



## Briefing Note: Teacher Demand and Supply Planning Tool Update – October 2020


<b>To:</b>	Hon Chris Hipkins, Minister of Education		
<b>Date:</b>	6 November 2020	<b>Priority:</b>	High
<b>Security Level:</b>	Sensitive	<b>METIS No:</b>	1244086
<b>Key contacts and numbers:</b>	David Jagger	<b>DDI:</b>	9(2)(a)
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<b>Messaging seen by Communications team:</b>	Yes	<b>Round Robin:</b>	No


### Purpose of paper

The purpose of this paper is for you to:


- a. **Note** the materials to support the release of the 2020 Teacher Demand and Supply Planning Tool scheduled for release at 11am on Thursday 12 November 2020 via the Education Counts website:
- Summary Report: Results from the Teacher Demand and Supply Planning Tool – October 2020
  - Technical Appendix: Teacher Demand and Supply Planning Tool – October 2020
  - A3 - Teacher Supply Initiatives
- b. **Agree** that this Briefing be proactively released.

☒ **Agree** ☐ **Disagree**

  
Alexander Brunt  
**Acting Deputy Secretary**  
**Evidence, Data and Knowledge**  
06/11/2020

  
Hon Chris Hipkins  
**Minister of Education**

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Ellen MacGregor-Reid  
**Deputy Secretary**  
**Early Learning and Student Achievement**  
6/11/2020

## Background

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1. This is the third release of the Teacher Demand and Supply Planning Tool (the Tool), which was first developed in 2018.
2. In preparing this year's update, with the uncertainty and disruption to people's freedoms and behaviours introduced by COVID-19, the Ministry has explicitly modelled the anticipated impacts of the pandemic on the key variables. This results in a subtle shift in what the projections represent. The Ministry is moving from estimating what will happen in future if nothing changes, to – in the knowledge that change will happen – estimating what changes can be expected in future and what they mean for total school teacher demand and supply when combined.
3. The Ministry's "macro" assumptions (around the length of the border closure and fiscal outlooks) are aligned with those of other public sector agencies, including the central scenario within Treasury's Pre-Election Economic and Fiscal Update.
4. In this update of the Tool, the Ministry is maintaining a six-year outlook for teacher demand, in line with previous releases. However, teacher supply is only being projected out to 2023 due to the highly uncertain nature of longer-term supply forecasts when taking the uncertainty introduced by COVID-19 into account.

## Key Findings and Messages

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5. The Ministry is projecting a considerable growth (of approx. 1,100) in teacher supply in 2020, which has been driven in both sectors mainly by improved retention in the year to date which is related to a number of factors including teacher pay settlement. This is a trend observed before the impact of COVID-19 began in New Zealand, with the majority of teachers retained year-on-year appearing on payroll during Term 1.
6. COVID-19 has further affected teacher demand and supply in a number of ways and will continue to have an ongoing impact in future years. In developing this year's model, the Ministry has anticipated:
  - even higher retention rates over the next few years.
  - more qualified teachers interested in returning to the workforce in 2021 (including those returning from overseas).
  - more Initial Teacher Education (ITE) graduates in 2022 onwards, and fewer international students in 2021 and gradually rising numbers beyond that (resulting in reduced teacher demand).

On the other hand, the Tool assumes that the New Zealand borders remain closed till January 2022 to overseas trained teachers.

7. In balance, the modelling provides confidence that demand will be met by the available supply in 2021 and out to 2023 for the primary sector. However, beneath this national outlook, the Ministry anticipates that there will still be an ongoing need for targeted support for primary schools to find teachers in certain parts of the country and in the Māori medium sector. In the longer term, we may see a situation at a national level where there are more qualified primary teachers looking for work in the sector than there are vacancies for.

8. The Ministry is projecting growth in demand out to 2025 for the secondary sector, but that supply will rise broadly in line with demand. This is estimated to leave a small shortfall of 80 teachers in 2021, 30 teachers in 2022, and 100 teachers in 2023. The Ministry anticipates an ongoing need to grow the supply of secondary teachers to help schools find the specific teachers they need. This will particularly apply in hard to staff subjects such as te reo Māori and STEM, in the Māori medium sector and in certain parts of the country. In such cases, continued focus on supporting teachers to move into schools and regions experiencing difficulty in attracting and retaining staff they need will be required.

## The Ministry's Teacher Supply Response

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9. Following your announcement on 13 October [METIS 1240405 and Annex 3 refer] about new domestic supply initiatives, the Ministry is using existing teacher supply funds to support domestic recruitment in target areas such as secondary, te reo Māori and STEM. The design of these initiatives aligns with the revised projections, and the Ministry has started sector communications and engagement to raise awareness and uptake. The Ministry will continue two-way dialogue with the sector on teacher supply issues.
10. ECE centres and schools that contact the Ministry for support are receiving follow-up responses focusing on the targeted support that can be offered to them for recruiting domestically.

## Communications

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11. The Ministry has provided your office with a communications plan which includes the intention to release the update of the Tool and provide pre-briefing to selected media and sector stakeholders about the release.
12. The objectives of the communications are to:
- reassure the public and the sector that there are qualified teachers to meet demand for 2021 and supply measures are working;
  - remind principals and school leaders to address their recruitment needs for 2021 as early as possible and there are domestic supply initiatives available to help; and
  - demonstrate the Ministry is working proactively to attract people to the profession, including career changers and those already qualified, to consider becoming a secondary teacher and to address shortage subjects such as te reo Māori and STEM.

## Next steps

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13. The Ministry intends to release the Summary Report (Annex 1) with the associated Technical Appendix (Annex 2) via Education Counts at 11am on Thursday 12 November 2020.

14. The Ministry will undertake the following communications activity:
- Briefing for selected sector groups and media.
  - Issue a media statement (for publication on the Ministry website). The messaging will align to your announcement (13 October) about the new domestic supply initiatives [METIS 1240405 refers].
15. Further to this release, the Ministry is working on a suite of teacher demand projections across all regions, based on a regional variant of the National Student Roll Projections. In addition, a teacher supply projection for the Auckland region is being produced. These regional outlooks will be published in due course. The Summary Report states these plans in its 'Further developments' section.

### Proactive release

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16. We recommend that this Briefing is proactively released as per your expectation that information be released as soon as possible. Any information which may need to be withheld will be done so in line with the provisions of the Official Information Act 1982.

### Annexes

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Annex 1: Summary Report: Results from the Teacher Demand and Supply Planning Tool – October 2020

Annex 2: Technical Appendix: Teacher Demand and Supply Planning Tool – October 2020

Annex 3: A3 - Teacher Supply Initiatives