



## Cambridgeshire Paid Teacher Internships

A two year teacher internship programme: an alternative route to Qualified Teacher Status.

### What our current interns think....

“I would recommend this approach to teacher training, especially for someone who is coming to teaching from another profession.”

“It is so reassuring to be based in a school that will support you. “

“My school is as invested in my training as I am.”

“It's paid! I simply could not have afforded to pay £9k for a PGCE and not be earning.”

### Benefits for the intern

- ✓ A chance to build up your skills and experience gradually; getting you ready for teacher training in year 2.
- ✓ Earn a salary during both training years.
- ✓ Build a solid relationship with your school.
- ✓ Training costs in year 2 are covered by the apprenticeship levy.

### Benefits for the school

- ✓ The chance to ‘grow your own’ staff.
- ✓ The chance to future-proof staffing issues, in a difficult recruitment climate.
- ✓ Mentoring opportunities for your existing staff.
- ✓ The opportunity to use your apprenticeship levy funding in year two.

### How it works

Potential interns apply to the programme via [TeachinCambs](#) and are interviewed by representatives of the internship team. If interns are successful at interview, the internship team will look to find a suitable school for them to be placed. Most interns already work in a school and are put forward for the internship by the school.

Potential interns must have:

- A **degree** (for secondary, your degree must be relevant to the subject you want to teach)
- A **GCSE grade C/4 in Maths and English** (and in **Science** if a primary teacher) or equivalent.

## Year one (September – June)

Interns will start in September and complete year one in June. Your school pays them NLW<sup>1</sup> from 1<sup>st</sup> September to 30<sup>th</sup> June (this is 29 hours per week, term time only, at the national living wage).

This is a **pre- initial teacher training** (pre-ITT) year. Interns will work as a Teaching Assistant, gradually increasing their experience of whole class and small group teaching as the year progresses. Interns attend a training session every fortnight delivered by advisers at the County Council and other specialists and practitioners. The training sessions focus on introducing interns to key themes such as reflective practice, behaviour management, phonics, curriculum, engaging with parents, adaptive teaching, planning and assessment. Interns complete follow up activities in school related to the training curriculum, as well as a reflective journal. Each intern has a mentor within their own school, with whom they will meet on a regular basis to support them with the programme.

## Year Two (July - June)

Teacher interns will move on to complete initial teacher training (ITT) through the **Postgraduate Teacher Apprenticeship** and gain their QTS at the end of this year (N.B. the apprenticeship year runs from July to June). This part of the programme is **delivered by a local ITT provider** and will involve working as an Unqualified Teacher with some timetabled teaching, supervision from a mentor in school, as well as one day of training per week.

### Total costs involved:

#### Year 1 (Sep-June)

- £600\* (for fortnightly training term time sessions, school visits, monitoring between the school and county council, apprenticeship recruitment process facilitation and programme management) paid by the employing school/MAT.
- Salary: at least national living wage (approx. £10,500)

#### Year 2 (July-June)

- Up to £9250 (for training from the ITT provider) paid for by the apprenticeship levy.
- Salary : Unqualified Teacher rate 1 (July to June). Main Pay Scale from July (of year 2) onwards (assuming QTS is granted).

\*Fees reviewed each year.

## Contact:

Schools recruitment at [schools.recruitment@cambridgeshire.gov.uk](mailto:schools.recruitment@cambridgeshire.gov.uk) to discuss further.

[www.teachincambs.org.uk/train-to-teach/cambridge-paid-teacher-internship/](http://www.teachincambs.org.uk/train-to-teach/cambridge-paid-teacher-internship/)

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<sup>1</sup> If you already have an employee (e.g. a TA) who you would like to support as a Teacher Intern, they don't necessarily have to take a pay cut – you could keep them on their original salary.