



Briefing Note: Teacher Demand and Supply Planning Tool Update for Auckland – February 2021

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| To: | Hon Chris Hipkins, Minister of Education | | |
| Date: | 28 January 2021 | Priority: | High |
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| Messaging seen by Communications team: | Yes | Round Robin: | No |

Purpose of paper

The purpose of this paper is for you to:


- Note** the materials to support the release of the Teacher Demand and Supply Planning Tool Update for Auckland, scheduled for release at 11am on Thursday 11 February 2021 via the Education Counts website:
 - Summary Report: Results from the Teacher Demand and Supply Planning Tool for the Auckland region – February 2021
- Note** that a comprehensive communications plan has been developed in response to potential sector and media interest.
- Agree** that this Briefing be proactively released.

Agree / Disagree


Alexander Brunt
Acting Deputy Secretary
Evidence, Data and Knowledge
27/01/2021

Hon Chris Hipkins
Minister of Education

___/___/___


Ellen MacGregor-Reid
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28/01/2021

Background

1. This is the second release of the Teacher Demand and Supply Planning Tool (the Tool) for Auckland, which was first developed and published in 2018. Since then, the demand and supply outlook for Auckland schools has changed considerably, likely as a result of factors such as higher pay rates for teachers and the impact of COVID-19 on employment preferences and opportunities.
2. With the uncertainty and disruption to people's behaviours introduced by COVID-19, the Ministry has explicitly modelled the anticipated impacts of the pandemic on the key teacher demand and supply variables for the Auckland region.
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. The Auckland projections are aligned with the Tool's national projections released in November 2020 [METIS 1244086], utilising the same set of overarching assumptions. Where relevant, Auckland-specific data and inputs are used.
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 considering the uncertainty introduced by COVID-19.

Key Findings and Messages

5. The longer-term trends in the Auckland teacher demand and supply outlook are largely the same as our published national outlook. Auckland secondary teacher demand is projected to grow until 2025 while Auckland primary teacher demand is projected to decline until at least 2026. Our Auckland supply outlook suggests that secondary supply will rise broadly in line with demand over the medium term, and that primary supply will be enough to meet the decreasing demand over the medium term.
6. The Ministry is projecting the Auckland teaching workforce to have grown by approximately 250 in 2020, reflecting the increased demand in the region. This growth has largely been driven in both primary and secondary sectors by improved retention compared to 2019. COVID-19 is likely to have been a key factor in boosting retention in 2020, by creating economic conditions which make teaching a relatively 'safer' profession and limiting overseas employment opportunities for current teachers.
7. For 2021, our high-level projections show that overall demand will mostly be met by available supply across primary and secondary sectors in Auckland. Despite this, we anticipate an ongoing need to grow the supply of teachers for certain schools and subject areas. The Māori medium sector and certain secondary subjects including te reo Māori and STEM are areas where targeted support is still needed to help schools. Refer to teacher supply initiatives in Annex 2.
8. In the Auckland secondary sector, the Ministry is projecting growth in demand out to 2025, and that supply will rise broadly in line with demand. This is estimated to leave a small shortfall of 30 teachers in 2021, 20 teachers in 2022, and 60 teachers in 2023.

9. In the Auckland primary sector, our modelling provides confidence that overall demand will be met by the available supply in 2021 and out to 2023.

Alignment with National Education Growth Plan

10. The Tool's teacher demand projections are based on the National School Roll Projections (NSRP), which is a different forecasting model to that used for the National Education Growth Plan (NEGP). The NSRP forecasts school rolls for salaries and operational expenditure, whilst the NEGP to 2030 informs longer-term capital and investment expenditure decisions for roll growth classrooms, expansions and new schools.
11. The two different forecast models serve separate but equally valid purposes, utilising slightly different definitions of student roll growth and different forecast horizons. These differences are outlined in more detail within the communications plan.
12. The Auckland Education Growth Plan (AEGP) as part of the NEGP, focuses on local catchment capacity forecasting, planning and management. Whilst many Auckland schools will continue to experience the need for additional classrooms in future due to expected localised growth and demand, the overall demand for teachers across Auckland is largely separate from these infrastructure needs.
13. Considering the likely interest from media and key sector groups on the alignment of the Ministry's projections, the communications plan is designed to help manage the risks around the release process.

Next steps

14. The Ministry intends to release the Summary Report (Annex 1) via Education Counts at 11am on Thursday 11 February 2021.
15. The Ministry proposes undertaking the following communications activity:
- Briefing for selected sector groups and media. This includes an intent to brief the Auckland Teacher Supply Action Group and Auckland-specific sector groups (Auckland Secondary Schools Principals' Association and Auckland Primary Principals' Association) shortly before the formal publication on 11 February. Engagement with these groups will need to be arranged as soon as possible, with precise timings informed by your office's confirmation of the formal release date.
 - Prepare reactive responses to answer sector and media questions. The messaging will align with the Tool's national projections released on 12 November 2020 [METIS 1244086].
 - Work with your office on the communications approach to best support the release. Refer to communications plan.
16. In addition, the results present an opportunity for the Ministry to review some of the Auckland-focused initiatives introduced to support teacher supply, such as the isolated practicum and voluntary bonding scheme.

Proactive release

17. 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

Annex 1: Summary Report: Results from the Teacher Demand and Supply Planning Tool for the Auckland region – February 2021

Annex 2: Teacher Supply Initiatives for New Zealand and Auckland