

**WRITTEN QUESTION TO THE MINISTER FOR SOCIAL SECURITY  
BY THE DEPUTY OF ST. JOHN  
ANSWER TO BE TABLED ON TUESDAY 30TH JANUARY 2018**

**Question**

Will the Minister detail all the requirements specified by her Department that a business must satisfy in order to employ an apprentice and to provide relevant training?

**Answer**

The Social Security Department does not impose any specific conditions on an employer to employ an apprentice.

Social Security does work closely with Trackers, the States of Jersey run apprenticeship scheme that supports local businesses and motivated Islanders by providing industry-specific training and professional mentoring. Whilst it is not compulsory for all apprenticeships to be part of the Trackers programme, Trackers financially supports apprentices' industry-specific training to a Level 3 qualification, plus literacy and numeracy to at least Level 2. All apprentices are allocated a Trackers mentor to support them during their training and focus them on goal setting, achievement and recognising success. The mentor also supports the employer and / or supervisor working with their apprentice to get the best outcome for everyone.

There are currently 296 apprentices being supported by Trackers.

The Employment Law does provide for a trainee rate to be paid to a trainee. Anecdotally, the Department understands that few of the Trackers apprentices are paid a trainee wage and most are paid above the main minimum wage rate.

Where apprentices are paid a trainee wage, the rates are currently £5.39 in the first year of training and £6.28 in the second year of training. A trainee rate may be paid for up to two years while an employee is undertaking 'approved training' in a new job. The Minimum Wage Regulations under the Employment (Jersey) Law 2003 require that, to qualify as 'a trainee' an employee must -

1. Be over age 16.
2. Be in the first 2 years of their employment in a particular job.
3. Be undergoing 'approved training' any time during the first 2 years in that job.
4. Be undergoing 'approved training' for that particular job.
5. Have a written training agreement with their employer.

A guide, which is available on the JACS website<sup>1</sup>, sets out the descriptions and classes of training that are approved, which include internal and external formal training, as well as on-the-job and off-the-job formal training. The guide states that *“the types of training that are appropriate for any particular employee will depend on many factors, including their experience and skills, the nature and complexity of the job, the financial and manpower resources of the employer, and the availability of certified training courses, accreditation and qualifications (whether inside or outside of Jersey). The Minister's intention is that employers of different sizes and in different sectors should have sufficient flexibility, whilst ensuring that employees are paid the lower trainee rate only if they are being provided with relevant, formal training.”*

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<sup>1</sup> [www.jacs.org.je/legislation/employment-\(jersey\)-law-2003/2017-minimum-wage-approved-training/](http://www.jacs.org.je/legislation/employment-(jersey)-law-2003/2017-minimum-wage-approved-training/)

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