

HSP Working Group

Outputs and next steps

Jamie Mackay, Strategic Skills Lead
Thursday 12 June 2025

Background, Aims and Attendees

- This was the first meeting of a Working Group, established to support the work of, and report to the **Hampshire Skills Partnership**.
- Two Aims were shared with the Group:
 1. Identify and recommend a number of skills priorities and key sectors for the Hampshire Skills Partnership to consider for inclusion in the Skills Strategy.
 2. Outline a proposal for a wider stakeholder engagement event. (This event will focus on the Non/Learner Voice).
- 23 representatives from business, education & training providers, voluntary sector and public sector took part in this workshop; split into four groups.



Recommendations from the Working Group: Questions

Questions for your consideration:

1. Would you like to accept / amend / reject these recommendations?
2. Is anything missing to enable us to proceed with the Skills Strategy?
3. Are there any particular instructions for the Working Group?



Recommendations from the Working Group (1/4)

Recommendation 1: Rather than identify a number of key sectors, the Skills Strategy should look to focus on broader skills needs; in particular those that are transferable across occupations and sectors.



Recommendations from the Working Group (2/4)

Recommendation 2: To consider as many of the identified groups identified by the Working Group, as possible in developing a skills strategy that supports an inclusive skills system.



Recommendations from the Working Group (3/4)

Recommendation 3: To focus on the following six skills priorities, but note these have been adapted from an original long list and are not ranked nor have any further detail at this time:

1. Curriculum development and planning (including Apprenticeships and Technical Education)
2. Barriers to Learning
3. Careers Education, Information, Advice and Guidance (CEIAG) + Employment support + Navigating the skills system (education of employers and individuals)
4. Cross-cutting skills (e.g. Digital, Employability, Green)
5. Education-Business brokerage / partnership
6. Upskilling

Recommendations from the Working Group (4/4)

Recommendation 4: Rather than focus on an event at this time, instead look to do some research to capture the non/learner voice. This research could easily feed into a future event.



Recommendations from the Working Group: Questions (again)

Questions for your consideration:

1. Would you like to accept / amend / reject these recommendations?
2. Is anything missing to enable us to proceed with the Skills Strategy?
3. Are there any particular instructions for the Working Group?



Discussion: Exploring the match / mismatch between learners' expectations vs employers' skills demands

Jamie Mackay and Charlie Woodsford

Thursday 12 June 2025

Introduction

Recommendation 4: Rather than focus on an event at this time, instead look to do some research to capture the non/learner voice. This research could easily feed into a future event.



SUCCESS · INFLUENCERS

Gen Alpha is snubbing the careers that boomers dreamed of. As influencers become the new faces of entrepreneurship, they want in

 BY EMMA BURLEIGH
REPORTER, SUCCESS

April 26, 2025 at 5:25 AM EDT



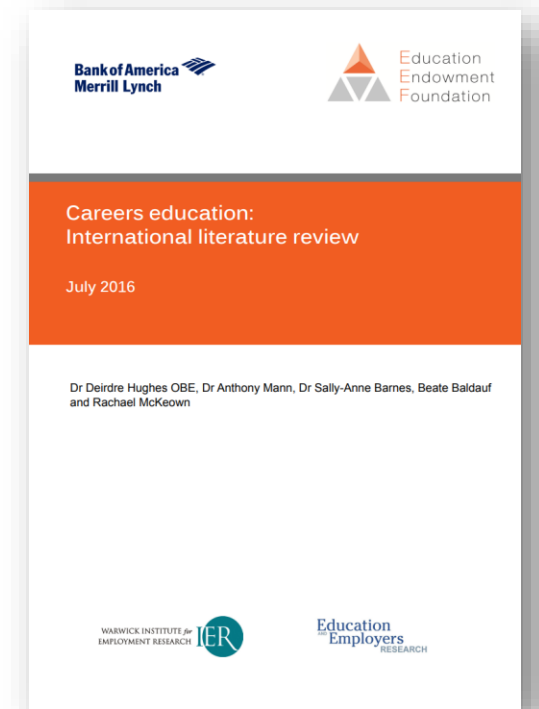
Goodbye, quarterbacks and ballerinas: Gen Alpha dreams of becoming the next MrBeast or Ms. Rachel.

VORDA / GETTY IMAGES

Background research

Poorer young people more likely to have career aspirations that don't match their educational goals ([Education Endowment Foundation, 2016](#))

- Teenagers who underestimate the education needed to get their chosen job are more likely to end up NEET
- Young people from disadvantaged backgrounds are disproportionately more likely to have career aspirations that don't match their educational goals



Background research

Youth Misspent: The odds are being stacked against young people's futures and career aspirations – particularly the most disadvantaged. ([City & Guilds, 2022](#))

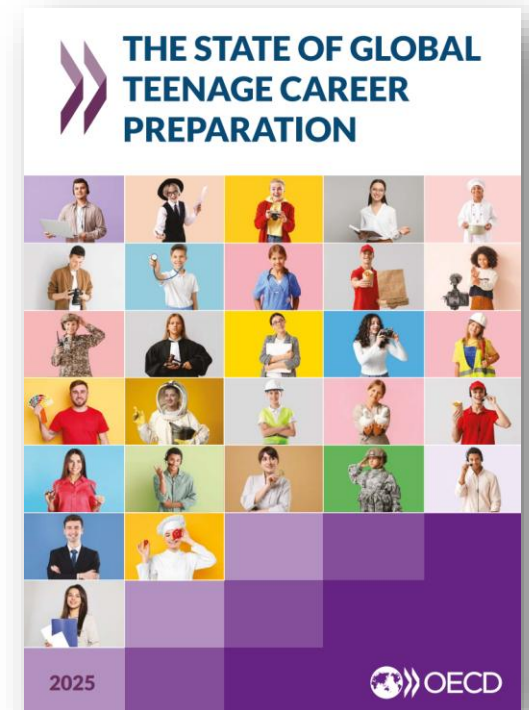
- Nearly one in ten (9%) young people (aged 18-24) currently studying or out of work say they never intend to start working
- 30% of young people say they don't think they'll ever meet their career ambitions
- Disadvantaged young people locked out of opportunities to enter workplace



Background research

A huge gulf and mismatch between ‘traditional’ career aspirations and the current job market. ([OECD, 2025](#))

- Across OECD countries, students are now expressing very high levels of career uncertainty and confusion.
- Job expectations bear little relationship to actual patterns of labour market demand, including in working areas of high strategic importance.
- Education plans of students are more strongly shaped by social background than by academic performance.



Exploring the match / mismatch between learners' expectations vs employers' skills demands.

Over to you:

- 1. Is there appetite to learn more about this across Hampshire and the Solent?**
- 2. Who is the target group?**
- 3. What three things do we want to know?**
- 4. What would success look like?**
- 5. Next steps (including lead organisation)**

