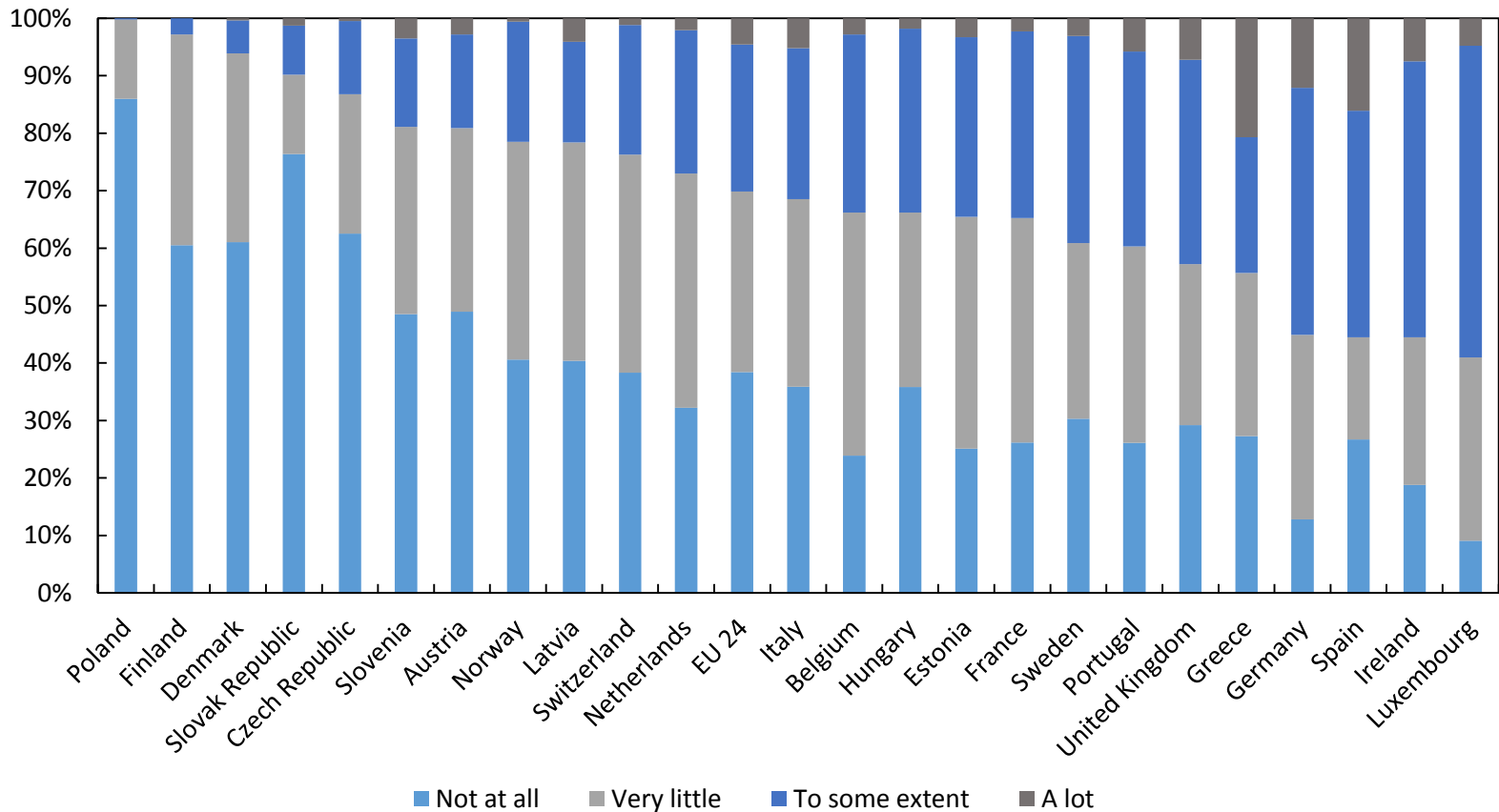


Teacher turnover: What can we learn from Europe?

Miroslava Federičová, CERGE-EI

XXVIII AEDE Meeting

A lack of teaching staff



Source: PISA 2015

Percentage of students in schools whose principal reported that the school's capacity to provide instruction is hindered by a lack of teaching staff

Main goal

- Teacher turnover
 - its level and character
 - across European regions (19 European countries)
 - in time – 2 generations (1950-1965 and 1970-1985)

- Transition to market economy in Eastern Europe
 - sharp increase in unemployment rate (Paukert, 1995)
 - decompression of wages and the increase in returns to education (Münich, Svejnar and Terrell, 2005)
 - Different pattern in the education, health and social care industry (mostly financed from state budget)
 - Outside option for teachers became more attractive

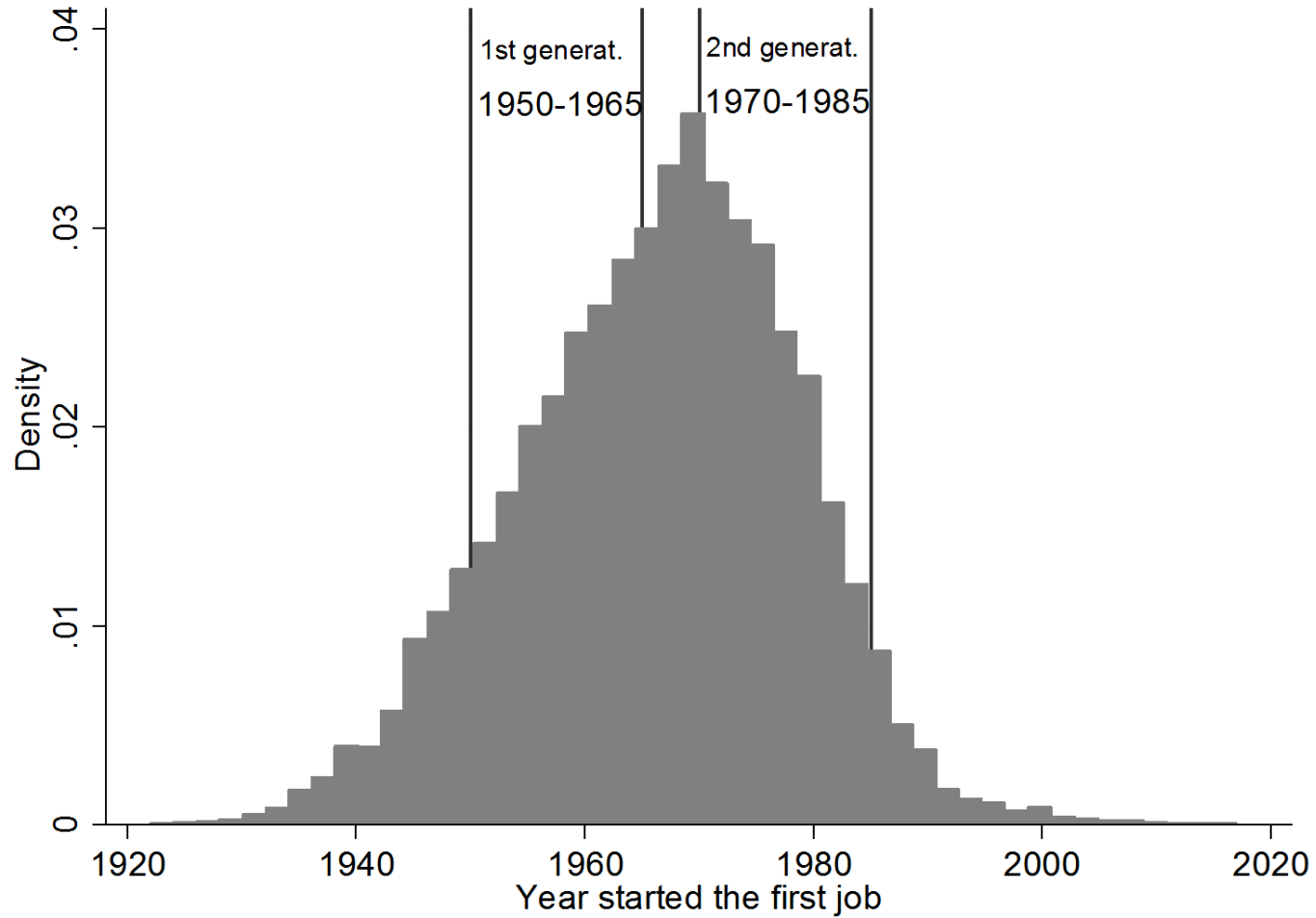
What we know

- Empirical studies from the US
 - equal to around 8 to 9% (Hanushek et al., 2016; Harris and Adams, 2007)
 - Similar to other professionals
- Positive vs negative turnover:
 - Positive – it can improve job matching
 - Negative:
 - Negative effects on quality of instructions (Rondfeldt, Loeb and Wyckoff, 2013)
 - Higher turnover among more talented teachers (Goldhaber, Gross and Player, 2011; Dolton and van der Klaauw, 1999)
 - Particularly large in schools with high shares of disadvantaged students (Murnane and Steele, 2007; Falch and Storm, 2005)
 - Teacher turnover is suggested as not necessarily healthy (Borman and Dowling, 2008)

Data

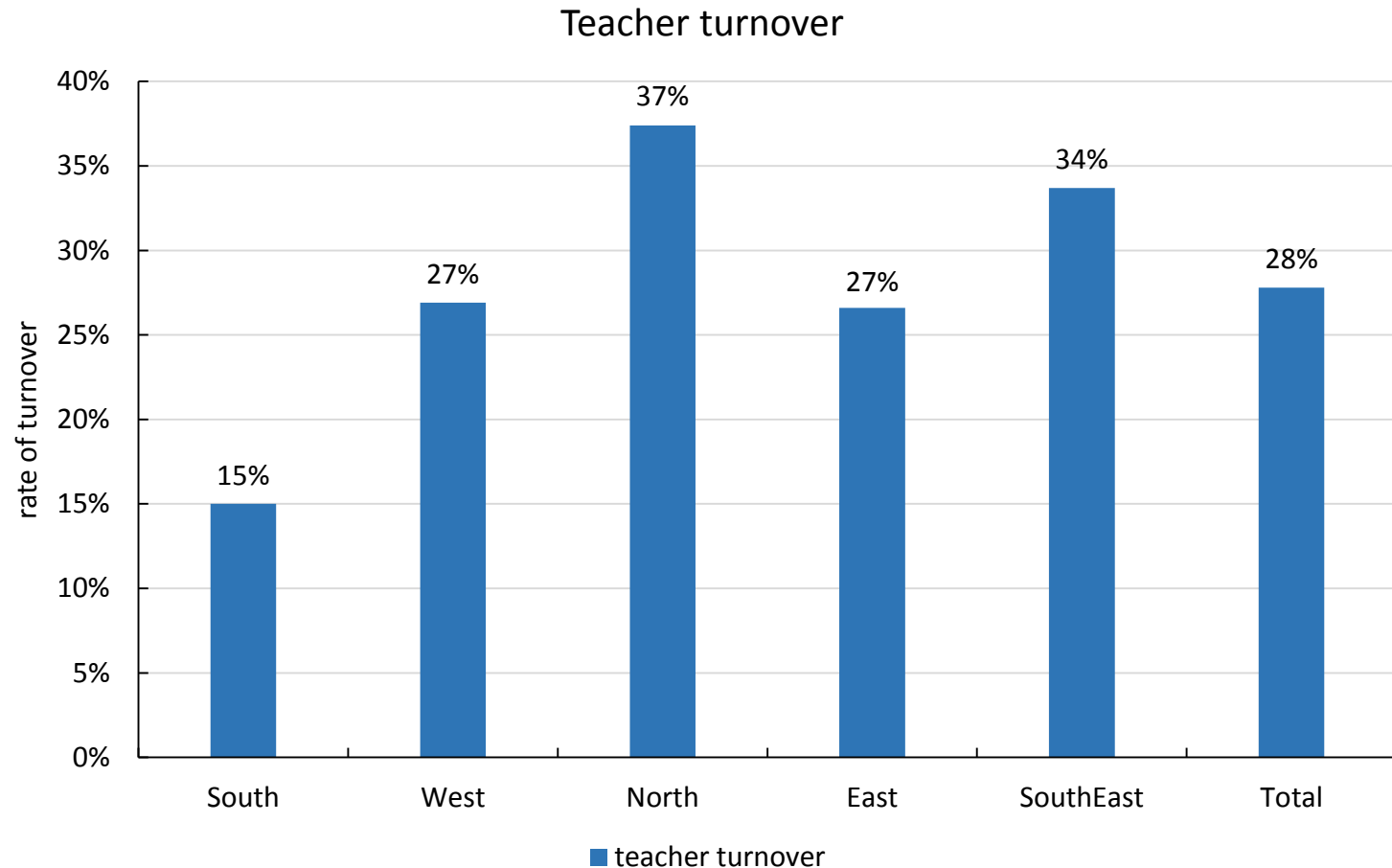
- Survey of Health, Ageing and Retirement in Europe (SHARE)
 - Detailed information on health, work, socio-economic status and social and family networks of respondents
 - Panel data from 2005 – survey conducting every two years
 - Individuals aged 50+ in 27 European countries
- SHARE Life (2011 and 2017) – retrospective information including the whole career path of respondents
 - enable to identify year and age when teachers had left their teaching profession and the consecutive occupation they entered
- 19 European countries – 65,688 individuals (4,523 teachers) in 5 regions (north, west, east, south, south-east)

The year when individuals started their first job



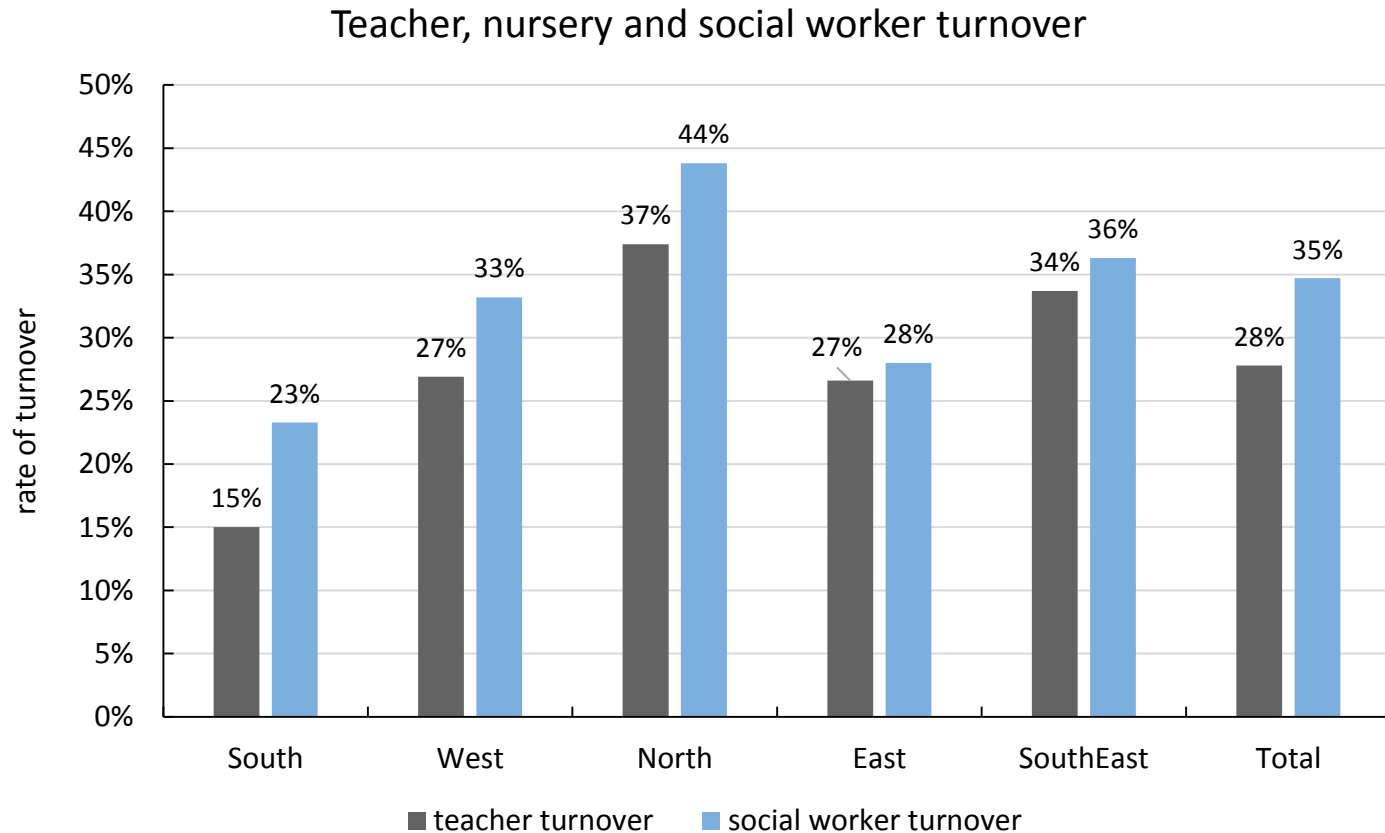
Teacher turnover

- in Europe (SHARE) – 27.8 % teachers
- in the US – 8 to 9 % (Harris and Adams, 2007)
- variation across European regions



Teacher turnover

- Hanushek et al. (2016) and Harris and Adams (2007) – similar turnover among teachers and other professions such as nurses, social workers, and accountants
- variation across professions

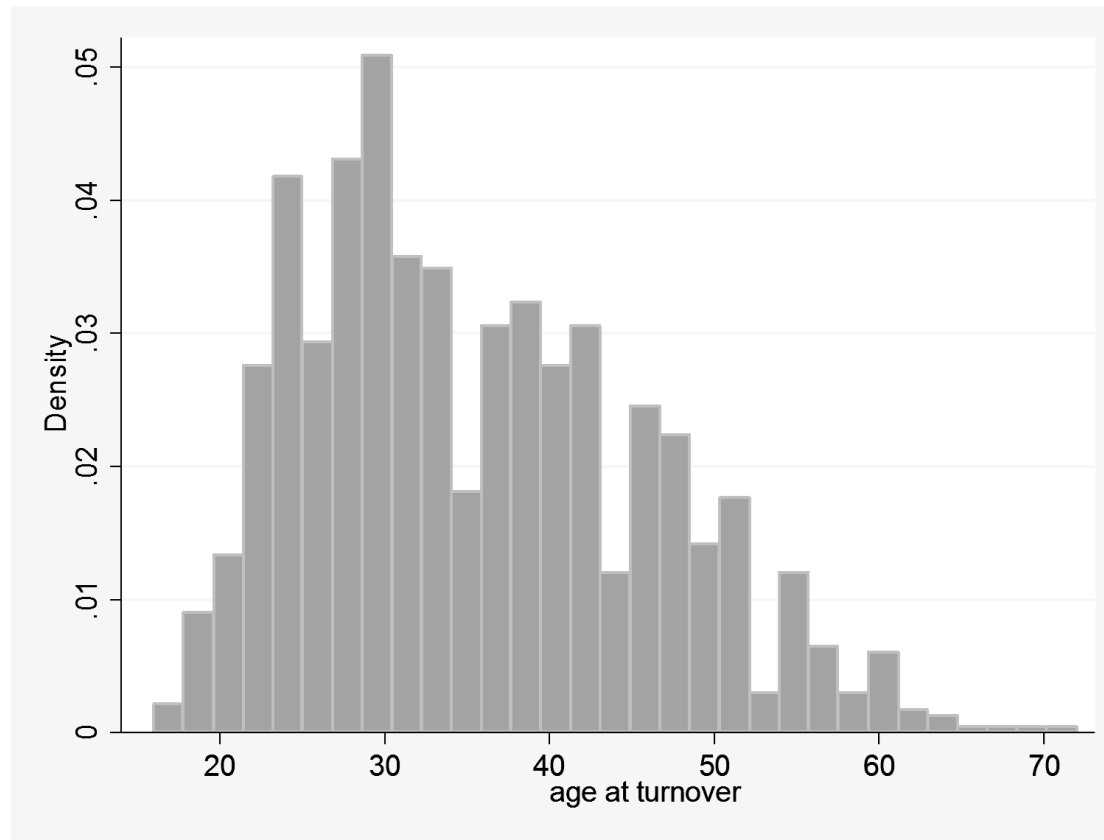


Characteristics of teachers who exit

Teacher personal characteristics	Difference in teacher turnover
Male teachers	6.9 p.p. (1.36)***
Teachers who began their careers at 31 or older	0.7 p.p. (1.67)
Not-married teachers	33.5 p.p. (1.72)***
Teachers with tertiary education	-9.8 p.p. (1.55)***

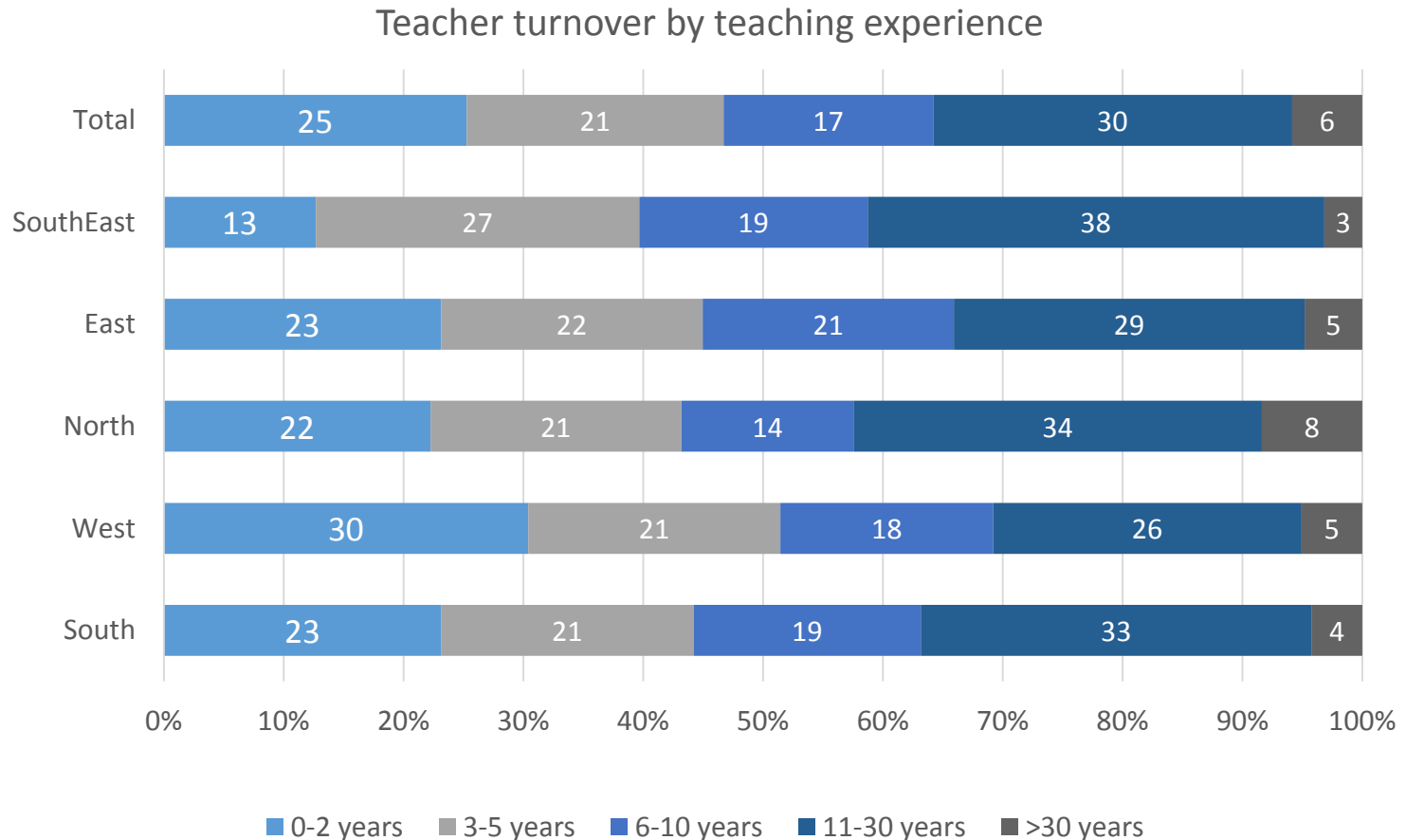
- variation across regions:
 - Male teachers in east and south-east region – 20 p.p.

Duration: Age at turnover



- 70% of teacher turnovers after the first experience as a teacher and additional 20% after the second employment as a teacher
- 40% of the total number of turnovers occurs before teachers turned their 30s (see Figure)
- high labour mobility in northern Europe – only 20% of turnovers before the age of 30

Duration: Teaching experience

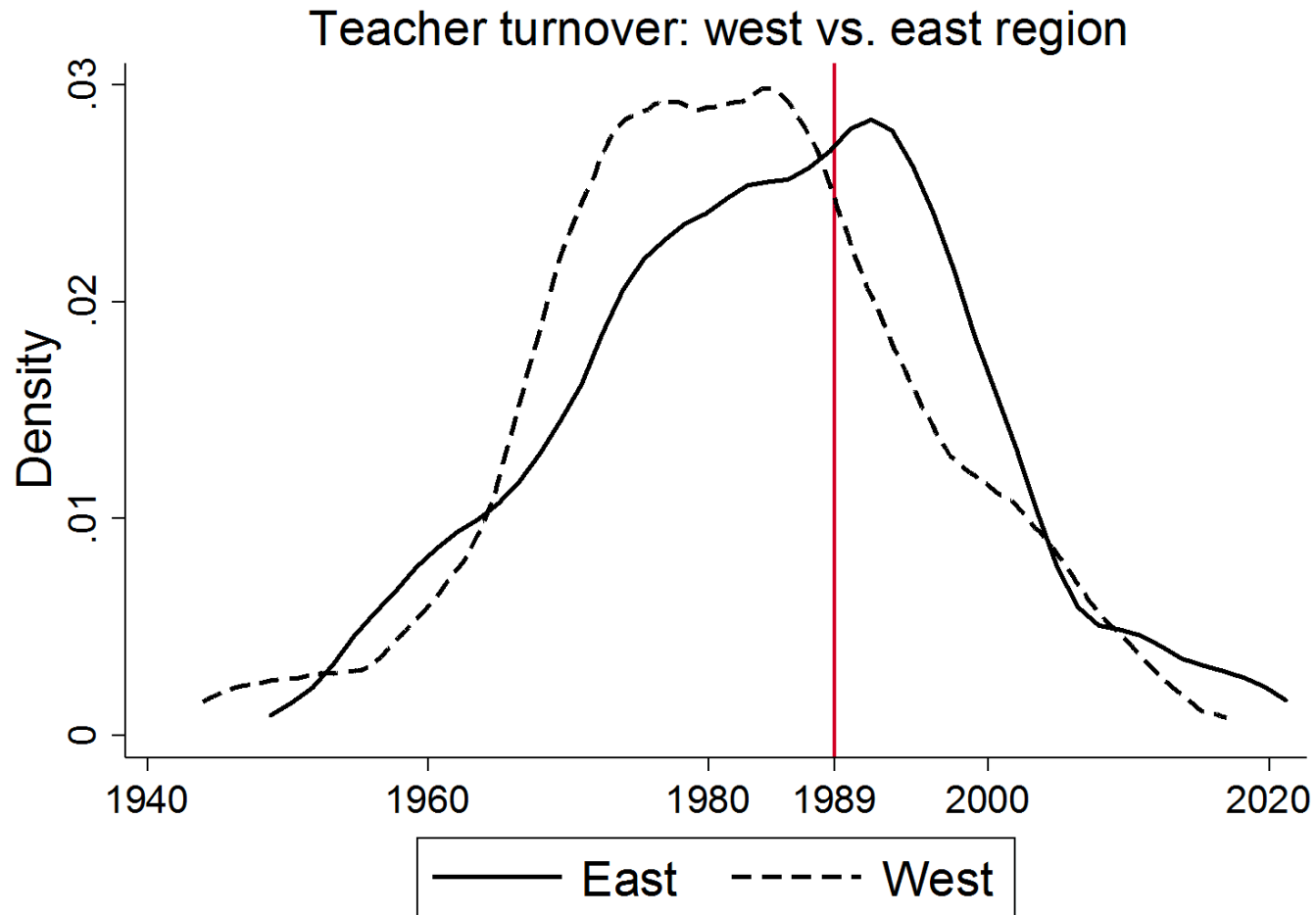


- Additional year of teaching experience significantly decreases probability of teacher turnover by 2 p.p.
- 25% of teachers leaving teaching profession do so in less than two years of their teaching experience

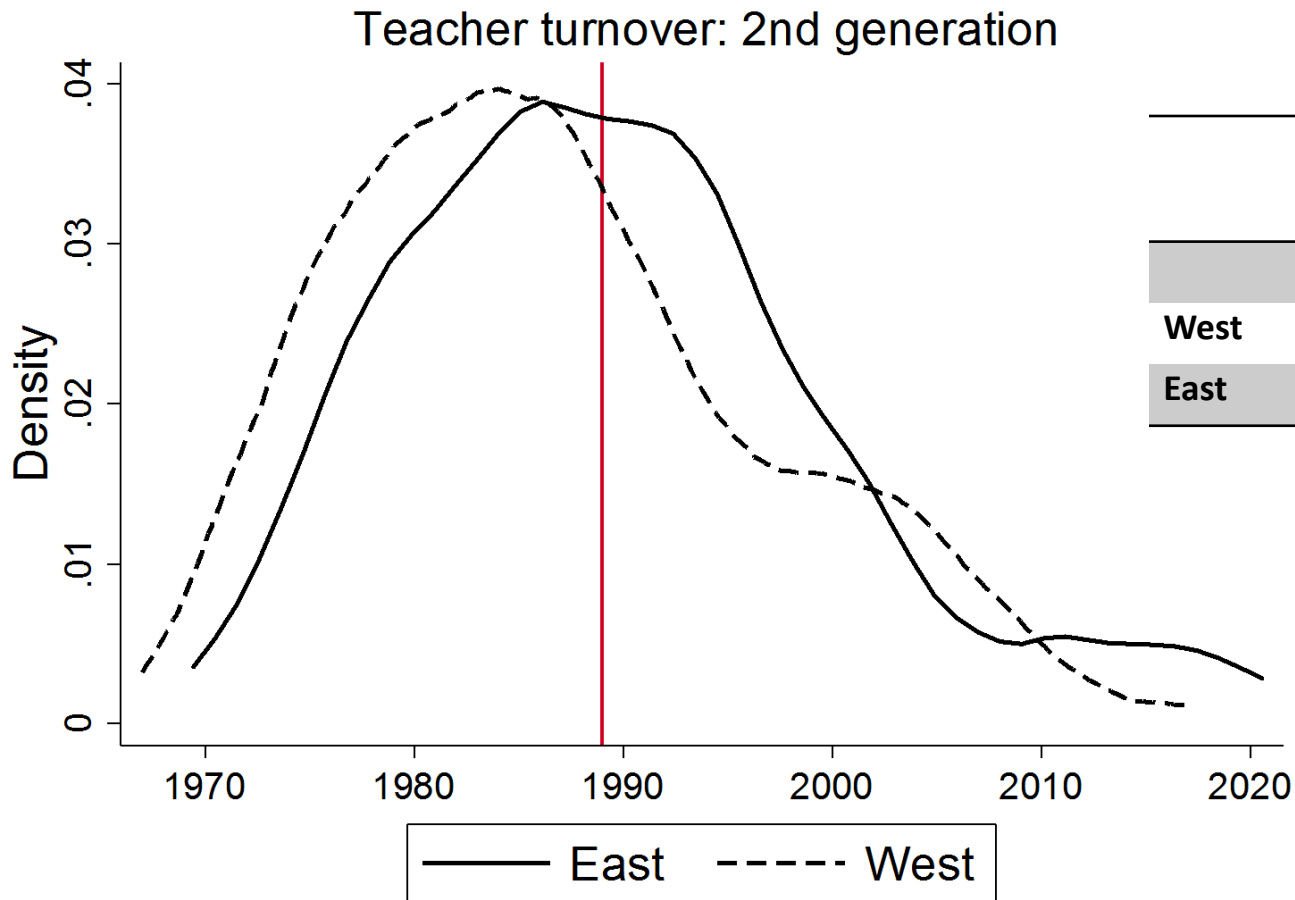
Occupation after turnover

- 89% chose white collar occupation (57% high-skilled and 32% low-skilled white collar)
 - In south-east region, 25% switched to blue collar occupations
- Occupation:
 - 48% to other professional occupation
 - 16% to clerical support workers
 - 15% to service and sales workers
- Ownership structure of the firm:
 - 60% to the private sector in west, south and north region
 - Around 60% to the public sector in east and south-east region
 - Variation – because of the overall variation of the share of public and private sector on the labor market

Transition: teacher turnover in time



Transition: 2nd generation

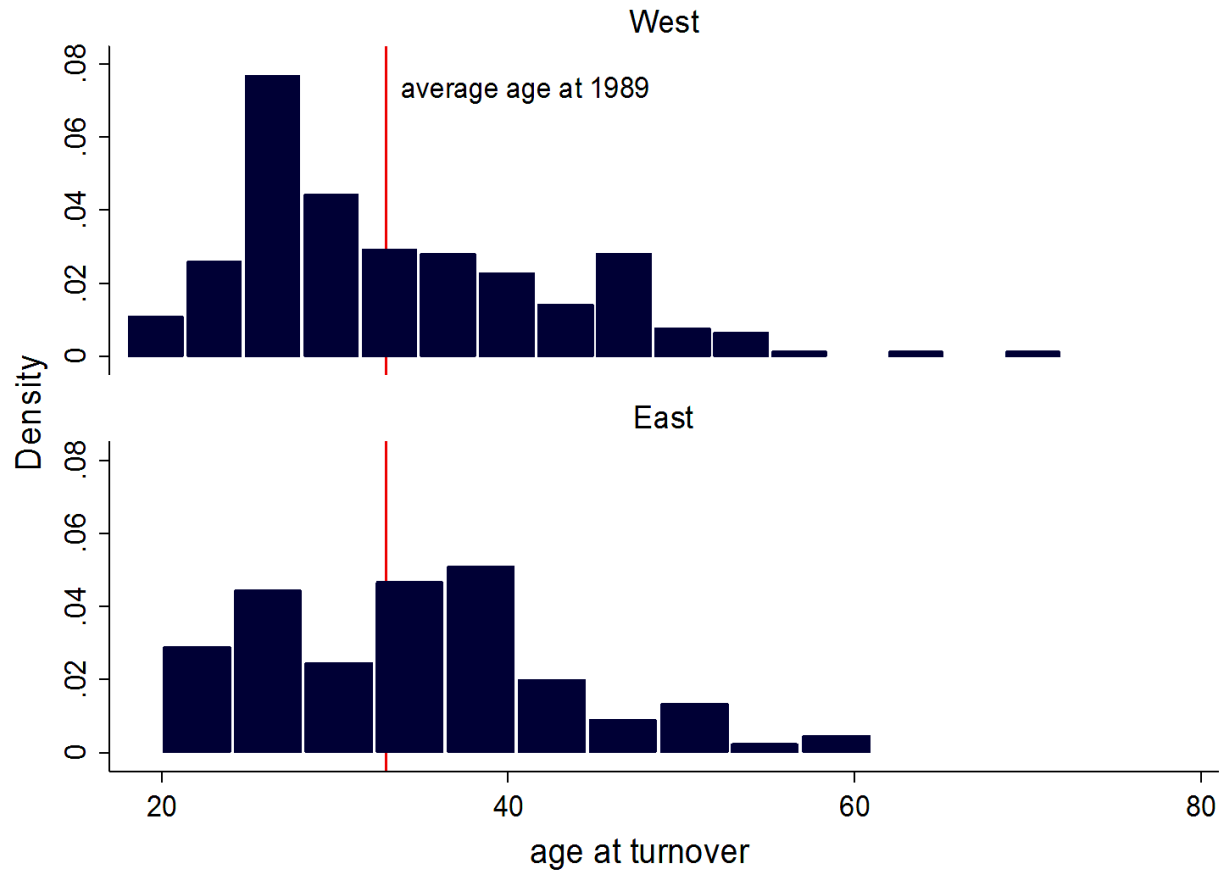


% of turnovers before and after 1989

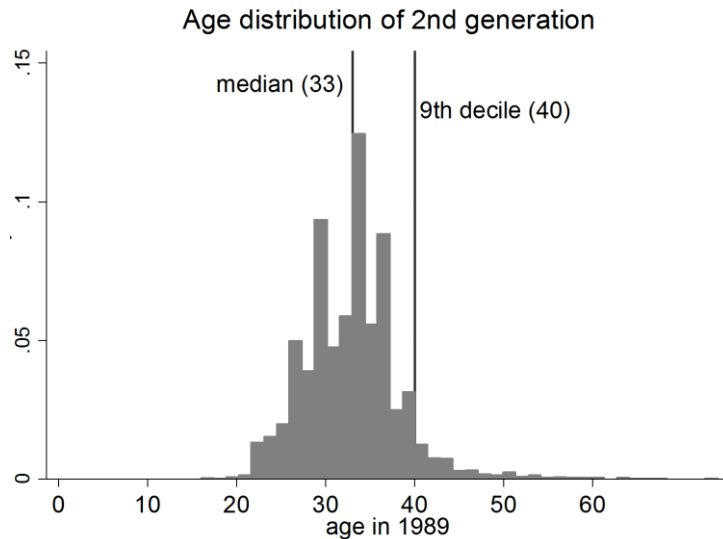
	Before	After
West	65.8 %	34.2 %
East	53.6 %	46.4 %

Transition: 2nd generation

Teacher turnover by age: 2nd generation



Transition: 2nd generation



% of turnovers for 33-40 years old		
	1st gen.	2nd gen.
West	21.5 %	21.5 %
East	23.5 %	40.0 %

- DID: % of turnover of those aged 33-40 – in west region (1st vs 2nd generation) vs east region (1st vs 2nd generation)
- In east region, individuals aged 33 to 40 in the 2nd generation left teaching profession by 16.5 p.p. higher rate than the same old 1st generation (before the transition) – controlling for the trend using west region

Teacher turnover - summary

- Variation across regions
 - The level of turnover – the highest in north and the lowest in south region
- Higher teacher turnover:
 - male teacher
 - not-married
 - after the first experience as teacher
 - young teachers (before the age of 30) and short teaching experience
- Usually, teachers switched to:
 - high-skilled white collar occupations (such as other professional occup.)
 - to the private sector (in west, south and north) and to the public sector (in east and south-east)
- Transition
 - Teachers were attracted by other professions during the transition

THANK YOU