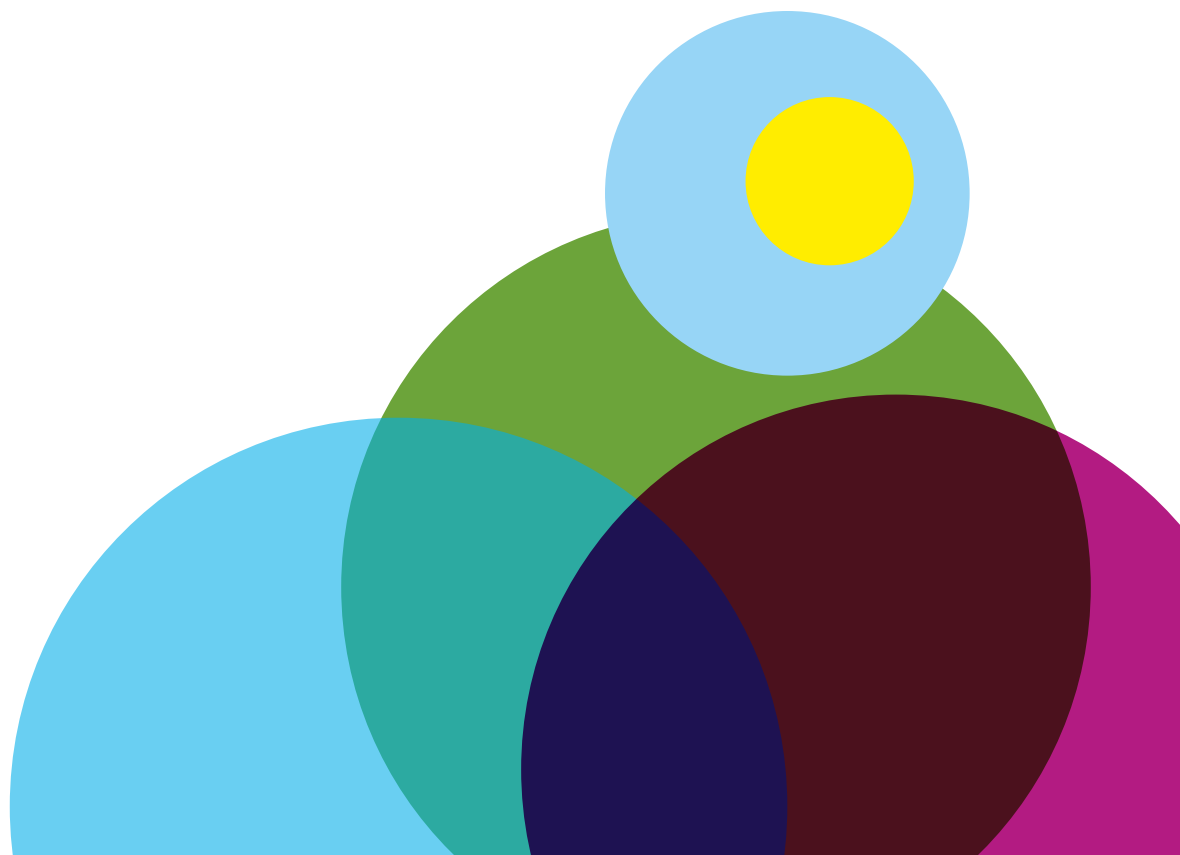




**Skills &
Participation**

Hampshire Skills Strategy and Action Plan

Update Spring 2022



Introduction

1.1 The Hampshire Skills Strategy & Action Plan was developed in 2019/20 with the intention of providing a strategic skills framework for the area, a clear vision for the employment and skills needs of the local economy, and some key actions to take forward to help Hampshire to achieve strong, sustainable, and inclusive growth.

1.2 Since then, the impact of COVID has changed the nature of the skills and employment challenges we face. Related to this, developments in wider government policy, such as the Plan for Jobs programme, the 'Levelling Up agenda and moves towards county devolution deals have started to have an impact at local level, alongside changes in Hampshire's own priorities including the declaration of a climate emergency, the publication of a new Shaping Hampshire Plan and more recently a County Deal prospectus for consultation, covering the Pan Hampshire area (including IOW, Portsmouth and Southampton

1.3 There is now an urgent need to revisit Hampshire's skills and employment strategy in light of these developments. This will look at the progress made against the original action plan and will make some recommendations for future activity that responds to the labour market and policy changes, building on current strengths and – where needed - setting a new course of action for employment and skills programmes to 2030.

2 Economic overview (June 2022)

Estimated growth in the Hampshire & Isle of Wight economy was 0.9% in Q1 of 2022, slightly faster than the national average but growth stalled towards the end of the quarter.

Survey evidence suggests that April saw growth in business activity and the volume of new orders in the South East but preliminary UK data for May points to a sharp slowdown in business activity and growth.

Hampshire & the Isle of Wight saw a new record high of 894,200 payrolled employees in April, but there was a slowdown in growth with just 640 additional employees on the month. Preliminary estimates for April show that payrolled employment grew by 3.9% compared to April last year, and at a slower pace than in March.

In-demand jobs in Hampshire & Isle of Wight in April were in nursing and IT, with demand for chefs & catering staff also increasing. The top 5 in-demand specialized skill were Finance, Auditing, Key Performance Indicators (KPIs), Cascading Style Sheets (CSS) and Agile Methodology.

Claimant count unemployment in Hampshire & Isle of Wight (not adjusted for seasonal factors) fell by 1,420 to 37,620 in April, and the rate down to 3.1%, but unemployment remains 50% above Feb 2020 levels. The fall was spread across all three broad age groups, but with a higher share in the 50+ age group.

The number of unemployed 18-24 year olds on the claimant count measure in Hampshire & Isle of Wight decreased on the month by 225 (3.6%) to 6,300. The decrease was largest in IoW (-35) & Hart (-30). The youth unemployment rate decreased slightly in April to 3.4%, well below the South East average.

[Source: LRF-HIOW-MID-May 2022.pdf](#)

Local Business Intelligence

Headline concerns reported by Hampshire's Economic Development team and Apprenticeships & Skills Hubs, based on their recent ongoing interactions with employers.

- Skills remains a key issue for businesses and dominates most business conversations. In addition, staff movements and increasing salaries is compounding the need to skills.
- The business start up market is strong
- Businesses are reporting there is a lack of strategic marketing expertise
- There is an ongoing issue regarding the lack of delivery and HGV drivers. There is a requirement for a better supply chain of drivers to come through the system not just a short term fix
- The public and private sectors are both finding it difficult to fill vacancies and are reporting a lack of candidates.
- According to DIT, the best performing sectors in South East (2021) were consumer and retail due to businesses going on line and growth in delivery/ logistics. Space, chemicals and healthcare and life sciences also performed well.
- Health and Care sector skills needs

The top five challenges reported by businesses working with the Apprenticeships & Skills Hubs are:

- Recruitment shortages often as a result of quick expansion or growth.
- Specific Skills needs in a variety of sectors including IT, Construction, Digital, Teachers, Childcare etc
- The development of staff to aide retention
- Marketing
- The impact of COVID and effect on the workforce

Other issues include the availability and quality of training provision and access to public sector funding.

The top ten occupations currently in demand in Hampshire are

1. Care workers and home carers
2. Nurses
3. Programmers and software development professionals
4. Sales related occupations
5. Other administrative occupations
6. Customer service related occupations
7. Chefs
8. IT business analysts, architects and systems designers
9. Managers and proprietors in other services
10. Chartered and certified accountants

Source: EMSI Q2 2022 data set

[Job Posting Analytics 3 South East County Unitary Authorities 5781 June 22.pdf](#)

Key sectors – current skills issues

Hospitality, Leisure and Tourism

The hospitality and tourism sector has been one of the hardest hit sectors by Covid-19. Post-Brexit there was already the challenge of the reduction in employees from the European Union and the subsequent loss of staffing and skills. Post-pandemic there is an additional need for businesses to demonstrate higher levels of hygiene and safety to reassure visitors (supported by ongoing VisitEngland research).

For the tourism and hospitality sector there are still risks on the horizon particularly around access to labour. [The UK National Tourism Plan](#) states that a skilled workforce is critical to this: *'To build back a resilient, future-proof tourism sector, further efforts will be needed to ensure the industry is employing more UK nationals in year-round, quality jobs and that this workforce is adequately and appropriately skilled'*.

Manufacturing and engineering

Covid and the UK's withdrawal from the EU could mean an increase in UK manufacturing as businesses look to shorten their supply chains and avoid import/export tariffs. Several recent DIT enquiries in recent months are businesses looking to explore the opportunity to reshore their manufacturing to the UK. As well as engineering expertise the sector has a requirement to improve digital skills. During the pandemic many manufacturers had to shift to digital practices. Make UK, who represent the industry have set out an agenda for the acceleration of digital skills, calling on Government to work with industry to deliver:

- A National Skills Taskforce to take immediate action on delivering digital skills, and to develop "skills forecasting" to ensure we are fit for the future
- Industry working with recruitment agencies to deliver digital skills training to candidates
- A digital skills account to provide employees with access to life-long learning
- The introduction of a digital skills "gate post" for a pre-16 curriculum that delivers digital skills, intertwined with the learning of all subjects –
- Industry promoting the take up of digital provision amongst young people, inspiring them to pursue careers where digital skills are in demand

Higher level skills requirements are also likely to become increasingly important for the future.

Space

The space sector is an enabler for other sectors, underpinning the UK economy and is used by many other sectors including marine and maritime, agriculture and environmental services.

Hampshire has a strong and growing space sector; there are more than 230 space organisations across Hampshire, Surrey, and Isle of Wight – generating more than £9bn and representing 7% of UK Space Industry. World leading players, include InSpace Missions, NanoAvionics, Airbus UK, ESA, Lockheed Martin, BAE Systems, Qinetiq, ICEYE, CGI and many more.

Intelligence from the Satellite Applications Catapult, a regional hub of the UK Space Agency is that the need for skills and access to talent is key for the sectors' growth. The volume of manufacturing in the sector is increasing and there is a requirement for precision engineering and composite skills. Fareham College and FCOT have established employer groups.

The Space Sector Skills Survey, commissioned in the summer of 2020 by UKSA found that recruitment for core industry skills, at managerial, professional, associate professional and technical level is strong and many young people perceive the industry as an exciting and attractive area in which to work, however recent growth of the industry has placed stress on supply of skills, which has not kept pace with demand. This is about both a simple shortfall in numbers as well as perceptions that HE courses lag behind rapidly advancing technologies or lack specificity to the space industry's particular needs.

[BMG_2081_UKSA_Space_Sector_Skills_Survey_2020_Report_V1.pdf \(publishing.service.gov.uk\)](#)

Green skills

There is a significant policy drive from the Government to prepare the workforce for a green economy and ensure jobs and skills support the UK's net-zero ambitions as outlined in the UK *Net Zero Strategy*. A Green Jobs Task Force, made up of BEIS, the Dep of Education and Industry has been established to set the direction of travel towards a high skills low carbon economy. The government has set a goal of creating two million green jobs by 2030,

- Defining green jobs and skills and what that means for the places and sectors in Hampshire
- The skills needed to drive a green recovery
- The skills needed to reach net zero greenhouse gas emissions by 2050
- The skills needed to support high carbon sectors in Hampshire (aerospace and marine) transition to support a green economy.
- Creating retraining opportunities to tackle critical green skills gaps in the UK workforce by aligning education and vocational training sectors to develop a strong pipeline of the green skills needed for economic growth.
- Providing mechanism for employers to retrain their workforce to meet their business needs and net zero journey

Hampshire's a Green Recovery Strategy, which aims to improve living standards, create good and secure jobs and reduce greenhouse gas emissions across the county. This includes considering the skills needed to support green jobs and in particular the low energy construction sector.

[Green-Economic-Recovery-Hampshire.pdf \(hants.gov.uk\)](#)

Health and Care Sector

The health & care sector contributes around £4 billion (7%) to the Hampshire & Isle of Wight economy and approximately £2 billion (5%) to the County area and has grown faster than both the national and South East averages between 2019 (pre pandemic) and 2021.

The sector has close to 3,000 enterprises (5% of enterprises) and 4,730 local units in Hampshire & Isle of Wight, employing 115,000 people (rising to an estimated 122,000 including self employed)

However, employment in Hampshire & Isle of Wight has fallen in 2020 by -3,200 workers (-2.6%) on 2019 with losses solely in the social work sub-sector. Residents employed as health or care professionals decreased by 2,300 between 2020-2021 – with loss for health professionals (-4,700) partly offset by robust growth in health & care associate professionals (+2,400).

There has been stable demand for health and care professionals prior to the pandemic but a significant uplift in demand from autumn 2021. Nurses and care workers & home carers are the top in-demand occupations for job postings (as at Jan 2022) but demand for mental health skills also high.

The Local Picture

As part of the original skills strategy developed in 2019/20 an analysis was done on key sectors at district level – including projected employment and skills needs to 2030. Although this was based on pre pandemic information it is included here as much of the findings are likely to remain relevant in the current context.

[WECD HCC District Infographics Final.pdf](#)

3. Progress against priority actions and impact to date

The original aims and objectives of the Hampshire Skills Plan remain appropriate and relevant despite changes to the wider economic context. Importantly, the focus on inclusion and good jobs for all is a key theme which speaks to both central government's 'levelling up' agenda and the recent Pan Hampshire prospectus for devolution.

[Best Deal for Pan-Hampshire A Prospectus for Change 2021 \(spreads\).pdf](#)

Evidence suggests that there is still significant disparity in attainment and opportunity across areas within Hampshire, with some areas in the South of the county having comparable levels of deprivation to communities in the Midlands and the North ([source: SPC Levelling Up Report 270721.pdf](#))

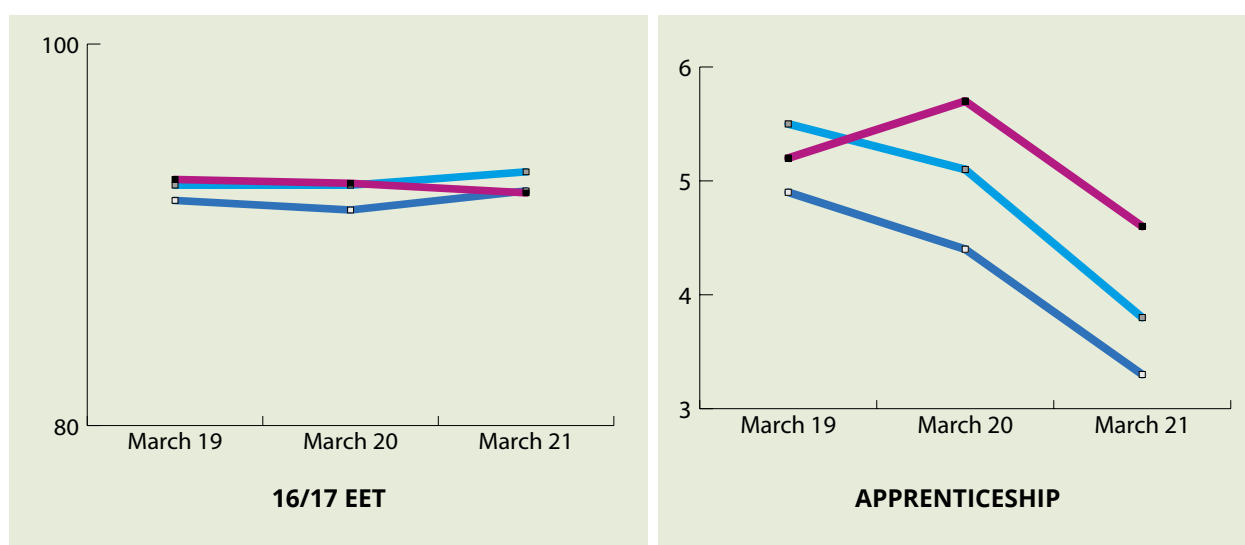
However, progress is starting to be seen in some area, for example, there has been an improvement in attainment at L4 and a reduction in the gap between Hampshire districts since 2019

- Achievement at L4+ and reduction in district level discrepancies.

	2019	2021 (ONS Dec 2020 update)*
Hampshire	38.8	44.5
Highest performing district	47.6	52.2
Lowest performing district	18.9	29.7
Gap	28.7	22.8
SE	42.2	44.9
UK	39.3	43.1

The situation for young people (16-18) participating in education, employment and/or training (EET) is published annually by the Department for Education. The data table below confirms a drop in participation in 2021, however, analysis of in-year data confirms recovery has started, for example:

- 16/17 participation in EET improved from 94.9% (Jan 21) to 96.1% (Jan 22)
- 16/17 participation in Apprenticeships improved from 4.4% (Jan 21) to 4.7% (Jan 22)



■ HANTS
 ■ SE
 ■ ENG

3.1 A future ready economy

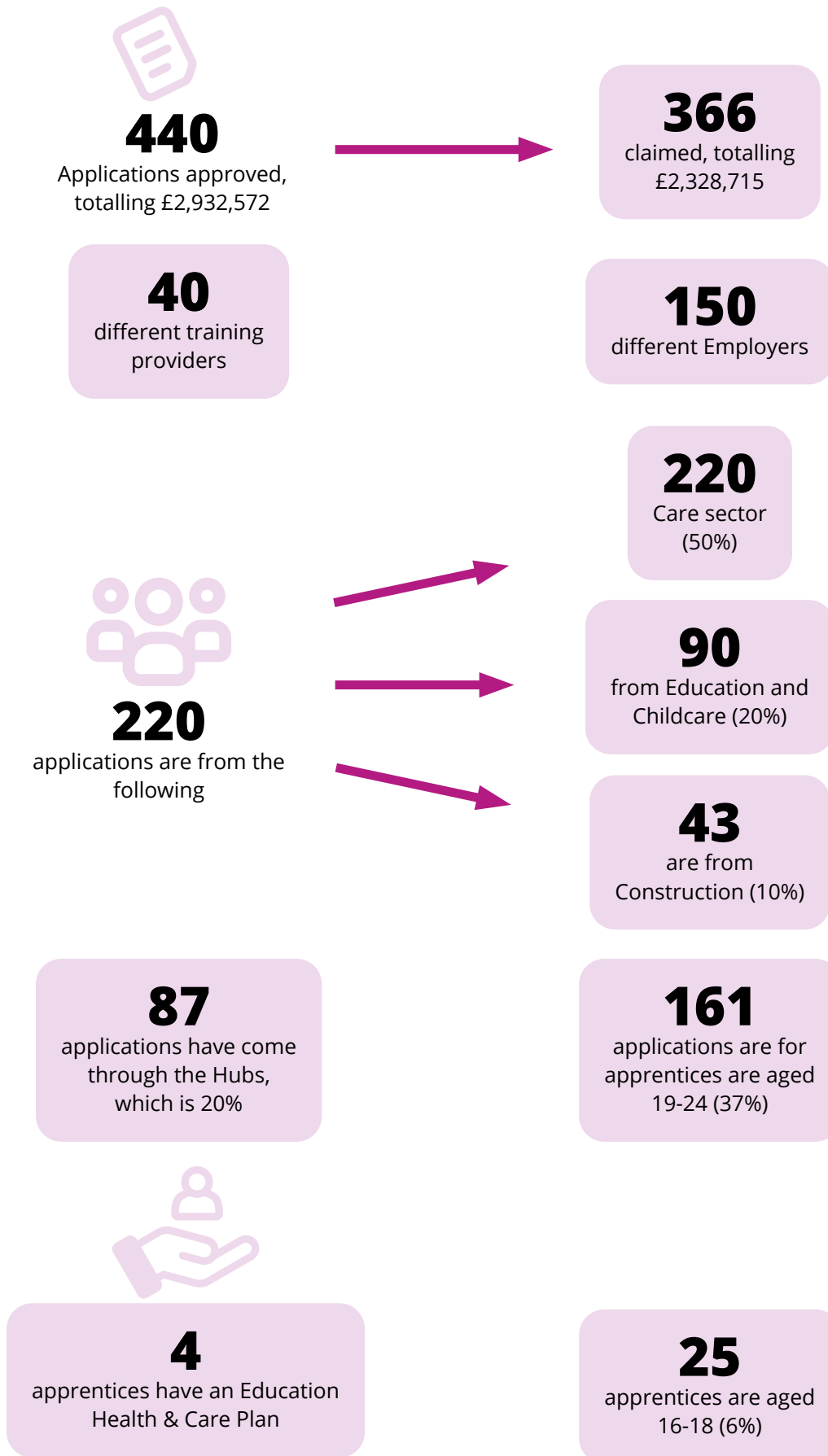
Our ambition is to better match skills supply and demand and drive forward productivity for a prosperous and resilient economy. We will work with local and sub-regional stakeholders, businesses, Higher Education (HE), Further Education (FE) and other training providers. We want to improve the skills of both the existing workforce and the future labour market ensuring a better matching of skills to business needs in order to sustain economic growth. This includes raising the aspirations and ambitions of young people, supporting employers to develop their workforce and ensuring we have a good understanding of our current and future labour market needs. We want to reduce skills gaps, ensure employers can access the right training support and ultimately contribute to higher levels of productivity across Hampshire.

We have...

Developed a co-ordinated levy transfer programme which is now worth £3.5M (to March 2023) and is targeting young people (to 25) and individuals from cohorts for whom the County Council has a responsibility, e.g., care leavers, SEND, adults with LDD. It also seeks to support sectors important to the County Council and the delivery of its services, e.g., health, social care, education, as well as wider sectors important to the Hampshire economy.

This account covers both the Corporate Departments within the Authority and the schools for which the Authority is responsible. The County Council initially allocated up to £2m total of these Levy funds, to be made available for apprenticeship transfers from December 2019 to March 2022. This is profiled as £300k to 31 March 2020, £600k to 31 March 2021 and £1.1m to March 2022. In October 2021 a further allocation of £1.5m was approved to be used for additional apprenticeship transfers from Hampshire County Council Apprenticeship Service Account (ASA) available for 18 months from 1st October 2021 to 31st March 2023. This makes a total commitment of £5m over the period.

Transfers



Focus groups for the transfer programme

- SMEs in Hampshire (county area)
- Hampshire-based public bodies Inc. District Council, Police and Fire
- Health and Social Care employers
- Construction employers particularly those with a low carbon focus delivering schemes in Hampshire
- Adults and young people from our most vulnerable groups, including NEET, the long-term unemployed, those on low incomes, care leavers, ex-offenders and individuals with SEND

In addition, in the EM3 area, via our ESF funded Apprenticeship and Skills Hubs project which Hampshire County Council leads we have secured pledges in excess of £530k in transfers from large Levy Paying organisations to support the supply chain predominantly in the Care, Hospitality and Marketing sectors and in partnership with the Solent Apprenticeship Hub a further £2.5 pledges covering that region in supporting a similar mix of sectors.

It is our ambition going forward to integrate the project Levy Transfer work with that of HCC's corporate scheme for greater reach and focus on emerging priority sectors.

Additionally, Hampshire Achieves delivers Traineeships and Supported Internships to ensure young people including those with SEN who have not made a successful transition to work or further study have the knowledge and skills and experience of work to have fulfilling lives.

Hampshire Learns (ACL) Programme, part of our Hampshire Achieves delivery team offers targeted learning programmes to support adults aged 19+ with a focus on individuals who are unemployed or at risk of redundancy, and in receipt of Universal Credit, including those with learning difficulties and/or disabilities.

We have developed Sector Work Based Academy programmes for adults in to responds to specific needs in the following sectors:

Health and Social Care	HGV Driving
Childcare and Schools	Construction
Customer Service	

In addition to employability courses and programmes that support, English and maths skills, digital inclusion, community cohesion (including ESOL) and health and wellbeing (Thrives courses).

In financial year 2020-21:

Funding provided to 9 separate ACL providers, 3 HCC and 6 external subcontractors (excludes Hampshire Achieves)



3,595

individual learners made a total of 4,865 enrolments onto 665 courses (86% online; 14% classroom)

This included **466** Hampshire Thrives courses delivered to 3382 learners and 199 Hampshire Works courses delivered to 1483 learners.

Following their course, **743** learners responded to destination tracking of 40% (299) indicated that they were now in employment or self-employment, with a further 11% (79) going on to other training, including other ACL courses, Further and Higher Education as well as apprenticeships



53%

of enrolments were with subcontractors, 47% were with HCC



44

separate venues were used for the face-to-face courses

Achievement rate was **90%** (learners on 4,367 enrolments out of 4,865 achieved their learning aims)



Overall attendance rate was **89%**

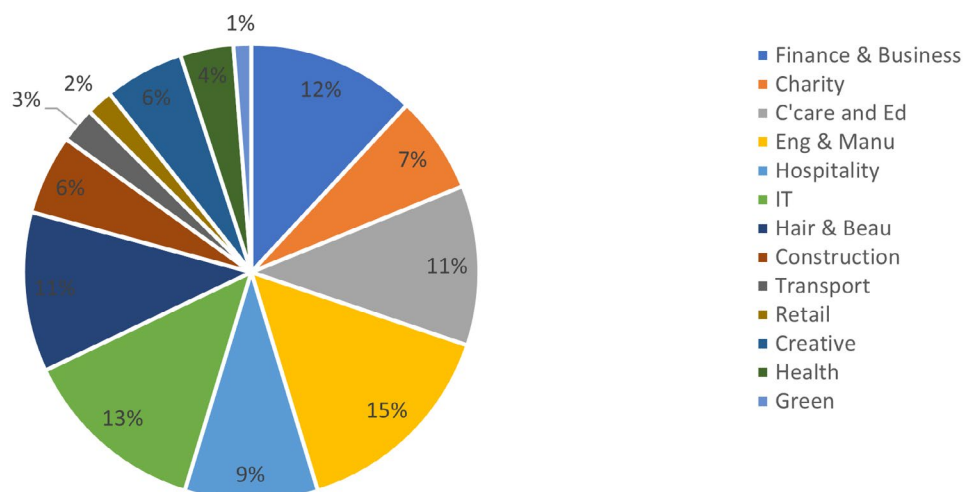
The TCS (Technical Construction Skills for the Unemployed) project delivers targeted training and support for unemployed adults related to construction and employability skills across the Enterprise EM3 (£2M) LEP.

Established an Apprenticeship and Skills partnership, delivering Hubs covering both Solent and EM3 LEP areas, which provides support to SMEs and other employers to identify and source apprenticeships and skills provision to develop the workforce and improve productivity. The core aims are to

- promote apprenticeships as a progression route to workers/employees
- promote apprenticeships as a progression route to young people and their parents
- provide resources and information on local apprenticeship opportunities to careers advisers and guidance for young people using local labour market intelligence.
- promote the development of relevant and accessible apprenticeship opportunities with training providers to ensure the provision matches local employer demand and employment growth forecasts.

OUTPUT	ACTUAL TO DEC 21
Completed ONA's	104
Starts on a Skills Programme	89

Sector Engagement



HAMPSHIRE OUTPUT	HANTS ACTUAL
Companies Engaged	96
ONA's Completed	41
Number of Referrals	37
Starts	22

Working across HCC's Skills & Participation Service and Economic Development Team, we now need to:

Establish an employer led (LSIP) model to articulate local skills needs; publish a Strategic Commissioning Statement and establish a joint skills commissioning function*

Operate a single HIOW Levy Transfer scheme (ESH Hubs scheme and HCC) levy transfer scheme, working with cross-sector employers to support the doubling of apprenticeship starts

Establish sector specialist provision to meet identified needs and further utilise the levy transfer policy to support this.

Take forward skills related recommendations from the draft NEF Green Economic recovery report including a low energy construction skills strategy and a greater influence over procurement.

Support and influence the roll out of the T level programme and encourage FE colleges to develop programmes that are in line with local skills needs, including supporting the development of College Business Centres and other SDF programme activity.

Support the development of the Solent Institute of Technology focusing on marine and digital

Continue to support the Strategic Development Fund and College Business Centres programme

Ensure a strategic approach to skills support for inward investment and new infrastructure developments eg) Gulfstream; Fawley Waterside, working closely with ED team

Support key place based programmes in line with Hampshire's Economic development priorities

Build on the Kickstart programme to encourage progression to Apprenticeships and support employers to engage in training through the ESH

Develop a more co-ordinated approach to employer engagement across S&P and ED services

3.2 An inclusive local labour market

Our ambition is to develop talent and maximises opportunity for all our communities. We will work with local and sub-regional stakeholders, businesses, Higher Education (HE), Further Education (FE) training providers and third sector organisations to improve learning and employability outcomes throughout the county to ensure that all residents are able to benefit from Hampshire's economic success.

While Hampshire is generally very economically successful, with the presence of major employers in key industries providing high-skill, high-value jobs, this is not the case in all areas of the county. There are significant socioeconomic disparities within the region and between districts. There are also notable differences in attainment amongst cohorts of learners, with free school meals students, SEND learners and males performing less well in Hampshire than their peers. We want to continue to work towards raising educational attainment for targeted groups, closing the gap in their performance and increasing their life chances.

Alongside this, we will improve adult skills levels, increasing literacy, numeracy and digital skills for life and work. We will encourage employers to diversify the talent pool that they draw from and support neuro diversity within their workforce, helping them to address identified skills needs alongside providing opportunities for people with additional needs.

We have...

Published the 'All our Talents' strategy and developed a strategic programme to support young people with SEND, including Employability Hubs to build capacity across the FE network. This is an inclusive programme based within Hampshire's FE colleges to ensure young people to gain the skills they need to access employment. We are also developing a series of Independence Hubs for young people with more complex needs to support them with independent living skills and help them successfully transition to adulthood.

Targeted our HCC levy Transfer programme on priority groups and sectors. To date, our Levy Transfer scheme has funded 222 apprentices in the Care sector from 44 different organisations, which is 51% of our applications. We have also supported 27 businesses across the Construction sector, with 41 learners being enrolled

onto apprenticeships funded by HCC's Apprenticeship Levy. We are committed to supporting young people who live or are employed in Hampshire, and 41% of our applications are for apprentices who in the 16-24 age category.

Secured European Social Fund (ESF) investment to support skills projects, which will inform Investment Plans for future UKSPF and Levelling Up opportunities:

- NEET engagement 16-24 - including a Virtual College programme targeting support for the most vulnerable groups, closing the participation and attainment gap
- Apprenticeship and Skills Hub – providing skills brokerage for SMEs, driving apprenticeship growth
- Construction Skills – an employer-led skills gateway offering Pre-employment Training (PET) directly connected to local developments and job opportunities

Focused our ACL programmes to target areas of greatest need; responding flexibly and responsively to emerging needs, for example, ESOL provision for Afghan refugees and HGV driver courses

Supported the development of the Hampshire Career Partnership to better cohere the various funded careers programmes for young people and adults, and increase impact across the county, including Careers & Enterprise Company, National Careers Service, Southern University Network, LEPs and Education Business Partnership. Through the HCP initiative, a new county-wide 'Careers Coach' online portal has been launched, accessible to all partners including live LMI via EMSI

We now need to...

Build on Hampshire Careers Partnership – broadening its scope and governance with the aim of ensuring strategic decision making and access to sustainable funding streams.

Consider more innovative and evidence-based ways to focus on Adults and young people from our most vulnerable groups, including NEET, the long-term unemployed, those on low incomes, care leavers, ex-offenders, armed forces veterans and individuals with SEND, and support them to progress into skills and employment outcomes.

Ensure that equality and diversity are at the forefront of our collective agenda continue to develop innovative and effective ways of engaging groups and individuals with protected characteristics in skills development and employment programmes.

Establish a **Centre for Excellence in Careers Practice** to support the professional development of the workforce

Consider how we can work more effectively with JCP to better align the range of employability programmes available and focus more explicitly on the skill needs of local areas; maximise the impact of JCP programmes by supporting progression into apprenticeships. Formalise a more strategic partnership with JCP and support the new **in work progression programme** to promote career development and increase productivity in the local workforce.

Commission a **'Digital All'** programme to support digital inclusion for Hampshire communities, targeting both those in employment and older residents.

Further extend the Post 16 SEND Employability Hubs and Resource Provisions to create more place capacity in HIOW.

3.3 A quality skills infrastructure

Our ambition is to develop world class skills facilities which will deliver accessible and flexible, industry standard training. This will ensure that there is sufficient provision of high quality education and training, particularly in response to gaps in technical skills at L4+. The evidence suggests that professional, scientific and technical activities are the second largest contributor to our regional output i.e. GVA)

We want to increase the supply of high-value skills within the local labour market, ensuring learners and employers have access to world class training environments fit for the future. The County Council is currently managing the largest school place expansion programme in its history, building sufficient, high quality places of learning for children across statutory education. This programme is partly through contributions from developers. Since 2019, the County council has also been seeking contributions towards the expansion and remodelling of our post 16 education and skills estate where needed, our aim being to ensure we have world class facilities for current and future learners aligned to the development of new housing and community infrastructure.

We have..

Supported the expansion of education and training facilities to meet needs of new communities and developed associated Employment and Skills Plans. Now 12 active ESPs with over 200 opportunities created.

Developed SEND Resource provision – working with FE sector to develop state of the art specialist facilities for SEND young people in colleges. Reducing the need for out of county independent places by providing appropriate resource and expertise to meet demand locally and focussing on SEND progression to employment

outcomes.

Supported the successful Maritime Engineering and Digital Institute of Technology bid led by Solent University, and in partnership with Fareham College. This is a £13m investment aims to meet the Solent region's future workforce needs across maritime, engineering and digital technologies - connecting learners across the educational partners through innovative learning opportunities and an employer-led curriculum.

Supported the Strategic Development Fund pilot bringing together 11 Further Education and Sixth Form Colleges in the Solent region to work collaboratively on projects to support the upskilling and reskilling of local people and provide businesses with the skilled workforce they need and better access to the training they require, when and how they need it. The colleges involved in this pilot include: Fareham College, Isle of Wight College, HSDC, Eastleigh College, Brockenhurst College, Southampton City College, Highbury College, Portsmouth College, Itchen College, Barton Peveril College and the Lighthouse Learning Trust comprising Richard Taunton's and St Vincent's colleges.

Projects include providing the skills needed for a future green economy and jobs related to carbon reduction as well as support for small business growth in the region and a College Business Centre network which will bring colleges and employers together, working in partnership with Hampshire Chamber of Commerce.

Welcomed FE Strategic Capital Fund investments in Hampshire totalling £5.5M to ensure colleges have high quality facilities tailored to the needs of learners and employers, and specific funding to support capital investment for the third wave of the T level programme in Fareham, HSDC and IOW colleges.

We now need to...

In collaboration with the NHS, develop a **Hampshire Apprenticeship Academy for the Health & Social Care** sector. Basingstoke - N Hants NHS Trust Healthcare Campus.

Develop a **National Centre for Sustainable Skills Development** to support the skills needed to deliver the zero-carbon economy, and take forward the recommendations from the Green Recovery for Hampshire work to develop a skills plan for the low carbon construction sector. Working with local partners delivering LoCASE activity and developing programmes to ensure the future supply of skilled labour for the low carbon sector.

Ensure a skills element is at the forefront of planning for key inward investment and infrastructure programmes, creating high quality and sustainable jobs and training opportunities for local residents, working in particular across areas to support the 'levelling up' agenda.

Increase L4+ provision including supporting the Institute of Technology for the marine and digital sectors.

Establish and facilitate a strong formal provider network across the area to support delivery of the plan, which builds on the Strategic Development Fund initiative led by Fareham college.

4. Governance

The Skills Management Board will act as Steering group to oversee the delivery and monitoring of the above actions.

Membership and Terms of Reference

The purpose of the group is to provide strategic oversight of Skills & Participation Service Skills and Employment related programmes and to enable closer joint working between S&P Service and Economic Development Team.

Membership

County Education Manager - Skills & Participation

Head of Strategy & Performance - Skills & Participation (chair)

Head of Service Hampshire Futures

Programme Manager Skills Partnerships & Strategy

Programme Manager Apprenticeships

Acting Assistant Director Economic Development

Business Growth Manager

Enterprise & SME Growth Manager


Aims and Objectives

Produce an update to the 2019/20 Skills Strategy and Action Plan/2021 Employment and Skills Recovery Plan.

Have oversight of the actions contained in the Plan

Identify opportunities for joint working between economic development and skills and participation services

Keep up to date with relevant local, regional and national policy developments in relation to skills and economic development and advise on implications or opportunities for Hampshire



Link to other local stakeholders (including cities/IOW/Districts) to identify wider opportunities for joint working and or/sharing of best practice in relation to aligning skills and economic development programmes.

Aligning employer engagement opportunities and identifying areas for joint communications to employers

