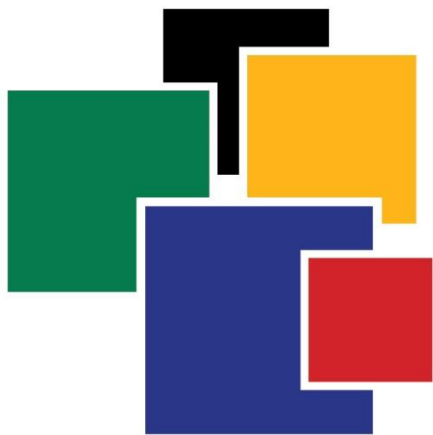




Education, Training and Development Practices Sector Education and Training Authority



# ETD LIST OF HARDTO-FILL VACANCIES

**2023**

AT THE CUTTING EDGE OF SKILLS DEVELOPMENT

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

Subsector	OFO Code & Occupation	Number (Shortage)	Reasons (frequency)	On 2020 OIHD List?
Schooling	2021-233107 FET Phase School Teacher Grades 10-12	1351	Lack of relevant qualifications (630) Unsuitable job location (566) Lack of relevant experience (85) Equity considerations (48)	YES
	2021-234102 Intermediate Phase School Teacher Grades 4-6	205	Lack of relevant experience (27) Equity considerations (18) Poor remuneration (14)	YES
	2021-233108 Senior Phase School Teacher Grades 7 - 9	186	Lack of relevant qualifications (14) Lack of relevant experience (10)	YES
	2021-134501 School Principal	82	Lack of relevant experience (60) Lack of relevant qualifications (10)	YES
	2021-134507 Departmental Head	42	Equity considerations (24) Lack of relevant experience (11)	
	2021-235201 Special Needs Teacher	41	Lack of relevant qualifications (26) Lack of relevant experience (10)	YES
	2021-234101 Foundation Phase School Teacher	31	Lack of relevant qualifications (16) Unsuitable job location (11)	YES
Private FETs and HETs	2021-231101 University Lecturer	66	Lack of relevant qualifications (33) Lack of relevant experience (16)	YES

Subsector	OFO Code & Occupation	Number (Shortage)	Reasons (frequency)	On 2020 OIHD List?
	2021-242403 Assessment Practitioner	44	Lack of relevant qualifications (23) Lack of relevant experience (18)	
	2021-232132 College Lecturer	29	Lack of relevant qualifications (20) Lack of relevant experience (8)	
	2021-242401 Training and Development Professional	23	Lack of relevant qualifications (12) Lack of relevant experience (7)	
	2021-251203 Developer Programmer	14	Lack of relevant experience (5) Poor remuneration (4)	
<b>Public Higher Education Institutions</b>	2021-231101 University Lecturer	352	Lack of relevant experience (98) Lack of relevant qualifications (77) Poor remuneration (59)	YES
	2021-252201 Systems Administrator	14	Poor remuneration (8) Lack of relevant experience (1)	
<b>Technical Vocational Education and Training (TVET)</b>	2021-232130 TVET Educator	104	Poor remuneration (43) Lack of relevant qualifications (39) Lack of relevant experience (14)	YES
<b>Early Childhood Development</b>	2021-234201 Early Childhood Development Practitioner	33	Lack of relevant qualifications (9) Lack of relevant experience (7) Equity considerations (6)	YES
	2021-264103 Technical Writer	60	Equity considerations (20)	

Subsector	OFO Code & Occupation	Number (Shortage)	Reasons (frequency)	On 2020 OIHD List?
<b>Non-Governmental Organizations (NGOs)</b>			Lack of relevant qualifications (20) Poor remuneration (20)	
	2021-122101 Sales and Marketing Manager	46	Equity considerations (15) Lack of relevant qualifications (16) Poor remuneration (15)	
	2021-235201 Special Needs Teacher	41	Poor remuneration (41)	YES
	2021-242302 Skills Development Practitioner	23	Lack of relevant experience (17) Poor remuneration (6)	YES
<b>Adult and Community Education and Training (ACET)</b>	2021-232132 College Lecturer	22	Lack of relevant qualifications (22)	
	2021-721201 Electrical and Electronic Equipment Assembler	10	Lack of relevant experience (10)	
<b>Trade Unions</b>	2021-111402 Trade Union Representative	53	Lack of relevant experience (43)	
	2021-341103 Paralegal	36	Equity considerations (18) Lack of relevant qualifications (18)	
	2021-121101 Finance Manager	23	Lack of relevant experience (22)	
<b>Research Organizations</b>	2021-122301 Research and Development Manager	10	Equity considerations (3) Lack of relevant experience (4)	YES
	2021-121202 - Business Training Manager	12	Lack of relevant experience (7)	Yes
	2021-121301 Policy and Planning Manager	17	Lack of relevant experience (8)	Yes
<b>Statutory Bodies</b>	2021-235101 Education or Training Advisor	11	Equity considerations (2)	YES

Subsector	OFO Code & Occupation	Number (Shortage)	Reasons (frequency)	On 2020 OIHD List?
			Lack of relevant experience (4)	
	2021-121908 Quality Systems Manager	10	Lack of relevant qualifications (6)	