

Hampshire Skills Strategy

Annex 3: Target groups for Hampshire Skills Strategy activity

Background

During a working group activity on 7 May 2025, 23 representatives from different stakeholders across the local skills system agreed a list of target groups to help work towards an inclusive skills system. This list, below, was presented to and endorsed by the Hampshire Skills Partnership on 12 June.

List of target groups for consideration for Hampshire Skills Strategy activity

Practical and personal challenges	
<ul style="list-style-type: none"> • Age 55+ (ageing workforce / early retired) • Benefit claimants choosing not to return to work due to 'limbo' status (can't afford to work; can't afford not to...) • Care leavers • Career changers / returners (including those who are returning to work following a long period of ill health or other factors) • Disabled incl. Neurodiverse and other non-physical disabilities • Economically inactive • Ex/offenders 	<ul style="list-style-type: none"> • Expats • Graduates • Home-educated • NEETS (Those Not in Education, Employment or Training or at risk of becoming NEET) • Parents / carers (including those with multiple caring responsibilities and young carers) • School / college avoiders (i.e. those enrolled but not attending) • School / college leavers (including those transitioning to the workforce) • School / college participants • Unemployed
Social and cultural challenges	Workplace / employment-related challenges
<ul style="list-style-type: none"> • Those in deprived communities / areas (including consideration of Coastal, Rural and Urban communities) • Ethnic minority groups • Those in temporary accommodation / homeless • Transient individuals • Travelling communities • Ukrainians & Refugees 	<ul style="list-style-type: none"> • Armed forces: veterans and those serving with partners / spouses and / or children • Economically active (but facing challenges in the labour market) • Sole traders