

Teacher Supply

Education

Why systems run short of teachers, and which levers actually shift the number.

Most shortages are lost through the back door, not the front.

What drives shortage

Workload, especially marking and data

Behaviour and lack of support

Pay relative to graduate alternatives

Shortage concentrated in specific subjects

Housing costs in high-demand areas

Levers that work

Retention of early-career teachers

Workload reduction that is actually enforced

Subject-specific bursaries and retention payments

Structured induction and mentoring

Flexible working and part-time routes

Educational reference. Retaining a teacher costs far less than training a replacement, and shortages concentrate in the hardest-to-staff