



Hampshire
County Council

Participation and
Lifelong Learning

Hampshire Achieves

Accountability Statement 2025-2026

Statement of purpose

Hampshire County Council delivers a regulated programme of Pathways, Supported Internships and Adult Tailored Learning to inspire ambition and achievement through learning.

Service vision

The Participation and Lifelong Learning service ensures that young people and adults in Hampshire participate, succeed, and progress in education and employment. We work with all learners to ensure they have the knowledge, skills, and behaviours to gain employment, improve their health and wellbeing, and quality of life.

We work directly with businesses and employer representative bodies to support current and future skills needs, ensuring that the Hampshire economy has a highly skilled workforce to deliver growth.

Strategic objectives

Our Strategic Plan, [Serving Hampshire's Residents 2021 to 2025](#), sets out four overarching aims:

- Hampshire maintains strong and resilient 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, inclusive, resilient communities



Context and place



The Hampshire 2050 Commissioners Summary

outlines Hampshire's economy to comprise of three sub-areas. North Hampshire is the most prosperous (based on GVA per head, around one third more prosperous than the UK average -35% above the national average), however both Central Hampshire (-7%) and South Hampshire (-19%) are less prosperous than the national average. Portsmouth is above the national average (around 4% higher) and Southampton is about 7% above the national average. The broad production sector, including manufacturing, is smaller than it once was. Since 2019, production accounting for output has fallen by approximately 14%.

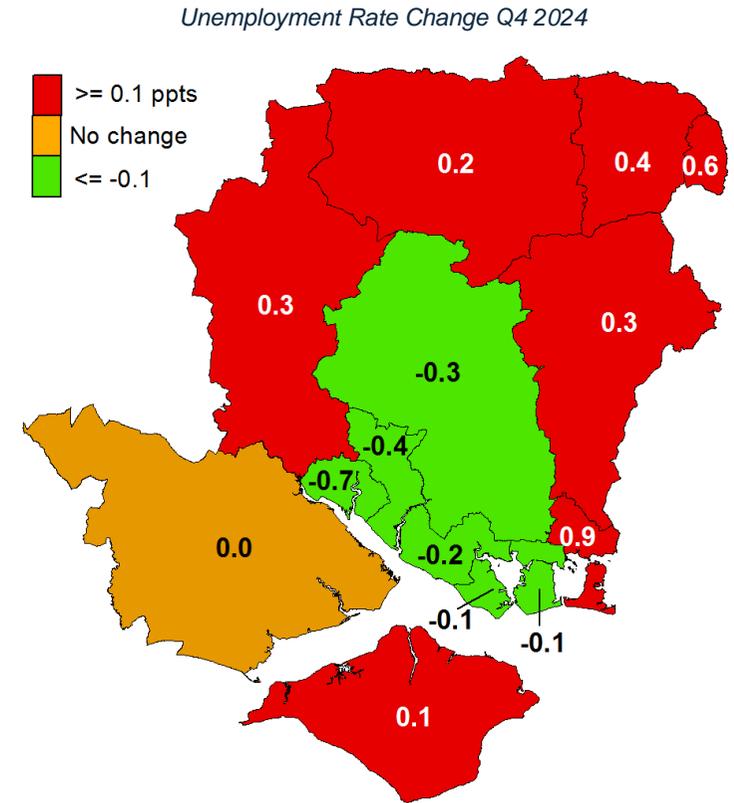
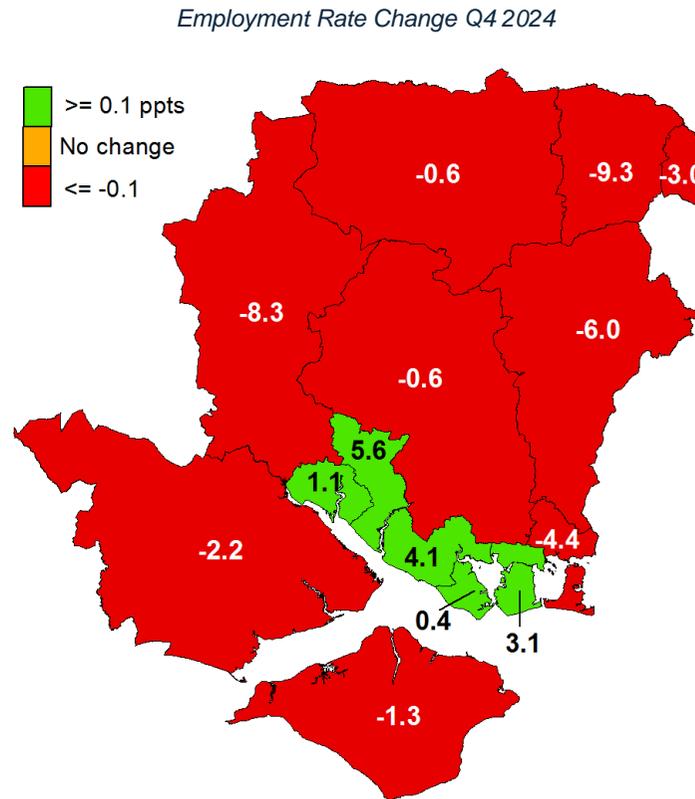
Hampshire is however ranked as the **most export intensive county in the country**, and over a fifth of all South-East exports come from Hampshire. The most productive sectors across Hampshire are financial and business services; ICT and digital media; aerospace and defence; and logistics and marine/ maritime. Over the last 20 years, the strongest growth has been in Health (+6%) and professional and business services (+5%).

The population of Hampshire stands at **1.43 million** and is expected to increase by 0.25% p.a. (per annum) over the next decade. However, the latest ONS population projections suggest that Hampshire's working age population peaked in 2024 at around 830,000 people aged 16 to 64 and that over the next decade Hampshire's workforce is projected to decrease by about 0.2% p.a.

Context and place

The Economic Strategy for Hampshire 2025-2027 sets out the current drivers for change, with a vision to create an environment that enables sustainable and long-term economic success and increases prosperity and opportunity.

Hampshire currently has a disability employment rate of 59.5% ranking in the top third of all Local Authorities (52/152), and a disability employment gap of 19.2%.



Source: Hampshire County Council

Context and place

The **Vision for Hampshire 2050** provides a framework for the County Council's future priorities including economic resilience, sustainable growth, and working towards a carbon neutral Hampshire (linked to the declared Climate Emergency). This is supported by the **Hampshire Skills Strategy & Investment Plan 2030** which includes labour market information, analysis of FE provision and identifies three strategic priorities:

- **A future-ready Hampshire** matching skills supply and demand and driving forward productivity for a prosperous and resilient economy.
- **An inclusive local labour market** that develops talent and maximises opportunity for all our communities.
- **A high-quality skills infrastructure and facilities** to raise aspiration and achievement; meet employer demand and create industry standard training in our post 16 sector.

The Solent and EM3 Local Skills Improvement Plans (LSIP) broadly set out the local/regional strategic context and priorities to ensure economic prosperity and growth. In line with the transfer of the LEP's function to the County Council, the Hampshire Prosperity Partnership Board have published an updated economic strategy that underpins and accelerates the Hampshire 2050 goals. Our direct participation is through membership of the Hampshire Skills Partnership.

Five-year population bands in Hampshire, 1981 to 2040



Source: ONS Population estimates, ONS population projections

Approach to developing the Accountability Statement

Hampshire County Council is an upper-tier local authority working across key public and private sector partnerships and is a member of the Hampshire Local Skills Improvement Plan Board.

Our statement has been developed through direct engagement with the Hampshire 2050 directorate, accessing economic development and labour market information, and in consultation with key stakeholders, including Hampshire Chamber of Commerce, Jobcentre Plus and local Further Education colleges. We have utilised existing skills reports (see supporting documentation) and have considered the Local Skills Improvement Plan's (LSIP) priorities and objectives.



Contribution to local, regional, and national priorities



Supported Internships and Pathways Programmes to fill the gap in post 16 **Special Educational Needs (SEN)** provision across Hampshire. The Supported Internship programme is an employability programme specifically aimed at 16 to 25-year-olds with an Education, Health and Care (EHC) Plan and is intended to provide them with the behaviours, knowledge and skills they need for work through specific supported learning in the workplace. In 2025-2026, we will be continuing to run a Department for Education (DfE) funded project where we will provide a supported internship to young people with SEN but do not have an EHC plan. Pathways is a Study Programme designed to support young people with SEN and who have not yet made a successful transition post 16, to access a positive destination.

Our Special Education Needs and Disabilities (SEND) Employability programme supports development of pathways to **employment and independence** with the wider education providers and employers to establish equality of opportunity across the county.

Adult Tailored Learning (ATL) offers a wide-range of courses across Hampshire, including a **targeted skills programme** for Hampshire residents facing unemployment to support their return to the job market. This includes helping people develop their English, maths and digital skills and responding to the needs of those who's mental health and wellbeing is affected by the cost-of-living crisis.

Contribution to local, regional, and national priorities

The overall ATL priorities for 2025-2026 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
- provide opportunities for Hampshire 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, Libraries and
- provide a targeted, flexible, and holistic offer to support learning where there are pockets of local deprivation and/or where skills gaps are greatest.



Contribution to local, regional, and national priorities

Service priorities and offer

Service Priority 1

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

Offer

Supported Internships and Pathways.

Service Priority 2

Supporting schools and education providers to help all young people participate, succeed and progress

Offer

Adult Tailored Learning (ATL) and SEND Employability Hubs.

Contribution to local, regional, and national priorities

- Our Study Programmes and Supported Internships support young people with SEND to improve their personal, social and employability skills, to enable them to make a positive progression to employment, apprenticeships and/or further study.

- The Hampshire Skills Strategy recognises the importance of skills and the need for programmes to lead to real jobs that support 'a future ready economy'. Hampshire employers support this programme with excellent work experience opportunities in priority sectors, offering a wider talent pool to employers which leads to employment.

- Our ATL supports the aim in Levelling Up that by 2030 children in schools will achieve the expected standard in reading, writing and maths, by giving parents access to flexible, innovative English and maths courses.

- Our SEND Employability supports regional development of pathways to adulthood through programme development alongside Further Education Colleges across Hampshire. Ensuring a consistent quality Supported Internship offer across all providers and establishing Employability and Independence Hubs.

Contribution to local, regional, and national priorities

Service priorities and offer

Service Priority 3

Supporting adults to achieve economic wellbeing and quality of life

Offer

Adult Tailored Learning (ATL)

Contribution to local, regional, and national priorities

- Offers targeted learning programmes to support the Hampshire Skills Strategy where we focus on adults aged 19+ who are unemployed or at risk of redundancy, and in receipt of Universal Credit, including those with learning difficulties and/or disabilities.
- We will continue to work in partnership with Jobcentre Plus/DWP, in responding to specific needs in the following sectors which align to national skills priorities and Bootcamps: Health and social care, childcare and schools, customer service, construction/allied services and haulage and logistics and digital technology. Literacy and numeracy will be prioritised.
- Our ESOL courses open doors for new residents to access employment in terms of an 'inclusive labour market' and support community integration and cohesion. This

supports the Solent LSIP priority where we support learners to build on their transferable skills and the EM3 LSIP which identifies the need to address learner demand via Jobcentre Plus.

- Our ATL provision focuses on health and wellbeing and directly supports the aim articulated in Levelling Up to reduce health inequalities and improve healthy life expectancy.
- Our ATL provision supports local, regional, and national priorities including both Solent and MS LSIPs by being employer and learner led with a flexible offer that supports adults to attain numeracy skills to support their career progression and personal development.

Contribution to local, regional, and national priorities

Service priorities and offer

Service Priority 4

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

Offer

Adult Tailored Learning (ATL) and SEND Employability Hubs.

Contribution to local, regional, and national priorities

- In line with the aspirations of the Skills for Jobs White paper and LSIP approach, we put our employer; the County Council and department managers at the heart of the system so that education and jobs lead to improved productivity, retention of talent and fills skills gaps.
- The White Paper expresses the need for adults to be able to access training flexibly throughout their lives. Our ATL courses are delivered flexibly in groups; either face to face or online
- HCC also receives additional DfE grant funding to support Skills Bootcamps across the county. Focusing on identified skills gaps the programme will support at least 1700 individuals in 2025/26 to either move into employment or develop within existing roles. It will also support businesses of all sizes to upskill their work force and drive economic growth. The programme is delivered by a variety of providers of all sizes commissioned via an open Skills framework.
- Our ATL programmes supports adults to access English and maths courses that lead to increased skills and confidence and thereby make them more attractive and allowing progression into the labour market.
- ATL provides local employers the scope to co design skills training programmes that support staff recruitment, retention and progression in line with LSIP priorities.
- Our SEND Employability programme works with employers to showcase the skills and ability of SEND learners to meet skills gaps across the sector, working alongside skills initiatives in the county to bring together education providers and employers to offer meaningful placements and equitable paid employment outcomes.

Statement



It is hereby confirmed that the curriculum offer set out above reflects the agreed statement of purpose, aims and objectives as approved by Hampshire County Council in June 2025. This statement will be published on the County Council website at the start of the new academic year in September 2025.

[Participation and Lifelong Learning
\(hants.gov.uk\)](https://www.hants.gov.uk)

Supporting documentation

[Vision for Hampshire 2050](#)
[\(hants.gov.uk\)](#)

[Serving Hampshire's Residents – Strategic Plan 2021 to 2025](#)
[\(hants.gov.uk\)](#)

[Economic-Strategy-For-Hampshire-2025-27-FINAL.pdf](#)

[Participation and Lifelong Learning](#)
[\(hants.gov.uk\)](#)

[Hampshire County Council – Inspection Report](#)
[\(ofsted.gov.uk\)](#)

[Local Skills Improvement Plan](#)
[\(hampshirechamber.co.uk\)](#)





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