



MAT EXCELLENCE
AWARDS

Who would want to work in Education?

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Education Group

14:10 – 14:30



#MATExcellenceAwards

Who Would Want to Work in Education?

Presented by

Penny Swain, Education Talent Solutions Director



Recruitment Headlines....

**Where have all the teachers gone?
Classroom brain drain as Britons
lured abroad**

**'It's everyone's worst nightmare':
Schools hit by teacher training crisis**
Four in ten teacher trainers report more difficulty in placing recruits
as schools struggle to mentor trainees

Employment 'worst it's ever been' as pay and conditions put graduates off profession

**DfE on course to recruit less than
half of required secondary teachers**
Analysis of new government recruitment targets shows teacher
supply is 'spiralling out of control'

**Headteachers warn UK facing
'dangerous' teacher shortage as
recruitment crisis deepens**

**Just 23% of teachers
would 'certainly'
train to teach again**

**7 NFER stats revealing how abysmal
teacher recruitment is getting worse**

New report shows primary applications have plunged, with 14 of 17
secondary subjects on track to underrecruit

DfE Workforce Census Data 2023

- More teachers and support workers in our schools than ever
- Big drop in graduate recruitment but a big increase in people returning to the sector and career changers
- Numbers retiring each year is reducing

Changing the headlines.....

We must show that the grass is greenest in our schools

We need a teacher 'propaganda parade', says Carter

I traded corporate life for teaching at 63 – retirement's not for me

Richard Lewis says working at 70 keeps him mentally and physically healthy, and he can't imagine giving it up



It isn't all about salary or silver bullets

Careers are squigglier and will leave and join but the WHY matters

Attitudes to higher education have changed

Pre-set narrative, social media and authenticity

Modern workforce is different

100 year life

There are many positives to a career in education so why don't we say it?

Human leadership and leadership disconnection

Expectations of employers have changed

Graduates are increasingly less sticky

Career with purpose and not on a conveyor belt

Other professions are changing and that is a big threat

Considerations

- Leadership people management training
- Invest time in connection
- Review your external messages – adverts, inclusion
- Embrace flexibility
- Apprenticeships for school leavers, graduates and career changers
- Does your People Strategy support you becoming future fit?
- Change the narrative – internally with each other, pupils, externally

Good Luck!

