



## Expression of interest

### Title: Further Education (FE) Teacher Comparators

Project reference: DFERPPU/2018/022

Deadline for expressions of interest: 3pm Friday 16<sup>th</sup> March 2018

### Summary

Expressions of interest are sought to provide expert analytical advice and analysis into how the department should compare the pay and conditions of Further Education (FE) teachers (or equivalents with other titles i.e. lecturer) with suitably comparable roles/professions in industry/other sectors. The research should commence by 1<sup>st</sup> May April 2018 with headline findings available by 11<sup>th</sup> June 2018.

### Background

This work will inform the Department for Education's policy thinking and development around FE teacher recruitment and retention. There is a gap in knowledge and understanding around which roles in other workplaces are comparable to FE teaching in terms of pay/conditions and/or skills/experience/qualifications. The Department needs to understand who the FE sector might be 'competing' against with regards to recruiting and retaining the best teachers with the best skills. Many teachers (or equivalents, e.g. lecturers) in FE come into the profession in later life having had experience in their 'home' sector/industry (ETF, 2014<sup>1</sup>). This suggests that FE might have to compete with these home sectors/industries as well as potentially schools and other sectors to recruit and retain their teaching staff. The Department wishes to understand these issues in greater depth and explore how teachers pay and conditions in the FE sector compares with other sectors/industries. This work will help the department identify what other roles and sectors/industries

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<sup>1</sup> ETF (2014a). *What needs to be done to promote teaching in further education as an attractive career option to top graduates and well-qualified industry professionals?* London: Education and Training Foundation. Available from: [http://www.et-foundation.co.uk/wp-content/uploads/2014/09/2014\\_03-premium-graduate-recruitment\\_short.pdf](http://www.et-foundation.co.uk/wp-content/uploads/2014/09/2014_03-premium-graduate-recruitment_short.pdf)

may be comparable and where disparities (e.g. on pay) exist. For example, this work might demonstrate to what construction industry level/role an FE construction teacher's pay/conditions would equate, but also to what level/role their skills/experience would equate.

## Project aims

**The aims and objectives of this project are to:**

- Identify and critically review evidence/datasets that enable comparison between FE teachers and other appropriate non-FE roles (to be determined by the research) on the basis of pay and conditions (e.g. teaching vs non-teaching time and annual leave, etc), and skills sets/qualifications.
- Develop a framework that identifies FE teacher comparators, with stated dimensions and limitations for comparability, at the sector level, but also the institution type, teaching subject/area, and employment type (e.g. permanent, temporary, etc) level where possible.

## Key questions to which the department requires an answer

These questions are indicative of current thinking and are neither exhaustive nor fixed:

- What other jobs/roles are comparable to FE teaching (at the sector, institution type, subject/area and/or employment type level) on the basis of:
  - pay/conditions offered
  - skills/qualifications/experience required
  - any other relevant conditions determined.
- What are similarities and differences between FE teaching and comparator roles for these?
- Which approaches (including where appropriate, but not necessarily limited to datasets) could be used to better understand/develop this comparison in the future?

## Methodology

The successful contractor will be required to identify and access the appropriate data sets and evidence, and potentially contact a sample of FE providers, other employers or representative bodies to address any data gaps. The EOI should provide high level details on the methods that you propose to use and indicate why these are preferred. Datasets drawn on might include (but are not restricted to): Annual Survey of Hours and Earnings (ASHE), the SIR, ESFA College account data, and the Labour Force Survey (LFS).

## Timing

- Deadline for EOIs - 3pm 16<sup>th</sup> March 2018
- Invitation to Tender (ITT) issued - 21<sup>st</sup> March 2018
- Deadline for ITT submission - 3pm 18<sup>th</sup> April 2018
- Potential clarification interviews – 1pm – 4pm – 1<sup>st</sup> May 2018
- Inception meeting (to be held in London) – 12:30 – 2pm – 14<sup>th</sup> May 2018

- **Headline Findings - 5pm 11<sup>th</sup> June 2018**
- **Headline Findings Workshop (Sheffield) 11am – 1pm 19<sup>th</sup> June 2018**
- **Draft Report - 5pm 13<sup>th</sup> July 2018**
- **Final report – 5pm 8<sup>th</sup> August 2018**

## **Assessment criteria**

Expressions of interest will be assessed against the following criteria:

- Evidence of relevant methodological experience, which includes expertise in dealing with large-scale datasets and their outputs 40%
- Knowledge and understanding of the Further Education (FE) sector, the FE-related wider market and FE employment policy issues/context more broadly 30%
- Understanding of the requirement 20%
- Value for Money 10%

Scoring:

1. No evidence/very poor
2. Poor evidence
3. Some evidence
4. Good evidence
5. Excellent evidence

**Each one of these criteria has equal weighting.**

Expressions of interest submitted must be no more than 1000 words - anything longer will be disregarded.

**Closing date for EOIs: 3pm, Friday 16<sup>th</sup> March 2018**

**Send your EOI form to: [earl.kehoe@education.gov.uk](mailto:earl.kehoe@education.gov.uk)**

## How to submit an expressions of interest

You must submit an expression of interest (EOI) in order to be considered to be invited to tender. To do so, please complete the NEW EOI Form which can be found under attachments. A submission of an EOI does not guarantee an invitation to tender and the Department does not routinely advise organisations that they have not been successful in being invited to tender. Feedback is however available on request.

All contracts are let on the basis of the [Department's Terms and Conditions](#). You are encouraged to check these before submitting your expression of interest, as these form part of your contractual obligations.

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