

ASPIRATIONS ACADEMIES EMPLOYER GUIDE TO APPRENTICESHIPS, TEACHER TRAINING & RECRUITMENT

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www.aspirationsacademies.org/aspirations-learning-institute/



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ASPIRATIONS ROUTES INTO TEACHING

TEACHER RECRUITMENT - 3 MAIN ROUTES:

PGCE
1 YR

FUNDED: Student Loan
ENTRY: Hons Degree with level 4 GCSE maths & English

L6
1 YR

POST GRADUATE TEACHER APPRENTICE

FUNDED: Apprenticeship Levy
ENTRY: Hons Degree with level 4 GCSE maths & English (suitable for those with more in school experience)

L5/L6
2 + 2
ROUTE
4 YRS

Specialist Teaching Assistant (STA) L5 over 2 Yrs +
Undergraduate Teacher Degree Apprenticeship L6 over 2 Yrs
FUNDED: Apprenticeship Levy and Salary whilst training
ENTRY: Level 3 TA at the start of the 4 Yrs.



Apprentices are employed and have 80% teaching load by the end of the course



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THE APPRENTICESHIP ROUTE EXPLAINED

TEACHING THROUGH APPRENTICESHIPS:



Two Routes: **1 Yr: L6 Post Graduate Teacher Apprenticeship**
4 Yrs: 2+2 route

Attract aspiring
teachers from
local schools

Remove the
barrier of
student loans

Increase
teacher
retention

Earn while
you learn



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ONE YEAR L6 POST-GRADUATE TEACHER APPRENTICESHIP

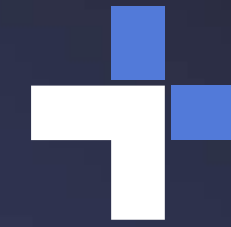
HOW IT WORKS:

- School includes apprenticeship as option in teaching job adverts OR supports current staff in a 'grow-your-own' model
- Joint interview for post and apprenticeship - skills scanning leading to a training programme - employed on unqualified teacher scale
- Teacher apprentice has their own teaching load growing to 80% workload of that of qualified teacher (inc PPA) - 20% of their time is reserved for training
- Short second school experience managed by 'apprenticeship exchange' with another academy where possible



The 4 YEAR 2+2 ROUTE

2



2

PHASE 1

L5 Specialist Teaching Assistant (STA) Apprenticeship

Start at the beginning of the 2+2 route for 2 years

Paid within the support staff pay scale

The trainee will plan, teach and assess as part of a team (alongside qualified teachers)

PHASE 2

L6 Undergraduate Teacher Apprenticeship

STAs join Yr 3 and 4 of the 4 Yr programme

Paid at the unqualified teachers pay scale until BA and QTS are achieved

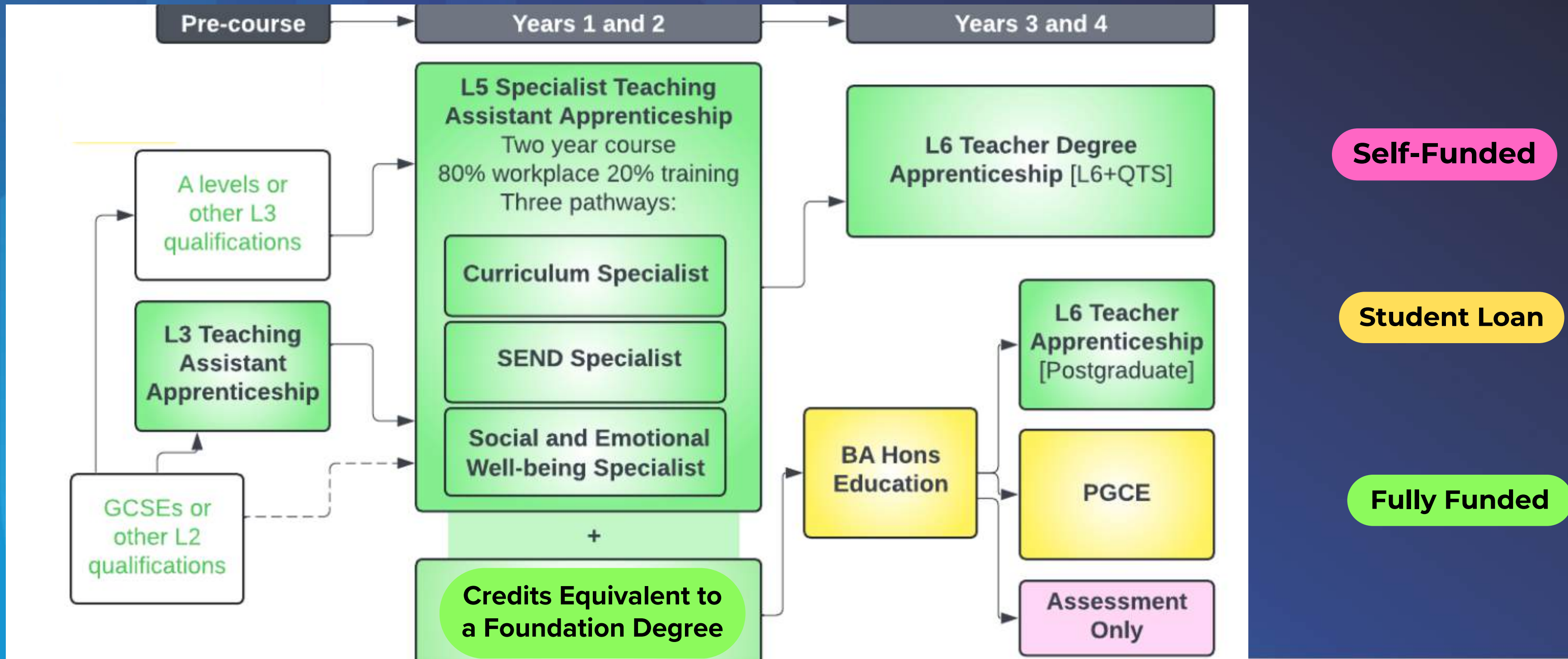


Model Job Descriptions can be requested from Aspirations
info@aspirationslearning.org


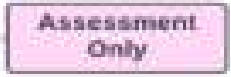



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THE 2 + 2 ROUTE TO QUALIFIED TEACHER STATUS



WHERE TO JOIN WITHIN THE 2 + 2 ROUTE

QUALIFICATION	COURSE	DURATION	WHO	FUNDING
	Standard ITE QTS+PGCE	One academic year – Sept start	Those with an honours degree with some, little or no school experience	Non Funded - student loan £9,250
	Postgraduate Teacher Apprentice, QTS + Apprenticeship (Level 6 Postgraduate Apprenticeship)	14 months – multiple starts within academic year (eg. July, Nov, Feb)	Those with an honours degree and are employed in a support role in a school (this could be a teaching assistant, HLTA etc).	Funded - apprenticeship levy £7,200 max (80% x £9,000)
	Undergraduate Teacher Apprenticeship, QTS + hon degree + apprenticeship	45 months	Those with no degree – employed in a support staff role in a school (this is the second part of the 2+2 model)	Funded - apprenticeship levy £21,600 max (80% x £27,000)
	Assessment only QTS	Up to 2 terms	Those with a degree currently working in an unqualified teacher role in school	Non Funded £2,000- £3,000
	Specialist Teaching Assistant Teaching Associate Apprenticeship + credits equivalent to a foundation degree through RPL	27 months	Those with no degree – currently working in school in a support staff role with significant responsibility (this is the first half of 2+2 model, which can cease after completion or can be extended if the trainee wishes to complete the second half of the 2+2 model to QTS)	Funded - apprenticeship levy £9,600 (80% x £12,000)

Further information about each course can be found at:

www.aspirationsacademies.org/aspirations-learning-institute/

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INNOVATION IN TEACHER RECRUITMENT

KEY FEATURES OF THIS APPROACH:

- » Gain a teaching degree over 4 years
- » Available to anyone in your local area with a Level 3 qualification - including sixth form leavers. Home-grown teachers have better retention rates
- » Trainee teachers get paid for their training (apprenticeship levy pays training costs so they accrue no debt)
- » Can choose a specialist subject area or be a generalist teacher
- » Perfect for primary or Year 7 and 8, or for specialist languages, vocational or arts teaching
- » Working in supportive staff teams for planning and teaching - 80% of time working/20% time training
- » Gradual move from Year 1 as a TA/support in class to teaching own classes from Year 2
- » In our model, if they pass they are guaranteed a teaching job with Aspirations
- » Hybrid model with face to face, but most training is done online within their own school / academy



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FOCUS ON L5 SPECIALIST TEACHING ASSISTANT (STA) APPRENTICESHIP

YEARS 1 and 2:

- » Two year course - L3 qualifications for entry and L2 English and maths qualifications at gateway
- » Aspirations participants are employed on the support staff pay scale - **SCP18-23**
- » STAs are employed with 80% workload 20% training
- » Three pathways: **i. SEND, ii. Social and Emotional Well-being, iii. Curriculum**
- » All work under supervision of qualified teachers
- » At end of two years they gain the L5 apprenticeship + credit equivalent for a Foundation Degree for those meeting the standards
- » Progression agreed to L6 undergraduate teacher apprenticeship or BA Hons top-up



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L5 SPECIALIST TEACHING ASSISTANT (STA) APPRENTICESHIP PATHWAYS

FOCUS ON SPECIFIC PATHWAYS:

SEND Specialist will:

Have specialist knowledge of SEND
Plan, prepare, deliver and evaluate learning and assessment activities including for individuals and groups or classes
Advocate for children and young people with SEND



Social & Emotional Well-being Specialist will:

Have specialist knowledge of social and emotional well-being
Plan, prepare, deliver and evaluate learning and assessment activities including for individuals and groups or classes
Advocate for children and young people within the area of social and emotional well-being

Curriculum Specialist will:

Have specialist knowledge of key aspects of the curriculum
Have effective general teaching skills
Work as part of teaching team



FOCUS ON L5 SPECIALIST TEACHING ASSISTANT (STA) APPRENTICESHIP

YEARS 3 and 4:

- » The trainee can stop after two years having gained a L5 apprenticeship and credits equivalent to a Foundation Degree.
- » They will continue to be employed as a specialist TA - Aspirations uses the title 'Teacher Associate'.
- » If the trainee and the school decide that they could go on to develop into a good teacher, then the trainee would embark on a further two years of training.



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FOCUS ON L5 SPECIALIST TEACHING ASSISTANT (STA) APPRENTICESHIP

THE COST:

- » Aspirations Salary = SCP18-23 (Pending the pay award, this pay range will be pro-rata of £29,269 to £32,076 for academies outside London and £32,925 to £35,577 for the Outer London Region)
- » For most support staff posts, the employees receive only a proportion of the above through term time-only and often part time hours (36 per week in Outer London and 37 hours elsewhere)
- » Our modelling for STA positions includes those with a working pattern of 34 hours per week worked across 39 weeks of the year. For that working pattern, the pro-rata salary for someone with basic leave entitlement would be £26,628 to £28,773 (Outer London) and £23,032 to £25,241 (outside London)
- » Apprenticeship levy pays for training

COST



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THE 2+2 APPRENTICE ROLE OVER 4 YEARS



STRUCTURE:

Year 1

Working as a TA/classroom assistant (80% of time + 20% training which is mostly online)

Year 2

Year 2: 50% of time teaching own groups and co-planning in teams with the rest of the time, working as a TA (80% of time + 20% training which is mostly online)

Year 3

Year 3: 80% teaching, co-planning in teams (80% of time + 20% training which is mostly online)

Year 4

Year 4: 80% teaching, co-planning in teams (80% of time + 20% training which is mostly online)

Year 5

Year 5: If the standards have been met - fully qualified teacher and will start this academic year with QTS.

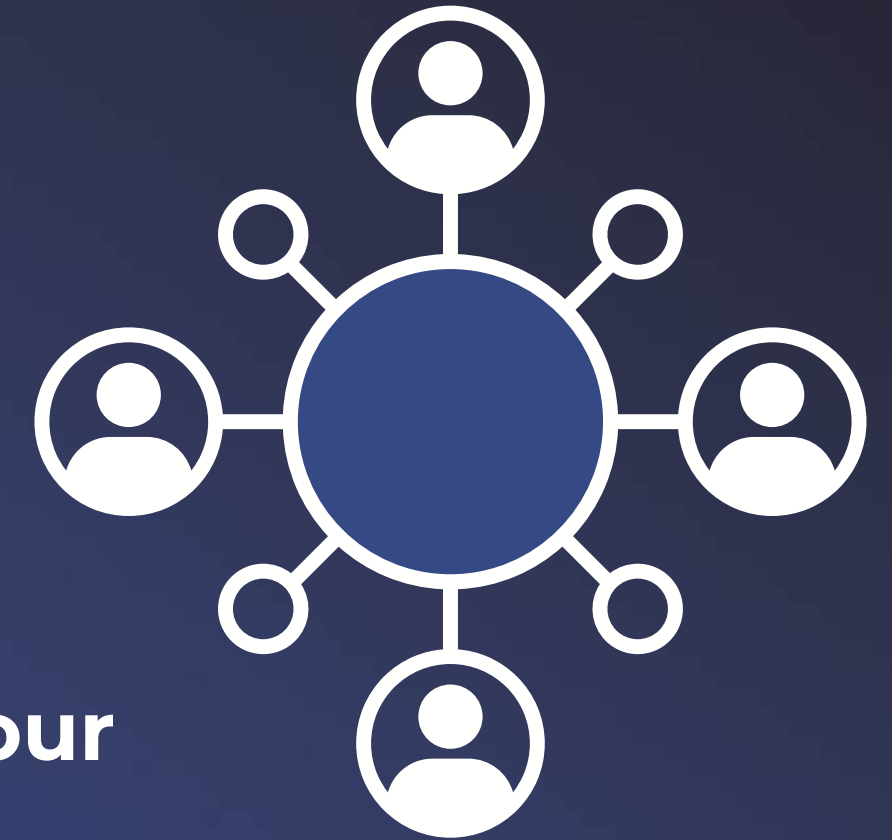


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PLANNING

STAFFING:

- » What are your curriculum needs over 5 years?
- » How can you utilise generalist Teaching Associates in your curriculum?
- » How do you create teacher planning and delivery teams (KS2+KS3)?
- » Do you have the staff to lead the curriculum planning groups?
- » Can you develop staff curriculum teams?
- » Do you need to revise your curriculum?
- » Does your budget allow you to plan ahead?



PLAN AND MANAGE

THE OFF THE JOB 20% TRAINING:

- » Pre-set day per week for training planned into timetable
- » Taught sessions on average 5/6 of training days - varying across the four years

Other training involves tasks agreed for the apprentice by the school mentor for example:

- » Apprentice needs experience in behaviour management so mentor arranges shadowing and blocks of teaching in contrasting classes
- » Apprentice needs to understand barriers to learning in maths so mentor arranges targeted work with selected student groups under teacher supervision



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MARKETING AND RECRUITMENT

KEY POINTS:



- » The inclusion of undergraduate routes allows a school to broaden the scope of its recruitment to include sixth form leavers and those in the community
- » Aspirations can provide model adverts and publicity materials
- » The recruitment of applicants is the joint responsibility of the school as the apprentices will be employed by the school and of Aspirations since they will become learners on our programme
- » Joint interviews for job and apprenticeship programme run together - using Aspirations processes and materials
- » Skills scanning after offer leads to the joint formation of the training plan
- » Collaborative local networking and recruitment events in place



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QTS ROUTE - VARIANT

Phase 1

L5 Specialist Teaching Assistant Apprenticeship (two years)
Support staff pay scale
Planning, teaching and assessing as part of a teaching team

Phase 2

BA Honours top-up (one year) - leading to either Assessment Only (one term), PGCE (one year) or Postgraduate Teacher Apprenticeship (one year) instead of the L6 TDA

teachers



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FURTHER INFORMATION

For initial information contact

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02073604400

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L5 Specialist Teaching
Assistant Apprenticeship
National Standards

L6 Undergraduate
Teacher Degree
Apprenticeship
National Standards