



# DEVIARE IS AHEAD OF THE CURVE WITH SCARCE SKILLS DEVELOPMENT

Introducing South Africa's newest and most current learning programmes

Hot off the press...

We have something to share, and we thought we should put it in a blog to make it last forever. That's how good it is.

But first, for those who will 'read later' here is a summary:

Deviare can now offer 4 of the newest Learnership Qualifications accredited by the QCTO (Quality Council for Trades and Occupations):

Qualification / Programme Title	NQF Level	ID or OFO Code	Minimum Credits
Occupational Certificate: Data Science Practitioner	NQF Level 05	118708	185
Occupational Certificate: Software Developer	NQF Level 05	118707	220
Occupational Certificate: Artificial Intelligence Software Developer	NQF Level 05	118792	209
Occupational Certificate: Cloud Administrator	NQF Level 04	118699	149

Learnerships can be a valuable tool for individuals looking to pursue new career opportunities as well as for businesses seeking to address skills shortages and promote workforce development.

In our quest to stay ahead of the curve, we wanted to be the first to share the breaking news. For our context in South Africa, the need to offer learning content that is fresh, relevant, and aligned with industry requirements and trends (locally and abroad), is of utmost importance if we are going to dent the persistently high numbers of our young who remain involuntarily inactive in our economy.

## NOW, LET'S GET INTO THE DETAILS. FIRST THE ROLE PLAYERS:

Deviare, that's us, is an innovative digital start-up that helps organisations build capacity to thrive in a digital world. Based in Johannesburg, South Africa, Deviare offers a comprehensive approach to digital transformation that consists of four key areas: assessing digital potential, digital skills training with digital workplace exposure, and a suite of other digital solutions.

The QCTO is responsible for accrediting occupational qualifications and part qualifications in South Africa; the addition of new accreditations for Data Science Practitioner, Software Developer, Cloud Administrator and AI Software Developer reflects the growing importance of these fields in today's digital economy.

Deviare plays a critical role here. By offering learnerships in these in-demand skills, individuals can gain valuable experience and qualifications that can help them pursue new career opportunities in the growing digital economy. In addition, learnerships can also help address skills shortages in these areas, by providing a pipeline of skilled workers for businesses to tap into.

## WHAT ARE SCARCE SKILLS AND WHY ARE THEY IMPORTANT?

Well, you will know a skill is scarce when that skill is in high demand but low in supply in the labour market. Scarce skills are often related to emerging technologies, such as artificial intelligence (AI), data science, cloud computing, cybersecurity and blockchain. This is where Deviare has niched its skills development offering.

Scarce skills are important for several reasons. They enable organisations to innovate and compete in a rapidly changing world, they create new opportunities for economic growth and social development, and they empower individuals to access better jobs and incomes. However, scarce skills also pose significant challenges. They require constant learning and adaptation to keep up with technological changes, they are often expensive and inaccessible for many people, especially those from disadvantaged backgrounds, and they create skill gaps and mismatches between supply and demand.

Since inception in 2017, Deviare has worked with South Africa's leading businesses (see our client list here: <https://deviare.africa>) in Technology, Banking, Telecommunications, Oil & Gas as well as other sectors to create an enabling ecosystem that has seen thousands of young South Africans build bridges to work opportunities in ways that truly matter. Deviare recognises that scarce skills development is not only a technical issue but also a social one. It requires not only providing access to quality education but also creating an inclusive and supportive learning environment.

It's well worth noting that learnerships can also help businesses meet their transformation and employment equity targets by providing opportunities for learners who come from previously disadvantaged backgrounds gain valuable workplace experience and formal qualifications.

## ARE WE ALLOWED TO BRAG A LITTLE?

So, what sets Deviare apart in the market? For starters, we focus on delivering training programmes that are relevant and in high demand.

The 4 new learnership qualifications in Data Science, Cloud Administration, Software Development and AI Software Development are some of the most sought-after skills in the technology industry today. Deviare's accreditation by the QCTO is a testament to the company's expertise in these areas. By providing learners with the knowledge and skills needed to excel in these fields, Deviare is positioning itself as a leader in the skills development market.

But it's not just about the qualifications themselves. Deviare's commitment to staying ahead of the curve is what truly sets us apart from our competitors. We invest heavily in cutting-edge technology and solutions to ensure that our training programmes are of the highest quality and relevance. By doing so, we're able to provide learners with the skills they need to succeed in a rapidly changing job market.

If you want to learn more about Deviare's services, [book a meeting with us](#) or join our community of learners, clients, and employers by visiting our website at <https://deviare.africa/>.