**Provision of a framework of services to supply, recruit, train and support international teachers re-locating to England.**

The National College of Teaching and Leadership (‘NCTL’) is an executive agency of the Department for Education (DfE). Any resulting contracts will be entered into in the name of the NCTL on behalf of the Secretary of State for Education. The Department for Education (DfE) supports schools in recruiting the teachers they need. It recognises that the strengthening economy and growth in pupil numbers make the situation more challenging and that this is more acute in certain subjects and schools and areas of the country.

This PIN is issued by the NCTL on behalf of the DfE to engage the market in the provision of services for the recruitment of teachers or the pipeline thereof from outside of England, along with a bespoke package of acclimatisation and development.

Improvements in the economy, a shrinking graduate pool and greater competition in the labour market will make it more difficult for the education system to meet the demand for additional teachers domestically. It is on this basis that overseas recruitment will be pursued as a supplementary avenue of teacher supply. The framework will support schools to recruit and retain overseas teachers for subjects that are currently a challenge to recruit to.

The purpose of the PIN is to gather feedback from suppliers and stakeholders, which will help inform and shape the design of a framework. This engagement will also help the department to gauge the level of interest from the market and help inform our procurement strategy. Suppliers will need a combination of: teacher recruitment experience; expertise in supporting the transition and development of overseas trained or trainee teachers; understanding of the English education system and experience of the visa system and workforce; and experience of operating within overseas countries.

The duration of the framework will initially be for two years with the possibility of an extension of one year plus a further year.

The number of suppliers to be appointed to the framework/each lot or the number of lots under the framework is yet to be finalised (and will be informed by market engagement) but it is anticipated there will be three lots.

Lot 1: Recruitment and Selection Services requirements will include:

Navigating overseas markets, international relations, targeting, tailoring and marketing DfE’s requirements including multi lingual publications and services in candidates home countries, pre-screening sifting services (DBS checks and additional police certificate requirements, migration advice for candidates and schools both pre and post deployment, visa and immigration services, interview and employment services working closely with schools, brokerage services (sourcing and matching the demand from schools), testing and assessment services and headhunting campaigns.

Lot 2: Acclimatisation and Development requirements will include:

Assessment and quality assurance of teachers and trainees, teacher pre-arrival support package, delivery of teacher networking (virtual and face-to-face), national residential acclimatisation event, school engagement post teacher deployment, post deployment support, bespoke training and top up training and responsibility for creating multi lingual publications and services including briefing new recruits, returners and trainees on the English curriculum system and how the system works in regards to Ofsted and some of the services envisaged would run with digital components.

Lot 3: Bespoke Training requirements will include:

Development of an offer to candidates without QTS to support them in progressing to QTS assessment and qualification; language proficiency services; recruitment services including placement in schools and ongoing assessment.

This framework will cover the whole of England and further details of the lots will be released within the tender.

The initial requirements for this framework are estimated to be up to £4.1 million pounds. The framework will initially run from 2017 – 2019 with the possibility of an extension of one year plus a further year. Our planning assumptions and costs are based on an initial projected volume of recruiting around 600 qualified teachers including providing acclimatisation and development services. Further details on trainee teacher numbers if required will be provided in the tender. This will include the recruitment and acclimatisation support and services to broker teachers into schools for subjects such as maths, physics and modern foreign languages. It will also include acclimatisation support for the Spanish Visiting Teachers Programme, which may be extended to include interview and employment services, and brokerage services.

The required services, subject to ongoing organisational change, will include (but will not be limited to):

The framework will be a single and vetted market place to deliver NCTL’s teacher supply needs including both recruitment and selection services and acclimatisation and development. It will therefore be essential that the providers have teacher recruitment and development experience, as well as an understanding of the education system and its workforce, in England and internationally. Providers will have experience in:

* Supporting the transition and developing trainees and teachers who qualified overseas;
* Operating in overseas countries with education standards as high as the UK;
* Recruiting and successfully placing into English schools, high quality trainees or teachers who qualified outside England, in subjects such as maths, physics and modern foreign languages;
* Flexibility to attract and recruit from the teacher supply pipeline; and
* Ability to be responsive to immigration policies.

To support the ‘recruitment’ of candidates, NCTL is seeking to commission a framework of providers that can develop and deliver an end-to-end recruitment service that will include, but not be limited to:

* Acting as liaison points for prospective teachers and schools;
* Sifting applications and using both digital and conventional means to conduct marketing and recruitment;
* Event management; and
* Setting up interview panels to select the best candidates.

To support the ‘acclimatisation’ of candidates, NCTL is seeking to commission a framework for providers to develop and deliver evidence-based specialist training and induction programmes for teachers and trainees. This is in recognition of feedback received from schools on the support that they would welcome to attract and retain the best quality teachers from overseas. This package of support will need to be bespoke and able to support a diverse range of teachers (and its supply pipeline) and schools, over the duration of the framework. The programme of support will include and not be restricted to:

* Electronic pre-arrival information and resources for teachers and mentors including webinars;
* Support service using both conventional and digital means.
* A number of national face-to-face training events, including a 5-10 day residential school for teachers
* A 1 day induction event for mentors and a number of national/ networking days post deployment for both mentors and teachers.

To support the ‘training’ of candidates, NCTL is seeking to commission a framework of providers that can develop and deliver a specialist training and matching programme for teachers and trainees. This package of support will need to be bespoke and able to support a diverse range of candidates, and be based on the latest and best practice around teachers’ professional development (as outlined in the Standard for teachers’ professional development - available at https://www.gov.uk/government/publications/standard-for-teachers-professional-development). The programme of support will include and not be restricted to:

* Assessing candidate’s portfolios and checking if candidate’s have relevant teaching experience and meet the teacher standards;
* Pre-employment support service including ongoing assessment whilst candidates are in employment;
* Matching and recruitment service whilst working closely with schools;
* Fast track award of QTS where applicable;

We strongly encourage bids from a consortia of suppliers and accredited I.T.T providers, with existing links into schools and school leaders.

**ADDITIONAL INFORMATION**

The Contracting Authority intends to host amarket engagement event to discuss with potential suppliers the policy, commercial and financial aspects of the requirement prior to finalising the specification and associated bidding documentation. More information about the event will be published on our electronic tendering system – https://redimo.nationalcollege.org.uk/selfservice/

Should this project proceed to procurement all information will be issued to potential suppliers via the Department’s e-procurement system REDIMO.

Providers wishing to apply for this provision will need to register on the link above.

This notice is for information only and the department reserves the right not to enter a formal procurement process and not award contract(s). the information contained in this notice, including information relating to the nature and scope of the Authority’s requirements, the service classification of this requirement or the CPV code(s), is only indicative of the Authority’s current thinking and is neither exhaustive nor binding. The Authority reserves the right and its absolute discretion to amend it at any time of issue of any further notices or at any other time.

This PIN is not a binding statement of intent however; it outlines the Authority’s intention to engage with the Supply market. This engagement is on an open and formal basis to develop potential options for this requirement.

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