



XPATWEB

Work Permit & Expatriate Solutions

CRITICAL SKILLS SURVEY RESULTS



2018

AN ANALYSIS
OF SOUTH AFRICA'S
CRITICAL SKILLS SECTOR



SUMMARY OF THIS YEAR'S SURVEY

This is the most prominent survey in South Africa of its kind, considered by Government and a good example was the speech of Minister Angie Motshekga at the launch of the Rhodesfield Engineering School of Specialisation; making direct reference thereto.



TOTAL RESPONDENTS



110

Number of companies who participated in this year's survey

60%

Respondents in management and key decision-making positions

18%

of the respondents are c-suite level executives

30%

Multi-national companies (including JSE-listed companies and large multinational groups operating in Africa)



INDUSTRIES WHO PARTICIPATED IN THE SURVEY



Government



Food & Restaurants



Life, Physical & Social Sciences



Hospitality & Tourism



Agriculture, Fishing & Forestry



Management



Legal Services



Architecture & Engineering



Arts & Entertainment



Education & Libraries



Installation & Repairs



Information Communication Technologies



NGO's



Construction & Extraction



Sales



Healthcare & Medical Services



Transportation & Moving



IT & Technical Services



Administrative Services



Business & Finance

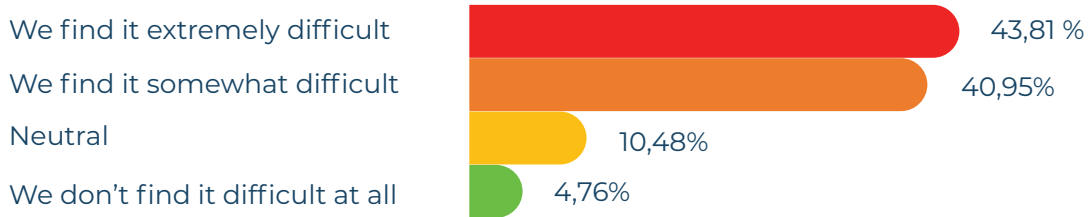


Production & Manufacturing



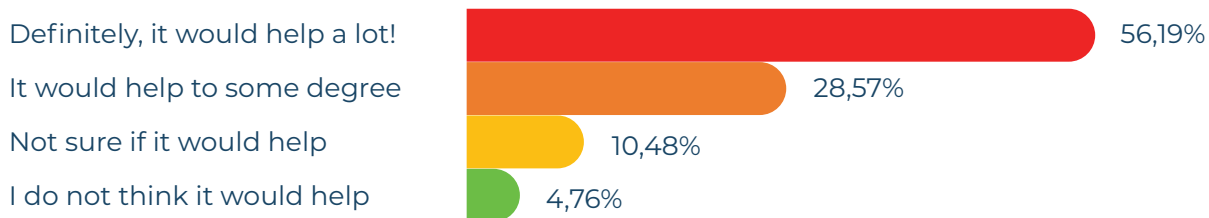
DO YOU FIND THAT YOUR ORGANISATION STRUGGLES TO RECRUIT CRITICALLY SKILLED INDIVIDUALS?

Over 80% of respondents indicated that they find it difficult to recruit critically skilled individuals.



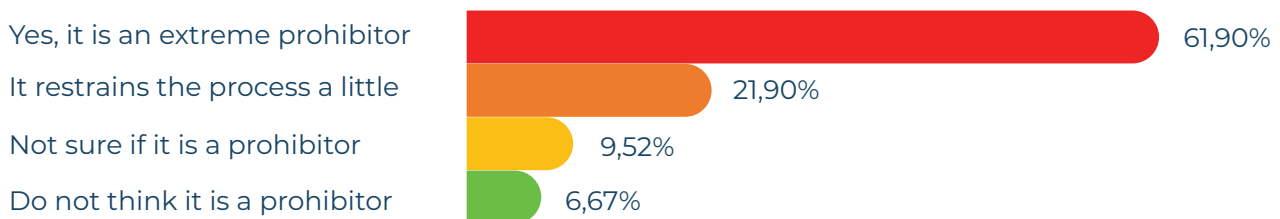
WOULD AN INTERNATIONAL SEARCH HELP YOU FIND THESE SKILLS?

83% of respondents feel it will help to do an international search to find critically skilled individuals.



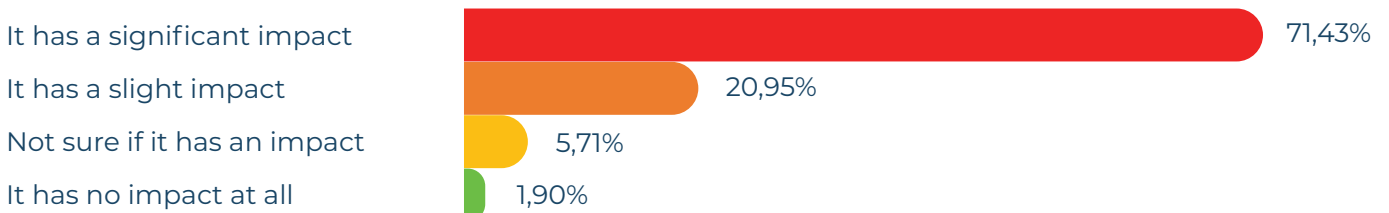
DO YOU PERCEIVE THE WORK VISA PROCESS AS A PROHIBITOR TO RECRUIT INTERNATIONALLY?

Over 80% of respondents feel that the work visa process prohibits them from recruiting internationally.



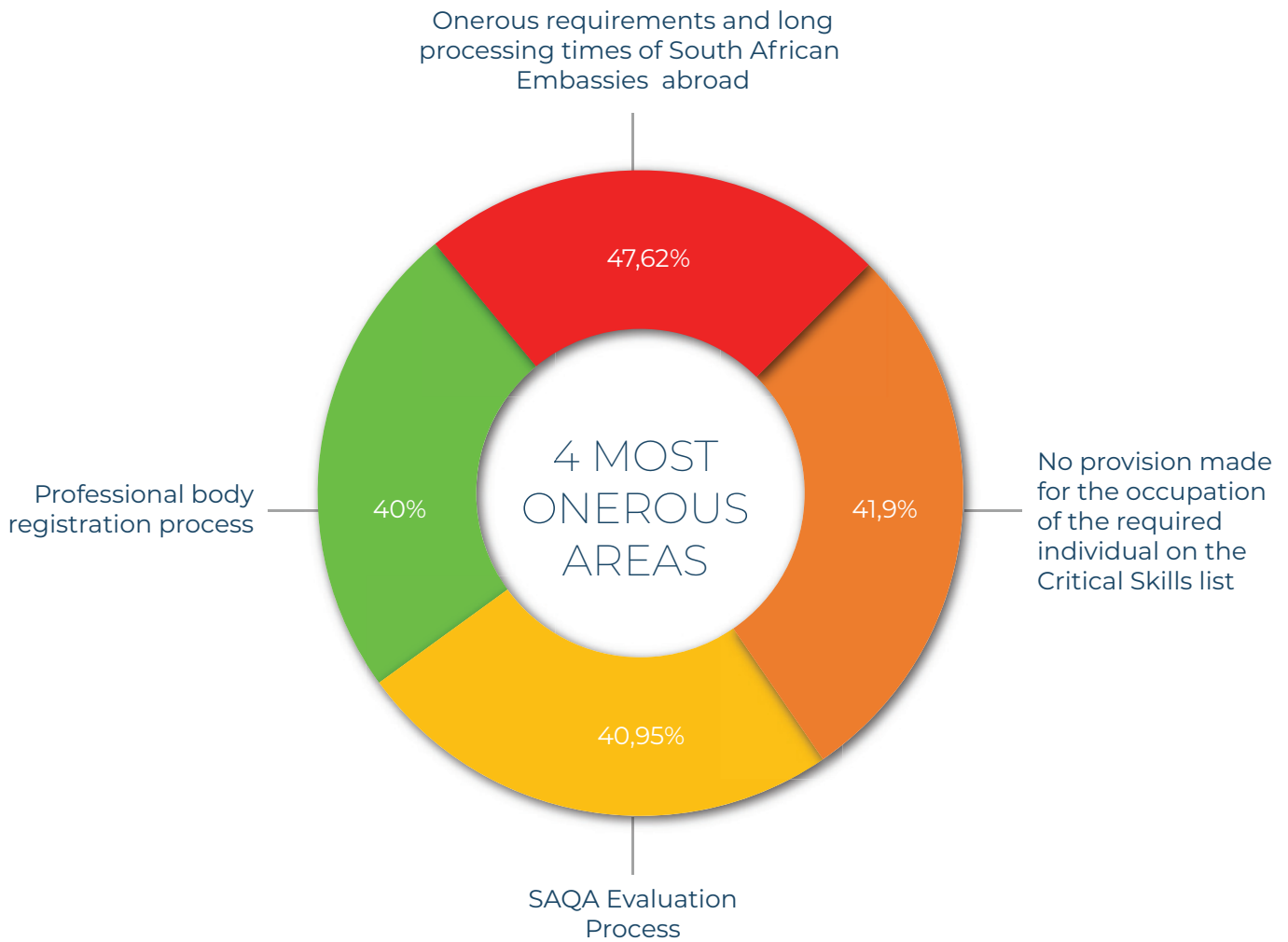
WHAT IMPACT DOES THE WORK VISA PROCESS HAVE ON YOUR BUSINESS OPERATIONS?

Over two thirds of respondents revealed that the work visa process has a significant impact on their business operations.





WHICH FACTORS DO YOU FIND ONEROUS IN TERMS OF OBTAINING WORK VISAS FOR CRITICALLY SKILLED INDIVIDUALS?



OTHER AREAS CITED



Police clearances from other countries



Costs



Document criteria varies from one mission abroad to the next



BBBEEE requirements



VFS poses a barrier to communicate with the Department of Home Affairs and Embassies



WHAT ARE THE CRITICAL SKILLS AREAS YOU FIND MOST DIFFICULT TO RECRUIT?

Following last years survey, IT specialists and Engineers remain the most difficult to recruit
Below is the percentage of respondents identifying with the below occupations:



Other critical skills areas:

Business Analysts, Construction, Maths and Science Teachers, Media Specialists, Truck Drivers, Highly skilled chefs, International Aid projects,



2017 VS 2018 RESULTS COMPARISON - TOP 5 CHANGES

2017 VS 2018





2017 VS 2018 RESULTS COMPARISON - INSIGHTS

MOST DIFFICULT FIELD TO RECRUIT



IT Specialists are becoming a highly sought-after resource following the rise of the 4th industrial revolution, where the emergence of machine learning, large-scale data analysis and various digital systems are changing the way businesses work.



The results suggest that organisations are **searching internationally to fulfil vacant IT positions** but are finding it the most difficult skill to recruit.

MORE FOCUS ON THE HEALTHCARE SECTOR



According to the World Health Organisation (WHO), South Africa has an average of one doctor and **one nurse per 1 000 patients**. Hospitals are often inundated with patients and understaffed, as shortages of skilled professionals in the health sector continues to be an issue.



The results indicated a **massive upturn (210%) in the difficulty to recruit skilled foreign doctors and nurses**.



2017 VS 2018 RESULTS COMPARISON - INSIGHTS

WHERE ARE ALL THE ARTISANS?



In 2017, local government revealed that South Africa has a **shortfall of about 40 000 qualified artisans.**

This forced government to **import skilled artisans from countries such as Thailand** due to shortages in order to complete time sensitive projects.



Our results show that this still remains an issue, where **14,15% of respondents noting that Artisans are the most difficult to recruit, up 45% from last year.**



CONCLUSION

- Establishing an international recruitment network remains prevalent with over 85% of respondents indicating that an international search would alleviate the struggle of recruiting critically skilled individuals.
- Industry leaders need to communicate challenges with relevant governing bodies.
- Skills transfer to local teams and concession planning remains a key element for large corporates and multinationals to develop their teams and align with the national development plan.



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