

**Department for Employment and
Learning**

**Departmental Response to
Consultation -**

**Proposals to Revise
Qualifications Required to Teach
in Institutions of Further and
Higher Education**

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Introduction

Background

Following an evaluation of the teacher education programme in Further Education in 2006, the Department has decided to revise the existing PGCFHE, in order to meet the needs of the 14-19 agenda and facilitate the transfer of teachers' skills across the post-primary education sector. The revised qualification will be known as the Post Graduate Certificate in Education (PGCE) (Further Education).

Between July and September 2009, the Department carried out a focused consultation to seek views on the proposed revised qualification. A list of consultees is provided at **Annex A**.

In summary, the following proposals were included in the consultation:

- *the introduction of a mandatory qualification for all new-entrant, permanent, full-time and associate lecturers who are not qualified teachers from September 2009, to be known as the PGCE (Further Education) ;*
- *year one of the PGCE (Further Education) to be completed during the initial year of teaching with the second year being successfully completed within a further two year timeframe; and*
- *interim arrangements for full-time and associate lecturers about to enter their third year of teaching who have not yet commenced the PGCFHE.*

Purpose of this document

This document highlights issues raised through the consultation process, provides the Department's response to these and sets out proposals for the way forward, which have been informed by this process.

Guidance setting out the new arrangements is included at **Annex C**.

Responses

This consultation focused on key stakeholders directly involved in the teacher education programme relating to further education lecturers. The document was also published on the Departmental website, to ensure wide circulation.

The Department received seven responses to the consultation. A list of respondents is set out at **Annex B**.

Analysis of responses and the way forward

All respondents to the consultation were broadly supportive of the revised qualification. Details of the responses received are set out in Pg 4 – 6 of this document.

Departmental contact details

Associated documents may be obtained from the Departmental website, or in alternative formats upon request from the Department.

Web-site: www.delni.gov.uk/consultation-zone

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Consultation responses to proposals and the way forward

A. Cost and duration of induction

Concerns were raised by a number of FE Colleges and their umbrella organisation, the Association of Northern Ireland Colleges (ANIC), regarding the financial implications associated with the extension of the induction from 12 weeks to one full academic year. The increased cost of course fees from £1,200 to £1,900 was also raised. It was suggested that discretionary measures be considered.

Departmental response

In order to test the impact of the revised arrangements, the implementation of the new qualification will be piloted on a two year basis for permanent full-time and associate lecturers only. At the end of this period the arrangements will be evaluated with a view to extending the revised qualification to all new-entrant, full-time permanent and associate FE lecturers.

'Induction' is only one component of year 1 of the programme.

B. Extension of qualification to part-time lecturers

ANIC expressed the view that the inclusion of part-time lecturers could be problematic for colleges from a number of perspectives and had the potential to impact adversely on service delivery across the Sector. Consequently, further consultation was recommended.

Departmental response

From November 2009, in order to test the implementation arrangements the revised qualification will become a mandatory requirement for new entrant permanent full-time and associate lecturers only. The Sector has been asked to gather the necessary evidence during this initial two year period so that appropriate refinements can be considered to support the programme's extension to include part-time lecturers thereafter.

C. Eligibility to teach in Grant Aided schools

The consultation contained a reference to initial discussions between the Department and the General Teaching Council of Northern Ireland, to explore the prospect of allowing FE lecturers who have achieved the PGCE (FE) to register with the council. Colleges raised a number of issues in relation to this

proposal and have requested further discussion with the Department. Particular issues included roles and responsibilities associated with registration and the costs.

Departmental response

Further consultation will take place with all interested parties including ANIC (representing the colleges) and the FE lecturing trade unions, on the outcome of the discussions.

D. Miscellaneous issues

Clarification of term “year of teaching”

Lecturing staff in Further Education can be appointed at any time during the academic year. With the introduction of the proposed revised arrangements, lecturers appointed in January 2009 would in effect be entering the second year of teaching in September 2009. Consequently, consultees sought clarification on the term “year of teaching” (i.e. academic, or calendar year of teaching).

Departmental Clarification

In such a scenario, Year 1 of the programme should be undertaken in the September following appointment.

Essential Skills exemption

The proposal indicated that lecturers who have exemption to teach Essential Skills would be exempt from year 1 of programme. Clarification was also sought as to whether lecturers who have been working in the profession for many years would continue to be exempt.

Departmental Clarification

Those lecturers who are already in post under the terms of the old circular will not be affected by the new arrangements.

Flexibility with vocational qualifications

Colleges articulated the view that some vocational areas may have level 4 qualifications which are more relevant to the technical vocational curriculum than a level 5 qualification. Consequently, Colleges have suggested that sufficient flexibility should be included.

Departmental Clarification

Whilst the policy guidance still adheres to the requirement for lecturers to hold a Level 5 vocational qualification, during the pilot period, liaison will take place with other key stakeholders on these technical issues.

Structural issues and Accredited Prior Learning

The Northern Ireland Awarding Bodies Forum and the Open College Network both raised concerns that, structurally, the revised qualification sat outside the National Qualifications Framework. Clarification was also sought on compatibility with LLUK standards and recognition of Accredited Prior Learning.

Departmental Response

The new PGCE(FE) qualification will remain as a higher education qualification.

Through piloting of the implementation arrangements, the University of Ulster has been asked to examine the issue of Accredited Prior Learning for those prospective lecturers who have undertaken a teaching qualification which is not recognised by the Department, to ensure transferability between the various sectors.

The PGCE (FE) is mapped to the NI LLUK Professional Standards for Learning Delivery.

Next Steps & Way Forward

The Department is grateful to all those who took the time to respond to the consultation.

As a result of the views expressed through this process the Department intends to pilot the implementation of the new arrangements for two years, commencing November 2009, for new full-time permanent and associate entrant lecturers only. During this period the Department will continue to liaise with the relevant stakeholders to gather the necessary evidence to inform further modifications, with the aim of extending the programme to include part-time lecturers also. Policy guidance for the implementation of the revised PGCE (FE) is set out at **Annex C**.

Annex A: List of consultation recipients

The following lists the groups who were issued a copy of the consultation:

Association of Northern Ireland Colleges (ANIC)

Directors/Principals of the six FE Colleges

Department of Education

Lecturers' and Teachers Unions

Lifelong Learning UK

Higher Education Institutions (Northern Ireland)

Annex B: List of substantive responses

Association of Northern Ireland Colleges (ANIC)

Northern Ireland Awarding Bodies Forum

North West Regional College

Open College Network

South West Regional College

University and College Union

University of Ulster

Annex C: Circular

The final Circular relating to the revised arrangements is reproduced over the following pages.

Circular Number:
FE12/09

Subject:

Date of Issue:
23 November 2009

QUALIFICATIONS REQUIRED TO TEACH IN INSTITUTIONS OF FURTHER AND HIGHER EDUCATION

Target Audience:

- Governing Bodies and Principals of Institutions of Further and Higher Education
- Principals and Governors of all grant-aided schools

Summary of Contents:

This Circular provides guidance on:

- (i) the new qualifications required to teach in Institutions of Further and Higher Education; and
- (ii) which qualifications entitle a person to teach in a grant-aided school.

Enquiries:

Any enquiries about the contents of this circular should be addressed to:

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Status of Contents:

Information/Advice

Related Documents:

DE 2007/22

Superseded Documents:

DE 1997/27
DE 2006/21
DE 2007/19
DE 2008/21

Expiry Date:

N/A

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Introduction

1. The Further Education Teachers' (Eligibility) Regulations (Northern Ireland) 2007 (S.R. 2007 No. 127) require that every person employed as a teacher must have such qualifications as may be approved by the Department for Employment and Learning. This circular outlines the qualifications and other requirements for new teachers in Institutions of Further Education who do not hold a Bachelor of Education (B.Ed) Degree or a Post Graduate Certificate in Education (PGCE).

Background

The Current Post-Graduate Certificate of Further and Higher Education

2. Since September 1994, new entrants to full-time, permanent lecturer and associate lecturer posts in further education, who do not already possess a B.Ed degree or a PGCE, have been required to obtain the Post Graduate Certificate in Further and Higher Education (PGCFHE) within three years of appointment.

Revised Arrangements

3. Following an evaluation of the teacher education programme in further education in 2006, the Department has revised the PGCFHE qualification in order to meet the needs of the 14-19 agenda and facilitate the transfer of teachers' skills across the post-primary education sector. This qualification will be known as the Post Graduate Certificate in Education (PGCE) (Further Education) and will be delivered by the University of Ulster (UU). The qualification is underpinned by the Lifelong Learning UK (LLUK) professional standards for teachers.

4. With effect from November 2009, the PGCE (Further Education) will become a mandatory qualification for all new-entrant, permanent, full-time and associate lecturers who are not qualified teachers. Year 1 of the PGCE (Further Education) must be completed within the first year of teaching and be followed within the next two years by the successful completion of the second year of the PGCE (Further Education).

5. The implementation arrangements, as set out in paragraph 7 of this circular, will initially be piloted for a two year period. At the end of this period (November 2011) the Department will review these arrangements with a view to extending the PGCE (Further Education) to all FE lecturers.

6. Only the following qualifications are recognised for teaching in the Northern Ireland Further Education (FE) Sector:
 - PGCE;
 - B.Ed;
 - University of Ulster PGCFHE;
 - University of Ulster PGDFHE; and
 - the University of Ulster PGCE (Further Education).

Implementation of the Revised Arrangements

7. From 1st November 2009, delivery of the PGCE (Further Education) will be available for completion over two academic years.

8. In recognition of the fact that some full-time and associate lecturers may be entering their second or third year of teaching but have not yet commenced the PGCFHE, the following arrangements will apply:
 - a) for one final year (September 2009 – June 2010), a one year PGCFHE programme will be offered to full-time and associate lecturers who are entering their third year of teaching;

- b) permanent full-time and associate lecturers entering their second year of teaching will undertake Year 1 of the PGCE (Further Education) in September 2009; and
- c) colleges will be permitted to postpone Year 1 of the PGCE (Further Education) for all other newly appointed permanent full-time and associate lecturers until September 2010. With effect from September 2010, **all** newly appointed permanent full-time and associate lecturers will be required to undertake Year 1 in their first year of their teaching.

Qualifications/Courses

- 9. A new PGCE (Further Education) is not in itself an approved qualification for teaching in FE. To be eligible to teach in FE and to undertake the PGCE (Further Education), lecturers must also meet the general education and experience requirements, as outlined in **Annex A**.
- 10. Teachers/lecturers who hold a teaching qualification which is not listed in paragraph 6 above will be required to undertake and complete the PGCE (Further Education). Consideration will however be given to the previous qualifications undertaken and accreditation of prior learning (APL) offered, where appropriate.
- 11. Existing teachers/lecturers who hold other qualifications and who are already recognised as qualified teachers in Institutions of Further Education will continue to be so recognised.
- 12. Any new applicant applying for a teaching post who holds a qualification which is not listed in this circular **should not be appointed**, until confirmation has been received from the Department that the qualification is deemed acceptable.

13. Examining and validating bodies may also require teachers to hold specific qualifications as a condition of their approval of a particular College course.

Essential Skills

14. Where a College employs or intends to employ a lecturer to teach Essential Skills, the requirements stipulated in the Essential Skills Tutor Education Circulars ES02/04 and ES01/09, issued by the Department, apply.
15. Permanent, full-time and associate essential skills lecturers who have already achieved the Diploma in the Teaching and Management of Literacy and/or the Diploma in the Teaching and Management of Numeracy are exempt from Year 1 of the PGCE (Further Education). All permanent full-time and associate lecturers must undertake Year 2 within two years of commencing teaching. Those lecturers previously granted an exemption to teach Essential Skills under the provisions of the Essential Skills Tutor Education Policy will also be exempt from Year 1 of the PGCE (Further Education).
16. Lecturers who have already achieved the Certificate in the Teaching and Management of Literacy and/or the Certificate in the Teaching and Management of Numeracy have the choice of progressing to the Diploma in the Teaching and Management of Literacy and/or the Diploma in the Teaching and Management of Numeracy or, to Year 1 of the PGCE (Further Education), on appointment as a permanent full-time or associate lecturer.

Eligibility to teach in Grant Aided Schools

18. Holders of the existing PGDFHE will continue to be eligible for registration with the General Teaching Council (NI) and therefore eligible to teach in a grant-aided school in Northern Ireland.

ANNEX A

ESSENTIAL GENERAL EDUCATION AND EXPERIENCE REQUIREMENTS

APPLICANTS MUST HAVE:		
GCSE English (Grade A – C) / Essential Skills Level 2 (or higher) in Communication; <u>and</u>		
GCSE Maths (Grade A – C) / Essential Skills Level 2 (or higher) in Numeracy , or NICATS Access Maths Modules;		
and either		
<p>A University Degree**</p> <p>**defined as follows –</p> <ul style="list-style-type: none"> • a degree obtained at a University in the UK or the Republic of Ireland; 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; or • Any qualification deemed by the Department to be equivalent to a university degree. 	OR	<p>Three years relevant industrial, professional or business experience</p> <hr/> <p style="text-align: center;">AND</p> <p>A qualification in the specialist area in which the applicant is to teach. This qualification should be at Level 5 or above on the National Qualifications Framework (NQF revised September 2004) or the QCF.</p> <p>NB. If the specialist area in which the applicant is to teach is Health and Social Care, the following qualifications are deemed appropriate –</p> <ul style="list-style-type: none"> • First Level Registered Nurse; or • Diploma in Social Work; or • Certificate of Qualification in Social Work (CQSW); or • Certificate in Social Services (CSS)