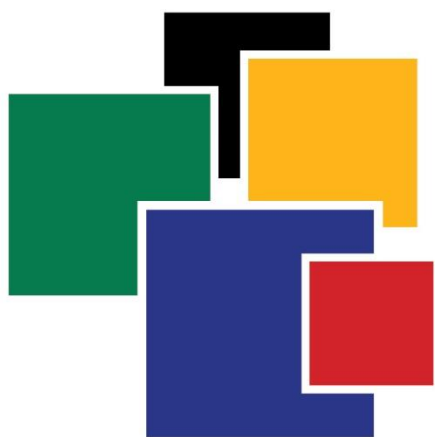




Education, Training and Development Practices Sector Education and Training Authority



ETD LIST OF HARD- TO-FILL VACANCIES

2021

AT THE CUTTING EDGE OF SKILLS DEVELOPMENT

ETDPSETA Hard-To-Fill-Vacancy List which contains Occupations in High Demand (OIHD)

Subsector	OFO Code & Occupation	Number (Shortage)	Reasons	2020 OIHD
Schooling	2019-232121 - Social Sciences Teacher	923	Lack of relevant qualifications	
	2019-233107 - FET Phase School Teacher (Grades 10-12)	837	Lack of relevant qualifications Lack of relevant experience	Yes
	2019-233108 - Senior Phase School Teacher (Grades 7 - 9)	598	Lack of relevant qualifications	Yes
	2019-234101 - Foundation Phase School Teacher	593	Lack of relevant qualifications Lack of relevant experience	Yes
	2019-235202- Special Needs Teacher	96	Lack of relevant experience	Yes
	2019-234102 - Intermediate Phase School Teacher (Grades 4-6)	80	Equity considerations Lack of relevant qualifications Lack of relevant experience	Yes
	2019-134501 - School Principal	46	Lack of relevant experience	Yes
Private FETs and HETs	2019-235101 - Education or Training Advisor	164	Lack of relevant qualifications Lack of relevant experience	
	2019-231101 - University Lecturer	113	Lack of relevant qualifications Lack of relevant experience	Yes
	2019-243303 - Educational Products and Services Sales Representative	23	Lack of relevant experience	
	2019-242401 - Training and Development Professional	21	Lack of relevant qualifications Lack of relevant experience	
	2019-121901 - Corporate General Manager	18	Lack of relevant qualifications	
Public Higher Education Institutions	2019-231101 - University Lecturer	310	Lack of relevant qualifications Equity considerations Lack of relevant experience Poor remuneration	Yes
	2019-122301 - Research and Development Manager	48	Lack of relevant experience	Yes
	2019-134503- Faculty Head	25	Lack of relevant experience Lack of relevant qualifications	Yes
Technical Vocational Education and Training (TVET)	2019-232130 - TVET Educator	109	Lack of relevant qualifications	Yes
	2019-134502 - FET College Principal	6	Lack of relevant experience Lack of relevant qualifications	Yes
Early Childhood Development	2019-234101 - Foundation Phase School Teacher	23	Lack of relevant experience	Yes

Subsector	OFO Code & Occupation	Number (Shortage)	Reasons	2020 OIHD
(ECD)	2019-234201 - Early Childhood Development Practitioner	20	Lack of relevant qualifications Lack of relevant experience	Yes
Non-Governmental Organizations (NGOs)	2019-235201 - Special Needs Teacher	61	Poor remuneration Unsuitable job location	Yes
	2019-121202 - Business Training Manager	35	Lack of relevant qualifications Poor remuneration	Yes
Adult and Community Education and Training(ACET)	2019-232132 - Community College Educator	308	Lack of relevant qualifications	
	2019-235205 - Adult Education Teacher	55	Unsuitable working hours Lack of relevant experience	
Trade Unions	2019-111402 - Trade Union Representative	15	Lack of relevant qualifications Poor remuneration	
	2019-261102 - Administrative Lawyer	5	Lack of relevant qualifications	
Research Organizations	2019-112101 - Director (Enterprise / Organisation)	3	Lack of relevant qualifications Poor remuneration	
	2019-122301 - Research and Development Manager	3	Equity considerations Lack of relevant qualifications	Yes
Statutory Bodies	2019-112101 - Director (Enterprise / Organisation)	6	Lack of relevant experience	
	2019-411101 - General Clerk	3	Equity considerations	
Libraries and Archival Services	2019-343302 Library Technician	5	Lack of relevant qualification	
Political Parties	2019-351201 - ICT Communications Assistant	11	Lack of funds	
	2019-121102 - Payroll Manager	7	Lack of relevant experience	

Source: Subsector SSP Reports (2019, 2020), ETD Employer Interviews and 2021 Annexure 2 WSPR Submissions