

Western Cape Province

3 August 2023

Educator Demand Projections 2021-2030



Introduction (1)



- The proportion of educators that are 50 years or older has steadily risen between 2012 to 2021 in South Africa.
 - ⇒ Nationally a **wave of educator retirements is expected** as older educators reach the standard retirement age of between 60 and 65.

Implications:

- **Many more appointments:** The retirement wave will open up both teaching & school management & leadership positions & other office-based education specialists.
- **Total compensation of educators:** Since older teachers earn more, when retiring they are replaced with younger (less costly) teachers, although this overall benefit is offset by shift to 1.5% annual notch progression.

Introduction (2)

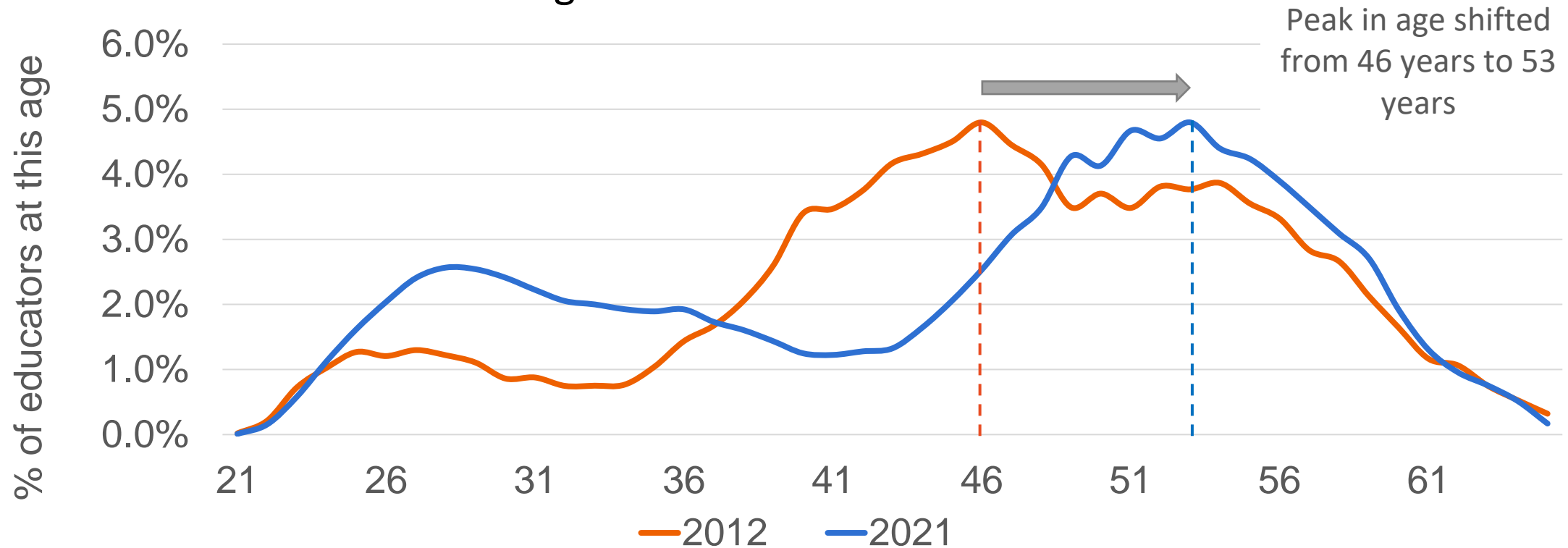


- As retirements increase, the required number of **new appointments will need to increase** to ensure that total educator numbers (at a minimum) stay at current levels and/or are sufficient to **meet learner enrolment growth** to **prevent deterioration in learner-educator ratios**.
- Planning will be required to ensure that provinces are ready for the sustained increase in appointments.
- If these positions are not filled, this could result in a further deterioration in the learner-educator ratio and lead to further increases in already large class sizes.

Introduction (3)



Educator age distribution in 2012 & 2021 in SA



Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed.

Objective



- In each province there are some differences in the age profile of teachers, differences in the expected growth of the school-going population and differences in expected teacher attrition (resignations & retirements).
 - ⇒ The year of the retirement wave peak will differ across provinces.
 - ⇒ Also some provinces need to accommodate much more growth in learners than others.

In this presentation, we highlight the situation in Western Cape to inform province-specific planning.

Overview

- 1 Age distributions
- 2 Projected retirements & resignations
- 3 Provincial population and enrolment trends
- 4 Public and independent school growth
- 5 Educator growth: Teachers and SMT positions
- 6 The implications for appointments and class sizes
- 7 Expected financial implications to 2030
- 8 Movement of educators: Between and within provinces
- 9 Gender imbalance in school management
- 10 Discussion

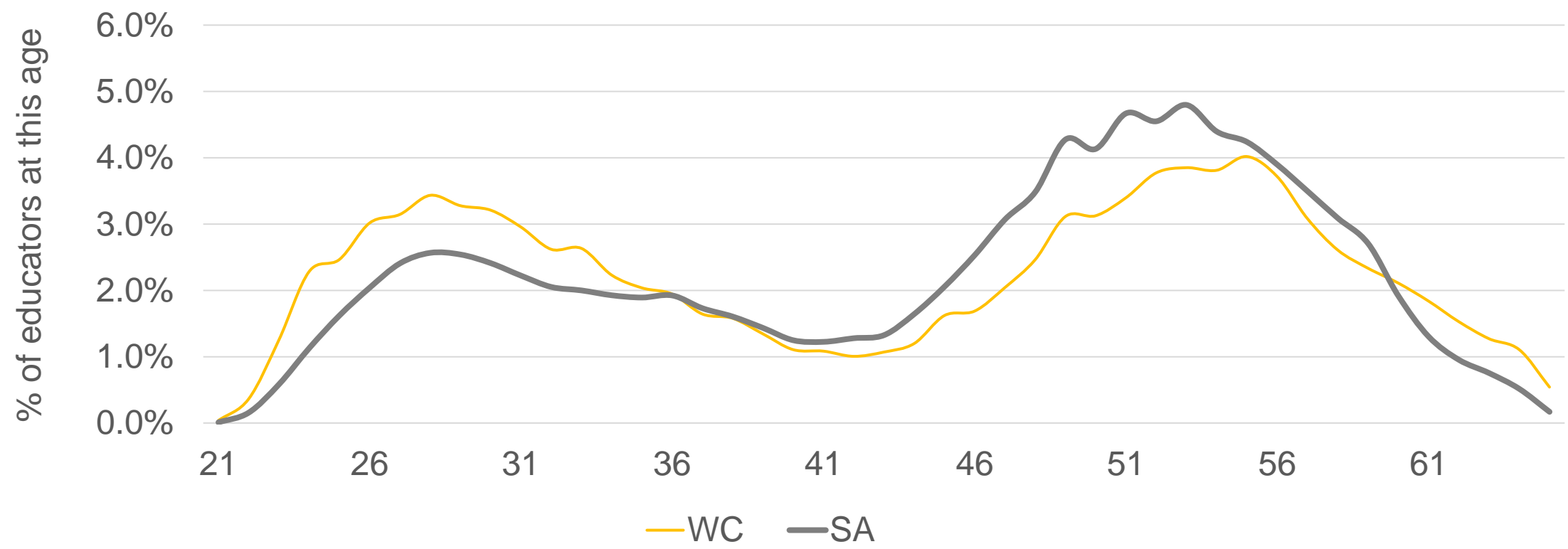
Western Cape educator demand summary

- **Age distribution:** The age distribution in the Western had a peak at around 55 years of age in 2021
- **Projected resignations and retirements:** Age-related retirement in the WC has already been high since about 2015; the number of senior educators (SMT positions and other specialists) that are retiring is expected to increase (73% were 50+ years old in 2021)
- **Enrolment and population growth:** Enrolment in WC ordinary schools grew by 22% from 2012 to 2021 (~230K learners), the school-aged population is forecast to grow by 15% (~200K learners) to 2030
- **School and educator growth:** From 2012 to 2021, the educator number in public schools increased but less than enrolment (+12%), increasing the LE ratio (excl. SGB). School numbers stayed constant.
- **SMT position changes:** In the WC, there has been a decline in the number of HODs (-9%), deputy principals (-3%), and principals (-13%) from 2012 to 2021, but teacher numbers increased (+22%)
- **Appointments and LE Ratio:** Increases in appointments are needed in response to enrolment growth; otherwise, the LE ratio will increase further (it rose from 28.9 to 31.5 from 2012 to 2021)
- **Projected educator cost trends:** WC will experience a fall in average cost of educators (especially for senior educators, real decline of ~7%). The decrease in educator unit cost should free up some budget to replace and grow the educator workforce, increase promotion rates or other spending
- **Educator movements:** Low movements into and out of the Western Cape, but the attrition rate of younger educators (aged 50 and below) is relatively high, about 6.5%.



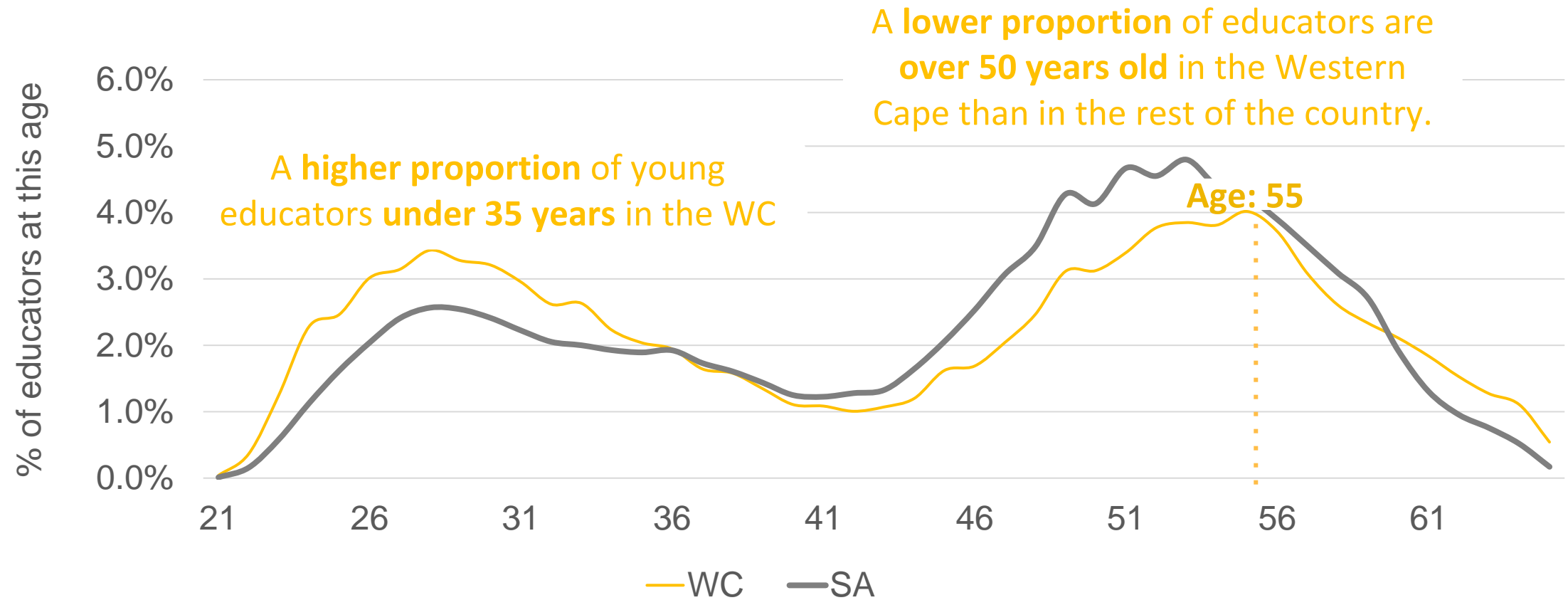
Age distributions and projected retirements and resignations

Educator age distribution (2021)



Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed.

Educator age distribution (2021)



Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed.

Older teacher proportions for senior educator and primary schools educators

Percentage of educators aged 50+ in 2021

Province	All educators	Senior educators (HOD, Dep.- principals, Principals & Other)	Primary school educators
EC	51%	71%	58%
FS	43%	65%	49%
GP	41%	65%	42%
KN	39%	65%	44%
LP	58%	81%	63%
MP	50%	73%	55%
NC	43%	69%	44%
NW	47%	70%	52%
WC	42%	73%	40%

Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed. The 2021 rankclass file was expanded to include ranks found only in years prior to 2021, used to classify educators by rank. Primary school only includes all educators that are in a component that is classified as a Primary school.

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EC	51%	71%	58%
FS	43%	65%	49%
GP	41%	65%	42%
KN	39%	65%	44%
LP	58%	81%	65%
MP	50%	73%	55%
NC	43%	69%	44%
NW	47%	70%	52%
WC	42%	73%	40%

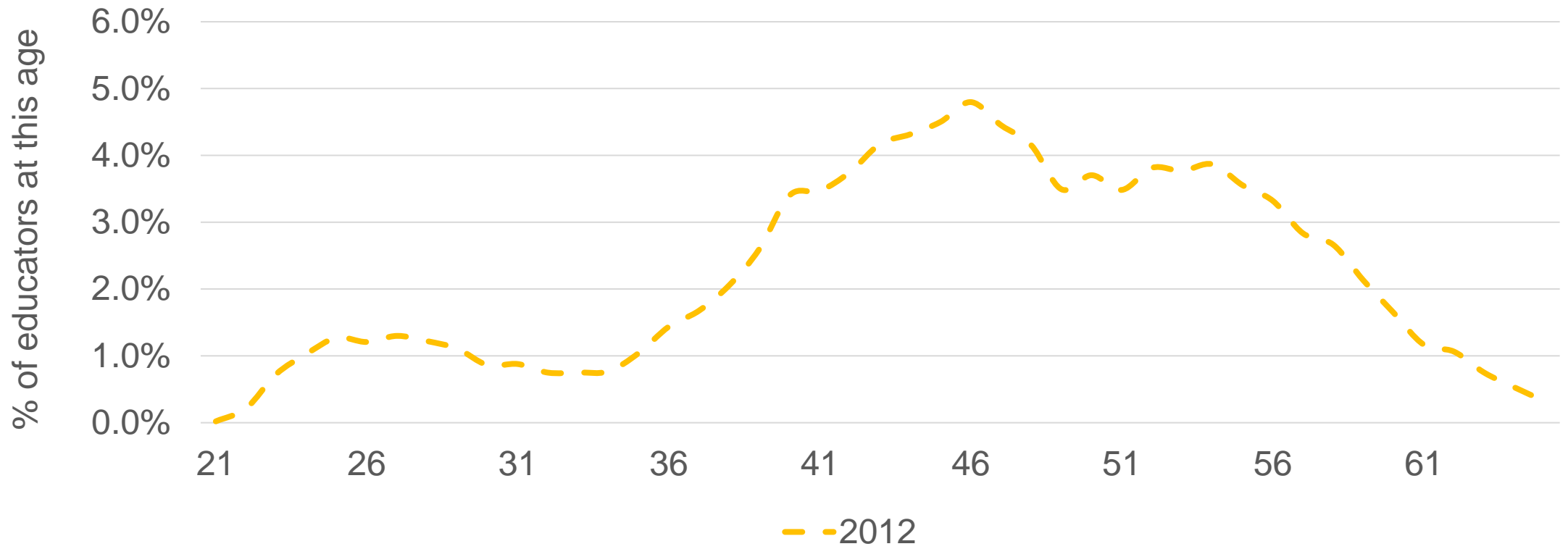
Large numbers of SMT positions and education specialists were aged 50 years and older in 2021 in the WC

Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed. The 2021 rankclass file was expanded to include ranks found only in years prior to 2021, used to classify educators by rank. Primary school only includes all educators that are in a component that is classified as a Primary school.

Educator age distribution 2012, 2021 & 2030



Assume constant 2021 educator numbers

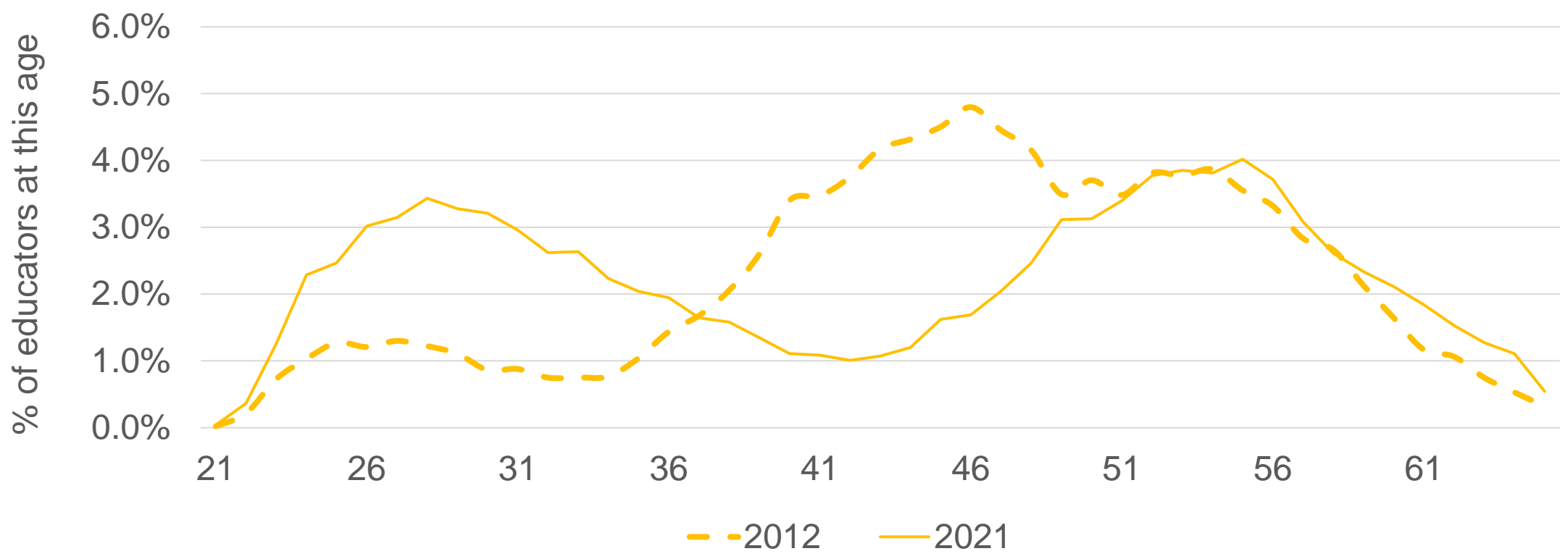


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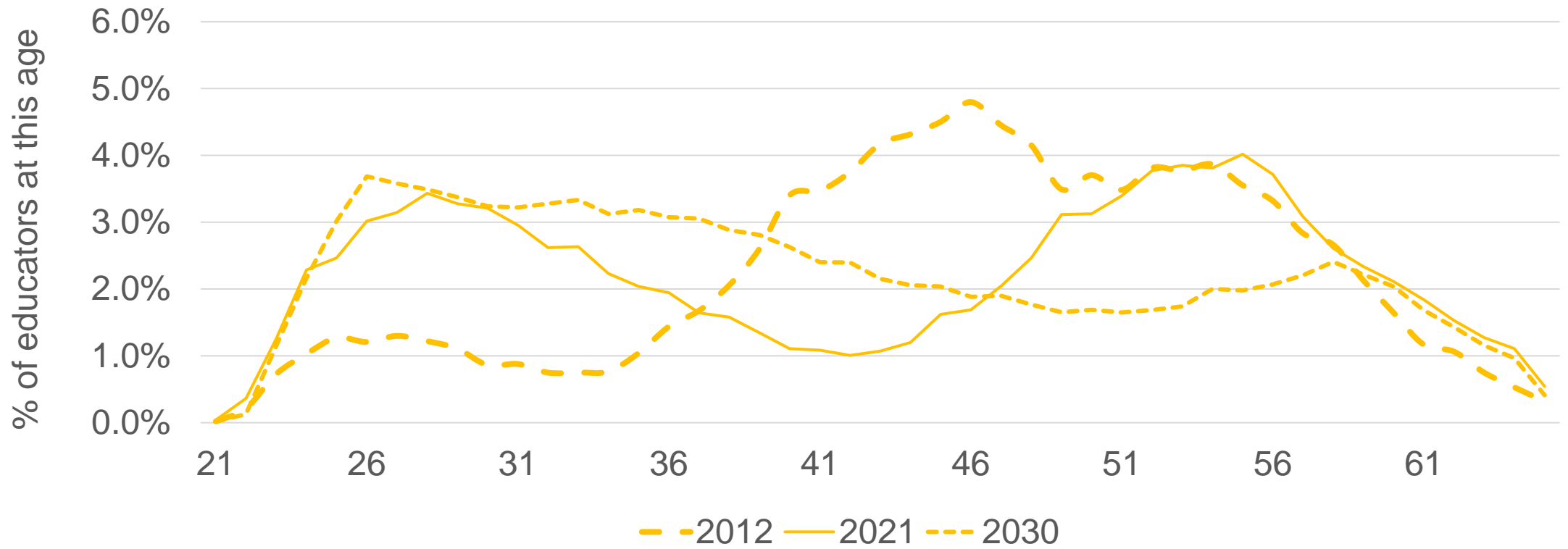


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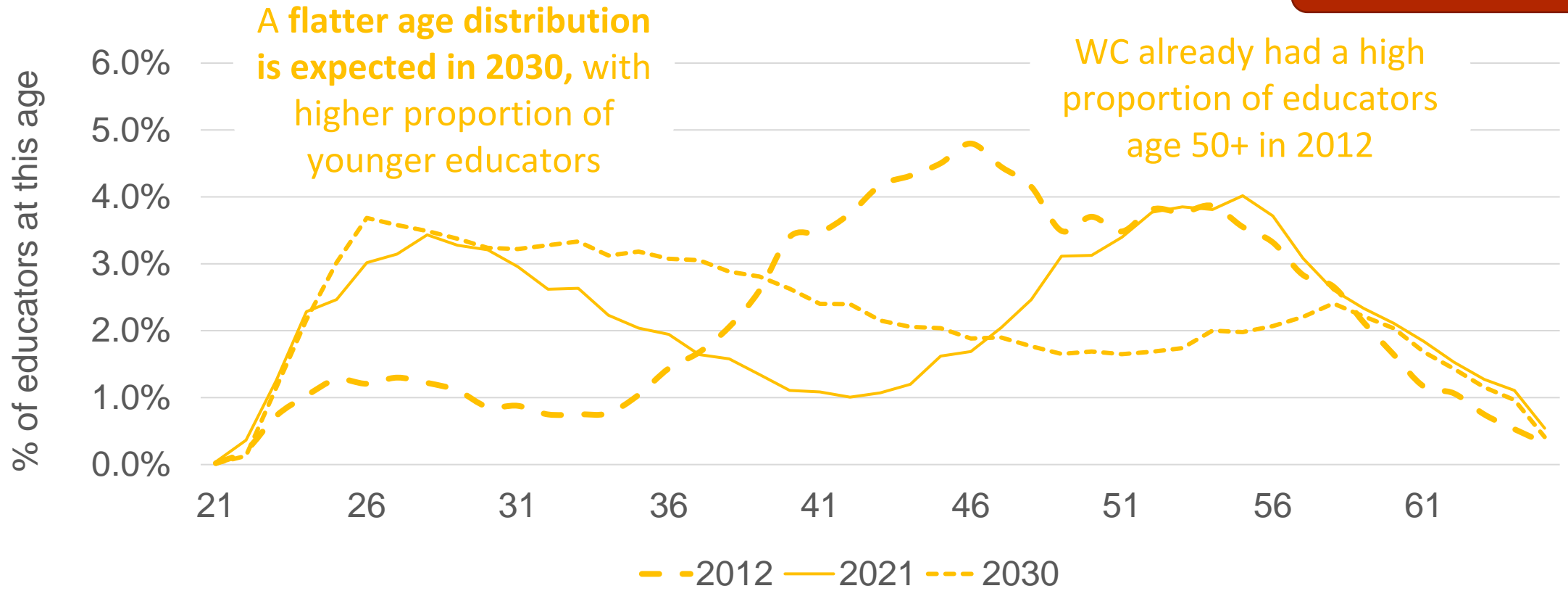


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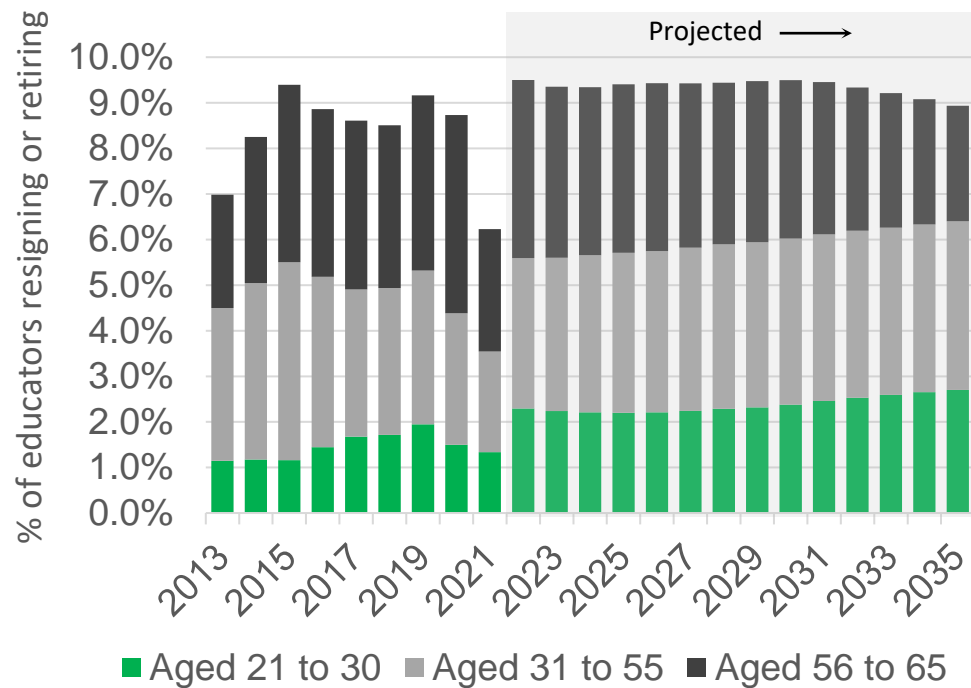


Source: Anonymised PERSAL data from 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed.

Projected resignation & retirements (WC)

Assume constant 2021
educator numbers

Proportion of Educators



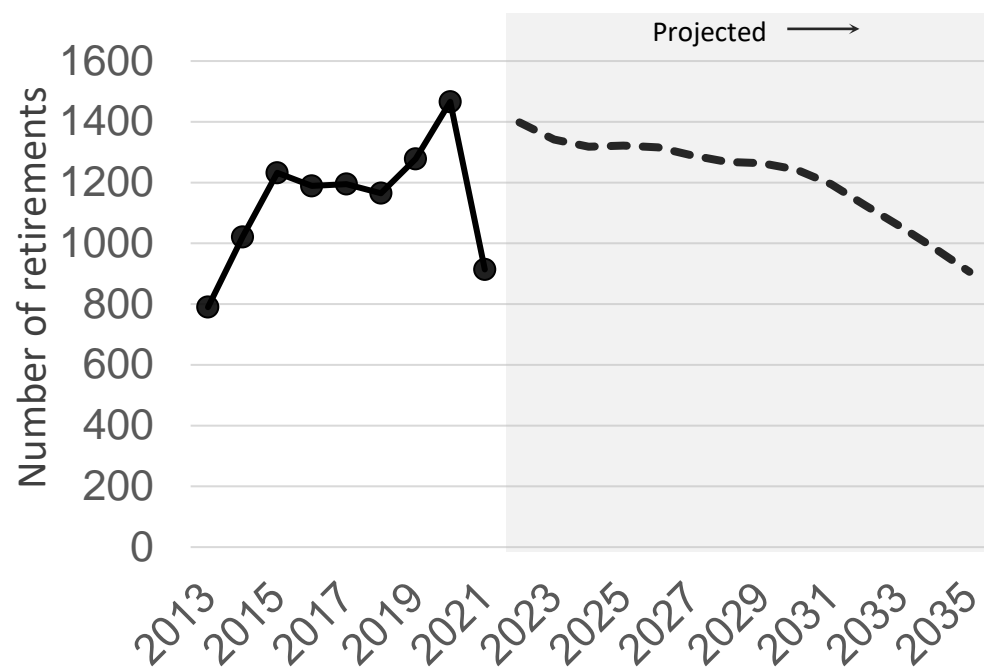
- The majority of educators that exit PERSAL in the Western Cape are aged 55 and below
- The number of young teachers (ages 21-30) resigning is projected to increase as the number of newly hired young teachers increases
- The proportion of retirements of total leavers is expected to decline from 2022 to 2030

Source: Anonymised 10-year PERSAL data, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers and ABET teachers were removed. Estimates to 2035 derived from the National and provincial models – assumption of no growth in educator numbers.

Projected resignation & retirements (WC)

Assume constant 2021 educator numbers

Retirement headcount



- The number of retirements in the Western Cape is roughly at its peak in about 2022-2025
- The number of retirements is projected to decrease from about 1,400 in 2022 to about 900 in 2035

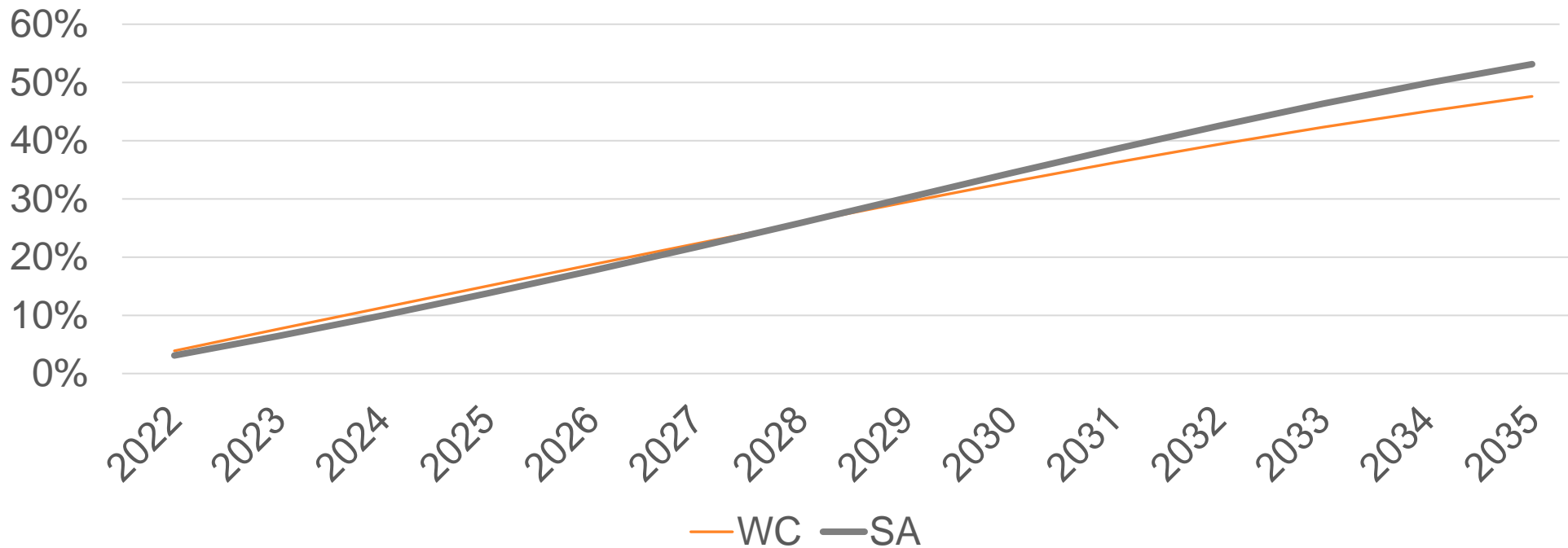
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Older leaver trend estimates to 2035



Assume constant 2021 educator numbers

Cumulative proportion of estimated leavers aged 56-65 as a proportion of total educators in 2022



About 17,000 educators estimated to retire by 2035 in the WC (48% of total educators in 2021)

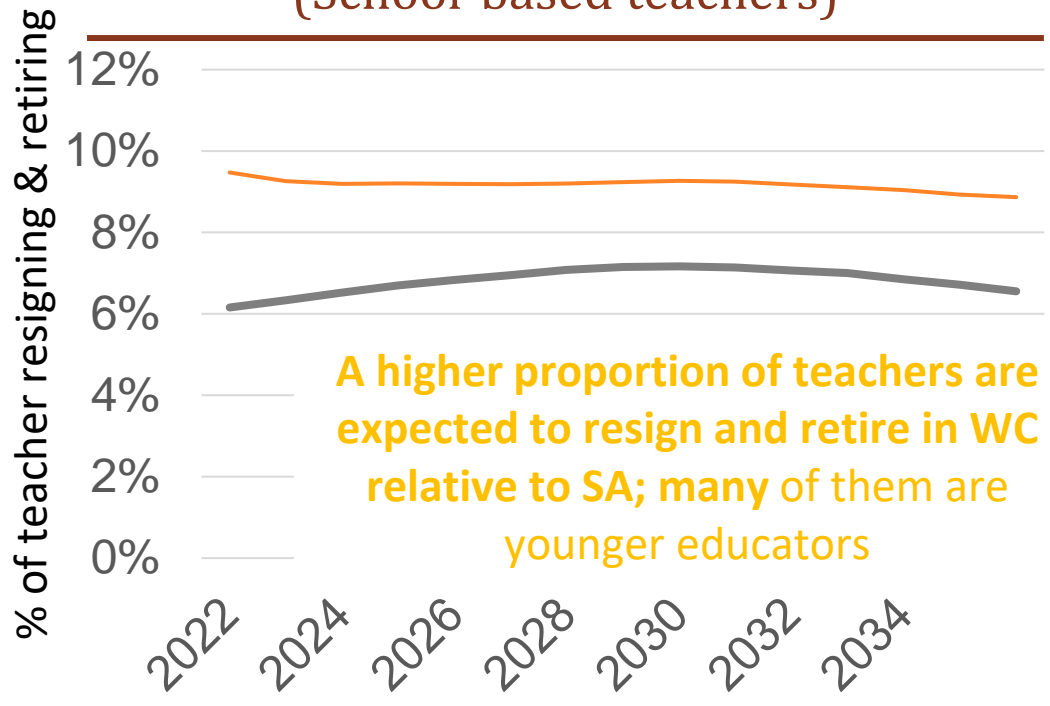
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Projected educators leaving

Assume constant 2021 educator numbers

Teachers

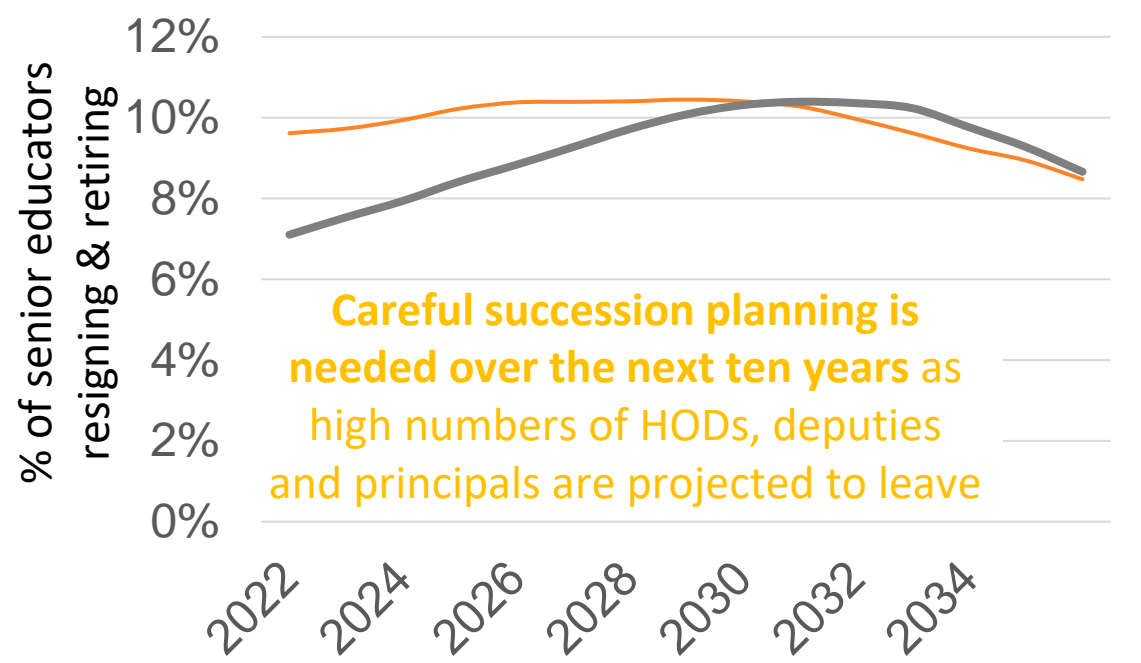
(School-based teachers)



A higher proportion of teachers are expected to resign and retire in WC relative to SA; many of them are younger educators

Senior educator

(HODs, Deputy's, Principals & Other)



Careful succession planning is needed over the next ten years as high numbers of HODs, deputies and principals are projected to leave

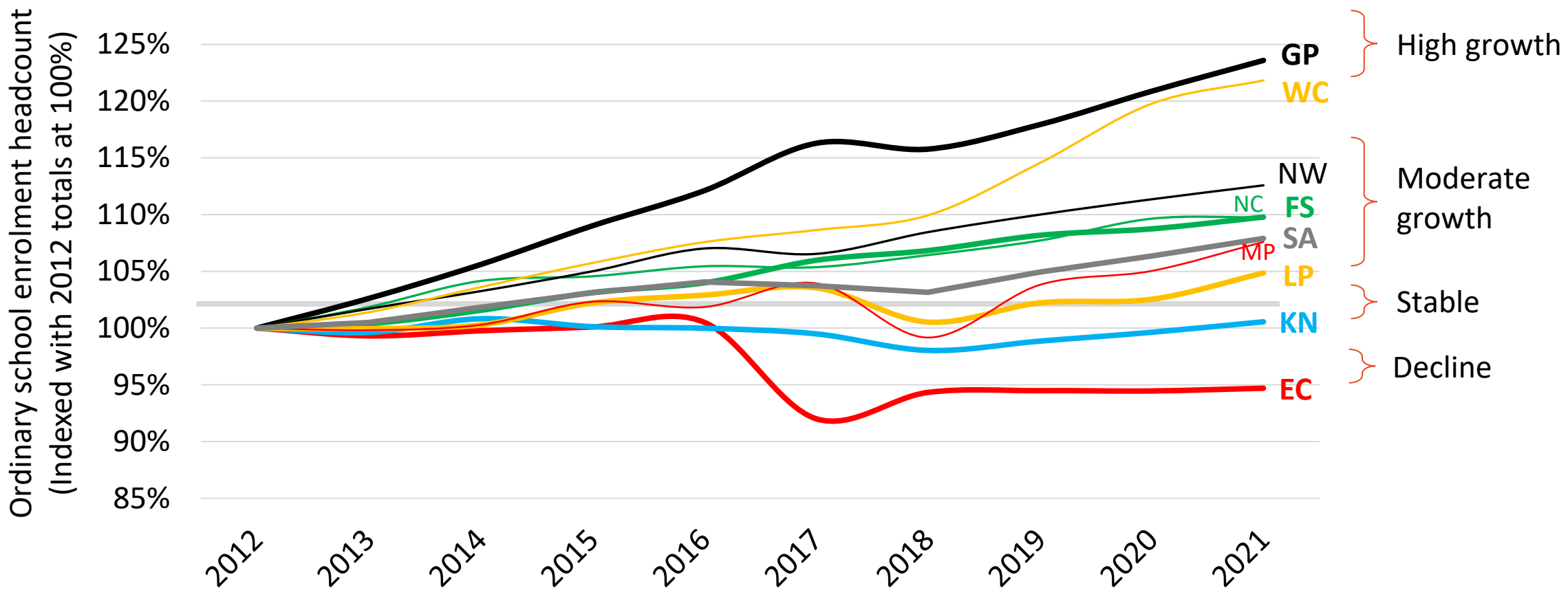
—WC —SA

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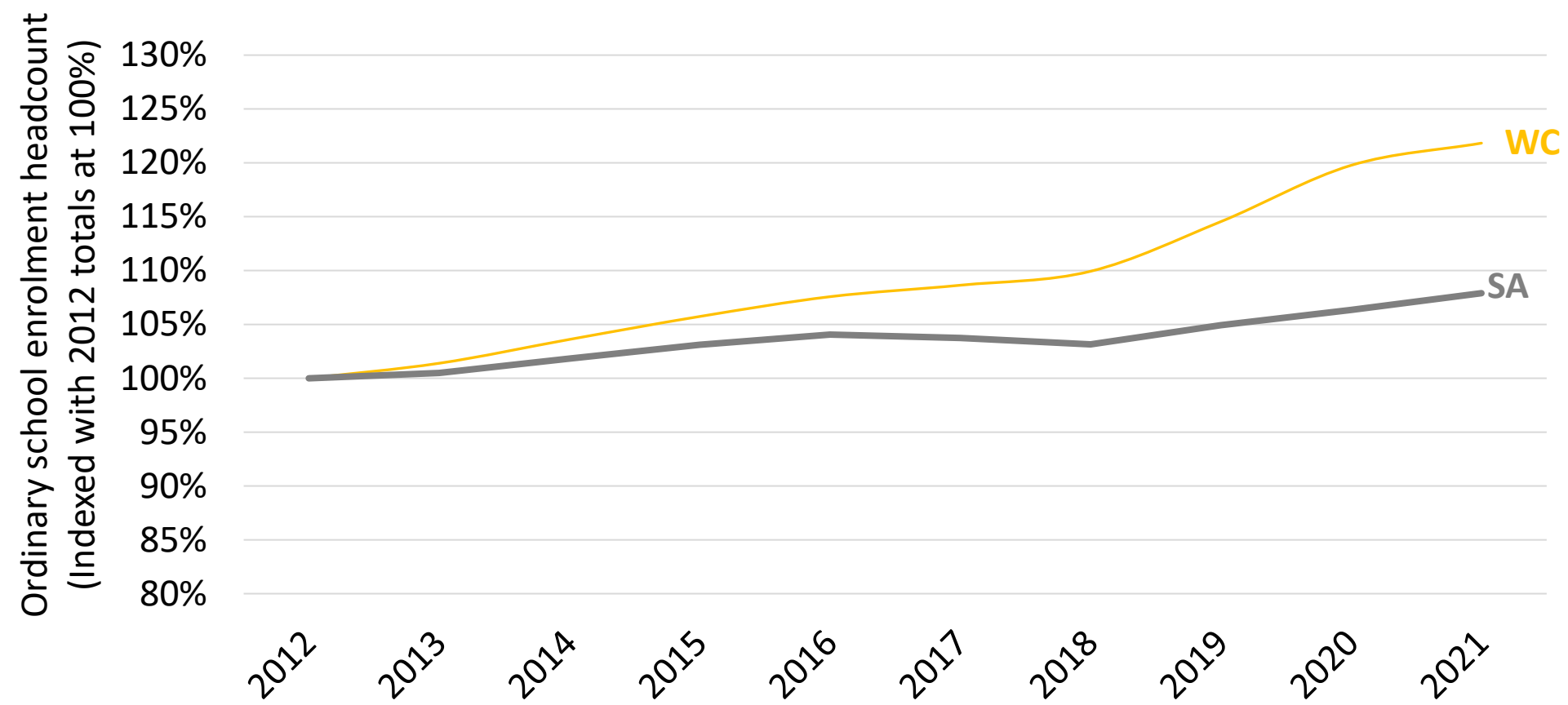
Provincial population and enrolment trends

Provincial enrolment trends (2012-2021)



Source: Enrolment numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, using total numbers for ordinary public and independent schools.

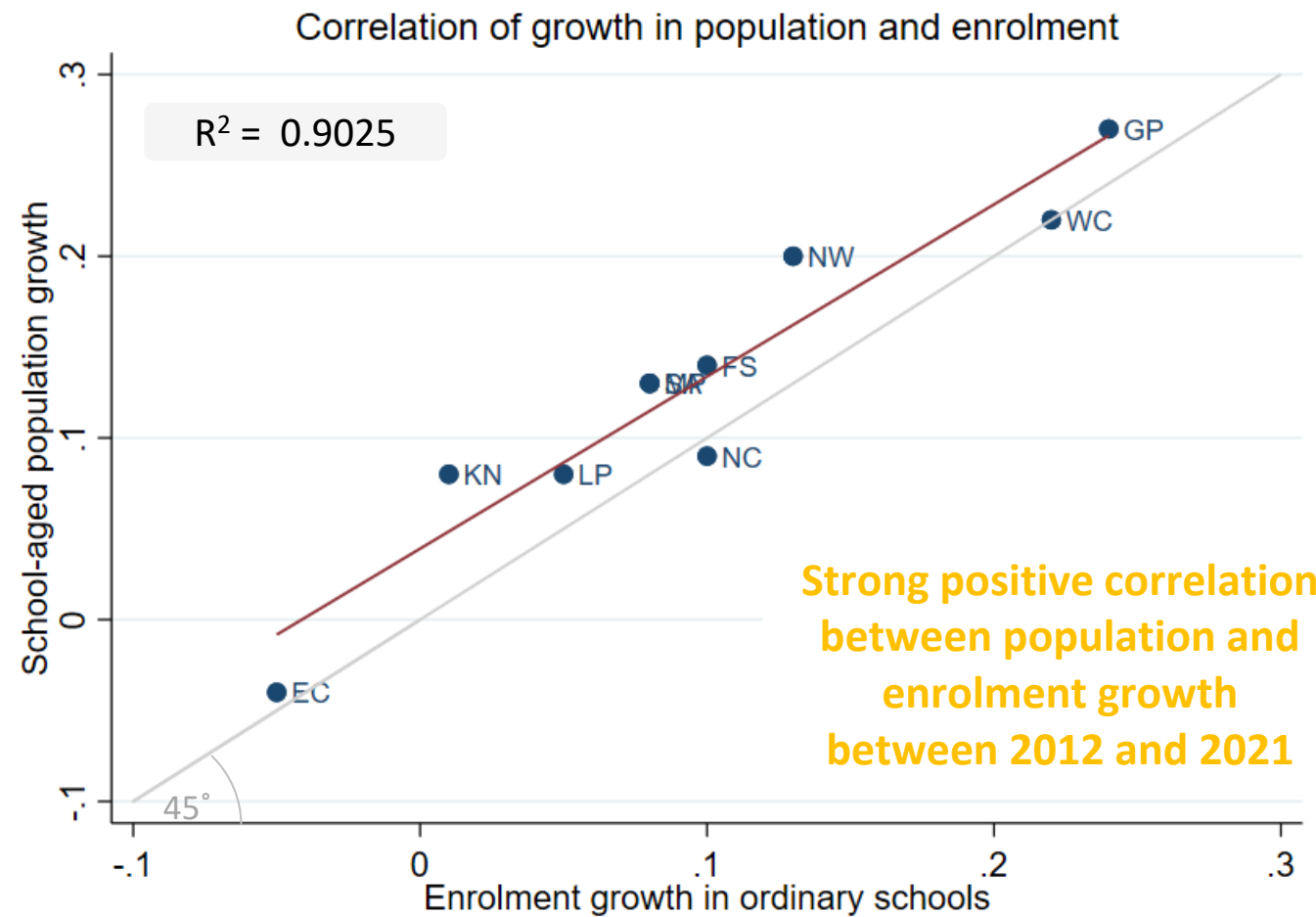
Provincial enrolment trends (2012-2021)



Enrolment in Western Cape ordinary schools grew by **22%** from 2012 to 2021

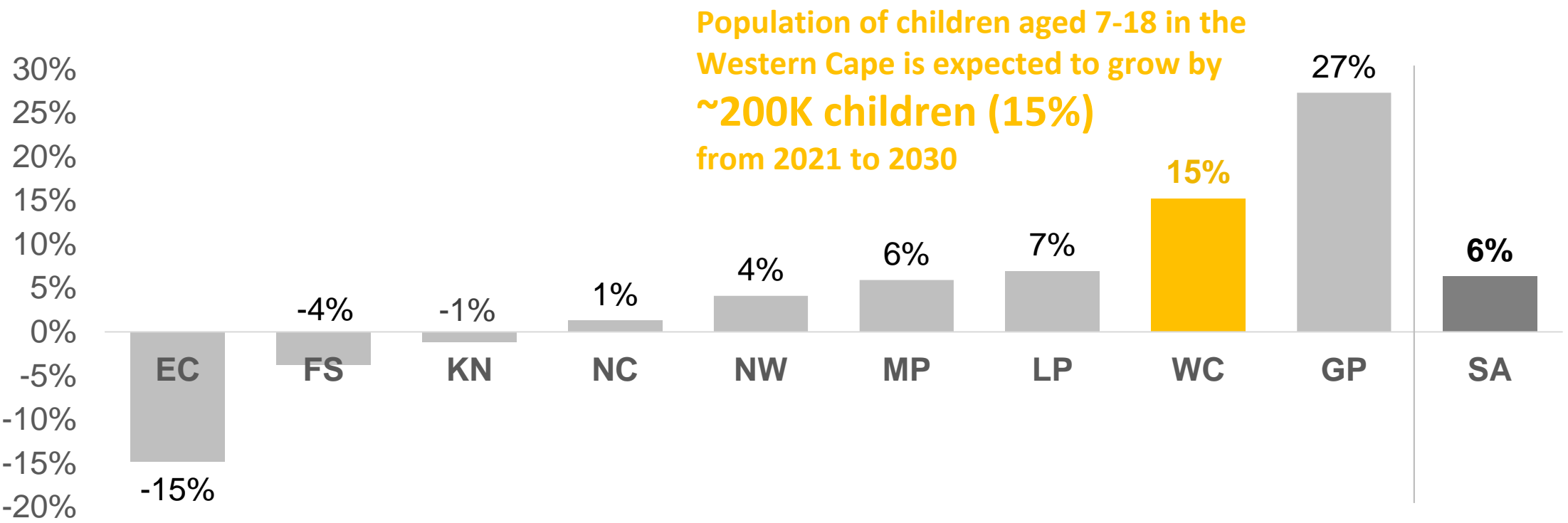
Source: Enrolment numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, using total numbers for ordinary public and independent schools.

Correlation between population and enrolment growth (2012-2021)



Source: Thembisa age specific data V4.5 for school-aged population (Ages 7-18) estimates and enrolment taken from School Realities-EMIS (2012 – 2021) released by the DBE, for numbers on ordinary public and independent schools (Statistical Publications (education.gov.za))

Projected growth in school-aged population

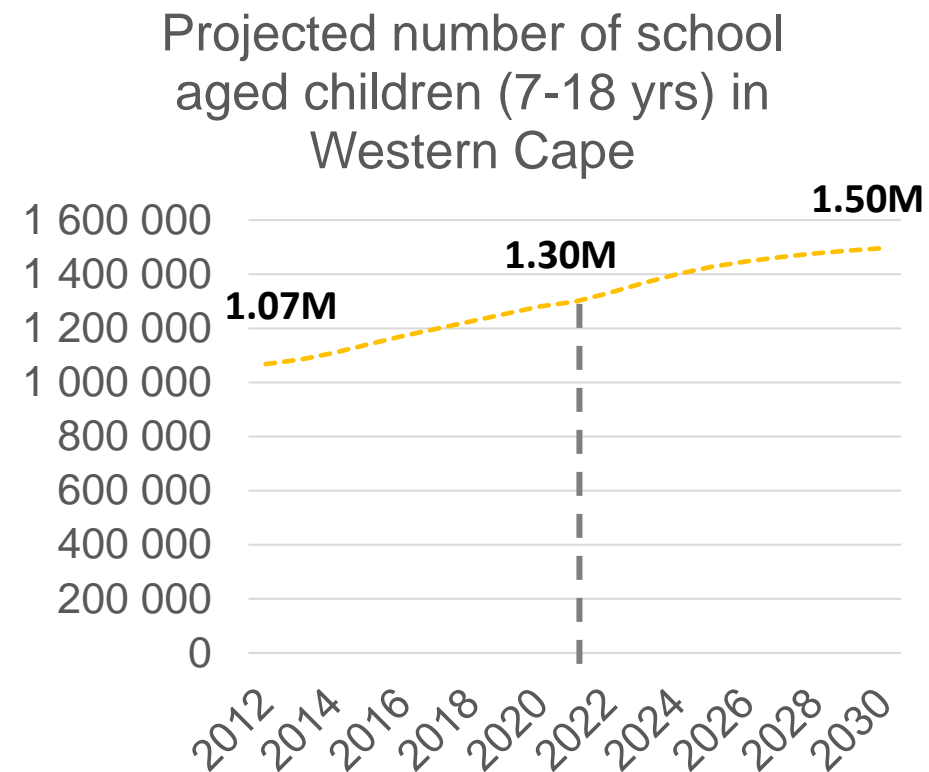


Note: Period 2021 – 2030 is the same timeframe, nine years, as 2012 – 2021.

Source: Thembisa age-specific estimates from the model V4.5 for children aged 7-18 by province

School aged-population estimates to 2030

Province	Number of children Aged 7-18			Growth '12-21	Growth '21-30
	2012	2021	2030E		
EC	1 657 202	1 598 475	1 361 637	-4%	-15%
FS	592 445	676 489	650 820	14%	-4%
GP	1 962 793	2 498 533	3 180 884	27%	27%
KN	2 485 822	2 690 378	2 657 716	8%	-1%
LP	1 395 864	1 507 386	1 612 125	8%	7%
MP	977 749	1 100 594	1 165 728	13%	6%
NC	254 075	277 560	281 208	9%	1%
NW	742 943	893 530	930 323	20%	4%
WC	1 068 009	1 298 801	1 496 731	22%	15%
Total	11 136 902	12 541 746	13 337 172	13%	6%



Note: Period 2021 – 2030 is the same timeframe, nine years, as 2012 – 2021.

Source: Thembisa age-specific estimates from the model V4.5 for children aged 7-18 by province



Public and independent school growth

Educator, school and enrolment growth

% growth from 2012 - 2021

Province	Number of educators	Number of teachers	Number of public ordinary schools	Enrolment in public ordinary schools	Enrolment in ordinary schools	Est. school-aged population
EC	-17%	-20%	-8%	-6%	-5%	-4%
FS	-13%	-13%	-27%	9%	10%	14%
GP	21%	28%	1%	20%	24%	27%
KN	-5%	-3%	-3%	1%	1%	8%
LP	-8%	-2%	-7%	4%	5%	8%
MP	3%	7%	-8%	7%	8%	13%
NC	6%	9%	-3%	9%	10%	9%
NW	2%	4%	-9%	12%	13%	20%
WC	12%	22%	0%	21%	22%	22%
SA	-1%	2%	-6%	7%	8%	13%

Source: Educator numbers from anonymised PERSAL data from 2012 and 2021, only educators (Rank 60 000 – 69 999) are considered. Thembisa age specific data V4.5 for school-aged population (Ages 7-18) estimates and enrolment and school numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, for numbers on ordinary public and independent schools ([Statistical Publications \(education.gov.za\)](https://www.education.gov.za))

Educator, school and enrolment growth



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LP						
MP						
NC						
NW	27%	47%	-9%	127%	157%	207%
WC	12%	22%	0%	21%	22%	22%
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The increase in the number of all publicly paid educators in the Western Cape is much lower than the growth in enrolment....

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Educator, school and enrolment growth



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WC	12%	22%	0%	21%	22%	22%
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The increase in the number of L1 teachers in the Western Cape appears to be more responsive to growth in enrolment....

Educator, school and enrolment growth



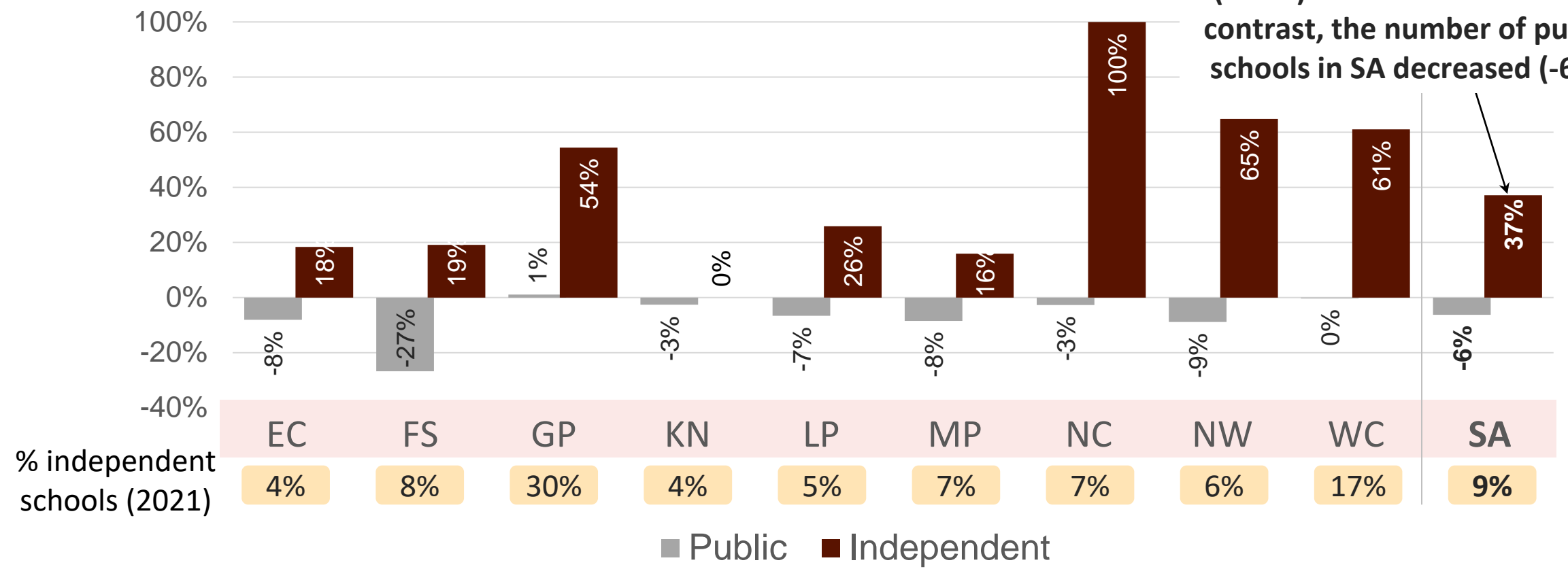
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Enrolment and educator numbers grew in the Western Cape, whilst the number of public ordinary schools remained constant....

School growth from 2012 to 2021



School growth was driven by independent school growth (+37%) from 2012 to 2021. In contrast, the number of public schools in SA decreased (-6%)

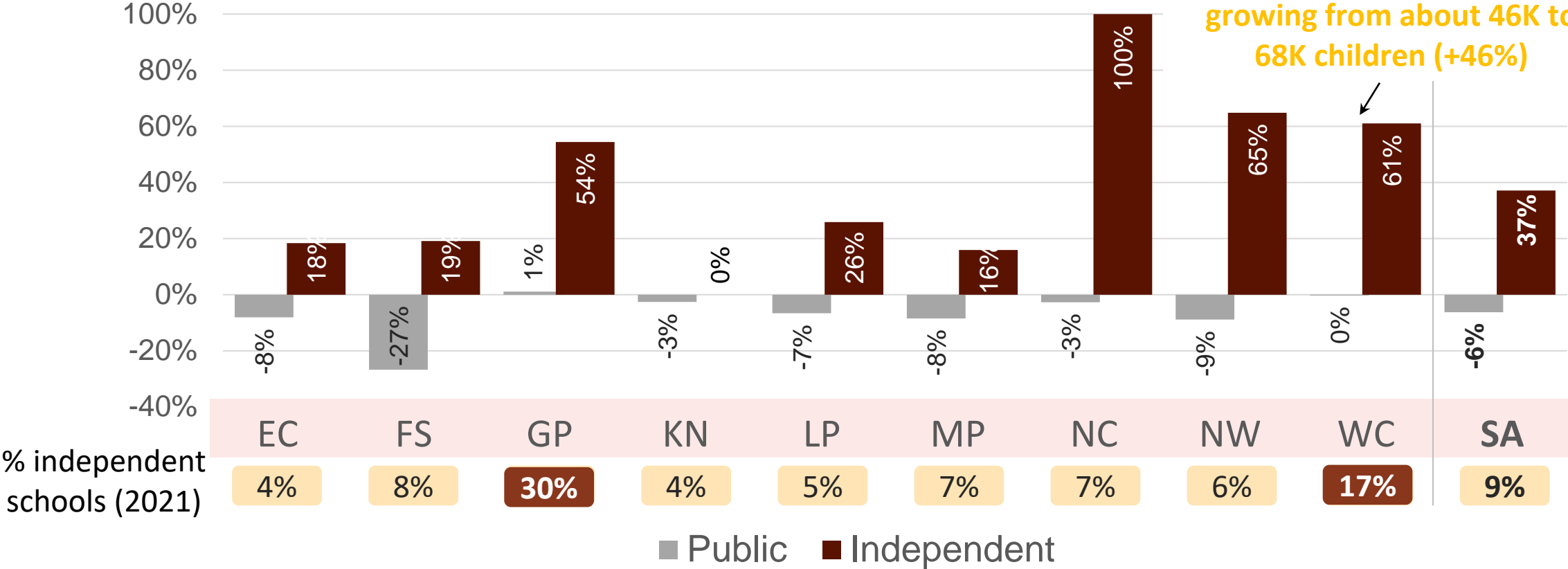


Source: School numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, for numbers on ordinary public and independent schools ([Statistical Publications \(education.gov.za\)](http://StatisticalPublications.education.gov.za))

School growth from 2012 to 2021



High growth in the number of independent schools in the WC (+61%), with enrolment growing from about 46K to 68K children (+46%)



Source: School numbers taken from School Realities-EMIS (2012 – 2021) released by the DBE, for numbers on ordinary public and independent schools (Statistical Publications (education.gov.za))



Educator growth by teachers and SMT positions

Changes in teacher and SMT numbers

Province	Teacher				HOD				Deputy-Principal				Principal			
	2012	2021	Diff	% change	2012	2021	Diff	% change	2012	2021	Diff	% change	2012	2021	Diff	% change
EC	50 295	40 115	-10 180	-20%	5 870	6 196	326	6%	1 342	1 453	111	8%	5 294	4 755	- 539	-10%
FS	20 148	17 561	-2 587	-13%	2 685	2 470	- 215	-8%	852	768	- 84	-10%	1 224	892	- 332	-27%
GP	47 233	60 677	13 444	28%	8 708	9 209	501	6%	2 565	2 850	285	11%	2 162	1 959	- 203	-9%
KN	73 050	71 000	-2 050	-3%	11 289	10 330	- 959	-8%	2 642	2 342	- 300	-11%	5 584	5 055	- 529	-9%
LP	44 998	44 317	- 681	-2%	6 090	3 762	-2 328	-38%	1 562	778	- 784	-50%	3 510	3 316	- 194	-6%
MP	26 127	27 857	1 730	7%	4 047	4 055	8	0%	1 108	1 114	6	1%	1 790	1 450	- 340	-19%
NC	7 257	7 929	672	9%	1 034	1 094	60	6%	294	365	71	24%	587	488	- 99	-17%
NW	21 305	22 261	956	4%	2 994	3 023	29	1%	902	1 041	139	15%	1 698	1 338	- 360	-21%
WC	23 579	28 665	5 086	22%	4 065	3 700	- 365	-9%	1 334	1 297	- 37	-3%	1 531	1 339	- 192	-13%
SA	313 992	320 382	6 390	2%	46 782	43 839	-2 943	-6%	12 601	12 008	- 593	-5%	23 380	20 592	-2 788	-12%

Source: Anonymised PERSAL data from 2012 and 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners, TVET lecturers, and ABET teachers were removed. The 2021 rankclass file was expanded to include ranks found only in years prior to 2021.

Changes in teacher and SMT numbers

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Large decline in principal numbers between 2012 and 2021
(principal appointments still in progress, potentially delayed by COVID)

Changes in teacher and SMT numbers



Decline in HOD and deputy principal numbers between 2012 and 2021, possibly due to budget constraints

Province	Teacher				HOD				Deputy-Principal				Principal			
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Proportional split by educator rank

	All Educators		Teacher		HOD		Dep.-Principal		Principal		Other	
	2012	2021	2012	2021	2012	2021	2012	2021	2012	2021	2012	2021
EC	100%	100%	78% ↓	75%	9% ↑	12%	2.1% ↑	2.7%	8.2%	8.8%	2.5%	2.4%
FS	100%	100%	78%	78%	10%	11%	3.3%	3.4%	4.7%	4.0%	3.7%	3.3%
GP	100%	100%	74% ↑	79%	14%	12%	4.0%	3.7%	3.4% ↓	2.6%	4.4%	2.7%
KN	100%	100%	77%	79%	12%	11%	2.8%	2.6%	5.9%	5.6%	2.1%	1.3%
LP	100%	100%	78% ↑	84%	11% ↓	7%	2.7% ↓	1.5%	6.1%	6.3%	2.1%	1.5%
MP	100%	100%	76% ↑	79%	12%	12%	3.2%	3.2%	5.2% ↓	4.1%	3.2%	1.8%
NC	100%	100%	75%	77%	11%	11%	3.0% ↑	3.6%	6.1% ↓	4.8%	5.1%	3.9%
NW	100%	100%	76%	78%	11%	11%	3.2%	3.7%	6.1% ↓	4.7%	3.7%	2.6%
WC	100%	100%	74% ↑	80%	13% ↓	10%	4.2% ↓	3.6%	4.8% ↓	3.7%	4.1%	2.1%
SA	100%	100%	77%	79%	11%	11%	3.1%	3.0%	5.7%	5.1%	3.1%	2.1%

Source: Anonymised PERSAL data from 2012 and 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners TVET lecturers and ABET teachers were removed. The 2021 rankclass file was expanded to include ranks found only in years prior to 2021. The percentage within each rank is calculated taking the total number of educator in that year for that rank over the total number of educators in that year.

Proportional split by educator rank



	All Educators		Teacher		HOD		Dep.-Principal		Principal		Other	
	2012	2021	2012	2021	2012	2021	2012	2021	2012	2021	2012	2021
EC	100%	100%	78%	75%	9%	12%	2.1%	2.7%	8.2%	8.8%	2.5%	2.4%
FS	100%	100%	78%	78%	10%	11%	3.3%	3.4%	4.7%	4.0%	3.7%	3.3%
GP	100%	100%	74%	79%	14%	12%	4.0%	3.7%	3.4%	2.6%	4.4%	2.7%
KN	100%	100%	77%	79%	12%	11%	2.8%	2.6%	5.9%	5.6%	2.1%	1.3%
LP	100%	100%	78%	84%	11%	7%	2.7%	1.5%	6.1%	6.3%	2.1%	1.5%
MP	100%	100%										3%
NC	100%	100%										3%
NW	100%	100%	70%	70%	11%	11%	3.2%	3.1%	0.1%	4.1%	3.1%	2.6%
WC	100%	100%	74%	80%	13%	10%	4.2%	3.6%	4.8%	3.7%	4.1%	2.1%
SA	100%	100%	77%	79%	11%	11%	3.1%	3.0%	5.7%	5.1%	3.1%	2.1%

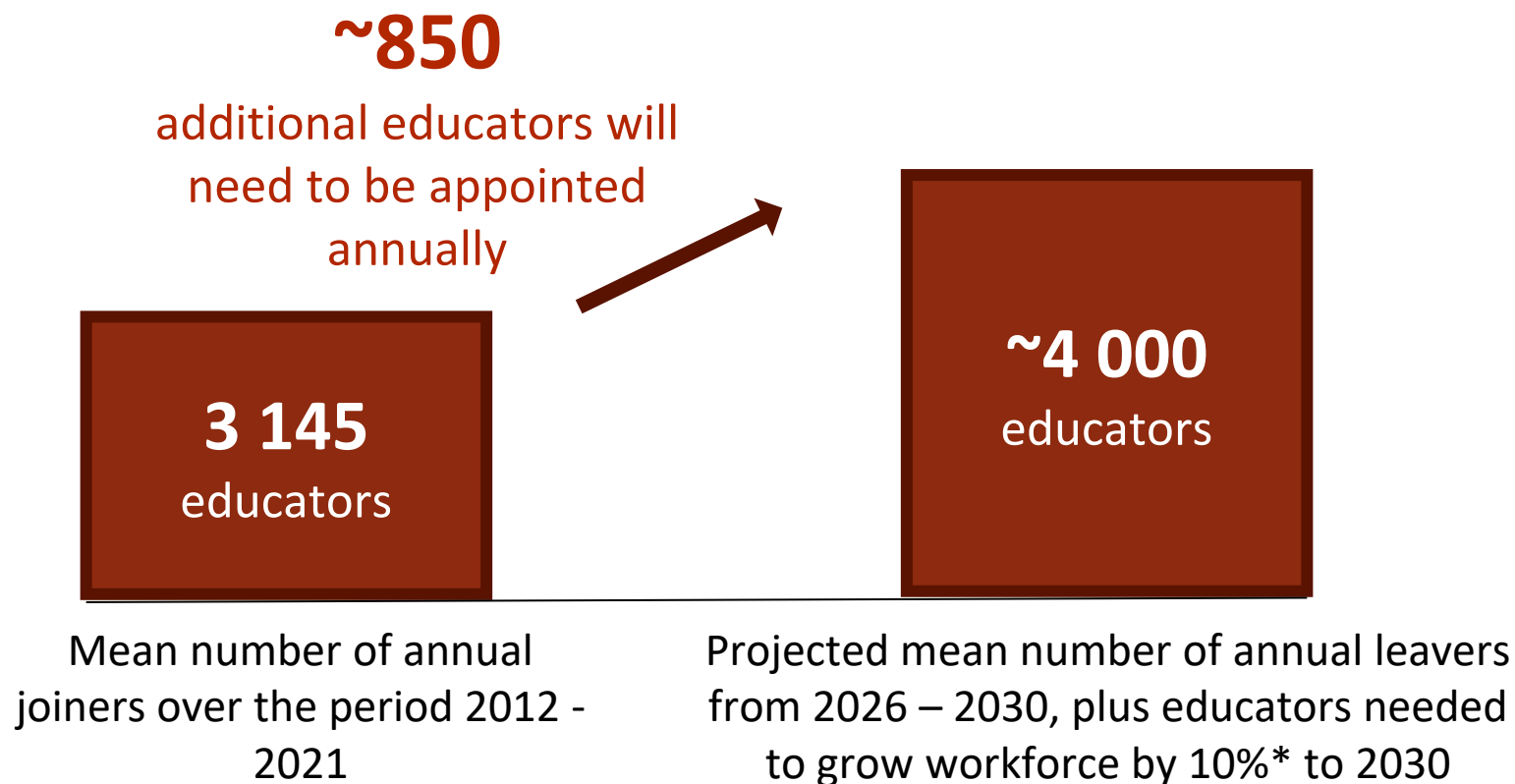
The portions of the different educator ranks in the Western Cape appear to be roughly in line with the national average in 2021

Source: Anonymised PERSAL data from 2012 and 2021, only educators (Rank 60 000 – 69 999) are considered. ECD practitioners TVET lecturers and ABET teachers were removed. The 2021 rankclass file was expanded to include ranks found only in years prior to 2021. The percentage within each rank is calculated taking the total number of educator in that year for that rank over the total number of educators in that year.



Implications for appointments, class sizes and infrastructure

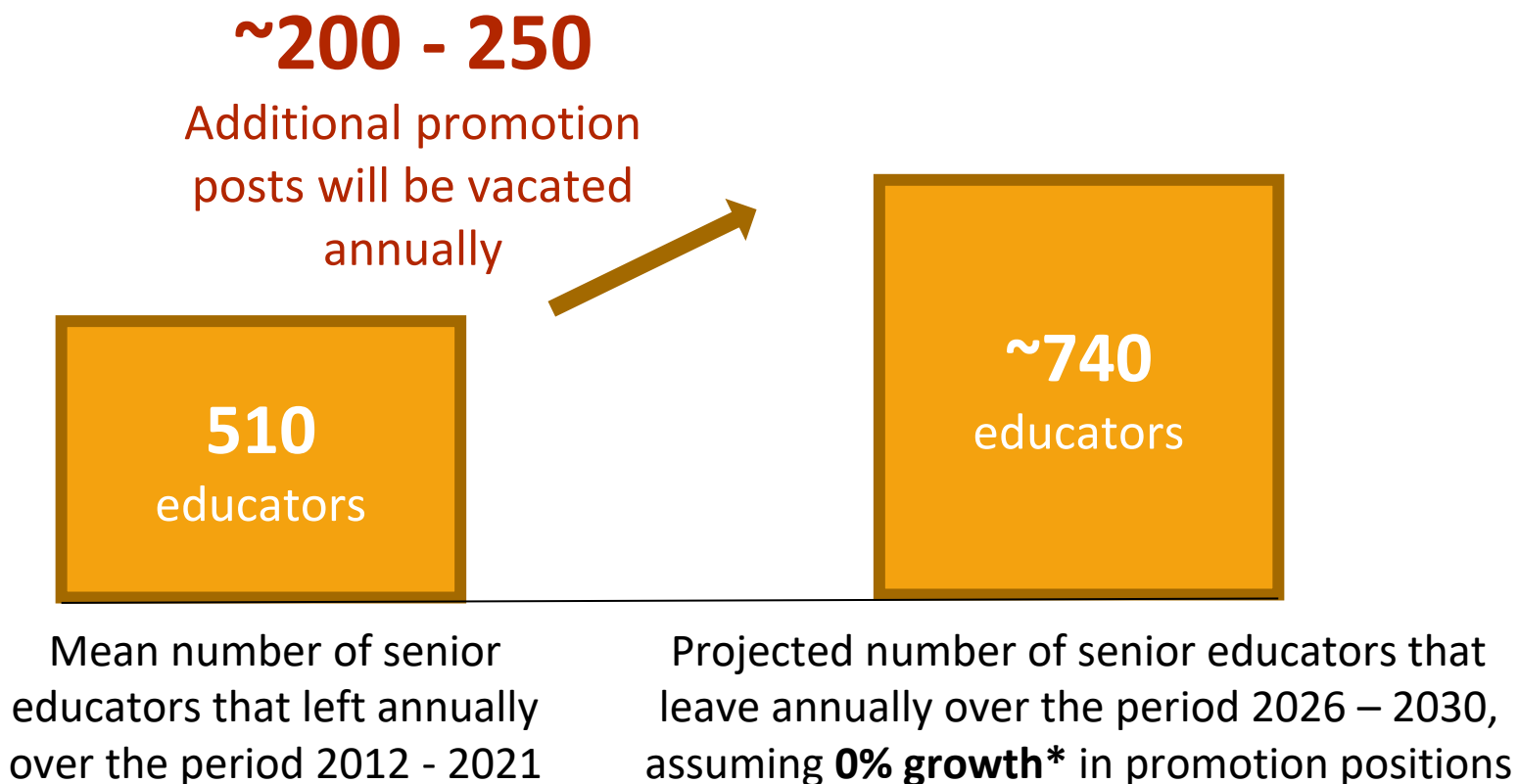
Projected increase in appointments & promotions



- Increase in expected annual over the period 2026 to 2030 relative to 2012 to 2021, if growth in the workforce (~+10%) is assumed
- Appointment processes will need to be strengthened

*Assumes total educator numbers increase by ~400 educators annually between 2022 - 2030

Projected increase in appointments & promotions

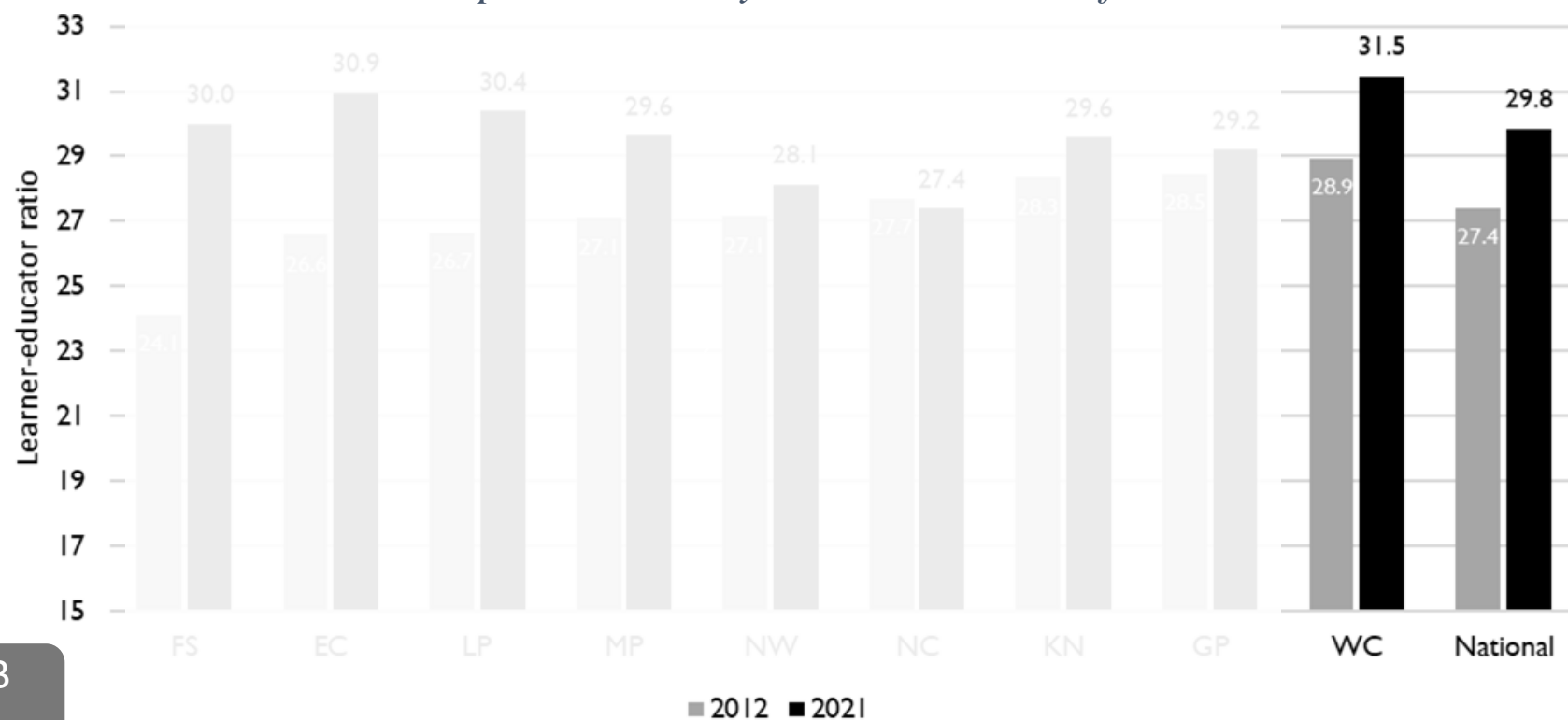


- Increase in expected annual promotions over the period 2026 to 2030 relative to 2012 to 2021 of about 45%.
- Promotion processes will need to be strengthened, and careful succession planning will be required

*A conservative estimate, as this assumes only existing posts will be filled, no new posts created

Learner-public educator ratios ('12 & '21)

National and provincial learner-to-public-educator ratios in 2012 and 2021, grades 1 to 12 in public ordinary schools in South Africa

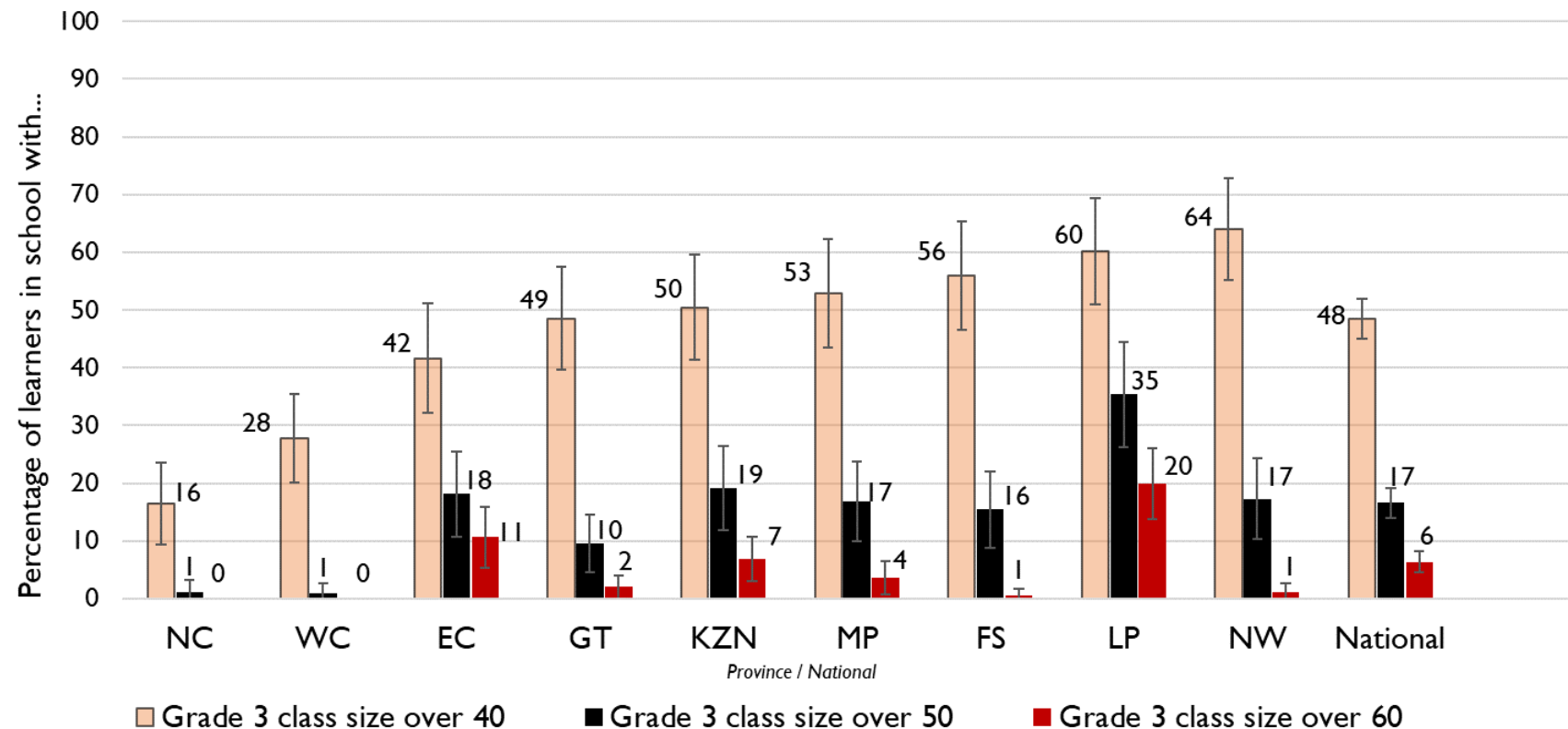


Excl. SGB teachers

LE ratio rose from 28.9 learners per educator to 31.5 learners per educator in Western Cape, more than the national average.

However, some of this is offset by SGB positions.

Grade 3 class sizes (2017/18 School Monitoring Survey)



Data source: SMS 2017/18. Learner weights applied. Educator responses averaged at school level. Technically estimates should be interpreted in relation to grade 6 learners. FS = Free State, EC = Eastern Cape, LP = Limpopo Province, MP = Mpumalanga Province, NC = Northern Cape, KN = KwaZulu-Natal, GP = Gauteng, WC = Western Cape.

Post-provisioning guidelines - Class sizes should not exceed 35 in Grade 3.

% of learners in grade 3 classes > 40:
48% in SA, 28% in WC

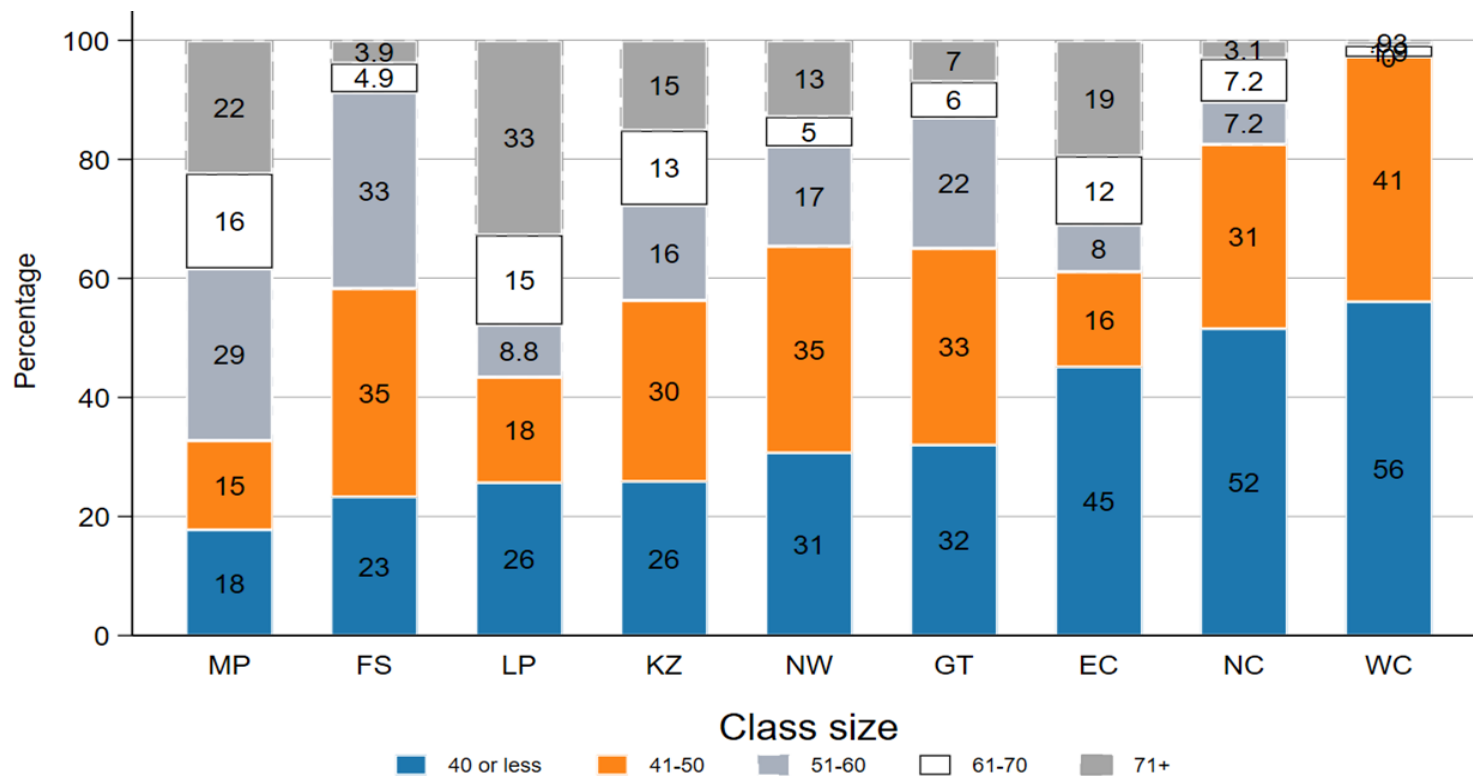
% of learners in grade 3 classes > 50:
17% in SA, ~1% in WC

% of learners in grade 3 classes > 60:
6% in SA, ~0% in WC

Note: Nationally, grade 3 enrolment numbers had been rising from about 2011 and peaked in 2017 before starting to decline slightly, stabilising at about 1,1 million in 2021 (Gustafsson 2022a, p10-11). Holding other things constant, grade 3 class sizes will be similar or slightly smaller in 2022 than what is seen in these 2017/18 SMS estimates.

Largest classes - School Monitoring Survey 2017/18

Percentage of grade 6 learners in schools with an educator reporting that their **largest** class is in the following class size category, disaggregated by province (SMS 2017/18)



Source: Figure 1 in *South African teacher shortages as revealed through class sizes and learner-educator ratios: An exploratory analysis* by Gabrielle Wills (2023) using School Monitoring Survey 2017/18 (953 schools, learner weighted).

- In 2017/18, the Western Cape was the province with the lowest percentage of large classes with more than 50 learners (~3%)
- A further deterioration of the LE ratio will drive up class size and the number of excessively large classes, negatively impacting quality and teacher motivation

Western Cape school infrastructure plans



WCED announces unprecedented school infrastructure delivery programme

13 December 2022

- **842 additional classrooms** with at least **26 000 places**

To be completed by March 2023

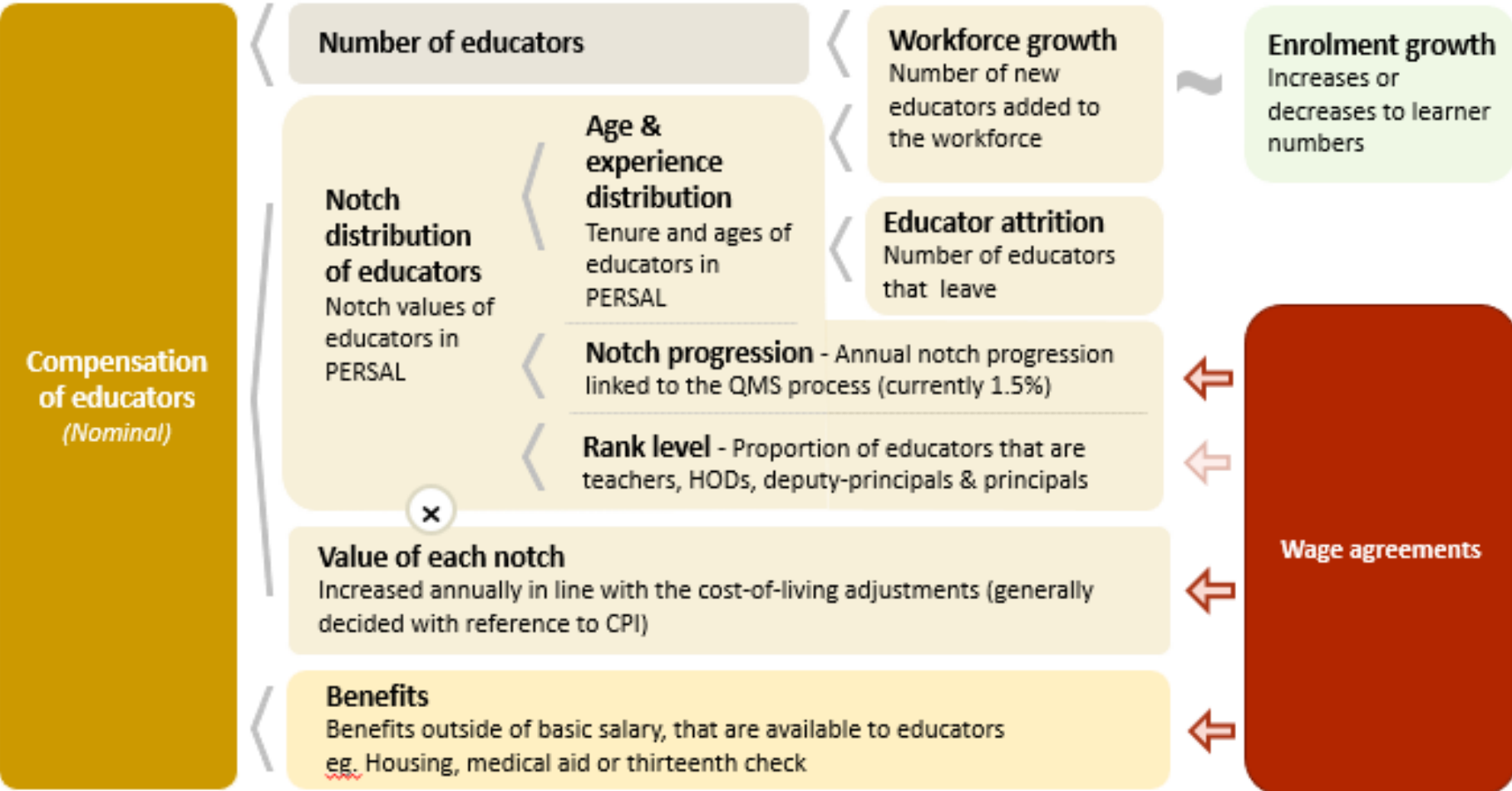
Programme looks positive

What are the plans for the coming years?



Expected financial implications to 2030

Unit cost drivers



Real and nominal costs

*A real increase in wages takes place when wages increase **above** the rate of inflation*

*Changes to real wages are an indicator of **purchasing power***

7

Examples:

In 2022 CPI was **7.2%**

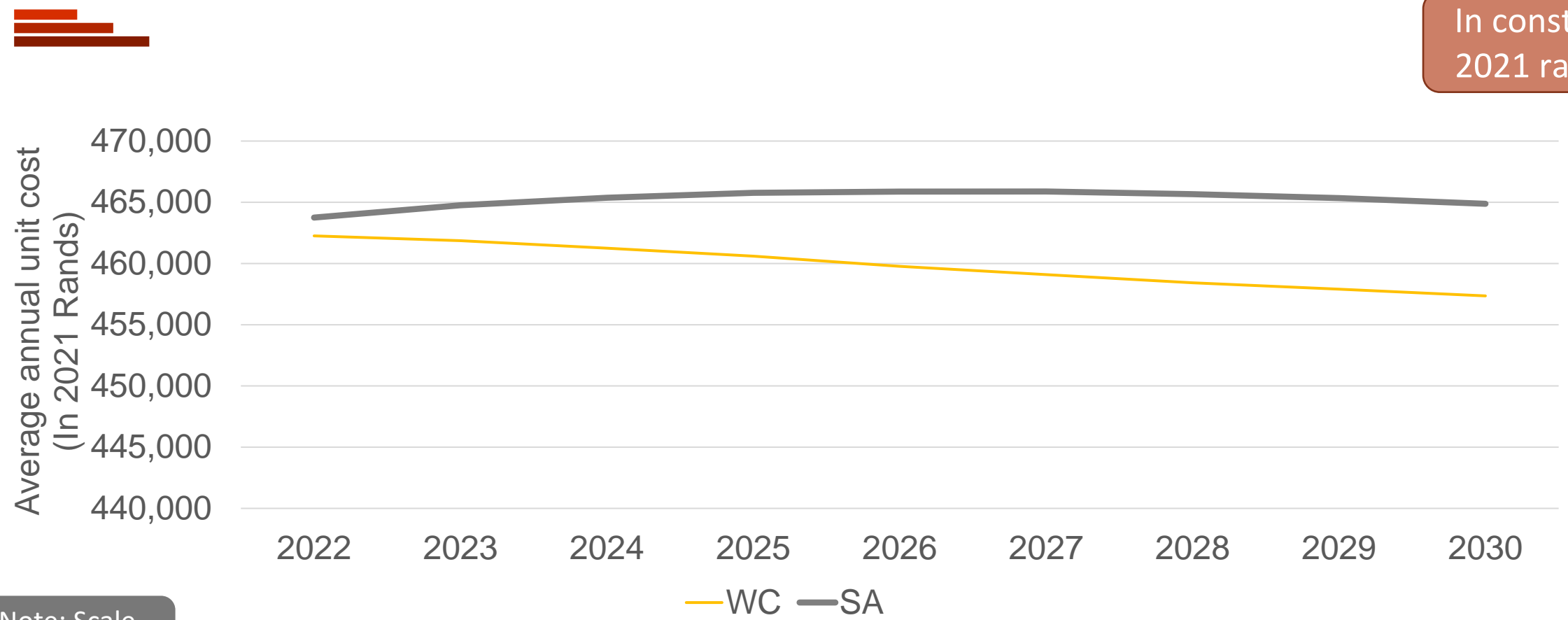
If **nominal wages** increase by **7.2%**, then **real wages** increase by **0%**

If **nominal wages** increase by **9%**, then **real wages** increase by **1.8%**

If **nominal wages** increase by **5%**, then real wages decrease by **2.2%**

Projected unit costs trends| All educators

In constant 2021 rands

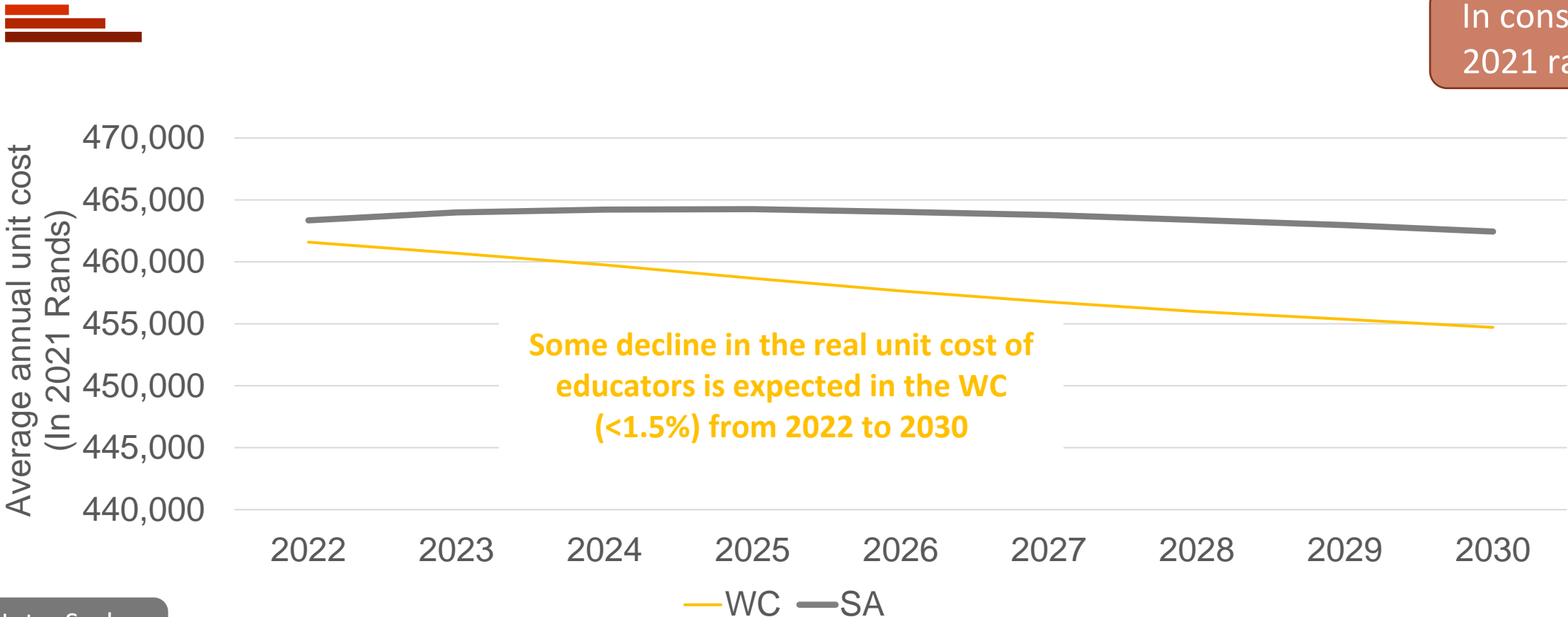


Note: Scale not from zero

Source: Own calculations, using the anonymised PERSAL data from 2021, only educators are considered. ECD practitioners and examination reviewers removed. Estimates to 2030 derived from the national and provincial TSD models. Assumption of no growth in educator numbers.

Projected unit costs trends| All educators

In constant 2021 rands



Note: Scale not from zero

WC growth adjusted

Adjusted the expected growth in educator numbers

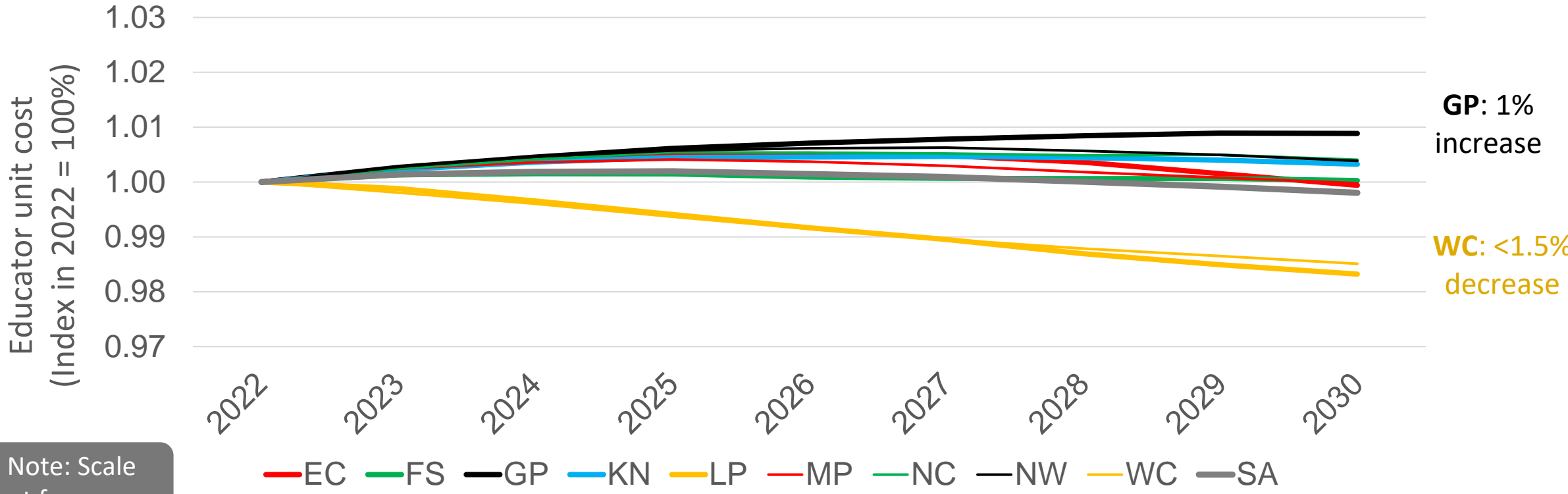
- Assume 10% growth in educators from 2021 to 2030 in the WC

Source: Own calculations, using the anonymised PERSAL data from 2021, only educators are considered. ECD practitioners and examination reviewers removed. Estimates to 2030 derived from the national and provincial TSD models. Assumption of no growth in educator numbers for FS, KN, LP, MP, NC, NW and SA. Assume 20% educator growth for GP, 10% for WC and a decline in 10% of educators in the EC. In LP assume that the proportion of senior educators grows from 16% in 2021 to 21% in 2030.

Indexed unit costs trends | All educators



In constant 2021 rands



Note: Scale not from zero

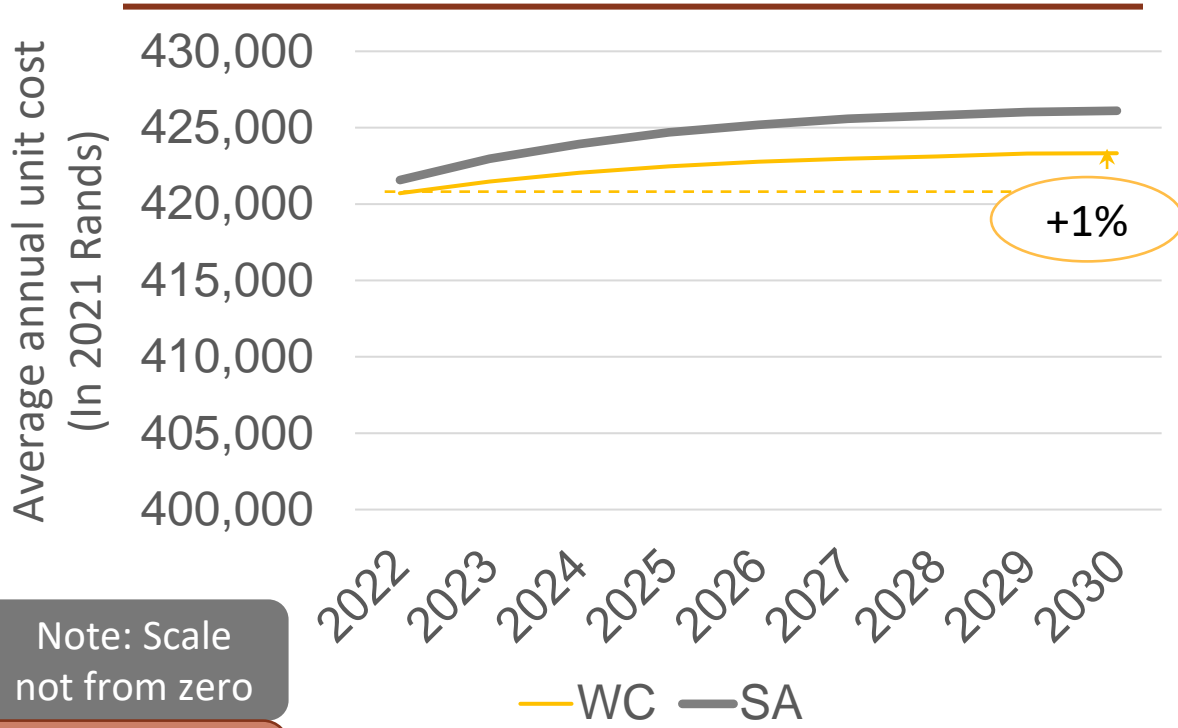
WC growth adjusted

Source: Own calculations, using the anonymised PERSAL data from 2021, only educators are considered. ECD practitioners and examination reviewers removed. Estimates to 2030 derived from the national and provincial TSD models. Assumption of no growth in educator numbers for FS, KN, LP, MP, NC, NW and SA. Assume 20% educator growth for GP, 10% for WC and a decline in 10% of educators in the EC. In LP assume that the proportion of senior educators grows from 16% in 2021 to 21% in 2030.

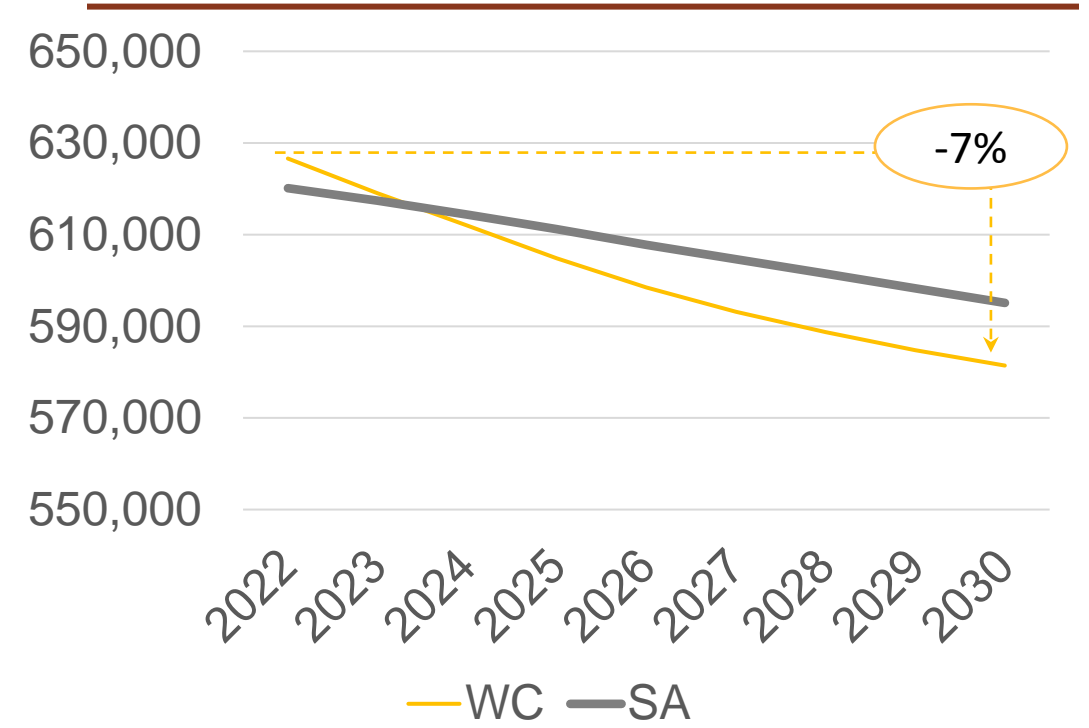
Projected unit costs trends| All educators

In constant 2021 rands

Teachers (School-based teachers)



Senior educators (HODs, Deputy's, Principals & Other)



Note: Scale not from zero

WC growth adjusted

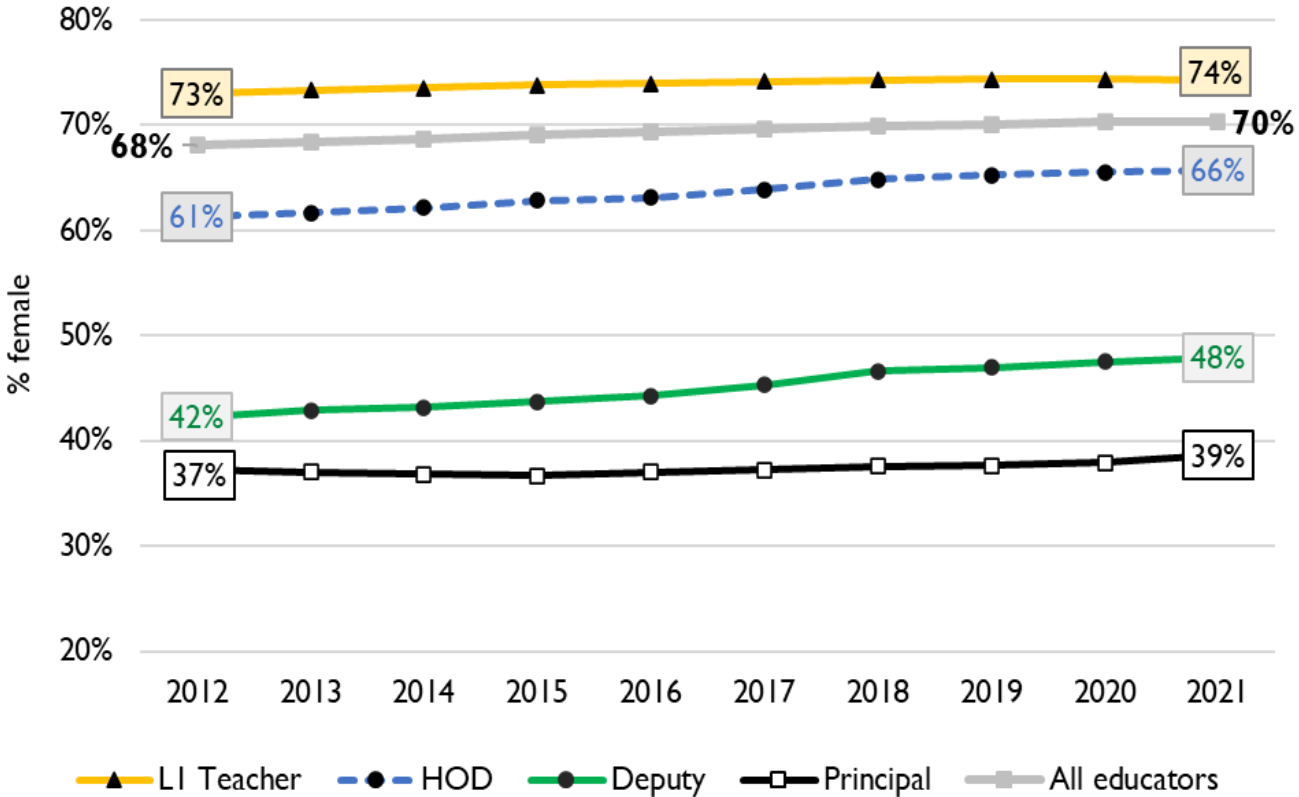
Source: Own calculations, using the anonymised PERSAL data from 2021, only educators are considered. ECD practitioners and examination reviewers removed. Estimates to 2030 derived from the national and provincial TSD models. Assumption of no growth in educator numbers for FS, KN, LP, MP, NC, NW and SA. Assume 20% educator growth for GP, 10% for WC and a decline in 10% of educators in the EC. In LP assume that the proportion of senior educators grows from 16% in 2021 to 21% in 2030.



Gender imbalances in management

Percentage of educators that are female

Percentage of public educators in South Africa that are female, PERSAL (2012-2021)

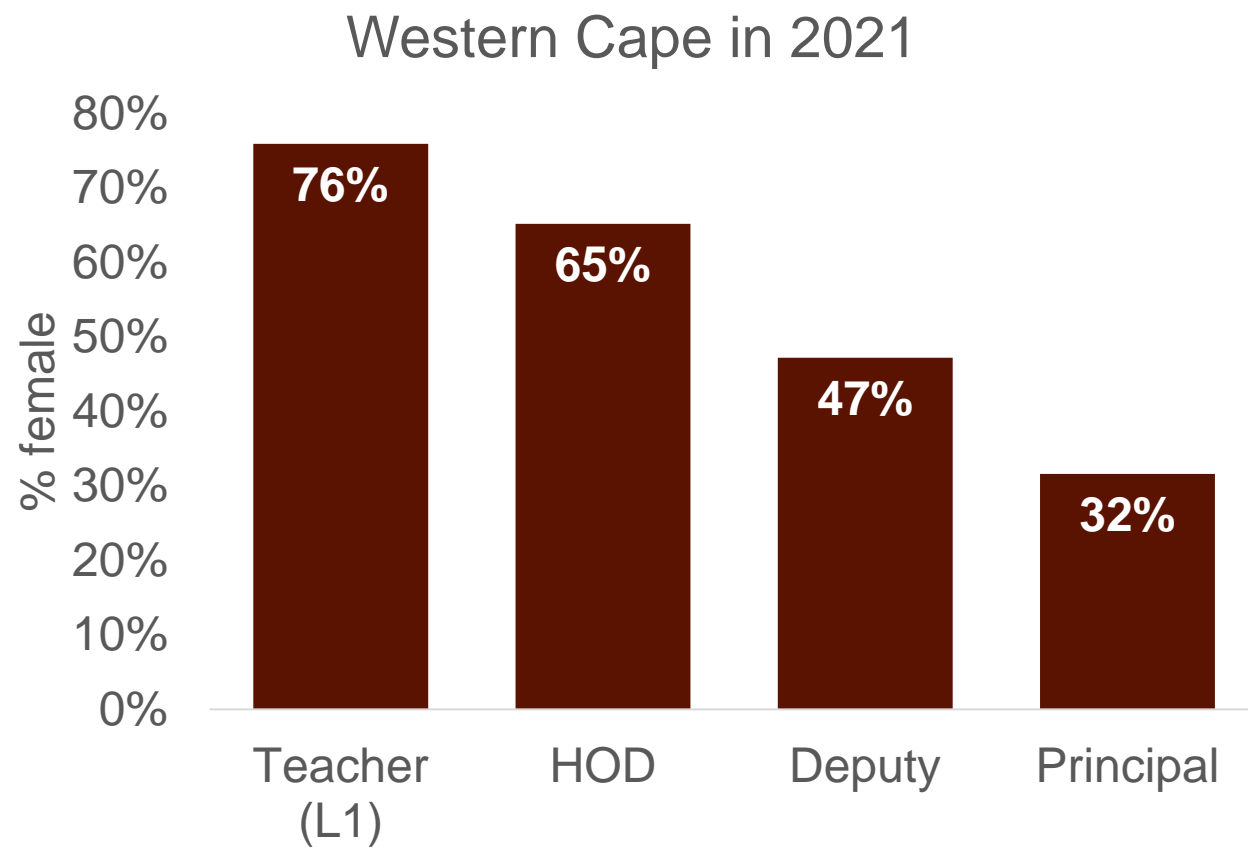


Nationally, there has been very little transformation in senior school leadership in terms of gender since 2012 and even since 2004 (just 34% of principals were female).

There is better representation at middle-management (HOD) level.

Source: Using anonymised 10-year PERSAL data from 2012 to 2021, only educators of the ranks: level 1 teacher, HOD, deputy principal and principal are considered.

Percentage of educators that are female



In the Western Cape in 2021, 72% of all educators were women, yet only 47% of deputy principals and 32% of principals were women.



Between and within province movement

Inter-provincial educator movement (7-yr)



	Province in 2019										Movement out of province	
	EC	FS	GP	KN	LP	MP	NC	NW	WC	Total		
Province in 2012	EC	97.79	0.10	0.86	0.22	0.01	0.04	0.11	0.19	0.70	100	2.23%
	FS	0.35	94.25	2.76	0.10	0.07	0.23	0.41	1.56	0.26	100	5.74%
	GP	0.15	0.26	96.86	0.27	0.81	0.42	0.05	0.93	0.24	100	3.13%
	KN	0.22	0.10	1.14	97.95	0.10	0.37	0.01	0.06	0.04	100	2.04%
	LP	0.02	0.02	1.72	0.02	96.80	0.80	0.05	0.56	0.02	100	3.21%
	MP	0.03	0.14	2.48	0.37	1.54	94.86	0.03	0.49	0.07	100	5.15%
	NC	0.47	0.50	0.47	0.06	0.59	0.03	94.35	2.37	1.15	100	5.64%
	NW	0.06	0.59	3.84	0.03	0.65	0.34	0.75	93.60	0.14	100	6.40%
	WC	0.72	0.03	0.17	0.05	0.00	0.02	0.35	0.03	98.61	100	1.37%

Source: PERSAL 10-year anonymised dataset, only educators that were in the dataset for 2018 and 2019 are considered here

Inter-provincial educator movement (7-yr)




	Province in 2019										Movement out of province	
	EC	FS	GP	KN	LP	MP	NC	NW	WC	Total		
Province in 2012	EC	97.79	0.10	0.86	0.22	0.01	0.04	0.11	0.19	0.70	100	2.23%
	FS	0.35	94.25	2.76	0.10	0.07	0.23	0.41	1.56	0.26	100	5.74%
	GP	0.15	0.26	96.86	0.27	0.81	0.42	0.05	0.93	0.24	100	3.13%
	KN	0.22	0.10	1.14	97.95	0.10	0.37	0.01	0.06	0.04	100	2.04%
	LP	0.02	0.02	1.72	0.02	96.80	0.80	0.05	0.56	0.02	100	3.21%
	MP	0.03	0.14	2.48	0.37	1.54	94.86	0.03	0.49	0.07	100	5.15%
	NC	0.47	0.50	0.47	0.06	0.59	0.03	94.35	2.37	1.15	100	5.64%
	NW	0.06	0.59	3.84	0.03	0.65	0.34	0.75	93.60	0.14	100	6.40%
	WC	0.72	0.03	0.17	0.05	0.00	0.02	0.35	0.03	98.61	100	1.37%

- Very low level of movement between provinces – only 1.37% of Western Cape teachers from 2012 are teaching in a different province in 2019
- Educators are most likely to move to the Eastern Cape

Source: PERSAL 10-year anonymised dataset, only educators that were in the dataset for 2018 and 2019 are considered here

Inter-provincial educator movement (7-yr)



		Province in 2019								
		EC	FS	GP	KN	LP	MP	NC	NW	WC
Province in 2012	EC	42 645	42	373	95	5	16	46	82	304
	FS	57	15 267	447	17	11	38	67	252	42
	GP	67	117	42 770	121	356	187	20	409	108
	KN	146	67	755	64 723	64	247	9	37	26
	LP	10	10	709	7	39 899	328	20	230	7
	MP	7	34	618	94	385	23 644	7	121	17
	NC	31	33	31	4	39	2	6 214	156	76
	NW	12	111	726	5	123	65	141	17 690	27
	WC	152	7	37	11	0	5	75	6	20 858
	Total 2019	43 127	15 688	46 466	65 077	40 882	24 532	6 599	18 983	21 465
Movement into province	482	421	3 696	354	983	888	385	1 293	607	
% movement into province	1.1%	2.7%	8.0%	0.5%	2.4%	3.6%	5.8%	6.8%	2.8%	

Source: PERSAL 10-year anonymised dataset, only educators that were in the dataset for 2012 and 2019 are considered here

Inter-provincial educator movement (7-yr)

	Province in 2019									
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% movement into province	1.1%	2.7%	8.0%	0.5%	2.4%	3.6%	5.8%	6.8%	2.8%	

- Few educators moved to WC, only 2.8% of educators in 2019 had come from another province between 2012 to 2019
- The provinces that sent the highest number of educators were the EC and GP

Educator movement between schools



Province	Paypoint in 2019 (Ordinary schools only)			Total (%)
	Same as in 2018 (%)	Different to 2018 (%)	None - left system (%)	
EC	93.25	4.61	2.14	100
FS	90.54	5.54	3.93	100
GP	91.08	3.95	4.97	100
KN	91.99	4.31	3.70	100
LP	91.04	6.95	2.00	100
MP	92.02	4.66	3.32	100
NC	85.44	8.39	6.18	100
NW	89.42	6.30	4.28	100
WC	87.27	6.09	6.64	100
Total	91.11	5.05	3.83	100

- Fair amount of movement between schools, about 6% of Western Cape educators (5% nationally) move to a different paypoint but stay within PERSAL from 2018-2019
- Rate at which educators aged 50 and below leave the system is much higher in the Western Cape (6.6%) than the national average (3.8%)

Source: PERSAL 10-year anonymised dataset. Only included educators aged 50 years and below, that were in ordinary schools in 2018 (Primary, Secondary, Combined and Intermediate)—excluded all paypoints that did not appear in both years after identifying 103 paypoints where the paypoint number changed.

Conclusion

- The Western Cape faces a relatively high rate of replacement, with about 9% of educators forecast to leave PERSAL annually to 2030, driven by a high proportion of younger educators (aged 55 and below) resigning
- A high proportion of SMT (Principals, Deputies and HODs) and other education specialists (73%) are over 50. Careful succession planning, efficient promotion processes, and good on-boarding practices will be required to manage this transition as they retire.
- Due to predicted population growth (~15% from 2021 to 2030), educator numbers will need to rise in the WC to keep pace with the demand for schooling; if employment does not expand, LE ratios and class sizes will increase even further
- The cost structure will improve due to the shift in age profile, which should give the province some space in the budget to hire more teachers, ensure promotions are finalised or to expand other spending.

General questions and discussion

- Infrastructure: How close is the province to achieving the large growth that is required by 2030?
- What is the process for principals and senior educator mentorship, selection and induction?
- How much of a concern is gender equity in management in WC?
- Do you track what subjects and phases teachers are needed:
 - Is there a list of the positions requested by principals or positions filled? Or of educators that have left?