



MPUMALANGA

PROVINCIAL GOVERNMENT



PROVINCIAL HUMAN RESOURCE DEVELOPMENT STRATEGY

Volume 2 (Part 4 - 5)



Foreword by the Premier



Mr David Mabuzza
Premier, Mpumalanga Province

It gives me pleasure to announce that the Province has finally developed the Mpumalanga Provincial Human Resource Strategy, a product of a consultative process with stakeholders.

At the occasion of the Provincial Human Resource Summit last year, I stated that our country's Human Resource Development Strategy- HRD-SA, notes that; "HRD refers to formal and explicit activities that will enhance the ability of all individuals to reach their full potential. By enhancing the skills, knowledge and abilities of individuals, HRD serves to improve the productivity of people in their areas of work – whether these are in formal or informal settings. Increased productivity and improvements to the skills base in a country supports economic development, as well as social development."

Our desire therefore was to finalize and adopt a provincial HRD Strategy that is responsive to our needs and contributes to the development of our people at large.

I am proud that this Provincial HRD Strategy will help us to address the matching of the supply and demand of skills.

The HRD Strategy intends to respond to the need to improve levels of skills for workers so that they can remain competitive, wherever they are located in the province.

It will also assist in assessing the whole institutional landscape of HRD in the province, so as to address limited co-ordination and engagement with the SETA's and the role of the Mpumalanga Regional Training Trust (MRTT).

Of significance is that this HRD Strategy responds to the fragmented and lack of integrated planning. The Strategy will influence the alignment of curricula at schools, FET Colleges and tertiary institutions so that they respond to the skills needs of Mpumalanga Province.

The Strategy will help us to provide action plans to address and retain these scarce skills within the province, which in turn will support the Provincial Growth and Development Strategy (PGDS) and the Mpumalanga Economic Growth and Development Path (MEGDP).

The Strategy must enhance collaboration with stakeholders including the Department of Basic Education and the Department of Higher Education and Training.

I wish to thank the members of the Steering Committee who have been assigned with the responsibility to ensure the realization of the objectives of this Strategy.

At the same time, I also extend my profound appreciation to every person who worked around the clock towards the finalization of this Strategy.

Now that we have the 'road map' for skills development let us hasten to focus on its rapid implementation across the length and breadth of Mpumalanga Province.

MR. DD MABUZA
PREMIER MPUMALANGA PROVINCE

Message by the MEC



Mrs Reginah Mhaule
MEC for Education

I am pleased to announce that the Provincial Human Resource Development Strategy has been finalized and approved by the Executive Council.

I take this time to thank all the sectors, industries including various departments and municipalities that supported the provincial government throughout the process of putting the HRDS together.

The Provincial Human Resource Development Strategy puts education at the centre of skills development in the country in general and in the province in particular. It is clear that there can be no economic, social and other forms of growth, development and progress without a functional education system. For this reason the participation of all sectors both in the development and the implementation of the HRDS cannot be over emphasized.

The Department of Education is aware of the important mandate that it has been given to provide quality education to the children of the province who would be playing an important role in creating growth, development and progress for future generations in the province and in the country. For this reason, it has initiated intervention programmes that would assist in improving the teaching of gateway subjects such as Mathematic, Physical Science, Technology and Engineering studies with the primary aim of improving performance in these subjects and ensuring that a solid foundation is laid for development of the scarce and critical skills.

The provincial government is aware of the enormity of the challenge regarding developing the skills required to make the provincial economy flourish and for this reason it has appointed a multi- sectoral Steering Committee to assist the implementation of the HRDS and to hold the MPG and other stakeholders accountable. The Committee is going to play a pivotal role in ensuring that other sectors and industry working in the province have a role to play in ensuring that the graduates from the FET Colleges and from MRTT are provided opportunities to be exposed to the world of work and once qualified are employed in the province so as to stem brain drain.

The output from this Strategy adds impetus towards the realization of the objectives of the Mpumalanga Economic Growth and Development Path as well as the Provincial Growth and Development Strategy.

It is very pleasing that the Executive Council has approved the appointment of members of the Steering Committee to drive the Human Resource Development Strategy forward, in line with the changing economic demands and the Mpumalanga Economic Growth and Development Plan.

I therefore take this time to congratulate the members of the Steering Committee and wish them the best as they execute their mandate. In addition I call on all sectors of the economy in the province to embrace this strategy and make it work for all of OUR CHILDREN !

MRS REGINAH MHAULE
MEC FOR EDUCATION

PART 4 STAKEHOLDER INTERVIEW FEEDBACK

4.1 Background

A questionnaire was developed and structured interviews were conducted with the stakeholders in the various industry sectors to establish “first -hand” what the sector - based skills requirements for the province is. The findings of these interviews are summarised below:

Table 16 Feedback from the interviewed industry clusters in Mpumalanga

	DEVELOPMENTAL NEEDS BY INDUSTRY SECTOR	SCARCE SKILLS BY INDUSTRY SECTOR	SCARCE SKILLS VACANCIES	CRITICAL SKILLS	FUTURE SKILL REQUIREMENT
AGRICULTURE	Management skills Technical skills Literacy skills	Artisans Traders Accountants Farm managers Safety officers First aid officers Mentorships Heavy-duty drivers Diesel mechanics	Artisans Farm managers Safety officers First aid officers Mentorships Heavy-duty drivers Diesel mechanics Finance Engineering Commodity traders	Accounting Farm management Heavy-duty drivers Engineering	
BUSINESS	Technical skills Marketing skills Telephone skills Business development operations Fund raising Organising Business administration Reception	Technical experts Marketing experts Secretaries Operations managers	Engineers Secretaries Business managers CEOs Web developers	Marketing Finance Boiler making Electrician Hospitality specialists Administration Bookkeeping	
ELECTRICITY	She Training Artisan/Operator Training Engineering Business management Technician Training	Artisans	Artisans Operations management	Technologists	Renewable energy Photovoltaic technicians Nuclear energy
FINANCE	Management skills Technical skills Consultant skills Performance management Labour relations HR IT	Operations managers Finance managers Audit managers HR professionals Quantity surveyors	Auditing HR IT Tax experts	Accountants Operations management Finance HR Engineering IT Tax experts Technical project management Management Leadership Customer service Coaching	Business Debt collecting
FORESTRY	HR	Fitters Riggers Instrument technicians Electrical experts	Fitters Riggers Instrument technicians Electricians	Artisans Engineering Electrician Fitters Skilled paper makers	

	DEVELOPMENTAL NEEDS BY INDUSTRY SECTOR	SCARCE SKILLS BY INDUSTRY SECTOR	SCARCE SKILLS VACANCIES	CRITICAL SKILLS	FUTURE SKILL REQUIREMENT
PROVINCIAL GOVERNMENT	Professional leadership Short- & long-term courses Service delivery training	Engineers Criminology experts Legal experts Councillors Interpreters Project managers	Engineering Foreign language interpreting	Electrical engineering	Engineering Accounting Community liaison officers
ICT	Business development Engineering Financial Project management	Marketing experts Finance managers Engineers Project managers Business developers	Marketing Finance Engineering Project management Business development	Finance Engineering Project management Business development	
LABOUR	Management skills	Policy and research specialists		Journalists Research and development practitioners	
LEGAL	Service delivery training Improve standards of deed examination	Rural development studies	IT	Rural development studies	Rural development studies
LOCAL GOVERNMENT	Management skills Technical skills Performance management Professional leadership Financial Local government legislation	Artisans Technical Finance managers Electrical engineering managers Town planners	Technical finance management	Technical finance management	Engineering Leadership skills Management Technical Financial
MANUFACTURING	Management skills Technical skills Leadership skills	Technical engineering managers		Technical Engineering Management	Engineering Management
MINING	Engineering Safety Merchandised mining Meteorology Artisans Operators	Artisans Accountants Diesel mechanics Technical Fitters Engineers Geologists Surveyors Mining engineers Mechanised operators Rock engineers Geo hydrologists Operators Boiler makers	Artisans Diesel mechanics Technical Engineering Fitters Chief surveyor Senior engineering foreman Geologists Mechanised operators Rock engineers Geo hydrologists Operators Boiler makers	Artisans Technical Engineering Chief Surveyor	Engineering Accountants Management Geology Rock engineering Mining engineers Project management Artisans Mine surveyor
NGO	HR Financial Project management Diversity Conflict management Dispute resolution	Marketing experts Project managers	Management Psychological skills GIS Economists Statisticians	Finance Technical Project management Leadership	Organising Fund raising Social workers Administration skills Statisticians Attorneys
RECRUITMENT	Training				
RETAIL	Numeracy & literacy			Marketing Operations management Finance HR IT	

	DEVELOPMENTAL NEEDS BY INDUSTRY SECTOR	SCARCE SKILLS BY INDUSTRY SECTOR	SCARCE SKILLS VACANCIES	CRITICAL SKILLS	FUTURE SKILL REQUIREMENT
TOURISM	Management skills HR Employment equity specialists OD practitioners OHS HIV/AIDS specialists	Managers	Accountants	Artisans Accountants Technical Management Leadership	Management Artisans Scientist HR Entrepreneurship

Methods that could be applied to alleviate the skills vacuum in the province:

Increase the number of graduates enrolled in internship programmes.

Develop a skills/staff retention strategy for the province.

Work in collaboration with national departments to attract scarce and critical skills from the region and continent.

Offer competitive incentives for skilled local residents to occupy vacancies.

Local employers should have close relationships with higher learning institutions, with the intention of becoming potential employers of graduates.

Towards an Integrated Human Resource and Skills Development Agenda for the Province.



Table 17 Skills requirements and the identification of the assigned learning institutions

SKILLS SET REQUIREMENT	FOUNDATION PHASE EDUCATION	BASIC EDUCATION	FET COLLEGE	COLLEGE	HIGHER EDUCATION
ACCOUNTANTS					
ADMINISTRATION SKILLS					
ARTISAN/OPERATOR TRAINING					
ATTORNEYS					
AUDITING					
BOILER MAKERS					
BOOK KEEPING					
BUSINESS ADMINISTRATION					
BUSINESS DEVELOPMENT					
BUSINESS MANAGEMENT					
BUYERS					
CHIEF SURVEYORS					
COACHING					
COMMODITY TRADERS					
COMMUNITY LIASON OFFICERS					
COMPUTER LITERACY					
CONFLICT MANAGEMENT					

SKILLS SET REQUIREMENT	FOUNDATION PHASE EDUCATION	BASIC EDUCATION	FET COLLEGE	COLLEGE	HIGHER EDUCATION
CONSULTANT SKILLS					
COUNSELLING					
CPO KNOWLEDGE PRESCRIPT					
CRIMINOLOGY					
CUSTOMER SERVICE					
DEBT COLLECTING					
DEEDS					
DIESEL MECHANICS					
DISPUTE RESOLUTION					
DIVERSITY					
ECONOMIST					
ELECTRICAL					
ELECTRICAL ENGINEERING					
EMPLOYMENT EQUITY SPECIALIST					
ENGINEERING					
ENTREPRENEURSHIP					
ENVIRONMENTAL MANAGEMENT					
FARM MANAGERS					
FINANCE					

SKILLS SET REQUIREMENT	FOUNDATION PHASE EDUCATION	BASIC EDUCATION	FET COLLEGE	PRIVATE COLLEGES	HIGHER EDUCATION
FINANCE MANAGER					
FIRST AID OFFICERS					
FITTERS					
FOOD & BEVERAGE MANAGERS					
FOREIGN LANGUAGE INTERPRETORS					
FUND RAISING					
GEO HYDROLOGISTS					
GEOLOGISTS					
GIS					
HEAVY DUTY DRIVERS					
HIGH VOLTAGE SPECIALISTS					
HIV/AIDS SPECIALISTS					
HOSPITALITY SPECIALISTS					
HUMAN RESOURCE MANAGEMENT					
INDUSTRIAL RELATIONS					
INSTRUMENT TECHNICIANS					
IT					
JOURNALISTS					
LEADERSHIP					
LEGAL					
LITERACY SKILLS					
LOGISTICS					
LOSS CONTROL					

SKILLS SET REQUIREMENT	FOUNDATION PHASE EDUCATION	BASIC EDUCATION	FET COLLEGE	PRIVATE COLLEGES	HIGHER EDUCATION
M&E					
MANAGEMENT					
MARKETING SKILLS					
MATHEMATICS					
MECHANISED OPERATORS					
MENTORSHIPS					
MERCHANDISED MINING					
METEOROLOGY					
MINE SURVEYOR					
MINERS					
MINING ENGINEERS					
MINING MANAGEMENT					
NUCLEAR ENERGY					
NUMERACY & LITERACY					
OD PRACTITIONERS					
OHS					
OPERATIONS MANAGEMENT					
OPERATORS					
ORGANISING					
PERFORMANCE MANAGEMENT					
PHOTOVOLTAC TECHNICIANS					
PLANT OPERATORS					

SKILLS SET REQUIREMENT	FOUNDATION PHASE EDUCATION	BASIC EDUCATION	FET COLLEGE	PRIVATE COLLEGES	HIGHER EDUCATION
POLICY & RESEARCH SPECIALIST					
PRESENTATION SKILLS					
PROJECT MANAGEMENT					
QUANTITY SURVEYORS					
RECEPTION					
RENEWABLE ENERGY					
REPORT WRITING SKILLS					
RESEARCH & DEVELOPMENT PRACTITIONERS					
RETAIL MANAGEMENT					
RIGGERS					
ROCK ENGINEERS					
RURAL DEVELOPMENT STUDIES					
SAFETY OFFICERS					
SCIENCE SCIENTISTS					
SECRETARIAL					
SENIOR ENGINEERING FOREMEN					
SERVICE DELIVERY TRAINING					
SHE TRAINING					
SKILLED PAPER MAKERS					
SOCIAL WORKER					
STATATICIAN					
SUPERVISORY					

SKILLS SET REQUIREMENT	FOUNDATION PHASE EDUCATION	BASIC EDUCATION	FET COLLEGE	PRIVATE COLLEGES	HIGHER EDUCATION
SUPPLY CHAIN MANAGEMENT					
SURVEYORS					
TAX EXPERTS					
TECHNICAL MAINTENANCE					
TECHNICAL SKILLS					
TOWN PLANNING					
TRADERS					
TRAINING					
VEOST OPERATORS					
WEB DEVELOPMENT					

4.2 General

1. It is clear that training institutions offer limited training to match the developmental, scarce skills, critical skills and future skills needs of the province.
2. The skills requirement, as indicated above, provides the opportunity for various training institutions to supply the required training. The skills requirements, as indicated above, create specific focus for the higher learning institution that is envisaged for the province,
3. The basic and higher education institutions can create curriculum focuses by considering the future skills requirements of the province.
4. The supply-focused stakeholder questionnaire highlighted that the sciences present the biggest challenge to further education. This needs to be addressed at foundation and basic education levels,
5. Literacy remains an issue that needs to be addressed in the short term as this hampers the province's ability to address the skills requirements.
6. The following skills extend across all categories of skill requirements:
 - Management skills at all levels
 - Technical/ artisan skills
 - Engineering skills
 - Human resource management skills
 - Financial management skills
 - Project management skills
 - Marketing skills

4.3 General Comments

1. From the table above it is clear that the development of certain skills starts at foundation phase.

2. The table indicates that certain skills, such as literacy, are developmental and that the learning outcome is progressive.
3. The foundation and basic education institutions must ensure that the subjects offered are relevant and position the learners to enter study direction or job market that directly supports the province's skills requirements.
4. It is important that the curriculum is aligned to meet the province's skills requirements.
5. Bursaries in the public and private sector should be allocated against the skills requirements of the province at FET college and higher education level

Part 5

Appendices

APPENDIX I

Draft National Scarce and Critical Skills List – Comparison 2006-07 with 2007-08 - Updated

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
1	MANAGERS	41,147 (40,243)	AGRI; BANK; CETA; CHIETA; CTFL; ESETA; ETDP; FASSET; FIETA; FOODBEV; ISETT; LGSETA; MAPPP; MERSETA; MQA; PSETA; SERVICES; TETA; W&RSETA	76,455	AGRISETA has reclassified skills for emerging farmers and land claims beneficiaries to Critical Skills list
11	Chief Executives, General Managers and Legislators	2,056	BANK; CETA; CHIETA; FOODBEV; ISETT; LGSETA; MERSETA; PSETA; SERVICES; TETA	23,799	
111	Chief Executives, General Managers, Legislators and Senior Government Officials	2,056	BANK; CETA; CHIETA; FOODBEV; ISETT; LGSETA; MERSETA; PSETA; SERVICES; TETA	23,799	Decrease in demand: W&RSETA reallocated demand to appropriate skills levels LGSETA moved councillor development to critical skills list
13	Specialist Managers	30,352 (29,932)	AGRI; BANK; CETA; CHIETA; CTFL; ESETA; ETDP; FASSET; FIETA; FOODBEV; ISETT; LGSETA; MAPPP; MERSETA; MQA; PSETA; SERVICES; TETA; W&RSETA	39,990	
131	Advertising, Marketing and Sales Managers	4,045	BANK; FASSET; FOODBEV; ISETT; MAPPP; MERSETA; SERVICES; THETA	5,046	W&RSETA – moved Advertising and Marketing Managers to critical skills list
132	Business Administration Managers	8,033	BANK; CETA; CHIETA; CTFL; ESETA; ETDP; FASSET; FOODBEV; ISETT; LGSETA; MAPPP; MERSETA; MQA; PSETA; SERVICES; TETA	7,408	Increase in demand: MERSETA. DPE: Finance, Project,

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
					Engineering Managers
133	Construction, Distribution and Production / Operations Managers	10,061	BANK; CETA; CHIETA; CTFL; ESETA; FASSET; FIETA; FOODBEV; MAPPP; MERSETA; MQA	13,478	CETA adjusted scarcity down by 2,000
134	Education, Health and Welfare Services Managers	27	CHIETA; ETDP	1,347	ETDP SETA has removed all education managers from list
135	Information and Communication Technology (ICT) Managers	882	BANK; ETDP; FASSET; ISETT	6,674	ISETT and W&RSETA reallocated their demand to other OFO codes with a more appropriate skills level
139	Miscellaneous Specialist Managers	7,304	AGRI; CHIETA; FIETA; FOODBEV; ISETT; LGSETA; MAPPP; MERSETA; SERVICES	3,763	OFO restructured
14	Events, Hospitality, Retail and Service Managers	8,739 (8,343)	CHIETA; INSETA; ISETT; SERVICES; TETA; W&RSETA	9,876	
142	Retail Managers	4,831	CHIETA; ISETT; SERVICES; W&RSETA	5,000	Slight decrease in demand
149	Miscellaneous Event, Hospitality, Retail and Service Managers (includes Call / Contact Services Managers)	3,908	CHIETA; INSETA; ISETT; SERVICES; TETA CURRENT QUOTA: 2,500 for Call or Contact Centre Managers	4,126	THETA reallocated demand to critical skills list, i.e. upskilling required
2	PROFESSIONALS	144,701 (144,548)	AGRI; BANK; CHIETA; ESETA; FASSET; FOODBEV; HWSETA; INSETA; ISETT; LGSETA; MAPPP; MERSETA; MQA; PSETA; SASSETA; THETA; W&RSETA	165,053	
21	Arts and Media Professionals	5,640	ISETT; MAPPP	441	MAPPP SETA – Step increase in demand related

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
					to broadcasting and events associated with 2010
211	Arts Professionals	2,875	MAPPP	132	As above
212	Media Professionals	2,765	ISETT; MAPPP	310	As above
22	Business, Human Resource, Marketing and Communication Management Professionals	32,292 (31,800)	AGRI; BANK; CHIETA; ESETA; FASSET; FOODBEV; HWSETA; INSETA; ISETT; LGSETA; MAPPP; MERSETA; MQA; PSETA; SASSETA; THETA; W&RSETA	20,922	
221	Accountants, Auditors and Company Secretaries	2,967	AGRI; BANK; CHIETA; ESETA; FASSET; FOODBEV; INSETA; ISETT; MAPPP; MQA; PSETA; SASSETA; W&RSETA	4,363	ETDP no longer reporting this as scarce - previously reported over a 1,000
222	Financial Brokers & Dealers and Investment Advisors	1,497	AGRI; BANK; CHIETA; FASSET; INSETA	1,513	Slight decrease in demand
223	Human Resource and Training Professionals	13,424	BANK; CHIETA; ETDP; FASSET; ISETT; MERSETA; MQA; TETA; W&RSETA	4,371	2,000 increase for Human Resource Advisors and 7,000 increase in demand for Training and Development Professionals linked to SETA imperatives to increase training participation rates
224	Information and Organisation Professionals	5,199	AGRI; BANK; CHIETA; CTFL; ETDP; FASSET; FIETA; HWSETA; ISETT; LGSETA; MAPPP; MERSETA; MQA; PSETA; SERVICES; TETA; THETA Quota list = 500 Actuaries; 500 Statisticians; 500 Economists; 500 Agricultural Economists	1,938	Increases in demand for Archivists; Economists; Land Valuers and Organisation Development / Management Specialists across all SETAs. <i>DME demand for Mining and mineral economists, policy and monitoring / evaluation specialists</i>
225	Sales, Marketing and	9,205	CHIETA; FOODBEV; ISETT; MAPPP; MERSETA;	8,737	Slight increase in demand by

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
	Communication Management Professionals		SERVICES; THETA		inclusion of this by THETA <i>DPE demand related to Energy projects</i>
23	Design, Engineering, Science and Transport Professionals	33,687 (32,752)	AGRI; BANK; CETA; CHIETA; ESETA; FIETA; FOODBEV; HWSETA; ISETT; LGSETA; MERSETA; MQA; PSETA; TETA	24,321	
231	Air and Marine Transport Professionals	619	MQA; SASSETA; TETA	622	Negligible decrease in demand
232	Architects, Designers, Planners and Surveyors	4,683	CETA; ISETT; LGSETA; MAPPP; MERSETA; MQA; PSETA; W&RSETA	2,644	ISETT, MAPPP and W&RSETA reporting demand for industrial and graphic / web designers – <i>Demand for surveyors and building architects related to DPE demand for energy projects</i>
233	Engineers and Engineering Technologists	20,209	AGRI; BANK; CETA; CHIETA; ESETA; FOODBEV; HWSETA; ISETT; LGSETA; MERSETA; MQA; PSETA; TETA Quota: 1,000 Industrial / Product Development Technologists and Testers; 500 Electrical and Electronic Engineers; 100 Industrial engineers; 100 Mechanical engineers; 100 Mining Engineers; 150 Structural Engineers; 500 Aeronautical Engineers; 250 Avionics Engineers; 250 Quality Engineers & Inspectors; 500 Specialist pipe engineering & manufacturing	13,188	Doubling demand (Chemical Engineers), treble demand (Electrical Engineers), 800% increase in demand (Electronics Engineers; Industrial Engineers). MERSETA reporting across occupation groupings for first time <i>DPE demand across all traditional engineering disciplines related to energy projects</i>

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
234	Natural and Physical Science Professionals	8,176	AGRI; CHIETA; FIETA; FOODBEV; HWSETA; LGSETA; MERSETA; MQA; THETA; W&RSETA Quota list: Agricultural & Forestry scientists; 100 Food Technologists; 100 Chemists, Analytical Chemists & Industrial Chemists; 100 Geologists; 150 Geophysicists; 500 Bioengineers and Biotechnologists; 200 Astronomers; 200 Astrophysicists; 200 Atmospheric Physicists; 200 Space Scientists	7,867	Increase in demand – inclusion of this by MERSETA and DPE demand for environmental scientists and professionals linked to energy projects
24	Education Professionals	42,203	BANK; ETDP; HWSETA; ISETT; MERSETA; MQA; W&RSETA Quota: 1,000 School Teachers (Maths, Science, D&T specializations)	68,624	ETDP SETA has adjusted demand at Further Education and Training (Colleges) by some 10,000 and 5,000 at Higher Education levels
25	Health Professionals	16,817	CHIETA ; ETDP; HWSETA; FASSET; LGSETA; MQA; THETA	25,506	
251	Health Diagnostic and Promotion Professionals	15,865	CHIETA ; HWSETA; LGSETA; MQA Quota: 300 Research & Development Pharmacologists	15,388	Slight increase in demand
252	Health Therapy Professionals	550	ETDP; THETA	5	ETDP - Increase for School Psychologists; THETA – Biokineticist associated with 2010
254	Midwifery and Nursing Professionals	402	FASSET; LGSETA	10,103	H&WSETA now reporting this scarcity at OFO group 4 for enrolled nurses
26	ICT Professionals	5,871	BANK; CHIETA; FASSET; HWSETA; INSETA; ISETT; MAPPP; MERSETA; MQA; PSETA; TETA	18,020	
261	Business and Systems Analysts, and Programmers	4,079	BANK; CHIETA; FASSET; INSETA; ISETT; MAPPP; MQA; TETA	11,722	W&RSETA moved 8,500 previously reported as scarce to critical skills
262	Database and Systems	222	BANK; FASSET; INSETA; ISETT	94	Treble demand identified by

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
	Administrators, and ICT Security Specialists				ISETT
263	ICT Network and Support Professionals	1,570	BANK; CHIETA; FASSET; INSETA; ISETT; MAPPP; MERSETA; PSETA; THETA Quota: 500 Network Engineers	6,054	ISETT reduced demand by 4,000 presume issue identified as critical skills gap
27	Legal, Social and Welfare Professionals	8,191	CHIETA; ETDP; FASSET; HWSETA; INSETA; LGSETA; MAPPP; PSETA	7,219	Slight increase in demand
3	TECHNICIANS AND TRADES WORKERS	128,048 (115,211)	AGRI; CETA; CHIETA; FIETA; FOODBEV; HWSETA; INSETA; ISETT; LGSETA; MAPPP; MERSETA; MQA; PSETA; SERVICES; TETA; W&RSETA	99,655	
31	Engineering, ICT and Science Technicians	36,506	AGRI; CETA; CHIETA; FIETA; FOODBEV; INSETA; ISETT; LGSETA; MERSETA; MQA; SERVICES; TETA	33,264	
311	Agricultural, Medical and Science Technicians	16,460	AGRI; CHIETA; CTFL; FIETA; FOODBEV; HWSETA; LGSETA; MQA Quota: 5,000 Agricultural Science Technicians; 250 Earth Science Technicians; 5,000 Clinical and Biomedical Engineers and Technologists; 1,000 Biological Science Technicians	15,705	
312	Building and Engineering Draftspersons and Technicians	16,303	AGRI; CETA; CHIETA; FIETA; FOODBEV; INSETA; ISETT; LGSETA; MERSETA; MQA; SERVICES; TETA 1,500 Civil Engineering Draftspersons and Technicians; 500 Electrical Engineering Draftspersons and Technicians (inc. Avionics Technicians); 250 Mechanical Engineering Draftspersons and Technicians; 250 Hydraulics and Pneumatics Technicians	13,147	Increase in scarcity identified for Electrical technicians by SETAs. DPE demand for all engineering technicians related to energy projects. DME absolute scarcity for Mining Inspectors
313	ICT and Telecommunications Technicians	3,403	BANK; FASSET; INSETA; ISETT; MERSETA; MQA	4,181	Some decrease in demand reflected by ISETT. Increase in scarcity identified for

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
					Telecommunication specialists
314	Manufacturing and Process Technicians	340	ESETA; MERSETA	229	Increase in scarcity identified for Manufacturing Technicians - Plastics Industry (MERSETA)
32	Automotive and Engineering Technicians and Trades Workers	38,156 (34,903)	AGRI; CETA; CHIETA; CTFL; ESETA; FIETA; FOODBEV; ISETT; MERSETA; MQA; SASSETA; TETA	26,803	
321	Mechanics and Automotive Electricians	5,460	AGRI; CETA; CHIETA; MERSETA; MQA; TETA <i>Quota: 350 Autotonics Technicians; 150 Mechatronics Technicians</i>	3,163	MERSETA and TETA figures significantly increased from previous years
322	Fabrication Engineering Trades Workers	15,429	AGRI; CETA; CHIETA; FIETA; MERSETA; MQA; TETA <i>Quota: 5,000 Clinical and Biomedical Engineers and Technologists</i>	15,838	MERSETA adjusted figures downwards following verification. <i>DPE identified demand related to energy projects.</i>
323	Mechanical Engineering Trades Workers	15,787	AGRI; CETA; CHIETA; CTFL; ESETA; FOODBEV; ISETT; MERSETA; MQA; TETA <i>Quota: 500 Aircraft Maintenance Engineers; 1,000 Aircraft & Avionics Technicians; 500 Metal fitters and Machinists; 1,500 Precision Metal Workers; 800 Millwrights and Mechatronics Trades Workers</i>	7,512	CHIETA and MERSETA significant increases in demand for Fitters and Metal Machinists; <i>DPE demand related to energy projects high in these skills as well.</i>
324	Panel Beaters, and Vehicle Body Builders, Trimmers and Painters	1,480	MERSETA; TETA	290	Significant increase in demand reflected by MERSETA and some increase by TETA
33	Construction Trades Workers	13,250	CETA; LGSETA; MQA; TETA	4,800	
331	Bricklayers, Carpenters and Joiners	8,570	CETA; MQA	2,111	CETA reflecting increase of additional 1,000 bricklayers. <i>DPE demand figures for</i>

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
					Telecommunication specialists
314	Manufacturing and Process Technicians	340	ESETA; MERSETA	229	Increase in scarcity identified for Manufacturing Technicians - Plastics Industry (MERSETA)
32	Automotive and Engineering Technicians and Trades Workers	38,156 (34,903)	AGRI; CETA; CHIETA; CTFL; ESETA; FIETA; FOODBEV; ISETT; MERSETA; MQA; SASSETA; TETA	26,803	
321	Mechanics and Automotive Electricians	5,460	AGRI; CETA; CHIETA; MERSETA; MQA; TETA <i>Quota: 350 Autotonics Technicians; 150 Mechatronics Technicians</i>	3,163	MERSETA and TETA figures significantly increased from previous years
322	Fabrication Engineering Trades Workers	15,429	AGRI; CETA; CHIETA; FIETA; MERSETA; MQA; TETA <i>Quota: 5,000 Clinical and Biomedical Engineers and Technologists</i>	15,838	MERSETA adjusted figures downwards following verification. <i>DPE identified demand related to energy projects.</i>
323	Mechanical Engineering Trades Workers	15,787	AGRI; CETA; CHIETA; CTFL; ESETA; FOODBEV; ISETT; MERSETA; MQA; TETA <i>Quota: 500 Aircraft Maintenance Engineers; 1,000 Aircraft & Avionics Technicians; 500 Metal fitters and Machinists; 1,500 Precision Metal Workers; 800 Millwrights and Mechatronics Trades Workers</i>	7,512	CHIETA and MERSETA significant increases in demand for Fitters and Metal Machinists; <i>DPE demand related to energy projects high in these skills as well.</i>
324	Panel Beaters, and Vehicle Body Builders, Trimmers and Painters	1,480	MERSETA; TETA	290	Significant increase in demand reflected by MERSETA and some increase by TETA
33	Construction Trades Workers	13,250	CETA; LGSETA; MQA; TETA	4,800	
331	Bricklayers, Carpenters and Joiners	8,570	CETA; MQA	2,111	CETA reflecting increase of additional 1,000 bricklayers. <i>DPE demand figures for</i>

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
39	Other Technicians and Trades Workers	(21,195) 19,899	CHIETA; CTFL; FIETA; FOODBEV; HWSETA; MAPPP; MERSETA; MQA; W&RSETA	13,130	Quantified scarcity available for the first time from some SETAs (CTFL, FIETA)
392	Printing Trades Workers	3,550	MAPPP	200	MAPPP SETA doubled and in some specialisations trebled demand across printing occupations in anticipation of demands associated with marketing and communication industry linked to 2010
393	Textile, Clothing and Footwear Trades Workers	680	CTFL; FIETA; W&RSETA	Indicative	Quantified scarcity available for the first time from CTFL
394	Wood Trades Workers (Cabinetmakers and Wood Machinists)	3,400	FIETA	Indicative	Quantified scarcity available for the first time from FIETA
399	Miscellaneous Technicians and Trades Workers	13,565	CHIETA; FOODBEV; HWSETA; MAPPP; MERSETA; MQA; W&RSETA Quota: 250 Jewellers	12,919	Significant shifts within occupations - Chemical Operators down by almost 2,000; broadcasting related technicians and operators up by almost 2,000 linked to 2010. DPE demand for power plant operators and machine setters and minders
4	COMMUNITY AND PERSONAL SERVICE WORKERS	54,638	CHIETA; ETDP; FIETA; HWSETA; LGSETA; MAPPP; MQA; SASSETA; SERVICES; TETA; THETA	38,402	
41	Health and Welfare Support Workers	29,871	ETDP; HWSETA; LGSETA; MQA; SASSETA	20,802	HWSETA using this category for enrolled nurses (ex OFO group 2)

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
411	Health and Welfare Support Workers	29,871	ETDP; HWSETA; LGSETA; MQA; SASSETA	20,802	HWSETA reporting scarcity for enrolled nurses - previously reported as professional
42	Carers and Aides	8,999	ETDP; HWSETA	9,168	
421	Child Carers	459	ETDP	459	No change
422	Education Aides	3,540	ETDP	3,709	Investigating impact of skills development strategies
423	Personal Carers and Assistants	5,000	HWSETA	5,000	No change
43	Hospitality Workers	200	THETA	1,627	To be explored at meeting with DEAT and THETA
431	Hospitality Workers	200	THETA	1,627	
44	Protective Service Workers	8,274	CHIETA; FIETA; LGSETA; SASSETA; TETA	501	
441	Defence Force Members, Fire and Rescue Officials and Police	1,441	CHIETA; FIETA; LGSETA; SASSETA; TETA	500	SASSETA given through demand figures - previous reports highlighted occupation but no figures
442	Prison and Security Officials	6,833	SASSETA	Indicative	SASSETA reporting detailed security industry data
45	Sports and Personal Service Workers	7,494	CHIETA; ETDP; LGSETA; MAPPP; SERVICES; TETA; THETA	12,608	
451	Personal Service and Travel Workers	6,932	CHIETA; ETDP; LGSETA; MAPPP; SERVICES; TETA; THETA	7,584	Some decrease in demand reflected from Services and THETA - previously over-estimated demand based on 2010 projections
452	Sports and Fitness Workers	562	ETDP; LGSETA; THETA	2,512	THETA no longer reporting

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
					Sports Coaches and Instructors as a scarce skill
5	CLERICAL AND ADMINISTRATIVE WORKERS	52,966 (47,726)	BANK; CHIETA; FASSET; INSETA; ISETT; MAPPP; MQA; SASSETA; SERVICES; TETA; THETA; W&RSETA	42,545	
51	Office and Program Administrators	3,619	BANK; CHIETA; FASSET; ISETT; SERVICES	4,842	
511	Contract, Program, Project and Office Administrators	3,619	BANK; CHIETA; FASSET; ISETT; SERVICES	4,842	Services SETA reallocated demand to more appropriate OFO Codes
52	Personal Assistants and Secretaries	3,928	BANK; FASSET; INSETA; ISETT; SASSETA; SERVICES	4,103	
521	Personal Assistants and Secretaries	3,928	BANK; FASSET; INSETA; ISETT; SASSETA; SERVICES	4,103	Services SETA reallocated demand to more appropriate OFO Codes
53	General Clerical Workers	5,781	CHIETA; FASSET; HWSETA; MAPPP; MQA; SASSETA; SERVICES; TETA; W&RSETA	3,414	
531	General Clerks	5,702	CHIETA; FASSET; HWSETA; MAPPP; MQA; SASSETA; SERVICES; TETA; W&RSETA	3,400	SASSETA giving though demand figures - previously illustrative
532	Keyboard Operators	79	FASSET; SASSETA	14	SASSETA giving though demand figures - previously illustrative
54	Inquiry Clerks and Receptionists	20,930	CHIETA; FASSET; ISETT; SERVICES; TETA	17,637	
541	Call or Contact Centre Information Clerks	20,186	CHIETA; ISETT; SERVICES; TETA	16,817	Large increase in demand reported by SERVICES
542	Receptionists	744	CHIETA; FASSET; ISETT; SERVICES; THETA	820	Investigating impact of skills development strategies

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
55	Numerical Clerks	3,046	BANK; CHIETA; FASSET; ISETT; MAPPP; SERVICES; W&RSETA	1,880	
551	Accounting Clerks and Bookkeepers	542	BANK; CHIETA; FASSET; ISETT; MAPPP	196	<i>DPE demand for numerical and costing clerks linked to energy projects</i>
552	Financial and Insurance Clerks	2,504	BANK; FASSET; SERVICES; W&RSETA	1,684	Increases in demand across sectors
56	Clerical and Office Support Workers	5,824	CHIETA; ISETT; SERVICES; TETA	8,161	
561	Clerical and Office Support Workers	5,824	CHIETA; ISETT; SERVICES; TETA	8,161	
59	Other Administrative Workers	9,838	BANK; CHIETA; FASSET; FIETA; ISETT; MERSETA; TETA; THETA; W&RSETA	2,423	
591	Purchasing, Supply, Transport and Despatch Administrative Workers	9,010	BANK; CHIETA; FIETA; ISETT; MERSETA; W&RSETA	2,169	W&RSETA demand for Warehouse Administrators - shift on OFO code usage <i>DPE demand identified for procurement and stores/stock clerks</i>
599	Miscellaneous Administrative Workers	828	CHIETA; FASSET; THETA; W&RSETA	254	Increase in demand for Debt Collectors and Hospitality related accounts clerks
6	SALES WORKERS	32,067	BANK; CHIETA; FASSET; FIETA; INSETA; ISETT; MERSETA; SERVICES; TETA; W&RSETA	6,331	
61	Sales Representatives and Agents	1,782	BANK; CHIETA; FASSET; INSETA; ISETT; SERVICES	2,447	
611	Insurance Agents and Sales Representatives	928	BANK; FASSET; INSETA; ISETT	1,537	CHIETA no longer reporting scarcity for these occupations
612	Real Estate Salespersons	854	BANK; CHIETA; SERVICES	910	

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
62	Sales Assistants and Salespersons	9,752	CHIETA; FASSET; FIETA; ISETT; MERSETA; TETA; W&RSETA	2,763	
621	Sales Assistants and Salespersons	9,752	CHIETA; FASSET; FIETA; ISETT; MERSETA; TETA; W&RSETA	2,763	4,500 demand each reported by W&RSETA for first time for Sales Assistants and Retail Supervisors
63	Sales Support Workers	20,533	INSETA; ISETT; W&RSETA	1,121	
631	Checkout Operators and Office Cashiers	1,402	ISETT; W&RSETA	0	New demand reporting
639	Miscellaneous Sales Support Workers	19,116	INSETA; ISETT; W&RSETA	1,121	New demand reporting and OFO changes - e.g. Retail Buyers
7	MACHINERY OPERATORS AND DRIVERS	41,764 (39,127)	CETA; CHIETA; FIETA; FOODBEV; ISETT; LGSETA; MAPPP; MERSETA; MQA; SERVICES; TETA; W&RSETA	20,160	
71	Machine and Stationary Plant Operators	14,689	CETA; CHIETA; FIETA; FOODBEV; ISETT; LGSETA; MAPPP; MERSETA; MQA; TETA	11,541	
711	Machine Operators	5,935	CETA; CHIETA; FIETA; FOODBEV; MAPPP; MERSETA	3,368	Increased demand reported by MERSETA especially in plastics industry and quantification of demand by CTFL and FIETA
712	Stationary Plant Operators	8,754	CETA; CHIETA; ESETA; FOODBEV; LGSETA; MAPPP; MQA; TETA	8,173	<i>DPE identified demand for plant operators linked to energy projects</i>
72	Mobile Plant Operators	11,130	CETA; CHIETA; FIETA; LGSETA; MQA; SERVICES; TETA	7,315	
721	Mobile Plant Operators	11,130	CETA; CHIETA; FIETA; LGSETA; MQA; SERVICES; TETA	7,315	Demand more than doubled - CETA and SERVICES; quantified demand from

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
					FIETA
73	Road and Rail Drivers	13,698	CHIETA; FASSET; FOODBEV; LGSETA; MQA; TETA	1,303	
731	Automobile, Bus and Rail Drivers	4,141	CHIETA; LGSETA; TETA	234	Close to 4,000 demand reported for Bus and Coach drivers by LGSETA and TETA
732	Delivery Drivers	433	CHIETA; FASSET; FOODBEV	42	
733	Truck Drivers	9,124	CHIETA; FIETA; LGSETA; MQA; TETA	1,027	Over 6,000 demand for Truck drivers reported by TETA
74	Store Persons	2,247	CHIETA; W&RSETA		
741	Store Persons	2,247	CHIETA; W&RSETA		Scarcity being reported for the first time by SETAs. <i>DPE also recording demand for energy projects</i>
8	ELEMENTARY WORKERS	32,875 (30,627)	CETA; CHIETA; FIETA; FOODBEV; ISETT; MAPPP; MERSETA; MQA; SERVICES; TETA	(260,760) 40,000	AGRI moved scarcity to critical skills list for elementary workers
81	Cleaners	5,813	CHIETA; SERVICES	5,900	
811	Cleaners	5,813	CHIETA; SERVICES	5,900	
82	Construction and Mining Workers	14,697	CETA; CHIETA; FIETA; MQA	10,399	
821	Construction and Mining Workers	14,697	CETA; CHIETA; FIETA; MQA	10,399	Doubling of demand for Structural Steel Construction workers and new demand recorded for surveyor's assistants. <i>DPE identifying</i>

CODE	OCCUPATION	2007-08 TOTALS	SETAS REPORTING SCARCITY	2006-07 TOTALS	COMMENT ON CHANGE
					<i>demand for concreters and building insulators linked to energy projects</i>
83	Factory Process Workers	6,848	CHIETA; FIETA; FOODBEV; ISETT; MERSETA	4,866	
832	Packers and Fillers	2,962	CHIETA; FOODBEV; ISETT; MERSETA	1,759	New demand for Product Assemblers recorded by MERSETA
839	Miscellaneous Factory Process Workers	3,886	CHIETA; FIETA; MERSETA	2,301	New demand recorded for Plastics and Rubber Process Workers and quantified demand from FIETA for Timber and Wood Process workers
84	Farm, Forestry and Garden Workers	3,200	FIETA	(220,004)	AGRI moved scarcity to critical skills list for elementary workers
841	Forestry and Logging Workers	3,200	FIETA		Quantified demand from FIETA
89	Other Elementary Workers	2,317	MAPPP; MERSETA; TETA	19,951	Removal of demand for Handypersons by AGRI and ETDP
891	Freight Handlers and Shelf Fillers	380		0	<i>New area of demand identified by DPE for energy projects</i>
899	Miscellaneous Workers	1,937	MAPPP; MERSETA; TETA	19,571	Scarcity for Handypersons no longer recorded by AGRI or ETDP. DPE identified some 1,000 Handypersons as required for energy projects

APPENDIX II

NATIONAL SCARCE / CRITICAL SKILLS BASED ON SETA NATIONAL WSPs				
Code	Private Sector Occupations	Scarce / Critical Skills According to Requirements	Order Incl Agri Top 4	Order Excl Agri Top 4
841601	General Farm Worker	20000	1	
121201	Crop Farmer	10000	2	
121301	Livestock Farmer	10000	3	
121401	Mixed Crop And Livestock Farmer	5000	4	
321201	Automotive Motor Mechanic (Skill Level 3)	11214	5	1
272107	Trauma Counsellor	11205	6	2
272501	Social Worker	10251	7	3
272603	Welfare Worker	10147	8	4
899301	Handyperson	10000	9	5
411706	Youth Worker	8173	10	6
254404	Registered Nurse (Community Health)	7308	11	7
712901	Boiler Or Engine Operator	7210	12	8
831301	Meat Process Worker	6600	13	9
254410	Registered Nurse (Mental Health)	6358	14	10
821703	Steel Fixer	5630	15	11
324101	Panel Beater (Skill Level 3)	5524	16	12
252701	Audiologist	5510	17	13
	Supervisors	5261	18	14
	Other Community and Personal service workers	5049	19	15
831106	Grain Mill Worker	5000	20	16
399203	Power Generation Plant Operator	4973	21	17
411707	Social Auxiliary Worker	4892	22	18
399704	Metal Manufacturing Machine Setter and Minder (Skill Level 3)	4473	23	19
254411	Registered Nurse (Perioperative)	4407	24	20
254401	Clinical Nurse Practitioner	4356	25	21
254413	Paediatrics Nurse	4307	26	22
711503	Plastics Fabricator or Welder (Skill Level 2)	4272	27	23
841402	Ornamental Horticultural or Nursey Assistant	4023	28	24
361101	Animal Attendants	4000	29	25
839301	Product Examiners (Skill Level 2)	4000	30	26
839302	Product Tester	4000	31	27
839202	Rubber Factory Worker (Skill Level 1)	3756	32	28
839101	Metal Engineering Process Worker (Skill Level 1)	3610	33	29
839201	Plastics and Composites Factory Worker (Skill Level 1)	3600	34	30
551101	Accounts Clerk	3593	35	31
839301	Product Examiner	3187	36	32
821704	Structual Steel Erector	3000	37	33
831107	Sugar Mill Worker	3000	38	34
831202	Slaughterer	3000	39	35
323502	Mechatronics Technician (Skill Level 3)	2819	40	36
411101	Ambulance Officer	2772	41	37
811904	Healthcare Cleaner	2763	42	38
711101	Clay Products Machine Operator	2468	43	39
	Materials Tester	2100	44	40
721201	Earthmoving Plant Operator (General)	2022	45	41
272103	Marriage and Family Counsellor	1986	46	42
	Architectural Technologist	1975	47	43
136201	Small Business Managers	1920	48	44
252501	Physiotherapist	1888	49	45
711504	Plastics Production Machine Operator (General) (Skill Level 2)	1800	50	46
252601	Podiatrist	1664	51	47
324201	Vehicle Body Builder (Skill Level 3)	1631	52	48
423101	Carer for the aged and persons with disabilities	1545	53	49
	Resident Engineers	1540	54	50
323402	Toolmaker (Skill Level 3)	1500	55	51
712301	Engineering Production Systems Worker (Skill Level 2)	1500	56	52
621301/2	Motor Vehicle or Caravan Salesperson (Skill Level 2)/ Automo	1345	57	53
331202	Carpenter	1342	58	54
	Social Security Administration	1293	59	55
821103	Earthmoving Worker	1250	60	56
721206	Loader Operator	1200	61	57
331101	Bricklayer	1180	62	58
531101	General Clerk	1153	63	59
312907	Chemical Engineering Technician	1132	64	60
111301	Local or Provincial Government Legislator	1070	65	61

NATIONAL SCARCE / CRITICAL SKILLS BASED ON SETA NATIONAL WSPs				
Code	Private Sector Occupations	Scarce / Critical Skills According to Requirements	Order Incl Agri Top 4	Order Excl Agri Top 4
721101	Agricultural Mobile Plant Operator	1070	66	62
712909	Water Plant Operator	1056	67	63
	Phlebotomy Technician	1056	68	64
321205	Motor Mechanic (General)	1030	69	65
254101	Midwife	1028	70	66
532101	Data Entry Operator	1020	71	67
621301	Motor Vehicle or Caravan Salesperson (Skill Level 2)/ Automo	1016	72	68
21149	Visual Arts and Crafts Professionals n.e.c	1000	73	69
712101	Crane, Hoist or Lift Operator	1000	74	70
899906	Mechanic'S Assistant	1000	75	71
423303	Personal Care Assistant	992	76	72
711104	Stone Processing Machine Operator	945	77	73
639201	Retail Buyer (Skill Level 3)	915	78	74
821501	Paving & Surfacing Worker	915	79	75
631102	Office Cashier	901	80	76
621903	Amusement, Fitness or Sports Centre Attendant	900	81	77
631102	Office Cashier (Skill Level 1)	900	82	78
333301	Roof Tiler	892	83	79
324301	Vehicle Painter (Skill Level 3)	877	84	80
621903	Amusement, Fitness or Sports Centre Attendant	875	85	81
423401	Child or Youth Residential Care Assistant	852	86	82
561301	Filing and Registry Clerks	851	87	83
612102	Property Manager	850	88	84
841505	Sheep Farm Worker	850	89	85
311205	Pharmacist Technician	836	90	86
611201	Insurance Agent	836	91	87
599503	Motor Vehicle Licence Examiner	819	92	88
541101	call centre customer service representative	817	93	89
133601	Supply And Distribution Manager	800	94	90
599101	Library Assistant	800	95	91
	Shutterhands	800	96	92
	Structual Engineeer	800	97	93
811201	Commercial Cleaner	768	98	94
511102	Program & project Administrators	753	99	95
321202	Diesel Motor Vehicle Mechanic (Skill Level 3)	750	100	96
	Structural Design	750	101	97
541201	Enquiry Clerk	747	102	98
521101	Personal Assistant	732	103	99
552201	Credit or Loans Officer (Skill Level 2)	700	104	100
	Site Agent	700	105	101
741101	Store Person	683	106	102
551301	Payroll Clerk	680	107	103
551102	Cost Clerk (Skill Level 2)	668	108	104
	Other Clinical Technicians	668	109	105
272104	Rehabilitation Counsellor	652	110	106
	Site Clerk/Administrator	650	111	107
253905	Pathologist	647	112	108
561902	Meter Reader	642	113	109
721205	Grade Operator	606	114	110
441302	Police Officer (Non-Commissioned Metro)	600	115	111
821101	Builder's Worker	600	116	112
321202	Industrial Engineer (Skill Level 5)	580	117	113
253503	Neurosurgeon	554	118	114
511102	Program & project Administrators	550	119	115
561601	Switchboard Operator	549	120	116
541401	Call or Contact Centre Agents	547	121	117
362201	Gardener (General)	535	122	118
411201	Dental Hygienist	516	123	119
451201	Driving Instructor	510	124	120
442207	Security Officer	504	125	121
136102	Programme or Project Manager	500	126	122

NATIONAL SCARCE / CRITICAL SKILLS BASED ON SETA NATIONAL WSPs				
Code	Private Sector Occupations	Scarce / Critical Skills According to Requirements	Order Incl Agri Top 4	Order Excl Agri Top 4
249301	Teacher Of English To Speakers Of Other Languages	500	127	123
272102	Drug And Alcohol Counsellor	500	128	124
341101	Electrician (General)	500	129	125
362106	Nurseryperson	500	130	126
441303	Traffic Officer	500	131	127
899601	Recycling or Rubbish Collector	500	132	128
423201	Dental Assistant	490	133	129
272301	Clinical Psychologist	469	134	130
411701	Community Worker	465	135	131
561902	Meter Reader	460	136	132
411502	Ancillary Health Care Worker	460	137	133
221203	External Auditor	457	138	134
223103	Workplace / Industrial Relations Advisor	450	139	135
399705	Plastics Manufacturing Machine Setter and Minder (Skills Level 3)	450	140	136
399906	Reinforced Plastics and Composite Trades Worker (Skill Level 3)	450	141	137
411102	Ambulance Paramedic	450	142	138
411401	Enrolled Nurse	450	143	139
399904	Optical Laboratory Assistant	445	144	140
253401	Psychiatrist	444	145	141
311213	Medical Electronic Equipment Operator	414	146	142
234601	Medical Laboratory Scientist	404	147	143
21123	Musician (Instrumental)	400	148	144
21124	Singer	400	149	145
233202	Civil Engineering Technologist	400	150	146
253102	Resident Medical Officer	400	151	147
312202	Civil Engineering Technician	400	152	148
342101	Air-conditioning and Refrigeration Technician (Skill Level 3)	400	153	149
342302	Communications Operator	400	154	150
342304	Electronic Instrument Trades Worker (General) (Skill Level 3)	400	155	151
441201	Emergency Service Rescue Officer	400	156	152
591104	Sales Clerk	400	157	153
611302	Sales Representative (Business Services)	400	158	154
821102	Drainage, Sewerage & Storm Water Worker	400	159	155
133101	Construction Project Manager	390	160	156
721204	Excavator Operator	367	161	157
232101	Architect	350	162	158
253201	Anaesthetist	338	163	159
323304	Precision Instrument Maker and Repairer (Skill Level 3)	330	164	160
	Early Childhood Development Learnerships	329	165	161
542104	Medical Receptionist	328	166	162
323203	Fitter-Welder	320	167	163
511201	Office Administrator	318	168	164
313102	ICT Customer Support Officer	316	169	165
323202	Fitter And Turner	313	170	166
272602	Recreation Officer	312	171	167
312101	Architectural Draftsperson	310	172	168
312105	Plumbing inspector	307	173	169
322303	Welder / Welder (First Class)	307	174	170
233302	Electrical Engineering Technologist	300	175	171
311302	Livestock Inspector	300	176	172
322201	Sheet Metal Trades Worker (Skill Level 3)	300	177	173
322301	Metal Fabricator	300	178	174
323501	Millwright	300	179	175
331201	Carpenter and Joiner	300	180	176
821702	Scaffolder	300	181	177
721906	Streetsweeper	295	182	178
591102	Production Clerk	291	183	179
322105	Metal Polisher (Skill Level 3)	290	184	180
621401	Pharmacy Sales Assistant	288	185	181
321203	Motorcycle (and Scooter) Mechanic (Skill Level 3)	280	186	182
321204	Small Engine Mechanic	280	187	183

NATIONAL SCARCE / CRITICAL SKILLS BASED ON SETA NATIONAL WSPs				
Code	Private Sector Occupations	Scarce / Critical Skills According to Requirements	Order Incl Agri Top 4	Order Excl Agri Top 4
334101	Plumber (General)	280	188	184
411705	Residential Care Officer	272	189	185
321202	Diesel Motor Mechanic	268	190	186
591101	Order Clerk	264	191	187
321101	Automotive Electrician (Skill Level 3)	260	192	188
111403	Local Authority Manager	250	193	189
224502	Valuer	250	194	190
233203	Quantity Surveyor	250	195	191
311305	Agricultural / Forestry Inspector	250	196	192
314106	Rubber Manufacturing Technician (Skill Level 4)	250	197	193
	Site Manager and General Foreman	250	198	194
423302	Nursing Support and Personal Care	247	199	195
312906	Town Planning Technician	237	200	196
311203	Medical Laboratory Technician	236	201	197
135101	Chief Information Officer	235	202	198
253303	Clinical Oncologist	234	203	199
312402	Electronic Engineering Technician	230	204	200
312501	Mechanical Engineering Draftsperson	230	205	201
312502	Mechanical Engineering Technician	230	206	202
253910	Specialist in Rehabilitation Medicine	228	207	203
241101	Early Childhood Development Practitioners	225	208	204
312201	Civil Engineering Draftsperson	221	209	205
312106	Surveying or Cartographic Technician	215	210	206
253906	Radiologist	207	211	207
323204	Metal Machinist (First Class) (Skill Level 3)	204	212	208
21111	Actor	200	213	209
21112	Dancer or Choreographer	200	214	210
21113	Entertainer or Variety Artist	200	215	211
22331	Training and Development professional	200	216	212
71196	Packing Machine Operator	200	217	213
232102	Landscape Architect	200	218	214
233201	Civil Engineer	200	219	215
311205	Pharmacy Technician	200	220	216
311210	Orthotic and Prosthetic Technician	200	221	217
312302	Electrical Engineering Technician	200	222	218
341103	Lift Mechanic (Skill Level 3)	200	223	219
342101	Air-Conditioning And Refrigeration Mechanic	200	224	220
561401	Mail Sorter	200	225	221
591105	Stock Clerk	200	226	222
591106	Warehouse Administrator	200	227	223
721905	Road Roller Operator	200	228	224
599401	Human Resources Clerk	197	229	225
312104	Construction Estimator	186	230	226
224703	Skills Development Facilitator/ Practitioner (Skill Level 5)	180	231	227
314105	Plastics Manufacturing Technician (Skill Level 4)	180	232	228
262103	Systems Administrator	179	233	229
262101	Database Administrator	175	234	230
223201	ICT Trainer	174	235	231
261202	Web Developer	167	236	232
251201	Medical Diagnostic Technologist	165	237	233
711506	Rubber Production Machine Operator (Skill Level 2)	165	238	234
721203	Bulldozer Operator	161	239	235
136101	Contract Manager	160	240	236
254412	Registered Nurse (Surgical)	160	241	237
	Heavy Machine Operators	160	242	238
	internship programme	159	243	239
254409	Registered Nurse (Medical Practice)	151	244	240
131102	Sales And Marketing Manager	150	245	241
134204	Welfare Centre Manager	150	246	242
254403	Registered Nurse (Child and Family Health)	150	247	243
254405	Registered Nurse (Critical Care and Emergency)	150	248	244

NATIONAL SCARCE / CRITICAL SKILLS BASED ON SETA NATIONAL WSPs				
Code	Private Sector Occupations	Scarce / Critical Skills According to Requirements	Order Incl Agri Top 4	Order Excl Agri Top 4
254408	Registered Nurse (Medical and Surgical)	150	249	245
821201	Concreter	150	250	246
261102	Systems Analyst	146	251	247
254301	Nurse Manager	146	252	248
311215	Health Technical Support Officer	145	253	249
254201	Nurse Educator	140	254	250
532103	Word Processor Operator	130	255	251
261303	Software Engineer	130	256	252
521201	Secretary (General)	130	257	253
323201	Fitter	127	258	254
451402	Tour Guide	125	259	255
712202	Miner	125	260	256
9	Apprentices and Section 18.1 Learners	120	261	257
134201	Medical Superintendent	120	262	258
233501	Industrial Engineer	120	263	259
253501	Surgeon (General)	120	264	260
899101	Caretaker	120	265	261
251204	Sonographer	116	266	262
253302	Cardiologist	114	267	263
133503	Production or Operations Manager	111	268	264
252702	Speech Pathologist	110	269	265
253101	General Medical Practitioner	110	270	266
252101	Chiropractor	105	271	267
252301	Dental Specialist	105	272	268
13991	Arts/Culture Administrator or Manager	100	273	269
14992	Cinema or Theatre Manager	100	274	270
21119	Actors, Dancers and other entertainers n.e.c	100	275	271
21129	Music Professionals n.e.c	100	276	272
21131	Photographer	100	277	273
21212	Media Producer (Excluding Video)	100	278	274
21221	Author	100	279	275
22332	Skills Development Practitioners	100	280	276
22513	Marketing Specialist	100	281	277
25103	Marketing Specialist	100	282	278
27261	Community Arts Worker	100	283	279
39995	Photographer's Assistant	100	284	280
45141	Gallery or Museum Guide	100	285	281
89952	Printing Table Worker	100	286	282
133301	Importer Or Exporter	100	287	283
232601	Urban and Regional Planner	100	288	284
233502	Mechanical Engineer	100	289	285
233504	Industrial Engineering Technologist (Skill Level 5)	100	290	286
233902	Agricultural Engineer	100	291	287
234102	Agricultural Scientist	100	292	288
234202	Food Technologist	100	293	289
249401	Technical Trainer	100	294	290
251202	Medical radiation Therapist	100	295	291
251301	Environmental Health Officer	100	296	292
251401	Optometrist	100	297	293
251501	Hospital Pharmacist	100	298	294
251502	Industrial Pharmacist	100	299	295
251503	Retail Pharmacist	100	300	296
251901	Health Promotion Officer	100	301	297
311401	Chemistry Technician	100	302	298
312103	Building Inspector	100	303	299
312301	Electrical Engineering Draftsperson	100	304	300
342201	Electrical Linersworker / Electrical Line Mechanic	100	305	301
591103	Purchasing Officer	100	306	302
731201	Bus Driver	100	307	303
	ABET Level 4 learnerships	100	308	304
	Landscape Engineering	100	309	305

NATIONAL SCARCE / CRITICAL SKILLS BASED ON SETA NATIONAL WSPs				
Code	Private Sector Occupations	Scarce / Critical Skills According to Requirements	Order Incl Agri Top 4	Order Excl Agri Top 4
	TLB OPERATORS	100	310	306
312903	Mining Technician	91	311	307
261201	Multimedia Specialist	90	312	308
224902	Liason Officer	85	313	309
233102	Chemical Engineering Technologist	85	314	310
313103	Web Administrator	85	315	311
134203	Primary Health Organisation Manager	80	316	312
224301	Economist	80	317	313
224601	Librarian	80	318	314
224103	Statistician	75	319	315
223301	Training And Development Professional	70	320	316
223303	Assessment Practitioner (Skills Level 5)	70	321	317
223104	Skills Development Facilitator	65	322	318
731103	Emergency Vehicle Drivers	65	323	319
234401	Geologist	61	324	320
132401	Policy and Planning Manager	60	325	321
221204	Internal Auditor	60	326	322
222101	Commodities Trader	60	327	323
233101	Chemical Engineer	60	328	324
312601	Safety Inspector	58	329	325
232202	Surveyor	57	330	326
139102	Commissioned Fire & Rescue Officer	55	331	327
221101	Accountant (General)	55	332	328
221102	Management Accountant	55	333	329
221100	Trainee Accountant	54	334	330
225302	Marketing/Communication Strategist	51	335	331
13111	Advertising and Public Relations manager	50	336	332
13112	Sales and Marketing Manager	50	337	333
14995	Owner Managers	50	338	334
21141	Painter (Visual Arts)	50	339	335
21143	Sculptor	50	340	336
21241	Copywriter	50	341	337
22511	Advertising Specialist	50	342	338
23241	Graphic Designer	50	343	339
39211	Binder and Finisher	50	344	340
39212	Screen Printer	50	345	341
39232	Small Offset Printer	50	346	342
39931	Gallery or Museum Technician	50	347	343
136303	Team Manager	50	348	344
139902	Enviromental Manager	50	349	345
139908	Office or Unit Manager	50	350	346
142101	Retail Manager (General) (Skill Level 4)	50	351	347
149202	Customer Services Manager	50	352	348
233301	Electrical Engineer	50	353	349
234201	Chemist	50	354	350
234701	Veterinarian	50	355	351
251302	Occupational Health And Safety Advisor	50	356	352
311101	Agricultural Technician	50	357	353
322104	Metal Casting Trades Worker	50	358	354
362205	Green Keeper	50	359	355
551201	Bookkeeper	50	360	356
591202	Import-Export Clerk	50	361	357
721903	Paving Plant Operator	50	362	358
	Development Practice Level 5 Learnership.	50	363	359
	Geotechnical Engineer	50	364	360
133201	Engineering Manager	47	365	361
132601	Contract Manager	45	366	362
132301	Personnel / Human Resource Manager	44	367	363
132501	Research And Development Manager	44	368	364
14933	Facilities Manager	40	369	365
21142	Potter or Ceramic Artist	40	370	366

NATIONAL SCARCE / CRITICAL SKILLS BASED ON SETA NATIONAL WSPs				
Code	Private Sector Occupations	Scarce / Critical Skills According to Requirements	Order Incl Agri Top 4	Order Excl Agri Top 4
21236	Stage Manager	40	371	367
21238	Video Producer	40	372	368
131101	Advertising And Public Relations Manager	40	373	369
132101	Corporate Services Manager	40	374	370
132201	Finance Manager	40	375	371
139903	Laboratory Manager	40	376	372
233505	Mechanical Engineering Technologist	40	377	373
621901	Materials Recycler	40	378	374
721301	Forklift Driver	40	379	375
111201	Corporate General Manager	37	380	376
225301	Public Relations	37	381	377
712201	Driller	36	382	378
441202	Fire Fighter	32	383	379
21121	Composer	30	384	380
89951	Printer's Assistant	30	385	381
234301	Conservation Officer	30	386	382
542101	Receptionist (General)	30	387	383
39959	Performing Arts Technician	25	388	384
39956	Sound Technician	22	389	385
39952	Camera Operator (Film, Television or Video)	21	390	386
6	Sales Workers(not specified)	20	391	387
21211	Artistic Director	20	392	388
21222	Book or Script Editor	20	393	389
21232	Director (Film, TV, Radio or Stage)	20	394	390
21233	Director of Photography	20	395	391
21234	Film and Video Editor	20	396	392
21235	Program Director (Television or Radio)	20	397	393
21242	Newspaper or Periodical Editor	20	398	394
22422	Gallery or Museum Curator	20	399	395
39231	Printing Machinist	20	400	396
39951	Broadcast Transmitter Operator	20	401	397
136304	Foreman	20	402	398
223101	Human Resource Advisor	20	403	399
225401	Sales Representatives (Industrial Products) (Skill Level 5)	20	404	400
233401	Electronics Engineer	20	405	401
271204	Administrative Lawyer	20	406	402
311503	livestock product assessor	20	407	403
312102	Building Associate	20	408	404
323401	Engineering Patternmaker (Skill Level 3)	20	409	405
334104	Gasfitter	20	410	406
452404	Lifeguard	20	411	407
821902	Drillers Assistant	20	412	408
21244	Radio Journalist	15	413	409
21249	Journalists and Other Writers	15	414	410
22111	Accountant (General)	15	415	411
342302	Communications Operator	15	416	412
451601	Tourists Information Officer	15	417	413
511101	Contract Administrator	15	418	414
	CAD Operator	15	419	415
21243	Print Journalist	13	420	416
	ODETD learnership	13	421	417
135102	ICT Project Manager	11	422	418
1112	General Managers Corporate General Manager (Incl. Senior C	10	423	419
13994	Quality Assurance Manager	10	424	420
21122	Music Director	10	425	421
21231	Art Director (Film, Television or Stage)	10	426	422
21246	Television Journalist	10	427	423
139905	Sports Administrator	10	428	424
224702	Organisation and Methods Analyst (Skill Level 5)	10	429	425
314103	Integrated Manufacturing Line Technician (Skill Level 4)	10	430	426
234902	Metallurgist	9	431	427

NATIONAL SCARCE / CRITICAL SKILLS BASED ON SETA NATIONAL WSPs				
Code	Private Sector Occupations	Scarce / Critical Skills According to Requirements	Order Incl Agri Top 4	Order Excl Agri Top 4
233105	Metallurgical Engineer	6	432	428
233603	Mining Engineering Technologist	6	433	429
312901	Maintenance Planner	6	434	430
224202	Gallery or Museum Curator	5	435	431
233904	Instrument Engineer (Defence Force)	5	436	432
342304	Electronic Trade Worker (General) (Skill Level 3)	5	437	433
27131	Attorney/Lawyer/Solicitor	4	438	434
133504	Operations Manager	4	439	435
411501	Indigenous Health Worker (Inyanga)	4	440	436
212402	Newspaper or Periodical Editor (Skill Level 5)	2	441	437
223102	Recruitment Consultant or Officer	2	442	438
312601	Safety Inspector	2	443	439
712203	Shot Firer	2	444	440
733101	Truck Driver	2	445	441
133502	Production/Operations Manager (Manufacturing) (Skill Level 5)	1	446	442
139906	Quality Assurance Manager (Skill Level 5)	1	447	443
311903	Environmental Science Technician	1	448	444



education

DEPARTMENT: EDUCATION
MPUMALANGA PROVINCE

Elections of School Governing Bodies 2012

Parents of school going children are requested to volunteer to be elected to serve in the School Governing Bodies of the schools where their children attend.

Professionals, who may not have children in schools, are equally requested to make themselves available to be co-opted to serve in the School Governing Bodies.

It is only through your patriotic involvement that schools could be turned into true centres for Community Development.

The elections will take place from 01 March to 31 March 2012

Sisonke Sifundzisa Sive



Contact your school principal for further information or dial:

Bohlabela :	(013) 708 5000
Ehlanzeni :	(013) 766 0724
Gert Sibande :	(017) 801 5164
Nkangala :	(013) 947 1517
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