

# TeachVac Newsletter

December 2016

Our Monthly Newsletter for Schools

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## Introduction

This is the first of our newsletters to be made available to anyone, not just those already registered with TeachVac. Only the latest issue will be available without registering but we hope you will find it interesting.

For those of you who haven't registered, please take a moment to do so - it is simple and quick. TeachVac links your jobs straight to teachers looking to fill them, they are alerted to your job within 24 hours and there are no charges to your school whatsoever.

TeachVac is FREE!!

We do not pass your details onto agencies or other recruitment consultancies, we simply link applicants to your jobs and leave the two of you to take things further. More details are on the back page.

## New Trainee Numbers

There are wide variations in the percentage of trainees on different routes across England. Although the average for trainees in higher education institutions is 44%, this varies from 28% in the East of England to 52% in London and 56% in the North West.

By contrast, only 2% of trainees in the North East are on the School Direct Salaried route and it is only 3% in the North West against a national average of 6% of all trainees. 20% of trainees in London are School Direct Salaried trainees. When added to the 6% on Teach First, this means that more than a quarter of trainees in London are drawing a salary.

Even though there are no Teach First trainees in the East of England, 26% of trainees are on the Salaried route. As only 28% of trainees in the East of England are on higher education courses, this means schools without trainees in this part of England may again struggle to recruit in many subjects and when looking for primary teachers for September 2017 and January 2018, especially if overseas teacher numbers are reduced.



**“TeachVac does not pass your details onto agencies or other recruitment consultancies, we simply link applicants to your jobs and leave the two of you to take things further”**



Now that the government has published the census of trainees currently on courses preparing them to be a teacher we can make the first assessment of the 2017 labour market for main scale teachers.

Art & Design – Only 82% of target was met, worse than perhaps expected, but should still be enough to satisfy demand from schools in 2017.

Biology – Very strong recruitment reaching 115% of target, the second highest percentage of any subject this year. Some trainees may struggle to find jobs in 2017.

Business Studies – Only 85% of places filled. On basis of last two years of data schools will find this is not enough trainees to meet demand. The DfE must explain why the subject doesn't rate more support?

Chemistry – 99% of target met. Schools should find recruitment easier in 2017 than in previous two years.

IT/computing – 68% of places met, so latter part of 2017 might be challenging for schools looking for an IT teacher for January 2018, but it depends upon overall level of demand which has fluctuated from year to year.

Design & Technology – The outcome of the recruitment round was a disaster, with only 41% of target places filled. The DfE must consider whether financial support is sufficient. If not, it must be questionable whether the subject or at least some aspects of it will survive in schools much longer.

English – Here recruitment controls seem to have worked better than in some subjects, with 98% of target met. Those schools without School Direct or Teach First trainees may struggle to fill vacancies later in the year in 2017, since only 25% of trainees are in higher education courses and 15% are on Teach First, with a further 20% on the School Direct salaried route. This is more than double the number in any other School Direct salaried subject.

Geography – target was passed, with 116% recruitment, higher than in any other subject. This should mean schools have little difficulty recruiting in 2017.

History – Target exceeded and 112% recruited. No real excuse for this overshoot, especially as only 30% are in higher education courses. Some trainees will struggle to find teaching post in 2017 unless there is a surge in demand.

Mathematics – A good year all round and had the target not been increased there would have been an overshoot on the target of 2015. Do bursaries work here and will there be an issue about extent of subject knowledge of some trainees? This outcome poses problems for the Migration Advisory Committee in reference to whether the subject should still qualify for tier 2 visa status?

Music – The target was missed by 10%, although that is only 40 trainees. Higher education courses account for half of trainees and there are too few School Direct Salaried trainees to count. Some schools may struggle to recruit in 2017, especially for January 2018 appointments.

Physics – Only 81% of places filled. Higher education accounted for more than half of the 2016 cohort of trainees. Schools will still struggle to recruit the 444 trainees not in school-based courses in view of likely demand. The independent sector may absorb a large proportion of these trainees.

Physical Education – There was still over-recruitment, despite the recruitment controls, and perhaps 500 trainees will struggle to find a teaching post in their subject in 2017.

**“In Geography the target was passed, with 116% recruitment, higher than in any other subject.”**

**“In Physical Education there was still over-recruitment, despite the recruitment controls!”**



Religious Education – Only 80% of places were filled with higher education recruiting a very high percentage of the trainees (60%) and Teach First and School Direct Salaried routes not contributing enough trainees to be measured. Schools will find recruitment more of a challenge as the year progresses.

Languages – 95% of places were filled although 59% of these were in higher education institutions. On the basis of 2015 and 2016, the number of trainees overall will be sufficient, but whether they have the languages needed is another matter and I am not sure anyone actually knows.

Primary – although the target was met, there remains a degree of scepticism as to whether the target was sufficient to meet demand, especially now that it includes the Teach First trainees. To some extent the challenge facing schools will depend upon the retention rates of those trainees on undergraduate teacher training degrees and where they decide to teach.

The outcome shows some schools will face recruitment challenges in 2017 and for January 2018, unless their financial situation deteriorates, so as to reduce demand.

What happens to retention will also be another significant factor in determining recruitment. However, pupil numbers at key Stage 3 are on the increase, so unless class sizes also increase that may create further demand. From that point of view, any weakening in the demand from the independent sector because of fewer overseas students would be helpful. However, the sinking pound makes UK schooling cheaper to buy for many that want it for their children.

In all, 2017 will probably be, not a disaster for recruitment, but a challenge, more so for some schools than others and the government is by no means off the hook in terms of solving the recruitment issue.

## Some Interesting Facts

The percentage of graduates under 25 entering postgraduate training has increased from 44% of the total in 2012/13 to 53% in 2016/17. There has been a corresponding fall in among older graduates, with the 25-29 age group showing the sharpest decline, down from 31% in 2012/13 to 24% in 2016/17.

Interestingly, the 25-29 age group accounts for the largest number of School Direct Salaried trainees in 2016/17, some 1,132 out of the 3,159 on this route; 36% of all such trainees. I am not sure how there can be 629 under 25's on the Salaried route, as many must just qualify for the three year post-degree requirement to be part of the programme. Indeed, there are more under 25's than there are trainees over 40 on the salaried route this year. Those on the salaried route under the age of thirty account for 56% of the trainees on this route into teaching: not, perhaps, what was intended when the scheme was devised.

The fact that only 73% of Teach First trainees are under 25 is also of interest since the scheme was designed to attract new graduates. However, 94% were under the age of thirty, so perhaps the programme is doing a good job with mature new graduates. Overall, the mean age of all Teach First's new trainees this year was just 24.

The 7,328 under 25's that started a teacher preparation course in a higher education institution this September still account for the largest single group of new post-graduate trainees.

Men remain firmly in the minority among those with a declared gender. Only 20% of postgraduate and 15% of undergraduate entrants to primary courses are men this year. Although the undergraduate percentage has remained stable for some years now, the postgraduate percentage has declined from 23% as recently as 2013/14 to 20% this year and men accounted for only 17% of trainees recruited to the primary Teach First route. Still, there percentages are better than 20 years ago, when men only accounted for 16% of primary PGCE trainees in 1995.

There is relatively better news in the secondary sector, where men accounted for 40% of recruitment this year, up from 37% in 2012/13. This means that an extra 1,000 men started secondary teacher preparation courses this year compared with in 2012/13. However, even here Teach First lagged behind other routes, as men accounted for only 35% of their new secondary trainees this year.

**“The percentage of graduates under 25 entering postgraduate training has increased”**



## What Is TeachVac?

TeachVac, [www.teachvac.co.uk](http://www.teachvac.co.uk), is a **FREE** vacancy matching service for schools and teachers.

TeachVac was designed by teachers and professionals with many years experience of the education system. We had concerns about the rising costs of advertising for teaching positions, especially within the primary sector. We are not affiliated to any other companies and run completely independently. Our concerns are now being echoed by others.

Two years ago, with the main aim of saving schools money we landmarked a Free National Vacancy Service for teachers and school leaders. Trainee Teachers have embraced the service and have signed up whilst in their last year of training to get ahead. Qualified teachers have also signed up with us, those looking to relocate, for promotion, or looking to return to the profession following a break.

TeachVac is designed to be quick and easy for schools to use and all you need is basic IT skills. Registering a job takes about 30 seconds!

The system works by matching the jobs you post with the requirements of applicants who have registered with TeachVac. After TeachVac has alerted potential applicants to your job vacancy (this happens daily), it is up to the applicant and your school to liaise directly, TeachVac does not get involved. Applicants apply directly to your school, or use your preferred application process.

The process requires you to have details of your vacancies on the school web site. If you do not have an active web site simply check a box when you register and TeachVac will create a job portal for you. All the jobs you register will automatically appear there until their closing date. The jobs will be removed automatically by the system after the closing date, if the position needs to be re advertised, then follow the same procedure, again, at no fee. It is a closed system so commercial agencies and similar are unable to trawl our system and try and offer you their services.

Due to our unique processes, we have been called upon by a variety of government committees and the BBC to supply statistical data and information on teacher recruitment and retention. It is an exciting time of transition for the teacher recruitment market and we are proud to be able to offer an established and completely free national service.

To re-iterate, TeachVac does not charge schools or applicants for adverts or appointment.

December 2016						
M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

January 2017						
M	T	W	T	F	S	S
30	31					1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

