

May 2, 2002

# Teacher Supply/Demand Province of New Brunswick

## **Background**

In order for the Province to establish whether it will be impacted by the expected shortages in the teacher supply and demand that other jurisdictions are facing, the New Brunswick Department of Education contracted William Mercer, a consultant company, to undertake an independent study.

The Department in January 2002 received this study.

## **General Overview of Projections**

At the request of the Department of Education, W.M. Mercer prepared projections of teacher supply and demand for the Province of New Brunswick for the school years 2000/2001 to 2012/2013. Principals, vice principals and non-teaching professionals are also included in the projections.

The purpose of these projections is to provide the Department of Education with information with respect to the required number of teachers and the expected number of new teachers in the public school system, by school district and subject area over the next 12 years.

The projections are based on data received from the Department of Education including the number of teachers employed in the public school system as of June 2001, the subject or subjects taught by each teacher and projections of the student population through 2012/2013 school year.

The Department of Education provided data on available supply teachers by school district and primary subject taught. This information was cross-referenced with the permanent teacher data to ensure that no teacher was included in both categories. The supply teachers who were not currently filling a permanent position were considered available to fill a position if one became available. As with the permanent teachers, the employment of each supply teacher was projected forward with an assumed attrition rate and an assumed date of retirement from teaching.

## **Supply of Education Graduates from Universities**

The universities in New Brunswick offering education programs provided estimates of the number of graduates from their programs over the projection period. An assumption is made as to the proportion of graduates who will enter the teaching profession in New Brunswick. It is assumed that 20 per cent of the graduates from the education programs will not enter the teaching profession in New Brunswick. Another two per cent will be lost per annum through attrition. These assumptions are based on historical data.

## **Retirement and Attrition**

The following assumptions are used in the projections:

Retirement Date:	End of school year when age plus service equals 87 points or age 65 (earliest unreduced retirement date from pension plan)
Attrition Rate:	2% per annum

These assumptions are based on historical data.

## **Conclusions**

Based on the assumptions used in the projection model, there is expected to be sufficient graduates from New Brunswick universities to meet the overall demand requirements for new teachers.

Following are the key findings:

### **Demand**

- 1,551 new permanent teachers will be needed to fill projected vacancies in the francophone and anglophone school systems through the 2012-2013 school year.
- 676 supply teachers will be needed during this same period.
- total of 2,227 permanent and supply teachers needed through the 2012-2013 school year.

### **Supply**

- 3,865 education program graduates from Université de Moncton, UNB, St. Thomas University and Atlantic Baptist University will enter the New Brunswick teaching profession through the 2012-2013 school year.

### Sector-by-Sector

- francophone school system will need 349 new permanent teachers and 203 supply teachers through the 2012-2013 school year, for a total of 552 teachers.
- 895 education graduates from the Université de Moncton will enter the teaching profession through 2012-2013 school year.
- projected supply/demand surplus of 343 for the francophone school system.
  
- anglophone school system will need 1,201 permanent teachers and 473 supply teachers, for a total of 1,674 teachers.
- 2,969 education program graduates from UNB, St. Thomas University and Atlantic Baptist University will enter the teaching profession through the 2012-2013 school year.
- projected supply/demand surplus of 1,295 for the anglophone school system.

### Overall

- It will be important to encourage university students to specialize in subject areas with the most need and, if possible, encourage teachers to locate to certain geographic areas. Pressure points are indicated in the areas of French language, French second language, math, sciences and technologies. These issues will be examined by committees to be established by the Department of Education that will include various stakeholders. These committees will be tasked with seeking solutions common or specific to the francophone and anglophone sectors sector.

### Ongoing

- As with any projection model, it will be important to update the model at regular intervals as actual experience will inevitably deviate from the model. Therefore Department of Education will review these findings on a regular basis and update projections as needed.