



CATHSSETA PRESENTATION

RESEARCH COLLOQUIM

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Determine skills needs for:

sport, recreation and fitness

gaming and lotteries

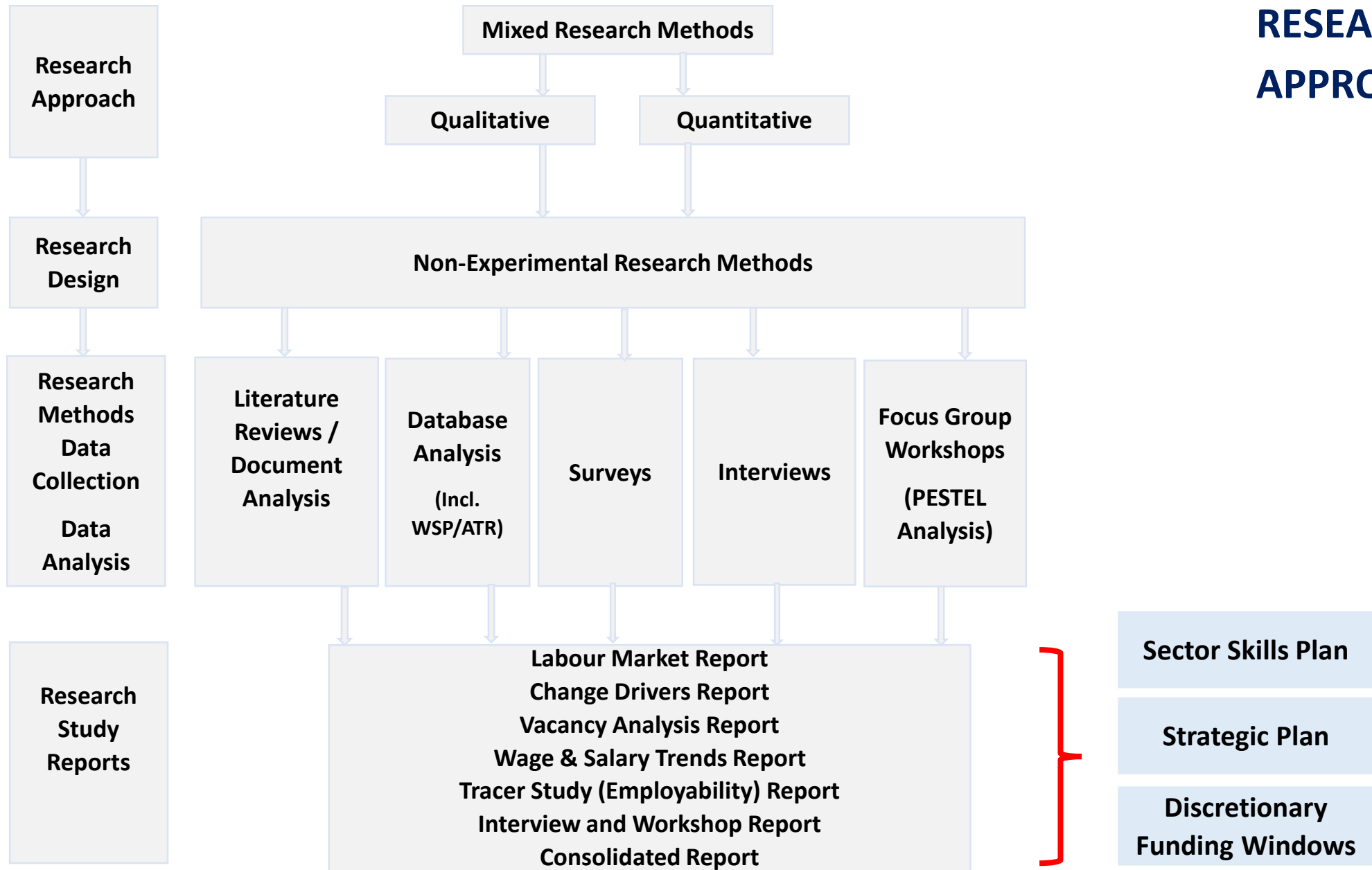
arts, culture and heritage

to inform CATHSSETA Sector Skills Plan (SSP) and Strategic Plan

OBJECTIVES



RESEARCH APPROACH



Change Drivers

Sports, recreation , fitness	Gambling & Lotteries	Arts, culture, heritage
<p>Transformation</p> <p style="text-align: center;">Technology</p> <p style="text-align: center;">Convergence SRF, G&L, ACH and T&H</p> <p style="text-align: right;">Ban on alcohol advertising</p> <p style="text-align: right;">Skills needs</p> <p>Growth of social media</p>		
<ul style="list-style-type: none"> • Sports Development • Grassroots Level • Lack of funding • Better sports admin 	<ul style="list-style-type: none"> • Problem Gambling • Need for research • Rise of Online Gambling • Skills Training - Regulators • Growth of EBT • Modernise Horse-Racing 	<ul style="list-style-type: none"> • Heritage, Liberation and Cultural Tourism • Film • Demand for live music events • Music Piracy

Common Findings

Improve database management

Review of NQF Levels for some qualifications

Disbursement delays

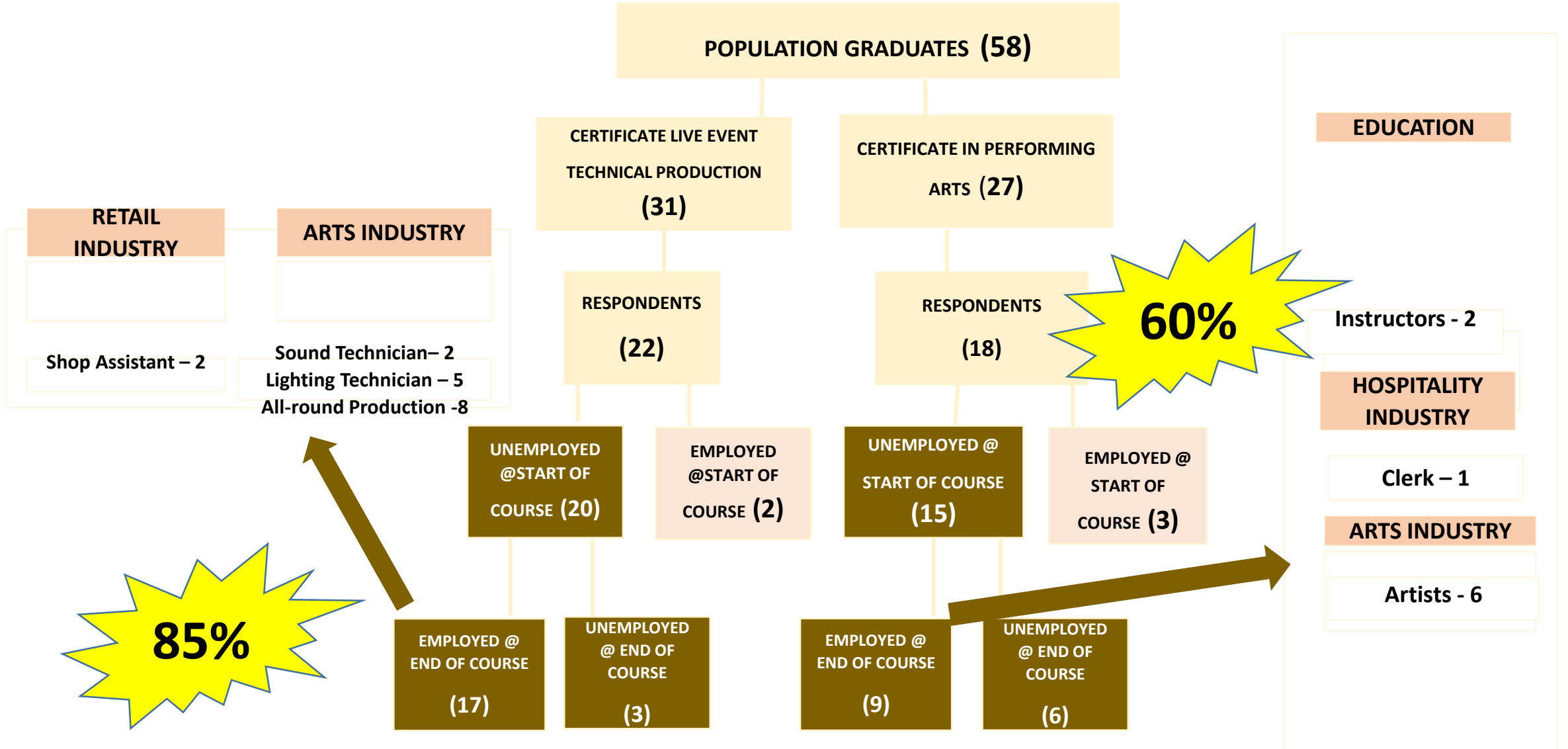
Certification of graduates

Regular stakeholder engagements

Support graduates with employment

Structured experiential learning

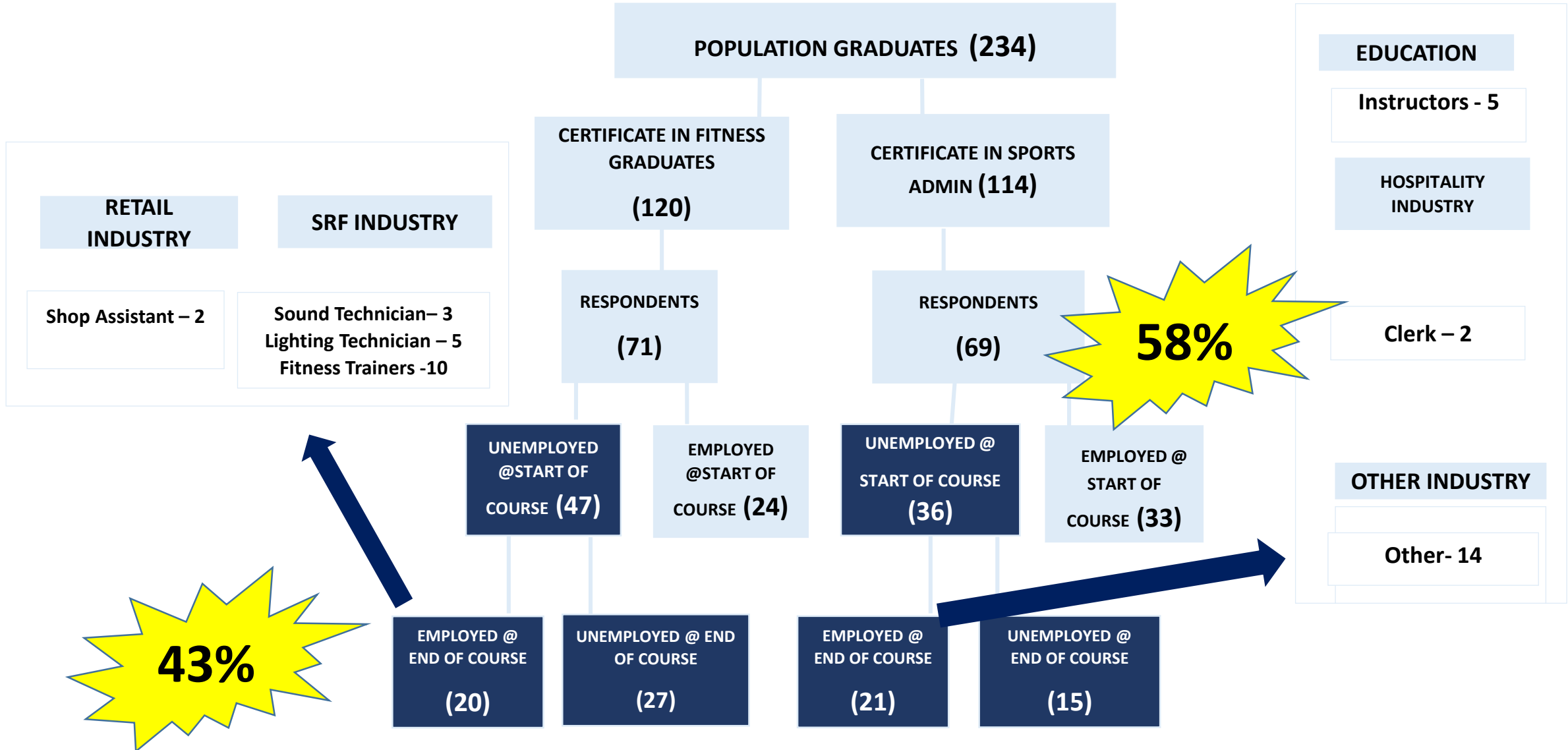
ACH Tracer Study



ACH Findings

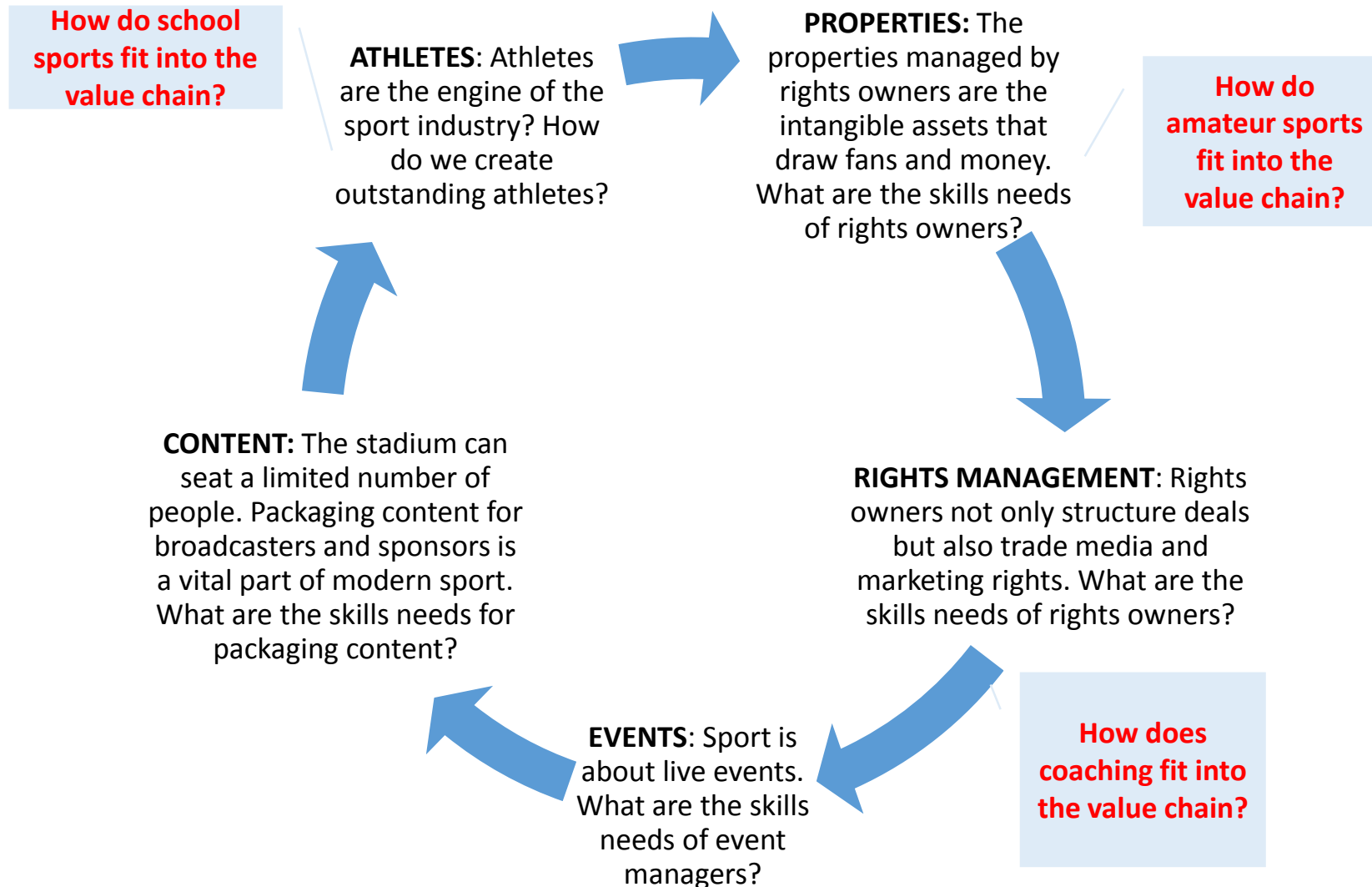
- Greater access to funding and shorter turnaround times
- Improved communication with stakeholders
- Prioritise client relationship management
- Better understanding of ACH sector
- More research required of areas in the ACH
- Need for subject matter experts - qualifications development, assessment and moderations
- Need for qualification review, e.g. jewellery design and live production
- More appreciation of ACH
- Need to grow the consumer base.

SRF Tracer Study



SRF Findings

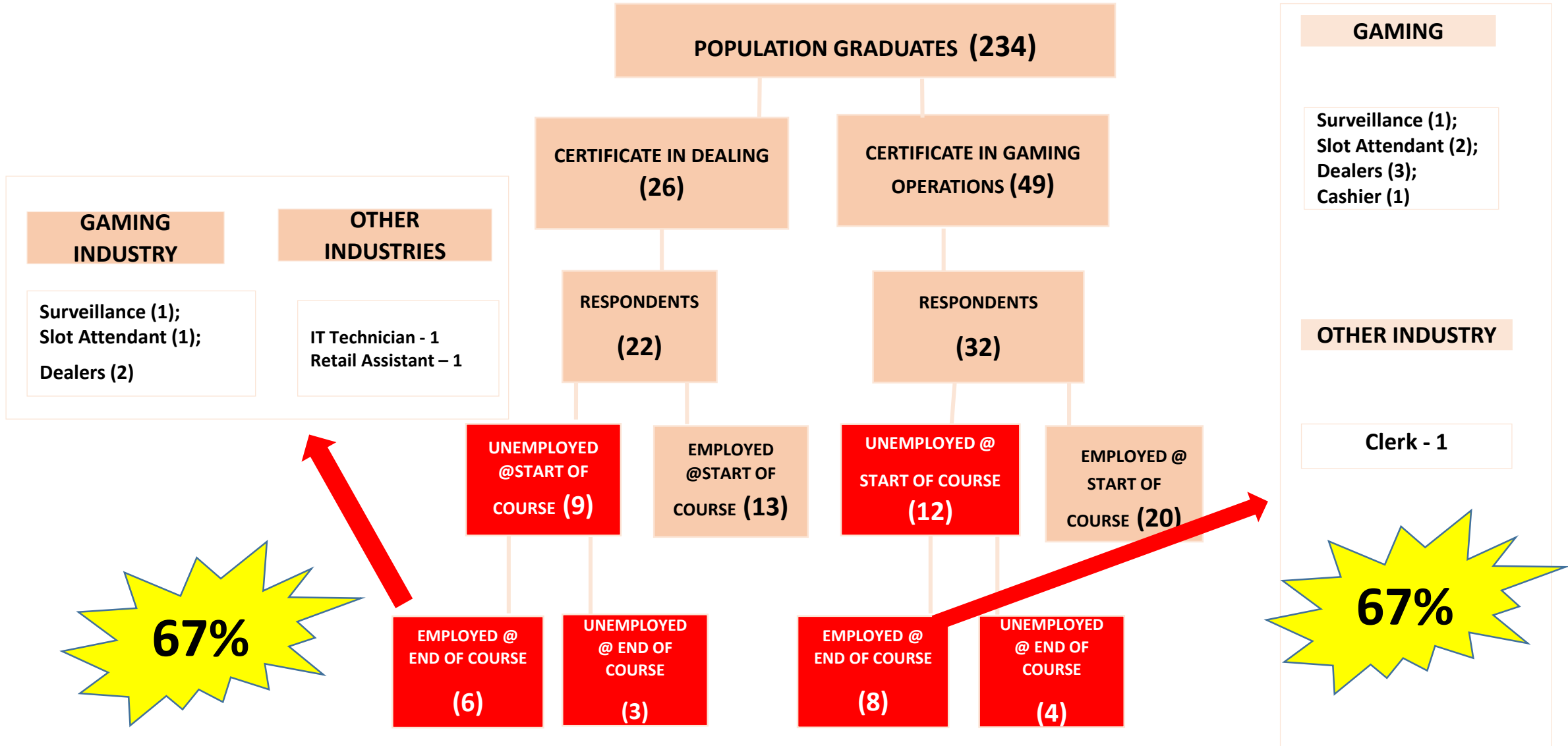
- Understanding the sport value chain



SRF Findings

- Support promotion of grassroots sport development
- Most investment in coaching need – the key priority
- Role of TVET Colleges in SRF worked out
- More funding for training of associations
- Improve communication
- Regular stakeholder engagements
- Separate research studies for major codes

G&L Tracer Study



G&L Findings

- Skills gaps, not occupation shortages, are a concern
- More gaming qualifications and skills programmes
- “Casino” mathematics and communication skills needed
- BEE scorecard issues
- Growth of gaming Academies
- Training of Regulators priority
- Better communication with stakeholders
- Review of Organisation Framework of Occupations
- Need for international partnerships

Vacancy Analysis

Method: An online vacancy survey was administered to companies on the CATHSSETA database

Respondents were asked to identify if they had any positions that had been vacant for *longer than 6 months*.

SRF	G&L	ACH
Sports Scientist	Trainer	Textile Artist
Sports Coach or Instructor	Gaming Dealer	Potter or Ceramic Sculptor
Sports Development Officer	Electronic Equipment	Producer (theatre, film and TV)
Sports Administrator		Music Director
		Musician (Instrumental)

The following occupations are above the mean in terms of salary increases:

Salary Survey

SRF	G&L	ACH
Managers		
Director, General Manager, Sports Science Manager	Director, General Manager, Gaming Manager, Surveillance Manager, Slots Manager, Betting Agency Manager, Racing Manager, Lottery Manager, Human Resource Manager	Director, General Manager, Cinema / Theatre Manager, Human Resource Manager
Professionals		
Biokineticist, Sports Scientist, Sports Coach, Footballer, Golfer Jockey, ICC Cricket Umpire, Sports Reporter / writer, Systems & Network Administration	Trainer, Jockey, Systems & Network Administrator	Systems & Network Administrator
Technicians		
Sports Development Officer, Green Keeper, Bookkeeper	Gaming Pit Boss, Bookkeeper	Bookkeeper
Sales/Service Workers		
	Bookmaker	
Craft Workers		
Electrician	Electrician, Plumber	Fashion Designer, Jewellery Designer, Multimedia Designer, Painter (Visual Arts), Composer

Thank you!

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