

**Teacher Supply Action Plan**  
**Upskilling Programmes in Priority Subject Areas**  
**(Mathematics, Physics, Spanish)**

**Frequently Asked Questions**

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**1. What is the closing date for proposals?**

Proposals should be submitted to the HEA no later than 5pm on 2 March 2020. Late applications will not be accepted.

**2. What higher education institutions are eligible under this call?**

Institutions that have primary or post-primary initial teacher education (ITE) programmes accredited by the Teaching Council are eligible.

**3. What level on the NFQ is acceptable?**

Upskilling programmes should be a minimum of level 8 on the National Framework of Qualifications (NFQ).

**4. Can a higher education institution submit more than one proposal?**

Yes, institutions can submit a proposal in each subject area. Each proposal should be submitted separately.

**5. When will notification of the outcome of the call be received?**

It is intended that institutions will be advised of the outcome in April 2020.

**6. How should proposals be submitted?**

Institutions should complete the [template](#) provided and submit an electronic copy to [teachereducation@hea.ie](mailto:teachereducation@hea.ie) no later than 5pm on 2 March 2020. Proposals must be signed by the president(s) of the institution(s). A hard copy is not required.

**7. When is it expected that upskilling programmes will commence?**

It is expected that upskilling programmes will enrol the first cohort of students in the calendar year of 2020.

**8. How will the programmes be funded?**

Funding will cover student fees in respect of participation. Institutions should detail the full costs associated with delivery in their proposals and consider same in the fee structure. Institutions will be accountable to the HEA for funding allocated.

**9. What subject areas are included in the call for proposals?**

Proposals are invited for upskilling programmes in Mathematics, Physics, and Spanish. Institutions are encouraged to develop proposals for programmes to upskill teachers to teach these targeted subject areas in an Irish medium setting.

**10. Should programmes be full-time or part-time?**

Programmes should be delivered on a flexible basis in order to facilitate participation by teachers in partial or full employment. There should be no impact on class contact time for currently serving teachers. Flexible provision should enable delivery on a national scale with a regional aspect as appropriate.

**11. Is there a word limit for proposals?**

Proposals should not exceed 5,000 words. Institutions are requested to adhere to the word count in the template for submissions.

**12. What is the deadline for submitting the Expression of Interest form?**

Completed Expression of Interest forms should be submitted to [teachereducation@hea.ie](mailto:teachereducation@hea.ie) no later than 5pm on 24 January 2020.

**13. Will the successful institution be required to submit monitoring reports?**

Yes, as per the call documentation, institutions will be required to report to the HEA on the funding allocated. Institutions are also expected to report to the HEA on progress and the outcomes for participants on completion of the programmes.

- 14. It is noted that upskilling programmes must enable teachers to meet the *Curricular Subject Requirements (CSR)* of the Teaching Council. The *CSR* are currently under review by the Council – how does this impact on proposals?**

Proposals will be assessed based on the current *Curricular Subject Requirements*. It is likely that revised *Criteria* will be published and become effective within the lifetime of the successfully awarded programmes. Institutions must ensure that programmes will continue to enable participants to meet the applicable *Criteria*.

- 15. We offer ITE programmes for Teachers in the Further Education sector and these programmes are fully accredited by the Teaching Council. Please confirm, if we are eligible to apply under this Call, as the documentation refers to HEIs who offer ITE Programmes at primary and post-primary only?**

The call is open exclusively to institutions that have primary or post-primary ITE programmes accredited by the Teaching Council. Institutions that do not meet this particular eligibility criterion may collaborate with an institution that has a primary or post-primary ITE programme accredited by the Teaching Council as the lead.

- 16. Our School intends to submit the proposal, but we haven't yet identified who will lead the proposal. Can we submit an Expression of Interest on behalf of our school and identify a different PI / Contact Name for the final submission?**

Yes, you can identify a contact name in the Expression of Interest form and amend this contact name for the final submission, should you wish to do so.

- 17. Does the call make provision for a teacher who has a qualification in Spanish/Maths/Physics who teaches only through the medium of English and wishes to upskill to teach the same subject area through Irish?**

The objective of the upskilling call is to support the development of programmes that enable qualification in the priority subject areas of mathematics, physics, and Spanish. Programmes must therefore provide the modules required for qualification and registration to teach the priority subject. The call is not aimed at programmes targeting teachers already qualified to teach mathematics, physics, or Spanish.

- 18. Does our proposal need to be a specifically named award (e.g. a Higher Diploma, or a Postgraduate Certificate, or...), or could we just offer a collection of individual modules from which students take sufficient modules to ensure that they meet the *Curricular Subject Requirements*?**

Upskilling programmes should be designed and offered as a named award (minimum Level 8 on the NFQ) that enables qualification in the priority subject area. However, institutions may choose to also offer discrete modules to facilitate teachers to address credit shortfalls and meet the applicable *Curricular Subject Requirements*.

**19. The documentation states that the funding will cover two cycles of the programme. Is there any limit on the length of each cycle? That is, should a cycle be completed in just one year, or could it be offered over two years?**

Programmes should be delivered on a flexible basis and facilitate participation by teachers in full or partial employment. Programmes may be offered over the course of two years but should not exceed two years in duration.

**20. What is the level of funding available?**

Up to €1million of funding has been allocated for upskilling programmes for the 2020/21 academic year.

**21. If there is a collaborative proposal submitted, should the president of the leading Institution sign the proposal and the president(s) of other HEI(s) provide the letter(s) of support?**

Collaborative proposals **must** be signed by the presidents of all partner HEIs in order to be considered eligible. For example, in instances where a proposal involves collaboration between three HEIs, the application must be signed by the president of the identified lead institution **and** the presidents of the two partner institutions. This condition applies to each proposal submitted.

**22. Should programmes address all of the subject-specific criteria in the *Curricular Subject Requirements* or focus only on point '2' of the requirements for each subject?**

Upskilling programmes are required to enable participants to meet the *Curricular Subject Requirements* (CSR) of the Teaching Council in order to register to teach the subject of the programme to the highest level in post-primary education. Programmes should therefore have regard to the full set of criteria that must be met. As participants must be registered teachers, the initial teacher education qualification criterion within the CSR is already satisfied. Participants must then meet the subject-specific component of at least 60 ECTS **and** any other subject-specific criteria set out by the Council in the CSR, including teaching methodologies and residential requirements where applicable. It is a matter for institutions to determine whether participants must already satisfy some of the subject-specific criteria as part of the entrance/eligibility criteria, having regard to the implications in terms of potential impact. For example, in the case of Spanish, institutions may require participants to already fulfil the residential experience requirement in order to be eligible for an upskilling programme, or may allow participants to complete this criterion over the course of the programme in order to graduate and register the subject with the Council. Institutions are expected to provide details as to subject-specific eligibility requirements for programmes as part of proposal submissions.

**23. Can you clarify the target audience for upskilling programmes? Is it current teachers of subjects other than mathematics, physics, or Spanish?**

The target audience should include registered teachers of related or cognate disciplines who wish to upskill to meet the *Curricular Subject Requirements* of the Teaching Council in the subject of the upskilling programme. The target audience may also include registered teachers who are currently teaching the subject of the upskilling programme out of field and wish to upskill to meet the relevant CSR and register with the Teaching Council to teach the subject.