

EMPLOYMENT INSIGHTS



2023/09



The CareerJunction Employment Insights Report provides an analysis of the supply and demand trends in the online job market, to represent online labour dynamics in South Africa.

The analysis and findings serve as a foundation for potential HR solutions & strategies, enabling businesses and recruitment agencies to focus on relevant occupations when developing their talent attraction and retention strategies.

EMPLOYMENT TRENDS

Following a dip in recruitment during July, recruitment activity **increased by 6% in August**. Year-on-year, **hiring activity is up by 3%**, compared to August 2022. Comparing hiring activity over the last three months with the previous three months, hiring activity increased by 6%. Increases in hiring activity were evident in the **Business & Management**, **Medical & Health**, and **Building & Construction sectors**. There was a decline in hiring activity in the **Information Technology** and **Admin, Office & Support** sectors.

Monthly job postings
Recruitment Activity over the past 13 months



[Recruiters, list your jobs here >](#)

▲ Growing hiring activity in the past three months

When comparing hiring activity over the last three months (June, July, August 2023) with the previous three months (March, April, May 2023), there is an uptake in recruitment for Building & Construction and Medical & Health professionals as well as Business & Management professionals.

Executive Management / Director



Middle / Department Management

Medical & Health Nursing / Professional Care Giving



Medical Assistance & Support



Building Project Management

▼ Declining hiring activity in the past three months

When comparing hiring activity over the last three months (June, July, August 2023) with the previous three months (March, April, May 2023), there is a decline in recruitment for Information Technology and Admin, Office & Support professionals.

Software Development



IT Project Administration / Management

Business Analysis

Teller / Cashier



Admin Clerk

Personal Assistant

The illustrations can be read as follows:

During the last three months, hiring activity grew/declined by the percentage shown in the coloured circles. Particularly, roles in the sub-sectors shown surrounding the centre circle have been advertised more/less frequently.



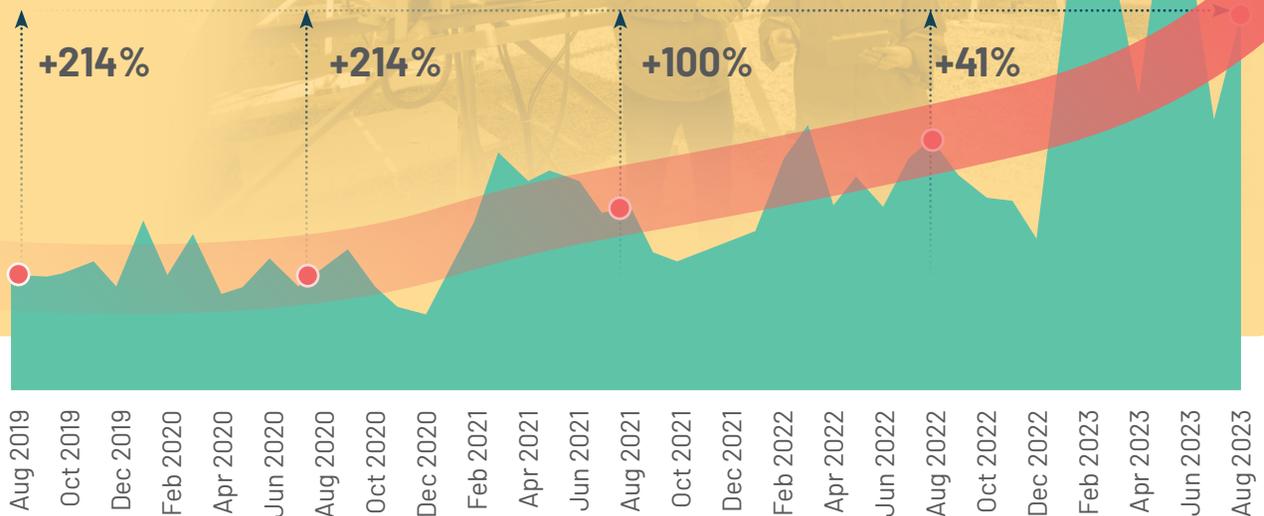
SPOTLIGHT ON GREEN ENERGY JOBS

September is Heritage Month in South Africa, and South Africans have been shining in their best green and gold attire to support and inspire their beloved rugby team, the Springboks. While green and gold signifies the nation's pride, joy and hope during 2023's Rugby World Cup, these colours could also be the answer to South Africa's current energy crisis. **Green energy** with an emphasis on **solar (gold) energy** and related products have been making their way into the South African consumer market over the very recent past.

As a result, more and more "green jobs" are being advertised and certain professions are morphing and adapting to the needs of the renewable energy market.

Over the last three years, demand for green energy professionals has increased by over 200% and, since 2021, vacancies for green energy professionals have doubled. **2023 has seen the highest number of vacancies for green energy jobs so far.**

Increase in Green Energy Jobs





SPOTLIGHT ON GREEN ENERGY JOBS

With the increase in green energy jobs, CareerJunction took the initiative to investigate which sectors green energy jobs are typically represented and what kind of green energy roles are in demand in the local job market.

Which sectors have the most green jobs?

The bulk of green energy jobs fall under **Engineering**. Jobs in the green energy engineering field can vary from electrical and mechanical engineering to chemical engineering. Typical job roles which are increasingly in demand are:

- Design Engineer (Solar)
- Solar Electrical Engineer
- Technical Engineer – Renewable Energy
- Technical Solar Engineer
- Estimations Engineer – Renewable Energy
- Technical Support Specialist (Solar)

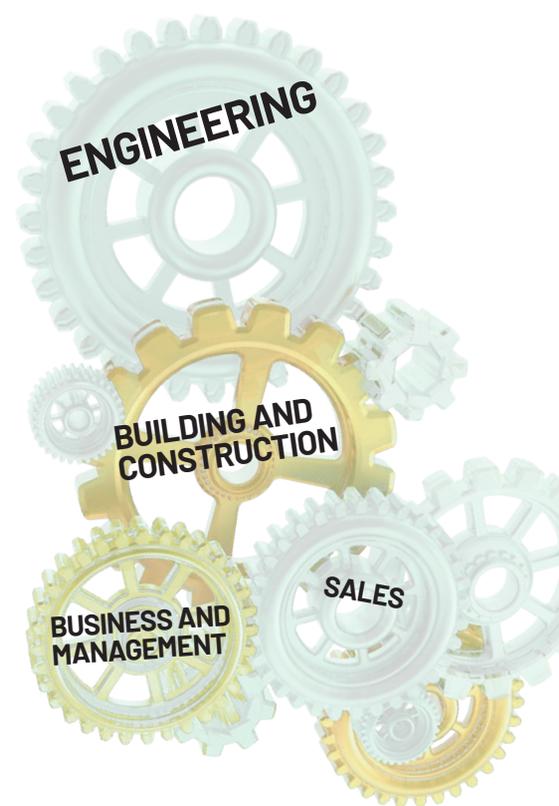
Another sector with a significant increase of green energy roles is the **Building & Construction** sector, where 'Solar Installation Electricians' and 'Solar Electricians' are highest in demand.

Within the **Business & Management** sector, green energy jobs have made an appearance too. Typical job roles are:

- Business Developer – Green Energy
- Solar Engineer & Technical Manager
- Commercial Solar Sales Manager
- Engineering Manager (Solar).

As in most sectors, **Sales** professionals are crucial for business to thrive. As a result, the need for sales staff is growing and vacancies for the following are becoming more prominent in the recruitment market:

- Technical Sales Executive - Renewable Energy
- Solar Sales Representative
- External Sales Engineer (Solar)

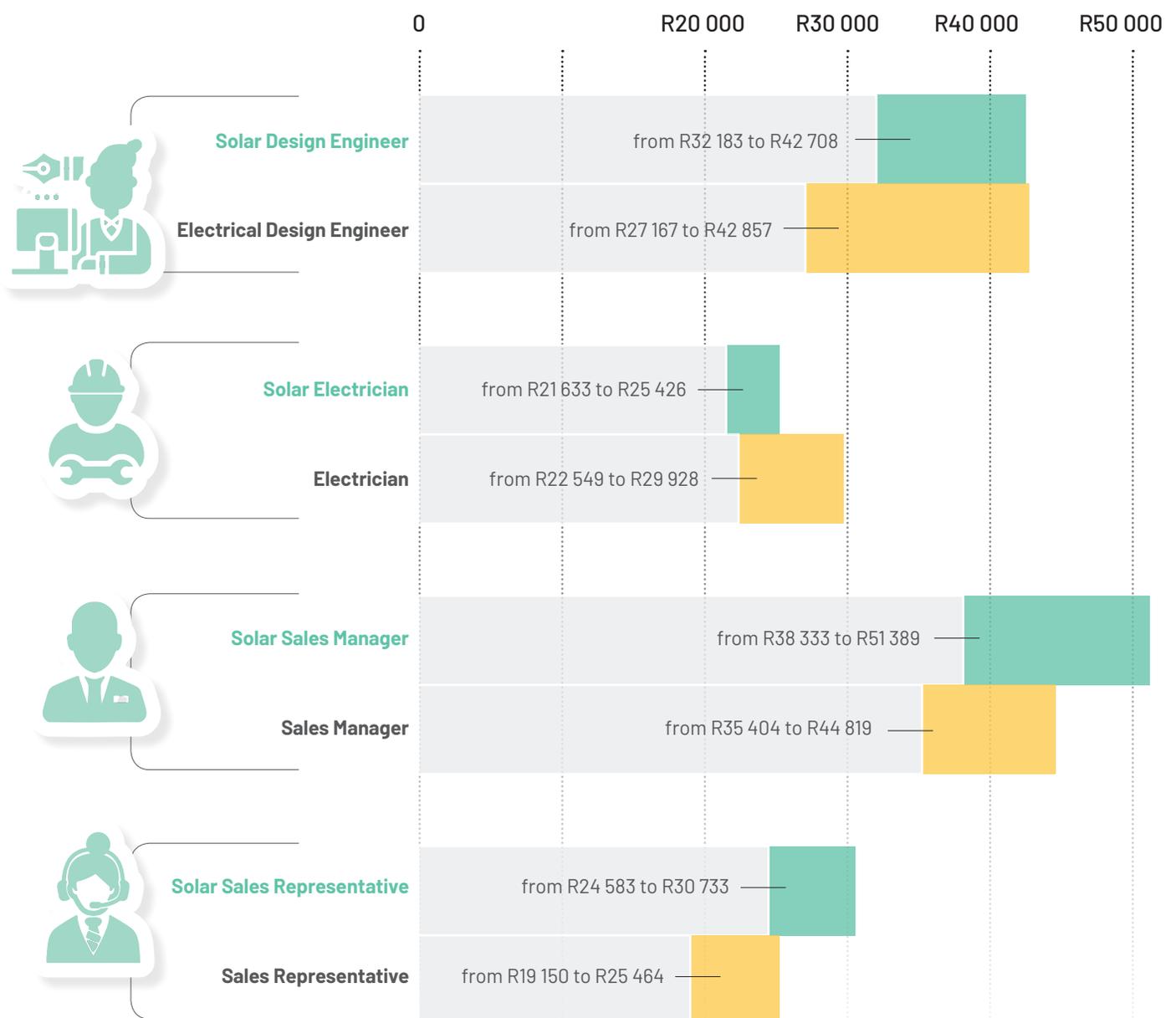


SPOTLIGHT ON GREEN ENERGY JOBS

Looking at the various typical job roles within the green energy sector, it becomes clear that solar energy has become very popular and is creating new jobs and professional specialisations. When comparing advertised* salaries of green energy jobs to the equivalent standard jobs, no significant differences are evident with the exception of slightly higher salaries for green energy jobs in sales.

*advertised as in displayed as salary offers in online vacancies

Market related Salary Offers (per month)



The rise of green energy jobs bears testament to South Africa's resilience and hope to overcome the country's energy crisis. In addition, green energy jobs demonstrate the move away from fossil fuels to renewable sources. Over the long term, this will result in less fossil fuel emissions polluting the atmosphere and ultimately help preserve our climate, our environment and our natural heritage.

CANDIDATE TRENDS

Significant growth in candidates signing up to search and apply for jobs was evident for the following sectors:



BUILDING & CONSTRUCTION

Building Project Management
Electrician
Quantity Surveying

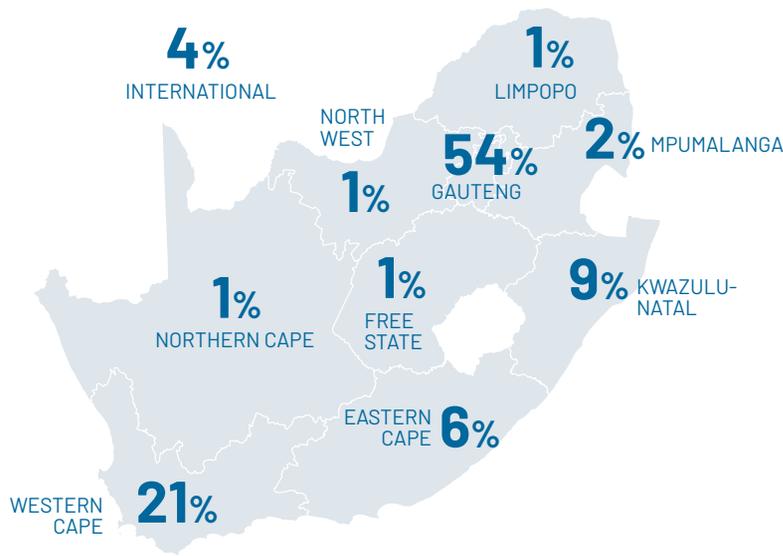


MEDICAL & HEALTH

Nursing / Professional Caregiving
Medical Assistance & Support
Pharmacist

Jobseekers, register your CV >

RECRUITMENT PER LOCATION



Gauteng remains the largest employment hub in South Africa (54%), followed by the Western Cape (21%) and KwaZulu-Natal (9%).

International job offers remain static at 4%.

REGIONAL DEMAND BY PROFESSION



INFORMATION TECHNOLOGY

Across Gauteng, the Eastern Cape and the Western Cape provinces, demand for IT professionals increased significantly from June–August 2021 to June–August 2022.

Since August 2022, however, hiring activity in this sector has decreased year-on-year. Gauteng has seen a decline of 8%; the Eastern Cape has seen a decline of 5%; and the Western Cape has seen a decline of 17%.



MARKETING

From June–August 2021 to June–August 2022 demand grew for Marketing professionals in Gauteng. Since August 2022, hiring activity in this sector has remained at the same level.

In the Eastern Cape, demand for Marketing professionals decreased from June–August 2021 to June–August 2022. Since August 2022, hiring activity has remained at the same level.

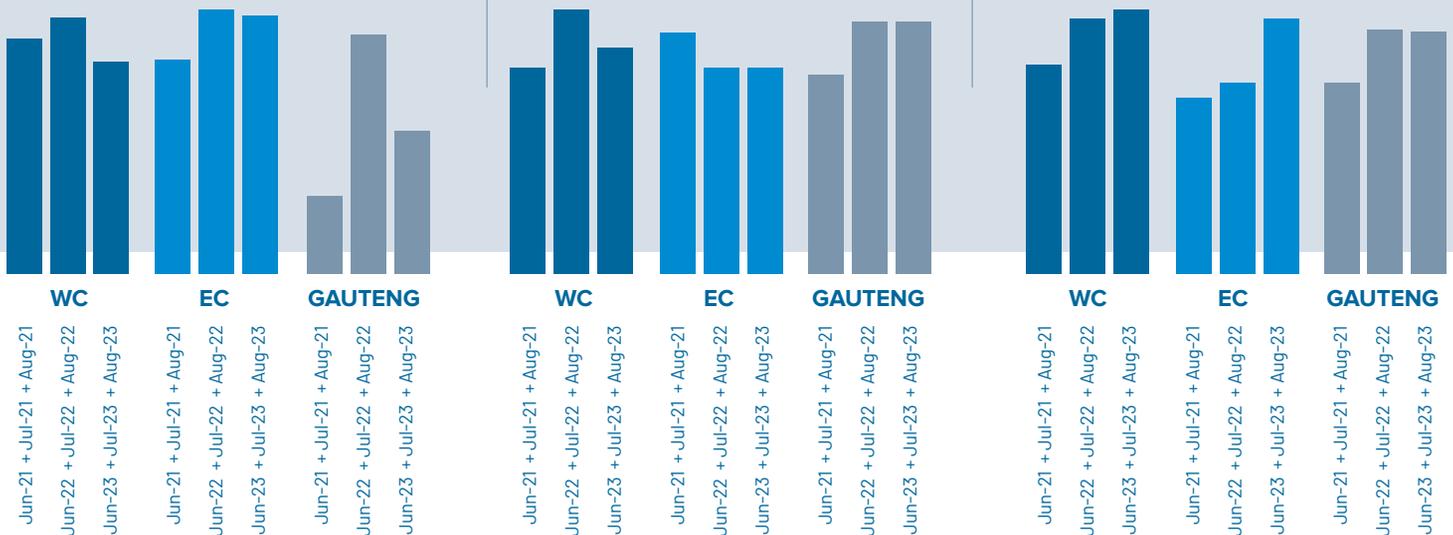
The Western Cape saw demand for Marketing professionals grow significantly from June–August 2021 to June–August 2022, however since August 2022 this demand has declined.



BUSINESS & MANAGEMENT

In Gauteng, demand for Business & Management professionals grew from June–August 2021 to June–August 2022. Since August 2022, hiring activity has remained at the same level.

The Eastern Cape and Western Cape have both seen slow but consistent growth in hiring activity for Business & Management professionals from June 2021–August 2023.



Please note that these graphs represent the change in vacancies over time. However, the volumes of vacancies are not accurately represented.

SECTOR STATISTICS

Spotlight on:
Architecture & Engineering



Next month:
Business & Management

47.5%

EE Candidates

52%

Candidates residing in Gauteng

55.9%

Candidates willing to relocate

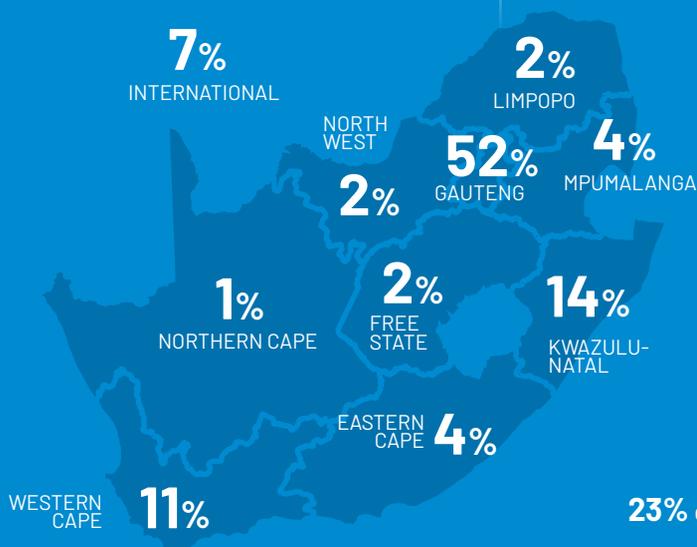
2 years and 11 months

Average stay by candidates in their jobs

53%

Candidates with a tertiary qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	2%
Matric	10%
Certificate	9%
Professional qualification	3%
Diploma	20%
Degree	20%
Honours	7%
Masters	6%

No qualification records for **23%** of Architecture & Engineering.

The Architecture & Engineering sector covers the following subsectors:

- Architecture
- Architectural Drafting
- Aerospace Engineering
- Agricultural Engineering
- Automotive Engineering
- Biomedical Engineering
- Chemical Engineering
- Civil / Structural Engineering
- Electrical Engineering
- Electronic Engineering
- Environmental Engineering
- Industrial Engineering
- Marine / Naval Engineering
- Mechanical Engineering
- Nuclear Engineering
- Petrochemical Drafting
- Petrochemical Engineering
- Engineering Technician
- Engineering Drafting
- Other Architecture & Engineering
- Mining Engineering

MARKET-RELATED SALARY

offerings for top in-demand skills



Mechanical Engineer

from R42 648 to R57 018 per month

Process Engineer

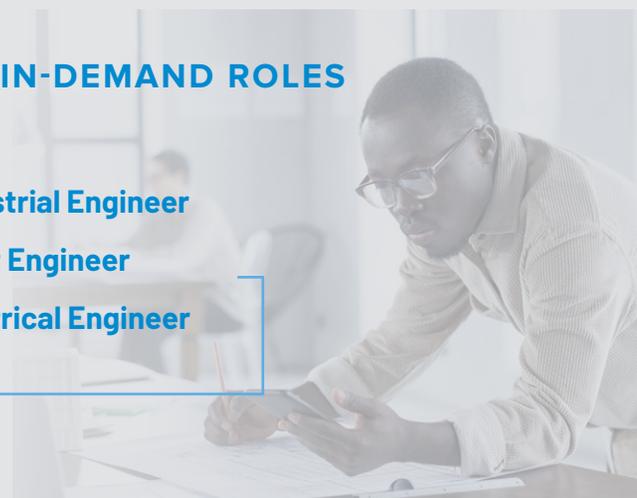
from R43 363 to R54 330 per month

Draughtsman

from R23 452 to R31 097 per month

MOST IN-DEMAND ROLES

- Industrial Engineer
- Plant Engineer
- Electrical Engineer



Jobseekers, find jobs in Architecture & Engineering >



South Africa's #1 Quality Candidate Provider.

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The CareerJunction Employment Insights report is based on comprehensive data gathered from The Stepstone Group's South African platforms - where around 5,000 of the country's top recruiters (both agencies and employers) advertise their positions to millions of registered jobseekers.

For customised data enquiries,
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