



2023/11



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 significant decrease in recruitment during September, **recruitment activity increased in October (+7%)**. This increase was driven by a moderate uptake in hiring activity for the Admin, Office & Support as well as IT and Finance sectors.

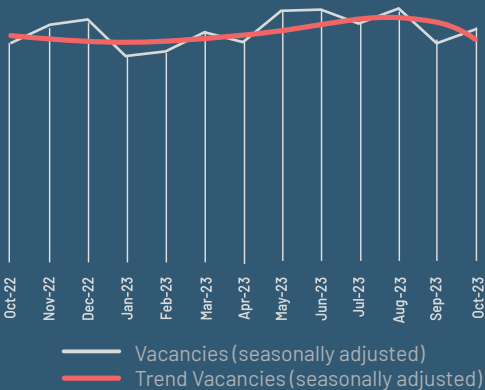
Year-on-year, **hiring activity is up by 6%**, compared to October 2022.

Although hiring activity increased for Admin, Office & Support and IT professionals over the past month, over the last three months hiring slowed down. **The Business & Management sector** also saw a 3-month decline in recruitment.

On the other hand, slight improvements in hiring activity were evident in the **Architecture & Engineering, Cleaning, Maintenance & Repair** and **Marketing** sectors over the last three months.

Recruiters, list your jobs here ➤

Monthly job postings
Recruitment Activity over the past 13 months



▲ Growing hiring activity in the past three months

When comparing hiring activity over the last three months (August, September, October 2023) with the previous three months (May, June, July 2023), there is an uptake in recruitment for Architecture & Engineering as well as Cleaning, Maintenance & Repair and Marketing professionals.

**Architecture
& Engineering**
+8%

Civil / Structural
Engineering

**Cleaning,
Maintenance
& Repair**
+5%

Vehicle & Mobile Equipment
Installation / Repair

Marketing
+4%

Brand
Management

▼ Declining hiring activity in the past three months

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

Software Development

**Information
Technology**
-6%

Business
Analysis

Teller / Cashier

**Admin, Office
& Support**
-9%

Middle / Department Management

Executive
Management
/ Director

**Business &
Management**
-4%

Staff
Recruitment
/ Selection

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 SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

The Department of Home Affairs periodically releases a Critical Skills list, which aims to attract foreign professionals with locally scarce skills into South Africa to resolve economic bottlenecks resulting from skill shortages.

There have been three updates made to the Critical Skills list over the last two years: February 2022, August 2022, and – most recently – in October 2023.

In addition, South Africa has recently launched the **Trusted Employer Scheme**, which allows South African registered operational companies to potentially benefit from simplified visa applications, accelerated visa processing times for skilled foreign workers, and support from the dedicated Trusted Employer Unit within the Department of Home Affairs.

**Looking at the latest recruitment trends in the local market:
Which jobs and professions are in high demand that lack
suitably skilled local professionals?**

CareerJunction analysed the latest recruitment trends over the last six months to investigate the latest professions that are in highest demand with limited or scarce talent pools.

Job sectors most affected by skill shortages:

- Information Technology
- Finance
- Engineering
- Medical & Health



**When looking at specific
types of professionals
in high demand, IT
professionals remain
at the top in terms of
scarce talent in South
Africa. Specifically, IT
professionals in:**

- Software Development,
- Technical / Business
Architecture,
- Database Design /
Development / Administration,
- Systems Analysis,
- Data Analysis / Data
Warehousing and
- Business Analysis.

**Further, the following
Finance skills are high in
demand, but recruitment
to find the right talent is
difficult:**

- Actuarial Management /
Administration,
- Taxation,
- Financial Analysis,
- External Auditing and
- Investment Management.

Other severe skill shortages are evident in Engineering, particularly **Civil / Structural Engineering** as well as Medical professionals, especially professionals in **Nursing / Professional Caregiving**.

SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

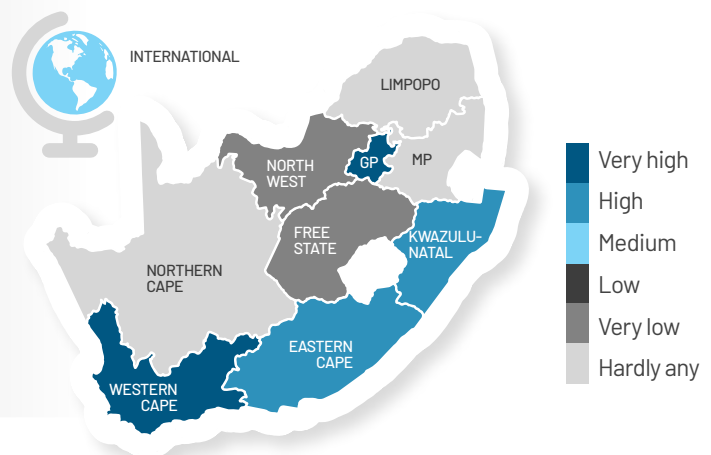
SKILL SHORTAGE #1

Software Development

Software Development professionals are in **very high demand** in Gauteng and the Western Cape, and in high demand in KwaZulu-Natal and the Eastern Cape.

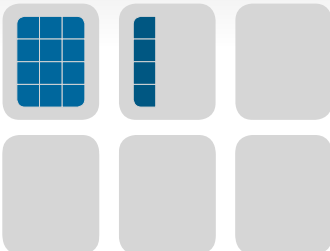
Software Developers, Programmer Analysts and Developer Programmers are on the Critical Skills list.

REGIONAL DEMAND



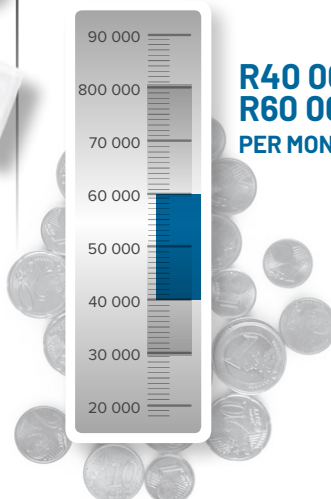
AVERAGE STAY BY CANDIDATES IN THEIR JOBS

1 YEAR AND 4 MONTHS

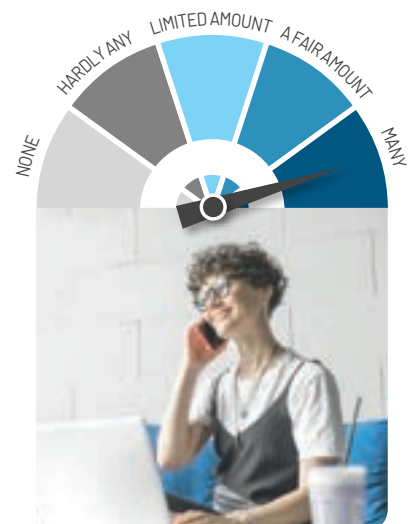


MARKED-RELATED SALARY OFFERS

R40 000 TO
R60 000
PER MONTH



WORK-FROM-HOME OPPORTUNITIES



SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

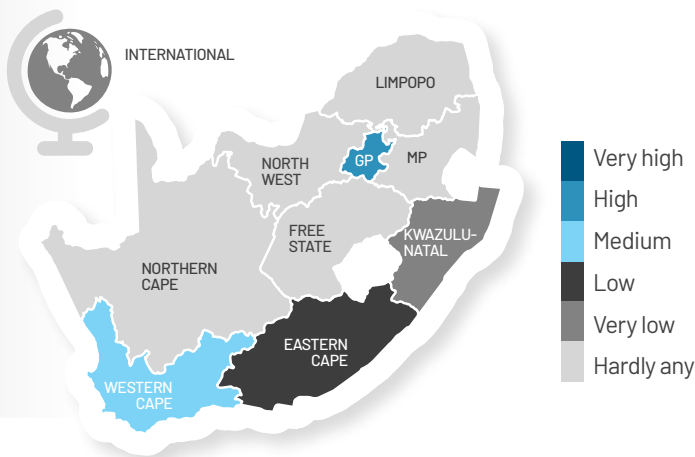
SKILL SHORTAGE #2

Technical / Business Architecture

Technical / Business Architecture professionals are in **high demand** in Gauteng and in **medium demand** in the Western Cape.

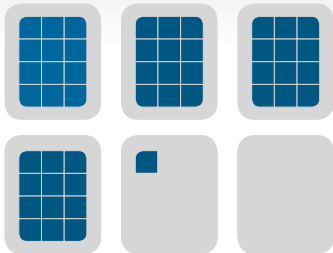
Applications Programmers are on the Critical Skills list.

REGIONAL DEMAND



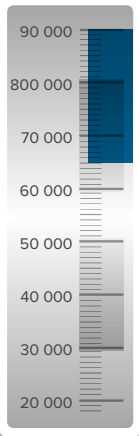
AVERAGE STAY BY CANDIDATES IN THEIR JOBS

4 YEARS AND 1 MONTH



MARKED-RELATED SALARY OFFERS

R65 000 TO
R90 000
PER MONTH



WORK-FROM-HOME OPPORTUNITIES



SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

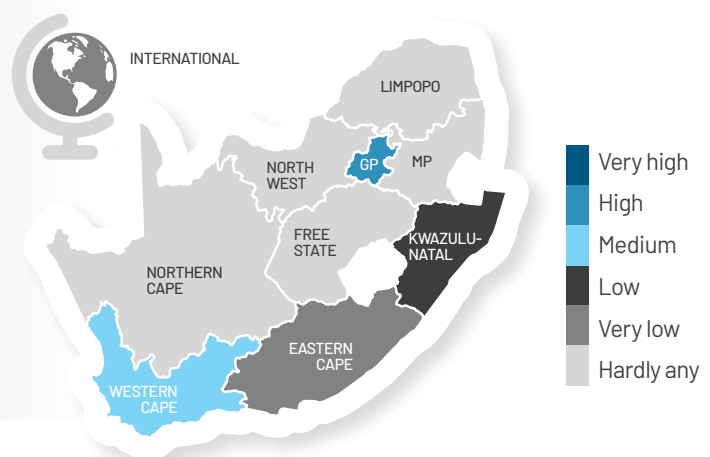
SKILL SHORTAGE #3

Database Design / Development / Administration

Database Design / Development / Administration professionals are in **high demand** in Gauteng and in **medium** demand in the Western Cape.

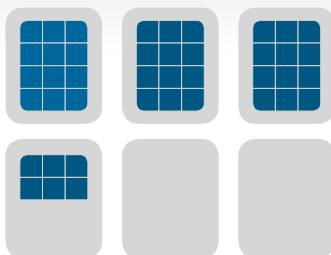
Database Design / Development / Administration professionals are **not** on the Critical Skills list.

REGIONAL DEMAND



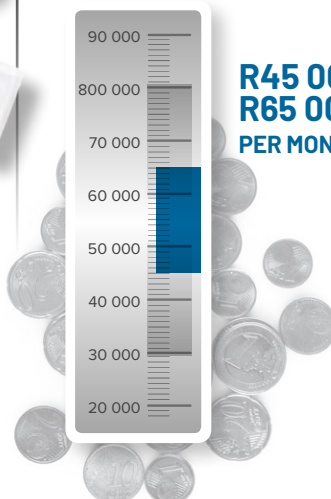
AVERAGE STAY BY CANDIDATES IN THEIR JOBS

3 YEARS AND 6 MONTHS



MARKED-RELATED SALARY OFFERS

R45 000 TO
R65 000
PER MONTH



WORK-FROM-HOME OPPORTUNITIES



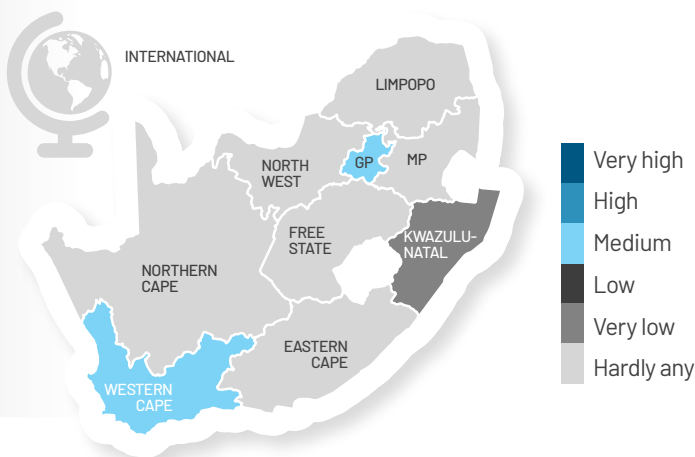
SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

SKILL SHORTAGE #4

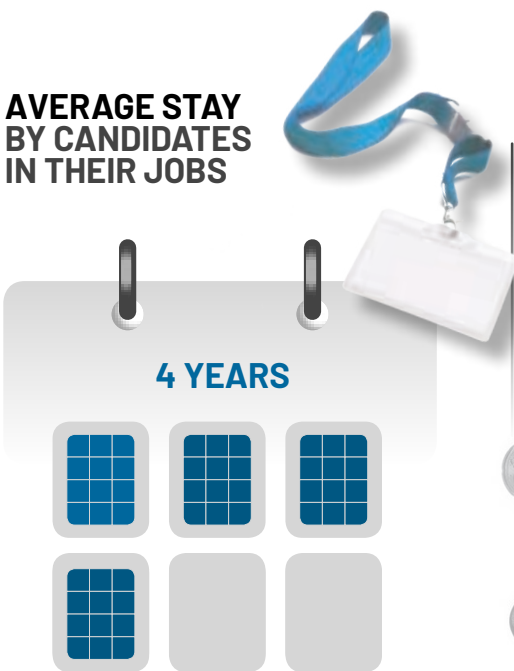
Actuarial Management / Administration

Actuarial Management /
Administration professionals
are in **medium demand** in
Gauteng and the Western Cape.
Actuaries are on the Critical
Skills list.

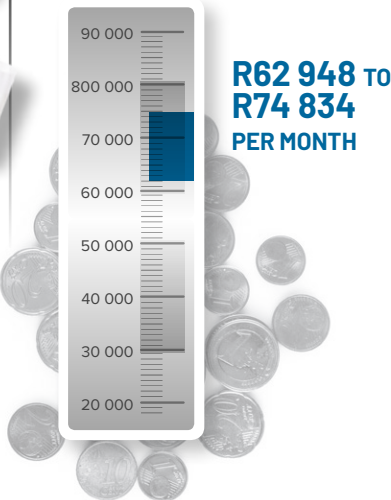
REGIONAL DEMAND



AVERAGE STAY BY CANDIDATES IN THEIR JOBS



MARKED-RELATED SALARY OFFERS



WORK-FROM-HOME OPPORTUNITIES



SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

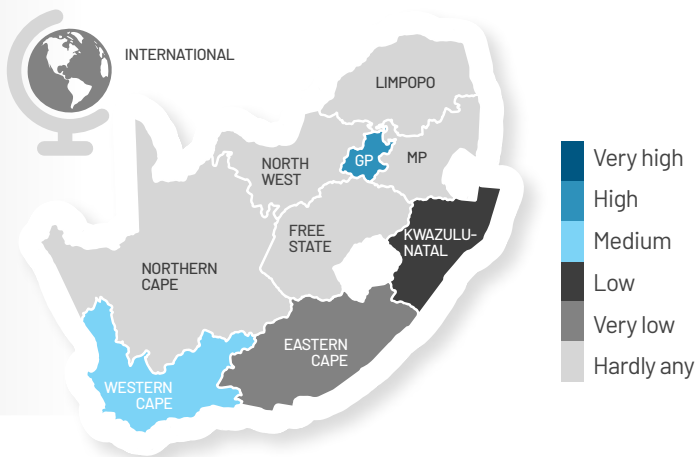
SKILL SHORTAGE #5

Taxation

Taxation professionals are in **high demand** in Gauteng and in **medium demand** in the Western Cape.

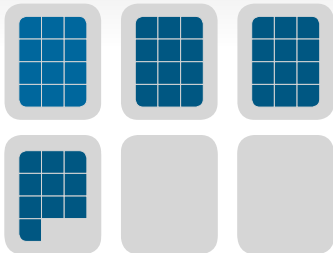
Tax professionals are on the Critical Skills list.

REGIONAL DEMAND



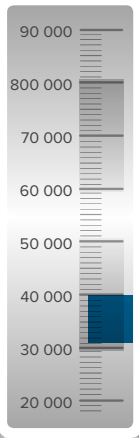
AVERAGE STAY BY CANDIDATES IN THEIR JOBS

3 YEARS AND 10 MONTHS



MARKED-RELATED SALARY OFFERS

R30 900 to
R39 800
PER MONTH



WORK-FROM-HOME OPPORTUNITIES





SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

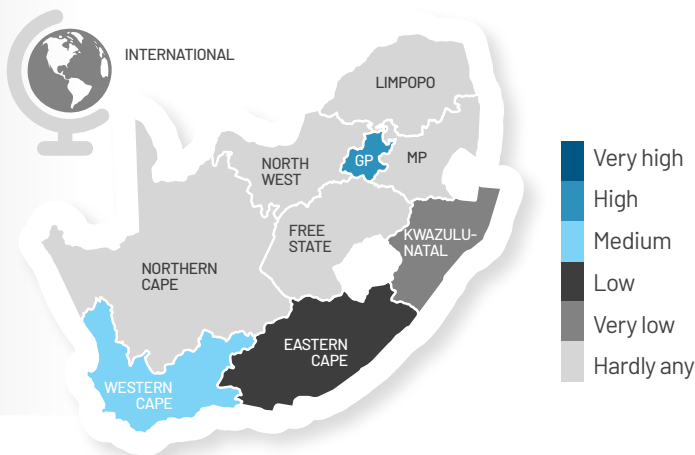
SKILL SHORTAGE #6

Systems Analysis

Systems Analysis professionals are in **high demand** in Gauteng and in **medium demand** in the Western Cape.

ICT Systems Analysts are on the Critical Skills list.

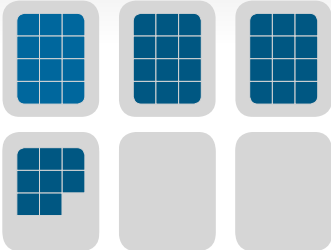
REGIONAL DEMAND



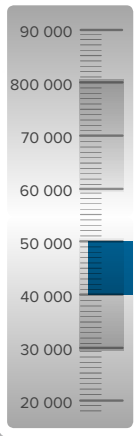
AVERAGE STAY BY CANDIDATES IN THEIR JOBS



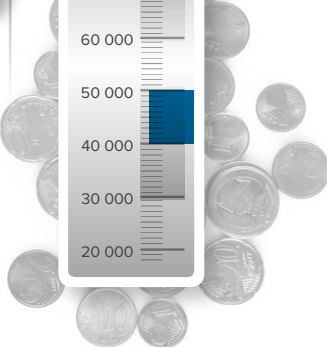
3 YEARS AND 8 MONTHS



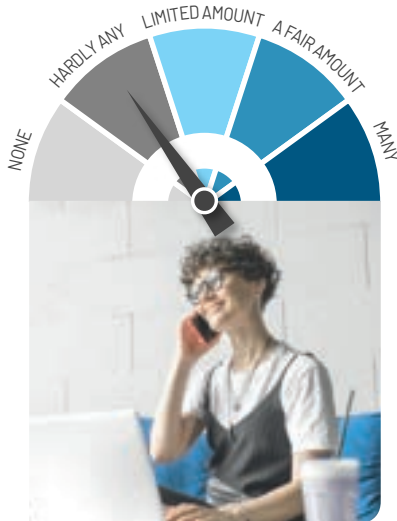
MARKED-RELATED SALARY OFFERS



R40 000 TO
R50 000
PER MONTH



WORK-FROM-HOME OPPORTUNITIES





SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

SKILL SHORTAGE #7

Financial Analysis

Financial Analysis professionals are in **high demand** in Gauteng and in medium demand in the Western Cape.

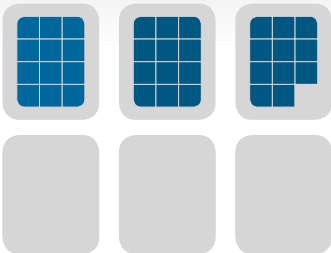
Financial Analysis professionals are **not** on the Critical Skills list.

REGIONAL DEMAND



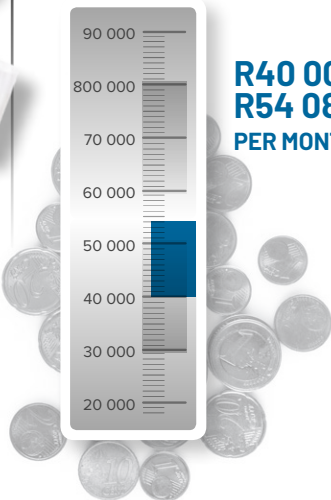
AVERAGE STAY BY CANDIDATES IN THEIR JOBS

2 YEARS AND 11 MONTHS



MARKED-RELATED SALARY OFFERS

R40 000 TO
R54 083
PER MONTH



WORK-FROM-HOME OPPORTUNITIES





SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

SKILL SHORTAGE #8

Civil / Structural Engineering

Civil / Structural Engineering professionals are in **high demand** in Gauteng and in **medium demand** in the Western Cape and KwaZulu-Natal.

Civil Engineers are on the Critical Skills list.

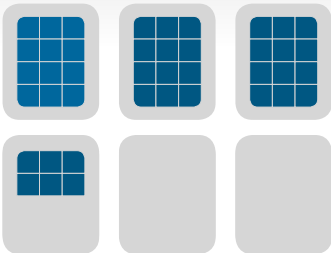
REGIONAL DEMAND



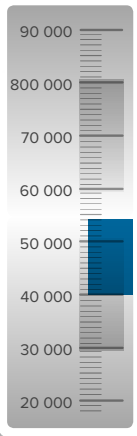
AVERAGE STAY BY CANDIDATES IN THEIR JOBS



3 YEARS AND 6 MONTHS

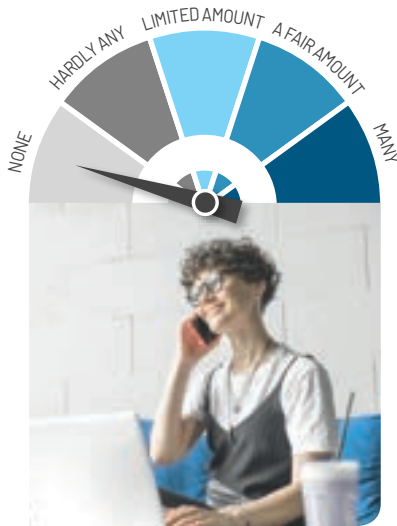


MARKED-RELATED SALARY OFFERS



R41 667 TO
R65 833
PER MONTH

WORK-FROM-HOME OPPORTUNITIES



SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

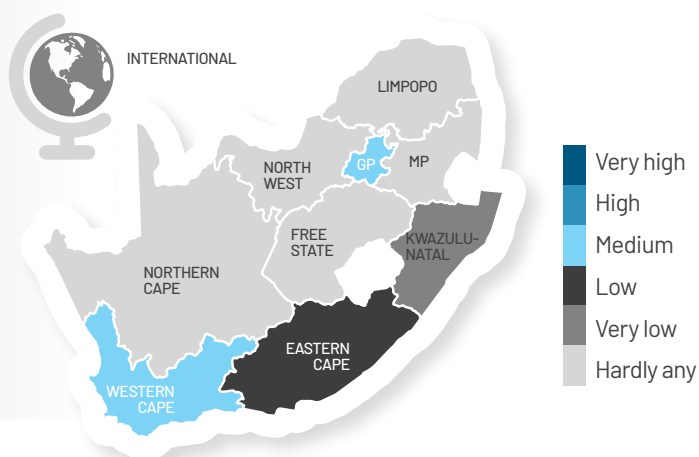
SKILL SHORTAGE #9

External Auditing

External Auditing professionals are in **medium demand** in Gauteng and the Western Cape.

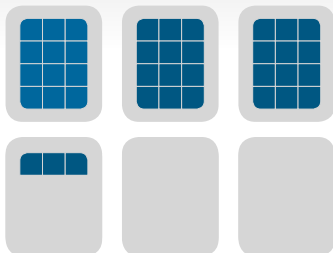
External Auditors are on the Critical Skills list.

REGIONAL DEMAND



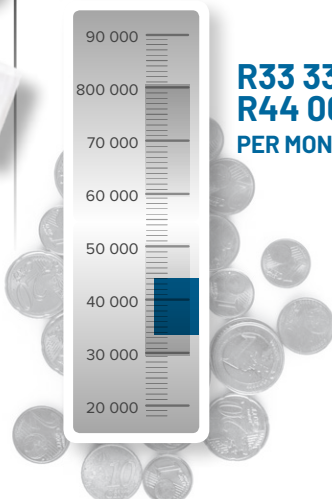
AVERAGE STAY BY CANDIDATES IN THEIR JOBS

3 YEARS AND 3 MONTHS

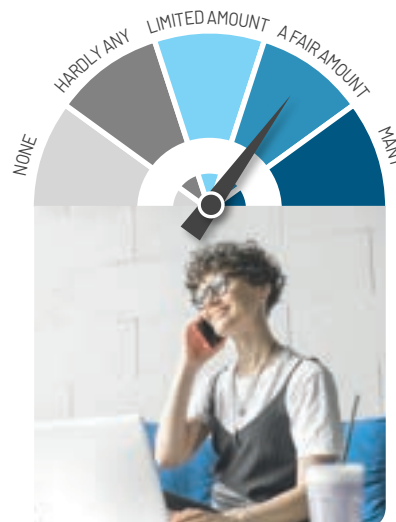


MARKED-RELATED SALARY OFFERS

R33 333 TO
R44 000
PER MONTH



WORK-FROM-HOME OPPORTUNITIES





SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

SKILL SHORTAGE #10

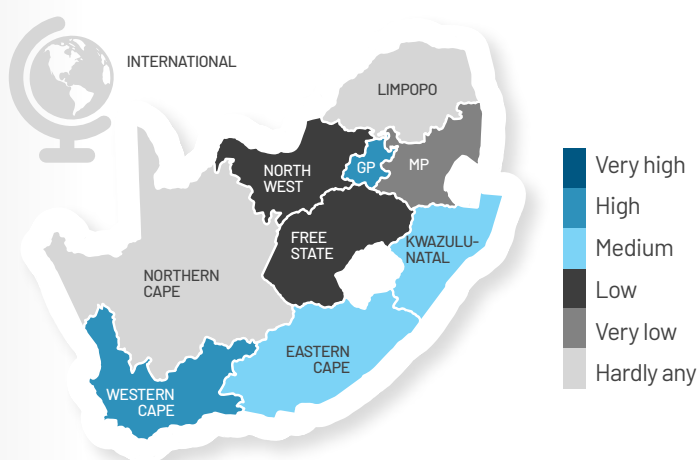
Nursing / Professional Care Giving

Nursing / Caregiving professionals are in **high demand** in Gauteng and the Western Cape, and in **medium demand** in KwaZulu-Natal and the Eastern Cape.

There are **six types of Registered Nurses** on the Critical Skills list:

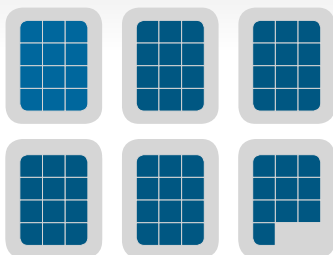
1. Intensive / Critical Care nursing
2. Mental Health (psychiatric) nursing
3. Peri-operative nursing (Theater technique)
4. Emergency nursing (Trauma)
5. Child nursing (Paediatrics)
6. Midwife Specialist

REGIONAL DEMAND



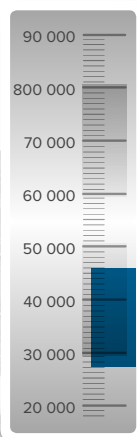
AVERAGE STAY BY CANDIDATES IN THEIR JOBS

5 YEARS AND 10 MONTHS

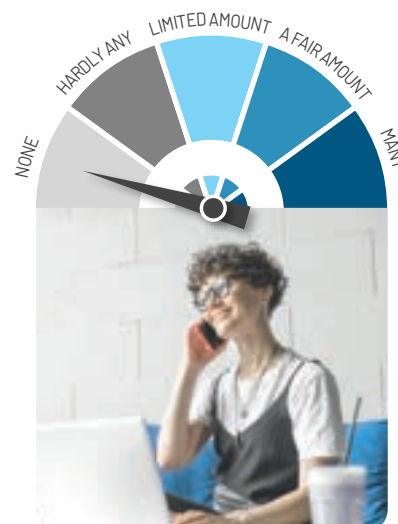


MARKED-RELATED SALARY OFFERS

R27 100 TO
R46 000
PER MONTH



WORK-FROM-HOME OPPORTUNITIES



SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

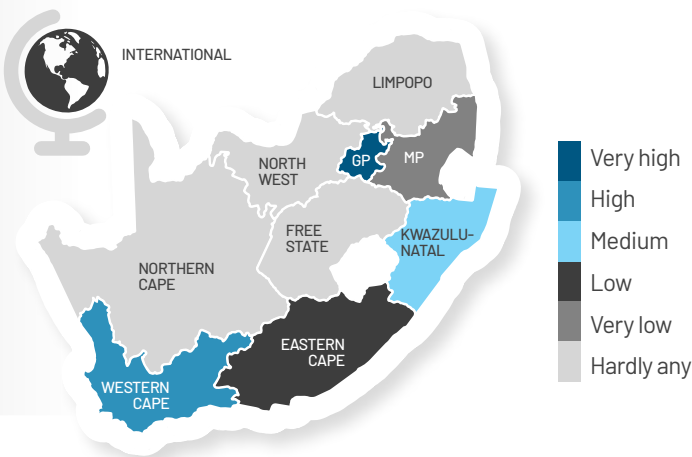
SKILL SHORTAGE #11

Data Analysis / Data Warehousing

Data Analysis / Data Warehousing professionals are in **very high demand** in Gauteng, in **high demand** in the Western Cape, and in medium demand in KwaZulu-Natal.

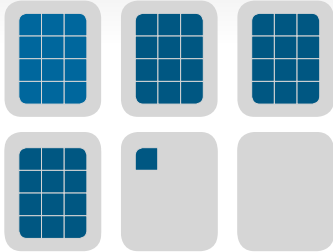
Data Scientists are on the Critical Skills list.

REGIONAL DEMAND



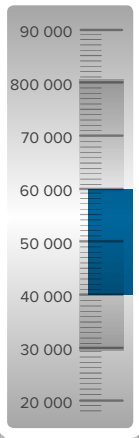
AVERAGE STAY BY CANDIDATES IN THEIR JOBS

4 YEARS AND 1 MONTHS

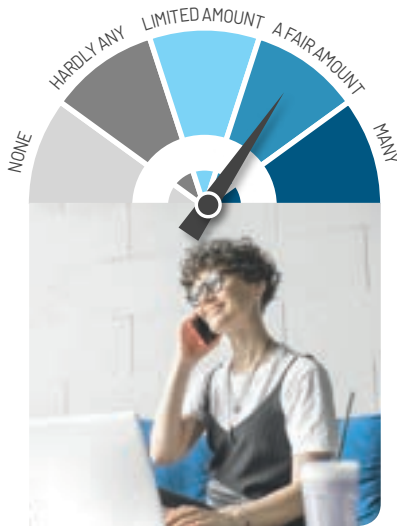


MARKED-RELATED SALARY OFFERS

R40 000 TO
R60 000
PER MONTH



WORK-FROM-HOME OPPORTUNITIES



SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

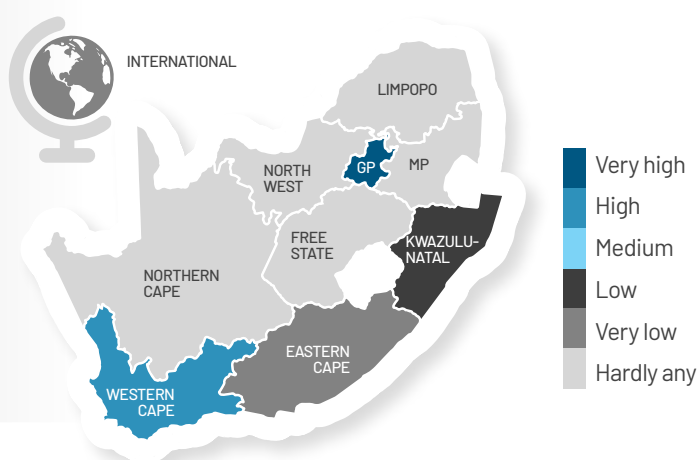
SKILL SHORTAGE #12

Business Analysis

Business Analysis professionals are in **very high demand** in Gauteng and in **high demand** in the Western Cape.

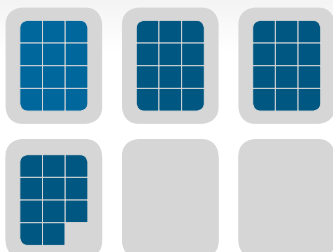
Business Analysis professionals are **not** on the Critical Skills list.

REGIONAL DEMAND



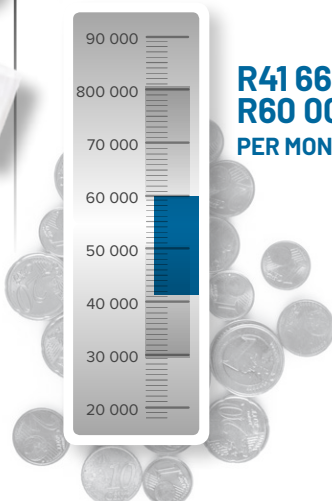
AVERAGE STAY BY CANDIDATES IN THEIR JOBS

3 YEARS AND 11 MONTHS



MARKED-RELATED SALARY OFFERS

R41 667 TO
R60 000
PER MONTH



WORK-FROM-HOME OPPORTUNITIES



SPOTLIGHT ON SOUTH AFRICA'S MOST SEVERE SKILL SHORTAGES

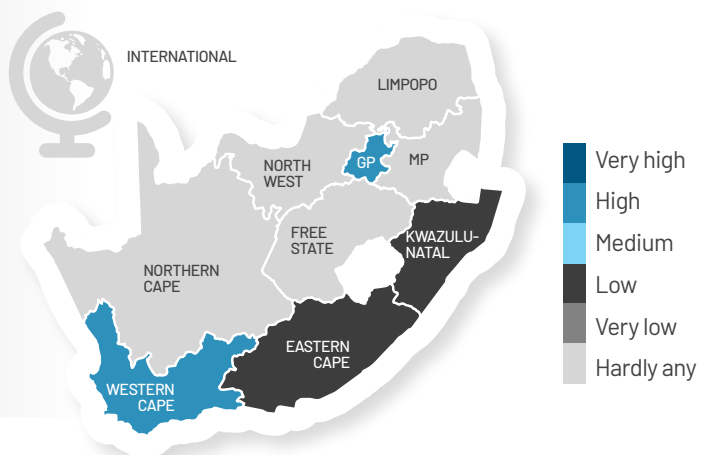
SKILL SHORTAGE #13

Investment Management

Investment Management professionals are in **high demand** in Gauteng and the Western Cape.

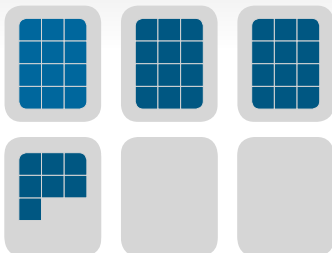
Investment Analysts, Investment Managers and **Investment Advisors** are on the Critical Skills list.

REGIONAL DEMAND



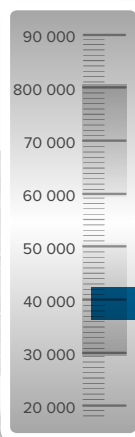
AVERAGE STAY BY CANDIDATES IN THEIR JOBS

3 YEARS AND 7 MONTHS



MARKED-RELATED SALARY OFFERS

R36 500 TO
R42 500
PER MONTH



WORK-FROM-HOME OPPORTUNITIES



CANDIDATE TRENDS

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



RESTAURANT & HOSPITALITY

Counter / Waiter / Bartender
Chef / Cook



LEGAL

Drafting & Paralegal
Prosecutor / Advocate



MEDICAL & HEALTH

Nursing / Professional Caregiving
Medical Assistance & Support

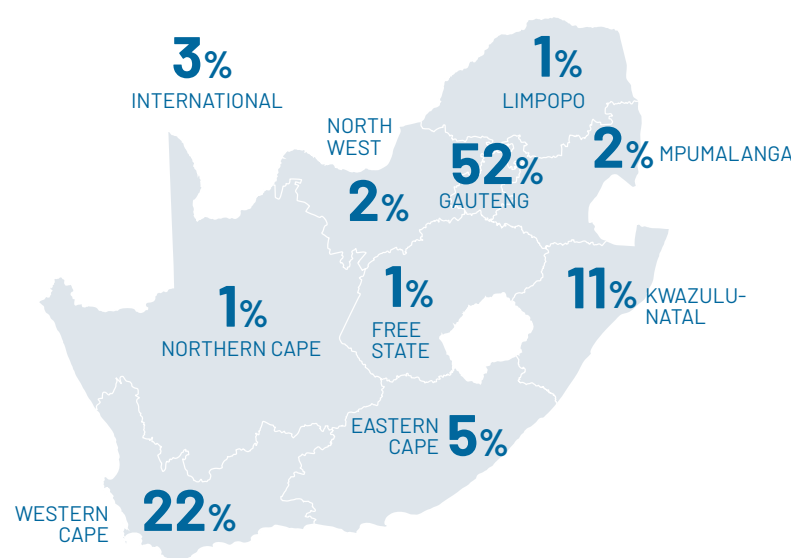


BUILDING & CONSTRUCTION

Electrician
Consulting Engineering
Quantity Surveying

Jobseekers, register your CV >

RECRUITMENT PER LOCATION



Gauteng remains the largest employment hub in South Africa (52%), followed by the Western Cape (22%) and KwaZulu-Natal (11%).

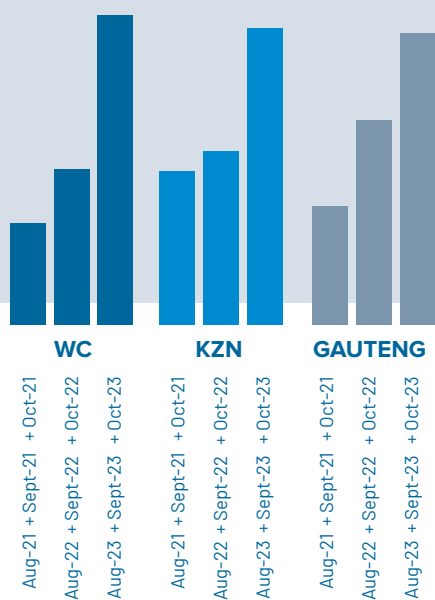
REGIONAL DEMAND BY PROFESSION



BUILDING & CONSTRUCTION

Across the Western Cape, KwaZulu-Natal and Gauteng provinces, demand for Building & Construction professionals went up consistently from August–October 2021 to August–October 2023.

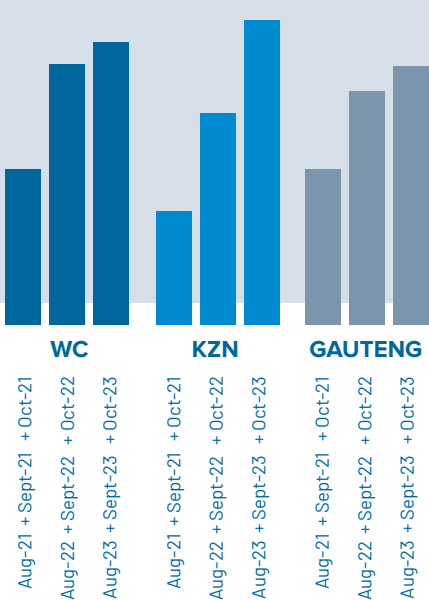
This sector has seen a significant increase in hiring activity year-on-year (2022 to 2023). Gauteng has seen an increase of +41%; KwaZulu-Natal has seen an increase of +70%; and the Western Cape has seen an increase of +98%.



ARCHITECTURE & ENGINEERING

Similar to Building & Construction, demand for Architecture & Engineering professionals has increased across all three provinces over the past three years.

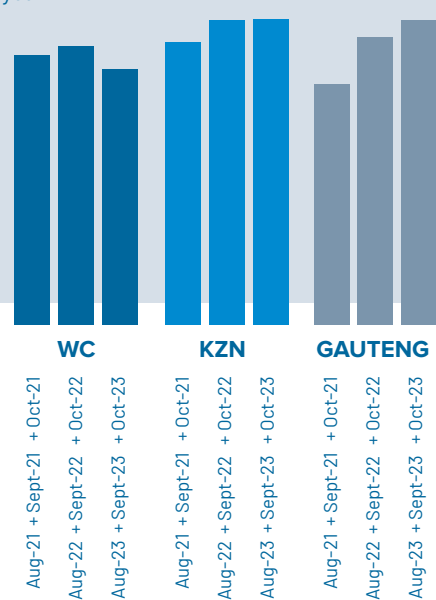
KwaZulu-Natal has experienced a significant increase in recruitment activity over the last year (+43%); Gauteng has seen an increase of +10%; and the Western Cape has seen an increase of +8%.



MANUFACTURING & ASSEMBLY

In Gauteng and KwaZulu-Natal, demand for Manufacturing & Assembly professionals grew from August–October 2021 to August–October 2023. Since October 2022, hiring activity has continued to grow slightly, with Gauteng seeing an increase of +4% and KwaZulu-Natal seeing an increase of +1% year-on-year.

The Western Cape saw a slight increase in demand for Manufacturing & Assembly professionals from 2021 to 2022. Since October 2022, however, hiring activity in this province has decreased by -8% year-on-year.



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:
Marketing



Next month:
Design, Media & Arts

75.9%

EE Candidates

60.1%

Candidates
residing in Gauteng

46.8%

Candidates willing
to relocate

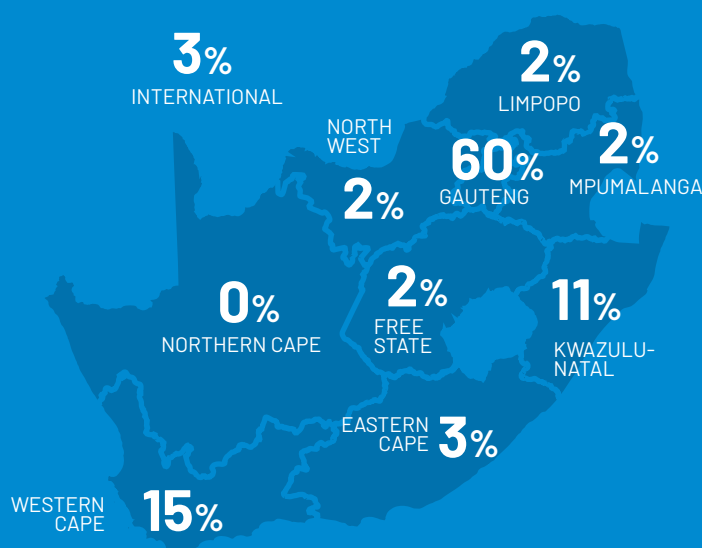
**4 years and
11 months**

Average stay
by candidates in
their jobs

51%

Candidates
with a tertiary
qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	2%
Matric	12%
Certificate	10%
Professional qualification	2%
Diploma	18%
Degree	19%
Honours	8%
Masters	5%
Doctorate	1%

No qualification records for
23% of Marketing.

MARKET-RELATED SALARY

offerings for top in-demand skills



SEO Specialist

from R17 977 to R22 443 per month



Digital Marketing Manager

from R38 014 to R55 115 per month



Marketing Assistant

from R15 275 to R21 523 per month

MOST IN-DEMAND ROLES



- Brand Manager
- Marketing Coordinator
- Product Manager

Jobseekers, find jobs in Marketing





South Africa's #1 Quality Candidate Provider.

CareerJunction is part of the global JobTech giant, The Stepstone Group. Since 1997, we have empowered job seekers and recruiters to find each other using our world-class, locally developed recruitment solutions.

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,
get it touch at insights@careerjunction.co.za

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