



ANZSCO 2412-13 Primary School Teacher

South Australia
April 2018

Current labour market rating: No shortage

Previous labour market rating (April 2017): No Shortage

Comments

The vast majority of employers attracted sufficient qualified and suitable applicants to fill vacancies. Employers in regional locations attracted fewer candidates and took longer to fill vacancies.

Survey results¹

- There have been more than adequate supplies of primary school teachers in South Australia over the past decade.²
- The South Australian Department of Education and Child Development (DECD) employs the majority of primary school teachers in South Australia.³ Recruitment of government primary school teachers is managed centrally and positions are not normally advertised externally. Therefore, it was not possible to survey advertised government school vacancies.
- Employers surveyed were in the independent, private or Catholic school sectors recruiting general classroom teachers. Some vacancies required specialist skills, including teacher librarians, music and physical education teaching.
- Although the majority of surveyed vacancies were filled, fewer vacancies were filled in 2018 (91 per cent), than in each of the previous 6 years (100 per cent, respectively).
 - Unfilled vacancies were in regional locations.
- Overall there were more applicants per vacancy in 2018 (on average, 17.1) than last year (12.3).
 - There were substantially fewer applicants for regional vacancies (on average, 3 per vacancy compared with 19.4 in the metropolitan area).
- There were also more qualified applicants in 2018 than last year (15.4 applicants per vacancy, compared with 12.3 in 2017).
- The average number of suitable applicants declined significantly in 2018 (2.8 applicants per vacancy, compared with 4.7 in 2017).
- Employers consistently stated there was a sufficient supply of primary school teachers in the metropolitan area, however most applicants were unsuitable.
- Regional employers indicated they were willing to employ recent graduates, due a lack of experienced applicants.

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.

² Department of Jobs and Small Business, Historical SERA data 2007-2017

³ ABS, Schools, Australia, 2017 (ABS Cat. No. 4221.0) Table 51a



Unsuitable applicants

- In South Australia, teachers must meet the Teachers Registration Board's minimum qualification requirements and hold teacher registration.⁴ Although 90 per cent of applicants met this criterion, some applicants had no teaching qualifications.
 - Some applicants had pre-primary or secondary teaching qualifications but did not have the qualifications, skill or experience to teach primary school children.
- Employers stated 82 per cent of qualified applicants were unsuitable. The main reasons included
 - A lack of experience in the occupation
 - A lack of specific experience, for example, upper primary teaching, teaching in an independent non-government school or teaching in the Catholic system
 - Low quality applications which failed to address the selection criteria or demonstrate sufficient knowledge of, and interest in the position advertised.
- A number of schools surveyed were religious schools. Employers consistently stated some applicants were unsuitable because they were unable to demonstrate connection to a church or commitment to or understanding of a particular faith.

Demand and supply trends

- Demand for primary school teachers is largely influenced by demographic trends as they impact on the number of children enrolled in primary schools. Demand for primary school teachers in South Australia is increasing.
 - The number of full-time equivalent primary school students in South Australia increased by 1.2 per cent in 2016 and again by 0.9 per cent in 2017.⁵
 - In the last five years the number of children enrolled in South Australian primary schools has increased by 3.9 per cent.
- Consistent with this growth, there was a 2.8 per cent increase in full-time equivalent primary school teaching staff in South Australia in 2017.⁶
- The major source of new supply to the occupation comes from university training, mainly via completion of a Bachelor of Education (Primary). After declining between 2008 and 2012, training completions increased by 22.2 per cent between 2013 and 2016.
- Training commencement numbers followed a similar pattern, declining between 2007 and 2012, and then increasing by 22.5 per cent over the 4 years to 2016.⁷
- Based on these indicators there is likely to be an adequate supply of primary school teachers in South Australia over the next two years.

⁴ Teachers Registration board of South Australia, Qualifications - <https://www.trb.sa.edu.au/qualifications>

⁵ ABS Schools, Australia, Cat. No. 4221.0, 2017, Table 43a.

⁶ ABS, Schools, Australia, 2017 (ABS Cat. No. 4221.0) Table 51a

⁷ Ibid