

Hampshire  
2050

# Get Hampshire Working Plan

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# Background and Context

- The **Get Britain Working White Paper**<sup>1</sup> sets out proposals to reform **work**, **health** and **skills** support
- The white paper sets out reforms to tackle six key issues:

- |          |   |          |  |
|----------|---|----------|--|
| <b>1</b> | <b>Exclusion from the labour market</b> | <b>4</b> | <b>Challenges for women</b>                  |
| <b>2</b> | <b>Youth employment</b>                 | <b>5</b> | <b>Employer vacancies</b>                    |
| <b>3</b> | <b>Insecure and low-quality work</b>    | <b>6</b> | <b>Disparities in labour market outcomes</b> |

1. <https://www.gov.uk/government/publications/get-britain-working-white-paper>

# Local Get Britain Working Plans for Hampshire and the Solent

Local Get Britain Working plans are central to the Government's vision for a thriving labour market, ensuring everyone has the opportunity for quality employment and career advancement with the goal of achieving an **80% employment rate**.

**Two plans** have been developed:

## **Get Hampshire Working Plan**

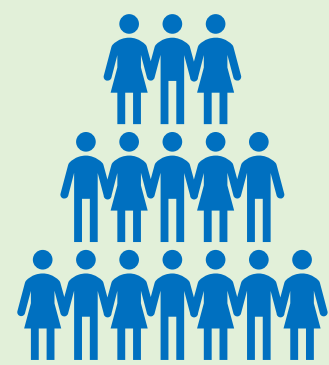
Basingstoke & Deane, East Hampshire, Eastleigh, Fareham, Gosport, Hart, Havant, New Forest, Rushmoor, Test Valley, Winchester.



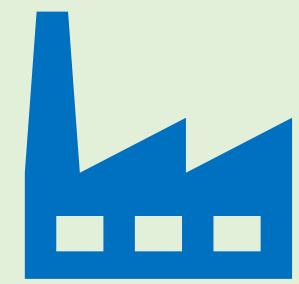
# Get Hampshire Working Plan



# A work, health and skills profile of Hampshire



**677k resident workforce / 79.4% employment rate  
81.5% economic activity and 2.6% unemployment**



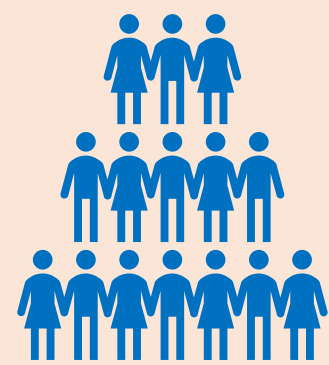
**67,600 businesses / >99% SMEs  
Concentrations of knowledge intensive & local services**



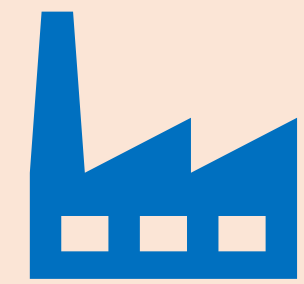
**712,000 jobs / 0.83 jobs per working age resident  
12,800 unique online job postings in May 2025**

STRENGTHS

# A work, health and skills profile of Hampshire



**An ageing, shrinking workforce**



**Employment differences between Hampshire geographies; genders; ages...**



**Many vacancies are in high-skilled roles, creating a mismatch with those out of work**

CHALLENGES

# A work, **health** and skills profile of Hampshire



**Higher life expectancy than counties of similar size**



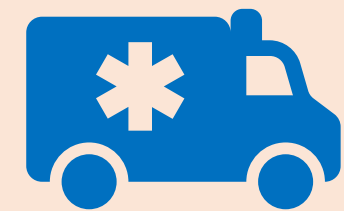
**Lower rates of smoking in pregnancy**



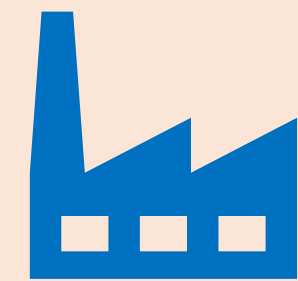
**Health and Care services continue to diversify their workforce and through digitalisation**

**STRENGTHS**

# A work, **health** and skills profile of Hampshire



**Not everyone enjoys the same level of good health**



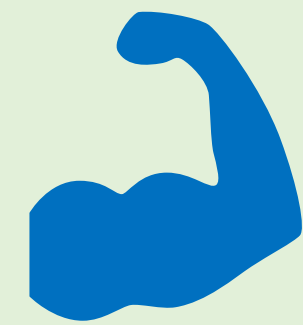
**Top three risk factors relate to tobacco, diet and exercise**



**Locally, the NHS has challenges in recruitment and retention**

**CHALLENGES**

# A work, health and **skills** profile of Hampshire



**Strong contributions to meeting skills needs**



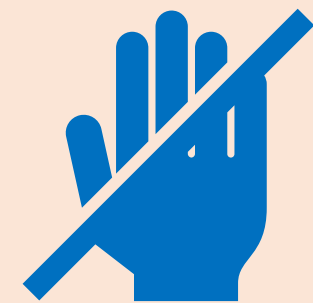
**LSIPs offer collaborative provision without borders**



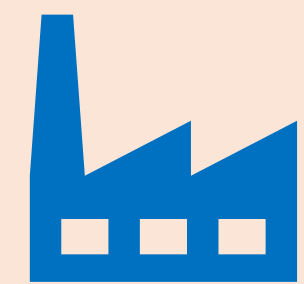
**Skills Bootcamps are working for employers**

**STRENGTHS**

# A work, health and **skills** profile of Hampshire



**Many economically inactive people have no skills**



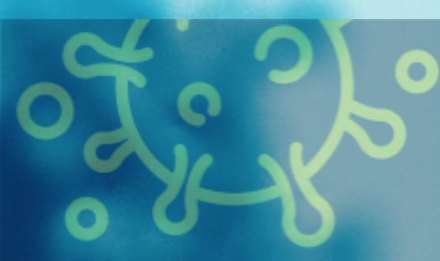
**Lack of work experience opportunities in anticipation of an entitlement**



**Young peoples' employability skills**

CHALLENGES

Keep



Keep



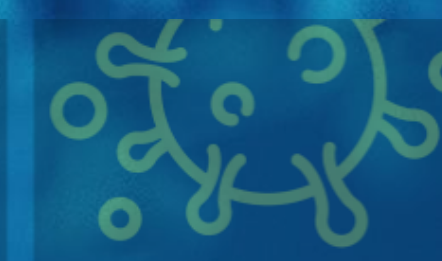
Keep



Keep



Keep



Hampshire

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**SAFE**

**SAFE**

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**SAFE**



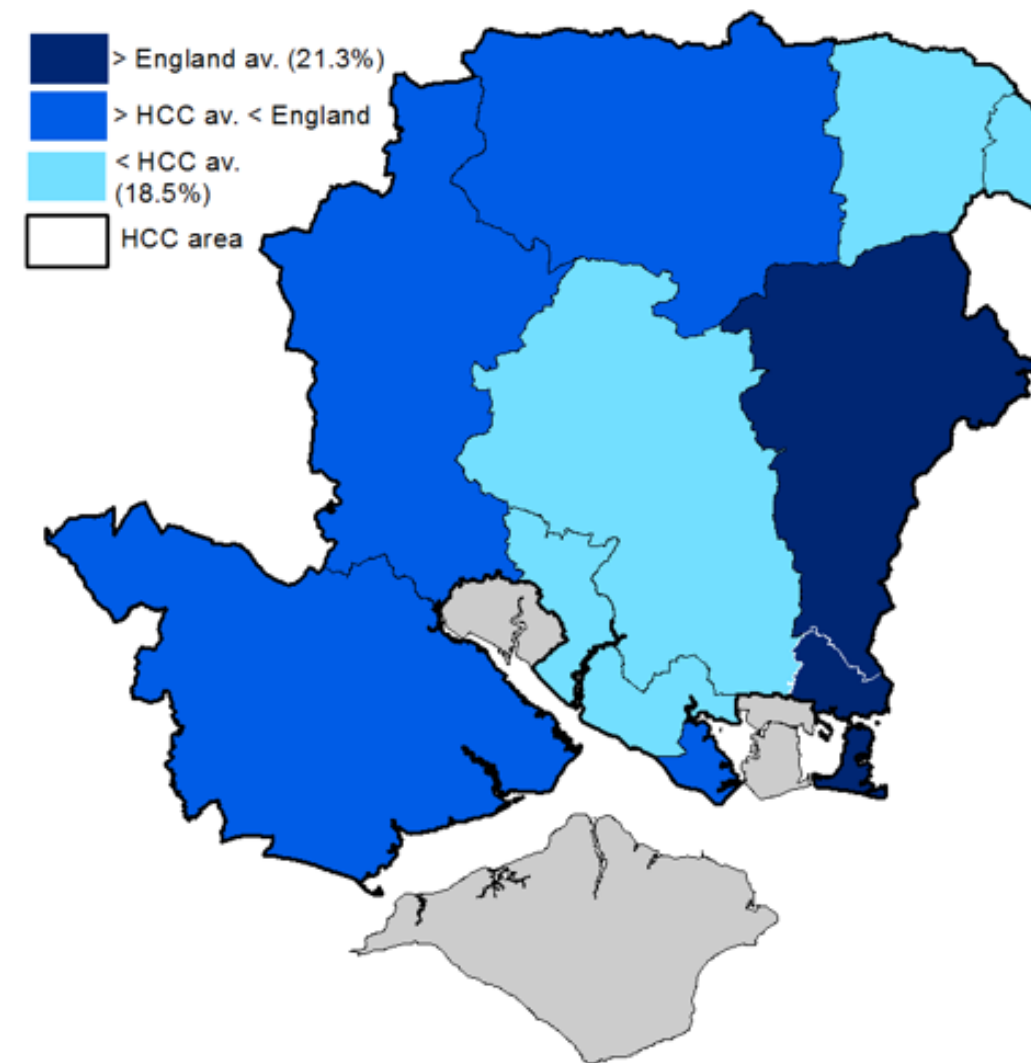
In Hampshire, the legacy of the Covid-19 pandemic is *not* high unemployment



~113,000 (13.6%) economically inactive people

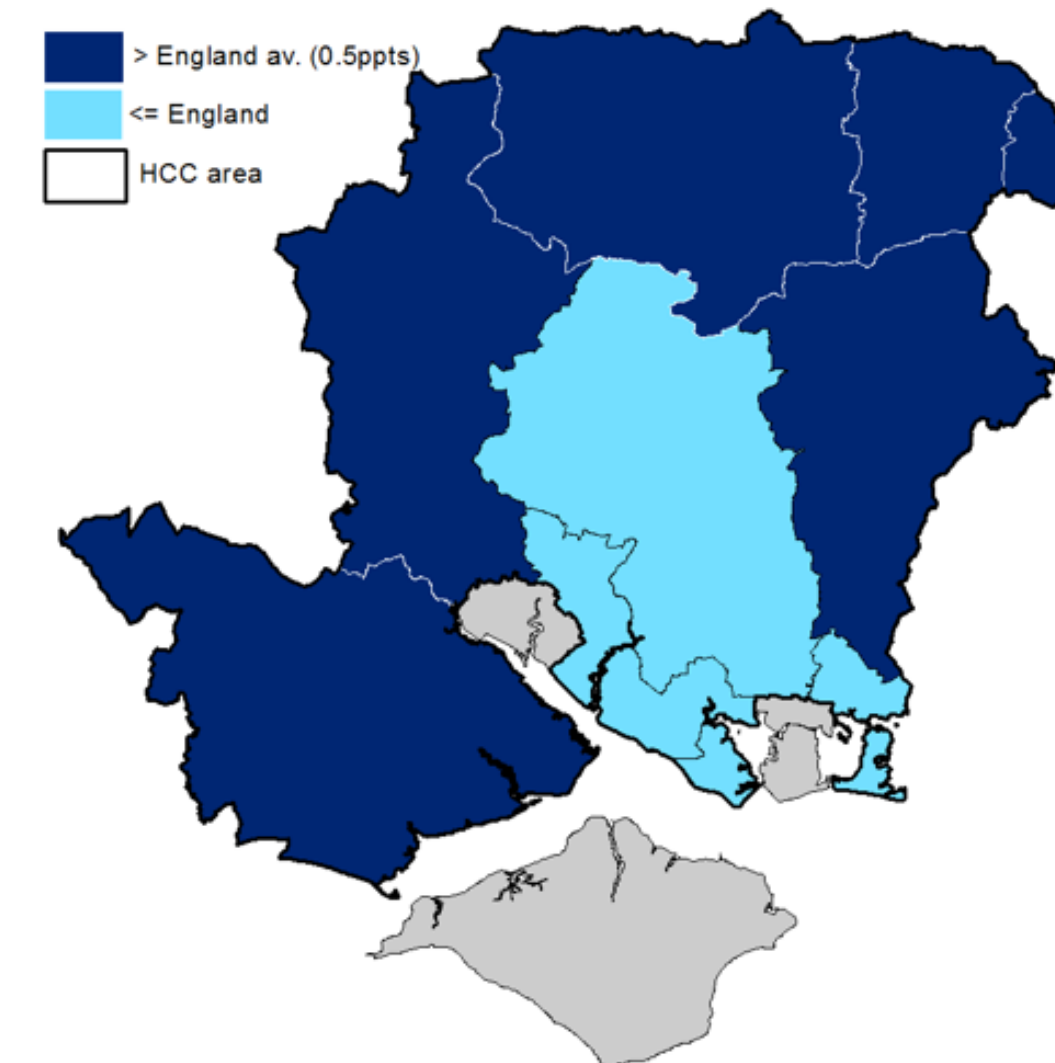
# Primary drivers and causes of economic inactivity in Hampshire

Economic inactivity rates by local authority district, 2024.



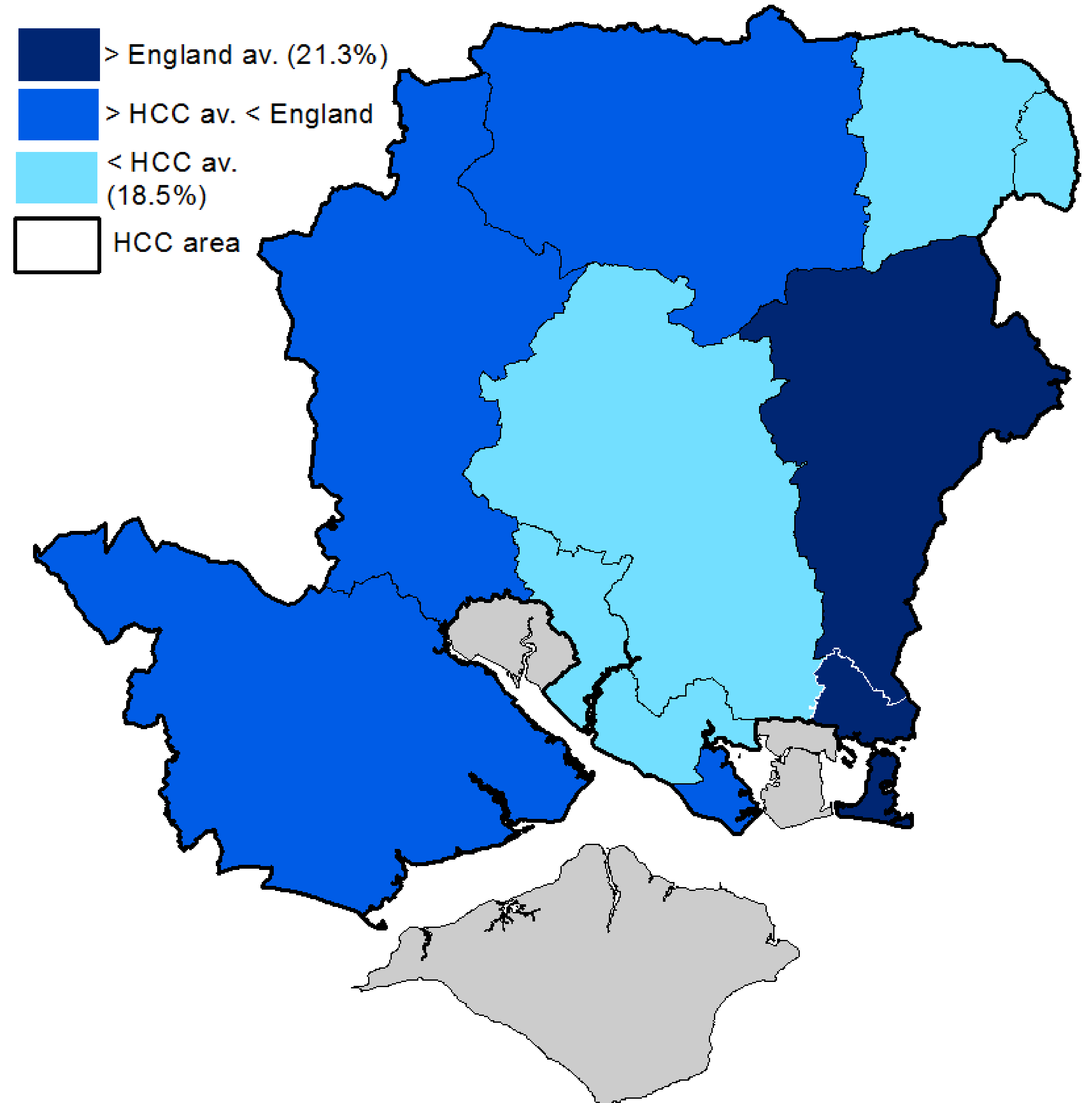
Source: ONS 2025

Economic inactivity rates in 2024 compared to 2019, percentage points difference



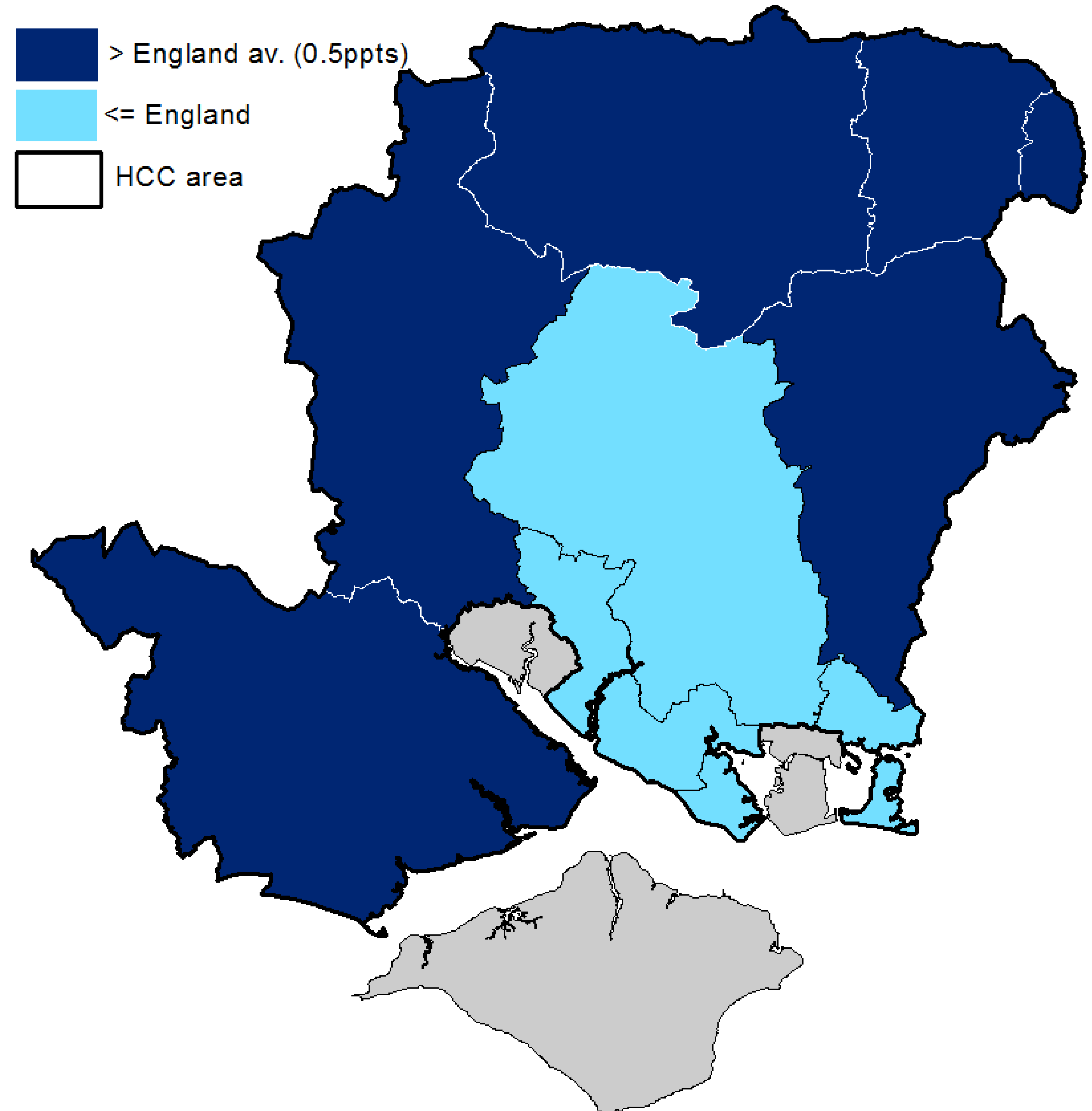
Source: ONS 2025

# Economic inactivity rates by local authority district, 2024.



Source: ONS 2025

Economic inactivity rates in 2024 compared to 2019, percentage points difference

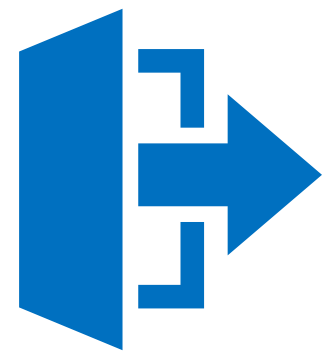


Source: ONS 2025

# Primary drivers and causes of economic inactivity in Hampshire



**Long term sickness / disability**



**Retiring early**

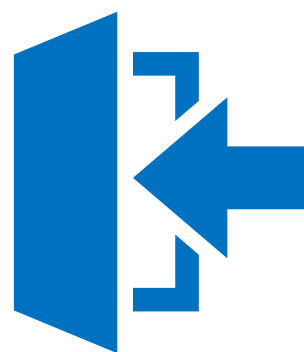


**Caring responsibilities / looking after family or home**

# Primary drivers and causes of economic inactivity in Hampshire



**Young peoples' employment struggles**

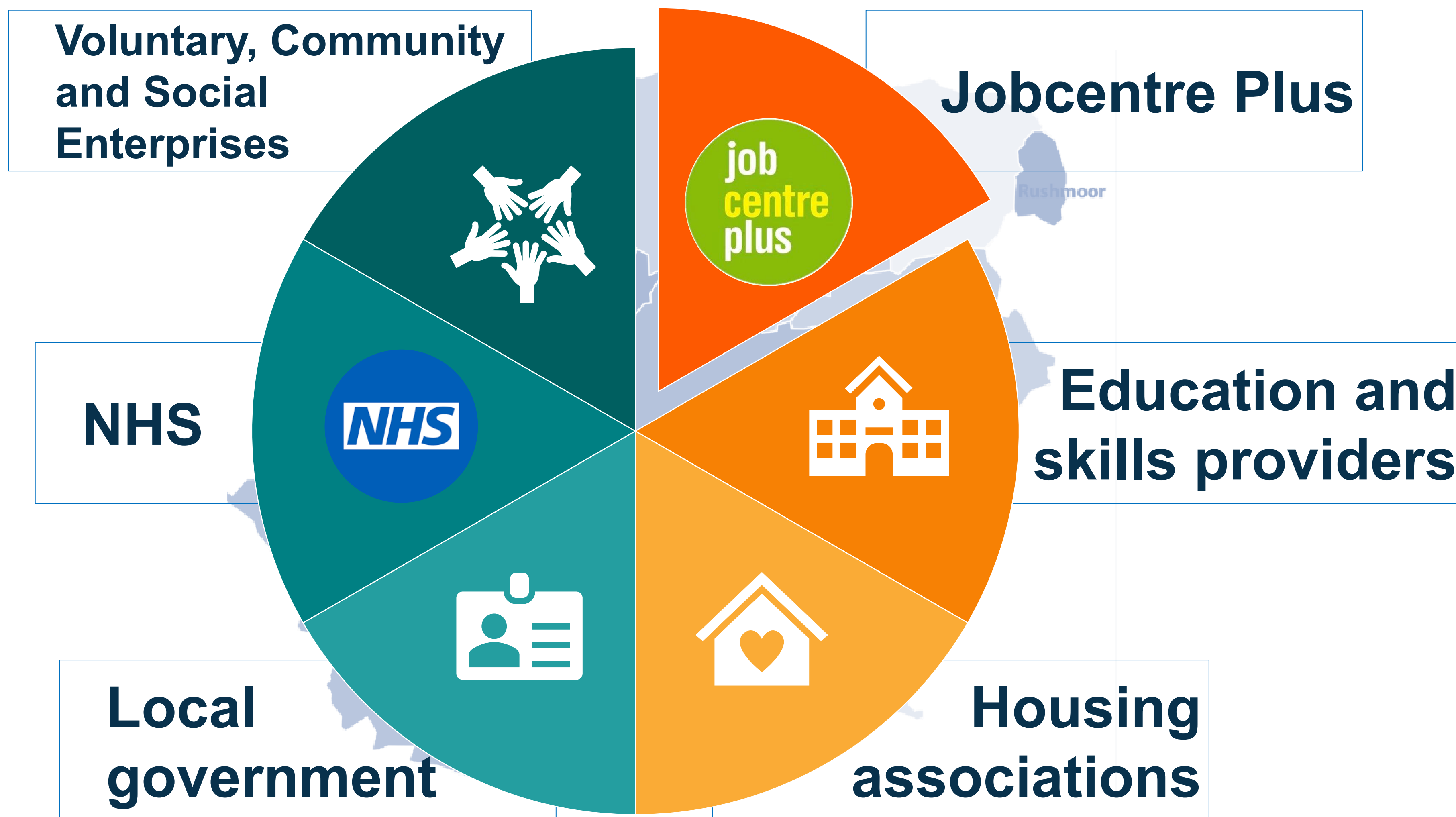


**Barriers to (re-)entering the labour market**



**Lack of confidence**

# The current support system and offer



# The current support system and offer

**CONNECT TO WORK**

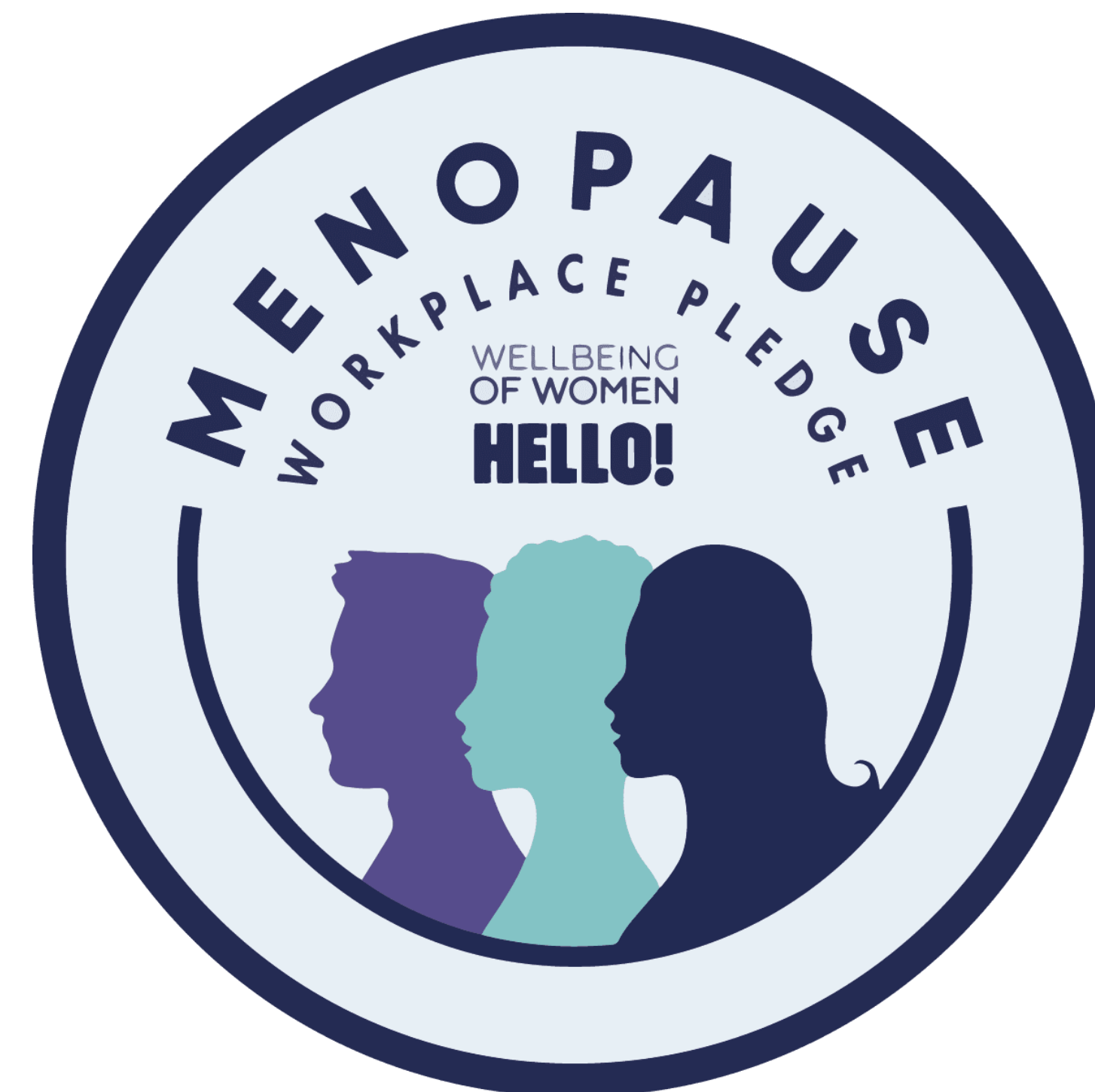
Funded by UK Government



**disability**



**confident**



# Priorities to Get Hampshire Working

Three priorities identified and agreed by stakeholders:

- 1** Increase labour market participation of those facing barriers to employment.
- 2** Inspire and support young people to thrive at the start of their careers.
- 3** Increase employer engagement to better match local talent to local sustainable opportunities to make work pay.

# Questions for discussion

- 1. Are there any points of clarification?**
- 2. Is there anything missing that needs to be included in the final Plan?**
- 3. Any comments on the Action Plan and/or implementation of the Plan?**

