

# Department for Education preschool sector teaching workforce – summary

## Issue 7 – June 2018

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The following is a profile of the Department for Education preschool teacher workforce who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2018. The teaching workforce identified in this analysis is defined as all teachers and leaders employed by Department for Education under the *Children’s Services Act*.<sup>1</sup>

*Source: Data presented in this report is based on the June 2018 Workforce Information Collection prepared for the Department of the Premier and Cabinet (DPC). A series of adjustments are undertaken in relation to the data to comply with DPC standards. Therefore totals may vary from other internal Department for Education publications sourced directly from the HRM system.*

#### Notes:

Where the term “contingent” is used within this document it is to be noted that this refers to employees who are employed on a non-permanent basis.

“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:

- 956 preschool sector teachers and leaders were employed by Department for Education or 711.0 full time equivalents (FTEs).
- The majority (69.1%) are working in a teaching capacity (excluding leadership).
- The average age of the preschool sector teaching workforce was 46 years, and 56.1% are aged 45 and over, compared to 51.8% for the total Department for Education workforce.
- 378 (39.5%) worked full time ( $\geq 0.98$  FTE) and 578 (60.5%) were part time employees.
- Female employees made up 97.9% of employees while 2.1% were male.
- 30 employees were on unpaid leave (in addition to the 956 employees stated above).
- 49 employees separated during 2017/2018 (including contract expired)<sup>2</sup>

<sup>1</sup> 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

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



## Comparison between 2014 and 2018 employees

As indicated in the tables below there is a shift in the preschool workforce as the total number of employees decreased while the FTE increased, translating to an increase in the average FTE per employee. This is evident with the number of part time employees decreasing and number of full time employees increasing as at June 2018.

**Table 1: Preschool sector teaching workforce characteristics over the last 5 years**

Trend over the last 5 years	Average		2014	2015	2016	2017	2018	% change since 2014
	621	Teachers (persons)	554	596	624	668	661	19.3%
	305	Leaders (persons)	307	308	311	306	295	-3.9%
	926	Total persons (teachers and leaders)	861	904	935	974	956	11.0%
	679	Total FTE (teachers and leaders)	632.7	660.9	681.3	708.5	711.0	12.4%
	906	Females (persons)	840	882	916	954	936	11.4%
	20	Males (persons)	21	22	19	20	20	-4.8%
	364	Full time (persons)	343	359	365	376	378	10.2%
	562	Part time (persons)	518	545	570	598	578	11.6%
	47	Average age	47	47	47	47	46	-2.1%
	58%	% Aged 45 years and over	60.9%	58.8%	58.5%	57.8%	56.1%	-4.8%

If relevant, hourly paid instructors, swimming instructors and temporary relief teachers are not included in the below profile. The workforce on unpaid leave as at 30 June 2018 has been included in this analysis to give a more inclusive representation of the permanent/contingent cohorts. Therefore data provided for this profile may vary from other departmental publications.

**Table 2: Permanent/contingent workforce over the last 5 years**

Trend over the last 5 years	Average		2014	2015	2016	2017	2018	% change since 2014
	507.8	Permanent (persons)	490	503	509	493	544	11.0%
	344.2	Contingent (persons)	323	328	339	381	350	8.4%

*N.B. The above percentage represents the change between 2014 and 2018, NOT the proportion of permanent compared to temporary workforce*

## Full time/part time profile

Almost two in five (39.5%) preschool sector teachers and leaders is employed in a full time capacity ( $\geq 0.98$  FTE).

There is a significant difference between leaders and teachers working full time, with 69.8% of Preschool directors being full time, compared with 26.0% of preschool teachers being full time.

The actual number of full time preschool teachers and the actual number of part time preschool teachers have experienced increases of 17.0% (+25) and 20.1% (+82) respectively over the 5 year period.

**Table 3: Preschool sector teaching workforce by full time/part time and category over the last 5 years**

	Category	2014	2015	2016	2017	2018	% change since 2014
<b>Full time (persons)</b>	Leader	196	200	213	209	206	5.1%
	Teacher	147	159	152	167	172	17.0%
	<b>Total</b>	<b>343</b>	<b>359</b>	<b>365</b>	<b>376</b>	<b>378</b>	<b>10.2%</b>
	<b>% Full time</b>	<b>39.8%</b>	<b>39.7%</b>	<b>39.0%</b>	<b>38.6%</b>	<b>39.5%</b>	
<b>Part time (persons)</b>	Leader	111	108	98	97	89	-19.8%
	Teacher	407	437	472	501	489	20.1%
	<b>Total</b>	<b>518</b>	<b>545</b>	<b>570</b>	<b>598</b>	<b>578</b>	<b>11.6%</b>
	<b>% Part time</b>	<b>60.2%</b>	<b>60.3%</b>	<b>61.0%</b>	<b>61.4%</b>	<b>60.5%</b>	

### Classification profile

Over two thirds (69.1%) of the total preschool sector teaching workforce is made up of preschool teachers only at various classification levels. Almost one third (30.9%) are preschool directors. Preschool director band A-1 make up the majority (76.3%) of all leadership positions in the preschool sector, followed by Preschool Director Band A-3 (16.9%).

**Table 4: Preschool sector teaching workforce by classification over the last 5 years**

Category	Classification	2014	2015	2016	2017	2018
<b>Leader</b>	Preschool director band A-1	242	241	240	235	225
	Preschool director band A-2	20	21	23	22	20
	Preschool director band A-3	45	46	48	49	50
	<b>Total</b>	<b>307</b>	<b>308</b>	<b>311</b>	<b>306</b>	<b>295</b>
<b>Teacher</b>	Advanced skills teacher level 2 (preschool)	9	9	18	23	20
	Highly accomplished teacher - preschool	2	3	-	1	1
	Teacher - preschool	450	480	488	520	548
	TRT - preschool	93	104	118	124	92
	<b>Total</b>	<b>554</b>	<b>596</b>	<b>624</b>	<b>668</b>	<b>661</b>
<b>TOTAL</b>		<b>861</b>	<b>904</b>	<b>935</b>	<b>974</b>	<b>956</b>

### Permanent/contingent workforce

If relevant, hourly paid instructors and temporary relief teachers are not included in this profile. The workforce on unpaid leave as at 30 June 2018 has been included in this analysis to give a more inclusive representation of the permanent/contingent cohorts. Therefore data provided for this profile may vary from other departmental publications.

Over half (60.9%) of the preschool sector teaching workforce is employed on a permanent basis; an increase of 10.3% or 51 permanent persons from June 2017. When considering permanent/contingent status by category, the majority (235 of a total 302 or 77.8%) of Department for Education preschool directors are employed on a permanent basis and over half (309 of a total 592 or 52.2%) of preschool teachers are employed on a permanent basis.

**Table 5: Permanent/contingent workforce by category over the last 5 years**

	Category	2014	2015	2016	2017	2018	% change since 2014
<b>Permanent (persons)</b>	Leader	232	246	236	233	235	1.3%
	Teacher	258	257	273	260	309	19.8%
	<b>Total</b>	<b>490</b>	<b>503</b>	<b>509</b>	<b>493</b>	<b>544</b>	<b>11.0%</b>
	<b>% Permanent</b>	<b>60.3%</b>	<b>60.5%</b>	<b>60.0%</b>	<b>56.4%</b>	<b>60.9%</b>	
<b>Contingent (persons)</b>	Leader	87	72	85	81	67	-23.0%
	Teacher	236	256	254	300	283	19.9%
	<b>Total</b>	<b>323</b>	<b>328</b>	<b>339</b>	<b>381</b>	<b>350</b>	<b>8.4%</b>
	<b>% Contingent</b>	<b>39.7%</b>	<b>39.5%</b>	<b>40.0%</b>	<b>43.6%</b>	<b>39.1%</b>	

Permanency relates to the status of the employee, not the appointment the employee is holding. At any point in time a proportion of the permanent workforce will be on leave (paid or unpaid) or have temporarily reduced their fraction of time worked or have been seconded to a non-school site. In these instances a vacancy may result. However, the permanent employee still retains the right to permanent employment with the department resulting in the vacancy only being able to be filled on a temporary basis. The overall impact of the permanent workforce taking leave or reducing hours worked is an increase in the temporary workforce to cover many of the vacancies that result.

The impact is illustrated below:

**Table 6: Children’s Services Act teacher permanency rate, June 2018**

	June 2018
Permanent	544
Temporary	350
-minus backfill for teachers who were permanent and on leave	50
-minus backfill for teachers who were permanent, seconded to a non-preschool site and actively employed	0
-minus B type change in time vacancies - teachers allocated	26
<b>Revised Temporary</b>	<b>274</b>
Total	818
<b>% Permanent</b>	<b>66.5</b>

*N.B. The formula may vary depending on the classification profiled.*

### Age and gender profile

The vast majority (97.9%) of the preschool sector teaching workforce is female, and 56.1% of the preschool sector teaching workforce is aged 45 years and above. By comparison 12.9% of the preschool sector teaching workforce is aged less than 30 years at June 2018, increasing slightly in representation from 10.4% as at June 2017.

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 (+47.6%) clearly illustrating 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.

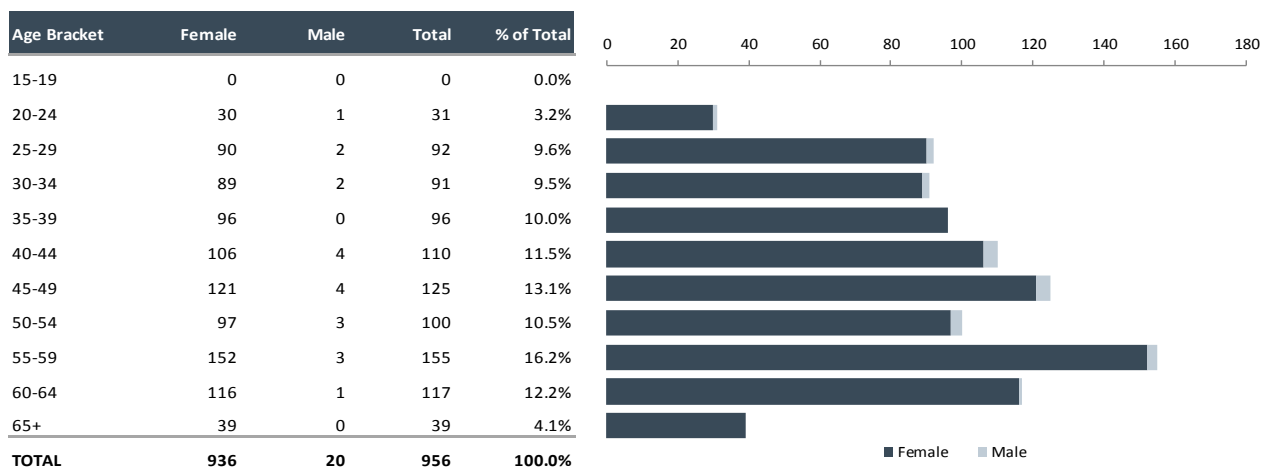


In recent years the teaching workforce aged 50-59 years has reduced which may partly be due to a natural shift in the 60+ category, as well as a number choosing to leave the preschool teaching workforce before the age of 60. Between 2014 and 2018 the proportion of the preschool sector teaching workforce aged between 50-59 years has reduced by 21.1%.

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 (+84.6%). The male workforce aged less than 30 years has increased 50%, taking into account the very small number in this cohort. Between 2014 and 2018 the proportion of the preschool sector teaching workforce aged less than 30 years increased overall by 83.6% (56 persons).

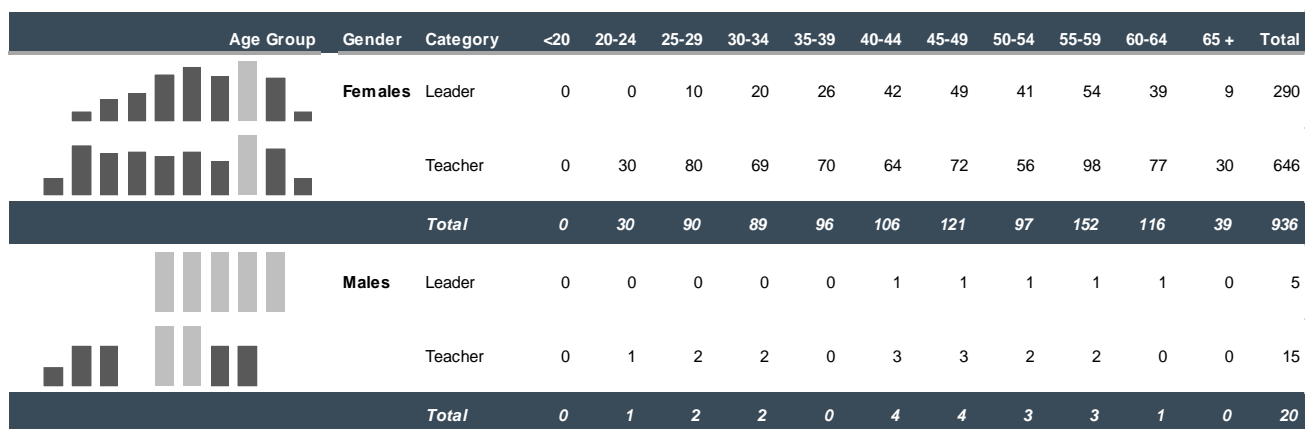
At June 2018, the average age of preschool teachers only was 45 years and preschool directors was 49 years compared to an average age of 46 years for the total preschool sector teaching workforce (956 persons). The average for females was 46 years compared to 44 for males.

**Table 7: Preschool sector teaching workforce by age group and gender, June 2018**



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 55 and 64 years with 32.2% (95) of all preschool directors and just over one quarter (26.8% or 177 preschool teachers) falling within this ten year age group.

**Table 8: Preschool sector teaching workforce by age group, gender and category, June 2018**



### Highest qualification held profile<sup>3</sup>

The majority (64.1%) of the preschool sector teaching workforce hold a bachelor degree as their highest qualification, followed by diploma with 14.4%. Patterns are similar for both teachers and leaders with 62.4% of leaders holding a bachelor degree as their highest qualification compared to 64.9% of teachers holding the same level of qualification.

**Table 9: Preschool sector teaching by highest qualification held, June 2018<sup>4</sup>**

Qualification type (highest held)	Leader	Teacher	Total	% of total
Diploma (or former Associate diploma)	36	102	138	14.4%
Advanced diploma / Associate degree	2	5	7	0.7%
Bachelor degree	184	429	613	64.1%
Bachelor degree with honours / Graduate certificate / Graduate diploma (including vocational)	49	67	116	12.1%
Masters degree	20	47	67	7.0%
Doctoral degree	0	2	2	0.2%
No qualification recorded or inadequately described / not known	4	9	13	1.4%
<b>TOTAL</b>	<b>295</b>	<b>661</b>	<b>956</b>	<b>100.0%</b>

<sup>3</sup> The highest qualification held is determined by the Australia Qualification Framework Level

<sup>4</sup> Preschool sector teachers and leaders and counted only once regardless of how many qualifications they hold.



## Portfolio profile

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

**Table 10: Preschool sector teaching workforce characteristics by portfolio**

Portfolio	FTE	Persons	Full time	Part time	Female	Male	Average age	<30 years	30-49 years	50+ years
Berri	12.4	16	5	11	15	<5	45	<5	8	6
Felixstow 1	48.7	63	27	36	62	<5	49	<5	33	26
Felixstow 2	52.6	61	38	23	59	<5	44	12	29	20
Felixstow 3	17.0	22	8	14	22	0	49	<5	8	11
Flinders Park 1	0.0	0	0	0	0	0	0	0	0	0
Flinders Park 2	27.6	37	14	23	37	0	49	<5	13	21
Flinders Park 3	41.0	49	28	21	46	<5	50	<5	17	29
Flinders Park 4	23.7	27	18	9	26	<5	42	6	13	8
Gawler 1	28.5	41	9	32	39	<5	44	6	19	16
Gawler 2	12.2	17	<5	14	17	0	43	<5	10	<5
Kadina	12.8	18	<5	14	18	0	42	<5	13	<5
Mount Barker 1	19.8	27	8	19	26	<5	49	<5	11	14
Mount Barker 2	31.0	40	19	21	40	0	48	<5	18	19
Mount Gambier 1	18.1	22	12	10	22	0	44	<5	10	10
Mount Gambier 2	9.6	13	<5	10	13	0	47	<5	<5	9
Murray Bridge 1	6.0	8	<5	7	8	0	46	0	6	<5
Murray Bridge 2	15.2	20	6	14	20	0	44	<5	8	8
Noarlunga 1	30.6	41	11	30	41	0	45	5	21	15
Noarlunga 2	35.8	44	24	20	42	<5	46	9	14	21
Noarlunga 3	27.0	35	13	22	35	0	46	5	17	13
Noarlunga 4	27.1	38	12	26	37	<5	46	<5	18	16
Para Hills 1	32.3	38	26	12	37	<5	43	9	14	15
Para Hills 2	24.7	31	12	19	29	<5	46	<5	13	14
Para Hills 3	27.2	31	21	10	31	0	45	<5	15	13
Para Hills 4	18.9	24	9	15	24	0	42	<5	17	6
Pirie	13.3	18	5	13	18	0	44	<5	7	8
Port Augusta 1	19.8	23	13	10	23	0	38	7	13	<5
Port Augusta 2	19.8	24	12	12	24	0	45	<5	13	8
Port Lincoln 1	19.2	23	11	12	23	0	48	<5	8	13
Port Lincoln 2	8.3	10	<5	7	10	0	46	<5	<5	5
Other <sup>2</sup>	30.8	95	<5	92	92	<5	50	10	31	54
<b>TOTAL</b>	<b>711.0</b>	<b>956</b>	<b>378</b>	<b>578</b>	<b>936</b>	<b>20</b>	<b>N/A</b>	<b>123</b>	<b>422</b>	<b>411</b>
<b>% or average of preschool sector teaching workforce</b>	<b>22.9</b>	<b>30.8</b>	<b>39.5%</b>	<b>60.5%</b>	<b>97.9%</b>	<b>2.1%</b>	<b>46 years</b>	<b>12.9%</b>	<b>44.1%</b>	<b>43.0%</b>

<sup>5</sup> 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	Contingent	Separations	Unpaid leave
Berri	11	6	0	<5
Felixstow 1	34	30	<5	<5
Felixstow 2	40	22	<5	<5
Felixstow 3	16	8	0	<5
Flinders Park 1	0	0	0	0
Flinders Park 2	26	13	<5	<5
Flinders Park 3	30	21	<5	<5
Flinders Park 4	17	11	<5	<5
Gawler 1	24	17	<5	0
Gawler 2	13	6	0	<5
Kadina	11	7	<5	0
Mount Barker 1	15	14	<5	<5
Mount Barker 2	28	14	<5	<5
Mount Gambier 1	13	10	<5	<5
Mount Gambier 2	9	<5	<5	0
Murray Bridge 1	<5	<5	<5	0
Murray Bridge 2	10	10	<5	0
Noarlunga 1	27	14	<5	0
Noarlunga 2	27	19	<5	<5
Noarlunga 3	21	15	<5	<5
Noarlunga 4	28	10	<5	0
Para Hills 1	22	17	<5	<5
Para Hills 2	21	11	<5	<5
Para Hills 3	19	12	<5	0
Para Hills 4	12	12	<5	0
Pirie	13	6	0	<5
Port Augusta 1	12	11	0	0
Port Augusta 2	14	10	<5	0
Port Lincoln 1	14	10	0	<5
Port Lincoln 2	<5	6	0	0
Other <sup>2</sup>	9	0	11	6
<b>TOTAL</b>	<b>544</b>	<b>350</b>	<b>49</b>	<b>30</b>
<b>% of preschool sector teaching workforce</b>	<b>61%</b>	<b>39%</b>	<b>5%</b>	<b>3%</b>

<sup>5</sup> 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	6	10	16
Felixstow 1	20	43	63
Felixstow 2	20	41	61
Felixstow 3	8	14	22
Flinders Park 1	0	0	0
Flinders Park 2	10	27	37
Flinders Park 3	17	32	49
Flinders Park 4	9	18	27
Gawler 1	11	30	41
Gawler 2	9	8	17
Kadina	7	11	18
Mount Barker 1	11	16	27
Mount Barker 2	13	27	40
Mount Gambier 1	8	14	22
Mount Gambier 2	8	5	13
Murray Bridge 1	<5	<5	8
Murray Bridge 2	5	15	20
Noarlunga 1	16	25	41
Noarlunga 2	14	30	44
Noarlunga 3	10	25	35
Noarlunga 4	12	26	38
Para Hills 1	9	29	38
Para Hills 2	10	21	31
Para Hills 3	10	21	31
Para Hills 4	7	17	24
Pirie	7	11	18
Port Augusta 1	8	15	23
Port Augusta 2	9	15	24
Port Lincoln 1	10	13	23
Port Lincoln 2	<5	6	10
Other <sup>2</sup>	<5	92	95
<b>TOTAL</b>	<b>295</b>	<b>661</b>	<b>956</b>
<b>% of preschool sector teaching workforce</b>	<b>30.9%</b>	<b>69.1%</b>	<b>100.0%</b>

<sup>5</sup> 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.education.sa.gov.au/department/research-and-data/workforce-reports/workforce-profiles>

