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Ordre des enseignantes
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Ontario's Teaching Regulator
L'organisme de réglementation
de l'enseignement en Ontario

Labour Market for Teachers: 2021 Year in Review

Presentation to Council – June 16, 2022





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What is the T2T Report?

An annual survey of early-career teachers to provide an overview of changing supply and demand for teachers in Ontario.



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Transition to Teaching 2021:
**20th annual survey of Ontario's early-career
elementary and secondary teachers**



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Transition à l'enseignement 2021 :
**20^e sondage annuel auprès des enseignantes et
enseignants de l'élémentaire et du secondaire en
début de carrière en Ontario**





Impact of Changes to Teacher Education Programs

- In 2015, teacher education becomes 4-semester program
- 9,500 applicants in 2014; only 4,300 in 2015
- Reduction in government funding for seats at Faculties of Ed
- New teachers/year = 12,000 (2008/11) vs 6,000 (2019/22)
- Anticipated @5,800 annual retirements over next few years



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Average Total Annual New Teachers

12,138 between 2008 to 2011

9,987 between 2012 to 2014

6,802 between 2015 to 2018

5,795 between 2019 to 2022





Report Findings

Historically high employment for first-year teachers:

96% in 2021
86% in 2017
66% in 2014

Historically high employment for 2- to 5-year teachers:

99% in 2021
93% in 2017
83% in 2014

In 2021, French-language and FSL-qualified first-year teachers had 99% and 98% employment, respectively



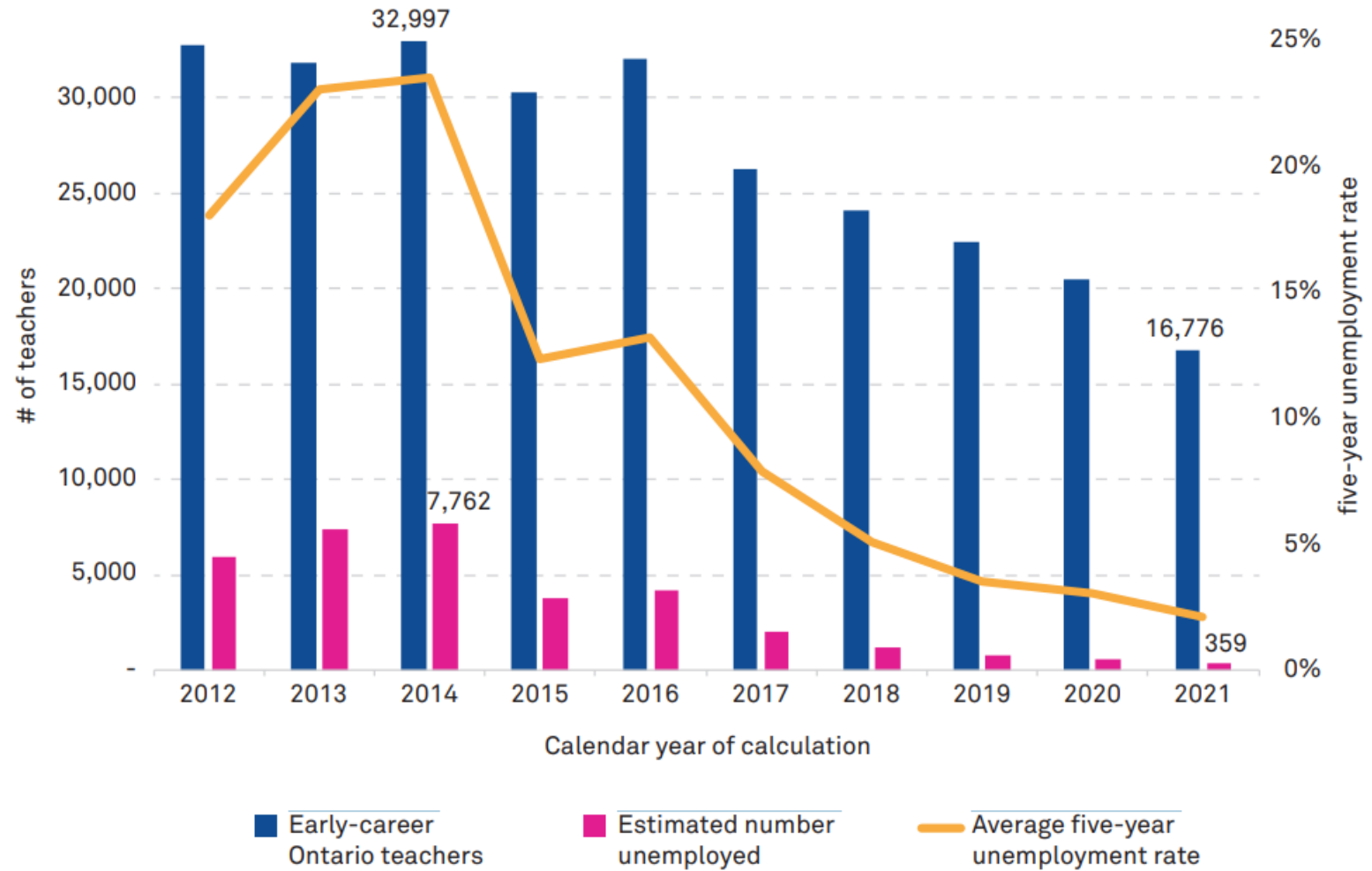
Hiring Trends

- In 2014 there were 33,000 teachers with 1-5 years experience vs. 17,000 in 2021
- Teacher shortages have replaced high unemployment among young teachers
- Unemployment among early career teachers (1-5 years) fell from 24% in 2014 to 2% in 2021



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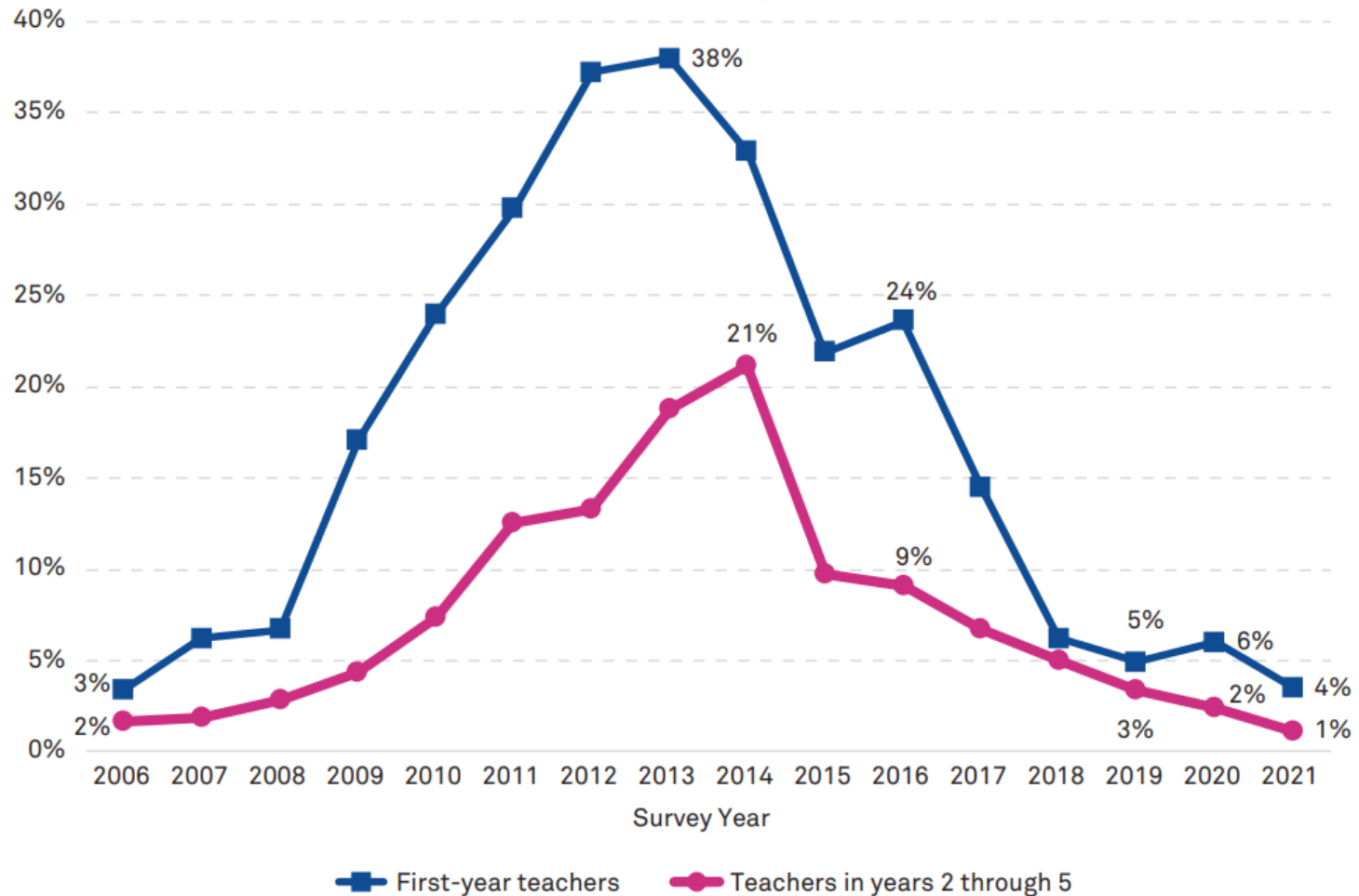
Early-career (years 1 - 5 after licensing) Ontario graduate employed/unemployed teachers active on market in Ontario





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Early-career unemployment rates 2006 to 2021:
all Ontario education graduates





Regional Variations

- Most regions experience low unemployment among first-year teachers
- Unemployment among first-year teachers is 1-4% in 5/6 regions
- Thunder Bay is the exception at 13%*
- Toronto accounted for 37% of all teachers hired in Ontario, while Sudbury-North Bay and Thunder Bay accounted for <3%

* We recommend caution in interpreting the 13 per cent unemployment rate reported by Thunder Bay region first-year teachers because of the very low population and response set. Just one of 9 respondents report unemployment in that region.



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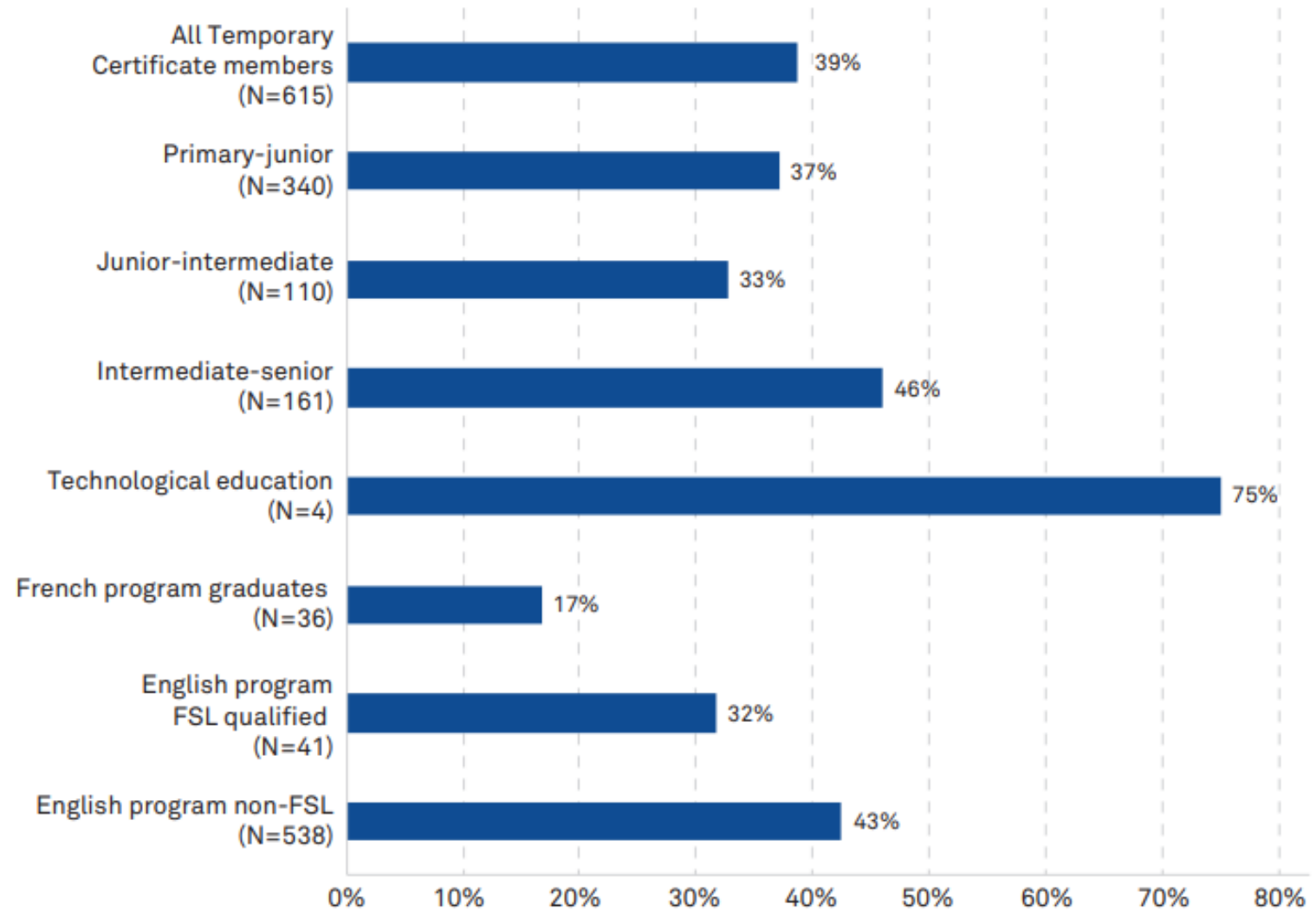
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Temporary Certificates to address teacher shortage



Substantial response from teacher candidates to Temporary Certificates in 2021

Temporary certificate member unemployment by program and language of qualification





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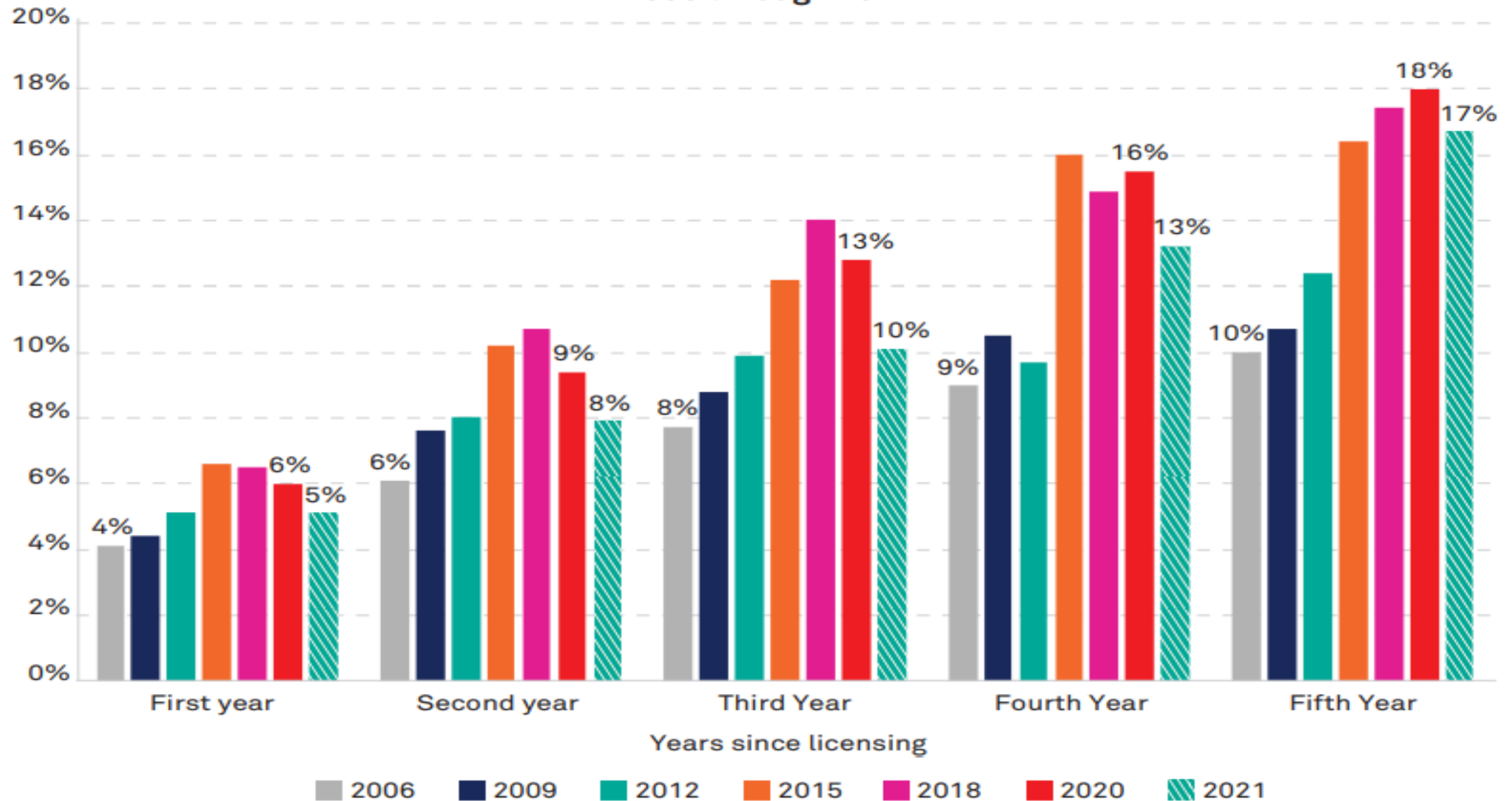
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Attachment to Teaching Profession



Ontario graduate lapsed College memberships in first five years after initial licensing: 2006 through 2021





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French Language Initial Teacher Education Supply and Demand Context



Newly licensed teachers with French-language qualifications (Ontario faculties and other)

	New teachers licensed annually		
Year	Laurentienne/ U d'Ottawa graduates	Out-of-province educated	Total
2013	747	80	827
2014	719	90	809
2015	866	103	969
2016	104	125	229
2017	332	125	457
2018	371	110	481
2019	381	98	479
2020	438	74	512
2021 (forecast)	390	80	470
2022 (forecast)	370	80	450
2023 (forecast)	400	80	480



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Some Report Conclusions to Highlight

Unemployment is now at levels not seen in 15 years

Increased number of faculty graduates needed to boost annual EN and FR teacher supply

Daily occasional staffing in the second half of school year was helped by the Temporary Certificate of Qualification adding more than a thousand education candidates to the workforce

This one-time addition of qualified teachers drew from the 2021 graduating class. As such, that class is already accounted for in the 2020-21 teacher workforce and reduces net new additions for 2021-22

Accordingly, 2021-22 is expected to produce further teacher recruitment challenges than boards have experienced over recent years



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