior Officials (SOC2020) : Total Services )	!	!
T10:191 (Females - 2 Professional Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:192 (Females - 2 Professional Occupations (SOC2020) : C,E Energy & water )	!	!
T10:193 (Females - 2 Professional Occupations (SOC2020) : D Manufacturing )	!	!
T10:194 (Females - 2 Professional Occupations (SOC2020) : F Construction )	!	!
T10:195 (Females - 2 Professional Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:196 (Females - 2 Professional Occupations (SOC2020) : I Transport & Communication )	!	!
T10:197 (Females - 2 Professional Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:198 (Females - 2 Professional Occupations (SOC2020) : L-N Public admin education & health )	2,400	*
T10:199 (Females - 2 Professional Occupations (SOC2020) : O-Q Other services )	!	!
T10:200 (Females - 2 Professional Occupations (SOC2020) : Total Services )	3,000	*
T10:201 (Females - 3 Associate Prof & Tech Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:202 (Females - 3 Associate Prof & Tech Occupations (SOC2020) : C,E Energy & water )	!	!
T10:203 (Females - 3 Associate Prof & Tech Occupations (SOC2020) : D Manufacturing )	!	!
T10:204 (Females - 3 Associate Prof & Tech Occupations (SOC2020) : F Construction )	!	!
T10:205 (Females - 3 Associate Prof & Tech Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:206 (Females - 3 Associate Prof & Tech Occupations (SOC2020) : I Transport & Communication )	!	!
T10:207 (Females - 3 Associate Prof & Tech Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:208 (Females - 3 Associate Prof & Tech Occupations (SOC2020) : L-N Public admin education & health )	3,000	*
T10:209 (Females - 3 Associate Prof & Tech Occupations (SOC2020) : O-Q Other services )	!	!
T10:210 (Females - 3 Associate Prof & Tech Occupations (SOC2020) : Total Services )	5,500	*
T10:211 (Females - 4 Administrative and Secretarial Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:212 (Females - 4 Administrative and Secretarial Occupations (SOC2020) : C,E Energy & water )	!	!
T10:213 (Females - 4 Administrative and Secretarial Occupations (SOC2020) : D Manufacturing )	!	!
T10:214 (Females - 4 Administrative and Secretarial Occupations (SOC2020) : F Construction )	!	!
T10:215 (Females - 4 Administrative and Secretarial Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:216 (Females - 4 Administrative and Secretarial Occupations (SOC2020) : I Transport & Communication )	!	!
T10:217 (Females - 4 Administrative and Secretarial Occupations (SOC2020) : J-K Banking finance & insurance etc. )	1,700	*

T10:218 (Females - 4 Administrative and Secretarial Occupations (SOC2020) : L-N Public admin education & health )	1,500	*
T10:219 (Females - 4 Administrative and Secretarial Occupations (SOC2020) : O-Q Other services )	!	!
T10:220 (Females - 4 Administrative and Secretarial Occupations (SOC2020) : Total Services )	4,000	2,600
T10:221 (Females - 5 Skilled Trades Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:222 (Females - 5 Skilled Trades Occupations (SOC2020) : C,E Energy & water )	!	!
T10:223 (Females - 5 Skilled Trades Occupations (SOC2020) : D Manufacturing )	!	!
T10:224 (Females - 5 Skilled Trades Occupations (SOC2020) : F Construction )	!	!
T10:225 (Females - 5 Skilled Trades Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:226 (Females - 5 Skilled Trades Occupations (SOC2020) : I Transport & Communication )	!	!
T10:227 (Females - 5 Skilled Trades Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:228 (Females - 5 Skilled Trades Occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:229 (Females - 5 Skilled Trades Occupations (SOC2020) : O-Q Other services )	!	!
T10:230 (Females - 5 Skilled Trades Occupations (SOC2020) : Total Services )	!	!
T10:231 (Females - 6 Personal Service Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:232 (Females - 6 Personal Service Occupations (SOC2020) : C,E Energy & water )	!	!
T10:233 (Females - 6 Personal Service Occupations (SOC2020) : D Manufacturing )	!	!
T10:234 (Females - 6 Personal Service Occupations (SOC2020) : F Construction )	!	!
T10:235 (Females - 6 Personal Service Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:236 (Females - 6 Personal Service Occupations (SOC2020) : I Transport & Communication )	!	!
T10:237 (Females - 6 Personal Service Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:238 (Females - 6 Personal Service Occupations (SOC2020) : L-N Public admin education & health )	2,300	*
T10:239 (Females - 6 Personal Service Occupations (SOC2020) : O-Q Other services )	!	!
T10:240 (Females - 6 Personal Service Occupations (SOC2020) : Total Services )	3,000	*
T10:241 (Females - 7 Sales and Customer Service Occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:242 (Females - 7 Sales and Customer Service Occupations (SOC2020) : C,E Energy & water )	!	!
T10:243 (Females - 7 Sales and Customer Service Occupations (SOC2020) : D Manufacturing )	!	!
T10:244 (Females - 7 Sales and Customer Service Occupations (SOC2020) : F Construction )	!	!
T10:245 (Females - 7 Sales and Customer Service Occupations (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:246 (Females - 7 Sales and Customer Service Occupations (SOC2020) : I Transport & Communication )	!	!
T10:247 (Females - 7 Sales and Customer Service Occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:248 (Females - 7 Sales and Customer Service Occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:249 (Females - 7 Sales and Customer Service Occupations (SOC2020) : O-Q Other services )	!	!
T10:250 (Females - 7 Sales and Customer Service Occupations (SOC2020) : Total Services )	!	!
T10:251 (Females - 8 Process, Plant and Machine Operatives (SOC2020) : A-B Agriculture & fishing )	!	!
T10:252 (Females - 8 Process, Plant and Machine Operatives (SOC2020) : C,E Energy & water )	!	!
T10:253 (Females - 8 Process, Plant and Machine Operatives (SOC2020) : D Manufacturing )	!	!
T10:254 (Females - 8 Process, Plant and Machine Operatives (SOC2020) : F Construction )	!	!

T10:255 (Females - 8 Process, Plant and Machine Operatives (SOC2020) : G-H Distribution, hotels & restaurants )	!	!
T10:256 (Females - 8 Process, Plant and Machine Operatives (SOC2020) : I Transport & Communication )	!	!
T10:257 (Females - 8 Process, Plant and Machine Operatives (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:258 (Females - 8 Process, Plant and Machine Operatives (SOC2020) : L-N Public admin education & health )	!	!
T10:259 (Females - 8 Process, Plant and Machine Operatives (SOC2020) : O-Q Other services )	!	!
T10:260 (Females - 8 Process, Plant and Machine Operatives (SOC2020) : Total Services )	!	!
T10:261 (Females - 9 Elementary occupations (SOC2020) : A-B Agriculture & fishing )	!	!
T10:262 (Females - 9 Elementary occupations (SOC2020) : C,E Energy & water )	!	!
T10:263 (Females - 9 Elementary occupations (SOC2020) : D Manufacturing )	!	!
T10:264 (Females - 9 Elementary occupations (SOC2020) : F Construction )	!	!
T10:265 (Females - 9 Elementary occupations (SOC2020) : G-H Distribution, hotels & restaurants )	1,700	*
T10:266 (Females - 9 Elementary occupations (SOC2020) : I Transport & Communication )	!	!
T10:267 (Females - 9 Elementary occupations (SOC2020) : J-K Banking finance & insurance etc. )	!	!
T10:268 (Females - 9 Elementary occupations (SOC2020) : L-N Public admin education & health )	!	!
T10:269 (Females - 9 Elementary occupations (SOC2020) : O-Q Other services )	!	!
T10:270 (Females - 9 Elementary occupations (SOC2020) : Total Services )	3,900	*

! 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).

## Appendix D – Business Register and Employment Survey data 2020 – East Lindsey

### Business Register and Employment Survey : open access

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date 2020  
 employment status Employees  
 measure Count

#### 2011 census frozen ward

#### Total

	number	Flags
E36004171 : Alford	1,250	*
E36004172 : Binbrook	600	*
E36004173 : Burgh le Marsh	450	*
E36004174 : Chapel St Leonards	800	*
E36004175 : Coningsby and Tattershall	2,500	*
E36004176 : Croft	400	*
E36004177 : Frithville	400	*
E36004178 : Grimoldby	1,000	*
E36004179 : Halton Holegate	600	*
E36004180 : Holton le Clay	500	*
E36004181 : Horncastle	3,000	*
E36004182 : Hundley	350	*
E36004183 : Ingoldmells	2,500	*
E36004184 : Legbourne	600	*
E36004185 : Ludford	300	*
E36004186 : Mablethorpe Central	300	*
E36004187 : Mablethorpe East	800	*
E36004188 : Mablethorpe North	700	*
E36004189 : Mareham le Fen	350	*
E36004190 : Marshchapel	250	*
E36004191 : North Holme	3,500	*
E36004192 : North Somercotes	450	*
E36004193 : North Thoresby	250	*
E36004194 : Priors	1,750	*
E36004195 : Roughton	600	*
E36004196 : Scarbrough	4,500	*
E36004197 : Seacroft	1,250	*
E36004198 : Sibsey	225	*
E36004199 : Skidbrooke with Saltfleet Haven	350	*
E36004200 : Spilsby	1,250	*
E36004201 : St Clement's	1,500	*
E36004202 : St James'	900	*
E36004203 : St Margaret's	200	*

E36004204 : St Mary's	500	*
E36004205 : St Michael's	450	*
E36004206 : Stickney	350	*
E36004207 : Sutton on Sea North	400	*
E36004208 : Sutton on Sea South	100	*
E36004209 : Tetford	350	*
E36004210 : Tetney	250	*
E36004211 : Trinity	225	*
E36004212 : Trusthorpe and Mablethorpe South	225	*
E36004213 : Wainfleet and Friskney	500	*
E36004214 : Willoughby with Sloothby	350	*
E36004215 : Winthorpe	1,000	*
E36004216 : Withern with Stain	400	*
E36004217 : Woodhall Spa	1,500	*
E36004218 : Wragby	250	*

\* These figures exclude farm agriculture (SIC subclass 01000).

The level of rounding applied varies by estimate. Please see article for further information on how rounding is applied  
<https://www.nomisweb.co.uk/articles/1103.aspx>.

#### Business Register and Employment Survey public/private sector : open access

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public/private employment status	Total Employees	
2011 census frozen ward	2020	
	number	Flags
E36004171 : Alford	1,267	*
E36004172 : Binbrook	591	*
E36004173 : Burgh le Marsh	442	*
E36004174 : Chapel St Leonards	778	*
E36004175 : Coningsby and Tattershall	2,565	*
E36004176 : Croft	398	*
E36004177 : Frithville	412	*
E36004178 : Grimoldby	1,054	*
E36004179 : Halton Hologate	616	*
E36004180 : Holton le Clay	491	*
E36004181 : Horncastle	3,170	*
E36004182 : Hundleby	351	*
E36004183 : Ingoldmells	2,662	*
E36004184 : Legbourne	619	*
E36004185 : Ludford	296	*
E36004186 : Mablethorpe Central	300	*
E36004187 : Mablethorpe East	758	*
E36004188 : Mablethorpe North	663	*
E36004189 : Mareham le Fen	372	*

E36004190 : Marshchapel	258	*
E36004191 : North Holme	3,510	*
E36004192 : North Somercotes	432	*
E36004193 : North Thoresby	271	*
E36004194 : Priory	1,649	*
E36004195 : Roughton	573	*
E36004196 : Scarborough	4,629	*
E36004197 : Seacroft	1,306	*
E36004198 : Sibsey	227	*
E36004199 : Skidbrooke with Saltfleet Haven	357	*
E36004200 : Spilsby	1,301	*
E36004201 : St Clement's	1,611	*
E36004202 : St James'	863	*
E36004203 : St Margaret's	209	*
E36004204 : St Mary's	532	*
E36004205 : St Michael's	434	*
E36004206 : Stickney	370	*
E36004207 : Sutton on Sea North	376	*
E36004208 : Sutton on Sea South	96	*
E36004209 : Tetford	344	*
E36004210 : Tetney	255	*
E36004211 : Trinity	217	*
E36004212 : Trusthorpe and Mablethorpe South	219	*
E36004213 : Wainfleet and Friskney	542	*
E36004214 : Willoughby with Sloothby	327	*
E36004215 : Winthorpe	1,058	*
E36004216 : Withern with Stain	407	*
E36004217 : Woodhall Spa	1,400	*
E36004218 : Wragby	269	*

\* These figures exclude farm agriculture (SIC subclass 01000).



## Appendix E - Jobs Density 2020 – East Lindsey

### jobs density

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item name	Jobs density
<b>Date</b>	<b>East Lindsey</b>
2020	0.76



## Appendix F – Annual Survey of Hours and Earnings 2021

sex Full Time Workers  
 item name Median  
 pay Weekly pay - gross  
 confidence Standard error as a percentage of the figure

Date	East Lindsey	
	number	conf %
2021	524.5	5.5

sex Full Time Workers  
 item name Median  
 pay Weekly pay - gross  
 confidence

Date	East Lindsey	
	number	conf %
2021	491.0	6.1

## Appendix G - UK Business Counts 2021 by Super Output Area – Middle Layer – East Lindsey

### UK Business Counts - enterprises by industry and employment size band

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date 2021  
 employment sizeband Total  
 legal status Total

2011 super output area - middle layer	1 : Agriculture, forestry & fishing (A)	2 : Mining, quarrying & utilities (B,D and E)	3 : Manufacturing (C)	4 : Construction (F)	5 : Motor trades (Part G)	6 : Wholesale (Part G)	7 : Retail (Part G)	8 : Transport & storage (inc postal) (H)	9 : Accommodation & food services (I)	10 : Information & communication (J)	11 : Financial & insurance (K)	12 : Property (L)	13 : Professional, scientific & technical (M)	14 : Business administration & support services (N)	15 : Public administration & defence (O)	16 : Education (P)	17 : Health (Q)	18 : Arts, entertainment, recreation & other services (R,S,T and U)
E02005424 : East Lindsey 001	60	0	25	110	10	15	30	85	55	10	5	10	55	50	5	5	10	25
E02005425 : East Lindsey 002	70	0	20	45	15	15	15	5	10	5	0	10	20	20	5	5	5	10
E02005426 : East Lindsey 003	15	0	35	50	30	20	20	15	15	10	5	10	30	25	0	5	5	25
E02005427 : East Lindsey 004	10	0	15	25	10	10	50	5	55	5	5	15	45	20	0	5	15	35
E02005428 : East Lindsey 005	45	0	20	30	10	15	40	5	35	5	0	10	15	10	0	0	10	15
E02005429 : East Lindsey 006	10	0	5	20	5	5	15	5	20	0	0	0	5	0	0	0	5	10
E02005430 : East Lindsey 007	175	5	15	30	15	20	15	10	20	10	5	10	25	15	5	5	5	15

E02005431 : East Lindsey 008	100	5	20	60	10	15	30	10	30	10	5	10	15	15	5	5	10	15
E02005432 : East Lindsey 009	185	5	20	70	20	15	25	10	25	10	0	5	55	30	10	5	10	20
E02005433 : East Lindsey 010	25	0	5	15	5	5	25	5	95	5	0	5	10	5	5	0	0	20
E02005434 : East Lindsey 011	10	5	15	30	15	15	30	10	30	10	5	5	25	35	0	5	10	15
E02005435 : East Lindsey 012	0	0	5	35	5	0	20	10	25	0	0	5	10	10	0	0	5	15
E02005436 : East Lindsey 013	50	0	20	30	15	15	40	5	40	5	5	10	20	15	5	5	10	15
E02005437 : East Lindsey 014	5	0	25	20	15	15	60	10	70	0	5	10	20	10	0	0	20	50
E02005438 : East Lindsey 015	5	0	5	25	0	0	25	5	25	0	0	5	10	10	0	0	5	15
E02005439 : East Lindsey 016	30	0	20	40	10	5	40	15	40	5	0	5	35	25	10	5	10	25
E02005440 : East Lindsey 017	75	5	15	15	5	10	20	5	15	0	0	0	10	15	5	0	0	10
E02005441 : East Lindsey 018	130	5	20	45	15	10	25	20	15	10	5	5	25	25	5	10	5	10
<b>Column Total</b>	<b>995</b>	<b>40</b>	<b>310</b>	<b>695</b>	<b>215</b>	<b>200</b>	<b>530</b>	<b>240</b>	<b>615</b>	<b>100</b>	<b>45</b>	<b>130</b>	<b>435</b>	<b>340</b>	<b>65</b>	<b>60</b>	<b>145</b>	<b>335</b>

All figures are rounded to avoid disclosure. Values may be rounded down to zero and so all zeros are not necessarily true zeros. Totals across tables may differ by minor amounts due to the disclosure methods used. Furthermore, figures may differ by small amounts from those published in ONS outputs due to the application of a different rounding methodology.

In 2015, ONS extended the coverage of businesses to include a population of solely PAYE based businesses that were previously excluded because of the risk of duplication. In total, in 2015, 105,000 businesses have been added. Improvements in matching of administrative data and research into those units excluded has indicated that the risk of duplication is very small. The addition of these businesses brings the publication in line with Business Demography and the BIS Business Population Estimates, both of which include these businesses. For more information, see <http://www.nomisweb.co.uk/articles/news/files/UKBusinessCoverage.pdf>.

## Appendix H - Universal Credit Claimant Count by Ward 2022 – East Lindsey

### Claimant count by sex and age

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gender Total  
 age All categories: Age 16+  
 measure Claimant count

2011 census frozen ward	Claimant Count August 2022
E36004171 : Alford	90
E36004172 : Binbrook	20
E36004173 : Burgh le Marsh	25
E36004174 : Chapel St Leonards	75
E36004175 : Coningsby and Tattershall	110
E36004176 : Croft	40
E36004177 : Frithville	35
E36004178 : Grimoldby	25
E36004179 : Halton Hologate	40
E36004180 : Holton le Clay	35
E36004181 : Horncastle	135
E36004182 : Hundleby	20
E36004183 : Ingoldmells	55
E36004184 : Legbourne	20
E36004185 : Ludford	15
E36004186 : Mablethorpe Central	65
E36004187 : Mablethorpe East	35
E36004188 : Mablethorpe North	55
E36004189 : Mareham le Fen	30
E36004190 : Marshchapel	20
E36004191 : North Holme	45
E36004192 : North Somercotes	20
E36004193 : North Thoresby	15
E36004194 : Priory	50
E36004195 : Roughton	20
E36004196 : Scarbrough	220
E36004197 : Seacroft	85
E36004198 : Sibsey	15
E36004199 : Skidbrooke with Saltfleet Haven	20
E36004200 : Spilsby	60
E36004201 : St Clement's	145
E36004202 : St James'	50

E36004203 : St Margaret's	35
E36004204 : St Mary's	25
E36004205 : St Michael's	20
E36004206 : Stickney	35
E36004207 : Sutton on Sea North	25
E36004208 : Sutton on Sea South	30
E36004209 : Tetford	25
E36004210 : Tetney	20
E36004211 : Trinity	60
E36004212 : Trusthorpe and Mablethorpe South	30
E36004213 : Wainfleet and Friskney	85
E36004214 : Willoughby with Sloothby	25
E36004215 : Winthorpe	125
E36004216 : Withern with Stain	20
E36004217 : Woodhall Spa	25
E36004218 : Wragby	40
Column Total	<b>2,315</b>