

Below is a **Scarce Skills Matrix aligned to SETA categories**, tailored for the **Garden Route District**, and mapped to national DHET Occupations in High Demand (OIHD) and SETA Sector Skills Plans (SSPs).

Scarce Skills Matrix (Aligned to SETA Categories)

A. Legend

- **SS** = Scarce Skills (hard-to-fill vacancies)
- **CS** = Critical Skills (top-up competencies)
- Sources include DHET OIHD list (2024) + SETA SSPs + municipal scarce skills lists

B. 1. CETA – Construction SETA

Occupation	Type	Critical Skills Needed
Civil Engineers	SS	Project management, infrastructure design
Quantity Surveyors	SS	Cost estimation, contract management
Construction Managers	SS	Site supervision, compliance
Electricians (Artisans)	SS	Installation, maintenance
Plumbers	SS	Water systems, sanitation
Welders	SS	Fabrication, structural welding

 **Relevance:** Infrastructure backlogs in municipalities (roads, housing, water).
 Source: DHET OIHD (engineering & construction occupations); LGSETA scarce skills guides [gov.za] [lgseta.org.za]

C. ⚡ 2. EWSETA – Energy & Water SETA

Occupation	Type	Critical Skills Needed
Electrical Engineers	SS	Renewable energy systems
Water Resource Engineers	SS	Water treatment & reticulation
Energy Technicians (Solar PV)	SS	Installation, maintenance
Environmental Engineers	SS	Waste and pollution management

📌 **Relevance:** Water scarcity, renewable energy expansion in the Western Cape.

📖 Source: DHET OIHD + municipal scarce skills (water, environmental engineering)
[\[resource.c...own.gov.za\]](#)

D. 🌱 3. AgriSETA – Agriculture

Occupation	Type	Critical Skills Needed
Agricultural Scientists	SS	Crop and soil management
Farm Managers	SS	Agri-business management
Irrigation Specialists	SS	Water efficiency systems
Forestry Technicians	SS	Sustainable forestry

📌 **Relevance:** Forestry (Knysna), dairy, cropping sectors.

📖 Source: SETA sector mandates and OIHD agricultural occupations [\[seta-sa.co.za\]](#),
[\[gov.za\]](#)

E. 🏨 4. CATHSSETA – Tourism & Hospitality

Occupation	Type	Critical Skills Needed
Hospitality Managers	SS	Operations, customer service
Professional Chefs	SS	Advanced culinary skills
Tour Guides	SS	Language, heritage knowledge

Occupation	Type	Critical Skills Needed
Event Managers	SS	Planning, coordination

✦ **Relevance:** Tourism is the largest economic driver in the Garden Route.

📊 Source: CATHSSETA SSP trends + national demand for tourism roles [\[seta-sa.co.za\]](https://seta-sa.co.za)

F. 5. HWSETA – Health & Social Development

Occupation	Type	Critical Skills Needed
Medical Practitioners	SS	General practice, rural healthcare
Professional Nurses	SS	Primary healthcare
Pharmacists	SS	Dispensing, compliance
Social Workers	SS	Community support, counselling
Psychologists	SS	Mental health services

✦ **Relevance:** Rural healthcare shortages remain critical.

📊 Source: DHET OIHD healthcare occupations [\[gov.za\]](https://gov.za)

G. 6. MICT SETA – ICT Sector

Occupation	Type	Critical Skills Needed
Software Developers	SS	Programming (Python, Java)
Network Administrators	SS	Infrastructure, security
Data Analysts	SS	Data modelling, analytics
Cybersecurity Specialists	SS	Threat detection

✦ **Relevance:** Digital economy and smart tourism growth.

📊 Source: DHET OIHD + scarce ICT skills listings [\[resource.c...own.gov.za\]](https://resource.c...own.gov.za)

H. 7. LGSETA – Local Government

Occupation	Type	Critical Skills Needed
Town Planners	SS	Spatial planning
GIS Specialists	SS	Mapping, geospatial data
Waste Management Specialists	SS	Environmental compliance
Disaster Risk Managers	SS	Fire, flood response
Municipal Finance Professionals	SS	Public sector accounting

✦ **Relevance:** Municipal capacity constraints in district municipalities.

📄 Source: LGSETA scarce skills guides [lgseta.org.za], [cdn.lgseta.co.za]

I. 8. ETD P SETA – Education & Training

Occupation	Type	Critical Skills Needed
Maths & Science Teachers	SS	STEM delivery
TVET Lecturers	SS	Technical training
ECD Practitioners	SS	Early learning programmes
Skills Development Facilitators	CS	WSP/ATR compliance

✦ **Relevance:** Education outcomes and artisan pipeline.

📄 Source: ETD P SETA scarce skills guide [etdpseta.org.za]

J. 9. FASSET – Finance & Accounting

Occupation	Type	Critical Skills Needed
Chartered Accountants	SS	Audit, financial reporting
Financial Managers	SS	Budgeting, compliance
Internal Auditors	SS	Risk management

Occupation	Type	Critical Skills Needed
Tax Specialists	SS	Regulatory compliance

✦ **Relevance:** Municipal governance and private sector compliance.

📄 Source: national scarce skills list (finance-related occupations)

[resource.c...own.gov.za]

K. 🚚 10. TETA – Transport & Logistics

Occupation	Type	Critical Skills Needed
Supply Chain Managers	SS	Procurement, logistics
Fleet Managers	SS	Transport operations
Heavy Vehicle Drivers	SS	Licensing, safety
Logistics Coordinators	SS	Distribution planning

✦ **Relevance:** Agriculture and tourism logistics.

📄 Source: DHET OIHD logistics occupations [gov.za]

🔍 Cross-Cutting Critical Skills (All SETAs)

Applicable across all sectors:

- Project Management
- Digital Literacy and Data Skills
- Regulatory Compliance
- Financial Management
- Communication and Stakeholder Engagement
- Problem Solving and Innovation

📄 Source: DHET OIHD methodology + SSP analyses [dhet.gov.za]

Key Policy References & Sources

1. **Department of Higher Education & Training (DHET)**
 - National List of Occupations in High Demand (2024) [[gov.za](#)]
 - Technical Report on OIHD [[dhet.gov.za](#)]
 2. **Sector Education and Training Authorities (SETAs)**
 - LGSETA Scarce & Critical Skills Guides [[lgseta.org.za](#)], [[cdn.lgseta.co.za](#)]
 - ETDP SETA Skills Planning Guide [[etdpseta.org.za](#)]
 - Services SETA Sector Skills Plan [[dgportal.s...eta.org.za](#)]
 3. **Municipal / Regional Lists**
 - Western Cape & City of Cape Town Scarce Skills List
[[resource.c...own.gov.za](#)]
 4. **SETA Framework Overview**
 - Role and sectors of SETAs in South Africa [[seta-sa.co.za](#)]
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