The data on teacher age profiles show an ageing workforce. The ‘baby-boomers’ are spread across the span of 45–49, 50–54, and 55–59 age groups.

The retirement of these ‘baby-boomers’ will be spread over the next 6 years, with the majority occurring in the next 2–4 years.

The Department continues to replenish the workforce with teachers in the younger age-groups. Over 44 per cent of permanent school teachers are under 45 years of age, up from approximately 41 per cent in 2005.

**Workforce Planning**

To ensure an adequate supply of teachers, the Department undertakes comprehensive workforce planning to develop teacher supply and demand projections for permanent teachers for schools over a seven-year period.

The Department's projections of net teacher supply for the period to 2017 indicate that:

- there is a more than adequate supply of primary teachers in all geographical locations, except for a small number of positions in specific geographical locations;
- there is also an adequate supply of secondary teachers, except in the areas of mathematics, science with physics, technological and applied studies in the latter part of the projection period, some specialist teachers, and some specific subjects in particular geographical locations.

The Department has a number of initiatives in place to attract people to areas of potential shortfall, including active promotion of teaching as a career through the teach.NSW campaign, teacher education scholarships and retraining programs, and a range of incentives.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Primary</th>
<th>Secondary</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>20–24</td>
<td>1.0%</td>
<td>2.0%</td>
<td>1.5%</td>
</tr>
<tr>
<td>25–29</td>
<td>8.4%</td>
<td>7.7%</td>
<td>8.1%</td>
</tr>
<tr>
<td>30–34</td>
<td>11.9%</td>
<td>9.2%</td>
<td>10.6%</td>
</tr>
<tr>
<td>35–39</td>
<td>11.9%</td>
<td>11.9%</td>
<td>11.9%</td>
</tr>
<tr>
<td>40–44</td>
<td>11.2%</td>
<td>12.9%</td>
<td>12.0%</td>
</tr>
<tr>
<td>45–49</td>
<td>10.7%</td>
<td>12.3%</td>
<td>11.5%</td>
</tr>
<tr>
<td>50–54</td>
<td>21.4%</td>
<td>18.7%</td>
<td>20.1%</td>
</tr>
<tr>
<td>55–59</td>
<td>17.5%</td>
<td>19.6%</td>
<td>18.5%</td>
</tr>
<tr>
<td>60–64</td>
<td>4.8%</td>
<td>4.6%</td>
<td>4.7%</td>
</tr>
<tr>
<td>65+</td>
<td>1.2%</td>
<td>1.0%</td>
<td>1.1%</td>
</tr>
<tr>
<td>Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Source: Personnel System 1 March 2011

Totals may differ from 100 owing to rounding.
Age Profile—Permanent School Teachers 2011

<table>
<thead>
<tr>
<th>Age-group</th>
<th>Primary</th>
<th>Secondary</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>20–24</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>25–29</td>
<td>5</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>30–34</td>
<td>10</td>
<td>5</td>
<td>15</td>
</tr>
<tr>
<td>35–39</td>
<td>15</td>
<td>10</td>
<td>25</td>
</tr>
<tr>
<td>40–44</td>
<td>20</td>
<td>15</td>
<td>35</td>
</tr>
<tr>
<td>45–49</td>
<td>25</td>
<td>20</td>
<td>45</td>
</tr>
<tr>
<td>50–54</td>
<td>20</td>
<td>30</td>
<td>50</td>
</tr>
<tr>
<td>55–59</td>
<td>10</td>
<td>25</td>
<td>35</td>
</tr>
<tr>
<td>60–64</td>
<td>5</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>65+</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Teacher age profiles by region, gender, and promotion level

In the following section there are forty charts showing the age profiles of permanent government school teachers by region, gender, and by promotion level, and a further four charts showing the same information for all permanent government school teachers in New South Wales.

The ten regions are:

- Hunter/Central Coast
- Illawarra & South East
- New England
- North Coast
- Northern Sydney
- Riverina
- South-Western Sydney
- Sydney
- Western NSW
- Western Sydney

The promotion levels shown in the titles of the charts are as follows:

Classroom teachers    All teachers (primary and secondary) other than executives and principals
Executives             Teachers in promotion positions (primary and secondary) other than principal, i.e. assistant principals, head teachers, and deputy principals
Principals             All principals
School teachers        All of the above, i.e. classroom teachers, executives, and principals.

Source: Personnel System, 1 March 2011
Age Profile—Classroom Teachers in all Hunter/Central Coast Region Schools, 2011

Age Profile—Executive Staff in all Hunter/Central Coast Region Schools, 2011
Age Profile—Principals
in all Hunter/Central Coast Region Schools, 2011

Age Profile—All School Teachers
in all Hunter/Central Coast Region Schools, 2011
Age Profile—Classroom Teachers
in all Illawarra & South-East Region Schools, 2011

Age Profile—Executive Staff
in all Illawarra & South-East Region Schools, 2011
Age Profile—Principals
in all Illawarra & South-East Region Schools, 2011

Age Profile—All School Teachers
in all Illawarra & South-East Region Schools, 2011
Age Profile—Classroom Teachers in all New England Region Schools, 2011

Age Profile—Executive Staff in all New England Region Schools, 2011
Age Profile—Principals in all New England Region Schools, 2011

Age Profile—All School Teachers in all New England Region Schools, 2011
Age Profile—Classroom Teachers
in all North Coast Region Schools, 2011

Age Profile—Executive Staff
in all North Coast Region Schools, 2011
Age Profile—Principals in all North Coast Region Schools, 2011

Age Profile—All School Teachers in all North Coast Region Schools, 2011
Age Profile—Classroom Teachers in all Riverina Region Schools, 2011

Age Profile—Executive Staff in all Riverina Region Schools, 2011
Age Profile—Principals in all Riverina Region Schools, 2011

Age Profile—All School Teachers in all Riverina Region Schools, 2011
Age Profile—Classroom Teachers
in all South-Western Sydney Region Schools, 2011

Age Profile—Executive Staff
in all South-Western Sydney Region Schools, 2011
Age Profile—Classroom Teachers in all Sydney Region Schools, 2011

Age Profile—Executive Staff in all Sydney Region Schools, 2011
Age Profile—Principals in all Sydney Region Schools, 2011

Age Profile—All School Teachers in all Sydney Region Schools, 2011
Age Profile—Classroom Teachers in all Western NSW Region Schools, 2011

Age Profile—Executive Staff in all Western NSW Region Schools, 2011
Age Profile—Principals in all Western NSW Region Schools, 2011

Age Profile—All School Teachers in all Western NSW Region Schools, 2011
Age Profile—Principals in all Western Sydney Region Schools, 2011

Age Profile—All School Teachers in all Western Sydney Region Schools, 2011
Age Profile—Principals in all NSW Schools, 2011

Age Profile—All School Teachers in all NSW Schools, 2011