

# TAKING TEACHING FURTHER PROGRAMME – Q&A ROUND 2

## **Q1. I applied for strand 1 (ITE places) in round 1, can I apply again in round 2?**

Yes. However, the number of ITE places applied for cannot exceed five in total across both rounds 1 and 2.

## **Q2. Why are you limiting the number of ITE places a FE provider can bid for to 5? We have far more hard to fill vacancies than this and really need access to the support on offer.**

Ultimately, through Taking Teaching Further, we want to create a new national programme to attract experienced industry professionals to work in FE.

While this two year phase of TTF will hopefully help participating providers recruit and retain staff in difficult to fill vacancies, the current phase of the programme is predominantly about testing a range of different approaches so that we can learn what does and doesn't work - before committing to a longer term programme.

We need to test the effectiveness of the approach in as wide a range of settings as possible, including provider type and size, geography, and industrial sectors being recruited from.

To ensure this happens, we need to cap the number of ITE places awarded to any one provider.

## **Q3. I applied for strand 2 (Innovative Projects) in round 1, can I apply again in round 2?**

Yes. Providers who are delivering round 1 projects are eligible to apply for strand 2 within this round. However, their bids will need to describe a substantially different delivery model to their round 1 project and will wish to note that priority will be given to new, innovative bids.

## **Q4. Can you apply just for one strand of the programme?**

Yes. You can apply for strand 1, strand 2 or both!

## **Q5. Is it possible to submit more than one bid for strand 2 (Innovative Projects) as we have several potential projects we would like to bid for.**

Yes, we are happy to accept more than one bid per provider on Strand 2. However, the bids would need to be for clearly very separate and different delivery methodologies as through this strand of the programme, we are keen to test a variety of innovative approaches

## **Q6. How likely am I to be successful in my bid for ITE places?**

To help us develop more robust evidence, the selection of ITE places will be allocated differently to that of the previous round.

We are going to undertake a Randomised Control Trial which is widely recognised as one of the most rigorous methods for evaluation. Evaluating the effectiveness of the programme in a robust way will help the DfE to make the case for future investment.

Providers will still need to demonstrate quality through the application process. However, rather than us selecting on a purely competitive basis, all providers above the quality threshold will then be randomly selected.

Further information can be found in the Round 2 guidance.

#### **Q7. Any tips for a successful strand 2 (Innovative Projects) application?**

We are particularly interested to receive applications for innovative projects, which increase the capacity of teaching through industry and provider collaborations.

As before, strand 2 applications will be scored against specified criteria as set out in the eligibility and criteria section of the guidance document. Minimum and maximum threshold scores for each section have been provided.

#### **Q8. I have other staff shortages: why have the priority areas been chosen in the way they have?**

Taking Teaching Further focuses on some of the first technical routes that will be taught first (education and childcare, digital and construction), engineering and manufacturing plus other STEM technical routes. This includes recruitment of teachers who will contextualise maths teaching within one of the subject areas listed above.

These areas have been considered by the department and FE sector representatives as priority sectors to support T Level delivery within institutions, and support areas that have traditionally been hard to recruit.

#### **Q9. Strand 1 (ITE places): are staff still eligible if they teach other subjects as well as those identified in the priority area on their timetable?**

To pass the threshold criteria, the individual must be an industry professional who has worked for a minimum of three years in their area of vocation and is, at the time of applying to become an FE teacher, still working in that same industry or has been in the past 18 months.

In addition, they must be from one of the priority sector areas or a specialist area where technical teaching roles are hard to fill – one of these subject areas should comprise the substantive part of their teaching timetable.

#### **Q10. In education, we are used to a merit based system, why are you using a threshold and then randomised sampling? This doesn't seem entirely fair.**

Taking Teaching Further is a two-year pilot programme, in which the findings will be used to inform a future programme – subject to securing funding.

To help us develop more robust evidence, the selection of ITE places will be allocated differently to that of the previous round.

We are going to undertake a Randomised Control Trial which is widely recognised as one of the most rigorous methods for evaluation. Evaluating the effectiveness of the programme in a robust way will help the DfE to make the case for future investment.

As long as the application meets the minimum quality threshold, the application will have an equitable chance of selection with the rest of those applications that meet the quality threshold.

**Q11. Round 2, strand 2 (Innovative Projects) only has 11 months delivery time, this seem quite a short window compared to round one, is there any flexibility on this?**

We expect that all successful projects will start from May 2019 with all funding to have been drawn down by March 2020 in line with the financial year. Whilst we expect substantial findings and key outcomes to have taken place by this date for evaluation purposes, we acknowledge that providers may wish to continue their projects if they are in a position to do so.

**Q12. Is this funding open to organisations who already have professionals working for them in a teaching capacity requiring a teaching qualification?**

The underpinning policy is to attract new industry professionals into FE – and not currently about professionalising the existing workforce.

Where an industry professional is already working in FE, then they would not be eligible, as we want to test whether the support we have put in place will help remove barriers and help attract industry professionals into FE.

Additionally, through the application form, we were looking for evidence of hard-to-fill vacancies. This again plays back to the underpinning policy of addressing barriers that are currently preventing industry professionals from making the career switch.

**Q13. Could the funding be used to fund the PGCE and Certificate in Education level 5?**

Yes - It can be a DET or a higher level or equivalent qualification such as PGCE. However, the funding is capped at £4,000 per qualification, per trainee.

**Q14. Do the eligible teachers need to be employed by the FE provider that is making the application, or could the FE provider making the application manage the ITE support and funding but place some individuals in an eligible external FE position?**

It does not matter who the lead applicant is, as long as the teacher is employed by/working in an eligible FE provider. The individual being recruited must also be new to teaching and is being recruited into a permanent teaching position.

**Q15. If staff have dual role i.e. are fulltime staff but teach .5 in health and care and .5 in childcare, are they eligible?**

Yes, staff with a dual role are eligible. Page 14 of the application guidance states that the individuals who will be supported must be from one of the four priority areas and one of these subject areas should comprise the substantive part of their teaching timetable.

**Q16. Is funding for strand 2 (Innovative Projects) just for in house delivery or can we access funds for a local project for providers?**

No, the funding is not restricted in this way. You can use the funding for in-house delivery or with local providers. The proposal should reflect the costs of delivery.

**Q17. What does the funding for strand 1 (ITE places) include?**

The expectations around costs for strand 1 are set out on page 11 of the application guidance. The funding is for an ITE qualification, support for the first eight weeks of employment, and a reduced workload for the rest of the year. Salary costs are not included.

**Q18. Are universities able to apply to the Taking Teaching Further programme?**

Yes, universities are able to apply, but the posts that are recruited for (or the focus for the innovations projects) must be for further education courses rather than HE.

**Q19. Is a Maths and English GCSE required to undertake a DET?**

All ITE quals will have a requirement for Maths and English GCSE/Functional Skills Maths and English. See here for minimum requirements for a DET for example:

<https://www.ucas.com/postgraduate/teacher-training/train-teach-england/undergraduate-teacher-training-england/diploma-education-and-training-programmes-england> .

**Q20. Does FE teaching cover sixth forms?**

Yes, sixth form providers can apply for the programme.

**Q21. Can individuals apply for the programme? I am interested in becoming an FE teacher and would like to apply for this incentive.**

The Taking Teaching Further programme cannot fund individuals directly, but we can fund a provider that is planning to recruit and train an FE teacher within one of our priority areas. These areas are: Childcare and Education, Digital, Construction, Engineering and Manufacturing (and other hard to reach STEM areas).

In regards to finding additional guidance to support you as an individual, there are two key websites where you can get more information and speak to someone directly about your options. These are: <https://getintoteaching.education.gov.uk/explore-my-options/further-education-teacher-training> (this is through the Department for Education) and contains information regarding eligibility, support and training and available bursaries, and this site <https://www.feadvice.org.uk/i-want-work-fe-skills-sector> (this is run by the Education and Training Foundation) which contains different information around roles in the sector, the different teaching qualifications which are available and incentives for new teachers.

Here is a number for you to call to speak to someone directly from the FE Advice team: 0300 303 1877 Email address: [feadviceline@etfoundation.co.uk](mailto:feadviceline@etfoundation.co.uk)

If you have any questions or require further information on Taking Teaching Further, please contact Sam Antill via [takingteachingfurther@etfoundation.co.uk](mailto:takingteachingfurther@etfoundation.co.uk) or call 020 3740 8280.