



Bringing Understanding to the Skills Gap for Construction Businesses

Working Together to Shape the Future of Skills in Hampshire and the Solent



HAMPSHIRE AND SOLENT LOCAL SKILLS IMPROVEMENT PLAN

Construction Sector Skills Needs Report

2026 Refresh

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1. Executive Summary

This report presents a refreshed analysis of construction sector skills needs across Hampshire and the Solent, commissioned by Hampshire Chamber of Commerce (HCOC) as part of the 2026 Solent LSIP refresh. It builds on the June 2025 Construction Deep Dive and draws on three evidence sources: a desk review of labour market data; a stakeholder forum held on 28 January 2026 with 12 participants; and an employer survey receiving 20 responses. The core finding is that structural challenges identified in 2025 persist and, in several areas, have intensified.

Labour and skills shortages remain acute, particularly in roofing, scaffolding, gas engineering, dry lining, groundwork, and electrical trades. Employers report significant difficulty attracting new entrants, with sector perception, pay competitiveness, and the disconnect between training and workplace practice all cited as persistent barriers.

A number of cross-cutting themes emerged from employer engagement. The disconnect between education and work-based experience was highlighted by both groups as a fundamental issue requiring systemic attention. Apprenticeships — particularly shared and accelerated models — were identified as a vital pipeline mechanism, but employer support, funding clarity, and awareness of available schemes remain inconsistent. Green and future-focused skills, including retrofitting, solar panel installation, and modern methods of construction (MMC), are growing in urgency but lack coherent training pathways. The sector's image remains a significant recruitment barrier, particularly among younger people and career changers.

The report sets out a series of recommendations for employers, training providers, and policymakers under both short- and long-term timeframes. These are designed to address the most critical skills gaps while building the longer-term workforce resilience Hampshire and the Solent's construction sector will need to meet housing and infrastructure targets.

Key Recommendations at a Glance

- Establish a united construction industry hub for Hampshire and the Solent, coordinating employer networks, training information, and funding navigation
- Expand and promote shared and accelerated apprenticeship models, with particular focus on SME support
- Develop and embed green skills (retrofit, solar, MMC) across FE and CPD provision as a matter of urgency
- Create clear, compelling career pathway communications targeting schools, career changers, and under-represented groups
- Strengthen employer-provider partnerships through structured work experience, T-Level placements, and co-designed curriculum
- Address the wage disparity between construction entry-level roles and competing sectors (e.g. logistics/warehousing)

2. Methodology

This report adopts a mixed-methods approach, drawing on three evidence streams. Desk research was based primarily on the Solent LSIP Construction Deep Dive (Lichfields, June 2025), supplemented by Lightcast job postings data, ONS Business Register and Employment Survey data, and ILR learner data for 2023/24. A structured employer forum was held on 28 January 2026, with 12 participants across two facilitated groups covering labour market conditions, skills supply, green skills, and entry pathways. An employer survey via Microsoft Forms received 20 responses from employers, training providers, and recruitment organisations across Hampshire and the Solent. Evidence from all three sources has been triangulated throughout, with areas of consistency and divergence noted explicitly.

The report was developed with the input of an industry steering group, convened to provide expert oversight and challenge throughout the process. The steering group met on two occasions: an initial meeting on 8 January 2026 to frame the research priorities and agree the engagement approach, and a wrap-up meeting on 27 February 2026 to review emerging findings and provide final feedback before the report was drafted. Steering group members were drawn from across the construction and skills landscape and included Penny Building Construction, Hampshire Construction Training Association, IOW Construction Training Association, South Hampshire College Group, the National Federation of Roofing Contractors (NFRC), the Department for Work and Pensions (DWP), and the Construction Industry Training Board (CITB). Following the wrap-up meeting, all steering group members received the draft report for final comment. Their feedback has been incorporated where appropriate, and a summary of key points raised is reflected in the recommendations section of this report.

3. Sector Overview

3.1 The Hampshire and Solent Construction Sector

The construction sector remains a significant contributor to the Hampshire and Solent economy. As of 2023, it supports approximately 30,000 jobs across around 7,800 businesses, equivalent to 5.6% of total regional employment. The sector generates an estimated £2.7 billion in gross value added (GVA) annually. Employment is distributed across the full extent of Hampshire and the Solent, spanning urban centres such as Southampton and Portsmouth, market towns and coastal areas including Basingstoke, Winchester, Fareham, Gosport and Havant, and rural districts including the New Forest and East Hampshire. Southampton and Portsmouth together account for the greatest concentration of job postings across Hampshire and the Solent.

The sector's business base is dominated by micro and small enterprises, with 95% of businesses employing fewer than ten people. This structural characteristic has significant implications for training participation, apprenticeship take-up, and capacity to engage with funded programmes — themes that emerged strongly in the 2026 employer forum.

3.2 Trends and Drivers of Change

The UK Government's target to deliver 1.5 million new homes by 2029 represents a major demand stimulus for the sector. Within Hampshire and the Solent, local authorities have a collective housing delivery target of over 7,850 homes per annum, yet have been delivering an average of only around 2,260 dwellings annually — approximately 29% of target. This significant shortfall, combined with planned reform of the planning system under the revised National Planning Policy Framework (December 2024), points to sustained and growing demand for construction labour across the region.

Large-scale infrastructure projects in the wider South East — including potential airport expansions and ongoing major works — risk drawing skilled labour away from Hampshire and the Solent, potentially exacerbating local shortages. Employment forecasts suggest the sector is set to grow by approximately 700 jobs (+6.3%) over the next 15 years, though this is widely considered to understate true demand given the scale of the Government's housing ambitions.

The transition to net zero and the shift to modern methods of construction (MMC) and off-site manufacturing are changing the skills profile of the sector, requiring green and retrofit competencies alongside digital capabilities such as BIM and data-driven project management — areas not yet comprehensively reflected in current FE provision.

Digitisation of construction processes — including Building Information Modelling (BIM), drone surveying, and data-driven project management — is increasing the technical demands placed on workers at all levels. These emerging digital skill requirements are not yet comprehensively reflected in current FE provision across Hampshire and the Solent.

3.3 Workforce Profile

The construction workforce in Hampshire and the Solent shares the characteristics observed nationally: an ageing profile, a predominantly male workforce, low representation of women and ethnically diverse groups, and an ongoing reliance on self-employment, particularly among trades operatives. The sector's post-Brexit adjustment continues, with a reduction in the pool of EU-origin labour pushing up wage costs and intensifying competition between employers for a constrained supply of skilled workers.

Unique job postings in construction across Hampshire and the Solent increased by 45% between 2018 and 2023, reaching approximately 7,300 in 2023. Demand has been driven primarily by lower-skilled and technical roles (labourers, construction workers, engineering technicians), while demand for some higher-skilled professional roles has declined. Anecdotal evidence from employers suggests that a significant proportion of vacancies are filled through informal networks rather than advertised channels, meaning that official postings data likely understates true demand.

4. Findings: Skills Needs Analysis

4.1 Evidence from Desk Research

The 2025 Deep Dive identified a number of persistent structural challenges that continue to define the skills landscape in 2026. Employers reported difficulty recruiting candidates with specialist technical skills, particularly in engineering and digital roles. Qualified and experienced candidates for management and supervisory roles — including site management and quantity surveying — were consistently identified as hard to find. Across the board, employers noted an overall shortage of people seeking jobs in construction, with upward pressure on wages driven by competition both within the sector and from adjacent industries such as logistics.

The supply-side picture shows that FE and HE provision across Hampshire and the Solent covers the three main IfATE construction pathways — design, surveying and planning; onsite construction; and building services engineering — reasonably well at technical and professional levels. However, provision in building services engineering at professional level (Level 6+) is absent, and coverage of green and future-focused skills across the curriculum remains underdeveloped. In 2023/24, approximately 2,240 learners were enrolled in construction-related FE courses in Hampshire and the Solent, with a further 2,000 apprenticeships recorded across the sector.

4.2 Employer Forum: Group 1 Insights

Group 1, which focused on labour market conditions, skills shortages, and sector perceptions, produced a rich and candid set of insights. Participants spanned employers of different sizes — from micro businesses to large contractors — as well as training providers, and the discussion reflected the diversity of experience across the sector.

On the labour market, participants confirmed that shortages are widespread and acute. Vacancies are frequently not advertised, with employers relying on word-of-mouth and trusted agency contacts to fill roles. One participant noted that agencies typically see candidates tail off after five to six weeks, suggesting that candidate commitment — as well as supply — is a challenge. The most persistent hard-to-fill roles identified included gas engineers, dry liners, metal tackers,

shuttering carpenters, bricklayers, and roofing and scaffolding operatives. Participants noted that roofing and scaffolding represent a particular skills shortage with few accessible training pathways.

The perception of construction as a sector was a recurring and strongly felt theme. Participants observed that while sector perception among college students has improved — with numbers of construction learners increasing — the broader public image of construction as physically demanding, poorly paid, and offering limited progression continues to deter potential entrants. The phrase 'you can't be what you can't see' was offered as a summary of the representation challenge, particularly for young people from backgrounds without family connections to the industry. Data from the i-Construct programme was cited as encouraging: of 550 students engaged, 89% expressed a positive interest in exploring construction careers or finding out more.

Wage competitiveness is a structural problem. Entry-level construction pay fails to match logistics and warehousing, and the low apprenticeship wage actively discourages young people and their families. Participants called for minimum wage benchmarking to be raised to match or exceed warehouse rates.

On workforce readiness, participants observed that new entrants — whether from college or via agencies — frequently lack the practical workplace behaviours expected on site. Resilience, reliability, willingness to travel between sites, punctuality, and basic professional demeanour (including eye contact and communication) were all cited as gaps. Participants noted that agencies can prepare candidates for the formal registration process, but that workplace behavioural readiness is harder to address through pre-employment channels alone. The importance of the CSCS Gateway ID process and structured onboarding was noted.

Employer size significantly shapes recruitment experience. Micro and small employers are largely reactive and face PAYE and administrative burdens when taking on apprentices. Tier 1 contractors have the capacity to drive supply chain engagement with training, but this potential is currently underutilised. Shared and accelerated apprenticeship models were welcomed as practical solutions for SMEs.

The co-training or shared apprenticeship model was welcomed by employers of all sizes as a pragmatic solution to the challenge of small businesses being unable to sustain full apprenticeship commitments. Participants also noted that accelerated apprenticeship routes — which allow early starting and earlier completion — are valuable for a workforce that is increasingly impatient with extended training timelines.

On the question of what is missing from the current LSIP and Deep Dive, participants were emphatic: the need is for action now. The S106 mechanism was raised as an area where legislative change could strengthen employer commitment to workforce development — currently S106 obligations carry no consequence for employers who fail to meet them.

4.3 Employer Forum: Group 2 Insights

Group 2 focused on training provision, green skills, employer engagement, and entry pathways.

A fundamental disconnect between qualifications offered by training providers and the competencies employers need was highlighted as a persistent problem running from initial training through to CPD. The gap between college learning and on-site expectations remains a systemic frustration.

Awareness and use of funded programmes — particularly Skills Bootcamps — was identified as patchy. While Skills Bootcamps are available to adults aged 19 and over, participants noted that both employer awareness of these programmes and employer engagement with providers delivering them remain low. The DWP was cited as insufficiently proactive in connecting employers with available provision, with participants noting that employers are not regularly approaching DWP with their workforce needs, and vice versa. Knowledge of the apprenticeship levy and levy transfer mechanisms was also identified as limited, particularly among SMEs who may not realise they can benefit from unspent levy funds held by larger employers.

On green and future-focused skills, participants agreed that the urgency is clear but the pathways are not. Solar panel fitting, heat pump installation, building fabric retrofit, and other low-carbon

construction skills are in growing demand, but competency frameworks and training routes for these specialisms — particularly for existing workers seeking to upskill — are unclear or inaccessible. Scaffolders and roofers face particular challenges in accessing clear competency pathways. The group noted that getting different trades to work together effectively on green projects is itself a skills and coordination challenge. Existing resources such as Go Construct and Basingstoke College of Technology (BCOT)'s green skills area were noted as useful, but government funding for green skills training was described as difficult to navigate.

On employer engagement, participants identified a consistent pattern: companies want experienced workers and are not prepared — or do not feel equipped — to take on trainees or recently qualified candidates. Time constraints were also a major barrier, with smaller and medium-sized employers describing themselves as too busy with project delivery to invest time in training engagement. Tier 1 contractors were noted as being largely subcontracted, which limits their direct control over the wider supply chain's engagement with training. The clearance and placement processes at large employers such as BAE Systems were cited as specific barriers to work experience and placements, with complex and inconsistent procedures deterring providers from establishing regular partnerships.

Participants in Group 2 were clear that current pathways into construction are not working effectively. The Construction Leadership Council was acknowledged as having made progress, but participants felt that the sector lacks a genuinely unified hub that brings together information on pathways, funding, networking, and employer support. The Hampshire Construction Training Association was noted as a positive resource, but the proliferation of different organisations and bodies — each with their own offer — was seen as creating confusion rather than clarity. There was strong support for a single, well-resourced, and genuinely cross-sector hub for the construction industry across Hampshire and the Solent, with HCOC identified as a natural facilitator.

Participants raised the role of social media in attracting new entrants, particularly younger people and career changers. The industry was described as failing to present itself attractively in digital channels, with Social Value Managers at larger companies seen as an underutilised resource for outreach. Targeting non-traditional groups — including people who engage in outdoor activities such as climbing — was suggested as an innovative approach. Driving licence requirements (needed by approximately 95% of construction roles) were flagged as an additional entry barrier that is not adequately addressed in current pathway communications.

4.4 Key Takeaway Themes from the Forum

The following overarching themes were identified collectively by both groups in their report-back session and represent the forum's most important consensus points.

- Employer buy-in to apprenticeships and trainee programmes needs to come from the top down — leadership commitment within businesses is essential.
- The older workforce has a critical role to play in mentoring new entrants, but structured mechanisms and incentives to enable this are lacking.
- Funding for CSCS cards for 16 to 19 year olds is not currently available, and pairing card funding with an employability course would significantly improve readiness for work.
- Work experience is considered the single most effective mechanism for converting interest in construction into commitment to a career in the sector.
- Initiatives such as Go Boys at Brighton Hill School, working with BCOT, provide a valuable model for school-to-sector engagement that should be scaled.
- The perception barrier remains stubborn. The disparity between the image of construction careers and the reality — including low apprentice wages — continues to deter entrants who might otherwise be interested.
- The shared apprenticeship scheme is one of the most practical solutions available for SMEs, but awareness and take-up remain low.
- College data indicating that 270 (130 on apprenticeships) out of 400 full time students drop out to take immediate employment (e.g. at Amazon) illustrates the acute competition construction faces for motivated young workers.

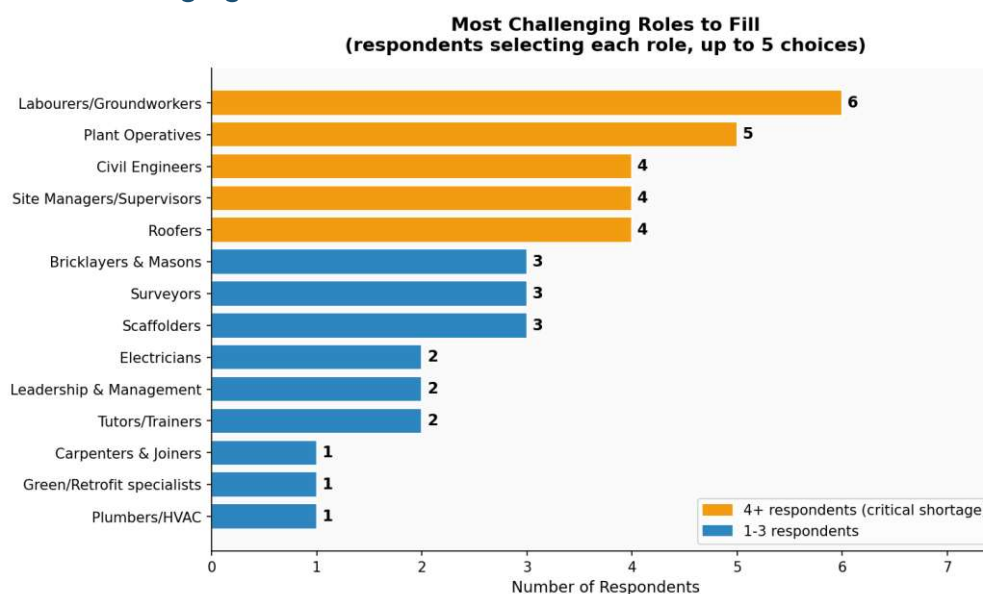
4.5 Employer Survey: Key Findings

Recruitment challenges since 2025

Hard-to-fill roles

Roofers and labourers/groundworkers were most frequently cited as hard to fill (5 respondents each), followed by site managers, civil engineers, and plant operatives (4 each). Civil engineering emerges as an additional priority area alongside the trade shortages highlighted in the forum (Figure 1).

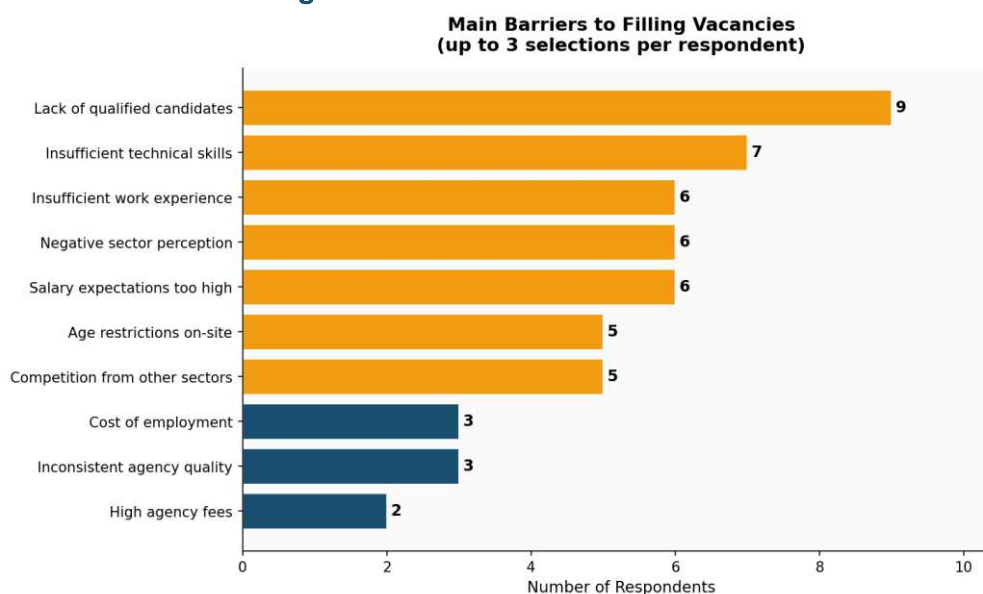
Figure 1: Most Challenging Roles to Fill



Barriers to filling vacancies

The top barriers to filling vacancies were: lack of qualified candidates (7), insufficient work experience (6), negative sector perception (6), competition from other sectors (5), and high salary expectations (5). Age restrictions on-site placements (4) were also flagged — a structural barrier limiting meaningful experience for young people in training (Figure 2).

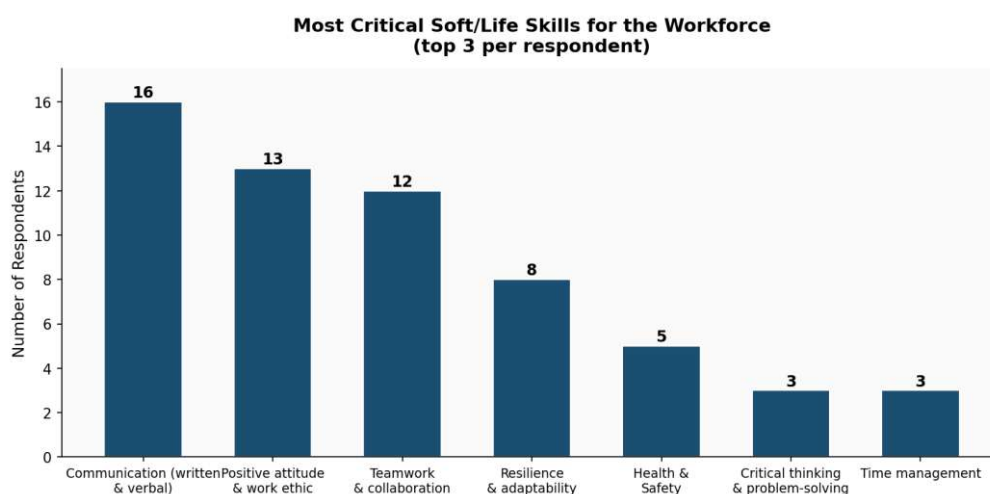
Figure 2: Main Barriers to Filling Vacancies



Soft and life skills

Communication was the top soft skill priority (16 respondents), followed by positive attitude and work ethic (13), teamwork (13), and resilience (9) — validating the forum’s emphasis on behavioural readiness as a critical gap (Figure 3).

Figure 3: Most Critical Soft/Life Skills

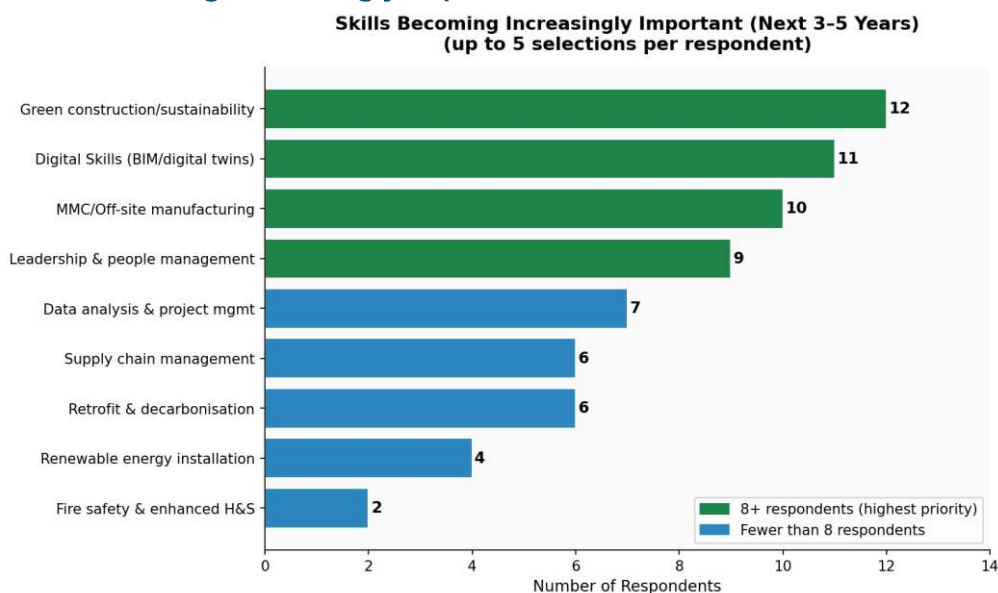


Training investment and provider engagement

Future skills priorities

The top future skills priorities are digital skills/BIM (11), green construction (11), MMC/off-site manufacturing (10), leadership and people management (9), and retrofit/decarbonisation (8) — consistent with forum findings and confirming these as the defining workforce challenges of the next decade (Figure 4).

Figure 4: Skills Becoming Increasingly Important Over the Next 3–5 Years



5. Key Skills Gaps and Priorities

5.1 Critical Shortages — Current

The following trade and technical roles represent the most acute current skills shortages across Hampshire and the Solent, as consistently identified across the 2025 Deep Dive, the 2026 employer forum, and now corroborated by the 2026 employer survey. Survey data is noted alongside each role where relevant.

Role / Skill Area	Nature of Shortage
Gas engineers	Very few applicants; ageing workforce; complex qualification routes
Dry liners	New apprenticeship route recently established but pipeline thin
Roofers and scaffolders	Persistent shortage; competency pathways unclear; no professional-level qualification
Groundworkers	High demand, limited trainee pipeline
Electricians	High volume demand; competition from other sectors
Metal tackers / shuttering carpenters	Niche but persistent; few training providers
Bricklayers	Chronic national shortage replicated locally
Quantity surveyors	Demand exceeds graduate and apprentice supply
Dust fitters / ladders	Specialist roles with very limited local provision

5.2 Anticipated Future Skills Needs

Beyond immediate shortages, the following areas represent emerging skills requirements that current provision does not adequately address.

- Green construction skills: retrofit, heat pump installation, solar panel fitting, low-carbon building fabric, decarbonisation of existing stock.
- Modern Methods of Construction (MMC): off-site manufacturing, modular assembly, digital fabrication, and the logistics of MMC supply chains.
- Digital construction skills: BIM, drone surveying, data-driven project management, and digital site operations.
- Leadership and management: site management, project management, and contract management capacity — identified as a gap at both Level 3 and higher-technical level.
- Mentoring and knowledge transfer: structured mechanisms to capture and pass on knowledge from experienced workers approaching retirement.

5.3 Cross-Cutting Themes

Several themes cut across trade boundaries and represent systemic challenges that no single employer or provider can resolve alone.

- Digital literacy: basic digital competency is increasingly required even in trade roles, yet is not consistently embedded in entry-level construction training.
- Employability and workplace behaviours: resilience, punctuality, communication, and professional readiness are consistently cited as gaps in new entrants from both college and agency routes.
- Diversity and inclusion: the sector continues to draw from a narrow demographic pool, limiting its talent base and exacerbating overall labour shortages. Career changers, women,

and individuals from ethnically diverse backgrounds represent underdeveloped recruitment pipelines.

- Leadership: management-level skills shortages risk constraining the sector's capacity to deliver on housing and infrastructure targets even where trade skills are available.
- Understanding construction recruitment norms: new entrants to the sector are often unfamiliar with how construction recruitment operates in practice. Many vacancies are filled rapidly — sometimes within hours — through direct employer and agency contact, and a significant proportion of roles are never formally advertised. Candidates accustomed to applying online or by email may miss opportunities entirely, as the fast-paced nature of contracts means employers and agencies frequently recruit by telephone. New entrants should understand that construction recruitment often moves at a different speed and through different channels to other sectors. Equally, candidates need to understand how working with recruitment agencies operates: repeatedly declining offered work — even short-term assignments of one or two days — will typically result in being deprioritised for future contact, and letting an employer down will have a similar effect. Candidates should be encouraged not to dismiss short-duration placements: a worker who performs well on a brief engagement is often asked back, with longer contracts and a sustained working relationship developing as trust builds. The expectation of immediate long-term or permanent employment with a single contractor is not typical of the sector, and helping new entrants to understand and embrace the flexible, project-based nature of construction work is an important and currently under-addressed element of entry-level careers education.

6. Recommendations

The following recommendations are addressed to employers, training providers, and policymakers and commissioners. They are prioritised across short-term (within 12 months) and longer-term (12 months plus) timeframes.

6.1 Short-Term Priorities (Within 12 Months)

- Establish a Hampshire and Solent Construction Industry Hub. HCOC, working with the Hampshire Construction Training Association, CITB, and key FE providers, should lead the development of a single, unified information and networking hub for the construction sector. This should bring together employer networking events, funded training navigation, apprenticeship support, and sector intelligence in one accessible place. A number of existing CITB resources should be integrated into the hub's offer from the outset, ensuring employers can access them easily: Go Construct as an authoritative source of sector information and careers content; the new Go Construct Careers matching service, which connects individuals with opportunities in the industry; CITB's New Entrant Support Team, who can help employers navigate the administrative process of taking on an apprentice — a commonly cited barrier among SMEs; and CITB's local Engagement Advisers, who can assist employers in accessing available funding. Social media channels should be developed as part of this hub to improve the sector's visibility among young people and career changers.
- Improve awareness and uptake of shared and accelerated apprenticeships. HCOC should develop clear, jargon-free guidance for SMEs on levy transfer, shared apprenticeship schemes, and accelerated routes, supported by a targeted communications campaign.
- Address CSCS card funding gap for 16 to 19 year olds. HCOC and local providers should make a joint case to funders for CSCS card funding to be available to 16–19 year olds, linked to an employability programme to improve workplace readiness.
- Scale work experience and sector engagement in schools. Building on successful models such as the Go Boys programme at Brighton Hill School in partnership with BCOT, HCOC should work with schools and employers to increase the volume and quality of construction work experience placements. i-Construct's evidence — that 89% of the 550 students engaged expressed interest in construction careers — demonstrates the potential impact of structured school engagement.
- Improve employer engagement with DWP and Skills Bootcamps. A structured outreach initiative should connect construction employers with DWP job coaches and Skills Bootcamp providers, ensuring construction needs are explicitly included in provision.

6.2 Longer-Term Priorities (12 Months Plus)

- Develop and embed green and future skills into FE and CPD provision. FE colleges across Hampshire and the Solent, working with employers and sector bodies, should develop clear and accessible training pathways for green construction skills — including solar panel installation, retrofit, heat pump technology, and MMC. CPD modules should be co-designed with employers to ensure they reflect actual workplace requirements and can be delivered flexibly (including online and modular formats). BCOT's existing green skills provision provides a useful model to build from. Partners should also explore alignment with the work of the Construction Technical Excellence College (CTEC) for the South East, currently led by North Kent College, to ensure that any planned activity across the region is complementary and that opportunities for collaboration or curriculum sharing are identified.
- Address wage competitiveness and sector image. HCOC and employer partners should develop a sustained promotion campaign addressing the wage gap with competing sectors, advocating for higher apprentice wages, and targeting under-represented groups including women and career changers.
- Strengthen employer-provider curriculum co-design. FE providers should establish structured employer advisory panels for construction programmes, meeting at least twice per year, to ensure curriculum content — particularly for higher-level technical and professional

courses — reflects current employer needs. This should include explicit attention to workplace behaviours, digital skills, and green construction competencies.

- Use S106 obligations more effectively. Local authority partners should explore linking planning conditions more robustly to workforce development commitments, with clearer consequences for non-compliance — an underutilised lever identified through employer engagement. Encouragingly, a number of local authorities in Hampshire have already adopted CITB's National Skills Academy for Construction framework to inform and structure their Employment and Skills Plans (ESPs). This represents a meaningful and growing level of consistency across the county in terms of what is expected from developers, and provides a stronger basis for holding them accountable to their employment and skills commitments. Building on this foundation, local authority partners should work to extend adoption of the framework more widely, using it as a common standard against which developer obligations can be set, monitored, and enforced.
- Build mentoring capacity in the older workforce. A structured mentoring programme — potentially piloted through the shared apprenticeship model — should be developed to pair experienced construction workers approaching retirement with new entrants and apprentices. This addresses both the knowledge transfer risk and the desire expressed by employers for greater mentoring support within businesses.

6.3 Monitoring and Evaluation

Progress should be monitored through the Hampshire and Solent LSIP governance structure, with HCOC reporting annually. Key metrics include apprenticeship starts, employer participation in training, learner enrolment, and job posting volumes. The 2026 employer survey provides a baseline for year-on-year comparison.

7. Conclusion

The 2026 refresh confirms that construction skills challenges are not new, but they are urgent. Labour shortages, poor sector perception, a disconnect between training and workplace practice, and an inadequate pipeline of green and future-ready skills all persist — made more pressing by national housing targets, infrastructure investment, and the net zero transition.

What is most striking from the 2026 stakeholder forum is not a lack of diagnosis — employers are clear about what is wrong — but a continuing frustration that the pace of response has not matched the scale of the challenge. The phrase 'now, now, now' captures the mood. The sector needs practical action, not more analysis.

The good news is that there are strong foundations on which to build. Hampshire and the Solent has a well-developed FE and HE provision landscape, a growing apprenticeship base, committed employer networks, and a range of existing programmes — from i-Construct and Go Boys to BCOT's green skills work — that demonstrate what can be achieved when employers, providers, and sector bodies work together effectively. The task for 2026 is to connect these assets more coherently, fill the gaps that remain, and ensure that every young person considering a career, and every employer trying to build a workforce, can find the information, support, and training they need without navigating a fragmented and confusing landscape.

Hampshire Chamber of Commerce, as the designated employer representative body for the Hampshire and Solent LSIP, is well placed to convene the partnerships needed to deliver on the recommendations set out in this report. The call to action is clear: bring the sector together, act on what employers have said, and build the workforce Hampshire and the Solent's construction sector needs to thrive.

8. Appendices

The employer survey received 20 responses. Full findings and charts are presented in Section 4.5.

This report contributes evidence towards all six Hampshire and Solent LSIP priorities, in particular:

- Priority 1: Awareness and Aspiration — sector image and career promotion
- Priority 2: Navigating the Skills Ecosystem — simplifying access to training and funding
- Priority 3: Proactive Employer Engagement — strengthening employer-provider relationships
- Priority 4: A More Agile Ecosystem — flexible, modular, and employer-responsive provision
- Priority 5: Pathways to Skills — apprenticeships, T-Levels, and adult learning routes
- Priority 6: Managing the Skills Transition — green skills, MMC, and digital construction