

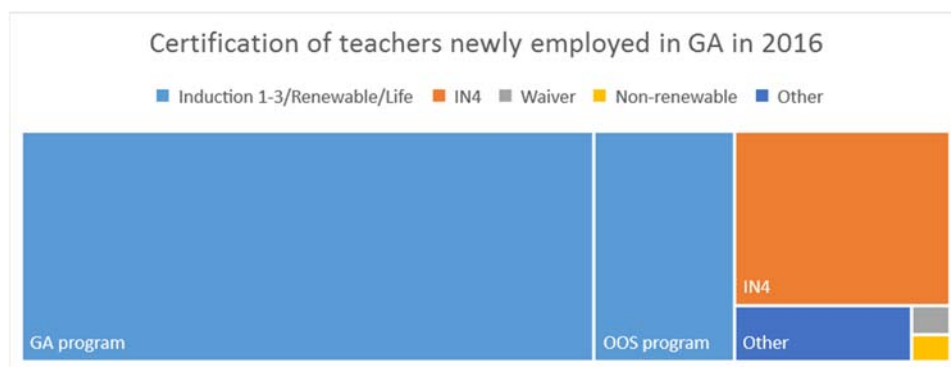
Supply and Demand, 2015-16

In the 2015-16 school year, the demand for new public P-12 teachers continued to grow post-recession. Georgia's centralized education job posting board is no longer consistently used statewide, so this analysis cannot account for unfilled positions; however, we can get some idea of demand by looking at actual hires that were made.

The chart below shows individuals newly hired in a given GA public school in the 2015-16 school year in a teaching or leadership position for which certification is required (including those that had previously been employed in other GA schools). Of the more than 25,000 new hires, over 22,500 were teachers rather than administrators, and nearly 22,000 of those teaching positions were full time. The majority of full-time teachers, over 13,000, had been employed in the state prior to 2016, in some cases with a break in service. The remainder, over 8,600, were newly employed in Georgia in 2016 in a full-time teaching position, although they may previously have held part-time or support positions in the state.

Demand	N	% of prev layer
All new hires in a school in 2016 (T/L, cert required)	25,172	
Administrators	2,630	10%
Teachers	22,542	90%
Part-time	681	3%
Full-time	21,861	97%
Employed in-state prior to 2016	13,245	61%
Employed in another school in 2015	11,005	83%
Not employed as teacher in 2015	2,240	17%
Newly employed in GA in 2016	8,616	39%
Induction 1-3/Renewable/Life	6,612	77%
OOS	1,298	20%
GA	5,314	80%
IN4	1,513	18%
Waiver	45	0.5%
Non-renewable	42	0.5%
Other	404	5%

Of the approximately 8,600 teachers who were employed as such for the first time in GA in 2016 (see *chart below*), more than 3 out of 4 had certification that was renewable, Induction Pathways 1-3 certification, or in rare instances life certification. About 1,500 had Induction Pathway 4 certification, a certification created for those teaching while enrolled in a program (such as M.A.T. or GaTAPP). Fewer than 100 had either a waiver or a non-renewable certificate.



The previous academic year, 2014-15, the supply of Georgia candidates completing initial teacher preparation programs was at a peak, with about 4,600 candidates completing both traditional and non-traditional programs. The chart below shows whether these completers were hired in a GA public school the following year. Note that the number of 2015 completers hired as full-time teachers, about 3,200, is less than the number of completers of GA programs hired in the previous two charts (about 5,300); this is because a portion of teachers hired in 2016 completed their GA programs prior to 2015. While about one in four 2015 completers was not hired in a GA public school, some completers may have been hired in private schools or out of state, neither of which is tracked by GaPSC.

Supply	N	Percent
2015 GA ed prep program completers	4,633	
Hired as full-time teachers	3,230	70%
Hired in other positions	256	6%
Not hired in public schools	1,147	25%

Merely looking at statewide totals does not tell the whole supply-demand story, as some regions have far fewer educator preparation providers or available jobs than others. The table below shows the regions in which candidates completed programs (rows) compared to the region of the district in which they were hired (columns). As before, those in the “Not Hired” category may have been hired in private schools or other states, which are not tracked.

2016 Candidates: Where They Completed vs. Where They Were Hired

Region of Program Completion	District of Hire											Total
	Athens/Gwinnett	East GA	Metro Atlanta	Middle GA	Northeast GA	Northwest GA	Southeast GA	Southwest GA	West GA	Unknown	Not Hired	
Athens/Gwinnett	286	7	95	4	10	22	12	6	9	2	171	624
East GA	2	85	1	2	1	0	4	0	0	6	43	144
Metro Atlanta	76	4	701	24	5	108	13	4	8	7	305	1255
Middle GA	33	7	46	143	4	12	27	10	5	2	57	346
Northeast GA	97	9	84	2	122	11	5	3	4	0	134	471
Northwest GA	15	5	50	2	1	151	4	1	1	2	110	342
Southeast GA	17	14	31	9	1	5	231	7	1	0	104	420
Southwest GA	9	2	56	11	2	4	35	219	5	13	87	443
West GA	27	0	108	5	3	30	6	6	150	4	118	457
Unknown	12	11	72	0	0	0	0	5	3	10	18	131
Total	574	144	1244	202	149	343	337	261	186	46	1147	4633

All data were derived from the GaPSC certification database, the GaPSC program participant warehouse, and the GaDOE Certified/Classified Personnel Information (CPI) report in October 2016.