

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 & Brilliance 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

	- 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

	- 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

	- 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

	- 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 - Raising 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

	- 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

Services & Sales Workers

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

	- 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

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

	- 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 Cholangio-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

		- 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
Urogynaecology	- 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

	- 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

	- 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		
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

	- 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

	- 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	Technology has taken over.
Booking Clerks	
Messenger	
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		
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	
Future Jobs	Skills
- Software development - Coding and Programming - Cyber security - Artificial intelligence - Data mining and analysis - Algorithm - Podcasting - Digital Sales - Cloud Services	- Communication - Problem Solving - Time management - Attention to detail - Collaboration - Professionalism - Analytical & Netiquette - Multitasking - 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

	- 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 <i>(Including Future Development of Value Chains) – Reset Agenda</i>		
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		