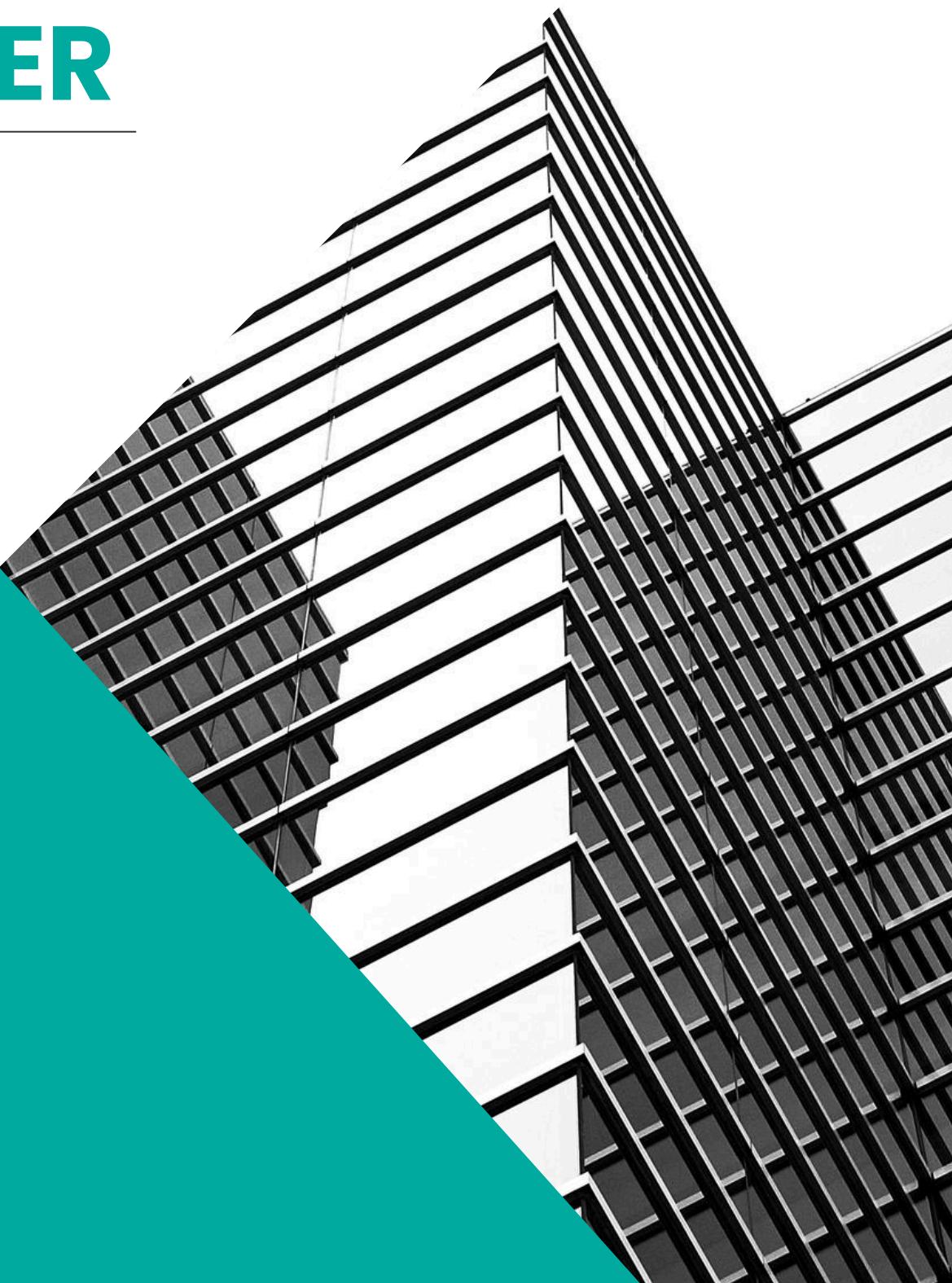




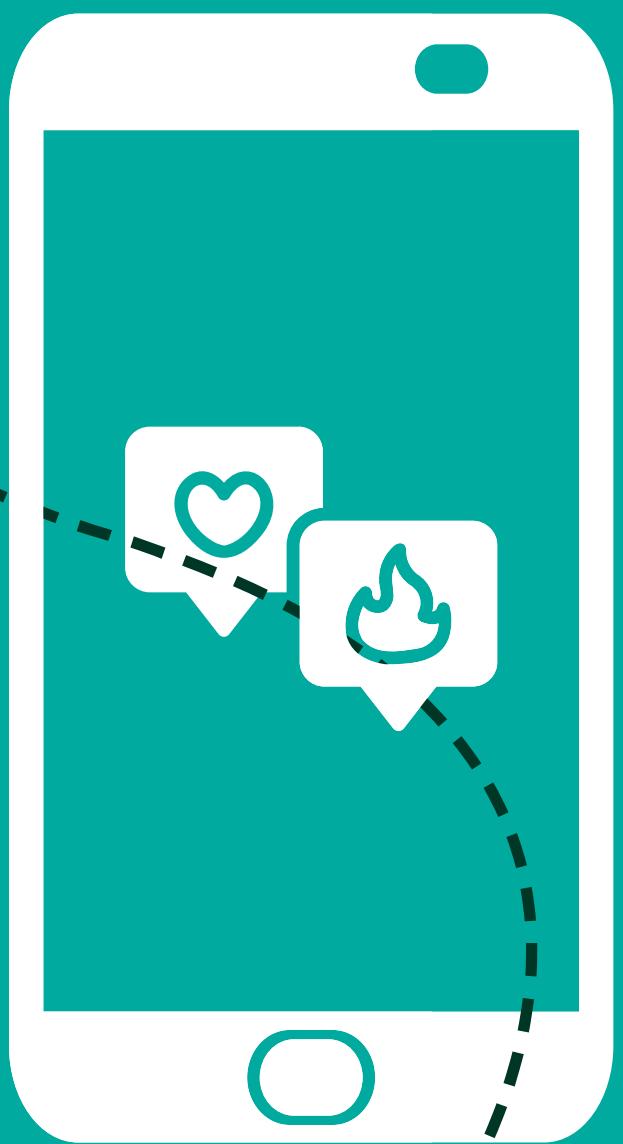
# NEWS LETTER

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JULY  
2025



# What's trending?



Let's find out!

# South African Employment Highlights:

**-4%**

Hiring activity decreased by **-4%**, from Mar. to Apr. 2025.

**-8%**

Recruitment activity decreased by **-8%** when compared to Apr. 2024.

PNET -

## TOP 5 Trending Jobs that Showed an Increase in Demand for Workers and Professionals:

**1. Senior Management**  
(Business & Management)



**2. Nursing /**  
Professional Care Giving  
(Medical & Health)



**3. Graphic / Print /**  
Packaging Design  
(Design, Media & Arts)



**4. IT Project Admin / Management**  
(Information Technology)



**5. Business Analysis**  
(Information Technology)





## MEDICAL & HEALTH

- This sector saw a **+21%** increase in hiring activity when compared to April 2024.

## Job Sectors That Experienced Increased Hiring Activity

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A consistent rise in hiring activity is a sign of trust in the local economy and an indication of business expansion.

PNET -

# Sector Statistics - Sales

## EE Candidates



## Candidates in Gauteng



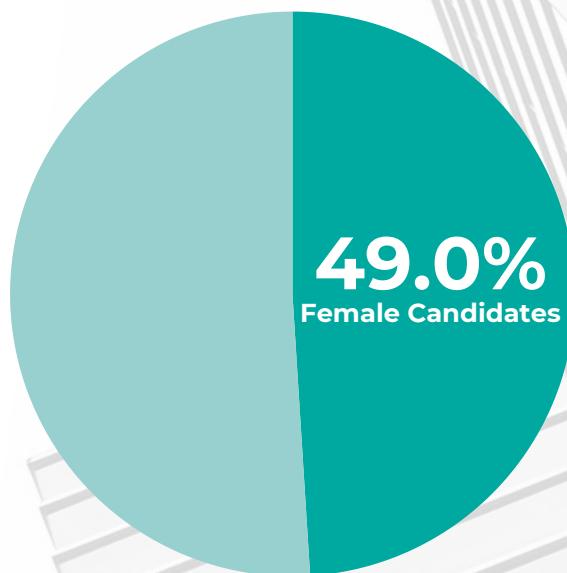
## Willing to Relocate



## Tertiary Qualification



## Sales Candidates



## Market-related monthly salaries (CTC) for TOP 3 in demand roles

Technical Sales Rep R21 614 - R28 474

Sales Admin R15 954 - R21 523

Merchandiser R10 694 - R13 840

**2 Years  
10 Months**

**The Average Stay of Sales Candidates in Their Roles**

The youth are not just the future - they're the pulse of the present. If we're listening, they'll tell us where the world is headed.



Let's find out!

# Youth Employment in SA: The Crisis and the Opportunity

Youth unemployment in South Africa remains a significant challenge to economic growth and social stability. According to the latest data from Stats SA (Q1 2025), nearly 1 in every 2 young people aged 15 to 34 are *not in employment, education or training* (NEET) - a staggering **45.1%** NEET rate.

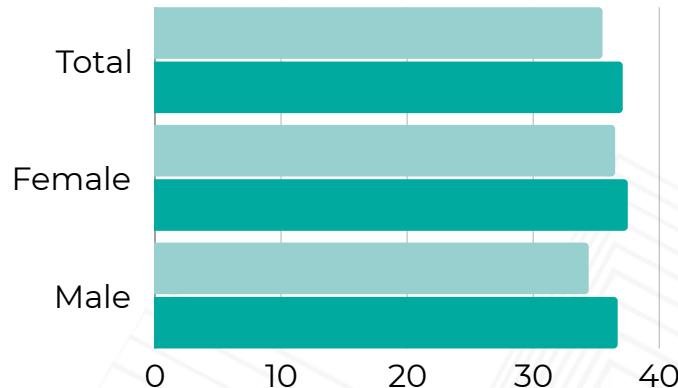
Among younger youth (15–24), the NEET rate sits at **37.1%**, marking a 1.6 percentage point increase from the previous year. These figures are more than just numbers. They represent millions of young South Africans disconnected from the economy, often before they've had a fair chance to participate in it.

Quick stats:

- Female youth remain worse off, with consistently higher NEET rates than their male counterparts.
- Graduates still face rising unemployment: the rate climbed to 11.7%, a 3-point jump year-on-year.
- Youth in provinces like North West (56.0%), Limpopo (48.6%), and Mpumalanga (49.3%) face the highest expanded unemployment rates in the country.

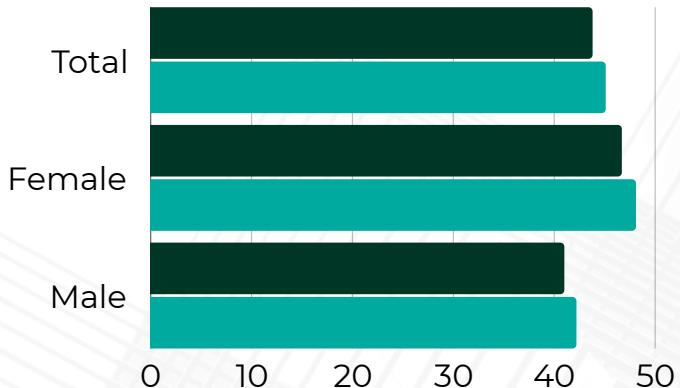
**NEET rate for youth aged 15–24**

● 2024   ● 2025



**NEET rate for youth aged 15–34**

● 2024   ● 2025

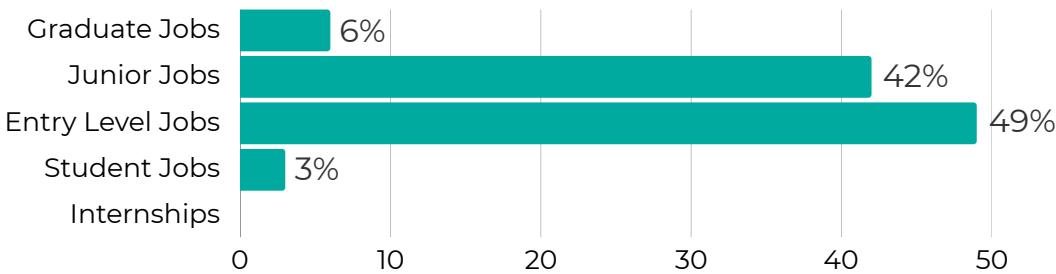


This is more than just a skills gap - it's a structural challenge. And without targeted entry points into the labour market, millions of young people remain sidelined.

# Where the Door Is Slightly Open: Sectors Offering Youth a Way In

Despite the bleak headlines, there are sectors making room for early-career talent. According to Pnet's 2025 Job Market Trends, roughly 10% of all advertised vacancies are geared toward youth with little to no work experience.

## Types of Jobs Geared Towards Youth



While internships remain scarce, there's a growing number of entry-level and junior roles being offered across several industries.

Some industries are far more open to young jobseekers than others. While sectors like Business & Management still require high expertise, fields such as Design, Architecture, Finance, Sales, Admin, IT, and Construction are actively offering footholds.

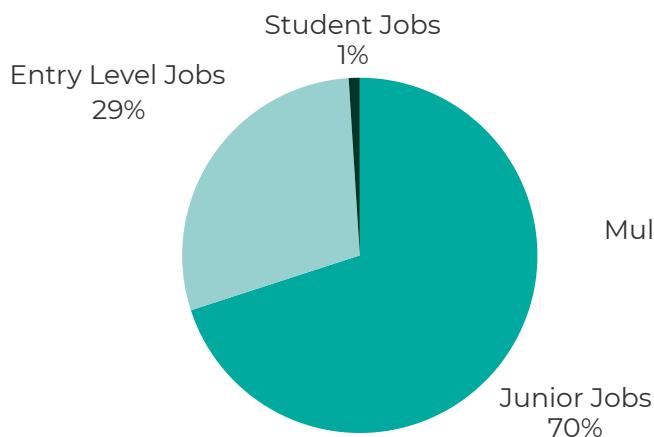
For employers, this isn't just a hiring trend - it's a strategic opportunity to build tomorrow's workforce today.

## Mindset Shifts Employers Need to Make

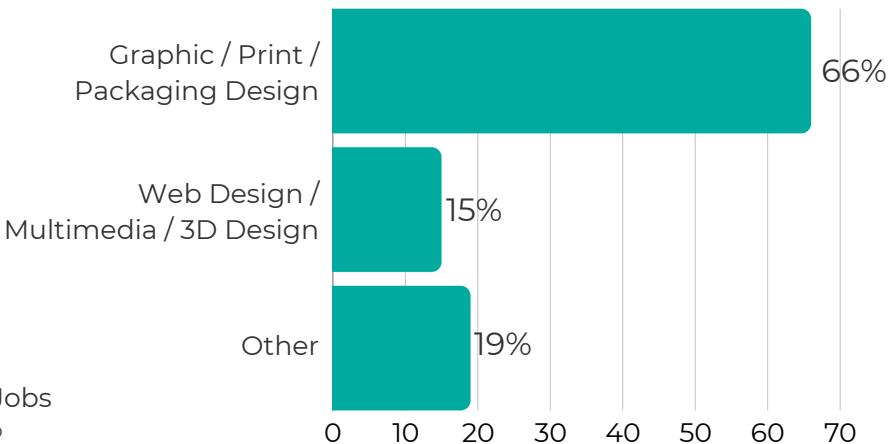
- From: *“They’re not work-ready.”*
  - To: *“No one is work-ready without a chance to learn. Let’s build them up.”*
- From: *“They lack experience.”*
  - To: *“They have potential. And potential scales better than past experience.”*
- From: *“They’re always on their phones.”*
  - To: *“They understand where the world is headed. Let’s tap into that.”*
- From: *“We don’t have time to train.”*
  - To: *“We don’t have time not to. Tomorrow’s workforce depends on today’s investment.”*
- From: *“We’re not a training ground.”*
  - To: *“We’re a business that shapes the future of work - starting with the youth.”*

## Design, Media & Arts

### Types of Jobs

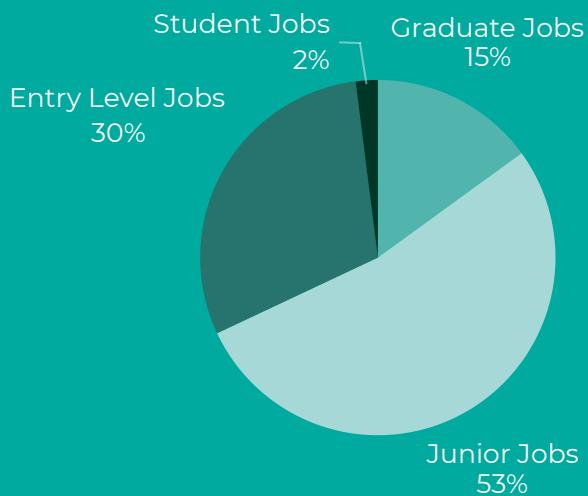


### Top Job Roles

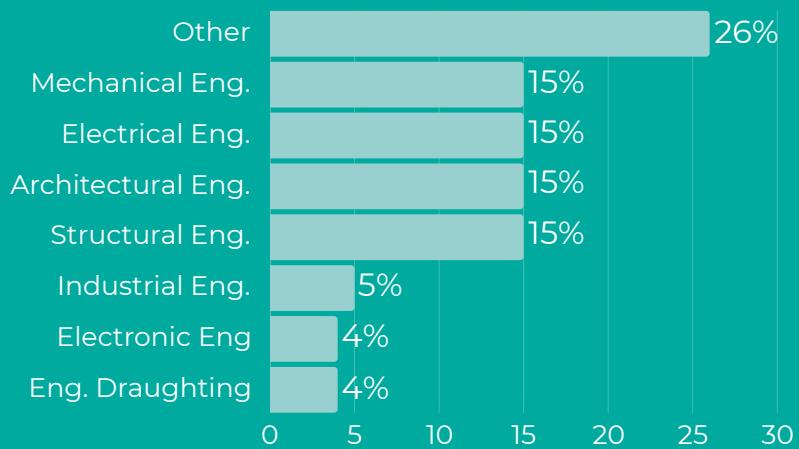


## Architecture & Engineering

### Types of Jobs

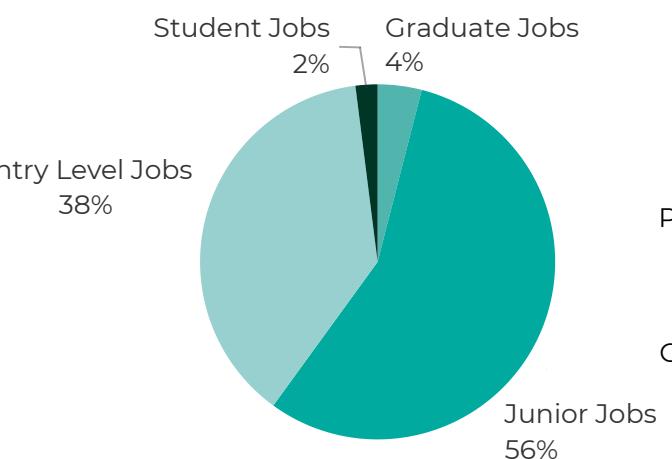


### Top Job Roles

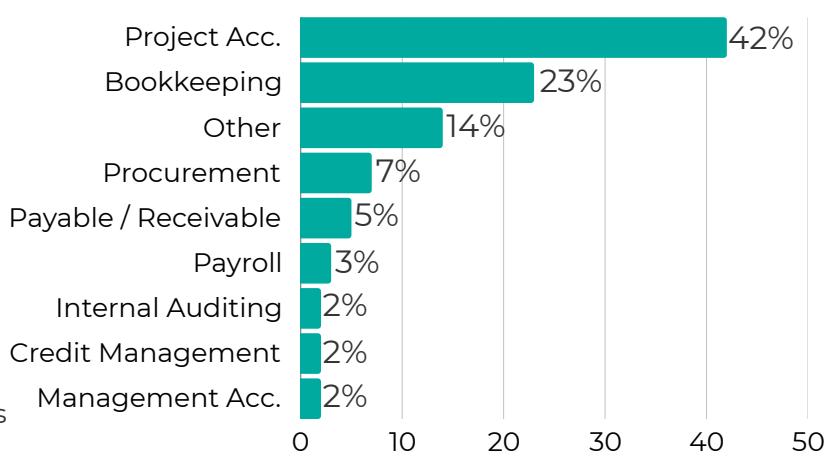


## Finance

### Types of Jobs

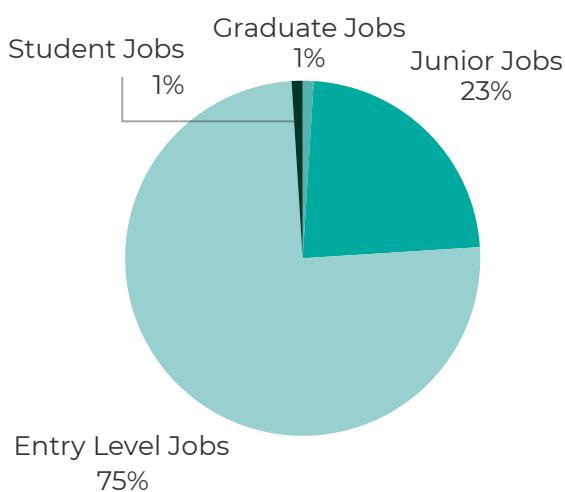


### Top Job Roles

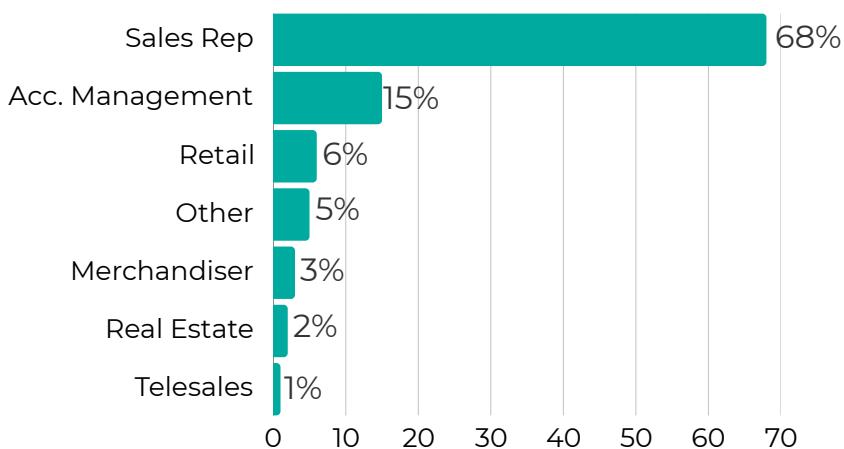


## Sales

### Types of Jobs

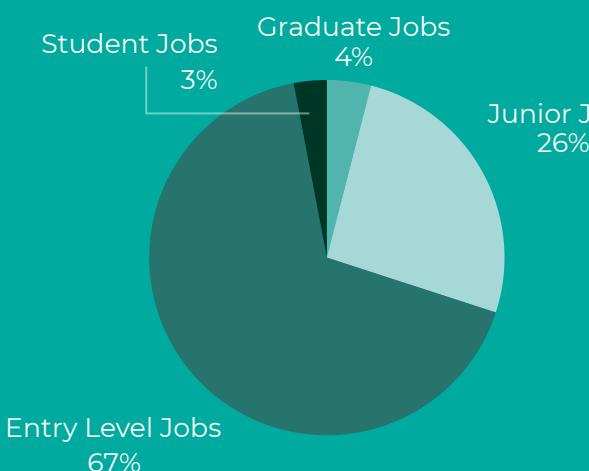


### Top Job Roles

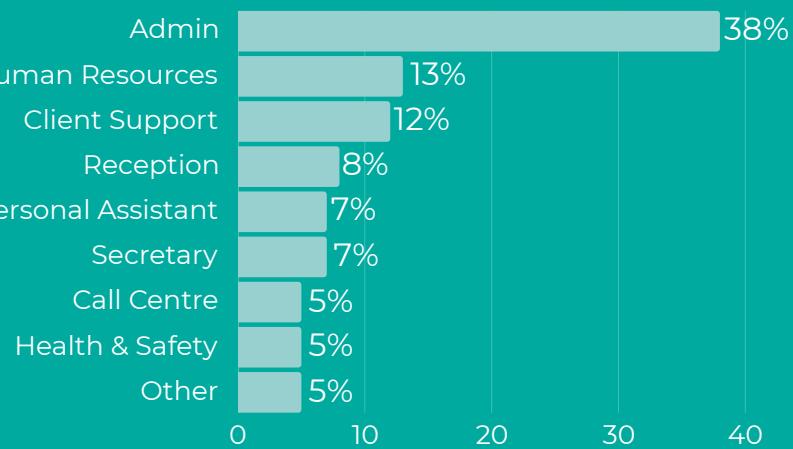


## Admin, Office & Support

### Types of Jobs

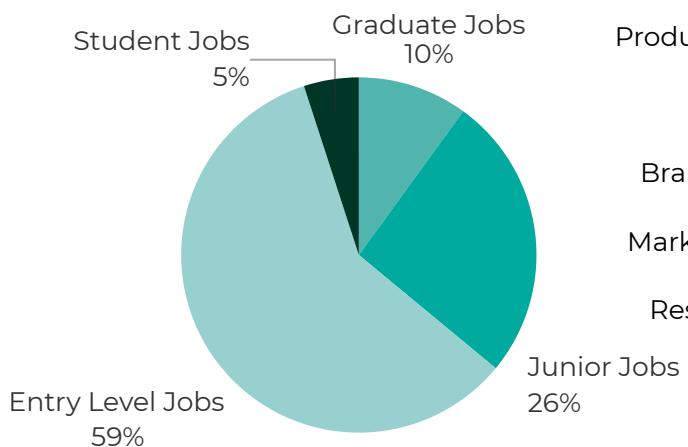


### Top Job Roles

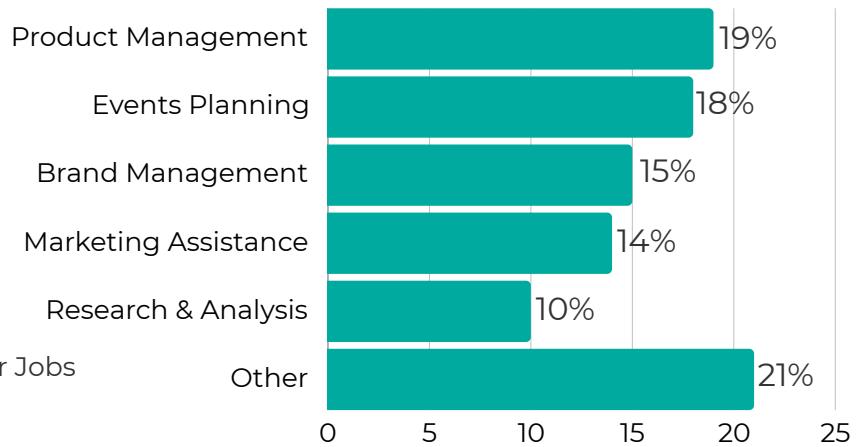


## Marketing

### Types of Jobs

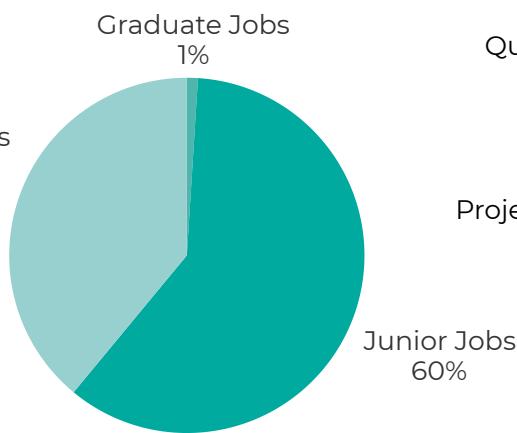


### Top Job Roles

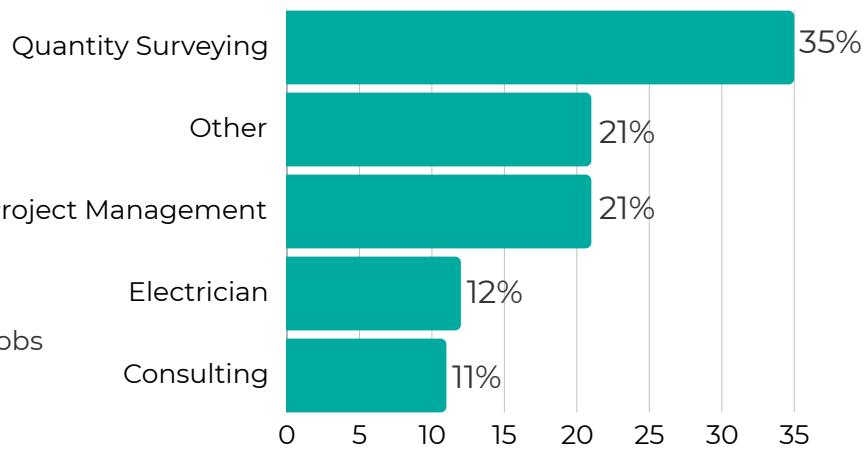


## Building & Construction

### Types of Jobs

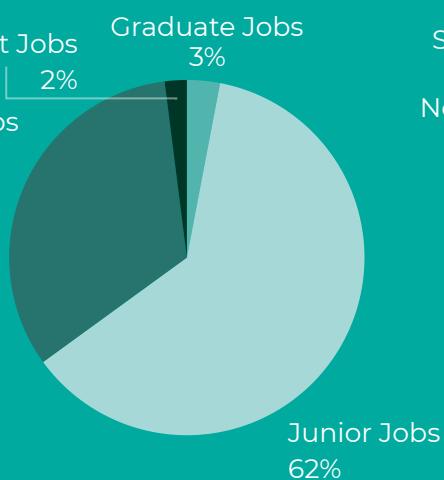


### Top Job Roles

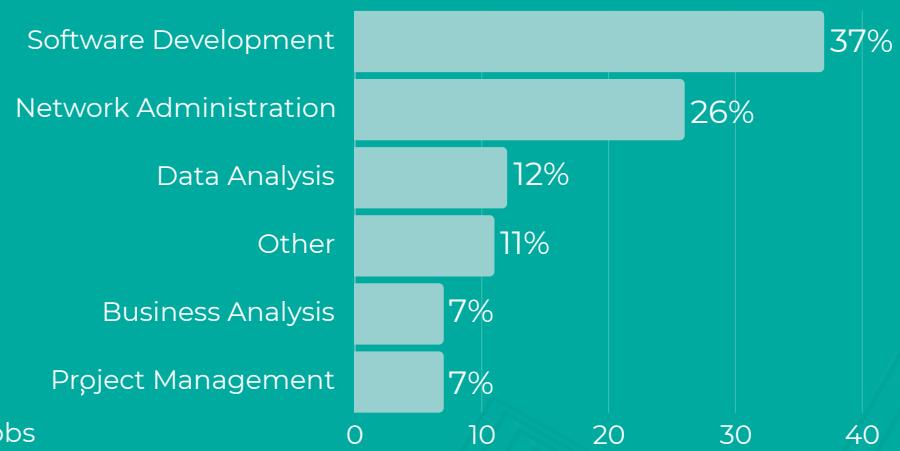


## Information Technology

### Types of Jobs



### Top Job Roles



## How Employers Can Create Youth Opportunities

- Create entry-level roles with realistic expectations – not every job requires prior experience.
- Offer short-term internships or job shadowing – even a two-week exposure programme can change a CV.
- Introduce mentorship structures – pair youth hires with experienced employees to guide and support their growth.
- Host open days or skills workshops – let young people engage with your business, learn about your sector, and explore career paths.
- Partner with TVET colleges and local training providers – build intentional feeder systems that match youth to business needs.
- Remove outdated barriers in job specs – terms like "2 years' experience required" eliminate capable, eager talent unnecessarily.

**In Other Words...**

# The Part That Isn't About Work

A poem, a quote, and quiet questions - because we're more than what we do.

## Diary of a Recruiter

I wake up each morning, coffee in hand,  
To hunt down talent across the land.  
Job specs vague? Oh, what a treat -  
"Must be fluent in Excel... and obsolete."

The client wants "a rockstar pro,"  
With ten years' skill... in a tech from last week, though.

The candidate's ghosted, left me on read -  
Probably abducted by LinkedIn instead.  
Interviews booked, then cancelled twice,  
"Can we reschedule?" "Sure, that's nice..."

I chase approvals, like cat and mouse,  
Why does HR live outside the house?

But when it clicks - it's recruiter bliss,  
A hire is made, and nothing's amiss.  
We cheer, we dance, we clink a glass...  
Then back to the madness - cause hiring's fast!

- Inspired by Isabel



## Food for Thought

1. Who has been the most influential person in my life?
2. What would I do if I knew the world was ending in a year?
3. In what small way am I becoming the person I once needed?
4. What am I carrying that no longer belongs to me?
5. When was the last time I felt completely present - and what made it possible?
6. What do I define as "success," and has that definition changed over time?
7. If I weren't afraid, what would I try?
8. What is the best question I've ever been asked?
9. If I could have a superpower, what would it be?
10. What would I do differently if I truly believed I had time?

## Motivation by Gillian

I would say don't be afraid to do something new!

Forget the Naysayers.

On a daily basis, I heard how old I was (when I started doing recruitment).

When we started Vital Element, we were still in the Covid lockdown.

There will always be challenges, and you may have to take a financial knock (starting a new career/endeavour).

However, if you have been retrenched or are in an unstable sector, you are facing so much uncertainty anyway!

**Don't be frightened of the unknown - you will grow...**





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We have everything from Change Management Consultants to Web Developers, and Information Security Experts to Writers.

Don't miss out on the incredible talent ready to help your business thrive. Visit GIGElement now and start building partnerships for life today!

**Join us in building  
partnerships for life!**

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Are you looking to hire a freelancer? GIGElement offers a verified and vetted talent pool to help you fill open roles with top-quality candidates. Explore our curated freelance portfolios and build partnerships for life!

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GIGElement is dedicated to building a top-quality talent pool, helping you find your ideal gig employee while fostering long-term partnerships. We prioritise the security and verification of user information, providing a reliable and trustworthy platform for all your freelancing needs.

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**Please feel free to send your input to**  
**Vitalwebmail@gmail.com.**

**Thank you for your continued support and engagement.**

**We look forward to hearing from you!**

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## **CONTACT US :**

-  073 141 8004 / 083 959 0091
-  <https://www.vitalelement.co.za/>
-  gillian@vitalelement.co.za /  
isabel@vitalelement.co.za

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