Initial Teacher Training
Recruitment and SKE

Author: Mark Crowley
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Aims

Review of targets set through **Teacher Supply model**

Review of recruitment through **UCAS** and the subsequent **ITT Census**.

Consider the ongoing role of **SKE** – with some interesting FoI insights.
Recruitment against targets

PG Physics recruitment against DfE target / TSM

No details yet about TSM 2017-18 (April?)

Increasing Targets

Increase for all sciences due to rising pupil numbers

However current model does not factor in under-recruitment.

School workforce survey contains “General Science” category

Immigration Shortage Skills and Tier 2 lists reflect this too.

Shortage occupation list

Maths and science teachers have been on the shortage occupation list since 2008, but biology teachers were taken off the list in 2011.

Home Office Migration Advisory's Committee (MAC) “thought it sensible to place general purpose science teachers on the list on the understanding that such teachers are expected to teach physics as part of their role.”

Physics NQT numbers

Increased bursary may have helped recruitment but our own experience suggests completion rate will be lower.
ITT recruitment 2016/17

Changes to the allocations approach for postgraduate courses starting in the 2016 to 2017 academic year

Greg Burke
Deputy Director, National College for Teaching and Leadership

http://www.ucet.ac.uk/downloads/7060-C12-Greg-Burke-(NCTL)-Teacher-education-policy,-including-NCTL-recruitment-controls.pptx
## Minimum recruitment levels

### ITT 2016-17

<table>
<thead>
<tr>
<th>ITT subject</th>
<th>Estimate of trainee need</th>
<th>Teach First allocation</th>
<th>SD (salaried) recruit level</th>
<th>SD+SCITT min recruit level</th>
<th>School-led total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biology</td>
<td>1,178</td>
<td>16%</td>
<td>7%</td>
<td>27%</td>
<td>50%</td>
</tr>
<tr>
<td>Chemistry</td>
<td>1,053</td>
<td>6%</td>
<td>9%</td>
<td>37%</td>
<td>52%</td>
</tr>
<tr>
<td>Physics</td>
<td>1,055</td>
<td>5%</td>
<td>8%</td>
<td>25%</td>
<td>38%</td>
</tr>
</tbody>
</table>

**Although no **HEI** allocation was given, the maximum permitted (controlled) can be estimated from the unallocated %**
Individual breakdown

DfE target

1055

400 (38%) reserved for school-based

655 (62%) not allocated to specific routes

One-way expansion

Unallocated

TF
SD sal
SL fee+SCITT

ITT 2016-17
Physics recruitment

ITT 2016-17

Census 844* (80%)
TSM 1053

* does not include DfE forecast of 7 late starters

TSM 1053

42% Teach First
2% TF

85% SD Salaried
9% SDs

100% School-Led
36% SL

Unallocated

68% HEI
53% HEI
6% SL

NIoE
Biology recruitment

ITT 2016-17

Census 1352
TSM 1178

Teach First 51%

SD Salaried 121%

School-Led SCITT and SD Fee 100%

Unallocated 117%

7%

7%

35%

51%
During prior recruitment cycles there have greater number of trainees on the DfE census than recorded UCAS applicants.

Requested data under FOI* in order to investigate this issue

<table>
<thead>
<tr>
<th>UKF</th>
<th>Provider name</th>
<th>Region</th>
<th>Subject</th>
<th>Total number of first year postgraduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>10033225</td>
<td>Alban Federation</td>
<td>East of England</td>
<td>Physics</td>
<td></td>
</tr>
<tr>
<td>10035012</td>
<td>Associated Merseyside Partners</td>
<td>North West</td>
<td>Physics</td>
<td></td>
</tr>
<tr>
<td>10000571</td>
<td>Bath Spa University</td>
<td>South West</td>
<td>Physics</td>
<td></td>
</tr>
<tr>
<td>10034119</td>
<td>Billericay Educational Consortium</td>
<td>East of England</td>
<td>Physics</td>
<td></td>
</tr>
<tr>
<td>10007140</td>
<td>Birmingham City University</td>
<td>West Midlands</td>
<td>Physics</td>
<td>13</td>
</tr>
<tr>
<td>10007140</td>
<td>Birmingham City University (Teach)</td>
<td>West Midlands</td>
<td>Physics</td>
<td></td>
</tr>
<tr>
<td>10007811</td>
<td>Bishop Grosseteste University</td>
<td>East Midlands</td>
<td>Physics</td>
<td>5</td>
</tr>
<tr>
<td>10048011</td>
<td>BLT SCITT</td>
<td>South East</td>
<td>Physics</td>
<td></td>
</tr>
<tr>
<td>10036163</td>
<td>Bluecoat SCITT Alliance Notting</td>
<td>East Midlands</td>
<td>Physics</td>
<td></td>
</tr>
<tr>
<td>10033367</td>
<td>Bournemouth Poole and Dorset</td>
<td>South West</td>
<td>Physics</td>
<td></td>
</tr>
<tr>
<td>10000840</td>
<td>Bradford College (2014/2015)</td>
<td>Yorkshire and The Humber</td>
<td>Physics</td>
<td></td>
</tr>
<tr>
<td>10032985</td>
<td>Bromley Schools Collegiate</td>
<td>South East</td>
<td>Physics</td>
<td>5</td>
</tr>
</tbody>
</table>

*2015-0016321 CRM:0810001

Redacted data in line with data/identity protection
Conversion rate

... last year there was a significant difference between the number of people recorded by UCAS as having accepted an ITT place at the end of the recruitment cycle and the number who later appeared in the ITT census.

UCAS haven’t published their End of Cycle data yet. Important to know conversion rates and “over-offers”.

UCAS Physics


Holding offer

Conditional

Placed

ITT 2016-17
Chemistry

Placed+ Conditional

UTT monthly statistics: applications

2014-17

2016-17 covers a longer recruitment period

2014-15

2015-16

2016-17
Prior under-recruitment meant that Biology SKE began 2016-17.

Will over-recruitment mean removal of funding for SKE Bio?
Science: Teachers: Written question – 37394

Q Asked by Nic Dakin(Scunthorpe)  
Asked on: 18 May 2016

To ask the Secretary of State for Education, how many (a) physics and (b) chemistry trainee teachers undertook a pre-initial teacher training subject knowledge enhancement course, broken down by subject and length of course, in each of the last five years.

SKE Numbers Physics

SKE courses grouped by length

- **2-15 Week**
- **8-15 Week**
- **16-23 Week**
- **24-36 Week**
How many pre-ITT SKE trainees were funded during 2013-14 and 2014-15 broken down by

- name of SKE course provider
- SKE subject
- size of SKE course (units or weeks).
- the intended ITT course
- and if SD, the name of the School Direct partnership.

Please could I get updated numbers for exactly the same information in the same format, but covering the full academic year to the 31st July 2016.
Issues with SKE data

<table>
<thead>
<tr>
<th>SKE subject</th>
<th>Course duration</th>
<th>Lead school name (if indicated)</th>
<th>Number of funded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physics</td>
<td>8</td>
<td>Provider Led</td>
<td>5</td>
</tr>
<tr>
<td>Physics</td>
<td>8</td>
<td>School Direct</td>
<td>1</td>
</tr>
<tr>
<td>Physics</td>
<td>8</td>
<td>School Direct</td>
<td>1</td>
</tr>
<tr>
<td>Physics</td>
<td>8</td>
<td>School Direct (tuition fee)</td>
<td>1</td>
</tr>
<tr>
<td>Physics</td>
<td>8</td>
<td>School Direct (tuition fee)</td>
<td>1</td>
</tr>
<tr>
<td>Physics</td>
<td>12</td>
<td>HEI provider led</td>
<td>1</td>
</tr>
<tr>
<td>Physics</td>
<td>12</td>
<td>HEI provider-led</td>
<td>2</td>
</tr>
<tr>
<td>Physics</td>
<td>12</td>
<td>School Direct</td>
<td>1</td>
</tr>
<tr>
<td>Physics</td>
<td>12</td>
<td>School Direct</td>
<td>1</td>
</tr>
<tr>
<td>Physics</td>
<td>12</td>
<td>School Direct</td>
<td>2</td>
</tr>
<tr>
<td>Physics</td>
<td>12</td>
<td>SCITT provider led</td>
<td>1</td>
</tr>
<tr>
<td>Physics</td>
<td>12</td>
<td>TBC</td>
<td>2</td>
</tr>
<tr>
<td>Physics</td>
<td>24</td>
<td>HEI provider led</td>
<td>1</td>
</tr>
</tbody>
</table>

- Vague “Provider Led”
- To be confirmed (Pre-application SKE)
- Not redacted! Individuals can be identified

SKE Recruitment

SKE 2015-16

SKE Chemistry numbers compared with 2016-17 allocation and census

- HEI + Provider Led
  - Long: 46%
  - Mid: 50%
  - Short: 4%

- School Direct + SCITT
  - Long: 28%
  - Mid: 30%
  - Short: 7%

- Teach First
  - 37%
SKE Recruitment

SKE 2015-16

SKE Physics numbers compared with 2016-17 allocation and census

- HEI + Provider Led: 36%
- School Direct + SCITT: 24%
- Teach First: 28%

SKE ➔ ITT 36%
## SKE for TeachFirst

### Final SKE FOI data 2016 0049531.xlsx

[https://www.whatdotheyknow.com/request/ske_numbers_by_provider_2](https://www.whatdotheyknow.com/request/ske_numbers_by_provider_2)

<table>
<thead>
<tr>
<th>SKE supplier name</th>
<th>SKE subject</th>
<th>Course duration</th>
<th>ITT route</th>
<th>Number of funded trainees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canterbury Christ Church University</td>
<td>Chemistry</td>
<td>8</td>
<td>Teach First</td>
<td>21</td>
</tr>
<tr>
<td>Canterbury Christ Church University</td>
<td>Physics</td>
<td>8</td>
<td>Teach First</td>
<td>59</td>
</tr>
<tr>
<td>Hibernia College UK Limited</td>
<td>Chemistry</td>
<td>8</td>
<td>Teach First</td>
<td>1</td>
</tr>
</tbody>
</table>

### Main_tables_SFR_57_2016_to_2017.xlsx

[http://www.thegovernmentsays.com/comments/1453564](http://www.thegovernmentsays.com/comments/1453564)

## Table 1a: Provisional data on ITT new entrants

**Coverage: England**  
**Academic year: 2016/17**

<table>
<thead>
<tr>
<th>Subject</th>
<th>Total Census + Forecasts</th>
<th>Total in Census</th>
<th>Forecast Trainees</th>
<th>Higher Education Institution</th>
<th>School Centred ITT</th>
<th>School Direct (Fee)</th>
<th>School Direct (Salaried)</th>
<th>Teach First</th>
<th>Undergraduate new entrants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biology</td>
<td>1,356</td>
<td>1,352</td>
<td>..</td>
<td>692</td>
<td>165</td>
<td>302</td>
<td>97</td>
<td>95</td>
<td>..</td>
</tr>
<tr>
<td>Physics</td>
<td>851</td>
<td>844</td>
<td>..</td>
<td>444</td>
<td>86</td>
<td>220</td>
<td>73</td>
<td>21</td>
<td>..</td>
</tr>
<tr>
<td>Chemistry</td>
<td>1,038</td>
<td>1,030</td>
<td>..</td>
<td>546</td>
<td>116</td>
<td>266</td>
<td>73</td>
<td>29</td>
<td>..</td>
</tr>
</tbody>
</table>
Hi Mark

We believe the disparity... can be explained by two things.

• We have many participants on our Teach First Leadership Development Programme that decide to defer for a year.

• Some individuals may have undertaken the physics SKE to improve their physics knowledge but are now teaching general science rather than physics only

Best wishes,

F______
Media Officer

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SKE for MFL

<table>
<thead>
<tr>
<th>Year</th>
<th>SKE</th>
<th>ITT</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>75</td>
<td>23</td>
</tr>
<tr>
<td>2015-16</td>
<td>59</td>
<td>21</td>
</tr>
</tbody>
</table>

\[90 \times (£1910 + £1600) = £315,900\]
Dear Mark

Thank you for your email, as a provider of SKE courses, your feedback and experience are important to us.

You are however correct in your understanding... NCTL funding can only be drawn down for an subject knowledge enhancement (SKE) course in a candidate’s stated teacher training specialism.
Modern Foreign Languages (MFL)

22. NCTL will now fund two SKE courses in modern foreign languages (MFL) so that participants are equipped to teach two languages, where required.

23. As a guide we would suggest that participants doing two SKE courses will take a short course in their main language and a longer course of up to 28 weeks in the other language.
Dear colleague

Thank you for your email.

In response to your query, the NCTL currently have no plans to extend the offer of allowing two SKE courses for additional subjects other than languages.

Kind regards

SKE Team
National College for Teaching and Leadership
Piccadilly Gate
Store Street
Manchester
M1 2WD