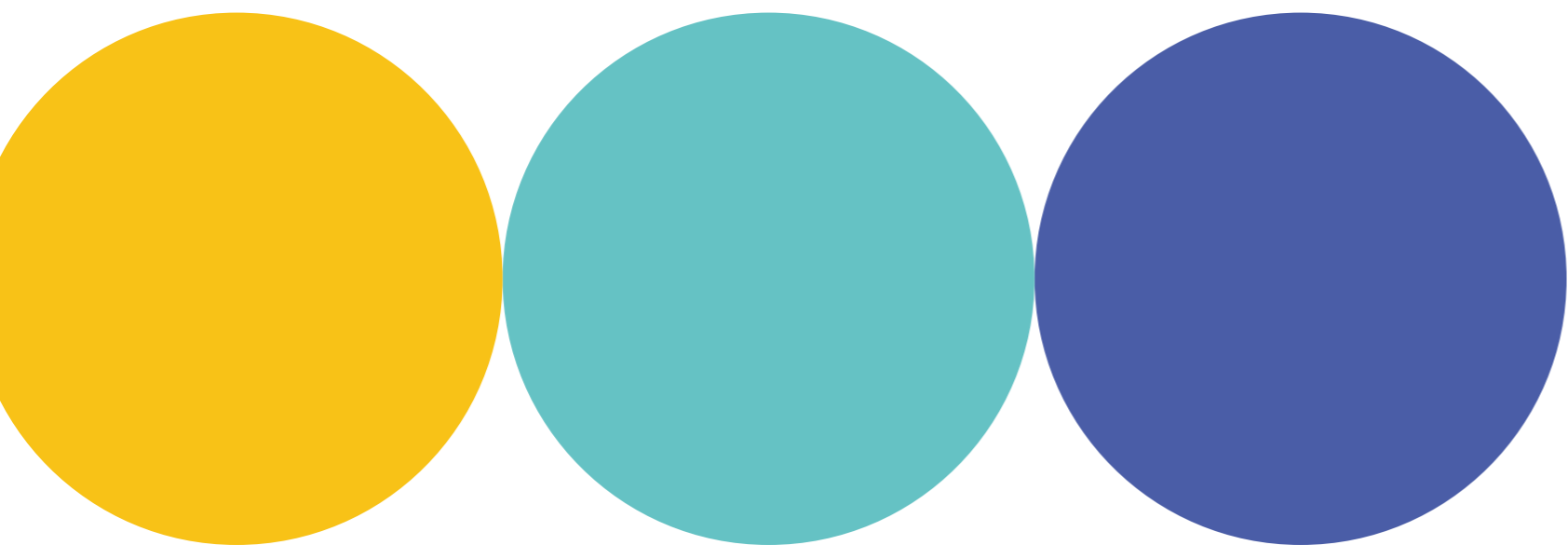




Accountability Agreement

2025-2026

WMC.AC.UK/ABOUT-US/COLLEGE-DOCUMENTS



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SECTION ONE:

INTRODUCTORY STATEMENT & PURPOSE

At Wirral Met College, our purpose is to support individuals through education, training, and skills development. We aim to help local communities by improving life chances and supporting economic growth. As a key part of the community, we offer vocational, adult, post-secondary, and higher education with a strong focus on inclusion, accountability, and ambition.

This Accountability Agreement outlines our commitments and responsibilities for 2025 to 2026. It shows how we will continue to match our education offer with the employment and skills needs of our local, regional, and national areas. We help students build the skills employers need, supporting economic progress and pathways into secure jobs.

Our Agreement is based on current labour market conditions. It strengthens our work with local and regional partners and focuses on providing high-quality, relevant education across all our campuses.

We remain adaptable and prepared for change. Our Strategic Plan is shaped by input from students, staff, and partners. Guided by our core values—empowering, accountable, inclusive, resilient, and ambitious—we continue to listen, improve, and offer education that supports the people and the future of Wirral and the wider Liverpool City Region.

We understand the challenges in our area. The employment rate in Wirral is about 70%, which is lower than the Liverpool City Region average of 72% and the national average of 76%. Around 27% of people are economically inactive, often

due to long-term health issues or caring responsibilities. Youth unemployment is also higher than average, at around 14%.

Local qualification levels are improving, especially at Level 2. But more people still need support to reach Level 3 and higher. It is important that learners have clear routes to progress and can move into further education, training, or work. Employers often find it hard to recruit people with the right skills—both technical and interpersonal.

Other long-standing challenges include low productivity, rising hardship, and health-related unemployment, which all affect the local economy.

We are proud to work with Wirral Borough Council and support the aims of the Wirral Economic Strategy, especially in building an inclusive economy. Our aims include:

- Reducing unemployment gaps between disadvantaged communities and the wider area
- Helping more people into training or work through positive, lasting outcomes
- Raising qualification levels, especially at Level 3 and above
- Addressing local skills and labour shortages
- Offering training that meets current needs and encourages more people to learn

Through our work and partnerships, Wirral Met College continues to play a key role in improving access to skills, expanding opportunity, and building a stronger, fairer local economy.

As we navigate the opportunities and challenges ahead, we are guided by our core values:

We are Ambitious

- We are passionate about our college, our students, our people, their ambitions, and their futures
- We encourage and embrace creativity, innovation, and change
- We are committed to ensuring our people are the best they can be and our colleges' most important asset
- We strive to be leaders and exemplars of educational impact best practice

We are Resilient

- We foster a culture of agility, of what we **can do**, not what we **can't do**
- We take every opportunity to grow, learn, adapt, and always seek to improve
- We are responsive to the needs of all stakeholders
- We support each other to overcome challenges and fulfil potential

We are Inclusive

- We create a warm, welcoming, safe, and secure college for all
- We authentically embrace diversity and celebrate inclusivity
- We nurture a culture of kindness and respect where every student and staff member is acknowledged, treated fairly, and supported

We are Empowering

- We empower our students and our people by building their confidence, knowledge, and skills, both to meet the needs of industry, and to become active and responsible citizens in society
- We strengthen our mutual understanding and support for one another
- We provide opportunities for professional growth and recognition

We are Accountable

- We make decisions which seek to do the right thing and in the best interests of our students and our people
- We recognise and learn from mistakes and strive to continuously improve
- We always act with honesty, integrity, and respect

We are committed to supporting both social and economic growth in all that we do. We also focus strongly on fairness, respect and inclusion. We support all learners, including those with extra needs such as special educational needs and disabilities, experience of care, low income or who feel left out. Our learning offer is made to be open, helpful and right for everyone in our community.

Our College and Community Impact: Wirral Met College supports more than 7,500 students. This includes around 2,300 young people aged 16 to 18 and over 800 adults studying part time or full time. We offer many different types of courses including:

- Full time programmes for young people
- Adult learning and courses to help people find jobs
- Skills Bootcamps and Apprenticeships
- University level courses and access programmes

Our courses support people of all ages and help build a strong base for lifelong learning and careers. We work to solve local issues like unemployment, lack of skills and health problems that stop people from working. We are closely linked with plans for growth at all levels, including the Liverpool City Region Local Skills Improvement Plan and the Wirral Economic Strategy. We focus on important job areas such as health and social care, digital, green jobs, advanced manufacturing and moving goods and services.

We are also aligned with national priorities that support people into work and help grow the economy. These include the Get Britain Working White Paper, which supports our work with Jobcentre Plus and our careers service. It also links with our promise to help young people who are not in education, work or training.

Our work also matches the national Industrial Strategy, which connects national goals with local ones and focuses on 8 key job areas with strong chances for growth. This helps us strengthen our focus on the right sectors for the future.

Our technical and job-based courses are shaped by local employers and are updated often to match real job needs. Our training spaces are made to look and feel like real workplaces so that students can build confidence and useful hands-on skills.

By working with employers, councils, community groups and other education providers, we support new ideas, sharing of skills and wider growth in our local area.

Our Priorities for 2025 to 2026: Our goals for the next three years are to:

- **Improve student success and well-being**
- **Support academic excellence and innovation**
- **Build strong partnerships and community links**
- **Embracing Artificial Intelligence for Future Skills**
- **Promote equity, diversity, and inclusion**
- **Maintain sustainability and efficiency**

This Agreement is not just a statement. It is a working plan to guide our choices and actions as the world around us changes. It shows our commitment to ongoing improvement, flexibility, and relevance.

We review our work regularly. As part of our quality checks, our Board reviews how well our courses meet the needs of learners and employers. This ensures we stay focused, up to date, and ready to meet future skills needs in Wirral and beyond.

Our Strategic Pillars

To support our purpose, we focus on five key areas:

Creating a supportive learning environment that helps students succeed and grow.

Students

Attracting and keeping skilled staff while promoting personal development and excellence.

People

Using our position to create community links and support local economic development.

Place

Securing long-term financial health and promoting sustainable practices.

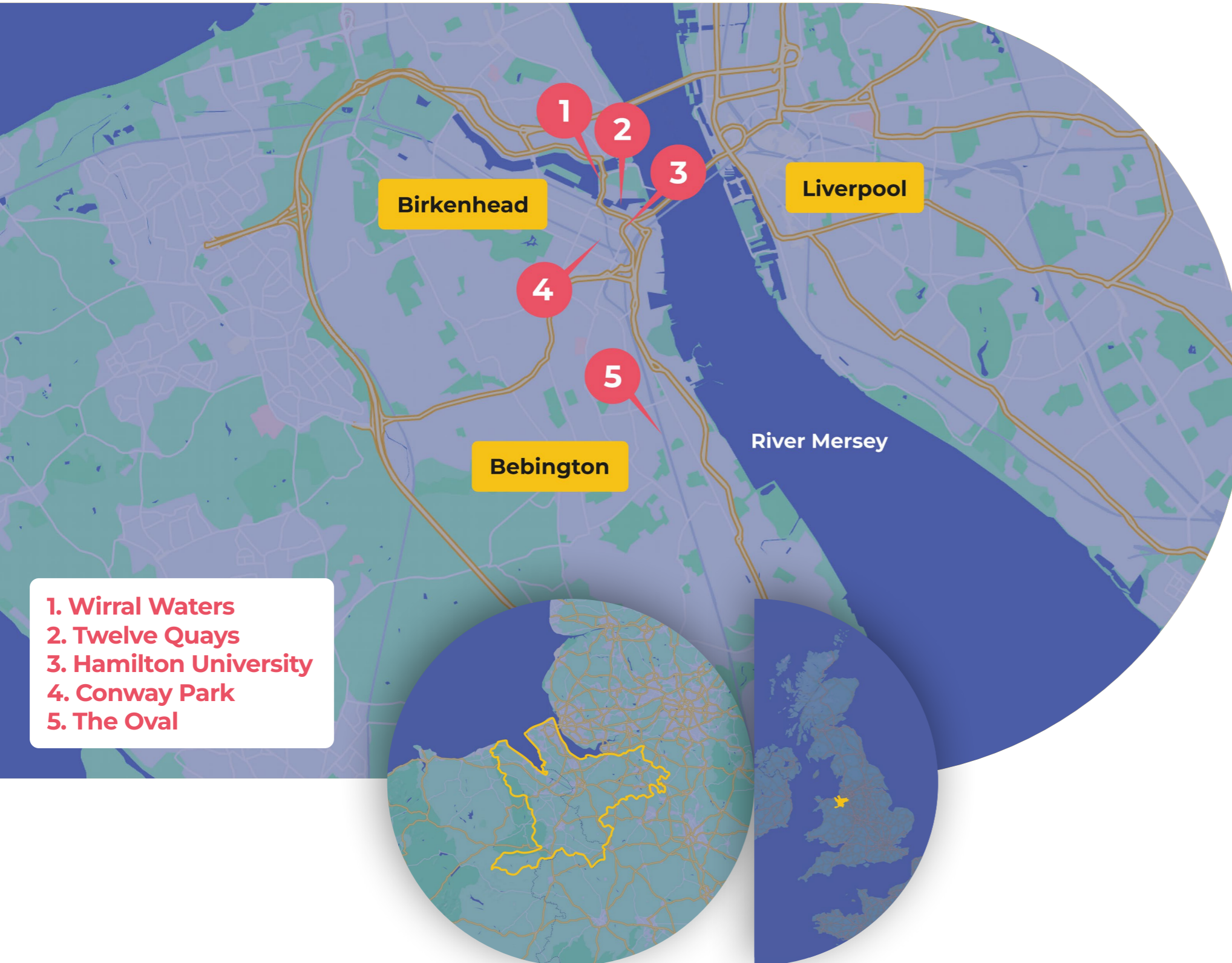
Sustainability

Working with others to share knowledge and create positive change.

Collaboration

SECTION TWO:

THE COMMUNITIES WE SERVE - OUR CONTEXT



- 1. Wirral Waters
- 2. Twelve Quays
- 3. Hamilton University
- 4. Conway Park
- 5. The Oval

Wirral Met College and the Local Area

Wirral Met College is the largest post-16 education provider in the Borough of Wirral, situated within the Liverpool City Region (LCR). The College plays a long-standing and active role in supporting learners, employers, and communities. Our five campuses are strategically aligned to priority sectors:

- **Twelve Quays** – Engineering, construction, maritime
- **Wirral Waters** – Built environment, green technologies
- **Conway Park** – Business, public services, IT, creative arts
- **The Oval** – Sport, health, uniformed services
- **Hamilton Campus** – Higher education and professional qualifications

Through our curriculum and community engagement, we contribute to local regeneration and inclusive growth, providing people of all ages with skills and pathways into employment.

Understanding Wirral: Key Challenges and Data

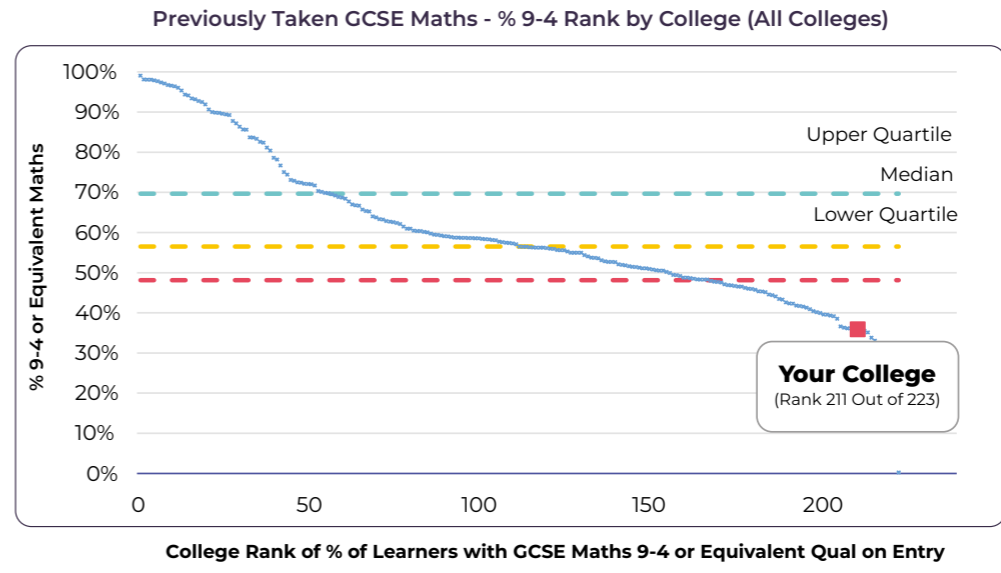
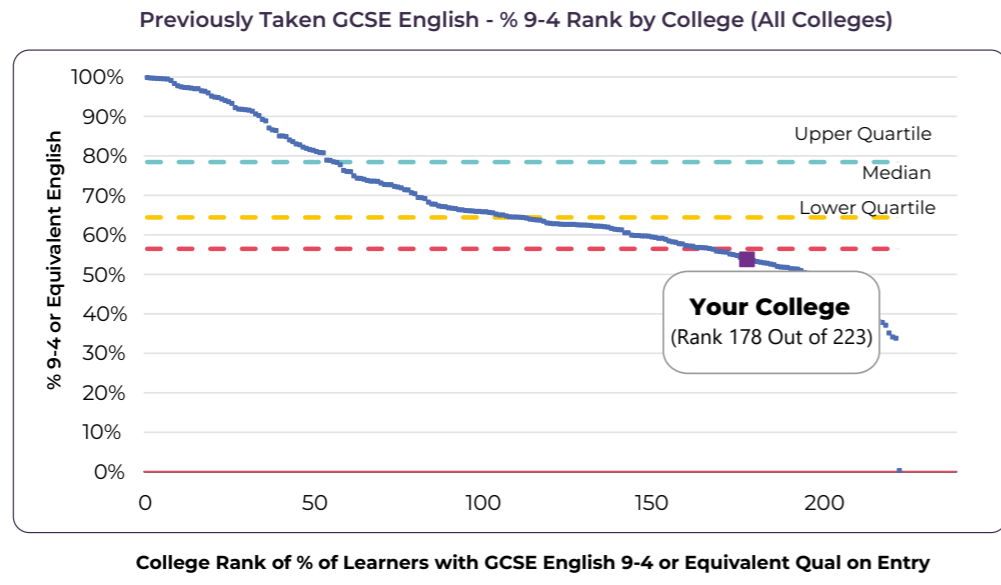
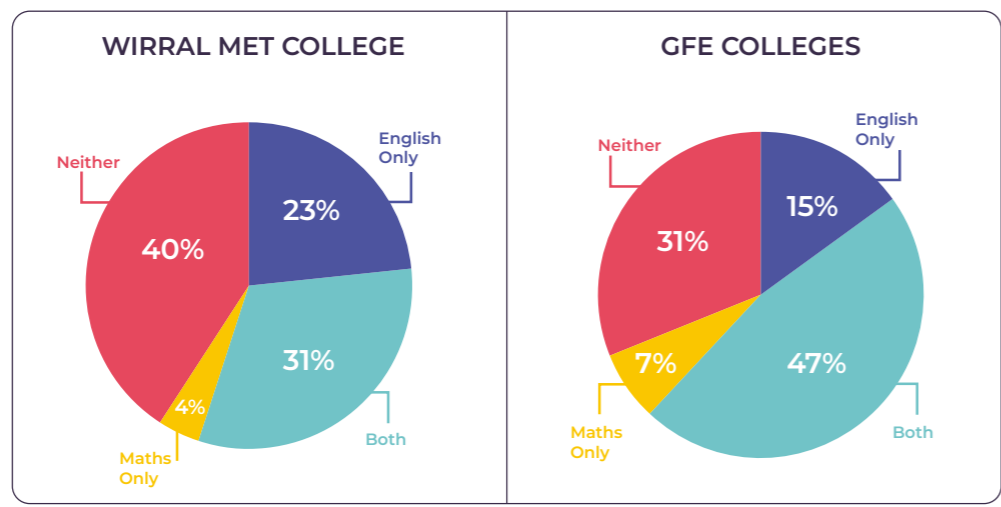
Wirral, with a population of approximately 320,000, is a borough of social and economic contrasts. While some areas are affluent, others face significant and long-standing deprivation. According to the **Index of Multiple Deprivation (IMD 2019)**, 25% of Wirral's neighbourhoods fall within the most deprived 10% nationally, particularly in Birkenhead, Seacombe, and Rock Ferry. The **2021 Census** further shows that 54.3% of Wirral households experience at least one form of deprivation—higher than the national figure of 51.7%.

Social and Economic Challenges

- **Economic Inactivity and Employment:** Approximately **27% of the working-age population (16–64)** is economically inactive—higher than both regional and national averages. While Wirral's **employment rate has improved to 73.9%**, nearing national levels, this overall figure masks pockets of high inactivity and youth disengagement.
- **Benefit Dependency:** As of the latest data, **35,924 people (18.6%)** of working-age residents are claiming some form of working-age benefit—compared to a **national average of 14.5%**. This broader figure includes individuals who may be out of work due to illness, caring responsibilities, or low income, and highlights the wider socio-economic barriers that prevent residents from participating fully in the labour market.
- **Unemployment Benefit Claimants:** In contrast, data from **March 2024** shows that **6,885 individuals (3.6%)** of the 16–64 age group were claiming unemployment-related benefits (Jobseeker's Allowance or Universal Credit with work-search conditions). This smaller proportion reflects those actively seeking work and provides a narrower view of short-term unemployment levels.

- **Skills and Qualifications:** Approximately **17.9% of adults (around 46,900 people)** in Wirral have no formal qualifications, creating a significant barrier to employment and progression. In contrast, **48.2% hold a Level 4 qualification or higher**, which exceeds the national average of 47.3%. However, progression from Level 2 to Level 3 remains below national benchmarks, highlighting a need for strengthened transitional pathways and targeted support for adult learners.
- **Educational Attainment:** Achievement at Level 2 and Level 3 by age 19 is below the national average. Performance in **GCSE English and maths**, key gateway qualifications, is particularly poor in disadvantaged wards. This underperformance directly impacts the **Education domain of the IMD** and limits progression into skilled work and higher education.
- **Child Poverty and Inclusion Barriers:** Over **24% of children** live in relative low-income households, significantly above national levels. Wider barriers such as limited access to transport, digital exclusion, and mental health challenges further restrict participation in education and employment.

Prior Achievement – GCSE English and Maths Grade 9-4 or Equivalent as at the start of the 24/25 academic year



Local Economic Context

Despite these challenges, Wirral's economy has diverse strengths and opportunities. The borough includes both established and growing sectors such as:

- **Manufacturing and Engineering**
- **Health and Social Care**
- **Construction and the Built Environment**
- **Digital and Creative Industries**
- **Logistics and Transport**
- **Visitor Economy** – one of the fastest growing in the **Liverpool City Region**, expanding at an estimated rate of **7% per year**

Wirral Waters (Left Bank Wirral): One of the largest brownfield developments in the UK, centred around Birkenhead. Pipeline projects aim to deliver thousands of new homes, public spaces, and job opportunities. Population forecasts indicate a **3.2% decline in the working-age population**, which may reduce future labour supply and intensify the need for skills development and retention.

There are **980 businesses** in Wirral with 10 or more employees, with around **5% classed as high-growth enterprises**. While this provides a solid economic base, there remains a need for continued support to scale innovation-led firms.

These data points reflect the complex challenges and opportunities within Wirral and will support the strategic direction and evidence base of the new Accountability Agreement.

Regional Priorities: Liverpool City Region

As part of the £33 billion Liverpool City Region economy, Wirral benefits from region-wide investment in infrastructure, net-zero innovation, and digital connectivity. However, challenges remain, including a shrinking working-age population, a lack of relevant skills, and sector-specific recruitment difficulties. Local surveys indicate that over 194,000 current workers lack the necessary skills for their jobs.

The **Local Skills Improvement Plan (LSIP)**, led by the Liverpool Chamber of Commerce, provides a strategic framework to align skills provision with employer needs. It is now embedded in the **Liverpool City Region Long-Term Skills Plan (2024)**. The LSIP is designed to address the skills gaps in the region by ensuring that training is closely aligned with employer needs. A collaborative approach has brought together employers and training providers through structures like Industry **Learning Partnerships (ILPs)**. The focus is on co-developing practical solutions, building capacity for training, and addressing both immediate and long-term skills challenges in key sectors including manufacturing, construction, logistics, professional business services, visitor economy and cross-cutting skills areas such as skills for sustainability and net zero.

The key objectives of the Liverpool City Region Local Skills Improvement Plan (LSIP) as outlined in the report published in 2024 include:

- To improve the responsiveness of post-sixteen education and training to meet local economic skills needs, focusing on Level 3 and higher skills.
- To place employers at the heart of the skills system, ensuring that education and training providers align more closely with the current and future skills requirements of local businesses.
- To address recruitment difficulties and skills gaps within our priority sectors.
- To promote the adoption of lifelong learning, upskilling, and reskilling, particularly in response to technological changes, green skills, and emerging economic sectors.
- To improve employer engagement in curriculum development and promote more flexible, modular learning approaches.
- To boost inclusivity by ensuring training is accessible to a more diverse workforce, including efforts to address gender imbalances in specific industries.

National Priorities

Wirral Met College's strategy aligns closely with national skills and industrial priorities, as set out in:

- **Skills England Report (2025)**
- **Industrial Strategy**
- **Plan for Growth**
- **Skills for Jobs White Paper**

The Government has published a green paper to kickstart delivery of the modern Industrial Strategy – Invest 2035. The strategy will drive long-term growth in key sectors that is sustainable, resilient, and distributed across the country.

These policies identify skills gaps, and workforce demands in high-growth and high-value sectors. Key focus areas include:

- Advanced manufacturing and engineering
- Digital technologies and creative industries
- Health and social care
- Clean energy and construction
- Life sciences and pharmaceuticals
- Financial services and fintech
- Defence and cybersecurity

Wirral Met delivers technical and professional education designed to meet these priorities while addressing local and regional employment needs.

Our Commitment

Wirral Met College is committed to creating inclusive and sustainable pathways into employment and further learning by:

- Increasing access to qualifications at all levels, particularly Levels 3–5
- Re-engaging learners furthest from education or employment
- Delivering demand-led training in line with sector growth and employer needs
- Strengthening partnerships to maintain a flexible and responsive curriculum
- Supporting regeneration by equipping residents with future-facing skills

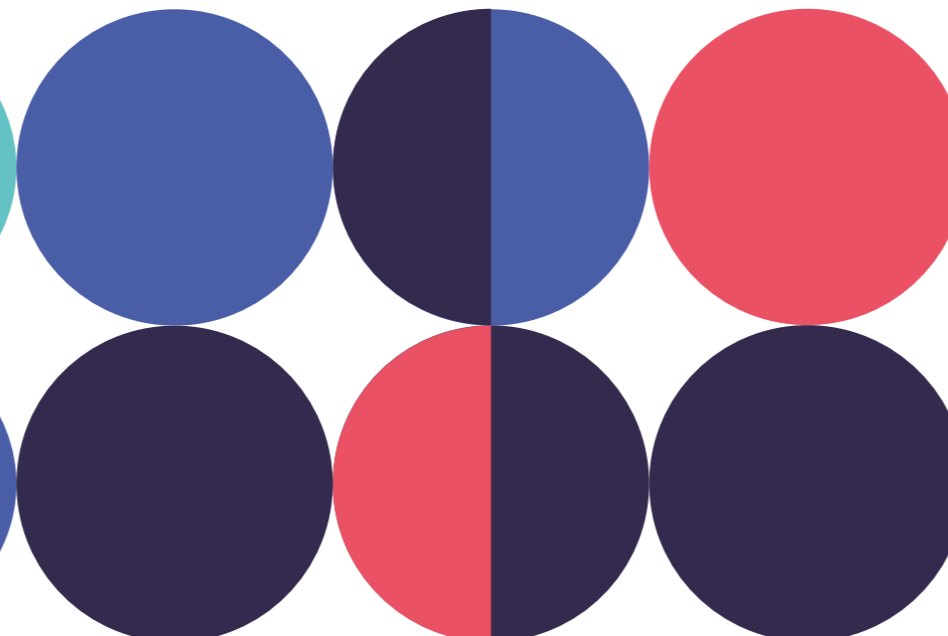
As a trusted education partner locally, regionally, and nationally, the College plays a key role in tackling deprivation, closing skills gaps, and improving employment outcomes. This Accountability Agreement reflects a deep understanding of local data, engagement with strategic planning processes, and a clear intent to deliver meaningful change through education.

Four key sectors are prioritised through the ILPs:

- Infrastructure, Built Environment, and Construction
- Professional and Business Services
- Visitor Economy
- Manufacturing and Logistics

Wirral Met College's role includes:

- Active involvement in ILPs
- LSIF-funded project delivery aligned to LSIP goals
- Collaborative curriculum development
- Strategic planning at both executive and operational levels



SECTION THREE:

STAKEHOLDER ENGAGEMENT & WORKING IN COLLABORATION

Our College Strategy is designed to ensure that we deliver on our Purpose. The Collaboration Pillar centres on utilising internal and external partnerships, to drive innovation, knowledge sharing, and collective impact both across our organisation, the borough and wider region.

Our strategic commitment is to deliver a curriculum that is agile, inclusive, and responsive to current and future skills needs — locally, regionally, and nationally. We aim to ensure all learners are equipped with the knowledge, behaviours, and experiences they need to succeed in a rapidly evolving labour market.

To ensure our provision remains closely aligned to employer demand and opportunity, we maintain strong and active engagement with a wide range of strategic partners. These relationships inform both the aims of our Accountability Agreement and the delivery of our Strategic Plan.

We are an active partner in the Liverpool City Region Local Skills Improvement Plan (LSIP) and have engaged fully in the development and implementation phases. We continue to collaborate with the Employer Representative Body (ERB), other FE providers, and stakeholders

Wirral Met College provides strategic leadership and representation across a range of key regional groups and boards, including:

- Liverpool City Region LSIP Board (Liverpool City Region)
- Industry Learning Partnerships (ILPs)
- Association of Liverpool City Region Colleges
- Greater Merseyside Learning Provider Federation
- Wirral Chamber of Commerce
- Birkenhead Simplification Pathfinder Board
- The Wirral Strategic Partnership
- Lifelong Learning Council
- Wirral Association of Secondary Headteachers
- SEND Partnership Board
- Education Board of the Wirral
- Safeguarding Partnership
- Education Engagement Network
- Shaping Futures Network
- Careers & Enterprise Company

Over many years Wirral Met College have supported Forum residents to access education and learning. As a partner in the Town Deal project led by the College, aimed at improving engagement in education, we are really pleased to have now opened our new Learning & Wellbeing Hub, a supportive and friendly space for Forum residents to participate in learning, both academic and practical work skills. Our continuing partnership will ensure our residents, all of whom have experienced or were at risk of homelessness, will have opportunities to improve their wellbeing and gain the skills and qualifications to move forward positively in their lives and achieve their personal goals.

Director of Business Development Forum Housing

to collectively align our provision to local skills priorities and avoid duplication of offer. This strategic engagement is complemented by operational collaboration with local and regional employers. We consult regularly through our sector-specific employer advisory boards, attendance at employer forums, and bespoke training needs analyses carried out by our employer engagement and curriculum teams.

We work closely with local key sectors groups and partners, to ensure that we are responsive to local skills and employment needs. The Commercial Director is a member of the Wirral Borough Council Simplification Pathfinder Pilot Board, which manages the regeneration programme across Wirral. College staff work with Wirral Chamber of Commerce as a strategic partner and through three new Business Cluster Groups which centre around Business and Professional Services, Property Development, Construction Maintenance and Management and Product Manufacturing, Wholesale and Logistics.

The college are also part of the Local Area Retrofit Accelerator Pilot (LARA). During 2025 college staff have engaged with the new Inversity AI Academy, developing digital skills which are enhancing our work with employer partners and will assist us to develop an AI training offer.

There is a time-served relationship with Wirral University Teaching Hospital Trust who provide advice to inform the development of Apprenticeship programmes in clinical, health, health science and care which the college then deliver throughout the Trust. The TUC Trade Union Education Unit supports the skills needs of unionised companies across the Liverpool City Region, through a comprehensive series of programmes developed in conjunction with affiliate unions including UNITE and GMB.

The college's Business Development Team engage with employers in the health and social care, construction, engineering, manufacturing, electrical installation, green tech, digital, business and professional sectors, which include Wirral-based SMEs. Through Employer Boards and one-to-one meetings sector specialist Business Development Managers listen to the needs of employers, understand their skills requirements and shape the curriculum offer to enable local people to access sustainable employment. This supports the growth of both the Wirral and wider Liverpool City Region economy.

Curriculum co-design is at the heart of our approach. We work with employers to develop provision that reflects real industry need, ensuring our offer is tailored, flexible, and future focused.

This co-design approach allows us to meet the requirements of high-growth and priority sectors, as well as respond to emerging opportunities and gaps in workforce development.

Expanding Community-Led Learning into Employability and Growth Sectors:

Wirral Met College is building on the strong foundation of the Community Education and Simplification Pathfinder project developed through the Towns Fund. This work brought education closer to the community and helped to remove barriers to learning. For 2025 to 2026, the College will introduce a new series of adult employability programmes to support local people into work. These include new Skills Bootcamps and employability courses designed with employers and community partners. These programmes will focus on the sectors where jobs are growing, such as health, digital, construction, and green industries. All of this builds on the College's strategic commitment to inclusion, lifelong learning, and local impact. The programmes will be shaped by up-to-date labour market data and will reflect the priorities of both the Local Skills Improvement Plan and the Liverpool City Region strategy. This ensures that our training supports real job opportunities and gives learners the skills that employers are looking for. Our continued collaboration with community partners, employers, and the Council will help ensure that these programmes are relevant, accessible, and effective for those who need them most.

Artificial Intelligence: Building Future Skills: Wirral Met College is at the beginning of its journey with artificial intelligence, looking at how it can support both staff and students. The first focus is on staff development, as the College aims to lead by example before bringing AI tools into the classroom. Staff have already taken part in training with Liverpool Hope University, exploring how AI can improve attendance in English and Maths by linking learning to careers, creating glossaries of job-related terms, and producing podcasts to support learning. Staff have also visited Liverpool John Moores University to look at how AI is used in engineering and computing, and the College is working with the Wirral AI Academy, a partnership through the Wirral Chamber of Commerce and Inversity, Inversity being an industry learning platform, whose software helps organisations adopt AI so they can raise their ambitions

More organisations are using AI in everyday work. It is important that learning providers help staff and students gain the right skills. A people-first approach is key. By focusing on people's needs and helping them understand and use new technology with confidence, organisations can grow stronger and more adaptable. This is the approach Wirral Met is taking. By building skills step by step and putting staff at the centre, the College is preparing for a future where digital and technical skills will be part of everyday life.

Through these strategic and hands-on partnerships, Wirral Met College continues to play a leading role as an anchor institution, supporting inclusive growth, economic strength, and better life chances across Wirral and the wider Liverpool City Region.

Wirral Met College works closely with a wide range of partners to improve the quality and impact of education and training. This includes schools, colleges, universities, and independent providers. Together, we look at what skills are needed locally and regionally, and we shape our programmes to meet those needs.

Our curriculum is designed to match what the labour market needs, offering clear paths into real and lasting jobs. This is supported by regular talks with employers, learners, and community groups. We make sure our courses respond to new skills needs, national priorities, and what businesses are really looking for.

This way of working means our offer stays relevant, flexible, and open to all. It also supports the goals of the Local Skills Improvement Plan and broader plans for economic development.

Examples of Key Stakeholders We Work With:

- **Our students** – placing the learner voice at the centre of decision-making
- **Our staff** – as co-creators and drivers of innovation and improvement
- **Education and training providers, including:**
 - Association of Liverpool City Region Colleges
 - Greater Merseyside Learning Provider Federation
 - University of Liverpool, Edge Hill University, Liverpool John Moore University, Liverpool Hope University, University of Chester
- **Local and Combined Authorities:**
 - Wirral Borough Council
 - Liverpool City Region Combined Authority
- **Employers**, including micro, SME and levy-paying businesses
- **Employer bodies and networks such as:**
 - Wirral Chamber of Commerce
 - Liverpool Chamber of Commerce and the Employer Representative Body (ERB)
 - Industry Learning Partnerships (ILPs)
- **Industry and sector bodies, including:**
 - Construction Industry Training Board (CITB)
- **Employment support services** such as job agencies and adult careers services
- **Voluntary and community groups**, including those offering targeted or specialist support (e.g. mental health, SEND, refugees and asylum seekers)

By working in partnership across sectors, we are better able to align provision, reduce duplication, promote progression, and deliver inclusive opportunities that address both current and future skills needs.

Wirral Met College is a trusted partner of CITB and the collaborative working relationship helps ensure the construction industry training needs are met through the development and delivery of appropriate suitable training provision. This partnership is key to ensuring that learners and apprentices receive the appropriate training and skills required to be able to make a valuable contribution to the industry and economy.

Senior Customer Engagement
Manager – Northwest CITB

Driving Skills, Inclusion, & Innovation through Collaboration

LCR Collaboration and Wirral Met Case Study: Strengthening Skills through Partnership

Wirral Met College is one of six further education (FE) colleges serving the Liverpool City Region (LCR). While each college delivers a distinct local offer, we work in close collaboration to address regional skills needs and deliver shared priorities that benefit the wider economy and local communities. This includes co-developing curriculum, engaging employers, aligning careers education, and contributing to strategic planning.

The Association of Liverpool City Region Colleges (AoLCRC) provides the structure for coordinated collaboration, which has been in place for over 20 years. Through this partnership, we share resources, avoid duplication of provision, and ensure alignment to the skills priorities set out in the Liverpool City Region Local Skills Improvement Plan (LSIP). This work aligns directly with priorities identified through the LSIP, coordinated by the Employer Representative Body (Liverpool Chamber of Commerce).

In addition to college partners, the collaboration includes ongoing dialogue with independent training providers and local universities to ensure provision across the region is aligned, progression-focused, and not duplicated. These collaborative actions directly support the conclusions of Wirral Met College's Local Needs Duty review, particularly around progression, regional alignment, and employer responsiveness.

Over the past two years, LCR colleges have secured significant investment through the Skills Development Fund (SDF) and the Local Skills Improvement Fund (LSIF). These investments have supported the development of new curriculum areas, the creation of high-quality learning environments, and extensive engagement with employers and schools. The partnership enables collective input into the LSIP through active collaboration with the Combined Authority and local Chambers of Commerce, helping to ensure the relevance and responsiveness of provision.

Wirral Met College: Enhancing Skills Through LSIF Investment

In addition to college partners, the collaboration includes ongoing dialogue with independent training providers and local universities to ensure provision across the region is aligned, progression-focused, and not duplicated. These collaborative actions directly support the conclusions of Wirral Met College's Local Needs Duty review, particularly around progression, regional alignment, and employer responsiveness.

At Wirral Met College, LSIF funding has enabled the development of modern, industry-informed learning spaces and digital infrastructure that directly address the priority sectors identified in the LSIP. These investments are helping students gain work-ready skills while enabling staff to innovate and embed industry practice into the curriculum. Curriculum co-design and investment have also created clearer progression routes in priority sectors such as construction, digital, and health.

In the construction sector, newly developed modular units focused on sustainable and renewable energy systems have significantly enhanced practical training in Plumbing, Gas, and Electrical Installation. Students are now working with up-to-date tools, eco-friendly materials, and green technologies such as solar thermal systems, air source heat pumps, and low-energy lighting solutions. This equipment aligns directly with the green agenda and national decarbonisation targets. Learners are gaining essential skills to support the shift towards environmentally responsible construction practices, while also building awareness of energy efficiency and carbon reduction strategies.

Teaching staff have benefited from industry placements, collaborative curriculum development, and CPD opportunities delivered through the partnership. This has strengthened teaching quality and ensured provision remains current and relevant.

Impact to Date:

- Circa 50 employers have contributed to the development of new provision by releasing or seconding staff to work with curriculum teams, ensuring learning content reflects current practice and real-world tools.
- Circa 40 Staff across Wirral Met and partner colleges have participated in industry-relevant CPD, with knowledge shared across the collaboration through cascade training.
- Circa 10 Employers have hosted teaching placements, giving staff hands-on experience in modern workplaces, particularly in growth areas such as digital, engineering, and clean energy.
- Circa 600 students have accessed updated facilities and equipment, leading to improved engagement and better preparation for employment or further training.
- Circa 100 employers have engaged with the new curriculum, with feedback indicating that learners are developing the skills, behaviours, and knowledge that align with workforce needs.
- Shared curriculum content and digital resources are being embedded across partner colleges, creating a consistent offer and reducing duplication and creating efficiencies.

Examples of equipment and Learning Innovation:

- **Electric Vehicles:** Training with Ford Mach-E and Fiat 500e vehicles, plus an EV rig, gives learners direct experience with cutting-edge green transport systems.
- **Transport Refrigeration:** Hands-on work with refrigeration systems builds both mechanical and electrical skills in a niche and growing industry area.
- **Cyber Security:** Learners develop in-demand digital protection skills using Fortinet FortiGate equipment—aligned to growing regional demand for cyber professionals.
- **Robotics and 3D Printing:** New 3D printing technology supports design, prototyping, and problem-solving in engineering and advanced manufacturing pathways.
- **Data and Computing:** Raspberry Pi devices introduce learners to electronics and programming, supporting careers in digital technology and the Internet of Things.
- **Augmented and Virtual Reality (AR and VR):** Hololens headsets enable immersive, interactive learning and support innovation in teaching practice and technical understanding.
- **Green Construction Technologies:** New sustainable modular units allow student to train on solar thermal systems, air source heat pumps, and low-energy lighting, preparing them for the green jobs of the future.

This investment is not only improving access to industry-standard training for current students but also laying the foundations for future progression into priority sectors such as clean energy, digital, advanced manufacturing, and health. By embedding collaboration at both strategic and operational levels, Wirral Met College, and its partners are delivering more efficient, better-aligned provision that meets both local needs and national priorities. These improvements strengthen Wirral Met College's commitment to sustainability and inclusive growth, ensuring that future learners are equipped with the skills needed to support a greener, more resilient economy.

Building on this foundation, Wirral Met College is leading further collaborative projects that strengthen tailored learning, support inclusive employment pathways, and prepare learners for life and work in a changing economy.

Showcasing collaborative projects that address future skills needs, support inclusive growth, and promote sustainable careers.

Test and Learn Projects: ESOL into Work, plus, Skills for Life and Further Progression

Wirral Met College is working with the Liverpool City Region Combined Authority, and a number of local Wirral charity organisations, through two Test and Learn projects. Both projects are focused on engaging the local adult community to prepare for further study, progression and further employment. The first project has a key focus is on developing ESOL (English for Speakers of Other Languages) employability skills. The 'ESOL into Work' programme supports learners, not only in developing sector specific English language skills, but also in preparing for college life, the softer skills needed for the world of work, and develop skills needed for further study. The second project is called 'Skills for Life and Progression' is designed to widen access and improve outcomes for learners by improving supporting them to improve their own mental health and wellbeing. This is achieved through flexible, personalised learning pathways that enable personal growth and development of skills needed to progress into further education. This work strengthens our commitment to inclusion and to providing real opportunities for learners who may otherwise face barriers to participation.

Supported Internships and the Premier Inn Training Facility

Wirral Met College is also delivering a supported internships project, aimed at increasing employment opportunities for young people with special educational needs and disabilities (SEND). As part of this project, the College has worked in collaboration with Whitbread Premier Inn plus partners in Wirral Council and other providers across the Liverpool City Region Combined Authority to develop a purpose-built 'mini' Premier Inn training facility. This realistic learning environment will allow learners to develop essential skills in hospitality, customer service, and facilities management in a supportive, hands-on setting. The College's work in this area is further recognised through our success in achieving the prestigious Association of Colleges RCU Beacon Award for Support for Students. This project reflects our commitment to raising aspirations, improving life outcomes, and creating inclusive routes into employment.

SECTION FOUR:

CONTRIBUTION TO LOCAL, REGIONAL, NATIONAL PRIORITIES & DEVOLUTION PLANS

Wirral Met College is committed to delivering education and skills provision that supports local, regional, and national priorities. We embrace plan-led system leadership and work closely with partners to align our curriculum with current and future economic needs.

Our 2025–2026 Accountability Agreement reflects national priorities identified by Skills England, including the expansion of technical education in advanced manufacturing, digital technologies, health and social care, green energy, and creative industries. These priorities are guided by the Skills England Report (2025) and the updated Industrial Strategy.

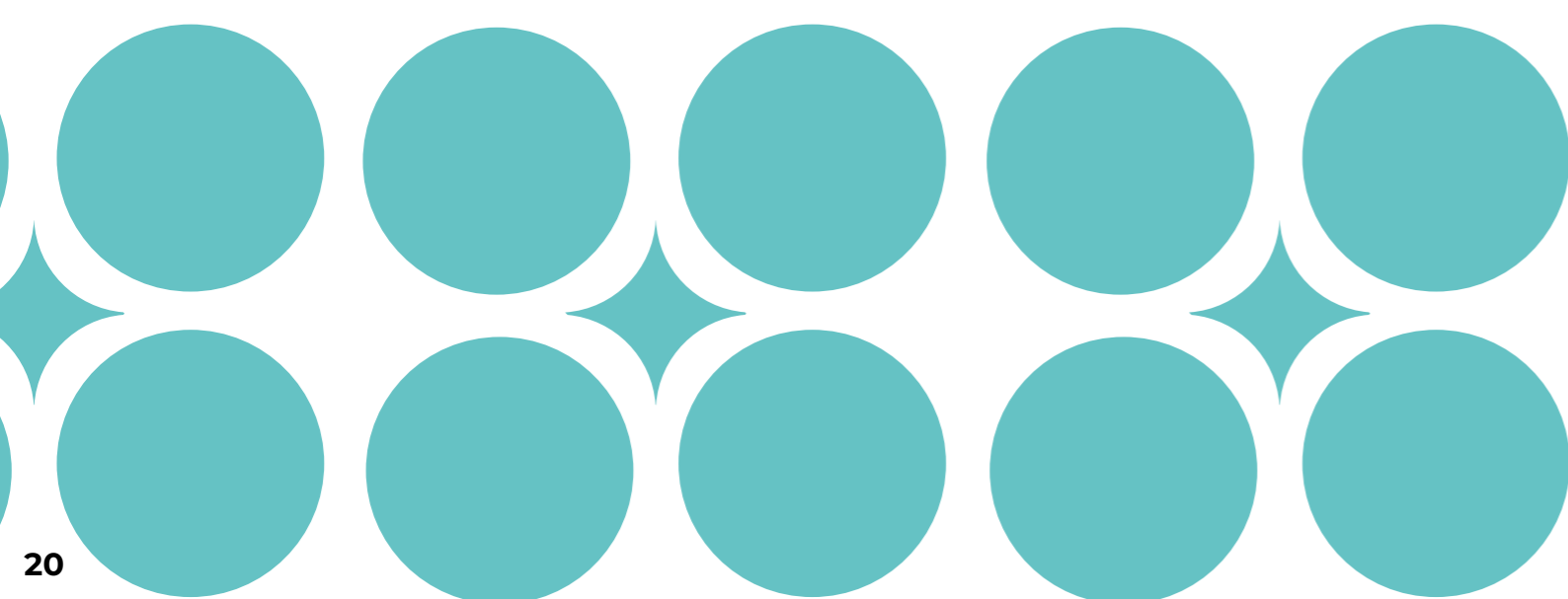
Devolution and Local Needs Duty

Through strong collaboration with the Liverpool City Region Combined Authority, the Employer Representative Body, and local employers, we align our curriculum to the Local Skills Improvement Plan (LSIP), the Wirral Economic Strategy, and wider national frameworks. Devolved funding supports growth in priority sectors including construction, digital, health, and green technologies. Projects such as ESOL into Work and supported internships also promote inclusion and help more residents access learning and employment.

NATIONAL INDUSTRIAL STRATEGY			
Clean Energy Industries - Advanced Manufacturing - Digital and Technologies - Professional & Business Services Financial Services - Digital and Technologies - Construction			
LCR GROWTH SECTOR	LCR UNDERPINNING SECTORS	LSIP & ILP	LCR LONG TERM SKILLS PLAN
<ul style="list-style-type: none"> • Advance Manufacturing • Digital and Creative • Health & Life Sciences • Visitor Economy 	<ul style="list-style-type: none"> • Maritime & Logistics • Renewable Energy • Life Sciences Innovation • Freeport • Education & Training 	<p>2023</p> <ul style="list-style-type: none"> • Construction • Manufacturing • Warehousing and Logistics • Professional & Business Services • Visitor Economy <p>BEYOND 2023</p> <ul style="list-style-type: none"> • Health & Social Care • Early Years & Childcare • Green Jobs and Skills • Freeport • Life Sciences 	<ul style="list-style-type: none"> • Green Jobs and Skills • Freeport • Visitor Economy

In line with our duty under Section 52B of the Further and Higher Education Act 1992 (as amended), Wirral Met College has reviewed how well our provision meets local needs. This review used up-to-date labour market data and feedback from employers, community organisations, and public agencies. It has a particular focus on learners with barriers to education or work, including those with low qualifications, economic inactivity, or disadvantage.

Our curriculum has been shaped to meet these needs, with a strong focus on accessibility, employer co-design, and progression into real job opportunities. New and expanded programmes in key sectors are tailored to match workforce demands and help build a more inclusive and skilled local economy.



Local Needs Duty Review Outcomes

In 2024, Wirral Met College completed its statutory Local Needs Review, as required under Section 52B of the Further and Higher Education Act 1992 (as amended). The review assessed the full range of provision from Entry Level to Level 5, with a particular focus on adult learning, technical qualifications, and re-engagement pathways.

The review found that additional provision was needed at Level 3, and that further development was required in employer-led Bootcamps and targeted sector pathways, especially in green skills, health, and digital. As a result, the College has taken the following actions:

- Expanded access to Level 3 qualifications in growth sectors
- Strengthened ESOL and Entry Level pathways into employment
- Developed green skills provision aligned with local net zero goals
- Increased employer-led curriculum design
- Enhanced supported internships for learners with SEND

These priorities are now embedded in our curriculum planning and will continue to guide delivery and investment through 2025 to 2026.

Our tailored learning provision includes supported internships and community-based ESOL pathways, contributing to inclusive participation.

Contribution to Skills Priorities

Code: 'O' courses being offer, 'U' under development for 25/26, 'NP' new programme being introduced

SECTION/ SKILL	LOCAL PRIORITY	REGIONAL PRIORITY	NATIONAL PRIORITY	14-19 STUDY PROGRAMMES / T LEVELS	APPRENTICESHIPS	ADULT EMPLOYABILITY PROGRAMMES	HIGHER EDUCATION / HIGHER APPRENTICESHIPS	GROWTH PLANNED IN 2025-26	PROVISION TYPE FOCUSED ON	NOTES
Construction & Renewables	✓	✓	✓	○	○	✓ NP		+15% enrolment growth	Apprenticeships, Study Programmes, Bootcamps, Adult Employability	Green Skills Hub in 2025-26. Growth area
Manufacturing	✓	✓	✓	○	○	✓ U	✓ U	New Bootcamp offer. LSIF funded expansion	Bootcamps, Apprenticeships	Expansion supported via LSIF
Engineering	✓	✓	✓	○	○	✓ U	✓ U	+10% enrolment growth T- Levels	Apprenticeships, T Levels	T Level planned 2025
Creative & Digital Technology	✓	✓	✓	○	○	○	○	+10% enrolment growth	Essential Digital Skills, Study Programmes, T Levels	Games Design 2025. Graphic Design 2026. New T level with Cyber Security pathway 2025. Growth area
Health & Social Care	✓	✓	✓	○	○	○	○	+7% adult enrolment growth	Apprenticeships, Bootcamps, Degree Apprenticeships	Bootcamps continue in 2025/26. Growth area
Early Years and Childcare	✓	✓		○		○	○	Maintain current levels	Study Programmes, Degree Level Programme	High HE continuation rate
Haulage and Logistics	✓	✓	✓		✓ NP	✓ U		Under development	Employability Programmes, Apprenticeships	Responding to regional skills shortage
Freeport / Maritime	✓	✓		✓ U	✓ U	✓ U		Under development	Employer Co-Design	Sectoral planning alignment
Professional & Business Services	✓	✓	✓	○	○	○	○	+5% enrolment growth	Apprenticeships, Professional Programmes, Employability Programmes	Growth area
Science and Mathematics	✓	✓	✓	○	○	○		+10% enrolment growth in Maths	Study Programmes, Apprenticeships, mainstream embedded Maths.	Focus on essential and STEM skills. New Veterinary Nursing Study programme from 2025
Visitor Economy	✓	✓		○	○	○		Grow adult provision	Apprenticeships, Study Programmes, Employability Programmes	Includes hospitality, event planning
Space Technologies			✓			NP		Scoping curriculum (NP)	STEM Enrichment, Industry Co-design	Future planning in STEM agenda

Our Strategic Pillars

Designed to ensure that we deliver on our Purpose, we have five complementary but distinctive Pillars with clear aims:

Students

To create a nurturing and inclusive learning environment that prioritises student success, holistic development, empowerment, and progression.

People

To attract, empower, and retain a diverse pool of skilled individuals, fostering a culture of self-growth, innovation, and excellence within our organisation.

Place

To leverage our geographical position as an anchor organisation to optimise opportunities for community engagement, partnerships, and regional economic development.

Sustainability

To ensure long-term financial stability and advance our sustainability roadmap by embedding sustainable practices across all aspects of our organisation.

Collaboration

To use internal and external partnerships, to drive innovation, knowledge sharing, and collective impact both across our organisation, the Borough and wider region.

Action 1

Increase the achievement rates across all programmes, with a focus on rapid improvement on further education provision (study programme and adults) in skilled priority areas where achievement will be a minimum of 86.5% (outcomes were 85.2% in 2023/24 continued improvement in apprenticeship achievement rates to +5% on 23/24 outcomes (64% 23/24); improved transition rates from Level 1 to Level 2 programmes and Level 2 to Level programmes, with an expectation of minimum 60% internal progression with an aspirational 70%.

Impact on/ contribution towards skills priorities:

Outcomes at Wirral Met College (23/24) are 0.3% below the NR 85.5% for overall achievement. By increasing outcomes in skilled priority areas, we will enable more students to progress through the levels of learning at Wirral Met College and support the local and regional job markets in high productivity sectors. Improved progression rates for learners transitioning from Level 1 qualifications to Level 2/3 technical qualifications or work-based pathways (apprenticeships, supported internships) will also align with regional skills priorities.

Having learned valuable lessons from a newly designed curriculum model in 24/25, we are implementing further changes at Level 1 to ensure it is ambitious and effectively supports progression to higher-level learning and employment. The revised curriculum is designed to increase access to a broad and balanced educational experience, rich with opportunities for personal and professional development. The model will expedite learners' progress in acquiring the knowledge, skills, and work-ready attitudes and behaviours essential for successful advancement into key priority sectors at Level 2 and Level 3, directly aligning with their career aspirations and fostering readiness for higher-level studies in key priority areas at level 2 and level 3 including:

- Construction
- Manufacturing
- Warehousing and Logistics
- Professional and Business services including Digital
- Visitor Economy

And Future Sectors including:

- Health and Care
- Green Jobs and Skills
- Freeport
- Life Sciences
- Early Years and Childcare

This links to Strategic Pillar 1

Action 2

English and maths outcomes to be in line with the national rates for General Further Education Colleges (GFE) which equates to a 10pp increase in functional skills English and maths for 16–18-year-olds. GCSE English pass rates to increase by 17pp and GCSE maths pass rates to increase by 2pp for 16–18-year-olds to be in line with national rates.

This will be achieved through the implementation of an English and maths strategy which places skill development as a priority so that students develop their confidence in a range of communication styles and become active problem solvers and independent learners. This includes a whole college approach to the implementation of CENTURY, a software programme that combines the latest research in learning science, artificial intelligence and neuroscience developing memory recall and retrieval practice for knowledge retention.

Impact on/ contribution towards skills priorities:

The level of English and maths attainment at Wirral Met College is too low, this is symptomatic across Liverpool City Region. Increasing English and maths outcomes will support skills growth and generation of new skills and talent in key priority sectors including:

- Construction
- Manufacturing
- Warehousing and Logistics
- Professional and Business services including Digital
- Visitor Economy

And Future Sectors including:

- Health and Care
- Green Jobs and Skills
- Freeport
- Life Sciences
- Early Years and Childcare

Action 3

Develop a personal development strategy to prepare all students across all provision types academically, personally, and professionally. The implementation of a personal development strategy will provide the support for students to achieve their educational goals, develop essential skills, and become ready for the employment sector or further studies. By focusing on wider social and holistic development, the College can nurture well-rounded individuals who can navigate the complexities of modern life and contributing meaningfully to society.

Impact on/ contribution towards skills priorities:

A well-implemented personal development strategy also promotes equity and inclusion by providing all students with access to resources and opportunities that might otherwise be out of reach. In essence, a robust personal development strategy empowers students to realize their full potential, contributing positively to their personal growth and the broader community.

This links to Strategic Pillar 1

Action 4

Co-create a curriculum for adults, fostering a brighter, sustainable future by actively engaging residents and stakeholders in curriculum decision making processes alongside our valued community partners to maximise our collective impact and resources.

This will be achieved through the development and implementation of a strategic plan that outlines our approach to supporting regional economic development, with a specific focus on re-engagement initiatives; Employer Advisory Boards which seek to engage stakeholders in the curriculum planning and design process.

Impact on/ contribution towards skills priorities:

By increasing service user enrolment in education programmes through Birkenhead Towns Deal partnerships and aligned with Liverpool City Region's skills needs, we can achieve multiple positive outcomes:

- **Sustainable Economic Growth:** A more skilled workforce fosters innovation and attracts businesses, leading to long-term economic prosperity for the region.
- **Shared Prosperity:** Increased job opportunities created by a skilled workforce benefit everyone, not just those directly involved in the re-engagement initiatives
- **Reduced Social Disparities:** By focusing on participation from under-represented groups and those facing social disadvantage, we can create a more equitable society where everyone has a chance to succeed.

This links to strategic pillar 1, 3 and 5

Action 5

By increasing positive progression into employment and further education more Wirral residents will benefit from the job opportunities available to them, specifically through apprentices, study programmes, and bootcamps in skills priority sectors;

Impact on/ contribution towards skills priorities:

By increasing positive progression into employment and further education more Wirral residents will benefit from the job opportunities available to them, specifically through apprentices, study programmes, and bootcamps in skills priority sectors;

- Health.
- Construction.
- Manufacturing.
- Engineering.
- Low carbon technologies.

This links to Strategic Pillar 1

Action 6

Launch new curriculum areas and invigorate existing curriculum so that the offer is directly aligned to sector need and seeks to improve educational attainment:

- **Digital:** offer essential digital skills to all learners as part of their programme of study to ensure they are equipped with transferable skills for employment
- **New T-Levels:** introduce the Engineering Design and Development – Mechanical Engineering pathway and Digital Support and Security – Cyber Security pathway in 2025/26
- **Develop digital learning opportunities** for implementation in 2024/2025 to support the large non-English speaking community to access education and training which enables them to enter the job market.
- **Deliver** the Multiply programme to 250 adults in 2024/2025.
- **Deliver** Test and Learn pilot to 300 learners in 2024/25
- **Deliver** Skills Bootcamps in priority Health, Professional Services in 2025/26

Impact on/ contribution towards skills priorities:

Young people, adults and apprentices will be able to access relevant modes of delivery enabling them to engage in programmes which are aligned to skills needs. Each curriculum area links directly to skills needs, LMI and the colleges strategic priorities. These areas will impact on skill development and labour market entrants in health, digital, science, engineering, construction, low carbon technologies, and the corporate sector.

This links to strategic pillars 1, 3 and 5

Action 7

Develop new curriculum and technical resources to deliver low carbon technologies and sustainability in construction by building a green skills innovation hub which provides hands on skills training in these priority areas;

- Renewable transport,
- Sustainability in the green energy sector,
- Health and safety in the green energy sector,
- Renewable energy technology,
- Heat source pumps (ground source pumps, water source heat pumps and air source pumps),
- understanding decarbonisation, and the fundamentals of energy.

Impact on/ contribution towards skills priorities:

This area of work has a direct impact on the low carbon, engineering, and construction sectors, and will ensure that more people are educated in these priority sectors and able to access the emergent jobs of the future.

This links to priority 1, 2, 3 and 4

Action 8

Develop an Estate Strategy 2024-2027 to include:

- Large capital investment of £12m into the college's estates and facilities (to include Capital Transformational Grant of £7.7m)
 - Ensure the development of Capital projects encompasses a collaborative, data driven and design excellence approach with strategic drivers that embrace emerging technologies, systems advancement and future evolving pedagogy.
- Improve monitoring and reduce use of energy consumption and creation of a road map to net zero
 - Adopting a holistic approach to ensure efficiencies are demonstrated over every business and curriculum areas. From smart procurement of energy suppliers, systems-based monitoring to culturally embedding sustainability with curriculum. Aligning capital expenditure to encompass sustainable technologies and incentives.
- Improve space and room utilisation
 - Aligning effective timetabling with flexible multifunctional environments and technologies, to maximise efficiencies across multiple learning environments.
- Improve the general flow through our campuses and provide more immediate and open facilities for our learners to access student support services.
 - Provide welcoming and exciting environments that enable cohesive and clear journey to and through our campus buildings that has inclusivity at its core.

Impact on/ contribution towards skills priorities:

Enables the estates and its facilities to fully support the educational aims of the college, as well as improving the well-being of staff and students..

This links to Strategic Pillars 1, 3, 4 and 5

Action 9

Develop a Medium-Term Finance Strategy to include:

- Maintain a solid medium-term financial baseline to include resources for capital investment
- Continue to review and streamline pay structure
- Aim to retain and attract quality staff through more competitive pay offer
- Improve scrutiny of curriculum contribution performances and staff utilisation
- Use benchmarking information and collaborative workings to identify efficiencies.

Impact on/ contribution towards skills priorities:

- Secured funding for ongoing investment in equipment and facilities (capital investment).
- Streamlined pay structures and competitive salaries will attract and retain top teachers.
- Optimisation of resources for skill development.
- A consistent investment in resources that enhance the skills students acquire.
- Delivery of high-quality programmes, leading to better student outcomes and the development of in-demand skills.
- Efficient resource allocation ensures programmes are tailored to meet industry needs.

This links to priority 1, 2, 3, and 5

Action 10

Develop a comprehensive People Strategy for 2025-2027 which aligns to the Strategic Plan, Strategic Behaviours, and Values. The People Strategy will include an insight informed approach to Continuous Professional Development (CPD) and industry upskilling, to ensure that vocational and technical staff skills are in line with current industrial and vocational best practice. This is most relevant in construction and the built environment, engineering, low carbon technologies, and digital. The People Strategy will directly influence the college's capacity towards developing a skilled workforce and as part of this action, will be to develop an online CPD portal which prioritises the growth sectors and the training needs of employees.

Impact on/ contribution towards skills priorities:

By creating the environment for industrial upskilling, we will not only improve the student experience and skills set but will impact positively on the quality of training and skills development in key growth areas and the contribution towards skills priorities.

This links to priority 1, 2 and 5

Our Mission

Empowering Success, Enriching Communities, Supporting Industry

SECTION SIX:

REVIEW & ACCOUNTABILITY STRUCTURE

Wirral Met College is committed to transparent, evidence-based governance. The delivery of the actions set out in this Accountability Agreement will be subject to robust review processes, led by the College's Executive Leadership Team and monitored by the Governing Body.

We have reviewed 2023–24 FE Provider Dashboard outcomes, including achievement and progression rates in key priority areas, to inform our targets for adult employability and

T Level growth. These data sets are used in curriculum review cycles and have helped shape strategic decisions around Level 1-3 provision and skills bootcamps. This informed action such as the redesign of Level 1 programmes and the expansion of green skills pathways in 2024–25.

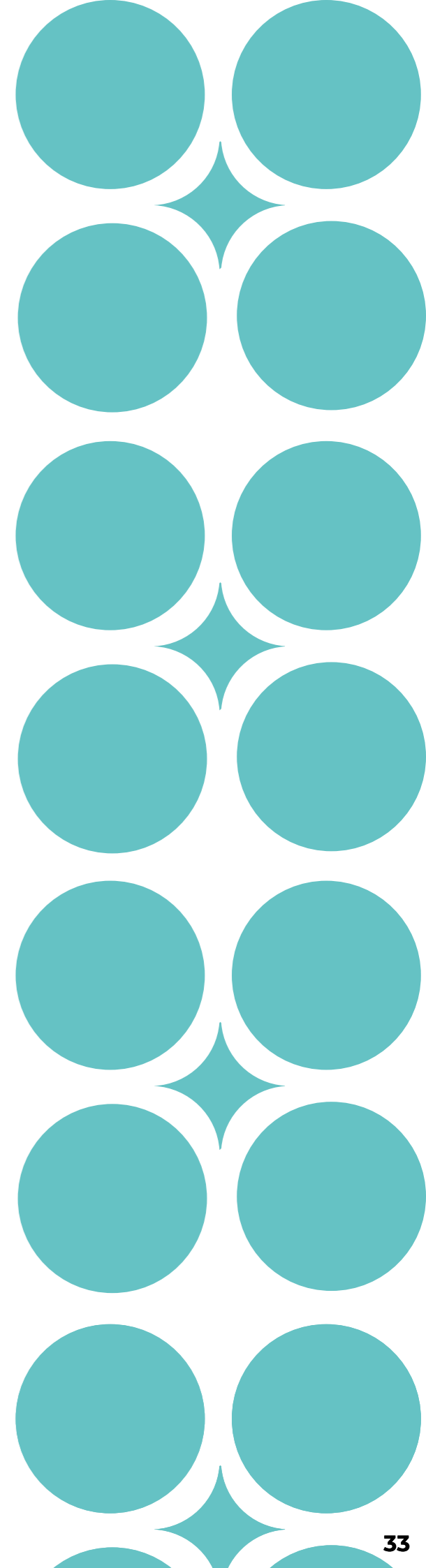
The table below outlines the mechanisms we use to monitor performance and ensure our strategy stays on track:

REVIEW MECHANISM	PURPOSE	FREQUENCY	LEAD RESPONSIBILITY
Termly Performance Monitoring	Monitor progress against KPIs across programmes and strategic actions	Termly	Vice Principal Student Experience and Vice Principal Finance and Resources
Curriculum Review Boards	Assess curriculum performance, retention, progression, and employer relevance	Quarterly	Vice Principal Curriculum
Quarterly Governing Body Reports	Provide assurance to the Board and escalate risks or underperformance	Quarterly	Executive
Use of Data Dashboards	Track real-time progress using national and internal dashboards (e.g. FE Provider Dashboard)	Ongoing	Vice Principal Student Experience
Annual Strategic Planning Cycle	Review outcomes and integrate into next year's Strategic Plan and Agreement	Annually	Principal and CEO
External Stakeholder Engagement	Ensure alignment with regional priorities and labour market needs	Ongoing	Vice Principal Curriculum

Where performance is not meeting expectations, responsive interventions will be initiated to support improvement.

In addition to internal review mechanisms, the college will continue to engage with key external partners, including the Liverpool City Region Combined Authority (LCRCA), the Employer Representative Body (ERB), the Association of Colleges (AoC LCR), and Wirral Borough Council. This ongoing engagement helps ensure our curriculum remains responsive to the changing needs of learners, employers, and the local economy.

Progress against the objectives in this Agreement will inform mid-year and end-of-year reviews and will directly influence updates to the College's Strategic Plan and future Accountability Agreements.



SECTION SEVEN: CORPORATION STATEMENT

We recognise that the Local Needs Duty and the annual Accountability Agreement are key elements within the wider skills system reforms introduced through the Skills for Jobs White Paper and further developed in national strategies such as the Skills England Report and the updated Industrial Strategy. These reforms aim to ensure that technical education and training better support young people and adults to develop the skills they need to access good jobs, while delivering improved outcomes for learners and employers.

Wirral Met College remains fully committed to fulfilling its statutory duty under Section 52B of the Further and Higher Education Act 1992, as amended by the Skills and Post-16 Education Act 2022, to keep under review how well its education and training provision meets local needs. This responsibility forms part of our broader strategic approach to supporting local, regional, and national priorities.

On behalf of Wirral Met College, it is confirmed that the Governing Body has approved this Accountability Agreement and that it fulfils the statutory Local Needs Duty under Section 52B. This approval was granted at the Board meeting on 4/6/25.

This Accountability Agreement will be published on the College's website at: wmc.ac.uk/about-us/college-documents within three months of the start of the 2025–2026 academic year, in line with Department for Education requirements.



Gill Banks
Gill Banks
CEO / Principal



Joanne Henney
Joanne Henney
Chair of Governors

SECTION EIGHT: REFERENCE SOURCES

- [Liverpool City Region Local Skills Improvement Plan \(LSIP\) – 2023](#)
- [Liverpool City Region Long Term Skills Plan – 2024](#)
- [Wirral Economic Strategy 2021–2026](#)
- [Liverpool City Region Economic Opportunities Framework](#)
- [Wirral Local Plan 2021–2037](#)
- [Wirral Supported Employment Strategy 2024–2029](#)
- [2021 Census: Household and Area-Based Deprivation Measures](#)
- [Skills England Report \(2025\)](#)
- [Industrial Strategy \(Updated 2025\)](#)
- [Plan for Growth \(UK Government\)](#)
- [Further Education White Paper – Skills for Jobs \(2021\)](#)
- [Get Britain Working White Paper](#)
- [Green Jobs Taskforce Report](#)
- [Digital Skills Strategy \(UK Government\)](#)
- [Health and Social Care Workforce Plan](#)
- [Youth Guarantee Programme](#)
- [Jobcentre Overhaul and Reform](#)

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Wirral Met College
Accountability Agreement 2025 - 2026

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