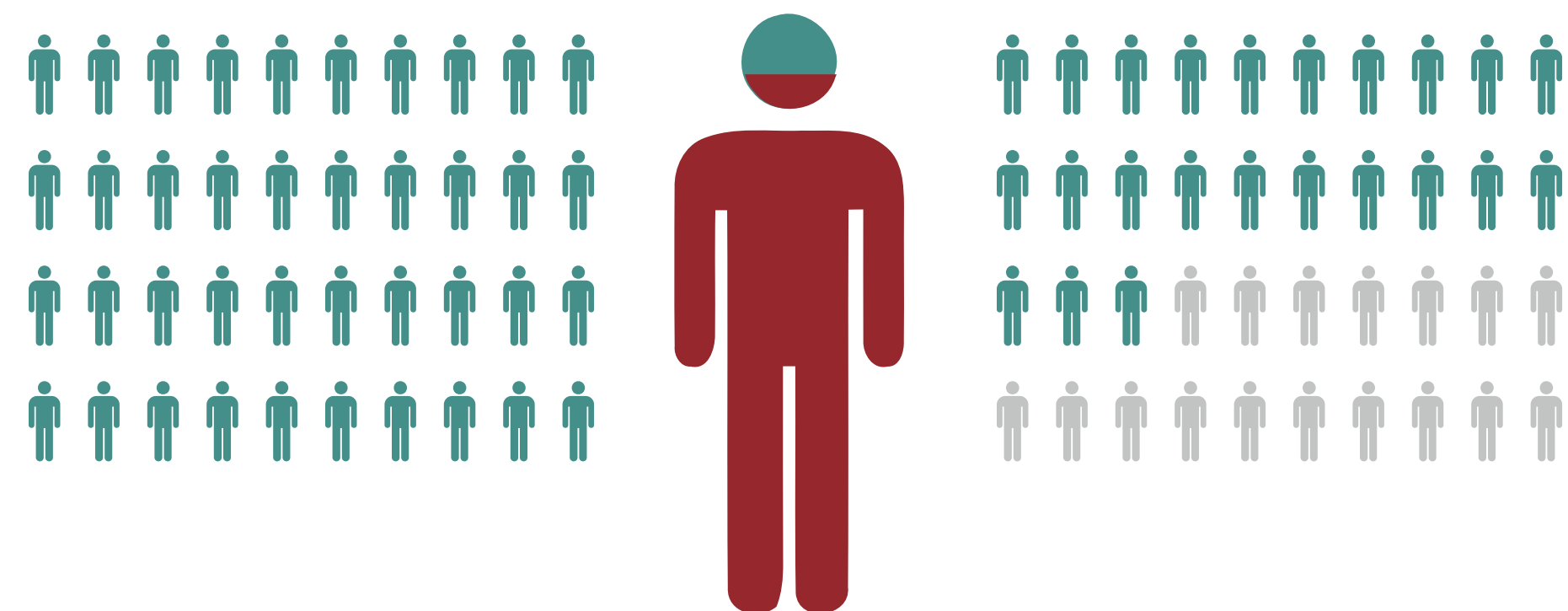


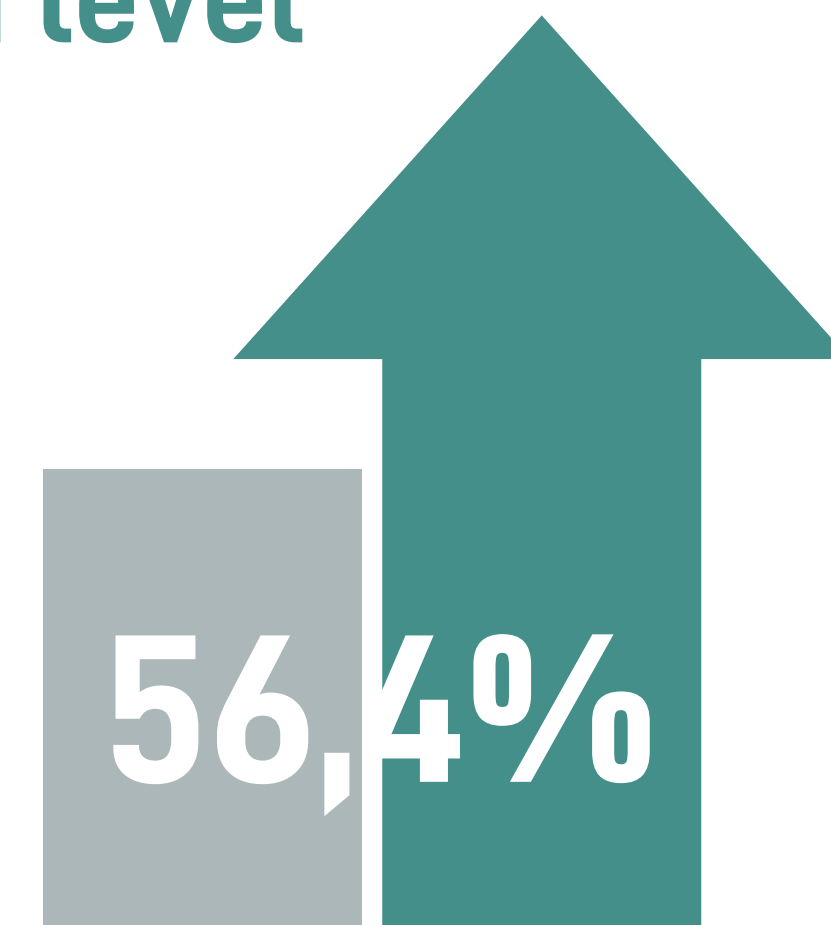


NAACAM QUARTERLY SKILLS SURVEY: Q2 2021



High rate of turnover is within the Artisan occupation level

Career growth, both within and out of the sector is the largest reason behind employees leaving a company (56.4%)



4. Respondents reported three main barriers to advancing transformation at leadership levels in the sector

ON AVERAGE

respondents reported equity candidates to fill vacancies in leadership and management positions are in short supply

Top three factors negatively affecting skills supply

- 01 Quality and relevance of education
- 02 Remuneration in comparison to other sectors
- 03 Appeal and attractiveness of jobs in the component sector

5. Transformation



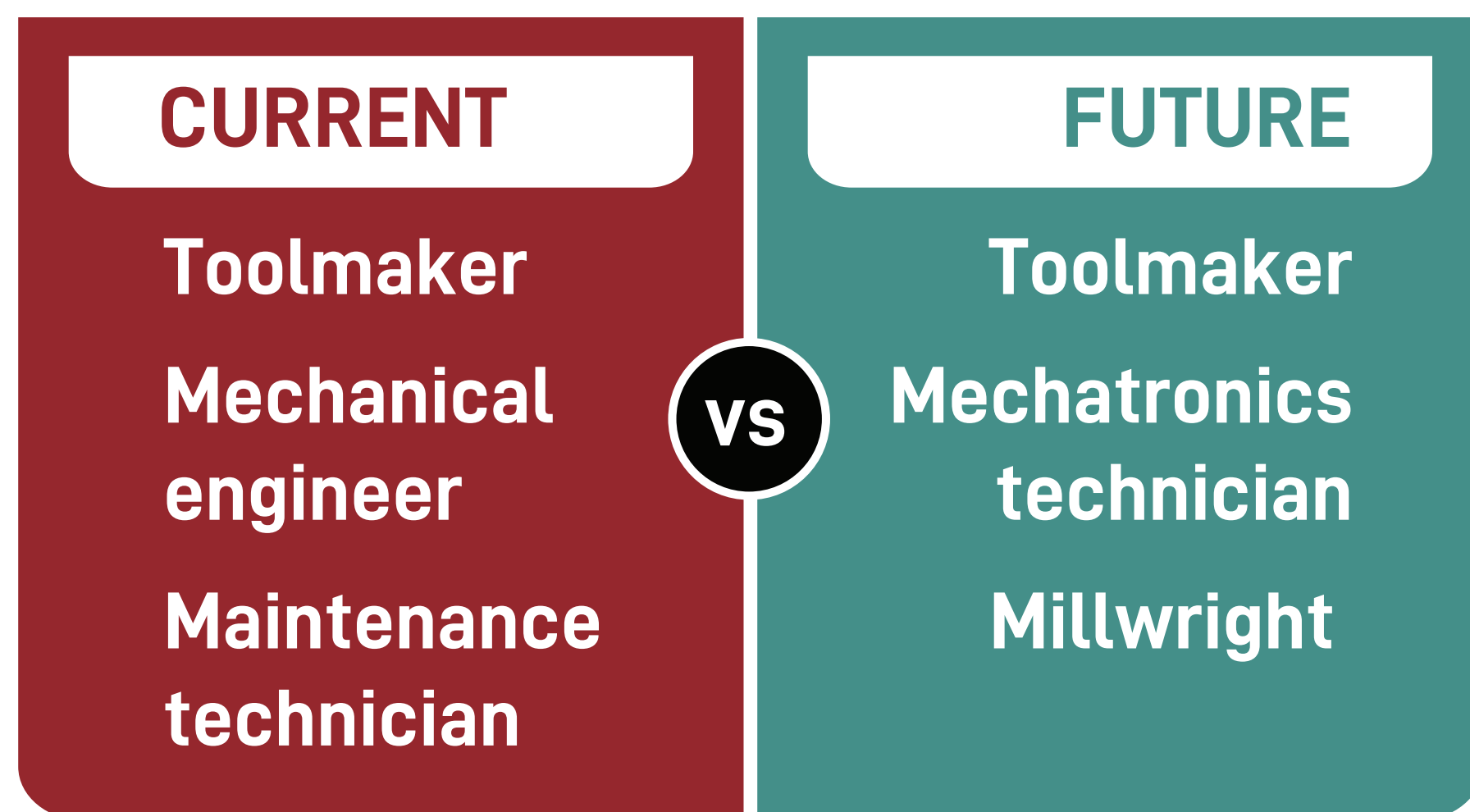
Top three barriers to localisation:

- Skills
- Access to technology and licensing
- Access to raw materials

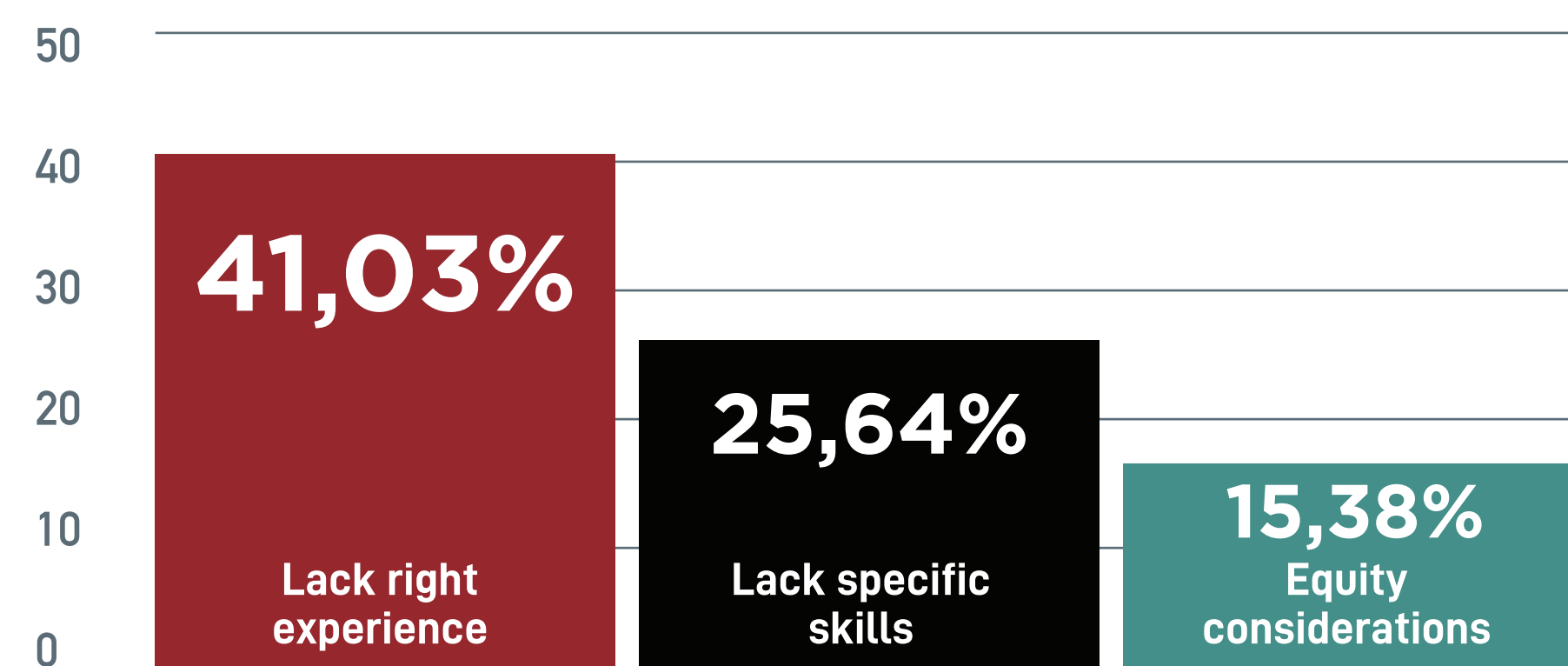
The semi-skilled occupational group holds the greatest proportion of equity candidates, with on average



1. Current vs future critical occupations:



2. Top 3 reasons for hard-to-fill vacancies



3. Staff turnover:

90% of respondents have less than 5% staff turnover annually