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TELECOMMUNICATIONS

# CAREER OPPORTUNITIES GUIDE

2025/26



**MICTSETA**

Media, Information And  
Communication Technologies  
Sector Education And Training Authority

SHAPING SKILLS. PIONEERING INDUSTRIES. EMPOWERING FUTURES

**“SHAPING SKILLS,  
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

**To Emerging Professionals, Graduates, Students, and Future Entrepreneurs: Welcome to the Media, Information, and Communication Technologies Sector Education and Training Authority (MICT SETA) Career Guide! We are excited to present the latest edition of this guide, designed to help you navigate the dynamic and ever-evolving MICT sector.**

Whether you're a student exploring future career options, a graduate eager to enter the workforce, or someone seeking new employment opportunities, this guide offers valuable insights and resources tailored to your unique needs.

In today's rapidly changing world, there are growing societal expectations for emerging professionals to take proactive control of their career paths and personal development. The responsibility for career management now rests firmly with individuals, urging you to set clear goals that foster personal growth and empower you to shape your future. Think of your career as a journey, one that allows you to develop both professionally and personally. Along this journey, you will encounter challenges, and you will need to make decisions that can impact your growth and success.

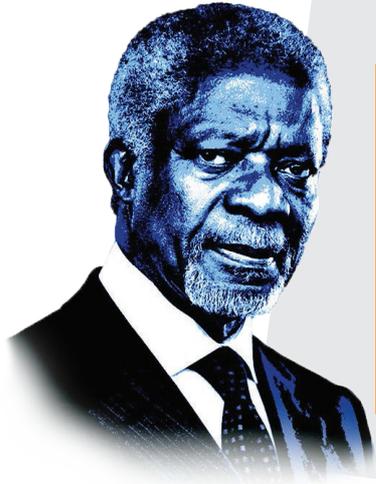
These decisions should align with your strengths, interests, and passions. However, this process is often complicated by external factors—local and global economic, political, and social shifts can influence the job market in unpredictable ways. The job market's volatility requires new professionals to think carefully about their career choices, ensuring they build a strong foundation for long-term success.

MICT SETA is thrilled to offer youth, students, graduates, and job seekers the opportunity to explore career prospects within the MICT sector, an industry brimming with opportunities for growth and self-employment. We are committed to supporting you on this transformative journey by providing the tools and guidance you need to thrive in a competitive, ever-changing environment.

By using this guide, you will gain a deeper understanding of the MICT sector, identify the skills required for various roles, and discover clear pathways to achieve your career goals. We believe in your potential and are dedicated to helping you unlock it, ensuring you are fully equipped to meet the challenges and embrace the opportunities that lie ahead.

Welcome to a world of endless possibilities. Your journey to a fulfilling and successful career in the MICT sector begins here.





“

**Education is a human right with immense power to transform. On its foundation, rests the cornerstones of freedom, democracy and sustainable human development”**

Kofi Annan



# 02

## ABOUT THE MICT SETA CAREER GUIDE

### **Purpose of the Guide**

The primary aim of the MICT SETA Career Guide is to empower you with the knowledge and tools necessary to make informed career choices within the MICT sector. As technology continues to advance at a rapid pace, the demand for skilled professionals in media, information, and communication technologies is growing exponentially. This guide serves as a comprehensive resource to help you understand the diverse opportunities available, the skills required, and the pathways to success in the MICT sector.

### **What to Expect**

**Overview of the MICT Sector:** Gain a thorough understanding of the MICT sector, including its various sub-sectors such as telecommunications, Information Technology, Film and Electronic Media, Advertising and Electronics, and key players shaping the industry.

**Career Opportunities:** Discover a wide range of career options within the MICT sector. From software development and network engineering to digital marketing and content creation, this guide explores numerous roles and provides detailed descriptions of each. Understand the day-to-day responsibilities, required qualifications, and potential career progression for different positions.

**Skills and Qualifications:** Identify the essential skills and qualifications needed to thrive in the MICT sector. The guide highlights both technical and soft skills that are highly valued by employers. Additionally, it provides information on certifications, courses, and training programmes that can enhance your employability and expertise.

**Education and Training Pathways:** Explore various educational and training pathways to enter and advance within the MICT sector. Whether you're considering tertiary education, vocational training, or online courses, this guide offers insights into the best routes to gain the knowledge and experience required for your chosen career.

**Industry Insights and Trends:** Stay up to date with the latest industry insights and trends. The guide features expert opinions, case studies, and success stories from professionals who have made their mark in the MICT sector. Learn about emerging technologies, market demands, and future growth areas that could shape your career.

**Job Search and Application Tips:** Receive practical advice on how to effectively search for jobs and navigate the application



process. From crafting a compelling resume and cover letter to acing interviews, this guide equips you with the strategies needed to stand out in a competitive job market.

**Self-Employment and Entrepreneurship:** For those interested in self-employment, the guide provides valuable information on starting and managing your own business within the MICT sector. Learn about business planning, funding options, and essential entrepreneurial skills to turn your ideas into successful ventures.

**Support and Resources:** Access a range of support services and resources available through the MICT SETA. Discover mentorship programmes, career counselling, internships, and networking opportunities designed to assist you in your career journey.

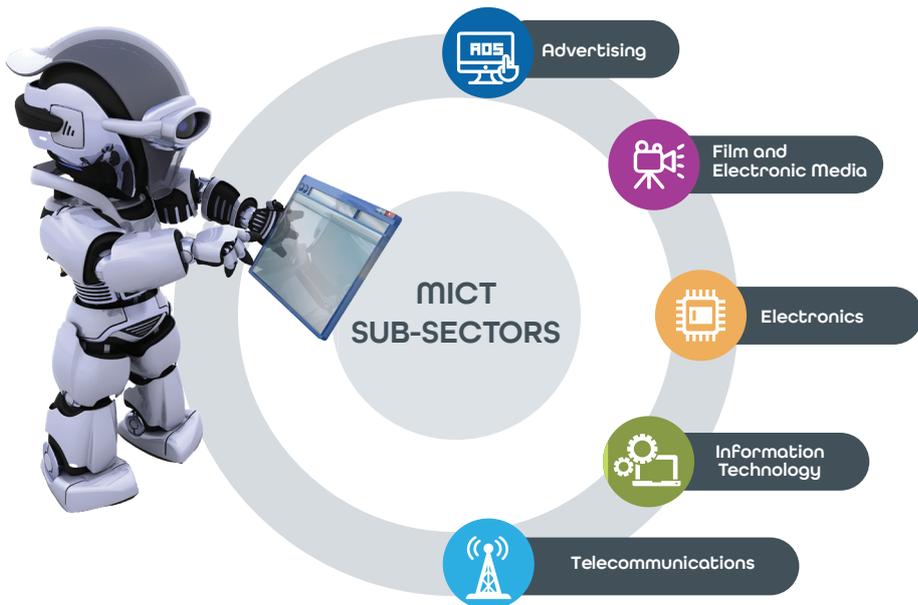
Overall, this comprehensive career guide seeks to empower aspiring professionals, students, and graduates with the knowledge and insights necessary to embark on a successful career journey within the MICT sector.

# 03

## ABOUT THE MICT SETA

The Media, Information and Communication Technologies Sector Education and Training Authority (MICT SETA) is a public entity established in terms of the Skills Development Act, 1998 (Act No. 97 of 1998). The MICT SETA plays a pivotal role in achieving South Africa's skills development and economic growth within the sub-sectors it operates namely: Advertising, Film and Electronic Media, Electronics, Information Technology and Telecommunications.

MICT SETA is responsible for promoting and facilitating skills development in the Advertising, Film and Electronic Media, Telecommunications, Information Technology and Electronics sub-sectors. This includes identifying critical skills needs, developing relevant training programmes, and ensuring that South African individuals within these sectors receive quality education and training competent enough for the contemporary digital landscape.



The MICT SETA assumes a strategic position in guiding the skills development system within the MICT sector, with the overarching goal of fostering the South African populations' technological skills to meaningfully contribute to economic growth and improved socio-economic conditions. This strategic position is executed through sectors skills research and planning, quality assurance, workplace-based learning initiatives as well as SETA grant and education funding incentives.

The MICT SETA partners with industry, Universities and Technical and Vocational Education and Training (TVET) colleges (both public and private) amongst others in the delivery of respective learning programmes in its endeavour to address identified scarce skills. Its commitment to expand and improve provision of skills development for SMMEs and rural communities contributes towards addressing the requisite skills immeasurably.

The MICT SETA relies on strong stakeholder partnerships when scoping skills development needs and priorities as well as credible data in skills planning. This is to ensure effective implementation of demand-driven learning programmes that serve as effective bridges into the world of work.

The MICT SETA engages a diverse range of stakeholders from the Public and Private sector each playing a pivotal role in facilitating the delivery of high-quality innovative skills. This collective effort contributes substantially to the advancement of national economic growth.

The sector is anchored by the role of unified communications and the integration of telecommunications, computers as well as necessary enterprise software, middleware storage and audio-visual systems. The MICT sector is currently made up of 31 839 companies spread across the five sub-sectors.



# 04

## WHY CHOOSE A CAREER IN THE MICT SECTOR?

The MICT sector consists of five interconnected yet distinct sub-sectors: **Advertising, Film and Electronic Media, Electronics, Information Technology, and Telecommunications.** In terms of employer distribution across these sub-sectors,

Information Technology is the largest, accounting for approximately 44% of employers in the MICT sector as of 2024. This is followed by Telecommunications at 21%, Electronics at 17%, and both Advertising and Film and Electronic Media, each comprising 9%.

### Sub-sector distribution of employees:



Information Technology



Telecommunications



Electronics



Film and Electronic Media

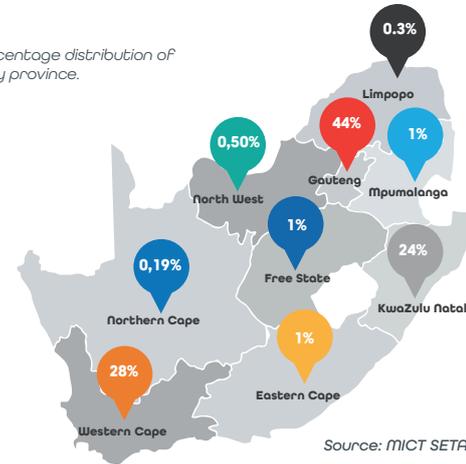


Advertising

## EMPLOYER DISTRIBUTION BY PROVINCE

Figure 2 on the right reflects the number of employers per province. Gauteng hosts the largest proportion of employers across the five sub-sectors 54% followed by the Western Cape with 28%. About 14% of employers are based in KwaZulu-Natal, while 1% are in Mpumalanga, Limpopo, and the Eastern Cape. Moreover, Northwest, Northern Cape and Free state have 0% presence.

Figure 2: Percentage distribution of employees by province.



Source: MICT SETA Levy Huge File, 2023

## LABOUR MARKET PROFILE OF THE MICT SECTOR

It is important to understand the dynamics around employment within the MICT sector; through the new developments in the labour market between 2021/2022, 2022/23 and 2023/24. As shown in the Figure 3 below, the MICT sector experienced a slight decline in the number of employees recording 221 738 in 2023. There are several factors that can be attributed to this decline, most notably loadshedding. The country's economic growth trajectory does not look promising, the pressure is felt the most by small businesses, the high cost of alternative energy sources such as solar power or diesel-powered generators, forces small firms to halt or close shop, limiting their ability to generate revenue, hence, the restructuring or lay-offs. Even well-established ones, and such as those in the telecoms are already laying off people, some planning to retrench about 15% of the workforce to ensure sustainability.

Figure 3: Employment in the MICT sector.

Province	2020	2021	2022	2023	2024
Gauteng	57.9%	76%	48%	50%	62.4%
Western Cape	20.2%	14%	22%	23%	24.5%
Kwa Zulu Natal	11.5%	7%	16%	18%	10.7%
Northern Cape	0.4%	0.05%	0.25%	0.25%	0.1%
Free State	2.0%	0.49%	1%	1%	0.3%
Mpumalanga	2.2%	0.24%	6%	7%	0.2%
Eastern Cape	3.4%	1.12%	6%	1%	1.3%
Limpopo	1.1%	0.21%	0.20%	0.41%	0.4%
North West	1.3%	0.44%	0.30%	0.32%	0.1%

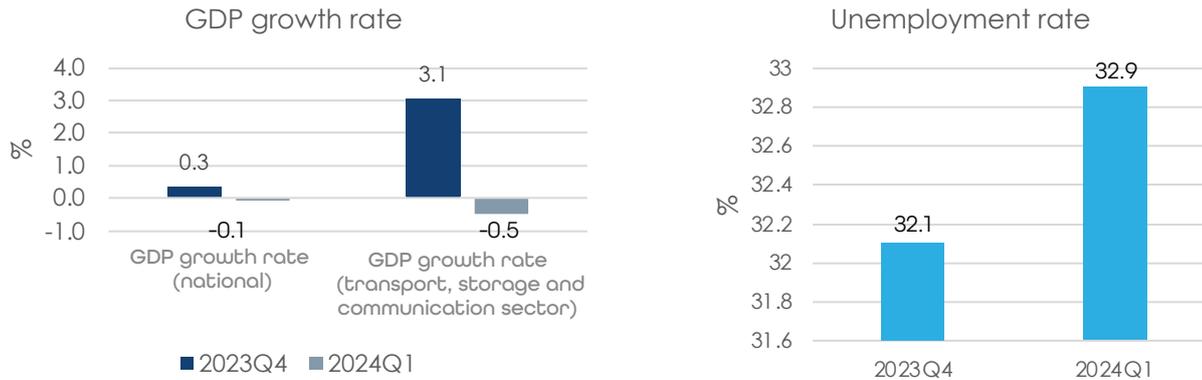
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## ECONOMIC PERFORMANCE

The South African economy contracted in the first quarter of 2024, with GDP growth falling from 0.3% in the fourth quarter of 2023 to -0.1%. The transport, storage, and communication sector, which encompasses the MICT sector, was among the six sectors that negatively impacted overall economic growth, experiencing a GDP growth rate of -0.5% in the first quarter of 2024.

The concurrent decline in national GDP growth and the 0.8 percentage point rise in the unemployment rate from 32.1% in 2023Q4 to 32.9% in 2024Q1 underscores the inverse relationship between these two economic indicators. Despite the negative GDP growth of the transport, storage, and communication sectors, the MICT sub-sectors are projected to maintain a positive economic trajectory.

Figure 4: South African GDP growth rates and unemployment rates, 2023-2024



Source: Statistics South Africa, 2024

# 05

## SOME OF THE FACTORS IMPACTING DEMAND FOR CERTAIN SKILLS

### TECHNOLOGICAL ADVANCEMENT

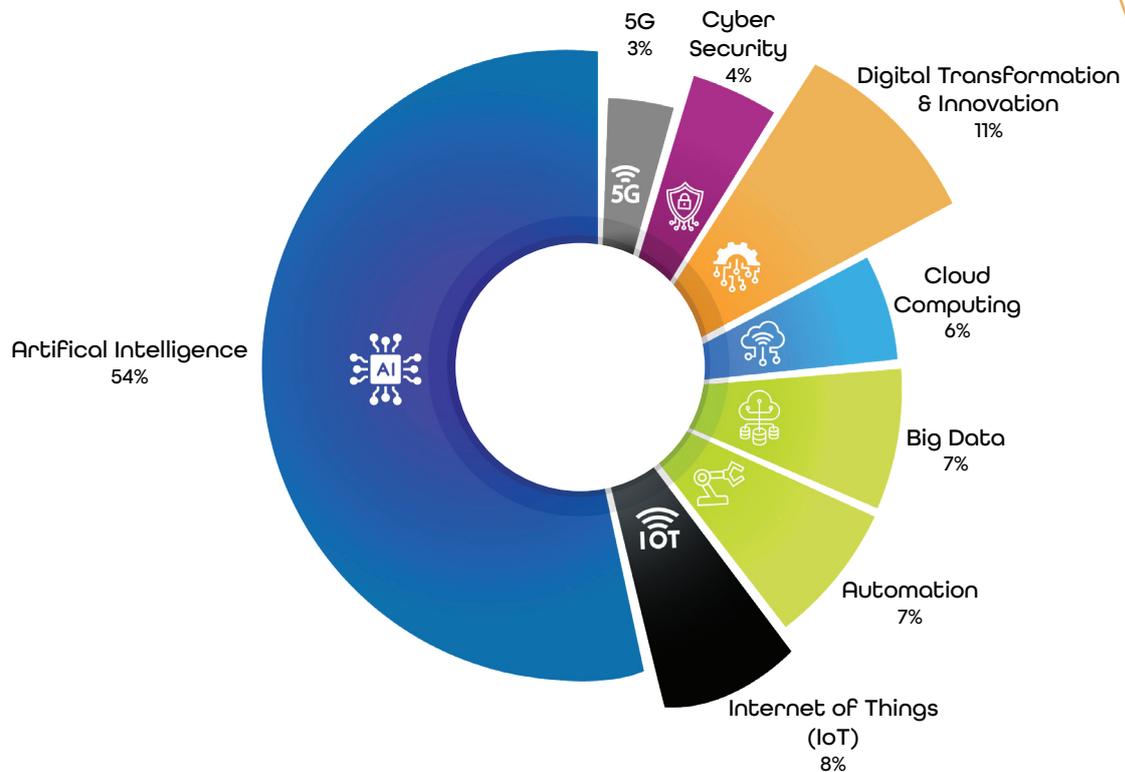
The demand for skills in the MICT (Media, Information, and Communication Technologies) sector is heavily influenced by rapid technological advancements. New technologies like artificial intelligence, machine learning, 5G, and blockchain are constantly evolving, creating a need for skilled workers to develop, implement, and manage these innovations. Additionally, as businesses undergo digital transformations and move to cloud-based systems, the demand for professionals in fields such as cybersecurity, data analytics, and software development continues to grow.

Cybersecurity is another key factor driving demand, as increasing cyber threats and data breaches make it essential for organisations to protect their systems and data. The rise of remote work and digital collaboration tools, accelerated by the COVID-19 pandemic, has also led to a surge in demand for IT professionals who can manage these remote systems. Similarly, the growing importance of data in decision-making boosts the need for data scientists and analysts who can process and

interpret large sets of data.

Other factors impacting the MICT sector include global competition, changes in regulations, and shifting consumer expectations. As businesses expand globally and face new regulatory requirements, professionals with expertise in areas like privacy, compliance, and telecommunications are in high demand. Moreover, the need for digital content, seamless online experiences, and mobile applications is driving growth in skills related to user experience, app development, and digital marketing. The availability of training and education programmes also plays a key role in ensuring there is a skilled workforce to meet these growing demands.





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



# 06

## LEARNING AND CAREER PATHWAYS IN THE MICT SECTOR

**As you approach your subject selection in Grade 9, it's crucial to balance your personal interests with your future career aspirations. Choosing subjects that align with your passions increases the likelihood of success, but it's equally important to consider your long-term career goals. In today's rapidly evolving job market, STEM subjects—science, technology, engineering, and mathematics—are highly valued. Industries across technology, finance, and communications are advancing at a fast pace, and these fields require professionals with strong STEM knowledge. As many higher education institutions require Maths and science as entry prerequisites, opting for these subjects can open doors to various career paths, especially in sectors like engineering, IT, health sciences, and more.**

The global focus on STEM has grown significantly, with educational experts recognising its importance in providing learners with flexible career opportunities. In South Africa, STEM subjects have been particularly beneficial in allowing students to access post-matric learnerships and traineeship programmes, where they can apply their skills and adapt to real-world demands. If you're uncertain about your future career, it's wise to keep Maths in

your subject list, as dropping it could limit your options. Taking Maths literacy instead of pure Maths could further narrow your opportunities, as many programmes in fields like engineering, IT, and health sciences do not accept Maths literacy as an entry requirement.

The MICT sector offers various career pathways, and higher education is not the only route to success. Learnerships, skills programmes, and even Adult Education and Training (AET) programmes offer alternative avenues for learners, even those without a Matric certificate. TVET colleges also offer Nated programmes that can lead to qualifications equivalent to Matric, which can further open up opportunities. If you're considering a future in the MICT sector after Matric, it's important to research the admission requirements of different universities early, as they may vary. Furthermore, the rapid advancements of the Fourth Industrial Revolution (4IR) are reshaping the workforce. The MICT SETA has developed strategies and advisory committees to help guide the implementation of digital skills and ensure that workers are prepared for innovations in technology, such as 5G, virtual reality, and augmented reality. This focus on 4IR underscores the



growing demand for tech-savvy professionals across a variety of fields, from multimedia specialists to ICT sales representatives.

To date, 52 occupational qualifications that align to the demand of the 4IR have been developed in partnership with the Quality Council for Trades and Occupations (QCTO) and other relevant stakeholders. The following are the qualifications that have been developed by the SETA:



## FULL 4IR OCCUPATIONAL QUALIFICATIONS

	Qualification Name	Occupational Code	Occupational Title	NQF Level	Credits
1	Occupational Certificate: Artificial Software Developer	251201	AI Developer	5	209
2	Occupational Certificate: Cloud Administrator	252301	Cloud Administrator	4	149
3	Occupational Certificate: Cybersecurity Analyst.	252901	Cybersecurity Analyst.	5	173
4	Occupational Certificate: Design Thinking Innovation Lead.	242102	DT Lead	4	160
5	Occupational Certificate: Design Thinking Practitioner.	251102	DS Practitioner	5	100
6	Occupational Certificate: Quality Test Automator.	251901	Quality Test Automator	5	179
7	Occupational Certificate: Software Developer.	251201	Software Developer	5	220
8	Occupational Certificate: Data Science Practitioner.	251102	DS Practitioner	5	185
9	Occupational Certificate: E -waste Operator Controller.	311906	E-waste Operation	4	167
10	Occupational Certificate: Internet of Things.	251201	IOT Developer	4	141
11	Occupational Certificate: Robotic Processing Automation (RPA) Developer	251201	RPA Developer	5	185



	Qualification Name	Occupational Code	Occupational Title	NQF Level	Credits
12	Occupational Certificate: Mobile Computing Technician Devices	672205	Mobile Computing Technician Devices	4	172
13	Occupational Certificate: Drone Technician	311401	Drone Technician	4	212
14	Occupational Certificate: Remote Piloting Aircraft	733211	Remotely Piloted Aircraft Systems Pilot	4	128
15	Occupational Certificate: Remote Piloting Technician	311401	(RPAS) Technician	4	212
16	Occupational Certificate: Blockchain	251201	Advanced Occupational Certificate: Blockchain Developer	6	284
17	Occupational Certificate: 3D Printing	713201	Advanced Occupational Certificate: 3D Printing Technical Administrator	6	252
18	Occupational Certificate: Extended Reality	251301	Advanced Occupational Certificate: Extended Reality Developer (XR)	6	218
19	Occupational Certificate: Optical Fibre	672202	Higher Occupational Certificate: Fibre Optic Technician	5	219
20	Occupational Certificate: Quantum Computing		Quantum Computing	5	179
21	Occupational Certificate: Embedded Systems Developer	311401	Embedded Systems Developer	5	183
22	Occupational Certificate: PCB Design Technician Fabrication	311401	Printed Circuit Board Design Technician	4	169



	Qualification Name	Occupational Code	Occupational Title	NQF Level	Credits
23	Occupational Certificate: Automotive Ethernet Technician	214402	Automotive Ethernet Technician	5	125
24	Occupational Certificate: Electronic Engineering Technician	311401	Electronic Engineering Technician	4	137
25	Occupational Certificate: Data Science Engineer	251102	Data Engineer (Entry Level)	5	165
26	Occupational Certificate: Cryptographer	252901	Cryptographer	5	146

#### 4IR Part Qualifications

27	Mobile Device Repairer (Part qualification)	672205	Mobile Computing Technician Devices	4	
28	Laptop Repairer (Part qualification)	672205	Mobile Computing Technician Laptop Repairer	4	
29	Wearable Repairer (Part qualification)	672205	Mobile Computing Technician Wearables	4	
30	Accessories Repairer (Part qualification)	672205	Mobile Computing Technician Accessories	4	
31	Peripherals Repairer	672205	Mobile Computing Technician Peripheral	4	



## 4IR SKILLS PROGRAMME

	Name	NQF Level	Credits
32	Fifth Generation (5G)	4	16
33	Technopreneur	4	60
34	Java Programmer	4	53
35	Cybersecurity Defender	4	60
36	Python Programmer	4	60
37	HTML Programmer	4	60
38	Java Programmer	4	60
39	Java script Programmer	4	60
40	Scrum	5	36
41	Agile	5	33
42	Apache Groovy	5	63
43	User InterFace/ User Experience (UI/UX)	5	43
44	Reactive Native	5	40
45	Go Groovy	5	59
46	Ruby	5	59
47	Digital Terrestrial TV Decoder Installer	5	42



	Name	NQF Level	Credits
48	Digital Product Designer	5	43
49	Digital Literacy Trainer	5	39
50	ICT Trainer	4	46

#### 4IR SKILLS PROGRAMME

51	Occupational Certificate: Cloud Administrator	4	149
52	Occupational Certificate: Design Thinking Innovation Lead	4	160
53	Occupational Certificate: Design Thinking Practitioner	4	100
54	Occupational Certificate: Software Developer	5	220
55	Occupational Certificate: Quality Test Automator	5	179
56	Occupational Certificate: Data Science Practitioner	5	185
57	Occupational Certificate: Artificial Intelligence Software Developer	5	209
58	Occupational Certificate: Cybersecurity Analyst	5	173
59	Advanced Occupational Certificate: Extended Reality Developer	6	218



**MICT QUALIFICATIONS  
APPROVED BY SAQA**

	Qualification	NQF level	Qualifications Credits	Qual ID
1	Occupational Certificate: Cloud Administrator	4	149	118699
2	Occupational Certificate: Design Thinking Innovation Lead	4	160	118699
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	173	118986



## LIST OF APPROVED MICT SETA 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	5	6

In the table below is a presentation of all levels of education according to the National Qualifications Framework (NQF). It is important to familiarise yourself with these NQF levels as the institutions of higher education often make reference to them when presenting their requirements for specific programmes and also refer to NQF levels when referring to

different qualifications in their institutions. For example an Honours Degree is equivalent to NQF level 8 as shown on the table below.

## NATIONAL QUALIFICATION FRAMEWORK (NQF) LEVELS

NQF Level	Description
<b>Level 1</b>	Grade 9, Adult Education and Training (AET) Level 1, and other basic literacy and numeracy programmes.
<b>Level 2</b>	Grade 10, AET Level 2, and other basic education and training programmes.
<b>Level 3</b>	Grade 11, AET Level 3, and Further education and training programmes.
<b>Level 4</b>	Grade 12, National Senior Certificate (NSC), National Certificate (Vocational), and other vocational qualifications at a basic level.
<b>Level 5</b>	Higher Certificate, Advanced National Certificate, and other vocational qualifications at an intermediate level.
<b>Level 6</b>	Diploma, Advanced Diploma, and other vocational qualifications at an advanced level.
<b>Level 7</b>	Bachelor's Degree, Advanced Diploma, Postgraduate Certificate, and other qualifications at an undergraduate level.
<b>Level 8</b>	Honours Degree, Postgraduate Diploma, and other qualifications at a postgraduate level.
<b>Level 9</b>	Master's Degree and other qualifications at a master's level.
<b>Level 10</b>	Doctoral Degree (Ph.D.) and other qualifications at a doctoral level.



# 07

## OCCUPATIONS & SPECIALISATIONS IN THE MICT SECTOR

### Qualification and Occupation Mapping

The MICT SETA has undertaken a process to map key occupations within the sector to various qualifications and learning pathways. This mapping exercise has provided valuable insights and intelligence from the sector, helping to identify effective strategies for addressing critical occupations. The anticipated outcome is that the **“Sectoral Priority Occupations and Interventions”** list will play a crucial role in addressing the skills shortages within the sector and help employers bridge the gap between skills demand and supply. The table below outlines a list of qualifications that are mapped to specific occupations within the sector.

### Higher Education Programmes linked to Career Prospects or Job Roles

Qualifications	Career Prospects/Job Roles
<b>BSc. or National Diploma majoring in:</b> <ul style="list-style-type: none"><li>• Business Computing</li><li>• Computer Engineering</li><li>• Computer</li><li>• Science/ Studies/ Systems</li><li>• IT (Web Design &amp; Development)</li><li>• Information Systems/ Technology</li></ul>	<ul style="list-style-type: none"><li>• ICT Systems Analyst</li><li>• Web Technician</li><li>• Systems Administrator</li><li>• Computer Network Technician</li><li>• Software Developer</li><li>• Computer Network and Systems Engineer</li><li>• ICT Security Specialist</li></ul>
<b>B. Arts/Learnerships majoring in:</b> <ul style="list-style-type: none"><li>• Acting</li><li>• Drama and Performance Studies</li><li>• Film and Television</li></ul>	<ul style="list-style-type: none"><li>• Actor</li><li>• Director</li></ul>

Qualifications	Career Prospects/Job Roles
<b>B. Arts/Learnerships majoring in:</b> <ul style="list-style-type: none"> <li>• Audio-Visual Communication</li> <li>• Translation and Professional Writing</li> <li>• Creative writing</li> </ul>	<ul style="list-style-type: none"> <li>• Scriptwriter</li> <li>• Creative Director</li> </ul>
<b>B.Com/Nat.Dipl/Learnership majoring in:</b> <ul style="list-style-type: none"> <li>• Strategic Brand Management</li> <li>• Digital Marketing</li> <li>• BA Creative Brand Communications</li> <li>• Marketing Management/ Communication</li> </ul>	<ul style="list-style-type: none"> <li>• Brand Strategist</li> <li>• Brand Auditor</li> <li>• Digital Marketing Strategist</li> <li>• Copywriter</li> <li>• Social Media Coordinator</li> </ul>
<b>Diploma/Learnerships/Higher Certificates in:</b> <ul style="list-style-type: none"> <li>• Marketing &amp; Advertising Communications</li> <li>• Art Direction Diploma</li> <li>• Graphic Design</li> <li>• Copywriting</li> </ul>	<ul style="list-style-type: none"> <li>• Creative Director</li> <li>• Campaign Coordinator</li> <li>• Graphic Designer</li> <li>• Digital marketer</li> </ul>
<b>Dipl./Learnerships/Nat. Certificates in:</b> <ul style="list-style-type: none"> <li>• Electronic/ Engineering Studies</li> <li>• InFormation Technology (Networking)</li> <li>• Telecommunications</li> <li>• InFormation Systems</li> </ul>	<ul style="list-style-type: none"> <li>• Telecommunications Technician</li> <li>• Computer Network Technician</li> <li>• Systems Administrator</li> <li>• Electronic Engineering Technician</li> </ul>

Source: DHET, the National Career Advice Portal, 2022



# 08

## THE TOP TEN SECTOR PRIORITY OCCUPATIONS WITHIN THE MICT SECTOR

MICT SETA Top Ten Sectoral Occupations

Qualification	Occupation Code	Occupation	Career Prospects/Job Roles/ Alternative Roles
<b>Bachelor's degree/ National Diploma in:</b> Computer Engineering, Computer Science/ Studies/ Systems, IT (Web Design & Development), Information Systems/ Technology	2021-251201	<b>Software Developer</b>	<ul style="list-style-type: none"> <li>• Software Architect</li> <li>• Information Architect Software</li> <li>• Software Designer</li> <li>• Software Engineer</li> <li>• ICT Risk Specialist</li> <li>• Network Programmer / Analyst</li> <li>• ICT Customer Support Officer</li> <li>• Computer Network Engineer</li> <li>• Computer Systems Integrator</li> <li>• Network Support Engineer</li> <li>• Network Engineer</li> <li>• Computer Systems / Service Engineer</li> <li>• Systems Engineer</li> <li>• Systems Integrator</li> </ul>



Qualification	Occupation Code	Occupation	Career Prospects/Job Roles
<b>Bachelor's degree/ National Diploma in:</b> Computer Engineering, Computer Science/ Studies/ Systems, IT (Web Design & Development), Information Systems/ Technology	2021-252301	<b>Computer Network and Systems Engineer</b>	<ul style="list-style-type: none"> <li>• Network Programmer / Analyst</li> <li>• ICT Customer Support Officer</li> <li>• Computer Network Engineer</li> <li>• Computer Systems Integrator</li> <li>• Network Support Engineer</li> <li>• Network Engineer</li> <li>• Computer Systems / Service Engineer</li> <li>• Systems Engineer</li> <li>• Systems Integrator</li> </ul>
<b>Bachelor's degree/ National Diploma in:</b> Computer Engineering, Computer Science/ Studies/ Systems, IT (Web Design & Development), Information Systems/ Technology	2021-251101	<b>ICT Systems Analyst</b>	<ul style="list-style-type: none"> <li>• Network Programmer / Analyst</li> <li>• Communications Analyst (Computers)</li> <li>• ICT Customer Support Officer</li> <li>• Computer Network Engineer</li> <li>• Computer Systems Integrator</li> <li>• Network Support Engineer</li> <li>• Network Engineer</li> <li>• Computer Systems / Service Engineer</li> <li>• Systems Engineer</li> <li>• Systems Integrator</li> </ul>

Qualification	Occupation Code	Occupation	Career Prospects/Job Roles
<b>Bachelor's degree or National Diploma or Certificates in:</b> Computer Science, Information Technology, CISSP, CompTIA Security+, and CEH	2021-252901	<b>ICT Security Specialist</b>	<ul style="list-style-type: none"> <li>• ICT Security Specialist</li> <li>• Information Technology Security Manager</li> <li>• ICT Security Architect</li> <li>• Security Administrator</li> <li>• Database Security Expert</li> <li>• Internet Security Architect / Engineer / Consultant</li> </ul>
<b>Bachelor's degree or BTech/National Diploma or Learnership majoring in:</b> Electronic Engineering, Computer Engineering, Information Technology, Computer Science	2021-251203	<b>Developer Programmer</b>	<ul style="list-style-type: none"> <li>• Computer Network and Systems Engineer Developer Programmer</li> <li>• Software Developer</li> <li>• Telecommunications Technologist</li> <li>• Electronic Engineering Technician</li> </ul>
<b>Bachelor's degree/ National Diploma in:</b> Computer science, statistics, or mathematics	2021-251102	<b>Data Scientist</b>	<ul style="list-style-type: none"> <li>• Data Analyst</li> <li>• Business Intelligence Analyst</li> <li>• Data Architect</li> <li>• Data Engineer</li> <li>• Statistician</li> </ul>
<b>Bachelor's degree/ National Diploma in:</b> Computer science, Telecommunications or related	2021-352201	<b>Telecommunications Technical Officer or Technologist</b>	<ul style="list-style-type: none"> <li>• Engineering Technician (Telecommunications)</li> <li>• Telecommunications Technical Officer or Technologist</li> </ul>
<b>BTech or National Diploma majoring in:</b> Motion Picture, Production, Audio-Visual Communication, Multimedia, Film and Television Production	2021-251301	<b>Multimedia Specialist</b>	<ul style="list-style-type: none"> <li>• Scriptwriter</li> <li>• Creative Director</li> <li>• Multimedia Specialist</li> <li>• Film and Video Editor</li> </ul>

Qualification	Occupation Code	Occupation	Career Prospects/Job Roles
<b>Bachelor's Degree or Advanced Diplomas or Certificates in:</b> Information Technology (IT), Computer Science, Business Administration, Marketing, Computer Studies, IT, or Networking, or related qualifications.	2021-243403	<b>ICT Sales Representative</b>	<ul style="list-style-type: none"> <li>• Computer Sale Consultant or Representative</li> <li>• Computer Software Support Consultant</li> <li>• Computer Systems Consultant</li> </ul>
<b>BA Honours in:</b> Film and Documentaries, Media and communication, Development and communication or Digital Media Design	2021-264202	<b>Editor</b>	<ul style="list-style-type: none"> <li>• Editor</li> <li>• Director</li> <li>• Content producer</li> </ul>

**Navigating the selection of a suitable career path poses its own set of challenges, and the establishment of distinct career goals and objectives proves indispensable for progressing in one's professional journey. Contemporary professionals frequently undergo shifts in job titles, transitioning across different organisations, teams, and sectors throughout their careers. Yet, the process of selecting the right career path remains a formidable task. Hence, the question arises: How does one go about defining the fitting career goals?**

Emerging professionals should align their short- and long-term goals to their career ambitions. There are various forms of career progression namely Vertical, Horizontal and Hybrid.

#### **Vertical Career Progression:**

*Description:* Vertical progression is the most traditional form of career advancement, where individuals move up the hierarchical ladder within their current field or industry.

*How it works:* Employees climb the organisational hierarchy, moving from entry-level positions to supervisory roles, middle management, and eventually to executive or leadership positions. This progression often involves gaining more responsibilities, managing larger teams, and contributing to higher-level decision-making.

*Example:* A Software Developer advancing to a Senior Developer, then a Team Lead, and finally becoming a Project Manager.

#### **Horizontal or Lateral Career Progression:**

*Description:* Lateral progression involves moving across different roles or departments without necessarily climbing the hierarchical ladder. The focus is on acquiring diverse skills and experiences rather than moving strictly upward.

*How it works:* Instead of seeking promotion within the same role, individuals explore opportunities in different areas of the organisation or even transition to entirely different industries. This allows for the development of a broader skill set and a more holistic understanding of the business.

*Example:* An individual transitioning from a marketing role to a business development role.

#### **Diagonal or Hybrid Career Progression:**

*Description:* Diagonal or hybrid progression combines elements of both vertical and lateral career paths. It involves advancing both within the same field or role and exploring opportunities outside the current expertise.

*How it works:* Individuals pursue promotions within their current field while also taking on projects or roles that allow them to diversify their skill set. This approach seeks a balance between climbing the organisational hierarchy and gaining a broader range of experiences.

*Example:* An engineer becoming a team lead in their current department but also taking on cross-functional projects involving collaboration with marketing and sales teams.

Below are varied examples of career paths in the MICT Sector.

### **CYBERSECURITY CAREERS:**

#### **Entry Level - Junior Security Analyst:**

- **Responsibilities:** Monitoring security alerts, performing vulnerability assessments, and assisting in incident response.
- **Skills Development:** Familiarity with security tools, knowledge of common threats, and basic network security skills.
- **Certifications/Education:** CompTIA Security+, Bachelor's degree in cybersecurity or related field.

#### **Mid-Level - Cybersecurity Specialist:**

- **Responsibilities:** Specialising in areas like penetration testing, threat intelligence, or security architecture.
- **Skills Development:** Advanced knowledge in a specific cybersecurity domain, proficiency in relevant tools, and incident handling.
- **Certifications/Education:** Certified Information Systems Security Professional (CISSP), specialised certifications (e.g., Certified Ethical Hacker).

#### **Advanced Level - Cybersecurity Manager:**

- **Responsibilities:** Leading cybersecurity teams, developing security policies, and ensuring compliance with industry regulations.
- **Skills Development:** Leadership and management skills, understanding of risk management, and effective communication.
- **Certifications/Education:** Certified Information Security Manager (CISM), Master's degree in cybersecurity or business.

#### **Executive Level - Chief Information Security Officer (CISO):**

- **Responsibilities:** Overseeing the entire cybersecurity programme, advising on organisational risk, and participating in strategic decision-making.

- **Skills Development:** Strategic leadership, risk management expertise, and effective communication at the executive level.
- **Certifications/Education:** Certified Information Systems Security Professional (CISSP), advanced degrees in cybersecurity or business, executive leadership training.

### **BRAND STRATEGIST:**

#### **Entry Level - Junior Brand Strategist:**

- **Responsibilities:** Assisting in market research, competitor analysis, and contributing to the development of brand positioning strategies.
- **Skills Development:** Understanding brand identity, basic market research skills, and familiarity with branding tools.
- **Certifications/Education:** bachelor's degree in marketing, communications, or a related field.

#### **Mid-Level - Senior Brand Strategist (Vertical Progression):**

- **Responsibilities:** Leading brand strategy projects, managing client relationships, and developing comprehensive brand plans.
- **Skills Development:** Advanced market analysis, strategic thinking, and team leadership skills.
- **Certifications/Education:** Professional certifications in branding, continued education in marketing strategy.

#### **Mid-Level - Content Marketing Manager (Lateral Move):**

- **Responsibilities:** Overseeing content strategy aligned with brand goals, creating engaging content, and managing content teams.
- **Skills Development:** Content creation and distribution, SEO expertise, and understanding of digital marketing.
- **Certifications/Education:** Content marketing certifications, workshops in SEO and digital marketing.

### **Advanced Level - Director of Brand Strategy (Vertical Progression):**

- **Responsibilities:** Setting the overall brand strategy for the organisation, aligning brand initiatives with business objectives, and leading a team of brand strategists.
- **Skills Development:** Executive leadership, strategic planning, and effective communication at the organisational level.
- **Certifications/Education:** Executive leadership training, master's degree in business or marketing.

### **Advanced Level - Innovation Strategist (Lateral Move):**

- **Responsibilities:** Exploring new market trends, identifying opportunities for brand innovation, and collaborating with product development teams.
- **Skills Development:** Trend analysis, innovation management, and cross-functional collaboration.
- **Certifications/Education:** Innovation management certifications, workshops on emerging trends.

### **Executive Level - Chief Marketing Officer (Hybrid Role):**

- **Responsibilities:** Overseeing the entire marketing function, including brand strategy, content marketing, and innovation, aligning marketing efforts with overall business goals.
- **Skills Development:** Comprehensive marketing leadership, financial acumen, and collaboration with other executive leaders.
- **Certifications/Education:** Advanced degrees in business or marketing, executive leadership training.

These examples illustrate how individuals in the MICT sector can progress through various roles, gaining expertise and taking on greater responsibilities as they advance in their careers. The MICT sector offers diverse opportunities for specialisation, leadership, and career growth.



# 10

## VERIFYING FOR AND CHOOSING ACCREDITED TRAINING PROVIDERS

The accreditation status of educational institutions holds paramount importance for students in their pursuit of knowledge and professional development. Accreditation serves as a quality assurance mechanism, ensuring that an institution meets predetermined standards of excellence in terms of faculty qualifications, curriculum design, infrastructure, and overall educational processes. Students who enrol in accredited institutions can be confident that they are receiving a high-quality education that is recognised and respected by employers, other educational institutions, and relevant professional bodies.

Accreditation also plays a crucial role in the transferability of credits between institutions, ensuring that students' academic achievements are universally acknowledged. Additionally, employers often prioritise candidates with degrees from accredited institutions, as it signifies a commitment to academic rigor and adherence to established educational standards. Ultimately, checking the accreditation status of an educational institution is a prudent and essential step for students, ensuring that their investment in education yields valuable and reputable qualifications that will open doors to future opportunities.

**Choosing a registered institution for tertiary education in South Africa is crucial for several reasons, below are some of those reasons:**

**Quality Assurance:** Registered institutions undergo rigorous quality assurance processes mandated by the Department of Higher Education and Training (DHET). This ensures that the education provided meets certain standards and that students receive a quality learning experience.

**Valid Qualifications:** Attending a registered institution ensures that the qualifications obtained are recognised and accepted both nationally and internationally. This is essential for pursuing further education or employment opportunities locally and abroad.

**Access to Financial Aid:** Registered institutions are often eligible to provide financial aid or access to government funding schemes, such as the National Student Financial Aid Scheme (NSFAS). This support can make tertiary education more accessible to students from diverse socio-economic backgrounds.

**Accreditation:** Registered institutions typically have their programmes accredited by professional bodies or councils relevant to their field of study. This accreditation adds credibility to the qualifications earned and ensures that graduates are adequately prepared for their chosen careers.

**Legal Protections:** Attending a registered institution provides legal protections for students, such as recourse mechanisms in case of disputes or grievances. This can include avenues for complaint resolution and protection of student rights.

**Transferability of Credits:** Credits earned at registered institutions are more likely to be transferable to other institutions, both domestically and internationally. This flexibility can be beneficial for students who need to change institutions or pursue further studies elsewhere.

**Employer Recognition:** Many employers prefer hiring graduates from registered institutions due to the assurance of quality education and recognised qualifications. This can enhance graduates' employability and career prospects.

Overall, choosing a registered institution for tertiary education in South Africa provides students with confidence in the quality and credibility of their education, as well as access to various support mechanisms and opportunities for advancement.

**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 nonaccredited short courses. There are bodies and structures in place to check if training providers offer accredited courses. Such structures are:

## VARIOUS QUALIFICATION AND CERTIFICATION BODIES

### SAQA

SAQA stands for the South African Qualifications Authority. SAQA is the statutory body in South Africa responsible for overseeing the development and implementation of the National Qualifications Framework (NQF). The NQF is a comprehensive system that facilitates the comparison of South African qualifications with those in other countries, ensuring consistency and quality in education and training.

### Ways to check SAQA verification:

Visit the SAQA website (<http://www.saqa.org.za/>).

Look for the "Verifications" or "Qualifications and Part Qualifications" section. Use the online verification tools provided on the website. Enter the name of the institution or the qualification you want to verify.

### QCTO

The Quality Council for Trades and Occupations (QCTO) is responsible for overseeing the design, development, accreditation, and certification of occupational qualifications. It operates within the framework of the National Qualifications Framework (NQF) and is one of the key bodies working to ensure the quality of vocational and occupational education and training in South Africa. Ways to check QCTO verification: National Learners' Records Database:

The QCTO maintains a National Learners' Records Database, which allows individuals to verify qualifications online. Visit the QCTO official website and look for a section related to verification or learner records. Use the online verification tools provided on the website. Enter the required information, such as the learner's ID number or qualification details, to check the status of the qualification.

### CHE

The Council on Higher Education (CHE) is an independent statutory body established to promote and oversee the quality of higher education in the country. It was created by the Higher Education Act of 1997 and is responsible for advising the Minister of Higher Education and Training on matters related to higher education policy and quality assurance.

Ways to check CHE verification: Council on Higher Education (CHE):

Visit the CHE website (<https://www.che.ac.za/>).

Look for a section related to accreditation or quality assurance.

Check for a list of accredited institutions or programmes.

Use the search function or browse through the relevant sections to find the institution you are interested in.

The MICT SETA collaborates with industry partners, as well as both public and private universities and TVET colleges, to deliver educational programmes. Education is at the core of our organisation, and we actively facilitate an enabling environment for the implementation of learnerships, internships, bursaries, and skills programmes. Our focus is on uplifting and empowering individuals who aspire to enhance their skills. Additionally, we incorporate short Work Integrated Learning (WIL) programmes, which are crucial for industry development. Guided by an educational strategy, we create opportunities for students to integrate disciplinary knowledge and apply skills in authentic professional work settings.

## TYPES OF TRAINING INTERVENTIONS

1

### LEARNERSHIP

A Learnership is an occupationally directed learning programme comprising both structured practical workplace (on-the-job) experience (70% of the content) and structured theoretical learning (30% of the content) conducted against registered Unit Standards at an accredited Training Institution. Learnerships are aimed at providing individuals with a blend of theoretical knowledge and hands-on experience in a specific field or occupation. These programmes are typically set out in partnership with employers, industry associations, and education and training providers. Learnerships often lead to a nationally recognised qualification and may include elements of skills development, mentorship, and assessment. Learnerships are beneficial for both the learner, who gains practical experience, and the employer, who contributes to shaping a skilled and industry-relevant workforce.

**2**

### **INTERNSHIP**

An internship is a temporary job opportunity where students or young professionals work at a company to gain practical experience in a specific field. In essence, internship is a short-term work experience offered by companies and organisations to give students or young professionals practical exposure to the working world. In South Africa, internships are particularly important because they help address high youth unemployment rates. By gaining work experience, young South Africans improve their employability. Many companies and government programmes in South Africa offer internships to support skills development and economic growth. Overall, internships are a valuable stepping stone in your career journey, helping you gain the experience and skills needed to succeed in the job market.

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**3**

### **SKILLS PROGRAMME**

A Skills Programme is a short learning intervention conducted against registered Unit Standards at an Accredited Training Institution, and the training programme must include a workplace component. It does not result in a Full qualification, but the accumulation of credit-bearing Skills Programmes may lead to or contribute towards a Full qualification.

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**4**

### **SHORT COURSE**

A Short Course is any learning or development programme that is not credit-bearing towards an NQF registered qualification. Short Courses are not aligned to unit standards. Likely examples include:

- Courses on soft skills such as performing presentations, conflict management, negotiation, etc.
- Internal training hosted by one of your staff, Internal training hosted by an external trainer.
- e-Learning courses, Driver's license, Product Specific Training, Organisation Specific Training.

## DIFFERENCES BETWEEN A LEARNERSHIP AND AN INTERNSHIP

	LEARNERSHIP	INTERNSHIP
<b>Focus:</b>	Two distinct components: Theoretical and practical	Focused on practical training
<b>Training Content:</b>	Determined by NQF levels	Determined by employer
<b>Outcome Measurement:</b>	Credits are awarded for every unit standard successfully completed	Specific outcomes not defined or regulated
<b>Minimum entry Requirement:</b>	The minimum requirement is determined by the entry requirement of the qualification	Appropriate for those with degrees or diplomas
<b>Parties Involved:</b>	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 advancement in specific multinational companies or in the same local business units that are using such technologies.

Example: Original Equipment Manufacturers (OEMs) such as Microsoft, Cisco, Amazon Web Services (AWS), Google, Oracle, SAP, IBM and Huawei offer specialised training and certification programmes that build capability directly on their technologies.

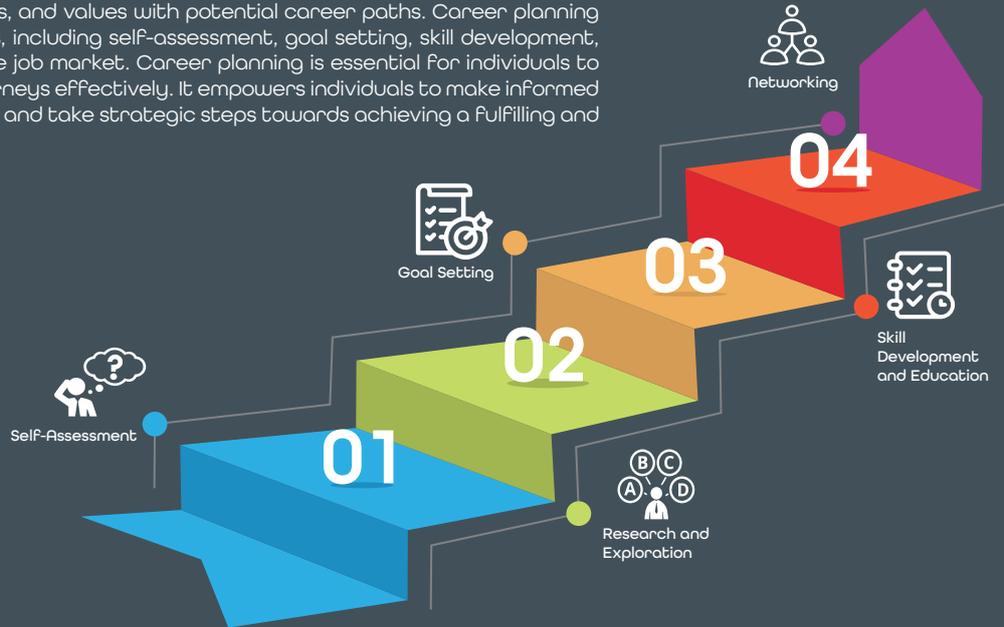
These programmes range from cloud engineering pathways like AWS offers the AWS Cloud Practitioner and AWS Solutions Architect certifications, Microsoft provides Azure Fundamentals and Microsoft 365 Administrator, Cisco offers CCNA (Cisco Certified Network Associate), whilst Oracle offers Oracle Database Administrator.

They are complemented by widely adopted ICT skills pathways like C++, Python, and CompTIA certifications, collectively forming a comprehensive training ecosystem that equips learners with the capabilities needed to become industry-ready digital talent.



# 12 [ PLANNING YOUR CAREER ]

Career planning is a systematic and ongoing process of setting professional goals, evaluating individual strengths and weaknesses, exploring career options, and developing strategies to achieve one's desired career outcomes. It involves a series of intentional steps to align personal skills, interests, and values with potential career paths. Career planning encompasses various elements, including self-assessment, goal setting, skill development, and adapting to changes in the job market. Career planning is essential for individuals to navigate their professional journeys effectively. It empowers individuals to make informed decisions, set meaningful goals, and take strategic steps towards achieving a fulfilling and successful career.





### 1. SELF-ASSESSMENT:

Start by conducting a thorough self-assessment to understand your interests, values, skills, and personal preferences. Reflect on your strengths, weaknesses, passions, and long-term goals. Consider what aspects of work bring you satisfaction and fulfilment. Self-awareness is the foundation of effective career planning. By understanding yourself, you can align your career choices with your values and aspirations. Reflect on your achievements, gather feedback, and identify areas where you excel and areas for improvement.

01



### 2. RESEARCH AND EXPLORATION:

Explore various career options and industries that align with your skills and interests. Research potential employers, job roles, and industry trends. Attend career fairs, networking events, and informational interviews to gain insights into different professions. Consider the required qualifications and the demand for specific skills in the job market.

A well-informed decision requires thorough research. Explore diverse career paths to broaden your perspective and discover opportunities you may not have considered. Networking with professionals in your areas of interest can provide valuable insights and guidance.

02



### 3. GOAL SETTING:

Set clear and achievable short-term and long-term career goals. Define the skills and qualifications you need to acquire, the industries you want to explore, and the positions you aspire to reach. Break down your goals into smaller, manageable steps.

Goals provide direction and motivation. By establishing measurable and realistic objectives, you create a roadmap for your career progression. Regularly revisit and reassess your goals to adapt to changing circumstances and aspirations.

03



#### 4. SKILL DEVELOPMENT AND EDUCATION:

Identify the skills and qualifications required for your chosen career path. Assess any gaps in your current skill set and seek opportunities for further education, training, or certifications. Consider formal education, workshops, online courses, or on-the-job learning experiences.

Continuous skills development is crucial in today's dynamic job market. Stay adaptable by acquiring new skills and staying current with industry trends. Invest in both technical and soft skills to enhance your employability and effectiveness in diverse work environments.

04



#### 5. NETWORKING:

Cultivate a professional network by connecting with colleagues, mentors, industry professionals, and peers. Attend networking events, join professional organisations, and engage in online communities. Building meaningful relationships can provide valuable insights, mentorship, and potential career opportunities.

Networking is a powerful tool for career advancement. Establishing connections within your industry allows you to learn from others' experiences, gain advice, and access hidden job markets. Remember to maintain and nurture your network by being genuine, supportive, and proactive.

In conclusion, effective career planning is a dynamic and ongoing process. It involves self-reflection, thorough research, goal setting, skill development, and building a network of professional relationships. By following these steps, individuals can make informed decisions, adapt to changes in the job market, and work towards achieving their long-term career objectives.

05



# 13 [ PREPARING YOUR CV AND LANDING THE JOB ]

## PREPARING YOUR CV

### 1. Gather Information:

Collect all pertinent details about your education, work experience, skills, accomplishments, certifications, and any other information that highlights your qualifications and suitability for the desired role.

### 2. Select a CV Format:

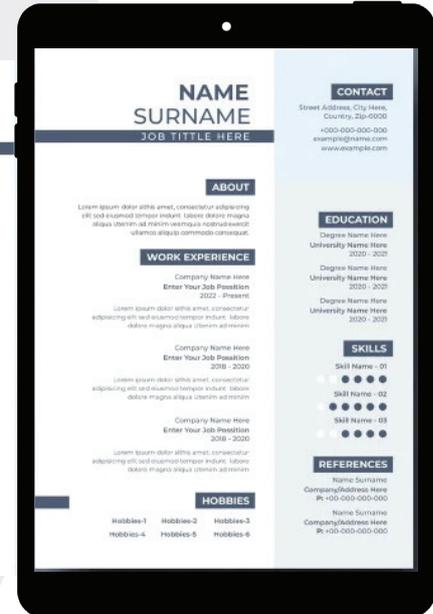
Choose an appropriate CV format based on your experience and industry standards. Common options include chronological, functional, or a hybrid format. Ensure the chosen format effectively showcases your strengths and achievements.

### 3. Create a Header:

Start your CV with a clear and concise header containing your full name, contact information (phone number, email address), and optionally, a link to your LinkedIn profile.

### 4. Craft a Compelling Personal Statement or Objective:

Write a brief personal statement or objective that outlines your career goals, key skills, and what you bring to the position. Tailor this section to align with the specific job or industry you're targeting.



## 5. Highlight Your Education:

List your educational qualifications in reverse chronological order, including the institution's name, degree earned, major or field of study, graduation date, and any relevant academic achievements.

## 6. Detail Your Work Experience:

Present your work history in reverse chronological order, starting with your most recent role. Include the job title, company or organisation name, location, and dates of employment. Provide concise yet detailed descriptions of your responsibilities and achievements.

## 7. Showcase Your Skills:

Dedicate a section to highlight your key skills, encompassing both hard skills (technical or job-specific) and soft skills (communication, teamwork, leadership). Tailor this section to match the job requirements.

## 8. Include Additional Sections (if relevant):

Add sections that bolster your CV, such as certifications, professional memberships, language proficiency, or pertinent volunteer experience. Tailor these sections to emphasize skills and experiences relevant to the job you're pursuing.

## 9. Quantify Achievements:

Whenever possible, quantify your accomplishments with specific numbers or percentages to lend credibility and provide context to your achievements.

## 10. Use Action Verbs:

Start each bullet point in the work experience section with action verbs to convey a proactive approach and highlight your contributions. Examples include "implemented," "managed," "achieved," and "collaborated."

## 11. Tailor For Each Job Application:

Customise your CV for each application by emphasizing the most relevant skills and experiences. Incorporate keywords from the job description to demonstrate alignment with the role.

## 12. Check Formatting and Consistency:

Ensure your CV maintains a clean and consistent format throughout. Use a professional font, maintain consistent spacing, and meticulously check for grammatical errors to ensure readability and visual appeal.

## 13. Include a References Section (Optional):

Unless specified otherwise, mention "References available upon request" at the end of your CV. Prepare a separate list of references to provide if requested.

## 14. Proofread:

Thoroughly proofread your CV to catch any spelling or grammatical errors. Consider seeking input from a friend or mentor for fresh perspectives.

## 15. Save and Send in PDF Format:

Save your CV as a PDF to preserve formatting across various devices. When submitting your application, adhere to the employer's preferred format guidelines. By following these steps, you can develop a well-structured and tailored CV that effectively showcases your qualifications and experience.



## LANDING THE JOB

For emerging professionals navigating the fiercely competitive job market, a strategic approach is imperative to stand out and secure employment. To begin, concentrate on bolstering your online presence by optimising your LinkedIn profile to harmonise with your CV. Customising your CV for each application is paramount, highlighting pertinent skills and experiences tailored to the specific role.

Engage actively in networking endeavours both online and offline, actively participating in industry events and connecting with professionals in your chosen field. Utilise internships, freelance projects, or volunteer opportunities to garner hands-on experience and underscore your dedication to continuous growth and learning.

During interviews, articulate your passion for the industry, showcase your adaptability, and furnish concrete examples illustrating how your skills seamlessly align with the employer's requirements. Additionally, never underestimate the significance of sending a thank-you email following interviews; it serves to reinforce your interest in the position and underscores your professionalism.

Persistence, adaptability, and a proactive stance toward skill enhancement will substantially elevate your prospects of securing the job you aspire to attain.

## After the big hire

As a young professional entering the workforce, your success extends beyond securing the job; it relies heavily on your conduct and performance within the workplace. First and foremost, approach your new role with a positive and proactive mindset. Be eager to learn, listen attentively, and seek guidance when needed. Establish strong communication skills, both verbal and written, and actively participate in team activities. Demonstrate reliability by meeting deadlines and fulfilling commitments. Cultivate professional relationships by being respectful, collaborative, and approachable. Take initiative in identifying opportunities for improvement and contribute fresh perspectives. Embrace feedback as a tool for growth and continuously invest in expanding your skills. Finally, maintain a balance between work and personal life to ensure long-term sustainability and well-being. By embodying these principles, you not only enhance your professional reputation but also contribute positively to the overall dynamics of the workplace.



# 14

## SOUTH AFRICAN UNIVERSITIES AND UNIVERSITIES OF TECHNOLOGY, PUBLIC TVET COLLEGES

The higher education system comprises 26 universities differentiated into eleven (11) traditional, nine (9) comprehensive and six (6) Universities of Technology (UoTs), while the private higher education sector currently consists of 132 registered Private Higher Education Institutions (PHEIs). These universities are responsible for generating a skilled workforce and yield academics who are able to produce the research output and innovation needed to drive economic growth in the country (Department of Higher Education and Training, 2022). Below is the list of all TVET colleges' contact details for your use. For further information, please utilise websites of the institutions (For both TVET colleges and Universities).

### TVET COLLEGES

Province	Institution	Financial Aid contact details
<b>EASTERN CAPE</b>	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
<b>FREE STATE</b>	Flavius Mareka	016 9760 815
	Goldfields	057 9106 000
	Maluti	058 7136 100
	Motheo	051 4069 330

Province	Institution	Financial Aid contact details
<b>GAUTENG</b>	Central JHB	011 4841 388
	Ekurhuleni East	011 7364 400
	Ekurhuleni West	086 1392 111
	Sedibeng	016 4226 645
	South West: Gauteng	011 5278 300
	Tshwane North	012 4011 941
	Tshwane South	012 4015 021
	Western (Westcol)	011 6924 004
<b>KWA-ZULU NATAL</b>	Coastal	031 9057 200
	Elangeni	031 7166 700
	Esayjidi	039 3181 433
	Majuba	034 3264 888
	Umfolozi	035 9029 503
	Umgungundlovu	033 3412 101
<b>LIMPOPO</b>	Lephalele	014 7632 252
	Letaba	015 3075 440
	Mopani South east	015 7815 721
	Sekhukhune	013 2690 278
	Vhembe	015 9633 156
	Waterberg	015 4918 581
<b>MPUMALANGA</b>	Ehlanzeni	013 7527 105
	Gert Sibande	017 7129 040
	Nkangala	013 6901 430



Province	Institution	Financial Aid contact details
<b>NORTH WEST</b>	Orbit	014 5928 461
	Taletso	018 3842 346
	Vuselela	018 4067 800
<b>NORTHERN CAPE</b>	Northern Cape Rural	054 3313 836
	Northern Cape Urban	053 8392 000
	Boland	021 8867 111
<b>WESTERN CAPE</b>	Lephalele	014 7632 252
	Letaba	015 3075 440
	Mopani South east	015 7815 721
	Sekhukhune	013 2690 278
	Vhembe	015 9633 156
	Waterberg	015 4918 581





“

**“Education is the most powerful  
weapon which you can use to  
change the world”**

Nelson Mandela



The SAP logo is displayed in white, bold, sans-serif capital letters on a blue, trapezoidal background that tapers to the right.

## SAP Success Stories

In partnership with the MICT SETA, SAP successfully implemented a Vendor Specific Programme that empowered 22 young graduates across KwaZulu-Natal, Gauteng, and the Western Cape.

The programme was designed to equip participants with practical, job-ready skills aligned to real SAP project environments, effectively bridging the gap between academic learning and industry expectations. Throughout the programme, learners demonstrated significant growth in technical expertise, problem-solving ability, and overall workplace readiness.

Below, we spotlight a few of the outstanding beneficiaries representing the three provinces, whose journeys reflect the meaningful impact of this collaboration in preparing South Africa's youth for the digital economy.





## Sabelo Dlamini | Cape Town

### Absorbed by Zimele Technologies

25 year old Sabelo Dlamini's journey is one of growth, opportunity and pride. With a background in Computer Science and Computer Engineering, he always had a passion for technology and solving complex problems. However, before joining the programme, his experience was mostly theoretical.

Through structured training, mentorship, and hands-on exposure to SAP systems in real client environments, Sabelo gained practical skills that transformed his career. He developed expertise in SAP systems, Microsoft applications and earned multiple SAP certifications, becoming a certified SAP consultant.

But the impact extended beyond professional growth. After completing the programme, he visited his family in Durban, his grandmother, who had watched a video of his graduation ceremony, asked what was being said about him. When she

learned of his achievement, her pride was overwhelming. That moment reminded him that this opportunity was bigger than just a job; it was a victory for his entire family.

***“Thank you, Zimele and MICT SETA For believing and supporting the next generation of young professionals and bridging the digital skills gap in South Africa to create real impact. I do not have words to express how I feel and grateful for this opportunity. Thank you for making this journey of growth a victory and an achievement.”***

said Sabelo

Today, Sabelo is proudly absorbed at Zimele Technologies, equipped with both technical expertise and the confidence to thrive in the ICT sector.





## Shikoane Mahapa | Centurion Advanced Metering Infrastructure | Zimele Technologies

Coming From an area with limited employment opportunities in technology, Shikoane Mahapa (24) knew breaking into the industry required more than ambition; it required access and exposure.

That turning point came through participation in the MICT SETA programme. The opportunity provided both accredited training and meaningful workplace experience, enabling Shikoane to apply theoretical knowledge within a live operational environment. Placed within the Advanced Metering Infrastructure (AMI) department at Zimele Technologies, she gained practical skills in smart meter systems, monitoring connectivity, identifying faults and supporting daily operations.

The experience strengthened not only her technical knowledge, but also her communication, teamwork and problem-solving skills. It helped her transition confidently from student to a working professional.

Shikoane extended her gratitude to MICT SETA and Zimele Technologies:

***“This programme has positively and enduringly impacted my life. It gave me hands-on experience and the confidence I needed to establish a long-lasting career in the ICT sector, opened doors to opportunities and improved my employability.”***



## Rinae Makhado | Durban SAP Intern | Zimele Technologies

For Rinae Makhado, the programme became a powerful bridge between university and the workplace environment. The 23 year old graduate in InFormation Systems and Computer Science joined Zimele Technologies as a SAP intern during a time when youth unemployment remains a serious challenge in South Africa.

The opportunity provided structured learning, mentorship and real-world SAP exposure. Through the programme, she strengthened her communication skills, professionalism, Microsoft Office proficiency and hands-on SAP system experience.

More importantly, the experience assisted her in building confidence and developing a strong professional mindset. It gave her clarity, direction and a stepping stone in her career in technology.

Rinae's journey reflects the importance of investing in young graduates and creating pathways into meaningful employment.

***“Your support has played a meaningful role in my personal and professional growth.”*** said Makhado



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## CONCLUSION AND ADDITIONAL RESOURCES

In today's competitive job market, utilising online job portals can significantly enhance your job search and career prospects. South African job portals such as CareerJunction, PNet, Indeed, and Careers24 offer a wide range of opportunities across various industries and sectors. By registering and actively engaging with these platforms, job seekers can access the latest job listings, upload resumes for potential employers to view, and receive job alerts tailored to their skills and interests. Additionally, platforms like LinkedIn and Bizcommunity provide valuable networking opportunities and industry insights that can give you a competitive edge.

Don't miss out on your next great career opportunity, explore these job portals today and take the first step towards your dream job!



**CareerJunction:**  
[www.careerjunction.co.za](http://www.careerjunction.co.za)



**Pnet:**  
[www.pnet.co.za](http://www.pnet.co.za)



**Indeed:**  
[www.indeed.co.za](http://www.indeed.co.za)



**Job Mail:**  
[www.jobmail.co.za](http://www.jobmail.co.za)



**Careers24:**  
[www.careers24.com](http://www.careers24.com)



**Jobvine:**  
[www.jobvine.co.za](http://www.jobvine.co.za)



**LinkedIn:**  
[www.linkedin.com](http://www.linkedin.com)



**Bizcommunity:**  
[www.bizcommunity.com](http://www.bizcommunity.com)



**Gumtree Jobs:**  
[www.gumtree.co.za/jobs](http://www.gumtree.co.za/jobs)



**Glassdoor:**  
[www.glassdoor.com](http://www.glassdoor.com)



**Govpage**  
[govpage.co.za](http://govpage.co.za)



**Infodesk Jobs:**  
[www.info-desk.co.za/government-vacancies](http://www.info-desk.co.za/government-vacancies)

\*\*These are only but a few and not an exhaustive list of the many valuable job portals available to South African job seekers.

# OUR OFFICES



## **Klerksdorp** **Satellite Office**

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

## **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](mailto:info@mict.org.za)**



## **Bloemfontein** **Regional Office**

Motheo TVET Office  
(Faculty Tourism and  
Hospitality)  
Cnr. Goddard Street/  
O.R Tambo  
Bloemfontein, 9301  
**Tel: 051 101 2950**

## **Cape Town** **Regional Office**

The Boulevard Office Park  
Block B Ground Floor  
Searle Street  
**Tel: 021 461 3926**

## **East London** **Regional Office**

12 Esplanade  
Quigney, East London  
Eastern Cape, 5201  
**Tel: 043 726 0783**

## **Durban** **Regional Office**

14th Floor, Ridge 8  
39 Vuna Close  
Umhlanga Ridge  
Kwa-Zulu Natal, 4319  
**Tel: 031 307 7248**