

Pnet. JOB MARKET TRENDS

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

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- Sector Snapshot
Information Technology

Every month we explore another job sector with interesting candidate statistics and salary information.

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- Job hopping: How long do employees stay in their job roles?

This month's special feature: Pnet explores Employee Tenure and Job Search Activity, revealing which employees are most likely to 'job-hop'.

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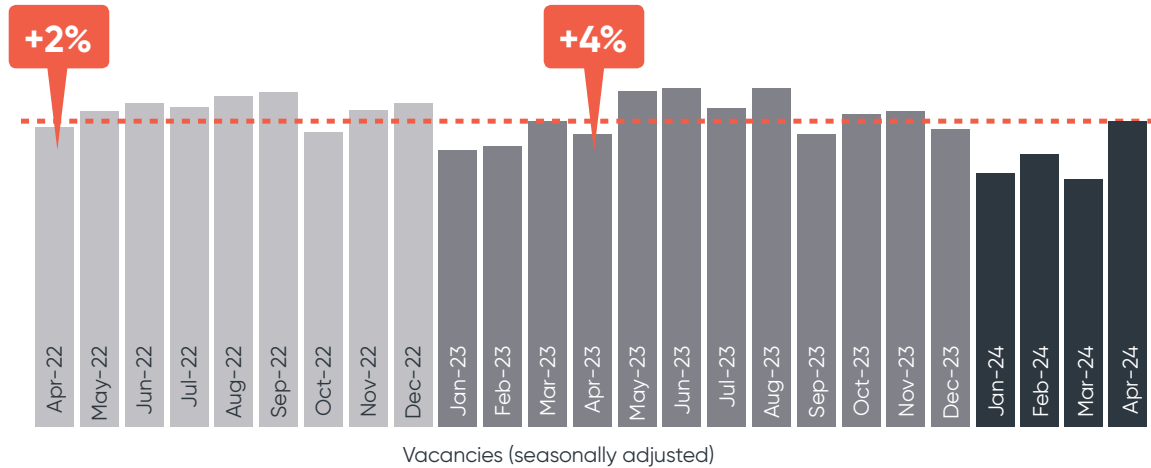
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- Regional Job Trends

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



After a very slow start in 2024, **hiring activity improved over the past month**. April 2024 saw the highest April activity for the past three years.

Year-on-year, hiring activity increased by +4%, compared to April 2023.

The trend for the two-year comparison reveals that recruitment activity has increased by +2% compared to April 2022.

TRENDING JOBS

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

- 1**
Accounts Payable
Finance

- 2**
Business Development
Business & Management

- 3**
Financial / Project Accounting
Finance

- 4**
Vehicle & Mobile Equipment Installation / Repair
Cleaning, Maintenance & Repair

- 5**
Team Leader & Supervisor
Business & Management

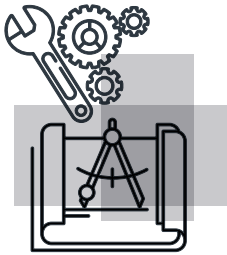

RECRUITERS
list your jobs here.

TRENDING JOB SECTORS

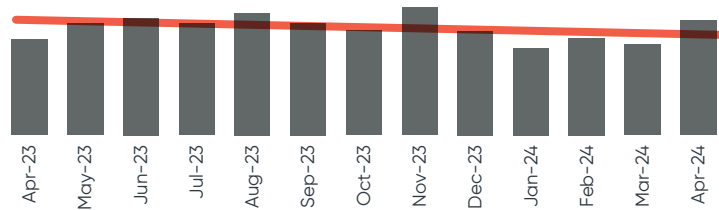
Sector-specific hiring activity trends can provide valuable insights into the local job market and South African economy. Stable and increasing recruitment activity indicates confidence in the local economy and business growth.

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

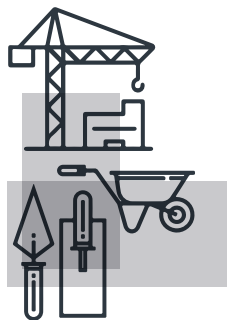
Architecture & Engineering



- Although there has been lower hiring activity for this sector in 2024, year-on-year it has increased by **+11%**.

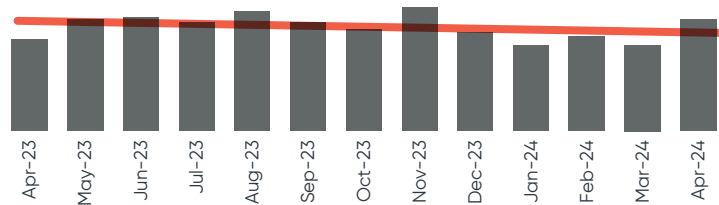


Find **Architecture & Engineering** jobs

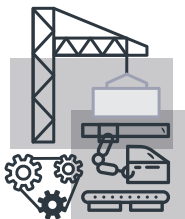


Building & Construction

- This sector has also seen lower hiring activity in 2024. Year-on-year, however, demand for Building & Construction professionals has increased by **+9%**.

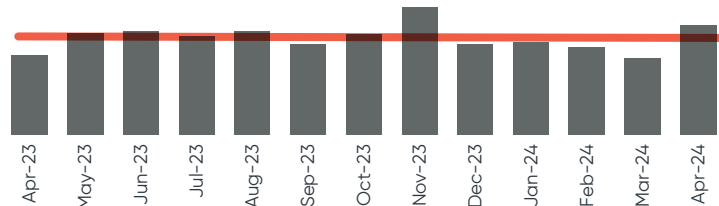


Find **Building & Construction** jobs



Manufacturing & Assembly

- Demand for Manufacturing & Assembly staff has also been lower in 2024, however hiring activity for this sector has increased by **+8%** when comparing April 2024 and April 2023.



Find **Manufacturing & Assembly** jobs



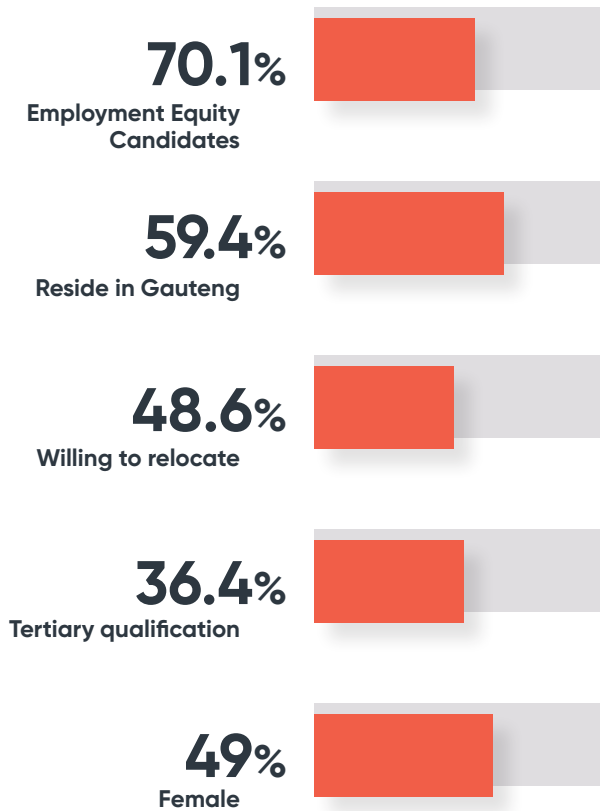
SNAPSHOT OF THE SALES SECTOR



AVERAGE STAY BY CANDIDATES IN THEIR JOBS

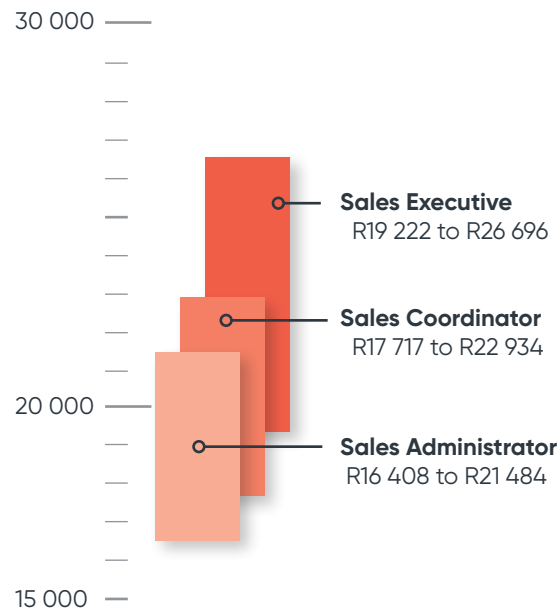
3 YEARS AND
9 MONTHS

CANDIDATE TRENDS FOR THE SALES SECTOR



WHAT'S BEEN OFFERED?

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



FIND JOBS
in Sales



JOB HOPPING

HOW LONG DO EMPLOYEES STAY IN THEIR JOB ROLES?

EMPLOYEE TENURE

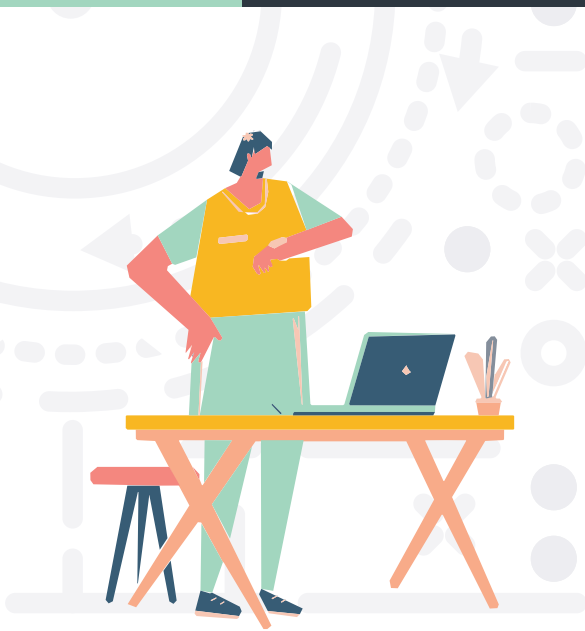
Employee tenure, or job tenure, is the length of time a person has worked for a particular employer.

Long-term employee tenure enhances productivity, stability, and expertise, fostering a reliable and experienced workforce. These employees understand company culture deeply and mentor others effectively. However, they may resist change and become complacent. Short-term employee tenure introduces fresh ideas, adaptability, and ambition, driving innovation and flexibility within the organisation. Yet, it can lead to higher turnover costs and less institutional knowledge. Balancing both can optimise organisational success by leveraging stability and innovation.

[Source: Reed]



JOB HOPPING HOW LONG DO EMPLOYEES STAY IN THEIR JOB ROLES?

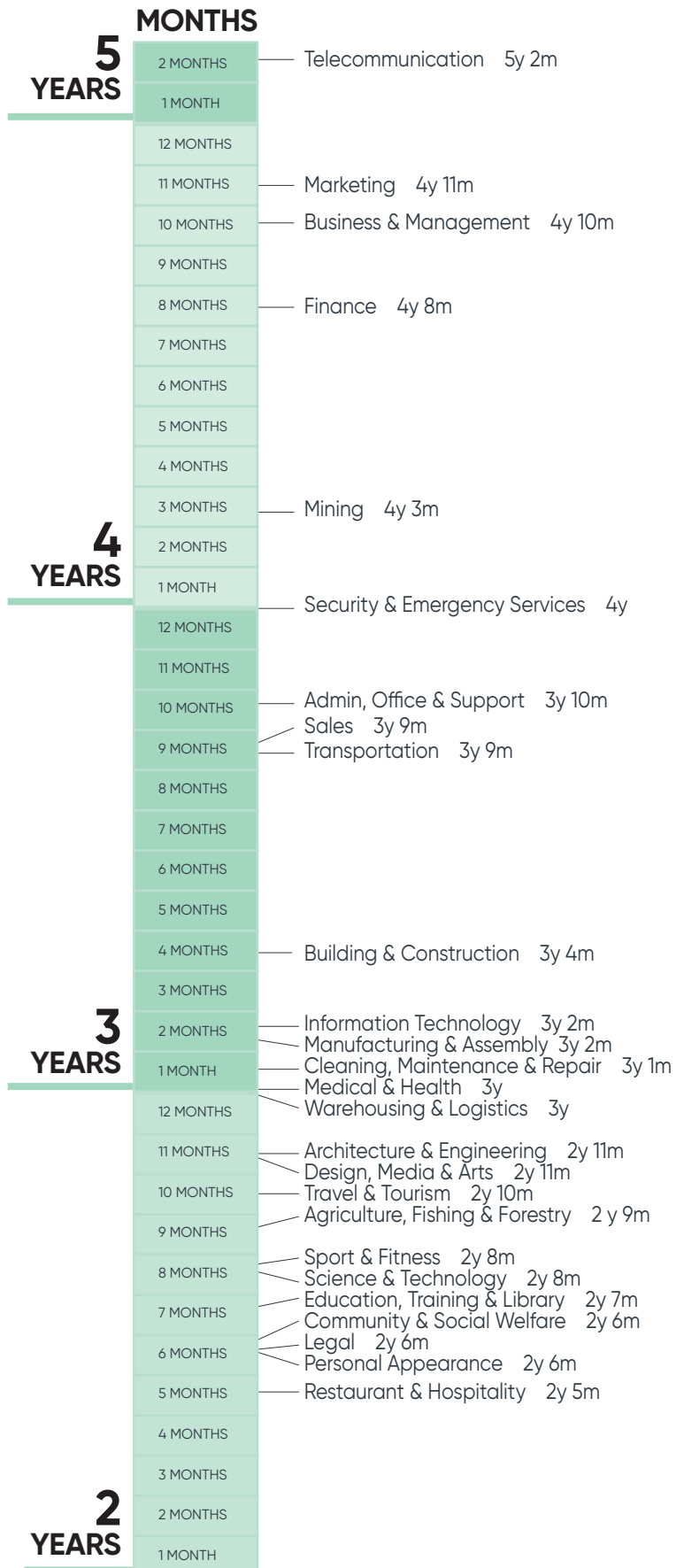


THE IMPORTANCE OF UNDERSTANDING EMPLOYEE TENURE

Understanding employee tenure is crucial for effective recruitment planning and strategising. It allows companies to implement timely retention processes, such as employee development and training, to extend tenure and enhance workforce stability.

It is widely believed that the average employee tenure ranges from 2 to 4 years. Pnet's data insights (based on thousands of candidate records) indicates an average of 3 years and 1 month. However, this differs from job sector to sector, as different job types require different levels of lifestyle, expertise and seniority.

The Restaurant & Hospitality sector has the shortest tenure (2 years and 5 months) due to seasonal and lower-skill jobs. On the other hand, Business & Management roles, which demand higher expertise and offer better pay, have a very long average tenure (4 years and 10 months).





JOB HOPPING

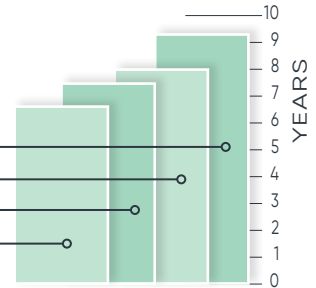
HOW LONG DO EMPLOYEES STAY IN THEIR JOB ROLES?

INVESTIGATING EMPLOYEE TENURE ON A MORE GRANULAR LEVEL, REVEALS INTERESTING JOB ROLE TRENDS:



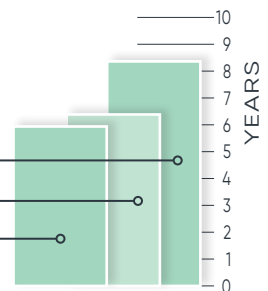
Managerial and supervisor staff show the longest employee tenure:

- Middle / Department Management 9y 4m (on average)
- Senior Management 8y (on average)
- Team Leader & Supervisor 7y 6m (on average)
- Executive Management / Director 6y 8m (on average)



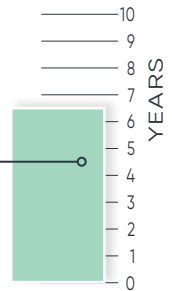
Certain **Admin, Office & Support** roles show potentially very long employee tenures too:

- Admin Clerk 8y 5m (on average)
- Client / Customer Support 6y 4m (on average)
- Personal Assistant 6y (on average)



Sales consultants also show potential for a very long tenure of up to 9 years:

- Representative / Sales Consulting 6y 7m (on average)



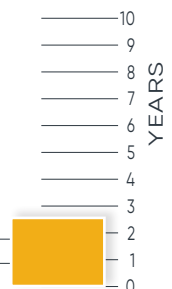
JOB ROLES WITH THE POTENTIAL OF **RATHER SHORT EMPLOYEE TENURES** ARE CERTAIN PROFESSIONALS IN SCIENCE & TECHNOLOGY LIKE:



- Chemical Engineering 2y 2m (on average)
- Agricultural / Food Scientist 2y 1m (on average)
- Medical Scientist 2y (on average)
- Agricultural / Food Technologist 2y (on average)
- Chemical / Materials Technologist 1y 11m (on average)

Other job roles with short employee tenures are:

- UX / GUI Design 1y 1m (on average)
- Archivist/ Museum / Curator 2y 5m (on average)
- Hairdressing 2y 5m (on average)





JOB HOPPING

HOW LONG DO EMPLOYEES STAY IN THEIR JOB ROLES?

EMPLOYEE JOB SEARCH ACTIVITY

In addition to tenure, Pnet further investigated job search activity relating to employees working in new job roles. To this end, Pnet analysed job roles where new employees have applied at least 5 times for other job opportunities during their first 6 months in a new job. The analysis is based on the last 5 years.

This analysis reveals another angle on **which types of professionals, in terms of job roles, are more likely to move on?**

PNET'S FINDINGS REVEAL THAT THE **MOST ACTIVELY JOB-SEEKING EMPLOYEES ARE:**

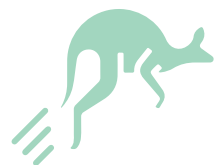


- **Finance professionals**, with 16% applying for jobs within the first 6 months of having started a new job.
- **Information Technology professionals**, with 13% actively looking for new career opportunities within the first 6 months of being in a new job.
- **Manufacturing & Assembly professionals**, with 11% applying for new roles within the first 6 months of landing a new role.
- **Business & Management professionals**, with 11% seeking new job opportunities within the first 6 months of starting a new job.

Unpacking the job-seeking activities of new employees further, there are certain job roles which appear to **'take the lead'** in exploring the employment market.

Based on the last 5 years, **23% of Payroll & Wages professionals keep on applying for jobs although they've just started a new job.**

In terms of other **highly active employee types** that tend to explore new job opportunities **within 6 months** of starting a new role, Pnet's findings are as follows:



- Staff Recruitment / Selection professionals (18%).
- Industrial Machinery Installation / Repair staff (18%).
- Technical / Business Architecture professionals (18%).
- Cost & Management Accounting employees (17%).
- Bookkeeping staff (17%).
- Health, Safety & Environment professionals (15%).
- Logistics Management staff (15%).





JOB HOPPING

HOW LONG DO EMPLOYEES STAY IN THEIR JOB ROLES?

CONVERSELY, THE **JOB SECTORS WITH THE LOWEST PERCENTAGES OF PROFESSIONALS SEARCHING AND APPLYING FOR JOBS WITHIN THE FIRST 6 MONTHS OF STARTING A NEW JOB ARE AS FOLLOWS:**

- Transportation (4%)
- Community & Social Welfare (4%)
- Education, Training & Library (4%)
- Restaurant & Hospitality (2%)



In terms of employee types which don't tend to look for new job opportunities within the first 6 months of starting a new job, the **least active job-seeking new employees** are as follows:

- Taxi Driver / Chauffeur (4%)
- Mentoring & Coaching (3%)
- Merchandiser / Product Promoter / Demonstrator (3%)
- Teacher / Training Assistance (3%)
- Packing & Packaging (3%)
- Counter / Waiter / Bartender (2%)



REGIONAL JOB TRENDS

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

EASTERN CAPE

Top in demand professionals:

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

Almost 1 in 4 jobs (**23%**) of jobs in the Eastern Cape are allocated to **Business & Management professionals**.

Year-on-year, there have been significant **increases** in hiring activity for professionals in **Finance (+49%)** and **Business & Management (+16%)**.

GAUTENG

Top in demand professionals:

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

Gauteng is South Africa's biggest business hub, with many company headquarters based in this province.

Year-on-year, there have been significant **increases** in hiring activity for professionals in **Manufacturing & Assembly, Architecture & Engineering, Finance, and Building & Construction**.

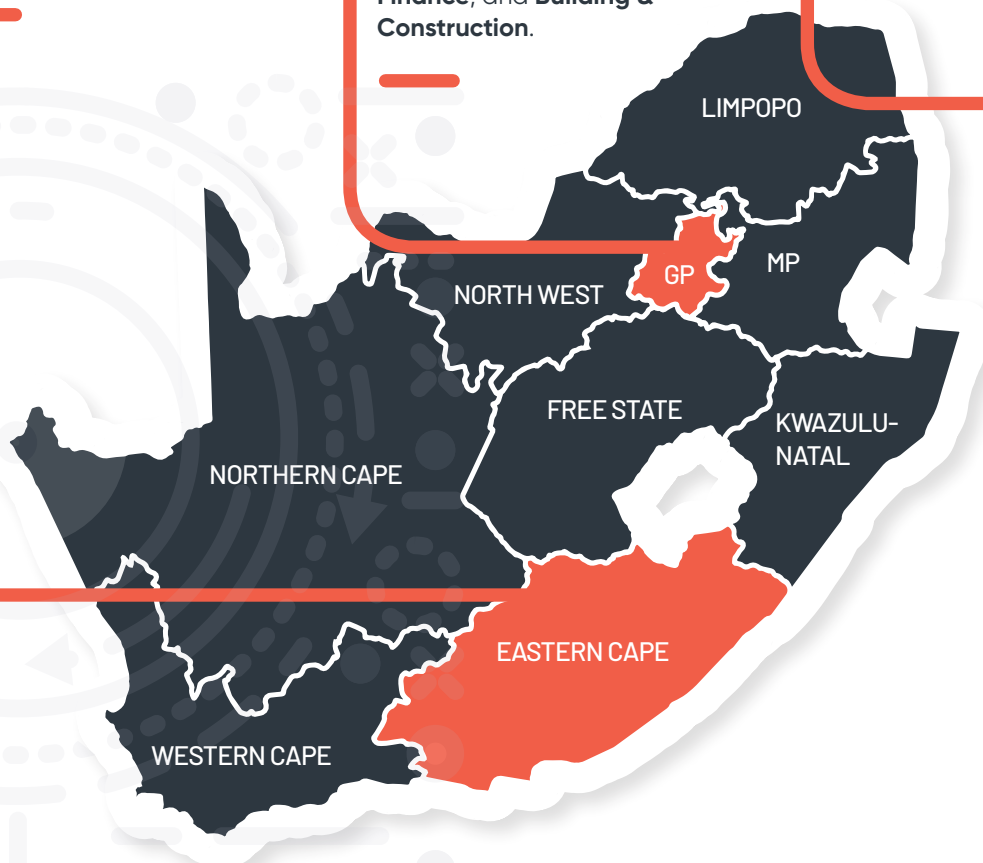
REMOTE WORKING POSITIONS

Top in demand professionals:

- **Business & Management**
- **Information Technology**
- **Finance**

21% of work from home job roles are **Business & Management roles**.

Year-on-year, there has been a decrease in remote working positions, mainly as a result of the **lower demand for IT roles**. (Which, since starting to measure work from home trends, have been the roles most often offering work from home benefits).





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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