

Teacher workforce planning 2012

Pupil projections

The pupil projections published in June 2012, using data from the 2011 pupil census and National Records of Scotland's 2010-based population projections, suggested a continued rise in primary roll and a continued, but slowing, fall in secondary roll for 2012. These trends were borne out by the 2012 pupil census (data published December 11th 2012).

Whereas the projections suggested a falling total roll (-800), the 2012 pupil census showed a slight increase in the overall roll of 707 pupils (including special school pupils). Whilst these differences are not large, and certainly not large in modelling terms, they were sufficient to show a different overall pattern in 2012.

There will be a number of reasons for these differences – as well as the usual issues of changes to population through migration, and take-up of school places, the economic climate might be steering a greater proportion of children into the publicly funded sector, and staying on rates beyond S4 may be increasing. We do not have sufficient data at this point to make an assessment of whether these factors are real for 2012, but the proportion of secondary pupils accounted for by those in S5-S6 has risen from 24% in 2007 to 27% in 2011.

The census also showed a continued increase in the recent rise in the number of pre-school pupils (+3,145), which is likely to feed through into primary rolls in 2013 and 2014 in particular.

Teacher projections

Assuming maintaining pupil teacher ratios, teacher numbers in primary should rise about 1,400 between 2012 and 2020. Teacher numbers in secondary should fall about 400 by 2020.

Age profiles

The 2012 teacher census data shows that there is still a peak in the fifties (specifically 54 and 56), but the now established trend has continued and this peak is much less pronounced than it was in previous years. The proportion aged 50 and over in primary has fallen from 39% in 2007 to 31% in 2012. The proportion aged 55 and over started to fall in 2011. The proportion aged 50 and over in secondary has fallen from 39% in 2007 to 35% in 2011. The proportion aged 55 and over also started to fall in 2011.

There is now a very clear peak forming around age 30, and there are signs this is expanding through the early and mid 30s. The proportion of primary teachers aged 25-35 is 28.5% in 2012 compared to 26.3% in 2010, and for secondary the rate is 26.2% up from 24.5%.

Other data

Both the GTCS 2012 survey and the 2012 teacher census show a relatively large increase in the proportions of probationers in permanent or temporary posts (full and part-time). The census showed that the figure had risen from 66% in 2011 to 75% in 2012, with the largest increase coming in the proportion with full-time, permanent

contracts (up from 16% in 2011 to 28% in 2012). The GTCS survey showed a similar pattern.

Monthly JSA claimant data also continue to show fewer people are unemployed and seeking work as a teacher. The 2012 figures have been consistently lower than the equivalent month for up to 6 years. For example, the figure for November 2012 was 175, down from October's figure of 200 and lower than the November figure for each year since 2007.

Taken together, these findings could be interpreted as demonstrating a reduced level of "slack" or "spare capacity" within the market for teachers.

Intake projections

Due to the historic unstable nature of the workforce, we have calculated the leaver rates of those in permanent employment only as these are more stable. These rates are much lower, about three per cent of teachers at each age until the mid-fifties. It is likely that those on temporary contracts might naturally have higher leaver rates than this.

Returner numbers would therefore also need to use only those involving permanent posts. However the number entering permanent posts in recent years will also have been affected by the unstable workforce. Data from the 2003 exercise suggests that steady state returner numbers were around 600 per year.

The use of concurrent degrees has increased over recent years. Unfortunately we do not have the breakdown of the study route of probationers in order to calculate the study-to-induction wastage rates. These have therefore been estimated.

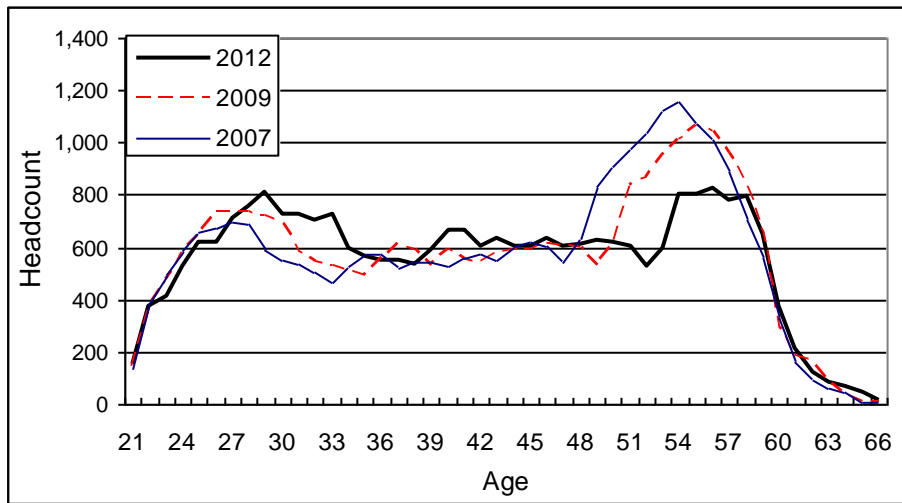
Results

The above assumptions have been used in the following projections. Other assumptions would result in different outcomes.

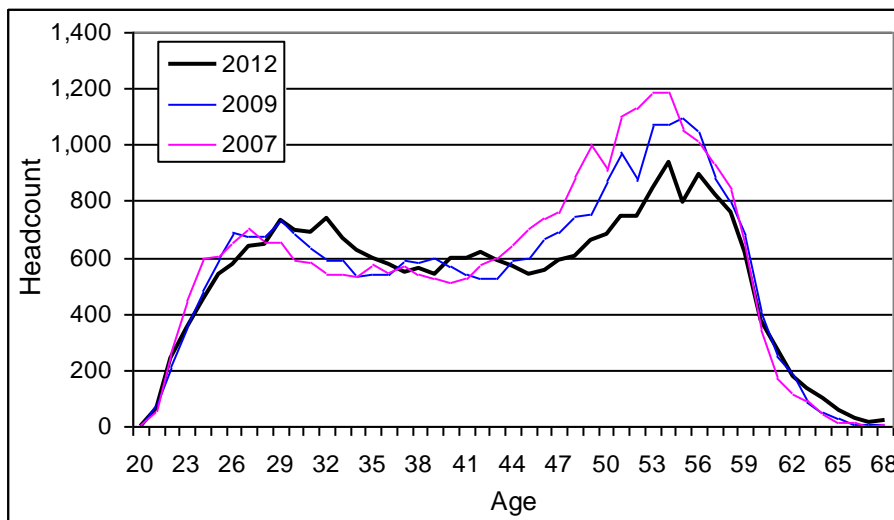
The results suggest a need to increase the number of students in 2013 (2014 probationers), particularly in the primary sector. This seems credible given that we have another year of low probationer numbers starting in 2013. The projections for secondary suggest a gradual increase in trainee numbers from 2014 onwards.

Age profiles

Primary



Secondary



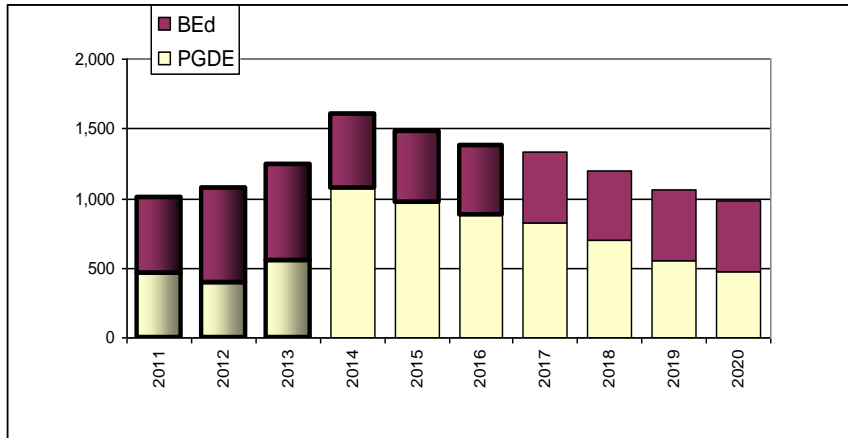
Modelled Student Intakes

entry	primary		secondary		Concurrent
	BEd	PGDE	BEd	PGDE	
2012	689	617	153	929	169
2013	700	1,187	200	741	180
2014	700	1,076	200	827	180
2015	700	966	200	1,030	180
2016	700	904	200	1,103	180
2017	700	761	200	1,202	180
2018	700	608	200	1,322	180
2019	700	511	200	1,358	180
2020	700	504	200	1,265	180

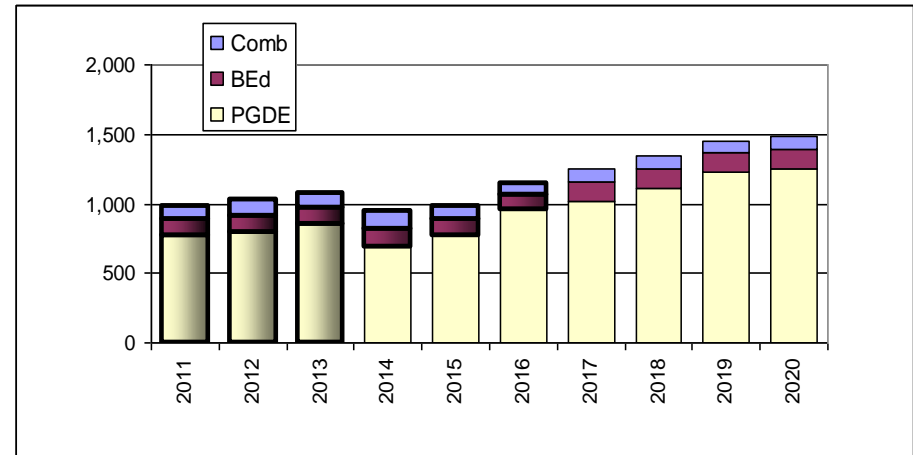
Primary	Projected pupils (pre-school, primary and half of special)	Demand for teachers at start of academic year	Change in demand		Leavers during previous year	Vacancies arising during previous year	Teachers returning to profession in previous year	Projected Deficit at start of year
			from previous year	to previous year				
2012	464,137	25,367						
2013	471,949	25,632	265	1,952	2,216	650	1,566	
2014	477,719	25,928	296	1,822	2,118	650	1,468	
2015	482,939	26,171	243	1,761	2,004	650	1,354	
2016	487,292	26,365	194	1,711	1,906	650	1,256	
2017	491,413	26,564	199	1,663	1,862	650	1,212	
2018	494,284	26,711	146	1,598	1,744	650	1,094	
2019	495,584	26,782	72	1,546	1,618	650	968	
2020	495,931	26,806	23	1,516	1,539	650	889	

Secondary	Projected pupils (secondary and half of special)	Demand for teachers at start of academic year	Change in demand		Leavers during previous year	Vacancies arising during previous year	Teachers returning to profession in previous year	Projected Deficit at start of year
			from previous year	to previous year				
2012	297,031	26,001						
2013	292,076	25,622	-380	1,736	1,356	500	856	
2014	285,426	25,179	-442	1,690	1,247	500	747	
2015	280,364	24,845	-334	1,638	1,304	500	804	
2016	278,630	24,737	-109	1,580	1,472	500	972	
2017	278,937	24,771	35	1,529	1,563	500	1,063	
2018	281,133	24,933	162	1,486	1,647	500	1,147	
2019	285,537	25,244	311	1,438	1,749	500	1,249	
2020	290,988	25,624	380	1,400	1,780	500	1,280	

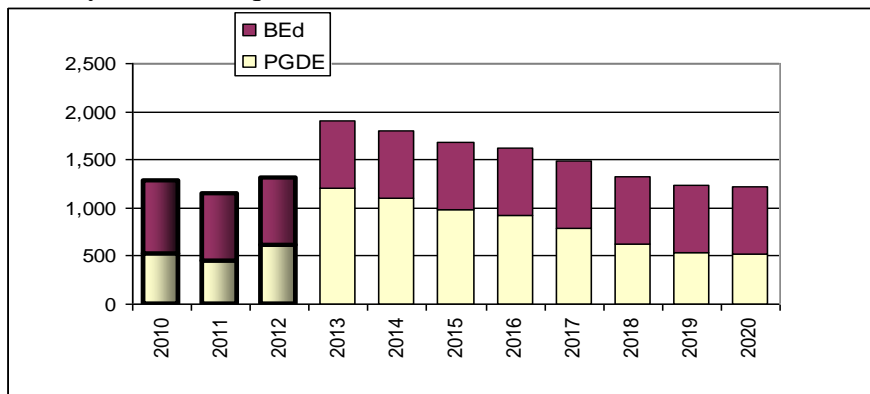
Primary: teacher requirement



Secondary: teacher requirement



Primary: student requirement



Secondary: student requirement

