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Transparency data

Targeted retention incentive for FE teachers: data as of 5 May 2025

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Applies to England

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Overview of policy

To boost recruitment and retention of teachers, the targeted retention incentive gives eligible early career teachers in key STEM and technical shortage subjects, working in colleges and 16 to 19 only schools and academies, up to £6,000 after tax annually.

Eligible FE teachers can claim a targeted retention incentive payments for teaching specific courses in the following subject areas:

- building and construction

- computing, including digital and ICT
- early years
- engineering and manufacturing, including transport engineering and electronics
- maths
- physics
- chemistry

Data

The targeted retention incentive for FE teachers claim window for the 2024 to 2025 academic year opened in October 2024 and closed on 31 March 2025. 7,790 applications have been received. As of 5 May 2025, 5,984 claims were approved and 1,730 were rejected.

Table 1: Total number of claims for the financial year 2024 to 2025

Application status	Number of claims
Approved	5,984
Awaiting decision	76
Rejected	1,730
Total	7,790

Approved claims include those that have been paid and those awaiting payment.

In some instances, teachers made multiple claims and these are included in the ‘Rejected’ category. The total rejected claims are therefore not representative of individual teachers, and this will be amended in final publication of figures.

These figures may be subject to change as claims are further validated ahead of

final publication of figures.

The majority of approved claims were from teachers of building and construction (1,725), maths (1,367), and engineering and manufacturing (1,195).

Table 2: Total number of approved claims by subject taught

Subjects taught	Number of approved claims
Building and construction	1,725
Chemistry	172
Computing, including digital and ICT	625
Early years	515
Engineering and manufacturing, including transport engineering and electronics	1,195
Maths	1,367
Physics	92
Applicants teaching two or more of the seven eligible subject areas	293
Total	5,984

The majority of approved claims were from teachers in an FE provider where at least 50% of students attracted 16-19 disadvantage funding (5,295).

Teachers at an FE provider that had the highest proportion of disadvantaged students, received a higher payment. This was based on the proportion of 16 to 19 students enrolled at the FE provider attracting disadvantage funding in the 2022 to 2023 academic year, on the basis of students' economic deprivation or low prior attainment in English and maths.

Those eligible teachers employed at an FE provider with 50% to 100% of students attracting disadvantage funding received a £3,000 to £6,000 payment depending on the number of hours a week they taught. Those with 25% to 50% received £2,500 to £5,000 and those below 25% received £2,000 to £4,000.

Table 3: Total number of approved claims by the proportion of students in an FE provider attracting disadvantage funding for 16 to 19 education in the 2022 to 2023 academic year

Percentage of students attracting disadvantage funding for 16 to 19 education in the 2022 to 2023 academic year	Number of approved claims from teachers at FE providers with this proportion of disadvantaged students
Below 25%	159
Between 25-50%	530
50% and above	5,295
Total	5,984

The majority of approved claims were from teachers who teach 12 or more hours per week, which equates to roughly 0.5 of a full-time role.

To be eligible, teachers must have taught at least 2.5 hours per week (which equates to roughly 0.1 of a full-time role) and satisfy the rest of the [eligibility criteria](#).

If teachers taught between 2.5 hours and 12 hours per week, they received £2,000 to £3,000, depending on the proportion of disadvantaged students taught at their provider. If they taught 12 hours or more, they received £4,000 to £6,000, depending on the proportion of disadvantaged students taught at their provider.

Table 4: Total number of approved claims by teaching hours per week

Teaching hours per week	Number of approved claims
Between 2.5 and 12	361
More than 12	5,623
Total	5,984

There may be small changes to the split of approved applications by teaching hours, as claims are further validated ahead of the publication of final figures.

Table 5: Average approved claim amount (rounded to nearest £50)

Average claim amount (£)

5,700

The majority of approved claims were from teachers in a general further education college (5,424).

Table 6: Total number of approved claims by provider type

Provider type	Number of approved claims
16 to 19 only schools and academies	313
General FE college, including tertiary	5,424
Sixth-form college	247
Total	5,984

Methodology

Teachers were able to submit an application between 14 October 2024 and 31 March 2025.

Once a teacher had submitted their application online confirming their eligibility, their employer verifies the details. DfE conducts further checks and if eligible, the money is issued directly into the teacher's bank account.

Information received in applications is checked against the following data sources during the verification process to ensure the application is from an eligible teacher:

- information from the teacher's employer
- [Teacher's Pension Scheme](#) data (if applicable)
- Student Loans Company data

All data is stored in line with DfE's [privacy notice](#).

The data presented here is based on an extract of claims data as of 5 May 2025.

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