



NATSPEC Annual Residential Conference 2010

**Moving the thinking forward:
Upskilling the workforce**

**Viv Berkeley, Programme Director,
NIACE**



Michele Lander, Northants County Council

- **Look at the clip of Michele and listen to what she says about her career development.**
- **Think of the skills, knowledge and understanding she might need to develop in her role as teacher and learning support worker working with disabled learners**





‘Provision for learners with learning difficulties and/or disabilities can be limited by the lack of specialist qualifications of teaching and support staff.’

Ofsted, 2005

Some interesting sound bites

- The 10 year itch
- Birmingham University offer the widest spread in terms CPD
- Most HE approaches to CPD and ITT are based on an interdisciplinary, blended learning model – important to bear this approach in mind *because of the business case*
- LSPs working with disabled learners are the most poorly paid (LSRC research)



Sound bites continued

- **Learners want LSPs to be aware of different disabilities (LSIS, 2010)**
- **Learners do not want their LSPs to stick to them like glue and make them stand out (LSIS, 2010)**



The policy context

- **The NOS for Learning Support Staff - extending the work**
- **Learning for Living and Work (LSC)**
- **Progression through Partnership (HMG)**
- **Voices from key stakeholders – NATSPEC, NIACE, SKILL,**
- **Voices from the sector**
- **A long history of voices – 1987**



LLUK commissioned NIACE

to :

- **Develop an Application Guide for teachers and learning support practitioners working with disabled learners**
- **Work within the national frameworks and use the content of the application guide to develop pathways to qualification**
- **Write guidance for awarding organisations**



At the same time.....

- **LSIS funded a project undertaken by NATSPEC on learning support practitioners**



Application Guides

- **An extension of the overarching teaching standards**
- **They set out the applied skills, knowledge and understanding of staff working with disabled learners**
- **Useful for a number of purposes**
- **Precedents already set e.g. LLN**
- **Coming on board – ICT, CSWs, Employability**
- **The guides for teachers and support staff working with disabled learners takes a pan disability approach**



EXAMPLE



Qualification routes for teachers

Two routes

- **Level 5 Diploma in Teaching in the Lifelong Learning Sector (disabled learners) and**
- **Additional Diploma in Teaching in the Lifelong Learning sector (disabled learners)**



For Learning Support Staff

One route

- **Level 3 Certificate in Learning Support (disabled learners)**