

# Impact of Skills Agenda on Migration Policy

**June 2019**

Migration Policy Development Board Meeting for  
Children, Young People, Education & Skills

**Food for thought**



# Why are we here?

- ***Common Strategic Priority 1***
- We will put children first by protecting and supporting children, **by improving their educational outcomes** and by involving and engaging children in decisions that affect their everyday lives.
- ***Common Strategic Priority 3***
- We will **create a** sustainable, vibrant economy and **skilled local workforce** for the future by delivering an economic framework to **improve productivity**, by nurturing and strengthening our financial services industry, by enhancing our international profile and promoting our island identity, by delivering the best outcomes from Brexit, and **by improving skills in the local workforce to reduce Jersey's reliance on inward migration**
- ***Common Strategic Priority 4***
- We will reduce income inequality and improve the standard of living by improving the quality and affordability of housing, improving social inclusion, and by **removing barriers to and at work**

# Points for the Migration Policy Development Board



## Terms of Reference:

- **Have a skilled local workforce;**
- **Improve productivity;**
- **Reduce the island's reliance on inward migration.**

## Can we:

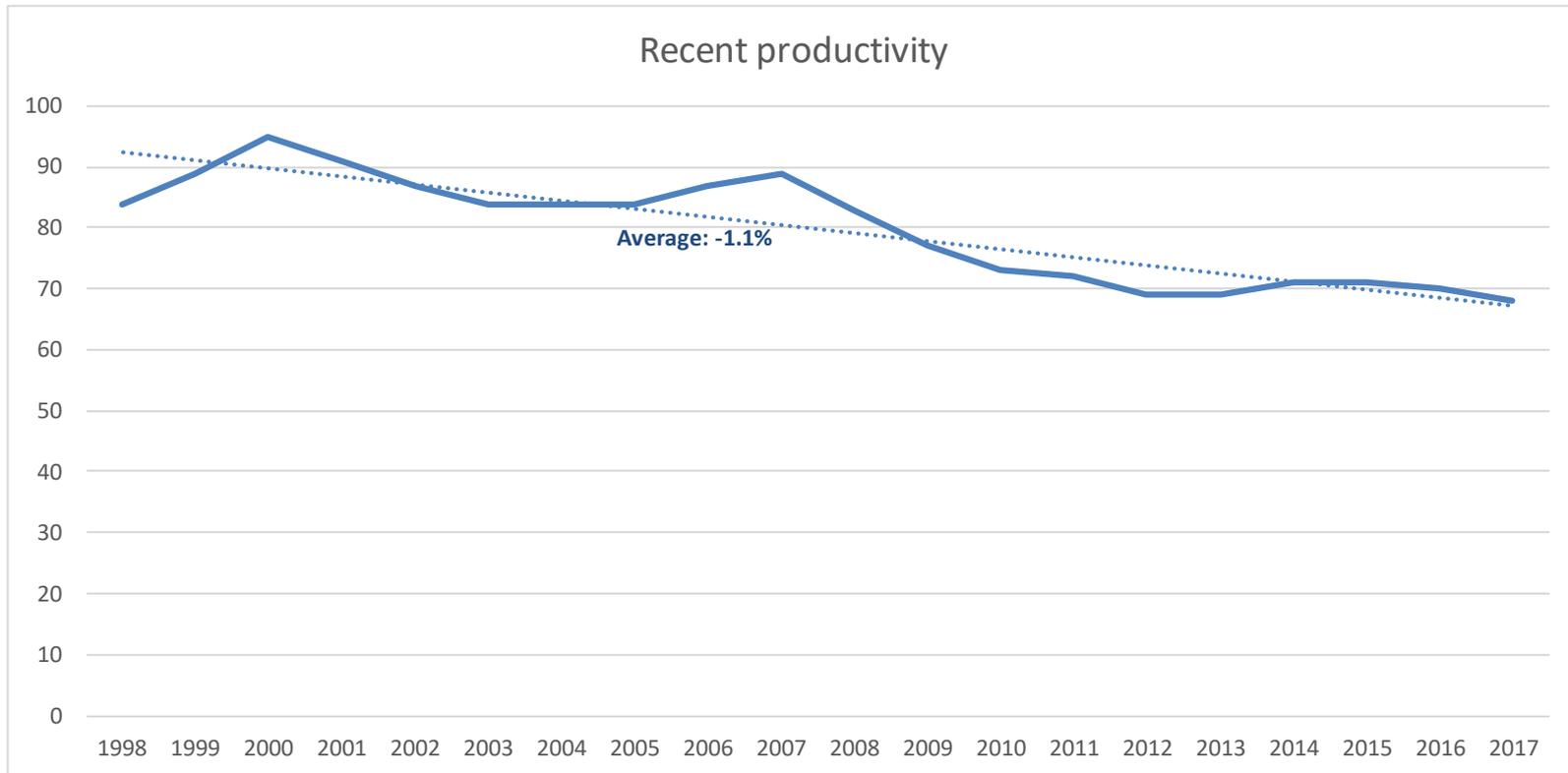
- **Identify the skills and labour gaps that exist in Jersey;**
- **Educate & train the resident workforce to the skill levels required by local industries (now and in the future);**
- **Utilise migrants only where genuine gaps in skills or labour exist in the resident workforce.**



# Current situation

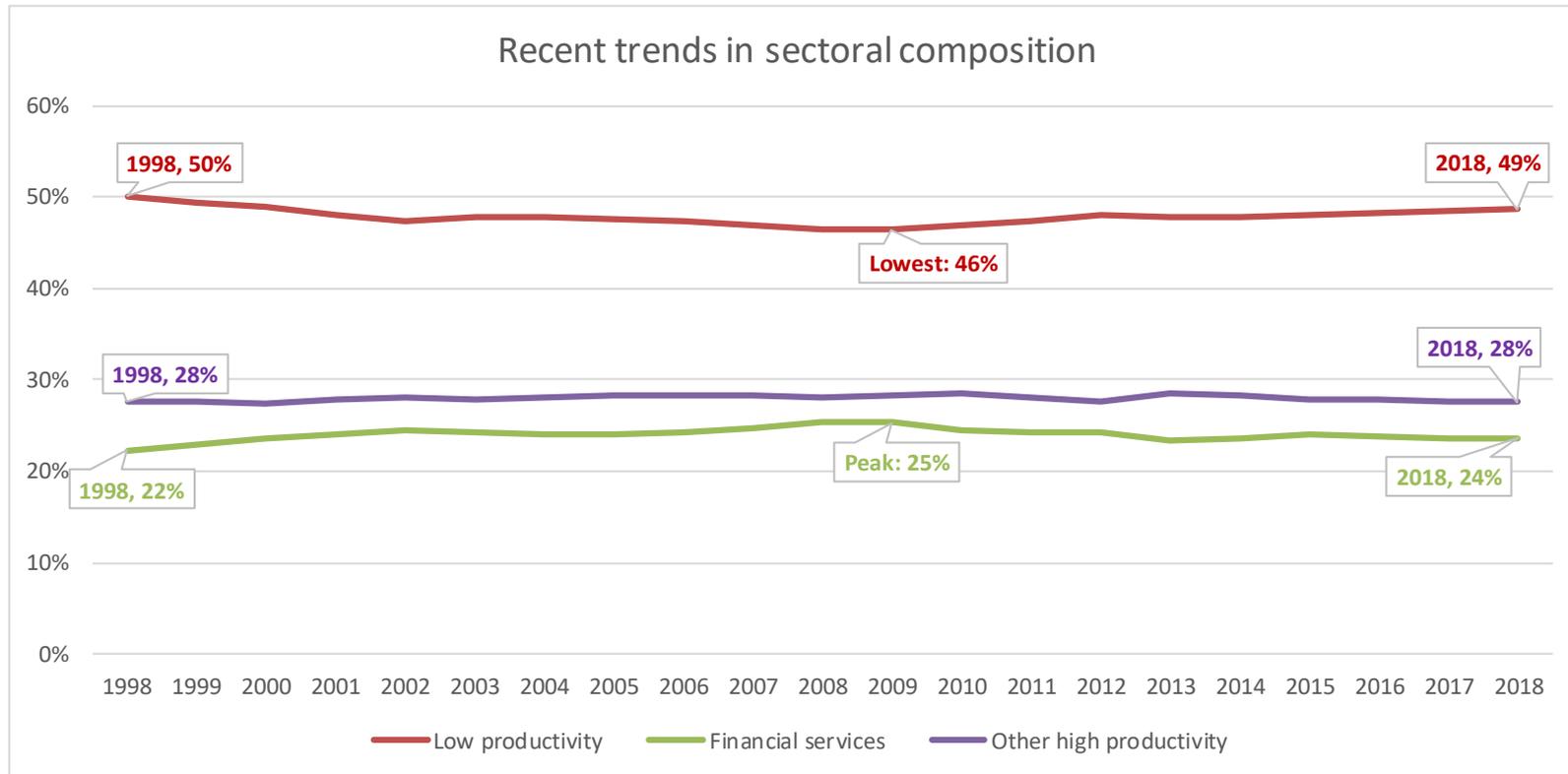
# Jersey Context: Recent productivity performance

## GVA per FTE (£k, 2017 prices, excluding rental)



# Jersey Context - Recent trend in sectoral mix

## Sectoral proportion of FTEs



# Comparison with UK



- 4 x more people in financial and legal services than in UK
- Greater share of construction & quarrying, hospitality, agriculture and fishing.
- All other sectors under-represented locally.
- Especially, miscellaneous business activities, computer and related activities and manufacturing.
- UK predicts (“Working Futures”) that there will be an increase in employment for those with L4 and above & a reduction in lower skilled jobs.
- In Jersey even more strongly due to the current industries forming the economy of the island.



**Table 20 : Reasons for recruitment difficulties**

<b>Reason for difficulty</b>	<b>Number</b>	<b>%</b>
Candidates had poor work attitude or motivation to work	57	53%
Candidates lacked relevant skills	70	65%
Candidates lacked relevant qualifications	40	37%
Candidates lacked relevant work experience	56	52%
Not enough people are interested in the kind of work involved	55	51%

*Base = 108 respondents who stated they had difficulty recruiting in the last year.*

102 employers provided details of 156 specific occupations that they had experienced difficulty recruiting for, along with details of the areas of skills that they thought were lacking in applicants.



**Table 8: Requirement for Labour by Qualification Level, Jersey, 2014-2024**

Qual Level	Base year (2014)	Net Requirement 2014 - 2024	Annual Requirement 2014 - 2024
L4+	16,200	13,700	1,370
L3	11,500	3,600	360
L2	15,500	4,800	480
L1	4,700	0	0
No Quals	10,500	-3,900	-390
<b>Total</b>	<b>58,400</b>	<b>18,100</b>	<b>1,810</b>

*Source: Modelled estimates based on Jersey labour market reports, 2014 Annual Social Survey, and Working Futures.*

**Note on Qualification Levels**

Working Futures uses qualification levels as defined by the Qualifications and Credit Framework (QCF). QCF levels are as follows:

Level 8 - Doctorate (PhD)

Level 7 - Masters Degree (MA / MSc / MPhil)

Level 4-6 -University Degree, (BA / BSc / Foundation Degree / HND / HNC)

Level 3 - A / AS Levels / Level 3 Diploma / National Diploma / National Certificate

Level 2 - GCSE grades A\*-C / Level 2 Diploma

Level 1 - GCSE grades D-G / Level 1 (Foundation) Diploma



**Table 21: Skills lacking in applicants for vacancies**

<b>Skill Area</b>	<b>Number</b>	<b>%</b>
Computer skills	18	12%
Literacy skills	24	15%
Numeracy skills	16	10%
Language skills	26	17%
Technical or job-specific skills	111	71%
Management skills	25	16%
Sales or customer handling skills	46	29%
Team working	34	22%

*Base = 102 respondents who provided details of 156 occupations that they had difficulty recruiting for.*



**Table 22: Skills Gaps of current workforce**

<b>Workers</b>	<b>Number</b>	<b>% of total workers</b>
Total employed	6,451	-
are fully proficient in their job	4,913	76%
have skills and/or qualifications that are more advanced than required for their current job role	655	10%
are not fully proficient in their job	1,022	16%

*Base: 269 employers with stated employee numbers*



**Table 2: Perceptions of Jersey's Economic Performance**

<b>Measure</b>	<b>Responses</b>	<b>Mean Score (max = 7)</b>	<b>Mean Score (General Population)</b>
Jersey has a skilled workforce, aligned to the needs of businesses	208	3.7	4.3
Jersey is a digitally connected island	203	4.5	4.5
Jersey encourages new business, inward investment and competition	204	3.5	4.1
Jersey is a great place for businesses to innovate and be creative	203	3.7	4.0
Jersey has a fair, competitive and stable tax system	206	3.8	3.7
Jersey has a stable and low rate of inflation	205	4.0	3.9
Islanders can access rewarding jobs	205	4.1	4.0
Jersey businesses are successful and productive	204	4.5	4.4

*Base: All*



**Table 6: Change in Employment by Occupation, Jersey 2013 - 2016 (% of employment)**

Occupation	2013	2014	2015	2016	Change 2013 - 2016
<b>Routine, Semi-routine, Manual or Service occupation</b> e.g. <i>HGV or van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff, postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant</i>	19	19	18	16	-3
<b>Technical or Craft occupation</b> e.g. <i>motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener</i>	11	9	7	9	-2
<b>Clerical or intermediate occupation</b> e.g. <i>secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse</i>	18	17	16	16	-2
<b>Professional occupation (normally requiring a professional qualification)</b> e.g. <i>accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer, teacher, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer, fund administrator</i>	33	35	38	38	5
<b>Middle or Junior Manager</b> e.g. <i>office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican</i>	10	11	11	13	3
<b>Senior Manager</b> (usually responsible for planning, organising and co-ordinating work) e.g. <i>finance manager, chief executive</i>	9	9	10	10	1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>-</b>

Source: States of Jersey, Annual Social Survey, 2013 - 2016

# What employers say?



- Skills shortages are limiting the expansion of local businesses.
- Hospitality, Retail, Agriculture – unable to find skilled people from the local labour force (390 vacancies in the hospitality sector, **1,300 people actively seeking work in Jersey;**
- Finance – future skills demand for technology, for developing Fintech and mainstream financial services;
- Lack of digital skills among the island’s workforce – poor ICT provision at schools & post-16 courses locally.
- Criticism of 5 year residency rule and licencing system, affecting employers’ ability to recruit the skilled staff they need, and perceived to be applied inconsistently
- Employability skills, literacy and numeracy are key issues for employers

# Discussion Points :



- Jersey is a dynamic economy & employment rates are high, but many jobs have limited prospects and little attraction for local people Why? What can be done about this?
- Some skills are in very short supply. Would we deal with skill shortages in low/medium/high skilled roles differently? How? Why?
- The majority of people who will be in the workforce in the next 20 years are already in work. How will they be reskilled?
- Entrepreneurship is reported as being weak Why? How can we improve this?
- Poor return rate to Jersey of those going on to HE. Why? Do we want to tackle this? How?

# How can the Island identify its skills shortages?



- Skills Jersey LMI research
- Monitoring business license requests for trends
- Skills Jersey Industry working groups
  
- What can the MPDB do to meet these shortages?  
Do we need/want to do it?
- What investment is required?
- Who would do it? Govt./Industry?
- What would we do with the information?

# How can we move people from low productivity roles to higher productivity roles?



- Lifelong learning
  - Learning in technology
  - Funding to upskill staff
- 
- Which industries will be targeted?
  - Which skills get priority?



# What timescales are required to fill the skills gaps from local residents?

- Short – promotion of roles to people in the workforce that have transferable skills which could be upskilled in the roles
- Medium – Promotion and raising awareness and understanding to secondary schools and identifying apprenticeship or vocational pathways
- Long – Embedding the skills gap roles/careers as viable options and overcoming any cultural changes. Identifying higher level qualifications to encourage ongoing development in the skills gap areas

How can the MPDB manage the different lead in times?



# How do we deal with 'medium' skilled posts?

- These posts are in demand around the world
- Can the resident workforce be trained to fill these roles?
- What can the MPDB do to attract these people to Jersey?
- How do we retain these skills in Jersey?
- Would we do anything different for 'essential' employees (e.g. nurses, social workers)?

# Higher Education level without sufficient local demand



- There are some industries that does not attract the pool of local people as a career option
- These industries may require specific Further and Higher Education levels
- As a result of lack of interest such industries are unable to flourish in Jersey
- This may become a limiting factor for such industries to establish themselves here in Jersey if they are unable to have the talent pool for their workforce

# Skills of the future



- Critical thinking
- Creative intelligence
- Excellent interpersonal skills
- Team working
- Flexibility
- Learning
- Cultural awareness
- Languages
- Advanced IT and numeracy skills
- Experience of working abroad

## Raising business and individual investment in skills:



- The majority of people who will be in the workforce in the next 20 years are already in work. Learning new skills, upgrading existing ones and taking part in lifelong learning can all help workers to maintain their employability and can help enterprises to adapt and remain competitive.
- Employers report they would like to train more frequently and that there need to be new ways of supporting this and new provision to meet their needs. Entrepreneurship is reported as being weak and there is a pressing need to support and encourage a new generation of entrepreneurs.

# Responsive skills and employment system:



- Matching the provision of skills to labour market demand requires the development of labour market information to generate, analyse and disseminate reliable sectoral and occupational information with partners.
- There is a need for a long-term perspective to help anticipate the skills that will be needed in the future, as Jersey seeks to fuel innovation, investment, technological change and competitiveness, and job growth.

# Transitions to employment:



- Employability skills, literacy and numeracy are key issues for employers, with attitude and aptitudes such as communication skills central to their concerns. Driving up GCSE attainment in core subjects and addressing employability skills should therefore be a clear focus for schools, learning providers and employers alike. Innovative and effective work experience is also a priority.

# SAVE THE DATE 10 JULY 2019



**Radisson Blue Waterfront**  
**Wednesday 10 July**  
**11:45 to 17:00**

Please join us to help change the future skills of Jersey.

An annual conference, organised by the Government of Jersey, is taking place at the Radisson Blu Waterfront, and has attracted high calibre headline speakers and expert panellists who will speak about critical issues such as:

- the shortage of a skilled workforce
- the growing digital skills gap
- social mobility and routes for in-work progression
- and life-long learning

**Headline speakers:** Tom Fletcher CMG, Professor Chris Birch, Jennifer Carnegie, Dr Wil Williams, Dr Lesley Dickie



Government *of*  
**JERSEY**

## **Children, Young people, Education and Skills**

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Gouvernement  
**d'JÈRRI**

# Context of Jersey and Skills



1. High level specialised skills (consultants, specialists)
2. Higher Education level with local demand (nursing, social work , etc)
3. Higher Education level without sufficient local demand
4. Specialist professional development certification at HE level