



18 March 2019



Dear 

Thank you for your email of 22 January 2019 to the Ministry of Education requesting the following information (in relation to the 22 January 2019 Ministry Press Release, "Recruitment update: Still time for schools to access ongoing support"):

1. *What does 'attracted' 7,300 qualified overseas teachers mean? What information on these 7,300 teachers is held by the Ministry of Education's recruitment agents?*
2. *Of the 7,300 what proportion are secondary teachers and what proportion primary, and what are the numbers of each?*
3. *Of the secondary trained teachers, what break-down of teaching subjects does the Ministry of Education hold?*
4. *What does the screening process involve?*
5. *What proportion of the 'almost 1000' are primary teachers and secondary? What is the number of each?*
6. *Of the secondary teachers who have been screened, what is the break-down of teaching subjects?*
7. *How many applicants through this process have been placed in secondary teaching jobs beginning at the start of the 2019 school year? How many were placed during the 2018 school year?*
8. *How much has been spent on the overseas recruitment programme so far, as of January 2019?*

Your request has been considered under the Official Information Act 1982 (the Act).

I will respond to each of your points in order.

1. ***What does 'attracted' 7,300 qualified overseas teachers mean? What information on these 7,300 teachers is held by the Ministry of Education's recruitment agents?***

'Attracted' in our press release represents our reporting figure for 'Applications Received'. This is the number of candidate applications received by our two main recruitment agencies as of the 14 September 2018 campaign start date.

Please note, this number grows every week and 7,300 was the correct number as of 13 January 2019. As of 3 March 2019, this was 10,045. The recruitment agencies report their total numbers as a data figure each week which we collate for reporting purposes. We have based our responses on this figure as it is the latest available.

Detailed information on candidates is held by the recruitment agencies and is not released to the Ministry. This information includes a candidate's employment history and CV.

2. Of the 7,300 what proportion are secondary teachers and what proportion primary, and what are the numbers of each?

I am refusing your request for what proportion of the 7,300 teachers are secondary, what proportion are primary and what the numbers are for each under section 18(g) of the Act as the requested information is not held by the Ministry. It is not held because the persons expressing interest are not required to specify primary or secondary at this stage in the process.

7,300 is the number of people who have indicated interest in teaching in New Zealand. While they are likely to have submitted some information, this information has not yet been reviewed, and they are not required to specify secondary or primary at this stage. It is only after an application has been reviewed and screened that this information becomes available.

As of 3 March 2019, 247 teachers had accepted roles with 59% of those roles being Primary and 41% being Secondary.

3. Of the secondary trained teachers, what break-down of teaching subjects does the Ministry of Education hold?

I am refusing your request for the break-down of teaching subjects the Ministry holds for secondary trained teachers under section 18(g) of the Act as the requested information is not held by the Ministry. We do not require our contracted recruitment agencies to maintain a list of applicants and their teaching background by subject, as reporting on this would be too difficult. Applicants may have taught multiple subjects, have the qualifications to teach multiple subjects, want to teach new subjects, etc., which makes this difficult to report in a consistent manner.

As of 3 March 2019, our records show 66 secondary roles accepted as STEM and 47 secondary roles lodged as STEM.

4. What does the screening process involve?

For reporting purposes, the definition of 'Screened' agreed with recruitment agencies is the number of candidates (since the campaign started) that they have assessed/screened as capable of meeting qualification, teacher registration and immigration requirements. As of 3 March 2019, there were 4,411 candidates.

Next, candidates are 'Ready to Interview'. As of 3 March 2019, 1,083 candidates have been made available to interview with some having already accepted roles. For reporting purposes, the definition of 'Ready to Interview' agreed with the two main recruitment agencies is that they have received authorised documentation to verify the capability of candidates who meet

the requirements to teach in New Zealand. Candidates then complete a video interview and, finally, are interviewed by principals/schools.

Please note, we adjust the 'Ready to Interview' figure down by 10% to allow for candidates enrolled with both recruitment agencies.

Our recruitment agencies have access to a cross-agency group that convenes weekly to support the overseas recruitment. This group includes the New Zealand Qualifications Authority, the Teaching Council, Immigration New Zealand and Education Payroll Limited. As such, the recruitment agencies are very clear on the requirements for applicants wanting to teach in New Zealand.

5. *What proportion of the 'almost 1000' are primary teachers and secondary? What is the number of each?*

As of 3 March 2019, of the 1,083 candidates 'Screened and Ready to Interview', 520 were for Primary and 563 were for Secondary. This breaks down to 48% for Primary and 52% for Secondary.

6. *Of the secondary teachers who have been screened, what is the break-down of teaching subjects?*

I am refusing your request for the break-down of Secondary teaching subjects for the teachers who have been screened under section 18(g) of the Act as the requested information is not held by the Ministry (as per the reasons provided above for point three).

The recruitment agencies have a pool of screened applicants, all of whom have a mix of qualifications. When a school lodges a vacancy with them, the recruitment agencies look into this pool to find a teacher whose mix of skills, experience and capability matches the school's requirements.

7. *How many applicants through this process have been placed in secondary teaching jobs beginning at the start of the 2019 school year? How many were placed during the 2018 school year?*

As of 3 March 2019, 99 Secondary teachers have been placed since the start of the overseas recruitment campaign for the 2019 school year (of which 66 are STEM). Some of these teachers will not start until later in 2019.

Please note, schools can use Ministry recruiters, their own recruiters and/or recruit themselves. Therefore, this number is not reflective of all overseas teacher placements.

No data was recorded or reported on placements of overseas trained teachers in 2018. Therefore, I am refusing this part of your request under section 18(g) of the Act as the requested information is not held by the Ministry. Data collection on placements of overseas trained teachers began in September 2018.

8. *How much has been spent on the overseas recruitment programme so far, as of January 2019?*

The teacher supply initiative supports more graduates into teaching positions, helps experienced teachers get back into the profession, attracts New Zealand teachers back from overseas, and encourages overseas-trained teachers to come and teach in New Zealand.

Since December 2017, the Government has committed \$40 million in funding to address teacher supply.

I am refusing your request for how much has been spent on the overseas recruitment programme under section 18(f) of the Act as the requested information cannot be made available without substantial collation or research. The costing of several of our teacher recruitment initiatives do not distinguish between local and overseas spending. However, we are able to advise that:

- a total of \$322,686 (GST excluded) has been spent on international marketing from January 2018 (when the development of the campaign began) to the end of January 2019. This includes marketing to attract international teachers to New Zealand and bring New Zealand teachers home; and
- since the Overseas Relocation Grant (ORG) was introduced on 1 February 2018, we have received 476 applications (as of 3 March 2019). Of these applications, 312 have been approved, 20 have been declined, 1 has been withdrawn and 143 are still being processed. A total of \$1,458,163.09 has been spent to date with an average grant amount of \$4,673.60. The ORG provides reimbursement of actual and reasonable costs (up to a maximum of \$7,000 for a returning New Zealand trained teacher and a maximum of \$5,000 for an overseas trained teacher), as well as a finder's fee of up to \$3,000 to reimburse schools for recruitment costs for that teacher. Payments are owed at 10 weeks and 30 weeks after employment has commenced. Applicants also have 3 months from commencing employment to apply for the grant and are not required to have made use of one of the Ministry's contracted recruitment agencies to make use of the grant.

Please note, the Ministry now proactively publishes OIA responses on our website. As such, we may publish this response on our website after five working days. Your name and contact details will be removed.

Thank you again for your email. You have the right to ask an Ombudsman to review this decision. You can do this by writing to info@ombudsman.parliament.nz or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Yours sincerely



Ellen MacGregor-Reid
Deputy Secretary
Early Learning and Student Achievement

Recruitment update: Still time for schools to access ongoing support

22 January 2019

The Ministry of Education will continue to support principals with their teaching vacancies beyond the start of the first term and well into the school year with a range of supply initiatives.

"If principals have any remaining teaching vacancies that they would like help to fill, we urge them to get in touch", says Ellen MacGregor-Reid, the Ministry's Deputy Secretary for Early Learning and Student Achievement.

"Our focus has been on making available sufficient qualified teachers for principals to consider for vacancies, through a comprehensive and expanded supply package.

"We have successfully attracted 7,300 qualified overseas teachers wanting to teach in New Zealand, of which almost 1,000 have been screened and are available for interviews."

The Ministry's recruitment agencies are now supporting these teachers to be considered for roles, having interviews, accepting job offers and completing all the requirements to come to New Zealand.

"There has also been an ongoing focus on growing the number of Kiwi teachers. We want to help beginning teachers start their careers, as much as attracting career-changers into the profession. At the same time we are encouraging Kiwis to return to teaching if they have taken a break, or if they are overseas to teach here again."

New and expanded initiatives include:

- Allocating 230 National Beginning Teacher Grants and 60 Auckland Beginning Teacher places, to help increase the recruitment of new teachers.
- Expanding the Voluntary Bonding Scheme to Decile 1 – 3 state and state-integrated schools in Auckland, and to new teachers in shortage subjects e.g. sciences, maths, which targets graduates entering the teaching workforce.
- Helping more than 1,200 teachers enrol in the Teacher Education Refresh programme to either return or remain in the profession.
- Increasing the opportunities for people to apply for TeachNZ scholarships to three times a year, which encourages more people into teaching in the areas where there is the greatest need e.g. Science, Technology, Maths, Te Reo Māori and Māori medium.

For details about these and other initiatives go to the [TeachNZ website](https://www.teachnz.govt.nz/information-for-schools-and-principals/teacher-supply/) [https://www.teachnz.govt.nz/information-for-schools-and-principals/teacher-supply/].

Ends

Other information:

- The Ministry estimated that up to an extra 650 primary teachers and 200 secondary teachers were needed for 2019, adding to the country's pool of around 70,000 teachers. This rising level of demand, is driven mainly by a forecast growth in student numbers.
- After regular engagement and reminders since October 2018, we have contacted all primary and secondary principals in January, seeking feedback on their vacancies for Term 1 and offering follow-up support if they would like help for any vacancies.
- Across the country and in Auckland teaching retention rates remain high (refer the table below). Retention refers to teachers remaining in the teaching workforce as a whole and it does not reflect teachers moving between schools.

	National		Auckland	
	Primary	Secondary	Primary	Secondary
2015	92.8%	92.8%	93.0%	92.7%
2016	93.0%	92.9%	93.2%	92.8%