

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018



FP&M SETA Occupations in Demand (Scarce and Critical Skills) aligned to Occupations and

Performance Targets

Financial Reporting Year: 2019 - 2020

DOCUMENT TYPE	DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
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NOTE WELL:

- ❖ This document accurately reflects the performance targets, which the FP&M SETA will endeavour to achieve, given the resources made available in the budget for 1st April 2019 to 31st March 2020.
- ❖ The AGSA has requested the FP&M Seta to link our annual targets to scarce and critical skill occupations in order to ensure that the targets are:
 - Specific (The finding is that the target does not provide details of the scarce and critical skills to be addressed by this intervention and also there is no link between the intervention and the scarce and critical skills)
 - Measurable (The finding is that the target does not provide details of the skills to be addressed by this intervention and also there is no link between the intervention and the scarce and critical skills as the matter raised was that these targets are not and management has complied with this request)

Whilst every effort is made to ensure accurate alignment to Scarce and Critical Skills and targets, this is highly dependent on labour market needs of FP&M SETA organizations at the time of discretionary grant application and implementation. It is also important to note that achievement of these targets at an occupation level is dependent on external market factors and industry demands which are not within the control of the FP&M. We will continue to engage the AGSA on this matter with a view of finding a practical and sustainable solution that will benefit all South Africans.
- ❖ All deviations to Scarce and Critical Skills demands and targets reflected on this schedule will be approved and signed-off by the CEO

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FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018

LEARNERSHIPS UNEMPLOYED

OFO MAJOR GROUP	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER ENTERED	NUMBER COMPLETED
Elementary Occupations	2015-832909	Textile, Clothing and Footwear Factory Worker	320	275
Plant and Machine Operators and Assemblers	2015-715301	Sewing Machine Operator	395	267
Plant and Machine Operators and Assemblers	2015-715302	Clothing, Textile and Leather Goods Production Operator	145	50
Elementary Occupations	2015-832903	Timber and Wood Process Worker	225	165
Elementary Occupations	2015-821501	Forestry Worker	250	160
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-682301	Furniture Finisher	150	90
Elementary Occupations	2015-832905	Footwear and Leather Factory Worker	95	30
Plant and Machine Operators and Assemblers	2015-715901	Textile and Footwear Manufacturing Machine Minder	75	20
Plant and Machine Operators and Assemblers	2015-715201	Weaving Machine Operator	30	15
Plant and Machine Operators and Assemblers	2015-715401	Textile Wet Process Production Operator	30	15
Plant and Machine Operators and Assemblers	2015-715603	Footwear Bottom Stock Production Machine Operator	40	25
Plant and Machine Operators and Assemblers	2015-715601	Footwear Cutting Production Machine Operator	30	15

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FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018		FINAL-NOVEMBER 2018	
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-682201	Cabinet Maker		75	40
Plant and Machine Operators and Assemblers		2015-715602	Footwear Closing Production Machine Operator		30	18
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-682101	Wood Preparer and Treater		55	18
Plant and Machine Operators and Assemblers		2015-715102	Yarn Production Machine Operator		32	16
Plant and Machine Operators and Assemblers		2015-715204	Knitting Machine Operator		15	8
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-683401	Upholsterer		55	21
Technicians and Associate Professionals		2015-313903	Clothing, Textile and Footwear Manufacturing Process Control Technician		10	5
Plant and Machine Operators and Assemblers		2015-715206	Textile Dry Finishing Machine Operator		15	8
Plant and Machine Operators and Assemblers		2015-715205	Non-woven Machine Operator		10	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-621102	Forest and Conservation Workers		20	10
Technicians and Associate Professionals		2015-314301	Forestry Technician		15	8
Plant and Machine Operators and Assemblers		2015-717102	Paper and Pulp Mill Operator		12	5
Plant and Machine Operators and Assemblers		2015-717201	Wood Processing Machine Operator		20	8
Plant and Machine Operators and Assemblers		2015-715605	Footwear Finishing Production Machine Operator		10	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-683201	Clothing, Home Textiles and General Goods Cutter		10	5

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Plant and Machine Operators and Assemblers	2015-714301	Paper Products Machine Operator	10	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-684901	Clothing, Footwear and Leather Processing Machine Mechanic	45	4
Plant and Machine Operators and Assemblers	2015-715103	Man-made Fibre Production Machine Operator	5	3
Plant and Machine Operators and Assemblers	2015-715101	Fibre Preparation Production Machine Operator	3	1
Plant and Machine Operators and Assemblers	2015-715604	Footwear Lasting Production Machine Operator	3	2
Plant and Machine Operators and Assemblers	2 015 715 501	Leather Processing Machine Operator	60	45
Elementary Occupations	2015-216601	Graphic Designer	50	35
Professionals	2015-226302	Safety, Health, Environment and Quality (SHE&Q) Practitioner	50	35
TOTAL			2395	1437

BURSARIES UNEMPLOYED

OFO MAJOR GROUP	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER ENTERED	NUMBER COMPLETED
Plant and Machine Operators and Assemblers	2015-717102	Paper and Pulp Mill Operator	22	8
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-684305	Quality Controller (Manufacturing)	5	2

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FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018		FINAL-NOVEMBER 2018
Technicians and Associate Professionals		2015-314302	Forestry Research Technician		1
Professionals		2015-214101	Industrial Engineer		15
Professionals		2015-214401	Mechanical Engineer		8
Professionals		2015-216601	Graphic Designer		8
Technicians and Associate Professionals		2015-314301	Forestry Technician		9
Professionals		2015-214103	Production Engineer		5
Elementary Occupations		2015-832903	Timber and Wood Process Worker		3
Managers		2015-121101	Finance Manager		10
Professionals		2015-215101	Electrical Engineer		15
Professionals		2015-216301	Fashion Designer		25
Professionals		2015-264203	Print Journalist		25
Managers		2015-121206	Health and Safety Manager		10
Managers		2015-122301	Research and Development Manager		3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662201	Printing Machinist		1
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-682303	Wood Machinist		10
Professionals		2015-213203	Forest Scientist		5
					2
					15

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FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018

Managers	2015-132102	Production / Operations Manager (Manufacturing)	10	6
Professionals	2015-214102	Industrial Engineering Technologist	35	23
TOTAL			250	150

WORK EXPERIENCE / INTERNSHIPS UNEMPLOYED

OFO MAJOR GROUP	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER ENTERED	NUMBER COMPLETED
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-684305	Quality Controller (Manufacturing)	35	10
Professionals	2015-243304	Printing and Publishing Equipment Sales Representative	5	5
Professionals	2015-264203	Print Journalist	105	75
Plant and Machine Operators and Assemblers	2015-717102	Paper and Pulp Mill Operator	30	15
Professionals	2015-214103	Production Engineer	5	3
Managers	2015-134917	Publisher	5	3
Professionals	2015-216301	Fashion Designer	30	25
Clerical Support Workers	2015-441601	Human Resources Clerk	20	5
Professionals	2015-243101	Advertising Specialist	5	3

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FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018		FINAL-NOVEMBER 2018
Technicians and Associate Professionals	2015-334102	Office Administrator		5	3
Elementary Occupations	2015-832903	Timber and Wood Process Worker		5	5
Professionals	2015-216604	Web Designer		5	3
Professionals	2015-251302	Web Developer		5	3
Professionals	2015-214101	Industrial Engineer		5	5
Plant and Machine Operators and Assemblers	2015-715301	Sewing Machine Operator		5	3
Elementary Occupations	2015-821501	Forestry Worker		5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-671101	Electrician		8	4
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-683202	Apparel and related pattern maker		5	3
Professionals	2015-216601	Graphic Designer		35	20
Professionals	2015-243103	Marketing Practitioner		3	2
Professionals	2015-241107	Financial Accountant		5	2
Professionals	2015-214401	Mechanical Engineer		3	2
Professionals	2015-242303	Human Resource Advisor		5	2
Professionals	2015-251301	Multimedia Specialist		3	2

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Elementary Occupations		2015-862919	Mechanic's Assistant	3	2
Technicians and Associate Professionals		2015-311501	Mechanical Engineering Technician	2	2
Technicians and Associate Professionals		2015-333903	Sales Representative (Business Services)	2	2
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-684914	Textile Machine Mechanic	3	2
Professionals		2015-214102	Industrial Engineering Technologist	5	3
Professionals		2015-214501	Chemical Engineer	2	1
Professionals		2015-215101	Electrical Engineer	5	3
Professionals		2015-214502	Chemical Engineering Technologist	1	2
Professionals		2015-216304	Footwear Designer	1	1
Professionals		2015-216603	Multimedia Designer	5	3
Professionals		2015-226302	Safety, Health, Environment and Quality (SHE&Q) Practitioner	3	1
Professionals		2015-241101	Accountant (General)	1	1
Professionals		2015-242304	Workplace / Industrial Relations Advisor	1	1
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-264202	Newspaper or Periodical Editor	25	11
TOTAL				401	241

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SKILLS PROGRAMMES UNEMPLOYED

OFO MAJOR GROUP	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER ENTERED	NUMBER COMPLETED
Elementary Occupations	2015-832909	Textile, Clothing and Footwear Factory Worker	90	75
Plant and Machine Operators and Assemblers	2015-715301	Sewing Machine Operator	160	120
Plant and Machine Operators and Assemblers	2015-715601	Footwear Cutting Production Machine Operator	75	25
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-683401	Upholsterer	45	20
Plant and Machine Operators and Assemblers	2015-715302	Clothing, Textile and Leather Goods Production Operator	40	15
Technicians and Associate Professionals	2015-313903	Clothing, Textile and Footwear Manufacturing Process Control Technician	15	15
Plant and Machine Operators and Assemblers	2015-715103	Man-made Fibre Production Machine Operator	30	3
Elementary Occupations	2015-832903	Timber and Wood Process Worker	35	25
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-683201	Clothing, Home Textiles and General Goods Cutter	10	5
Elementary Occupations	2015-821501	Forestry Worker	115	90

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Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-684901	Clothing, Footwear and Leather Processing Machine Mechanic	10	8
Plant and Machine Operators and Assemblers	2015-715204	Knitting Machine Operator	10	3
Plant and Machine Operators and Assemblers	2015-715401	Textile Wet Process Production Operator	10	3
Plant and Machine Operators and Assemblers	2015-715202	Warping Machine Operator	10	3
Professionals	2015-216601	Graphic Designer	10	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-682201	Cabinet Maker	15	10
Managers	2015-134903	Small Business Manager	110	70
Managers	2015-121202	Business Training Manager	40	13
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-683202	Patternmaker	70	45
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-683401	Upholsterer	65	45
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-682301	Furniture Finisher	95	60
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662203	Screen Printing Technician	90	55

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Plant and Machine Operators and Assemblers	2015-251302	Website Developer	40	15
Professionals	2015-732203	Emergency Vehicle Drivers Training and Development Professional	40	20
Professionals	2015-242401		41	14
TOTAL			1271	760

LEARNERSHIPS EMPLOYED

OFO MAJOR GROUP	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER ENTERED	NUMBER COMPLETED
Elementary Occupations	2015-832909	Textile, Clothing and Footwear Factory Worker	120	70
Plant and Machine Operators and Assemblers	2015-715301	Sewing Machine Operator	120	70
Plant and Machine Operators and Assemblers	2015-715302	Clothing, Textile and Leather Goods Production Operator	50	35
Elementary Occupations	2015-832903	Timber and Wood Process Worker	100	65
Technicians and Associate Professionals	2015-312201	Production / Operations Super- visor (Manufacturing)	35	18
Managers	2015-132102	Production / Operations Man- ager (Manufacturing)		10

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Plant and Machine Operators and Assemblers		2015-714301	Paper Products Machine Operator	40	25
Service and Sales Workers		2015-541101	Fire Fighter	40	25
Elementary Occupations		2015-832905	Footwear and Leather Factory Worker	20	15
Technicians and Associate Professionals		2015-313903	Clothing, Textile and Footwear Manufacturing Process Control Technician	10	5
Plant and Machine Operators and Assemblers		2015-715603	Footwear Bottom Stock Production Machine Operator	15	8
Plant and Machine Operators and Assemblers		2015-715401	Textile Wet Process Production Operator	20	15
Plant and Machine Operators and Assemblers		2015-715204	Knitting Machine Operator	10	5
Plant and Machine Operators and Assemblers		2015-717201	Wood Processing Machine Operator	15	8
Elementary Occupations		2015-821501	Forestry Worker	25	17
Plant and Machine Operators and Assemblers		2015-715602	Footwear Closing Production Machine Operator	10	5
Plant and Machine Operators and Assemblers		2015-715201	Weaving Machine Operator	10	5
Plant and Machine Operators and Assemblers		2015-715605	Footwear Finishing Production Machine Operator	10	5
Plant and Machine Operators and Assemblers		2015-715103	Man-made Fibre Production Machine Operator	5	3
Professionals		2015-242401	Training and Development Professional	10	5

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Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-682101	Wood Preparer and Treater	15	8
	2015-682201	Cabinet Maker	30	20
	2015-683201	Clothing, Home Textiles and General Goods Cutter	10	5
Plant and Machine Operators and Assemblers	2015-715102	Yarn Production Machine Operator	10	5
Plant and Machine Operators and Assemblers	2015-717102	Paper and Pulp Mill Operator	10	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-684305	Quality Controller (Manufacturing)	10	5
Plant and Machine Operators and Assemblers	2015-715202	Warping Machine Operator	4	2
Plant and Machine Operators and Assemblers	2015-715206	Textile Dry Finishing Machine Operator	4	2
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-684901	Clothing, Footwear and Leather Processing Machine Mechanic	4	2
Plant and Machine Operators and Assemblers	2015-715101	Fibre Preparation Production Machine Operator	4	2
Professionals	2015-216304	Footwear Designer	8	4

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FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT	Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-683401	Upholsterer	10	5
	Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-682303	Wood Machinist	7	4
	Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-684914	Textile Machine Mechanic	3	1
	Plant and Machine Operators and Assemblers	2015-715901	Textile and Footwear Manufacturing Machine Minder	2	1
	Plant and Machine Operators and Assemblers	2015-715601	Footwear Cutting Production Machine Operator	2	1
	Professionals	2015-264102	Book or Script Editor	2	1
	Managers	2015-131102	Production / Operations Manager (Forestry)	15	1
	Technicians and Associate Professionals	2015-313902	Wood Processing Control Technician	1	0
	Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662216	Commercial Digital Printer	2	1
	Plant and Machine Operators and Assemblers	2015-715604	Footwear Lasting Production Machine Operator	1	0
	Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-682301	Furniture Finisher	2	1
	Professionals	2015-226302	Safety, Health, Environment and Quality (SHE&Q) Practitioner	50	30

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Plant and Machine Operators and Assemblers	2 015 715 501	Leather Processing Machine Operator	29	20
TOTAL			900	540

BURSARIES EMPLOYED

OFO MAJOR GROUP	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER ENTERED	NUMBER COMPLETED
Plant and Machine Operators and Assemblers	2015-717102	Paper and Pulp Mill Operator	6	4
Professionals	2015-226302	Safety, Health, Environment and Quality (SHE&Q) Practitioner	5	2
Managers	2015-132102	Production / Operations Manager (Manufacturing)	5	3
Professionals	2015-214101	Industrial Engineer	5	3
Managers	2015-131102	Production / Operations Manager (Forestry)	3	1
Professionals	2015-216601	Graphic Designer	3	3
Professionals	2015-241107	Financial Accountant	2	1
Professionals	2015-264202	Newspaper or Periodical Editor	5	3
Managers	2015-134901	Environmental Manager	3	1

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Professionals		2015-214102	Industrial Engineering Technologist	8
Managers		2015-122101	Sales and Marketing Manager	2
Managers		2015-215101	Electrical Engineer	3
Managers		2015-214501	Chemical Engineer	3
Managers		2015-214401	Mechanical Engineer	2
Managers		2015-134917	Publisher	2
Technicians and Associate Professionals		2015-314302	Forestry Research Technician	1
Managers		2015-132106	Manufacturing Quality Manager	2
Professionals		2015-216301	Fashion Designer	4
Professionals		2015-264203	Print Journalist	7
Managers		2015-121206	Health and Safety Manager	2
Managers		2015-122301	Research and Development Manager	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662201	Printing Machinist	4
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-682303	Wood Machinist	5
TOTAL				85
				50

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SKILLS PROGRAMMES EMPLOYED

OFO MAJOR GROUP	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER EN- TERED	NUMBER COM- PLETED
Elementary Occupations	2015-821501	Forestry Worker	310	220
Plant and Machine Operators and Assemblers	2015-715301	Sewing Machine Operator	180	110
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-682101	Wood Preparer and Treater	65	21
Technicians and Associate Professionals	2015-312201	Production / Operations Supervisor (Manufacturing)	165	100
Professionals	2015-213203	Forest Scientist	5	3
Plant and Machine Operators and Assemblers	2015-717201	Wood Processing Machine Operator	60	30
Managers	2015-131103	Production / Operations Supervisor (Forestry)	55	25
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-621101	Tree Feller	55	35

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Plant and Machine Operators and Assemblers		2015-717102	Paper and Pulp Mill Operator	50	35
Plant and Machine Operators and Assemblers		2015-733201	Truck Driver (General)	30	20
Plant and Machine Operators and Assemblers		2015-734402	Forklift Driver	25	15
Managers		2015-131102	Production / Operations Manager (Forestry)	25	15
Managers		2015-132102	Production / Operations Manager (Manufacturing)	40	20
Elementary Occupations		2015-832903	Timber and Wood Process Worker	20	10
Elementary Occupations		2015-832909	Textile, Clothing and Footwear Factory Worker	40	25
Plant and Machine Operators and Assemblers		2015-715302	Clothing, Textile and Leather Goods Production Operator	10	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers			Saw Maker and Repairer	10	5
		2015-652403			
Elementary Occupations		2015-832905	Footwear and Leather Factory Worker	10	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers			Quality Controller (Manufacturing)	25	15
		2015-684305			
Plant and Machine Operators and Assemblers		2015-718304	Packaging Manufacturing Machine Setter	10	5
Managers		2015-121908	Quality Systems Manager	20	10
Professionals		2015-226302	Safety, Health, Environment and Quality (SHE&Q) Practitioner	21	10

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Professionals		2015-242401	Training and Development Professional	25 12
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-682303	Wood Machinist	10 5
Plant and Machine Operators and Assemblers		2015-734102	Logging Plant Operator	15 10
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-621102	Forest and Conservation Workers	30 15
Elementary Occupations		2015-832101	Packer (Non Perishable Products)	5 3
Plant and Machine Operators and Assemblers		2015-714301	Paper Products Machine Operator	5 3
Plant and Machine Operators and Assemblers		2015-715103	Man-made Fibre Production Machine Operator	5 3
Plant and Machine Operators and Assemblers		2015-734101	Agricultural Mobile Plant (Equipment) Operator	5 3
Managers		2015-121101	Finance Manager	5 3
Professionals		2015-243301	Sales Representative / Salesman (Industrial Products)	5 2
Managers		2015-121201	Personnel / Human Resource Manager	5 2
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-684901	Clothing, Footwear and Leather Processing Machine Mechanic	5 2
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662301	Mechanized soft-cover book-binding technician	5 2

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Plant and Machine Operators and Assemblers		2015-715605	Footwear Finishing Production Machine Operator	3	2
Plant and Machine Operators and Assemblers		2015-718302	Packing Machine Operator	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662202	Small Offset Lithography Operator	5	3
Professionals		2015-242303	Human Resource Advisor	5	3
Professionals		2015-242402	Occupational Instructor / Trainer	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662213	Rotary Printing and Re-reeling Gravure Machine Technician	5	3
Plant and Machine Operators and Assemblers		2015-715501	Leather Processing Machine Operator	10	5
Professionals		2015-226301	Environmental Health Officer	5	3
Professionals		2015-216301	Fashion Designer	5	3
Professionals		2015-216601	Graphic Designer	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662307	Folding Machine Operator (Paper Products)	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-684914	Textile Machine Mechanic	5	3
Managers		2015-121206	Health and Safety Manager	5	3

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS	
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018	
Elementary Occupations		2015-821502	Logging Assistant	5	3
Elementary Occupations		2015-862915	Chemical Mixer	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-672105	Instrument Mechanician	5	3
Service and Sales Workers		2015-532901	First Aid Attendant	5	3
Professionals		2015-243103	Marketing Practitioner	5	3
Plant and Machine Operators and Assemblers		2015-715205	Non-woven Machine Operator	5	3
Managers		2015-122101	Sales and Marketing Manager	5	3
Technicians and Associate Professionals		2015-331301	Bookkeeper	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662204	Lithographic Printing Technician	5	3
Plant and Machine Operators and Assemblers		2015-715401	Textile Wet Process Production Operator	5	3
Professionals		2015-241102	Management Accountant	5	3
Technicians and Associate Professionals		2015-312101	Production / Operations Supervisor (Mining)	5	3
Plant and Machine Operators and Assemblers		2015-734205	Grader Operator	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662208	Roll Label Machine Technician	5	3

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018
Plant and Machine Operators and Assemblers		2015-714204	Plastics Production Machine Operator (General)	5 3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662303	Mechanised Bookbinding Technician	5 3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662309	Adhesive Binding Machine Operator	5 3
Managers		2015-132106	Manufacturing Quality Manager	5 3
Technicians and Associate Professionals		2015-311905	Industrial Engineering Technician	5 3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-671202	Millwright	5 3
Plant and Machine Operators and Assemblers		2015-715101	Fibre Preparation Production Machine Operator	5 3
Plant and Machine Operators and Assemblers		2015-715204	Knitting Machine Operator	5 3
Plant and Machine Operators and Assemblers		2015-721901	Product Assembler	5 3
Professionals		2015-242302	Skills Development Facilitator / Practitioner	5 3
Technicians and Associate Professionals		2015-313916	Manufacturing Production Technicians	5 3
Technicians and Associate Professionals		2015-333903	Sales Representative (Business Services)	5 3
Professionals		2015-242102	Organisation and Methods Analyst	5 3

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-682201	Cabinet Maker	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-683201	Clothing, Home Textiles and General Goods Cutter	5	3
Professionals	2015-264102	Book or Script Editor	5	3
Professionals	2015-264201	Copywriter	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-652402	Tool Grinder and Sharpener	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662216	Commercial Digital Printer	5	3
Plant and Machine Operators and Assemblers	2015-715201	Weaving Machine Operator	5	3
Professionals	2015-214101	Industrial Engineer	5	3
Professionals	2015-264203	Print Journalist	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662313	Newspaper and Magazine Mail-room Machine Operator	5	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-683202	Apparel and related pattern maker	10	5
Managers	2015-134917	Publisher	5	3

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018
Professionals		2015-216603	Multimedia Designer	5 3
Technicians and Associate Professionals		2015-311101	Chemistry Technician	5 3
Technicians and Associate Professionals		2015-311301	Electrical Engineering Technician	5 3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-661801	Textile, Leather and Related Materials Handicraft Workers	5 3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662209	Gravure Printing Technician	6 3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-683401	Upholsterer	5 3
Plant and Machine Operators and Assemblers		2015-715602	Footwear Closing Production Machine Operator	5 3
Managers		2015-121904	Contract Manager	5 3
Professionals		2015-214501	Chemical Engineer	5 3
Professionals		2015-251301	Multimedia Specialist	5 3
Technicians and Associate Professionals		2015-313902	Wood Processing Control Technician	5 3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662308	Saddle Stitch Machine Operator	5 3

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018

Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662310		Book Sewing Machine Operator	5	3
Managers	2015-134903		Small Business Manager	90	50
Professionals	2015-251302		Web Developer	25	12
Managers	2015-121202		Business Training Manager	25	13
Managers	2015-111402		Trade Union Representative	85	58
Professionals	2015-242401		Training and Development Professional	40	30
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-683202		Patternmaker	45	35
TOTAL				2000	1200

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OFO MAJOR GROUP	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER EN-TERED	NUMBER COMPLETED
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-653303	Mechanical Fitter	24	10
Technicians and Associate Professionals	2015-312201	Production / Operations Supervisor (Manufacturing)	10	5

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018
Technicians and Associate Professionals		2015-313916	Manufacturing Production Technicians	0
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-671101	Electrician	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-672107	Special Class Electrician	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-672105	Instrument Mechanician	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-651404	Structural Plater	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662107	Printing Plate Maker	0
Plant and Machine Operators and Assemblers		2015-718304	Packaging Manufacturing Machine Setter	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-652302	Fitter and Turner	4
Technicians and Associate Professionals		2015-311905	Industrial Engineering Technician	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-671202	Millwright	3

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662204	Lithographic Printing Technician	15
	Plant and Machine Operators and Assemblers	2015-721101	Machinery Assembler	8
	Plant and Machine Operators and Assemblers	2015-718304	Packaging Manufacturing Machine Setter	8
	Plant and Machine Operators and Assemblers	2015-717102	Paper and Pulp Mill Operator	12
	Plant and Machine Operators and Assemblers	2015-714301	Paper Products Machine Operator	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-662202	Small Offset Lithography Operator	15
	Plant and Machine Operators and Assemblers	2015-714208	Plastics Manufacturing Machine Minder	6
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers		2015-651302	Boiler Maker	8
	Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662303	Mechanised Bookbinding Technician	8
Plant and Machine Operators and Assemblers		2015-715401	Textile Wet Process Production Operator	8
	Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662104	Electronic Originator	8

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662201	Printing Machinist	10	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662209	Gravure Printing Technician	8	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-684914	Textile Machine Mechanic	8	4
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662212	Rotary Printing and Re-reeling Flexographic Machine Technician	8	5
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-671203	Mechatronics Technician	4	2
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-651501	Rigger	6	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-652404	Grinder	2	1
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662213	Rotary Printing and Re-reeling Gravure Machine Technician	6	3
Plant and Machine Operators and Assemblers	2015-715201	Weaving Machine Operator	3	1
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662105	Gravure Cylinder Preparation Technician	6	3

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-653301	Industrial Machinery Mechanic	2	1
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-653306	Diesel Mechanic	3	2
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662208	Roll Label Machine Technician	7	3
Plant and Machine Operators and Assemblers	2015-715102	Yarn Production Machine Operator	2	1
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-651202	Welder	1	1
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662301	Mechanized soft-cover bookbinding technician	3	2
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662314	Envelope Manufacturing Machine Operator	7	3
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-672104	Electronic Equipment Mechanician	1	1
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-684901	Clothing, Footwear and Leather Processing Machine Mechanic	1	1
Plant and Machine Operators and Assemblers	2015-715204	Knitting Machine Operator	1	1

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018

Plant and Machine Operators and Assemblers	2015-718201	Boiler or Engine Operator	1	1
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662101	Electronic Pre-press	2	1
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662308	Saddle Stitch Machine Operator	1	1
Plant and Machine Operators and Assemblers	2015-718302	Packing Machine Operator	5	2
Skilled Agricultural, Forestry, Fishery, Craft and Related Trades Workers	2015-662307	Folding Machine Operator (Paper Products)	2	1
TOTAL			300	150

TVET GRADUATES

OFO Major Group	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER ENTERED	NUMBER COMPLETED
SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2015-671101	Electrician	30	20
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2015-334102	Office Administrator	40	20
CLERICAL SUPPORT WORKERS	2015-441601	Human Resources Clerk	30	15
SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2015-682201	Cabinet Maker	40	15
SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2015-682301	Furniture Finisher	30	15

DOCUMENT TYPE	DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT	FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018

OFO Major Group	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER EN- TERED	NUMBER COMPLETED
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2015-715301	Sewing Machine Operator	30	20
PROFESSIONALS	2015-242210	Business Administrator	30	20
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2015-334302	Personal Assistant	30	18
PROFESSIONALS	2015-252301	Computer Network and Systems Engineer	30	20
PROFESSIONALS	2015-216601	Graphic Designer	30	15
PROFESSIONALS	2015-241101	Accountant (General)	20	20
SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2015-671202	Millwright	30	20
SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2015-652302	Fitter and Turner	30	20
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2015-333908	Marketing Coordinator	30	17
PROFESSIONALS	2015-216604	Web Designer	20	15
			450	270

DOCUMENT TYPE	DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT	FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018

HET GRADUATES

OFO MAJOR GROUP	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER EN-TERED	NUMBER COMPLETED
PROFESSIONALS	2015-264203	Print Journalist	40	30
PROFESSIONALS	2015-216301	Fashion Designer	35	16
PROFESSIONALS	2015-214102	Industrial Engineering Technologist	15	9
PROFESSIONALS	2015-213203	Forest Scientist	15	9
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2015-313917	Pulp and Paper Manufacturing Process Control Technician	12	9
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2015-313902	Wood Processing Control Technician	12	9
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2015-311801	Electrical Engineering Technician	10	5
PROFESSIONALS	2015-264202	Newspaper or Periodical Editor	15	10
PROFESSIONALS	2015-264102	Book or Script Editor	10	5
PROFESSIONALS	2015-252201	Systems Administrator	15	8
PROFESSIONALS	2015-216601	Graphic Designer	15	6
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2015-333905	Supply Chain Practitioner	10	6
PROFESSIONALS	2015-251301	Multimedia Specialist	6	3
PROFESSIONALS	2015-241101	Accountant (General)	10	6

DOCUMENT TYPE		DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT		FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018

OFO MAJOR GROUP	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER EN-TERED	NUMBER COMPLETED
PROFESSIONALS	2015-216604	Web Designer	10	5
PROFESSIONALS	2015-216603	Multimedia Designer	5	3
PROFESSIONALS	2015-214501	Chemical Engineer	10	6
PROFESSIONALS	2015-214301	Environmental Engineer	5	3
PROFESSIONALS	2015-214103	Production Engineer	5	3
PROFESSIONALS	2015-214101	Industrial Engineer	10	6
MANAGERS	2015-122201	Advertising and Public Relations Manager	5	3
			270	160

DOCUMENT TYPE	DEPARTMENT	DOCUMENT DATE	DOCUMENT STATUS
FP&M SETA SCARCE & CRITICAL SKILLS ALIGNMENT DOCUMENT	FP&M SETA -CEO	15 TH NOVEMBER 2018	FINAL-NOVEMBER 2018

ADULT EDUCATION AND TRAINING

OFO Major Group	OCCUPATION CODE (OFO Code)	OCCUPATION	NUMBER ENTERED	NUMBER COMPLETED
ELEMENTARY OCCUPATIONS	2015-821501	Forestry Worker	140	80
ELEMENTARY OCCUPATIONS	2015-832909	Textile, Clothing and Footwear Factory Worker	140	80
ELEMENTARY OCCUPATIONS	2015-832903	Timber and Wood Process Worker	100	60
ELEMENTARY OCCUPATIONS	2015-832905	Footwear and Leather Factory Worker	70	50
ELEMENTARY OCCUPATIONS	2015-662201	All other sub-sectors	150	90
			600	360

