



Australian Government
Department of Employment

Industry Outlook

Education and Training

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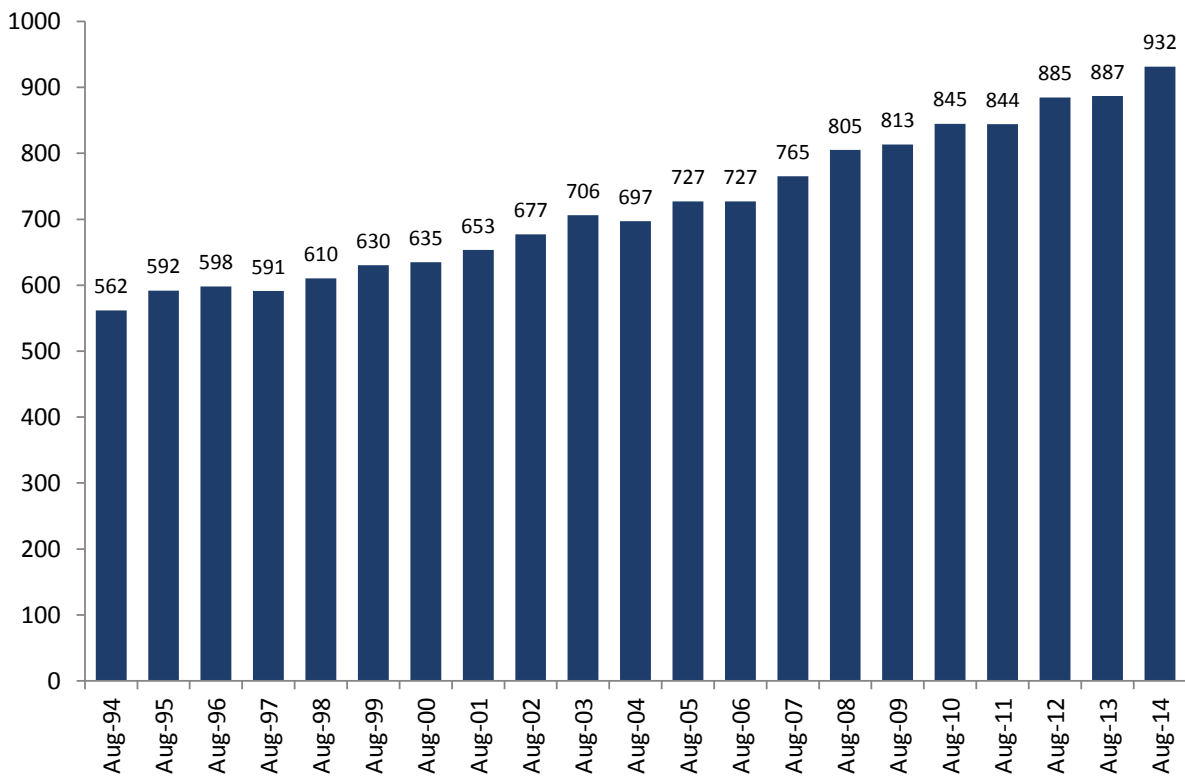
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Employment

Education and Training is the fifth largest employing industry in Australia, employing 931,600 workers or 8.0 per cent of total employment nationally as of August 2014. Education and Training has experienced strong growth over the past decade, with employment in the industry increasing by 234,300 (or 33.6 per cent) in the 10 years to August 2014, making it the third largest growth industry in Australia over this period. This represents a growth rate of 2.9 per cent per annum, compared with 1.9 per cent per annum recorded across all industries. This strong growth reflects increased demand for education services due to factors such as population growth and the higher skill needs of the economy.

Growth in the industry has also been strong in the medium term, with employment rising by 118,200 (or 14.5 per cent) over the five years to August 2014. This represents an average annual growth rate of 2.8 per cent, highlighting the continued demand for Education and Training, even in periods of economic downturn.

Figure 1: Education and Training industry employment level ('000), August 1994 to August 2014



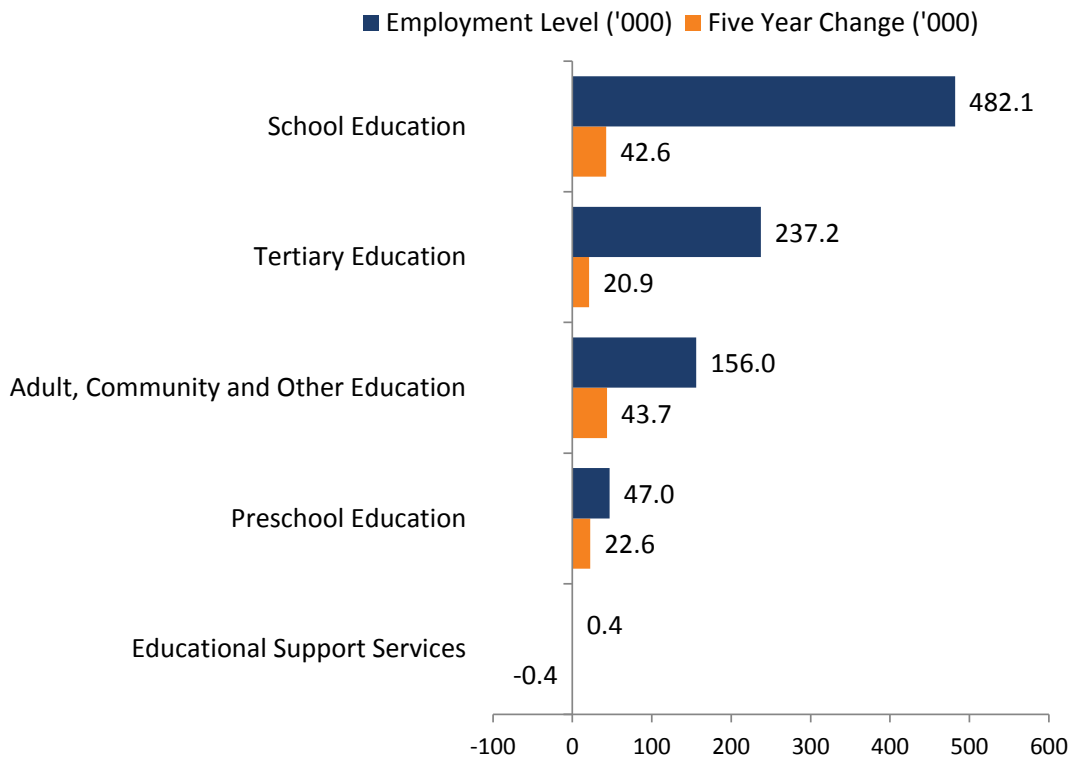
Source: ABS, *Labour Force, Australia, Detailed, Quarterly*, cat. no. 6291.0.55.003, trend.

Sectoral Employment

The industry is divided into five sectors: Preschool Education, School Education, Tertiary Education, Adult, Community and Other Education and Educational Support Services. The largest contributor to employment in Education and Training is the School Education sector, employing 482,100 people (or 52.2 per cent of employment in the industry) as at August 2014. Tertiary Education (237,200 or 25.7 per cent) was the second largest sector, followed by Adult, Community and Other Education¹ (156,000 or 16.9 per cent).

Four of the five sectors in the Education and Training industry recorded employment growth over the five years to August 2014: Adult, Community and Other Education sector (up by 43,700 or 38.9 per cent), School Education (42,600 or 9.7 per cent), Preschool Education (22,600 or 92.4 per cent) and Tertiary Education (20,900 or 9.7 per cent). Strong employment growth recorded in the Preschool Education sector is consistent with the large increase in Federal Government funding for the sector and the increasing number of preschool enrolments. By contrast, employment in the Educational Support Services sector recorded a small decrease (down by 400).

Figure 2: Employment level and five year change to August 2014, by industry sector ('000)



Source: ABS, *Labour Force, Australia, Detailed, Quarterly*, cat. no. 6291.0.55.003, Department of Employment trend.

¹ Adult, Community and Other Education includes Sports and Physical Recreation Instruction, Arts Education, and Adult, Community and Other Education not elsewhere classified, such as driving and flying instruction and public speaking training.

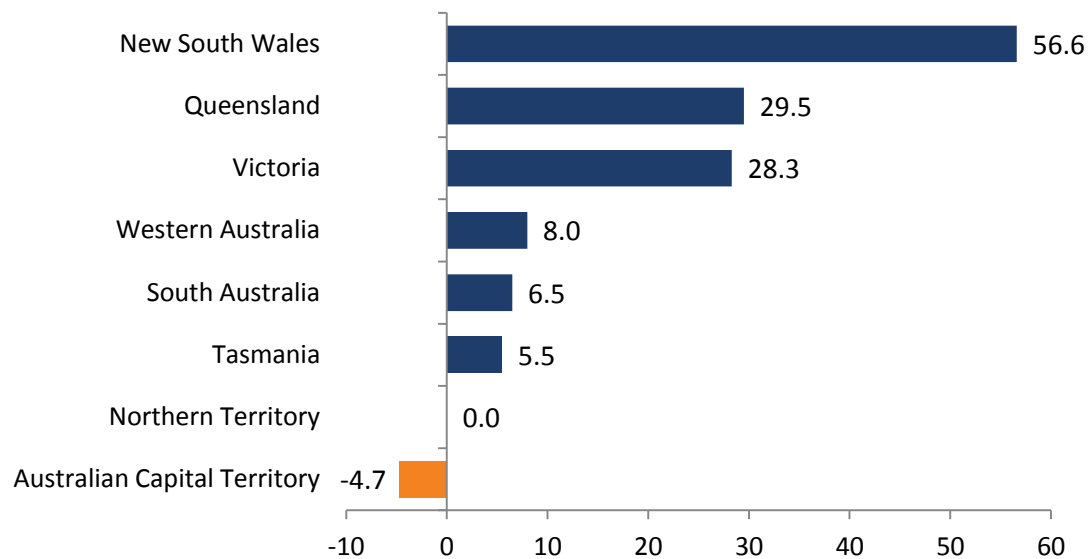
Geographic Distribution

The Education and Training industry is an important source of employment in the populous states of New South Wales, Victoria and Queensland. Together these states account for 77.2 per cent of Education and Training employment (compared with 76.3 per cent of total employment).

Over the five years to August 2014, employment in the industry grew by 118,200 (or 14.5 per cent), with the largest increases recorded in New South Wales (up by 56,600 or 23.3 per cent), Queensland (29,500 or 18.4 per cent) and Victoria (28,300 or 13.5 per cent). The Australian Capital Territory recorded the only decrease over the five years to August 2014, down by 4,700 (or 23.5 per cent).

At a more detailed regional level, the largest increases over the five years to August 2014 were recorded in North West Perth (up by 8,600), South West Sydney (6,700), Hume (North East Victoria) (5,800) and Mornington Peninsula (5,800). On the other hand, decreases were recorded in Darling Downs – Maranoa (South East Queensland) (down by 4,800), Inner East Melbourne (3,900) and Bunbury (Western Australia) (2,800).

Figure 3: Five year Education and Training industry employment change by State & Territory ('000)



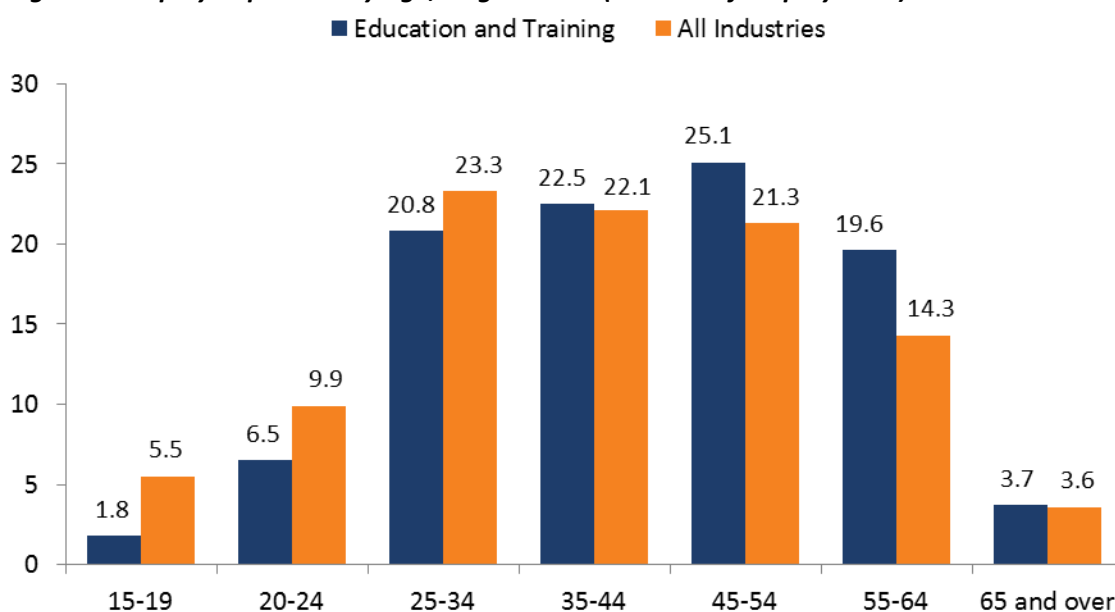
Source: ABS, *Labour Force, Australia, Detailed, Quarterly*, cat. no. 6291.0.55.003, Department of Employment trend.

Workforce Characteristics

Workforce Age Profile

Education and Training has a relatively old workforce, with a median age of 44 years (as of 2013), compared with 40 years for the workforce as a whole. Indeed, only the Agriculture, Forestry and Fishing industry (48 years) has a higher median age than the Education and Training industry. The high median age is reflected in the relatively high share of mature age workers, with 48.4 per cent of the industry aged 45 or over, compared with 39.2 per cent across all industries. Conversely, the share of workers in the younger age groups is considerably lower in Education and Training, with just 8.3 per cent of workers in the industry aged 15-24, compared with 15.4 per cent across all industries.

Figure 4: Employed persons by age, August 2014 (% share of employment)



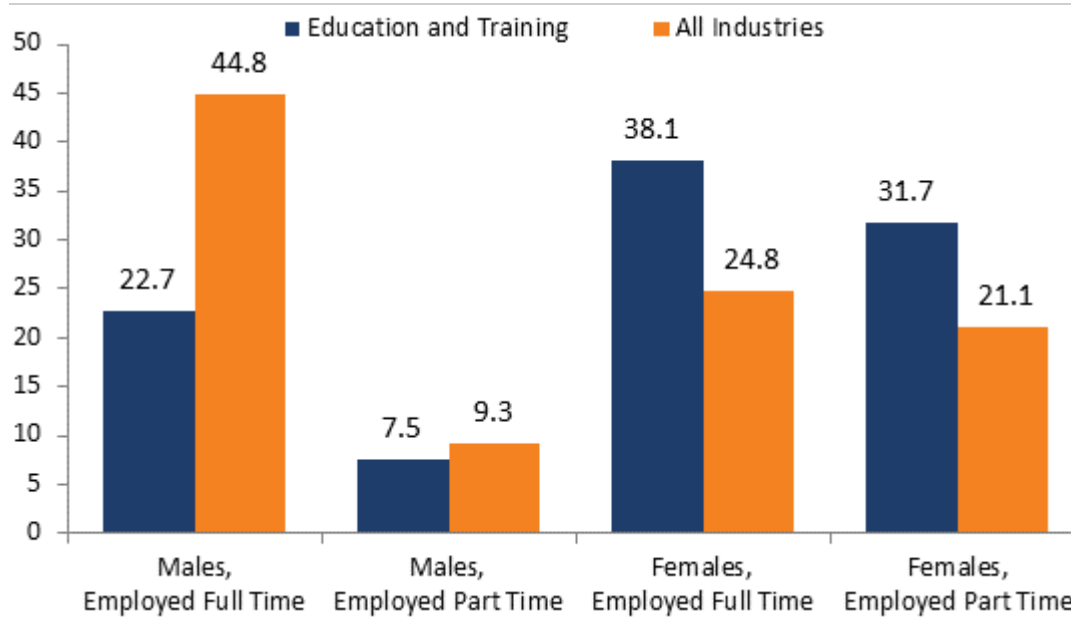
Source: ABS, *Labour Force, Australia, Detailed, Quarterly*, cat. no. 6291.0.55.003, four quarter average of original data.

In line with broader demographic trends, the age profile in Education and Training has become older over the last 10 years. For example, the share of Education and Training employment aged 55 and over has increased from 14.7 per cent in August 2004 to 23.3 per cent in August 2014, above that recorded for the same age group across all industries, which increased from 12.8 per cent to 17.9 per cent over the same period. Accordingly, the ageing of the industry's workforce can be expected to generate job opportunities as older workers retire.

Gender and Full Time/Part Time Status

As of August 2014, 60.8 per cent of employment in the Education and Training industry was full time, compared with 69.6 per cent across all industries. The Tertiary Education sector was the only sector to record a higher share of full time workers than across all industries (70.1 per cent). The Adult, Community and Other Education sector recorded a particularly low share of full time workers (40.0 per cent).

Figure 5: Full time workers as % of employed total, by gender, August 2014



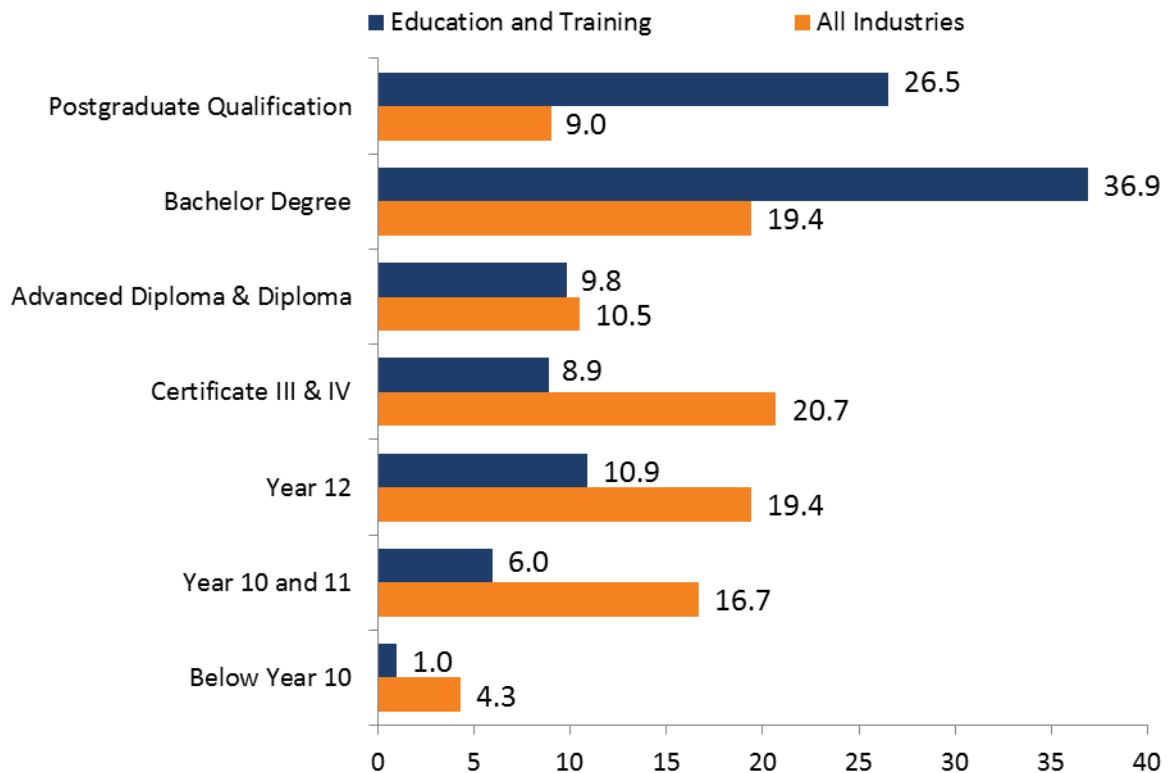
Source: ABS, *Labour Force, Australia, Detailed, Quarterly*, cat. no. 6291.0.55.003, four quarter average of original data.

Education and Training has the second highest share of female employment of all 19 broad industry groups, with female workers accounting for 69.8 per cent of the workforce (compared with 45.9 per cent across all industries) in August 2014. Female representation is particularly high in Preschool Education (92.7 per cent) and School Education (74.5 per cent).

Educational Qualifications

As is evident in Figure 6, the Education and Training workforce is highly skilled. Nearly two out of three workers (63.4 per cent) held a Bachelor Degree or higher, the largest share of all 19 broad industries and significantly higher than average across all industries (28.4 per cent). Only 7.0 per cent had less than a year 12 educational attainment compared with 21.0 per cent across all industries.

Figure 6: Highest educational attainment - share of employment (%)

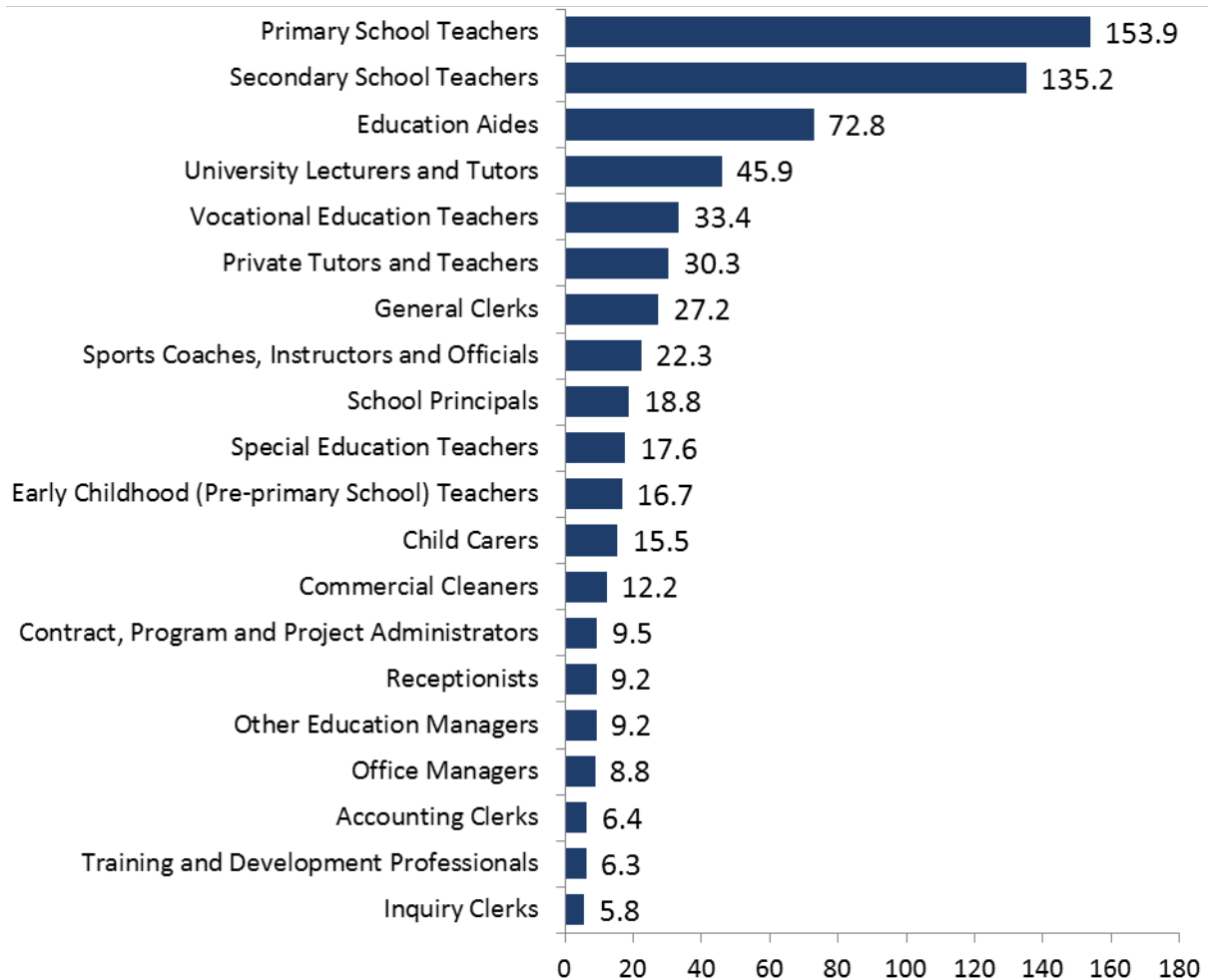


Source: ABS Survey of Education and Work, 2013.

Main Employing Occupations

Reflecting the high educational attainment of workers in this industry, many of the largest employing occupations require formal tertiary qualifications. The largest employing occupations in Education and Training in 2013 were Primary School Teachers (153,900), Secondary School Teachers (135,200), Education Aides (72,800) and University Lecturers and Tutors (45,900).

Figure 7: Main employing occupations in the Education and Training industry ('000)

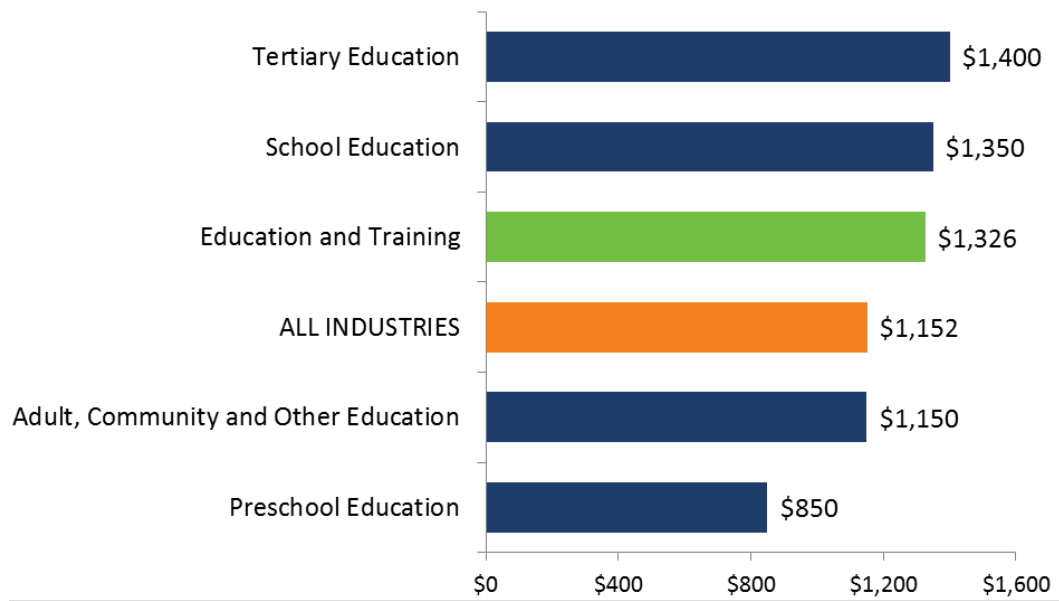


Source: ABS Labour Force Survey, four quarter average, custom data request, 2013.

Earnings

Median full time weekly earnings in the Education and Training industry in 2013 (latest available data) were considerably higher than the median across all industries (\$1,326 compared with \$1,152). This reflects both the large share of higher skilled occupations in the industry and the small share of junior employees (below 20 years of age), with a lower minimum wage. Median full time weekly earnings within the Education and Training industry ranged from \$850 for Preschool Education to \$1,400 for Tertiary Education.

Figure 8: Education and Training industry sectors - median weekly earnings (full time, before tax)



Source: ABS Employee Earnings, Benefits and Trade Union Membership, custom data request, August 2013.

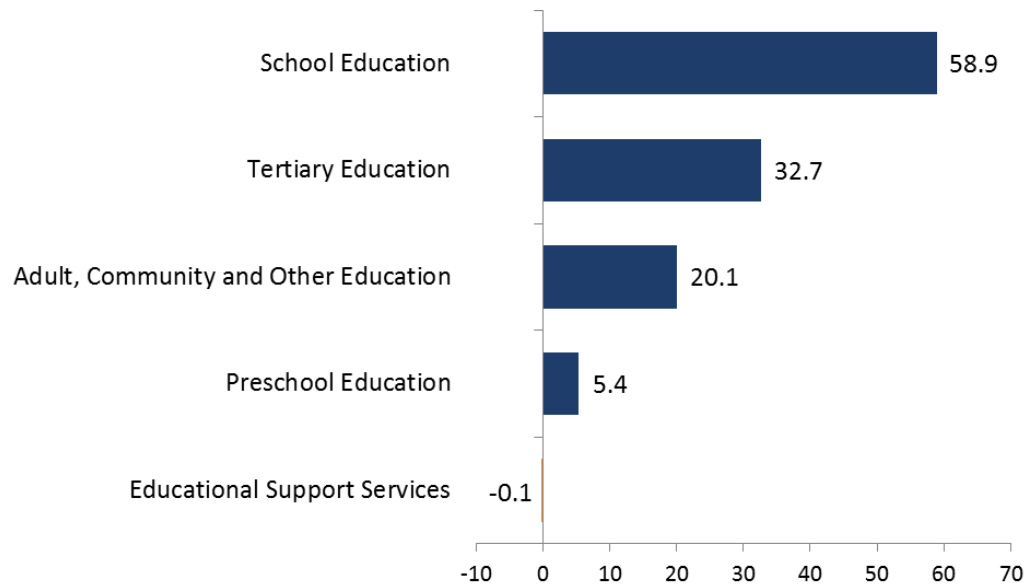
Future Employment Prospects

Looking ahead, employment growth in the Education and Training industry is expected to be driven by population growth and the higher skill needs of the Australian economy.

Employment in Education and Training is projected to increase by 118,800 or 13.3 per cent over the five years to November 2018, well above the 7.2 per cent growth projected across all industries. The Education and Training industry is projected to account for 13.3 per cent of Australia’s total employment growth over the five years to November 2018, compared with its current share of 8.0 per cent of total employment nationally.

All sectors of the industry are projected to record employment growth over the next five years, except for the Educational Support Services sector which is projected to record a very slight decrease (down by 100). The largest employment gain is projected to be in School Education (up by 58,900), followed by Tertiary Education (32,700) and Adult, Community and Other Education (20,100).

Figure 9: Projected employment growth ('000) by sector - five years to November 2018



Source: Department of Employment, 2014 *Employment Projections to November 2018*.

Skill Shortages

The Department of Employment carries out research to identify skill shortages in the Australian labour market. Occupations in the Education and Training industry assessed as part of this research include Early Childhood (Pre-primary School) Teacher, Primary School Teacher, Secondary School Teacher, Special Needs Teacher and Vocational Education Teacher.

The research shows that most labour markets for school teachers are adequately supplied. Employers generally attract multiple suitable applicants and readily fill their teacher vacancies. State education authorities contacted for this research confirm that there are generally adequate supplies of school teachers, with a number of teachers also on standby lists. That said, there are some locations and subject areas in which employers experience greater difficulty recruiting.

Table 1: Education and Training Professionals skill shortages – summary

| Occupation | Current Rating | Comments |
|--|----------------|--|
| Early Childhood (Pre-primary School) Teacher | No shortage | Widespread shortages are not apparent, although some employers in the long day care sector have difficulty recruiting |
| Primary School Teacher | No shortage | Shortages have not been evident at any time over the past three decades |
| Secondary School Teacher | No shortage | There are no widespread shortages, but some employers have difficulty recruiting for specialist subjects, particularly mathematics and science, although others fill these vacancies with ease |
| Special Needs Teacher | No shortage | Shortages are not evident, however, some employers who require teachers with postgraduate qualifications suggest that it can be difficult recruiting |
| Vocational Education Teacher | Not available | The majority of employers fill their vacancies without marked difficulty |

Early Childhood (Pre-primary School) Teacher

- Employers advertising vacancies for Early Childhood (Pre-primary School) Teachers now recruit with greater ease than they have at any time since the current series began in 2007.
- Employers recruiting for kindergartens and pre-schools (which keep usual school hours and holidays) generally fill their vacancies easily and are able to select from several suitable applicants.
- Difficulties, where they do exist, tend to be for vacancies in the long day care sector. Employer comments suggest longer working hours, lower remuneration, greater administrative obligations and fewer holiday entitlements (compared with the school sector) make it more difficult to attract applicants to these positions.

Primary School Teacher

- The Department's skill shortage research has not identified national shortages of Primary School Teachers at any time over the past three decades.
- In 2014, surveyed employers filled 95 per cent of their vacancies, consistent with results over the previous five years. Employers attracted an average of 21.5 applicants per vacancy of whom 3.8 were considered to be suitable.

Secondary School Teacher

- There was no evidence of a shortage of Secondary School Teachers in 2014 and widespread shortages have not been identified in recent years.
- Although shortages are not apparent, some employers report that they experience difficulty recruiting for specialist teachers in subjects such as mathematics, science, information technology and Languages Other Than English. Many employers, though, readily fill vacancies for these subjects.
- In 2014, surveyed employers filled 91 per cent of their secondary school teacher vacancies and attracted on average, 11.7 applicants per vacancy of whom 2.2 were considered to be suitable.

Special Needs Teacher

- Shortages of Special Needs Teachers are not evident, however, some employers who require teachers with postgraduate qualifications comment that it can be difficult recruiting.
- Employers filled 91 per cent of surveyed vacancies and attracted 10.8 applicants in 2014, of whom 2.0 were regarded as suitable.

Vocational Education Teacher

- In May 2014, the Department conducted its third survey of employers of Vocational Education Teachers. Due to differences in methodology, the results of this work are not comparable with those from the Survey of Employers who have Recently Advertised.
- While employers' recruitment experiences varied across fields of education, almost 80 per cent of vacancies from the six months preceding the survey were successfully filled.

- More surveyed employers had recruited for teachers in the field of Community Services and Health than any other field, and most employers recruiting in this field stated that they experienced difficulty. A high proportion of employers recruiting for vacancies to teach subjects in the field of Mining, Resources and Infrastructure also indicated they had experienced difficulty.

Labour Market Research and Analysis Branch

Department of Employment

December 2014