

The SAGEA Bursary & Scholarships Insights 2021

November 2021



Introducing the SAGEA Bursary & Scholarship Insights 2021

Participating Organisations

Absa Bank

Anglo American

Auditor General of South Africa

Capitec

Cliffe Dekker Hofmeyr

Colgate-Palmolive

Coronation Asset Management

Council for Scientific & Industrial Research (CSIR)

Deloitte

Dimension Data

EY

Fasken

FirstRand

Genesis Analytics

Hatch

Huawei

Imperial Logistics

KPMG

Media24

Michael & Susan Dell Foundation

Moshal Programme

Nedbank

Old Mutual

PPS Insurance

Public Investment Corporation

Reckitt

SAICA/Thuthuka

Santam

Sasol

Standard Bank

Students For A Better Future

StudyTrust

The Foschini Group

Tomorrow Trust

Vodacom

Webber Wentzel

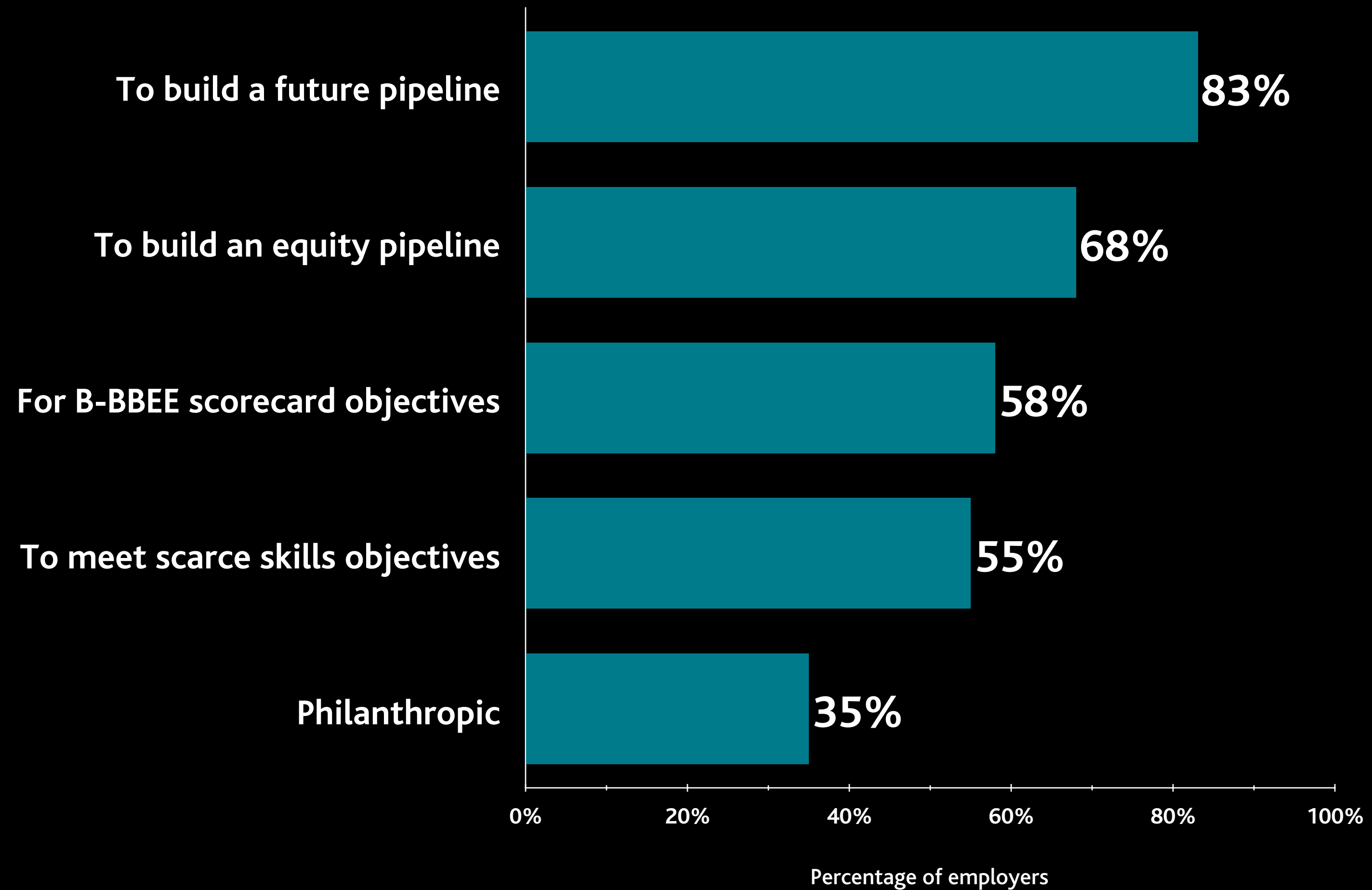
Woolworths

Worley

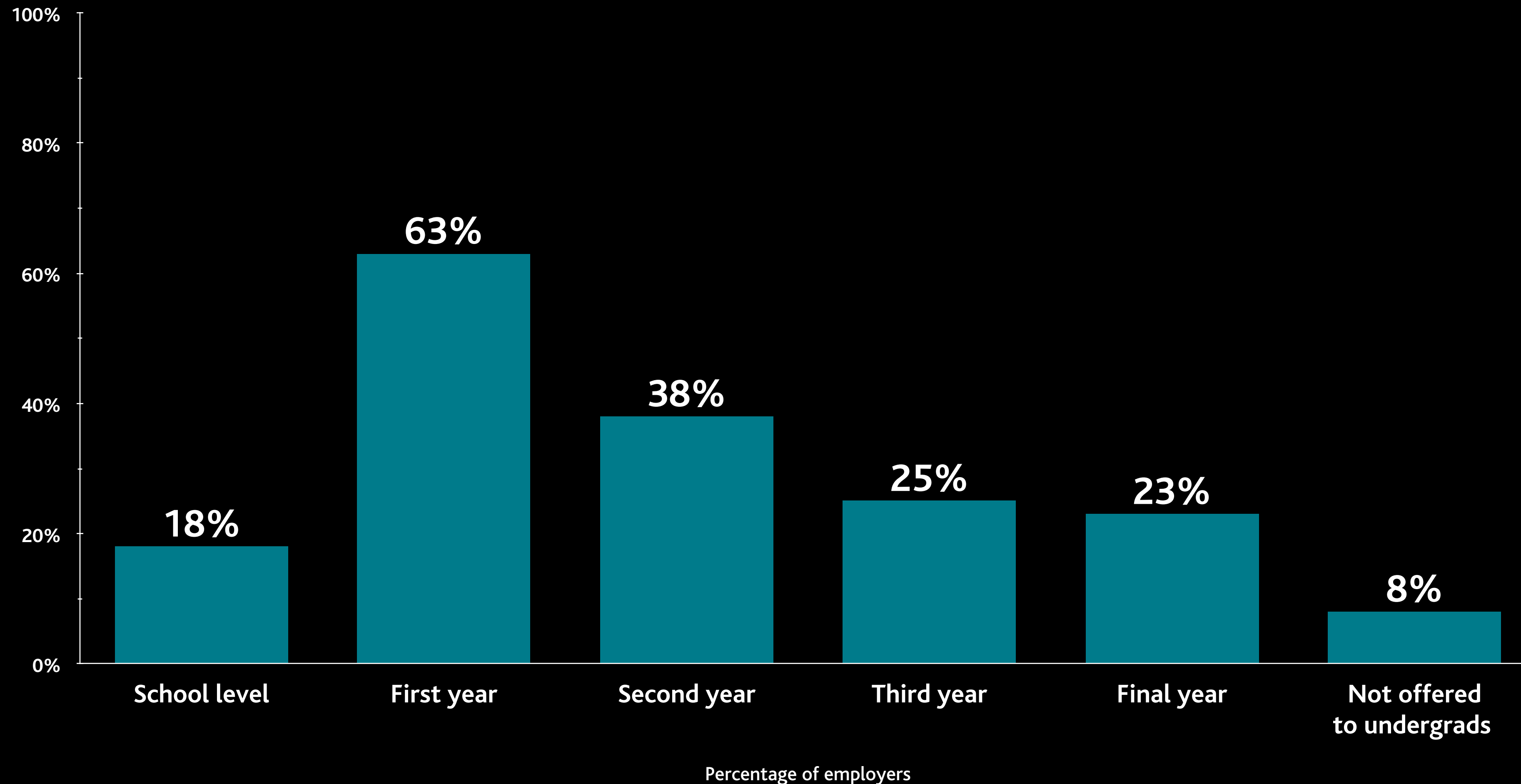
WSP Group Africa

Zutari

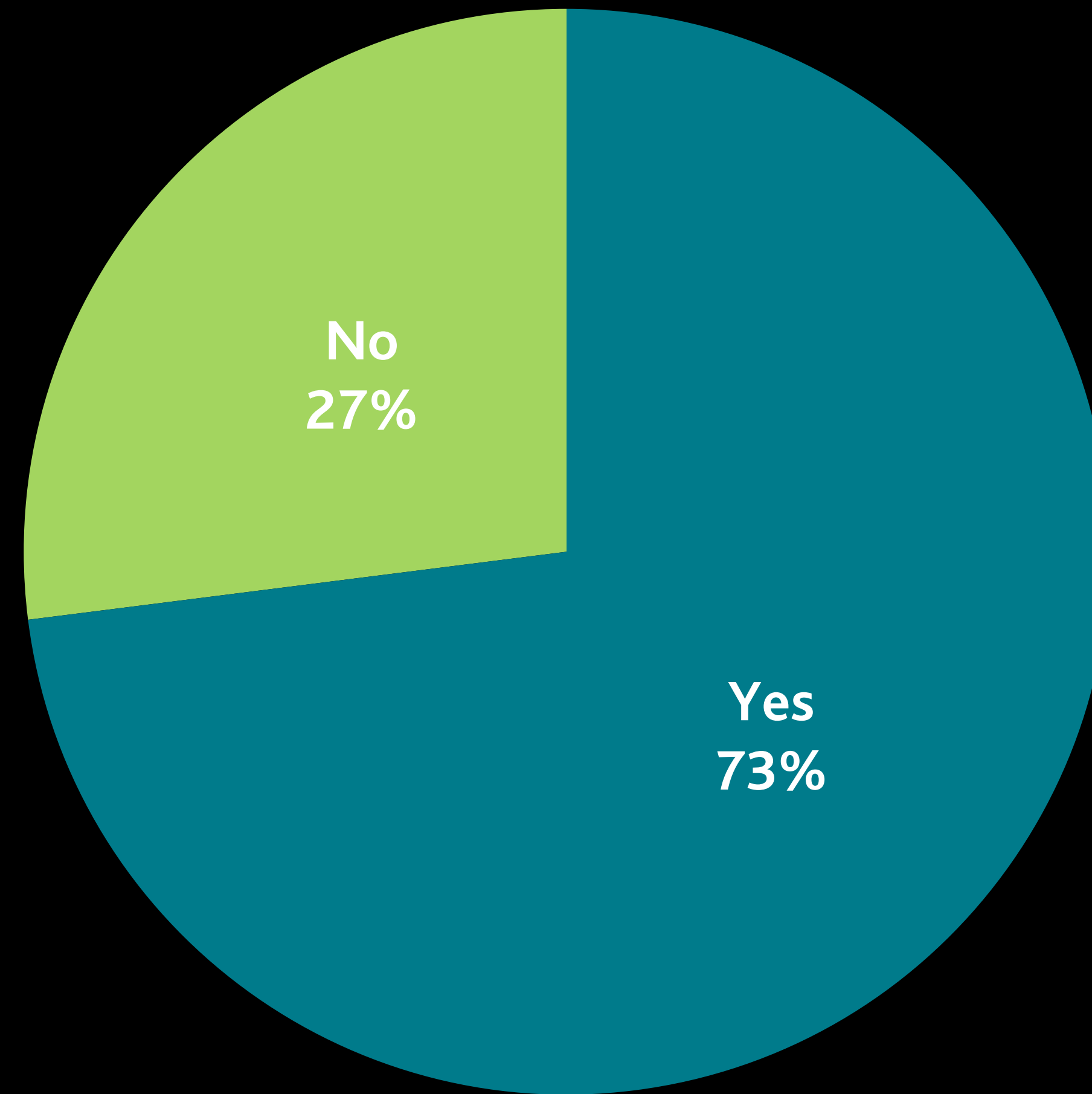
Reasons for Offering Bursaries or Scholarships



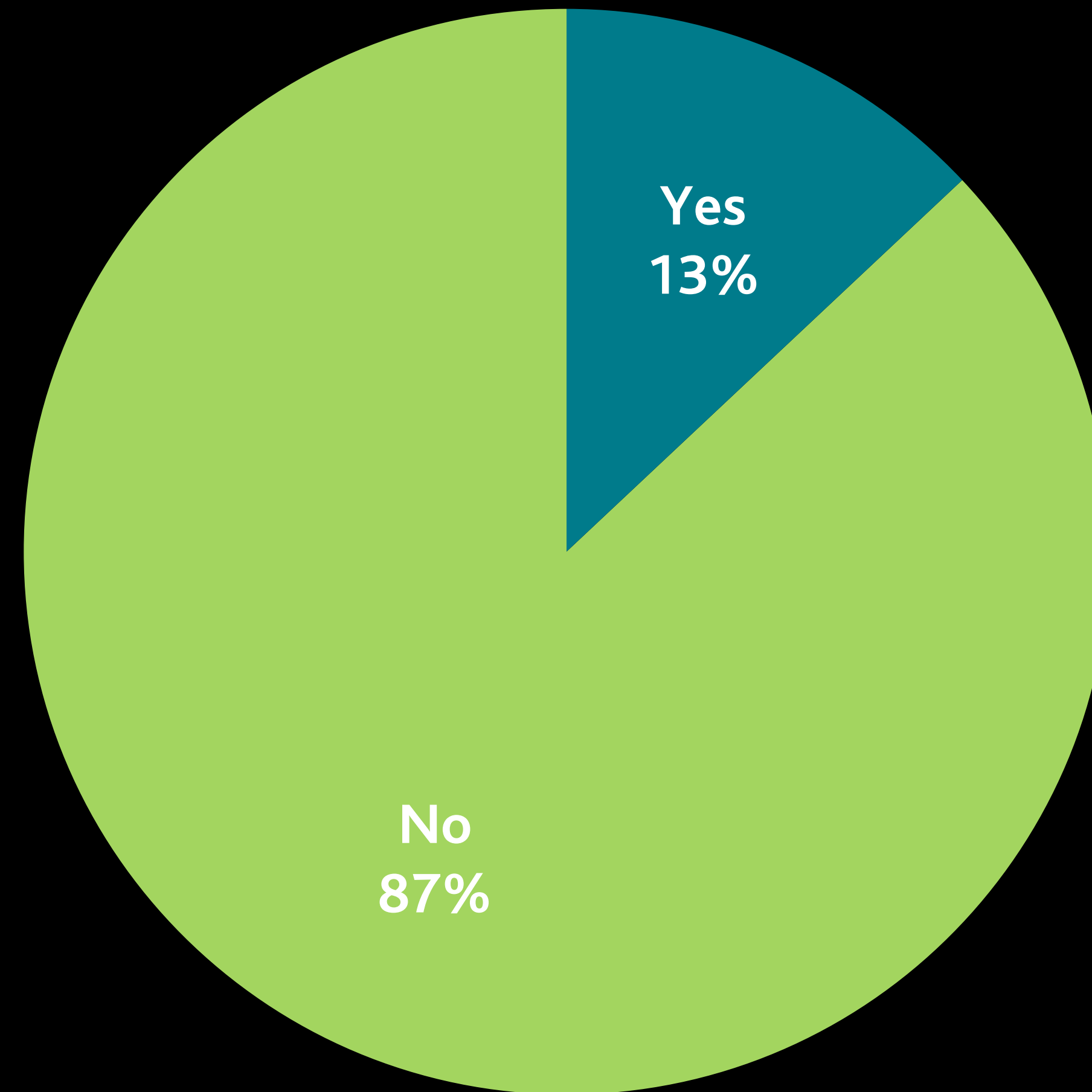
Stages from which Bursaries or Scholarships are Offered to Undergraduates



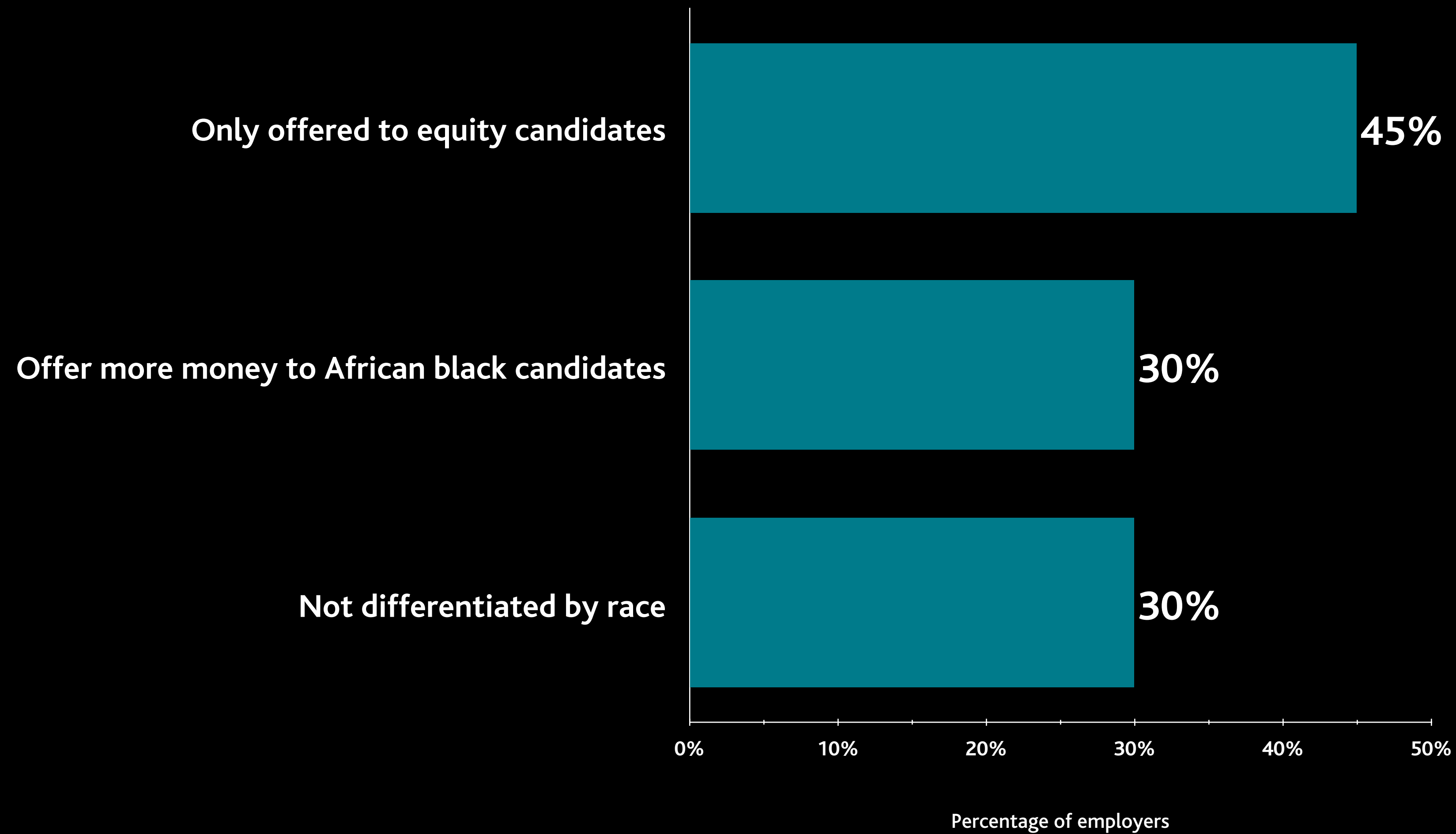
Bursaries or Scholarships Offered to Postgraduates



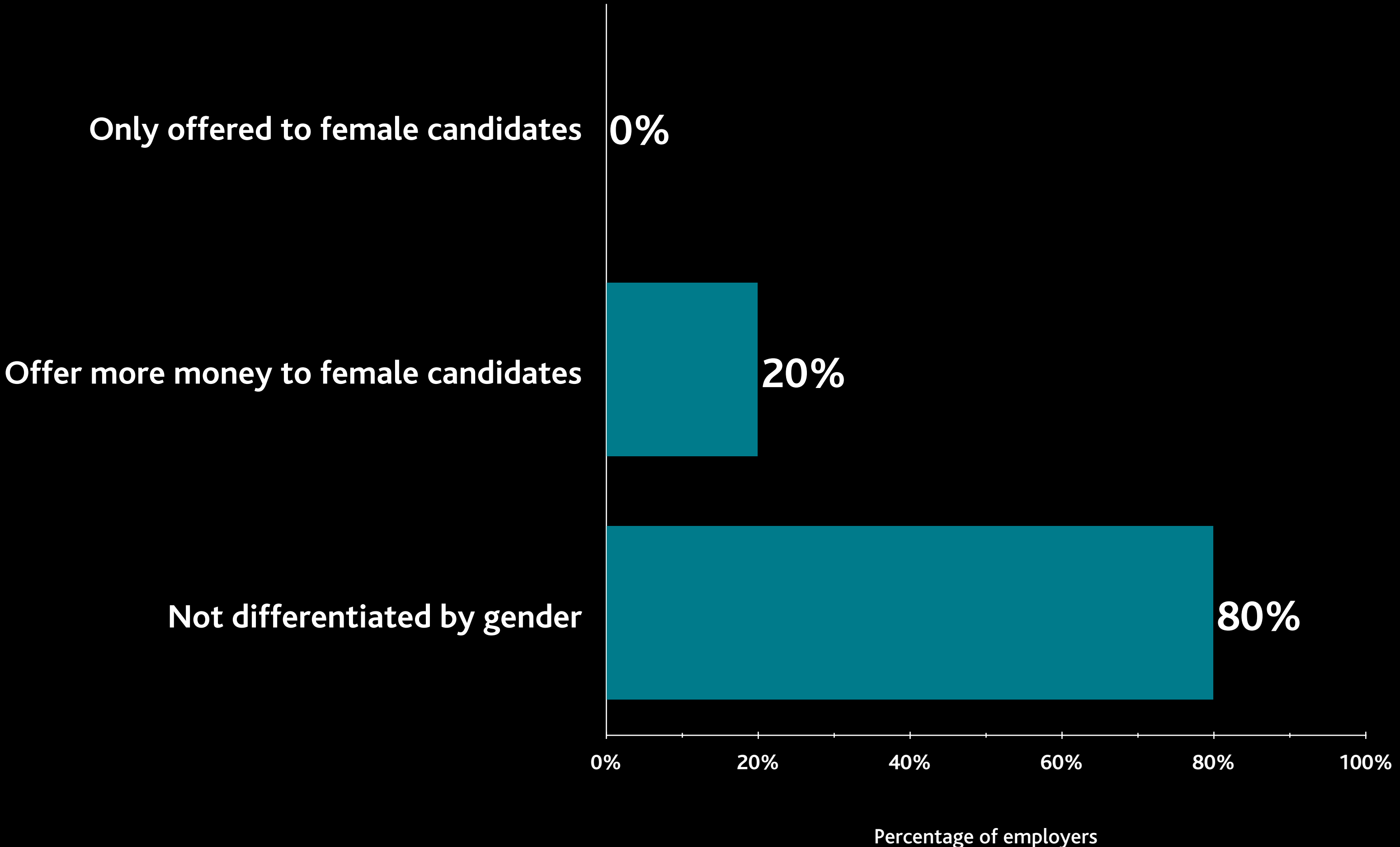
Bursaries or Scholarships Offered to International Students



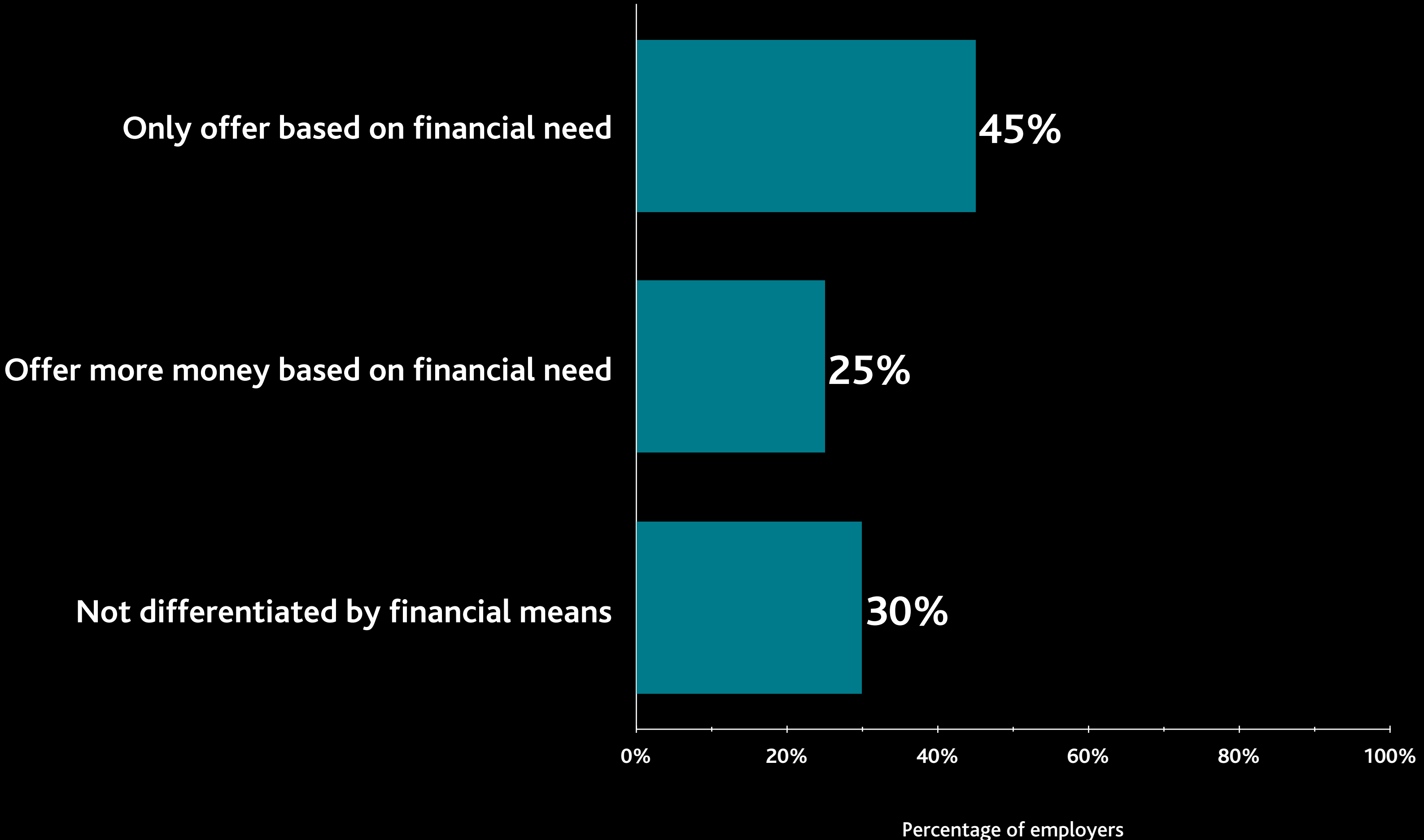
Bursaries or Scholarships Offered



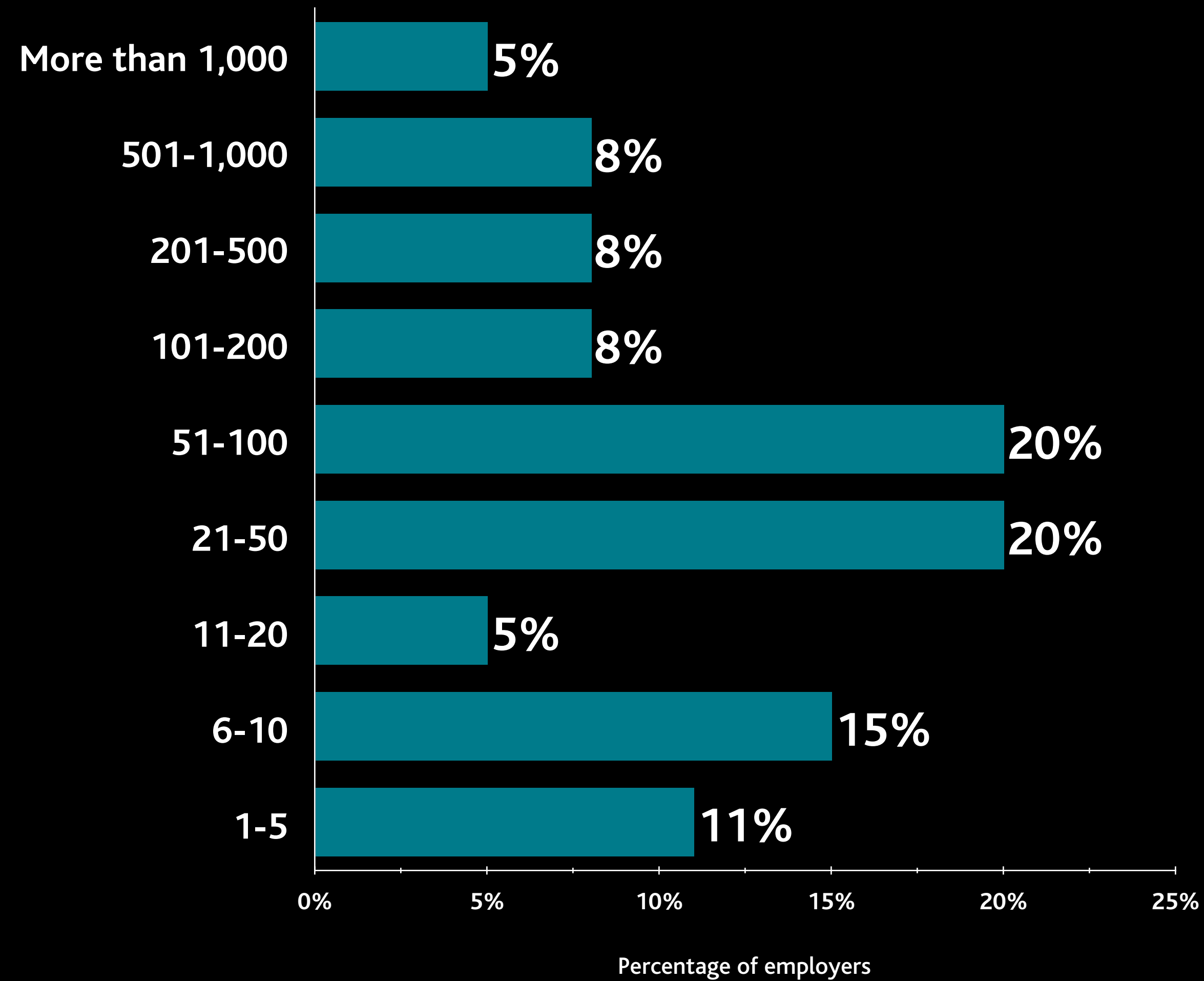
Bursaries or Scholarships Offered



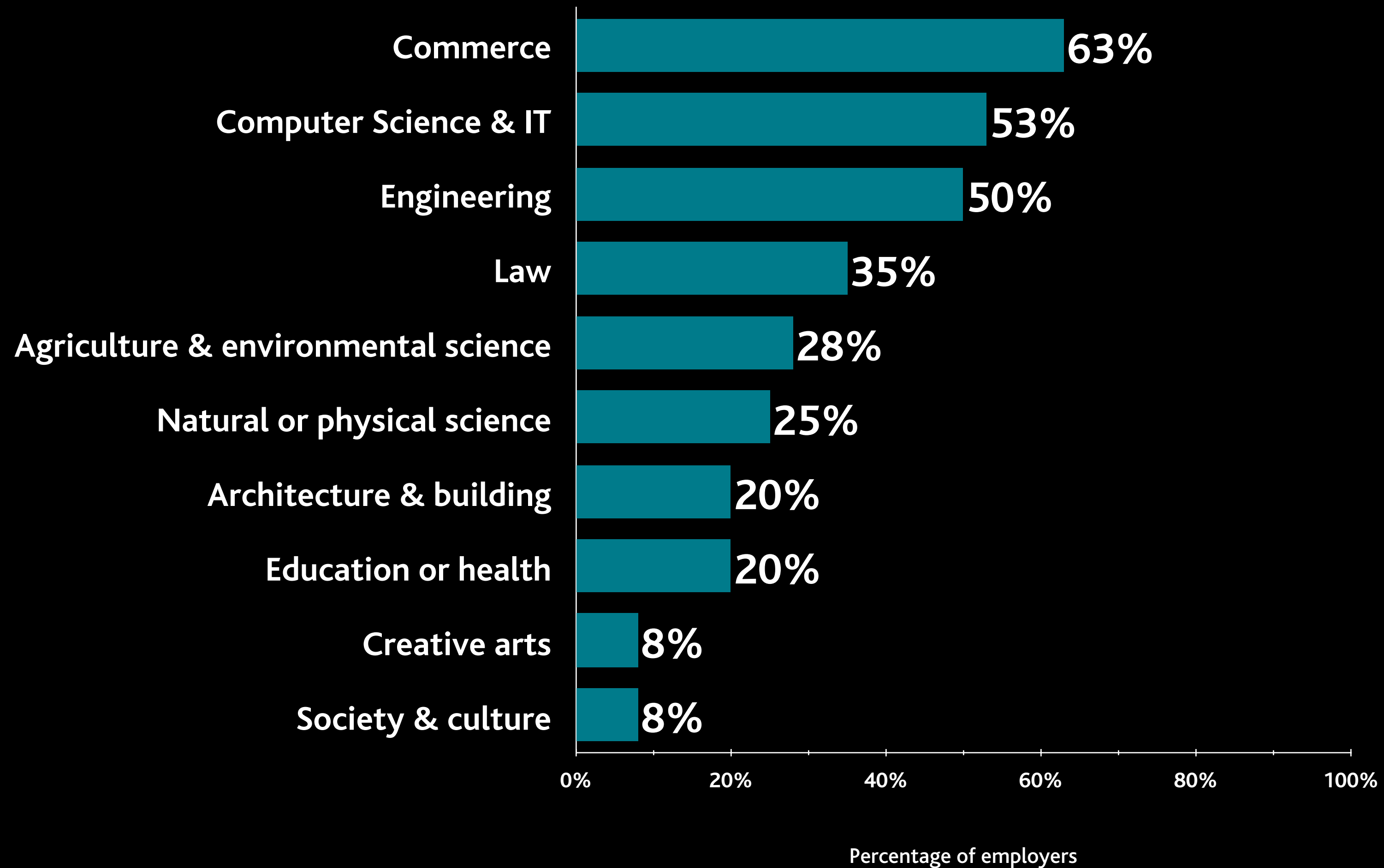
Bursaries or Scholarships Offered



Bursary or Scholarship Holders



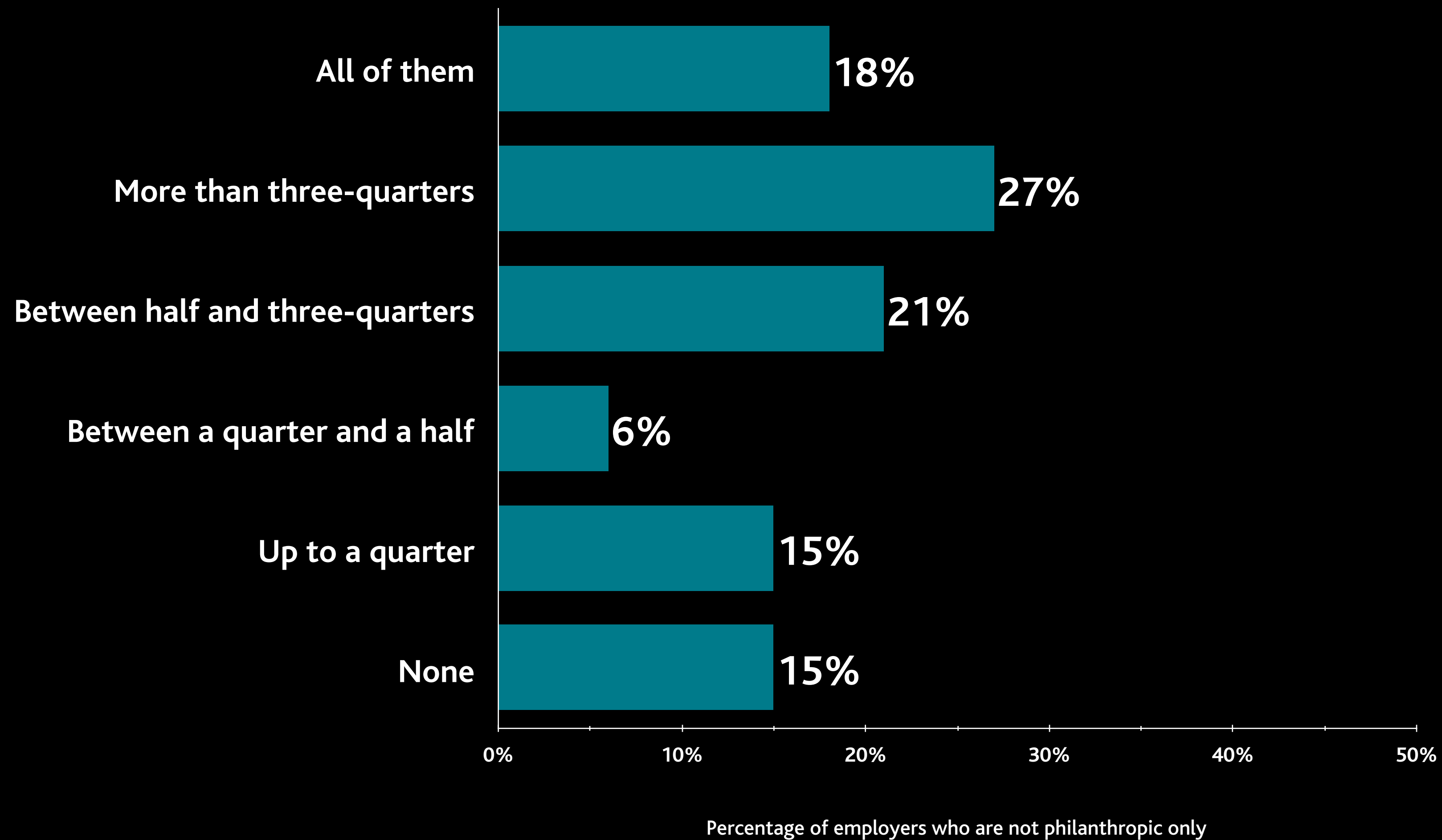
Bursaries or Scholarships Offered



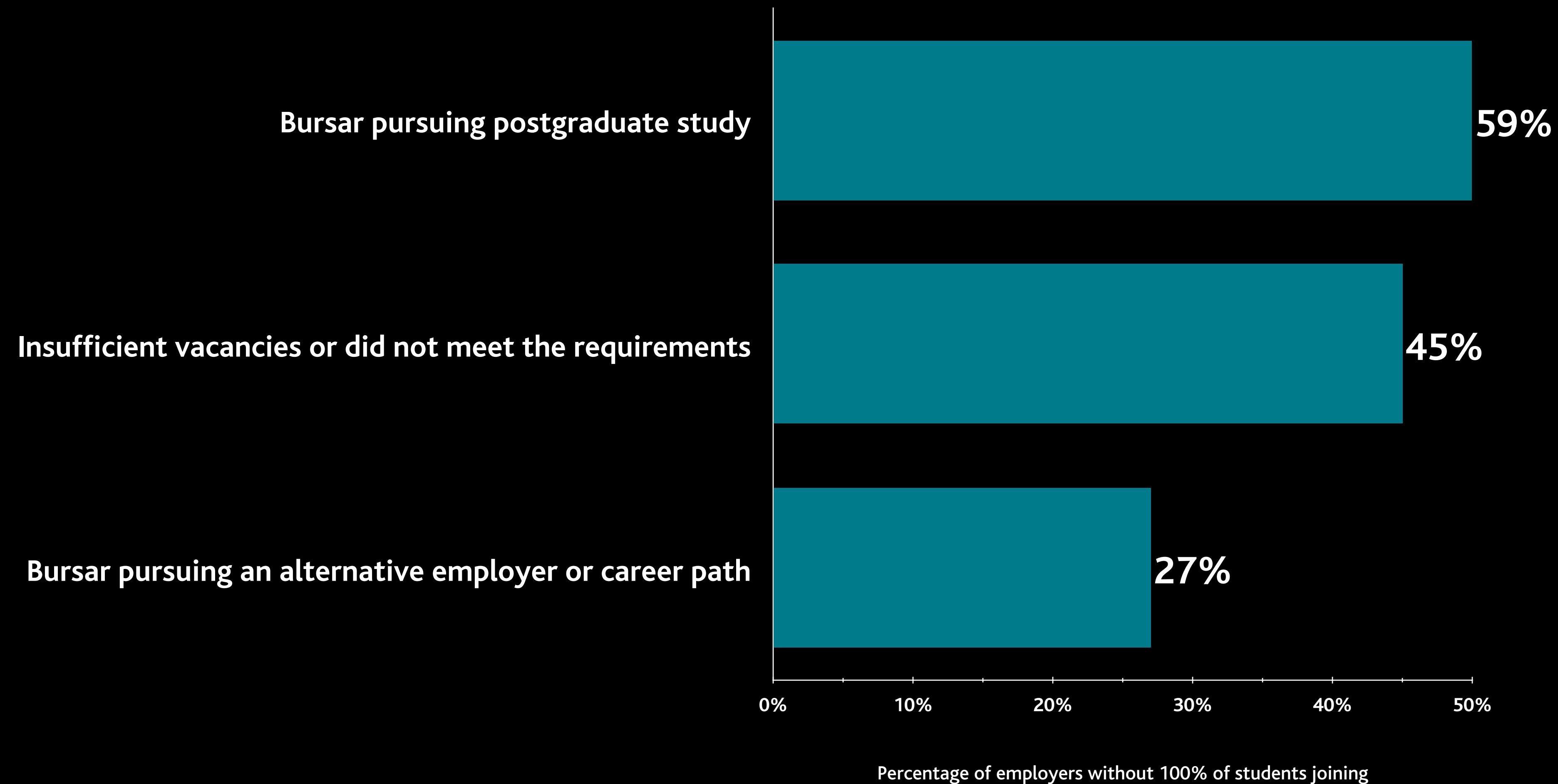
Students Funded in 2021

<i>UNIVERSITY</i>	<i>STUDENTS</i>	<i>UNIVERSITY</i>	<i>STUDENTS</i>
University of Cape Town	1,125	Tshwane University of Technology	30
University of Pretoria	798	Vaal University of Technology	26
University of the Witwatersrand	655	IIE Varsity College	22
Stellenbosch University	600	Central University of Technology	12
University of Johannesburg	507	Eduvos	12
University of the Free State	252	Sol Plaatje University	11
University of KwaZulu-Natal	232	Sefako Makgatho Health Science University	9
North-West University	210	Vega School of Brand Leadership	7
University of the Western Cape	182	Walter Sisulu University for Technology &	6
Nelson Mandela University	137	IIE MSA	5
Cape Peninsula University of Technology	91	UCT GSB	5
University of Limpopo	91	University of Zululand	3
University of South Africa	81	Mangosuthu University of Technology	2
Rhodes University	77	STADIO	2
University of Fort Hare	68	University of Mpumalanga	1
University of Venda	53		
Durban University of Technology	31		

Graduating bursary or scholarship holders who are expected to start work in 2022

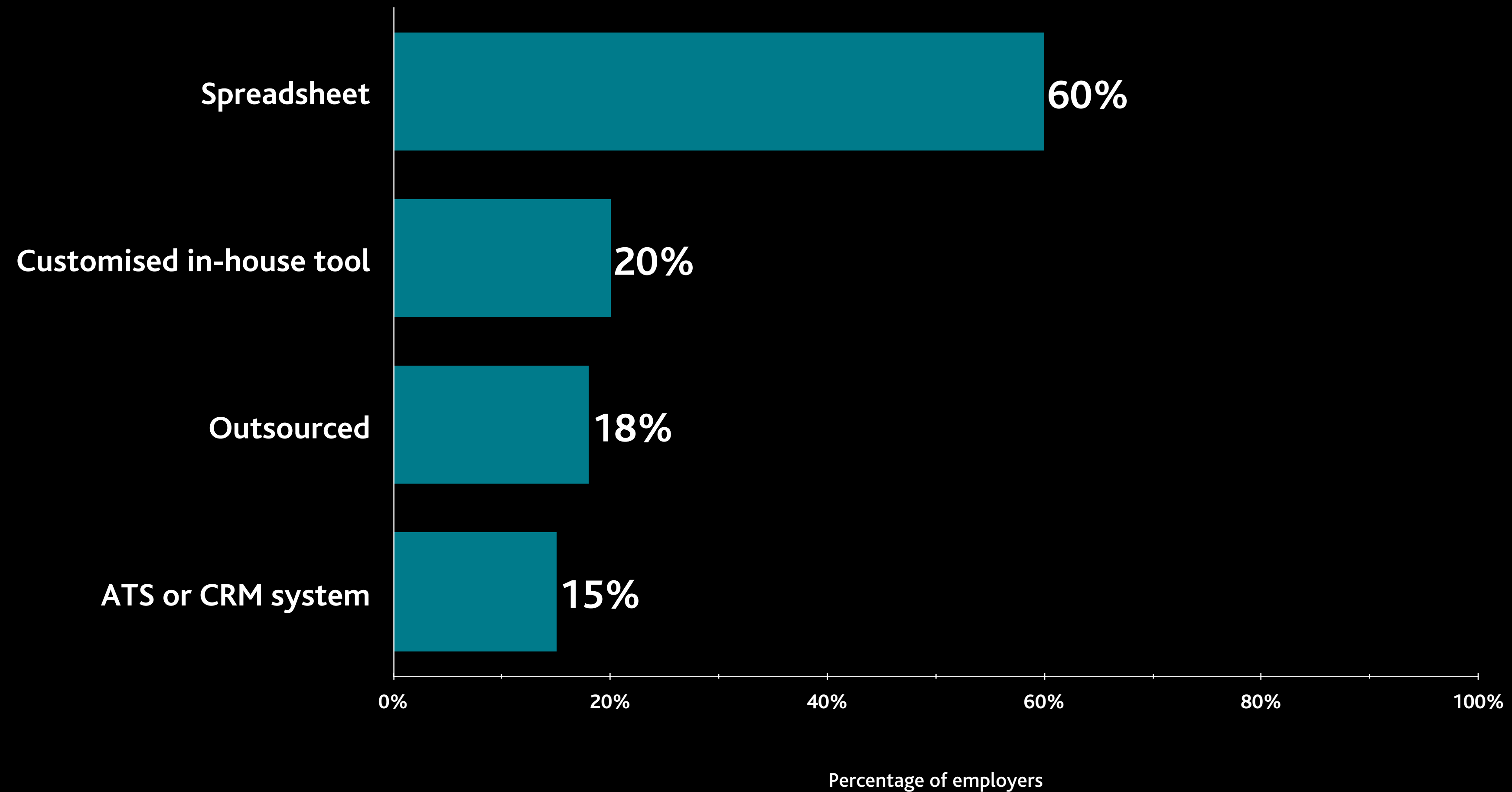


Main Reasons for Not Joining Current Organisation

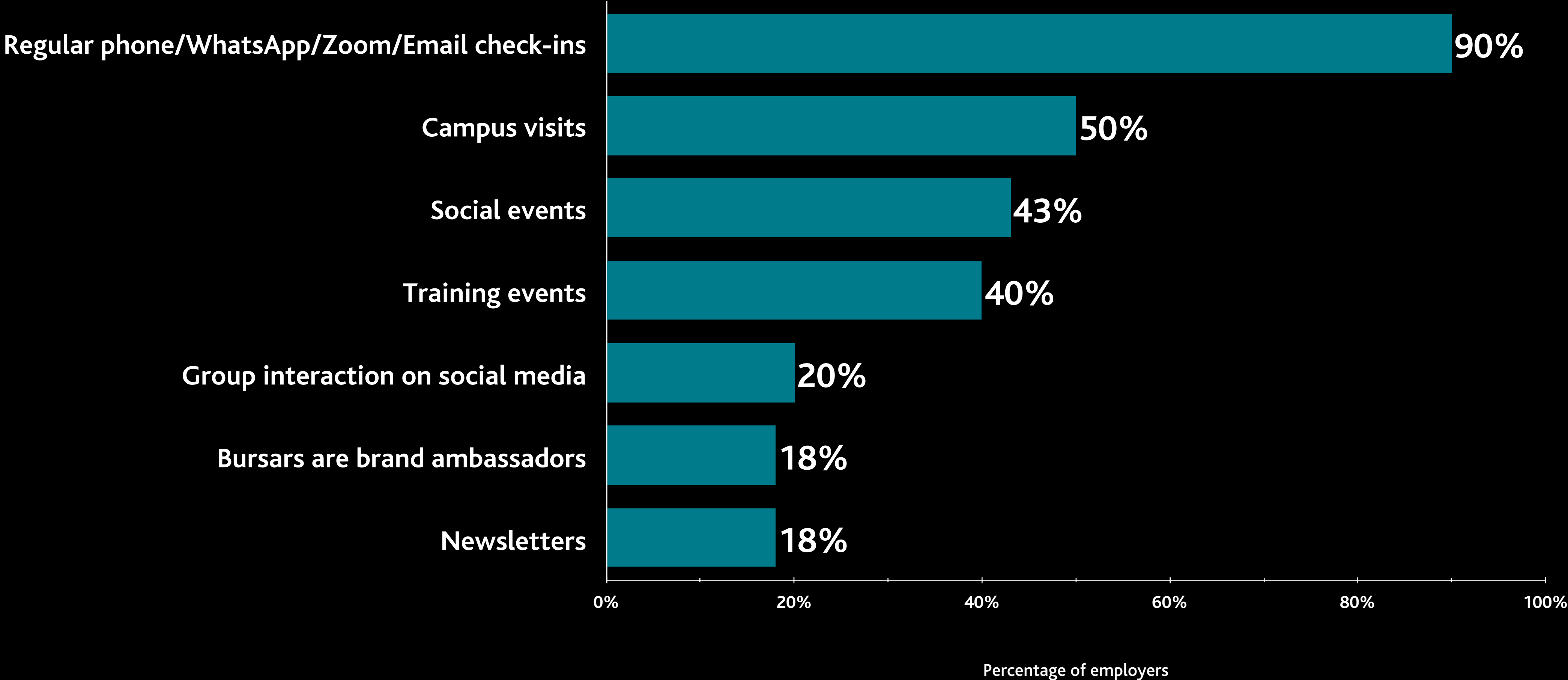


Management of Bursars & Scholars

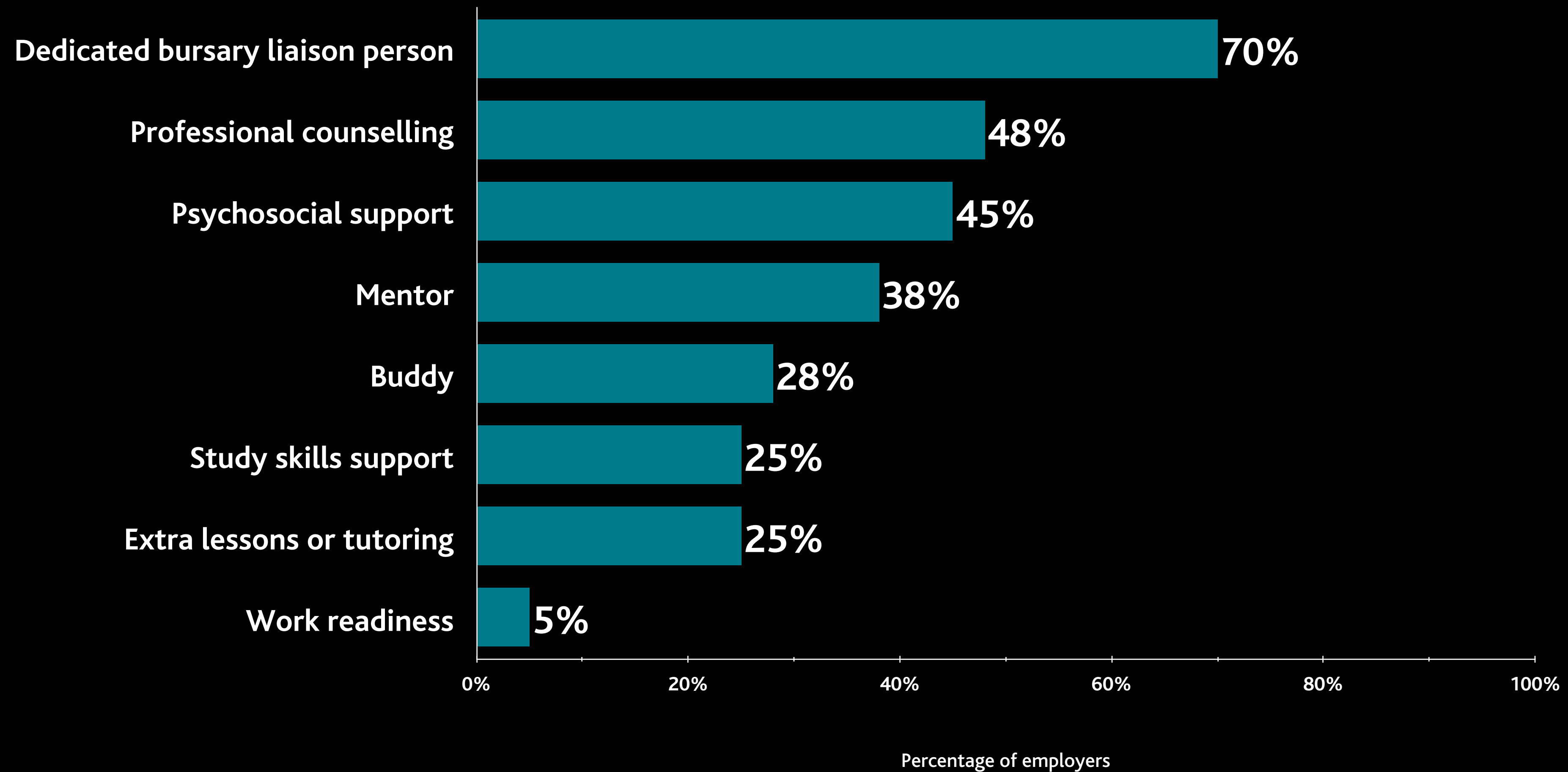
Management Tools



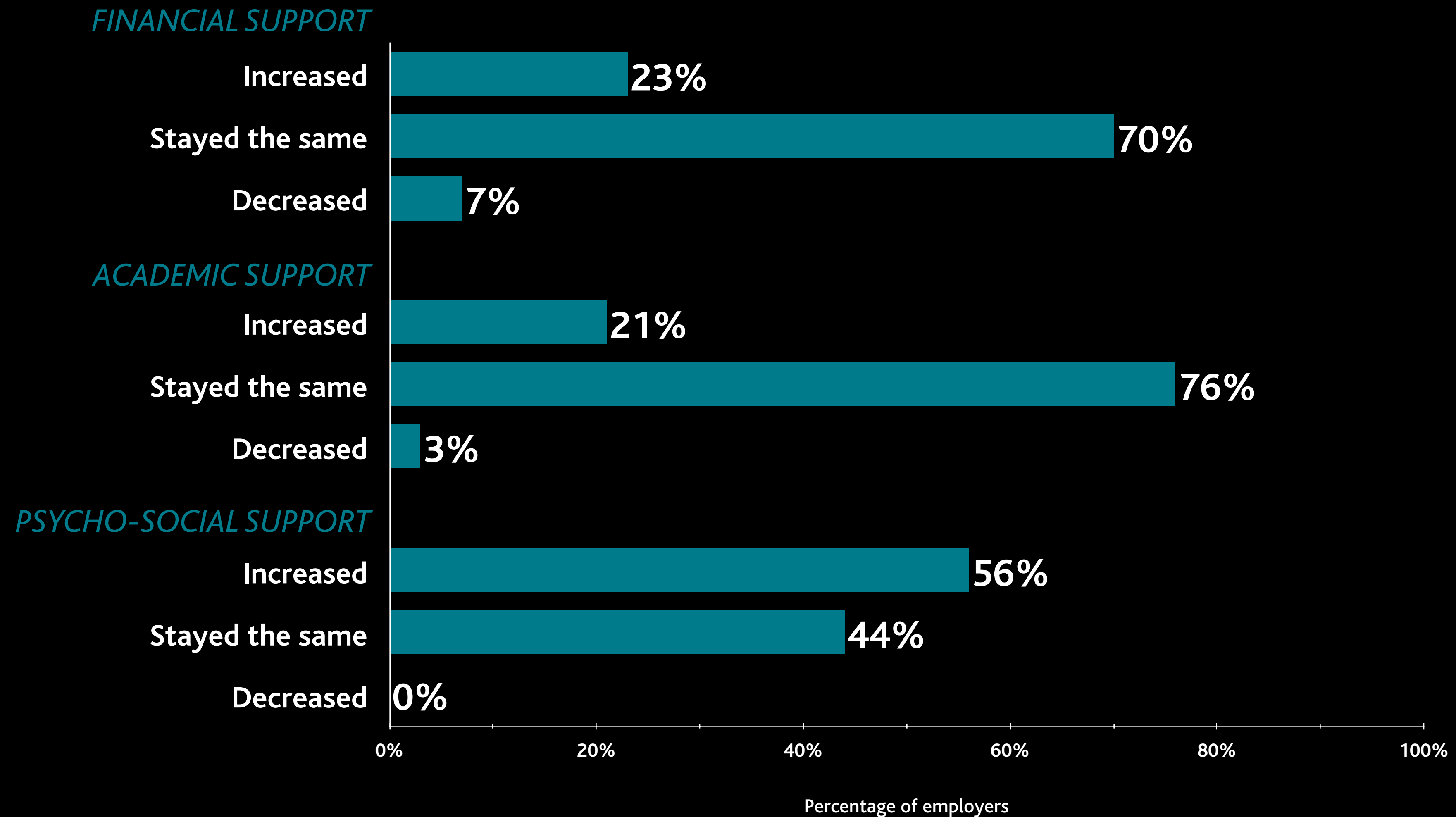
Maintaining Relationships



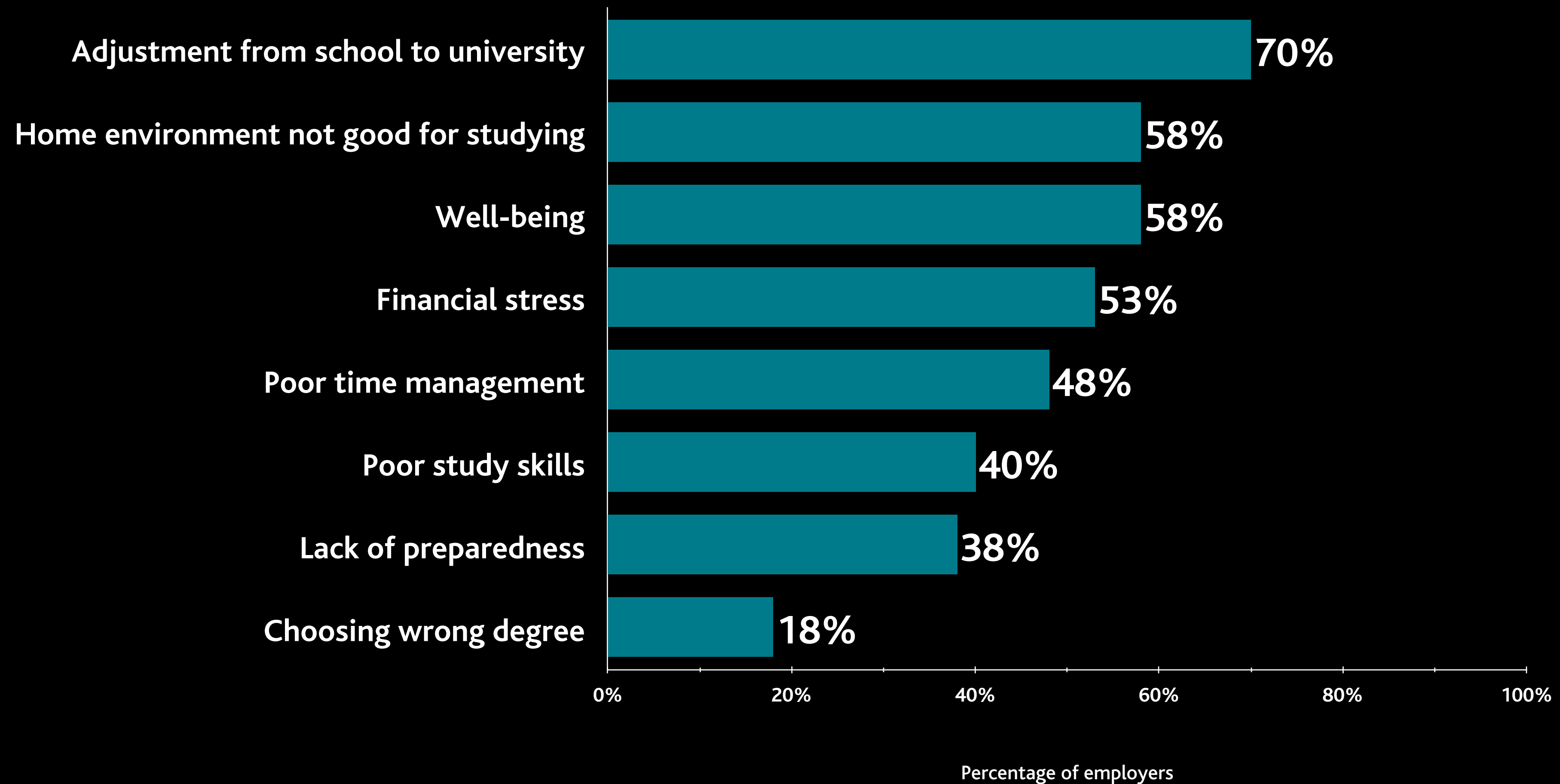
Additional Support



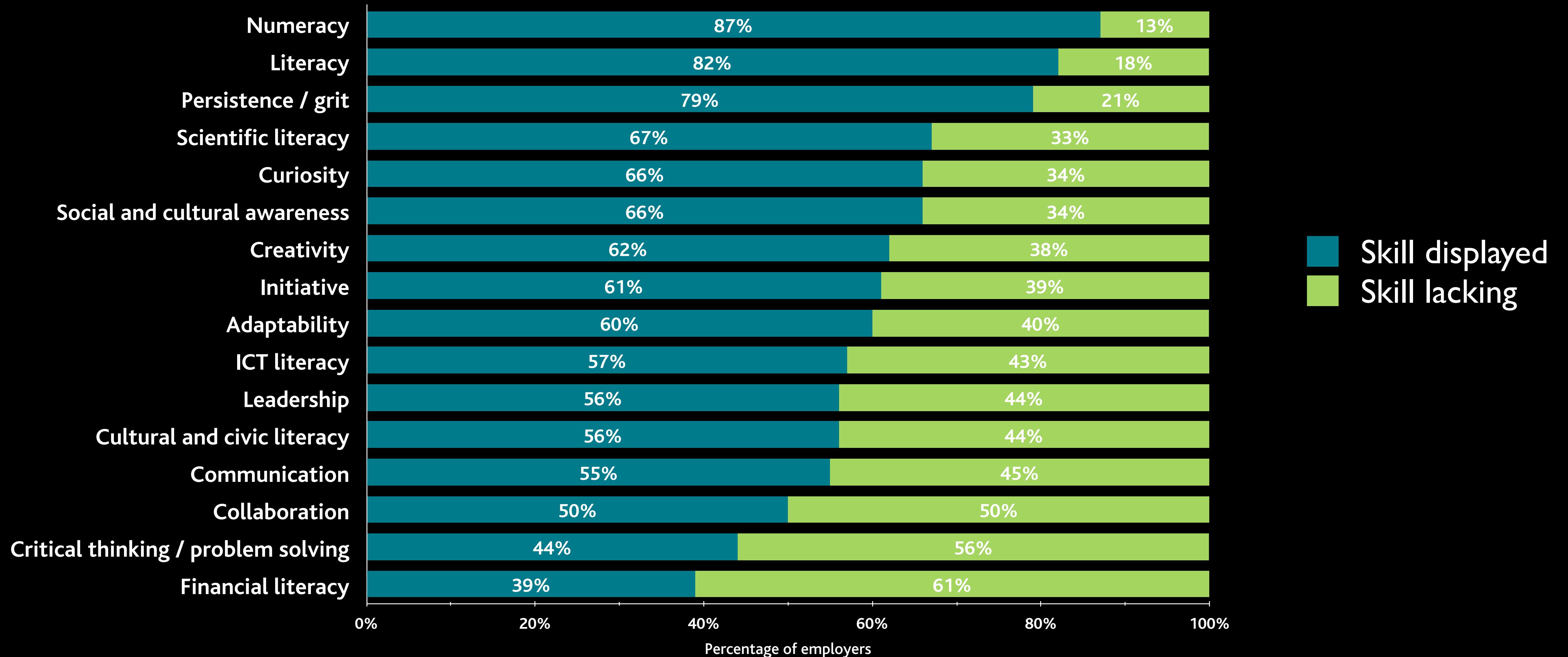
Changes to the Level of Support Compared to Last Year



Common Reasons for Bursars Struggling



Skills Present or Lacking in Bursars

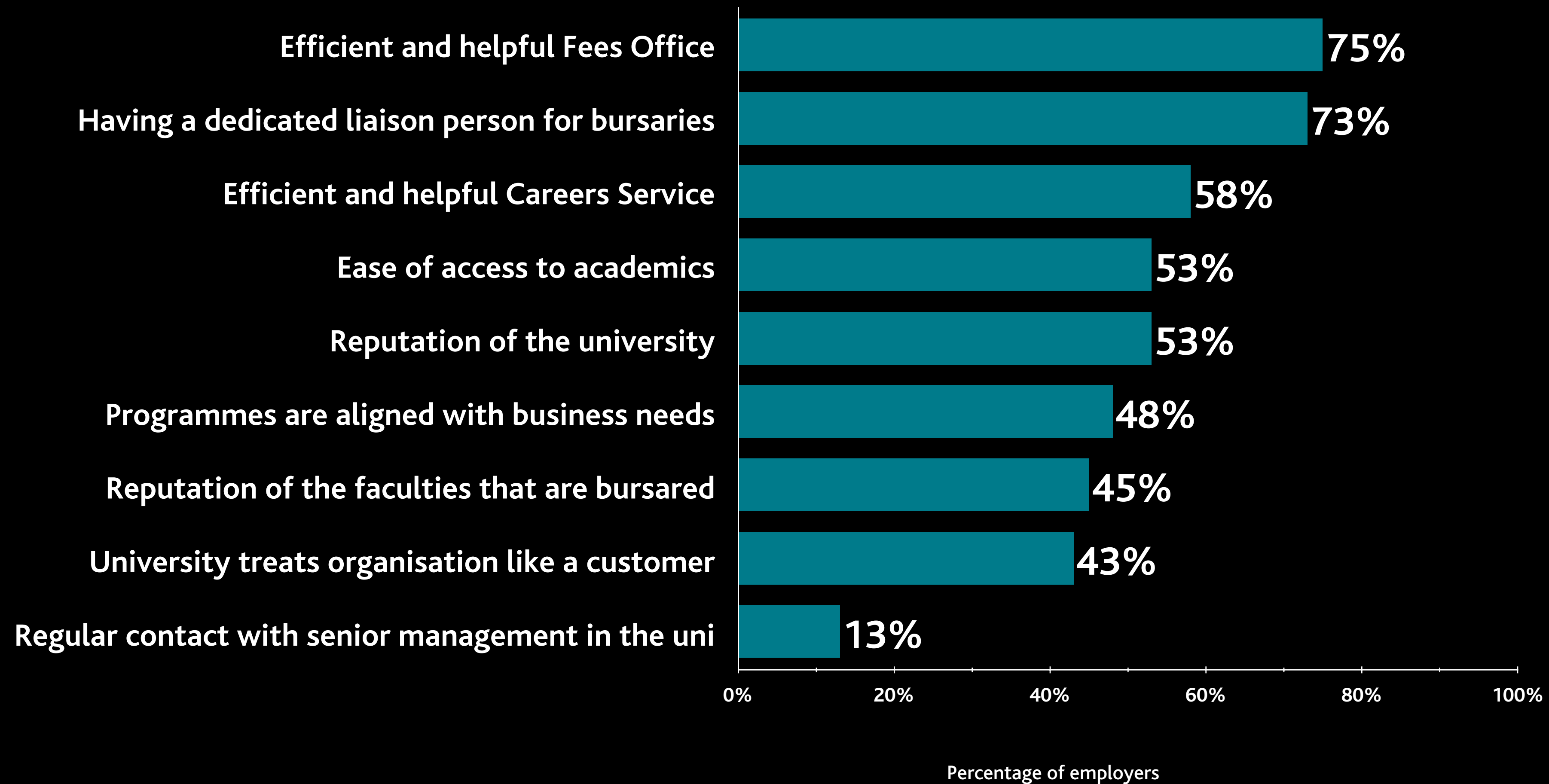


University Relationships

'Excellent' Relationship with Universities

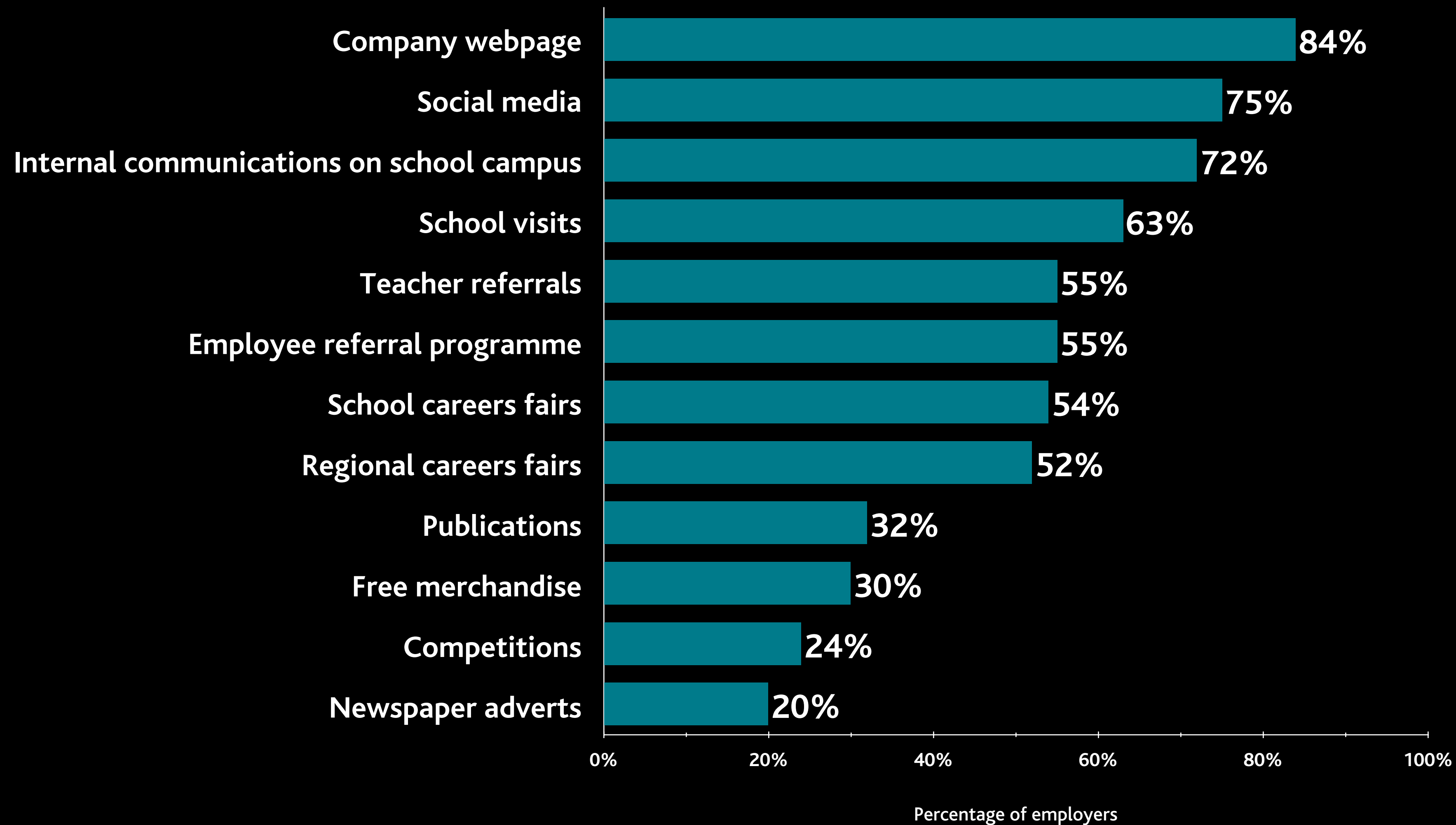
<i>UNIVERSITY</i>	<i>%</i>	<i>UNIVERSITY</i>	<i>%</i>
Stellenbosch University	59	Sol Plaatje University	33
University of Pretoria	59	TSIBA	33
North-West University	52	WBS	33
GIBS	50	University of Zululand	29
Walter Sisulu University for Technology & Science	50	University of KwaZulu-Natal	27
University of Cape Town	48	Nelson Mandela University	27
University of Johannesburg	46	University of Venda	24
University of the Free State	43	Eduvos	20
UCT GSB	40	Tshwane University of Technology	20
Rhodes University	39	University of Mpumalanga	16
University of the Witwatersrand	37	Cape Peninsula University of Technology	14
University of Limpopo	36	University of South Africa	11
University of the Western Cape	35	University of Fort Hare	11

Factors Contributing Most towards Effective Relationship with Universities

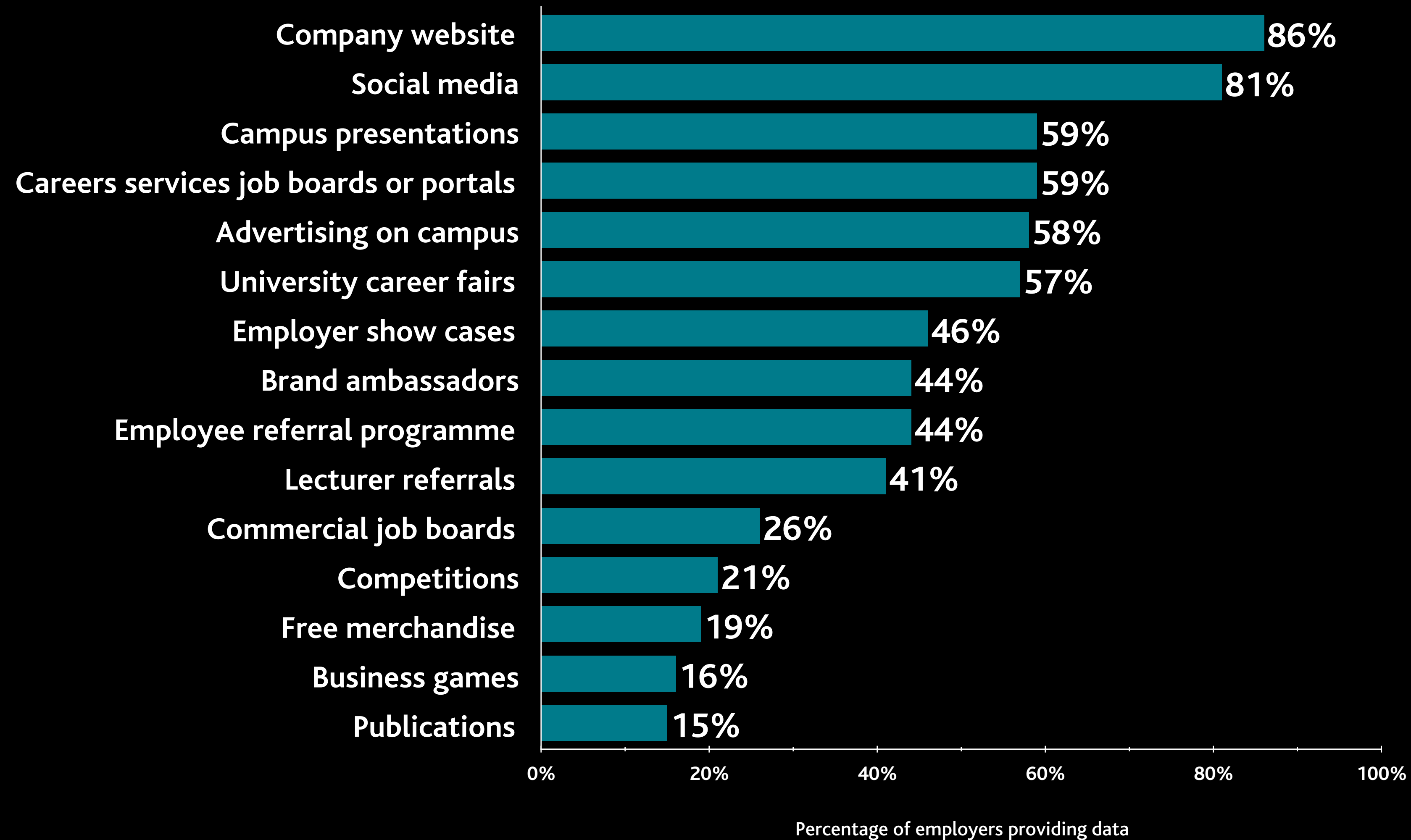


Selection & Assessment

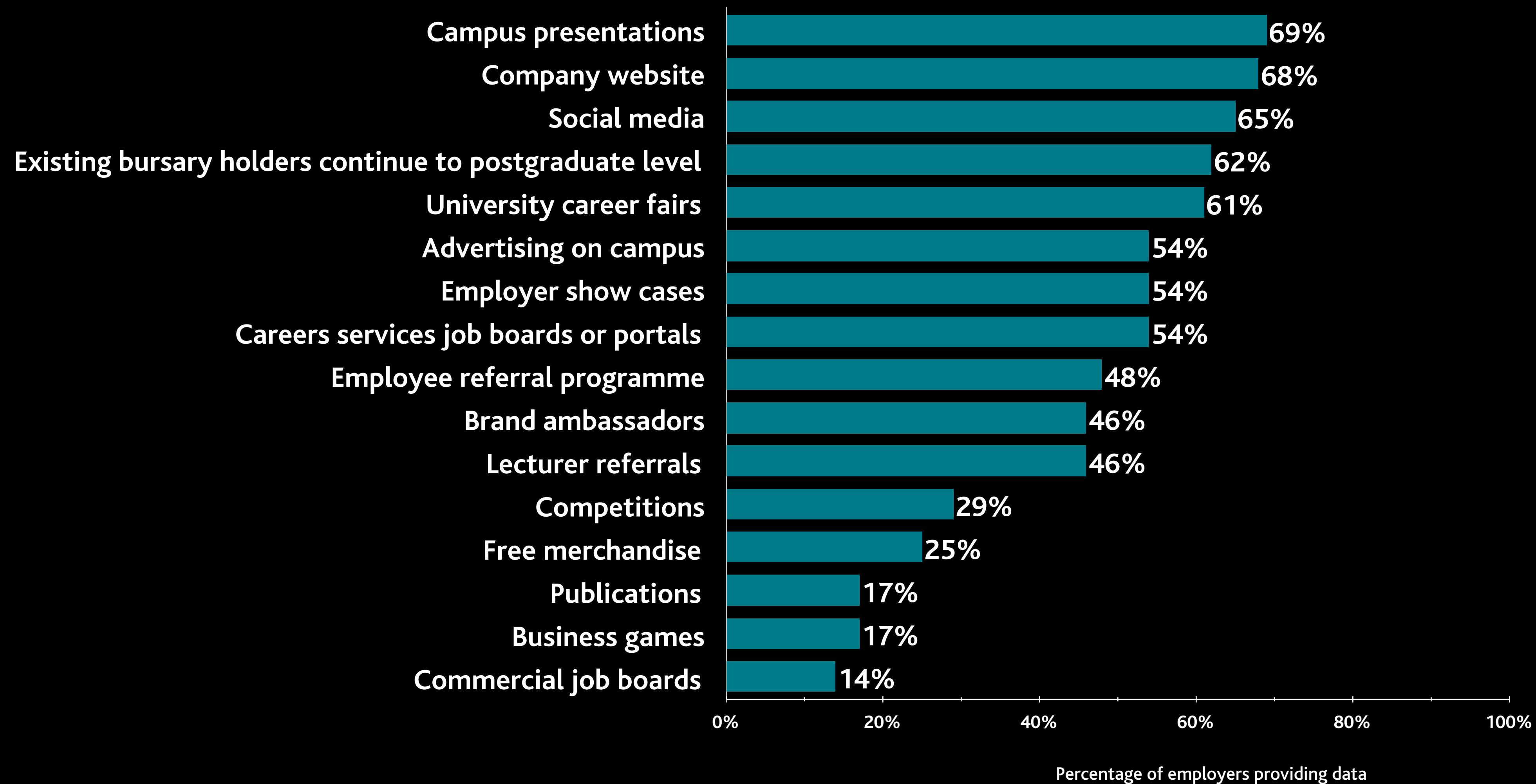
Methods of Selection Used at High School Level



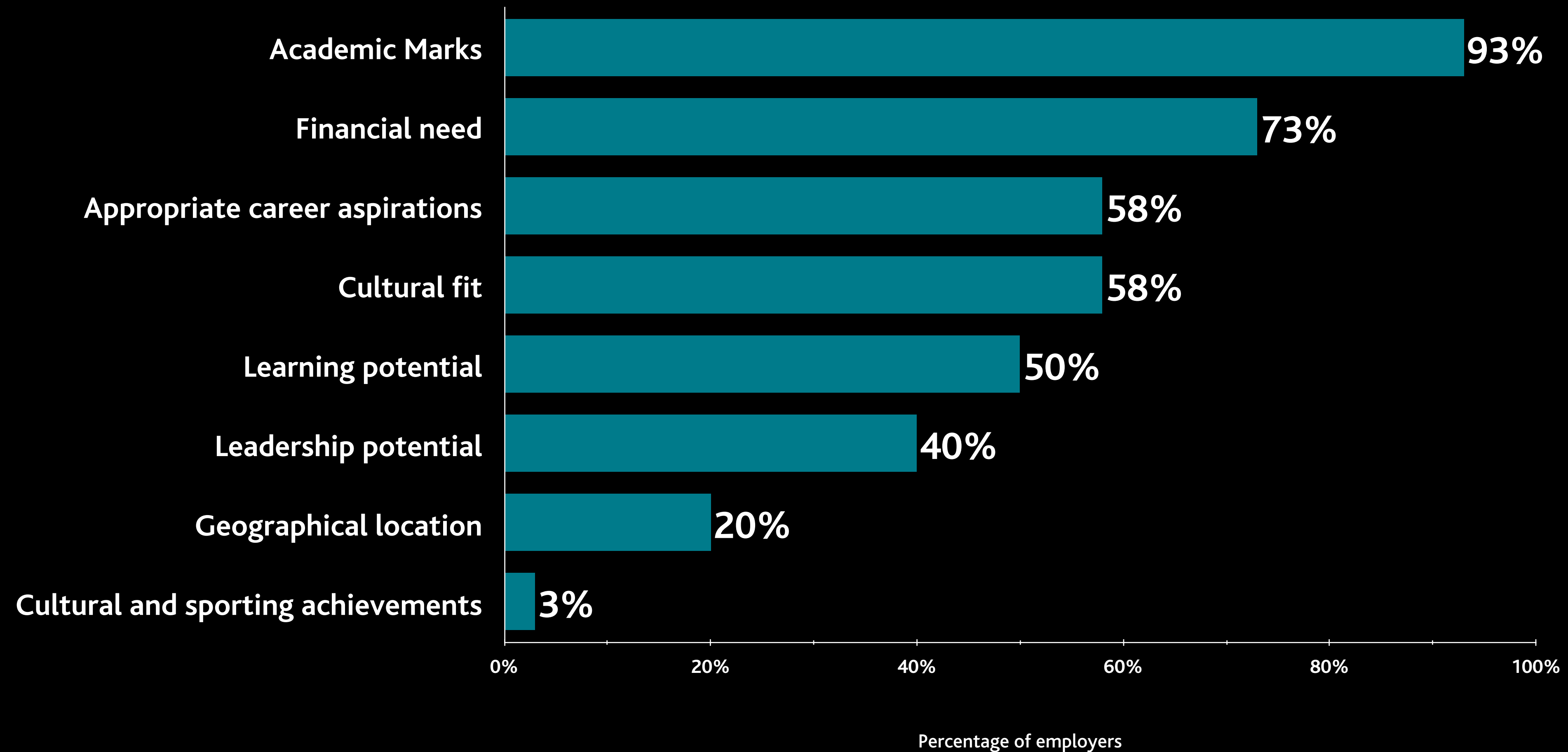
Methods of Selection Used at Undergraduate Level



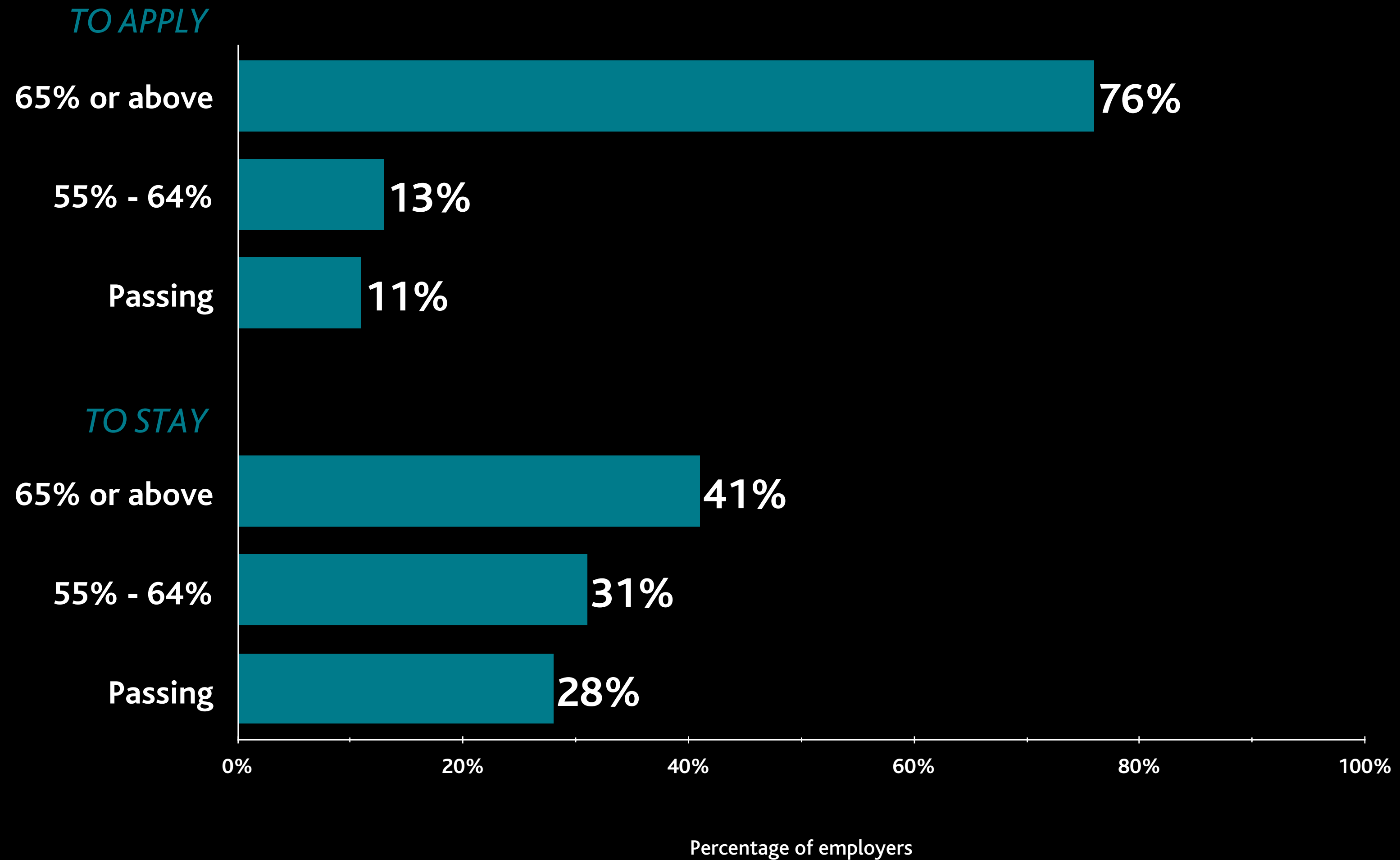
Methods of Selection Used at Postgraduate Level



Selection Criteria



Employers' Minimum Academic Requirement

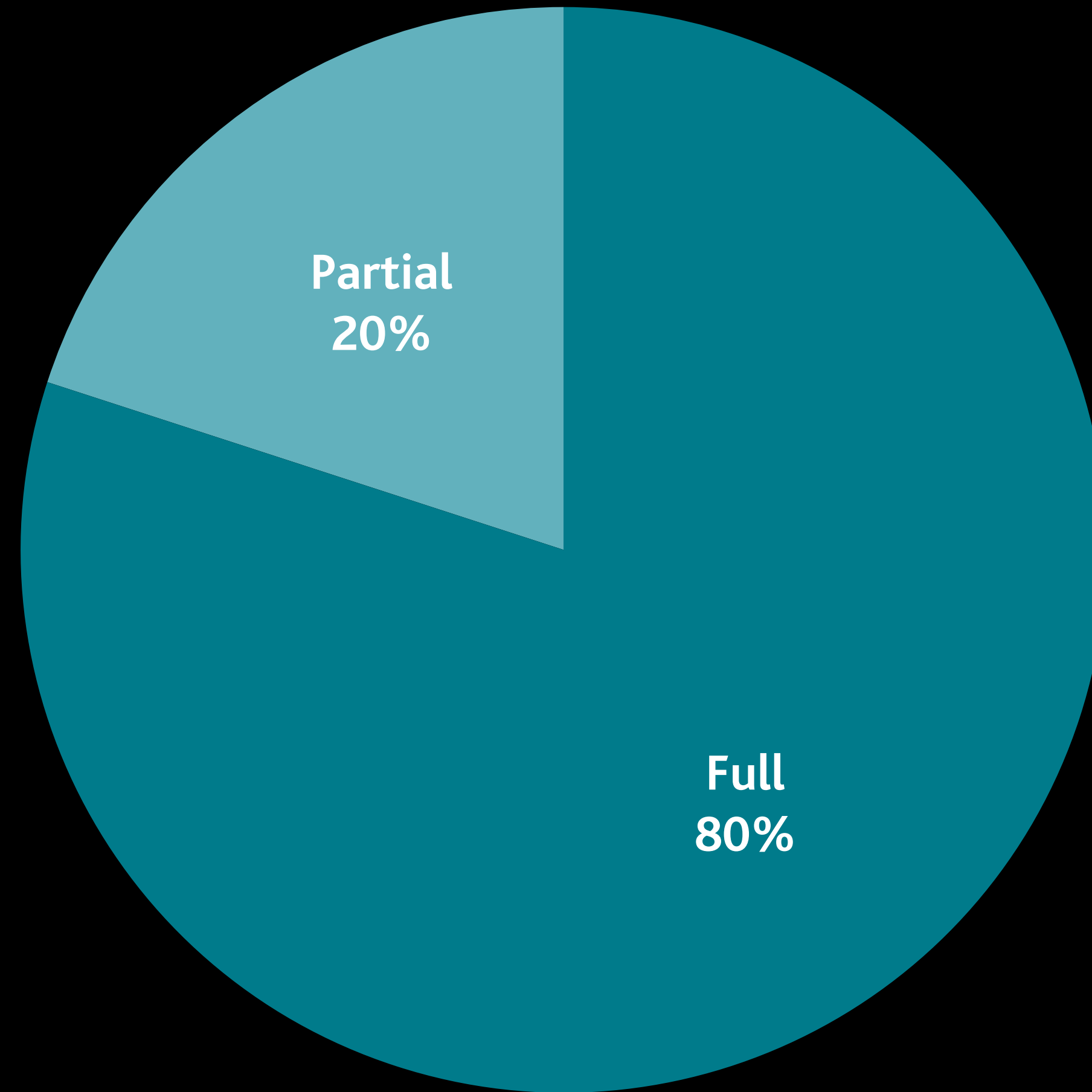


Screening & Assessment

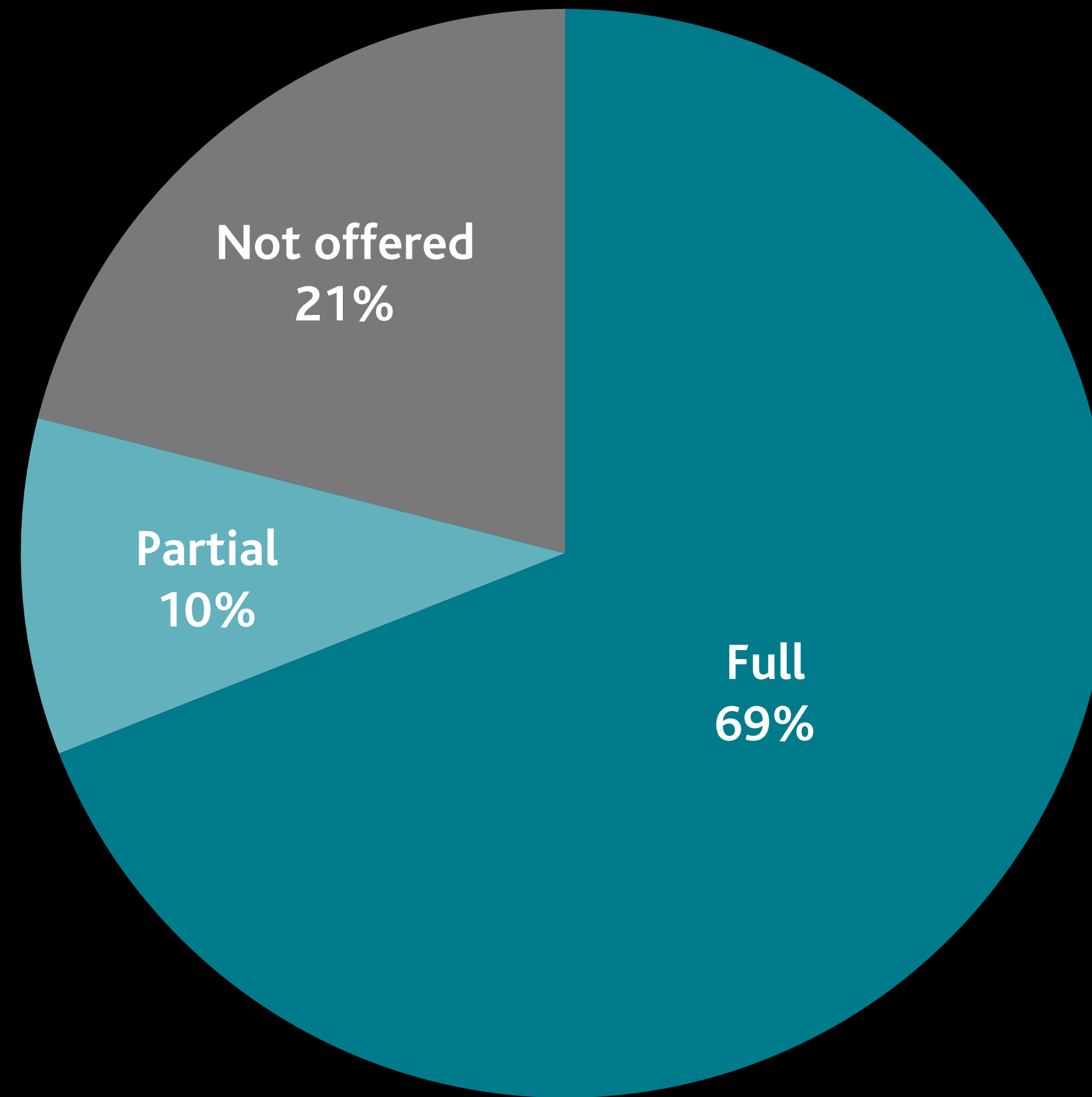
<i>ABILITIES & APTITUDES</i>	%	<i>INTERVIEWS</i>	%
Verbal	69	Panel interviews	72
Numeric	61	Digital interviews	67
Abstract	46	Telephone interviews	61
Job specific	35	Behavioural-based interviews	61
		Strengths-based interviews	35
<i>COGNITIVE / CONCEPTUAL</i>	%		
Problem-solving potential	66	<i>ASSESSMENT CENTRE</i>	%
Learning potential	56	Presentations	21
		Case studies	20
<i>PERSONALITY</i>	%	Strengths-based assessment	19
Personality questionnaire	46	Skills-based assessment	14
		Group exercises	10
<i>EMOTIONAL INTELLIGENCE</i>	%	Written exercises	7
Emotional quotient	33	Simulation exercises	7
		Role plays	7
<i>REFERENCE CHECKS</i>	%		
Reference checks	43		

Funding and Allowances

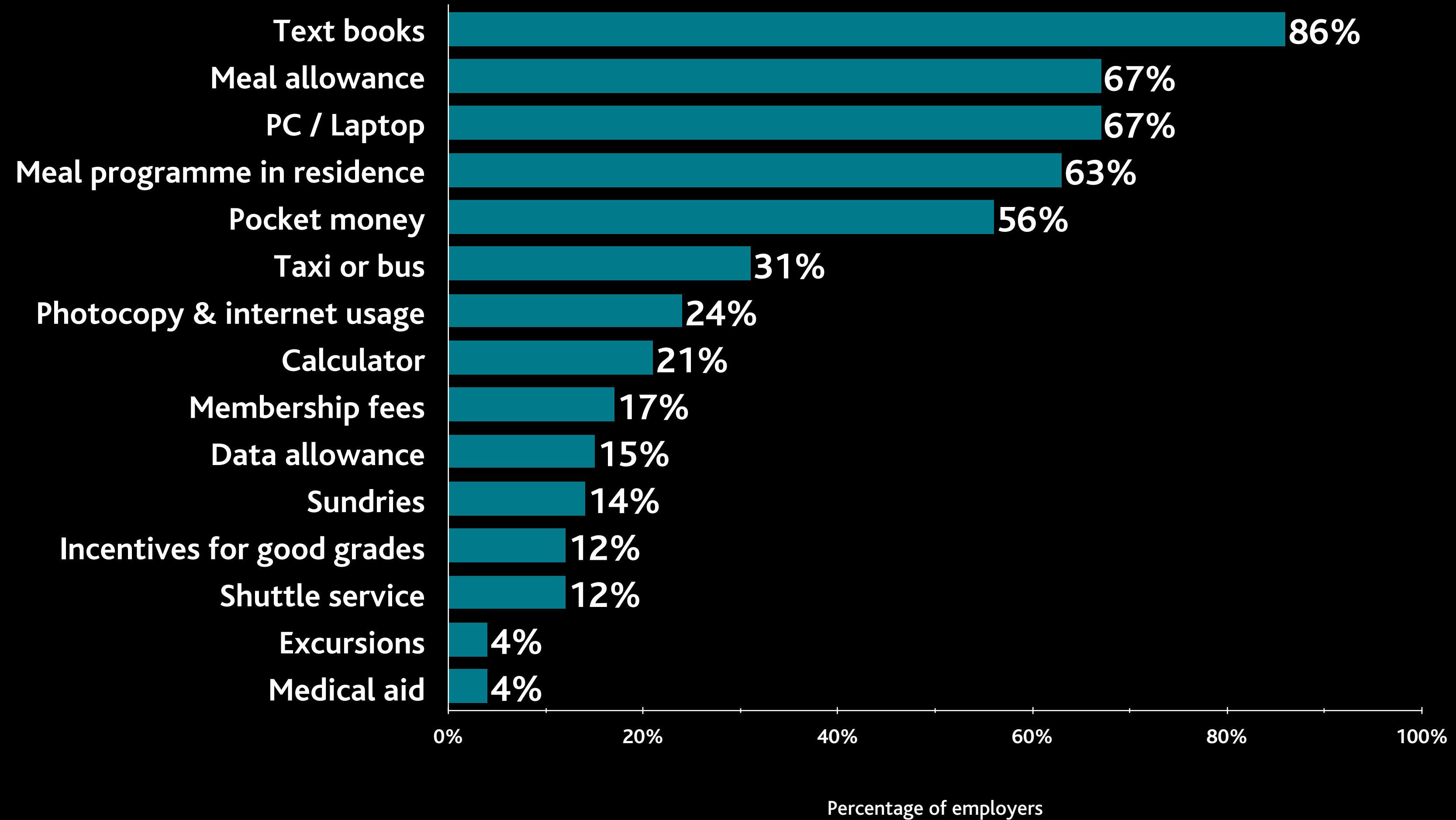
Tuition Fee Funding



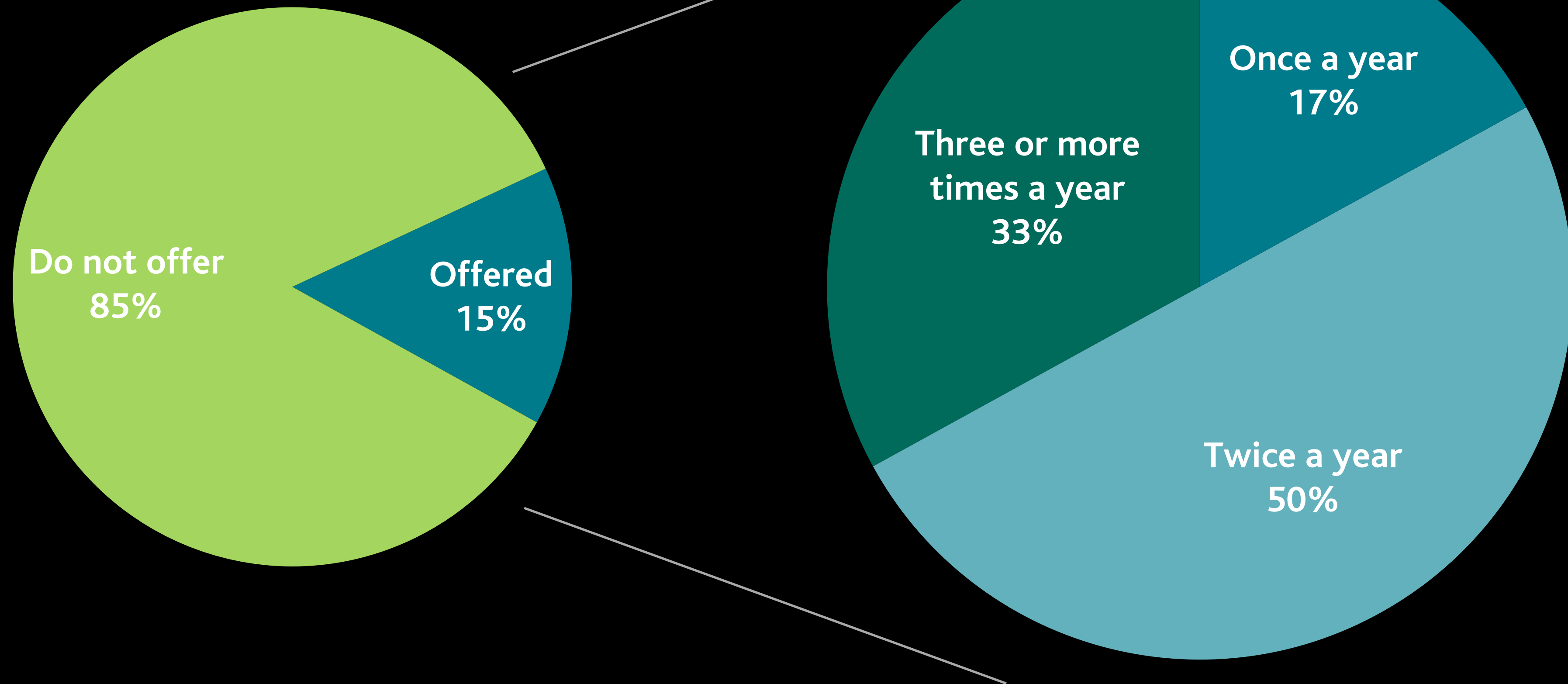
Accommodation Funding



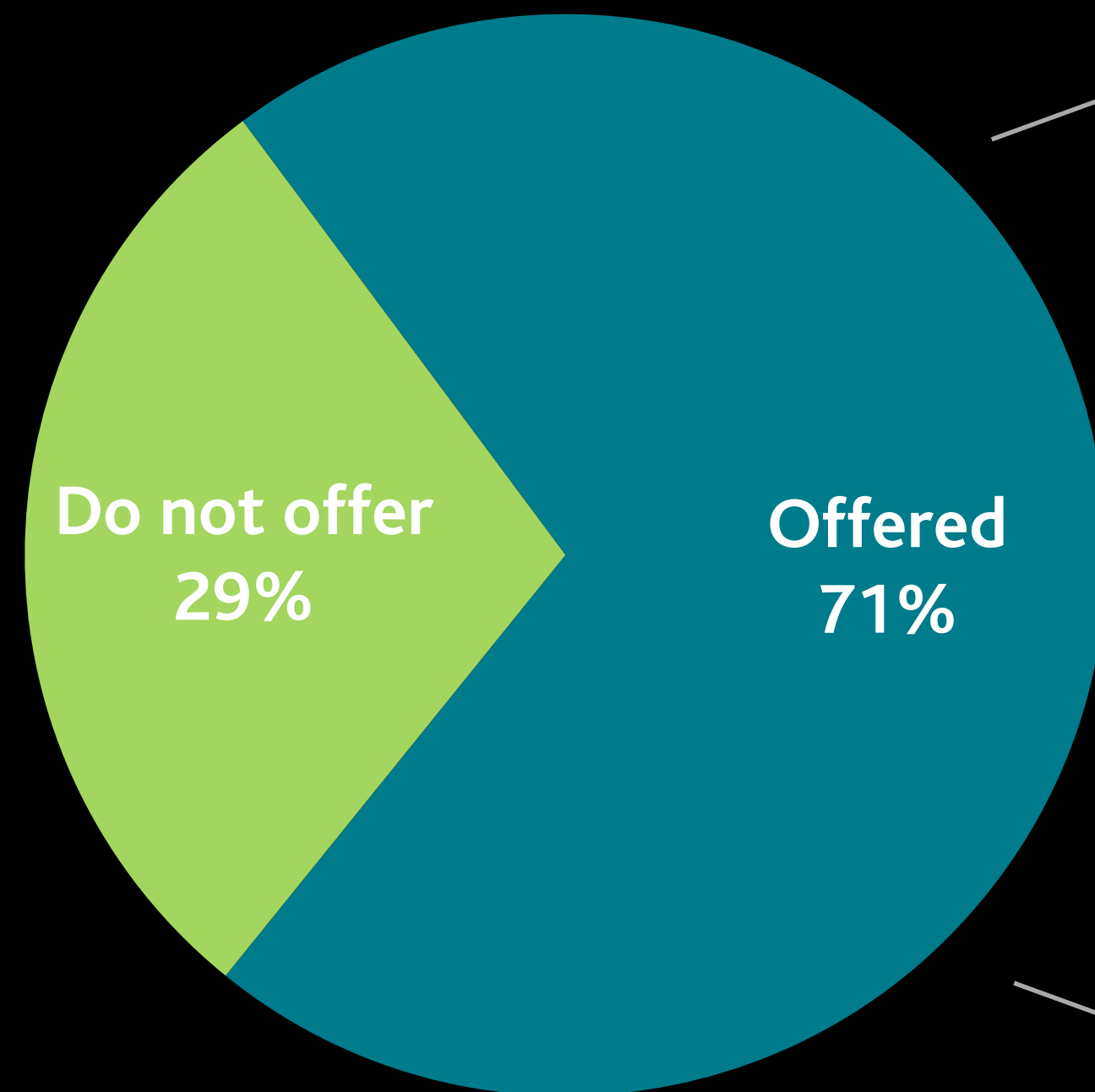
Allowances



Travelling Home for Holidays



Vacation Employment Offered



First year
42%

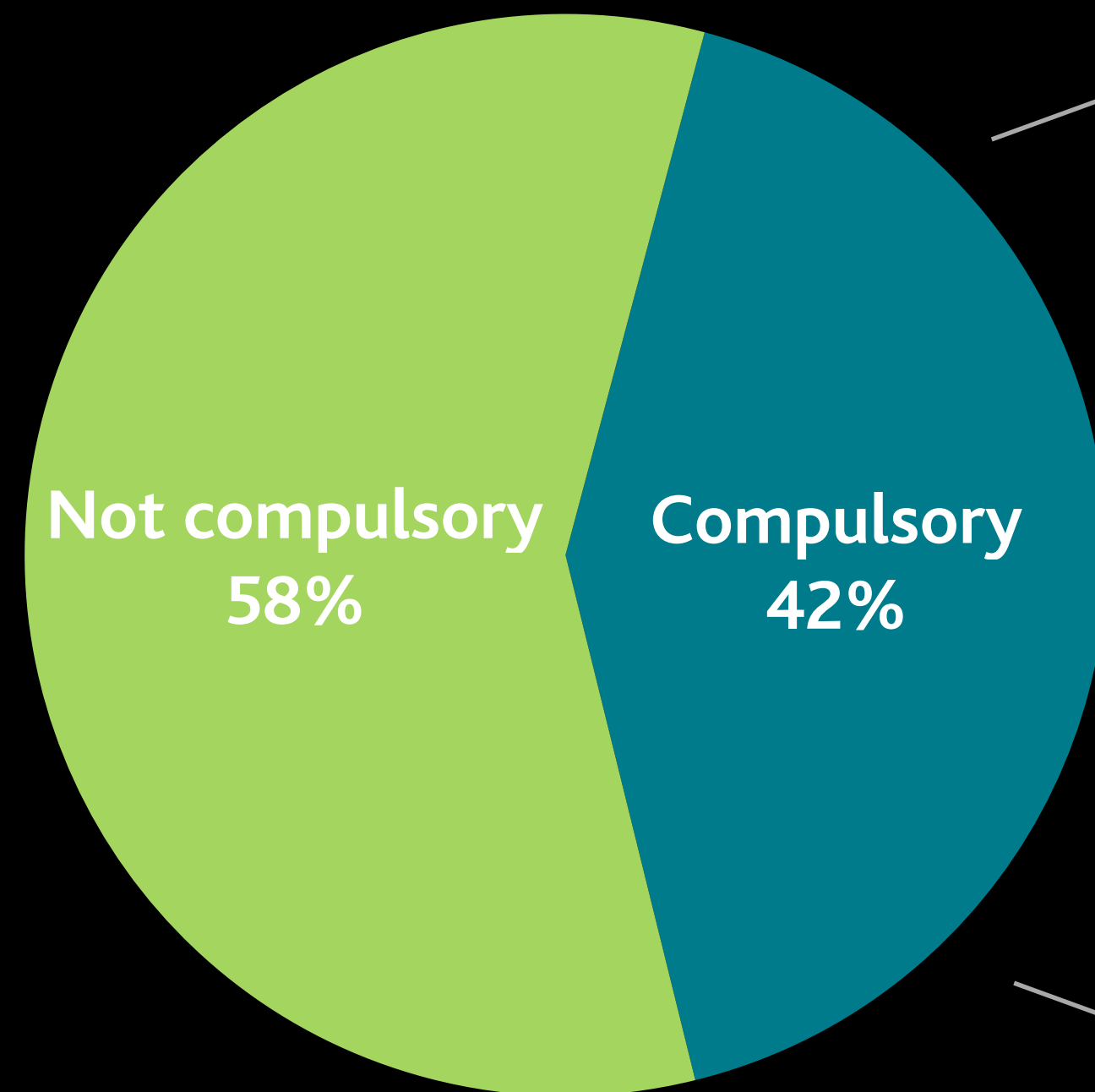
Second year
63%

Third year
71%

Final year
71%

Postgrad
50%

Vacation Employment that is Compulsory



First year
30%

Second year
40%

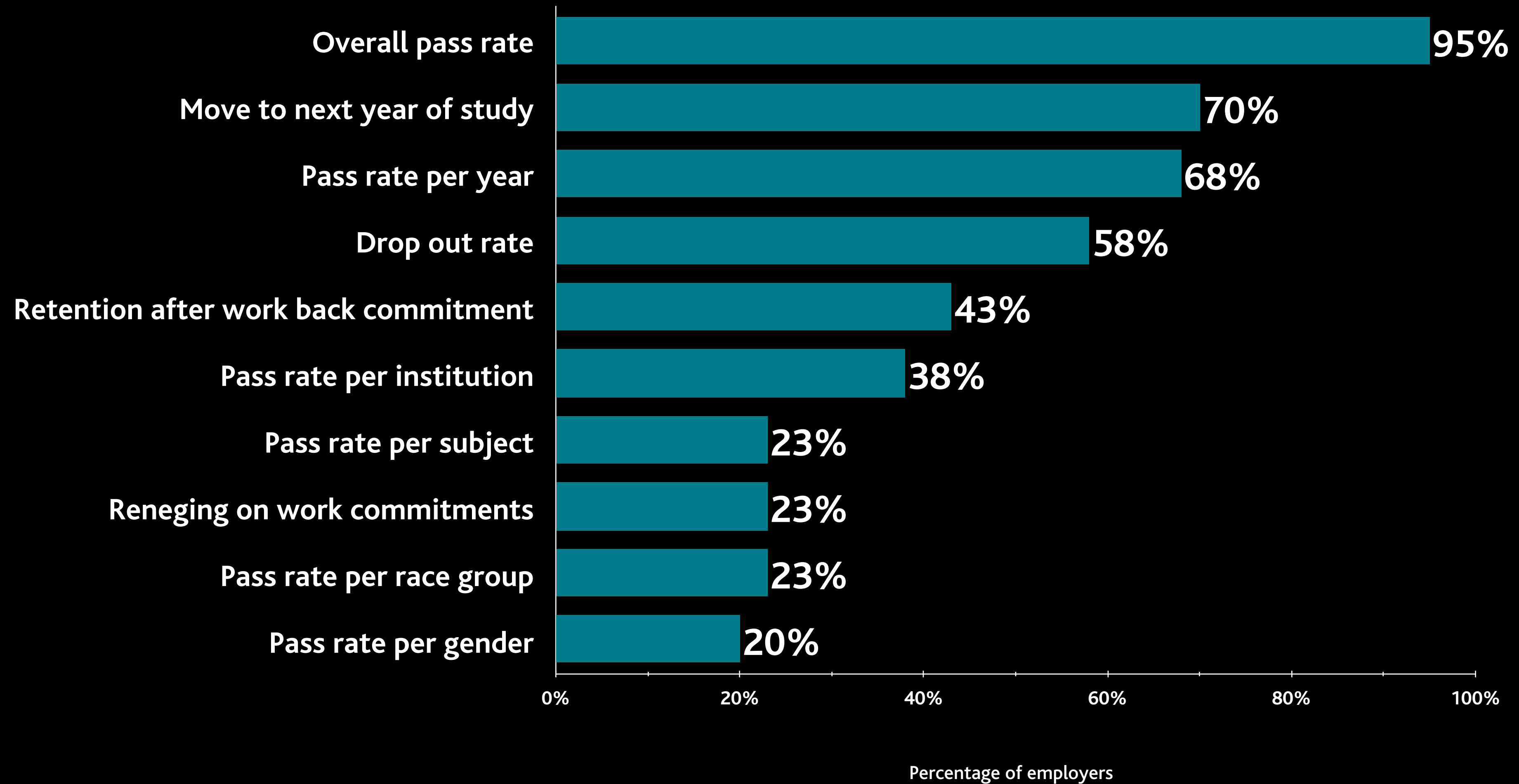
Third year
70%

Final year
70%

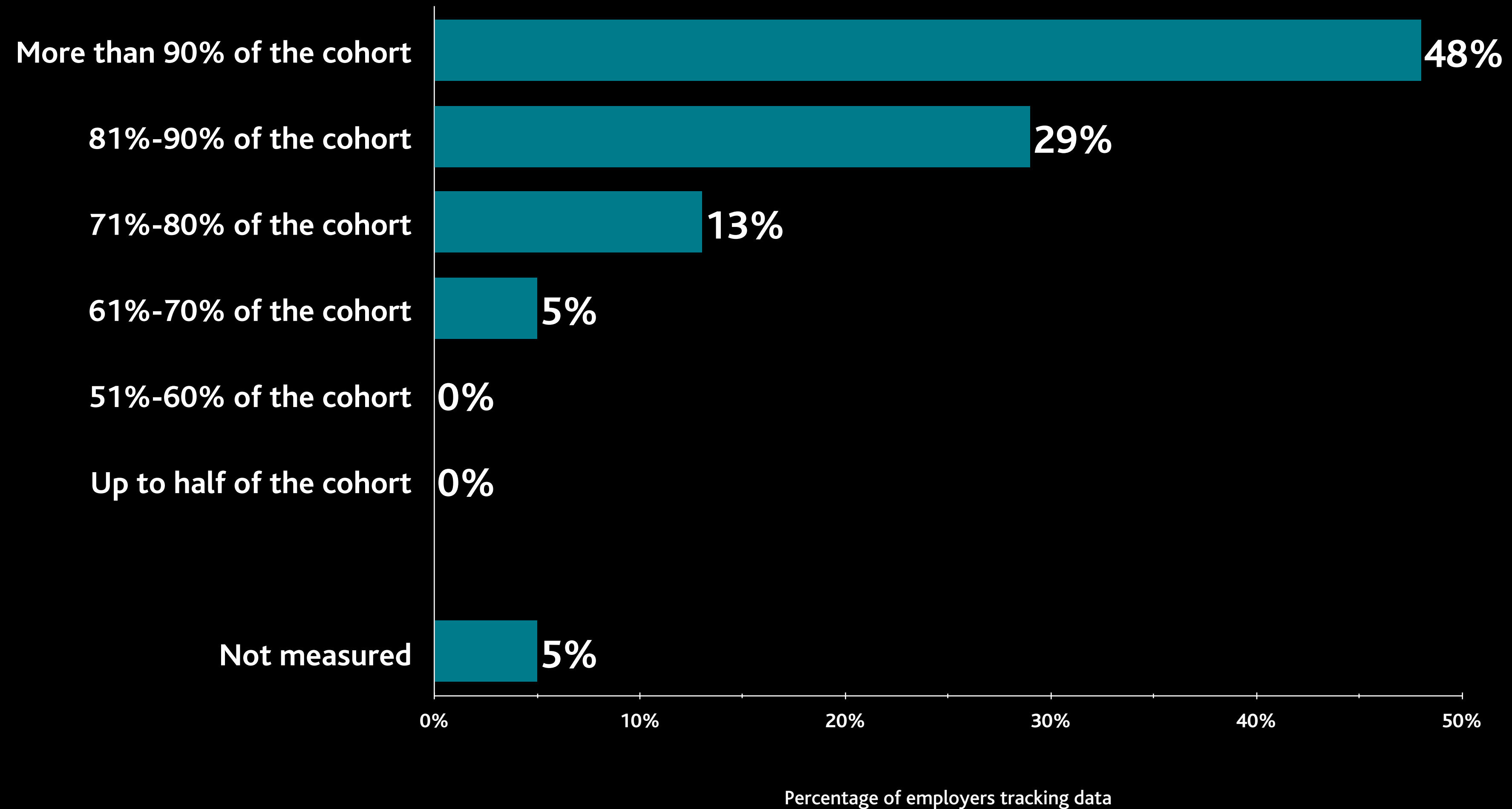
Postgrad
40%

Pass Rates & Retention

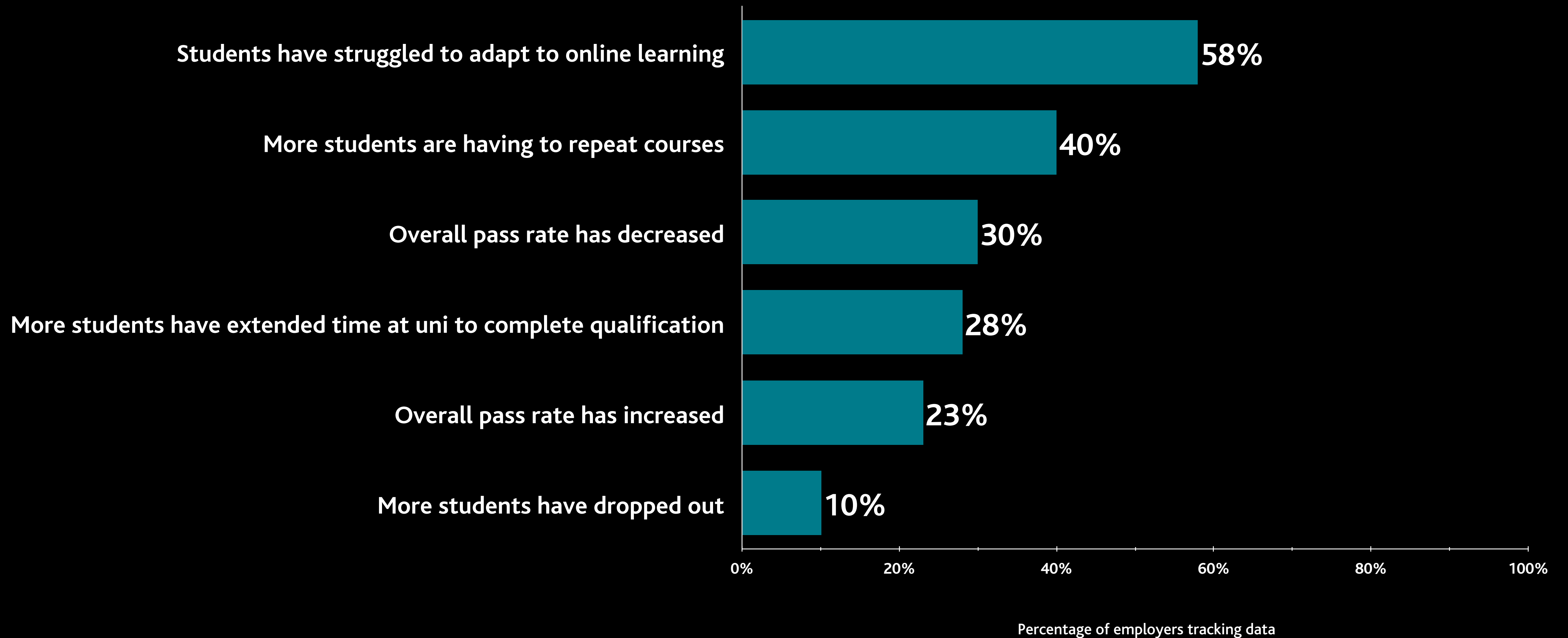
Tracking



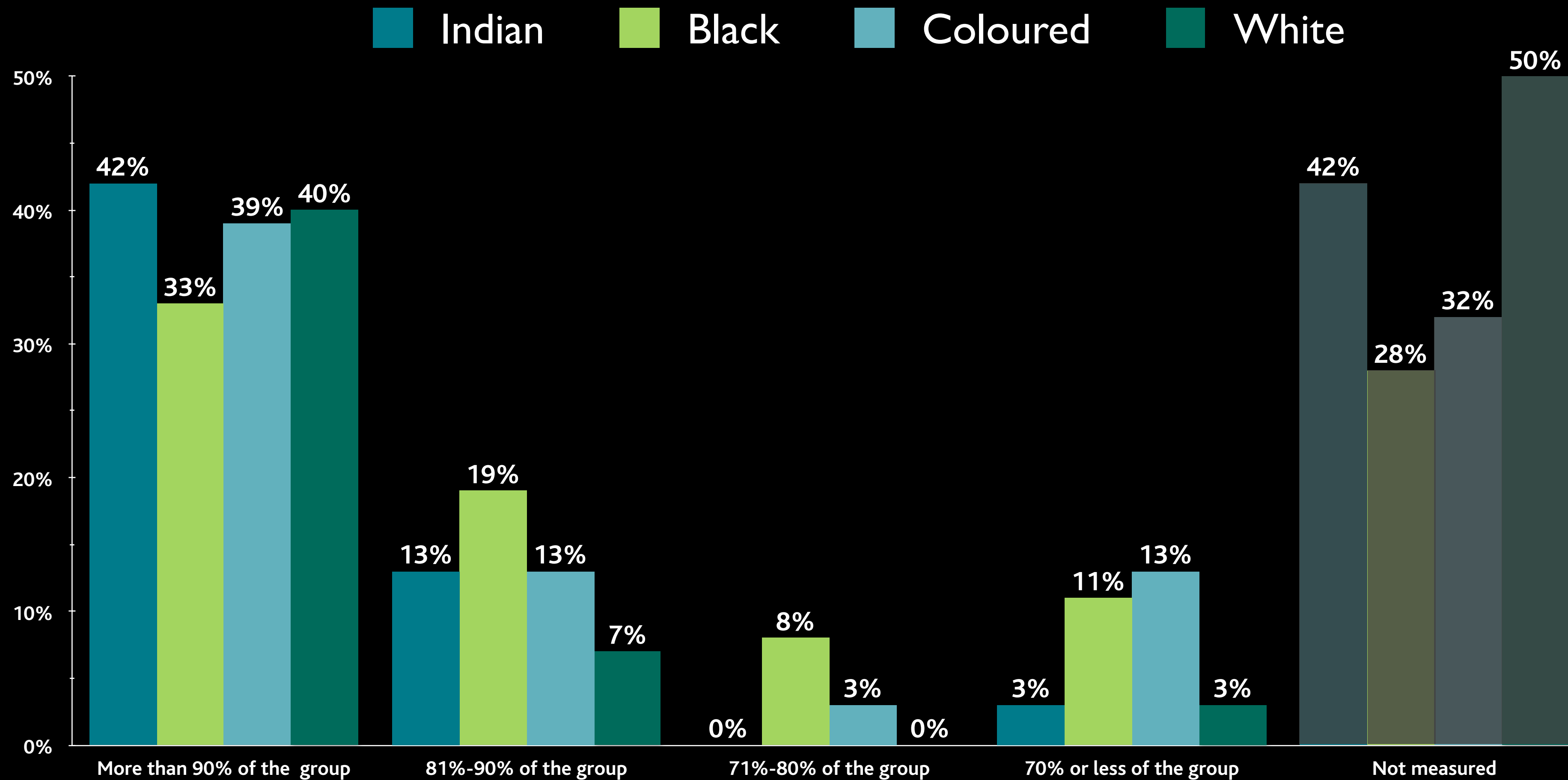
Overall Pass Rate



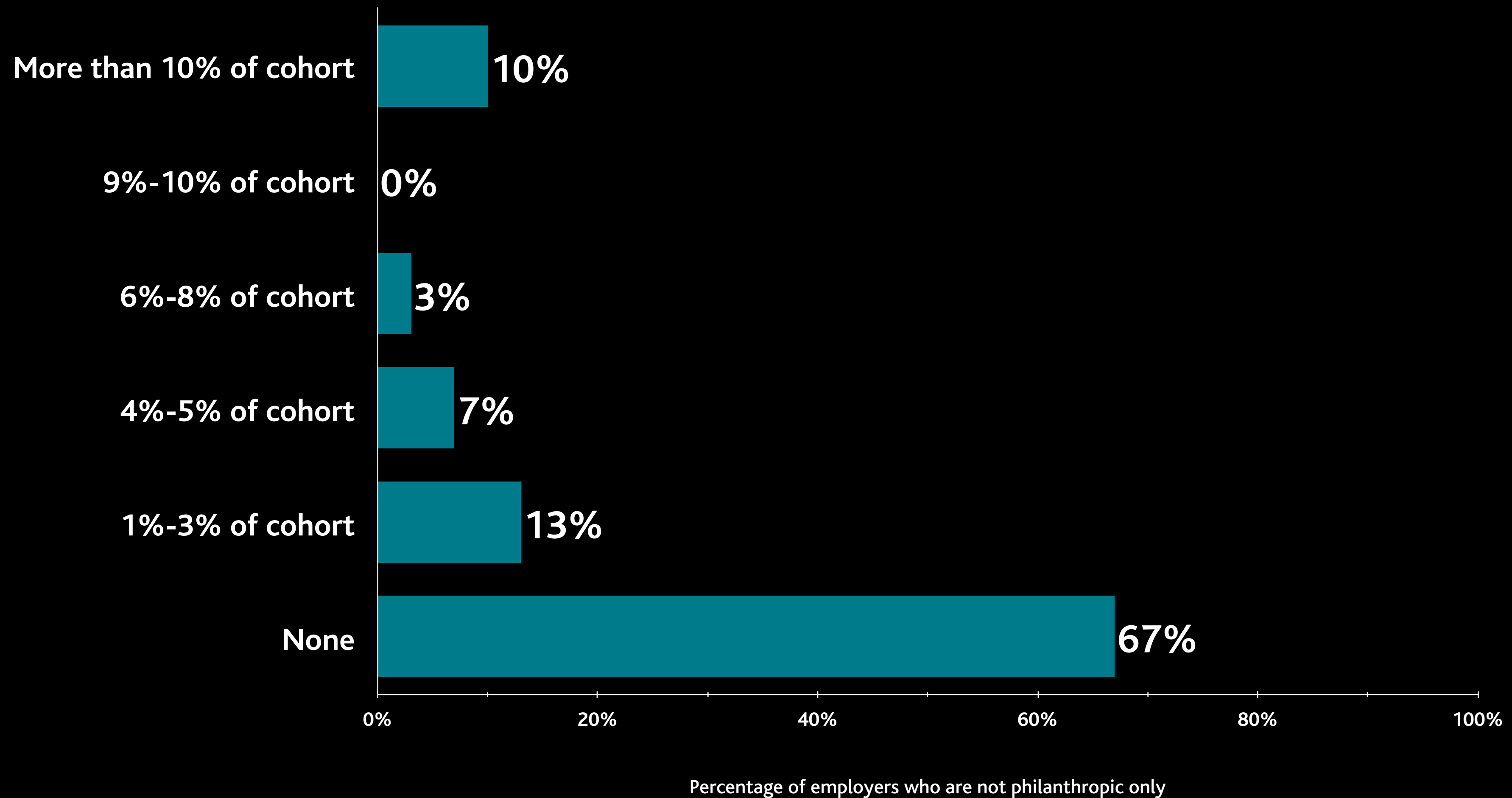
Impact of COVID-19 on academic performance



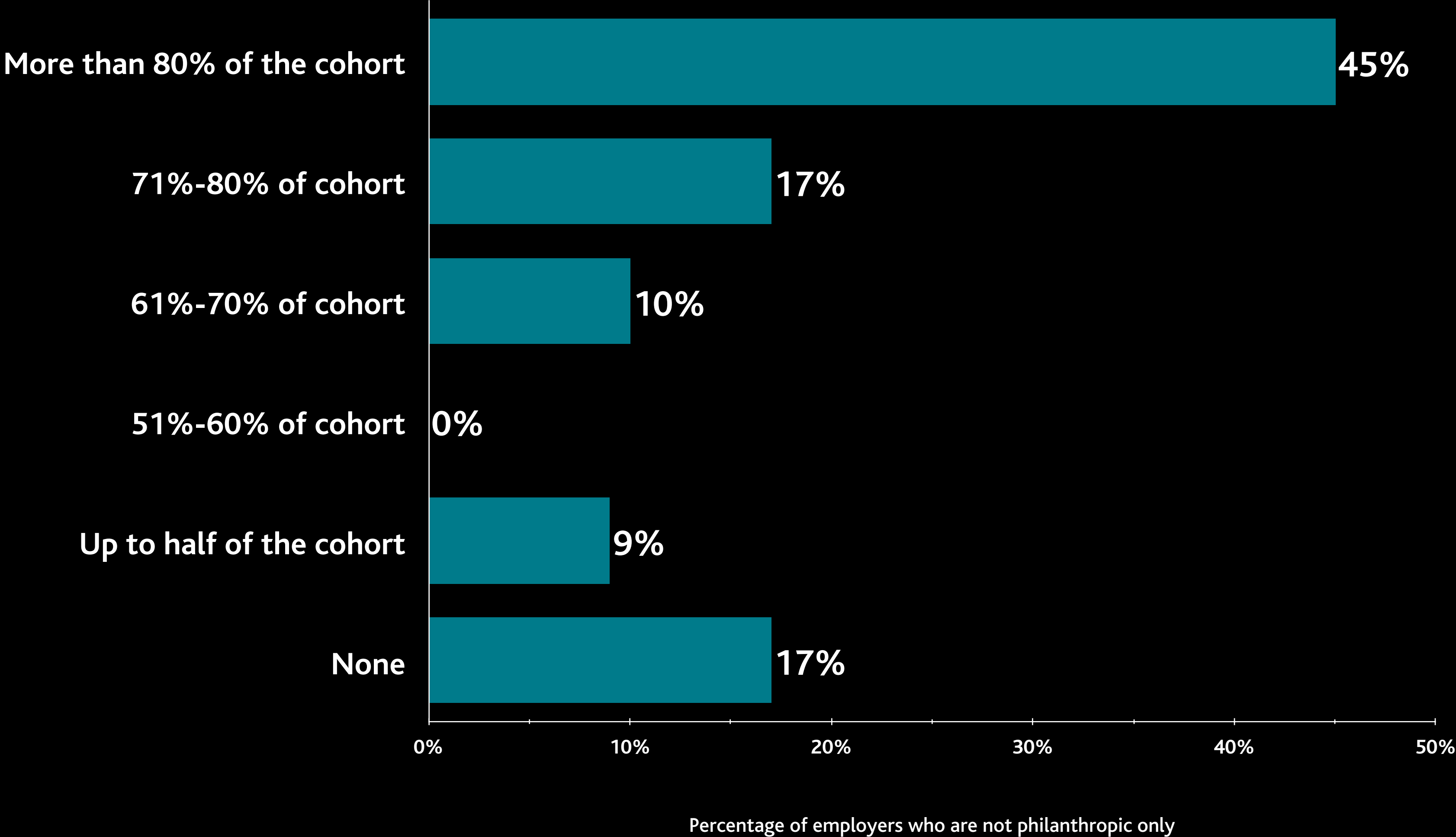
Overall Pass Rate by Race



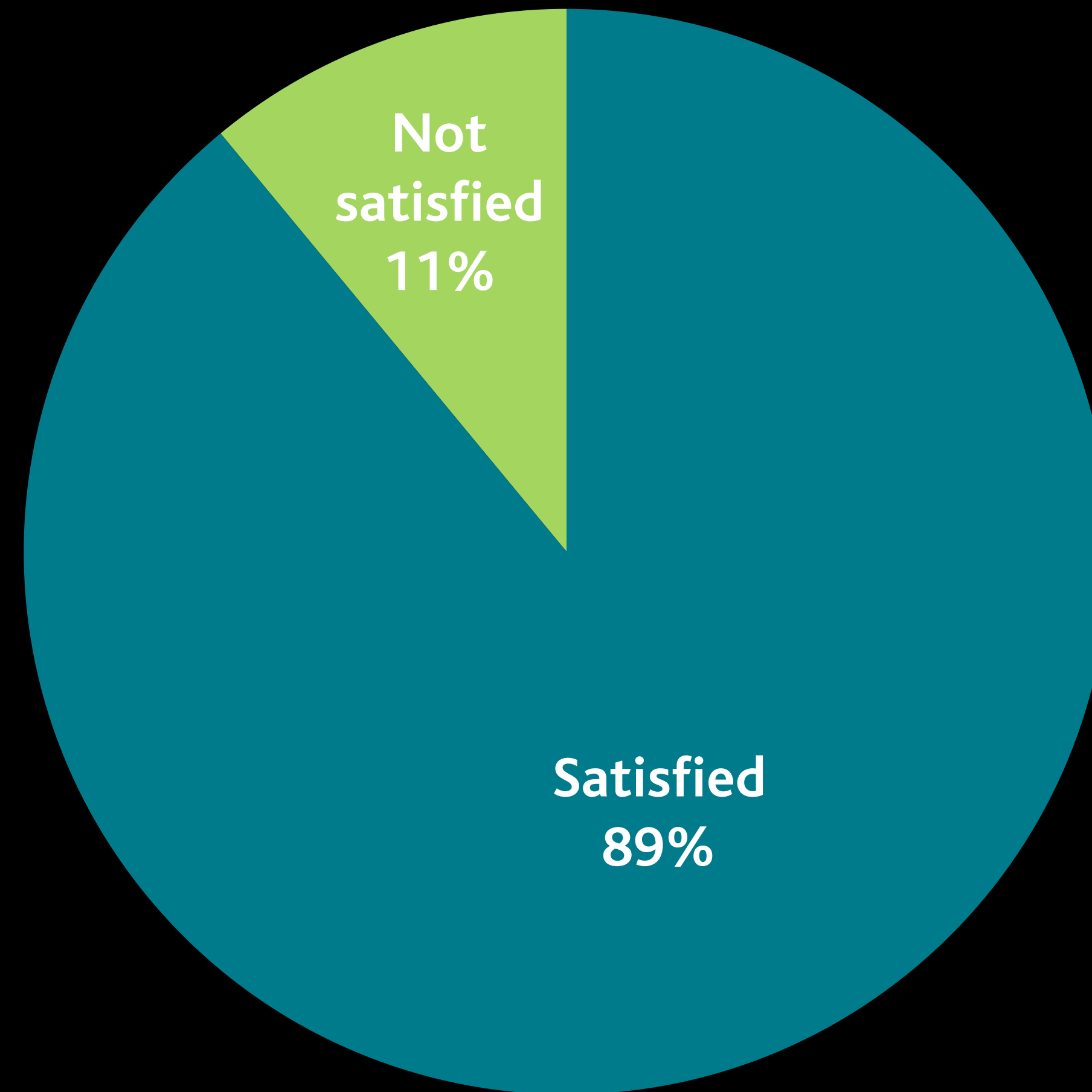
Reneges on Work Commitment



Retention on Completion of Work Back Commitment

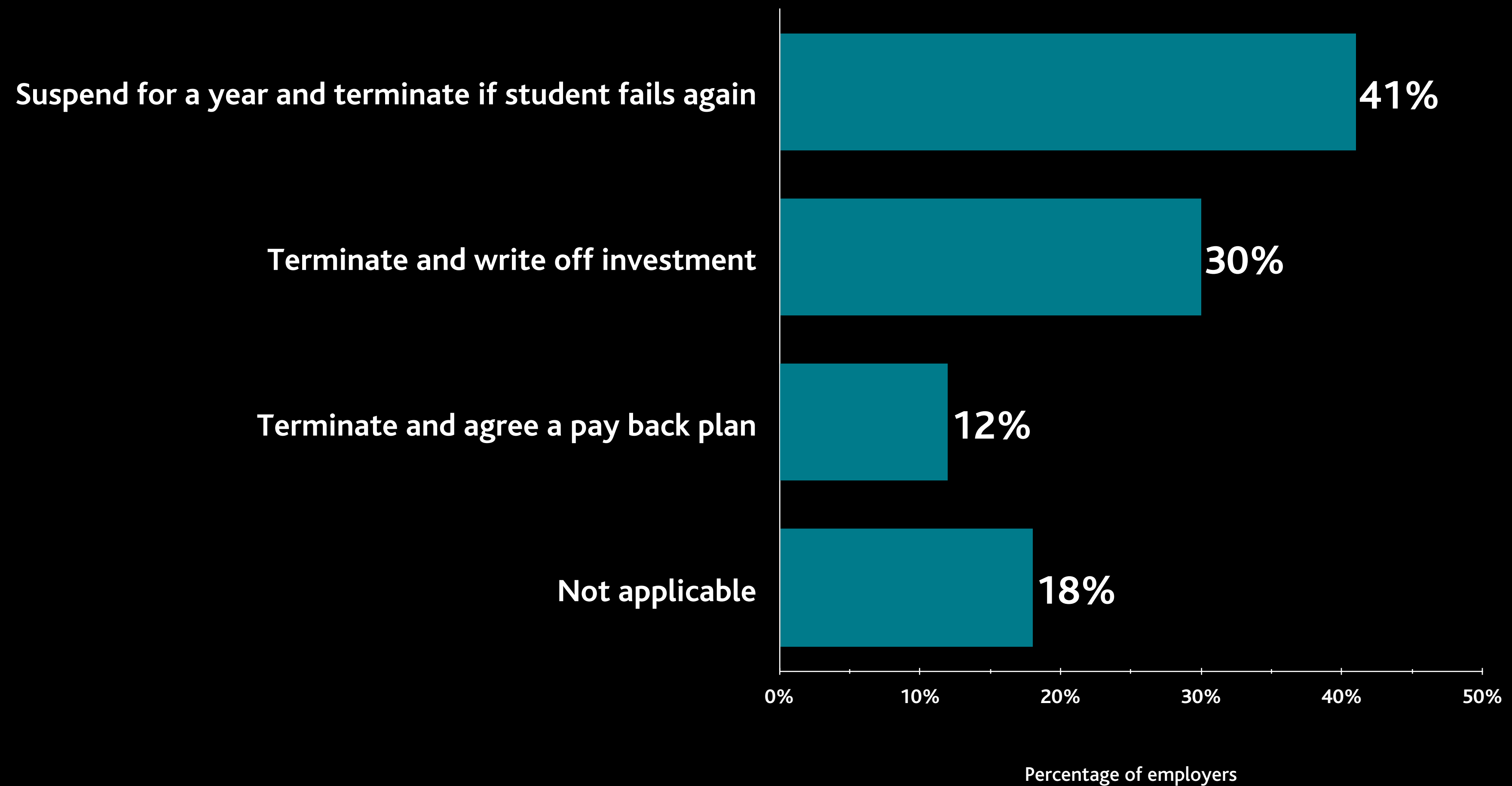


Satisfaction with Retention Rate on Completion of Work Back Commitment

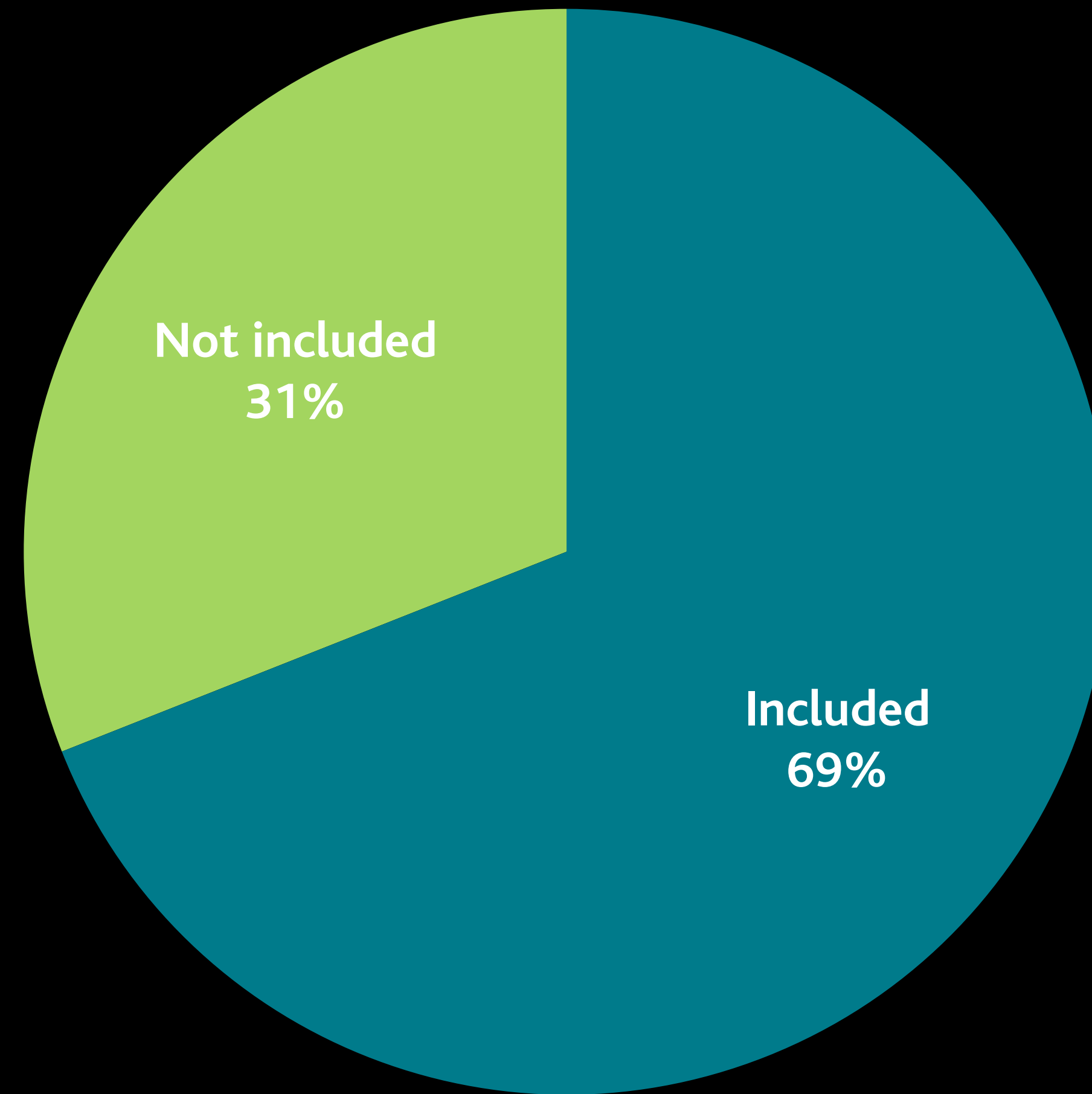


Bursar & Scholar Contracts

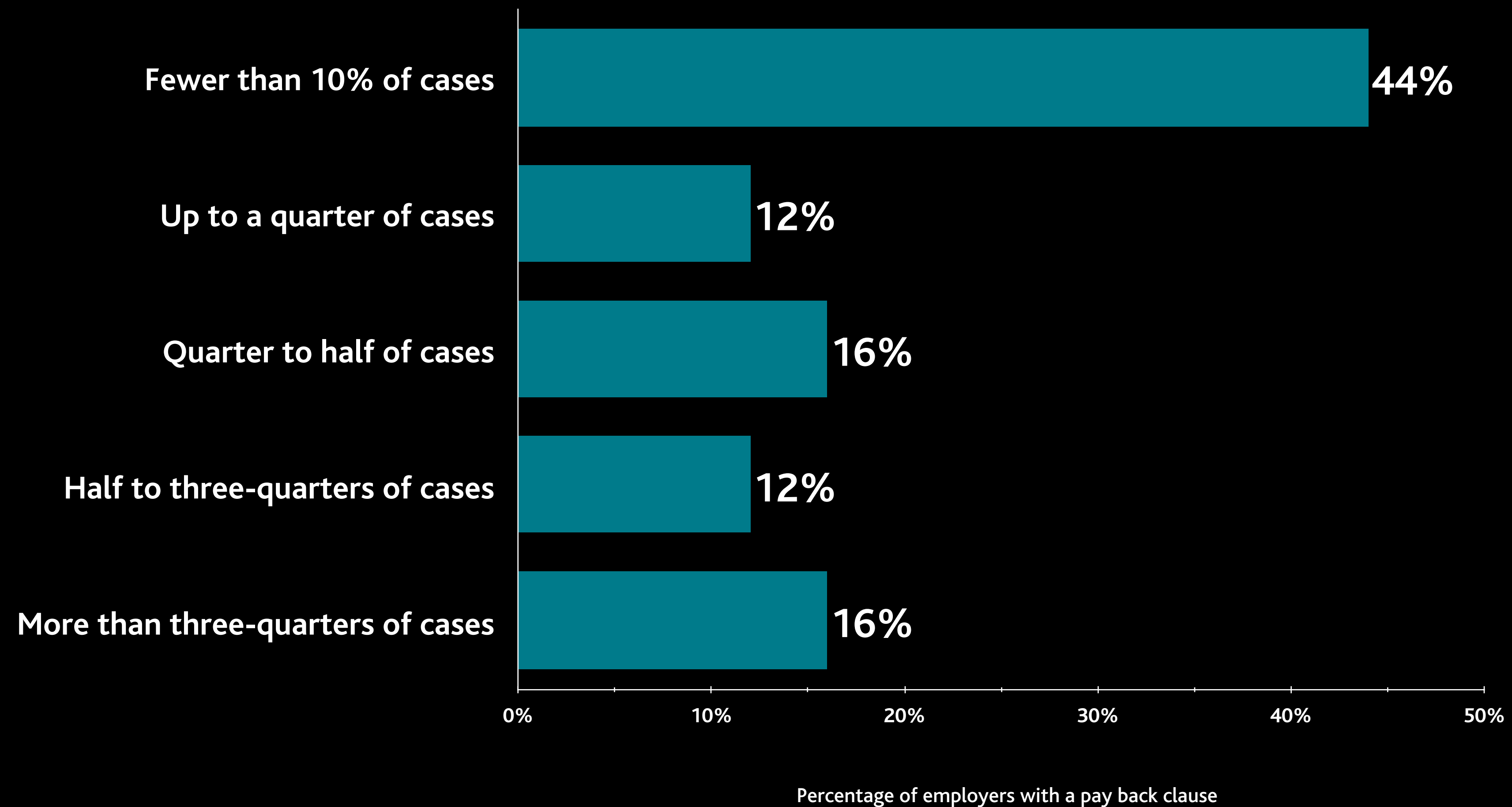
Termination of Contract



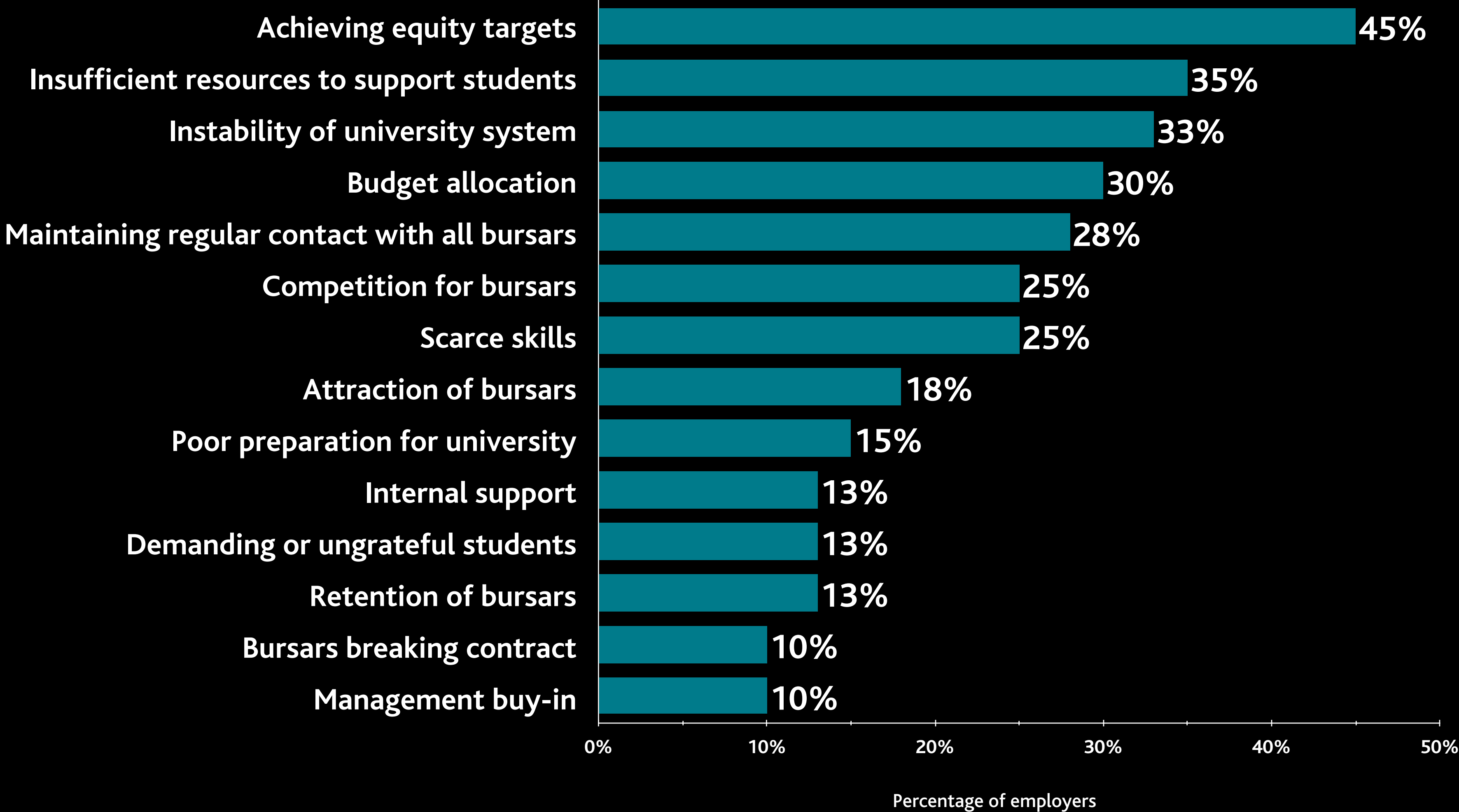
Pay Back Clause



Recovery of Money after Termination of Contract



Challenges



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