The Teacher Apprenticeship Standard has now been approved for delivery from September 2018.

https://www.ucas.com/postgraduate-teaching-apprenticeship-programmes-england

The postgraduate teaching apprenticeship is a school-led initial teacher training (ITT) route that combines paid work with on- and off-the-job training, qualifications, and progression. It allows candidates to train to become qualified teachers.

NB: The introduction of the postgraduate teaching apprenticeship does not affect current initial teacher training routes.

ITT providers and schools will decide the overall structure of the apprenticeship, but the apprentice must spend 20% of their time in off-the-job training, designed to build up their skills, knowledge and competence in the classroom. The usual time for completion of the apprenticeship is four terms – it can take longer if an apprentice needs more support, for example, and if an apprentice is part time.

Apprentices will work towards attaining qualified teacher status (QTS). They will need to meet the apprenticeship standard and will need to pass an end-point assessment as required for all apprenticeships. The end goal is to become a qualified teacher.

During the apprenticeship programme, the apprentice must successfully complete a programme of ITT, leading to the award of QTS. This will usually be at the end of the third term.

The apprentice will then go on to complete an end-point assessment in their fourth term. This will help to consolidate their learning. An assessor from an end-point assessment organisation (an accredited ITT provider who has been separate from the training process) conducts the assessment, helping to quality assure their training and development. The assessment has 2 components: a lesson observation and a professional discussion. Both will increase the apprentice’s readiness for the profession.

If you are not currently in a School Direct partnership and would like to employ a teaching apprentice, we recommend that you join an existing partnership. Schools that are not Ofsted grade 1 (outstanding) or grade 2 (good) for overall effectiveness must join a School Direct partnership to offer the apprenticeship.

Some considerations

As with all apprenticeships, you will need to find a provider and an end-point assessor to work with. Only current ITT providers are eligible to offer apprenticeships – a list of those local to us are at the end of this document. Details of the process to follow can be found at https://www.cambslearntogether.co.uk/services-to-schools/apprentices/.

In a maintained school, or an academy that has signed up to the same pay and conditions, the minimum apprentice salary allowed is point 1 on the Unqualified Teacher payscale, currently £16,626. They can remain at this salary until the end of their apprenticeship – ie December of their NQT year – but it might be advisable to move them immediately onto the qualified teacher scale from September……
... it is worth being aware that an apprentice could resign from July and take up a position in another school offering them more money, as at this point they would have QTS. However, if the apprentice does not complete their apprenticeship, the provider will not receive all the money from the levy. Some providers are considering offering an apprenticeship programme that runs from July-July: this would mitigate this possibility. You should discuss it with your chosen provider.

This could be an attractive option for helping colleagues already working in your school (eg HLTAs) to become teachers. Apprenticeship rules allow for an existing employee to become an apprentice: you would need to continue paying them at their current rate of pay or at UQT scale point 1, whichever is higher.

The apprentice’s salary (+ on-costs) is the only cost the school should incur. The provider will receive funding directly from the levy account once you and they have agreed a contract. We have heard accounts of schools being contacted by ‘consultants’ who say they will arrange your contract for a fee – there is no need to do this!

We are aware that there are a number of people who would like to train to be primary teachers but are currently not doing so because there is no salaried route available. There are only one or two providers in the region who have any salaried school direct places – if you are interested in offering a SSD place instead of an apprenticeship, then do contact your local SCITT to see if they can help.

The Cambridgeshire Internship programme (details can be found at www.teachincambs.org.uk) may well be making the second year into an apprenticeship. This would not change the cost to the school but would be more financially attractive for the intern.

### SCITTs offering placements in Cambridgeshire schools

- University of Bedfordshire
  [https://www.beds.ac.uk/](https://www.beds.ac.uk/)

- [http://www.camteach.org.uk/](http://www.camteach.org.uk/)

- [http://www.cassateaching.co.uk/](http://www.cassateaching.co.uk/)

- Anglian Gateway Teaching School Alliance

- [The Cambridge Partnership](https://www.thecambridgepartnership.co.uk/)


- [http://www.fenlandtsa.co.uk/](http://www.fenlandtsa.co.uk/)

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