

The image shows two men in orange high-visibility work jackets with reflective grey stripes. They are standing in front of an open blue electrical cabinet. The man on the right is pointing at a large white blueprint or technical drawing held by the man on the left. The cabinet's interior is filled with various electrical components, including a terminal block with several red wires connected to it. The scene is set in what appears to be a technical or industrial environment.

# Consultation on Jersey Apprenticeship Programme proposed funding model

May 2021

## Consultation on Jersey Apprenticeship Programme proposed funding model

### Summary

The Minister for Children and Education is planning to introduce a new funding model for apprenticeship programmes. There are presently two apprenticeship programmes – apprenticeships run by Highlands College and the [Trackers](#) apprenticeship programme. It is proposed that these two programmes will be merged into a single 'Jersey Apprenticeship Programme'. A new funding model will be introduced alongside to ensure the new programme operates effectively.

This consultation is seeking the views of stakeholders on the proposed funding model for the Jersey Apprenticeship Programme, including:

- a) the policy principles underpinning the funding model;
- b) the process determining access to funding by an apprentice and/or an employer; and
- c) the apportionment of funding provided by government and the employer.

Feedback from the consultation will be used to inform the development of the funding model.

### Date published:

6 May 2021

### How we will use your information

The information you provide will be processed for the purpose of consultation. Children, Young People, Education and Skills will use your information in accordance with the Data Protection (Jersey) Law 2018 and the Freedom of Information (Jersey) Law 2011. We may quote or publish responses to this consultation, but we will not publish the names and addresses of individuals. If you do not want any of your response to be published, you should clearly mark it as confidential. Confidential responses will be included in any summary of statistical information received and views expressed.

### Who should respond and ways to respond

The Minister for Children and Education is interested in receiving responses from businesses and individuals who have an interest in apprenticeship programmes.

Responses should be submitted to:

Skills Jersey  
[apprenticeshippreview@gov.je](mailto:apprenticeshippreview@gov.je)

This consultation paper has been sent to the Public Consultation Register

## 1. Introduction

The Minister for Children and Education is planning to introduce a new funding model for apprenticeship programmes. There are presently two apprenticeship programmes – apprenticeships run by Highlands College and the [Trackers](#) apprenticeship programme. It is proposed that these two programmes will be merged into a single 'Jersey Apprenticeship Programme'. A new funding model will be introduced alongside to ensure the new programme operates effectively.

This consultation is seeking the views of stakeholders on the proposed funding model for the Jersey Apprenticeship Programme, including:

- d) the policy principles underpinning the funding model;
- e) the process determining access to funding by an apprentice and/or an employer; and
- f) the apportionment of funding provided by government and the employer.

Feedback from the consultation will be used to inform the development of the funding model.

## 2. Background

Apprenticeships are an integral part of Jersey's post-16 education provision. They provide islanders with high-quality pathways into successful careers and help to ensure the island has the skills needed to support its economy.

Jersey has a strong track record in delivering apprenticeship programmes. The Government of Jersey, through Highlands College and Skills Jersey, works closely with public and private employers to provide islanders aged 16 and over with opportunities to access apprenticeships in range of industries such as construction, healthcare, hospitality, and retail.

In line with a commitment made in the [Post-16 Strategy](#), the-then Minister for Education launched a review of Jersey's apprenticeship programmes in 2020. The review was undertaken jointly between Skills Jersey and Highlands College and examined how apprenticeship programmes could be enhanced to attract, develop and retain apprentices in order to:

- support workforce skill needs;
- support Jersey's economic growth and development ambitions relating to people, place and prosperity; and
- meet the challenges of the funding and viability of the provision

The findings of the review are set out in in section 3.

One of the review's aims was to examine the funding model for apprenticeship programmes. This focused on two aspects of the funding model. Firstly, to determine whether the present funding model is financially sustainable and able to fund apprentice programmes in the years to come; and secondly, to ensure the funding model is fair and effectively targeted towards individuals in greatest need and supports Jersey's labour market needs.

## 3. Review proposals

The review of Jersey's apprenticeship programmes has recommended several actions:

- a) **Move to a single Jersey Apprenticeship Programme:** apprenticeships can presently be accessed through Highlands College or Skills Jersey's Trackers programme. The process will be simplified under the new 'Jersey Apprenticeship Programme,' which will merge the existing dual programmes into a single pathway.
- b) **Provide access to mentoring for all apprentices:** under the present arrangements, only those enrolled on the Trackers programme have access to mentoring and support. This will change under the Jersey Apprenticeship Programme so that everyone who is taking an apprenticeship will be offered access to high-quality mentoring that supports their development and success.
- c) **Introduce an online application process:** the online application system will ensure that anyone wishing to enrol in an apprenticeship can do so quickly and easily via gov.je. The data will be administered by Highlands College and shared with Skills Jersey.
- d) **Introduce a new funding model for apprenticeships:** this will ensure that funding is targeted fairly at groups in most need and is used effectively to meet skills needs.

## 4. Funding proposals

The Minister is planning to introduce a new funding model for the Jersey Apprenticeship Programme. The funding model will be used to calculate the amount of funding towards the apprenticeship training costs that an employer will receive in taking on an apprentice, and/or a prospective apprentice enrolling in an apprenticeship programme.

In future, it is proposed that all apprenticeships provided under the Jersey Apprenticeship Programme will be eligible for funding. This replaces the current dual system where an individual who enrolls directly with Highlands College will receive no formal subsidy, but an individual will receive a subsidised apprenticeship to the maximum value of £1,600 if they enrol through the Trackers apprenticeship programme.

Three policy principles underpin the proposed new funding model. They are:

- a) Funding should be allocated to apprenticeships which are identified as being priority areas for Jersey's economy.
- b) Funding should be targeted at prospective apprentices aged between 16-19; aged 50 and over; and those recruited via the Back to Work programme.
- c) Additional funding will be given to businesses who take on apprentices who employ fewer than five people; and already employ more than five apprenticeships.

Whilst all apprenticeships will be eligible for some form of funding, the apportionment of funding will be greater for employers and apprenticeships that satisfy one or more of these principles.

### Questions

**1. Do you agree there is merit in moving to a funding model for apprenticeships that is based on the principles as set out above? Please explain your answer.**

**2. Do you think there are any other principles that should be taken into consideration when determining whether an apprenticeship is eligible for funding?**

Based on these three principles, it is proposed that a three-step process will be introduced to determine the apportionment of funding for apprenticeships under the Jersey Apprenticeship Programme. Where an employer and/or apprentice satisfies one or more of the criteria, they will receive additional funding.

The process is as follows:

## **Step 1: the apprenticeship being studied**

It is proposed that more funding will be allocated to apprenticeships which are identified as being priority areas for Jersey's economy. Employers and apprentices will receive funding where there are identified skills gaps in the island's economy.

The Minister will determine the types of apprenticeship that are "priority areas" and therefore eligible for funding through consultation with employer forums; the economic development forum; and informed by relevant labour market data.

## **Step 2: the apprentice**

It is proposed that additional funding will be targeted towards prospective apprentices:

- aged between 16-19
- aged over 50
- recruited via the Back to Work scheme

Targeting funding towards young people aged 16-19 will ensure parity between young people who remain in full-time education and training (who are fully funded), and those who enrol in an apprenticeship.

Individuals aged 50+ or recruited via the Back to Work scheme have been identified as groups who require support in accessing employment. Apprenticeships provide an opportunity for these groups to upskill and access sustainable, long-term employment.

## **Step 3: the employer**

It is proposed that additional funding will be given to employers who:

- employ fewer than five people;
- already employ more than five apprentices;

This will encourage smaller businesses to take on employers where they might not be able to risk doing so without additional support and resources. Targeting funding at employers who already employ more than five apprentices is intended to promote and encourage businesses that already demonstrate support for the apprenticeship programmes.

### **Questions**

**1. Do you agree with the three steps process for calculating how much funding will be made available to an employer and/or apprentice by the Government of Jersey?  
Please explain your answer**

2. Are there any other matters that are not covered by the three-step process that you think should be considered when calculating the amount of funding that will be made available? Please explain your answer

To provide feedback on the proposed Jersey Apprenticeship Programme funding model, please email [apprenticeshippreview@gov.je](mailto:apprenticeshippreview@gov.je) before 11 June 2021.