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**GENERAL NOTICES • ALGEMENE KENNISGEWINGS**

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**DEPARTMENT OF HIGHER EDUCATION AND TRAINING****NOTICE 2414 OF 2024****DEPARTMENT OF HIGHER EDUCATION AND TRAINING**

I, Bonginkosi Emmanuel “Blade” Nzimande, Minister of Higher Education, Science and Innovation, hereby publish the 2024 National List of Occupations in High Demand, after considering all available research-based evidence. All enquiries on the list can be directed to:

The Director-General, Private Bag X174, Pretoria, 0001, for attention: Ms M Khuluvhe, email [Khuluvhe.m@dhet.gov.za](mailto:Khuluvhe.m@dhet.gov.za). The list is available on the Departmental website: [www.dhet.gov.za](http://www.dhet.gov.za) and on the Labour Market Intelligence (LMI) research website: [www.lmi-research.org](http://www.lmi-research.org).



**Prof BE Nzimande, MP**

**Minister of Higher Education, Science and Innovation**

**Date: 15/04/2024**



**higher education  
& training**

Department:  
Higher Education and Training  
**REPUBLIC OF SOUTH AFRICA**

# **NATIONAL LIST OF OCCUPATIONS IN HIGH DEMAND: 2024**

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**1. ABBREVIATIONS**

DHET	Department of Higher Education and Training
ESSA	Employment Services South Africa
ILO	International labour Organisation
ISCO	International System for the Classification of Occupations
JIPSA	Joint Initiative for Priority Skills Acquisition
JOI	Job Opportunity Index
LMI	Labour Market Intelligence
N-OIHD	National list of Occupations in High Demand
OFO	Organising Framework for Occupations
OIHD	Occupations in High Demand
P-OIHD	Provincial list of Occupations in High Demand
PSET	Post-School Education and Training
SETA	Sector Education and Training Authority
SIPS	Strategic Integrated Projects

## 2. BACKGROUND

The Department of Higher Education and Training (DHET) is committed to improving the responsiveness of the Post-School Education and Training (PSET) system to the skills needs of the labour market. The list of Occupations in High Demand (OIHD) is one of several mechanisms through which the DHET fulfils this role. The list provides useful insights into the skills needs of the economy and society, especially in a context where the South African labour market is characterised by high levels of skills mismatches.

The findings from the technical report for South Africa's 2024 National List of Occupations in High Demand<sup>1</sup>, the PSET Monitor Report<sup>2</sup> and the Report on Skills Supply and Demand in South Africa<sup>3</sup> shows the following:

- South Africa's economic growth has been low for many years and will likely remain constrained over at least the medium term. National Treasury's current forecasts show real growth of only 1.5% per year, lower than the expected population and labour force growth.
- The Covid-19 pandemic had a devastating impact on South Africa's labour market. Although employment returned to pre-pandemic levels in 2023, in light of a larger labour force than in 2019, more people are unemployed, and consequently, the unemployment rate is still higher.
- The unemployment rate for graduates increased by 1.2 percentage points - from 18.5% in 2019 to 19.7% in 2023.
- The levels of education–job mismatches in South Africa are very high, as 51.7% of South African workers are employed in an occupation for which they do not have the correct education level. About 23% of South African workers are over-qualified for their jobs (their highest educational attainment level is higher than the one usually required in the occupation they are employed in), and a further 28.7% are under-qualified for the jobs they do (their highest educational attainment level is lower than the one usually required in the occupation they are employed in).
- Furthermore, 30.3% of South African workers are employed in an occupation that does not match the field of study of their highest educational attainment.

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<sup>1</sup> DNA Economics (2024). South Africa's National List of Occupations in High Demand: A Technical Research Report. Department of Higher Education and Training

<sup>2</sup> Department of Higher Education and Training (DHET) (2024) Post-school Education and Training Monitor: Macro-indicator Trends. Department of Higher Education and Training, Pretoria

<sup>3</sup> Development Policy Research Unit (2024). Report on Skills Supply and Demand in South Africa. Department of Higher Education and Training

The Department of Higher Education and Training has also piloted, for the first time, the provincial list of OIHD in two provinces, namely, Mpumalanga and Western Cape. The technical reports for the two provinces which provide a detailed methodology and the occupations identified to be in high demand can be accessed on the Department's website: [www.dhet.gov.za](http://www.dhet.gov.za) and on the Labour Market Intelligence (LMI) research website: [www.lmi-research.org](http://www.lmi-research.org).

### 3. PURPOSE

The primary purpose of the *National List of Occupations in High Demand: 2024* is to improve the responsiveness of the Post-School Education and Training System to the needs of the economy and to the broader developmental objectives of the country. More specifically, this list has been compiled to support planning processes in the PSET system by:

- serving as a signpost for enrolment planning at universities, TVET Colleges and other education and training institutions;
- signalling the need for the development of new qualifications, especially to respond to new and emerging occupations and skills needs;
- guiding and informing resource allocation processes; and
- informing career guidance for learners and work-seekers.

In addition, public and private employers, employer organisations, professional bodies, career development organisations, trade unions and research organisations are encouraged to use the list of Occupations in High Demand to support their own programmes and interventions.

### 4. LIFESPAN OF LIST

The DHET gazetted its first national list of OIHD in 2014, and subsequently, three more lists were gazetted in 2016, 2018, 2020, respectively. The 2024 list will be the fifth and latest iteration produced by the Department. The *List of Occupations in High Demand* will be reviewed every 2 years subject to availability of resources and consideration of processes. The DHET plan to publish its next list of occupations in high demand in 2026.

## 5. MEANING OF OCCUPATIONS IN HIGH DEMAND

For the purpose of this gazette, the term *Occupations in High Demand* means the following:

*Occupations in high demand refer to those occupations that show comparatively strong employment, wage and vacancy (job advertisement) growth and for which employers are likely to recruit in the medium term.*

Therefore, an occupation is considered to be in high demand if it shows signals of:

**Figure 1: Signs of high occupational demand**



A detailed account of the signals cumulatively considered to identify the occupations with the highest demand is provided in technical report titled: *South Africa's National List of Occupations in High Demand: A Technical Research Report*. The report can be found on the Department's website: [www.dhet.gov.za](http://www.dhet.gov.za) and on the LMI research website: [www.lmi-research.org](http://www.lmi-research.org).

## 6. THE ORGANISING FRAMEWORK FOR OCCUPATIONS

Many countries across the world use occupational classification systems to collect information and report on the size and shape of the labour market. The International Labour Organisation (ILO) has coordinated the development of a common language to classify occupations in the form of the *International System for the Classification of Occupations (ISCO)*, to facilitate international comparability. In South Africa, the DHET has adopted a similar occupational classification system<sup>4</sup>, namely, the *Organising Framework for Occupations (OFO)* as a basis for communicating about occupations.

The OFO is a coded occupational classification system adopted by the DHET to identify, report and monitor skills demand and supply in the South African labour market. It provides insight

<sup>4</sup> The OFO was developed by the then Department of Labour in 2006.

into shifts at task level, at job and occupational level that indicate changes in demand in the labour market.

The methodology to identify occupation in high demand relies heavily on South Africa's Organising Framework of Occupations. If you are unfamiliar with this framework, please refer to Annexure 1 for a comprehensive description. The occupations identified in the National List of OIHD: 2024 have been selected from the 1 410 occupations, excluding elementary occupations, identified in the OFO (2021 version).

## 7. EVOLUTION OF THE METHODOLOGY TO IDENTIFY OCCUPATIONS IN HIGH DEMAND IN SOUTH AFRICA

The first national list of OIHD was published in 2014. The 2024 list will be the fifth iteration. Over this time, the methodology has evolved substantially, responding to the lessons learned from each previous publication. This evolution over time is presented in Table 1.

**Table 1: Historical overview of the OIHD**

Iteration of the list	Defining characteristics	Brief overview of the methodology used to generate the list
2014	A primarily qualitative approach based on the review of strategic government documents.	<ul style="list-style-type: none"> <li>• Various sources were used qualitatively, such as Sector Education and Training Authority (SETA) pivotal lists and SSPs, Strategic Integrated Projects (SIPs), and the Joint Initiative for Priority Skills Acquisition (JIPSA).</li> <li>• Given these sources, a points-based approach was used, scoring an occupation out of 100 (based on SETA identification, appearance in the SIPs and the JIPSA, the number of associated vacancies, etc.).</li> <li>• This created a list of occupations (at the six-digit level), which was then validated and added to by a broad set of private and public sector participants.</li> </ul>
2016	<p>Included quantitative analysis of data from the QLFS and JOI in addition to documentary review.</p> <p>Included quantitative forecasting of occupational growth<sup>5</sup>.</p>	<ul style="list-style-type: none"> <li>• The QLFS and the Job Opportunity Index (JOI) data were analysed to assess occupational growth and job vacancy trends.</li> <li>• Forecasts (up to 2025) of occupational growth were made and then used to ascertain the top 20 job prospects in the country.</li> <li>• Various sources (such as SETA pivotal lists, the SIPs, the DHET's CFE, literature in South Africa, etc.) were used qualitatively.</li> <li>• These findings were amalgamated and presented to various private and public stakeholders for validation</li> </ul>

<sup>5</sup> Forecasts are often extremely inaccurate. Although future information on labour market trends is extremely important, it is difficult to obtain forecasts which are reliable. Therefore, forecasts were not included in 2018 and 2020 iterations of the OIHD.



Iteration of the list	Defining characteristics	Brief overview of the methodology used to generate the list
	Broader validation process with private and public sector stakeholders.	(although the sample of "validators" was far smaller than the sample used in the 2014 list).
2018 and 2020	<p>Developed a multidimensional index of demand.</p> <p>Data from Career Junction replaced JOI data.</p> <p>Data from quantitative forecasting of occupational growth was NOT used (since no projections were undertaken during this period).</p> <p>A 2-stage approach combining quantitative analysis of labour market secondary data and qualitative methods to gain insight into the views of industry.</p>	<ul style="list-style-type: none"> <li>• The QLFS and Career Junction data were analysed, and a four-digit OFO-coded (Organising Framework for Occupations) list was produced.</li> <li>• Various sources (such as SETA pivotal lists and SSPs, the SIPs, the DHET's Call for Evidence, grey literature in South Africa, etc.) were used qualitatively to turn the four-digit list into a six-digit list.</li> <li>• This list was then validated by a limited number of stakeholders in both the private and public sectors.</li> <li>• For the 2020 list, the draft report for the National List of OIHD was gazetted for public comments.</li> </ul>
2024	A survey replaces the previous Call for Evidence and is distributed via LinkedIn and DHET networks.	<ul style="list-style-type: none"> <li>• Data from the QLFS and PNET/Career Junctions were analysed.</li> <li>• A four-digit OFO-coded list was produced for N-OIHD.</li> <li>• An online survey was distributed to employers to obtain data on the kinds of occupations they are planning to fill in the future.</li> <li>• Occupations in high demand indicated by the survey sample were manually mapped to their appropriate 6-digit OFO codes.</li> <li>• The secondary data from the QLFS and PNET/Career Junction was combined with the survey data to calculate overall demand scores.</li> </ul>

The most profound change over time has been the increasing importance of quantitative data. While there are several approaches internationally to identifying skills and occupational shortage, the Shortage Occupations List produced by the UK's Migration Advisory Committee (MAC) and the Skills for Jobs indicators developed by the Organisation for Economic Co-operation and Development (OECD) have been most helpful in developing the OIHD

methodology. In particular, in the absence of a single indicator of occupational shortage, both approaches create a multidimensional index comprised of a range of direct and indirect measures (proxy indicators); that is, they combine several indicators into a single indicator.

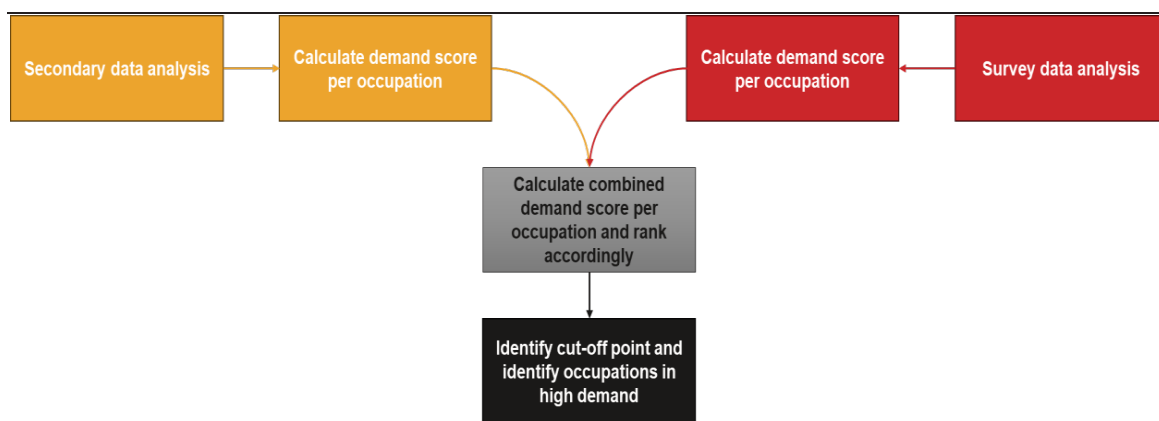
The strength of such an approach is two-fold. Firstly, because each proxy indicator will, by definition, be imperfect, the index creates a holistic picture utilising cumulative evidence instead of considering each indicator in isolation. Secondly, because each indicator is weighted explicitly, the importance placed on each indicator is transparent and open to discussion and critique.

For the 2024 list, the most significant development was replacing the call for evidence with an online survey. This has increased the coverage of views through two avenues. Firstly, the evidential burden of respondents has been lightened by using their responses as evidence instead of expecting them to provide evidence for their views on occupational demand. The lower requirement on the respondents, in terms of time and administrative effort, increased the response rate. Second, instead of only being able to attain the views of a few industry stakeholders, the survey was decimated beyond immediate networks to networks of networks by forwarding a link via e-mail and social media platforms.

## 8. METHODOLOGY USED TO IDENTIFY THE 2024 NATIONAL LIST OF OCCUPATIONS IN HIGH DEMAND

The methodology uses a three-stage approach to identify occupations in high demand. Figure 2 presents a high-level summary of this approach that simultaneously considers all the evidence to identify occupations in the highest demand.

**Figure 2: High-level overview of the methodology**



From the left (yellow), available secondary labour market data was analysed. The analysis involved ranking occupations according to ten indicators of occupational demand using data from the QLFS, the Labour Market Dynamics Survey (LMDS) and a consolidated PNET/Career Junction database. A demand score was then calculated for each occupation based on rankings across the respective indicators.

From the right (red), an employer survey was designed and distributed via DHET stakeholder networks in which respondents were asked to list occupations for which they plan to recruit for within the next three years. Demand scores were then calculated for each occupation based on the times it was listed and respondents' level of certainty regarding their recruitment plans.

Finally, the evidence produced by the secondary and survey data analyses were combined (grey and black) for each occupation in the OFO and ranked relative to one another. As per previous versions of the List of OIHD, the occupations ranked within the top 25% of all occupations at the OFO 6-digit level were included.

A detailed account of the methodology used for the development of the 2024 national List of OIHD is provided in the technical report for the *2024 National list of Occupations in High Demand*.

## **9. NATIONAL LIST OF OCCUPATIONS IN HIGH DEMAND: 2024**

The 2024 national list of OIHD is indicated in the table below. The table provides the name of the occupation, the OFO code of the occupation and the minimum qualification usually associated with the occupation. It should be noted that the qualifications indicated below are the minimum commonly associated with an occupation. Therefore, these minimum qualifications are simply sign-posts for skills planning purposes, and do not prescribe requirements for employment purposes.

Some occupations are given an asterisk (\*) to indicate a comparatively large number of unemployed individuals registered on the Department of Employment and Labour's Employment Services South Africa (ESSA) database. ESSA is a website on which individuals seeking employment can register and be matched to organisations seeking employees. As a secondary benefit, the job-seeker database also provides insight into the level of unemployment in South Africa per occupation. A comparatively large number of unemployed individuals registered on the database could imply an over-supply of labour for an occupation, which may mean that the occupation should not be on the list. However, there are several reasons that there appear to be so many unemployed work seekers in occupations on the OIHD list:

- **Geographical dynamics** - Given that the list of OIHD reflects a national picture of occupational demand and does not take into account provincial or local variations in occupational demand, it is to be expected that work seekers in the ESSA database could be living in geographical areas where occupational demand is lower than national demand.
- **Accuracy of ESSA database** – The ESSA database is not updated regularly. Individuals are not guaranteed to be removed from the database once they find employment. Therefore, individuals registered on the database may not be unemployed.
- **Curriculum and skills programme structure** - The PSET system is not offering appropriate training, meaning that the high unemployment is not only due to a lack of demand but also a lack of the skills needed by the industry.
- **Qualification validation** - There is no qualification validation on the ESSA database. Therefore, while someone might call themselves a qualified x, there is no proof that they actually are or what is meant by "qualified".

The asterisk next to the occupation means that the number of unemployed in the ESSA database is significantly higher than those registered for other occupations, i.e. the occupation is considered an outlier. An outlier was identified using the “Interquartile Range” Method. Therefore, the outlier occupations were identified as those that had more unemployed individuals than 1.5 times the interquartile range<sup>6</sup>. Therefore, the occupations with an asterisk had more than 638<sup>7</sup> unemployed registered. These outliers require further investigation into the reasons why the occupation is in high demand in the presence of excess supply.

The 2024 list of OIHD comprises a total of 350 occupations. The order of occupations listed has no relation to priority, but rather follows the ordering of the OFO framework.

Additionally, this list is not intended to signal shortages (i.e., this is not a scarce skills list), and it is not intended to be used to inform the recruitment of critically skilled foreign nationals<sup>8</sup>.

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<sup>6</sup> Interquartile range (IQR) = Quartile 3 – Quartile 1

<sup>7</sup> Upper outlier boundary = Quartile 3 + 1.5 x (IQR) = 267.5 + 1.5 x (267.5 – 20.5) = 638

<sup>8</sup> The only official list to inform the application of the work visa is called the Critical Skills List published by the Department of Home Affairs.

**Table 2: Final list of the National List of Occupations in High Demand**

6-Digit OFO code	6-Digit OFO Occupation	Minimum Qualification Required
2021-111202	General Manager Public Service	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-111204	Senior Government Official	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-111205	Senior Police Officer	National Certificate (NQF Level 4)
2021-111207	Senior Government Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-112101	Director (Enterprise / Organisation)	Diploma or Advanced Certificate (NQF Level 6)
2021-121101	Finance Manager*	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121103	Credit Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-121104	Internal Audit Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-121201	Human Resource Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-121202	Business Training Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-121204	Recruitment Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-121206	Health and Safety Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-121301	Policy and Planning Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-121901	Corporate General Manager*	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121902	Corporate Services Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121903	Physical Asset Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-121904	Contract Manager*	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121905	Programme or Project Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-121908	Quality Systems Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-121909	Sustainability Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-121910	Water Asset Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-122101	Sales and Marketing Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-122103	Director of Marketing	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-122105	Customer Service Manager*	Diploma or Advanced Certificate (NQF Level 6)
2021-122201	Advertising and Public Relations Manager*	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-122301	Research and Development Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-131101	Agricultural Farm Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132102	Manufacturing Operations Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132104	Engineering Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-132107	Quality Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132201	Mining Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132301	Construction Project Manager*	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-132401	Supply and Distribution Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)

6-Digit OFO code	6-Digit OFO Occupation	Minimum Qualification Required
2021-132402	Logistics Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-132403	Road Transport Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-132404	Warehouse Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-132405	Fleet Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-132407	Airport or Harbour Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-132410	Maritime Search and Rescue Mission Coordinator	Diploma or Advanced Certificate (NQF Level 6)
2021-133101	Chief Information Officer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-133102	ICT Project Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-133103	Data Management Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-133105	Information Technology Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-134205	Health Service Specialised Clinic Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-134501	School Principal	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-134502	College Principal	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-134503	Faculty Head	Doctoral Degree (NQF Level 10)
2021-134506	Educational Registrar	Doctoral Degree (NQF Level 10)
2021-134507	Departmental Head	Diploma or Advanced Certificate (NQF Level 6)
2021-134901	Environmental Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-134903	Small Business Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-141201	Café (Licensed) or Restaurant Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-142101	Importer or Exporter	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-142103	Retail General Manager*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-143901	Facilities Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-143905	Call or Contact Centre Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-143906	Caravan Park and Camping Ground Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-211301	Chemist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-211302	Manufacturing Research Chemist	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-211401	Geologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-211402	Geophysicist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-211406	Hydrologist	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-212101	Actuary	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-212102	Mathematician	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-212103	Statistician	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-213102	General Biologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-213104	Biochemist	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-213105	Biotechnologist	Diploma or Advanced Certificate (NQF Level 6)
2021-213109	Zoologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)

6-Digit OFO code	6-Digit OFO Occupation	Minimum Qualification Required
2021-213110	Medical Scientist	Master's Degree (NQF Level 9)
2021-213201	Agriculture Consultant	Diploma or Advanced Certificate (NQF Level 6)
2021-213202	Agricultural Scientist	Diploma or Advanced Certificate (NQF Level 6)
2021-213204	Wine Maker	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-213205	Food and Beverage Scientist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-213302	Environmental Scientist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-213306	Water Quality Analyst	Diploma or Advanced Certificate (NQF Level 6)
2021-214101	Industrial Engineer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214102	Industrial Engineering Technologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214104	Production Engineering Technologist	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214201	Civil Engineer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214202	Civil Engineering Technologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214301	Environmental Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214302	Environmental Impact and Restoration Analyst	Diploma or Advanced Certificate (NQF Level 6)
2021-214401	Mechanical Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214403	Aeronautical Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214406	Marine Engineering Technologist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214501	Chemical Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214601	Mining Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214603	Metallurgical Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214605	Metallurgist	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214901	Biomedical Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214902	Explosive Ordnance Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-214904	Quantity Surveyor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-214905	Agricultural Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-215101	Electrical Engineer*	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-215103	Energy Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-215104	Energy Engineering Technologist	Diploma or Advanced Certificate (NQF Level 6)
2021-215201	Electronics Engineer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-216101	Architect	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-216301	Fashion Designer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216302	Industrial Designer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)

6-Digit OFO code	6-Digit OFO Occupation	Minimum Qualification Required
2021-216401	Urban and Regional Planner	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216402	Transport Analyst	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216502	Surveyor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216601	Digital Artist	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-216603	Multimedia Designer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-216604	Web Designer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-221101	General Medical Practitioner	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-221102	Resident Medical Officer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-221203	Emergency Medicine Specialist	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-221207	Pathologist	Master's Degree (NQF Level 9)
2021-221210	General Medicine Specialist Physician	Master's Degree (NQF Level 9)
2021-222101	Clinical Nurse Practitioner	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-222103	Registered Nurse (Child and Family Health)	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222104	Registered Nurse (Community Health)	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222105	Registered Nurse (Critical Care and Emergency)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-222108	Registered Nurse (Medical)	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222110	Registered Nurse (Mental Health)	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222111	Registered Nurse (Operating theatre)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-222112	Registered Nurse (Surgical)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-222114	Nurse Educator	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222116	Nurse Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-222117	Midwife	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-225101	Veterinarian	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-226201	Hospital Pharmacist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-226203	Retail Pharmacist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-226301	Environmental Health Officer	Diploma or Advanced Certificate (NQF Level 6)
2021-226302	Safety, Health, Environment and Quality (SHE&Q) Practitioner*	Higher Certificate (NQF Level 5)
2021-226401	Physiotherapist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-231101	University Lecturer	Master's Degree (NQF Level 9)
2021-231102	University Tutor	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-233107	FET Phase School Teacher (Grades 10-12)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-233108	Senior Phase School Teacher (Grades 7 - 9)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-234101	Foundation Phase School Teacher*	Bachelor's Degree or Advanced Diploma (NQF Level 7)



6-Digit OFO code	6-Digit OFO Occupation	Minimum Qualification Required
2021-234102	Intermediate Phase School Teacher (Grades 4-6)	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-234201	Early Childhood Development Practitioner	Higher Certificate (NQF Level 5)
2021-235101	Education or Training Advisor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-235102	Education or Training Reviewer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-235601	ICT Trainer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-235904	Examination Supervisor	Higher Certificate (NQF Level 5)
2021-241101	General Accountant*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241102	Management Accountant	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241103	Tax Professional	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241104	External Auditor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241107	Financial Accountant	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241108	Forensic Accountant	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-241301	Financial Investment Advisor*	Diploma or Advanced Certificate (NQF Level 6)
2021-242101	Management Consultant*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-242102	Organisation and Methods Analyst	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-242103	Business Development Officer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-242202	Policy Analyst	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-242207	Compliance Officer	Diploma or Advanced Certificate (NQF Level 6)
2021-242208	Organisational Risk Manager	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-242210	Business Administrator*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-242211	Internal Auditor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-242215	Fraud Examiner	Diploma or Advanced Certificate (NQF Level 6)
2021-242302	Skills Development Practitioner*	Higher Certificate (NQF Level 5)
2021-242303	Human Resource Advisor	Diploma or Advanced Certificate (NQF Level 6)
2021-242307	Recreation Officer	National Certificate (NQF Level 4)
2021-242401	Training and Development Professional	Diploma or Advanced Certificate (NQF Level 6)
2021-242402	Occupational Instructor	Diploma or Advanced Certificate (NQF Level 6)
2021-242403	Assessment Practitioner	Diploma or Advanced Certificate (NQF Level 6)
2021-243103	Marketing Practitioner	Diploma or Advanced Certificate (NQF Level 6)
2021-243201	Communication Coordinator	Diploma or Advanced Certificate (NQF Level 6)
2021-243301	Industrial Products Sales Representative	National Certificate (NQF Level 4)
2021-251101	ICT Systems Analyst	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-251102	Data Scientist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-251201	Software Developer	Diploma or Advanced Certificate (NQF Level 6)
2021-251202	Programmer Analyst	Diploma or Advanced Certificate (NQF Level 6)
2021-251203	Developer Programmer	Diploma or Advanced Certificate (NQF Level 6)
2021-251302	Web Developer	Diploma or Advanced Certificate (NQF Level 6)
2021-252101	Database Designer and Administrator*	Diploma or Advanced Certificate (NQF Level 6)
2021-252201	Systems Administrator	Diploma or Advanced Certificate (NQF Level 6)

6-Digit OFO code	6-Digit OFO Occupation	Minimum Qualification Required
2021-252301	Computer Network and Systems Engineer	Diploma or Advanced Certificate (NQF Level 6)
2021-252901	ICT Security Specialist	Diploma or Advanced Certificate (NQF Level 6)
2021-252902	Technical ICT Support Services Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-261101	Attorney	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-261107	Legal Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-261901	Adjudicator	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-262201	Librarian	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-262202	Information Services Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-263101	Economist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-263206	Heritage Consultant	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-263401	Clinical Psychologist	Master's Degree (NQF Level 9)
2021-263501	Social Counselling Worker	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-263507	Adoption Social Worker	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-264102	Book or Script Editor	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-264103	Technical Writer	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-264301	Interpreter	Diploma or Advanced Certificate (NQF Level 6)
2021-264302	Translator	Diploma or Advanced Certificate (NQF Level 6)
2021-264303	Linguist	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-311101	Chemistry Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311202	Surveying or Cartographic Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311217	Water Control Officer	Diploma or Advanced Certificate (NQF Level 6)
2021-311301	Electrical Engineering Technician*	Diploma or Advanced Certificate (NQF Level 6)
2021-311303	Energy Efficiency Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311401	Electronic Engineering Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311501	Mechanical Engineering Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311701	Mining Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311702	Metallurgical or Materials Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311704	Geophysical Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311801	Draughtsperson	Higher Certificate (NQF Level 5)
2021-311901	Forensic Technician (Biology, Toxicology)	Diploma or Advanced Certificate (NQF Level 6)
2021-311903	Food and Beverage Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-311904	Manufacturing Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-312101	Mining Production Supervisor*	Diploma or Advanced Certificate (NQF Level 6)
2021-312102	Miner*	Elementary Certificate (NQF Level 2)
2021-312103	Engineering Supervisor	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-312201	Production / Operations Supervisor (Manufacturing)*	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-312202	Maintenance Planner*	National Certificate (NQF Level 4)
2021-313201	Water Plant Operator	Intermediate Certificate (NQF Level 3)

6-Digit OFO code	6-Digit OFO Occupation	Minimum Qualification Required
2021-313203	Water Process Controller	National Certificate (NQF Level 4)
2021-313501	Metal Manufacturing Process Control Technician	Intermediate Certificate (NQF Level 3)
2021-313901	Integrated Manufacturing Line Process Control Technician	National Certificate (NQF Level 4)
2021-315303	Aeroplane Pilot	Private/Commercial/Airline Pilot's License (No Equivalent NQF Level)
2021-315304	Flying Instructor	Private/Commercial/Airline Pilot's License (No Equivalent NQF Level)
2021-321101	Medical Diagnostic Radiographer	Bachelor Honours Degree, Postgraduate Diploma, or Bachelor's Degree (NQF Level 8)
2021-321104	Sonographer	Diploma or Advanced Certificate (NQF Level 6)
2021-321107	Operating Theatre Technician	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-321201	Medical Technician	Diploma or Advanced Certificate (NQF Level 6)
2021-322101	Enrolled Nurse*	Diploma or Advanced Certificate (NQF Level 6)
2021-331201	Credit or Loans Officer	Higher Certificate (NQF Level 5)
2021-331301	Bookkeeper*	Higher Certificate (NQF Level 5)
2021-331501	Valuer	Higher Certificate (NQF Level 5)
2021-331503	Insurance Loss Adjuster	Higher Certificate (NQF Level 5)
2021-332101	Insurance Agent	Higher Certificate (NQF Level 5)
2021-332102	Insurance Broker	National Certificate (NQF Level 4)
2021-332201	Commercial Sales Representative*	Higher Certificate (NQF Level 5)
2021-332204	Commercial Services Sales Agent*	Intermediate Certificate (NQF Level 3)
2021-332301	Retail Buyer	Higher Certificate (NQF Level 5)
2021-332302	Purchasing Officer	Higher Certificate (NQF Level 5)
2021-333101	Clearing and Forwarding Agent	Higher Certificate (NQF Level 5)
2021-333201	Events Manager	Diploma or Advanced Certificate (NQF Level 6)
2021-333301	Recruitment Officer	National Certificate (NQF Level 4)
2021-333401	Property Manager	Bachelor's Degree or Advanced Diploma (NQF Level 7)
2021-333905	Supply Chain Practitioner	Diploma or Advanced Certificate (NQF Level 6)
2021-334102	Office Administrator*	National Certificate (NQF Level 4)
2021-334103	Call Centre Team Leader	National Certificate (NQF Level 4)
2021-334302	Personal Assistant*	National Certificate (NQF Level 4)
2021-335402	Import-export Administrator	Higher Certificate (NQF Level 5)
2021-341103	Paralegal	Diploma or Advanced Certificate (NQF Level 6)
2021-341110	Associate Legal Professional	Diploma or Advanced Certificate (NQF Level 6)
2021-342103	Jockey	No Formal Qualification Required
2021-342204	Sports Coach or Instructor	Diploma or Advanced Certificate (NQF Level 6)
2021-343201	Interior Designer	Higher Certificate (NQF Level 5)
2021-343401	Chef*	National Certificate (NQF Level 4)
2021-351302	Geographic Information Systems Technicians	Higher Certificate (NQF Level 5)
2021-352102	Camera Operator (Film, Television or Video)	Higher Certificate (NQF Level 5)
2021-411101	General Clerk*	Diploma or Advanced Certificate (NQF Level 6)

6-Digit OFO code	6-Digit OFO Occupation	Minimum Qualification Required
2021-412101	Secretary (General)*	No Formal Qualification Required
2021-413201	Data Entry Operator*	Diploma or Advanced Certificate (NQF Level 6)
2021-421401	Debt Collector*	No Formal Qualification Required
2021-422102	Travel Consultant	Diploma or Advanced Certificate (NQF Level 6)
2021-422203	Contact Centre Real Time Advisor	Higher Certificate (NQF Level 5)
2021-422205	Contact Centre Forecast Analyst	National Certificate (NQF Level 4)
2021-422206	Call or Contact Centre Agent*	Higher Certificate (NQF Level 5)
2021-422501	Enquiry Clerk*	National Certificate (NQF Level 4)
2021-422601	Receptionist (General)*	No Formal Qualification Required
2021-431101	Accounts Clerk*	Higher Certificate (NQF Level 5)
2021-431102	Cost Clerk	Elementary Certificate (NQF Level 2)
2021-431103	Taxation Clerk	Diploma or Advanced Certificate (NQF Level 6)
2021-431203	Statistical Clerk	National Certificate (NQF Level 4)
2021-431204	Insurance Claims Administrator	National Certificate (NQF Level 4)
2021-431301	Payroll Clerk	National Certificate (NQF Level 4)
2021-432101	Stock Clerk / Officer*	National Certificate (NQF Level 4)
2021-432102	Dispatching and Receiving Clerk / Officer*	Intermediate Certificate (NQF Level 3)
2021-432104	Warehouse Administrator / Clerk*	Intermediate Certificate (NQF Level 3)
2021-432201	Production Coordinator	National Certificate (NQF Level 4)
2021-432301	Transport Clerk	Intermediate Certificate (NQF Level 3)
2021-441201	Courier	General Certificate (NQF Level 1)
2021-441501	Filing or Registry Clerk*	General Certificate (NQF Level 1)
2021-441602	Skills Development Administrator	National Certificate (NQF Level 4)
2021-441903	Program or Project Administrators*	National Certificate (NQF Level 4)
2021-511101	Flight Attendant	National Certificate (NQF Level 4)
2021-511302	Tour Guide	National Certificate (NQF Level 4)
2021-513101	Waiter*	No Formal Qualification Required
2021-514101	Hairdresser	No Formal Qualification Required
2021-514201	Skin Care Therapist	No Formal Qualification Required
2021-514204	Nail Technician	No Formal Qualification Required
2021-515101	Hotel Service Manager	No Formal Qualification Required
2021-515103	Commercial Housekeeper*	No Formal Qualification Required
2021-522301	Sales Assistant (General)*	Intermediate Certificate (NQF Level 3)
2021-524903	Sales Clerk / Officer*	National Certificate (NQF Level 4)
2021-532202	Aged or Disabled Carer*	National Certificate (NQF Level 4)
2021-532203	Community Health Worker	National Certificate (NQF Level 4)
2021-532901	First Aid Attendant	Higher Certificate (NQF Level 5)
2021-532904	Personal Care Assistant	No Formal Qualification Required
2021-541101	Fire Fighter*	Intermediate Certificate (NQF Level 3)
2021-541201	Traffic Officer	National Certificate (NQF Level 4)
2021-541401	Security Officer*	National Certificate (NQF Level 4)

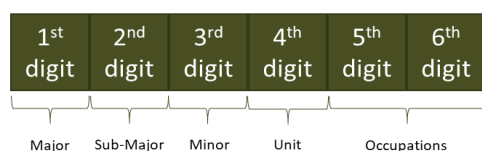
6-Digit OFO code	6-Digit OFO Occupation	Minimum Qualification Required
2021-541501	Intelligence Operator	National Certificate (NQF Level 4)
2021-542203	Special Forces Operator	National Certificate (NQF Level 4)
2021-611302	Landscape Contractor*	No Formal Qualification Required
2021-641201	Bricklayer*	National Certificate (NQF Level 4)
2021-641501	Carpenter and Joiner	National Certificate (NQF Level 4)
2021-641502	Carpenter*	National Certificate (NQF Level 4)
2021-642601	Plumber*	National Certificate (NQF Level 4)
2021-642602	Solar Installer	National Certificate (NQF Level 4)
2021-642607	Pipe Fitter*	National Certificate (NQF Level 4)
2021-643202	Vehicle Painter	National Certificate (NQF Level 4)
2021-651202	Welder*	National Certificate (NQF Level 4)
2021-651302	Boiler Maker*	National Certificate (NQF Level 4)
2021-651501	Rigger*	National Certificate (NQF Level 4)
2021-652201	Toolmaker	Higher Certificate (NQF Level 5)
2021-652204	Patternmaker	National Certificate (NQF Level 4)
2021-652301	Metal Machinist	National Certificate (NQF Level 4)
2021-652302	Fitter and Turner*	National Certificate (NQF Level 4)
2021-653101	Automotive Motor Mechanic	National Certificate (NQF Level 4)
2021-653109	Automotive Engine Mechanic	National Certificate (NQF Level 4)
2021-653201	Aircraft Maintenance Mechanic	National Certificate (NQF Level 4)
2021-653303	Mechanical Fitter*	National Certificate (NQF Level 4)
2021-653306	Diesel Mechanic*	National Certificate (NQF Level 4)
2021-653307	Heavy Equipment Mechanic	National Certificate (NQF Level 4)
2021-661304	Diamond Sorter and Evaluator	National Certificate (NQF Level 4)
2021-671101	Electrician*	National Certificate (NQF Level 4)
2021-671102	Electrical Installation Inspector	National Certificate (NQF Level 4)
2021-671202	Millwright	National Certificate (NQF Level 4)
2021-671203	Mechatronics Technician	National Certificate (NQF Level 4)
2021-671208	Transportation Electrician	National Certificate (NQF Level 4)
2021-671301	Electrical Line Mechanic	National Certificate (NQF Level 4)
2021-672104	Electronic Equipment Mechanician	National Certificate (NQF Level 4)
2021-672105	Instrument Mechanician	National Certificate (NQF Level 4)
2021-672107	Special Class Electrician	National Certificate (NQF Level 4)
2021-672205	Telecommunications Technician	National Certificate (NQF Level 4)
2021-681103	Butcher*	National Certificate (NQF Level 4)
2021-681201	Confectionary Baker*	Higher Certificate (NQF Level 5)
2021-681301	Dairyman	Elementary Certificate (NQF Level 2)
2021-683101	Tailor	National Certificate (NQF Level 4)
2021-683401	Upholsterer	National Certificate (NQF Level 4)
2021-684905	Vehicle Body Builder	National Certificate (NQF Level 4)
2021-711101	Mining Operator*	Intermediate Certificate (NQF Level 3)

6-Digit OFO code	6-Digit OFO Occupation	Minimum Qualification Required
2021-711201	Mineral Processing Plant Operator	Intermediate Certificate (NQF Level 3)
2021-711301	Driller	Elementary Certificate (NQF Level 2)
2021-711302	Rock Drill Operator	Intermediate Certificate (NQF Level 3)
2021-712101	Metal Processing Plant Operator	General Certificate (NQF Level 1)
2021-715301	Sewing Machine Operator*	Elementary Certificate (NQF Level 2)
2021-715302	Clothing, Textile and Leather Goods Production Operator*	Elementary Certificate (NQF Level 2)
2021-716108	Seed Processing Machine Operator	No Formal Qualification Required
2021-732202	Taxi Driver	No Formal Qualification Required
2021-733101	Bus Driver*	Professional Driving Permit (No Equivalent NQF Level)
2021-733201	Truck Driver (General)*	Professional Driving Permit (No Equivalent NQF Level)
2021-733204	Tanker Driver	No Formal Qualification Required
2021-733210	Road Construction Plant Operator*	No Formal Qualification Required
2021-733211	Remotely Operated Vehicle (ROV) Pilot	No Formal Qualification Required
2021-734101	Agricultural Mobile Plant (Equipment) Operator*	National Certificate (NQF Level 4)
2021-734206	Loader Operator*	No Formal Qualification Required
2021-734210	Scraper Operator	No Formal Qualification Required
2021-734301	Crane or Hoist Operator*	General Certificate (NQF Level 1)
2021-734402	Forklift Driver*	No Formal Qualification Required
2021-735101	Deck Hand	No Formal Qualification Required

## 10. ANNEXURE 1: ORGANISING FRAMEWORK OF OCCUPATIONS

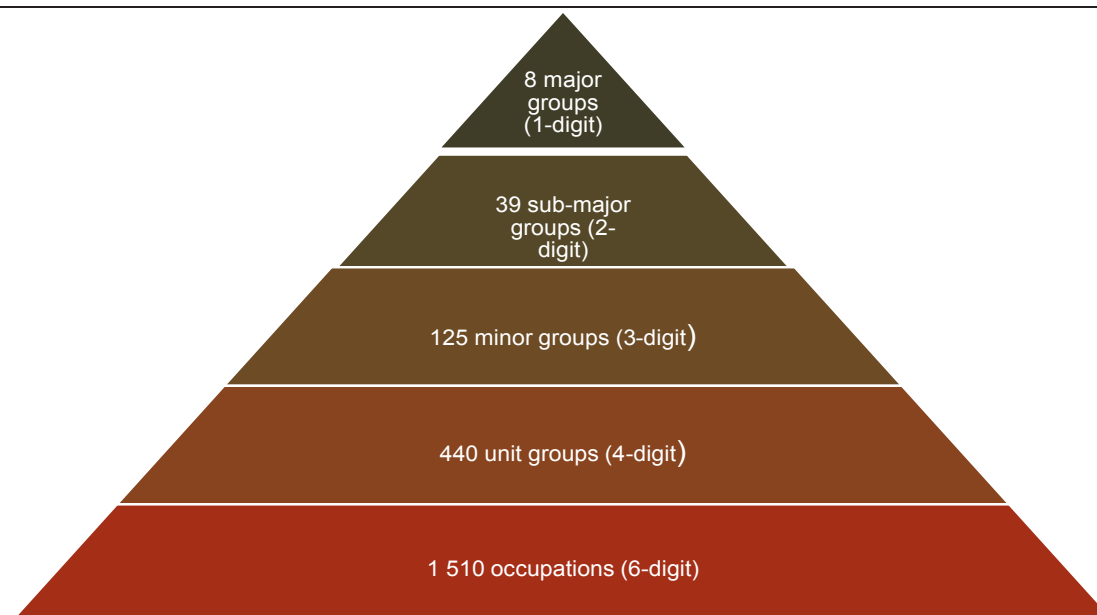
According to the DHET, the OFO is a classification framework that attempts to "establish a common language for talking about occupations". As the 2018 list of OIHD technical report<sup>9</sup> puts it: "The OFO is a skill-based, coded classification system of occupations which is used by the DHET for 'identifying, reporting and monitoring skills demand and supply' in the labour market. It captures almost all occupations in the country and classifies them by skill level and skill specialisation."

The framework gives each occupation a 6-digit numeric code. Occupations are then grouped into 4-digit unit groups, which are grouped into 3-digit minor groups, 2-digit sub-major groups, and finally, 1-digit major groups. Within the six digits of the occupation, each number refers to a specific grouping.



As shown in Figure 3, the eight 1-digit major groups together encapsulate the entire set of 1,510 6-digit occupations.

**Figure 3: Number of classifications in the OFO**



Source: (The Department of Higher Education and Training, 2019)

<sup>9</sup> Reddy, V., Rogan, M., Mncwango, B., & Chabane, S. (2018). Occupations in High Demand in South Africa: A Technical Report. Pretoria: The Labour Market Intelligence research programme. The Department of Higher Education and Training

The eight major groups will be of specific interest when analysing the composition of the lists in their respective technical reports. The major group indicates the skill level and the broad area of specialisation. Figure 4 maps the major groups to the National Qualifications Framework (NQF) levels. It shows that as the major groups move from 1 to 8, the NQF levels decrease.

**Figure 4: Relationship between OFO major categories and NQF level**

NSDS (Level of Skill Required for a given NQF)	NQF	OFO Major Group							
High	10	2 Professionals							
	9								
	8								
	7								
Intermediate	6	3 Technicians and Associate Professionals							
	5	1 Managers							
4	4 Clerical Support Workers					5 Service and Sales Workers	6 Skilled Agricultural, Forestry, Fishery, Craft and Related Trade Workers	7 Plant and Machine Operators and Assemblers	
Entry	3					8 Elementary Occupations			
	2								
	1								

Source: (The Department of Higher Education and Training, 2015)