

Education

Closing the talent gap: Attracting and retaining top-third graduates to careers in teaching

An international and market research-based perspective

An analysis of the
teacher education
programmes
in Finland, S. Korea,
and Singapore, vs
the US.

McKinsey
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Policies to attract/retain top teachers		Singapore	Finland	S. Korea	U.S.
1	Selective admissions to teacher training	✓	✓	✓	Most programs not selective
2	Government paid teacher training	✓	✓		Students finance own education
3	Government regulates supply of teachers to match demand	✓	✓	✓	Oversupply of teachers
4	Professional working environment	✓	✓	✓	Variable working conditions
5	Competitive compensation	✓		✓	Compensation not attractive to many students
6	Cultural respect accorded to teaching	✓	✓	✓	Respect not comparable to other nations
7	Teaching considered as a career	✓	✓	✓	Relatively high attrition in early years
8	Robust opportunities for career advancement	✓			Limited opportunities for advancement
9	Performance pay for teachers	✓		✓	Limited performance pay