

# DECD Preschool Sector Teaching Workforce - Summary

## Issue 5 – June 2016

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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 2016. The Teaching Workforce identified in this analysis is defined as all teachers and leaders employed by DECD under **the Children's Services Act**.<sup>1</sup>

*Source: Data presented in this report is based on the June 2016 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 HRWD.**

### Overview

Key characteristics of the teaching workforce include:

- 935 preschool sector teachers and leaders were employed by DECD or 681.3 full time equivalents (FTEs).
- The majority (66.7%) are working in a teaching capacity (category Teacher only).
- The average age of the teaching workforce was 47 years, and 58.5% are aged 45 and over, compared to 54% for the total DECD workforce.
- 365 (39%) worked full time ( $\geq 0.98$  FTE) and 570 (61%) were part time employees.
- Female employees made up 98% of employees while 2% were male. Since 2013 there has been a slight decrease in the total number of males in the teaching workforce, from 23 persons in 2012 to 19 persons in 2016.
- 31 employees were on unpaid leave (in addition to the 935 employees stated above).
- 41 employees separated during 2015/2016 (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 2012 and 2016 Employees

As indicated in the tables below the majority of the preschool teachers and leaders workforce demographics show a gradual upward trend since 2012. The exceptions to this are the average age which has remained stable, and the number of male preschool teachers and leaders which has decreased.

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

Trend Over the Last 5 Years	Average		2012	2013	2014	2015	2016	% change since 2012
	575	Teachers (Persons)	532	569	554	596	624	17.3%
	308	Leaders (Persons)	305	307	307	308	311	2.0%
	883	Total Persons (Teachers and Leaders)	837	876	861	904	935	11.7%
	645	Total FTE (Teachers and Leaders)	616.2	635.5	632.7	660.9	681.3	10.6%
	862	Females (Persons)	814	857	840	882	916	12.5%
	21	Males (Persons)	23	19	21	22	19	-17.4%
	356	Full-time (Persons)	359	354	343	359	365	1.7%
	527	Part-time (Persons)	478	522	518	545	570	19.2%
	47	Average Age	47	47	47	47	47	0.0%
	59%	% Aged Over 45	60.0%	59.2%	60.9%	58.8%	58.5%	-2.5%

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

Trend Over the Last 5 Years	Average		2012	2013	2014	2015	2016	% change since 2012
	508.8	Permanent (Persons)	533	509	490	503	509	-4.5%
	311.0	Temporary (Persons)	261	304	323	328	339	29.9%

*N.B. Includes employees on leave (excludes claim paid employees). The percentage shown above represents the change in totals between 2012 and 2016, 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 (39%) preschool sector teachers and leaders is employed in a full time capacity ( $\geq 0.98$  FTE).

Over the five years there has been a slight shift where the proportion of part time employees has increased from 57.1% to 62.1%.

There is a significant difference between leaders and teachers working full time, with 68% of Preschool Directors being full time, compared with 24% 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 had a slight increase between 2015/2016 (+30 persons) compared to a small decrease between 2013/2014 (-10 persons). Overall there has been an increase in part time preschool teachers over the five year period of 27.2%, the most significant change for this workforce group.

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

Category		2012	2013	2014	2015	2016	% change since 2012
<b>Full Time (Persons)</b>	Leader	198	202	196	200	213	7.6%
	Teacher	161	152	147	159	152	-5.6%
<b>Total</b>		<b>359</b>	<b>354</b>	<b>343</b>	<b>359</b>	<b>365</b>	1.6%
<b>% Full Time</b>		<b>42.9%</b>	<b>40.4%</b>	<b>39.8%</b>	<b>39.7%</b>	<b>37.9%</b>	
<b>Part Time (Persons)</b>	Leader	107	105	111	108	98	-8.4%
	Teacher	371	417	407	437	472	27.2%
<b>Total</b>		<b>478</b>	<b>522</b>	<b>518</b>	<b>545</b>	<b>570</b>	19.2%
<b>% Part Time</b>		<b>57.1%</b>	<b>59.6%</b>	<b>60.2%</b>	<b>60.3%</b>	<b>62.1%</b>	

### 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 2016 has been included in this analysis to give a more accurate representation of the total permanent/temporary profile.

Just under two thirds (60.0%) of the preschool sector teaching workforce is employed on a permanent basis. The split between permanent leaders and permanent teachers is similar, with 46.4% (236) being Preschool Directors and 53.6% (273) being preschool teachers.

When considering permanent/temporary status by category, the majority (236 of a total 321 or 73.5%) of DECD Preschool Directors are employed on a permanent basis and half (273 of a total 527 or 51.8%) of preschool teachers are employed on a permanent basis.

In 2016, 40.0% (339 of a total 848) of the preschool sector teaching workforce was employed on a temporary basis. 74.9% (254) 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 over one third (35.8%).

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

Category		2012	2013	2014	2015	2016	% change since 2012
<b>Permanent (Persons)</b>	Leader	248	237	232	246	236	-4.8%
	Teacher	285	272	258	257	273	-4.2%
<b>Total</b>		<b>533</b>	<b>509</b>	<b>490</b>	<b>503</b>	<b>509</b>	-4.5%
<b>Temporary (Persons)</b>	Leader	74	78	87	72	85	14.9%
	Teacher	187	226	236	256	254	35.8%
<b>Total</b>		<b>261</b>	<b>304</b>	<b>323</b>	<b>328</b>	<b>339</b>	29.9%

## Classification Profile

Two thirds (66.7%) of the total preschool sector teaching workforce is made up of preschool teachers only at various classification levels. One third (33.3%) are Preschool Directors. Preschool Director Band A-1 make up the majority (77.2%) for all leadership positions in the preschool sector, followed by Preschool Director Band A-3 (15.4%).

A number of changes to the structure of the preschool sector teaching workforce have been implemented in recent years which are reflected through changes in the overall workforce mix. In 2013 a major change was made to the leader classifications as part of the *South Australian School and Preschool Education Staff Enterprise Agreement 2012*, see the footnote attached to the following table.

**Table 5: Preschool Sector Teaching Workforce by Classification over the last 5 years 3**

Category	Classification	2012	2013	2014	2015	2016
Leader <sup>3</sup>	Preschool Director Level 1	174	-	-	-	-
	Preschool Director Level 2	72	-	-	-	-
	Preschool Director Level 3	22	-	-	-	-
	Preschool Director Level 4	37	-	-	-	-
	Preschool Director Band A-1	-	243	242	241	240
	Preschool Director Band A-2	-	23	20	21	23
	Preschool Director Band A-3	-	41	45	46	48
<b>Total</b>		<b>305</b>	<b>307</b>	<b>307</b>	<b>308</b>	<b>311</b>
Teacher	Advanced Skills Teacher Level 2 (Preschool)	5	5	9	9	18
	Highly Accomplished Teacher - Preschool	-	-	2	3	-
	Teacher - Preschool	434	463	450	480	488
	TRT - Preschool	93	101	93	104	118
<b>Total</b>		<b>532</b>	<b>569</b>	<b>554</b>	<b>596</b>	<b>624</b>
<b>TOTAL</b>		<b>837</b>	<b>876</b>	<b>861</b>	<b>904</b>	<b>935</b>

## Age and Gender Profile

The vast majority (98%) of the preschool sector teaching workforce is female, and 58.5% of the preschool sector teaching workforce is aged 45 years and above. By comparison 9.2% of the preschool sector teaching workforce is aged less than 30 years at June 2016, increasing slightly in representation from June 2015.

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 (+56.8%) 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 relatively constant.

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 2012 and 2016 the proportion of the preschool sector teaching workforce aged between 50-59 years has reduced by 7.8%

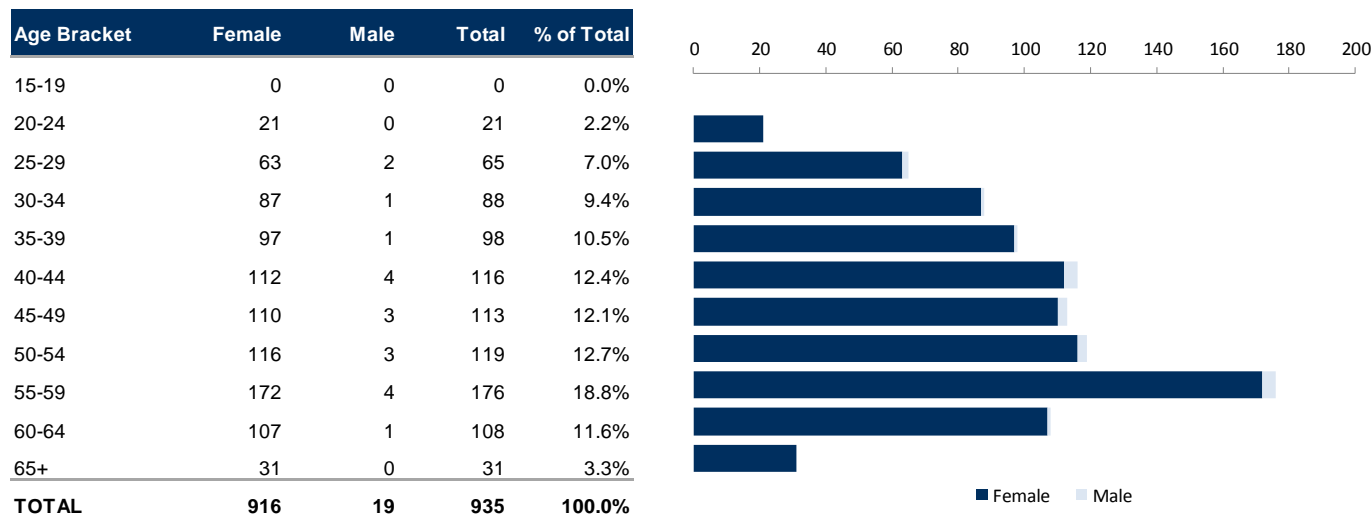
There has also been an increase in the number of the preschool sector teaching workforce aged less than 30 years over the last five years for females (+27.3%), however a decrease for males (-33.3%). Between 2012 and 2016 the proportion of the preschool sector teaching workforce aged less than 30 years increased overall by 24.6% (17 persons).

<sup>3</sup> From 01/02/2013 onwards Preschool Director Classifications have changed. Preschool Director Level 1 and 2 became Preschool Director Band A-1, Preschool Director Level 3 became Preschool Director Band A-2 and Preschool Director Level 4 became Preschool Director Band A-3.

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At June 2016, 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 (935 persons). The average for females was 47 years compared to 46 for males. The average age of the preschool sector teaching workforce has remained constant over the last 5 years.

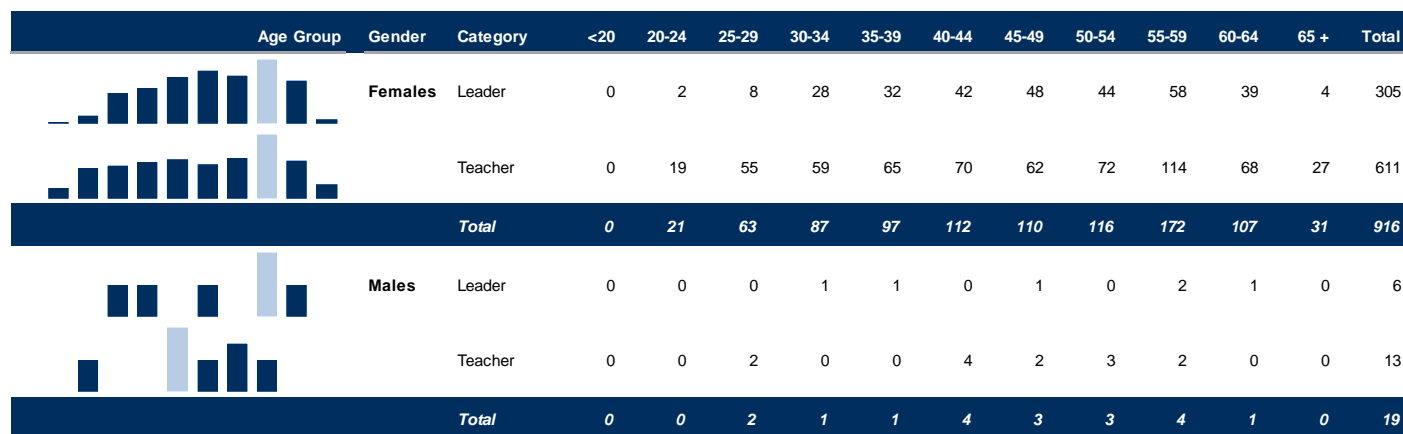
**Table 6: Preschool Sector Teaching Workforce by Age Group and Gender, June 2016**



The age distribution by category is relatively consistent across the age groups less than 40 years. There is a significant increase in both teachers and leaders aged between 50 and 59 years with 33.4% (104) of all Preschool Directors and just under one third (30.6% or 191 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 2016**



### Highest Qualification Held Profile<sup>4</sup>

The majority (59.5%) of the preschool sector teaching workforce hold a Bachelor Degree as their highest qualification, followed by Diploma with 20.1%. Patterns are similar for both teachers and leaders with 59.8% of leaders holding a Bachelor Degree as their highest qualification compared to 59.3% of teachers holding the same level of qualification.

<sup>4</sup> The highest qualification held is determined by the Australia Qualification Framework Level that is associated with the qualification name and type.



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**Table 8: Preschool Sector Teaching by Highest Qualification Held, June 2016<sup>5</sup>**

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	1	1	0.1%
Certificate IV	0	0	0	0.0%
Diploma (or former Associate Diploma)	61	127	188	20.1%
Advanced Diploma / Associate Degree	1	2	3	0.3%
Bachelor Degree	186	370	556	59.5%
Bachelor Degree with Honours / Graduate Certificate / Graduate Diploma (including Vocational)	42	69	111	11.9%
Masters Degree	19	39	58	6.2%
Doctoral Degree	0	4	4	0.4%
No Qualification recorded or Inadequately Described / Not Known	2	12	14	1.5%
<b>TOTAL</b>	<b>311</b>	<b>624</b>	<b>935</b>	<b>100.0%</b>

Preschool sector teachers and leaders may hold more than one qualification. Of the total qualifications recorded (929) 43.7% are for a Bachelor of Early Childhood Education followed by 17.7% for a Diploma of Teaching.

Of the total qualifications recorded for preschool teachers and leaders, patterns are similar for both – 45.3% of leaders and 42.9% of teachers have a Bachelor of Early Childhood Education as their highest qualification and 16.4% of leaders and 18.3% of teachers hold a Diploma of Teaching as their highest qualification.

The top 10 qualifications recorded account for 91.2% of all qualifications held by preschool sector teachers and leaders.

**Table 9: Preschool Sector Teaching by Top 10 Qualifications Held, June 2016**

Top 10 Qualifications Held	Leader	Teacher	Total	% of total quals
Bachelor of Early Childhood Education	141	265	406	43.7%
Diploma of Teaching	51	113	164	17.7%
Bachelor of Education	40	63	103	11.1%
Bachelor of Arts	21	55	76	8.2%
Bachelor of Teaching	10	18	28	3.0%
Bachelor of Special Education	10	11	21	2.3%
Advanced Certificate	3	12	15	1.6%
Associate Diploma in Child Care	6	7	13	1.4%
Advanced Diploma (Other)	7	4	11	1.2%
Diploma of Education	6	4	10	1.1%
<b>TOTAL</b>	<b>295</b>	<b>552</b>	<b>847</b>	

## For Further Information

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A copy of the report can be found at <http://www.decd.sa.gov.au/hrstaff/pages/default/workforceprofiles/>

<sup>5</sup> Preschool Sector teachers and leaders and counted only once in this table regardless of how many qualifications they hold.