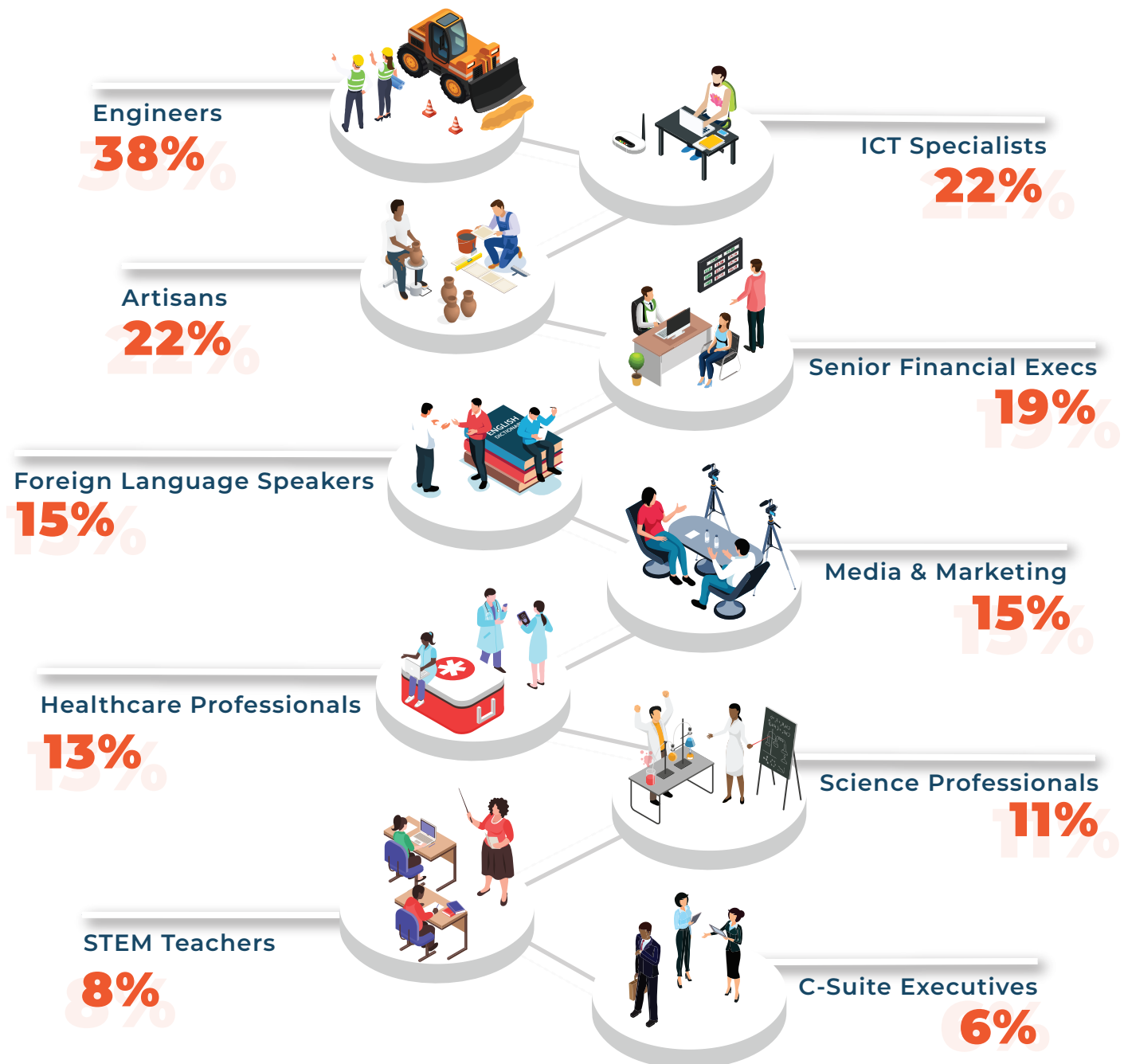


2025 CRITICAL SKILLS SURVEY SUMMARY

TOP 10 OCCUPATIONS MOST DIFFICULT TO RECRUIT IN SOUTH AFRICA

Skills shortages are intensifying, with 9 out of the top 10 critical areas showing increases of between 2 and 15 percentage points since 2024.



**The total number of respondents includes multiple areas of skills shortages selected by individual participants.*

2025 CRITICAL SKILLS SURVEY SUMMARY

HIGHLIGHTS TO NOTE FROM THE CRITICAL SKILLS SURVEY

Number of Respondents

381

including JSE-listed companies and large multinational groups

The survey, the most comprehensive of its kind among verified employers, reveals the extent of South Africa's critical skills shortages, and the role that foreign nationals play in bridging these gaps. The findings help inform Government's National Critical Skills List, a key tool for attracting international talent to South Africa.

KEY FINDINGS

A Growing Struggle to Recruit Locally

84%

of organisations report difficulty in hiring critically skilled employees in South Africa (up from **79%** in 2024).

The Trusted Employer Scheme

80%

of TES-participating employers say the scheme significantly improves their ability to secure work visas for foreign hires.

Critical Skills List Delivers

82%

of respondents indicate the National Critical Skills List caters for the talent needed for their operations (compared to **69%** in 2024).

“For every one highly skilled employee brought into the country, seven unskilled jobs are created.”

— Ashor Sarupen, Deputy Minister of Finance, South Africa,
Xpatweb Global Mobility Conference , 13 August 2025



ACCESS THE FULL 2025 REPORT BY
← SCANNING THE **QR CODE**