

Teacher recruitment issues

Review of initial teacher training provision

1. I announced details of the review of initial teacher training provision (ITT) in Wales on Friday 17 December. We have published invitations to tender for this review and potential suppliers have until 21 January 2005 to register expressions of interest via the national procurement website Buy4Wales. I look forward to seeing the results of the procurement exercise.
2. Subject to the response to the procurement exercise, the Review is expected to start from 14 March 2005 and to last for some six months, with a written report and recommendations submitted by the end of September 2005.
3. The aim of the Review is to consider the provision of ITT in Wales, and advise on how it may more effectively meet the current and likely future needs of maintained schools in Wales in the context of the Welsh Assembly Government's developing policies and aims. The review will focus primarily on how ITT course intake targets, courses and course availability might better deliver newly qualified teachers (NQTs) in suitable numbers appropriate to meet the needs of maintained schools in Wales. The overall objective is to see how ITT provision could in future more closely match demand and encourage under-represented groups into teaching.
4. The review will need to consider many issues. It will have particular regard to priority secondary subjects; issues relating to the foundation phase; the impact of the 14-19 agenda on the need for teachers in maintained schools; Welsh medium / Welsh as a second language; and SEN issues related to ITT courses.
5. We also want the Review to look at means of increasing diversity by offering ITT provision that is attractive to under-represented groups and the disabled. In looking at how ITT provision might be adjusted in order to ensure a supply of NQTs appropriate to the needs of schools in Wales, the Review's terms of reference ask it to look at the availability and potential for more flexible or different types of provision – e.g. whether flexible, 'modular' or part-time courses offering ITT in relation to individual need should be added to HE institutions' provision; distance learning for mainstream ITT courses offered by HE institutions; SCITTs (school centred ITT providers); Open University courses; and the operation of the Employment Based Training and Education Scheme, which covers the Graduate Teacher Programme (GTP) and Registered Teacher Programme (RTP).
6. The terms of reference include provision for the Review, if it considers it appropriate, to recommend whether the Welsh Assembly Government should consider studying in more detail, as a separate exercise, the issues that might surround the introduction of a guaranteed post in which to complete the induction year (or similar) for NQTs in Wales (as in Scotland) or other proposals aimed at providing for all NQTs to complete Induction.
7. The Review's full terms of reference can be seen on the Assembly's website at http://www.learning.wales.gov.uk/scripts/fe/news_details.asp?NewsID=1529.

8. The scope of this review covers several issues raised by General Teaching Council for Wales, including matching ITT numbers to the demand for teachers in schools in Wales; increasing the routes into teaching; more schools to engage with the process of training teachers; attracting mature trainees and career changers into teaching; and provision for NQTs to complete Induction.

Evaluation of the Welsh Medium Incentive Supplement

9. The Welsh Medium Incentive Supplement (WMIS) scheme provides an incentive of £1,200 to eligible students undertaking qualifying secondary initial teacher training courses through the medium of Welsh. It is aimed at attracting on to those courses students who need additional assistance to raise their confidence and competence so that they can teach through the medium of Welsh. The supplement was approved for a variety of courses at Bangor, Aberystwyth and Carmarthen.
10. The national plan for a bilingual Wales, "Iaith Pawb", includes a commitment to improve the operation and attraction of the WMIS. However, the WMIS is an old scheme that predates the Assembly and does not fit with current initial teacher training incentives. Before the scheme is enhanced an independent review by Mr Martin Rolph of the Executive Board Secretariat (the Welsh Assembly Government's in-house consultant) of the efficiency and effectiveness of the existing scheme was arranged. I hope to publish the review report and decisions on next steps soon.
11. This evaluation covers in part the issue of recruiting teachers to teach through the medium of Welsh raised by General Teaching Council for Wales.

Intake targets for initial teacher training courses

12. The Higher Education Funding Council for Wales (HEFCW) has been notified of the intake targets for initial teacher training for the 2005-06 academic year. Although the review of initial teacher training provision will be begin in 2005, any results from this which have implications for initial teacher training courses are unlikely to be applicable before courses starting in 2006 at the earliest, and possibly later. In the meantime, although I wish to avoid making major changes in initial teacher training intake numbers, we needed to consider whether to make any changes to intake targets for 2005-06 compared with 2004-05 in the light of the factual information available and to take account of policy considerations.
13. The statistical evidence which is included at annex B, coupled with strong anecdotal evidence, shows that we have considerable numbers of primary teachers who are having difficulty obtaining posts in Wales. There is unlikely to be a significant change in that position in the short term based on the pupil number trends. I therefore concluded that there should be reductions to the primary intake targets for the 2005-06 academic year of about 5%, giving the following course numbers:-

	Undergraduate	Postgraduate	total
Primary	620	470	1090
Secondary	161	1159	1320

Total	781	1629	2410
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14. I have also said that in the short term, HEFCW and providers should note that a further reduction in primary numbers – equal to about a 10% reduction compared with 2004-05 numbers – is likely to be in place for 2006-07 entry. HEFCW has been asked to consider the implications for this proposal with Teaching and Leadership Division in Spring 2005.

Developments in the Teacher Training Agency's Welsh operations

15. At present the Welsh Assembly Government has an agreement with the TTA to promote teaching as a career in both Wales and England. This covers a wide range of services.
16. The TTA is an agency of the Department for Education and Skills, with teacher recruitment activity one of its functions. The TTA normally operates in England only; it can work in Wales as well, but only at the invitation of the Assembly.
17. An outline of the work carried out by the Teacher Training Agency in Wales for the Welsh Assembly Government and latest developments is as follows:-
- Operation of a media campaign throughout Wales and England to promote teaching as a career – this enables us to cover the whole population of Wales and England. Publicity includes publications or other media based in or serving Wales (bilingual), including at least two Welsh medium publications and S4C.
 - Operation of the Teaching Information Line which offers a point of contact for advice on all matters relating to teaching and teaching recruitment. This includes the operation of a Welsh language Teaching Information Line and the customer care programme. We have been working with the Teacher Training Agency and the TIL to improve the level of detailed Welsh-specific information made available to callers.
 - Employment of a Teacher Recruitment Advisor for Wales – who works in Wales to identify and seek solutions for recruitment and retention issues impacting specifically on Wales. The advisor is bilingual.
 - Promoting teaching as a career to specific groups – e.g. Welsh medium, people who are disabled or from minority ethnic backgrounds.
 - Design update and maintenance of the teacher recruitment pages, and of linked pages, of the TTA website. We are working with the TTA to carry out developmental work leading to the production and provision of a full Welsh language version of the teacher recruitment pages of the TTA website.
 - Publication of TTA leaflets, advice notes, etc. relating to the promotion of teaching as a career on a joint Wales and England basis.
 - Attendance at careers fairs and other events; and the running of marketing workshops and workshops for careers advisers.
 - Market research work. Research into recruitment and retention. Inclusion of Wales in the research

database.

1. The promotion of teaching as a career to specific groups includes a variety of specific action points with the aim of increasing the numbers in initial teacher training in Wales who are disabled or from minority ethnic backgrounds, or who will be able to teach through the medium of Welsh. Examples include:-
 - targeting of advertising to specific minority ethnic publications in Wales to complement the Wales and England marketing campaign
 - a diversity workshop to promote the teaching profession within priority subjects to under represented groups
 - the Teacher Recruitment Adviser for Wales working with organisations such as Race Equality Wales, AWEMA, and other minority ethnic youth and women's groups
 - co-ordination by the Teacher Recruitment Adviser of a 'Drop in to Teaching' event to be held in either North or West to target Welsh speaking prospects.

1. This evaluation covers several issues raised by General Teaching Council for Wales, including a marketing strategy for recruiting teachers in Wales, attracting teachers from ethnic minority groups, attracting teachers with disabilities and recruiting teachers to teach through the medium of Welsh.