

Attrition of Queensland Graduate Teachers

2019 Report

March 2019



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Executive summary

Project overview

This project, undertaken by the Queensland College of Teachers (QCT), involved data analysis to determine the rate of attrition of recent Queensland graduate teachers from the QCT Register of Teachers. The aim of the project was to determine the proportion of Queensland graduate teachers whose names were removed from the Register of Teachers within four years of initially being granted registration.

Key findings

How many Queensland graduate teachers were granted registration in the period 2009 to 2017 and what do we know about them?

- On average, 3116 Queensland graduate teachers were granted provisional registration each year.
- 22.6% of Queensland graduate teachers granted provisional registration were male.
- 49.5% of Queensland graduate teachers granted provisional registration in the period 2009 to 2017 were aged under 25 years and 30.0% were aged 25 to 34 years at the time they were registered.
- 71.7% of Queensland graduate teachers who were initially granted provisional registration in the period 2009 to 2017 were granted full registration within four years.

What was the attrition rate of Queensland graduate teachers from the QCT Register of Teachers?

Of those initially granted provisional registration from 2009 to 2013, 14.27% were removed from the QCT Register within four years.

The proportion of Queensland graduate teachers who were removed from the Register within four years of being granted provisional registration peaked at 16.0% in 2010. The proportion has continued to decrease since then with 14.0% being recorded in 2013.

The proportion of males who were initially granted provisional registration from 2009 to 2013 and whose names were removed from the Register within four years (16.5%) was higher than that of females (13.6%).

The attrition rate of males steadily rose with age, for those initially granted provisional registration from 2009 to 2013, from 14.3% of those who were aged under 25 years at the time they were initially registered to 32.0% of those aged over 54 years at the time they were initially granted provisional registration.

Of the females initially registered in the period from 2009 to 2013, the attrition rate rose from 12.0% of those aged under 25 to 19.0% of those aged over 54 years old.

Introduction

Queensland College of Teachers

The Queensland College of Teachers (QCT) is the regulatory body for the teaching profession in Queensland. It is principally funded by Queensland teachers through registration fees. The QCT works in the best interests of school students, the public and the profession. It protects students by ensuring approved teachers¹ are qualified, current in their practice and suitable to teach. Established by the Queensland Government on 1 January 2006, the QCT is governed by the *Education (Queensland College of Teachers) Act 2005* (the Act), and builds on the work of previous authorities, namely the Board of Teacher Education (1971–1989) and the Board of Teacher Registration (1989–2005).

The QCT's functions include:

- granting teacher registration or permission to teach to eligible persons
- accrediting and monitoring initial teacher education programs
- developing and applying professional standards for entry to, and continuing membership of, the teaching profession
- keeping a Register of, and records relating to, approved teachers and providing data from the Register to other persons, as required or permitted under the Act
- undertaking or supporting reviews and research relevant to the regulation of the teaching profession, including reviews and research commissioned and funded by the Minister.

Teacher registration

One of the functions of the QCT under the Act is to keep a Register of and records relating to approved teachers in Queensland. The Register is kept in the form of an electronic database. The QCT is required to make part of the Register publicly available.²

A teacher's name is removed from the publicly available part of the Register when their registration has ended, when they have failed to pay their annual teacher registration fee, or if they have requested in writing that their name be removed from the Register.³ A teacher's name can also be removed from the Register if their registration has been cancelled as a result of disciplinary action.

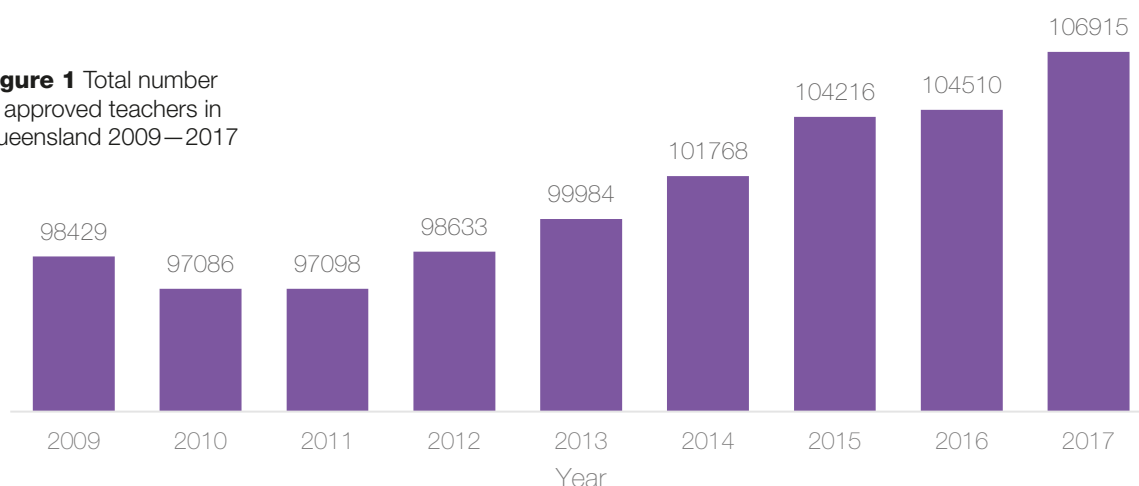
At the end of 2017 there were 106,911 approved teachers on the QCT Register. There are two categories of teacher registration in Queensland, provisional registration and full registration.

¹ An approved teacher is a person who is either a registered teacher or holds a permission to teach.

² The publicly available part of the Register can be accessed from the QCT website, www.qct.edu.au.

³ These teachers can re-apply for teacher registration if they wish but would be granted registration only if they met the eligibility requirements in place at the time they re-applied.

Figure 1 Total number of approved teachers in Queensland 2009—2017



Of the total number of registered teachers as at 31 December 2017, 14.5% had provisional registration and the remainder had full registration. The proportion of registered teachers with provisional registration has remained constant for the past few years.⁴

Under the Act, the initial period of provisional registration is two years. Before the end of that period a person holding provisional registration can give notice to the QCT to extend their provisional registration for a further two-year period. Only one extension of provisional registration is possible.

Registration ends if a provisionally registered teacher does not meet the requirements for full registration by the end of their second two-year period of provisional registration.

To obtain full registration, a provisionally registered teacher must teach in an acceptable setting for a minimum of one year (200 days) and demonstrate that they have met the Australian Professional Standards for Teachers at the Proficient career stage. The process involves an assessment against the Australian Professional Standards for teachers and a recommendation for full registration by a suitable reviewer such as the teacher's principal.

Research

Each year the QCT undertakes research relevant to the regulation of the teaching profession. In 2018, the QCT researched attrition of recent Queensland graduate teachers⁵ from the Register within the first four years of being granted provisional registration as a teacher in Queensland. The research involved analysing data to measure attrition rates.

This research provides information and data to ensure that the QCT has a sound analytical base and reliable data for future strategic planning and policy development to address factors contributing to attrition rates of recent Queensland graduate teachers from the Register. The project aimed to identify issues and trends in graduate attrition.

⁴ The source of this data was the 2017 QCT Annual Report.

⁵ For this project, a Queensland graduate teacher is defined as a person who has completed an initial teacher education program in Queensland which has been accredited by the QCT for the purposes of teacher registration.

Previous research by the Queensland College of Teachers

In 2013 the QCT conducted research into the attrition of recent Queensland graduate teachers from the QCT Register of Teachers. The aims of the project were to determine the proportion of Queensland graduate teachers whose names were removed from the Register of Teachers within four years of initially being granted registration, identify why recent Queensland graduate teachers were leaving teaching, and consider what we could learn from their opinions and experiences and develop recommendations to reduce the attrition of these teachers.

The 2013 project involved:

- undertaking a literature review
- analysing data drawn from the Register of Teachers
- collating and analysing data obtained from a survey of Queensland graduate teachers who were no longer registered with the QCT
- conducting interviews with a small number of survey respondents.

Key findings of previous research

How many Queensland graduate teachers were granted registration in the period 2006 to 2012 and what do we know about them?

- On average, 3559 Queensland graduate teachers were granted provisional registration each year.
- 23.7% of Queensland graduate teachers granted provisional registration were male.
- 49.6% of Queensland graduate teachers granted provisional registration were aged under 25 years and 30.0% were aged 25 to 34 years at the time they were registered.
- 76.6% of Queensland graduate teachers who were initially granted provisional registration in the period 2006 to 2008 were granted full registration within four years.

Of those initially granted provisional registration from 2006 to 2008, 13.5% had their names removed from the QCT Register within four years. The proportion of Queensland graduate teachers whose names were removed from the Register within four years of being granted provisional registration increased from 11.7% of those registered in 2006 to 15.2% of those registered in 2008.

Methodology

For this project, the data drawn from the QCT Register pertained to previously registered teachers who:

- had an initial teaching qualification from a Queensland higher education provider
- completed their initial teaching qualification between 01 January 2009 and 31 December 2017
- were initially granted provisional registration within two years of completing their initial teaching qualification
- were no longer registered in Queensland at the time the data was drawn on 11 October 2018.

The data was analysed to determine the number of Queensland graduate teachers who:

- were initially granted provisional registration each year from 2009 to 2017
- were removed from the Register each year – both overall figures and a break down according to: gender; age; teacher education provider at which initial teaching qualification was completed; and registration status (provisional or full registration).

Limitations of the data drawn

The data available from QCT records is accurate in terms of registration as a teacher in Queensland, but does not directly indicate the number of teachers who are currently employed in Queensland schools.

For example, around 32.3% of teachers on the QCT Register in 2017 were not teaching in Queensland schools on a permanent or long-term contract basis.⁶

Those not in permanent or long-term teaching positions include relief and short-term contract teachers; teachers employed in other educational institutions (e.g. TAFE, universities, kindergartens); teachers on extended leave; teachers who were no longer employed in a school but were employed in education-related positions (e.g. curriculum development, system administration, education programs in cultural institutions); teachers teaching interstate or overseas; as well as retired teachers and those in other fields of employment who maintain teacher registration for a variety of reasons.⁷

The data presented in this report was drawn from the QCT database for the purpose of providing information about beginning teacher attrition from the Register. However, it needs to be kept in mind that attrition from the QCT Register of teachers does not necessarily equate to attrition from school teaching as some of the Queensland graduate teachers who were no longer registered in Queensland at the time the data was drawn may have been teaching in a school outside Queensland.

The data for this project was drawn from the QCT database on 11 October 2018 and represents information from a point in time. Some of the figures are dynamic and will continue to change.

⁶ The source of this data was the 2017 QCT Annual Report.

⁷ The QCT relies on registered teachers and their employers to update details about a teacher's employment in a school.

Findings

Location and employment

At the end of 2017, approximately 95.4% of approved teachers on the QCT Register had Queensland addresses, while 3.8% had interstate addresses (over half of these being in New South Wales), and under 1.0% were located overseas.

According to data from the Register, 67.6% of approved teachers were known to be employed in permanent or long-term temporary teaching positions in Queensland schools at the end of 2017.

Of all approved teachers who were recorded on the Register as having a permanent or long-term temporary teaching position in a Queensland school, 67.3% were in State schools and 32.7% were in non-state schools. Table 1 shows the distribution of teachers across employment sectors.⁸

Employment Sector	Percentage of those in permanent or long-term temporary employment
Non-State Primary	15.8
Non-State Secondary	16.9
State Primary	43.5
State Secondary	23.8

Table 1 Approved teachers with permanent or long-term temporary teaching positions in 2017, by employment sector.

⁸ The QCT relies on registered teachers and their employers to update details about a teacher's employment in a school.

Age profile and gender

Table 2 shows the average age of applicants and approved teachers in 2017. The average age of applicants and registered teachers has remained constant from 2013 to 2017.

Table 3 and Figure 2 show the gender breakdown of approved teachers by age range. Overall, as at 31 December 2017 three-quarters of teachers on the Register were female and 50% of teachers were 45 years of age or older.

	Average age
All applicants	34.5
Approved teachers on the Register	44.8
Female applicants	34.0
Male applicants	35.9

Table 2 Average age of applicants and approved teachers – December 2017

Age group	Proportion of Register	Male	Female
0-24	3.80%	18.90%	81.10%
25-29	9.70%	21.90%	78.10%
30-34	11.60%	21.70%	78.30%
35-39	12.90%	22.70%	77.30%
40-44	12.00%	22.70%	77.30%
45-49	13.00%	22.90%	77.10%
50-54	11.20%	24.20%	75.80%
55-59	10.60%	26.00%	74.00%
Over 60	15.20%	30.80%	69.20%

Table 3 Gender breakdown of approved teachers by age group – December 2017

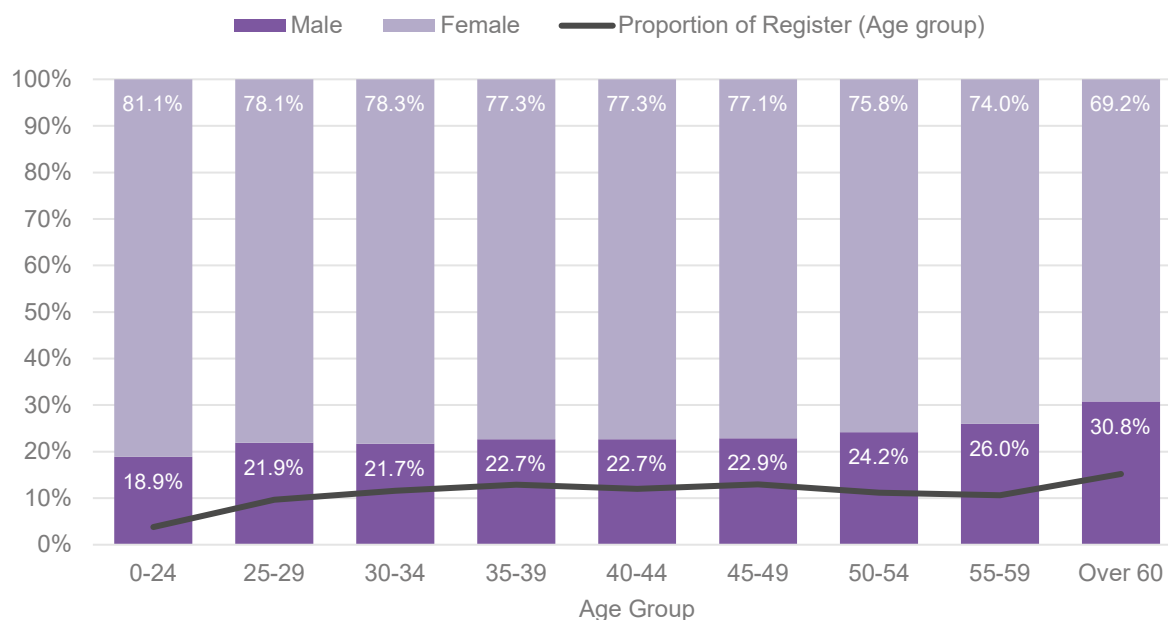


Figure 2 Gender breakdown of approved teachers by age group and overall proportion of the Register – December 2017

Queensland graduate teachers registered 2009 – 2017

Queensland graduate teachers whose initial registration date was between 1 January 2009 and 31 December 2013 would have been registered for a total of more than four years at the time the data was drawn (11 October 2018).

For those Queensland graduate teachers, it is possible to determine the percentages who had progressed to full registration within four years of being granted provisional registration (see Table 4).

On average, just under three-quarters (71.7%) of Queensland graduate teachers moved to full registration within four years.

Initial registration year	Number of Qld graduate teachers granted provisional registration	Number of Qld graduate teachers granted full registration within 4 years of being granted provisional registration	Percentage of Qld graduate teachers granted full registration within 4 years of being granted provisional registration
2009	2448	1818	74.26%
2010	3115	2209	70.91%
2011	3334	2369	71.06%
2012	3095	2147	69.37%
2013	2890	2072	71.70%

Table 4 Queensland graduate teachers initially granted provisional registration 2009 – 2013 and granted full registration within four years

Queensland graduate teachers who had an initial registration date after 11 October 2014 would have been registered for less than four years at the time the data was drawn. Therefore, the number of those Queensland graduate teachers who progress to full registration within their four-year period of provisional registration will continue to increase over the next few years. Table 5 shows the percentages as at 11 October 2018.

Initial registration year	Number of Qld graduate teachers granted provisional registration	Number of Qld graduate teachers granted full registration as at 11 October 2018	Percentage of Qld graduate teachers granted full registration as at 11 October 2018
2014	3508	2452	70%
2015	3533	2020	57%
2016	3081	1085	35%
2017	3036	115	4%

Table 5 Queensland graduate teachers initially granted provisional registration 2014 – 2017 and granted full registration as at 11 October 2018

Nearly 80% of Queensland graduates granted provisional registration were under 35 years of age. Almost one-half of Queensland graduate teachers were under 25 years old and around 30% were aged 25 to 34 years at the time they were initially granted provisional registration (see Table 6).

Age at the time provisional registration was initially granted	Number of Qld graduate teachers granted provisional registration 2009 – 2017	Percentage of all Qld graduate teachers granted provisional registration 2009-2017
Under 25	13877	49.49%
25-34	8314	29.65%
35-44	4114	14.67%
45-54	1532	5.46%
55-64	197	0.70%
Over 60	6	0.02%
Total	28040	

Table 6 Queensland graduate teachers by age when initially granted provisional registration in 2013 – 2017

Queensland graduate teachers removed from the Register 2013 – 2017

Overall, 14.27% of Queensland graduate teachers who were registered from 2009 to 2013 were removed from the Register within four years (see Table 7).

Initial registration year	Number of Qld graduate teachers granted provisional registration	Number of Qld graduate teachers removed from the Register within 4 years	Percentage of Qld graduate teachers removed from the Register within 4 years
2009	2448	323	13.19%
2010	3115	497	15.96%
2011	3334	486	14.58%
2012	3095	414	13.38%
2013	2890	403	13.94%
Total	14,882	2123	14.27%

Table 7 Queensland graduate teachers initially granted provisional registration 2009 – 2013 and removed from the Register as at 11 October 2018

Those who were initially granted registration after 11 October 2014 would have been registered for less than four years at the time the data was drawn. Therefore, the number of Queensland graduate teachers initially granted registration in 2014 who come off the Register within four years will continue to increase.

Initial registration year	Number of Qld graduate teachers granted provisional registration	Number of Qld graduate teachers removed from the Register as of 11 October 2018	Percentage of Qld graduate teachers removed from the Register as of 11 October 2018
2014	3508	319	9.09%
2015	3533	193	5.46%
2016	3081	108	3.51%
2017	3036	29	0.96%

Table 8 Queensland graduate teachers initially granted provisional registration 2014 – 2017 and removed from the Register as at 11 October 2018

Males make up around one-quarter of the total number of Queensland graduate teachers who are granted provisional registration in Queensland.

The percentages of male graduate teachers whose names were removed from the Register within four years after being granted provisional registration are higher than the percentages of female graduate teachers whose names were removed from the Register.

Overall, 13.62% of female and 16.48% of male Queensland graduate teachers who were registered from 2009 to 2013 were removed from the Register within four years (see Table 9).

Gender	Initial registration years	Number of Qld graduate teachers granted provisional registration	Number of Qld graduate teachers removed from the Register within 4 years	Percentage of Qld graduate teachers removed from the Register within 4 years
Female	2009	1930	249	12.90%
	2010	2396	359	14.98%
	2011	2550	363	14.24%
	2012	2423	287	11.84%
	2013	2222	311	14.00%
Total - Female		11,521	1569	13.62%
Male	2009	518	74	14.29%
	2010	719	138	19.19%
	2011	784	123	15.69%
	2012	672	127	18.90%
	2013	668	92	13.77%
Total Male		3361	554	16.48%

Table 9 Queensland graduate teachers initially granted provisional registration 2009 – 2013 and removed from the Register within four years, by gender.

The ages of Queensland graduates in Figure 3 represent the ages of Queensland graduates at the time they were initially granted provisional registration. The percentage of graduates who came off the Register within four years after being granted provisional registration varies according to age group.

It is possible that the peak for those in the 25-34 years age range is due to teachers leaving to teach elsewhere or leaving the profession to experience other career options or to travel or, for female teachers, to have children.

After decreasing for the 35-44 age group, the percentage drop-off steadily rose for each age group from 35 to 44 onwards with another peak for those who were aged 55 years or more at the time they were granted provisional registration.

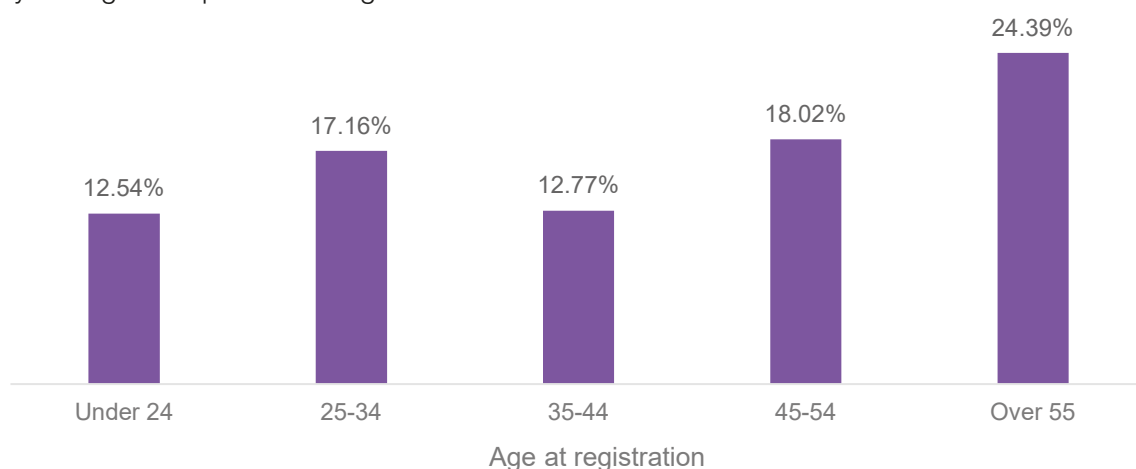


Figure 3 Queensland graduate teachers initially granted provisional registration in 2009 – 2013 and removed from the Register within four years, by age when initially granted provisional registration.

Of the Queensland graduate teachers initially granted provisional registration in 2009 to 2013, the percentage of males whose names were removed from the Register within four years of being registered was higher than the percentage of females whose names were removed from the Register within four years of being registered in all age groups, as Figure 4 shows.

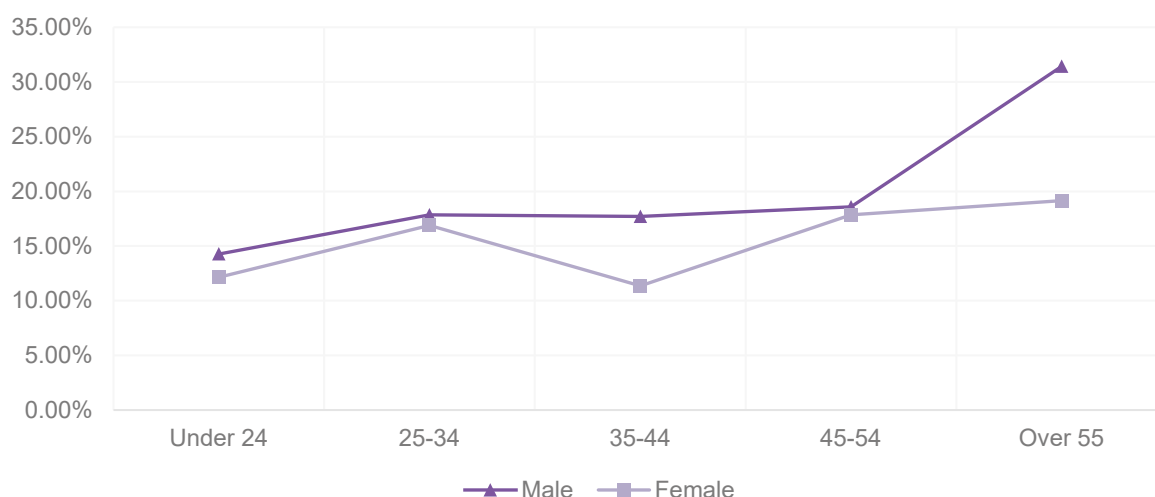


Figure 4 Queensland graduate teachers granted provisional registration 2009 -2013 and removed from the Register within four years by age at registration and gender

Of the Queensland graduate teachers who were initially granted provisional registration from 2009 to 2013, 9.19% of those whose names were removed from the Register had been granted full registration, as shown in Table 10.

Initial registration year	Number of Qld graduate teachers granted provisional registration	Number of Qld graduate teachers removed from the Register within 4 years	Number of Qld graduate teachers who had full registration at the time registration ended	Percentage of Qld graduate teachers who had full registration at the time registration ended
2009	2448	323	27	8.36%
2010	3115	497	31	6.24%
2011	3334	486	44	9.28%
2012	3095	414	46	11.11%
2013	2890	403	46	11.41%
Total	14882	2123	194	9.19%

Table 10 Queensland graduate teachers initially granted provisional registration 2009 – 2013 who were fully registered when removed from the Register within four years of initial registration.

Teacher education providers

The number of Queensland graduate teachers granted provisional registration with the QCT varies considerably according to Queensland teacher education provider, as shown in Table 11.

The data in Table 11 does not include graduates who completed their non-education undergraduate degree in Canada prior to completing a graduate-entry initial teacher education program in Queensland. The reason for this is that there are several graduate-entry initial teacher education programs in Queensland which have considerable numbers of Canadian students who completed their undergraduate degrees in Canada. Most of these students return to teach in Canada soon after graduation and do not seek employment as teachers in Queensland schools. However, many apply for teacher registration with the QCT since holding registration in the jurisdiction in which they qualified as a teacher is one of the requirements for registration as a teacher in several Canadian provinces.

There would be a number of individuals from all programs who successfully completed their Initial Teacher Education program but who did not apply for teacher registration in Queensland. The data in Table 11 indicates the number of graduates who applied for and were granted registration, not the number of teacher education graduates from each institution.

The reasons for fluctuations from one year to another in the numbers of Queensland graduate teachers from particular institutions who apply for and are granted registration may be related to the number of applications for enrolment in teacher education programs. Where fluctuations are more pronounced this could be due to changes to course offerings or the mode through which courses are accessed (e.g. external, online study) or changes to program quotas and entry requirements imposed by the individual teacher education provider.

Teacher education provider at which initial teacher education program was completed	Number of graduate teachers granted provisional registration									
	2009	2010	2011	2012	2013	2014	2015	2016	2017	Total
Australian Catholic University	51	177	120	146	64	208	353	179	185	1483
Bond University ⁹	16	2	1							19
Central Queensland University	230	225	217	204	251	280	234	232	185	2058
Christian Heritage College	24	34	34	41	33	54	53	58	68	399
Griffith University	642	851	935	818	671	727	721	583	640	6588
James Cook University	168	142	266	182	201	232	216	228	248	1883
Queensland University of Technology	771	846	877	775	725	844	748	613	557	6756
Southern Cross University					2	8	2		1	13
University of Queensland	196	257	239	308	310	347	398	393	421	2869
University of Southern Queensland	269	444	430	454	466	506	600	518	466	4153
University of the Sunshine Coast	80	137	215	167	167	302	208	277	265	1818
NULL ¹⁰	1									1
Total	2448	3115	3334	3095	2890	3508	3533	3081	3036	28040

Table 11 Queensland graduate teachers initially granted provisional registration 2013 – 2017, by teacher education provider.

⁹ Bond University no longer offers initial teacher education programs. The final enrolments into an accredited teacher education program were accepted in 2009.

¹⁰ NULL represents data that is not available in the QCT database at the time the data was drawn

Teacher education provider at which initial teacher education program was completed	Number of Qld graduate teachers granted provisional registration in 2009–2013	Number of Qld graduate teachers removed from the Register within four years	Percentage of Qld graduate teachers removed from the Register within four years
Australian Catholic University	558	58	10.39%
Bond University	19	9	47.37%
Central Queensland University	1127	90	7.99%
Christian Heritage College	166	14	8.43%
Griffith University	3917	643	16.42%
James Cook University	959	95	9.91%
Queensland University of Technology	3994	599	15.00%
Southern Cross University	2	1	50.00%
University of Queensland	1310	239	18.24%
University of Southern Queensland	2063	238	11.54%
University of the Sunshine Coast	766	137	17.89%
Grand Total	14,881*	2123	14.27%

Table 12 Queensland graduate teachers initially granted provisional registration 2009–2013 and removed from the Register within four years, by teacher education provider.

The percentages of graduate teachers initially registered in 2009–2013 who were removed from the Register within four years after being granted provisional registration varied considerably across institutions, as shown in Table 12.

The factors that might have affected the percentage of graduates who came off the Register for each teacher education provider could include: the particular demographic characteristics of the graduates at the institution; the number of teaching positions available in the geographical location of the teacher education provider, for example, there would be lower demand for teachers in Brisbane, the Sunshine Coast and the Gold Coast; the number of graduates who are international students and who leave Australia soon after completion of their teacher education program; and the partnerships that the institution has with teacher employers.

The smaller the number of graduates from a teacher education provider, the greater will be the increase in percentage for each person who comes off the Register. Therefore, caution should be exercised when comparing teacher education providers where the number of graduates granted registration varies considerably.

