

From Industry to the Classroom: Unlocking the value of career changer maths teachers

Laura Francis, Deputy Head of Maths, Frome College
Peter Jerrom, University Preparation coordinator: mathematics,
Wilson's school
nowteach.org.uk
Jen Shearman, Chief Learning Officer, MEI
www.mei.org.uk

Session aims

- Use the experiences of two Now Teach maths teachers to discuss how classroom practice, school systems, and professional identity ‘feels’ for career changer maths teachers
- Discuss how (more) maths teacher career changers can be encouraged to bring their subject knowledge and industry expertise to the classroom and thrive in the profession.

A new partnership based on shared values

NOWTEACH

- **Now Teach:**

“We are working towards a world where children benefit because talented people, who’ve already had successful careers, become teachers and bring their skills and experiences to the schools that need them most.”

- **MEI:**

“We are committed to improving the lives of everyone through maths education. We provide the resources, guidance and inspiration to teachers and students, whether at school or college, at university, or in work, to succeed in maths at every level.”



What is Now Teach?

- Now Teach has successfully recruited over 1100 experienced professionals into secondary school teaching.
- 70% of Now Teachers said they didn't know if or it was likely they wouldn't have started teacher training without Now Teach.
- Now Teach is especially important in maths and STEM as the recruitment crisis is even more acute, and a lack of diversity in maths and STEM role models

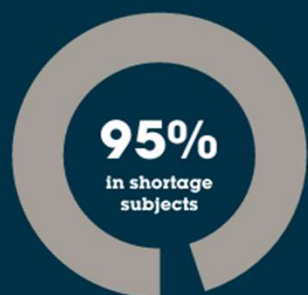
3 million
people have heard of
Now Teach

1,100+
career changers recruited



86%

of Now Teachers would recommend Now Teach to friends and former colleagues.



60%
STEM teachers



26 years

average career experience

"Now Teach helped simplify a complex process which I might have decided was too bothersome to tackle on my own."

Catherine Sampson,
English teacher
and former journalist

Additional Recruits

70% of Now Teachers said they didn't know if or it was likely they wouldn't have started teacher training without Now Teach.

70%

Working in
506
schools

27%

from an ethnic minority group

30 different
industries.
Top five
industries:



Finance Law Health Marketing IT



30,000
years of professional experience

Retention Impact

Two-thirds (65%) of Now Teachers still teaching said they didn't know if or it was likely they would've left teaching without Now Teach.

65%

"Now Teach has given me a network of like-minded individuals and opportunities I did not know I needed."

Lulu Robertson, chemistry teacher and former environmental services manager

Laura and Peter's journeys

Any questions?

Now Teach X MEI

Now Teach wants to:

- Increase its recruitment of STEM teachers, especially those with more than 15 years industry experience
- Retain new teachers at above-average rates
- Double its presence in high-need schools (30 percent to 60 percent)
- Deepen impact by supporting career changers to translate their experience into classrooms
- From 2026/27 onwards MEI will be working with Now Teach Teachers

Unlocking the value in maths

“What is it about career changers that makes them choose teaching and how can schools better appeal to that motivation?”

Unlocking the value in maths

“What are the biggest challenges career changers face in their first year and how can schools better support them through that transition?”

Unlocking the value in maths

“How can we best leverage career changers’ prior industry experience to improve pupil outcomes, particularly in Maths?”

Unlocking the value in maths

“What does effective mentoring look like for a career changer compared to a younger trainee?”

Unlocking the value in maths

“What are some practical ways schools can tap into career changers’ previous careers to enrich the curriculum or wider school offer?”

Unlocking the value in maths

“Is there a case for a different training or development model specifically tailored to career changers?”

Unlocking the value in maths

“What support do career changers need to translate their mathematical or analytical expertise into effective classroom practice?”

Unlocking the value in maths

“What role can career changers play in helping students see the relevance of Maths beyond school, particularly for those who are disengaged?”

“We are working towards a day when it’s normal for people to become teachers mid-career, bringing greater diversity of experience into schools.”

nowteach.org.uk