

Teacher Recruitment and Retention – Statistics

Initial teacher training

- Figures from the Graduate Teacher Training Registry show an decrease in acceptances to postgraduate initial teacher training courses in Wales for 2004-05 as at 10 September 2004 of -2.2% compared with the same time last year (1,655 acceptances against 1,693). The decrease in secondary (-2.7%) is greater than primary (-1.3%).
- More detailed data from the Higher Education Statistics Agency covering all initial teacher training courses will not be available until later in 2005.

Teacher numbers

- There were 29,397 full-time equivalent (FTE) teachers employed by LEAs in Wales in January 2004, an increase of 241 since January 2003.

Pupil numbers

- The provisional results from the latest school census showed that at January 2004, in line with recent trends, primary schools saw a fall of over 4,500 pupils, whilst in secondary schools there was an increase of 1,400 pupils. These results also show that primary pupil numbers have fallen every year since 1998; secondary numbers have increased each year since 1998.

Vacancies

- The number of teacher vacancies in nursery, primary and secondary schools in Wales was slightly lower than in 2003 – 112 in 2004 compared with 125 in 2003. The vacancy rate of 0.4 per cent remained the same.
- As in 2003, English and Mathematics were the subjects with the most vacancies in secondary schools in Wales (11 each).

Applicants for advertised posts

- Provisional results from the January 2004 Schools' Census in Wales showed that:-
- 923 vacancies were advertised in secondary schools between 1 January 2003 and 31 December 2003, with an average of 9 applications received per vacancy. 95 per cent of vacancies were filled

from among the candidates

- 552 vacancies were advertised in primary schools in the same time period, with an average of 19 applications per vacancy. 94 per cent of vacancies were filled from amongst the candidates.
- For mathematics, 95 vacancies were advertised between 1 January 2003 and 31 December 2003, attracting an average of 7.4 applicants per vacancy. 89.5 per cent of vacancies were filled from among the candidates.

Welsh medium recruitment

- The position on Welsh medium recruitment is not as strong as the overall position. There is a smaller pool of teachers who are Welsh speakers and who are able to apply for such posts.

First destinations

- By January 2004, of students completing initial teacher training courses from Welsh higher education institutions for whom their first destination was known:
 - 93 per cent of PGCE qualifiers were in employment only and a further 3 per cent were in a combination of employment and further study.
 - 1 per cent of PGCE qualifiers were assumed to be unemployed.
 - 89 per cent of first degree qualifiers were in employment only and a further 3 per cent were in a combination of employment and further study.
 - 4 per cent of first degree qualifiers were assumed to be unemployed.
- For those students completing initial teacher training courses from Welsh higher education institutions whose teaching activity at first destination was known:
 - 78 per cent of PGCE qualifiers were in a teaching post, 6 per cent were seeking a teaching post and 16 per cent were not seeking a teaching post.
 - 74 per cent of first degree qualifiers were in a teaching post, 12 per cent were seeking a teaching post and 14 per cent were not seeking a teaching post.
- For those students completing initial teacher training courses from Welsh higher education institutions in a teaching post whose teaching activity at first destination was known:
 - 540 (66 per cent) PGCE qualifiers and 295 (70 per cent) of first degree qualifiers were employed in Wales. 95 PGCE qualifiers and 30 first degree qualifiers who completed ITT courses at HEIs in the rest of the UK were employed in teaching posts in Wales at first destination.
 - 33 per cent of PGCE qualifiers were employed in primary schools and 63 per cent were employed in secondary schools.
 - 84 per cent of first degree qualifiers were employed in primary schools and 15 per cent were

employed in secondary schools.

- Over 90 per cent of all qualifiers were employed in the maintained sector.
- Of the total number of students completing ITT courses for whom their first destination was known, about 52% were in teaching posts in Wales; about 20% were in teaching posts elsewhere in the UK; and about 4% were in teaching posts in the EU or overseas. The remainder covers not only those seeking a teaching post, but also those in other employment, a combination of employment and further study, or unemployed.
- The first destinations data (obtained for 1,040 PGCE qualifiers and 570 first degree qualifiers) represents an overall response rate of 78 per cent; there is therefore no data on 22% of completers. Comparisons cannot be made with corresponding figures presented in previous years due to both a change in definitions and coverage of the survey.

Retention

- Provisional results from the January 2004 Schools' Census in Wales showed that 60 per cent of teachers who left secondary schools to take early retirement or to take employment outside teaching had over 25 years of teaching experience. The vast majority of such teachers retired. 11 per cent had less than 5 years experience. (A similar pattern emerges for primary schools.)
- For mathematics, 41 per cent of teachers who left secondary schools to take early retirement or to take employment outside teaching had over 25 years of teaching experience. 23 per cent had less than 5 years experience.