

APPENDIX

APPENDIX 1: CHAMBER SCARCE SKILLS LISTS

APPENDIX 1.1: METAL CHAMBER

TABLE 1.1: PRIORITY SKILLS IN THE METAL CHAMBER (BY OFO CODE).

OFO Code	Occupation	Description	Specialism	Demand	% Share of total
712101	Crane, Hoist or Lift Operator (Skill Level 2)	Mobile Plant Operator	Includes but not exclusive to Forklift Driving	7 000	40
399704	Metal Manufacturing Machine Setter and Minder (Skill Level 3)	Technical Operator	Monitors and controls mechanical and operational efficiency of production facilities, equipment, plant and related resources in the production of metals.	4000	23
323201	Fitter (General) (Skill Level 3)	Fitter (General)	CNC (Computer Numeric Control Operator)/Diesel Fitter/Engineering Fitter/Fitter Machinist/Fitter Machinist/General Mechanical Engineering Trades Workers/Mechanic (Diesel and Heavy Earthmoving Equipment)/Machine Setter/Mechanic/Maintenance Fitter/Pump Fitter	2 500	14
712301	Engineering Production Systems Worker (Skill Level 2)	Metal Production Operator	Level 4	1 500	9
322303	Welder / Welder (First Class) (Skill Level 3)	Welder/Welder (First Class)	Template Maker/Welding/Welding Tradesperson	1 500	9
323402	Toolmaker (Skill Level 3)	Toolmaker	Die Castor/Die Cutter-Maker/Jig maker/Press-Tool maker/Tool Jig and Die Maker/Tool and/or Die Maker	1 500	9
839101	Metal Engineering Process Worker (Skill Level 1)	Metal Engineering Process	Foundry Worker	1 500	9
322301	Metal Fabricator (Skill Level 3)	Metal Fabricator (Coded Welder)	Fabrication Engineer (Welding)/Heavy Fabrication Engineer/Metal Fabricator/Structural Steel Tradesperson	1 200	7
323501	Millwright (Skill Level 3)	Millwright (Electromechanician)		700	4
323204	Metal Machinist (First Class) (Skill Level 3)	Metal Machinist (Turner Machinist)	Metal Machine Setter/Metal Turner	500	3
322201	Sheet Metal Trades Worker (Skill Level 3)	Sheet Metal Trades Worker	Sheet metal engineer/patternmaker/process worker	500	3
341101	Electrician (General) (Skill Level 3)	Electrician		400	2
342101	Air-conditioning and Refrigeration Technician (Skill Level 3)	Air condition, Refrigeration &		400	2
323202	Fitter and Turner (Skill Level 3)	Fitter and Turner		400	2
341103	Lift Mechanic (Skill Level 3)	Lift Mechanic		200	1
133502	Production / Operations Manager (Manufacturing) (Skill Level 5)	Production/Operations Manager		200	1
342304	Electronic Instrument Trades Worker (General) (Skill Level 3)	Instrument Mechanician		200	1
322105	Metal Polisher (Skill Level 3)	Metal Polisher	Electro Polisher/Metal Cleaner/Finisher/Aluminium Stainless Steel Fabricator/Metal	200	1
821704	Structural Steel Erector (Skill Level 3)	Steel Erectors	Rigging	80	0
334101	Plumber (General) (Skill Level 3)	Pipe Fitter	Pipe Fitter descriptor: Install and maintains water, air, hydraulic and high pressure pipes and pipe systems.	80	0

OFO Code	Occupation	Description	Specialism	Demand	% Share of total
323304	Precision Instrument Maker and Repairer (Skill Level 3)	Precision Instrument maker and repairer	Scale Technician	50	0
331101	Bricklayer (Skill Level 3)	Refractory Mason		30	0

Source: Chamber data 2009

APPENDIX 1.2: AUTO CHAMBER

TABLE 1.2.1: PRIORITY SKILLS IN THE AUTO CHAMBER (BY OFO CODE)

OFO Code	Occupation	Qualification level	Specialism	NQF Level	Demand	% Share of total
131102	Sales and Marketing Manager (Skill Level 5)	B.Commerce- Marketing/ Business Science	Sales & Marketing Specialist	6	26	3
132301	Personnel / Human Resource Manager (Skill Level 5)	B.Social Science : Human Resources	Practitioner	6	15	2
133201	Engineering Manager (Skill Level 5)	Process Instrumentation Diploma	Maintenance Technician	5	18	2
133601	Supply and Distribution Manager (Skill Level 5)	Logistics Manager	Material planner	5	16	2
135102	ICT Project Manager (Skill Level 5)	Systems engineering (Hard- & Software)	IT Specialist	6	13	1
212402	Newspaper or Periodical Editor (Skill Level 5)	P.R. Communications B.A. Journalism			2	0
221101	Accountant (General) (Skill Level 5)	Chartered Accountancy (CA)	Accountant	6	15	2
		Finance B Comm Degree			11	1
221204	Internal Auditor (Skill Level 5)	Internal Audit B Comm Audit			0	0
233101	Chemical Engineer (Skill Level 5)	Chemical Engineering Diploma	Paint Specialisation	5	5	1
		Chemical Engineering Degree			2	0
233202	Civil Engineering Technologist (Skill Level 5)	Civil Engineering Degree			1	0
233301	Electrical Engineer (Skill Level 5)	Electrical Engineering Diploma			16	2
233401	Electronics Engineer (Skill Level 5)	Electrical / Electronic Engineering Degree	Quality Engineer	6	23	3
		Electronic Equipment Mechanician			9	1
233501	Industrial Engineer (Skill Level 5)	Industrial Engineering Diploma			31	3
		Industrial Engineering Degree	Engineering Planning	6	12	1
233502	Mechanical Engineer (Skill Level 5)	Mechanical Engineering Degree / Diploma	Process Engineer	5 to 6	41	4
321101	Automotive Electrician (Skill Level 3)	Autotronics	Auto Electrician	2 to 5	57	6
		Auto Electrician Apprenticeship			1	0
321201	Automotive Motor Mechanic (Skill Level 3)	Motor Mechanic Learnership / Apprenticeship			217	24
323201	Fitter (General) (Skill Level 3)	Fitting Learnership			13	1
		Fitter Apprenticeship			10	1
323204	Metal Machinist (First Class) (Skill Level 3)	Turner Machinist			1	0
323402	Toolmaker (Skill Level 3)	Tool jig & Die maker Learnership			16	2
		Toolmaker Apprenticeship			2	0
323501	Millwright (Skill Level 3)	Millwrights Apprenticeship	Maintenance artisan	4	70	8
323502	Mechatronics Technician (Skill Level 3)	Mechatronics Learnership	Maintenance artisan	2 to 5	214	23
		Mechatronic engineering Degree	Engineering Planning	6	10	1
		Mechatronics Diploma			9	1
324101	Panel beater (Skill Level 3)	Automotive Body Repair Apprenticeship	PDR (Soft ding repair)	5	0	0
341101	Electrician (General) (Skill Level 3)	Electrical Learnership			20	2
		Electrical Apprenticeship			16	2
639201	Retail Buyer (Skill Level 3)	Purchasing Dipl./B Comm			6	1

Source: Chamber data 2009

**TABLE 1.2.2. PRIORITY SKILLS DEMAND BY SPECIALISATION AND QUALIFICATION
CATEGORY: AUTO CHAMBER.**

Qualification category	Number								Row percentage							
	Apprenticeship	Commerce Degree	Engineering Degree	Engineering Diploma	Journalism Degree	Learnership	Social Science Degree	Total	Apprenticeship	Commerce Degree	Engineering Degree	Engineering Diploma	Journalism Degree	Learnership	Social Science Degree	Total
Mechanical (Mechanic)	82					177		259	32	0	0	0	0	68	0	100
Mechtronics						214		214	0	0	0	0	0	100	0	100
Electrical / Electronic Engineering			23	73				96	0	0	24	76	0	0	0	100
Millwrights	70							70	100	0	0	0	0	0	0	100
Commerce		58						58	0	100	0	0	0	0	0	100
Mechanical Engineering			29	21				50	0	0	58	42	0	0	0	100
Industrial Engineering			12	31				43	0	0	28	72	0	0	0	100
Electrical (Electrician)	17					20		37	46	0	0	0	0	54	0	100
Mechtronics Engineering			10	9				19	0	0	53	47	0	0	0	100

Qualification category	Number								Row percentage							
	Apprenticeship	Commerce Degree	Engineering Degree	Engineering Diploma	Journalism Degree	Learnership	Social Science Degree	Total	Apprenticeship	Commerce Degree	Engineering Degree	Engineering Diploma	Journalism Degree	Learnership	Social Science Degree	Total
Process Engineering				18				18	0	0	0	100	0	0	0	100
Social Science					2		15	17	0	0	0	0	12	0	88	100
Logistics						16		16	0	0	0	0	0	100	0	100
Systems Engineering			13					13	0	0	100	0	0	0	0	100
Chemical Engineering			2	5				7	0	0	29	71	0	0	0	100
Civil Engineering			1					1	0	0	100	0	0	0	0	100
Total	169	58	90	157	2	427	15	918	18	6	10	17	0	47	2	100

Source: Chamber data 2009

APPENDIX 1.3 MOTOR CHAMBER

TABLE 1.3.1 PRIORITY SKILLS IN DEMAND IN THE MOTOR CHAMBER (BY OFO CODE)

OFO Code	Occupation	Description	Demand	% Share of total
132101	Corporate Services Manager (Skill Level 5)	Corporate Service Manager (Service Station Owner)	960	4
136201	Small Business Managers (Skill Level 4)	Production Operations Manager (Small Fuel Retail Site Owner)	1920	8
		Team Manager (Shift Manager, Lower Level Site Manager or a Team Leader in the Service Station context)	5760	23
142101	Retail Manager (General) (Skill Level 4)	Business Manager (Retail Management)	2000	8
223301	Training and Development Professional (Skill Level 5)	Training and Development Professional	100	0
224703	Skills Development Facilitator / Practitioner (Skill Level 5)	Skills Development Facilitator	100	0
233501	Industrial Engineer (Skill Level 5)	Component Manufacturing	580	2
233502	Mechanical Engineer (Skill Level 5)	Mechanical Engineers	100	0
233504	Industrial Engineering Technologist (Skill Level 5)	Industrial Engineering Technician	100	0
312502	Mechanical Engineering Technician (Skill Level 4)	Metrologist	100	0
321101	Automotive Electrician (Skill Level 3)	Automotive Electrician	300	1
321201	Automotive Motor Mechanic (Skill Level 3)	Motor Mechanic General	4500	18
321202	Diesel Motor Vehicle Mechanic (Skill Level 3)	Diesel Mechanic	750	3
321203	Motorcycle (and Scooter) Mechanic (Skill Level 3)	Motorcycle Mechanic	2000	8
322303	Welder / Welder (First Class) (Skill Level 3)	Welder/Welder first Class	200	1
323204	Metal Machinist (First Class) (Skill Level 3)	Metal Machinist (First Class)	100	0
		Automotive Machinist	250	1
323402	Toolmaker (Skill Level 3)	Toolmaker	20	0
324101	Panel beater (Skill Level 3)	Panel beater	2385	10
324201	Vehicle Body Builder (Skill Level 3)	Vehicle Body Builder	377	2
551102	Cost Clerk (Skill Level 2)	Costing Clerk (Warranty, costing, administrative, estimation and assessor key staff)	200	1
552201	Credit or Loans Officer (Skill Level 2)	Finance and Insurance Clerk	100	0
621301/2	Motor Vehicle or Caravan Salesperson (Skill Level 2) / Automotive Parts Salesperson (Skill Level 2)	Sales: New and Old Vehicles, Parts, Service and Motor Cycles	1016	4
631102	Office Cashier (Skill Level 1)	Cashiers	100	0
711201	Industrial Spraypainter (Skill Level 2)	Automotive Spray painter	877	4

Source: Chamber data 2009

TABLE 1.3.2. ADDITIONAL NUMBER OF PERSONNEL IN DEMAND BY SKILLS PROGRAMMES.

OFO Code	Skills Programmes - Description	Level	Demand
321201	Suspension Fitter		1 500
	Automotive Engine Fitter		250
321202	Brake & Clutch Fitter		2 000
	Diesel Pump Room Assistant		278
	Driveline & Transmission Fitter		700
	Tow Bar Fitter		500
	Repair Shop Assistant		3 163
324101	Body Shop Assistant		2 000
321101	Auto Electricians Assistant		300
	Safety and security	Level 2	32000
	Conflict handling\	Level 2	8000
	Food handling	Level 2	8800
	Vehicle Examiners	Level 2/ level 3	600
	Team leading	Level 3/Level 4	100
	Computer literacy		2000
	Technical skills		100
	Total		62 041

Source: Chamber data 2009

APPENDIX 1.4: NEW TYRE CHAMBER

TABLE 1.4.1 PRIORITY SKILLS IN THE NEW TYRE CHAMBER (BY OFO CODE)

OFO Code	Occupation	Description	NQF Level	Comment	Demand	% Share of total
711506	Rubber Production Machine Operator (Skill Level 2)	Rubber Moulding Machine Operators	3	Critical Skill	47	7
		Tyre Builders	3	Critical Skill	165	24
		Rubber Compounders	3	Critical Skill	28	4
		Extruders	3	Critical Skill	48	7
		Fabric Calendering	3	Critical Skill	23	3
		Bead Creeling	2	Critical Skill	17	2
		Rubber Compounding (Banbury's and 2 Roll Mills)	3	Critical Skill	30	4
		Steel & Fabric Calendering	3	Critical Skill	55	8
		Banbury Control Room Operator	3	Critical Skill	2	0
		Banbury Roller Die Operator	2	Critical Skill	21	3
		Balanceman	2	Critical Skill	20	3
		Force Operator	2	Critical Skill	18	3
839202	Rubber Factory Worker (Skill Level 1)	Service Operator / Supplyman	2	Critical Skill	10	1
839301	Product Examiners (Skill Level 2)	Tyre Finisher & Examiner	2		25	4
133502	Production / Operations Manager (Manufacturing) (Skills Level 5)	Production Manager	5		12	2
		Earthmover Specialist	5	Critical Skill and Future succession	1	0
		Technology Team Leader	5	Critical Skill / Succession Planning	1	0
		Truck Tyre Specialist	5	Critical Skill and Future succession	1	0
233502	Mechanical Engineers (Skill Level 5)	Mechanical Engineers	5		2	0
341101	Electrician (General) (Skill Level 3)	Electricians	4	Scarce	37	5
342304	Electronic Trade Worker (General) (Skill Level 3)	Instrument Technicians	4		5	1
323201	Fitter (General) (Skill Level 3)	Fitters	4	Scarce	40	6
223302	Occupational Instructor / Trainer (Skill Level 5)	Skills Development Facilitator	5		0	0
233101	Chemical Engineer (Skill Level 5)	Chemical Engineer	5	Scarce	1	0
233505	Mechanical Engineering Technologists (Skill Level 5)	In-Service Trainee (Mechanical)	5	Critical Skill / Succession Planning	20	3
233102	Chemical Engineering Technologist (Skill Level 5)	In-Service Trainee (Chemical)	5	Critical Skill / Succession Planning	7	1
233504	Industrial Engineering Technologists (Skill Level 5)	In-Service Trainee (Industrial Engineer)	5	Critical Skill / Succession Planning	5	1
224702	Organisation and Methods Analyst (Skill Level 5)	Quality Auditor	5		10	1
314106	Rubber Manufacturing Technician (Skill Level 4)	Graduate Trainee	5	Critical Skill / Succession Planning	4	1
314103	Integrated Manufacturing Line Technician (Skill Level 4)	Production Specialist	5	Critical Skill	10	1
225401	Sales Representatives (Industrial Products) (Skill Level 5)	Tyres Sales Representative	5	Critical Skill	20	3
511201	Office Administrator (Skill Level 3)	Financial Controller	3	No current vacancies, but has been	0	0
233401	Electronic Engineers (skill Level 5)	Electronic Engineers	5	Vacancies: Critical and	4	1

OFO Code	Occupation	Description	NQF Level	Comment	Demand	% Share of total
139906	Quality Assurance Manager (Skill Level 5)	Quality Technical Manager	5	Future succession	1	0
233501	Industrial Engineer (Skill Level 5)	Industrial Engineer	5	Future succession	1	0
133601	Supply and distribution Manager (Skill Level 5)	Procurement Manager	5		1	0
591103	Purchasing Officer (Skill Level 3)	Purchasing Agent	3		1	0
261102	Systems Analyst (Skill Level 5)	SAP Analyst	5	Scarce	0	0
223303	Assessment Practitioner (Skills Level 5)	Assessor	5	Critical	2	0
223301	Training and Development Practitioner (Skill Level 5)	Skills Development Practitioner	5	Critical	3	0

Source: Chamber data 2009

APPENDIX 1.5: PLASTICS CHAMBER

TABLE 1.5.1: PRIORITY OCCUPATIONS IN THE PLASTICS CHAMBER (BY OFO CODE)

Occupation Code	Occupation	Description	Indicative NQF Level	Skills demand		2009/10 Demand	
				Learnership	Skills programmes	Demand	% Share of total
314105	Plastics Manufacturing Technician (Skill Level 4)	Plastician	Level 5	150	30	180	4
399705	Plastics Manufacturing Machine Setter and Minder (Skills Level 2)	Setter	Level 4	300	150	450	11
711504	Plastics Production Machine Operator (General) (Skill Level 2)	Operator	Level 2 / Level 3	300	1 500	1800	44
711501	Plastic Cablemaking Machine Operator (Skill Level 2)					0	0
839201	Plastics and Composites Factory Worker (Skill Level 1)	Laminator	Level 2	100	200	300	7
399906	Reinforced Plastics and Composite Trades Worker (Skill Level 3)			150	300	450	11
136201	Small Business Managers (Skill Level 4)	First Line Manager	Level 3 / Level 5	150	200	350	8
133502	Production / Operations Manager (Manufacturing) (Skill Level 5)	Non Metallic Assessor	Level 2 / Level 4	50	50	100	2
312502	Mechanical Engineering Technician (Skill Level 4)			70	30	100	2
839301	Product Examiner (Skill Level 2)			0	0	0	0
711503	Plastics Fabricator or Welder (Skill Level 2)	Thermoplastic Fabricator	Level 2 / Level 4	100	130	230	6
139906	Quality Assurance Manager (Skills Level 5)	Quality Controller	Level 5 ¹			150	4
not listed		Mould designer	level 4		10	10	0
not listed		Product Designer	Level 5		10	10	0

Source: Chamber data 2009

TABLE 1.5.2: PRIORITY TRADES IN DEMAND IN THE PLASTICS CHAMBER

Occupation Code	Occupation	Description	Indicative NQF Level	2009/10 Demand	
				Number	% Share of total
312502	Mechanical Engineering Technician (Skill Level 4)	Boilermaker		18	6
323501	Millwright (Skill Level 3)	Millwright		69	22
341101	Electrician (General) (Skill Level 3)	Electrician		36	12
323402	Toolmaker (Skill Level 3)	Tool, Jig and Die maker/ Plastic mould maker		111	36
323202	Fitter and Turner (Skill Level 3)	Fitter and Turner		18	6
323304	Precision Instrument Maker and Repairer (Skill Level 3)	Instrument Technician		5	2
323502	Mechatronics Technician (Skill Level 3)	Mechatronics		6	2
323201	Fitter (General) (Skill Level 3)	Fitter		27	9
323401	Engineering Patternmaker (Skill Level 3)	Plastics Patternmaker (Engineering Patternmaker)	Level 3	20	6

Source: Chamber data 2009