

Leaders and Teachers

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1 Workforce overview

The 2024-2025 OECS Education Statistical Digest reveals a predominantly female education workforce, with significant variations in training and qualifications across Member States. While the majority of teachers are trained, there are notable gaps in leadership qualifications and age distribution data.

10,530	598	8,462	6
TOTAL STAFF	PRINCIPALS AND DEPUTIES	TEACHERS	MEMBER STATES REPORTING

Table 1 Staff by role

ROLE	TOTAL	MALE	FEMALE	% FEMALE
Principals	460	91	369	80.2%
Deputy principals	138	35	103	74.6%
Teachers	8,462	1,758	6,704	79.2%
Caregivers	1,095	1	1,094	99.9%
Administrators	375	9	366	97.6%
Total	10,530	1,894	8,636	82.0%

Figure 1 Male and female share of staff (OECS)



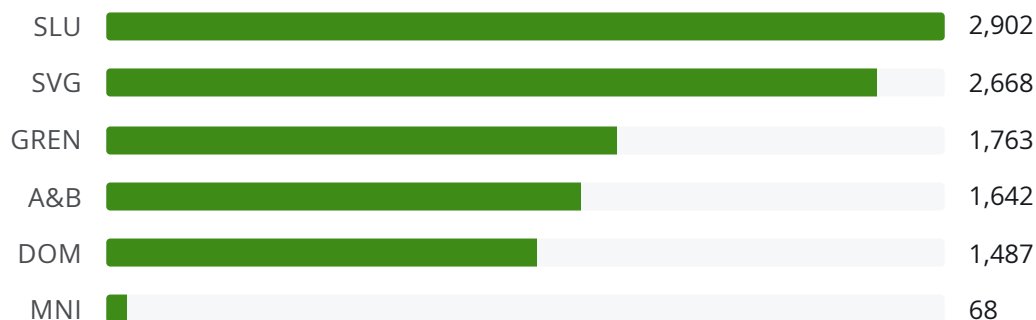
The education workforce in the OECS for 2024-2025 comprises 10,530 staff members, with teachers making up the largest group at 8,462. Principals and deputies account for 598 of the total staff. The workforce is predominantly female, with women representing 82.0% of the total staff. Caregivers and administrators show the highest female representation, at 99.9% and 97.6% respectively.

2 Staff by Member State

Table 2 Staff by Member State and role

MEMBER STATE	TOTAL STAFF	PRINCIPALS AND DEPUTIES	TEACHERS	OTHER ROLES	% OF OECS TOTAL
Saint Lucia	2,902	130	2,247	525	27.6%
Saint Vincent and the Grenadines	2,668	100	2,089	479	25.3%
Grenada	1,763	149	1,372	242	16.7%
Antigua and Barbuda	1,642	108	1,534	0	15.6%
Dominica	1,487	106	1,157	224	14.1%
Montserrat	68	5	63	0	0.6%
Total	10,530	598	8,462	1,470	100.0%

Figure 2 Total staff by Member State, 2024-2025



Staff distribution across Member States shows Saint Lucia and Saint Vincent and the Grenadines as having the largest shares, with 2,902 and 2,668 staff respectively. Montserrat reports the smallest number of staff at 68, which may indicate incomplete data. The total staff reported by all Member States sums to 10,530, with Saint Lucia contributing 27.6% of the OECS total.

3 Staff by sex and education level

Table 3 Staff by education level

EDUCATION LEVEL	TOTAL	MALE	FEMALE	% FEMALE
Pre-primary	1,470	10	1,460	99.3%
Primary	4,511	571	3,940	87.3%
Secondary	4,145	1,179	2,966	71.6%
Post-secondary	404	134	270	66.8%
Total	10,530	1,894	8,636	82.0%

Figure 3 Male and female share of staff by education level

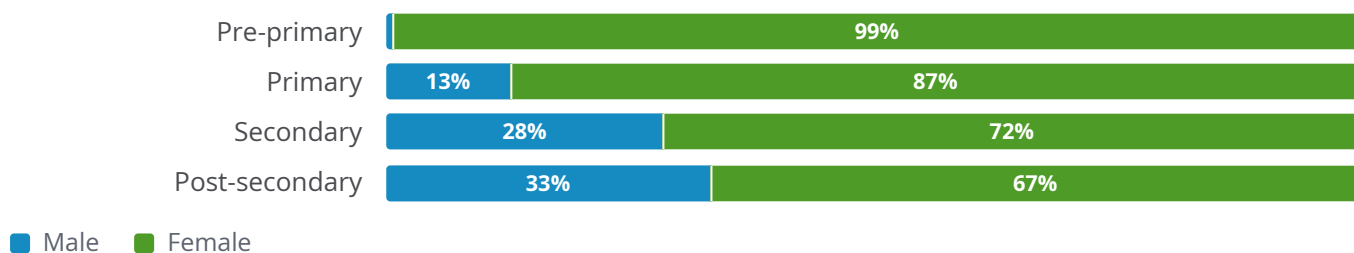
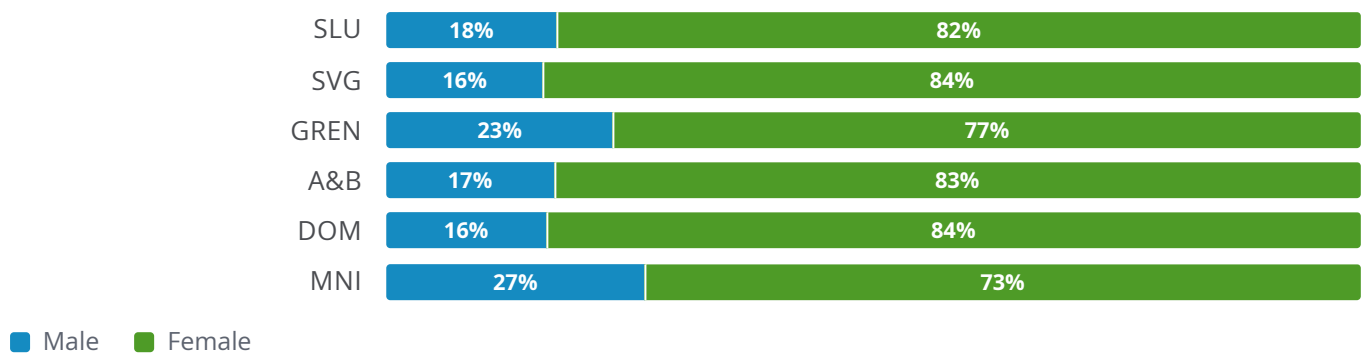


Table 4 Staff by Member State

MEMBER STATE	TOTAL	MALE	FEMALE	% FEMALE
Saint Lucia	2,902	509	2,393	82.5%
Saint Vincent and the Grenadines	2,668	430	2,238	83.9%
Grenada	1,763	411	1,352	76.7%
Antigua and Barbuda	1,642	282	1,360	82.8%
Dominica	1,487	244	1,243	83.6%
Montserrat	68	18	50	73.5%
Total	10,530	1,894	8,636	82.0%

Figure 4 Male and female share of staff by Member State



The gender distribution varies by education level, with pre-primary education having the highest percentage of female staff at 99.3%. At the secondary and post-secondary levels, the female share decreases to 71.6% and 66.8% respectively. Among Member States, Montserrat has the highest male representation at 26.5%, while Saint Vincent and the Grenadines has the highest female representation at 83.9%.

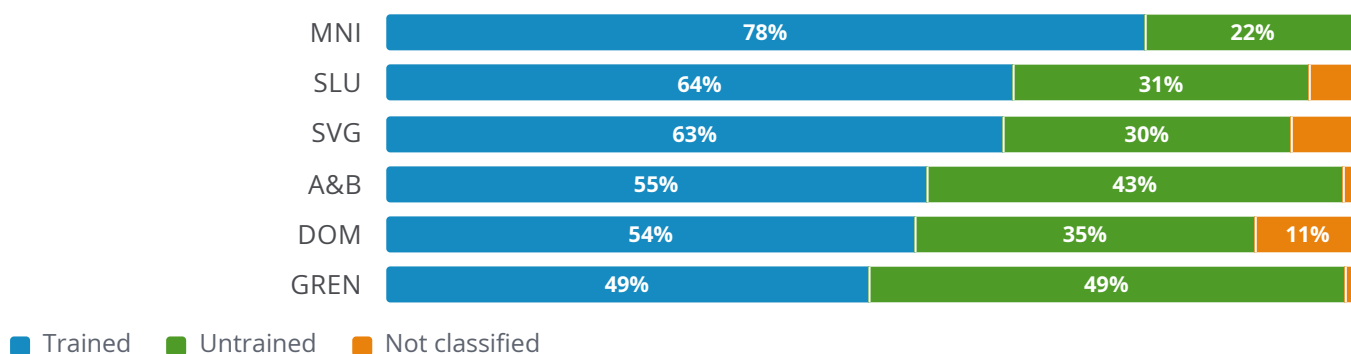
4 Teachers: trained and untrained

Table 5 Teachers by training category

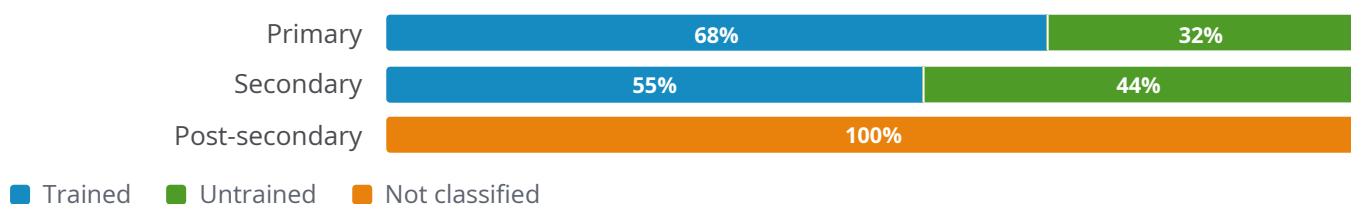
CATEGORY	TOTAL	MALE	FEMALE	% OF TEACHERS
Graduate trained	2,377	367	2,010	28.1%
Non-graduate trained	2,593	463	2,130	30.6%
Graduate untrained	919	221	698	10.9%
Non-graduate untrained	2,126	560	1,566	25.1%
Graduate (training not recorded)	290	106	184	3.4%
Not recorded	157	41	116	1.9%
Total	8,462	1,758	6,704	100.0%

Table 6 Trained and untrained teachers by Member State

MEMBER STATE	TRAINED	UNTRAINED	NOT CLASSIFIED	TOTAL	% TRAINED
Montserrat	49	14	0	63	77.8%
Saint Lucia	1,444	683	120	2,247	64.3%
Saint Vincent and the Grenadines	1,322	616	151	2,089	63.3%
Antigua and Barbuda	849	657	28	1,534	55.3%
Dominica	628	403	126	1,157	54.3%
Grenada	678	672	22	1,372	49.4%
Total	4,970	3,045	447	8,462	58.7%

Figure 5 Training status of teachers by Member State**Table 7** Trained and untrained teachers by education level

EDUCATION LEVEL	TRAINED	UNTRAINED	NOT CLASSIFIED	TOTAL	% TRAINED
Primary	2,798	1,301	24	4,123	67.9%
Secondary	2,172	1,744	26	3,942	55.1%
Post-secondary	0	0	397	397	0.0%

Figure 6 Training status of teachers by education level

Training data indicates that Montserrat has the highest percentage of trained teachers at 77.8%, while Grenada has the lowest at 49.4%. Across education levels, primary education has the highest

percentage of trained teachers at 67.9%, whereas post-secondary education reports no trained teachers, with all 397 teachers unclassified.

5 Leaders holding a leadership qualification

Table 8 Principals and deputies with a degree in leadership or management, by Member State

MEMBER STATE	TOTAL	MALE	FEMALE	% FEMALE
Dominica	81	14	67	82.7%
Antigua and Barbuda	62	7	55	88.7%
Grenada	18	7	11	61.1%
Saint Lucia	12	3	9	75.0%
Total	173	31	142	82.1%

Figure 7 Leaders with a leadership qualification by Member State



Table 9 Leaders with a leadership qualification by education level

EDUCATION LEVEL	TOTAL	MALE	FEMALE	% FEMALE
Primary	115	15	100	87.0%
Secondary	58	16	42	72.4%
Total	173	31	142	82.1%

Table 10 Leaders with a leadership qualification by role

ROLE	TOTAL	MALE	FEMALE	% FEMALE
Deputy principals	48	7	41	85.4%
Principals	125	24	101	80.8%
Total	173	31	142	82.1%

DATA COVERAGE

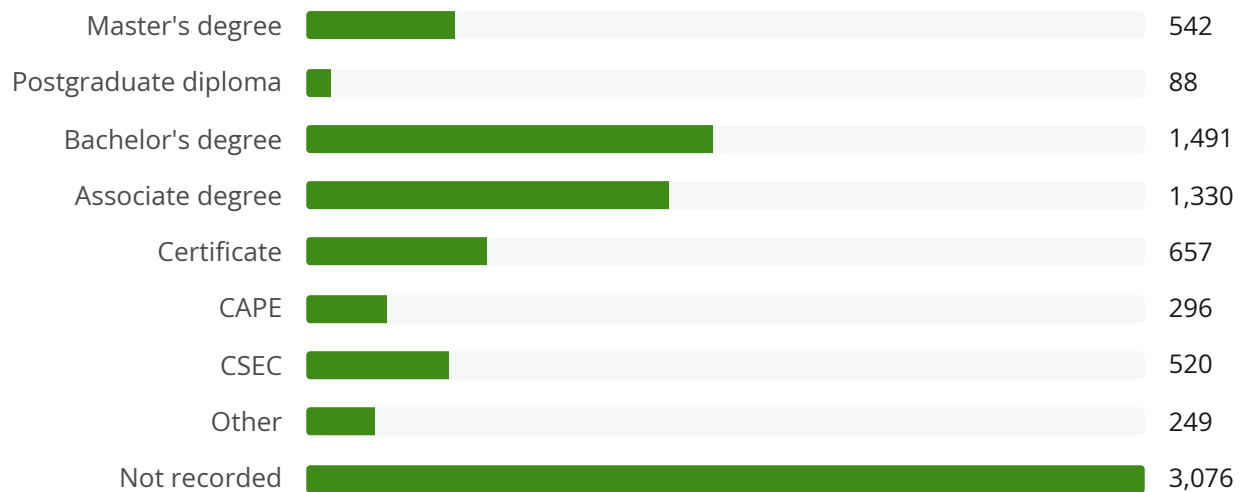
These are counts of qualified leaders reported by Dominica, Antigua and Barbuda, Grenada and Saint Lucia, not all leaders. They come from a separate return from the staff totals above, so the two should not be divided to give a rate.

Among the leaders, 173 principals and deputies hold a leadership qualification, with Dominica reporting the highest number at 81. The majority of these qualified leaders are female, comprising 82.1% of the total. Leadership qualifications are more prevalent at the primary level, with 115 leaders holding such credentials.

6 Highest academic qualification of teachers

Table 11 Teachers by highest academic qualification

QUALIFICATION	TOTAL	MALE	FEMALE	% OF TEACHERS REPORTED
Master's degree	542	103	439	6.6%
Postgraduate diploma	88	23	65	1.1%
Bachelor's degree	1,491	255	1,236	18.1%
Associate degree	1,330	324	1,006	16.1%
Certificate	657	97	560	8.0%
CAPE	296	78	218	3.6%
CSEC	520	106	414	6.3%
Other	249	60	189	3.0%
Not recorded	3,076	496	2,580	37.3%
Total	8,249	1,542	6,707	100.0%

Figure 8 Teachers by highest academic qualification**Table 12** Teachers holding a bachelor's degree or higher by Member State

MEMBER STATE	TEACHERS REPORTED	BACHELOR'S OR HIGHER	% BACHELOR'S OR HIGHER
Saint Lucia	2,657	1,198	45.1%
Saint Vincent and the Grenadines	2,472	0	0.0%
Grenada	1,743	424	24.3%
Dominica	1,314	441	33.6%
Montserrat	63	58	92.1%

DATA COVERAGE

Academic qualifications were reported for 8,249 teachers in Saint Lucia, Saint Vincent and the Grenadines, Grenada, Dominica and Montserrat only, so this section does not describe the whole OECS. 2,121 of them (25.7%) hold a bachelor's degree or higher.

The qualification profile of teachers shows that 25.7% hold a bachelor's degree or higher, with Montserrat having the highest percentage at 92.1%. A significant portion of teachers, 37.3%, have not had their qualifications recorded, limiting the completeness of this data.

7 Staff age distribution

Table 13 Staff by age band and Member State

MEMBER STATE	UNDER 30	30–39	40–49	50–59	60 AND OVER	NOT RECORDED	TOTAL
Saint Lucia	499	735	794	531	21	333	2,913
Saint Vincent and the Grenadines	499	628	439	231	23	848	2,668
Grenada	186	505	365	320	36	331	1,743
Antigua and Barbuda	158	320	325	203	75	661	1,742
Dominica	212	392	324	189	7	368	1,492
Montserrat	11	11	19	15	13	0	69
Total	1,565	2,591	2,266	1,489	175	2,541	10,627

Figure 9 Staff with an age record by Member State, 2024-2025

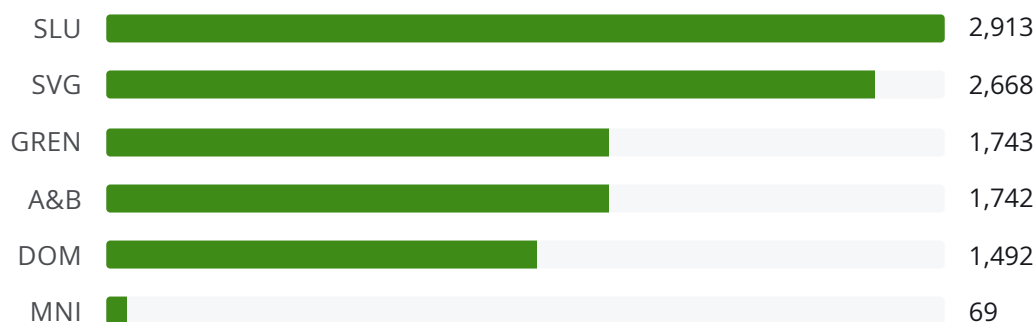


Figure 10 Age composition of staff by Member State

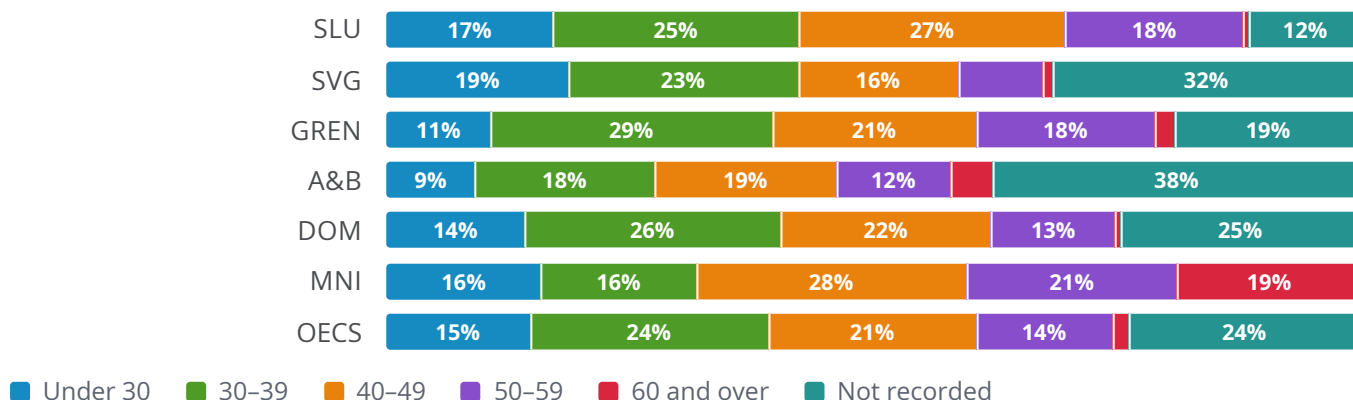


Table 14 Staff with an age record by education level

EDUCATION LEVEL	TOTAL	MALE	FEMALE	% FEMALE
Pre-primary	1,482	10	1,472	99.3%
Primary	4,563	583	3,980	87.2%
Secondary	4,177	1,170	3,007	72.0%
Post-secondary	405	136	269	66.4%
Total	10,627	1,899	8,728	82.1%

DATA COVERAGE

Age records for 2024-2025 cover principals and deputies and teachers in Saint Lucia, Saint Vincent and the Grenadines, Grenada, Antigua and Barbuda, Dominica and Montserrat. Age was not recorded for 2,541 of 10,627 staff (23.9%); shares below use the 8,086 with a recorded age.

The age distribution data covers 8,086 staff members, with 23.9% of ages not recorded. Among those with recorded ages, the largest group is aged 30-39, representing 24.5% of the workforce. Montserrat has the highest percentage of staff aged 60 and over at 18.8%, while Saint Vincent and the Grenadines has the highest percentage of staff under 30 at 18.7%.

8 Years of service

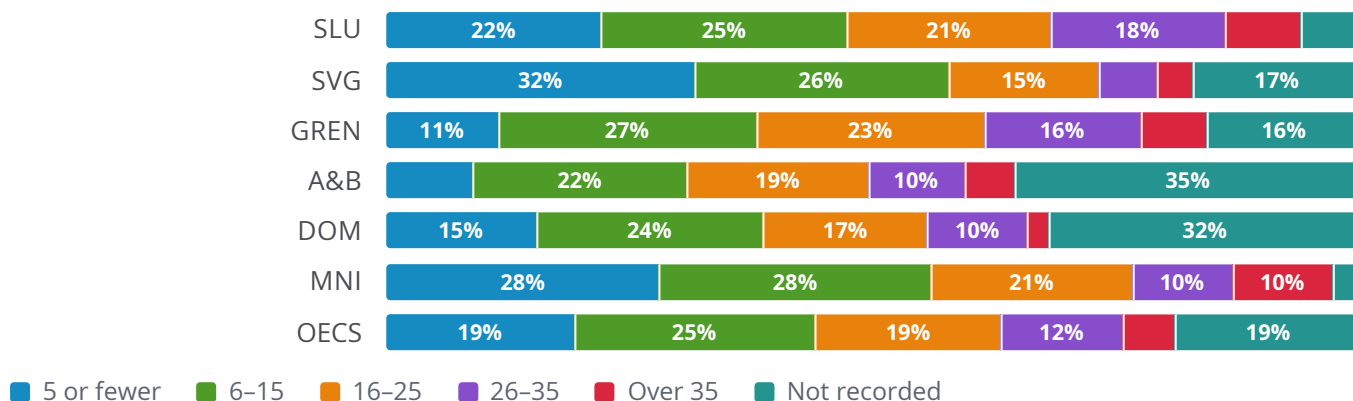
Table 15 Staff by years of service and Member State

MEMBER STATE	5 OR FEWER	6–15	16– 25	26– 35	OVER 35	NOT RECORDED	TOTAL
Saint Lucia	646	740	611	526	230	182	2,935
Saint Vincent and the Grenadines	725	596	358	132	87	394	2,292
Grenada	198	464	406	281	118	276	1,743
Antigua and Barbuda	152	383	321	172	91	617	1,736
Dominica	229	349	251	154	33	476	1,492
Montserrat	19	19	14	7	7	2	68
Total	1,969	2,551	1,961	1,272	566	1,947	10,266

Table 16 Staff by detailed service band (OECS)

YEARS OF SERVICE	TOTAL	MALE	FEMALE
Under 1	372	77	295
1–5	1,597	280	1,317
6–10	1,356	259	1,097
11–15	1,195	223	972
16–20	1,162	213	949
21–25	799	151	648
26–30	597	106	491
31–35	675	105	570
Over 35	566	114	452
Not recorded	1,947	366	1,581

Figure 11 Years-of-service composition by Member State



DATA COVERAGE

Service records for 2024-2025 cover principals and deputies and teachers in Saint Lucia, Saint Vincent and the Grenadines, Grenada, Antigua and Barbuda, Dominica and Montserrat. Years of service were not recorded for 1,947 of 10,266 staff (19.0%).

Years of service data reveals that 19.2% of staff have five or fewer years of service, while 5.5% have over 35 years. Saint Vincent and the Grenadines has the highest percentage of staff with five or fewer years of service at 31.6%. Service records are incomplete for 19.0% of staff, which affects the overall analysis.

9 Succession outlook

Table 17 Older and younger staff among those with a recorded age

MEMBER STATE	RECORDED AGE	AGED 50 AND OVER	% AGED 50 AND OVER	UNDER 30	% UNDER 30
Saint Lucia	2,580	552	21.4%	499	19.3%
Saint Vincent and the Grenadines	1,820	254	14.0%	499	27.4%
Grenada	1,412	356	25.2%	186	13.2%
Antigua and Barbuda	1,081	278	25.7%	158	14.6%
Dominica	1,124	196	17.4%	212	18.9%
Montserrat	69	28	40.6%	11	15.9%
Total	8,086	1,664	20.6%	1,565	19.4%

The succession outlook indicates that Montserrat has the highest percentage of staff aged 50 and over at 40.6%, suggesting potential challenges in workforce renewal. In contrast, Saint Vincent and the Grenadines has a higher proportion of younger staff, with 27.4% under 30, indicating a more balanced age distribution.

10 Key observations and policy implications

KEY FINDING

The education workforce is predominantly female, with women making up 82.0% of the total staff.

AREA OF CONCERN

A significant portion of teachers, 37.3%, have not had their qualifications recorded.

POSITIVE TREND

Montserrat reports the highest percentage of trained teachers at 77.8%.

AREA OF CONCERN

Age data is incomplete for 23.9% of the workforce, limiting the analysis of age distribution.

RECOMMENDATION

Efforts should be made to improve the completeness of data on teacher qualifications and age to better inform workforce planning and development.