

# Early-stage teachers - Web Mapping 2012

Country	Organisation	Pre-service personnel					In-service personnel				Remarks	Links
		Membership type	Special grouping	Periodicals	Initiation guide	Special policies	Special grouping	Periodicals	Initiation guide	Special policies		
Canada	CAUT	PHD students									Students have associate membership.	<a href="#">Pdf</a>
Denmark	DM	PHD students	x	x		x					The DM Student Board consists of max. 10 members from across the country. Board members are all students and the board sets guidelines for DM's Students policy.	<a href="#">Site</a>
Denmark	GL							x			Events, such as seminars, are organized for new teachers.	<a href="#">Site</a>
Finland	Tieteentekijöiden liiton	PHD students										<a href="#">Site</a>
France	SNEP-FSU	Trainees			x							<a href="#">Site</a>
France	SNES-FSU	Trainees										<a href="#">Site</a>
France	SNUipp-FSU	Students, Trainees	x	x	x		x	x	x		SNUipp has a dedicated website for new teachers: neo.snuipp.fr	<a href="#">Site</a>
France	SGEN-CFDT	Trainees			x	x					Against the "masterisation" of the profession	<a href="#">Pdf</a>
Ireland	ASTI							x			Substitution placement service, initiation events for new teachers	<a href="#">Site</a>
Ireland	INTO							x			NQT meetings at local levels	<a href="#">Site</a>
Ireland	TUI							x				<a href="#">Site</a>
Italy	FLC CGIL							x				<a href="#">Site</a>
Japan	JTU						x				JTU has a Youth section in its union structure.	
Lithuania	FLESL	Students	x			x	x			x	FLESL has a special representation group for youths, not so much early-stage or young teachers per se.	<a href="#">Site</a>
Lithuania	LDF	Students	x			x	x			x	Like the FLESL, LDF has a special youth section for young workers aged 14-35.	<a href="#">Site</a>
Luxembourg	SNE-CGFP	Students										<a href="#">Site</a>
Netherlands	AOB						x		x		AOb has a young teacher group called Green Wave for teachers aged max 35 years. They meet up on their own initiative to propose their ideas about the profession to the union. They have an independent website: groenegolf.info	<a href="#">Site</a>
Netherlands	CNV-O	Students	x	x	x	x	x	x	x	x	CNV Onderwijs has a special grouping called Starters and Students. Services to this group include a helpline, initiation guide, a magazine called Starters, tips and advice, even job placements.	<a href="#">Site</a>
New Zealand	NZPPTA	Trainees									Teacher trainees can apply for an associate membership.	<a href="#">Site</a>
Norway	SL	Students										<a href="#">Site</a>
Norway	Utdanningsforbundet	Students		x	x	x					Services include full-time officers to help, 3 magazines a year, elected chairperson and vice-chairperson. Dedicated site: pedagogstudentene.no	<a href="#">Site</a>
Romania	FSLI						x		x	x	Early-stage teachers are grouped as "youths" and is integrated within the union structure. The union does survey among this group to assess their needs and also organises events to service those needs.	<a href="#">Site</a>
Sweden	Lärarnas Riksförbund						x		x		LR has a mentorship programme which recruits experienced teachers to help out new ones. The whole aim is to provide support and prevent teacher dropout	<a href="#">Site</a>
Sweden	Läraryrket	Students	x	x			x		x		Läraryrket provides support to both groups - students and graduates. The student group called Lärorstudent is very active and has a Facebook page. For newly-qualified teachers, the union helps with their job search.	<a href="#">Student site</a> <a href="#">Facebook</a> <a href="#">Teacher site</a>
Sweden	SULF	PHD students	x		x							<a href="#">Site</a>
UK	ATL	Students, Trainees	x	x	x		x	x	x		ATL groups the students and newly-qualified (NQs) together as a group, to which they service. They have a dedicated site: new2teaching.org.uk	<a href="#">Site</a>
UK	EIS	Students, Trainees	x	x							EIS considers students and trainees (called "probationers") as separate groups, with the latter having more rights in union affairs.	<a href="#">Site</a> <a href="#">Facebook</a> <a href="#">Teacher site</a> <a href="#">Student site</a>
UK	NASUWT	Students	x		x		x		x		NASUWT makes a difference between student members and NQTs.	<a href="#">Teacher site</a> <a href="#">Student site</a>
UK	NUT	Students	x		x		x		x		NUT offers free training courses to NQTs. For students, they have a site called Students Centre to service student members.	<a href="#">Teacher site</a> <a href="#">Student site</a>
UK	SSTA	Trainees	x		x						The SSTA has a membership category for trainee teachers called probationers.	<a href="#">Site</a>
UK	UCU						x	x	x		The UCU has an extensive programme for early-stage members. Apart from an initiation guide, the UCU organises a young members' conference covering a wide range of issues such as climate change and professional development. The union also has an early career network and its members receive a monthly bulletin.	<a href="#">Site</a>
UK	UTU						x				The UTU has a Future In Teaching (FIT) group for early-stage teachers and the group is open to any UTU members within the first 15 years of their teaching career. The group is also active on Facebook.	<a href="#">Site</a> <a href="#">Facebook</a>
US	AFT						x		x		For early-stage teachers, the AFT offers teacher-to-teacher advice, such as by videos. The union also considers these early-stage teachers as young teachers, and has created a "Generation Y teachers" network on the Ning social network platform, where young AFT members exchange opinions and organise discussions.	<a href="#">Video site</a> <a href="#">Ning</a>
US	NEA	Students	x	x	x	x	x		x		The NEA offers a lot of resources for "first-year teachers", including a blog called "A blog of one's own". It also has a student programme of over 70 000 members, with a magazine called Tomorrow's Teachers. The union also ensures that student representatives can attend most meetings of union structures. It is now undertaking research on developing union policies to promote young union leaders.	<a href="#">Site</a>

## Key

**Pre-service:** This refers to anyone who has not entered into full employment as a teacher or researcher, included in this group are teacher students, PHD students and teacher trainees.

**Student:** Person who has not yet obtained his/her teacher degree and may or may not have completed a period of internship.

**PHD student:** Person who has not completed his/her doctoral study but may be working as researcher or tutor at the same time.

**Trainee:** Person who has obtained his/her teaching degree but is undergoing a period of internship.

**In-service:** This refers to anyone who has just entered into full employment as a teacher or researcher. They are generally called early-stage or newly-qualified teachers or researchers. Some unions place an age limit on this group and call them young teachers or researchers.

**Special grouping:** Whether this group has a permanent, special status within the union structure.

**Special policies:** Whether the union has specific policies regarding the recruitment, retention, and needs of this group.