

**Jeremy Miles AS/MS**  
Gweinidog y Gymraeg ac Addysg  
Minister for Education and Welsh Language



Llywodraeth Cymru  
Welsh Government

Ein cyf/Our ref: WQ90222

Andrew RT Davies MS  
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23 January 2024

Dear Andrew

I am writing in response to Written Question 90222: What plans does the Welsh Government have to address the skills gaps in different areas of education and how will this impact teacher recruitment?

The professional standards for teaching, leadership and assisting teaching describe the skills, knowledge and behaviours that characterise excellent practice and support professional growth at all stages of a practitioners' career, from initial teacher education through to formal leadership roles.

The use of the professional standards to reflect on individual practice should inform individuals' professional development review and lead to the development of an individual professional learning journey for every practitioner to address any skills gaps or development needs. This in turn will support schools to deliver on their school improvement priorities.

As I outlined in my oral statement on 12 December, the national professional learning entitlement, which launched a little over a year ago, is already playing a key role in supporting education professionals in their continued development with the delivery of high-quality teaching and learning at the forefront.

Ensuring that our workforce is valued and continually supported to develop, alongside our actions to reduce workload are two crucial steps, amongst others, that we are taking to positively impact on the recruitment of high-quality teachers.

Yours sincerely,

**Jeremy Miles AS/MS**  
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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.