



PARLIAMENTARY BUDGET OFFICE

NSW Parliament • Parliament House, Macquarie Street Sydney 2000

Referred by: Australian Labor Party

Proposal No: C896

Date Referred: 22/12/2022

Date Published: 20/03/2023

Proposal Title: Teacher Pathways

Cluster: Education

General Government Sector Impacts

	2022-23 \$'000	2023-24 \$'000	2024-25 \$'000	2025-26 \$'000	4 year Total \$'000
Expenses (ex. depreciation)	-	-	-	-	-
Depreciation	-	-	-	-	-
Less: Offsets	-	-	-	-	-
Revenue	-	-	-	-	-
Net Operating Balance:	-	-	-	-	-

Capital Expenditure	-	-	-	-	-
Capital Offsets					
Net Capital Expenditure:	-	-	-	-	-

Net Lending/(Borrowing):	-	-	-	-	-
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Total State Sector Impacts

Net Lending/(Borrowing):	-	-	-	-	-
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Notes and costing assumptions:

The policy seeks to re-purpose \$35 million of allocated funding from the NSW Government's Teacher Supply Strategy. The allocated funding will be put towards initiatives to increase the pipeline of teachers into NSW schools, upon formation of Government.

The policy will have no impact on the NSW Budget, given the money is already budgeted. The profile of spending specified by the policy is \$5 million in 2022-23, \$10 million in each year from 2023-24 to 2025-26.

Initiatives included in the policy

The policy states that the \$35 million will be used to deliver the following initiatives:

- **Match NSW teaching graduates directly with vacant teaching positions**
This initiative aims to ensure new graduates are able to be used to meet teaching capacity. The PBO notes this is the intent of existing practices, so should not be a driver of additional costs.
- **Provide permanent teaching job offers earlier**
This initiative aims to ensure that high-achieving education students have guaranteed teaching roles upon graduation. The PBO considers this can be done within existing resources in the Department of Education.

Notes and costing assumptions continued:

- **\$5 million to expand the Hub Schools program**

The Hub Schools program is an existing program that aims to provide more partnerships between schools and teacher education providers to promote quality and innovative professional experience.

The Department of Education (DoE) advised the PBO that:

- Spending to date for Professional Experience Hub program has been \$3.8 million on average annually, as detailed in Table 1.
- In 2022, there are 20 professional experience hubs partnered with 13 major universities and schools are funded in a three-year cycle in line with the Professional Experience Agreements.
- Approximately 1,000 professional experience placements were accommodated across the Hubs and their network of schools in 2022.

Therefore, PBO considers this to be an achievable expansion of the scheme with all program and operating costs assumed to be covered by proposed funding.

Table 1. Annual profile of actual/forecast spending

(\$ millions)	2019-20	2020-21	2021-22	2022-23
Hub Schools Program	3.2	3.9	3.4	4.6 <i>(anticipated)</i>

- **\$2 million to create a new digital state-wide teacher placements system**

This initiative aims to match specialist teachers with schools' subject needs. The PBO assumes \$2 million would be to plan and develop this new system and can be included within the \$35 million.

- **Create a \$20 million Innovative Teacher Training Fund**

The policy has allocated \$20 million to create the Innovative Teacher Training Fund. This initiative aims to develop new and innovative teacher training methods, like the teaching models developed by [Alphacrucis University College](#). The proposal is expected to support pre-service teachers and provide clinical training from day one, likely addressing challenges around teacher supply particularly in local communities. This proposed spending may have some similarities to the existing Professional Experience Hub program.

- **\$8 million to expand flexible Master of Teaching courses for career-changers**

The initiative aims to allow career-changers to earn an income whilst retraining as a teacher. The existing NSW Government policy is the [Mid-Career Transition to Teaching Program](#) which aims to recruit up to 70 participants annually. The budget allocation for the Mid-Career Transition to Teaching Program is \$20.7 million between 2023-24 and 2026-27, including administration costs. The proposed \$8m would be additional to existing spending.

Table 2. Annual profile of spending in the Mid-Career Transition to Teaching

(\$ millions)	2021-22 (actual spend)	2022-23 allocation
Mid-Career Transition to Teaching Program	3.1	5.3

Key Assumptions

- As the NSW Government is investing \$125 million over the four years, dedicating \$38 million annually to support strategy teacher supply initiatives, [\(as per DoE website\)](#) the PBO views it reasonable to assume \$35 million can be re-allocated for these policy initiatives.