

Recruitment and Retention: A Practical Toolkit

Good News Stories - Yaqub

Yaqub was 2024 Titan ITT Trainee Teacher year, which was celebrated at the 10th Annual Titan Awards and Charity dinner.

He told us this was in recognition of his work throughout the training year. He

also has a young family - married a month before teacher training, wife gave birth in the August after between his ITT and ECT years. He is now a teacher of Design and Technology at Aston Manor Academy, where he was once a pupil.



ITT, and the journey so far

As you can imagine, I've had a hell of a run in my training year. It was the best year of my life; I developed so much. Honestly, I feel like I have become a better man for everyone around me since qualifying as a teacher.

Our son was the cherry on top of the cake to really finish the year off for me.

I have South Asian Bangladeshi heritage; my father has always promoted a love for learning - I come from a line of teachers. I was born and bred in Birmingham and stayed in the city to conduct my undergraduate study at BCU as Birmingham is full of life and opportunity. I used to do a once-a-week placement at a secondary school throughout my BA degree - 3 years' worth of TA support in DT enabled me to gather a flavour for teaching.

I took a gap year after I finished sixth form at Aston Manor Academy. I didn't know what I wanted to get into. I was a good pupil in sixth form, I represented myself in the best light possible which led me to keep good ties with the school.

Later in my gap year, I got in contact with deputy and managed to get a placement at the school for the remainder of the academic year. In that time, the Head of DT showed me the other side of school, from the teacher perspective. Since then (2020), I made a 5-year plan which included graduating and qualifying as a teacher. In that time not only did I graduate from university, apply for and get into teacher training, but I also found the love of my life who is also a teacher.

I managed to save enough money to put down as a mortgage deposit, and my beautiful son was born. I now sit side by side with that same Head of department who introduced me to teaching 5 years ago as a qualified teacher.

Positive experiences

Foster positivity
in your school
and community

Get eyes on
your vacancies

Impress your
candidates

Recruit new
colleagues

Support, train
and develop
staff

Increase
retention

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- Getting married!
- Titan ITT Trainee teacher of the year.
- I was offered two jobs in one day, meaning I had the privilege of choosing where I believed I fit in.
- I was actually offered another job walking off the stage after collecting the ITT Trainee of the Year award.
- Qualifying as a teacher was a great achievement.
- Taking pupils to the cinemas as a school trip - some pupils have never got to experience being at a movie theater.
- Teaching in general - the days are so unpredictable - I wouldn't trade my position as a teacher of DT. When you see young people showing passion for something you're passionate about, it boosts so many positive relationships and experiences as a teacher.
- Since joining the school as a qualified teacher, I am getting so many more female pupils interested and showing skill and passion for woodwork. This is evident through pupils' GCSE option choices.
- Since qualifying three of my friends have applied for teacher training.

Benefits and opportunities

- **Job satisfaction** - My training has helped to hone my skill set and my passion for the job itself, making me want to get out of bed every morning.
- **Increased confidence** - Coming from a first generation south Asian household, I was very sheltered growing up. I mentioned kids not going to the cinemas when they are young - even I did not go to a cinema until the age of 16. Working at a school - which is an environment all about people - I was made to come out of my shell more and really own myself. It was done in a really nice way, schools are generally tightly knit.
- **Employability** - having this recognised qualification made me more competitive in the job market.
- **Boy to man** - I feel like the teacher training course has really grounded me through responsibility. Especially considering that I am a young teacher with a brain that is yet to fully develop.
- **CV Boosters** - The ITT award is a massive privilege as only 1 pupil accepts the award annually for their outstanding training. This has made my CV even more glittery.
- **Purpose** - I am naturally an over thinker - sometimes I can question the very fiber of my being - but knowing the virtue and importance of my job for the youth in my local community makes me feel important and valued.

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What advice or recommendations would you give to someone hoping to follow a similar path?

Being a teacher isn't easy - there will be challenges whether you go for it or not. If you do it, you'll face the struggles of the job, but if you don't, you might always wonder what could have been? I had to be conscious of this idea before starting.

Be a positive force wherever you go! - Be the reason why someone smiles that day whether it's a pupil, teaching staff or dinner staff. People will remember you for your good character.

Schools are all about people... and people need to be understood. Willingness to help and understand is the foundation of patience.

Don't be afraid to try things out - there is no right or wrong way of learning. This is your time to work out your style of teaching!

Want to improve your school's recruitment success by getting more involved in ITT? Let us help you to find the right provider for you:

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