

**Career
Junction**

EMPLOYMENT INSIGHTS



2024/Q3



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.

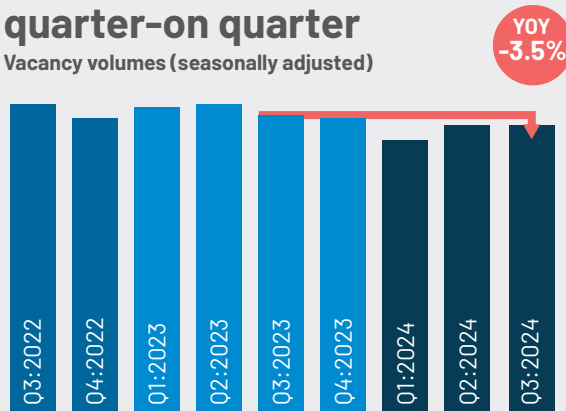


EMPLOYMENT ACTIVITY PER QUARTER

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

Employment activity quarter-on quarter

Vacancy volumes (seasonally adjusted)



Hiring activity in Q3:2024 has remained the same as that seen in Q2:2024.

Year-on-year, however, the number of vacancies has declined by **-3.7%**.

Over the past two years (Q3:2022 to Q3:2024) hiring activity has declined by **-7.2%**.

Despite a slight update in recruitment activity in the second quarter 2024, slow hiring activity has been evident for most of the year to date.

Employment activity for Admin, Office & Support roles



Employment activity for **Admin, Office & Support roles** has remained at similar levels over the last 4 quarters.

From Q2:2024 to Q3:2024 employment activity declined by **-1%**.

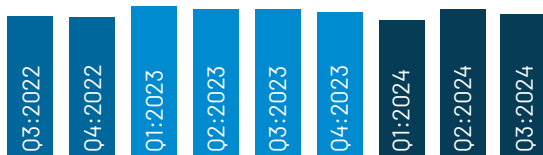
Employment activity for Business & Management roles



From Q2:2024 to Q3:2024 employment activity for **Business & Management roles** saw little change (**-1%**).

From Q3:2023 to Q3:2024 recruitment activity declined by **-1%**.

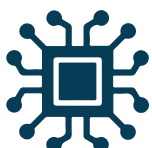
Employment activity for Finance roles



Recruitment activity for **Finance roles** saw a slight decrease of **-1%** from Q2:2024 to Q3:2024.

Year-on-year (Q3:2023 to Q3:2024) hiring activity in this sector has declined by **-2%**.

Employment activity for IT roles



Despite the continuous decline in hiring activity for **IT roles**, demand for IT professionals remains very high in the recruitment market.

After a slight uptake of **+4%** in hiring activity from Q1:2024 to Q2:2024, recruitment activity dropped by **-3%** in the third quarter of the year.

Year-on-year, there has been a **-17%** decrease in hiring activity for IT roles (Q3:2023 to Q3:2024).

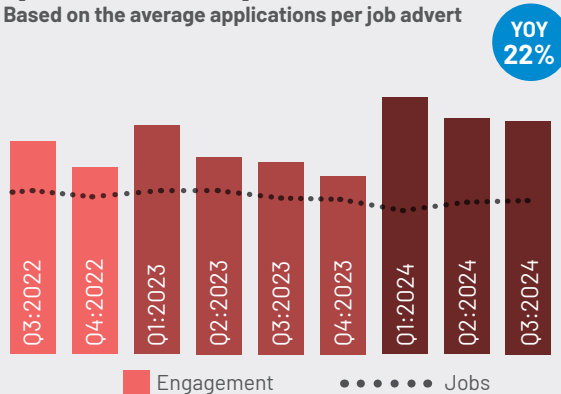


JOBSEEKER ENGAGEMENT

Jobseekers, register your CV >

Jobseeker engagement quarter-on-quarter

Based on the average applications per job advert



Understanding jobseeker engagement can significantly contribute to optimising recruitment processes and hiring strategies. In terms of filling vacancies where scarce skills are required, this is especially the case as **having access to jobseeker engagement insights can help recruiters:**

- Adjust their recruitment processes as necessary
- Use their existing resources optimally to attract the right talent
- Manage expectations and decrease time-to hire.

In addition, analysing jobseeker engagement provides an insightful market view into labour dynamics.

Jobseeker engagement remained high during the third quarter of 2024. This is great news for recruiters and employers trying to fill positions, as more professionals are actively seeking new employment opportunities.

Year-on-year, there has been a **+22%** increase in jobseeker engagement (Q3:2023 to Q3:2024).

The past two years have seen a **+10%** increase in jobseeker engagement (Q3:2022 to Q3:2024).

Jobseeker engagement for Admin, Office & Support roles

YOY 19%



Admin, Office & Support jobseekers remained highly and equally engaged with the job market over the last two quarters of the year (Q2:2024 and Q3:2024).

Year-on-year, jobseeker engagement in this sector has increased by **+19%**.

Jobseeker engagement for Business & Management roles

YOY 13%

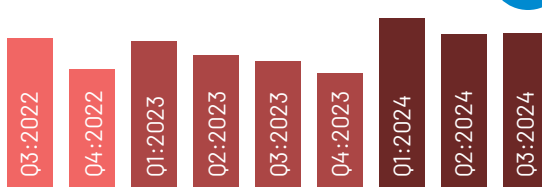


Despite a slight decrease in jobseeker engagement for **Business & Management** roles in 2023, the first three quarters of 2024 have shown high engagement.

Year-on-year jobseeker engagement has increased by **+13%**.

Jobseeker engagement for Finance roles

YOY 23%

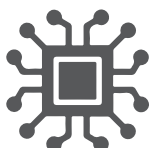


Jobseeker engagement within **Finance** has remained high in Q3:2024.

Year-on-year, jobseeker engagement in this sector has increased by **+23%** (Q3:2023 to Q3:2024).

Jobseeker engagement for IT roles

YOY 48%



With the decreasing demand trend in South Africa for **IT** professionals, IT professionals are becoming more engaged with the local job market.

Jobseeker engagement within IT remains high, increasing by **+48%** year-on-year (Q3:2023 to Q3:2024).

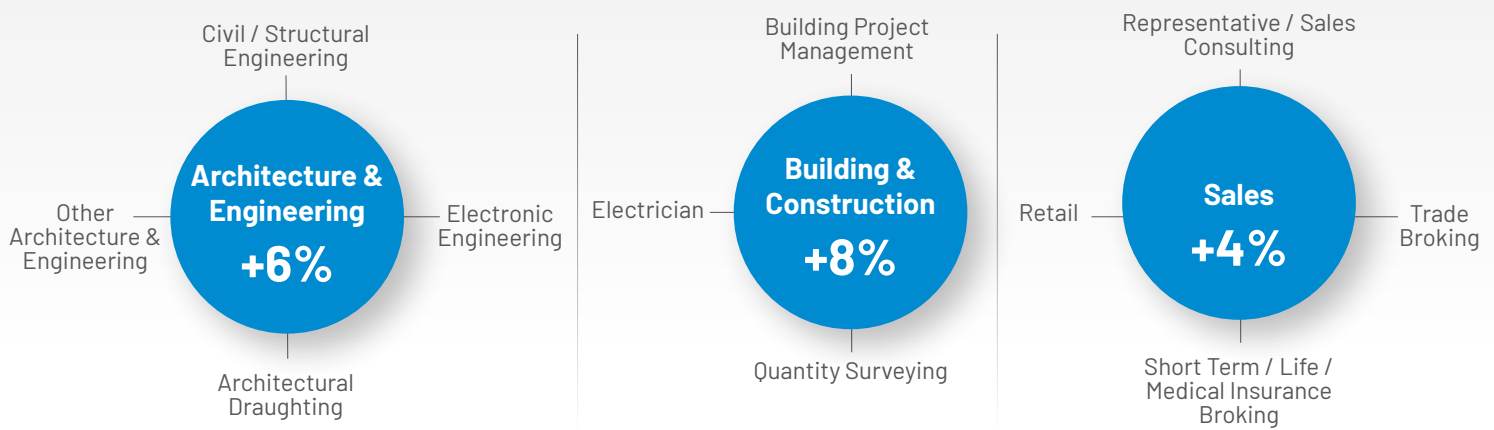


EMPLOYMENT TRENDS



Growing hiring activity in the past three months

When comparing hiring activity over the last three months (July, August, September 2024) with the previous three months (April, May, June 2024), hiring activity has increased for Architecture & Engineering professionals (+6%), Building & Construction professionals (+8%), and Sales professionals (+4%).



Declining hiring activity in the past three months

When comparing hiring activity over the last three months (July, August, September 2024) with the previous three months (April, May, June 2024), hiring activity has decreased for Finance professionals (-1%), Warehousing & Logistics professionals (-5%), and Legal professionals (-16%).



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 Skills Gaps in South Africa

Which professions are facing a shortage in skills and talent?

Despite increasing unemployment and decreasing labour demand over the last year, there are still various bottlenecks when it comes to filling certain Finance, IT and Engineering positions.

By analysing and examining employment trends over time, CareerJunction can clearly pinpoint in which areas recruiters struggle to find the right skills and professionals.

The negative effect of such skills gaps is a lengthier and more challenging recruitment process, leaving vacancies unfilled for longer. As a result, and especially when there are multiple unfilled vacancies, companies experience:

- Project delays
- Decreased productivity
- Reduction in competitiveness
- Slower company growth
- Lower staff morale

Looking through a macroeconomic lens, skills gaps also lead to job losses and decreased job creation, as companies become 'handicapped' and can't operate at their full potential. Certain projects may be prevented from being executed and companies may even be forced to shut down.

Ultimately, skills gaps contribute towards unemployment and it is therefore beneficial to every economy to tackle skills shortages and alleviate the burden of skills gaps on the economy.

Disclaimer: Please note that only skill shortages from the most prevalent job sectors were considered in the analysis.



Spotlight on Skills Gaps in South Africa

Which professions are facing a shortage in skills and talent?

CareerJunction has been tracking skills shortages over time. Based on demand for labour and supply of labour, it is evident that skills gaps have become more severe in some professions and less severe in others.

The graph below demonstrates the top 10 skills gaps over the last 5 years as well as how the order and severity of specific skills gaps have changed over time.

Top skills gaps 2019 - 2024



Disclaimer: Please note that only skill shortages from the most prevalent job sectors were considered in the analysis.

Spotlight on Skills Gaps in South Africa

Which professions are facing a shortage in skills and talent?

The top skills gaps

1 Technical / Business Architecture

Technical IT Architects are highly sought after. Recruiting for these professionals has been challenging due to a limited supply pool over the last few years.

Over the last 5 years Technical / Business Architecture represents one of the most crucial skills gaps, while over the last 2 years IT architecture has become the number one skills gap in the recruitment market.

2 Civil & Structural Engineering

The Engineering sector and Building & Construction sector have experienced significant growth in labour demand over the last two years.

As a result, it isn't surprising to see that skills gaps in Civil / Structural Engineering are becoming severe. This job sector currently ranks as the 2nd most severe in terms of skills gaps (Q3:2024).

3 Medical Technologist

Demand for Medical Technologists and Clinical Technologists (including nurses within the clinical technology field) increased substantially (+32%) over the last 6 months. However, filling those vacancies appears challenging considering the elevated demand for professionals.

The Launch for the MedTechMaster Plan to enhance the competitiveness of the MedTech sector may have fuelled the increase in demand for Medical Technologists. The MedTechMaster Plan, which provides frameworks and market growth initiatives, was launched in May 2024.

[Source: [The Department of Trade, Industry and Competition](#)]



Disclaimer: Please note that only skill shortages from the most prevalent job sectors were considered in the analysis.

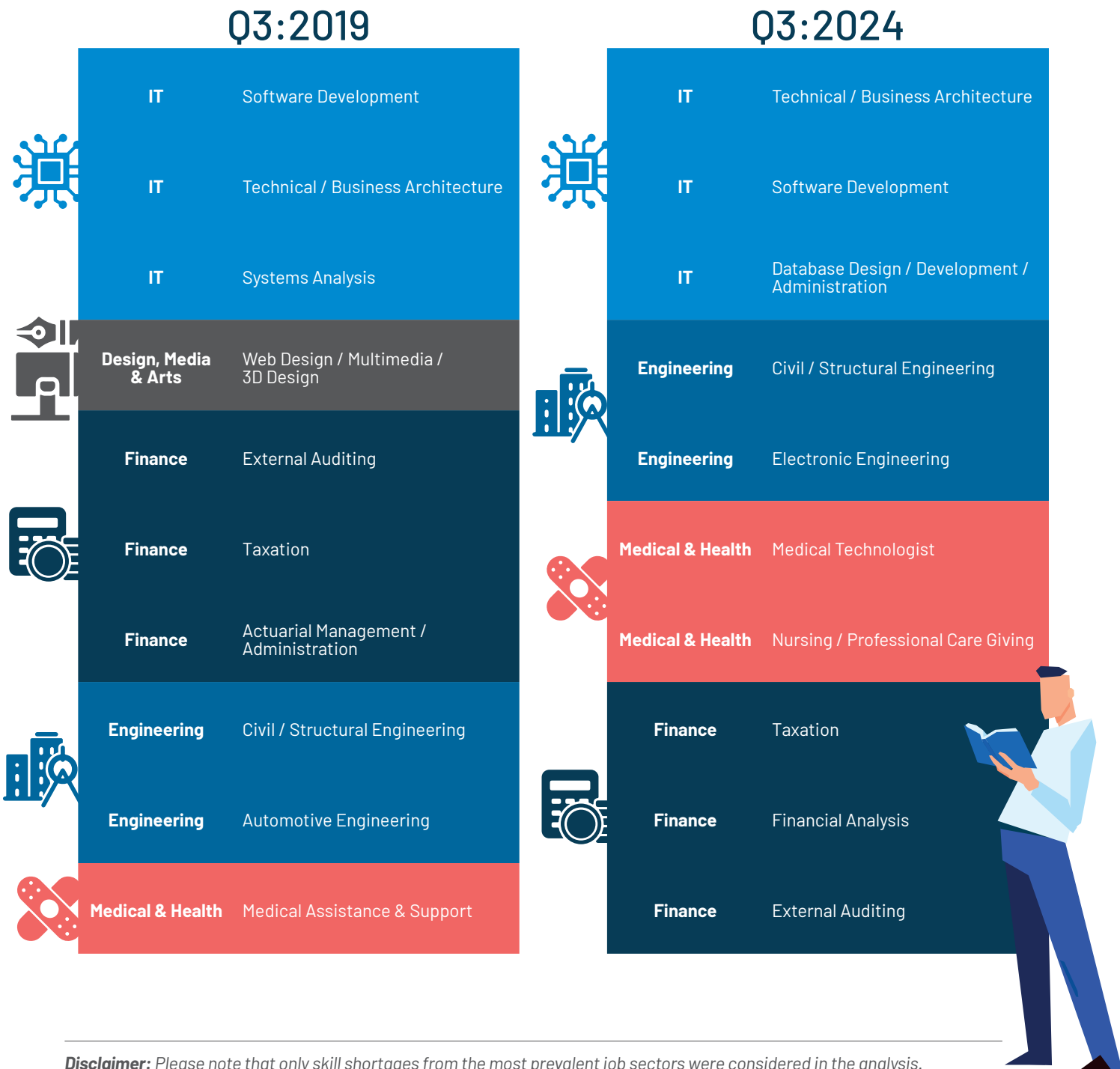


Spotlight on Skills Gaps in South Africa

Which professions are facing a shortage in skills and talent?

Sectors with skills gaps over time

When comparing the top 10 professions with skill gaps in 2019 and 2024, it is evident that the IT, Finance, Engineering and Medical & Health professions have experienced the biggest skills gaps in the 5-year period.



Disclaimer:

Please note that only skill shortages from the most prevalent job sectors were considered in the analysis.

SECTOR STATISTICS

Spotlight on:
Information Technology (IT)



Next issue:
Sales

56.1%

EE Candidates

66%

Candidates
residing in Gauteng

48.7%

Candidates willing
to relocate

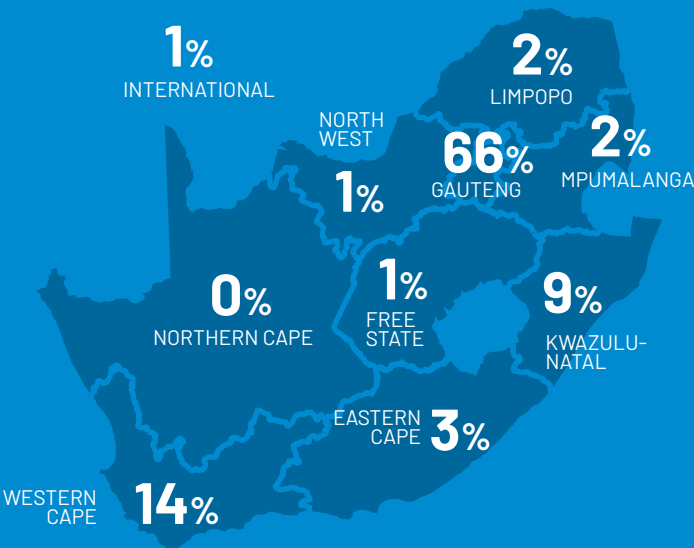
3 years and
2 months

Average stay
by candidates in
their jobs

51.9%

Candidates
with a tertiary
qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	3%
Matric	11%
Certificate	12%
Professional qualification	3%
Diploma	22%
Degree	18%
Honours	6%
Masters	5%

No qualification records
for **19%** of IT

MARKET-RELATED SALARY

offerings for top in-demand skills



DevOps Engineer

from R56 177 to R69 409 per month

Data Engineer

from R52 937 to R67 132 per month

Full Stack Developer

from R53 857 to R62 865 per month

MOST IN-DEMAND ROLES



- Developer
- Solutions Architect
- Business Analyst

Apply for IT jobs





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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