



Cambridgeshire Paid Teacher Internship

A two-year employment-based route to Qualified Teacher Status.

What our interns think....

"I would recommend this approach to teacher training, especially for someone who is coming to teaching from another profession."

"It is so reassuring to be based in a school that will support you. "

"My school is as invested in my training as I am."

"It's paid! I simply could not have afforded to pay £9k for a teacher training course and not be earning."

Benefits for the intern

- ✓ A chance to build up your skills, knowledge and experience gradually.
- ✓ Earn a salary during both training years.
- ✓ Build a solid relationship with your school.
- ✓ Receive support and guidance with your teacher training application.
- ✓ Training costs in year 2 are covered by the apprenticeship levy.

Benefits for the school

- ✓ The chance to 'grow your own' staff.
- ✓ Retain and develop existing high-quality staff.
- ✓ The chance to future-proof staffing issues, in a difficult recruitment climate.
- ✓ The opportunity to make use of your apprenticeship levy funding in year two.

How it works

Potential interns apply to the programme via [TeachinCambs](#) and are interviewed by representatives of the internship team. If interns are successful at interview, the internship team will look to find a suitable school for them to be placed in. Most interns already work in a school and are put forward for the internship by the school.

Potential interns must have:

- A **degree** (for secondary, your degree should be relevant to the subject you want to teach)
- A **GCSE grade C/4 in Maths and English** (and in **Science** if a primary teacher) or equivalent.

N.B. We can accept individuals onto the programme who are completing their final year of a degree or need to retake a GCSE/complete an equivalency test as long as these qualifications are completed successfully by the end of year 1.

Year One (September 2024 – June 2025)

This is a **pre- initial teacher training** year. Interns will work as a Teaching Assistant (or HLTA if the intern is already employed in this role), gradually increasing their experience of whole class and small group teaching with support as the year progresses. Interns attend a training session every fortnight delivered by specialist advisers and practitioners. The intern curriculum focuses on introducing interns to key themes from the ITT core content framework and other important areas of learning, connected to practical tasks and reflection facilitated by their mentor. The programme also supports interns with their teacher training application in the spring term.

Year Two (July 2025 – June 2026)

Teacher interns will complete initial teacher training (ITT) through a **Postgraduate Teacher Apprenticeship** course and gain their QTS at the end of this year (N.B. the apprenticeship year runs for 12 months from July to June). This part of the programme is **delivered by a local ITT provider** and will involve working as an Unqualified Teacher with some timetabled teaching, supervision from a mentor in school, and one day of training per week.

Total costs involved:

Year 1 (Sep-June)

- £700* (for fortnightly training in term time, school visits, monitoring, apprenticeship recruitment process facilitation and programme management) paid by the employing school/MAT.
- Salary: at least national living wage.

Year 2 (July-June)

- Up to £9250 (for training from the ITT provider) paid for by the apprenticeship levy.
- Salary: Unqualified Teacher rate 1 (July to June). Main Pay Scale from July (of year 2) onwards (assuming QTS is granted).

*Fees reviewed each year.

Contact:

schools.recruitment@cambridgeshire.gov.uk to discuss further.

Application forms can be found here:

www.teachincambs.org.uk/train-to-teach/cambridge-paid-teacher-internship/

