

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

In my view there is a core level of provision in key sectors such as construction, hospitality, health and social care, and hair and beauty, which supports entry level training and early career development. However, access to ongoing vocational learning for adults seeking to upskill, retrain, or progress later in their careers remains limited.

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

Funding for lifelong vocational learning in Jersey provides limited support for initial training and isn't sufficient in supporting career changes, ongoing upskilling, or longer term workforce development. Any mid life career changers that have trained within my centre have had to fund this themselves.

Funding tends to be more accessible for school leavers on entry level qualifications, with little support for adults seeking to retrain or progress later in their careers. This can disadvantage career changers, returners to the workforce, and those responding to labour market changes.

3. Do you believe that existing vocational learning programmes, 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?

Specifically in relation to resourcing, private training providers do not benefit from the same level of underlying subsidies as local colleges. As a result, private providers are required to deliver the same qualifications and assessment standards without the same level of subsidised infrastructure or operational support.

For the past ten years we have worked closely with industry and we deliver a significant proportion of apprenticeships, in some cases, train more learners than publicly funded institutions.

A more transparent recognition of this difference in subsidy, and a funding approach that reflects true delivery costs and outcomes rather than provider type, would support fairness and sustainability. This would also encourage innovation, and ensure the vocational system fully reflects the realities of Jersey's labour market.

Apprenticeships are an important part of vocational learning in Jersey and, when they are properly supported, they can deliver strong outcomes for both learners and employers.

In most cases, apprenticeships provide a clear pathway into employment, allowing learners to gain practical, industry relevant skills while contributing positively in the workplace. Where there are clear frameworks and good collaboration between training providers and employers, the majority of apprentices remain in sustained employment.

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

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

As mentioned previously, adults who may wish to retrain or parents returning to the workplace could find challenges when trying to update their skills due to lack of funding for ongoing progression.

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

Funding that prioritises initial training over adult upskilling, unclear progression routes beyond Level 3, and a limited range of provision due to the Island's size.

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

Once a learner has completed Level 3, there are limited options for progression. In my industry, learners often have to leave the island to advance their skills, which brings additional costs and creates a barrier to further learning. Although we are approved to deliver Level 4, there are ongoing funding challenges that make this difficult to provide.

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

I can only speak for my own area, hairdressing. I have worked in the industry for many years and we continue to face ongoing recruitment challenges. For as long as I can remember, hairdressing has often been stigmatised as a career option for those who do not achieve at school. On an island that places a strong priority on careers in finance, it is particularly difficult to attract school leavers into the industry, and this has declined further in recent years. This has created a skills gap within the sector as fewer young people are entering the industry to replace experienced professionals. As a result,

salons often struggle to recruit skilled staff which can impact service quality and long term business sustainability. Addressing this gap requires improved perceptions of the industry, clearer progression routes, and better support for vocational education and training.

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

I think lifelong vocational learning in Jersey meets the needs of Level 2 & 3 Learners but could be opened up to allow more opportunities for career changers, those returning to work and those that want to progress further. I also think it would be good to look at different delivery models for apprenticeships, tailoring these to suit specific industries.

Many thanks,

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