



Strategic Intent

Hampshire County Councils [Serving Hampshire Residents - Strategic Plan 2021-2025](#) four Strategic Aims are:

- Hampshire maintains strong and sustainable economic growth and prosperity.
- People in Hampshire live safe, healthy, and independent lives.
- People in Hampshire enjoy a rich and diverse environment.
- People in Hampshire enjoy being part of strong and inclusive communities.

The Children's Services and Skills & Participation Service Plan Priorities aligns to all the above strategic aims, with Hampshire Achieves contributing specifically towards three of the four.

Hampshire Achieves' curriculum is designed to deliver against the following Skills & Participation Service Plan Priorities below:

Preparing all young people to make a successful transition to adult life

We will achieve this by:

- Delivering high-quality Pathways and Supported Internship programmes that build young peoples' resilience, knowledge, and skills through a programme of classroom and outdoor learning with work related learning and work experience opportunities. Specialist and individual support are given to young people with SEND to enable them to progress and achieve.
- Providing a Special Education Needs and Disabilities (SEND) Employability offer that supports development of pathways to employment and independence with the wider education providers and employers to establish equality of opportunity across the county.

Supporting adults to achieve economic wellbeing and quality of life

We will achieve this by:

- Delivering and commissioning a range of Adult Learning programmes, with targeted learning opportunities in communities to develop the skills, confidence, motivation, and resilience of adults of different ages and backgrounds.
- Delivering a programme of adult learning activities to support progression towards formal learning or employment, improve health and well-being, including digital literacy and communication skills and to develop stronger communities.

Helping businesses access the skilled workforce they need to meet current demands and future economic growth.

We will achieve this by:

- Commissioning Adult Learning programmes that support the needs of local businesses and help them to access a skilled workforce

- Delivering programmes for young people which include work related learning and work experience opportunities to support access to employment.

Hampshire Achieves delivers a wide range of education and training programmes aimed at:

- Employees of the County Council (Apprenticeship Employer provider).
- Adult residents of the County Council through its Adult Learning programmes.
- 16 – 18-year-olds including learners with SEND through its study programme and Supported Internship funding.

We believe our programmes inspires ambition and support success whilst incorporating the County Council's core values: To build a culture of trust, honesty, integrity, reliability, and justice (Prevent and British Values). The curricula offer learners the knowledge and skills that reflect the needs of the local and regional context.

The strategic curriculum intent statements which follow outline our aims for each area of learning.

Our programme level curriculum intent is covered in our Course Information leaflets, aimed at prospective learners, and includes:

- How their previous knowledge and skills are accounted for
- How the programme is sequenced, designed, and assessed
- Next steps; progression opportunities and further learning.

Hampshire Adult Tailored Learning (ATL) Curriculum Intent

Hampshire County Council's ATL programme is managed by Hampshire Achieves (HA).

The ambition for the County Council is to create an ATL curriculum that:

- Maximises access to community learning for adults, bringing new opportunities, and improving lives, whatever people's circumstances.
- Promotes individual and social renewal by bringing local communities together to experience learning and the pride that comes with achievement.
- Maximises the impact of community learning on the social and economic well-being of individuals, families, and communities.

The headline priority is to provide employability programmes for the County Council residents facing unemployment and needing support to return to the job market. This includes helping people develop their digital skills and responding to the needs of those who's mental health and wellbeing.

The overall Hampshire ATL priorities for 2024-2025 are to:

- Support under/unemployed, low-skilled and careers changers, to improve their skills and confidence so that they may access or retain employment/higher paid roles.

- Improve maths and English skills for learners by offering specific maths and English courses and by embedding numeracy and literacy in all curriculum areas. This includes Family Learning via Schools and Community Hubs.
- Support English for Speakers of Other languages (ESOL) learners to develop the confidence and skills they need to become active citizens and integrated members of their communities.
- Provide opportunities for the County Council's residents to improve their digital literacy and communication skills, equipping them to successfully engage with all aspects of life in the digital age.
- Support learners' mental health and wellbeing, increasing skills and confidence, including Family Learning via Schools and Community Hubs.
- Provide a targeted, flexible, and holistic offer to support learning where there are pockets of local deprivation and/or where skills gaps are greatest.
- Offer programmes and raise awareness to learners to support sustainable living, energy efficiency and action against climate change.

The ATL programme aims to offer funding and support for diverse activities across the County Council, profiled to deliver learning to 5,302 enrolments with minimum target of 95% for achievements and 91% for attendance and punctuality. Delivery of the ATL curriculum across the county is provided via 2 internal and 3 sub-contracted partners, commissioned via call off through the existing ATL Framework.

The curriculum intent is split into two themes to meet the priorities set in the annual Commissioning Plan, Hampshire Thrives and Hampshire Works:

Hampshire Thrives

This category will deliver targeted learning programmes to support, English and maths skills (inc. ESOL), digital inclusion, community cohesion, health and wellbeing.

It will specifically target learners with one or more of the following characteristics:

- Without a full Level 2 qualification
- In receipt of Income Support or Universal Credit
- Families with school age children in receipt of free school meals
- Have a learning difficulty and/or disability
- Who are at risk of/have mental health needs
- Care Leavers
- Refugees
- Veterans

Hampshire Works

This category will deliver targeted learning programmes to support individuals (19+) in receipt of Universal Credit to access employment, including those with learning difficulties and/or disabilities. It will include support for English, maths (inc. ESOL) and digital skills. It will specifically target learners with one or more of the following characteristics:

- Learners without a full Level 2 qualification
- Learners in receipt of Income Support or Universal Credit

- Families with school age children in receipt of free school meals
- Learners who have a learning difficulty and/or disability
- Care Leavers
- Refugees
- Veterans
- Over 50s looking to return to employment

Multiply

The Multiply programme will enable the County Council to go further and faster in realising its ambition to create an inclusive labour market with good jobs available to all, and to ensure that all members of the community have the aspiration and opportunity to reach their full potential. Functional numeracy skills are fundamental to this and investing in the Multiply programme will raise the profile of the importance of numeracy to individuals and employers, whilst creating appropriate, flexible training programmes that will directly meet this need.

A key success factor will be the ability of the programme to target specific geographical areas and cohorts with low skills and go further in addressing these significant and long-standing socio-economic disparities. There are over 257,000 people with low essential skills in the County Council – this is about 23% of the population. The County Council's will target this part of the population and the geographical areas of deprivation so that as a community we get the best social and economic value from the Multiply programme. Gosport (26.3%) and the New Forest (23.9%) have the highest levels of low essential skills which are reflective of wider socio-economic deprivation indicators.

Supporting adults to be proficient with numbers will give them better life chances and a greater likelihood of securing employment and career progression. There are also significant wider social benefits to increased levels of numeracy in the population. A major focus of this Multiply project will be the family learning intervention. We will work across schools and Hampshire's Parent Carer Network to engage parents, helping them to better support their children with their learning and homework, and enabling families to better manage their household budgets and their own health and wellbeing.

The County Council's existing ATL programme delivers a small quantity of numeracy training for adults. The Multiply programme allows the County Council to develop and deliver more innovative interventions to entice adults into numeracy programmes and to allow for more collaborative work with Schools, Colleges, and employers in the target areas. Multiply will enable numeracy to be further embedded into existing ATL courses and discrete numeracy courses will be established to include short tasters. Functional skills courses will provide progression for adults requiring a qualification.

The aim of the County Council's Multiply programme is to help transform the lives of adults across the County Council with bespoke and embedded adult numeracy programmes to improve their numeracy skills, helping people unlock new job or training opportunities, progress in work, get higher wages and improve their wellbeing. Boosting numeracy abilities can also help with everyday tasks like bills and budgeting or helping children with homework. The County Council's will offer

adults (employed and under/unemployed), who need to improve their numeracy and do not already have a GCSE grade C/4 or higher in Maths or equivalent, free flexible courses that fit around their lives including face-to-face and virtual delivery. Where this numeracy training will be delivered alongside digital skills and address societal issues such as healthy lifestyles, the County Council expects a high degree of social value to come from this programme.

Apprenticeship Curriculum Intent

Our intent for the HA apprenticeship programme is to:

- Consider the needs of the apprentice, employers, and the local economy by supporting the County Council's maintained schools and corporate departments with their workforce development needs
- Support the County Council to continue to deliver its high-quality services to its residents and stakeholders
- Design high quality engaging curriculums that develop the knowledge, skills and behaviours that apprentices need in order to take advantage of the opportunities, responsibilities and experiences that prepare them for their next stage in education, training or employment
- Support apprentices to achieve career progression

As an employer provider, working with the Apprenticeship Development team and Workforce Development (WFD) the curriculum offer matches the needs of staff development in the County Council, ensuring staff are fully competent to perform their job roles, providing a better service to their customers, whilst maximising the Levy funding opportunity.

We are committed to working towards the County Council's ambition to maximise the opportunity of Apprenticeships. Working closely with the Corporate Apprenticeship Team, Managers and Head teachers we strive to create programmes that meet the changing needs of our departments and schools. Through this joint working we aim to benefit from the skills, knowledge, and behaviour improvements that apprenticeships develop to have an impact on the quality of our services offer to our residents, staff retention and personal satisfaction and the professionalism of the council.

The curriculum aims to address social disadvantage by delivering a universal apprenticeship offer across the County Council, meeting apprentices' learning needs by responding to initial assessments and using diagnostics.

The County Council's staff who do not have the English/maths minimum requirements to join the apprenticeship are given the opportunity to improve their maths and/or English and attain the correct entry requirements, this is a very important aspect of how we address social disadvantage. To ensure success, we encourage our apprentices to complete their functional skills before they take on the apprenticeship.

Successful completion and improved knowledge, skills and behaviours will often lead to more responsibilities at work, promotions, or higher / next level of training. Retaining apprentices in the County Councils workforce is very high, both for corporate departments and schools.

Young People's Learning Curriculum Intent

Hampshire Achieves (HA) **Pathways** 'supported' Study programme is aimed at young people aged 16 to 24 who have Special Educational Needs and Disabilities (SEND), or who have accessed additional support whilst in education, a statement of special educational needs or have an Educational Health Care plan (EHC Plan), and who want to develop their personal and independence skills. The Pathways 1 programme will support young people to; build their confidence in making personal and independent choices; and to understand how this impacts on their wellbeing, confidence, social skills, planning skills, social awareness, and motivation. Learners who have already attended Year 1 Pathways can access Year 2 to further consolidate their learning and new learners can come directly onto the Pathways 2 course if this meets their current learning needs. The Pathways 2 course further develops personal and social skills as well as skills for future employment. Young people on the offer will be able to progress onto the HA YPL Supported Internship programme, if they meet the eligibility criteria.

The Pathways programmes are delivered over 34 weeks and aim to support young people to complete a personalised study programme which includes the opportunity to study for appropriate qualification alongside upskilling English and maths to an appropriate level. The programme also supports them to achieve a Duke of Edinburgh Award (Bronze) as part of the core offer.

Hampshire Achieves **Supported Internship** was created to support the need for a post 16 Special Educational Needs provision across the County Council, designed as a year-long Local Authority alternative offer which provides a meaningful progression into sustainable employment or further study.

A Supported Internship is a 1-year study programme that is specifically aimed at young people aged 16 – 24 who have an existing EHC Plan who want to move into employment and need extra support to do so. It is designed to prepare SEN young people with the skills and knowledge they need for work through specific Skills Coach supported learning in the workplace and attendance at a twice weekly training where they are supported to achieve an employability qualification and functional skills in English and/or maths and digital skills, to an appropriate level.

The rationale for supporting SEN young people into employment is covered in the National Audit Office report 'Oversight of special education for young people aged 16-25' published in November 2011, which estimates that supporting one person with a learning disability into employment could, in addition to improving their independence and self-esteem, increase that person's income by between 55 and 95 per cent.

During the Admissions process, a significant period of time and effort is put into understanding the young person's needs and how we can provide the support they need to succeed. The Senior Tutor liaises with the parents/carers (and any external agencies where applicable) as well as the young person to ensure their individual learning plans are specific to their needs. Group profiles are produced for each cohort and these show what the individual's SEN needs are and how to support them.

Delivery of the HA Supported Internship offer is county wide and takes place in community-based venues and is responsive and ambitious to the needs of the SEND young people applying including those who have high needs. This provision is for young people who are not ready and/or willing to engage in college-based programmes, this gap provision will continue to respond to the county SEN needs.

We promote the benefits of employing neuro diverse young people and ensure those learners on the Supported Internship have the Skills Coach support in the workplace to be highly successful.