

Dear Deputy Curtis,

Thank you for inviting Toni & Guy Jersey to contribute to the Children, Education and Home Affairs Scrutiny Panel's review into lifelong learning. We welcome the opportunity to provide evidence from the hairdressing sector, which relies heavily on lifelong vocational learning and apprenticeships.

1. Adequacy of lifelong vocational learning opportunities in Jersey

While vocational learning opportunities do exist in Jersey, we do not believe they are currently adequate for sustaining skilled workforces in lower-paid service industries such as hairdressing. Existing pathways do not sufficiently support adult learners, career changers, or employers seeking to train to industry-ready standards.

2. Funding to support career changes, upskilling, and workforce development

Funding arrangements present a significant barrier to career change within hairdressing. Adult learners are generally required to retrain on an apprenticeship wage (approximately £10.50 per hour) or minimum wage (£13 per hour). For individuals with mortgages, families, or other financial commitments, this makes career transition into hairdressing largely unviable. As a result, the sector struggles to attract mature entrants who could otherwise bring valuable transferable skills.

3. Resourcing and quality of vocational learning programmes

In our experience, current apprenticeship provision is not consistently delivering high-quality, industry-aligned outcomes. Employers report that apprentices often lack the practical, salon-ready skills required for commercial environments. This contributes to reduced apprentice retention and increases training pressure on salons. Competing industries in Jersey—particularly finance and accountancy—offer clearer progression routes, stronger training structures, and higher starting salaries, making it increasingly difficult for hairdressing to compete for talent.

4. Accessibility and inclusivity

Hairdressing vocational routes are not fully accessible or inclusive, particularly for adult learners and career changers. Financial barriers, extended training timeframes, and inconsistent training quality disproportionately affect those who cannot afford prolonged periods on low wages.

5. Meeting learner needs across life and career stages

Current lifelong learning provision does not adequately support mid-career transitions into hairdressing. There is a clear gap in provision for accelerated or flexible routes that recognise prior experience and allow adults to progress more quickly to a sustainable income.

6. Meeting labour market and employer needs

From an employer perspective, current vocational learning pathways are not sufficiently responsive to the needs of the local labour market. Salons require well-trained professionals who can meet client expectations quickly and safely. Skills shortages are already emerging, and without reform, these gaps are likely to widen.

Training Reform Recommendations

To improve outcomes for learners, employers, and the wider economy, we recommend the following reforms:

- **Fast-track vocational routes for adult learners**, recognising transferable skills and prior experience, with intensive, salon-based training that enables faster progression to commercially viable wages without compromising professional standards.
- **Co-funded salon educators**, jointly supported by government and employers, to deliver high-quality, structured in-salon training. This would improve consistency, raise training standards, reduce pressure on salon owners, and ensure apprentices are work-ready upon completion.

These measures would significantly improve the attractiveness, quality, and sustainability of vocational learning in hairdressing while supporting workforce development in an economically valuable service sector.

We would be pleased to provide further evidence or participate in any follow-up discussions.

Yours faithfully,

Shaun Rouse

On behalf of Toni & Guy Jersey