



Education, Training and Development Practices Sector Education and Training Authority

ETD LIST OF SKILLS GAPS

2025 - 2030

AUGUST 2024

AT THE CUTTING EDGE OF SKILLS DEVELOPMENT

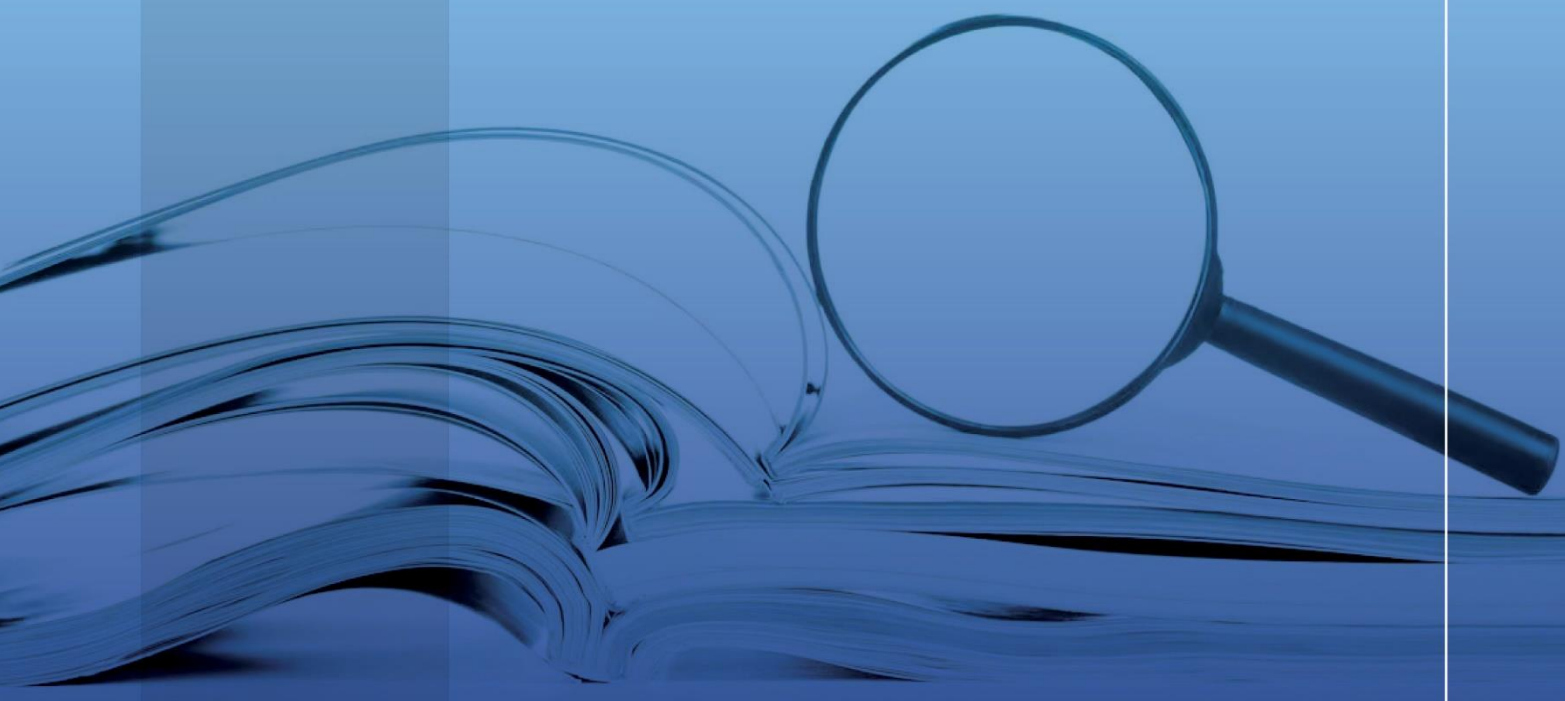


Table 1: List of Skills Gaps against Major Occupations in the ETD Sector

MAJOR GROUP	OFO CODES AND OCCUPATIONS	SKILLS GAPS	SUBSECTORS AFFECTED
1- Managers	2021-134501 School Principal	Leadership & Bus Development, Legislative Compliance, Social Skills, Financial skills,	Schooling
	2021-134507 Departmental Head	Leadership skills, Digitisation skills	Trade Unions, Schooling
	2021-134101 Child Care Centre Manager	Legislative Compliance, Social Skills, Leadership skills	Schooling
	2021-134504 District Education Manager	Financial Management, Legislative Compliance,	Schooling
	2021-134503 Faculty Head	Project Management, Management skills	Private HEIs, public HEIs, TVETs, Libraries and Archival Services,
	2021-134908 - Library Manager	Management Skills, Project Management	Libraries and Archival Services,
	2021-121905 -Programme or Project Manager	Coordination skills, Planning skills,	Statutory Bodies
2 - Professionals	2021-233107 FET Phase School Teacher Grades 10-12	Teaching Methodology, Robotics Skills, Digital Skills, maths, science and languages, Computer skills	Schooling
	2021-234102 Intermediate Phase School Teacher Grades 4-6	Curriculum Development, Technical Skills, Technology in the classroom, Occupational Health & Safety, ICT Integration, Coding & Robotics	Schooling
	2021-231101 University Lecturer	Communication skills (written and verbal), Interpersonal skills, Supervision skills, Research and Publication, Facilitation skills, Technical Skills (e.g. Curriculum design, e-Learning Development), interpersonal skills, collaboration (teamwork) ¹	TVETs, Private HEIs, public HEIs, TVETs
	2021-234201 Early Childhood Development Practitioner	Legislative Compliance, Technical Skills, Leadership & Bus Development, Performance Management	Schooling
	2021-233108 Senior Phase School Teacher Grades 7 - 9	Communication, time management skills, Teaching Methodology, Robotics Skills, Digital Skills, New IEB systems	Schooling
	2021-262201 Librarian	Solid Archival Skills, Report Writing Skills, Library ICT Skills,	Private HEIs, public HEIs, Schooling
	2021-232130 TVET Educator	Skills Facilitation, Computer Literacy, Technical Skills, Digital literacy and 4IR, Curriculum Delivery Skills, Lecturing Skills, assessment skills	TVET, CET Colleges
3 - Technicians and Associate Professionals	2021-334302 Personal Assistant	Minute taking, Social Skills, Written communication, Emotional Intelligence Skills,	Statutory Bodies, Schooling, public HEIs, TVETs
	2021-334102 Office Administrator	Technical Skills, Project Management Skills, Excel Skills, Communication, Service Delivery/Customer Orientation	Statutory Bodies, Schooling, public HEIs, TVETs, Private HEIs

¹ Sourced from job advert data and subsector research on private HEIs

MAJOR GROUP	OFO CODES AND OCCUPATIONS	SKILLS GAPS	SUBSECTORS AFFECTED
4 - Clerical Support Workers	2021-411101 General Clerk	Advanced Excel, Customer services, Presentation Skills, Computer literacy	Political Parties, TVETs, Schooling, public HEIs, Private HEIs,
	2021-441903 Program or Project Administrators	Excel Skills, project management, Time Management, Financial Management Skills,	Statutory Bodies, public HEIs, Private HEIs, NGOs, Research Organisations,
	2021-422901- Admissions Clerk	Computer Skills, Report/ Business Writing Skills, Data Management Skills, Analytical and Critical Thinking skills	Private HEIs
	2021-422501- Enquiry Clerk	Computer skills, Knowledge Management, Change Management, Time Management	Private HEIs
5 - Service and Sales Workers	2021-531201 Teachers' Aide	Legislative Compliance, Social Skills, classroom discipline	Schooling
	2021-531101 Child Care Worker	Critical thinking, Legislative Compliance, Leadership & Bus Development, basic computer skills.	Schooling

Source: Annexure 2 WSPRs 2024, subsector research, job adverts data, and ETD Employer Interviews