



ANZSCO 2412-13 Primary School Teachers

Queensland
April 2018

Current labour market rating: No shortage

Previous labour market rating (April 2017): No shortage

Comments

The most recent research shows that there is no shortage for primary school teachers in Queensland, with 97 per cent of vacancies in this year's survey filled.

Occupation and vacancies

- Primary school teachers teach a range of subjects within a prescribed curriculum to primary students and promote students' social, emotional, intellectual and physical development.
- Vacancies in this year's survey were from a range of private, public, independent and specialist schools.
- The majority of vacancies surveyed were permanent full-time positions and yearlong contract positions with a small number of part-time contract positions.
- Employers commonly sought applicants with:
 - teaching experience at specified levels, such as lower or upper primary
 - demonstrated adherence to a specific ethos, 'soft skills' such as time management, the ability to deal diplomatically with parents, and a good cultural fit within the school.
- Some employers sought experience in specialisations such as learning support and special needs, speech and drama, music or languages or accreditation such as International Baccalaureate.
- In specialist schools, employers sought experience in teaching students that were disadvantaged or from remote areas where schooling access was difficult, resulting in low academic achievement.
- Some employers sought applicants with the ability and experience to teach students at all levels of primary, including the ability to teach across multiple year levels in the one classroom for smaller regional schools.

Survey results¹

- This year, 97 per cent of vacancies for primary school teachers were filled within six weeks of advertising, compared with 93 per cent last year.
 - All metropolitan vacancies and 94 per cent of regional vacancies were filled.
- The average number of applicants per vacancy (12.6) increased from 10.6 in 2017 and 12.3 in 2016.
 - Metropolitan vacancies attracted a similar average number of applicants per vacancy (12.8) to regional vacancies (12.4).
- On average, there were 11.2 qualified applicants per vacancy across the state.
- There were 2.8 suitable applicants per vacancy on average, compared with 2.6 in 2017.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government](#) and can also be accessed by the QR code.



- Some regional employers reported the reluctance of applicants to take up positions in more remote parts of the state due to isolation, high cost of living and accommodation, lack of availability of accommodation especially those that allow pets, and difficulty gaining employment for partners.

Unsuitable applicants

- Around 79 per cent of all qualified applicants were considered unsuitable in this year's survey.
- The most common reasons qualified applicants were considered unsuitable were that they lacked teaching experience, specific experience with particular year levels such as Years 5/6 or Year 1, or experience in particular specialisations such as speech and drama, learning support and special needs, languages, music or International Baccalaureate accreditation.²
- A number of employers considered some applicants unsuitable due to poor job applications or lack of appropriate soft skills.
- A number of employers reported that some applicants were unsuitable because they were not considered a good fit within the culture of the school or, particularly in religious private schools, did not demonstrate commitment to a specified ethos.

Demand and supply trends

- Demand for primary school teachers depends on school enrolments, which in turn is dependent on State population, government funding and policy.
- There were 466,743 students enrolled in primary year levels (Prep to Year 6) as at 2017. This represents approximately a three per cent increase since 2015.³
- In 2017, there were 1134, public and private primary schools in Queensland the same number as the previous year⁴ with Primary schools employing 31,458.4 full-time equivalent teaching staff in 2017, around two per cent more than in 2016.⁵
- Online vacancies for primary school teachers have generally declined since the series peak in May 2016. In the 12 months to April 2018 the decline was around 13 per cent.⁶
- Entry to this profession is via a bachelor degree with a major in primary education or completion of a postgraduate qualification in primary education. All teachers in Queensland schools must be registered with the Queensland College of Teachers.
- The number of students commencing primary teacher Bachelor qualifications in Queensland in 2016 was 891, a decline of 33 per cent compared with 2015.⁷
 - The number of course completions for a Bachelor degree in the education field of study in 2016 was 660 which was similar to 2015.⁸

² Data for special education teachers have been included in this occupational assessment. Please note that prior to 2018 special education teachers were assessed separately and consequently historical data for primary school teachers does not include special education teachers.

³ ABS, 4221.0 Schools, Australia 2017 Table 80a, Full time students by level of Education and Affiliations

⁴ ABS, 4221.0 Schools, Australia 2017 Table 35b, Number of all Schools by States and Territories

⁵ ABS, 4221.0 Schools, Australia 2017 Table 51a, In-school Staff (FTE) by School Level

⁶ Department of Jobs and Small Business, Internet Vacancy Index, April 2018, 12 month moving average.

⁷ Department of Education and Training, Higher Education Student Data Collection, 2016, customised tables

⁸ ibid