

**To: Heads of higher education institutions
in Wales providing initial teacher training
(ITT) courses**

Reference: W04/72HE
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Response By: Monday 17 January 2005
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ITT INTAKE TARGETS 2005/06

I am writing to inform you of the initial teacher training (ITT) intake targets for the sector for 2005/06 (see letter from the Welsh Assembly Government Teaching and Leadership Division at **Annex A**). As you know, the Welsh Assembly Government has announced that a full review of initial teacher training provision will be instituted and that details will be announced this autumn. The aim of the review will be to consider how intake targets, courses and course availability can deliver teachers with Qualified Teacher Status to better meet the needs of maintained schools in Wales. However, if any results from this have implications for initial teacher training courses, this is unlikely to be before those starting in 2006 at the earliest, and possibly later.

In the meantime, although the Minister for Education and Lifelong Learning wishes to avoid making major changes in initial teacher training intake numbers, the Welsh Assembly Government needs to consider whether to make any changes to intake targets for 2005-06 compared with 2004-05 in the light of the factual information available and to take account of policy considerations.

PRIMARY TARGETS

The Assembly letter highlights the Minister's conclusion that based on evidence from various sources, there should be reductions to the primary intake targets for the 2005-06 academic year. A range of options has been considered and the Minister has concluded that a reduction of about 5% should be made. This figure is considered sufficiently large to start to have an impact on a projected over-large number of primary NQTs but (recognising the point at which this change is being made) should not have a significant impact on individual institutions.

HEFCW and providers are asked to note that a further reduction in primary numbers – equal to about a 10% reduction on 2004-05 numbers – is likely to be in place for 2006-07 entry. HEFCW

has been asked to consider the implications for this proposal with Teaching and Leadership Division in Spring 2005.

The Minister's letter reinforces the message that although there are reductions in intake numbers, efforts must continue to be made to ensure that over-recruitment against targets does not occur. The Council has been asked to continue to maintain financial and other efforts to prevent ITT providers from over-recruiting. We will therefore continue to apply the penalty arrangements for over-recruitment to Primary provision as set out most recently in HEFCW Circular W04/04HE (3 February 2004). These arrangements continue to allow for one year of abnormal recruitment. However, if institutions are seen to be using this allowance to over-recruit in alternate years, the penalty arrangements will be re-visited.

Circular W04/04HE confirmed that from 2005/06 onwards the numbers resulting from any penalties applied will be transferred to secondary non-shortage and/or non-PGCE provision. Any institution which therefore over-recruits by more than 5% in 2005/06 (and has also over-recruited by more than 5% in 2004/05) will have the standard penalty applied but will not have an opportunity to regain the targets the following year, neither will they be distributed to other Primary providers.

SECONDARY TARGETS

The Minister takes the view that now is not an appropriate time to make major changes in secondary ITT intake numbers. The Minister is keen to keep up the emphasis placed on the secondary sector, and virement flexibility into undergraduate secondary from undergraduate primary targets, and into the postgraduate secondary non-priority target total from the postgraduate primary target total, will continue to be allowed. HEFCW have been encouraged to continue to make use of both these flexibilities wherever possible or practical.

It has been the practice of the Council to invite providers to collaborate in the meeting of intake targets by indicating to the Council where they would wish, and be able, to take additional secondary numbers and where they might be prepared to surrender some of their numbers for reallocation to other institutions. This practice was again confirmed by the Council at its meeting on 20 October 2004.

Institutions offering secondary provision are invited to assist the Council in meeting secondary intake targets by indicating where they would wish, and be able, to take additional secondary numbers and where they might be prepared to surrender some of their existing numbers for reallocation to other provision/institutions. We would also like to invite formal proposals from institutions for existing and new provision building on current courses in secondary ITT subject areas for consideration by an officer group, including representation from Estyn in January 2004.

A small amount of funding will be available for the development of successful new provision for commencement in 2006/07. However, institutions which wish to make a case to offer new provision in 2005/06 may do so. Up to £5,000 per course will be available in support of successful proposals, and costings for such developments should be included within the proposal.

The Council will allocate additional numbers in accordance with Assembly virement rules, and in line with what it believes to be realistic and achievable institutional targets. To help this process, I attach at **Annex B**, a table showing last year's distribution between institutions.

Numbers for redistribution in 2005/06 will be obtained from the following sources:

- *Over-recruitment in primary provision*
- *Under-recruitment in secondary provision*
- *Existing numbers surrendered for reallocation to other secondary provision/institutions*

I should be grateful if your proposals for the allocation of intake targets for existing provision, and/or for the development of new provision, could be addressed to Ms Karen Jones, here at the Council, by **Monday 17 January 2005**. Guidance for the submission of such proposals is attached at **Annex C**. Proposing institutions should pay particular attention to providing evidence of the market for any new provision. We hope to notify you of secondary targets by the end of February 2005.

Yours sincerely

PROFESSOR PHIL GUMMETT
CHIEF EXECUTIVE

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Our Ref: SF/JD/0378/04

Dear Professor Gummett

INTAKE TARGETS FOR INITIAL TEACHER TRAINING 2005-06

I am writing to let you know the intake targets for initial teacher training for the 2005-06 academic year.

Background

As you know, the Welsh Assembly Government has announced that a full review of initial teacher training provision will be instituted and that details will be announced in the autumn. The aim of the review will be to consider how intake targets, courses and course availability can deliver teachers with Qualified Teacher Status to better meet the needs of maintained schools in Wales. However, if any results from this have implications for initial teacher training courses, this is unlikely to be before those starting in 2006 at the earliest, and possibly later.

In the meantime, although the Minister for Education and Lifelong Learning wishes to avoid making major changes in initial teacher training intake numbers, the Welsh Assembly Government needs to consider whether to make any changes to intake targets for 2005-06 compared with 2004-05 in the light of the factual information available and to take account of policy considerations.

Primary

The latest first destinations survey shows that of the total number of students completing ITT courses in 2002-03 for whom their first destination was known, only about 52% were in teaching posts in Wales. The provisional results from the latest school census showed that vacancies advertised in primary schools between 1 January 2003 and 31 December 2003 had an average of 19 applications per vacancy. The provisional results from the latest school census also showed that at January 2004, in line with recent trends, primary schools saw a fall of over 4,500 pupils. These results also show that primary pupil numbers have fallen every year since 1998.

Coupled with strong anecdotal evidence, we clearly have considerable numbers of primary teachers who are having difficulty obtaining posts in Wales and there is unlikely to be a significant change in that position in terms of school places available. Over-recruitment penalties are helpful and welcome but do not affect significantly the intake target numbers. Our conclusion is that we are producing too many NQTs from ITT courses numbers at present.

The Minister has therefore concluded that there should be reductions to the primary intake targets for the 2005-06 academic year. A range of options has been considered and the Minister has concluded that a reduction of about 5% should be made. This figure is considered sufficiently large to start to have an impact on a projected over-large number of primary NQTs but (recognising the point at which this change is being made) should not have a significant impact on individual institutions.

Ideally, we would have preferred that any change should reflect an appropriate balance between undergraduate (UG) courses and PGCE; however, unless changes are made to PGCE now, the effect of changes on the exit numbers will not be realised in any numbers until 2008 at the earliest (when NQTs would first emerge from reduced 3 year UG courses). So we have adopted a dual strategy of reducing numbers for both UG and PGCE now, with the aim (all other things being equal and depending on a variety of factors such as any outcomes from the review of ITT provision) of some reinstatement of PGCE later - possibly at the expense of further UG change.

In the short term, HEFCW and providers should note that a further reduction in primary numbers – equal to about a 10% reduction on 2004-05 numbers (about 115 places, 65 UG and 50 PGCE) – is likely to be in place for 2006-07 entry. HEFCW is asked to consider the implications for this proposal with Teaching and Leadership Division in Spring 2005.

The Minister would like to reinforce the message that although there are reductions in intake numbers, efforts must continue to be made to ensure that over-recruitment against targets does not occur. HEFCW is asked to maintain its financial and other efforts to prevent initial teacher training providers from over-recruiting.

Secondary

No changes are proposed to secondary targets. The Minister is keen to keep up the emphasis placed on the secondary sector, and virement flexibility into undergraduate secondary from undergraduate primary targets, and into the postgraduate secondary non-priority target total from the postgraduate primary target total, will continue to be allowed. We would encourage HEFCW to make use of both these flexibilities wherever possible or practical.

Action

The intake targets for initial teacher training for the 2005-06 academic year are set out in the table in the annex attached. These form the basis of the Welsh Assembly Government's forecast demand for newly qualified teachers to which the Higher Education Funding Council for Wales is required to have regard under section 5(4)(a) of the Education Act 1994.

As usual, the intake targets do not include separate Welsh medium intake targets, not least because splitting subject intake targets between Welsh medium and English medium could produce exceptionally small and unmanageable cohorts. There are also wider issues about what might be

appropriate targets; this is one of the factors to be considered in the review of ITT provision. For the moment, HEFCW is asked to continue to encourage institutions to develop Welsh medium provision where possible.

These intake targets are only for distribution amongst initial teacher training institutions currently accredited by HEFCW. They do not include target numbers for the Open University.

We are content for HEFCW to exercise its discretion regarding virement between numbers providing it is within the limits set out in the annex attached. There may be instances where the individual secondary course numbers shown within phases need to be amended to manage provision at institutions. I am content for our staff to agree these amendments providing they do not result in a change to the overall phase or phase grouping targets.

If HEFCW has any significant concerns about the intake targets set out here, I would be grateful for a formal response within the next 5 working days. This would need to be accompanied by very strong factual evidence to support any arguments made. HEFCW should let institutions know of these proposals immediately to ensure that over-recruitment to courses does not take place, even if it proposes to make a formal response.

Yours sincerely

M HARPER

Intake targets 2005-06

	Undergraduate	Postgraduate	total
Primary	620	470	1090
Secondary	161	1159	1320
Total	781	1629	2410
<u>Secondary subjects: priority</u>			
Mathematics	35	100	135
English (including drama)	30	130	160
Science	13	187	200
Modern Languages	10	130	140
Welsh	15	60	75
Design & Technology	48	75	123
IT	0	50	50
sub total priority	151	732	883
<u>Secondary subjects: other</u>			
History	0	75	75
Geography	0	70	70
PE	0	95	95
Art	0	77	77
Music	10	35	45
RE	0	45	45
Business studies	0	25	25
Outdoor	0	5	5
sub total other	10	427	437
Total Secondary	161	1159	1320

Virement flexibility

- No virement flexibility between phases.
- No virement into the undergraduate or postgraduate primary target totals.
- Up to 5% virement flexibility into the undergraduate secondary target total from the undergraduate primary target total.
- Up to 5% virement flexibility into the postgraduate secondary non-priority target total from the postgraduate primary target total.
- No virement out of the postgraduate secondary non-priority target total.
- No virement into or out of the postgraduate secondary priority target total.

PROPOSALS FOR NEW PROVISION BUILDING ON CURRENT COURSES

The advisory group will use the following information to guide their consideration of the proposals:

- (a) the intake targets for ITT for 2005/2006 and subsequently (that is the forecast pattern of growth across subject areas);
- (b) the current provision in the proposing institution (ITT and other areas) and its relationship to the proposed development;
- (c) the extent to which the institution is able to meet targets within its current provision;
- (d) the provision in that subject area in other institutions and the extent to which targets and geographical coverage are currently being met;
- (e) evidence regarding the quality of provision at the proposing institution, based upon Estyn visits and reports;
- (f) the market for the proposed provision and evidence given in the proposal that it may address new 'pools' of possible applicants.

The proposal should comprise no greater than 2 sides of A4 and should cover the following areas:

1. The subject area of provision, the level (undergraduate or postgraduate) and, if appropriate, the length of the course. An indication of the proposed student intake.
2. A brief summary of the structure/content of the course (time spent in College/School, main subject areas covered, etc).
3. A rationale for the decision by the institution to move into the new area of provision.
4. Evidence of demand for the provision. This should include the outcomes of market research studies which have been conducted. Proposals addressing new 'pools' of possible applicants will be particularly welcomed.
5. A detailed breakdown of the costs of the proposed development and the resources which are/will be made available to offer the provision by the institution.
6. A commitment by the institution that it will have the staffing and support structures in place to enable the institution to deliver the subject proposed.
7. An indication as to whether the provision will be available partly or wholly through the medium of Welsh.

SUBJECT AREA	LEVEL	UW Aberystwyth	UW Bangor	UWIC	UWCN	SIHE*	TCC	TOTAL 2004/05
Art	UG							
	PG		17	43		19		79
History	UG							
	PG	23		15		37		75
Music	UG			10				10
	PG		15	22				37
								47
RE	UG							
	PG		15				30	45
English (inc. drama)	UG			30				30
	PG	30	30	20		54		134
								164
Geography	UG							
	PG	30				35		65
Business Studies	UG							
	PG					24		24
Mathematics	UG				25		10	35
	PG		22	26		51		99
								134
Sciences	UG						13	13
	PG	36	50	45		56		187
								200
Design & Technology	UG		20		28			48
	PG			25	28	22		75
								123
Information Technology	UG							
	PG		17		15	20		52
PE	UG							
	PG		32	65				97
Modern Languages	UG			10				10
	PG	22	20	48		35		125
								135
Welsh	UG			15				15
	PG	10	20	20		10		60
								75
Outdoor Activities	UG							
	PG		5					5
Total UG		0	20	65	53	0	23	161
Total PG		151	243	329	43	363	30	1159
GRAND TOTAL		151	263	394	96	363	53	1320

* Subject rationalisation: Transfer of funded numbers from UW Swansea to SIHE from 2004/05 onwards