

TAKING TEACHING FURTHER: SPOTLIGHT ON RECRUITMENT AND RETENTION

Recruiting business and industry professionals to become teachers in the Further Education and Training sector can be challenging at the best of times. The Taking Teaching Further (TTF) programme funded by the Department for Education helps learning providers to make it easier to recruit and retain industry professionals by offering an extra package of support, which includes funding for a Level 5 teaching qualification, remission off timetable for study, and extra coaching and mentoring. It applies to posts for the 15 technical teaching routes, as well as core skills of maths, English and SEND provision. Each provider can apply for funding to support multiple recruits across several departments.

We asked three colleges – East Kent College Group, Myerscough College of Further and Higher Education, and South Essex College – that have worked with Taking Teaching Further for several years and have successfully trained and retained professionals through the programme, to share their approaches and provide some handy advice for what has worked for them.

Tips for recruiting onto Taking Teaching Further

You will most likely advertise your teaching vacancies on the college website and social media channels, but what are the extra actions that can contribute to filling your TTF vacancies or offering more TTF places across multiple departments? Approaches highlighted by our three experienced TTF providers include the following ideas:

- Ask your current staff if they have any industry contacts who are interested in teaching and introduce a 'refer a friend' process to support this.
- Use your college subject networks to reach out to industry contacts.
- Emphasise the part-time opportunities when talking to employers as this means staff can still keep a foot in the business whilst ensuring the next generation of talent receive up-to-date industry knowledge and skills.
- Have a single point of contact in the organisation for Taking Teaching Further, preferably someone from the Senior Management Team, who can liaise with different Heads of Department, Marketing and HR to ensure good communication and a joined-up approach across the whole organisation. This is a great way of getting maximum benefit from the programme by enabling support for multiple recruits in different areas and enabling sharing of practice and ideas for recruitment and retention across all departments involved.
- In addition to advertising externally, check whether there is a waiting list of business and industry professionals who might have expressed interest in teaching – or might have spoken to your staff about their interest. Match those individuals to TTF places and vacancies you have available, then contact those individuals directly to explain the programme and use the offer of extra support to incentivise them to proceed.

- Alternatively, advertise and run a TTF open event and use it to invite everyone on your register of interest. Also ask your own staff with industry connections to invite their contacts who are interested in teaching to come along. At the open event include previous TTF recruits if possible and share about the TTF support package and what specific posts are available.
- Make it prominent on your adverts for the TTF vacancies that applicants will not need a teaching qualification to apply. This needs spelling out up front as professionals from business and industry may automatically assume otherwise.
- Advertise the extra support that Taking Teaching Further offers loud and clear to incentivise business and industry professionals to apply.

Tips for retaining trainees on programme

Once you have recruited business and industry professionals onto the programme, the challenge is how to retain and support them as they adjust to the demands of the job in reality. Here are ideas that our experienced TTF providers have used:

- Provide strong wraparound support from the outset through line managers and teaching and learning coaches – especially support for those key moments in class that can be a real shock for an inexperienced teacher.
- Arrange a 'go-to' buddy and mentor for each recruit, who is not their line manager but a safe person they can go to and ask lots of questions.
- Encourage trainees to ask questions at all levels, not just within the department in which they are based.
- Hold regular progress reviews at least every 10 weeks so that trainees feel supported and keep checking in informally in between reviews.
- Ensure that trainees have the time off timetable and extra support that has been promised. Keep a very close eye on remission time against target and whether the hours taken are sporadic or regular to intervene and support if necessary.
- Hold a regular, ideally weekly, meeting for TTF recruits to share their thoughts and concerns and support each other. Ideally this would be led by a teaching and learning coach who can provide input around behavioural issues.
- Use the Taking Teaching Further team at the ETF if you have any queries about the programme as they are there to support.

For more information on Taking Teaching Further, [visit the ETF website](#).

To hear from those who have participated in the programme, [read our range of case study stories](#).