

people:skills:jobs:



Department for
**Employment
and Learning**
www.delni.gov.uk

CONSULTATION DOCUMENT

QUALIFICATIONS REQUIRED TO DELIVER ESSENTIAL SKILLS

September 2011

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Introduction

1. The primary aim of the Department for Employment and Learning's 'Essential Skills for Living Strategy', which was first launched in 2002, was to address the needs of those who currently have low levels of literacy and numeracy in Northern Ireland. In 2009, Information and Communications Technology (ICT) was included as a third Essential Skill. In order to further progress the Strategy's implementation the Department is proposing to revise the qualifications required for new Essential Skills lecturers and tutors with effect from 1 August 2012.

Rationale for change

2. The number of learners enrolling in the Essential Skills of literacy, numeracy and ICT has risen steadily each year since 2003. In the last two years there have been more than 96,000 enrolments (by almost 37,000 individuals). The majority of these enrolments (67%) are from learners in the 16-19 age group, who have recently left the post primary school system.
3. In view of the high strategic priority attached to raising the levels of literacy, numeracy and ICT skills in Northern Ireland, both for young people and adults, and in light of the large number of learners participating in Essential Skills, the Department has recently carried out an internal review of the current qualification requirements for those teaching Essential Skills in Northern Ireland.
4. This review has highlighted that the current requirements, as set out in the Department's Circulars ES 02/04 and ES 02/04 (revised January 2008) addendum 2 and ES 01/09, do not currently align with the requirements set for teaching in institutes of further education. The Department wishes to address this anomaly by aligning the requirements to teach Essential Skills with the framework of teaching qualifications in place across further education, training and employment programmes.
5. In Further Education all mainstream lecturers who do not hold a recognised teaching qualification are required to have a Level 5 qualification in their specialist subject area or, where such a qualification does not exist, the highest available professional and technical qualification, and to commence the Certificate in Teaching, year 1 of the Post Graduate Certificate in Education (Further Education) (PGCE(FE)) within their first year of teaching. The Department therefore wishes to align the requirements to teach Essential Skills with those for mainstream Further Education lecturers as set out in the Department's Circular FE12/09.
6. In addition to addressing the anomaly outlined above, the revised policy will bring further benefits to learners by:
 - increasing the lecturers'/tutors' level of expertise in literacy, numeracy or ICT; and
 - enhancing the pedagogical skills of the workforce.

Equality Impact Assessment

7. In line with the requirements of its Equality Scheme, the Department has conducted a Preliminary Equality Impact Assessment (PEQIA) on the proposals set out in this consultation document. As a result of this exercise a full Equality Impact Assessment is not deemed necessary.

Proposal

Essential Skills Lecturers - Further Education Sector

8. **From 1st August 2012, it is proposed that in order to be eligible to teach Essential Skills in the Further Education sector, all new Essential Skills lecturers will be required to have a degree in their subject specialism and to undertake the Certificate in Teaching, year 1 of the PGCE (FE), within their first year of teaching. They will be required to complete the PGCE (FE) within three years of appointment.**

Essential Skills Tutors - Government Funded Training & Employment Programmes

9. **From 1st August 2012, it is proposed that in order to be eligible to teach Essential Skills in training and employment programmes, all new Essential Skills tutors will be required to have a degree in their subject specialism and to achieve the Certificate in Teaching within their first year of teaching. Progression to the second year of the PGCE (FE) will be optional.**
10. **The above arrangements will apply to all new Essential Skills lecturers/tutors, part-time as well as full-time, delivering government funded education, training and employment programmes. Full-time and part-time Essential Skills lecturers/tutors, recognised by the Department prior to the 1st August 2012, will retain this recognition.**

Consultation Responses

11. This consultation will take place from Monday 19th September 2011 to Friday 9th December 2011 (for a period of 12 weeks). Any comments you may wish to make regarding this proposal should be forwarded to:

**FE Policy and Strategic Development Branch
Department for Employment and Learning
Room 203
Adelaide House, 39/49 Adelaide Street
Belfast, BT2 8FD
Email: fepolicy@delni.gov.uk**

12. All responses must be received by the Department by 5.00pm on Friday 9th December 2011, using the pro-forma attached at Annex A. Electronic responses to the consultation are also acceptable (the document can be accessed at: www.delni.gov.uk/essentialskills). Alternative formats of the document can also be made available on request.

ANNEX A

Consultation Response Form

Please complete and return this form to:

**FE Policy and Strategic Development Branch
Department for Employment and Learning
Room 203
Adelaide House, 39/49 Adelaide Street
Belfast, BT2 8FD
Email: fepolicy@delni.gov.uk**

All responses should be submitted no later than 5.00pm on 9th December 2011.

Part 1 - Respondent Information

Please complete the following respondent information:

Name:

Your organisation (if applicable):

Address:

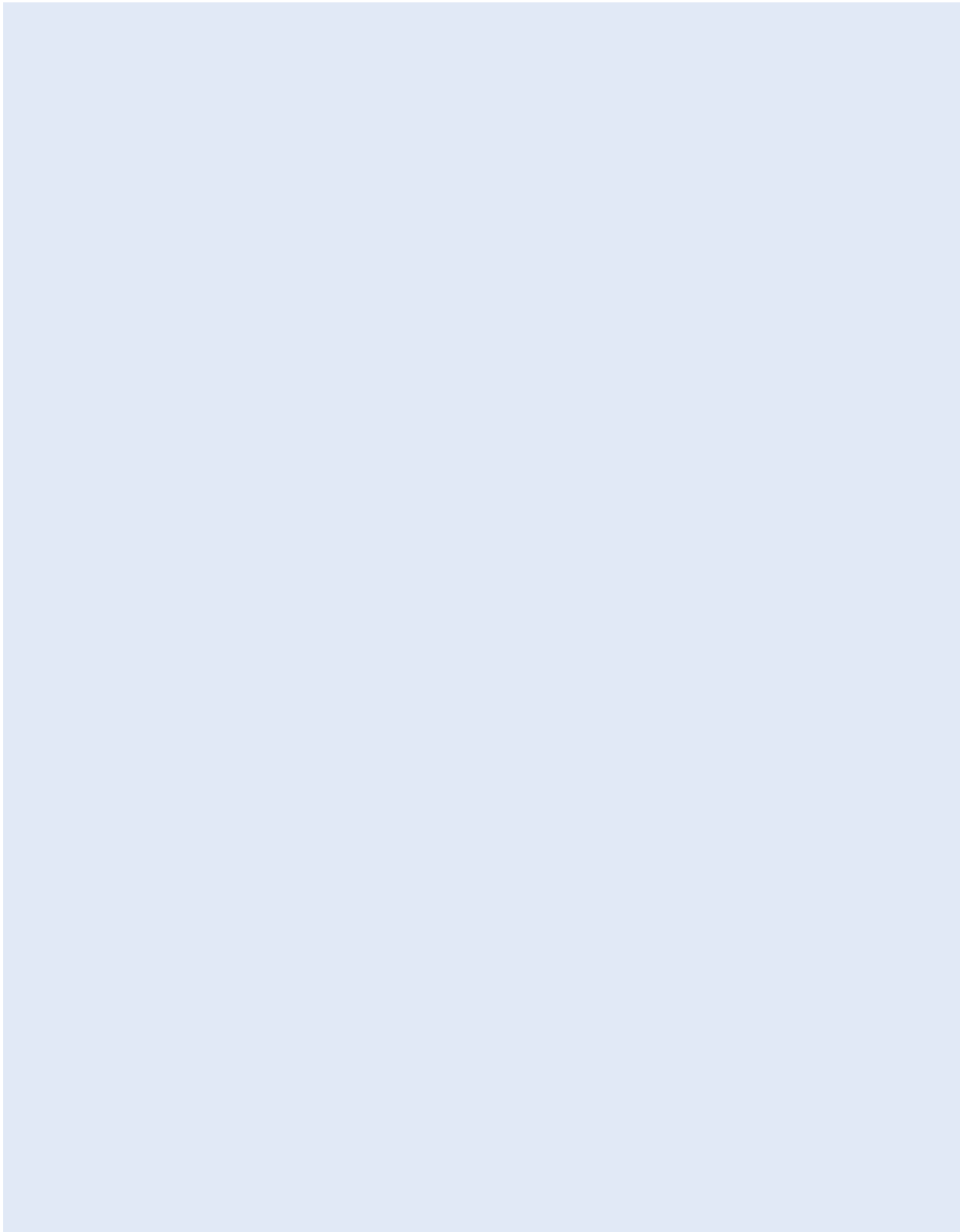
Email address:

ANNEX A

Consultation Response Form cont.

Part 2 - Response to Consultation for Essential Skills tutor qualifications

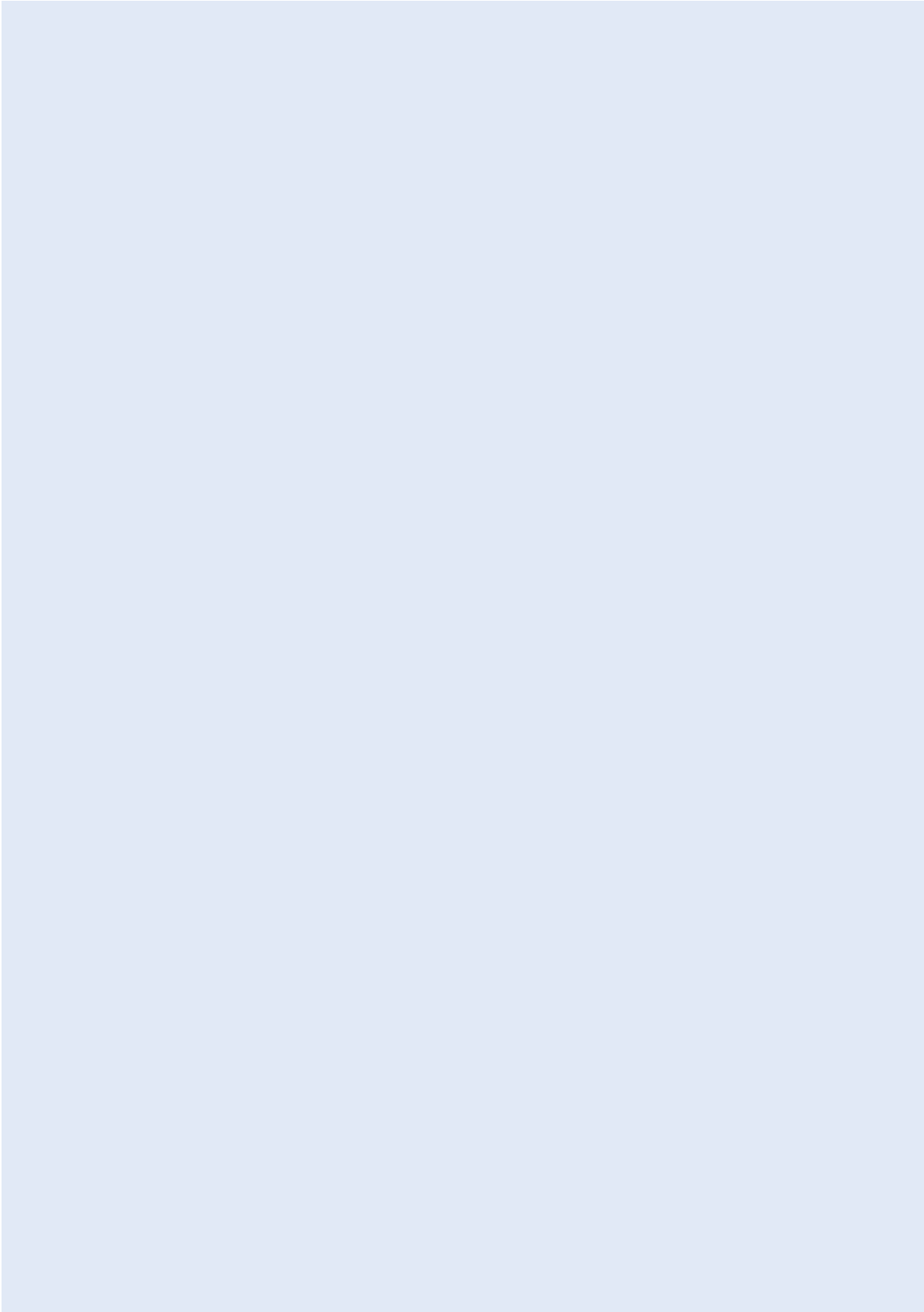
1. Given the high strategic priority attached to raising the levels of literacy, numeracy and ICT skills in Northern Ireland, both for young people and adults, what are your views on the Department's proposal to raise the qualifications requirements for Essential Skills lecturers/tutors on government funded programmes?



ANNEX A

Consultation Response Form cont.

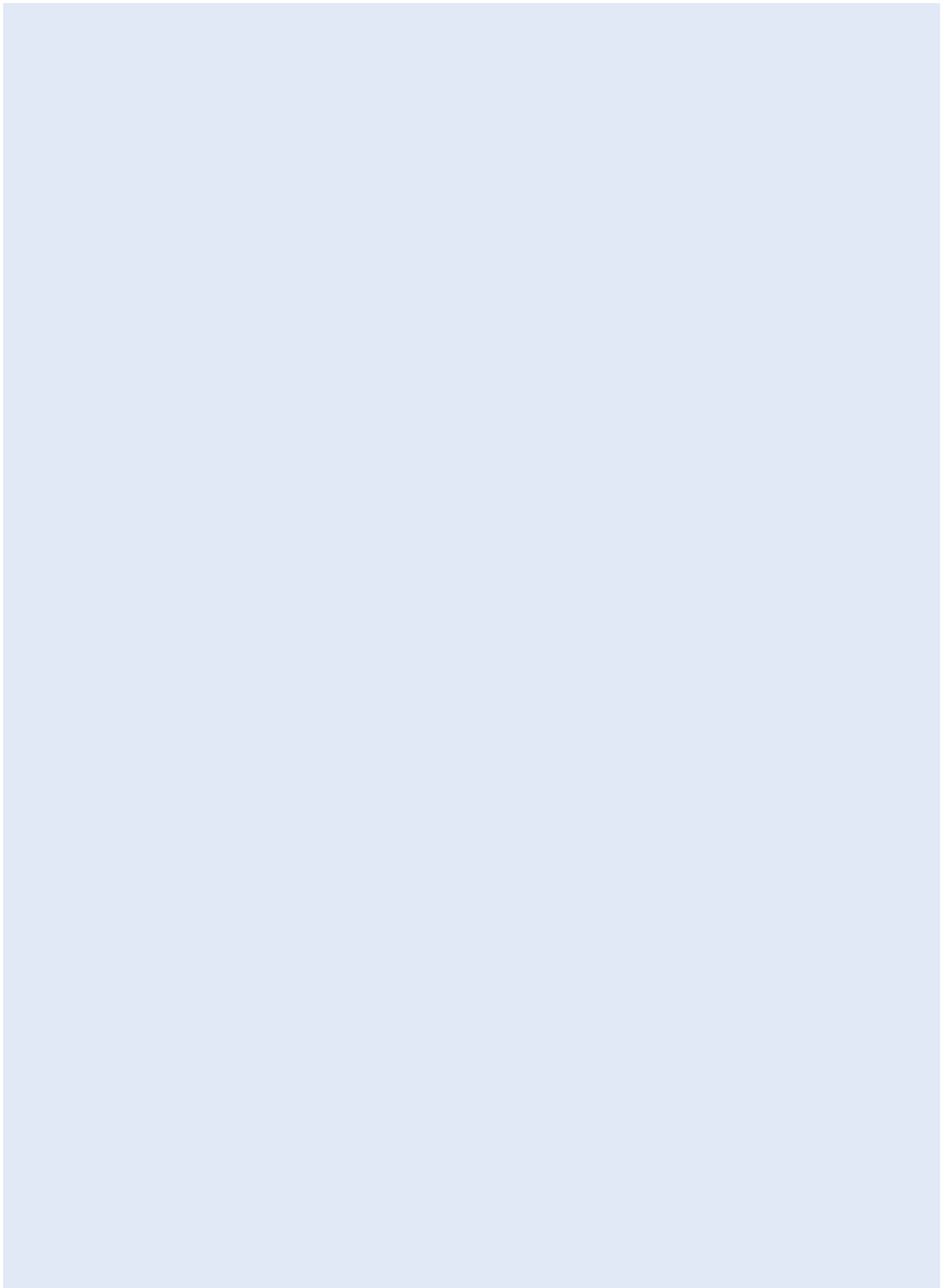
2. Are there additional measures the Department needs to implement to raise the standard of Essential Skills teaching?



ANNEX A

Consultation Response Form
cont.

3. Are there any other factors which you feel should be considered?



THANK YOU

CONSULTATION DOCUMENT

Qualifications required to deliver Essential Skills
cont.

Confidentiality and Freedom of Information

The Department will publish a summary of responses following completion of the consultation process. Your response, and all other responses to the consultation, may be disclosed on request. The Department can only refuse to disclose information in exceptional circumstances. Any automatic confidentiality disclaimer generated by your IT system will be taken to apply only to the information in your response for which confidentiality has been specifically requested. Before you submit your response, please read the paragraph below on the confidentiality of consultations which provides you with guidance on the legal position regarding any information given by you in response to this consultation. The Department will handle any personal data you provide appropriately in accordance with the Data Protection Act 1998.

The Freedom of Information Act gives the public a right of access to any information held by a public authority, namely the Department in this case. The right of access to information includes information provided in response to a consultation. The Department cannot automatically consider as confidential, any information supplied to it in response to a consultation. However, the Department does have the responsibility to decide whether any information about your identity, should be made public or treated as confidential.

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Department for
**Employment
and Learning**
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THE DEPARTMENT:

Our aim is to promote learning and skills, to prepare people for work and to support the economy.

[This document is available in other formats upon request.](#)

Further information:

telephone: 028 9025 7567

email: fepolicy@delni.gov.uk

web: www.delni.gov.uk/essentialskills