

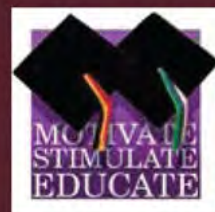
Aboriginal and Torres Strait Islander Teacher 2015 Workforce Snapshot

More Aboriginal and Torres Strait
Islander Teachers Initiative

MARCH 2017



Australian Government



Aboriginal and Torres Strait Islander Teacher 2015 Workforce Snapshot

Workforce data analysis for this report was prepared by Ernst and Young (EYC3).

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Further information about the More Aboriginal and Torres Strait Islander Teachers Initiative is available at www.matsiti.edu.au.



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Foreword

The More Aboriginal and Torres Strait Islander Teachers Initiative (MATSI) was a four year national program, from 2012 to 2015, to increase the number of Aboriginal and Torres Strait Islander people becoming and remaining as teachers and leaders in Australian schools.

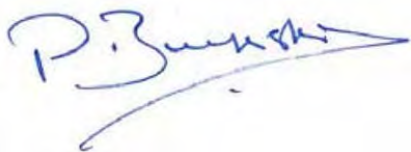
The *Aboriginal and Torres Strait Islander Teaching Workforce Snapshot* should be read in conjunction with Ernst and Young's *Analysis of the 2015 Aboriginal and Torres Strait Islander Teaching Workforce*, which used 2012 and 2015 comparative data to map the Aboriginal and Torres Strait Islander teacher workforce in terms of their school settings, types of locations, age, gender, promotional level and employment type.

Efforts in ascertaining an accurate picture of Aboriginal and Torres Strait Islander peoples' participation as teachers and student teachers were hampered by limited visibility of workforce data on the part of some government, Catholic and independent school jurisdictions and universities across Australia. Key data in this Workforce Snapshot include:

- 3,100 teachers identified as Aboriginal and Torres Strait Islander in 2015. This represents 1% of the total teacher workforce in Australia. Also in 2015, 5.3% of school students identified as Aboriginal and Torres Strait Islander
- Employment by sector: where data were available, 93% of Aboriginal and Torres Strait Islander teachers were employed in government schools, 6% in Catholic schools and 1% in independent schools.
- Employment by state and territory: where data were available, 49% of Aboriginal and Torres Strait Islander teachers were employed in NSW, 27% in Queensland, 9% in Western Australia and 15% in all other states and territories combined.
- Employment by location type: where data were available, 49% of for Aboriginal and Torres Strait Islander teachers were employed in major cities, 26% in inner regional, 15% in outer regional, 4% in remote and 6% in very remote locations.
- 75% of Aboriginal and Torres Strait Islander teachers are female and 15% are male
- 57% of Aboriginal and Torres Strait Islander teachers are employed in primary schools, 32% in secondary schools and 11% in combined primary and secondary schools
- 83% of Aboriginal and Torres Strait Islander teachers work full time and 17% work part time
- The median age of Aboriginal and Torres Strait Islander teachers is 40 years
- The number of Aboriginal and Torres Strait Islander teacher education students in Australia universities increased by 5% per annum between 2012 and 2015. If this annual increase is maintained, the education sector may contribute modestly to the government strategy *Closing the Gap*, which aims to "halve the gap in employment outcomes between Indigenous and non-Indigenous Australians [by 2018]", provided that these students' completion, employment and retention in teaching positions is maximized.

The most significant of these findings is that in 2015 the proportion of Aboriginal and Torres Strait Islander teachers is well below the representation of Aboriginal and Torres Strait Islander school students.

Many government policies during the last five decades have committed to increasing the number of Aboriginal and Torres Strait Islander teachers to improve student outcomes. Even with school and teacher education stakeholders taking action to fulfil these commitments, change from the current situation cannot be measured without effective data collection systems which have regard for privacy provisions and the cultural safety of teachers identifying as Aboriginal and Torres Strait Islander.



Professor Peter Buckskin PSM,FACE

Project Director, More Aboriginal and Torres Strait Islander Teachers Initiative

Dean: Aboriginal Engagement & Strategic Projects

University of South Australia

Profile of Aboriginal and Torres Strait Islander Teaching Workforce in 2015 by Education Sector

Comparison of the proportion of Aboriginal and Torres Strait Islander teachers to students

This analysis shows the proportion of Aboriginal and Torres Strait Islander teachers employed in the teaching workforce and the proportion of Aboriginal and Torres Strait Islander students in the student population.

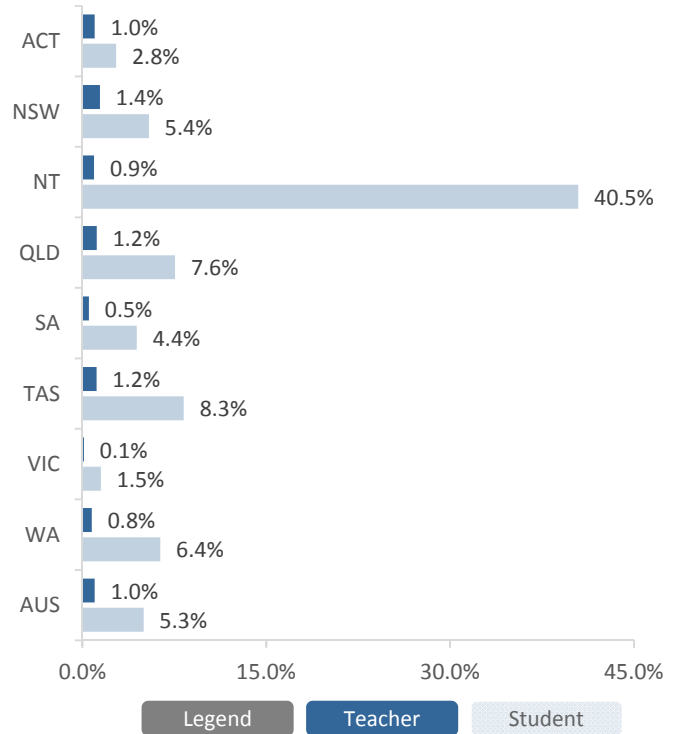
In 2015, **1.0%** of teachers were identified as being of Aboriginal and Torres Strait Islander status, compared to **5.3%** of the primary and secondary student population in Australia.

40.5% of students in Northern Territory were identified as being of Aboriginal and Torres Strait Islander status in 2015, the largest proportion of any state or territory.

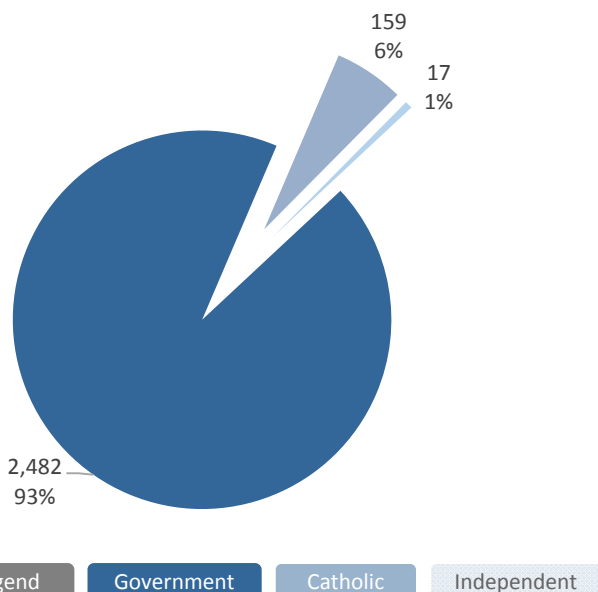
Victoria had the lowest proportion of teachers and students identified as being of Aboriginal and Torres Strait Islander status in 2015, with **0.1%** of teachers classified with this status.

Source: ABS Schools Australia 2015, Table 42b Number of full-time and part-time students and Table 50a In-school staff number

Comparison of the proportion of Aboriginal and Torres Strait Islander teachers to students by state and Australia in 2015



Breakdown of the Aboriginal and Torres Strait Islander teaching workforce by sector in 2015



Breakdown of the Aboriginal and Torres Strait Islander teaching workforce by sector

This analysis shows the breakdown of the Aboriginal and Torres Strait Islander teaching workforce in 2015 by sector. This analysis excludes teachers with an unknown sector.

By sector, **2,482 (93%)** of the Aboriginal and Torres Strait Islander teaching workforce were employed in the government sector, **159 (6%)** in the Catholic sector and **17 (1%)** in the independent sector. The majority of Aboriginal and Torres Strait Islander students (84.0%) attended government schools, while 10.4% attended Catholic schools, and 5.5% attended Independent schools.

The sector classification was unavailable for **442 (14%)** teachers identified as being of Aboriginal and Torres Strait Islander status in 2015.

Profile of Aboriginal and Torres Strait Islander Teaching Workforce in 2015

Breakdown of the Aboriginal and Torres Strait Islander teaching workforce by state and territory

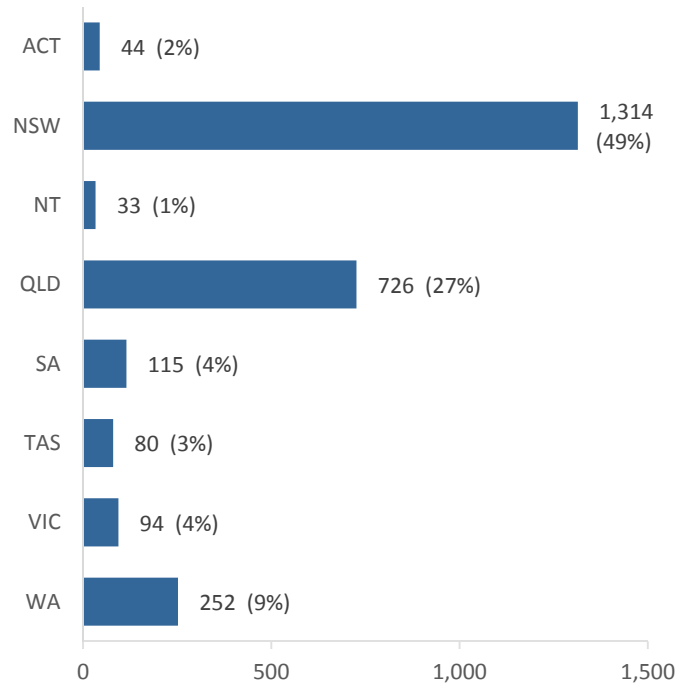
This analysis shows the breakdown of the Aboriginal and Torres Strait Islander teaching workforce in 2015 by state and territory. This analysis excludes teachers with an unknown state or territory.

NSW had the most Aboriginal and Torres Strait Islander teachers employed in 2015. **1,314 (49%)** teachers were employed in NSW.

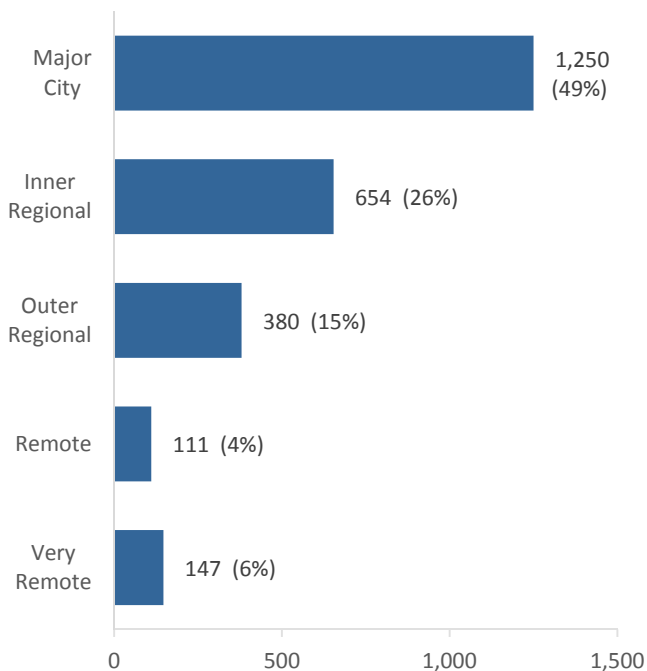
2,040 (76%) Aboriginal and Torres Strait Islander teaching workforces were employed in either NSW or QLD.

The state or territory classification was unavailable for **442 (14%)** teachers identified as being of Aboriginal and Torres Strait Islander status in 2015.

Breakdown of the Aboriginal and Torres Strait Islander teaching workforce by state and territory in 2015



Breakdown of the Aboriginal and Torres Strait Islander teaching workforce by geographic distribution in 2015



Breakdown of the Aboriginal and Torres Strait Islander teaching workforce by geographic distribution

This analysis shows the breakdown of the Aboriginal and Torres Strait Islander teaching workforce in 2015 by geographic distribution. This analysis excludes teachers with an unknown geographic classification.

1,250 of teachers identified as being of Aboriginal and Torres Strait Islander status were employed in a Major City. This represented **49%** of the total Aboriginal and Torres Strait Islander teaching workforce.

10% of the Aboriginal and Torres Strait Islander teaching workforce were employed in Remote or Very Remote areas

The geographic area classification was unknown for **558 (18%)** teachers identified as being of Aboriginal and Torres Strait Islander status in 2015.

Recruitment Analysis

Recruitment Analysis of Aboriginal and Torres Strait Islander students studying Education

This analysis shows the actual number of Aboriginal and Torres Strait Islander students who studied Education in between 2001 and 2014. In addition, the potential number of Aboriginal and Torres Strait Islander education students has been forecast for 2015 to 2018.

The number of Aboriginal and Torres Strait Islander studying education represents the future supply pipeline into the teaching workforce. The number of students who enter the teaching workforce will be dependent on factors such as attrition and what their employment destination after graduation is.

The number of Aboriginal and Torres Strait Islander students are forecast to increase from **2,493** in 2014 to:

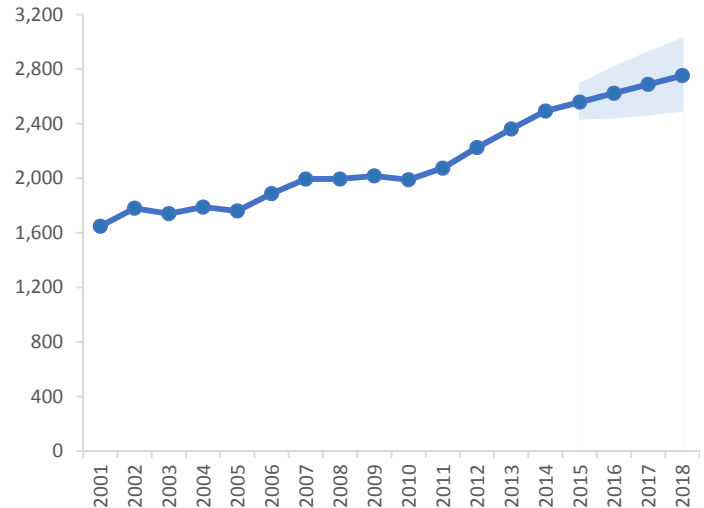
- **2,558** in 2015
- **2,623** in 2016
- **2,688** in 2017
- **2,753** in 2018

Between 2001 and 2018, the number of Aboriginal and Torres Strait Islander students are forecast to increase by **3%** on an annual basis.

The 95% confidence intervals (CI) have been provided for the forecasts between 2015 and 2018. For 2015, the confidence interval indicates that there is a 95% probability that the student population will be between **2,422** and **2,694**.

Source: RF1: 16-334 Tranthim-Fryer, Table 2: Number of Indigenous and total domestic students by state, broad field of education, institution and gender, 2001-2014

Number of Aboriginal and Torres Strait Islander students studying an Education field of education between 2001 and 2018



Number of Aboriginal and Torres Strait Islander (ATSI) students studying an Education field of education between 2001 and 2014 (actual)

Year	Number of ATSI Students
2001	1,648
2002	1,780
2003	1,740
2004	1,789
2005	1,760
2006	1,887
2007	1,994
2008	1,994
2009	2,017
2010	1,989
2011	2,074
2012	2,225
2013	2,361
2014	2,493

Number of Aboriginal and Torres Strait Islander (ATSI) students studying an Education field of education between 2015 and 2018 (forecast)

Year	Number of ATSI Students	Lower 95% CI	Upper 95% CI
2015	2,558	2,422	2,694
2016	2,623	2,431	2,815
2017	2,688	2,453	2,923
2018	2,753	2,482	3,024

Projections on Education sector halving the gap in employment by 2018

Closing the Gap is a government strategy that aims to reduce disadvantage among Aboriginal and Torres Strait Islander people. The current employment outcome target is to “halve the gap in employment outcomes between Indigenous and non-Indigenous Australians within a decade (by 2018).”

This analysis explores the potential education sector contribution to halving the gap in employment for Aboriginal and Torres Strait Islander people by 2018.

Analysis of the 2012 and 2015 Aboriginal and Torres Strait Islander teaching workforce

In 2012, **2,661** teachers were identified as being Aboriginal and Torres Strait Islander status. In 2015, this number of teachers increased to **3,100**. Between 2012 and 2015, the overall number of teachers increased by **439**.

The number of Aboriginal and Torres Strait Islander teachers increased by **5%** on an annual basis between 2012 and 2015.

If the number of teachers continues to increase on an annual basis of 5% by 2018, the education sector will make a contribution to halving the gap in employment. However, further research is required to understand the true impact of teaching employment to *Closing the Gap* employment outcome targets will be.

2012 and 2015 Aboriginal and Torres Strait Islander teaching workforce



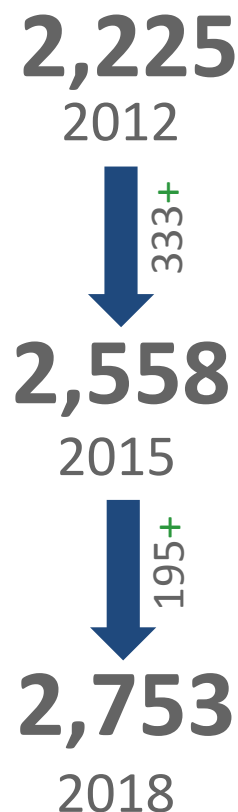
Analysis of the 2012, 2015 and projected 2018 Aboriginal and Torres Strait Islander education student population

In 2012, **2,225** education students were identified as being Aboriginal and Torres Strait Islander status. The number of education students are forecast to increase to **2,558** in 2015 and **2,753** in 2018. Between 2012 and 2015, the overall number of teachers increased by **528** students.

The number of Aboriginal and Torres Strait Islander education students are forecast to increase by **3%** on an annual basis between 2012 and 2018.

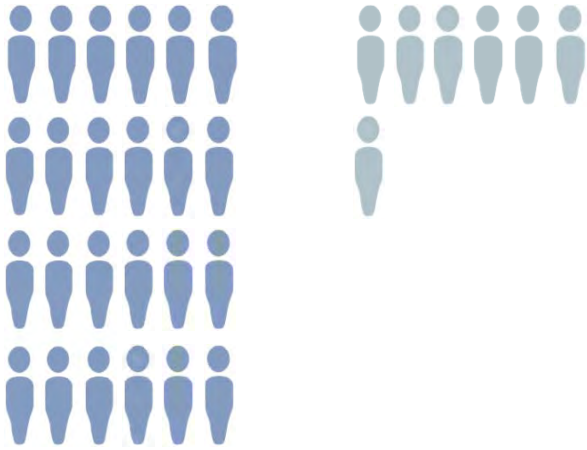
Factoring attrition and employment destination for education students, it is likely that the education sector will contribute to the goal of halving the employment gap. It is difficult, however, to gauge what the actual impact will be without further research.

2012, 2015 and 2018 Aboriginal and Torres Strait Islander education student population



Aboriginal and Torres Strait Islander Teacher Workforce

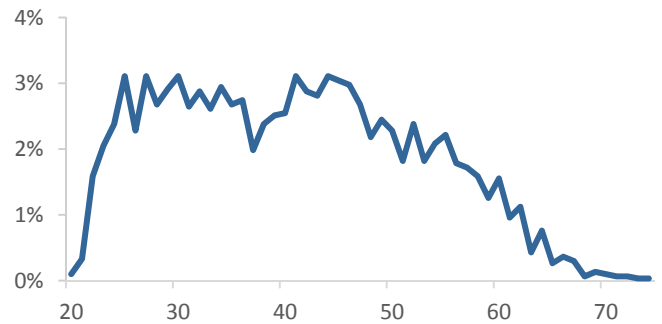
3,100 Aboriginal and Torres Strait Islander teaching workforce members



2,403 teachers employed in 2012 and 2015

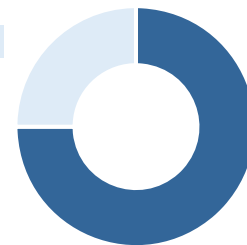
697 teachers joined between 2012 and 2015

Median age: 40 years



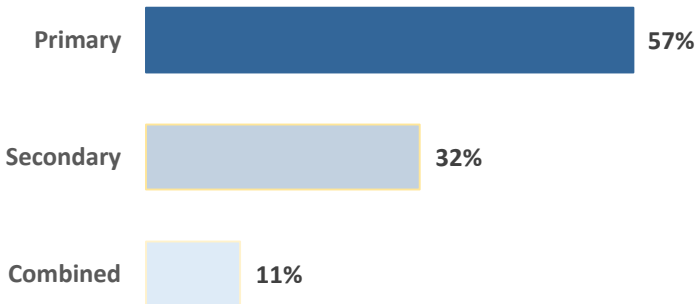
Gender

Male: 25%



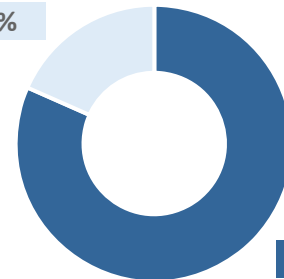
Female: 75%

School Type



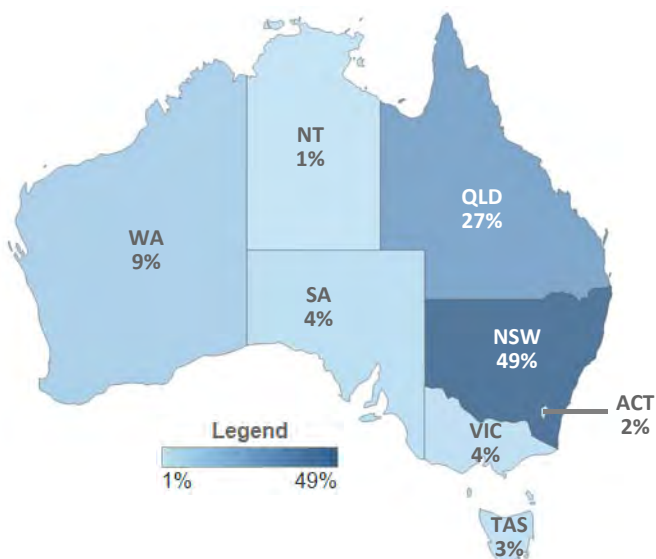
Employment Type

Part-Time: 17%

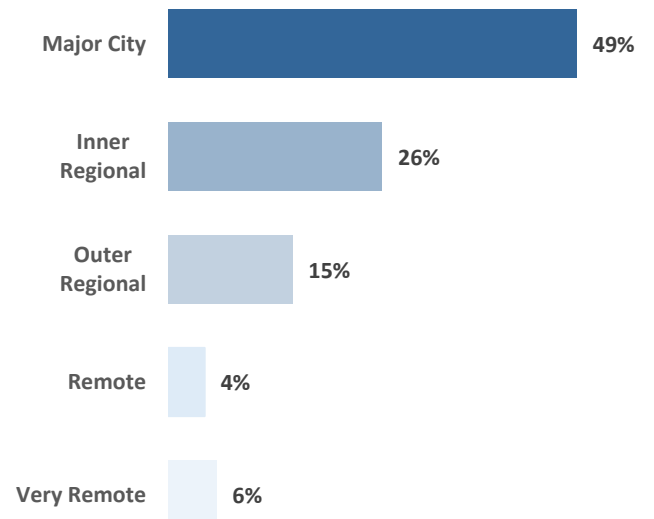


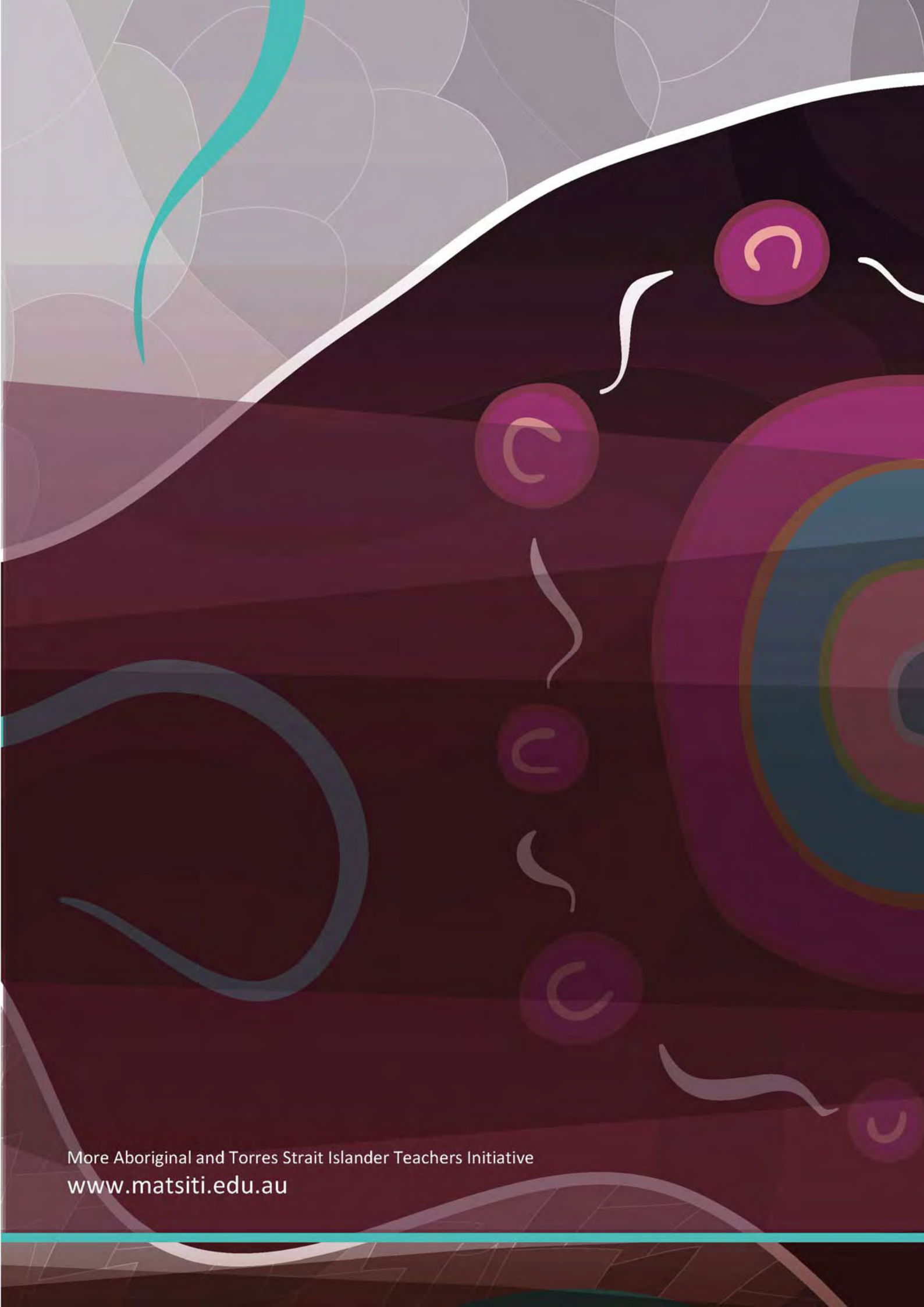
Full-Time: 83%

State/Territory Distribution



Geographic Distribution





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