

## Appendix C Contextual Indicators

**Table 1 Performance against ENA targets/assumptions**

ENA target/presumption/ measure	Indicator	Baseline (2012 unless otherwise stated)	data report 2018	data report 2019	RAG rating	Notes
<b>JOB GROWTH</b>						
7% FTE job growth target for Lincoln 2012-2036  The Lincoln job growth target of is the basis for establishing Central Lincolnshire Local Plan Economic and housing need.	*Nomis Total jobs includes employees, self-employed, government-supported trainees and HM Forces 2012 baseline. Latest 2017  ** Nomis Total Employee jobs excludes self-employed, government-supported trainees and HM Forces. Data excludes farm-based agriculture <b>2015 baseline</b> Latest 2017	*58,000 (Lincoln)  **55,000 (Lincoln)	*64,000 Lincoln 10% increase  **55,000 Lincoln	*63,000 Lincoln 8.6% increase from baseline  **56,000		Lincoln's overall FTE jobs growth from a 2015 baseline is at 8.6 % - a reduction on last year's increase but still above the ENA forecast target of 7% by 2036.
11% FTE job growth target 2012-2036  As above the Central Lincolnshire growth target is the basis for establishing Central Lincolnshire Local Plan Economic and housing needs.	*Nomis Total No. of jobs includes employees, self-employed, government-supported trainees and HM Forces Latest 2017  ** Nomis total No. of Employee jobs excludes self-employed, government-supported trainees and HM Forces. Data excludes farm-based agriculture <b>Baseline 2015</b> Latest 2017	*132,000 (CL)  **116,000 (CL)	*144,000 (CL) 9.1% increase  **117,000 (CL)	*146,000 (CL) 10.6% increase  *516000 (GLLEP)  **120000 (CL)  **424000 (GLLEP)		Central Lincolnshire's overall FTE jobs growth from a 2015 baseline is around the 11% ENA forecast target.
<b>POPULATION GROWTH</b>						
Population Projection presumption used 2012 population projections identifying a 2012 baseline of 95,000 and forecast of 104,000 by 2036	Nomis; total number of residents ONS Population estimates 2012 baseline. Latest 2018  2012 population projection for 2019 was 98,300	95600	98400	99,000		Latest Nomis population figures for 2018 are in line with the 2012 population forecast figures used in the ENA.
<b>LABOUR MARKET</b>						
Employment Rate ENA identified Lincoln had higher than average employment rate across CL and exceeded the LEP average This baseline was deemed acceptable.	*Nomis ; % of those aged 16-64 economically active Baseline April 12-March 2013. Latest April 18-March 19	*77.5% (Lincoln) *76.0% (CL) *77.5% (GL)	*74.6% (Lincoln) *76.8% (CL) *78.6% (GL)	*70.7% (Lincoln) *79.7% (CL) *78.2% (GLLEP)		Employment/economically active rate in Lincoln has reduced by 7 % from the 2012 baseline, although there has been growth of 1 to 2 % across Central Lincolnshire and the GLLEP area. This may be partly explained by a changing demographic and growth in student populations (4900 in 2012 and 9100 in 2019) Employment rate reduction is also not mirrored by high and growing unemployment rates indicating the trend in the former is not a key labour market issue.  A review of the baseline and target is recommended as part of the Local Plan refresh.
Unemployment Rate ENA identified Lincoln had lowest rate in CL and was below the LEP average This baseline was deemed acceptable.	*Nomis : No. of Unemployment benefit claimants as a proportion of resident population of the same age Baseline April 2012 Latest July 2019	*5.1% (Lincoln) *5.8% (CL) *6.7% (GLEP)	*3% (Lincoln) *2.06% (CL) *2.4% (GL)	*3.6% (Lincoln) *2.7% (CL) *2.9% (GLLEP)		Unemployment rate is lower than the 2012 baseline at 3.6%, but now slightly above CL rate of 2.7% and GLLEP rate of 2.9%. This is not viewed as a significant issue as rates lower than about 2.5% may have implications for local businesses in terms of recruitment and maintaining staff levels.
Inactivity Rate ENA identified this figure as lower than CL and LEP average RAG rated green  This baseline was deemed acceptable.	Nomis : numbers those aged 16-64 as a proportion of those economically inactive. Baseline April 12-April 13 Latest April 18- Mar 19	22.2% (Lincoln) 25.7 % (CL) 22.2% (GL)	25.4% (Lincoln) 23.16% (CL) 21.4% (GL)	29.3% (Lincoln) 20.3% (CL) 21.8% (GLLEP)		Inactivity rate has risen from last year by 4% and is 7% higher than the 2012 baseline.  This rise may in part be explained by the growth in student populations between 2012 and 2019.

						Again as the increase inactivity rate is not mirrored with a corresponding increase in the unemployment rate it is not viewed as a concern.
Skill levels ENA identified a skills profile below CL and national averages and high proportion of residents with low level qualifications. This baseline was deemed unacceptable and in need of improvement.	NVQ L2+ Nomis ; Proportion of resident population of area aged 16-64 qualifications with NVQ L2 and above Baseline Jan 12-Dec 13 Latest Jan 18-Dec18	68.9% (Lincoln) 71.9% (CL) 68.7% (GL) 71.8 (GB)	69.4% (Lincoln) 71.5% (CL) 66.7% (GL) 74.7% (GB)	71.6% (Lincoln) 73.9% (CL) 67.7% (GLLEP) 74.9% (GB)		There has been a 2% increase in people qualified to NVQ level 2 and above and a 2% rise from the 2012 baseline.  Although above the levels for the GLLEP area Lincoln is still below Central Lincoln and national levels i.e. there has been little change from the 2012 baseline which the ENA identified as an issue to be addressed.
	NVQ L4+ Nomis ; Proportion of resident population of area aged 16-64 qualifications with NVQ L4 and above Baseline Jan 12-Dec13 Latest Jan 18-Dec 18	25.5% (Lincoln) 29.8% (CL) 25.1% (GL) 34.21% (GB)	32.7% (Lincoln) 33.26% (CL) 27.2% (GL) 38.6% (GB)	24.2% (Lincoln) 31.1% (CL) 28.0% (GLLEP) 39.3% (GB)		There has been an 8.5% drop in the number of people qualified to NVQ L4 between 2017 and 2018 meaning NVQ level 4 levels are now lower than the 2012 ENA baseline.  There was also a slight reduction of 1% in the 2018 indicator within Central Lincolnshire from the previous year, and only a 1 % increase against the 2012 ENA baseline figure  This is in the context of increases of 3% and 5% respectively across the GLLEP area and nationally.  The impact of the apprenticeship levy introduced in 2016 on this indicator and the NVQ level 2 and above qualifications (below) over the next few years will be worth monitoring.  A review of the baseline and target is recommended as part of the Local Plan refresh.
<b>Current Economic performance</b>						
Jobs Density ENA identified Lincoln as having significantly higher employment density than CL and GLEP. This baseline was deemed acceptable.	*Nomis: Job density as the ratio of total jobs to population aged 16-64. Baseline 2012 Latest 2017	0.89 (Lincoln) 0.70 (CL) 0.72 (GLEP)	0.97 (Lincoln) 0.75 (CL) 0.77 (GLEP)	0.94 (Lincoln) 0.75 (CL) 0.79 (GLLEP)		There is currently .94 of a job per working age person in Lincoln, this is the highest job density within CL and GLLEP, which is to be expected given the urban nature of the District.  There is no significant change from the 2012 baseline which was acceptable.
Business density ENA identified that Lincoln had the low business density significantly below that of CL and the GLEP. This was linked to high levels of business deaths and low survival rates. This baseline was deemed unacceptable and in need of improvement	*Annual business register survey ; Number of businesses (enterprises) per 1,000 working age people Baseline 2012. Latest 2017  ** Annual business register survey Enterprises created in 2011 (that survived until 2014) *** Annual business register survey Enterprises created in 2013 (that survived until 2016) **** Annual business register survey Enterprises created in 2014 (that survived until 2017) 3 year survival rate	*38 (Lincoln) *52 (CL) *53 (GL)  ** 54% (*135) Lincoln)	*43 (Lincoln) *55 (CL) *59 (GL)  *** 55.8% (265 Lincoln)	55 (Lincoln) 66 (CL) 72 (GLLEP)  **** 62.16% ( 230 Lincoln)		The business density has increased by just under 3% from the 2012 baseline. However it is still lower than that of the CL and the GLEP.
Highly skilled occupations ENA identified Lincoln had acceptable representation of highly skilled occupations in comparison with CL and the GLEP.	*Nomis : Sco 2010 Major group 1-3. 1 Managers, directors and senior officials 2 Professional occupations 3 Associate professional & technical Highest skilled	* 33.8% (Lincoln) 39.1% (CL) 33.55 (GL)	*37.5% (Lincoln) 39.5 % (CL) 37.3% (GL)	*32.4% (Lincoln) *38.2% * (CL) *37.5% (GLLEP)		The percentage of people of working age in higher skilled occupations has dropped by 5% from last year and is now slightly lower at 32.4%

This baseline was deemed acceptable.	<p>employment occupations) as a percentage of all persons in employment</p> <p><b>** Nomis : Sco 2010 major group 4-5. 4 Administrative &amp; secretarial 5 Skilled trades occupations</b> Baseline April 2012 to March 2013 Latest April 2019-March 2019</p>	<p><b>**11% (Lincoln)</b> 16.5% (CL) 21.3 % (GL)</p>	<p><b>** 23.1% (Lincoln)</b> 24.8% (CL) 21.6% (GL)</p>	<p><b>**17.9% (Lincoln)</b> <b>**20.2% (CL)</b> <b>**21.2% (GLLEP)</b></p>	<p>than the 2012 baseline of 33.8%, which the ENA identified as acceptable.</p> <p>This is a similar picture to CL. There has however been a 3% increase across the GLLEP area since 2012.</p>
<p>ENA identified that Lincoln had higher than resident based earnings (£20,635 pa) And that these exceeded those of CL and GLEP, although both workplace and resident earnings are lower than national average. This baseline was deemed acceptable.</p>	<p>Average Annual Workplace Earnings Nomis Gross weekly full time pay Median earnings in pounds for employees working in the area. baseline 2012 (GLEP 2014) Latest 2018</p> <p><b>**Nomis Gross weekly full time pay Median earnings in pounds for employees living in Lincoln</b> Latest 2018</p>	<p>£478.4 (Lincoln) £447.1 (CL) £467.8 (GLEP) £508.9(Nat)</p> <p>£458.6 (Lincoln) £471.7 (CL) £483.1 (GLEP) £508.3 (GB)</p>	<p>£498.8 (Lincoln) £492.6 (CL) £473.9 (GLEP) £552.9 (NAT)</p> <p>£452.2 (Lincoln) £507.5 (CL) £491.2 (GLLEP) £552.3 (GB)</p>	<p>£500.8 (Lincoln) £492.8 (CL) £490.0 (GLLEP) £570.9 (GB)</p> <p><b>**£457.2 (Lincoln)</b> <b>**£515.9 (CL)</b> <b>**£505.0 (GLLEP)</b> <b>**£571.1 (GB)</b></p>	<p>Average Annual workplace earnings have increased slightly since last year and remain higher than the 2012 baseline. This reflects the CL, GLLEP and national picture.</p> <p>Employer wage levels are however higher than the average's for CL and the GLLEP area, but still below national averages.</p> <p>Medium earnings of Lincoln residents have increased slightly from last year and are slightly above the 2012 baseline. However they are still lower than average earnings across CL and the GLLEP area and significantly below the national average.</p>

## Appendix C Contextual Indicators

**Table 2 Performance against ENA Sector job losses and gains predictions for Lincoln**

	ENA identified target/presumption/measure/notes	ENA forecast job change for plan period 2012-2036		*Nomis 2015 Actual jobs(baseline)	*Nomis 2016 Actual jobs	*Nomis 2017 Actual jobs	Actual job change 2015 to 2017		RAG rating	Notes
		No	%				No	%		
A Agriculture, forestry and fishing		-9	-5%	-	-	-	-	0%		No data available due to small sample size. No issues expected for the local economy.
B : Mining and quarrying		-6	-50%	10	0	5	-5	-50%		Employment reduction between 2015 and 2017 is in line with that forecast in the ENA over the plan period. No implications expected for the local economy.
C : Manufacturing	Identified as a main employment sector 7%	-880	-25%	4500	4000	4500	0	0%		No losses against 2015 baseline in context of an expected 25% loss over the plan period. As this sector is identified as one of Lincoln's main employment sectors this is a positive implication for the local economy.
D : Electricity, gas, steam and air conditioning supply		-8	-23%	40	40	75	35	-12.5%		Decrease of 12.5% against 2015 baseline, in context of predicted 23% loss over the plan period. Rate of loss is not currently as great as predicted.
E : Water supply; sewerage, waste management and remediation activities		-43	-4%	1000	1000	1000	-	0%		No losses against 2015 baseline in context of an expected 4% loss over the plan period.
F : Construction		304	15%	2000	2000	1750	-250	-12.5%		Decrease in employment of 12.5 % from the 2015 baseline in context of a predicted 15% increase in job growth over the plan period.
G : Wholesale and retail trade; repair of motor vehicles and motorcycles	Identified as a main employment sector 20%	801	10%	10000	10000	9000	-1000	-10%		Decrease of 10% in employment from 2015 baseline in context of a forecast 10% growth in jobs. This sector is a main employer for the City so possible negative implications for the City's economy.
H : Transportation and storage		-48	-4%	1250	1250	1500	250	20%		Increase of 20% from 2015 baseline in context of expected 4% reduction over the plan period. This may be a sector to monitor as potential 'new' growth sector for Lincoln/CL in the context of the Midland's Connect A46 economic corridor proposals and strengthening of the Immingham ports.
I : Accommodation and food service activities	Identified as a main employment sector 7% identified key future job growth sector	279	12%	4000	5000	4500	500	12.5%		Increase of 12.5% against 2015 baseline which is slightly above the increase forecast over the plan period. This sector is a main employer within the City and likely growth sector likely to benefit from the GLEPs proposed Tourism Sector deal.
J : Information and communication	identified key future job growth sector	328	29%	1500	1250	1500	-	0%		No change from the 2015 baseline against a forecast 29% increase over the plan period. This sector was identified in the ENA as a key future job growth sector.
K : Financial and insurance activities	Identified as a main employment sector 16%	-134	-16%	900	500	900	-	0%		No change from the 2015 baseline against a forecast decline of 16% over the plan period. AS a main employment sector this is a positive for the local economy.
L : Real estate activities	identified key future job growth sector	143	41%	500	450	600	100	20%		An increase in job growth of 20% from the 2015 baseline is below the forecast increase of 41% over the plan period. This sector was identified as a key further job growth sector
M : Professional, scientific and technical activities	identified key future job growth sector	1,202	41%	2500	3000	3000	500	20%		Although a 20% growth in jobs since the 2015 baseline this is still below the 34% forecast increase over the plan period. This sector is identified as a key future job growth sector.
N : Administrative and support service activities		-182	-5%	5000	5000	6000	1000	20%		An increase in growth from the 2015 baseline in the context of a forecast loss of 5% over the plan period.
O : Public administration and defence; compulsory social security	Identified as a main employment sector 37%	-498	-17%	3500	3500	3000	-500	-14.2%		Decrease of 14% in job growth against 2015 baseline in context of a forecast 17% reduction over the plan period. This sector is a main employer.
P : Education		99	2%	6000	6000	5000	-1000	-16.6%		Decrease of 17% job growth since 2015 in the context of an expected 2% increase over the plan period.
Q : Human health and social work activities		1208	15%	10000	10000	11000	1000	10%		A 10% increase in job growth since 2015 in the context of a forecast growth of 15% over the plan period.
R : Arts, entertainment and recreation	identified key future job growth sector	228	34%	1000	1250	1000	-	0%		No growth from the 2015 baseline in the context of a forecast 34% increase in jobs growth over the plan period.
S : Other service activities	identified key future job growth sector	377	23%	1250	1000	1250	-	0%		No job growth against a 2015 baseline in context of 23% expected growth by 2036
<b>TOTAL</b>	<b>ENA forecast job growth to be a net gain of 3162 new jobs over 24 years, equivalent to 132 jobs pa</b>	<b>3162</b>	<b>7%</b>	<b>54950</b>	<b>55240</b>	<b>55580</b>	<b>630</b>	<b>1.1%</b>		

\* Employee jobs excludes self-employed, government-supported trainees and HM Forces  
Data excludes farm-based agriculture