

# Department for Education Aboriginal workforce profile

## Issue 14 – Aboriginal Workforce as at June 2024

### Prepared by: Workforce Reporting, System Performance Division

The following is a profile of Department for Education Aboriginal employees who were actively employed or on paid leave (unless otherwise stated) as at the last pay day in June 2024.

*Source: Data presented in this report is based on the June 2024 Workforce Information Collection prepared for the Office for the Commissioner for Public Sector Employment (OCPSE). A series of adjustments are undertaken in relation to the data to comply with OCPSE reporting rules. Therefore totals may vary from other internal Department for Education publications sourced directly from human resources records.*

#### Notes:

*Where the term “other groups” is used within this document specific to school sector based employees, this includes relief teachers, hourly paid instructors (HPIs), Education Act negotiated conditions and seconded teachers.*

*Where the term “other groups” is used within this document specific to preschool sector based employees, this includes relief teachers.*

*“Full time” employees are those who work greater or equal to 0.98 full time equivalent (FTE).*

*The term “Aboriginal” has been used within this document and refers to all employees who identified as being of Aboriginal and/or Torres Strait Islander descent.*

*Permanent/contingent: If relevant, bus drivers, hourly paid instructors, swimming instructors, temporary relief teachers and other claim paid employees are not included. The workforce on unpaid leave as at 30 June 2023 has been included to give a more inclusive representation of the workforce. Therefore, data provided for this profile may vary from other departmental publications.*

More detailed workforce information provided over the last five years is located on the DataSA website at the link below.

<https://data.sa.gov.au/data/dataset?organization=dept-for-education>



## Overview

Key characteristics of the workforce include:

- 877 Aboriginal employees were employed by Department for Education or 677.9 full time equivalents (FTEs). This represents 2.7% of all Department for Education employees.
- Aboriginal employees appointed under the school sector of the Education and Children’s Services Act account for the largest number in the department (86.1%), followed by the Public Sector Act (7.5%), preschool sector of the Education and Children's Services Act (5.4%), SA Government Services Award and SA Government Transport Workers' Award (1.0%).
- The average age of the Aboriginal workforce was 40 years. Thirty nine percent of the workforce were aged forty-five years and over, significantly less than the total workforce where almost half (47.2%) are aged forty-five years and over.
- 350 or 39.9% worked full time and 527 or 60.1% were part time employees.
- Female Aboriginal employees made up 76.9% of employees, while 22.7% were male.
- 81 Aboriginal employees were on unpaid leave (in addition to the 877 employees stated above).
- 127 Aboriginal employees ceased working for the department (separated) during 2023/2043 (including contract expired).<sup>1</sup> This represents an 89.4% retention rate for the financial year.

### Department for Education Aboriginal workforce characteristics by employment category

Employment Category	Male	Female	Other	Average age	Age Group					
					<20	20-29	30-39	40-49	50-59	60+
<b>Public Sector Act (total)</b>	<b>11</b>	<b>54</b>	<b>1</b>	<b>42</b>	-	<b>10</b>	<b>24</b>	<b>15</b>	<b>11</b>	<b>6</b>
<b>Education &amp; Childrens Services Act (Preschool Sector total)</b>	<b>1</b>	<b>46</b>	<b>-</b>	<b>43</b>	<b>3</b>	<b>7</b>	<b>9</b>	<b>12</b>	<b>13</b>	<b>3</b>
Preschool directors	1	10	-	53	-	-	1	2	7	1
Preschool teachers (including temporary relief teachers)	-	7	-	47	-	2	-	2	2	1
Early Childhood Worker	-	29	-	38	3	5	8	8	4	1
<b>Education &amp; Childrens Services Act (School Sector total)</b>	<b>179</b>	<b>573</b>	<b>3</b>	<b>40</b>	<b>20</b>	<b>187</b>	<b>175</b>	<b>169</b>	<b>129</b>	<b>75</b>
School Sector Principals	-	5	-	53	-	-	-	2	2	1
School sector other leaders ( deputy principals, seniors, band B leaders)	7	22	-	39	-	6	13	3	6	1
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	22	98	1	42	-	26	33	21	29	12
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	5	7	-	47	-	-	3	4	4	1
School services officers	44	163	-	38	9	69	36	40	31	22
Aboriginal education workers (Aboriginal community education officers)	101	278	2	40	11	86	90	99	57	38
<b>Other (total)</b>	<b>8</b>	<b>1</b>	<b>-</b>	<b>50</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>2</b>
Government services employees	8	-	-	52	-	-	-	5	1	2
Driver/Bus driver	-	1	-	33	-	-	1	-	-	-
<b>TOTAL</b>	<b>199</b>	<b>674</b>	<b>4</b>	<b>40</b>	<b>23</b>	<b>204</b>	<b>209</b>	<b>201</b>	<b>154</b>	<b>86</b>

<sup>1</sup> Some of these employees have a separation reason of “contract expired” and may be re-employed at a later stage.

## Department for Education Aboriginal workforce employment characteristics by employment category

Employment Category	FTE	Persons	Total Workforce	Aboriginal as % Total Workforce	Full time	Part time
<b>Public Sector Act (total)</b>	<b>63.4</b>	<b>66</b>	<b>2323</b>	<b>2.8%</b>	<b>56</b>	<b>10</b>
<b>Education &amp; Childrens Services Act (Preschool Sector total)</b>	<b>34.8</b>	<b>47</b>	<b>2052</b>	<b>2.3%</b>	<b>21</b>	<b>26</b>
Preschool directors	11.0	11	292	3.8%	11	-
Preschool teachers (including temporary relief teachers)	5.9	7	733	1.0%	3	4
Early childhood workers	17.9	29	1027	2.8%	7	22
<b>Education &amp; Childrens Services Act (School Sector total)</b>	<b>573.7</b>	<b>755</b>	<b>27977</b>	<b>2.7%</b>	<b>270</b>	<b>485</b>
School Sector Principals	5.0	5	558	0.9%	5	-
School sector other leaders ( deputy principals, seniors, band B leaders)	28.8	29	2705	1.1%	28	1
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	104.9	121	14155	0.9%	78	43
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	9.7	12	914	1.3%	8	4
School services officers	145.1	207	9264	2.2%	24	183
Aboriginal education workers (Aboriginal community education officers)	280.2	381	381	100.0%	127	254
<b>Other (total)</b>	<b>6.0</b>	<b>9</b>	<b>583</b>	<b>1.5%</b>	<b>3</b>	<b>6</b>
Government services employees	5.5	8	473	1.7%	3	5
Driver/Bus driver	0.5	1	110	0.0%	-	1
<b>TOTAL</b>	<b>677.9</b>	<b>877</b>	<b>32935</b>	<b>2.7%</b>	<b>350</b>	<b>527</b>

## Department for Education Aboriginal workforce other employment characteristics by employment category

Employment Category	Permanent	Contingent	% permanent	Unpaid Leave	Separations
<b>Public Sector Act (total)</b>	<b>35</b>	<b>31</b>	<b>53.0%</b>	<b>9</b>	<b>13</b>
<b>Education &amp; Childrens Services Act (Preschool Sector total)</b>	<b>21</b>	<b>26</b>	<b>44.7%</b>	<b>9</b>	<b>9</b>
Preschool directors	11	-	100.0%	-	-
Preschool teachers (including temporary relief teachers)	3	4	42.9%	4	2
Early Childhood Worker	7	22	24.1%	5	7
<b>Education &amp; Childrens Services Act (School Sector total)</b>	<b>397</b>	<b>358</b>	<b>52.6%</b>	<b>63</b>	<b>102</b>
School Sector Principals	4	1	80.0%	-	-
School sector other leaders ( deputy principals, seniors, band B leaders)	26	3	89.7%	1	-
School sector teachers (advanced skill teachers, highly accomplished teachers, itinerant teacher, lead teacher, permanent relieving teacher, school teacher, temporary relief teacher)	82	39	67.8%	7	10
School sector other groups (Hourly paid instructors, swimming instructors, Education Act negotiated conditions and seconded teachers)	7	5	58.3%	-	1
School services officers	81	126	39.1%	15	25
Aboriginal education workers (Aboriginal community education officers)	197	184	51.7%	40	66
<b>Other (total)</b>	<b>5</b>	<b>4</b>	<b>55.6%</b>	<b>-</b>	<b>3</b>
Government services employees	5	3	62.5%	-	3
Driver/Bus driver	-	1	-	-	-
<b>TOTAL</b>	<b>458</b>	<b>419</b>	<b>52.2%</b>	<b>81</b>	<b>127</b>

## Portfolio profile

The following tables provide a comparative analysis of key Aboriginal workforce characteristics across Department for Education portfolios.

### Department for Education Aboriginal workforce characteristics by portfolio

Portfolio	FTE	Persons	Full time	Part time	Female	Male	Other	Average age	<30 years	30-44 years	45-59 years	60+ years
Berri	11.8	17	5	12	12	4	1	41	4	6	5	2
Felixstow 1	5.8	8	3	5	6	2	-	45	1	3	2	2
Felixstow 2	7.0	10	3	7	9	1	-	48	-	3	5	2
Felixstow 3	11.4	14	6	8	8	6	-	40	3	6	5	-
Felixstow 4	8.3	11	4	7	7	4	-	35	4	5	2	-
Flinders Park 1	43.8	81	8	73	59	22	-	37	30	27	21	3
Flinders Park 2	24.8	33	11	22	25	8	-	39	12	9	6	6
Flinders Park 3	16.7	21	11	10	17	4	-	42	4	7	9	1
Flinders Park 4	31.2	38	17	21	24	14	-	31	8	15	11	4
Gawler 1	10.2	13	5	8	11	2	-	36	4	6	3	-
Gawler 2	5.9	9	1	8	8	1	-	50	1	1	5	2
Kadina	11.8	15	6	9	12	3	-	39	3	7	3	2
Mount Barker 1	3.6	4	3	1	4	-	-	35	-	4	-	-
Mount Barker 2	7.6	9	6	3	6	3	-	43	2	2	5	-
Mount Gambier 1	18.6	25	9	16	18	7	-	43	6	6	10	3
Mount Gambier 2	4.2	7	2	5	7	-	-	43	1	2	4	-
Murray Bridge 1	5.5	8	2	6	7	1	-	45	2	2	3	1
Murray Bridge 2	26.4	32	11	21	24	8	-	42	8	12	4	8
Noarlunga 1	9.0	12	2	10	8	4	-	37	6	2	3	1
Noarlunga 2	21.1	26	11	15	16	10	-	39	6	10	10	-
Noarlunga 3	21.5	28	12	16	20	8	-	37	10	9	8	1
Noarlunga 4	22.3	31	9	22	24	7	-	40	8	12	9	2
Para Hills 1	40.3	49	18	31	38	11	-	40	10	24	9	6
Para Hills 2	38.2	48	17	31	37	11	-	40	14	14	16	4
Para Hills 3	28.8	37	16	21	30	7	-	43	12	5	15	5
Para Hills 4	16.3	19	10	9	14	5	-	32	9	7	3	-
Pirie	11.3	17	-	17	13	4	-	37	5	7	4	1
Port Augusta 1	65.1	80	31	49	68	11	1	45	15	23	28	14
Port Augusta 2/Whyalla	17.1	22	5	17	19	3	-	37	8	7	5	2
Port Lincoln 1	16.9	22	7	15	16	6	-	44	5	7	7	3
Port Lincoln 2	11.1	14	8	6	9	5	-	33	8	2	4	-
Other *	104.3	117	91	26	98	17	2	42	18	56	32	11
<b>TOTAL</b>	<b>677.9</b>	<b>877</b>	<b>350</b>	<b>527</b>	<b>674</b>	<b>199</b>	<b>4</b>	<b>40</b>	<b>227</b>	<b>308</b>	<b>256</b>	<b>86</b>
<b>% or average of Aboriginal workforce</b>	<b>21.2</b>	<b>27</b>	<b>40%</b>	<b>60%</b>	<b>77%</b>	<b>23%</b>	<b>-</b>	<b>NA</b>	<b>26%</b>	<b>35%</b>	<b>29%</b>	<b>10%</b>

NB. includes employees who were active or on paid leave **only**

\* includes portfolios defined as Conditions for Learning, International Education Services, Other (Administrative), Other (Educational), Regional Support Services, School and Regional Operations, Statewide Services and Child Development, Student Pathways, Customer and Information Services, Curriculum Services, Office for the Early Years and Commissioner for Children & Young People  
Source: Department Location Sites & Services data base (LSS)

### For further information

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A copy of the report can be found at

<https://www.education.sa.gov.au/departments/research-and-data/workforce-reports/workforce-profiles>