

**Table 20: Sectoral Priority Occupations and Interventions list, 2020**

SETA Name	Period	OFO Code	Occupation	Specialisation/alternative title	Intervention Planned by the SETA	NQF Level	NQF Aligned Y/N	Quantity Needed	Quantity to be supported by SETA
FASSET	2022/23	241104	External Auditor	<ul style="list-style-type: none"> <li>• Forensic Auditor</li> <li>• Investigator</li> </ul>	Bursaries towards Bachelor of Commerce in Accounting, National Diploma in Auditing and other	7 & 8	Y	897	250
					Learnerships	7 & 8	Y		300
					Bridging Programmes (articles towards Professional Designation)	7 & 8	Y		800
					HET Graduate Work Experience Programme	7 & 8	N		400
					Learner Employment Grant	7 & 8	N		400
					Professional Body Qualifications and Designations (including skills programmes and internships)	7 & 8	Y		530
FASSET	2022/23	242101	Management Consultant (to include 251101 ICT Systems Analyst)	<ul style="list-style-type: none"> <li>• Business Analyst</li> <li>• Technology Development Coordinator</li> <li>• Operations Analyst</li> <li>• Commercial Analyst</li> <li>• Ecommerce Programme Manager</li> <li>• Efficiency Engineer</li> <li>• ICT Systems Architect</li> <li>• Systems Programmer</li> </ul>	Bridging Programmes towards designation	6, 7 & 8	Y	171	480
					Learnerships	6, 7 & 8	Y		150
FASSET	2022/23	241106	Accountant in practice		Learnerships	6, 7 & 8	Y	88	90
					Professional Body Qualifications and Designations (including skills programmes and internships)	6, 7 & 8	Y		160
FASSET	2022/23	121101	Finance Manager	<ul style="list-style-type: none"> <li>• Chief Accountant</li> </ul>	Bursaries toward Bachelor of Commerce	6, 7 & 8	Y	92	80

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			(to include 241102 Management Accountant*)	<ul style="list-style-type: none"> <li>Chief Financial Officer</li> <li>Budgeting Manager</li> <li>Account Systems Manager</li> <li>Cost Accountant</li> <li>Project Accountant</li> <li>Budget Accountant</li> </ul>	Professional Body Qualifications and Designations (including skills programmes and internships)	6, 7 & 8	Y		170
FASSET	2022/23	241107	Financial Accountant (to include 241101 General Accountant*)	<ul style="list-style-type: none"> <li>Company Accountant</li> <li>Corporate Accountant</li> <li>Business Group Accountant</li> <li>Performance audit manager</li> <li>Debtors Manager</li> <li>Bank Accountant</li> </ul>	Bursaries toward Bachelor of Commerce in Accounting or Accounting Science	6, 7 & 8	Y	96	50
					Bridging Programmes	6, 7 & 8	Y		100
					HET Graduate Work Experience Programme	6, 7 & 8	N		30
					Professional Body Qualifications and Designations (including skills programmes and internships)	5, 6, 7 & 8	Y		70
					Learnerships	6, 7 & 8	Y		40
FASSET	2022/23	241103	Tax Professional	<ul style="list-style-type: none"> <li>Tax Analyst</li> </ul>	Bursaries towards Bachelor of Commerce Degree, Post-graduate Diploma or Advance Diploma in Taxation and Accounting	6, 7 & 8	Y	49	20
					Learnerships	6, 7 & 8	Y		20
					Bridging Programmes	6, 7 & 8	Y		55
					HET Graduate Work Experience Programme	6, 7 & 8	N		20
					Learner Employment Grant	6, 7 & 8	N		50
FASSET	2022/23			<ul style="list-style-type: none"> <li>Financial Agent</li> </ul>	Bursaries toward Bachelor of Commerce	6, 7 & 8	Y	72	40

SETA Name	Period	OFO Code	Occupation	Specialisation/alternative title	Intervention Planned by the SETA	NQF Level	NQF Aligned Y/N	Quantity Needed	Quantity to be supported by SETA
		241301	Financial Investment Advisor  (To include 241201 Investment Analyst)	<ul style="list-style-type: none"> <li>Listed Securities Analyst</li> <li>Investment Research Analyst</li> </ul>	Learnerships	6, 7 & 8	Y		50
					Bridging Programmes	6, 7 & 8	Y		125
					HET Graduate Work Experience Programme	6, 7 & 8	N		50
FASSET	2022/23	242211	Internal Auditor	<ul style="list-style-type: none"> <li>Audit Consultant</li> <li>ICT Internal Auditor</li> </ul>	Bursaries toward National Diploma, Bachelor of Commerce Degree and other.	7 & 8	Y	19	50
FASSET	2022/23	251201	Software Developer	<ul style="list-style-type: none"> <li>Software Architect</li> <li>Software Designer</li> <li>Software Engineer</li> <li>ICT Risk Specialist</li> </ul>	Bursaries	3, 4, 5 & 6	Y	10	10
					Learnerships	3, 4, 5 & 6	Y		10
					NSC Work Experience Programme	3, 4, 5 & 6	N		10
					TVET Work-Based Experience	3, 4, 5 & 6	N		160
					Professional Body Qualifications and Designations (including skills programmes and internships)	3, 4, 5 & 6	Y		20
FASSET	2022/23	242207	Compliance Officer	<ul style="list-style-type: none"> <li>Financial Markets Compliance Officer</li> <li>Compliance Officer (Financial Sector)</li> </ul>	Bursaries towards Bachelor degree in Accounting, Business Science, Postgraduate Diploma in Compliance Management and other	6, 7 & 8	Y	16	10
					Learnerships	6, 7 & 8	Y		10
					HET Work-Based Experience	6, 7 & 8	N		10

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					Professional Body Qualifications and Designations (including skills programmes and internships)	6, 7 & 8	Y		15

*\*Academic route to both occupations is very similar, with similar and closely related tasks and occupational descriptions. The route to entering and growing in these occupations start with the same academic foundation and qualifications. Source: FASSET data system 2021.*

### 3.5 CONCLUSION

This chapter discussed the occupational shortages and skills gaps in the FAS sector. The occupational and skills needs identified in this SSP update are strongly linked to the impact of the COVID-19 pandemic and the emergence of 4IR technologies and remote work in the industry. Employees in the sector must be continuously upskilled and re-skilled to adapt to the changing world of work. In addition, employers must embrace advanced technology and the 4IR to boost productivity and efficiency while professionals continue to work from home. Most of the evidence presented in the chapter resonated with the skills change drivers in Chapter 2.