

Department for Education Aboriginal workforce profile

Issue 12 – Aboriginal Workforce as at June 2022

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The following is a profile of Department for Education Aboriginal employees who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2022.

Source: Data presented in this report is based on the June 2022 Workforce Information Collection prepared for the Office for the Commissioner for Public Sector Employment (OCPSE). A series of adjustments are undertaken in relation to the data to comply with OCPSE reporting rules. Therefore totals may vary from other internal Department for Education publications sourced directly from human resources records.

Notes:

Where the term “other groups” is used within this document specific to school sector based employees, this includes relief teachers, hourly paid instructors (HPIs), Education Act negotiated conditions and seconded teachers.

Where the term “other groups” is used within this document specific to preschool sector based employees, this includes relief teachers.

“Full time” employees are those who work greater or equal to 0.98 full time equivalent (FTE).

The term “Aboriginal” has been used within this document and refers to all employees who identified as being of Aboriginal and/or Torres Strait Islander descent.

Permanent/contingent: If relevant, bus drivers, hourly paid instructors, swimming instructors, temporary relief teachers and other claim paid employees are not included. The workforce on unpaid leave as at 30 June 2022 has been included to give a more inclusive representation of the workforce. Therefore, data provided for this profile may vary from other departmental publications.

More detailed workforce information provided over the last five years is located on the DataSA website at the link below.

<https://data.sa.gov.au/data/dataset?organization=dept-for-education>

Overview

Key characteristics of the workforce include:

- 792 Aboriginal employees were employed by Department for Education or 611.4 full time equivalents (FTEs). This represents 2.5% of all Department for Education employees.
- Aboriginal employees appointed under the school sector of the Education and Children's Services Act account for the largest number in the department (86.7%), followed by the Public Sector Act (6.6%), preschool sector of the Education and Children's Services Act (6.2%), SA Government Services Award and SA Government Transport Workers' Award (0.5%).
- The average age of the Aboriginal workforce was 41 years. Over one third (39.6%) of the workforce were aged forty-five years and over, significantly less than the total workforce where almost half (48.6%) are aged forty-five years and over.
- 322 or 40.7% worked full time and 470 or 59.3% were part time employees.
- Female Aboriginal employees made up 76.1% of employees, while 23.6% were male.
- 92 Aboriginal employees were on unpaid leave (in addition to the 792 employees stated above).
- 117 Aboriginal employees ceased working for the department (separated) during 2021/2022 (including contract expired).¹ This represents an 89.3% retention rate for the financial year.

Department for Education Aboriginal workforce characteristics by employment category

Employment Category					Age Group					
	Male	Female	Other	Average age	<20	20-29	30-39	40-49	50-59	60+
Public Sector Act (total)	10	42	-	40	1	9	21	11	7	3
Education & Childrens Services Act (Preschool Sector total)	3	46	-	45	-	6	11	10	16	6
Preschool directors	-	10	-	50	-	1	1	-	7	1
Preschool teachers (including temporary relief teachers)	2	8	-	52	-	-	-	4	4	2
Early Childhood Worker	1	28	-	42	-	5	10	6	5	3
Education & Childrens Services Act (School Sector total)	170	515	2	40	14	163	172	155	114	69
School Sector Principals	-	3	-	50	-	-	-	1	2	-
School sector other leaders (deputy principals, seniors, band B leaders)	8	12	-	42	-	1	9	4	4	2
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	27	98	-	40	-	32	37	26	18	12
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	1	8	-	47	-	1	1	4	1	2
School services officers	39	147	1	38	11	57	34	36	32	17
Aboriginal education workers (Aboriginal community education officers)	95	247	1	41	3	72	91	84	57	36
Other (total)	4	-	-	49	-	-	1	1	1	1
Government services employees	4	-	-	49	-	-	1	1	1	1
Driver/Bus driver	-	-	-	-	-	-	-	-	-	-
TOTAL	187	603	2	41	15	178	205	177	138	79

¹ Some of these employees have a separation reason of "contract expired" and may be re-employed at a later stage.

Department for Education Aboriginal workforce employment characteristics by employment category

Employment Category	FTE	Persons	Total Workforce	Aboriginal as % Total Workforce	Full time	Part time
Public Sector Act (total)	50.2	52	1791	2.9%	44	8
Education & Childrens Services Act (Preschool Sector total)	38.3	49	1969	2.5%	22	27
Preschool directors	10.0	10	295	3.4%	10	-
Preschool teachers (including temporary relief teachers)	8.7	10	686	1.5%	7	3
Early childhood workers	19.6	29	988	2.9%	5	24
Education & Childrens Services Act (School Sector total)	520.7	687	26922	2.6%	256	431
School Sector Principals	3.0	3	565	0.5%	3	-
School sector other leaders (deputy principals, seniors, band B leaders)	19.4	20	2536	0.8%	19	1
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	109.2	125	13986	0.9%	85	40
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	5.5	9	993	0.9%	4	5
School services officers	127.6	187	8499	2.2%	24	163
Aboriginal education workers (Aboriginal community education officers)	256.0	343	343	100.0%	121	222
Other (total)	2.2	4	586	0.7%	-	4
Government services employees	2.2	4	455	0.9%	-	4
Driver/Bus driver	-	-	131	0.0%	-	-
TOTAL	611.4	792	31268	2.5%	322	470

Department for Education Aboriginal workforce other employment characteristics by employment category

Employment Category	Permanent	Contingent	% permanent	Unpaid Leave	Separations
Public Sector Act (total)	32	23	29.2%	3	8
Education & Childrens Services Act (Preschool Sector total)	32	27	50.8%	5	3
Preschool directors	9	1	80.0%	-	-
Preschool teachers (including temporary relief teachers)	11	2	31.4%	3	1
Early Childhood Worker	12	24	75.0%	2	2
Education & Childrens Services Act (School Sector total)	439	386	53.3%	84	106
School Sector Principals	3	-	100.0%	-	-
School sector other leaders (deputy principals, seniors, band B leaders)	19	2	89.5%	1	-
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	92	34	72.1%	11	11
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	4	1	83.3%	-	1
School services officers	73	145	32.5%	7	38
Aboriginal education workers (Aboriginal community education officers)	248	204	55.7%	65	56
Other (total)	2	2	66.7%	-	-
Government services employees	2	2	66.7%	-	-
Driver/Bus driver	-	-	-	-	-
TOTAL	505	438	53.8%	92	117

Portfolio profile

The following tables provide a comparative analysis of key Aboriginal workforce characteristics across Department for Education portfolios.

Department for Education Aboriginal workforce characteristics by portfolio

Portfolio	FTE	Persons	Full time	Part time	Female	Male	Other	Average age	<30 years	30-44 years	45-59 years	60+ years
Berri	10.5	15	6	9	11	4	-	47	1	5	6	3
Felixstow 1	5.5	6	5	1	5	1	-	47	1	2	1	2
Felixstow 2	7.0	10	3	7	9	-	1	41	3	1	5	1
Felixstow 3	11.2	15	4	11	11	4	-	37	4	6	4	1
Felixstow 4	7.3	9	1	8	7	2	-	38	2	4	3	-
Flinders Park 1	42.6	82	8	74	56	26	-	36	29	30	21	2
Flinders Park 2	23.1	28	10	18	22	6	-	40	10	7	6	5
Flinders Park 3	15.4	17	13	4	15	2	-	42	5	5	5	2
Flinders Park 4	25.2	28	13	15	16	12	-	44	5	8	11	4
Gawler 1	10.6	13	7	6	11	2	-	33	5	7	1	-
Gawler 2	6.2	9	2	7	7	2	-	46	-	5	2	2
Kadina	8.8	10	6	4	8	2	-	38	4	3	2	1
Mount Barker 1	4.1	7	2	5	6	1	-	38	1	5	-	1
Mount Barker 2	7.0	9	5	4	6	3	-	38	3	3	3	-
Mount Gambier 1	12.9	17	6	11	11	6	-	45	2	8	5	2
Mount Gambier 2	3.6	6	1	5	5	1	-	43	-	3	3	-
Murray Bridge 1	5.6	9	2	7	9	-	-	44	1	5	1	2
Murray Bridge 2	26.3	33	11	22	25	8	-	40	13	6	9	5
Noarlunga 1	7.2	12	2	10	7	4	1	37	3	6	2	1
Noarlunga 2	21.3	25	13	12	16	9	-	38	5	13	7	-
Noarlunga 3	23.5	29	16	13	21	8	-	37	9	9	10	1
Noarlunga 4	15.3	21	6	15	16	5	-	39	5	10	5	1
Para Hills 1	41.3	52	19	33	40	12	-	37	18	21	9	4
Para Hills 2	27.1	32	14	18	26	6	-	44	5	10	12	5
Para Hills 3	30.2	38	17	21	28	10	-	40	14	6	14	4
Para Hills 4	10.1	13	4	9	9	4	-	36	5	3	5	-
Pirie	8.1	12	1	11	8	4	-	39	1	8	3	-
Port Augusta 1	60.1	77	25	52	68	9	-	46	10	23	33	11
Port Augusta 2/Whyalla	11.7	15	6	9	11	4	-	39	5	3	6	1
Port Lincoln 1	18.7	23	9	14	17	6	-	46	2	10	7	4
Port Lincoln 2	11.8	17	6	11	13	4	-	37	7	5	3	2
Other *	92.1	103	79	24	83	20	-	43	15	45	31	12
TOTAL	611.4	792	322	470	603	187	2	41	193	285	235	79
% or average of Aboriginal workforce	19.1	25	41%	59%	76%	24%	-	NA	24%	36%	30%	10%

NB. includes employees who were active or on paid leave only

* includes portfolios defined as Support and Inclusion Portfolio, International Education Services, Other (Administrative), Other (Educational), Regional Support Services, School and Preschool Improvement, School and Regional Operations, Statewide Services and Child Development, Customer and Information Services, Student Pathways and Commissioner for Children & Young People
Source: Department Location Sites & Services data base (LSS)

For further information

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A copy of the report can be found at

<https://www.education.sa.gov.au/departments/research-and-data/workforce-reports/workforce-profiles>