

Top 10 Hard-to-Fill Vacancies for 2019/2020

Table 1 Top 10 hard-to-fill/scarse skill occupations for 2019/2020

OFO Occupation and Code	Number	Percentage
2017-332101 Insurance Agent	52	17.7%
2017-212101 Actuary	45	15.3%
2017-122102 Sales Manager	23	7.8%
2017-2512013 Developer Programmer	19	6.4%
2017-332102 Insurance Broker	18	6.1%
2017-242207 Compliance Officer	16	5.4%
2017-122101 Sales & Marketing Manager	14	4.7%
2017-241301 Financial Investment Advisor	14	4.7%
2017-251201 Software Developer	14	4.7%
2017-331503 Insurance Loss Adjuster	13	4.4%
2017-431204 Insurance Claims Administrator	13	4.4%
2017-121101 Finance Manager	12	4.0%
2017-134904 Office Manager	10	3.4%
2017-241107 Financial Accountant	10	3.4%
2017-242101 Management Consultant	10	3.4%
2017-251101 ICT Systems Analyst	10	3.4%
Total	293	

Source: WSP data, 2018/2019

The insurance agent in descending order of representation (percentage) is identified as the hardest-to-fill vacancy followed by Actuary, Sales Manager, Developer Programmer, Insurance Broker, Compliance Officer, Sales & Marketing Manager + Financial Investment Advisor + Software Developer (tied), Insurance Loss Adjuster + Insurance Claims Administrator (tied), Finance Manager, Office Manager + Financial Accountant + Management Consultant + ICT Systems Analyst (tied). When one compares the above with the hard-to-fill vacancy survey that was issued earlier this year, one can see that without having the Collective Investment category contribute, we could not have seen that the Financial Investment Advisor was the top scarce skill required amongst all sub-sector categories. Insurance Agent still came out in the top two with the Contact Centre, Developer and Actuary occupations still featuring in the top 10 scarce skills list.