



Secondary School Teacher ANZSCO 2414-11

Victoria
April 2019

Current labour market rating: No shortage

Secondary school teachers have not been in shortage for five years, though employers noted that recruiting teachers for some senior secondary specialist subjects can be difficult.

Key research findings

- The average number of applicants per vacancy have reached five-year lows in 2019 (see Figure 1).
- Metropolitan employers filled all vacancies from an average of 1.6 suitable applicants per vacancy. Regional employers filled 67 per cent from an average of 0.9 suitable applicants per vacancy.
- Some employers suggested labour market conditions have tightened for specialist subjects requiring additional experience or training, such as subjects taught at the Year 11 and Year 12 level. Most of these vacancies, though, were filled.
- A small number of regional employers noted that filling vacancies for VET subjects was increasingly difficult due to additional required qualifications to teach, and often required multiple advertisements.
- Vacancies for secondary school teachers were sourced from government, Catholic and independent schools.
- Tertiary education qualifications and registration with the Victorian Institute of Teachers is mandatory in Victoria. All applicants were qualified and, of these, three quarters were considered unsuitable.
 - The main reason for unsuitability was poor written applications or interviews. Other reasons included a lack of specific experience in the subject area of the vacancy advertised or to the grade level of the vacancy, and poor communication skills.

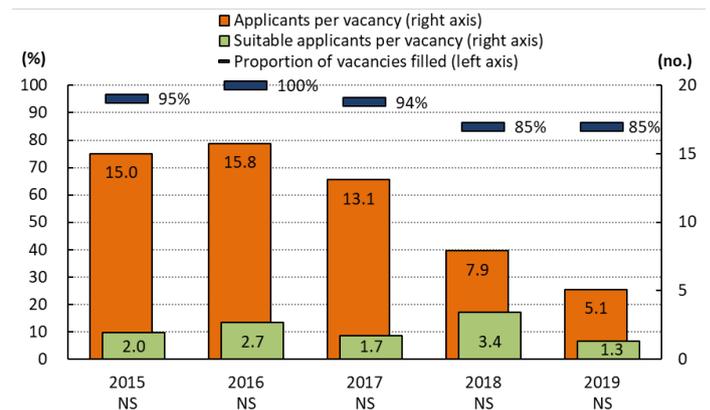
Demand and supply

- Demand is driven by changes in the population between 13 years and 18 years of age and full time enrolments.
 - The estimated resident population aged 13 years old to 18 years old increased by 1.1 per cent in the year to June 2018, compared to the five-year annual average of 0.9 per cent.

2019 Survey Results¹



Figure 1: Survey results, Secondary School Teacher, 2015 to 2019



Key to rating: NS = No shortage

- Enrolments in secondary schools across state, Catholic and independent schools increased by 1.6 per cent in the year to February 2018, which is a larger increase than the five-year annual average increase of 1.0 per cent.
- Supply to the secondary school teacher occupation is through a Bachelor of Education (Secondary Education).
 - There were 5738 commencements in 2017, below the average of 6032 commencements in each year from 2012 to 2017.
 - There were 3068 completions in 2017, above the average number of completions of 2812 in each year from 2012 to 2017.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology](#)

Additional Data Sources: ABS, Australian Demographic Statistics, September 2018; Department of Education and Training, Higher Education Student Data Collection, 2017, customised tables; NCVER, Victorian State Government Department of Education and Training, Victorian Schools Summary Statistics, July 2018.