

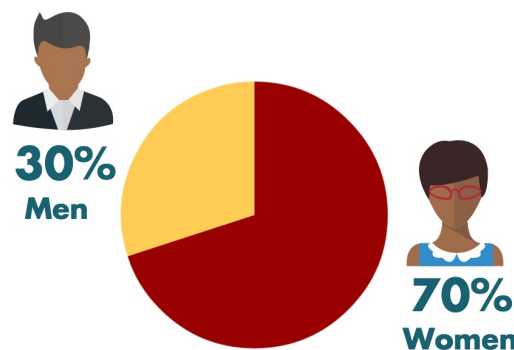
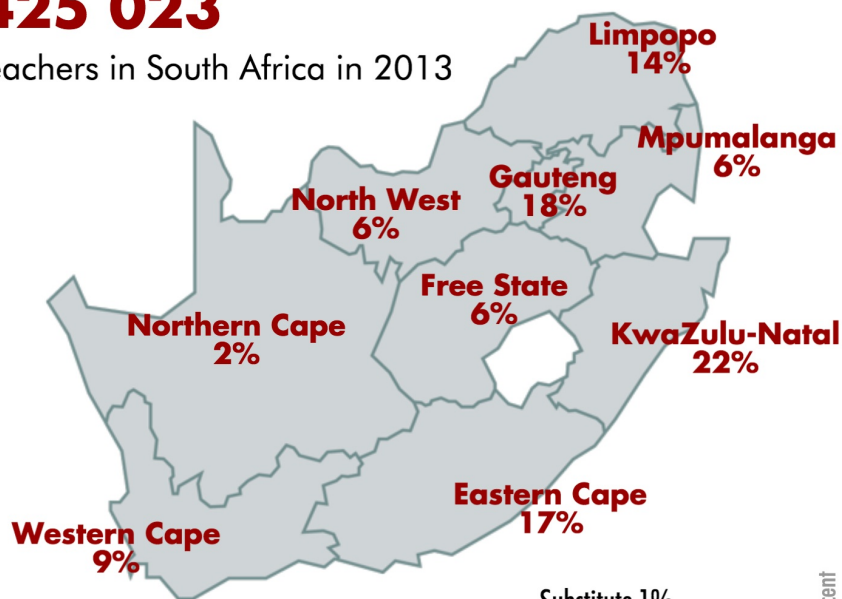
IS SOUTH AFRICA TRAINING ENOUGH TEACHERS?

The number of new teacher graduates nearly doubled between 2009 and 2012. Does this increase indicate that South Africa is producing enough teachers to meet the education system's requirements from now until 2025? Are we producing the right graduates? Taking into account the dearth of sound, consistent and accessible data on the subject, the CDE carried out research to find out.

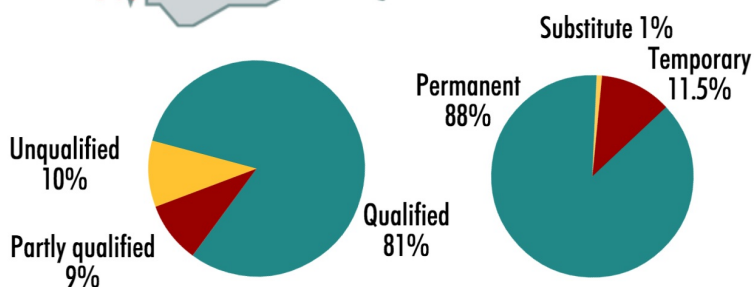
PROFILE OF SOUTH AFRICA'S TEACHERS

425 023

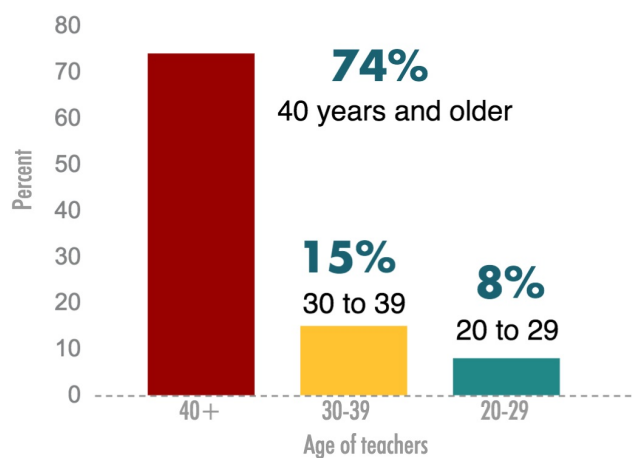
teachers in South Africa in 2013



Most of them are women



The majority of them are qualified and permanent teachers



Most are 40 years of age and older

TEACHER DEMAND AND SUPPLY

The average learner to educator ratios are:



Primary school
31 learners to 1 teacher

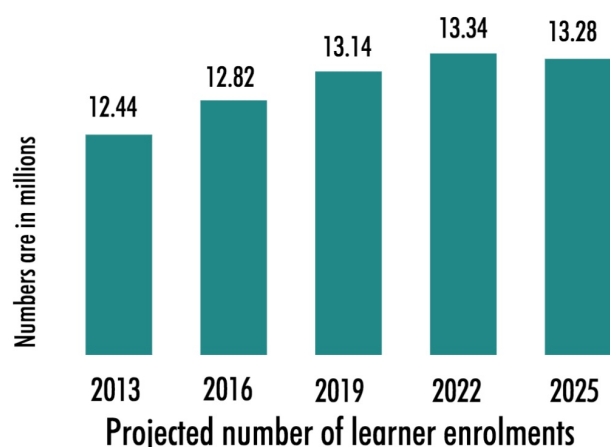


Secondary school
26 learners to 1 teacher



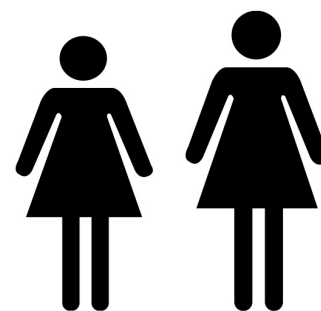
By 2025

The number of learners in school will have increased by **7%**



and the demand for teachers will also increase by

7%

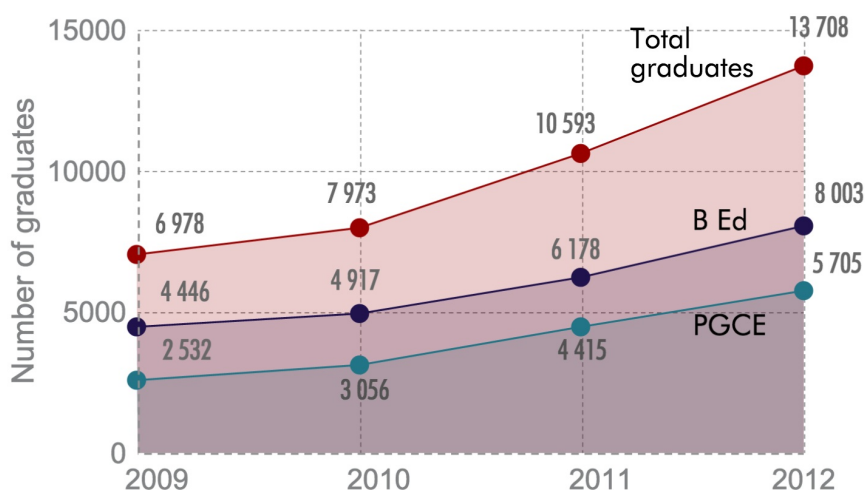


From 426 000 to 456 000 by 2023

South Africa will have sufficient teachers for the next decade to maintain an average ratio of 29 learners to 1 teacher.

BUT THAT IS NOT GOOD ENOUGH BECAUSE ...

- The number of teacher graduates may have increased by 96.5%, but progress through the degrees is slow, and the outputs are very low.



The graduation rate is even worse for the distance education offered at UNISA, which exacerbates the problem because UNISA is South Africa's largest provider of new teacher graduates.



Bachelor of Education

graduation rate in 2012

9.8%



Post Graduate Certificate in Education

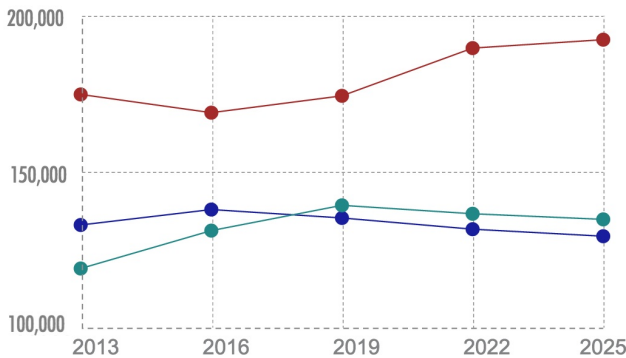
graduation rate in 2012

46.3%

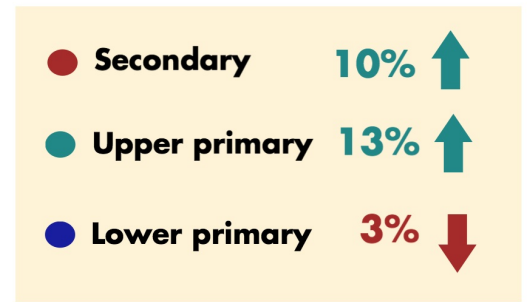
B Ed is a four-year degree and PGCE is one year. The B Ed graduation rate is 9.8% (maximum possible is 25% per year).

- Private institutions provide few teacher graduates.

2 The future need for teachers is not evenly spread across the schooling system.

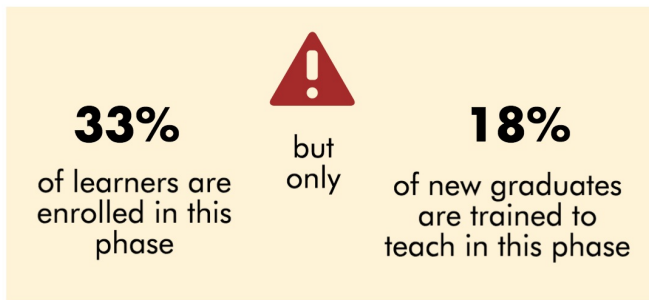


Projected teacher requirement by phase over the next 10 years



The Department of Higher Education and Training's enrolment plan does not take this uneven demand into account.

3 Even though the number of children in the foundation phase (grades R to 3) is projected to decrease by 2025, there is a serious shortage of graduates trained to teach this phase.



4 Throughout the schooling system there are shortages of language teachers. In grades 10 to 12 maths literacy rather than maths teachers are in short supply.

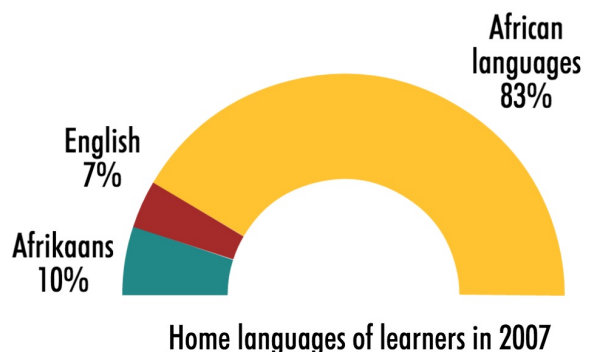
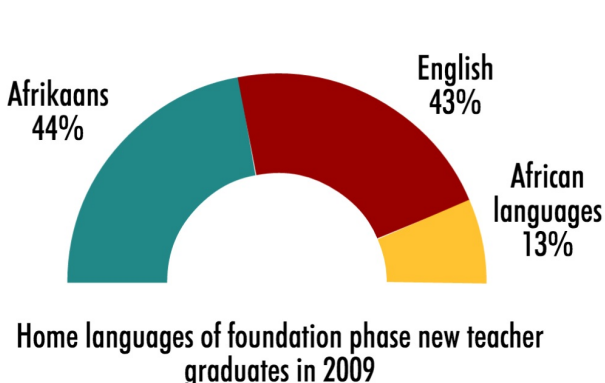
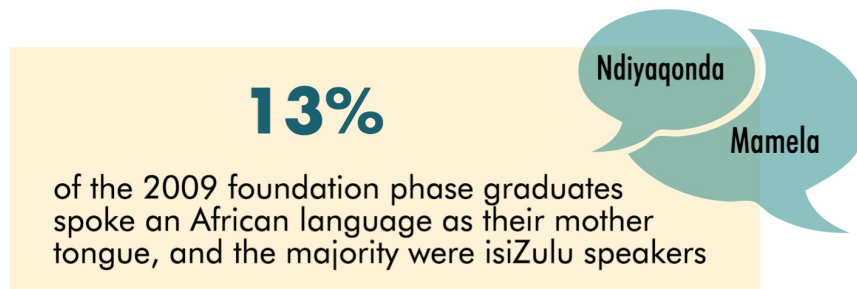


Grades 4 to 9
There are shortages of language and maths teachers

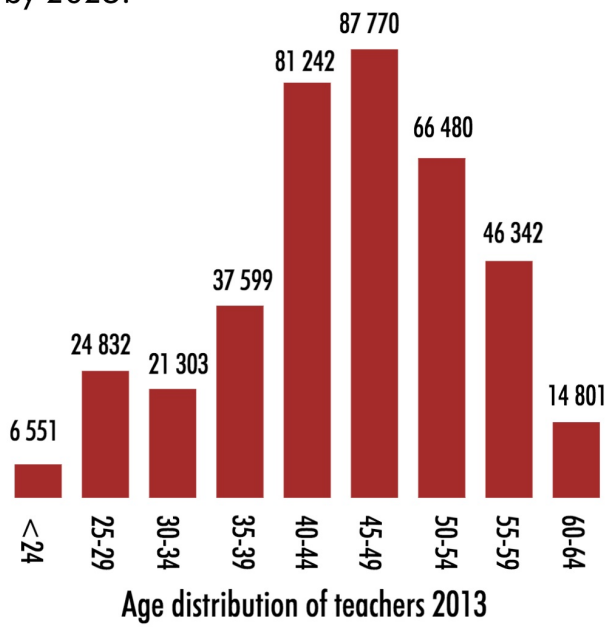


Grades 10 to 12
There are shortages of language and maths literacy teachers

5 There is a marked shortage of foundation phase new teacher graduates whose mother tongue is an indigenous African language. This shortage is projected to continue.



6 The unusual age distribution of South Africa's teachers will create a significant challenge by 2025.



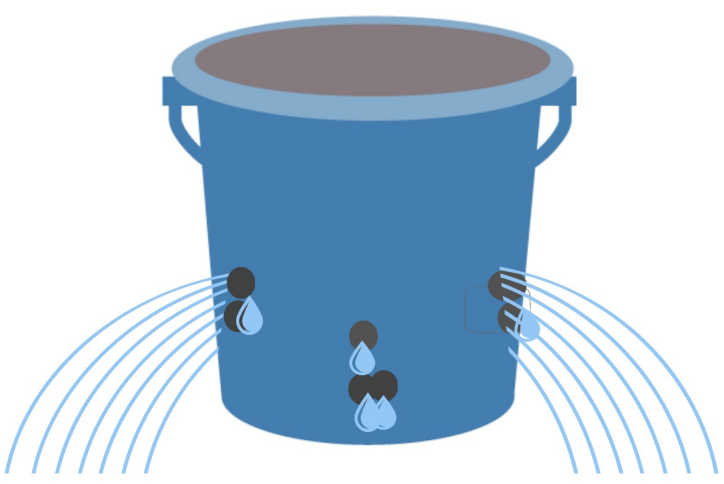
There are 4 times more teachers in their late 40s than in their early 30s (2013)

In 10 years' time the smallest number of teachers will be aged 40 to 49 years.

This means that teachers with less experience will have to be promoted to fill leadership and management posts.

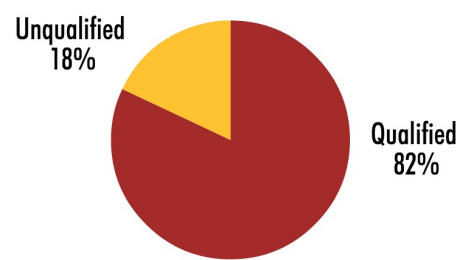
Typically that is the age group from which senior managers and principals are drawn.

7 There is a high degree of churning in the teaching work force: qualified teachers leave and often return to teaching a few years later. But too many never return to teaching. The system can be likened to a leaky bucket.

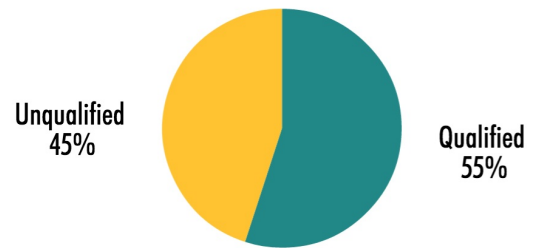


Between 2012 and 2013

82% of the teachers who left the system were qualified



55% of the teachers who returned to the system were qualified



A qualified teacher is not necessarily a good teacher able to provide quality teaching.

