

SETA Sector Briefs: A proposal

Labour Market Intelligence
research programme

Overview of the Presentation

Background to the SETA Sector Briefs

Focus of the briefs

Structure of the output

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Sector Skills Plans (SSP) – a key output required from SETAs

- Standard template leads to duplication of effort
- Independent compilation leads to potential inconsistencies
 - Definitions, data sources, methodologies
- Also constrains rapid sharing of information
 - New data sources, for example
- SETAs have extensive expertise within their sector
 - Economy-wide perspective may not be a key focus area

Background to the SETA Sector Briefs

Purpose

The proposed sector briefs will provide a consistent and comparable source of data and analysis to feed into the Sector Skills Plans

Background to the SETA Sector Briefs

Potential benefits

- Consistency across sectors
- Comparability across sectors
- An additional source of information for preparation of SSPs
- A useful compilation of data covering national economy, but with detail at the sectoral level where possible
- Flagging of key data gaps that impact all SETAs

Focus of the Briefs

ESTABLISHING A CREDIBLE INSTITUTIONAL MECHANISM FOR SKILLS PLANNING IN SOUTH AFRICA

Focus of the Briefs

International
Context

South African
Economic
Context

Skills Demand

Skills Supply

Skills
Imbalances

A. International Context

Content	Coverage	Data Source	SETA-Specificity
Overview	State of global economy; 4IR; climate change; Covid-19	Review of literature	Same across SETAs, aligned to SS&D report
Key global economic indicators	GDP; GDP per capita; Inequality	World Bank Development Indicators	Same across SETAs, aligned to SS&D report
Middle-income country comparison	Demographics; GDP; Poverty; Inequality; Unemployment; NEETs; HDI	World Bank Development Indicators	Same across SETAs, aligned to SS&D report

B. SA Economic Context

Content	Coverage	Data Source	SETA-Specificity
Macro-economic context	Debt; Investment and savings; Interest rates; Inflation	Stats SA; SARB	Largely same across SETAs; investment in SETA sectors highlighted
Size & structure of economy	GDP; GDP per capita; GVA by SETA sector, and sectoral growth; Formal/informal sector; Firm size	Stats SA; SARB	Largely same across SETAs; sectoral output highlighted where possible (not published at the moment)
Exports	National exports; sectoral exports	Stats SA; SARB	Largely same across SETAs; exports by SETA highlighted where possible
Covid-19	Covid-19	DoH; Stats SA; DHET-NSA study; Review of literature	Largely same across SETAs; emphasis on differential impact across sectors
Economic policy context	Government's economic strategies	Review of government strategies	Largely same across SETAs; strategies linked to particular SETA sectors to be highlighted

C. Skills Demand

Content	Coverage	Data Source	SETA-Specificity
Drivers of skills demand	Outlining factors affecting skills demanded overall and across sectors	Review of literature, other documents	Partially same across SETAs; SETA-specific trends highlighted
Employment	Overall and by sector; sector x occupation (2-digit SASCO); fastest changing occupations	Stats SA QLFS, QES	SETA-specific, with overall figures same across SETAs
Wages	Wage trends by occupation (2-digit SASCO) for each SETA sector	Stats SA LMDS	SETA-specific
Replacement demand	Vacancies in sector by occupation; expected vacancies due to retirement; emigration (all by occupation)	No standard source (private data providers; other LMI projects; proxy some indicators using QLFS); Literature review may provide clues	Ideally SETA-specific, but data availability a problem
Expansion demand	Government strategies; demand projections	Literature review; other LMI projects	SETA-specific

D. Skills Supply

Content	Coverage	Data Source	SETA-Specificity
Employed (stock)	By educational attainment, by SASCO 2-digit occupation	Stats SA QLFS	SETA-specific
Labour force (stock)	By educational attainment	Stats SA QLFS	Same across all SETAs
Unemployed (stock)	By educational attainment (incl. field of study where possible); graduate unemployment rate. By previous occupation ▶	Stats SA QLFS	Same across all SETAs; may highlight unemployment at educational levels or of occupations relevant to individual sectors
Pipeline	Graduates by field of study and qualification	DHET data; HEMIS and TVET examination data	Same across all SETAs; particular qualifications/fields/graduates important to sector highlighted
Immigration	Individuals entering SA by occupation and educational attainment (if available)	DHA	Same across all SETAs; particular occupations important to sector highlighted

E. Imbalances

Content	Coverage	Data Source	SETA-Specificity
Unemployment	Unemployed by qualification (field of study) and previous occupation (where available)	Stats SA QLFS	Same across SETAs; highlight field of study/occupations relevant to sector
Occupational shortages (incl. HTFV)	Extraction of relevant occupations from other work on occupational shortages	Obtain from OIHD, CSL work, inputs from SETAs (WSP/ATR analysis, possibly); review of literature	Partially same across SETAs; particular occupations important to sector highlighted
Skills gaps	Skills gaps in sector; skills gaps in key occupations if available	OECD database; ERRP Skills Strategy, incl. review of relevant lit.; SETA surveys	Same across SETAs; particular skills important to sector highlighted
Skills mismatches: Field of Study	Comparison of occupation to field-of-study of employed in SETA sector	Stats SA QLFS	Specific to SETA
Skills mismatches: Qualification	Extent of over-/underqualification in occupations at 1-digit SASCO for each sector	Stats SA QLFS	Specific to SETA

Structure of the Output

- Each brief containing general and SETA-specific information
- Extent of overlap \Rightarrow produce a single report with general section + separate sections for each of the 21 SETAs

THANK YOU
