# South Australian university students studying teaching or education

## 2018 to 2022

#### About this fact sheet

This fact sheet presents a profile of teacher education students in South Australian universities for the five-year period from **2018 to 2022**, adding to previously published reports showing 5-year trends. The fact sheet aims to provide readers with information relevant to the 'supply' of potential teachers in the education workforce.

Information is provided for enrolments and completions for a range of teacher education courses offered by the following South Australian universities:

University	Courses offered
Flinders University	Courses range from early childhood to secondary level teaching. Courses specific to special education are also available.
Adelaide University	Courses are for secondary level teaching.
University of South Australia	Courses range from early childhood to secondary level teaching.
Tabor College	Courses range from primary through to secondary level teaching.

The analysis uses data provided by the Australian Government Department of Education and the SATAC guide to undergraduate courses 2022. 1

While there are slight movements in the various measures for enrolments and completions, the overall trends remain relatively consistent over time.

Note: There are a number of South Australian students studying with another University via online learning that are not included in this report. The highest number of enrolments are with Charles Darwin University.

Any use of, or interpretation of data other than what is represented in this report is not the responsibility of the Department for Education.

In addition, university changes in course structure over time (ie the introduction of new courses, change in focus of existing courses, change of name of courses, etc) are likely to impact on apparent trends over time for course level, teaching area and more specifically subject area.

Government of South Australia

<sup>&</sup>lt;sup>1</sup> Analysis provided by course level, teaching area or subject area is limited due to the level of detail available for the data. The Department for Education has grouped some course names to enable data to be reported in line with privacy and confidentiality requirements.

#### Enrolments<sup>2</sup>

From the time of commencement at university through to completion, a student enrolment may undergo several changes (ie. change course, study part time, defer) which is likely to impact on attrition/retention trends. However, the consistently high level of student enrolments compared to a much lower level of completions suggests attrition levels are likely to be high.

- Total enrolments into teacher education courses over the five-year period was highest in 2018 with 6,288 enrolments. There has been a gradual downward trend (-7.2%) with 455 less students enrolled in 2022 compared to the 2018 high point.
- The University of South Australia has the highest number of students enrolled in teacher education courses representing half of all enrolments. Flinders University is the next most significant provider with a further third of all enrolments to teacher education courses being undertaken.
- Enrolments for students aged 25 years or more represents just over one quarter of all enrolments.
- Female enrolments are consistently higher than for males, averaging 2.5:1 over time.
- More than 60% of female enrolments are to courses specific to early childhood/junior primary/primary levels of teaching. By comparison, almost two thirds of male enrolments are to courses specific to secondary level teaching. (Almost one third of female enrolments are to secondary level teaching.)
- The overall reduction in enrolments over the five-year period is most significant for Flinders University with 16% less enrolled in 2022 compared to 2018. The University of Adelaide was the only university to see a slight increase in enrolments by 2.5% over the reporting period.
- The distribution of enrolments by age or gender has reduced across each of the categories in line with the overall reduction. However, while undergraduate enrolments have decreased by 10% there has been a slight increase in post-graduate enrolments by almost 4%.
  - The increase in postgraduate enrolments aligns to the national trend where there are also more enrolments at the postgraduate level almost 25% of the total in 2021. At the same time nationally there has been a gradual reduction in admissions from a secondary pathway to under 40% in 2021. Further, secondary pathway admissions based on an ATAR score reached a low point of slightly under 60% in 2021. There are likely to be a number of contributing factors towards the increased interest in post graduate level studies, one of which may be a preference for individuals to achieve a higher-level Master of Teaching qualification in support of their career as a teacher.<sup>3</sup>
- Undergraduate enrolments represent almost 78% of the total in 2022 whereas in 2018 this cohort comprised 80% of total enrolments. Forty-four percent are enrolled in primary level courses and 36% are enrolled in secondary level courses. By comparison, almost 60% of post-graduate enrolments are to secondary level courses.
- Total enrolments (undergraduate and postgraduate) to primary and secondary level courses are similar (39% and 41% respectively), while 18% are enrolled in early childhood education courses.

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<sup>&</sup>lt;sup>2</sup> For the enrolment and completion analysis, teaching areas defined as Junior Primary/Primary and Primary/Middle are considered more broadly as 'Primary'. Middle/Secondary, Secondary are considered more broadly as 'Secondary'.

<sup>&</sup>lt;sup>3</sup> Source: The Australian Institute for Teaching and School Leadership (AITSL) - Australia Teacher Workforce Data – Key Metrics Dashboard

• The subject area with the greatest share of teacher education enrolments continues to be junior primary/primary (almost 35%), followed by Early Years then Society and Environment/English (18% and 13% respectively). Enrolments to STEM courses have reduced slightly over the five years from around 10% to 7%.

### **Completions**

- The highest number of completions over the reporting period was in 2018, a total of 1,430. This can mainly be attributed to increased enrolments over preceding years to a level that has reduced slightly in recent years. However, since 2018, completions have decreased by almost 20%. This overall reduction in completions can be seen across the various characteristics below.
- Total completions have decreased for three of the universities over the period. The most significant decrease of just over 27% is for the University of South Australia, while Flinders University completions have decreased by 16%. By contrast, The University of Adelaide had a 10% increase in completions over the reporting period.
- Completions for each age group and for both males and females have decreased over the reporting period. Completions for the 25 years and over cohort has reduced by over 22% and similarly, completions for females have reduced by just over 22%. Further, completions for undergraduate courses have declined by almost 27% while completions for post graduate courses have decreased only marginally during the reporting period.
- Completion trends are aligned to enrolment trends whereby:
  - The University of South Australia has the highest number of completions (just under half half), followed by Flinders University which represents just over one third of the total.
  - Female completions are consistently higher than for males (average 2.5:1).
  - Almost two thirds of female completions are to courses specific to early childhood/junior primary/primary levels of teaching while almost two thirds of male completions are to courses specific to secondary level teaching.
  - Undergraduate completions represent two thirds of the total. Almost 60% of the undergraduate students completed either early years or primary level courses while 60% of the post-graduate students completed secondary level courses.
- The subject areas with the highest level of completions are for courses specific to levels of schooling

   the highest is for junior primary/primary (31%) followed by early years (14%) and middle school
   The highest level of completions for a specific subject area is for Society and Environment/English (13%).

# Australian Tertiary Admission Rank (ATAR) score

- The guaranteed entry scores provided represents the minimum year 12 selection rank which will guarantee selection into a course/program in 2022 for applicants competing with year 12 results. For many courses/programs the final cut-off will drop below the guaranteed entry threshold.
- Accounting for the fact the final cut-off entry score may drop the lowest guaranteed entry score
  for 2022 is for two courses offered by Tabor and one course offered by The University of South
  Australia at 70.00. By comparison the highest guaranteed entry score for any teacher education
  course is offered by the University of Adelaide at 93.15.
  - (Flinders University entry scores were the same for most courses in 2022 and were not guaranteed)

Table 1: Total enrolment trends over the last 5 years

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	2010	2010	2020	2021	2022	% change since 2018
University Name	2018	2019	2020	2021	2022	since 2018
Tabor College Adelaide	161	167	183	167	145	-9.9%
The Flinders University of South	101	107	103	107	143	-9.976
Australia	2230	2068	1960	1901	1870	-16.1%
The University of Adelaide	847	862	894	904	868	2.5%
University of South Australia	3050	2995	3100	3047	2950	-3.3%
offiversity of South Australia	3030	2333	3100	3047	2330	3.370
Age Group						
<25	4615	4522	4547	4426	4292	-7.0%
>=25	1673	1570	1590	1593	1541	-7.9%
	1073	1370	1330	1333	1311	7.570
Gender						
Male	1849	1784	1807	1789	1685	-8.9%
Female	4439	4308	4330	4230	4148	-6.6%
						0.070
Aboriginal/Torres Strait Islander						
Total	94	83	80	68	77	-18.1%
Subject Area						
Design and Technology	192	166	81	46	20	-89.6%
Early Years	961	978	1048	982	1024	6.6%
Health and PE	340	335	327	298	296	-12.9%
Junior Primary/Primary	1531	1706	1841	1955	2065	34.9%
Mathematics	101	108	119	113	111	9.9%
Middle School	946	728	609	513	383	-59.5%
Other Education	59	58	59	59	51	-13.6%
Science	328	367	372	327	257	-21.6%
Secondary	355	281	372	477	713	100.8%
Society and Environment/English	1075	972	953	921	746	-30.6%
Special Education	400	393	356	328	167	-58.3%
Teaching Area						
Early Childhood Education	961	978	1048	982	1024	6.6%
Junior Primary/Primary	1531	1706	1841	1955	2065	34.9%
Primary/Middle	961	668	477	328	194	-79.8%
Middle/Secondary	464	374	330	317	290	-37.5%
Secondary	1971	1973	2085	2109	2093	6.2%
Other	400	393	356	328	167	-58.3%
Course Level						
Undergraduates	5033	4834	4817	4687	4532	-10.0%
Postgraduates	1255	1258	1320	1332	1301	3.7%
TOTAL	6288	6092	6137	6019	5833	-7.2%

Table 2: Total completion trends over the last 5 years

						% change
	2018	2019	2020	2021	2022	since 2018
University Name						
Tabor College Adelaide	34	27	34	32	29	-14.7%
The Flinders University of South Australia	474	374	321	366	398	-16.0%
The University of Adelaide	158	158	132	214	174	10.1%
University of South Australia	764	562	644	653	555	-27.4%
Age Group						
<25	955	713	730	789	786	-17.7%
>=25	475	408	401	476	370	-22.1%
Gender Gender						
Male	384	312	322	384	347	-9.6%
Female	1046	809	809	881	809	-22.7%
Aboriginal/Torres Strait Islander						
Total	25	8	14	9	8	-68.0%
Subject Area						
Design and Technology	47	42	33	21	12	-74.5%
Early Years	221	144	187	249	166	-24.9%
Health and PE	92	82	76	78	73	-20.7%
Junior Primary/Primary	323	238	247	273	356	10.2%
Mathematics	14	11	12	23	18	28.6%
Middle School	255	189	228	235	142	-44.3%
Other Education	7	12	9	7	12	71.4%
Science	63	51	71	72	66	4.8%
Secondary	96	109	46	78	95	-1.0%
Society and Environment/English	234	190	152	173	153	-34.6%
Special Education	78	53	70	56	63	-19.2%
Teaching Area						
Early Childhood Education	221	144	187	249	166	-24.9%
Junior Primary/Primary	323	238	247	273	356	10.2%
Primary/Middle	254	189	178	273 157	80	-68.5%
Middle/Secondary	175	128	97	108	85	-51.4%
Secondary	379	369		422		
·			352		406	7.1%
Other	78	53	70	56	63	-19.2%
Course Level						
Undergraduates	1011	747	715	788	741	-26.7%
Postgraduates	419	374	416	477	415	-1.0%
TOTAL	1430	1121	1131	1265	1156	-19.2%
IVIAL	1730	1121	1131	1203	1130	-13.2/0

Table 3: Total enrolment trends by age groupings over the last 5 years

		2018			2019			2020			2021			2022	
Enrolments by age group	<25 Years >=	:25	Total	<25 Years	>=25	Total	<25 Years	>=25	Total	<25 Years	>=25	Total	<25 Years	=25	Total
Enrolments by age group	Ye	ars	IOLAI	<25 rears	Years	TOLAI	<25 fears	Years	IOLAI	<25 fears	Years	TOLAI	Y Y	'ears	TOTAL
University Name															
Tabor College Adelaide	120	41	161	132	35	167	137	46	183	118	49	167	100	45	145
The Flinders University of South Australia	1708	522	2230	1617	451	2068	1524	436	1960	1425	476	1901	1388	482	1870
The University of Adelaide	679	168	847	696	166	862	722	172	894	704	200	904	693	175	868
University of South Australia	2108	942	3050	2077	918	2995	2164	936	3100	2179	868	3047	2111	839	2950
Gender															
Male	1325	524	1849	1302	482	1784	1312	495	1807	1261	528	1789	1212	473	1685
Female	3290	1149	4439	3220	1088	4308	3235	1095	4330	3165	1065	4230	3080	1068	4148
	<u> </u>														
Subject Area															
Design and Technology	136	56	192		45	166		22	81		19	46		12	20
Early Years	529	432	961	524	454	978		485	1048		453	982		473	1024
Health and PE	304	36	340	301	34	335		30	327		35	298		34	296
Junior Primary/Primary	1190	341	1531	1387	319	1706		328	1841		342	1955		339	2065
Mathematics	77	24	101	90	18	108		26	119		23	113		21	111
Middle School	737	209	946		202	728		213	609		230	513		209	383
Other Education	33	26	59	33	25	58		29	59		29	59		24	51
Science	251	77	328	285	82	367		93	372		87	327		69	257
Secondary	175	180	355	158	123	281		108	372		123	477		159	713
Society and Environment/English	874	201	1075		183	972		181	953		175	921		159	746
Special Education	309	91	400	308	85	393	281	75	356	251	77	328	125	42	167
Teaching Area															
Early Childhood Education	529	432	961	524	454	978		485	1048		453	982		473	1024
Junior Primary/Primary	1190	341	1531	1387	319	1706		328	1841		342	1955		339	2065
Primary/Middle	751	210	961	504	164	668		131	477		116	328		105	194
Middle/Secondary	365	99	464	265	109	374		134	330		146	317		133	290
Secondary	1471	500	1971		439	1973		437	2085		459	2109		449	2093
Other	309	91	400	308	85	393	281	75	356	251	77	328	125	42	167
TOTAL	4615	1673	6288	4522	1570	6092	4547	1590	6137	4426	1593	6019	4292	1541	5833

Table 4: Total completion trends by age groupings over the last 5 years<sup>4</sup>

		2018			2019			2020			2021			2022	
Completions by age group	<25 Years	=25 ears	Total	<25 Years	>=25 Years	Total									
University Name															
Tabor College Adelaide	20	14	34	20	7	27	27	7	34	21	11	32	21	8	29
The Flinders University of South Australia	323	151	474	242	132	374	215	106	321	246	120	366	276	122	398
The University of Adelaide	112	46	158	109	49	158	83	49	132	130	74	214	120	54	174
University of South Australia	500	264	764	342	220	562	405	239	644	382	271	653	369	186	555
Subject Area															
Design and Technology	34	13	47	22	20	42	24	9	33	14	7	21	. 9	<5	
Early Years	113	108	221	55	89	144	78	109	187	91	158	249	70	96	166
Health and PE	76	16	92	67	15	82	65	11	76	68	10	78	61	12	73
Junior Primary/Primary	226	97	323	166	72	238	181	66	247	199	74	273	297	59	356
Mathematics	7	7	14	7	<5		<5	8		14	9	23	14	<5	
Middle School	183	72	255	134	55	189	150	78	228	150	85	235	69	73	142
Other Education	<5	<5		6	6	12	<5	6		<5	<5		<5	10	
Science	41	22	63	32	19	51	47	24	71	47	25	72	46	20	66
Secondary	39	57	96	51	58	109	20	26	46	34	44	78	55	40	95
Society and Environment/English	172	62	234	139	51	190	106	46	152	131	42	173	113	40	153
Special Education	60	18	78	34	19	53	52	18	70	37	19	56	50	13	63
Teaching Area															
Early Childhood Education	113	108	221	55		144		109	187			249			166
Junior Primary/Primary	226	97	323	166	72	238	181	66	247			273		59	356
Primary/Middle	183	71	254	134	55	189	131	47	178	119	38	157		36	80
Middle/Secondary	133	42	175	96		128		49	97			108			85
Secondary	240	139	379	228		369		112	352			422			406
Other	60	18	78	34	19	53	52	18	70	37	19	56	50	13	63
TOTAL	955	475	1430	713	408	1121	730	401	1131	789	476	1265	786	370	1156

 $<sup>^{4}</sup>$  To ensure confidentiality, totals for courses with fewer than 5 students are supressed.

Table 5: Total enrolment trends by gender over the last 5 years

		2018			2019			2020			2021			2022	
Enrolments by gender	Male	Female	Total												
Subject Area															
Design and Technology	92	100	192	79	87	166	38	43	81	21	25	46	10	10	20
Early Years	40	921	961	53	925	978	61	987	1048	60	922	982	59	965	1024
Health and PE	216	124	340	213	122	335	213	114	327	195	103	298	184	112	296
Junior Primary/Primary	353	1178	1531	423	1283	1706	461	1380	1841	461	1494	1955	468	1597	2065
Mathematics	53	48	101	57	51	108	59	60	119	52	61	113	42	69	111
Middle School	290	656	946	234	494	728	205	404	609	198	315	513	157	226	383
Other Education	17	42	59	17	41	58	26	33	59	28	31	59	23	28	51
Science	170	158	328	170	197	367	172	200	372	154	173	327	114	143	257
Secondary	166	189	355	118	163	281	160	212	372	214	263	477	321	392	713
Society and Environment/English	411	664	1075	378	594	972	371	582	953	363	558	921	289	457	746
Special Education	41	359	400	42	351	393	41	315	356	43	285	328	18	149	167
Teaching Area															
Early Childhood Education	40	921	961	53	925	978	61	987	1048	60	922	982	59	965	1024
Junior Primary/Primary	353	1178	1531	423	1283	1706	461	1380	1841	461	1494	1955	468	1597	2065
Primary/Middle	296	665	961	211	457	668	160	317	477	116	212	328	67	127	194
Middle/Secondary	217	247	464	162	212	374	136	194	330	144	173	317	131	159	290
Secondary	902	1069	1971	893	1080	1973	948	1137	2085	965	1144	2109	942	1151	2093
Other	41	359	400	42	351	393	41	315	356	43	285	328	18	149	167
TOTAL	1849	4439	6288	1784	4308	6092	1807	4330	6137	1789	4230	6019	1685	4148	5833

Table 6: Total completion trends by gender over the last 5 years<sup>5</sup>

		2018			2019			2020			2021			2022	
Enrolments by gender	Male	Female	Total												
Subject Area															
Design and Technology	92	100	192	79	87	166	38	43	81	21	25	46	10	10	20
Early Years	40	921	961	53	925	978	61	987	1048	60	922	982	59	965	1024
Health and PE	216	124	340	213	122	335	213	114	327	195	103	298	184	112	296
Junior Primary/Primary	353	1178	1531	423	1283	1706	461	1380	1841	461	1494	1955	468	1597	2065
Mathematics	53	48	101	57	51	108	59	60	119	52	61	113	42	69	111
Middle School	290	656	946	234	494	728	205	404	609	198	315	513	157	226	383
Other Education	17	42	59	17	41	58	26	33	59	28	31	59	23	28	51
Science	170	158	328	170	197	367	172	200	372	154	173	327	114	143	257
Secondary	166	189	355	118	163	281	160	212	372	214	263	477	321	392	713
Society and Environment/English	411	664	1075	378	594	972	371	582	953	363	558	921	289	457	746
Special Education	41	359	400	42	351	393	41	315	356	43	285	328	18	149	167
Teaching Area															
Early Childhood Education	40	921	961	53	925	978	61	987	1048	60	922	982	59	965	1024
Junior Primary/Primary	353	1178	1531	423	1283	1706	461	1380	1841	461	1494	1955	468	1597	2065
Primary/Middle	296	665	961	211	457	668	160	317	477	116	212	328	67	127	194
Middle/Secondary	217	247	464	162	212	374	136	194	330	144	173	317	131	159	290
Secondary	902	1069	1971	893	1080	1973	948	1137	2085	965	1144	2109	942	1151	2093
Other	41	359	400	42	351	393	41	315	356	43	285	328	18	149	167
TOTAL	1849	4439	6288	1784	4308	6092	1807	4330	6137	1789	4230	6019	1685	4148	5833

 $<sup>^{\</sup>rm 5}$  To ensure confidentiality, totals for courses with fewer than 5 students are supressed.

Table 7: Total enrolment trends for undergraduates/post-graduates over the last 5 years

		2018			2019			2020			2021			2022	
Enrolments by course level	Undergraduate	Post Graduate	Total												
University Name															
Tabor College Adelaide	145	16	161	145	22	167	148	35	183	131	36	167	115	30	145
The Flinders University of South Australia	1898	332	2230	1735	333	2068	1614	346	1960	1499	402	1901	144	426	1870
The University of Adelaide	698	149	847	705	157	862	721	173	894	687	217	904	663	3 205	868
University of South Australia	2292	758	3050	2249	746	2995	2334	766	3100	2370	677	3047	2310	640	2950
Subject Area															
Design and Technology	167	25	192	151	. 15	166	70	11	81	35	11	46	15	5 5	20
Early Years	730	231	961	737	241	978	758	290	1048	720	262	982	74:	1 283	1024
Health and PE	261	. 79	340	249	86	335	240	87	327	228	70	298	223	3 73	296
Junior Primary/Primary	1388	143	1531	1558	148	1706	1697	144	1841	1796	159	1955	1929	136	2065
Mathematics	74		101			108		28	119		23	113	9:		111
Middle School	769	177	946	505	223	728	336	273	609	198	315	513	55	324	383
Other Education	36	23	59	32	26	58	37	22	59	36	23	59	30	) 21	51
Science	254	. 74	328	266	101	367	262	110	372	240	87	327	194	1 63	257
Secondary	51	304	355	55	226	281	207	165	372	292	185	477	52:	192	713
Society and Environment/English	927		1075			972		169	953			921			746
Special Education	376	24	400	366	27	393	335	21	356	315	13	328	15	7 10	167
Teaching Area															
Early Childhood Education	730	231	961	737	241	978	758	290	1048	720	262	982	74:	283	1024
Junior Primary/Primary	1388		1531			1706		144	1841	1796		1955			2065
Primary/Middle	784		961			668		109	477	226		328			194
Middle/Secondary	464		464			374	166	164	330	104		317			290
Secondary	1291		1971			1973		592	2085			2109			2093
Other	376		400			393		21	356			328			167
TOTAL	5033	1255	6288	4834	1258	6092	4817	1320	6137	4687	1332	6019	4532	1301	5833

Table 8: Total completion trends by undergraduates/post-graduates over the last 5 years<sup>6</sup>

		2018			2019			2020			2021			2022	
Completions by course level	Undergraduate	Post Graduate	Total												
University Name															
Tabor College Adelaide	28	6	34	24	<5		29	5	34	17	15	32	18	11	29
The Flinders University of South Australia	392	82	474	291	83	374	249	72	321	271	95	366	277	121	398
The University of Adelaide	113	45	158	98	60	158	73	59	132	126	88	214	102	. 72	174
University of South Australia	478	286	764	334	228	562	364	280	644	374	279	653	344	211	555
Subject Area															
Design and Technology	35		47		8	42		<5		15	6	21			
Early Years	140	81	221		66	144	100	87	187	101	148	249			166
Health and PE	52		92		30	82		50	76		29	78			73
Junior Primary/Primary	284	39	323	203	35	238	214	33	247	231	42	273	306	50	356
Mathematics	7	7	14	5	6	11	<5	8		14	9	23	12	. 6	18
Middle School	178	77	255	140	49	189	127	101	228	125	110	235	34	108	142
Other Education	<5	<5		5	7	12	<5	5		<5	5		<5	9	
Science	43	20	63	30	21	51	37	34	71	46	26	72	52	14	66
Secondary	11	85	96	9	100	109	7	39	46	23	55	78	34	61	95
Society and Environment/English	186	48	234	144	46	190	103	49	152	129	44	173	94	59	153
Special Education	71	7	78	47	6	53	62	8	70	53	<5		60	<5	
Teaching Area															
Early Childhood Education	140		221		66	144		87	187		148	249			166
Junior Primary/Primary	284		323		35	238		33	247		42	273			356
Primary/Middle	177		254		49	189		49	178		26	157			80
Middle/Secondary	175		175			128		52	97		84	108			85
Secondary	164		379		218	369		187	352		174	422			406
Other	71	7	78	47	6	53	62	8	70	53	<5		60	<5	
TOTAL	1011	419	1430	747	374	1121	715	416	1131	788	477	1265	741	415	1156

 $<sup>^{\</sup>rm 6}$  To ensure confidentiality, totals for courses with fewer than 5 students are supressed.

Table 9: ATAR Guaranteed Entry Scores for undergraduate teacher education courses 2022

	Course Name	Duration	<b>Guaranteed Entry Score</b>
Flinders University			
Lowest/Highest ATAR	Most courses had the same ATAR (not guaranteed)	Various	80.00
University of Adelaide			
Lowest ATAR	Teaching Secondary/Arts	4 years full time	75.00
Highest ATAR	Teaching Secondary Maths/Computer Science	4 years full time	93.15
University of South Australia			
Lowest ATAR	Master of Secondary Teaching/Science	2 years full time	70.00
Highest ATAR	Most courses had the same ATAR	Various	73.00
TABOR			
Lowest ATAR	Secondary Education	4 years full time	70.00
Highest ATAR	Primary Education	4 years full time	70.00

# For Further Information

Contact:

Workforce Reporting

Ph: (08) 8463 7592

Email: Education.DataReportingAnalytics@sa.gov.au

A copy of this report can be found at

https://www.education.sa.gov.au/department/research-and-data/workforce-reports/reports-and-surveys-support-workforce-planning