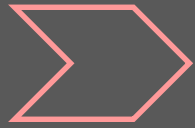


# DfE's Teacher Recruitment and Retention strategy

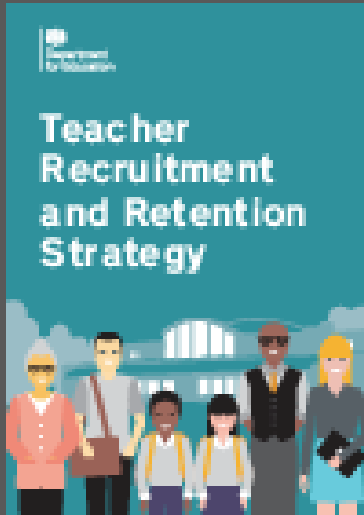
Creating a new service for post graduate candidates to find and apply for teacher training

Chris Davis and Sarah Fisher





# DfE's Recruitment and Retention Strategy



The strategy, which was published on 28 January, sets out four key objectives:

- Helping to create the right climate for headteachers and other school leaders to establish supportive school cultures.
- Transforming support for early career teachers.
- Supporting teachers to pursue the right career opportunities for them.
- Simplifying the process for becoming a teacher, including introducing new services designed to make finding and applying for the right initial teacher training much easier and more user-friendly.

# **This is also a key part of the wider DfE transformation agenda**

## **People expect world-class services**

### **Good services:**

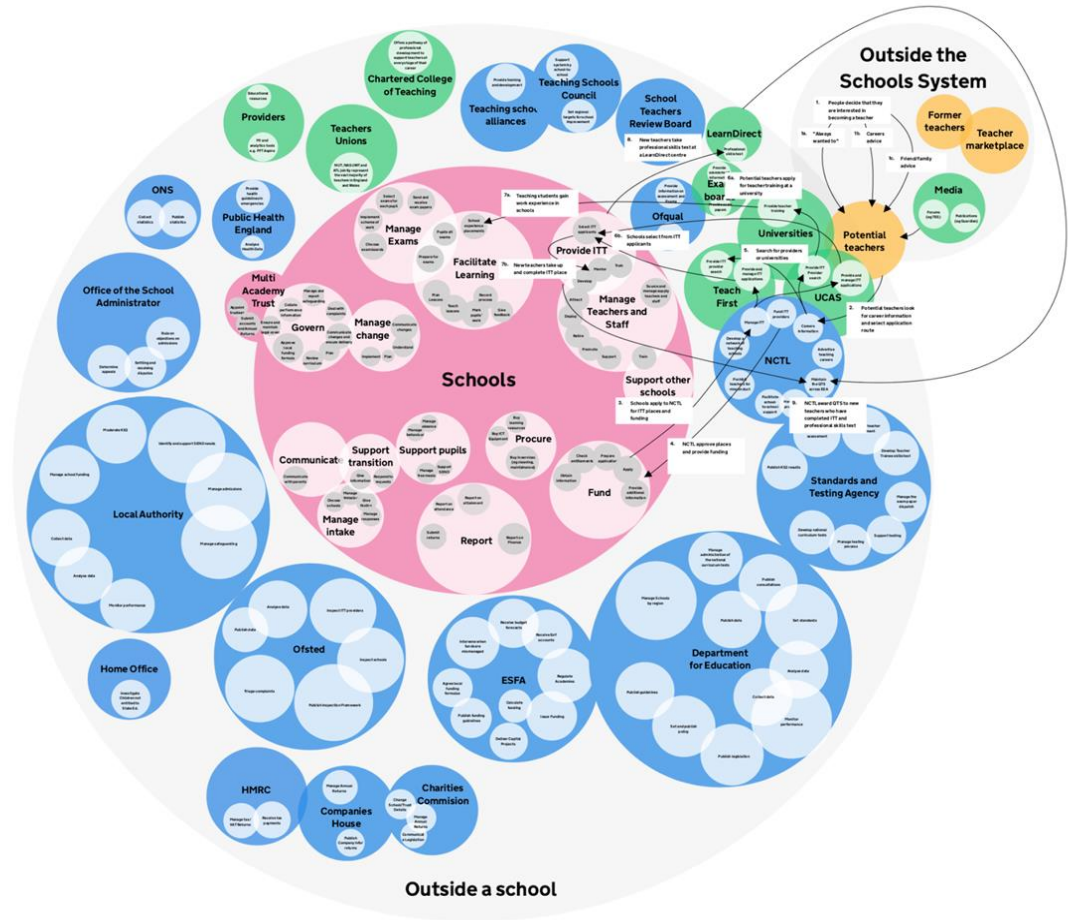
- **People use them**
- **People are happy after using them**
- **We achieve your goals faster**
- **We can get and share useful data**

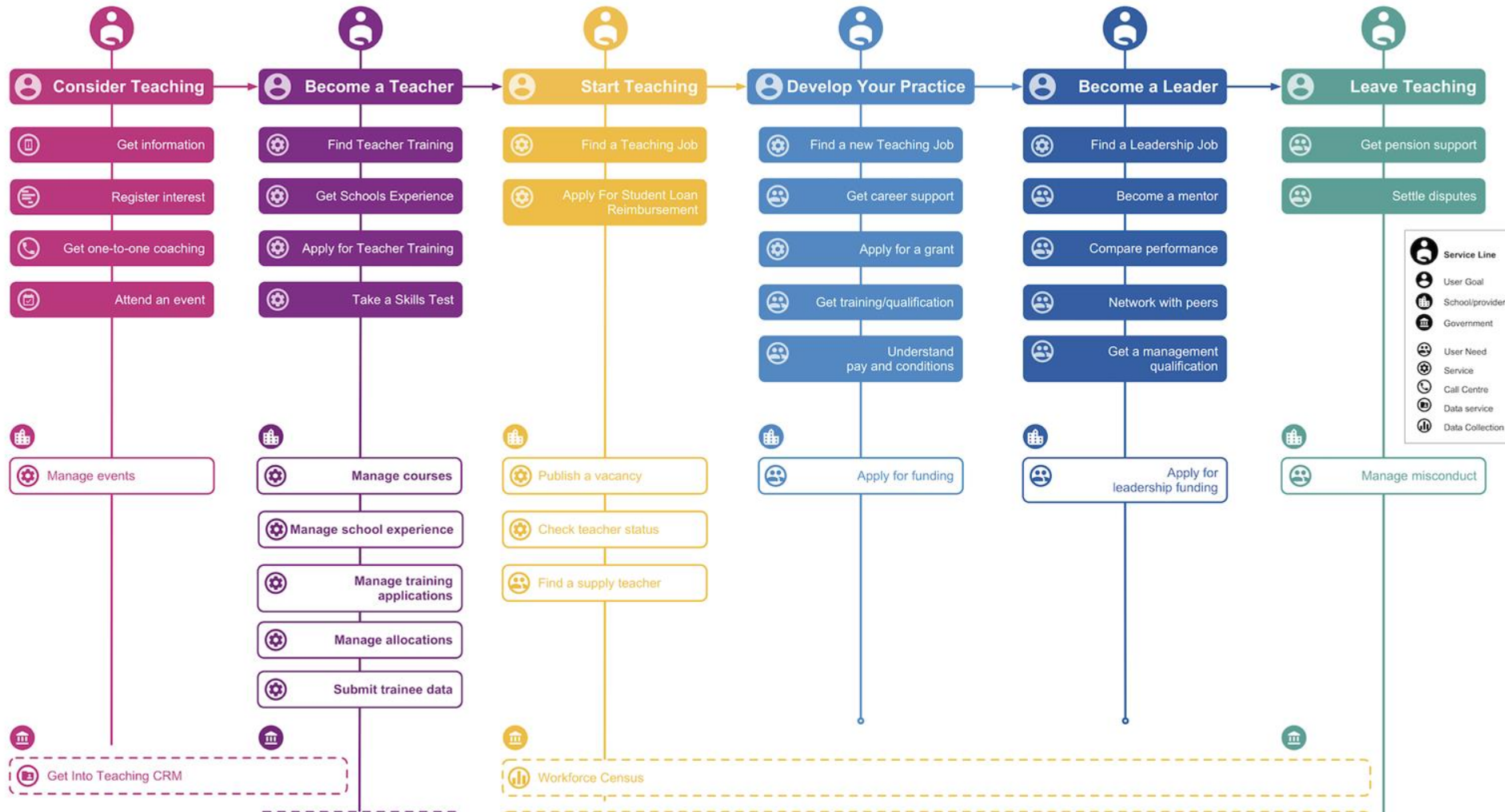
### **The best services:**

- **Give us better info about policy performance**
- **Save people (applicants and you!) time**
- **Are more effective**

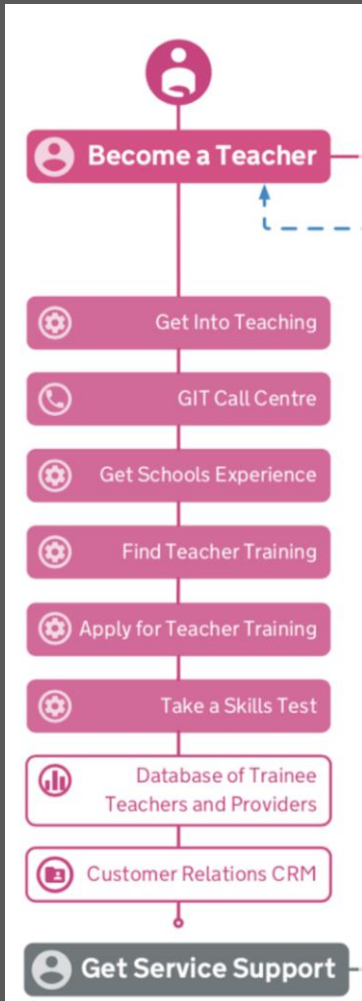


**How have we got here?**





# Becoming a teacher service



Find Teacher Training



# Find postgraduate teacher training

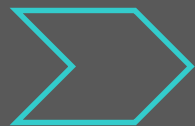
1. Our key ambitions
2. What we've done
3. What's next





# 1. Our key ambitions





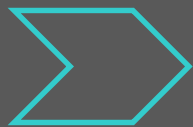
## Our key ambitions for the 'find' service

Candidates need to find teacher training courses so that they can apply to those that best fit their interests, abilities and circumstances

Teacher training providers need to ensure that suitable candidates know about their courses so that they can fill their vacancies with good trainees

# 2. What we've done





## We have consolidated course management onto DfE Publish

- In April we finished transferring all postgraduate teacher training courses to Publish teacher training courses.
- Later this month, we'll start rolling over all courses in Publish in preparation for the next recruitment cycle (2020/21). We'll automatically roll over all your current course information - you don't have to do this yourself.
- Application management stays on UCAS and there won't be any impact on candidates.



# We've done extensive user research around maps and visualising training locations

**GOV.UK** Find postgraduate teacher training

## Teacher training courses near Sheffield, UK

57 courses found within 20 miles

[View results as a list](#)  
[New search](#)

Filter the results ▾

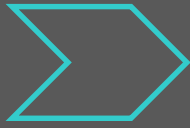
**Primary (3-7) with Sheffield Hallam University**

Distance: 0.2 miles  
Course: PGCE with QTS full time offered:  
Financial support: Student finance if you're eligible

**Primary (5-11) with Sheffield Hallam University**

Distance: 0.2 miles  
Course: PGCE with QTS full time offered:  
Financial support: Student finance if you're eligible

**Primary (Physical Education) with Sheffield Hallam University**



# Candidates can now see interactive maps on course details pages

## Choose a training location

You'll also need to choose a training location – select the relevant location name on the application form.



Name	Address	Code
St Benedict's School	54 Eaton Rise, Ealing, London W5 2ES	B



# Candidates can now find SEND courses

[Open all](#)

<b>Primary</b>	<b>+</b>
<b>Secondary</b>	<b>+</b>
<b>Secondary: Modern languages</b>	<b>+</b>
<b>Further education</b>	<b>+</b>
<b>Special educational needs and disability (SEND)</b>	<b>-</b>

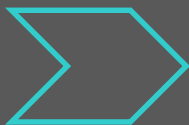
Show only courses with a SEND specialism

[Find courses](#)

# 3. What's next







# Later this month, we will start rolling over all courses

**PROTOTYPE** This is a prototype of a new service. Some parts of this prototype do not work yet.

[← Back](#)

## Pick which courses will be rolled over

Once selected, you can edit details of these courses, for example the outcome.

- Primary (2ML4)**  
QTS full time with salary
- Primary (2ML5)**  
QTS full time
- Primary (2NCQ)**  
PGCE with QTS full time
- Primary with Mathematics (2ML3)**  
QTS full time
- Primary with Mathematics (2ML6)**  
QTS full time with salary

[Continue](#)



# Creating new courses

## Pick a secondary subject

Subject

Physics

▼ [Add a second subject](#)

Your first subject is the main one. It'll appear first in the course title. It represents the bursary or scholarship available if applicable.

Second subject (optional)

For example 'Physics with Mathematics'

Mathematics

Continue

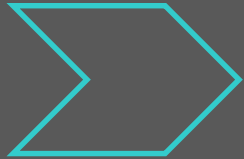


# Editing basic course information

Primary (2ML4)

## Edit course information

<b>Level</b>	Primary	<a href="#">Change</a>
<b>SEND</b>	No	<a href="#">Change</a>
<b>Subject</b>	Primary	<a href="#">Change</a>
<b>Outcome</b>	QTS	<a href="#">Change</a>
<b>Fee or salary</b>	Salaried	<a href="#">Change</a>
<b>Full or part time</b>	Full time	<a href="#">Change</a>
<b>Training locations</b>	Main Site You can't change this because you only have <a href="#">1 training location</a>	
<b>Accredited body</b>	Surrey South Farnham SCITT	<a href="#">Change</a>
<b>Applications open</b>	10 October 2018	<a href="#">Change</a>
<b>UCAS Apply setting</b>	▶ <a href="#">Option A</a>	<a href="#">Change</a>
<b>Course starts</b>	September 2019	<a href="#">Change</a>
<b>Title</b>	Primary	<a href="#">Change</a>
<b>Description</b>	QTS full time with salary	



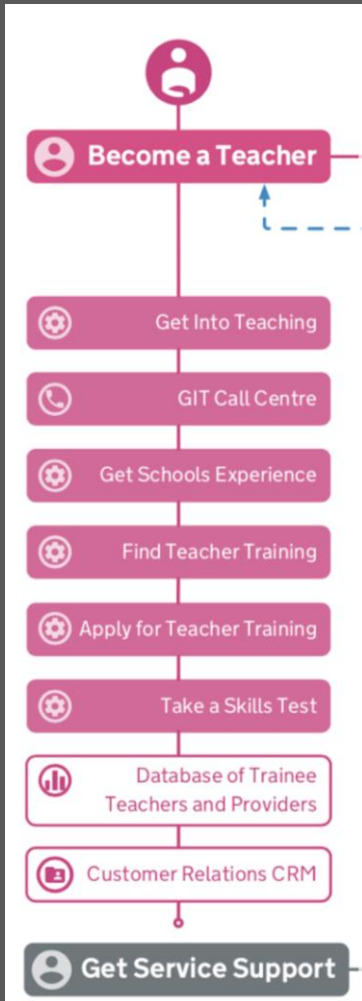
**We will continue user testing and iterating the service over the next year, to ensure it continues to meet the needs of candidates and providers**

# Links to the live service

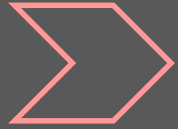
<https://find-postgraduate-teacher-training.education.gov.uk/>

<https://publish-teacher-training-courses.education.gov.uk/>

# Becoming a teacher service



Apply for Teacher  
Training



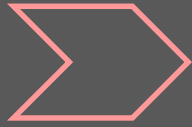
# Apply for post graduate teacher training

1. Our ambitions
2. What we've done
3. What's next

# 1. Our key ambitions





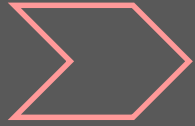


## Our ambitions

- ✓ All candidates are offered a supportive and streamlined application journey
- ✓ **All** providers are able to select efficiently and accurately from a wider talent pool
- ✓ Data is provided from the new service which drives its continuous improvement

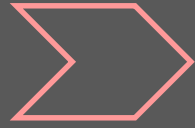
# 2. What we've done





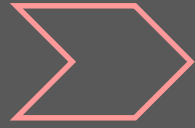
# Looking forward, applying for post graduate teacher training will be a service provided by DfE

- You won't see any changes immediately - we will continue to work closely with candidates, teacher training providers, their software developers, and UCAS to ensure the service is safely introduced
- We will ensure that your views are fed in at each stage of the process so the service is landed in the appropriate way at the appropriate times
- As a first step we are designing a small scale trial that will help us further understand where the key improvements are that will improve the application service



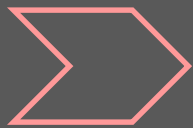
# The application journey can be improved

- We want to ensure that the process minimises the amount of leakage
- Currently candidates need to go to a range of different places to find out information via many channels
- Improving the flow of data will help better target messages



## We are designing the service to benefit providers as well as applicants

- No fees for using the service
- Reduced admin and hand-holding for candidates who apply through service
- Data content, presentation and format makes it easier to reach a decision and download the info
- You get the information you need in a timely manner to make an informed decision on whether a candidate is right for their course



# We're thinking about what the structure of the application service could look like

What model would best work to increase conversion rates and help candidates:

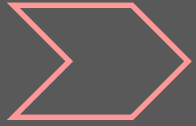
- Sell themselves in an effective way
- Tailor applications to each course
- Be clearer on the status of their application/offer

We're looking across the application journey to review:

- How references are used
- The number of courses candidates can apply to
- Data collection
- Linking with devolved nations

# 3. What's next





## How can you get involved?

- We want you to be involved with us at every stage of development – we will be setting up some forums with stakeholders, where we will provide updates and flag opportunities to engage
- We need to know your existing pain points and needs while we build and develop the service
- This is a chance to work with us to help shape the future of the service –reducing the level of your admin and the amount of hand holding of candidates required



We'll be setting up a series of stakeholder engagement channels shortly and we'll be providing regular communications on progress and next steps.

However if there are any key things that you want to talk to us about please get in touch

[Chris3.Davis@education.gov.uk](mailto:Chris3.Davis@education.gov.uk)

Thank You!