



# | States Assembly

## States Greffe

Jersey Construction Council  
c/o Colin Russell, Vice Chair and Chair, Training Sub-Committee

**BY EMAIL**

8<sup>th</sup> December 2025

Dear Mr Russell,

### **Scrutiny Review: Lifelong Learning**

The Children, Education and Home Affairs Scrutiny Panel recently lodged its Review into lifelong learning in Jersey. The Panel is currently gathering evidence and has identified your organisation as one which may be able to provide comments and views in relation to the opportunities for lifelong vocational learning in Jersey.

#### **What the review will investigate**

The Panel's Terms of Reference for its review are attached to this letter, and we would be grateful if you could provide comments and views in relation to the following questions:

1. In your view, are there adequate opportunities for lifelong vocational learning in Jersey?

Vocational learning is evolving as new skills are identified to sit alongside the traditional skills market of the Construction Industry. Opportunities to learn vocational skills depend on the Highlands College Campus facility and the demand from businesses in response to future work streams. Does the Campus have the room to expand or the funding to modernize its facilities to deliver training?

2. How effectively do you think lifelong vocational learning in Jersey is funded to support career changes, upskilling, and workforce development?

Funding encourages businesses to assess their skills needs. How the funding is delivered and the criteria to meet funding needs to reflect the expectations of an industry that will look to take advantage of the funding. The Jersey Better Business Support package did not include those who are self employed so they were not able to use this funding to upskill or improve their working development so they were left behind.

3. Do you believe that existing vocational learning programs, such as further education and apprenticeships, are well resourced and delivering high quality outcomes for learners? For example, are participants gaining employment or progressing in their careers after completing courses?

The Construction Industry is one where participants can make progress in their chosen career paths if they choose to do so, many new businesses have started from employees gaining skills and qualifications and leaving to start up their own



businesses. Minimum wage structure that impacted on the employment of apprentices has left a lasting impression on employers even though the rate was adjusted to an Apprentice rate of £10.00hr, this has still not been warmly welcomed by some in the industry. Large size companies do not have a problem paying high wages to apprentices but these large businesses make up only 16% of the Construction Industry.

Progressing in any career is down to the individual and the support of the employer.

4. How accessible and inclusive do you think lifelong vocational learning is in Jersey?

- a. Are there any particular groups facing barriers to participation?

The development of people with English as a second language, and their potential preconceived notion that they may struggle with structured learning.

- b. If yes, what do you think those barriers are?

5. Do you think lifelong vocational learning opportunities in Jersey are meeting the needs of learners across different stages of life and career?

- a. Are there any gaps in skills or sectors that need addressing?

The Construction Industry is always evolving and adapting to meet modern building standards and demands. Early indications of future capital projects will enable the industry to assess the current skills and respond by identifying the skills gap training required.

6. Do you think that lifelong vocational learning in Jersey is meeting the current needs of the local labour market and employers?

- a. Do you think the opportunities for lifelong learning in Jersey are responsive to emerging workforce demand?

The earlier that the Construction Industry is made aware of capital work stream requirements, the earlier we can address the skills gap, if any?

- b. In your view, are current lifelong learning opportunities in Jersey keeping pace with emerging workforce developments and evolving sectors?

This depends on the predictability and sustainability of the current and future workstream. The Jersey Construction Council are working with Skills Jersey to survey our members in the first quarter of 2026 to get their views.



## How can you contribute?

Should you wish to make a submission, the Panel would be grateful if you could provide your views by 22<sup>nd</sup> December 2025. Please contact our Research and Project Officer, Amelia Cushion at [a.cushion1@gov.je](mailto:a.cushion1@gov.je). Please let us know if you need any other accommodations in order to make a submission to us.

## What will happen with your submission

Written submissions will generally be uploaded to the States Assembly website; however, we reserve the right not to release certain submissions into the public domain. Any evidence received under a confidential or private agreement, in accordance with Jersey Data Protection legislation will not be released into the public domain. Submissions made publicly available in this manner may also be cited in the panel's report. If you wish your name not to be included when we publish your submission, please let us know at the time of making your submission. The publication of a submission does not suggest a panel's endorsement or otherwise of the content. The views of a Scrutiny panel in respect of the evidence received are reflected in the panel's final report. For further information, please read the States Greffe [privacy policy](#).

We would very much value your participation in this review and look forward to hearing from you.

Yours faithfully,

Deputy Catherine Curtis  
**Chair, Children Education and Home Affairs Scrutiny Panel**



## **Children, Education and Home Affairs Scrutiny Panel**

### **Review: Lifelong Learning**

#### **Terms of Reference**

1. To establish the current opportunities for lifelong vocational learning in Jersey, to include consideration of:
  - a. The provision and accessibility of further education;
  - b. The structure, uptake and outcomes of apprenticeship programmes; and
  - c. The role of adult education in supporting career changes and upskilling the local workforce.
2. To examine those opportunities for lifelong vocational learning, including assessment of their effectiveness, accessibility, inclusivity and how they compare to best practice in this area.