



An Roinn Oideachais
Department of Education

SNA Workforce Development Plan Progress to date

Thursday, 12 December 2024, 16:30

Online Webinar

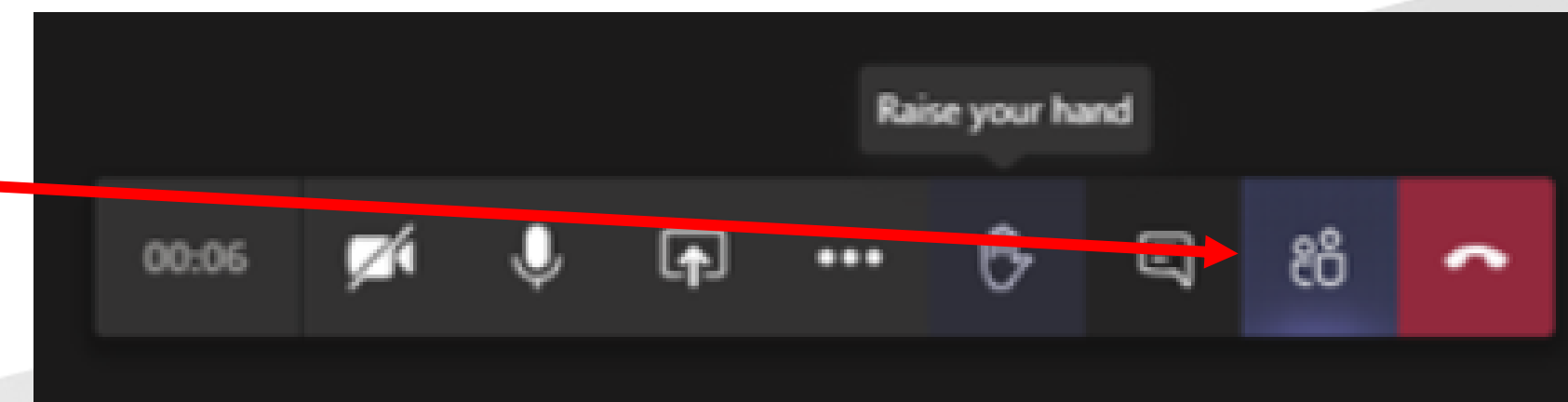


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Housekeeping:



- ❖ Questions can be submitted **at the end** of the presentation by using the Q&A box option.



Agenda:



1. SNA Workforce Development Plan 2023 – 2025
2. Framework for Workforce Development Plan
3. SNA Information Hub
4. Working Groups update
5. Stakeholder Group and SNA Stakeholder Group update
6. Top priorities for 2025



Background:

- SNA Workforce Development Unit established December 2022.
- Other sections of the Department such as Payroll, Pensions and Terms & Conditions continue to fulfil their existing roles

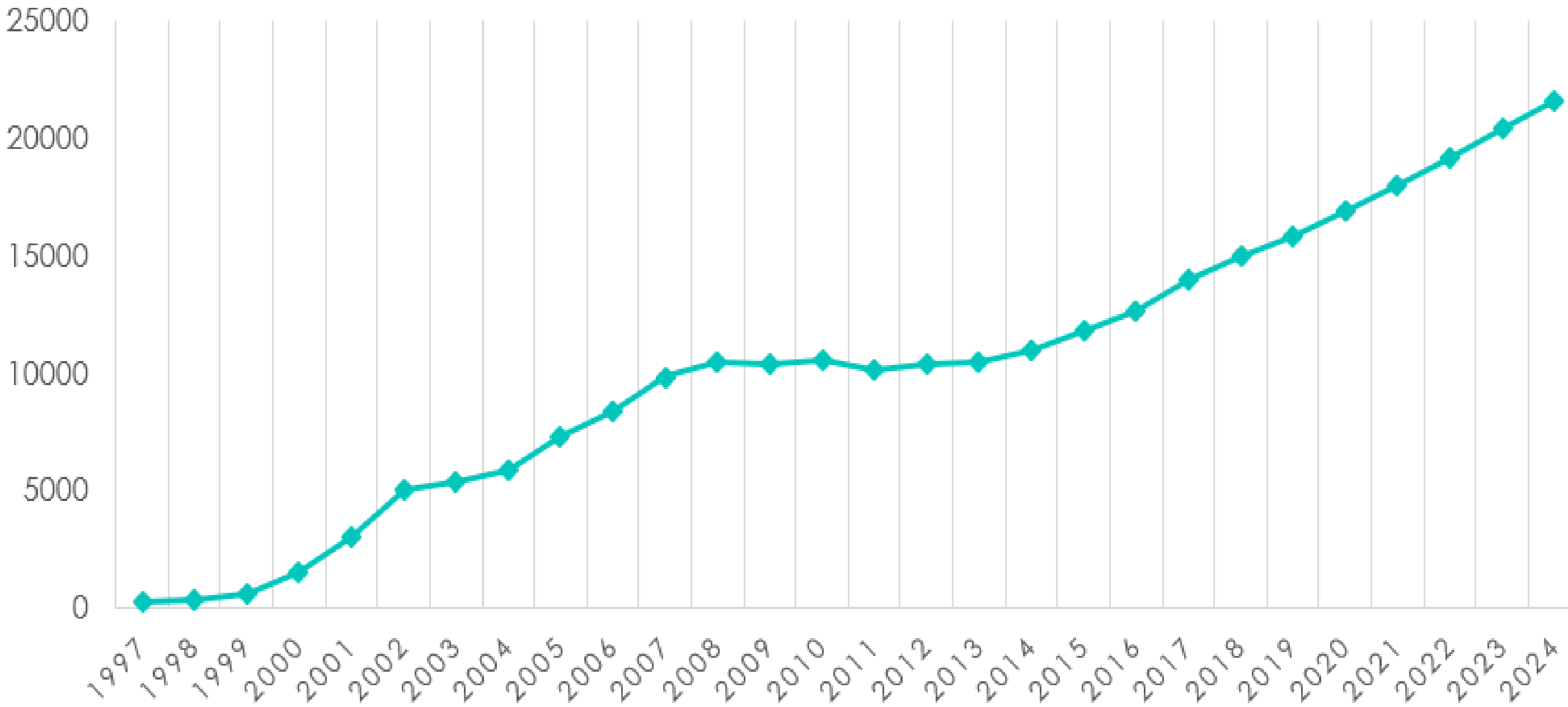


SNA Workforce Development Plan 2023 - 2025

Growth in Special Needs Assistants workforce



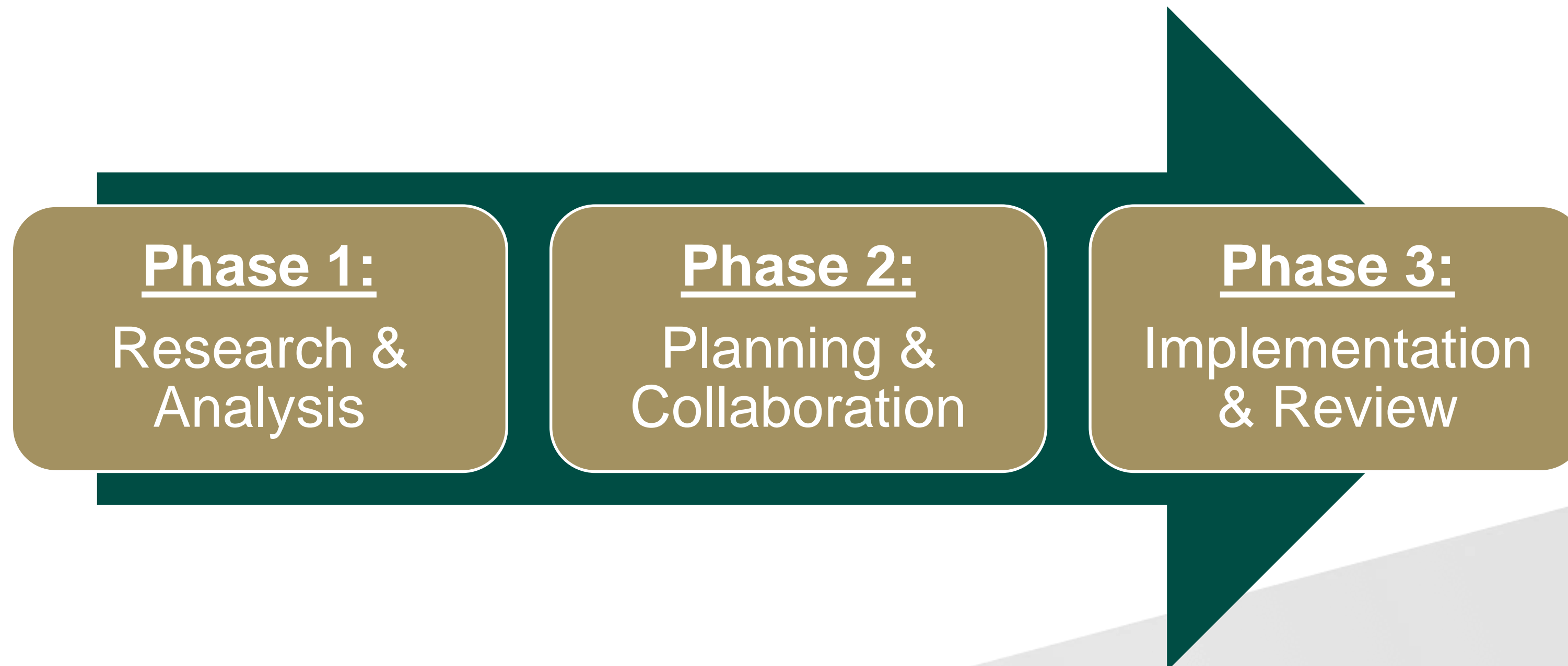
NUMBER OF SPECIAL NEEDS ASSISTANTS BY YEAR 1997-2024



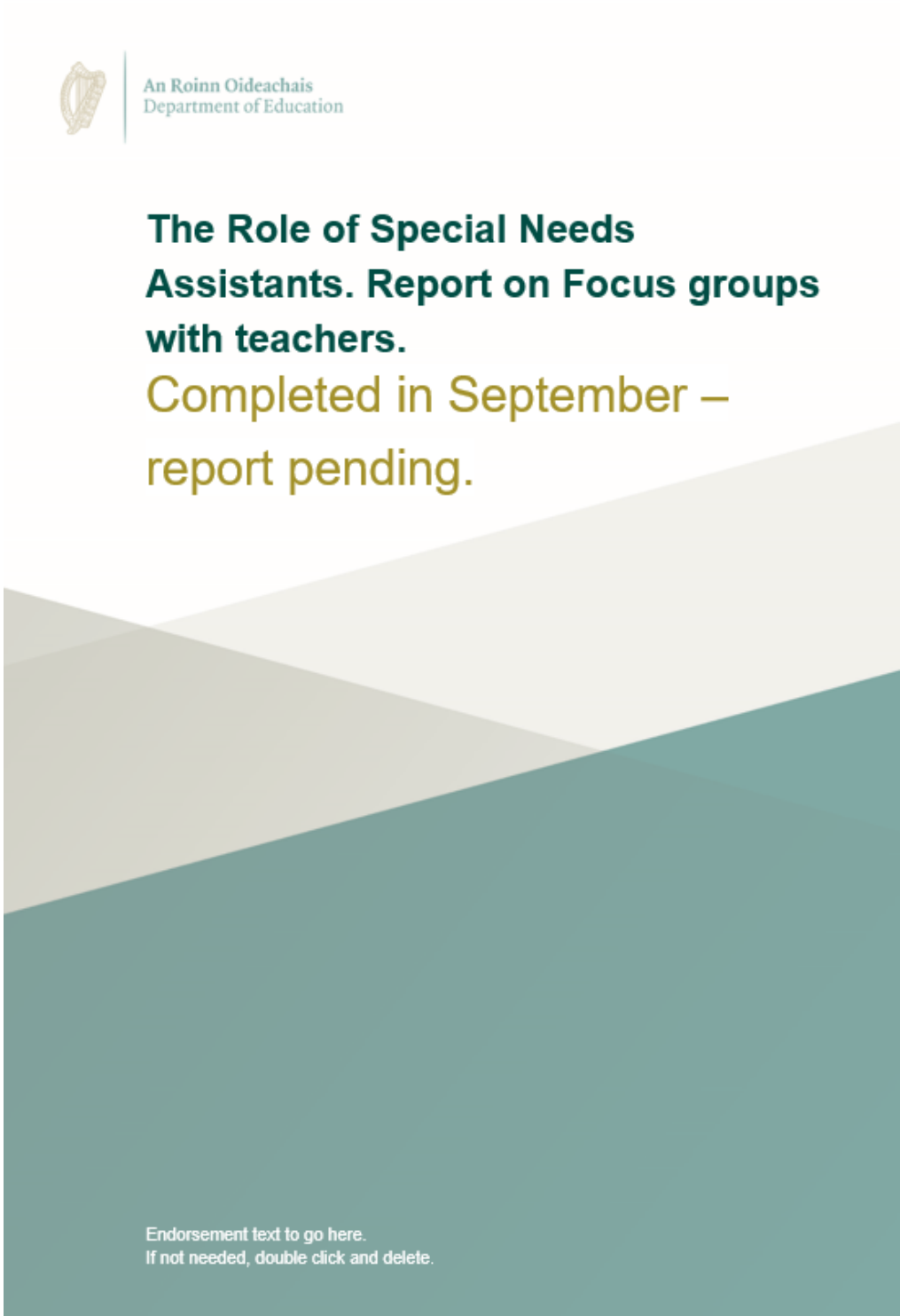
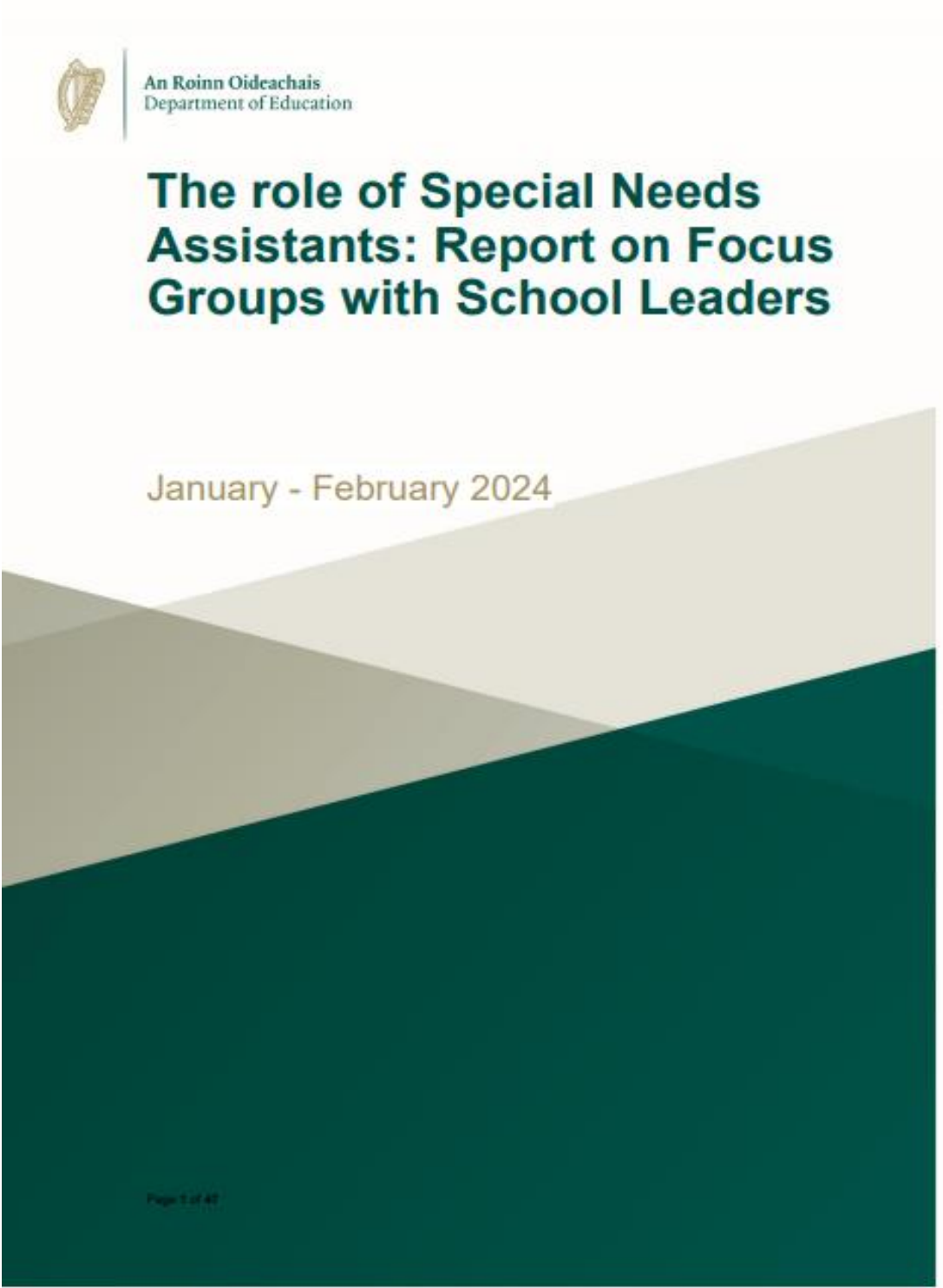
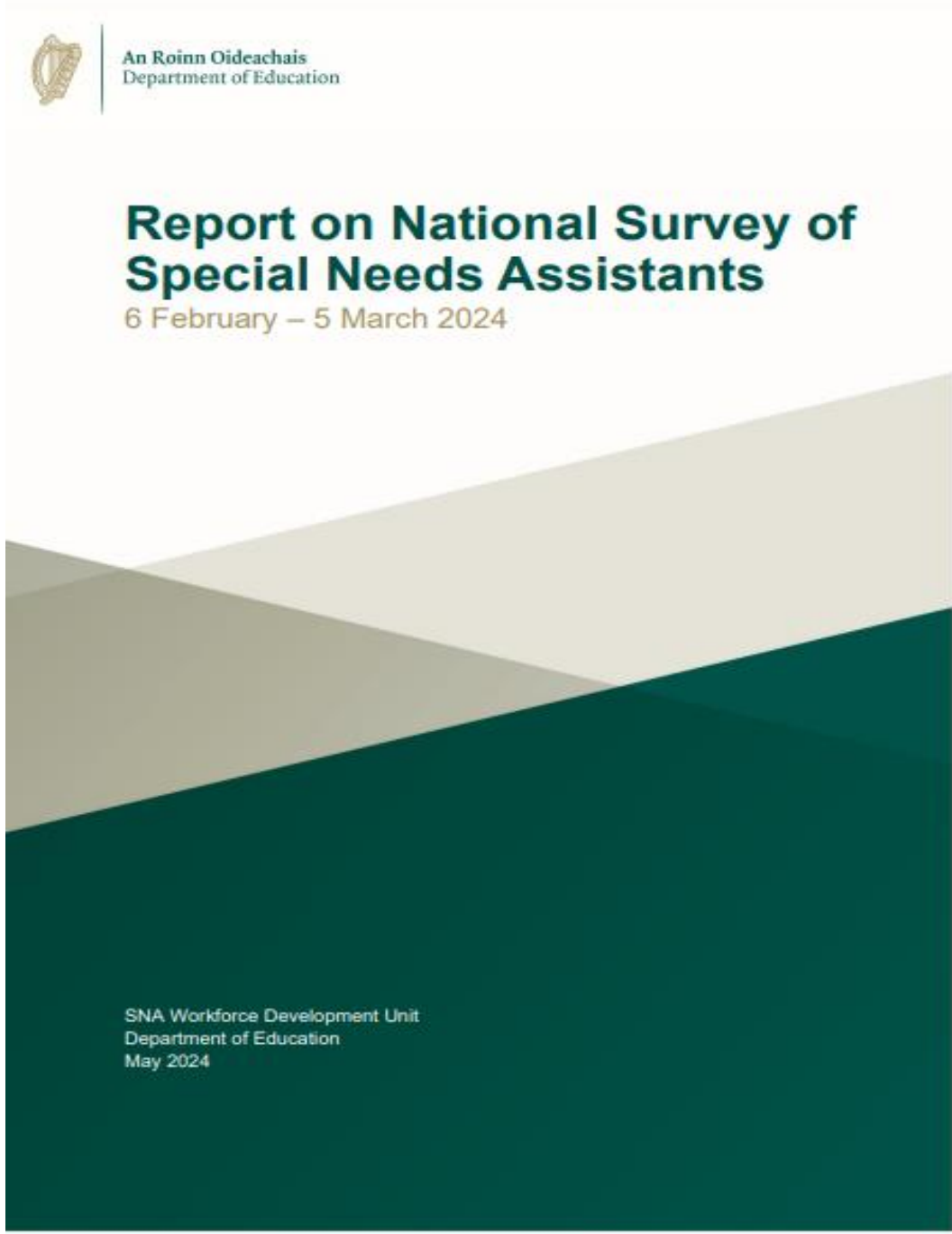
Source: IGEEES Focused Policy Assessment of Data on Special Needs Assistants & Dept. of Ed. Statistics



Framework for Workforce Development Plan



Published Reports on SNA Information Hub on gov.ie



Phase 1:
Research &
Analysis



SNA Information Hub

Phase 1:
Research &
Analysis



Publication

Special Needs Assistant (SNA) Information Hub

From [Department of Education](#)
Published on 28 June 2023
Last updated on 26 September 2024

Welcome to our information hub!

This page intends to help Special Needs Assistants and others in schools community access up-to-date, tailored information relevant to the role of the Special Needs Assistant.

Please keep an eye here for up-dates.



SNA News and Updates

- [Ministers Foley and Naughton welcome report on focus groups with school leaders on the role of special needs assistants](#)
- [Ministers Foley and Naughton publish Report on the National Survey of Special Needs Assistants](#)
- [Information Note on SNA working hours - ESR](#)
- [Minister Madigan announces proposals for the first Special Needs Assistant Workforce Development Plan](#)



[Recruitment & Appointment of SNAs](#)



[Training & Development](#)



[Absence / Leave Types](#)



[Salaries / Pensions](#)



[Employee Schemes](#)



[SNA Publications](#)

Life as a SNA



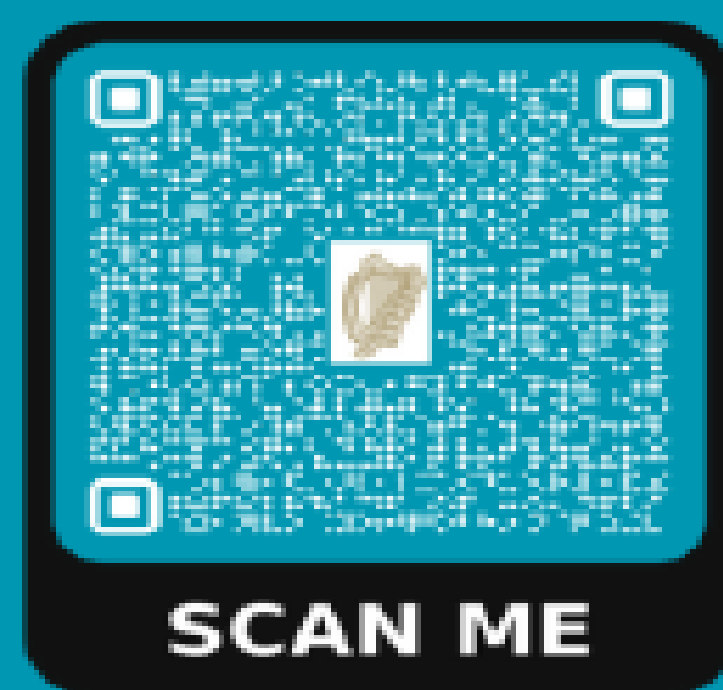
SNA News and Updates

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The SNA Information Hub is for you.

The SNA Hub is an online resource providing access to up-to-date, tailored information relevant to the role of the Special Needs Assistant.

Visit gov.ie/SNAhub



Key features

Access information on circulars and guidelines

Information on relevant training options

News Section – Stay informed on the latest relevant policies and developments



Why use the Hub?

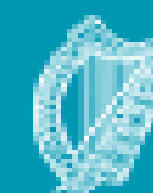
One stop shop for reliable, accurate information

Find out about SNAs pensions and salaries and pensions for SNAs

Learn about the SNA Workforce Development Plan being developed

Learn about the Employee Assistance Service (EAS)

Avail of the Cycle to Work Scheme



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SNA Workforce Development Plan

Pillar 1 – Review and Develop the SNA role

Pillar 2 - Establish a Quality Framework

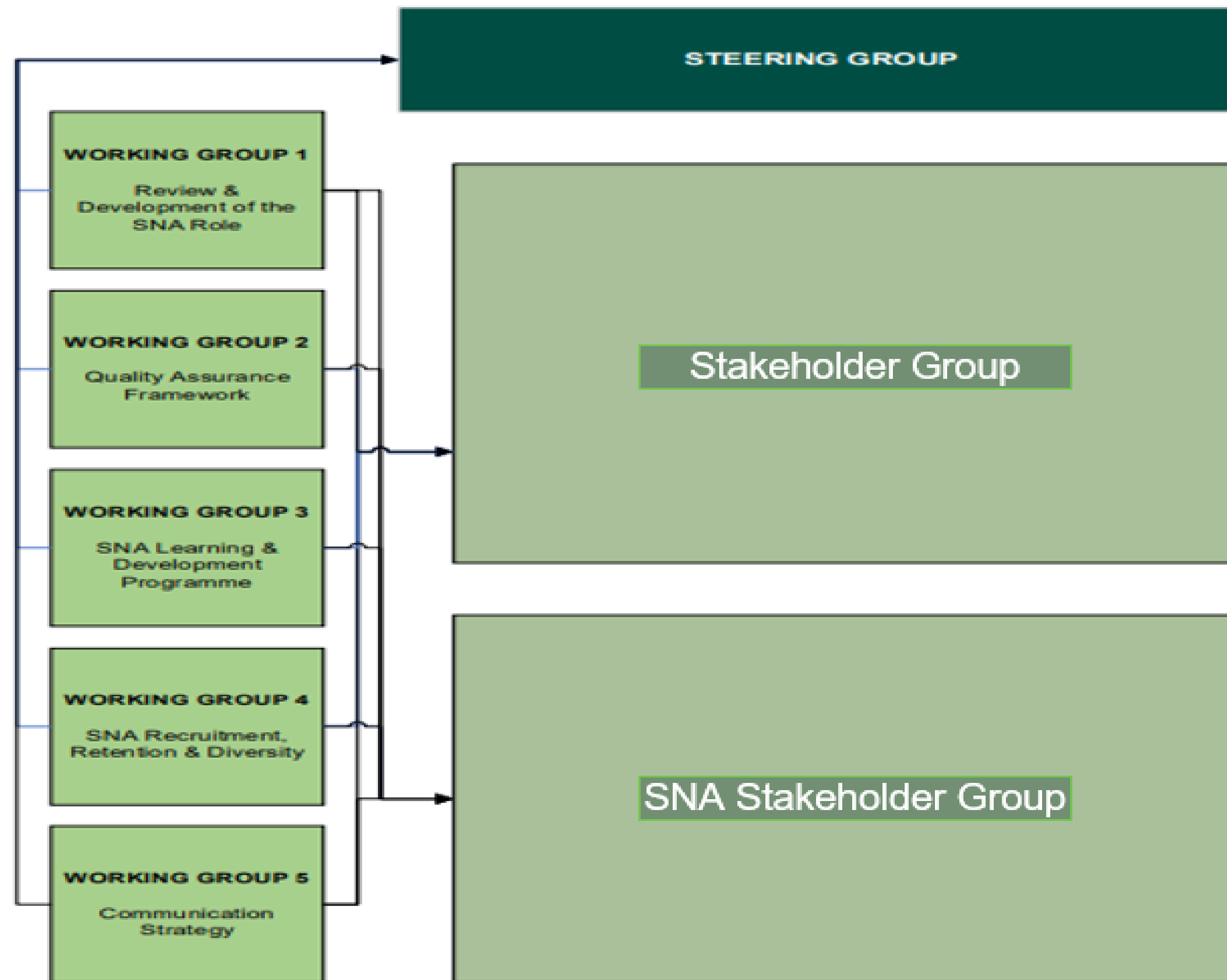
Pillar 3 - Establish a SNA Learning and Development Programme

Pillar 4 – Support SNA Recruitment, Retention and Diversity

Pillar 5 – Devise a Communication Strategy



Phase 2:
Planning &
Collaboration



Structure of Steering Group, Working Group and Stakeholder Groups



Working Group 1 (WG1) – Review and Development of the SNA Role:

WG1 has considered the following:

- SNA relationships in the school community.
- 72 hours.
- June Working in post-primary.
- Specific care duties including medical and intimate care.
- Bus Escort duties and the SNA role.
- Involvement in care planning, SSPs
- Attendance at staff meetings.

*Sub working group established to work on circular 30/2014 & 71/2011

**Sub working group being established to develop a practice framework



Working Group 2 (WG2) – Establish a Quality Framework:

- WG2 will develop proposals to establish governance and oversight structures for the SNA workforce



Working Group 3 (WG3) – Establish a SNA Learning & Development Programme:

WG3 has considered the following:

- Minimum entry requirements
- National training programme for SNAs – current status and future of the course
- Induction training
- Retirement support
- Peer to peer learning for SNAs
- SNA training needs for various school settings (primary, post-primary and special schools)

Working Group 4 (WG4) – Support Recruitment, Retention and Diversity



WG4 has considered the following:

- SNA recruitment process – Application process up to appointment of successful candidate
- Minimum entry qualification requirement
- Induction training
- Probation arrangements for SNAs
- Collaboration with NCSE on SNA Redeployment
 - *Sub working group established to develop a redeployment policy
- Garda Vetting
- SNA Contract

Working Group 5 (WG5) – Devise a Communications Strategy



WG5 has considered the following:

- Exploring options for the DE to communicate with SNAs
- Promote the SNA role as a career option
- Promote the understanding of the role to the school & wider community.

Projects already completed in the area of communications include:

- SNA Information Hub launched August 2023
- The Minister's and "Life as a SNA" videos published on the hub
- Minister of State with responsibility for Special Education and Inclusion met with SNAs to discuss their roles
- Preparatory work is ongoing to organise consultations with students to include the voice of the child



Priorities for 2025:

1. Publish SNA Workforce Development Plan.
2. Independent Literature Review.
3. Consultation with students to include the voice of the child.
4. Update circulars 30/2014 & 71/2011 on the role of the SNA.
5. SNA Contract.
6. SNA Redeployment Scheme.

Phase 2:
Planning &
Collaboration



QUESTIONS?

Other Departmental Queries:



- NTS Payroll: www.gov.ie/en/collection/efad5-payroll-services/
- SNA Pensions: pensions@education.gov.ie
- Terms and Conditions: teachersna@education.gov.ie



Any Queries on the SNA Workforce Development Plan:

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Phone: (090) 64 51357