

Meeting:	Hampshire Prosperity Partnership Board
Date:	24 <sup>th</sup> November 2025
Title:	Agenda Item 6 – Hampshire Skills Strategy
Appendices:	Draft Hampshire Skills Strategy plus four annexes (see separate PDF files)
Report From:	Economy & Skills
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### Purpose of this paper

1. This paper follows on from the presentation at the 6th October HPPB meeting regarding the update on the Hampshire Skills Strategy. This paper provides an overview of the final draft of the Strategy, following presentation to and feedback from the Hampshire Skills Partnership on 7th November, who recommend approval. The draft Strategy is due to be submitted for approval at Hampshire County Council Cabinet on 9th December.
2. This paper provides an update on what has happened since 6th October, and an overview of the approach to implementation and next steps. The draft Hampshire Skills Strategy plus four annexes are attached as separate PDF files.
3. HPPB is asked to comment on the draft Hampshire Skills Strategy, and to recommend it for approval by Hampshire County Council. A further draft will be published on 1st December, in advance of Cabinet.

### Background

4. Hampshire County Council last published a Skills Strategy and Action Plan in 2022. Since then, there has been considerable change with respect to skills policy and local governance including how we are organised to drive economic growth in Hampshire.
5. At the meeting of the HPPB on 3 September 2024, a paper was presented to update the Board on skills strategy with a recommendation for the development of an updated skills strategy and action plan that builds on work to date; is developed in partnership with employers, providers and local stakeholders; and supports aspirations for economic prosperity through greater local accountability and control.

6. The Hampshire Skills Strategy is a product of considerable stakeholder engagement activity and provides an analysis of the region's skills landscape, examining current and future demand- and supply-side challenges. The Strategy also outlines skills priorities for the area and an action plan for the next twelve months with a clear message of innovative partnership working.
7. With recognition that skills have benefits to health and wellbeing, independence and society as well as to the local economy, the Hampshire Skills Strategy will have a focus on inclusion and will be closely linked to Hampshire County Council's new Strategic Plan, with particular reference to priorities 1) Keeping you healthy, well and independent and 2) Giving your communities the best chance to thrive.
8. Between September 2024 and October 2025, the process of developing the Hampshire Skills Strategy has included a range of engagement activity. This has included:
  - a. Formal presentations to HPPB (three meetings with up to 16 attendees at each), the Hampshire Skills Partnership (five meetings with up to 18 attendees at each) and the Joint Hampshire Further Education Principals' group (three meetings with up to 15 attendees).
  - b. Two interactive workshops with 31 representatives from private sector, public sector, education and training providers and voluntary community and social enterprises.
  - c. Six presentations as part of borough / district economic development meetings (each meeting ranging from 15 – 19 attendees).
9. Although no specific funding has been allocated to the development of the Hampshire Skills Strategy, this activity has benefitted from legacy LEP funding, together with the experience gained through the development of the Get Hampshire Working Plan and delivery of nationally funded skills programmes such as the Hampshire Careers Hub, Skills Bootcamps and, most recently, Connect to Work.
10. Delivery of the Hampshire Skills Strategy will link closely with the Get Hampshire Working Plan and Local Skills Improvement Plans (LSIPs) to ensure alignment, avoid duplication and support an integrated offer of local skills support.
11. Monitoring of performance for delivery of the Hampshire Skills Strategy will utilise existing governance arrangements, via quarterly reporting against the action plan to the Hampshire Prosperity Partnership Board and the Hampshire Skills Partnership.
12. The Hampshire Skills Strategy will include an action plan – aligned to the priorities – for the next 12 months, with actions aligned closely to key local priorities such as those set out in the Economic Strategy for Hampshire 2025-2027 and the two LSIPs. The Hampshire Prosperity Partnership will monitor and report on these and will lead partners in delivery of the action plan.
13. As part of the Devolution Priority Programme, the Hampshire and the Solent Mayoral Combined County Authority will be required to submit a Strategic Skills Plan and an accompanying Commissioning Plan. These are due to be submitted by December 2026, and it is intended for the Hampshire Skills Strategy to inform both plans, alongside the LSIPs for the area and input from the Solent Growth Partnership, to put the area in the best possible position to move forwards.

## Approval process

14. As part of the approval process, the Hampshire Skills Partnership met on 7th November and made the recommendation for the Hampshire Prosperity Partnership Board to approve the Hampshire Skills Strategy.
15. A further draft of the Strategy is due to be published on the Hampshire County Council website on 1st December, in advance of the Hampshire County Council Cabinet meeting on the 9th December, when the Strategy will be considered for formal adoption.
16. HPPB is asked to comment on the draft Hampshire Skills Strategy, and to recommend it for approval by Hampshire County Council. At the HPPB meeting on 24th November, we would welcome input on the following discussion questions:
  - a. Are there any important points of clarification that we need to address?
  - b. Is there anything missing that needs to be included in the final Strategy?
  - c. Do you have any comments on the draft Action Plan and/or the approach to its implementation?