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Planning

## **Recruitment and Training of High Potential Trainees into Teaching (Future HPITT Programme)**

Department for Education

UK2: Preliminary market engagement notice - Procurement Act 2023 - [view information about notice types](#)

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Procurement identifier (OCID): ocds-h6vhtk-04f6ee ([view related notices](#))

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### **Scope**

### **Description**

The Department for Education (DfE) is resuming market engagement and seeking feedback to inform the upcoming procurement for the Recruitment and Training of High Potential Trainees into Teaching (Future HPITT Programme), which is anticipated to launch in summer 2025 under the Light Touch Regime (LTR) using a Competitive Flexible Procedure.

The requirements encompass the design, development and delivery of a high quality and innovative, two-year employment-based initial teacher training and leadership development programme available to schools with the greatest need. The first cohort will start the programme from September 2027 with recruitment starting by the end of October 2026.

The indicative contract value is £150,000,000 covering up to five cohorts (2027-2031) and we intend to engage on the commercial model and contract term which will inform the final

contract value and income potential. This programme will succeed the current High Potential Initial Teacher Training (HPITT) programme contract, which concludes with the 2026 cohort.

The Future HPITT Programme is intended to be a distinct and prestigious route into teaching which aims to support schools in disadvantaged communities in England to recruit the teachers they need, including in priority subjects, to improve outcomes for pupils.

The programme will target high-quality candidates who may not have previously considered teaching but have the capability, potential and motivation to be highly skilled teachers and leaders and who are passionate about making a meaningful impact in these schools.

The programme will also prepare, support and inspire participants for the range of future career progression opportunities in teaching and school/sector leadership and to make a positive difference to the outcomes of disadvantaged pupils.

The Department for Education (DfE) seeks a supplier partner(s) capable of leveraging appropriate regional sector expertise to deliver a creative and impactful solution tailored to the needs of schools serving disadvantaged communities.

DfE is currently refining the scope, requirements, and delivery model in the context of the government's 'Opportunity Mission' and the pledge to recruit an additional 6,500 new expert teachers and invites input from interested suppliers through this preliminary market engagement. The Future HPITT Programme requirements encompass the following main elements:

- Establishing partnerships with schools and/or regional networks to determine and understand schools' needs in terms of teacher recruitment
- Developing and maintaining a strong network of schools in disadvantaged communities across England to provide sufficient high-quality employment-based placement opportunities.
- Attracting a range of high-quality graduates and career changers, with a clear focus on those who might not have otherwise considered teaching or working in schools in disadvantaged communities
- Recruiting and selecting specified numbers of participants with the potential and motivation to be highly skilled teachers and future sector leaders to meet the needs of schools and make a positive impact to teacher supply, teacher quality and pupil attainment.
- Developing and delivering a high-quality employment-based ITT programme (in conjunction with accredited ITT providers where appropriate) which complies with the Initial Teacher Training and Early Career Framework and enables participants to meet the Teachers' Standards and achieve Qualified Teacher Status.

- Developing and delivering a leadership development programme that is integrated into the programme, to support participants to become excellent practitioners and emerging leaders that have a positive impact on teaching quality in schools in disadvantaged communities.
- Maximising participant completion of the programme and supporting their transition into teaching roles beyond the programme, in schools serving disadvantaged communities.
- Providing opportunities for programme participants to form and maintain networks to support career progression and retention in disadvantaged schools.

### **Total value (estimated)**

- £150,000,000 excluding VAT
- £180,000,000 including VAT

Above the relevant threshold

### **Contract dates (estimated)**

- 1 May 2026 to 31 October 2031
- Possible extension to 31 October 2033
- 7 years, 6 months

### **Main procurement category**

Services

### **CPV classifications**

- 80000000 - Education and training services
- 79600000 - Recruitment services

## **Contract locations**

- UKC - North East (England)
- UKD - North West (England)
- UKF - East Midlands (England)
- UKG - West Midlands (England)
- UKH - East of England
- UKJ - South East (England)
- UKK - South West (England)
- UKI - London
- UKE - Yorkshire and the Humber

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## **Engagement**

### **Engagement deadline**

30 May 2025

## Engagement process description

DfE is interested in consulting with organisations with relevant experience, insight and interest in being a potential lead supplier, consortium member or key supply chain partner. This could include organisations with experience of graduate recruitment and training or employment-based teacher training.

An online pre-market engagement event is being held on Thursday 3rd April 2025 where the Department will share details and request feedback on the following:

- Programme overview
- Programme requirements
- Performance measures
- Commercial approach
- Procurement approach and timing

How to participate:

Interested organisations must be registered on our Jaggaer e-procurement portal to access the Recruitment and Training of High Potential Trainees into Teaching (Future HPITT Programme) Conditions of Engagement.

Prior to the 2024 election DfE previously held related market engagement in connection with this opportunity under 'ssq\_443' (Recruitment and Training of High Potential Trainees into Teaching - Further pre-procurement market consultation). We are now building on that previous engagement reflecting new government priorities. As helpful background and context only, relevant materials shared during that engagement will be made available by registering against this project opportunity. A redacted version of the current contract (including current specification) is publicly available via the link below.

Once registered for the event in Jaggaer, your organisation needs to express interest against the SSQ for the Future HPITT Programme listing and 'respond' to the opportunity. In providing a response you will be asked to acknowledge and accept the Conditions of Engagement, indicate if you want to opt out of your organisation being included in a post-event published Organisation Directory (to aid appropriate exploration of market partnership opportunities) and provide the names and roles of up to two people from your organisation to receive details of how to join the market engagement event on 3 April 2025. Please express your interest by 1200 noon on Tuesday 1st April 2025. If you encounter issues providing your response, please use the secure messaging function so we can assist.

## LINKS

- <https://education.app.jaggaer.com/>
- DfEs e-procurement platform - Jaggaer. Click View Opportunities and register interest against the SSQ linked from the opportunity to access Attachment docs with further information.
- <https://www.contractsfinder.service.gov.uk/Notice/f59286d2-87ae-4f48-a096-da0bb8d79bae>
- A redacted version of the contract (including current detailed specification) is viewable on the Contract Award Notice.
- <https://www.gov.uk/government/publications/initial-teacher-training-criteria>
- <https://www.gov.uk/government/publications/initial-teacher-training-and-early-career-framework>
- Further information about requirements for delivery Initial Teacher Training

## Additional text

The purpose of this notice is to continue market consultation to inform the programme design, performance measures and the commercial and procurement approach.

Our market consultation objectives are to:

1. Continue to raise awareness of the potential future procurement process and to enable organisations to feed in their views and engage with each other on how a future contract could be successfully procured and delivered.
2. Communicate the programme priorities and create opportunity for the market to comment on potential aspects of the contract. This will assist the Department in structuring the requirements to enable innovation to maximise achievement of programme aims.
3. Consult on the commercial approach, structure and financial mechanisms that will inform how the Department scopes the requirements, and the potential procurement approach.

Following the event, attendees will be invited to complete a post- event questionnaire to provide structured feedback on key aspects of the Future HPITT Programme, delivery model options, and procurement approach.

We may also provide an opportunity for confidential one-on-one discussions with prospective lead suppliers, consortium members, or key supply chain partners to further explore the themes of the engagement event. Those interested in a follow-up discussion are encouraged to share an outline of their feedback beforehand, ideally through the post-event questionnaire, to support the justification for the discussion. This helps to ensure our engagement is conducted in line with the principles of transparency, fairness, and equal treatment as outlined in the Procurement Act 2023.

DfE may also decide to host an additional engagement event prior to the launch of the formal tender process. This will offer suppliers further opportunities to ask questions and clarify any aspects of the procurement before the competition begins. Further details will be provided in due course.

Who is the consultation aimed at?

We welcome continued engagement with organisations who responded to our previous market notice as well as other organisations who are interested. Organisations with specialist expertise against key elements of the requirement and who may be interested in potential key supply chain, specialist contract or consortium opportunities are also encouraged to engage.

When is the event planned?

We have provisionally identified Thursday 3 April 2025 for the market engagement event. Once registered for the event in Jaggaer, please respond to receive details of how to join the market engagement event by 1200 noon on Tuesday 1st April 2025. In the interest of fairness, attendance will be limited to 2 people per organisation.

Contact sharing: It is common for interested organisations to ask for contact details of other attendees following an event to explore potential collaboration opportunities. We are adopting assumed consent in sharing attendee names and email addresses after the event. You can opt out when responding to SSQ for the Future HPITT Programme to register to participate in market engagement.

Further information and how to contact DfE:

- Register on our Jaggaer e-procurement portal for access to documents and updates regarding this engagement opportunity and to use secure messaging with the Department (link to the portal home page below, click: View Opportunities)
- Once registered you can access the Recruitment and Training of High Potential Trainees into Teaching (Future HPITT Programme) Consultation Document.
- You can also access materials from previously held related market engagement in

connection with this opportunity under ssq\_443 (Recruitment and Training of High Potential Trainees into Teaching - Further pre-procurement market consultation). To provide background and context only, the materials shared during that engagement will be made available by registering against this project opportunity.

- A redacted version of the current contract is viewable on the Contract Award Notice linked above

Please note that while additional CPV codes related to recruitment services have been included in this notice, due to the recruitment element of the training program, this is not an opportunity for large-scale recruitment of existing qualified teachers or for supply teacher fulfillment. The focus of this requirement is the attraction and selection of unqualified candidates and to train them to be qualified teachers and future potential leaders within teaching. Recruitment activities will be limited to those specifically required for the successful delivery of the program.

To note: this is not a call to competition and the Department is not bound to enter any procurement activity because of it. The Department is not committing to undertake any formal commissioning activity resulting from this notice although we may use the information gathered to support any future commercial activity.

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## **Participation**

### **Particular suitability**

- Small and medium-sized enterprises (SME)
- Voluntary, community and social enterprises (VCSE)

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## **Submission**



## **Publication date of tender notice (estimated)**

21 July 2025

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## **Procedure**

### **Special regime**

Light touch

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## **Contracting authority**

### **Department for Education**

- Public Procurement Organisation Number: PDZG-3487-DPVD

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United Kingdom

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Region: UKI32 - Westminster

Organisation type: Public authority - central government