



Education, Training and Development Practices Sector Education and Training Authority

ETD Sector Skills Plan

2027/2028

Skills Gaps

AT THE CUTTING EDGE OF SKILLS DEVELOPMENT

Table 1: List of Skills Gaps against Major Occupations in the ETD Sector

SUBSECTORS AFFECTED	MAJOR OCCUPATIONAL GROUP	OFO CODES AND OCCUPATIONS	SKILLS GAPS
CET Colleges	PROFESSIONALS	2021-232132 College Lecturer	Digital Pedagogy & 4IR Integration, Quality Assurance & Assessment, Facilitation of Inclusive Education.
ECD	PROFESSIONALS	2021-234201 Early Childhood Development Practitioner	Dealing with special needs, Teaching Methods, Digital Literacy, Pedagogy skills, and formal qualifications.
	SERVICE AND SALES WORKERS	2021-531201 Teachers' Aide	Administration, Communication, Problem-solving.
	TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-341203 Social Auxiliary Worker	Cognitive development understanding skills, Socio-emotional support skills, inclusive education skills, counselling skills.
SCHOOLING	PROFESSIONALS	2021-233107 FET Phase School Teacher Grades 10-12	Digital / ICT / AI literacy, E-Learning Skills, Three Stream Model trained Teachers and Subject Advisors.
		2021-233108 Senior Phase School Teacher Grades 7 - 9	Basic computers/IT skills, Technology integration, Subject knowledge/content, QMS Training.
		2021-234101 Foundation Phase School Teacher	Cognitive education, Classroom management, Subject Knowledge, Coding & Robotics, SAIS Training, QMS Training.
		2021-234102 Intermediate Phase School Teacher Grades 4-6	Lesson Planning, School Safety Management, ICT Integration, Interventions for Learning Barriers.
		2021-234201 Early Childhood Development Practitioner	Training on Early Identification.
		2021-235101 Education or Training Advisor	Digital/Computer skills, DDD Training, Monitoring and Evaluation skills, Diversity management skills.
		2021-235201 Special Needs Teacher	Inclusive Education, Dealing with autism, Psychological Support.
	CLERICAL SUPPORT WORKERS	2021-411101 General Clerk	Interpersonal Skills Training, Report writing.
	MANAGERS	2021-134501 School Principal	QMS Training, School Leadership and Management, Change Management skills.
NGO	MANAGERS	2021-121905 Program or Project Manager	Strategic Management.
	CLERICAL SUPPORT WORKERS	2021-411101 General Clerk	Administration, General Office Clerk Skills, Compliance & Risk, Advanced Microsoft Excel, Communication, Customer Services.
	SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2021-611302 Landscape Contractor	Social skills, Technical skills, Technology and innovation, Use of digital tools.
Public Higher Education Institutions	CLERICAL SUPPORT WORKERS	2021-412101 Secretary (General)	Project Management, Academic Administration.

SUBSECTORS AFFECTED	MAJOR OCCUPATIONAL GROUP	OFO CODES AND OCCUPATIONS	SKILLS GAPS
	PROFESSIONALS	2021-231101 University Lecturer	Academic Development, Academic Supervision, Academic Writing, Publication, Artificial Intelligence usage in teaching and learning, Designing AI in Teaching & Learning, Digital Transformation, Research and Innovation.
Trade Unions	MANAGERS	2021-111402 Trade Union Representative	Case management, Artificial Intelligence, Conflict management, Dispute resolution, Management skills.
TVET Colleges	CLERICAL SUPPORT WORKERS	2021-441605 Academic Administrative Officer	Customer Service, Conflict Management, and Occupational Health and Safety.
		2021-441903 Program or Project Coordinators	Digital Literacy and 4IR.
	MANAGERS	2021-134507 Departmental Head	Digital Literacy and 4IR, Supervisory skills.
	PROFESSIONALS	2021-232130 TVET Educator	Moderation of Outcomes-Based Assessment Curriculum Content, Design and Develop Outcome-based Assessment, Digital Literacy and 4IR, Digital Skills, Facilitation Skills, Lack of sufficient Industry Exposure for new QCTO Provision, not enough industry exposure for current lectures to embark on ARPL and Trade Test Certificate, Occupational Programs, QCTO Occupational programmes, Work Integrated Learning.
		2021-232132 College Lecturer	4IR, Assessment and moderation skills, Change Management, Digital Facilitation, Digital teaching learning skills, Industry Knowledge, Pedagogical skills for TVET.
Private Higher Education Institutions	MANAGERS	2021-112101 Director Enterprise Organisation	Governance & Compliance.
	PROFESSIONALS	2021-231101 University Lecturer	Higher education leadership Skills, Advanced Project Management, and AI.
Research Organisations	MANAGERS	2021-112101 Director Enterprise Organisation	Performance Management, Policy Analysis & Evaluation, Strategic Leadership, Financial Oversight & Budget Management, Digital Transformation.
		2021-121905 Programme or Project Manager	People Management, Change Management, and SCM Policies.
		2021-122301 Research and Development Manager	Grant Proposal Writing, Research Project management, Performance Management, Research Funding & Grant Management, Financial Management.
	ELEMENTARY OCCUPATIONS	2021-862202 Handyperson	Incident Investigation Principles, Hazard Identification & Risk Assessment, OHS.