

...teach one or more subjects within a prescribed curriculum to secondary school students and promote students' social, emotional, intellectual and physical development.

Indicative Skill Level

Most occupations in this unit group have a level of skill commensurate with a Bachelor degree or higher qualification. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification (ANZSCO Skill Level 1).

Skilled Occupation Criteria

Long-lead time

Secondary School Teachers meet the criteria for long lead time, as entry to this occupation requires a substantial training commitment.

- ▶ Employment as a Secondary School Teacher requires the completion of a three year undergraduate degree plus a teacher education course (such as a Graduate Diploma in Education); a four or five year double-degree program; or an integrated program which includes subject content studies as well as teacher education. Each of these options requires a minimum commitment of four years from enrolment to completion (full-time equivalent).

High use

Secondary School Teachers meet the criteria for high use, showing that the skills which people have acquired through education and training are being deployed for the uses intended.

- ▶ Based on advice from Universities Australia, university courses in teaching have a strong degree of match with eventual employment in teaching occupations.
- ▶ Of new graduates employed as Secondary School Teachers, 78% were found to have studied in a related field, such as teacher education, curriculum and education studies, or other education areas (*Australian Graduate Survey, 2009*).
- ▶ As professionals, Secondary School Teachers are expected to have a level of skill commensurate with a Bachelor degree or higher qualification. Of those employed as Secondary School Teachers, 91% were found to possess this level of skill (*ABS Survey of Education and Work, 2010*).

High risk

Secondary School Teachers also meet the criteria for high risk/high disruption. This indicates that the occupation is important for the effective operation of an enterprise and/or the broader economy.

- ▶ Secondary School Teachers are required to be registered before they can teach. In some states and territories, a police check may also be needed prior to employment. Teachers are also required to provide proof of Australian citizenship or permanent residency.
- ▶ Secondary School Teachers are essential to the operation of secondary schools, and their absence would mean that schools could not operate legally.
- ▶ Secondary School Teachers are important to meet government policy priorities at both the Commonwealth and state level. These include: improving teacher quality and skills; implementing innovative strategies for small and remote schools; and Closing the Gap in Indigenous education.

Occupation trends

ANZSCO: 2414

Secondary School Teachers

Employment level	146,600 A high proportion of workers (82.6%) are employed full-time.
6 digit employment (2006 Census)	241411 Secondary School Teacher 118,670
Employment growth	Over the five years to August 2010, employment increased by 7.8% (compared with growth of 12.1% for all occupations). Employment is expected to rise by 12.0% over the next five years (compared with projected growth of 9.5% for all occupations).
Unemployment rate	Low (around 0.9%) compared with all occupations.
Educational profile	Around 92.1% have a Bachelor degree or higher qualification.
Vacancies	The Internet Vacancy Index (IVI) fell by 14.0% over the 12 months to September 2010 to 72.4 (March 2006=100). Vacancies for all occupations increased by 19.4%.
Gender	Around 60.8% of workers are female (compared with 45.4% for all occupations).
Labour turnover	Around 8.9% of workers leave this occupation in a year compared with 13.1% for all occupations.
Age profile	The median age is 43.8 years and 47.0% are aged 45 years and over (compared with 38.5% for all occupations).
Earnings	Median full-time weekly earnings (before tax) are above average (\$1297).
Graduate outcomes	Graduate Careers Australia data show that in the field of education (not disaggregated into early childhood, primary and secondary), 89% of initial graduates were working full-time four months after graduating, 86% of whom were employed as Education Professionals.
Skill shortages	Shortages are not widespread but some contacts note difficulty recruiting for some specialised subject areas such as mathematics, science and languages. Shortages in maths/science have been persistent over the past decade.

Labour market

Most employers recruiting secondary school teachers fill their vacancies easily but the labour market varies across subject areas. State and territory education departments indicated few secondary school teaching positions were vacant in the first half of 2010 and that those that were unfilled generally required special experience teaching subjects such as maths, science or languages other than English. The teaching specialisation vacancies varied by location.

In 2010, 85% of surveyed vacancies (generally in non government schools) were filled within six weeks of advertising and there were, on average, 2.8 suitable applicants per vacancy. The small number of unfilled vacancies identified in the survey were distributed over various subject areas and there was insufficient evidence to establish a clear shortage in any particular subject, although senior maths, science, languages other than English (languages varied) and technology were mentioned as difficult to fill vacancies in some locations. Regional vacancies generally attracted fewer applicants than those in metropolitan locations, and in some states the proportion of regional vacancies filled was lower than that for metropolitan vacancies, although, overall, shortages are not evident in regional locations.

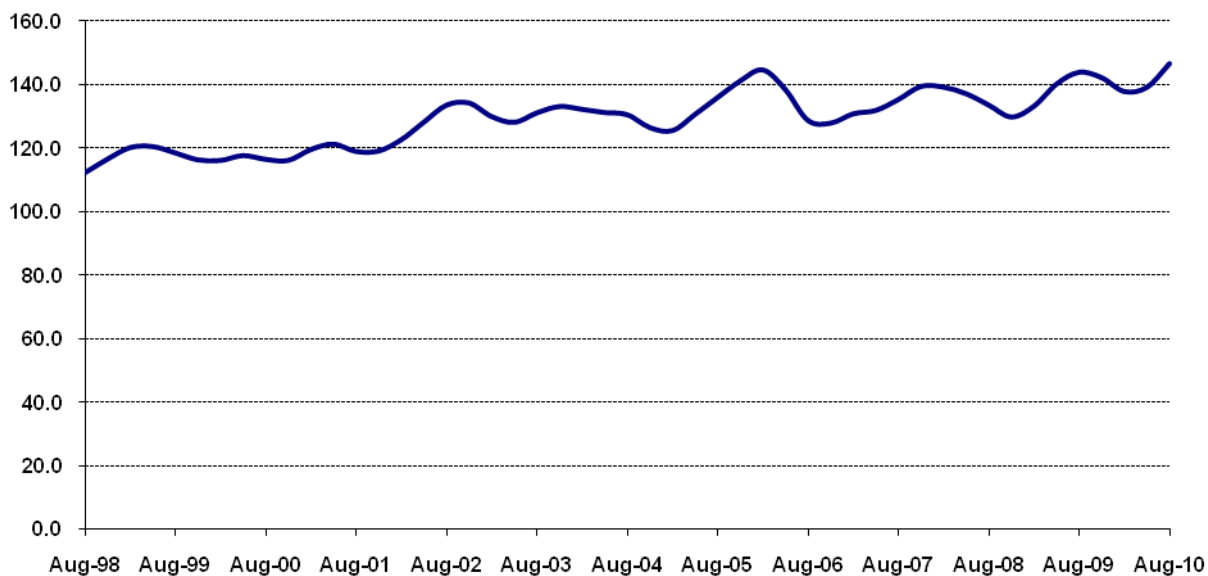
Summary

Employers do not generally experience significant difficulty recruiting secondary school teachers although shortages of maths/science teachers (especially for senior classes) have been persistent. A relatively high proportion of the secondary school teaching workforce is aged 45 years or older (47% compared with 39% for all occupations) suggesting there will be strong demand for

secondary school teachers to replace workers retiring over the next decade. There has, however, been quite low employment growth over the past five years and future employment growth is expected to be similar to the 'all occupations' average over the next five years.

Employment outcomes are positive for education graduates and unemployment is low.

Secondary School Teachers
Employed Persons ('000s) Aug 1998 to Aug 2010



Internet Vacancy Index (IVI) - 3 Monthly Average - Nov 2006 - Sept 2010
Secondary School Teachers (March 2006 = 100)

