

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

NATIONAL ANALYSIS

Occupational Areas	2008	2009 MANPOWER PROJECTIONS								
	Employment Rate	Estimated Numbers Employed	Projected Employment Demand			Labour Supply Available			Manpower Supply GAP	
			Estimated Attrition (6%)	Change in Employment over Previous Yr.	Total Demand	2008 Manpower Supply Available B/F	HEART Trained Projections Completions	Est. No. Certified* (Institutions)	Shortages	Surplus
Market Oriented Animal Producers and Related Workers	93.3%	17540	1052	-280	772	-8044	59	53	-8758	
Crop Growers	99.1%	151143	9069	-2429	6640	678	1054	949	-4907	
G.M. in Wholesale & Retail	96.0%	33091	1985	-528	1457	-1888			-3345	
Gardeners, Horticultural & Nursery Growers	87.1%	11082	665	-176	489	-2298	73	66	-2713	
Salespersons (Wholesale/Retail)	70.9%	2984	179	-48	131	-1981	0	0	-2113	
Salespersons-Markets	95.2%	41160	2470	-657	1813	-2	0	0	-1814	
Demonstrators	85.5%	40474	2428	-646	1782	285	0	0	-1497	
Market Oriented Crop and Animal Producers	100.0%	15054	903	-240	663	-844	102	92	-1404	
Fire Fighters	100.0%	1784	107	-28	79	-1207			-1286	
Fishery Workers, Hunters and Trappers	95.7%	8268	496	-133	363	-868	0	0	-1231	
Other General Managers	96.7%	13718	823	-219	604	-596			-1200	
Car, Taxi & Van Drivers	94.5%	27857	1671	-445	1227	83			-1144	
Filing & Library Clerks	84.5%	2818	169	-45	124	-970	0	0	-1094	
Farm-hands & Labourers	86.2%	16875	1012	-269	743	49			-694	
G.M. Restaurants & Hotels	94.6%	7715	463	-123	340	-320	15	13	-645	
Police Officers	100.0%	11016	661	-176	485	-101			-586	
Other Office Clerks	89.6%	17373	1042	-277	765	102	114	103	-549	
Architects, Engineers and Related Professionals	100.0%	5336	320	-85	235	-274	0	60	-509	
Street Food Vendors	95.8%	12323	739	-197	543	52			-491	
Technical & Commercial Sales Rep	97.8%	6068	364	-97	267	-238	22	20	-483	
Tellers & Counter Clerks	79.6%	9924	595	-158	437	-41	0	0	-478	

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Carpenters & Joiners	90.2%	14767	886	-236	650	46	142	128	-462	
Security Guards	92.4%	20635	1238	-329	909	498			-410	
Production/Operation Managers	100.0%	1159	70	-95	-25	-428			-403	
Child-Care Workers	77.2%	6437	386	-103	283	-96	7	7	-372	
Building Caretakers	94.0%	9787	587	-156	431	66			-365	
Messengers, Package & Luggage Porters & Deliverers	96.3%	7714	463	-123	340	0			-340	
Computer Professionals	100.0%	3803	228	-61	167	-91	59	53	-200	
Blacksmith, Tool-makers & Related Trade Workers	97.2%	3513	211	-56	155	0			-155	
Secretaries	92.9%	11866	712	-189	523	128	292	262	-103	
Accounting & Book-keeping Clerks	91.0%	5631	338	-90	248	-28	176	158	-100	
Agriculture and Other Mobile Plant Operators	89.1%	4210	253	-67	185	87			-98	
Stock Clerks	87.1%	3828	230	-61	169	70	0	0	-98	
Heavy Truck & Lorry Drivers	90.4%	13369	802	-213	589	533			-56	
Butchers, Fishmongers & Related Food Preparers	82.8%	3431	206	-55	151	126			-25	
Data Entry Operators	73.2%	2337	140	-37	103	4635	3901	3512		8434
Housekeeper & Related Workers; Domestic Helpers & Cleaners; Helpers & Cleaners in Offices, Hotels & Other Establ.; Hand Launderers & Pressers	79.1%	5833	350	-960	-610	4049	2429	2186		7088
Motor Vehicle Mechanics & Fitters	91.6%	20123	1207	-321	886	4699	2083	1875		5896
Cooks	87.2%	23179	1391	-370	1021	2738	2309	2078		4025
Building & Related Electricians	83.5%	9068	544	-145	399	3196	1126	1013		3923
Receptionists & Information Clerks	81.3%	11807	708	-188	520	2461	1573	1415		3514
Waiters, Waitresses & Bartenders	69.4%	21767	1306	-347	959	2968	839	755		2849
Hairdressers, Barbers, Beauticians & Related Wkrs.	88.8%	22276	1337	-356	981	2486	1034	931		2539
Pre-Primary Ed. Teaching Assoc Prof	83.8%	7027	422	-112	309	1687	850	765		2228

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Tailors, Dressmakers & Hatters	89.3%	11007	660	-176	485	1953	543	489		2012
Builders (Traditional Materials); Bricklayers & Stonemasons; Roofers; Painters & Related Workers	82.7%	44797	2688	-718	1970	2216	1523	1371		1769
Welders & Flame Cutters	91.1%	9843	591	-203	387	1383	645	581		1640
Computer Assist	100.0%	852	51	-14	38	822	830	746		1614
Physical and Engineering Science Technician	93.2%	4177	251	-67	184	668	927	834		1411
Admin Secretary	100.0%	3023	181	-48	133	675	828	746		1370
Electrical and Electronics Equipment Mechanics and Fitters	88.9%	8038	482	-128	354	1283	194	175		1123
Plumbers & Pipe Fitters	89.4%	5014	301	-80	221	769	304	274		853
Floor Layers & Tile Setters	76.1%	2692	162	-43	119	639	111	100		632
Sewing Machine Operators	63.4%	1857	111	-30	82	698	0	0		616
Cabinet Maker & Related Workers	96.0%	9837	590	-157	433	679	194	175		440
Building Construction Labourers	72.2%	18851	1131	-301	830	1228				398
Hand Packers & Other Manufacturing Labourers	78.4%	9468	568	-151	417	797				380
Institution-Based & Home-Based Personal Care Workers	88.3%	7776	467	-124	342	539	161	147		358
Bakers, Pastry – Cooks & Confectionery Makers	89.3%	4782	287	-76	211	448	79	71		316
College, University and Higher Education Teaching Prof.	98.0%	2319	139	-37	102	273				170
Shoemakers & Related Workers	100.0%	2220	133	-35	98	242	10	9		154
Agricultural or Industrial Machinery Mechanics & Fitters	87.3%	1502	90	-24	66	120				54
Cashiers & Ticket Clerks	85.1%	16531	992	-264	728	779	0	0		51
Telephone and Telegraphic Operating Occupations	73.9%	1299	78	-21	57	107				50
Meat & Fish Processing Mach. Operator	42.8%	79	5	-46	-42	0				42
Handicraft Wkrs in Wood & Related Materials	100.0%	1760	106	-24	82	44	62	57		24

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.
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.