



ORGANISING FRAMEWORK FOR OCCUPATIONS (OFO): SUBMISSION FOR NEW OCCUPATIONS AND AMENDMENTS

Dear Stakeholder,

The W&RSETA is inviting stakeholders to make submissions on new occupations for the OFO review.

The OFO is a skills-based coded classification system that captures all jobs in the form of occupations and provides a framework for the identification, articulation, reporting and monitoring of skills demand and supply in the South African labour market. It provides a common language for occupations and captures jobs in the form of occupations.

Purpose

The purpose of the OFO is to enable a coordinated sector-wide response to labour market trends based on a common language or classification of occupations as follows:

- Provide information for the development of Sector Skills Plans. SETAs use the OFO in the submission of their five-year Sector Skills Plans and annual updates.
- Assist with the identification of critical and scarce skills. Different sectors conduct research on critical and scarce skills.
- Identification of common skills development needs. Information on skills at occupational level assist SETAs to identify common skills development needs and interventions.
- Use of information by employers to communicate with each other in a common language.

The use of the OFO:

- To enable the identification of scarce, critical and PIVOTAL (professional, vocational, technical and academic learning) skills in the labour market.
- SETAs and employers can use the OFO code to broaden the indicators and drivers of scarce skills that they consider when developing the annual WSPs and SSPs.
- To track the scarcity of skills based on labour market demands. How the scarcity is manifested in a sub-sector, sectors and across sectors essential to inform strategies to reduce the scarcity to attain equilibrium in the labour market between demand and supply.
- For employers to provide information at occupation level to enable the SETAs to implement programmes at the right level.
- To enable identification of common skills development needs and interventions for the sector.

Stakeholders are requested to make submissions based on the following:

- New sector occupations
- Amendments to existing OFO Occupations

The deadline for submissions is **30 October 2021**.

Please feel free to contact Tshepiso Mnisi at tmnisi@wrseta.org.za / 012 622 9563 for related queries.

Yours in skills development,

W&RSETA