

Department for Education Aboriginal workforce profile

Issue 11 – Aboriginal Workforce as at June 2021

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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 2021.

Source: Data presented in this report is based on the June 2021 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 2021 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:

- 780 Aboriginal employees were employed by Department for Education or 601.3 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 (87.6%), followed by the preschool sector of the Education and Children's Services Act (6.9%), Public Sector Act (5.1%), SA Government Services Award and SA Government Transport Workers' Award (0.4%).
- 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 (49.7%) are aged forty-five years and over.
- 297 or 38.1% worked full time and 483 or 61.9% were part time employees.
- Female Aboriginal employees made up 76.9% of employees, while 23.1% were male.
- 83 Aboriginal employees were on unpaid leave (in addition to the 780 employees stated above).
- 97 Aboriginal employees ceased working for the department (separated) during 2020/2021 (including contract expired).¹ This represents an 89.9% 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)	9	31	-	40	1	8	15	7	6	3
Education & Children's Services Act (Preschool Sector total)	3	51	-	44	1	9	12	8	18	6
Preschool directors	-	10	-	54	-	-	-	2	7	1
Early childhood workers	1	27	-	39	1	6	9	4	6	2
Preschool teachers (including temporary relief teachers)	2	14	-	46	-	3	3	2	5	3
Education & Children's Services Act (School Sector total)	165	518	-	40	14	158	166	156	121	68
School Sector Principals	-	1	-	52	-	-	-	-	1	-
School sector other leaders (deputy principals, seniors, band B leaders)	7	12	-	42	-	1	7	5	5	1
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	20	95	-	41	-	31	28	25	17	14
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	3	9	-	44	1	1	3	3	2	2
School services officers	45	138	-	38	5	57	41	34	31	15
Aboriginal education workers (Aboriginal community education officers)	90	263	-	42	8	68	87	89	65	36
Other (total)	3	-	-	52	-	-	-	1	1	1
Government services employees	3	-	-	52	-	-	-	1	1	1
Driver/Bus driver	-	-	-	-	-	-	-	-	-	-
TOTAL	180	600	-	41	16	175	193	172	146	78

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	ATSI as % Total Workforce	Full time	Part time
Public Sector Act (total)	39.3	40	1751	2.3%	36	4
Education & Childrens Services Act (Preschool Sector total)	42.5	54	2018	2.7%	25	29
Preschool directors	10.0	10	291	3.4%	10	-
Early childhood workers	18.4	28	1019	2.7%	5	23
Preschool teachers (including temporary relief teachers)	14.1	16	708	2.3%	10	6
Education & Childrens Services Act (School Sector total)	517.8	683	27243	2.5%	236	447
School Sector Principals	1.0	1	545	0.2%	1	-
School sector other leaders (deputy principals, seniors, band B leaders)	19.0	19	2466	0.8%	19	-
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	101.4	115	14255	0.8%	80	35
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	7.0	12	964	1.2%	6	6
School services officers	124.0	183	8660	2.1%	14	169
Aboriginal education workers (Aboriginal community education officers)	265.4	353	353	100.0%	116	237
Other (total)	1.7	3	602	0.5%	-	3
Government services employees	1.7	3	455	0.7%	-	3
Driver/Bus driver	-	-	147	0.0%	-	-
TOTAL	601.3	780	31614	2.5%	297	483

Department for Education Aboriginal workforce other employment characteristics by employment category

Employment Category	Permanent	Contingent	% permanent	Unpaid Leave	Separations
Public Sector Act (total)	30	16	29.2%	6	4
Education & Childrens Services Act (Preschool Sector total)	31	30	50.8%	3	6
Preschool directors	8	2	80.0%	-	-
Early childhood workers	11	24	31.4%	3	6
Preschool teachers (including temporary relief teachers)	12	4	75.0%	-	-
Education & Childrens Services Act (School Sector total)	432	378	53.3%	74	84
School Sector Principals	1	-	100.0%	-	-
School sector other leaders (deputy principals, seniors, band B leaders)	17	2	89.5%	-	-
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	88	34	72.1%	12	6
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	5	1	83.3%	-	1
School services officers	67	139	32.5%	7	19
Aboriginal education workers (Aboriginal community education officers)	254	202	55.7%	55	58
Other (total)	2	1	66.7%	-	3
Government services employees	2	1	66.7%	-	3
Driver/Bus driver	-	-	-	-	-
TOTAL	495	425	53.8%	83	97

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	11.0	15	5	10	11	4	-	48	1	4	6	4
Felixstow 1	4.8	5	4	1	4	1	-	46	1	1	3	-
Felixstow 2	5.4	6	2	4	6	-	-	48	-	3	2	1
Felixstow 3	8.8	14	3	11	10	4	-	33	6	6	2	-
Felixstow 4	8.4	11	1	10	8	3	-	37	3	5	2	1
Flinders Park 1	44.3	78	6	72	57	21	-	37	26	30	19	3
Flinders Park 2	26.4	31	17	14	24	7	-	42	9	9	8	5
Flinders Park 3	13.5	17	8	9	13	4	-	42	4	6	6	1
Flinders Park 4	25.9	29	15	14	16	13	-	44	3	12	11	3
Gawler 1	5.9	9	4	5	6	3	-	34	4	3	2	-
Gawler 2	3.0	5	1	4	5	-	-	49	-	2	1	2
Kadina	8.7	14	2	12	10	4	-	37	4	6	4	-
Mount Barker 1	6.2	10	1	9	9	1	-	43	2	3	2	3
Mount Barker 2	6.4	8	4	4	6	2	-	35	4	2	2	-
Mount Gambier 1	13.5	18	5	13	13	5	-	43	2	8	7	1
Mount Gambier 2	2.4	5	1	4	5	-	-	42	-	3	2	-
Murray Bridge 1	5.3	10	2	8	10	-	-	43	1	6	1	2
Murray Bridge 2	26.6	35	9	26	28	7	-	40	13	7	10	5
Noarlunga 1	7.2	11	2	9	6	5	-	37	4	3	3	1
Noarlunga 2	14.5	18	8	10	14	4	-	37	4	10	4	-
Noarlunga 3	24.2	29	12	17	19	10	-	37	10	10	7	2
Noarlunga 4	16.4	22	8	14	17	5	-	37	9	8	5	-
Para Hills 1	39.4	49	17	32	38	11	-	38	16	18	13	2
Para Hills 2	29.2	35	13	22	26	9	-	43	8	11	12	4
Para Hills 3	22.9	31	10	21	20	11	-	39	13	5	9	4
Para Hills 4	13.3	16	7	9	11	5	-	37	6	5	5	-
Pirie	10.3	14	4	10	13	1	-	46	1	6	3	4
Port Augusta 1	55.9	71	24	47	63	8	-	45	10	20	30	11
Port Augusta 2	17.6	21	9	12	18	3	-	37	8	5	7	1
Port Lincoln 1	26.1	34	12	22	26	8	-	44	3	17	11	3
Port Lincoln 2	9.4	14	6	8	12	2	-	41	4	5	3	2
Other *	88.4	95	75	20	76	19	-	43	12	41	29	13
TOTAL	601.3	780	297	483	600	180	0	41	191	280	231	78
% or average of												
Aboriginal workforce	18.8	24	38%	62%	77%	23%	-	NA	24%	36%	30%	10%

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

* includes portfolios defined as Early Childhood Development Strategy, Other (Administrative), Other (Educational), Regional Support Services, School and Preschool Improvement, School and Regional Operations, Statewide Services and Child Development, Curriculum Services, 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>