

Case Study – Teach First resilience coaching

TeachFirst

Teach First places high performing graduates and career-changers from the UK's top universities on a two-year leadership and teacher training programme in challenging schools. It is the UK's largest graduate employer.

The context:

- In 2013, Teach First's retention of trainee teachers was at 80%. This was over 10% below other, cheaper, teacher training routes.

Our approach:

- Between 2013 and 2018, we coached over 500 of the graduates who were at risk of leaving the two-year programme in our resilience building methodology. We provided 6 sessions of positive psychology coaching tailored to each individual's circumstance to provide bespoke support.

Our impact:

- Over 3 years, we boosted the organisation's retention of trainee teachers on the programme and in schools **from 80% to 92%**. Since 2015, the People Project has also been providing early intervention resilience training to all of Teach First's annual incoming 1200 participants. We are also providing training to Teach First's own trainers and wider support staff on resilience so that our approach to resilience training can be used sustainably throughout the organisation.