Minister for Sustainable
Economic Development

Government of JERSEY

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By email

13 November 2026

Dear Chair,

Quarterly Hearing Follow-up

Thank you for your letter of 4th November in which you provide a number of follow-up questions following our recent public hearing. I have set out answers to each of these below:

Legislation

1. **Please could you provide a list of any anticipated legislative changes that you plan to bring forward? We would value a brief background of the aim of the proposition and a timeframe for their development.**

The below list includes legislation which is currently in the policy development or law drafting stage. I anticipate additional items being added next year as we work to identify specific barriers to businesses.

Title	Notes	Expected lodging date
New Public Events Law	This legislation would replace the existing Triennial Unlawful Public Entertainment Regulations[1] and move responsibility for managing events from the Bailiff's Chambers to the Regulation Directorate. This should allow for a faster and more proportionate process to make it easier to host events in Jersey. Law drafting instructions currently being developed.	TBC (2027)
Public Records Regulation and commencement date	Public Records (Jersey) Amendment Law 2026 registered April 2026. Assistant Minister has recently been briefed on Public Records (Public Institutions) (Jersey) Regulations 202- ready to be lodged for debate.	Q4 2026
Heritage Regulations and commencement date	Heritage (Jersey) Law 2026 registered June 2026. My Assistant Minister, Senator Kersten is leading on this work and will shortly be lodging the Draft Heritage (Reward) (Jersey) Regulations 202- and	Q4 2026

[1] These expire in July 2027 unless renewed.

	Draft Heritage (Licensing of Archaeological Excavations) (Jersey) Regulations 202-.	
Shipping (IMO Conventions) Law Amendment	P.36/2026 was passed in March 2026 which set up a system of ambulatory referencing around Jersey's IMO commitments. Second proposition will codify the maritime Regulations and Orders to be included.	Q2 2027
Alcohol Licensing Law commencement Order and Fees Order	This Commencement Order will bring into force the new Alcohol Law which will remove red tape for businesses and create a smoother application process. The new fee model will also reduce costs for most on-licences by creating greater parity with the charges applied to the off-trade.	Q1 2027
Media Act	In 2024 the UK passed the Media Act which modernises broadcasting regulation for the digital era. As Jersey's framework is based largely on UK legislation, extension of the Act into Jersey Law is required to keep Jersey in line with UK regulations.	Q3 2027
New JOIC fee model for 2028	These Regulations will provide for an updated fee model for JOIC with reduced (or removed) fees for small businesses.	Q3 2027
Law to cover the removal of illegal content online	This proposed legislation has two main objectives: (i) to make it easier for people in Jersey to get illegal content or content which breaches the internet service's own rules removed from social media, websites and search engines; and (ii) to enhance online privacy by establishing clear guidelines to support the removal of images and videos that depict Islanders and are causing distress.	Q1 2028
Shops Law	This 2010 Law will be replaced with a new, simpler piece of legislation which will permit all shops to open on Sundays and public holidays, whilst retaining the ability for Connétables to suspend or ultimately revoke permission for certain shops to open on Sundays and public holidays if they do not comply with conditions set out in policy.	Q4 2026

Visitor Economy

2. How confident are you that Jersey has sufficiently timely and reliable data about who visits, why they choose Jersey and what they spend, to guide marketing and investment decisions?

Visit Jersey (VJ) collects data about visitor arrivals, spending habits and experiences of visitors, which helps to inform decision about marketing campaigns undertaken by VJ directly and through partnership marketing activity.

In addition to this, businesses have the opportunity to collect data relevant to their customers which will help inform individual private-sector investment decisions.

a. **How will you assess the indirect value added by visitors to the wider economy, for example in connectivity, retail spend or other economic multipliers?**

We know that Jersey's economy is interconnected, and that activity in one sector – whether hospitality or other – can and does affect activity in other sectors. The Economics Unit is working on trying to quantifying this interconnectedness and to develop estimates of multipliers.

i. **Would the Minister support a follow on to the 2017 report on the Economic Contribution of Tourism to Jersey and 2019 update, or for example have a simple calculation for a multiplier?**

As noted above, the Economics Unit is working to develop a quantifiable understanding of the interconnectedness of Jersey's economy and to develop estimates of multipliers.

3. **How do you monitor compliance with the DFDS concession agreement, for example on the number of timetabled sailings provided on both the north and south routes, as well as the number and reasons for cancellations?**

The Concession Agreement with DFDS, which is in the public domain, requires quarterly reporting from the operator to Government across a range of critical, operational Key Performance Indicators (KPIs) as well as financial performance data. Operational KPIs include cancellations, delays, and customer service handling.

Each quarter, the data is evaluated by the Ferry Services Monitoring Committee which includes Government officers, Ports of Jersey Ltd, and representatives from DFDS. Three subcommittees which individually focus on operational performance, investment and infrastructure, and passenger growth and marketing also meet quarterly and report into the principal Monitoring Committee. The Terms of Reference for the Ferry Services Monitoring Committee are also in the public domain.

a. **Please can you confirm the data sources for monitoring and how this is verified by your officers?**

Operational performance data for delays and cancellations is supplied by DFDS to the Ferry Services Monitoring Committee on a quarterly basis. This data is published each quarter on the Government's website. The data can then be cross-referenced with Ports of Jersey's Vessel Tracking Systems to ensure that reports accord with the harbour authority's records, and so that there can be agreement around whether a delay or cancellation was caused by factors within, or outside of, the operator's control (such as bad weather).

4. **Minister, are you supportive of the previous decision made to give financial contributions to the filming of Bergerac on island and is it the intention to continue, increase or decrease this support?**

I am supportive of the funding commitment the previous Government made towards the production of Bergerac. As of 2025, series 1 and 2 had attracted 2.4m viewers on UKTV and delivered £1.57m in production spend on-island.

I am in principle supportive of Visit Jersey and the government supporting a fourth series of Bergerac which would be produced during 2027. As with previous series, grant funding would be

conditional on a number of factors including a set number of trainee positions across production as well as independent verification of a minimum spend on island during the filming and production.

a. Many islanders, and indeed tourists, would prefer to see Jersey feature more highly in the programme. What restricts greater filming on the island and can anything be done to increase the local component?

We have made sure that exterior shots of Jersey feature prominently within Bergerac, however script and scene planning is a matter for the production team.

Like any production, the team behind Bergerac must consider the availability of crew and equipment locally and opportunities to qualify for UK tax credits when finalising their production schedule so that they can ensure the project remains commercially viable.

b. Has there been any work undertaken in promoting wider film production on the island?

A number of short films and tv productions have been produced in Jersey in recent years. Some of these have been privately financed whilst others have received small grants via the Arts, Culture and Heritage budget. The Panel may be aware of a Screen Jersey summit which was held on the 9th November to explore further opportunities for promoting film production in Jersey and I, along with my Assistant Ministers, will be considering these options in due course.

c. Are you working with the Minister for Treasury and Resources to look at the possibility of tax incentives that are targeted towards the film industry?

I have met with the Minister for Treasury and Resources to discuss opportunities for promoting film and tv production in Jersey. The tax-credit model used to promote production in other jurisdictions is not available to Jersey due to our much simpler tax structure. I will however be continuing discussions next year on alternative cash-back models of support which could be explored as part of the 2028 budget process.

Barriers to Business

5. Could you please provide the Panel with an update regarding the progress of implementing the Barriers to Business report's 38 recommendations?

Government published the Enabling Business report in May 2024, as a response to the earlier Barriers to Business report. The report set out actions to address the remaining recommendations. From that point, Enabling Business became part of the wider Future Economy Programme, with activity during 2025 captured in the Delivery Update. Activity in 2026 has focused on supporting planning system reform and the continued delivery of the two-year Better Business Support Package.

In the intervening period, a number of sector strategies have been published that identify and address legislative and regulatory barriers specific to those industries. Barriers to business are being addressed through modernisation of legislation, including but not limited to reforms to alcohol licensing, a new Shops law, a new Public Events Law and updates to intellectual property and competition frameworks. These reforms support the Government's focus on ensuring regulation is proportionate and fit for purpose.

6. **Recommendation 12 of the Barriers to Business report, relating to legislative exemptions for small businesses, was listed as "Future Review" in 2023. Could you provide an update on the Government's consideration of this recommendation moving forward and explain what support is available to small businesses in the meantime?**

See above.

   a. **Similarly, recommendation 17 identified the need to reduce legislative burden and report annually on progress made. Can you please outline any work being undertaken in this specific area?**

See above.

7. **The Proposed Common Strategic Policy identifies the aim to reduce the burden of regulation to businesses. Rather than a follow-up Barriers to Business review, will you publish an updated, prioritised delivery plan for the existing recommendations, with timescales and measures?**

See above.

<u>Better Business Support Package</u>

8. **During the hearing you indicated a desire to resurrect the Better Business Support Package in the future. Please could you provide any evidence that the package has improved productivity and helped businesses remain competitive during the transition towards a living wage?**

Work is underway to assess early outcomes and impacts. This includes the types of investment being supported and evidence of how businesses have used funding to improve productivity, resilience and competitiveness.

Whilst there are encouraging early indicators, the programme remains active and it is therefore too soon to draw firm conclusions about the programme's full impact. A final delivery report will be published next year. Full evaluation will follow, including an assessment of the programme to assess the extent to which the packages delivered against their objectives.

   a. **What measurable outcomes have been achieved, rather than just grant approvals or spending?**

As noted above, the evaluation is ongoing.

   b. **How do you assess whether supported investments would have happened without a grant?**

It is not possible to know with certainty whether an individual investment would have proceeded in the absence of grant funding. However, the purpose of the Better Business Support Package was not solely to support projects that would otherwise never occurred. The programme was designed to help businesses respond to the increased cost pressures associated with the transition to a living wage by bringing forward investment decisions, accelerating business improvement

projects, and enabling businesses to invest sooner or at a greater scale than may otherwise have been possible.

As with most support programmes, it was recognised that some activity may have proceeded in some form without grant funding (deadweight). However, in the packages' development, this was balanced against the need to maximise accessibility and minimise administrative burdens for businesses. This meant accepting that some supported activity may have proceeded in some form without grant funding but meant that businesses were able to access the support during a period of increased cost pressures.

c. **Which elements have worked less well and what changes are planned accordingly for any future package?**

The programme was intended as a targeted, two year package and there are currently no plans to continue the scheme or develop a successor package. Any future business support measures would, however, take account of the findings from both any audit and evaluation work.

9. **When will any updated package be brought forward, what budget requirements are anticipated and how will this be funded?**

Any updated package would be brought forward following Council of Minister's consideration during the 2028 budget process. At this stage it is not possible to assess what the budget requirements would be or how such a programme would be funded.

10. **Proposed Common Strategic Policy 3.3 is to continue working towards a living wage while supporting jobs, growth and competitiveness. What evidence is being collected about impacts on employment, entry-level opportunities, prices and productivity, broken down by sector and business size?**

Information on jobs, employment, prices and productivity is already collected and published by Statistics Jersey.

a. **How are businesses, workers and relevant Ministers being involved in reviewing emerging effects and making any necessary changes?**

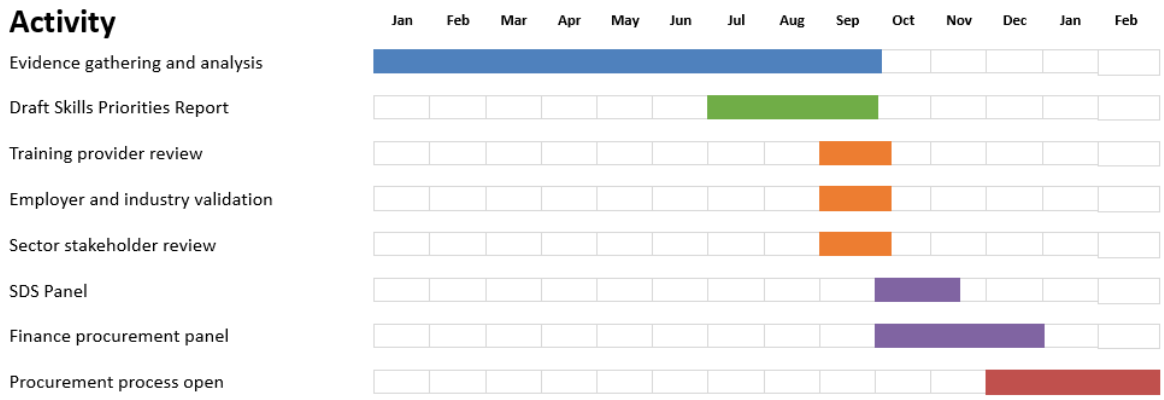
The Employment Forum carefully evaluates the impact, and potential impact, seen by increases in the minimum wage. Its work includes close engagement with employees, employers, businesses and trade union organisations and they also receive advice from the Chief Economic Advisor.

<u>Skills and Apprenticeships</u>

11. **Proposed Common Strategic Policy 5 indicates the aim to increase the provision of lifelong learning. As discussed during the hearing, is there anything further you wish to identify to be the most significant skills shortages currently facing Jersey's economy?**

a. **The Panel would be grateful to receive the annual skills gap analysis identified in the hearing, if this can please be forwarded.**

Skills Jersey complete an annual skills gap analysis for the purpose of identifying priorities to invest in though the Skills Development Scheme. The annual timeline for this is set out below:



A skill is only identified as a priority where evidence was found from multiple sources including:

1. Labour market analysis
Analysis of **economic indicators and sector trends** to identify growth areas and pressure points
Review of:
- job vacancy data
- unemployment levels
- workforce participation rates

2. Employer engagement
Ongoing engagement with employers and industry bodies
Evidence gathered through:
- structured interviews
- workshops and focus groups

Focus on identifying:
- hard-to-fill vacancies
- emerging skills requirements
- gaps between workforce capability and job requirements

3. Education and training provider collaboration
Regular engagement with local training providers
Review of:
- enrolment trends
- demand for courses
- delivery capacity

Exploration of responsive provision and new delivery models

4. Community and individual insight
Evidence from Skills Jersey Careers Guidance services, based on direct engagement with individuals
Insights from Skills Mentoring services, including:
- learner aspirations
- barriers to participation in training and employment

5. International comparison
Local evidence is triangulated with international data and employer-led forecasts to ensure consistency with wider labour market trends.
Sources include:
- OECD – Skills for Jobs Database

- World Economic Forum – Future of Jobs Report (2025)
- UK Employer Skills Survey (ESS)

This triangulation supports identification of:

- structural skills shifts (e.g. automation, digitalisation)
- cross-sector demand patterns
- priority future skills (technical and non-technical)

2025 Priority Skills Identified were:

- **Technical and Trade Skills**
  - Scaffolding
  - Roofing and solar photovoltaic installation
  - Advanced fire systems
  - Low-carbon heating technologies
  - Electric vehicle battery maintenance
  - Historic building conservation

- **Digital and Analytical Skills**
  - Data analysis
  - Digital transformation
  - Artificial intelligence adoption and integration
  - Technology implementation across sectors

- **Business and Professional Skills**
  - Business accounting
  - Management and leadership
  - Professional administration

- **Care and Social Sector Skills**
  - Healthcare assistant training
  - Medication administration
  - Early years qualifications
  - Childminding qualifications
  - Specialist culinary skills supporting care environments

Skills Development Scheme Investments Based on 2025 Skills Analysis:

- Low Carbon Technician Apprenticeship
  - Apprenticeship training to support low-carbon heating technologies and the transition to a greener economy.
  - £544,056 invested over four years.

- Historic Building Maintenance and Conservation
  - Training to develop specialist skills required to maintain and restore Jersey's traditional and listed buildings.
  - £56,800 invested over two years.

- Care and Early Years Skills
  - Training focused on priority care sector needs, including healthcare support, medication administration, early years and childcare qualifications.

    - £23,791 invested over one year.

- Data Analysis and Data Science Skills
    - Training to improve analytical and problem-solving capabilities across sectors including construction, utilities and retail.
    - £86,400 invested over one year.

- Scaffolding Skills
    - Establishment of a dedicated scaffolding training academy to increase local training capacity and address industry demand.
    - £157,926 invested over two years

2026 Priority Skills Identified were:

- Construction Trades - Modernise core trades with short specialist modules including but not limited to:
    - Electrical: Experienced Worker access to regulatory required skills
    - ISO 9606 welding capability
    - Sprinkler pathway via existing flexible Level 2 provision

- Automotive Technology & EV Skills:
    - IMI Level 4 EV & hybrid battery training
    - EV charge-point installation, commissioning, fault-finding & maintenance for qualified electricians
- Specialist Professional Roles – Employer intelligence identifies persistent recruitment and pipeline challenges across several vital professions.
    - Clinical and Educational Psychologist
    - Conveyancers
    - Optometrist
    - Architecture
- Digital, Data & AI
- Financial Services Compliance, Risk, AML, Trust & Funds
- Plant & Machinery Operation
- Agriculture Technology, Agronomy & Precision Farming
- Construction Management & Site Supervision
- Commercial, Estimating & Procurement
- Leadership & Management
- Transport & Logistics

Investment decisions are at the Finance Procurement panel stage, so no details are available at this stage.

12. Following the transfer of Skills Jersey to another portfolio, what arrangements ensure that workforce planning and training provision remain aligned with the economy's current and future needs?

Skills planning continues to be undertaken on a cross-government basis, recognising that skills policy supports the objectives of multiple ministerial portfolios, including education, economic development, health, infrastructure and social policy.

The role of Head of Skills role was established specifically to provide strategic skills leadership across ministerial portfolios and to act as a central adviser on skills policy, workforce needs and labour market intelligence. The Head of Skills works closely with both the Minister for Education and Lifelong Learning and the Minister for Sustainable Economic Development, providing advice based on annual skills priority analysis, sector-specific skills gap assessments and bespoke research into emerging workforce challenges.

The skills analysis function is inherently cross-departmental. It draws on labour market intelligence, economic data, employer engagement and sector expertise from officers across the Economy Department, alongside evidence gathered by Skills Jersey. The Head of Skills and Skills Jersey's Creative Skills Adviser work closely with Economy officers through regular cross-departmental meetings, project groups and governance boards to ensure that economic priorities, workforce trends and training provision are considered together when identifying skills needs and recommending investment priorities.

This approach is supported by the annual skills priority analysis process, which brings together evidence from government departments, employers, industry representatives, training providers and labour market data sources to identify current and anticipated skills shortages. The findings directly inform Skills Development Scheme investment decisions and wider policy development across government.

The Government is also committed to the continuous improvement of its skills intelligence arrangements. Work is underway to strengthen collaboration across departments and partner organisations, including exploring a more integrated skills analysis process involving Economy, Skills Jersey, Jersey Business, Digital Jersey, Jersey Finance and Highlands College. The aim is to further improve the sharing of evidence, align workforce planning with training provision, and develop an even more comprehensive understanding of Jersey's current and future skills needs.

a. How are employers involved in designing training routes and qualifications?

Employers play a central role in shaping training routes and qualifications through Skills Jersey's ongoing labour market intelligence and employer engagement activities. A range of forums and engagement methods are used to gather evidence on current and emerging skills needs, identify workforce gaps, and understand the challenges employers face.

As part of this process, employers are asked not only what skills are required, but also how training can be designed to best meet those needs. This feedback helps inform decisions on the qualifications that should be developed or supported, the appropriate level and size of qualifications, and the most effective methods of training delivery, whether through apprenticeships, classroom-based learning, short courses, or workplace training.

In addition, Highlands College undertakes an annual curriculum review and development cycle that includes structured engagement with employers and industry representatives. Employer feedback is used to ensure that curriculum content, qualification provision, and programme delivery remain aligned to current labour market requirements and future skills demands.

Together, these mechanisms ensure that training routes and qualifications are informed by employer demand and are designed to support the skills needed by Jersey's economy.

b. Who is accountable if shortages persist or apprenticeship schemes remain difficult to access?

Addressing skills shortages and ensuring access to apprenticeships is a shared responsibility across government, education and training providers, employers, industry bodies, and learners themselves.
The Government of Jersey, through its skills, education, and economic development functions, is responsible for creating the policy, funding, and strategic framework that supports skills development. Education and training providers, including Highlands College and other providers, are responsible for delivering relevant training opportunities. Employers play a critical role by identifying skills needs, offering apprenticeship and training opportunities, and investing in workforce development.
Where skills shortages persist or apprenticeship participation remains low, no single organisation is solely accountable. Instead, continued collaboration between all partners is required to understand barriers, respond to changing labour market needs, and ensure that training provision and apprenticeship opportunities remain aligned with employer demand and learner needs.

c. How are emerging industries and AI reflected in skills planning?

Emerging industries and new technologies, including artificial intelligence (AI), are incorporated into Jersey's skills planning through ongoing labour market analysis, employer engagement, industry consultation, and horizon-scanning activities. Skills Jersey gathers evidence from employers, industry groups, training providers, and economic stakeholders to identify emerging occupations, changing workplace requirements, and future skills demands.

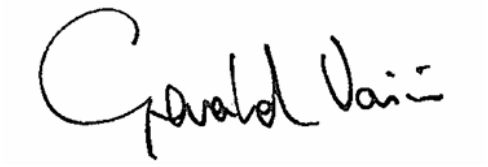
This intelligence is used to inform skills priorities, training provision, apprenticeship development, and funding decisions. Recent analysis has identified growing demand for digital and data-related skills, including AI literacy, data analysis, automation, cyber security, and technology-enabled business skills. Employer feedback has also highlighted the need for flexible and responsive training approaches, as technological change can occur more quickly than formal qualification frameworks are able to adapt.

In addition, curriculum review processes undertaken by training providers, including Highlands College, consider emerging industry needs and technological developments to help ensure learners gain skills that remain relevant to Jersey's future economy. This approach supports both the development of specialist technical skills and the broader digital capabilities increasingly required across all sectors.

Together, these activities help ensure that skills planning reflects current labour market needs while preparing Jersey's workforce for future opportunities and technological change

I hope the above information provides clarity to the areas you have raised.

Yours sincerely,



Deputy F. Gerald Voisin
Minister for Sustainable Economic Development