

ANNEXURE 2: TETA 2016/17 Scarce and Critical skills in short supply for industries that participated in the SSP workshops

1. AEROSPACE				
NO	UNIT GROUP	OFO CODE	OCCUPATION/ SPECIALISATION	NQF
1		No code	Accident Investigators	5
2	Mechanical Engineers	214403	Aeronautical Engineers	7
		214401	Mechanical Engineer	7
3		No code	Air Traffic Assistant trainer	5
4	Air Traffic Controllers	315401	Air Traffic Controller	6
5	Electronics Mechanics and Servicers	672101	Avionics Technician	5
		672101	Aircraft Electronician	
		672105	Aircraft Instrument Mechanic	
		672102	Aircraft Radartrician	
6	Aircraft Engine Mechanics and Repairers		Aircraft Composite Structures Worker	5
		653202	Aircraft Engine Fitter	5
		653201	Aircraft Mechanic	
		653203	Aircraft Trimmer	
7	Electrical Mechanics and Fitters		Aircraft Electrician	5
8		No code	Aircraft Performance analysis/ weight& balance analysis	5
9	Welders and Flame Cutters	651202	Aircraft Welder	5
10	Spray Painters and Varnishers	643202	Aircraft Spray Painter	
11		No code	Airport Maintenance Electricians	5
12		No code	CAA Inspectors	5
13	Travel Attendants and Travel Stewards	511101	ATPL Pilots	7
14	Electronics Engineers	215201	Electronic engineer	7
15	Mechanical Engineering Technicians	311503	Engineering Technician ATNS	6
16	Industrial and Production Engineers	214101	Industrial Engineer	7
17	Transport Clerks	734206	Load Controller	5
18		No code	Aircraft Tow Tractor Driver	4

1. AEROSPACE				
NO	UNIT GROUP	OFO CODE	OCCUPATION/ SPECIALISATION	NQF
19	Meteorologists	211210	Meteorologist (research, climate & Casting)	7
20		No code	Air quality scientist	7
21	Mining and Metallurgical Technicians	311702	Non Destructive Testing Technician	5
22		No code	Passenger Handling	4
23		No code	Aircraft Loading Supervisors	5
24		No code	Flight Controller	6
25	Sheet Metal Workers	651301	Aircraft Sheet Metal Structure Worker	5
26		No code	Ramp Handling	4
27	Software Developers	251201	Aviation Software Engineer	7
28	Metal Working Machine Tool Setters and Operators	652301	Turner Machinist	6
29		No code	Airport Manager	6
30		No code	Baggage Handling Manager	5
31		No code	Airports Commercial Manager	6
32		No code	Airport Planning	6
33		No code	Aviation Security Management	5
34		215101	Electrical Engineer	
35		214201	Civil engineer	
36		122101	Business Developers	
37		242101	Business Analysts	
38		132107	Quality Assurance managers	
39		143901	Facility managers	
40		214202	Airport planner	
41		671202	Millwright	
42		733201	Push back drivers-Code 14	
43		315305	Helicopter pilots	

2. FORWARDING AND CLEARING				
NO	UNIT GROUP	OFO CODE	OCCUPATION /SPECIALISATION	NQF
1	Executive		Executive (4 th Party Logistics) Supply Chain Executive (International Logistics)	8/9
2.	Business Services and Administration Managers not Elsewhere Classified	121901	General Manager (Operational Manager)	6
		121905	Project Manager	7
		121206	SHEQ	6
3.	Supply, Distribution and Related Managers	132402	Logistics Manager	6
			Customs Compliance Manager	7
			Supply Chain Manager	8
			Forwarding Manager	7
4.	Estimator	No OFO Code	Estimating Manager (International Logistics)	7
5.	Insurance Broker	33210	International Maritime Transport Insurance Broker	7/8
6.	Sales and Marketing Managers	122105	Customer Service Manager	6
			Key Account Managers	
			Business Dev Managers	
			Commercial Manager	
7.	Management and Organization Analysts	242101	Business Analyst	7
8.	Business Services and Administration Managers not Elsewhere Classified	121908	Quality Systems Manager (within the International Logistics Supply Chain)	7
			IT/Manager	
9.	Forwarding & Clearing Agent	333101	Forwarding Agent	5
10.			Customs Agent	
11			Logistician	
13			Shipping Agent	
14.	Supply Chain Practitioner	333905	Supply Chain Practitioner (International Logistics)	5
15.	Business Administrator	242210		
16.	Employee Relations Manager	242304		
17.				
18.				

2. FORWARDING AND CLEARING				
NO	UNIT GROUP	OFO CODE	OCCUPATION /SPECIALISATION	NQF
19.	Engineers	21410	Robotic Engineer Process Engineer	8 8
20.	Driver	732101		
21.	Creditors Clerks	431101		
22.	Call Centre Agents	422206		
23.				
24.				
25.				
23.				
24.	Driverless Forklifts	No Code	Falls in Freight Handling Chamber	
25.	Operator lifting Equipment	No Code	Falls in Freight Handling Chamber	
26.	Transformation Manager	No Code		

3. FREIGHT HANDLING				
NO	UNIT GROUP	OFO CODE	OCCUPATION /SPECIALISATION	NQF
1	Supply, Distribution and Related Managers	132402	Logistics Manager	6
		132401	Freight Manager	
		132403	Cargo Manager	
2	Business Services and Administration Managers not Elsewhere Classified	121905	Project Manager	7
		121901	Business Operations Manager	
3	Finance Managers	121101	Finance Manager	7
4	Industrial & Production Engineers	214101	Manufacturing Logistics Engineer	8
5	Elementary Workers not Elsewhere Classified	862918	Artisan Aide Electrical	3
6	Physical and Engineering Science Technicians not Elsewhere Classified	311905	Industrial Engineering Technicians	6
7	Electrical Mechanics and Fitters	671202	Millwright (Electromechanician)	4
8	Supply, Distribution and Related Managers	132401	Supply and Distribution Manager	6
9	Heavy Truck and Lorry Drivers	733201	Freight Operator	5
10	Supply, Distribution and Related Managers	132404	Warehouse Manager	5
11	Advertising and Marketing Professionals	243103	Marketing Practitioner	5
12	Plumbers and Pipe Fitters	642607	Pipe Fitter	4
13	Database and Network Professionals not Elsewhere Classified	252902	Technical (ICT) Support Services Manager	6
14	Human Resource Managers	121202	Business Training Manager	7
15	Crane, Hoist and Related Plant Operators	734301	Crane or Hoist Operator	4
16	Freight Handlers	833303	Stevedore	5
17	Stock Clerks	432102	Dispatching and Receiving Clerk / Officer	5
18	Air Conditioning and Refrigeration Mechanics	642702	Cold Storage Maintenance Serviceman	5
19	Lifting Truck Operators	734402	Forklift Operator	4
20	Environmental and	226302	Safety Manager	6

3. FREIGHT HANDLING				
NO	UNIT GROUP	OFO CODE	OCCUPATION /SPECIALISATION	NQF
	Occupational Health and Hygiene Professionals			
21	Professional Services Managers not Elsewhere Classified	134916	Stevedore Foreman	5
22	Nursing Professionals	222101	Occupational Health Nurse	7
23	Information and Communications Technology Service Managers	133105	Information Technology Service Manager	7
24	Clearing & Forwarding Agents	333101	Shipping Agents & Operators Clearing & Forwarding Agent/Specialist Clearing Agent/Customs	5

4. MARITIME				
NO	UNIT GROUP	OFO CODE	OCCUPATION/ SPECIALISATION	NQF
1	Ship's Engineer	315101	<u>Ship's Engineer</u> Chief engineer (< 750kW port operations) Chief engineer (< 1500kW port operations) Chief engineer officer (port operations) Engineer officer Second engineer (< 3000kW) Chief engineer (< 3000kW) Second engineer Chief engineer Electro technical officer Chief engineer officer (special grade)	6
2	Ships' Deck Officers and Pilots	315201	<u>Ship's Master</u> Master (< 200GT near-coastal) Master (< 200GT) Master (< 1600GT port operations) Master (port operations) Master (< 500GT near coastal) Master (< 500GT) Master (< 3000GT) Master Master (special grade)	6
3	Ships' Deck Officers and Pilots	315202	<u>Ship's Deck Officer</u> Skipper (< 200GT port operations) Mate (< 500GT near-coastal) Mate (< 500GT) Deck officer (unlimited) Chief mate (< 3000GT) Chief mate	6
4	Skilled Inland and Coastal Waters Fishery Workers	622201	<u>Skipper (Fishing)</u> Skipper fishing (< 24m limited waters) Skipper fishing (< 24m unlimited waters) Skipper fishing (≥ 24m limited waters) Skipper fishing (≥ 24m unlimited waters)	4

			Deck officer fishing (< 24m) Deck officer fishing (≥ 24m)	
5	Engineer-Fishing	No code	<u>Engineer (Fishing)</u> Marine motorman Grade 2 Marine motorman Grade 1 Marine motorman Higher Grade Second engineer (fishing) Chief engineer (< 3000kW fishing) Chief engineer (fishing) (unlimited)	4
6	Ships' Deck Crews and Related workers	735101	<u>Deck Hand</u> Ordinary seafarer deck (including port operations & fishing) Able seafarer deck Ordinary seafarer engine Able seafarer engine (including port operations) Electro-technical rating General purpose rating (port operations)	4
7	Fishery and Aquaculture Labourers	821601	<u>Fishing Hand</u> Factory Hand	3
8	Supply, Distribution and Related Managers	132407	Harbour Manager Port Captain	5
9	Services Managers not Elsewhere Classified	143907	Dock master	7
10	Mechanical Engineers	214405	Naval Architect Marine Engineers	8
11	Ships' Deck Officers and Pilots	315203	Ship's Surveyor	6
12	Cooks	512101	Cook	4
13	Electrical Mechanics and Fitters	671202	Millwright (Electro-mechanician)	3
14	Human Resource Managers	121201	Personnel / Human Resource Manager: Crewing Manager	6
	Business Training Manager	121202		6
15	Divers	684101		

16	Safety officers	325702		
17	Diesel Mechanics	653306		
18	Marine Pilots	No Code		
19	Mechanical Engineers	214401		
20	TUG Masters	315201		
21	Fibre glass laminators	714205		
22	Packaging & Processing Managers	132102		
23	Skipper Parts	622201		
24	Refrigeration	642702		
25	Artisans	No Code		

5. RAIL				
NO	UNIT GROUP	OFO CODE	OCCUPATION/ SPECIALISATION	NQF LEVEL
1	Locomotive Engine Drivers	731101	<u>Train driver:</u> Railway Engine Driver Electric and diesel Electric Train Driver Fireperson Locomotive Driver Locomotive Observer Mine and Quarry Engine Driver Rail Car Driver	6
2	Railway Brake, Signal and Switch Operators	731202	Train control officer Railways Yard Foreman	4
3	Railway Brake, Signal and Switch Operators	731201	<u>Railway signal operator:</u> Railway Shunter Railway Switching and Signaling Operator Railway Traffic Assistant / Operator Railway Yard Assistant Railway Yard Foreman	4
4	Elementary Workers not Elsewhere Classified	862920	<u>Railways assistant:</u> Railway Porter/guard Railway Surface man Railway Washout man Railway Traffic foreman Railway Yard master	4
6	Civil engineers	214201	Civil engineers (rail design; rail alignment)	8
7	Electrical engineers	215101	Civil engineers (rail design; rail alignment)	8
8	Electronics engineers	215201	Electronics engineer (railway signaling; testing & commissioning)	8
9	Agricultural and Industrial Machinery Mechanics and Repairers	653304	Diesel Fitter	6
		653306	Diesel mechanic, Diesel Electrical fitter; Diesel Fitter mechanic; Diesel Fuel Injection Mechanic; Diesel Fuel Injection Technician; Diesel Injector; Field Service Technician (diesel).	4
10	Welders & flame cutters	651201	Pressure Welder	4
		651202	Specialized Welder	4

		651203	Fitter-welder	4
		651204	Gas Cutter	4
11	Electrical Mechanics and Fitters	671207	Armature Winder	4
		671202	Millwright	4
12		No Code	Rail assessors	5
13		No Code	Track technicians and training specialist	5
14	Draughtspersons	311801	Rail draughtsman	5
15	Industrial and Production Engineers	214101	Industrial engineer	8
16	Mechanical engineers	214401	Mechanical engineer, Air-conditioning, Heating and Ventilation (including fire) Engineer; Automotive Engineer; Diesel Engineer; Fluid Mechanics Engineer; Heating and Ventilation Engineer; Machine Design and Development Engineer; Maintenance Management Engineer; Mechatronics Engineer; Pressurised Vessels Engineer; Transportation Systems Engineer	8
17	Civil engineers	214201	Civil engineer, Air-conditioning, Heating and Ventilation (including fire) Engineer; Automotive Engineer; Diesel Engineer; Fluid Mechanics Engineer; Heating and Ventilation Engineer; Machine Design and Development Engineer; Maintenance Management Engineer; Mechatronics Engineer; Pressurised Vessels Engineer; Transportation Systems Engineer:	8
18	Transportation Electrician	671208	Auto electrician, Automotive Electrician; Automotive Electrical Fitter; Autotronics Technician; Locomotive Electrician; Transport Electrician.	
19		652302	Fitter and Turner	
20	Mechanical Engineering Technician	311501	Automotive Engineering Technician; Fuel Cell Technician; Mechanical Instrument Technician.	
21			Rail assessor	
22			Mechanical Engineering Technician	

23	Project Manager	121905	Business Services and Administration Managers	
24	Warehouse Manager	132404	Supply Distribution and Related Managers	
25	Crane or Hoist Operator	734301	Crane Hoist and related Plant Operators	
26	Forklift Operator	734402	Lifting Truck Operators	
27	Vehicle Body Builder	684905	Craft and Related Workers not Elsewhere Classified	
28	Skills Development Facilitator	121202	Human Resource Managers	
29	Health and Safety	121206	Human Resource Managers	
30	Passenger handling	No code		
31	Principal Provincial Inspector	541201	Instructors / Facilitators	
32	Assistant Director & Deputy Director	134915	Provincial Transport Management, Vehicle Technical Compliance Officer & Assistant Manager: Vehicle Inspectorate Support Facilities Supervisor; Campus Administrator/Supervisor	

6. ROAD FREIGHT				
NO	UNIT GROUP	OFO CODE	OCCUPATION /SPECIALISATION	NQF LEVEL
1	Motorcycle Drivers	732101	Delivery Drivers – Medium & Heavy drivers, Heavy duty drivers, Abnormal load	4
2	Heavy Truck and Lorry Drivers	733201	Driver	4
		733205	Tow Truck Driver, (medium & heavy)	4
		733204	Tanker Driver	4
		733203	Furniture Removalist (heavy duty)	4
		No code	Driving Instructors, (heavy duty)	4
3	Car, Taxi and Van Drivers	732203	Emergency Vehicle Drivers	4
4	Agricultural and Industrial Machinery Mechanics and Repairers	653306	Diesel & Petrol Mechanic	4
5	Motor Vehicle Mechanics and Repairers	653101	Motor Mechanic	4
			Vehicle Service Technicians	4
6	Electrical Mechanics and Fitters	671208	Auto Electrician	4
		671208	Autotronics Technician	4
7	Driving Instructor	516501	Driving Instructor Trainer	5
8	Policy Administration Professionals	242208	Risk manager/Officer	5
9	Police Officers	541201	Traffic Policing	5
10	Sales and Marketing Managers	122101	Marketing & Sales manager	6
11	Supply, Distribution and Related Managers	132401	Supply Chain Manager	6
12		No code	Vehicle tracking operator	
13	Personnel and Careers Professionals	242304	Industrial relations officer	6
14	Data Entry Clerks	413201	Data Capturer	5
15	Employment Agents and Contractors	333301	Recruitment Officer	6

6. ROAD FREIGHT				
NO	UNIT GROUP	OFO CODE	OCCUPATION /SPECIALISATION	NQF LEVEL
16		132405	Fleet Managers	
17		242302	Skills Development Facilitator	
18		134915	Operational Manager	
19		133105	Communication Information Technology Manager	
20		121101	Chief Financial Officer	
21		222101	Nurse	
22		251201	IT /Developers	
23		121206	SHEQ Managers	
24		No Code	Security Investigators	
25		No Code	Designated Agent (NBC)	
26		No Code	Trainers (Specialist)	

7. ROAD PASSENGER				
NO	UNIT GROUP	OFO CODE	OCCUPATION /SPECIALISATION	NQF
1	Business Services and Administration+ Managers not Elsewhere Classified	121901	General Manager	6
		121905	Project Manager	7
2	Human Resource Managers	121201	Human Resource Manager	7
		121202	Business Training Manager/Skills Development Facilitator	6
		121206	Health and Safety	6
3	Finance Managers	121101	Finance Manager	7
4	Bus and Tram Drivers	733101	Bus Driver	4
5	Supply, Distribution and Related Managers	132402	Logistics Manager	6
		132403	Road Transport Manager	6
6	Sales and Marketing Managers	122105	Customer Service Manager	6
7	Agricultural and Industrial Machinery Mechanics and Repairers	653306	Diesel Mechanic	6
8	Motor Vehicle Mechanics and Repairers	653101	Automotive Motor Mechanic	6
9	Craft and Related Workers not Elsewhere Classified	684905	Vehicle Body Builder	6
10	Electrical Mechanics and Fitters	671208	Auto Electrician	5
11	Craft and Related Workers not Elsewhere Classified	684904	Panel Beater	5
12	Spray Painters and Varnishers	643201	Spray Painter	5
13	Policy Administration Professionals	242203	Company Secretary	7
14	Town and Traffic Planners	216402	Transport Analyst	7
15	Management and Organization Analysts	242101	Business Analyst	7
16	Driving Instructors	516501	Driving Training Officer/Technical	5
17	Policy Administration Professionals	242207	Compliance Officer	5
18	Business Services and Administration Managers not	121908	Quality Systems Manager IT/Manager	7

7. ROAD PASSENGER				
NO	UNIT GROUP	OFO CODE	OCCUPATION /SPECIALISATION	NQF
	Elsewhere Classified			
19		No code	Customs Entry Clerk	
20	Police Officers	541202	Police Officers	5
21	Professional Services Managers not Elsewhere Classified Professional Services Managers not Elsewhere Classified	134903	Small Business Manager	5
22	Business Services Agents not Elsewhere Classified	333908	Marketing Coordinator	6
23	Personnel and Careers Professionals	242304	Industrial Relations Officer	6
24	Electrical Engineer	215101		
25	Supply &Distribution Manager	132401		
26	Mechanical Engineers	214401		
27	Spray Painter	643202		
28	Road Scheduler	No Code		
29	Plant Operators / Truck Drivers	733201	Driver/ Operator	
30	Instructors / Facilitators	541201	Principal Provincial Inspector	
31		134915	Assistant Director & Deputy Director: Provincial Transport Management, Vehicle Technical Compliance Officer & Assistant Manager: Vehicle Inspectorate Support	

8. TAXI			
NO	UNIT GROUP	OFO CODE	OCCUPATION /SPECIALISATION
1	Customer Service manager	122105	Client Services Advisor
2	Psychologists	263404	Behaviour Management Consultant
3	Typists and Word Processing Operators	413101	Word Processing Clerk
4	Professional Services Managers not Elsewhere Classified	134903	Small business manager
5	Business Services Agents not Elsewhere Classified	333908	Marketing Coordinator
6	Personnel / Human Resource Manager	121201	Employee Relations Manager
7	Business Services and Administration Managers not Elsewhere Classified	121905	Programme or Project Manager
8	Business Services Agents not Elsewhere Classified	333905	Supply Chain Administrator
9	Environmental and Occupational Health and Hygiene Professionals	226302	Safety, Health, Environment and Quality (SHE&Q) Practitioner
10	Personal Care Workers in Health Services not Elsewhere Classified	532901	First Aid Attendant
11	Human Resource Managers	121205	Employee Wellness Consultant
12	Personnel and Careers Professionals	242304	Industrial Relations Officer /Conflict Resolution Practitioner
13	Finance Manager	121101	Finance Manager
14	Policy Administration Professionals	242210	Business Administrator
		242207	Compliance Officer
		242209	Accounting Officer
15	Craft and Related Workers not Elsewhere Classified	684905	Vehicle Bodybuilder
16	Motor Vehicle Mechanics and Repairers	653101	Motor Mechanic
17		No Code	Vehicle maintenance
18		653306	Diesel Mechanic
19		671208	Auto Electrician
20		684904	Panel Beaters
21		643202	Spray painters
22		214202	Transport Planner
23		134915	Operational Managers
24		121202	Business Managers
25		242401	HR/ T & D Specialist
26		732202	Drivers (Professional),
27		441903	Ethics & Corporate Governance Administrators
28		No Code	Queue Marshal

