

# TeachVac Newsletter

May 2017

Our Monthly Newsletter for Schools

## Welcome To The New TeachVac Newsletter

The main recruitment season for September may now have passed its peak. TeachVac has already issued 'red' alerts for both English and Business Studies, meaning schools anywhere in the country may face recruitment problems in this subject. TeachVac has already recorded twice as many vacancies in Business Studies since the 1st January 2017 than there were recorded trainee numbers in the 2016 ITT census. This means that no school will be able to rely upon recruiting a new entrant to the profession for the remainder of 2017 and most vacancies will have to be filled either from returners or teachers changing schools. The only other alternatives are Teach First and use of the School Direct Salaried programme. Neither are available to all schools.

The next subject to reach this situation will be English. We expect that warning to be posted sometime in May, probably before the middle of the month, but the exact timing is uncertain at this point in time. At the other end of the scale, PE, Art and Music are subjects where trainee numbers remain plentiful in relation to vacancies posted so far this year. All these subjects, along with aspects of Design and Technology, have seen slower recruitment patterns this year than in most other subjects. This suggests that to the extent that jobs are being lost or teachers leaving are not being replaced, it is more obvious in these subject. Research evidence from other sources suggests that teaching time in these subjects has been reduced and that may affect the demand for teachers.



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A rise in pupil numbers in some parts of England may still be masking pressure on school budgets. How long that trend will remain is uncertain in view of the publicity about the possible effects of the new funding formula on some schools plus general cost pressures. Of course, schools using TeachVac can reduce their recruitment costs, in some cases to nil.

Across the remainder of the subjects tracked on a daily basis by TeachVac, the percentage of remaining trainees as calculated against vacancies posted so far in 2017 remains where we would expect it to be at this time of year, between 35-45%.

The other concern is that recruitment into teacher training for 2017 is under pressure with some subject behind where they were at this point last year. Another recruitment round into training of similar proportions to that of 2015 would not be good news for the 2018 labour market for classroom teachers even if budget pressures were to reduce the number of jobs on offer. Of course, the other driver of vacancies is the rate of departure from the profession. There seems little to change that rate for the better, especially for teachers with three to five years of service, despite the evidence on both workload and pay.

It is not clear what effect, if any, the snap general election will have on staffing in schools. There are around 80,000 teachers in their fifties currently in the profession. How these teachers react to a policy of selective schools across the country could have a real effect on the labour market going forward.

## What Is TeachVac?

TeachVac, [www.teachvac.co.uk](http://www.teachvac.co.uk), is a **FREE** vacancy matching service for schools and teachers.

TeachVac was designed by teachers and professionals with many years experience of the education system. We had concerns about the rising costs of advertising for teaching positions, especially within the primary sector. We are not affiliated to any other companies and run completely independently. Our concerns are now being echoed by others.

Two years ago, with the main aim of saving schools money we landmarked a Free National Vacancy Service for teachers and school leaders. Trainee Teachers have embraced the service and have signed up whilst in their last year of training to get ahead. Qualified teachers have also signed up with us, those looking to relocate, for promotion, or looking to return to the profession following a break.

TeachVac is designed to be quick and easy for schools to use and all you need is basic IT skills. Registering a job takes about 30 seconds!

The system works by matching the jobs you post with the requirements of applicants who have registered with TeachVac. After TeachVac has alerted potential applicants to your job vacancy (this happens daily), it is up to the applicant and your school to liaise directly, TeachVac does not get involved. Applicants apply directly to your school, or use your preferred application process.

The process requires you to have details of your vacancies on the school web site. If you do not have an active web site simply check a box when you register and TeachVac will create a job portal for you. All the jobs you register will automatically appear there until their closing date. The jobs will be removed automatically by the system after the closing date, if the position needs to be re advertised, then follow the same procedure, again, at no fee. It is a closed system so commercial agencies and similar are unable to trawl our system and try and offer you their services.

Due to our unique processes, we have been called upon by a variety of government committees and the BBC to supply statistical data and information on teacher recruitment and retention. It is an exciting time of transition for the teacher recruitment market and we are proud to be able to offer an established and completely free national service.

To re-iterate, TeachVac does not charge schools or applicants for adverts or appointment.

## Other Services

Do you use TeachVac to save you money on recruitment. TeachVac is free to schools and applicants alike.

There is a free jobs portal available to schools - details can be found on the front page of [TeachVac](http://www.teachvac.co.uk).

Our new service, [TeachSted](http://www.teachvac.co.uk/teachsted) is available to support schools undergoing an Ofsted inspection.

May 2017						
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June 2017						
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