

Handout 2 - SKILLS MATRIX Example (to determine where the skills are)

Surname	Initial	Job title	Race				Gender		Disability		Age									
			A	C	W	Asian	M	F	Y	N	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	
Marais	A	Manager			X			F								X				
Sekhute	T	Manager	X				X					X								
SUBTOTAL			I		I		I	I				I			I					
Mamaregane	L	Accountant	X				X						X							
SUBTOTAL			I				I						I							
Roelofse	R	Secretary			X			X				X								
Moloi	T	Secretary		X			X					X								
Van Niekerk	M	Secretary		X				X									X			
SUBTOTAL				2	I		I	2				2					I			
TOTAL			2	2	2		3	3				2	I	I		I	I			