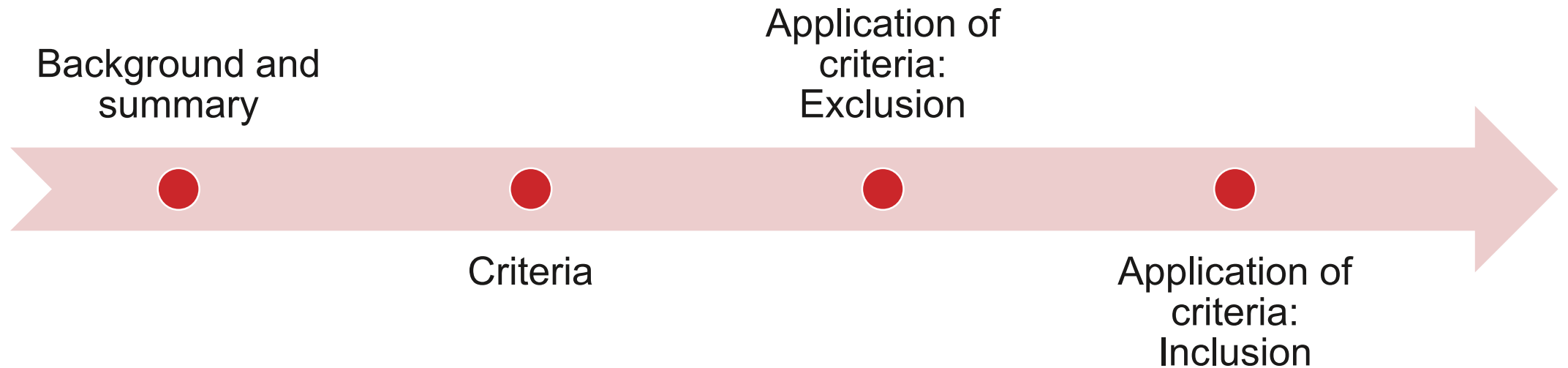


Finalising the Critical Skills List

Ms Mamphokhu Khuluvhe and Mr Fouche Venter
Labour Market Intelligence research programme

Discussion points



Background

- In 2020, the DHET supported the DHA in developing the preliminary Critical Skills List
- This List was compiled as part of the DHET's Labour Market Intelligence (LMI) research project
- In 2021, the DHA published the CSL for public comment
- The DHET is now supporting the DHA to review the public comments received and to revise the draft list based on public comments.

Overall summary of comments

- 363 comments received
 - Individuals, employers, associations, immigration services, government departments, universities, and councils
 - stakeholders have different interests

Type of comment	Number of comments
Methodology	14
Qualifications	17
Industry body	21
Policy, Legislation, and regulation	14
Inclusion	105
Exclusion	11
OFO	36
Questions	26
Spam	66
Other	78

- Some resistance to the list as a tool
- Some confused “critical” with “important”
- Concerns regarding those currently with CS visas whose occupations is no longer on the list
- Controversy about even the idea of publishing such a list in the face of high levels of unemployment in the country
- As government we have to balance the interest of different stakeholders and ensure that the selection of occupations to be included in the Critical Skills List is not arbitrary

Finalisation of the list

- Decisions regarding **exclusions from** and **inclusion into** initially published list essential.
- Approach is builds on the foundation of the original methodology but expanded with new information.
- We aim to adhere to the original principles:



Evidence

Criteria

Non-
Arbitrary

Unbiased

Transparent
and defensible

- Original list: 126 occupations
- Removed: 48 occupations
- Newly included: 40 occupations
- Current pre-engagements list: 118 occupations

Criteria

Criteria

Dimension 1: Acute shortage

- Index of occupational shortage
- SETA survey

Dimension 2: Strategic priority

- Strategic document review
- Economic Reconstruction and Development Plan

Dimension 3: Skill level

- Artisan or NQF 5 and up

Dimension 4: Lead time

- 3 years or longer

Dimension 5: Unemployed

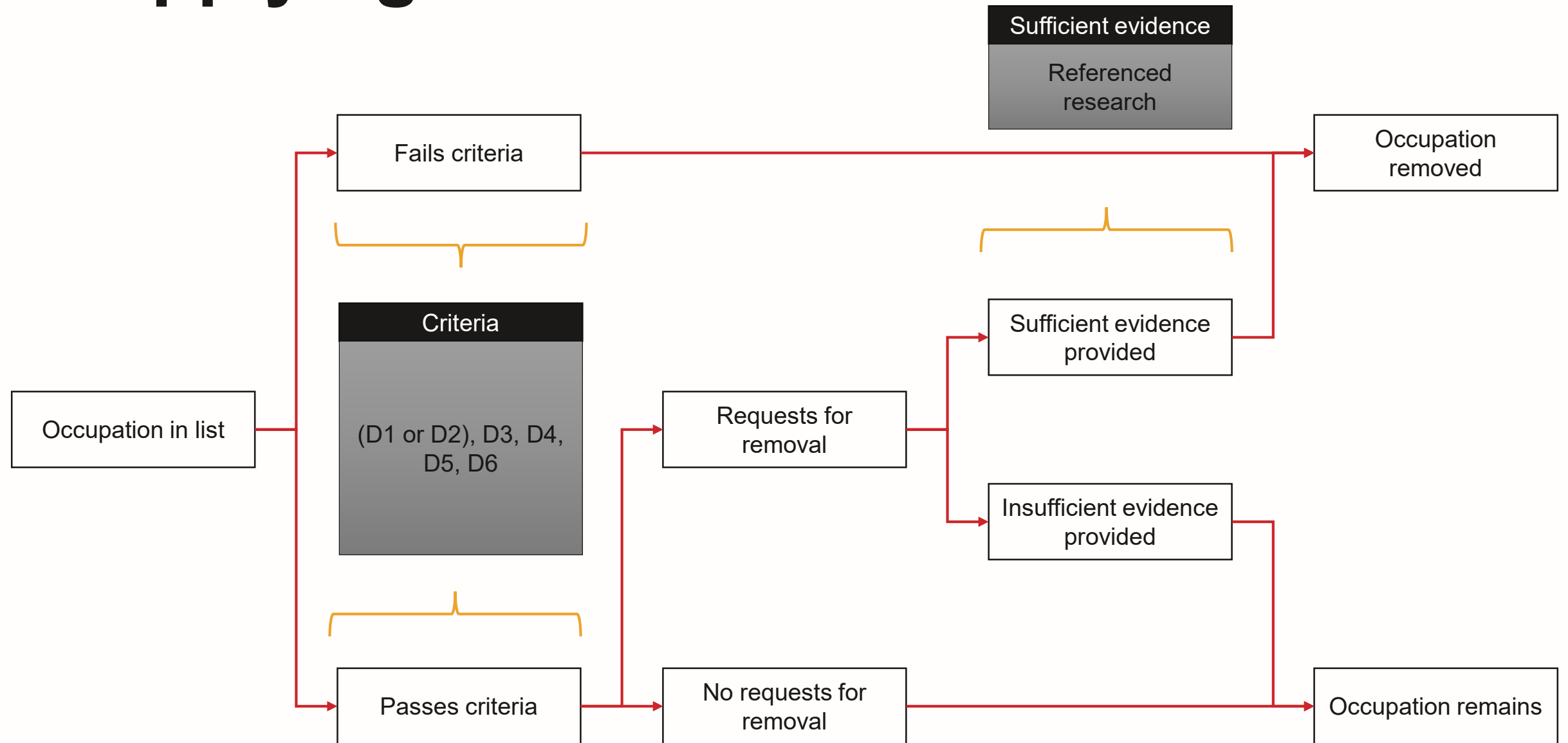
- Number of unemployed not an outlier

Dimension 6: Impact of COVID pandemic

- Occupation not salient to industries severely and sustainably impacted by COVID-19 pandemic

Application of criteria: Exclusions

Applying criteria



Occupation is removed if:

It fails the criteria (D1 or D2), D3, D4, D5, D6

or

It passes criteria but there is **sufficient evidence** in comments for removal

48 occupations have thus far been removed based on comments received and new information

Application of criteria: Inclusions

Minimum criteria

D3, D4, D5, D6

Sufficient evidence

Referenced research

or

More than four requests



Occupation not in list

Requests received for inclusion

Fulfils minimum criteria

Fails minimum criteria

Sufficient evidence provided

Insufficient evidence provided

Occupation included

Occupation not included



Occupation is included if:

It passes at least the minimum criteria (D3, D4, D5, D6)

and

There is **sufficient evidence** in comments for inclusion

Sufficient evidence
Referenced research
or
More than four requests

40 new occupations have thus far been included based on comments received

THANK YOU
