

## Teacher Accreditation Regulation 2015

### A. PURPOSE

The use of the NSW Teacher Accreditation Regulation 2015 to employ trainers who are not accredited with the NSW Education Standards Authority (NESA)

### B. BACKGROUND

Prior to the NSW Teacher Accreditation Regulation 2015 the accreditation of teachers was governed by the Teacher Accreditation Regulation 2010.

The non-Government school sectors raised concerns when the 2010 regulation was drafted. Of concern to the Catholic sector was attracting suitable dual-accredited teachers who possessed a teaching qualification and AQF qualification. This would enable them to deliver both a NESA course and a Vocational Education and Training Qualification. The 2010 regulation when enacted provided a provision for “*exemption from requirements to employ accredited teachers*”. This permitted highly skilled and qualified trainers into non-government Trade Training Centres to deliver training in areas where schools are unable to get a person who meets both the NESA accreditation requirements and Australian Quality Framework (AQF) requirements.

At the time it was a very controversial regulation, contested by the Teachers’ Federation, but endorsed by the then Education Minister, The Hon. Carmel Tebbutt. As the regulation is not available to government schools, Catholic schools and Diocesan Offices were advised that the provision of employing non-accredited teachers must be used carefully.

The regulation was revised and the Teacher Accreditation Regulation 2015 was released on the 5<sup>th</sup> March 2015. This revised regulation maintained the provision for

#### ***7 Exemption from requirement to employ accredited teachers only***

*(1) A person (the employer) who employs an unaccredited person to teach in a non-government school is exempt from the operation of section 28 (2) of the Act in respect of that unaccredited person if:*

- (a) the employer is a NVR registered training organisation, and*
- (b) the unaccredited person is employed by the employer only to teach the necessary courses required to complete a Certificate III qualification for the purposes of the Higher School Certificate, and*
- (c) the Board is satisfied that the employer has not been able to find an appropriate person who is accredited to teach such courses.*

*(2) In this clause:*

*NVR registered training organisation has the same meaning as in the National Vocational Education and Training Regulator Act 2011 of the Commonwealth. unaccredited person means a person who is not accredited.*

## **C. IMPLICATIONS**

The above exemption contained in the 2015 Regulation stipulates Certificate III qualifications due to the shortage of qualified teachers who hold trade level qualifications. Advice provided previously to VEAG indicated the regulation included qualifications that were not included in the cross-sectoral Teacher Training Program. Board Endorsed Courses (BECs) and Industry Curriculum Frameworks (ICFs) without teacher training such as Electrotechnology and Automotive ICFs were covered under this provision as these provided a pathway to Certificate III qualifications.

The trainers are not permitted to teach any other course within the school that is not directly related to the VET delivery of the qualification.

Schools must be able to demonstrate to NESAs that were unable to find a suitably accredited teacher to teach the course. Schools would have to show clear evidence that they have advertised and been unsuccessful in finding an applicant who meets both NESAs and VET requirements. It is also important that the trainers don't teach any other course except for the VET program for the HSC that can't be staffed.

The Regulation does NOT provide a mechanism to bring non-accredited teachers into the cross-sectoral Teacher Training Program. This restriction includes all components: Teacher Orientation, Industry Specific Training and the TAE40110 Certificate IV in Training and Assessment. The Teacher Training Program is available only to trained teachers who meet the NESAs accreditation requirements. The three school sectors negotiate with the training providers (RTOs) a program that allows a streamlined delivery of VET teacher training. These RTOs utilise the teacher's qualifications as evidence when deeming a teacher competent through their recognition of prior learning (RPL) processes. The requirement of teachers holding a teaching qualification or accredited by NESAs are included in the entry requirements for the Teacher Training Program.