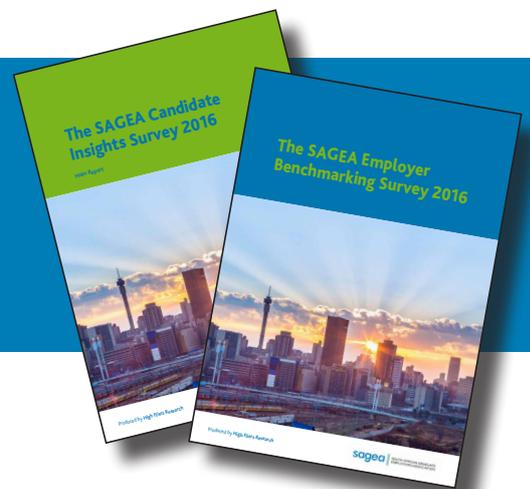


The SAGEA Employer & Candidate Surveys 2016



Press Release

Recruitment amongst South Africa's leading graduate employers is at an all time high, however competition for the very best candidates is as strong as ever.

Results from an **independent survey** of leading employers in South Africa shows that these organisations are set to recruit **record numbers** of graduates in 2016 & 2017. *The SAGEA Employer Benchmark Survey 2016* is based on responses from 98 of the largest and most well-known graduate employers in the country. It provides encouraging news for students leaving university over the next two years and for those looking for their first job upon graduation.

Competition for the highest-calibre candidates remains extremely high. *The SAGEA Candidate Insights Survey 2016* – an online questionnaire with 2,052 new or future employees – showed that while candidates made an average of six or seven applications, **three-fifths** had secured **multiple job offers**. While most employers received in excess of 1,500 applications, many said there was a shortage of candidates with the right employability skills and qualifications.

Nearly **two-thirds** of employers expect to **increase graduate salaries** in 2017, while nearly a fifth were still to set their salaries by the time the survey took place. Employers continue to look for engaging ways to interact with students to create a useful dialogue and help them to understand all of the opportunities on offer. Recruiters were very active on campus – hosting events and attending careers fairs – and were also present on social networking sites and hosted their own websites.

Highlights from *The SAGEA Employer Benchmark Survey 2016* include:

- **More than two-fifths** of employers said their primary purpose for engaging in graduate recruitment was to hire candidates onto a leadership development programme.
- Graduate vacancies are set to **increase by 10.3 per cent** in 2017, compared to the numbers recruited in 2016.
- Vacancy levels will increase in **11 of 12 industries** that are tracked in the survey.
- The **accounting and professional services firms** were the largest recruiters, with 38 per cent of the vacancies in 2016. **Retailers** and **commercial or retail banks** were also major recruiters this year.
- By job function, the most vacancies were found in **audit (TIPP)**, which accounted for more than a third of total vacancies available in 2016.

The SAGEA Surveys 2015

- The median graduate starting salary for 2016 was unchanged at **R180,000**.
- The highest starting salaries in 2016 were for positions in **chemical engineering, geology, retail banking, compliance analysts, law, mining engineering** and **investment banking**. All of these offered median starting salaries of more than R300,000
- The median number of applications received by employers was **1,500**, while the median number of applications per vacancy was **70**.
- An average of **19 per cent** of those candidates who submitted applications were successful in reaching the next stage of the selection process. **Half** of those who make it through to final-round assessment with an employer were offered a graduate position.
- The University of Cape Town was voted by employers as having the best **careers service** and also the best **careers fair**.

Highlights from *The SAGEA Candidate Insights Survey 2016* include:

- The most likely destination for candidates was **auditing (TIPP)**.
- The five universities with the highest attendance levels accounted for **three-fifths** of participants.
- **More than a quarter** had worked with their new employer prior to joining as a graduate. Most of this experience was gained via vacation work.
- **Three-fifths** of candidates confirmed they started researching graduate employers prior to their final year of university.
- Candidates made an average of **seven** applications.
- **Training & development**, the **organisations' reputation** and **long-term career prospects** were the most important factors when deciding who to apply to, and which job offer to accept.
- **Employers' own websites** and **brochures, university careers services & careers fairs, family & friends, people in industry** and **campus events** were the most widely used sources of information when job hunting
- **Just over two-fifths** expect to stay with their first employer for more than five years.
- **Remuneration, promotion, international opportunities** and **training & development** were the key factors in persuading candidates to stay longer with an employer.
- Some **88 per cent** want to work overseas at some point in the future, although most recognised it is most likely to occur in 2018 or beyond.

Executive Director for SAGEA, **Cathy Sims** commented:

“South Africa’s leading graduate employers are continuing to increase the number of graduate vacancies on offer which shows a tangible commitment from recruiters to attract and retain the very best talent leaving our universities each year. Graduates should play a vital role within the talent management strategy for employers and while there is an overall increase in available positions, the competition for the very best candidates remains extremely high. We anticipate employers will seek out novel and engaging ways to interact with prospective job seekers, while maintaining tried and tested methods – such as events on campus and employers’ own graduate websites – to connect with students in a useful and timely fashion.”

Notes for Editors

1. *The SAGEA Employer Benchmark Survey 2015* and *The SAGEA Candidate Insights Survey 2015* were carried out on behalf of **The South African Graduate Employers Association (SAGEA)** by the specialist graduate research company, **High Fliers Research Ltd.** Research took place from February to May 2015, using online questionnaires.
2. **The South African Graduate Employers Association (SAGEA)** is a professional body dedicated to connecting and advancing the graduate recruitment industry. SAGEA is the hub of the industry, making use of synergies, resourcefulness and insights to bring global best practice to our members, and elevate the profession.
3. The employers who participated in one or both surveys include:

<i>Accenture</i>	<i>Discovery</i>	<i>Nedbank Ltd</i>
<i>Adams & Adams</i>	<i>Eighty20Consulting</i>	<i>Nestlé South Africa</i>
<i>Afena Capital</i>	<i>ENSafrica</i>	<i>Norton Rose Fulbright</i>
<i>Afrox</i>	<i>Emerson Network Power</i>	<i>Ogilvy & Mather</i>
<i>Allan Gray</i>	<i>Estee Lauder Companies</i>	<i>Old Mutual SA</i>
<i>Anglo American</i>	<i>EY</i>	<i>Polyoak Packaging</i>
<i>Anglo American Coal</i>	<i>Fasken Martineau</i>	<i>PPS</i>
<i>Anglo American Platinum</i>	<i>Financial Intelligence Centre</i>	<i>Procter & Gamble</i>
<i>AVI Limited</i>	<i>FirstRand Bank</i>	<i>Public Investment Corporation</i>
<i>Bain & Company</i>	<i>FNB</i>	<i>PwC</i>
<i>Barclays Africa</i>	<i>Frost & Sullivan</i>	<i>PwC Advisory</i>
<i>Barloworld Transport</i>	<i>Genesis Analytics</i>	<i>RCL Foods</i>
<i>Barlworld Logistics</i>	<i>Glencore Coal SA</i>	<i>RMB</i>
<i>BDO</i>	<i>Global Load Control</i>	<i>Sanlam</i>
<i>BHP Billiton Energy Coal SA</i>	<i>Grant Thornton</i>	<i>Saratoga Software</i>
<i>BHP Billiton Samancor</i>	<i>Hatch Goba</i>	<i>Sasol</i>
<i>Bloomberg</i>	<i>Hogan Lovells</i>	<i>Seeff</i>
<i>BMW SA</i>	<i>Investec Asset Management</i>	<i>Senwes</i>
<i>Bostom Consulting Group</i>	<i>Investec Bank Limited</i>	<i>Shoprite Group</i>
<i>Bowman Gilfillan</i>	<i>Investec CA Programme</i>	<i>South African Breweries</i>
<i>Brandhouse</i>	<i>IQ Business</i>	<i>South African Revenue Service (SARS)</i>
<i>British American Tobacco South Africa</i>	<i>Kansaiplascon</i>	<i>Standard Bank</i>
<i>Business Connexion</i>	<i>KPMG</i>	<i>TEACH South Africa</i>
<i>Capitec Bank</i>	<i>LexisNexis</i>	<i>TFG (The Foschini Group)</i>
<i>Citi</i>	<i>Massmart</i>	<i>The Boston Consulting Group</i>
<i>Clicks Group</i>	<i>Mazars</i>	<i>Tigerbrands</i>
<i>Coronation Fund Managers</i>	<i>McKinsey & Company</i>	<i>Truworths</i>
<i>Cummins</i>	<i>Media24</i>	<i>Unilever South Africa</i>
<i>Deloitte</i>	<i>Mercedes Benz South Africa</i>	<i>Vodacom Pty Ltd</i>
<i>Deloitte Consulting</i>	<i>Merrill Lynch</i>	<i>Volkswagen Group South Africa</i>
<i>Denel Dynamics</i>	<i>MMI Holdings</i>	<i>Webber Wentzel</i>
<i>Derivco</i>	<i>Mr Price Group</i>	<i>Weir Minerals Africa</i>
<i>Deutsche Bank</i>	<i>MultiChoice</i>	<i>Werksmans Attorneys</i>
<i>Dimension Data</i>	<i>Murray & Roberts</i>	<i>WSP Group Africa</i>
<i>Direct Axis Pty Ltd</i>	<i>Nampak</i>	

4. For further information or additional comments please contact:

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