

Teacher Supply

Newsletter No. 3

April 2021



An Roinn Oideachais
Department of Education

New post-primary upskilling programme & expanded primary school

* Post-primary Upskilling Programmes

Ministers Foley and Harris [recently announced](#) a call for a new programme to upskill post-primary teachers to meet the Teaching Council's curricular subject requirements in Irish.

Places will be provided free of charge and prioritised for teachers who are unemployed, not in full employment, and those teaching the subject "out of field". It is intended that the programme will begin in the 2021/22 academic year.

This new programme follows on from the successful call for programmes to upskill post-

primary teachers in mathematics, Spanish and physics.

There was very strong interest from teachers in these programmes that started in January of this year and the number of applications was significantly in excess of available places.

Given that these subjects are still challenging in terms of filling teaching vacancies, the Department of Education intends to fund additional places on these programmes for the second intake of students in January 2022.

Further details on the upskilling programmes can be found [here](#).

* Primary Schools Supply Panel Pilot Scheme

Following a successful pilot in 2019/20, and in response to the challenges of Covid-19, the Primary Schools Supply



Panel Scheme was expanded nationwide for the 2020/21 school year in 115 locations, across 2,299 schools employing 328 full time additional teachers.

* Covid-19 & Return to School

The Department acknowledges the tremendous efforts of all stakeholders in education to ensure that schools re-opened safely and the continuing effort to ensure that there is a supply of teachers to meet the needs of schools in the wake of Covid-19.

New challenges will undoubtedly arise that will require creative solutions to be developed and implemented by both the Department and the education partners to ensure that the needs of our schools and our students are met.

Data Technical Report

- The Department has been working to update the technical report, [Teacher Demand and Supply in Ireland 2020 – 2036](#), to include revised pupil projections based on the latest demographic data.
- The updated report is expected to be published in the coming months. The report will set out projections for the demand for and supply of teachers at both primary and post-primary levels to 2038.
- The Department, following consultation with our education partners, is in the process of developing a post-primary subject teacher demand and supply model.

Policies & Arrangements

- **Career break restrictions**: for the 2020/21 school year the restrictions on the employment of teachers on career break were suspended.
- **Retired teachers and substitute work**: the Minister for Public Expenditure and Reform recently approved, for a period of 3 years, a waiver of abatement of Public Service Pensions for appropriately qualified teachers who fulfil certain criteria. The waiver from abatement for 50 days in a calendar year is now in place and is set out in [Circular 0003/2021](#) which issued on 29 January.
- **Suspension of job sharing restrictions**: the restriction on job sharing teachers undertaking additional substitution hours was suspended for the 2020/21 school year. This was one of the measures introduced in the context of Covid-19 to increase flexibility and the pool of teacher supply and it is to be reviewed before the end of the current school year.

Higher Education

- Following engagement with the Higher Education Authority (HEA), higher education institutions (HEIs) have put in place new initial teacher education (ITE) undergraduate programmes in 2020 in a number of post-primary priority subject areas, including mathematics, modern foreign languages and Irish, with more planned in 2021.
- **Student supports**: additional funding of €1m has again been made available in 2020/21 under the Student Assistance Fund (SAF) for Professional Master of Education students. Student teachers will also be eligible to benefit from the general student support measures announced in Budget 2021, including expanded supports for students following postgraduate programmes such as the PME.
- **Review of school placement guidelines**: the report of the School Placement Working Group was recently published along with a revised timeline for the implementation of its recommendations. Key recommendations have been prioritised for implementation, including the development of an online student placement system.
- **Teacher Education programme application numbers**: Total CAO mentions for level 8 primary ITE programmes have increased by approximately 5% with total mentions for post-primary ITE programmes increasing by approximately 2%.
- **An Teastas Iarchéime I Dteagasc Ábharbhunaithe (TTA) San Iarbhunscolaíocht Lán-Ghaeilge Agus Ghaeltachta**: this postgraduate programme will attend to the specific professional development requirements as well as the mandatory language proficiency required to teach content through Irish in Irish-medium and Gaeltacht post-primary schools. The TTA programme is being offered by **Mary Immaculate College** in conjunction with **Education and Training Boards Ireland (ETBI)** and an **Chomhairle um Oideachas Gaeltachta agus Gaelscolaíochta (COGG)**.
- The programme is for registered post-primary teachers who have completed induction and probation and who hold a recognised post in a recognised school in the field of Irish-medium immersion and Gaeltacht education (including Irish-medium units).

Communications Campaign

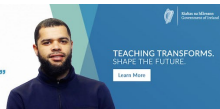
TEACHING TRANSFORMS.
SHAPE THE FUTURE.

Promotional Campaigns

- The national [Teaching Transforms](#) promotional campaign (digital, newspaper, social media) is **continuing** in line with **key dates** in the educational calendar, such as the closing dates for applications to PME programmes and CAO Change of Mind.
- The most recent campaign ran from December 2020 to February 2021. The campaign was designed not just to encourage young people to consider a career in teaching, but also to highlight the

"It's important that kids see people of different colours and backgrounds in teaching"

CELAN SIMON
STUDENT TEACHER



importance of **diversity** in the classroom.

- It featured a number of teachers from a range of backgrounds that are traditionally underrepresented in the teaching profession; including teachers from lower **socio-economic groups** that have low participation in higher education, members of the **migrant community** and members of

"Be the change that you want to see in the world"

DARIE STAFFORD, STUDENT TEACHER



the **LGBT+ community**.

- The campaign ran across a number of channels including traditional and digital radio, national press, social media and online digital advertising. The Department partnered with [Lovin.ie](#) for the first time and the campaign was our most **successful** to date with visits to www.gov.ie/teachingtransforms up by over **600%**.
- Samples of the content created for the promotional campaign can be found [here](#).

Recruitment Portals

- **Sub Seeker**: the central portal for **short-term substitute vacancies** jointly developed by IPPN / NAPD, continues to evolve and expand. The number of teachers registered with the site has increased significantly; from 1,800 approximately in March 2020 to over 6,000 currently.
- The IPPN is also developing a recruitment portal for **long term teaching vacancies** in primary and post-primary schools. It is expected that the new portal will go live shortly.

Turasabhaile.com

- Following its successful operation in 2019 and 2020, [Turasabhaile.com](#), developed by the post-primary school management bodies and NAPD, will once again be in place this year. The website matches registered teachers resident abroad with post-primary teacher vacancies. Over 40 posts were filled in a wide range of subjects for the 2020/21 school year using [Turasabhaile.com](#).

Graduate & Recruitment Fairs

- The [Teaching Council](#) continued to attend **online graduate and recruitment fairs** around the country in 2020 and 2021. These were hosted **online** due to Covid-19 restrictions.

Future Consultations

- It is intended to hold the next **national consultative forum** on Teacher Supply in May 2021.

Spotlight: Migrant Teacher Project

- The [Migrant Teacher Project](#) (MTP), based in Marino Institute of Education (MIE), was **established in 2017** to increase the participation of immigrant internationally educated teachers (IETs) in the Irish primary and post-primary education sectors.



- The project, **co-funded by the Department of Education and the Department of Justice**, provides information, advice and training to teachers who have qualified outside of Ireland, to help them to continue their profession in Irish primary and post-primary schools. Over **1,100** teachers from **91** countries are now registered with the project.
- The MTP offers a [Bridging Programme](#), which is delivered at no cost to the teacher with those who successfully complete the programme receiving a certificate from MIE.

- The programme ran for the first time from January until May 2019 with over **40** primary and post-primary teachers from **18** different countries participating.
- The second programme ran from early 2020 to July 2020, with **39** of the candidates (from **28** different countries) successfully completing the programme.
- More information on the Migrant Teacher Project can be found on the MIE website or by clicking [here](#).

Next Steps & Feedback

In addition to ongoing engagement with stakeholders, the Department hopes to issue a regular Teacher Supply newsletter. We would welcome your feedback. Ideas and suggestions can be emailed directly to the team:

teachersupply@education.gov.ie



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