



Certificate III in School-based Education Support

Sector Summary

Currently there is a shortage of Education Support employees and parts of the industry are investing in attraction and retention strategies. There is currently no mandatory qualification for Education Support staff and this attraction strategy is promoting the career with opportunities for professional growth through supported training opportunities.

Perception of Training

A traineeship model (either ASbAs or post-school) is the preference as the employer has an ongoing opportunity to mentor learners into the position.

Attributes for New Entrants

- There is an expectation of foundation skills in literacy, numeracy, student development, behaviour management, understanding diverse student cohorts, professional boundaries, and confidentiality.
- 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.
- For school leavers, attainment of the Tasmanian Certificate of Education (TCE) and the assurance of the associated literacy, numeracy and ICT skills is preferred.
- Sports coaching accreditation and VET studies have been identified as being directly transferrable to the Education Support position.

Preferred Training and Pathways

- 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.
- 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 potential for the model to be used more widely as an attraction strategy.

- A school student can undertake a school-based traineeship that is commenced at Certificate II level moving towards Certificate III.
- 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. Fixed term 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 sector has concerns about the completion of Certificate III School-based Education Support in school/college.



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