

EMPLOYMENT INSIGHTS

2024/Q2



The quarterly CareerJunction Employment Insights Report provides an analysis of the supply and demand trends in the online job market, to represent online labour dynamics in South Africa.

The analysis and findings serve as a foundation for potential HR solutions & strategies, enabling businesses and recruitment agencies to focus on relevant occupations when developing their talent attraction and retention strategies.

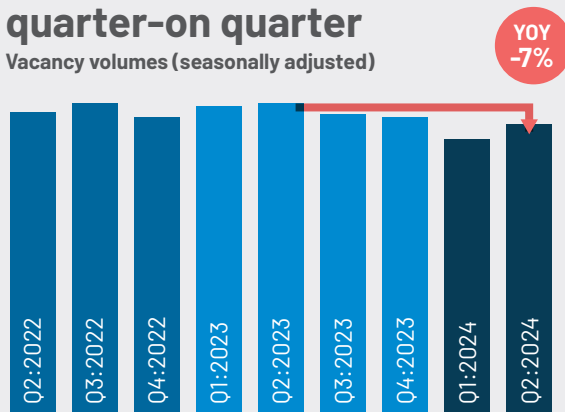


EMPLOYMENT ACTIVITY PER QUARTER

Recruiters, list your jobs here >

Employment activity quarter-on quarter

Vacancy volumes (seasonally adjusted)



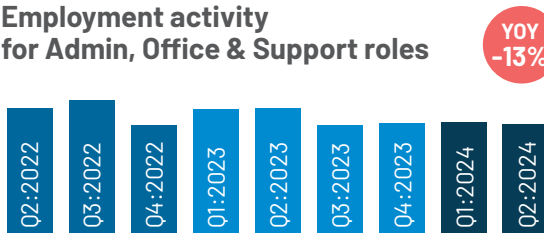
Hiring activity in Q2:2024 has seen a slight uptake of +5%, compared to Q1:2024.

Year-on-year, however, the number of vacancies has declined by -7.2%.

Over the past two years (Q2:2022 to Q2:2024) hiring activity has declined by -5.5%.

Despite a slight update in recruitment activity in the second quarter 2024, hiring activity has been relatively slow in the first half of 2024.

Employment activity for Admin, Office & Support roles

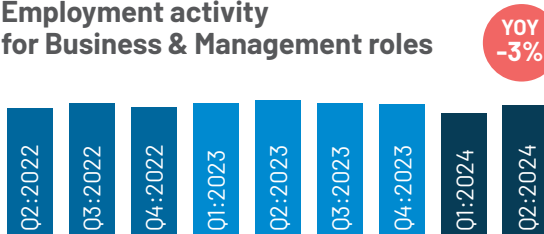


Recruitment activity for **Admin, Office & Support** roles has been slow over the last 4 quarters

From Q1:2024 to Q2:2024 recruitment activity declined by -3%.

From Q2:2023 to Q2:2024 recruitment activity declined by -13%.

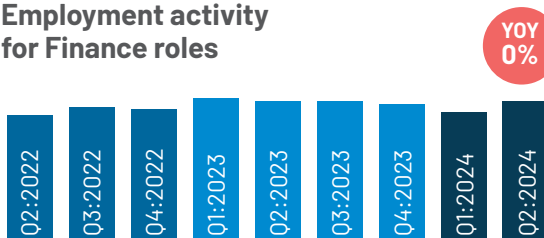
Employment activity for Business & Management roles



From Q1:2024 to Q2: 2024 there was a +7% increase in recruitment activity for **Business & Management** roles.

From Q2:2023 to Q2:2024 recruitment activity declined by -3%.

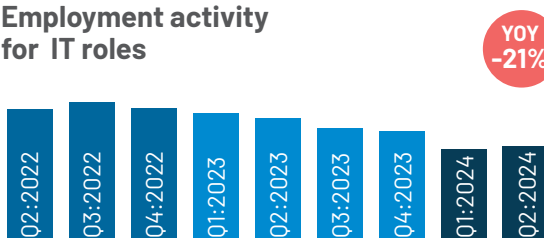
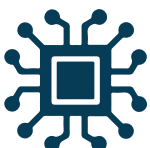
Employment activity for Finance roles



Recruitment activity for **Finance** roles saw an increase of +9% from Q1:2024 to Q2:2024.

Year-on-year this sector has seen similar levels of hiring activity (Q2:2023 to Q2:2024).

Employment activity for IT roles



Despite the continuous decrease in hiring activity for **IT** roles, demand for IT professionals remains very high in the recruitment market.

From Q1:2024 to Q2:2024 there was a slight uptake of +4% in hiring activity.

Year-on-year, however, there was a -21% decline in hiring activity for IT roles (Q2:2023 to Q2:2024).

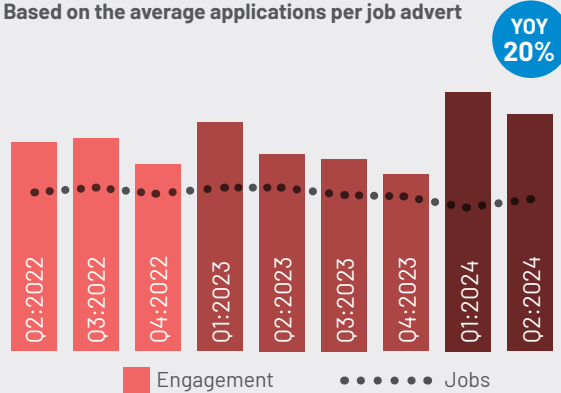


JOBSEEKER ENGAGEMENT

Jobseekers, register your CV >

Jobseeker engagement quarter-on-quarter

Based on the average applications per job advert



Understanding jobseeker engagement can significantly contribute to optimising recruitment processes and hiring strategies. In terms of filling vacancies where scarce skills are required, this is especially the case as **having access to jobseeker engagement insights can help recruiters:**

- Adjust their recruitment processes as necessary
- Use their existing resources optimally to attract the right talent
- Manage expectations and decrease time-to hire.

In addition, analysing jobseeker engagement provides an insightful market view into labour dynamics.

Jobseeker engagement remained high during the second quarter of 2024. Aside from elevated competition in the job search market, increased jobseeker engagement could potentially decrease the pressure of skills shortages as more talent seems to be currently available in the market.

Year-on-year, there has been a **+20%** increase in jobseeker engagement (Q2:2023 to Q2:2024).

The past two years have seen a **+13%** increase in jobseeker engagement (Q2:2022 to Q2:2024).

Jobseeker engagement for Admin, Office & Support roles

YOY 17%



Admin, Office & Support jobseekers remain highly engaged with the job market. Despite a slight drop from Q1 to Q2 2024, jobseeker engagement remains **17%** higher than a year ago, and **5%** higher than two years ago.

Jobseeker engagement for Business & Management roles

YOY 17%



After a declining trend in jobseeker engagement for **Business & Management** roles in 2023, the first two quarters of 2024 have shown high engagement.

Year-on-year jobseeker engagement has increased by **+17%**.

Jobseeker engagement for Finance roles

YOY 15%

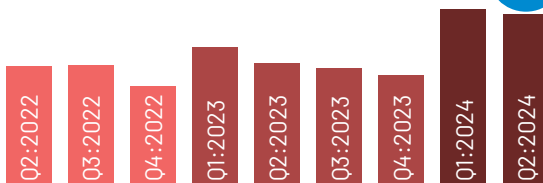
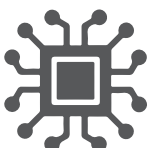


Jobseeker engagement within **Finance** has remained high in Q2:2024.

Year-on-year, jobseeker engagement in this sector has increased by **+15%** (Q2:2023 to Q2:2024).

Jobseeker engagement for IT roles

YOY 39%



With the decreasing demand trend in South Africa for **IT** professionals, IT professionals are becoming more engaged with the local job market.

While a wide range of IT jobseekers were previously head-hunted and didn't have to engage with the job market, this trends seems to be changing and jobseekers are starting to proactively interact with the job market more frequently than before.

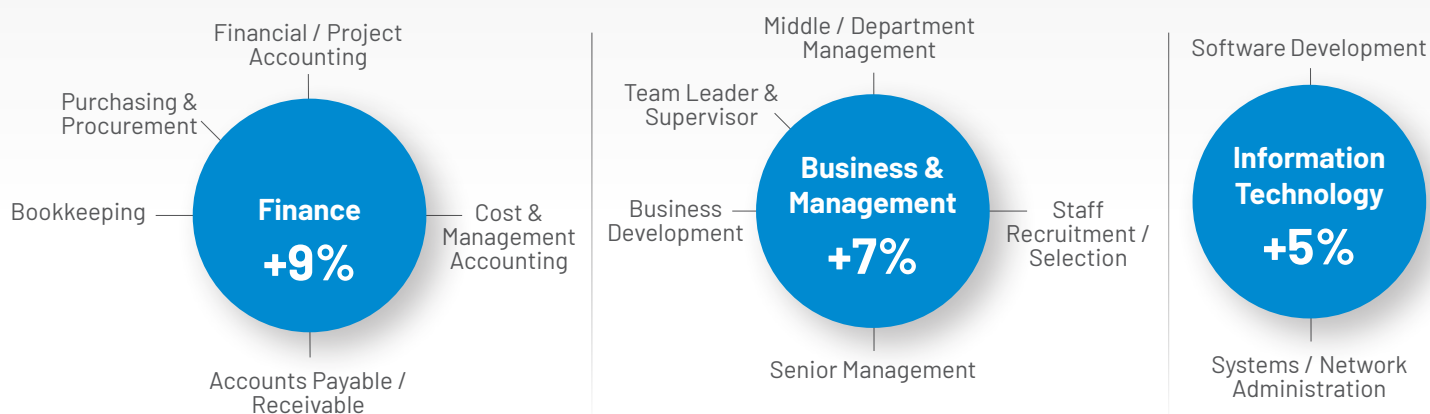


EMPLOYMENT TRENDS



Growing hiring activity in the past three months

When comparing hiring activity over the last three months (April, May, June 2024) with the previous three months (January, February, March 2024), hiring activity has increased for Finance (+9%) professionals, Business & Management professionals (+7%), and IT professionals (+5%).



Declining hiring activity in the past three months

No significant decline in hiring activity was evident for any sector over the past three months.

The illustrations can be read as follows:

During the last three months, hiring activity grew/declined by the percentage shown in the coloured circles. Particularly, roles in the sub-sectors shown surrounding the centre circle have been advertised more/less frequently.

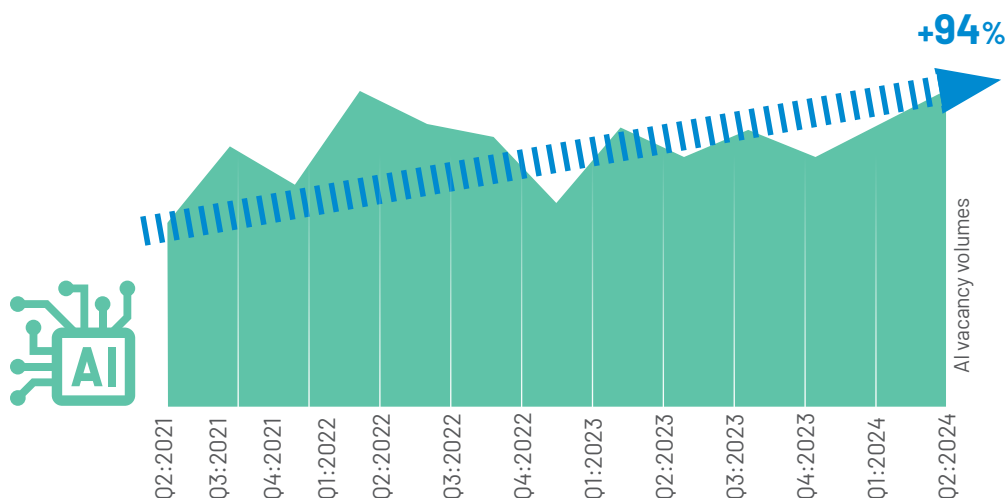
AI skills in the workplace



How are South African jobseekers adapting?

Over the last three years, demand for AI skills has gradually, but consistently, increased. Comparing Q2:2021 to Q2:2024, demand for AI skills has increased significantly, by +94%.

The rising demand for AI skills in the job market



Given this trend, how flexible is our local workforce in terms of adapting to the needs of the labour market and technology trends?

CareerJunction has investigated jobseeker trends to understand the rise of AI skills in the South African workforce.

Its findings reveal that over the last three years there has been a **+61%** increase in jobseekers with AI skills.

AI skills in Machine Learning (ML), predictive modelling and artificial intelligence expertise are predominately found in jobseekers who have the following occupations:

- **Data Analysis / Data Warehousing**
- **Software Development**
- **Systems / Network Administration**
- **Teaching**

AI skills in the workplace

How are South African jobseekers adapting?

Breaking it further down, the following skill sets are specifically showing a high adaptation to GenAI professions:

Top occupations for jobseekers who are already well-equipped with AI skills



Software Development

Software engineering / developing, machine learning, web developing, business developing (bi) skills, general (full stack) developing skills



Data Analysis / Data Warehousing occupations

Data science, data analysis, data engineering, business intelligence analysis, machine learning, quantitative analysis



Systems / Network Administration

Systems engineering, Technical IT skills



Teaching

Lecturing, teaching assistance

CareerJunction recently supported a global study on shifting trends in the Age of AI, led by CareerJunction's parent company and global JobTech giant, The Stepstone Group. The global study shows similar trends globally: jobseekers in IT and technology as well as education are leading the way in terms of Gen AI experience.

Regular use of GenAI varies by industry

Respondents who use GenAI regularly

Industries

Technology and IT	64%
Media	55%
Science and research	49%
Green industry and sustainability	45%
Education and training	45%



(source: DECODING GLOBAL TALENT 2024: How Work Preferences Are Shifting in the Age of GenAI.

AI skills in the workplace

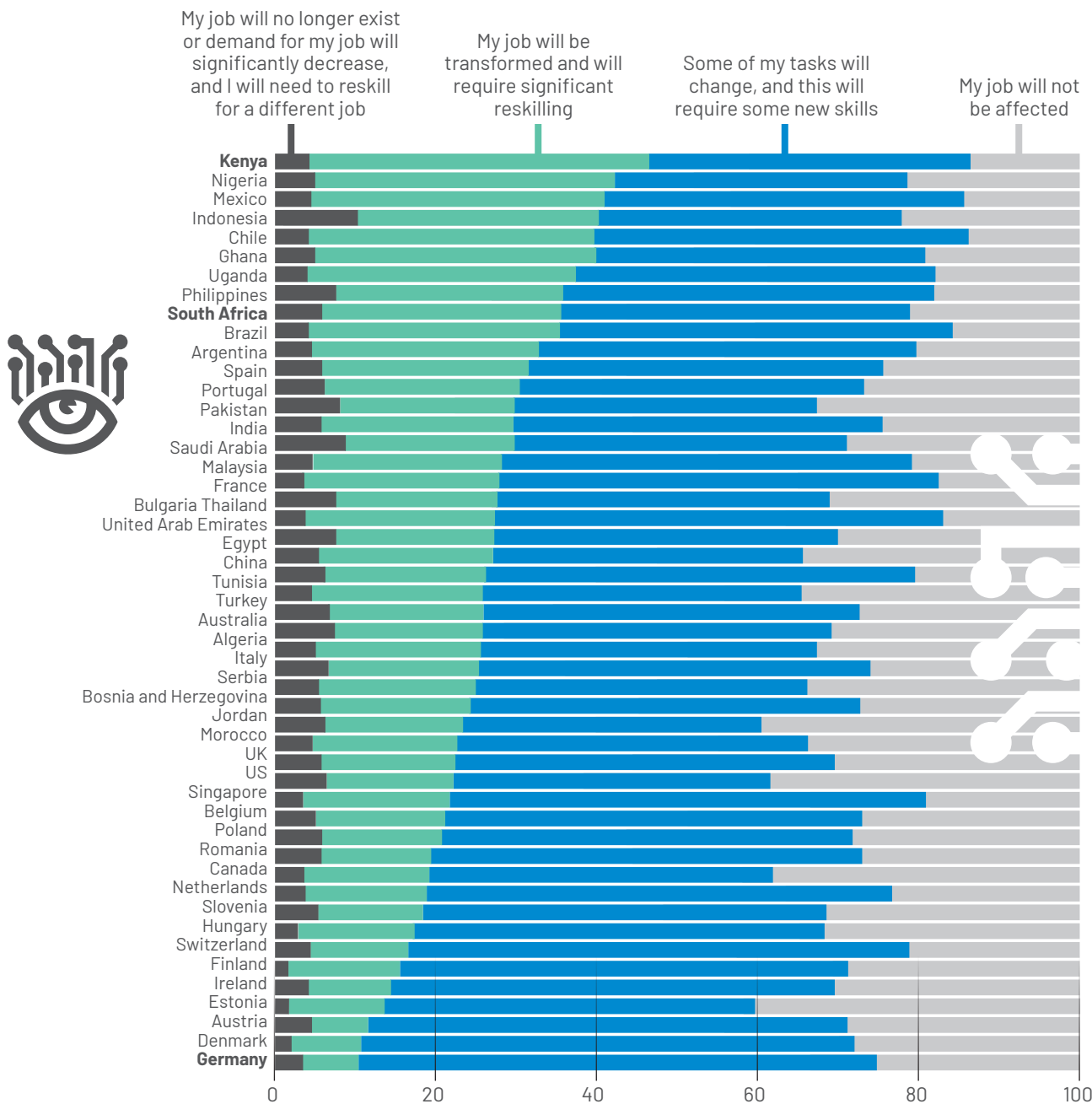
How are South African jobseekers adapting?

Interestingly, The Stepstone Group's global study further reveals that South African jobseekers are very conscious of the impact of Gen AI.

South Africa ranks 10th in place when looking at jobseekers' perceptions on the significance of Gen AI to transform their job role: Over 36% of South African jobseekers believe that GenAI will have a significant impact on their job role in the next five years (see gray and green bars below).

In comparison: **Kenya ranks Number 1** in terms of being aware of the impact of Gen AI. On being asked: "Over the next 5 years, what do you think will be the impact of (generative) AI on your job?", **46% of Kenyan jobseekers** responded that GenAI will have a significant impact on the demand of their job and upskilling will be required.

On the other hand, **only 10% of Germans** seem to think that GenAI will have such a significant impact on their job role within the next 5 years.



Source: BCG/The Network/The Stepstone Group proprietary web survey (conducted Q4 2023) and analysis.

SECTOR STATISTICS

Spotlight on:
Finance

Next issue:
**Information
Technology (IT)**



80%

EE Candidates

61%

Candidates
residing in Gauteng

44%

Candidates willing
to relocate

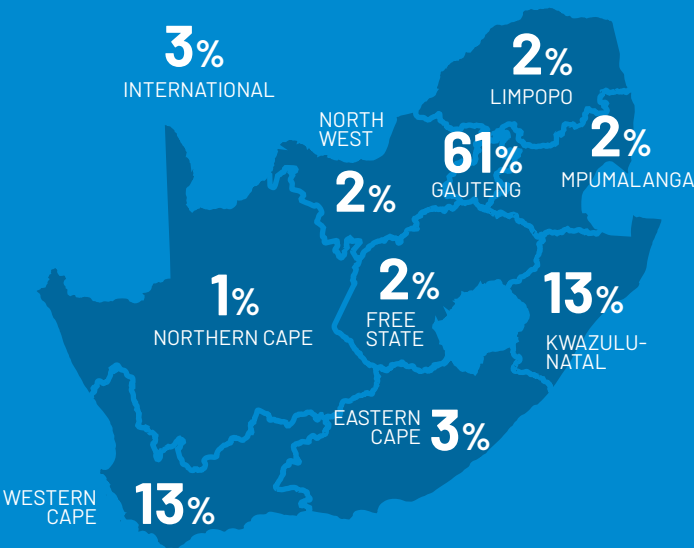
**4 years and
8 months**

Average stay
by candidates in
their jobs

48%

Candidates
with a tertiary
qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	2%
Matric	14%
Certificate	11%
Professional qualification	3%
Diploma	17%
Degree	20%
Honours	8%
Masters	3%

No qualification records for
23% of Finance

MARKET-RELATED SALARY

offerings for top in-demand skills



Credit controller

from R20 540 to R25 005 per month

Debtors Clerk

from R15 463 to R18 483 per month

Cost Accountant

from R44 633 to R54 960 per month



MOST IN-DEMAND ROLES

- Accountant
- Bookkeeper
- Creditors Clerk

Apply for Finance jobs





South Africa's #1 Quality Candidate Provider.

CareerJunction is part of the global JobTech giant, The Stepstone Group. Since 1997, we have empowered job seekers and recruiters to find each other using our world-class, locally developed recruitment solutions.

The CareerJunction Employment Insights report is based on comprehensive data gathered from The Stepstone Group's South African platforms - where around 5,000 of the country's top recruiters (both agencies and employers) advertise their positions to millions of registered job seekers.

For customised data enquiries,
get it touch at insights@careerjunction.co.za

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