

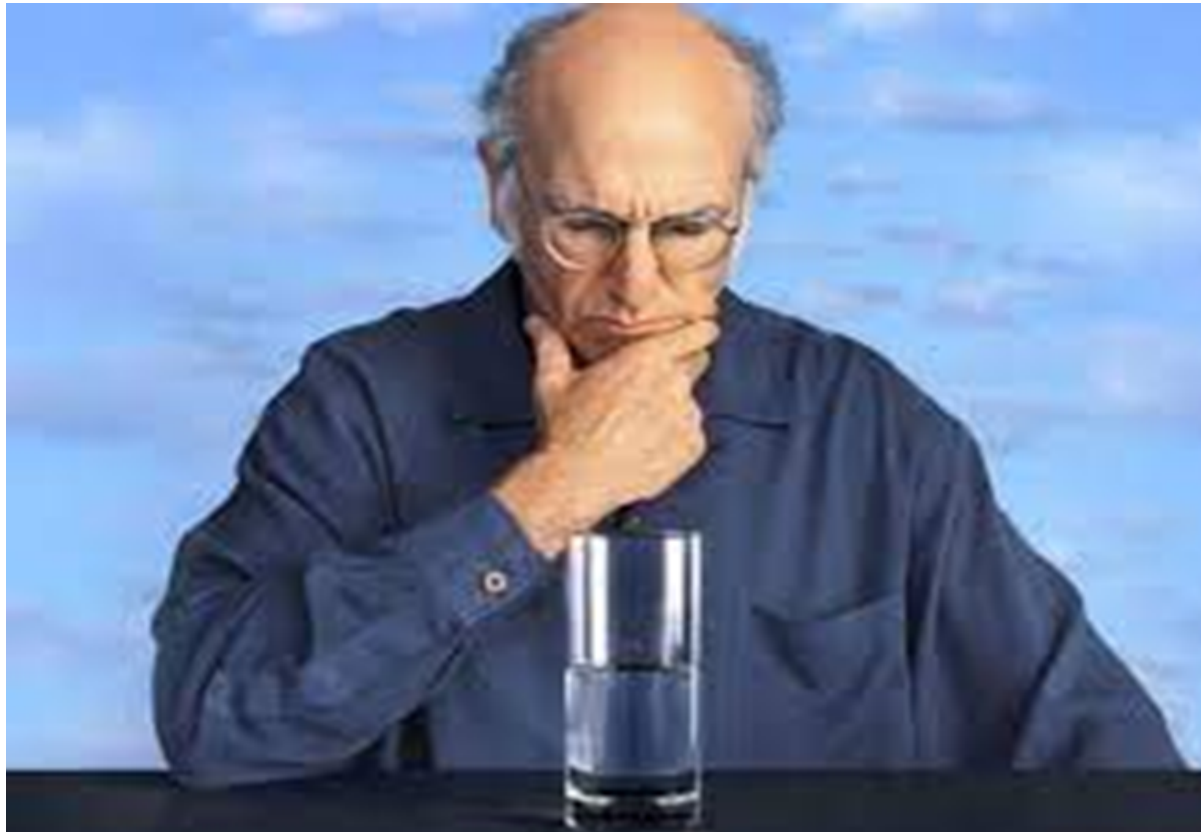
# Education Advisory Panel: **Employment & Skills**

Wednesday 29<sup>th</sup> June 2022

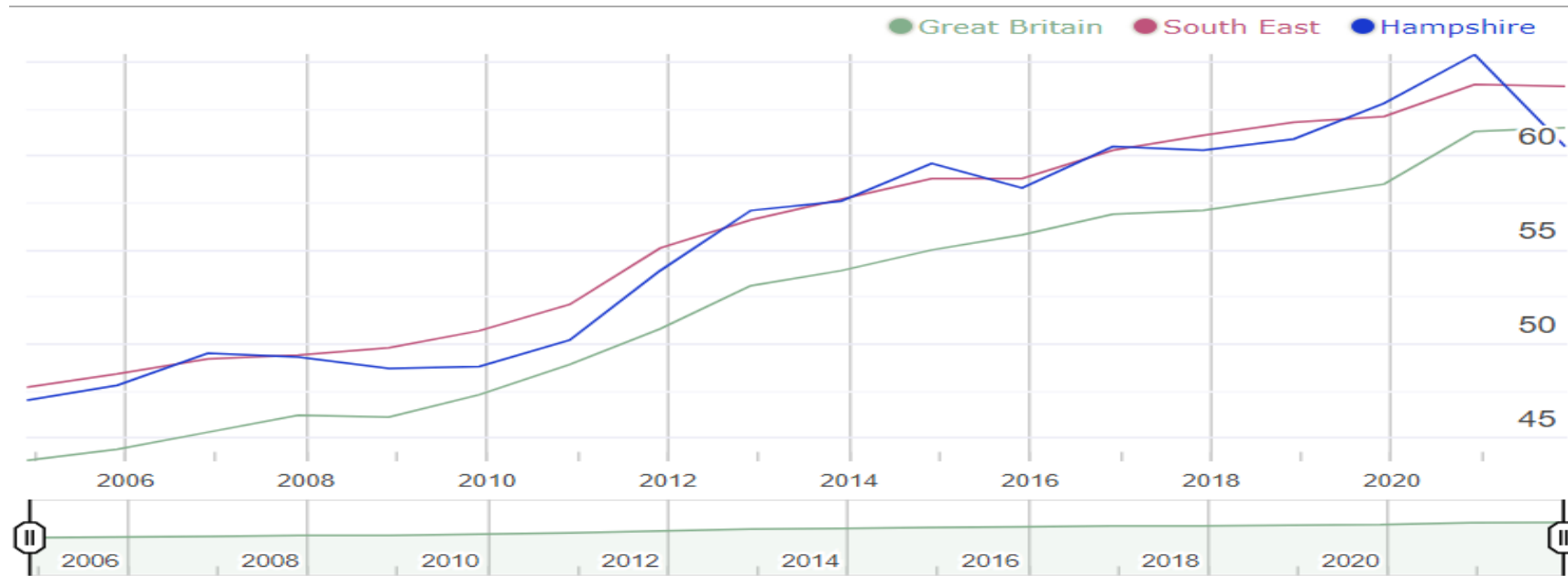
- **A strong start – the Hampshire Context**
- **How we're responding - Programmes and Initiatives**
- **What Government are saying - Skills & Post 16 Education Act**
- **Changing landscape - Skills Governance**
- **The Skills Agenda in Hampshire - What Next?**

## Hampshire Context

*Hampshire is well served by a large, high performing, and responsive skills system - all phases, all sectors – but...*



# Hampshire Context – NVQ L3+ Working Pop. (ONS.21)



Date	Hampshire	Hampshire (%)	South East (%)	Great Britain (%)
Jan 2017-Dec 2017	494,500	60.3	61.1	57.1
Jan 2018-Dec 2018	499,200	60.9	61.8	57.8
Jan 2019-Dec 2019	513,000	62.8	62.1	58.5
Jan 2020-Dec 2020	537,700	65.4	63.8	61.3
Jan 2021-Dec 2021	492,700	60.5	63.7	61.5

# Hampshire Context – Workforce

	Neighbouring upper tier authorities										Regional & National benchmark	
	Hampshire (County area)	Isle of Wight	Portsmouth	Southampton	Berkshire (UA agg)	Surrey	West Sussex	Bournemouth, Christchurch and Poole	Dorset	Wiltshire	South East	United Kingdom
<b>Population estimates 2020</b>												
<b>All Ages</b>	1,389,206	142,296	214,692	252,872	917,762	1,199,870	867,635	396,989	379,791	504,070	9,217,265	67,081,234
<b>Working age - Aged 16 to 64</b>	829,664	79,567	144,768	171,856	574,783	733,044	507,785	241,735	208,465	299,124	5,630,846	41,845,027
<b>Young People (a) Aged 16 to 24</b>	125,460	11,767	36,170	44,572	90,812	119,829	72,189	44,514	29,381	43,386	937,581	7,064,126
<b>Young People (B) Aged 18 to 24</b>	94,830	8,965	31,770	39,804	67,853	91,722	53,708	36,573	21,244	31,700	729,386	5,600,505
<b>Core working age - Aged 25 to 49</b>	413,927	35,623	72,668	88,993	311,566	374,579	256,129	121,208	93,640	148,262	2,873,944	21,798,215
<b>Mature working age - Aged 50 to 64</b>	290,277	32,177	35,930	38,291	172,405	238,636	179,467	76,013	85,444	107,476	1,819,321	12,982,686
	Neighbouring upper tier authorities										Regional & National benchmark	
	Hampshire (County area)	Isle of Wight	Portsmouth	Southampton	Berkshire (UA agg)	Surrey	West Sussex	Bournemouth, Christchurch and Poole	Dorset	Wiltshire	South East	United Kingdom
<b>Age groups by % share of total population</b>												
<b>All Ages</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Working age - Aged 16 to 64</b>	59.7	55.9	67.4	68.0	62.6	61.1	58.5	60.9	54.9	59.3	61.1	62.4
<b>Young People (a) Aged 16 to 24</b>	9.0	8.3	16.8	17.6	9.9	10.0	8.3	11.2	7.7	8.6	10.2	10.5
<b>Young People (B) Aged 18 to 24</b>	6.8	6.3	14.8	15.7	7.4	7.6	6.2	9.2	5.6	6.3	7.9	8.3
<b>Core working age - Aged 25 to 49</b>	29.8	25.0	33.8	35.2	33.9	31.2	29.5	30.5	24.7	29.4	31.2	32.5
<b>Mature working age - Aged 50 to 64</b>	20.9	22.6	16.7	15.1	18.8	19.9	20.7	19.1	22.5	21.3	19.7	19.4

# Hampshire Context – Demand for Talent (June 2022)

1. Care workers and home carers
2. Nurses
3. Programmers and software development professionals
4. Sales related occupations
5. Other administrative occupations
6. Customer service related occupations
7. Chefs
8. IT business analysts, architects and systems designers
9. Managers and proprietors in other services
10. Chartered and certified accountants

## Programmes and Initiatives, Inc...

- Hampshire Skills Strategy & Action Plan (2020)
- Hampshire Employment & Skills Hub – social value
- 2x Apprenticeship & Skills Hubs – employer facing
- Apprenticeship Levy and Transfer Scheme - £3.5m
- Construction Skills – new entrants and upskilling
- Retrofit Academy Licence - linked to ETE Retrofit Strategy
- Hampshire Supported Employment pilot (DWP) – also linked to SEND Employability Hubs
- Kickstart, Skills Bootcamps, Work-based Academies
- £1.35m ACL programme – targeted offer, reaching c. 6000
- Multiply – £5.7m 3-yr adult numeracy programme (UKSPF)

## Skills & Post 16 Education Act

*“...transform the skills and training landscape and level up opportunities across the country”*

- Employers at the heart of the skills system (LSIPs)
- Access to information on Technical qualifications for all (‘Baker Law’) – T-level, Apprenticeships, Traineeships
- Prioritising Green Skills
- Lifetime HE Loans (from 2025)
- New powers of intervention in FE
- Making it an offence to cheat in exams...



## Skills Governance - Policy

*“...LSIPs will set out a clear articulation of employers’ skills needs, and the priority changes required in a local area”*

- Replacing LEP Skills Panels, led by an Employer Representative Body (ERB) – not LA or LEP
- To be established by Summer 2023 – first review 2024
- Combined Authority or LEP geography
- £550k funding for first three years
- Not commissioning bodies – but colleges/providers must take account of skills needs (accountability measures)

# Skills Governance - Hampshire

- Currently, two LEP Skills Panels – one final year of funding
- Likely two LSIPs covering Hampshire
  1. **Solent – Hampshire Chamber?**
  2. **EM3+ (North Hants and ALL Surrey) – Surrey Chamber, supported by Hampshire Chamber?**
- LAs without a devolution agreement ‘stakeholder status’ – but also employer?
- Chambers submitting EOI to DfE June 2022.

## What Next?

- Skills at the heart of the County Council's strategy – driving Service Development, Growth, Productivity, Place Strategy, and Wellbeing?
- Underpinning Levelling Up?
- LSIPs provide an opportunity, but...
- ...devolved areas have more direct levers and resources
- Our role and influence as a major employer – linked to a resourcing strategy
- Hampshire Skills Strategy & Action Plan