

## Country Profile South Africa

### Factors determining job location decisions

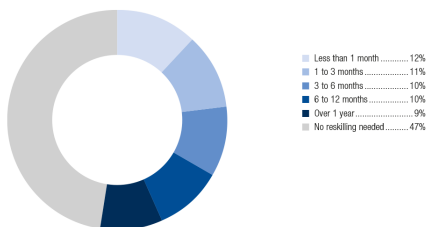
Industry	Primary	Secondary	Tertiary
Automotive, Aerospace, Supply Chain & Transport	Production cost	Talent availability	Quality of the supply chain
Aviation, Travel & Tourism	Talent availability	Organization HQ	Labour cost
Chemistry, Advanced Materials & Biotechnology	Talent availability	Labour cost	Geographic concentration
Consumer	Talent availability	Quality of the supply chain	Production cost
Energy Utilities & Technologies	Labour cost	Geographic concentration	Talent availability
Financial Services & Investors	Talent availability	Ease of importing talent	Strong local ed. provision
Global Health & Healthcare	Talent availability	Labour cost	Production cost
Information & Communication Technologies	Talent availability	Labour cost	Geographic concentration
Oil & Gas	Production cost	Geographic concentration	Talent availability
Professional Services	Talent availability	Geographic concentration	Strong local ed. provision

Range of options: Flexibility of labour laws, Geographic spread, Quality of the supply chain, Ease of importing talent, Labour cost, Location of raw materials, Organization HQ, Production cost, Strong local education provision, Talent availability.

### Emerging job roles

Software and Applications Developers and Analysts	Assembly and Factory Workers
Sales and Marketing Professionals	Sales Representatives, Wholesale and Manufacturing,
Managing Directors and Chief Executives	Technical and Scientific Products
General and Operations Managers	Industrial and Production Engineers
Data Analysts and Scientists	Human Resources Specialists
Financial and Investment Advisers	

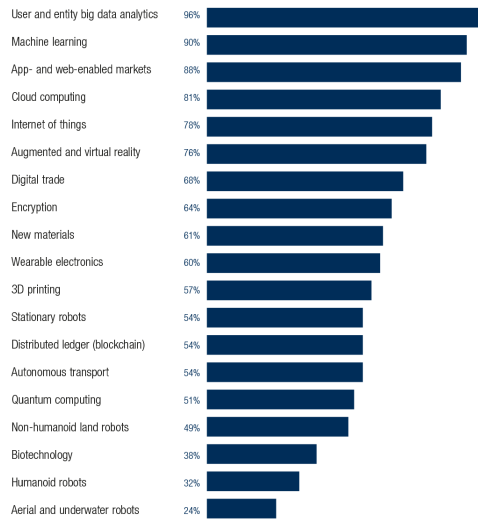
### Average reskilling needs (share of workforce)



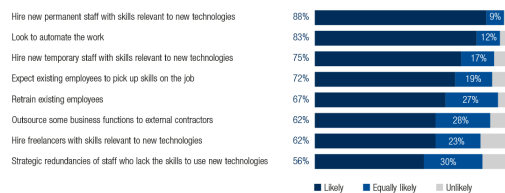
### Emerging skills

Analytical thinking and innovation	Reasoning, problem-solving and ideation
Creativity, originality and initiative	Critical thinking and analysis
Active learning and learning strategies	Resilience, stress tolerance and flexibility
Technology design and programming	Emotional intelligence
Complex problem-solving	
Leadership and social influence	

### Technology adoption (share of companies surveyed)



### Responses to shifting skills needs (share of companies surveyed)



### Projected use of training providers (share of training)

