

19.7 Deputy M.B. Andrews of St. Helier North of the Minister for Education and Lifelong Learning regarding an education-specific Human Capital Strategy. (OQ.62/2026)

Will the Minister advise whether consideration has been given to producing an education specific Human Capital Strategy for the Island and if not, why not?

Deputy C.D. Curtis of St. Helier Central (The Minister for Education and Lifelong Learning):

As I am sure States Members know, a Human Capital Strategy, in kinder words, is a strategy to recruit and retain, to manage and develop the people who make up the workforce, in this case for education. A strategy, while useful, is sometimes not sufficiently flexible. We are facing a new and different challenge over the next few years as we need to reshape our workforce and education system more generally to reflect a falling number of children and young people consequent of a sustained drop in birth rate. In this environment some elements of a people plan remain critical, like investment in learning and development to support improvements in the capability of our workforce. Other elements of a people plan change in their focus, for example, less emphasis on external recruitment and more emphasis on flexibility of our existing workforce. What I expect to see are the core components of a plan. In my early days in the role, I have seen evidence of much of this content, reassuring me that we have an appropriately clear focus on our workforce. I will continue to expect this focus and to see evidence of these approaches throughout my time as Minister. Consequently, at this time, I do not see the requirement for a new and specific strategy, as the Deputy suggests; instead, confident that the core activities required are in place. I will continue to require evidence of this focus, clarity on where we can improve, and clear actions to deliver these improvements.

19.7.1 Deputy M.B. Andrews:

Would the Minister agree that more probably should be done, especially for Year 9, Year 10 and Year 11 to prepare them for when the time is right for when they are to enter the labour force?

Deputy C.D. Curtis:

We are looking at all of these points at the moment. Some of the children of course come under the special educational needs and disabilities section. At the moment there is work going on to bring in more continuous professional development for staff which is being monitored, so this will make a difference to those particular children in those year groups. It is early days in the role, and I can assure the Deputy that that is also being looked at as a whole.