

SKHATSI ITSTIME (PTY) LTD

CAREER PATHWAY GUIDE

From Digital Foundations to Professional ICT Careers

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Entry Programmes	Basic End User Computing (SP-240201, QCTO Skills Programme) and the Digital Foundations & Emerging Technologies Programme
Audience	All enrolled and prospective learners
Provider	Skhatsi Itstime (Pty) Ltd — CIPC: 2024/563305/07
Vendors Covered	Microsoft CompTIA Cisco AWS Google Cloud Pearson VUE / Certiport

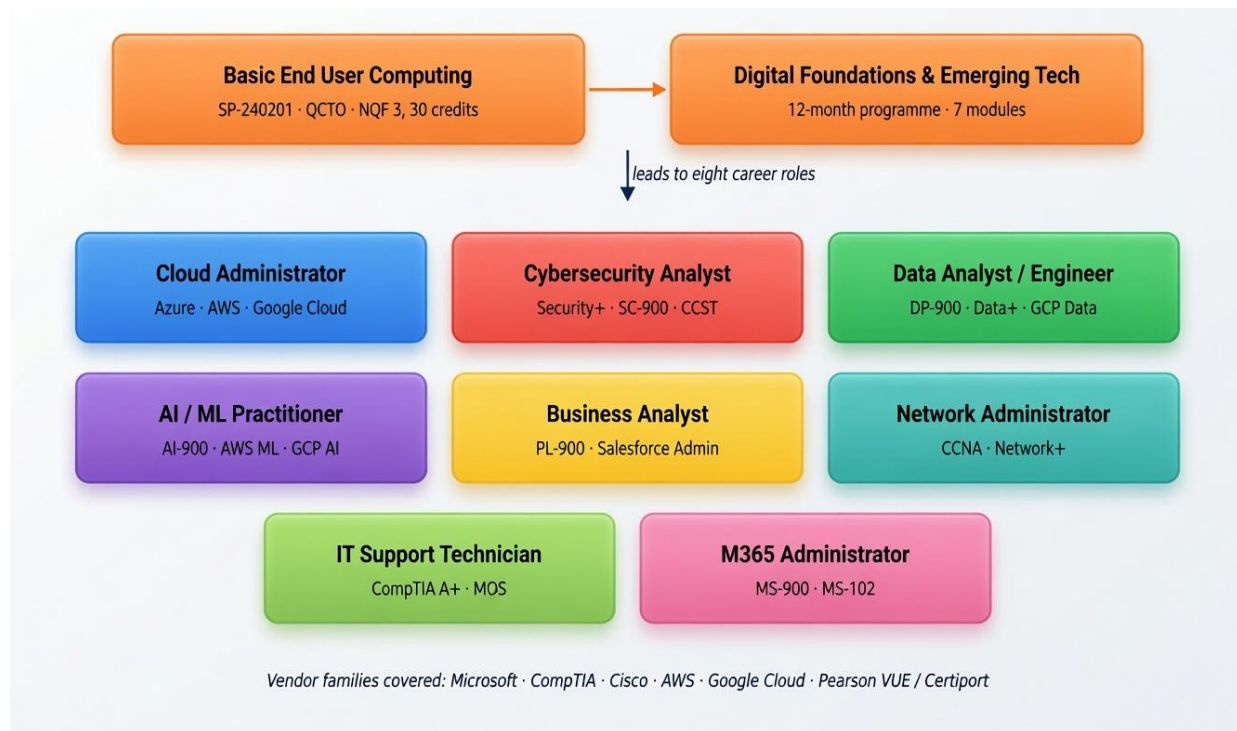


Figure 1: Career pathway roadmap — from the entry programmes to eight ICT career roles

1. Why This Guide Exists

Every learner who completes Basic End User Computing (SP-240201) or the Digital Foundations & Emerging Technologies Programme stands at the start of a career, not the end of one. This guide shows where that journey can lead — across every major technology vendor, not just Microsoft — so you can choose a path that matches your interests, strengths, and the roles available in the South African job market.

This is not a list of exams to memorise. It is a map. Find the career role that excites you, see which certifications professionals in that role typically hold, and work towards them one step at a time. Skhatsi ItsTime can support you on the Microsoft pathway directly through our Pearson VUE and Certiport partnerships; for other vendors, this guide tells you exactly where to start.

How to Read This Guide

- Section 2 shows your entry point — what you already have after your entry programme
- Section 3 presents 8 career roles, each with certifications mapped across all relevant vendors
- Section 4 gives indicative South African salary bands for each role
- Section 5 explains how to move from one certification to the next

2. Your Entry Point

Your journey starts with one (or both) of two Skhatsi Itstime programmes. **Basic End User Computing (SP-240201)** is our QCTO-accredited skills programme — NQF Level 3, 30 Credits — covering Word, Excel, PowerPoint, email, and safe computing for the workplace. It requires an NQF Level 2 qualification (or RPL for access) and gives you a nationally recognised statement of results.

The **Digital Foundations & Emerging Technologies Programme** is a 12-month programme, delivered and assessed on our Moodle platform, built on 7 modules that introduce the building blocks every ICT career rests on:

Module	Topic	Opens the Door To
1	Digital Foundations & Computing Basics	All technology careers
2	Cloud Computing & Infrastructure	Cloud, Infrastructure, DevOps roles
3	Data Fundamentals	Data Analyst, Data Engineer roles
4	Microsoft Power Platform	Business Analyst, App Developer roles
5	Artificial Intelligence Fundamentals	AI/ML Engineer, Data Scientist roles
6	Microsoft Security, Compliance & Identity	Cybersecurity, Identity & Access roles
7	Workplace Digital Skills & Professional Development	Workplace readiness for any role

Once you complete your programme and receive your Statement of Results, you are ready to begin building toward any of the eight career roles in Section 3.

3. Career Roles & Certification Pathways

Each role below lists the certifications most held by professionals in that position in South Africa today, organised by vendor. You do not need every certification listed — choose the vendor track that matches the employers and technologies in your area, or pursue more than one if you want to stand out.

3.1 Cloud Administrator / Cloud Support Engineer

Manages cloud infrastructure, virtual machines, storage, and networking for an organisation. The most common entry role into cloud computing.

Typical South African salary band: R180,000 – R450,000 per year

Microsoft	AZ-900 (Azure Fundamentals) → AZ-104 (Azure Administrator Associate) → AZ-305 (Solutions Architect Expert)
AWS	AWS Certified Cloud Practitioner → AWS Certified SysOps Administrator – Associate → AWS Certified Solutions Architect – Associate
Google Cloud	Google Cloud Digital Leader → Associate Cloud Engineer → Professional Cloud Architect
CompTIA	CompTIA Cloud+ (vendor-neutral cloud fundamentals, pairs well with any cloud vendor track)

3.2 Cybersecurity Analyst

Protects organisations from cyber threats — monitoring systems, responding to incidents, and implementing security controls. One of the fastest-growing and best-paid ICT fields in South Africa.

Typical South African salary band: R220,000 – R550,000 per year

Microsoft	SC-900 (Security, Compliance & Identity Fundamentals) → SC-200 (Security Operations Analyst Associate) → SC-401 (Information Security Administrator Associate)
CompTIA	CompTIA Security+ → CompTIA CySA+ (Cybersecurity Analyst) → CompTIA PenTest+
Cisco	Cisco Certified Support Technician (CCST) Cybersecurity → CCNA Security → CyberOps Associate
AWS	AWS Certified Security – Specialty
Other	(ISC) ² Certified in Cybersecurity (CC) — globally recognised entry-level credential, no experience required

3.3 Data Analyst / Data Engineer

Collects, cleans, and interprets data to help organisations make decisions. Data roles are in high demand across banking, retail, and telecoms in South Africa.

Typical South African salary band: R200,000 – R500,000 per year

Microsoft	DP-900 (Data Fundamentals) → DP-203 (Data Engineer Associate) → PL-300 (Power BI Data Analyst Associate)
AWS	AWS Certified Data Engineer – Associate
Google Cloud	Google Data Analytics Professional Certificate → Professional Data Engineer
CompTIA	CompTIA Data+ (vendor-neutral foundation for data analytics roles)

3.4 AI / Machine Learning Practitioner

Builds and applies artificial intelligence solutions — from chatbots to predictive models. An emerging field with growing local demand as businesses adopt AI tools.

Typical South African salary band: R250,000 – R600,000 per year

Microsoft	AI-900 (AI Fundamentals) → AI-102 (Azure AI Engineer Associate) → DP-100 (Azure Data Scientist Associate)
AWS	AWS Certified AI Practitioner → AWS Certified Machine Learning Engineer – Associate
Google Cloud	Google Cloud Generative AI Leader → Professional Machine Learning Engineer
Other	Google/IBM/DeepLearning.AI professional certificates on Coursera (widely recognised by SA employers)

3.5 Business Analyst / Low-Code App Developer

Bridges business needs and technology — building apps, automations, and dashboards without traditional programming. Highly valued in SMEs and corporate innovation teams.

Typical South African salary band: R190,000 – R480,000 per year

Microsoft	PL-900 (Power Platform Fundamentals) → PL-200 (Power Platform Functional Consultant) → PL-400 (Power Platform Developer)
Salesforce	Salesforce Certified Administrator → Salesforce Certified Platform App Builder
CompTIA	CompTIA Project+ (useful complementary credential for analyst-track roles)

3.6 Network Administrator / Network Engineer

Designs, builds, and maintains the networks that connect computers, servers, and the internet. A foundational ICT infrastructure role found in nearly every organisation.

Typical South African salary band: R180,000 – R420,000 per year

Cisco	CCST Networking → CCNA (Cisco Certified Network Associate) → CCNP Enterprise
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CompTIA	CompTIA Network+ → CompTIA Server+
Microsoft	AZ-700 (Azure Network Engineer Associate) — for organisations moving networking to the cloud

3.7 IT Support Technician / Desktop Support

The most common starting role in ICT — installing, troubleshooting, and maintaining computers, software, and end-user equipment. Directly builds on your entry programme skills.

Typical South African salary band: R120,000 – R280,000 per year

CompTIA	CompTIA A+ (the global standard entry certification for IT support)
Microsoft	MD-102 (Endpoint Administrator Associate) — for organisations using Microsoft device management
Pearson VUE / Certiport	Microsoft Office Specialist (MOS): Word, Excel, PowerPoint — proves practical office productivity skill, often a hiring requirement for admin and support roles

3.8 Microsoft 365 / Modern Workplace Administrator

Manages an organisation's email, collaboration tools, and Microsoft 365 environment. A natural next step for learners who enjoyed the Workplace Digital Skills module.

Typical South African salary band: R200,000 – R450,000 per year

Microsoft	MS-900 (Microsoft 365 Fundamentals) → MS-102 (Microsoft 365 Administrator Expert) → MS-203 (Messaging Administrator Associate)
Pearson VUE / Certiport	Microsoft Office Specialist: Outlook, Teams

4. Salary Overview

Indicative annual salary ranges for early to mid-career professionals in South Africa, 2026. Actual salaries vary by location, employer size, and experience.

Career Role	Entry Level	Experienced
IT Support Technician	R120,000	R280,000
Network Administrator	R180,000	R420,000
Cloud Administrator	R180,000	R450,000
Business Analyst / App Developer	R190,000	R480,000
Data Analyst / Data Engineer	R200,000	R500,000
M365 Administrator	R200,000	R450,000
Cybersecurity Analyst	R220,000	R550,000
AI / Machine Learning Practitioner	R250,000	R600,000

Note: figures are indicative estimates based on general South African ICT market trends and should be used as a directional guide, not a guarantee.

5. How to Move From One Certification to the Next

- Start with the Fundamentals-level certification in your chosen vendor track — these assume no prior experience and are achievable directly after your entry programme
- Use Microsoft Learn, Skillable, and Extreme Labs (already available to you as a Skhatsi Itstime learner) to study and practise before booking an exam
- Book exams through Skhatsi Itstime's Pearson VUE Test Centre — we are the only centre between Pretoria and Mbombela, so you do not need to travel far
- For Certiport exams (Microsoft Office Specialist, IC3, Adobe), speak to your facilitator about scheduling — Skhatsi Itstime began proctoring these in June 2026
- For CompTIA, Cisco, AWS, and Google Cloud certifications not yet directly supported by Skhatsi Itstime, free official study material is available on each vendor's learning site, and exams can be booked directly with Pearson VUE
- Once you reach Associate level in any track, start applying for entry-level roles — many employers will support further certification once you are working

A Note on Choosing Your Path

There is no single 'correct' pathway. Some learners move quickly into Cloud or Security because that is where the jobs are in their area. Others discover a passion for Data or AI and follow that instead. Use this guide as a map, not a fence — talk to your facilitator about which path makes sense for your goals, location, and the opportunities available to you right now.