

**QUALIFICATIONS REQUIRED TO DELIVER
ESSENTIAL SKILLS IN NORTHERN IRELAND**

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Date of Issue:

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Target Audience:

- FE College Governing Bodies and Principals
- FE College Human Resources Directors
- FE College Human Resources Departments
- FE College Essential Skills Managers
- FE College Essential Skills Co-ordinators
- Managers of Training Organisations
- Organisations receiving Government Funding to deliver Essential Skills
- Principals and Boards of Governors of all Grant-aided Schools
- Education and Library Boards
- The Council for Catholic Maintained Schools
- Council for the Curriculum, Examinations and Assessment (CCEA)

Summary of Contents:

This circular provides guidance on the minimum qualifications required to deliver Essential Skills in Northern Ireland.

Enquiries:

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Status of Contents:

Mandatory

Related Documents:

FE 12/09

Superseded Documents:

ES 01/04

ES 02/04

ES 02/04 Addendum No 3

ES 01/09

Expiry Date:

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Introduction

1. This circular outlines the minimum qualification standards for Essential Skills lecturers and tutors with effect from 1st August 2012.

Definition of new entrant Essential Skills Lecturers

2. In this circular, “new entrant” refers to individuals who are new to the profession, for the purpose of delivering Essential Skills.

Essential Skills Lecturers – Further Education (FE)

3. From 1st August 2012, all new entrant full-time, associate and hourly-paid part-time Essential Skills lecturers must hold a degree in the chosen subject specialism.
4. In addition, all new entrant full-time, associate and hourly-paid part-time Essential Skills lecturers, who do not hold a teaching qualification that is recognised for teaching in the Northern Ireland FE sector (see Annex B), must achieve Year 1 of the Post Graduate Certificate in Education (Further Education (PGCE (FE))) within the first year of appointment. The second year must be successfully completed within the next two years.

Essential Skills Lecturers – Government-Funded Education, Training and Employment Programmes

5. All new entrant Essential Skills tutors, delivering government-funded training and employment programmes, will be required to have a degree in their subject specialism. All Essential Skills tutors who do not hold a recognised teaching qualification (as listed in Annex B) must achieve the Certificate in Teaching - Year 1 of the PGCE (FE) - within their first year of teaching. Progression to the second year of the PGCE (FE) will be optional.

Existing Essential Skills Lecturers/Tutors (those who met the qualification requirements applicable prior to 1st August 2012)

6. Full-time and part-time Essential Skills lecturers/tutors, currently in employment and recognised as qualified by the Department prior to 1st August 2012, will retain this recognition.

Unemployed Essential Skills Lecturers/Tutors (those who met the qualification requirements applicable prior to 1st August 2012)

7. Individuals who meet the Department's applicable qualification requirements to deliver Essential Skills up to and including 31st July 2012, and who have not previously taught Essential Skills, will be recognised by the Department as eligible to teach Essential Skills, provided that the individual secures an Essential Skills teaching position within three years of having successfully completed their relevant qualification(s).

Essential Skills – Change of Employer

8. Existing Essential Skills lecturers/tutors, who wish to apply/transfer to another Essential Skills delivery provider/employer, will continue to be recognised. The Department's qualification requirements, as applicable at the time of their original appointment (as set out in the relevant policy circular), will continue to apply.

Essential Skills – Career Breaks

9. Essential Skills lecturers/tutors who were previously employed to deliver Essential Skills prior to 1st August 2012, and who are returning to employment following a career break from their employer, will be recognised by the Department as eligible to deliver Essential Skills,

provided that they secure an Essential Skills teaching position within three years of having returned to their original employment.

**MINIMUM SUBJECT QUALIFICATION REQUIREMENTS FOR THE
DELIVERY OF ESSENTIAL SKILLS**

ALL APPLICANTS MUST HAVE:

GCSE (or any qualification which is deemed to be equivalent) in English (Grade A* – C) or Essential Skills Level 2 (or higher) in Communication; **and**

GCSE (or any qualification which is deemed to be equivalent) in Maths (Grade A* – C) or Essential Skills Level 2 (or higher) in Numeracy, or NICATS Access Maths Modules;

and

for delivering Essential Skills Literacy:

A degree obtained at a university in the UK or the Republic of Ireland, of which English forms a minimum of 50% of the subject studied, or

a degree obtained at any other university, provided the Department accepts the standard and content of that degree as equivalent to those stated above;

For example:

English Language Teaching
English Language
English Literature
English Literature and Language
English with Drama and Media
English with Education

for delivering Essential Skills Numeracy:

A degree obtained at a university in the UK or the Republic of Ireland, of which Mathematics forms a minimum of 50% of the subject studied, or

a degree obtained at any other university, provided the Department accepts the standard and content of that degree as equivalent to those stated above;

For example:

Additional Maths
Applied Mathematics
Computer Science and Maths
Mathematics
Mathematic Sciences
Maths and Computer Studies
Pure Mathematics

for delivering Essential Skills ICT:

A degree obtained at a university in the UK or the Republic of Ireland, of which ICT forms a minimum of 50% of the subject studied, or

a degree obtained at any other university, provided the Department accepts the standard and content of that degree as equivalent to those stated above;

For example:

Computer Education
Computer Science
Computer Studies
Computing & Information Technology
Computing with Education
Statistics & Computer Science
Computer Science &

	Chemistry and Applied Maths Physics and Economics Engineering	Physics Business Information Technology
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RECOGNISED TEACHING QUALIFICATIONS

1. Only the following teaching qualifications are recognised currently by the Department for Employment and Learning for the purpose of delivering Essential Skills:
 - Post Graduate Certificate in Education (PGCE), obtained in the UK;
 - Post Graduate Certificate in Education (PGCE), obtained in the Republic of Ireland (provided the individual also holds a 'conditional registration' or 'full registration' with the Teaching Council in Ireland);
 - Bachelor of Education Degree (BEd), obtained in the UK or the Republic of Ireland;
 - University of Ulster BA (Honours) in Education;
 - the Northern Ireland Post Graduate Certificate in Further and Higher Education (PGCFHE);
 - the Northern Ireland Post Graduate Diploma in Further and Higher Education (PGDFHE); and
 - the Northern Ireland Post Graduate Certificate in Education (Further Education) (PGCE (Further Education)).