The teacher shortage: RECRUITMENT, RETENTION, & PENSIONS

WHERE ARE MINNESOTA’S TEACHERS?

- 52.5% of licensed teachers are not currently teaching in Minnesota public schools.
- 41.9% of school districts report that teacher shortages are a major problem.
- 57.6% of school districts reported that there are significantly fewer applicants.

2019 Biennial Minnesota Teacher Supply and Demand report

- Out of 201,686 total active and retired TRA members, 51,436 (26%) are not currently teaching.
- The average teacher currently in the classroom has 12 years of service.

2019 TRA data

HOW PENSIONS HELP ATTRACT & RETAIN TEACHERS

91% of teachers say pensions incentivize public workers to have long public service careers.

86% of teachers agree that a pension benefit is a major reason why they stay in their job.

90% of teachers say they plan to stay with their current employer until they retire or can no longer work.

94% of teachers agree that offering a pension is an effective way to recruit new public employees.

96% of teachers say offering a pension is an effective tool for retaining employees.

National Institute on Retirement Security, November 2019

Out of 201,686 total active and retired TRA members, 51,436 (26%) are not currently teaching.

83% of TRA’s teachers (3,805 of 4,560 respondents) said their TRA pension was among the motivating factors for them to continue teaching.

70% (10,951 out of 15,618 respondents) of retirees said their TRA pension was among the motivating factors that kept them in the profession.

2017 TRA member survey
The teacher shortage:
TAKE ACTION

- Make sure your teachers are aware of the value of their TRA pension.

- Have TRA literature on hand in school buildings wherever human resources information is available.

- Invite a TRA counselor to speak at your in-service sessions.

- Direct teaching staff to MinnesotaTRA.org to learn about their pension plan.