



For internal use only

Certificate III in School Based Education Support

Industry recommends delivery via a school-based traineeship pathway as students should complete quality and relevant work placements. These should be undertaken in a school with substantial preparation and support from the host teacher. Only minimal use of classroom-based simulated learning should be used. A selection process should be undertaken before enrolment to ensure students have an appropriate level of maturity to work in this industry.

RESPONSE FROM EDUCATION SUPPORT INDUSTRY FOCUS GROUP

Currently there is a shortage of Education Support employees and parts of the industry are investing in attraction and retainment strategies. This strategy is promoting the career with opportunities for professional growth through supported training opportunities.

Preferred skills for school leavers entering the sector:

- Attainment of the Tasmanian Certificate of Education (TCE) and the assurance of the associated literacy, numeracy and ICT skills.
- Interpersonal skills and a desire to work with students are highly valued, as well as a clear knowledge and understanding of the role of education support.
- Sports coaching accreditation and VET studies have been identified as being directly transferrable to the Education Support position.
- A school student can undertake a school-based traineeship that is commenced at Certificate II level moving towards Certificate III.

Preferred pathways for school leavers entering the sector:

- There is an expectation of foundation skills in literacy, numeracy, student development, behaviour management, understanding diverse student cohorts, professional boundaries and confidentiality.

- There is currently no mandatory requirement for Education Support staff to hold a Certificate III in Education Support, but support for training is offered to employees.
- Many employees start their career journey by volunteering at a school, then move into a relief and fixed term employment. In the DoE the Certificate III is offered to those on the relief register, and fixed term employees and permanent employees are supported to complete a Diploma that will progress them to the teaching award as an Education Support Specialist. There is an articulation process for students progressing from a Certificate III into a Diploma, with the correct elective selection.
- The traineeship model is currently underutilised, which is likely due to a limited understanding of how they can be used. Traineeships are currently offered as an incentive to retain a valuable person acting in a relief capacity. There is a potential for the model to be used more widely as an attraction strategy.

The sector has concerns for the completion of Certificate III School Based Education Support in school/college for the following reasons:

- Work placement for this cohort can be difficult to organise and support.
- A traineeship model is the preference as the employer has an ongoing opportunity to mentor learners into the position.

