

Introduction: paper work including education institutions, government agencies

[Business](#), [Strategy](#)



INTRODUCTION: - There is lot of research on demand and supply of teachers in Australia. The Council of Deans of education and academic and private researchers also contribute in this. From an international perspective, major papers by the Organisation for Economic Cooperation and Development (OECD) and the United Nations Education and Science Organisation (UNESCO) have recently been published which include the Victorian Auditor-General's report on supply and demand of teachers Victoria and Vinson and Ramsey reports on related topics in New South Wales. It is very difficult to collect the data on demand and supply of teachers in Australia and also globally. There are different number of agencies are involved in this paper work including education institutions, government agencies and external education bodies which make projections.

ANALYSIS OF SUPPLY AND DEMAND FACTORS: - Following diagram showed the process of analysis of demand and supply of teachers.

Figure 1 Process for forecasting teacher supply and demand

ANALYSIS OF SUPPLY FACTORS: - There are some key findings that have impact the supply of teachers which are given below-

1. There were 120,123 registered teachers in Victoria in 2015, which is decreased by 1% from 2014.
- 2.

3. 12% of Victorian School leavers applied for an ITE courses as their first preference in 2014.
4. 51,285 teachers are employed in a Government teaching workforce in 2015 and 2541 are employed as graduates' teachers.

ANALYSIS OF DEMAND FACTORS: - Following are some key findings that impact the demand of teachers-

- 1.

10% of the Victorian Government teaching workforce was on extended leave in 2015. 2. There were 6596 teaching services vacancies available in 2015. 3. 76% of Victorian Government workforce was employed on a full-time basis in 2015.

4. By sector, there were 576,008 (63%) government enrolments, 207,186 (23%) Catholic enrolments and 131,965 (14%)

WHICH ARE RESPONSIBLE FOR

THE DEMAND

OF TEACHERS Ø The Ageing of the Teacher Workforce: - The Victorian Auditor General reported that 45% of the State Government teaching workforce would progressively reach retirement age over the next ten-year period.

This audit found that the Victorian teacher labour market is likely to be in shortage over the profession. Table 1. 1 Teachers eligible to retire (aged over 55), 2008 - 2012 AGE AT 2001 YEAR AGED 55 NUMBER OF TEACHERS % OF 2001 TEACHER WORKFORCE

Year	Number of Teachers	% of 2001 Teacher Workforce
2008	9,805	3.947
2009	9,886	3.946
2010	10,085	4.045
2011	10,091	4.045

Ø Increase in Student Enrolments: - Many OECD countries including Australia are facing an increase in enrolments of students which occurs due to the expected increase in school age population of 15-19 years old (see chart 1). Australia is expecting a small increase in school age population of 15-19 years old which will only slightly add the pressure on teacher shortage. Chart 1 Expected changes in the school-age population from 2000 to 2010

STUDENTS IN PRIMARY SCHOOL: PROJECTED BY

STATE AND TERRITORY TO 2025

Ø Lack of Teachers in Key Learning

Areas: - A recent Australian report on this issue reports that there are low

frequencies of teacher education course completions with specialisations in senior physics (4 per cent), senior chemistry (6 per cent), senior mathematics (7 per cent), secondary information technology (4 per cent and secondary LOTE subjects (8 per cent)²².

These findings were confirmed by Cameron et al in the recent audit of the teacher labour market in Victoria.

MAJOR DETERMINANTS

WHICH SHOW THE SUPPLY OF TEACHERS Ø Registered teachers in Australia:

- There are 120, 123 persons who are registered as a teacher in 2015 which is increased by 1% from last year 2014. Of the total registered teachers in 2015, 99, 278 (83%) held full registration and 15, 630 (13%) held provisional registration in 2015. As of 31st March 2016, 125, 970 people are registered as a teacher.

There is a graph given below which shows the registered teachers. v BELOW

PICTURE SHOWS THE REGISTERED TEACHERS IN DIFFERENT SECTORS v

VICTORIAN GOVERNMENT GRADUATES TEACHERS: - In 2015, 2179 (86%) of

Victorian government graduates' teachers were employed on a full-time basis and 362 (14%) were employed on a part-time basis. v RECRUITMENT

ONLINE (ROL) APPLICATIONS: - It is the recruitment system adopted by the

Victorian Department of Education & Training to administer all teaching and

educational support vacancies and applications at school. In 2015, 181, 690

applications were received covering 6, 596 teacher and leadership open

vacancies listed in ROL.

ACTIONS RECOMMENDED TO THE

KEYPLAYERS: - · POLICY CHALLENGES- Major challenge for education

providers need to attract teachers either new graduates with teaching qualification and retaining teachers.

R1. Improved remuneration (24.6 per cent); 2. Increased resources/reduced workload (23.3 per cent); 3. Improved employment conditions other than remuneration (19.1 per cent); 4. Improved professional standing in the community (12.

7 per cent); 5. Reduced class sizes (9.4 per cent) 6. Improved student behaviour (5.6 per cent); · FINANCIAL INCENTIVES: -

Offering scholarships to final year Education students is a common strategy employed by most States and Territories.

The terms and conditions of these vary, but most provide for guaranteed employment for two years following graduation - often in areas of greatest need - e. g. particular subject areas or geographic areas. CONCLUSION: - It is concluded that demand of teachers is currently strong and trending upwards and it is also believed that it will remain high for next-10 years. On the other side, supply has outstripped demand, particularly for generalist primary teachers. Supply has also increased over the last-4 years. It would be helpful to undertake a more depth analysis of population growth, in order to identify locations where teachers' shortage is likely to occur. REFERENCES: - 1.

Australian Secondary Principals Association (ASPA) (1999) Teachers: Supply and Demand in Australian Public Schools policy paper (APSA) 2. Cameron J W (2001) Teacher Work Force Planning (Victoria: Auditor General).

3. Australian Education Union (2001) A National Teacher Shortage: A solution from the Australian Education Union⁴.

Cleveland C & Villegas A M (2001) *Absence Unexcused: Ending Teacher Shortages in High Need Areas: Evaluating the Pathways to Teaching Careers Program* (The Urban Institute)⁵. Organisation for Economic Cooperation and Development (OECD) (2014). *Education at a Glance 2014: OECD Indicators*, OECD, Paris. <http://www.oecd.org/edu/Education-at-a-Glance-2014.pdf>