

i-to-i

TEFL JOBS' MARKET

SNAPSHOT REPORT

(i-to-i Q1 2021)



INTRODUCTION

Here at [i-to-i](#) we love to keep our fingers on the pulse of the TEFL jobs market to help you find your perfect TEFL role.

It hardly needs saying that the past year has been full of change. Covid has forced classrooms around the world to temporarily close their doors, online TEFL teaching has risen massively and Brexit has caused uncertainty for TEFL in the EU.

To find out the true state of the TEFL jobs market today, we analysed all 8,770 posts advertised on the Love TEFL Jobs Board between 1 October 2020 and 15 February 2021.

After pouring over the data, we've drawn together the key findings into our latest TEFL Jobs Market Snapshot Report. Over the next few pages, we reveal:

- ✓ Up-to-date analysis of a truly buzzing online TEFL jobs market
- ✓ Which countries are actively seeking TEFL teachers for classroom posts today
- ✓ Top TEFL companies that are recruiting right now
- ✓ How much you could earn as a classroom or online TEFL teacher
- ✓ The qualifications and experience you need to land your dream TEFL role.

¹ The information in this snapshot report is based on analysis of individual job adverts placed on the [LoveTEFL jobs board](#) between 1 October 2020 and 15 February 2021. It includes data from job adverts that advertised for multiple teachers.

To make it even easier to hone in on the roles that interest you most, we've created individual sections for online and in-country jobs and even included a summary breakdown by country.

Whether you're hunting for an online teaching position or your perfect TEFL job abroad once the world re-opens, we've got the stats you need. Read on to find out where the jobs are, who's recruiting, the qualifications you need and what you can expect to earn¹.

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TEFL JOBS MARKET OVERVIEW

Despite a year of unparalleled change and uncertainty, the brilliant news is that the overall demand for qualified TEFL teachers remains as strong as ever. International travel has largely been put on hold due to Covid but our analysis revealed that the total number of TEFL posts has remained relatively stable, with a significant increase in online TEFL compensating for the drop in classroom roles.

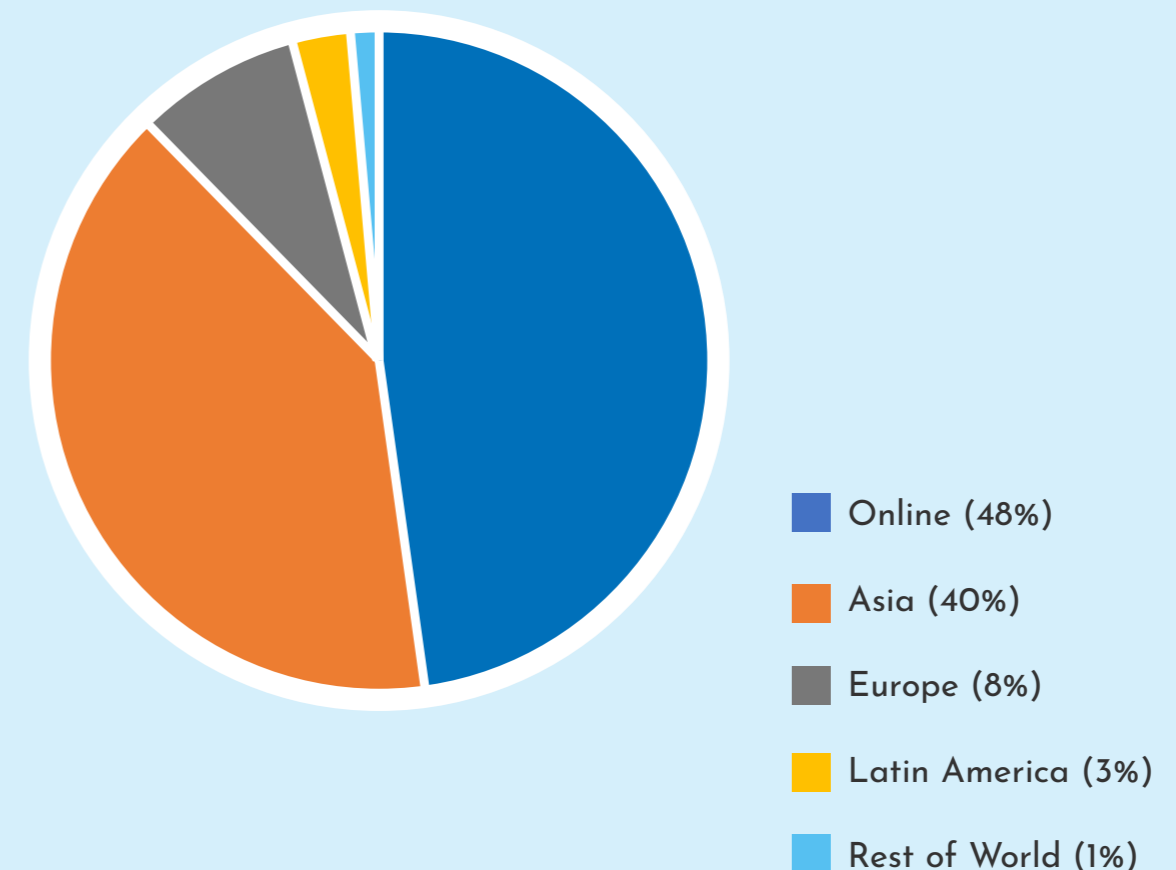
Where are the TEFL jobs?

Almost half of all the posts advertised (48%) were for online positions, with more than 4,000 online TEFL jobs on offer across 72 different companies. It was particularly interesting to see that figures remained strong across the period covered by this report, offering an early indication that online teaching may well be here to stay even when classrooms reopen.

Today's TEFL jobs market is not restricted to teaching online however. Alongside the high demand for online teachers, we discovered a bubbling desire to recruit TEFL teachers to return to classroom positions as soon as it is safe to do so. In fact, our study found TEFL posts advertised for 24 different countries spanning Europe, Asia, Africa, the Gulf States and Latin America.

Similar to the picture pre-Covid, the bulk of in-country roles advertised were in Asia and, more specifically, China, with TEFL employers in Latin American countries generally preferring to recruit in person. However, the fact that TEFL posts were available across four continents was very reassuring, highlighting a desire for teachers to return to classrooms around the world.

Location of Jobs



What qualifications do you need to TEFL?

When we turned to job requirements, the growing professionalism of TEFL was clear to see. Across all posts, the vast majority of TEFL employers now expect teachers to have relevant qualifications. A TEFL certification is top of the list of requirements – asked for by over three quarters (77%) of employers – followed by 74% of posts that specified candidates should have a bachelor's degree.

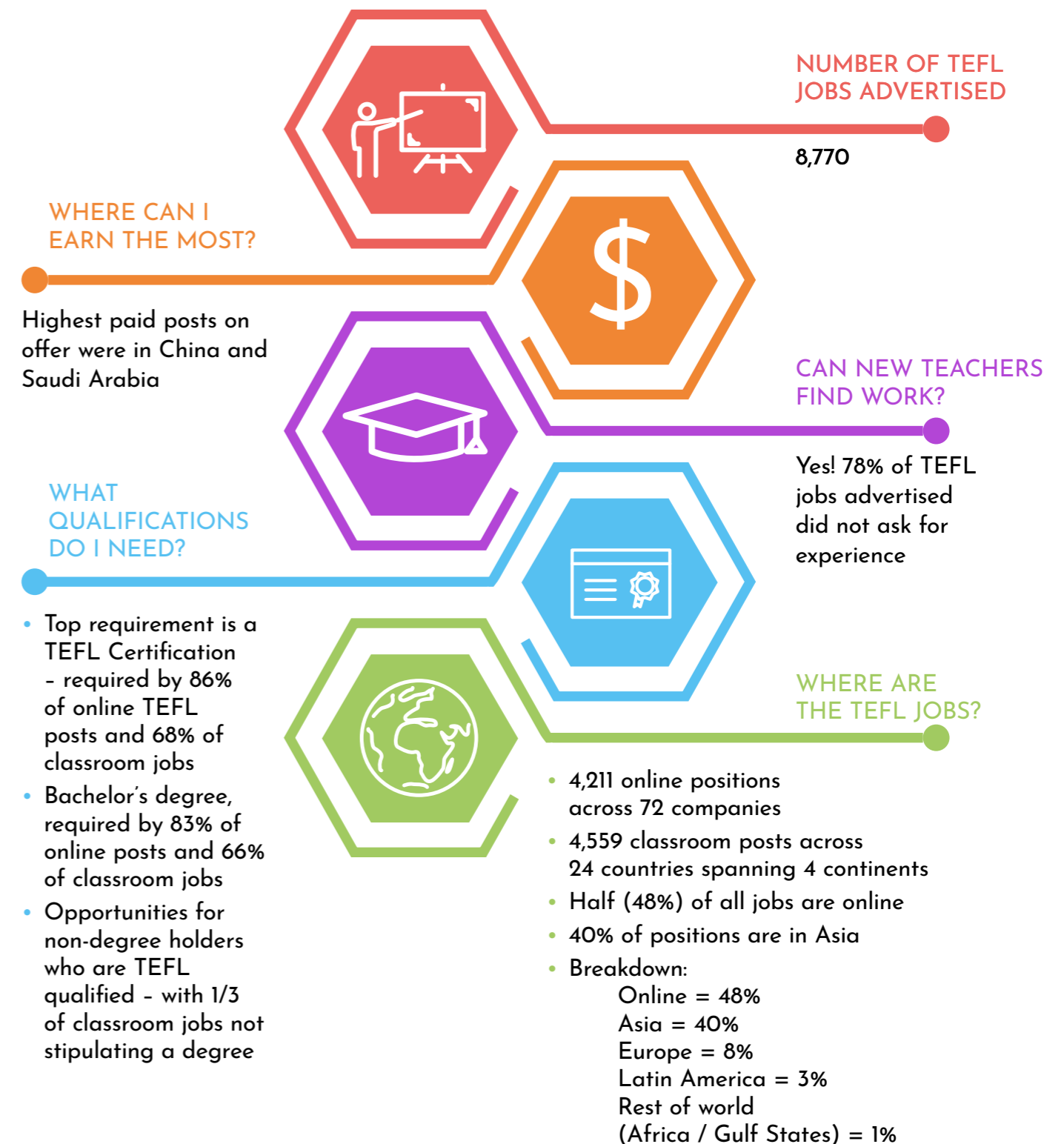
Interestingly, a higher proportion of online jobs required candidates to have relevant qualifications than in-country posts busting the myth that the online sector is less professionalised. In fact, 86% of online positions specified needing a TEFL certification, compared to 68% for classroom posts and 83% were looking for a degree, compared to 66% for classroom posts.

This picture was reversed when it comes to native English however, which was specified far more frequently for in-country posts than for online positions. In total 38% of posts specified that teachers were native English speakers, split into 51% of in-country posts and only 24% of online positions. This may reflect the fact that online teachers will not normally need to meet strict work visa requirements (which often include native English) in order to take up a teaching role.

What is a native English speaker ?

A native English speaker is defined as someone who speaks English as their first language and is a citizen of the UK, USA, Canada, Ireland, New Zealand, Australia or South Africa.

TEFL jobs market snapshot report (Feb 2021)



Do you need teaching experience?

Based on our analysis, teaching experience is far less important to TEFL employers than TEFL certification. In fact, a whopping 78% of all posts advertised were open to newly qualified teachers.

Similar to qualifications, the proportion of online TEFL employers stipulating teachers should have previous teaching experience is higher for online roles (38%) than for in-country (7%) positions. Even for online posts however, six in every 10 jobs was open to new teachers, providing heaps of options for those seeking their first job after completing their TEFL certification course – as well as opportunities for experienced teachers to negotiate a higher pay rate.

Job Requirements

■ Online
 ■ In Person

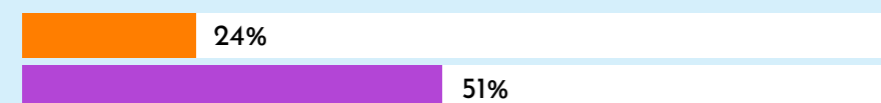
TEFL CERTIFICATION



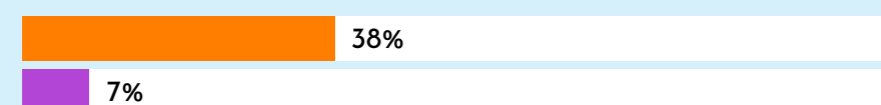
DEGREE



NATIVE ENGLISH



TEACHING EXPERIENCE



How much can you earn?

Our analysis revealed a wide range of pay rates on offer, both for online TEFL roles and in-country teaching posts.

For in-country positions, location has a huge impact on pay. Every TEFL post in Latin America and Africa and the majority in eastern Europe had an advertised monthly salary of less than £1,000 or was a voluntary role. In contrast, TEFL jobs in Saudi Arabia offered monthly salaries of £2,400 to £2,900 and pay in China averaged between £1,500 to £2,750 per month, with a few offering monthly salaries topping £3,000.

In contrast to the set monthly wages of most classroom posts, online TEFL companies increasingly pay per lesson. This means that the amount you earn can vary each month and is based on the rate that you're paid per lesson multiplied by the number of lessons that you teach. On average, advertised hourly rates for online teaching ranged between £6 and £15. However, we found roles advertised for as little as £4 per hour and as high as £3,000 per month.

Top Paying TEFL Jobs

If you're looking for the highest salaries, check out roles in Saudi Arabia and China. Wages often top £2,000 per month and can go above £3,000.

TEACHING ENGLISH ABROAD

Covid inevitably caused a dip in recruitment for TEFL jobs abroad. However, TEFL employers are now actively looking for classroom teachers ready to teach face-to-face lessons across the world once it is safe to do so.

Where are the TEFL Jobs?

In total, we identified 4,559 in-country TEFL roles across 24 different countries and spanning Europe, Asia, Africa, the Gulf States and South America.

China continues to dominate the global TEFL market, with 55% of all in-person posts advertised based in this fascinating country. This was followed by France (12%), Thailand (6%) and Vietnam (5%). While comparatively fewer posts were advertised for Central and South America, it should be remembered that TEFL posts in these regions are more commonly recruited in person.

It is too early to say definitively how Brexit is impacting TEFL in the EU, particularly with Covid clouding the recruitment picture². However, it was interesting to note that EU employers were still recruiting TEFL teachers, even after the UK's full departure on 31 December 2020. In fact, we found jobs advertised for France, Italy, the Czech Republic, Hungary, Italy, Spain and Poland across the reporting period.

Countries with TEFL posts advertised

50+ ADVERTISED POSTS	1 - 50 ADVERTISED POSTS
✓ China	✓ Argentina
✓ France	✓ Cambodia
✓ Honduras	✓ Czech Republic
✓ Hong Kong	✓ Hungary
✓ Indonesia	✓ Italy
✓ Japan	✓ Kenya
✓ Poland	✓ Myanmar
✓ South Korea	✓ Peru
✓ Taiwan	✓ Russia
✓ Thailand	✓ Saudi Arabia
✓ Vietnam	✓ South Africa
	✓ Spain
	✓ Tanzania

²We anticipate that we will be able to provide a clearer picture of the impact of Brexit on EU TEFL jobs in our next TEFL Jobs Market Snapshot Report, which is due to be published in summer 2021.

What type of jobs are on offer?

The majority of posts on offer were full-time paid teaching positions. However, we did also find part-time roles advertised, alongside posts in summer camps, TEFL internships and voluntary teaching positions.

While volunteer posts and internships won't pay you a high salary, they can be an excellent way to gain experience and some do come with benefits such as housing and a cost-of-living allowance. Similarly, summer camps can offer a brilliant opportunity to dip your toe in the water or to combine a stint of TEFL with another job or your studies.

FULL TIME	PART TIME	VOLUNTEER / INTERNSHIPS	SUMMER CAMPS
China	Argentina	Cambodia	France
Czech Republic	Czech Republic	France	Italy
France	France	Japan	
Hong Kong	Vietnam	Kenya	
Hungary		Peru	
Indonesia		Poland	
Italy		Russia	
Japan		South Africa	
Myanmar		Spain	
Peru		Taiwan	
Poland		Tanzania	
Russia		Vietnam	
Saudi Arabia			
South Africa			
South Korea			
Spain			
Taiwan			
Thailand			
Vietnam			



What can you earn?

TEFL pay varies widely, with location being the biggest factor in the wage you're likely to receive. If you're hoping to land a top salary in a classroom role, your best bet right now is to look at posts in Saudi Arabia where advertised monthly salaries were between £2,400 and £2,900 or in China where the average monthly pay was between £1,750 and £2,500, with a few posts even topping £3,000 per month.

At the other end of the scale, we found 11 countries where the TEFL jobs on offer paid less than £1,000 a month or where only voluntary roles were advertised. When you are comparing salaries in different locations, do remember that living costs also vary considerably across the world - and that an amazing TEFL experience is definitely not all about the pay!

What can you earn?

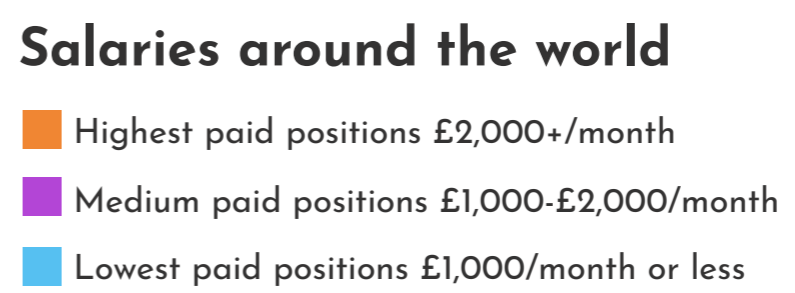
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Who is recruiting TEFL teachers?

A total of 84 different employers advertised over 4,500 TEFL jobs across the analysis period. This included individual TEFL employers, companies recruiting for multiple TEFL posts and recruitment agencies, which are common across the TEFL industry and place teachers in language centres and schools across the world.

If you're wondering where to start your job search, the following companies all advertised for 50 or more TEFL teachers across the analysis period.



EMPLOYER	LOCATION OF JOBS
American Village Camps	France (summer camps)
APAX English	Vietnam
Bilingual Education for Central America	Honduras (volunteer)
EF Education First	China, Indonesia
Gold Star TEFL Recruitment	China
HESS	Taiwan
ImmerQi	China
i2 Education	China
MediaKids Academy	Thailand
Monkey Tree ELC	China, Hong Kong
Saxoncourt	China, Japan, Taiwan, Thailand
Vietnam Education Development Company	Vietnam
WOOK Talent	China

What qualifications are TEFL employers looking for?

In recent years, we have noticed TEFL employers increasingly expecting teachers to hold relevant qualifications – and this trend is reflected in our current analysis.

Over two thirds of the advertised in-country posts (68%) required candidates to hold a TEFL certificate. A similar number (66%) asked for a bachelor's degree or higher, while over a half (51%) stated that candidates should have both. We did identify 15% of posts that did not require either a degree or a TEFL certificate. However, our analysis showed that these were primarily voluntary positions, internships or for TEFL-related roles (such as a nanny) rather than full-time paid teaching posts.

Around half (51%) of TEFL employers specified that teachers must be native English speakers. While this is clearly still a factor for many roles, it is interesting to note that a higher proportion of TEFL employers now regard qualifications as more important than a teacher's passport.

Top Tips

If you don't have a degree, use the filter button on [LoveTEFL Jobs](#) to target positions specifically open to non-degree holders.

Job Requirements

Required Not Required

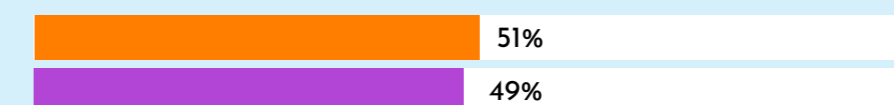
TEFL CERTIFICATION



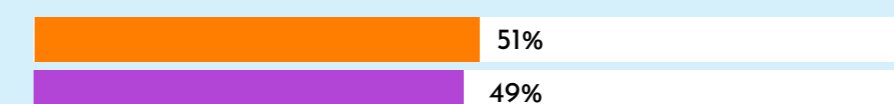
DEGREE



TEFL + DEGREE



NATIVE ENGLISH



Are there TEFL jobs for new teachers?

While TEFL employers do expect their teachers to have relevant qualifications, previous teaching experience is less essential. In fact, a whopping 93% of posts in our analysis were open to new teachers and only 3% specified experience of two or more years.

As well as being brilliant news for newly qualified teachers, this is also a reminder for teachers with experience to highlight that information on their job applications. It's a great way to stand out from the crowd and may well lead to a higher salary.

93% of posts open to teachers with no previous experience

97% of posts open to teachers with one year's teaching experience or less

ONLINE TEFL JOBS

Over the past year, there has been a massive increase in online TEFL teaching, driven (initially at least) by the Covid pandemic. This is reflected in our findings where almost half of all the TEFL jobs (48%) on offer were for online teaching posts. Despite some fluctuation between job numbers in specific months, overall levels of online posts remained strong throughout the analysis period indicating a relatively steady demand for online teachers.

In fact, the proportion of online TEFL posts is at the highest that we have seen since we first started collating figures for our TEFL Jobs Market Snapshot Reports and evens outstrips the huge surge in online TEFL recruitment that we saw at the start of the pandemic. This is perhaps the clearest indication yet that online TEFL teaching is here to stay.

What types of posts are on offer?

Our analysis revealed an increasing trend towards online TEFL platforms, which were advertised alongside more traditional employment contracts. These platforms recruit teachers to work as independent contractors rather than as employees and pay per lesson that the teacher delivers.

Online TEFL platforms cover a broad spectrum of roles. At one end of the scale, they effectively operate as online TEFL marketplaces where teachers advertise their services to students and are responsible for developing their own lessons and setting their own rates. These types of roles are broadly similar to freelance TEFL tutoring, except teachers advertise and are paid via the platform rather than direct by students³.

³ Freelance TEFL tutors are not directly covered in this report but anecdotal evidence suggests that an increasing number of teachers are offering freelance tutoring services either in combination with work for an online TEFL company or as their sole teaching role. Find out more about [freelance online tutoring here](#)

At the other end of the spectrum are TEFL platforms that recruit and funnel students to individual teachers, supply lesson plans and require teachers to commit for a minimum period of time. In between these two approaches are numerous TEFL platforms that offer a blend of both.

In addition to paid roles, our analysis also identified an increasing number of voluntary roles and internships being advertised for online TEFL teachers. While you're likely to get little or no pay in these positions, they can offer an excellent route for newly qualified teachers to gain practical experience - or for experienced teachers to deliver services to students who might not otherwise be able to access English lessons.

Types of Online TEFL jobs

CONTRACT WITH TEFL COMPANY	ONLINE TEFL PLATFORM	FREELANCE TEFL TUTOR
✓ Employed by the company	✓ Independent contractor	✓ Self-employed
✓ Contract for a set period at an agreed rate	✓ Paid via platform per lesson delivered	✓ Paid direct by students
✓ Company responsible for tax	✓ Responsible for own tax	✓ Responsible for own tax
✓ Students recruited by the company	✓ Platform markets TEFL to students	✓ Market services independently
✓ Curriculum and lesson materials provided	✓ Students may be allocated to teachers or can select teacher based on profile	✓ Develop and deliver own curriculum and lessons
	✓ Platform may provide lesson materials	

[Find out more about the types of online TEFL roles>>](#)

Who is recruiting?

We identified 72 companies advertising a total of 4,211 online posts over the period covered by this report. This included TEFL companies offering employment contracts, online TEFL platforms recruiting teachers direct and recruitment agencies, advertising on behalf of TEFL employers and/or platforms.

The majority of companies were looking for up to 30 teachers, with most advertising between 10 and 20 posts. However, each of the following companies advertised for 50 or more posts.

✓ ABC360	✓ m2r Education
✓ BlingABC	✓ Paper Airplanes (voluntary posts)
✓ EF Teach Online	✓ Simple International
✓ Flying Cows ESL	✓ TEFL Recruits
✓ GOGOKID	✓ Tutlo
✓ iBestTeacher	✓ VIPKid
✓ iTutorGroup	✓ VIPX

Did you know

Online TEFL platforms do not usually expect you to sign an exclusive contract - allowing you to work for two or more companies or set up as a freelance tutor at the same time.



How much can you earn teaching English online?

We found a wide variety of pay rates on offer, starting from as little as £4 per hour and ranging up to as much as £3,000 per month. However, the majority of online TEFL roles were paid by the lesson and offered hourly rates of between £6 to £15.

If you are paid per lesson, you will normally be allocated a rate based on a combination of your qualifications, experience and interview performance as well as the individual company. The actual amount that you earn is then calculated by multiplying this pay rate by the number of lessons that you have taught. This means that your monthly pay is likely to fluctuate, particularly until you have built up regular lesson bookings by students.

What qualifications are TEFL employers looking for?

Similar to classroom posts, TEFL employers now expect TEFL teachers to have relevant qualifications.

Almost nine in ten (86%) online TEFL job adverts specified that candidates should hold a TEFL certificate, 83% required a bachelor's degree and around three quarters (73%) stated that candidates should have both. However, this does mean that 17% of posts were open to TEFL certified teachers who do not have a degree – so there are online TEFL opportunities out there for non-degree holders.

Interestingly, while fluent English is essential for all TEFL positions, our analysis showed that native English is far less of a factor for online TEFL employers than it is for in-country posts. In fact, less than a quarter of online TEFL employers (24%) stipulated that TEFL teachers needed to be native English speakers. This may reflect the fact that online TEFL companies are not restricted by visa requirements and so place more importance on qualifications than nationality.

Online Job Requirements

Required Not Required

TEFL CERTIFICATE



DEGREE



TEFL + DEGREE



NATIVE ENGLISH



Are there TEFL jobs for new teachers?

The great news for newly qualified teachers is that most online TEFL employers do not demand previous teaching experience. Almost two thirds (62%) of advertised posts were open to teachers without any previous teaching experience and only 4% were looking for teachers with two or more years of experience. However, experienced teachers can expect to command a higher pay rate – so it's definitely worth highlighting relevant teaching experience on your application.

62% of posts open to teachers with no previous experience

96% of posts open to teachers with one year's teaching experience or less

TEFL JOBS BREAKDOWN

To give you an even better understanding of which TEFL destinations should top your personal hit list, we’ve broken down the advertised jobs into a summary of the roles, salaries and contracts on offer plus the typical qualifications and experience you need for each.⁴

Online TEFL jobs

TYPICAL JOBS	SALARY	CONTRACT	REQUIREMENTS
<ul style="list-style-type: none">• Full time• Part time• Voluntary	£6 - £15 per hour	1-12 months	<ul style="list-style-type: none">• TEFL certificate (<i>most</i>)• Bachelor’s degree (<i>most</i>)• Native English (<i>some</i>)• Roles for new teachers

⁴ Information provided is based on average details of positions advertised in our analysis and some countries may have outlying posts at higher or lower rates. Always check the specifics of an individual post before committing to a contract.
* Per month

TEFL Jobs in Asia

COUNTRY	TYPICAL JOBS	SALARY*	CONTRACT	REQUIREMENTS
Cambodia	<ul style="list-style-type: none">• Voluntary	n/a	Volunteer	<ul style="list-style-type: none">• TEFL certificate (<i>most</i>)• Native English• Roles for new teachers
China	<ul style="list-style-type: none">• Full time• Internships	£1,500- £2,750	1-15 months	<ul style="list-style-type: none">• TEFL certificate (<i>most</i>)• Bachelor’s degree• Native English• Roles for new & experienced teachers
Hong Kong	<ul style="list-style-type: none">• Full time	£1,900- £2,300	4-12 months	<ul style="list-style-type: none">• TEFL certificate• Bachelor’s degree• Native English• Roles for new & experienced teachers
Indonesia	<ul style="list-style-type: none">• Full time	£575- £900	12 months	<ul style="list-style-type: none">• TEFL certificate• Bachelor’s degree• Roles for new teachers
Japan	<ul style="list-style-type: none">• Full time• Voluntary	£1,400- £2,100	3-12 months	<ul style="list-style-type: none">• TEFL certificate• Bachelor’s degree (<i>except voluntary posts</i>)• Native English (<i>most</i>)• Roles for new & experienced teachers

Asia TEFL jobs continued...

COUNTRY	TYPICAL JOBS	SALARY*	CONTRACT	REQUIREMENTS
Myanmar	<ul style="list-style-type: none"> Full time 	£1,200-£1,500	12 months	<ul style="list-style-type: none"> TEFL certificate Bachelor's degree Native English Roles for new teachers
South Korea	<ul style="list-style-type: none"> Full time 	£1,400-£2,400	12 months	<ul style="list-style-type: none"> TEFL certificate (<i>most</i>) Bachelor's degree Native English Roles for new & experienced teachers
Taiwan	<ul style="list-style-type: none"> Full time Internships 	£1,250-£2,000	Varied	<ul style="list-style-type: none"> TEFL certificate (<i>most</i>) Bachelor's degree (<i>most</i>) Native English Roles for new teachers
Thailand	<ul style="list-style-type: none"> Full time Internships 	£750-£1,300	4-12 months	<ul style="list-style-type: none"> TEFL certificate (<i>most</i>) Bachelor's degree (<i>most</i>) Native English Roles for new teachers
Vietnam	<ul style="list-style-type: none"> Full time Part time Internship Voluntary 	£850-£1,300	6-12 months	<ul style="list-style-type: none"> TEFL certificate (<i>most</i>) Bachelor's degree (<i>most</i>) Native English Roles for new & experienced teachers

Europe TEFL jobs

COUNTRY	TYPICAL JOBS	SALARY*	CONTRACT	REQUIREMENTS
Czech Republic	<ul style="list-style-type: none"> Full time Part time 	£675-£1,175	12 months	<ul style="list-style-type: none"> TEFL certificate (<i>most</i>) Roles for new teachers
France	<ul style="list-style-type: none"> Full time Part time Summer camps Nannies 	£400-£1,800	1-10 months	<ul style="list-style-type: none"> TEFL certificate (<i>most</i>) Native English (<i>some</i>) Roles for new teachers
Hungary	<ul style="list-style-type: none"> Full time 	£675-£850	6-12 months	<ul style="list-style-type: none"> TEFL certificate Bachelor's degree Roles for new teachers
Italy	<ul style="list-style-type: none"> Summer camps 	£250-£350	1 month	<ul style="list-style-type: none"> Native English (<i>some</i>) Roles for new teachers
Poland	<ul style="list-style-type: none"> Full time Part time 	£200-£1,200	1 month	<ul style="list-style-type: none"> Roles for new teachers
Russia	<ul style="list-style-type: none"> Full time Part time 	£250-£350	1+ month	<ul style="list-style-type: none"> TEFL certificate Native English Roles for new teachers
Spain	<ul style="list-style-type: none"> Full time Part time Internships 	£600-£1,750	1-9 months	<ul style="list-style-type: none"> TEFL certificate (<i>some</i>) Bachelor's degree (<i>some</i>) Roles for new teachers

TEFL Jobs in Latin America

COUNTRY	TYPICAL JOBS	SALARY*	CONTRACT	REQUIREMENTS
Argentina	• Part time	£6 - £9 per hour	4-6 months	<ul style="list-style-type: none"> • TEFL certificate (<i>most</i>) • Bachelor's degree (<i>most</i>) • Native English • 1+ years' experience preferred
Honduras	• Voluntary	n/a	3-12 months	<ul style="list-style-type: none"> • TEFL certificate • Roles for new teachers
Peru	• Voluntary	n/a	1 month	<ul style="list-style-type: none"> • No specific requirements • Roles for new teachers

TEFL Jobs across the Rest of the World

COUNTRY	TYPICAL JOBS	SALARY*	CONTRACT	REQUIREMENTS
Kenya	• Voluntary	n/a	1 month	<ul style="list-style-type: none"> • No specific requirements • Roles for new teachers
Saudi Arabia	• Full time	£2,400 -£2,900	2 years	<ul style="list-style-type: none"> • Bachelor's degree • Native English speaker • 1+ years' experience
South Africa	• Internship	n/a	1 month	<ul style="list-style-type: none"> • No specific requirements • Roles for new teachers
Tanzania	• Voluntary	n/a	1 month	<ul style="list-style-type: none"> • No specific requirements • Roles for new teachers

FIND YOUR DREAM TEFL JOB

Now you've got the lowdown on the TEFL jobs market, it's time for you to take action to find your dream role.

Not yet TEFL qualified?

Jump onto a fabulous [i-to-i TEFL course](#). You'll learn all the practical skills you need to become an effective TEFL teacher and gain that all-important regulated TEFL certificate that employers are looking for along the way.

TEFL certified?

Head straight over to the [Love TEFL jobs board](#) to hunt out your perfect TEFL job.

Fancy teaching online?

i-to-i's [Level 5 TEFL Diploma](#) provides a specialist module all about teaching online. Alternatively top up your existing TEFL qualifications with the [online teaching course](#) and add an added sparkle to your job application.

Need help with your job search?

i-to-i's free [job support service](#) is here to help you every step of the way. All you need to do is ask.

