

Skills and Labour Market Strategy

Year one action plan 2026



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Theme 1

This theme centres around youth employment and engagement.

It focuses on inspiring our future workforce, raising aspirations, offering meaningful employment opportunities and experiences, and supporting those who have yet to find their place in the workforce.

What we are doing well

Case Study

Link Up Youth Hub, Havant Borough Council

The Link Up Youth Hub, based in Leigh Park, is a collaborative initiative between Havant Borough Council and the Department for Work & Pensions (DWP).

It provides tailored employment and skills support for young people aged 16–24 across Havant and surrounding areas.

Objectives

- Reduce youth unemployment and NEET (Not in Education, Employment, or Training) rates.
- Equip young people with practical skills and confidence to enter the workforce.
- Connect local employers with emerging talent to address sector-specific skills gaps.

Key Features

● Accessible Support

Drop-in model (Mon–Fri, 10 am–4 pm) with virtual options ensures inclusivity.

● Personalised Coaching

CV writing, interview preparation, training guidance, wellbeing support.

● Employer Engagement

Recruitment events, job matching, paid placements, local business collaboration.

● Innovative Programmes

‘Empower You’ – a 12-week personal development and wellbeing programme.

Highlights

- **Holistic Approach**

Combines employability skills with wellbeing support.

- **Strong Partnerships**

Local authority, DWP, and employers working together.

- **Data-Driven Outcomes**

Clear metrics on employment and progression.

- **Sustainability**

Continued funding and programme innovation.

Impact

Young people supported	460
Progressed into paid employment	240+
Job starts in first year	100

Why it works

The Link Up Youth Hub demonstrates how integrated, community-based support can transform youth employment outcomes. Its success lies in combining practical job readiness with personal development and employer collaboration.



What we need to do

Action	Theme 1 Link	Expanded KPI	Measurable Outcome	Monitoring
Launch Portsmouth Youth Hub	Engage: Early outreach and wraparound support. Employ: Job matching and employer engagement. Equip: Coaching and skills development.	Providing integrated employment support for 16–24-year-olds around CV writing, job applications, skills signposting, careers advice, and wellbeing/housing support etc., to them into work or education.	Hub operation by Q1 of 2026.	Monthly dashboard tracking engagement, progression, and employer involvement.
			30% of customers to move into sustained paid employment/self-employment or an apprenticeship. This can be full or part time.	
			50% to move into training, further education or undertake work experience/volunteering.	
Support lobbying for Youth Hubs in Gosport and Fareham	Engage: Regional outreach. Equip: Shared resources. Employ: Hub-and-spoke model for job pathways.	Formal requests to the DWP, with Labour Market Information (LMI) data to support.	Confirmation of Youth Hubs in Gosport and Fareham, either independently or via a hub and spoke model.	Quarterly progress reports of discussions with DWP.
		Use of Havant Borough Councils Economic Impact calculator to show benefits to Youth Hubs in those areas.		
Utilise PCCs Education Padlet (online bulletin board) to become a City-wide work experience brokerage platform	Engage: Connect schools and employers. Equip: Prepare students for placements. Employ: Create progression pathways.	All work experience options within Portsmouth centralised; promotion via the PCC business bulletin and Shaping Portsmouth to publicise to Portsmouth businesses.	Platform live by Q1 of 2026.	Employer pledges via Padlet.
			All relevant work experience information updated quarterly.	
			Quarterly promotion to businesses via the PCC Business Bulletin and social media.	Quarterly PCC Business Bulletin features.

Action	Theme 1 Link	Expanded KPI	Measurable Outcome	Monitoring
Continued Aspiration NEET Zero programme roll out , including the NEET pledge scheme for employers to commit to supporting young people into work and training	Engage: Employer engagement and co-production. Equip: Digital signposting and best practice. Employ: Pledge-driven placement model.	Provide centralised NEET support to both employers and young people to provide clarity of pathways and support, and avoid duplication of information.	Padlet platform live by Q1 of 2026.	Monthly pledge tracking and Padlet analytics.
		Padlet content reflects full provision across the City.	50 employer pledges secured via promotion and access of the Padlet and at live events.	Quarterly meetings with stakeholders engaged.
Work with Motiv8 to share LMI updates to inform their targeted youth engagement and mentoring programmes in Portsmouth, Havant, Fareham and Gosport	Builds confidence and reduces NEET rates through holistic support.	Providing charities with a more comprehensive understanding of the labour market and employer skills needs to ensure the youths engaging with Motiv8 are being prepared for the jobs available now and in the future.	Improved youth wellbeing and confidence indicators from young people.	Monthly LMI report sharing to Motiv8.
	Link to Theme 6: Partnering for progress to ensure business need reflected in Youth provision.		Provision more closely aligned to current employer needs.	Quarterly Motiv8 updates on programme development based on information sharing.
Embed digital and green skills into post-16 curriculum	Engage: Employer-led curriculum design. Equip: Digital and green modules. Employ: Skills aligned to growth sectors.	Increase in apprenticeship numbers for standards in Construction and Building Services that embed Green principles at City Of Portsmouth College. Development of students' digital skills is a cross-cutting theme in innovation in several industry sectors.	75 new apprenticeship starts in Electrical, Gas, RAC and Plumbing and Plastering/Drylining.	Individual Learner Record (ILR) data from COPC.
			Develop and launch new T-level in Digital Support & Security in 25/26. Develop and launch new Level 3 BTEC AAQ in IT (Cyber pathway) in 25/26.	Successful launch of the two new programmes.

Theme 2

This theme supports residents in Portsmouth's most deprived areas.

Those statistically furthest from the labour market and most at risk of poor health outcomes. It aims to unlock potential by removing barriers and connecting people with the skills, support, and pathways they need to succeed and thrive.

What we are doing well

Case Study

Motiv8 in Gosport, Havant, Fareham and Portsmouth

Motiv8 operates across Gosport, focusing on young people and families living in areas of high deprivation.

Motiv8 provides targeted interventions to help individuals overcome barriers to education, training, and employment.

Outcomes

● **Youth Engagement**

Hundreds of young people supported annually, with many progressing into education, training, or employment.

● **NEET Reduction**

Contributes to lowering NEET rates in Gosport's most deprived areas.

● **Wellbeing Improvements**

Participants report improved mental health, confidence, and readiness for work.



Why it's best practice

- **Community-Based Delivery**

Services are embedded in local hubs, ensuring accessibility for residents in deprived wards.

- **Holistic Support**

Combines mentoring, mental health support, and practical help with housing, finance, and wellbeing.

- **Skills Development**

Offers tailored programmes to build confidence, resilience, and employability skills.

- **Collaborative Approach**

Works with schools, Jobcentre Plus, and local employers to create pathways into education and work.

Why it works

Motiv8 Gosport demonstrates how community-based, holistic interventions can transform outcomes for those facing the greatest barriers.

By combining practical skills development with emotional and social support, it creates pathways into education and employment while strengthening community resilience.

What we need to do

Action	Theme 2 Link	Expanded KPI	Measurable Outcome	Monitoring
Expand access to careers and training Information, Advice and Guidance (IAG) in community settings within the most deprived wards in the City	Remove barriers to learning and employment by improving access to information.	Deliver 2 community-based skills and careers events. Support from key employers and recruitment agencies with live roles as stand holders at the events. Funded by UK Shared Prosperity Funding.	150 adults looking for skills support to attend the events.	Satisfaction survey results.
			20% of attending adults to sign up for further information with stand providers.	Stand holder feedback of numbers who registered interest in programmes or support.
			10% of attending attendees to take part in a short exit satisfaction survey.	Communications data on social media impact.
			Achieve 200,000 local media reach and 1000 web page views.	
Support the development of an expanded community learning offer in Havant and Gosport	Reduces inequality and improves access.	Working with City Of Portsmouth College and South Hampshire College Group to deliver targeted programmes.	Improved participation in deprived wards; measurable skills uplift of residents within deprived wards.	Ward-level engagement tracking.
		Funding from ASF through College providers.		

Action	Theme 2 Link	Expanded KPI	Measurable Outcome	Monitoring
Improve employer engagement and inclusive recruitment practices	Unlock potential in foundational economy sectors and creating clear pathways into secure, meaningful work.	Engage 50 employers, 30 adopt Disability Confident.	Promotional campaign between Shaping Portsmouth and PCC to encourage employer uptake by end of Q2 2026.	Targeted communications from PCC and Shaping Portsmouth.
		20 commit to Living Wage.	5 case studies on inclusive hiring practices leading to residents placed in secure roles.	Employer tracking.
			Reduction in in-work poverty indicators.	Job placement data.
Empower residents in our most disadvantaged communities through targeted promotion of adult skills programmes and increased enrolments from those areas	Reduces inequality and unlocks potential.	Through The Learning Place (Community Learning Service) ensure provision is targeted at those in the most deprived local wards, and super output areas within Portsmouth.	40% of learners will be from the 20% most deprived SOAs.	Individual Learner Record data.
			50% of learners will be from the Nelson and Charles Dickens wards.	

Theme 3

Foundations for Success: this theme centres on adult learning and tackling the number of residents in Portsmouth who have no skills or low qualifications.

It focuses on opening doors for adults, particularly those furthest from the labour market, by providing accessible, flexible learning opportunities that build confidence, boost critical skills and employability skills and work readiness, and create clear pathways into employment. It seeks to make lifelong learning a reality for everyone, no matter their starting point.

What we are doing well

Case Study

The Learning Place

The Learning Place (TLP) is Portsmouth City Council's adult education centre, operated by the Community Learning Service (CLS).

Located in Nelson ward- one of Portsmouth's most deprived areas- it provides accessible, high-quality learning opportunities for residents who face barriers to employment and education.

Its purpose-built facility ensures inclusivity and community reach, supported by strong public transport links.

Impact and Outcomes

Reach

- 3,959 enrolments in 2024–25
- 46% of learners from Nelson and Charles Dickens wards

Inclusivity

- 62% of learners lacked Level 2 qualifications
- 38% had English as an additional language.

Performance

- Ofsted-rated "Good" (April 2022)
- achievement rate 92%
- retention 95%.

Targeted Provision

- 25% of courses include digital skills
- 20% ESOL
- 15% health and wellbeing

Progression

- 20% of learners move into accredited learning
- 45% of those completing qualifications progress into employment or improved job outcomes.

Why it's best practice

- **Place-Based Delivery**

Situated at the heart of the community, TLP targets residents in wards with high unemployment, low skills, and economic inactivity.

- **Inclusive Access**

Offers tailored learning for adults who may not thrive in formal education, including ESOL, digital skills, English and maths, and wellbeing courses.

- **Pathways to Employment**

Provides progression routes into accredited learning, vocational training, and employment, aligning with Portsmouth's Skills and Labour Market Strategy themes.

- **Holistic Support**

Combines confidence-building, health and wellbeing, and family learning to address barriers beyond skills alone.

- **Strong Governance and Partnerships**

Works collaboratively with local colleges, employers, charities, and regional bodies (e.g., LSIP, Solent Growth Partnership) to ensure curriculum relevance and impact.

Why it works

The Learning Place exemplifies how community-based adult education can transform lives and local economies.

By combining flexible, tailored learning with wraparound support and strong partnerships, it addresses supply and demand-side challenges in the labour market, making it a cornerstone of Portsmouth's inclusive growth strategy.



What we need to do

Action	Theme 3 Link	Expanded KPI	Measurable Outcome	Monitoring
Continue positioning plan to secure devolved Adult Skills Funding under devolution	Tackles barriers for disadvantaged adults. Funding flexibility ensures training reflects Portsmouth's priority sectors.	Publication of accountability statement.	Portsmouth recognised as a leading authority for ASF allocation; clear roadmap for implementation.	Publication of accountability document.
Expand accessible entry-level learning in community settings	Supports lifelong learning and inclusion by removing barriers and embedding learning locally.	Embed learning in community settings: Libraries, community centres, and faith spaces to reduce barriers and increase reach.	Increase locations community learning is delivered by 10% from 20 (24/25) to 22.	TLP tracking data on course delivery locations.
			Increase number of participants completing programmes in the community by 10% from 312 (24/25) to 343.	Individual Learner Record data for enrolment numbers.
Delivery of health and wellbeing courses for those furthest from the workforce	Providing accessible, flexible learning opportunities that build confidence.	Through The Learning Place focus a proportion of the tailored learning budget on the development and delivery of health and wellbeing courses	15% of provision will be health and wellbeing course delivery.	Individual Learner Record data to show enrolments onto those programmes.
Explore targeted skills bootcamps campaigns for those in the top 3 most deprived wards in Portsmouth (including ESOL and migrant support)	Tackles barriers for disadvantaged adults.	Work with SGP to look at the delivery of the next wave of skills bootcamps, with a view to focus a promotion campaign in our most deprived wards.	Improved employability for economically inactive residents in our most deprived wards.	Promotion campaign targeting the most deprived wards.
			Increased uptake in participants from the most deprived wards.	

Theme 4

This theme focuses on equipping Portsmouth's workforce with the skills needed to thrive.

To thrive in both foundational sectors (health and care, construction, logistics, hospitality) and future-facing industries (digital, clean energy, advanced manufacturing, life sciences, and creative industries).

What we are doing well

Case Study

TECH+TOUR

Formally known as TECH:TRUCK

Including on board virtual and augmented reality systems, marine and flight simulation technologies, fully programmable robotic arms, drones, 3D printers and more.

The South Hampshire College Group led project in collaboration with six other local education providers and organisations, including: City of Portsmouth College, The Isle of Wight College, Brockenhurst College, HTP Apprenticeship College, Hampshire Chamber of Commerce and The South Coast Institute of Technology.

It is utilised to increase awareness and exposure to the changing landscapes within the engineering technologies sectors.

Impact and outcomes

TECH+TOUR has grown to become one of the most popular attractions in the Solent's education sector, introducing exciting new technical education technologies to young people and helping them identify career pathways in our LSIP-identified priority sectors.

Including Cultural and creative industries, Health and Social Care, Engineering and Manufacturing, Marine Engineering and Net Zero technologies.



TECH + TOUR

Why its best practice:

- Collaboration between 7 FE Colleges across the Solent area
- South Hampshire College Group has been officially awarded with 'Highly Commended' status in the 2024 Digital Education Awards for initiatives that included TECH + TOUR.
- State-of-the-art mobile education and technology roadshow
- Engages and inspires children and young adults into the world of tech and showcase the range of career opportunities open to them across the maritime, logistics, health and social care and creative arts sectors.

Why it works

TECH + TOUR represents unprecedented higher technical education opportunities, thanks to the collaboration of further education and higher education providers across Hampshire.

It is a great show of innovation in education aspirations and careers guidance; a mobile roadshow that can bring inspiration to all areas of the communities it serves.

What we need to do

Action	Theme 4 Link	Expanded KPI	Measurable Outcome	Monitoring
Support City Of Portsmouth College to explore, develop and implement Skills Bootcamps for Construction (Net Zero) with Portsmouth City Council	Supports foundational sector growth.	City Of Portsmouth College Construction and Building Services curriculum to be further developed to ensure students have the identified skills to progress into current and emerging jobs in the Construction and Building Services sector, as identified in the Solent LSIP.	2 Skills Bootcamps to be developed and delivered in 2025/26.	City Of Portsmouth College and Solent Growth Partnership to update on progress of development and implementation by Q3 of 2026.
			Skills aligned to local labour market leading to improved employer satisfaction captured via employer advisory boards.	Feedback at relevant Employer advisory boards.
City Of Portsmouth College to further develop curriculum offer in Digital Technologies in response to the Local Skills Improvement Plan (LSIP) sector deep dives	Working with employers to inform curriculum for skills needed within industry.	Development of students' digital skills is a cross-cutting theme in innovation in several sectors including Maritime and Marine, Lifesciences, Financial Services, Aerospace and Defence and Advanced Engineering.	Develop and launch new T-level in Digital Support & Security in 25/26. Develop and launch new Level 3 BTEC AAQ in IT (Cyber pathway) in 25/26.	Successful launch of the two new programmes.
			Promotion supported by Portsmouth City Council.	
Expand construction and building services apprenticeships to address demand	Supports foundational sector growth.	Creation of a centre of excellence for Construction and Building Services at COPC. Increase in apprenticeship numbers for standards in Construction and Building Services, making programmes more responsive to employer demand.	Increase new apprenticeship starts at City Of Portsmouth College by 75 in Electrical, Gas, RAC and Plumbing and Plastering / Drylining.	Apprenticeship start/ completion data; employer feedback.

Action	Theme 4 Link	Expanded KPI	Measurable Outcome	Monitoring
Develop the City Of Portsmouth College curriculum offer in Creative Industries in response to Local Skills Improvement Plan (LSIP) sector deep dives and Skills England report	Drives creative sector growth and civic engagement.	CertHE Architecture course to be developed collaboratively with the University of Portsmouth, qualified architect and informed by Employers.	CertHE Architecture course for delivery in 26/27.	15+ enrolments on CertHE Architecture course.
	Embedding industry expertise into curriculum design, delivery.	Development of BTEC Performing Arts course in collaboration with the Kings Theatre.	BTEC Performing Arts course for delivery in 26/27.	
			Promotion supported by Portsmouth City Council.	
Leverage City of Culture bid to create cultural skills pathways and support	Drives creative sector growth and civic engagement.	Publication of the City of Culture bid progress.	Help Portsmouth Creates to expand its reach to support cultural and creatives.	Feedback from Portsmouth Creates on engagement numbers.
		Increased promotion of Portsmouth creates via Portsmouth City Council and other supporting partners.	More businesses engaging with Portsmouth creates - bid writing support and mentoring.	
Continue to utilise employer advisory boards and industry cluster groups to gain an understanding of employer skills needs (PAMAEC, Portsmouth Creates) FE targets	Ensures relevance and responsiveness to labour market needs.	Use industry groups and advisory boards as a way of encouraging employer-led curriculum input across the City and the wider TTL areas.	Support FE Colleges and ITP employer advisory boards with promotion and attendance.	Employer feedback data.
			Use intelligence gained to feed into FE, adult learning and partner organisations who provide training and skills to residents.	Information sharing to training partners and organisations.

Theme 5

This theme is focused on tackling in-work poverty and supporting progression for those in low-paid and insecure employment.

By improving access to training, career pathways, and fair work opportunities, we aim to help individuals move into more stable, better-paid roles, creating a workforce that's not just employed, but empowered.

What we are doing well

Case Study

Minstead Trust

Minstead Trust is a leading charity dedicated to supporting people with learning disabilities and autism to achieve greater independence and access meaningful employment.

Operating across Hampshire and the South, including Portsmouth, the Trust provides tailored training, supported internships, and workplace coaching to help individuals overcome barriers to work.

Outcomes

- Confidence and Independence: Participants report improved self-esteem, social skills, and readiness for work.
- 40 People currently in Employment across the South Coast
- 12 Completed Supported Internships in Partnership with PCC and COPC, 10 Employment outcomes and 8 still in Employment after 6 months
- 15 completed Supported Apprenticeships - 100% Pass Rate
- 15 Businesses supported to become Disability Confident Employers, 3 progressed to Disability Confident Leaders

Why it's best practice

- **Inclusive Employment Pathways**

Minstead Trust delivers structured supported internships that combine real work experience with personalised job coaching, enabling participants to develop practical skills and confidence.

- **Employer Partnerships**

Works closely with local businesses to create inclusive roles and promote Disability Confident practices, ensuring sustainable employment opportunities.

- **Holistic Support**

Goes beyond skills training by addressing wellbeing, travel training, and workplace adjustments, making employment accessible for those with additional needs.

- **Progression Focus**

Internships often lead to paid roles or further training, supporting long-term career development and reducing economic inactivity among disadvantaged groups.

Why It Works

The Link Up Youth Hub demonstrates how integrated, community-based support can transform youth employment outcomes. Its success lies in combining practical job readiness with personal development and employer collaboration.



Comserv working with The Minstead Trust

What we need to do

Action	Theme Link	Expanded KPI	Measurable Outcome	Monitoring
Collaborate with Minstead Trust to expand supported internships and inclusive employment pathways for SEND residents	Addresses in-work poverty and supports progression for disadvantaged groups.	Continue the delivery of supported internships.	15 Supported Internships a year delivered in partnership	Employment data.
		Retain disability employment rates at 75% or higher for 2026.	Employment Rates to continue at 75% or Above.	Supported internship delivery and outcomes.
		Encourage more Portsmouth employers to adopt Disability Confident.	25 Businesses to become Disability Confident Employers.	Disability confident accreditation.
Social Value event with the Employability Academy , supports young people overcome barriers to progress to meaningful employment	Aim to help individuals move into more stable, better-paid roles, creating a workforce that's not just employed, but empowered.	Building support from our social value partners to contribute to the work of the Portsmouth City Council Employability Academy around supported internships.	Event held in Q1 of 2026.	Event held in Q1 of 2026.
			Target of 30 employers from across the City.	Attendee data from the Employability Academy team
Improve employer engagement and inclusive recruitment practices	Promotes fair pay and progression routes in low-paid sectors, creating clear pathways into secure, meaningful work.	Engage 50 employers.	Promotional campaign between Shaping Portsmouth and PCC to encourage employer uptake by end of Q2 2026.	Targeted communications from PCC and Shaping Portsmouth.
		30 adopt Disability Confident.	5 case studies on inclusive hiring practices leading to residents placed in secure roles.	Employer tracking.
		20 commit to Living Wage.	Reduction in in-work poverty indicators.	Job placement data.

Theme 6

Partnering for Progress: this theme puts employer engagement at the centre of skills development.

Recognising the vital role businesses play in shaping a workforce that delivers both economic and social value. By focusing on partnership with employers, skills providers, charities and other stakeholders, we aim to co-design training that meets sector needs, supports inclusive recruitment, and creates lasting benefits for individuals, organisations, and the wider community.

What we are doing well

Case Study

Space South Central

Space South Central is the UK's largest regional space cluster, representing over 130 organisations. The cluster supports more than 14,000 local jobs and generates regional space sector earnings of approximately £3 billion.

Outcomes

- **Employer Responsiveness**

Over half of companies reported workforce skills gaps; the cluster's targeted interventions directly address these needs.

- **Regional Reach**

A £160k UK Space Agency grant supports continued cluster operations and skills initiatives through March 2026.

- **Innovation in Training**

SPIN internships delivered job-ready outputs like CubeSat VR prototypes, enhancing employer innovation while developing real-world capabilities in interns.

Why it's best practice

- **Skills Gap Analysis and Strategic Coordination**

Through initiatives like the Space Sector Skills Survey 2023, the cluster identified severe skills shortages in software, data engineering, AI, and machine learning-with 72% of employers reporting these gaps. Space South Central uses this data to inform targeted CPD and education strategies.



Soldering skills

- **Mid-Career Professional Development**

The "Securing the Future of Space" CPD programme trains mid-career professionals in software, data, and AI skills. Delivered jointly by Space South Central and universities including Portsmouth, this initiative addresses immediate industry demands.

- **Supported Internships and Placements**

Through the SPIN (Space Placements in Industry) internship scheme, the cluster places students in eight-week industry placements, combining hands-on project experience with mentoring.

Why it works

- Evidence-led programming ensures training aligns with employer needs.
- Multi-stakeholder collaboration among government, academia, and industry enables high relevance and quality.
- Dual-impact internships benefit both students and employers with tangible outcomes.
- Sustainability is underpinned by public funding and measurable sector growth goals.

This model offers a replicable blueprint for combining data-driven training, supported internships, and employer partnerships to build a resilient, future-ready workforce in emerging high-technology sectors.

What we need to do

Action	Theme 6 Link	Expanded KPI	Measurable Outcome	Monitoring
Continue support of Shaping Portsmouth, specifically within Business Support and Skills and Employability	Partnership with employers, skills providers, charities and other stakeholders, we aim to co-design training that meets sector needs.	Shaping Portsmouth's aim is to transform Portsmouth into the UK's premier waterfront city to invest, live, learn, work, and visit. It does this by delivering innovative programmes across three core areas of Business, Education, and Community.	PCC to retain a Non-Executive Director role within Shaping Portsmouth.	Attendance of Non-Executive Director and Employment Chair at all relevant meetings (Quarterly).
			PCC to retain Education Chair position.	
			PCC to continue the partnership working of PBSS (Portsmouth Business Support Service).	PBSS partnership to continue with shared data, projects and support.
PCC to remain a key partner in the Solent LSIP via the ERB (Hampshire Chamber of Commerce)	Partnership with employers, skills providers, charities and other stakeholders, we aim to co-design training that meets sector needs.	PCC to continue with its position on the LSIP management board, leading on securing the priorities for Portsmouth and its TTW and TTL areas.	Attend all LSIP meetings.	Publication of the 2026 LSIP report.
			Provide relevant LMI for Portsmouth for the LSIP 2026 report.	Meeting attendance.

Action	Theme 6 Link	Expanded KPI	Measurable Outcome	Monitoring
Expand cluster-based collaboration using PAMAEC and Portsmouth Creates as best practice for other industry groups	Drives innovation and shared workforce development.	Development of further industry clusters will lead to improved collaboration; measurable increase in joint training and R&D projects.	Select one key industry sector to create a cluster in.	Industry selected, using LMI on growth and sector share.
			Engage key employers within the industry to join the group.	Employer engagement completed.
			Set launch meeting, with terms of reference to be deliberated and agreed.	First meeting arranged for Q4 of 2026.
				Terms of reference produced.
Align partner programmes to provide partnership pathway support for skills development	Partnership working to secure outcomes for residents.	The Learning Place to provide learning opportunities for those on Connect2Work programme.	10% of learners referred from employment programmes.	Learner origin tracking.



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