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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 637

22 JUNE 2018

I, Grace Naledi Mandisa Pandor, Minister of Higher Education and Training, after issuing a Call for Evidence to a wide range of stakeholders, as part of the methodology adopted to identify Occupations in High Demand (OIHD) hereby publish the National List of Occupations in High Demand: 2018. All enquiries on the list can be directed to:

The Director-General, Private Bag X174, Pretoria, 0001, for attention: Ms M Ramasodi, Tel. 012 312 5345, email Ramasodi.m@dhet.gov.za. The list is available on the Departmental website: www.dhet.gov.za


Mrs GNM Pandor, MP

Minister of Higher Education and Training

Date: 11-5-2018

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higher education
& training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

**NATIONAL LIST OF OCCUPATIONS IN HIGH
DEMAND: 2018**

ABBREVIATIONS

DHET	Department of Higher Education and Training
HSRC	Human Sciences Research Council
LMIP	Labour Market Intelligence Partnership
OFO	Organising Framework for Occupations
OIHD	Occupations in High Demand
PSET	Post-School Education and Training
SASCO	South African Standard Classification of Occupations
SETA	Sector Education and Training Authority

GLOSSARY OF KEY TERMS

Occupation

Refers to a set of jobs or specialisations whose main tasks are characterised by such a high degree of similarity that they can be grouped together for the purposes of classification¹.

Occupations in High Demand

Occupations in High Demand refer to those occupations that have shown relatively strong employment growth, and/or are experiencing shortages in the labour market or which are expected to be in demand in the future.

Organising Framework of Occupations (OFO)

Refers to a skill-based coded classification system, which encompasses all occupations in the South African context. The classification of occupations is based on a combination of skill level and skill specialisation which makes it easy to locate a specific occupation within the framework (DHET, 2015)².

¹ DHET, 2015. Organising Framework of Occupations. Department of Higher Education and Training, Pretoria

² Ibid

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1. BACKGROUND

- 1.1 There is increasing consensus world-wide, that if the provision of education and training is to be better coordinated with the needs of society and the economy, central information about skills needs is required.
- 1.2 In South Africa, the accurate identification of current and future occupational demand is imperative in order to ensure that the goals of the National Development Plan, the New Growth Path and the Industrial Policy Action Plan, are achieved.
- 1.3 This gazette provides a list of occupations that have been identified as being in high demand at national level. It is intended to inform decision-making in relation to a wide range of issues pertaining to, *inter alia*, education and training.
- 1.4 Information about occupations in high demand provides useful insights into the skills needs of the economy and society, especially in a context where the South African labour market is characterised by high levels of unemployment on the one hand, and skills shortages, on the other.

2. PURPOSE

- 2.1 The primary purpose of the *National List of Occupations in High Demand: 2018* is to improve the responsiveness of the Post-School Education and Training System (PSET) to the needs of the economy and to the broader developmental objectives of the country.
- 2.2 More specifically, this list has been compiled to support planning processes in the PSET system, particularly in relation to enrolment planning, decision-making on the prioritisation of resource allocations, qualifications development and career information and advice.
- 2.3 In addition, public and private employers, employer organisations, professional bodies, trade unions and research organisations are encouraged to use the list of Occupations in High Demand (OIHD) to support the provisioning of their own education and training programmes.

3. LIFESPAN OF LIST

The *List of Occupations in High Demand* will be reviewed every 2 years, unless it is deemed necessary to do so earlier. The next list of occupations in high demand is planned to be published in 2020.

4. MEANING OF OCCUPATIONS IN HIGH DEMAND

For the purpose of this gazette, Occupations in High Demand means the following:

Occupations in High Demand refer to those occupations that show relatively strong employment growth and/or are experiencing shortages in the labour market or which are expected to be in demand in future.

4.1. More specifically, occupations are in high demand if they:

- have shown relatively strong employment or wage growth over the past 5 years;
- are expected to show relatively strong employment growth in the future;
- have been identified as being in shortage³ in the labour market;
- are new and are expected to emerge in the near future as a result of innovation, technological advancements, the development of new industries, or the implementation of government strategic priorities.

4.2. The concept of “Occupations in High Demand” therefore encompasses the idea of historical, current and anticipated occupational growth trends (including new and emerging occupations), and occupational shortages.

5. THE ORGANISING FRAMEWORK FOR OCCUPATIONS

5.1 The occupations identified in the National List of OIHD: 2018 have been selected from a full list of occupations (numbering approximately 1 500), which are listed in the Organising Framework for Occupations (OFO).

5.2 The OFO is a coded classification system for occupations. Different countries use different occupation classification systems to collect and report on the size and shape

³ An occupation is regarded as being in shortage if demand exceeds supply for people in particular occupations.

of the labour market. In South Africa, there are two occupation classification systems namely OFO and South African Standard Classification of Occupations (SASCO).

5.3 The OFO is a coded occupational classification system adapted by the Department to identify, report and monitor skills demand and supply in the South African labour market. Statistics South Africa uses the SASCO, adapted from the International Standard Classification of Occupations, for the purposes of conducting its national census data and to track the shifting occupational profile of the country's workforce.

5.4 The difference between OFO and SASCO is that SASCO does not define occupations in more detail and could therefore not be used by the Department for skills planning purposes. The OFO provides insight into shifts at task level, at job and occupational level that indicate changes in demand in the labour market.

6. METHODOLOGY USED TO IDENTIFY THE NATIONAL LIST OF OCCUPATIONS IN HIGH DEMAND: 2018

6.1 The methodology used for the development of the 2018 List of OIHD is described in detail in a technical report titled: *Occupations in High Demand in South Africa*⁴. The report can be found on the Department's website: www.dhet.gov.za and on www.lmip.org.za.

6.2 As demonstrated by international good practice, both statistical and qualitative methodologies were used to compile the 2018 List of OIHD.

6.3 The statistical methodology used in the compilation of the list adopted four domains for the development of indicators and benchmarks, which were combined into an index of occupations in high demand. These domains include aspects related to wages, vacancies, occupational growth and anticipated demand based on government strategies.

6.4 The qualitative methodology drew on a number of different sources, namely: a review of the national and international literature on occupational shortages and growth; a call for evidence made to key stakeholders; interviews held with key

⁴ Reddy, V, Rogan, M, Mncwango, B and Chabane, S (2018). *Occupations in High Demand in South Africa: A Technical Report*. An LMIP Publication. Human Sciences Research Council.

stakeholders and a scan of government strategies and policies for economic growth and development.

- 6.5 The List of OIHD was developed by triangulating the findings from both the qualitative and quantitative methodologies, as described in detail in the Technical Report.
- 6.6 The list of identified occupations were further differentiated into three levels of demand, namely: highest demand, higher demand and high demand. The level of demand indicates that all three groups have high demand but that there is variation among them, and that occupations in the highest group scored in the top group on the statistical index.

7. NATIONAL LIST OF OCCUPATIONS IN HIGH DEMAND: 2018

The table below shows the List of Occupations in High Demand for 2018 at three levels of demand, namely, *highest*, *higher* and *high*. The level of demand indicates that all occupations have high demand but that there is variation among them in the extent of demand, for instance the occupations that scored the highest points in the statistical index are described as being at the highest level of demand.

Occupation	OFO Code	Level of Demand
General Manager Public Service	111202	Highest
Senior Government Official	111204	Highest
Senior Government Manager	111207	Highest
Chief Financial Officer	121101	Highest
Finance Manager	121101	Highest
Management accountant	121101	Highest
Payroll Manager	121102	Highest
Credit Manager	121103	Highest
Internal Audit Manager	121104	Highest
Corporate General Manager	121901	Highest
Corporate Services Manager	121902	Highest
Physical Asset Manager	121903	Highest
Contract Manager	121904	Highest
Programme or Project Manager	121905	Highest
Labour Recruitment Manager	121907	Highest
Quality Systems Manager	121908	Highest
Sustainability Manager	121909	Highest
Sales and Marketing Manager	122101	Highest
Sales Executive	122102	Highest
Sales Manager	122102	Highest
Director of Marketing	122103	Highest
Interactive and Direct Marketing Strategist	122104	Highest
Client Services Advisor	122105	Highest
Customer Service Manager	122105	Highest
Farm Manager	131101	Highest

Occupation	OFO Code	Level of Demand
Production/Operations manager	131102	Highest
Production / Operations Supervisor (Forestry)	131103	Highest
Manufacturer	132101	Highest
Production / Operations Manager (Manufacturing)	132102	Highest
Engineering Manager	132104	Highest
Power Generation Operations Manager (G)	132105	Highest
Manufacturing Quality Manager	132106	Highest
Construction Project Manager	132301	Highest
Project Builder	132302	Highest
Supply And Distribution Manager	132401	Highest
Logistics Manager	132402	Highest
Road Transport Manager	132403	Highest
Warehouse Manager	132404	Highest
Fleet Manager	132405	Highest
Chief Information Officer	133101	Highest
ICT Project Manager	133102	Highest
Data Management Manager	133103	Highest
Application Development Manager	133104	Highest
Information Technology Manager	133105	Highest
Information Systems Director	133106	Highest
Environmental Manager	134901	Highest
Laboratory Manager	134902	Highest
Small Business Manager	134903	Highest
Office Manager	134904	Highest
Archives Manager	134907	Highest
Museum Manager	134909	Highest
Operations Manager (Non-Manufacturing)	134915	Highest
Operations Foreman (Non-Manufacturing)	134916	Highest
Seismologist	211402	Highest
Agriculture Consultant	213201	Highest
Agricultural Scientist	213202	Highest
Forest scientist	213203	Highest
Wine Maker	213204	Highest
Food and Beverage Scientist	213205	Highest
Process engineer	214101	Highest
Industrial Engineer	214101	Highest

Occupation	OFO Code	Level of Demand
Industrial Engineering Technologist	214102	Highest
Production Engineer	214103	Highest
Production Engineering Technologist	214104	Highest
Civil Engineer	214201	Highest
Industrial engineer	214201	Highest
Civil Engineering Technologist	214202	Highest
Mining engineer	214601	Highest
Mining engineering technologist	214602	Highest
Quantity Surveyor	214904	Highest
Agricultural Engineer	214905	Highest
Agricultural Engineering Technologist	214906	Highest
Materials engineer	214907	Highest
Materials engineering technologist	214908	Highest
Materials non-destructive testing operators	214908	Highest
Senior Secondary School Teacher (Grades 10-12)	233107	Highest
Junior Secondary School Teacher (Grades 8 - 9)	233108	Highest
Foundational Phase School Teacher	234101	Highest
Senior Primary School Teacher (Grades 4-7)	234102	Highest
Investment Analyst	241201	Highest
Investment Manager	241202	Highest
Investment Advisor	241203	Highest
Financial Markets Practitioner	241204	Highest
Quality Assurance Analyst (Computers)	251901	Highest
Attorney	261101	Highest
Advocate	261106	Highest
Adjudicator	261901	Highest
Legislation Facilitator	261902	Highest
Master of the Court	261903	Highest
Family Court Registrar	261904	Highest
Civil Engineering Technician	311201	Highest
Surveying or Cartographic Technician	311202	Highest
Geomatician	311202	Highest
Town Planning Technician	311203	Highest
Electrical Engineering Technician	311301	Highest
Electric Substation Operations Manager	311302	Highest
Energy Efficiency Technician	311303	Highest

Occupation	OFO Code	Level of Demand
Mechanical Engineering Technician	311501	Highest
Pressure Equipment Inspector	311502	Highest
Aeronautical Engineering Technician	311503	Highest
Draughtsperson	311801	Highest
Building Associate	312301	Highest
Clerk of Works	312301	Highest
Construction supervisor	312303	Highest
Water Plant Operator	313201	Highest
Waste Materials Plant Operator	313202	Highest
Water Process Controller	313203	Highest
Medical Laboratory Technician	321201	Highest
Chef	343401	Highest
ICT Communications Assistant	351201	Highest
Broadcast Transmitter Operator	352101	Highest
Camera Operator (Film, Television or Video)	352102	Highest
Sound Technician	352103	Highest
Television Equipment Operator	352104	Highest
Radio Station Operator	352105	Highest
Production Assistant (Film, Television or Radio)	352106	Highest
Tourist Information Officer	422101	Highest
Travel Consultant	422102	Highest
Coding Clerk	441301	Highest
Proof Reader	441302	Highest
Child Care Worker	531101	Highest
Electrician	671101	Highest
Electrical Installation Inspector	671102	Highest
Millwright	671202	Highest
Mechatronics Technician	671203	Highest
Lift Mechanic	671204	Highest
Weapon Systems Mechanic	671205	Highest
Armature Winder	671207	Highest
Transportation Electrician	671208	Highest
Hotel Manager	141101	Higher
Importer or Exporter	142101	Higher
Retail Manager	142103	Higher
Service Station Manager	142103	Higher

Occupation	OFO Code	Level of Demand
Mechanical Engineer	214401	Higher
Mechanical Engineering Technologist	214402	Higher
Aeronautical Engineer	214403	Higher
Architect	216101	Higher
General Medical Practitioner	221101	Higher
Hospital Pharmacist	226201	Higher
Industrial Pharmacist	226202	Higher
Retail Pharmacist	226203	Higher
University Lecturer	231101	Higher
Professor/Associate Professor	231101	Higher
Early Childhood Development Practitioner	234201	Higher
Financial Investment Advisor	241301	Higher
Skills Development Facilitator/Practitioner	242302	Higher
Labour Market Analyst	242306	Higher
ICT Systems Analyst	251101	Higher
Software Developer	251201	Higher
ICT Risk Specialist	251201	Higher
Programmer Analyst	251202	Higher
Developer Programmer	251203	Higher
Applications Programmer	251401	Higher
Social Worker	263507	Higher
Electronic Engineering Technician	311401	Higher
Fossil Power Plant Process Controller	313102	Higher
Hydro Power Plant Process Controller	313103	Higher
Nuclear Power Plant Process Controller	313104	Higher
Wind Turbine Power Plant Process Controller	313105	Higher
Concentrated Solar Power (CSP) Plant Process Controller	313106	Higher
Weatherisation Installers and Technicians	313108	Higher
Solar Photovoltaic Service Technician	313109	Higher
Wind Turbine Service Technician	313110	Higher
Agricultural Technician	314201	Higher
Agricultural Laboratory Technician	314201	Higher
Dental Assistant	325101	Higher
Dental Hygienist	325102	Higher
Mathematical Assistant	331401	Higher
Data Quality Officer	331401	Higher

Occupation	OFO Code	Level of Demand
Decision Support Analyst	331401	Higher
Statistical Assistant	331401	Higher
Actuarial Assistant	331401	Higher
Insurance Agent	332101	Higher
Insurance Broker	332102	Higher
Commodities Trader	332401	Higher
Events Manager	333201	Higher
Visual Merchandiser	343203	Higher
Light Technician	343902	Higher
Computer Network Technician	351301	Higher
Geographic Information Systems Specialist	351302	Higher
Geographic Information Systems Technicians	351302	Higher
Client Services Administrator	411101	Higher
General Clerk	411101	Higher
Administrative Assistants	411101	Higher
Word Processing Operator	413101	Higher
Machine Shorthand Reporter	413102	Higher
Data Entry Operator	413201	Higher
Gaming Worker	421202	Higher
Bookmaker's Clerk	421204	Higher
Payroll Clerk	431301	Higher
Road Traffic Controller	432301	Higher
Transport Clerk	432301	Higher
Carpenter and Joiner	641501	Higher
Carpenter	641502	Higher
Shutter hand	641502	Higher
Joiner	641503	Higher
Plumber	642601	Higher
Solar Installer	642602	Higher
Gas Practitioner	642603	Higher
Fire Services Plumber	642604	Higher
Plumbing Inspector	642605	Higher
Heat Pump Installer	642606	Higher
Pipe Fitter	642607	Higher
Welder	651202	Higher
Fitter-welder	651203	Higher

Occupation	OFO Code	Level of Demand
Gas Cutter	651204	Higher
Sheet metal worker	651301	Higher
Boiler Maker	651302	Higher
Metal Machinist	652301	Higher
Fitter and Turner	652302	Higher
Industrial Machinery Mechanic	653301	Higher
Mechanical Equipment Repairer	653302	Higher
Mechanical Fitter	653303	Higher
Fitter	653303	Higher
Diesel Fitter	653304	Higher
Small Engine Mechanic	653305	Higher
Diesel Mechanic	653306	Higher
Heavy Equipment Mechanic	653307	Higher
Tractor Mechanic	653308	Higher
Forklift Mechanic	653309	Higher
Lubrication Equipment Mechanic	653310	Higher
Goldsmith	661301	Higher
Diamond and Gemstone Setter	661302	Higher
Electrical Line Mechanic	671301	Higher
Cable Jointer	671302	Higher
Upholsterer	683401	Higher
Shot firer	684201	Higher
Blaster	684202	Higher
Textile Wet Process Production Operator	715401	Higher
Textile Wet Processes Finishing Machine Operator	715401	Higher
Textile Printing Machine Operator	715401	Higher
Fabric Bleaching Machine Operator	715401	Higher
Textile Dyeing Machine Operator / Textile Dyer	715401	Higher
Textile Dyeing and Printing Preparation Machine Operator	715401	Higher
Footwear Cutting Production Machine Operator	715601	Higher
Footwear Closing Production Machine Operator	715602	Higher
Footwear Bottom Stock Production Machine Operator	715603	Higher
Footwear Lasting Production Machine Operator	715604	Higher
Footwear Finishing Production Machine Operator	715605	Higher
Lorry Driver	733201	Higher
Truck Driver (General)	733201	Higher

Occupation	OFO Code	Level of Demand
Personnel / Human Resources Manager	121201	High
Training and Development Manager	121202	High
Business Training Manager	121202	High
Recruitment Manager	121204	High
Employee Wellness Manager	121205	High
Health and Safety Manager	121206	High
Safety, Health, Environment and Quality (SHE&Q) Practitioner	121206	High
Security Services Manager	143904	High
Security Risk Assessment Manager	143904	High
Environmental Education Manager	143901	High
Actuary	212101	High
Statistician	212103	High
Statistical Modeller	212103	High
Biologist (General)	213102	High
Biochemist	213104	High
Biotechnologist	213105	High
Botanist	213106	High
Marine Biologist	213107	High
Microbiologist	213108	High
Zoologist	213109	High
Environmental Engineer (G)	214301	High
Environmental Impact and Restoration Analyst	214302	High
Chemical Engineer	214501	High
Chemical Engineering Technologist	214502	High
Graphic Designer	216601	High
Illustrator	216602	High
Multimedia Designer	216603	High
Web Designer	216604	High
Registered Nurse (Aged Care)	222102	High
Registered Nurse (Child and Family Health)	222103	High
Registered Nurse (Community Health)	222104	High
Registered Nurse (Critical Care and Emergency)	222105	High
Registered Nurse (Developmental Disability)	222106	High
Registered Nurse (Disability and Rehabilitation)	222107	High
Registered Nurse (Medical)	222108	High
Registered Nurse (Medical Practice)	222109	High

Occupation	OFO Code	Level of Demand
Registered Nurse (Mental Health)	222110	High
Registered Nurse (Operating theatre)	222111	High
Registered Nurse (Surgical)	222112	High
Nurse Manager	222116	High
Veterinarian	225101	High
Veterinary Pathologist	225101	High
Veterinary Surgeon	225101	High
Veterinary Parasitologist	225101	High
Veterinary Epidemiologist	225101	High
Veterinary Pathologist	225101	High
Animal Doctor	225101	High
Environmental Health Officer	226301	High
Construction health and safety technician	226302	High
Safety, Health, Environment and Quality (SHE&Q) Practitioner	226302	High
English As A Second Language Teacher	235301	High
English Conversation Instructor	235301	High
English Language Teacher	235301	High
Multimedia Specialist	251301	High
Web Developer	251302	High
Database Designer and Systems Administrator	252101	High
Database Designer and Administrator	252101	High
Computer Network and Systems Engineer	252301	High
Network Analyst	252302	High
ICT Security Specialist	252901	High
Labour Market Economist	263101	High
Economist	263101	High
Clinical Psychologist	263401	High
Psychometrician	263409	High
Food and Beverage Technician	311903	High
Manufacturing Technician	311904	High
Industrial Engineering Technician	311905	High
Environmental Engineering Technician	311906	High
Life Science Technician	314101	High
Environmental Science Technician	314102	High
Health Information Manager	325201	High
Environmental and Occupational Health Inspector	325701	High

Occupation	OFO Code	Level of Demand
Marine Safety Officer	325702	High
Agricultural / Horticultural Produce Inspector	325703	High
Aquaculture Produce Analyst	325704	High
Safety Inspector	325705	High
Retail Buyer	332301	High
Procurement officers	332302	High
Auctioneer	333901	High
Sales Representative (Business Services)	333903	High
Supply Chain Practitioner	333905	High
Marketing Coordinator	333908	High
Secretary (General)	412101	High
Phone Centre Operator	422301	High
Shift Telephonist	422301	High
Telecom Operator	422301	High
PABX Operator	422301	High
Telephone Operator / Attendant	422301	High
Stock Clerk / Officer	432101	High
Dispatching and Receiving Clerk / Officer	432102	High
Waiter	513101	High
Cafe Worker	513102	High
Hairdresser	514101	High
Call Centre Salesperson	524401	High
Residential Care Officer	532201	High
Aged or Disabled Carer	532202	High
Community Care Worker	532203	High
Nursing Support Worker	532903	High
Fire Fighter	541101	High
Hazardous Materials Removal Workers	541102	High
Aviation Security Trainer/Officer	541401	High
Security Officer	541401	High
Security Electronic Installations	541401	High
Retail Loss Prevention Officer	541403	High
Tree Feller	621101	High
Forest and Conservation Workers	621102	High
Stonemasons	641301	High
Scaffold Erector	641902	High

Occupation	OFO Code	Level of Demand
Roof Tiler	642101	High
Roof Plumber	642102	High
Roof Thatcher	642103	High
Glass Maker	661501	High
Optical Mechanic	661502	High
Telecommunications Line Mechanic	672204	High
Clothing, Home Textiles and General Goods Cutter	683201	High
Apparel and related pattern maker	683202	High
Concrete batching plant operator	711405	High
Weaving Machine Operator	715201	High
Warping Machine Operator	715202	High
Braiding Machine Operator	715203	High
Non-woven Machine Operator	715205	High
Textile Dry Finishing Machine Operator	715206	High
Textile and Footwear Manufacturing Machine Minder	715901	High
Bakery and Confectionary Products Machine Operator	716105	High
Product Assembler	721901	High
Mobile Plant Operators	734101	High
Crane or Hoist Operator	734301	High
Cable Ferry Operator	734302	High
Dredge Operator	734303	High
Forklift Driver	734402	High