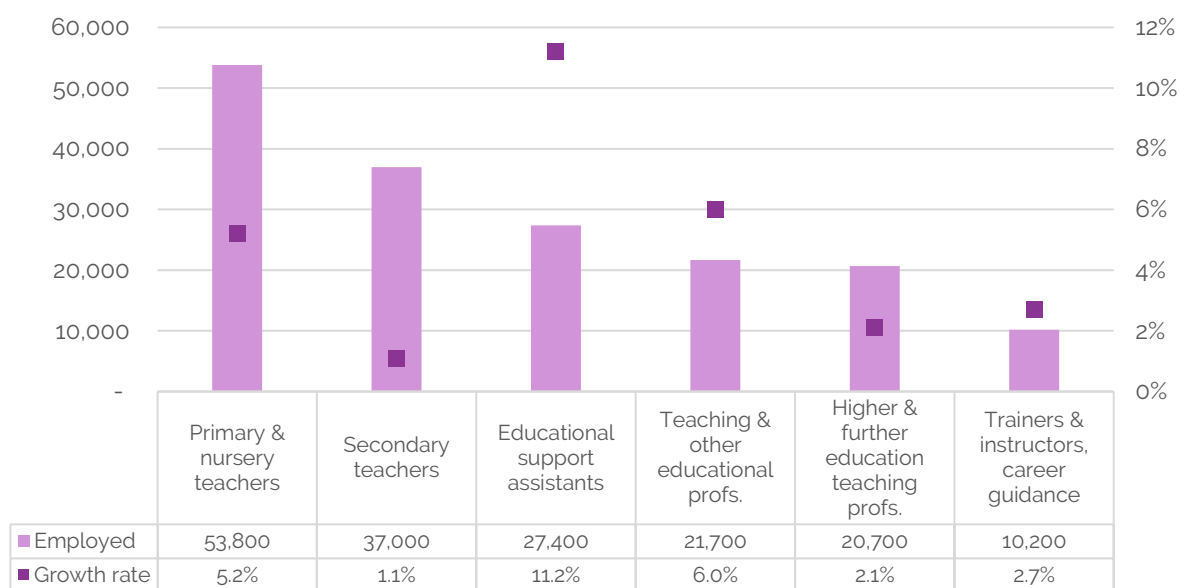


10.5 Education Occupations

Figure 10.5 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



Overall employment	170,700
Share of total workforce	6.7%
Main sectors of employment	94% - Education sector
Employment growth	+34,000 between 2017 and 2022 +4.5% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Higher & further education teaching profs.	45%	84%	[25%]	81%	96%	89	
Secondary teachers	70%	85%	[13%]	94%	98%		
Primary & nursery teachers	85%	81%	[8%]	97%	94%	4	
Teaching & other educational profs.	74%	71%	[29%]	92%	88%	19	
Educational support assistants	92%	65%	30%	91%	44%		
Trainers & instructors, career guidance	[58%]	[81%]	...	[77%]	[81%]	14	
Overall total	75%	79%	19%	92%	86%	126	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

Overall Outlook for these Occupations

The annual average employment growth for education occupations was above the national average, although more recently between 2021 and 2022, the increase was slower, with an additional 3,100 persons employed. Growth was primarily driven by increases in the numbers employed as primary school teachers and educational support assistants. Primary school enrolments are projected to decline annually to 2033, with enrolments in post-primary schools peaking in 2024, and declining thereafter¹. However, the war in Ukraine has had an impact on enrolment figures in the education and training system, as the official enrolment projections pre-date the war. At the end of May 2023, almost 15,600 Ukrainian pupils were enrolled in schools across Ireland; of these, 10,100 were in primary schools and a further 5,500 were enrolled in post-primary schools². The introduction of Ukrainian students has temporarily halted the decline in primary school enrolments and further increased post-primary school enrolments, although how they will impact on longer-term projections is as yet unclear.

Future demand for teaching professionals will be dependent on enrolment levels across all regions in Ireland, any changes to pupil-teacher ratios and other policy initiatives. In terms of supply, increased provision will help alleviate staffing needs, but the increased cost of living and the shortage of housing supply also appears to be having an impact on the recruitment and retention of teachers in Ireland.

Occupation	Economic summary
Higher & further education teaching profs.	The five-year annual average growth for this occupation was below average, with employment levels in 2022 unchanged from the previous year. Vacancies for this occupational group primarily related to lecturers (DSP data), with lecturers across a variety of disciplines also featuring in the employment permit data in 2022. This occupation has a high share of those employed aged 55 years and over (at 25%), indicating that replacement demand alone may create job opportunities in future years. Demographic factors may also lead to an increased demand for these roles, although this will be dependent on government funding.
Secondary teachers	Employment growth was below average for secondary teachers with numbers remaining relatively unchanged since 2020. Enrolments in post primary schools have been increasing in recent years, with some, but not all, of the most recent increase due to the enrolment of nearly 5,500 Ukrainian pupils in 2022/23; enrolments were expected to decline from 2025, although this may depend on migration patterns (such as the presence of Ukrainian students). Teachers with specific subject combinations remain difficult to source, however. A 2021 report by the Department of Education noted particular challenges in recruiting teachers of STEM, modern Irish, modern foreign languages and home economics subjects. ³ A recent survey by ASTI on recruitment, retention and supply of teachers highlighted particular difficulties in recruiting teachers for Mathematics and Irish and also signalled that issues such as pay and availability of housing is a significant deterrent for attracting teachers to the sector. ⁴ The Department of Education has introduced a suite of measures to address teacher demand in priority subjects, including procuring Level 8 programmes to upskill teachers to teach Mathematics, Physics and Spanish as well as a pilot scheme to facilitate teacher sharing between schools. ⁵
Primary & nursery teachers	Employment growth for primary teachers was above average, although employment remained unchanged since 2021. Despite the lack of employment growth in 2022, there was a significant number of recent job hires, which may relate to the recruitment of substitute teachers or those on temporary contracts. Although enrolments in primary schools were expected to decline over the coming years, the arrival of Ukrainian students has reversed this decline: there were 10,141 Ukrainian pupils enrolled in Ireland's primary schools in 2022/2023. An additional 610 primary teacher training places are due to come on stream over the next two years on a temporary basis to assist with alleviating issues filling vacant teacher posts. ⁶ Future demand for primary teachers will depend on demographic patterns, pupil-teacher ratios and other policy initiatives, while the supply of teachers will be impacted by factors such as cost of living and housing supply.

¹ Department of Education, Projections of full-time enrolments, Primary and Second Level, 2021-2040. November 2021

² <https://www.gov.ie/en/press-release/37c38-department-of-education-confirms-15589-ukrainian-pupils-currently-enrolled-in-irish-schools/>

³ Department of Education, Developing a Teacher Demand & Supply Model for Ireland 2021-2038. May 2021

⁴ <https://www.asti.ie/document-library/asti-survey-2023/>

⁵ <https://www.gov.ie/en/publication/30ed2-launch-of-teacher-sharing-scheme-pilot/>

⁶ <https://www.gov.ie/en/press-release/1e3f9-minister-foley-announces-610-additional-places-on-primary-initial-teacher-education-ite-programmes-over-2023-and-2024/>

Teaching & other educational profs.	Despite a strong employment growth in the five-year period for this occupation (which includes special needs teachers, nursery managers/owners and school principals), employment levels fell slightly since 2021. Budget 2023 announced that by the end of 2023 there will be 686 additional posts for special education teachers. ⁷ This occupation has a high share of persons employed aged 55 years and over which may see increased replacement demand in future years.
Educational support assistants	Employment growth for educational support assistants was strong over the five-year period and since 2021. The demographic growth in the total school-going age cohort in recent years and additional government funding allocated for these roles have led to this growth. Additional funding for 1,194 special needs assistants' posts was announced in Budget 2023; of these 62% were to support new special classes, 28% in mainstream schools for reviews and appeals, and 10% to support special schools. With 30% of those employed aged 55 years and over, job openings due to replacement demand alone are likely in the coming years. Further employment growth will be dependent on government funding.
Trainers & instructors, career guidance	Employment growth was below average over the five-year period, with little growth since 2020. It should be noted that career guidance professionals working in the second level system are most likely captured in the secondary teaching occupations. Employment permits issued in 2022 were all intra-company transfers and related to roles outside of the education sector.

⁷ Department of Education (2022), Main features of Budget 2023 Department of Education