

## 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*



## *The teacher shortage:*

# RECRUITMENT, RETENTION, & PENSIONS

### 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*

**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*

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# *The teacher shortage:* TAKE ACTION



## SOLUTIONS

- ◆ 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](http://MinnesotaTRA.org) to learn about their pension plan.

