

Data Insight: Recruitment and Retention 2025



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The Education Workforce Council (EWC) is the independent, professional regulator for the education workforce in Wales. All data included in this summary is derived from the EWC Register of Education Practitioners and relates specifically to the recruitment and retention of registrants. All data provided relates to school teachers, school learning support workers, further education teachers, further education learning support workers, work-based learning practitioners, qualified youth workers, and qualified youth support workers registered with the EWC on 1 of March 2025.

Introduction to the Education Workforce Council's Recruitment and Retention Data Insight for 2025

These statistics have been produced using data from the Register of Education Practitioners. The information that we are able to hold on the Register is set out in the Education Workforce Council (Main Functions) (Wales) Regulations 2015, as amended.

The Register is real time and provides a unique source of data about the 13 registered education groups in Wales. No equivalent data is available from any other body or organisation. Consequently, comparison should not be made with other sources such as the Welsh Government School Workforce Annual Census (SWAC), also published annually. For the school sector in particular, unlike SWAC, our data includes all supply staff, peripatetic workers, freelance workers, and others who provide education or training in a school, as well as other education settings. We also hold significant historic data which enables us to provide trend information.

The statistics in this report are based on the following criteria:

- registrant numbers are recorded as actuals, rather than full-time equivalent
- the census date used for the data taken from the Register is 1 March each year
- the information recorded on the Register is obtained directly from the practitioner and/or their employer
- percentages may not total 100 due to rounding

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1. School teachers (TEA)

1.1 Number registered

Table 1.1: The annual registered total of school teachers.

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Number of school teachers	37,355	36,951	36,426	35,929	35,545	35,171	34,766	35,256	35,837	35,865	35,266

The table above may be used for reference when looking at retention cohorts from specific years.

1.2 Retention

Table 1.2a: Year-on-year change in the 2020 school teacher cohort.

The following table reviews the retention of a specific cohort of registrants, following the 2020 cohort of school teachers. On 1 March 2020, there were 35,171 school teachers registered with the EWC. On 1 March 2025, 75.9% of that cohort were still registered as school teachers with the EWC.

	2021		2022		2023		2024		2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a TEA	32,539	92.5	30,810	87.6	29,572	84.1	28,191	80.2	26,700	75.9
Registered in another category	173	0.5	232	0.7	311	0.9	511	1.5	733	2.1
Not registered with the EWC	2,459	7.0	4,129	11.7	5,288	15.0	6,469	18.4	7,738	22.0
Total	35,171	100	35,171	100	35,171	100	35,171	100	35,171	100
Year-on-year difference in registered TEA	-2,632	-7.5	-1,729	-4.9	-1,238	-3.5	-1,381	-3.9	-1,491	-4.3
Cumulative difference in registered TEA	-2,632	-7.5	-4,361	-12.4	-5,599	-15.9	-6,980	-19.8	-8,471	-24.1

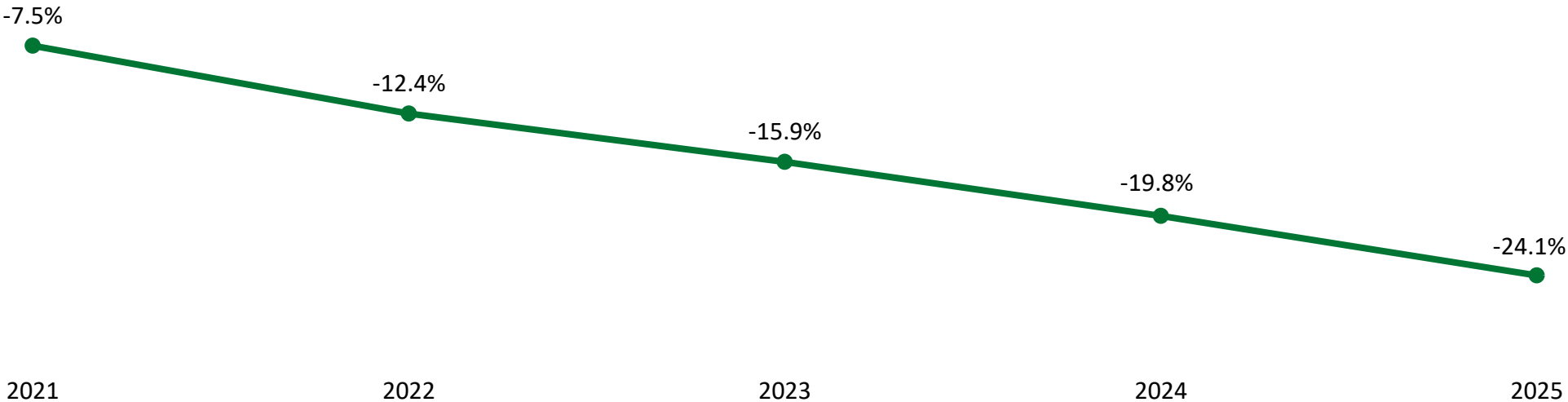


Chart 1: Cumulative percentage difference following the 2020 cohort of registered school teachers.

Table 1.2b: Year-on-year change in the 2015 school teacher cohort.

The following tables reviews the retention of a specific cohort of registrants, following the 2015 cohort of school teachers. On 1 March 2015, there were 37,355 school teachers registered with the EWC. On 1 March 2025, 57.7% of that cohort were still registered as school teachers with the EWC.

	2016		2017		2018		2019		2020	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a TEA	34,695	92.9	32,372	86.7	30,317	81.2	28,666	76.7	27,070	72.5
Registered in another category	7	0	215	0.6	338	0.9	388	1.0	489	1.3
Not registered with the EWC	2,653	7.1	4,768	12.8	6,700	17.9	8,301	22.2	9,796	26.2
Total	37,355	100	37,355	100	37,355	100	37,355	100	37,355	100
Year-on-year difference in registered TEA	-2,660	-7.1	-2,323	-6.2	-2,055	-5.5	-1,651	-4.5	-1,596	-4.2
Cumulative difference in registered TEA	-2,660	-7.1	-4,983	-13.3	-7,038	-18.8	-8,689	-23.3	-10,285	-27.5

	2021		2022		2023		2024		2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a TEA	25,662	68.7	24,584	65.8	23,740	63.6	22,710	60.8	21,549	57.7
Registered in another category	514	1.4	498	1.3	543	1.5	823	2.2	997	2.7
Not registered with the EWC	11,179	29.9	12,273	32.9	13,072	35.0	13,822	37.0	14,809	39.6
Total	37,355	100	37,355	100	37,355	100	37,355	100	37,355	100
Year-on-year difference in registered TEA	-1,408	-3.8	-1,078	-2.9	-844	-2.2	-1,030	-2.8	-1,161	-3.1
Cumulative difference in registered TEA	-11,693	-31.3	-12,771	-34.2	-13,615	-36.4	-14,645	-39.2	-15,806	-42.3

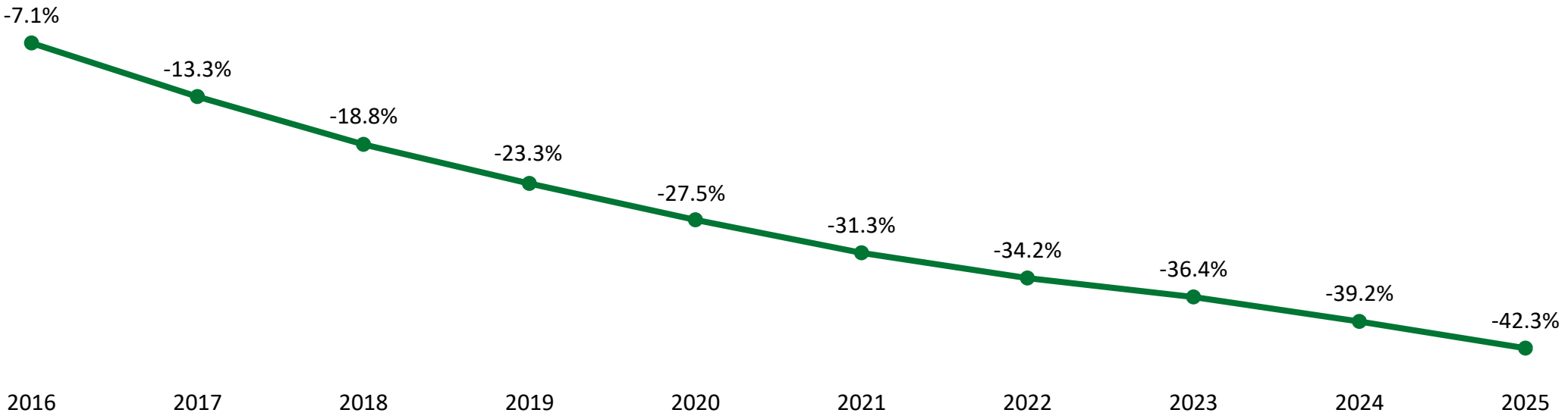


Chart 2: Cumulative percentage difference following the 2015 cohort of registered school teachers.

Table 1.2c: Five-year change over five years in registered school teacher numbers.

The following table reviews the five-year retention of a cohort of registrants each year from 2016 through to 2020.

	2016 to 2021		2017 to 2022		2018 to 2023		2019 to 2024		2020 to 2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a TEA	26,784	72.5	26,843	73.7	27,143	75.5	27,026	76.0	26,700	75.9
Registered in another category	479	1.3	427	1.2	406	1.1	576	1.6	733	2.1
Not registered with the EWC	9,688	26.2	9,156	25.1	8,380	23.3	7,943	22.3	7,738	22.0
Total	36,951	100	36,426	100	35,929	100	35,545	100	35,171	100

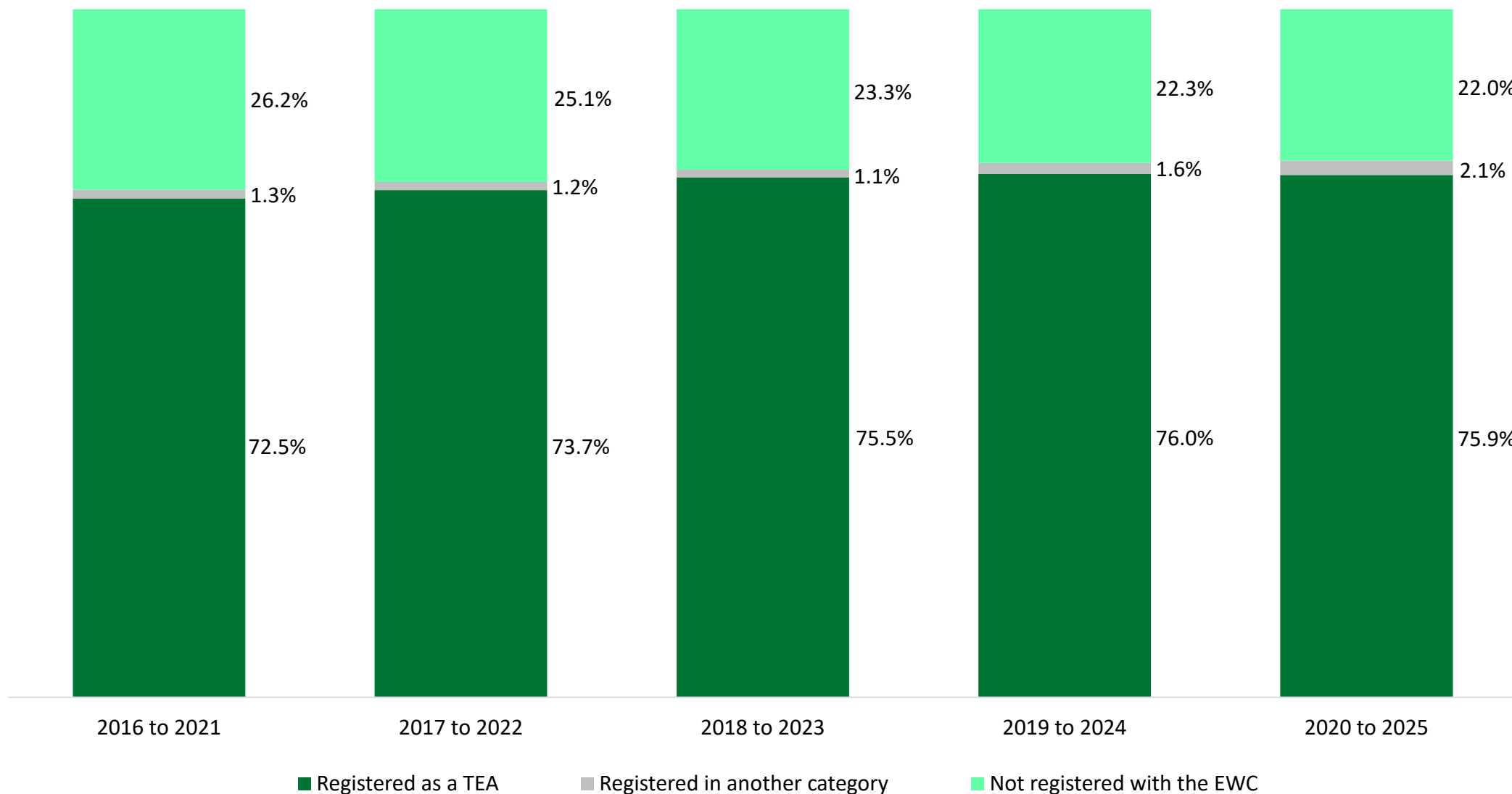


Chart 3: Percentage showing the five-year change over five years in registered school teachers.

Table 1.2d: 10-year change over 10 years in registered school teacher numbers.

The following tables reviews the 10-year retention of a cohort of registrants each year from 2006 through to 2015.

	2006 to 2016		2007 to 2017		2008 to 2018		2009 to 2019		2010 to 2020	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a TEA	23,008	59.8	22,787	58.9	21,503	55.2	21,448	55.2	21,269	54.7
Registered in another category	185	0.5	454	1.2	541	1.4	568	1.5	606	1.6
Not registered with the EWC	15,286	39.7	15,444	39.9	16,898	43.4	16,863	43.4	17,021	43.8
Total	38,479	100	38,685	100	38,942	100	38,879	100	38,896	100

	2011 to 2021		2012 to 2022		2013 to 2023		2014 to 2024		2015 to 2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a TEA	21,169	54.6	21,305	55.6	21,607	57.1	21,645	57.5	21,549	57.7
Registered in another category	604	1.6	562	1.5	572	1.5	848	2.3	997	2.7
Not registered with the EWC	16,997	43.8	16,423	42.9	15,683	41.4	15,180	40.3	14,809	39.6
Total	38,770	100	38,290	100	37,862	100	37,673	100	37,355	100

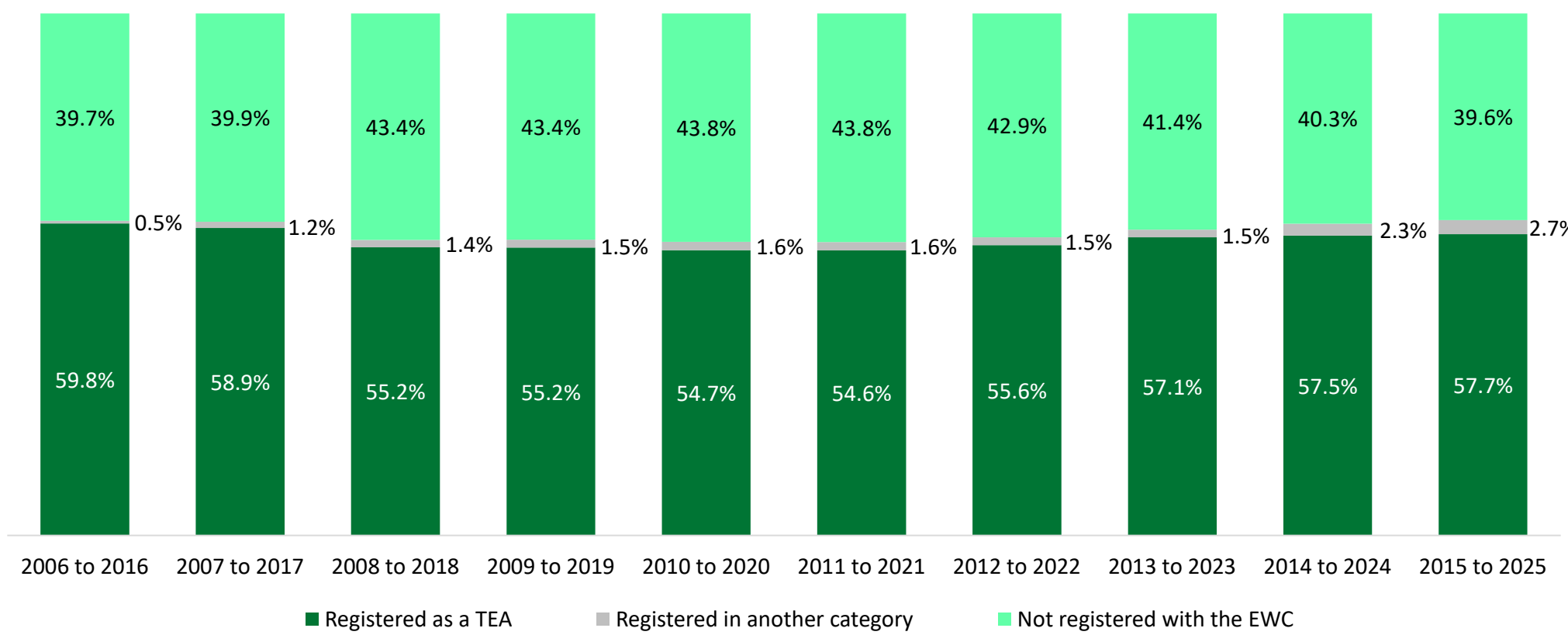


Chart 4: Percentages showing the 10-year change over 10 years in registered school teacher numbers.

Table 1.2e: One-year change over 10 years in registered school teacher numbers.

The following tables reviews the one-year retention of a cohort of registrants each year from 2015 through to 2024.

	2015 to 2016		2016 to 2017		2017 to 2018		2018 to 2019		2019 to 2020	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a TEA	34,695	92.9	34,135	92.4	33,614	92.3	33,328	92.8	32,825	92.3
Registered in another category	7	0.0	138	0.4	173	0.5	164	0.5	178	0.5
Not registered with the EWC	2,653	7.1	2,678	7.2	2,639	7.2	2,437	6.8	2,542	7.2
Total	37,355	100	36,951	100	36,426	100	35,929	100	35,545	100

	2020 to 2021		2021 to 2022		2022 to 2023		2023 to 2024		2024 to 2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a TEA	32,539	92.5	32,454	91.7	33,070	93.8	33,351	93.1	32,955	91.9
Registered in another category	173	0.5	127	0.5	167	0.5	302	0.8	516	1.4
Not registered with the EWC	2,459	7.0	2,185	7.8	2,019	5.7	2,184	6.1	2,394	6.7
Total	35,171	100	34,766	100	35,256	100	35,837	100	35,865	100

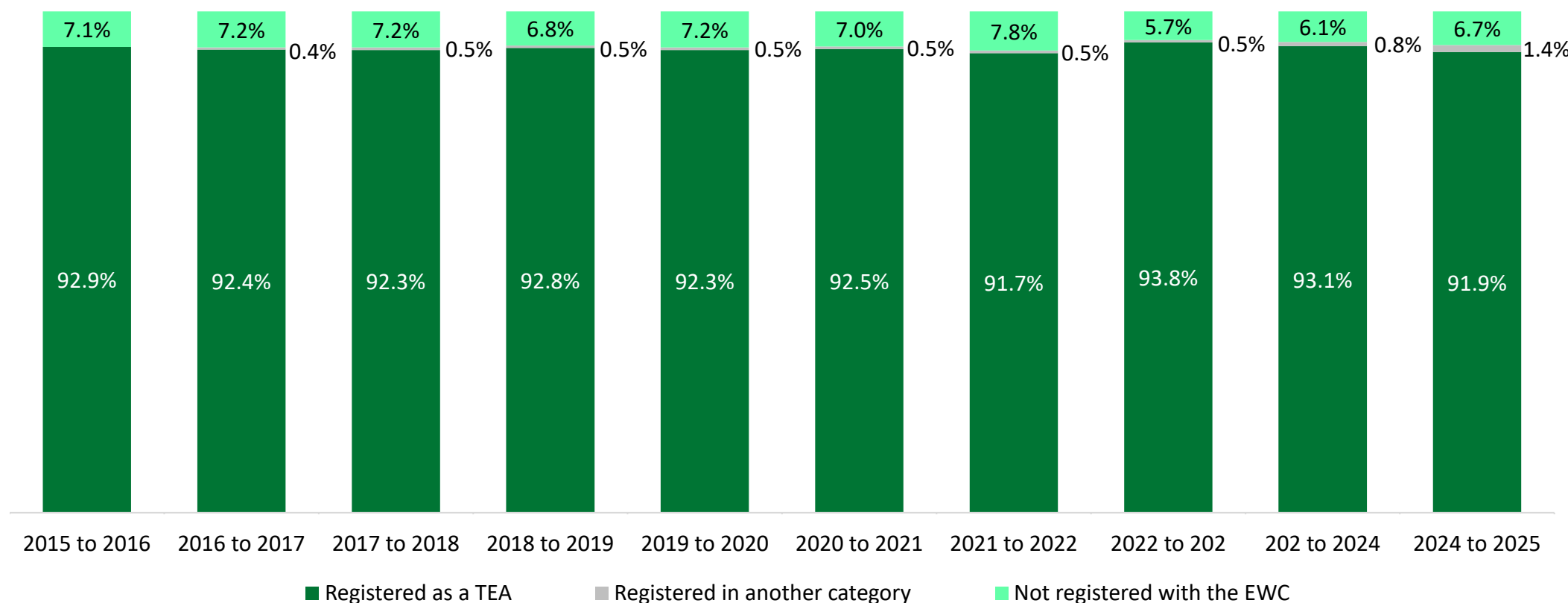


Chart 5: Percentage showing the one-year change over 10 years in registered school teacher numbers.

1.3 Retention by age

Table 1.3: Five-year change in de-registered school teacher numbers by age.

The following table reviews the retention of a specific cohort of registrants, following de-registered school teachers by age. On 1 March 2020, there were 35,171 school teachers registered with the EWC. On 1 March 2025, 7,738 (22.0%) of that cohort had de-registered as school teachers with the EWC.

	2025	
	Number	%
Under 25	131	1.7
25 to 29	709	9.2
30 to 34	676	8.7
35 to 39	599	7.7
40 to 44	649	8.4
45 to 49	649	8.4
50 to 54	816	10.5
55 to 59	1,479	19.1
60 to 64	1,251	16.2
65+	779	10.1
Total	7,738	100

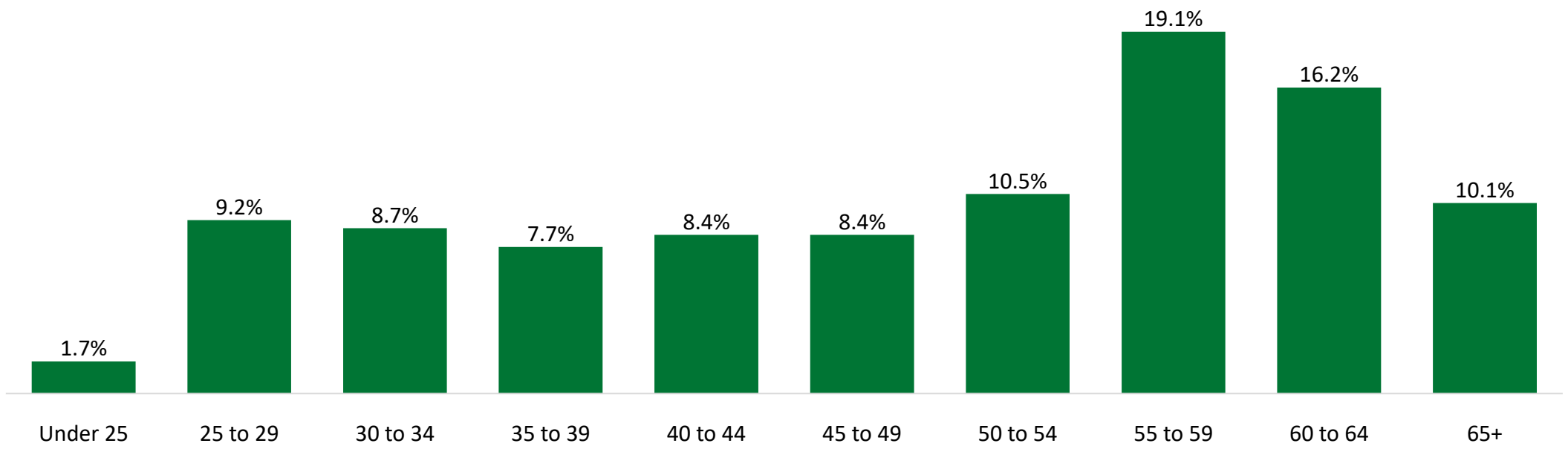


Chart 6: Percentage of the five-year change in de-registered school teachers by age.

1.4 Retention by Welsh speaking

Table 1.4: Five-year change in the 2020 registered school teacher cohort by ability to speak Welsh.

	Able to speak Welsh		Not able to speak Welsh		Unknown Welsh speaking ability		Total	
	Number	%	Number	%	Number	%	Number	%
Registered as a TEA	9,405	79.7	16,344	74.2	951	71.6	26,700	75.9
Registered in another category	154	1.3	568	2.6	11	0.8	733	2.1
Not registered with the EWC	2,245	19.0	5,127	23.3	366	27.6	7,738	22.0
Total	11,804	100	22,039	100	1,328	100	35,171	100

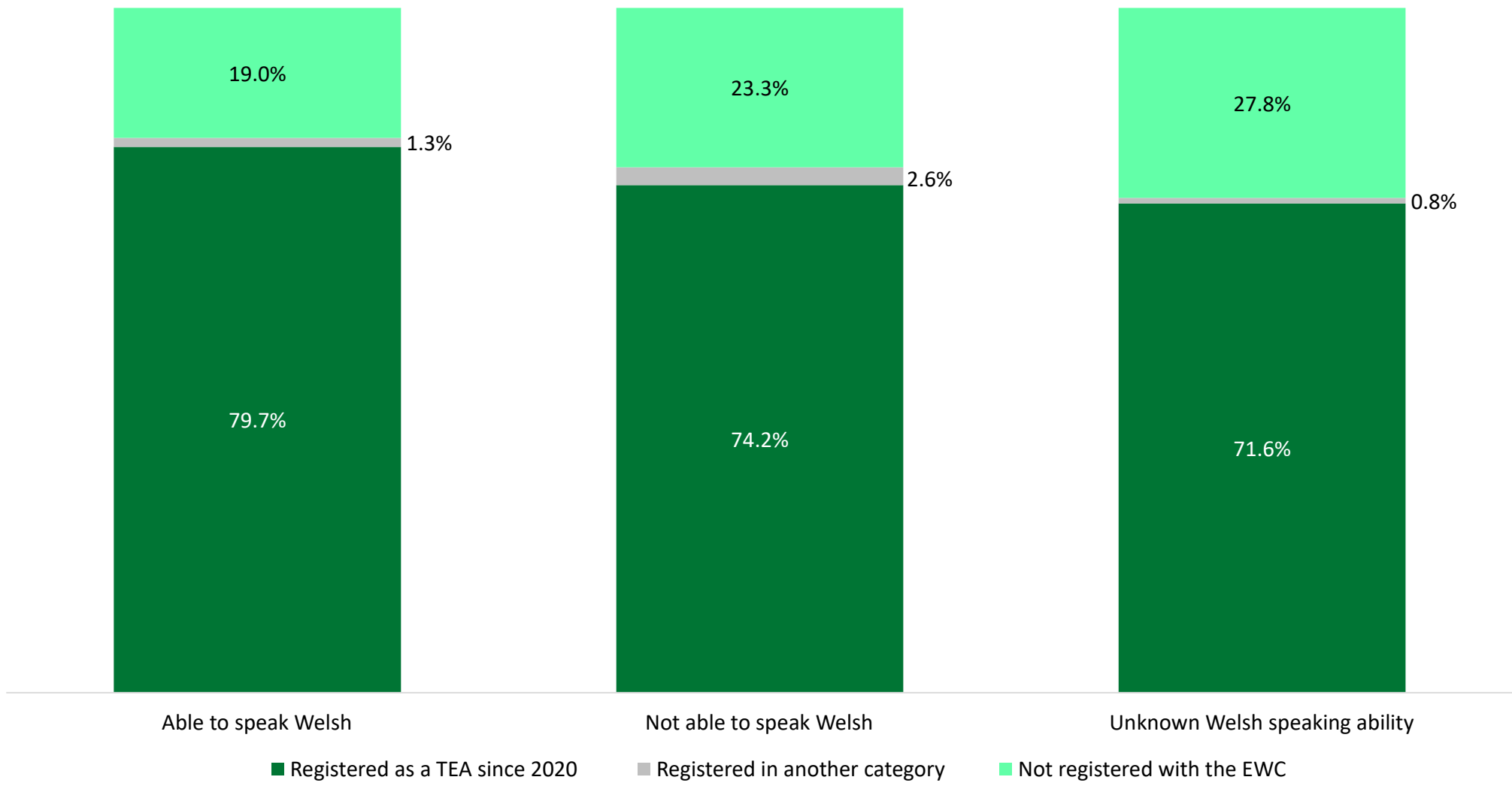


Chart 7: Percentages of the five-year change in registered school teachers by ability to speak Welsh.

1.5 Retention by phase

Table 1.5: Five-year change in the 2020 registered school teacher cohort by phase.

	Registered in the same phase		Registered in a different phase		Registered in another category		Not registered with the EWC		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%
Nursery	17	42.5	14	35.0	1	2.5	8	20.0	40	100
Primary	11,091	83.9	256	1.9	101	0.8	1,771	13.4	13,219	100
Middle	313	27.4	681	59.7	9	0.8	138	12.1	1,141	100
Secondary	8,847	80.3	414	3.8	140	1.3	1,623	14.7	11,024	100
Pupil referral unit	49	32.2	68	44.7	3	2.0	32	21.1	152	100
Special	441	55.1	215	26.9	9	1.1	135	16.9	800	100
Supply	532	11.5	1,855	40.0	182	3.9	2,066	44.6	4,635	100
Others in service	69	10.6	330	50.8	12	1.8	238	36.7	649	100
Others out of service	99	2.8	1,409	40.1	276	7.9	1,727	49.2	3,511	100
Total	21,458	61.0	5,242	14.9	733	2.1	7,738	22.0	35,171	100

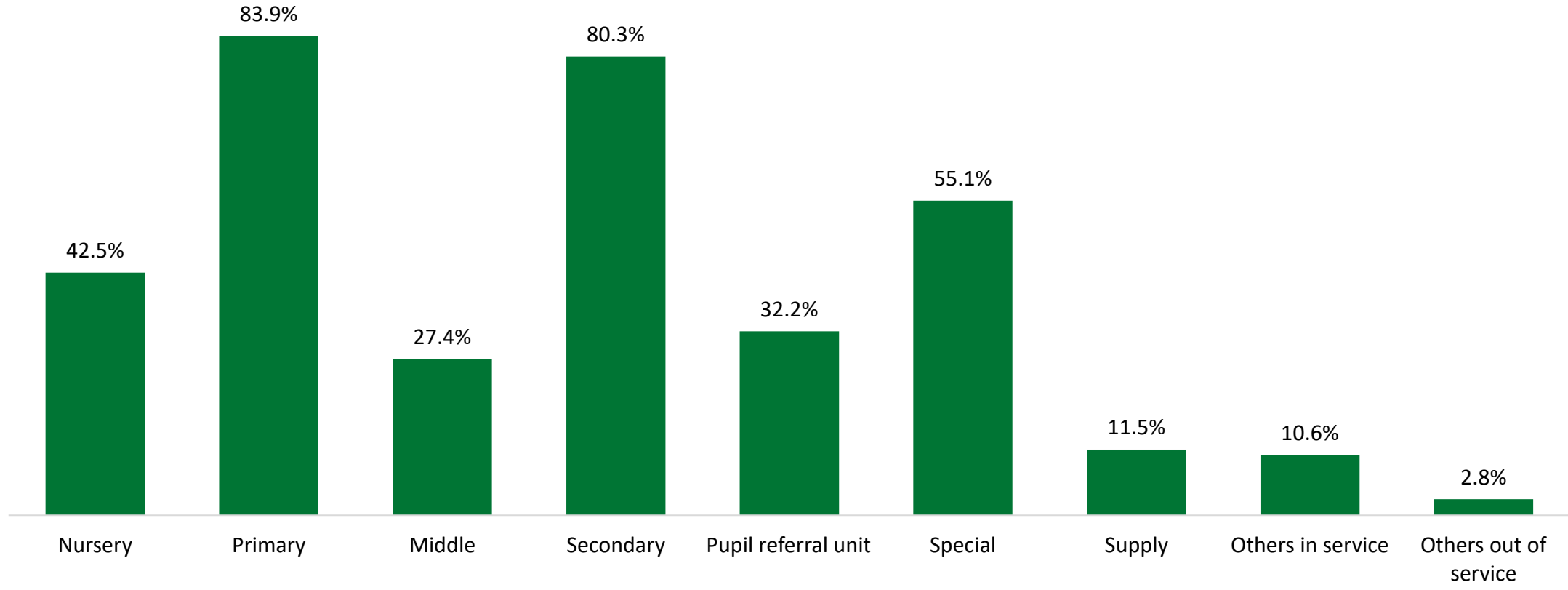


Chart 8: Percentage of the five-year change in registered school teachers who remained in the same phase.

1.6 Retention by local authority employment

Table 1.6: Five-year change in the 2020 registered school teacher cohort by local authority employer.

	Registered with the same local authority employer		Registered with a different local authority employer		Registered in another category		Not registered with the EWC		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%
Blaenau Gwent	329	65.9	102	20.4	5	1.0	63	12.6	499	100
Bridgend	981	71.9	203	14.9	17	1.2	164	12.0	1,365	100
Caerphilly	1,065	67.7	296	18.8	7	0.4	204	13.0	1,572	100
Cardiff	2,201	64.2	517	15.1	98	2.9	613	17.9	3,429	100
Carmarthenshire	1,193	69.4	216	12.6	26	1.5	284	16.5	1,719	100
Ceredigion	423	61.3	123	17.8	7	1.0	137	19.9	690	100
Conwy	737	66.5	170	15.3	14	1.3	187	16.9	1,108	100
Denbighshire	658	65.1	161	15.9	15	1.5	176	17.4	1,010	100
Flintshire	950	65.4	186	12.8	25	1.7	291	20.0	1,452	100
Gwynedd	812	73.4	125	11.3	7	0.6	163	14.7	1,107	100
Isle of Anglesey	437	62.8	132	19.0	5	0.7	122	17.5	696	100
Merthyr Tydfil	303	58.4	125	24.1	3	0.6	88	17.0	519	100
Monmouthshire	445	61.4	119	16.4	20	2.8	141	19.4	725	100
Neath Port Talbot	911	75.4	137	11.3	10	0.8	150	12.4	1,208	100
Newport	1,084	69.8	215	13.8	22	1.4	232	14.9	1,553	100
Pembrokeshire	750	69.4	85	7.9	28	2.6	217	20.1	1,080	100
Powys	883	65.1	148	10.9	32	2.4	293	21.6	1,356	100
Rhondda Cynon Taf	1,360	68.7	341	17.2	18	0.9	260	13.1	1,979	100
Swansea	1,565	73.3	239	11.2	38	1.8	294	13.8	2,136	100
Torfaen	491	59.6	203	24.6	10	1.2	120	14.6	824	100
Vale of Glamorgan	939	66.0	229	16.1	29	2.0	225	15.8	1,422	100
Wrexham	869	71.0	134	10.9	14	1.1	207	16.9	1,224	100
Total	19,386	67.6	4,206	14.7	450	1.6	4,631	16.2	28,673	100

2. School learning support workers (SLSW)

2.1 Number registered

Table 2.1: The annual registered total of school learning support workers.

	2020	2021	2022	2023	2024	2025
Number of school learning support workers	38,594	38,668	42,585	49,380	46,962	45,887

The table above may be used for reference when looking at retention cohorts from specific years.

2.2 Retention

Table 2.2a: Five-year change in registered school learning support worker numbers.

The following table reviews the retention of a specific cohort of registrants, following the 2020 cohort of school learning support workers. On 1 March 2020, there were 38,594 school learning support workers registered with the EWC. On 1 March 2025, 50.2% of that cohort were still registered as school learning support workers with the EWC.

	2021		2022		2023		2024		2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a SLSW	32,259	83.6	29,300	75.9	26,890	69.7	21,971	56.9	19,356	50.2
Registered in another category	154	0.4	393	1.0	577	1.5	3262	8.5	3907	10.1
Not registered with the EWC	6,181	16.0	8,901	23.1	11,127	28.8	13,361	34.6	15,331	39.7
Total	38,594	100	38,594	100	38,594	100	38,594	100	38,594	100
Year-on-year difference in registered SLSW	-6,335	-16.4	-2,959	-7.7	-2,410	-6.2	-4,919	-12.7	-2,615	-6.8
Cumulative difference in registered SLSW	-6,335	-16.4	-9,294	-24.1	-11,704	-30.3	-16,623	-43.1	-19,238	-49.8

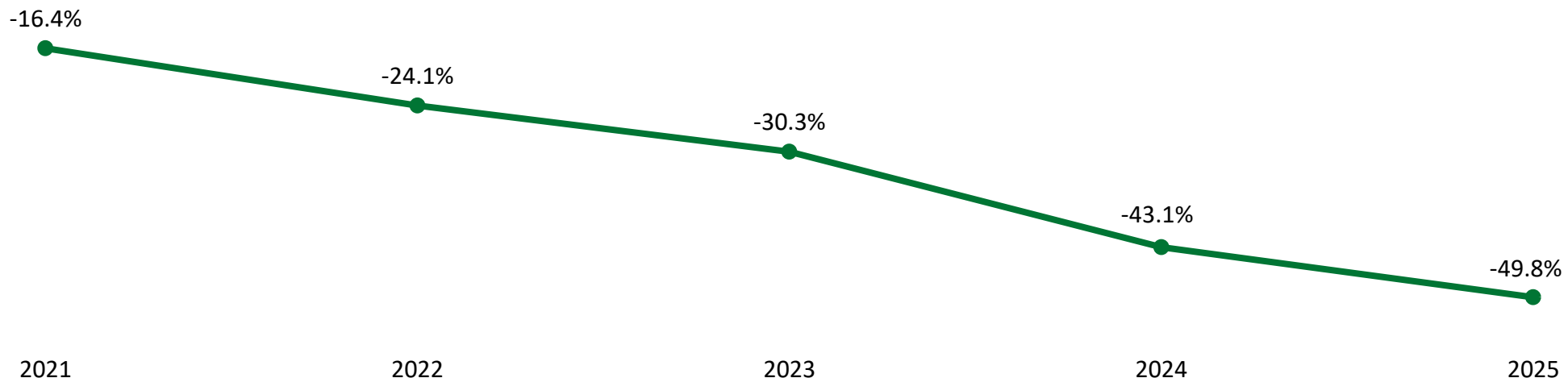


Chart 9: Cumulative percentage difference following the 2020 cohort of registered school learning support workers.

Table 2.2b: One-year change over five years in registered school learning support worker numbers.

The following table reviews the one-year retention of a cohort of registrants each year from 2020 through to 2024.

	2020 to 2021		2021 to 2022		2022 to 2023		2023 to 2024		2024 to 2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a SLSW	32,259	83.6	33,155	85.7	35,984	84.5	36,927	74.8	35,020	74.6
Registered in another category	154	0.4	230	0.6	224	0.5	3,450	7.0	2,219	4.7
Not registered with the EWC	6,181	16.0	5,283	13.7	6,377	15.0	9,003	18.2	9,723	20.7
Total	38,594	100	38,668	100	42,585	100	49,380	100	46,962	100

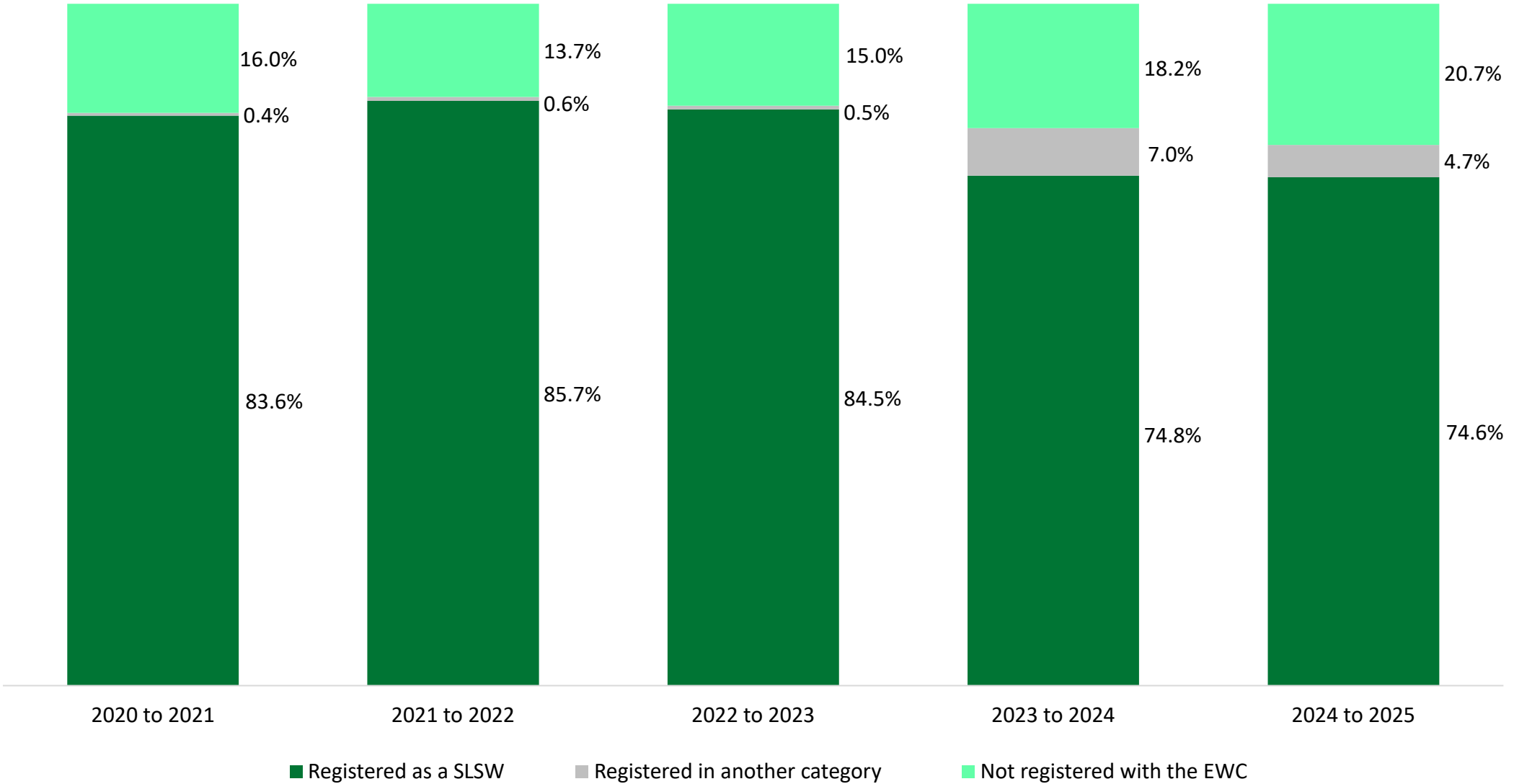


Chart 10: Percentage showing the one-year change over five years in registered school learning support workers.

2.3 Retention by age

Table 2.3: Five-year change in de-registered school learning support worker numbers by age.

The following table reviews the retention of a specific cohort of registrants, following de-registered school learning support workers by age. On 1 March 2020, there were 38,594 school learning support workers registered with the EWC. On 1 March 2025, 15,331 (39.7%) of that cohort had de-registered as school learning support workers with the EWC.

	2025	
	Number	%
Under 25	2,173	14.2
25 to 29	2,376	15.5
30 to 34	1,545	10.1
35 to 39	1,484	9.7
40 to 44	1,328	8.7
45 to 49	1,390	9.1
50 to 54	1,432	9.3
55 to 59	1,422	9.3
60 to 64	1,291	8.4
65+	890	5.8
Total	15,331	100

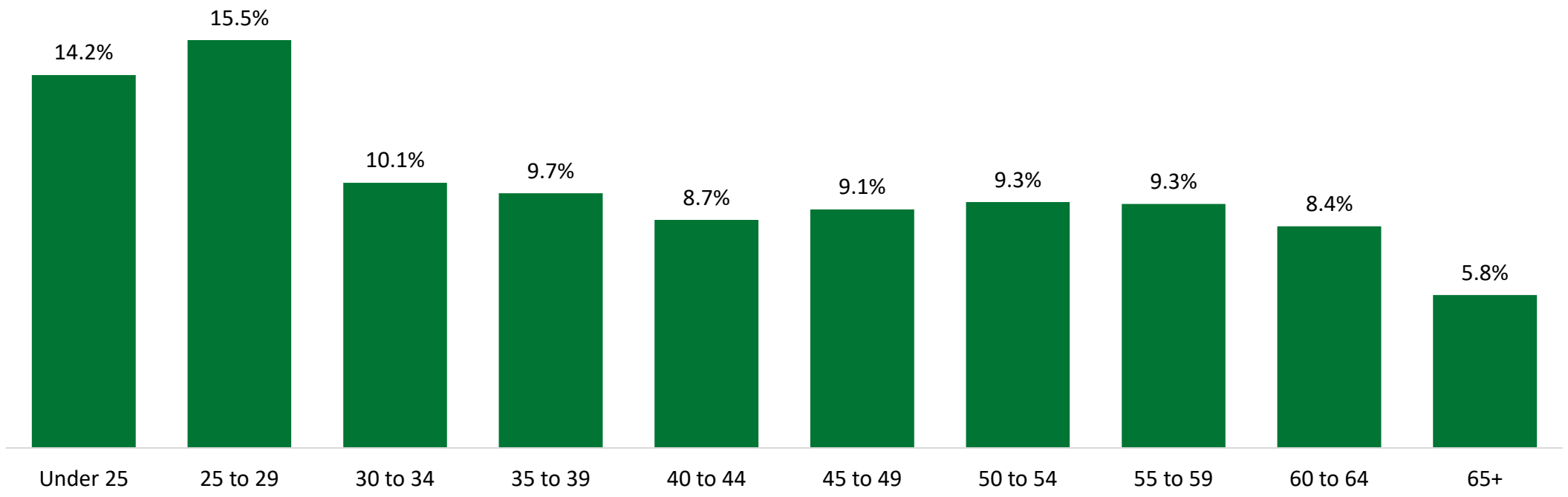


Chart 11: Percentages of the five-year change in de-registered school learning support workers by age.

2.4 Retention by Welsh speaking

Table 2.4: Five-year change in the 2020 registered school learning support worker cohort by ability to speak Welsh.

	Able to speak Welsh		Not able to speak Welsh		Unknown Welsh speaking ability		Total	
	Number	%	Number	%	Number	%	Number	%
Registered as a SLSW	3,457	46.8	7,252	40.4	8,647	65.3	19,356	50.2
Registered in another category	1,212	16.4	2,469	13.7	226	1.7	3,907	10.1
Not registered with the EWC	2,715	36.8	8,251	45.9	4,365	33.0	15,331	39.7
Total	7,384	100	17,972	100	13,238	100	38,594	100

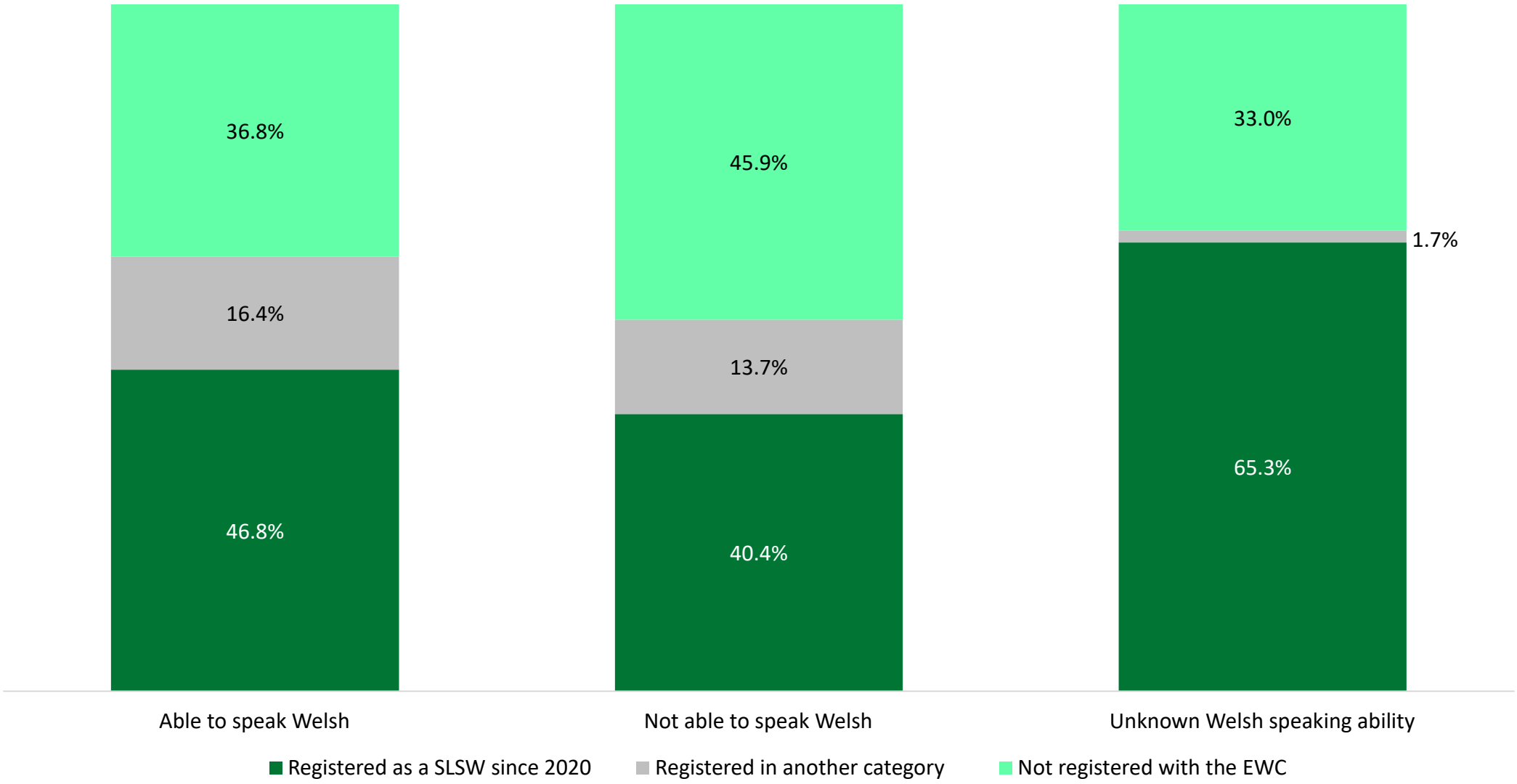


Chart 12: Percentages of the five-year change in registered school learning support worker numbers by ability to speak Welsh.

2.5 Retention by phase

Table 2.5: Five-year change in the 2020 registered school learning support worker cohort by phase.

	Registered in the same phase		Registered in a different phase		Registered in another category		Not registered with the EWC		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%
Nursery	30	39.5	18	23.7	0	0.0	28	36.8	76	100
Primary	8,184	56.9	1,476	10.3	351	2.4	4,377	30.4	14,388	100
Middle	333	50.0	85	12.8	33	5.0	215	32.3	666	100
Secondary	2,098	45.7	511	11.1	294	6.4	1,691	36.8	4,594	100
Pupil referral unit	39	30.0	39	30.0	6	4.6	46	35.4	130	100
Special	1,225	53.4	276	12.0	57	2.5	734	32.0	2,292	100
Supply	1,188	14.0	1,676	19.8	1,184	14.0	4,422	52.2	8,470	100
Others in service	274	18.3	539	36.0	52	3.5	631	42.2	1,496	100
Others out of service	484	7.5	881	13.6	1,930	29.8	3,187	49.2	6,482	100
Total	13,855	35.9	5,501	14.3	3,907	10.1	15,331	39.7	38,594	100

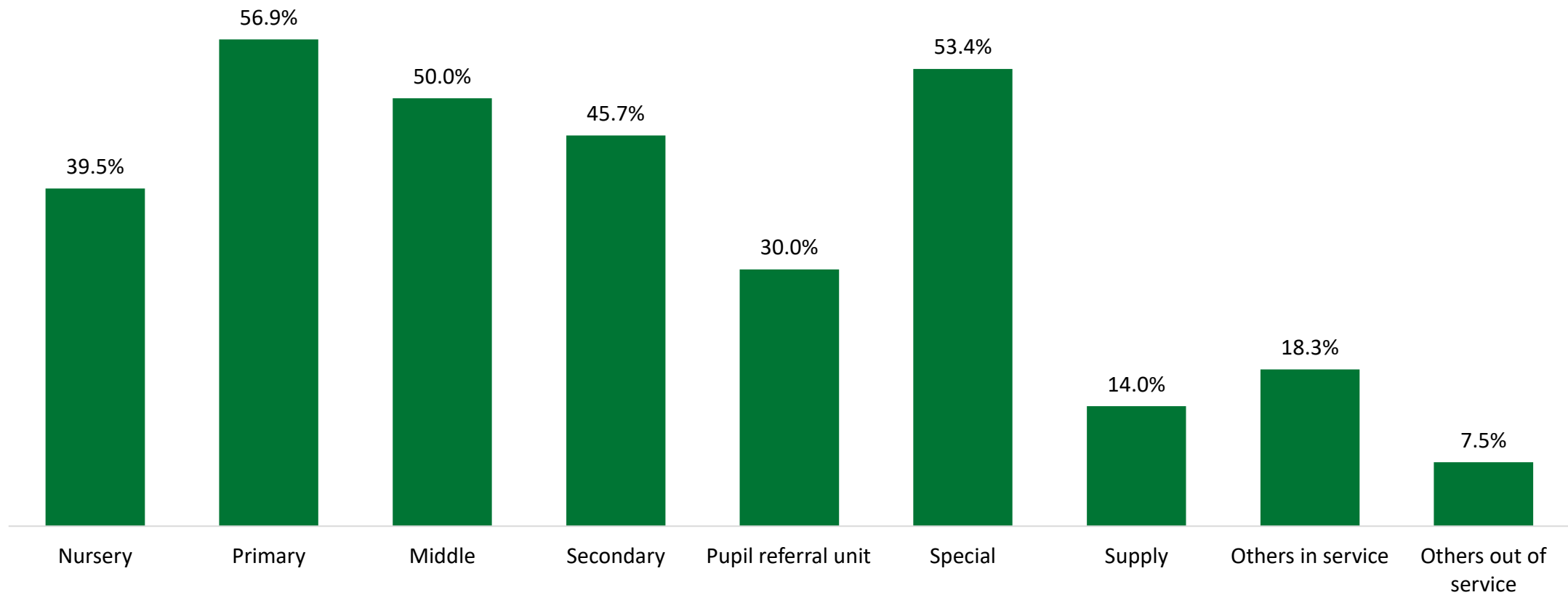


Chart 13: Percentage of the five-year change in registered school learning support workers who remained in the same phase.

2.6 Retention by local authority employment

Table 2.6: Five-year change in the 2020 registered school learning support worker cohort by local authority employer.

	Registered with the same local authority employer		Registered with a different local authority employer		Registered in another category		Not registered with the EWC		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%
Blaenau Gwent	322	62.8	48	9.4	41	8.0	102	19.9	513	100
Bridgend	595	46.0	209	16.2	113	8.7	376	29.1	1,293	100
Caerphilly	668	50.8	185	14.1	127	9.7	336	25.5	1,316	100
Cardiff	1,255	44.9	311	11.1	289	10.3	938	33.6	2,793	100
Carmarthenshire	791	53.2	161	10.8	127	8.5	409	27.5	1,488	100
Ceredigion	268	40.7	87	13.2	55	8.4	248	37.7	658	100
Conwy	420	47.7	107	12.1	65	7.4	289	32.8	881	100
Denbighshire	397	43.5	108	11.8	86	9.4	321	35.2	912	100
Flintshire	729	53.1	124	9.0	86	6.3	434	31.6	1,373	100
Gwynedd	480	50.8	64	6.8	108	11.4	292	30.9	944	100
Isle of Anglesey	258	49.2	61	11.6	50	9.5	155	29.6	524	100
Merthyr Tydfil	240	47.3	85	16.8	46	9.1	136	26.8	507	100
Monmouthshire	273	43.2	54	8.5	52	8.2	253	40.0	632	100
Neath Port Talbot	556	52.7	119	11.3	120	11.4	261	24.7	1,056	100
Newport	625	46.5	127	9.5	180	13.4	411	30.6	1,343	100
Pembrokeshire	563	47.4	76	6.4	84	7.1	466	39.2	1,189	100
Powys	534	43.6	117	9.6	85	6.9	489	39.9	1,225	100
Rhondda Cynon Taf	940	52.8	164	9.2	156	8.8	519	29.2	1,779	100
Swansea	1,237	50.4	180	7.3	237	9.6	802	32.7	2,456	100
Torfaen	392	45.1	123	14.1	89	10.2	266	30.6	870	100
Vale of Glamorgan	556	51.6	115	10.7	103	9.6	303	28.1	1,077	100
Wrexham	676	53.1	89	7.0	75	5.9	433	34.0	1,273	100
Total	12,775	48.9	2,714	10.4	2,374	9.1	8,239	31.6	26,102	100

3. Further education teachers (FE)

3.1 Number registered

Table 3.1: The annual registered total of further education teachers.

	2020	2021	2022	2023	2024	2025
Number of further education teachers	6,756	6,605	6,702	6,785	6,702	6,588

The table above may be used for reference when looking at retention cohorts from specific years.

3.2 Retention

Table 3.2a: Five-year change in registered further education teachers.

The following table reviews the retention of a specific cohort of registrants, following the 2020 cohort of further education teachers. On 1 March 2020, there were 6,756 further education teachers registered with the EWC. On 1 March 2025, 60.8% of that cohort were still registered as further education teachers with the EWC.

	2021		2022		2023		2024		2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a FE	5,854	86.6	5,272	78.0	4,807	71.2	4,412	65.3	4,105	60.8
Registered in another category	0	0.0	0	0.0	0	0.0	326	4.8	361	5.3
Not registered with the EWC	902	13.4	1,484	22.0	1,949	28.8	2,018	29.9	2,290	33.9
Total	6,756	100	6,756	100	6,756	100	6,756	100	6,756	100
Year-on-year difference in registered FE	-902	-13.4	-582	-8.6	-465	-6.9	-395	-5.8	-307	-4.5
Cumulative difference in registered FE	-902	-13.4	-1,484	-22.0	-1,949	-28.8	-2,344	-34.7	-2,651	-39.2

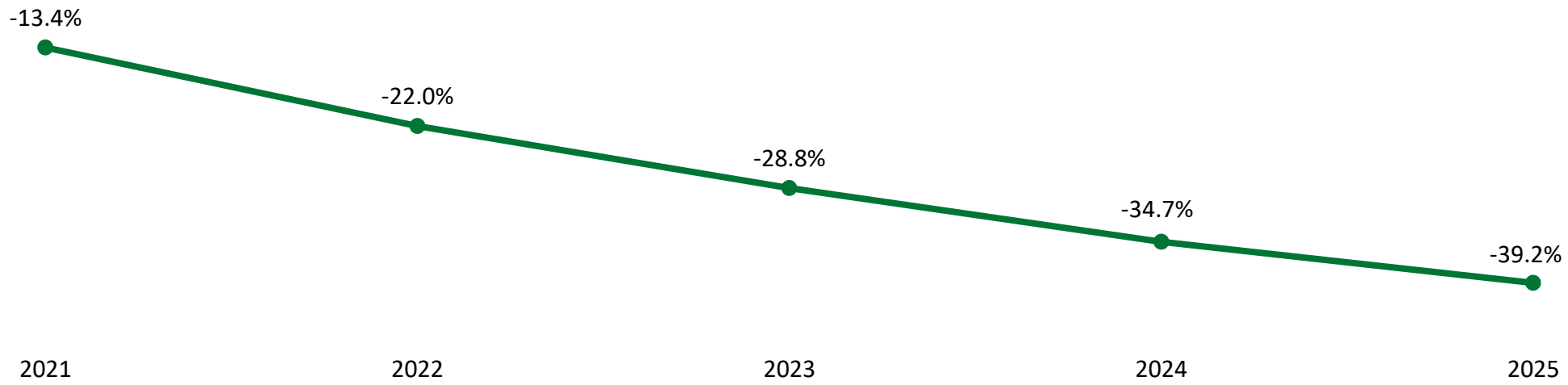


Chart 14: Cumulative percentage difference following the 2020 cohort of registered further education teachers.

Table 3.2b: Five-year change in registered further education teachers numbers.

The following table reviews the five-year retention of a cohort of registrants each year from 2016 through to 2020.

	2016 to 2021		2017 to 2022		2018 to 2023		2019 to 2024		2020 to 2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a FE	3,684	57.9	3,782	62.2	3,957	61.3	4,008	59.9	4,105	60.8
Registered in another category	0	0.0	0	0.0	278	4.3	348	5.2	361	5.3
Not registered with the EWC	2,674	42.1	2,301	37.8	2,218	34.4	2,339	34.9	2,290	33.9
Total	6,358	100	6,083	100	6,453	100	6,695	100	6,756	100

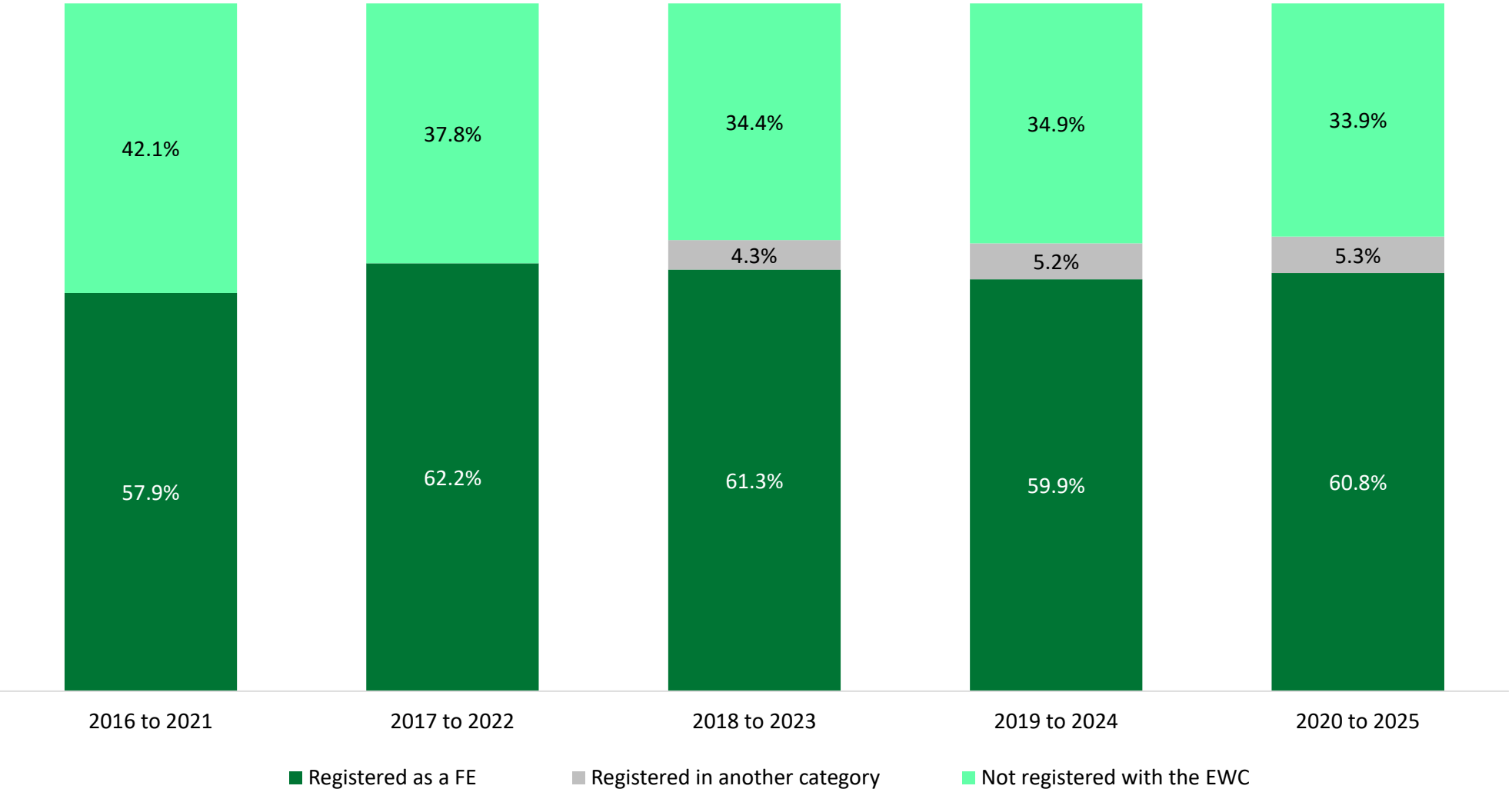


Chart 15: Percentage showing the five-year change of registered further education teachers.

Table 3.2c: One-year change over five years in registered further education teacher numbers.

The following table reviews the one-year retention of a cohort of registrants each year from 2020 through to 2024.

	2020 to 2021		2021 to 2022		2022 to 2023		2023 to 2024		2024 to 2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a FE	5,854	86.6	5,746	87.0	5,797	86.5	5,862	86.4	5,851	87.3
Registered in another category	0	0.0	0	0.0	0	0.0	174	2.6	151	2.3
Not registered with the EWC	902	13.4	859	13.0	905	13.5	749	11.0	700	10.4
Total	6,756	100	6,605	100	6,702	100	6,785	100	6,702	100

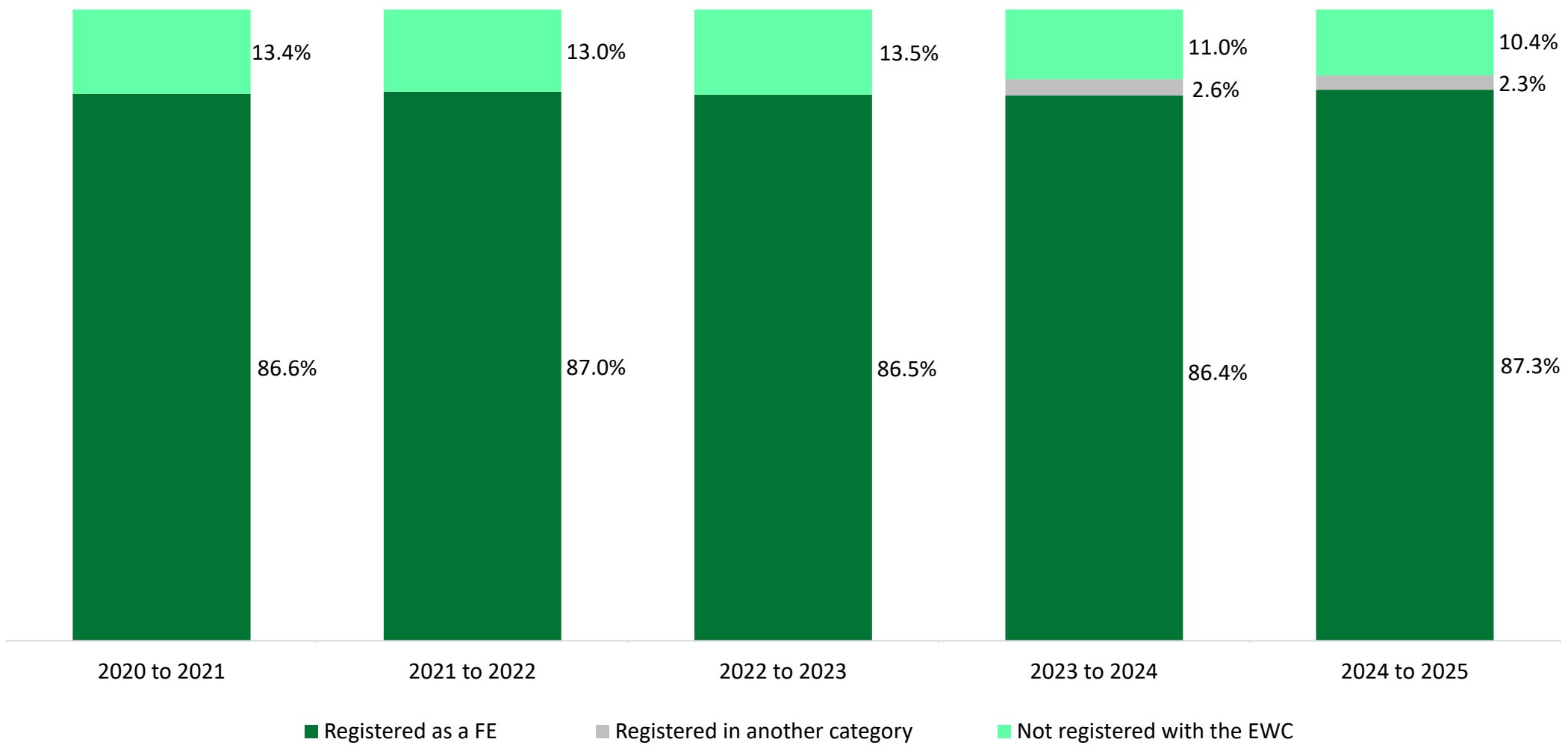


Chart 16: Percentage showing the one-year change over five years in registered further education teachers.

3.3 Retention by age

Table 3.3: Five-year change in de-registered further education teacher numbers by age.

The following table reviews the retention of a specific cohort of registrants, following de-registered further education teachers by age. On 1 March 2020, there were 6,756 further education teachers registered with the EWC. On 1 March 2025, 2,290 (33.9%) of that cohort had de-registered as further education teachers with the EWC.

	2025	
	Number	%
Under 25	21	0.9
25 to 29	114	5.0
30 to 34	153	6.7
35 to 39	184	8.0
40 to 44	200	8.7
45 to 49	206	9.0
50 to 54	251	11.0
55 to 59	407	17.8
60 to 64	414	18.1
65+	340	14.8
Total	2,290	100

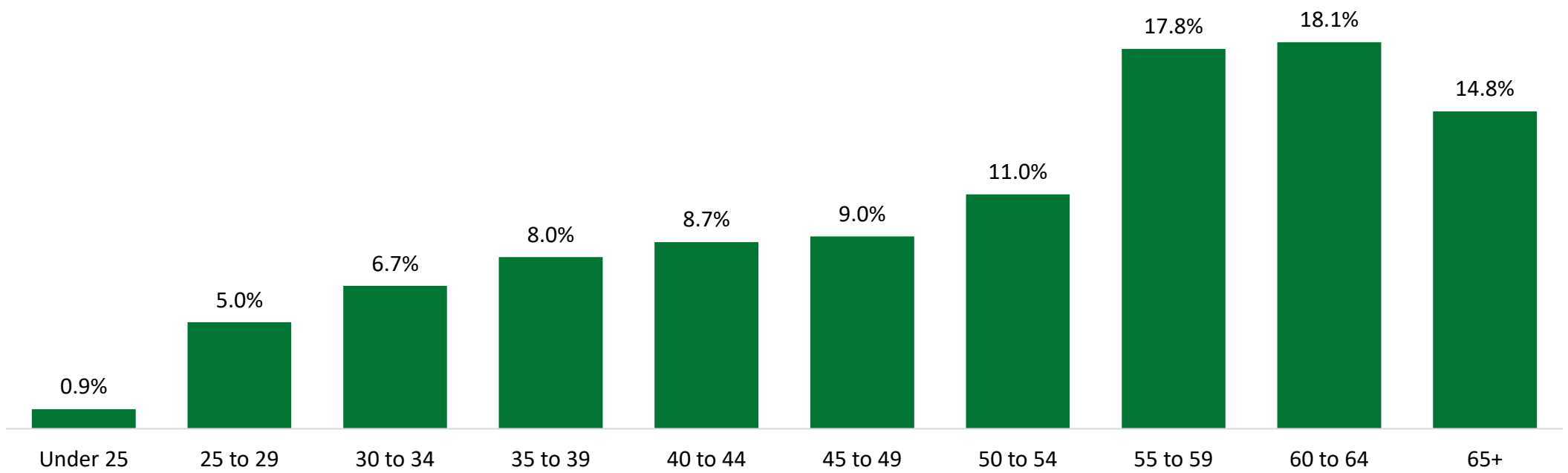


Chart 17: Percentage showing the five-year change in de-registered further education teachers by age.

3.4 Retention by Welsh speaking

Table 3.4: Five-year change in the 2020 registered further education teacher cohort by ability to speak Welsh.

	Able to speak Welsh		Not able to speak Welsh		Unknown Welsh speaking ability		Total	
	Number	%	Number	%	Number	%	Number	%
Registered as a FE	663	60.5	2,468	57.5	974	71.0	4,105	60.8
Registered in another category	66	6.0	261	6.1	34	2.5	361	5.3
Not registered with the EWC	366	33.4	1,561	36.4	363	26.5	2,290	33.9
Total	1,095	100	4,290	100	1,371	100	6,756	100

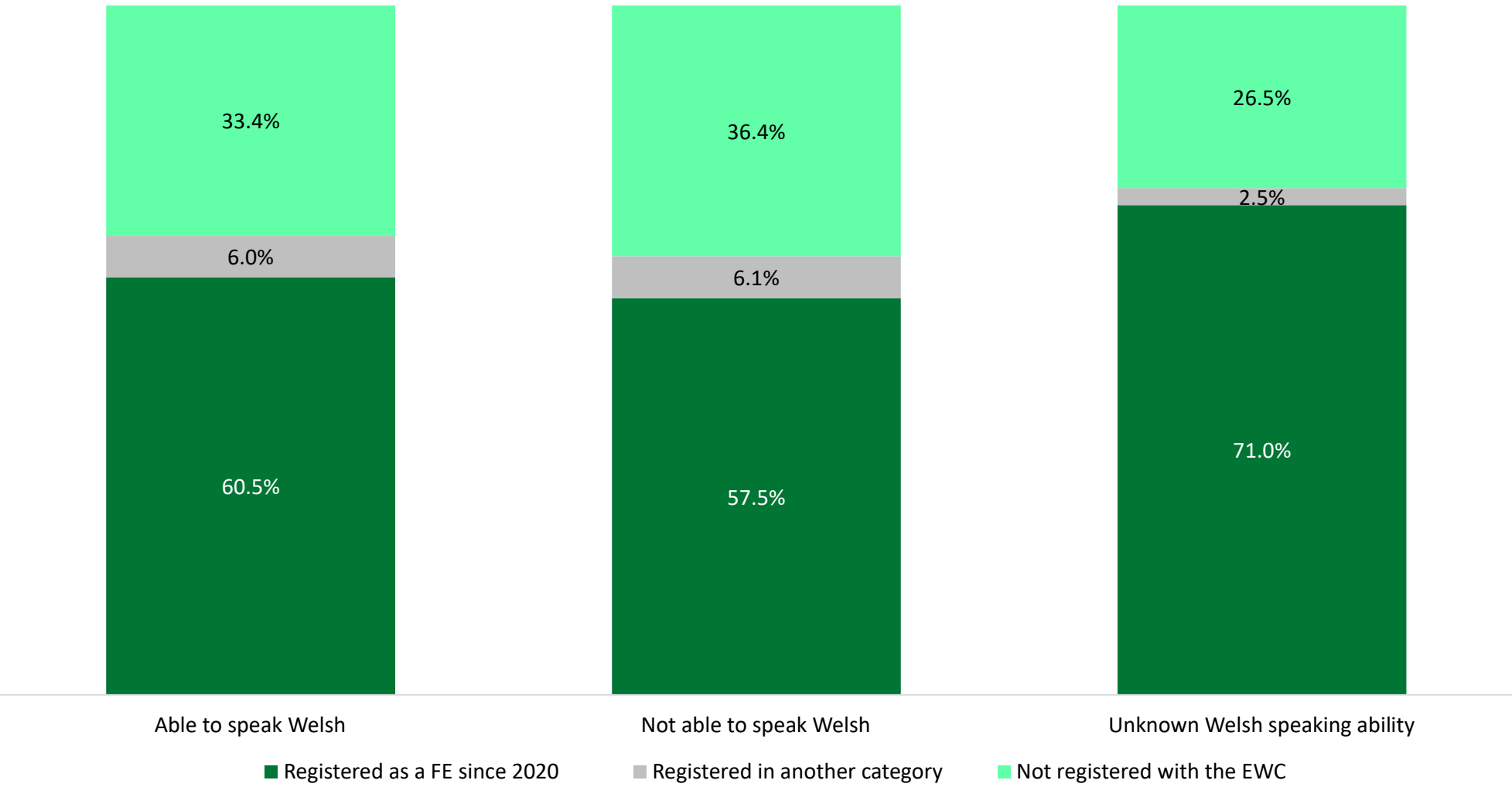


Chart 18: Percentages of the five-year change in registered school learning support worker numbers by ability to speak Welsh.

3.6 Retention by employment

Table 3.6: Five-year change in the 2020 registered further education teacher cohort by further education institution employment.

	Registered with the same employer		Registered with a different employer		Registered in another category		Not registered with the EWC		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%
Adult Learning Wales	77	41.2	18	9.6	8	4.3	84	44.9	187	100
Bridgend College	191	60.8	29	9.2	10	3.2	84	26.8	314	100
Cardiff and Vale	327	65.8	25	5.0	19	3.8	126	25.4	497	100
Coleg Cambria	343	70.0	15	3.1	7	1.4	125	25.5	490	100
Coleg Gwent	427	71.8	29	4.9	15	2.5	124	20.8	595	100
Coleg Sir Gâr	272	57.0	22	4.6	21	4.4	162	34.0	477	100
Coleg y Cymoedd	290	71.6	12	3.0	13	3.2	90	22.2	405	100
Gower College Swansea	307	68.5	18	4.0	13	2.9	110	24.6	448	100
Grwp Llandrillo Menai	522	71.2	13	1.8	15	2.0	183	25.0	733	100
NPTC Group	279	75.6	10	2.7	10	2.7	70	19.0	369	100
Pembrokeshire College	120	56.3	11	5.2	16	7.5	66	31.0	213	100
St David's Catholic College	39	73.6	3	5.7	0	0.0	11	20.8	53	100
The College Merthyr Tydfil	94	65.3	12	8.3	6	4.2	32	22.2	144	100
Total	3,288	66.8	217	4.4	153	3.1	1,267	25.7	4,925	100

4. Further education learning support workers (FELSW)

4.1 Number registered

Table 4.1: The annual registered total of further education learning support workers.

	2020	2021	2022	2023	2024	2025
Number of further education learning support workers	5,407	5,243	5,556	6,182	6,212	5,117

The table above may be used for reference when looking at retention cohorts from specific years.

4.2 Retention

Table 4.2a: Five-year change in registered further education learning support workers.

The following table reviews the retention of a specific cohort of registrants, following the 2020 cohort of further education learning support workers. On 1 March 2020, there were 5,407 further education learning support workers registered with the EWC. On 1 March 2025, 44.4% of that cohort were still registered as further education learning support workers with the EWC.

	2021		2022		2023		2024		2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a FELSW	4,451	82.3	3,880	71.8	3,447	63.8	3,129	57.9	2,399	44.4
Registered in another category	0	0.0	179	3.3	251	4.6	299	5.5	748	13.8
Not registered with the EWC	956	17.7	1,348	24.9	1,709	31.6	1,979	36.6	2,260	41.8
Total	5,407	100	5,407	100	5,407	100	5,407	100	5,407	100
Year-on-year difference in registered FELSW	-956	17.7	-571	-10.6	-433	-8.0	-318	-5.9	-730	-13.5
Cumulative difference in registered FELSW	-956	17.7	-1,527	-28.2	-1,960	-36.2	-2,278	-42.1	-3,008	-55.6

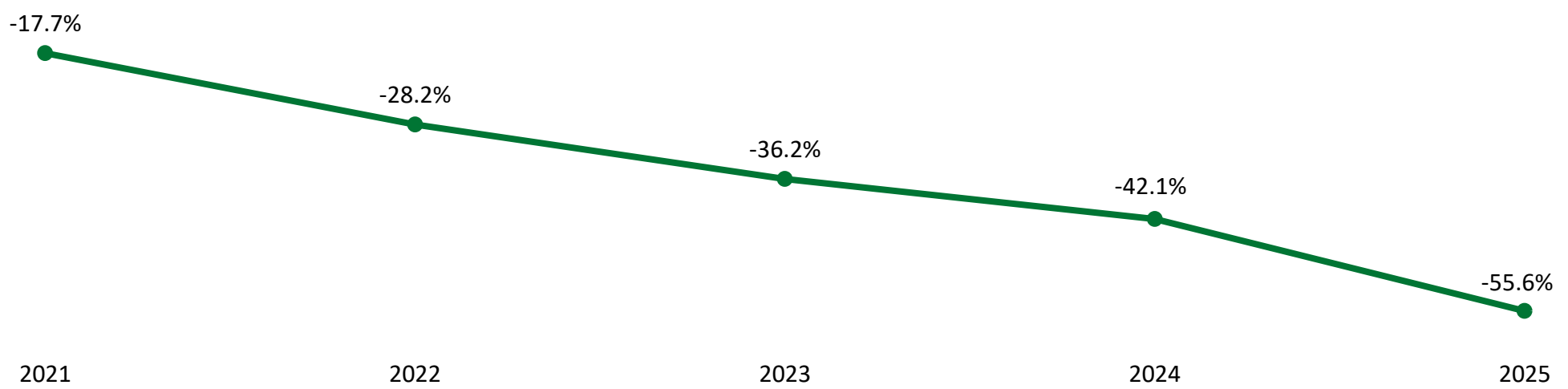


Chart 19: Cumulative percentage difference following the 2020 cohort of registered further education learning support workers.

Table 4.2b: One-year change over five years in registered further education learning support worker numbers.

The following table reviews the one-year retention of a cohort of registrants each year from 2020 through to 2024.

	2020 to 2021		2021 to 2022		2022 to 2023		2023 to 2024		2024 to 2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a FELSW	4,451	82.3	4,377	83.5	4,592	82.6	5,010	81.0	4,298	69.2
Registered in another category	0	0.0	0	0.0	0	0.0	104	1.7	783	12.6
Not registered with the EWC	956	17.7	866	16.5	964	17.4	1,068	17.3	1,131	18.2
Total	5,407	100	5,243	100	5,556	100	6,182	100	6,212	100

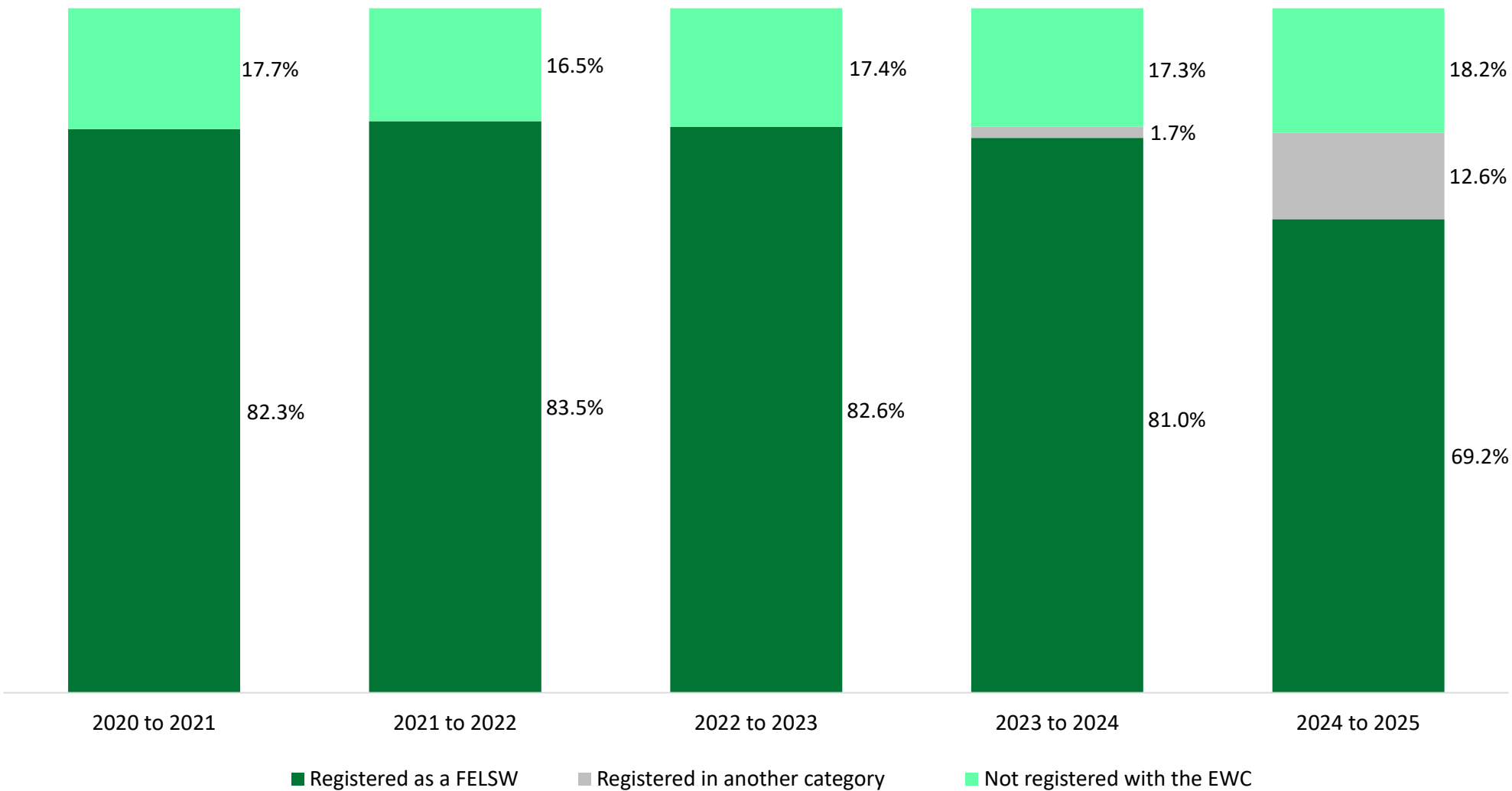


Chart 20: Percentage showing the one-year change over five years in registered further education learning support workers.

4.3 Retention by age

Table 4.3: Five-year change in de-registered further education learning support worker numbers by age.

The following table reviews the retention of a specific cohort of registrants, following de-registered further education learning support workers by age. On 1 March 2020, there were 5,407 further education learning support workers registered with the EWC. On 1 March 2025, 2,260 (41.8%) of that cohort had de-registered as further education learning support workers with the EWC.

	2025	
	Number	%
Under 25	202	8.9
25 to 29	293	13.0
30 to 34	249	11.0
35 to 39	215	9.5
40 to 44	183	8.1
45 to 49	214	9.5
50 to 54	191	8.5
55 to 59	246	10.9
60 to 64	230	10.2
65+	237	10.5
Total	2,260	100

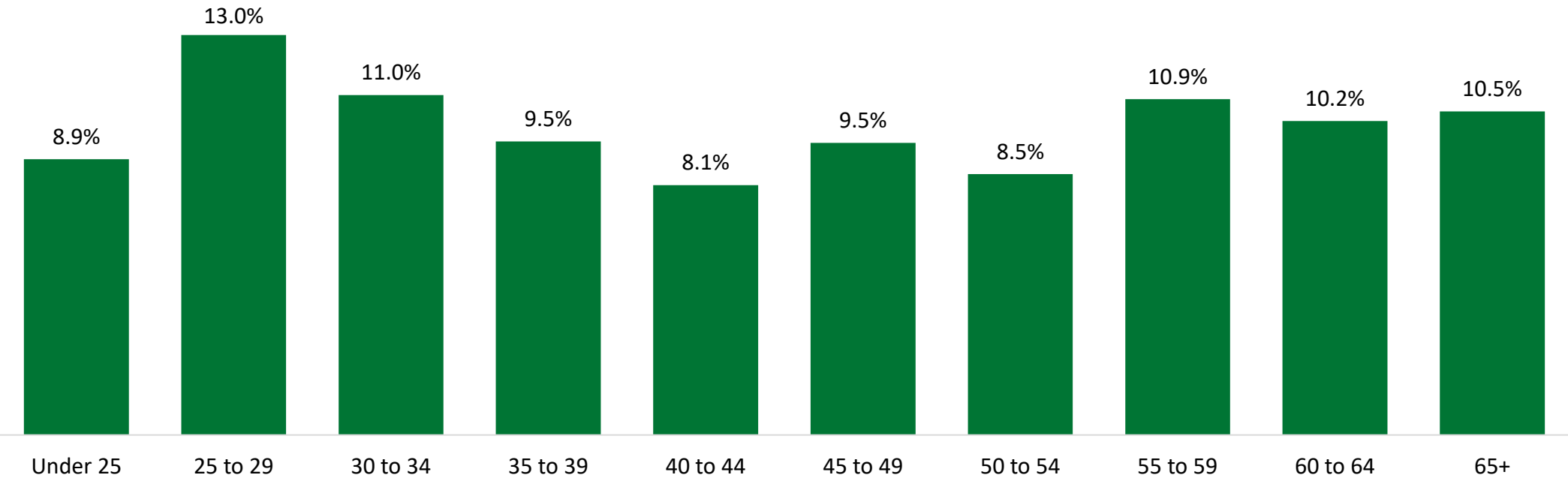


Chart 21: Percentage of the five-year change in de-registered further education learning support workers by age.

4.4 Retention by Welsh speaking

Table 4.4: Five-year change in the 2020 registered further education learning support worker cohort by ability to speak Welsh.

	Able to speak Welsh		Not able to speak Welsh		Unknown Welsh speaking ability		Total	
	Number	%	Number	%	Number	%	Number	%
Registered as a FELSW	330	40.5	1,535	42.1	534	56.2	2,399	44.4
Registered in another category	130	16.0	532	14.6	86	9.0	748	13.8
Not registered with the EWC	354	43.5	1,575	43.2	331	34.8	2,260	41.8
Total	814	100	3,642	100	951	100	5,407	100

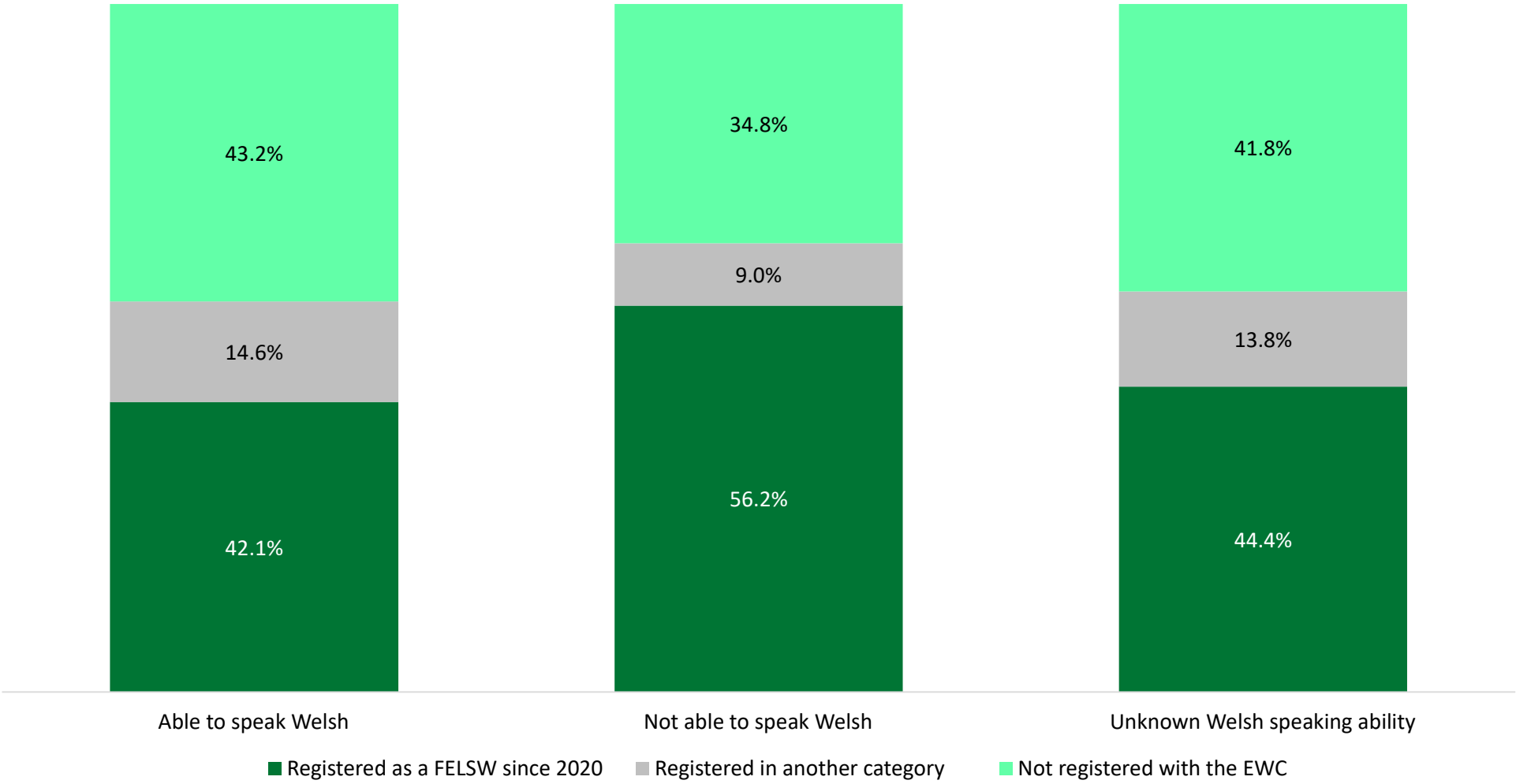


Chart 22: Percentage showing the five-year change in registered further education learning support workers by ability to speak Welsh.

4.6 Retention by employment

Table 4.6: Five-year change in the 2020 registered further education learning support worker cohort by further education institution employment.

	Registered with the same employer		Registered with a different employer		Registered in another category		Not registered with the EWC		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%
Adult Learning Wales	10	30.3	1	3.0	2	6.1	20	60.6	33	100
Bridgend College	109	57.4	19	10.0	9	4.7	53	27.9	190	100
Cardiff and Vale	137	60.1	12	5.3	5	2.2	74	32.5	228	100
Coleg Cambria	230	68.2	9	2.7	8	2.4	90	26.7	337	100
Coleg Gwent	220	65.3	22	6.5	12	3.6	83	24.6	337	100
Coleg Sir Gâr	135	57.0	7	3.0	6	2.5	89	37.6	237	100
Coleg y Cymoedd	195	71.7	10	3.7	6	2.2	61	22.4	272	100
Gower College Swansea	115	56.9	10	5.0	7	3.5	70	34.7	202	100
Grwp Llandrillo Menai	309	68.1	2	0.4	8	1.8	135	29.7	454	100
NPTC Group	153	66.5	9	3.9	1	0.4	67	29.1	230	100
Pembrokeshire College	123	60.0	13	6.3	4	2.0	65	31.7	205	100
St David's Catholic College	16	69.6	2	8.7	0	0.0	5	21.7	23	100
The College Merthyr Tydfil	24	43.6	9	16.4	4	7.3	18	32.7	55	100
Total	1,776	63.4	125	4.5	72	2.6	830	29.6	2,803	100

5. Work-based learning practitioners (WBL)

5.1 Number registered

Table 5.1: The annual registered total of work-based learning practitioners.

	2020	2021	2022	2023	2024	2025
Number of work-based learning practitioners	3,540	3,321	3,319	3,327	3,533	3,426

The table above may be used for reference when looking at retention cohorts from specific years.

5.2 Retention

Table 5.2a: Five-year change in registered work-based learning practitioners.

The following table reviews the retention of a specific cohort of registrants, following the 2020 cohort of work-based learning practitioners. On 1 March 2020, there were 3,540 work-based learning practitioners registered with the EWC. On 1 March 2025, 46.6% of that cohort were still registered as work-based learning practitioners with the EWC.

	2021		2022		2023		2024		2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a WBL	2,851	80.5	2,433	68.7	2,067	58.4	1,822	51.5	1,648	46.6
Registered in another category	0	0.0	0	0.0	0	0.0	183	5.2	220	6.2
Not registered with the EWC	689	19.5	1,107	31.3	1,473	41.6	1,535	43.4	1,672	47.2
Total	3,540	100	3,540	100	3,540	100	3,540	100	3,540	100
Year-on-year difference in registered WBL	-689	-19.5	-418	-11.8	-366	-10.3	-245	-6.9	-174	-4.9
Cumulative difference in registered WBL	-689	-19.5	-1,107	-31.3	-1,473	-41.6	-1,718	-48.5	-1,892	-53.4

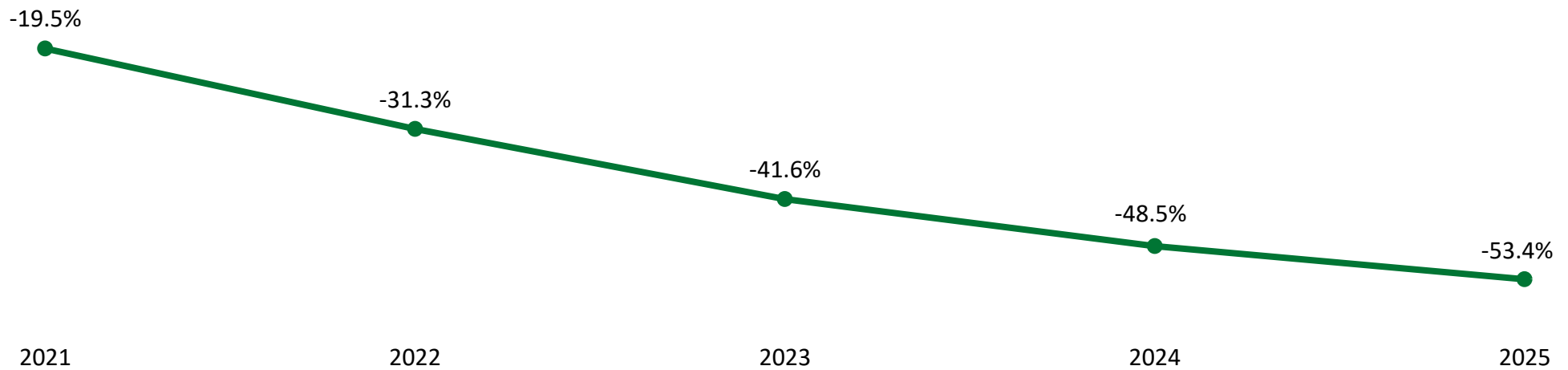


Chart 23: Cumulative percentage difference following the 2020 cohort of registered work-based learning practitioners.

Table 5.2b: One-year change over five years in registered work-based learning practitioner numbers.

The following table reviews the one-year retention of a cohort of registrants each year from 2020 through to 2024.

	2020 to 2021		2021 to 2022		2022 to 2023		2023 to 2024		2024 to 2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a WBL	2,851	80.5	2,707	81.5	2,596	78.2	2,717	81.7	2,866	81.1
Registered in another category	0	0.0	0	0.0	0	0.0	61	1.8	120	3.4
Not registered with the EWC	689	19.5	614	18.5	723	21.8	549	16.5	547	15.5
Total	3,540	100	3,321	100	3,319	100	3,327	100	3,533	100

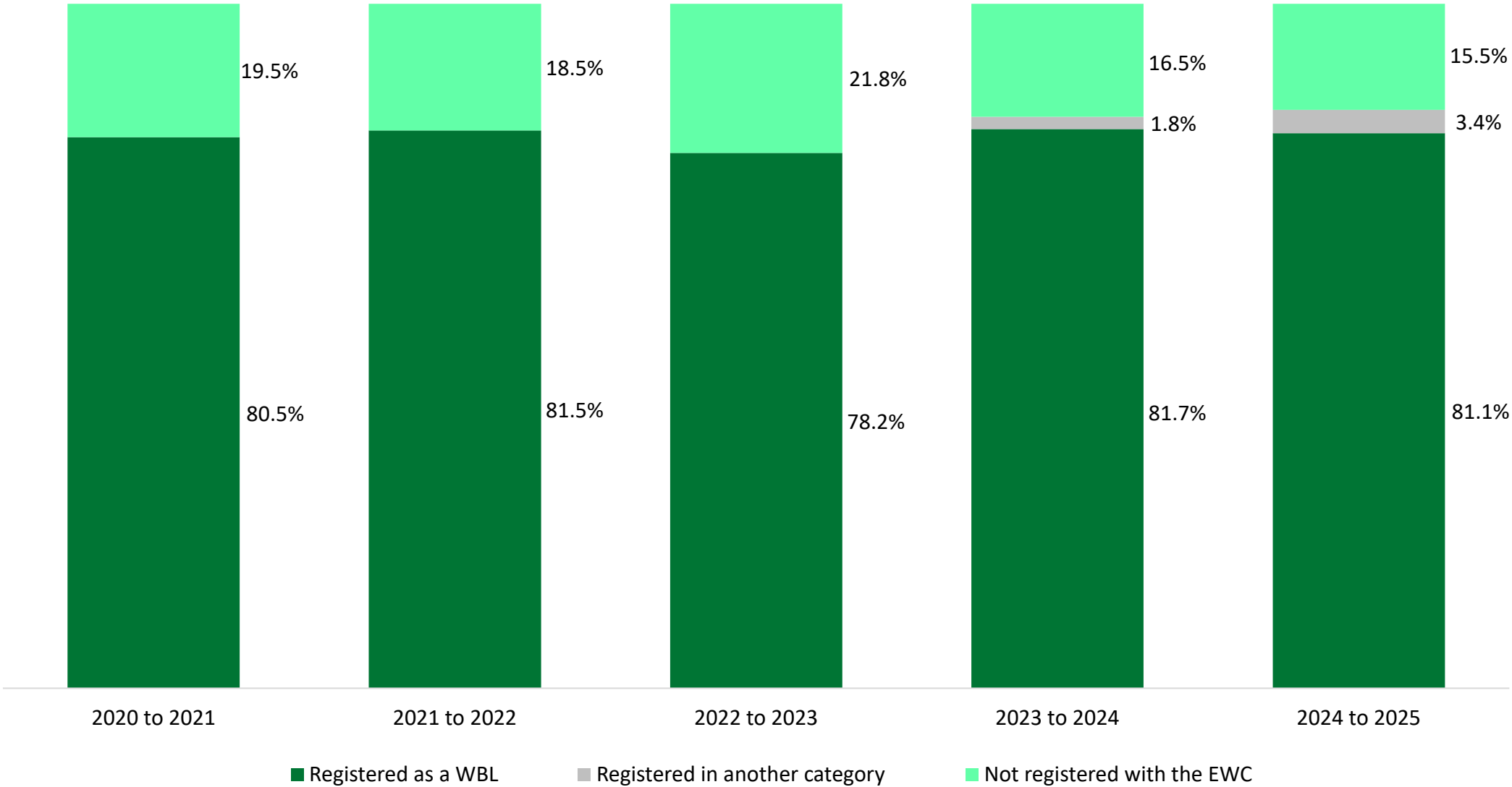


Chart 24: Percentage showing the one-year change over five years in registered work-based learning practitioners.

5.3 Retention by age

Table 5.3: Five-year change in de-registered work-based learning practitioner numbers by age.

The following table reviews the retention of a specific cohort of registrants, following de-registered work-based learning practitioners by age. On 1 March 2020, there were 3,540 work-based learning practitioners registered with the EWC. On 1 March 2025, 1,672 (47.2%) of that cohort had de-registered as work-based learning practitioners with the EWC.

	2025	
	Number	%
Under 25	20	1.2
25 to 29	98	5.9
30 to 34	180	10.8
35 to 39	194	11.6
40 to 44	197	11.8
45 to 49	203	12.1
50 to 54	216	12.9
55 to 59	215	12.9
60 to 64	199	11.9
65+	150	9.0
Total	1,672	100

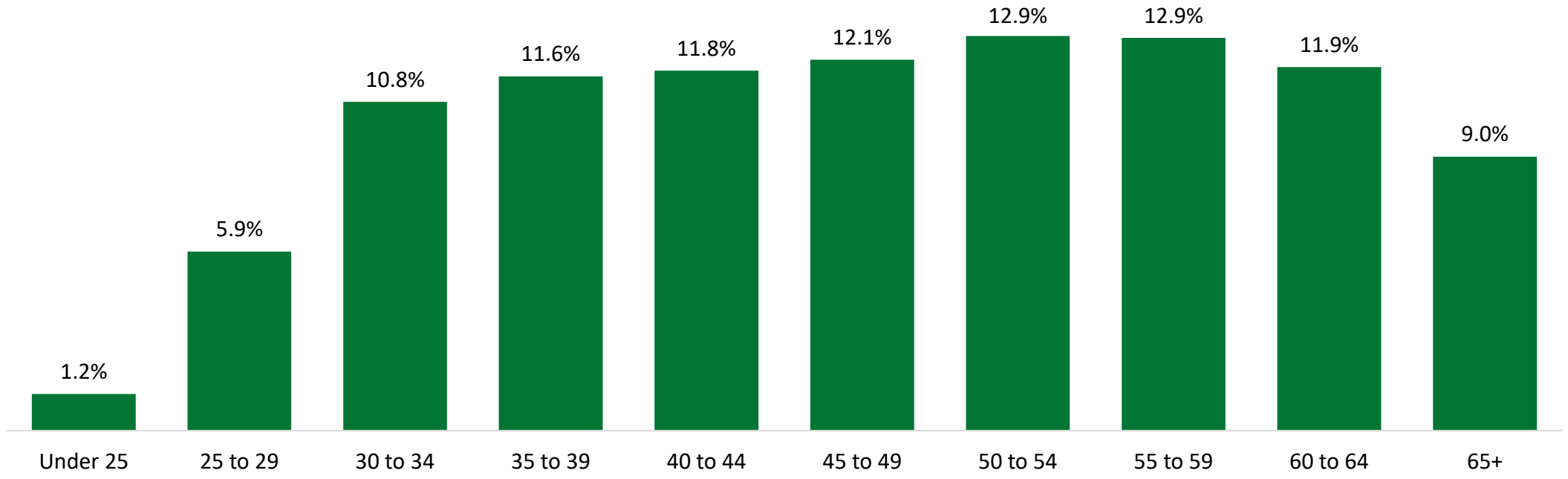


Chart 25: Percentage showing the five-year change in de-registered work-based learning practitioners by age.

5.4 Retention by Welsh speaking

Table 5.4: Five-year change in the 2020 registered work-based learning practitioner cohort by ability to speak Welsh.

	Able to speak Welsh		Not able to speak Welsh		Unknown Welsh speaking ability		Total	
	Number	%	Number	%	Number	%	Number	%
Registered as a WBL	222	48.7	1,060	44.9	366	50.7	1,648	46.6
Registered in another category	41	9.0	146	6.2	33	4.6	220	6.2
Not registered with the EWC	193	42.3	1,156	48.9	323	44.7	1,672	47.2
Total	456	100	2,362	100	722	100	3,540	100

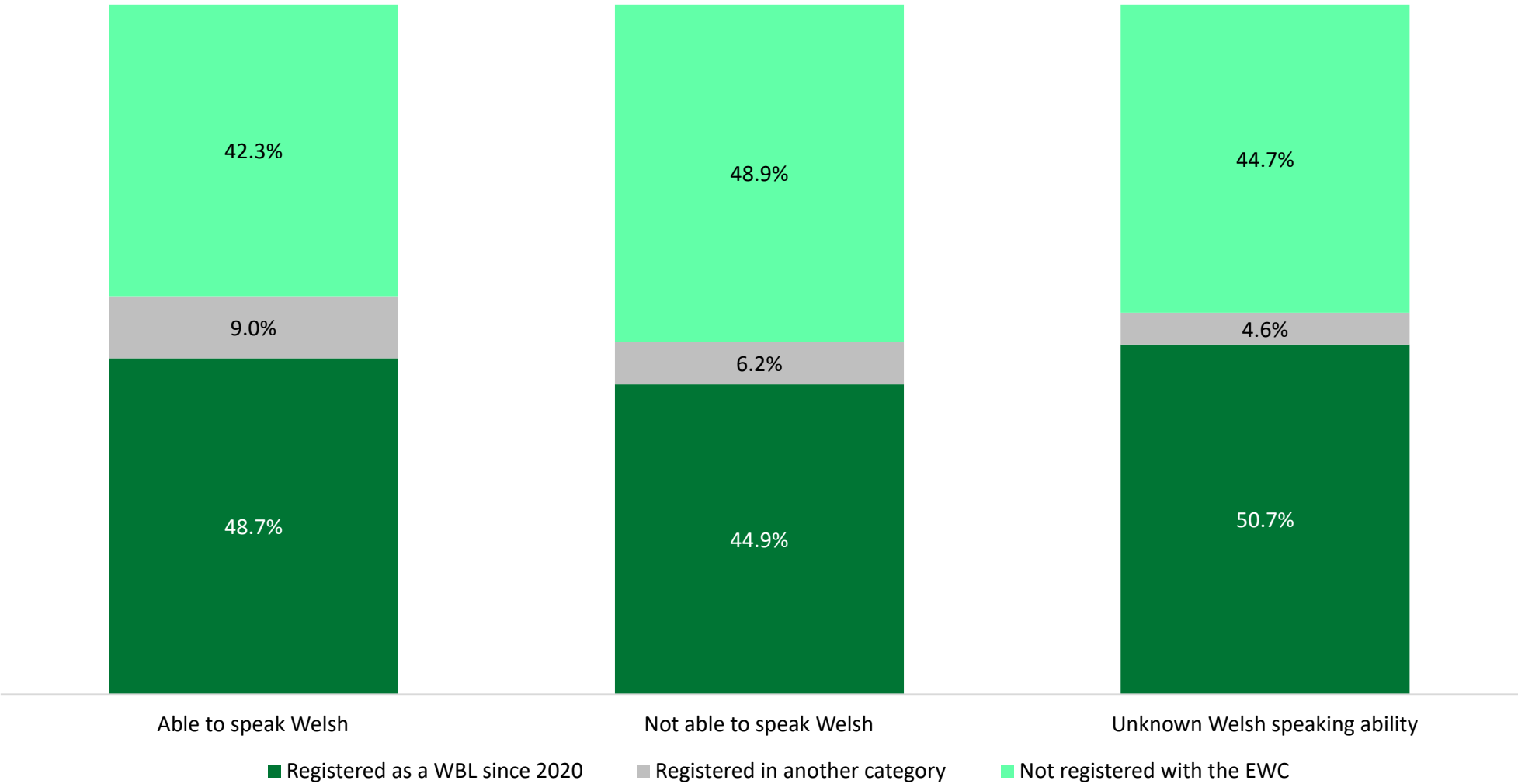


Chart 26: Percentage showing the five-year change in registered work-based learning practitioners by ability to speak Welsh.

6. Qualified youth workers (YW)

6.1 Number registered

Table 6.1: The annual registered total of qualified youth workers.

	2020	2021	2022	2023	2024	2025
Number of qualified youth workers	429	433	425	447	423	468

The table above may be used for reference when looking at retention cohorts from specific years.

6.2 Retention

Table 6.2a: Five-year change in registered qualified youth workers.

The following table reviews the retention of a specific cohort of registrants, following the 2020 cohort of qualified youth workers. On 1 March 2020, there were 429 qualified youth workers registered with the EWC. On 1 March 2025, 61.5% of that cohort were still registered as qualified youth workers with the EWC.

	2021		2022		2023		2024		2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a YW	382	89.0	349	81.4	320	74.6	276	64.3	264	61.5
Registered in another category	11	2.6	12	2.8	17	4.0	24	5.6	26	6.1
Not registered with the EWC	36	8.4	68	15.9	92	21.4	129	30.1	139	32.4
Total	429	100	429	100	429	100	429	100	429	100
Year-on-year difference in registered YW	-47	-11.0	-33	-7.6	-29	-6.8	-44	-10.3	-12	-2.8
Cumulative difference in registered YW	-47	-11.0	-80	-18.6	-109	-25.4	-153	-35.7	-165	-38.5

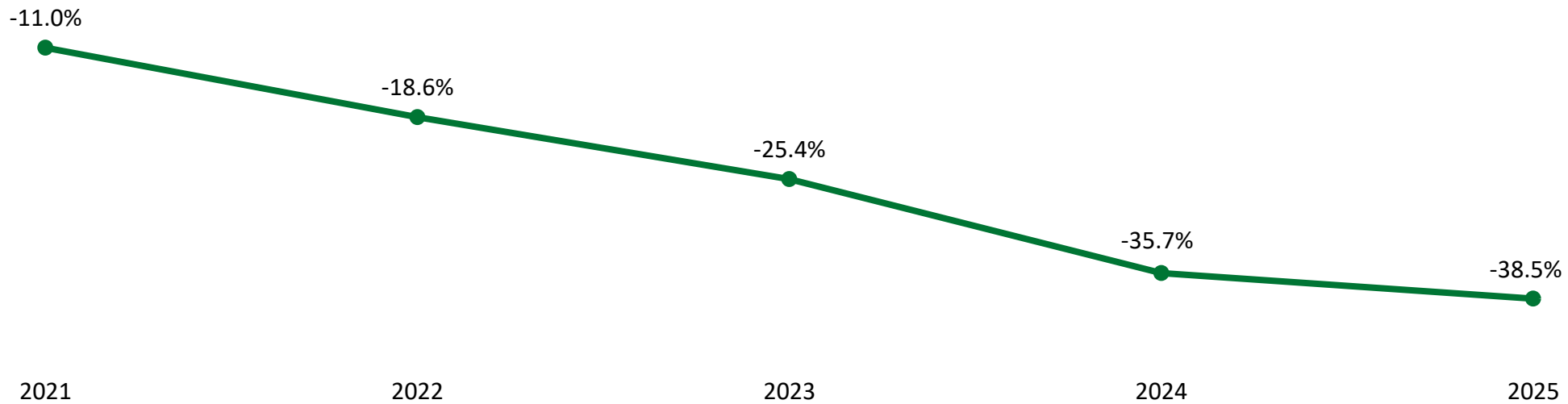


Chart 27: Cumulative percentage difference following the 2020 cohort of registered qualified youth worker.

Table 6.2b: One-year change over five years in registered qualified youth worker numbers.

The following table reviews the one-year retention of a cohort of registrants each year from 2020 through to 2024.

	2020 to 2021		2021 to 2022		2022 to 2023		2023 to 2024		2024 to 2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a YW	382	89.0	374	86.4	367	86.4	367	82.1	356	84.2
Registered in another category	11	2.6	6	1.4	0	0.0	16	3.6	9	2.1
Not registered with the EWC	36	8.4	53	12.2	58	13.6	64	14.3	58	13.7
Total	429	100	433	100	425	100	447	100	423	100



Chart 28: Percentage showing the one-year change over five years in registered qualified youth workers.

6.3 Retention by age

Table 6.3: Five-year change in de-registered qualified youth worker numbers by age.

The following table reviews the retention of a specific cohort of registrants, following de-registered qualified youth worker by age. On 1 March 2020, there were 429 qualified youth workers registered with the EWC. On 1 March 2025, 139 (32.4%) of that cohort had de-registered as qualified youth workers with the EWC.

	2025	
	Number	%
Under 25	1	0.7
25 to 29	9	6.5
30 to 34	19	13.7
35 to 39	25	18.0
40 to 44	24	17.3
45 to 49	22	15.8
50 to 54	19	13.7
55 to 59	9	6.5
60 to 64	8	5.8
65+	3	2.2
Total	139	100

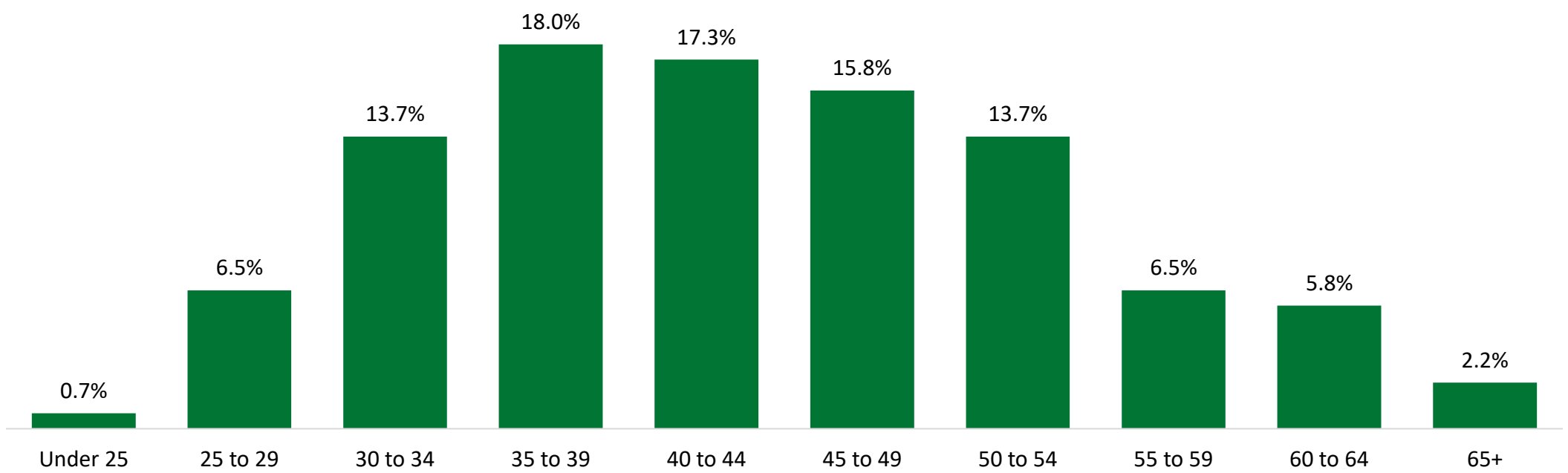


Chart 29: Percentage showing the five-year change in de-registered qualified youth worker numbers by age.

6.4 Retention by Welsh speaking

Table 6.4: Five-year change in the 2020 registered qualified youth worker cohort by ability to speak Welsh.

	Able to speak Welsh		Not able to speak Welsh		Unknown Welsh speaking ability		Total	
	Number	%	Number	%	Number	%	Number	%
Registered as a YW	26	66.7	128	58.7	110	64.0	264	61.5
Registered in another category	1	2.6	17	7.8	8	4.7	26	6.1
Not registered with the EWC	12	30.8	73	33.5	54	31.4	139	32.4
Total	39	100	218	100	172	100	429	100

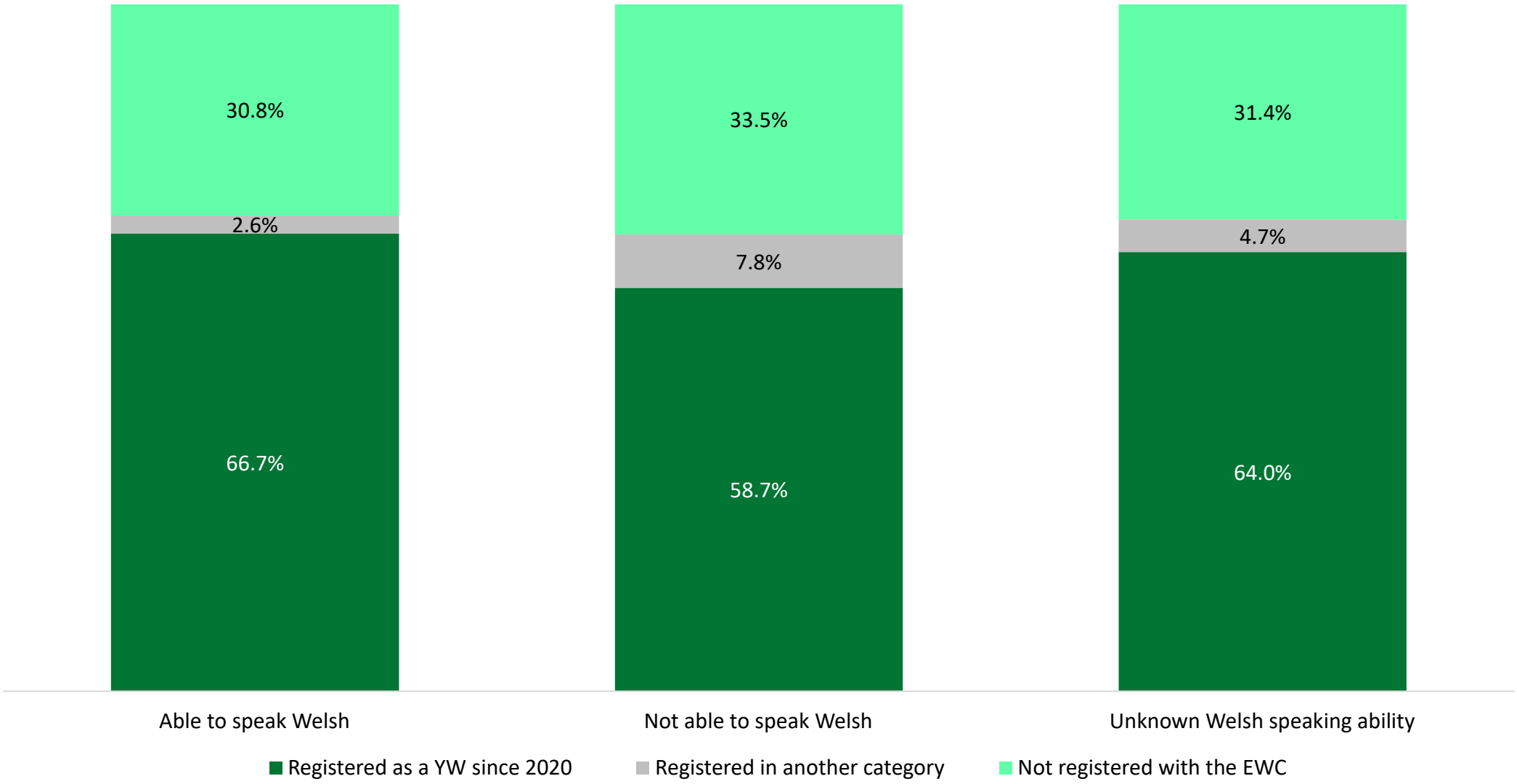


Chart 30: Percentage showing the five-year change in registered qualified youth workers by ability to speak Welsh.

7. Qualified youth support workers (YSW)

7.1 Number registered

Table 7.1: The annual registered total of qualified youth support workers.

	2020	2021	2022	2023	2024	2025
Number of qualified youth support workers	689	704	676	687	699	699

The table above may be used for reference when looking at retention cohorts from specific years.

7.2 Retention

Table 7.2a: Five-year change in registered qualified youth support workers.

The following table reviews the retention of a specific cohort of registrants, following the 2020 cohort of qualified youth support workers. On 1 March 2020, there were 689 qualified youth support workers registered with the EWC. On 1 March 2025, 48.3% of that cohort were still registered as qualified youth support workers with the EWC.

	2021		2022		2023		2024		2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a YSW	592	85.9	523	75.9	468	67.9	436	63.3	333	48.3
Registered in another category	1	0.1	7	1.0	17	2.5	17	2.5	93	13.5
Not registered with the EWC	96	13.9	159	23.1	204	29.6	236	34.3	263	38.2
Total	689	100	689	100	689	100	689	100	689	100
Year-on-year difference in registered YSW	-97	-14.0	-69	-10.0	-55	-8.0	-32	-4.6	-103	-15.0
Cumulative difference in registered YSW	-97	-14.0	-166	-24.1	-221	-32.1	-374	-36.7	-539	-51.7

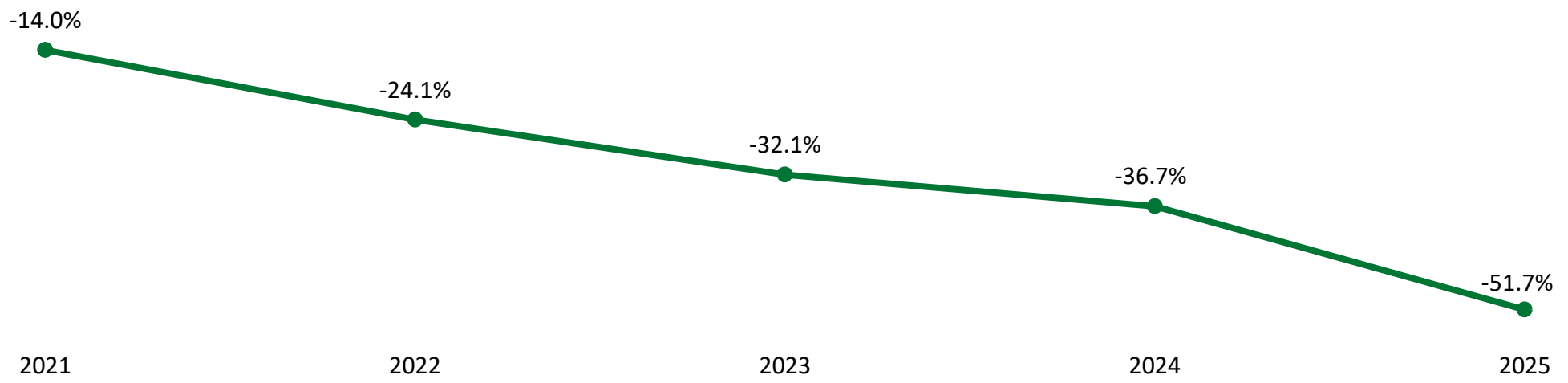


Chart 31: Cumulative percentage difference following the 2020 cohort of registered qualified youth support worker.

Table 7.2b: One-year change over five years in registered qualified youth support worker numbers.

The following table reviews the one-year retention of a cohort of registrants each year from 2020 through to 2024.

	2020 to 2021		2021 to 2022		2022 to 2023		2023 to 2024		2024 to 2025	
	Number	%	Number	%	Number	%	Number	%	Number	%
Registered as a YSW	592	85.9	602	85.5	575	85.1	611	88.9	507	72.5
Registered in another category	1	0.1	3	0.4	5	0.7	2	0.3	104	14.9
Not registered with the EWC	96	13.9	99	14.1	96	14.2	74	10.8	88	12.6
Total	689	100	704	100	676	100	687	100	699	100



Chart 32: Percentage showing the one-year change over five years in registered qualified youth support workers.

7.3 Retention by age

Table 7.3: Five-year change in de-registered qualified youth support worker numbers by age.

The following table reviews the retention of a specific cohort of registrants, following de-registered qualified youth support workers by age. On 1 March 2020, there were 689 qualified youth support workers registered with the EWC. On 1 March 2025, 263 (38.2%) of that cohort had de-registered as qualified youth support workers with the EWC.

	2025	
	Number	%
Under 25	14	5.3
25 to 29	36	13.7
30 to 34	39	14.8
35 to 39	42	16.0
40 to 44	34	12.9
45 to 49	30	11.4
50 to 54	29	11.0
55 to 59	19	7.2
60 to 64	8	3.0
65+	12	4.6
Total	263	100

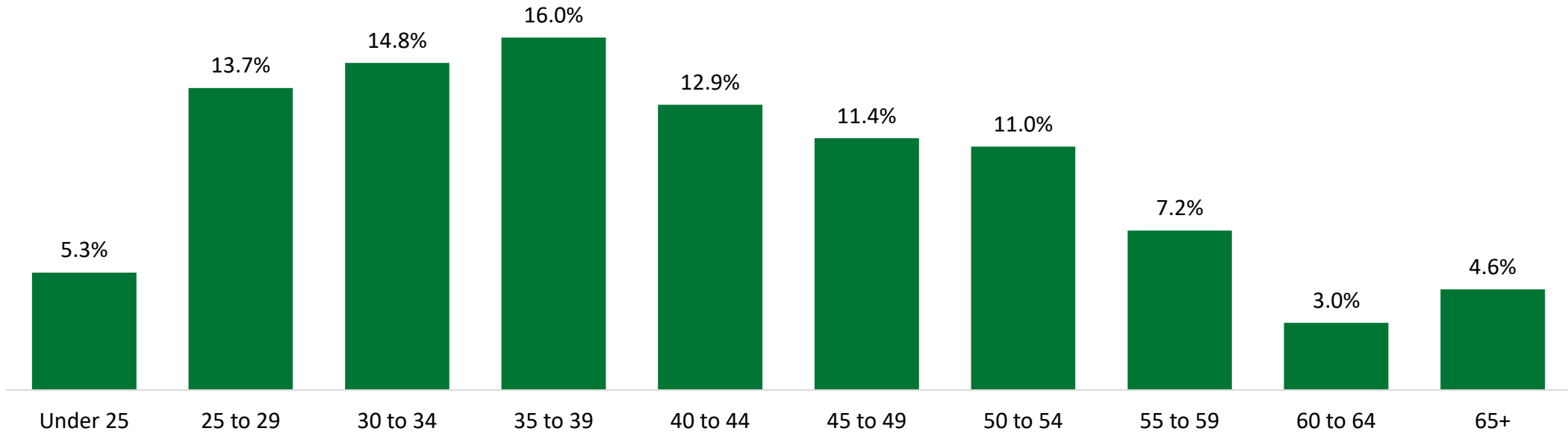


Chart 33: Percentage showing the five-year change in de-registered qualified youth support workers by age.

7.4 Retention by Welsh speaking

Table 7.4: Five-year change in the 2020 registered qualified youth support worker cohort by ability to speak Welsh.

	Able to speak Welsh		Not able to speak Welsh		Unknown Welsh speaking ability		Total	
	Number	%	Number	%	Number	%	Number	%
Registered as a YSW	42	47.7	148	45.8	143	51.4	333	48.3
Registered in another category	15	17.0	49	15.2	29	10.4	93	13.5
Not registered with the EWC	31	35.2	126	39.0	106	38.1	263	38.2
Total	88	100	323	100	278	100	689	100

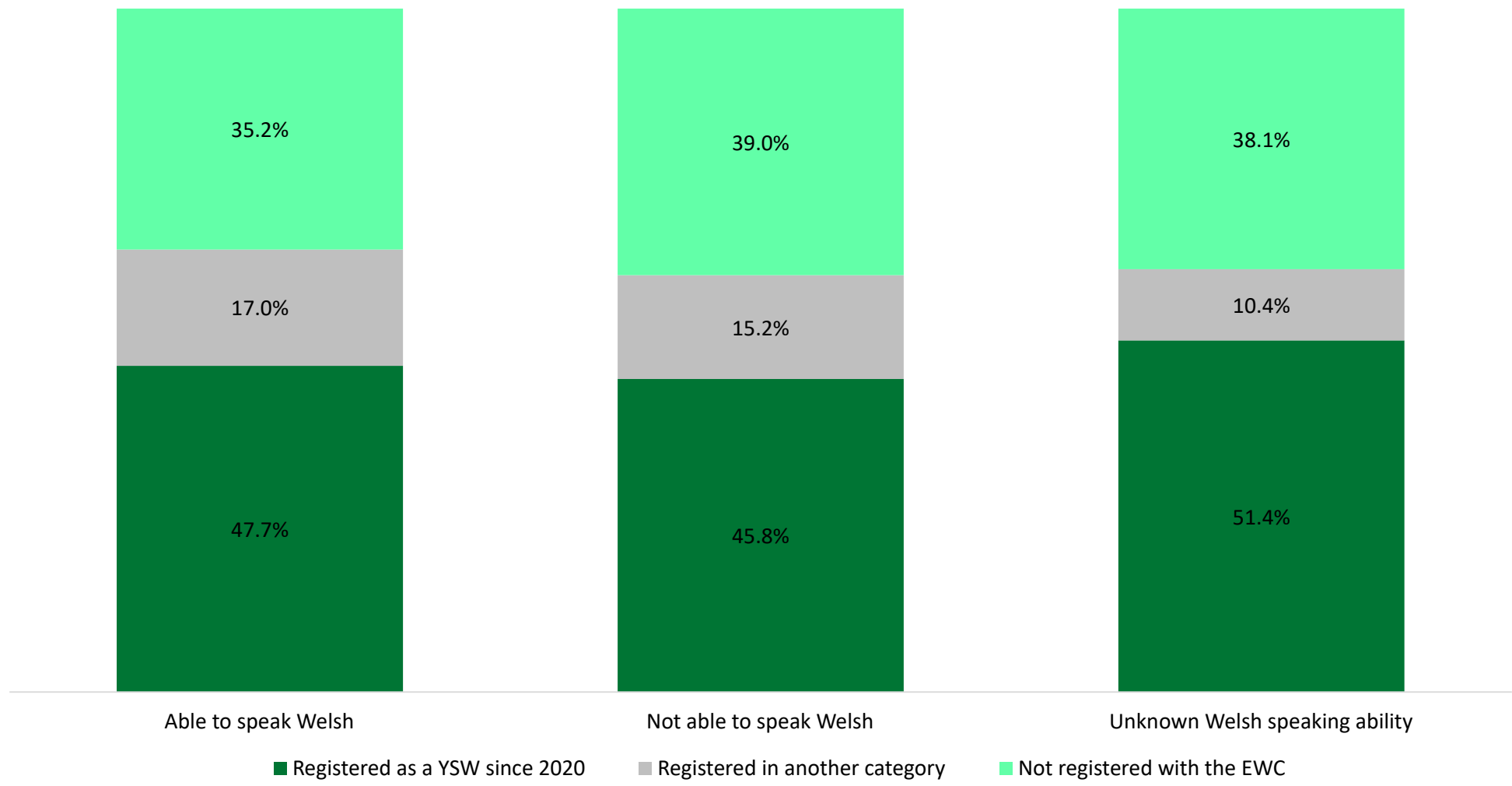


Chart 34: Percentage showing the five-year change in registered qualified youth support workers by ability to speak Welsh.