

## **Plymouth Marjon University - Postgraduate Teacher apprenticeship scheme**

**Postgraduate Teaching Apprenticeship** is a new route into teaching where a school partnership works with an ITT provider that is on the Register of Apprenticeship Training Providers (RoATP) and the apprentice is employed within the school partnership. Training places are held by the school partnership in which the apprentice is employed. Postgraduate Teaching Apprenticeships are available for prospective primary and secondary school teachers in England. Apprentices Teachers can be employed in a variety of settings (for example academy schools, maintained schools) and across England. This programme offers a combination of classroom teaching, practical learning and a salary.

On completion of this apprenticeship, the individual will be confirmed to be a competent and qualified teacher, having achieved QTS be ready to enter the teaching profession. The apprenticeship standard provides a high-level description of the knowledge, skills, values and behaviours required of the teaching apprentice. The apprenticeship standard complies with the statutory Teachers' Standards (2012). The Teachers' Standards establishes a platform for a coherent approach to the Initial Teacher Education (ITE), Newly Qualified Teacher Induction (NQT) and Continuing Professional Development (CPD).

The post graduate teacher apprenticeship is a 12 month programmes during which they participate in training, development and on-going review activities. The on-programme training, development and assessment should meet the statutory criteria placed on ITT providers, including entry criteria). Postgraduate Teaching Apprenticeship programmes combine paid work with on and off-the-job training. Apprentices will split their time between school, partnership and university study. Trainees will receive practical, school-led training alongside experienced staff, and spend at least 20% of their time off-timetable to learn the pedagogy of teaching.

Apprentices must complete a minimum of 120 days in a school and must have taught in at least two schools. Apprentices will need to be released from their employing schools to spend time teaching in another school. Plymouth Marjon will be running their apprentice from June to July the following year. It is a full time employment based- route into teaching.

In the first 2 months of the programme an apprentice will be enrolled on a module 'Embarking on a teaching career', this is an opportunity to be immersed in school life getting familiar with school policies and procedures and carrying out a range of training as their 'Off the job' training, during this time a detailed training plan will be established between the employing school and Plymouth Marjon University to start in September.

Over the course of the next academic year they will work towards Qualified Teacher Status, compiling a portfolio of evidence throughout their initial teacher training. Regular review points will track the trainees' progress and a dedicated mentor in the school will support the trainees in developing relevant targets against their training plan. In July the following year the trainees will complete their QTS assessment at the same time as the 'end-point assessment' for the apprenticeship scheme.

### **Costs of the Apprenticeship route**

Plymouth Marjon University is accountable via OFSTED and DFE ITT census returns for the quality and outcomes of the apprenticeship training. Employers that pay into the apprenticeship levy will be able to use up to £9,000 of funding from their apprenticeship service account to cover the cost of training and assessing the apprentice. Employers that do not pay the levy or who have insufficient funds in their digital account can access funding to support the training and assessment of an apprentice. Depending on the upcoming spending review the government will pay 80-95% of the costs of training and assessment for the apprenticeship (up to the £9,000 apprenticeship funding band maximum) and the school will pay the remaining % for schools.

This will be paid to the Plymouth Marjon University as the ITT provider and used to pay for University services and quality assurance and subcontract Partnership staff to deliver content of the 20% off the job training. 20% of the funding is held back and only released to the training provider when the apprentice completes their programme. The Education and Skills Funding Agency has very clear rules that we must abide by that outlines what this funding can be spent on.

The DFE will provide grant funding to lead schools in School Direct partnerships employing postgraduate apprenticeship trainees. This grant funding is in addition to funding available for 2020 - 21 from the Education and Skills Funding Agency as follows, we are still awaiting confirmation from the DFE re 2021-22 :

Subjects	National
Chemistry, classics, computing, secondary mathematics, modern foreign languages, physics	£12,500
Primary mathematics, biology, design and technology, English, geography, history, music, religious education	£7,500
Primary	£2,500

### Apprentice salaries

Postgraduate teacher apprentices working in maintained schools must be paid in accordance with at least point one on the unqualified teachers' pay scale for the period of their training.

### How do I get involved?

If you are thinking of offering an apprenticeship please contact Gill Golder (contact details below). Apprenticeship places are allocated by the DFE on an annual basis via the 'Initial Teacher Training Allocation methodology process'. If you would like to offer an apprenticeship from 2020-21 you need to register for an allocation of places via Department for Education DMS system details on how to request them can be found in the published [guidance](#), this is not yet released for 2021 start but the 2020 guidance will be useful starting point. Postgraduate Teaching Apprenticeship training places are held by schools partnerships. Lead schools should submit information on the subjects and routes in which they plan to offer ITT in 2021 to 2022 on behalf of their entire school partnership. All requests made in this window must be ratified by an accredited ITT provider in June the year before the programme starts. Lead schools must be one of the following:

- ❖ maintained schools;
- ❖ academies;
- ❖ academy trusts, or academy chain head offices;
- ❖ sixth-form colleges;
- ❖ pupil referral units (PRUs); and
- ❖ free schools.

### Find out more

If you would like to arrange a meeting to consider this for future years please do contact Gill Golder ([ggolder@marjon.ac.uk](mailto:ggolder@marjon.ac.uk) 01752 636700 ext 5638).

**If you would like further information from the DFE please contact:**

[teaching.apprenticeship@education.gov.uk](mailto:teaching.apprenticeship@education.gov.uk)

## Process map for Schools

School decides to offer the apprenticeship.

- Check Apprenticeship Service Account.



School finds a provider through Find Apprenticeship Training

- Agree costings and structure with provider (including End-point Assessment cost).
- Sign contract with provider.



Advertise & Recruit

- Successful applicants are employed by employing school.
- Apprentice details added on Apprenticeship Service Account.



Apprentice starts

- Apprentice recorded on NCTL's DMS or HESA
- On going training and learning, including 20% off the job training.
- Payments made from employer's service account in monthly installments, following provider's submission of Individualised Learner Records.



Apprentice assessed for QTS in the usual way

- Employing schools triggers the End-point Assessment once all gateway requirements have been met and the provider has been consulted.



EPA Organisation conducts the End-point Assessment.

- Employer facilitates taking of the EPA
- EPA Organisation writes up report and undertakes moderation/quality assurance process.



20% withheld funding is paid to the Provider once the end-point assessment has been completed.

- EPA Organisation claims certificate for the apprentice.
- Provider submits final Individualised Learner Record.