



From competence to confidence: Supporting novice teachers in VET

Novice teachers require support beyond initial teacher training to navigate the complexities of VET teaching and build confidence and capability in their role.



Induction and onboarding

Build strong foundations

- ✓ Structured, staged and holistic onboarding
- ✓ Early engagement with relevant people and resources
- ✓ Orientation to organisational systems, internal compliance requirements and processes
- ✓ Supervisor and mentor support
- ✓ Observation and supported classroom access
- ✓ Clear role expectations and wellbeing check-ins

Outcome

Teachers feel welcomed, informed and supported from the start.



Workload management

Create space to learn

- ✓ Reduced complexity in the early stages
- ✓ Staged teaching responsibility
- ✓ Designated non-contact time for lesson preparation, reflection and professional learning
- ✓ Careful allocation of learner groups

Outcome

Stronger teaching capability, confidence and sense of belonging.



Ongoing support

Learn through relationships

- ✓ **Mentoring** — Guidance, reflection and problem-solving
- ✓ **Buddying, shadowing, team teaching and communities of practice** — Learning through observation and collaboration
- ✓ **Peer support** — Sharing resources, ideas and experiences

Outcome

Reduced pressure and greater confidence in teaching practice.



Supportive leadership

Create conditions for growth

- ✓ Supportive of teacher development
- ✓ Safe and encouraging culture
- ✓ Clear expectations and role boundaries
- ✓ Regular development conversations
- ✓ Develop agency in novice teachers

Outcome

Growth, clarity and confidence.



Ongoing professional development

Keep learning relevant

Professional learning should be:

- ✓ Needs-based
- ✓ Targeted
- ✓ Contextualised
- ✓ Accessible
- ✓ Meaningful

Common areas include:

- ✓ Teaching strategies and student engagement
- ✓ Classroom management
- ✓ Responding to psychosocial needs
- ✓ Supporting diverse learners
- ✓ Reflective practice
- ✓ Digital and AI literacy

Outcome

Increased capability, confidence and long-term success.

Confidence develops through experience, reflection, support and professional learning.

Supporting novice teachers is a shared organisational responsibility that extends beyond initial teacher training.