PRIORITY SKILLS 2023/2024

CONSOLIDATED LIST OF PRIORITY OCCUPATIONS AND SKILLS

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MANUFACTURING SECTOR		
Crafts and Trades (Artisans)		
Occupations	**Technical Skills**	**Soft Skills**
Machine Operator/ Industrial Machinists	- Manufacturing equipment/systems operations, processing techniques and controls - Computer Software operations - Good Manufacturing Practice (GMP) compliance procedure - Operating machinery & assembling procedure	- Time management, - Attention to detail - Accuracy - Interpersonal relations - Team work
Industrial Textile Pattern Makers	- Drawing, measuring & interpreting technical drawings - Drafting and designing clothing designs - Use of Gerber Computer Aided Design (CAD) System - Industrial fabric cutting & construction - Knowledge of industrial sewing and sewing machines	- Creative - Problem-solving - Attention to detail - Result oriented - IT Savvy
Diamond Planner/Marker	- Diamond Experience & Knowledge - Computer, Numerical & Geometry skills - Diamond cutting tools and techniques - Diamond Parameters - Diamond sorting classifications & techniques	- Communication Skills - Accuracy & Concentration - Hand-Eye coordination - Trust & Credibility - Resilience
Diamond Polisher/Grader	- Numerical & Geometry skills - Computer aided and manual polishing - Diamond Parameters & Brillianteering process - Control and precision for machine work - Valuation techniques & processes	- Hand-Eye coordination - Patience/Endurance - Concentration - Attention to detail - Accuracy
Diamond Bruter (Cutter)	- Knowledge of physical characteristics of Diamond - Diamond Parameters - Computer technological skills - Numerical & Geometry skills - Knowledge of cutting machine & types of cutting operation	- Hand-Eye coordination - Patience - Presence of mind - Credibility - Attention to detail
Technicians		
Occupations	**Technical Skills**	**Soft Skills**
Textile & Clothing Technicians	- Pattern making, Grading of Patterns & Material properties - Fabric construction & fashion trends - Marker making, Mould making & Work Study - Knowledge of Gerber CAD System - Quality Control and Management - Use of Computer Aided Patternmaking Design	- Interpersonal relations - Team work - Public speaking - Eye for Detail - Dexterity
Spinning Technicians	- Cotton Carding - Process improvement & waste control - Spinning tools, process & procedures - IT Knowledge	- Interpersonal relations - Team work - Result oriented - Problem solving
Jewellery Manufacturers (Jeweler)	- Knowledge of Gems, metals, basic restoration and assembly techniques and finishes. - Proficiency with computer-aided design.	- Artistic abilities. - Negotiation - Creativity

	Technical Skills	Soft Skills
	- Researching, evaluating & valuing pieces and materials - Designing new pieces and building moulds. - Cleaning and polishing jewelry.	- Integrity - Fingers dexterity.
Diamond Manufacturer	- Rough & Polished Diamond Valuation techniques & process - Markets behaviours (rough/polished diamonds) - Numerical & Data analysis skills - Diamond sorting classifications & techniques - Computer technological skills	- Communication Skills - Credibility - Accuracy & Concentration - Negotiation skills - Planning & organizing
Control & Instrumentation Technicians	- Machinery maintenance, calibration and repairs - Good Manufacturing Practice (GMP) compliance procedure - Industrial system control & Network technologies - Electronics, control & instrumentation	- Problem solving - Attention to details - Professionalism - Good record keeping
Leather Processing Technicians	- Knowledge of different characteristics of skins/hides & colour matching - Basic Biological, Physical & Chemical analysis - Ability to perform Basic Quality Control Tests - Knowledge of waste streams & basic processing skills.	- Tolerance - Resilience - Adaptable
Leather Technicians	- Knowledge of the tannery effluent & Formulation of Processes for Leather Tanning - Biological, Chemical and Physical properties and reactions. - Able to perform tests on raw hides, processed leather and products - Waste management awareness & Quality control procedures & processes - Safety, health & environment procedures	- Tolerance - Resilience - Adaptable - Mentoring & coaching
Food Laboratory Technicians	- Biology & Physics - General Sciences - Scientific Machinery - Project development & management	- Leadership & Organising - Communication - Creativity - Problem Solving
Professionals		
Occupations	**Technical Skills**	**Soft Skills**
Textile & Clothing Engineers	- Design and Fabric construction - Pattern making & Grading of Patterns - Knowledge of Gerber CAD System & Computer Aided pattern making - Design Marker making and Work Study - Quality Control and Management	- Interpersonal relations - Team work - Creativity - Eye for Detail
Spinning Engineers	- Cotton Carding - Spinning process, procedures & waste control - Spinning tools, troubleshooting, repairs & maintenance - IT Knowledge & numerical skills	- Team work - Communication - Negotiation
Industrial Engineers	- Machinery set-up, operations and maintenance - Manufacturing process development, control systems & devices - Technology & software proficiency - Data analysis and interpretation - GMP compliance system & Records management	- Communication - Teamwork - Critical Thinking - Adaptability - Coordination
Veterinary Surgeons	- Research and development - GMP & Good Laboratory Practice (BLP)	- Record keeping - Team effectiveness

Occupations	Technical Skills	Soft Skills
	- Pharmaceutical Quality Assurance - Risk management - Legal and regulatory procedures	- Communication - Planning & Coordination
Food Scientist	- Wide Knowledge of sciences & Research Skills. - Good business, IT, analytical and numerical abilities. - Molecular Chemistry & Molecular Biology - Health, safety and hygiene	- Resilience - Attention to detail - Communication - Team Player
Nutritionist	- Microbiology & Mathematics - Food, nutrition and health - Food science & technology - Food handling and Hygiene - Safety, Health and Environment	- Communication - Team Player - Reading & Writing - Organizational - Management
Product Developer	- Product application requirements - Conceptualization & Design skills - Manufacturing processes - Material science & Quality assurance - Tools and technologies	- Creativity - Market intelligence - Result oriented - Adaptability - Innovative
Animal Husbandry Officers	- Hides and skins handling and preservation. - Biological Structures of Hides and Skins - Characteristics of Different Hides and Skins. - Defects on Hides and skins (post mortem and anti-mortem) - Skin Diseases of economic importance	- Passion - Adaptability - Teamwork - Flexibility - Creative Thinking
Process Engineer	- Chemical Reactions - Tannery Mechanizations - Process Flow & Waste streams - Basic Mechanic Trouble shooting of the plant.	- Adaptability - Leadership - Innovation & Creativity - Problem Solving

Specialists

Occupations	Technical Skills	Soft Skills
Textile Printing Technician	- Knowledge & use of textile machines and tools - Machine operation & Workshop process flow - 3-D Printing - Quality control	- Time management - Critical thinking - Problem solving - Analytical
Toxicologist	- Managing clinical trials and experiments - Risk assessment & management - Managing statistical data and research scientific literature - Legal and regulatory procedures	- Organising - Attention to detail - Analytical - Critical thinking
Industrial Pharmacist	- Drug research, design, development, analysis and testing - Formulation and manufacturing process development - GMP, GLP, Software Proficiency - Pharmaceutical Quality Assurance & Risk management - Legal and regulatory procedures - Drug marketing and distribution processes and procedures	- Team effectiveness, - Communication skills - Planning & Organising - Attention to detail - Analytical
Industrial Pharmacy Technician	- GMP and GLP compliance, supply chain & logistics - Testing and analysis of medicines - Knowledge of industrial pharmaceutical operations & procedure - Project Planning & Management, - Legal and regulatory procedures	- Analytical - Attention to details - Good record keeping - Good communication
Pharmaceutical Scientists	- Drug research, design and development - Computational drug analysis	- Analytical - Attention to detail

	- Data analysis and interpretation, management & storage - Pharmaceutical Quality Assurance, Legal and regulatory procedures	- Good record keeping, - Leadership - IT Savvy
Pharmaceutical Chemists	- Drug Research & Development, analysis and testing - Manufacturing process & Laboratory equipment controls - Data analysis and interpretation - Legal and regulatory procedures - ICT skills	- Analytical - Attention to detail, - Good record keeping, - Good communication,
Pharmaceutical Microbiologist	- Designing and improving test methods - Laboratory procedures and controls - Good Manufacturing Practice - Legal and regulatory	- Attention to detail - Analytical skills - IT Savvy
Clinical & Veterinary Pharmacologist	- Drugs development, investigation and analysis - Research & development - Clinical trials - Drugs safety profiling and reporting - Pharmacovigilance (Drug safety)	- Organized & Accuracy - Analytical - Attention to detail - Problem-solving - Communication
Epidemiologist	- Public health & Clinical trials - Disease patterns & types; Project management techniques - Statistical concepts & tools; Medical & biological processes - Research & surveillance methods & tools - Monitoring & evaluation mechanisms	- Attention to detail - Analytical - Effective communication - Time management - IT Savvy
Vaccinologist	- Vaccine manufacturing processes & technologies - Research & surveillance methods & tools - Clinical trials & characteristics of vaccines - Types of vaccines/immunisations, Codes & standards	- Critical thinking - Attention to detail - Effective communication - Teamwork
Control and Instrumentation Engineer	- Machine installation, repair & maintenance - Operating equipment - Commissioning and troubleshooting of Programmable Logic Controllers. - Troubleshooting of Variable Speed Drives and Soft starters.	- Critical Thinking - Customer care - Attention to Detail - Decision Making - Innovation & Creativity
Environmental & Sustainability Engineer	- Soil science, chemistry, and biology - Knowledge of fluid systems & material science - Waste Management and Treatment Processes - New technology, regulations & climate issues	- Creative - Interpersonal - Problem-solving
Mould Designer	- Computer Numerical Control Programming - Material science & design skills - Mechanical manufacturing process & micro devices fabrication - Technical drawing & numerical analysis	- Creativity - IT savvy - Attention to detail - Hand-Eye coordination
Leather Products Manufactures	- Hides and skins processing - CNC Programming - Pattern designing, cutting & stitching skills - Lasting & Finishing Skills	- Tolerance - Resilience - Adaptable
Leather Scientists & Chemist	- Research & testing (e.g. leather durable) skills - Chemical, physical, aerobic and anaerobic reactions - Tanning methods and agents; Leather tanning processes - Waste solutions & Safety Precautions - Knowledge of the tannery effluent & chemical active ingredients.	- Attention to Detail - Communication - Tolerance & Resilience - Adaptable - Analytical

Managers		
Occupations	**Technical Skills**	**Soft Skills**
Production Manager	- Factory work flow process planning - Product roadmap development & production schedules - Inspection & Quality control & Risk management - Efficient assembly process & new technologies - Product Research, Prototyping, Data Analysis and Management - Software proficiencies & use of Gerber Digitizer and Plotter	- Communication - Interpersonal skills - Leadership & management - Strategic thinking - Result oriented - Organization & planning
Footwear Production Manager	- Technical knowledge of DESMA System - Developing requisitions & reviewing first production cases - Monitoring and Tracking - Quality control & risk management	- Team player - Detail oriented - Time management - Communication
Quality Assurance Manager	- Quality control processes & regulatory procedures - Safety Knowledge, standards and procedures - Quality Management System	- Effective Communication - Attention to detail - Analytical
Operations manager/ Logistics Manager	- Supply chain & logistics management - Resource management, - Plant operation procedures & processes - Safety, health & environment	- Strategic thinking - Result oriented - Problem solving - Time Management
Regulatory Affairs Manager	- Legal procedure and processes - Legal writing & interpretation of law - Knowledge of policies and regulations - GMP, QMS, - Supply chain management & project management	- Decision-making - Persuasion and leadership - Attention to detail - Adaptable
Digitization		
Occupations	**Technical Skills**	**Soft Skills**
Nano Technologist	- Atomic and subatomic applications - Engineering science & technology - Molecular modelling - Codes, processes & standards	- Analytical - Logical thinking - Creativity - Persistence
Industrial Automation Engineer	- Industrial automation and control systems - Designing and implementation of automation infrastructure - Advanced manufacturing systems - Cybersecurity & Artificial intelligence - Equipment controls, calibration and maintenance	- Critical thinking - Planning and organizing - Coordination - Communication - Problem solving
Future Jobs		
Occupations	**Technical Skills**	**Soft Skills**
Fabric Weaving Technologists	- Knowledge of Geber technology - Fabric Design - Fabric Science - IT Knowledge	- Creativity - Attention to detail - Methodical approach to work - Interpersonal
Redundant Jobs and Skills		
	Redundant Jobs	**Comments**
Pattern-making Technicians	- Hand Patterns Makers - Hand Graders	- Everything now is digitized. Those in the system will need retooling

CONSTRUCTION SECTOR		
Crafts and Trades (Artisans)		
Occupations	**Technical Skills**	**Soft Skills**
Steel fixers	- Calculating & measuring, - Brickwork, Steel Fixer-Precast knowledge - Health & Safety	- Communication - Teamwork - Attention to Detail
Carpenters	- Precision, Measuring, Designing, Moulding, Roofing, - Ability to Work with Hands Joinery, - Timber Frame knowledge	- Attention to Detail - Critical Thinking - Teamwork
Grass roof Thatcher's	- Understanding of insulating characteristics of grass and other thatching material - Designing & Roof Thatching, - Spatial awareness & understanding load bearing capabilities of timber	- Innovation - Creativity - Attention to Detail
Plumbers	- Understanding of Stream Water & Drainage System - Measuring & Technical Connection - Environment Management, - Pipe fitting, installation and maintenance,	- Team Work - Self-Driven - Passionate - Patient
Stonemasons	- Designing, Traditional Stonework, Building Restoration, Conservation, - Understanding of cement mix process	- Creativity - Innovation - Team Work
Coded Welders	- Designing & Measuring - Cutting of equipment, Pipe Welding & fabrication of stainless steel and aluminium - Safety & Health,	- Passionate - Patient - Attention to Detail - Creativity
Riggers	- Knowledge of Machines & Tools, - Trouble Shooting, Quality Control, - Yacht Rigging and Spar Maintenance - Spatial awareness	- Communication, - Time-management, - Problem Solving
Special Coaters	- Understanding Flow of coating material, - Mixture Techniques, - Furniture & protective coating, - Industrial coating membranes	- Attention to Detail - Creativity - Innovation
Scaffold Erectors	- Understand technical drawings. - Calculating heights - Assembling scaffolds - Awareness on Health & Safety	- Attention to detail - Excellent hand eye coordination. - Patient & Passionate
Boiler makers	- Excellent mechanical skills - Proficient in welding skills.	- Enthusiasm - Innovation

	Technical Skills	Soft Skills
	- Ability to detect and fix problems. - Ability to work in tanks of any height.	- Teamwork
Pipe Fitter	- Knowledge of cutting and welding methods. - Ability to understand blue prints. - Knowledge of tools and equipment used on the job (e.g. pneumatic drills) - Pipe fitting, calibration and maintenance	- Communication skills. - Integrity. - Adaptability. - Time management
Formwork Carpenters	- Concrete formwork, moulds for pouring concrete. - Building staircases, Install windows doors etc. - Framing – construct the wooden structure for a building (walls, floors and door frames)	- Attention to details. - Manual dexterity. - Stamina.
Aluminum Fabricator	- Casting, forming longing & welding using fabricating techniques - Bending, stamping and rolling aluminium sheets, & assembling aluminium - Interpreting plans and specifications - Turning and milling aluminium. - Safety health & environment	- Communication - Attention to detail - Planning - Team work.
Refrigeration and Air-conditioning	- Wiring and electricity connection - Pumping & piping. - Installation & maintenance. - Testing equipment and tools.	- Problem solving - Analytical - Customer service
Bricklayers (face brick)	- Mixing - understand cement & sand mix proportions - Laying bricks, pre-cast stones and other types of building blocks - Repair walls, arches and other structures	- Good workmanship - Attention to detail - Teamwork.

Technicians

Occupations	Technical Skills	Soft Skills
Construction Technologists	- Contract management and procurement - Monitoring and evaluation techniques - Application of Project Management software & methodologies - Work scheduling & stakeholder management	- Analytical - Problem solving - Interpersonal relations - Organising & Coordinating - Adaptability and flexibility

Professionals

Occupations	Technical Skills	Soft Skills
Geo-technical Engineer	- Deformation, shear strength & mass of soils. - Types of foundation & soil compaction. - Aggregate & quality control. - Geosynthetic materials.	- Decision making. - Adaptability - Teamwork - IT savvy
High Voltage engineers	- Electronic trouble shooting & equipment maintenance - Designing circuit & electrical switch gears	- Critical thinking - Analytical - Planning & organizing - Attention to detail

	- Develop electrical schematics & apply linear theory analysis.	

ENERGY SECTOR

Crafts and Trades (Artisans)

Occupations	Technical Skills	Soft Skills
Photovoltaic (PV) Installers	- Basic Electrical Wiring - Electrical Schematic Diagrams - Solar Radiation Process	- Effective Communication - Customer Focus - Solutions oriented
Solar Thermal Installers	- Basic Electrical Wiring - Electrical Schematic Diagrams - Solar Radiation Process	- Effective Communication - Planning & Execution - Customer Focus

Technicians

Control & Instrumentation Technicians	- Calibrating, measuring & instrument maintenance - Telemetry, PLC Programming & Systems Interfacing	- Analytical Thinking - Effective Communication - Planning & Execution - Solutions oriented

Professionals

Occupational Hygienist	- Health safety & environment - Medical laboratory techniques - Counselling & First Aid	- Effective Communication - Solution oriented - Analytical
Energy Auditors	- Capital cost estimation - Project delivery and management - Engineering and technology	- Analytical - Attention to detail - Effective communication

Specialists

Commercial Transaction Advisors	- Law/legislation - Commerce, Economics, Auditing - Project & Risk Management - Energy policy, planning & management	- Negotiation Skill - Commercial acumen - Solution Oriented - Effective Communication
Energy Economist (Post basic)	- Electricity trading & accounts - Energy economics & modelling - Power Purchase Agreement methodologies - Pricing & tariff setting	- Strategic Thinking - Analytical Thinking - Planning & Execution - Solution Oriented
Quality Control Specialist	- Quality Control - Project Management Methodologies - Transport & Logistics (Procurement and/or Supply Chain)	- Analytical Thinking - Effective Communication - Solution Oriented - Relationship management
Project Management & Commissioning Specialist	- Projects Management - Procurement-supply chain - Systems Commissioning & Integration - Costing/Financing	- Effective Communication - Negotiation - Planning & Execution - Relationship management
Risk Management Specialist	- Analysis of risk appetite, identify risks & manage risk - Auditing procedures & processes - Quality assurance principles	- Commercial Acumen - Attention to detail - Analytical - Effective communication

Digitisation and Future Jobs/Skills

Control Systems Engineer OR Protection Engineer	- Designs, develops, installs, troubleshoot & program systems solutions	- Attention to detail - Effective Communication

Occupations	Technical Skills	Soft Skills
	- Implement control Systems (SCADA) - Manages, monitors and maintains instrumentations - Modelling & Simulation Techniques	- Planning and organizing - It savvy
Renewable Energy Engineer	- Types & sources of renewable energy - Application of renewable energy technologies, policies & regulations - Environmental and social impact - Mechanical & electrical engineering - 3D Modeling and Simulation	- Analytical Thinking - Planning & Execution - Problem Solving - Team Player
Renewable Energy Technician	- Assemble, install and maintain solar panel & PV system - Configures PV systems and connect panel to the power grid - Testing and calibrating operating voltages - 3D Modeling and Simulation	- Effective Communication - Planning & Execution - Customer Focus - Team Player
PV Solar Installer (Artisan)	- Basic electrical wiring, install gauges or controls - Electrical schematic diagrams & solar radiation process - Safety Health and Environment	- Effective Communication - Team Player - Agility

WATER SECTOR

Crafts and Trades (Artisans)

Occupations	Technical Skills	Soft Skills
Borehole Mechanic	- Renovation of casing & restoring boreholes - Racing the outside walls of the borehole - Improving water collection and pumping methods - Drilling of new boreholes, procurement of spares and consumables	- Attention to details - Customer care - Analytical thinking - Problem solving
Coded Welder	- Welding configuration & maintenance (Welding) of steel Pipeline - Understanding of types of products and welding code system - Safety, Health and Environment	- Patience - Attention to detail
Rig Operator	- Operates the drilling and its associated heavy equipment such as compressors, winches etc. - First-line Maintenance of the drilling rig and associated equipment. - Safety, Health and Environment	- Attention to details - Customer care - Collaboration and Adaptation - Problem solving
Boat Operator (Special Operations)	- Transporting Lab Analysts/Assistants to recover water samples primary sources. - Navigate the boat in and out of harbour and docks - Scuba diving	- Communication - Customer Care - Physical Stamina

Technicians

Occupations	Technical Skills	Soft Skills
Control and Instrumentation Technician	- Installation & maintenance of online instrument - Installation, commissioning and troubleshooting of Programmable Logic Controllers. - Troubleshooting of Variable Speed Drives and Soft starters.	- Attention to detail - Customer care - Team Player

Professionals

Occupations	Technical Skills	Soft Skills
Control and Instrumentation Engineer	- Design, modification, installation & programming of Control Systems (e.g. SCADA) - Design of Telemetry systems - Telemetry & Systems integration.	- Attention to details - Customer care - Team Player
Process Engineer	- Oversees and assesses existing processes and workflows. - Optimizes productivity by designing, implementing and testing new procedures.	- Persuasive - Attention to detail. - Team player

Specialists

Occupations	Technical Skills	Soft Skills
Cathodic Protection Technician	- Diagnose and maintain Steel Pipeline - Inspect, analyse and trouble shoot system and equipment - Develop safety regulations and preventive maintenance plans	- Attention to detail - Customer service - Communication
Hydro Geologists	- Performs groundwater data quality assurance, preliminary data analysis - Application of water rights, coordinate boreholes leasing and use appropriate groundwater monitoring technology - Borehole data analysis and monitoring	- Attention to detail - Customer care - Collaboration and Adaptation - Problem solving
Hydrologists	- Perform surface water resource planning, monitoring, assessment and modelling - Conduct dams and rivers performance and safety analysis - Formulate & advice on water policy and legislative frameworks on local & transboundary water resources	- Attention to detail - Customer care - Analytical - Problem Solving

Managers

Occupations	Technical Skills	Soft Skills
Programme Manager/ Transactional Manager: (Feasibility, Planning and Design)	- Good knowledge of techniques for planning, monitoring and controlling programmes - sound business case development and approvals skills - good understanding of the procurement process including negotiation with third parties	- Leadership skills - Interpersonal skills - Communication skills
Programme Manager: Construction	- good knowledge of techniques for planning, monitoring and controlling programmes - sound business case development and approvals skills - good understanding of the procurement process including negotiation with third parties	- Leadership skills - Interpersonal skills - Communication skills

MINING AND MINERALS SECTOR

Crafts and Trades (Artisans)

Occupations	Technical Skills	Soft Skills
Heavy Plant Mechanics	- Heavy Plant Mechanic - Service Information System - Safety Health and Environment(SHE)	- Interpersonal relations - Team Player - Supervision
Riggers	- Load Measurement & Numerical skills - Safety Health and Environment(SHE**)** - Rope Systems & Industrial rope access - Signalling, Fall protection & Suspended scaffolding	- Team Player - Communication - Attention to detail - Problem Solving
Fitters and Turners	- Fittings & turning - Ms-Office (Word, Excel, Outlook) - Safety Health and Environment(SHE)	- Attention to detail - Accuracy - Communication - Teamwork
Mining Operators	- Electrical, Explosives, Drill & Blast, - Load & Haul - Plant mechanics, & mining Services	- Teamwork - Results oriented - Communication

Technicians

Occupations	Technical Skills	Soft Skills
Geo-Technicians	- Information Technology - Geology - Exploration Techniques - Sampling Techniques	- Attention to detail - Accuracy - Communication - Analytical
Heating, Ventilation and Air Conditioning Technicians	- Science Refrigeration, - Fridge, Cold room and Air Condition operation - Basic Electronics & Circuit system - Safety Procedures	- Passionate - Customer Focus - Solutions oriented - Attention to detail
Control and Instrumentation Technicians	- Electronics, Telemetry - Control, Instrumentation & Systems Interfacing - Basic programming & Calibration - Measurement Instrument Maintenance - PLC Programming & computer skills	- Analytical Thinking - Effective Communication - Planning & Execution - Customer Focus

Professionals

Occupations	Technical Skills	Soft Skills
Geologist	- Geophysical Techniques & Mapping - 2D/3D Geology Modelling, GIS and Databases - Exploration/Filed techniques, - Geo-statistics, research & technical writing - Project management & Risk management	- Attention to detail - Analytical - Collaboration and Adaptation - Problem solving
Geophysicists	- Applied Physics in Geology - Geo-Statistics & Seismology analysis - Field Exploration Techniques - Electronics and Instrumentation Techniques, - IT and Database Management	- Teamwork - Supervisory - Planning & Management - Analytical
Mechatronics Engineers	- Supervisory Control and Data Acquisition(SCADA) - Troubleshooting, Test & Commissioning	- Communication - Analytical Skill

Occupations	Technical Skills	Soft Skills
	- Design, installation & maintenance - Project Management - Health and Safety processes	- Leadership - Critical thinking - Result oriented
Mechanical Engineers	- Design, Installation & Commissioning & Maintenance - Trouble shooting & calibration - Project Management & Quality Control - Safety, Health and Environment	- Communication - Analytical Skill - Leadership - Team Work
Electrical Engineers	- Design, installation, commissioning, troubleshooting & maintenance - Project Management - Application of electrical standards & procedures - Types of electrical equipment and systems	- Communication - Analytical Skill - Leadership - Team Work - Attention to detail
Control and Instrumentation Engineers	- Automation, Project Management - Supervisory Control and Data Acquisition(SCADA) - Troubleshooting, Test & Commissioning - Safety, Health and Environment	- Communication - Analytical - Problem solving - Collaboration
Occupational Hygienists	- Health, Environment & Safety - Medical Laboratory Techniques - Toxicology, Measuring & Sampling Techniques - Data Analysis & measurement instruments - Risk identification methodologies & management - Plant processes & exposure control	- Analytical - Coordination - Effective communication - Problem solving - Attention to detail
Ventilation Engineers	- Systems installation, repair & maintenance - Air flow systems & temperature control - Types of ventilation - Mechanical engineering	- Supervisory skills - Problem solving - Attention to detail

Specialist

Occupations	Technical Skills	Soft Skills
Hydro-Geologists	- Water rights application & usage monitoring process - coordinate boreholes leasing and use appropriate groundwater monitoring technology - Groundwater exploration, borehole drilling & geochemical analysis - Aquifer modelling & test-pumping - Computer skills	- Attention to detail - Collaboration - Adaptation - Problem solving - Analytical
Geo Technical Engineers	- Slope stability monitoring & site investigation - Mine design and modeling - Geotechnical mapping - Underground rock mechanics - Computer application skills	- Attention to detail - Collaboration - Adaptation - Problem solving - Supervisory skill
Resource/Production Geologist	- Grade control & evaluation techniques - Resource modeling - Drilling & Sampling techniques - Statistics/ analytical techniques - Geo-statistical methods	- Supervisory skill - Attention to detail - Collaboration - Adaptation - Problem solving
Geo Metallurgist	- Mineralogy & Geology - Mineral extraction & treatment techniques	- Innovation - Analytical

	- Evaluation physical & chemical properties - ICT application - Research & analysis methods/techniques	- Teamwork - Attention to detail
Mineral Economists	- Mineral Policies formulation & application - Mineral accounting & financial modelling - Data mining and analysis - Mineral valuation, pricing and tariff setting - Marketing and Branding	- Teamwork - Interpersonal skill - Attention to detail - Analytical & Accuracy - Communication
Big Data Engineers	- Data mining systems/tools, data mining & modelling - Application of research and analysis methods - Data warehousing and retrieval - Building data infrastructure & coding system - Data languages, programming & ICT	- Teamwork - Collaboration - Attention to detail - Analytical - Accuracy

TOURISM SECTOR

Occupations	Technical Skills	Soft Skills
Waiters	- Serving Techniques (food & beverages), - Computers (software's)	- Customer service - Communication skills - Guest relations
Guides	- Bird Watching - Mokoro Polling - Night Drive Techniques - Understanding of Species & Inhabitants - Understanding of History, Basic first aid - Linguistic	- Customer Relations - Presentation - Hospitality
Bartenders	- Serving Techniques (food & beverages), - Computers (software)	- Communication - Customer Relations - Cleanliness - Teamwork - Friendly
Mobile operators	- Understanding of Tourism Industry, - ICT	- Attention to Detail - Customer Relations - Advisory - Communication
Boat Handlers/Drivers	- Slip & slide - Parallel Parking - Docking side-to - Spin cycle	- Customer service - Communication - Problem solving - Team work - Concentration - Reliability
Barista	- Product knowledge - Innovation - Recipe creation and trouble shooting - Technical knowledge of coffee making	- Confidence - Creativity' - Customer service - Communication - Teamwork
Concierge	- Guest relations - Planning - Computer literacy	- Customer experience - Communication - Teamwork - Time management

Polers (mokoro drivers)	- Knowledgeable in Tourism Industry - Basic ICT knowledge	- Customer Service - Time Management - Communication - Motivation
Fishery	- Aquaculture knowledge	- Time management - Communication - Creativity - Basic mathematics skills

Professionals

Occupations	Technical Skills	Soft Skills
Chef	- Product knowledge - Innovation - Trained in Culinary Arts - Food Preparation (menu, dishes) - Outdoor Cooking - Food Safety and Hygiene	- Creativity - Innovation - Leadership - Time management
Executive Chef	- Food Preparation	- Leadership - Culinary skills - Management - Communication - Team-working - Problem solving skills
Event Planners	- Product knowledge - MICE knowledge	- Time Management - Problem solving - Teamwork
Photographers	- ICT, e-advertising - Digital Media - Business Acumen	- Results-Driven - Focus - Strategic - Customer Service - Relationship Building
Programmers	- Advanced Programming - Analysis - Capabilities - Developmental - Methodologies	- Creativity - Logical Approach - Problem Solving - Attention to Detail - Tenacity - Communication
Gastronomists	- Food safety & Hygiene - Knowledge of nutrition - Knowledge in kitchen equipment	- Managerial competencies Analytical - Organizational skills
Food & Beverage Manager	- Serving Techniques - (food and beverages) - Budgeting - Computers (softwares) - Knowledge on Food allergies	- Managerial - Emotional Intelligence - Leadership - Customer Relations

Specialists

Occupations	Technical Skills	Soft Skills
Pastry Chef	- Food preparation - Baking Techniques and nutrition	- Attention to detail - Creativity

	Technical Skills	Soft Skills
	- Emulsification technique	- Organizing - Leadership skills
Sous Chef	- Knowledge in food stocks inventory - Product knowledge	- Leadership Communication Observation - Active listening - Supervisory skills
Executive Chef	- Product development knowledge - Nutrition knowledge - Food Handling - Culinary in-depth knowledge	- Culinary skills - Management - Communication - Team-working - Problem solving
Mixologist	- Cocktails knowledge - Bartending - Food & Beverage management - Restaurant Management Menu Development - Hospitality Management - Hospitality and Wine	- Leadership - Culinary skills - Attention to detail - Communication - Team-working - Problem solving
Sommeliers	- Beverage expert - Various wine knowledge	- Attention to detail - Communication - Teamwork - Problem solving
Photographers (Ornithology, Trees (vegetation),Stars	- ICT, e-advertising - Digital Media - Business Acumen	- Results-Driven - Strategic - Customer Service - Leadership - Relationship Building

Future Jobs and Future Skills

Occupations	Technical Skills	Soft Skills
Programmers	- Programming Techniques - Software Application - Design	- Critical thinking - Logical Approach - Problem Solving - Attention to Detail - Tenacity - Communication
Drone Operators	- Photography - Videography	- Problem solving - Critical thinking - Communication
Digital Marketing Specialists	- ICT, E-adverting - Digital media	- Problem solving - Critical skill - Communication

WHOLESALE & RETAIL SECTOR

Crafts and Trades (Artisans)

Occupations	Technical Skills	Soft Skills
Bodyshop Technician/Denter /Penal beater/ Body repairers	- Electronics for diagnosis - Materials knowledge - Auto body mechanics	- Communication skills - Productivity and efficiency - Attention to detail

Technicians

Occupations	Technical Skills	Soft Skills
Mechatronics Technician	- Electronics - Mechanic	- Communication - Productivity and efficiency - Critical thinking
Gas Installers	- Welding - Pipe installation	- Business acumen - Communication - Critical thinking
Occupational Health Officer	- Health and safety - Harm and hazards prevention - Safety principles	- Effective communication - Attention to detail - Critical thinking - Observation skills
Service Advisors	- General understanding of all the technical aspects - Auto mechanics - Customer care	- Communication - Problem solving - Courteous
Merchandisers	- Data mining & analysis - Planning and forecasting - Purchasing	- Communicate - Negotiation - Analytical skills

Professionals

Occupations	Technical Skills	Soft Skills
Data Analyst/ Data Mining	- Financial Technology - Data Engineering - Data Analysis - Business Intelligence	- Personal Mastery - Critical Thinking - Decision Making - Complex Problem Solving - Attention to detail
Risk Officers	- Accounting and stock balance - Financial & banking - Risk management - Audit	- Attention to detail - Effective communication - Presentation
Buyer	- Research skills - Procurement - Product knowledge - Profit Buying	- Negotiation skills - Adaptation/Trainable beyond business in terms of confidence

Manager

Occupations	Technical Skills	Soft Skills
Branch Managers-Auto	- Automobile engineering - product knowledge - business management	- Effective Communication - Business acumen - Leadership
Regional Managers-Retail	- product knowledge - business management	- Effective Communication - Business acumen - Leadership
Operations Manager -Retail	- Financial management - Production planning - Product knowledge - Business knowledge - Strategy knowledge	- Attention to detail - Quality assurance - Communication - Interpersonal

Digitization

Occupations	Technical Skills	Soft Skills
Automation Security Surveillance Officer	- Automation - Data Surveillance - Property surveillance, - Data storage / back up - Security surveillance	- Analytical - Communication - Decisive

FINANCE AND BUSINESS SERVICES SECTOR

Professionals

Occupations	Technical Skills	Soft Skills
Data Analyst	- Financial Technology - Data Engineering - Data Analysis - Business Intelligence	- Personal Mastery - Critical Thinking - Decision Making - Complex Problem Solving - Attention to detail
Software Developers	- Information systems - Fintech (Financial Technology) - Data Engineering - Data Modelling - Business Intelligence	- Personal Mastery - Critical Thinking - Decision Making - Communication Skills - Innovation & Creativity
Investment Principal	- Alternative Investment - Financial Management - Analytical Skills - Performance Analysis	- Critical Thinking - Assertive - Interpersonal - Meticulous - Negotiation Skills
Investment Analyst	- Financial Analysis - Company valuation - Financial modelling - Portfolio management - Data Analysis	- Assertive - Interpersonal - Communication Skills - Meticulous - Negotiation Skills
Financial Engineer	- Financial Analysis - Company Valuation - Financial Modelling - Portfolio Management - Fintech Skills	- Assertive - Interpersonal - Communication Skills - Meticulous - Negotiation Skills
Actuarial – long term	- Digital skills - Research - Mortality modelling - Risk management	- Business acumen - Adaptable - Decisiveness - Negotiation skills - Attention to details
Actuarial – short-term	- Research - Catastrophe modelling - Historic modelling - Stochastic modelling - Risk management	- Business acumen - Adaptable - Decisiveness - Negotiation skills - Attention to details
Financial Planner	- Financial planning - Research - Investment - Economics - Risk management	- Business acumen - Adaptable - Decisiveness - Negotiation skills - Attention to details

Financial Services Regulator	- Research & Analytical Skills - Governance Skills - Risk Management - Anti-Money Laundering /Counter Finance Terrorism - Credit Structures Skills - Financial Literacy	- Assertive - Interpersonal - Communication Skills - Meticulous - Negotiation - Ethical
Collective Investment Undertaking (CIU) Analyst	- Financial accounting - Trust, Trustees/Custodian Principles - CIU Principles - Research & Analytical skills	- Communication - Attention to Details - Interpersonal - Decision Making
Forensic Accounting/Audit	- Statutory Management - Investigations - Inspections - Research & Analytical	- Communication - Attention to Details - Interpersonal - Decision Making
IT Auditor	- Information system processing - Operating systems knowledge - Data security - Access controls - Change controls	- Communication - Attention to detail - Leadership
Chartered Accountants	- Taxation - Big data analysis - Public sector accounting - Accounting and auditing computerised packages - Analytical	- Communication - Attention to detail - Leadership - Report writing
Tax Specialist	- Taxation - Big data analysis - Tax Management - Tax law	- Communication - Attention to detail - Leadership - Analytical
Fintech Analysts / Financial Services Supervisors	- Online Trading Services - Forex Trading - Research Skills - Complaints Handling - Market Surveillance	- Communication - Attention to Details - Interpersonal - Decision Making
Underwriter (long-term)	- Generic Medical background - Mathematics and statistics - Risk management - Analytical skills	- Adaptable - Decisiveness - Negotiation skills - Attention to details - Relationship management
Underwriter (short-term)	- Engineering background (civil, structural) - Mathematics and statistics - Risk management - Analytical skills -	- Adaptable - Decisiveness - Negotiation skills - Attention to details - Relationship management
Auctioneer	- Basic real estate - Valuing skills - Legal Framework - Asset management - Complex deals structuring - Due diligence on transactions	- Customer service - Communication - Negotiation - Client relations
Quantity Surveying	- Procurement regulations - Legal frame work - Project management	- Collaborative - Team player -

Facility Manager	- Business Development - Facility management - Use of property technology - Asset life cycle plan - Value engineering on existing buildings - Legal frame work	- Negotiation skills - Marketing - Presentation - Customer service
Asset Manager	- Valuing skills - Legal frame work - Asset management - Complex deals structuring - Due diligence on transactions	- Negotiation skills - Marketing - Presentation - Customer service
Property Valuers	- Commercial property valuation skills - Property market information/ dynamics - Ability to describe a building	- Inquisitive - Customer service
Estate Agents	- Valuation - Property market information/ dynamics - Deal management	- Customer service - Communication - Negotiation - Client relations - Professional conduct

Managers

Occupations	Technical Skills	Soft Skills
Marketing Managers	- Marketing and advertising - Business Administration	- Personal mastery - Critical Thinking - Decision Making - Communication Skills - Entrepreneurial Mindset
Portfolio Manager	- Financial Analysis - Company Valuation - Financial Modelling - Quantitative Analysis - Portfolio Management	- Assertive - Interpersonal - Communication Skills - Meticulous - Negotiation Skills
Cyber Risk Manager	- Cyber security - Risk management - Configuration Skills	- Decisive - Inquisitive - Eager to Learn - Trend Analysis

HEALTH SECTOR

Crafts, Trades and Others (Artisans)

Occupations	Technical Skills	Soft Skills
Phlebotomists	- Blood collection (vein identification) - Product knowledge (equipment and apparatus for collecting specimen)	- Attention to Detail - Communication - Collaboration & Multitasking - Time management - Decision making
Health Care Assistants / Auxiliary	- Patient management and care	- Communication - Collaboration - Multitasking - Time management - Decision making

Technicians

Occupations	Technical Skills	Soft Skills
Clinical Technologists	- Product knowledge & ISO Standards - Medical equipment use and Safety Knowledge - Radiation Safety, Research & Project Management - Ergonomics (Patient handling) & Infection Control - Basic Life Support, Equipment care & Record keeping - Interpretation of investigations	- Communication - Attention to detail - Time Management - Decision making - Critical Thinking - Analytical & Multitasking
Patient Navigators	- Ergonomics & Patient Safety - Hospital Navigation & Hospital Services - Patient Administration - Case/Data Management - Planning	- Communication - Problem Solving - Collaboration - Time Management - Customer Focus - Professionalism
Laboratory Technologists	- Product knowledge (equipment and apparatus) - Interpretation of investigations - Sample/specimen collection - Infection Control	- Analytical & Multitasking - Communication - Critical Thinking - Time management - Decision making
Laboratory Technicians	- Product knowledge (equipment and apparatus) - Interpretation of investigations - Sample/specimen collection - Equipment Handling and maintenance - Infection Control	- Analytical & Multitasking - Communication - Critical Thinking - Time management - Decision making
Pharmacy Technicians	- Pharmaceutical Product Knowledge - Drug Dosage and prescription knowledge - Drug Regulations and Compliance - Stock Management and Control	- Communication - Critical Thinking - Time management - Problem Solving - Professionalism
Patient Experience Officers	- Case Management - Hospital Services - Patient Administration - Research & Health Management - Strategy skills, Project management - Computer literacy	- Communication - Professionalism - Customer Focus - Problem Solving - Collaboration - Decision making
Midwives	- Emergency Obstetric Care (EMOC) - Cardiotocography (CTG) use and interpretation - Neonatal resuscitation & basic Life Support - Product knowledge - Computer knowledge	- Communication - Decision making - Compassionate - Observation & Collaboration - Time Management
General Nurses	- General Patient assessment and care - Diagnostic skills - Medication administration & Counselling - Basic Life Support & Cardiopulmonary Resuscitation (CPR) - Emergency Care, Patient Safety & Record keeping	- Collaboration & multitasking - Communication - Time management - Attention to Detail - Problem Solving - Decision making
Psychiatric Nurses	- Patient assessment and care - Diagnostic skills - Psychotic Medication administration	- Analytical & Communication - Multitasking & collaboration - Time management

Occupations	Technical Skills	Soft Skills
	- Rehabilitation, Counselling & Resource management - Basic Life Support & Cardiopulmonary Resuscitation (CPR)	- Attention to Detail - Problem Solving - Decision making
Family Nurse Practitioners	- Advanced patient assessment and care - Diagnostic tests & Drug Prescription - Minor Surgery - Basic Life Support & Cardiopulmonary Resuscitation (CPR) - Treatment Planning & Record keeping	- Critical Thinking - Multitasking & collaboration - Communication - Time management - Attention to Detail - Decision making
Orthopedic Technicians	- Patient handling, management and care - Product knowledge (equipment)	- Analytical & Communication - Critical Thinking - Multitasking & collaboration - Time management - Problem Solving
Nuclear Medicine Technicians	- Usage of standard Tech 99m (Technetium 99m procedures) - Radiation protection principles in nuclear medicine	- Critical Thinking - Multitasking & collaboration - Time management - Attention to Detail - Problem Solving - Decision making
Biomedical Equipment Technicians	- Product knowledge and care (equipment assembly and usage) - Resource management - Medical Equipment Repair	- Critical Thinking - Multitasking & collaboration - Time management - Problem Solving - Decision making
Cath Laboratory Technicians	- Product knowledge & ISO Standards - Radiation & Equipment Safety and Research - Ergonomics (Patient handling) & Basic Life Support - Application Knowledge & Infection Control - Diagnostic Imaging and reasoning	- Communication - Problem Solving - Collaboration & Analytical - Time Management - Decision making
Medical/Clinical Technologists	- Product knowledge & Imaging procedures - Interpretation of investigations - Sample/specimen collection and investigation - Medical Specimen, equipment handling and transport - Spill Management & Application Knowledge - Lab Information Management Systems (LIMS)	- Communication - Critical Thinking - Multitasking - Time management - Decision making - Problem Solving
Professionals		
Occupations	**Technical Skills**	**Soft Skills**
Pharmacists	- Clinical Practice - Product Knowledge - Stock Management and Control - Pharmaceutical Care Services - Legislative Compliance & Research	- Analytical & Collaboration - Communication - Critical Thinking - Time management - Attention to Detail
Laboratory Scientists (General)	- Quality Management (ISO 1589:2012) - Lab processes and procedures - Lab information systems	- Problem Solving - Communication - Critical Thinking - Analytical thinking - Time management
Environmental Health Officers	- Technical Report Writing - Project Management - Data Analysis	- Decision Making - Negotiation - Time Management

		- Problem Solving - People Management
Health Informatics	- ICD 10 Coding - Digital Health Literacy - Firewall Cyber Security - Data Protection Models - Programming	- Analytical & Collaboration - Collaboration - Time Management - Problem Solving - Professionalism - Communication
Trauma Nurses	- Basic Life Support & Intermediate trauma life support - Advanced Cardiac Life Support - ECG Interpretation - ABG (blood gas interpretation) - ICD 10 coding & Product knowledge	- Analytical & Collaboration - Time Management - Problem Solving - Communication - Attention to details
Theatre Nurses	- Basic Life Support & Intermediate trauma life support - Advanced Cardiac Life Support - ECG Interpretation - ABG (blood gas interpretation) - ICD 10 coding & Product knowledge	- Analytical & Collaboration - Time Management - Problem Solving - Professionalism - Communication
Ophthalmology Nurses	- Eye Assessment & Diagnostic ophthalmic tests - Ophthalmic surgical skills - Triage and manage patients - Prescribe and administer eye medications - Ophthalmic Equipment Handling and care	- Analytical & Communication - Multitasking & Collaboration - Attention to Detail - Problem Solving - Decision making
Palliative Care Nurses	- Basic Life Support - Pain management - Patient and family education	- Analytical & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Endocrinology Nurses	- Basic Life Support - Diabetic management - Product knowledge	- Analytical & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Orthopedic Nurses	- Basic Life Support & Advanced Cardiac Life Support - ECG Interpretation - Intermediate trauma life support - ABG (blood gas interpretation) - ICD 10 coding & Product knowledge	- Analytical & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Occupational Health Nurses	- Product knowledge - Environmental Assessment - Safety Compliance - Basic Life Support	- Analytical & Communication - Multitasking & Collaboration - Time management - Attention to Detail - Problem Solving - Decision making
Community Health Nurse	- Community assessment and diagnosis - Community based screening & Basic Life Support - Research (need assessment) - Holistic care planning - Monitoring and evaluation of care	- Analytical & Communication - Multitasking & Collaboration - Time management - Problem Solving - Decision making - Collaboration & Advocacy
Medical Doctors	- Diagnostic & Interpretation - Patient assessment, treatment and care	- Analytical & Communication - Critical Thinking

	- Minor and Major Surgery - Counselling, Monitoring & Research (clinical audits) - Basic Life Support, Advanced Cardiac Life Support (ACLS) & Emergency Life Saving Procedures	- Multitasking & Collaboration - Time management - Problem Solving - Decision making - Attention to detail
Physiotherapists	- Rehabilitation - Patient Care - Counselling - Monitoring and evaluation of care	- Analytical & Communication - Critical Thinking - Problem Solving - Decision making - Collaboration
Dietitians/Nutritionists	- Product knowledge - Assessment - Research	- Communication - Analytical thinking - Collaboration - Critical thinking - Attention to detail
Public Health Practitioners	- Public Health Care - Community assessment, diagnosis - Mass screening & Research (need assessment) - Holistic care planning - Monitoring and evaluation of care	- Analytical & Communication - Multitasking & Advocacy - Time management - Problem Solving - Decision making - Collaboration
Clinical Dietitians	- Nutritional Counselling - Patient Care - Monitoring and evaluation of care - Legal compliance	- Analytical & Communication - Multitasking & Collaboration - Time management - Problem Solving - Decision making
Paramedics	- Basic Life Support - Airway Breathing and Circulation (ABC) - Resuscitation	- Communication - Critical Thinking - Time management - Decision making - Collaboration & Multitasking
Matron/Senior Nursing Officer	- People Management - Planning & Budgeting - Resource Management and Allocation - Quality Assurance - Research & Health Economics	- Communication & mentoring - Critical Thinking - Multitasking & Collaboration - Time management - Problem Solving - Decision making & Advocacy
Ear, Nose & Throat Nurse	- Patient assessment and care - Diagnostic & Interpretation skills - Counselling & Evaluation of patient care - Product Knowledge	- Analytical & Communication - Multitasking & Collaboration - Time management - Problem Solving - Decision making - Attention to detail
Wound Care Nurse	- Product Knowledge and management (equipment) - Patient assessment, handling and care - Counselling - Infection control (equipment sterilisation) - Evaluation of patient care	- Analytical & Communication - Multitasking & Collaboration - Time management - Problem Solving - Decision making - Attention to detail
Therapeutic Radiographer	- Radiation Safety & Diagnostic Imaging - Therapeutic Interventions - Interpretation of Results	- Analytical & Communication - Critical Thinking - Multitasking & Collaboration

	- Radiotherapy & Product Knowledge - Basic Life Support - Application, equipment knowledge and consumables	- Problem Solving - Decision making
Diagnostic Radiographer	- Diagnostic imaging - Interpretation of results	- Analytical & Communication - Critical Thinking - Multitasking & Collaboration - Time management - Decision making
Biomedical Engineers	- Product knowledge & ISO Standards - Equipment Safety Knowledge - Radiation Safety - Engineering management systems - Research & Project Management	- Communication - Problem Solving - Collaboration - Time Management - Decision making
Medical Instrumentation Specialists	- Product knowledge, Management and Care - Handling and assembly	- Attention to detail - Analytical & Communication - Multitasking & Collaboration - Time management - Decision making
Hospital Administrators/ Managers	- Resource allocation and management - Planning - Product Knowledge	- Analytical & Supervision - Communication - Multitasking & Collaboration - Time management - Problem Solving - Decision making
Social Workers	- Counselling - Legislative Compliance - Assessment - Monitoring and evaluation	- Analytical & Communication - Critical Thinking - Multitasking & Collaboration - Problem Solving - Professionalism
Counsellors	- Counselling - Legislative Compliance - Assessment - Monitoring and evaluation	- Analytical & Communication - Critical Thinking - Time management - Problem Solving - Professionalism
Chaplain/Clergy	- Assessment - Spiritual Counselling - Monitoring and evaluation	- Analytical & Communication - Multitasking - Time management - Problem Solving - Collaboration
Medical Facilities/Healthcare Architects	- Facility planning and design - Health and Safety - Legislative Compliance - Risk assessment and mitigation - Programme & Engineering Management	- Analytical & Communication - Time management - Problem Solving - Decision making - Collaboration
Histotechnologists	- Diagnostic - Interpretation of Test Results - Product Knowledge	- Analytical & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Cytotechnologists	- Diagnostic - Interpretation of Test Results - Product Knowledge	- Analytical & Collaboration - Interpersonal Relations - Time Management

		- Problem Solving
		- Communication
Audiologists	- Diagnostic & Assessment - Interpretation of Test Results - Product Knowledge - Counselling - Monitoring and Evaluation	- Analytical & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Optometrists	- Optometry assessment, management and care - Diagnostic - Product knowledge, handling and care.	- Analytical & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Perfusionist	- Product knowledge - Basic life support - Blood gas interpretation	- Analytical & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Radiographers	- Radiation safety & Basic life support - Product knowledge & Echocardiography - Radiology Information System (RIS) administration - Pediatric Magnetic Resonance Imaging (MRI) imaging - Cath lab imaging & General X-ray knowledge - CT Imaging, clinical application & MRI imaging	- Analytical & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Sonographers	- Radiation safety & Basic life support - Equipment or product knowledge - RIS administration & Research - Interpretation of ultrasound scan - Obstetric ultra sound & general ultrasound	- Analysis - Emotional intelligence - Patient centered care - Adaptable and flexible
Case Managers	- Basic life support - ICD 10 Code & Clinical procedures - Billing procedures, Billing & Clinical audit - Documentation audit - Planning, monitoring & evaluation - Medico legal compliance	- Communication - Analytical - Time management - Collaboration - Decision making - Problem solving
Specialists		
Occupations	**Technical Skills**	**Soft Skills**
Anesthetists	- Basic Life Support - Advanced Cardiac Life Support - Ultrasound techniques - Nerve Block - Product knowledge	- Collaboration - Critical thinking - Decision making - Attention to detail - Communication
Pediatricians	- Basic Life Support - Advanced Cardiac & Trauma Life Support - Pediatric Life Support - Product & Computer knowledge - Research and data analysis	- Communication - Problem Solving - Critical thinking - Patient Centered
Oncologists	- Interpretation - Product & Computer knowledge - Safety & Waste Management - Counselling	- Collaboration & Analytical - Decision making - Attention to detail - Communication

	- Delivery of cancer treatment techniques	- Problem solving
General Surgeons	- Basic Life Support - Advanced Cardiac Life Support - Pediatric & Trauma Life Support - Product & Computer knowledge - Arthroplasty, Endoscopy & Electrocardiogram (ECG) - Hysteroscopy, Counselling & Diagnostics	- Communication - Critical thinking - Collaboration - Analytical Thinking - Attention to detail - Decision Making
Radiologists	- Interpretation of images - Diagnostic - Interventional - Technology and clinical application knowledge - Research	- Analytical & Communication - Critical thinking - Decision Making - Collaboration & Innovation - Problem Solving
Critical Care Nurses	- Basic Life Support - Advanced Cardiac & Trauma Life Support - Pediatric Life Support - Product & Computer knowledge - Blood gas analysis & Equipment Handling	- Critical thinking - Collaboration - Decision making - Attention to detail - Communication
Pediatric surgeons	- Assessment & Diagnostic - Theatre skills, Infection Control & Counselling - Interpretation of Results - Pediatric management and care - Product knowledge and care - Legal compliance	- Attention to detail - Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Neurosurgeons	- Assessment & Diagnostic - Theatre, Infection Control & Counselling - Interpretation of Results - Product knowledge and care - Patient Management & Legal compliance	- Attention to detail - Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Cardiovascular surgeons	- Assessment, Diagnostic & Theatre - Infection Control & Counselling - Interpretation of Results - Product knowledge, Patient Management and care - Legal compliance & Monitoring and Evaluation	- Attention to detail - Organisation skills - Collaboration - Time Management - Communication
Obstetrics and Gynecology Specialists	- Assessment, Diagnostic & Theatre skills - Infection Control & Counselling - Interpretation of Results - Product knowledge & Patient Management and care - Legal compliance & Monitoring and Evaluation	- Attention to detail - Analytical & Collaboration - Time Management - Problem Solving - Communication
Microbiologists	- Diagnostic & Assessment - Research - Interpretation of Results - Product knowledge	- Attention to detail - Time Management - Problem Solving - Professionalism - Communication
Psychiatrists	- Assessment, Diagnostic & Interpretation of Results - Risk, Patient Management and care - Counselling - Product knowledge & Legal compliance - Monitoring and Evaluation	- Attention to detail - Time Management - Problem Solving - Professionalism - Critical Thinking - Communication
Virologists	- Diagnostic Assessment - Research	- Attention to detail - Analytical & Communication

	- Interpretation of Results - Product knowledge	- Organisation skills - Time Management - Problem Solving
Pediatric Intensive Care Nurses	- Basic Life Support - Advanced Cardiac & Trauma Life Support - Pediatric Life Support - Product & Computer knowledge - Perfusion & Blood gas analysis - Clinical application knowledge	- Collaboration - Critical thinking - Decision making - Attention to detail - Communication
Neo-natal Intensive Care (NIC) Specialised Nurses	- Basic Life Support - Pediatric, Advanced Cardiac & Trauma Life Support - Product & Computer knowledge - Perfusion & Blood gas analysis - Clinical application knowledge	- Collaboration - Critical thinking - Decision making - Attention to detail - Communication
Anesthetic Nurses	- Advanced Cardiac Life Support (ACLS) - Pain management - Airway management. - Cardiopulmonary Resuscitation (CPR)	- Analytical & Communication - Collaboration - Time Management - Problem Solving - Professionalism
Perfusionists (Nurse Technicians)	- Basic Life Support - Product Knowledge - Patient Management and care - Equipment Handling and care	- Analytical & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Theatre Nurses (cardiac and urology)	- Patient preparation, assessment (Diagnostic) & care - Medication administration - Theatre skills - Counselling - Evaluation of patient care	- Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
ICU Nurses	- Advanced cardiac life support (ACLS) - Patient & Critical care - Life support & Cardiopulmonary resuscitation (CPR) - Trauma management & Medical Telemetry - Patient / Family education and instruction	- Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Cardiac Nurse	- Patient assessment and care & Diagnostic - Basic Life Support & Cardio Pulmonary Resuscitation (CPR) - Medication administration & Theatre skills - Counselling & Evaluation of patient care	- Analytical & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Child Health Nurse / Pediatric nurses	- Patient assessment and care & Diagnostic - Basic Life Support - Counselling & Legislative compliance - Evaluation of patient care - Product knowledge, handling and care (equipment)	- Advocacy & Collaboration - Time Management - Problem Solving - Critical Thinking - Communication - Decision making
Neonatal Care Nurses	- Neonatal resuscitation - Basic Life Support and Pediatric Life Support - Product knowledge - Computer knowledge	- Collaboration - Critical thinking - Decision making - Attention to detail - Communication
Lactation and Mother Care Nurses	- Advanced Patient care & assessment of lactation needs	- Analytical & Collaboration - Time Management

	- Diagnostic & Counselling - Product Knowledge - Monitoring and Evaluation	- Problem Solving - Communication - Decision making
Cath Lab Care Nurses	- Patient Safety & Care Coordination - Ergonomics (Patient handling) - Diagnostic Reasoning - Radiation Safety & Basic Life Support - Product Knowledge	- Communication - Attention to detail - Problem Solving - Collaboration - Time Management - Multitasking & Analytical
Coronary Care Nurses	- Patient assessment and care & Diagnostic - Basic Life Support - Cardio Pulmonary Resuscitation (CPR) - Medication administration - Counselling & Evaluation	- Communication & Analytical - Collaboration - Time Management - Problem Solving - Decision making
Geriatric Nurses	- Patient assessment and care & Diagnostic skills - Counselling, Rehabilitation & Palliative Care - Medication administration - Evaluation of patient care - Infection Control	- Advocacy & Collaboration - Time Management - Problem Solving - Analytical & Communication - Decision making
Renal/Nephrology Nurses	- Patient assessment and care & Diagnostic skills - Counselling, Rehabilitation & Palliative Care - Medication administration - Evaluation of patient care - Infection Control	- Collaboration - Time Management - Problem Solving - Communication - Decision making
Oncology Nurses	- Basic & Advanced Cardiac Life Support - Pediatric & Advanced Trauma Life Support - Advanced Trauma Life Support - Product & Computer knowledge - Perfusion, Blood gas analysis & Waste disposal - Radiation therapy & Chemo pharmacology basics - Cancer patient follow up skills	- Collaboration - Critical thinking - Decision making - Attention to detail - Communication - Collaboration - Time Management
Medical Oncologists	- Chemotherapy - Basics for emergency medicine	- Critical thinking - Collaboration - Communication
Surgical Oncologists	- Assessment, Diagnostic & Interpretation of results - Theatre, Infection Control & Counselling - Product knowledge and care - Patient Management and care - Legal compliance & Monitoring and Evaluation	- Attention to detail - Collaboration - Time Management - Problem Solving - Critical Thinking - Communication
Radiation Oncologists	- Basics of 3D treatment technique - Radiation safety - Radiobiology	- People management - Presentation - Communication
Oncology Clinical Pharmacists	- Product Knowledge & Formularies - Medication Safety & Regulatory knowledge - Patient Safety, Infection Control & Research - Waste Management - Pharmacokinetics, Palliative care & Toxicity monitoring	- Attention to detail - Analytical & Multitasking - Time Management - Communication - Decision making
Clinical pharmacists	- Regulatory knowledge - Product Knowledge & Formularies - Medication Safety & Regulatory knowledge	- Attention to detail - Analytical & Problem Solving - Professionalism

	-	Patient Safety, Infection Control & Research	-	Critical Thinking
	-	Waste Management, Pharmacokinetics & Toxicity monitoring	-	Communication
			-	Decision making
Nutritional Support Pharmacists	-	Regulatory, Product Knowledge & Formularies	-	Attention to detail
	-	Medication & Patient Safety	-	Time Management
	-	Regulatory knowledge, Infection Control & Research	-	Problem Solving
	-	Waste Management, Pharmacokinetics	-	Critical Thinking
	-	Knowledge of Specialised Nutrition Support	-	Decision making
	-	Genetics & Toxicity monitoring	-	Multitasking
Intensivists	-	Advanced Cardio & Vascular life support	-	Attention to detail
	-	Basic life support	-	Analytical & Collaboration
	-	Pediatric life support	-	Interpersonal Relations
	-	Advanced & Trauma life support	-	Time Management
	-	Adult life support	-	Problem Solving
Maxillofacial Specialists	-	Infection Control	-	Analytical & Collaboration
	-	Patient Management and care	-	Interpersonal Relations
	-	Prosthodontics & Medico legal	-	Time Management
	-	3D Imaging and modelling	-	Problem Solving
	-	Facial Prosthesis & Implant treatment	-	Decision making
Urologists	-	Diagnostic & Interpretation of results	-	Analytical & Communication
	-	Product Knowledge	-	Time Management
	-	Counselling, Patient Management and care	-	Problem Solving
	-	Infection Control & Theatre	-	Professionalism
			-	Critical Thinking
Nephrologists	-	Transplantation management	-	Attention to detail
	-	Management of dialysis & emergencies	-	Collaboration
	-	Extra corporeal therapies	-	Time Management
	-	Neurosurgery instrumentation	-	Problem Solving
	-	Pre and post management of neurosurgical procedures & emergencies	-	Critical Thinking
			-	Communication
Clinical Pathologists	-	Human Physiology & Anatomy	-	Attention to detail
	-	Laboratory & Molecular analysis	-	Time Management
	-	Hematology, Diagnostics & Laboratory safety	-	Problem Solving
	-	Medico legal, Research & Ethics	-	Critical Thinking
	-	Biostatistics, Product & Application Knowledge	-	Communication
Medical Physicists	-	Biological Processes	-	Analytical & Collaboration
	-	chemical techniques	-	Organisation skills
	-	Research and Ethics	-	Time Management
	-	product knowledge	-	Problem Solving
	-	Application knowledge	-	Critical Thinking
Cytologists	-	Medical Research	-	Analytical
	-	Molecular assessment and analysis	-	Collaboration
	-	Medico legal	-	Time Management
	-	Biostatistics/Bioinformatics	-	Problem Solving
	-	Product & Application Knowledge	-	Critical Thinking
Biochemists	-	Biological Processes	-	Attention to detail
	-	Chemical techniques	-	Analytical
	-	Research and Ethics	-	Time Management
	-	Product knowledge	-	Critical Thinking
	-	Application knowledge	-	Communication
Nuclear Pharmacists	-	Regulatory, Product & Regulatory Knowledge	-	Attention to details
	-	Formularies	-	Collaboration

	- Medication & Patient Safety - Pharmacokinetics, Research and Ethics - Knowledge of nuclear Medicines	- Time Management - Critical Thinking - Communication
Speech Therapists	- Counselling & Diagnostic - Speech dysfunction Rehabilitation - Cognitive Therapy & Injury rehabilitation - Application & Product Knowledge - Medico legal Compliance	- Attention to detail - Analytical & Collaboration - Time Management - Critical Thinking - Communication
Prevention Medicine Specialists	- Counselling & Research - Diagnostic, Patient assessment & care Risk assessment & mitigation - Emergency medical treatment - Medico legal compliance	- Communication - Analytical - Problem solving - Time management - Decision making
Occupational Medicine Practitioner	- Product knowledge - Environmental / workplace assessment - Risk management & control - Basic life support - Medico legal compliance	- Communication - Analytical - Collaboration - Problem solving - Decision making
Infection Prevention Specialist	- Medico legal Compliance & Contract Management - Sample Collection - Infection Management and Control - Diagnostic, Patient assessment and care - Treatment and Management of Infectious Diseases	- Collaboration - Interpersonal Relations - Time Management - Problem Solving - Communication
Oncology Social Workers	- Palliative Care & Pain Management - Family Support - Assessment & Counselling - Understanding of Chemotherapy - Medico legal compliance	- Attention to detail - Collaboration & Analytical - Communication - Problem Solving - Professionalism
Occupational Therapists / Ergo-therapists	- Ergonomics - Insurance and workman compensation & Legal Compliance - Mental dysfunction Rehabilitation & Cognitive Therapy - Physical injury rehabilitation - Social Marketing, Application & Product Knowledge	- Attention to detail - Collaboration & Analytical - Problem Solving - Professionalism - Communication & Mentoring
Sports Psychologists	- Counselling, Patient Management & Group Dynamics - Life skills & Stress Management - Research, Assessment & Case Management - Community Mobilisation & Social Marketing - Rehabilitation, Body/Human Physiology, Nutrition & Kinetics	- Analytical - Time Management - Professionalism - Critical Thinking - Communication - Flexibility & Mentoring
Career Psychologists	- Counselling, Patient Management & Life skills - Stress Management & Group Dynamics - Education Research & Assessment - Community Mobilisation & Career Guidance - Social Marketing & Rehabilitation	- Attention to detail - Analytical - Problem Solving - Professionalism - Communication & Mentoring
Bioinformatics	- Research - Programming - Application Knowledge - Genetics - Immunology	- Attention to detail - Analytical - Communication - Time Management - Problem Solving
Genetic Counsellors	- Counselling	- Collaboration & Mentoring

Occupations	Technical Skills	Soft Skills
	- Genetics & Stress Management - Family Support & Community Mobilisation - Social Marketing - Research, Assessment & Case Management	- Problem Solving - Professionalism - Critical Thinking - Communication
Clinical Psychologists	- Counselling, Patient Management & Life skills - Stress Management & Group Dynamics - Research, Assessment & Case Management - Community Mobilisation - Social Marketing & Rehabilitation	- Attention to detail - Analytical & Collaboration - Problem Solving - Professionalism - Communication & Mentoring
Medical Economists	- Research - Project Management - Monitoring and Evaluation - Planning & Budgeting - Forecasting/Projection	- Analytical - Critical Thinking - Problem Solving - Collaboration
Healthcare Economists	- Research - Project Management - Monitoring and Evaluation	- Analytical - Critical Thinking - Problem Solving - Collaboration
Anesthetic Lecturers	- Anesthetic - Counselling - Teaching	- High level of concentration - Attention to detail - Communication
Infection Prevention and Control Nurses	- Infection Prevention, Management and Control - Patient assessment, Risk assessment mitigation - Legislative compliance - Epidemiology and surveillance - Emerging technologies & Quality Assurance	- Analytical & Collaboration - Problem Solving - Critical Thinking - Communication - Decision making
Psychotherapists	- Counselling - Psychometry - Patient Management - Research - Cognitive behavior therapy	- Analytical & Collaboration - Interpersonal Relations - Professionalism - Critical Thinking - Communication
Geriatric Pharmacists	- Regulatory, Product & Regulatory Knowledge - Formularies - Medication & Patient Safety - Infection Control & Research - Pharmacokinetics and Pharmacodynamics in adults	- Attention to detail - Collaboration - Professionalism - Critical Thinking - Communication

Digitization

Occupations	Technical Skills	Soft Skills
Health Informatics	- ICD 10 Coding - Digital Health Literacy - Firewall Cyber Security - Data Protection Models - Programming	- Analytical & Collaboration - Time Management - Problem Solving - Professionalism - Communication
Medical informatics	- Clinical informatics - Public health informatics and bioinformatics - Health analytics practice	- Analytical - Collaboration - Communication
Medical Record Officers	- ICD Coding - IPMS – integrated Patient Management System	- Communication - Attention to detail - Collaboration
Ward Secretary/Clerk	- ICD Coding - IPMS – integrated Patient Management System	- Communication - Attention to detail

		- Collaboration
Digital skills		
Occupations	**Technical Skills**	
Telemedicine	- Tele radiology - Tele pathology - Tele-ICU	
Radiology	- Interventional radiology and percutaneous techniques	
Vascular Surgery / Cardiology/ Cardiac Surgery	- Endovascular techniques	
Cardiology	- Electrophysiology	
Endoscopic surgery / Radiologist & Gastro-entologist	- Endoscopic ultrasound	
Gastroenterologist & Hepatobiliary surgeons	- Endoscopy Retrograde Cholagio-Pancreatography (ERCP)	
Chiropractor practitioners	- Anatomy - Muscular skeletal Disease knowledge	
General Surgeons / Obstetricians & Gynecologists	- Laparoscopy surgery - Natural Orifice transluminal endoscopic surgery(NOTES) - Paroral Endoscopic Myotomy (POEM)	
Ophthalmology	- Vitreo Retina surgery	
Future skills		
Occupations	**Technical Skills**	**Soft Skills**
Child psychologist	- Child psychology knowledge - Child development milestones - Psycho therapy	- Communication - Collaboration - Attention to detail - Critical thinking - People management
Neuro psychologists	- Neuro Psychology knowledge	- Communication - Collaboration - Attention to detail - Critical thinking - People management
Podiatrists	- Foot care - Knowledge in foot diseases and their management	- Communication - Collaboration - Attention to detail - Critical thinking
Orthodontists	- Knowledge of anatomy	- Communication - Collaboration - Attention to detail - Critical thinking
Pediatric dentists	- Knowledge of pediatric dentistry	- Communication - Collaboration

Occupation	Technical Skills	Soft Skills
		- Attention to detail - Critical thinking
Periodontists	- General dentistry - Gums disease knowledge	- Communication - Collaboration - Attention to detail - Critical thinking
Prosthodontist	- General dentistry - Knowledge about dentures crowns and their indications	- Communication - Collaboration - Attention to detail - Critical thinking
Colorectal surgeons	- General surgeon skills - Surgical skills (for specific condition)	- Communication - Collaboration - Attention to detail - Critical thinking
Pediatric cardiac surgeons	- Knowledge of general surgery - Pediatric cardiac surgery	- Communication - Collaboration - Attention to detail - Critical thinking
Plastic and reconstructive surgery	- Knowledge of general surgery - Plastic surgical skills	- Communication - Collaboration - Attention to detail - Critical thinking
Transplant surgery (renal, cardiac, liver, pulmonary lung)	- General surgery - Knowledge of specific transplant surgery	- Communication - Collaboration - Attention to detail - Critical thinking
Cardiac anesthesiology	- General anesthesia - Knowledge in Cardiac anesthesiology	- Communication - Collaboration - Attention to detail - Critical thinking
Rheumatology	- General medicine - Internal medicine skills - Rheumatology skills	- Communication - Collaboration - Attention to detail - Critical thinking
Fetomaternal medicine	- Diagnostic & treatment	- Communication - Collaboration - Attention to detail - Critical thinking
Uroganaecology	- Assessment, Diagnostic & treatment	- Communication - Collaboration - Attention to detail - Critical thinking
Pulmologist	- Assessment, Diagnostic & - Treatment (of lung conditions)	- Communication - Collaboration - Attention to detail - Critical thinking

Redundant Jobs & Skills

Occupations	Technical Skills	Comment
Hospital Orderly	- Feeding & bathing patients - Patient centered care - Communication	- Skill has been accommodated in Health Care Auxiliary / Health Care Assistants

X-ray Attendants	- Imaging skill	- Skill has been accommodated within Radiography Officers

CREATIVE INDUSTRIES SECTOR

Technicians

Occupations	Technical Skills	Soft Skills
Light Engineer	- Creativity - Mathematical - Endurance - Aural - Recording	- Cognitive Flexibility - Judgement and Decision Making - People Skills - Endurance - Self-Motivation - Emotional Intelligence
Music Arranger	- Music Theory - Methodical and Organized - Visionary Thinker - Production.	- Adventure - People Focus - Self-Drive - Attention to Detail - Patience and Resilience - Time Management
Industrial Designer	- Engineering Design, - Numeracy and Computer - Material Properties - Analytical - Artistic Ability - Mechanical	- Communication, - Creativity - Attention to Detail - Teamwork - Time Management - Coping Under Pressure
Computer Aided Designer	- Engineering Design, - Numeracy and Computer - Material Properties	- Adventure - Creativity & Focus - Attention to Detail - Teamwork - Patience and Resilience - Time Management - Coping Under Pressure
Sound Engineer	- Understanding Mathematical Concepts - Endurance - Aural - Recording - Digital Literacy	- Creativity - Attention to Detail - Responsiveness - People Skills - Communication - Networking.
Stage Designer	- Imagination - Communication Through Technical Drawing and Model Making, - Designing - Visual Arts - Production Adventure	- Time Management - Self-Drive - Attention to Detail - Teamwork - Patience and Resilience
Digital Designer	- Graphics - Computer Animations - Mock-ups and Prototypes - Improvement to Graphics - Test Designs	- Business Acumen - Creativity - Emotional Intelligence - Critical Thinking - Computational Thinking - Networking.

Animator	- Creativity and Imagination - Computer Literacy - Story Telling, - Artistic Talent, - Story Board, - 2D Drawing,	- Adventure - Focus - Self-Drive - Attention to Detail - Time Management - Coping Under Pressure

Professionals

Occupations	Technical Skills	Soft Skills
Music Producer	- Research - Directing - Recording - Sound Mixing - Digital Audio - Sound Engineering - Editing, - Multimedia - Understanding Music Instruments	- Adventure - Focus - Self-Drive - Attention to Detail - Patience and Resilience - Time Management - Coping Under Pressure
Copyright Specialist	- Planning and Coordination, - Interpretation of Policies and Procedures - Written and Oral Communication - Computer and Software Knowledge	- Communication - Visionary - Problem Solving - Emotional Intelligence - Critical Thinking - Judgement & Decision Making - Attention to Details.
Curator	- Written and Verbal Communication - Organisational skills - Presentation - Project Management - Fundraising - Museum Database - Information and Communication Technology	- People Skills - Creativity - Self-Motivation - Ability to Accept Criticism - Self-Awareness - Marketing - Critical Thinking
Illustrator	- Drawing, - Information Technology (IT) - Creativity and Imagination - Story-Telling - Sketching - Digital Media - Printing	- Attention to Detail - Responsiveness - Judgement & Decision-making - People Skills - Patience and Concentration - Persuasion
Author/Creator	- Research - Organisational - Editing, - Writing, - Analytical - Language - Creativity	- Communication, - Listening - Creativity - Time Management - Accuracy - Vision.
Script Writer	- Literature - History - Research & Storytelling - Proof-Reading	- People Skills - Communication - Creativity - Self-Motivation

	Technical Skills	Soft Skills
	- Composition & Imaginative - Film & Video Making - Language & Script Writing	- Ability to Accept Criticism - Critical Thinking
Digital Archivist	- Digital File Formatting - Electronic Records Management - Systems Analysis & Data Storage Methods - Digital Preservation - Archival theory and Best Practices - Planning and Managing Programs - Copy Right & Standards	- Communication - Creativity - Problem Solving - Emotional Intelligence - Critical Thinking - Judgement/Decision-making - Team Work/Team Player
Film Director	- Research & Analysis - ICT/ Computing - Production & Editing Software - Broadcasting & Interpretation - Organisational & Marketing - Cinematography - Project Management	- People Skills - Communication, - Creativity - Attention to Detail - Observation & Listening - Time Management - Business Acumen
Radio Director	- Research & Analysis - ICT, Computing, Editing Software - Production & Marketing - Interpretation, - Broadcasting - Project Management	- People Skills & Listening - Creativity - Attention to Detail - Time Management - Business Acumen - Problem Solving - Communication

Managers

Occupations	Technical Skills	Soft Skills
Arts Manager	- Artistic, Art/Design Software - Information and Communications Technology (ICT) - Database Management - Event Management, - Data Analysis - Project Management - Marketing	- Leadership - People Skills - Communication - Vision, Business Acumen - Emotional Intelligence - Critical Thinking - Judgement & Decision-making

AGRICULTURE

Crafts and Trades (Artisans)

Occupations	Technical Skills	Soft Skills
Bee processor	- Bee keeping and capturing - Management of bee hive - Process honey - Bee wax processing - Harvesting bee jelly, pollen and venom	- Detail oriented - Patience - Communication - Networking

Coded Welders	- Welding configuration - Standards and conformity systems - Pressure vessel welding	- Communication skills - Analytical skills - Team work - Problem solving
Artisan-Seamer Machine Specialist	- Trouble shoot seamer - Care and maintenance of seamer	- Writing - Communication - Interpersonal - Analytical - Multitasking
Artisan-Boiler Specialist	- Knowledge of required tools and equipment - Knowledge of standard procedures. - Interpretation of manufacturer's specifications and manuals	- Teamwork - Communication - Problem solving - Negotiation - Time management
Artisan-Mechanical	- Repair mechanical plants & equipment - Routine service of conveyer belts - Knowledge of required tools and equipment - Knowledge of standard procedures. - Interpretation of manufacturer's specifications and manuals	- Teamwork - Communication - Problem solving - Negotiation - Time management
Technicians		
Fish technical officer	- Data collection, handling & analysis - Basic fish breeding & management - Basic fish feed formulation - Scientific report writing	- Presentation - Communication - Analytical
Bee keeper	- Data collection, handling & analysis - Basic bee breeding & management - Basic bee feed formulation - Farm management - Bee products & value end edition	- Presentation - Communication - Analytical
Meat inspectors	- Meat inspection - Sampling - Carcass grading - Pathological assessment - Report writing	- Interpersonal skills - Communication
Instrument Technicians	- Operation and Maintenance of Analytical Laboratory Equipment - Controls and Instrumentation - Programmable Logic Controller (PLC) programming - Temperature controls - Instrument controls	- Teamwork - Time Management - Analytical Skills - Innovative - Assertiveness - Interpersonal Skills
Professionals		
Agronomist	- Grain physiology - Crop phenology - Crop husbandry - Farming systems - Record management	- Communication - Attention to detail - Analytical - Leadership - Interpersonal
Seed technologist	- Seed production - Seed identification	- Communication - Attention to detail

	- Seed processing - Seed certification - Record management	- Analytical - Leadership - Interpersonal
Post-harvest technologist	- Food processing - Food technology - Post- harvest pest & diseases control - Crop yield maximization - Record management	- Communication - Attention to detail - Analytical - Leadership - Interpersonal
Soil scientist	- Data collection & analysis - Soil physics - Soil genetics - Experimental and practical work - Record management	- Communication - Attention to detail - Analytical - Leadership - Interpersonal
Horticulturalist	- Botany - Micro biology - Environmental science - Hydroponics - Record management	- Communication - Analytical - Leadership - Interpersonal - Planning
Agrochemical specialist	- Knowledge of fertilizers and seeds - Knowledge of pesticides and herbicides - Risk assessment - Record management - Information technology	- Problem solving - Attention to detail - Analytical - Leadership - Interpersonal
Weed scientist	- Research - Plant anatomy and physiology - Soil science - Plant ecology - Herbicides	- Analytical - Problem solving - Teamwork - Leadership - Innovative - Assertiveness
Animal scientist	- Research - Reproductive physiology - Animal nutrition - Feed formulation - Scientific report writing	- Presentation - Communication - Analytical - Entrepreneurship skills
Animal bio statistician	- Research - Policy & strategy development - Scientific report writing - Writing skills	- Presentation - Communication - Analytical
Aqua culturist	- Research - Data handling & analysis - Policy & strategy development - Water quality - Scientific report writing	- Presentation - Communication - Analytical
Fish pathologist	- Aquatic health - Water quality - Data handling & analysis - Policy & strategy development - Scientific report writing	- Presentation - Communication - Analytical
Entomologist	- Insect Identification - Anatomy and Physiology - Pest Management - Geographic Information System	- Innovative - Assertiveness - Presentation - Communication

	- Bioassays - Research	- Analytical
Bee pathologist	- Research - Bee health - Data handling & analysis - Policy & strategy development - Scientific report writing	- Presentation - Communication - Analytical
Nutritionist	- Food nutrition - Nutraceutical (food for medication) - Animal science	- Interpersonal skills - Teamwork - Communication
Social researcher	- Research - Data handling - Analytical - Report writing	- Presentation - Creativity
Monitoring & evaluation specialist	- Research - Data handling - Analytical - Report writing	- Presentation - Creativity
Gender specialist	- Policy formulation process - Monitoring & evaluation - Gender dynamics across sectors - Report writing	- Interpersonal - Communication - Presentation
Veterinarians	- Diagnose & treat animal diseases - Disease surveillance - Pathology assessment - Telemedicine - Interviewing	- Communication - Leadership - Problem solving - Analytical - Presentation
One health specialist	- health of people, animals and ecosystems - Food safety - Food risk management - Environmental risk analysis - Advanced statistical methods - Report writing	- Communication - Teamwork - Leadership - Problem solving - Analytical - Presentation
Food safety specialist	- food safety regulation - sample testing - international trade - Report writing	- Interpersonal - Communication - Problem solving - Leadership
Veterinary pathologist	- Disease diagnosis - Various instrument understanding - Report writing	- Interpersonal - Communication - Problem solving
Veterinary epidemiologist	- Veterinary economics - Disease control measures - Strategy development - Disease modelling - Disease surveillance principles	- Communication - Problem solving - Analytical
Wildlife specialist	- Wildlife medicine - Wildlife behavior knowledge - Disease surveillance - Report writing	- Communication - Problem solving - Analytical

Scientific officer - Chemistry	- Analytical chemistry - Statistical skills - Test validation - Report writing	- Communication - Problem solving - Analytical
Scientific Officer- Microbiology	- Analytical biology - Data Analysis - Test validation - Report writing	- Communication - Problem solving - Analytical
Animal welfare specialist	- Animal behavior - Policy development - Socio economic assessment - Animal welfare risk assessment - Report writing	- Communication - Problem solving - Analytical
Food Technologist	- Knowledge of Micro -Organism in Food - Quantitative Risk Assessment - Predictive Food Microbiology	- Innovativeness - Critical Thinking - Analytical Thinking - Results Focused
Molecular biologist/geneticist	- DNA sequencing - Genomic analysis - Bioinformatics	- Teamwork - Leadership - Analytical skills - Innovative - Assertiveness
Industrial biotechnologist/ microbiologist	- Knowledge of microorganism in large scale production - Resource conservation - Environmental conservation - Industrial processes	- Teamwork - Leadership - Analytical skills - Innovative - Assertiveness
Senior Researcher, Green Chemistry	- Design Chemical Products - Knowledge of Hazardous Substances	- Teamwork Leadership - Analytical Skills - Innovative - Assertiveness
Food Technology Specialist	- Development and manufacturing processes - Recipes of food and drink products - Thermal processes	- Leadership - Analytical - Innovative - Assertiveness
Senior Researcher, Analytical Chemistry	- Analytical Separation methods - Use of instruments - Composition and structure of matter.	- Teamwork - Analytical - Innovative - Assertiveness
Process Engineer	- Chemical and biochemical processes - Process Design - Industrial food processing	- Project Management - Teamwork - Leadership - Analytical Thinking
Biotechnologists (agriculture)	- Tissue culture - Knowledge of different biochemical tests - Flow cytometry - Molecular analysis - Microscopy	- Teamwork - Leadership - Analytical - Innovative - Assertiveness
Animal Reproduction Physiologists	- Assisted reproduction techniques - Pregnancy diagnosis - Animal anatomy and physiology	- Teamwork - Leadership - Analytical - Innovative

		- Assertiveness
Manufacturing Engineer	- Product design - Operating integrated systems (robots, machine tools) - Product development - Technology transfer - Commercialization	- Project management - Teamwork - Leadership - Analytical thinking
Geographical Information System & Remote Sensing Scientist	- Image processing and interpretation - Geographic Information System - Spatial analysis - Mapping	- Teamwork - Leadership - Analytical skills - Innovative - Assertiveness
Plant Pathologist	- Plant anatomy and physiology - Plant diseases treatment and control - Laboratory diagnostics - Research - Ecology	- Teamwork - Analytical skills - Innovative - Assertiveness - Problem solving
Meat Scientist	- Animal handling - Anatomy and physiology - Meat characterization - Ultrasound scanning - Knowledge of nutrition, breeding and handling on meat quality	- Teamwork - Leadership - Analytical skills - Innovative - Assertiveness
Fodder/Pasture Agronomist	- Plant anatomy and physiology - Soil science - Equipment calibration - Fodder crop management system - Precision agriculture	- Teamwork - Leadership - Analytical skills - Innovative - Assertiveness -

TRANSPORT AND LOGISTICS

Crafts, Trades & Artisans

Occupations	Technical Skills	Soft Skills
Bus Driver/ Operator	- Occupational Health and Safety - Defensive Driving	- Customer relations
Truck Drivers	- Extra Heavy Duty Driving; Defensive Driving - Professional Driving Permits - Safety Health and Environment (SHE) - Basic Mechanics, Information Data Interpretation - Cross Boarder Requirements, - Navigation, Risk Management - Understanding of Narcotics Regulations,	- Teamwork, - Time Management, - Customer Service, - Concentration, - Working under minimum Supervision
Bulk Vehicle Operator (Hazardous)	- Safe Vehicle Operation - Conveyancing of Dangerous Goods - Emergency Response Plan - Basic First Aid and Fire fighting	- Customer Service - Interpersonal Skills - Time Management
Track Welders	- Specialized rail track welding – arc welding of rail defects - Exothermic Welding of rails - Flush butt welding of rails - Computer Literacy	- Planning - Organising - Decision making

Occupations	Technical skills	Soft Skills
	- Arithmetic & Aesthetics Skills	
Rail Artisan	- Locomotive Fitter - Carriage and Wagon Artisans - Automotive electrician - Computer Literacy - Arithmetic Skills	- Team orientation - Communication - Supervisory skills
Track Master	- Rail track construction - Maintenance - Surveying - Computer Literacy - Arithmetic Skills	- Team orientation - Communication - Supervisory skills - Planning and Organisation
Pilots	- Flight Path Management Automation (FPA) - Flight Path Management Manual (FPM) - International and Local Flight Regulations	- Communication skills. - Observational skills. - Problem-solving skills. - Quick reaction time
Flight Aviation Officer	- Flight Procedure - Safety Standards - International and Local Flight Regulations	- Communication - Problem Solving - Teamwork - Attention to Detail

Services and Sales Workers

Occupations	Technical skills	Soft Skills
Sales Personnel	- Sales Procedures - Understanding of Product - Pricing - Advertising - Transport Operations - Reporting and Presenting	- Communication - Attention to Detail
Logistics Officer	- Rail Logistics - Systems knowledge	- Negotiation - Problems solving - Adaptability - Organization, - Analytical skills
Heavy Duty Training Instructor	- Training of Trainers - Assessor and Moderator Certification - CEVET - Computer literacy - Arithmetic	- Communication & Presentation skills - Problem solving - Attention to detail - Planning and organizing - Analytical skills
Permanent Way Inspectors	- Railway track construction and maintenance - Surveying - Computer literacy	- Communication, - Supervisory skills
Design Technician	- AutoCAD drafting Design software	- Communication skills

Managers

Occupations	Technical skills	Soft Skills
Transport/Operations Managers	- Transport Operations - SHE - Tracking & Booking Software - Fleet Management & Route Planning - Goods Handling Procedures - BOBS Procedures	- Time Management - Customer Service - Negotiation
Customs Clearance Managers	- Customs Clearance Procedures - Knowledge in Trade Agreements	- Time Management - Customer Service

	- Goods Handling Procedures - BOBS Procedures - Knowledge of Customs Management System	- Negotiation - Communication.
Sales Manager	- Sales Procedures - Understanding of Product - Pricing - Advertising - Transport Operations - Reporting and Presenting	- Communication - Attention to Detail - Leadership - Management
Process Improvement	- Process automation - Data analysis	- Change management - Solutions implementation
Port Manager	- Sea and inland ports management - Computer Literacy - Project Management	- Financial acumen - Leadership - Management
Warehousing and Logistics Manager	- Inventory Management & Distribution - Dry port management - Seaport Management - Rail logistics - Data analysis	- Interpersonal skills, - Problem solving, - Financial acumen, - Time management, - Planning and Organising.
Technicians		

Occupations	Technical Skills	Soft Skills
Auto Mechanics	- Service Requirements - Fault Finding and Address - Knowledge of Auto Software - Risk Management	- Customer Service - Attention to Detail - Time Management - Ability to Work Under Pressure - Working under minimum Supervision
Truck Scheduler	- Computer Literacy - Trucking Logistics - Knowledge of Customs Regulations - Fleet Management - Navigation - Risk Management	- Communication - Ability to Work Under Pressure - Time Management - Relationship Building & Networking - Leadership & Marketing
CAD Technician/ Draughtman	- Architectural skill - Graphic & Product design - Building information modelling - Arithmetic - Computer literacy	- Organising - Time management, - Communication
Professionals		

Occupations	Technical Skills	Soft Skills
Transportation Safety Manager/Administrator/ Officer	- Traffic safety management - Transportation Safety Administration - Program/strategy development	- Stakeholder management - Relationship building - Analytical and conceptual,
Traffic Safety Engineers	- Traffic Safety Engineering - Road Safety Audit	- Negotiation - Collaboration - Stakeholder management
Traffic Safety Analyst	- Transport Data Analysis	- Negotiation

	- Research - Writing - Computer	- Communication - Interviewing
Gateway Operations	- Trade Compliance - Customs Regulations and documents - Import & Export, Classification - Tracking & Third Party Logistics - Computer Literacy - Workflow Automation - Business Strategy & Project Management	- Influencing, - Negotiating, - Query handling, - Written and verbal communication, - Presentation and facilitation - Accuracy
Traffic Engineers	- Traffic studies and analysis - IT skills - Creativity	- Presentation - Communication - Problem solving - Attention to detail - Team work
Transportation Planners/Economists	- Economic appraisals and viability assessment - Policy development - IT skills	- Communication/Presentation - Problem solving - Creativity - Attention to detail - Team work
Structural Engineers	- Structural design and analysis - IT skills	- Communication/Presentation - Problem solving - Creativity - Attention to detail - Team work
Environmentalists	- Environmental assessments - IT skills	- Presentation skills - Communication - Attention to detail - Collaboration
Aviation Inspector	- Commercial Pilots Licences OR Airline Transport Pilots Licences AND - Cabin Crew Licences, Instructor and Examiner	- Communication - Analytical - A high degree of integrity - Be impartial
Aviation Specialists	- Highly skilled in computers and computer programs - Analytical	- Excellent communication - Excellent attention to detail - Teamwork - Ability to work under pressure - Good problem-solving abilities
Civil Engineer	- Design, construction and maintenance of the following: - Civil works (earthworks, storm water etc), - Railway track, -Structural works (bridges, culverts etc) - Computer Literacy	- Negotiating - Supervisory and Leadership skills, - Communication - Problem Solving
Cost Accountant	- Capital budgeting & Corporate taxation - Accounting processes & Auditing - Macroeconomics - Risk management - Asset management - Business awareness	- Ethics, - Analytical & Presentation skills - Computer literacy - Communication - Planning and organising
Mechanical Engineer	- Troubleshooting - Proficiency in mechanical engineering tools	- Communication skills - Analytical skills

Occupations	Technical Skills	Soft Skills
	- Product design and creation - Engineering mathematics - Software application - Computer literacy	- Planning and organising skills - Business acumen - Interpersonal skills - Pro-activeness
Legal Manager	- Contracts Management - Investigative skills - Litigation - Managing Information	- Strategic Orientation - Research and Innovation - Negotiation and Advocacy - Communication - Quality/Results Oriented - Customer Focus - Planning and Organising
Signal & Telecommunications Engineer	- Design, develop, installation and maintenance of signaling systems, Control system - Field Testing - Project management - Cabling & Computer Literacy - Setting satellite - Driving Skills	- Supervisory - Business Acumen - Team Player - Attention to detail - Agility
Civil Engineers	- Design - Analysis Plan reading Surveying - Materials identification - IT skills	- Leadership &Supervision - Presentation, Communication - Time management - Problem solving - Creativity - Attention to detail - Team work
Construction Technologists	- Work processes and programming - IT skills - Creativity	- Leadership, Supervision - Time management - Presentation, Communication - Problem solving - Attention to detail - Team work
Project Managers	- Project scheduling and programming - IT skills - Creativity	- Leadership, Supervision - Time management - Presentation, Communication - Problem solving - Attention to detail - Team work

Specialists

Occupations	Technical Skills	Soft Skills
Accident Investigator	- Fact finding - Data analysis and interpretation - Vehicle dynamics - Accident reconstruction - Crash data retrieval skill (using software)	- Communication - Interview - Customer relations - Public relations
Bridge Engineers	- Design - Construction - IT skills - Creativity	- Presentation - Communication - Problem solving - Attention to detail - Team work
Geotechnical Engineers	- Materials investigations and analysis	- Presentation

	Technical Skills	Soft Skills
	- IT skills - Creativity	- Communication - Problem solving - Attention to detail - Team work
Archaeologists	- Identification and protection of archeological sites - IT skills	- Presentation - Communication - Problem solving - Attention to detail - Team work
Drainage Design Engineers	- Design - Construction - IT skills	- Presentation - Communication - Problem solving - Creativity - Attention to detail - Team work
Contracts Specialist/ Construction Lawyers	- Contracts drafting and management - Claims assessment - Interpretation of contracts	- Presentation - Communication - Problem solving - Attention to detail - Team work
Project Manager	- Budgetary planning and control - Project management software skills - Proficiency in Project Management knowledgeable areas - Change management - Managing Information - Computer literacy	- Strategic Orientation - Research and Innovation - Negotiation and Advocacy - Communication Skills - Quality/Results Oriented - Planning and Organising
Business Analyst	- Computer literacy - Database - SQL - Creation of Reports and Dashboards - Programming - Cost benefit analysis	- Business analysis - Management - Problem solving - Pro-activeness - Analytical and critical thinking
Civil Engineers specializing in Permanent Way (Rail track)	- Design, - Construction and maintenance of rail track	- Analytical thinking - Pro-activeness
Track Masters	- Construction & maintenance of rail track	- Computer literacy

Digitization (Reset Agenda)		
Occupations	**Technical Skills**	**Soft Skills**
Auto Mechanics	- Technological competence - Fault finding and address	- Behavioral Change - Defensive driving (behavioral Awareness)
Drivers	- Technological competence - Basic Computer Skills	- Behavioral Change - Defensive driving (behavioral Awareness)
Computer Aided Design Technicians	- Road design and IT skills	- Attention to detail - Innovative - Problem solving - Communication

Process Automation	- Computer Systems - Digital Technology Skills	- Problem Solving - Critical Thinking
Data Analyst	- Data mining - Analysis and data modelling	- Analytical Thinking & Innovation
Big data specialist	- Big Data mining, analysis and modelling	- Analytical Thinking & Innovation
Civil Engineers &Track Masters	- Real-time track monitoring technology and inspection - Design software's – civil, structural & rail track - Track Maintenance Management system software	- Organisation and time management - Arithmetic - Computer literacy - Communication

Future Jobs and Future Skills		
(Including Future Development of Value Chains) – Reset Agenda		
Occupation	**Technical skill**	**Soft skill**
Occupational Hygienist	- Environmental Conservation - Health Consciousness - Disaster Responsiveness	- Communication - Attention to detail - Customer focus

Redundant Jobs and Skills	
Occupation	**Comments**
Bus Conductors	
Booking Clerks	
Messenger	Technology has taken over.
Typist	
Data Capture Clerks	

INFORMATION AND COMMUNICATION TECHNOLOGY SECTOR

Technicians

Occupations	Technical Skills	Soft Skills
3D Printing Technician	- Product Knowledge - Design & Printing - Programming - Modifying & Repairing	- Critical thinking - Problem solving - Analytical - Collaboration

Professionals

Occupations	Technical Skills	Soft Skills
IT Infrastructure Managers	- Networking - Data Organisation - Business Administration - Project Management	- Critical thinking - Problem solving - Analytical - Collaboration - Decision making
Programmers	- Application & Web development - Data analytics & Cyber Security - Product Knowledge - Programming/Coding - Software development	- Time management - Attention to detail - Professionalism - Analytical & multitasking - Communication - Innovative
System Administrators/ End User Computing Engineers	- Configuration management - Database maintenance - Setting up IPs (Internet Protocols) - DevOps - MCSE, MCP, Azure, Intune (Microsoft Professional knowledge)	- Time management - Attention to detail - Collaboration - Professionalism - Analytical & multitasking - Communication
Data Managers	- Coding and programming - Product knowledge - Data analytics & Cyber security - Monitoring and evaluation - Data management and control	- Analytical & multitasking - Communication - Critical Thinking - Attention to detail - Professionalism
Journalists	- Algorithm & Artificial Intelligence (AI) - Data journalism (- investigative journalism) - Cyber Security & Digital skills - Understanding of workflow systems - Journalism ethics & Research	- Communication - Attention to detail - Time Management - Professionalism - Critical Thinking
Broadcasting Engineers (radio & TV)	- Broadcast systems & equipment knowledge - Signal Synchronization - Repair, maintenance, design & modification of technical broadcasting equipment - Editing & Software design - Broadcast studio acoustics	- Analytical & multitasking - Problem Solving - Attention to detail - Critical Thinking - Time management - Professionalism
Network Security Officers	- Cyber security - Ethical hacking - Internal Assessment / Penetration	- Analytical - Communication - Problem Solving - Attention to detail

Mobile Application Developers/ Application Developers	- Product Knowledge (Financial technologies, mobile money/wallet) & Payment solutions - Enterprise Resource Planning (ERP) system, Monitoring & Evaluation - Application Development & Research, Coding and programming - Cyber security, Data analytics, AI, UI/UX Design	- Analytical & multitasking - Communication - Critical Thinking - Time management - Attention to detail - Professionalism
Database Administrators	- Networking - Data analytics & Big data - Business intelligence - Knowledge in Customer Resource management system (CRS)	- Analytical - Communication - Problem Solving - Attention to detail
Data Scientists	- Data Analytics, Big data & Data visualization - Artificial Intelligence (AI) & Research - Technical Database Technologies - Data Mining & Machine Learning - Programming (Python, R or SQL) - Business Strategy & Cloud Computing	- Communication - Analytical & Innovative - Time Management - Professionalism - Attention to Detail - Critical Thinking
Mobile Financial Officers	- Development of value added services - Mobile Financial Services - Fin-Tech (Financial Technologies) - Mobile Application Development	- Communication - Analytical & Proactive - Time Management - Problem Solving - Professionalism
Data Centre Engineers	- Programming - Networking - Cloud security - Cyber security - DevOps & Database	- Problem solving - Critical thinking - Customer service - Communication - Analytical
Information Security Managers	- Risk Management - IT systems Operation - Incident management	- Critical thinking - Problem solving - Creativity - Influential
IT Risk Managers	- Risk assessment and Management - Planning & Research - Product Knowledge - Knowledge of Computer Systems and Computer Programming Languages - Regulatory compliance	- Collaboration - Critical thinking - Analytical - Problem Solving - Time management - Communication
Information Systems Auditors	- Auditing & Risk Assessment - Evidence collection and preservation - IT systems operation	- Problem Solving - Analytical - Communication
Systems Engineers	- Software & Hardware - Networking & Programming - Cloud Computing - Systems Architecture and Design - Information Security	- Creativity - Problem Solving - Analytical - Critical thinking - Communication
Data Analysts	- Structured Query Language (SQL) - Statistical Programming Languages - Machine Learning & Data Warehousing	- Critical Thinking - Communication - Problem Solving

	- Research, Project Management & Statistics, Domain Knowledge - Data Collection and Preparation	- Attention to detail - Analytical
Software Engineers	- Software Development Lifecycle - Data Structures and Algorithms - Operating Systems & Databases - Programming Languages & Text Editors - Source Control, Testing & Networking - Security & Cross-platform Software	- Communication - Collaboration - Attention to detail - Multitasking - Problem Solving
IT Business Analysts	- Office Applications & Operating Systems - Software Testing & Research - Programming Languages & Databases - Software Development Methods - Documentation & Project Management	- Communication - Problem Solving - Analytical - Critical Thinking - Decision Making
Cloud Computing Engineers	- Cloud Services & Cloud Security - DevOps & Networking - Programming Languages - Operating Systems & Databases - Knowledge of Containers	- Communication - Critical thinking - Analytical Thinking - Time Management - Collaboration
Robotics Engineers	- Mathematics and Science - Programming - Electric Soldering - Artificial Intelligence - Machine Learning & Data Science	- Collaboration - Problem solving - Critical Thinking - Active Learning - Decision making
Virtual / Mixed / Augmented Reality Developers	- Video editing & Programming Languages - Machine Learning & Computer Vision - Modelling and Animation, Sound Design, UI/UX design - Computer-aided Design (CAD) - Content creation & Operating Wearables	- Communication - Problem Solving - Analytical & Creativity - Critical Thinking - Decision Making - Collaboration
Blockchain Developers	- Blockchain Technology - Product Engineering & Programming - Cryptography and Security - Distributed Systems and peer-to-peer networking & Algorithms & Data Structures - Knowledge of Smart Contracts	- Communication - Collaboration - Time Management - Agility to change
IT Quality Assurance Specialists	- Node.js Development & System testing - Quality assurance terminology, methods & tools - database management - Quality Engineer (CQE) & Quality Auditor (CQA) skills	- Attention to detail - Problem Solving - Communication - Decision making - Analytical - Critical Thinking
User Interface (UI) / User Experience (UX) Engineers	- Application Programming Interface (API) Automation - UX Design/Interaction - Research	- Analytical - Communication - Problem Solving - Time Management - Critical Thinking
Customer Experience Engineers	- Cisco/Avaya/Polycom and Microsoft Professional skills - Research	- Customer service - Presentation skills - Report writing - Problem solving

		- Analytical
Digital Transformation Managers	- Human resource management - Entrepreneurship & informatics - Open and big data - Fintech - Cyber security & Data analytics	- Problem Solving - Analytical & Innovation - Communication - Collaboration - Time Management
Digital forensics Experts	- Evidence collection & preservation - Digital forensics - Coding, Scoping & Script Writing - Interpretation of IT Programs - Crypto language & Programs knowledge - A+ Technician & Security+ skills	- Creativity - Analytical thinking - Problem solving - Communication - Professionalism - Time Management
Digital and Social Media Managers	- Tech-savvy & Content Management - Data visualization - Product knowledge & Social Media Ethics - Data Management & Graphic Design skills - Photography and videography skills	- Communication - Time management - Attention to detail - Professionalism - Analytical & Netiquette
Online Editors	- Tech-savvy & Content Management - Data visualisation - Product knowledge & Ethics - Data Management	- Communication - Time management - Attention to detail - Professionalism - Analytical & Netiquette
SPECIALISTS		
Occupations	**Technical Skills**	**Soft Skills**
Data Journalists	- Data analytics - Research - Product knowledge - Basics of journalism - Journalism ethics	- Communication - Time management - Attention to detail - Collaboration - Professionalism
Cyber Security Experts	- Ethical Hacking - Research - Networking	- Analytical & Agility - Problem Solving - Time Management - Attention to Detail - Professionalism
Data Centre Managers	- ICT Infrastructure Management - Product Knowledge	- Analytical - Collaboration - Professionalism - Managing Complexity - Time Management
Network Security Specialists	- Advanced Networking - Cyber Security & Programming - Operating Systems & Network Security - Cloud security & Scripting	- Analytical - Creativity - Problem solving - Critical thinking
Core Network Specialists	- Advanced Networking - Planning - Internet Protocol (IP) Level Design - Implementation - Support	- Organising - Problem solving - Analytical & Creativity - Critical thinking - Collaboration
Cloud and Network Solutions Specialists	- IT planning - VMWare/Google Cloud knowledge - Design	- Problem Solving - Creativity & Analytical - Time Management

	- Solution Management - Vendor Engagement	- Critical Thinking - Communication
Network Engineers	- Networking & Operating Systems - System Administration - Linux, Active Directory & Cyber Security - Windows Servers, Scripting & Automation - Firewall Network Administration	- Problem solving - Communication - Creativity & Analytical - Time Management - Collaboration
Artificial Intelligence Engineers	- Programming - Linear Algebra, Probability, and Statistics - Spark and Big Data Technologies - Algorithms and Frameworks - Data Lakes	- Communication - Problem Solving - Domain Expertise - Time Management - Business Intelligence - Critical Thinking
Machine Learning Engineers	- Applied Mathematics - Programming Languages (e.g. Python or R) - Data Modelling - Probability and Statistics - Software Engineering	- Communication - Problem Solving - Domain Expertise - Time Management - Business Intelligence - Critical Thinking
Information Security Engineers/ Architects/Analysts	- Cyber Security & Programming - Operating Systems & Network Security - Cloud security - Cisco/Fortinet/palo alto expert skills - Networking & Scripting	- Analytical skills - Creativity - Problem solving - Critical thinking
Application Security Developers	- Application Development - Research, Coding & programming - Product Knowledge - Cyber security and evaluation - Data analytics & Artificial Intelligence	- Creativity - problem solving - Critical thinking
Ethical Hackers	- Information technology - Networking - Scripting - Penetration testing - Linux & Wireless Technologies	- Critical thinking - Problem solving - Creativity & Analytical - Active learning - Professionalism
Internet of Things Engineers	- Node.js development skills - Mobile App Development - API Automation and Testing - Information Security - UI/UX Design & Cloud Computing	- Problem Solving - Domain Expertise - Time Management - Business Intelligence - Critical Thinking
Fintech Developers	- Programming & Data Analytics - AI / Machine Learning (ML) - Cybersecurity and Block chain - Finance Expertise, Mathematics & Statistics - Business Administration	- Communication - Time management - Attention to detail - Analytical - Professionalism
Big Data Analytics	- Programming Languages - Data Science & ML/AI - Quantitative Analysis & Cloud Computing - SQL & NoSQL databases - Data Mining, Data Structure and Algorithms - Interpretation and Visualization	- Analytical - Communication - Time management - Attention to detail - Professionalism

Future Jobs and Future Skills *(Including Future Development of Value Chains) – Reset Agenda*	
	Skills
Future Jobs	
- Software development	- Communication
- Coding and Programming	- Problem Solving
- Cyber security	- Time management
- Artificial intelligence	- Attention to detail
- Data mining and analysis	- Collaboration
- Algorithm	- Professionalism
- Podcasting	- Analytical & Netiquette
- Digital Sales	- Multitasking
- Cloud Services	- Adaptability
- Cloud specialist	- Aws, Azure, Google Cloud Knowledge
- Programmers	- ++C, Python programming
- Software defined (SD-WAN) Specialist	- Local Area Network(LAN), Wide Area Network (WAN)
- Digital Forensics Experts	
- Ethical Hackers	
- Security Architect	
Future Skills	
- Cloud migration	- Aws, Azure, Google Cloud Knowledge
- Coding	- ++C, Python programming
- networking	- LAN, WAN
- Coding in multiple languages	
- Cyber Risk Management	
- Cloud professionals	
- Future Infrastructure Development and Management	
- Cloud computing	
Redundant Jobs and Skills	
Redundant Jobs	**Comments**
- Printing & Outdoor advertising (static) - Television & Radio	- Digitalisation now taking over
- Bulk printing and posting (e.g. bank statements) - Manual data capturing - Manual sorting	- Replaced by email - Replaced by scanners - Replaced by sorting machines and email
Redundant Skills	
- Copper cabling	- Fibre cabling skills now being utilised

EDUCATION AND TRAINING SECTOR		
Technicians		
Occupations	**Technical Skills**	**Soft Skills**
Early Childhood and Care Educators	- Health and Safety - Basic ICT - Curriculum delivery - Report and Performance management - Research	- Interpersonal - Communication - Emotional intelligence - Supervision
Primary School Educators	- Computer literacy - Research - Curriculum delivery - Report and Performance management - Resource management	- Communication - Interpersonal - Problem solving - Supervision - Management
Secondary School Educators	- Curriculum delivery (Subject specialist) - Guidance and counselling - ICT - Research - Report and Performance management - Resource management	- Communication - Interpersonal - Presentation - Public speaking - Problem solving - Analytical
Special Education Teachers	- Assessment of learners to determine individualised educational needs - Curriculum delivery - Guidance and counselling - ICT - Research - Resource & Performance management	- Communication - Interpersonal - Presentation - Public speaking - Problem solving - Analytical
Vocational and Technical Educators	- Classroom Management - Software Skills - Galileo (Application of Mathematics and Technical Skills) - ICT Skills	- Communication - Organising - Resourcefulness - Writing - Critical Thinking - Planning
Professionals		
Occupations	**Technical Skills**	**Soft Skills**
Early Childhood and Care Educators	- Health and Safety - Basic ICT - Curriculum delivery - Report and Performance management - Research	- Interpersonal - Communication - Emotional intelligence - Supervision
Primary School Educators	- Computer literacy - Research - Curriculum delivery - Report and Performance management - Resource management	- Communication - Interpersonal - Problem solving - Supervision - Management
Secondary School Educators	- Curriculum delivery (Subject specialist) - Guidance and counselling - ICT	- Communication - Interpersonal - Presentation

	Technical Skills	Soft Skills
	- Research - Report and Performance management - Resource management	- Public speaking - Problem solving - Analytical
Special Education Teachers	- Assessment of learners to determine individualised educational needs - Curriculum delivery - Guidance and counselling - ICT - Research - Report and Performance management	- Communication - Interpersonal - Presentation - Public speaking - Problem solving - Analytical
Physical Education Educators	- Physical education and sport coaching - Guidance and counselling - ICT - Research - Report and Performance management - Resource management	- Communication - Interpersonal - Presentation - Public speaking - Problem solving - Analytical
Vocational and Technical Educators	- Classroom Management - Software - Galileo (Application of Mathematics and Technical) - ICT	- Communication - Organising - Resourcefulness - Critical Thinking - Planning
University and College Educators	- Classroom management - Mentoring - Subject knowledge	- Supervisory skills - Public speaking

Specialists

Occupations	Technical Skills	Soft Skills
Secondary School Educators (Physics)	- Curriculum delivery (Physics) - Guidance and counselling - ICT - Research - Report and Performance management - Resource management	- Communication - Interpersonal - Presentation - Public speaking - Problem solving - Analytical
Secondary School Educators (Social studies)	- Curriculum delivery (Social studies) - Guidance and counselling - ICT & Resource management - Research - Report and Performance management	- Communication - Interpersonal - Presentation & Public speaking - Problem solving - Analytical
Secondary School Educators (Development studies)	- Curriculum delivery (Development studies) - Guidance and counselling - ICT & Resource management - Research - Report and Performance management	- Communication - Interpersonal - Presentation & Public speaking - Problem solving - Analytical
Education Psychologists	- Planning - Counselling, - Life management skills - Stress Management - Group dynamics	- Public speaking - Attention to detail - Analytical & Collaboration - Problem Solving - Communication & Mentoring

RESEARCH INNOVATION SCIENCE AND TECHNOLOGY

Professional

Occupations	Technical Skills	Soft Skills
Commercialisation Specialists	- Marketing - ICT	- Communication - Interpersonal - Team Work - Adaptability
Research and Fund Managers	- Financial Management - Research Ethics - Research Methodology	- Communication - Decisiveness - Analytical - Problem Solving - Decision Making
Intellectual Property Examiner	- Intellectual Property Management System - Patent Prosecution Process - ICT	- Organizational - Attention to Detail - Interpersonal - Oral and Written Communication
Researchers	- Research Methods - Research Analysis - Sampling Procedures - Statistical Analysis	- Communication - Critical Thinking - Observation - Time Management - Attention to detail
Medical Scientists (Medical Researchers and Innovators)	- Product knowledge (equipment and apparatus) - Application knowledge - Interpretation of investigations - Sample/specimen collection and handling - Lab Information Management Systems - Research	- Analytical - Communication - Critical Thinking - Collaboration - Attention to detail - Problem Solving

Future Jobs and Future Skills
(Including Future Development of Value Chains) – Reset Agenda

Future Jobs	Skills
Systems Integrator	Coding and Statistical tools
4IR technologist	Robotics
Plant managers	
Future Skills	
Future warfare	
Future transportation	
Unmanned aerial devices	
Next generation GPS devices, self-driving vehicles, vehicle-to-vehicle communication	
Counselling, building resilience	
Cybersecurity	