

DECD Preschool Sector Teaching Workforce – Summary

Issue 6 – June 2017

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The following is a profile of the DECD Preschool Teacher Workforce who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2017. The Teaching Workforce identified in this analysis is defined as all teachers and leaders employed by DECD under **the Children’s Services Act**.¹

Source: Data presented in this report is based on the June 2017 Workforce Information Collection prepared for the Department of the Premier and Cabinet. A series of adjustments are undertaken in relation to the data to comply with DPC standards. Therefore totals may vary from other internal DECD publications sourced directly from the HRMS system.

Permanent/Temporary profiles include employees on leave but exclude claim paid employees (such as temporary relieving teachers, swimming instructors, hourly paid instructors, bus drivers). Therefore data presented for the Permanent/Temporary Profiles may vary from other internal DECD publications.

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

Any use of, or interpretation of data other than what is represented in this report is not the responsibility of P&C.

Overview

Key characteristics of the teaching workforce include:

- 974 preschool sector teachers and leaders were employed by DECD or 708.5 full time equivalents (FTEs).
- The majority (68.6%) are working in a teaching capacity (category Teacher only).
- The average age of the teaching workforce was 47 years, and 57.8% are aged 45 and over, compared to 53.2% for the total DECD workforce.
- 376 (38.6%) worked full time (≥ 0.98 FTE) and 598 (61.4%) were part time employees.
- Female employees made up 97.9% of employees while 2.1% were male.
- 24 employees were on unpaid leave (in addition to the 974 employees stated above).
- 30 employees separated during 2016/2017 (including contract expired)²

¹ Unless otherwise stated, the classifications included in each teacher category are:

Leaders – Preschool Directors

Teacher – Advanced Skill Teacher, Highly Accomplished Teacher, Preschool Teacher and Temporary Relieving Teacher

² Some of these employees have a separation reason of “contract expired” and may be re-employed at a later stage



Comparison between 2013 and 2017 Employees

As indicated in the tables below the majority of the preschool teachers and leaders workforce demographics show a gradual upward trend since 2013. The exceptions to this are the average age which has remained stable, a decrease in the proportion of the workforce aged 45 years and over and a marginal decrease in the number of leaders.

Table 1: Preschool Sector Teaching Workforce Demographics over the last 5 years

Trend Over the Last 5 Years	Average		2013	2014	2015	2016	2017	% change since 2013
	602	Teachers (Persons)	569	554	596	624	668	17.4%
	308	Leaders (Persons)	307	307	308	311	306	-0.3%
	910	Total Persons (Teachers and Leaders)	876	861	904	935	974	11.2%
	664	Total FTE (Teachers and Leaders)	635.5	632.7	660.9	681.3	708.5	11.5%
	890	Females (Persons)	857	840	882	916	954	11.3%
	20	Males (Persons)	19	21	22	19	20	5.3%
	359	Full-time (Persons)	354	343	359	365	376	6.2%
	551	Part-time (Persons)	522	518	545	570	598	14.6%
	47	Average Age	47	47	47	47	47	0.0%
	59%	% Aged 45 years and over	59.2%	60.9%	58.8%	58.5%	57.8%	-2.4%

Table 2: Preschool Sector Teaching Workforce by Temporary/Permanent over the last 5 years

Trend Over the Last 5 Years	Average		2013	2014	2015	2016	2017	% change since 2013
	500.8	Permanent (Persons)	509	490	503	509	493	-3.1%
	335.0	Temporary (Persons)	304	323	328	339	381	25.3%

N.B. Includes employees on leave (excludes claim paid employees). The percentage shown above represents the change in totals between 2013 and 2017, NOT the proportion of permanent compared to temporary workforce

Note: The dot on the lines in the tables above indicates the highest figure reported over the last 5 years.

Full-time/Part-time Profile

Almost two in five (38.6%) preschool sector teachers and leaders is employed in a full time capacity (≥ 0.98 FTE).

Over the five years there has been a slight shift where the proportion of part time employees has increased from 59.6% to 61.4%.

There is a significant difference between leaders and teachers working full time, with 68% of Preschool Directors being full time, compared with 25% of preschool teachers being full time.

The actual number of full time preschool teachers has remained relatively constant over the 5 year period, while the actual number of part time preschool teachers has gradually increased over the period by 20% (84 persons).

Table 3: Preschool Sector Teaching Workforce by Full Time/Part Time and Category over the last 5 years

	Category	2013	2014	2015	2016	2017	% change since 2013
Full Time (Persons)	Leader	202	196	200	213	209	3.5%
	Teacher	152	147	159	152	167	9.9%
Total		354	343	359	365	376	6.2%
% Full Time		40.4%	39.8%	39.7%	37.9%	38.6%	
Part Time (Persons)	Leader	105	111	108	98	97	-7.6%
	Teacher	417	407	437	472	501	20.1%
Total		522	518	545	570	598	14.6%
% Part Time		59.6%	60.2%	60.3%	62.1%	61.4%	

Temporary and Permanent Profile

Hourly paid instructors, swimming instructors and temporary relief teachers are not included in this profile as the nature of their employment is not a pathway to permanency under current DECD policy. In addition, the preschool teaching workforce on unpaid leave as at 30 June 2017 has been included in this analysis to give a more accurate representation of the total permanent/temporary profile.

Over half (56.4%) of the preschool sector teaching workforce is employed on a permanent basis. The split between permanent leaders and permanent teachers is similar, with 47.3% (233) being Preschool Directors and 52.7% (260) being preschool teachers.

When considering permanent/temporary status by category, the majority (233 of a total 314 or 74.2%) of DECD Preschool Directors are employed on a permanent basis and almost half (260 of a total 560 or 46.4%) of preschool teachers are employed on a permanent basis.

In 2017, 43.6% (381 of a total 874) of the preschool sector teaching workforce was employed on a temporary basis. 78.7% (300) of the temporary preschool sector teaching workforce comprises preschool teachers only.

The most significant change for this workforce group over the reporting period has been an increase in the number of temporary teachers by almost one third (32.7%).

Table 4: Preschool Sector Teaching Workforce by Permanent/Temporary and Category over the last 5 years

	Category	2013	2014	2015	2016	2017	% change since 2013
Permanent (Persons)	Leader	237	232	246	236	233	-1.7%
	Teacher	272	258	257	273	260	-4.4%
Total		509	490	503	509	493	-3.1%
Temporary (Persons)	Leader	78	87	72	85	81	3.8%
	Teacher	226	236	256	254	300	32.7%
Total		304	323	328	339	381	25.3%



Classification Profile

Over two thirds (68.6%) of the total preschool sector teaching workforce is made up of preschool teachers only at various classification levels. Almost one third (31.4%) are Preschool Directors. Preschool Director Band A-1 make up the majority (76.8%) for all leadership positions in the preschool sector, followed by Preschool Director Band A-3 (16%).

Table 5: Preschool Sector Teaching Workforce by Classification over the last 5 years

Category	Classification	2013	2014	2015	2016	2017
Leader	Preschool Director Band A-1	243	242	241	240	235
	Preschool Director Band A-2	23	20	21	23	22
	Preschool Director Band A-3	41	45	46	48	49
	Total	307	307	308	311	306
Teacher	Advanced Skills Teacher Level 2 (Preschool)	5	9	9	18	23
	Highly Accomplished Teacher - Preschool	-	2	3	-	1
	Teacher - Preschool	463	450	480	488	520
	TRT - Preschool	101	93	104	118	124
	Total	569	554	596	624	668
TOTAL		876	861	904	935	974

Age and Gender Profile

The vast majority (97.9%) of the preschool sector teaching workforce is female, and 57.8% of the preschool sector teaching workforce is aged 45 years and above. By comparison 10.4% of the preschool sector teaching workforce is aged less than 30 years at June 2017, increasing slightly in representation from June 2016.

There has been a significant increase in the number of the school sector teaching workforce aged 60 years and above over the last five years for females (+38%) showing clearly the ageing of the workforce, given that females make up the vast majority of this workforce. The number of males aged 60 years and above has remained unchanged.

In recent years the teaching workforce aged 50-59 years has reduced which may partly be due to a natural shift in the 60+ category, as well as a number choosing to leave the preschool teaching workforce before the age of 60. Between 2013 and 2017 the proportion of the preschool sector teaching workforce aged between 50-59 years has reduced by 18.6%

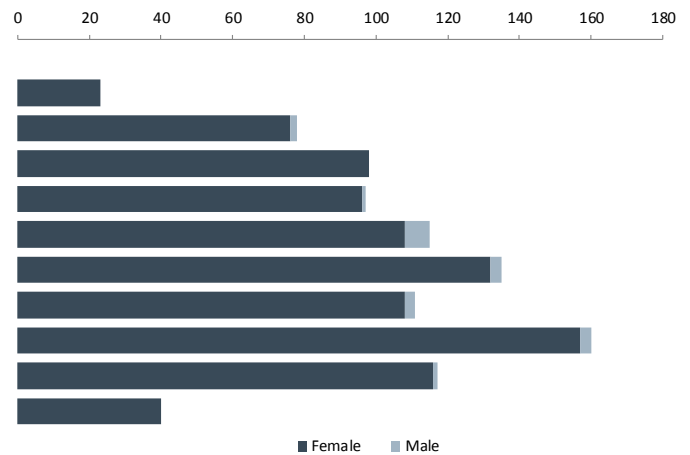
There has also been an increase in the number of the preschool sector teaching workforce aged less than 30 years over the last five years for females (+35.6%). The male workforce aged less than 30 years has doubled, taking into account the very small number in this cohort. Between 2013 and 2017 the proportion of the preschool sector teaching workforce aged less than 30 years increased overall by 36.5% (27 persons).



At June 2017, the average age of preschool teachers only was 46 years and preschool directors was 48 years compared to an average age of 47 years for the total preschool sector teaching workforce (974 persons). The average for females was 47 years compared to 45 for males. The average age of the preschool sector teaching workforce has remained constant over the last 5 years.

Table 6: Preschool Sector Teaching Workforce by Age Group and Gender, June 2017

Age Bracket	Female	Male	Total	% of Total
15-19	0	0	0	0.0%
20-24	23	0	23	2.4%
25-29	76	2	78	8.0%
30-34	98	0	98	10.1%
35-39	96	1	97	10.0%
40-44	108	7	115	11.8%
45-49	132	3	135	13.9%
50-54	108	3	111	11.4%
55-59	157	3	160	16.4%
60-64	116	1	117	12.0%
65+	40	0	40	4.1%
TOTAL	954	20	974	100.0%



The age distribution by category is relatively consistent across the age groups between 25 and 40 years. There is a significant increase in both teachers and leaders aged between 50 and 59 years with 29.7% (91) of all Preschool Directors and just over one quarter (26.9% or 180 preschool teachers) falling within this ten year age group.

Note: analysis by gender and age group is not able to be accurately made due to the very small percentage (2%) of male preschool sector teachers; however this cohort appears more evenly spread across the age groupings than females. The highest concentration of male preschool teachers and leaders are in the 40 to 59 age groups.

Table 7: Preschool Sector Teaching Workforce by Age Group, Gender and Category, June 2017

Age Group		Gender	Category	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 +	Total
		Females	Leader	0	0	10	26	28	48	51	36	54	42	4	299
			Teacher	0	23	66	72	68	60	81	72	103	74	36	655
		Total	0	23	76	98	96	108	132	108	157	116	40	954	
		Males	Leader	0	0	0	0	1	3	1	0	1	1	0	7
			Teacher	0	0	2	0	0	4	2	3	2	0	0	13
		Total	0	0	2	0	1	7	3	3	3	3	1	0	20



Highest Qualification Held Profile³

The majority (62.1%) of the preschool sector teaching workforce hold a Bachelor Degree as their highest qualification, followed by Diploma with 17.1%. Patterns are similar for both teachers and leaders with 63.1% of leaders holding a Bachelor Degree as their highest qualification compared to 61.7% of teachers holding the same level of qualification.

Table 8: Preschool Sector Teaching by Highest Qualification Held, June 2017⁴

Qualification Type (Highest Held)	Leader	Teacher	Total	% of total
Certificate I	0	0	0	0.0%
Certificate II	0	0	0	0.0%
Certificate III	0	0	0	0.0%
Certificate IV	0	0	0	0.0%
Diploma (or former Associate Diploma)	47	120	167	17.1%
Advanced Diploma / Associate Degree	2	4	6	0.6%
Bachelor Degree	193	412	605	62.1%
Bachelor Degree with Honours / Graduate Certificate / Graduate Diploma (including Vocational)	45	68	113	11.6%
Masters Degree	16	49	65	6.7%
Doctoral Degree	0	4	4	0.4%
No Qualification recorded or Inadequately Described / Not Known	3	11	14	1.4%
TOTAL	306	668	974	100.0%

Preschool sector teachers and leaders may hold more than one qualification. Of the top ten qualifications recorded (852) 52.9% are for a Bachelor of Early Childhood Education followed by 15.7% for a Diploma of Teaching.

Of the top ten qualifications recorded for preschool teachers and leaders, patterns are similar for both – 51.8% of leaders and 53.5% of teachers have a Bachelor of Early Childhood Education as their highest qualification and 13.7% of leaders and 16.7% of teachers hold a Diploma of Teaching as their highest qualification.

The top 10 qualifications recorded account for 90.6% of all qualifications held by preschool sector teachers and leaders.

³ The highest qualification held is determined by the Australia Qualification Framework Level

⁴ Preschool Sector teachers and leaders and counted only once regardless of how many qualifications they hold.



Table 9: Preschool Sector Teaching by Top 10 Qualifications Held, June 2017

Top 10 Qualifications Held	Leader	Teacher	Total	% of total quals
Bachelor of Early Childhood Education	147	304	451	48.0%
Diploma of Teaching	39	95	134	14.3%
Bachelor of Education	36	60	96	10.2%
Bachelor of Arts	19	60	79	8.4%
Bachelor of Teaching	9	12	21	2.2%
Bachelor of Special Education	9	10	19	2.0%
Advanced Diploma (Other)	10	7	17	1.8%
Advanced Certificate	4	9	13	1.4%
Associate Diploma in Child Care	4	7	11	1.2%
Diploma of Education	7	4	11	1.2%
TOTAL	284	568	852	

Portfolio Profile

The following tables provide a comparative analysis of key workforce characteristics across DECD Portfolios.

Table 10 Preschool Sector Teaching Workforce Characteristics by Portfolio

Portfolio	FTE	Persons	Full-time	Part-time	Female	Male	ATSI	Average age	<30 years	30-49 years	50+ years
Berri	14.7	19	7	12	18	<5	0	46	<5	10	8
Felixstow 1	44.4	55	29	26	54	<5	0	50	0	29	26
Felixstow 2	50.8	60	36	24	57	<5	0	46	7	29	24
Flinders Park 1	14.1	16	10	6	16	0	0	41	<5	7	5
Flinders Park 2	48.0	62	27	35	60	<5	<5	50	<5	24	36
Gawler	34.3	49	12	37	48	<5	0	44	6	26	17
Kadina	18.5	24	7	17	24	0	0	40	<5	16	<5
Mount Barker 1	35.0	43	17	26	41	<5	0	47	<5	20	19
Mount Barker 2	46.0	61	27	34	60	<5	0	49	<5	23	34
Mount Gambier	25.7	35	11	24	35	0	0	45	<5	17	14
Murray Bridge	25.1	31	15	16	31	0	<5	45	<5	17	11
Noarlunga 1	46.0	60	21	39	59	<5	<5	45	8	32	20
Noarlunga 2	46.6	60	29	31	58	<5	0	47	9	21	30
Para Hills 1	37.3	45	26	19	45	0	<5	45	8	17	20
Para Hills 2	33.9	43	17	26	41	<5	<5	45	5	22	16
Para Hills 3	39.0	44	25	19	44	0	<5	45	5	23	16
Para Hills 4	30.4	39	17	22	39	0	<5	44	<5	21	14
Port Lincoln	26.9	33	13	20	32	<5	<5	48	<5	13	18
Port Pirie	19.3	25	8	17	25	0	0	44	<5	11	10
Whyalla	34.0	41	19	22	41	0	<5	41	10	23	8
Other ⁵	38.5	129	<5	126	126	<5	0	52	7	44	78
TOTAL	708.5	974	376	598	954	20	15	NA	101	445	428
% or average of preschool sector teaching workforce	33.7	46	38.6%	61.4%	97.9%	2.1%	1.5%	47 years	10.4%	45.7%	43.9%

N.B. Includes employees who were active or on paid leave **only**

⁵ Other includes Administrative and Educational locations that are non-school or preschool sites



Table 11 Preschool Sector Teaching Workforce by Portfolio and employment characteristics

Portfolio	Permanent	Temporary	Separations	Unpaid leave
Berri	10	10	<5	<5
Felixstow 1	35	23	0	<5
Felixstow 2	34	27	<5	<5
Flinders Park 1	6	10	0	0
Flinders Park 2	39	24	<5	<5
Gawler	31	18	<5	0
Kadina	14	11	<5	<5
Mount Barker 1	26	17	<5	0
Mount Barker 2	34	27	<5	0
Mount Gambier	19	18	<5	<5
Murray Bridge	16	17	<5	<5
Noarlunga 1	32	28	0	0
Noarlunga 2	34	28	<5	<5
Para Hills 1	26	21	<5	<5
Para Hills 2	28	15	0	0
Para Hills 3	24	20	<5	0
Para Hills 4	20	19	<5	0
Port Lincoln	19	14	<5	0
Port Pirie	16	10	<5	<5
Whyalla	19	23	0	<5
Other ⁵	11	<5	<5	7
TOTAL	493	381	30	24
% preschool sector teaching workforce	56.4%	43.6%	NA	NA

⁵. Other includes Administrative and Educational locations that are non-school or preschool sites



Table 12 Preschool Sector Teaching Workforce by Portfolio and Employment Category

Portfolio	Leader	Teacher	TOTAL
Berri	8	11	19
Felixstow 1	21	34	55
Felixstow 2	19	41	60
Flinders Park 1	6	10	16
Flinders Park 2	19	43	62
Gawler	17	32	49
Kadina	11	13	24
Mount Barker 1	16	27	43
Mount Barker 2	22	39	61
Mount Gambier	18	17	35
Murray Bridge	14	17	31
Noarlunga 1	21	39	60
Noarlunga 2	18	42	60
Para Hills 1	13	32	45
Para Hills 2	15	28	43
Para Hills 3	13	31	44
Para Hills 4	12	27	39
Port Lincoln	15	18	33
Port Pirie	12	13	25
Whyalla	16	25	41
Other ⁵	0	129	129
TOTAL	306	668	974
% preschool sector teaching workforce	31.4%	68.6%	100%

⁵ Other includes Administrative and Educational locations that are non-school or preschool sites

For Further Information

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A copy of the report can be found at

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

