



Supporting career changers into ITE through provider partnerships

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nowteach.org.uk



What does Now Teach do?

Now Teach attracts **experienced people** to **teaching** and **supports** them through training and the early years of their career to ensure **they stay** in the profession.

13% Hold a PhD

16% Teaching languages

41% Hold a Masters

64% Teaching STEM

New teachers recruited

85

COHORT 2019

1,800+

Years of combined career experience

25+ Industries

4 Recruitment regions

50
Partner schools

NOW TEACH IN 2019

27,000+

students will be taught by
Now Teachers in 2019/20

8 Initial teacher training partners



NOWTEACH

10%

**OF SECONDARY
TEACHERS LEFT THE
WORKFORCE IN 2017**

3.3

**MILLION
SECONDARY
PUPILS BY 2025**

5

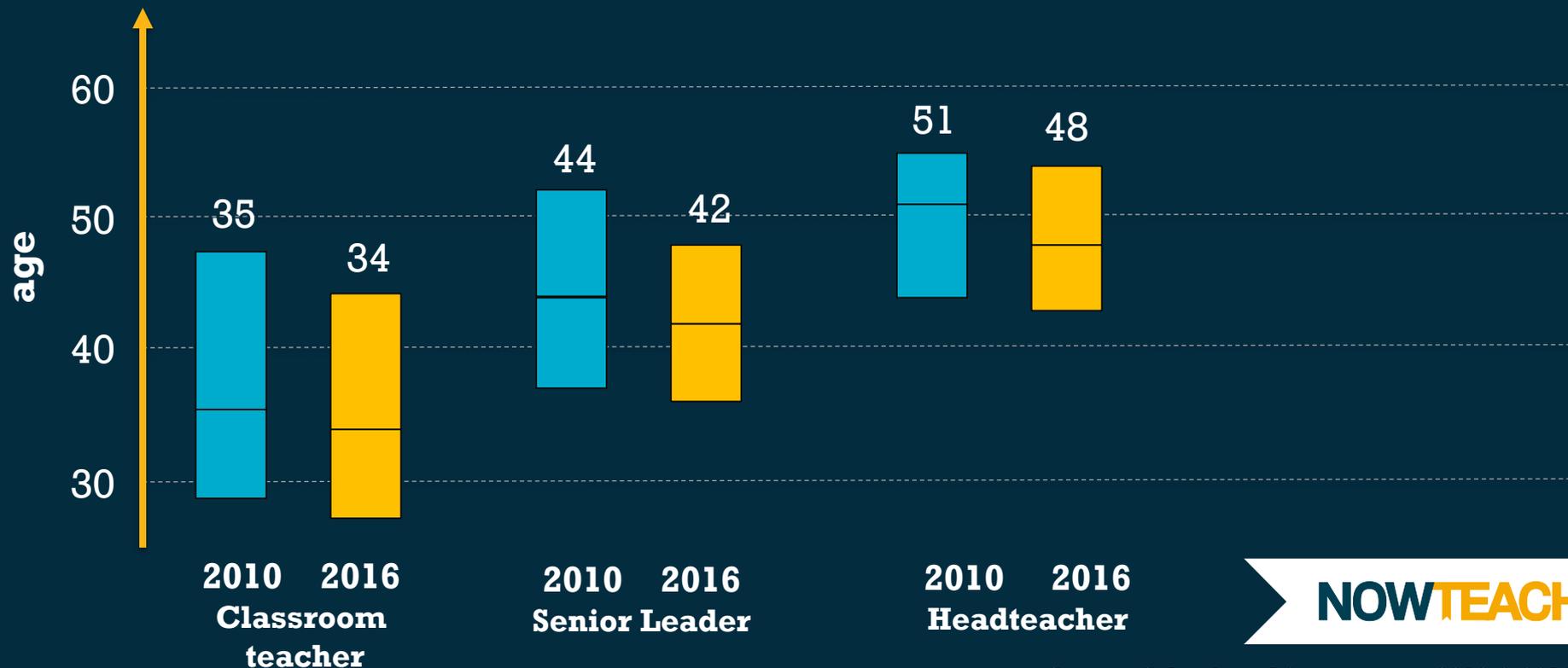
**YEARS IN A ROW
RECRUITMENT
TARGETS HAVE
BEEN MISSED**

50%

**THE FIVE-YEAR
ATTRITION RATE
FOR TEACHERS IN
SHORTAGE SUBJECTS**

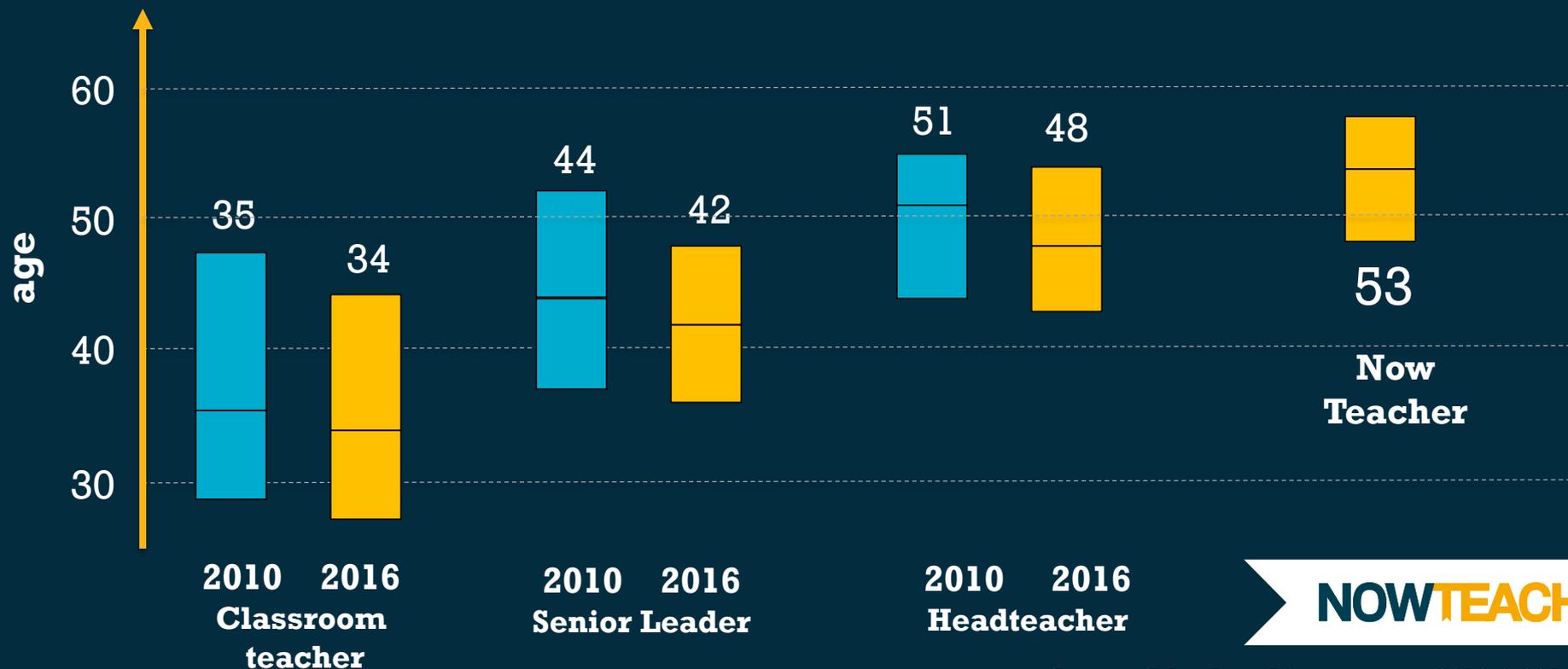
NOWTEACH

England has 5th youngest workforce in OECD



Source: School workforce census 2010 & 2016

How do Now Teachers compare?

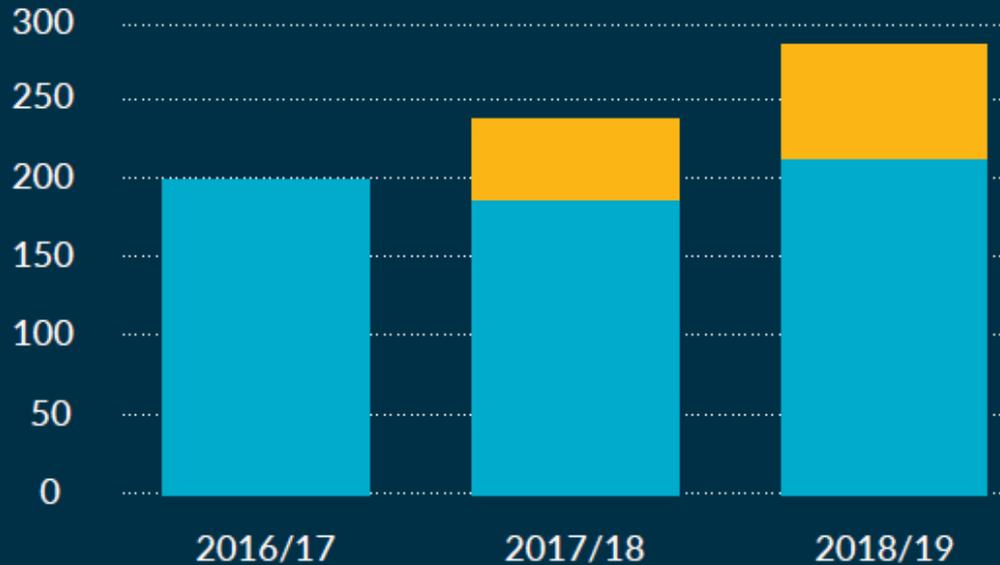


Source: School workforce census 2010 & 2016

NOWTEACH

Our role in the sector

GROWTH IN NUMBER OF TRAINEE TEACHERS
AGED 40+ IN ENGLAND



Now Teach

Other

NOWTEACH

Research

“...the transition from being a high-status professional to becoming a novice in a different field is a complex one, with even greater complexity overlaying this as the ‘second career novice’ gradually becomes an expert again.”

“In many respects, career-changers differ little from other entrants to the profession other than their age; they are attracted to teaching for broadly the same reasons as others (Mayotte 2003; Anthony and Ord 2008; Wilkins and Comber 2015), and the challenges in developing and maintaining an authentic professional identity are similar for all entrants (Haggard, Slostaf, and Winterton 2006).”

“Previous studies of second-career teachers have revealed frustration with the apparent reluctance of schools and ITE providers to capitalise on previous career experience/ expertise (Haggard, Slostad, and Winterton 2006; Wilkins and Comber 2015). This strongly suggests that schools are failing to capture fully ‘institutional gains’ (Tigchelaar, Brouwer, and Vermunt 2010) from individuals with the potential to be highly effective ‘change agents’ (Chambers 2002, 216).”

“...those aged 45 years or more were 2.51 times more likely to withdraw than trainees aged ‘under 25’.”

Self determination theory (Deci & Ryan)

- Competence
- Relatedness
- Autonomy

How are we doing?

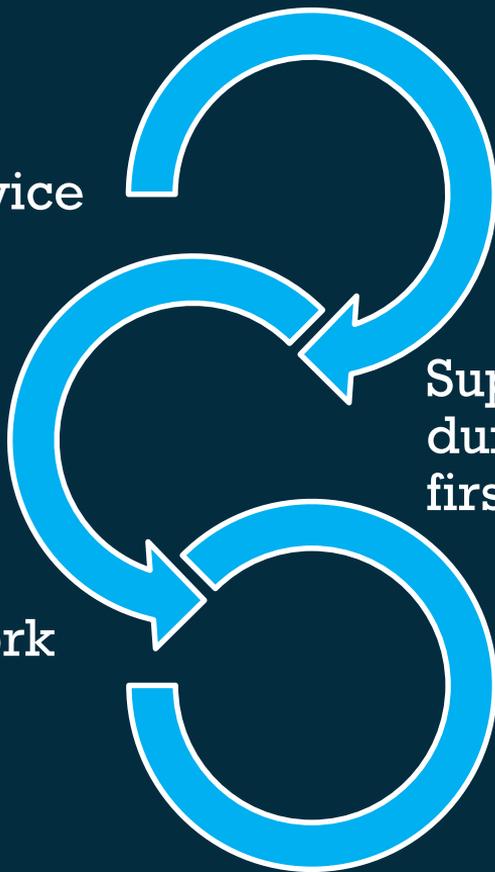
- In the 2017/18 year, 33,048 people trained to teach.
- 91% gained QTS and 80% are employed in state schools
- Roughly 3000 of these were in our demographic
- In our 2018 cohort, 85% have achieved QTS and are currently employed in schools

Our offer

ITT application advice
and guidance

Support and development
during training and into their
first role

Join Now Teach network
of peer support and
insight



NOWTEACH

What we are looking for...

ACADEMICS

STRONG MOTIVATION
TO TEACH

SUBJECTS &
LOCATIONS

GOOD FIT FOR OUR
PROGRAMME

NOWTEACH

Plus...has the right to work in the UK, passes safer recruitment criteria and willing to be DBS & disciplinary checked.

Our support

Build a network

- Annual conference
- Cohort sessions
- Teach meets
- Networking events
- Cohort magazine

Bespoke support

- Wellbeing, career and subject coaching
- Programme manager support
- IT or other skill development

Our partners

- Are keen to attract our demographic
- Enable attendance at cohort events
- Value the relationship with Now Teach
- Recognise the importance and value of flexibility

Khasruz Zaman

**BEFORE: CORPORATE LAW
NOW: MATHS TEACHER**

Khasruz a partner at a leading international law firm, spent over two decades working as a corporate lawyer specialising in M&A in the banking and financial services sector. Khasruz is passionate about developing and promoting talent from diverse backgrounds and decided to change career to teach Maths at Ark Walworth Academy in South London.





Matt Jones

PRINCIPAL, GLOBE ACADEMY

“Bringing in teachers who have already had hugely successful careers in top professions not only inspires young people to consider this for themselves as a realistic option, but gives them the business links and practical skills they need to succeed.”

Lucy Frame

PRINCIPAL, ALL SAINTS
ACADEMY

“Having worked with Now Teach candidates first hand I have been impressed with their commitment and calibre. Their different backgrounds and experience are a welcome addition to the classroom and the school as a whole.”





Any questions?

[nowteach.org.uk](https://www.nowteach.org.uk)

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