

Teaching for Growth: The starting point

- SELEP's Skills Strategy (2018) (led by the Skills Working Group) identified tutor shortages as one of the key barriers to tackling skills challenges
- Particular shortages in subjects aligned to economic growth such as construction, digital and IT, engineering



Removing any barriers to provision, such as the availability of tutors and facilities

- Pilot an online skills portal for potential roll out
- Support Government Initiatives for Adults (e.g. Fuller Working Lives, Disability Confident)
- Utilise ESF for areas of need (i.e. tutor recruitment, digital skills)

SELEP Skills Working Group

- Agreed that this should be a priority area of focus
- Worked with providers to understand the issue. Paying for teacher training was a barrier as well as awareness of teaching opportunities, the facilities in colleges etc.
- Led to a Sector Support Fund proposal for a tutor bursary programme and awareness raising campaign
- The bursary was match funded by providers and helped to cover the costs of teacher training

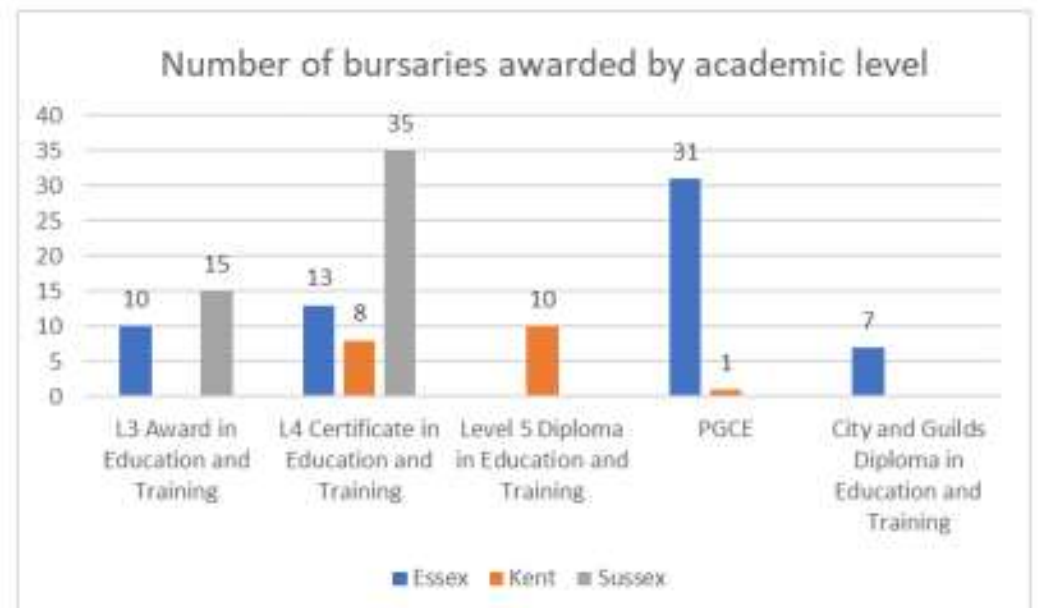
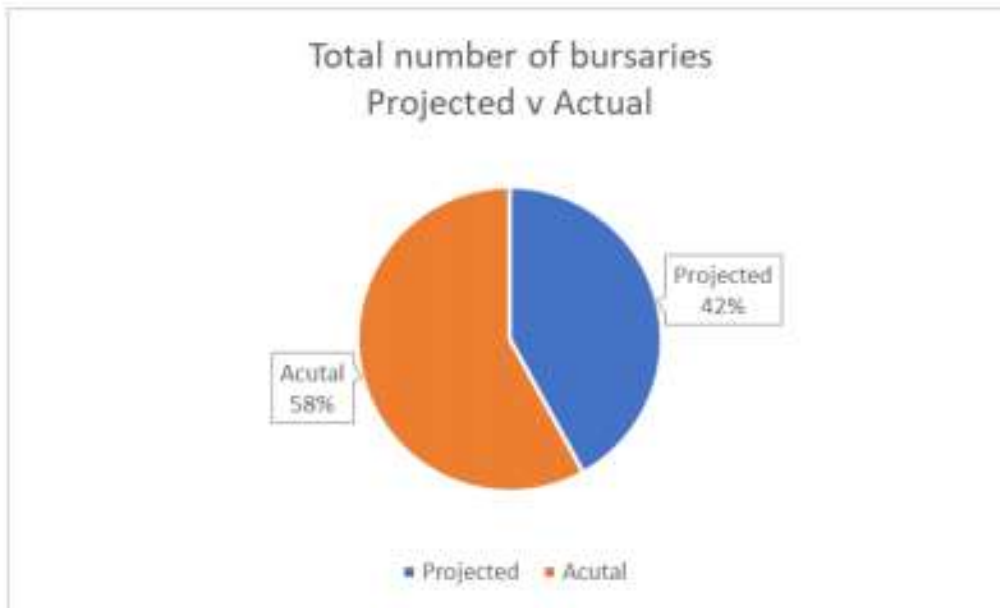
Key outcomes

- The awarding of 130 bursaries to support new tutors into FE
- The production of videos highlighting different areas of teaching and showcasing SELEP's investment in facilities also (e.g. Stansted Airport college)
- A dedicated website – www.becomealecturer.org hosting the videos, vacancies and supporting information
- Delivered by FE Sussex, working with other FE and provider networks



Key outcomes

Project received an extension last year and exceeded targets



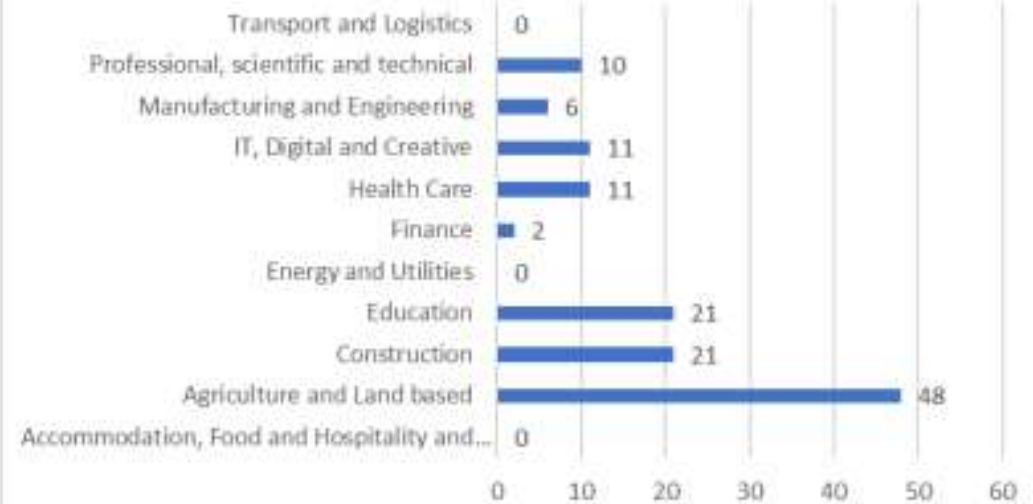


Match funding and applications

Total project match funding



Number of applications per Priority Sector





Case Study

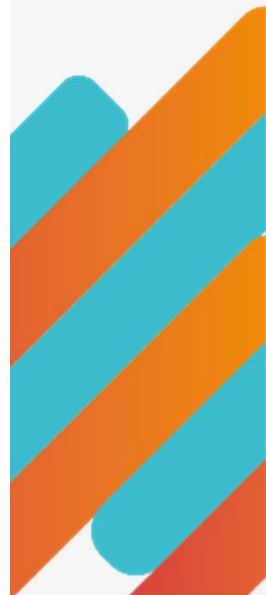
Sean McLaughlin, Plumpton College



Sean decided on a career change in his late 30's and to improve skills enrolled on an environmental course at Plumpton College. After his training he set himself up in his own business and over the next 10 years established a track record as a reliable and high-quality forestry and firewood company. During this period he helped train volunteers from a local charity to use chainsaws.

When he saw a job advertised for a teacher of forestry at the college he decided to apply as he felt he could now put something back into the system. "Since I joined Plumpton I have broadened my skills and now teach not only forestry but on a range of other courses. Helping and shaping young people attracts me to the job and it is immensely satisfying. Sure, it is hard work studying for teaching qualifications but the rewards are great".

Sean would recommend anyone who has vocational qualifications and experience to consider teaching as a career move. "I haven't looked back since I changed jobs. The college and sector have supported me to become a qualified teacher and the bursary has enabled this to happen. As a result I am keen to continue to train the next generation in forestry and landbased industries".

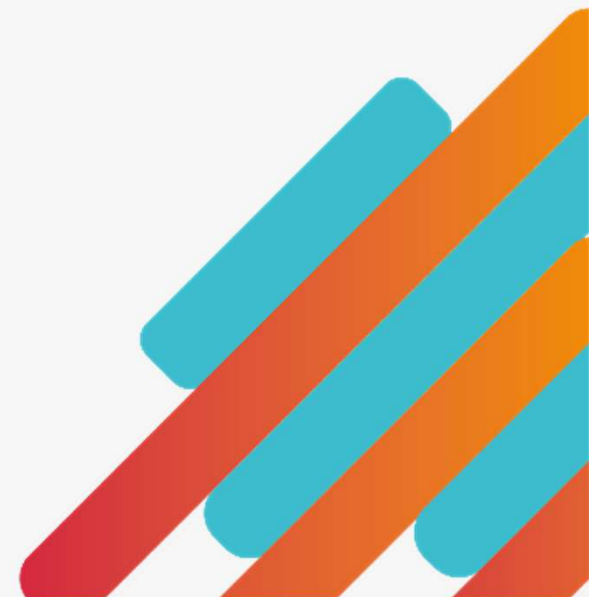




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National application of the project

- The project has received a lot of interest from other LEP areas, who face similar issues
- We regularly share details of the project with national bodies and government and highlight in presentations
- This remains an issue and the project will help with further focus and investment (e.g. with our major projects)
- The Skills for Jobs White Paper included the commitment to '*a nationwide recruitment campaign to get more talented individuals to teach in FE*'





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Feedback from the FE Sector

For the past few years we have had difficulty in recruiting and retaining teachers of maths, English, science (chemistry and physics) and engineering. The SELEP campaign has enabled us to provide financial and practical support for new teachers when undertaking in-service training for teaching qualifications which has been an incentive for recruitment and retention – **Bexhill College**

Principal

The SELEP bursary programme has enabled us to train a number of staff who have joined the college straight from industry and perhaps more importantly, establish a peer coaching and development network using advanced practitioners from across the college. **Plumpton College Principal**

The SELEP bursaries have enabled us to continue to offer support to new teachers to gain a PGCE despite the pressures on our budgets. It has been an attractive part of a recruitment package which has drawn experts from industry into teaching. **Colchester Institute, Director of HR**



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Website and videos



[Videos about Becoming a Lecturer \(becomealecturer.org\)](https://becomealecturer.org)

