

Measures to attract new teachers

POLICY DEVELOPMENT	PRACTICAL MEASURE/INITIATIVE	 ICELAND
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Timeline

2015 Implementation	2016 Implementation	2017 Implementation
2018 Implementation	2019 Implementation	2020 Implementation
2021 Implementation	2022 Implementation	2023 Implementation
2024 Completed		

ID number 28312

Background

In 2015, an important challenge for the VET system in Iceland was the shortage of qualified teachers. There was also a need to reverse the rising age trend among teaching professionals. Current data demonstrate that the average age of teachers (including VET teachers) continues to rise and in the next 5 to 10 years, more than half will retire.

Objectives

To attract more people to teaching.

Description

In 2015, teachers received a substantial salary increase in the hope that more young people would see the profession as attractive and join it, thus reversing the rising age trend among teaching professionals. This measure did not produce the expected results. Another reason for this was the boom in available jobs for many VET professionals in recent years, which increased the unattractiveness of the teaching profession. Part of the need for teachers has been bridged by giving people exemptions for teaching without the necessary teacher training but it is obvious that other means will have to be considered.

2015 Implementation
2016 Implementation
2017 Implementation
2018 Implementation
2019 Implementation
The final year of teacher education is to be transformed into a salaried training period

for future teachers, a policy change which led to a 45% increase in applications for new places in teacher education. From autumn 2019, to make teaching more attractive in the final year of the teaching programme, students can apply for a salaried training period for a maximum period of one school year.

2020 Implementation

The university of Iceland announced that it would hire four active teachers or headmasters to work part-time at the university as leaders in education. The main goal is to create a stronger link between the students and the professionals working in the field of education.

2021 Implementation

Two of the positions announced by University of Iceland in 2020 are related to the kindergarten stage, four are related to the primary school stage, one is related to the upper secondary school stage, and two are related to school management and teacher counselling. These academic positions are part of measures taken by the University of Iceland School Education, aimed at strengthening the relationship between the University and school administrators, at all school levels. These measurements are in accordance with the University's policy, 2021-26, on increased social ties and impact.

The individuals who were hired for the 4 part-time positions, on a 2-year basis, have now completed their first year. It took them a while to get acquainted with various traditions and organisational matters, but they have been very well received by fellow teachers and students, within the university. Their voices have been welcomed and they have strengthened the connection between theoretical aspects of learning and professional work in the schools.

These individuals and the project managers at the School of Education agree that this type of part-time work is an ideal and exciting opportunity for both parties, and the first year of the project has been beneficial.

2022 Implementation

The success of the teacher recruitment initiative became visible because in 2022, 454 teachers graduated, which was a 160% increase compared to the average for the years 2015-2019.

2023 Implementation

According to the project managers at the School of Education, the first recruitments ended in March 2023.

2024 Completed

Measures to attract new teachers to VET: Motivational grants

The goal of motivational grants is to increase recruitment among teachers and are therefore intended for student teachers seeking a license.

A future vocational teacher who enrolled in the fall of 2021 or later in a 60 ECTS credit basic diploma in pedagogy designed specifically for master craftsmen and those who have already completed a certified vocational qualification can apply for an incentive grant of up to ISK 400 000. The grant is paid out in one lump sum when the student has registered with a teaching permit. The right to apply for a grant is cancelled if the student teacher does not graduate within 24 months of enrolling in the programme and in accordance with the organisation of the programme.

The government's initiative officially ends in the fall of 2024. The last chance for student teachers to apply for an incentive grant is 1 November 2024.

Actions to increase the number of teachers were carried out in consultation with the Association of Icelandic Municipalities, the Icelandic Teachers' Association, the University of Akureyri, the University of Iceland's Faculty of Education, the Iceland Academy of the Arts, Heimili og skoli, SI - the Federation of Icelandic Industries. In addition, representatives of the Ministry of Finance and Economy, and the Ministry of Transport and Local Government supported the work.

Bodies responsible

- Ministry of Education and Children
- Ministry of Education, Science and Culture (until 2021)

Target group

Education professionals

Teachers

Thematic categories

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

Attractiveness of the teaching and training profession/career

European priorities in VET

Osnabrück Declaration

Establishing a new lifelong learning culture - relevance of continuing VET and digitalisation

Subsystem

IVET CVET

Further reading

[The Ministry of Education - action plan to attract new teachers](#)

[The University of Iceland - policy on Increased social ties and its impact 2021-26](#)

[Increasing the number of teachers](#)

“ … ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies->

