Trade to Teach
Internship Program

Swap the trade tools for the classroom

The Trade to Teach Internship Program (T2T Program) is a Queensland Department of Education initiative that provides eligible people with a trade qualification with a pathway into teaching.

The T2T Program supports participants financially and professionally to complete an undergraduate teaching degree (specialising in Industrial Technology and Design) at one of the partner universities.

Applications for the T2T Program are now closed. Register to be alerted if future rounds are offered at the Teach Queensland website (www.qld.gov.au/tradetoteach).

What does the support look like?

Year 1 (2024)

- a [1]$20,000 (taxed) **scholarship** payment – to assist with course related expenses (the scholarship is paid in four instalments across the first year of full-time study)

Year 2 (2025)

- paid **internship** employment with a part-time teaching load
    - a paid internship (full-time wage) in a Queensland state school with a [2]fortnightly salary starting at $2759.20 (before tax and other deductions[3])
    - a reduced teaching load (50%) to allow for study and course work
    - benefits of a teacher (e.g. school holidays, non-contact time)
    - access to rural and remote benefits and financial incentives if the internship is in a rural and remote state school (transfer rating of 4-7)
    - mentoring and access to a 'community of practice' to share experiences.

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[1] All payments are taxed and may affect the recipient's annual income and/or benefits received, and will impact the take home pay in the fortnight which it is paid (this includes additional contributions to tax e.g. HECS/HELP). It is recommended that recipients obtain financial advice from a financial advisor, Centrelink and/or the Australian Taxation Office for any implications this may have on current and future earnings/taxable income/ benefits received.

[2] Fortnightly salary as per Band 1, Step 1 of the Teachers' Salary Schedule and any applicable allowances, increasing to and remaining at Band 1 Step 2 for years two and three of the internship.

[3] Deductions every fortnight include tax and compulsory superannuation. Other deductions could include HECS-HELP.

After completion of T2T Program (2028)

- an offer of full-time, **permanent employment**
    - permanent employment (subject to meeting program conditions) as an ITD teacher in a Queensland state school (teaching secondary), based on departmental need
    - benefits of a full-time [beginning teacher](link)
    - access to [rural and remote benefits](link) and financial incentives if employed in a state school in a rural and remote location (a school with a transfer rating of 4-7).

What are the eligibility criteria?

To be eligible for the T2T Program, applicants must:

- hold a relevant trade qualification (Certificate III or higher) and have minimum three years industry experience, post apprenticeship
- be eligible to enrol in the undergraduate teaching degree Bachelor of Education (secondary) in 2024 at one of the T2T Program's partner universities. This includes meeting minimum entry requirements for the degree.
- be an Australian citizen or have permanent residency status in Australia.

What is the application process?

Applications for the T2T Program were via the Teach Queensland website (www.qld.gov.au/tradetoteach). A panel assesses the applications based on:

- a response to an online questionnaire
- a resume and reference/statements of service detailing relevant trade qualifications and time in industry
- a maximum 2-page response to selection questions
- response to questions provided via a video interview.

How to enrol in the teaching degree

At the same time as applying for the T2T Program, applicants enrol in a Bachelor of Education (Secondary), specialising in Industrial Technology and Design (ITD) at [Central Queensland University](link) (CQU) <u>or</u> Design and Technologies at the [University of Southern Queensland](link) (UniSQ).

Successful applicants for the T2T Program receive a conditional offer of a place in the T2T Program, until such time that enrolment in the degree is confirmed with the T2T Program team. Applicants must meet degree entry requirements and may be eligible for recognition of prior learning (RPL) offered by the university based on trade qualifications and industry experience.

What do participants need to do as part of the program?

T2T Program participants need to:

- enrol and commit to full-time study at one of the partner universities
- maintain a 'pass' result each trimester/term in Year 1 of the scholarship year, and all remaining years of study
- graduate from the Bachelor of Education (Secondary) no later than Trimester/Term 2, 2027 (and complete the degree in a maximum of four years)
- complete the application to obtain a Permission to Teach with the Queensland College of Teachers (QCT) for the internship years
- accept a conditional offer of employment as an intern teacher (half teaching load) in a Queensland state school/s teaching Industrial Technology and Design (ITD) for up to three years
- maintain employment as a teacher in a Queensland state school in the Industrial Technology and Design (ITD) subject area for a 3 to 4-year minimum[4] period after successful completion of the T2T Program and undergraduate teaching degree.

What support is available to prepare for study?

T2T participants are encouraged to enrol and complete free courses to prepare for tertiary study in the year prior to commencing study. The partner universities offer the following:

- UniSQ - Tertiary Preparation Pathway (TPP)
- CQU - Skills for Tertiary Education Preparatory Studies (STEPS)

What support is available to relocate?

If T2T participants are required to relocate for the internship or permanent employment, moving expenses and access to subsidised housing may be available, based on location and availability.

What will be the starting salary as a teacher?

The current beginning teacher salary is $81,628 gross per annum (as at 1 July 2023). However, on successful completion of the T2T Program and commencing as a registered teacher, T2T participants can apply to increase their starting salary based on recent and relevant industry experience and time as a T2T Program intern. This is assessed by the Department of Education on a case-by-case basis.

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[4] Minimum service commitment: TR1-TR6 schools – four years; TR7 schools – three years

How do I find out more?

For further information, and to register to be alerted of future rounds of the T2T Program, visit the Teach Queensland website www.qld.gov.au/tradetoteach or email the T2T Program team at TradetoTeach@qed.qld.gov.au.