

Pnet. **JOB MARKET TRENDS**

REPORT FEB 2024



Produced to provide insights into South African online labour market trends, this monthly report reviews local hiring activity as well as regional job trends.

In each edition we spotlight those jobs and job sectors that have been most in demand over the previous month. We provide a snapshot on a job sector unpacking demographic data to guide recruiters in their planning and knowledge of each sector and to give job seekers a view on what is hot and happening in the jobs market. Every edition includes a special feature unpacking relevant topics of interest.

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- Trending Sectors

Get an overview of how the Job Market is performing and what jobs and sectors are trending right now!



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- Sector Snapshot Medical & Health

Every month we explore another job sector with interesting candidate statistics and salary information. In this month's report, we look at the Medical & Health sector.



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- The Rise of Artificial Intelligence

This month's special feature: Learn how AI has impacted South Africa's job market and what the latest AI job trends are.



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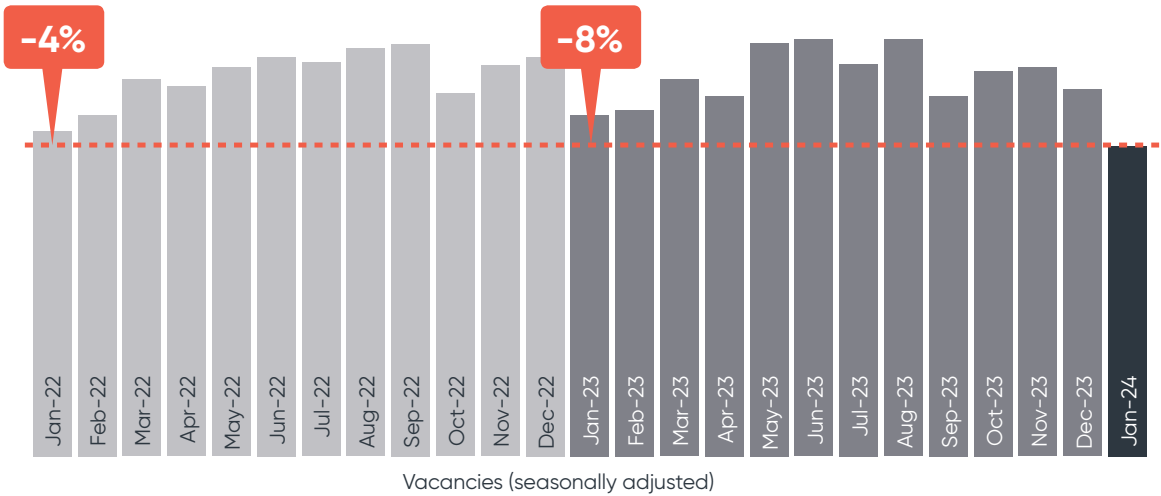
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- Regional Job Trends

A regional view on the latest job market trends. We are taking a closer look at three provinces, while the provinces will rotate every month.

JOB MARKET ACTIVITY

MONTHLY JOB POSTINGS



From January 2022 to January 2024 there was a **-4%** decrease in recruitment activity.

Year-on-year, hiring activity decreased by **-8%**, compared to January 2023.

January 2024 showed low hiring activity for this time of the year. This is partly attributed to the long school holiday period. School holidays have a significant impact on economic activity

and productivity since a substantial part of the country's workforce takes leave during school holidays. In 2022, the first day of school was 12 January; in 2023 the first day of school was 11 January; this year the first day of school was 17 January. As a result, January 2024 was left with significantly less working days (after the school holidays) compared to the years before. This factor had an immediate impact on hiring and economic activity.

TRENDING JOBS

Analysing last month's hiring activity, these are the latest trending jobs that are showing increased demand for workers and professionals.

- 1**
Retail (Sales)

- 2**
Credit Management (Finance)

- 3**
Accounts Payable / Receivable (Finance)

- 4**
Bookkeeping (Finance)

- 5**
Representative / Sales Consulting (Sales)

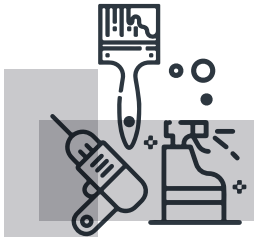

RECRUITERS
list your jobs here.

TRENDING JOB SECTORS

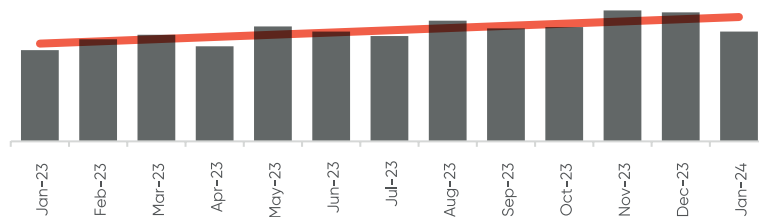
Sector-specific hiring activity trends can provide valuable insights into the local job market and South African economy. Stable and increasing recruitment activity indicates confidence in the local economy and business growth.

The top trending sectors showing year-on-year growth are shown below.

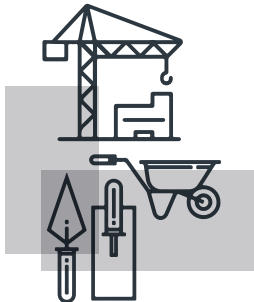
Cleaning, Maintenance & Repair



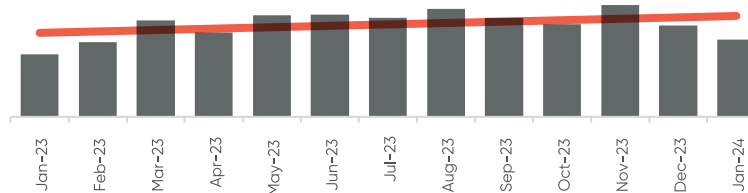
- Year-on-year, there was a +20% increase in hiring activity.
- This sector has seen stable hiring activity over the past 13 months.
- In Q4:2023 this sector experienced elevated hiring activity.



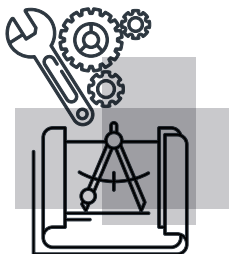
Building & Construction



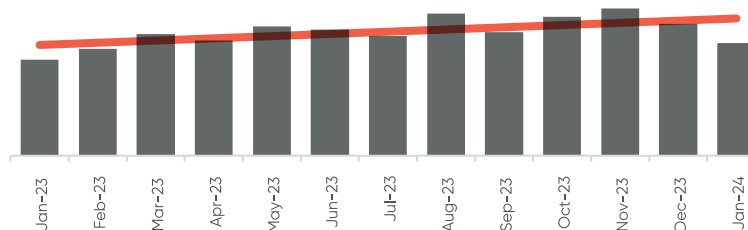
- Year-on-year, there was a +23% increase in hiring activity.
- Although hiring activity has decreased over the last 2 months, this sector experienced growing recruitment activity throughout most of 2023.



Architecture & Engineering



- Year-on-year, there was a +17% increase in hiring activity.
- This sector experienced a dip in hiring activity over the last 2 months, however hiring activity remained steady in 2023.



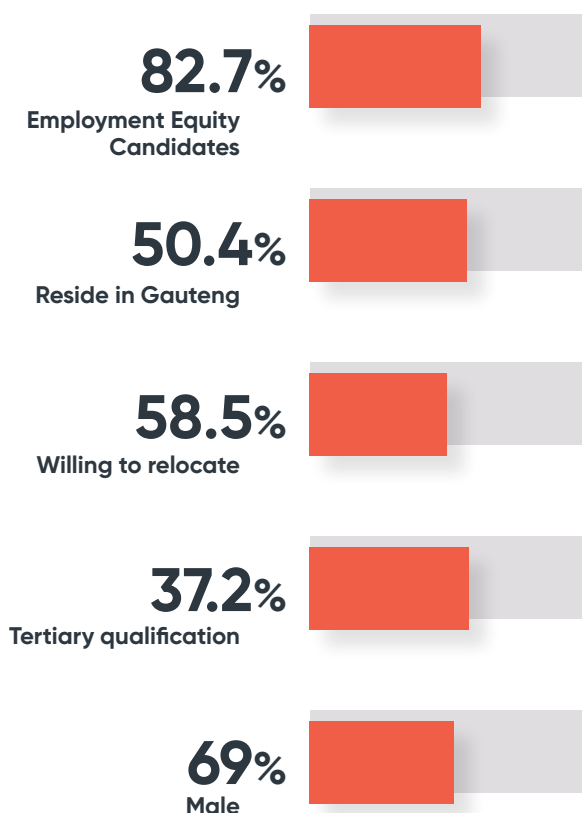
SNAPSHOT OF THE MEDICAL & HEALTH SECTOR



AVERAGE STAY BY CANDIDATES IN THEIR JOBS

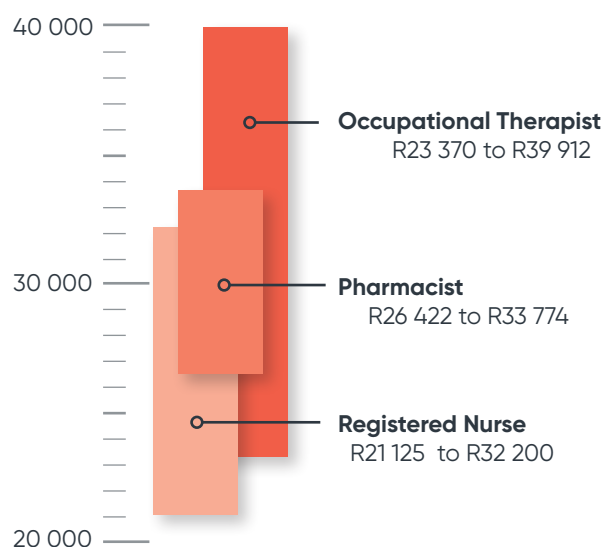
3 YEARS

CANDIDATE TRENDS FOR MEDICAL & HEALTH



WHAT'S BEEN OFFERED?

Market-related monthly salaries (CTC)
for top in-demand skills



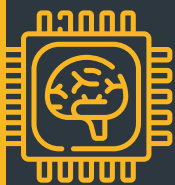
FIND JOBS
in Medical & Health



THE RISE OF ARTIFICIAL INTELLIGENCE

"In the rapidly evolving landscape of technology, Artificial Intelligence (AI) has emerged as a driving force behind transformative innovations. As industries embrace AI to enhance efficiency and productivity, the demand for skilled professionals in the AI sector is skyrocketing." – ChatGPT

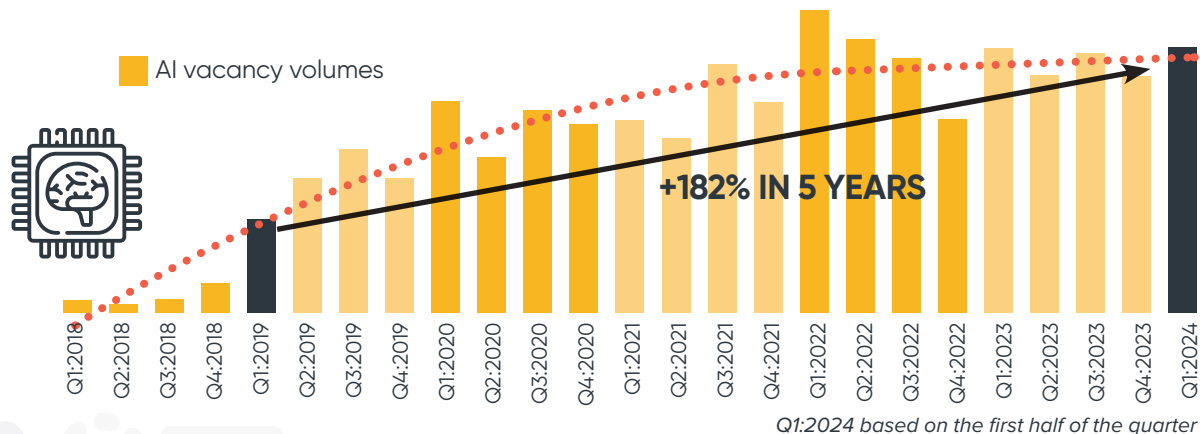
Artificial Intelligence (AI) is no longer just a buzzword... it is changing the world (especially the business world) at an exponential rate. Although many people are still wary about AI, the fact is that most of us use it on daily basis already. Some examples are personalised online advertising, online search engines like Google, and chatbots / digital assistants like Siri and Waze. Other great examples of AI are self-driving cars and manufacturing robots.



THE RISE OF ARTIFICIAL INTELLIGENCE

The bottom line is that as much as AI might seem to be a distant and mysterious technology, we have already started embracing it and reaping the benefits in our everyday lives. To this end, Pnet's research uncovers the latest job market trends and compelling insights surrounding AI jobs in South Africa.

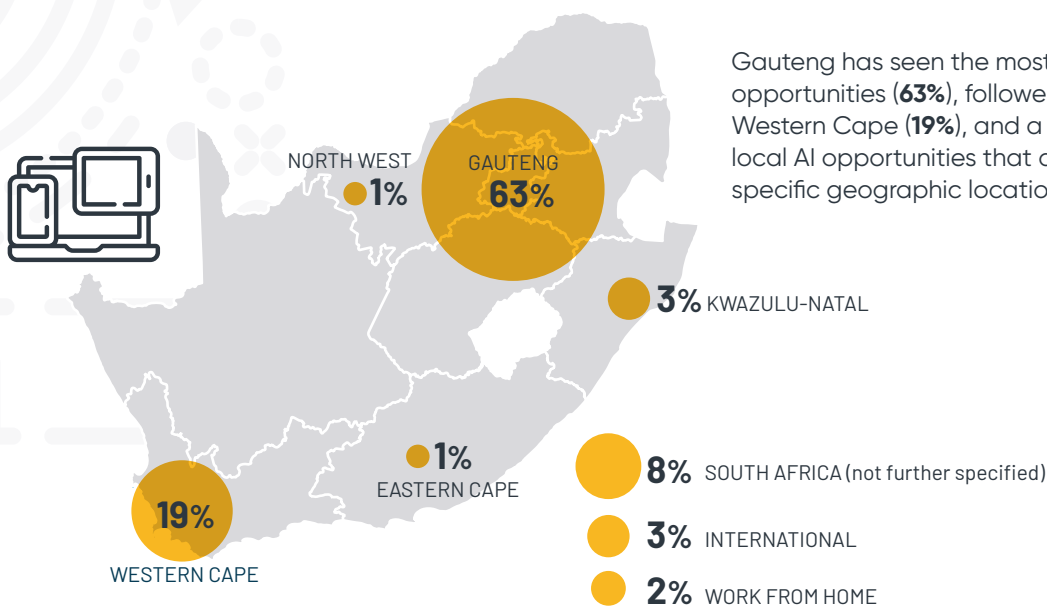
THE RISE OF AI IN THE JOB MARKET

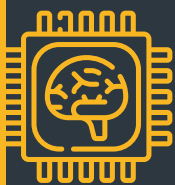


AI is starting to be more commonly integrated into the South African business world. As a result, AI specialists and professionals are increasingly demanded. Over the past 5 years there has been a staggering +182% increase of AI vacancies.

AI HOTSPOTS

Where in South Africa are AI candidates needed?





THE RISE OF ARTIFICIAL INTELLIGENCE

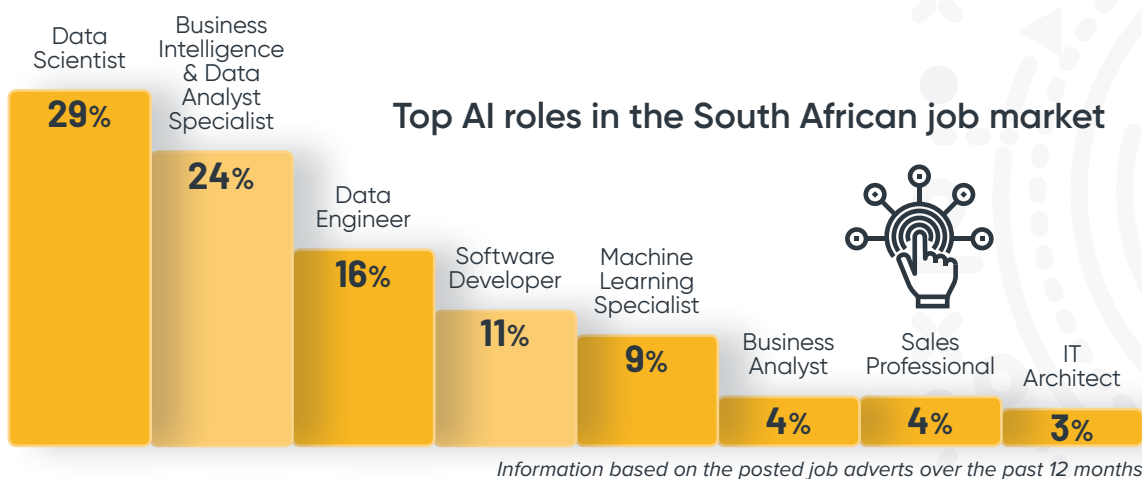
WHAT ARE TYPICAL AI JOB ROLES?

Analysing the job market over the last 12 months, the majority of AI job roles are IT- related.

The top 3 in-demand AI roles are:

- **Data Scientist**
- **Data Engineer**
- **Data Analyst**

However, other job roles where AI skills are demanded are Software developers (**11%**), Machine learning Specialists (**9%**), Business Analysts (**4%**), Sales professionals (**4%**) and IT Architects (**3%**).

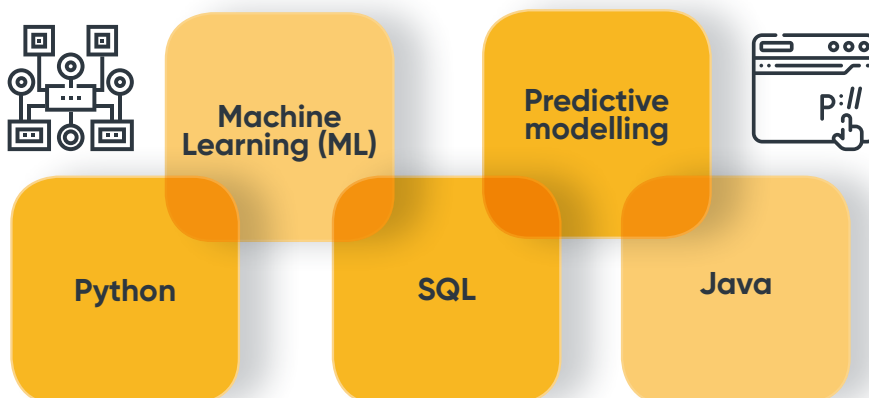


The distribution of AI job roles over the last 12 months clearly shows that the majority of AI job roles are allocated to Data Scientists, Business Intelligence (BI) and Data Analysis specialists.

TOP 5 AI SKILLS

Analysing vacancies allocated to AI candidates, it is apparent that strong skills in programming, data science, statistics, analytics and machine learning are crucial in the AI space.

These are the top key skills employers are looking for in AI candidates:



REGIONAL JOB TRENDS

A regional view on the latest job market trends.
Here we take a closer look at three different provinces every month.

GAUTENG

Top in demand professionals:

- Finance
- Business & Management
- IT
- Sales
- Admin, Office & Support

In Gauteng, across all sectors, the most significant growth in hiring activity was evident in Building & Construction over the last 12 months. Although recruitment activity dipped slightly towards the end of 2023, year-on-year hiring activity for Building & Construction staff is up by **35%** in Gauteng.

LIMPOPO

Top in demand professionals:

- Business & Management
- Finance
- Admin, Office & Support

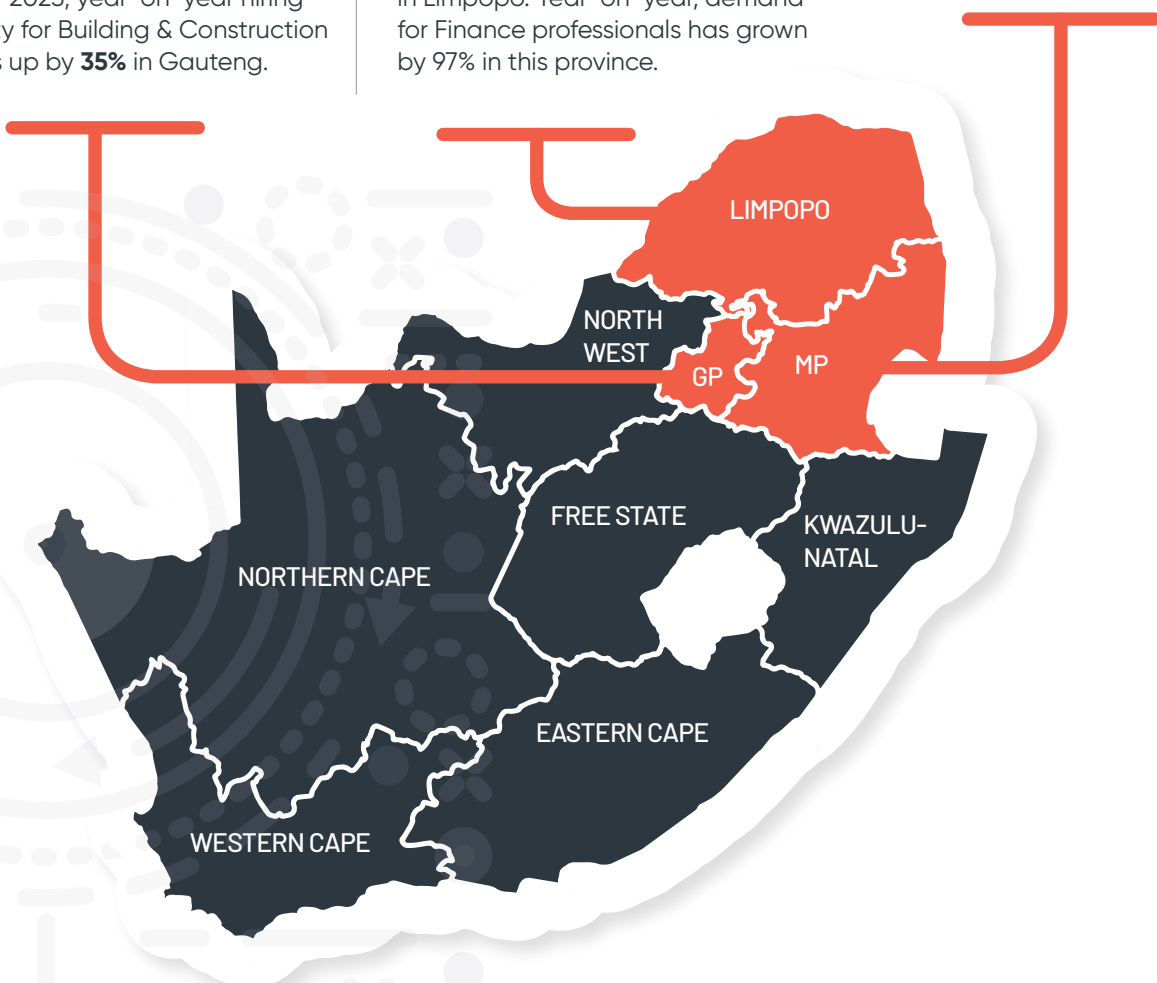
In Limpopo, demand for Business & Management staff saw continual growth for most of 2023. As a result, staff in this sector has increased by **97%** year-on-year. Hiring activity for Finance professionals has been growing consistently since September 2023 in Limpopo. Year-on-year, demand for Finance professionals has grown by 97% in this province.

MPUMALANGA

Top in demand professionals:

- Business & Management
- Admin, Office & Support
- Finance
- Sales

Mpumalanga experienced an uptake in hiring activity for Manufacturing & Assembly professionals in Q3:2023. Year-on-year, demand for Manufacturing & Assembly professionals has increased by **6%**.





Connections that Work

The Pnet Job Market Trends Report has been created and interpreted by our expert team of data insights specialists. The report is based on empirical data sourced from The Stepstone Group South Africa's online recruitment platforms, which currently hold a combined database of over 9 million registered users.

For any data-related queries or to discuss tailored insights solutions for your business, reach out to us at insights@pnet.co.za

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