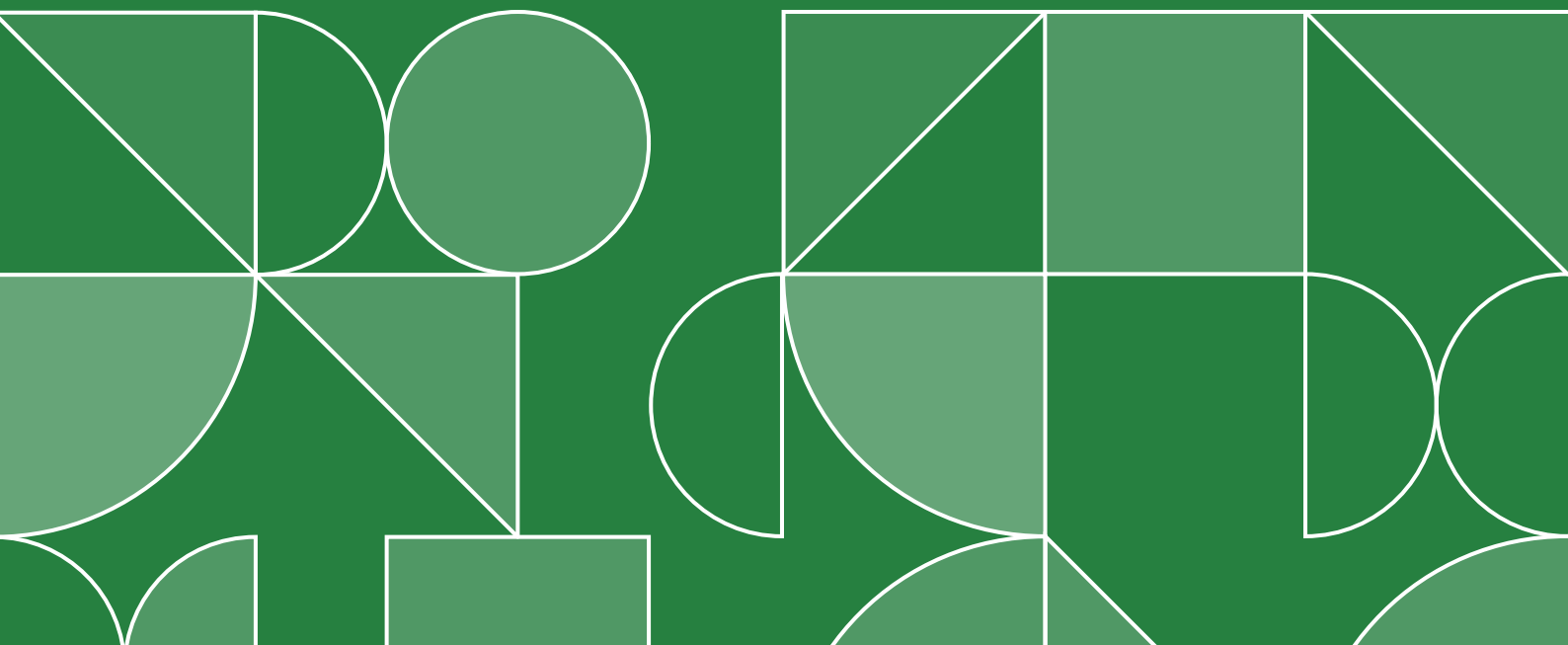


2024

Western Cape List of Occupations in High Demand

A Technical Research Report



higher education
& training
Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA





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A Technical Research Report





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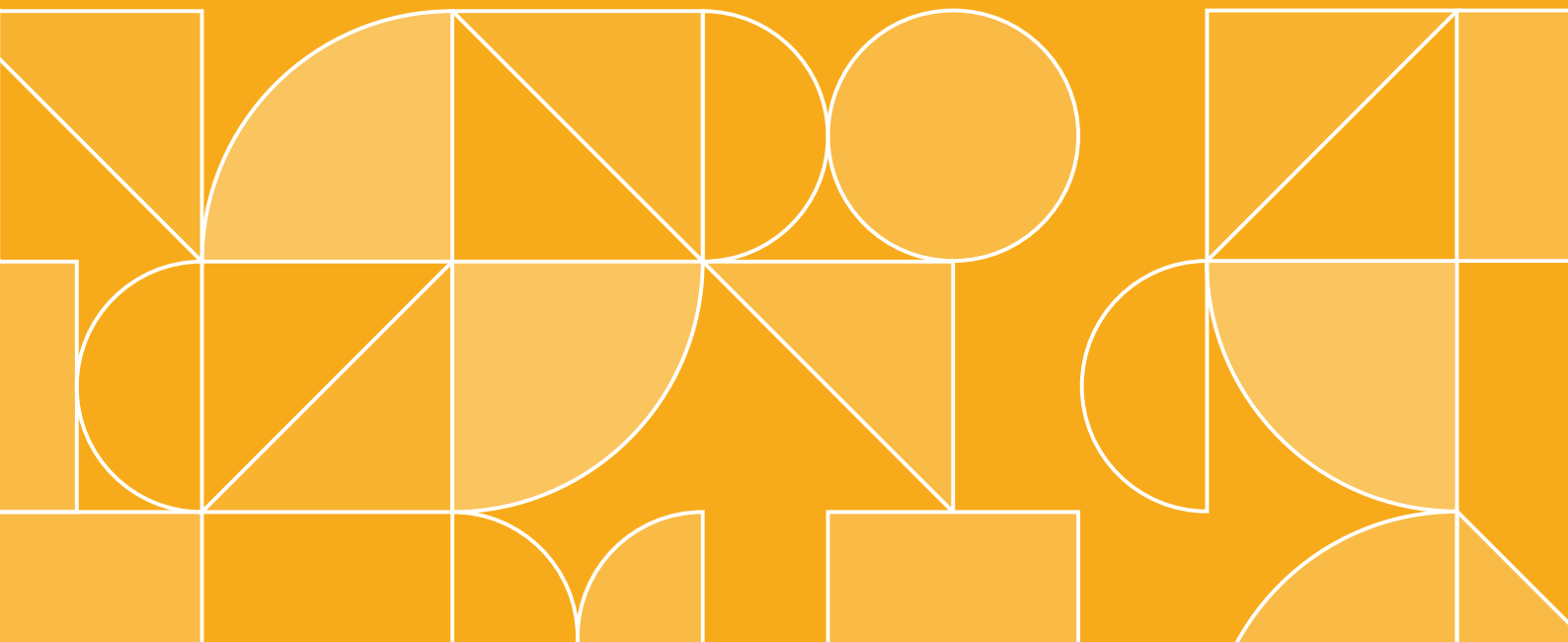
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Acronyms and Abbreviations

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

PART 1

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 fulfils the following functions.

FIGURE 1: The functions of the list of occupations in high demand

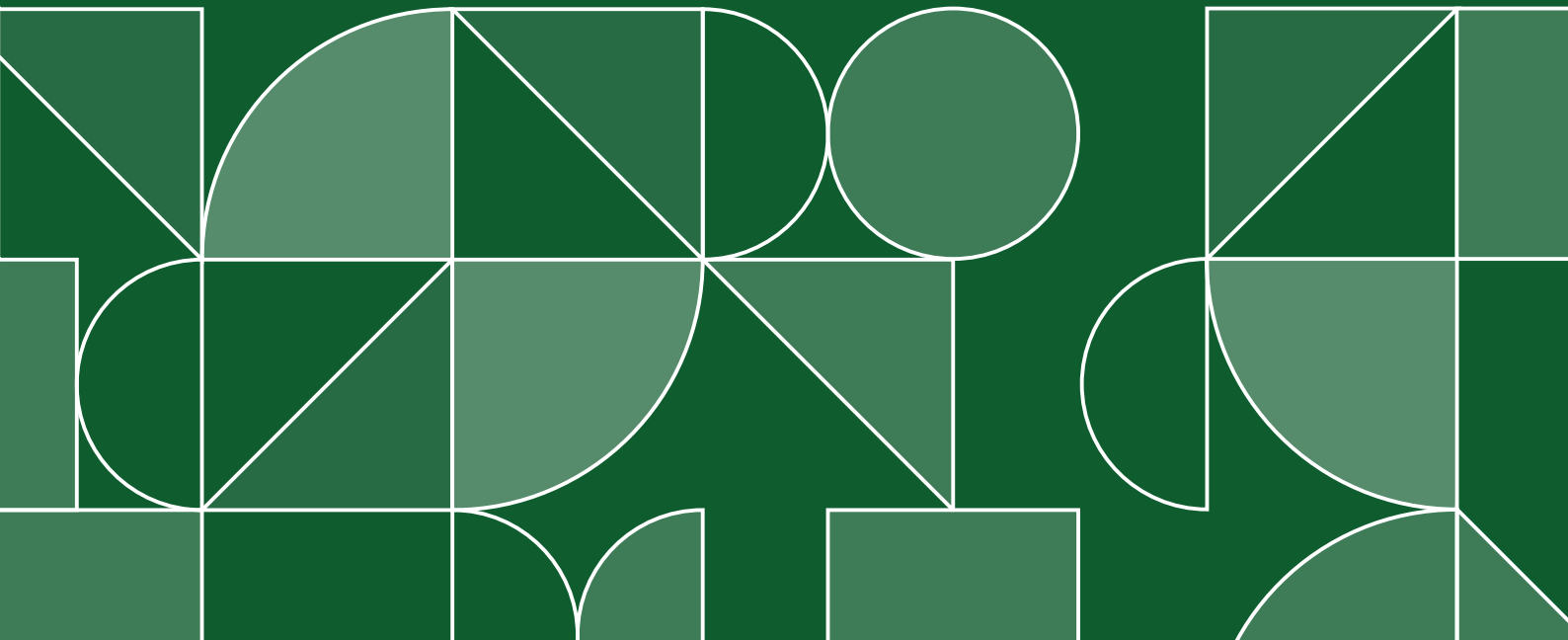


Since the DHET began this project, the country's provinces have had to infer their demand based on the occupations on the national list. However, because provincial economies and labour markets can deviate substantially from the national average, variations in the demand for specific occupations can be expected. As such, this report presents the findings of a pilot study of provincial occupations in high demand (P-OIHD) in the Western Cape.

As a prelude, the next section provides a background to the Western Cape's current labour market and its comparison to the rest of South Africa, followed by a description of the methodology used to identify the occupations on the Western Cape P-OIHD list. The following section shows a meaningful post-pandemic labour market recovery and rapidly increasing labour market demand, illustrating the importance of ensuring congruence between labour market demand and supply.

PART 2

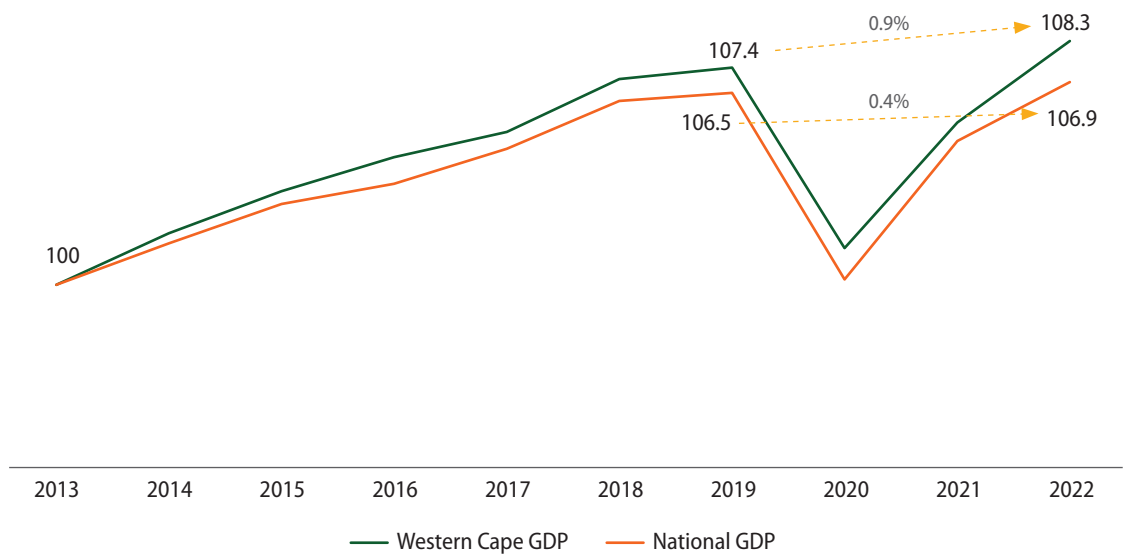
The Western Cape's Economy and Labour Market



The historical trajectory of the Western Cape’s gross domestic product (GDP) and employment trends, illustrated in figure 3, provides valuable insights into the region’s economic dynamics and distinctive performance relative to the national trends.

Over the past decade, the Western Cape has contributed consistently to South Africa’s economy, exhibiting a GDP growth trajectory that has often surpassed national GDP growth. While the national GDP grew modestly at 0.4% per annum between 2019 and 2022 (just before and during the height of the COVID-19 pandemic), the Western Cape demonstrated a more robust average growth rate of 0.9%.

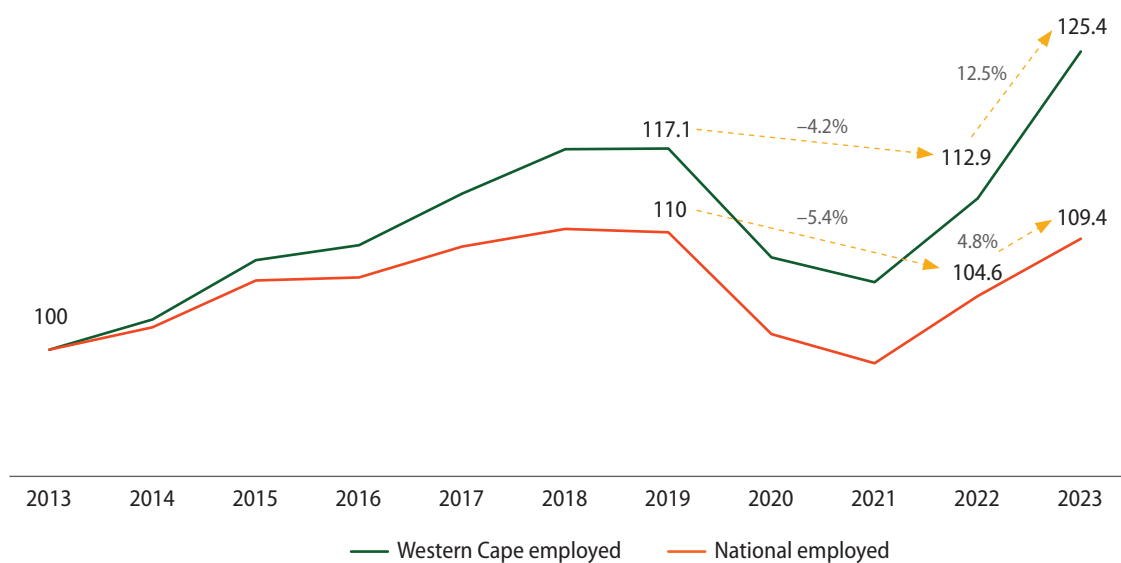
FIGURE 2: Western Cape versus national real GDP



Source: Statistics South Africa

Similarly, in the six years preceding the pandemic (2013 to 2019), the province exhibited stronger employment growth than the rest of the country.

In terms of the employment impact of the pandemic, the Western Cape was able to recover quicker than the country as a whole. On average, employment in the Western Cape declined by 4.2% from 2019 to 2022, compared to the national contraction of 5.4% over the same period (Statistics South Africa, 2023).

FIGURE 3: Western Cape versus national employment

Source: Statistics South Africa

The labour market recovery continued during 2023. From the third quarter of 2022 to the third quarter of 2023, South Africa recorded a percentage point decrease in its unemployment rate from 32.9% to 31.9%. The Western Cape's recovery has been even sharper. The province saw a 4.3% decrease in the number of unemployed individuals during the same period, resulting in the Western Cape's unemployment rate being 1.3 percentage points lower in 2023 than in 2019 (20.2% in Q3 2023 versus 21.5% in Q3 2019).

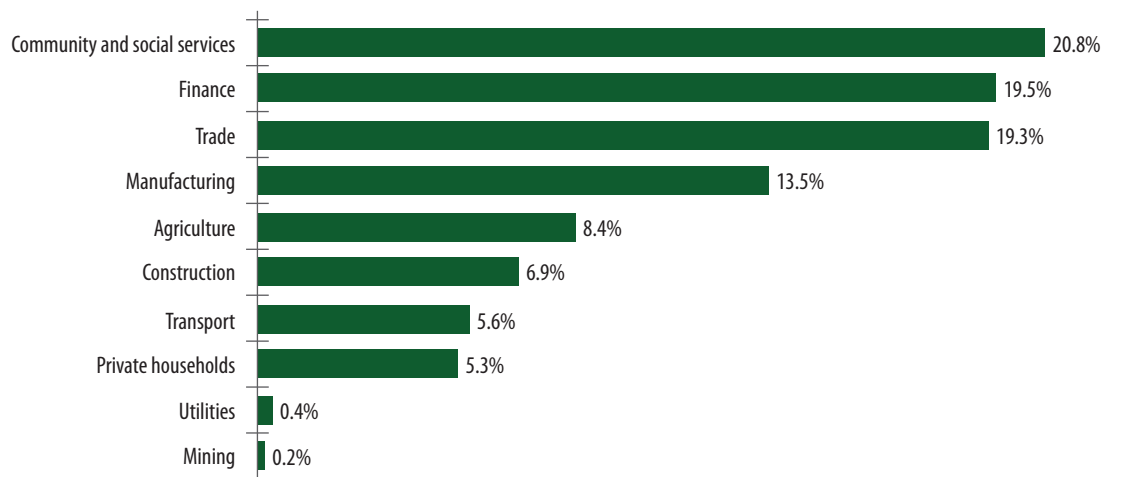
The Western Cape's post-COVID employment recovery has therefore been notable, indicating rapid growth in occupational demand.

Figures 4, 5, and 6 provide insight into the industries that are growing in employment demand. Two elements are important to consider in this regard. Firstly, the industry composition of the labour force, and secondly, the employment growth observed in each industry.

Figure 4 shows that, as of 2022, the labour size of four industries stands out in the Western Cape. Community and social services, finance, trade, and manufacturing comprise nearly three quarters of the province's labour force.¹

¹ 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.).

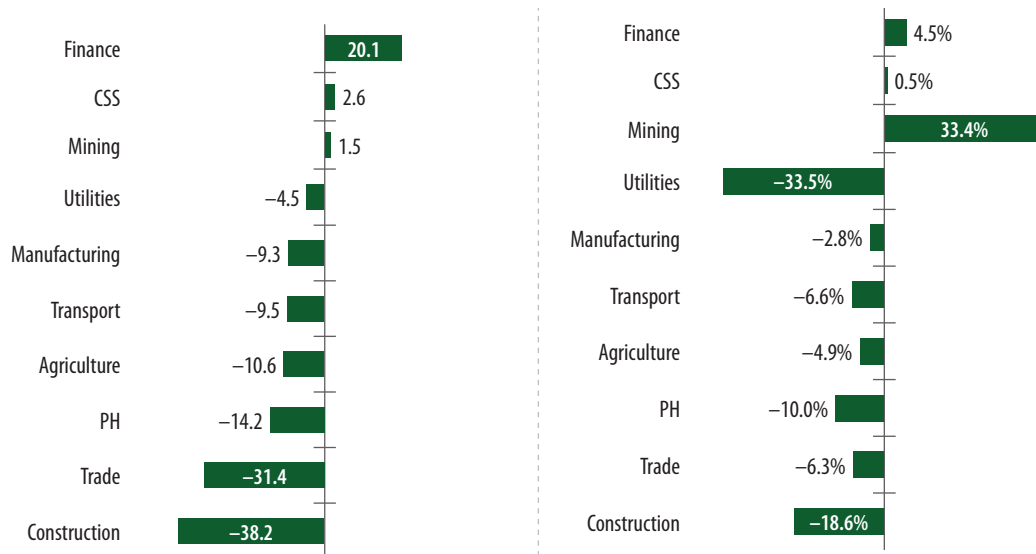
FIGURE 4: Employment composition by industry in 2022



Source: Statistics South Africa, 2023

Figure 5 shows that recent employment growth had been concentrated in finance, while major employment contractions have occurred in nearly all the other sectors, most significantly in the construction and trade sectors.

FIGURE 5: Employment growth by industry between 2019 and 2022



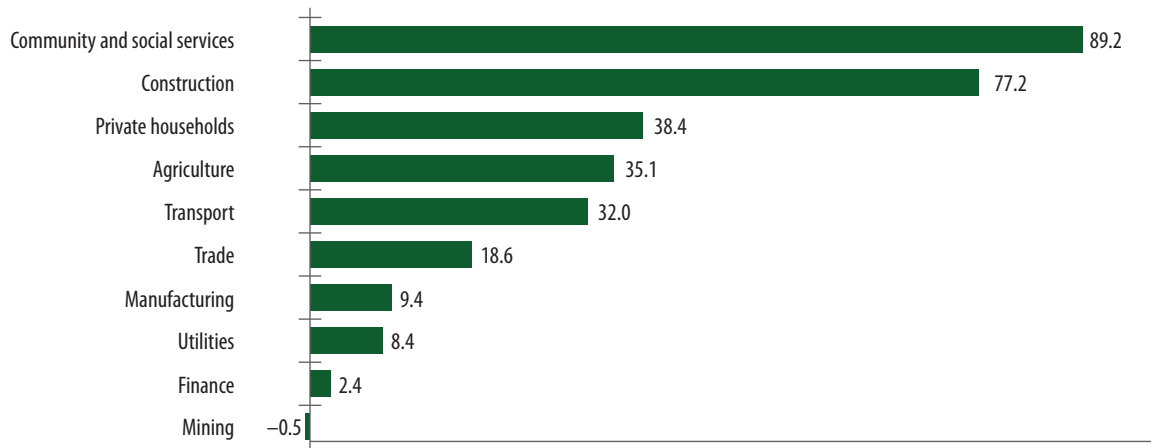
Source: Statistics South Africa, 2023

Notes:

- Left = Change in number of employed ('000s); right = percentage growth.
- CSS = Community and social services.
- PH = Private households.

However, since 2022, employment growth has been more pervasive across industries. Figure 6 shows enormous employment gains across all the industries, surpassing the losses experienced between 2019 and 2022. As of the third quarter of 2023, only the trade and mining industries recorded lower employment levels than the same quarter of 2019.

FIGURE 6: Change in number of employed between Q3 2022 and Q3 2023 ('000s)



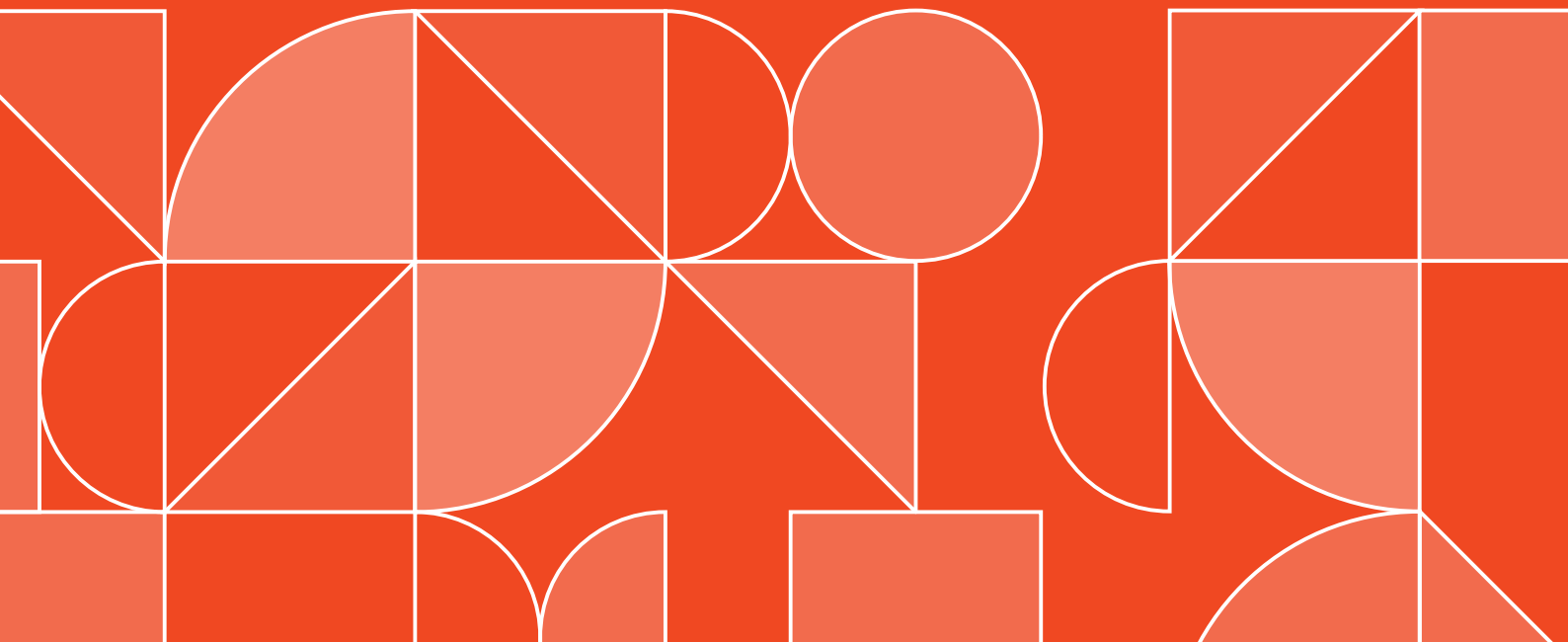
Source: Statistics South Africa, 2023

From the above analysis, we can surmise the following insights, which provide some context to the expected occupational demand in the Western Cape:

- On average, labour demand growth in the Western Cape is higher than in South Africa and has been for at least the last decade.
- Despite the impact of the COVID-19 pandemic, the Western Cape's labour market has recovered and is now stronger than it was in the year preceding the pandemic.
- Most labour demand in the Western Cape comes from the finance, construction, agriculture, and community and social services industries.

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 Western Cape's 2024 list is presented.

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



The first list of national OIHD (N-OIHD) was published in 2014. Although this report provides the first list of provincial OIHD (P-OIHD), it relies heavily on the methodology of the N-OIHD list, which is currently in its fifth iteration. The national list's methodology has evolved substantially, responding to the lessons learned from each previous publication. The methodology's evolution over time is presented in table 1.

The N-OIHD methodology is considerably dependent on South Africa's Organising Framework for Occupations (OFO). Refer to appendix 1 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.	<ul style="list-style-type: none"> • 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	<p>Included quantitative analysis of data from the Quarterly Labour Force Survey (QLFS) and the Job Opportunity Index (JOI) in addition to documentary review.</p> <p>Included quantitative forecasting of occupational growth.²</p> <p>Entailed a broader validation process with private and public sector stakeholders.</p>	<ul style="list-style-type: none"> • 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).

² 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.

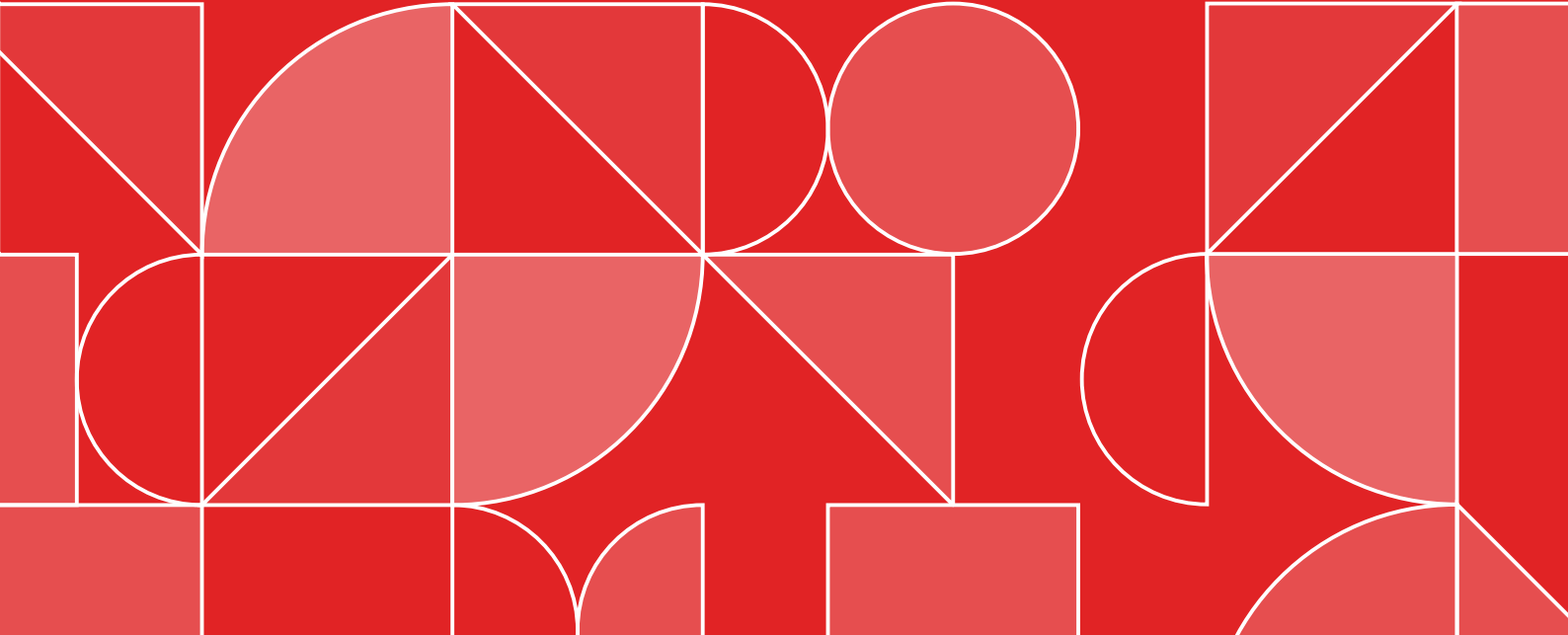
ITERATION OF THE LIST	DEFINING CHARACTERISTICS	BRIEF OVERVIEW OF THE METHODOLOGY USED TO GENERATE THE LIST
2018 and 2020	<p>Developed a multidimensional index of demand.</p> <p>Replaced JOI data with data from CareerJunction.</p> <p>Did <i>not</i> use data from quantitative forecasting of occupational growth (since no projections were undertaken during this period)</p> <p>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.</p>	<ul style="list-style-type: none"> • 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	<p>Replaced the previous CFE with a survey, which was then distributed via LinkedIn and the DHET networks.</p>	<ul style="list-style-type: none"> • The QLFS and CareerJunction data were analysed. • A three-digit OFO-coded list was produced for the P-OIHD, and a four-digit OFO-coded list was produced for the N-OIHD. <ul style="list-style-type: none"> ▸ This marks the only difference in the approach used to produce the P-OIHD and N-OIHD lists. • 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 section below elaborates on the 2024 methodology and presents the results utilised to craft the first P-OIHD list, the 2024 Western Cape list.

PART 4

**The 2024
Methodology
and Results**



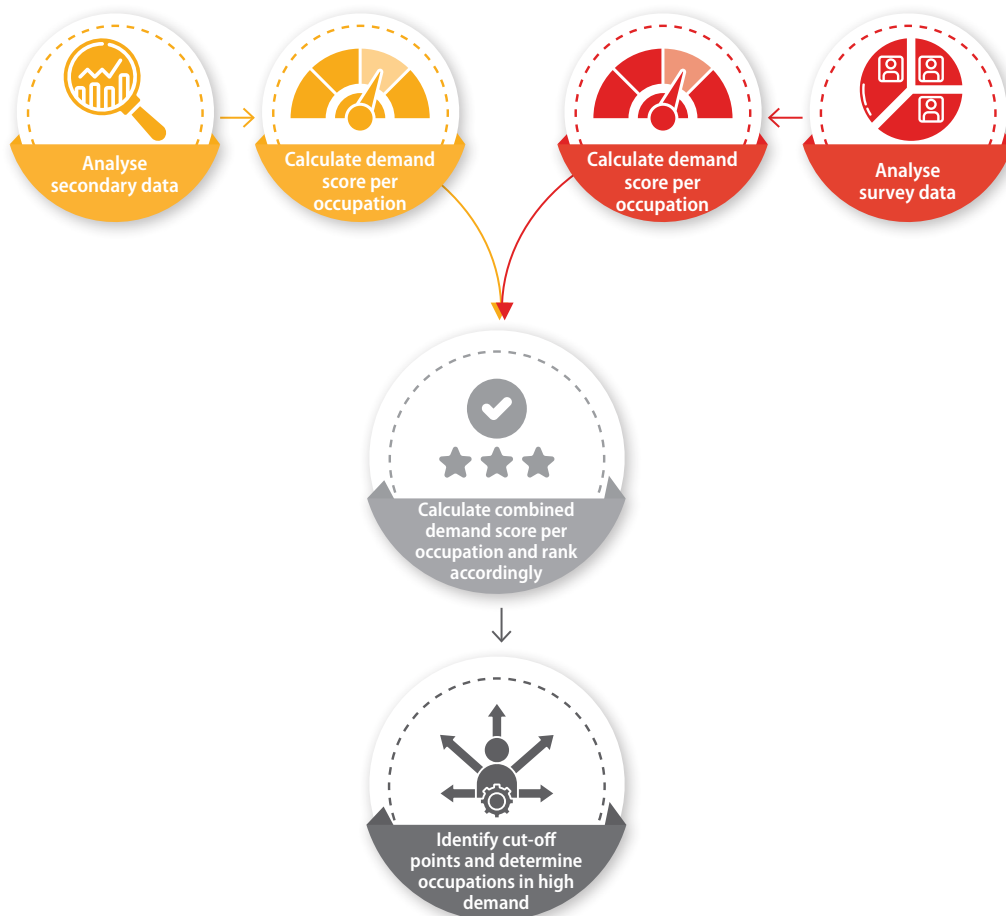
The methodology uses a three-stage approach to identify OIHD. Figure 7 presents a high-level summary of this approach that simultaneously considers all available evidence of OIHD.

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 (see table 2 below). 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 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 data and the survey data analyses were combined (light grey and dark grey) for each occupation in the OFO and ranked relative to one another. Cut-off points in the shortage score were identified to produce a list of 250 OIHD in the Western Cape. The consolidated evidence and the resultant list are presented in section 5. This list was presented and submitted to stakeholders for validation.

FIGURE 7: 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 ³
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.

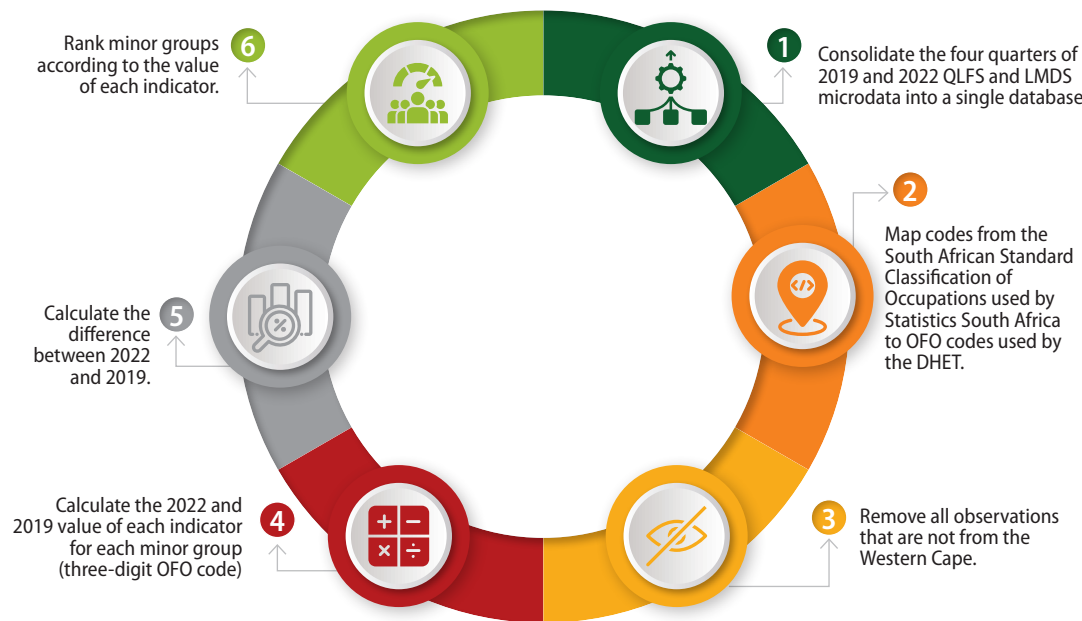
Vacancy pressure: Data was collected, consolidated, and summarised from PNet and CareerJunction, which are web-based job search platforms where employers and recruiters can advertise vacancies, and used to signal this dimension. The number of vacancies (job advertisements) in 2022 and the growth in vacancies between 2019 and 2022 are considered strong indicators of current and changing demand,

³ 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.

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

FIGURE 8: Process flow: Secondary data analysis



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

$$\text{Average rank of minor group } j (\bar{R}_j) = \frac{\sum_i R_{ij}}{10}$$

R_{ij} = Rank of minor group j for indicator i

The S for each minor group is determined by the difference between the minor group's average rank (\bar{R}_j) and the lowest average rank across all minor groups (\bar{R}^{min}), that is, $(\bar{R}_j - \bar{R}^{min})$, relative to the difference between the highest (\bar{R}^{max}) and lowest (\bar{R}^{min}) average rank across all minor groups, that is $(\bar{R}^{max} - \bar{R}^{min})$. This calculation offers insights into the demand for secondary data specific to each minor 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.

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

(\bar{R}^{min}) = Lowest average rank across all minor groups
 (\bar{R}^{max}) = Minor group with highest average rank
 (\bar{R}^{min}) = Minor group with lowest average rank

Table 3 shows the top 10 minor groups identified in the secondary data analysis out of 125 minor groups in the OFO framework.⁴ On average, each minor group category contains approximately 12 occupations.

TABLE 3: The top 10 three-digit occupations

OFO CODE	MINOR GROUP
2021-322	Nursing midwifery associate professionals
2021-132	Manufacturing, mining, construction, and distribution managers
2021-681	Food processing and related trades workers
2021-325	Other health associate professionals
2021-422	Client information workers
2021-343	Artistic, cultural, and culinary associate professionals
2021-441	Other clerical support workers
2021-121	Business services and administration managers
2021-342	Sports and fitness workers
2021-643	Painters, building structure cleaners, and related trades workers

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.

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 with 1. “possibly”, 2. “probably”, 3. “nearly certain”, and 4. “definitely”.

⁴ Showing 10 minor groups in table 4 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 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 occupations chosen most closely matched the ones supplied by the survey respondents. The mapping is presented in annexure 4.

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

FIGURE 9: Process flow: Primary (survey) data analysis



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.⁵ The following formulas were used to calculate these demand scores.

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

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

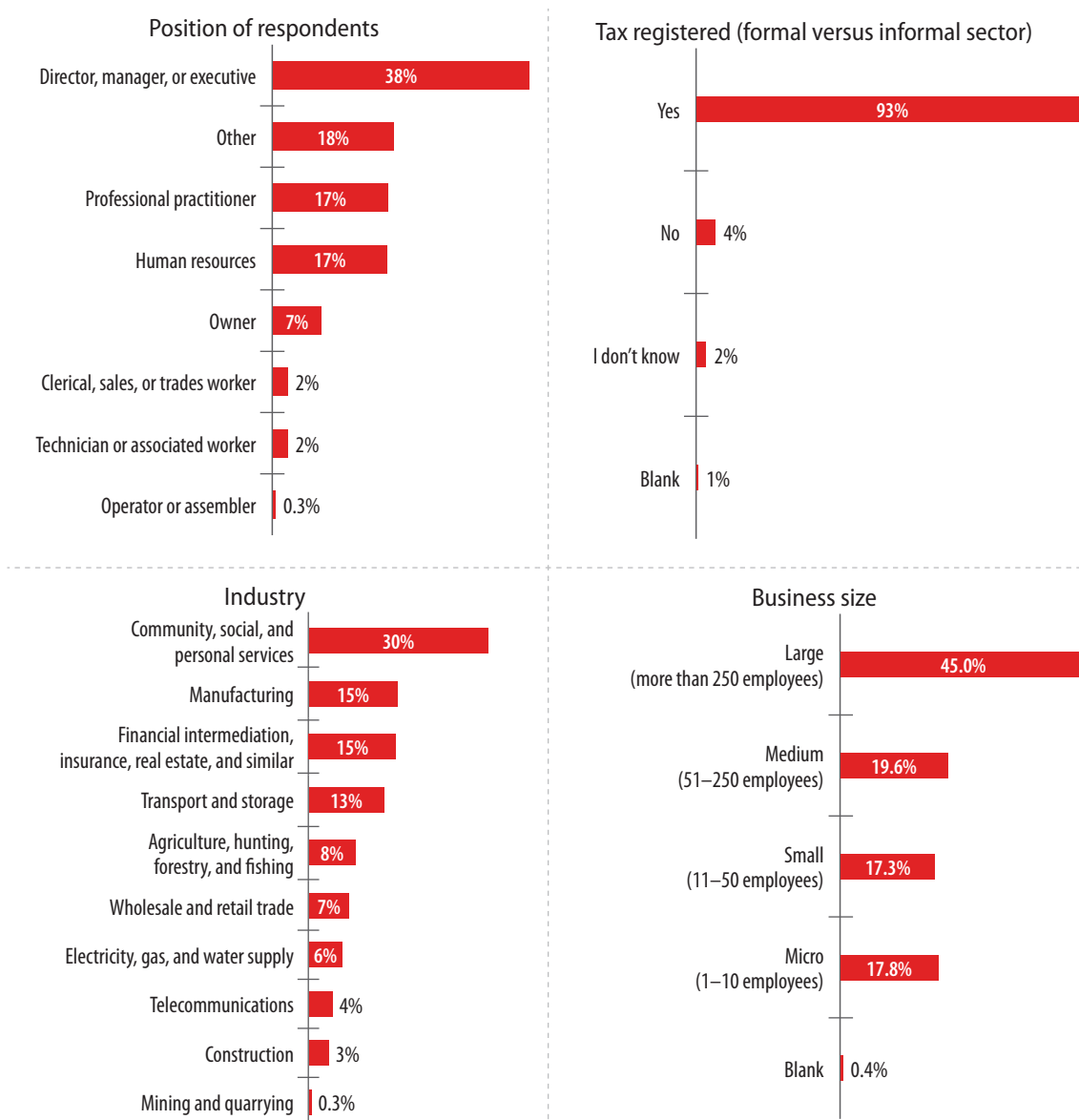
⁵ The maximum rank across all occupations is the rank of the occupations that received zero mentions.

4.2.2 Sample description

194 respondents from the Western Cape answered the OIHD question. Various background questions were asked to understand the profile of the sample group. Figure 10 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. Industry representation is generally balanced, with the construction industry being the only underrepresented industry compared to the Western Cape's employment composition (Figure 4).

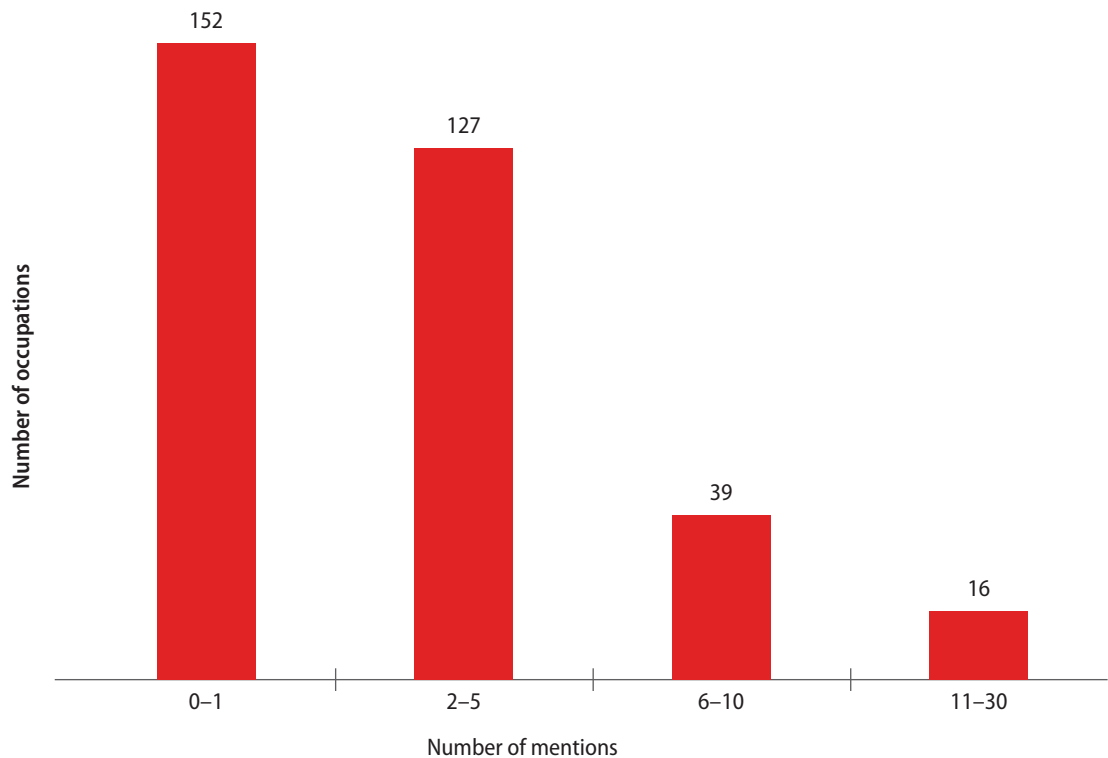
FIGURE 10: Survey sample description



4.2.3 Results

Figure 11 presents the results of the survey related to 'mentions' in the form of a histogram. 334 unique occupations were listed by respondents as being in high demand in the Western Cape. 16 occupations received 11 or more mentions, some up to 30. Meanwhile, 39 occupations received between 6 and 10 mentions, and 279 occupations received between one and five mentions.

FIGURE 11: The number of occupations per number of mentions



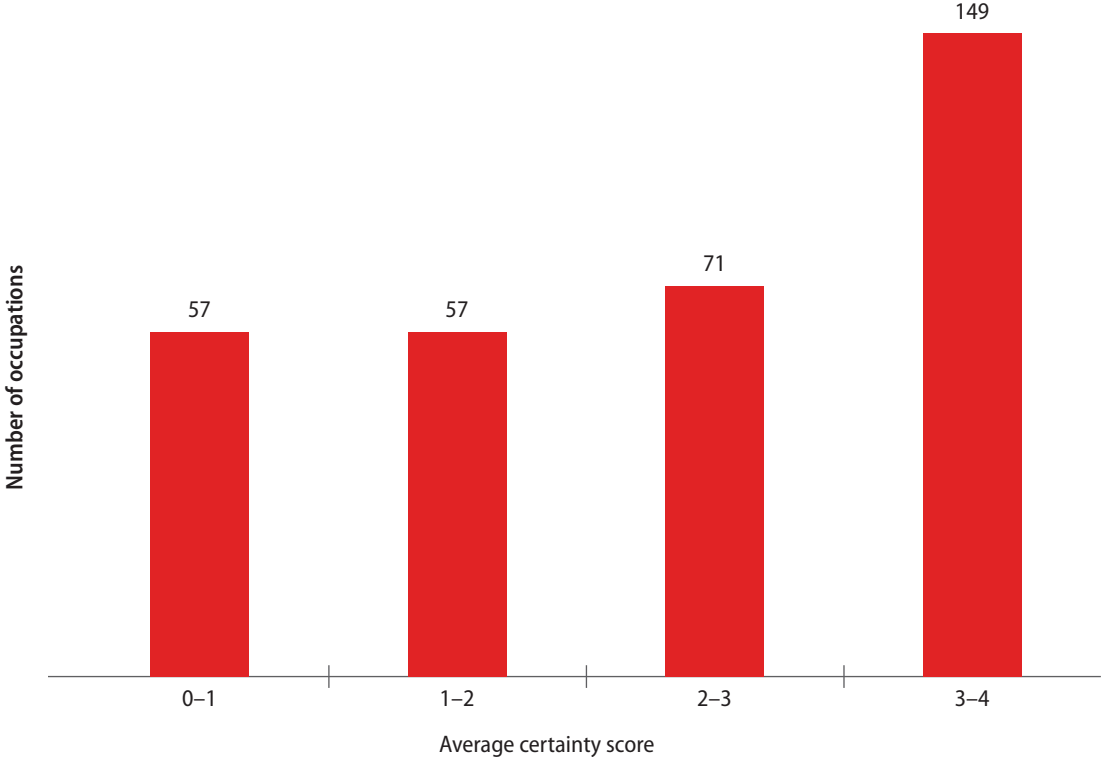
Among the occupations mentioned, most were listed only once. These single mentions do not provide robust evidence, which is why analysing the secondary data is crucial. When they are considered alongside other evidence, even a solitary mention gains meaning. In essence, secondary data contextualises 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 between 11 and 30 mentions do not need strong secondary data evidence, as the survey already provides the necessary proof. The five occupations that had the most mentions were as follows: **Programme or project manager** (28 mentions), **general clerk** (23 mentions), **corporate general manager** (21 mentions), **sales clerk or officer** (21 mentions), and **marketing practitioner** (20 mentions). See the annexures for the full list of occupation names given in the survey, which were then mapped to OFO occupations.

Figure 12 shows the certainty-related survey results. 45% of the occupations mentioned in the survey had an average certainty score between 3 and 4. Approximately two thirds of the occupations had a certainty score above 2, indicating a skewness in certainty towards the upper end.

It is important to note that 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 12: The number of occupations within the average certainty score ranges



Consolidation of Evidence and the Final List



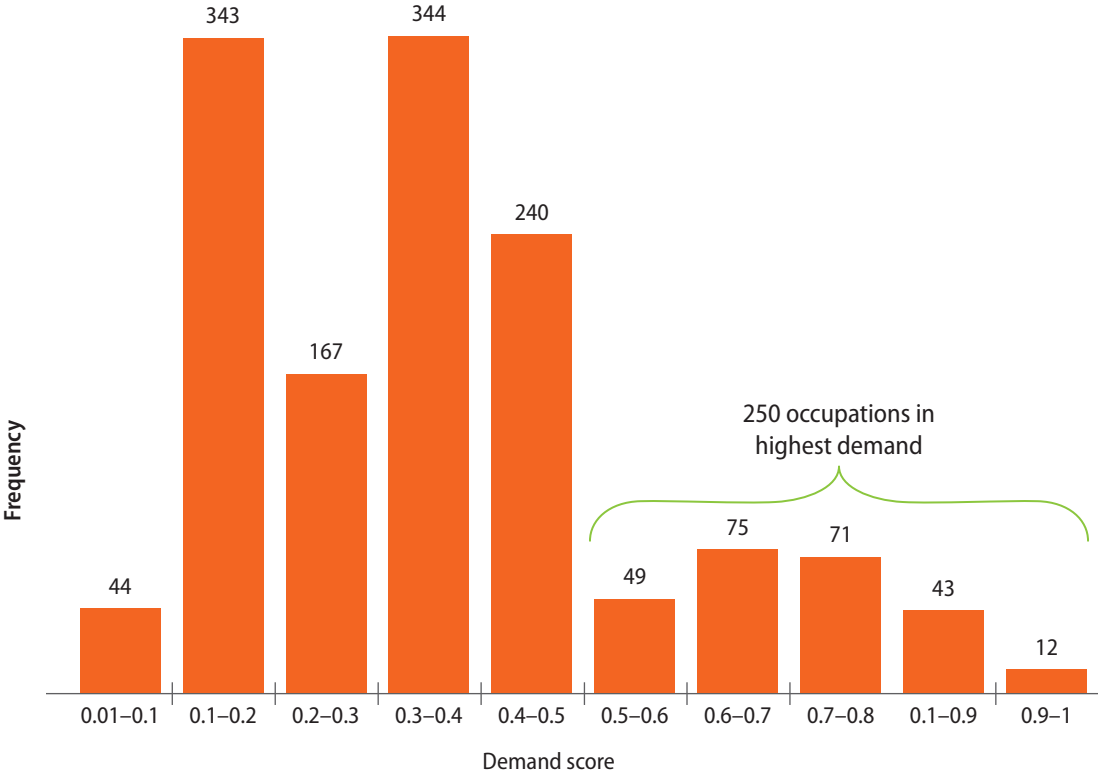
Following the synthesising and analysis of the secondary and survey data, the evidence is consolidated by calculating the weighted demand score for each occupation using the following formula and ranking from highest to lowest.

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

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 certainty demand score = 0.1
 C_j = Certainty demand score of occupation j

Figure 13 indicates the distribution of the 1,388 occupations in the OFO across the total demand score range.⁶ The chart reveals a natural cut-off at 0.5—that is, there is a clear dividing line between occupations below and above a demand score of 0.5. As a result, the 250 occupations with demand scores of 0.5 and above constitute the final list of OIHD for the province.

FIGURE 13: Histogram: The number of occupations within weighted demand score ranges



⁶ Excluding Major Group 8: Elementary occupations.

The order of the occupations listed has no relation to priority, but rather follows the ordering of the OFO. The list ranked according to demand can be found in annexure 2 of this report.

Additionally, this list is not intended to signal shortages (that is, this is not a scarce skills list), and it is not intended to be used to inform the recruitment of critically skilled foreign nationals.

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 asterisk 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.⁷ Therefore, the occupations with an asterisk had more than 75 unemployed individuals registered.⁸ These outliers require further investigation into the reasons why the occupation is in high demand in the presence of excess supply.

7 Interquartile range (IQR) = Quartile 3 – Quartile 1

8 Upper outlier boundary = Quartile 3 + 1.5 × (IQR) = 32 + 1.5 × (32 – 3) = 75.5

TABLE 4: The final list of OIHD in the Western Cape

OFO CODE	OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-111207	Senior Government Manager	Bachelor 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	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
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*	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121902	Corporate Services Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121903	Physical Asset Manager	Diploma or Advanced Certificate (NQF Level 6)
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)
2021-121910	Water Asset Manager	Bachelor 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	Bachelor 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	Bachelor 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	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-132107	Quality Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132301	Construction Project Manager	Bachelor 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	Bachelor 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)

OFO CODE	OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-133102	ICT Project Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-133105	Information Technology 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)
2021-143102	Gaming Manager	National Certificate (NQF Level 4)
2021-143109	Club Membership Manager	National Certificate (NQF Level 4)
2021-143901	Facilities Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-143905	Call or Contact Centre Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-211201	Meteorologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-212101	Actuary	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-212102	Mathematician	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-212103	Statistician	Bachelor 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	Bachelor 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)
2021-213205	Food and Beverage Scientist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-213301	Conservation Scientist	Diploma or Advanced Certificate (NQF Level 6)
2021-213302	Environmental Scientist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-213305	Air Quality Analyst	Higher Certificate (NQF Level 5)
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	Bachelor 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	Bachelor 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	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214403	Aeronautical Engineer	Bachelor 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	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214605	Metallurgist	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)

OFO CODE	OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-214901	Biomedical Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214902	Explosive Ordnance Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-215101	Electrical Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-215103	Energy Engineer	Bachelor 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	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-215301	Telecommunications Engineer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-215303	Telecommunications Network Engineer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216401	Urban and Regional Planner	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216603	Multimedia Designer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-221101	General Medical Practitioner	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-221203	Emergency Medicine Specialist	Bachelor 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)	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222104	Registered Nurse (Community Health)	Bachelor 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)	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222110	Registered Nurse (Mental Health)	Bachelor 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)
2021-222114	Nurse Educator	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222116	Nurse Manager	Bachelor 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)
2021-231101	University Lecturer	Master's Degree (NQF Level 9)
2021-231102	University Tutor*	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)

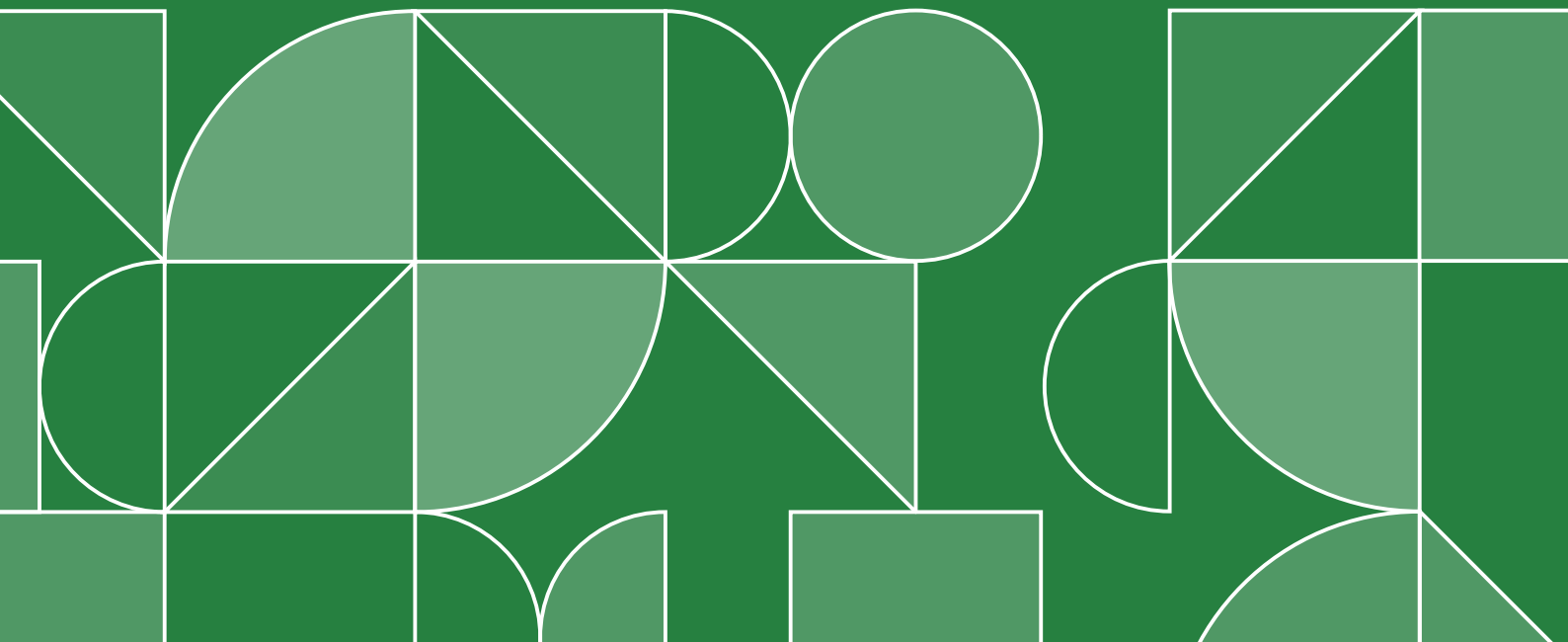
OFO CODE	OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-233107	FET Phase School Teacher (Grades 10-12)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-233108	Senior Phase School Teacher (Grades 7 - 9)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-234101	Foundation Phase School Teacher	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)
2021-241101	General 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)
2021-241108	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	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-242103	Business Development Officer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-242202	Policy Analyst	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-242204	Corporate Treasurer	Diploma or Advanced Certificate (NQF Level 6)
2021-242207	Compliance Officer	Diploma or Advanced Certificate (NQF Level 6)
2021-242208	Organisational Risk Manager	Bachelor 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)
2021-242214	Intellectual Property Special Advisor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-242215	Fraud Examiner	Diploma or Advanced Certificate (NQF Level 6)
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)
2021-242404	Student Support Service Officer	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)
2021-243203	Corporate Communication Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
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)

OFO CODE	OCCUPATION	MINIMUM QUALIFICATION REQUIRED
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)
2021-251301	Multimedia Specialist	Diploma or Advanced Certificate (NQF Level 6)
2021-251401	Applications Programmer	National Certificate (NQF Level 4)
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)
2021-261101	Attorney	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-263101	Economist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-263201	Anthropologist	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-263206	Heritage Consultant	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-263507	Adoption Social Worker	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-264202	Editor	National Certificate (NQF Level 4)
2021-264301	Interpreter	Diploma or Advanced Certificate (NQF Level 6)
2021-264303	Linguist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-311101	Chemistry Technician	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)
2021-311702	Metallurgical or Materials Technician	Diploma or Advanced Certificate (NQF Level 6)
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)
2021-312201	Production / Operations Supervisor (Manufacturing)*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-312202	Maintenance Planner	National Certificate (NQF Level 4)
2021-321101	Medical Diagnostic Radiographer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
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)
2021-321206	Medical Technologist	Master's Degree (NQF Level 9)
2021-322101	Enrolled Nurse*	Diploma or Advanced Certificate (NQF Level 6)
2021-325201	Health Information Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-325802	Intensive Care Ambulance Paramedic / Ambulance Paramedic	Higher Certificate (NQF Level 5)
2021-331201	Credit or Loans Officer	Higher Certificate (NQF Level 5)

OFO CODE	OCCUPATION	MINIMUM QUALIFICATION REQUIRED
2021-331301	Bookkeeper	Higher Certificate (NQF Level 5)
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)
2021-333905	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)
2021-341110	Associate Legal Professional	Diploma or Advanced Certificate (NQF Level 6)
2021-341201	Auxiliary Community Development Practitioner*	National Certificate (NQF Level 4)
2021-341203	Social Auxiliary Worker	Higher Certificate (NQF Level 5)
2021-342103	Jockey	No Formal Qualification Required
2021-342204	Sports Coach or Instructor	Diploma or Advanced Certificate (NQF Level 6)
2021-343401	Chef*	National Certificate (NQF Level 4)
2021-411101	General Clerk*	Diploma or Advanced Certificate (NQF Level 6)
2021-413201	Data Entry Operator*	Diploma or Advanced Certificate (NQF Level 6)
2021-421202	Gaming Worker	National Certificate (NQF Level 4)
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)
2021-431101	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)
2021-432101	Stock Clerk / Officer*	National Certificate (NQF Level 4)
2021-432102	Dispatching and Receiving Clerk / Officer*	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)
2021-441502	Office Machine Operator	No Formal Qualification Required
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

OFO CODE	OCCUPATION	MINIMUM 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
2021-516401	Animal Attendant / Groomer	No Formal Qualification Required
2021-522301	Sales Assistant (General)*	Intermediate Certificate (NQF Level 3)
2021-524903	Sales Clerk / Officer*	National Certificate (NQF Level 4)
2021-541201	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)
2021-541906	Security Consultant	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)
2021-642701	Air-conditioning and Refrigeration Mechanic	National Certificate (NQF Level 4)
2021-643101	Painter*	National Certificate (NQF Level 4)
2021-651202	Welder*	National Certificate (NQF Level 4)
2021-651302	Boiler Maker*	National Certificate (NQF Level 4)
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)
2021-653201	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)
2021-671101	Electrician	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)
2021-671302	Cable Jointer	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)
2021-681201	Confectionary Baker*	Higher Certificate (NQF Level 5)
2021-711201	Mineral Processing Plant Operator	Intermediate Certificate (NQF Level 3)
2021-712101	Metal Processing Plant Operator	General Certificate (NQF Level 1)
2021-733101	Bus Driver*	Professional Driving Permit (No Equivalent NQF Level)
2021-733201	Truck Driver (General)*	Professional Driving Permit (No Equivalent NQF Level)
2021-734402	Forklift Driver*	No Formal Qualification Required
2021-735101	Deck Hand	No Formal Qualification Required

Conclusion



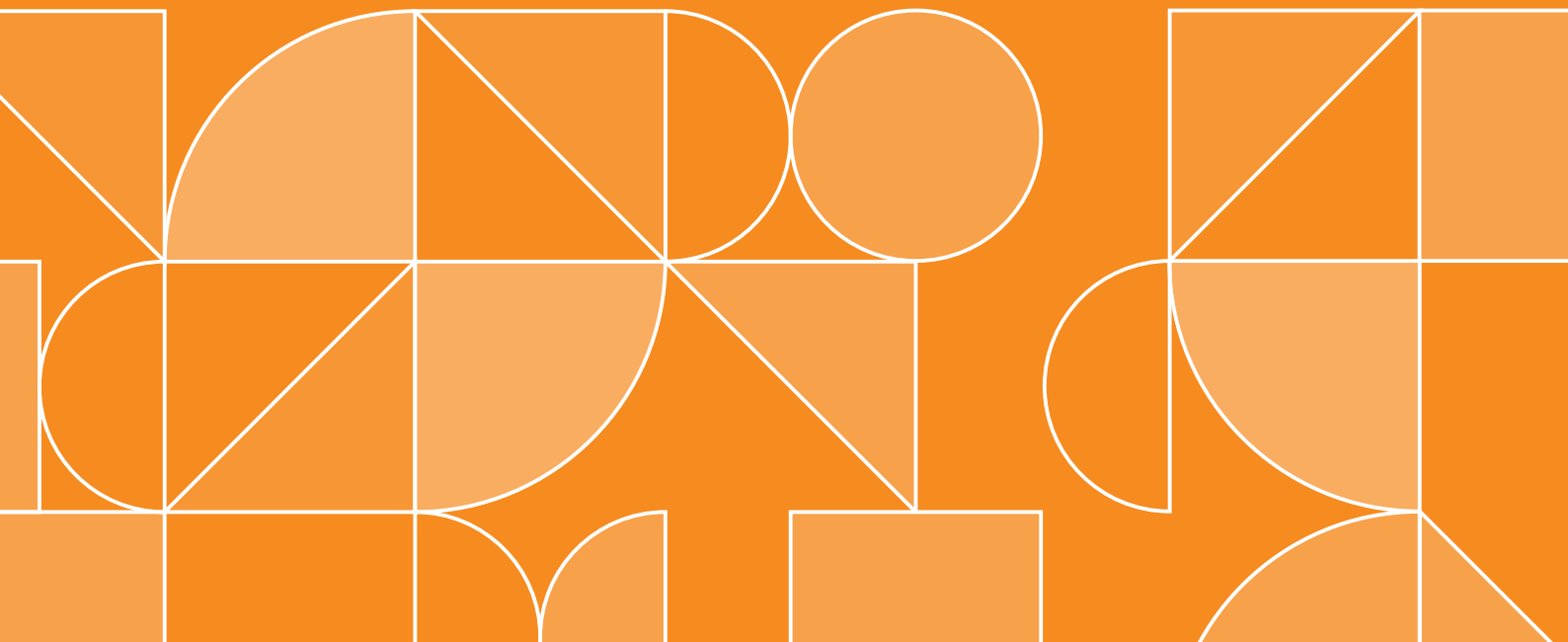
This pilot study on P-OIHD in the Western Cape sheds light on the region's economic and labour market conditions. The Western Cape has been a key driver of South Africa's economic growth, particularly in the service, finance, and trade industries. However, the impact of the COVID-19 pandemic is evident 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 the skills planning closely aligns with occupational demand.

The study reveals 250 OIHD within the province, 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 unique economic conditions of the Western Cape. Policy interventions should focus on upskilling programmes, 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 the construction industry, 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 the Western Cape's labour market.

Annexures



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

The Western Cape list of OIHD is colour-coded below according to this key.

OCCUPATIONAL CATEGORIES (COLOUR-CODED)	NUMBER OF LISTED OCCUPATIONS WITHIN EACH CATEGORY
Finance	13
Trades	26
ICT	15
Education, health, and social services	34
Engineering professionals, associate professionals, and technicians	20
Management, other	37
Professionals, other	46
Technicians and associate professionals, other	22
Clerical support, service and sales workers, other	30
Total occupations	250

Annexure 2: OIHD in the Western Cape ranked according to demand

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-121901	Corporate General Manager*	1.00	0.99	0.53	0.97	1
2021-121905	Programme or Project Manager	1.00	1.00	0.34	0.97	2
2021-121201	Human Resource Manager	1.00	0.98	0.34	0.96	3
2021-121101	Finance Manager	1.00	0.97	0.33	0.95	4
2021-411101	General Clerk*	0.93	0.99	0.48	0.94	5
2021-671202	Millwright	0.91	0.96	0.63	0.92	6
2021-142103	Retail General Manager	0.98	0.90	0.50	0.92	7
2021-132401	Supply and Distribution Manager	0.96	0.95	0.23	0.92	8
2021-671101	Electrician	0.91	0.96	0.51	0.92	9

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-132107	Quality Manager	0.96	0.93	0.31	0.92	10
2021-422206	Call or Contact Centre Agent	0.92	0.93	0.51	0.91	11
2021-132301	Construction Project Manager	0.96	0.87	0.54	0.90	12
2021-422102	Travel Consultant	0.92	0.93	0.16	0.89	13
2021-121202	Business Training Manager	1.00	0.84	0.30	0.89	14
2021-251201	Software Developer	0.82	0.98	0.65	0.89	15
2021-231101	University Lecturer	0.87	0.95	0.52	0.89	16
2021-132102	Manufacturing Operations Manager	0.96	0.84	0.63	0.89	17
2021-132405	Fleet Manager	0.96	0.84	0.50	0.88	18
2021-261101	Attorney	0.91	0.87	0.63	0.88	19
2021-242101	Management Consultant	0.82	0.95	0.71	0.88	20
2021-233108	Senior Phase School Teacher (Grades 7–9)	0.85	0.96	0.30	0.88	21
2021-241101	General Accountant	0.88	0.91	0.28	0.87	22
2021-121908	Quality Systems Manager	1.00	0.78	0.45	0.87	23
2021-242202	Policy Analyst	0.82	0.96	0.32	0.87	24
2021-122301	Research and Development Manager	0.91	0.84	0.66	0.86	25
2021-422501	Enquiry Clerk	0.92	0.84	0.48	0.86	26
2021-132104	Engineering Manager	0.96	0.78	0.63	0.86	27
2021-242302	Skills Development Practitioner*	0.82	0.91	0.63	0.86	28
2021-233107	FET Phase School Teacher (Grades 10–12)	0.85	0.91	0.33	0.86	29
2021-251102	Data Scientist	0.82	0.87	1.00	0.86	30
2021-133105	Information Technology Manager	0.94	0.78	0.64	0.85	31
2021-212103	Statistician	0.76	0.98	0.50	0.85	32
2021-515101	Hotel Service Manager	0.92	0.84	0.17	0.85	33
2021-413201	Data Entry Operator*	0.90	0.78	1.00	0.85	34
2021-241301	Financial Investment Advisor*	0.88	0.84	0.54	0.85	35

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-242401	Training and Development Professional	0.82	0.90	0.52	0.84	36
2021-141201	Café (Licensed) or Restaurant Manager	0.95	0.78	0.45	0.84	37
2021-263101	Economist	0.79	0.93	0.46	0.84	38
2021-251101	ICT Systems Analyst	0.82	0.87	0.70	0.84	39
2021-121902	Corporate Services Manager	1.00	0.72	0.47	0.84	40
2021-242102	Organisation and Methods Analyst	0.82	0.84	1.00	0.84	41
2021-122103	Director of Marketing	0.91	0.84	0.17	0.84	42
2021-251203	Developer Programmer	0.82	0.87	0.54	0.83	43
2021-422203	Contact Centre Real Time Advisor	0.92	0.78	0.49	0.83	44
2021-322101	Enrolled Nurse*	1.00	0.72	0.28	0.83	45
2021-653303	Mechanical Fitter*	0.79	0.87	0.70	0.83	46
2021-143905	Call or Contact Centre Manager	0.73	0.95	0.52	0.82	47
2021-241104	External Auditor	0.88	0.78	0.63	0.82	48
2021-222108	Registered Nurse (Medical)	0.77	0.90	0.45	0.82	49
2021-214201	Civil Engineer	0.78	0.90	0.31	0.81	50
2021-132402	Logistics Manager	0.96	0.72	0.28	0.81	51
2021-653306	Diesel Mechanic*	0.79	0.90	0.17	0.81	52
2021-122101	Sales and Marketing Manager	0.91	0.72	0.66	0.80	53
2021-222111	Registered Nurse (Operating theatre)	0.77	0.87	0.45	0.80	54
2021-214401	Mechanical Engineer	0.78	0.87	0.28	0.80	55
2021-226302	Safety, Health, Environment, and Quality (SHE&Q) Practitioner*	0.81	0.84	0.30	0.80	56
2021-235101	Education or Training Advisor	0.79	0.84	0.46	0.80	57
2021-431101	Accounts Clerk*	0.81	0.84	0.30	0.80	58
2021-422205	Contact Centre Forecast Analyst	0.92	0.63	1.00	0.79	59
2021-132403	Road Transport Manager	0.96	0.63	0.63	0.79	60
2021-514201	Skin Care Therapist	0.89	0.72	0.47	0.79	61

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-133101	Chief Information Officer	0.94	0.63	0.63	0.78	62
2021-215101	Electrical Engineer	0.71	0.90	0.24	0.78	63
2021-311301	Electrical Engineering Technician*	0.89	0.72	0.28	0.78	64
2021-514101	Hairdresser	0.89	0.72	0.28	0.78	65
2021-653201	Aircraft Maintenance Mechanic	0.79	0.78	0.63	0.78	66
2021-131101	Agricultural Farm Manager	0.77	0.84	0.17	0.78	67
2021-333301	Recruitment Officer	0.65	0.93	0.45	0.77	68
2021-311303	Energy Efficiency Technician	0.89	0.63	1.00	0.77	69
2021-513101	Waiter*	0.96	0.63	0.23	0.77	70
2021-214101	Industrial Engineer	0.78	0.78	0.64	0.77	71
2021-133102	ICT Project Manager	0.94	0.63	0.45	0.77	72
2021-343401	Chef*	0.62	0.97	0.30	0.77	73
2021-341110	Associate Legal Professional	0.85	0.72	0.45	0.77	74
2021-541201	Traffic Officer	0.86	0.72	0.28	0.77	75
2021-432301	Transport Clerk	0.80	0.78	0.32	0.76	76
2021-311904	Manufacturing Technician	0.89	0.63	0.69	0.76	77
2021-333101	Clearing and Forwarding Agent	0.65	0.90	0.46	0.76	78
2021-214501	Chemical Engineer	0.78	0.78	0.32	0.76	79
2021-242103	Business Development Officer	0.82	0.72	0.45	0.76	80
2021-214202	Civil Engineering Technologist	0.78	0.78	0.24	0.75	81
2021-226201	Hospital Pharmacist	0.81	0.72	0.45	0.75	82
2021-226203	Retail Pharmacist	0.81	0.72	0.45	0.75	82
2021-242403	Assessment Practitioner	0.82	0.72	0.28	0.75	84
2021-514204	Nail Technician	0.89	0.63	0.45	0.75	85
2021-112101	Director (Enterprise/Organisation)	0.67	0.84	0.54	0.74	86
2021-334103	Call Centre Team Leader	0.62	0.84	1.00	0.74	87
2021-242207	Compliance Officer	0.82	0.63	1.00	0.74	88
2021-242208	Organisational Risk Manager	0.82	0.63	1.00	0.74	88

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-242210	Business Administrator*	0.82	0.63	1.00	0.74	88
2021-251202	Programmer Analyst	0.82	0.63	1.00	0.74	91
2021-121910	Water Asset Manager	1.00	0.46	1.00	0.74	92
2021-432201	Production Coordinator	0.80	0.72	0.28	0.73	93
2021-522301	Sales Assistant (General)*	0.79	0.72	0.28	0.73	94
2021-672205	Telecommunications Technician	0.80	0.63	1.00	0.73	95
2021-243103	Marketing Practitioner	0.49	0.99	0.52	0.73	96
2021-242402	Occupational Instructor	0.82	0.63	0.69	0.73	97
2021-251401	Applications Programmer	0.82	0.63	0.69	0.73	98
2021-263206	Heritage Consultant	0.79	0.72	0.16	0.73	99
2021-332302	Purchasing Officer	0.85	0.63	0.28	0.72	100
2021-121204	Recruitment Manager	1.00	0.46	0.63	0.72	101
2021-215303	Telecommunications Network Engineer	0.71	0.78	0.24	0.72	102
2021-651202	Welder*	0.47	0.97	0.69	0.72	103
2021-132410	Maritime Search and Rescue Mission Coordinator	0.96	0.46	1.00	0.72	104
2021-214104	Production Engineering Technologist	0.78	0.63	1.00	0.72	105
2021-214301	Environmental Engineer	0.78	0.63	1.00	0.72	105
2021-214302	Environmental Impact and Restoration Analyst	0.78	0.63	1.00	0.72	105
2021-431102	Cost Clerk	0.81	0.63	0.69	0.72	108
2021-143901	Facilities Manager	0.73	0.72	0.63	0.72	109
2021-222105	Registered Nurse (Critical Care and Emergency)	0.77	0.63	1.00	0.72	110
2021-242211	Internal Auditor	0.82	0.63	0.45	0.72	111
2021-242303	Human Resource Advisor	0.82	0.63	0.45	0.72	111
2021-121903	Physical Asset Manager	1.00	0.46	0.45	0.71	113

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-215103	Energy Engineer	0.71	0.72	0.66	0.71	114
2021-215104	Energy Engineering Technologist	0.71	0.72	0.63	0.71	115
2021-651302	Boiler Maker*	0.47	0.96	0.63	0.71	116
2021-642601	Plumber*	0.50	0.93	0.48	0.71	117
2021-331301	Bookkeeper	0.60	0.84	0.45	0.71	118
2021-214102	Industrial Engineering Technologist	0.78	0.63	0.69	0.71	119
2021-214403	Aeronautical Engineer	0.78	0.63	0.69	0.71	119
2021-432101	Stock Clerk/Officer*	0.80	0.63	0.49	0.70	121
2021-672104	Electronic Equipment Mechanician	0.80	0.63	0.45	0.70	122
2021-121206	Health and Safety Manager	1.00	0.46	0.23	0.70	123
2021-132404	Warehouse Manager	0.96	0.46	0.63	0.70	124
2021-221210	General Medicine Specialist Physician	0.74	0.63	1.00	0.70	125
2021-121301	Policy and Planning Manager	1.00	0.46	0.15	0.70	126
2021-263507	Adoption Social Worker	0.79	0.63	0.45	0.70	127
2021-122105	Customer Service Manager*	0.91	0.46	1.00	0.70	128
2021-214406	Marine Engineering Technologist	0.78	0.63	0.45	0.69	129
2021-142101	Importer or Exporter	0.98	0.46	0.15	0.69	130
2021-212101	Actuary	0.76	0.63	0.63	0.69	131
2021-432102	Dispatching and Receiving Clerk/Officer*	0.80	0.63	0.15	0.69	132
2021-311401	Electronic Engineering Technician	0.89	0.46	1.00	0.69	133
2021-311501	Mechanical Engineering Technician	0.89	0.46	1.00	0.69	133
2021-311702	Metallurgical or Materials Technician	0.89	0.46	1.00	0.69	133
2021-311901	Forensic Technician (Biology, Toxicology)	0.89	0.46	1.00	0.69	133
2021-311903	Food and Beverage Technician	0.89	0.46	1.00	0.69	133

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-241103	Tax Professional	0.88	0.46	1.00	0.69	138
2021-241108	Forensic Accountant	0.88	0.46	1.00	0.69	138
2021-235102	Education or Training Reviewer	0.79	0.63	0.15	0.69	140
2021-342204	Sports Coach or Instructor	0.49	0.84	1.00	0.68	141
2021-325201	Health Information Manager	0.96	0.46	0.15	0.68	142
2021-325802	Intensive Care Ambulance Paramedic or Ambulance Paramedic	0.96	0.46	0.15	0.68	142
2021-671203	Mechatronics Technician	0.91	0.46	0.63	0.68	144
2021-671208	Transportation Electrician	0.91	0.46	0.63	0.68	144
2021-132407	Airport or Harbour Manager	0.96	0.46	0.15	0.68	146
2021-441903	Program or Project Administrators*	0.50	0.87	0.51	0.68	147
2021-331201	Credit or Loans Officer	0.60	0.78	0.45	0.68	148
2021-231102	University Tutor*	0.87	0.46	1.00	0.68	149
2021-222101	Clinical Nurse Practitioner	0.77	0.63	0.15	0.68	150
2021-222116	Nurse Manager	0.77	0.63	0.15	0.68	150
2021-221101	General Medical Practitioner	0.74	0.63	0.45	0.68	152
2021-541501	Intelligence Operator	0.86	0.46	1.00	0.68	153
2021-332301	Retail Buyer	0.85	0.46	1.00	0.67	154
2021-733201	Truck Driver (General)*	0.41	0.93	0.66	0.67	155
2021-341201	Auxiliary Community Development Practitioner*	0.85	0.46	1.00	0.67	156
2021-122201	Advertising and Public Relations Manager	0.91	0.46	0.45	0.67	157
2021-515103	Commercial Housekeeper*	0.92	0.46	0.23	0.67	158
2021-252301	Computer Network and Systems Engineer	0.49	0.84	0.66	0.67	159
2021-524903	Sales Clerk/Officer*	0.34	0.99	0.54	0.66	160

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-213205	Food and Beverage Scientist	0.68	0.63	0.69	0.66	161
2021-671302	Cable Joiner	0.91	0.46	0.15	0.66	162
2021-242215	Fraud Examiner	0.82	0.46	1.00	0.66	163
2021-226301	Environmental Health Officer	0.81	0.46	1.00	0.65	164
2021-311101	Chemistry Technician	0.89	0.46	0.15	0.65	165
2021-672105	Instrument Mechanician	0.80	0.46	1.00	0.64	166
2021-672107	Special Class Electrician	0.80	0.46	1.00	0.64	166
2021-235601	ICT Trainer	0.79	0.46	1.00	0.64	168
2021-242404	Student Support Service Officer	0.82	0.46	0.63	0.64	169
2021-541401	Security Officer*	0.86	0.46	0.23	0.64	170
2021-541906	Security Consultant	0.86	0.46	0.23	0.64	170
2021-251301	Multimedia Specialist	0.82	0.46	0.63	0.64	172
2021-652302	Fitter and Turner*	0.38	0.90	0.63	0.64	173
2021-214901	Biomedical Engineer	0.78	0.46	1.00	0.64	174
2021-214902	Explosive Ordnance Engineer	0.78	0.46	1.00	0.64	174
2021-252901	ICT Security Specialist	0.49	0.78	0.64	0.63	176
2021-312201	Production/ Operations Supervisor (Manufacturing)*	0.49	0.78	0.63	0.63	177
2021-332201	Commercial Sales Representative*	0.85	0.46	0.23	0.63	178
2021-734402	Forklift Driver*	0.44	0.84	0.46	0.63	179
2021-213109	Zoologist	0.68	0.63	0.15	0.63	180
2021-341203	Social Auxiliary Worker	0.85	0.46	0.23	0.63	181
2021-334102	Office Administrator*	0.62	0.63	0.69	0.63	182
2021-332204	Commercial Services Sales Agent*	0.85	0.46	0.15	0.63	183
2021-222104	Registered Nurse (Community Health)	0.77	0.46	1.00	0.63	184
2021-431103	Taxation Clerk	0.81	0.46	0.63	0.63	185
2021-312202	Maintenance Planner	0.49	0.78	0.53	0.63	186
2021-712101	Metal Processing Plant Operator	0.77	0.46	1.00	0.63	187
2021-212102	Mathematician	0.76	0.46	1.00	0.62	188

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-234201	Early Childhood Development Practitioner	0.40	0.87	0.33	0.62	189
2021-242214	Intellectual Property Special Advisor	0.82	0.46	0.23	0.62	190
2021-234102	Intermediate Phase School Teacher (Grades 4–6)	0.40	0.87	0.23	0.62	191
2021-242204	Corporate Treasurer	0.82	0.46	0.15	0.62	192
2021-242307	Recreation Officer	0.82	0.46	0.15	0.62	192
2021-221207	Pathologist	0.74	0.46	1.00	0.62	194
2021-263201	Anthropologist	0.79	0.46	0.45	0.61	195
2021-111207	Senior Government Manager	0.31	0.91	0.63	0.61	196
2021-252101	Database Designer and Administrator	0.49	0.72	0.70	0.61	197
2021-733101	Bus Driver*	0.41	0.84	0.30	0.61	198
2021-215201	Electronics Engineer	0.71	0.46	1.00	0.60	199
2021-215301	Telecommunications Engineer	0.71	0.46	1.00	0.60	199
2021-653101	Automotive Motor Mechanic	0.79	0.46	0.23	0.60	201
2021-653307	Heavy Equipment Mechanic	0.79	0.46	0.15	0.60	202
2021-421401	Debt Collector*	0.70	0.46	1.00	0.60	203
2021-214605	Metallurgist	0.78	0.46	0.15	0.60	204
2021-222103	Registered Nurse (Child and Family Health)	0.77	0.46	0.15	0.59	205
2021-222110	Registered Nurse (Mental Health)	0.77	0.46	0.15	0.59	205
2021-222114	Nurse Educator	0.77	0.46	0.15	0.59	205
2021-243201	Communication Coordinator	0.49	0.72	0.28	0.59	208
2021-642701	Air-conditioning and Refrigeration Mechanic	0.50	0.63	1.00	0.59	209
2021-213102	General Biologist	0.68	0.46	1.00	0.59	210
2021-213110	Medical Scientist	0.68	0.46	1.00	0.59	210
2021-213305	Air Quality Analyst	0.68	0.46	1.00	0.59	210
2021-143109	Club Membership Manager	0.73	0.46	0.45	0.58	213
2021-234101	Foundation Phase School Teacher	0.40	0.78	0.49	0.58	214

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-252201	Systems Administrator	0.49	0.63	1.00	0.58	215
2021-216401	Urban and Regional Planner	0.23	0.95	0.34	0.58	216
2021-221203	Emergency Medicine Specialist	0.74	0.46	0.15	0.58	217
2021-216603	Multimedia Designer	0.23	0.91	0.64	0.57	218
2021-642607	Pipe Fitter*	0.50	0.63	0.69	0.57	219
2021-333201	Events Manager	0.65	0.46	1.00	0.57	220
2021-333905	Supply Chain Practitioner	0.65	0.46	1.00	0.57	220
2021-143102	Gaming Manager	0.73	0.46	0.15	0.57	222
2021-264301	Interpreter	0.64	0.46	1.00	0.57	223
2021-321201	Medical Technician	0.64	0.46	1.00	0.57	224
2021-321206	Medical Technologist	0.64	0.46	1.00	0.57	224
2021-711201	Mineral Processing Plant Operator	0.46	0.63	1.00	0.57	226
2021-681201	Confectionary Baker*	0.62	0.46	1.00	0.56	227
2021-516401	Animal Attendant/ Groomer	0.36	0.72	1.00	0.56	228
2021-421202	Gaming Worker	0.70	0.46	0.15	0.56	229
2021-441602	Skills Development Administrator	0.50	0.63	0.28	0.56	230
2021-213104	Biochemist	0.68	0.46	0.15	0.55	231
2021-213105	Biotechnologist	0.68	0.46	0.15	0.55	231
2021-213301	Conservation Scientist	0.68	0.46	0.15	0.55	231
2021-213302	Environmental Scientist	0.68	0.46	0.15	0.55	231
2021-243203	Corporate Communication Manager	0.49	0.63	0.15	0.54	235
2021-211201	Meteorologist	0.39	0.63	1.00	0.53	236
2021-334302	Personal Assistant*	0.62	0.46	0.45	0.53	237
2021-264202	Editor	0.64	0.46	0.15	0.53	238
2021-264303	Linguist	0.64	0.46	0.15	0.53	238
2021-321101	Medical Diagnostic Radiographer	0.64	0.46	0.15	0.53	240
2021-321107	Operating Theatre Technician	0.64	0.46	0.15	0.53	240
2021-511302	Tour Guide	0.60	0.46	0.45	0.52	242
2021-735101	Deck Hand	0.35	0.72	0.28	0.52	243
2021-511101	Flight Attendant	0.60	0.46	0.15	0.51	244

OFO CODE	OCCUPATION	SECONDARY DATA DEMAND SCORE	MENTIONS DEMAND SCORE	CERTAINTY DEMAND SCORE	WEIGHTED AVERAGE DEMAND SCORE	RANK
2021-441201	Courier	0.50	0.46	1.00	0.50	245
2021-441502	Office Machine Operator	0.50	0.46	1.00	0.50	245
2021-642602	Solar Installer	0.50	0.46	1.00	0.50	247
2021-652301	Metal Machinist	0.38	0.63	0.45	0.50	248
2021-643101	Painter*	0.50	0.46	1.00	0.50	249
2021-342103	Jockey	0.49	0.46	1.00	0.50	250

Annexure 3: Survey response mapping

The following list details all the occupations listed by survey respondents and the corresponding OFO occupations to which they were mapped.⁹

ACCOUNTS CLERK	Accounts clerk
	Audit clerk
	Debtors clerk
	Financial clerk
	Invoice clerk
ACTUARY	Actuary
ADOPTION SOCIAL WORKER	Social worker
ADVERTISING AND PUBLIC RELATIONS MANAGER	Stakeholder manager
AERONAUTICAL ENGINEER	Aeronautical engineer
	Engineer avionic
AGRICULTURAL FARM MANAGER	Dairy manager
	Livestock manager
	Piggery supervisor
	Piggery unit manager
	Farm manager
AIR QUALITY ANALYST	Air quality specialist

⁹ This exercise captured the variety of ways in which survey respondents named occupations. Spelling errors and capitalisations have been corrected.

AIR-CONDITIONING AND REFRIGERATION MECHANIC	Air-conditioning installer
	Refrigeration apprentice
AIRCRAFT MAINTENANCE MECHANIC	Aircraft technician avionic
	Aircraft metrology technician
	Technical mechanic (pilot and aircraft)
ANIMAL ATTENDANT OR GROOMER	Head groom
	Sheep shearer (blade and machine shearer)
	Sheep shearer
ANTHROPOLOGIST	Cultural officer
APPLICATIONS PROGRAMMER	Applications programmer
	Computer numerical control programmer
ASSESSMENT PRACTITIONER	Assessor
	Assessment developer
ASSOCIATE LEGAL PROFESSIONAL	Legal advisor
	Legal officer
	Municipal legal advisor
ATTORNEY	Forensic lawyer
	Lawyer
AUTOMOTIVE MOTOR MECHANIC	Motor mechanic
AUXILIARY COMMUNITY DEVELOPMENT PRACTITIONER	Economic development or socioeconomic development project officer
BIOCHEMIST	Biochemist
BIOMEDICAL ENGINEER	Biomedical engineer
BOILERMAKER	Boiler attendees
	Boilermaker
	Boilermaker assessor
	Boilermaker instructor
	Boilermaker moderator

BOOKKEEPER	Bookkeeper
	Finance administrator
BUS DRIVER	Bus driver
	Driver for learners and staff
	Minibus driver
BUSINESS ADMINISTRATOR	Business administration services worker
	Business administrator
BUSINESS DEVELOPMENT OFFICER	Business developer
	Business development officer
	Business development administrator
BUSINESS TRAINING MANAGER	Learning and development manager
	Senior specialist human resources business partner
	Training manager
CABLE JOINTER	Cable bolters
CAFÉ (LICENSED) OR RESTAURANT MANAGER	Food and beverage manager
	Hospitality and catering operator
	Restaurant manager
	Restaurant supervisor
CALL CENTRE TEAM LEADER	Contact centre team leader
	Contact centre trainer
CALL OR CONTACT CENTRE AGENT	Call center agent
	Call centre trainer
	Contact center support agent
	Contact centre agent
CALL OR CONTACT CENTRE MANAGER	Call centre manager
	Call centre quality assessor
	Contact centre campaign manager
	Contact centre manager
	Contact centre operations manager
CHEF	Chef
	Chef de partie
	Commis chef (pastry)

CHEF ... cont.	Cooker
	Executive chef
	Private chef for food prep
	Sous chef
	Sous chef (cold kitchen)
	Sous chef (hot kitchen)
	Sous chef (pastry)
CHEMICAL ENGINEER	Chemical engineer
CHEMISTRY TECHNICIAN	Laboratory assistant
CHIEF INFORMATION OFFICER	Chief information officer
	Chief information security officer
CIVIL ENGINEER	Civil engineer
	Water and waste water services engineer
	Engineering, procurement, and construction engineer
	Senior civil engineer
	Infrastructure superintendent or supervisor
CIVIL ENGINEERING TECHNOLOGIST	Civil engineering technologist
	Engineering technician (civil engineering)
	Wastewater treatment assessment
CLEARING AND FORWARDING AGENT	Cargo agent
	Clearing and forwarding controller
	National clearing and forwarding manager
	Sea freight forwarding clerk
	Ships agency operator
	Ships agent
	Ships agent operations manager
CLINICAL NURSE PRACTITIONER	Clinical facilitator (with a nursing education diploma)
	Infection prevention and control specialist
	Patient safety specialist
CLUB MEMBERSHIP MANAGER	Member engagement manager
COMMERCIAL HOUSEKEEPER	Hotel or guest house room attendant or housekeeper

COMMERCIAL SALES REPRESENTATIVE	External sales representative
COMMERCIAL SERVICES SALES AGENT	Sales agent
COMMUNICATION COORDINATOR	Communication officer
	Community liaison
	Labour relations practitioner
COMPLIANCE OFFICER	Compliance officer
	Compliance specialist
COMPUTER NETWORK AND SYSTEMS ENGINEER	Computer network and system engineer
	Linux systems engineer
	Network engineer
CONFECTIONARY BAKER	Bread and flour confectionery baker
CONSTRUCTION PROJECT MANAGER	Construction manager (registered with the South African Council for the Project and Construction Management Professions (SACPCMP))
	Programme director (infrastructure)
	Project manager (construction)
	Site manager
	Site supervisor
	Yard manager
CONTACT CENTRE FORECAST ANALYST	Contact centre quality analyst
	Contact centre real time analyst
CONTACT CENTRE REAL TIME ADVISOR	Real time administrator
	Real time analyst
CORPORATE COMMUNICATION MANAGER	Account manager
	Business account manager
CORPORATE GENERAL MANAGER	Corporate general manager
	General manager (hotel)
	Generic manager
	Head of operations
	Operations controller
	Operations manager

CORPORATE GENERAL MANAGER ... cont.	Operations supervisor
	Regional operations manager
	Senior operations manager
CORPORATE SERVICES MANAGER	Admin manager
	Chief operating officer
	Professional administrative support service worker
CORPORATE TREASURER	Treasurer
COST CLERK	Estimator
COURIER	Courier
	Driver
CREDIT OR LOANS OFFICER	Budgeting and reporting manager
	Credit risk analyst
	Creditors controller
	SAP ABAP developer and technical finance consultant
CUSTOMER SERVICE MANAGER	Customer relations manager
DATA ENTRY OPERATOR	Data capturer
	Data capturer and clerk
DATA SCIENTIST	Data scientist
	Artificial intelligence (AI) developer
	IT engineer
	Electric batteries installer
DATABASE DESIGNER AND ADMINISTRATOR	Database administrator
	Database designer and administrator
	Structured Query Language server database administrator
DEBT COLLECTOR	Debt collector
DECK HAND	Able seafarer
	Ordinary seafarer
	Unemployed learnership employee (deck hand)
DEVELOPER PROGRAMMER	AI programmer
	Developer
	Programme developer
	Programmer

DIESEL MECHANIC	Diesel mechanic
	Motor and diesel mechanic
DIRECTOR (ENTERPRISE OR ORGANISATION)	Chief executive officer (CEO)
	Director
	Director of studies
	Group CEO
	Managing director
DIRECTOR OF MARKETING	Head of marketing
	Marketing manager
	Social media manager
DISPATCHING AND RECEIVING CLERK OR OFFICER	Freight forwarder
	Freight handler
EARLY CHILDHOOD DEVELOPMENT PRACTITIONER	Early childhood development (ECD) practitioner
	ECD teacher
ECONOMIST	Developmental economist
	Economist
	Health economist
	Resource efficiency economist
	Transport economist
EDITOR	Content editor
EDUCATION OR TRAINING ADVISOR	Academic course designer
	Course content developer (higher education)
	Student course advisor
EDUCATION OR TRAINING REVIEWER	Education specialist
	Moderator
ELECTRICAL ENGINEER	Electrical engineer
	Grid engineer
	Supervisory control and data acquisition engineer
	Senior electrical engineering officer
	Senior manager (electricity) or electrical engineer
ELECTRICAL ENGINEERING TECHNICIAN	Electrical technician
	Information and communications technician
	Information, communications, and telecommunications technician

ELECTRICIAN	Artisan electrician
	Electrician
	Electrician (red seal)
	Electrician (general)
ELECTRONIC ENGINEERING TECHNICIAN	Electronics engineer technologist
ELECTRONIC EQUIPMENT MECHANICIAN	Digital machine mechanic
	Slots technician
ELECTRONICS ENGINEER	Electronic engineer
EMERGENCY MEDICINE SPECIALIST	Emergency medical care practitioner
ENERGY EFFICIENCY TECHNICIAN	Energy efficiency professional
ENERGY ENGINEER	Energy analyst
	Energy system optimisation professional
	Renewable energy engineer
ENERGY ENGINEERING TECHNOLOGIST	Renewable energy professional
	Specialist in energy (renewable energy)
ENGINEERING MANAGER	Assistant manager (engineering)
	Engineering manager
	Manager (engineering services)
ENQUIRY CLERK	Customer service agent
	Customer service contact centre agent
	Customer services or front-line staff
ENROLLED NURSE	Auxiliary nurse
	Enrolled nurse
	Enrolled nursing assistant
ENVIRONMENTAL ENGINEER	Environmental engineer
ENVIRONMENTAL HEALTH OFFICER	Waste management professional

ENVIRONMENTAL IMPACT AND RESTORATION ANALYST	Carbon reduction specialist
ENVIRONMENTAL SCIENTIST	Environmental officer
EVENTS MANAGER	Conference and events organiser
EXPLOSIVE ORDNANCE ENGINEER	Explosive ordnance engineer
EXTERNAL AUDITOR	Commercial forensic investigator
	Financial investigations graduate
	Forensic auditor
	Technical auditor
FACILITIES MANAGER	Facilities management coordinator
	Facilities manager
	Facility or property manager
	FET phase school teacher (Grades 10–12)
	Afrikaans teacher (Grades 10–12)
	English teacher (Grades 10–12)
FINANCE MANAGER	Chief financial officer
	Department manager
	Finance director
	Finance manager
	Financial administrator
	Financial executive
	Revenue manager
FINANCIAL INVESTMENT ADVISOR	Finance systems analyst
	Financial analyst
	Financial planning and analysis manager
	Paraplanner
	Wealth manager
FITTER AND TURNER	Fitter
	Fitter and turner

FLEET MANAGER	Chief clerk (fleet management)
	Fleet manager
	Manager mechanical services and fleet management
	Supervisors or fleet controller
FLIGHT ATTENDANT	Cabin crew
FOOD AND BEVERAGE SCIENTIST	Agriculturalist or food technologist
	Food technician or technologist
FOOD AND BEVERAGE TECHNICIAN	Food and beverage technician
FORENSIC ACCOUNTANT	Forensic accountant
FORENSIC TECHNICIAN (BIOLOGY OR TOXICOLOGY)	Forensic technician (biology or toxicology)
FORKLIFT DRIVER	Forklift driver
	Forklift operator
FOUNDATION PHASE SCHOOL TEACHER	Educator
	Educator basic educator
	Foundation phase teacher (Grades R-3)
FRAUD EXAMINER	Fraud risk practitioner
GAMING MANAGER	Gaming manager
GAMING WORKER	Casino gaming workers
GENERAL ACCOUNTANT	Accountant
	Accountant (general)
	Chartered accountant
GENERAL BIOLOGIST	Biologist
GENERAL CLERK	Administrator
	Administrative clerk
	Administrative support staff
	Admin worker
	Administrator assistant
	Clerical support

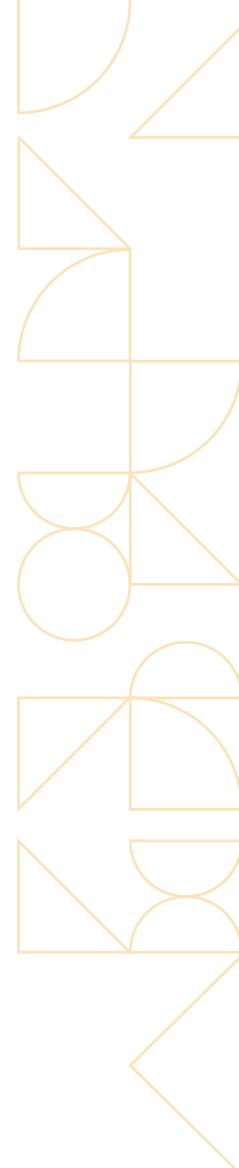
GENERAL CLERK ... cont.	Clerical support worker
	Clerical worker
	Clerk
	Education and training quality assurance administrator
	Principal clerk (creditors)
GENERAL MEDICAL PRACTITIONER	Doctor
	Occupational doctor
GENERAL MEDICINE SPECIALIST PHYSICIAN	Medical specialist (all specialities)
	Specialist physician (general medicine) precision medicine
HAIRDRESSER	Hair dresser
	Stylist
	Barber
	Hair stylist and barber
	Qualified hairdresser
HEALTH AND SAFETY MANAGER	Health safety and environment manager
	Health information manager
	Medical coder
HEAVY EQUIPMENT MECHANIC	Earthmoving equipment artisan
HERITAGE CONSULTANT	Heritage officer
	Heritage professional
	Senior heritage professional
HOTEL SERVICE MANAGER	Executive housekeeper
	Front office manager
	Hospitality manager
	Hotel manager
	Porter (hospitality)
HUMAN RESOURCES (HR) ADVISOR	HR administrator
	Professional HR programme developer
HR MANAGER	Broad-based black economic empowerment (B-BBEE) specialist
	Chief HR manager
	Deputy director HR development
	HR director

HR MANAGER <i>... cont.</i>	HR employee development specialist
	HR manager
	HR practitioner
	HR officer
	HR professional
	Senior HR manager
ICT PROJECT MANAGER	ICT manager
	ICT projects manager
ICT SECURITY SPECIALIST	Cybersecurity engineer
	ICT network security specialist
	ICT security specialist
	Information security analyst and architect
ICT SYSTEMS ANALYST	Cloud engineer
	ICT systems administrator
	ICT systems analyst
	IT or tech architect
	Systems developer
ICT TRAINER	IT lecturer
IMPORTER OR EXPORTER	Imports supervisor or team leader
INDUSTRIAL ENGINEER	Business improvement specialist (industrial engineer, supply chain specialist)
	Industrial engineer
	Process engineer
INDUSTRIAL ENGINEERING TECHNOLOGIST	Fabric technologist
	Garment technologist
IT MANAGER	Head of technology
	IT manager
	IT project manager
INSTRUMENT MECHANICIAN	Instrument mechanician
INTELLIGENCE OPERATOR	Intelligence operator

INTENSIVE CARE AMBULANCE PARAMEDIC OR AMBULANCE PARAMEDIC	Paramedic
INTERMEDIATE PHASE SCHOOL TEACHER (GRADES 4–6)	Afrikaans teacher (Grades 4–7)
	English teacher (Grades 4–7)
	Mathematics teacher (Grades 4–7)
INTERNAL AUDITOR	Internal auditor
INTERPRETER	Interpreter
LINGUIST	Foreign language speaker
LOGISTICS MANAGER	Despatch (or dispatch) supervisor
	Logistics manager
	Logistics supervisor
MAINTENANCE PLANNER	Maintenance controller
	Maintenance manager
	Maintenance planner
MANAGEMENT CONSULTANT	Business analyst
	Business intelligence analyst
	Business intelligence developer
	IT specialist and business analyst
MANUFACTURING OPERATIONS MANAGER	Operations plant manager
	Production line operator
	Production manager
	Production, plant, or manufacturing manager
	Technical manager
MANUFACTURING TECHNICIAN	Cable manufacturer
	Survey technician (building)
MARINE ENGINEERING TECHNOLOGIST	Marine engineering technologist
MARITIME SEARCH AND RESCUE MISSION COORDINATOR	Duty controller

MARKETING PRACTITIONER	Brand manager
	Digital marketer
	E-commerce specialist
	Fast-moving consumer goods marketer
	Marketer
	Marketer (sales)
	Marketing and sales consultant
	Marketing assistant
	Marketing consultant
	Product manager
	Product owner
	Professional (marketing)
	Social media content developer
Social media marketer	
Sport promoter	
MATHEMATICIAN	Mathematician
MECHANICAL ENGINEER	Engineer (mechanical, electrical, civil, instrument)
	Maintenance manager
	Maintenance specialist
	Mechanical engineer
	Mechatronics engineer
Operations and maintenance engineer	
MECHANICAL ENGINEERING TECHNICIAN	Mechanical technician
MECHANICAL FITTER	Artisan (mechanical)
	Fitter (mechanical, pipe)
	Mechanical fitter
	Mechanical fitter apprentice
MECHATRONICS TECHNICIAN	Mechatronics technician
MEDICAL DIAGNOSTIC RADIOGRAPHER	Radiographic technician
MEDICAL SCIENTIST	Medical scientist and technologist

MEDICAL TECHNICIAN	Medical technicians (all categories)
METAL MACHINIST	Machinist turner
	Machinist
METAL PROCESSING PLANT OPERATOR	Extrusion operator
METALLURGICAL OR MATERIALS TECHNICIAN	Ultrasound inspector
METALLURGIST	Metallurgist
METEOROLOGIST	Meteorologist
	Weather forecaster
MILLWRIGHT	Millwright
	Millwright apprentice
MINERAL PROCESSING PLANT OPERATOR	Plant operator
	Process artisan
MULTIMEDIA DESIGNER	Course developer or instructional designer
	Instructional designer
	Learning designer
MULTIMEDIA SPECIALIST	Multimedia specialist
NAIL TECHNICIAN	Nail technician
NURSE EDUCATOR	Nurse educators
NURSE MANAGER	Clinical case manager
	Unit manager
	Nursing manager
OCCUPATIONAL INSTRUCTOR	Occupational instructor or trainer
	Welding instructor
OFFICE ADMINISTRATOR	Office administrator
OFFICE MACHINE OPERATOR	Record officer



OPERATING THEATRE TECHNICIAN	Operating department assistant
ORGANISATION AND METHODS ANALYST	Change manager
	Continuous Improvement specialist
	Skills assessor
ORGANISATIONAL RISK MANAGER	Chief risk manager
	Organisational risk manager
PAINTER	Industrial painter
PATHOLOGIST	Pathologist
PERSONAL ASSISTANT	Personal assistant
PHYSICAL ASSET MANAGER	Asset manager (solar projects)
PIPE FITTER	Pipe fitter
PLUMBER	Artisan assistant plumber
	Artisan plumber
	Artisan (plumbing)
	Plumber
	Plumber (general)
POLICY ANALYST	Impact assessment practitioner
	Monitoring and evaluation (M&E) specialist
	M&E officer
	Performance M&E specialist
POLICY AND PLANNING MANAGER	Social policy specialist
PRODUCTION OR OPERATIONS SUPERVISOR (MANUFACTURING)	Production supervisor
	Supervisor
PRODUCTION COORDINATOR	Logistics coordinator
	Planner (civil, mechanical, electrical)
	Production planner
PRODUCTION ENGINEERING TECHNOLOGIST	Automation technician
	Production engineering technologist (operator technologist)

PROGRAMME OR PROJECT ADMINISTRATOR	Administrative officer
	Marketing and communications administrator
	Operations administrator
	Professional administrator
	Programme coordinator
	Project coordinator
PROGRAMME OR PROJECT MANAGER	Infrastructure project manager
	Project management office manager
	Programme or project manager
	Project developer
	Project manager
	Project manager (registered with SACPCMP)
	Projects controller
	Renewable energy project manager
PROGRAMMER ANALYST	Programmer analyst
PURCHASING OFFICER	Procurement, logistics, or supply chain officer
QUALITY MANAGER	Qualifications administrator
	Quality and operations manager
	Quality assurance manager
	Quality assurance and quality control (QA/QC) manager
	Quality assurance supervisor
	Quality assurance technician
	Quality assurer
	Quality controller
	Quality manager
QUALITY SYSTEMS MANAGER	Construction (QA/QC)
	Professional (quality assurer)
	QA/QC technician
	Quality auditor
RECREATION OFFICER	Sport and recreation officer
RECRUITMENT MANAGER	Talent acquisition specialist

RECRUITMENT OFFICER	Recruiter
	Recruitment administrator
	Recruitment and selection officer
	Recruitment consultant
	Senior professional officer (recruitment)
REGISTERED NURSE (CHILD AND FAMILY HEALTH)	Specialist nurse (emergency, perioperative, critical care, paediatric, neonatal, or obstetric nursing)
REGISTERED NURSE (COMMUNITY HEALTH)	Specialist professional nurse (primary health care)
REGISTERED NURSE (CRITICAL CARE AND EMERGENCY)	Intensive care unit (ICU) trained registered nurse
	Specialist professional nurse (ICU)
REGISTERED NURSE (MEDICAL)	Nurse
	Occupational nurse
	Professional nursing academic staff (theoretical and clinical)
	Professional nurse
	Registered nurse
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)
	Specialist professional nurse (theatre)
	Theatre nurse
	Theatre trained registered nurse
RESEARCH AND DEVELOPMENT MANAGER	Product development and legislation technologist
	Research and development manager
	Research manager
RETAIL BUYER	Buyer
RETAIL GENERAL MANAGER	Branch manager
	Department manager
	Merchandise manager (buying and planning)
	Retail manager
	Shop manager
	Store manager

RETAIL PHARMACIST	Pharmacist
	Responsible pharmacist
ROAD TRANSPORT MANAGER	Transport supervisor
	Transportation manager
SAFETY, HEALTH, ENVIRONMENT, AND QUALITY (SHE&Q) PRACTITIONER	Health and safety compliance, risk, ISO, and quality assurance assessor
	Health and safety officer
	Health and safety specialist (industry-specific)
	Occupation health and safety officer
	Safety coordinator
SALES AND MARKETING MANAGER	Business development manager
SALES ASSISTANT (GENERAL)	Salesperson
	Shop intern
	Wholesale and retail clerk
SALES CLERK OR OFFICER	Kiosk clerk
	Sales or customer service
	Sales consultant
	Sales manager
	Salesperson
	Salesperson (with education or commercial experience)
	Sales representative
	Sales staff
	Service and sales worker
SECURITY CONSULTANT	Safety and security specialist
SECURITY OFFICER	Security officer
SENIOR GOVERNMENT MANAGER	Head of department
	Head of department (teacher)
	Manager (resorts)
	Manager (water and sanitation)
	Manager (electrical services)
	Manager (parks section)
	Manager (water and sewerage)
Senior superintendent (stormwater)	

SENIOR PHASE SCHOOL TEACHER (GRADES 7–9)	Afrikaans teacher (Grades 8–9)
	English teacher (Grades 8–9)
SKILLS DEVELOPMENT ADMINISTRATOR	Training administrator
	Training assistant
SKILLS DEVELOPMENT PRACTITIONER	Skills development facilitator
	Skills development manager
	Skills development practitioner
	Vocational education facilitator
	Workplace trainer
SKINCARE THERAPIST	Beautician
	Beauty therapist
SOCIAL AUXILIARY WORKER	Community social outreach worker
SOFTWARE DEVELOPER	Back-end developer
	Back-end software developer
	DevOps developer
	Engineer software
	IT developer
	Software developer
	Software development specialist
	Software engineer
Solution infrastructure architect	
SOLAR INSTALLER	Solar mounter and technician
SPECIAL CLASS ELECTRICIAN	Wireman's licensed electricians
SPORTS COACH OR INSTRUCTOR	Equine educational trainer
	Senior sports coach
	Sports coach
	Sports coach developer
STATISTICIAN	Data analyst
	Data analyst and data scientist
	Data analyst consultant
	Data collector and analyst

STATISTICIAN ... cont.	Data or statistical analyst
	Quantitative specialist
STOCK CLERK OR OFFICER	Stock controller
STUDENT SUPPORT SERVICE OFFICER	Student support administrator
SUPPLY AND DISTRIBUTION MANAGER	Chief procurement officer
	Director supply chain
	Head: Supply chain manager
	Procurement manager
	Procurement specialist
	Supply chain manager
SUPPLY CHAIN PRACTITIONER	Technical procurement
	Supply chain specialist
SYSTEMS ADMINISTRATOR	IT systems manager
	Systems administrator
TAX PROFESSIONAL	Tax specialist
TELE-COMMUNICATIONS ENGINEER	Service management engineer
TELE-COMMUNICATIONS NETWORK ENGINEER	Communication specialist
	Managing executive
TELE-COMMUNICATIONS TECHNICIAN	Communications manager
	Telecommunications fitment technician
TOUR GUIDE	Tour guide
TRAFFIC OFFICER	Law enforcement or traffic officer
	Traffic officer
TRAINING AND DEVELOPMENT PROFESSIONAL	Professional (with an occupationally directed education training and development practices qualification)
	Trainer or facilitator
	Training and development practitioner
	Training and development specialist
	Training coordinator
Training officer	

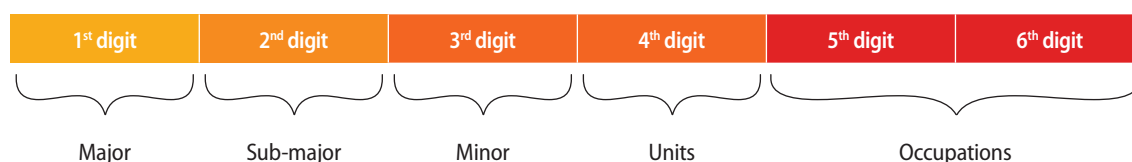
TRANSPORT CLERK	Assistant slipway control officer
	Operations clerk or coordinator
	Transport clerk
TRANSPORTATION ELECTRICIAN	Auto electrician
TRAVEL CONSULTANT	Corporate travel consultant
	Intermediate travel consultant
	Junior travel consultant
	Leisure intermediate consultant
	Leisure junior consultant
	Leisure senior consultant
	Leisure travel consultant
	Senior travel consultant
	Travel consultant
TRUCK DRIVER (GENERAL)	Car carrier driver
	Code 10 driver
	Code 14 driver
	Heavy duty driver
	Reach truck operator
	Transportation of dangerous goods
	Code EC truck driver
	Truck driver
	Ultra-heavy truck driver
UNIVERSITY LECTURER	Academic lecturer (higher education)
	Fashion sustainability lecturer
	Fashion technology 3D lecturer
	GRC lecturer
	Lecturer
	Lecturer (private higher education institution)
	Lecturer (higher education)
	Lecturers (HR)
	University tutor
	Tutor

URBAN AND REGIONAL PLANNER	Local planner
	Metro spatial planner
	Senior urban designer
	Town and regional planner
	Town planner
	Urban and regional planner
	Urban designer
WAITER	Sommelier
	Waiter
WAREHOUSE MANAGER	Warehouse supervisor
WATER ASSET MANAGER	Superintendent (water and sewerage)
WELDER	Welder
	Welder (double coded, stick, CO ₂)
	Welding assessor
	Welding moderator
ZOOLOGIST	Entomologist
	Nematologist

Annexure 4: The Organising Framework for Occupations (OFO)

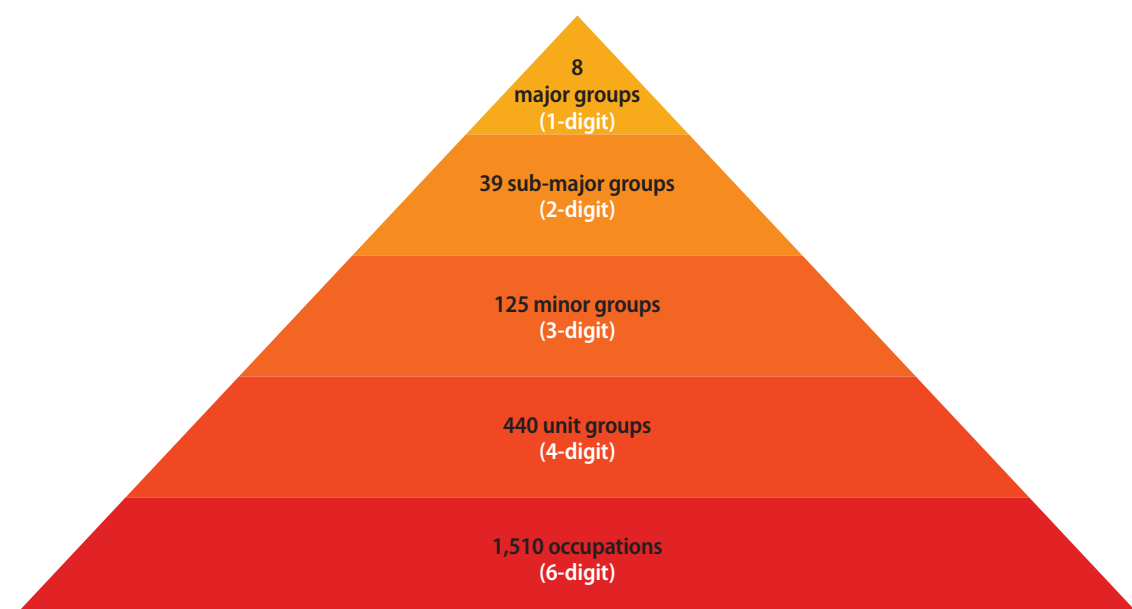
According to the DHET, the OFO is a classification framework that attempts to “establish a common language for talking about occupations”. As Reddy et al. explain in the 2018 *Occupations in High Demand in South Africa: A Technical Report*, “The OFO is a skill-based, coded classification system of occupations 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.



As shown in Figure 14, the eight one-digit major groups together encapsulate the entire set of 1,510 six-digit occupations.

FIGURE 14: The number of classifications in the OFO



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 15 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 15: The relationship between OFO major categories and NQF levels

LEVEL OF SKILL REQUIRED FOR A GIVEN NQF	NQF LEVEL	OFO MAJOR GROUP			
High	10	<div style="text-align: center;"> 2 Professionals </div>		<div style="text-align: center;"> 1 Managers </div>	
	9				
	8				
	7				
Intermediate	6	<div style="text-align: center;"> 3 Technicians and associate professionals </div>			
	5	<div style="text-align: center;"> 4 Clerical support workers </div>	<div style="text-align: center;"> 5 Service and sales workers </div>	<div style="text-align: center;"> 6 Skilled agricultural, forestry, fishery, craft, and related trade workers </div>	<div style="text-align: center;"> 7 Plant and machine operators and assemblers </div>
Entry	4				
	3				
Entry	2	<div style="text-align: center;"> 8 Elementary occupations </div>			
	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

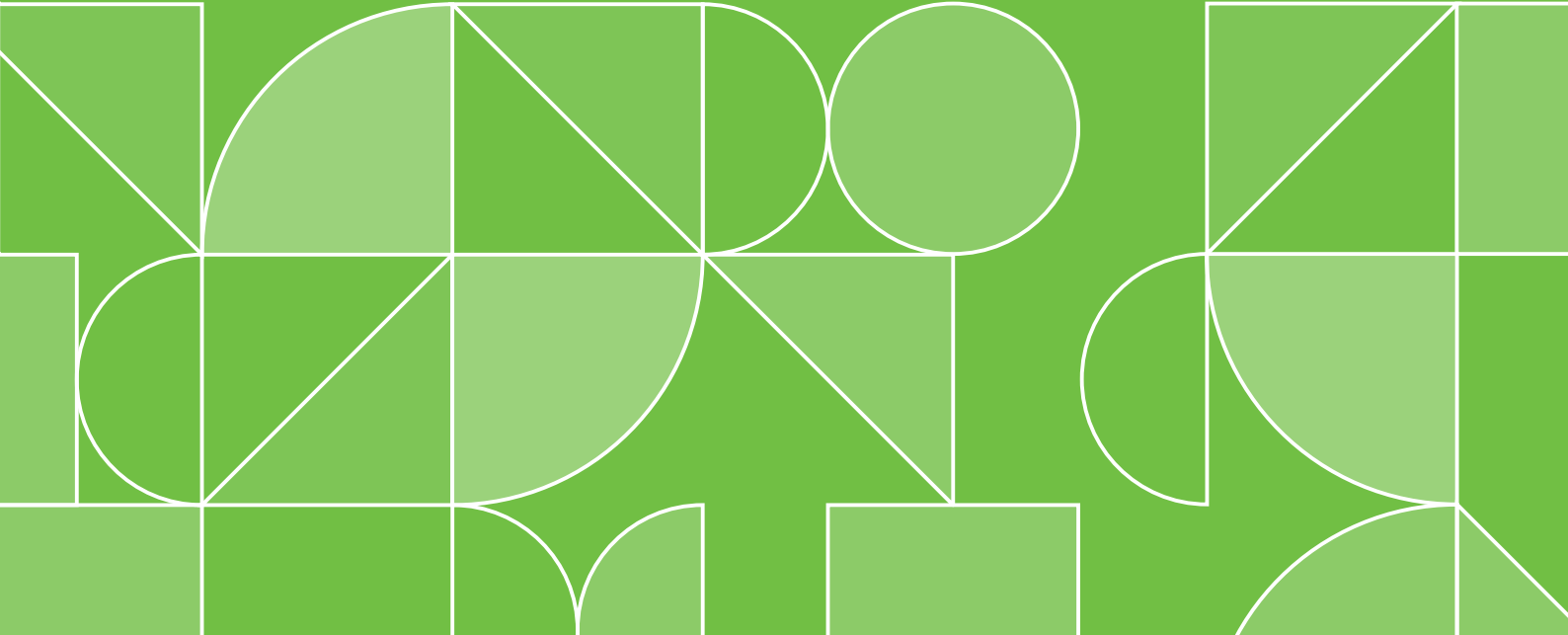
1. Please select the option that most closely represents the role at your place of work.
 - Owner, director, manager, or executive
 - Professional
 - Technician or associate professional
 - Clerical support, sales, and/or trades worker
 - Plant or machine operator or assembler
 - Human resources practitioner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



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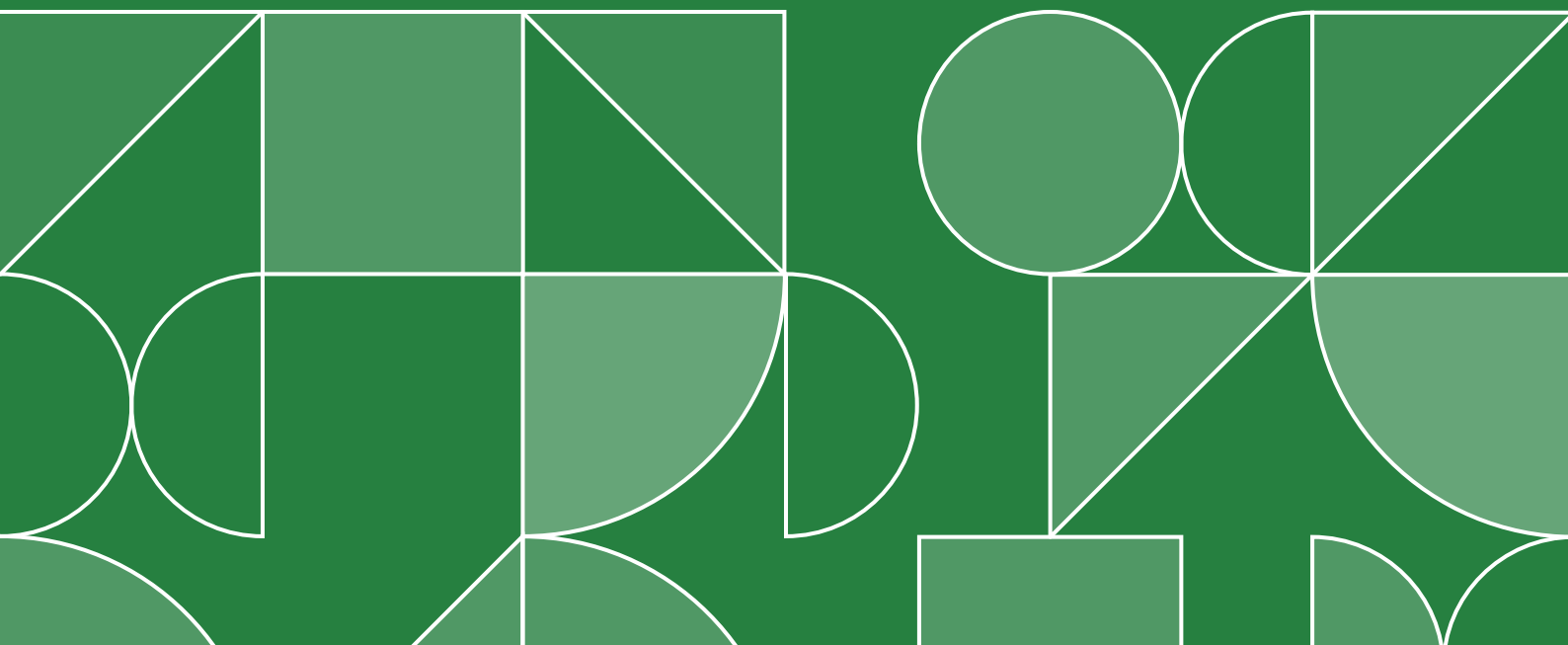
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