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Planning

Recruitment and Training of High Potential Trainees into Teaching - Early Engagement of organisations with potential service solutions

Department for Education

F01: Prior information notice

Prior information only

Notice identifier: 2023/S 000-011091

Procurement identifier (OCID): ocds-h6vhtk-03bf74

Published 18 April 2023, 1:50pm

Section I: Contracting authority

I.1) Name and addresses

Department for Education

Sanctuary Buildings, 20, Great Smith Street

London

SW1P 3BT

Email

adam.sowman@education.gov.uk

Country

United Kingdom

Region code

UK - United Kingdom

Internet address(es)

Main address

<https://www.gov.uk/government/organisations/department-for-education>

I.3) Communication

Additional information can be obtained from the above-mentioned address

Electronic communication requires the use of tools and devices that are not generally available. Unrestricted and full direct access to these tools and devices is possible, free of charge, at

<https://education.app.jaggaer.com/web/login.html>

I.4) Type of the contracting authority

Ministry or any other national or federal authority

I.5) Main activity

Education

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Recruitment and Training of High Potential Trainees into Teaching - Early Engagement of organisations with potential service solutions

II.1.2) Main CPV code

- 80000000 - Education and training services

II.1.3) Type of contract

Services

II.1.4) Short description

The Department for Education is exploring options for the future delivery of a programme to:

- attract high potential graduates and career changers into teaching and
- train them to be highly skilled teachers and emerging leaders to have a positive impact on teacher supply and pupil attainment in areas of greatest need across England.

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.2) Additional CPV code(s)

- 80570000 - Personal development training services
- 85100000 - Health services
- 85300000 - Social work and related services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

Across England

II.2.4) Description of the procurement

The Department is interested in hearing from organisations with relevant experience and insight to inform options to achieve the following objectives:

- Attracting high potential graduates or career changers who might not have otherwise considered teaching
- Delivering a high-quality initial teacher training and leadership development programme
- Creating a positive impact on teacher supply and pupil attainment in areas of greatest need across England
- Developing a school leadership pipeline at scale

Attracting high potential candidates into teaching to help improve pupil attainment in areas of the greatest need is a key element of the Department's 'Teacher recruitment and retention strategy (2019)' - GOV.UK .

The Department currently procures a High Potential Initial Teacher Training and Leadership Development programme for annual cohorts of trainees. The programme seeks to recruit and train high potential graduates and career changers who are likely to be in high demand across the labour market (and may have been unlikely to have otherwise joined the profession). Trainees are placed in schools serving low-income communities with high numbers of disadvantaged pupils. It is currently an employment based route with trainees completing a two-year Leadership Development Programme, with the award of Qualified Teacher Status (QTS) at the end of year one and a Postgraduate Diploma in Education (PGDE) at the end of year two. Further details of the existing arrangement are attached (Key Information about the current HPITT Programme).

We are keen to gain market insights and understand market capacity, capability and interest. In addition to understanding this in relation to the current delivery model which is deployed to meet the Department's requirements, we are receptive to understanding alternative and innovative solutions to meeting our requirements. This will inform our design, delivery and commercial strategies. We are inviting engagement on:

- Potential delivery solutions
- Service Scope – configuration and level of aggregation of service requirements

- Scale - geographical coverage - including national, regional, sub-regional
- Commercial Delivery Model – prime contractor, consortia, multiple suppliers
- Market Development – supplier capability and capacity, barriers to entry
- Risk – IPR, branding, assumptions, TUPE, risk allocation
- Contract Strategy – term, value, extension/variation options
- Financial Mechanisms – charging model, outcome-based, open-book
- Performance Management – metrics, outcomes, KPIs, incentives, remedies

Organisations with understanding and/or experience of graduate or teacher recruitment, assessment and job placement; undergraduate and post-graduate initial teacher training; and/or professional and leadership development are encouraged to participate.

II.2.14) Additional information

Please note: Estimated date of publication of contract notice (II.3) is approximate only and subject to change. This is not a call for competition.

II.3) Estimated date of publication of contract notice

1 May 2024

Section IV. Procedure

IV.1) Description

IV.1.8) Information about the Government Procurement Agreement (GPA)

The procurement is covered by the Government Procurement Agreement: Yes

Section VI. Complementary information

VI.3) Additional information

Over the coming months we will be engaging with key stakeholders, undertaking research and speaking to potential suppliers using questionnaires, individual meetings and online webinars.

Interested organisations may find it helpful to familiarise themselves with the existing arrangement. Attached to this notice is a brief of the current High Potential Initial Teacher Training and Leadership Development Programme (the document titled 'Key Information about the current HPITT Programme'). A redacted version of the contract (including current detailed specification) is viewable on the Contract Award Notice, linked to this notice.

The best way to engage us early is to complete our questionnaire. This will help us to understand your initial views, relevant experience or ideas to inform our work, which we may want to discuss in greater detail with you. This also gives you the opportunity to share contact details with us to get in touch. A PDF version of the questions is attached to this notice so respondents can consider their feedback prior to submitting.

Organisations who want to ensure they receive further alerts and information as our work evolves are encouraged to register and express interest against this 'opportunity' on our e-procurement platform Jaggaer (URL provided below).

Alternatively, organisations can contact us through our dedicated inbox.
highpotential.ITT@education.gov.uk

Responses received as part of this exercise may be used to shape the DfE's specification of requirements and scope any future procurement process.

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

Useful links:

Link 1: A redacted version of the contract (including current detailed specification) is viewable on the Contract Award Notice:

URL:
<https://www.contractsfinder.service.gov.uk/Notice/f59286d2-87ae-4f48-a096-da0bb8d79b>

[ae](#)

Link 2: Early Engagement Questionnaire - High Potential Initial Teacher Training

URL: <https://forms.office.com/pages/responsepage.aspx?id=yXfS-grGoU2187O4s0qC-SW8DMF8uC5DpsBjmmZM-EtUQlo4VjhUTV4k4TUIPRFVXQ1VaWE0zVjdDRy4u>

Link 3: Register Interest on DfE's e-procurement platform - Opportunity Listing (from the home page, click: view opportunities and follow the instructions)

URL: <https://education.app.jaggaer.com/web/login.html>

Link 4: Teacher recruitment and retention strategy (2019) - GOV.UK

URL: <https://www.gov.uk/government/publications/teacher-recruitment-and-retention-strategy>