



Education, Training and Development Practices Sector Education and Training Authority

# ETD LIST OF HARD-TO-FILL VACANCIES

**2025 – 2030**

AUGUST 2024

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	1002	Lack of relevant experience (346) Poor remuneration (240) Lack of relevant qualifications (89) Equity considerations (41)	YES
	2021-234101 Foundation Phase School Teacher	670	Lack of relevant qualifications (410) Unsuitable job location (120)	YES
	2021-235201 Special Needs Teacher	100	Lack of relevant qualifications (72) Lack of relevant experience (41)	
	2021-263402 Educational Psychologist	81	Equity considerations (40) Lack of relevant experience (32)	
	2021-234102 Intermediate Phase School Teacher Grades 4-6	205	Lack of relevant experience (33) Equity considerations (21) Poor remuneration (10)	YES
	2021-134501 School Principal	70	Lack of relevant experience (49) Lack of relevant qualifications (20)	YES
	2021-235102 Education or Training Reviewer	63	Lack of relevant experience (43) Lack of relevant qualifications (17)	YES
	2021-233108 Senior Phase School Teacher Grades 7 - 9	307	Lack of relevant qualifications (28) Lack of relevant experience (11)	YES
Private FETs and HETs	2021-231101 University Lecturer	94	Lack of relevant experience (24) Lack of relevant qualifications (19)	YES
	2021-242401 Assessor	48	Lack of relevant qualifications (27) Lack of relevant experience (11)	
	2021-242401 Training and Development Professional	27	Lack of relevant qualifications (15) Lack of relevant experience (07)	YES
Public Higher Education Institutions	2021-231101 University Lecturer	558	Lack of relevant qualifications (68) Poor remuneration (56)	YES

Subsector	OFO Code & Occupation	Number (Shortage)	Reasons (frequency)	On 2024 OIHD List?
			Lack of relevant experience (55)	
<b>Technical Vocational Education and Training (TVET)</b>	2021-232130 TVET Educator	160	Poor remuneration (62) Lack of relevant qualifications (58) Lack of relevant experience (20)	
	2021-242401 Assessment Practitioner	77	Lack of relevant experience (31) Lack of relevant qualifications (26)	
	2021-235904 Examination Supervisor	23	Lack of relevant experience (12) Lack of relevant qualifications (07)	YES
<b>Early Childhood Development</b>	2021-234201 Early Childhood Development Practitioner	289	Lack of relevant qualifications (12) Equity considerations (10) Lack of relevant experience (09)	YES
<b>Non-Governmental Organizations (NGOs)</b>	2021-441903 Program or Project Coordinators	60	Equity considerations (21) Lack of relevant experience (19) Poor remuneration (11)	
<b>Adult and Community Education and Training (ACET)</b>	2021-232132 College Lecturer	117	Lack of relevant qualifications (22) Poor remuneration (72)	
	2021-134904 Office Manager	08	Lack of relevant qualifications (08)	
<b>Trade Unions</b>	2021-111402 Trade Union Representative	36	Lack of relevant experience (24)	
<b>Libraries and Archival Services</b>	2021-441101 Library Assistant	47	Lack of relevant qualifications (27) Lack of work experience (21)	

Source: Subsector SSP Reports (2023), Job adverts data 2023-2024, ETD Employer Interviews and 2024 Annexure 2 WSPR Submissions.