
Appendices

APPENDIX ONE

A NATIONAL PROFILE OF AUSTRALIAN TEACHERS

There is no detailed and nationally comparable data available on which to develop a comprehensive profile of the Australian teaching force. However, from the data supplied in submissions and at public hearings the following rough sketch emerges.

A teacher in Australia is likely to be in his/her mid forties.

Almost half the teaching workforce is four year trained. Another quarter is currently upgrading its qualifications. Over 50% of secondary teachers are female and this proportion increases to around 75% of primary teachers.

Teachers are most likely to leave the profession within the first two years, or after 10 to 15 years of service. Those who stay on will probably retire between the ages of 55 and 60.

The majority reach the top of their salary scale within 10 years. Promotion opportunities are limited and in most cases lead out of the classroom. Promotional opportunities continue to favour males, despite the large proportion of females in the teaching workforce.

Very few teachers are from non English speaking backgrounds. While still small in number, the Aboriginal and Torres Strait Islander teaching force is increasing as a result of government initiatives designed to recruit and train more teachers from this group. Retention of Aboriginal teachers remains a problem.

Contract employment is increasingly replacing permanent employment.

The following tables provide further information on the backgrounds and career paths of Australia's teachers and are taken from the *Graduate Destination Survey, 1996* published by the Graduate Careers Council of Australia.

This table gives an indication of the number of people from Non-English speaking backgrounds who undertake an Education course leading to a teaching career.

	Non-English speaking Background			English speaking Background		
	Males	Females	All	Males	Females	All
Agricultures	0.9	0.4	0.6	2.5	1.1	1.6
Architecture, Building, Urban & Reg. Planning	2.9	1.3	2.0	3.1	1.2	1.9
Humanities, Social Science	11.2	25.2	19.3	18.2	29.2	25.1
Visual & Perform Arts						
Business, Administration, Economics	26.1	20.9	23.1	23.0	12.5	16.5
Education	4.2	12.5	9.0	8.3	18.3	14.6
Engineering, Surveying	17.8	2.4	8.9	12.5	1.3	5.5
Health	11.6	19.7	16.3	8.2	22.7	13.5
Law, Legal Studies	3.5	3.2	3.3	4.4	3.2	3.7
Science	21.8	14.3	17.4	19.3	10.0	13.5
Veterinary Science	0.1	0.2	0.2	0.5	0.4	0.5

Note: Only graduates with Australian Citizenship and permanent residence were used in this comparison. No overseas graduates were included.

Source: Graduate Destination Survey, 1996, Table 12 p.30

Destination, Bachelor Education Degree Graduates (%)

	Males	Female	All
Avail.FT. Employ	79.2	71.7	73.3
FT Study	11.9	14.9	14.3
PT Employment	6.6	10.0	9.3
Unavailable	2.3	3.4	3.1
Total %	100	100	100
Number	1,206	4,210	5,416

Graduate Destination Survey, 1996, p.40

Main Occupations, Full-time employment (%), of Education Degree Graduates

	Males	Females	All
Primary Teacher	24.3	39.9	36.1
Secondary Teacher	34.8	22.4	25.5
Pre-Primary Teacher	1.2	12.6	9.8
Other Teacher	13.2	8.4	9.6
Management/Ad min	5.4	3.1	3.7
Clerical/Sales	5.2	6.3	5.5
All others	15.9	7.3	9.8
TOTAL	100	100	100
Number	773	2,358	3,131

Graduate Destination Survey Statistics 1996

Total number of Graduates (1995 completers surveyed in 1996)	Total number of Usable responses To 1996 survey	Response Rate
125,361	88,797	70.8%

The following table reveals the employment status of Education graduates who responded to the *Graduate Destination Survey, 1996*.

	Initial Teacher Education General	Teacher Education General	Early Childhood Teacher Education	Primary Teacher Education	Secondary Teacher Education	TAFE Teacher Education	Special Teacher Education	Teacher Education General	Early Childhood Teacher Education	Primary Teacher Education	Secondary Teacher Education
FULL-TIME EMPLOYMENT											
Schools	40.0	29.8	43.2	42.2	53.5	2.9	62.5	60.7	40.8	62.1	56.5
Higher Education	0	8.2	0.5	0.7	1.3	38.2	0	1.2	3.8	1.0	5.4
Other Education & Training	0	4.4	2.9	1.1	1.7	7.4	2.8	4.7	5.4	1.4	2.0
TOTAL Education	40.0	42.4	46.5	44.0	56.5	48.5	65.3	66.7	50.0	64.5	63.9
Other Full-Time Employment n.e.i.	0	0.5	5.0	1.1	0.7	0.4	0	2.5	12.3	0.3	0
TOTAL Full-Time Employment	40.0	62.4	66.0	48.5	63.8	79.4	69.4	74.9	76.2	69.7	70.7
SEEKING FULL-TIME EMPLOYMENT											
Work P/T seeking F/T Employment	0	11.3	7.0	13.6	15.6	7.0	5.6	6.4	3.1	10.2	8.2
Not working, seeking F/T Employment	0	4.3	2.6	2.8	3.3	2.2	0	1.8	0.8	2.0	1.4
TOTAL seeking F/T Employment	0	15.6	9.6	16.3	18.9	9.2	5.6	8.2	3.8	12.2	9.5
NOT SEEKING FULL-TIME EMPLOYMENT											
Work P/T Not seeking F/T Employment	0	10.7	10.0	7.7	7.4	5.5	15.3	7.9	13.8	11.5	5.4
Not Working, seeking P/T, Casual Employment	0	0.6	0	1.6	0.4	0.4	1.4	1.2	0	0.8	0.7
TOTAL Not seeking F/T Employment	0	11.3	10.9	9.2	7.8	5.9	16.7	9.1	13.8	12.4	6.1
STUDYING FULL-TIME											
Honours Year	0	0.2	0.9	1.3	0.8	0.7	0	0.1	0	0.1	0.7
Higher Degree	40.0	1.1	0.3	0.2	1.1	0	0	0.7	0	0.2	0
Other Degree or Diploma	0	06.7	8.2	20.0	4.2	1.8	4.2	1.1	1.5	1.8	10.2
Other Full-Time Study	0	0.6	0.6	1.0	0.4	0	0	0	0	0.2	0
TOTAL Full-Time Study	40.0	8.5	10.0	22.6	6.5	2.6	4.2	1.9	1.5	2.2	10.9
UNAVAILABLE											
Unavailable F/T Employment or F/T Study	20.0	2.1	3.5	3.4	2.9	2.9	4.2	5.8	4.6	3.5	2.7
GRAND TOTAL											
TOTAL RESPONDENTS, %	100	100	100	100	100	100	100	100	100	100	100
Number	5	655	658	2,450	1,304	272	72	825	130	1,189	147

Source: *Graduate Destination Survey, 1996 p.57*

(Australian Citizens/permanent residents only)

Main destinations of bachelor degree graduates of all ages by field of study, 1996*

Field Of Study	(1) Avail. For FT Emp (%)	(1a) In FT Emp. (%)	(1b) Seek FT empl. Work PT (%)	(1c) Seek FT empl Not Work (%)	(2) In FT Study (%)	(3) Not Wrk Seek PT Emp. (%)	(4) Wrk PT Not Seek FT emp. (%)	(5) Not avail For emp Or Study (%)	(6) Total No.	(7) Median Srting Salary (1 st FT empl) (\$,000)	(8) % had same FT emp. As fnl yr (%)
Agriculture	75.5	78.5	9.9	11.6	17.0	0.3	4.2	3.1	913	26.8	11.1
Architecture	68.1	84.1	7.2	8.7	23.0	0.1	4.5	4.2	709	23.0	7.1
Building & Related	88.8	83.8	6.9	9.4	7.4	0.6	0.0	3.2	312	28.0	28.8
Urban/Reg. Planning	85.0	84.1	8.0	8.0	12.6	0.0	1.9	0.5	207	31.0	26.1
Humanities	48.7	68.3	17.1	14.6	35.6	1.9	8.0	5.8	7388	26.0	11.2
Languages	44.7	66.5	21.0	12.5	39.8	2.1	7.4	6.1	1288	26.3	6.5
Visual/P'forming Art	52.6	52.9	22.6	24.5	26.2	2.2	14.2	4.8	2255	25.0	2.7
Social Sciences	55.1	67.0	17.3	15.6	27.5	1.9	10.2	5.2	1623	28.0	11.6
Psychology	43.3	65.9	20.5	13.6	41.3	1.2	9.5	4.6	2888	27.0	8.0
Social Work	82.2	81.7	10.6	7.8	3.7	1.4	9.7	3.0	657	29.2	11.9
Business Studies	82.3	79.5	11.8	8.7	10.8	0.4	3.7	2.9	5262	27.9	21.6
Accounting	87.6	87.7	4.8	7.5	7.8	0.3	1.8	2.6	4302	27.0	25.8
Economics	69.0	78.8	11.1	10.1	23.7	0.4	3.3	3.5	1580	28.0	10.6
Education: Initial	73.3	78.8	17.1	4.1	14.3	1.0	8.3	3.1	5416	29.0	12.1
Education: Post/Other	80.6	87.8	9.9	2.3	3.1	1.0	10.7	4.6	2998	34.0	54.0
Engineering: Aero	84.9	75.4	12.7	11.9	8.6	0.0	3.6	2.9	139	34.3	26.6
Engineering: Chemical	77.6	81.9	5.6	12.5	15.4	0.0	2.0	5.0	299	34.2	3.0
Engineering: Civil	91.7	89.6	3.2	7.2	5.2	0.1	0.9	2.1	773	31.0	15.7
Engineering: Elect'l	88.3	88.7	2.9	8.4	9.6	0.2	0.8	1.2	512	33.0	22.3
Eng: Elect/Comp.	85.4	84.9	4.8	10.3	11.2	0.6	1.1	1.7	636	33.0	11.6
Engineering: Mech'l	88.3	83.4	5.6	11.0	6.1	0.4	1.1	4.1	724	33.0	14.2
Engineering: Mining	92.3	98.1	0.9	0.9	3.4	0.0	1.7	2.6	117	43.0	2.6
Engineering: Other	89.6	84.8	5.1	10.0	6.9	0.0	1.0	2.5	479	33.0	15.0
Surveying	89.4	89.8	6.3	3.9	8.5	0.0	0.7	1.4	142	30.0	11.3
Dentistry	90.4	93.2	4.3	2.5	2.8	0.0	2.8	3.9	178	40.0	1.7
Health: Other	77.7	88.1	6.7	5.2	13.8	0.3	6.1	2.1	1733	28.0	18.9
Nursing: Initial	83.9	90.6	7.7	1.7	2.7	0.4	10.6	2.5	3915	27.0	8.7
Nursing: Post	66.7	93.6	5.8	0.6	2.6	0.9	25.8	4.1	2371	33.6	45.6
Pharmacy	88.3	96.4	0.7	2.9	9.8	0.6	1.0	0.3	315	21.8	3.2
Medicine	96.3	99.9	0.0	0.1	2.2	0.1	0.5	0.9	988	40.0	1.3
Rehabilitation	88.4	91.5	5.4	3.1	3.1	0.5	6.2	1.8	1063	29.0	0.9
Law	74.0	91.6	4.1	4.3	18.9	0.5	3.0	3.6	1700	27.5	13.8
Law: Other	64.8	84.9	8.5	6.6	26.5	0.5	6.0	2.1	563	25.9	20.6
Computer Sciences	80.6	82.7	5.9	11.5	15.3	0.2	2.0	2.0	22.42	30.2	17.7
Life Sciences	46.0	61.5	21.3	17.1	45.2	0.6	5.1	3.2	4912	27.5	4.7
Mathematics	53.9	67.0	10.5	22.6	36.4	0.4	5.5	3.8	781	30.0	8.8
Chemistry	48.3	70.2	9.5	20.2	46.6	0.1	2.6	2.4	870	29.0	6.6
Physical Sciences	43.9	67.0	13.0	20.0	50.1	0.2	2.1	3.6	421	30.0	9.5
Geology	51.5	85.2	7.7	7.2	42.6	0.0	2.2	2.7	406	36.0	3.7
Veterinary Science	86.6	94.4	2.3	3.3	10.9	0.0	0.8	1.6	247	30.0	0.0
TOTAL (all ages)	68.8	80.6	10.8	8.5	20.0	0.8	6.8	3.5	64324	29.0	15.5
FEMALE (all ages)	66.4	80.2	12.2	7.6	19.4	1.1	9.2	4.1	39535	28.0	14.0
MALE (all ages)	72.8	81.3	8.8	9.9	21.0	0.5	3.1	2.7	24789	30.0	17.9

Source: Graduate Destination Survey, 1996, Table 4.1(a), p. 72