

Teacher Workforce Planning: The Irish Experience

The challenge of ensuring that there is an adequate supply of suitably qualified and experienced teachers to meet the diverse needs of pupils, learners, children, young people and students is multi-faceted and the experience and approaches of each country will be grounded in individual contexts, social, political and economic. In Ireland the Teaching Council has a legislative obligation in relation to teaching supply and this paper will set out the nature and extent of this obligation and examine how we seek to enable and support the system. In so doing we work closely with the Department of Education, the Department of Further Higher Education Research Innovation and Science and other stakeholders such as Oide, National Council for Curriculum and Assessment, Schools Inspectorate. We also engage with school management bodies, teacher representative organisations, parents and student representative organisations and wider community organisations.

The Teaching Council is the professional standards body for the teaching profession, which promotes and regulates professional standards in teaching. It acts in the interests of the public good while upholding and enhancing standards in the teaching profession. We have a Council of 37 members, some of whom are directly elected, some of whom are nominated. The Council's sets the strategic direction and priorities for Teaching Council. The Teaching Council's statement of purpose is set out in the [Teaching Council Strategic Plan 2022 to 2027](#). The Director is responsible for the day-to day operations of the Council. The Director works closely with Council members and has overall responsibility for the implementation of the strategic colas of the Council. The Director is supported by a Senior Management Team and Council Staff.

The Council's statutory functions are set out in the [Teaching Council Acts 2001, as amended](#) and include the following:

- promote and regulate the teaching profession
- maintain and improve standards of teaching, knowledge, skill, and competence
- establish and maintain the register of teachers
- conduct inquiries into and, where appropriate, impose sanctions in relation to, the fitness to teach of any registered teacher
- establish, publish, review and maintain a code of professional conduct for teachers, which will include standards of teaching, knowledge, skill and competence, and
- promote teachers' ongoing learning.

The Teaching Council has a statutory remit to advise the Minister of Education in relation to Teacher Supply. The presentation will discuss in detail the approaches taken by the Teaching Council in fulfilment of this statutory obligation and will focus on three particularly important areas:

1. The collaboration across stakeholders and structures adopted to support teacher supply including the Teaching Supply Steering, Implementation and Communications groups and the Teaching Supply Action planning approach. This

will include approaches to data sharing and developing a more robust evidence-based approach to workforce planning and development. The presentation will discuss the dynamic nature of teacher supply, the impact of changing demographics and consider how wider economic, social and housing factors can influence variation in teaching supply.

2. Changes made to regulations and practices in relation to the registration of teachers and the induction of new teachers. This will include the approaches taken to teachers qualified outside Ireland, the inclusion of student teachers on the register, fast tracking registration processes for newly qualified teachers and the enhancement of digital processing.
3. Changes made to our communications policy and practices which are grounded in inclusive and compassionate practices.

Resources

Teaching Council Annual reports available here [Corporate Publications | About us | The Teaching Council](#)

Information on the Teacher Supply Communications Working Group is available here [gov.ie - Teacher Supply Communications Working Group \(www.gov.ie\)](#)

Information on the Teacher Supply Implementation Group [gov.ie - Teacher Supply Implementation Group \(www.gov.ie\)](#)

Information on the Teacher Supply Steering Group [gov.ie - Teacher Supply Steering Group \(www.gov.ie\)](#)

[gov.ie - Striking the Balance - Teacher Supply in Ireland: Technical Working Group Report \(www.gov.ie\)](#)