



Postgraduate Teacher Apprenticeship An Introduction



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What is the PGTA

The Postgraduate Teacher Apprenticeship (PGTA) is a 14-month training programme, running from 1 July 2025 – 31 August 2026, that allows recruits to gain QTS and a teaching apprenticeship qualification, whilst remaining in paid employment in school.

Apprentices can specialise in primary or a specific subject at secondary level. Our blended learning approach combines in-school experience, centre-based training and off the job training.



The graphic features the National Institute of Teaching logo at the top left. The main text reads "Help nurture the next generation of teachers". Below this is a photograph of a teacher in a white shirt reading a book to two young children in purple school uniforms. At the bottom, there are three columns of text: "Low cost development" (A low-or-no cost way to develop the next generation of teachers), "Best practice" (Get access to the latest evidence and best practice), and "Find out more" (Find out more about the multiple routes to becoming a placement school today).

What are the benefits to the school?

- This supports recruitment and retention for experienced staff and enables schools to develop their own talent.
- Training is 'on the job' enabling the employee to continue with their work in school.
- Apprentices can start on a higher timetable than ITE trainees from September (up to 60% of the four days in school rising to 80% by the end of the year).
- As teaching apprentices are not supernumerary they can have their own class/es from day one.

What are the benefits to the apprentice?

- There are no tuition fees and the apprentice continues to work as an employee in their own school with **pay and benefits**.
- New opportunities for career progression and recognition.
- A structured, nationally recognised programme to formalise and extend existing knowledge, skills and experience.
- Gain QTS and Teaching Apprenticeship qualification while being paid.
- Can opt in to gain the PGCE alongside QTS for an internationally recognised teaching qualification with 60 Master's credits (pending approval on this from our PGCE partner UoB).

What's involved?

- 14-month contract for the apprentice from 1 July 2025 to 31 August 2026.
- If the apprentice is a current member of staff, the employer will need to update their contract or issue a new one with the details above.
- A three-day 'Flying Start' induction training 9-11 July 2025.
- Last two weeks of Summer Term back in school with directed tasks to prepare for September.
- Continuing to work within the school whilst training but being released every Thursday to attend centre-based training.
- A four-week placement in a contrasting school in the Spring term. Where possible we will facilitate a 'swap' using other geographically close Postgraduate Apprentices in the same subject/phase.
- End Point Assessment completed in July 2026, in addition to their QTS Panel.

Off the Job Training

- All apprentices must complete a learning log to evidence they have completed the required off the job training with a minimum 6 hours per week (20%).
- This will be slightly over 6 hours and is covered by 5 hours of training each Thursday and the weekly mentor commitments (1.5 hours).

What does it cost?

- The full cost of the apprenticeship is £9,000 payable from the apprenticeship levy. – **no cost to school or candidate**
- If opting in, the cost of the PGCE is an additional £1,200 payable directly to NIoT by the apprentice or school.
- Those taking up the apprenticeship are paid on the unqualified teacher scale **at least at UNQ1** and are employed full time for the duration of their training contract (1 July 2025 – 31 August 2026). (If they are internal their contract will need to be updated to reflect the change in role)
- The employer pays all salary and associated employment oncosts – please see finance details in document provided.

The PGTA plan

1-8 July 2025	9-11 July 2025	14 – 18 July 2025	19 July – 28 August 2025	26 – 28 August 2025	1 September 2025 – 9 July 2026	10 July to end of term 2026	Sep 2026
School centred tasks and prep for September	NIoT Flying Start	School centred tasks and prep for September New classes Curriculum Knowledge	Summer Holidays School preparation and planning.	NIoT Intensive Training and Practice	NIoT Initial Teacher Education Programme 60-80% (of four days in school) teaching timetable QTS gained end of June 2025 Gateway	End Point Assessment	ECT 1 starts

Who can apply 2025-26?

- For recruitment cycle 2025-26 the NIoT will be accepting application from **internal candidates** only in the first instance.
- These are candidates who are **currently working in the school they wish to train to teach in** with some teaching responsibilities.
- For example: teaching assistants, HLTA, or those who have come into the role through a pastoral, SEND or alternative provision route where they have not had the opportunity to achieve QTS.
- They should be current employees of the school (or trust), suitably qualified and only put forward **if the school is able to offer an apprenticeship role.**

Who can apply 2025-26?

- If schools are interested in filling a vacancy with an apprentice, the NIoT will also be working with schools to support them in recruiting an apprentice to their school who can then be assessed for eligibility to join the NIoT ITE programme. The process for this will open later in the year.
- Currently, for 2025-26, PGTA recruitment will not be open for candidates who are not already employed by a school who will support them to undertake the PGTA, or within the same trust.

Courses on offer for 25/26


- Primary (3-7)
- Primary with mathematics (3-7)
- Primary (5-11)
- Primary with mathematics (5-11)
- Primary with PE

What are the entry requirements?

- A degree awarded by a UK higher education provider, or a recognised equivalent qualification.
- A standard equivalent to grade C/4, or above, in the GCSE examinations in English and Mathematics plus Science if primary.
- 12 months school experience – this does not necessarily need to be 12 months in their current school.
- All apprentices must meet the ESFA Apprenticeship eligibility criteria which includes being a **resident** of the UK (or EEA if a UK or EEA citizen) for the last 3 years.

Nomination and application

- Employer Nomination Form (request from your contact – needs to be hand signed)
- Employer eligibility and candidate apprenticeship eligibility
- DfE Apply
- Interview, Recognition of Prior Learning and offer
- Training Plan, Apprenticeship Agreement and Main Employer Contract

 **NiOT Postgraduate Teacher Apprenticeship (PGTA) Employer Nomination Form**

This form is a pre-requisite **before** the apprenticeship candidate completes a DfE application for the PGTA programme with the NiOT. An application cannot proceed unless:

- The main employer agrees to release apprenticeship levy funding to the value of £9000 to fund this course.
- The apprentice meets the eligibility criteria for a UK apprenticeship.
- The placement school and main employer agree to pay the apprentice at least a UQT1 salary for 14 months from 1 July 2025 to 31 August 2026, contracted for over 30 hours and under 40 hours a week.

If the main employer requires a formal procurement process – please inform the NiOT of this **before** proceeding with this form.

Employer Details

All fields are mandatory

1. About your school	
School Name	
Address	
Postcode	
School contact name	
Job title	
Tel No	
Email address	
School URN	
Most recent Ofsted date and grade	

2. About your main employer (Trust/LA)	
Main employer Name	
Address	
Postcode	
Apprenticeship contact name*	
Job title	
Tel No	
Email address	
Number of employees across all employer's schools	

* This could be a business manager, HR lead or other colleague who is responsible for management of the apprenticeship levy, Digital Apprenticeship Service (DAS) and can ensure contracts are signed for the provision and employment of the apprentices.