

**HEART TVET SUPPLY GAP ANALYSIS  
PLANNING & PROJECT DEVELOPMENT DIVISION**

**SOUTH EASTERN REGION TVET GAP ANALYSIS**

**19/08/2009**

Occupational Areas	2008	2009 MANPOWER SUPPLY PROJECTIONS								
	Employment Rate	Estimated Numbers Employed	Projected Employment Demand			Labour Supply Available		Manpower Supply GAP		
			Estimated Attrition (6%)	Change in Employment Projections (2009 over 2008)	Total Demand	2008 Manpower Supply Available B/F	HEART Projections for Institutional Based	Shortage	Surplus	
Completions	Est. No. Certified*									
Crop Growers	99%	29,304	1758	-468	1291	-1,786			-3,077	
Demonstrators	90%	22,000	1320	-351	969	-1,295			-2,264	
Salespersons-Markets	95%	20,679	1241	-330	911	-1,261			-2,171	
Car, Taxi & Van Drivers	96%	11,654	699	-186	513	-710			-1,224	
Other Office Clerks	92%	11,904	714	-142	572	-660	34	30	-1,199	
G.M. in Wholesale & Retail	97%	11,333	680	-181	499	-691			-1,190	
Security Guards	93%	13,121	787	-209	578	-417			-995	
Street Food Vendors	95%	8,510	511	-136	375	-519			-894	
Other General Managers	95%	8,172	490	-130	360	-496			-856	
Housekeeping, Domestic & Related Helpers, Cleaners in Office, Hotels & Other Establishments, Hand Launderers & Pressers	90%	26,277	1577	-419	1157	-270	590	531	-838	
Police Officers	100%	7,131	428	-114	314	-435			-749	
Cashiers & Ticket Clerks	90%	8,116	487	-130	357	-349			-706	
Farm-hands & Labourers	89%	6,332	380	-101	279	-386			-665	
Heavy Truck & Lorry Drivers	89%	7,124	427	-114	314	-346			-660	
Building Caretakers	95%	6,729	404	-107	296	-344			-640	
Hand Packers & Other Manufacturing Labourers	79%	5,667	340	-90	250	-345			-595	
Messengers, Package & Luggage Porters & Deliverers	99%	5,623	337	-90	248	-343			-590	
Gardeners, Horticultural & Nursery Growers	90%	5,557	333	-89	245	-339			-583	
Market-oriented Animal Producers & Related	92%	4,952	297	-79	218	-302			-520	

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Workers										
Building Construction Labourers	72%	8,145	489	-130	359	-160				-518
Productions & Operations & Other Dept. Mngrs.	100%	4,303	258	-56	203	-262				-464
Tellers & Counter Clerks	75%	4,402	264	-70	194	-268				-462
Technical & Commercial Sales Rep	100%	4,737	284	-76	209	-258	16	15		-451
Secretaries	92%	8,317	499	-133	366	-224	151	136		-439
Child-Care Workers	88%	3,899	234	-62	172	-215	7	7		-379
Fishery Workers, Hunters & Trappers	100%	3,596	216	-59	157	-219				-377
Architects, Engineers & Related Prof.	100%	4,384	263	-70	193	-172	70	63		-295
Pre-Primary Ed. Teaching Assoc Prof	75%	2,810	169	-45	124	-171				-295
Stock Clerks	85%	2,584	155	-41	114	-158				-271
Carpenters & Jointers	90%	7,369	442	-118	325	-14	91	82		-247
Filing & Library Clerks	89%	2,068	124	-33	91	-126				-217
Saslespersons (Wholesale/Retail)	68%	1,981	119	-32	87	-121				-208
Market-Oriented Crop & Animal Producers	100%	1,881	113	-30	83	-115				-197
Agricultural & Other Mobile Plant Operators	93%	1,656	99	-26	73	-101				-174
G.M. Restaurants & Hotels	89%	2,904	174	-46	128	-41				-169
Butchers, Fishmongers & Related Food Preparers	82%	1,493	90	-24	66	-91				-157
Shoemakers & Related Workers	100%	1,490	89	-24	66	-78	10	9		-133
Telephone & Telegraphic Operating Occup.	91%	1,239	74	-20	55	-76				-130
Blacksmiths, Tool-makers & Related Trades Workers	95%	2,009	121	-32	88	-18				-107

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Completions	Est. No. Certified*									
Accounting & Book-keeping Clerks	100%	4,251	255	-68	187	-22	127	114	-82	
Fire Fighters	100%	762	46	-12	34	-46			-80	
Agricultural or Industrial Machinery Mechanics & Fitters	88%	747	45	-12	33	-46			-78	
Computer Professionals	100%	3,605	216	-58	159	-3	102	92	-60	
Handicraft Workers (Wood/Table/Leather & Related Materials)	100%	793	48	-8	39	-16	24	22	-31	
Bakers, Pastry - Cooks & Confectionery Makers	90%	2,807	168	-45	124	103	13	12	-7	
Data Entry Operators	75%	914	55	-15	40	3,822	1825	1642	5,607	
Motor Vehicle Medchanics & Fitters	95%	10,179	611	-162	448	3,965	1685	1516	5,201	
Receptionists & Information Clerks	84%	7,306	438	-117	322	1,361	631	568	1,670	
Building & Related Electricians	86%	4,143	249	-66	182	1,317	486	437	1,620	
Admin Secretary	100%	2,681	161	-43	118	967	605	544	1,454	
Tailors, Dressmakers & Hatters	96%	6,727	404	-107	296	968	482	434	1,154	
Metal, Moulders Welders, Sheet/Structural Metal & Rel. Wkrs	94%	6,983	419	-111	308	946	477	429	1,115	
Cooks	91%	13,208	792	-211	582	874	710	639	1,003	
Builders (Traditional Materials), Bricklayers & Stonemasons, Roofers, Painters & Related workers	85%	17,177	1031	-277	754	897	634	570	777	
Electrical & Electronics Equipment M/echanics & Fitters	87%	5,554	333	-89	245	610	194	175	560	
Plumbers & Pipe Fitters	94%	2,537	152	-40	112	473	184	166	546	

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Completions	Est. No. Certified*									
Waiters, Waitresses & Bartenders	73%	8,091	485	-129	356	520	323	291		487
College/University/Higher Ed. Teaching Prof.	96%	1,291	77	-21	57	524				467
Physical & Engineering Science Technicians	100%	3,003	180	-48	132	265	330	297		463
Floor Layers & Tile Setters	75%	1,449	87	-23	64	432	71	64		440
Sewing Machine Operators	66%	1,446	87	-23	64	364				300
Computer Assist	100%	720	43	-11	32	161	97	87		226
Hairdressers, Barbers, Beauticians & Related Wkrs.	91%	13,826	830	-221	609	246	541	486		178
Cabinet Maker & Related Workers	98%	4,037	242	-64	178	185	137	123		145
Institutio/Home-Based Personal Care Workers	84%	4,451	267	-70	197	72	161	145		37
Meat & Fish Processing Mach. Operator	100%	91	5	-34	-28	-8				21

**Notations :**

1. Employment projections for 2009 were derived on by using the linear forecasting method in EXCEL. In using this method, projections for 2009 show a decrease in the overall employed figures over the previous year. Therefore in allocating the projected employment figures according to the share of each occupational area, employment in each area declined.
2. The Employment Rates in the table reflects that of 2008 calculated from STATIN'S April 2008 dataset.
3. The estimated attrition numbers are based on the assumption that approximately 6% of those employed will exit the job market for one reason or the other (eg., retirement, sickness, school, etc.) and need to be replaced by new workers. The current rate being used may be considered to be conservative because with further detailed analysis the attrition rate will vary across occupational areas and may work out to be higher or lower in some cases.
4. Total Demand = estimated attrition + change in employment over the previous year.
5. Manpower Supply Available B/F is in reference to the estimated number of persons trained in the system plus numbers unemployed trained with/without certificate and still seeking a job at the end of the previous year.

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6. HEART Trained Projections are based on the percentage change in the 2009/10 enrolment projection figures by sectors over the previous year's projected figures. For example, if projections for the construction sector declines by 13% then all construction skill areas will show a 13% decline in output over the previous year.
7. Manpower Supply Gap shows that when estimated total demand is not met by the estimated manpower supply then there is an apparent shortage of trained manpower resources to fulfill the demand or expected employment growth. That is, the TVET system needs to train more. The converse is that when there is a surplus of manpower supply then the TVET system may be overtraining and need to cut back on its training capacity for that area.