

**REPLY BY THE MINISTER OF  
THE EDUCATION DEPARTMENT  
TO A QUESTION ASKED PURSUANT TO RULE 6 OF THE  
RULES OF PROCEDURE BY DEPUTY M. J. FALLAIZE**

**Preamble**

*Yesterday (Monday, 17<sup>th</sup> December, 2012) it was reported by the media that your Department had commissioned a review of the States' Apprenticeship Scheme. In connection with that announcement, I should be most grateful if you would kindly answer the following questions in accordance with Rule Six of the Rules of Procedure of the States of Deliberation.*

**Question 1**

*On reflection, do the members of the Department believe that they were right to announce such a review, and details of it, to the media in advance of advising other members of the government?*

**Answer**

The Education Board has made it clear that all areas of the Education Service are under review as part of its drive to achieve its allocated savings targets and to ensure that all services under its control are fit for purpose and operating efficiently and effectively. A number of reviews have already been successfully completed using both internal and external resources; the review of the Apprenticeship Scheme is part of this wider programme.

All media releases are published on the Department's website [www.education.gg](http://www.education.gg). If the Board decides any changes to the Apprenticeship Scheme are required as a result of this review the Department will send details to States Members in advance of publication.

**Question 2**

*What are the terms of reference of the review?*

**Answer**

In simple terms the dual objectives of the review can be summarised as:

- to consider ways in which the scheme can be improved to better meet the needs of employers and apprentices; and
- to review whether the scheme represents good value-for-money and is run as efficiently as possible.

A Review Team, consisting of representatives from key stakeholder groups (employers, employer groups, College of Further Education, Education Department etc) will be established to provide information and feedback.

A copy of the letter of engagement is attached for your information.

**Question 3**

*When does the Department anticipate that the review will be complete, and how long after that will the review be circulated to other members of the government and then made available publicly?*

## **Answer**

It is anticipated that the findings of the review will be presented to the Apprenticeship and Youth Employment Committee in April 2013. It will then be for the Education Board to decide how it wishes to move forward, whether it agrees to any changes to the Apprenticeship Scheme and how and when it proposes to implement these changes. It will also consider how any changes will be communicated to States Members, employers, schools, the College of Further Education, future apprentices and the wider community.

## **Question 4**

*Did the members of the Department consider whether there was a case for the review to be undertaken by a person or persons fully independent of the States of Guernsey; and, if so, for what reasons was a fully independent review regarded as less preferable?*

## **Answer**

The Department believes it has appointed the most appropriate person to carry out the review in the short timescale available. Dr. Elaine Monkhouse is highly regarded and has a wealth of experience and expertise in evaluating how training programmes can be developed. We acknowledge that she may not be fully independent of the Education Department, but as chair of Skills Guernsey it was felt her relationships with employers and local knowledge would bring added value to the review process.

## **Question 5**

*Your Department's website states that Guernsey's Apprenticeship Scheme "...is still viewed by many people both in industry and education as one of the best youth training schemes in Europe". In view of that, are the members of the Department satisfied that reviewing the scheme is an efficient use of scarce resources?*

## **Answer**

The Department believes it is important to look at all areas of its operations to ensure that they are fit for purpose for the 21<sup>st</sup> Century and provide value for money for the taxpayers' investment. The Education Board must make evidence-based decisions and the Apprenticeship Scheme has remained largely unchanged in the 50 or so years it has been running. The Department does not wish to pre-judge the findings of the review at this time but wishes to stress that this is not a cost-cutting exercise but about ensuring the Apprenticeship Scheme continues to meet the needs of the changing economy and consistently delivers the professionally recognised qualifications and skills which employers and learners need as well as offering best value for the money invested.

## **Question 6**

*When was the Apprenticeship Scheme last subject to any formal review; and what were the principal conclusions of that review; and were those conclusions drawn to the attention of members of the Department in advance of their commissioning the current review?*

## **Answer**

The last formal review of the scheme was carried out in 2007/08 which resulted in a proposal for a States Traineeship Scheme in addition to the successful Apprenticeship Scheme which was considered and not implemented at that time. The management and performance of the

scheme has also been periodically reviewed as part of the independent inspections of the College of Further Education.

The Department's Senior Management Team is aware of the findings of all such reviews. The current review of the Apprenticeship Scheme is on a different basis to previous reviews and Board Members will have ample opportunity to discuss the findings before agreeing any proposed changes to the scheme.

**Date of Receipt of the Question:** 18<sup>th</sup> December 2012

**Date of Reply:** 11<sup>th</sup> January 2013