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THE NEXUS BETWEEN SCARCE SKILL AND EMPLOYABILITY OPPORTUNITY AMONGST GRADUATES OF A SELECTED UNIVERSITY IN SOUTH AFRICA

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ABSTRACT

Scarce skills and the employability of graduates have been of interest to several scholars, this study was founded on a need to use a methodology that would offer in depth appreciation of the study questions and objectives. The research methodology adopted for the study emanated from a sociological paradigm associated with the belief that organisations are social entities and the reality of scarce skills and employability could be established through interaction with graduates and organisational representatives. Since the present study sought to describe the influence of scarce skills on the employment of graduates from a recent graduate at a selected University in South Africa, the descriptive survey design was deemed appropriate for the study. Evidence from the study suggest that Scarce skills are not university qualifications which are generalised, rather, they are industry specific and they address the needs and wants of particular industries in which graduates seek employment. For this reason the study provided evidence for a need for post-university skills acquisition that attends to the specialized skills required in the industries they wish to work. The study also established that despite the fact that scarce skills are the main factors affecting the employment of graduates in the various industries of their choice, the study found evidence that recruitment and employment processes are facing serious problems related to unfair labour practices and some high degree of subjectivity that is affecting employment.

Keywords: Skills, scarce skills, employability, universities.