



TEACHER TRAINING PROPOSAL

OVERVIEW

At Grad2Teach, we help schools build a pipeline of future teachers by recruiting high-potential graduates, career changers, and talented support staff—and supporting them into the profession through salaried, school-based training.

Our model is designed to solve the real recruitment and retention challenges schools face. Trainees are employed from day one, embedded in your team, and guided through a structured training pathway that leads to QTS—or an accredited NCFE Customised Qualification, should they follow an alternative route. This qualification provides a valuable milestone for support staff and career changers, even if they don't complete the full programme. It's a practical, low-risk approach that brings flexibility, reduces recruitment costs, and builds long-term capacity.

Our trainees contribute from the start: supporting lessons, covering classes, and growing into confident professionals shaped by your school's ethos. We don't just train teachers; we help you build your future team.

A smiling male teacher with short brown hair, wearing a dark blue shirt, stands in a classroom. Behind him is a whiteboard with a marker and a piece of paper that says "SP The day was cloudy and cold". The image is partially covered by a large red geometric shape on the left and bottom, and a dark blue shape on the right.

ABOUT US

Grad2Teach is an Initial Teacher Training provider offering high-quality, qualification-led training in partnership with Coventry University's National Institute of Teaching and Education (NITE). We work with schools nationwide to give graduates, career changers, and support staff the opportunity to become fully qualified teachers through salaried, flexible, in-school training.

Trainees working through our programme also complete an NCFE Customised Qualification—either to prepare for our PGCE or Apprenticeship route with NITE, or to build evidence on our Not Only Assessment programme. This accredited award provides formal recognition of progress and impact, even for those not pursuing QTS immediately.

Our Level 4 qualifications are particularly beneficial for trainees in support roles, offering professional development and recognition even if they do not intend to become classroom teachers. This increases their confidence, enhances their impact, and expands the ways in which they can be deployed across your school.

We offer tailored advice and continuous support throughout every stage of the programme, and our thriving alumni network ensures our trainees remain part of a connected, well-supported professional community. The result: confident, capable educators who stay in the classroom and contribute to school communities for the long term.

PHASE 1

A YEAR OF PROGRESSION

Preparing for Teaching, Step by Step

Every trainee on the Grad2Teach programme completes a structured, school-based qualification through NCFE during Phase One. These school-based customised qualifications through the NCFE are designed to build progressively—creating a full year of meaningful development before formal ITT or Assessment-Only (AOR).

Trainees begin at the right level for their role and experience, and can move forward when they're ready. The qualifications are also standalone—meaning a school can trigger an ITT route (PGCE, PGTA or Apprenticeship) at the point that best aligns with their context, timetable and budget, and the trainee's readiness.

The programme supports:

- Entry-level support staff, building confidence and recognition
- Graduates preparing for Phase Two (PGCE or Apprenticeship)
- Unqualified teachers and career changers developing evidence for Assessment Only

These qualifications are:

- Accredited by NCFE
- Delivered alongside salaried, in-school training
- Reflective, practical, and portfolio-based
- Designed to stretch across a full academic year or trigger progression at any point

This flexibility allows schools to offer a bespoke training journey that meets both their workforce needs and the development timeline of the trainee—without compromising on quality or structure.

NCFE LEVEL 4 QUALIFICATIONS OVERVIEW

Tailored Pathways to Suit Every Trainee

Each Grad2Teach trainee completes one or more NCFE-accredited Level 4 customised qualifications during Phase One, selected according to their prior experience and intended progression route. These customised qualifications are flexible, practical, and stackable—allowing trainees to build momentum and schools to trigger formal ITT at the most appropriate stage.

Level 4 Award in Teaching Fundamentals

A short, accessible introduction to the core principles of classroom practice. Ideal for support staff, graduate interns or career changers exploring teaching as a next step. Covers safeguarding, professional conduct, and the role of the adult in the classroom.

Level 4 Certificate in Applied Teaching Techniques

Designed for trainees who are actively delivering learning or working towards increased classroom responsibility. Focuses on planning, assessment, behaviour, inclusion, and effective teaching techniques within the school setting.

Level 4 Certificate in Advanced Pre-ITT Practice

A deeper, developmental qualification for those preparing to enter PGCE, PGTA or Assessment Only routes. Emphasises independent practice, subject-specific pedagogy, professional reflection and readiness for QTS-level assessment.

Each qualification stands alone as a recognised achievement and also forms part of a progressive training journey—allowing schools to tailor development to their staffing plans and timelines.

THREE ROUTES TO QTS AT A GLANCE

Grad2Teach supports three nationally recognised routes to Qualified Teacher Status (QTS). Each is tailored to suit different levels of experience, funding models, and school contexts. We help schools choose the best option for their trainees based on budget, timetable, and readiness.

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PGCE with QTS (via NITE)

- University-led academic route
- 60 Master's credits and full QTS
- Funded by Student Finance or school (£2,300/term)
- Ideal for: career changers or those who benefit from academic structure

Postgraduate Teaching Apprenticeship (PGTA)

- Funded via the Apprenticeship Levy
- In-school training plus off-the-job learning
- Salary grants available in shortage subjects
- Ideal for: schools with eligible levy access and structured timetables

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Assessment-Only Route (AOR)

- For experienced unqualified teachers (2+ years)
- Grad2Teach adds structured support, unlike many AOR-providers
- No tuition fees; assessment fee in final term (subject to change so be sure to check before applying)
- Ideal for: strong, experienced practitioners not needing retraining

A smiling man with a beard is shown from the chest up, positioned on the right side of the frame. Behind him is a chalkboard with mathematical equations written on it, including $\sqrt{2} + 2\sqrt{3}$ and $(\sqrt{2} + 2\sqrt{3})^2$. The background is a dark blue gradient with geometric shapes.

ASSESSMENT ONLY DONE DIFFERENTLY

Not Only Assessment

Grad2Teach's AOR pathway doesn't just assess candidates—it prepares them. We offer a structured, supportive model to help experienced teachers build evidence, refine practice, and confidently meet the Teachers' Standards.

Unlike traditional AOR providers, we recommend a three-term preparation period before assessment. This allows trainees to engage in meaningful development without stepping out of school.

What makes our model different?

- Phase One Training based on the Core Content Framework
- Fortnightly Study Groups to explore standards and share best practice
- Mentor support and feedback, where schools choose to offer it
- Ongoing portfolio guidance from Grad2Teach coordinators
- No missed school days: all training happens outside teaching hours

Whether a trainee is ready in three terms or needs more time, our flexible approach ensures readiness is driven by quality—not a deadline.

AOR – STRUCTURE, SUPPORT & SUCCESS

How We Support AOR Trainees
Our approach includes:

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Structured Training

- Core areas: safeguarding, lesson planning, behaviour, assessment
- Mapped to key Teachers' Standards

Study Groups (every 2 weeks)

- Guidance on evidence gathering
- Shared discussion on best practice and reflection

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Portfolio Development

- Help compiling lesson plans, pupil progress data, and reflections
- Grad2Teach support throughout the process

Optional Mentor Observations

- No formal mentor required—but encouraged
- Feedback from qualified staff helps build strong portfolios

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5

Contrasting Placement (if required)

- Help compiling lesson plans, pupil progress data, and reflections
- Grad2Teach support throughout the process

Final 12-Week Assessment Phase

- Portfolio submission
- External assessor observations
- Award of QTS upon successful completion

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OUTCOME

Schools gain confident, proven teachers—without losing them to off-site courses.

It's a cost-effective, developmental route to QTS that keeps trainees where they belong: in the classroom.

RECRUITING THE RIGHT PEOPLE

Grad2Teach partners with schools to strengthen their workforce —by placing high-potential new recruits and by developing staff already embedded in your setting.

We actively recruit aspiring teachers year-round, including:

- High-potential graduates
- Career changers with valuable industry experience
- Professionals returning to education or looking for meaningful careers
- Talented support staff already working in schools

Our recruitment is proactive. We use:

- National advertising across job boards, Google, and social media
- University and teaching network partnerships
- Targeted PPC and SEO campaigns

This ongoing approach means we maintain a live talent pool—ready to respond quickly when your school needs it.

We also welcome referrals. Many of our strongest trainees come directly from schools—people already aligned with your values and culture. Investing in these individuals boosts retention, morale, and long-term staffing stability.

WORKING WITH GRAD2TEACH

Whether you're looking to train a career changer, promote a valued member of your support team, or fill a specialist subject gap, Grad2Teach makes the process simple and tailored to your school.

How It Works:



We handle the recruitment, compliance, qualification delivery, and training. All you need to do is support and mentor the trainee as they grow into a confident, capable member of your team.

FEES, FLEXIBILITY & FAIRNESS

Investing in Trainees, Supporting Schools, and Building Long-Term Retention

At Grad2Teach, we believe great teacher training should be affordable, transparent, and built around long-term value—not hidden costs.

What You're Paying For:

We employ and pay all of our trainees directly. That means:
The entire salary, including pension and NI contributions, is paid by Grad2Teach

Schools are simply charged a termly facilitation fee to support the trainee's placement, training, qualification, compliance, and learner support

In many cases—especially where you refer a trainee yourself—the school pays no additional cost at all beyond the salary you were already planning to offer.

Why schools choose this model:

No introduction or transfer fees, ever - not for trainees, ECTs or experienced alumni

Significantly more cost-effective than recruitment agencies

Built-in flexibility
-if a school can't continue, we support handover to a compliant partner

Retention-focused - we aim for trainees to stay and grow with your school

See What It Could Look Like for Your School:
Every school is different — and so is every budget.

Get in touch to receive a personalised outline of how Grad2Teach's funding model could support your staffing needs.



OUR RETENTION PROMISE

We never charge a fee if you retain your trainee post-qualification. In fact, that's the goal. Many schools go on to employ their Grad2Teach trainee as an ECT or even promote them—without any additional cost..

FUNDING & RETENTION PHASE 2 SUPPORT

Tailored Funding Support for Every Route

As trainees progress into Phase Two, we continue to work closely with schools to ensure funding options are clear, cost-effective, and retention-focused.

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PGCE Route

- Schools can choose to sponsor trainee university fees (£2,300 per term)
- Sponsorship improves retention and allows flexibility in training timeline
- Trainees sign retention agreements to commit beyond the training period

Teaching Apprenticeship (PGTA)

- Fully funded via the Apprenticeship Levy
- No university fees for the school or the trainee
- Salary grants of up to £29,000 available (subject to phase/subject)

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Assessment-Only Route to QTS (AOR)

- University assessment fees apply only in the final term
- We cover 100% of the assessment fee if the trainee remains in a Grad2Teach placement for more than two terms
- This makes AOR one of the most affordable and sustainable routes to QTS

SUPPORT AND TRAINING

Phase 1 Training

At Grad2Teach, every trainee follows a structured, school-embedded training journey designed to develop confident, qualified educators. We combine real classroom experience with accredited qualifications, reflective learning, and expert guidance—all tailored to the realities of your school setting.

Phase One: Foundations for Practice

- All trainees complete a Level 4 NCFE Customised Qualification
- Four structured training days delivered outside teaching hours
- Independent reflection through a professional learning journal
- In-school observations and goal-setting via tripartite meetings
- Optional coaching to support wellbeing and professional growth

Trainees remain salaried and active in their roles throughout Phase One. Progression into formal Initial Teacher Training (Phase Two) can be triggered at a time that suits both the trainee and the school, offering a flexible, personalised route to QTS.



SUPPORT AND TRAINING

Phase 2 Training: Initial Teacher Training (PGCE, PGTA or AOR)

Trainees transition into one of three recognised ITT pathways:

- PGCE with QTS (via Coventry University)
- Postgraduate Teaching Apprenticeship
- Assessment Only Route (Not Only Assessment model)

Training is designed to complement—not interrupt—the trainee's school role.

Phase Two includes:

- **Regular** weekly training (for PGCE trainees)
- Assignment or portfolio development
- University or Grad2Teach-led observations
- Ongoing mentoring and review meetings

From beginning to end, the Grad2Teach programme is about building capable, confident professionals who grow in their school and stay for the long term.

SUPPORT AND TRAINING

Phase 2 Training

As a Grad2Teach trainee, we will support and advise on all applications to Coventry University (NITE), to guarantee the best chance of successfully completing the PGCE and achieving QTS. Once successfully on the PGCE course, all trainees will be allocated a mentor from the university and given expectations including assignments and online learning.

There is an expectation that all trainees attend virtual Intensive Training and Practice (ITAP) training sessions which take place once a term for seven days each. Additionally, as per QTS requirements, trainees will spend a minimum of 3 weeks at a contrasting school (depending on route requirements), and Grad2Teach will help arrange this. They will also need to research and complete one assignment per term, all of which are uploaded onto the university platform. Again, we are here to support trainees and schools with this.

By the end of this Phase, successful trainees will achieve a PGCE with QTS and 60 credits towards a Master's degree.

For more information on the PGCE with QTS, please visit our partner university's website:

PGCE with QTS | Postgraduate Certificate in Education with Qualified Teacher Status (2025-26) | Coventry University

OBSERVATIONS, MENTORING, AND COACHING

At Grad2Teach, we believe that great training relies on great relationships. That's why we place structured support at the heart of every placement—ensuring that mentors, trainees, and Grad2Teach staff work together to develop confident, capable teachers.

Mentoring & Tripartite Support

Each trainee is paired with a school-based mentor who meets with them weekly to review progress, set goals, and provide feedback. Grad2Teach conducts three tripartite meetings per phase, bringing together the mentor, trainee, and a Grad2Teach training coordinator to review development and offer guidance.

We also:

- Provide clear guidance and templates for mentors
- Offer optional mentor training via our partner universities
- Respect mentor capacity by integrating with your school's systems

Observations & Feedback

Trainees are regularly observed both by their in-school mentor and by Grad2Teach staff.

These observations are used to:

- Track progress toward the Teachers' Standards
- Celebrate strengths and identify focus areas
- Inform tailored support throughout the programme

Optional Coaching for Trainees

Trainees also have access to Grad2Teach's confidential coaching offer—designed to support wellbeing, reflection, and personal growth. Using structured frameworks (e.g., the Wheel of Life), coaching allows trainees to:

- Reflect on challenges
- Reframe difficult moments
- Set sustainable goals
- Build long-term resilience
- Coaching is optional—but highly valued by trainees who access it.

LET'S BUILD THE FUTURE OF YOUR SCHOOL, TOGETHER

We're here to help you develop, retain, and grow your next generation of great teachers—flexibly, affordably, and with the right support every step of the way.

Whether you're ready to place a trainee, want to develop your support staff, or just want to explore how Grad2Teach could work for your setting—we'd love to hear from you.

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WEBSITE

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