

Hampshire
2050

Get Hampshire Working Plan

Jamie Mackay, Strategic Skills Lead

Background and Context

The **Get Britain Working** white paper¹ sets out reforms to tackle six key issues:

- 1 Exclusion from the labour market** | too many people are excluded from the labour market – especially those with health conditions, caring responsibilities or lower skill levels
- 2 Youth employment** | too many young people leave school without essential skills or access to high-quality further learning, an apprenticeship or support to work so that they can thrive at the start of their career
- 3 Insecure and low-quality work** | too many people are stuck in insecure, poor quality and often low-paying work, which contributes to a weaker economy and also affects their health and wellbeing

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

Background and Context

The **Get Britain Working** white paper¹ sets out reforms to tackle six key issues:

- 4 Challenges for women** | too many women who care for their families still experience challenges staying in and progressing in work
- 5 Employer vacancies** | too many employers cannot fill their vacancies due to labour and skills shortages, holding back economic growth, driving up reliance on overseas labour, and undermining living standards
- 6 Disparities in labour market outcomes** | there is too great a disparity in labour market outcomes between different places and for different groups of people

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

Background and Context

- **Employment and training support** for individuals; support for employers to **recruit, retain and develop staff**.
- A coherent offer of support across **work, health and skills**.
- New funding for supported employment (**Connect to Work**) and a plan to tackle economic inactivity (**Local Get Britain Working Plan**).

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 are being developed; one for each **Connect to Work** delivery area:

Get Hampshire Working Plan

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

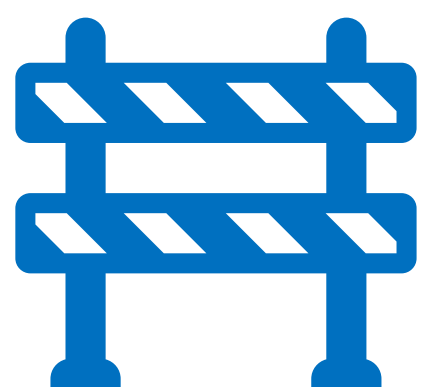
Get Solent Working Plan

Isle of Wight, Portsmouth, Southampton.

Get Hampshire Working Plan



What the Plan should cover? (1/3)



What are the challenges? An analysis of key local labour market challenges for different groups of people across the economy, ensuring collective agreement on these key local issues.

Our approach:

- Quantitative economic and labour market data
- Support from Public Health Intelligence Team (PHIT)
- Qualitative input from external stakeholders

What the Plan should cover? (2/3)



What is the current system and offer? To build understanding of the roles, provision, and current support offer of key stakeholders across local areas and identify opportunities for alignment.

Our approach:

- Populating central mapping document
- Stakeholder engagement – online workshops
- Cross-referencing challenges / support offer

What the Plan should cover? (3/3)



What will we do together to address the challenges?

A clear plan of action for how partners will work together to develop support and services that address local priorities and improve local outcome indicators.

Our approach:

- Summarise and present findings from 1 and 2
- Workshops to agree framework and related activity
- Consider short, medium and longer term goals.

Governance for the Plan

- Hampshire County Council as the accountable body*
- Collective sign-off by:
 - Hampshire County Council (incl. **HPPB**)
 - NHS Hampshire and Isle of Wight + NHS Frimley Integrated Care Boards (via **Hampshire Health & Wellbeing Board**)
 - Jobcentre Plus (incl. via **Hampshire Skills Partnership**)



* Portsmouth City Council are the accountable body for the Get Solent Working plan

The ask of local stakeholders

To support us to develop our plans through:

- intelligence on local labour market challenges
- identifying employment barriers
- identifying existing provision
- proposing interventions
- promoting cross-sector collaboration
- addressing duplication and supporting synergies



Timeframe

30 June 2025	Initial outline of plan proposal
August	Plan reviewed by Hampshire Skills Partnership
August	Plan reviewed by Hampshire Health and Wellbeing Board
3 September	Plan reviewed by HPPB
18 September	Plan approved by Hampshire County Council
30 September	Publication of plan



Questions for discussion (1/3)

1. What role(s) do your organisations play in helping to address the six key issues?

- 1** **Exclusion from the labour market** | too many people are excluded from the labour market – especially those with health conditions, caring responsibilities or lower skill levels
- 2** **Youth employment** | too many young people leave school without essential skills or access to high-quality further learning, an apprenticeship or support to work so that they can thrive at the start of their career
- 3** **Insecure and low-quality work** | too many people are stuck in insecure, poor quality and often low-paying work, which contributes to a weaker economy and also affects their health and wellbeing

Questions for discussion (2/3)

1. What role(s) do your organisations play in helping to address the six key issues?

4

Challenges for women | too many women who care for their families still experience challenges staying in and progressing in work

5

Employer vacancies | too many employers cannot fill their vacancies due to labour and skills shortages, holding back economic growth, driving up reliance on overseas labour, and undermining living standards

6

Disparities in labour market outcomes | there is too great a disparity in labour market outcomes between different places and for different groups of people

Questions for discussion (3/3)

2. Do you have any feedback on our approach to the development of the plan?
3. Are there any significant challenges we should consider / be aware of that may result in more people becoming unemployed?



Contact me

Jamie Mackay, Strategic Skills Lead

Economy & Skills

Hampshire 2050 Directorate

Hampshire County Council

Email: Jamie.Mackay2@hants.gov.uk

Web: hants.gov.uk