



Employment Outlook for Education and Training



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Introduction

The Education and Training industry is the fifth largest industry in Australia, employing 790 400 people (or 7.3 per cent of the total workforce) as at February 2009. Education and Training is roughly divided into five sectors consisting of: Preschool Education; School Education; Tertiary Education; Adult, Community and Other Education; and Educational Support Services¹.

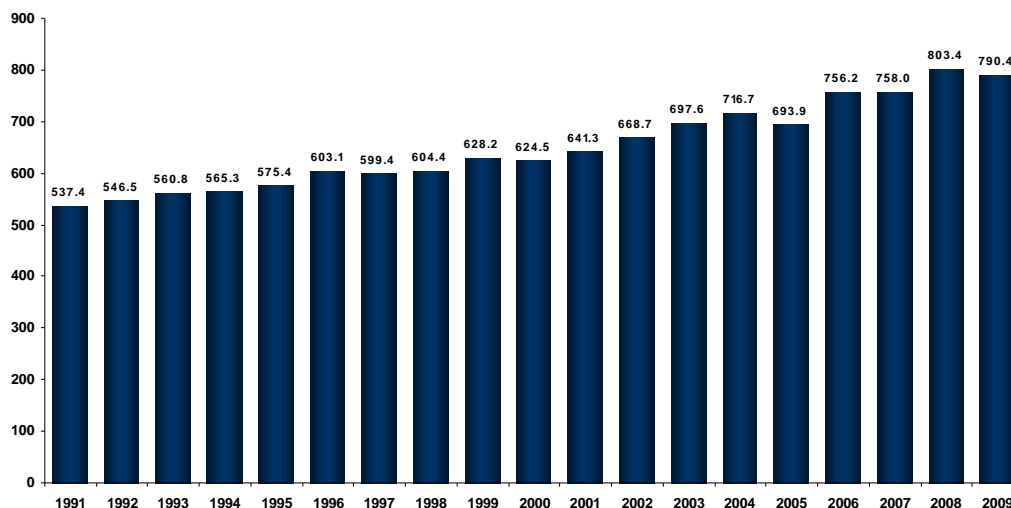
The discussion below focuses on employment characteristics, trends and prospects in the Education and Training industry, and highlights specific sectors where job growth is strongest. The analysis of characteristics includes workforce ageing, employment share by gender, educational profile, weekly earnings, average hours worked, regional and occupational employment and vacancies.

¹ This publication uses the Australian and New Zealand Standard Industrial Classification 2006 (ANZSIC06).

Employment Growth

In the 10 years to February 2009, employment in Education and Training rose by 162 200 (or 25.8 per cent) to 790 400, which is close to the highest level since the Department of Education, Employment and Workplace Relations (DEEWR) trended series began in November 1984 (see Figure 1). This represents an average annual growth rate of 2.3 per cent.

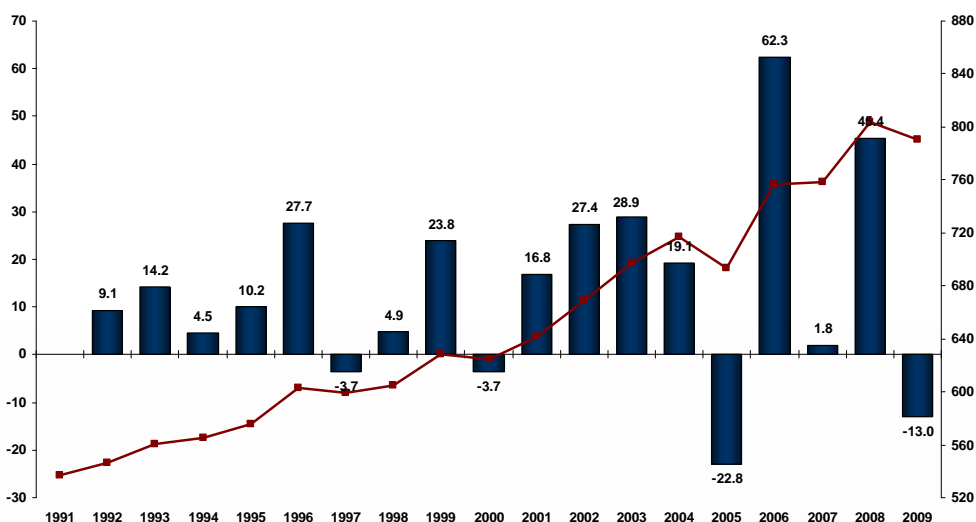
Figure 1: Employment Level ('000) February 1991 to February 2009



Source: ABS Labour Force Survey (DEEWR trend data)

Long-term job growth in the Education and Training industry has followed an upward trend (see Figure 2). The largest annual employment gain was an increase of 62 300 in the year to February 2006. Employment in the Education and Training industry is influenced by a number of factors including the number of school age children in the population, school retention rates, government policy, average class size and developments in private school education, including specialist schools. Recruitment needs also reflect the resignation rate of existing teachers (including retirements) and the inflow of new teaching graduates.

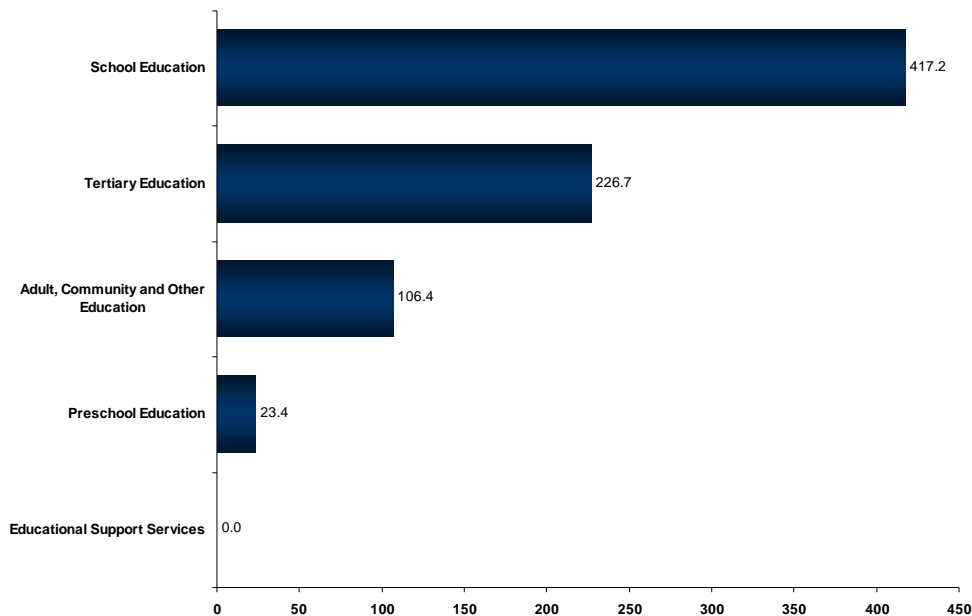
Figure 2: Employment Level (line RHS) and Annual Change ('000) in year to February (cols LHS)



Source: ABS Labour Force Survey (DEEWR trend data)

When employment in the Education and Training industry is broken down into specific sectors, the main contributors to employment can be identified. Figure 3 shows that the School Education sector leads employment in the Education and Training industry, employing 417 200 workers (or 53.9 per cent of workers employed in the industry) as at February 2009, followed by Tertiary Education (226 700 or 29.3 per cent) and Adult, Community and Other Education (106 400 or 13.8 per cent). Employment in Educational Support Services was so small in February 2009 that it was rounded to 0.0 per cent.

Figure 3: Education and Training Sectors - Employment Level ('000) – February 2009



Source: ABS Labour Force Survey (DEEWR trend data)

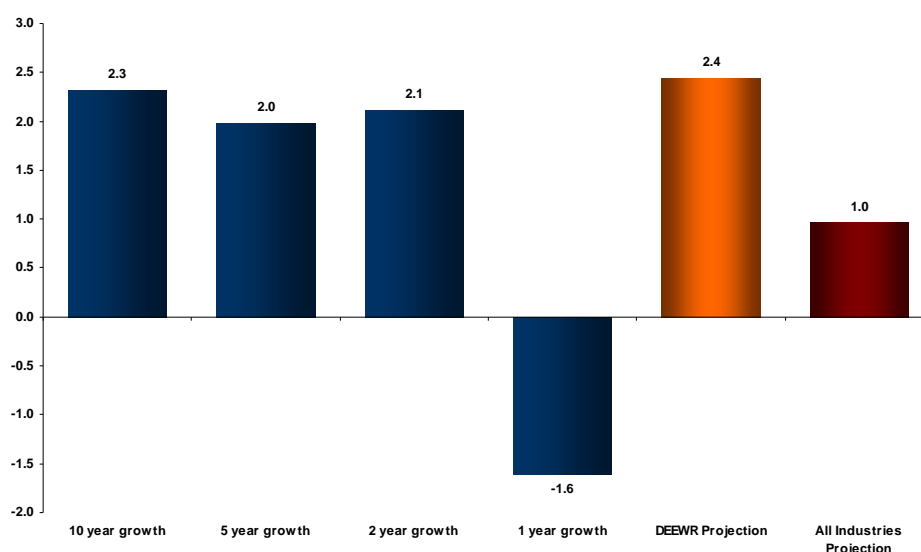
Employment Prospects

DEEWR prepares annual updates of employment projections for industries for the next five years. These are based in part on the Monash model developed by the Centre of Policy Studies at Monash University, but also take into account recent employment trends and prospective industry developments. It should be noted that a certain degree of uncertainty is attached to these employment projections, especially for sectors within Education and Training.

Projected job growth for the Education and Training industry is higher than past employment growth. In the five years to 2013-14, employment in the industry is expected to grow at an average rate of 2.4 per cent per annum, which equates to around 101 500 new jobs (see Figure 4). This compares with an average annual growth rate of 1.0 per cent across all industries.

In the future, it is expected that there will be an increase in the retirement rate of existing teachers due to an ageing workforce, giving rise to stronger demand for new teaching graduates. Meanwhile, higher school retention rates and improvements in the quality of education are expected to create continued demand for additional workers in the Education industry.

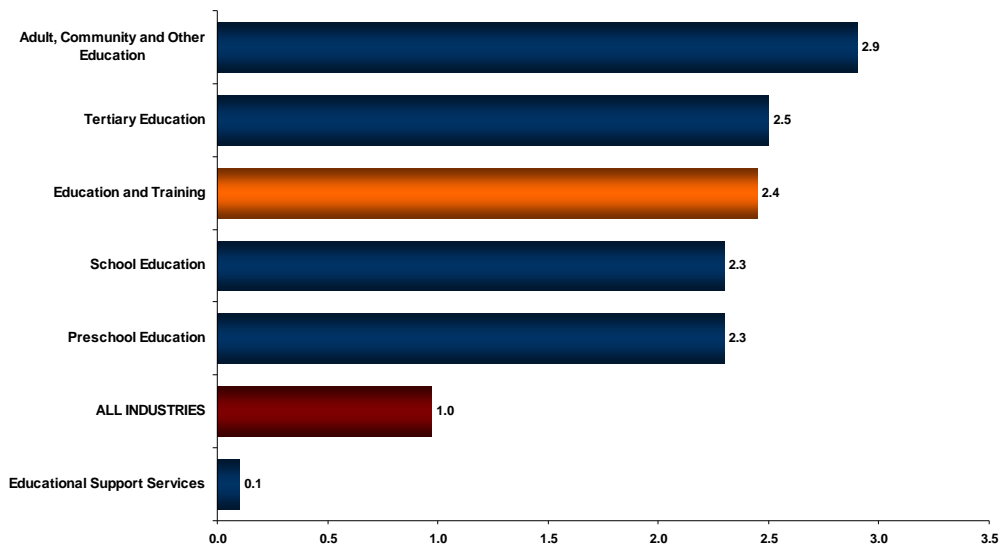
Figure 4: Recent and Projected Employment Growth (% pa) - to February 2009 (past) and 5 years to 2013-2014 (projected)



Source: ABS Labour Force Survey (DEEWR trend data); DEEWR projections

In the five years to 2013-14, Adult, Community and Other Education is projected to experience the strongest employment growth within the industry (up by 2.9 per cent per annum, see Figure 5), followed by Tertiary Education (2.5 per cent). Educational Support Services is expected to have the lowest growth rate (0.1 per cent) and is the only Education and Training sector with a projected growth rate which is below that of all industries (1.0 per cent).

Figure 5: Education and Training Sectors - Projected Employment Growth (% pa) - to 2013-2014

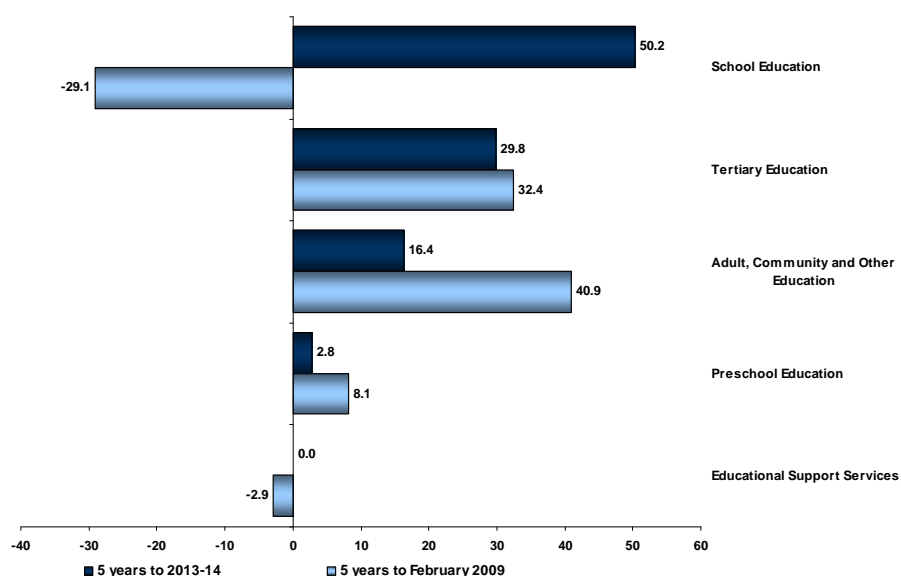


Source: DEEWR projections

Recent and projected employment growth is expected to vary across the five specific Education and Training sectors (see Figure 6). In the five years to February 2009, Adult, Community and Other Education and Tertiary Education experienced by far the largest employment gains (40 900 and 32 400 new jobs respectively). Declines in employment occurred in School Education (down by 29 100) and Educational Support Services (down by 2900).

Demand for services in the Education and Training industry is likely to continue into the future. Looking ahead, in the five years to 2013-14, the largest employment gains are projected for School Education (50 200) and Tertiary Education (29 800), followed by Adult, Community and Other Education (16 400) and Preschool Education (2800). Growth projections for Educational Support Services were so small that they were rounded to 0.

Figure 6: Education and Training Sectors - Recent and Future Employment Growth ('000) - 5 years to February 2009 (past) and to 2013-14 (projected)

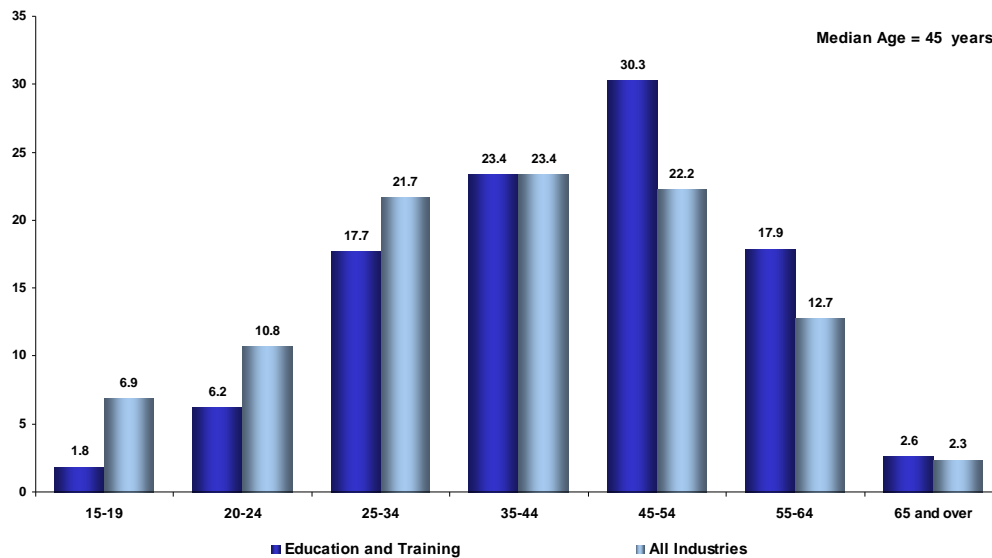


Source: ABS Labour Force Survey (DEEWR trend data); DEEWR projections

Workforce Ageing

The Education and Training workforce is skewed towards mature age workers: 30.3 per cent of workers in the industry are aged 45 to 54 years compared with 22.2 per cent for all industries (see Figure 7). This foreshadows a potential skill shortage issue in the industry as teachers retire in the next decade. In contrast, the share of those aged 15 to 19 years (1.8 per cent) is well below the average for all industries (6.9 per cent), due to the time required to complete qualifications for the majority of occupations in the Education and Training industry.

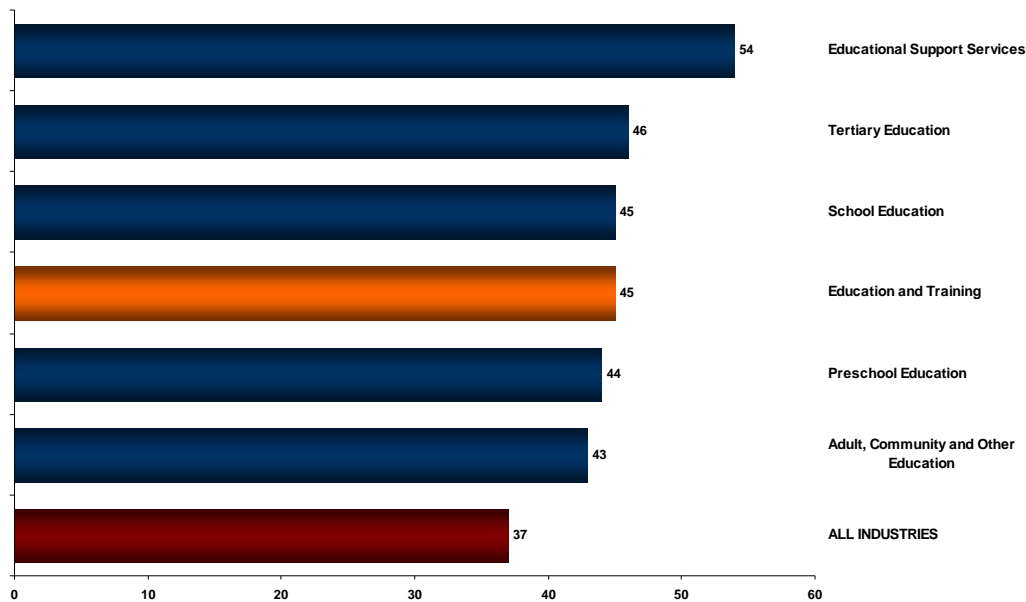
Figure 7: Employed by Age compared with All Industries (% share of employment) – 2008



Source: ABS Labour Force Survey

The age profile of the Education and Training industry is relatively older in comparison to the rest of the workforce. In 2008, Education and Training had a higher median age (45 years) than the average for all industries (37 years) (see Figure 8). Within the industry, the median age of workers ranged from 54 years in Educational Support Services down to 43 years for Adult, Community and Other Education. Ageing across Education and Training sectors highlights a broader trend in Australia towards a mature aged workforce.

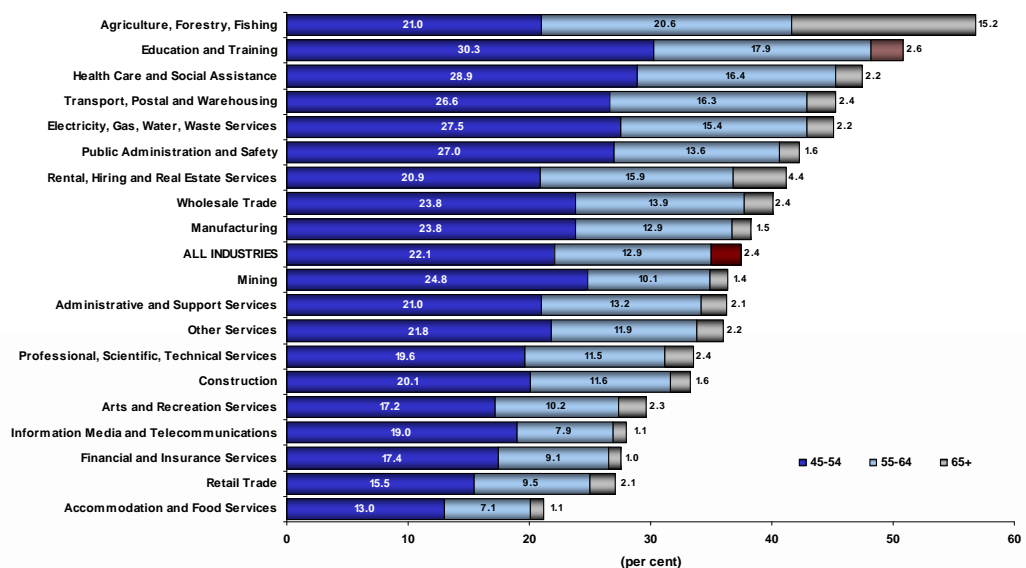
Figure 8: Education and Training Sectors - Median Age in years - 2008



Source: ABS Labour Force Survey

Of the 19 Australian and New Zealand Industrial Classification 2006 (ANZSIC 2006) industries, Education and Training had the largest proportion of workers in the 45 to 54 years age range (30.3 per cent) and the second largest proportion of workers in the 55 to 64 years age range (17.9 per cent) in 2008 (see Figure 9). Over half of all workers (50.8 per cent) in the industry were aged 45 years and over.

Figure 9: Mature Age workers (45+ years) % share of employment – 2008



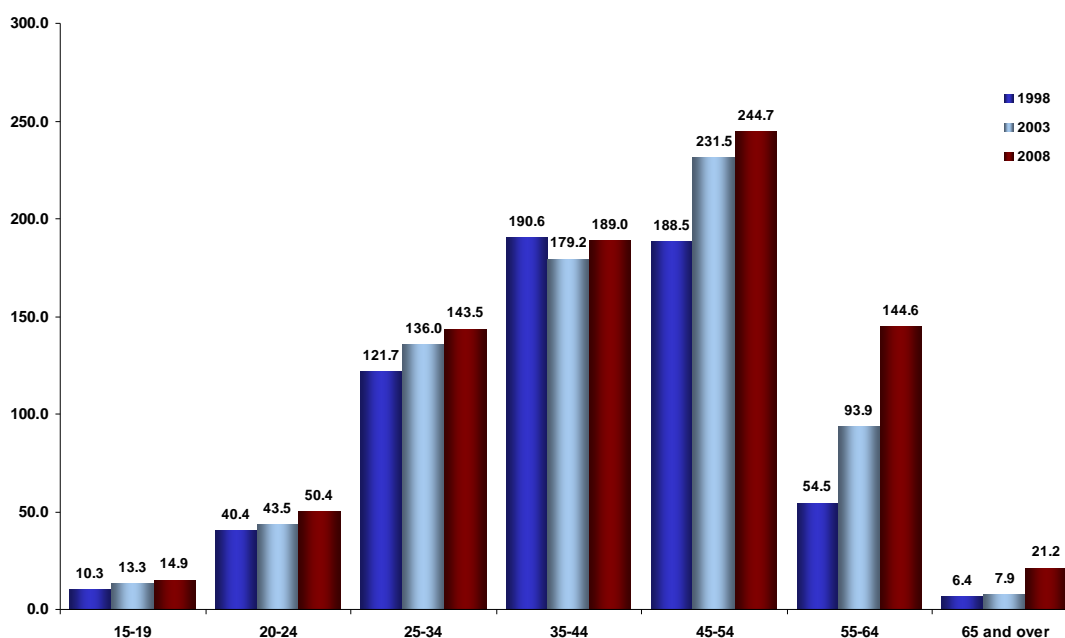
Source: ABS Labour Force Survey

Figure 10 shows employment by age group for three calendar years: 1998, 2003 and 2008. This provides a guide to changes in the employment mix by age group in the industry.

As the Australian workforce experiences an increase in the median age of the population, it is important that there is a supply of prime age and mature age workers entering the workforce. Over the past decade, increases in mature age employment have been the main driver of industry employment growth.

Figure 10 shows that, in the past decade, the Education and Training industry has employed more workers in most age groups. Growth has been strongest in the 55 to 64 years category, with an increase of 90 100 workers over the past 10 years. The 55 to 64 years age group also held the highest percentage growth rate (265.3 per cent) over the same time period, although it should be noted that in 1998 workers in this age group had a low share of total employment in the industry. In contrast, over the past 10 years, employment for those aged 35 to 44 years decreased slightly (down by 1600).

Figure 10: Employment by Age ('000) - 1998, 2003 and 2008

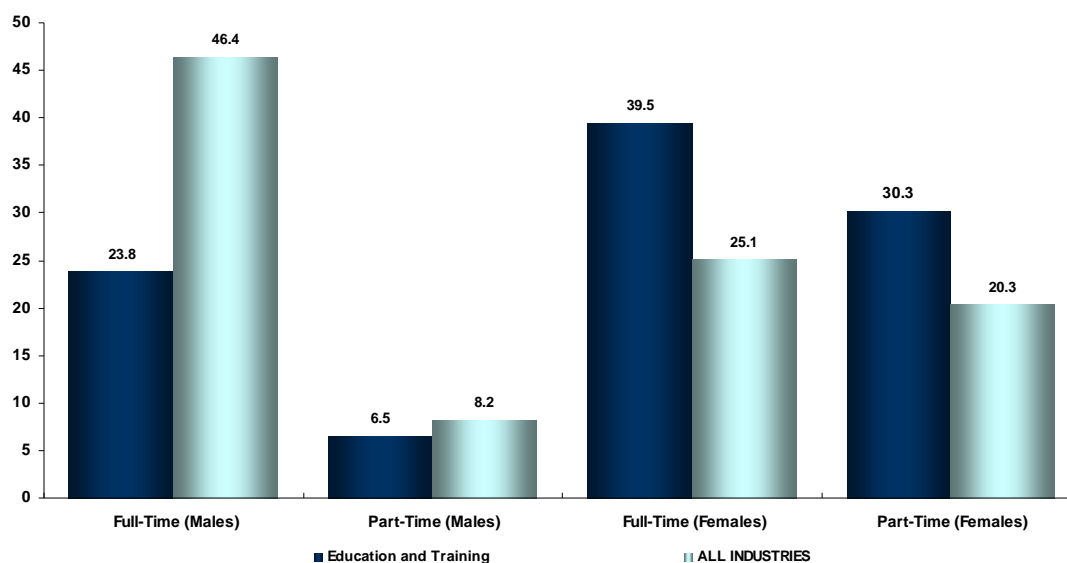


Source: ABS Labour Force Survey

Employment by Gender and Full-time/Part-time

The Education and Training industry is predominantly female (69.8 per cent) with a large full-time workforce (63.3 per cent - see Figure 11). In the year to February 2009, almost two in five workers in the Education and Training industry (or 39.5 per cent) were female and employed full-time, which is substantially higher than the average for all industries (25.1 per cent). In contrast, the percentage of males working full-time was 23.8 per cent, while the average across all industries was 46.4 per cent. The part-time workforce reflects a similar pattern with more females working part-time (30.3 per cent) than males (6.5 per cent).

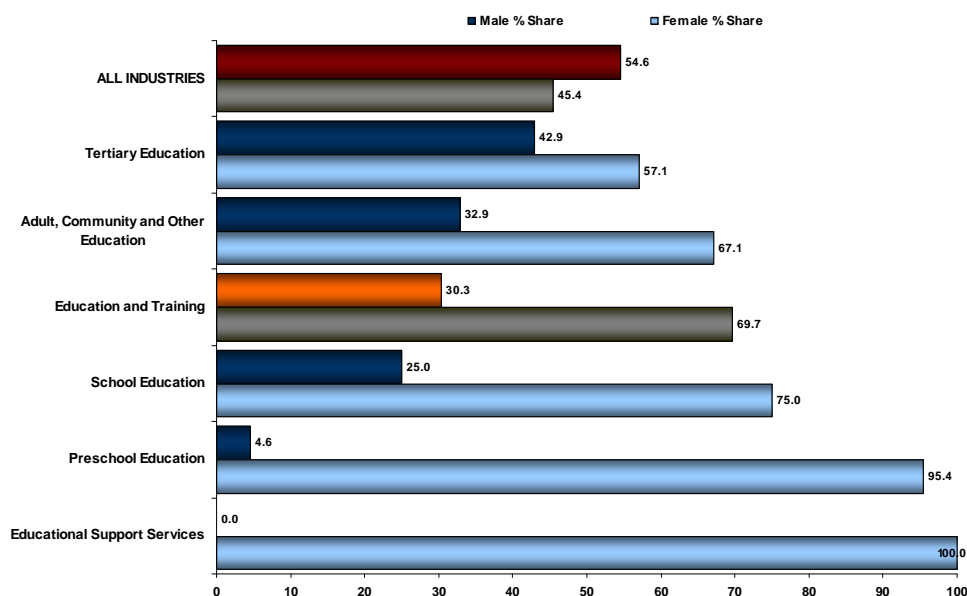
Figure 11: Employment by Gender and Full-time / Part-time (% share) – Year to February 2009



Source: ABS Labour Force Survey

The high female to male ratio of workers in the Education and Training industry is mainly driven by the very large proportion of females in Preschool Education (95.4 per cent, see Figure 12) and School Education (75.0 per cent), but a high female share is evident across all sectors. It is likely that the average work hours in Education and Training, and the duration and incidence of holidays (which are suited to females with family responsibilities) may partially explain the predominantly female workforce. In the year to February 2009, males accounted for 4.6 per cent of the workforce in Preschool Education, but 42.9 per cent in Tertiary Education.

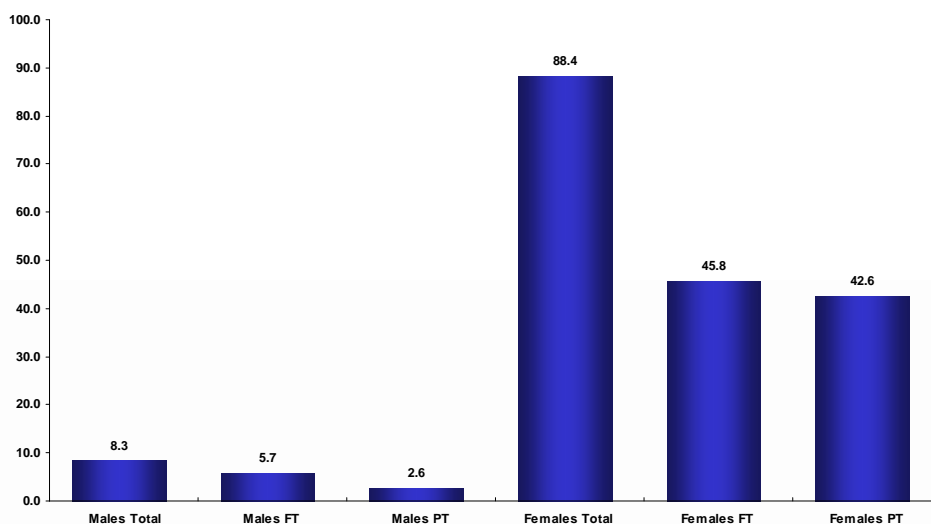
**Figure 12: Education and Training Sectors - Employment by Gender (% share)
Year to February 2009**



Source: ABS Labour Force Survey

In the five years to February 2009, employment for females in the Education industry has risen strongly (up by 88 400, see Figure 13). Employment has also risen for males (up by 8300) over the same period. The largest increase over the period was for female full-time workers (up by 45 800), closely followed by female part-time employment (42 600).

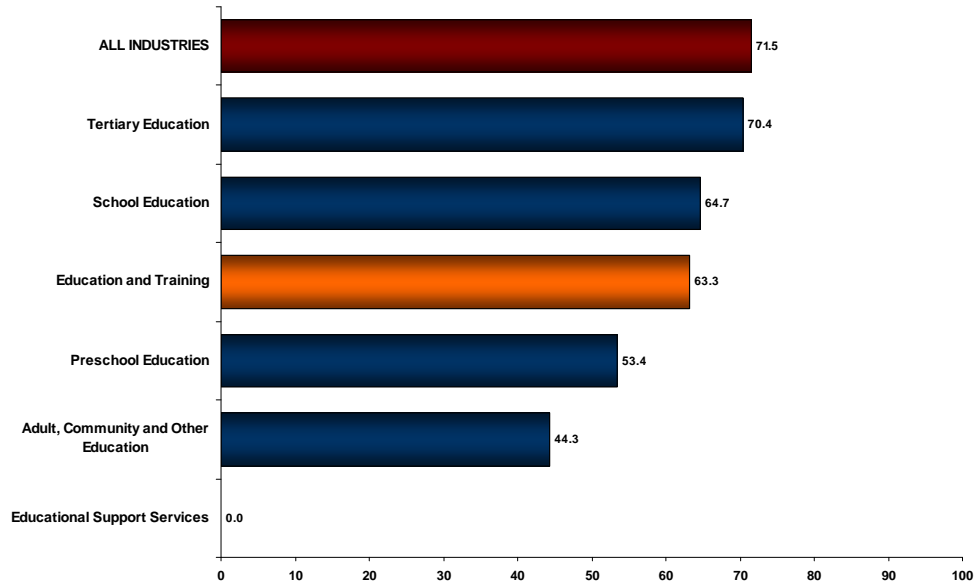
**Figure 13: Employment Growth by Gender (5 years) Full-time / Part-time
Year to February 2009 ('000)**



Source: ABS Labour Force Survey

At February 2009, all of the Education and Training sectors had a lower full-time employment share than all industries (71.5 per cent, see Figure 14). The highest full-time employment share could be found in the Tertiary Education sector (70.4 per cent) while the Adult, Community and Other Education sector had the lowest full-time employment share (44.3 per cent).

Figure 14: Per cent share working full-time - year to February 2009

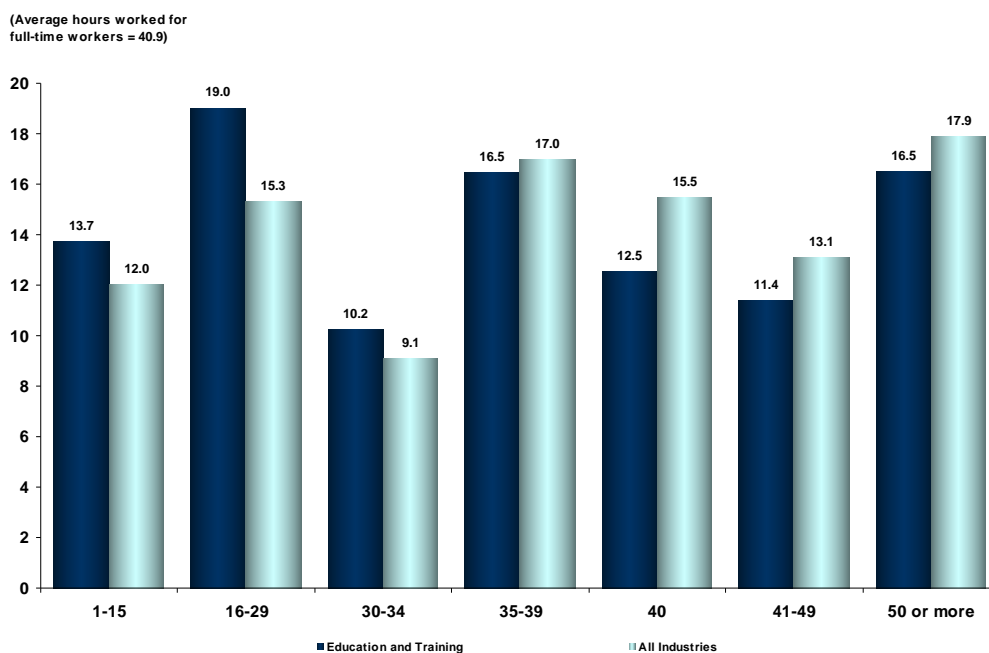


Source: ABS Labour Force Survey

Hours Worked

Figure 15 shows that the average of full-time weekly hours worked in the Education and Training industry (40.9 hours) was slightly less than the average for all industries (41.3 hours). The highest share of Education and Training workers was recorded in the 16 to 29 hours category (19.0 per cent) and the 35 to 39 hours and 50 or more hours categories (both 16.5 per cent). Those working 35 hours or more were below the shares for all industries, especially in the 40 hours category (12.5 per cent compared to 15.5 per cent for all industries).

Figure 15: Hours of Work (% share) - Year to February 2009



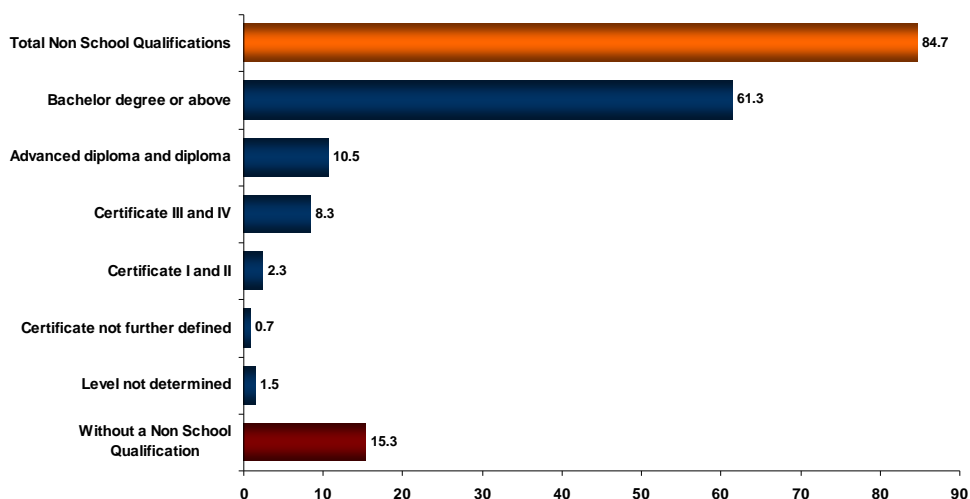
Source: ABS Labour Force Survey

Employment Characteristics

Educational Profile

In general, Education and Training workers are highly qualified, with 84.7 per cent of workers having completed a non-school qualification as at May 2008 (see Figure 16), which is well above the all industries average of 60.2 per cent. Around six in ten workers (61.3 per cent) had obtained a Bachelor degree or above. While formal education is important in the Education and Training industry, there is also a small share of workers without a non-school qualification (15.3 per cent).

Figure 16: Educational Attainment - Share of Employment (%) - May 2008

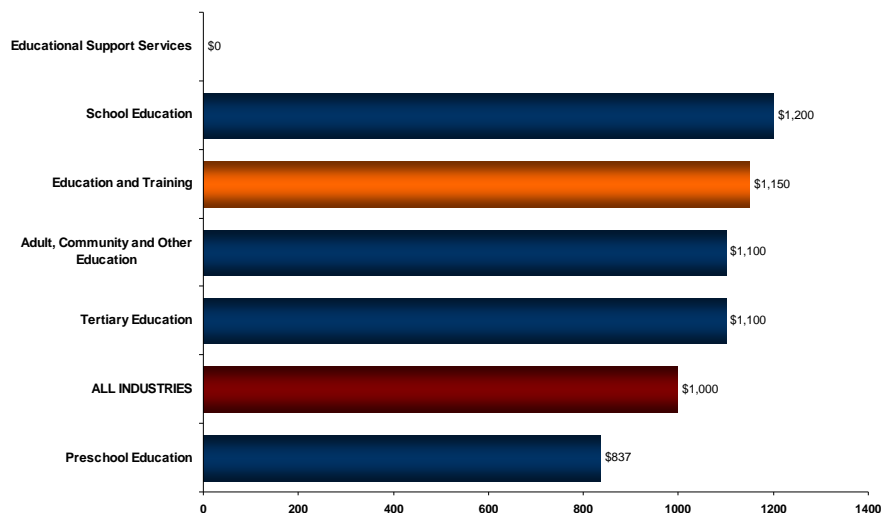


Source: ABS Education and Work, cat. No. 6227.0

Median Weekly Earnings

In August 2008, median weekly full-time earnings in the Education and Training industry were \$1150, which was above the all industries average of \$1000 (see Figure 17). Earnings in the industry reflect the higher level of skill required of teaching professionals who make up the majority of the Education and Training industry. Median weekly full-time earnings were highest for School Education (\$1200), followed by Adult, Community and Other Education (\$1100). The lower earnings for Preschool Education workers (\$837) can be linked to the lower level of skill required of workers in this sector.

Figure 17: Median weekly earnings (full-time and before tax) - August 2008

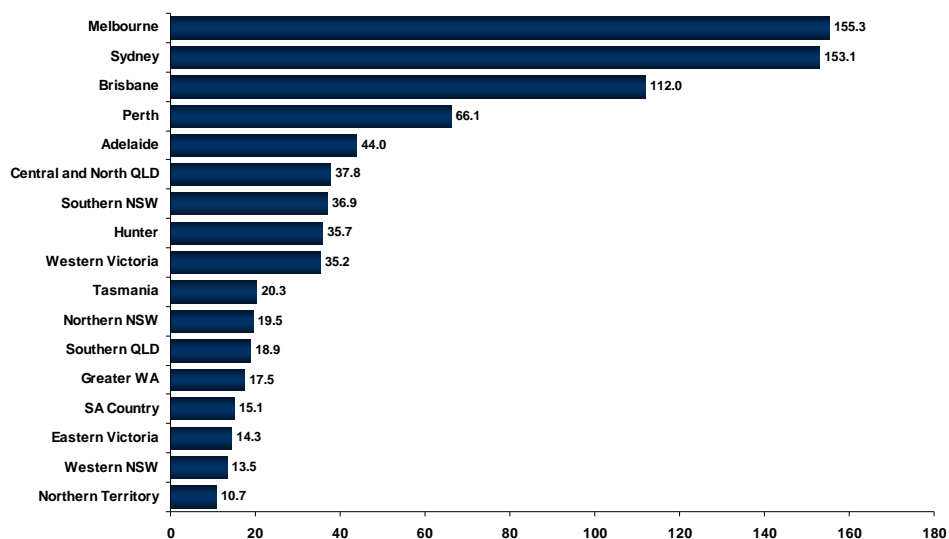


Source: ABS Employee Earnings, Benefits and Trade Union Membership, cat. no. 6310.0

Employment by Region

As shown in Figure 18, employment in the Education and Training industry is mainly concentrated in the major capital cities in Australia, reflecting the large population base in these cities. In February 2009, the majority of workers in the industry were employed in Melbourne (155 300) and Sydney (153 100), followed by Brisbane (112 000), Perth (66 100) and Adelaide (44 000). As expected, rural and less populated regions such as the Northern Territory (10 700), Western New South Wales (13 500), Eastern Victoria (14 300), South Australia Country (15 100) and Greater Western Australia (17 500) had a lower number of Education and Training industry workers.

Figure 18: Main Employing Regions ('000) – Year to February 2009

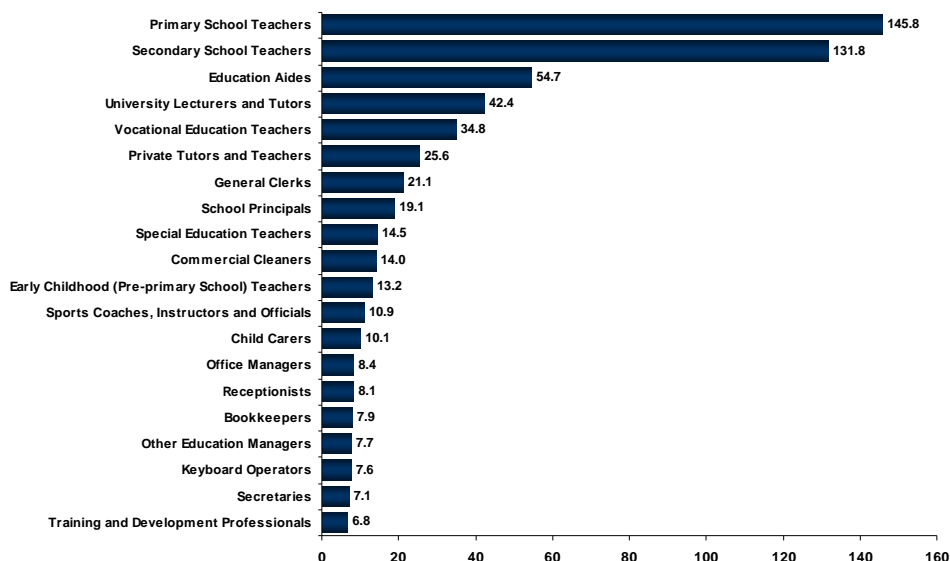


Source: ABS Labour Force Survey

Main Employing Occupations

Figure 19 shows the top 20 occupations in Education and Training. In 2008, the largest employing occupations in Education and Training were Primary School Teachers (145 800) and Secondary School Teachers (131 800), followed by Education Aides (54 700) and University Lecturers and Tutors (42 400). The number of employees working in support roles was relatively low. For example, there were 6800 Training and Development Professionals, 7100 Secretaries, 7600 Keyboard Operators, and 7900 Bookkeepers.

Figure 19: Top 20 Employing Occupations ('000) - 2008



Source: ABS Labour Force Survey

Further information on occupations is available on the Job Outlook website (www.joboutlook.gov.au)

For further information on the Education and Training industry (or other industries), visit the SkillsInfo website at skillsinfo.gov.au. SkillsInfo provides a range of skills related information for industries and regions. The website offers a broad range of information on employment, careers, education and training and skills issues - including workforce ageing, skills in demand, labour force data, ICT and employability skills, as well as quick links to skills information. Data are sourced mainly from the ABS Labour Force Survey.

SkillsInfo also brings together a large collection of links to external industry and skills related websites.

