INFORMATION TECHNOLOGY

ADVERTISING

ELECTRONICS

TELECOMMUNICATIONS

FILM AND ELECTRONIC MEDIA

CAREER OPPORTUNITIES GUIDE

MICTSETA

Media, Information And
Communication Technologies
Sector Education And Training Authority

2023/24

SHAPING SKILLLS
PIONEERING INDUSTRIES
EMPOWERING FUTURES

OUR VISION
Cutting-edge future skills.

OUR MISSION
To strategically lead the MICT sector skills development system in support of meaningful economic participation of our beneficiaries, for improved socio-economic conditions.

OUR VALUES
- Customer-Centricity
- Ethical
- Innovative
- Committed
- Meritocracy
- Collaborative

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01 [FOREWORD]

Congratulations on taking the initiative to enhance your professional experience in the Media, Information, and Communications Technology (MICT) sector. This rapidly advancing industry offers many opportunities for professionals across various fields.

Entering a phase of life where you are required to sharpen your skills brings with it difficult decisions that need to be made regarding your career and personal life. Further strain is put on this process by the instability of local and global factors that additionally affect the labour market.

Nowadays, society expects individuals to take charge of their own professional and personal lives. The responsibility of career management has shifted to individuals who are encouraged to set goals to ensure they grow as individuals and take control of their lives by:

- Marketing their personal brands
- Engaging their curiosity, and being open to diverse perspectives.
- Eagerly adapting and evolving as individuals.
- Defining their personal intentions and career paths.

Education is thus crucial to achieving sustainable success in a constantly changing world.
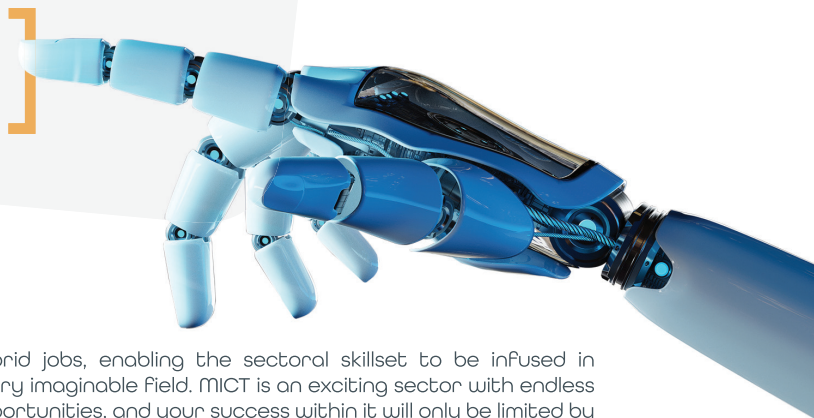
"

Education is a human right with immense power to transform. On Its foundation rest the cornerstones of freedom, democracy and sustainable human development"

Kofi Annan

02 [INTRODUCTION]

This career opportunities guide aims to assist you in taking charge of your career and driving it forward. By providing baseline information on career paths and growth within the MICT sector, it highlights scarce and critical skills in related occupations, provides guidelines on career progression and associated qualifications, and includes MICT employment trends and opportunities.

If you're looking to advance your career in the MICT sector, there are plenty of fields to explore. This includes animation, power grid informatics, data analytics, and digital media. The sector allows for the fusion of different elements in hybrid jobs, enabling the sectoral skillset to be infused in every imaginable field. MICT is an exciting sector with endless opportunities, and your success within it will only be limited by your interest and imagination.
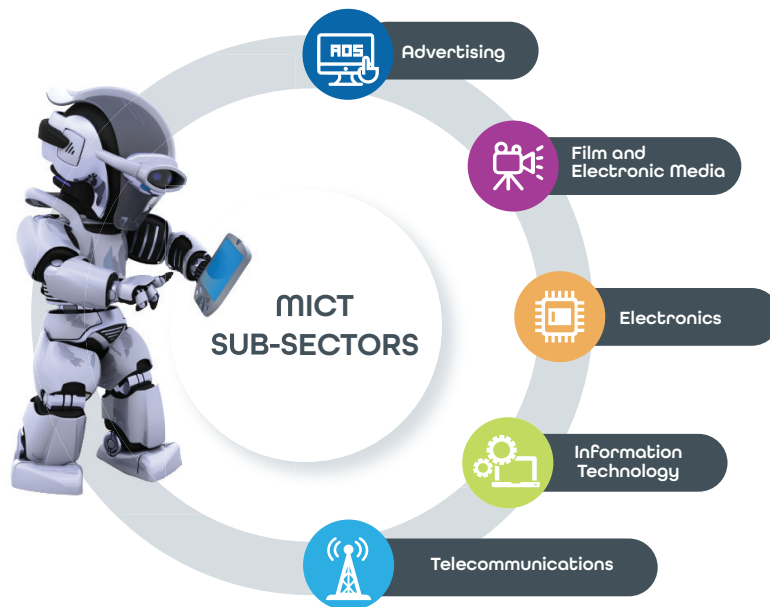
The MICT SETA aims to keep developing and increasing the skills of emerging professionals and individuals through quality training and the implementation of the National Skills Development Strategy.

03 [THE MICT SECTOR AT A GLANCE]

The MICT SETA's mandate is to contribute to increasing skills development and upskilling those in the sector or seeking employment. The organisation aims to equip South Africa's population with the necessary technological skills to thrive and survive in the modern digital world. MICT SETA plays a strategic role in leading the MICT sector skills-development system in support of the meaningful economic participation of beneficiaries, leading to improved socio-economic conditions. This is achievable through sector skills planning, SETA funding, quality assurance, and learning programmes.

The MICT sector comprises various stakeholders who play a significant role in helping it deliver quality, innovative skills that contribute to national economic growth. The SETA includes entrepreneurship and new venture creation in several of our learning programmes for job creation and the strengthening of SMMEs. The sector is made up of five interrelated yet distinct subsectors, namely:

MICT SUB-SECTORS

- Advertising
- Film and Electronic Media
- Electronics
- Information Technology
- Telecommunications

32 985

employers
spread across
five sub-sectors.

8 896

employers are paying
levies. This isaslightdecline
of 2% from 9 093
compared to the previous
financial year.

07 %

increase from 35 569 in
the previous year.

51 %

of the employers in the
sector (both levy and non-levy
payers) are operating within
Information Technology,
followed by 13% in Electronics.

As of current, the MICT sector comprises of 32 985 employers across the five sub-sectors. This represents a 7% decrease from the 35 569 employers in the previous financial year. Only 8 896 of the current employers are paying levies, down 2% from 9 093 in the last financial year. The MICT sector experienced an increase in employees, recording 214 548 in 2022. The most significant proportion (54%) of employees work in the information and technology subsector, followed by 28% in telecommunications and 9% in electronics. The subsectors with the lowest number of employees are film and electronic media (5%) and advertising (4%).

The MICT SETA has entered into partnerships with Technical Vocational Education and Training (TVET) colleges, universities, special projects, industry vendors, SMMEs, and research projects to advance sector development and growth.

LABOUR MARKET PROFILE

It is important to understand the dynamics around employment within the MICT sector. Here we shed light on developments in the labour market between 2020, 2021 and 2022. As shown in Figure 7, the MICT sector experienced an increase in employees recording 214 548 in 2022.

Figure 7: Employment in the MICT sector

187 585   214 548
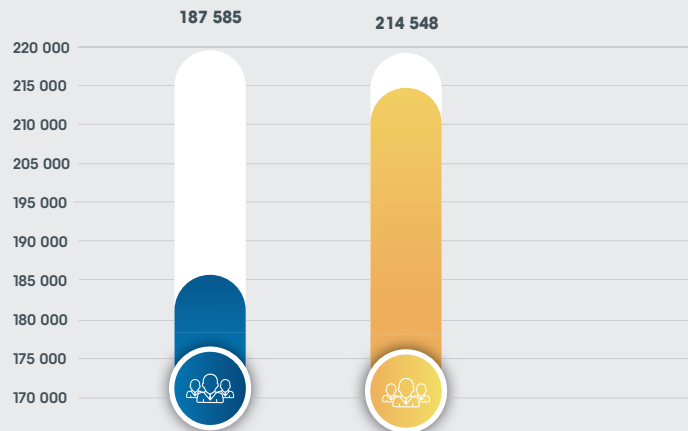
Source: MICT SETA Levy Huge File, 2022

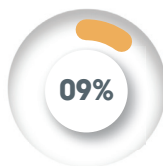**Sub-sector distribution of employees**

Figure 7: Employment in the MICT sector

54%
The largest proportion (54%) of employees work in the Information and Technology sub-sector
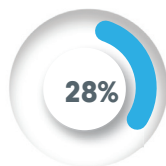
28%
28% work in the Telecommunications

09%
9% are employed in the electronics sub-sector
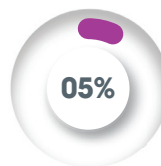
05%
Film and electronic media account for 5% of the sector's employees
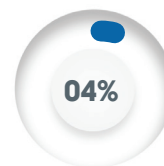
04%
Advertising accounts for 4%

The Fourth Industrial Revolution (4IR) is an era where people are using smart, connected, and converged cyber, physical and biological systems and smart business models to define and reshape the social, economic and political spheres. '(PC4IR, 2020).

The advent of 4IR has altered the way people live and work through a fusion of technologies, increasing the economic relevance of the MICT sector. The MICT SETA has a 4IR integrated digital skills strategy that enables an inclusive sectoral approach. Overall, there is growth in the MICT sector due to increasing demand for such services.

The diagram on the next page illustrates the presence and influence of 4IR technologies in the MICT sector.

13. Augmented Reality (AR)
Change Driver: 19%
User: 10%
Developer: 12%

1. Artificial Intelligent (Ai)
Change Driver: 37%
User: 25%
Developer: 25%

2. Cloud Computing
Change Driver: 35%
User: 66%
Developer: 31%

12. 3D Printing
Change Driver: 20%
User: 13%
Developer: 9%

3. Big Data
Change Driver: 32%
User: 40%
Developer: 25%

11. Autonomous Vehicles
Change Driver: 22%
User: 6%
Developer: 7%

4. 5G
Change Driver: 31%
User: 12%
Developer: 12%

10. Drones
Change Driver: 22%
User: 15%
Developer: 7%

5. Internet of things (IoT)
Change Driver: 28%
User: 3%
Developer: 27%

9. Virtual Reality (VR)
Change Driver: 24%
User: 12%
Developer: 12%

6. Automation and Robotics
Change Driver: 27%
User: 15%
Developer: 15%

8. Blockchain
Change Driver: 24%
User: 6%
Developer: 15%

7. Cybersecurity
Change Driver: 26%
User: 38%
Developer: 20%

INDUSTRY
4.0

The MICT SETA embarked on a process of developing qualifications to respond to the digital and future skills gaps introduced by the technological advancement that are identified as key change drivers affecting the MICT sector.

1. Occupational Certificate: **Artificial Intelligence Software Developer**.
2. Occupational Certificate: **Cloud Administrator**.
3. Occupational Certificate: **Cybersecurity Analyst**.
4. Occupational Certificate: **Design Thinking Innovation Lead**.
5. Occupational Certificate: **Design Thinking Practitioner**.
6. Occupational Certificate: **Quality Test Automator**.
7. Occupational Certificate: **Software Developer**.
8. Occupational Certificate: **Data Science Practitioner**.
9. Occupational Certificate: **E-waste Operator Controller**.
10. Occupational Certificate: **Internet of Things Developer**.
11. Occupational Certificate: **Robotic Processing Automation Developer**.
12. Occupational Certificate: **Mobile Computing Technician Devices**.
13. Skills Programme: Java Programmer.
14. Skills Programme: Cybersecurity Defender.
15. Skills Programme: Python.
16. Skills Programme: HTML.
17. Skills Programme: Java.

18. Skills Programme: JavaScript,
19. Skills Programme: C++.
20. Occupational Certificate: **Blockchain**.
21. Occupational Certificate: **3D Printing**.
22. Occupational Certificate: **Extended Reality**.
23. Occupational Certificate: **Optical Fibre**.
24. Part qualification: Mobile Device Repairer.
25. Part qualification: Laptop Repairer.
26. Part qualification: Wearable Repairer.
27. Part qualification: Accessories Repairer.
28. Occupational Certificate: **Drone Technician**.
29. Occupational Certificate: **Remote Piloting Aircraft**.
30. Occupational Certificate: **Remote Piloting Technician**.
31. 5G Cellular Network Administrator (Skills Programme).

List of approved full qualifications:

	Qualification	NQF level	Qualifications Credits	Qual ID
1	Occupational Certificate: Cloud Administrator	4	149	118699
2	Occupational Certificate: Design Thinking Innovation Lead	4	160	118788
3	Occupational Certificate: Design Thinking Practitioner	4	100	118705
4	Occupational Certificate: Software Developer	5	220	118707
5	Occupational Certificate: Quality Test Automator	5	179	118789
6	Occupational Certificate: Data Science Practitioner	5	185	118708
7	Occupational Certificate: Artificial Intelligence Software Developer	5	209	118792
8	Occupational Certificate: Cybersecurity Analyst	5	179	118986

List of approved skills programmes:

Skills programme descriptor	NQF Level	Credits
1 Fifth Generation (5G) Cellular Network Administrator	4	16
2 Technopreneur	4	60
3 Java Programmer	4	53
4 Cybersecurity Defender	4	6
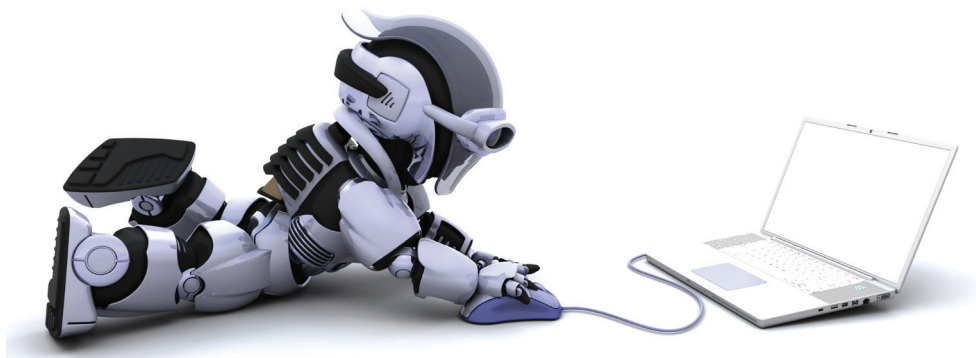
05 [OCCUPATIONS & SPECIALISATIONS IN THE MICT SECTOR]

LINKING QUALIFICATIONS AND OCCUPATIONS

The MICT SETA linked key occupations in the sector to various qualifications and learning pathways. From this exercise, it gained insight on how to address key occupations in the sector. It is anticipated that the Sectoral Priority Occupations Interventions list will help address the sector's skills shortages and enable employers to bridge the gap between skills demand and supply. The table below lists possible qualifications linked to occupations in the sector.

Qualification	Career prospects / job roles
BSc. or National Diploma majoring in: • Business Computing • Computer Engineering • Computer Science/ Studies/ Systems • IT (Web Design & Development) • Information Systems / Technology	• ICT Systems Analyst • Web Technician • Systems Administrator • Computer Network Technician • Software Developer • Computer Network and Systems Engineer • ICT Security Specialist
B. Arts/Learnerships majoring in: • Acting • Drama and Performance Studies • Film and Television	• Actor • Director
B. Arts/Learnerships majoring in: • Audiovisual Communication • Translation and Professional Writing • Creative Writing	• Scriptwriter • Creative Director

Qualification	Career prospects / job roles
B.Tech or National Diploma majoring in: • Motion Picture Production • Multimedia • Film and Video Technology	• Multimedia Specialist • Film and Video Editor
B.Com or National Diploma majoring in: • IT Management • Applied Information Systems	• Chief Information Officer • ICT Project Manager • IT Manager
B.Com, B.Tech or National Diploma in: • Business Management/ Management Sciences • Project Management	• Management Consultant • Business Analyst • Service Solutions Project Manager
B.Engineering, National Diploma or Learnership majoring in: • Electronic Engineering • Computer Engineering	• Computer Network and Systems Engineer Developer Programmer • Software Developer • Telecommunications Technologist • Electronic Engineering Technician
B.Arts Honours in: • Film and Documentaries • Media and Communication • Development and Communication • Digital Media Design	• Editor • Director • Content Producer

Qualification	Career prospects / job roles
B.Com, National Diploma or Learnership majoring in: • Strategic Brand Management • Digital Marketing • BA Creative Brand Communications • Marketing Management/ Communications	• Brand Strategist • Brand Auditor • Digital Marketing Strategist • Copywriter • Social Media Coordinator
Diploma/Learnerships/Higher Certificates in: • Marketing & Advertising Communications • Art Direction • Graphic Design • Copywriting	• Creative Director • Campaign Coordinator • Graphic Designer • Digital marketer
Diploma Learnership or National Certificate in: • Electronic/Engineering Studies • Information Technology (Networking) • Telecommunications • Information Systems	• Telecommunications Technician • Computer Network Technician • Systems Administrator • Electronic Engineering Technician

06 [THE TOP 10 PRIORITY OCCUPATIONS WITHIN THE MICT SECTOR]

South Africa is poised to embark on a path towards highly skilled intelligence and digital technologies. The change drivers in the sector present an opportunity for greater access to intelligence and digital services, which needs to be safeguarded. It is imperative to anticipate future skills requirements by forecasting emerging technologies and preparing accordingly. Therefore, skills development must align with specialised skills to set up and maintain new and future technologies.

The following comprises the top 10 priority occupations within the MICT sector:

- Software Developer;
- Computer Network and Systems Engineer;
- ICT Systems Analyst;
- Management Consultant (Business Analyst);
- ICT Security Specialist;
- Multimedia Specialist;
- Programmer Analyst;
- Developer Programmer;
- ICT Project Manager;
- ICT Sales Representative.

The predominant skills gaps in the sector include design and critical thinking, communication, leadership, technical skills, project management, and certified skills (CompTIA A+, Network+, MCSA, MCSE, Azure, Cisco, etc.).

Occupation	Specialisation/ alternative title	Intervention planned by the SETA
Software Developer 2021-251201	• Software Architect • Information Architect Software • Software Designer • Software Engineer • ICT Risk Specialist	Bursary (diploma) Bursary (degree) Internship MCSD Certification Scrum Certification
Computer Network and Systems Engineer 2021-252301	• Computer Systems / Service Engineer • Systems Integrator • Computer Systems Integrator • Network Engineer • Communications Analyst (Computers) • Systems Engineer • Network Support Engineer • ICT Customer Support Officer • Network Programmer / Analyst • Computer Network Engineer	Bursary (diploma) Bursary (degree) Internship CISCO Certification CompTIA Network+ Certification
ICT Systems Analyst 2021-251101	• Computer Analyst • ICT Systems Contractor • ICT Systems Coordinator • Capacity Planner Computing • LAN / WAN Consultant / Specialist • ICT Systems Architect • Systems Programmer • Internet Consultant / Specialist • ICT Systems Consultant • ICT Business Systems Analyst • ICT Systems Specialist • ICT Systems Advisor • ICT System Designer • ICT Systems Strategist	Bursary (diploma) Bursary (degree) Internship MCSA Certification MCSE Certification Work-integrated Learning

Occupation	Specialisation/ Alternative Title	Intervention planned by the SETA
Management Consultant (Business Analyst) 2021-242101	• Management Consulting Specialist • Superannuation Transitions Specialist • Technology Development Coordinator • Operations Analyst • Service Solutions Project Manager • Small Business Consultant / Mentor • Capital Expenditure Analyst • Commercial Analyst • Corporate Planner • Farm Management Consultant • Business Coach • Financial Systems Advisor • Resource Development Analyst • Purchase Advisor • Business Support Project Manager • Strategic Developer / Facilitator • Business Consultant • Management Reporting Analyst • Business Turnaround Management Consultant • E-commerce Programme Manager	Bursary (diploma) Bursary (degree) IIBA Certification (BABOK) Work-integrated Learning
ICT Security Specialist 2021-252901	• Internet Security Architect / Engineer / Consultant • Security Administrator • ICT Security Architect • Database Security Expert • Information Technology Security Manager	Bursary (diploma) Bursary (degree) Internship CompTIA Security + Certification CISSP Certification Work-integrated Learning

Occupation	Specialisation/ alternative title	Intervention planned by the SETA
Multimedia Specialist 2021-251301	• Digital Media Specialist • Multimedia Developer • Graphical Programmer • Computer Games Programmer • Multimedia Programmer • Animation Programmer	Bursary (diploma) Bursary (degree) Internship
ICT Sales Representative 2021-243403	• Computer Consultant • Computer Software Support Consultant • Computer Systems Consultant	Bursary (national certificate) Short Programme Internship
Programmer Analyst 2021-251202	• Software Configuration / Licensing Specialist • Designer (Hardware - Digital / Software) • Architect (Applications / Call Centre / Computing / Desktop / E-commerce) • Education Systems Coordinator • Computing (Development/Field) Engineer • Cross Enterprise Integrator • Engineer (Applications/Content/IT/Software/ Systems / WAN) • Architect (Enterprise/Internet/IT/Network/ Software/Unix / Web) • Database Designer	Bursary (diploma) Bursary (degree) Internship Work-integrated Learning
Developer Programmer 2021-251203	• ICT Developer • ICT Programmer • Applications Developer	Bursary (diploma) Bursary (degree) Internship MCSD Certification
ICT Project Manager 2021-133102	• ICT / IT / Computer Service Manager • ICT / IT / Computer Marketing Executive • ICT / IT / Computer Support Manager • Hardware Development Manager • ICT Project Director • ICT / IT / Computer Operations Manager	Bursary (degree) PRINCE2 Certification

07 [CAREER PROGRESSION IN THE SECTOR]

Choosing the right career path can be challenging, and setting clear career goals and objectives is essential for advancing one's career. Today's professionals often change job titles, moving between various companies, teams, and industries throughout their careers. However, choosing the right career path can be challenging. So, how do you set the appropriate career goals?

One should set goals that reflect their short and long-term career aspirations and objectives. Within the MICT sector, there are three forms of career progression, and they are explained in detail below:

Traditional career path
This often begins with an entry-level role such as working in animation as a production assistant, or as a recent graduate before undertaking further training.

Undertaking a range of roles within one organisation or industry
This career path suits people who prefer a varied career over moving into management roles. It also enables people who enjoy working for a particular organisation, field or industry to maintain their interest and keep learning. Sometimes this career takes people out of the ICT area altogether as they find other activities that ignite their passions.

A detailed example may include alternative career options for animation. Experts in this field are not confined to a single career choice. Animators may branch out into a field related to computers and connected networks where they design and build data communications networks . Alternatively, they could become creators of realistic illusions as VFX artists, where they develop computer-assisted crowds, creatures, and stunt doubles.

Career pathing examples
Career paths can vary greatly across industries and between individuals. For some employees, a career path can be a linear upward trajectory. For others, it may involve lateral moves to gain skills or even an apparent step back to explore a different pathway. While every employee's journey will be unique, these examples of career pathing demonstrate some types of the paths that are available. For example, rising through the ranks in a large organisation's marketing function might include the following steps over years or decades:
- Marketer joins the organisation at the entry level in a generalist role.
- Lateral moves to brand marketing and social media.
- Coursework in data analytics and brand strategy.
- Promotion to team lead.
- Promotion to executive team.
- A Career pivot to coding

Fresh from a coding course or programme, an entry-level web developer might work with their manager to identify the areas that will require the most skill development and the goals for career progression.

Another example is an entry-level web-development role where an individual may progress by:

- Mentorship and training around the company's preferred tools.
- Associate-level role focusing on a specific functionality or tool (for instance, WordPress development).
- Increased responsibility for client projects.
- Training and coursework on additional coding languages
- Promotion to full-stack developer.
- Product manager moving into a leadership role.

An established product manager looking to move into a leadership role might work closely with their manager to gain the skills needed to work at a higher level in the organisation.

While paths can diverge wildly based on individuals' needs, it's essential that organisations work closely with their employees to develop career paths that align with the employees' expressed desires, strengths, and weaknesses. Regular check-ins and access to a range of training and growth opportunities will set individuals up for success in their career progression.

Developing a specialisation
Many animators seek careers in the motion picture and film industry, but fields such as advertising and software publishing also offer lucrative career options. Additionally, animators who work as freelancers and independent artists enjoy greater flexibility in terms of the projects and clients they work with. However, individuals should become aware of the changing labour markets, as such information may help them to stay abreast of careers that are saturated or no longer a prerequisite in their chosen industry.

08 [MICT SECTOR SUCCESS STORIES]

LUNGA ALLEN MZOBE

JUNIOR SOFTWARE ENGINEER

Lunga Allen Mzobe enrolled in the MICT SETA funded learnership programme at Africa Learn College, where he pursued full-time studies in System Development L5 from 2021 to 2022. Lunga is currently employed at the Department of Science and Technology in Gauteng.

"Today, I am a qualified Software Developer. I have successfully completed a National Certificate programme in System Development. The progress I have achieved thus far would not have been possible without considering the registration of this programme with Africa Learn College."

KAIZER SILINDA

PRODUCTION ASSISTANT

Kaizer Silinda is a beneficiary of MICT SETA and a dedicated Production Assistant at E-TV. Kaizer's story is one of unwavering determination. Before discovering his true passion for film and television, he dabbled in various post-secondary programmes but failed to find inspiration. Eventually, after years of life experience and soul-searching, Kaizer decided to pursue a career in film and television production.

He entered a three-year programme at the age of 29. Four years later, at the age of 33, Silinda secured an internship at E-TV, marking a significant turning point in his career.
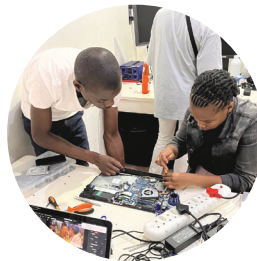
MAHLOHONOLO MOTSAMAI

CELL PHONE REPAIR TECHNICIAN

OCULE IT

SOFTWARE DEVELOPMENT TRAINING

Mahlohonolo Motsamai, known as Hloni, is a 27-year-old native of Tshwane. Hloni studied Officiating and Coaching Science at the Tshwane University of Technology (TUT). During his time as a student at TUT, he discovered the MICT SETA/SAMMDRA Cellphone Repair Programme, which aimed to enhance the digital knowledge of young South Africans. After enrolling in the programme, he was chosen as one of the 61 students accepted. Upon completion of the programme, he gained practical skills that empowered him to establish his own business, Innovative Repairs. Located in the North of Pretoria, Innovative Repairs specialises in fixing various technological gadgets, including mobile devices and laptops.

"Thanks to my digital skills, my business has achieved remarkable success. I've also explored digital platforms that facilitate the operation of my business. Regardless of their location in Pretoria, people can send their cellphones to me for repair. This business model has enabled me to attract customers from both near and far, allowing me to operate from the comfort of my home," said Hloni.

Ocule IT, a KZN-based training company, partnered with Samsung and the MICT SETA to deliver software-based skills development training to rural, peri-urban, and previously disadvantaged youth. Despite facing numerous challenges, including conducting training during the COVID-19 pandemic, Ocule IT successfully executed two training cohorts in 2020 and 2021.

"The project incorporated both classroom and practical training components as part of its programme delivery. The classroom, or onsite, component spanned 22 weeks and included a total of 480 hours of instruction. Students engaged in lectures, lab exercises, tutorials, and problem-solving sessions with a focus on electronic model design, manufacturing, and repair. Learners were exposed to various work experiences, which encompassed design, manufacturing, and repairing electronic equipment and products. In some cases, this work was more specialised, while in others, students received more comprehensive training. Whenever feasible, Ocule IT rotated learners among different companies to maximize their exposure to various skills.

"After completing the programme, some of the learners initiated their own businesses in the field of electronics repair."

09 [CHECKING FOR AND CHOOSING ACCREDITED TRAINING PROVIDERS]

When deciding which college to enrol in, prospective students should carefully assess the institution's accreditation status. You might be wondering, "How do you know if a course is accredited?". It is important to know what accreditation is and why it is important to study with an accredited training provider. It is also important to note that before enrolling with a training provider, you need to discuss what course you want to study, find out if it is accredited, and validate this information by checking the accreditation number with the relevant SETA body, in this case the MICT SETA.

Ways to check for accreditation
You must check that the course you want to study is accredited. Sometimes the college itself is registered, but also offers non-accredited short courses. There are bodies and structures in place to check if training providers offer accredited courses. Such structures are:

South African Qualifications Authority (SAQA)
The role of SAQA is to make sure that the goals of the National Qualifications Framework (NQF) are implemented. This means that they ensure higher education courses meet national standards. SAQA can verify qualifications that have already been achieved. If you want to study overseas, for example, the institution will ask you to verify your South African qualifications. SAQA can help you with this by giving you authentic transcripts.

Umalusi
Umalusi is one of the quality councils for education. You can search for accredited institutions on their website. Need some help completing your Adult Matric? Then you're probably considering registering with a private college. The Adult Matric courses offered by part-time and distance-learning colleges aren't accredited. But rest assured the matric certificate you get after writing your final exams, will be certified by Umalusi.

The Quality Council for Trades and Occupations (QCTO)
The QCTO is one of the three quality councils for education and training in South Africa. Their job is to make sure that work-based qualifications meet the standards and demands of the job market. Before you choose a training provider, you can check with the QCTO to make sure they are registered.

The Council on Higher Education (CHE)
The CHE is also one of the quality councils for education. They are responsible for accrediting post-school programmes. If a college wants to offer National Accredited Technical Education Diploma qualifications, they must meet the standards of the CHE first. They also must register with the Department of Higher Education and Training (DHET).

Training providers offering training with a SETA accreditation entails that a skills-development course is approved by the SETA. The SETA sets specific standards for training providers, which ensures the quality of the SETA-accredited course. Once the attendee has completed the SETA-accredited training, they will obtain recognition of competence that is recognised throughout the whole of South Africa. It confirms the level of proficiency and quality of training undertaken for current and future employers.

10 [MICT SETA OPPORTUNITIES]

The MICT SETA partners with industry, universities and TVET colleges (both public and private) in delivery learning programmes, as education is the heart of our organisation. We do this by facilitating and creating an enabling environment for the implementation of learnerships, internships, bursaries and skills programmes that aim to uplift and empower those who seek to upskill themselves. We also employ short work-integrated learning (WIL) programmes, which are short critical for development within the industry. We have an educational strategy in which opportunities are created for students to integrate disciplinary knowledge and the use of skills in real and professional work contexts.

WHAT IS A LEARNERSHIP?

It is a work-based learning programme that leads to a nationally recognised qualification that is directly related to an occupation, for example a broadcast engineering. Learnerships are occupationally directed programmes that consist of both structured theorical learning and practical workplace experience. Learnerships are important as success is measured in terms of the actual skills the learner acquires. A learner is taught how and why things are done and must understand the theory supporting the practice. A learnership programme is an NQF aligned programme with a minimum of 120 credits.

Benefits of learner participation
• Gaining a nationally recognised qualification
• Obtaining practical workplace experience and exposure to the actual job environment
• Gaining entry into a specific industry
• Gaining a path to employment or self-employment

Potential learners interested in taking part in a learnership may apply for an opportunity to be recruited by sending their CVs to cv@mict.org.za

WHAT IS A SKILLS PROGRAMME?

A skills programme is a set or cluster of unit standards gathered from a qualification that is combined to form a short course with credits.

Why should learners participate in a skills programme?

A skills programme is often implemented to meet the skills requirements of an employer and to enhance an employee's knowledge of a particular skill. A skills programme culminates in a qualification on completion of the remaining unit standards by a learner. Training is offered by an accredited provider. At the end of the training, learners receive a statement of results. Like learnerships, skills programmes are implemented by employers for both employed and unemployed learners. Potential learners interested in taking part in a skills programme may apply for an opportunity to be recruited by sending their CVs to cvs@mict.org.za

WHAT IS AN INTERNSHIP PROGRAMME?

An internship programme provides exposure to the workplace experience and can eventually lead to employment by respective workplaces. An internship is a programme designed to give all FET college and university graduates an opportunity to extend their academic qualifications through workplace exposure and specialised training. Participants are placed on a full-time basis, for a period of 12 months, in stakeholder companies and government organisations. This provides them with workplace experience that enhances their qualifications.
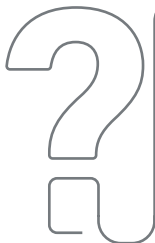
Benefits of graduate participation in an internship

The primary benefit for the graduate learner is real-world workplace experience, as well as:

• Being put on the fast track high-level skills development
• Being empowered with practical experience appropriate to their qualifications

This training is offered to students from the TVET Colleges and universities of technology who are required to complete their practical training activities in a workplace, following an institution-prescribed logbook. Participants are employed on a contract basis for WIL to ensure the completion of their qualifications.

Who participates in an internship?

Unemployed people can get involved in an internship, but the MICT SETA focuses is on unemployed graduates. The internship usually involves the learner as a potential employee to a company, and the potential employer. Taking note of the learner's level of education, capabilities and experience, the employer defines the workplace programme to be completed in order for the learner to obtain the required skills for the work to be performed within the company. This workplace programme is reviewed with the learner and both parties then agree to the final programme.

There may be instances where the learner must undergo some additional specialised training. In this case, the training provider could become a third party to the internship agreement. On completion of the learnership, the intern will receive a certificate of recognition.

Who can apply for an internship?

The employer applies for an internship. Interns can only participate in internships through an employer.

Potential learners interested in taking part in an internship programme must have any of the following qualifications:
• National Diploma (NQF5 and above)
• Degree
 They may apply for an opportunity to be recruited by sending their CVs to cv@mict.org.za.

DIFFERENCES BETWEEN A LEARNERSHIP AND AN INTERNSHIP

	LEARNERSHIP	INTERNSHIP
Focus:	Two distinct components: Theoretical and practical	Focused on practical training
Training Content:	Determined by NQF levels	Determined by employer
Outcome Measurement:	Credits are awarded for every unit standard successfully completed	Specific outcomes not defined or regulated
Minimum entry Requirement:	The minimum requirement is determined by the entry requirement of the qualification	Appropriate for those with degrees or diplomas
Parties Involved:	Agreement between a SETA, learner, employer and a training provider	Agreement between a SETA, employer and an intern

? What is a vendor-specific programme?

Vendor-Specific programmes are short, industry-related courses based on international exams. These programmes are designed to meet the global technological advancements in specific multinational companies or in some local business units that are using such technologies.

11 [SOME MICT-RELATED QUALIFICATIONS]

MICT SETA learnerships/qualifications

No.	Learnership	NQF level	SAQA ID	DHET registration no.
1	Systems Development (Commerce Development	5	48872	12Q120025251315
2	FETC: Information Technology: Systems Development	4	78965	12Q120034331654
3	Systems Development (Fourth Generation Language Programming)	5	48872	12Q120024241315
4	GUI-Based Applications for End-User Computing	3	61591	12Q120020401303
5	Masters in Information Engineering	7	49530	12Q120018001807
6	Masters in Telecommunications Engineering	7	49530	12Q120019001807
7	Systems Development (Multimedia Development)	5	48872	12Q120022281315
8	Systems Development (Object-oriented Programming)	5	48872	12Q120026241315

9	Systems Development (Procedural Programming)	5	48872	12Q120021241315
10	Solutions Development / Programming	5	48872	12Q120015001205
11	Systems Development	4	24294	12Q000017371814
12	Systems Support (Desktop)	5	48573	12Q120014001205
13	Systems Support Engineer	5	48573	12Q120011001205
14	FETC: Information Technology Technical Support	4	78964	12Q120035301634
15	Telecommunication Network Operations	4	59057	12Q120027581324
16	Website Development	5	48872	12Q120023251315
17	Diploma: Technology Management and Innovation	6	59450	12Q120028002406
18	National Certificate: Business Analysis Support Practice	5	63769	12Q120033231385
19	Certificate: Technology Management and Innovation	5	59449	12Q120029001205
20	Master of Philosophy: Management of Technology and Innovation (MOTI)	8	59469	12Q120030002408

21	Doctor of Philosophy: Management of Technology and Innovation (MOTI)	8	59489	12Q120031002408
22	National Certificate: Technician in Broadcast Engineering	5	48792	15Q150037381205
23	National Certificate: Interactive Media	5	49121	15Q150039231305
24	National Certificate: Journalism	5	49123	15Q150040311205
25	National Certificate: Radio Station Management	5	49122	15Q150042221575
26	National Certificate: Radio Production	5	49125	15Q150043211455
27	FET Certificate: Film, Television and Video Production Operations	4	61450	15Q150046 521374
28	National Certificate: 2nd AD (film) Floor Manager (video)	5	58394	15Q150050201225
29	National Certificate: Art Department	5	58394	15Q150051201225
30	National Certificate: Commissioning Editor	5	58394	15Q150052211225
31	National Certificate: Editing and Post Production	5	58394	15Q150052211225
32	FET Certificate: Copy and Content Editor	4	57712	15Q150106371504

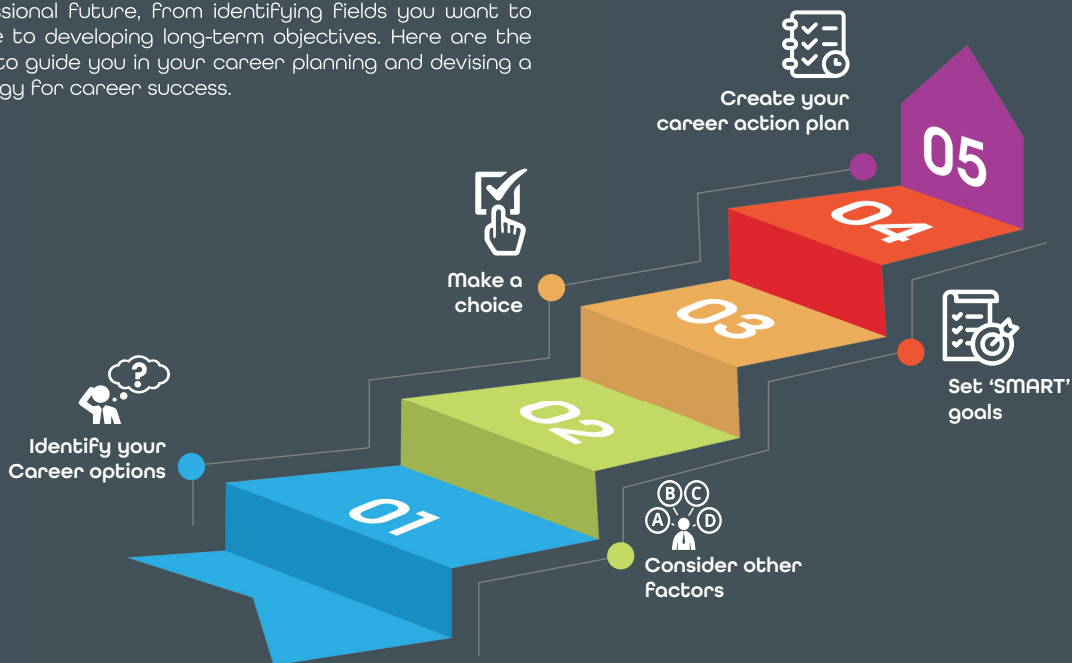| 33	National Certificate: Copywriter	5	62610	15Q150090352405
34	National Certificate: Entrepreneurship	5	58394	15Q150053211225
35	National Certificate: Film Camera Operator	5	58394	15Q150054251225
36	National Certificate: Grips	5	58394	15Q150056181225
37	National Certificate: Lighting	5	58394	15Q150057201225
38	National Certificate: Production	5	58394	15Q150058211225
39	National Certificate: Production Accounting	5	58394	15Q150059231225
40	National Certificate: Script Supervisor	5	58394	15Q150061231225
41	National Certificate: Advertising (Production)	5	58820	15Q150062231245
42	National Certificate: 3D Animation and Visual Effects	5	57607	15Q150064281495
43	National Certificate: 2D Animation (Animation Specialisation)	5	57611	15Q150065141365

44	National Certificate: 2D Animation (Business and Projects Specialisation)	5	57611	15Q150066301365
45	National Certificate: 2D Animation (Performing Arts Specialisation)	5	57611	15Q150067281365
46	National Certificate: Broadcast Engineer (Radio or Television)	5	48792	15Q150069381205
47	National Certificate: Broadcast Engineer (Broadcast Contribution)	5	48792	15Q150070381205
48	National Certificate: Broadcast Engineer (Broadcast Head-end Systems)	5	48792	15Q150071381205
49	National Certificate: Broadcast Engineer (Spectrum Management)	5	48792	15Q150072381205
50	National Certificate: Advertising (Art Director)	5	58820	15Q150073251245
51	National Certificate: Advertising (Client Service)	5	58820	15Q150074171245
52	National Certificate: Advertising (Copywriter)	5	58820	15Q150075231245
53	National Certificate: Advertising (Media)	5	58820	15Q150076241245
54	National Certificate: Unit Assistant	5	58394	15Q150080431225

55	National Certificate: Video Camera Operator	5	58394	15Q150081261225
56	National Certificate: Vision Controller	5	58394	15Q150082211225
57	National Certificate: Location Scouting and Assisting Location Manager	5	58394	15Q150084191225
58	National Certificate: Copy and Content Editor	5	58977	15Q150086411435
59	Certificate: Information Technology: Database Development	6	71850	12Q120038001206
60	FETC: Information Technology: End User Computing	4	71853	12Q120039001324
61	Certificate: Information Technology: Database Administration	6	71869	12Q120037001206

12 [PLANNING YOUR CAREER]

Career planning involves mapping the key steps of your professional future, from identifying fields you want to pursue to developing long-term objectives. Here are the steps to guide you in your career planning and devising a strategy for career success.

Identify your Career options

Make a choice

Create your career action plan

Set 'SMART' goals

Consider other Factors

01

02

03

04

05

Identify your career options
Develop a refined list of career options by examining your interests, skills, and values through self-assessment. Narrow down your career options by reviewing career information, researching companies, and talking to professionals in the field. You can further narrow down your list by participating in experiences such as job shadowing, volunteering, and internships.

01

Consider other factors.
You should consider factors beyond personal preferences. What is the current demand for this field? If the demand is low or entry is difficult, are you comfortable with the risk? What qualifications are required to enter the field? Will it require additional education or training? How will selecting this option affect you and others in your life? Gather advice from friends, colleagues, and family members. Consider potential outcomes and barriers for each of your final options.

02

Make a choice.
Choose the career paths that are best for you. How many paths you choose depends upon your situation and comfort level. If it's early on in your planning, then identifying multiple options may be best. You may want several paths to increase the number of potential opportunities. Conversely, narrowing your options down to one or two may better focus your job search or graduate school applications.

03

Set 'SMART' goals.
Now that you've identified your career options, develop an action plan to implement this decision. Identify specific, time-bound goals and steps to accomplish your plan. Set short-term goals (to be achieved in one year or less) and long-term goals (to be achieved in one to five years).
Specific — Identify your goal clearly and specifically.
Measurable — Include clear criteria to determine progress and accomplishment.
Attainable — The goal should have a 50% or greater chance of success.
Relevant — The goal should important and relevant to you.
Time-bound — Commit to a specific time frame.

04

Create your career action plan
It's important to be realistic about expectations and timelines. Write down specific steps to take to achieve your goals and help yourself stay organised. Check them off as you complete them, but feel free to amend your career action plan as needed. Your goals and priorities may change, and that's perfectly okay.

05

13 [PREPARING YOUR CV AND LANDING THE JOB]

Preparing your CV

Undeniably, the past few years have brought about many changes to the workforce, from a global pandemic and subsequent lockdowns to worker shortages. Companies and professionals alike have had to adapt the way they work. As we enter a new year with high inflation rates and economic uncertainty, those seeking jobs will also need to create their CVs to compete in today's marketplace. A CV should be concise, accurate, truthful, tailored to the position you are applying for and, importantly free of spelling and grammatical errors.

Keep it simple and uncluttered. Use headings and bullet points to assist the reader. Creative professionals (such as graphic designers) may get more creative with their CVs where granted.

Individuals at this stage will consult with different sources trying to find available job opportunities.
At the early stages of the your career, a few job search engines may include;

*   www.careerjunction.co.za ,
*   www.thejobsportal.co.za ,
*   www.puffandpass.co.za
*   www.indeed.co.za

HERE ARE SOME HELPFUL TIPS TO GET YOU STARTED!

01
Choose a resume format carefully
In 99% of cases, the chronological format is recommended.

02
Add the right contact details
Include a professional headshot of yourself and make sure to include your current job title, a professional email address, and relevant links (e.g. your LinkedIn profile, online portfolio, website, etc.).

03
Write an impactful resume summary
Always go for a resume summary (also known as a career summary). This is a summary of your career history and objectives. This gives hiring managers a short overview of your CV without them having to go through the rest of your resume in detail.

04
Pay attention to your work experience section
Take your work experience section from okayish to exceptional by tailoring it to the job ad, making your achievements quantifiable, and using action verbs and power words.

05

Add the right skills for the job

Keep this important section relevant by only including soft and hard skills that are required for the position.

06

Keep your education section short and to the point

Your most recent and highest education level are more than enough for a strong education section. We recommend making a more detailed education section only if you're a recent graduate with barely any work experience.

07

Take advantage of optional resume sections

Optional sections like languages, hobbies, certifications and independent projects can be what sets you apart from other candidates with similar skills and experience.

Landing the job

Entering the workforce for the first time is a huge transition and can be intimidating. If you are feeling uneasy when you think about your initial steps into the working world, you're not alone. It may feel uncomfortable for a period of time as you are figuring everything out. This is normal and it will pass.

First jobs tend to be at the entry level. The pay may be meagre, and the tasks may not be exciting. This is just part of the process most people experience on the path towards achieving their ultimate goals. Keep a positive attitude and use this time as an opportunity to learn as much as you can.

Your network

Finding a job through your current network, such as your university, and online research is the easiest way to land a job, especially given that this is the first time you are entering the workforce.

Once hired

You are entering the workforce as a learner and not an expert. Employers expect this. If you're feeling disorientated with a task or workplace dynamics, try to find solutions that are readily available through resources you have access to, such as company documents or search engines. If you are spending too much time researching or feel stuck, ask for help. It is better to ask for support than to make avoidable mistakes, waste time trying to figure things out by yourself, or end up shutting down and not doing anything at all. The company you work for is literally invested in your success. Your boss and co-workers are there to help you. They've no doubt been through similar experiences at the beginning of their careers. This is not a time for arrogance or pretending that you don't need any help. Employers will see right past that facade. Approach your first job with modesty and embrace a mindset that is open to learning.

Embracing a learning mindset will help you to build work-related skills, understand company dynamics and learn from the people around you. Everyone, from the janitor to the CEO, offers value and plays an important role in creating a thriving business. To be truly successful, be curious about all aspects of the job and the people you work with.

Lastly, be respectful of people's time, as well as your own. Time is the one thing we don't get more of in this life. Show up on time to work and meetings and be accountable for your impact on others.

14 [SOUTH AFRICAN UNIVERSITIES AND UNIVERSITIES OF TECHNOLOGY]

PROVINCE	INSTITUTION	FINANCIAL AID CONTACT DETAILS
Eastern Cape	Rhodes University	046 6038 248
	Nelson Mandela University	041 5043 182
	University of Fort Hare	040 6022 282
	Walter Sisulu University	043 7029 359
Free State	Central University of Technology	051 5073 375
	University of the Free State	051 4019 160
Gauteng	Tshwane University of Technology	012 3824 149
	Vaal University of Technology	016 9509 484
	University of Johannesburg	011 5593 575
	University of Pretoria	012 4202 389
	University of the Witwatersrand	011 7171 081

Province	Institution	Phone
KwaZulu-Natal	Durban University of Technology	033 8458 890
	Mangosuthu University of Technology	031 9077 106
	University of KwaZulu-Natal	031 2607 839
	University of Zululand	035 9026 307
Limpopo	University of Limpopo	015 2682 405
	University of Venda	015 9628 421
Mpumalanga	University of Mpumalanga	013 0020 001
North West	North-West University	018 2992 045
Northern Cape	Sol Plaatje University	053 8075 300
Western Cape	Cape Peninsula University of Technology	021 9596 594
	University of Cape Town	021 6502 125
	University of Stellenbosch	021 8089 111
	University of Western Cape	021 9599 753
National	University of South Africa	0800 001 087

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15 [PUBLIC TVET COLLEGES]

PROVINCE	INSTITUTION	FINANCIAL AID CONTACT DETAILS
Eastern Cape	Buffalo City	043 7049 218
	Eastern Cape Midlands	041 9952 000
	King Hintsa	047 4016 400
	Lovedale	043 6421 331
	Port Elizabeth	041 5857 771
Free State	Flavius Mareka	016 9760 815
	Goldfields	057 9106 000
	Maluti	058 7136 100
	Motheo	051 4069 330
Gauteng	Central Johannesburg	011 4841 388
	Ekurhuleni East	011 7364 400
	Ekurhuleni West	086 1392 111
	Sedibeng	016 4226 645

PROVINCE	INSTITUTION	FINANCIAL AID CONTACT DETAILS
Gauteng	South West Gauteng	011 5278 300
	Tshwane North	012 4011 941
	Tshwane South	012 4015 021
	Western	011 6924 004
KwaZulu-Natal	Coastal	031 9057 200
	Elangeni	031 7166 700
	Esayidi	039 3181 433
	Majuba	034 3264 888
	Umfolozi	035 9029 503
	UMgungundlovu	033 3412 101
Limpopo	Lephalale	014 7632 252
	Letaba	015 3075 440
	Mopani South East	015 7815 721
	Sekhukhune	013 2690 278

PROVINCE	INSTITUTION	FINANCIAL AID CONTACT DETAILS
Limpopo	Vhembe	015 9633 156
	Waterberg	015 4918 581
Mpumalanga	Ehlanzeni	013 7527 105
	Gert Sibande	017 7129 040
	Nkangala	013 6901 430
North West	Orbit	014 5928 461
	Taletso	018 3842 346
	Vuselela	018 4067 800
Northern Cape	Northern Cape Rural	054 3313 836
	Northern Cape Urban	053 8392 000

PROVINCE	INSTITUTION	FINANCIAL AID CONTACT DETAILS
Western Cape	Boland	021 8867 111
	College of Cape Town	021 4046 700
	False Bay	021 0030 600
	Northlink	021 9709 000
	South Cape	044 8840 359
	West Coast	022 4821 143

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66

"Education is the most powerful weapon which you can use to change the world."

Nelson Mandela

Embrace the digital revolution, for it has the power to launch careers to new heights and transform lives in ways we never thought possible.

OUR OFFICES

Klerksdorp
Satellite Office
Vuselela TVET College
Jourberton Centre For
Engineering Studies
11900 5th Street, Jourberton
Township
Tel: 010 055 7996

HEAD OFFICE

Midrand
Head Office
Block 2, Level 3 West | Gallagher
Convention Centre | Gallagher Estate
19 Richards Drive | Halfway House
Midrand | 1685
Tel: 011 207 2600
Email: info@mict.org.za

Bloemfontein
Regional Office
Motheo TVET College
(Faculty Tourism and
Hospitality)
Cnr Goddard Street /
O.R Tambo
Bloemfontein, 9301
Tel: 051 101 2947

Cape Town
Regional Office
The Boulevard Office Park
Block B Ground Floor
Searle Street
Woodstock, 7925
Tel: (021) 461 3926

East London
Regional Office
12 Esplanade
Quigney, East London
Eastern Cape , 5201
Tel: (043) 102 0385

Durban
Regional Office
14th Floor, Ridge 8
39 Vuna Close
Umhlanga Ridge
Kwa-Zulu Natal, 4319
Tel: (031) 307 7248

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