



Peter Reynolds  
Chief Executive Officer  
Early Childhood Council

[ceo@ecc.org.nz](mailto:ceo@ecc.org.nz)

Dear Peter

Thank you for your email of 10 July 2019 requesting: *a copy of all documents held by the Ministry about the ECE teacher shortage from the last six month period from the date of this request*, in particular the following information:

1. *Programme documents showing planning for how this issue will be addressed*
2. *Planning documents showing how this issue will be addressed*
3. *Internal emails that are not considered legally privileged or commercial in confidence*
4. *Internal briefing documents and external briefings provided to the Minister*
5. *Emails about this topic (internal and with external consultants)*
6. *Meeting file notes about this topic*

Your request has been considered under the Official Information Act 1982 (the Act).

I am refusing your request in part under section 18(f) of the Act as your request is very broad and seeks a large amount of information such that it would require substantial collation and research to capture everything in scope.

I am providing a copy of a briefing provided to the Minister of Education ahead of the meeting of the Early Childhood Advisory Committee (ECAC) on 6 June 2019. It includes key information on teacher supply in early learning and the Education Workforce Programme. This briefing will shortly be proactively released on our website.

In March 2019 we released copies of the Order Nomination Form and the Submission Form submitted to the Ministry of Business, Innovation and Employment to nominate ECE teachers to be added to the Essential Skills in Demand List. These documents outline the supply issues in early learning, and the initial steps in the teacher supply programme. These documents are available on our website: <http://education.govt.nz/assets/Documents/1-OIA-releases/1176774-Essential-Skills-Visa.pdf>

As you note, the Minister of Education signalled to ECAC members in the June meeting that we are continuing the Integrated Data Infrastructure (IDI) census data work and will involve ECAC members on progress. At the next ECAC meeting on 7 September the Ministry will present indicative analysis based on trends being seen in Linked Employer-Employee data

OIA: 1199216

National Office, Mātauranga House, 33 Bowen Street, Wellington 6011  
PO Box 1666, Wellington 6140. Phone: +64 4 463 8000 Fax: +64 4 463 8001

(LEED), 2018 ECE census vacancy information and Early Learning Information (ELI) participation information.

To clarify, the Ministry has commissioned an independent research provider to explore the feasibility of using Statistics New Zealand's IDI to help us better understand trends in the ECE workforce. The work will look at characteristics of the ECE sector over the past decade, and produce a report detailing the following issues:

1. The characteristics of the ECE sector workforce
2. The annual turnover and retention rates of this workforce
3. The source and destination areas of ECE movers.

In addition, subject to time and resource availability, the researcher will attempt to analyse:

1. The extent of ECE worker flows within the broader education sector (likely primary and secondary schools), and the characteristics of such movers
2. The nature and extent of worker flows stratified by teacher qualification level.

These are complex issues to navigate and we won't know for sure whether the IDI can be used to build a model of ECE teacher demand and supply. We are certainly not in the same place as we are with the compulsory schooling sector, where we have information on all movements in and out of the payroll system.

The data that is available is similar to other private, non-government sectors. The Ministry holds annual information on teaching staff at licensed ECE services. The ECE census collects information on the number of teaching staff (ECE teachers, home-based coordinators and home-based educators), their qualification status, gender, and service type they work in. However, we have limited information on the recruitment and retention of staff by early learning services and general movements of the workforce in to, out of and across the sector.

The Ministry is well aware that the early learning sector is reporting a tightening of teacher supply. The impact on individual services is likely to vary depending on the organisation's specific circumstances and their need for qualified teachers. While we are continuing to build a more comprehensive picture of the ECE workforce, there has been ongoing engagement and action from the Ministry to assist the sector with teacher supply.

The Ministry supported the inclusion of ECE teachers as part of the immigration skills shortage list.

The Government's Teacher Supply packages, released since December 2017, will help early learning. The teacher supply initiatives that are inclusive of early learning teachers are:

- The subsidy for all teachers that need to complete the Teacher Education Refresh with more than 400 early learning teachers enrolling.
- The targeted marketing campaign aimed at lifting enrolments in initial teacher education (ITE), encouraging former teachers back to the profession, and attracting overseas-qualified teachers also reached those considering teaching in early learning. You will have seen the most recent phase of this campaign with an intensive targeted campaign through Stuff.

In addition, the TeachNZ scholarship programme continues to be open to early learning applicants who wish to become teachers in New Zealand. Round three of the scholarships just closed recently on 14 June 2019, and the next round (for 2020) will open in late August 2019.

Furthermore, the latest teacher supply package announced on 2 May 2019 included an increase in funding to support all ITE providers to meet new and strengthened Teaching Council Requirements. ITE providers delivering early childhood qualifications will benefit from this also.

Alongside these shorter-term initiatives, the Ministry is progressing the development of the Early Learning Strategic Plan, on which you also have been fully engaged. The draft plan makes a number of recommendations for the early learning workforce, including improving the consistency and levels of teacher salaries and conditions across the early learning sector. The strategy is expected to be released later in 2019.

You have also been engaged in working with the Ministry and education peak bodies in developing the Education Workforce Strategy which is inclusive of early learning. As you know, the Education Workforce Strategy Group and Rāngai Māori Group have co-designed and unanimously agreed visions for their two parallel workforce streams needed by 2032.

Please note, the Ministry now proactively publishes OIA responses on our website. As such, we may publish this response on our website after five working days. Your name and contact details will be removed.

Thank you again for your email. You have the right to ask an Ombudsman to review this decision. You can do this by writing to [info@ombudsman.parliament.nz](mailto:info@ombudsman.parliament.nz) or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Yours sincerely



Ellen MacGregor-Reid  
**Deputy Secretary**  
**Early Learning and Student Achievement**