



Annual Accountability Statement for Riverside College 2025 to 2026 Academic Year

July 2025

College Mission and Purpose

Our Vision

Through the excellence of the education we provide, we will enhance and transform lives.

We strive to be sector-leading in everything we do.

Our Values

1. Teaching and learning is our priority and the needs and safety of our students always come first.
2. As members of the College, we are partners in the success of the organisation, and we are all accountable for our outcomes.
3. High standards are at the heart of all that we do. In our pursuit of excellence, we recognise that individually and collectively we can always improve.
4. Within our college community we treat each other with respect, trust, openness, care and consideration. We celebrate student and staff success.
5. We are an inclusive college where we promote and protect equality and diversity.
6. We work in partnership with employers and other stakeholders so that we can make a positive contribution to local, regional and national economic development as skills needs.

Strategic Aims

- 1 To achieve high **quality** outcomes for our students by prioritising teaching, learning and progression.

We will do this by:

- 1.1 Prioritising the delivery of outstanding **quality** in terms of teaching, learning and assessment and the student experience so that all our students progress and reach their potential.
- 1.2 Striving to create a college community with core values at its heart.

- 1.3 Nurturing our students and staff so that we have high levels of morale and wellbeing, together with creativity, innovation and excellence.
- 1.4 Providing exceptional levels of student care with an emphasis on good citizenship, employability skills and positive progression outcomes.
- 1.5 Investing in our staff to sustain high quality provision through outstanding staff development activities.
- 1.6 Developing leadership and management skills at all levels within the organisation through the Leadership Development Programme.
- 1.7 Carefully and cautiously embracing Artificial Intelligence to enhance our daily working routines – Artificial Intelligence Strategy 2024.
- 1.8 Implementing and maintaining a wide curriculum offer that meets sector skills needs of the local, regional and national stakeholders.

2 To continue to improve levels of **efficiency** and remain in outstanding financial health.

We will do this by:

- 2.1 Maintaining financial stability through effective cost control and creating funds to grow.
- 2.2 Investing in and modernising our centres to meet local and regional priorities and addressing the needs of green technology and the low carbon economy with a focus on Hydrogen.

3 To maximise opportunities for **growth**, aligned to meet sector skills needs

We will do this by:

- 3.1 Promoting growth areas, particularly 16-18, Higher Education, apprenticeships, full cost recovery courses and the new opportunities for adults.
- 3.2 Prioritising the needs of the people of Halton and the Liverpool City Region (LCR).
- 3.3 Continuing to be the first choice for school leavers, adult learners and employers while maintaining a market-led, regionally responsive college with an exciting and engaging curriculum.
- 3.4 Working in partnership to engage those who traditionally do not participate in education and training.
- 3.5 Working with employers and Employer Representative Bodies (ERBs) to develop a responsive curriculum to close the skills gap and provide a highly skilled local workforce through alignment with the Local Skills Investment Plan (LSIP) and the Liverpool City Region Long Term Skills Plan.

Context and Place

The College is located within the Borough of Halton which is part of the Liverpool City Region (LCR). Geographic location means it sits on the edge of the LCR and so also serves the communities of Cheshire and Greater Manchester.

The College is a medium sized general further education college generating £38 million income. This has increased significantly over the last 10 years through the growth in 16-18 numbers, HE and apprenticeships.

The College operates out of three campuses, the Kingsway Centre, the Cronton Sixth Form Centre and Foundation Studies Centre.. All are located within a 2-mile radius of each other but serve different learner groups allowing us to meet the diverse needs of the community whilst ensuring we meet the skills needs of the area. It also partners with Crosby Training and Power in Partnership who both provide education and training to the most hard to reach students.



The College is a medium-sized general further education College offering the following types of provision: 16-18 study programmes, including T Levels; adult learning programmes; apprenticeships; provision for learners with high needs; Higher Education (HE) and full cost recovery courses.

The College was rated outstanding for a second time by Ofsted in April 2024 and has remained in outstanding financial health (DfE) since 2013.

The College has made a significant contribution to the improvements in education in the Borough in recent years and recruits a large proportion of learners from areas of high social and economic deprivation. Halton is a DfE designated Priority Education Improvement Area (PEIA) The College is the main post-16 provider in the borough. The College has contributed greatly to the reduction in NEET numbers which currently sit at 5.8% compared to the England national rate of 5.4%. Halton borders the boroughs of Knowsley and Liverpool, which are both PEIAs and as such 79% of the 16-18 student population comes from PEIA boroughs.

The College has had tremendous success over the last 12 years. It has received consecutive Ofsted outstanding grades, had a significant increase in income through growth and has received consecutive outstanding grades for finance.

	2013-2014	2024-2025	Growth
Turnover	£18m	£39m	116%
16-18 Students	2,212	4,002	81%
Apprenticeships	£1.4m	£2.3m	64%
HE	£1.6m	£1.8m	13%
Quality (Ofsted)	GOOD	OUTSTANDING	
Finances (ESFA)	GOOD	OUTSTANDING	



The Kingsway Centre

Kingsway offers 16-18 study programmes, apprenticeships, HE and Adult programmes that range from Entry to level 6. HE programmes are growing in numbers and most are offered in partnership with Staffordshire University. Most apprenticeship programmes are based on the site and have grown in numbers whilst delivering strong collaborative models at local, regional and national level. There is a strong skills and STEM focus alongside a highly inclusive provision that supports young people and adults from all communities, and particularly those most disadvantaged to progress and develop new skills. A T Level programme in Early Years is offered at this campus. The College is a leading provider of construction and advanced manufacturing training and is working with major employers to develop new programmes connected to hydrogen. Additional growth in bespoke employer programmes are based at this centre.



The Cronton Sixth Form Centre

At this centre the College offers a 16-18 provision that focusses on Level 3 with some small areas of level 2. Courses on offer range from A Levels, Vocational qualifications such as BTEC and UAL, and the newly introduced T Level in Adult Nursing. The College continues its focus on STEM areas at the centre with the creation of the IDEA Centre (innovation, design, engineering, applications) and newly built Health and Science centre and the Sports centre. The curriculum on offer is wide ranging and aligned to the needs of the Liverpool City Region and regional demands for Engineering, Mathematics, Health, Science, Creative and Digital skills.



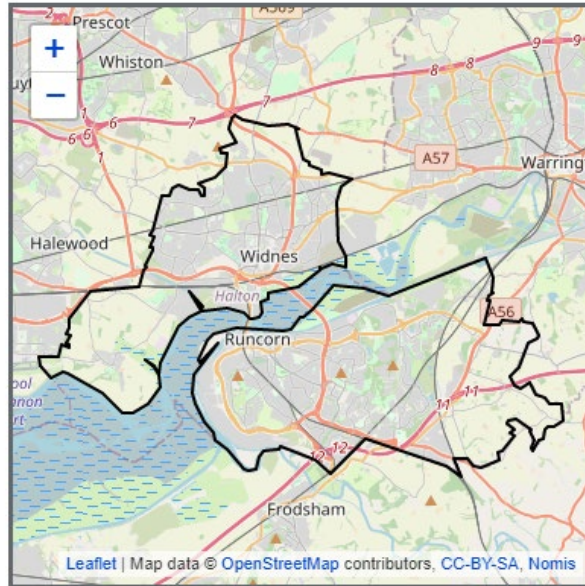
The Foundation Studies Centre

This centre offers programmes that support learners with a range of mild to moderate learning difficulties and disabilities. Programmes are either qualification or RARPA based and created to meet the skills needs in the area with a strong focus on employment and links to the Pathway to Adulthood. To ensure that programmes are vocationally challenging links with the Kingsway Centre are strongly maintained and programmes ensure learners have access to industry level workshops, kitchen and facilities.

The College is currently undertaking an estates visioning project. This long term plan will ensure that the estate continues to provide the equipment and resources to respond to the long term skills plan and national skills priorities.

Halton and the Liverpool City Region

Halton



The borough of Halton is comprised of the towns of Widnes and Runcorn, which have a combined population of 129,587. However, the College does recruit learners from across the Liverpool City Region and Cheshire. 30% of the population within Halton is reported to live within high deprivation areas. The ethnic demographic of Halton is reported at 96.5% White with only 4.8% born outside the UK (most recent figures). This has changed over recent years with an increase in Asylum Seekers and Refugees moving into the region. 22% is the universal credit rate for Halton and is the second highest within the LCR. 30% of adults are qualified to Level 4 and above, the lowest in the LCR.

More than a third of the LCR's neighbourhoods (representing 530,00 residents) are in the top 10% most deprived nationally, significantly higher than all other English MCAs – The Joseph Rowntree Foundation suggest child poverty levels in Halton are at 29%. Halton has also been designated as a PEIA, Priority Education Investment Area. Only Liverpool has a higher rate of Looked After Children within the Liverpool City Region. Performance at KS5 is significantly improved despite these starting points.

The Liverpool City Region (LCR)

Liverpool City Region Overview

The Liverpool City Region is a combined authority area in North West England, comprising six boroughs: Liverpool, Knowsley, St Helens, Sefton, Wirral, and Halton¹.

Population Breakdown

As of 2022, the Liverpool City Region had a population of approximately 1.57 million people¹. The largest settlement and administrative headquarters is Liverpool.

Strategic Priorities

The Liverpool City Region Combined Authority (LCRCA) focuses on several strategic priorities:

- **Economic Development:** Driving growth through investment in infrastructure, public transport, and innovation.
- **Sustainability:** Targeting net-zero emissions by 2035, with projects like the Mersey Tidal Power initiative.
- **Inclusive Growth:** Tackling inequality and ensuring opportunities for all residents.
- **Housing:** Delivering affordable, energy-efficient homes.

Employment Details and Key Industries

The region's economy is diverse, with key industries including:

- **Health and Life Sciences:** Home to world-leading research and healthcare facilities.
- **Digital and Creative:** A growing sector with significant investment in technology and media.
- **Advanced Manufacturing:** Strong presence in automotive and aerospace manufacturing.

As of the latest data, the Liverpool City Region has an employment rate of approximately 72%, with around 1.13 million people in work. The unemployment rate stands at about 4.5%, with approximately 70,000 people not in employment.

Education

The Liverpool City Region boasts several higher education institutions, including the University of Liverpool, Liverpool John Moores University, Liverpool Hope and Edge Hill University. These institutions contribute to a skilled workforce and support research and innovation in the region.

Further Education

Further education in the Liverpool City Region is supported by a range of colleges and training providers. The Adult Skills Fund (ASF) offers education and training for adults aged 19 and above, focusing on skills needed for employment or further learning¹. Key areas include:

- **English and Maths**
- **Digital Skills**
- **Health and Social Care**
- **Creative Industries**
- **Engineering and Green Technologies**

The strategic priorities identified by the Liverpool City Region LSIP across the Liverpool City Region are the following sectors:

Priority:

- Construction
- Manufacturing
- Warehousing and Logistics
- Visitor Economy
- Professional and Business Services

The geographical centres for the priority growth sectors are illustrated in the map below¹².



The LSIP is currently working to align itself with the Long Term Skills Plan.

Here is the executive summary of the plan:

1.1 The Liverpool City Region Long Term Skills Plan sets out a long-term vision for transforming and better integrating post -16 employment and skills needs across the Liverpool City Region. Whilst employment rates are relatively high and unemployment rates low, levels of economic inactivity remain stubbornly high, especially as a result of ill health. The overall data masks specific groups with challenges, especially people with disabilities, people from minority ethnic background those from disadvantaged areas. Qualification levels are also increasing and narrowing gaps to national rates, although with similar issue for specific groups. Productivity levels are relatively low and have not improved in recent years, with this having a consequential impact of levels of pay and household income.

1.2 Agreed skills priorities and investment decisions, to ensure that people are equipped with the skills needed to access employment and progress in work, aligned to employer need linked to business growth, have been previously guided and determined by the City Region's 2018-23 Skills Strategy and which now needs to be replaced. Whilst the overarching priorities are as relevant and valid now as they were 2017 when work on this Skills Strategy commenced, the international, national, and local context is very different, as are the challenges and opportunities presented to the Liverpool City Region.

1.3 Since 2022, the Combined Authority have worked together with a broad range of local stakeholders, to explore how a City Region long-term skills plan can better align and integrate post- 16 education with future employment needs and support the delivery of the Liverpool City Region Plan for Prosperity and forms the basis for contribution to the emergent Local growth Plan. Liverpool City Region Combined Authority has worked with Local Authorities and other key stakeholders (along with the support of the Foundation for Educational Development) to develop a Long Term Skills Plan which will provide a stable approach to planning for the future success of the City Region, its businesses and our people. It is a plan that will evolve over time and ensure enduring and sustainable impact.

1.4 This plan sets out how, collectively, all partners engaged in education, employment and skills will work together, building on the 2022 Plan for Prosperity and the 2024 Economic Opportunities Framework's aim for a 'City Region that will build up the resilience and productivity of its economy and unlock its global potential.'

1.5 The Long Term Skills Plan, together with the proposed headline actions contained in the accompanying Implementation Framework, provides the structure and strong foundations for future skills policy development and investment decisions locally, enabling informed conversations with Government about how, through further devolution and local determination, the Liverpool City Region can better influence and enable prosperity for all its people and communities. Critically, the plan will be agile and able to respond to the nation's evolving needs and requirements of the new Government (around local Growth Plan and Work, Skills and Health Plan), whilst reflecting the needs of the Liverpool City Region's diverse communities.

1.6 The plan has been developed and finalised during a period of emerging change and new opportunities, which are reflected within the plan and the Implementation Framework. The newly elected Mayor for the Liverpool City Region, elected for a third term, is committed to making the Liverpool City Region the best place to grow up, grow a family and grow a business. Side by side with the new Government elected in July 2024 is committed to change through Mission-driven Government and in particular to support stronger and more sustainable economic growth where everyone is better off.

1.7 The Implementation Framework component of the plan encompasses short, medium and long-term objectives, informed by empirical data and qualitative insights from those directly involved in employment and skills and those who have lived experience of interaction with the system.

1.8 Respectful of partner roles and responsibilities, from the outset, the development of this plan and the actions within the Implementation Framework reflects the collective desire to embrace and maximise the opportunities and impact that can be secured through developing a longer-term plan on post- 16 skills and employment. Delivery against this will be monitored by the City Region's Employment and Skills Board.

Strengths and Weaknesses of the Area

- The LCR is home to the UK's largest westward facing port and, combined with the recently announced freeport and growing manufacturing and logistics sectors, are driving local and national export-led growth.
- Liverpool remains a key international gateway for trade, and people, into the North-West. There are several nationally significant infrastructure assets in the City Region

including the Port of Liverpool, Liverpool John Lennon Airport, extensive transport network, which includes the 120km Mersey rail network. This helps people access employment, amenities and services quickly. It takes significantly less time, on average, for people to travel to work in the City Region than other places in the country. Public transport is next focus to ensure all employment sites have the accessibility they need as current systems are not yet strong enough.

- Over the past decade, the LCR labour force underwent a shift, with LCR residents now increasingly more likely to be in employment and less likely to be in economic inactivity or unemployment. Between 2009 and 2023, the proportion of residents economically inactive fell from 28% to 24%, and the employment rate rose from 64% to 73.3% This increased employment was contributing to significant improvements in economic performance.
- Recent years have seen a significant improvement in LCR's qualifications profile. Since 2004, the number of people with no qualifications has more than halved, while LCR has seen the third fastest growth in the number of residents with at least degree level qualifications. Whilst there has been positive progress of late (especially at Level 2+ and 4+), there remain gaps in GCSE attainment and at most qualification levels in comparison to national rates. Overall GCSE performance in Liverpool City Region is consistently below national levels, and below the level of 5 good GCSEs.
- 32% of the City Region's neighbourhoods are in the bottom 10% nationally for medical household earning after housing costs, with children more likely to live in a low-income household in the City Region than nationally (29% in Halton). There is a significant low pay, low skill component to the labour market, and whilst this provides entry level roles, there is not necessarily the progression for many. This can lead them to being unable to progress from jobs where there are few prospects to do so, leading to low levels of household income. Support for them to progress in work and for employers to enrich and develop their jobs would be beneficial.
- Liverpool City Region has made significant progress in meeting its decarbonisation targets in recent years, but there is more to be done. Since 2005, LCR has made good progress, and its carbon footprint has decreased by around 40%. Per capita emissions stand at 4.4 kilo tonnes in LCR, one of the lowest footprints in the country, and significantly lower than the 5.0 nationally.
- The Liverpool City Region has several significant natural capital resources which provide a good opportunity to create cleaner, renewable energy, which can support national decarbonisation objectives. The proximity of Liverpool Bay and the Irish Sea are significant advantages and through its offshore wind sector, LCR has secured £4.3bn of private sector investment in recent years. Alongside this, the Mersey Tidal project has the potential to make a substantial contribution to the UK's energy infrastructure and support it to compete internationally.
- There had been a dramatic rise in the number of economically active residents, particularly since 2014, and the unemployment rate had reduced from 10% to less than 4%.

- The changing demography of the City Region continues, with a significant increase in the number of people from minority ethnic backgrounds in Census 2021 compared to 2011. 1.4 million City Region residents (84% of total) identified as White in 2021, compared to 95% in 2011. In 2021 there were 124,000 residents identifying as Black, Asian and Minority Ethnic (16% of total), which is proportionally less than the Northwest (16%) and nationally (20%) but the rate of change in the city region is faster than the national average.
- Increases are consistently reported in the number of children and young people presenting with additional needs and with parents requesting the completion and agreement of Education and Health Care Plans. This is leading to increased pressure on the completion of these formal reviews, noting that there is also an increase in the complexity of the needs being encountered. This is contributing to economic inactivity and a reported increase in the number of 19–24-year-olds who need additional help to get into work, acknowledging their complex and multiple barriers to do so.
- Digitally, Liverpool City Region is one of the most connected places in the UK. Rollout of high-speed broadband infrastructure has continued at pace, with 70% of premises having gigabit capability, the fifth highest of all LEPs. There is a correlation between connectivity and city performance, making improvement to digital infrastructure a necessity, as it will increasingly drive improvements in economic growth, productivity and quality of life.
- LCR's natural assets, including the waterfront and coastline, alongside its wide array of heritage buildings, theatres, museums and galleries contribute to a cultural offer that is global in reach and central to the development of a brand that attracts profile and investment. In 2018, LCR attracted 67 million visitors, and visitor spend generated an estimated £5bn boost to the economy and supported 55,000 jobs. In fact, Liverpool City Region has the highest density of arts, entertainment and recreation jobs outside of London.
- The 2016 Northern Powerhouse Independent Economic Review identified four 'prime capabilities' where the north of England has existing highly productive sectoral strengths and R&D assets which are, or have the potential to be, internationally significant: advanced materials and manufacturing, health innovation, energy, and digital industries. The LCR has the capabilities for all of these sectors including the ones highlighted within the table below.
- Liverpool City Region still has a high proportion of residents with no qualifications, 9% compared to 6% nationally, and a low proportion of residents with at least degree level qualifications, 38% compared to 43% nationally. These gaps point to a less flexible labour market that acts as a drag on economic performance. Those with low or no qualifications are more likely to be economically inactive, while the relative lack of highly qualified workers, can lead to skills shortages among higher productivity firms.
- COVID-19 has had a large negative impact on the LCR economy, and whilst it has started to recover as of the summer of 2021 it was estimated to be 3% smaller than it had been at turn of the year. However, the employment rate is up 4.4%, standing at

73.6% and just under the England rate of 74.9%. It remains the case that too many people of working age continue to be not in employment, and more than a quarter of people still do not participate in the labour force as result of long-term sickness. Health remains a significant barrier to work and a barrier to increasing overall productivity.

- The high number of residents with no or low qualifications is a longstanding challenge. This starts with poor educational attainment, with 62% of LCR pupils achieving grades 4 or above in English and Maths GCSEs, compared to 65% of pupils nationally. This leads to a high proportion of young people not in employment, education or training (NEET). As of 2020, 6.1% of 16 - 17-year-olds in LCR were NEET compared to 5.5% nationally.
- There are too many communities that face entrenched and widespread deprivation as more than a third of LCR's neighbourhoods are in the 10% most deprived nationally. While deprivation is common across most domains, deprivation related to health, employment and income is very prevalent across the City Region. The challenges associated with these types of deprivation prevent residents from accessing opportunities and fulfilling their potential.
- Per head of population, the LCR economy produces around £21,500 of GVA, which compares to around £30,000 nationally.² This represents a 29% shortfall and reflects the lower levels of prosperity across the City Region.
- The Liverpool City Region's housing stock is typically older, lower value and less energy efficient. The quality of the Liverpool City Region's housing stock has implications for both the ability to attract and retain talent, and the quality of life of residents.
- This prosperity gap is partly driven by the relatively low density of jobs and businesses in the Liverpool City Region. LCR has the seventh lowest employment density and fourth lowest business density⁴ out of all LEPs. This represents 6,600 jobs and 550 businesses per 10,000 working age residents, compared to 7,700 and 790 nationally. While these lower levels of activity contribute to poorer economic performance, they also represent a significant opportunity for growth.
- LCR residents are still more likely to be economically inactive (24%), and less likely to be in employment (73%), compared to the rest of the country, with national rates standing at 21% and 76% respectively.¹⁰ These gaps are longstanding and driven by a range of complex factors including; poor health and wellbeing, poor skills and a high prevalence of deprivation. For many residents, poor health acts as a barrier to participating in the labour market and accessing economic opportunities.
- Poor health and work-limiting illness & disability are common, with almost half of our neighbourhoods in the top 10% most deprived nationally, in terms of health deprivation
- There are still too few businesses and jobs to support strong economic performance within the LCR. There are around 550 businesses per 10,000 working age residents in LCR, which is the fourth lowest of all LEP areas.

In order to reach the national average business density (790 per 10,000 working age residents), another 23,500 businesses would need to be added to the LCR business base. Improved business density would foster greater innovation, higher productivity and more resilient business base.

- a significant number of properties and businesses are threatened by the impacts of climate change – including the cost and disruption associated with more frequent and severe flooding events, and coastal erosion. This requires adaptation and mitigation, ensuring infrastructure is future-proof, and that innovative solutions to environmental challenges are developed. Ensuring Liverpool City Region is greener, cleaner, and healthier for all communities is critical.

The City Region has a number of high-level opportunities for growth, focused around specific clusters, which will lead to improvements in productivity, skills levels and income for people. The primary areas of interest are:

Health & Care

The health and care sector will continue to play a strong role in providing accessible jobs at all levels, with opportunities for support and progression given that around 20% of City Region jobs are in health and care. There is a need to ensure that there is a clear understanding of the support available for people to get into health and care roles and for employers to find people and support them in their progression. There are many overlapping offers which can all too easily confuse and at worse cases duplicate activity, which leads to a need to simplify the offers available.

Green Jobs & Skills

There are a range of emergent green jobs and skills opportunities coming forward in the City Region, as set out in the Green Jobs and Skills Plan, which includes retrofitting, offshore wind energy, electric charging points, the move towards hydrogen as a fuel source and the potential for a tidal energy solution in the medium term. The skills needed are broadly understood and there are a range of training facilities in place across colleges, training providers and universities but there is a need for employers and providers of training to continue to engage in detail about needs and opportunities to ensure that skills supply can be provided in due course. We have a number of important employer insights into Green Skills in the future skills part of the LSIP report and evidence base.

Freeport

The Liverpool City Region Freeport was approved in January 2023 with the medium-term ambition of creating a further 10,000 jobs in the City Region: whilst there are tax sites at 3MG in Widnes, Parkside in St Helens and Wirral Waters, companies from across the whole City Region can benefit from the customs benefits. The first jobs are likely to be created in early 2024 and there is a need to ensure that employers can access the logistics job roles that are initially planned to be delivered, as well as the medium-term opportunity to create manufacturing roles.

Life Sciences Investment Zone

There is a potential for the Liverpool City Region to accelerate economic development in life sciences. Building upon the strengths at the research institutions and across the pharmaceutical and medical services sectors, this has the potential to accelerate the significant benefits seen locally and support inclusive economic growth. This will require the provision of skills in science research, high value manufacturing and commercialisation.

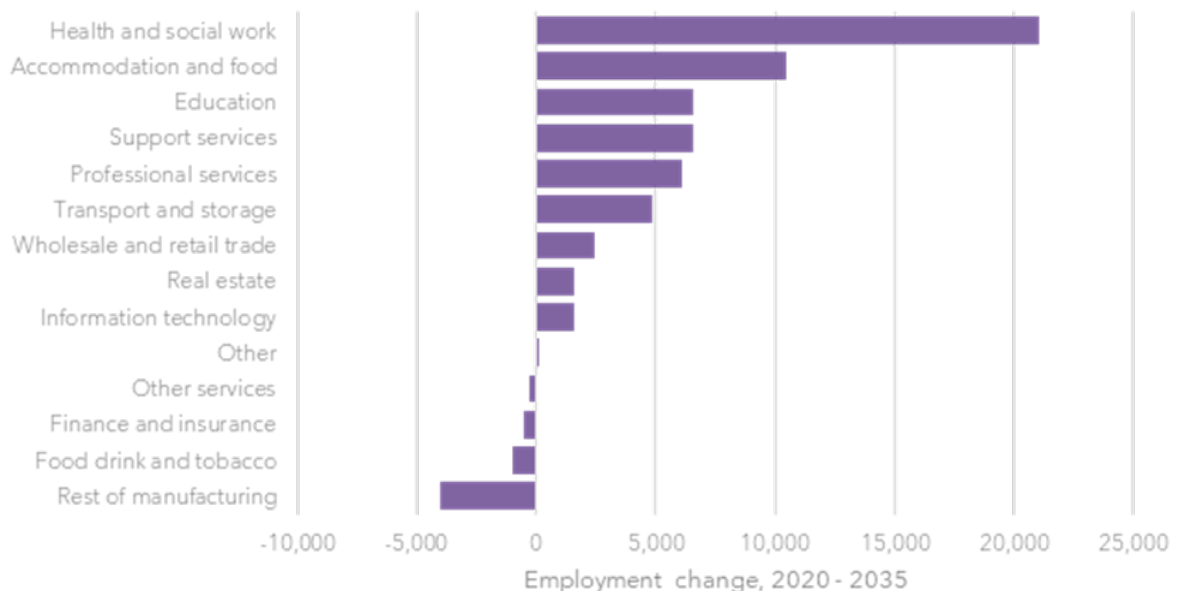
Early Years & Childcare

Underpinning this growth will require further development and increases in Early Years and Childcare provision in the City Region. Budget 2023 confirmed an increase in the funding and support available for parents of younger children, at a time when existing providers were finding things to be challenging. There is a need to expand the availability, quality, accessibility, and affordability of provision, whilst working with providers to enable staff to be upskilled.

Visitor Economy

The hosting of Eurovision 2023 has provided a significant boost to the Visitor Economy within the City Region, alongside the annual hosting of the Grand National festival, Radio 1s Big Weekend, and the Open Golf Championship being staged at Hoylake in 2023. Allied to the recent opening of Shakespeare North Playhouse in Prescot, this wider cultural and visitor offer from across the City Region is providing more opportunities for people to engage with and secure employment and progression in. Ensuring that inclusive, sustainable, and good quality jobs are available, which could lead to longer term careers, is crucial to the survival and flourishing of the sector.

Employment growth by broad sector, 2020-2035



Approach to Developing the Plan Key Stakeholders

The College has long standing relationships with a number of local, regional and national partners in key areas. These relationships are organic in nature and ensure that the college is always evolving and adapting to provide our learners, and their future employers, with the best possible learning experiences and the skills required for next steps and employment.

Forecasts for the City Region suggest that the number of jobs will grow by some 22,200 up to the year 2025. This could increase by up to 75,000 jobs by 2025, if a series of transformational developments across the City Region go ahead. Forecasts represent net new jobs to the Liverpool City Region economy and do not take into account the jobs that will require new employees to replace those who retire or otherwise leave the workforce.

This is a particular concern in advanced manufacturing and health and care within the region. Broad estimates suggest that around 26,000 jobs will need to be filled each year, on average these will far outweigh newly created employment. Meeting this replacement demand with skilled labour is a vital challenge for the City Region and a key opportunity for local residents.

As we are the only college in the Borough of Halton, we ensure our offer meets a wide range of needs from a vast pool of learners entering education at a range of ages, stages and skills requirement. To do this we ensure our network engages with local, regional or national bodies. We have strong relationships with Halton Borough Council, The Liverpool City Region Combined Authority, the chambers of commerce and a range of local stakeholders. The College is a member of the Halton Association of Head Teachers (which the Principal chairs), The Halton Learning Alliance, The Runcorn Town Development Board and the Association of LCR colleges and as such ensures we act as a linchpin for supporting skills and education in local communities. The College plays a key role in the implementation of the Halton Children and Young People's Partnership plan 2024-27 with a firm commitment to supporting improvements in the Children Services in Halton. The College's exceptional growth in income, of over 40% in the last 5 years is testament to our continued commitment to meet the skills needs within the local area.

The College also works with the Department of Education, Education Training Foundation, NASEN, and IFATE/Skills England pursuing excellence in inclusive practice for students and staff with SEND.

We are one of six FE Colleges / College Groups serving the Liverpool City Region (LCR), namely:

- Hugh Baird College, Bootle, Sefton.
- SK College Group -(St Helens College, St Helens and Knowsley Community College, Knowsley.)
- Southport Education Group, (Southport College and KGV Sixth Form), Sefton.
- Riverside College, Halton.
- The City of Liverpool College, Liverpool.
- Wirral Metropolitan College, Wirral.

Whilst recognising that each individual college has a unique offer that serves its local community, LCR Colleges work collaboratively in support of the City Region. Collaboration involves the development of new and innovative curriculum; engaging employers and their representative bodies; building partnerships with schools; enhancing careers education and developing positive relationships with key stakeholders within the Liverpool City Region, all of which harnesses innovation and improves efficiency.

The Association of Liverpool City Region Colleges (AoLCRC) was established by the FE member Colleges and has been operating for over 20 years, to facilitate such collaborative work. In the last few years, in addition to representing and supporting developments within the FE sector as a whole; the LCR Colleges have developed collaborative projects for the Skills Development Fund, the Local Skills Improvement Fund and other project based devolved funding. This has facilitated capital investment, development of new curriculum, employer and school engagement and professional updating. Throughout this time, the AoLCRC and each of the colleges it represents, have worked closely with the Combined Authority, informing and contributing to the Long Term Skills Strategy and the Local Skills Improvement Plan (LSIP) which is led by Liverpool Chamber of Commerce.

The College attends both the Liverpool City Region Colleges Association Principal's Group and the Deputy Principal's Group. This ensures that our combined efforts help to secure the region meets required skills needs and collaborates to support across curriculum areas. The College's Principal chairs the Halton Association of Head Teachers Group and sits on the Learning and Skills Board for Knowsley. Our latest appointment to the Board of Governors is the Chief Executive of Halton Borough Council and the Chief Executive of the Halton Chamber of Commerce. Both recent appointments demonstrate our commitment to meeting the skills of the City Region. In addition, four of the College's senior team volunteer their time on the Governing Boards of local High schools and one with Merseyside Police. One of the Vice Principals sits on the LCR LSIP board and is part of the Apprenticeship Expert Provider group and has helped shape reforms

The College is represented on each one of the Industry Learning Partnerships ILPs

Community links are strong within the College as it recognises its responsibility as the sole GFE provider of the area. The diverse curriculum is supported by various organisations to ensure that learners benefit from a holistic and well-rounded experience.

Examples include close Suicide Awareness, Food Bank, Race for Life, College Nurse, Macmillan, Shawn Bailey Wellness to look at mental health, Kooth, CAMHS, Channel Panel, SCOG (Contextual Safeguarding Operation Group), Mental Health in males with Halton Borough Council, Knife Crime Prevention, Gambling Awareness, Anfield Boxing, State of Mind charity, Job Centre, Cheshire Police, Papyrus, Dementia Awareness, Andy's Man Club, Mind, the Dogs Trust, Daniel Adamson Boat, Catalyst Museum, Children in Need, Save the Children, Hate Crime Awareness, Time to talk, British heart foundation, RSPCA, Royal British Legion, Alzheimer's society, Red Nose Day, Action for Happiness, International day for happiness charity, World Aids Day charity, Stonewall, 42nd Street, National Autistic Society, Autism Education Trust. The College has also received the Community Organisation Award for its work in raising money for Cancer through their annual Race for Life event. In May 2025 the College achieved its College of Sanctuary status.

Links with employers are fundamental to how the College operates, designs curriculum, and prioritisation in infrastructure and growth.

This is connected across all levels, programmes and curriculum offers with lower levels focussing on more general employability skills and higher levels looking at more specific and specialised skills required for employment into specific industries.

The College has invested over £20 million in funds, over the last 5 years, to ensure that these skills are practiced on industry ready equipment backed up by employer influence and input to confirm skills are up to date and relevant.

The College works with hundreds of different employers across a range of curriculum areas in local, regional and national contexts. Many of these links have been established and sustained over a long duration of time. The College prides itself on the fact that it works with large employers but also mid and SMEs. Details of employer links to specific curriculum areas can be found in the appendix.

Duty to review provision in relation to local needs

We are committed to complying with our duty under a new section 52B of the Further and Higher Education Act 1992 to review provision in relation to local needs, as proposed in the Skills and Post-16 Education Bill 2022. We will look to hold a review at least every three years to identify how well we are meeting local needs associated with securing suitable employment. We will publish a report on our main website following this review. We will factor in any actions from this report into our Accountability Agreement plan. The College was rated “strong” by Ofsted in April 24, for making a strong contribution to meeting local, regional and national skills needs.

As part of the Accountability Agreement the College must consider how it is contributing the skills requirements of The Local Skills Improvement Plans, The Liverpool City Region Long Term Skills Plan and National Skills Priorities.

Strategic Priority Area	LSIP	LCRCA	DfE	Delivered through
Construction	Construction (All Areas)		Construction	16-19 Programmes Apprenticeships Free Courses for Jobs Co-created Modularised Curriculum T Levels
Manufacturing and Green Skills	Manufacturing and Green Skills (All Areas)	Green Jobs and Skills	Manufacturing & Engineering	16-19 Programmes Apprenticeships Free Courses for Jobs Co-created Modularised Curriculum HE Adult Programmes T Levels
Logistics and Warehousing	Logistics and Warehousing (St Helens and Halton)		Haulage and Logistics	Indirectly supported through our extensive work with hydrogen adult programmes which will in time power this

				network in a green and sustainable manner
Health and Social Care		Health Care	Health and Social Care	16-19 Programmes Apprenticeships Adult Programmes HE Free Courses for Jobs T Levels Health and Education Hub
Professional Business Services	Professional Business Services	Freeport		16-19 Programmes Apprenticeships Free Courses for Jobs Adult Programmes
Visitor Economy	Visitor Economy	Visitor Economy		16-19 Programmes Apprenticeships Free Courses for Jobs T Levels
Early Years		Early Years		16-19 Programmes Adult Programmes HE Apprenticeships T Levels
Life Sciences			Science and Mathematics	16-19 Programmes Apprenticeships
Digital and Technology			Digital and Technology	16-19 Programmes Apprenticeships Adult Programmes HE A level Free Courses for Jobs T Levels

Extensive work has been carried out by the College to identify and skills needs in conjunction with employers and other local colleges, training providers and universities. Research has shown us that the areas of Green Energy, specifically hydrogen was to become a vital link for the local and regional area and so has co-designed with employers' high-quality programmes to fill this gap. In addition to this the College has created the Hydrogen Skill Centre to support Apprentices and Adult learners with practical skills needs.

Through the LSIP/LSIF project it has become apparent that the best way to support locally is via a range of delivery options, mainly, apprentices, the creation of modular courses for Adults, alongside Free Courses for Jobs and next steps progression to HE (including HTQs) or Higher Apprenticeships. Due to high volumes in these areas Boot Camps are not currently an option for us as all workshops are in use from our existing offer and all specialist staff deployed. Some T Level provision has now begun in much needed areas of Adult Nursing and Early Years with other areas due to come on board in future academic years. Essential skills in English, maths, ESOL and Digital remain a priority offer for all learners due to the necessity for these skills in the jobs of the future.

The College's contribution to National, Regional and Local Priorities 25/26 is set out in detail under Appendix 1 at the end of this document.

Anticipated Social Value Indicators

The College is committed to aligning its skills strategy to the LCRCA Strategic Vision to be Globally Competitive, Environmentally Responsible and Socially Inclusive.

Social Value Indicator	College Commitment
Globally Competitive	<p>The College helps to allow the LCR to remain globally competitive by:</p> <ul style="list-style-type: none"> • Increasing the number of learners with qualifications at Level 2,3 and 4. • Increasing the number of learners achieving positive destinations including employment and further education and training. • Increasing the number of people learning STEM related subjects. • Increasing skills in certain and key sector areas. • Working collectively with employers and key stakeholders to meet the needs of the region.
Environmentally Responsible	<p>The College helps to allow the LCR to remain Environmentally Responsible by:</p> <ul style="list-style-type: none"> • Offering courses in Green Skills and technologies • working alongside employers and local groups to design curriculum to meet new skills needs where it does not exist.
Socially Inclusive	<p>The College helps to allow the LCR to remain socially inclusive by:</p> <ul style="list-style-type: none"> • Supporting refugees and asylum seekers • Supporting and encouraging the engagement of unemployed learners or those in economically inactive situations. • Prioritising adult programmes that support links with other providers • Offering course that support mental health needs or conditions. • Operating in economically deprived areas. • Demonstrating improvements in confidence and social involvement of learners • Continuing to support various charities and good causes through volunteering and the raising of money.

References to Relevant Supporting Documentation

The Liverpool Long Term Skills Plan (August 2024) [Appendix 1 - Liverpool City Region Long Term Skills Plan.pdf](#)

<https://liverpoolcityregion-ca.gov.uk/wp-content/uploads/LCR-Local-Skills-Report-2022-23.pdf>

<https://www.liverpoolcityregion-ca.gov.uk/wp-content/uploads/Plan-for-Prosperty-Evidence-Base-Summary.pdf>

https://www.liverpoolcityregion-ca.gov.uk/wp-content/uploads/LCRCA_SKILLS_STRAT.pdf

<https://www.nomisweb.co.uk/reports/lmp/la/1946157073/report.aspx#tabearn>

<https://www.liverpoolcityregion-ca.gov.uk/growing-our-economy/plan-for-prosperty/>

<https://www.liverpoolcityregion-ca.gov.uk/wp-content/uploads/Plan-for-Prosperty-Full-Evidence-Base.pdf>

<https://www3.halton.gov.uk/Pages/councildemocracy/CensusandStatistics/CensusandStatistics.aspx>

Appendix 1

College Contribution to National, Regional and Local priorities 25/26

1	College Strategic Aim and Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	Deadline
	<p>Improve maths, English and Digital skills to learners of all ages</p>	<p>Educational attainment levels in the key areas of English, maths and digital have improved over recent years but are not yet good enough in the borough of Halton or within the LCR. As a result, the LCR borough including Halton have been designated as EIAs, with Halton designated a PEIA. The percentage of young people in the NEET group remains high in the LCR, as does economic inactivity in the younger age groups. Low aspirations and educational attainment levels - particularly in key areas such as English, maths and digital skills - remain lower than in the country as a whole.</p>	<p>Employers report a restriction of the labour market, with difficulty filling technical roles due to a shortage of qualified candidates and in lower-level roles due to job readiness in English, maths, digital and employability skills.</p> <p>The College currently offers maths, English and digital skills to all 16+ learners and has contributed to improved attainment levels with borough. It continues to work closely with Halton Borough Council Adult learning.</p>	<p>Increased rates of 16-18 and 19+ learners completing maths, English and digital qualifications. Using all funding streams.</p> <p>Increase the number of GCSE students achieving a 4 or above in maths and English.</p> <p>Number of starts =1000+ programmes with specific maths/English or digital needs = 5</p> <p>Digital skills are an enabler of future opportunities. It should be noted that the College has embraced the use of AI for both support and teaching staff.</p> <p>Continue to work within the Borough and DfE to increase the levels of Key stage 4 maths, English and Digital Skills qualifications within local school through the DfE Action plan for the PEIA and the follow up</p>	<p>On-going throughout 25/26 academic year.</p>

2	College Strategic Aim and Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	Deadline
	To increase the number of skilled workers within the Construction sector	<p>The construction sector is buoyant with existing jobs and new work in the pipeline. The additional focus on green projects shows there is a huge demand right now for skilled people. But there are some construction trades areas especially in demand, these are carpenters and joiners, electricians, and skilled wood trades.</p> <p>In addition to this, there is an aging workforce within construction.</p>	<p>Recruitment difficulties have had a direct impact on businesses – increasing the costs of recruitment and workloads.</p> <p>This is also impacting on availability of trained staff within the college.</p> <p>According to industry research, the UK is going to need an additional 15,000 skilled electricians by 2024 to keep up with demand.</p>	<p>Number of new starts - numbers in electrical 124 Number of Apprenticeship starts in construction= 150</p> <p>We aim to support the new initiative “Not just men in muddy boots” The College has increased its adult, 16-18 and apprenticeship offer to try and meet this demand.</p> <p>Wider “construction” skills like civil engineering and Geospatial are also being introduced or grown.</p>	On-going throughout 25/26 academic year
3	College Strategic Aim and Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	Deadline
	To increase the number of skilled workers within the growing retrofit sector	<p>High volume vacancies</p> <p>Retrofitting and AI technologies – in the next 1-2 years there are strong targets for housing associations to have trained staff to a certain EPC (Energy Performance Certificates) level, housing association funding</p>	Working with LCR Housing Association Consortium of employers to co-design our courses to be more responsive to individual and business and their sustainability skills requirements.	A number of employer-led programmes such as the new Domestic Energy Assessor night class with 14 starts.	Beginning September 24 as part of the Adult Skills Fund linked to the LSIF

		requirements and skills needs are all hitting at the same time.			
	College Strategic Aim and Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	Deadline
4	To increase the number of skilled workers within the Manufacturing sector	<p>There are high volume vacancies within manufacturing. The demand has increased and is now significantly more important in the City Region compared to national averages (14% compared to 9.8% nationally).</p> <p>The existing skilled workforce within engineering is aging. It also requires substantial retraining and upskilling to keep up with new green technologies and practices.</p> <p>Manufacturing makes a vital contribution to the local and national economy, providing over 47,000 jobs and over £4.3bn of GVA to the LCR economy.</p>	<p>These recruitment difficulties have had a direct impact on local businesses and staffing within the College.</p> <p>Metalworking is vitally important to the UK's steel industry, but skills shortages are a real problem. According to recent research, by 2049 there will be 1,000 fewer steel erectors in the UK and less than 10,000 qualified metal and plate workers. Those already in the industry have serious concerns about its future – 80% of metalworkers believe that it's necessary to do more to encourage new workers to join the sector. 42% say that they think the industry is in jeopardy if the current skills shortage isn't tackled. Hydrogen developments</p>	<p>Increase the number of welding starts by adults = 30 more</p> <p>Continue to protect and increase the number of engineering programmes that provide welding skills.</p> <p>Continue to offer welding apprenticeships in line with key employers = 16</p> <p>Continue to work with employers to create bespoke programme to meet their retraining needs. = 24 learners</p> <p>Introduce two new Engineering pathways to increase technical skill sets within the LCR at Level 3.</p> <p>Continue to grow HNC/HTQs and HND numbers within engineering to meet local and regional skills needs.</p> <p>Look at technical pathways at Levels 1 & L2 to ensure they are fit for purpose in line with reforms</p> <p>Ensure that tutorial programmes include key skills such as adaptability</p>	<p>September 2024</p> <p>September 2024</p> <p>On-going</p> <p>September 2024</p> <p>September 2024</p>

			have increased the demands	<p>and problem solving that are strongly demanded within the businesses to adapt and cope with the industry changes. Core Four work also links to this</p> <p>Explore the requirement of digital skills to work side by side interacting with technological business solutions such as increased used of robotics and the impact of wider policies and customer demands on the manufacturing process</p> <p>The sector requires more STEM learner to fulfil High Educated chartered engineering. Our A Level programmes support this through Chemistry, Physics, Biology, and mathematics. A new Engineering A Level has been added</p> <p>Introduce new AAQ s in Engineering when they become available</p> <p>Increase the number of females in manufacturing utilising the two female heads in Engineering, STEM girls events, bespoke training with Wade deacon and St Peter and Pauls</p>	<p>On-going in 2024</p> <p>On-going - Sept 2024</p> <p>September 2026</p>
	College Strategic Aim and Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	Deadline
5	To increase the number of	High volume vacancies	There is an urgent need for Hydrogen piping –	To continue our work with local, regional, and national companies to	September 2024

	skilled workers within the Hydrogen and Green Energy sector	The LCR HyNet project alone is estimating to have more than 5000 jobs connected to hydrogen. The £9bn project is set to create new “green” sources of power.	currently there are no pipe technicians in the area to provide this service for the new technology. This highly specialised area is key business for the LCR and currently does not have regulated qualifications.	meet the increased demand in hydrogen lead skills. Continue to run and seek funding for new Engineering Courses that are linked to hydrogen and needs of the LCR and LSIP priorities.	
	College Strategic Aim and Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	Deadline
6	Logistics, Haulage and Warehousing	High volume vacancies Currently only 23% of organisations agree supply chains currently have the necessary digital skills required to meet future goals. While <u>92%</u> of organisations state that digital skills are key to success, helping to drive growth, innovation and productivity. (According to Marcus Jeffery from Logistic voices Oct 3, 2022.)	Labour shortages have hit supply chains hard with <u>more than 80%</u> of organisations experiencing staff shortages in the warehouse. It is estimated that 8000 new jobs to be added to this area over the next 15 years. Hydrogen links will also supply these logistics and haulage networks.	Look to address the digital skills needs of logistics and warehousing providers. Automation, technological change and PLCs will all impact upon roles within this sector requiring a diverse set of sector knowledge and digital competence. This strand is seen as a key employment and wealth generating sector for the LCR and so we must look to be innovative with new courses that meet employer need.	On-going with first delivery in 2024 Potential Test and Learn pilot area for AEB. 2024
7	To increase the number of skilled workers within the Digital and	High volume vacancies All roles being upskilled for retrofit will require some AI technologies such as those	The Liverpool city region have seen a 39% growth in digital workplaces. Tech expansion is 2.6x faster than the remainder of the UK economy.	Look at creating courses that are a mix of ICT and Construction or Engineering.	On-going with first delivery in 2024 into 2025 Sept 2026

	Technology sector (AI and quantum computing)	cited for retrofitting- this is gap for the city region at present.		Introduce new AAQs in Information Technology and Computing as they become available. Growth in new HE courses linked to digital skills needs. (HTQs) The College has seen growth in coding and computer related skills linked to various industries. Extra curriculum events such a “Robot Wars” bring multi disciplines and digital skills together.	Sept 2025 On-going
	College Strategic Aim and Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	Deadline
8	To increase the number of skilled workers within the Health and Science sector	High volume vacancies Skills shortage area with an aging workforce Enabling employers to fill the significant increase in vacancies and attracting suitably experienced talent.	The College currently runs programmes from E1 to L6 in fulltime, part time, Apprentices and HE Courses for ages 16+. Large numbers of local people are classed as economically inactive and suffering from poor health. Over a ¼ of the population of the LCR do not participate in the workforce as a result of long-term sickness. Health remains a significant barrier to work and a barrier to	Embed Care Certificate embedded within curriculum – link with Halton Borough Council to cover day homes, care centres and specialist living accommodation. The SEND requirements within the area have massively increased. To meet this skills need, additional support and training has been put into place to ensure staff are familiar with promoting support for disabilities. Continue to run T Level courses and new AAQs in health coming online by 2026. Applied Human Biology being added if funding remains.	Sept 2025 On-going Sept 2025 and then 2026

			increasing overall productivity.	Maintain and increase number of sport learners to meet need in local areas for fitness instructors, swimming instructors, lifeguards and sport therapists. This is a growth sector with 78,000 new jobs in the coming years post covid- linked to health improvements in the area.	Ongoing and new AAQs in 2025/26
	College Strategic Aim and Objective	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	Deadline
9	To increase the number of skilled workers within the Science and Mathematics sector	<p>High volume vacancies</p> <p>The proportion of jobs requiring a degree- level qualification has increased in the City Region. The number of roles requiring STEM skills and technical skills has increased dramatically.</p> <p>The College remains committed to looking at maths to 18 where possible</p>	<p>More than 50% of Liverpool City Region pupils do not achieve the expected education standard at age 16 which defines the nature of, and participation in, the post-16 learning offer. Our programme remains committed to all levels, as well as A Levels, to get learners into highly skilled jobs.</p>	<p>Increase in the number of students on STEM related A Level subjects to above 400</p> <p>Introduction on Engineering A Level</p> <p>Continue to offer a diverse range of opportunities that take learners from lower levels onto higher level skilled technical subjects.</p> <p>Continue our outreach programmes to introduce STEM events to high schools – paying particular attention not he Woman in STEM events.</p>	<p>September 2025</p> <p>September 2025</p> <p>On-going</p>
10	To increase the number of skilled workers within the Visitor Economy and	<p>High volume vacancies</p> <p>Liverpool city region supports over 52,000 jobs across this sector.</p>	<p>Employers in the Visitor Economy highlighted that the nature and standards of professions have changed following the investment made in the</p>	<p>Hair and Beauty courses from entry to L5.</p> <p>Hospitality and Catering courses for learners of all areas including those with SEND. Increase in number of new</p>	<p>Sept 2024 HND</p> <p>Sept 2024</p>

	Creative Industries	<p>The visitor economy comprises a whole eco-system made up of museums, theatres, venues, restaurants, hotels, bars, shops, salons, retail and transportation.</p> <p>50% of businesses say it is hard to fill vacancies in this area due to insufficient applications with the required skills.</p> <p>This sector has seen a 28% increase in last few years.</p> <p>Output from digital and creative sector grew by 77% attracting new digital and creative workplaces</p>	<p>local Visitor Economy over recent years. The resulting reputational enhancement of the City Region as a destination have led to greater expectations from visitors and demand for higher standards from employees.</p> <p>Cultural experiences such as food beauty, dance, museums, art and music have also seen a dramatic increase through tourism.</p> <p>The College works with the two Zoos locally.</p>	<p>applicants including those with SEND needs.</p> <p>Increase in creative and technical areas</p> <p>Continue to look at opportunities for growth as the tech expansion grows 2.6x faster than elsewhere in the UK. New Level 4 courses in creative and digital to be introduced.</p> <p>Strong links from basic digital skills mentioned earlier as pipeline to more specialised digital skills needs as required within the area</p> <p>Increase number of Animal Management learners that support local, national zoo projects and local farms through BTEC and T Level programmes.</p> <p>Schools Liaison activities including Schools Events in Scholars</p>	<p>On-going</p> <p>Sept 2024</p> <p>On-going</p> <p>On-going T Level 2025</p>
11	Decrease the number of NEET, disadvantaged, SEND and 50+ learners by providing retraining or upskilling.	Inactivity remains a significant challenge, particularly among younger people. If the City Region reduced inactivity rates to the same level as regional average, this would bring around 34,500 people into the labour force. Among both the employed and unemployed,	Expanded work experience programmes improve labour market equality across genders and for BAME communities and people with disabilities. Working towards a more inclusive local economy,	<p>Number of employer-led programmes =5</p> <p>Ensure that partnership arrangements continue to support these key areas.</p> <p>Increase the number of ASF programmes that support adults with retraining and upskilling needs.</p>	<p>September and on-going</p> <p>September 25</p> <p>On-going Sept 25</p>

		unequal access to quality work has a disproportionate impact on people with disabilities, people from minority ethnic communities, women and those aged 50+.	where all sections of our community are engaging in and sharing the benefits	Increase the number of young people and 19+ learners with learning needs on programmes that promote employment and independence. Further built Test and Learn Programmes so meet skills need in priority areas for priority groups. Such as programmes that link to ESOL	Sept 2024 September 2025
--	--	--	--	---	---------------------------------

	College Strategic Aim and Objective for Support	How Aims and Objectives contribute to National, Local and Regional Priorities	Current position	Target	Deadline
12	To support all learners to achieve and progress to positive destinations that support the skills need of the wider area.	Educational attainment levels can only be met through strong attendance, retention and achievement. The College operates a Programme Management team that seeks to remove barriers for students of all levels Mental Health Disadvantage and financial Care Leavers and Learner in care All welfare concerns Safeguarding concerns Work ready programmes Young Carers	The College supports 3600 16–18-year-olds 890 Adults 446 Apprentices 180 Learners with subcontracting partners In addition, the college works with 18 local schools including SEND and AP. The college currently offers tutorial support and wider pastoral support to all 16-18 learners. To	To meet the skills need, of the local area by overcoming barriers. a) By responding to changes that may act a barrier within the local area. b) Ensure all provision types and age groups are equally represented by the college's offer. c) Capitalise on bespoke opportunities and guidance to ensure dissemination to wider teams.	a) Ongoing b) Ongoing. c) On-going d) On-going e) On-going f) In place for curriculum planning and tutorial roll out in 24/25 g) Utilising termly

	Strong CEIGA Access to employers and equipment Promoting high aspirations Supporting Inclusive practice for all	enhance their experience, it also offers additional work ready activities such as ASPIRE Week, Guest speakers, targeted Trips & Visits,	<p>d) Keep up to date on new guidance and policy changes.</p> <p>e) Continue to work with voluntary communities.</p> <p>f) Ensure employers feedback is directly implemented into tutorials and curriculum for learners.</p> <p>g) Continue to increase WEX and IP opportunity.</p>	comparison and SMT monitoring
--	--	---	---	-------------------------------

The College recognises that the Annual Accountability Agreement is primarily based upon the LSIP findings however, the College also recognises that LCRCA and DfE sector skills plans should also feature in our planning and development. It also welcomes the priorities set out by the LTSP.	
LSIP Priority Area	The strategic priorities identified by the St Helen's Chamber for across the Liverpool City Region are the following priority sectors: <ul style="list-style-type: none"> • Construction (All Areas) • Manufacturing (All Areas) • Logistics and Warehousing (St Helens and Halton) • Professional Business Services • Visitor Economy
LCRCA Skills Strategy/Long Term Skills Strategy	<p>Contribution to the LCR Skills Strategy</p> <p>The Skills Strategy is to create a framework to co-ordinate the actions of education and training providers, businesses and members of the workforce to improve skills and make the most of our collective talents, energy and resources.</p> <p>Outcome 1 – a higher percentage of our young people have good attainment levels in English, Maths and Digital skills, and higher levels of work readiness.</p> <p>Outcome 2 – a higher percentage of the working age population is employed, and good quality jobs are a higher percentage of all jobs.</p> <p>Outcome 3 – across the key growth sectors, there is higher productivity and a lower incidence of skill shortages. Growth sectors are Advanced manufacturing, Built Environment, Clean Growth, Digital and Creative, Health and Sciences, Professional & Business Services and Visitor Economy.</p> <p>Outcome 4 – across all sectors there are more effective workforces and fewer local recruitment difficulties.</p>

	Outcome 5 – employers are investing significantly more in the quality and quantity of the skills of The purpose of their workforce.
Free Port Jobs and Skills Plan	The Free Port jobs and Skills Plan The Freeport is to attract new business who can draw advantage from proximity to established key sectors (automotive, biomanufacturing/ health and life sciences, food and drink, energy and chemicals) and benefit for established supply chains and skilled labour.
ESFA National Skills Strategy	Contribution to National Skills Priorities These National Skills Priorities have been agreed across Government and are areas with high volumes of vacancies which are expected to increase; long-term structural barriers to recruitment, retention, and progression issues; and are important in providing opportunities for employment in key growth areas such green jobs, creative industries and science and technology. These sectors are: <ul style="list-style-type: none"> • Construction • Manufacturing • Digital and Technology • Health and Social Care • Haulage and Logistics • Engineering • Science and Mathematics
DfE Priority Education Investment Area (Halton)	DfE Priority Education Investment Area (Halton) PEIA (Priority Areas Identified) Attendance Key Stage 3 maths and English Early Years Overarching support for SEND throughout the sectors