



Education, Training and Development Practices Sector Education and Training Authority

ETD Sector Skills Plan

2027/2028

Hard-To-Fill-Vacancies

AT THE CUTTING EDGE OF SKILLS DEVELOPMENT

Table 1: Hard-To-Fill-Vacancy List, which contains Occupations in High Demand (OIHD)

SUBSECTOR	OFO CODE & OCCUPATION	NUMBER (SHORTAGE)	REASONS (FREQUENCY)	ON 2024 OIHD LIST?
Schooling	2021-233107 FET Phase School Teacher Grades 10-12	732	Lack of relevant qualifications (289) Lack of relevant experience (188) Poor remuneration (161)	Yes
	2021-233108 Senior Phase School Teacher Grades 7 - 9	568	Poor remuneration (214) Lack of relevant qualifications (166) Lack of relevant experience (68) Equity considerations (37)	Yes
	2021-234102 Intermediate Phase School Teacher Grades 4-6	350	Lack of relevant qualifications (252) Unsuitable working hours (32)	Yes
	2021-234101 Foundation Phase School Teacher	214	Lack of relevant qualifications (140) Lack of relevant experience (33)	Yes
	2021-263402 Educational Psychologist	198	Poor remuneration (74) Lack of relevant experience (36)	No
	2021-235201 Special Needs Teacher	187	Poor remuneration (58)	No
Private FETs and HETs	2021-231101 University Lecturer	183	Lack of relevant experience (43) Lack of relevant qualifications (22) Poor remuneration (17)	Yes
	2021-232132 College Lecturer	134	Lack of relevant experience (39) Lack of relevant qualifications (23)	Yes
	2021-134506 Educational Registrar	98	Lack of relevant experience (38) Lack of relevant qualifications (27) Poor remuneration (14)	Yes
	2021-235101 Education or Training Advisor	75	Lack of relevant experience (24) Poor remuneration (19)	Yes
Public Higher Education Institutions	2021-231101 University Lecturer	407	Lack of relevant experience (126) Lack of relevant qualifications (89) Poor remuneration (52) Equity considerations (18)	Yes

SUBSECTOR	OFO CODE & OCCUPATION	NUMBER (SHORTAGE)	REASONS (FREQUENCY)	ON 2024 OIHD LIST?
Technical Vocational Education and Training (TVET)	2021-232130 TVET Educator	295	Lack of relevant qualifications (123) Lack of relevant experience (74) Poor remuneration (71)	No
Early Childhood Development	2021-234201 Early Childhood Development Practitioner	178	Lack of relevant experience (82) Lack of relevant qualifications (43)	Yes
Non-Governmental Organizations (NGOs)	2021-242401 Training and Development Professional	194	Lack of relevant experience (61) Lack of relevant qualifications (53) Poor remuneration (47)	Yes