

2024

ACCOUNTABILITY ACTION PLAN

The Wigan & Leigh College Accountability Statement has been prepared in response to the Department for Education Guidance Document: Accountability Agreements for 2023 to 2024.

www.wigan-leigh.ac.uk/about/ethos-values-and-mission

We aim to position Wigan and Leigh College as a catalyst for educational, economic and social change in the North West region and the College is therefore committed to being actively involved in the economic, social and cultural development of the communities it serves.

We will work collaboratively with partners to engage all stakeholders with a part to play in achieving this ambition. Together we will innovate and seek to create opportunities for the practical benefit of the people, businesses and communities of Wigan and Leigh.

The Accountability Action Plan responds to the Local Skills Improvement Plan 2023 and January 2024 update, GM regional priorities as identified within the GM Local Skills Report & Labour Market Plan 2022 and the Wigan Council Employment & Skills Strategy 2020-2030 and Economic Strategy refresh 2023.

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1. Local Needs Duty

This year's Accountability Statement focuses on addressing the priority skills needs of local communities as identified in the Local Skills Improvement Plan and supports longer term plans to ensure that provision addresses local skills gaps, avoiding duplication through collaboration with local and sub-regional partners.

The College's Governing Board regularly reviews how Wigan and Leigh College is meeting local, regional and national skills needs through several mechanisms that enable both long-term strategic planning and ongoing oversight.

In December 2022, Ofsted found that the College makes a strong contribution to meeting skills needs, which is the highest sub-judgement that inspectors can make.

The College sets out its intent in its Annual Stakeholder Engagement Report and uses the Good Governance Institute's Stakeholder Engagement Maturity Matrix as a tool to guide and measure its development and impact in this area.

Key processes include the annual curriculum planning cycle, which ensures alignment to priority sectors and labour market demand, the development and monitoring of the College's three-year strategic plan, which takes an outward-looking approach to position the College at the forefront of changing skills needs, the Careers Strategy which provides a longer-term approach to curriculum and skills development and a dedicated Task and Finish Group of Governors who review key documents such as the local Economic Strategy, the Local Skills Improvement Plan, attend meetings with employers and report back their findings to the full Board.

As part of the College's independent external governance review undertaken between November 2023 and March 2024, the Board requested a focus on whether the College was providing the right information and the right opportunities to Governors to strategically influence how the College responds to skills needs and the Reviewer found that there is strong evidence that the Governing Board has extremely good oversight of how the College meets skills needs, locally and regionally. Examples include discussions on local skills needs at meetings of committee when reviewing curriculum development, and at Board during the Principal's update and when reviewing and approving the Accountability Statement.

A number of Governors are able, through their personal and professional experience, to challenge the Executive regarding provision for local skills, both with regard to local employers e.g. the NHS, and other stakeholders such as students with SEND. The main opportunities to shape strategy are through the Governors' Skills Review Task and Finish Group, at the strategic workshop and through Governors' own professional roles and networks.

Governors also have opportunities to develop their understanding internally through Link visits where they can discuss with curriculum staff how employers are engaged in developing the curriculum and offering student work placements. They also attend external stakeholder engagement events, for example Business Breakfasts hosted by the College and are also invited by members of the Executive to attend some stakeholder meetings with them.

In conclusion, the Review found that there is strong evidence that the Governing Board has extremely good oversight of how the College meets skills needs, locally and regionally and the impact of governance is evident through changes to strategy and through advocacy

CORPORATION STATEMENT

On behalf of the Wigan and Leigh College Governing Board, it is hereby confirmed that the Corporation conducts reviews in line with the local needs duty.

The College's annual Accountability Statement for 2024-25 sets out an agreed statement of purpose, aims and objectives as approved by the Governing Board at its meeting on 11 June 2024, alongside the approval of the College's Strategic Plan for 2024-27.

The plan will be published on the College's website within three months of the start of the new academic year and can be accessed from [this link](#).

ANN HARRISON
CHAIR OF THE BOARD OF GOVERNORS

ANNA DAWE
PRINCIPAL

2. Our Purpose

Vision

As a centre of technical educational excellence, we are committed to raising learning aspirations and helping our community thrive socially and economically.

Values

1. We are learner centred - our learners and their lifelong learning experience, well-being and safety are always our first priority.
2. We are ambitious and courageous – our creative and innovative approach focuses on the needs of our community and supports our learners to achieve excellence.
3. We are partners in the success of our organisation - through open and honest communication we challenge each other and support individual and collective development. We achieve success together.
4. We are collaborative - we work with all our partners to positively contribute to local, regional and national economic development.
5. We are inclusive - we recognise and value equality, celebrating diversity in our community.
6. We are sustainable - we are working towards a cleaner and greener environment as an anchor institution in our community.

Wigan & Leigh College is a general further education college situated in Wigan. Wigan is a town and metropolitan borough in the northwest of Greater Manchester, bordering Merseyside, Lancashire and Cheshire. As a border college, Wigan and Leigh serves a wide and varied community aligned to a local and regional footprint. We have developed our skills response to address local, regional and national socio-economic challenges and ambitions. The College is dedicated to delivering economic and social value and a pipeline of skilled talent.

The impact of de-industrialisation has created socio-economic challenges for the Wigan Borough including:

- High employment in areas that provide low paid work
- Low levels of productivity, below the average in the UK and that in Greater Manchester
- Below national average educational attainment at level 4 and above
- Low levels of social mobility

Our role as a provider of skills and technical education is pivotal in responding to these challenges. With an increased policy focus on the importance of skills, we play an important part in shaping a local economy for the future, defined by increased productivity and inclusivity. As an anchor institution with Wigan Borough, the College is vital to economic growth and community wealth. Along with local partners, we are actively engaged in delivering a co-ordinated and collaborative skills solution for our borough.

The college operates from two towns:

Wigan: where there are 4 sites, Parsons Walk, Pagefield - a dedicated Construction and Engineering centre, CATS - the Centre for Advanced Technical Studies and a new Skills Academy to be opened in September 2024

Leigh: where the college has two sites one being a dedicated adult learning centre with a recently re-purposed estate for Allied Health and Care.

Collaboration and partnership is central to everything we do. We are committed to building and extending relationships to ensure the success of our strategic vision. We operate within devolution, which provides a real opportunity to develop a co-ordinated approach to skills and training and work alongside our partner GM Colleges Group (GMCG) and Greater Manchester Combined Authority to define the devolved skills system and realise the benefits.

We have now entered a new phase of collaborative work taking place around the Local Skills Improvement Plan (LSIP) developed and delivered by Greater Manchester Chamber of Commerce. A significant skills development resulting from the LSIP was the Local Skills Improvement Fund partnership project work we delivered together with GMCG, which allowed us to develop targeted short course provision for employers in green technologies. Further collaborative work with GMCG recently launched is the Further Education Innovation Programme (FEIP) funded through Innovate UK. Greater Manchester has been asked by UK Government to pilot the Innovation Accelerator programme alongside Glasgow city-region and the West Midlands. It is a unique opportunity for local and national government and innovation agencies to work with businesses to co-design, deploy, and evaluate new approaches to place-based innovation. The programme provides a total of £100m shared across the three regions, as well as support for developing each area's innovation ecosystem.

The Greater Manchester Institute of Technology (GMiOT) opened its doors in September 2023, with Wigan & Leigh College as lead FE partner. The partnership involves a number of education partners; Ada, the national college for digital skills, Bury College, Tameside College and the University of Salford as well as our employer partners; GCHQ, Laing O'Rourke, Siemens and TalkTalk. The GMiOT is leading the way in the provision of high-quality, higher level technical education and training, with specialisms in construction, engineering, computing, creative media, business and health science sectors.

Within Wigan, we share a close partnership with Wigan Council, partner schools and sixth form colleges. We are invested in the Wigan Education Strategy and champion the role of technical education in offering opportunity and raising aspiration and achievement. We actively engage in partnerships that focus on developing place-based skills solutions such as The Wigan Skills Partnership. This collaboration with Wigan Council, Edge Hill University, Wrightington, Wigan and Leigh Teaching Hospitals NHS Foundation Trust aims to improve opportunities for Wigan residents, outlined in our civic agreement, by boosting education, health and economic prospects.

Strategic Ambitions

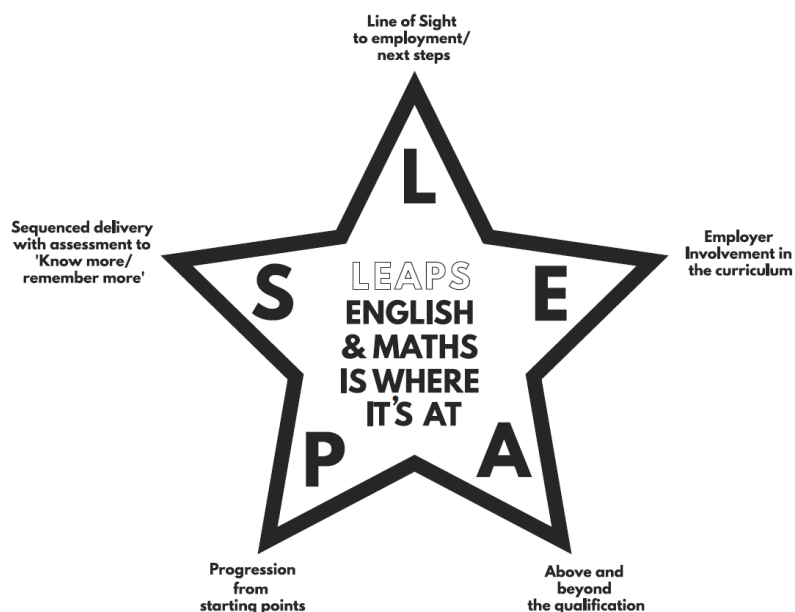
1. Quality: providing an exceptional learning experience enabling all learners to fulfil their potential through:
 - Inspirational and innovative teaching, learning and training, which [that] removes barriers to learning and raises aspiration and attainment.
 - An inclusive curriculum committed to personal development, wellbeing and resilience, that provides excellence in knowledge and skills acquisition and work readiness.
 - Highly personalised, proactive careers guidance inspiring learners to take advantage of opportunities, make informed choices and secure positive and sustained outcomes for their future.

2. Place & Productivity: as an anchor institution in our community, increase local productivity, innovation and social inclusion by:
 - Promoting understanding of the employer led integrated technical skills system within Greater Manchester to partner schools, school leavers, parent/carers and employers and raising participation rates across all types of technical education.
 - Designing an ambitious and specialised curriculum offer in response to Wigan's Economic Strategy, the Local Skills Improvement Plan and the GM Economic Vision focused on frontier skill sectors in manufacturing, health innovation, digital and creative and clean growth.
 - Increasing level 4 and above attainment rates within Wigan Borough through the Wigan and Leigh College University Centre, The GM Institute of Technology and collaborative partnerships with higher education institutes.
 - Creating a stronger, safer and healthier local community through partnership working with Wigan Council, partner schools, employers, health partners and the voluntary sector so engagement and attainment gaps are eliminated.

3. Investment for the Future: invest in the workforce, learning environment and the curriculum of the future by:
 - Investing in the development and wellbeing of our workforce, creating a sustainable, highly skilled further education staff community that recognises and prioritises the professionalism of the FE workforce.
 - Reshaping the College estate to meet the demands of future work and learning practices, responding to the climate crisis and preparing for the net-zero economy.

- Prioritising the digitalisation of learning and College business operations to promote efficiency and enhance the experience for our students and workforce.
- Create learning environments that inspire and equip students for the seamless transition into the world of work and future skills needs.

Curriculum Intent



Line of sight to employment directly or via the next stages in learning. Our curriculum planning is data informed to address local and regional need while never restricting ambition and aspiration.

Employers play an important part in the curriculum design and enhancement of programmes, ensuring that learners develop the skills, attitudes and behaviours required in the workplace.

Above and beyond the qualification we take a holistic approach to delivering a fit for purpose provision promoting **English and maths**, enrichment activity, skills, knowledge and behaviours.

Progression is a key focus of qualification design and skills development content. The starting point of learners informs the individualised nature of planning and delivery.

Sequencing of planning and provision is logical, holistic and provides opportunity for regular and varied assessment ensuring learners know more and remember more.

Learner Volumes

Our curriculum offer comprises 16-19 study programmes including supported internships, AEB and advanced learner loan provision, apprenticeship provision, including higher and degree apprenticeships and higher education. The college has seen growth in 16-18 study programmes and apprenticeship participation consistently over 6 years. 26% of 16-19 enrolments are from outside Wigan Borough. Levels of activity for 23-24 were:

	TOTAL	%
Young People	3,631	
Level 1 and below	813	22.4%
Level 2	1,070	29.5%
Level 3	1,748	48.1%

	TOTAL	%
Adults	3,197	
Level 1 and below	1,458	45.6%
Level 2	1,619	50.6%
Level 3	120	3.8%

	16-18	19-23	24+	TOTAL	%
Apprentices	1009	443	287	1,739	
Level 2	365	75	55	495	28.5%
Level 3	579	268	167	1014	58.3%
Level 4	19	40	35	94	5.4%
Level 5	46	25	21	92	5.3%
Level 6	-	35	9	44	2.5%

	TOTAL
High Needs	162

Ofsted Judgements

Judgement Type	Grade
Overall Effectiveness	2
Quality of Education	2
Behaviours & Attitudes	2
Personal Development	2
Leadership & Management	2
Education Programmes for Young People	2
Adult Learning Programmes	2
Apprenticeships	2
Provision for Learners with High Need	2
Meeting Skills Need	STRONG

3. Context & Place

Wigan Borough - The local community we serve

Wigan & Leigh College is situated in Wigan, a metropolitan borough of Greater Manchester, in North West England. With a population of approximately 330,000 residents, including 90,000 children and young people, Wigan is the second-largest and second-most populous borough in Greater Manchester and is the ninth-largest metropolitan borough (out of 36) in England, covering an area of 77 square miles (200 km²).

Wigan’s geographical location is a key strength, situated in Greater Manchester and bordering Merseyside, Lancashire and Cheshire, the borough enjoys excellent transport links in both road and rail. The borough includes the towns of Atherton, Ashton-in-Makerfield, Golborne, Hindley, Ince-in-Makerfield, Leigh and Tyldesley and the villages and suburbs of Abram, Aspull, Astley, Bryn, Hindley Green, Lowton, Mosley Common, Orrell, Pemberton, Shevington, Standish, Winstanley and Worsley Mesnes.



Wigan borough enjoys a proud industrial past and well known for its historical cotton and coal industries. Today, Wigan is home to over 9.4k businesses from a range of industry sectors. Presently,

Wigan's most dominant sectors in terms of employment are Wholesale and Retail trade, Human Health and Social Work, Manufacturing, Public Administration, Education and Construction.

Wigan Council has well-articulated ambitions to develop frontier sectors, identified in the GM Strategy, in the borough in order to attract the opportunity for higher skilled, higher paid employment. In addition, they have detailed intentions for the development of green skills for the construction sector in support of net zero social housing targets and are dedicated to supporting and igniting entrepreneurship that generates sustainable employment opportunities. There is a tangible commitment within Wigan Borough to tackling health inequalities through the development of a Health Strategy, which is clearly linked to the Council's plan for sustainable economic growth detailed in their Economic Strategy.

Wigan Borough – skills challenges and strengths

- Wigan is ranked as the 75th most deprived local authority out of the 354 local authority districts in England. 53 of Wigan's 200 neighbourhoods fall within the 10 per cent most deprived neighbourhoods in England.
- Gross Value Added (GVA) in Wigan is £5.15 billion (2021). Wigan is in the bottom two Local Authorities in GM for both output and productivity.
- The Primary Industries group, Transport & Logistics and Manufacturing sectors were the only sectors that grew on average between 2017 & 2021. In the same period, Manufacturing sector witnessed the highest growth rate and annual average growth of 25.6% and 5.7% respectively. The GVA of the health and social care sector declined the most by 27.4% since 2017.
- The gap is widening for GVA per resident in Wigan compared to UK. Wigan produces £14,446 of GVA for every person living in the borough, 42% lower than the average for the UK (£25,121). This gap has been persistent and growing over time.
- Positively, since 2010, the gap between Wigan and the UK's GVA per employee has narrowed. In 2010, Wigan's GVA per employee was 22% lower than the average for the UK. Whilst a gap remains, it has narrowed over time and in 2016, Wigan's (£38,729) GVA per employee was 19% lower than the UK average (£47,911).
- Wigan has sectoral strengths in:
 - Retail, Hospitality and Leisure 28% of employment
 - Health and Social Care 16% of employment
 - Financial, Business and Professional Services incl. ICT and Media 16% of employment
 - Construction and Property 11% of employment
 - Manufacturing 9% of employment
 - Public Services 6% of employment
 - Education 8% of employment
- Employment in Wigan is 155,700. At 28% of total employment, the Retail, Hospitality and Leisure sector is the largest employer. Between 2017 & 2021, employment in the Construction and Property sector had the highest growth at 10.1% while the Primary Industries group saw the largest decline. Despite the significant growth in the GVA of the Manufacturing sector, employment in the sector declined by 4.5% from 2017.
- Some of Wigan's lower value sectors are also predicted to expand in terms of employment: Administrative/Support and Human Health/Social Work. While these sectors are not highly productive, they are important to Wigan's economy as they provide a high amount of early employment opportunities for those which have been excluded, seeking to enter, or re-enter the labour market.

- Wigan Borough has a higher than average employment rate and a falling unemployment rate. However, closer examination of the productivity value of key sectors shows that the economy is more dependent on low value sectors. This dampens Wigan’s economic contribution as it provides comparatively low value/low wage employment.
- There are over 9,000 businesses in the borough but few large employers that can act as a catalyst for investment and growth.

Wigan – vital statistics

Indicator	Wigan	GM	UK
Population (2021)	329,759	2,868,387	67,026,292
Working Age Population (2021)	205,250	1,827,940	42,174,676
GVA (£Billion) (2022)	£5.1	£72.4	£1,921.0
GVA/Per Hour Worked (2020)	£30.1	£32.8	£35.6
Average House Price (2022)	£160,000	£192,500	£255,000
WAP Employment Rate (2021)	76.4%	71.7%	75.4%
WAP Unemployment Rate (2021)	4.0%	5.1%	3.7%
WAP Self Employment Rate (2021)	8.1%	7.9%	9.2%
WAP/Claimant Count (2022)	3.8%	4.8%	3.6%
Active Enterprise count per 10,000 (2022)	284	374	413
Average Attainment 8 Score Wigan (formerly GCSE) (2022)	47.6	TBC	48.8
WAP With No Qualifications (2019)	8.6%	9.4%	7.9%
WAP With NVQ4+	26.2%	36.6%	40.2%
NEETS as % of 16-17 Year Olds (including Not Known)	6.6%	6.9%	9.5
NEETS as % of 16-17 Year Olds (known to be NEETS)	3.3%	4.0%	2.6%

Wigan Business Base (Size)

Wigan has a strong business base; the vast majority of employers are classified as SMEs and the significant majority being Micro businesses with fewer than 10 employees

Enterprises	Wigan (no.)	Wigan (%)
Micro (0 To 9)	8,300	88.6
Small (10 To 49)	905	9.7
Medium (50 To 249)	135	1.4
Large (250+)	25	0.3

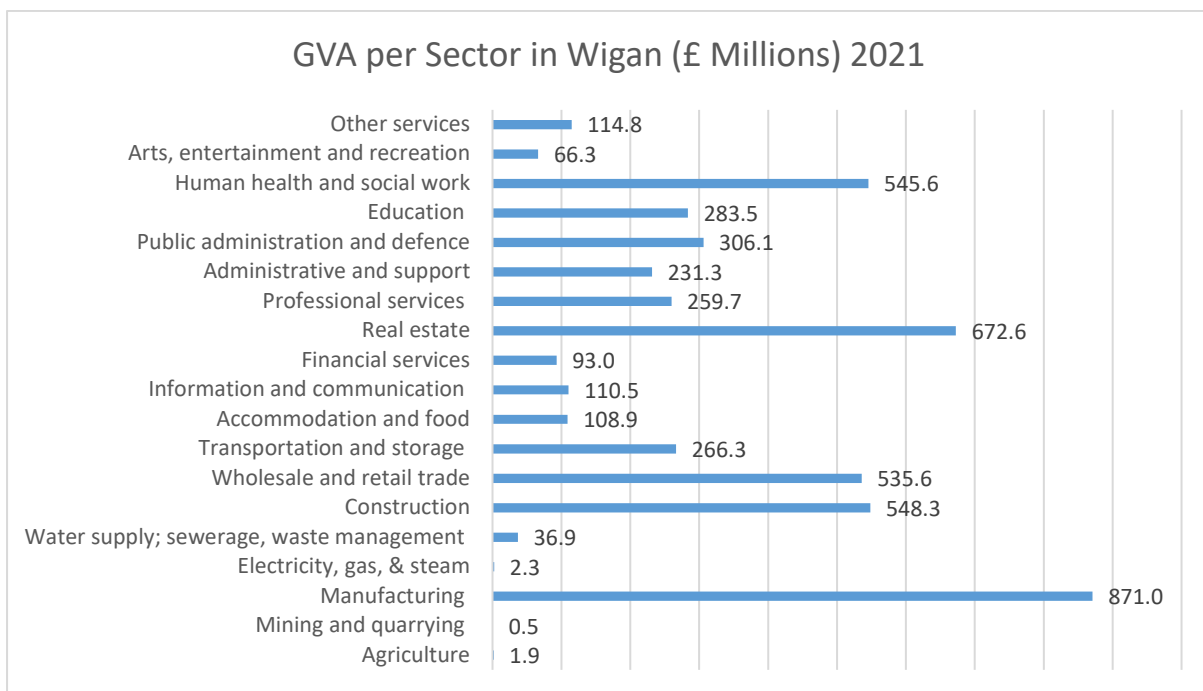
Wigan Business Base (Sectors)

- The top 10 Sectors (Position is based on total number of accounts for that sector):

Position	Sector	Number of Accounts	% of total business base
1	Retail	2496	30.73
2	Hospitality & Tourism & Leisure	625	7.70
3	Construction	616	7.58
4	Motor Trades	593	7.30
5	Miscellaneous	524	6.45
6	Health & Social Care	374	4.60
7	Manufacturing	277	3.41
8	Voluntary (Charities)	277	3.41
9	Education	254	3.13
10	Utilities	219	2.70

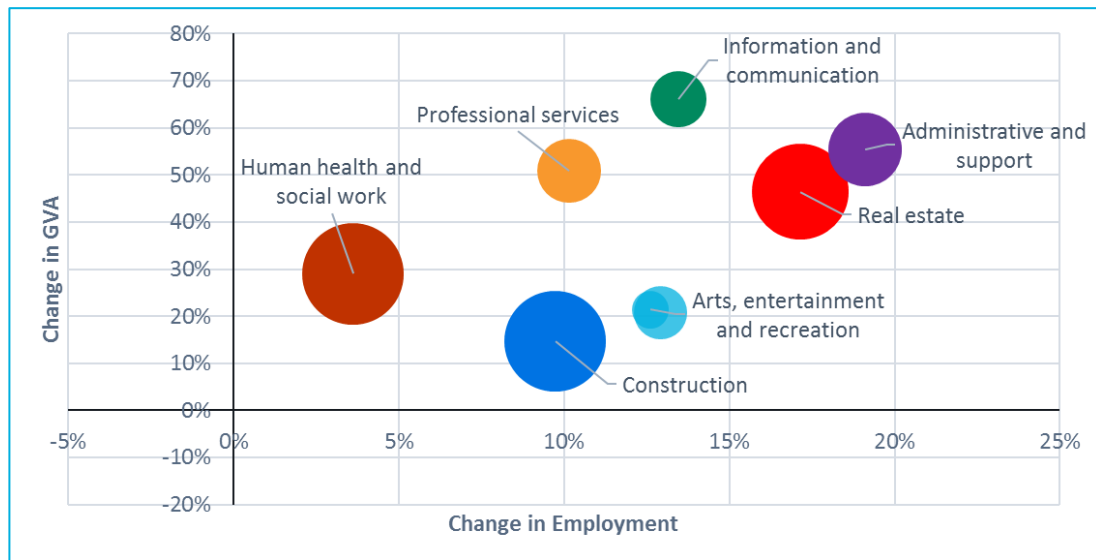
Source: SVOB Destin Solutions as of 01/04/2023

GVA per Sector in Wigan



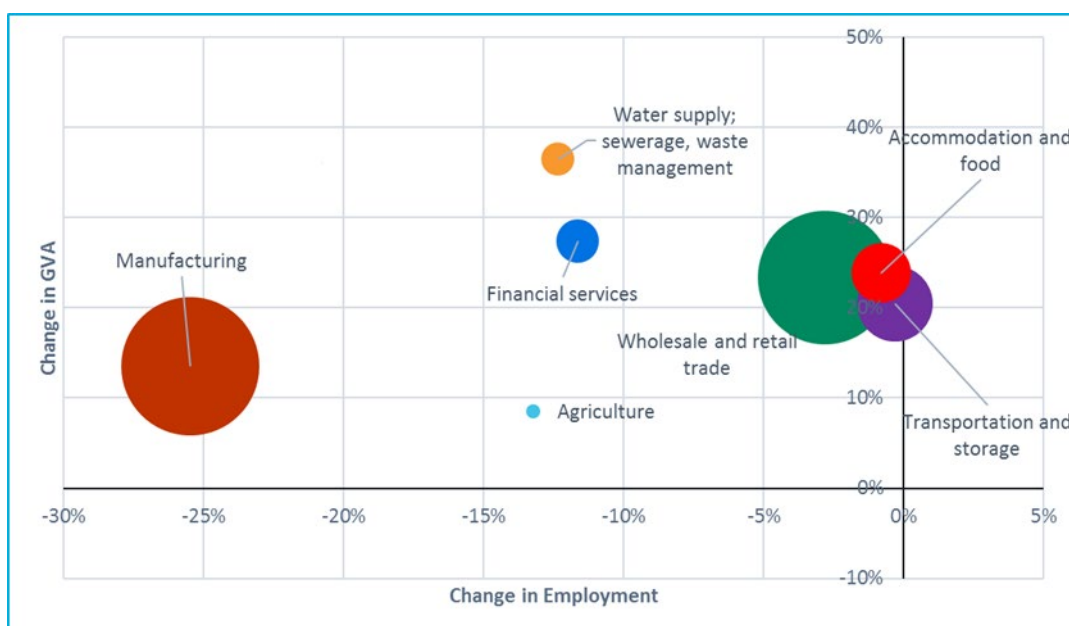
Source: Business register & Employment Survey (2021)

Forecast sectoral growth and decline - The Expanding Sectors, 2017-2035



- Adjusting Sectors are those that are becoming more productive, creating additional output but with less labour. These sectors will be important in closing Wigan’s productivity gap, yet employment losses will be a risk.
- Manufacturing, Wigan’s largest employer, is likely to see a decrease in employment between now and 2035 which presents a significant risk for the economy. As the sector sheds its workforce (for example in response to more Automation and Artificial Intelligence), it is critical that workers in the sector are seen as assets and given the right opportunities to retrain and reskill, for future jobs.

The Adjusting Sectors, 2017-2035



Wigan's employment and workforce

- Wigan has a low proportion of people employed in high value sectors and fewer holding higher level roles compared to the North West and Great Britain, conversely, there are more people in Wigan employed in lower-level roles including elementary occupations.

Employment by occupation (Jan 2023-Dec 2023)

	Wigan (No.)	Wigan (%)	NW (%)	GB (%)
Soc 2020 Major Group 1-3	69,100	48.2	51.6	52.9
1 Managers, Directors And Senior Officials	13,300	9.3	9.8	10.8
2 Professional Occupations	33,700	23.5	26.3	26.9
3 Associate Professional Occupations	22,200	15.5	15.4	15.2
Soc 2020 Major Group 4-5	30,600	21.3	18.3	18.3
4 Administrative & Secretarial Occupations	16,700	11.7	10.6	9.5
5 Skilled Trades Occupations	13,800	9.6	7.7	8.7
Soc 2020 Major Group 6-7	19,200	13.4	15.5	14.2
6 Caring, Leisure And Other Service Occupations	8,300	5.8	8.8	8.0
7 Sales And Customer Service Occs	10,900	7.6	6.6	6.2
Soc 2020 Major Group 8-9	24,600	17.1	14.6	14.6
8 Process Plant & Machine Operatives	9,500	6.6	5.7	5.4
9 Elementary Occupations	15,100	10.5	8.9	9.2

Source: NOMIS

Jobs by % Change by Key Sector 2019 - 2021

Sector	Wigan		CIPFA Stat Neighbours
	Change (Count)	% Change	% Change
Manufacturing	-2,000	-17%	3%
Construction	3,000	38%	-4%
Retail	-1,000	-8%	-10%
Accommodation & Food Services	2,000	33%	12%
Professional, Scientific & Technical	-1,000	-17%	-5%
Health	2,000	13%	8%

Source: Business register & Employment Survey (2021)

- There has been job growth recently within construction, accommodation & food services and health & social care reflecting national trends of post pandemic investment and an ageing population. However, there has been a loss of jobs in key sectors such as manufacturing, retail and professional/technical services.
- Wages in Wigan are lower than those from the North West and Great Britain.

- There is a net migration of workers out of borough. Each day, almost half of Wigan’s workers (47%) access employment elsewhere, and, in doing so, receive higher wages.

Earnings by place of residence (2023)

	Wigan (Pounds)	North West (Pounds)	Great Britain (Pounds)
Gross Weekly Pay Full-Time Workers	613.2	649.0	682.6

Unemployment and economic inactivity

- Wigan has strong levels of employment with an unemployment rate of 3.7% (lower than the NW). A high proportion of the population in Wigan is economically active (79.6%)
- Wigan has a low proportion of its population that are economically inactive (20.4%) compared to the North West and Great Britain. 90.4% of economically inactive people however, are not looking for work.

Claimant count by gender (March 2024)

	Wigan (number)	Wigan (%)	North West (%)	Great Britain (%)
All People	7,755	3.8	4.3	3.9
Males	4,765	4.7	5.2	4.5
Females	2,990	2.9	3.5	3.3

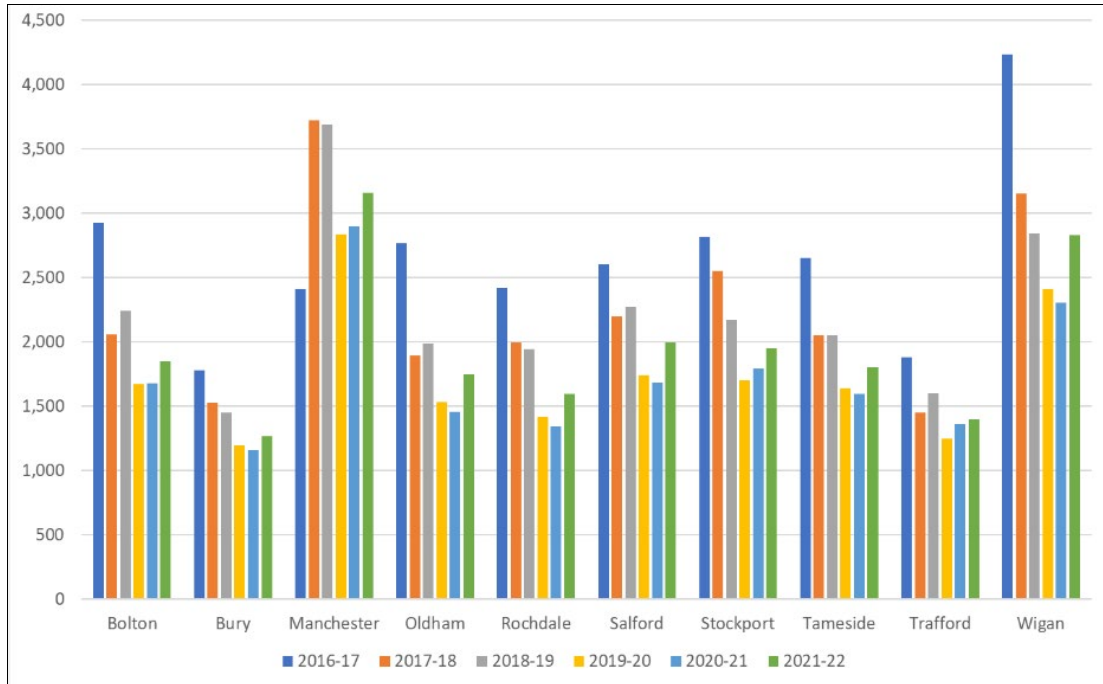
Economic inactivity (Jan 2023-Dec 2023)

	Wigan (number)	Wigan (%)	North West (%)	Great Britain (%)
All People				
Total	56,400	28.1	23.3	21.2
Student	#	#	27.2	26.8
Looking After Family/Home	11,600	20.5	17.5	19.3
Temporary Sick	#	#	2.1	1.9
Long-Term Sick	19,600	34.8	30.0	27.2
Discouraged	!	!	#	0.2
Retired	6,500	11.5	13.1	13.4
Other	#	#	10.0	11.1
Wants A Job				
Wants A Job	13,500	24.0	17.4	17.6
Does Not Want A Job				
Does Not Want A Job	42,800	76.0	82.6	82.4

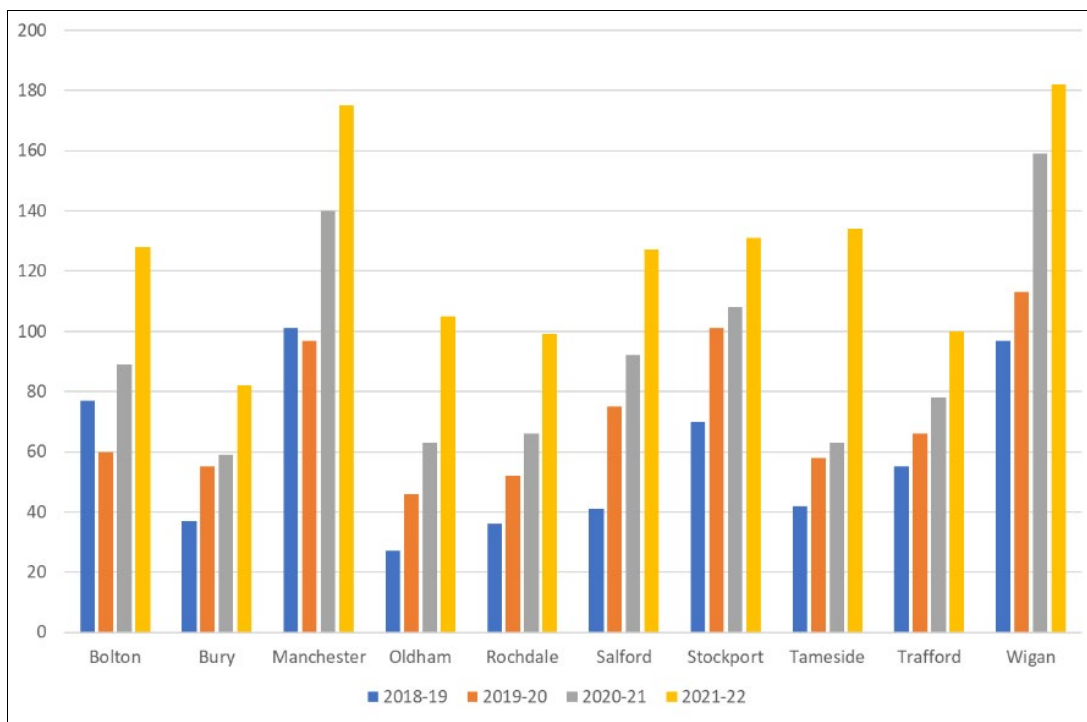
Apprenticeships

- Wigan has a higher number of apprentices than the national average (7.1% compared to 5.3%).

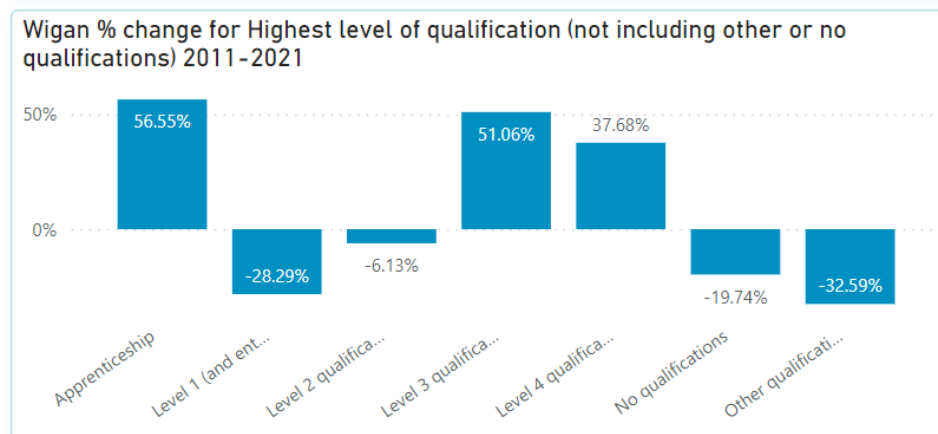
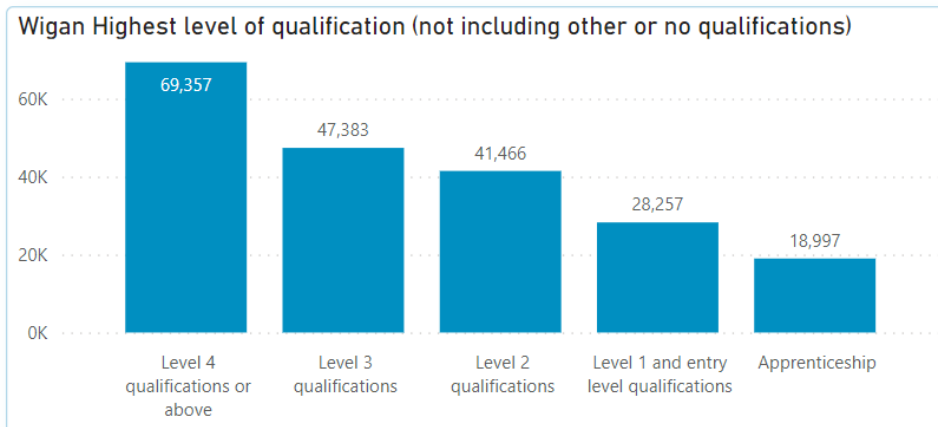
Total Apprenticeship starts by GM District



Total Degree Apprenticeship starts by GM District



Qualifications



Source: Census 2021

Updated Qualifications (Jan 2023-Dec 2023)

	Wigan (Level)	Wigan (%)	North West (%)	Great Britain (%)
RQF4 And Above	65,200	33.2	44.4	47.3
RQF3 And Above	108,100	55.1	65.8	67.8
RQF2 And Above	162,400	82.7	86.6	86.5
RQF1 And Above	172,200	87.7	89.6	89.0
Other Qualifications	#	#	3.6	4.6
No Qualifications	20,500	10.4	6.7	6.5

Source: ONS annual population survey

Greater Manchester Skills

Greater Manchester is home to around 124,000 businesses and more than 2.8m residents and encompasses ten districts: Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford, Wigan



The ten local authorities have worked closely together for many years however, with the formation of the Combined Authority, election of a Mayor, and six devolution deals signed, the city-region now has a unique set of functions, powers and levers across multiple policy areas including devolved adult skills functions and associated funding.

Greater Manchester has established a vision for an integrated labour market system that brings together education, skills, work and health, recognising that these factors are inextricably linked to strong communities, resilient citizens, and a thriving economy. The ambition of Greater Manchester is to create an integrated employment and skills eco-system which has the individual and employer at its heart, and that better responds to the needs of residents and businesses and contributes to the growth and productivity of the Greater Manchester economy; and to see an employment and skills system in Greater Manchester where:

- young people will leave the education system with the knowledge, skills, and attributes they need to succeed
- working-age adults who are out of work or who have low levels of skills will have access to the support they need to enter and sustain employment
- all adults have the chance to up-skill and progress in their careers

Greater Manchester - Skills Strengths and Needs

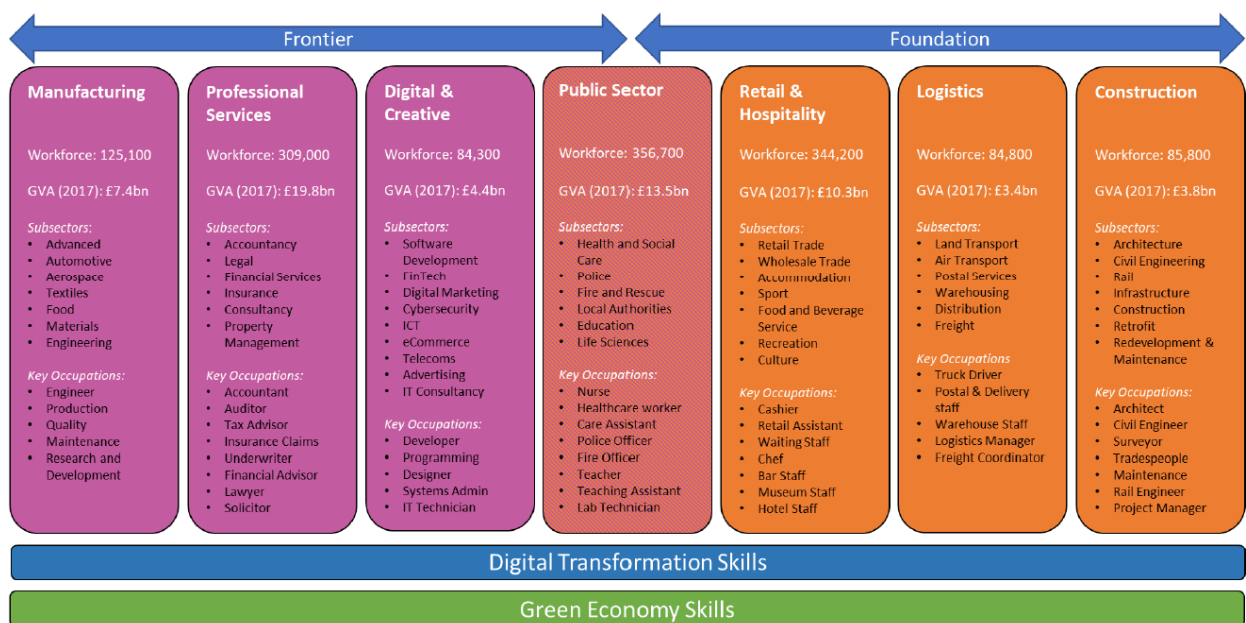
- Addressing functional numeracy, literacy, and digital skills, alongside enhancing essential skills and employability, remains a key challenge. Greater Manchester's population is lower skilled than the national average, especially in respect of the higher proportion of people with no/low qualifications and the lower proportion of residents with level 4+ qualifications.

- The 2019 Index of Multiple Deprivation (IMD) data shows, over a fifth of the neighbourhoods in Greater Manchester fall into the bottom 10% of most deprived neighbourhoods nationally in respect of employment and income.
- In terms of skills deprivation, 13% of Greater Manchester neighbourhoods fall into the bottom 10%, although this masks significant variation between districts (in Oldham, for example, 30% of neighbourhoods are amongst the most deprived on skills).
- GM has some labour market assets of national and international significance, which are driving demand for a pipeline of higher level technical skills. However, 40% of GM employment is in the foundation and service sectors, where roles are often low paid and opportunities for productivity gains and in-work progression are limited.
- These matters and inequalities more generally, were brought into sharper focus by the Covid-19 pandemic, with Greater Manchester experiencing some of the longest periods of the most severe restrictions in the country.

GM's Priority Sectors

The GM Local Industrial Strategy focuses on priority sectors; many of which also reflect national priorities:

- Four **'frontier sectors'** – those industries seen as fundamental to our future economic well-being: Health Innovation, Advanced Materials and Manufacturing, Digital, Creative & Media, and 'Clean Growth'.
- The **foundational economy** – those sectors with significant employment volumes but not necessarily productivity-transformative potential: Retail, Social Care, and Hospitality & Tourism.
- A number of **key in-demand occupations** within each sector have been identified and are summarised below.



Integrated Technical Education - City Region

In the March 2023 Spring Budget details of the new Trailblazer Devolution Deal for Greater Manchester were revealed and a brand new approach to skills provision in GM was outlined building on, amongst other areas, the Mayor's stated ambition for an Integrated Technical Education City Region. This new approach backed by devolved powers and funding has the GM LSIP at its heart and will ensure that future provision matches demand better and has the flexibility to respond quicker to employers' needs. Initiatives to promote technical education include a commitment to launch the GMBacc at key stage 4, improve employer engagement and participation in the shaping of curriculum and support for T levels and to promote apprenticeship pathways.

Greater Manchester Local Skills Improvement Plan (LSIP)

Greater Manchester Chamber of Commerce is the designated Employer Representative Body (ERB) for developing and delivering the LSIP for Greater Manchester (GM LSIP), which was developed to identify and respond to local labour market needs that can best meet the relevant needs of businesses in the different local authorities within Greater Manchester. Engagement with the LSIP process has been primarily through a business survey, employer interviews, analysis of open data from the UK's ONS and labour market intelligence sourced from Adzuna.

Approval of the LSIP was granted in August 2023 and has since been implemented within the skills system. An update to the LSIP was published in January 2024. The LSIP identified 5 strategic priorities as well as geographic priorities for each of the 10 GM districts. Sector specific priorities were also identified, which reflected current skills gaps and future demands.

1. Strategic priorities

Evidence gained through the LSIP development process identified 5 cross cutting priorities related to skills shortages and barriers to recruitment. Some of which were recognised as longstanding. These Strategic Priorities form a framework around which sector-specific skills and training can be built:

1. Basic IT/Digital Skills
2. Essential literacy, numeracy and digital skills
3. Leadership and Management
4. Net Zero/Sustainability
5. Basic, soft skills specific to the workplace

Recommendations for change

- Build a Strategic Priority Framework that supports occupation/sector specific training
- Greater focus on technical and vocational skills and training for young people
- Workforce development and upskilling must be significantly improved/enhanced
- Develop and deliver more, shorter courses to support in-work training and employee development
- Use economies of scale - build on existing collaboration
- Ensure that the local elements of the LSIP remain an integral part of the work
- Employers need to be more aware of existing provision and access points into it
- Better tracking and forecasting mechanisms built on research and analysis
- Expand involvement and engagement between employers and education
- Ensure there is sufficient funding to cover requirements for new training resources
- Improved definition and understanding of what the skills requirements are around retrofit and the expected growth in net zero

- Significant uplift in the way that careers advice and guidance is given

2. Geographic and sectoral priorities

Summary of findings for Wigan

Employment in Wigan (BRES 2021): 108,950

Sectors with the largest employment

- Health & Social Care: 17,000
- Construction: 11,000
- Retail: 11,000
- Manufacturing: 10,000
- Business administration and support services: 10,000

Largest sector in employment which marked a decline in jobs (BRES 2021)

- Manufacturing jobs decreased by 17%
- Wholesale jobs declined by 10%
- Retail jobs declined by 15%

Largest sector in employment which marked an increase in jobs (BRES 2021)

- Health jobs increased by 13%
- Business administration and Support services jobs increased 11%
- Construction jobs increased by 57%

Largest sector in employment which marked no change in jobs (BRES 2021)

- Education jobs reported no change for the year 2021.

Top 3 sectors with high Gross Value Added (GVA) according to 2020 data

- Manufacturing
- Health and Social care
- Construction

LA priorities ¹

- Logistics
- Manufacturing
- Retail
- Health and Social care
- Construction

¹ Wigan Economic Vision <https://www.wigan.gov.uk/Docs/PDF/Business/Economic-vision/Wigan-Economic-Vision.pdf>

Future investment / projects²

Wigan is part of Wigan & Bolton Growth Corridor. The key priorities for this growth cluster and the implication for employment / skills development are laid out in the table below.

Investment benefits	Development	Skills areas or job titles
Construction	Transport infrastructure, bus corridor, Motorways, rail expansion, Homes, warehouses, Future Wigan HS2 station	Civil engineers, Labourers, Site supervisors, Quantity surveyor, roofers, tile fitter, scaffolder, Plasterer, Painter, Bricklayer, ceiling fixer, Highway engineer, rail engineer
Logistics	Transport and distribution	Drivers, warehouse workers, forklift operators, Transport managers, assembly operatives
Health	Public Investment	Care workers, care assistants, Nurses
Education	Public investment	Teachers, Teaching assistant, Tutors, SEN assistant
Professional services	Health Research and innovation (biosensors, genomics and precision medicine, diagnostics, Biopharmaceuticals and application of advanced materials.)	Digital and AI transformation in health, Pharmaceutical Researcher, Bioinformatician, Epidemiologist, clinical data analyst
Green Opportunities	Green infrastructure, transport, manufacturing	Plumbers – Heat Pump, Retrofit Assessor, retrofitting coordinator, Digital skills needed for green transformation, Energy Consultants, Low carbon project manager, Electrical engineer, waste recycling management roles
Manufacturing	Advance manufacturing, Commercialisation of advanced manufacturing techniques, research on advanced manufacturing	Production operative, Software developer, Mechanical Engineer, Electrical Engineer Automotive design engineer, project engineer (materials), AI skills, production design skills

² [Greater Manchester's Growth Locations \(aboutgreatermanchester.com\)](https://www.aboutgreatermanchester.com)

Adzuna job titles

Sector	Job Titles
FBPS	<ul style="list-style-type: none"> • Software Developer • Manager • Administrator • Recruitment Consultant • Project managers • Credit manager • Accountant • HR • Business development Manager
Health and Social care	<ul style="list-style-type: none"> • Social care worker • General nurse • Healthcare assistant • Mental health nurse • Personal Trainer
Education	<ul style="list-style-type: none"> • Teaching assistants • Primary School teacher • SEN Assistant • English teacher secondary School • Cover Supervisor • Mathematics teacher
Transport and storage	<ul style="list-style-type: none"> • Warehouse worker • Cleaner • Driver
Manufacturing	<ul style="list-style-type: none"> • Production Operative • Engineer • Machine Operator • Technician • Product designer • Electrical maintenance engineer • Field service manager • Purchasing Manager
Hospitality	<ul style="list-style-type: none"> • Customer assistant • sales executive • Chef • Shift managers
Construction	<ul style="list-style-type: none"> • Quantity surveyors • Labourers • Quantity surveyors • Labourers • Site managers

Survey findings

Jobs that are difficult to recruit

Businesses were asked “*What were the job title(s) that you faced difficulties recruiting for?*”

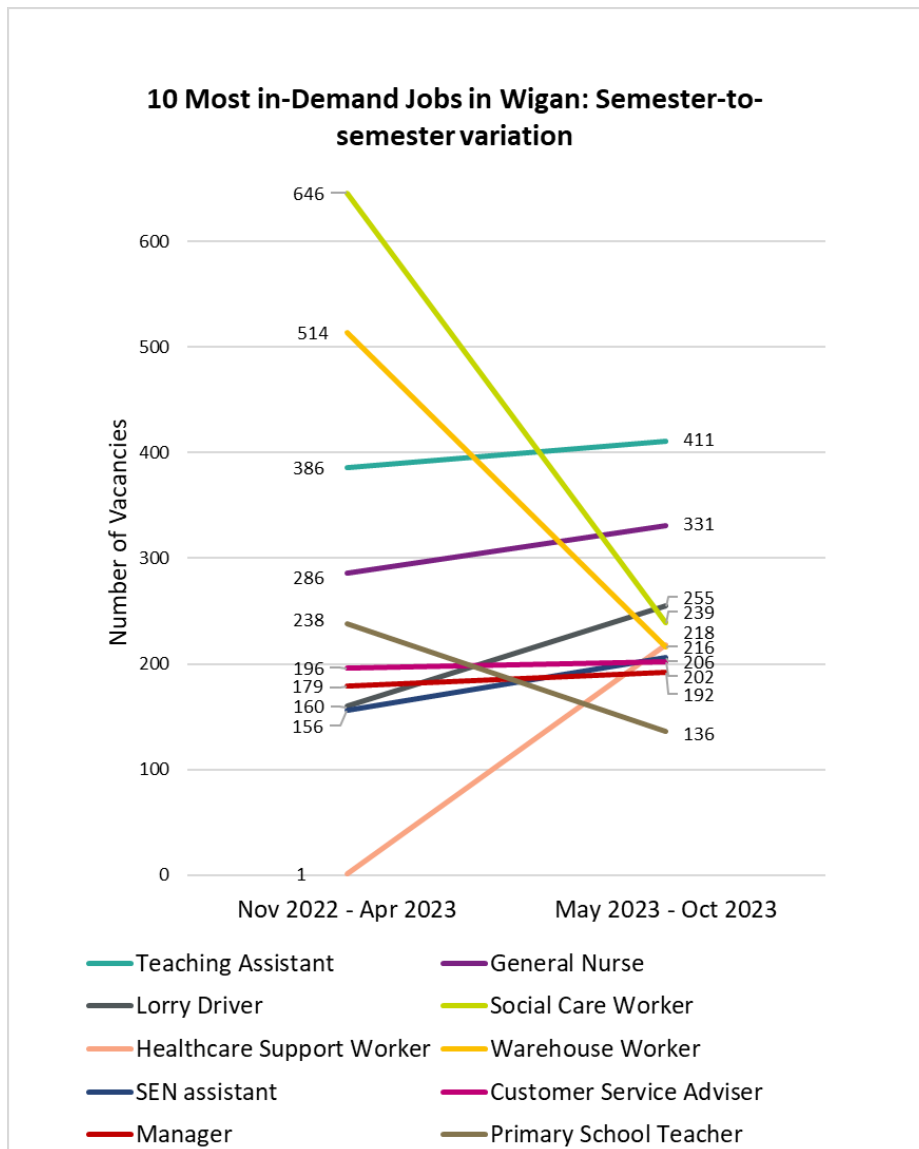
The table below shows the most cited job titles for the largest sectors in Wigan.

Sector	Job Titles
Construction	<ul style="list-style-type: none">• Construction Labourer• Project Manager• Engineer
FBPS	<ul style="list-style-type: none">• Manager• Administrator• Accountant
Health	<ul style="list-style-type: none">• Care Worker• Support Worker
Hospitality	<ul style="list-style-type: none">• Manager• Chef
Manufacturing	<ul style="list-style-type: none">• Production Operative• Welder• Engineer

Local area vacancy update – LSIP Jan 2024

There were 20,299 job vacancies in Wigan from May 2023-October 2023. There were 3.9% more vacancies in this period compared to the previous one - November 2022-April 2023 - when 19,531 vacancies were recorded. The rise in vacancies in Wigan was mild compared to that of other Local Authority areas. Wigan saw a moderate increase in the median salary. It rose from £28,929 in November 2022-April 2023 to £29,399 in May 2023-October 2023, marking a 1.6% increase.

The most in-demand jobs in Wigan were a combination of teaching, health, social care and logistics roles. The job titles with the highest volume of vacancies were teaching assistant (411), general nurse (331), lorry driver (255), social care worker (239), healthcare support worker (218), warehouse worker (216), SEN assistant (206), customer service adviser (202), manager (192) and primary school teacher (136). The number of vacancies for most of these roles rose from one period to the other. However, the number of vacancies decreased for social care workers, warehouse workers and primary school teachers.



Key causes of recruitment difficulties

Businesses were asked “What are the main reasons why you are facing recruitment difficulties?” The top reasons were:

- Low number of applicants with the required skills
 - Not enough people interested in doing this type of job
 - Lack of qualifications the company needs
-
- 71% of businesses in Wigan reported recruitment difficulties making it the local authority area with the third highest level of recruitment problems in Greater Manchester. Difficulties revolved around ‘skilled and technical’ and ‘professional/managerial roles’, with 42.4% and 30.4% of businesses saying such roles were hard to fill. This was followed by ‘clerical’ (22.8%) and ‘unskilled and semi-skilled’ (20.7%). Notably, recruitment difficulties were elevated for all types of roles.

- *Skills shortages amongst candidates in Wigan were similar to that of Greater Manchester. “Specialist skills/knowledge to perform the role” was the most difficult technical skill to find in candidates, with 43% of respondents reporting this.*
- *In second and third came “reading and understanding operating instructions” (27.8%) and “knowledge of products/services offered by their organisation” (26.6%).*
- *Regarding soft skills, “ability to manage own time and prioritise own tasks” (45.6%, 36), “managing own feelings or the feelings of others” (26.6%) and “team working” (25.3%) were the hardest to get from candidates.*
- *Employers in Wigan required “reading and understanding operating instructions” and “team working” in higher proportions than the overall Greater Manchester average.*
- *The training area of greatest interest was “basic functional skills for business”, with 27.7% of businesses indicating they would provide this type of training to their staff. This was followed by “soft skills” (25.2%), “customer service” (23.9%) and “digital marketing” (20.6%). “Business leadership and management” came fifth but it was less popular in Wigan than in the other local authorities.*

Recommendations

1. The manufacturing sector is one of the priority areas in Wigan with food and drinks manufacturing being a particular strength. Research conducted for the development of the LSIP identified numerous labour and skills shortages in the manufacturing and engineering sector. For example, survey respondents identified that trained welders and engineering fitters were extremely difficult to recruit across multiple LAs in GM. Current training provision in the borough includes courses for metal fabricators, engineering technicians, fitters etc. Expanding this offer could address the shortages reported by employers in not only Wigan but also employers in other parts of GM.
2. Linked to the above is an increasing demand for reskilling from one role to another especially around the move away from ‘heavy’ industry, engineering and other roles in ‘decline’. The availability of workers with skills in operating advanced machinery and using hand/power tools means they could work in the construction, logistics and manufacturing sectors. Job roles such as steel fabrication and welding are in demand and the combination of existing soft skills, experience and new skills taught through new courses will mean new roles are accessible.
3. The manufacturing sector is expected to undergo largescale digitalisation and the adoption of automotive technologies including robotics is set to increase further. Future training in manufacturing will need to include computing, IoT sensors and manufacturing data analytics.
4. With construction activity needing to ramp up for future investment projects, demand for all construction trades is likely to go up. This includes the skills needed for house building but also for commercial and office space development - for e.g., structural and steel erecting.

5. The LSIP survey showed that bricklayers amongst other traditional trade roles in construction were both in demand and difficult to recruit. There are vocational qualifications and apprenticeships in this area and considering the number of house building projects, provision must be maintained and even expanded.
6. The Construction Pipeline Analysis shows that there is demand for workers in woodwork trades, plasterers etc. Although there is provision in the borough for carpentry and joinery, there is a potential gap for advanced content tailored to building envelop and carbon neutrality. This could also apply to roles in painting and decorating.
7. Overall, there appears to be ample provision available for “construction crafts/construction studies” which will help towards the massive 12% increase in employment in the last 5 years. With construction being one of the three biggest contributors to GVA and a priority for this local authority, this should remain constant. These courses should, increasingly, implement technology influencing factors such as the growth of solar energy and energy regulation, computer literacy with regards to architecture/engineering and green skills.
8. There are currently many courses in Health & Social Care, an area that is likely to see a lot of demand given the estimated increase in population of older age groups. Current provision covers level 1 to degree level. However, updating the curriculum to cater to the growth of technology in hospitals and health facilities should be considered.
9. Within Health & Social Care, there will need to be training in technology-based skills to build fluidity between different care providers. Technology is underutilized in the care professions and many still operate on paper. Implementing IT into the care sector will mean smoother communication and an increase in transferable skills such as working with smart technology.
10. Management roles are in demand for many sectors including construction and manufacturing which are both priority sectors and 2/3 of the biggest contributors to GVA. Due to the broad nature of the role of management, courses should be implemented to teach more specific duties and skills tailored for the respective industry. This could be warehouse management and site management which will teach existing management soft skills along with specific industry management skills. These should also contain awareness of green skills such as waste management and energy consciousness to contribute to meeting net zero targets.

4. Stakeholder engagement and collaboration

Wigan and Leigh College is committed to the needs of all stakeholders and understands the importance of listening and responding to their views and ambitions for the College and its students. This commitment is clearly articulated in our vision, mission and strategic ambitions, which were developed through consultation with internal and external stakeholders. They detail a commitment to partnership, collaborative working and engagement in pursuit of informed curriculum planning aligned to local skills needs.

The college has developed a rigorous, impactful and systemic approach to stakeholder engagement over many years. Leaders set high expectations of all staff in relation to engagement, collaboration and partnership in order to assure the relevance, currency and quality of our offer with a clear focus on the avoidance of duplication. The College's approach to stakeholder engagement seeks to:

- Identify the college's wide range of stakeholders
- Understand our stakeholders' needs and their potential to influence the College
- Provide a framework for managing our relationships with stakeholders that delivers collaboration, partnership and external influence on offer
- Deliver mechanisms for feedback on the quality and impact of our service

We have shaped our methodology to respond to the guiding principles laid out in two key documents: The Governors' Council Code of Good Governance for English Colleges (Section 5: Responsiveness) and the Stakeholder engagement maturity matrix, recently published by the Good Governance Institute.

The College's Stakeholder Engagement Report, which is approved by governors annually, details our approach to stakeholder engagement and uses interest/influence mapping and stakeholder maturity matrix to direct our response and map and assess our current key competencies. The report presents the College's stakeholders, which are organised into 2 groups: Internal/External and separately Skills Stakeholders (Civic, Community, Employer, Education) as detailed in the enhanced inspection guidance from Ofsted. Stakeholders are organised into priority groups and our strategic response to each is detailed including our methods for relationship management and development, strategic management, engagement systems, processes and procedures and feedback and improvement mechanisms.

Wigan & Leigh College addresses local, regional and national skills needs via a range of stakeholder engagement and shared planning activities including:

- Delivery of the Wigan Employment & Skills Strategy and Wigan Education Strategy
- Active membership of the Wigan Enterprise Board
- Active membership of the Greater Manchester Colleges Group, chaired by Wigan and Leigh College's Principal
- Lead FE partner in the GM Institute of Technology
- Active engagement in collaboration and strong partnership working with local and regional stakeholders

Strategic Partners and Key Stakeholders

Civic	Key stakeholders include: Wigan Borough Council, Greater Manchester Combined Authority, Greater Manchester Chamber of Commerce, Local MPS and Elected representatives, DWP and JCP, the ESFA and DfE.
Community	Key stakeholders including stakeholder groups include: Community Wealth Building partnership; Community Health Building partnership; Leigh sports village; Wigan Youth Zone; Haigh Hall; Groundwork; Platt Bridge Community Zone; Local Primary and High Schools; Wigan Family Welfare; Wigan Borough Council community, culture and arts teams.
Education	Key stakeholders and providers include: College Governors; Greater Manchester Colleges group; partner high schools including primary and nursery schools; local 6 th form Colleges (Wigan College's Partnership) and Training providers; The Careers and Enterprise Company & GM Careers Hub; Universities including key partners: Edge Hill University (Education Skills Partnership), Salford University (GM IoT); Wigan Borough Councils education teams.
Employers	We have extensive employer relationships throughout the North West which includes 1000+ companies across key sectors including large corporates such as Sellafield Limited, Electricity North West Limited, KraftHeinz and a host of local authorities and NHS Trusts, including Wigan Borough Council and Wrightington Wigan and Leigh NHS Trust as well as supporting a high numbers of small, medium and micro sized businesses, representing 97% of our employers overall.

5. Accountability Action Plan

5.1. 23/24 Update

Aim/Objective	Key Action /Impact 2023-24	Update
<p>AA1: Further expand on T level study programme pathways and transition pathways</p>	<ul style="list-style-type: none"> • Introduce new T level programmes for Sept'23 in Accounting and Construction and the Built Environment • Ensure Level 2 progression pathways including T Level transition programmes into all pathways: Digital, Health and Science, Accounting, Education, Design and Surveying, Construction and the Built Environment • Trial revised entry criteria and develop maths/English (M/E) resit model for T level students 	<ul style="list-style-type: none"> • 218 T level students enrolled in 23-24 • New T level programmes in Accounting and Construction and the Built Environment commenced • New level 2 programme offer established in Electrical Engineering, Civils • T level students enrolled on revised entry criteria. 57% achieved grade 4 in M/E in November resit. Awaiting results from summer exam session.
<p>AA2: Further increase focus on 'softer-skills' and work ready accreditation programmes including literacy and numeracy (M/E) across the curriculum</p>	<ul style="list-style-type: none"> • Embed revised M/E strategy around autumn/summer examination series to further improve on 22/23 performance data. • Pilot of flexible support offered by Yippi Yap to be more broadly offered across study programme curriculum to support maths in GCSE and Functional Skills. • Expand delivery of CSCS training and accreditation for on-site construction including expansion of CSCS training programme with Job Centre Plus (AEB funding). • Pilot delivery of enterprise and entrepreneurship programme with a specific focus on Level 2 	<ul style="list-style-type: none"> • 666 16-18 students undertook November resit and 31% (207 students) achieved grade 4 in M/E. • Additional support and 1:1 tutoring in M/E delivered to 270 students. Waiting for results. • 165 construction students have completed CSCS card qualification. A further 37 due to complete by end of year. • Teams building, skills development and self-confidence development tracked through learner voice and feedback. Programme of targeted residentials, guest speakers (employer/motivational) and bespoke

	<p>occupational study programmes and 19+ students.</p> <ul style="list-style-type: none"> • Introduction of comprehensive career passport programme, for learners and apprentices, to evidence employability including CV writing, interview practice and communication, teamwork and problem solving. • 16-19 skills tracker to be extended to FT discrete adult provision at all levels. <p><i>(commitment to core qualifications remains and curriculum intent does not alter – unnecessary non-reg and award accreditation will not be utilised)</i></p>	<p>enrichment and enhancement activities implemented.</p> <ul style="list-style-type: none"> • Entrepreneurship training and development delivered to Level 2 study programmes and adult provision and ESOL. • Careers passport was launched in the autumn term and is currently in use by the student body. The careers passport programme maps across to ILP's, Tutorial scheme of work and careers strategy.
<p>AA3: In partnership with Wigan Council increase AEB engagement and progression and further develop a fully integrated community AEB offer that:</p> <ul style="list-style-type: none"> (i) Reduces the % of Wigan residents that have no qualification (ii) Increases level 3 qualification attainment levels (iii) Targets employability and 'back to work' programmes in skill shortage areas 	<ul style="list-style-type: none"> • Launch community learning and AEB delivery in off-site venues specifically targeted at Ince, Pemberton, Worsley Mesnes and Atherton. • Extend place based delivery in Job Centres and further expand 'fast-track' referral system to college provision. • Build on established SWAP programmes in community care, health, retail and construction. • Extend Care Leavers Skills Passport programme and expand engagement of employer organisations in-borough. • Repeat pilot recruitment (Step into) programmes in Teaching Assistants, Care Assistants, Business administration and food manufacturing utilising GM AEB funding flexibilities and NSF. • Launch a wider Level 3 adult programme offer in health, construction, SEND Teaching Assistant, Residential Childcare, Social Work, engineering and hair and beauty commencing in September'23. This will align with a revised 	<ul style="list-style-type: none"> • Adult participation rates increased from 5,586 enrolments to 6,304. 115% utilisation of GM devolved budget and increase in national AEB activity from £168,210 to £247,075. • Targeted Community provision being delivered in a number of venues including Wigan Central, Platt Bridge, Ince and Higher Fold. • SWAP/Step into programmes delivered in 4 sectors: Residential Children's Care; Adult Social Care; Non clinical WWL roles; Care Navigators (Administration); Teaching Assistants; Food manufacturing SWAP and Early Years Step into programme pending. • Care Leaver 'Traineeship' has commenced and the programme has been adopted by further employer partners. • Level 3 participation rates increased from 539 to 591. (£224,217 to £265,951). Level 3 programmes extended: <ul style="list-style-type: none"> ○ Work based offer now in place for Residential Children's Care, Adult Care and Early Years.

	<p>internal progression strategy from Level 2 and an increased internal progression target of 60%.</p> <ul style="list-style-type: none"> • Joint staff development and quality monitoring activity to be undertaken with Wigan Council across joint provision. 	<ul style="list-style-type: none"> ○ Discrete adult Welding Level 2 delivered in 23/24 to allow progression to a Level 3 programme planned for September. ○ Work based Electrical 18th Edition delivery established with employer partners. ○ Multi skill Engineering programme now being delivered with developed for Kraft Heinz now also delivered to an increased number of employer partners utilising GM flexible funding.
<p>AA4: Increase level 4+ attainment rates within Wigan Borough</p>	<ul style="list-style-type: none"> • Launch of GM Institute of Technology will see expansion of current Level 4-6 offer in STEM subjects. New HTQs and higher and degree apprenticeships in Construction Management, Quantity Surveying and Digital Pathways will be added to existing specialisms in manufacturing and power engineering and construction. • IAG programme to be launched with partner schools focusing on Level 4-6 technical pathways supported by GM Higher and Institute of Technology outreach programme. • Wigan Skills Partnership to expand place based HE offer through Wigan and Leigh University Centre and Edge Hill University offer including expansion of on-site PT Primary Teaching degree delivered by EHU and HNC/D in Counselling. 	<ul style="list-style-type: none"> • Activity at Level 4-5 has increased from 480 enrolments to 673. • New courses in Construction Management, Quantity Surveying & Civil Engineering have commenced. • Targeted outreach activity has resulted in 900 yr13 engagements. • PT Primary Teaching degree commenced and accredited counselling provision at level 4+ due to commence Sept'24.
<p>AA5: Provide employer led skills/workforce curriculum response to following key sectors:</p> <ul style="list-style-type: none"> • Health and Care 	<ul style="list-style-type: none"> • Expand employer led accreditation through renewal of IET accreditation, expansion to IMechE and NSAN/NCN (Nuclear) accreditation and working in partnership with NSAFDM following recent accreditation in food and drink manufacturing. 	<ul style="list-style-type: none"> • Bespoke Food and Drink multi-skills programme developed and delivered with partner employers. Devolved funding flexibilities secured and GM approach to programme roll-out being developed. • Health programme offer developed in:

<ul style="list-style-type: none"> • Manufacturing and electrical engineering • Construction • Education • Digital 	<ul style="list-style-type: none"> • Working with Wigan Skills Partnership and led by Wigan Council develop the Wigan Care Academy building on current programme with WWL and expanding to primary care and community based services including health, care, social work and counselling. • Further develop and embed the new Teaching and Learning Academy with a specific focus on vocational updating in engineering, construction and green technologies. Delivering teaching capacity across the curriculum for frontier sectors with a specific focus on STEM in particular manufacturing and power engineering. The Academy will also lead on the development of pedagogical practice in all strands of the education curriculum (teaching, early years and teaching assistants) • Through the GMIoT roll-out short-courses developed through SDF project in sustainable energy. 	<ul style="list-style-type: none"> ○ Primary Care: Step into Care Navigator Programme; ○ Secondary Care: Higher Development Award programme, Step into bespoke programme for WWL; Senior HealthCare Assistants (Senior HealthCare Support Worker Apprenticeship for WWL’s Theatre, Midwifery, Radiology and Adult Nursing staff); ○ Social Care and Social Work: Step into Care and Step into Residential Children’s Care for Wigan Borough Council providers. Access to Social Work programme launched; ○ Counselling: Courses now offered from Level 2 to 4, in partnership with Wigan Family Welfare. • Specialist HSC facility developed with partners at Leigh Adult Learning Centre. Wigan Skills Partnership developing curriculum as part of wider Wigan Care Academy and delivery will commence in Sept’24. • Lead College for LSIF programme and project lead for FE workforce and staff development. • Short course development in Engineering and Construction developed through LSIF programme. Delivery commencing Sept’24. • Residential Childcare programme developed in partnership with Wigan Council. Programme has now secured DfE funding for RIPP project. • CAVE technology being developed as part of LSIF project but also working with partner employers in electrical engineering.
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<p>AA6: As an anchor institution within the borough of Wigan the College will actively engage and provide leadership in skills development with the intention of improving GVA and productivity, raising qualification attainment levels and helping to deliver the Wigan Economic Strategy.</p>	<ul style="list-style-type: none"> • Collaborate effectively with education partners in Wigan and across GM through the Wigan Education Partnership and the GM Colleges partnership. • Through the GM Colleges partnership actively engage with the development of the GM integrated technical skills system. • Work collaboratively with the Wigan Borough Council and the Education Skills Partnership to impact positively on the economic opportunities and life chances within the borough. • Through our curriculum intent provide a comprehensive curriculum offer for employers via study programmes, apprenticeship training, AEB activity and higher education, ensuring that the needs of current employers are being met as well as helping attract new higher skilled employment opportunities. 	<ul style="list-style-type: none"> • AEB offer developed in conjunction with Wigan Council to provide integrated adult skills offer within Wigan Borough. • As part of GM Colleges LSIF project has been successfully delivered (yr1) and Innovate UK - FE Innovation Fund has been secured and delivery is underway. • Programmes developed and delivered in partnership with employers and Wigan Council have included the Care Leavers Programme and the Elected Home Educated M/E pilot.
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5.2. 24/25 Action Plan

Aim/Objective	Key Action /Impact 2024-25	Completion Date
<p>AA1: Deliver a responsive 16-18 study programme curriculum that:</p> <ul style="list-style-type: none"> • Expands T level delivery • Responds to curriculum reform • Prioritises soft-skills and employability 	<ul style="list-style-type: none"> • Introduce new T level programmes for Sept'24 in Mechanical and Electrical Engineering, Animal Management and Craft and Design. T level numbers will increase from 218 to a targeted 322. • Enrol to T levels with new entry qualification requirements around M/E enabling key stage 4 students wider access to level 3 T level study. • T Level roll out continuing where the offer is right and meets student need. • English and maths one to one tuition for T Level learners; support to be delivered to 20 learners. • Increased focus on Industry Placements to develop scale and quality. • CSCS card attached to Level 2 Construction qualifications. • Licence to practice attached to Level 2 Early Years qualifications. • AAQ specifications and A Level pathways reviewed and AAQ pathways introduced in 2025. • Technical education in schools Engineering Level 2 pilot. • Upscale maths teaching capacity for increase in entitlement in September'25. Initially filling vacancies and then investing in additional posts. 8 additional maths teachers to be recruited. 	<p>October'24</p> <p>October'24</p> <p>On-going</p> <p>May'25</p> <p>On-going</p> <p>July'25</p> <p>On-going</p> <p>September'25</p> <p>June'25</p> <p>On-going</p>
<p>AA2: Deliver learning opportunities for young people that:</p>	<ul style="list-style-type: none"> • Further increase 16-18 apprenticeship participation rates for the fourth year running. Increase starts from 421 in 23/24 to 496 in 24/25 with a specific focus on engineering and construction sectors. • Expand bespoke care leavers programme working in partnership with Wigan Council. • Expand provision in the following areas: 	<p>July'25</p> <p>On-going</p>

<ul style="list-style-type: none"> • Respond to an increased 16-18 demographic • Reduces NEET • Provides targeted curriculum solutions for the most vulnerable in our community 	<ul style="list-style-type: none"> ○ Increase enrolment in Foundation Studies from 283 to 352 ○ Expand ESOL study programme from 64 enrolments to 78. ○ Expand Pre-Apprenticeship and pre-employment programmes from 7 cohorts to 8. • Secure additional premises for expansion in the delivery of study programme construction trades to meet increased demand for brickwork, plastering, electrical installation, painting and decorating including apprenticeship provision (capacity 250 students). • Following on from pilot expand Elected Home Educated maths and English programme for yrs10-11 increasing enrolments from 35 to 50. 	<p>July'25</p> <p>September'24</p> <p>January'25</p>
<p>AA3: Utilising all funding streams, develop and deliver training solutions to respond to workforce/skills shortages in:</p> <ul style="list-style-type: none"> • Health • Engineering • Green technologies • Education 	<ul style="list-style-type: none"> • Launch Leigh Adult Learning Health Care Academy in collaboration with partners (Wrightington Wigan & Leigh Hospital Trust, Wigan Council, Edge Hill University). Complementing Centre of Excellence based in Wigan with a specific focus on primary, community, domiciliary and mental health care. • Deliver DfE RIPP (Regional Improvement Plan Pilot) Children's Sufficiency Programme in collaboration with Wigan Council to develop workforce training for residential childcare. Wigan and Leigh College will be the lead provider in GM and will develop network of provision. • Expand apprenticeship provision in health and care with a specific focus on Primary Care – Pharmacy and Optometry and Senior HealthCare Support workers in Midwifery, Theatre, Adult Nursing, Radiology. • Working collaboratively with GM Combined Authority and National Skills Academy in Food & Drink Manufacturing develop GM roll out model for college developed bespoke multi-skills engineering programme targeted at food and drink manufacturers. • Launch new Manufacturing Academy as part of the Centre of Excellence in Engineering, expanding higher level technical programmes in engineering and further extending specialisation in power including new technologies. • Deliver new short provision developed as part of Local Skills Improvement Fund. This will focus on green technologies in engineering and construction. 	<p>On-going</p> <p>April'25</p> <p>July'25</p> <p>On-going</p> <p>On-going</p> <p>July'25</p>

<p>AA4: In partnership with Wigan Council increase AEB engagement and progression and further develop a fully integrated community AEB offer that:</p> <p>(iv) Reduces the % of Wigan residents that have no qualification</p> <p>(v) Increases level 3 qualification attainment levels</p> <p>Target employability and 'back to work' programmes in skill shortage areas</p>	<ul style="list-style-type: none"> • Increase 16-18 participation rates from 3,161 in 23/24 to 3,240 in 24/25. Over delivery of core GM AEB budget will be repeated with funding activity staying within tolerance of allocation. Additional activity will be Level 3 and GM flexibility programmes. • Increase use of devolved flexibilities and L3 flexibilities to fund bespoke employer courses and priority area provision e.g. engineering (multi-skills), residential childcare, early years, teaching assistants and welding. • Extend Care Leavers Skills Passport programme and expand engagement of employer organisations in-borough • Manage growth in ESOL provision with recruitment and programme start dates each month and through the GM ESOL Advisory Pathways officer post maximise retention and progression. Implement a revised strategy to progression from ESOL programmes to level 2 study. • New level 3 programmes in Early Years, Welding, Electric Vehicle Charging, Battery Storage and Solar Photo Voltaic; Digitalisation of HealthCare to commence in September'24. • On-line learning offer to be reduced and curriculum to focus on Health & Care related courses. 	<p>July'25</p> <p>July'25</p> <p>On-going</p> <p>On-going</p> <p>October'24</p> <p>September'24</p>
<p>AA5: Increase level 4+ attainment rates within Wigan Borough</p>	<ul style="list-style-type: none"> • Increasing classroom based HE activity from 319 enrolment to 431. • Expand GM Institute of Technology course offer with the introduction new programmes including: HTQ/HNC Automation and Control for England; HTQ/HNC Electrical Systems Engineering for England; HTQ/HNC Mechanical Engineering for England; HTQ/HND Digital Technologies (Artificial Intelligence Solutions and Applications) some of these will enhance higher and degree apprenticeships' content. This will meet the enrolment target of 172 in 24/25 increasing from 162 in 23/24. • Raise awareness of level 4/5 higher level study opportunity through: <ul style="list-style-type: none"> ○ Increasing access to local provision through the Civic University Agreement with Edge Hill University increasing numbers on the PT Primary Teaching Degree and higher level counselling provision. 	<p>October'24</p> <p>Ongoing</p> <p>On-going</p>

	<ul style="list-style-type: none"> ○ Working collaboratively through the GM Institute of Technology to develop a robust strategy to CEIAG and remaining a key partner in the development of the Wigan Borough Higher Education Careers Fair. ○ Promoting new LSIF short courses including: Level 5 Lean Manufacturing and Level 4 Award in Diagnosis and Rectification of Faults in Electric and Hybrid Vehicles. ○ Working with the University of Salford, explore the potential for bespoke HTQ qualifications. 	
<p>AA6: Expand apprenticeship participation rates</p>	<ul style="list-style-type: none"> ● Increase starts for 16-18 from 421 in 23/24 to 496 in 24/25 and 19+ from 256 to 293. ● Start new standards including: <ul style="list-style-type: none"> ○ L2 Science Manufacturing Process Operative ○ L2 Horticulture or Landscape construction operative ○ L2 Dog Groomer ○ L2 Florist ○ L2 Pharmacy Services Assistant ○ L3 Food and Drink Engineering Maintenance Engineer ○ L3 Power Network Craftsperson – 3 new pathways ○ L3 Senior HealthCare Support ○ L3 Healthcare Engineering Specialist Technician ● Increase starts in priority areas: <ul style="list-style-type: none"> ○ Construction 219 to 264 ○ Engineering 240 to 250 ○ Health 16 to 43 ○ Higher apprenticeships 61 to 92 ○ Internal progression from study programmes >100 	<p>July'25 July'25</p> <p>July'25</p>
<p>AA7: As an anchor institution within the borough of Wigan the college will actively engage and provide leadership in skills</p>	<ul style="list-style-type: none"> ● Collaborate effectively with education partners in Wigan and across GM through the Wigan Education Partnership and the GM Colleges partnership. ● Through the GM Colleges partnership actively engage with the development of the GM integrated technical skills system. 	<p>Ongoing</p>

<p>development with the intention of improving GVA and productivity, raising qualification attainment levels and helping to deliver the Wigan Economic Strategy.</p>	<ul style="list-style-type: none"> • Work collaboratively with the Wigan Borough Council and the Education Skills Partnership to impact positively on the economic opportunities and life chances within the borough. • Through our curriculum intent provide a comprehensive curriculum offer for employers via study programmes, apprenticeship training, AEB activity and higher education, ensuring that the needs of current employers are being met as well as helping attract new higher skilled employment opportunities. 	
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