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## EXECUTIVE SUMMARY

SEPTEMBER 2016

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The CareerJunction Index (CJI) represents online labour dynamics in South Africa by providing a detailed analysis of the relative ratio of supply and demand in the online job market. The CJI is based on comprehensive data gathered from the CareerJunction website.

The CJI is the first index of its kind that directly monitors the online labour market in South Africa by examining supply and demand trends. The information is based on professions across all industries. The CJI analysis serves as a foundation for potential HR solutions & strategies.

It enables recruitment agencies and businesses to focus on specific and relevant occupations when developing their retention strategies.



## OUR KEY FINDINGS

**The September index settled at 101 index points, indicating minimal change in labour market conditions.** Overall, demand remained stable. However, when taking a closer look at demand trends across various industries, the Retail, Construction, Motor and HR industries experienced a major downturn in employment during 2016 with a decrease in vacancies of over 40% across all 4 industries. The Finance and IT industries on the other hand continue to show a steady growth in demand.

Trending jobs in September include Mechanical Engineering, Taxation and Architecture.

**Read our full executive summary to learn more...**

## We explore the following online labour market dynamics:

- The current online labour market trends;
- Online labour demand trends;
- Online labour supply trends;
- Rising and falling trends;
- The identification of skills shortages;
- Analysis of labour cycles; and
- The identification of strategies to alleviate the effect of a decreasing supply of candidates.

## About CareerJunction

CareerJunction is one of the leading online recruitment solutions in South Africa. We provide an online service to recruiters and job seekers and has been at the forefront of technological developments in the Online Recruitment space in South Africa since 1997.

## For more information or media enquiries, please get in touch.

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Trending jobs provide an indication of positions that have become more popular in the online job market and has seen a recent spike in demand. Here are September's Hot Jobs!



## Mechanical Engineering

Average salary offerings for a skilled level position:

**GP:** ZAR 47,549 to ZAR 55,482 p.m. (CTC)

**WC:** ZAR 37,130 to ZAR 48,051 p.m. (CTC)

**KZN:** ZAR 37,593 to ZAR 46,500 p.m. (CTC)



## Taxation

Average salary offerings for a senior level position:

**GP:** ZAR 39,261 to ZAR 46,159 p.m. (CTC)

**WC:** ZAR 31,991 to ZAR 39,444 p.m. (CTC)



## Architecture

Average salary offerings for a skilled level position:

**GP:** ZAR 30,479 to ZAR 39,056 p.m. (CTC)

**WC:** ZAR 28,946 to ZAR 37,105 p.m. (CTC)

**KZN:** ZAR 26,675 to ZAR 35,364 p.m. (CTC)

## MOST WANTED SKILLS

The world keeps changing and so does the employment market. On CareerJunction, more than 4 vacancies get activated every 10 minutes. The constant stream of new opportunities begs the question: Which skill sets are most sought after?

Our latest research shows that the following occupational fields are - by far the most in demand skill sets in the job market currently:

### Software Development (Information Technology)

Software Development remains the most sought after skill set on CareerJunction, where over 25,000 jobs are posted monthly. The IT industry has seen a growth in job postings of nearly 30% over the last running quarter with C# and .Net skills at the forefront of market demand.

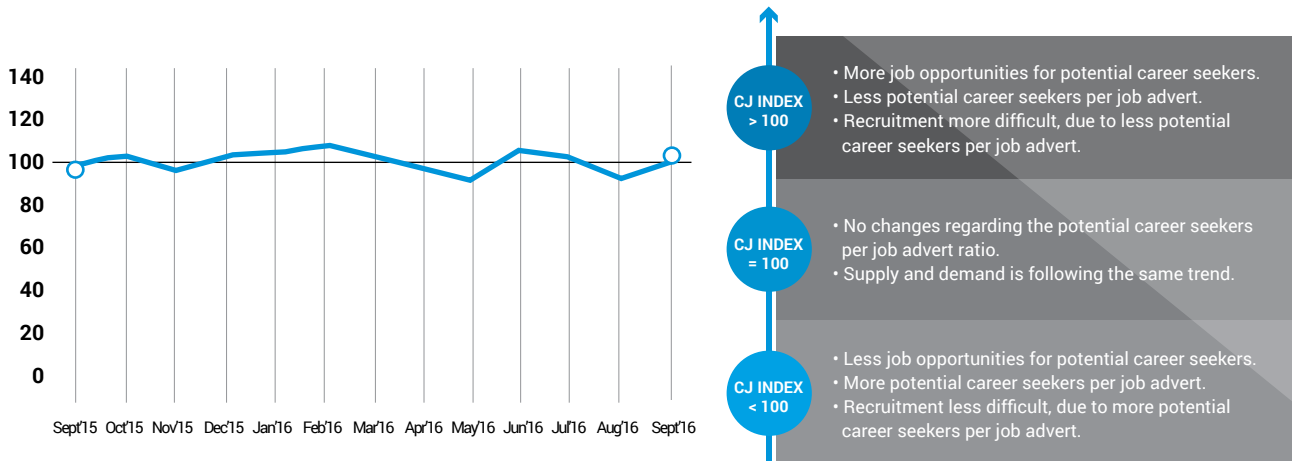
### Financial/Project Accounting (Finance)

Since the onset of 2016, hiring activity for candidates within the professional field of 'Financial / Project Accounting' has increased by more than 30% compared to last year. Despite the growing labour demand, the job market appears competitive and job ads receive more than 40 applications per listing.

### Middle / Department Management (Business & Management)

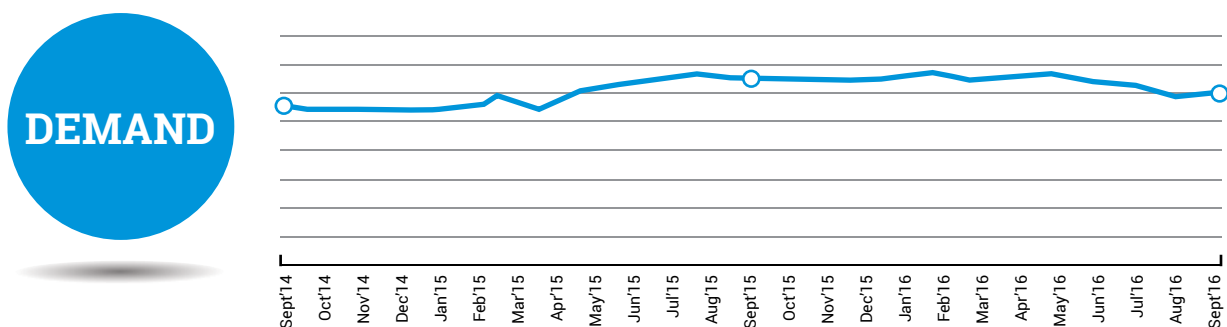
Great employment prospects are evident across South Africa within the field of Department Management, particularly for Operations Managers, Production Managers, Finance Managers, Sales Managers and General Managers.

An overview of the current online employment situation in South Africa by comparing supply and demand trends.



The September index settled at 101 index points, indicating minimal change in labour market conditions.

The graph below represents labour demand over time:



Demand remained unchanged from August to September, however year-on-year job advertising has slowed down.

## TOP EMPLOYMENT SECTORS

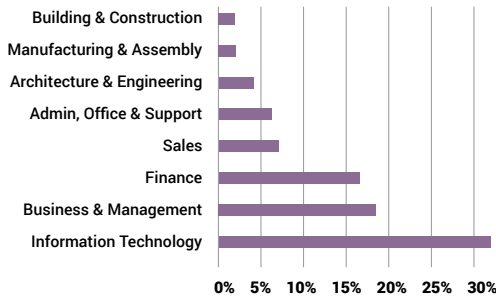
Significant online demand indicates positive employment trends. Based on the most recent online hiring activity, five sectors were identified that show promising and positive employment prospects.

- 1  
**MEDICAL & HEALTH**  
[SEARCH JOBS](#)
- 2  
**INFORMATION TECHNOLOGY**  
[SEARCH JOBS](#)
- 3  
**ARCHITECTURE & ENGINEERING**  
[SEARCH JOBS](#)
- 4  
**DESIGN, MEDIA & ARTS**  
[SEARCH JOBS](#)
- 5  
**BUILDING & CONSTRUCTION**  
[SEARCH JOBS](#)

# DEMAND vs SUPPLY

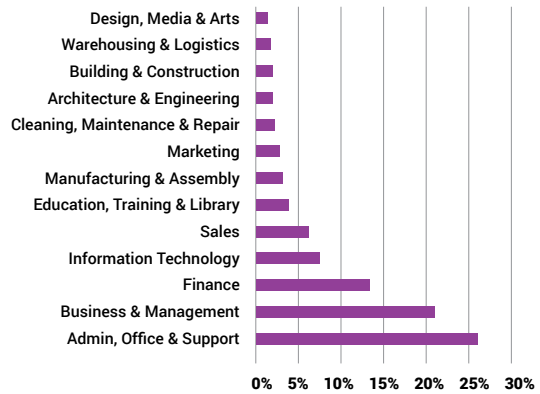
## High in Demand

Industries in terms of major demand.



## High in Supply

Industries in terms of major supply.

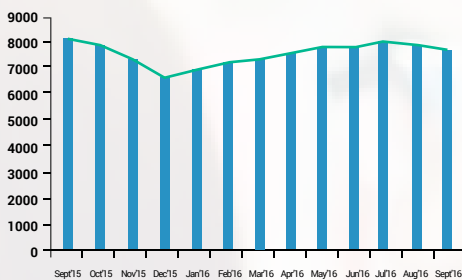


An overview of vacancy levels across various sectors (indicated by the Demand graph) provides a good indication of where the majority of employment takes place. The IT, Business & Management and Finance sectors are undoubtedly the most sought after, followed by the Sales, Admin, Office & Support and Architecture & Engineering sectors, among others listed. When looking at active job seekers across various sectors (indicated by the Supply graph), areas of high supply correlate closely to areas of high demand.

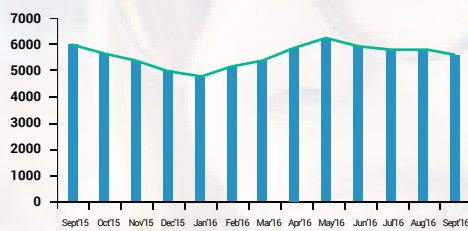
## ANNUAL TRENDING ANALYSIS

Below are visual illustrations of the trends in volume of job adverts published on the CareerJunction website over the previous 12 months.

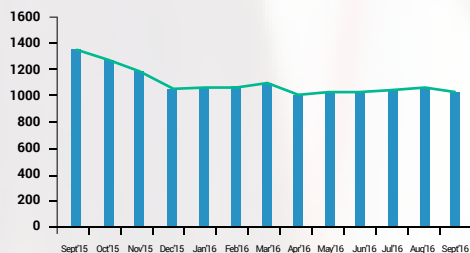
### INFORMATION TECHNOLOGY



### FINANCE



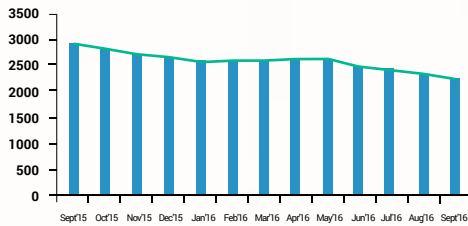
### MANUFACTURING & ASSEMBLY



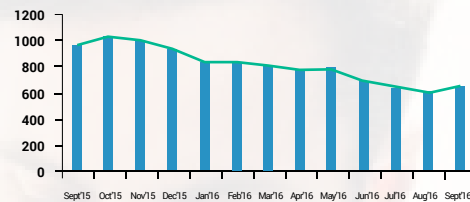
### STABLE DEMAND TREND

Demand for workers remains high within the IT, Finance and Manufacturing industries. Job advertising within the Manufacturing industry has cooled slightly since January 2016 while the IT and Finance industries show sizable growth since the onset of 2016.

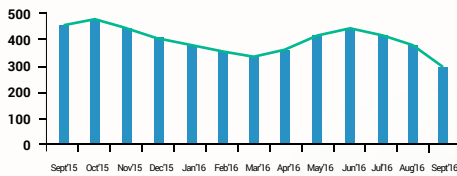
## ENGINEERING



## DISTRIBUTION, WAREHOUSING AND FREIGHT



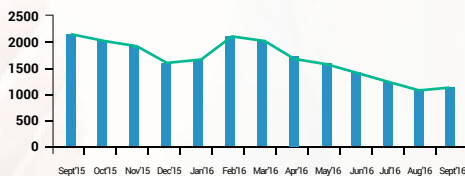
## TELECOMMUNICATIONS



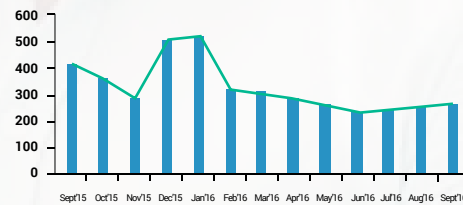
## WEAKENING DEMAND

Hiring activity has slowed within the Engineering, Telecoms and Distribution industries during the last running quarter. Since January 2016, vacancy levels decreased by 15% to 19% across all three industries.

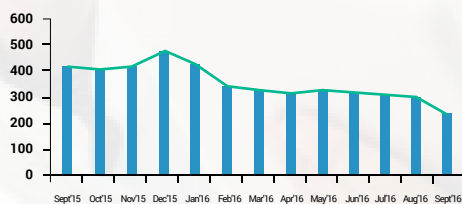
## FMCG, RETAIL & WHOLESALE



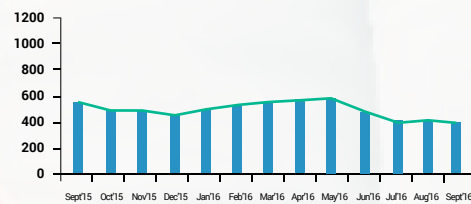
## BUILDING & CONSTRUCTION



## MOTOR



## HR & RECRUITMENT



## MAJOR DECREASES IN DEMAND

The Retail, Construction, Motor and HR industries experienced a major downturn in employment during 2016. Since January, hiring activity has slowed down by more than 40% across all 4 industries.

The CJi analysis is based on comprehensive data gathered from the CareerJunction website - where around 3000 of the country's top Recruiters (both agencies and corporate companies) advertise their positions to over 2,3 million registered job seekers.

For customised data enquiries, kindly contact us on [cji@careerjunction.co.za](mailto:cji@careerjunction.co.za).