# **Incentivising excellence: Attracting high-achieving teaching candidates**

BETA worked with the Quality Initial Teacher Education Review to test what incentives would appeal to high-achieving teaching candidates.

We ran a discrete choice experiment with young high-achievers and mid-career professionals. We found:

Figure 1-**Additional probability of choosing teaching over a ‘baseline job’** (in percentage points) **for Young High-Achievers** (18-25 year-olds with an ATAR of 80 or above).



Figure 2- **Additional probability of choosing teaching over a ‘baseline job’** (in percentage points) **for Mid-Career Professionals** (26-60 year olds with a Bachelor’s degree or higher).



(For our study, we defined baseline job to have no study or work incentives, $60,000 starting pay and $100,000 top pay.)

Work, study and financial incentives play a part in encouraging people to a career in teaching. This research contributes to our understanding of how to best attract high-achieving candidates to the profession.