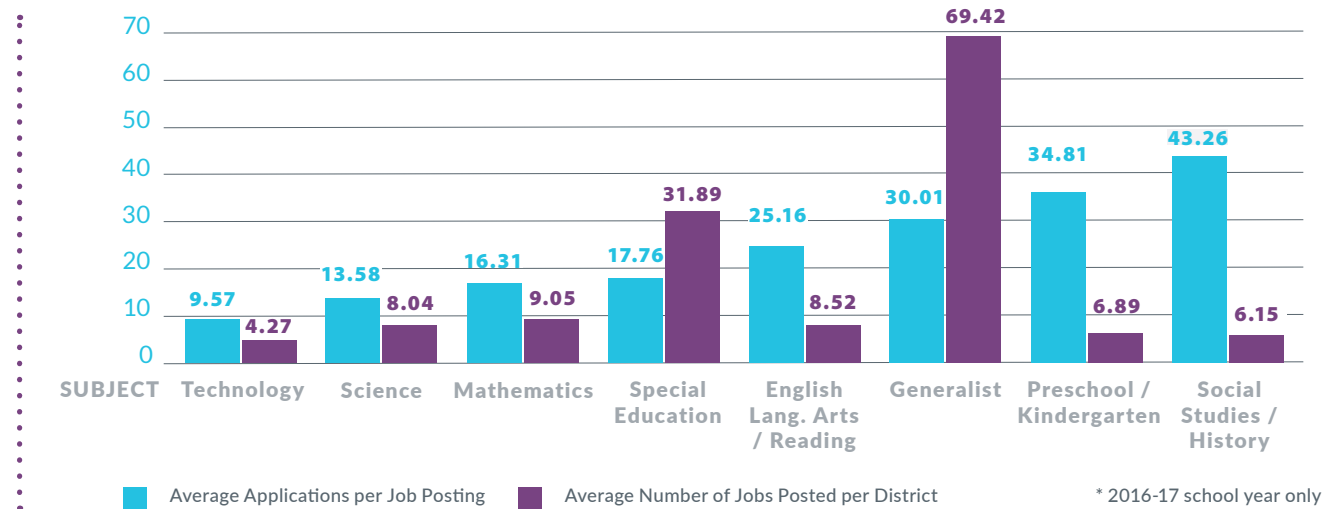


## Teacher Applicant Supply & Demand



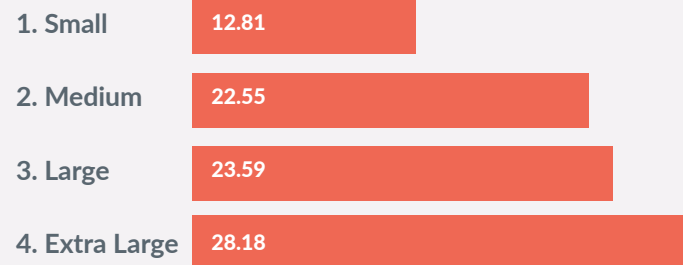
On average, teacher job postings received 24.6 applications. But when broken out by subject, it's clear that some candidates — like Technology teachers — are in short supply, and competition is fierce for positions like Special Education, where there's an average of 31 jobs posted per district but only 17 applicants per job.

**How can you make your district stand out when hiring for high-competition positions?**

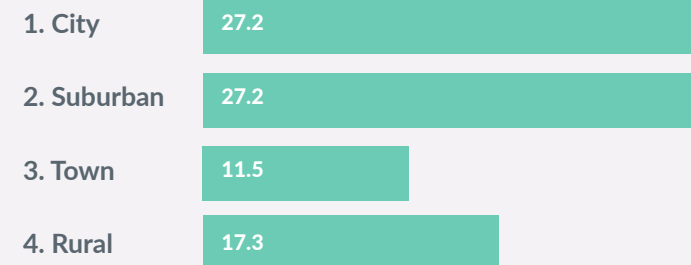


When looking at the number of average applications per job posting by organization size and location, it's clear that applicant pools in some places are much deeper than others.

### Average Applications per Job Post by Size



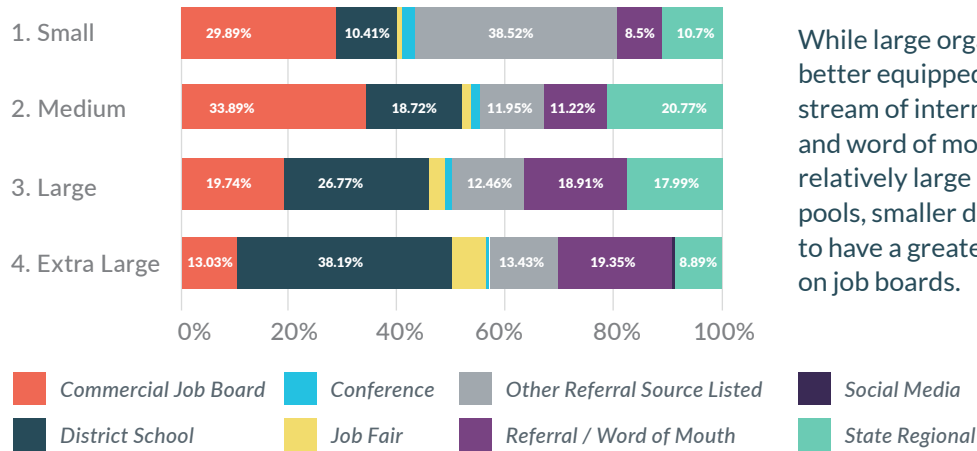
### Average Applications per Job Post by Locale



\* 2016-17 school year only

## A Closer Look at Teacher Applicant Pools

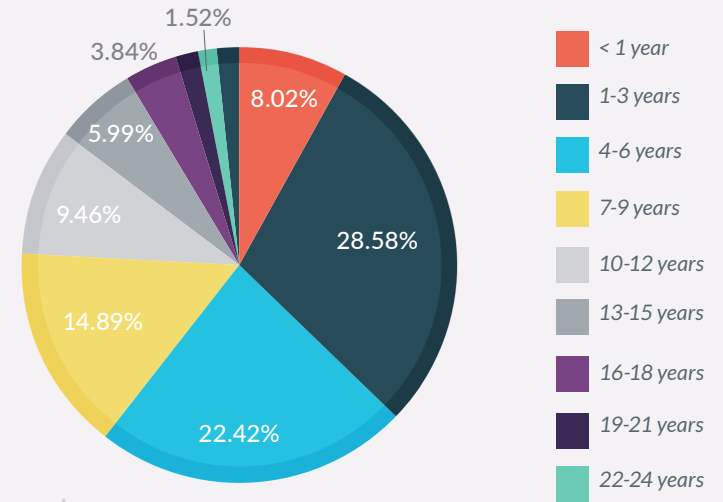
Percent of Applicants by Referral Source by Client Size



[INSIGHT]

While large organizations are better equipped to rely on a stream of internal candidates and word of mouth to fill their relatively large applicant pools, smaller districts tend to have a greater dependence on job boards.

## Percent of Applicants by Years of Experience

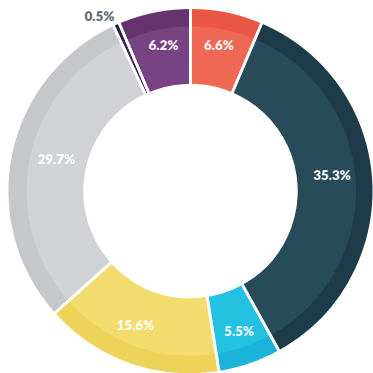


[INSIGHT]

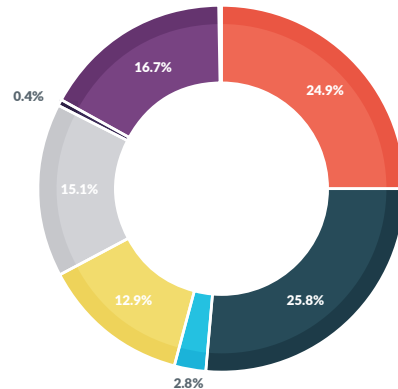
Just over one-third of teachers applying for new jobs have three or fewer years of experience, and over half of all candidates had six or fewer years of experience.

**How can your district better retain new educators? Could there be a link between word of mouth referrals and high turnover?**

## Percent of Hired Applicants by Referral Source



## Percent of Applicants by Referral Source



[INSIGHT]

Although only 15 percent of applications overall come from word of mouth referrals, about 30 percent of educators are hired from those sources.

**Have you thought about these metrics in your own district? Have you found a similar disparity?**

For additional insights regarding how hiring bias may play into the dependency on word of mouth referrals, see the Institute's report, [A Leak in the Pipeline](#). →

These statistics are based on data from over 900 K-12 organizations using Frontline Recruiting & Hiring from the 2014-15 through 2016-17 school years, except where otherwise noted. This represents application data from over 1 million applications and 376,081 unique applicants.

For additional insights regarding how hiring bias may play into the dependency on word of mouth referrals, see the Institute's report, [A Leak in the Pipeline](#).