



GRASS IS STILL GREEN: South Africans working abroad are being brought home by the global meltdown – with the trend more prevalent in sectors like hospitality, and less so in engineering and construction. Picture: SHELLEY CHRISTIANS

candidates are well skilled and have received high levels of education, but it is difficult to bring them to SA, as there are permits to be arranged and cultural matters to be considered.

PAG is benefiting from the skills shortage, but could do with an increase in demand for jobs in the country, she says.

In some instances, companies are willing to relax employment equity requirements to get the skills they need. In these instances, PAG will offer two candidates – an older, experienced engineer, and one who still needs experience. Marais-Swanepoel says this ensures a transfer of skills, which will bolster the ageing pool of engineers. Skills transfer is something the group is prioritising, she says.

Graham Burnside, who runs Accountants on Call, Renwick Talent and Frontline Recruitment for Kelly Group, says there are some people returning, but there are not crowds of South Africans standing at customs to come back into the country.

South Africans are highly regarded globally due to

technical expertise and their work ethic, he says.

Also, those who have scarce skills are employed and may have adopted a wait-and-see approach towards the newly elected government.

In the financial sector, supply of skills is adequate, and demand has tapered off due to the global meltdown. However, some companies may have to downgrade their expectations and look at hiring more junior staff.

There is still a strong demand at executive level, but in order to headhunt a candidate, companies have had to be more resourceful in attracting them, such as offering a better way of life, Burnside says.

Burnside has also seen a trend towards contract positions and is placing people on contracts to aid companies during busy times, such as the financial reporting season.

Kelly Group CEO Grenville Wilson says there is still a demand for people with information communication technology skills, with a shortage of 37 565, according to figures from the Department of Labour.

“There is still a strong demand at executive level, but in order to headhunt a candidate, companies have had to be more resourceful in attracting them, such as offering a better way of life”