

2024

# South Africa's National List of Occupations in High Demand

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A Technical Research Report



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





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2024

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A series of light purple geometric shapes, including triangles, circles, and semi-circles, arranged vertically along the left margin of the page.

## Acknowledgements

The authors would like to thank everyone who assisted with and contributed to this research report. We extend our gratitude to the Department of Higher Education and Training (DHET), the Department of Home Affairs (DHA), and the Development Policy Research Unit (DPRU) for their guidance and input throughout the process.

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## Acronyms and Abbreviations

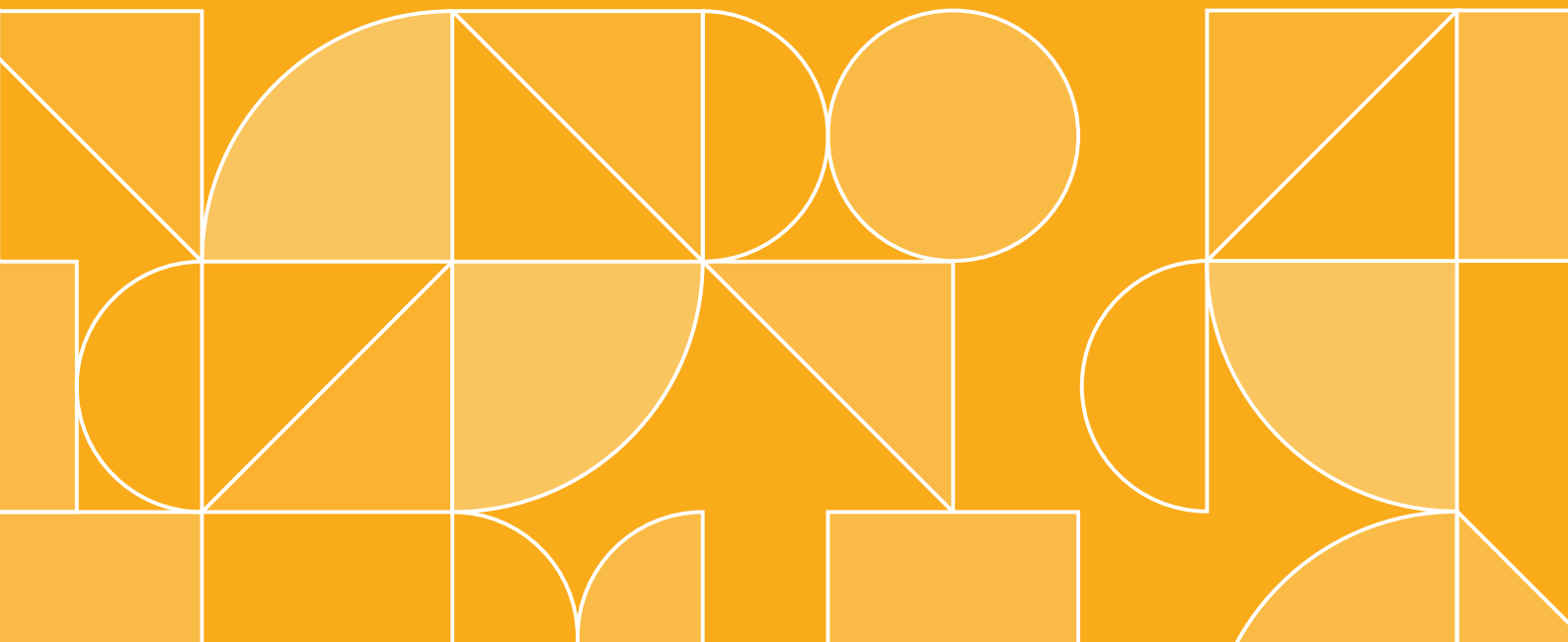
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| ACRONYM/ABBREVIATION | TERM/DEFINITION                                  |
|----------------------|--------------------------------------------------|
| CFE                  | Call for evidence                                |
| DHET                 | 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

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# Introduction



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

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



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

**FIGURE 2:** Signs of high occupational demand



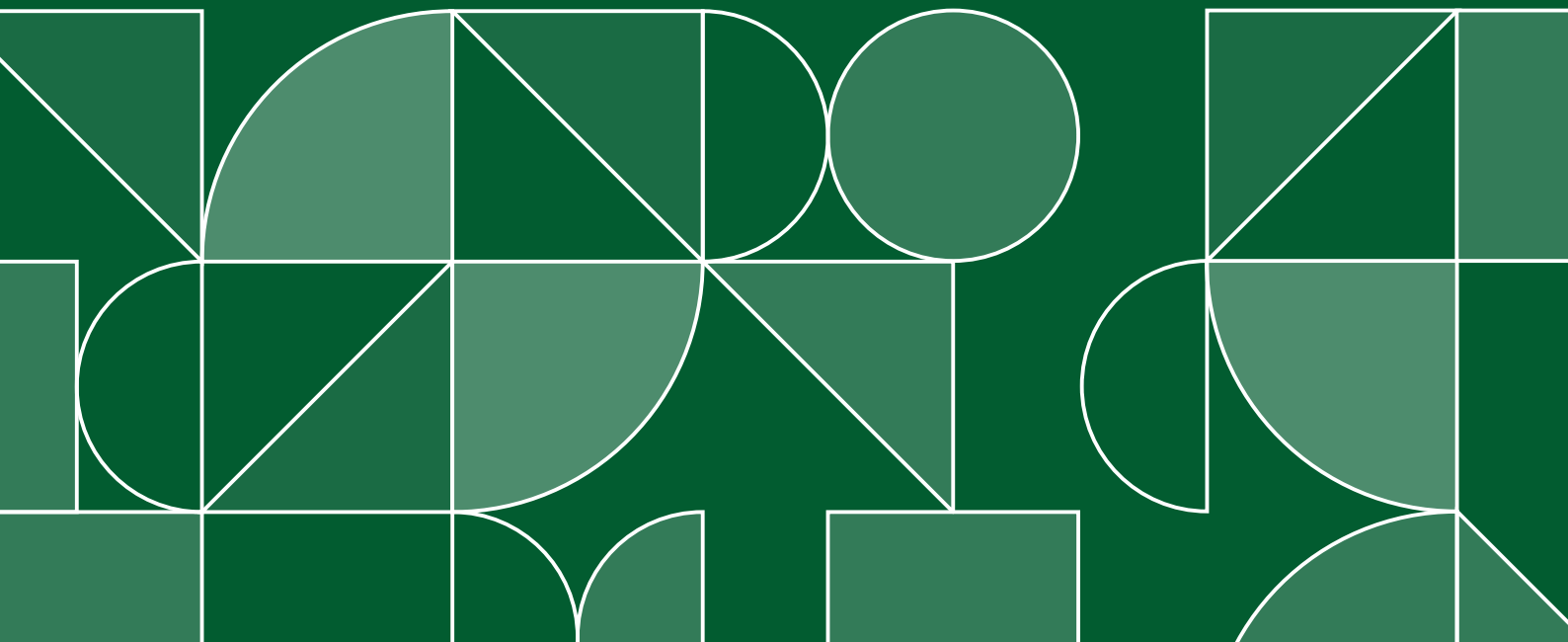
A detailed account of the signals that are cumulatively considered to identify the occupations with the highest demand is provided in section 4 of this report.

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

## PART 2

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# The South African Economy and Labour Market



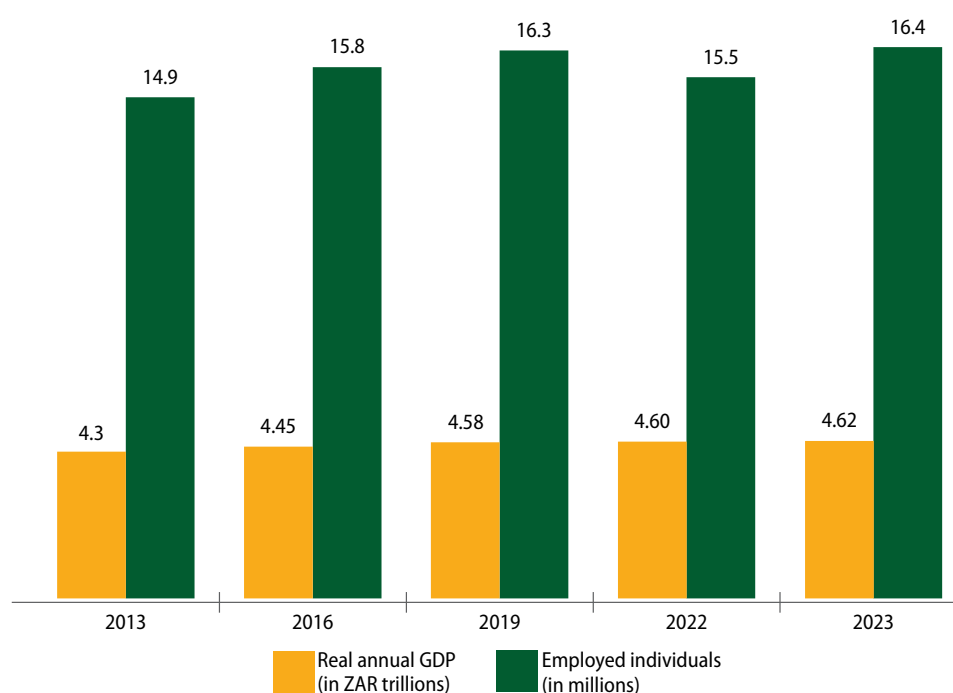
Although South Africa's labour market has recovered meaningfully from the COVID-19 pandemic's lows and continues to do so, compared to the pre-pandemic demand, it is still weak. Figure 3 shows South Africa's real gross domestic product (GDP) and employment growth over the last decade. The impact of the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

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

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

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

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



Source: Statistics South Africa

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

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

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

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

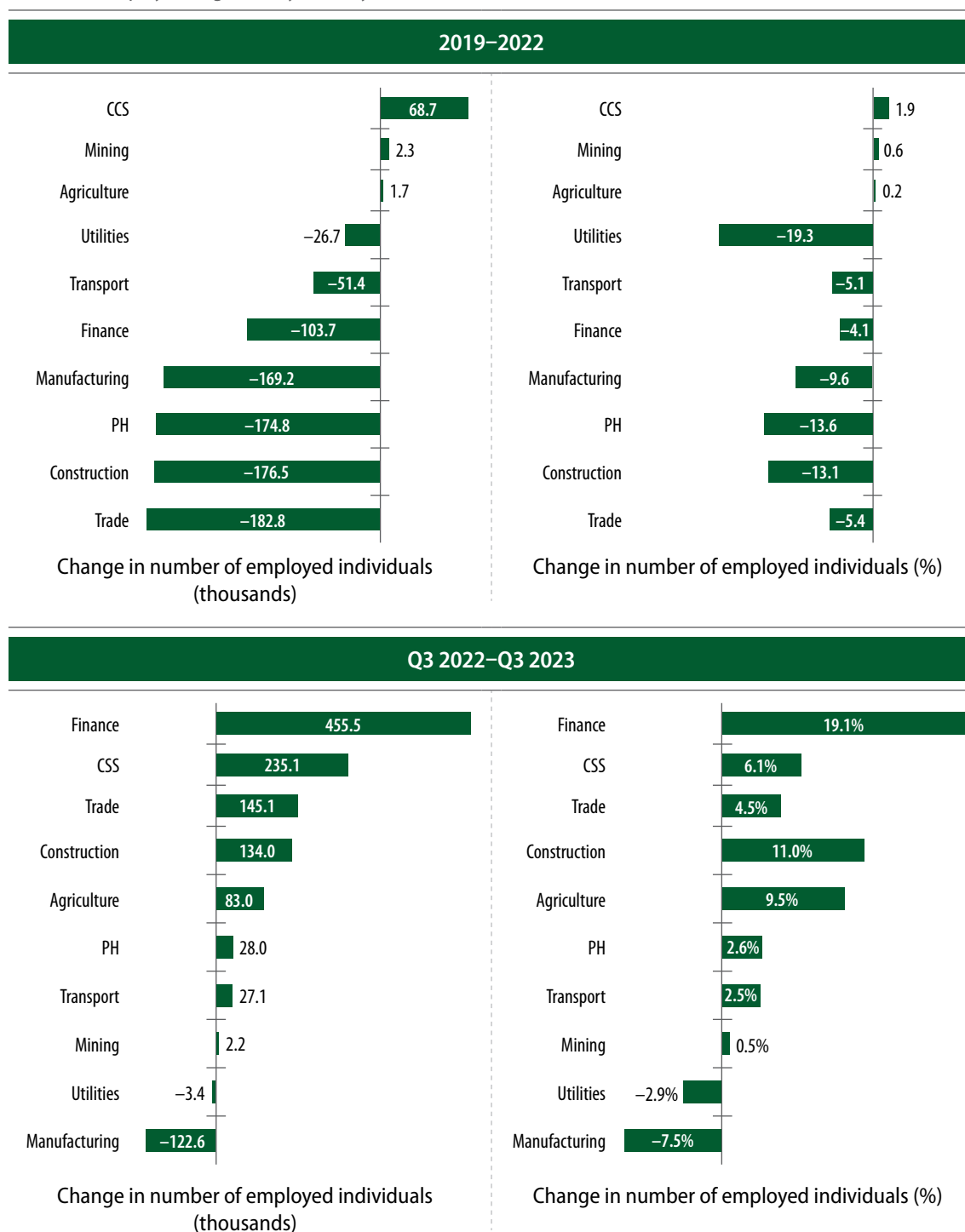
Figures 4 and 5 offer some high-level insight into the industries and occupational categories where we might expect the highest employment demand. The employment growth between 2019 and 2022 is shown in each figure's top panel, and the more recent growth between the third quarters of 2022 and 2023 is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

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

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

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

**FIGURE 4:** Employment growth by industry



Source: Statistics South Africa (2023)

Notes:

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

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

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

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

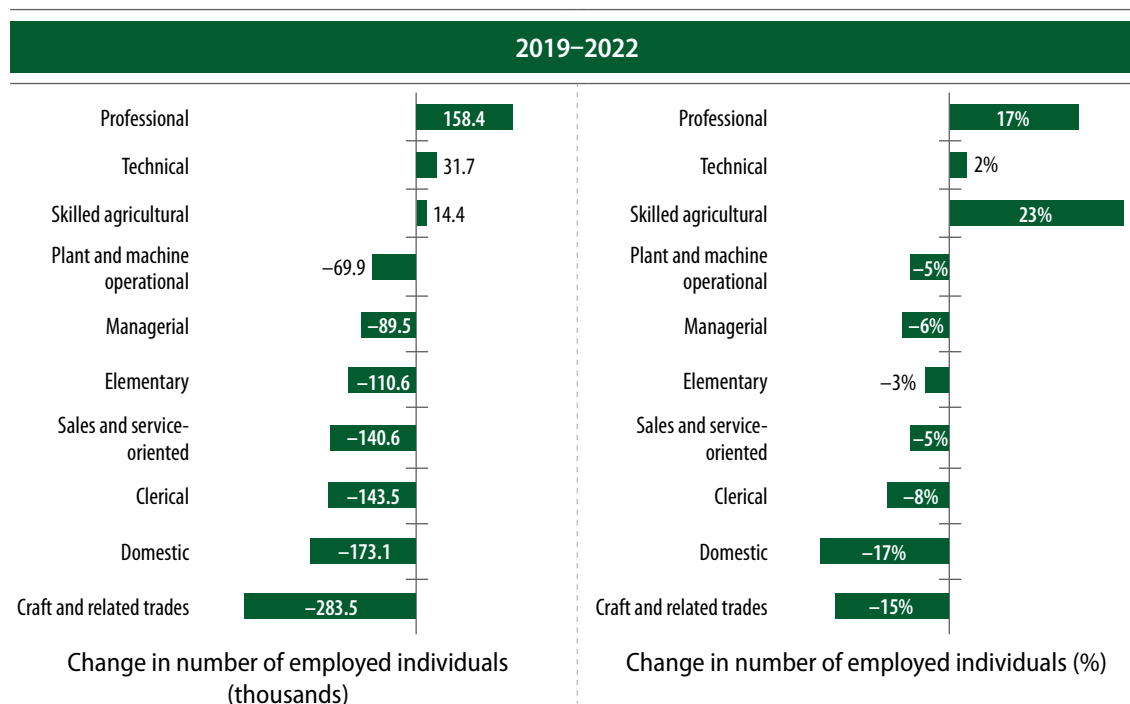
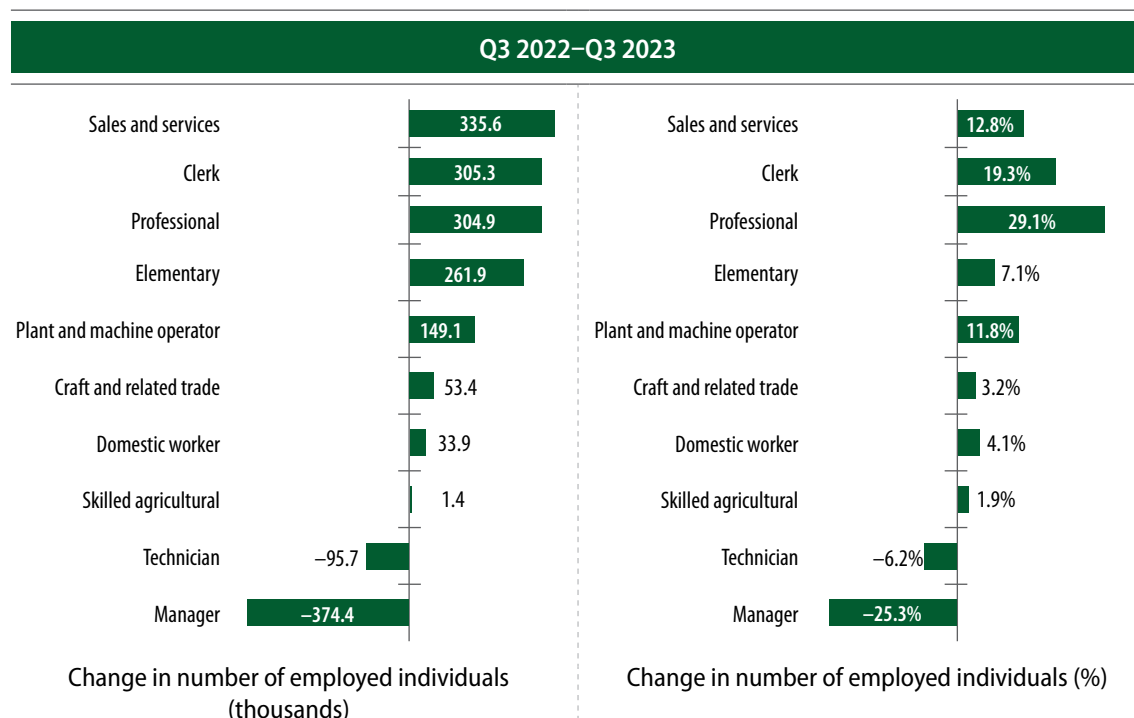


Figure 5: continued



Source: Statistics South Africa (2023)

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

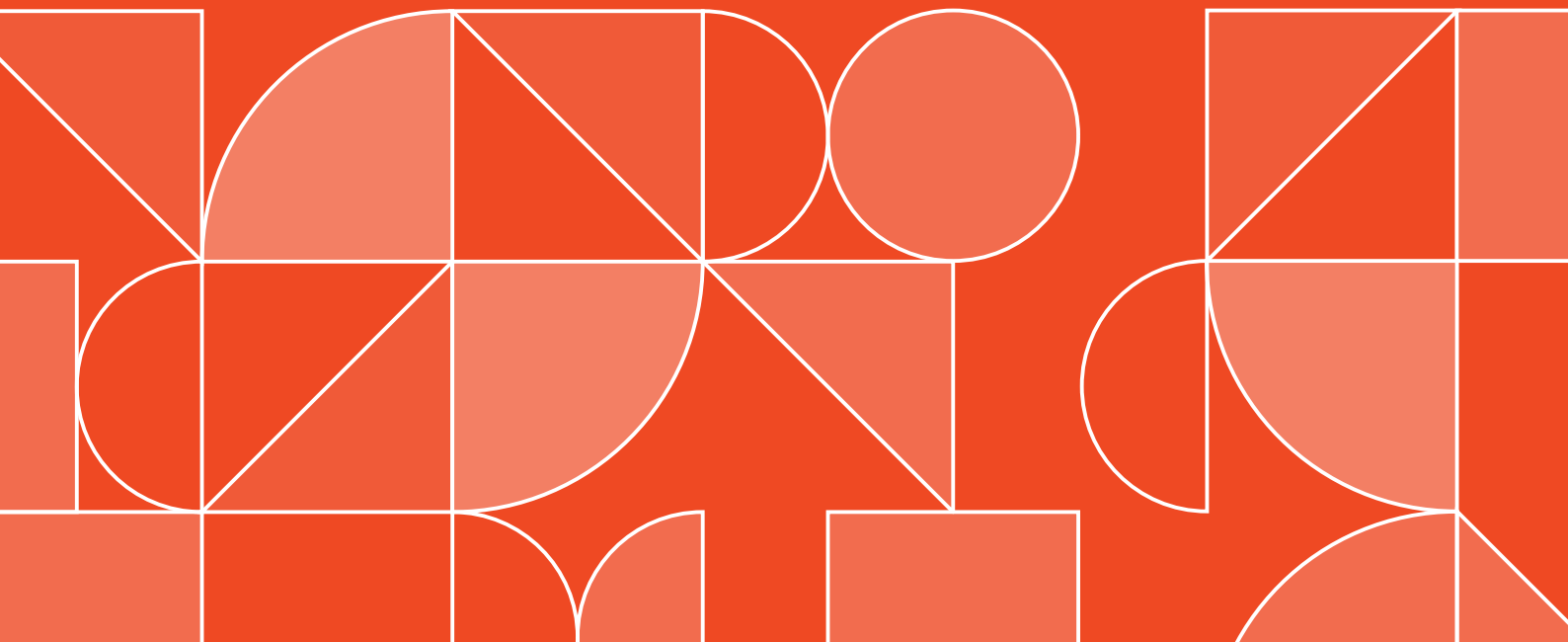
- The COVID-19 pandemic had a devastating impact on South Africa's labour market. Although employment returned to pre-pandemic levels in 2023, in light of a larger labour force than in 2019, more people are unemployed, and consequently, the unemployment rate is still higher.
- The present unemployment rate would have been significantly higher if not for the resilient employment growth of the community and social service industry during the pandemic, and the exceptional recovery of the finance industry during 2023.
- The manufacturing industry sits at the other end of the spectrum, with major contractions during the pandemic and further decline post-pandemic.
- Although contracting between 2019 and 2022, most other industries have seen net employment increases during the latter half of 2022 and 2023 to the degree that employment in 2023 exceeds the 2019 numbers.
- Demand for occupations within the medium- to high-skilled professional, technical, and agricultural categories was comparatively resistant to the effects of the pandemic. Since 2019, although the technical category has constricted, the professional and skilled agriculture categories have continued their ascent.
- After seeing major net employment losses within the low- to medium-skilled sales and services, clerical, and plant and machine operation categories, employment in these categories recovered meaningfully in 2023.
- Workers within the managerial category were worst hit by the pandemic and have not seen an uptick in line with the other categories post-pandemic. Interestingly, as we will see in the list presented below, there is a comparatively high demand for managers, an interesting phenomenon that should be investigated when considering follow-up research.

The next section of the report delves into the historical context of the methodology used to identify occupations in high demand in South Africa. Then, an in-depth technical description of the methodology used to craft the 2024 N-OIHD list is presented.

## PART 3

---

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



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

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

**TABLE 1:** A historical overview of the OIHD list

| ITERATION OF THE LIST | DEFINING CHARACTERISTICS                                                                                                                                                                                                                                                                                                                  | BRIEF OVERVIEW OF THE METHODOLOGY USED TO GENERATE THE LIST                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2014                  | A primarily qualitative approach based on the review of strategic government documents.                                                                                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>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).</li> <li>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.</li> <li>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.</li> </ul> |
| 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.<sup>3</sup></p> <p>Entailed a broader validation process with private and public sector stakeholders.</p> | <ul style="list-style-type: none"> <li>The QLFS and JOI data were analysed to assess occupational growth and job vacancy trends.</li> <li>Forecasts (up to 2025) of occupational growth were made and then used to ascertain the top 20 job prospects in the country.</li> <li>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.</li> <li>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).</li> </ul>                                               |

<sup>3</sup> 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"> <li>The QLFS and CareerJunction data were analysed, and a four-digit OFO-coded list was produced.</li> <li>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.</li> <li>This list was then validated by a limited number of stakeholders in both the private and public sectors.</li> <li>For the 2020 list, the draft report for the N-OIHD list was gazetted for public comments.</li> </ul> |
| 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"> <li>The QLFS and CareerJunction data were analysed.</li> <li>A four-digit OFO-coded list was produced.</li> <li>An online survey was distributed to allow employers to list occupations they will be recruiting for in the future.</li> <li>The OIHD that were indicated by the survey sample were manually mapped to their appropriate six-digit OFO codes.</li> <li>The secondary data from the QLFS and CareerJunction was combined with the survey data to calculate overall demand scores.</li> </ul>                                             |

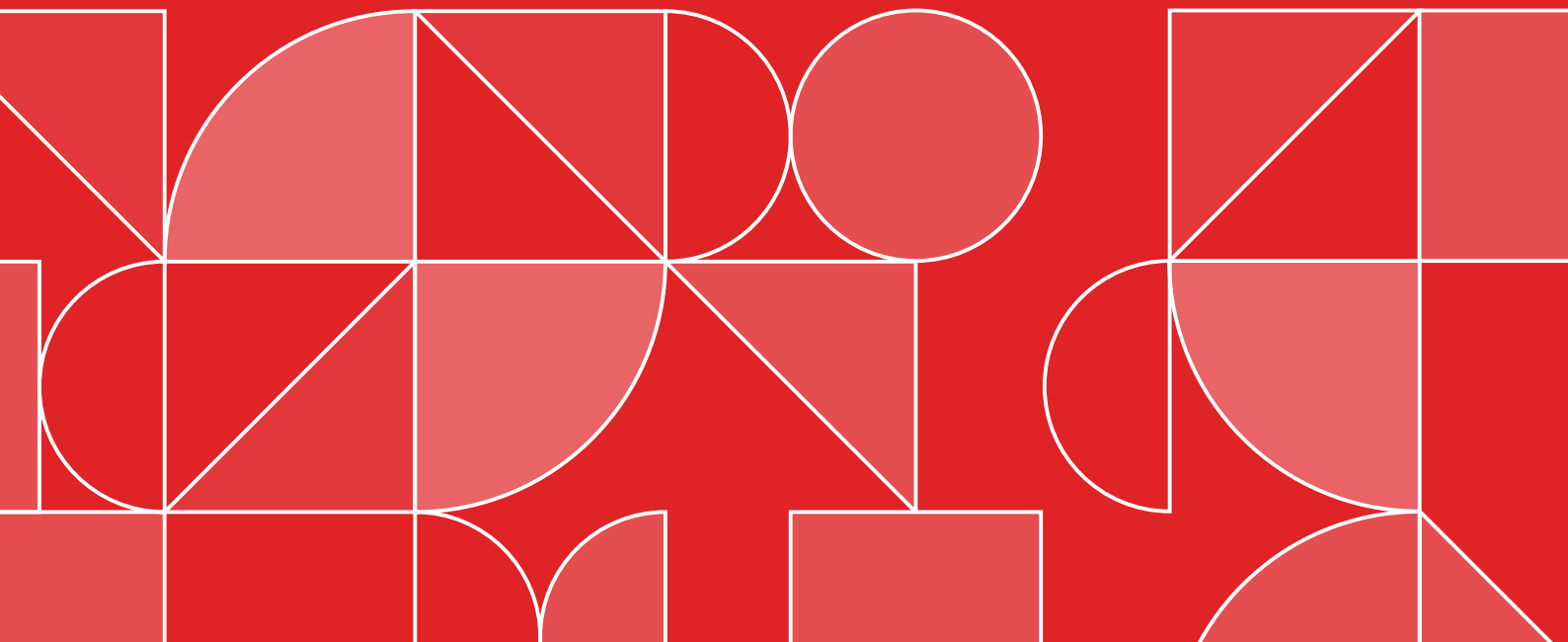
Source: DNA Economics (2020)

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

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

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

# The 2024 Methodology and Results



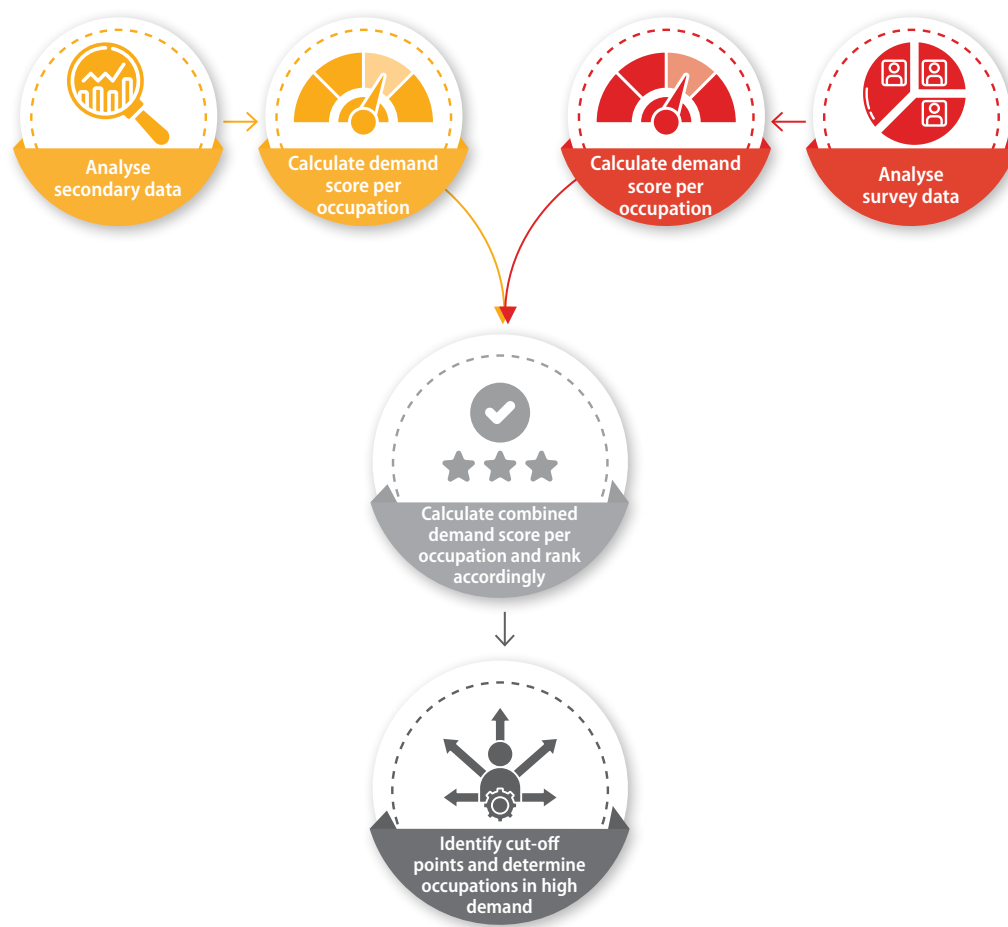
The methodology uses a three-stage approach to identify OIHD. Figure 6 presents a high-level summary of this approach that simultaneously considers all the evidence to identify occupations in the highest demand.

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

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

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

**FIGURE 6:** A high-level overview of the methodology



## 4.1 Secondary data analysis

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

**TABLE 2:** The variables used in secondary data analysis

| DIMENSION           | SOURCE                  | VARIABLE (INDICATOR)           | DESCRIPTION                                                 |
|---------------------|-------------------------|--------------------------------|-------------------------------------------------------------|
| Employment pressure | QLFS                    | Employment growth              | Number of employed individuals in 2022 relative to 2019     |
|                     |                         | Change in employment intensity | Average weekly hours in 2022 relative to 2019               |
|                     |                         | Change in employment duration  | Average time employed in 2022 relative to 2019              |
| Wage pressure       | LMDS                    | Mean wage growth               | Average wage in 2022 relative to 2019                       |
|                     |                         | Median wage growth             | Median wage in 2022 relative to 2019                        |
|                     |                         | Conditional mean wage growth   | Conditional mean wage in 2022 relative to 2019 <sup>4</sup> |
| 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.

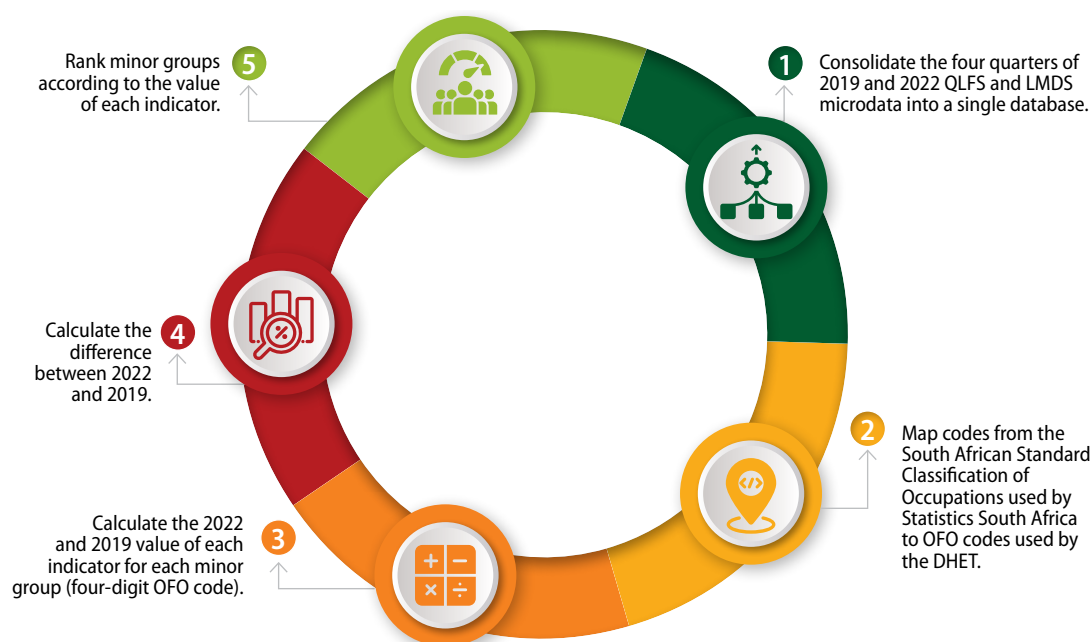
**Vacancy pressure:** Data was collected, consolidated, and summarised from PNet and CareerJunction, which are web-based job search platforms where employers and recruiters can advertise vacancies, and used to signal this dimension. The number of vacancies (job advertisements) in 2022 and the growth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

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

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

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

**FIGURE 7:** Process flow: Secondary data analysis



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

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

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

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

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

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

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

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

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

**TABLE 3:** The top 10 unit groups

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

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

## 4.2 Primary data analysis (survey data)

### 4.2.1 Methodology

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

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

The question posed was as follows:

Please list the **specific** occupations your organisation **or the organisations you represent** will likely recruit for over the next three years.

- **Column 1:** Indicate the name of the specific occupation you will be recruiting for. **BE AS SPECIFIC AS POSSIBLE WITH THE NAME OF THE OCCUPATION** (e.g. “Logistics Manager”, rather than just “Manager” or “Welder” rather than just “Artisan”)
- **Column 2:** Indicate your level of certainty that recruitment will take place on a scale of 1 – 4: 1. “possibly”, 2. “probably”, 3. “nearly certain”, and 4. “definitely”.

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

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

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

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



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.<sup>6</sup> The following formulas were used to calculate these demand scores.

<sup>6</sup> The maximum rank across all occupations is the rank of the occupations that received zero mentions.

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

$R_j^M$  = Rank of occupation according to mentions

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

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

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

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

## 4.2.2 Sample description

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

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

**FIGURE 9:** Survey sample description

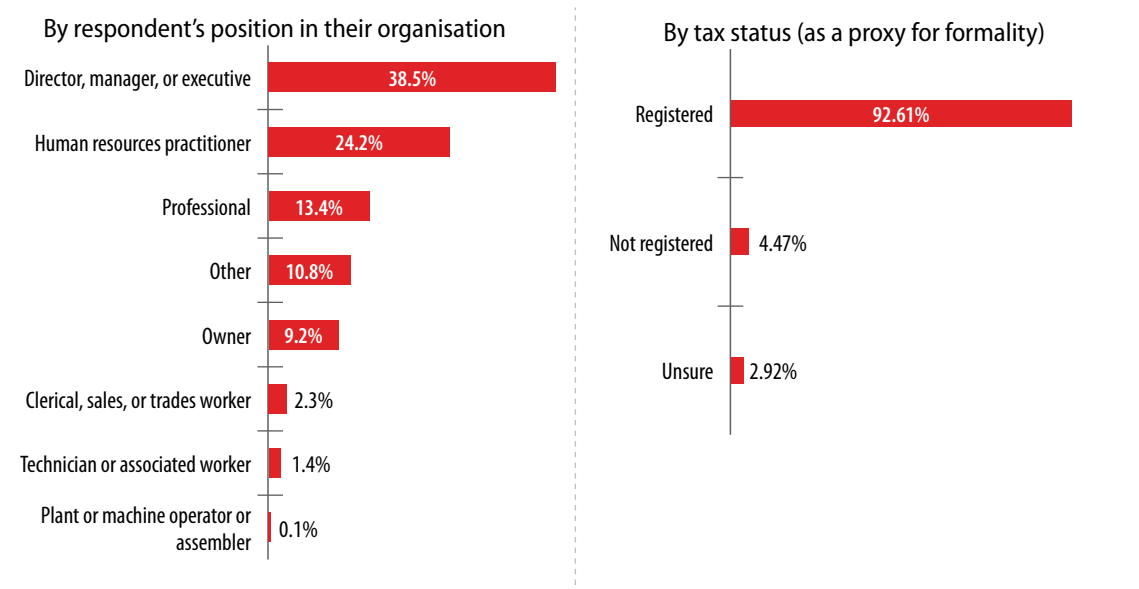
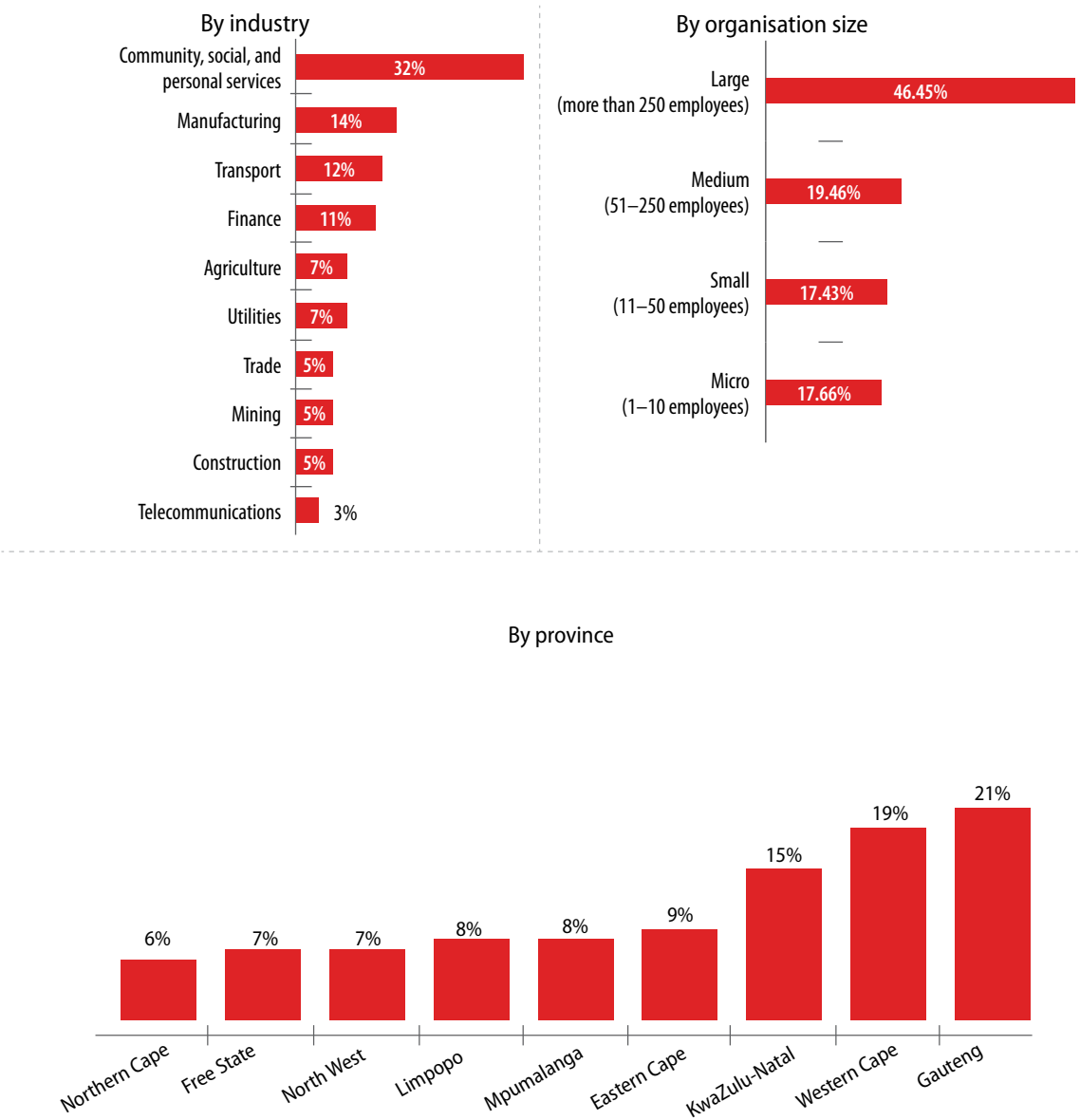


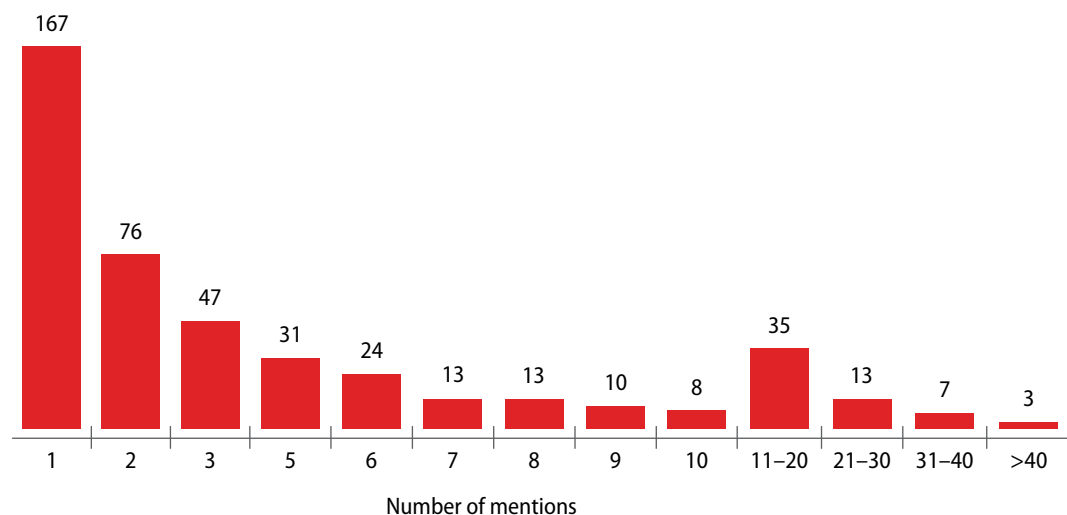
Figure 9: continued



### 4.2.3 Results

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

**FIGURE 11:** The number of occupations per number of mentions

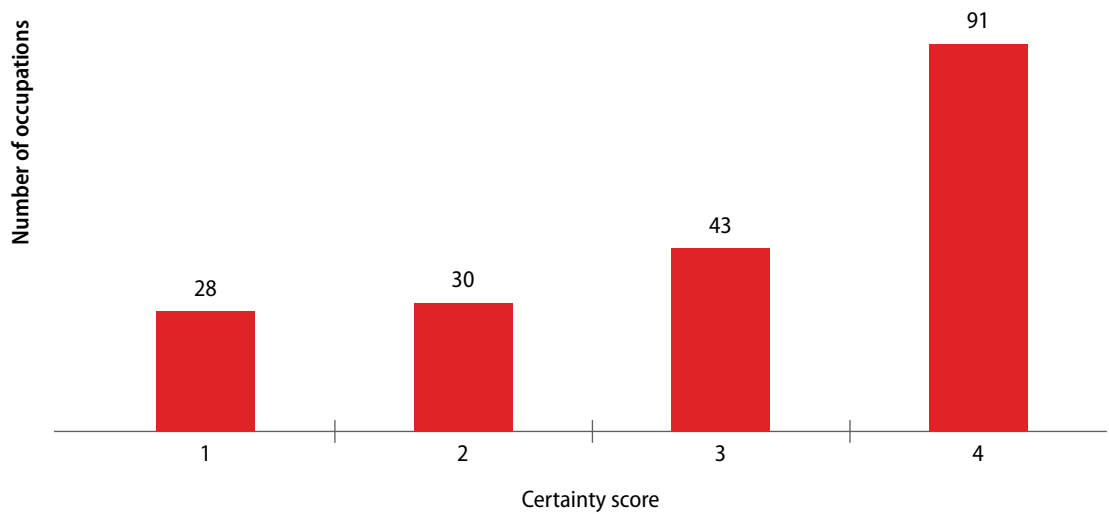


Among the occupations mentioned, most were listed only once. These single mentions do not provide robust evidence, which is why analysing the secondary data is crucial. When they are considered alongside other evidence, even a solitary mention gains meaning. In essence, secondary data contextualises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

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

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

**FIGURE 10:** The number of occupations per certainty score



# Consolidation of Evidence and the Final List



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

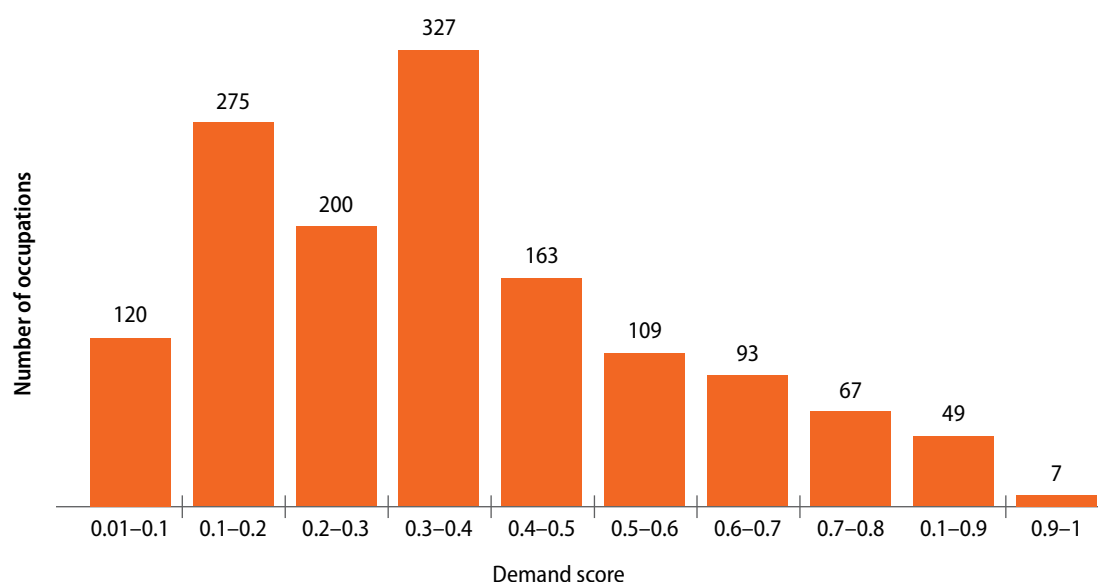
$$D_j = w_s S_j + w_m M_j + w_c C_j$$

$D_j$  = Weighted demand score for occupation  $j$   
 $w_s$  = Weight given to secondary data demand score = 1  
 $S_j$  = Secondary data demand score of occupation  $j$  = 1  
 $w_m$  = Weight given to mentions demand score  
 $M_j$  = Mentions demand score of occupation  $j$   
 $w_c$  = Weight given to certainty demand score = 0.1  
 $C_j$  = Certainty demand score of occupation  $j$

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

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

**FIGURE 11:** The number of occupations within weighted demand score ranges



<sup>7</sup> Excluding elementary occupations.

### A note on the asterisk (\*)

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

- **Geographical dynamics:** Given that the list of OIHD reflects a provincial picture of occupational demand and does not, therefore, consider localised variations, it is expected that jobseekers in the ESSA database could live in areas where occupational demand is lower than the provincial demand.
- **Timing of data availability:** Individuals are not guaranteed to be removed from the database once they find employment. Therefore, there may be individuals registered on the database who are not presently unemployed.
- **Curriculum and skills programme structure:** The post-school education and training system is not offering appropriate training, meaning that the high unemployment witnessed is not due to a lack of demand but rather a lack of the skills needed by the industry.
- **Qualification validation:** There is no qualification validation on the ESSA database. Therefore, while someone might call themselves a qualified x, there is no proof that they actually are, and there is no indication of what they mean by "qualified".

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

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

<sup>8</sup> Interquartile range (IQR) = Quartile 3 – Quartile 1

<sup>9</sup> Upper outlier boundary = Quartile 3 + 1.5 x (IQR) = 267.5 + 1.5 x (267.5 – 20.5) = 638

**TABLE 4:** The final list of N-OIHD

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

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

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

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

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

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

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

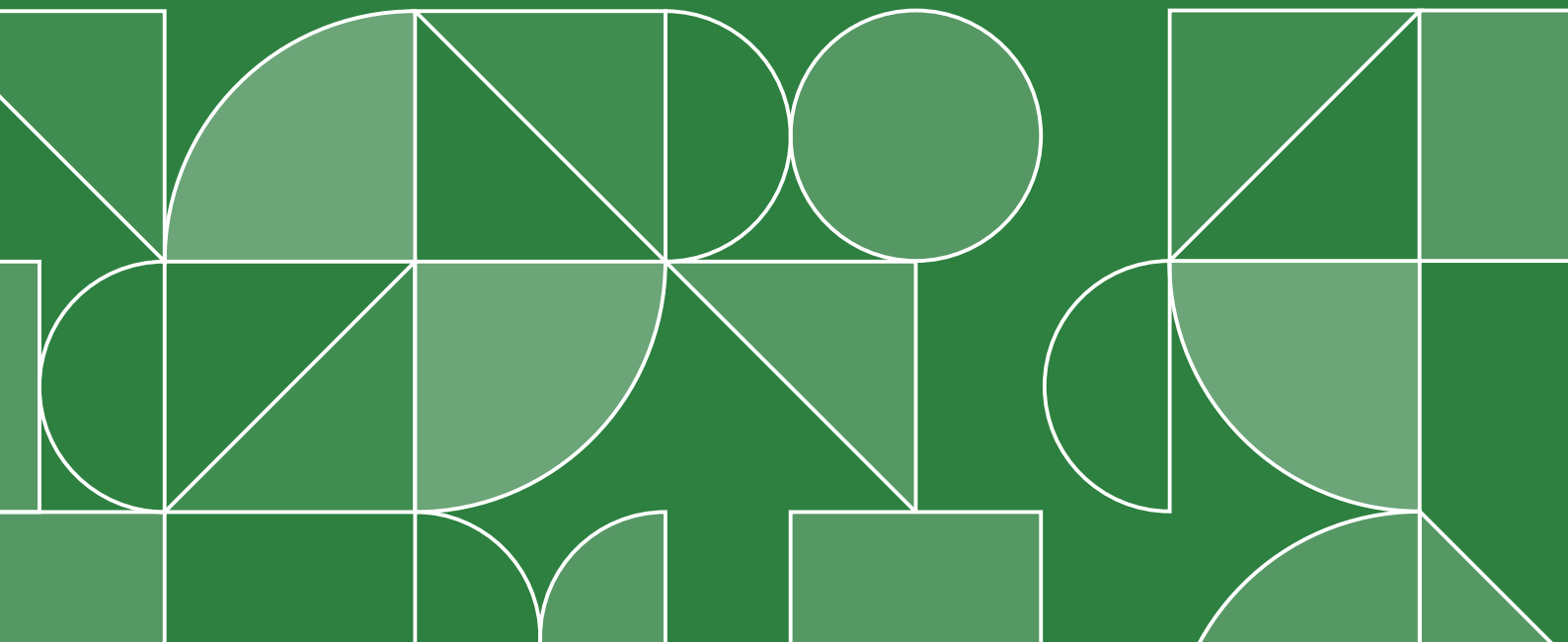
| SIX-DIGIT<br>OFO CODE | SIX-DIGIT OFO OCCUPATION                     | MINIMUM QUALIFICATION REQUIRED                      |
|-----------------------|----------------------------------------------|-----------------------------------------------------|
| 2021-331503           | Insurance Loss Adjuster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

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

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

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

# Conclusion



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

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

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

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

# Annexures



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

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

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

## Annexure 2: National OIHD ranked according to demand

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## Annexure 3: Survey response mapping

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

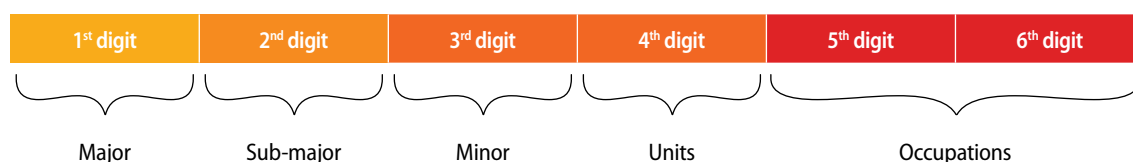
|                                 |                                                                 |
|---------------------------------|-----------------------------------------------------------------|
| UNIVERSITY LECTURER             | Engineering Management Lecturer                             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

|                                 |                                                                                                                                                                            |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>WATER PLANT OPERATOR</b>     | Water Plant Operator                                                                                                                                                       |
| <b>WATER PROCESS CONTROLLER</b> | Water & Wastewater Process Controller<br>Water Controllers                                                                                                                 |
| <b>WATER QUALITY ANALYST</b>    | Scientist Water Quality<br>Senior Water Quality Specialist<br>Water Quality Specilaist                                                                                     |
| <b>WEB DESIGNER</b>             | Web Designer                                                                                                                                                               |
| <b>WEB DEVELOPER</b>            | Information Technology: Web Design<br>Online Content Developer<br>Web Developer                                                                                            |
| <b>WELDER</b>                   | Artisan Welder<br>Wedler<br>Welder<br>Welder Apprentices<br>Welder Artisan<br>Welders<br>Welders (Double Coded, Stick, CO <sub>2</sub> )<br>Welding<br>Welding Facilitator |
| <b>WINE MAKER</b>               | Wine Maker                                                                                                                                                                 |

## Annexure 4: Organising Framework for Occupations (OFO)

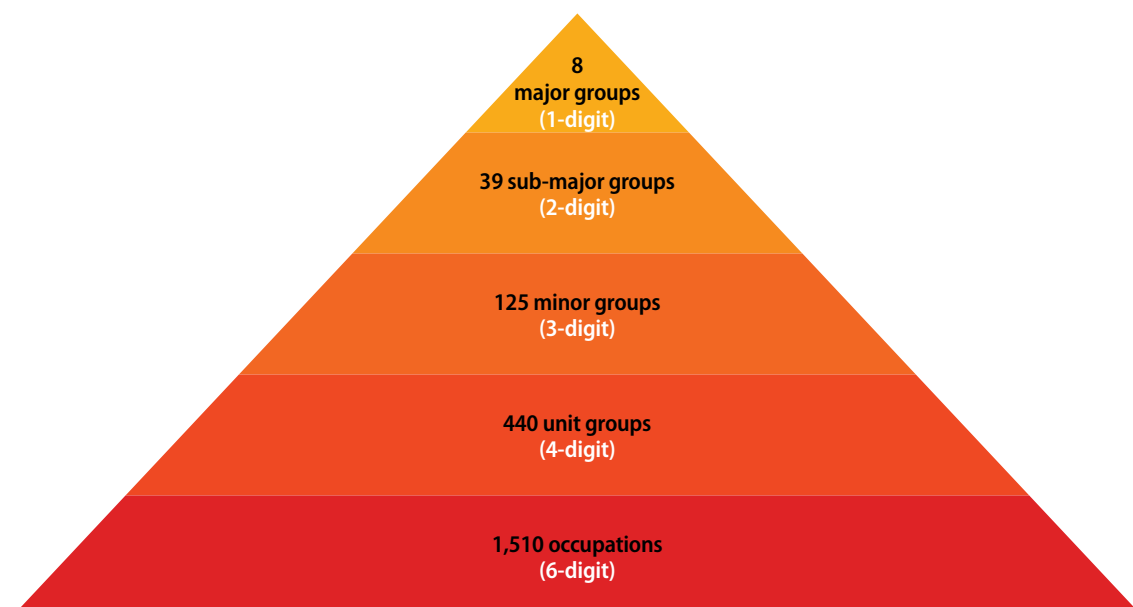
According to the DHET, the OFO is a classification framework that attempts to “establish a common language for talking about occupations”. As Reddy et al. explain in the 2018 Occupations in High Demand in South Africa: A Technical Report, “The OFO is a skill-based, coded classification system of occupations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

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



As shown in Figure 12, the eight one-digit major groups together encapsulate the entire set of 1,510 six-digit occupations.

**FIGURE 12:** The number of classifications in the OFO



Source: The Department of Higher Education and Training, 2019

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

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

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

Source: The Department of Higher Education and Training, 2015

Note:

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

## Annexure 5: Survey questions

### Basic information

1. Please select the option that most closely represents the role at your place of work.
  - ☐ Owner, director, manager, or executive
  - ☐ Professional
  - ☐ Technician or associate professional
  - ☐ Clerical support, sales, and/or trades worker
  - ☐ Plant or machine operator or assembler
  - ☐ Human resources practitioner
  - ☐ Other (please specify)
2. Is your enterprise registered for tax with the South African Revenue Services?
  - ☐ Yes
  - ☐ No
  - ☐ I don't know
3. What size is your enterprise in terms of the number of employees?
  - ☐ Micro (1–10 employees)
  - ☐ Small (11–50 employees)
  - ☐ Medium (51–250 employees)
  - ☐ Large (more than 250 employees)
4. What industry does your enterprise operate in? If you are an industry or occupation representative body, please indicate the industry you represent.
  - ☐ Agriculture, hunting, forestry, and fishing
  - ☐ Community, social, and personal services (including education and healthcare)
  - ☐ Construction
  - ☐ Electricity, gas, and water supply
  - ☐ Financial intermediation, insurance, real estate, and business services
  - ☐ Manufacturing
  - ☐ Mining and quarrying
  - ☐ Private households
  - ☐ Transport and storage
  - ☐ Telecommunications
  - ☐ Wholesale and retail trade
  - ☐ Other (please specify)
5. Please list the specific occupations your organisation or the organisations you represent will likely recruit for over the next three years.

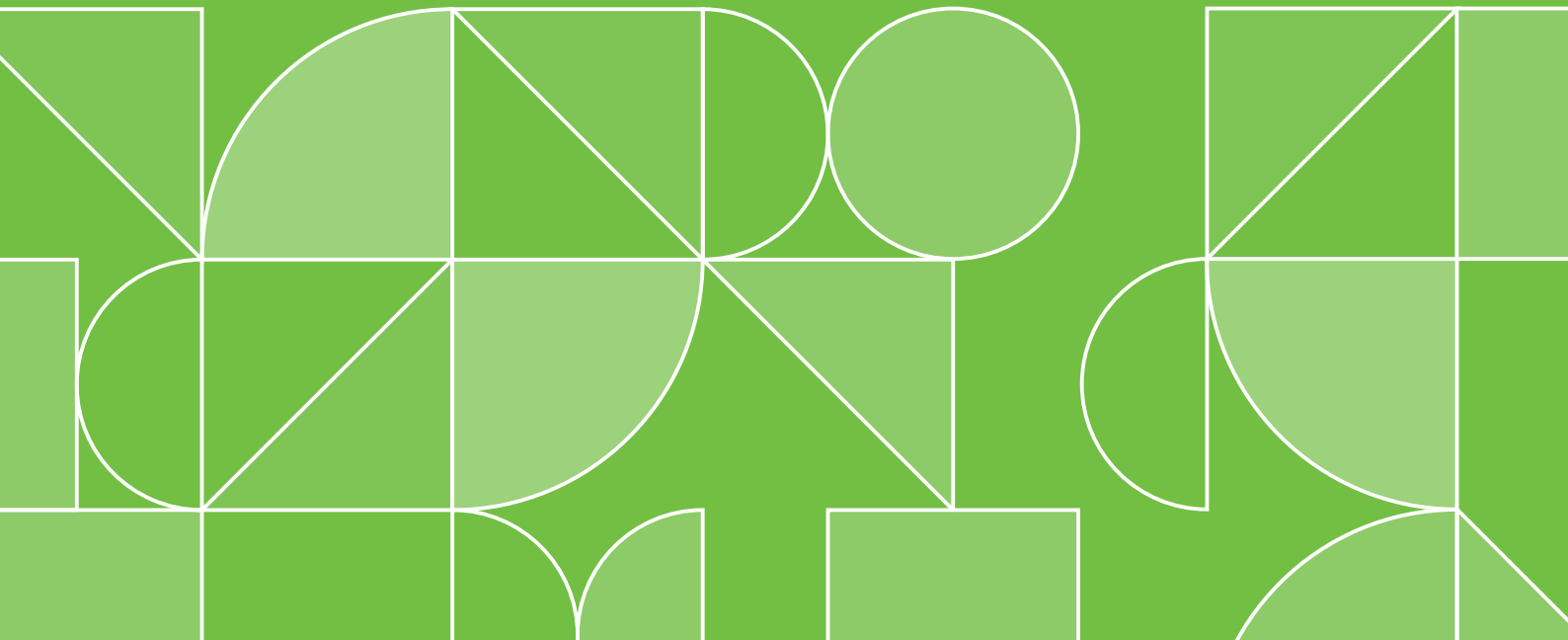
**Column 1:** Indicate the name of the specific occupation you will be recruiting for. BE AS SPECIFIC AS POSSIBLE WITH THE NAME OF THE OCCUPATION (e.g., “Logistics Manager”, rather than just “Manager”, or “Welder” rather than just “Artisan”)

**Column 2:** Indicate your level of certainty that recruitment will take place on a scale of 1–4: 1. “possibly”, 2. “probably”, 3. “nearly certain”, and 4. “definitely”.

## PART 8

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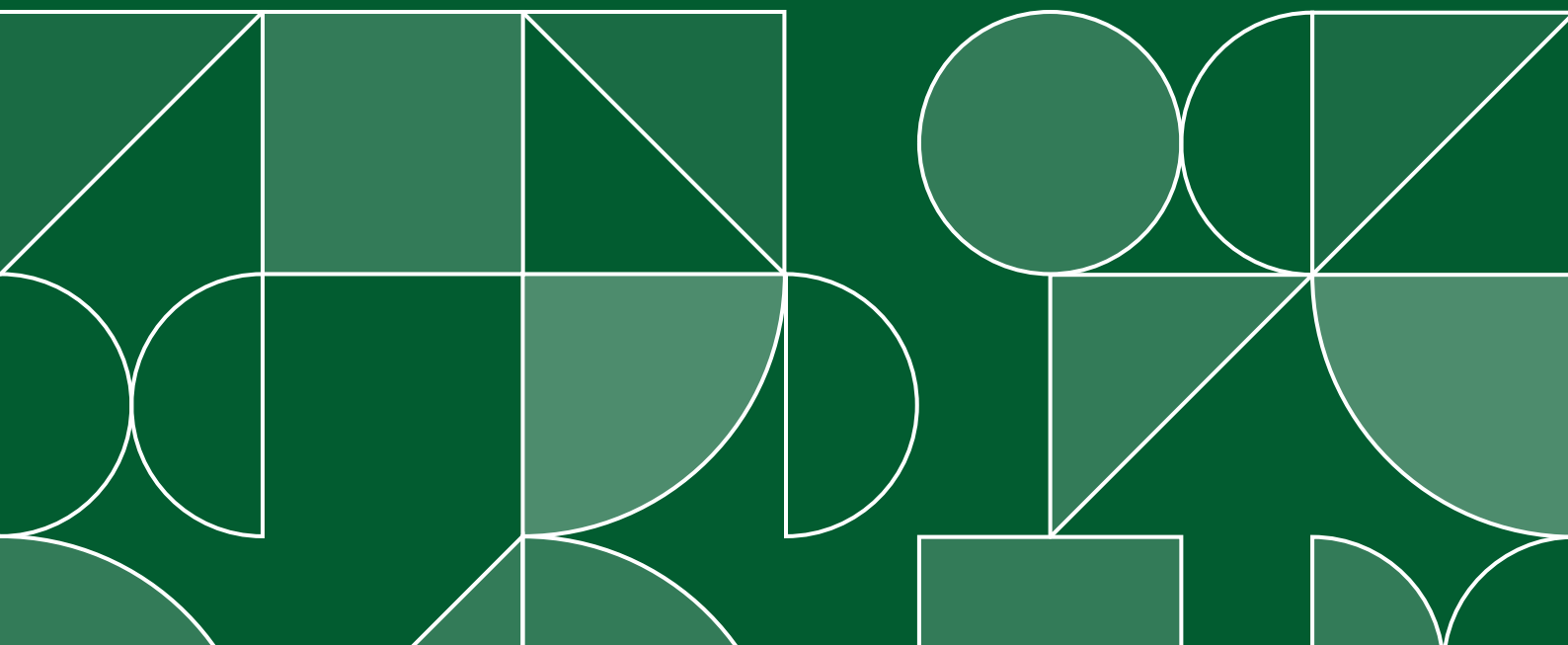
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