

## Hampshire Skills Strategy 2025 | Action Plan Progress Report

### Introduction

In December 2025, Hampshire County Council adopted and published the **Hampshire Skills Strategy 2025** (<https://www.hants.gov.uk/business/hampshire-prosperity-partnership>). The Strategy outlines six priorities and presents an **Action Plan** for these for delivery between 2025 and 2028. This document provides a high-level summary of progress made towards delivering each of the actions from the Action Plan. Each action has been assigned a Red-Amber-Green (RAG) rating where **Red** = Not started, **Amber** = In progress, **Green** = Completed.

### Priority 1: Curriculum Design

No.	Action and description	Measurements of success	Key partners	Delivery timetable
1a	Training in professional skills: Work with providers to develop training in entrepreneurialism, innovation, business development and resilience.	Delivery of training in at least three of the professional skills areas.	Local Government, Employers, Hampshire Chamber of Commerce, Providers	Summer 2026
1b	Addressing skills gaps in the circular economy: Work with employers and providers to identify and address skills gaps to help grow the circular economy.	Evidence base in 'Skills gaps in the circular economy' and delivery of related training.	Local Government, Employers, Providers	Spring 2026
1c	Provision of skills dashboards: Provision of annual skills dashboards, with key economic, labour market and skills insights.	Publication of one set of skills dashboards.	Local Government, Providers	Summer 2026

### Priority 2: Opportunities to learn

No.	Action and description	Measurements of success	Key partners	Delivery timetable
2a	Transport as a barrier: Work with providers and employers to learn more about transport as a barrier to learning for post-16 education and skills training.	Evidence base on transport as a barrier to learning.	Local Government, Employers, Providers	Summer 2026

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<b>2b</b>	Digital inclusion: Strengthen local understanding and capacity to deliver joined-up digital inclusion support.	Collaborative digital inclusion programme.	Housing associations, Local Government, Employers, Providers	Autumn 2026
<b>2c</b>	Employer investment into training and progression: Support development of an employers' guide to Good Work and ensure there is consideration of support for training and progression.	Delivery of an employers' guide to Good Work.	Local Government, Hampshire Chamber of Commerce, Employers, Providers	Spring 2026
<b>2d</b>	Support for working parents and carers: Build on previous activities for employers to highlight support for working parents and carers and the childcare sector.	Delivery of a series of activities for employers.	Local Government, Employers	Spring 2026

### Priority 3: Careers navigation and support

No.	Action and description	Measurements of success	Key partners	Delivery timetable
<b>3a</b>	Library of jobs and careers factsheets: Create, publish and circulate a suite of jobs and careers factsheets, linked to key sectors and priority occupations.	Publication of jobs and careers factsheets.	Careers Hubs, Local Government, Providers	Summer 2026
<b>3b</b>	Employers' guide to supporting young people: Work with the Hampshire Careers Hub to create an employers' guide supporting young people to thrive at the start of their careers.	Production of employers' guide, including focus on NEET and SEND young people.	Careers Hub, Local Government, Hampshire Chamber of Commerce, Employers, Providers, VCSEs	Spring 2026
<b>3c</b>	Working towards a local Jobs and Careers Service: Collaborate with Jobcentre Plus and others to explore and test ideas for a local Jobs and Careers Service.	Agree and action at least three collaborative ideas, including one focusing on NEET and SEND young people.	Jobcentre Plus, Careers Hubs, Local Government, Employers, Providers, VCSEs	Autumn 2026

### Priority 4: Future ready skills

No.	Action and description	Measurements of success	Key partners	Delivery timetable
<b>4a</b>	Regional AI skills and leadership strategy: Work with the AI Growth Alliance to	Produce a regional AI skills leadership strategy.	Artificial Intelligence Growth Alliance, Employers, Future Towns Innovation Hub	Spring 2026

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	develop a regional AI skills and leadership strategy.			
<b>4b</b>	Green skills: Support development of refreshed Climate Change Strategy and Waste and Resources Strategy with references to skills and training.	Hampshire County Council to adopt refreshed Strategies with reference to skills and training.	Local Government, Employers, Providers, VCSEs	Autumn 2025 – Summer 2026
<b>4c</b>	Core skills: Support development of new soft / core / employability skills provision.	Delivery of employability skills training.	Local Government, Employers, Hampshire Chamber of Commerce, Providers	Autumn 2025 – Spring 2026

### Priority 5: Education and skills partnerships

No.	Action and description	Measurements of success	Key partners	Delivery timetable
<b>5a</b>	Business development leads: Establish and foster a mechanism to bring together business development / employer engagement leads from providers.	At least three fora where business development / employer engagement leads come together.	Local Government, Hampshire Chamber of Commerce, Providers	Summer 2026
<b>5b</b>	Young peoples' work experience and volunteering programme: Work with the Hampshire Careers Hub to develop a young peoples' work experience and volunteering programme.	Delivery of young peoples' work experience and volunteering programme.	Careers Hubs, Local Government, Employers, Providers, VCSEs	Spring 2026
<b>5c</b>	Coordinated skills and knowledge exchange opportunities: Work with providers to agree a common approach to coordinate skills and knowledge exchange opportunities with employers.	Evidence of a common approach to coordinate skills and knowledge exchange between providers and employers.	Local Government, Employers, Providers	Spring 2026

### Priority 6: Upskilling

No.	Action and description	Measurements of success	Key partners	Delivery timetable
<b>6a</b>	New training provision to upskill IT professionals in AI: Focus on AI	Development of new training provision on at least one of the specified areas.	Local Government, BCS, Employers, Providers	Autumn 2026

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	development, machine learning, data science and prompt engineering.			
<b>6b</b>	Co-location of skills: Work with providers to identify opportunities for co-location of skills activity.	At least three examples of co-location of skills activity.	Local Government, Employers, Hampshire Chamber of Commerce, Providers	Summer 2026
<b>6c</b>	Cluster engagement: Engage with Industry Clusters across Hampshire to identify priority upskilling needs and work with providers to address*.	Evidence base on upskilling needs and evidence of engagement with providers to address.	Local Government, Employers, Providers	Spring 2026