**WRITTEN QUESTION TO THE MINISTER FOR EDUCATION AND LIFELONG LEARNING
BY DEPUTY I. GARDINER OF ST. HELIER NORTH
QUESTION SUBMITTED ON MONDAY 1st DECEMBER 2025
ANSWER TO BE TABLED ON MONDAY 8th DECEMBER 2025**

Question

"Further to the Minister's response to Written Question 142/2025, in which it was stated that a full review of the apprenticeship system would be completed in 2025 and that he would inform on future funding decisions, will the Minister –

(a) advise whether the apprenticeship review has been completed and, if so, provide the final report;
(b) outline the key findings and recommendations of the review, including any proposed changes to grant levels, eligibility criteria, inflation protection and any move towards a demand-led model;
(c) detail what actions are planned for implementation in 2026 and 2027, including any legislative or administrative changes; and
(d) indicate where these outcomes are reflected in the Proposed Budget (Government Plan) 2026–2029, specifying the relevant sections, tables or expenditure lines that provide for additional apprenticeship funding or support?"

Answer

(a) Earlier this year consultation activity took place that explored current challenges and gathered stakeholder views on workable solutions. A report outlining the next steps will be published in early 2026 and policy development will follow during the year.

(b) **Key Findings and Recommendations**

Variation in Training Fees: Significant differences were identified in apprenticeship training fees across subjects. Any cap on fees must balance affordability for employers and apprentices with the need to avoid inflated costs.

Recommendation: Determine a fair approach to setting future grant caps, guided by affordability and market benchmarks. This will include assessing the workability of a tiered approach as apprentices progress in technical skills.

Vocational Qualifications as Entry Routes: Many apprentices complete vocational qualifications at the same level as their intended apprenticeship. This pathway helps apprentices gain experience and insight, supporting informed decisions and giving employers confidence in their commitment.

Recommendation: Identify appropriate boundaries on prior attainment to prevent duplication of funding, while safeguarding pathways that support legitimate progression into apprenticeships.

Funding Differences Across Levels: Funding is currently split between two schemes: the apprenticeship subsidy for Level 3 and below, and student finance for Level 4 and above. This has resulted in a significant gap in the amount of support available at different qualification levels. Higher-level funding is based on an older model designed for academic study, not for employed apprentices.

Recommendation Develop a coherent funding approach tailored to apprenticeships, ensuring fairness and sustainability. This will include reviewing the role of means testing for higher levels and considering whether maintenance grants remain appropriate where apprentices have greater opportunities to earn.

(c) In 2026, the focus will be on shaping a new policy framework to address the issues identified in the review. Further input will be sought from stakeholders to evaluate any proposals to ensure they are realistic and fit for purpose. Key actions will include:

Policy Development: Drafting policy proposals that reflect the findings and potential solutions suggested by stakeholders.

Consultation and Refinement: Engaging with stakeholders throughout the process to sense-check proposals and confirm they work in practice before final decisions are made.

Governance and Financial Framework: Once policy principles are agreed, consideration will be given to the most appropriate governance arrangements. This may involve legislative changes to align apprenticeship support with other forms of financial assistance such as student finance for higher education. Work will also define how the financial framework should operate, ensuring available funding meets demand and includes provision for inflationary driven adjustments.

(d) As policy development is still underway, no extra funding has been requested for next year's budget. Further work in 2026 will focus on incorporating stakeholder feedback into the new policy. This will allow time for financial modelling of the final scheme and, if needed, a request for additional funding in the budget for 2027 -2030.