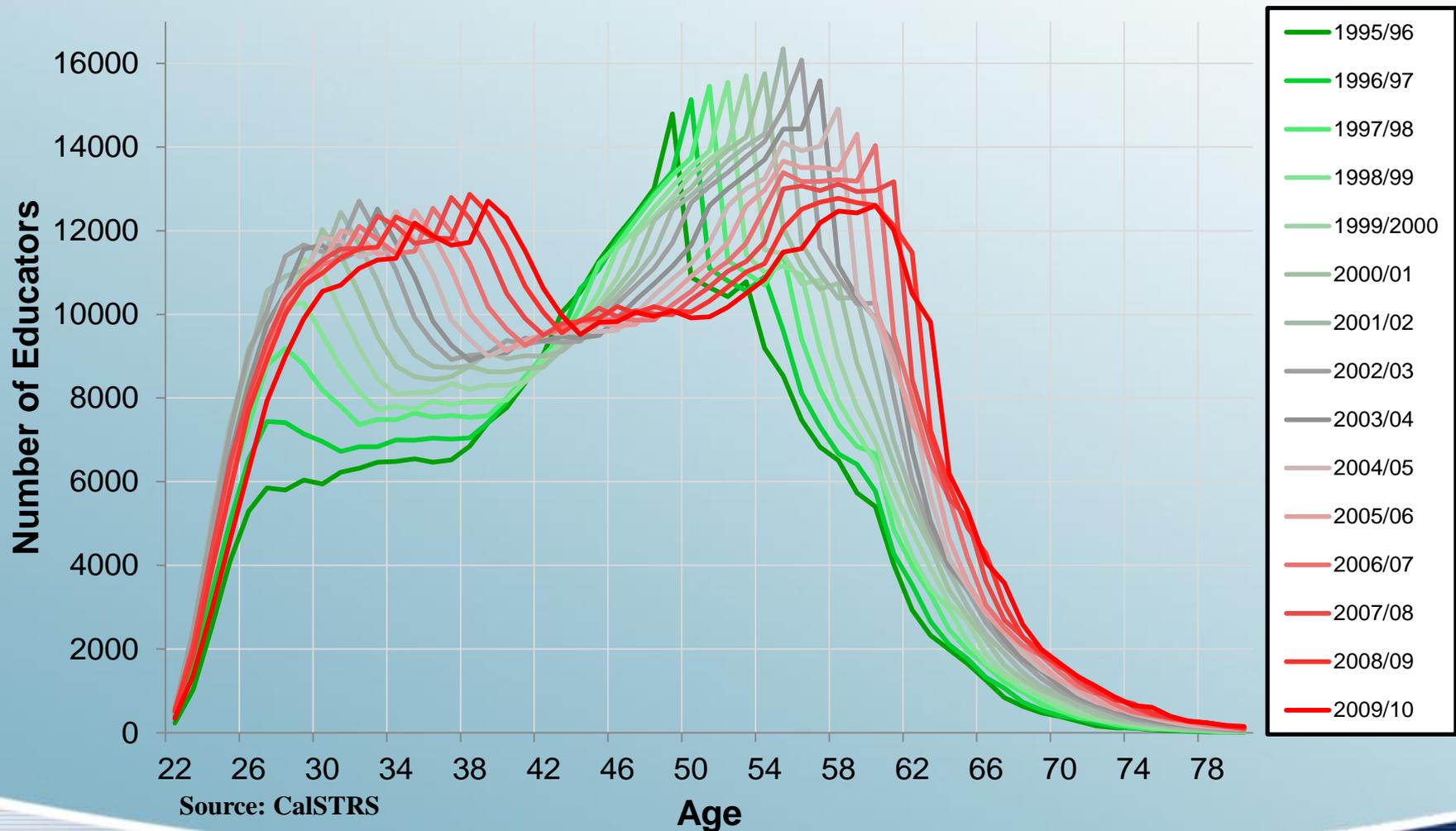


Retirements among California's K–12 certificated educators

Commission on Teacher Credentialing
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Tony Fong

Age distribution of California certificated K-12 educators over time



Proportion of the workforce within specific age ranges (percent)

Year	Over 50	Over 60
1995/96	31.4	5.5
1996/97	31.6	5.8
1997/98	33.3	6.3
1998/99	34.2	6.6
1999/2000	35.2	7.1
2000/01	36.1	7.6
2001/02	36.9	8.0
2002/03	37.7	8.6
2003/04	38.6	9.4
2004/05	38.8	9.9
2005/06	38.8	10.2
2006/07	39.1	11.0
2007/08	39.0	12.3
2008/09	39.0	13.2
2009/10	39.6	14.2

Source: CalSTRS

Regional Variation

- Why study retirements at the county level?
 - Labor markets tend to be local
 - One study found that 85% of teachers entered teaching within 40 miles of their hometown
 - Producing more teachers in one part of the state may not help meet the demand in another part
 - Changes in student enrollments, which impact the proportion of teachers retiring, vary greatly at the county level
 - Some counties expected to grow by more than 15% over the next ten years, while others expected to experience negative growth

Data

- CalSTRS data allows us to observe individual-level retirements over time
- We projected retirements using historical retirement rates and the ages of the current workforce
- Unable to account for attrition
- No other statewide teacher dataset currently available

What We Found

- Considerable variation in projected retirements at the county level
- Low projected retirement rates in the Inland Empire (San Bernardino and Riverside), which is experiencing high growth rates in student enrollment

Possible next steps/future studies?

- Updated analysis as the distribution of the workforce continues to change
- Looking at how age-specific retirement rates have changed before, during, and after the most recent recession
- Others beyond retirement analyses?

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