



# Career Guidance

Helping you to make an informed decision

**Bridging the Skills Gap**

[www.hwseta.org.za](http://www.hwseta.org.za)



Health and Welfare Sector  
Education and Training Authority

**HWSETA**



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higher education  
& training

Department:  
Higher Education and Training  
REPUBLIC OF SOUTH AFRICA



Health and Welfare Sector  
Education and Training Authority

**HWSETA**

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## Our Vision

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The creation of a skilled workforce for the health and social development needs of all South Africans

## Our Mission

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The Health and Welfare Sector Education and Training Authority (HWSETA) endeavours to create an integrated approach to the development and provision of appropriately skilled health and social development workers, to render quality services comparable to world-class standards.

# A Brief Look at the HWSETA

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Skills development is a national priority in South Africa and a critical factor to the future success of the country. Meeting South Africa's skills needs requires input from numerous public and government institutions, as well as private organisations, no matter how big or small.

South Africa's economy is divided into functional sectors that are all represented by one of the 21 Sector Education Training Authorities (SETAs). In short, SETAs exist to drive skills development and act as advisory bodies on the education and training requirements of the sector they are appointed to serve.

The Health and Welfare Sector Education Training Authority (HWSETA) is responsible for the education, training and skills development requirements of the health and social development sectors, as well as the veterinary sector. When we talk about skills development, it's about changing people's lives, about enhancing their employability and about aligning skills to our economy.

The health and social development sectors can be described as 'personal services industries' where services are both resource and time intensive. Effective delivery of these services depends on the availability of human resources with the appropriate skills. The growing demand for health and social development services and the introduction of changes in the way these services are delivered to the public drive demand for the

right type of skills and currently demand continues to outstrip supply.

## Main Functions of the HWSETA

- Development of the Sector Skills Plan for health, social development and veterinary sectors
- Skills development planning, programmes and initiatives
- Allocation of grants to companies
- Monitoring of education and training in the sector
- Identification of workplaces for practical work experience
- Support and facilitate the implementation of the National Skills Development Strategy
- Provision of opportunities for new entrants to the labour market to gain work experience
- Improvement of employment prospects for previously disadvantaged persons through education and training
- Provision and regulation of employment services
- Promotion of the employment of disabled persons

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# Choosing a Career

Your choice of career will shape your life, so it is important that you take time to consider your options. Many young South Africans have limited access to reliable information on their options for education and training after school, as well as careers and career pathways.

To guide you in making the perfect choice of study, there are certain steps that you may want to follow to find out what type of career suits you best.

## Step 1

Take time to understand what you are all about. What are you good at? What do you enjoy doing? What would give you career satisfaction? What type of person are you? What subjects have you studied at school?

## Step 2:

*Research! Research! Research! Gather as much information as possible about the options available to you.*

- Understand what qualification options are available to you (for example, degree, diploma, certificate or learnership).
- Utilise every possible source available to you to research careers that you are interested in. Contact educational institutions. Speak to your life orientation teachers at school. Attend career expos. Contact the relevant SETA/S.
- Find out where you can study what interests you. University? University of Technology? Technical Vocational Education and Training (TVET) College? A private training provider?
- Get as much information as possible on important issues such as admission requirements, deadlines for application, fees, bursary schemes or loans available and duration of study.

## Qualifications

Whatever your choice of education is or will be, always make sure that the service provider – university, college or private educational provider – is accredited, and offers recognised training.

Recognised qualifications available in South Africa:

- **Degrees:** three to four years of higher education offered by universities. These are referred to as undergraduate degrees and may be followed by postgraduate qualifications such as Honours, Masters or PhD of which the duration is a minimum of one year each
- **National Diploma:** A three-year qualification, offered by universities of technology that offers both theoretical and practical training. After obtaining a National Diploma, learners may enrol for a BTech degree
- **Diplomas:** Qualifications offered by an accredited provider at higher education level, including both theoretical and practical aspects. The duration of the courses may vary
- **Certificates:** One year or less at Further or Higher Education level offered by an accredited provider which includes both practical and skill orientated training.



### Step 3

If you do not have the funds to attend the course or programme of your choice, see if you are eligible for a bursary, a student loan or a scholarship.

### Step 4

Once you have reached your decision, do not delay in applying. Many educational institutions have strict closing dates for applications.

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## PLACES TO GET HELP WITH CHOOSING A CAREER

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### The South African Qualifications

#### Authority (SAQA)

SAQA has a great website with loads of useful information visit [www.careerhelp.org.za](http://www.careerhelp.org.za) or call the SAQA career helpline on 0860 111 673. Alternatively, you can SMS them on 0722 045 056 or e-mail them at [help@careerhelp.org.za](mailto:help@careerhelp.org.za)

### Career Guidance/Life Orientation Teacher at school

If your school does not have a career guidance/life orientation teacher try one of the bigger schools closer to a large town or city.

### Higher Education Institutions

Universities and TVET Colleges have dedicated student support units and career counselling centres where professional counselors are available to assist. Specialised personality and vocational interest assessments are offered that are a useful tool to help you determine a career direction if you are unsure.

### Making Sense of University Requirements

When applying to a University you are going to be faced with some terms you have never encountered before. You can expect to be faced with the following:

**Admission Points Score (APS):** This is used to measure your academic achievement based on your school leaving results.

**National Benchmark Test (NBT):** The NBT focuses on academic readiness for University study. Each test requires you to apply prior learning (what you know and are able to do) to materials that reflect expectations for first year students in university programmes.

**Faculty Points Score (FPS):** This is the score used to rank applicants. It can be based only on the APS, only on the NBT or a combination of the APS and NBT.

You are probably a bit confused about all of this jargon. What is important is that you get hold of a prospectus for the institution that you would like to study at.

## What is a Prospectus?

A prospectus is a comprehensive guide for school leavers that is produced by higher education institutions that details what courses are available and what the entry requirements are for each course.

This is an important part of your research activity.

# South African Universities and Universities of Technology

PROVINCE	UNIVERSITY	FINANCIAL AID/ WEBSITE CONTACT DETAILS
<b>Eastern Cape</b>	Rhodes University	046 603 8248 - <a href="http://www.ru.ac.za">www.ru.ac.za</a>
	Nelson Mandela Metropolitan University	041 504 3182 - <a href="http://www.nmmu.ac.za">www.nmmu.ac.za</a>
	University of Fort Hare	040 602 2282 - <a href="http://www.ufh.ac.za">www.ufh.ac.za</a>
	Walter Sisulu University	043 702 9359 - <a href="http://www.wsu.ac.za">www.wsu.ac.za</a>
<b>Free State</b>	Central University of Technology	051 507 3375 - <a href="http://www.cut.ac.za">www.cut.ac.za</a>
	University of the Free State	051 401 9160 - <a href="http://www.ufs.ac.za">www.ufs.ac.za</a>
<b>Gauteng</b>	Tshwane University of Technology	012 382 4149 - <a href="http://www.tut.ac.za">www.tut.ac.za</a>
	Vaal University of Technology	016 950 9484 - <a href="http://www.vut.ac.za">www.vut.ac.za</a>
	University of Johannesburg	011 559 3575 - <a href="http://www.uj.ac.za">www.uj.ac.za</a>
	University of Pretoria	012 420 2389 - <a href="http://www.up.ac.za">www.up.ac.za</a>
	University of the Witwatersrand	011 717 1081 - <a href="http://www.wits.ac.za">www.wits.ac.za</a>
<b>Kwa-Zulu Natal</b>	Durban University of Technology	033 845 8890 - <a href="http://www.dut.ac.za">www.dut.ac.za</a>
	Mangosuthu University of Technology	031 907 7189 - <a href="http://www.mut.ac.za">www.mut.ac.za</a>
	University of Kwa-Zulu Natal	031 260 7839 - <a href="http://www.ukzn.ac.za">www.ukzn.ac.za</a>
	University of Zululand	035 902 6307 - <a href="http://www.unizulu.ac.za">www.unizulu.ac.za</a>
<b>Limpopo</b>	University of Limpopo	015 268 2405 - <a href="http://www.ul.ac.za">www.ul.ac.za</a>
	University of Venda	015 962 8421 - <a href="http://www.univen.ac.za">www.univen.ac.za</a>
<b>North West</b>	North-West University	018 299 2045 - <a href="http://www.nwu.ac.za">www.nwu.ac.za</a>
<b>Western Cape</b>	Cape Peninsula University of Technology	021 959 6594 - <a href="http://www.cput.ac.za">www.cput.ac.za</a>
	University of Cape Town	021 650 2125 - <a href="http://www.uct.ac.za">www.uct.ac.za</a>
	University of Stellenbosch	021 808 9111 - <a href="http://www.sun.ac.za">www.sun.ac.za</a>
	University of the Western Cape	021 959 9753 - <a href="http://www.uwc.ac.za">www.uwc.ac.za</a>
<b>National</b>	University of South Africa	011 471 2366 - <a href="http://www.unisa.ac.za">www.unisa.ac.za</a>



# L(earn)erships

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## **What is a learnership?**

A learnership is a structured learning programme that consists of a theoretical and a practical component and that leads to a qualification that is registered on the National Qualifications Framework (NQF). A learnership provides a learner with an excellent opportunity to gain experience in the labour market while studying towards a qualification.

Learnerships are regulated by a formal contract (learnership agreement) between an employer, a learner and a training provider. This agreement must be registered with the employer's relevant SETA.

An employer can enter into learnership agreements with existing employees or with learners who are not employees. If the employer enters into a learnership agreement with a learner who is not an employee, the employer is not obliged to employ the learner when the learnership ends.

## **What is expected of each party?**

### **The learner is expected to:**

- Sign the learnership agreement with the employer and/or training provider. If the learner is under 21 years of age, the parent or guardian signs the agreement on behalf of the learner;
- Participate in induction programmes;
- Work for the employer as part of the learning process;
- Register with a training provider for the theoretical component of the learnership;
- Participate in all learning and work experience required by the learnership;
- Comply with the employer's workplace policies and procedures;
- Complete any timesheets/log books or written assessment tools supplied by the employer or the training provider;
- Attend all study periods and theoretical learning sessions with the training provider;
- Undertake all learning conscientiously and set aside sufficient time for self-study;
- Undergo all practical and theoretical assessments for the learnership.

### **The employer is expected to:**

- Sign the learnership agreement with the learner and the training provider;
- Be accredited as a workplace training provider (if applicable) and registered with the SETA to which he/she pays his/her skills development levy;
- Recruit and select learners for the learnership programme;
- Provide the learners with the necessary workplace experience, supervision and mentorship for the particular learnership;
- Release the learners to attend training at the training provider or, if the learners study through distance education, to work through the relevant study material;
- Ensure that the learners are assessed by a registered assessor.

### How to participate in a Learnership?

- Plan a career path
- Identify the Learnership that supports the chosen career path
- Find out as much information as possible about the Learnership
- Enquire about the applicable criteria for entering the Learnership
- Find an employer willing to provide practical work experience

### The Benefits of a Learnership

- The learner earns whilst he/she learns
- The programme is outcomes-based
- The learner interacts within the working environment and receives valuable practical experience
- Assessment occurs at various stages and is learner centred i.e. it is based on the learner's competence
- The qualification is recognised nationally

### How to Join a Learnership if you are Unemployed

- Unemployed people must register as work seekers at the Department of Labour
- Look for employers in the sectors in which you wish to obtain a learnership i.e. nursing in public and private hospitals, social auxiliary work at the Department of Social Development or Non Government Organisations (NGOs) or social work agencies
- Prepare a concise CV and make sure that your subjects are correct for the learnership that you are interested in
- Find employers that offer learnerships
- Make contact with potential employers by sending a concise CV (address it to the HR Deptment for the attention of the Skills Development Division)

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*Tip: keep an eye on newspapers as employers often advertise learnership opportunities*

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### **The Relationship Between Learnerships and Scarce skills**

Many of the learnerships offered by the HWSETA take into consideration scarce skills within the health and social development sectors. The term 'scarce skills' refers to a shortage of people with the required attributes to fill positions available in the labour market. The attributes that employers are seeking when they try to fill positions in their organisations are specifically important. These may be qualifications, specific skills and experience, a specific race or gender or a combination of these attributes. Scarce skills are normally expressed in terms of the occupations for which there are not enough candidates available.

*The targets for placement of learners on learnerships as laid out in the National Skills Development Strategy are: 85% Black | 54% Female | 4% Persons with disabilities*

## HWSETA REGISTERED LEARNERSHIPS

LEARNERSHIP TITLE	NQF LEVEL	LEARNERSHIP CODE	SAQA ID AND QUALIFICATION RULES	PROFESSIONAL BODY
Certificate in General Nursing: Auxiliary	4	11Q000008201324	17152	SANC
Certificate in General Nursing: Enrolled	4	14Q000003XX1324	17168	SANC
Diploma in General Nursing: Bridging	5	14Q000004XX2565	17169	SANC
Diploma in Primary Health Care: Post Basic	6	11Q000009233606	17165	SANC
Post Basic Diploma in Medical/ Surgical Nursing: Elective				
– Critical Care	6	11Q000010173606	17165	SANC
– Operating Theatre Nursing	6	11Q000010173606	17165	SANC
Diagnostic Radiography	6	11Q110013003606	65069	HPCSA
Certificate Phlebotomy Technique	4	11Q110006281344	59345	HPCSA
Further Education and Training Certificate: Pharmacist Assistance	4	11Q110020261404	72050	SAPC
National Certificate: Pharmacist Assistance	3	11Q110021341403	72049	SAPC
Certificate in Social Auxiliary Work	4	11Q110012001804	23993	SACSSP
Further Education and Training Certificate: Theology and Ministry	4	11Q110019521204	49057	HWSETA
National Diploma: Occupational Safety	5	11Q110023402425	58786	HWSETA
Further Education and Training Certificate: Occupational Hygiene and Safety	4	11Q110025361454	50063	HWSETA
Further Education and Training Certificate: Public Awareness Promotion of Dread Disease and HIV/ AIDS	4	11Q110024321664	74410	HWSETA

## Important Information to Note Regarding Learnerships

The HWSETA does not select, recruit or engage learners directly. This is done through employers. Employers of nurses are mainly hospitals both in the public and private sectors. In the public sector the learnerships are often co-ordinated through the Provincial Health Department. Pharmacies in public and private hospitals and retail pharmacies select and recruit learners directly.

The Human Resources department of an organisation is best to contact as most large organisations have a Skills Development Facilitator who is responsible for skills development and co-ordinates applications to the relevant SETA for the learnerships.

Whilst the HWSETA is the education, training and quality assurance (ETQA) body for several of its learnerships, there are learnerships funded by the HWSETA for which other councils and associations are the ETQA body. In the table that details what learnerships are available from the HWSETA, it is important to note the details on the relevant professional body. The contact details you require for these professional bodies are provided below:

- South African Nursing Council (SANC) 012 420 1060 ([www.sanc.co.za](http://www.sanc.co.za))
- South African Pharmacy Council 012 312 3992 ([www.pharmcouncil.co.za](http://www.pharmcouncil.co.za))
- South African Council for Social Services Professions 012 356 9940 ([www.sacssp.co.za](http://www.sacssp.co.za))
- Health Professions Council of South Africa (HPCSA) 012 338 9352 ([www.hpcsa.co.za](http://www.hpcsa.co.za))

# HWSETA Registered Qualifications

Qualification Title	Qual ID	Credits	NQF Level
<b>Certificate: Basic Counselling Skills:</b> Provides learner with basic counselling techniques and how to apply these in the therapeutic process	21128	120	5
<b>Certificate: Methods of Counselling:</b> Explores the variety of psychological theories, methods and practices used in the therapeutic process	21133	120	5
<b>Further Education and Training Certificate: Social Auxiliary Work:</b> Provides learner with basic understanding and knowledge of the South African context within which social services are required	23993	180	4
<b>National Certificate: Theology and Ministry:</b> Provides learner with basic Christianity concepts that will help transform troubled societies.	48891	120	2
<b>Further Education and Training Certificate: Social Security Administration:</b> Offers the learner knowledge and skills within the Social Security context, who will after completion, be able to specialise in areas of ethics, supervision and policy, as well as sector awareness.	48960	140	4
<b>Further Education and Certificate: Theology and Ministry:</b> Provides learners who have the required competence to serve as leaders in Christian communities by exploring Christianity concepts that will aid in transforming troubled societies.	49057	120	4
<b>Further Education and Training Certificate: Counseling:</b> Aims to develop learners who know the scope of practice and will meet the needs of a wide variety of work roles including traditional healers, career counsellors, trauma counsellors, etc.	49256	140	4
<b>National Certificate: Victim Empowerment and Support:</b> Provides the learner with an understanding of the Victim Empowerment sector to empower him/herself and the community.	49279	120	2
<b>General Education and Training Certificate: Ancillary Health Care:</b> Provides learner with fundamental skills required to perform community health functions under the supervision of a registered health worker.	49606	134	1
<b>National Certificate: Victim Empowerment:</b> Follows on from the registered National Certificate - Victim Empowerment and Support; where the learner will apply in-depth understanding of the Victim Empowerment Sector focusing on individuals, groups and communities.	49688	127	3
<b>Further Education and Training Certificate: Gender Practice:</b> Provides the learner with gender-transformative skills which will contribute to reducing gender-based violence and stereotypical images conveyed by media.	49836	152	4
<b>Further Education and Training Certificate: Victim Empowerment Coordination:</b> Follows on from the registered National Certificate: Victim Empowerment; where learners are required to apply Victim Empowerment skills in their communities and organisations.	49872	146	4
<b>Further Education and Training Certificate: Probation Work:</b> Provides the learner with probation work experience coupled with community-based learning, which equips him/her for their role as an assistant probation officer.	50041	142	4

<b>Qualification Title</b>	<b>Qual ID</b>	<b>Credits</b>	<b>NQF Level</b>
<b>National Certificate: Occupational Hygiene and Safety:</b> Introduces the learner to concepts of occupational hygiene and safety and the importance thereof.	50062	144	3
<b>Further Education and Training Certificate: Occupational Hygiene and Safety:</b> Provides learners with essential skills of identifying, evaluating, advising and reporting on occupational hygiene and safety factors.	50063	145	4
<b>National Diploma: Occupational Safety:</b> Enables learners to identify, monitor, advise and report on occupational safety factors, which may have a harmful effect on the safety of workers in the workplace.	58786	242	5
<b>Further Education and Training Certificate: Child and Youth Care Work:</b> Provides practical experience and community-based learning which will equip the learner for a role as an auxiliary child and youth care worker.	60209	165	4
<b>National Certificate: Occupational Health, Safety and Environment:</b> Provides learners with a broad understanding and knowledge of Occupational Health, Safety and Environment (HSE) which will enable them to function in a safe and healthy workplace.	64149	120	2
<b>Further Education and Training Certificate: Community Health Work:</b> Provides learner with a range of awareness and competences to practice within a community development context, assisting communities to better manage their own health and wellness.	64697	156	4
<b>National Certificate: Community Health Work:</b> Provides the learner with self and social awareness along with skills that will help him/her better understand the ancillary health care field in various community contexts.	64749	140	2
<b>National Certificate: Community Health Work:</b> Learners are provided with thinking and problem solving skills to better understand the ancillary health care field in various community contexts.	64769	140	3
<b>Higher Certificate: Diagnostic and Procedural Coding:</b> Provides learner's access to Clinical Coding that is essential to the healthcare industry which will lead to employment in occupations that involve Clinical Coding, data collection, data editing and data capturing.	66389	120	5
<b>Further Education and Training Certificate: Community Development:</b> Provides the learner with the necessary skills and competencies to develop communities with the aim of creating a better life for all.	67509	125	4
<b>General Education and Training Certificate: Adult Basic Education and Training: Ancillary Health Care:</b> Provides learners with the fundamental basics of general education learning by acquiring knowledge, skills and values in areas of ancillary health care.	73250	120	1
<b>National Certificate: Occupational Health, Safety and Environment: Health:</b> Enables learners to identify, monitor, advise and report on occupational health factors, which may have a detrimental effect on the health of workers in the workplace.	74289	120	2
<b>National Certificate: Occupational Health, Safety and Environment: Safety:</b> Provides learners with skills and knowledge that will help identify, monitor, advise and report on occupational safety factors, which may have a harmful effect on the safety of workers in the workplace.	74290	120	2

Qualification Title	Qual ID	Credits	NQF Level
<b>National Certificate: Occupational Health, Safety and Environment: Environment:</b> Provides learners with an understanding and knowledge of Occupational Health, Safety and Environment (HSE), with a specific focus on environmental issues that may arise in the workplace.	74291	120	2
<b>Further Education and Training Certificate: Public Awareness Promotion of Dread Disease and HIV/AIDS:</b> Presents health care workers with the necessary skills that will help individuals manage the HIV/AIDS pandemic and any other dread disease and to understand and accept the condition.	74410	166	4
<b>Further Education and Training Certificate: Community Development: HIV/AIDS :</b> Provides the learner with the necessary skills and competencies to develop communities with specific focus on eradicating the HIV/AIDS pandemic in communities	76986	125	4
<b>Further Education and Training Certificate: Community Development: Victim Empowerment:</b> Provides the learner with the necessary skills and competencies to develop communities with specific focus on empowering individuals in communities that have suffered from harm, trauma, and material loss through violence, crime etc.	76988	125	4
<b>Further Education and Training Certificate: Occupational Hygiene and Safety:</b> Provides learners with the necessary skills and knowledge that will help them identifying problems and initiate actions regarding workplace hazards and risks.	79807	145	4
<b>Further Education and Training Certificate: Institutional-Based Care:</b> Provides learners with the necessary skills and knowledge that will aid in caring for institutionalised persons in various communities	80447	120	4
<b>National Certificate: Community Development: General :</b> Provides the learner with the necessary skills and competencies to develop communities with employment opportunities in public, non-profit and private sectors in the field.	83386	147	5
<b>National Certificate: Community Health:</b> Provides learner with critical understanding of community health needs that will assist communities better manage their own health and wellness.	83387	147	5
<b>National Certificate: Community Development: Victim Empowerment:</b> Provides the learner with an understanding of the Victim Empowerment sector to empower him/herself and the community.	83397	147	5

### Note:

*More details on each of these qualifications can be found on the South African Qualifications Authority (SAQA) website. Visit [www.saqa.org.za](http://www.saqa.org.za)*

*Details of training providers for these courses can be found on the HWSETA website.*

*Go to [www.hwseta.org.za](http://www.hwseta.org.za) and click on the "Learners" button.*



# Careers available in the Health, Social Development and Veterinary Sectors

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The learning programmes and careers that have been identified in this section do not form part of the primary focus of the HWSETA. They are listed here as an indication to persons entering the job market that there is a need for employees with these competencies in the health, social development and veterinary sectors and to guide learners with vocational guidance in areas where needs or hard to fill occupations and scarce skills have been identified. However, it also lists some other occupations or careers in general for your convenience.

## **Ambulance Worker / Emergency Care Worker**

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An ambulance/emergency care worker resuscitates and stabilises the condition of critically ill or injured persons by applying emergency care. At the scene of an emergency such a person would examine both the patient and the situation to decide upon appropriate treatment, which includes basic life-support and treatment of wounds and fractures. The patient is transported to hospital by ambulance and receives the necessary care en-route.

### **Study Requirements:**

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Senior Certificate for a diploma course and Grade 9 Certificate for in-service training; Compulsory subjects: Mathematics, Physical Science; Recommended subjects: Biology; In-service training: Basic Ambulance Course (BAC): A four-week orientation and training course must be passed for permanent appointment.

### **Training Requirements:**

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Ambulance College: After 6 months service you may enrol for the Ambulance

Emergency Assistant (AEA) course of 11 weeks offered by the Ambulance College. Successful candidates register at the Health Professions Council of South Africa (HPCSA) as ambulance emergency assistant.

### **Potential Employers:**

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Municipalities, divisional councils and provincial administrations; Industry; Private ambulance organisations; Private clinics and hospitals; Civil defence units; SANDF, and the mining industry.

### **Skills Required:**

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Practical and social skills; the ability to get things done in a practical and useful way; an understanding of people and their problems.

## **Anaesthetist (see medical doctor)**

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An Anaesthetist is a medical doctor specialising in the administration of local and general anaesthetics to patients about to undergo a medical procedure. The anaesthetist consults with patients to ascertain their history in respect of allergies, previous reactions to anaesthetics and current medication and then monitors patients

throughout the medical procedure and their recovery from the anaesthetic. He or she also follows up on the patient's post-operative recovery.

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**Study Requirements:**

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Senior Certificate with matriculation exemption for the completion of a degree programme at a University; Compulsory subjects are Mathematics and Physical Science with Biology as a recommended subject.

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**Training Requirements:**

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A medical degree can be obtained from a University which includes 5 years of theoretical training and a student internship of 1 year. Practical work at a hospital for 1 year is also required. Postgraduate study for specialisation as an anaesthetist requires a further 4 years of study to obtain the MMed or FCP(SA) degree. Before commencing postgraduate study for specialisation, the candidate must be in possession of a medical degree and be registered as a medical doctor with the Health Professions Council of South Africa for 1 year. The candidate must also register as a specialist with the HPCSA after successfully qualifying as a specialist.

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**Potential Employers:**

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State and private hospitals, clinics, private practice

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**Skills Required:**

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Scientific skills include scientific thinking to solve many different problems in the fields of medicine and other science fields and to interpret complex scientific information. Social skills include understanding people and their problems.

## Auxiliary Health Worker

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The auxiliary health worker is educated in basic patient-care skills such as simple massage, dispensing non-prescription medicines and giving nutritional advice. The auxiliary health worker can either serve the community on a voluntary basis or can work for large hospitals or clinics. Physiotherapists and occupational therapists also require assistants and offer programmes which will equip the worker to undertake basic therapy.

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**Study Requirements:**

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No specific requirements are required although a Grade 10 Certificate may be necessary for some positions; Compulsory subjects: None; Recommended subjects: Biology; In-service training: Large hospitals and clinics offer the auxiliary health worker in-service training

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**Training Requirements:**

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For the assistant physiotherapist and occupational therapist an in-service training programme (one year) comprising both lectures and clinical practice is available. On completion of training the person must register with the Health Professions Council of South Africa (HPCSA).

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**Potential Employers:**

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Large hospitals, Clinics, Physiotherapists (assistant physiotherapist) and Occupational therapists (assistant occupational therapist)

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**Skills Required:**

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Social and people skills include understanding people and their problems.

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## Basic & Advanced Life Support

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Registered doctors, nurses and paramedics are educated in the skills and knowledge required for successful participation in team-based resuscitation attempts. Basic and Advanced Life Support courses are regulated by the Resuscitation Council of Southern Africa in order to assist healthcare professionals, regardless of their level of skill and knowledge, to improve their understanding and skills in the techniques of resuscitation and emergency care.

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## Child and Youth Care Worker

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The child and youth care professional is responsible for using his/her expertise to maintain and secure a healthy and safe environment that will help children and youth reach their full potential. The most important function, however, is to take care of the children's emotional needs. Children in children's homes and places of safety need extra love and reassurance to help them recover from their traumatic experiences.

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### Study Requirements:

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Grade 10 Certificate, Some employers prefer a Senior Certificate; A four-year degree can also be completed at a University of Technology; The HWSETA offers a learnership in Child and Youth Care which is at NQF Level 4; Compulsory subjects: None; Recommended subjects: Languages

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### Training Requirements:

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In-service training: The child and youth care worker is trained to effectively perform their duties.

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### Potential Employers:

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Children's homes, Places of safety and Boarding schools

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### Skills Required:

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Social and people skills include an understanding of people and their problems and to help individuals with their mental, spiritual, social, physical, or vocational concerns

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### Clinical Lecturers

Clinical lecturers are mostly speciality specific trainees who have completed a higher degree or degrees at a University enabling them to complete specialist clinical training. Academic clinical lecturers can be found in a variety of science disciplines and specialities such as health sciences, veterinary science and dental specialities.

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### Community Development Worker

Community Development Workers or CDWs are special public servants who are undergoing training to enable them to enter communities and households, engage with citizens and determine what services are needed, to ensure that these services such as welfare, health, housing, education and training are accessible. Courses are offered at a number of tertiary institutions throughout the country as well as postgraduate courses in development studies. For a learnership contact the nearest municipality.

Information about CDWs can also be obtained from Government Departments such as the Department of Public Service and Administration.

## **Community Worker (Family Planning)**

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The community worker responsible for family planning is given a thorough grounding in the theory of family planning as well as practical training in teaching the subject. The worker is managed by regional planners and organisers, who help develop training strategies and new schemes. The family planner is usually a qualified health or social worker.

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### **Study Requirements:**

Grade 10 although a Senior Certificate is recommended; Compulsory subjects: None; Recommended subjects: Biology

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### **Training Requirements:**

In-service training: The family planning and community worker receives in-service training to effectively perform the duties required.

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### **Potential Employers:**

The Department of Health, municipalities and private organisations

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### **Skills Required:**

Social and people skills include an understanding of people and their problems

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## **Data Team Leader (data capturing)**

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The Data Team Leader oversees all data maintenance activities, including those within the resourcing, performance management and remuneration and reward areas of companies in different fields. The person ensures that a high quality service is delivered to customers in meeting of Service Level Agreements. Among others, he or she supervises the employee data

management team to ensure timely data capturing, accurate execution of pre month-end validations and sign off of audit trails, identify and support workforce development opportunities and coach and train entry-level officers and assistant officers. Minimum requirements include Grade 12 and at least 4 years experience in the field.

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## **Dental Specialists**

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A dental specialist is a dentist that has obtained a specialised qualification through postgraduate studies at a University. Dentists must obtain a dentistry degree. Numerous challenges and stimulating opportunities are offered by dentistry. The dentist renders high quality oral healthcare to the patient. Various specialised fields exist in which the dentist can specialise. Dental specialists can have their own practices and can also be employed by hospitals, the Government, training hospitals, and specialised clinical practices. Dentists must be registered at the Health Professions Council of South Africa (HPCSA).

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## **Dental Assistants**

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Dental assistants are trained in dentistry techniques to assist dental practitioners. Among other things, the dental assistant will prepare and sterilise dental equipment, meet the patient, prepare them for treatment and assist the dentist by passing the instruments and take and develop X-rays.

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## **Dental Therapy**

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Dental therapy encompasses the treatment of diseases and conditions that affect the teeth and gums. Dental therapists (sometimes also known as oral health practitioners) are dental care professionals who work as part of

the dental team and can carry out a range of procedures that are prescribed by a registered dentist.

### **Early Childhood Development**

Among others, Unisa offers a certificate programme to train educators in Early Childhood Development (ECD). Admission requirements include a Senior Certificate or Grade 12 qualification, other relevant certificates (prior learning), or 2 years relevant teaching experience in the ECD field as well as any teacher's certificate or diploma.

### **Emergency Care Technicians**

An Emergency Care Technician (ECT) course covers computer training, HIV and AIDS counselling, emergency medical care, medical rescue (vehicle rescue, rope rescue and fire and search rescue). Learners work on response vehicles and ambulances when they qualify. ECTs receive training at EMRS Colleges and Universities of Technology.

### **Emergency Care Technologist**

An Emergency Care Technologist provides immediate emergency care to sick or injured persons. They must, among other things, try to resuscitate and stabilise patients and prevent further injuries. They drive in specially equipped vehicles to an emergency scene and give appropriate treatment to patients at such a scene.

#### **Study Requirements:**

Senior Certificate for a Diploma; Grade 9 Certificate for in-service training;

#### **Compulsory subjects:**

Mathematics and Science; Recommended subjects: Biology.

#### **Training Requirements:**

In-service training: Basic Ambulance Course (BAC): A 4-week orientation and training course must be passed for permanent appointment. The candidate may enrol for the Ambulance Emergency Assistant (AEA) course offered by the Ambulance College. Successful candidates register at the Health Professions Council of SA (HPCSA).

#### **Potential Employers:**

Provincial and private ambulances and emergency services; local authorities, civil defence units.

#### **Skills Required:**

People and social skills with regard to understanding people and their problems.

### **Forensic Scientist**

This career is based mostly on laboratory work, which includes DNA matching of suspects in a crime, semen analyses, disputed maternity issues, etc. Forensic scientists can also assist in compiling profiles for the police in the event that the remains of a victim of crime such as bones and skulls have been found. A Senior Certificate with matriculation exemption is required to complete a degree programme at a University while postgraduate qualifications can also be obtained. Mathematics and Science are required subjects. Forensic scientists can work for the South African Police Service (SAPS), hospitals, universities and specialised laboratories. The National Forensic Sciences Laboratory accepts BSc (Medical Sciences) graduates.

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## **Herbalist/Herbologist**

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A herbalist/herbologist is a professional trained in herbalism, the use of herbs (also called botanical or crude medicine) to treat others and is skilled in the therapeutic use of medicinal plants. Basic botany and plant identification are absolutely essential skills in the repertoire of the herbalist/herbologist.

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## **HIV/AIDS Management Practices**

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Courses in HIV/AIDS management are aimed at health professionals, for example nursing professionals who need to gain competence in the management of HIV/AIDS and to acquire or update skills with regard to aspects such as the diagnosis and management of HIV/AIDS, counselling and palliative care.

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## **Hospice Worker**

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A volunteer hospice worker is trained to take care of the psychological and physical needs of patients and to reduce their pain and discomfort as much as possible. Hospices operate on a voluntary-contribution basis, thus they require the services of professional fund-raisers to help them raise funds to keep the institution running. Hospice workers also spend time with patients and their families helping them to cope with the trauma of death.

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### **Study Requirements:**

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No specific requirements exist for volunteer hospice workers; Compulsory subjects: None; Recommended subjects: None.

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### **Training Requirements:**

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Hospices offer in-service training.

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### **Potential Employers:**

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Hospices.

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## **Skills Required:**

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People skills including the ability to help individuals with their psychological and physical concerns and trauma.

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## **Laboratory Technician**

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A laboratory technician is a medical professional. Working under the direct supervision of a physician or a medical technologist, they are required to administer tests of tissue, blood and bodily fluids in an effort to assist physicians in diagnosing and treating ailments. They examine tissues and blood, searching for organisms such as parasites and bacteria. They monitor tests and procedures that are being conducted. They match blood prior to transfusions and test blood for drug levels.

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### **Study Requirements:**

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Senior Certificate or equivalent qualification; Compulsory subjects are Mathematics and a Science subject.

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### **Training Requirements:**

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Training is mainly done at a University of Technology. In-house training is also provided.

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### **Potential Employers:**

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District hospitals (urban and rural), Department of Health, clinics, diagnostic practices.

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### **Skills Required:**

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Scientific skills include knowledge of certain diagnostic procedures.

## **Management Development - HR, Financial, Supervision & Fundraising**

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Universities such as the University of KwaZulu-Natal offers a one year practical Management Development Programme (MDP) with seven modules which include Human Resources and Finance, providing an opportunity for new and aspiring managers to develop their potential.

## **Medical Doctor**

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The medical doctor is a practitioner of the science of medicine which examines patients, diagnoses diseases, prescribes medications and treats diseases, disorders and injuries of the human body. The medical doctor can work as a general practitioner, in hospitals and as a specialist in a specific field. A medical doctor can also refer a patient to a specialist for treatment.

### **Study Requirements:**

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Senior Certificate with matriculation exemption for the completion of a medical degree programme at a University; Compulsory subjects are Mathematics and Science with Biology as a recommended subject; Academic merit is important as a result of the competition to enter medical studies.

### **Training Requirements:**

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Training is done at a University and can entail a study period from 5 to 7 years followed by a student internship of 1 year and a community service year at a hospital for another year. On completion of a medical degree programme, a student has to register with the Health Professions Council of South Africa (HPCSA) as a medical doctor.

### **Potential Employers:**

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Hospitals (urban and rural), clinics, training hospitals, nursing homes, large industries and organisations, private practice, Government departments, clinics, diagnostic practices.

### **Skills Required:**

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Scientific skills include developing new ideas and theories and to understand complex scientific and medical information. Social skills include the ability to work and communicate with people and to understand their problems.

## **Medical Technologist**

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Medical Technology can be divided into four categories: blood transfusion technology, diagnostic, research and preparation of sera and vaccines, with diagnostic forming the major share. Here the medical technologist provides analytical information to the medical doctor enabling him or her to make a diagnosis and provide the relevant treatment.

### **Study Requirements:**

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Senior Certificate or equivalent qualification; Compulsory subjects are Mathematics and a Science subject.

### **Training Requirements:**

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A diploma course in Biomedical Technology comprises three years full time study at a University of Technology. The profession is regulated by the Society of Medical Laboratory Technologists of South Africa (SMLTSA).

### **Potential Employers:**

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District hospitals (urban and rural), Department of Health, clinics, specialised and diagnostic laboratories.



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**Skills Required:**

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Scientific skills include knowledge of certain diagnostic procedures.

**Medical Specialists  
(see medical doctor)**

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Medical specialists are doctors who have completed advanced education and clinical training in a specific area of medicine (their specialty area). These can range from a general practitioner to a surgeon, orthodontist, dermatologist or gynaecologist. Specialisation normally takes place after postgraduate medical study at a University

**Medicine & Clinical Associates**

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A Clinical Associate Programme (CAP) was introduced by the national Ministry and Department of Health and the training of the first intake of Clinical Associates (mid-level medical workers) has commenced at the Walter Sisulu University of Technology in 2008. The clinical associate will specifically assist the doctor in district hospitals (urban and rural) with procedures. The focus of the clinical associate will be on emergency care and on procedures, in support of hospital doctors.

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**Study Requirements:**

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Senior Certificate or equivalent qualification; Compulsory subjects: Mathematics, Physical Science; Recommended subjects: Biology.

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**Training Requirements:**

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Certificate/diploma courses and in-house training.

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**Potential Employers:**

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District hospitals (urban and rural), Department of Health.

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**Skills Required:**

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Scientific skills include knowledge of certain emergency care procedures.

**Medical Laboratory Assistant**

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The medical laboratory assistant works in medical pathology laboratories undertaking routine tasks, and supporting the work of biomedical scientists. A medical laboratory assistant carries out a variety of tasks such as preparing for tests and the use of computers to analyse and record the data. They also prepare solutions of chemicals and perform quality control on chemical stocks.

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**Study Requirements:**

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Senior Certificate or equivalent qualification; Compulsory subjects: Mathematics, Physical Science; Recommended subjects: Biology.

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**Training Requirements:**

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Certificate courses and in-house training.

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**Potential Employers:**

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Research organisations; Department of Health; South African Medical Research Council; Pharmaceutical companies

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**Skills Required:**

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Scientific skills include developing new ideas and theories and to understand and express complex technical and scientific information

**Medical Technicians**

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Medical technicians perform a very similar role to medical technologists as they are also responsible for processing and analysis of medical specimens in a laboratory for diagnostic purposes. The difference is that instead of studying for three years at a University of

Technology as medical technologists do, medical technicians jump right in and begin with in-house, hands-on training.

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**Study Requirements:**

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Grade 12 Maths and Life Sciences are recommended subjects but they aren't prerequisites.

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**Training Requirements:**

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Medical technicians train for 18 months in a registered training laboratory before taking the Society of Medical Laboratory Technologists of South Africa (SMLTSA) Board exam. After a further six months of practical training they can register with the Health Professions Council of South Africa (HPCSA) as medical technicians.

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**Potential Employers:**

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Diagnostic laboratories, the Government, universities and various research institutes

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**Skills Required:**

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An understanding of complex technical and scientific information

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**Medical Laboratory Scientist (MLS)**

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This is a healthcare professional who performs chemical, haematological, immunologic, microscopic, and bacteriological diagnostic analyses on body fluids such as blood, urine, sputum, stool and peritoneal fluid, as well as other specimens.

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**Study Requirements:**

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Training is mainly done through Universities and Universities of Technology. Compulsory subjects are Mathematics and Science while Biology is recommended.

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**Training Requirements:**

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Postgraduate training opportunities exist and the candidate can also register with the professional body in his or her field.

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**Potential Employers:**

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Clinical laboratories at hospitals, general practitioners, reference labs and biotechnology laboratories

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**Skills Required:**

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Scientific knowledge about various procedures involving specialised clinical procedures and tests

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**Nursing**

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The activities of a nurse include curative, preventive and rehabilitative health care for families, communities and individuals. There are two main categories of nursing, namely a registered or professional nurse and an enrolled nursing auxiliary. The many responsibilities of the registered nurse (sister) include taking blood pressure and temperature, handling samples for laboratory tests, applying medication and giving injections, putting in and removing stitches, and managing wards or departments.

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**Study Requirements:**

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To be a registered nurse requires four years of training at a University or a University of Technology. Universities of Technology mostly offer one year full-time nursing programmes. Requirements at a University include a National Senior Certificate (NSC) for degree purposes and Mathematics, Physical Science, Biology or Physiology as recommended subjects. Certain universities require a Further Education Certificate (level 4).

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### Training Requirements:

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Nursing College: Training is practical and theoretical. Training at the nursing college is done in collaboration with a university. Clinical or practical training is done at accredited training hospitals. The duration of the course is 4 years. Advanced training: The qualified nurse may study further in specialisation fields such as Paediatric Nursing Science, Orthopaedic Nursing Science, Intensive Nursing, Psychiatric Nursing, Community Health Nursing, Geriatric Nursing Science, etc.

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### Potential Employers:

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Hospitals, clinics, Government departments; South African National Defence Force; Health and welfare organisations; Municipalities, Medical doctors, Industrial organisations; Casualty wards, children's wards, medical, surgical, orthopaedic and psychiatric wards and communal clinics.

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### Skills Required:

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Social and people skills including the ability to work with people, to understand their problems and to be able to help people with mental, physical, psychological and social concerns.

Below is a list of most careers and/or qualifications in the nursing science field including specialisation fields:

- **Diploma in Clinical Nursing Science, Health Assessment, Treatment & Care:** To complete this diploma, proof of current registration as a general nurse with the South African Nursing Council (SANC) is required as well as a senior certificate or an equivalent qualification, unless the SANC determines otherwise. Duration of the course is at least one academic year, leading to the registration of an additional qualification in Clinical Nursing Science, Health Assessment, Treatment and Care.
- **Advanced Midwifery & Neonatal Nursing Science:** In this field, the emphasis is on providing for the unique physical, psychological and mental needs of a woman and her baby within the family and the community.
- **Advanced Psychiatric Nursing Science:** The emphasis is on the mental health of individuals, families and communities.
- **Auxiliary Nurse:** One year training at a nursing school (available as HWSETA Learnership)
- **Enrolled Nurse:** Two year training at a nursing college or university is required (available as HWSETA Learnership). A two year Bridging course is designed to help enrolled nurses to become registered nurses and is available as HWSETA Learnership.
- **Medical & Surgical Nursing Science:** Critical Care Nursing – General: The nurse can specialise in this field, mainly working in a hospital's Intensive Care Unit (ICU)
- **Medical & Surgical Nursing Science:** Operating Theatre Nursing: This is a specific field in which the nurse can specialise.

- **Medical & Surgical Nursing Science:**

Critical Care Nursing - Trauma & Emergency: This is a specific field in which the nurse can specialise.

### **Nursing Auxiliary/Healthcare Assistant**

A nursing auxiliary performs basic nursing tasks under the supervision of a registered nurse. Among other things, the nursing auxiliary carries out nursing procedures on a less specialised level, takes care of the ill, injured and weak and is involved in health guidance and counselling. A nursing auxiliary or healthcare assistant forms part of a team of professional workers such as nurses, doctors and other medical personnel

#### **Study Requirements:**

Grade 10 Certificate although a Senior Certificate is preferred; Compulsory subjects: None; Recommended subjects: Mathematics, Physical Science, Biology.

#### **Training Requirements:**

Training hospital: Certificate course (one year) at approved training hospitals, old-age homes and clinics. Advancement and further qualifications can be obtained by studying the courses for an enrolled or registered (professional) nurse.

#### **Potential Employers:**

Hospitals; Government departments; South African National Defence Force; Health and welfare organisations; Medical doctors; Old-age homes; Rehabilitation centres. A nursing auxiliary may also be self-employed as private nursing auxiliary, caring for patients in their own homes.

#### **Skills Required:**

Social skills including an understanding of people and their problems.

### **Nutrition/Dietician**

A Dietician is an expert on diet and nutrition. Within the profession there is a constant learning of skills and application of knowledge, allowing Dieticians to establish and implement the guidelines of maintaining healthy nutritional practices for all individuals. Among others, the dietician can render a service to the community, health authorities and hospitals.

#### **Study Requirements:**

Senior certificate with matriculation exemption for completing a degree programme at a university; Compulsory subjects include Mathematics and Science while Biology is recommended.

#### **Training Requirements:**

Postgraduate study can also be undertaken in specialised fields. The postgraduate Diploma in Hospital Dietetics is compulsory for registration with the Health Professions Council of South Africa and for employment by provincial administrations.

#### **Potential Employers:**

Hospitals, nursing homes, clinics, universities, Government departments, the food industry, nutrition research units, consultant in private practice.

#### **Skills Required:**

Scientific skills include the use of logical and scientific thinking to solve many different problems in medicine, the life sciences, natural sciences and social and economic sciences.

Social or people skills including the ability to understand people and their problems.

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### **Occupational Health & Safety**

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Professionals in this field measure, manage, evaluate and improve the Occupational Health and Safety (OHS) within an organisation and ensure that quality audits are performed. They also assist in planning and implementing an Occupational Health and Safety Management System to manage workplace hazards, thereby improving the organisation's ability to achieve optimal health and safety standards.

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### **Occupational Therapy**

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Persons with a physical or mental disability are assisted by an occupational therapist to function as normally as possible in society by applying specific techniques and procedures in a scientific manner with regard to a patient.

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#### **Study Requirements:**

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Senior Certificate with matriculation exemption for a degree programme; The duration of an occupational therapy course is normally four years at most universities; Mathematics and Science, among others, are compulsory subjects.

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#### **Training Requirements:**

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On successful completion of the degree programme, the occupational therapist must register with the Health Professions Council of South Africa (HPCSA). They also have their own professional body with which they register. Further postgraduate degree programmes are also available.

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#### **Potential Employers:**

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Hospitals, own practice, specialist clinics, academic institutions such as universities, training hospitals and the Government.

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#### **Skills Required:**

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Scientific skills with regard to applying specific techniques and procedures as well as social or people skills when working and interacting with patients.

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### **Ophthalmology (see medical doctor)**

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The term ophthalmologist refers to an eye specialist for medical and surgical problems who qualified as a medical doctor or surgeon. Since ophthalmologists perform operations on eyes, they are considered to be both a surgical and medical specialist. As such ophthalmology deals with the diseases and surgery of the visual pathways, including the eye, hairs, and areas surrounding the eye.

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#### **Study Requirements:**

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Senior Certificate with matriculation exemption for a degree programme as medical doctor at a University. Specialisation may take place after the successful completion of the degree programme which can range between 5 to 6 years. Compulsory subjects include Mathematics and Science as a requirement.

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#### **Training Requirements:**

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After successful completion of the degree programme as a medical doctor, the candidate must register at the Health Professions Council of South Africa (HPCSA). After obtaining the specialist degree programme, he or she can also register as specialist at the HPCSA.

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**Potential Employers:**

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Own specialist medical practice, private and public hospitals and training hospitals at Universities, medical partnerships.

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**Skills Required:**

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In-depth medical knowledge of the field as well as comprehensive practical skills to perform surgery and do examinations.

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**Optometry**

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Optometry is the science and art of managing human vision conditions. Optometrists measure the efficiency of their patients' eyes and take steps to improve or prevent deterioration of vision by prescribing spectacles, contact lenses and/or eye exercises. The duration of the course at University and a University of Technology is four and three years, respectively.

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**Oral Hygiene**

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Oral hygiene is an excellent choice of profession, especially for women due to the fact that her day can be arranged according to her own needs. It is a profession with a high degree of job satisfaction, security and a good income. The oral hygienist is trained to educate people with regard to the maintenance of good oral hygiene and to carry out preventive treatment procedures.

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**Orthotic & Prosthetic Technicians**

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Orthotic & Prosthetic (O & P) Technicians assist the disabled by fabricating the orthopaedic braces (orthoses) and artificial limbs (prostheses) necessary for their rehabilitation. They are trained and skilled to provide comprehensive technical support services in their field.

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**Study Requirements:**

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Senior Certificate; Mathematics and Science are recommended but not compulsory.

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**Training Requirements:**

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A National Diploma in Orthotics and Prosthetics can be completed at a University of Technology.

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**Potential Employers:**

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Hospitals, own business practice and manufacturing companies.

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**Skills Required:**

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Comprehensive technical skills and knowledge to interact with clinical prosthetists and orthotists.

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**Orthopaedic Technicians**

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Orthopaedic technicians work in trauma and orthopaedic clinics where they undertake and apply plastering techniques to patients. Casts could be used following an accident or surgery, or for particular orthopaedic conditions. Some hospitals in South Africa also offer training courses in this field.

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**Pathology (see medical doctor)**

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Pathology is the study of disease and its causes, development, and consequences. A Pathologist is a scientist or physician who interprets and diagnoses changes in tissues and body fluids caused by disease. Pathologists can also conduct post mortems to determine the cause of death in people. After obtaining a medical degree at a University a medical doctor can specialise as a pathologist by means of a postgraduate qualification. To obtain a medical degree, Mathematics and Science are minimum required subjects. Pathologists can work in partnership with

hospitals, clinical laboratories and medical practices. They can also work for the Governments and have their own practices.

### **Paramedics (Emergency medical care)**

It is a paramedic or emergency care practitioner's responsibility to render advanced life support to critically ill or injured patients in the pre-hospital emergency environment. They also work together with ambulance personnel and health professionals such as medical doctors who they must inform about a patient's condition after transporting him or her to a hospital.

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#### **Study Requirements:**

Senior Certificate or equivalent qualification; Mathematics and Science are required subjects.

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#### **Training Requirements:**

The NDip: Emergency Medical Care is a three year course that can be completed at a University of Technology. Further in-house training may also take place through completion of various certificate courses.

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#### **Potential Employers:**

Local authorities, municipalities, ambulatory services, emergency services in urban and rural areas.

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#### **Skills Required:**

The paramedic must have scientific and medical knowledge and skills to do his or her job. He or she must also be able to interact with people in a sympathetic way in treating a patient.

### **Pharmacist**

The pharmacist renders a service by taking responsibility to ensure that the patient benefits as much as possible from his or her medicine therapy and must ensure the rational use of medicine as well as the development, production, distribution, correct use, and quality assurance of medicines. The pharmacist forms the link between the pharmaceutical manufacturer and the medical doctor, the doctor and the patient, and the patient and the community. The nature of a pharmacist's work varies depending on the pharmaceutical field in which the pharmacist is employed.

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#### **Study Requirements:**

Senior Certificate with matriculation exemption for a degree programme; Compulsory subjects: Mathematics, Physical Science; Recommended subjects: Biology

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#### **Training Requirements:**

Practical training: A year of internship at an approved institution (such as retail pharmacy, hospital pharmacy, teaching institution or laboratory in the pharmaceutical industry). After the candidate has completed both a degree course and practical training, he or she registers at the South African Pharmacy Council.

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#### **Potential Employers:**

Retail (private) pharmacies; Hospitals and clinics; Government departments; Provincial administrations; Department of Health; South African National Defence Force; Research institutes; Pharmaceutical manufacturers; Universities; Own business.



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**Skills Required:**

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The pharmacist needs scientific skills which include logical and scientific thinking to solve many different problems in medicine, the life sciences, the natural sciences, and the social and economic sciences.

**Pharmacist Assistants  
(Basic and Post Basic)**

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Learnerships are offered by the HWSETA at participating employers countrywide in both the public and private sectors. Requirements for Post Basic are Grade 12 with Mathematics and Science subjects.

**Pharmacy Technicians**

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A pharmacy technician is one who does pharmacy related work under the direct supervision of a licensed pharmacist. Pharmacy technicians often do the routine tasks associated with preparing prescribed medication and providing drugs to patients. However, licensed pharmacists check all medications before they go to the patient, and only pharmacists may counsel patients on the proper use of medications.

**Phlebotomy Technician**

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Phlebotomy is the science of drawing blood. The primary function of a phlebotomy technician is to obtain patient blood specimens by venipuncture or micro-techniques. The phlebotomy technician aids in the collection and transportation of other laboratory specimens, and may be involved with patient data entry. A phlebotomy technician also draws blood for transfusions, donations and analysis.

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**Study Requirements:**

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Senior Certificate; Science and Biology are recommended subjects but not compulsory.

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**Training Requirements:**

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Among others, training takes place at Technical Vocational Education and Training (TVET) Colleges. In-house training is also provided at organisations where these technicians are employed.

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**Potential Employers:**

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Community clinics, Government institutions, Pathology laboratories and general practitioners.

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**Skills Required:**

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Scientific and technical knowledge about blood specimens and specific techniques to draw blood as well as social skills when working with people.

**Physiotherapist**

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The physiotherapist uses various methods as treatment in Physiotherapy to restore or promote the normal, physical functioning of the individual including exercise therapy, electrotherapy, massaging and mobilisation. Like Occupational Therapy, Nursing Science and Dietetics, Physiotherapy degrees ranging from 3 to 4 year courses are offered at most universities and are part of the so-called Allied Health Sciences fields. Opportunities for postgraduate studies are available.

**Probation Service Officers**

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Probation officers are social workers who carry out work in the fields of crime prevention, treatment of offenders, care and treatment of victims of crime, and working

with families and communities. Probation officers are appointed by the Minister of Social Development, and are officers of every magistrate's court.

### **Radiographer (all disciplines)**

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This is one of the rapidly growing occupations in modern healthcare. Radiography is the use of X-rays, other radiation techniques or ultrasound for the detection and treatment of any illness. The radiographer works at the request of a qualified doctor or dentist. There are four categories of radiography, namely therapeutic radiography, diagnostic radiography, nuclear medicine and ultrasound.

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#### **Study Requirements:**

Senior Certificate with matriculation exemption for a degree course and a Senior Certificate for a diploma course; Compulsory subjects: Mathematics, Physical Science; Recommended subjects: Biology.

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#### **Training Requirements:**

The student radiographer and qualified radiographer should register with the Health and Professions Council of South Africa (HPCSA).

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#### **Potential Employers:**

Hospitals and clinics (private as well as government hospitals); The Department of Health; The Chamber of Mines; The National South African Defence Force; Municipalities; Private Radiological Practices; Universities and Universities of Technology.

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#### **Skills Required:**

Scientific and practical skills include the use of logical and scientific thinking to solve

many different problems in medicine, the life sciences, the natural sciences, and the social and economic sciences and to get things done in a practical and meaningful way.

### **Social Workers**

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Social work is both a profession and social science. It involves the application of social theory and research methods to study and improve the lives of people, groups, and societies. Social workers are concerned with social problems, their causes, their solutions and their human impacts. They work with individuals, families, groups, organisations and communities

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#### **Study Requirements:**

A Senior Certificate with matriculation exemption for a degree programme and a Senior Certificate for a diploma course. Various universities offer 3 – 4 year degrees in Social Work.

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#### **Training Requirements:**

These practitioners must also obtain a license or be registered with a professional regulating body.

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#### **Potential Employers:**

Professional social workers work in a variety of non-profit, for-profit, or public social service settings, including hospitals; hospices; community health agencies; schools, faith-based organisations, and even the military. Some social workers work as psychotherapists, counsellors, or mental health practitioners.

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**Skills Required:**

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As human services management, social welfare policy analysis, community organising, advocacy and teaching are part of the tasks of the Social Worker, strong social skills are needed which include the ability to work with people from different backgrounds.

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**Social Auxiliary Worker**

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A Social Auxiliary Worker provides assistance and support to social workers with the promotion of social change, problem solving in human relationships and the empowerment and liberation of people to enhance social well-being under the guidance and supervision of the social worker. Duties can also include administrative work.

Candidates with a Senior Certificate (Grade 12) will be considered. The HWSETA accredits service providers that offer social auxiliary training. Please make sure that the provider is recognised by the South African Council for Social Service Professions.

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**TB Technicians**

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TB technicians are responsible for operations in TB or Tuberculosis laboratories and ensure a smooth running of the labs by minimising hazards and contamination risks. He or she will also ensure compliance with all regulatory guidelines, ensure safety and help increase laboratory efficiency. Among others, he or she must be accessible to respond to emergencies with monitored and essential laboratory equipment in TB laboratories.

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**Study Requirements:**

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Senior Certificate with matriculation exemption for a degree course; Compulsory subjects are Mathematics, Physical Science with Biology as a recommended subject. The minimum educational requirement to qualify for this position is a BSc (Hons) degree in medical virology or medical microbiology or an equivalent degree, including a BTech in Medical Technology.

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**Training Requirements:**

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Further courses to improve skills levels are available.

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**Potential Employers:**

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Hospitals (private as well as government hospitals), the Department of Health, universities and diagnostic laboratories specialising in working with TB.

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**Skills Required:**

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Scientific and practical skills include the use of logical and scientific thinking in solving many different problems in the health sciences.

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**Ultrasound Technicians (Sonographers)**

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Sonographers are specialists in Diagnostic Medical Sonography. A Sonographer is an expert in the use of a Sonograph machine that uses high-frequency sound waves to project images of the area of the body that you would be examining. Many times you would begin by walking a patient through the procedure and taking any medical history that you might need in order to continue. Most Sonographers work in hospitals or medical practices. In order to obtain a degree one has to study for 2 to 4 years at a University of Technology. On

the other hand if a sonographer studies for one year he may obtain a certificate but is not accredited.

## **Veterinarian**

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A veterinarian specialises in the treatment and disease management of companion animals (horses, cats, dogs, birds and other exotic pets), production animals (cattle, pigs, goats) as well as wildlife. Veterinarians are also responsible for the prevention of diseases of these animals and are involved in ensuring that food such as meat and milk is certified as disease free for human consumption and for the purposes of exports and imports, thereby caring for the health and wellbeing for both animals and humans. They design strategies for disease control such as Foot and Mouth disease and is involved in research in various fields such as veterinary tropical studies, production animal studies and companion animal clinical studies.

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### **Study Requirements:**

Senior Certificate with matriculation exemption for a degree course. Among others, compulsory subjects include Mathematics, Physical Science and English.

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### **Training Requirements:**

The Faculty of Veterinary Science of the University of Pretoria is the only institution in the country that is offering a veterinary science degree (BVSc) programme as well as a 2 year University Diploma in Veterinary Nursing (DipVetNurs). A new 6 year curriculum was recently introduced for the BVSc degree programme. Candidates have to successfully complete the degree programme

to be considered for entry into postgraduate studies. The South African Veterinary Council (SAVC) is the regulatory body for the profession. After obtaining their qualification, veterinarians must register with the SAVC. Postgraduate studies up to doctoral level can also lead to specialisation and the successful candidate must also register with the SAVC as specialist.

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### **Potential Employers:**

Own practice, training hospital (Onderstepoort Veterinary Academic Hospital), universities, animal health clinics, veterinary clinics, veterinary practices and partnerships, zoological gardens, game farms, pharmaceutical companies

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### **Skills Required:**

The ability to work with and care for animals and to interact with people, clients and owners of animals. Scientific and practical skills include the use of logical and scientific thinking in solving many different problems in the veterinary science field

## **Vitamin Specialist**

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A Vitamin Specialist performs all functions relating to ordering products with an emphasis on vitamins, cosmetics and skin care and provides current, knowledgeable and courteous customer service with regard to those products. He or she is also responsible for achieving sales targets and to process invoices and returns for these products.

# Interested, but Not Sure?

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Whilst the HWSETA aims to inspire as many young people as possible to work in the health or social development sectors, we do realise that one needs to be a 'specific sort' of person. If you are not sure that you are the right 'type' of person to work in health or social development take this quiz:

## Do you ...

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- Enjoy health and science classes
- Achieve good maths marks (not maths literacy)
- Like to help people
- Think you would be good at helping people who are ill or injured
- Enjoy working with equipment and technology
- Want flexibility in your work schedule
- Like to work as a member of a team
- Communicate well with others
- Work well under stress
- Enjoy working with your hands
- Think you would enjoy working in a laboratory
- Take pride in carrying out instructions well
- Enjoy having responsibilities

## Are you ...

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- A good listener
- Patient
- Able to follow instructions effectively
- A good problem solver
- Interested in learning about the human body and how it works
- Able to keep accurate records
- Interested in first aid and safety
- Interested in meeting people

If you have answered YES to seven or more of these questions you may very well be suited to a career in the health or social development sector

# **HWSETA**

## **Contact Information**

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Refer the 'contact us' button at [www.hwseta.org.za](http://www.hwseta.org.za) for updated information

