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LIST OF OCCUPATIONS IN HIGH DEMAND: 2015

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I, Bonginkosi Emmanuel Nzimande, MP, Minister of Higher Education and Training, hereby publish the List of Occupations in High Demand: 2015.



DR BE NZIMANDE, MP

MINISTER OF HIGHER EDUCATION AND TRAINING

DATE: 07/01/2016

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ABBREVIATIONS

DHA	Department of Home Affairs
DHET	Department of Higher Education and Training
DoL	Department of Labour
EDD	Department of Economic Development
HSRC	Human Sciences Research Council
OFO	Organising Framework for Occupations
OIHD	Occupations in High Demand
PSET	Post-School Education and Training
QLFS	Quarterly Labour Force Survey
SETA	Sector Education and Training Authority
SIPs	Strategic Integrated Projects
StatsSA	Statistics South Africa

1. BACKGROUND

- 1.1. The Department of Higher Education and Training published a *List of Occupations in High Demand: 2014* in *Government Gazette Vol. 593 No. 38174*, in November 2014¹.
- 1.2. This gazette (2015) is an update of the 2014 *List of Occupations in High Demand*. It retains the occupations listed in 2014, but reorganises and extends the list, based on the application of new information and an improved methodology.
- 1.3. The list is considerably longer than the 2014 version since it records all occupations at the 6-digit code of the Organising Framework for Occupations (OFO), as opposed to having some occupations clustered, as was the case in the 2014 version. Furthermore, new occupations were added to the 2014 list, based on new information and an improved methodology.

2. PURPOSE

- 2.1. The primary purpose of the *List of Occupations in High Demand* is to support the planning processes of the Department of Higher Education and Training with respect to the post-school education and training system, particularly in relation to enrolment planning, resource allocations, career advice and qualifications development.
- 2.2. Universities, Colleges, education and training providers, employer bodies, employers, professional bodies, trade unions and other organisations are also expected to use the list to support their own decision-making processes.
- 2.3. The need to identify skills needs is part of a process of developing a post-school education and training system that is responsive to the needs of individual citizens, communities and the economy, as well as in meeting the broader social developmental objectives² of the country.
- 2.4. Information about occupations in high demand provides useful insights into the skills needs of the economy and mismatches between qualifications and occupations – a problem that is particularly important to address, given that the South African labour market is characterised by high unemployment on the one hand, and skills shortages, on the other.

¹ DHET (2014). *List Occupations in High Demand: 2014*. *Government Gazette Vol. 593 No. 38174*, 4 November 2014. DHET. Pretoria.

² DHET (2013). White Paper for Post-School Education and Training. DHET. Pretoria.

3. LIFESPAN OF LIST

- 3.1. 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 2017.

4. MEANING OF OCCUPATIONS IN HIGH DEMAND

- 4.1. There is no single, universally accepted definition of “*Occupations in High Demand*”. For the purpose of this gazette, the following definition has been formulated:

Occupations in High Demand refer to those occupations that show relatively strong employment growth, or are experiencing shortages in the labour market.

- 4.2. More specifically, occupations are said to be in high demand if they:

- have shown relatively strong employment growth over the past 5 years;
- are currently showing relatively strong employment growth (that is, relatively strong growth over the past two years);
- are expected to show relatively strong employment growth in the future;
- have been identified as being in shortage³ in the labour market; or
- are and new and expected to emerge in the near future as a result of innovation, technological advancements and the development of new industries (for example, the establishment of new occupations in “green” industries).

- 4.3. The above definition of the term “*Occupations in High Demand*” encompasses the idea of occupational growth (past and future), occupational shortages, and new or emerging occupations.

5. RESEARCH METHODS

- 5.1. A number of research methods were used to update the 2014 *List of Occupations in High Demand*. This included:

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

Data Analysis: Data from the Quarterly Labour Force Surveys provided by Statistics South Africa, and the Job Opportunities Index compiled by the Department of Labour were analysed to determine occupational growth and job vacancy trends, respectively.

Econometric Modelling: The Linked Macro-Education Model, which forecasts occupational growth trends until 2025, provided information on the top 20 fastest growing occupations and the top 20 occupations with the most number of job openings for the next 10 years.

Literature Review: Publications that focus on issues pertaining to skills supply and demand, and the imbalances between these, at both national as well as sectoral levels, were reviewed.

Stakeholder Engagement: Interviews with stakeholder representatives, a workshop with skills development experts, and a “Call for Evidence” were used to obtain first-hand information on occupational trends.

6. CRITERIA USED TO IDENTIFY OCCUPATIONS IN HIGH DEMAND: 2015

- 6.1. The following criteria have been used to determine whether a particular occupation should be included in the *List of Occupations in High Demand: 2015*.

Table 1: Criteria used to identify Occupations in High Demand

No	Criteria	Threshold
1	Use of the 2014 <i>List of Occupations in High Demand</i> as a basis for the development of the updated list	Occupations identified in the 2014 list are automatically included in the 2015 list.
2	Percentage occupational change in employment over the past 5 years ⁴ .	Above the mean for all occupations.
3	Percentage occupational change in employment over the previous year ⁵ .	Above the mean for all occupations.
4	Percentage change in the number of job vacancies over the past 5 years ⁶ .	Above the mean for all occupations.
5	Evidence obtained from stakeholders through the DHET “Call for Evidence”	Reliable sources of evidence and corroboration with at least two other sources of evidence
6	Scarce Skills Lists identified in the 2015 SETA Sector Skills Plans.	Scarce skills should be corroborated by at least 2 other sources of evidence.
7	Occupational Forecast (2015 to 2025)	The top 20 fastest growing occupations and top 20 occupations with the most number of job openings are included on the list.
8	Occupational needs identified for undertaking strategic government projects such as the Strategic Integrated Projects (SIPs).	Occupations identified on approved lists are corroborated with other sources of evidence.

⁴ For the period 2010 to 2014.

⁵ For the period 2013 to 2014.

⁶ From 2009/2010 to 2013/2014.

6.2. Occupations that meet any one of the above criteria were eligible for inclusion in the *List of Occupations in High Demand: 2015*.

7. CALL FOR EVIDENCE

7.1. The DHET compiled a *Draft List of Occupations in High Demand (2015)*, and issued a *Call for Evidence* to its stakeholders to review the draft list in order to improve its validity.

7.2. This *Call for Evidence* invited stakeholders to propose:

- the **inclusion** of occupations in high demand, with supporting evidence;
- the **exclusion** of occupations, with supporting evidence, and
- **new occupations** that are emerging, or are expected to emerge in the future, as a result of factors such as technological advancements, innovation and the establishment of new companies, with supporting evidence.

7.3. Stakeholders were invited to respond to the *Call for Evidence* by submitting the following information to the DHET:

- the name of the occupation proposed for inclusion or exclusion;
- the applicable occupational code for the identified occupation (except in cases where no occupational code exists), and
- evidence for the inclusion or exclusion of the identified occupation (make reference to, or cite the source of evidence or information).

7.4. The *Call for Evidence* generated 37 submissions from various organisations. Generally, respondents requested the inclusion of additional occupations in the list.

7.5. The Department received responses from the public categorised as follows:

Table 2: Responses received

<i>Professional and Statutory Bodies</i>	14
<i>Employers and employer bodies</i>	11
<i>Educational institutions</i>	3
<i>Other government departments</i>	2
<i>DHET entities</i>	6
<i>Parastatal</i>	1
Total	37

7.6 The Department engaged in detail with the feedback provided by each stakeholder and developed a response to each input provided.

8. LIST OF OCCUPATIONS IN HIGH DEMAND: 2015

Table 3 below provides a list of occupations in high demand for 2015. The list is organised in line with the categories used in the Organising Framework for Occupations (OFO)⁷.

Table 3: List of Occupations in High Demand (2015)

OCCUPATIONS IN HIGH DEMAND			
OFO Code	Occupation	OFO Code	Occupation
1. MANAGERS			
111203	Local Authority Manager	133101	Chief Information Officer
111204	Senior Government Official	133102	ICT Project Manager
112101	Director (Enterprise / Organisation)	134101	Child Care Centre Manager
121101	Finance Manager	134201	Medical Superintendent
121201	Personnel / Human Resource Manager	134501	School Principal
121206	Health and Safety Manager	134502	FET College Principal
121901	Corporate General Manager	134503	Faculty Head
121905	Programme or Project Manager	134504	District Education Manager
121908	Quality Systems Manager	134505	Rector (Educational)
122101	Sales and Marketing Manager	134506	Registrar / Councillor (Educational)
122201	Advertising and Public Relations Manager	134507	Head of Department (Teacher)
122301	Research and Development Manager	134901	Environmental Manager
132101	Manufacturer	134903	Small Business Manager
132301	Construction Project Manager	134906	Practice Manager
132401	Supply and Distribution Manager	134915	Operations Manager (Non-Manufacturing)
132402	Logistics Manager	142103	Retail Manager (General)
2. PROFESSIONALS			
211101	Physicists and Astronomers	No OFO Code	Laboratory Animal Technologist
211201	Meteorologists	No OFO Code	Veterinary Technologist
211401	Geologist	226101	Dental Specialist
211402	Geophysicist	226102	Dentist
211403	Materials Scientist	226201	Hospital Pharmacist
212101	Actuary	226202	Industrial Pharmacist
212102	Mathematician	226203	Retail Pharmacist
212103	Statistician	226302	Safety, Health, Environment and Quality (SHE&Q) Practitioner
213110	Medical Scientist	226501	Dietician
213202	Agricultural Scientist	226601	Audiologist
213305	Air Pollution Analyst	226602	Speech Pathologist
213306	Water Quality Analyst	226902	Occupational Therapist

⁷ The Organising Framework for Occupations (OFO) identifies, categorises and classifies occupations that exist in the labour market. The 2015 version of the OFO is available on the DHET website: www.dhet.gov.za

OCCUPATIONS IN HIGH DEMAND			
OFO Code	Occupation	OFO Code	Occupation
214101	Industrial Engineer	231101	University Lecturer
214102	Industrial Engineering Technologist	232101	Accounting Teacher (Grades 10 – 12)
214103	Production Engineer	232102	Agricultural Management Practices Teacher (Grades 10 – 12)
214104	Production Engineering Technologist	232103	Agricultural Sciences Teacher (Grades 10 – 12)
214105	Energy Efficiency Manager	232104	Agricultural Technology Teacher (Grades 10-12)
214201	Civil Engineer	232106	Civil Technology Teacher (Grades 10-12)
214202	Civil Engineering Technologist	232107	Computer Applications Technology Teacher (Grades 10 – 12)
214301	Environmental Engineer	232112	Economics Teacher (Grades 10 - 12)
214302	Environmental Impact and Restoration Analyst	232113	Electrical Technology Teacher (Grades 10 – 12)
214401	Mechanical Engineer	232114	Engineering Graphics and Design Teacher (Grades 10 – 12)
214402	Mechanical Engineering Technologist	232117	Hospitality Studies Teacher (Grades 10 – 12)
214405	Marine Engineer	232118	Information Technology Teacher (Grades 10-12)
214501	Chemical Engineer	232119	Language Teacher (Grades 10 - 12)
214502	Chemical Engineering Technologist	232122	Mathematical Literacy Teacher (Grades 10 – 12)
214603	Metallurgical Engineer	232123	Mathematics Teacher (Grades 10 – 12)
214604	Metallurgical Engineering Technologist	232124	Mechanical Technology Teacher (Grades 10-12)
214607	Petroleum Engineer	232126	Physical Science Teacher (Grades 10-12)
214904	Quantity Surveyor	232128	Tourism Teacher (Grades 10 – 12)
214905	Agricultural Engineer	233101	Mathematics Teacher (Grade 4-9)
214907	Materials Engineer	233102	Natural Science Teacher (Grade 4-9)
214908	Materials Engineering Technologist	234101	Foundational Phase School Teacher
215101	Electrical Engineer	234201	Early Childhood Development Practitioner
215102	Electrical Engineering Technologist	235201	Special Needs Teacher
215103	Energy Engineer	235205	Adult Education Teacher
215104	Energy Engineering Technologist	241101	Accountant (General)

OCCUPATIONS IN HIGH DEMAND			
OFO Code	Occupation	OFO Code	Occupation
215201	Electronics Engineer	241102	Management Accountant
215202	Electronics Engineering Technologist	241103	Tax Professional
215301	Telecommunications Engineer	241104	External Auditor
215302	Telecommunications Engineering Technologist	241106	Accountant in Practice
215303	Telecommunications Network Engineer	241107	Financial Accountant
215304	Telecommunications Field Engineer	241108	Forensic Accountant
216101	Architect	241201	Investment Analyst
216201	Landscape Architect	241202	Investment Manager
216302	Industrial Designer	241203	Investment Advisor
216401	Urban and Regional Planner	241204	Financial Markets Practitioner
216502	Surveyor	241205	Professional Principal Executive Officer
221101	General Medical Practitioner	241301	Financial Investment Advisor
221102	Resident Medical Officer	242101	Management Consultant
221103	Public Health Physician	242203	Company Secretary
221201	Anaesthetist	242204	Corporate Treasurer
221202	Cardiologist	242209	Accounting Officer
221203	Emergency Medicine Specialist	242211	Internal Auditor
221204	Obstetrician and Gynaecologist	242301	Careers Counsellor
221205	Ophthalmologist	242402	Occupational Instructor / Trainer
221206	Paediatrician	243102	Market Research Analyst
221207	Pathologist	243301	Sales Representative / Salesman (Industrial Products)
221208	Psychiatrist	243302	Sales Representative (Medical and Pharmaceutical Products)
221209	Radiologist	243303	Sales Representative (Educational Products and Services)
221210	Specialist Physician (General Medicine)	243304	Printing and Publishing Equipment Sales Representative
221211	Surgeon	251101	ICT Systems Analyst
222101	Clinical Nurse Practitioner	251201	Software Developer
222102	Registered Nurse (Aged Care)	251202	Programmer Analyst
222103	Registered Nurse (Child and Family Health)	251203	Developer Programmer
222104	Registered Nurse (Community Health)	252101	Database Designer and Administrator
222105	Registered Nurse (Critical Care and Emergency)	252301	Computer Network and Systems Engineer
222106	Registered Nurse (Developmental Disability)	252302	Network Analyst
222107	Registered Nurse (Disability and Rehabilitation)	252901	ICT Security Specialist
222108	Registered Nurse (Medical)	252902	Technical (ICT) Support Services

OCCUPATIONS IN HIGH DEMAND			
OFO Code	Occupation	OFO Code	Occupation
			Manager
222109	Registered Nurse (Medical Practice)	261101	Attorney
222110	Registered Nurse (Mental Health)	261102	Administrative Lawyer
222111	Registered Nurse (Operating Theatre)	261103	Patent Attorney
222112	Registered Nurse (Surgical)	261104	Trade Mark Attorney
222113	Paediatrics Nurse	261105	Tribunal Member
222114	Nurse Educator	261106	Advocate
222115	Nurse Researcher	261201	Judge
222116	Nurse Manager	261202	Magistrate
222201	Midwife	262101	Archivist
224101	Paramedical Practitioner	262201	Librarian
224102	Sports Scientist	263101	Economist
225101	Veterinarian	263501	Social Counselling Worker
3. TECHNICIANS AND ASSOCIATE PROFESSIONALS			
311101	Chemistry Technician	314201	Agricultural Technician
311102	Physical Science Technician	314301	Forestry Technician
311201	Civil Engineering Technician	314302	Forestry Research Technician
311202	Surveying or Cartographic Technician	315101	Ship's Engineer
311203	Town Planning Technician	315201	Ship's Master
311301	Electrical Engineering Technician	315202	Ship's Officer
311302	Electric Substation Operations Manager	315203	Ship's Surveyor
311303	Energy Efficiency Technician	315204	Marine Certification & Surveillance Manager
311401	Electronic Engineering Technician	315205	Boat Driver / Coxswain
311501	Mechanical Engineering Technician	315401	Air Traffic Controller
311502	Pressure Equipment Inspector	321101	Medical Diagnostic Radiographer
311503	Aeronautical Engineering Technician	321102	Medical Radiation Therapist
311601	Chemical Engineering Technician	321103	Nuclear Medicine Technologist
311701	Mining Technician	321104	Sonographer
311702	Metallurgical or Materials Technician	322101	Enrolled Nurse
311704	Geophysical Technician	322102	Mother Craft Nurse
311705	Mine Ventilation Observer	325101	Dental Assistant
311706	Rock Engineering Technician	325102	Dental Hygienist
311707	Strata Control Officer	331201	Credit or Loans Officer
311801	Draughtsperson	331301	Bookkeeper
311901	Forensic Technician (Biology, Toxicology)	331302	Accounting Technician
311902	Fire Investigator	331401	Statistical and Mathematical Assistant
311903	Food and Beverage Technician	331501	Valuer
311904	Manufacturing Technician	332102	Insurance Broker
311905	Industrial Engineering Technician	332301	Retail Buyer

OCCUPATIONS IN HIGH DEMAND			
OFO Code	Occupation	OFO Code	Occupation
311906	Environmental Engineering Technician	333905	Supply Chain Practitioner
312301	Building Associate	335905	Water Inspector
313201	Water Plant Operator	351301	Computer Network Technician
313301	Chemical Plant Controller	351302	Geographic Information Systems Technicians
313501	Metal Manufacturing Process Control Technician		
4. CLERICAL SUPPORT WORKERS			
422101	Tourist Information Officer	431201	Insurance Administrator
422102	Travel Consultant	431202	Securities Services Administrative Officer
431101	Accounts Clerk	431203	Statistical Clerk
431102	Cost Clerk	431204	Insurance Claims Administrator
431103	Taxation Clerk	431301	Payroll Clerk
5. SERVICE AND SALES WORKERS			
531101	Child Care Worker	532203	Community Care Worker
531102	Family Day Care Worker	541101	Fire Fighter
532201	Residential Care Officer	541102	Hazardous Materials Removal Workers
532202	Aged or Disabled Carer		
6. SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS			
641201	Bricklayer	662212	Rotary Printing & Re-reeling Flexographic Machine Technician
641501	Carpenter and Joiner	662303	Mechanised Bookbinding Technician
642601	Plumber	662305	Mechanised Hard-cover Bookbinding Technician
642701	Air-conditioning and Refrigeration Mechanic	671101	Electrician
643101	Painter	671102	Electrical Installation Inspector
651101	Moulder	671202	Millwright
651201	Pressure Welder	671203	Mechatronics Technician
651202	Welder	671208	Transportation Electrician
651302	Boiler Maker	671301	Electrical Line Mechanic
651401	Metal Fabricator	672101	Avionics Mechanician
651501	Rigger	672102	Radar Mechanician
652201	Toolmaker	672103	Business Machine Mechanician
652302	Fitter and Turner	672104	Electronic Equipment Mechanician
653101	Automotive Motor Mechanician	672105	Instrument Mechanician
653301	Industrial Machinery Mechanician	672107	Special Class Electrician
653306	Diesel Mechanician	672108	Radiotrician
662204	Lithographic Printing Technician	684913	Melter
662205	Continuous Stationery Lithography Technician		
7. PLANT AND MACHINE OPERATORS AND ASSEMBLERS			
714201	Plastic Cable making Machine Operator	733208	Mobile Mining Equipment Operator

OCCUPATIONS IN HIGH DEMAND			
OFO Code	Occupation	OFO Code	Occupation
714202	Plastic Compounding and Reclamation Machine Operator	734201	Earthmoving Plant Operator (General)
714203	Plastics Fabricator or Welder	734202	Backhoe Operator
714204	Plastics Production Machine Operator (General)	734203	Bulldozer Operator
714205	Reinforced Plastic and Composite Production Worker	734204	Excavator Operator
714206	Rotational Moulding Operator (Plastics)	734205	Grader Operator
714208	Plastics Manufacturing Machine Minder	734206	Loader Operator
714209	Reinforced Plastics and Composite Trades Worker	734207	Mulcher Operator
715301	Sewing Machine Operator	734208	Tunnelling Machine Operator
715302	Clothing, Textile and Leather Goods Production Operator	734209	Mobile Explosives Manufacturing Unit (MEMU) Operator
718201	Boiler or Engine Operator	734210	Scraper Operator
718304	Packaging Manufacturing Machine Setter	734211	Dragline Operator
721201	Electrical and Electronic Equipment Assembler	734212	Railway Track Master
731101	Train Driver	734213	Road Roller Operator
733201	Truck Driver (General)	734214	Dump Truck Operator (Off-road)
733204	Tanker Driver	735101	Deck Hand
733206	Armoured Personnel Carrier Operator	735102	Jetty Operator

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