

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

**SOUTH WESTERN 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%	64,474	3868	-1,029	2839	-1,546	1054	949	-3,331	
G.M. in Wholesale & Retail	97%	6,807	408	-109	300	-415			-715	
Car, Taxi & Van Drivers	94%	6,002	360	-96	264	-366			-630	
Farm-hands & Labourers	86%	5,540	332	-88	244	-338			-582	
Salespersons-Markets	92%	6,517	391	-104	287	-284			-571	
Demonstrators	76%	6,238	374	-100	275	-279			-554	
Market-Oriented Crop & Animal Producers	100%	8,103	486	-129	357	-262	102	92	-516	
Tellers & Counter Clerks	79%	2,973	178	-47	131	-181			-312	
G.M. Restaurants & Hotels	100%	1,777	107	-28	78	-108			-187	
Textile Garment (tailors, Dressmakers, etc.) & Related Trades Workers	69%	1,851	111	-25	86	-99	5	5	-180	
Other General Managers	100%	1,691	101	-27	74	-103			-178	
Street Food Vendors	100%	1,620	97	-26	71	-99			-170	
Waiters, Waitresses & Bartenders	51%	3,100	186	-49	136	-79	49	44	-166	
Fishery Workers, Hunters & Trappers	94%	1,461	88	-23	64	-89			-153	
Cabinet Maker & Related Workers	100%	1,681	101	-27	74	-78	10	9	-142	
Police Officers	100%	1,340	80	-21	59	-82			-141	
Market-oriented Animal Producers & Related Workers	94%	7,473	448	-119	329	23	168	151	-138	
Building Caretakers	100%	1,256	75	-20	55	-77			-132	
Hand Packers & Other Manufacturing Labourers	76%	1,243	75	-20	55	-76			-131	

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Heavy Truck & Lorry Drivers	83%	2,049	123	-33	90	-25			-115	
Child-Care Workers	63%	1,060	64	-17	47	-65			-111	
Electrical & Electronics Equipment Mechanics & Fitters	86%	949	57	-15	42	-58			-100	
Bakers, Pastry - Cooks & Confectionery Makers	100%	829	50	-13	36	-51			-87	
Salespersons (Wholesale/Retail)	74%	706	42	-11	31	-43			-74	
Housekeeping, Domestic & Related Helpers, Cleaners in Office, Hotels & Other Establishments, Hand Launderers & Pressers	74%	10,871	652	-174	479	112	295	266	-71	
Technical & Commercial Sales Rep	83%	673	40	-11	30	-41			-71	
Building Construction Labourers	65%	3,728	224	-60	164	100			-64	
College, University & Higher Education Teaching Prof.	100%	582	35	-9	26	-35			-61	
Institution-Based Personal Care Workers	82%	532	32	-8	23	-32			-56	
Architects, Engineers & Related Prof.	100%	507	30	-8	22	-31			-53	
Handicraft Wkrs in Wood & Related Materials	100%	480	29	-8	21	-29			-50	
Carpenters & Jointers	98%	1,911	115	-31	84	-4	43	39	-45	
Stock Clerks	100%	406	24	-6	18	-25			-43	
Shoemakers & Related Workers	100%	355	21	-6	16	-22			-37	
Accounting & Book-keeping Clerks	61%	314	19	-5	14	-19			-33	
Metal Wheel-Grinder, Polishers & Tool Sharpeners	100%	268	16	-4	12	-16			-28	

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Messengers, Package & Luggage Porters & Deliverers	68%	255	15	-4	11	-16			-27	
Security Guards	91%	1,932	116	-31	85	66			-19	
Prod/Operations Managers in Business Services	100%	184	11	-9	2	-12			-14	
Gardeners, Horticultural & Nursery Growers	76%	1,050	63	-17	46	10	33	29	-3	
Building & Related Electricians	64%	1,038	62	-17	46	977	222	200		1,153
Data Entry Operators	100%	297	18	-5	13	489	271	244		747
Builders (Traditional Materials), Bricklayers & Stonemasons, Roofers, Painters & Related workers	83%	12,009	721	-190	531	1,065	98	88		632
Cooks	83%	3,176	191	-51	140	486	241	217		587
Computer Assist		0	0		0	384	181	163		564
Motor Vehicle Mechanics & Fitters	89%	5,350	321	-85	236	663	112	100		539
Welders & Flame Cutter; Structural Metal Preparers & Sectors	78%	2,800	168	-45	123	374	77	69		327
Pre-Primary Ed. Teaching Assoc Prof	92%	1,568	94	-25	69	189	93	84		213
Hairdressers, Barbers, Beauticians & Related Workers	85%	3,919	235	-63	173	168	217	196		212
Physical & Engineering Science Technicians	47%	269	16	-4	12	109	92	83		190
Secretaries	100%	1,120	67	-18	49	91	75	68		117
Floor Layers & Tile Setters	78%	558	33	-9	25	130				105
Sewing Machine Operators	62%	182	11	-3	8	104				96
Filing & Library Clerks	31%	118	7	-2	5	95				90

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Other Office Clerks	82%	2,484	149	-33	116	124	63	57		71
Cashiers & Ticket Clerks	71%	2,725	163	-43	120	179				59
Plumbers & Pipe Fitters	67%	773	46	-12	34	91				57
Agricultural or Industrial Machinery Mechanics & Fitters	85%	671	40	-11	30	79				50
Receptionists & Information Clerks	71%	741	44	-12	33	37	44	39		48
Agricultural & Other Mobile Plant Operators		409	25	-7	18	62				44
Butchers, Fishmongers & Related Food Preparers	70%	870	52	-14	38	73				35
Meat & Fish Processing Mach. Operator	0%	-9	-1	-9	-9	0				9

**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.

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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.
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.