THE OUTLOOK FOR THE EMPLOYMENT OF EDUCATIONAL STUDIES GRADUATES

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Abstract

The educational labour market is becoming more and more filled and as a result young teachers find it more and more difficult to get the job in the school or kindergarten. For that reason a research exploring educational labour market has been carried out in Wyższa Szkoła Biznesu in Dąbrowa Górnicza. The paper presents some results of the survey.

Key words: labour market, employment, rate, teacher, graduate, structure of employment, demography, teacher training, outlook, education

1. OVERVIEW

The educational labour market is becoming more and more filled and as a result young teachers find it more and more difficult to get the job in the school, kindergarten or other institution providing education for people. As a result the number of teachers trying to retrain is growing rapidly. This situation has a great impact on the working conditions and organisation of academies and universities, training young people to become teachers. Lack of employment would influence the number of students willing to become teachers. For that reason a research exploring local educational labour market has been carried out in Wyższa Szkoła Biznesu in Dąbrowa Górnicza. The paper presents first results of the survey.

2. THE STRUCTURE OF EMPLOYMENT

The actual structure of employment influences the outlook for the future possibilities of employment. According to the author the most significant factors are the number of teachers and their age.

a. Number of teachers

Since 2007, a number of teachers employed in Poland is rising each year (statistical reports 2007, 2008, 2009). In 2007 there were 796523 of teachers, and 537199 (about 67%) were fulltime workers. In 2008 – the rates rose to 803921 teachers, and fulltime employed 538163 (about 67%), in 2009 there was next increase up to 806695 teachers, including 541563 (67%) of fulltime employed.

Chart 1 Structure of teachers' employment in years 2007-2009, Source: Author's research based on statistic reports
As it is visible in the chart there is a growing tendency, nevertheless students find it difficult to get fulltime work as teachers.

b. **Age of the teachers**

Age is fundamental if we want to predict future possibilities of employment. Many of the surveyed headmasters claim that there is the rotation among teachers only when some of them become ill or go retired.

In 2009 the average age among teachers is 40.9, previous year it was 40.6. We can claim the teachers population is getting older. The 38.4% of teachers are in the age of 38-48. The average age of the Arts teachers (40.65) is lower than the vocational teachers (43.99)(Zarębska, 2010; 56). According to this numerical data there are not enough young teachers, because most of the teachers work as long as it is possible. Moreover it turns out that there are teachers in their late seventies or early eighties. That age can be regarded negatively when we concern working with young learners or teenagers.

3. **THE OUTLOOK FOR EMPLOYMENT**

In order to foresee the possibilities of employment three aspects were analysed. First of all actual structure of employment, described above. Secondly the demographical perspectives, as they show us number of future students and consequently number of required teachers. Last but not least headmasters declarations concerning employing new teachers or reduction of the posts. The survey was carried out in the region of Zagłębie Dąbrowskie on fifty-seven headmasters.

a. **THE IMPACT OF EMPLOYMENT STRUCTURE**

The growing number of teachers gives a great hope for students, to find employment, if the tendency maintains the same. What is more the ageing population of teachers has to be refreshed by young adepts of the teaching art. The biggest problem, also mentioned by headmasters is the lack and the age of vocational teachers. Consequently there is a niche on the labour market that can be filled by educating more vocational teachers, acquainted with new trends in technology as well as with pedagogical aspects of teaching.
b. DEMOGRAPHY

According to the report of GUS (Central Statistical Office) the number of births is falling, which reveals the lack of students.

**Chart 2 Demographical perspectives. Source: Raport GUS, Prognoza ludności do 2030**

Owning to the chart, and statistical report, until 2035 the birth rate is going to be two times lower than it is now (the Yearbook of Poland). The number of students in 2001 was 7062700 (GUS prognoza ludności) in 2010 it is over 1,5 million lower (5.361.500). according to Central Statistical Office it is still falling as a result of falling birth number. That impacts educational labour market, lack of students means lack of the need for teachers. This tendency leads to farsighted employer’s policy.

c. THE OUTLOOK FOR EMPLOYMENT ACCORDING TO THE SURVEYED HEADMASTERS

The survey was carried out in 57 seven schools and kindergartens in Zagłębie Dąbrowskie. Variety of institutions took part in the research, kindergartens, primary schools, secondary schools, vocational schools etc. The headmasters were asked eleven questions about possibility of employing new teachers or reducing posts.

**Diagram 1 Expected reduction: Source: Author's research**

The great majority belive there are not any reductions of posts in three years time, but 23 % assumes there maybe some reductions. Most of the reductions are planned in the following year (61%) and the rest in the period of 2-3 years. The most often mentioned
specializations, that are to be reduced are mathematics, early childhood pedagogy, physical education. The reasons for the reduction are the fall of birth rate and the budget cuts. The government is looking for the savings, therefore it is minimalising expenses on education. Moreover, due to diagram below only 19% of respondents plan to employ new teachers. 

Diagram 2 Possible Employment, Source: Author's research

![Diagram](image)

Furthermore in 53% of researched school there will be no rotation among teachers. None will loose their jobs, but also no one new will be employed. A stagnation on the educational labour market is observed, and that leads to many problems including high rate of unemployment and lack of fresh minds in education.

4. SUMMARY

The presented research results make the outlook pessimistic as well as the labour market seems to be filled to capacity. As the results of the research show the access to work at school is seriously limited. The work at school or other educational institution is almost lifelong position, that is rarely changed. What is more, due to the falling rate of births the situation is not going to improve but to become worse. That problem needs further scientific exploration, not only pedagogical but also economical and sociological. Only wide range exploration of the subject may assure the applicable solution.

5. LITERATURE

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