2024

South Africa's National List of Occupations in High Demand

A Technical Research Report

South Africa's National List of Occupations in High Demand

A Technical Research Report

Authors

Fouche Venter
Emma Smith

Table of Contents

PART 7

ANNEXURES 42

PART 8

REFERENCES 89

List of Figures

List of Tables

Acronyms and Abbreviations

ACRONYM/ABBREVIATION	TERM/DEFINITION
CFE	Call for evidence
DHET	Department of Higher Education and Training
GDP	Gross domestic product
JIPSA	Joint Initiative for Priority Skills Acquisition
JOI	Job Opportunity Index
LMDS	Labour Market Dynamics Survey
N-OIHD	National occupations in high demand
OFO	Organising Framework for Occupations
OIHD	Occupations in high demand
P-OIHD	Provincial occupations in high demand
QLFS	Quarterly Labour Force Survey
SETA	Sector education and training authority
SIPs	Strategic integrated projects
SSPs	Sector skills plans

Introduction
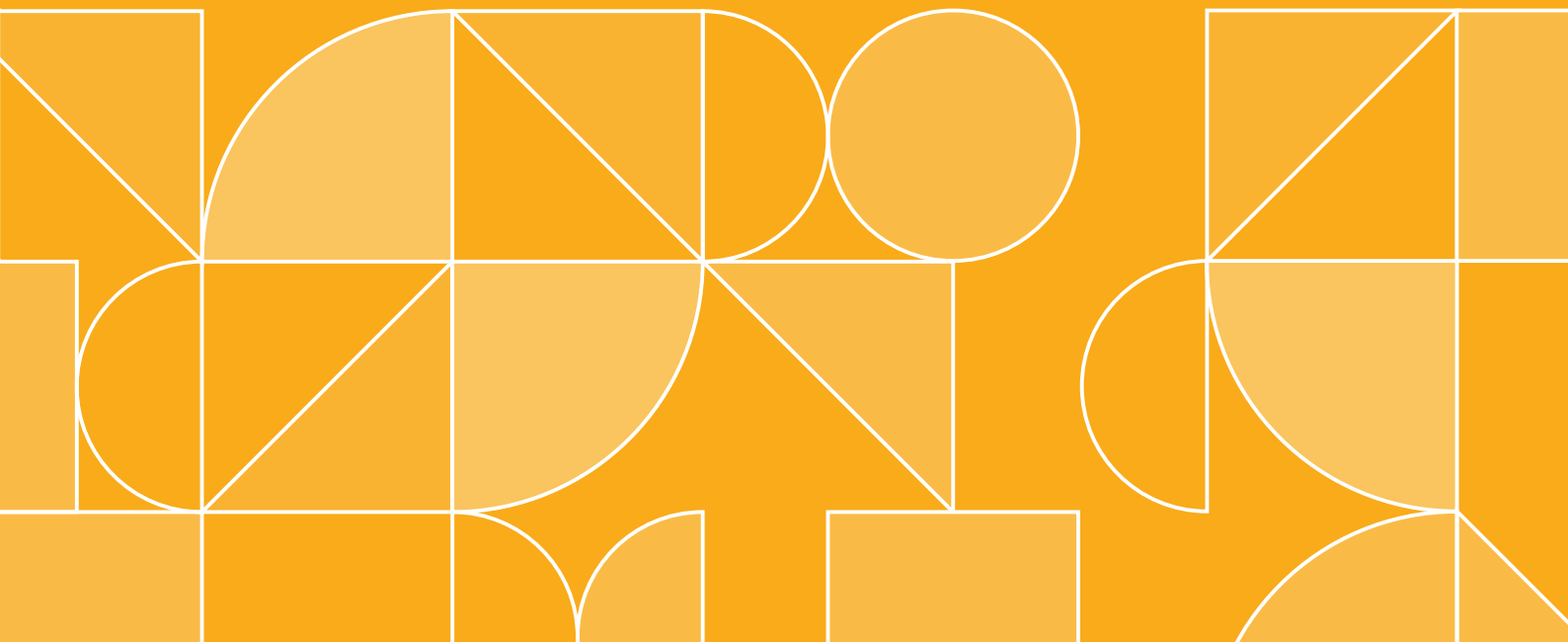
Knowing which occupations are in high demand is important for South Africa's post-school education and training sector. Since 2014, the Department of Higher Education and Training (DHET) has biennially published a national list of occupations in high demand (OIHD). The list accomplishes the following functions.

Signal the need for developing new qualifications

Act as a signpost for enrolment planning

Inform career guidance for learners and work-seekers

Inform resource prioritisation

Inform skills planning

To fulfil its purpose, the list consists of occupations that show comparatively strong employment, wage, and vacancy (job advertisement) growth and for which employers are likely to recruit in the medium term. Therefore, an occupation is considered to be in high demand if it shows the following signals.

High employment growth

High vacancy growth

High wage growth

High likelihood of seeing recruitment activity in the medium term

A detailed account of the signals that are cumulatively considered to identify the occupations with the highest demand is provided in section 4 of this report.

In addition to presenting the 2024 list of national OIHD (N-OIHD), this report supplies a technical description of the methodology used to identify the occupations. To offer a broader context for the findings and the importance of the list, the next section provides an overview of South Africa's labour market and economic conditions.

PART 2

The South African Economy and Labour Market

Although South Africa's labour market has recovered meaningfully from the COVID-19 pandemic's lows and continues to do so, compared to the pre-pandemic demand, it is still weak. Figure 3 shows South Africa's real gross domestic product (GDP) and employment growth over the last decade. The impact of the pandemic can be seen in the shifting trends after 2019.

Between 2013 and 2019, real GDP grew at an average annual rate of 1.1% and employment at 1.6%. Unfortunately, although the economic growth over this period increased the employment rate, the labour demand growth exceeded supply, meaning the number of unemployed individuals increased more than that of employed individuals. Resultantly, the unemployment rate rose from 24.7% in 2013 to 28.7% in 2019. Consequently, South Africa entered the labour market crisis caused by the pandemic with an already deteriorating labour market.

In the three years following 2019, real GDP grew by 0.15%, while employment shrank by 1.7% yearly. By 2022, employment had not returned to pre-pandemic levels, and real GDP was only 0.4% higher. Between 2019 and 2022, the unemployed increased by a further 6%, and the unemployment rate from 28.7% to 33.5%. Although there has been a major recovery since the economic doldrums of 2020 and 2021, by 2022, employment was still lower and unemployment was still higher than it was in 2019—a year that ended a decade of labour market deterioration.[1]

Fortunately, recovery from the pandemic continued in 2023. Between the third quarter of 2022 and the same quarter of 2023, employment increased by 6.2%, resulting in an average increase of 900,000 employed individuals between 2022 and 2023, while unemployment only rose by 1.6%. Therefore, although labour demand has not been enough to absorb the increase in supply, demand growth has lowered the most recently available unemployment rate figure to 31.9%, which is 1.6 percentage points lower than the average of 2022.

FIGURE 3: South African GDP and the number of employed individuals

	2013	2016	2019	2022	2023
Real annual GDP (in ZAR trillions)	4.3	4.45	4.58	4.60	4.62
Employed individuals (in millions)	14.9	15.8	16.3	15.5	16.4

■ Real annual GDP (in ZAR trillions) ■ Employed individuals (in millions)
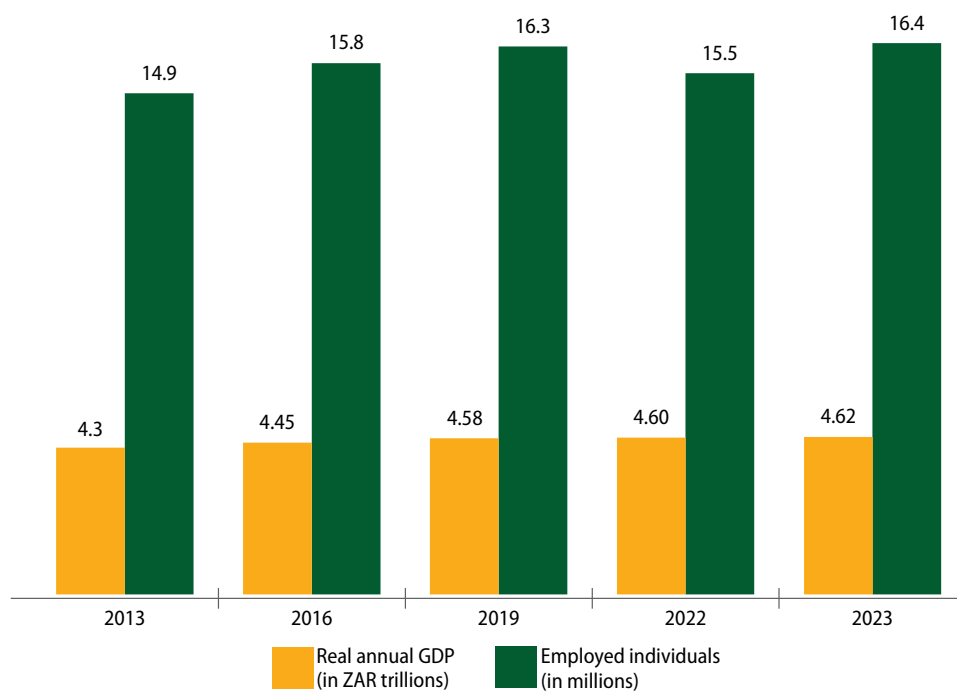
Source:Statistics South Africa

---

1   In 2009, the unemployment rate sat at 23.7%. By 2015, it rose to 25.1%, and by 2019, unemployment was at a high of 28.7% (Statistics South Africa, 2023).

The number of unemployed individuals in South Africa has been consistently growing since 2009. This phenomenon can be attributed to insufficient labour market demand caused by muted economic expansion or a mismatch between what is demanded by the economy and what is supplied by the labour force.

In South Africa, both reasons are likely. The analysis above shows that the country's economic growth has been low for many years and will plausibly remain constrained over at least the medium term. The National Treasury's 2023 forecasts show real growth of only 1.5% per year, which is lower than the expected population and labour force growth, meaning further decreasing per capita output and income. Also, in a study published by the Labour Market Intelligence research programme, the researchers state, "There is an overarching structural imbalance between the demand for and the supply of skills in the South African economy" (Khuluvhe, et al., 2022).

The current state of South Africa's labour market elevates the importance of utilising a list of OIHD for strategic planning. If successfully used in planning post-school enrolment, training, and skills development, labour market conditions and outcomes can be improved even without increases in absolute or aggregate labour market demand by ensuring that existing demand does not remain unaddressed.

Figures 4 and 5 offer some high-level insight into the industries and occupational categories where we might expect the highest employment demand. The employment growth between 2019 and 2022 is shown in each figure's top panel, and the more recent growth between the third quarters of 2022 and 2023 is shown at the bottom. The growth in the number of employed individuals is on the left, while the corresponding percentage growth is on the right.

Figure 4 shows the sustained impact of the COVID-19 pandemic across nearly all industries. By 2022, only the community and social services, mining, and agriculture industries had returned to their average pre-pandemic employment levels or a little above. All other industries were still far behind where they were in 2019. Overall, occupational demand remained low across industries.

However, since 2022, there has been a significant recovery. The bottom panel of figure 4 shows this across most industries. Except for mining and manufacturing, all other industries recovered substantially. The most notable of these is finance, which shows a net employment decrease of 103,700 between 2022 and 2019, but a net employment increase of 455,500 between Q3 2022 and Q3 2023, resulting in the finance industry employing 351,800 more people in 2023 than it did in 2019. Manufacturing is at the other end of this spectrum. 291,800 fewer people were employed in the manufacturing industry in 2023 than in 2019. The utilities, construction, trade, and transport industries also employed fewer people in 2023 than in 2019, while the agriculture, mining, and community and social services industries employed more. If not for the finance and community and social services industries, South Africa's 2023 unemployment rate would have been significantly higher.[2]

---

2   Community and social services spans occupations related to education, health, and welfare. Subsectors include services pertaining to public administration and defence, central government, local authority, social work, veterinary activities, sanitation, membership organisations, recreational, cultural, and sporting activities, entertainment, and news agencies (Statistics South Africa, n.d.).

FIGURE 4: Employment growth by industry

2019–2022

Change in number of employed individuals (thousands)

Industry	Value
CCS	68.7
Mining	2.3
Agriculture	1.7
Utilities	−26.7
Transport	−51.4
Finance	−103.7
Manufacturing	−169.2
PH	−174.8
Construction	−176.5
Trade	−182.8

Change in number of employed individuals (%)

Industry	Value
CCS	1.9
Mining	0.6
Agriculture	0.2
Utilities	−19.3
Transport	−5.1
Finance	−4.1
Manufacturing	−9.6
PH	−13.6
Construction	−13.1
Trade	−5.4

Q3 2022–Q3 2023

Change in number of employed individuals (thousands)

Industry	Value
Finance	455.5
CSS	235.1
Trade	145.1
Construction	134.0
Agriculture	83.0
PH	28.0
Transport	27.1
Mining	2.2
Utilities	−3.4
Manufacturing	−122.6

Change in number of employed individuals (%)

Industry	Value
Finance	19.1%
CSS	6.1%
Trade	4.5%
Construction	11.0%
Agriculture	9.5%
PH	2.6%
Transport	2.5%
Mining	0.5%
Utilities	−2.9%
Manufacturing	−7.5%

Source: Statistics South Africa (2023)

Notes:
- CSS = Community and social services.
- PH = Private households.

Figure 5 shows that over the pandemic period, those with more medium- to high-level technical skills were more protected from the overall labour market downturn. Low-skill jobs such as those in the crafts, trades, domestic, and elementary occupation categories saw large-scale net losses, likely related to significant contractions in the private households, manufacturing, utilities, and construction industries.

Since 2022, the skilled agriculture and professional occupational categories saw continued net employment increases. However, employment in low- and medium-skill occupations started turning around. Those working in the clerical, sales and services, elementary, and plant and machine categories would have experienced an increasing demand for their skills between 2022 and 2023. By the third quarter of 2023, there were 161,700 more clerks, 194,900 more sales and services workers, and 79,200 more plant and machine operators employed than in 2019. Unfortunately, likely due to a constrained manufacturing industry, there were still 64,000 fewer technicians employed and 230,000 fewer craft and related trades workers. The bedrock of the labour market recovery has been the rise in the employment of professionals. In the third quarter of 2023, 463,400 more professionals were employed than in 2023. The uptick is likely related to the strong performance of the community and social services and finance industries, as shown in figure 4.

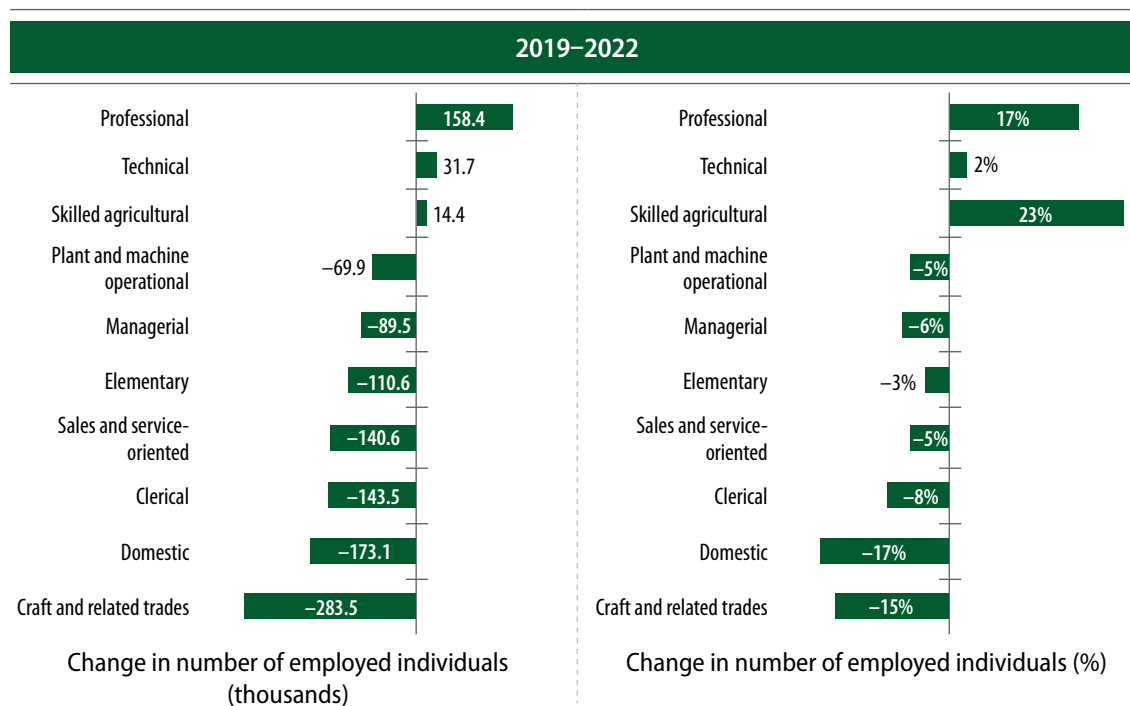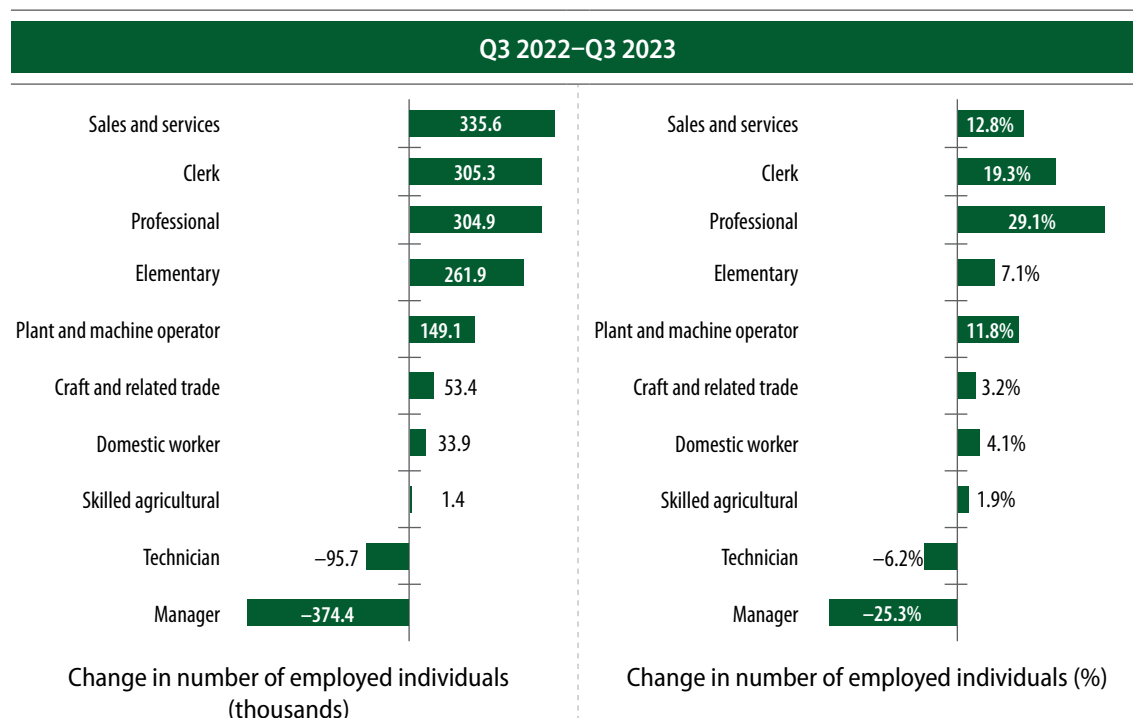**FIGURE 5:** Employment growth by occupational category

Q3 2022–Q3 2023

Change in number of employed individuals (thousands)	Change in number of employed individuals (%)
Sales and services — 335.6	Sales and services — 12.8%
Clerk — 305.3	Clerk — 19.3%
Professional — 304.9	Professional — 29.1%
Elementary — 261.9	Elementary — 7.1%
Plant and machine operator — 149.1	Plant and machine operator — 11.8%
Craft and related trade — 53.4	Craft and related trade — 3.2%
Domestic worker — 33.9	Domestic worker — 4.1%
Skilled agricultural — 1.4	Skilled agricultural — 1.9%
Technician — −95.7	Technician — −6.2%
Manager — −374.4	Manager — −25.3%

Source: Statistics South Africa (2023)

From the above analysis, we can surmise the following insights, which could inform our expectations of the nature of occupations we might see in the N-OIHD list:

○ The COVID-19 pandemic had a devastating impact on South Africa's labour market. Although employment returned to pre-pandemic levels in 2023, in light of a larger labour force than in 2019, more people are unemployed, and consequently, the unemployment rate is still higher.

○ The present unemployment rate would have been significantly higher if not for the resilient employment growth of the community and social service industry during the pandemic, and the exceptional recovery of the finance industry during 2023.

○ The manufacturing industry sits at the other end of the spectrum, with major contractions during the pandemic and further decline post-pandemic.

○ Although contracting between 2019 and 2022, most other industries have seen net employment increases during the latter half of 2022 and 2023 to the degree that employment in 2023 exceeds the 2019 numbers.

○ Demand for occupations within the medium- to high-skilled professional, technical, and agricultural categories was comparatively resistant to the effects of the pandemic. Since 2019, although the technical category has constricted, the professional and skilled agriculture categories have continued their ascent.

○ After seeing major net employment losses within the low- to medium-skilled sales and services, clerical, and plant and machine operation categories, employment in these categories recovered meaningfully in 2023.

○ Workers within the managerial category were worst hit by the pandemic and have not seen an uptick in line with the other categories post-pandemic. Interestingly, as we will see in the list presented below, there is a comparatively high demand for managers, an interesting phenomenon that should be investigated when considering follow-up research.
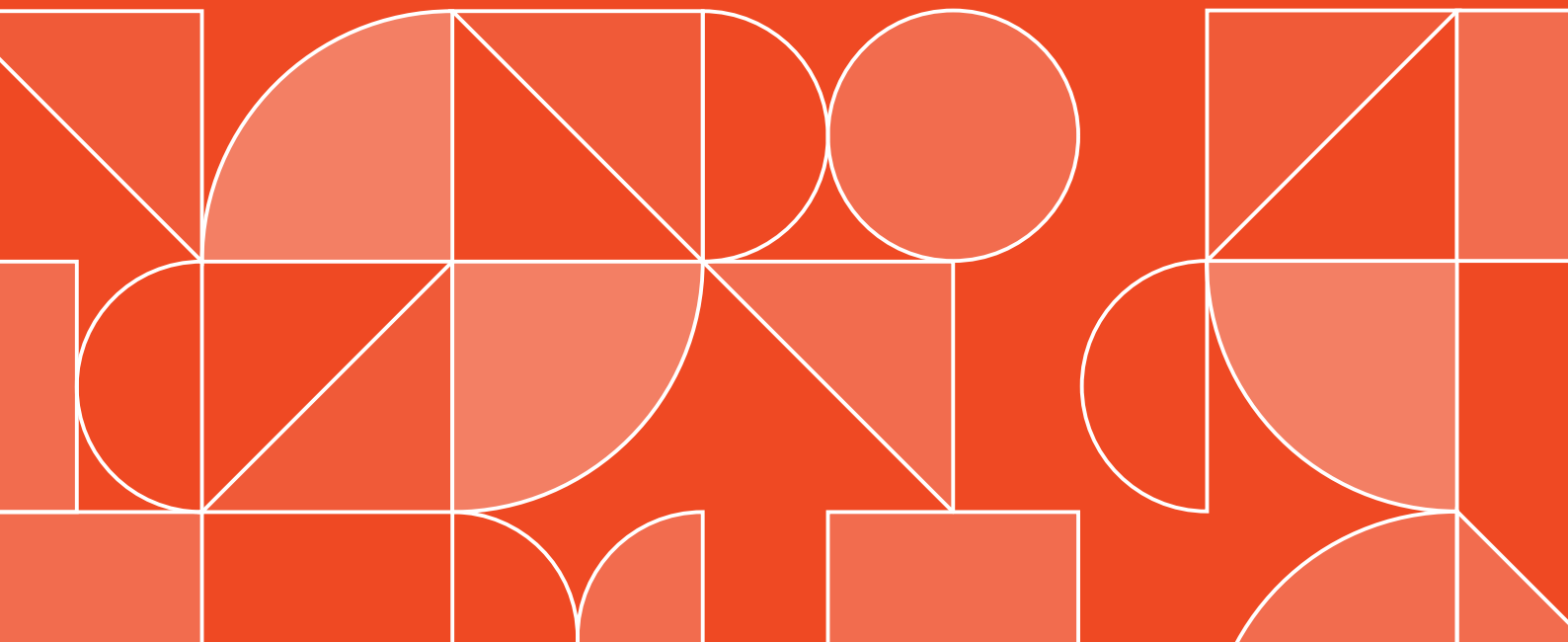
The next section of the report delves into the historical context of the methodology used to identify occupations in high demand in South Africa. Then, an in-depth technical description of the methodology used to craft the 2024 N-OIHD list is presented.

Evolution of the Methodology Used to Identify Occupations in High Demand in South Africa

The first national list of OIHD was published in 2014. The 2024 list is the fifth iteration. Over this time, the methodology has evolved substantially, responding to the lessons learned from each previous publication. This evolution over time is presented in table 1.

The N-OIHD methodology relies heavily on South Africa's Organising Framework for Occupations (OFO). Refer to appendix 2 for a comprehensive description of this framework.

TABLE 1: A historical overview of the OIHD list

ITERATION OF THE LIST	DEFINING CHARACTERISTICS	BRIEF OVERVIEW OF THE METHODOLOGY USED TO GENERATE THE LIST
2014	A primarily qualitative approach based on the review of strategic government documents.	• Various sources were qualitatively analysed, such as pivotal sector education and training authority (SETA) lists, sector skills plans (SSPs), strategic integrated projects (SIPs), and the Joint Initiative for Priority Skills Acquisition (JIPSA). • Given these sources, a points-based approach was used, scoring an occupation out of 100 based on SETA identification, appearance in the SIPs and the JIPSA, the number of associated vacancies, and other factors. • This process created a list of occupations (at the six-digit OFO level), which was then validated and added to by a broad set of private and public sector participants.
2016	Included quantitative analysis of data from the Quarterly Labour Force Survey (QLFS) and the Job Opportunity Index (JOI) in addition to documentary review. Included quantitative forecasting of occupational growth.[3] Entailed a broader validation process with private and public sector stakeholders.	• The QLFS and JOI data were analysed to assess occupational growth and job vacancy trends. • Forecasts (up to 2025) of occupational growth were made and then used to ascertain the top 20 job prospects in the country. • Various sources were qualitatively analysed, such as the SETA pivotal lists, the SIPs, the DHET's call for evidence (CFE), literature in South Africa, and others. • These findings were amalgamated and presented to various private and public stakeholders for validation (although the sample of validators was far smaller than the sample used in the 2014 list).

---

3   Forecasts are often extremely inaccurate. Although future information on labour market trends is critical, it is difficult to obtain forecasts that are reliable. Therefore, forecasts were not included in the 2018 and 2020 iterations of the OIHD list. However, a forecast analysis at an occupational level is at the beginning phases of its development, with the hopes of including the findings of such an analysis in the 2022 iteration of the OIHD list.

ITERATION OF THE LIST	DEFINING CHARACTERISTICS	BRIEF OVERVIEW OF THE METHODOLOGY USED TO GENERATE THE LIST
2018 and 2020	Developed a multidimensional index of demand. Replaced JOI data with data from CareerJunction. Did *not* use data from quantitative forecasting of occupational growth (since no projections were undertaken during this period) Used a two-stage approach combining quantitative analysis of labour market secondary data with qualitative methods to gain insight into the views of the industry.	• The QLFS and CareerJunction data were analysed, and a four-digit OFO-coded list was produced. • Various sources were qualitatively analysed to turn the four-digit list into a six-digit list, such as SETA pivotal lists, the SSPs, the SIPs, the DHET's CFE, grey literature in South Africa, and others. • This list was then validated by a limited number of stakeholders in both the private and public sectors. • For the 2020 list, the draft report for the N-OIHD list was gazetted for public comments.
2024	Replaced the previous CFE with a survey, which was then distributed via LinkedIn and the DHET networks.	• The QLFS and CareerJunction data were analysed. • A four-digit OFO-coded list was produced. • An online survey was distributed to allow employers to list occupations they will be recruiting for in the future. • The OIHD that were indicated by the survey sample were manually mapped to their appropriate six-digit OFO codes. • The secondary data from the QLFS and CareerJunction was combined with the survey data to calculate overall demand scores.

Source: DNA Economics (2020)

The most profound change over time has been the increasing importance of quantitative data. While there are several approaches internationally to identify skills and occupational shortage, the Shortage Occupations List produced by the UK's Migration Advisory Committee and the Skills for Jobs indicators developed by the Organisation for Economic Co-operation and Development (OECD) have been most helpful in developing the OIHD methodology. In particular, in the absence of a single indicator of occupational shortage, both approaches create a multidimensional index comprised of a range of direct and indirect measures (proxy indicators); that is, they combine several indicators into a single indicator. The strength of such an approach is two-fold. Firstly, because each proxy indicator will, by definition, be imperfect, the index creates a holistic picture utilising cumulative evidence instead of considering each indicator in isolation. Secondly, because each indicator is weighted explicitly, the importance placed on each indicator is transparent and open to discussion and critique.

For the 2024 list, the most significant development was replacing the call for evidence with an online survey. This has increased the coverage of views through two avenues. Firstly, the evidential burden of respondents has been lightened by using their responses as evidence instead of expecting them to provide evidence for their views on occupational demand. The lower requirement on the respondents, in terms of time and administrative effort, increased the response rate. Secondly, instead of only being able to attain the views of a few industry stakeholders, the survey was disseminated beyond immediate networks by forwarding a link via e-mail and social media platforms.

The section below provides a more in-depth description of the 2024 methodology.

The 2024 Methodology and Results
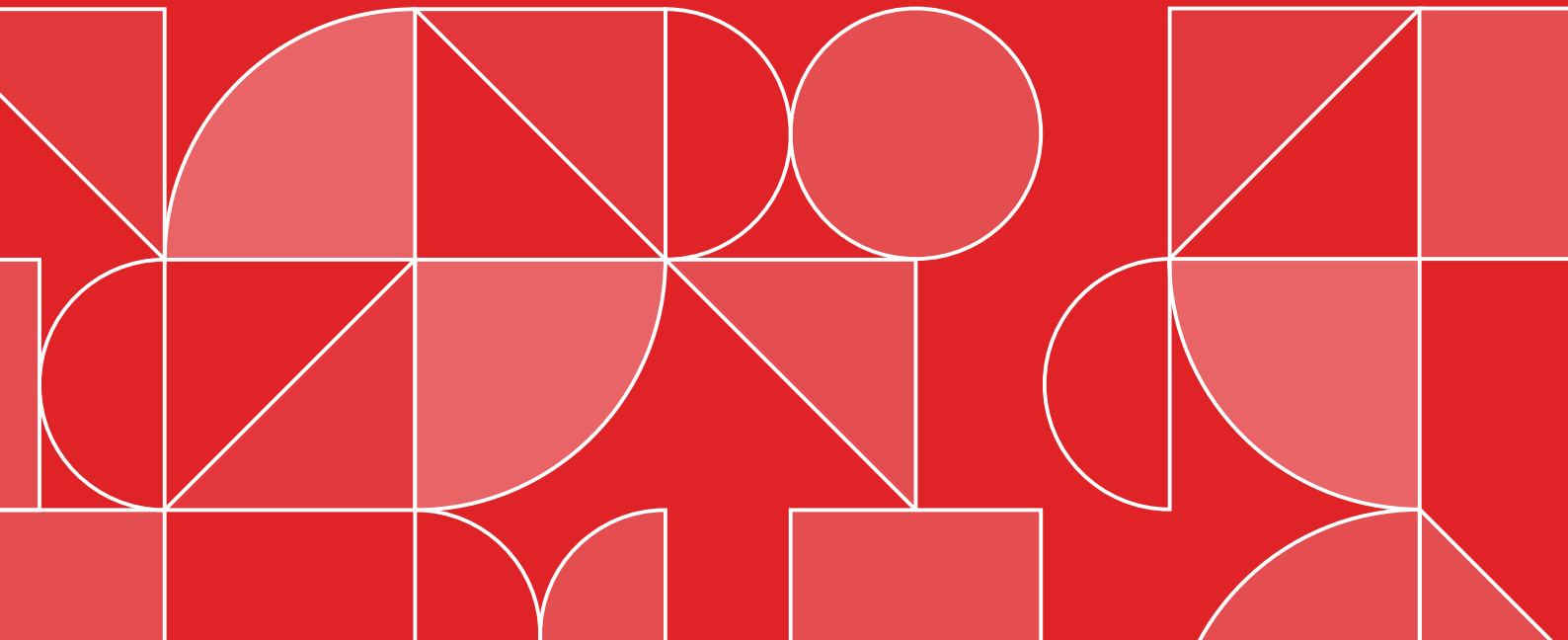
The methodology uses a three-stage approach to identify OIHD. Figure 6 presents a high-level summary of this approach that simultaneously considers all the evidence to identify occupations in the highest demand.

From the left (yellow), the available secondary labour market data was analysed. The analysis involved ranking occupations according to 10 indicators of occupational demand using data from the QLFS, the Labour Market Dynamics Survey (LMDS), and a consolidated PNet and CareerJunction database. A demand score was then calculated for each occupation based on rankings across the respective indicators. This stage and its results are detailed in section 4.1.

From the right (red), an employer survey was designed and distributed via the DHET stakeholder networks in which respondents were asked to list occupations for which they plan to recruit for within the next three years. Demand scores were then calculated for each occupation based on the number of times it was listed and the respondents' level of certainty regarding their recruitment plans. More information regarding this component of the research is presented in section 4.2.

Finally, the evidence produced by the secondary and survey data analyses were combined (light grey and dark grey) for each occupation in the OFO and ranked relative to one another. As per previous versions of the OIHD list, the occupations ranked within the top 25% of all occupations at the OFO six-digit level were included. The consolidated evidence and the resultant list are presented in section 5.

FIGURE 6: A high-level overview of the methodology
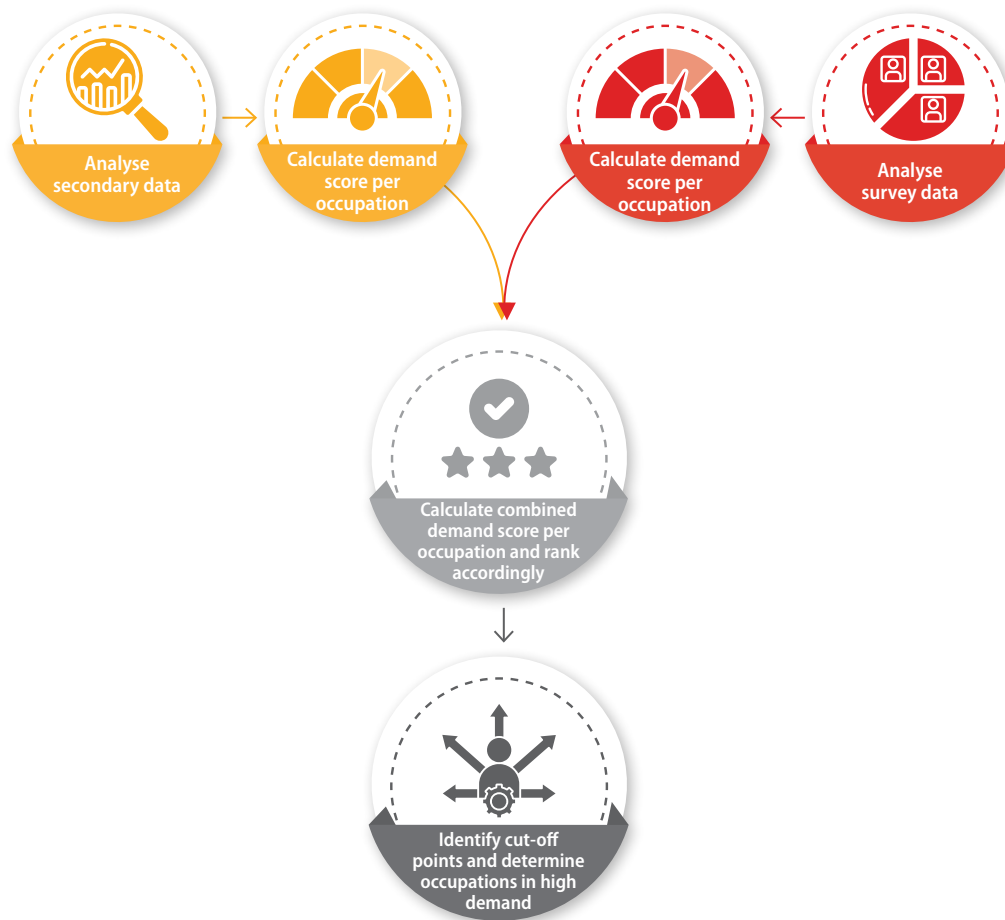
4.1 Secondary data analysis

Table 2 lists and describes the dimensions and indicators of occupational demand used in the secondary data analysis.

TABLE 2: The variables used in secondary data analysis

DIMENSION	SOURCE	VARIABLE (INDICATOR)	DESCRIPTION
Employment pressure	QLFS	Employment growth	Number of employed individuals in 2022 relative to 2019
		Change in employment intensity	Average weekly hours in 2022 relative to 2019
		Change in employment duration	Average time employed in 2022 relative to 2019
Wage pressure	LMDS	Mean wage growth	Average wage in 2022 relative to 2019
		Median wage growth	Median wage in 2022 relative to 2019
		Conditional mean wage growth	Conditional mean wage in 2022 relative to 2019[4]
Vacancy pressure	PNet and CareerJunction	Vacancies	Number of vacancies in 2022
		Vacancy growth	Vacancies in 2022 relative to 2019
		Renewal rate	Percentage of 2022 vacancies that had to be re-advertised
		Renewal rate growth	Renewal rate in 2022 relative to 2019

Employment pressure: The QLFS provides information on this dimension. An increasing trend in the number of employed individuals and the average hours of work per week indicates rising demand, while a shorter average employment duration indicates high turnover, more employment choices, and, therefore, higher demand.

Wage pressure: The LMDS is published once a year by Statistics South Africa and offers insight into this dimension. The survey consolidates the QLFS and, most importantly, includes wage data. Increasing wages indicate occupational shortage, as employers push wages up to attract candidates from a pool that is becoming smaller and smaller. Along with the average wage per occupation, two additional wage indicators are estimated based on the same data. The median wage ensures that the data is not influenced meaningfully by outliers or anomalies, while the conditional wage removes the impact that experience (proxied by age) has on the salary of an employee.

Vacancy pressure: Data was collected, consolidated, and summarised from PNet and CareerJunction, which are web-based job search platforms where employers and recruiters can advertise vacancies, and used to signal this dimension. The number of vacancies (job advertisements) in 2022 and the growth in

---

4   Conditional on age, which is used as a proxy for level of experience. Essentially, this value indicates growth in wages with the impact of experience on wage removed.

vacancies between 2019 and 2022 are considered strong indicators of current and changing demand, respectively. The renewal rate is the percentage of advertisements re-published after 34 days. This rate is associated with vacancies being hard to fill. The current renewal rate (for 2022) and the change in the renewal rate (the difference between 2019 and 2022) are indicators of current and increasing occupational shortage, respectively.

Figure 7 summarises the process of using these indicators to rank occupations (at the three-digit level) according to overall demand.

FIGURE 7: Process flow: Secondary data analysis
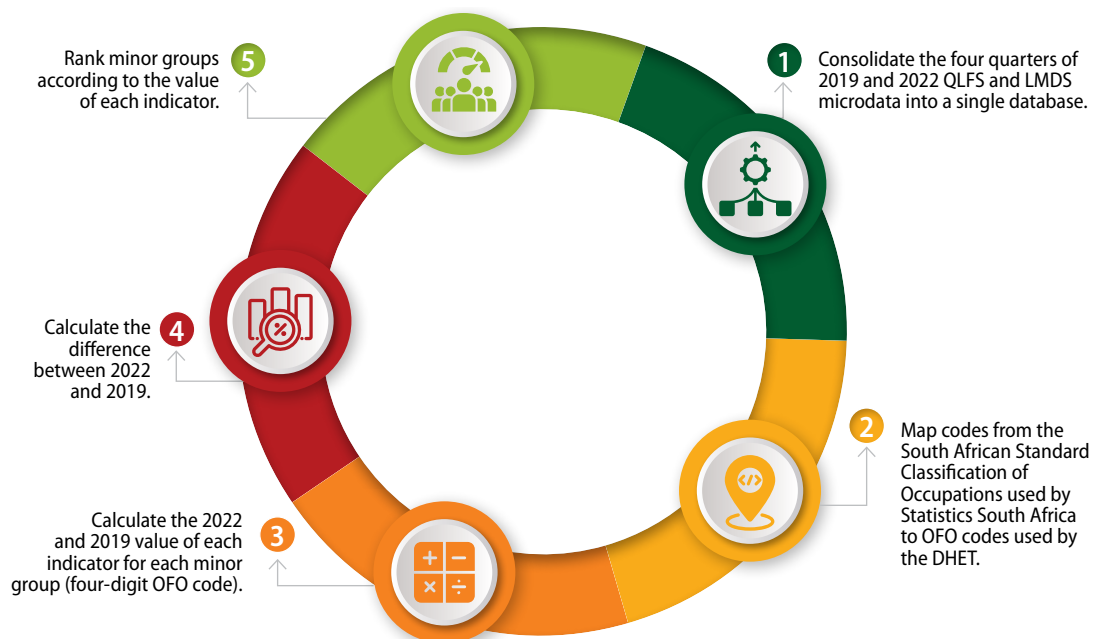
These rankings are then used to calculate each unit group's 'secondary data demand score (S)'. To calculate the S for unit group j (S_j), we first calculate the average rank across the 10 indicators described in table 2:

$$\text{Average rank of unit group } j \ (R_j) = \frac{\Sigma_i R_{ij}}{10}$$

$$R_{ij} = \text{Rank of unit group } j \text{ for indicator } i$$

The S for each minor group is determined by the difference between the unit group's average rank ($\overline{R_j}$) and the lowest average rank across all unit groups ($\overline{R}^{min}$), that is, ($\overline{R_j} - \overline{R}^{min}$), relative to the difference between the highest ($\overline{R}^{max}$) and lowest ($\overline{R}^{min}$) average rank across all unit groups, that is ($\overline{R}^{max} - \overline{R}^{min}$). This calculation offers insights into the demand for secondary data specific to each unit group in relation to the overall distribution of average ranks. This value is then subtracted from 1 to associate a higher demand score with a higher revealed demand level.

$$\text{Secondary data demand score}_j(S_j) = 1 - \left(\frac{\overline{R}_j - \overline{R}^{min}}{\overline{R}^{max} - \overline{R}^{min}} \right)$$

$(\overline{R}^{min})$ = Lowest average rank accross all minor groups

$(\overline{R}^{max})$ = Unit group with highest average rank

$(\overline{R}^{min})$ = Unit group with lowest average rank

Table 3 shows the top 10 unit groups identified in the secondary data analysis out of the minor groups in the OFO framework.[5] On average, each major group category contains approximately 3.5 occupations.

TABLE 3: The top 10 unit groups

OFO CODE	UNIT GROUP
2021-3323	Buyers
2021-5311	Child Care Workers
2021-3322	Commercial Sales Representatives
2021-5223	Shop Sales Assistants
2021-4226	Receptionists (General)
2021-1212	Human Resource Managers
2021-3434	Chefs
2021-2262	Pharmacists
2021-1321	Manufacturing Managers
2021-2221	Nursing Professionals

Although the secondary data analysis is useful to provide some initial insights into which occupational categories might be more in demand than others, it cannot tell us which occupations within the minor group categories are driving the result we observe in the data. This is why the survey analysis is so important.

4.2 Primary data analysis (survey data)

4.2.1 Methodology

An online survey was distributed via e-mail and LinkedIn in which employers and recruiters were asked to list occupations they are likely to recruit for over the next three years. The survey was open for eight weeks to maximise the response rate.

---

5   Showing 10 minor groups in table 3 is somewhat arbitrary and is for illustrative purposes only. Being in the top 10 does not guarantee that the occupations within the minor group categories will make it to the final list and not being in the top 10 also does not mean that the occupation will not make it onto the list. The ranking based on the secondary data is considered along with the rankings based on the survey data, as shown in the formula presented in section 5.

The question posed was as follows:

Please list the **specific** occupations your organisation **or the organisations you represent** will likely recruit for over the next three years.
- **Column 1:** Indicate the name of the specific occupation you will be recruiting for. **BE AS SPECIFIC AS POSSIBLE WITH THE NAME OF THE OCCUPATION** (e.g. "Logistics Manager", rather than just "Manager" or "Welder" rather than just "Artisan")
- **Column 2:** Indicate your level of certainty that recruitment will take place on a scale of 1 – 4: 1. "possibly", 2. "probably", 3. "nearly certain", and 4. "definitely ".

The number of times a respondent mentioned an occupation and the average level of certainty that respondents assigned to it were used to estimate survey data demand scores. The approach to calculating these scores is similar to that used for the secondary data.

Following the closure of the survey, each occupation listed was mapped to its corresponding six-digit OFO occupation. This was done using keyword searches in the OFO list, including alternative titles, specialisations, and occupation descriptions to ensure that the six-digit OFO occupation chosen most closely matched the occupations supplied by survey respondents. The mapping is presented in annexure 4.

The diagram below illustrates the steps in the survey analysis process.

FIGURE 8: Process flow: Primary (survey) data analysis

1. Map occupations specified in the survey to the OFO classification.
2. Rank occupations according to the number of mentions and average level of certainty.
3. Calculate mentions demand score (M_j).
4. Calculate certainty demand score (C_j).

The 'mentions demand score (M_j)' and the 'certainty demand score (C_j)' are based on the rank of the particular occupation relative to the maximum rank across all occupations.[6] The following formulas were used to calculate these demand scores.

---

6   The maximum rank across all occupations is the rank of the occupations that received zero mentions.

$$M_j = 1 - \left(\frac{R_j^M}{R^{M,max}} \right)$$

R_j^M = Rank of occupation according to mentions

$R^{M,max}$ = Rank of occupation without any mentions

$$C_j = 1 - \left(\frac{R_j^{MC}}{R^{C,max}} \right)$$

R_j^C = Rank of occupation according to average certainty score

$R^{C,max}$ = Rank of occupation without any certainty scores

4.2.2 Sample description

788 respondents answered the survey's OIHD question. Various background questions were asked to understand the profile of the sample group. Figure 9 offers an overview of the sample profile in four panels.

Most respondents occupied senior management, professional, and human resources positions, with very few respondents in technical or associate professional positions. The 'other' category consisted mainly of skills and development managers. Respondents were also mostly from organisations in the formal sector as proxied by their tax status. In future iterations of the list, additional plans and efforts will be required to reach the informal sector. Although marginally skewed towards larger companies, there is meaningful coverage of micro, small, and medium companies. Finally, industry and province representation are generally in line with the composition of the labour market.

FIGURE 9: Survey sample description

By respondent's position in their organisation

Director, manager, or executive	38.5%
Human resources practitioner	24.2%
Professional	13.4%
Other	10.8%
Owner	9.2%
Clerical, sales, or trades worker	2.3%
Technician or associated worker	1.4%
Plant or machine operator or assembler	0.1%

By tax status (as a proxy for formality)

Registered	92.61%
Not registered	4.47%
Unsure	2.92%

By industry

Community, social, and personal services	32%
Manufacturing	14%
Transport	12%
Finance	11%
Agriculture	7%
Utilities	7%
Trade	5%
Mining	5%
Construction	5%
Telecommunications	3%

By organisation size

Large (more than 250 employees)	46.45%
Medium (51–250 employees)	19.46%
Small (11–50 employees)	17.43%
Micro (1–10 employees)	17.66%

By province

Northern Cape	Free State	North West	Limpopo	Mpumalanga	Eastern Cape	KwaZulu-Natal	Western Cape	Gauteng
6%	7%	7%	8%	8%	9%	15%	19%	21%

PART 4

4.2.3 Results

Figure 11 presents the results of the survey related to 'mentions' in the form of a histogram. 447 unique occupations were listed by respondents as being in high demand in the country. 20 occupations received more than 20 mentions, with 3 occupations (general clerk, project manager, and electrician) receiving more than 40 mentions. Meanwhile, 35 occupations received between 11 and 20 mentions, 68 occupations between 6 and 10 mentions, and 156 occupations between 2 and 5 mentions. 167 occupations received a single mention.

FIGURE 11: The number of occupations per number of mentions
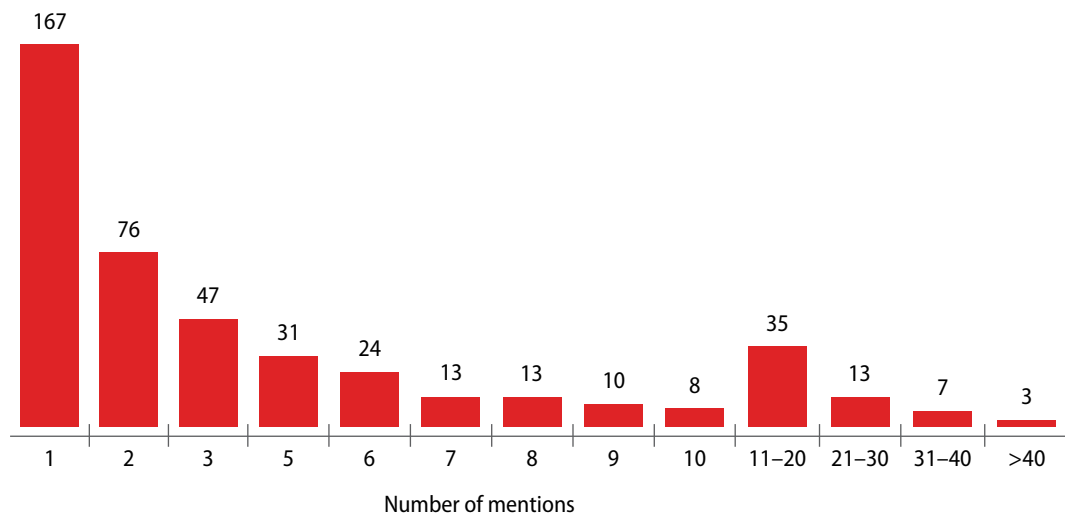
Among the occupations mentioned, most were listed only once. These single mentions do not provide robust evidence, which is why analysing the secondary data is crucial. When they are considered alongside other evidence, even a solitary mention gains meaning. In essence, secondary data contextualises these isolated mentions, turning them into meaningful signals, especially when they align with broader patterns indicating demand in that particular field.

On the other hand, occupations that received more than 20 mentions do not need strong secondary data evidence, as the survey already provides the necessary evidence. The five occupations that had the most mentions were as follows: **General clerk (54 mentions), project manager (47 mentions), electrician (44 mentions), welder (39 mentions),** and **sales clerk (39 mentions)**. See annexure 2 for the full list of occupation names given in the survey, which were then mapped to OFO occupations.

Figure 10 shows the certainty-related survey results. 47% of occupations mentioned in the survey had an average certainty score between 3 and 4. Nearly 70% of the occupations had a certainty score of above 2, indicating a skewness in the certainty towards the upper end. There is a high negative correlation between the number of mentions and the certainty score due to many single-mention occupations being assigned a high level of certainty, while we see a higher variance in the certainty score among occupations with more mentions. As a result, certainty has been given a lower weight in calculating the total demand score in the next section.

FIGURE 10: The number of occupations per certainty score
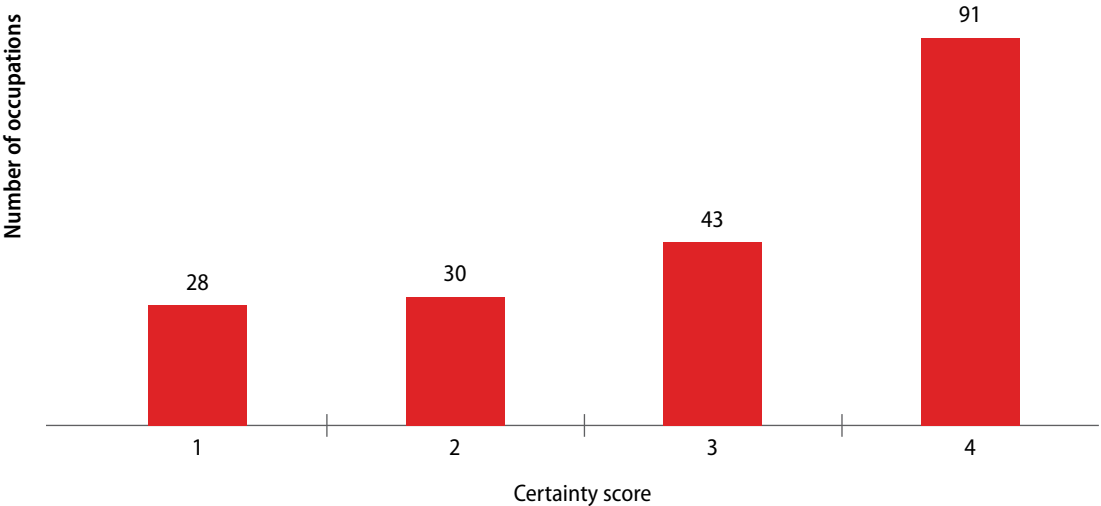
Consolidation of Evidence and the Final List
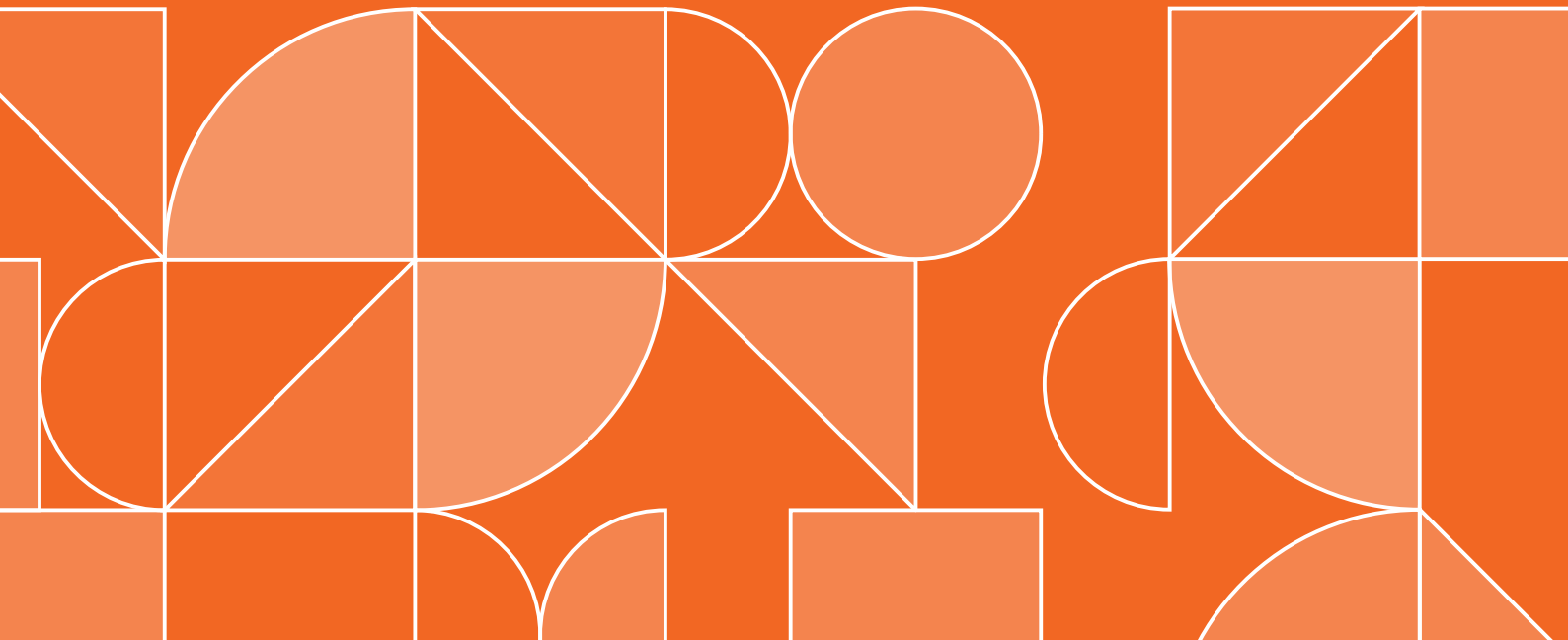
Following the synthesising and analysis of the secondary and survey data, the evidence is consolidated by calculating the weighted demand score for each occupation using the following formula and ranking from highest to lowest.

$$D_j = w_s S_j + w_m M_j + w_C C_j$$

D_j = Weighted demand score for occupation j

w_s = Weight given to secondary data demand score = 1

S_j = Secondary data demand score of occupation j = 1

w_m = Weight given to mentions demand score

M_j = Mentions demand score of occupation j

w_C = Weight given to certainy demand score = 0.1

C_j = Certainty demand score of occupation j

Figure 11 shows the distribution of the 1,410 occupations in the OFO across the total demand score range.[7] The chart reveals that 952 occupations had demand scores below 0.1, meaning that they rank last across nearly all metrics. The final list of OIHD consists of 350 occupations with demand scores of 0.4 and higher. The list consists of the top 25% (350) occupations.

The order of occupations listed has no relation to priority, but rather follows the ordering of the OFO framework. However, the list ranked according to weighted average ranking across the secondary data, the number of mentions, and the level of certainty can be found in annexure 2 of this report.

FIGURE 11: The number of occupations within weighted demand score ranges
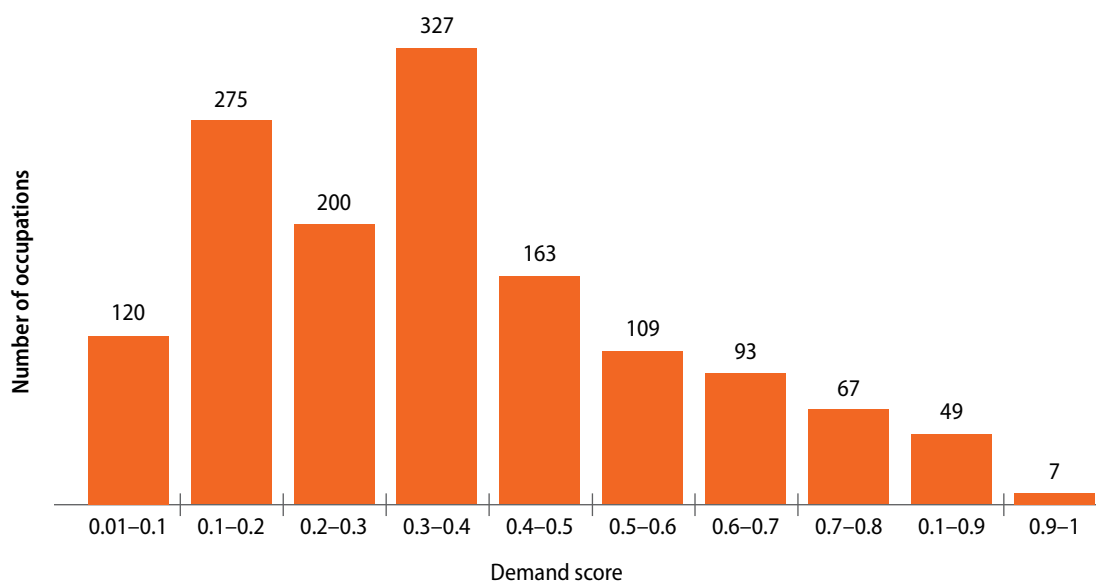
A note on the asterisk (*)

Some occupations are given an asterisk to indicate a comparatively large number of unemployed individuals registered on the Department of Employment and Labour's Employment Services South Africa (ESSA) database. ESSA is a website on which individuals seeking employment can register and be matched to organisations seeking employees. As a secondary benefit, the jobseeker database also provides insight into the level of unemployment in South Africa per occupation. A comparatively large number of unemployed individuals registered on the database could imply an over-supply of labour for an occupation, which may mean that the occupation should not be on the list. However, there are several reasons that there appear to be so many unemployed work seekers in the occupations on the OIHD list.

- **Geographical dynamics:** Given that the list of OIHD reflects a provincial picture of occupational demand and does not, therefore, consider localised variations, it is expected that jobseekers in the ESSA database could live in areas where occupational demand is lower than the provincial demand.

- **Timing of data availability:** Individuals are not guaranteed to be removed from the database once they find employment. Therefore, there may be individuals registered on the database who are not presently unemployed.

- **Curriculum and skills programme structure:** The post-school education and training system is not offering appropriate training, meaning that the high unemployment witnessed is not due to a lack of demand but rather a lack of the skills needed by the industry.

- **Qualification validation:** There is no qualification validation on the ESSA database. Therefore, while someone might call themselves a qualified x, there is no proof that they actually are, and there is no indication of what they mean by "qualified".

Occupations with an asterisks next to them are considered outliers. An outlier is identified using the interquartile range method.

The outlier occupations were identified as those that had more unemployed individuals than 1.5 times the interquartile range.[8] Therefore, the occupations with an asterisk had more than 638 unemployed individuals registered.[9] These outliers require further investigation into the reasons why the occupation is in high demand in the presence of excess supply.

---

8   Interquartile range (IQR) = Quartile 3 – Quartile 1
9   Upper outlier boundary = Quartile 3 + 1.5 x (IQR) = 267.5 + 1.5 x (267.5 – 20.5) = 638

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-111202	General Manager Public Service	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-111204	Senior Government Official	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-111205	Senior Police Officer	National Certificate (NQF Level 4)
2021-111207	Senior Government Manager	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-112101	Director (Enterprise/Organisation)	Diploma or Advanced Certificate (NQF Level 6)
2021-121101	Finance Manager*	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121103	Credit Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-121104	Internal Audit Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-121201	Human Resource Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-121202	Business Training Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-121204	Recruitment Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-121206	Health and Safety Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-121301	Policy and Planning Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-121901	Corporate General Manager*	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121902	Corporate Services Manager	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121903	Physical Asset Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-121904	Contract Manager*	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121905	Programme or Project Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-121908	Quality Systems Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-121909	Sustainability Manager	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121910	Water Asset Manager	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-122101	Sales and Marketing Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-122103	Director of Marketing	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-122105	Customer Service Manager*	Diploma or Advanced Certificate (NQF Level 6)
2021-122201	Advertising and Public Relations Manager*	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-122301	Research and Development Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-131101	Agricultural Farm Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132102	Manufacturing Operations Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132104	Engineering Manager	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-132107	Quality Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-132201	Mining Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132301	Construction Project Manager*	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-132401	Supply and Distribution Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132402	Logistics Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132403	Road Transport Manager	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-132404	Warehouse Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-132405	Fleet Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-132407	Airport or Harbour Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-132410	Maritime Search and Rescue Mission Coordinator	Diploma or Advanced Certificate (NQF Level 6)
2021-133101	Chief Information Officer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-133102	ICT Project Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-133103	Data Management Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-133105	Information Technology Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-134205	Health Service Specialised Clinic Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-134501	School Principal	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-134502	College Principal	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-134503	Faculty Head	Doctoral Degree (NQF Level 10)
2021-134506	Educational Registrar	Doctoral Degree (NQF Level 10)
2021-134507	Departmental Head	Diploma or Advanced Certificate (NQF Level 6)
2021-134901	Environmental Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-134903	Small Business Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-141201	Café (Licensed) or Restaurant Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-142101	Importer or Exporter	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-142103	Retail General Manager*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-143901	Facilities Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-143905	Call or Contact Centre Manager	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-143906	Caravan Park and Camping Ground Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-211301	Chemist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-211302	Manufacturing Research Chemist	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-211401	Geologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-211402	Geophysicist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-211406	Hydrologist	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-212101	Actuary	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-212102	Mathematician	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-212103	Statistician	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-213102	General Biologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-213104	Biochemist	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-213105	Biotechnologist	Diploma or Advanced Certificate (NQF Level 6)
2021-213109	Zoologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-213110	Medical Scientist	Master's Degree (NQF Level 9)
2021-213201	Agriculture Consultant	Diploma or Advanced Certificate (NQF Level 6)
2021-213202	Agricultural Scientist	Diploma or Advanced Certificate (NQF Level 6)
2021-213204	Wine Maker	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-213205	Food and Beverage Scientist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-213302	Environmental Scientist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-213306	Water Quality Analyst	Diploma or Advanced Certificate (NQF Level 6)
2021-214101	Industrial Engineer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214102	Industrial Engineering Technologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214104	Production Engineering Technologist	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214201	Civil Engineer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214202	Civil Engineering Technologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214301	Environmental Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214302	Environmental Impact and Restoration Analyst	Diploma or Advanced Certificate (NQF Level 6)
2021-214401	Mechanical Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214403	Aeronautical Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214406	Marine Engineering Technologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214501	Chemical Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214601	Mining Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214603	Metallurgical Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214605	Metallurgist	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214901	Biomedical Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214902	Explosive Ordnance Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214904	Quantity Surveyor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214905	Agricultural Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-215101	Electrical Engineer*	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-215103	Energy Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-215104	Energy Engineering Technologist	Diploma or Advanced Certificate (NQF Level 6)
2021-215201	Electronics Engineer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-216101	Architect	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-216301	Fashion Designer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216302	Industrial Designer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-216401	Urban and Regional Planner	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216402	Transport Analyst	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216502	Surveyor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216601	Digital Artist	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-216603	Multimedia Designer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216604	Web Designer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-221101	General Medical Practitioner	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-221102	Resident Medical Officer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-221203	Emergency Medicine Specialist	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-221207	Pathologist	Master's Degree (NQF Level 9)
2021-221210	General Medicine Specialist Physician	Master's Degree (NQF Level 9)
2021-222101	Clinical Nurse Practitioner	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-222103	Registered Nurse (Child and Family Health)	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222104	Registered Nurse (Community Health)	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222105	Registered Nurse (Critical Care and Emergency)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-222108	Registered Nurse (Medical)	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222110	Registered Nurse (Mental Health)	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222111	Registered Nurse (Operating theatre)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-222112	Registered Nurse (Surgical)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-222114	Nurse Educator	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222116	Nurse Manager	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-222117	Midwife	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-225101	Veterinarian	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-226201	Hospital Pharmacist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-226203	Retail Pharmacist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-226301	Environmental Health Officer	Diploma or Advanced Certificate (NQF Level 6)
2021-226302	Safety, Health, Environment, and Quality (SHE&Q) Practitioner*	Higher Certificate (NQF Level 5)
2021-226401	Physiotherapist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-231101	University Lecturer	Master's Degree (NQF Level 9)
2021-231102	University Tutor	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-233107	FET Phase School Teacher (Grades 10–12)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-233108	Senior Phase School Teacher (Grades 7–9)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-234101	Foundation Phase School Teacher*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-234102	Intermediate Phase School Teacher (Grades 4–6)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-234201	Early Childhood Development Practitioner	Higher Certificate (NQF Level 5)
2021-235101	Education or Training Advisor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-235102	Education or Training Reviewer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-235601	ICT Trainer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-235904	Examination Supervisor	Higher Certificate (NQF Level 5)
2021-241101	General Accountant*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241102	Management Accountant	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241103	Tax Professional	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241104	External Auditor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241107	Financial Accountant	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241108	Forensic Accountant	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241301	Financial Investment Advisor*	Diploma or Advanced Certificate (NQF Level 6)
2021-242101	Management Consultant*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-242102	Organisation and Methods Analyst	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-242103	Business Development Officer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-242202	Policy Analyst	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-242207	Compliance Officer	Diploma or Advanced Certificate (NQF Level 6)
2021-242208	Organisational Risk Manager	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-242210	Business Administrator*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-242211	Internal Auditor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-242215	Fraud Examiner	Diploma or Advanced Certificate (NQF Level 6)

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-242302	Skills Development Practitioner*	Higher Certificate (NQF Level 5)
2021-242303	Human Resource Advisor	Diploma or Advanced Certificate (NQF Level 6)
2021-242307	Recreation Officer	National Certificate (NQF Level 4)
2021-242401	Training and Development Professional	Diploma or Advanced Certificate (NQF Level 6)
2021-242402	Occupational Instructor	Diploma or Advanced Certificate (NQF Level 6)
2021-242403	Assessment Practitioner	Diploma or Advanced Certificate (NQF Level 6)
2021-243103	Marketing Practitioner	Diploma or Advanced Certificate (NQF Level 6)
2021-243201	Communication Coordinator	Diploma or Advanced Certificate (NQF Level 6)
2021-243301	Industrial Products Sales Representative	National Certificate (NQF Level 4)
2021-251101	ICT Systems Analyst	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-251102	Data Scientist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-251201	Software Developer	Diploma or Advanced Certificate (NQF Level 6)
2021-251202	Programmer Analyst	Diploma or Advanced Certificate (NQF Level 6)
2021-251203	Developer Programmer	Diploma or Advanced Certificate (NQF Level 6)
2021-251302	Web Developer	Diploma or Advanced Certificate (NQF Level 6)
2021-252101	Database Designer and Administrator*	Diploma or Advanced Certificate (NQF Level 6)
2021-252201	Systems Administrator	Diploma or Advanced Certificate (NQF Level 6)
2021-252301	Computer Network and Systems Engineer	Diploma or Advanced Certificate (NQF Level 6)
2021-252901	ICT Security Specialist	Diploma or Advanced Certificate (NQF Level 6)
2021-252902	Technical ICT Support Services Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-261101	Attorney	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-261107	Legal Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-261901	Adjudicator	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-262201	Librarian	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-262202	Information Services Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-263101	Economist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-263206	Heritage Consultant	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-263401	Clinical Psychologist	Master's Degree (NQF Level 9)
2021-263501	Social Counselling Worker	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-263507	Adoption Social Worker	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-264102	Book or Script Editor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-264103	Technical Writer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-264301	Interpreter	Diploma or Advanced Certificate (NQF Level 6)
2021-264302	Translator	Diploma or Advanced Certificate (NQF Level 6)
2021-264303	Linguist	Bachelor's Degree or Advanced Diploma (NQF Level 7)

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-311101	Chemistry Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311202	Surveying or Cartographic Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311217	Water Control Officer	Diploma or Advanced Certificate (NQF Level 6)
2021-311301	Electrical Engineering Technician*	Diploma or Advanced Certificate (NQF Level 6)
2021-311303	Energy Efficiency Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311401	Electronic Engineering Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311501	Mechanical Engineering Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311701	Mining Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311702	Metallurgical or Materials Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311704	Geophysical Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311801	Draughtsperson	Higher Certificate (NQF Level 5)
2021-311901	Forensic Technician (Biology, Toxicology)	Diploma or Advanced Certificate (NQF Level 6)
2021-311903	Food and Beverage Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311904	Manufacturing Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-312101	Mining Production Supervisor*	Diploma or Advanced Certificate (NQF Level 6)
2021-312102	Miner*	Elementary Certificate (NQF Level 2)
2021-312103	Engineering Supervisor	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-312201	Production/Operations Supervisor (Manufacturing)*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-312202	Maintenance Planner*	National Certificate (NQF Level 4)
2021-313201	Water Plant Operator	Intermediate Certificate (NQF Level 3)
2021-313203	Water Process Controller	National Certificate (NQF Level 4)
2021-313501	Metal Manufacturing Process Control Technician	Intermediate Certificate (NQF Level 3)
2021-313901	Integrated Manufacturing Line Process Control Technician	National Certificate (NQF Level 4)
2021-315303	Aeroplane Pilot	Private/Commercial/Airline Pilot's License (No Equivalent NQF Level)
2021-315304	Flying Instructor	Private/Commercial/Airline Pilot's License (No Equivalent NQF Level)
2021-321101	Medical Diagnostic Radiographer	Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-321104	Sonographer	Diploma or Advanced Certificate (NQF Level 6)
2021-321107	Operating Theatre Technician	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-321201	Medical Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-322101	Enrolled Nurse*	Diploma or Advanced Certificate (NQF Level 6)
2021-331201	Credit or Loans Officer	Higher Certificate (NQF Level 5)
2021-331301	Bookkeeper*	Higher Certificate (NQF Level 5)
2021-331501	Valuer	Higher Certificate (NQF Level 5)

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-331503	Insurance Loss Adjuster	Higher Certificate (NQF Level 5)
2021-332101	Insurance Agent	Higher Certificate (NQF Level 5)
2021-332102	Insurance Broker	National Certificate (NQF Level 4)
2021-332201	Commercial Sales Representative*	Higher Certificate (NQF Level 5)
2021-332204	Commercial Services Sales Agent*	Intermediate Certificate (NQF Level 3)
2021-332301	Retail Buyer	Higher Certificate (NQF Level 5)
2021-332302	Purchasing Officer	Higher Certificate (NQF Level 5)
2021-333101	Clearing and Forwarding Agent	Higher Certificate (NQF Level 5)
2021-333201	Events Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-333301	Recruitment Officer	National Certificate (NQF Level 4)
2021-333401	Property Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-333905	Supply Chain Practitioner	Diploma or Advanced Certificate (NQF Level 6)
2021-334102	Office Administrator*	National Certificate (NQF Level 4)
2021-334103	Call Centre Team Leader	National Certificate (NQF Level 4)
2021-334302	Personal Assistant*	National Certificate (NQF Level 4)
2021-335402	Import-Export Administrator	Higher Certificate (NQF Level 5)
2021-341103	Paralegal	Diploma or Advanced Certificate (NQF Level 6)
2021-341110	Associate Legal Professional	Diploma or Advanced Certificate (NQF Level 6)
2021-342103	Jockey	No Formal Qualification Required
2021-342204	Sports Coach or Instructor	Diploma or Advanced Certificate (NQF Level 6)
2021-343201	Interior Designer	Higher Certificate (NQF Level 5)
2021-343401	Chef*	National Certificate (NQF Level 4)
2021-351302	Geographic Information Systems Technicians	Higher Certificate (NQF Level 5)
2021-352102	Camera Operator (Film, Television, or Video)	Higher Certificate (NQF Level 5)
2021-411101	General Clerk*	Diploma or Advanced Certificate (NQF Level 6)
2021-412101	Secretary (General)*	No Formal Qualification Required
2021-413201	Data Entry Operator*	Diploma or Advanced Certificate (NQF Level 6)
2021-421401	Debt Collector*	No Formal Qualification Required
2021-422102	Travel Consultant	Diploma or Advanced Certificate (NQF Level 6)
2021-422203	Contact Centre Real Time Advisor	Higher Certificate (NQF Level 5)
2021-422205	Contact Centre Forecast Analyst	National Certificate (NQF Level 4)
2021-422206	Call or Contact Centre Agent*	Higher Certificate (NQF Level 5)
2021-422501	Enquiry Clerk*	National Certificate (NQF Level 4)
2021-422601	Receptionist (General)*	No Formal Qualification Required
2021-431101	Accounts Clerk*	Higher Certificate (NQF Level 5)
2021-431102	Cost Clerk	Elementary Certificate (NQF Level 2)
2021-431103	Taxation Clerk	Diploma or Advanced Certificate (NQF Level 6)
2021-431203	Statistical Clerk	National Certificate (NQF Level 4)
2021-431204	Insurance Claims Administrator	National Certificate (NQF Level 4)
2021-431301	Payroll Clerk	National Certificate (NQF Level 4)

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-432101	Stock Clerk/Officer*	National Certificate (NQF Level 4)
2021-432102	Dispatching and Receiving Clerk/ Officer*	Intermediate Certificate (NQF Level 3)
2021-432104	Warehouse Administrator/Clerk*	Intermediate Certificate (NQF Level 3)
2021-432201	Production Coordinator	National Certificate (NQF Level 4)
2021-432301	Transport Clerk	Intermediate Certificate (NQF Level 3)
2021-441201	Courier	General Certificate (NQF Level 1)
2021-441501	Filing or Registry Clerk*	General Certificate (NQF Level 1)
2021-441602	Skills Development Administrator	National Certificate (NQF Level 4)
2021-441903	Program or Project Administrators*	National Certificate (NQF Level 4)
2021-511101	Flight Attendant	National Certificate (NQF Level 4)
2021-511302	Tour Guide	National Certificate (NQF Level 4)
2021-513101	Waiter*	No Formal Qualification Required
2021-514101	Hairdresser	No Formal Qualification Required
2021-514201	Skin Care Therapist	No Formal Qualification Required
2021-514204	Nail Technician	No Formal Qualification Required
2021-515101	Hotel Service Manager	No Formal Qualification Required
2021-515103	Commercial Housekeeper*	No Formal Qualification Required
2021-522301	Sales Assistant (General)*	Intermediate Certificate (NQF Level 3)
2021-524903	Sales Clerk/Officer*	National Certificate (NQF Level 4)
2021-532202	Aged or Disabled Carer*	National Certificate (NQF Level 4)
2021-532203	Community Health Worker	National Certificate (NQF Level 4)
2021-532901	First Aid Attendant	Higher Certificate (NQF Level 5)
2021-532904	Personal Care Assistant	No Formal Qualification Required
2021-541101	Fire Fighter*	Intermediate Certificate (NQF Level 3)
2021-541201	Traffic Officer	National Certificate (NQF Level 4)
2021-541401	Security Officer*	National Certificate (NQF Level 4)
2021-541501	Intelligence Operator	National Certificate (NQF Level 4)
2021-542203	Special Forces Operator	National Certificate (NQF Level 4)
2021-611302	Landscape Contractor*	No Formal Qualification Required
2021-641201	Bricklayer*	National Certificate (NQF Level 4)
2021-641501	Carpenter and Joiner	National Certificate (NQF Level 4)
2021-641502	Carpenter*	National Certificate (NQF Level 4)
2021-642601	Plumber*	National Certificate (NQF Level 4)
2021-642602	Solar Installer	National Certificate (NQF Level 4)
2021-642607	Pipe Fitter*	National Certificate (NQF Level 4)
2021-643202	Vehicle Painter	National Certificate (NQF Level 4)
2021-651202	Welder*	National Certificate (NQF Level 4)
2021-651302	Boiler Maker*	National Certificate (NQF Level 4)
2021-651501	Rigger*	National Certificate (NQF Level 4)
2021-652201	Toolmaker	Higher Certificate (NQF Level 5)
2021-652204	Patternmaker	National Certificate (NQF Level 4)

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-652301	Metal Machinist	National Certificate (NQF Level 4)
2021-652302	Fitter and Turner*	National Certificate (NQF Level 4)
2021-653101	Automotive Motor Mechanic	National Certificate (NQF Level 4)
2021-653109	Automotive Engine Mechanic	National Certificate (NQF Level 4)
2021-653201	Aircraft Maintenance Mechanic	National Certificate (NQF Level 4)
2021-653303	Mechanical Fitter*	National Certificate (NQF Level 4)
2021-653306	Diesel Mechanic*	National Certificate (NQF Level 4)
2021-653307	Heavy Equipment Mechanic	National Certificate (NQF Level 4)
2021-661304	Diamond Sorter and Evaluator	National Certificate (NQF Level 4)
2021-671101	Electrician*	National Certificate (NQF Level 4)
2021-671102	Electrical Installation Inspector	National Certificate (NQF Level 4)
2021-671202	Millwright	National Certificate (NQF Level 4)
2021-671203	Mechatronics Technician	National Certificate (NQF Level 4)
2021-671208	Transportation Electrician	National Certificate (NQF Level 4)
2021-671301	Electrical Line Mechanic	National Certificate (NQF Level 4)
2021-672104	Electronic Equipment Mechanician	National Certificate (NQF Level 4)
2021-672105	Instrument Mechanician	National Certificate (NQF Level 4)
2021-672107	Special Class Electrician	National Certificate (NQF Level 4)
2021-672205	Telecommunications Technician	National Certificate (NQF Level 4)
2021-681103	Butcher*	National Certificate (NQF Level 4)
2021-681201	Confectionary Baker*	Higher Certificate (NQF Level 5)
2021-681301	Dairyman	Elementary Certificate (NQF Level 2)
2021-683101	Tailor	National Certificate (NQF Level 4)
2021-683401	Upholsterer	National Certificate (NQF Level 4)
2021-684905	Vehicle Body Builder	National Certificate (NQF Level 4)
2021-711101	Mining Operator*	Intermediate Certificate (NQF Level 3)
2021-711201	Mineral Processing Plant Operator	Intermediate Certificate (NQF Level 3)
2021-711301	Driller	Elementary Certificate (NQF Level 2)
2021-711302	Rock Drill Operator	Intermediate Certificate (NQF Level 3)
2021-712101	Metal Processing Plant Operator	General Certificate (NQF Level 1)
2021-715301	Sewing Machine Operator*	Elementary Certificate (NQF Level 2)
2021-715302	Clothing, Textile, and Leather Goods Production Operator*	Elementary Certificate (NQF Level 2)
2021-716108	Seed Processing Machine Operator	No Formal Qualification Required
2021-732202	Taxi Driver	No Formal Qualification Required
2021-733101	Bus Driver*	Professional Driving Permit (No Equivalent NQF Level)
2021-733201	Truck Driver (General)*	Professional Driving Permit (No Equivalent NQF Level)
2021-733204	Tanker Driver	No Formal Qualification Required
2021-733210	Road Construction Plant Operator*	No Formal Qualification Required
2021-733211	Remotely Operated Vehicle (ROV) Pilot	No Formal Qualification Required

SIX-DIGIT OFO CODE	SIX-DIGIT OFO OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-734101	Agricultural Mobile Plant (Equipment) Operator*	National Certificate (NQF Level 4)
2021-734206	Loader Operator*	No Formal Qualification Required
2021-734210	Scraper Operator	No Formal Qualification Required
2021-734301	Crane or Hoist Operator*	General Certificate (NQF Level 1)
2021-734402	Forklift Driver*	No Formal Qualification Required
2021-735101	Deck Hand	No Formal Qualification Required

PART 5

Conclusion
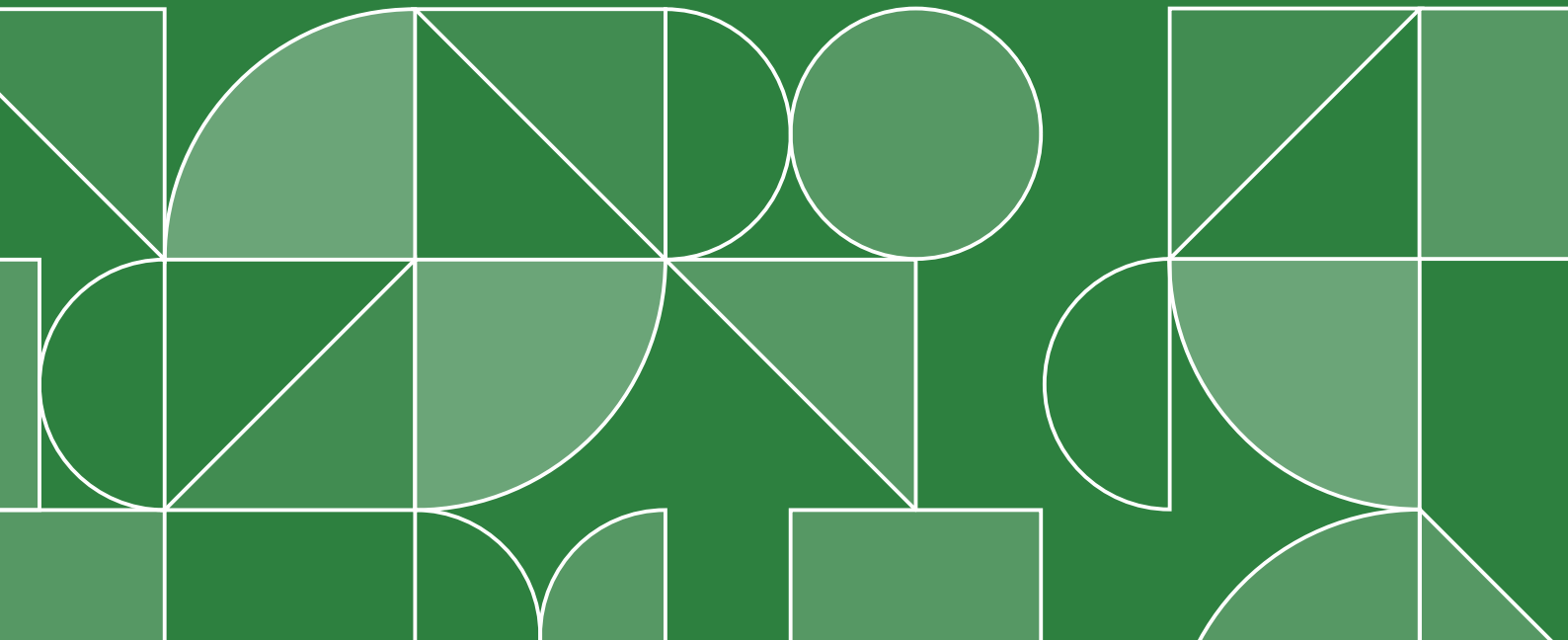
This technical report on national OIHD sheds light on the country's economic and labour market conditions. South Africa faces significant challenges relating to unemployment and economic growth. In addition to historical unemployment challenges, the impact of the COVID-19 pandemic is evident in the decline in employment growth and the challenges faced during the post-pandemic recovery. Due to projected poor growth on a national level, it is therefore crucial that skills planning closely aligns with occupational demand.

The study reveals 350 OIHD within the country, highlighting critical sectors with occupational demand. The occupations listed are diverse and require high-level professional, managerial, and technical skills, but also low- to medium-level administrative and clerical support.

For policymakers, these findings emphasise the necessity of tailored strategies to address the country's economic conditions. Policy interventions should focus on upskilling programs, aligning education and training with the identified high-demand occupations, and fostering collaboration between educational institutions and industries. Additionally, measures to support sectors experiencing decline, such as trade and manufacturing, could mitigate the impact on employment.

In conclusion, this report provides a foundation for evidence-based policy decisions that can enhance workforce development, support economic recovery, and address the evolving needs of South Africa's labour market.

PART 6

Annexures

Annexure 1: The number of occupations per category in the national OIHD list

South Africa's list of OIHD is colour-coded below according to this key.

OCCUPATIONAL CATEGORIES (COLOUR-CODED)	NUMBER OF LISTED OCCUPATIONS WITHIN EACH CATEGORY
Finance	11
Trades	62
ICT	13
Education, health, and social services	44
Engineering professionals, associate professionals, and technicians	26
Management, other	51
Professionals, other	67
Technicians and associate professionals, other	37
Clerical support, service and sales workers, other	39
Total occupations	**350**

Annexure 2: National OIHD ranked according to demand

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-222108	Registered Nurse (Medical)	0.91	0.97	0.69	0.93
2021-121201	Human Resource Manager	0.92	0.98	0.31	0.92
2021-132107	Quality Manager	0.91	0.96	0.44	0.91
2021-411101	General Clerk*	0.85	1.00	0.47	0.90
2021-343401	Chef*	0.92	0.95	0.24	0.90
2021-121905	Programme or Project Manager	0.85	0.99	0.43	0.90
2021-121901	Corporate General Manager*	0.85	0.98	0.49	0.90
2021-215101	Electrical Engineer*	0.91	0.94	0.27	0.89
2021-214401	Mechanical Engineer	0.89	0.93	0.52	0.89

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-251201	Software Developer	0.84	0.97	0.71	0.89
2021-251102	Data Scientist	0.87	0.93	0.69	0.89
2021-132102	Manufacturing Operations Manager	0.91	0.89	0.56	0.88
2021-121101	Finance Manager*	0.84	0.98	0.32	0.88
2021-132401	Supply and Distribution Manager	0.88	0.95	0.21	0.88
2021-222105	Registered Nurse (Critical Care and Emergency)	0.91	0.88	0.60	0.88
2021-215104	Energy Engineering Technologist	0.91	0.91	0.29	0.88
2021-215103	Energy Engineer	0.91	0.89	0.28	0.87
2021-222111	Registered Nurse (Operating theatre)	0.91	0.88	0.42	0.87
2021-241101	General Accountant*	0.86	0.93	0.42	0.87
2021-121202	Business Training Manager	0.92	0.88	0.28	0.87
2021-432301	Transport Clerk	0.85	0.91	0.61	0.87
2021-671101	Electrician*	0.79	1.00	0.32	0.87
2021-241104	External Auditor	0.86	0.92	0.47	0.87
2021-132104	Engineering Manager	0.91	0.85	0.55	0.86
2021-332302	Purchasing Officer	1.00	0.78	0.30	0.86
2021-231101	University Lecturer	0.76	0.98	0.70	0.86
2021-251203	Developer Programmer	0.84	0.91	0.61	0.86
2021-142103	Retail General Manager*	0.85	0.89	0.52	0.86
2021-233108	Senior Phase School Teacher (Grades 7–9)	0.76	0.98	0.54	0.86
2021-322101	Enrolled Nurse*	0.85	0.89	0.52	0.85
2021-233107	FET Phase School Teacher (Grades 10–12)	0.76	0.97	0.59	0.85
2021-111207	Senior Government Manager	0.79	0.93	0.61	0.85
2021-132405	Fleet Manager	0.88	0.85	0.55	0.85
2021-733201	Truck Driver (General)*	0.78	0.93	0.71	0.85
2021-251101	ICT Systems Analyst	0.87	0.85	0.51	0.85
2021-133105	Information Technology Manager	0.87	0.83	0.70	0.85

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-111204	Senior Government Official	0.79	0.94	0.42	0.84
2021-651302	Boiler Maker*	0.75	0.96	0.62	0.84
2021-653306	Diesel Mechanic*	0.78	0.95	0.30	0.84
2021-653303	Mechanical Fitter*	0.78	0.91	0.69	0.84
2021-261101	Attorney	0.87	0.83	0.59	0.84
2021-331301	Bookkeeper*	0.90	0.81	0.42	0.83
2021-143905	Call or Contact Centre Manager	0.78	0.92	0.50	0.83
2021-413201	Data Entry Operator*	0.83	0.85	0.69	0.83
2021-132402	Logistics Manager	0.88	0.83	0.15	0.82
2021-335402	Import-export Administrator	0.75	0.91	0.69	0.82
2021-222116	Nurse Manager	0.91	0.75	0.51	0.82
2021-332301	Retail Buyer	1.00	0.63	0.76	0.81
2021-235101	Education or Training Advisor	0.80	0.85	0.58	0.81
2021-242302	Skills Development Practitioner*	0.76	0.88	0.71	0.81
2021-263101	Economist	0.71	0.95	0.42	0.81
2021-112101	Director (Enterprise/ Organisation)	0.75	0.92	0.42	0.81
2021-212103	Statistician	0.69	0.96	0.49	0.81
2021-222101	Clinical Nurse Practitioner	0.91	0.75	0.28	0.81
2021-132403	Road Transport Manager	0.88	0.75	0.51	0.80
2021-121908	Quality Systems Manager	0.85	0.81	0.21	0.80
2021-522301	Sales Assistant (General)*	0.95	0.70	0.27	0.80
2021-514101	Hairdresser	0.83	0.81	0.29	0.79
2021-311301	Electrical Engineering Technician*	0.84	0.78	0.44	0.79
2021-432201	Production Coordinator	0.75	0.88	0.31	0.79
2021-422601	Receptionist (General)*	0.94	0.70	0.22	0.79
2021-431101	Accounts Clerk*	0.76	0.85	0.45	0.79
2021-235102	Education or Training Reviewer	0.80	0.83	0.24	0.79
2021-226201	Hospital Pharmacist	0.91	0.70	0.46	0.79

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-226203	Retail Pharmacist	0.91	0.70	0.46	0.79
2021-111202	General Manager Public Service	0.79	0.81	0.55	0.79
2021-132301	Construction Project Manager*	0.77	0.85	0.31	0.79
2021-234102	Intermediate Phase School Teacher (Grades 4–6)	0.70	0.91	0.49	0.79
2021-671202	Millwright	0.64	0.96	0.46	0.79
2021-734402	Forklift Driver*	0.76	0.83	0.54	0.78
2021-216401	Urban and Regional Planner	0.69	0.93	0.28	0.78
2021-333301	Recruitment Officer	0.73	0.88	0.44	0.78
2021-333101	Clearing and Forwarding Agent	0.67	0.93	0.47	0.78
2021-311401	Electronic Engineering Technician	0.80	0.78	0.58	0.78
2021-214201	Civil Engineer	0.67	0.95	0.25	0.78
2021-234201	Early Childhood Development Practitioner	0.70	0.89	0.46	0.78
2021-641201	Bricklayer*	0.74	0.88	0.21	0.78
2021-652302	Fitter and Turner*	0.65	0.93	0.49	0.77
2021-141201	Café (Licensed) or Restaurant Manager	0.88	0.70	0.42	0.77
2021-541401	Security Officer*	0.89	0.70	0.30	0.77
2021-432101	Stock Clerk/Officer*	0.85	0.70	0.69	0.77
2021-122301	Research and Development Manager	0.71	0.85	0.55	0.77
2021-216603	Multimedia Designer	0.71	0.83	0.71	0.77
2021-131101	Agricultural Farm Manager	0.84	0.75	0.15	0.76
2021-221101	General Medical Practitioner	0.78	0.75	0.60	0.76
2021-412101	Secretary (General)*	0.82	0.70	0.77	0.76
2021-222114	Nurse Educator	0.91	0.63	0.49	0.76
2021-121902	Corporate Services Manager	0.85	0.70	0.46	0.76
2021-143901	Facilities Manager	0.78	0.75	0.56	0.76
2021-311904	Manufacturing Technician	0.78	0.75	0.56	0.76
2021-513101	Waiter*	0.87	0.70	0.15	0.75

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-121206	Health and Safety Manager	0.92	0.63	0.23	0.75
2021-653101	Automotive Motor Mechanic	0.75	0.75	0.69	0.75
2021-213205	Food and Beverage Scientist	0.80	0.70	0.76	0.75
2021-133101	Chief Information Officer	0.87	0.63	0.69	0.75
2021-432102	Dispatching and Receiving Clerk/Officer*	0.85	0.70	0.21	0.75
2021-133102	ICT Project Manager	0.87	0.63	0.58	0.75
2021-242303	Human Resource Advisor	0.76	0.75	0.42	0.74
2021-642601	Plumber*	0.55	0.98	0.24	0.74
2021-671208	Transportation Electrician	0.64	0.83	0.70	0.74
2021-222104	Registered Nurse (Community Health)	0.91	0.53	1.00	0.73
2021-532901	First Aid Attendant	0.83	0.63	0.72	0.73
2021-332201	Commercial Sales Representative*	0.95	0.53	0.54	0.73
2021-133103	Data Management Manager	0.87	0.63	0.23	0.73
2021-683101	Tailor	0.85	0.63	0.42	0.73
2021-122101	Sales and Marketing Manager	0.68	0.78	0.60	0.73
2021-214601	Mining Engineer	0.74	0.70	0.77	0.72
2021-422501	Enquiry Clerk*	0.71	0.75	0.51	0.72
2021-234101	Foundation Phase School Teacher*	0.70	0.75	0.60	0.72
2021-122103	Director of Marketing	0.68	0.81	0.16	0.72
2021-214403	Aeronautical Engineer	0.89	0.53	0.76	0.71
2021-311701	Mining Technician	0.67	0.75	0.73	0.71
2021-532904	Personal Care Assistant	0.83	0.63	0.23	0.71
2021-241102	Management Accountant	0.86	0.53	1.00	0.71
2021-214501	Chemical Engineer	0.64	0.81	0.31	0.71
2021-211406	Hydrologist	0.70	0.75	0.28	0.70
2021-341110	Associate Legal Professional	0.80	0.63	0.42	0.70
2021-251202	Programmer Analyst	0.84	0.53	1.00	0.70

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-311303	Energy Efficiency Technician	0.84	0.53	1.00	0.70
2021-221210	General Medicine Specialist Physician	0.63	0.75	0.77	0.70
2021-214406	Marine Engineering Technologist	0.89	0.53	0.42	0.70
2021-216601	Digital Artist	0.71	0.70	0.59	0.70
2021-134501	School Principal	0.76	0.63	0.69	0.70
2021-213201	Agriculture Consultant	0.80	0.63	0.21	0.69
2021-222103	Registered Nurse (Child and Family Health)	0.91	0.53	0.15	0.69
2021-651501	Rigger*	0.62	0.75	0.73	0.69
2021-132407	Airport or Harbour Manager	0.88	0.53	0.42	0.69
2021-121903	Physical Asset Manager	0.85	0.53	0.69	0.69
2021-431102	Cost Clerk	0.76	0.63	0.49	0.69
2021-241108	Forensic Accountant	0.86	0.53	0.54	0.69
2021-422102	Travel Consultant	0.55	0.88	0.14	0.69
2021-211301	Chemist	0.86	0.53	0.42	0.68
2021-681201	Confectionary Baker*	0.83	0.53	0.76	0.68
2021-243103	Marketing Practitioner	0.41	0.98	0.49	0.68
2021-213105	Biotechnologist	0.73	0.63	0.58	0.68
2021-111205	Senior Police Officer	0.79	0.53	1.00	0.68
2021-334302	Personal Assistant*	0.85	0.53	0.42	0.68
2021-121104	Internal Audit Manager	0.84	0.53	0.42	0.67
2021-242101	Management Consultant*	0.42	0.94	0.54	0.67
2021-262201	Librarian	0.73	0.63	0.49	0.67
2021-312201	Production/ Operations Supervisor (Manufacturing)*	0.45	0.89	0.61	0.67
2021-214901	Biomedical Engineer	0.67	0.63	1.00	0.67
2021-134503	Faculty Head	0.76	0.63	0.14	0.67
2021-341103	Paralegal	0.80	0.53	0.76	0.67
2021-242202	Policy Analyst	0.39	0.99	0.28	0.67
2021-242401	Training and Development Professional	0.41	0.94	0.43	0.66

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-212101	Actuary	0.69	0.63	0.72	0.66
2021-652301	Metal Machinist	0.65	0.70	0.46	0.66
2021-214202	Civil Engineering Technologist	0.67	0.70	0.22	0.66
2021-134507	Departmental Head	0.76	0.53	1.00	0.66
2021-311202	Surveying or Cartographic Technician	0.61	0.75	0.21	0.66
2021-226302	Safety, Health, Environment, and Quality (SHE&Q) Practitioner*	0.40	0.94	0.42	0.66
2021-213109	Zoologist	0.73	0.63	0.14	0.66
2021-121301	Policy and Planning Manager	0.70	0.63	0.49	0.66
2021-672105	Instrument Mechanician	0.67	0.63	0.76	0.66
2021-222117	Midwife	0.91	0.37	1.00	0.65
2021-263507	Adoption Social Worker	0.80	0.53	0.42	0.65
2021-311903	Food and Beverage Technician	0.78	0.53	0.54	0.65
2021-331201	Credit or Loans Officer	0.44	0.88	0.42	0.65
2021-213202	Agricultural Scientist	0.80	0.53	0.27	0.65
2021-672104	Electronic Equipment Mechanician	0.67	0.63	0.58	0.65
2021-422206	Call or Contact Centre Agent*	0.41	0.89	0.50	0.65
2021-321104	Sonographer	0.65	0.63	0.72	0.65
2021-121204	Recruitment Manager	0.92	0.37	0.69	0.65
2021-735101	Deck Hand	0.69	0.63	0.23	0.64
2021-611302	Landscape Contractor*	0.76	0.53	0.54	0.64
2021-214101	Industrial Engineer	0.41	0.88	0.61	0.64
2021-132410	Maritime Search and Rescue Mission Coordinator	0.88	0.37	1.00	0.64
2021-681103	Butcher*	0.77	0.53	0.42	0.64
2021-262202	Information Services Manager	0.73	0.53	0.76	0.64
2021-641502	Carpenter*	0.53	0.78	0.27	0.64
2021-332102	Insurance Broker	0.76	0.53	0.42	0.64

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-211302	Manufacturing Research Chemist	0.86	0.37	1.00	0.63
2021-733211	Remotely Operated Vehicle (ROV) Pilot	0.78	0.53	0.14	0.63
2021-672205	Telecommunications Technician	0.70	0.53	1.00	0.63
2021-242403	Assessment Practitioner	0.41	0.89	0.24	0.63
2021-441903	Program or Project Administrators*	0.38	0.92	0.31	0.63
2021-332204	Commercial Services Sales Agent*	0.95	0.37	0.14	0.63
2021-642602	Solar Installer	0.55	0.70	0.69	0.63
2021-241103	Tax Professional	0.86	0.37	1.00	0.63
2021-241107	Financial Accountant	0.86	0.37	1.00	0.63
2021-242102	Organisation and Methods Analyst	0.42	0.83	0.73	0.63
2021-214904	Quantity Surveyor	0.67	0.63	0.14	0.63
2021-132404	Warehouse Manager	0.88	0.37	0.69	0.62
2021-121909	Sustainability Manager	0.85	0.37	1.00	0.62
2021-121910	Water Asset Manager	0.85	0.37	1.00	0.62
2021-241301	Financial Investment Advisor*	0.39	0.88	0.43	0.62
2021-216302	Industrial Designer	0.53	0.75	0.21	0.62
2021-715301	Sewing Machine Operator*	0.84	0.37	1.00	0.62
2021-226401	Physiotherapist	0.87	0.37	0.69	0.62
2021-651202	Welder*	0.27	0.99	0.44	0.62
2021-121103	Credit Manager	0.84	0.37	1.00	0.62
2021-216502	Surveyor	0.72	0.53	0.54	0.62
2021-711302	Rock Drill Operator	0.60	0.63	0.69	0.62
2021-222112	Registered Nurse (Surgical)	0.91	0.37	0.21	0.62
2021-343201	Interior Designer	0.71	0.53	0.54	0.62
2021-511302	Tour Guide	0.63	0.63	0.29	0.62
2021-222110	Registered Nurse (Mental Health)	0.91	0.37	0.14	0.61
2021-541101	Fire Fighter*	0.82	0.37	1.00	0.61

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-312202	Maintenance Planner*	0.45	0.78	0.44	0.61
2021-242215	Fraud Examiner	0.39	0.83	0.59	0.61
2021-243201	Communication Coordinator	0.44	0.81	0.29	0.61
2021-542203	Special Forces Operator	0.41	0.81	0.60	0.61
2021-242208	Organisational Risk Manager	0.39	0.83	0.50	0.60
2021-711201	Mineral Processing Plant Operator	0.39	0.81	0.72	0.60
2021-642607	Pipe Fitter*	0.55	0.63	0.76	0.60
2021-263501	Social Counselling Worker	0.80	0.37	1.00	0.60
2021-311501	Mechanical Engineering Technician	0.80	0.37	1.00	0.60
2021-334102	Office Administrator*	0.38	0.81	0.78	0.60
2021-734301	Crane or Hoist Operator*	0.68	0.53	0.42	0.60
2021-252101	Database Designer and Administrator*	0.43	0.75	0.69	0.60
2021-122105	Customer Service Manager*	0.68	0.53	0.42	0.60
2021-333905	Supply Chain Practitioner	0.40	0.75	1.00	0.60
2021-541501	Intelligence Operator	0.79	0.37	1.00	0.60
2021-121904	Contract Manager*	0.85	0.37	0.42	0.60
2021-715302	Clothing, Textile, and Leather Goods Production Operator*	0.84	0.37	0.42	0.60
2021-733204	Tanker Driver	0.78	0.37	1.00	0.59
2021-143906	Caravan Park and Camping Ground Manager	0.78	0.37	1.00	0.59
2021-313203	Water Process Controller	0.59	0.63	0.23	0.59
2021-261107	Legal Manager	0.87	0.37	0.14	0.59
2021-242211	Internal Auditor	0.39	0.81	0.51	0.59
2021-252901	ICT Security Specialist	0.29	0.88	0.76	0.59
2021-311901	Forensic Technician (Biology, Toxicology)	0.78	0.37	1.00	0.59
2021-134901	Environmental Manager	0.41	0.78	0.54	0.59
2021-311217	Water Control Officer	0.61	0.53	1.00	0.59
2021-312102	Miner*	0.40	0.78	0.54	0.59

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-142101	Importer or Exporter	0.85	0.37	0.14	0.59
2021-231102	University Tutor	0.76	0.37	1.00	0.59
2021-122201	Advertising and Public Relations Manager*	0.68	0.53	0.21	0.59
2021-334103	Call Centre Team Leader	0.38	0.75	1.00	0.59
2021-332101	Insurance Agent	0.76	0.37	1.00	0.58
2021-312101	Mining Production Supervisor*	0.40	0.75	0.71	0.58
2021-432104	Warehouse Administrator/ Clerk*	0.85	0.37	0.14	0.58
2021-652201	Toolmaker	0.59	0.53	1.00	0.58
2021-264102	Book or Script Editor	0.62	0.53	0.69	0.58
2021-541201	Traffic Officer	0.57	0.63	0.23	0.58
2021-134502	College Principal	0.76	0.37	1.00	0.58
2021-242103	Business Development Officer	0.42	0.78	0.21	0.58
2021-132201	Mining Manager	0.45	0.70	0.71	0.58
2021-221102	Resident Medical Officer	0.78	0.37	0.69	0.58
2021-311704	Geophysical Technician	0.67	0.53	0.14	0.58
2021-342204	Sports Coach or Instructor	0.33	0.78	1.00	0.58
2021-214603	Metallurgical Engineer	0.74	0.37	1.00	0.58
2021-321101	Medical Diagnostic Radiographer	0.65	0.53	0.27	0.58
2021-311801	Draughtsperson	0.83	0.37	0.14	0.57
2021-733101	Bus Driver*	0.35	0.81	0.47	0.57
2021-431103	Taxation Clerk	0.76	0.37	0.69	0.57
2021-213102	General Biologist	0.73	0.37	1.00	0.57
2021-213110	Medical Scientist	0.73	0.37	1.00	0.57
2021-716108	Seed Processing Machine Operator	0.81	0.37	0.14	0.57
2021-313501	Metal Manufacturing Process Control Technician	0.42	0.70	0.69	0.57
2021-511101	Flight Attendant	0.50	0.63	0.58	0.57
2021-515101	Hotel Service Manager	0.34	0.83	0.16	0.57
2021-653109	Automotive Engine Mechanic	0.75	0.37	0.69	0.57

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-213204	Wine Maker	0.80	0.37	0.21	0.57
2021-734206	Loader Operator*	0.55	0.53	1.00	0.56
2021-351302	Geographic Information Systems Technicians	0.39	0.75	0.30	0.56
2021-711301	Driller	0.60	0.53	0.42	0.56
2021-216604	Web Designer	0.71	0.37	1.00	0.56
2021-671102	Electrical Installation Inspector	0.79	0.37	0.14	0.56
2021-213302	Environmental Scientist	0.37	0.78	0.15	0.56
2021-422203	Contact Centre Real Time Advisor	0.41	0.70	0.54	0.56
2021-211402	Geophysicist	0.70	0.37	1.00	0.55
2021-653307	Heavy Equipment Mechanic	0.78	0.37	0.14	0.55
2021-733210	Road Construction Plant Operator*	0.78	0.37	0.14	0.55
2021-242207	Compliance Officer	0.39	0.70	0.77	0.55
2021-252201	Systems Administrator	0.43	0.63	1.00	0.55
2021-532202	Aged or Disabled Carer*	0.77	0.37	0.21	0.55
2021-331503	Insurance Loss Adjuster	0.69	0.37	1.00	0.55
2021-215201	Electronics Engineer	0.69	0.37	1.00	0.55
2021-212102	Mathematician	0.69	0.37	1.00	0.55
2021-216402	Transport Analyst	0.69	0.37	1.00	0.55
2021-652204	Patternmaker	0.59	0.53	0.27	0.55
2021-263401	Clinical Psychologist	0.77	0.37	0.14	0.55
2021-532203	Community Health Worker	0.77	0.37	0.14	0.55
2021-214104	Production Engineering Technologist	0.41	0.63	1.00	0.55
2021-315303	Aeroplane Pilot	0.57	0.53	0.42	0.55
2021-214301	Environmental Engineer	0.37	0.70	0.76	0.54
2021-711101	Mining Operator*	0.40	0.70	0.46	0.54
2021-242307	Recreation Officer	0.76	0.37	0.14	0.54
2021-313201	Water Plant Operator	0.59	0.53	0.21	0.54
2021-214902	Explosive Ordnance Engineer	0.67	0.37	1.00	0.54

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-441602	Skills Development Administrator	0.41	0.70	0.27	0.54
2021-134506	Educational Registrar	0.76	0.37	0.14	0.54
2021-661304	Diamond Sorter and Evaluator	0.59	0.53	0.14	0.54
2021-311702	Metallurgical or Materials Technician	0.67	0.37	1.00	0.54
2021-333401	Property Manager	0.75	0.37	0.14	0.54
2021-514201	Skin Care Therapist	0.34	0.75	0.44	0.54
2021-672107	Special Class Electrician	0.67	0.37	1.00	0.54
2021-252301	Computer Network and Systems Engineer	0.27	0.78	0.76	0.54
2021-251302	Web Developer	0.38	0.70	0.46	0.54
2021-264301	Interpreter	0.66	0.37	1.00	0.54
2021-264302	Translator	0.66	0.37	1.00	0.54
2021-214605	Metallurgist	0.74	0.37	0.14	0.54
2021-242210	Business Administrator*	0.39	0.63	1.00	0.53
2021-524903	Sales Clerk/Officer*	0.07	0.99	0.58	0.53
2021-315304	Flying Instructor	0.57	0.53	0.15	0.53
2021-352102	Camera Operator (Film, Television, or Video)	0.73	0.37	0.14	0.53
2021-213104	Biochemist	0.73	0.37	0.14	0.53
2021-313901	Integrated Manufacturing Line Process Control Technician	0.64	0.37	1.00	0.53
2021-211401	Geologist	0.70	0.37	0.42	0.53
2021-641501	Carpenter and Joiner	0.53	0.53	0.42	0.52
2021-221207	Pathologist	0.63	0.37	1.00	0.52
2021-311101	Chemistry Technician	0.72	0.37	0.14	0.52
2021-242402	Occupational Instructor	0.41	0.63	0.49	0.52
2021-653201	Aircraft Maintenance Mechanic	0.25	0.78	0.58	0.52
2021-134205	Health Service Specialised Clinic Manager	0.46	0.53	1.00	0.52
2021-213306	Water Quality Analyst	0.37	0.70	0.14	0.52
2021-321201	Medical Technician	0.39	0.63	0.58	0.52
2021-431203	Statistical Clerk	0.62	0.37	1.00	0.52

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-431204	Insurance Claims Administrator	0.62	0.37	1.00	0.52
2021-333201	Events Manager	0.40	0.63	0.42	0.51
2021-683401	Upholsterer	0.70	0.37	0.14	0.51
2021-312103	Engineering Supervisor	0.40	0.63	0.42	0.51
2021-671203	Mechatronics Technician	0.64	0.37	0.69	0.51
2021-712101	Metal Processing Plant Operator	0.61	0.37	1.00	0.51
2021-331501	Valuer	0.69	0.37	0.14	0.51
2021-235904	Examination Supervisor	0.63	0.37	0.69	0.51
2021-441501	Filing or Registry Clerk*	0.32	0.70	0.42	0.51
2021-214905	Agricultural Engineer	0.67	0.37	0.21	0.50
2021-235601	ICT Trainer	0.28	0.70	0.77	0.50
2021-671301	Electrical Line Mechanic	0.40	0.63	0.14	0.50
2021-422205	Contact Centre Forecast Analyst	0.41	0.53	1.00	0.50
2021-264303	Linguist	0.66	0.37	0.14	0.50
2021-441201	Courier	0.57	0.37	1.00	0.49
2021-225101	Veterinarian	0.37	0.63	0.23	0.49
2021-226301	Environmental Health Officer	0.40	0.53	1.00	0.49
2021-321107	Operating Theatre Technician	0.65	0.37	0.14	0.49
2021-514204	Nail Technician	0.34	0.63	0.58	0.49
2021-681301	Dairyman	0.64	0.37	0.21	0.49
2021-214102	Industrial Engineering Technologist	0.41	0.53	0.76	0.49
2021-684905	Vehicle Body Builder	0.39	0.53	1.00	0.48
2021-734210	Scraper Operator	0.55	0.37	1.00	0.48
2021-134903	Small Business Manager	0.41	0.53	0.76	0.48
2021-221203	Emergency Medicine Specialist	0.63	0.37	0.14	0.48
2021-216101	Architect	0.29	0.70	0.27	0.48
2021-264103	Technical Writer	0.62	0.37	0.21	0.48
2021-421401	Debt Collector*	0.54	0.37	1.00	0.48
2021-261901	Adjudicator	0.54	0.37	1.00	0.48

OFO CODE	OFO TITLE	DEMAND SCORES			
		SECONDARY DATA	MENTIONS FREQUENCY	AVERAGE CERTAINTY	WEIGHTED AVERAGE
2021-214302	Environmental Impact and Restoration Analyst	0.37	0.53	1.00	0.48
2021-732202	Taxi Driver	0.40	0.53	0.69	0.48
2021-216301	Fashion Designer	0.53	0.37	1.00	0.48
2021-243301	Industrial Products Sales Representative	0.36	0.53	1.00	0.47
2021-734101	Agricultural Mobile Plant (Equipment) Operator*	0.53	0.37	1.00	0.47
2021-515103	Commercial Housekeeper*	0.34	0.63	0.14	0.47
2021-643202	Vehicle Painter	0.61	0.37	0.14	0.47
2021-263206	Heritage Consultant	0.34	0.63	0.15	0.47
2021-342103	Jockey	0.52	0.37	1.00	0.47
2021-431301	Payroll Clerk	0.41	0.53	0.42	0.47
2021-252902	Technical ICT Support Services Manager	0.29	0.63	0.58	0.47

Annexure 3: Survey response mapping

The following list details all the occupations exactly as they were listed by survey respondents, and the corresponding OFO occupations to which they were mapped.

ACCOUNTS CLERK	Accounts Clerk
	Financial Clerks
	Invoice Clerk
ACTUARY	Actuary
AERONAUTICAL ENGINEER	Aeronautical Engineer
AEROPLANE PILOT	Pilots
AGRICULTURAL ENGINEER	Agricultural Engineer
AIR-CONDITIONING AND REFRIGERATION MECHANIC	Refrigeration Apprentice
AIRPORT OR HARBOUR MANAGER	Branch Managers (Airports)
	International Country Managers
ARCHITECT	Architects
	Infrastructure Architects
	Professional Architect
	Solution Architects
ASSESSMENT PRACTITIONER	Assessment Developer
ATTORNEY	Aviation Law
AUTOMOTIVE ENGINE MECHANIC	Petrol engine mechanics
AUTOMOTIVE MOTOR MECHANIC	Tyres fitting and repairs, Windscreen repairs
BIOCHEMIST	Biochemistry
BIOMEDICAL ENGINEER	Biomedical Engineer
BIOTECHNOLOGIST	Biotechnologist

BOILER MAKER	Boile Maker
	Boiler Attendees
	Boiler Maker
	Boilermaker Assessor
	Boilermaker Instructor
	Boilermaker Moderator
	Boilermakers
BOOK OR SCRIPT EDITOR	Script editor for virtual reality content
	Script writer for virtual reality content
BOOKKEEPER	Book keeper
	Book keepers
	Bookkeeper
BRICKLAYER	Artisan Bricklayer
	Artisan: Bricklaying
	Brick Layer and road paving
	Bricklayer
	Bricklayers
	Bricklaying
BUS DRIVER	Bus Driver
	Bus Drivers
BUSINESS ADMINISTRATOR	Business Administration Services
	Business Administrators
BUSINESS DEVELOPMENT OFFICER	Business developers
	Business development
	Business Development Adinistrator
	Business Development Advisors
	Business Development Analyst
	Business Development Specialist
BUTCHER	Butcher
CALL CENTRE TEAM LEADER	Contact Centre Team Leader
	Contact centre Team leaders
	Contact Centre Trainer

CALL OR CONTACT CENTRE AGENT	Call Center agents
	Call center trainers
	Call Centre Agents
	Contact Center Support Agent
	Contact Centre Agent
	Contact Centre agents
CALL OR CONTACT CENTRE MANAGER	Call center managers
	Call Centre Coordinator
	Call Centre Manager
	Call Centre Managers
	Contact centre Campaign managers
	Contact Centre Management
	Contact Centre Manager
	Contact centre managers
	Contact Centre Operations Manager
CARPENTER	Artisan: Carpenter
	Carpenter
	carpentry
CHEF	Chef
	Chefs
	Commis Chef – Pastry
	Cooker
	Facilitator – Chef
	Private chef for food prep
	Restaurant Chef
CHEMICAL ENGINEER	Chemical Eng
	Chemical engineer
	Chemical engineering
	Chemical Engineers
	Chemicsal Engineer
CHEMIST	manufacturing research chemistry
	Specialist Chemist

CHIEF INFORMATION OFFICER	Chief Information officer
	Chief Information Officers (CIO)
	Chief Information Security Officer
CIVIL ENGINEER	Civil Engineer
	Civil Engineering
	Civil Engineers
	Engineer Infrastructure
	Professional Civil Engineer
	Senior Civil Engineer
	Superintends Superviors at Infrastructure
CIVIL ENGINEERING TECHNOLOGIST	Civil Engineering Technologist
	Engineering Technician: Civil Engineering
CLEARING AND FORWARDING AGENT	Clearing & Forwarding Controller
	Clearing and Forwarding Agent
	Clearing and Forwarding Agent – Shipping Agent
	National Clearing & Forwarding Manager
CLINICAL NURSE PRACTITIONER	Clinical facilitators – who has a diploma in nursing education
	nursing practitioner
CLINICAL PSYCHOLOGIST	Clinical Phycologist
COLLEGE PRINCIPAL	Head of Institution (Private Higher Education Institution)
COMMERCIAL HOUSEKEEPER	Hotel/guest house room attendants/housekeeping
COMMERCIAL SALES REPRESENTATIVE	Commercial Sales Representative
	External sales rep
COMMERCIAL SERVICES SALES AGENT	Sales Agent
COMMUNICATION COORDINATOR	Communication Officer
	Community Liaison
COMMUNITY HEALTH WORKER	Community Health Workers – Training
COMPLIANCE OFFICER	Compliance Officer
	Compliance Specialists

CONFECTIONARY BAKER	Bread and Flour Confectionery Baking
	Confectionary Baker
CONSTRUCTION PROJECT MANAGER	Construction Project Manager
	Professional Construction Project Manager
	Project Manager – Construction
CONTACT CENTRE FORECAST ANALYST	Contact Centre Quality Analyst
	Contact Centre Real Time Analyst
CONTRACT MANAGER	Contract Managers
CORPORATE GENERAL MANAGER	Business Manager
	Corporate general managers
	General Manager (Hotel)
	Generic Management
	Generic Manager
	Generic managers
CORPORATE SERVICES MANAGER	Chief Operating Officer
	COO
COURIER	Couriers / drivers
CREDIT MANAGER	Credit manager
CREDIT OR LOANS OFFICER	Creditors Administrator
CUSTOMER SERVICE MANAGER	Client Service Officers
	Customer relations manager
DAIRYMAN	Dairyman
DATA MANAGEMENT MANAGER	Data Annotation Coordinator
	Data Annotation Manager
	Data Managers
DATA SCIENTIST	Data Intelligence/Specialists
	Data Scientist
	Data Scientists
	Data scientists , AI developers , IT , electric batteries installers
	Data Scientists and Analysts

DATABASE DESIGNER AND ADMINISTRATOR	Database Designer and Administrator
	Information Technology: Database Admin
DEBT COLLECTOR	Debt Collector
DECK HAND	Unemployed learnership employees – Deck Hand
DEPARTMENTAL HEAD	Academic Head
	Post-School TVET Manager
DEVELOPER PROGRAMMER	AI Developers
	AI Programmer
	Developer Programmer
	Financial AI
	Programme Developer
	Programmer
DIAMOND SORTER AND EVALUATOR	Diamond Analyst
	Diamond Handling
DIESEL MECHANIC	Diesel and petrol mechanic apprentices
	Diesel engine mechanics
	Diesel Mechanic
	Diesel Mechanics
	Motor and Diesel Mechanic
DIGITAL ARTIST	Digital and graphic designers
	Digital Designer
	Digital/Content developers
DIRECTOR (ENTERPRISE / ORGANISATION)	Director
	Director of Studies
DISPATCHING AND RECEIVING CLERK / OFFICER	Receiving and despatch personnel
DRAUGHTSPERSON	Draughtsmen

EARLY CHILDHOOD DEVELOPMENT PRACTITIONER	Early Childhood Development Practitioner
	Early childhood development practitioners
	Early Education Development Teacher
	ECD Facilitator/Assessor/Moderator
	ECD Level 6
	ECD practitioners
	ECD Teacher
	ECD teachers
	Grade R practitioner
ECONOMIST	Development Economist
	Developmental Economist
	Economist
	Senior Economist
	Senior Economist – Transport/Infrastructure
	Senior Energy Economist
	Transport Economist
EDUCATIONAL REGISTRAR	Academic Registrar
ELECTRICAL ENGINEER	Electrical Engineer
	Electrical engineering
	Electrical Engineering Renewable Energy
	Electrical Engineers
	Grid Engineer
	Professional Electrical Engineer
	SCADA Engineers
	Senior Electrical Engineering Officer
	Senior Manager Electricity / Electrical Engineer
ELECTRICAL ENGINEERING TECHNICIAN	Electrical technician
	MV Electrical Technician
ELECTRICAL INSTALLATION INSPECTOR	Electrical Assessor
ELECTRICAL LINE MECHANIC	Electrical HV&LV lines and Substations construction and maintenance
	Electrical line mechanic

ELECTRICIAN	Artisan electrician
	Electrical construction
	Electrical Technicians
	Electrician
	Electrician – Red Seal
	Electrician apprentices
	Electrician arrisan
	Electrician/Assistant Maintenance Manager
	Electrician/Maintenance Supervisor
	Electricians
	Installation Electrician
	Registered Electrician IE
	Trackless Electrician
ELECTRONIC ENGINEERING TECHNICIAN	Electronics Engineer Technologist
ELECTRONIC EQUIPMENT MECHANICIAN	Digital machine mechanics
ELECTRONICS ENGINEER	Electronic Engineer
EMERGENCY MEDICINE SPECIALIST	Emergency Medical Care Practitioners
ENERGY EFFICIENCY TECHNICIAN	Energy Efficiency Professionals
ENERGY ENGINEER	Energy Analyst
	Energy System Optimisation Professionals
	Senior Energy Modeller
ENGINEERING MANAGER	Assistant Manager: Engineering
	Chief Engineer
	Engineering Manager
	Manager: Engineering Services
	Post Doc Engineering Management

ENROLLED NURSE	Enrolled Nurse
	Enrolled Nurse Auxillary
	Enrolled Nurses
	Enrolled Nursing Assistant
	Post basic nursing
ENVIRONMENTAL ENGINEER	Environmental Engineer
	Environmental engineers
	Professional (Built Environment)
ENVIRONMENTAL SCIENTIST	Environmental Scientist
EXAMINATION SUPERVISOR	Examiners
EXPLOSIVE ORDNANCE ENGINEER	Explosive Ordnance Engineer
EXTERNAL AUDITOR	External audit manager
	External Auditor
	External auditor managers
FACILITIES MANAGER	Facilities Management
	Facilities Management Coordinator
	Facilities Manager
	Facility/Property Manager
FET PHASE SCHOOL TEACHER (GRADES 10–12)	Afrikaans Teacher
	Afrikaans Teacher Grade 10-12
	English Teacher Grade 10-12
	Mathematics Teacher
	Mathematics teachers
	Maths Teacher
	Teacher
	Teacher – Afrikaans
	Teacher – Mathematics
	Teachers
	Teacher-Science
	teaching

FILING OR REGISTRY CLERK	Technical Record Manager – Helicopters
	Technical Records Officer – Helicopters
FINANCE MANAGER	Department Managers
	Finance Manager
	Finance managers
	Financial Executive
	Financial management
	Financial Manager
	Group Financial Manager
	Head of Finance
	Revenue Manager
FINANCIAL ACCOUNTANT	Financial Accountant
FINANCIAL INVESTMENT ADVISOR	Wealth Manager
FIRE FIGHTER	Fire Fighter
FIRST AID ATTENDANT	First Aid
	first aiders
FITTER AND TURNER	Fitter
	Fitter & Turner
	Fitter and Turner
	Fitters
	Fitting
	Fitting and Turning apprentices
FLEET MANAGER	Chief Clerk: Fleet Managemen
	Fleet Administrator
	Fleet Manager
	Manager Mechanical Services & Fleet Management
	Supervisors / Fleet Controllers
FLIGHT ATTENDANT	Cabin Crew
	Passenger Handling Agents
FOOD AND BEVERAGE SCIENTIST	Food and Beverage Scientist

FOOD AND BEVERAGE TECHNICIAN	Food and Beverage Technician
FORENSIC ACCOUNTANT	Certified Fraud Examiner OFO 2021-242215 – Forensic Accountant
	Forensic Accountant
FORENSIC TECHNICIAN (BIOLOGY, TOXICOLOGY)	Forensic Technician (Biology,Toxicology)
FORKLIFT DRIVER	Forklift
	Forklift Driver
	Forklift Drivers
FOUNDATION PHASE SCHOOL TEACHER	Educator
	Educator Basic Education
	Foundation Phase Teacher Grade 1 – 3
	Primary School Educator
FRAUD EXAMINER	Certified Fraud Examiner
	Certified Fraud Examiner OFO 2021-242215
	Certified Fraud Examiner OFO 2021-242215 – Anti-Money Laundering Specialist
	Certified Fraud Examiner OFO 2021-242215 – Forensic Document Examiner
	Certified Fraud Examiner OFO 2021-242215 – Penetration Tester
	Fraud Examiners
	Fraud Risk Practitioner
GENERAL ACCOUNTANT	Accountant
	Accountant (General)
	Accountants
	BComm Accounting
	Chartered Accountant
	Chartered Accountants
GENERAL BIOLOGIST	Biologist

GENERAL CLERK	Bin Clerk
	Clerical Officers and Practitioner
	Clerical Support Workers
	Clerical Worker
	Clerks
	Principal Clerk: Creditors
GENERAL MANAGER PUBLIC SERVICE	Assistant Director: Administration
	Assistant Director: Examinations
	Assistant Director: IT
	Assistant Director: Registrations
	Senior Management
GENERAL MEDICINE SPECIALIST PHYSICIAN	Specialist Physician (General Medicine) Precision Medicine
GEOLOGIST	Geologist
GEOPHYSICIST	Geophysicist
HAIRDRESSER	Hair dresser/stylist/barber
	Hair stylist and barber
	Hairdresser
	Hairdressing barber
	Qualified hairdressers
HEALTH AND SAFETY MANAGER	Aviation Safety Managers
	Health and Saftey Manager
	Health Safety and Environment Manager
HEALTH SERVICE SPECIALISED CLINIC MANAGER	Clinical Manager
	Clinical Manager (Specialised Health Service)
HERITAGE CONSULTANT	Heritage Officer
	Heritage Professionals
	Senior Heritage Professionals

HUMAN RESOURCE MANAGER	B-BBEE Specialist
	Chief HR Manager
	Deputy Director HRD
	Director HR
	Director Human Human Resource Support
	HR Employee Development Specialist
	HR Management
	HR Manager
	HR Practitioner
	human resource
	Human Resource Manager
	Human Resource Practitioner
	Human Resources
	Human Resources Information Specialist (HRIS)
	Human Resources Manager
	Human Resources Officers
	Human Resources Practitioner
	Human Resources Professionals
	Snr Manager Human Resource
HYDROLOGIST	Hydrobiologist
	Hydrologist
	Scientist Manager Geohydrology
	Scientist Manager Hydrology
	Scientist Manager Instream
ICT PROJECT MANAGER	ICT Manager
	ICT Projects Manager

ICT SECURITY SPECIALIST	Cyber Security
	Cyber Security Analysist
	Cyber Security Experts/Engineers
	Cybersecurity engineer
	Cybersecurity specialist/expert
	First Line Cyber Security Engineer
	ICT Network Security Specialist
	ICT Security
	ICT Security Specialist
ICT SYSTEMS ANALYST	ICT Systems Analyst
	Systems developers
ICT TRAINER	ICT Software Development Trainer
IMPORT-EXPORT ADMINISTRATOR	Export Controller
	Exports and Imports Contollers
	Import Clerk
	Import Controller
	Imports clerk /coordinator
INDUSTRIAL ENGINEER	Business improvement specialists like industrial engineers, supply chain specialists
	Industrial engineer
	Industrial Engineers
	Industrial Engineur
INFORMATION SERVICES MANAGER	Information Services Manager
INFORMATION TECHNOLOGY MANAGER	Head of Technology
	Information Technology Manager
	IT Manager
	IT Managers
	IT Project Manager
	Post Doc Technology & Innovation Management
INSTRUMENT MECHANICIAN	Instrument Machanician
	Instrument Mechanician
	Instrumentation Mechanician
INSURANCE AGENT	Insurance Agent

INSURANCE BROKER	Insurance Broker
INSURANCE CLAIMS ADMINISTRATOR	Insurance Claims Administrator
INSURANCE LOSS ADJUSTER	Insurance Loss Adjuster
INTELLIGENCE OPERATOR	Intelligence Operator
INTERIOR DESIGNER	Interior Designer
INTERMEDIATE PHASE SCHOOL TEACHER (GRADES 4–6)	Afrikaans Teacher Grade 4 -7
	Computer Application Technology teachers
	English Teacher Grade 4 -7
	Math Teacher Gr 4 -7
INTERNAL AUDIT MANAGER	Audit Manager
	Group Internal Audit Manager
INTERNAL AUDITOR	Auditors (Internal)
	Internal Audit and risk management
	Internal Auditor
	Internal Auditors
INTERPRETER	Interpreters
LEGAL MANAGER	Legal manager
LIBRARIAN	Librarian
LINGUIST	Foreign language speakers
LOADER OPERATOR	Bobcat Operator
LOGISTICS MANAGER	1. Managers
	Logistics Manager
	Logistics Managers
	Logistics Supervisor
MAINTENANCE PLANNER	Maintenance Controller
	Maintenance Manager
	Maintenance Planners
MANUFACTURING OPERATIONS MANAGER	Manufacturing Operations Manager

MANUFACTURING RESEARCH CHEMIST	Development Chemist
MANUFACTURING TECHNICIAN	Technician
MARINE ENGINEERING TECHNOLOGIST	Marine Engineering Technologist
MARITIME SEARCH AND RESCUE MISSION COORDINATOR	Duty Controller
MARKETING PRACTITIONER	Digital Marketer
	Digital marketers
	Digital marketing
	Marketing
	Marketing (Sales)
	Marketing and Communications
	Marketing Assistant
	Marketing personnel
	Professional – Marketing
	Retail & Marketing
	Sport Promotion
MATHEMATICIAN	Mathematician
MECHANICAL ENGINEER	Engineers (Mechanical, Electrical, Civil, Instrument)
	Mechanical and electrical engineers
	Mechanical engineer
	Mechanical Engineer (GCC Mines and Works)
	Mechanical Engineering
	Mechanical Engineers
	Professional Mechanical Engineer
MECHANICAL ENGINEERING TECHNICIAN	Mechanical Technicians
MECHANICAL FITTER	Artisan (Mechanical)
	Fitters (Mechanical, Pipe)
	Mech Fitters
	Mechanical Fitter
	Mechanical Fitter Apprentice

MECHATRONICS TECHNICIAN	Mechatronics Technician
MEDICAL SCIENTIST	Medical Scientists and Technoligsts
MEDICAL TECHNICIAN	Anesthetic Technicians
	Medical equipment technician
	Medical Technicians (all categories)
METALLURGIST	Metallurgists
MIDWIFE	Midwifes
MILLWRIGHT	Mill Wrights
	Millwright
	Millwright Apprentice
	Millwrights
MINER	Miner
	Miners
	Trackless Miner
MINING ENGINEER	Mining engineering
	Operations Engineer
	Professional Engineers
MINING MANAGER	Mine Manager
	Mine Manger
	Mining Manager
MINING OPERATOR	Lifting Machinery Operators
	Operator
MINING TECHNICIAN	Process controler
NAIL TECHNICIAN	Nail technician
	Nail technition
NURSE EDUCATOR	Nurse Educator
	Nurse Educators

NURSE MANAGER	Clinical case managers
	Nurse Manager
	Nurse Managers
	Unit managers and nursing managers
	Unit Managers Nursing
OCCUPATIONAL INSTRUCTOR	Occupational Instructor/Trainer
OFFICE ADMINISTRATOR	Office Admin
	Office Administration
	Office administrators
	Office Adminstrators
	Office Admintrators/ Clerks
	Office Clerk
OFFICE MANAGER	Office Manager
OPERATING THEATRE TECHNICIAN	Operating Department Assistants
ORGANISATIONAL RISK MANAGER	Chief Risk Managers
	Organisational Risk Manager
	Risk Manager
PARALEGAL	Paralegal
PATHOLOGIST	Pathologists
PATTERNMAKER	Patternmaker
PAYROLL CLERK	Payroll Administrator
	Payroll Processing clerc
PERSONAL ASSISTANT	Personal Assistant
PHYSICAL ASSET MANAGER	Asset Management Officer
	Asset Manager (Solar Projects)
PHYSIOTHERAPIST	Physiotherapists
PIPE FITTER	Pipe Fitter
	Pipe Fitters

PLUMBER	Artisan Assistant Plumber
	Artisan Electrical, Plumbing, Fitting, Rigger, Millwright, Bricklayer
	Artisan Plumber
	Artisan plumbing
	Artisan: plumbing
	Plumber
	Plumber (General)
	Plumber Arrisan
	Plumber Operators
	Plumbers
	Plumbers/Water reticulation Practitioner
	Plumbing
	Plumbing, solar geyser and heatpump installation skills
POLICY ANALYST	Impact Assessment Practitioner
	Industrial Policy Analyst
	M&E officer
	M&E Specialist
	Monitoring and evaluation
	Monitoring and Evaluation manager
	Monitoring and Evaluation Officer
	Monitoring and Evaluation Officers
	Monitoring and evaluation specialist
	Researcher – Evaluator
	Researchers – conducting research on human security
	Socio-economic researcher/professional
	Specialist Researcher
POLICY AND PLANNING MANAGER	Development Planning Director
	MERL Unit Manager
	Social Policy Specialist
PRODUCTION / OPERATIONS SUPERVISOR (MANUFACTURING)	Production / Operations Supervisor (Manufacturing)
	Production Supervisor
	Production Supervisors
	Production/Operations Supervisor
	Shift Supervisor
	Supervisor
	Supervisors

PRODUCTION ENGINEERING TECHNOLOGIST	Production Engineering Technologist (operator Technologist)
PROGRAM OR PROJECT ADMINISTRATORS	Programme administrators
	Project administrators
PROGRAMME OR PROJECT MANAGER	Infrastructure Project Manager
	PMO Manager
	Post Doc Project Management
	Program of Projects Manager
	Project Developer
	Project Engineer
	Project Management
	Project Management Lecturer
	Project Manager
	Project Manager – Aviation Industry
	Project Manager registered with SACPCMP
	Project managers
	Project Supervisor
	Projects Controller
	Projects Manager
	Renewable Energy Project Managers
	Senior Pragramme Manager
PROGRAMMER ANALYST	Programmer Analyst
PROPERTY MANAGER	Director Property Management
QUALITY MANAGER	Aviation Quality Managers
	Quality Manager
	Quality Managers
QUANTITY SURVEYOR	Professional Quantity Surveyor
	Quantity Surveyors
RECEPTIONIST (GENERAL)	Receptionist
RECREATION OFFICER	Sport and Recreation Officer
RECRUITMENT MANAGER	Talent Acquisition Specialists

RECRUITMENT OFFICER	Recruiter
	Recruiters
	Recruitment
	Recruitment Administrators
	Recruitment and Selection Officer
	Recruitment Consultant
	Senior Professional Officer: Recruitment
REGISTERED NURSE (CHILD AND FAMILY HEALTH)	Specialist nurses (emergency-, perioperative-, critical care-, pediatric-, neonatology-, obsteric)
REGISTERED NURSE (CRITICAL CARE AND EMERGENCY)	ICU – Trained Professional Nurses
	ICU – Specialised Registered Nurses
	ICU – Trained Registered Nurse
	Registered Nurse – Neonatal ICU
	Registered Nurse ICU qualified
	Registered Nurse Trauma qualified
	Specialist professional nurse (ICU)
REGISTERED NURSE (MEDICAL)	Registered Nurse
	Registered Nurse – General
	Registered Nurse General
	Registered Nurses
REGISTERED NURSE (MENTAL HEALTH)	Specialist professional nurse (Mental Health)
REGISTERED NURSE (OPERATING THEATRE)	Registered Nurse (Operating theatre) MALE BLACK
	Registered Nurse (Operating theatre) MALE COLOURED
	Registered Nurse (Operating theatre) MALE INDIAN
REMOTELY OPERATED VEHICLE (ROV) PILOT	Drone Pilots
	Drone Specialist
RESEARCH AND DEVELOPMENT MANAGER	Research and Development Manager
RESIDENT MEDICAL OFFICER	Medical Officers
RETAIL BUYER	Buyer
	Buyers
	Retail Buyer

RETAIL GENERAL MANAGER	Branch Manager
	Department Manager
	Merchandise management (buying and planning)
	Retail Managers
	Retail Operations Managers
	Site Managers
RETAIL PHARMACIST	Phamasist
	Pharmacist
	Pharmacists
	Responsible Pharmacist
RIGGER	Fitters, electricians, riggers and instrumentation
	Rigger
	Riggers
	Rigging
ROAD CONSTRUCTION PLANT OPERATOR	Road construction operators
ROAD TRANSPORT MANAGER	Road Transport Manager
	Transport Manager
	Transport Supervisors
	Transportation Manager
ROCK DRILL OPERATOR	Rock Drill Operator
	Rockdrill operator
SALES AND MARKETING MANAGER	Sales and Marketing Manager

SALES CLERK/OFFICER	Kiosk Clerks
	Sales
	Sales / Customer service
	Sales and marketing
	Sales and service
	Sales Consultant
	Sales Executive
	Sales Management
	Sales Manager
	Sales People
	Sales Person
	Sales Person with either Education and Commercial experience
	Sales Rep
	Sales Representative
	Sales Representatives
	Sales Reps
	Sales Service
	Sales Specialist
	Sales Staff
	Sales Worker
	Salesperson
	Service and sales workers
	Service and Sales Working
SCHOOL PRINCIPAL	Deputy Head of Senior Primary
	Head of High School
	Head of Primary School
SCRAPER OPERATOR	Scraper Winch Operator
SECRETARY (GENERAL)	Executive Secretary
	Secretary
	Secretary – CEO
SECURITY OFFICER	Safety Officer
	Security
	Security Officer
SEED PROCESSING MACHINE OPERATOR	Seed Processing Assistant

SENIOR GOVERNMENT MANAGER	Manager Resorts
	Manager Water & Sanitation
	Manager: Building Services
	Manager: Electrical Services
	Manager: Law Enforcement
	Manager: Parks Section
	Manager: Property Services
	Manager: Risk Management
	Manager: Water and Sewerage
	Manager-Accreditation
	Senior Government Manager
SENIOR GOVERNMENT OFFICIAL	Assistant Director
	Deputy Director
	Deputy Director: Automotives, Tooling and Foundry Industries
	Deputy Director: Chemicals and Mineral Beneficiation
	Deputy Director: Forestry, Wood and Wood Product
	Deputy Director: Green and Renewable Energy
	Deputy Director: Pharmaceutical and Medical Devises Industry
	Deputy Director: Child Health
	Deputy General Manager
	Director: Human Resource Administration
	Director: Investigation
	Directors, Secretaries, Treasurers (Executives)
	Profesionals
	Senior Manager: Corporate Services
	Senior Manager: Infrastructure & Services
	The DG
SENIOR PHASE SCHOOL TEACHER (GRADES 7–9)	Afrikaans Teacher Grade 8 -9
	Chemistry Teacher
	English Teacher Grade 8 & 9
	Life Science
	Physical Sciences Teacher
	Physical Sciences teachers
	Physics Teacher

SENIOR POLICE OFFICER	Chief: Policing Services
SEWING MACHINE OPERATOR	Sewing Machine Operator
SKILLS DEVELOPMENT ADMINISTRATOR	EE/SDF Administrator
SKILLS DEVELOPMENT PRACTITIONER	SDF
	Skills Development Facilitator
	Skills Development Manager
	Skills Development Practitioner
	Trainers
	Vocational Education Facilitator
	Workplace Trainer
SMALL BUSINESS MANAGER	Small business unit manager
SOFTWARE DEVELOPER	Back-end Developer
	Back-end Software developer
	DevOps
	DevOps Developers
	Game Developers
	IT Developers
	Software Developer
	Software Developers
	Software Development
	Software Development specialists
	Sofware Developer
	UX / UI Developers
SOLAR INSTALLER	Installation solar panels
	Solar installers
	Solar Mounter and Technician
	Solar panel installer
SONOGRAPHER	Sonographers
SPECIAL CLASS ELECTRICIAN	Wireman's Licensed Electricians

SPORTS COACH OR INSTRUCTOR	Senior Sports Coach
	Sport Coaches
	Sports Coach
	Sports Coach Developer
STATISTICIAN	Quantative Specialists
	Research Statistician
	Statistician
STOCK CLERK / OFFICER	Stock controller
	Stock Controllers
SUPPLY CHAIN PRACTITIONER	Logistic & Supply Chain
	Supply Chain And Logistics
	Supply Chain Practitioners
	Supply Chain Specialist
	Supply Chain Specialists
SURVEYOR	Surveyor
SUSTAINABILITY MANAGER	Sustainability Expert
SYSTEMS ADMINISTRATOR	Cloud Software Administrators
	Systems Administrator
TANKER DRIVER	Code EC Driver
TAX PROFESSIONAL	Tax Specialist
TAXI DRIVER	Taxi Driver
TECHNICAL ICT SUPPORT SERVICES MANAGER	ICT Tech Support
	IT Support
	Technical ICT Support Service Manager
TECHNICAL WRITER	Technical Writer
TELECOMMUNICATIONS TECHNICIAN	Telecommuncations Fitment Technician
TOOLMAKER	Toolmaker
	Toolmaker Assistant
TOUR GUIDE	Head Guide
	Tour Guide

TRAFFIC OFFICER	Law Enforcement/Traffic Officer
	Traffic officer
	Traffic Officers
TRAINING AND DEVELOPMENT PROFESSIONAL	ODETD Professionals
TRANSLATOR	Dubbing translator
TRANSPORT CLERK	Operations clerk /coordinator
	Road transport clerks
	Students for Diploma in Transport
	Transport Clerk
	Transport Clerk (Transport Coordinator)
	Transport Clerks
	Transport Co -Ordinator/ Clerk
TRAVEL CONSULTANT	Corporate Travel Consultant
	Intermediate Travel Consultant
	Junior Travel Consultant
	Leisure Intermediate Consultant
	Leisure Junior Consultant
	Leisure Senior Consultant
	Leisure Travel Consultant
	Senior Travel Consultant
	Travel Consultant
TRUCK DRIVER (GENERAL)	Auto Carrier Truck Driver
	Car Carrier driver
	Code 10 Drivers
	Code 14 Drivers
	Heavy Duty Driver
	Heavy Duty Drivers
	Reach Truck Driver
	Reach Truck Operators
	Transportation of Dangerous goods
	Truck driver
	Truck Driver Code EC
	Truck Drivers
	Ultra Heavy Truck Drivers

UNIVERSITY LECTURER	Engineering Management Lecturer
	Lecturer
	Lecturer (Private Higher Education Institution)
	Lecturer Higher Education
	Lecturers
	Lecturers – HR
	Lecturing
	Transport Economics and Logistics Lecturer
	University lecturer
	University Lecturer (Engineering, CAs, all Medical Disciplines)
	University Lecturers
	University Professors
UNIVERSITY TUTOR	Tutor
UPHOLSTERER	Upholesterer
URBAN AND REGIONAL PLANNER	Senior Urban Designers
	Urban and Regional Planner
	Urban Designers
VEHICLE BODY BUILDER	Vehicle body builder
	Vehicle Bodybuilder
VETERINARIAN	Veterinarian
	Veterinary
	Veterinary science
WAITER	Restaurant Waiter
	Restaurant waitresse
	Waiter
WAREHOUSE ADMINISTRATOR / CLERK	Warehouse clerk
WAREHOUSE MANAGER	Warehouse Supervisors
WATER ASSET MANAGER	Superintendent: Water and Sewerage
WATER CONTROL OFFICER	Water Control Assistant
	Water Control Officer

WATER PLANT OPERATOR	Water Plant Operator
WATER PROCESS CONTROLLER	Water & Wastewater Process Controller
	Water Controllers
WATER QUALITY ANALYST	Scientist Water Quality
	Senior Water Quality Specialist
	Water Quality Specilaist
WEB DESIGNER	Web Designer
WEB DEVELOPER	Information Technology: Web Design
	Online Content Developer
	Web Developer
WELDER	Artisan Welder
	Wedler
	Welder
	Welder Apprentices
	Welder Artisan
	Welders
	Welders (Double Coded, Stick, CO_2)
	Welding
	Welding Facilitator
WINE MAKER	Wine Maker

Annexure 4: Organising Framework for Occupations (OFO)

According to the DHET, the OFO is a classification framework that attempts to "establish a common language for talking about occupations". As Reddy et al. explain in the 2018 Occupations in High Demand in South Africa: A Technical Report, "The OFO is a skill-based, coded classification system of occupations which is used by the DHET for 'identifying, reporting and monitoring skills demand and supply' in the labour market. It captures almost all occupations in the country and classifies them by skill level and skill specialisation."

The framework gives each occupation a six-digit numeric code. Occupations are then grouped into four-digit unit groups, which are further grouped into three-digit minor groups, two-digit sub-major groups, and finally, one-digit major groups. Within the six digits of the occupation, each number refers to a specific grouping.

1st digit	2nd digit	3rd digit	4th digit	5th digit	6th digit
Major	Sub-major	Minor	Units	Occupations	
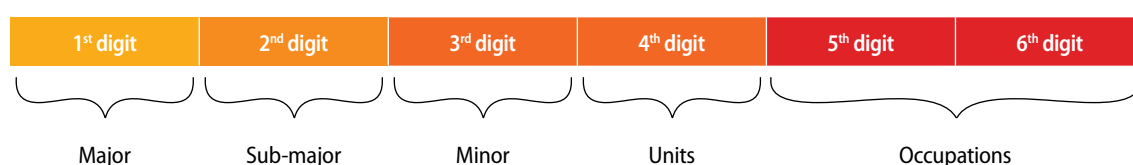
As shown in Figure 12, the eight one-digit major groups together encapsulate the entire set of 1,510 six-digit occupations.

FIGURE 12: The number of classifications in the OFO

8
major groups
(1-digit)

39 sub-major groups
(2-digit)

125 minor groups
(3-digit)

440 unit groups
(4-digit)

1,510 occupations
(6-digit)
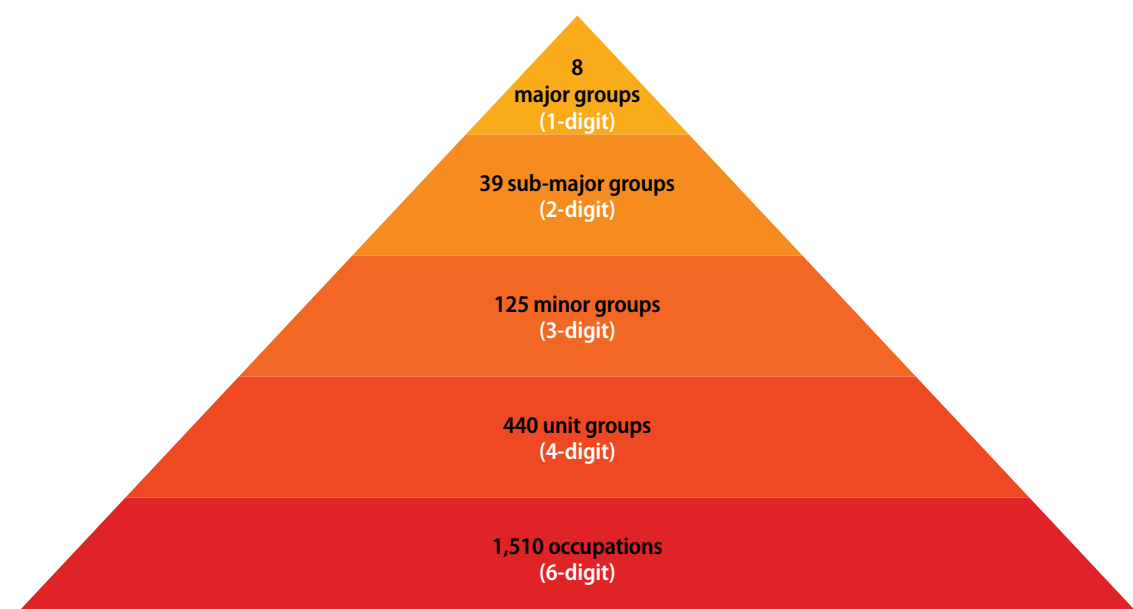
Source: The Department of Higher Education and Training, 2019

The eight major groups will be of specific interest when analysing the composition of the lists in their respective technical reports. These groups indicate the skill level and the broad area of specialisation. Figure 13 maps the major groups to the National Qualifications Framework (NQF) levels. It shows that as the major groups move from 1 to 8, the NQF levels decrease.

FIGURE 13: The relationship between OFO major categories and NQF levels

LEVEL OF SKILL REQUIRED FOR A GIVEN NQF	NQF LEVEL	OFO MAJOR GROUP			
High	10	**2** Professionals		**1** Managers	
	9				
	8				
	7				
Intermediate	6	**3** Technicians and associate professionals			
	5	**4** Clerical support workers	**5** Service and sales workers	**6** Skilled agricultural, forestry, fishery, craft, and related trade workers	**7** Plant and machine operators and assemblers
Entry	4				
	3				
	2	**8** Elementary occupations			
	1				

Source: The Department of Higher Education and Training, 2015

Note:
The level of skill required is in accordance with the National Skills Development Strategy.

Annexure 5: Survey questions

Basic information

1. Please select the option that most closely represents the role at your place of work.
   - Owner, director, manager, or executive
   - Professional
   - Technician or associate professional
   - Clerical support, sales, and/or trades worker
   - Plant or machine operator or assembler
   - Human resources practitioner
   - Other (please specify)

2. Is your enterprise registered for tax with the South African Revenue Services?
   - Yes
   - No
   - I don't know

3. What size is your enterprise in terms of the number of employees?
   - Micro (1–10 employees)
   - Small (11–50 employees)
   - Medium (51–250 employees)
   - Large (more than 250 employees)

4. What industry does your enterprise operate in? If you are an industry or occupation representative body, please indicate the industry you represent.
   - Agriculture, hunting, forestry, and fishing
   - Community, social, and personal services (including education and healthcare)
   - Construction
   - Electricity, gas, and water supply
   - Financial intermediation, insurance, real estate, and business services
   - Manufacturing
   - Mining and quarrying
   - Private households
   - Transport and storage
   - Telecommunications
   - Wholesale and retail trade
   - Other (please specify)

5. Please list the specific occupations your organisation or the organisations you represent will likely recruit for over the next three years.
   **Column 1:** Indicate the name of the specific occupation you will be recruiting for. BE AS SPECIFIC AS POSSIBLE WITH THE NAME OF THE OCCUPATION (e.g., "Logistics Manager", rather than just "Manager", or "Welder" rather than just "Artisan")
   Column 2: Indicate your level of certainty that recruitment will take place on a scale of 1–4: 1. "possibly", 2. "probably", 3. "nearly certain", and 4. "definitely".

PART 8

References
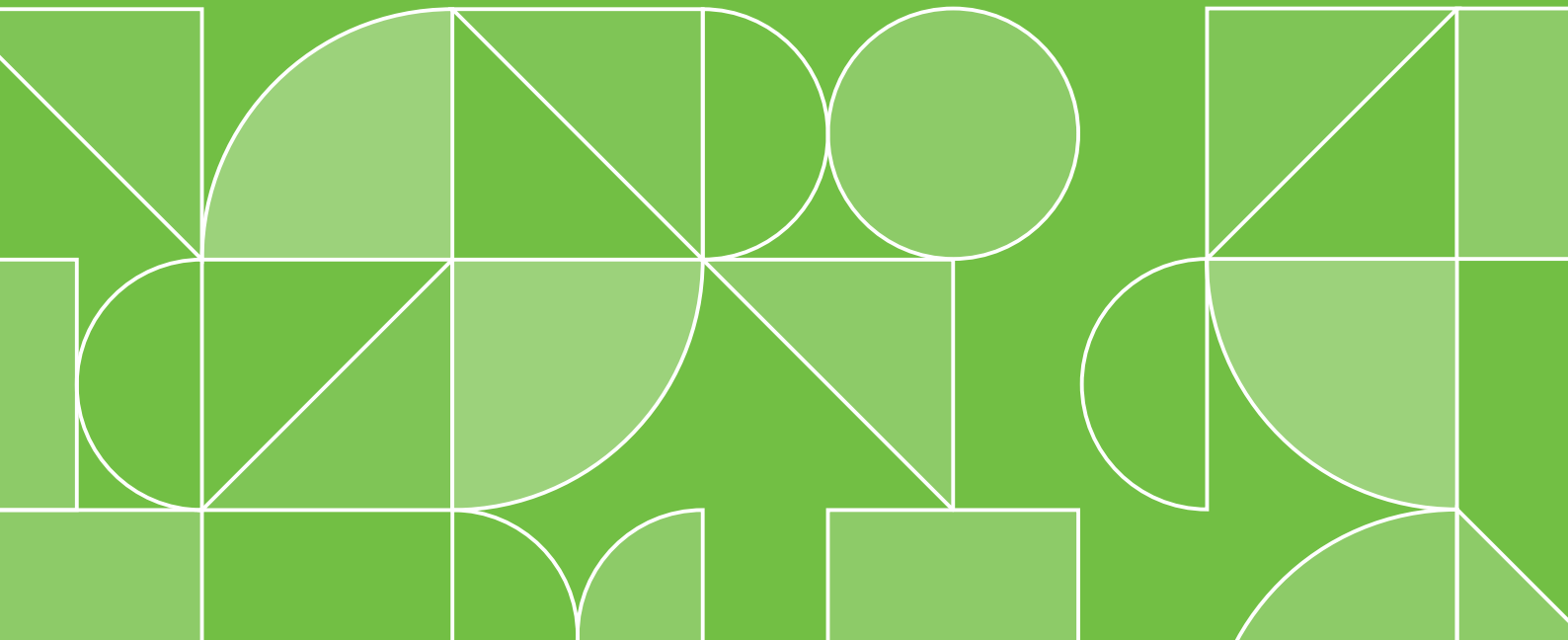
Department of Higher Education and Training (DHET) (2015). *Guidelines: Organising Framework for Occupations (OFO)*. Pretoria: The Department of Higher Education and Training.

DHET (2019). *Organising Framework for Occupations*. Pretoria: The Department of Higher Education and Training.

DNA Economics (2020). *The 2020 List of Occupations in High Demand: A Technical Report*. Pretoria: The Department of Higher Education and Training. Labour Market Intelligence Unit.

Khuluvhe, M., Bhorat, H., Oosthuizen, M., Asmal, Z., Ganyaupfu, E., Netshifhefhe, E., & Rooney, C. (2022). *Skills Supply and Demand in South Africa*. Cape Town: Labour Market Intelligence research programme. The Department of Higher Education and Training.

National Treasury (2023). *Budget Review: Economic Outlook*. Pretoria: Government of South Africa.
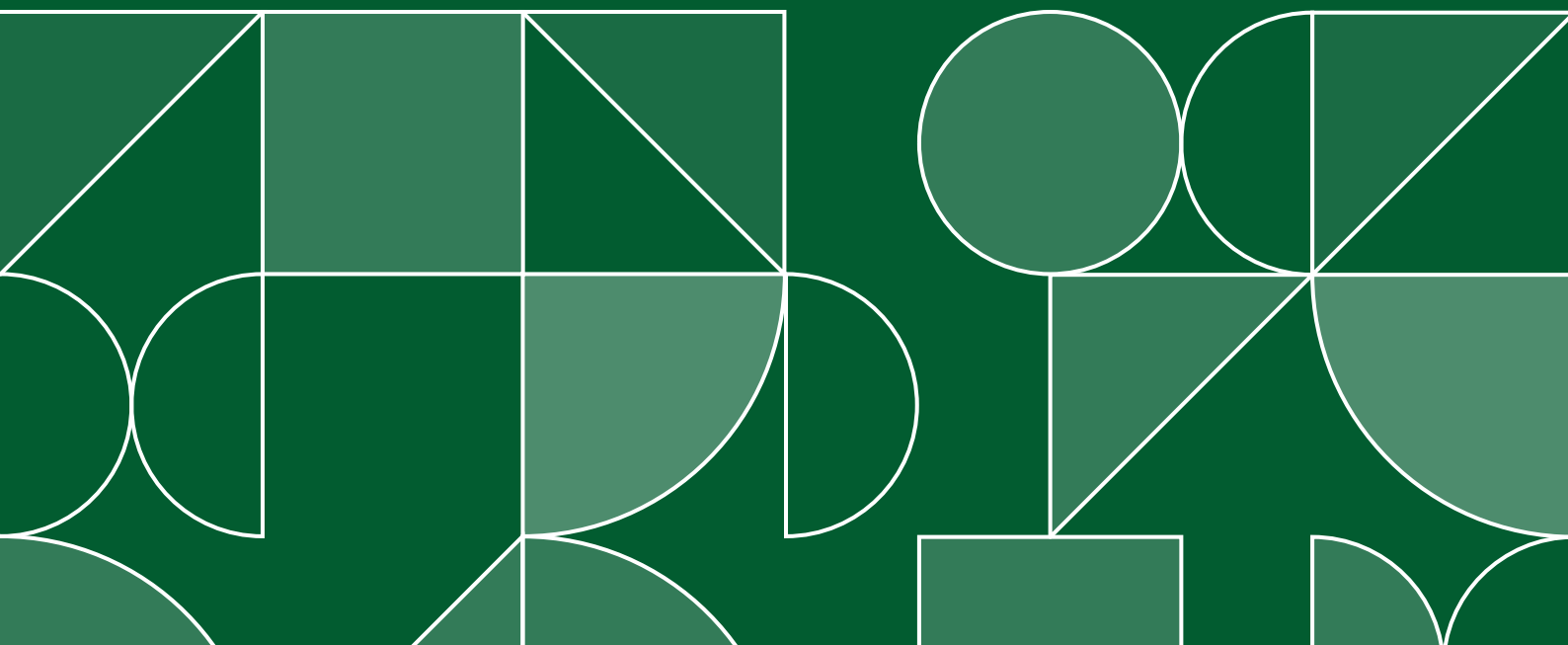
Reddy, V., Rogan, M., Mncwango, B., & Chabane, S. (2018). *Occupations in High Demand in South Africa: A Technical Report*. Pretoria: The Labour Market Intelligence research programme. The Department of Higher Education and Training.

South African Reserve Bank (2023). Available at: https://www.resbank.co.za/en/home/publications/publication-detail-pages/quarterly-bulletins/quarterly-bulletin-publications/2023/FullQuarterlyBulletinNo309September2023#:~:text=Economic%20activity%20in%20South%20Africa,electricity%20load%2Dshedding%20abat.

Statistics South Africa (n.d.). Available at: https://www.statssa.gov.za/additional_services/sic/mdvdvmg9.htm.

Statistics South Africa (2023). *Quarterly Labour Force Survey*. Pretoria: Government of South Africa.