

Department for Education Aboriginal workforce profile

Issue 16 – Aboriginal Workforce as at June 2026

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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 2026.

Source: Data presented in this report is based on the June 2026 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 2025 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:

- 918 Aboriginal employees were employed by Department for Education or 721.9 full time equivalents (FTEs). This represents 2.7% 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 (83.6%), followed by the Public Sector Act (8.5%), preschool sector of the Education and Children's Services Act (6.9%), SA Government Services Award and SA Government Transport Workers' Award (1.0%).
- The average age of the Aboriginal workforce was 40 years. Thirty eight percent of the workforce were aged forty-five years and over, significantly less than the total workforce where almost half (46.4%) are aged forty-five years and over.
- 377 or 41.1% worked full time and 541 or 58.9% were part time employees.
- Female Aboriginal employees made up 76.3% of employees, while 23.4% were male.
- 132 Aboriginal employees were on unpaid leave (in addition to the 918 employees stated above).
- 112 Aboriginal employees ceased working for the department (separated) during 2025/2026 (including contract expired).¹ This represents a 91.2% 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)	20	57	1	41	2	17	20	18	17	4
Education & Childrens Services Act (Preschool Sector total)	2	61	-	39	3	16	18	9	12	5
Preschool directors	1	10	-	54	-	-	1	1	8	1
Preschool teachers (including temporary relief teachers)	-	9	-	48	-	-	3	2	2	2
Early Childhood Worker	1	42	-	33	3	16	14	6	2	2
Education & Childrens Services Act (School Sector total)	184	582	2	40	30	186	182	156	133	81
School Sector Principals	-	5	-	50	-	-	-	3	2	-
School sector other leaders (deputy principals, seniors, band B leaders)	11	28	-	39	-	7	20	4	5	3
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	22	105	1	42	-	31	32	25	26	14
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	5	13	-	42	3	1	2	5	4	3
School services officers	47	164	-	37	23	63	39	37	32	17
Aboriginal education workers (Aboriginal community education officers)	99	267	1	41	4	84	89	82	64	44
Other (total)	9	-	-	49	2	-	-	1	3	3
Government services employees	9	-	-	49	2	-	-	1	3	3
Driver/Bus driver	-	-	-	-	-	-	-	-	-	-
TOTAL	215	700	3	40	37	219	220	184	165	93

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)	73.9	78	2274	3.4%	61	17
Education & Childrens Services Act (Preschool Sector total)	44.7	63	2137	2.9%	21	42
Preschool directors	11.0	11	299	3.7%	11	-
Preschool teachers (including temporary relief teachers)	8.2	9	758	1.2%	4	5
Early childhood workers	25.5	43	1080	4.0%	6	37
Education & Childrens Services Act (School Sector total)	596.9	768	28552	2.7%	293	475
School Sector Principals	5.0	5	562	0.9%	5	-
School sector other leaders (deputy principals, seniors, band B leaders)	38.1	39	2791	1.4%	35	4
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	113.1	128	14019	0.9%	87	41
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	10.1	18	904	2.0%	6	12
School services officers	150.6	211	9909	2.1%	32	179
Aboriginal education workers (Aboriginal community education officers)	280.0	367	367	100.0%	128	239
Other (total)	6.4	9	606	1.5%	2	7
Government services employees	6.4	9	483	1.9%	2	7
Driver/Bus driver	-	-	123	0.0%	-	-
TOTAL	721.9	918	33569	2.7%	377	541

Department for Education Aboriginal workforce other employment characteristics by employment category

Employment Category	Permanent	Contingent	% permanent	Unpaid Leave	Separations
Public Sector Act (total)	42	36	53.8%	12	13
Education & Childrens Services Act (Preschool Sector total)	19	44	30.2%	5	7
Preschool directors	11	-	100.0%	-	-
Preschool teachers (including temporary relief teachers)	4	5	44.4%	1	4
Early Childhood Worker	4	39	9.3%	4	3
Education & Childrens Services Act (School Sector total)	414	354	53.9%	114	87
School Sector Principals	4	1	80.0%	-	-
School sector other leaders (deputy principals, seniors, band B leaders)	36	3	92.3%	1	-
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	74	54	57.8%	9	8
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	7	11	38.9%	1	2
School services officers	78	133	37.0%	28	32
Aboriginal education workers (Aboriginal community education officers)	215	152	58.6%	75	45
Other (total)	5	4	55.6%	1	5
Government services employees	5	4	55.6%	1	4
Driver/Bus driver	-	-	-	-	1
TOTAL	480	438	52.3%	132	112

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	14.0	19	7	12	15	3	1	40	8	3	6	2
Felixstow 1	3.4	5	1	4	4	1	-	47	1	1	1	2
Felixstow 2	10.1	14	4	10	13	1	-	42	4	4	4	2
Felixstow 3	10.9	14	6	8	9	5	-	40	2	7	5	-
Felixstow 4	7.6	10	4	6	7	3	-	36	3	5	2	-
Flinders Park 1	46.8	67	18	49	54	13	-	39	19	22	21	5
Flinders Park 2	29.2	41	13	28	28	13	-	35	20	10	7	4
Flinders Park 3	18.7	26	9	17	22	4	-	41	7	8	9	2
Flinders Park 4	34.0	39	23	16	23	16	-	41	10	13	11	5
Gawler 1	17.7	22	10	12	18	4	-	33	8	12	2	-
Gawler 2	5.3	8	3	5	8	-	-	55	-	2	4	2
Kadina	11.1	19	3	16	15	4	-	36	5	10	2	2
Mount Barker 1	5.0	6	2	4	5	1	-	37	1	5	-	-
Mount Barker 2	5.3	7	3	4	6	1	-	36	2	2	3	-
Mount Gambier 1	18.1	22	10	12	17	5	-	42	3	6	12	1
Mount Gambier 2	4.5	7	2	5	7	-	-	42	1	3	3	-
Murray Bridge 1	5.7	8	2	6	7	1	-	44	2	2	2	2
Murray Bridge 2	28.5	34	14	20	25	9	-	42	9	12	6	7
Noarlunga 1	5.7	8	2	6	5	3	-	37	3	2	3	-
Noarlunga 2	21.1	24	14	10	13	11	-	38	8	9	7	-
Noarlunga 3	19.7	27	11	16	17	10	-	35	12	6	9	-
Noarlunga 4	20.0	28	7	21	21	7	-	39	7	13	5	3
Para Hills 1	50.4	67	18	49	50	17	-	36	24	28	9	6
Para Hills 2	41.8	51	19	32	42	9	-	38	20	12	14	5
Para Hills 3	30.2	37	18	19	27	10	-	41	11	9	11	6
Para Hills 4	15.2	18	9	9	13	5	-	33	10	3	5	-
Pirie	11.1	16	-	16	13	3	-	40	4	6	6	-
Port Augusta 1	59.1	72	25	47	60	11	1	46	14	17	26	15
Port Augusta 2/Whyalla	22.2	26	11	15	22	4	-	39	4	16	3	3
Port Lincoln 1	18.2	23	7	16	17	6	-	45	3	9	6	5
Port Lincoln 2	12.9	16	6	10	11	5	-	35	8	4	3	1
Other *	118.4	137	96	41	106	30	1	42	23	54	47	13
TOTAL	721.9	918	377	541	700	215	3	40	256	315	254	93
% or average of Aboriginal workforce	22.6	29	41%	59%	77%	23%	-	NA	28%	34%	28%	10%

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

* includes portfolios defined as Inclusive Teaching and Learning, International Education Services, Other (Administrative), Other (Educational), Regional Support Services, Schools and Preschools, Student Pathways, Office for the Early Years Customer and Information Services, Curriculum Services, 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>