

Pnet. JOB MARKET TRENDS

REPORT APR 2024



The Pnet Job Market Trends Report provides insights into recruitment and employment trends in the South African market. Developed to give local businesses a useful summary of the monthly trends shaping the recruitment market, the report also unpacks sector-specific insights – from both an employer and candidate perspective.

Recruiters can use our data to develop their recruitment strategies and to constructively guide and advise their HR talent-management solutions.

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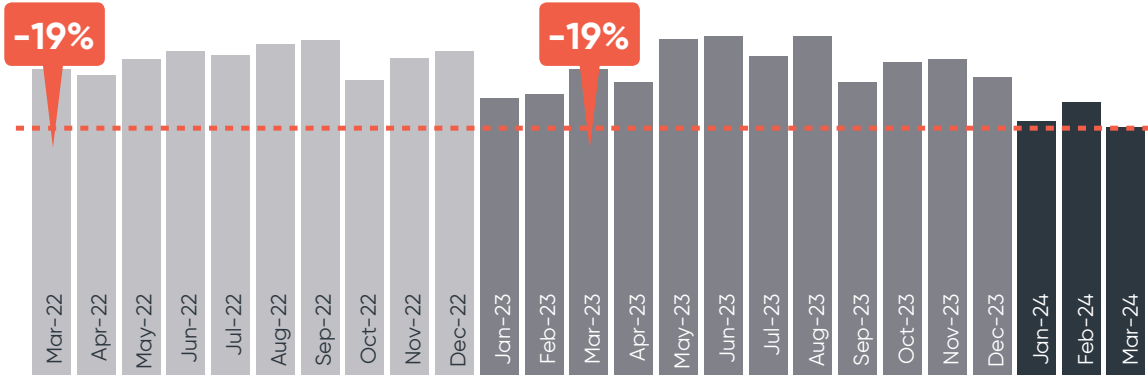
A regional view on the latest job market trends. We are taking a closer look at three provinces, while the provinces will rotate every months.

JOB MARKET ACTIVITY

MONTHLY JOB POSTINGS

Year-on-year, hiring activity decreased by -19%, compared to March 2023.

The trend for the two-year comparison is the same: recruitment activity has declined by -19% compared to March 2022.



Vacancies (seasonally adjusted)

Recruitment activity decreased from February to March 2024, which is unusual compared to the seasonal trend of the previous year. The South African recruitment market is clearly underperforming. This may be largely attributed to general concerns about political instability following the National Election on 29 May 2024. Although the African National Congress (ANC) party won with 57 percent of the vote in the last national election, **many polls** predict that it will dip below that 50 percent threshold.

"This year is the 30th anniversary of South Africa's first democratic elections, but millions of people continue to suffer from economic challenges similar to those during apartheid.

Most Black South Africans do not earn enough to meet their basic needs. Inequality and unemployment have increased, basic services like water and electricity are unreliable, racial disparities remain wide and political corruption has left many fed up with the country's democracy."

– New York Times

TRENDING JOBS

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

1

Business Analysis
Information Technology

2

Health, Safety & Environment
Admin, Office & Support

3

Executive Management
Business & Management

4

Building Project Management
Building & Construction

5

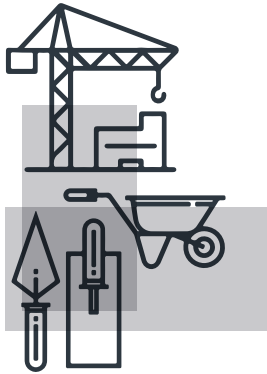
Data Analysis / Data Warehousing
Information Technology

RECRUITERS
list your jobs here.

TRENDING JOB SECTORS

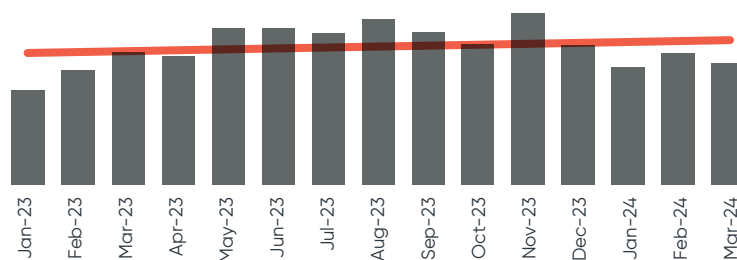
Sector-specific hiring activity trends can provide valuable insights into the local job market and South African economy. Stable and increasing recruitment activity indicates confidence in the local economy and business growth.

The top two trending sectors showing year-on-year growth remain the same as those in the previous month. They are shown below.

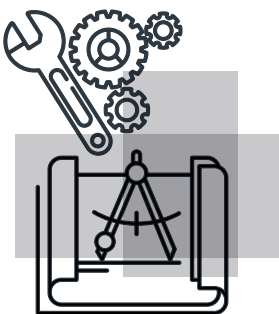


Building & Construction

- Hiring activity in this sector increased by **+8%** when comparing Q1:2023 and Q1:2024.
- Despite lower hiring activity over the past few months of 2024, quarterly hiring activity remains higher than a year ago.

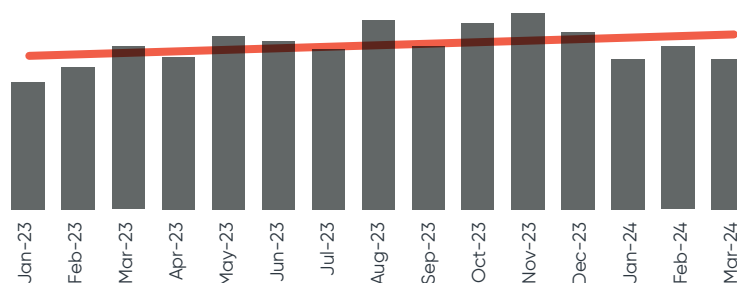


FIND
Building & Construction jobs



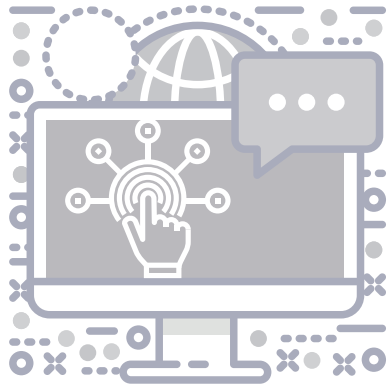
Architecture & Engineering

- Hiring activity in this sector increased by **+7%** when comparing Q1:2023 and Q1:2024.
- Although hiring activity decreased in 2024, the overall trend remains positive with more quarterly employment opportunities than there were a year ago.



FIND
Architecture & Engineering jobs

SNAPSHOT OF THE INFORMATION TECHNOLOGY SECTOR



AVERAGE STAY BY CANDIDATES IN THEIR JOBS

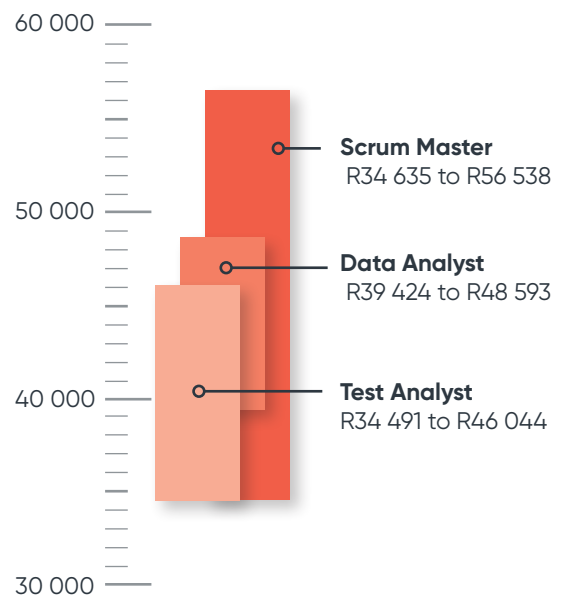
3 YEARS AND
2 MONTHS

CANDIDATE TRENDS FOR INFORMATION TECHNOLOGY

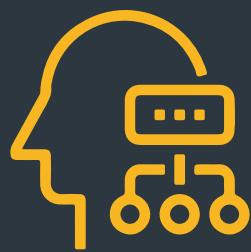


WHAT'S BEEN OFFERED?

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



FIND JOBS
in Information Technology



CRUNCHING THE NUMBERS: UNVEILING SOUTH AFRICA'S SKILLS DROUGHT

In PwC's 26th Annual Global CEO Survey, it was found that 45% of CEOs in sub-Saharan Africa and 52% worldwide think that not having enough skilled workers will hurt their company's profits in the next decade.

Skill shortages can harm businesses in several ways:

- Costs can go up because of higher salaries for scarce skills.
- Productivity can drop when essential skills are lacking, leading to heavier workloads and stress for existing staff.
- Projects may be delayed, and overall business growth can be limited as a result.

From a recruitment perspective, it is important to understand these challenges and plan accordingly for future hiring requirements to minimise the negative impact of skills shortages on businesses.

Pnet recently investigated scarce skills in the South African recruitment market. Upon analysing recruitment data with specific focus on application data of demanded talent pool and skills, Pnet's findings revealed skills shortages in the following sectors:



Engineering



Finance



IT



Medical & Health

Limited skills are also evident in the **Design, Media & Arts** and **Marketing** sectors.



CRUNCHING THE NUMBERS: UNVEILING SOUTH AFRICA'S SKILLS DROUGHT

JOB FIELDS THAT ARE SHORT OF SKILLS

The job fields below are particularly difficult to fill for employers trying to source the right talent for their vacancies.



ENGINEERING

Civil / Structural Engineering
Electronic Engineering

Engineering skills shortages

With increased demand for engineering skills like civil / structural engineering and electronic engineering, the lack of skilled professionals has become more evident over the last two years.



FINANCE

Actuarial Management / Administration
External Auditing
Taxation
Treasury

Finance skills shortages

Finance skills are in high demand in most parts of the country. As a result, recruitment for certain finance skills can become challenging when facing skills shortages.

Although severe skills shortages remain in Actuarial Management, External Auditing and Taxation, there has been an uplifting trend over the last few years and more talent is becoming available to fill these areas. On the other hand, treasury skills appear to be getting scarcer.



INFORMATION TECHNOLOGY

Database Design / Development / Administration
Software Development
Systems Analysis
Technical / Business Architecture
UX / GUI Design

IT skills shortages

Software development has been on the top of the scarce skills list for many years. In the recent past, demand for software developer declined, which relieved the severity of skills shortage to a certain extent. However, employers are still challenged when filling software developer positions.

There has been a similar trend for systems analysis professionals, where the severity of the skills shortage has slightly eased over the last two years.

On the other hand, hiring database design / administration professionals as well as technical architects or UX/GUI designers has become more difficult over the last year.



MEDICAL & HEALTH

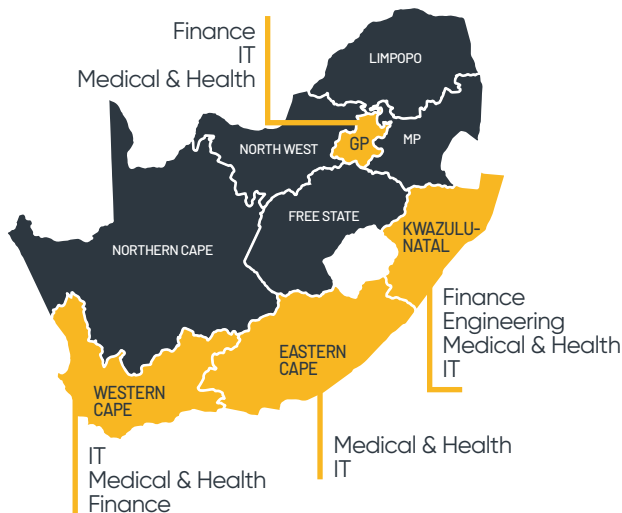
Nursing / Professional Care Giving



CRUNCHING THE NUMBERS: UNVEILING SOUTH AFRICA'S SKILLS DROUGHT

MOST AFFECTED REGIONS

Skill shortages which are prevalent in these provinces:



OTHER AREAS WHERE SKILLS ARE LIMITED ARE:

Electrical Engineering (Engineering)
Consulting Engineering (Building & Construction)
Graphic / Print / Packaging Design (Design, Media & Arts)
Web Design / Multimedia / 3D Design (Design, Media & Arts)
Financial Analysis (Finance)
Financial Services Consulting (Finance)
Investment Management (Finance)
Business Analysis (Information Technology)
Data Analysis / Data Warehousing (Information Technology)
Product Management (Marketing)

As a result of lower labour demand for most of these limited skills, recruitment is challenging but the skills shortage is not as severe. However, these job roles are at high risk of being classified as severe shortages as soon as hiring activity picks up in these sectors.

WHAT ARE THE RECOMMENDED SOLUTIONS FOR EMPLOYERS WHEN FACING SKILLS SHORTAGES?

Here are six ways to deal with South Africa's skills shortage:



1. Check your pay and benefits: Make sure your salaries match up with what other companies are offering. Use Pnet to see what similar positions pay and adjust accordingly to keep your current employees and attract new ones.



2. Offer flexible work options: Stand out from competitors by allowing remote work and flexible schedules. This is especially appealing in South Africa, where work-life balance is becoming more important.



3. Assess your skills: Take a good look at the skills your team already has and what you're missing. This will help you pinpoint who you need to hire next.



4. Consider non-traditional candidates: Don't overlook candidates who may lack formal education but have valuable experience. Use skills tests in your hiring process to focus on abilities rather than diplomas and degrees..



5. Reach out to passive candidates: Many people are open to new opportunities but aren't actively job searching. With a database of 6 million jobseekers, Pnet provides access to a diverse pool of quality candidates, including both active and passive jobseekers. This provides recruiters with access to a larger talent pool and enables them to connect with candidates from various locations and backgrounds, increasing the likelihood of finding the right fit for their roles.



6. Enhance your employer brand: Building a positive image as an employer can attract more applicants. Consider investing in your company's branding efforts to make it more appealing to potential hires. To this end, Pnet customers can opt for a tailored package that includes a Personalised Listing and Company Hub to give their **EVP and Employer Brand** extra reach among jobseekers.

REGIONAL JOB TRENDS

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

WESTERN CAPE

Top in demand professionals:

- **Business & Management**
- **Finance**
- **Information Technology**
- **Admin, Office & Support**
- **Sales**

The Western Cape is home to many IT businesses and is considered a regional IT hub. As a result, many IT vacancies are located in this province. Currently, 20% of jobs in the Western Cape are allocated to Finance roles, 20% to Business & Management roles and 18% to IT roles.

Over the last year, the WC experienced increased hiring activity for Building & Construction staff, Science & Technology staff and Warehousing and Logistics professionals.

NORTHERN CAPE

Top in demand professionals:

- **Business & Management**
- **Architecture & Engineering**
- **Finance**

Almost 1 in 4 jobs (24%) of jobs in the Northern Cape are allocated to Business & Management professionals.

Growth in annual hiring activity has been evident for Architecture & Engineering roles as well as Business & Management roles.

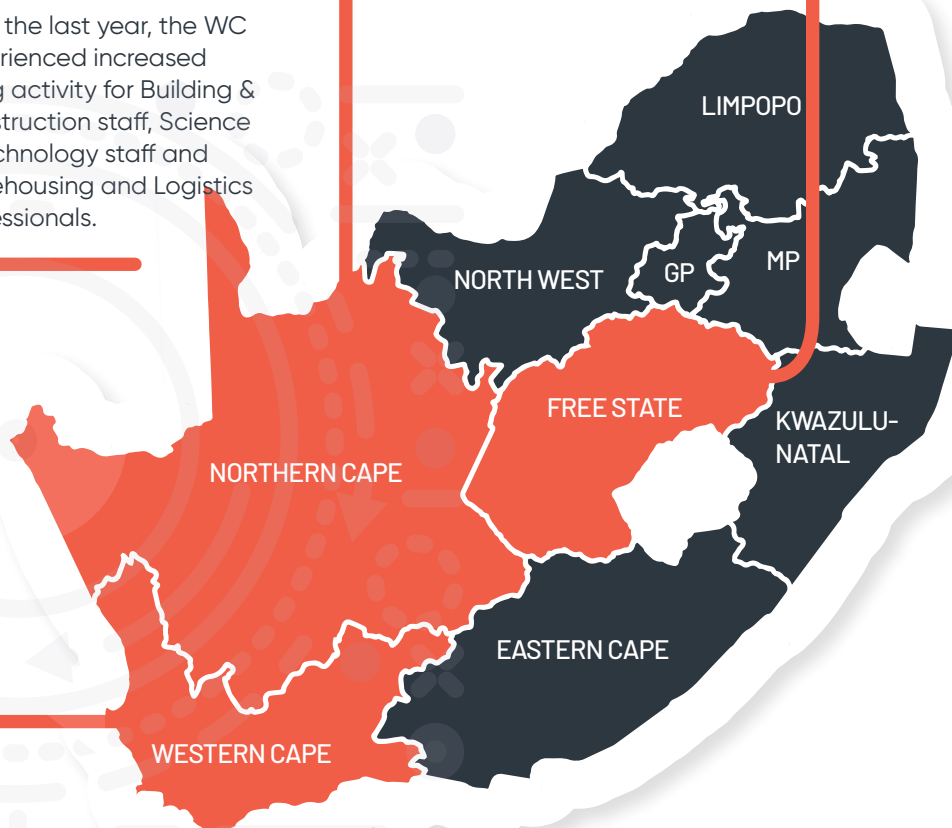
FREE STATE

Top in demand professionals:

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

23% of job roles in the Free State are Business & Management roles.

Year-on-year, this province has seen a +16% increase in hiring activity for Sales professionals.





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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