Independent Education Union of Australia

Speaks on...

23 November 2026

Planning must start now for the 2027 intake of new beginning teachers

In the weeks ahead our next generation of beginning teachers will have the excitement of preparing to commence their teaching careers in the 2027 school year.

These teachers will enter a profession facing workforce pressures, increasing student complexity and significant workload demands. School employers should be planning now to ensure every new teacher has the support and resources needed to succeed.

The transition from initial teacher education to full classroom responsibility is one of the most important stages of a teacher's professional development. Teaching is a highly complex profession, requiring teachers to make constant professional judgements while responding to students with diverse learning and behavioural needs.

The IEU has long advocated for stronger support for pre-service and beginning teachers throughout their studies, professional placements and entry into the workforce. Sending new teachers into classrooms only to be overwhelmed by unsustainable workloads is contributing to burnout and undermining efforts to address teacher shortages.

School employers must commit to evidence-based early career teacher supports including mandatory induction programs, reduced teaching loads and properly funded mentoring arrangements with dedicated release time for both graduate teachers and mentors.

Mentoring duties cannot simply be added to the already significant demands placed on experienced teachers. Employers must provide genuine workload relief so mentors have the time and capacity to support beginning colleagues effectively.

Australian Teacher Workforce Data shows that access to induction and mentoring remains uneven across schools. Teachers who have participated in structured induction programs consistently identify mentoring, reduced face-to-face teaching time and opportunities to observe colleagues as among the most valuable supports during their transition into the profession.

School employers must act now to invest in comprehensive support measures for new teachers commencing in 2027. A strong start for beginning teachers strengthens the profession and ensures every Australian student has access to the high-quality education they deserve.