


Climate Change Framework of Strategic Programmes 2020-2025

Carbon Mitigation and Climate Change Resilience

These Strategic Programmes have been designed to deliver outcomes to reach our targets in 2050 and are therefore very long term and extensive in nature. As this is the first of the Frameworks to 2025 it mainly focuses on setting the foundations for these longer term programmes. Therefore many of the milestones will go beyond 2025, will overlap in terms of delivery, and will be interdependant.

Programme	Key pillars	Resilience/ mitigation	Progress 2022-2023 (June - June)	Links to strategies/ delivery plans
Decision-making (cross-cutting enabler)				
Embedding climate change across the organisation	<ol style="list-style-type: none"> 1. Utilising the climate change decision tools within Executive Member decisions, and for assessing the climate impacts of new projects across all directorates. 2. Using the Climate Change Group, consisting of senior managers across all directorates, to decide upon new programmes to deliver action on climate change, and assess performance. 3. Communications and engagement for County Council staff to understand how they can incorporate climate change considerations within their roles. 	Mitigation & resilience	<ol style="list-style-type: none"> 1. The decision tools sharepoint site have been visited 2,725 times by staff members. Lunchtime learning and other training sessions continued to be delivered across directorates. 2. Key areas discussed and proposed at the Climate Change Group have included: Business Case development for a Retrofit Programme; development of an Environment Strategy; a partnership with The Retrofit Academy to deliver retrofit skills and training in Hampshire colleges; developing an approach to engaging with young people on climate change; developing a support pack for HCC teams to embed climate change into their BAU; reintroducing collective green energy switching . 3. A new e-learning about how staff can embed climate change considerations within their role is being developed, for launch later this year. A new project to support every team in the County Council to embed climate change as part of their business as usual has begun. The project aims to provide resources to allow bespoke climate change solutions to be developed at the team-level. Information and question prompts will allow teams to consider climate change in a workshop setting. Accountability will sit with Climate Change Group representatives for each directorate. 	
 Transport				
Local Transport Plan 4	<ol style="list-style-type: none"> 1. Reduce dependency on the private car. 2. Plan our streets and spaces around the needs of people and places. 	Mitigation and Resilience	<p>Department for Transport state they intend to issue new Local Transport Plan 4 (LTP4) guidance including a carbon reduction tool. HCC will seek to adopt our draft LTP4 which has been consulted on.</p> <p style="text-align: center;">Developing supplementary guidance documents for Development Control and Master Planning to better integrate land use and transport planning.</p> <p style="text-align: center;">Development of a new pipeline of schemes with a new digital tool for anyone to raise transport problems. Are developing targets and a monitoring and evaluation plan, including a New Quantified Carbon Reduction (QCR) tool.</p> <p style="text-align: center;">Adopted 8 Local Cycling and Walking Implementation Plans.</p> <p style="text-align: center;">Bid for LEVI funding to develop an electric vehicle infrastructure strategy and delivery of an action plan.</p> <p>Have taken and agreed reports for Farnborough and Andover which reprioritise spaces in favour of sustainable modes and economic regeneration which was consulted on soon after.</p> <p>The County Council has been successful in achieving funding to deliver new demonstration active travel schemes. These are a new generation of schemes being designed to higher standards set by national Government.</p> <p>The County is embedding a Healthy Streets Framework, with over 100 staff who look after or improve our streets and spaces trained in how to apply the Framework. The framework can be used to help ensure the streets and spaces are easier to use by a range of users and that a better balance is made that widens the choices people can make about what type of transport they feel comfortable using.</p> <p>The County is approaching the final year of delivering the Transforming Cities Programme in partnership with Southampton and Portsmouth City Councils. These will see physical improvements completed on a number of transport corridors accessing the two cities. Measures include walking and cycling schemes as well as bus priority measures and bus interchanges.</p> <p>We have adopted the Bus Service Improvement Plan. Post-Covid the County Council continues to use its bus budgets to keep as many bus routes going following a reduction in demand and income for bus operators. We are actively encouraging bus use to help support and maintain services and have recently launched a campaign to do so which builds on the national £2 fare scheme.</p>	<p>https://www.hants.gov.uk/transport/localtransportplan</p>

<p>Highways Infrastructure (Management)</p>	<ol style="list-style-type: none"> 1. Identify and map highway assets most at risk from weather fluctuations. 2. Develop existing highway asset data sets to identify required maintenance interventions. 3. Identify appropriate material treatment and/or mitigation measures. 4. Identify appropriate design standards and materials for new capital infrastructure. 5. Embed life cycle and investment planning across all assets to optimise resilience of the network. 	<p>Resilience</p>	<ol style="list-style-type: none"> 1. A highway resilient network map has been developed and published on Hantsweb – Main aim of the resilient network is to maintain economic activity and access to key services during extreme weather and other disruptive events through prioritised and targeted maintenance. This will need a review within 8 months to be linked and aligned with the winter routes which are also under review. 2. Highway asset dataset development <ol style="list-style-type: none"> a. Fully project to review frequencies underway (includes catchpits, weir kerbs etc.) – Aims to improve service efficiency with better scheduling, less journeys and reduced carbon. b. Fully sensor project – part of service efficiency work to reduce visits and disruption on the network. c. Web self service flood form updated. Data used in Confirm IT system to identify flooding sites. Data analysed in GIS to help identify and prioritise planned schemes and used to inform routine programme. d. Grass – Significant resources allocated to improve both urban/rural data – Allows informed decisions on frequencies etc. 3. Surfacing guide review complete. Document going through formal approvals – the document provides guidance on the selection of surfacing materials and processes for highway maintenance works allowing engineers to specify safe, durable and environmentally appropriate options. 4. Appropriate design standards for new cap infrastructure <ol style="list-style-type: none"> a. IGS - 28 out of 30 now complete - Intended to provide resilient designs specifying appropriate materials balancing cost and quality to minimise long term maintenance costs. b. Commuted sum policy implemented from 1st July - Aims to encourage the adoption of new sustainable developments / highway improvements by promoting the use of durable and sustainable materials. c. Combination of the above items will help to: <ol style="list-style-type: none"> i. Ensure that new infrastructure is designed to be sustainable ii. Deliver value for money by reducing the whole life costs of new assets. iii. Reduce the carbon footprint of highway operations by minimising the need for future maintenance. iv. Ensure that new infrastructure is safe and designed to be resilient to the effects of climate change. v. Limit disruption on the network and help improve journey times and air quality. 5. Lifecycle and investment planning <ol style="list-style-type: none"> a. Lifecycle models now in place for CW, FW, Structures, and ITS – used to inform budgets and linked to Performance Management Framework – delivers cost-effective maintenance strategies to minimise whole life costs whilst achieving the required levels of service. b. Cross Asset Investment Plan developed and implemented – aims to ensure the best long term spend across all major assets. 	<p>https://documents.hants.gov.uk/highways/HighwaysAssetManagementStrategy.pdf</p>
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Residential


<p>Hampshire-wide retrofit programme</p>	<ol style="list-style-type: none"> 1. Map energy efficiency of Hampshire's housing stock, understand potential for improvement and target energy efficiency solutions, ensuring resilience to overheating etc is considered. 2. Design retrofit programme, including resilience measures, making use of existing successful approaches (e.g. Energiesprong), and identifying potential pots of funding. 3. Engage with net zero hubs to support delivery of retrofit for low income households. 4. Explore options to implement retrofit business case. 	<p>Mitigation & resilience</p>	<ol style="list-style-type: none"> 1. No further mapping of Hampshire housing stock has taken place as the baseline was set in 2022. However, Parity software maintains up-to-date data and allows homeowners to self-correct any errors. Additionally, University of Southampton research into renewable generation potential found that 7% of Hampshire's energy needs can be met by rooftop solar. 2. Parity Projects have developed a business case for a self-sustaining business model that can deliver retrofit for the abl-to-pay market. This business case was based on the successfully operating Cosy Homes Oxfordshire scheme. The business case has been scrutinised by HCC financial and legal teams and is considered to be sound. The initial start up costs of £500k remains a hurdle and conversations with private investors and potential partners are ongoing. 3. The Net Zero Hubs will continue to support district/borough councils in the roll-out of central government funding for low-income households. 4. A major stakeholder engagement event was convened in June 2023 with an outcome to establish a formal entity (consortium) to take the next steps towards implementation. The consortium will likely include district councils, advocate groups and training providers. The group will then take on the responsibility of securing the start up funding. 	<p>https://www.hants.gov.uk/retrofit</p>
<p>Health co-benefits</p>	<p>Through the Health and Wellbeing Board, agree joint priorities between partners that both benefit health and mitigate climate change, including air quality, active travel, healthy homes: Review Hampshire Corporate Climate Change Strategy and Public Health actions / value adding opportunities</p>	<p>Resilience</p>	<p>Action on climate change and health through spatial planning and placemaking is embedded into 'Healthier Communities' theme of the Health and Wellbeing Board.</p> <p>Following a series of workshops with the Town and Country Planning Association, an air quality group has been set up with District and Borough Councils to look at the planning response to air quality.</p>	<p>https://democracy.hants.gov.uk/ieListDocuments.aspx?CId=193&MId=9936&Ver=4</p>
<p>Tackling health Inequalities</p>	<p>Use a data-driven approach to identify the most significant inequalities in relation to climate change: Consider broader workforce and developing competence/confidence in climate change; Create short document including key reports, literature and e-learning for the benefit of Public Health shared learning; Scoping review and evidence summary on the health impacts of climate change</p>	<p>Resilience</p>	<p>The new Hampshire Joint Strategic Needs Assessment includes a chapter on place, with spatial mapping of air quality, heat vulnerability index and residential properties at risk of flooding. This is publicly available. The Public Health team have been asked by various community organisations to present on climate change and public health.</p>	<p>https://www.hants.gov.uk/social-careandhealth/publichealth/publichealthstrategy</p>
<p>Joint working with the NHS</p>	<p>Take a system approach to climate change, working with the NHS to identify shared priorities</p>	<p>Resilience</p>	<p>Hampshire County Council represented on Hampshire and Isle of Wight Sustainability Board.</p>	
<p>Communication and engagement</p>	<ol style="list-style-type: none"> 1. Continuously develop behavioural insights research around climate change. 2. Develop annual communications and marketing plans to reach residents, based upon the climate change communications and marketing strategy. 3. Supporting the Greening Campaign, with partners, to deliver a series of phased activities with communities, enabling them to make carbon savings. 	<p>Mitigation & resilience</p>	<ol style="list-style-type: none"> 1. More insights are being delivered with a particular focus on engaging youth with climate change information. 2. Digital adverts on climate resilience, spanning home insulation, preparedness to flooding and saving water, reached over 950,000 Hampshire residents. The 'swap one to local' campaign has also been refreshed, aimed at 18-24 year olds to swap fast fashion for second-hand. The climate change webpages have received over 19,113 unique views, and the climate change newsletter has gained over 1000 new subscribers. 3. Thanks to a successful bid co-written by the Greening Campaign (GC) and the Climate Change team, just under £500,000 of National Lottery funding was awarded to the GC in April 2023. The funding will enable a course of activity over three years to help communities work together to address climate change across different areas. The climate change team will be using some of the funding to provide strategic support, and the waste prevention team are devising a new waste prevention information and activity pack for communities. 	




Buildings & Infrastructure

<p>Strategic Planning to support carbon reduction / sequestration</p>	<ol style="list-style-type: none"> Working with the Hampshire & Isle of Wight Planning Officers' Group to develop a consistent approach with districts for setting energy efficiency levels on both domestic and commercial developments. Working with the Hampshire & Isle of Wight Planning Officers' Group to develop practical guidance for planning authorities on how to leverage planning requirements to drive climate action. Encourage land use planning that take into account carbon sequestration, renewables, nature, agriculture and promotes net environmental gain. Encourage local authorities within the county to use their planning and procurement powers to support the development of the zero carbon homes market in the region. 	<p>Mitigation</p>	<p>Local Planning Authorities have been preparing for changes in the building regulations (namely Approved Document L, Conservation of fuel and power and its transitional arrangements). For example in Eastleigh BC, the Local Plan condition requiring a % of reduction in carbon emissions has been superseded by the new minimum standards. These changes are stop-gap measures to improve energy efficiency in housing regulations ahead of the Future Homes and Buildings Standards introduction in 2025, which will require more significant cuts to carbon emissions. LPAs such as Winchester CC have consulted on future-proofed local plan policy which exceeds building regulations to achieve a net zero carbon target (using the LETI modelling of operational and embodied carbon). The impact on scheme viability of these standards combined with increased building costs should be monitored across Hampshire.</p> <p>Summary: Part L looks at the energy efficiency of properties, part F will look to improve ventilation and part O looks to ensure buildings don't overheat. Overheating is major consideration for occupier health and comfort of new dwellings.</p> <p>The Planning Data & Research team undertook a New Home Movers survey which asked about whether energy efficiency was part of the motivation to purchase a new property. The team also plan to analyse Census datasets to improve statistical understanding of dwelling heating types and travel to work choices, and any trends across Hampshire since the last census.</p> <p>Hampshire County Council has been appointed as the responsible authority for preparation of Local Nature Recovery Strategy (LNRS) for Hampshire. The Strategy will be used to channel investment into local priorities for protection and enhancement, such as the Environment Land Management Scheme; map areas of opportunity for the use of 'nature based solutions' to wider environmental problems like flooding and climate change mitigation; guide mandatory biodiversity net gain investments; and provide a source of evidence for local planning authorities to help them understand the locations which are important for conserving and enhancing biodiversity.</p>	
<p>Strategic Planning to support resilience to climate change</p>	<ol style="list-style-type: none"> Encourage local planning authorities to create an evidence base of existing green corridors as well as potential urban heat island. Establishing a spatial framework to steer sustainable and resilient development, to include consideration of the impacts of climate change on development. Encourage through the Hampshire & Isle of Wight Planning Officers' Group the development of guidance for planning authorities on how to leverage planning requirements to drive climate action that addresses resilience. 	<p>Resilience</p>	<p>The County Council has been appointed as responsible authority to prepare the Local Nature Recovery Strategy as an important tool to promote environmental net gain. PfSH are now instead commissioning work in GI and green corridors across the sub-region. The Local Nature Recovery Strategy is emerging as a critical spatial strategy to shape development in accordance with climate change objectives.</p>	


<p>Flood risk management</p>	<p>1. Engagement with district councils and developers regarding new developments on flood risk land.</p>	<p>Resilience</p>	<p>As the Lead Local Flood Authority, HCC has:</p> <p>Continued to engage with LPAs as the statutory consultee for surface water management on major developments https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/911812/surface-water-drainage-review.pdf</p> <p>Relaunched Hampshire Strategic Flood and Water Management Board and convened aired Technical Delivery Group meetings involving representatives of risk management authorities including LPAs.</p> <p>Published the new Catchment Plans</p> <p>Supported the preparation of a draft joint Leadership Statement for key stakeholders to promote improved surface water management.</p> <p>Responded to regional and national consultations including on water standards, water resources, Catchment Basin management Plans and Drainage and Wastewater Management Plans.</p> <p>Working with Environment Agency on 2 year pilot programme for Property Flood Resilience.</p>	<p>https://www.hants.gov.uk/landplanningandenvironment/environment/flooding/strategies/catchment-management-plans</p>
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 **Energy Generation & Distribution**

<p>Developing a local area energy strategy</p>	<p>1. Develop a Hampshire energy strategy to cover generation, distribution and efficiency.</p> <p>2. Engage Hampshire residents on energy issues, from efficiency to community renewable energy generation.</p> <p>3. Continue to support installation of solar panels and batteries for Hampshire households.</p> <p>4. Liaise with LEP's, Local Net Zero Hubs etc to identify funding opportunities, partnerships and expertise.</p>	<p>Mitigation & resilience</p>	<p>1. The University of Southampton have completed a report into the technical and economic potential for renewable energy generation in Hampshire. This report found that ground-mounted solar and offshore wind had huge potential with well over 100% of Hampshire's energy demand being met if fully implemented. Tidal energy could provide baseload power, with a large suitable site identified of the southeast of the Isle of Wight. A second report into grid constraints is due later in 2023. These reports are not designed as a business case for energy projects but are designed as the starting point for a portfolio of investment opportunities in energy in Hampshire.</p> <p>2. As well as ongoing energy advice from The Environment Centre, five community energy groups are engaging with residents and helping people save money during the cost-of-living crisis. The Greening Campaign also has energy efficiency as a key pillar of its behaviour change model.</p> <p>3. The second iteration of the Solar Together Scheme saw a 4-fold increase in demand with over 1,400 installations being completed from a smaller marketing campaign. The 2022 scheme achieved a 15% average discount compared to the typical market price, and will see the reduction of approximately 30,000 tonnes of carbon over 25 years. The third scheme launched in August 2023.</p> <p>4. The Net Zero Hubs are supporting communication with the DNO on the development of a Local Area Energy Plan. The University of Southampton research will support this, particularly around the grid constraints. Current government advice on LAEPS is unclear and there remains no clarity on whose role it is to develop these.</p>	<p>https://www.hants.gov.uk/landplanningandenvironment/environment/climatechange/whatarewedoing/energy-distribution</p>
<p>'Support and Scale' Community energy programme</p>	<p>1. Work with Community Energy South and Hampshire-based CE groups to establish a community energy network in the county.</p> <p>2. Take steps to build self-sufficient community energy groups that cover the full geographic extent of the county.</p> <p>3. Maximise the impact of the Revolving Community Energy Fund</p>	<p>Mitigation & resilience</p>	<p>1. Following the successful completion of the Community Renewal Fund funded project, HCC have funded Community Energy South (CES) for a further 2-year programme to maintain momentum. This programme has specific deliverables related to energy generation projects, energy advice, and training. Within two years the programme is expected to deliver at least four generation projects reaching share-offer status.</p> <p>2. The current funding period requires CES to upskill the community groups to be able to be self sufficient and not reliant on outside support. This includes expertise on applying for funding as well as the legal toolkit to get projects off the ground.</p> <p>3. Unlocking the potential of the Revolving Community Energy Fund is a key pillar of the current round of funding. Supporting groups to reach this stage through other mechanisms such as the Rural Communities Fund and the Parish and Town Council Investment Fund is being explored.</p>	<p>https://www.hants.gov.uk/landplanningandenvironment/environment/climatechange/communityenergy</p>

 Waste & circular economy

<p>Work with districts within Hampshire Waste Partnership to transition towards a carbon-driven waste system</p>	<p>Consistent recycling collections due to be introduced nationally from 2023.</p>	<p>Mitigation</p>	<p>Delivery of the Environment Act has been delayed by the impact of COVID-19, and the current deadline nationally has been pushed back to 2025. Hampshire remains on track to deliver on this legislation with planning permission secured for a new Materials Recovery Facility (MRF) in Eastleigh to sort the new container mix, and districts working towards introducing a twin-stream collection service to complement the infrastructure investment.</p> <p>Implementation of statutory food waste collections have been similarly delayed; currently only 3 of 13 WCAs and Unitaries collect food separately. Capacity to manage food waste through anaerobic digestion is still limited in Hampshire. The Project Integra Joint Municipal Waste Management Strategy has been updated and all partners are working towards developing a new legally-binding Inter-Authority Agreement.</p>	
<p>Work with districts within Hampshire Waste Partnership to create a more resilient waste system</p>	<p>1. Identify critical points of vulnerability in the waste collection and treatment process. 2. Identify where circular practices and principles can be adopted or adapted to reduce their exposures. This includes looking at potential synergies and efficiencies across district boundaries.</p>	<p>Resilience</p>	<p>A new waste strategy for Hampshire remains in development, however has been subject to delays externally due to delays to legislative guidance and developing partnership approach through Project Integra.</p> <p>The Smart Living waste prevention programme remains high profile with key strands focusing on food waste, composting, furniture reuse, reusable nappies and, from 2023, textiles (fast fashion).</p> <p>The Waste Prevention Grant Fund has now supported more than 100 projects countywide to help their communities reduce waste.</p>	<p>Effective partnership working with Project Integra - https://democracy.hants.gov.uk/documents/s81999/Appendix.pdf</p>

 Natural environment

<p>Green infrastructure / carbon sequestration opportunities</p>	<p>1. Understand the role of green infrastructure in reducing climate impacts (e.g minimising flooding and overheating) and agree a monitoring and measurement framework. 2. Maximise appropriate opportunities for tree planting, rewilding, and biodiversity net gain etc to support benefits such as habitat creation and flood management.</p>	<p>Resilience</p>	<p>Hampshire County Council has been appointed as the responsible authority for preparation of Local Nature Recovery Strategy (LNRS) for Hampshire. The Strategy will be used to channel investment into local priorities for protection and enhancement, such as the Environment Land Management Scheme; map areas of opportunity for the use of 'nature based solutions' to wider environmental problems like flooding and climate change mitigation; guide mandatory biodiversity net gain investments; and provide a source of evidence for local planning authorities to help them understand the locations which are important for conserving and enhancing biodiversity.</p> <p>Initial stakeholder engagement on the LNRS has taken place, and the strategy will be presented to Cabinet for approval in approximately 18 months' time.</p> <p>Work is ongoing through a newly formed strategic natural environment working group, bringing together key stakeholders across the County Council to ensure that the wide range of activities taking place across the Council on the natural environment are brought together to maximise effort and avoid duplication. Areas covered include external partnerships and boards, biodiversity net gain and local nature recovery strategy, water & coast and commercial & green finance. The working group is seeking to understand the potential for all HCC landholdings to meet Biodiversity Net Gain and mitigation requirements, develop a coastal asset strategy (2050) to understand risks, and explore green finance opportunities in relation to nature recovery.</p> <p>The Hampshire Forest Partnership was launched in December 2022, which aims to encourage tree planting across Hampshire, give advice and guidance on planting the right trees in the right places, share the positive ways tree planting helps the environment, and gives communities what they need to get involved in tree planting activities. The Hampshire Forest Partnership aims align with the County Council's Tree Strategy which was published in 2020.</p> <p>Preparation for roll-out of mandatory Biodiversity Net Gain.</p> <p>Participation in the Environmental Land Management Convenor Partnership has continued, alongside being a member and contributor at Hampshire and Isle of Wight Local Nature Partnership and South East Nature Partnership.</p> <p>See also Strategic Planning section above.</p>	<p>https://www.hants.gov.uk/hampshireforestpartnership</p>
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Business & green economy

<p>Clean green, resilient economy for SME's.</p>	<p>1. Working with businesses etc, including those in rural areas, to understand the opportunities to develop a green economy in Hampshire.</p>	<p>Mitigation</p>	<p>The Council's Economic Strategy recognises the importance of protecting the environment as the economy grows. An Action Plan is being developed to support the Strategy, with the Environment and Climate Change identified as a key theme.</p> <p>Economic Development have been working with partner organisations, including supporting Enterprise M3 LEP with their Jet Zero cluster - understanding the sector's strengths and challenges, and where there are opportunities for achieving net zero in the aviation sector.</p> <p>With the Farnborough Airport Consortium around Future Flight, the Council has joint-hosted round table events to connect businesses within the supply chain to discuss future needs of the aviation industry, greening its supply chain as well as operations.</p> <p>Economic Development are also working with partners such as the LEP's, freeports and membership organisations around their climate change and environment agendas and understanding where further support and enabling can be delivered to support their goals in supporting businesses to decarbonise. There are also opportunities to look at the gaps left in the funding landscape to support climate change development of business post LOCASE and the Leader EU funded programmes. Economic Development advised Enterprise M3 LEP on the latest round of the Future Fund.</p> <p>The County Council is a signatory to the Solent Cluster Charter. The Solent Cluster is a collaboration of industry leaders, global organisations, universities and local government working together to create a low carbon future.</p>	<p>https://documents.hants.gov.uk/business/hampshire-economic-strategy.pdf</p> <p>https://www.thesolentcluster.com/about/project-plan/</p>
<p>Developing Green Skills</p>	<p>1. Engage with businesses to develop a Hampshire-wide retrofit programme and to identify necessary skills to deliver.</p>	<p>Mitigation</p>	<p>The Council is using the Government's flagship Skills Bootcamps programme to directly commission a range of training courses in low carbon construction, retrofit and green transport skills to meet the identified needs of the sectors. Over 200 courses will be delivered by local providers in this financial year, with an ambition to extend the scope and reach of the programme in future years subject to funding.</p> <p>The Council has been working with Hampshire and Surrey Chambers of Commerce to develop Local Skills Improvement Plans which work with employers to identify skills gaps and support the local provider network to develop their provision to address these needs. These reports have been instrumental in helping us to better understand the breadth and depth of the skills needed to support the low carbon economy in our area and to focus future investment through the Local Skills Improvement Fund.</p> <p>A multi-million-pound investment from the Department for Education's Strategic Development Fund (SDF), predecessor to the Local Skills Improvement Fund (LSIF), has been used to support the development of green skills infrastructure across the county.</p>	<p>https://find-employer-schemes.education.gov.uk/schemes/skills-bootcamps</p> <p>https://wpieconomics.com/publications/green-skills-demand-in-surrey-and-north-mid-hampshire/</p>