

The SAGEA Bursary & Scholarships Insights 2024

November 2024



Introducing the SAGEA Bursary & Scholarship Insights 2024

Participating Organisations

Absa Bank	First Rand	Old Mutual
Accenture	FirstRand Foundation	Pinsent Masons
Anglo American Kumba	Genesis Analytics	PwC
Anglo American Platinum	Huawei Technologies Africa	Sanlam
Astron Energy	Imperial Logistics, a DP World company	Santam
Auditor General South Africa	In2food	Sasol
Bowmans	Investec	Sasol Foundation
Clicks Group	Investec CSI	South African Reserve Bank
Cliffe Dekker Hofmeyr	KPMG	Standard Bank
Coronation Fund Managers	Lactalis	The Shoprite Group of Companies
De Beers	Michael & Susan Dell Foundation	Tiger Brands
Deloitte	Moshal Program	Vodacom
Dimension Data an NTT DATA Company	Nedbank	WSP Group Africa
EY	Nestlé SA	Zutari

Participating Organisations

Organisations

42

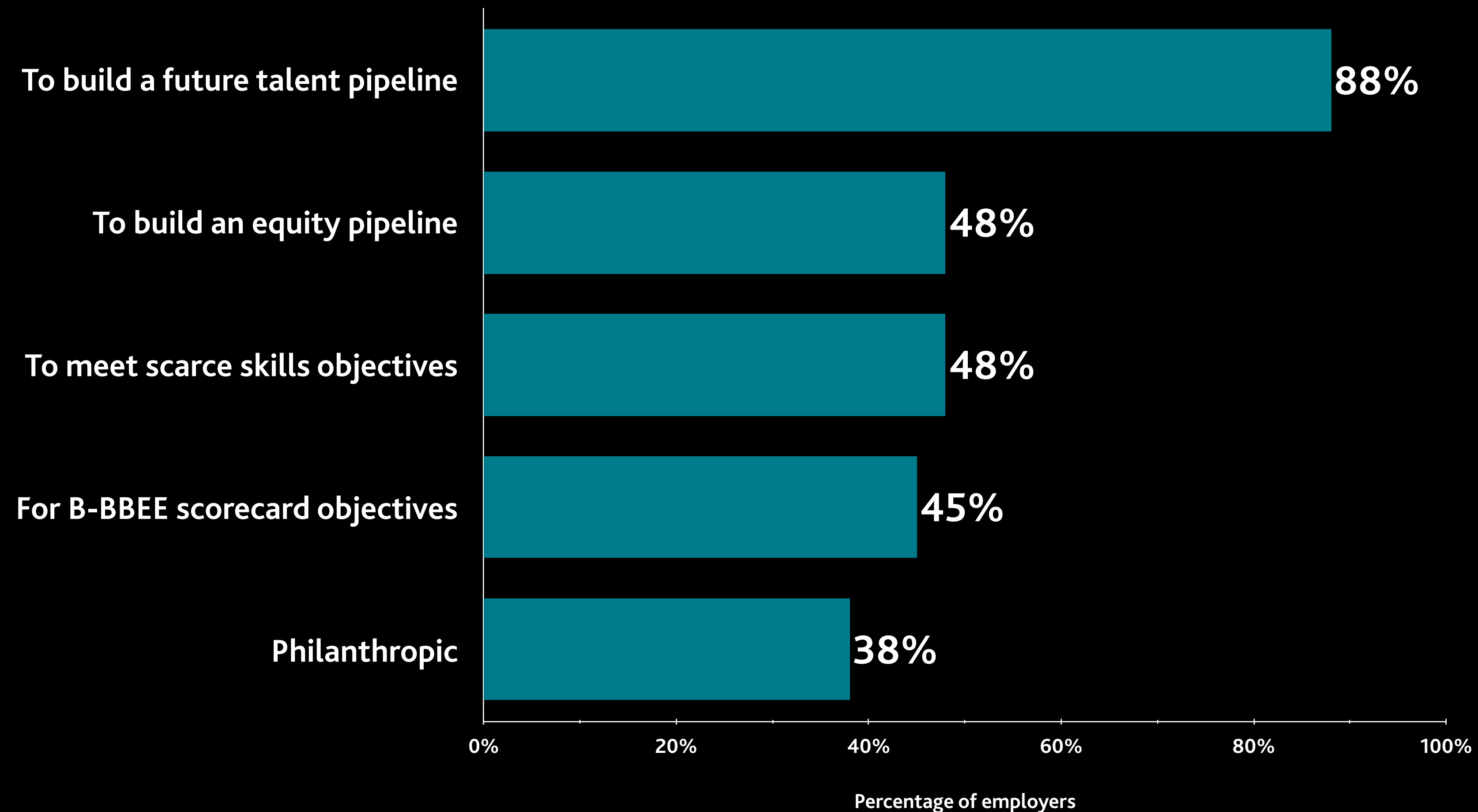
Bursaries and Scholarships

5,000

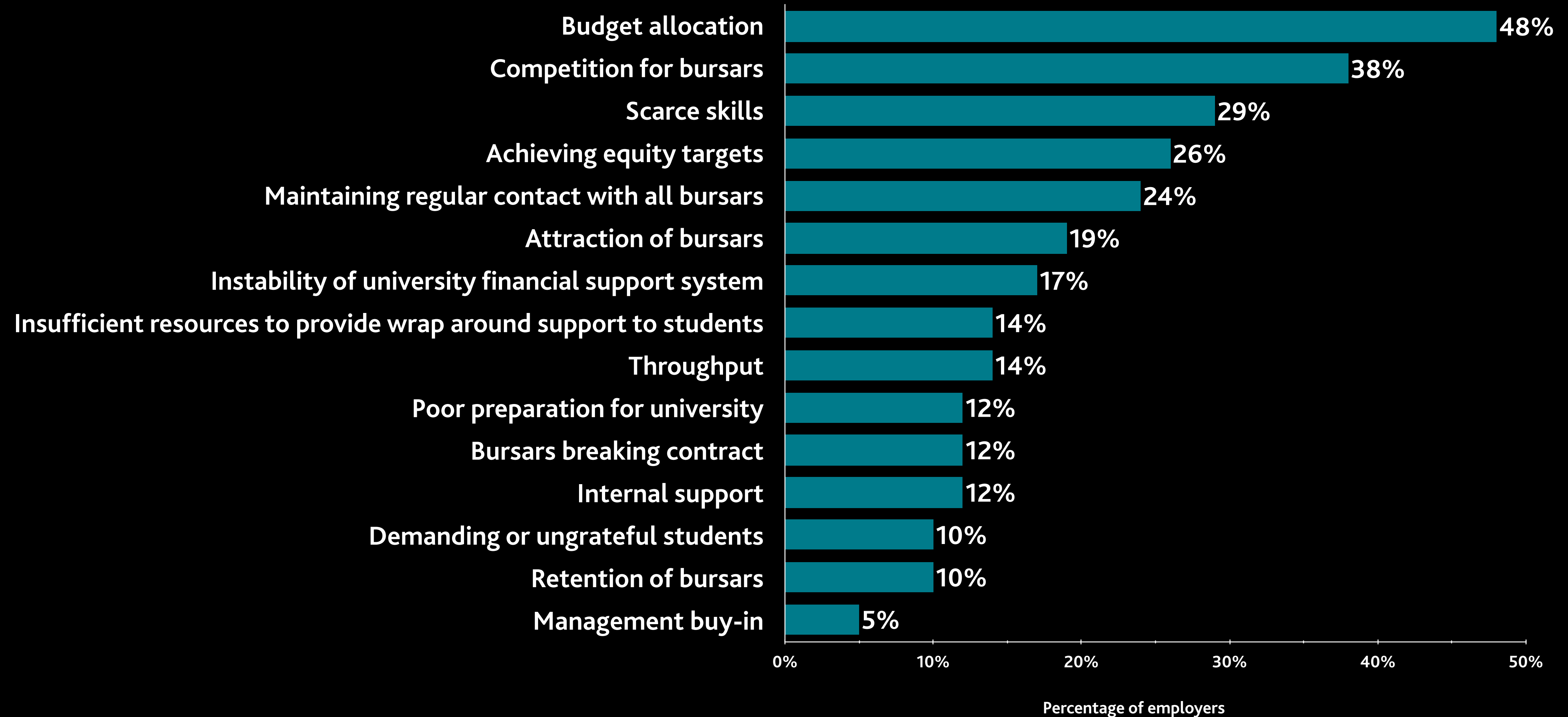
Funding

R600m

Reasons for Offering Bursaries or Scholarships

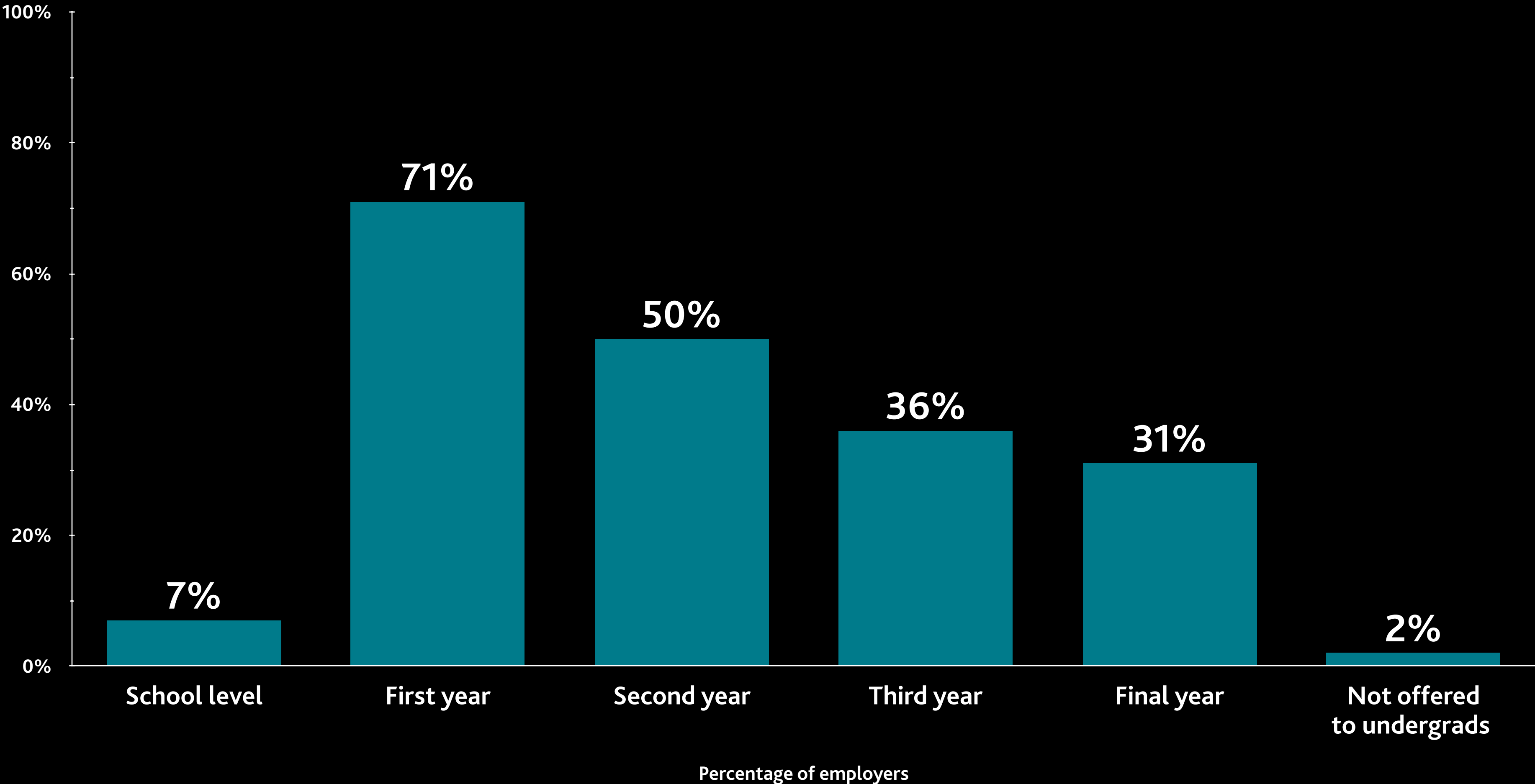


Challenges

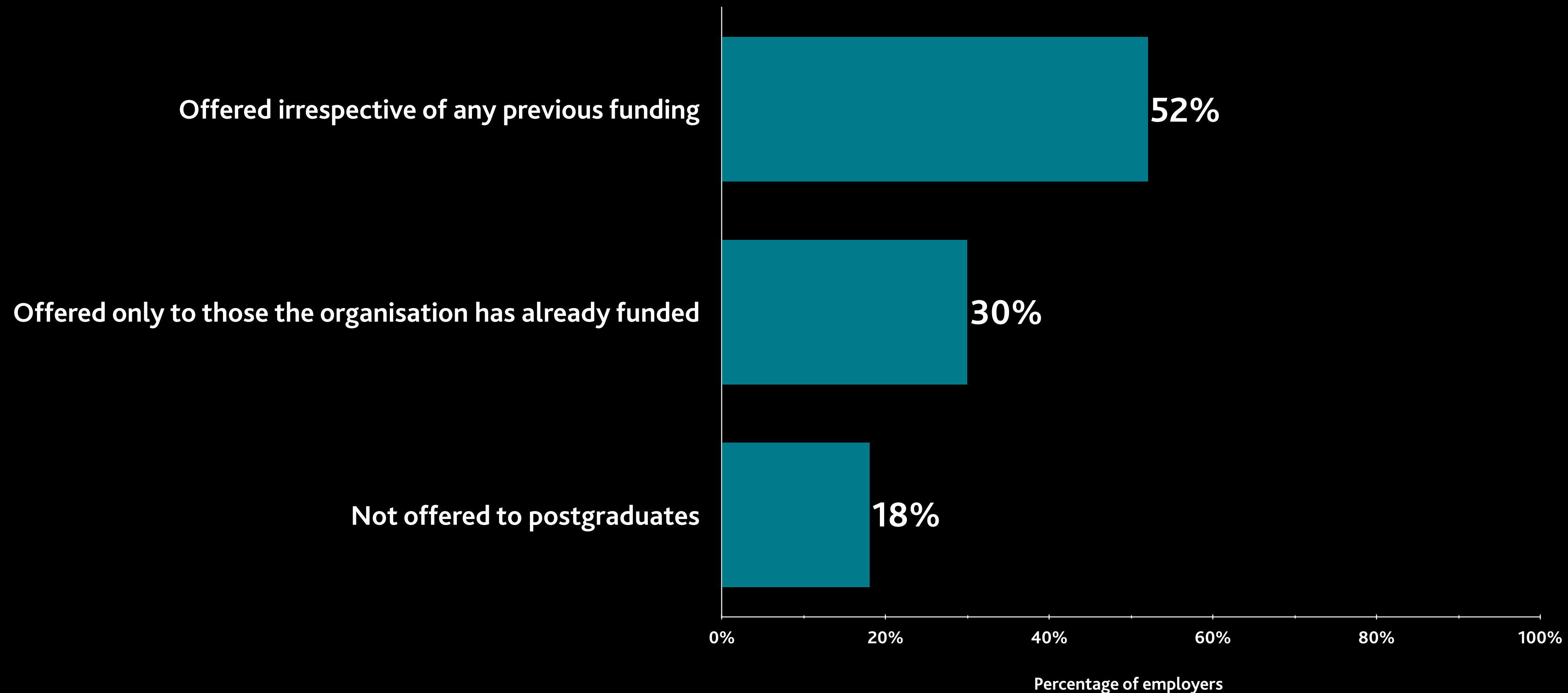


Bursaries and Scholarships

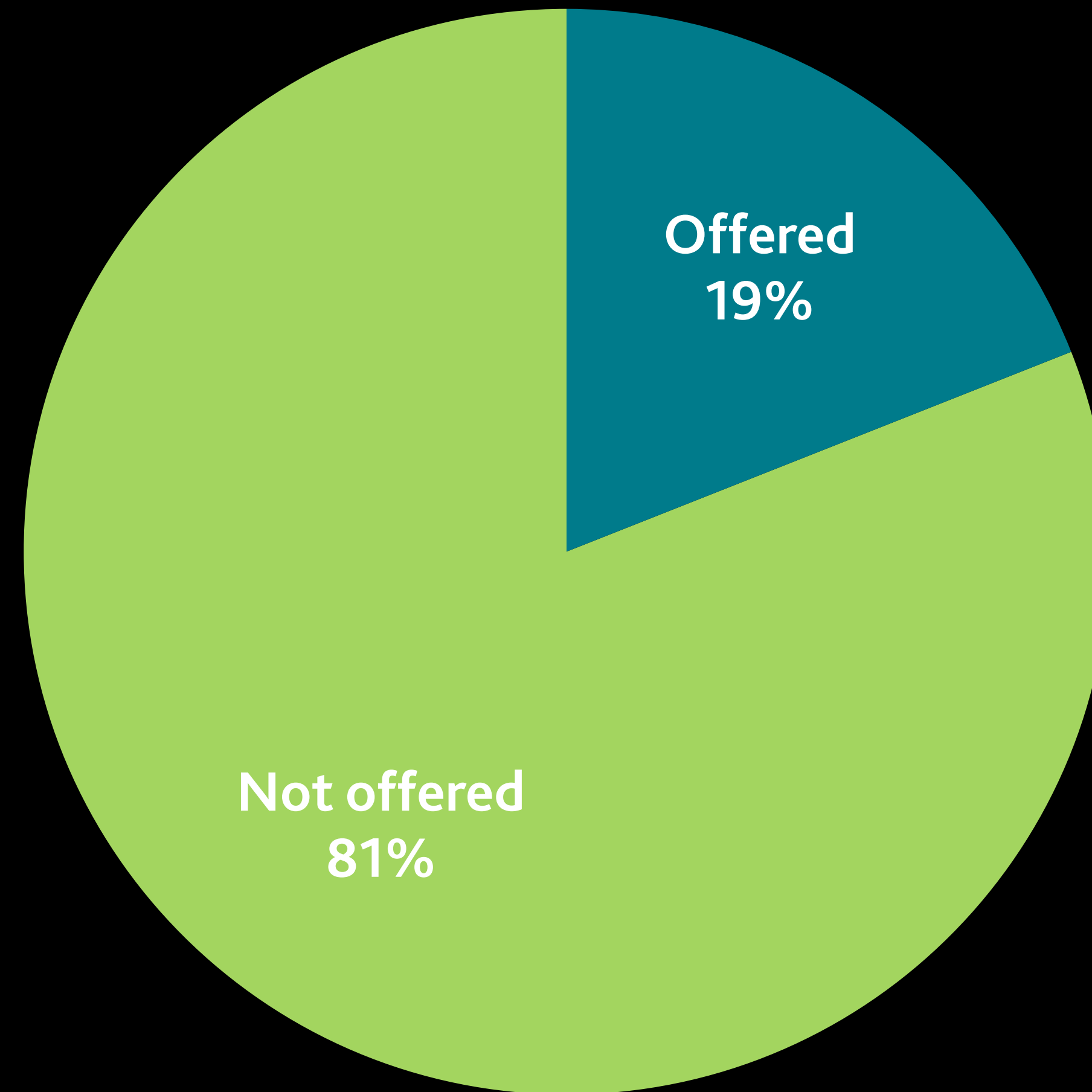
Stages from which Bursaries or Scholarships are Offered to Undergraduates



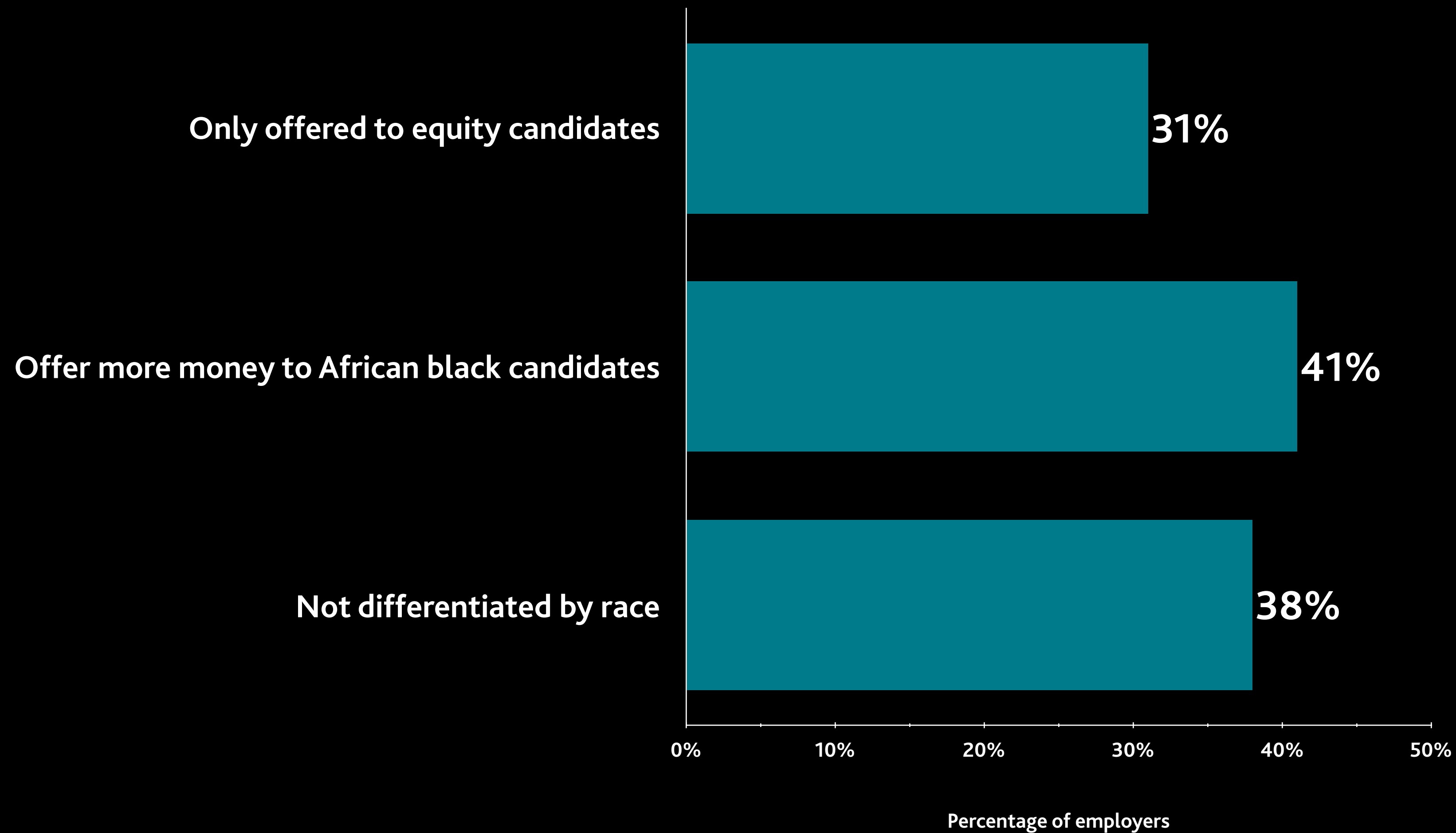
Bursaries or Scholarships Offered to Postgraduates



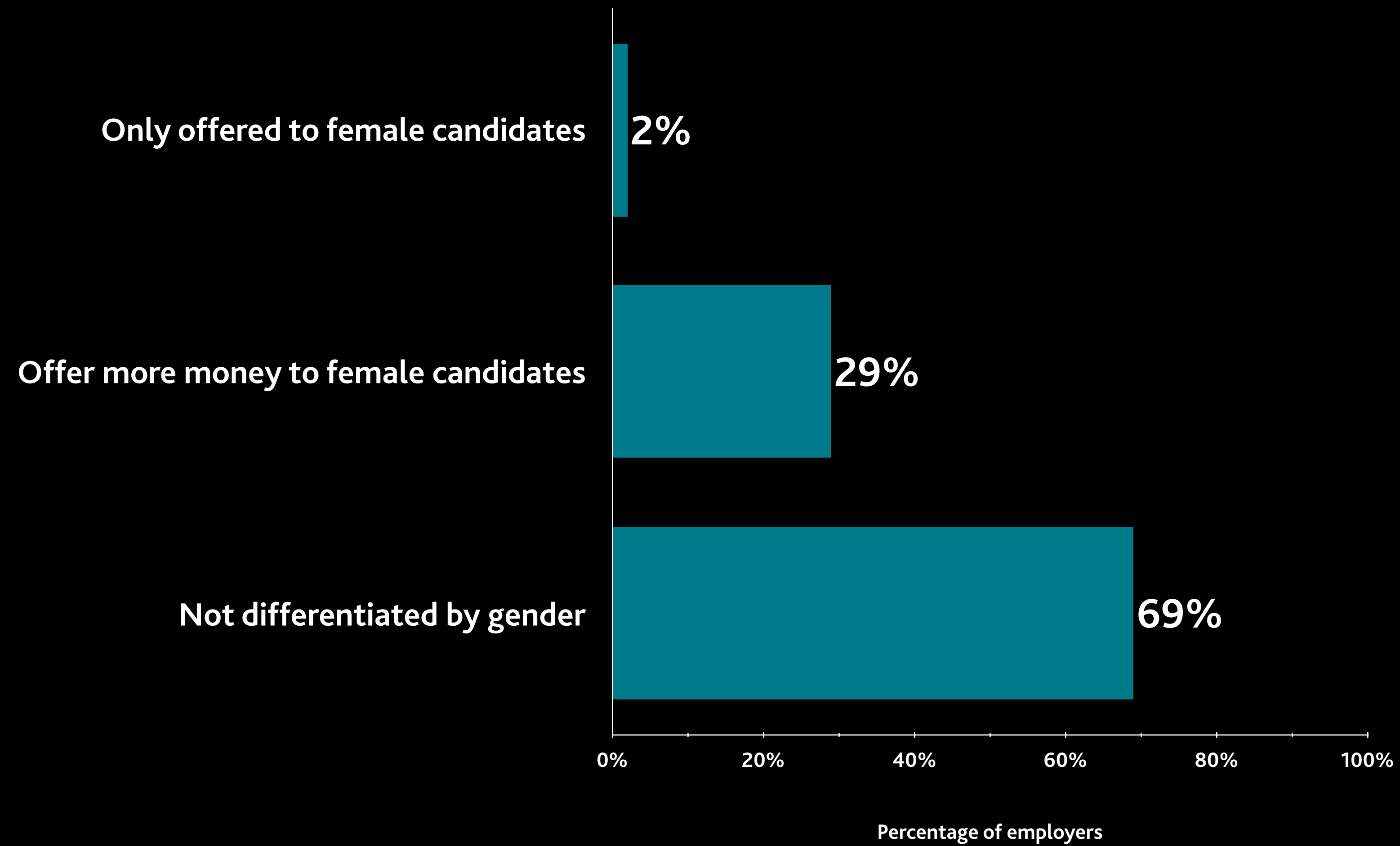
International Students



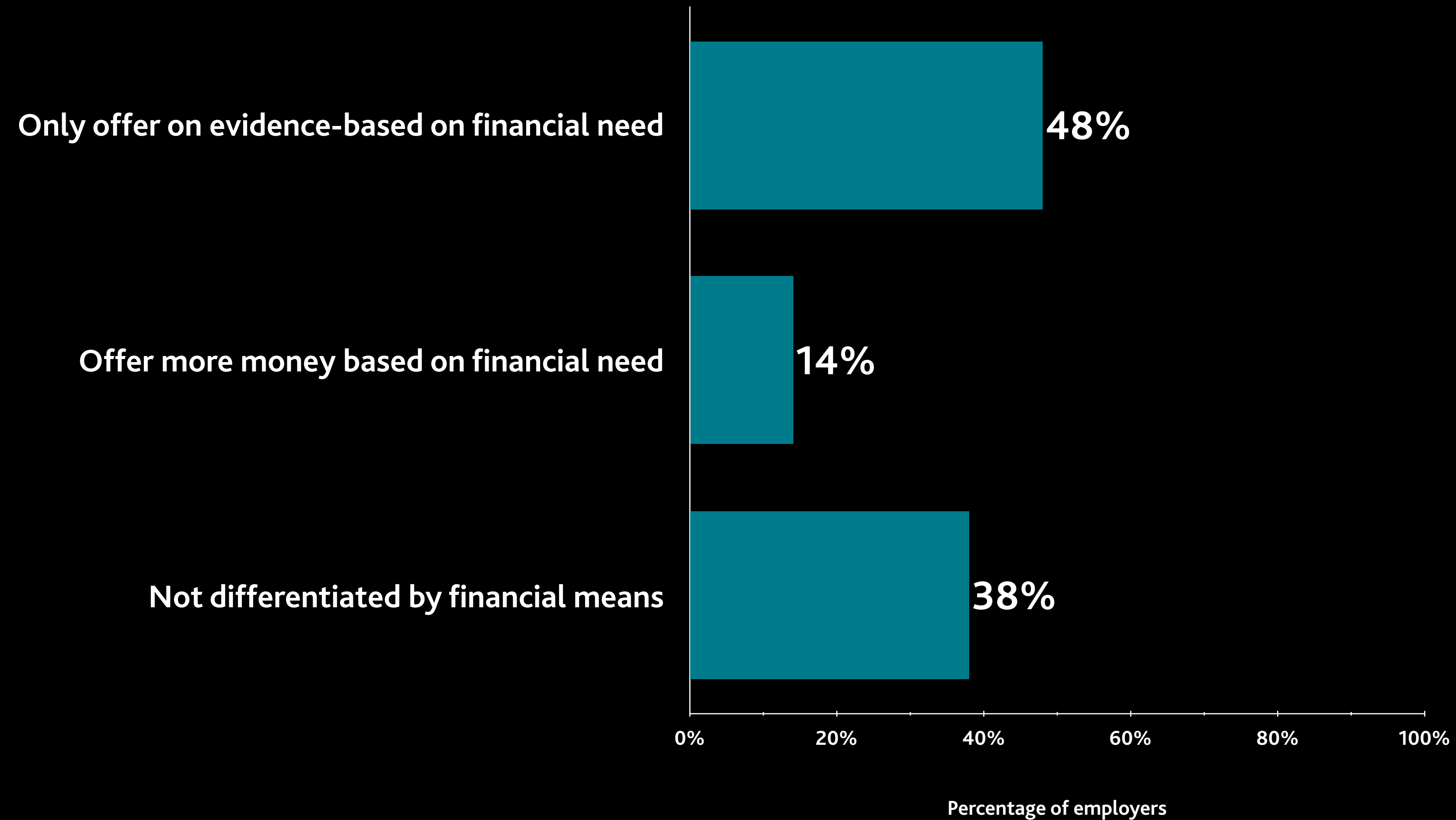
Equity Candidates



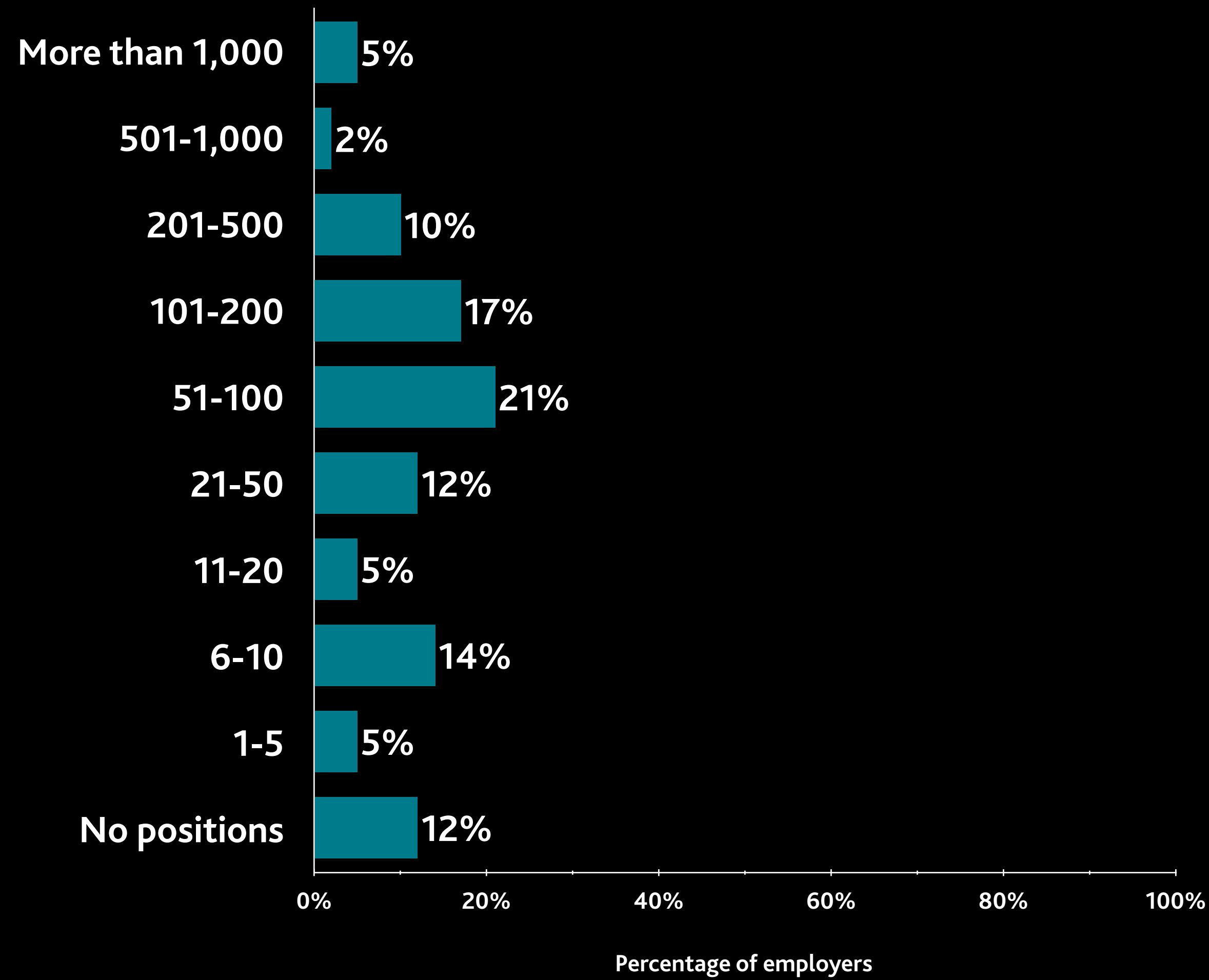
Gender



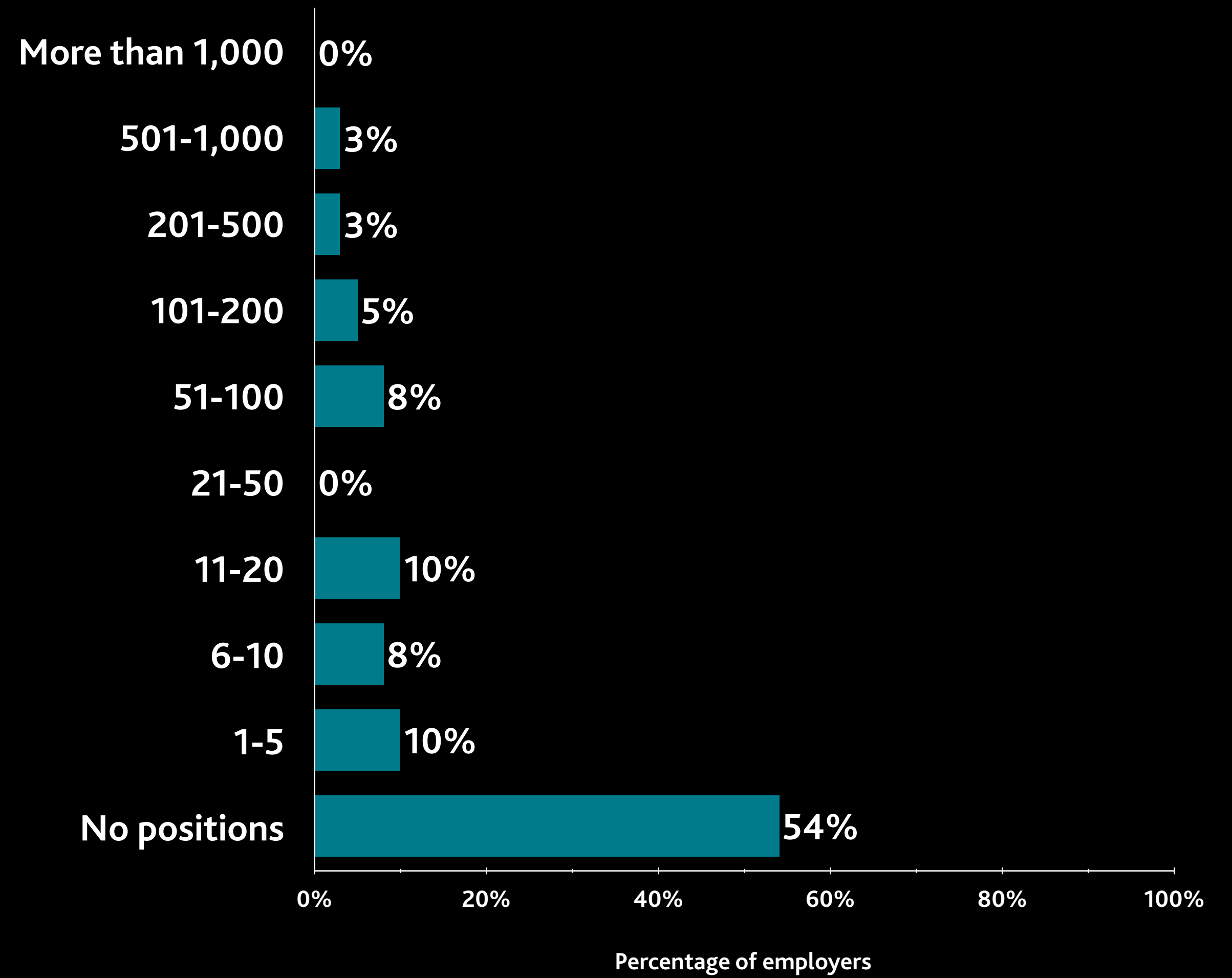
Financial Need



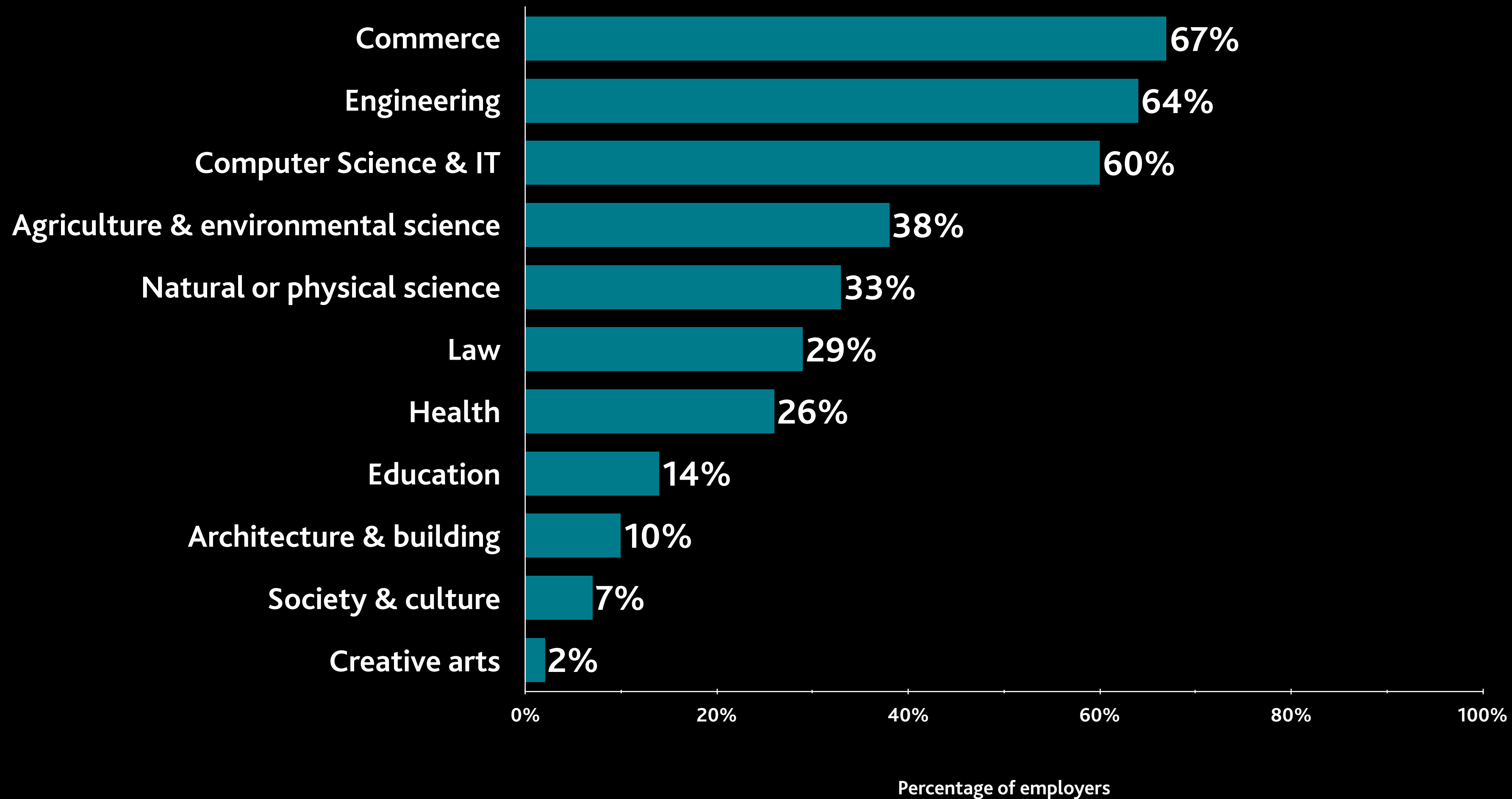
Bursary Holders



Scholarship Holders



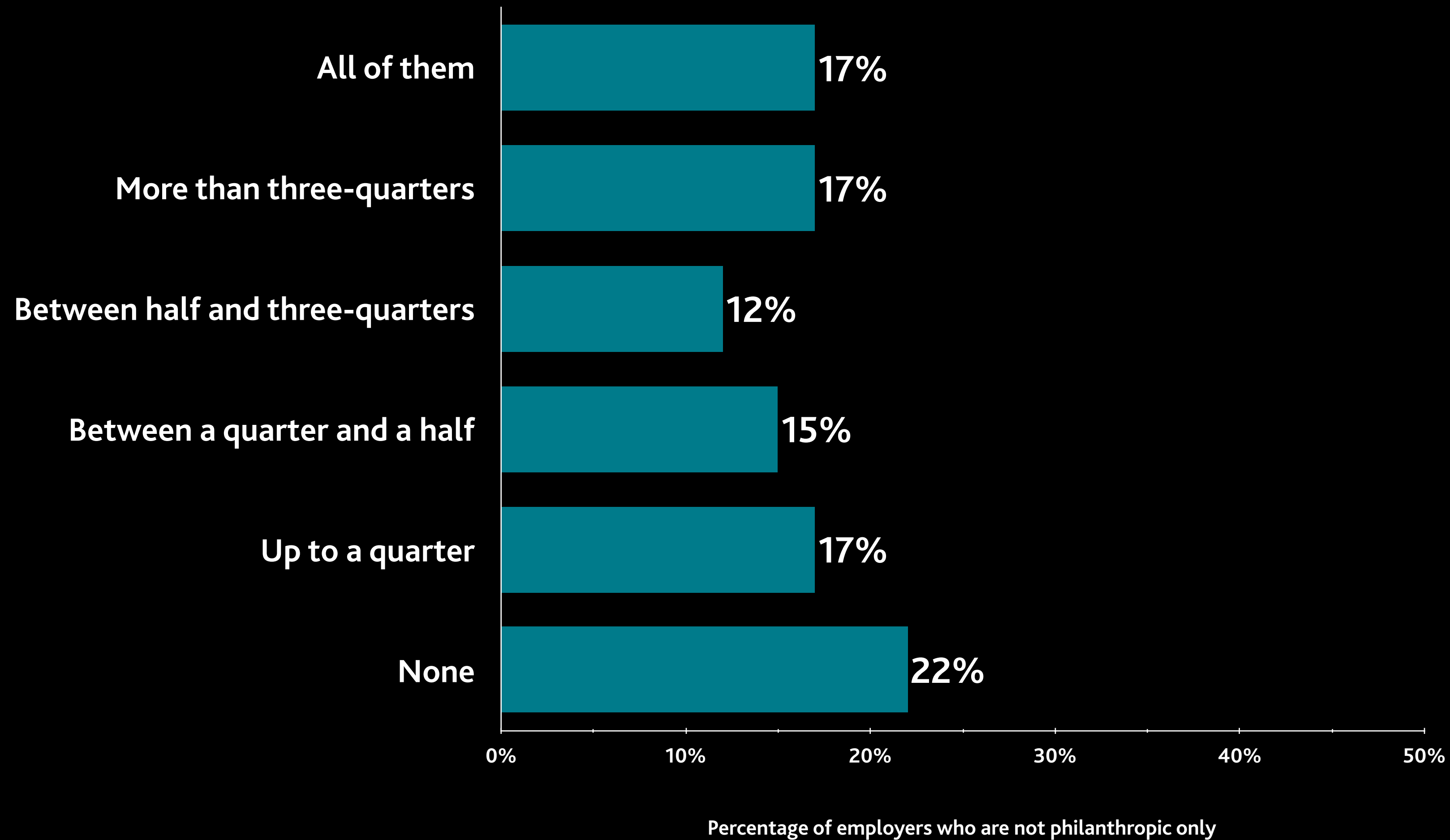
Bursaries or Scholarships Offered



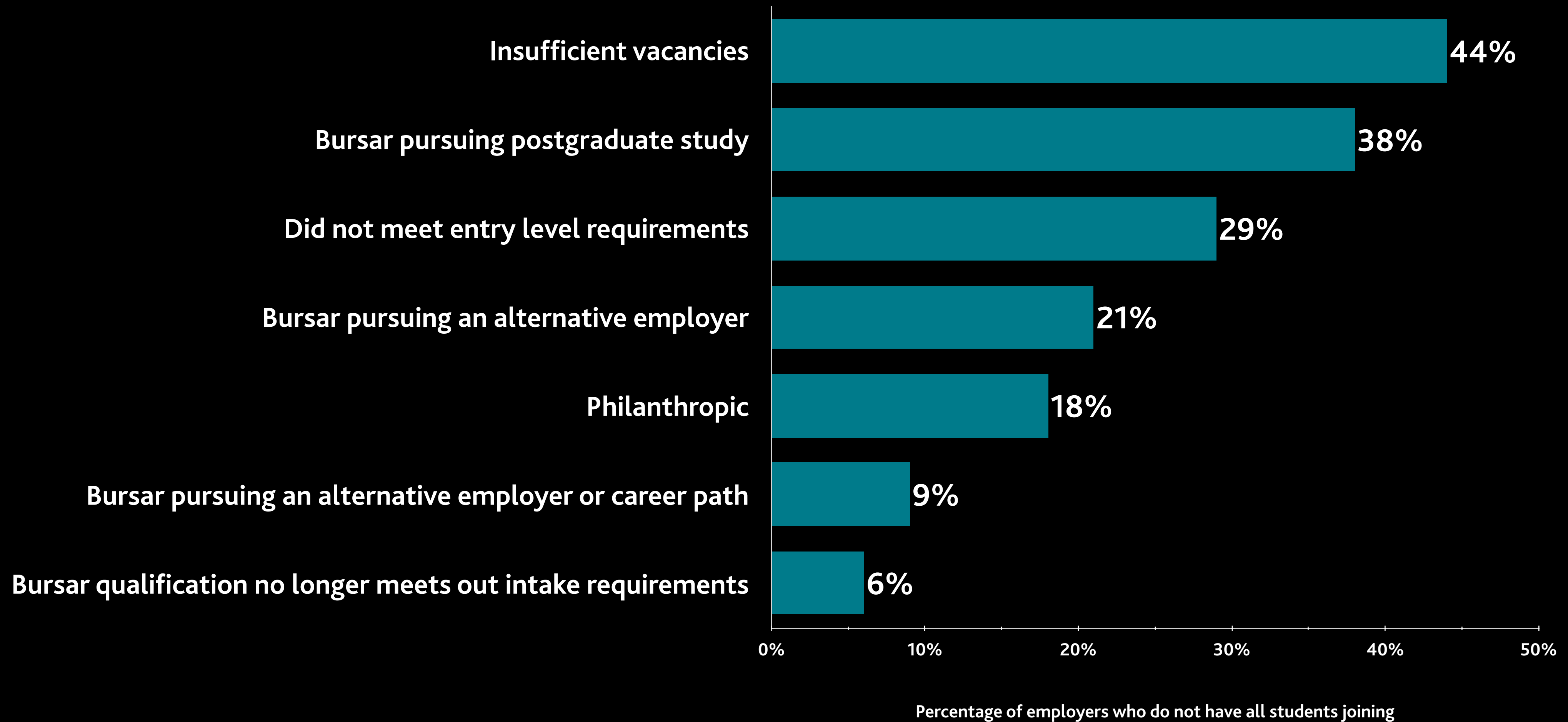
Undergraduates Funded

UNIVERSITY	STUDENTS	UNIVERSITY	STUDENTS
Stellenbosch University	1,230	The IIE Varsity College	17
University of Cape Town	783	Sefako Makgatho Health Science University	12
University of Pretoria	665	University of Limpopo	11
University of the Witwatersrand	490	University of Venda	10
University of Johannesburg	261	Eduvos	7
University of KwaZulu-Natal	157	Vaal University of Technology	7
North-West University	146	MANCOSA	6
University of the Western Cape	111	University of Zululand	5
University of the Free State	107	STADIO	5
Nelson Mandela University	94	Walter Sisulu University for Technology & Science	3
Rhodes University	34	The IIE MSA	3
University of South Africa	30	Central University of Technology	2
Durban University of Technology	30	The IIE Vega School	2
Tshwane University of Technology	29	Red & Yellow Creative School of Business	2
Sol Plaatje University	24	University of Fort Hare	1
Cape Peninsula University of Technology	19		

Graduating bursary or scholarship holders who are expected to start work next year



Main Reasons for Not Joining Current Organisation

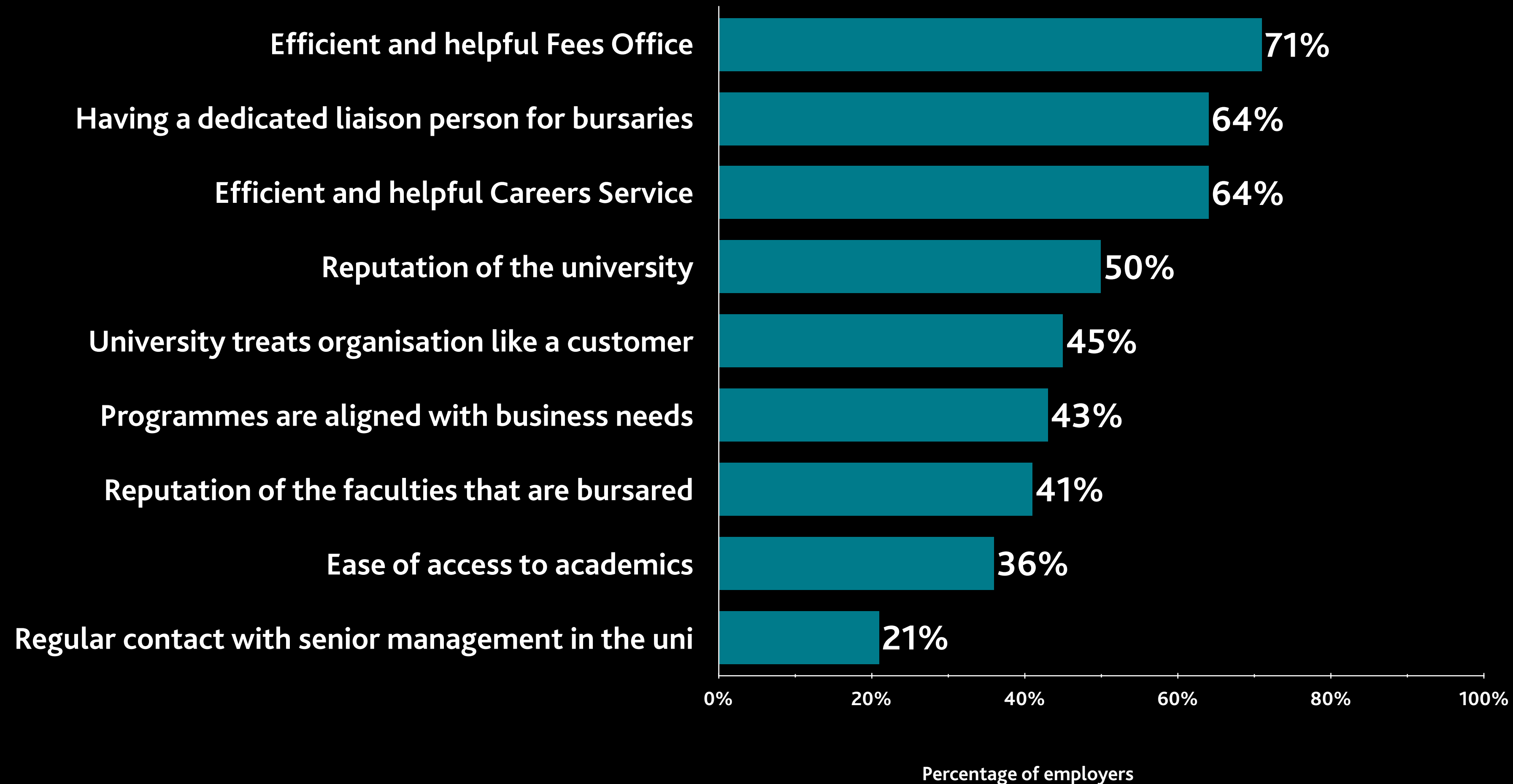


University Relationships

'Excellent' Relationship with Universities

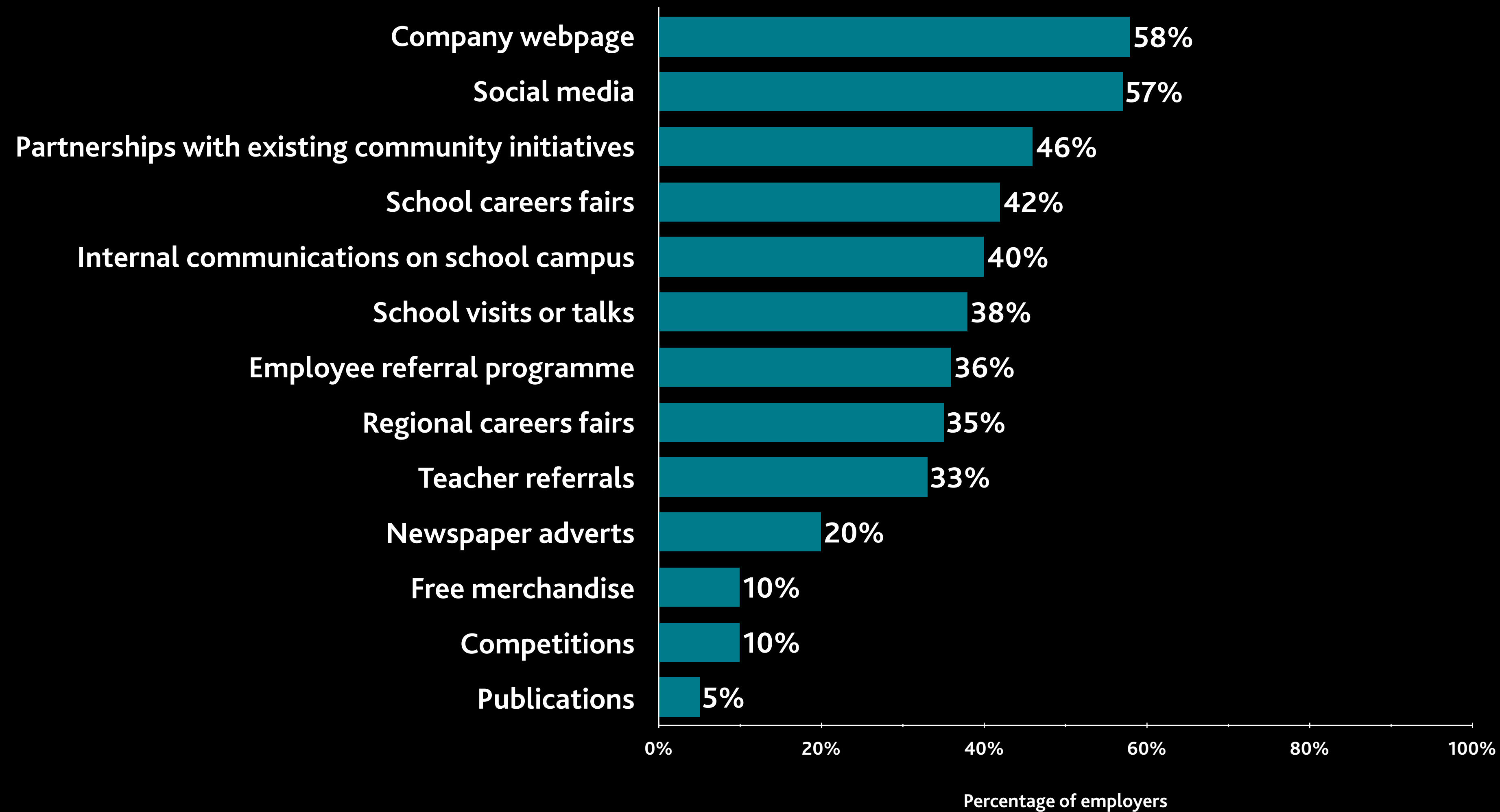
UNIVERSITY	%
University of Cape Town	50
University of Pretoria	50
Stellenbosch University	35
North-West University	31
University of the Witwatersrand	31
University of KwaZulu-Natal	31
University of Johannesburg	29
University of the Western Cape	24
University of the Free State	24
Nelson Mandela University	21

Factors Contributing the Most towards Effective Relationships with Universities

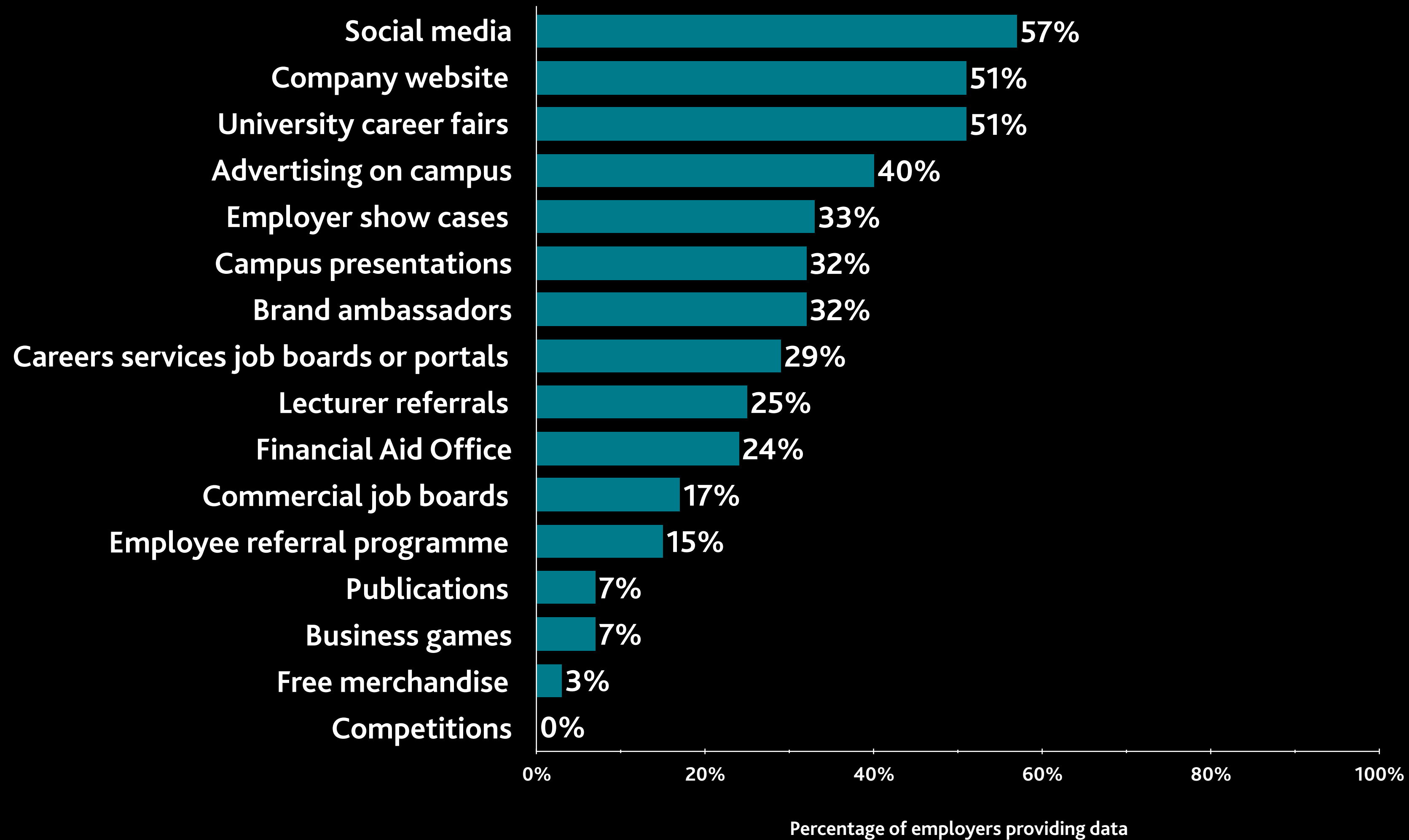


Selection & Assessment

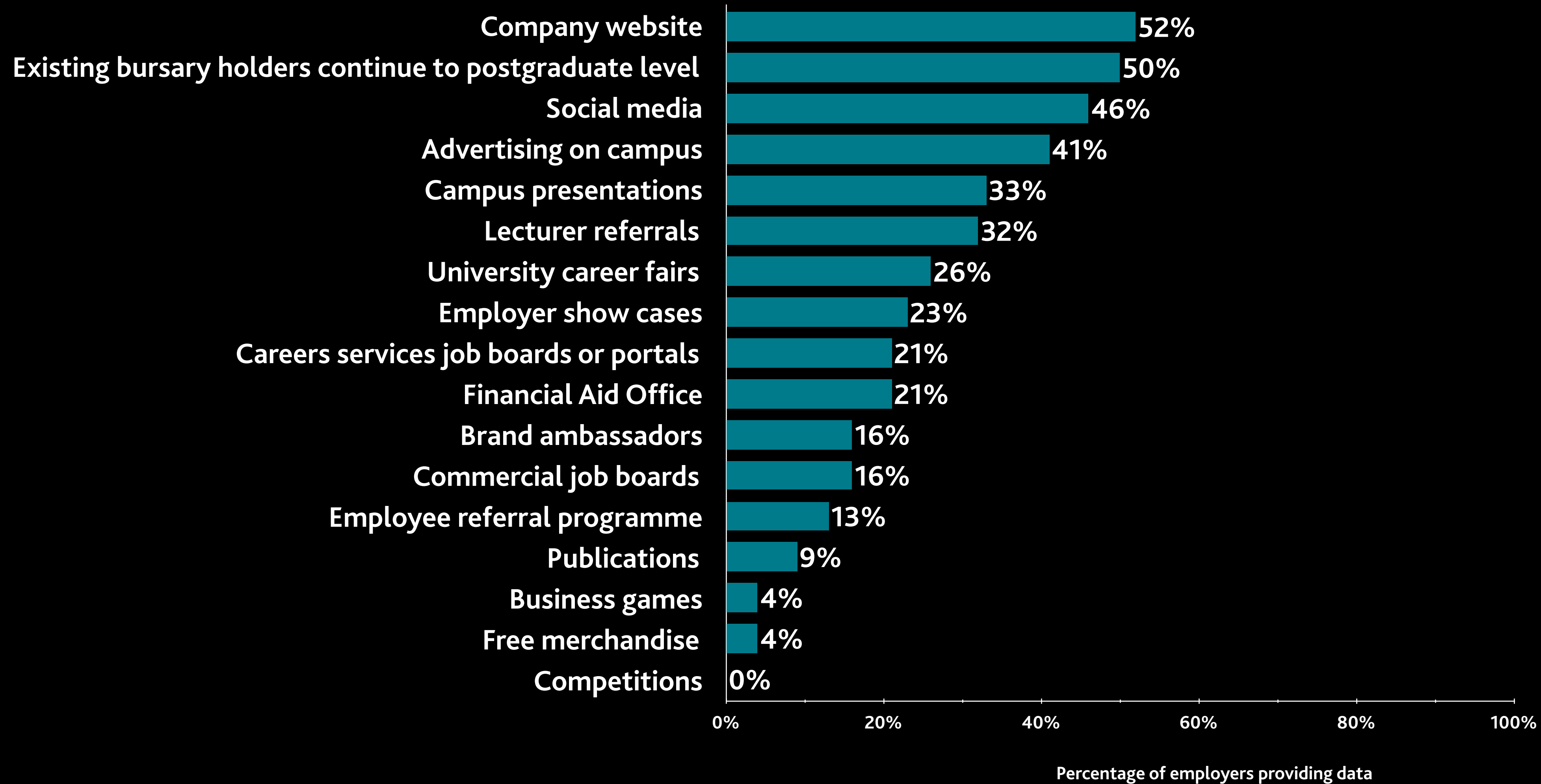
'Very Effective' Channels Used at High School Level



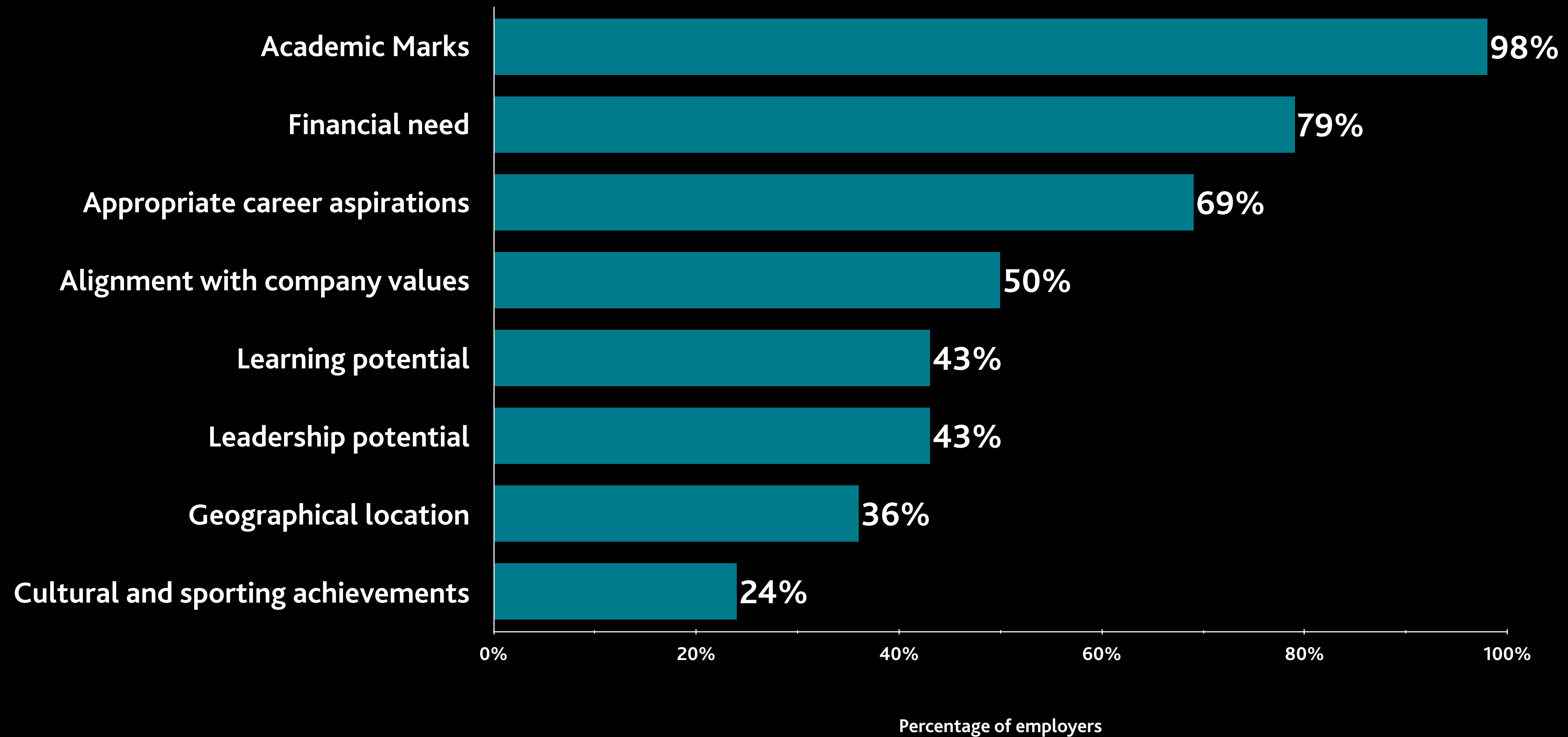
'Very Effective' Channels Used at Undergraduate Level



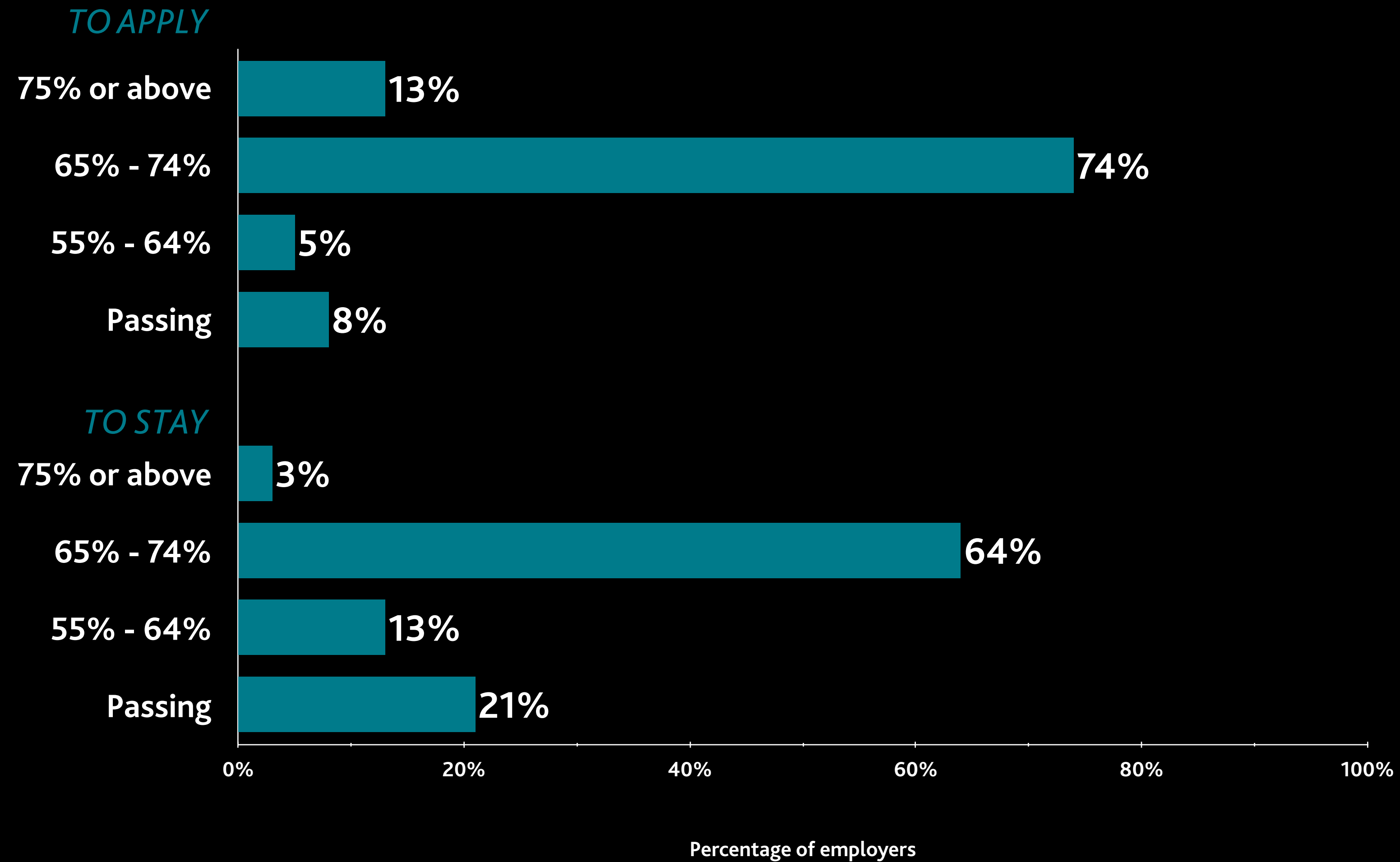
'Very Effective' Channels Used at Postgraduate Level



Selection Criteria



Minimum Academic Requirement

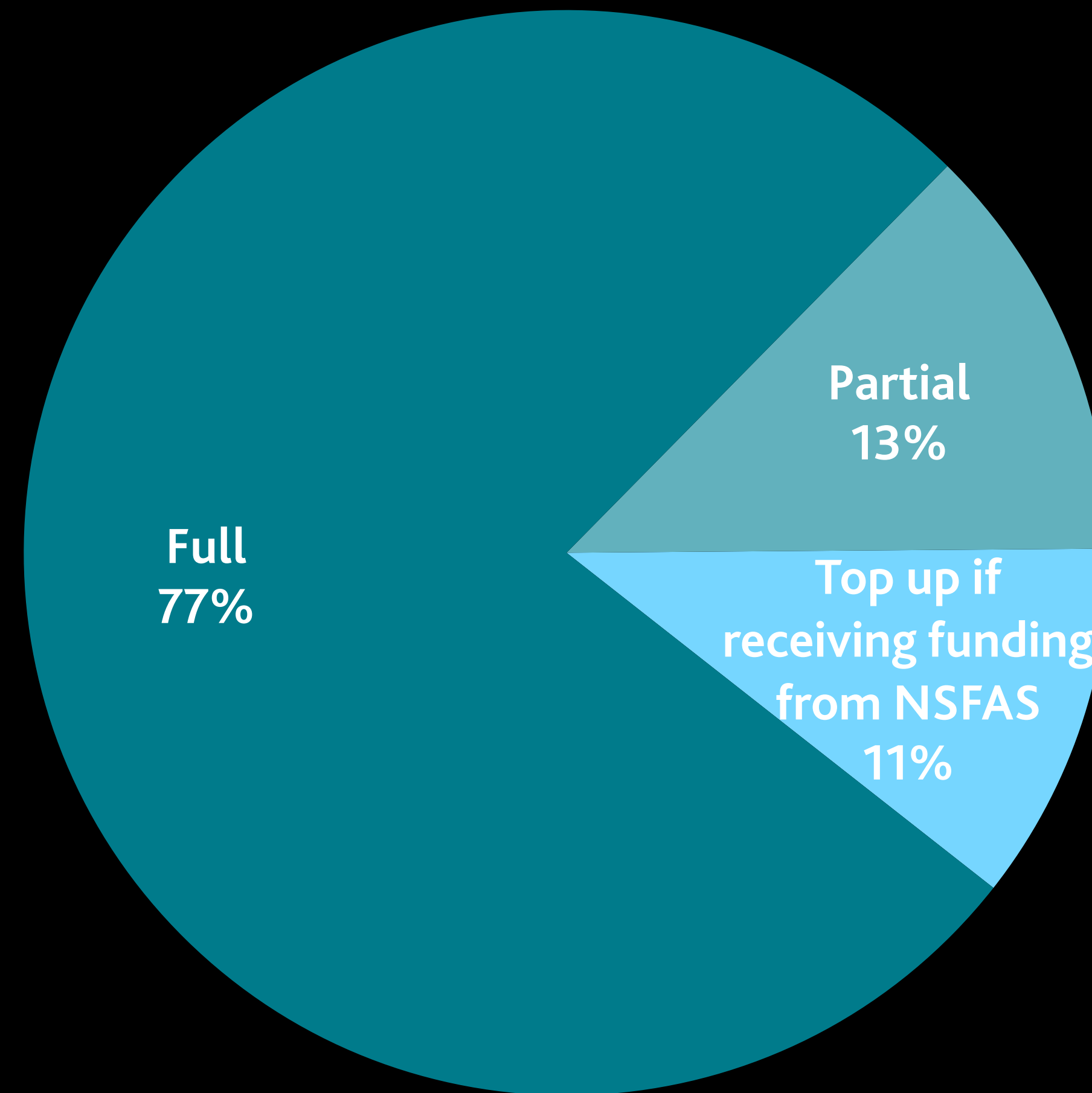


Screening & Assessment

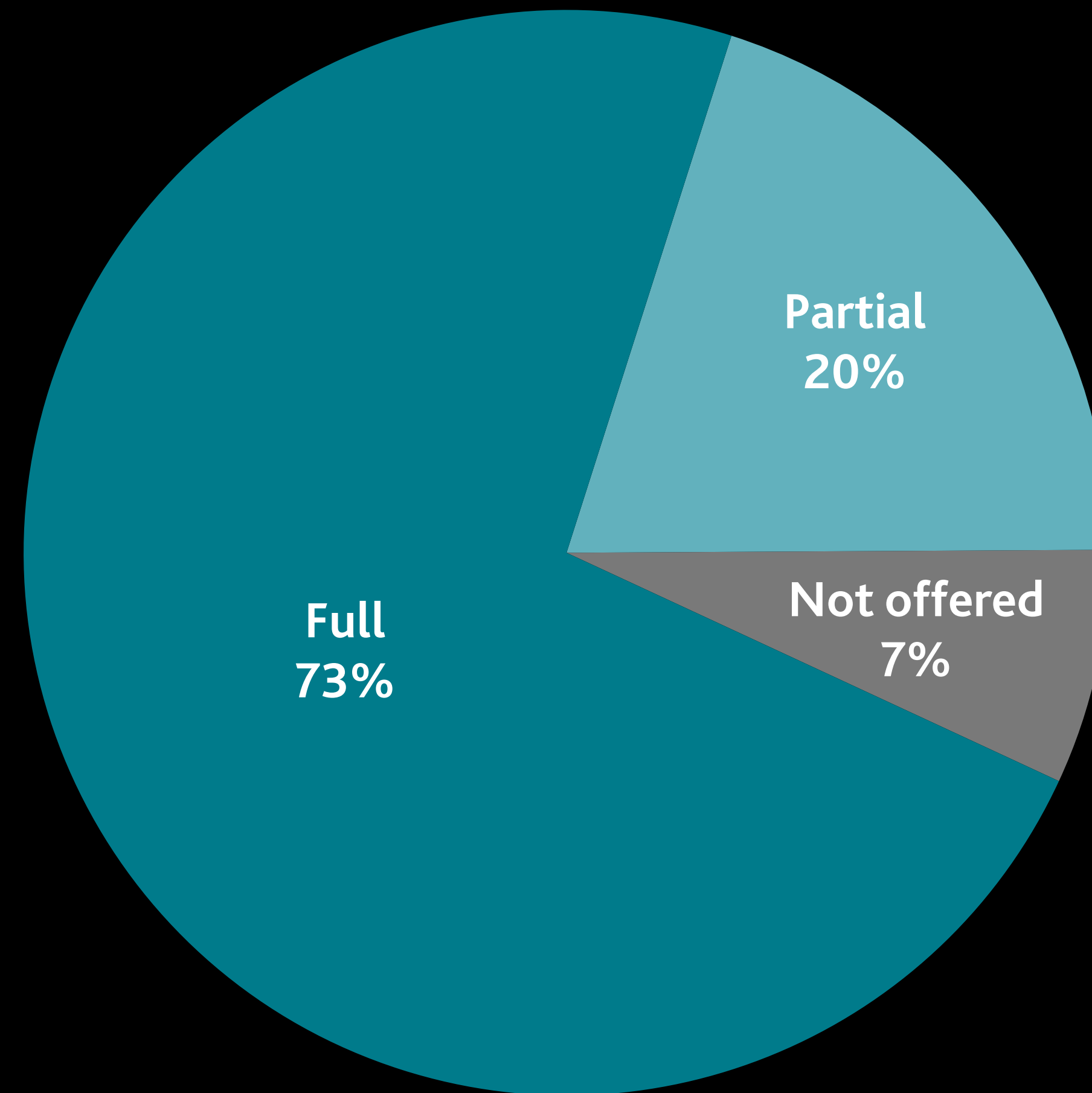
<i>ABILITIES & APTITUDES</i>	<i>%</i>	<i>INTERVIEWS</i>	<i>%</i>
Verbal	69	Panel interviews	71
Numeric	50	Behavioural-based interviews	55
Job specific	38	Telephone interviews	45
Abstract	33	Digital interviews	43
		Strengths-based interviews	7
<i>COGNITIVE / CONCEPTUAL</i>	<i>%</i>	<i>ASSESSMENT CENTRE</i>	<i>%</i>
Learning potential	52	Skills-based assessment	21
Problem-solving potential	45	Case studies	14
		Group exercises	14
<i>PERSONALITY</i>	<i>%</i>	Presentations	14
Personality questionnaire	38	Strengths-based assessment	14
		Written exercises	10
<i>EMOTIONAL INTELLIGENCE</i>	<i>%</i>	Simulation exercises	10
Emotional quotient	19	Role plays	10
<i>REFERENCE CHECKS</i>	<i>%</i>		
Reference checks	29		

Funding and Allowances

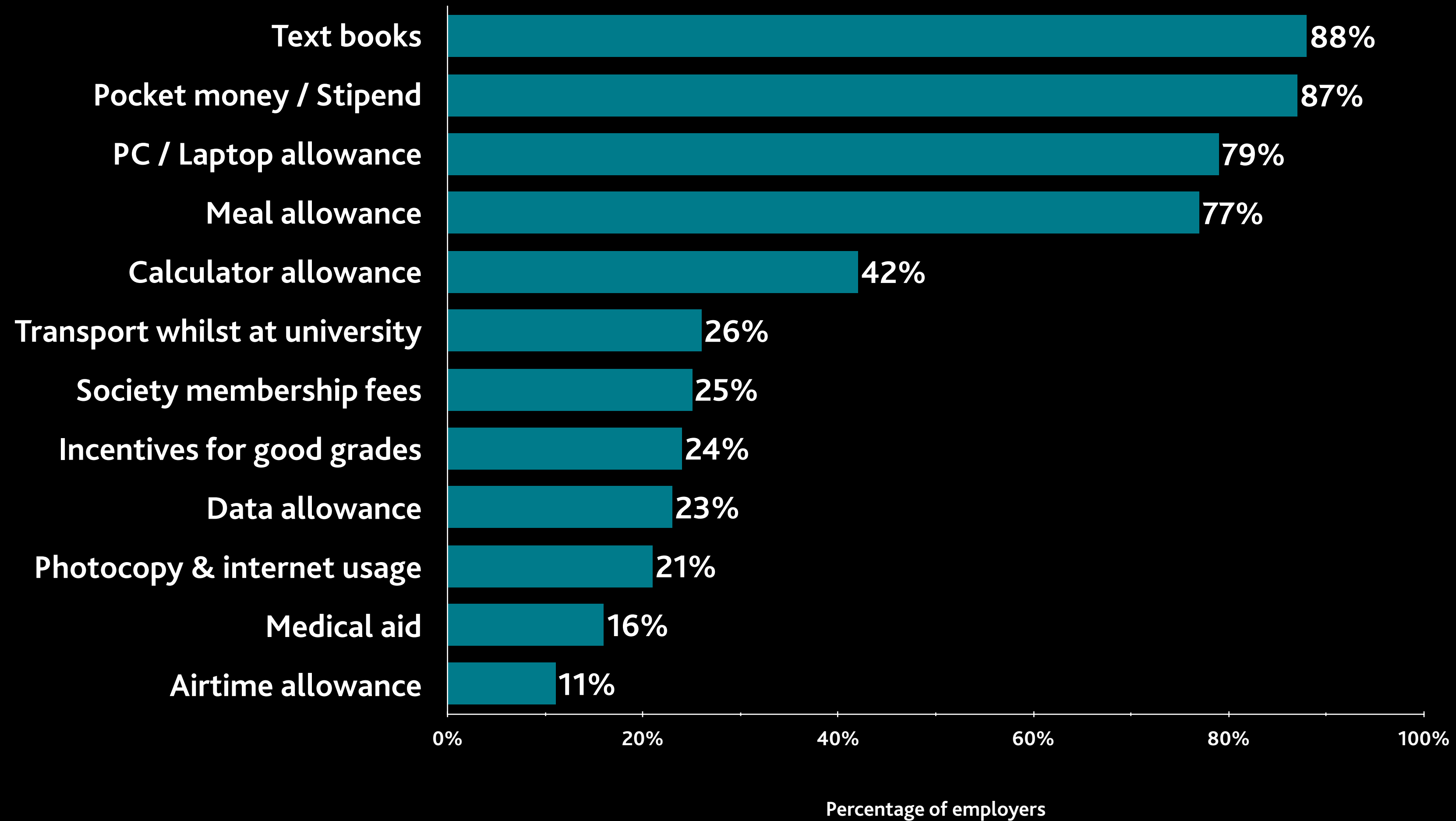
Tuition Fee Funding



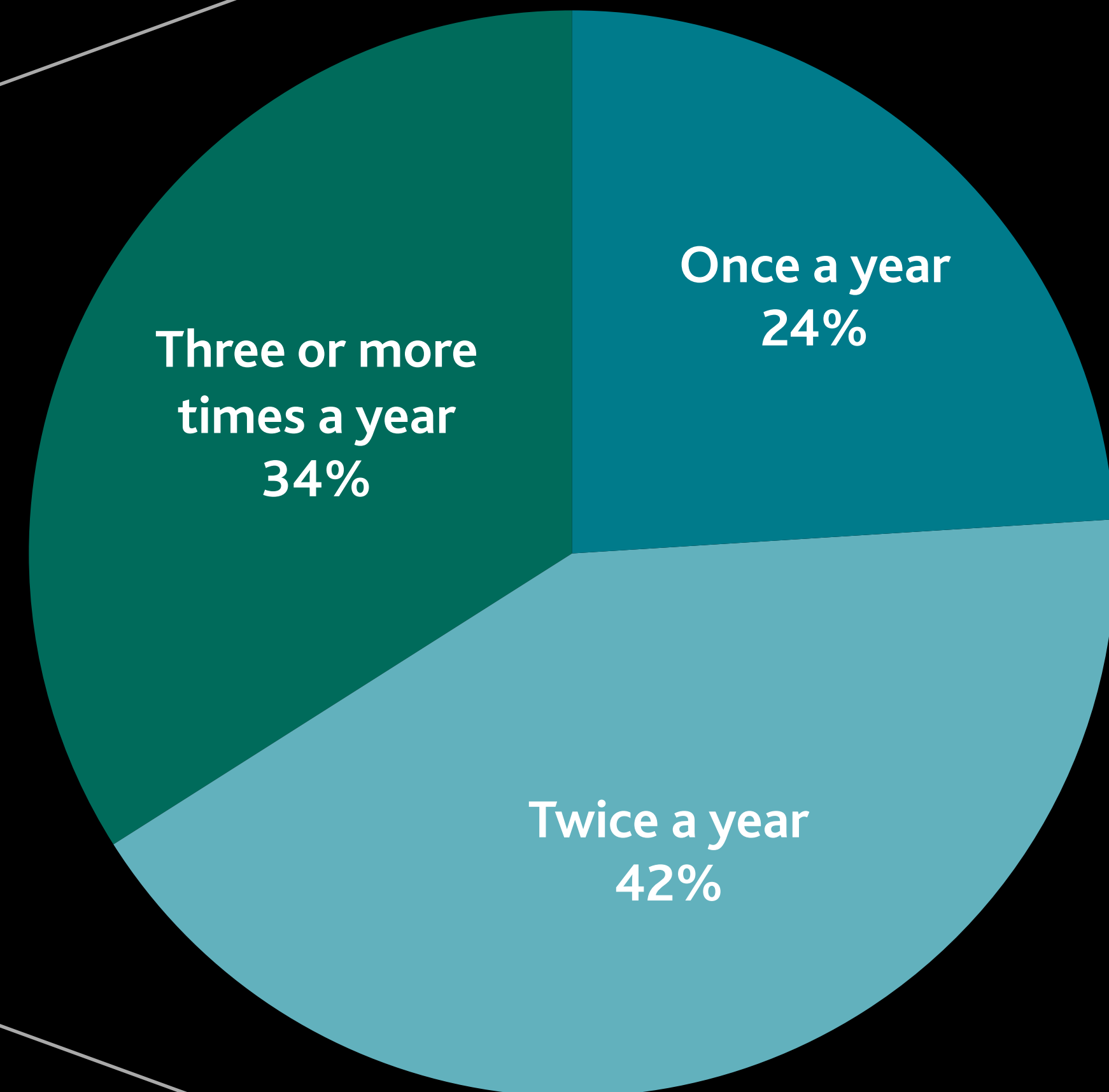
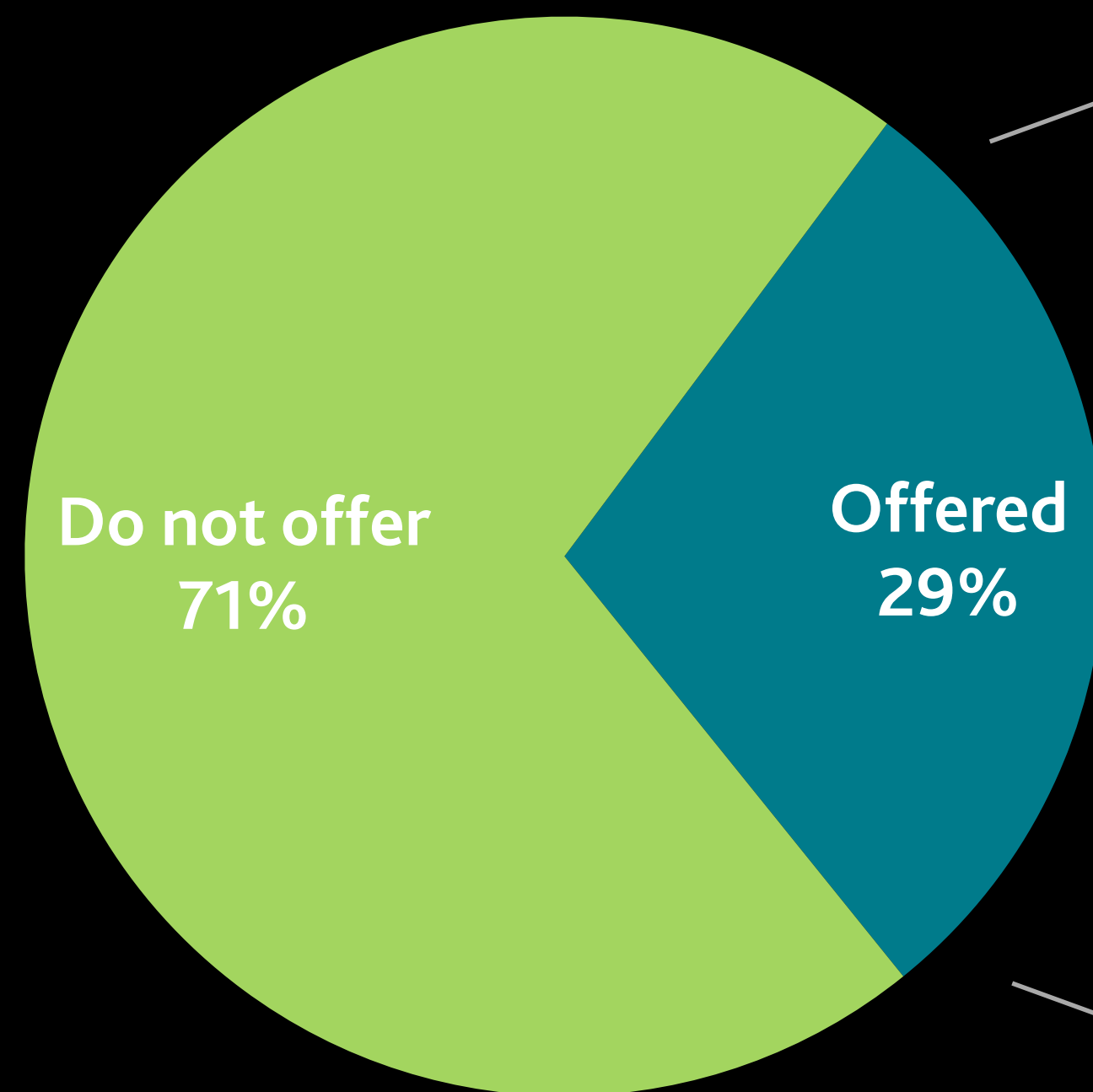
Accommodation Funding



Allowances



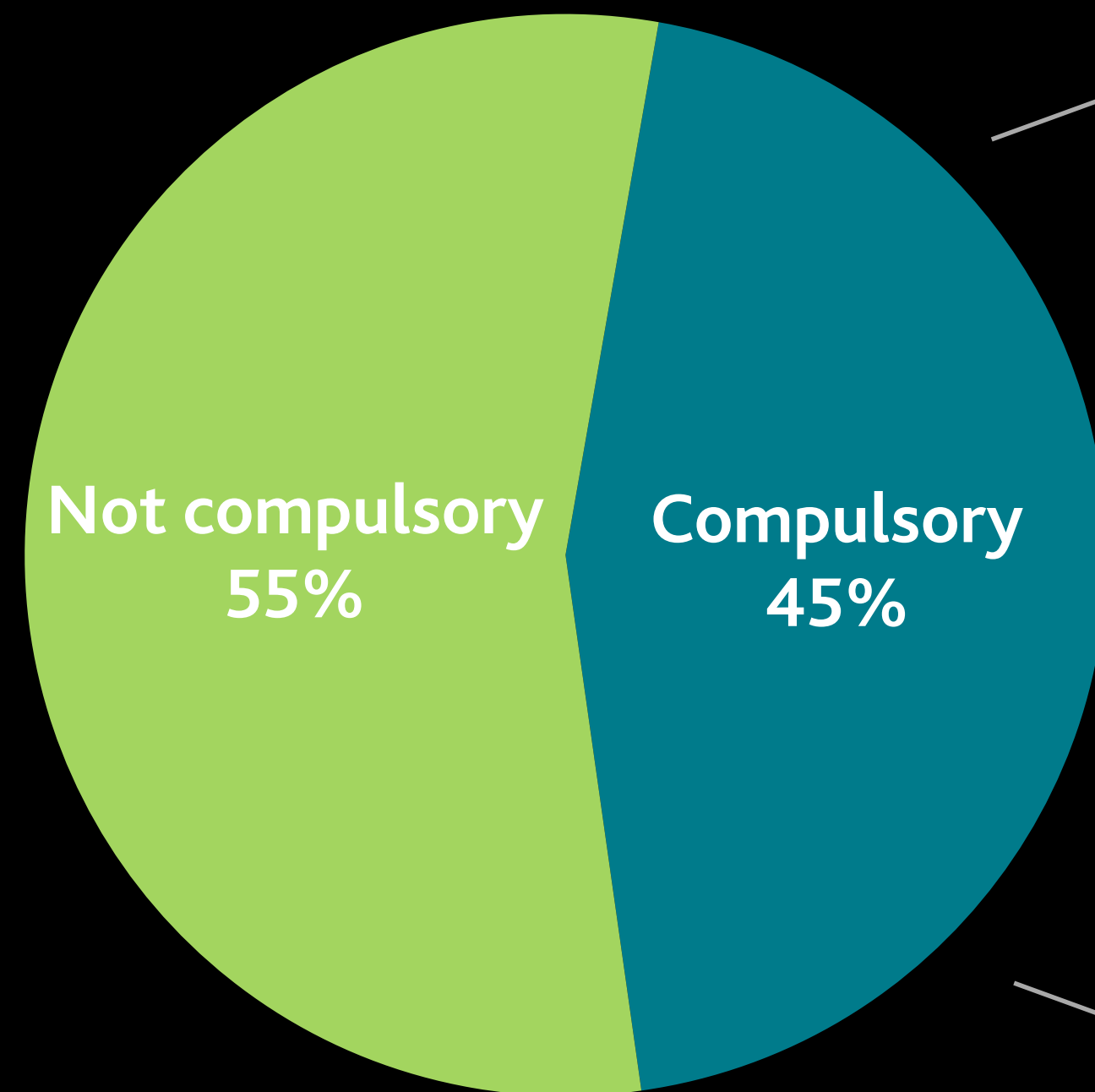
Travelling Home for Holidays



Vacation Employment Offered



Vacation Employment that is Compulsory



First year
21%

Second year
43%

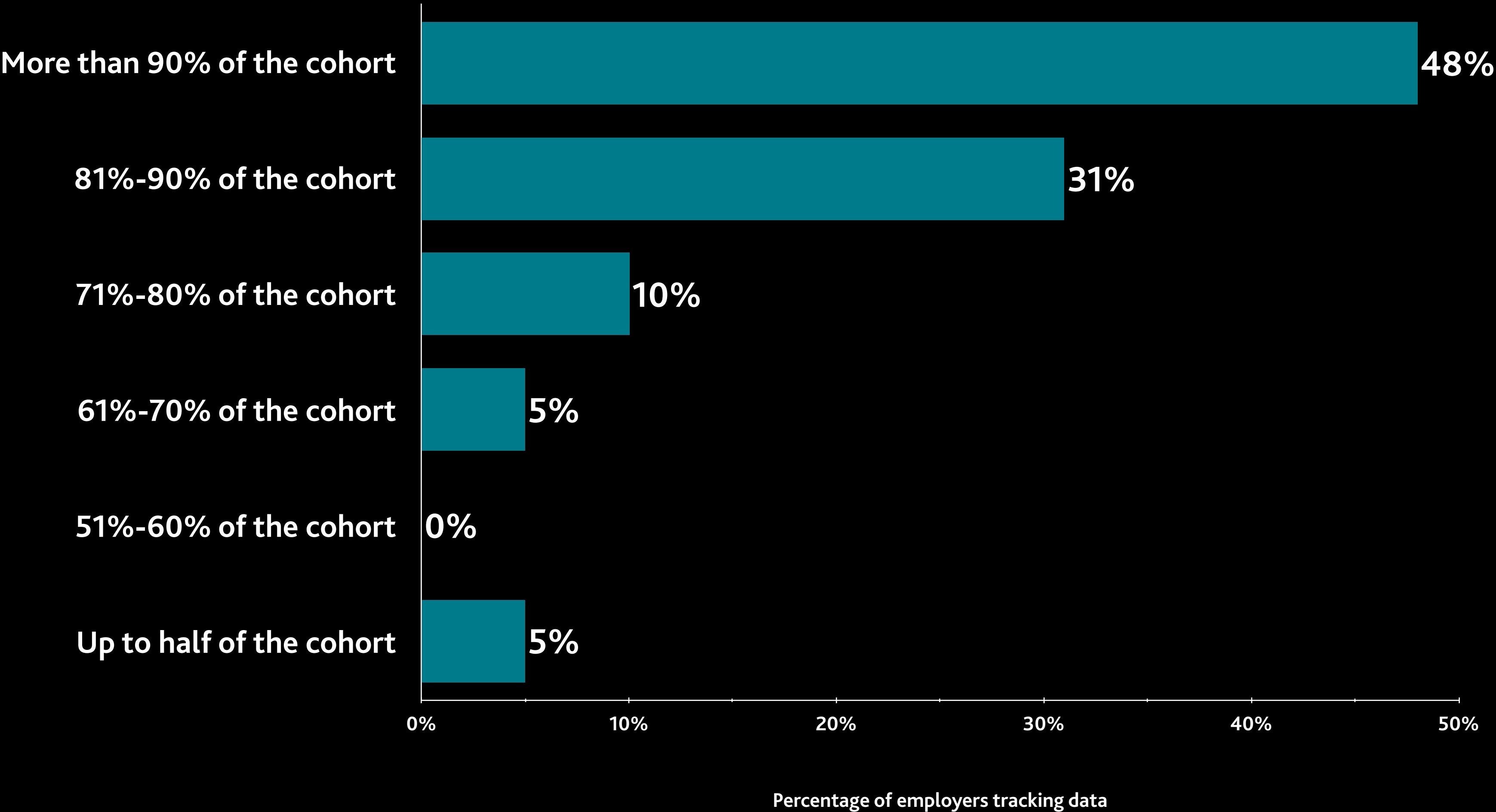
Third year
71%

Final year
57%

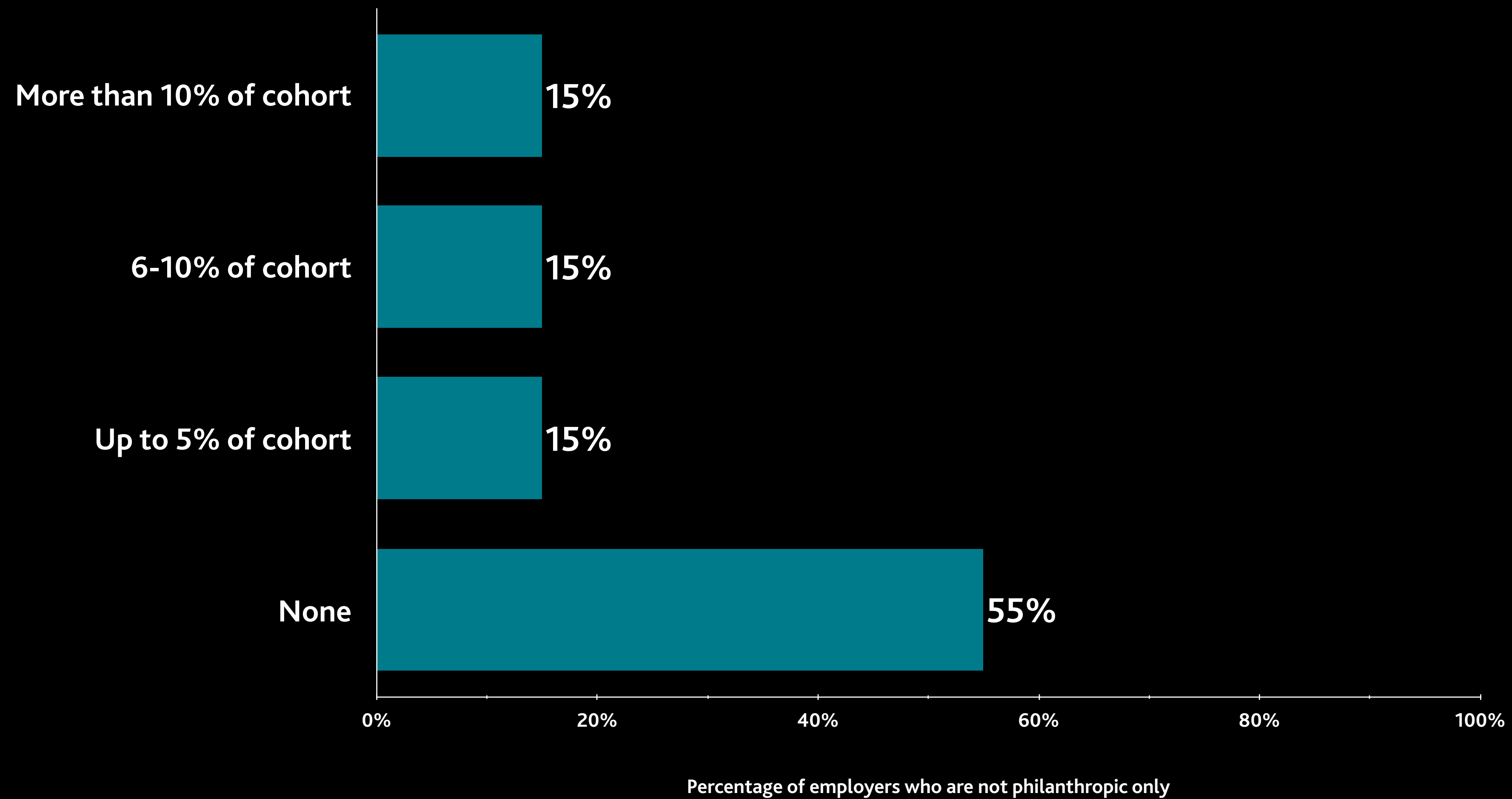
Postgrad
29%

Pass Rates & Retention

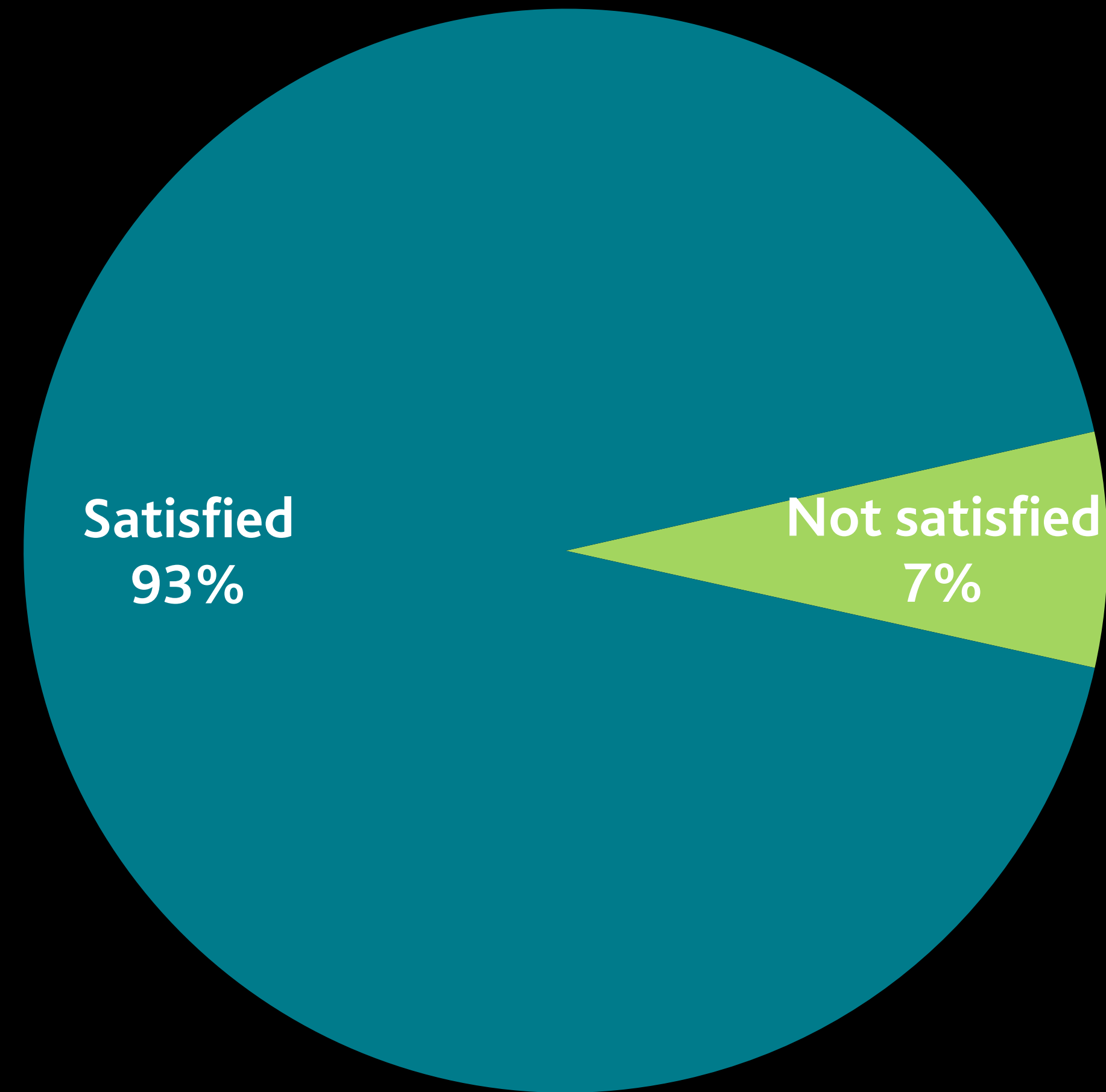
Overall Pass Rate at The End of Last Year



Reneges on Work Commitment

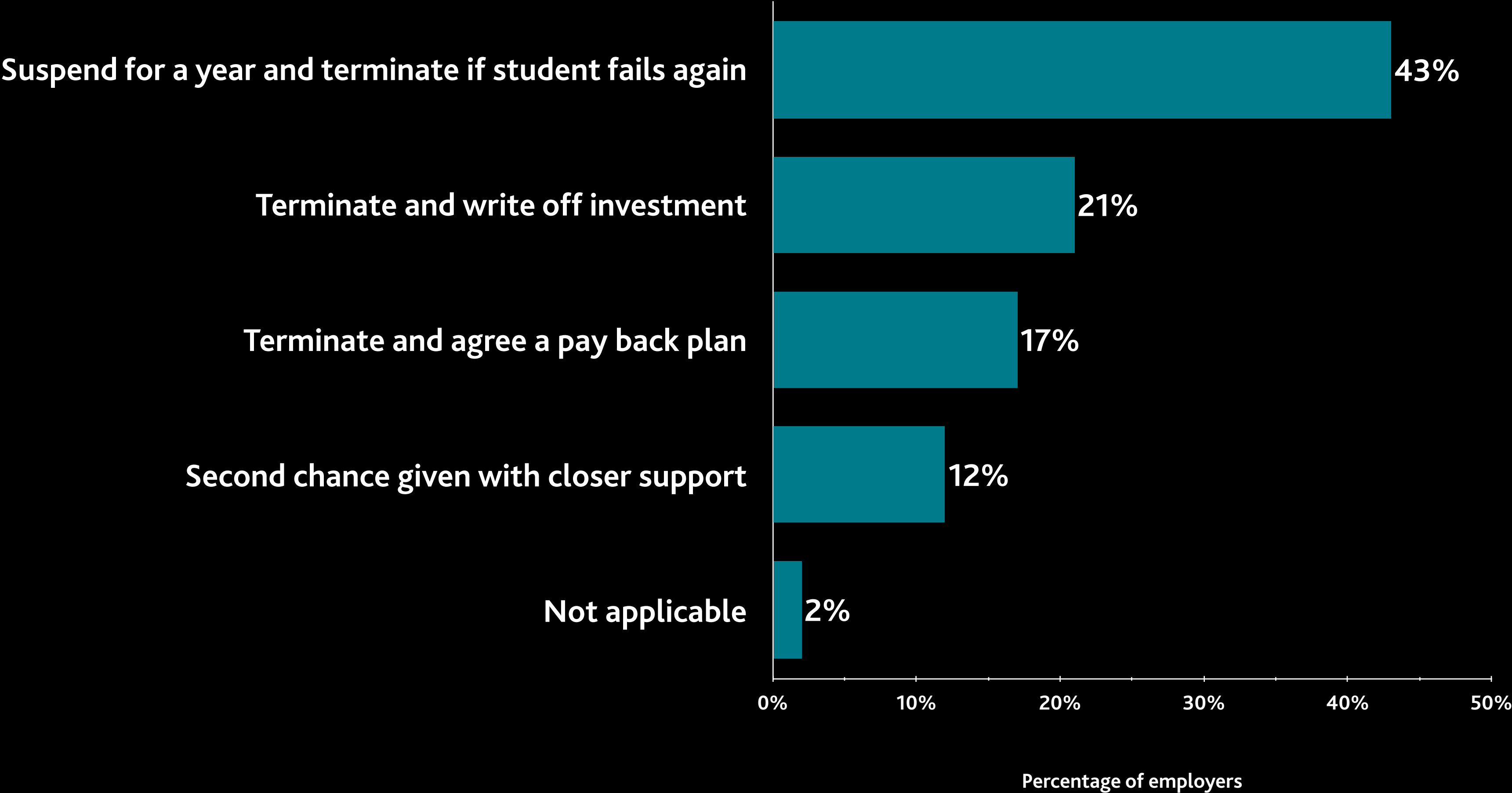


Satisfaction with Retention Rate on Completion of Work Back Commitment

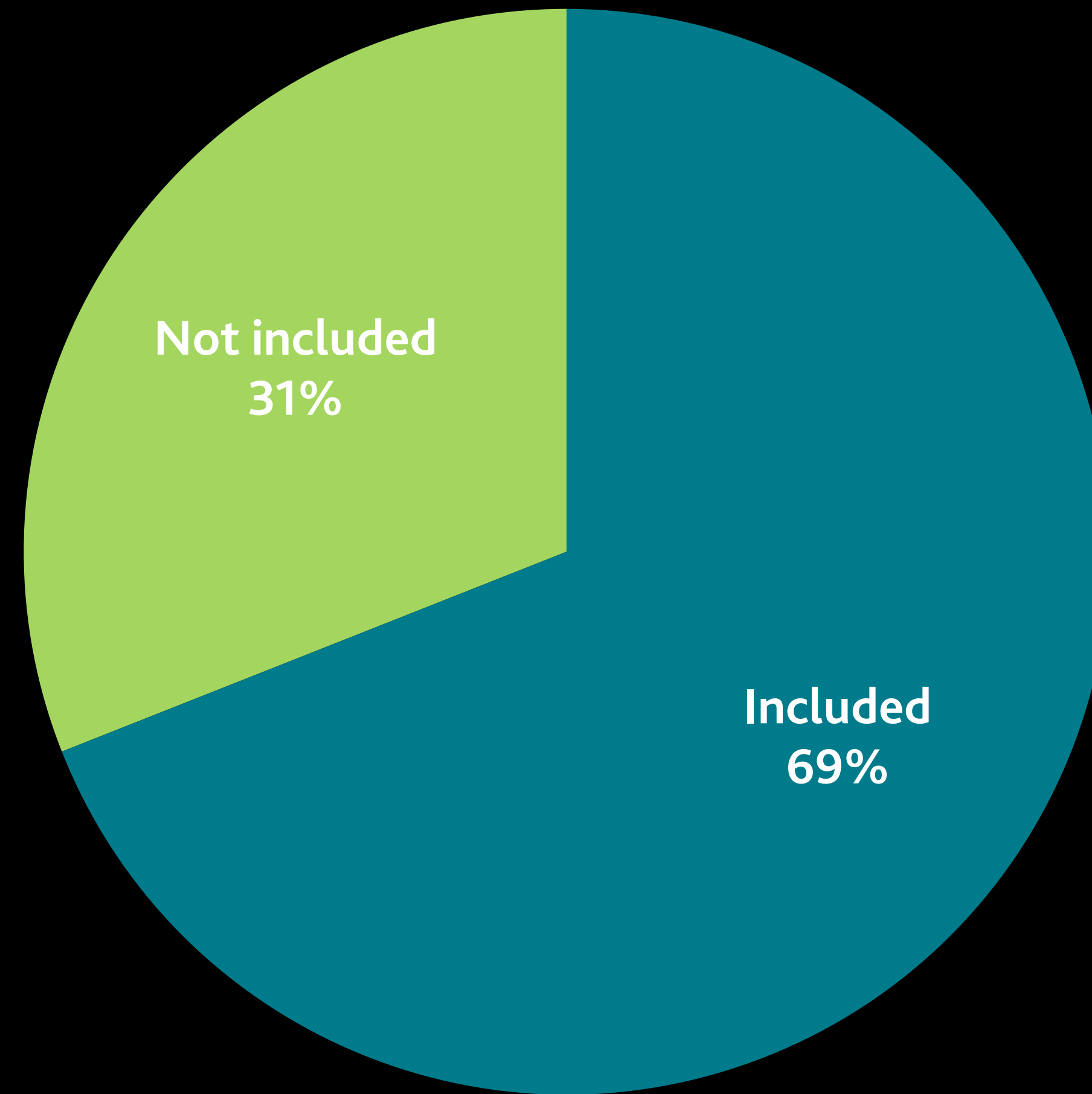


Bursar & Scholar Contracts

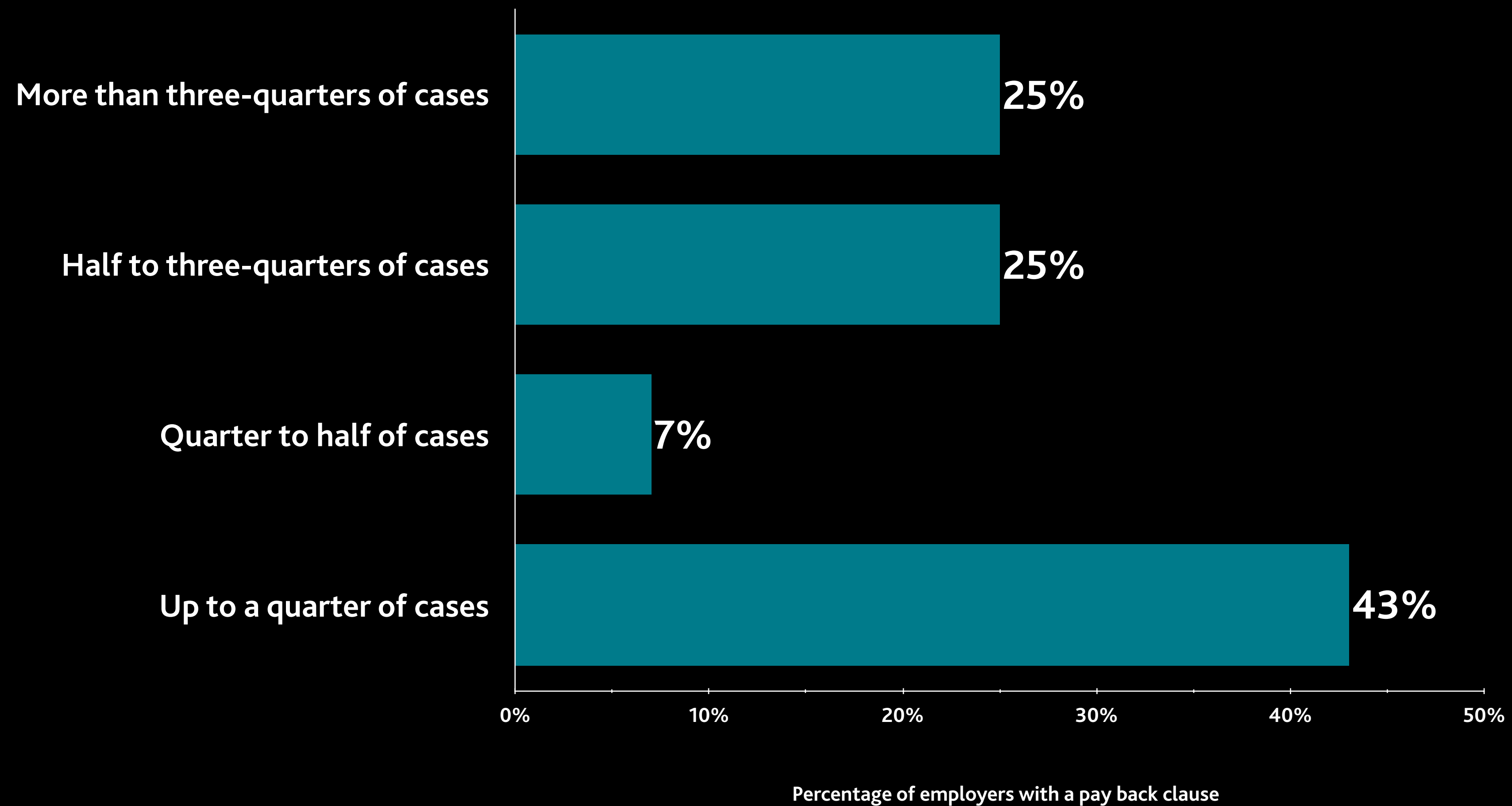
Process Followed if Student Fails a Year of Study



Pay Back Clause

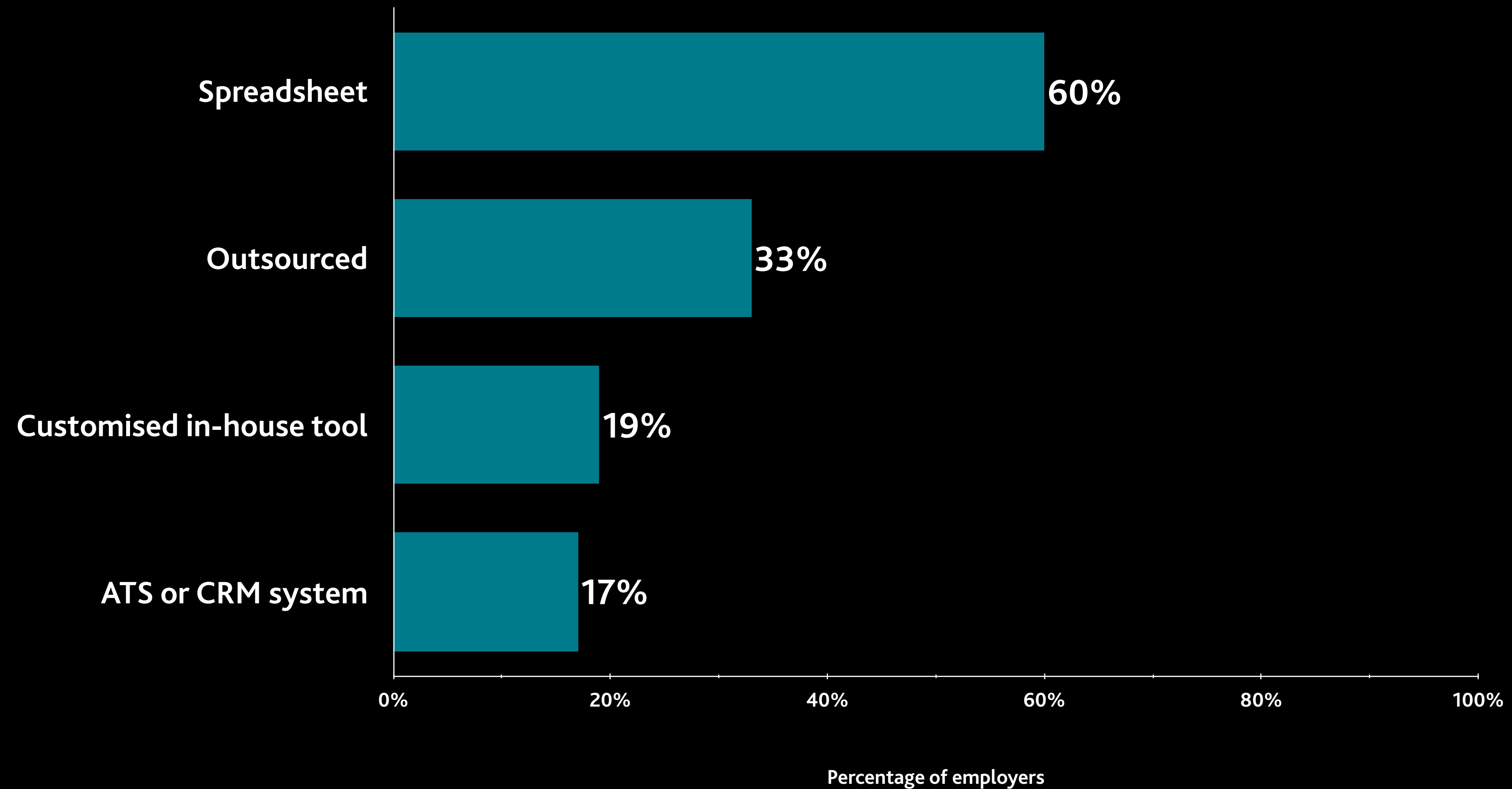


Recovery of Money after Termination of Contract

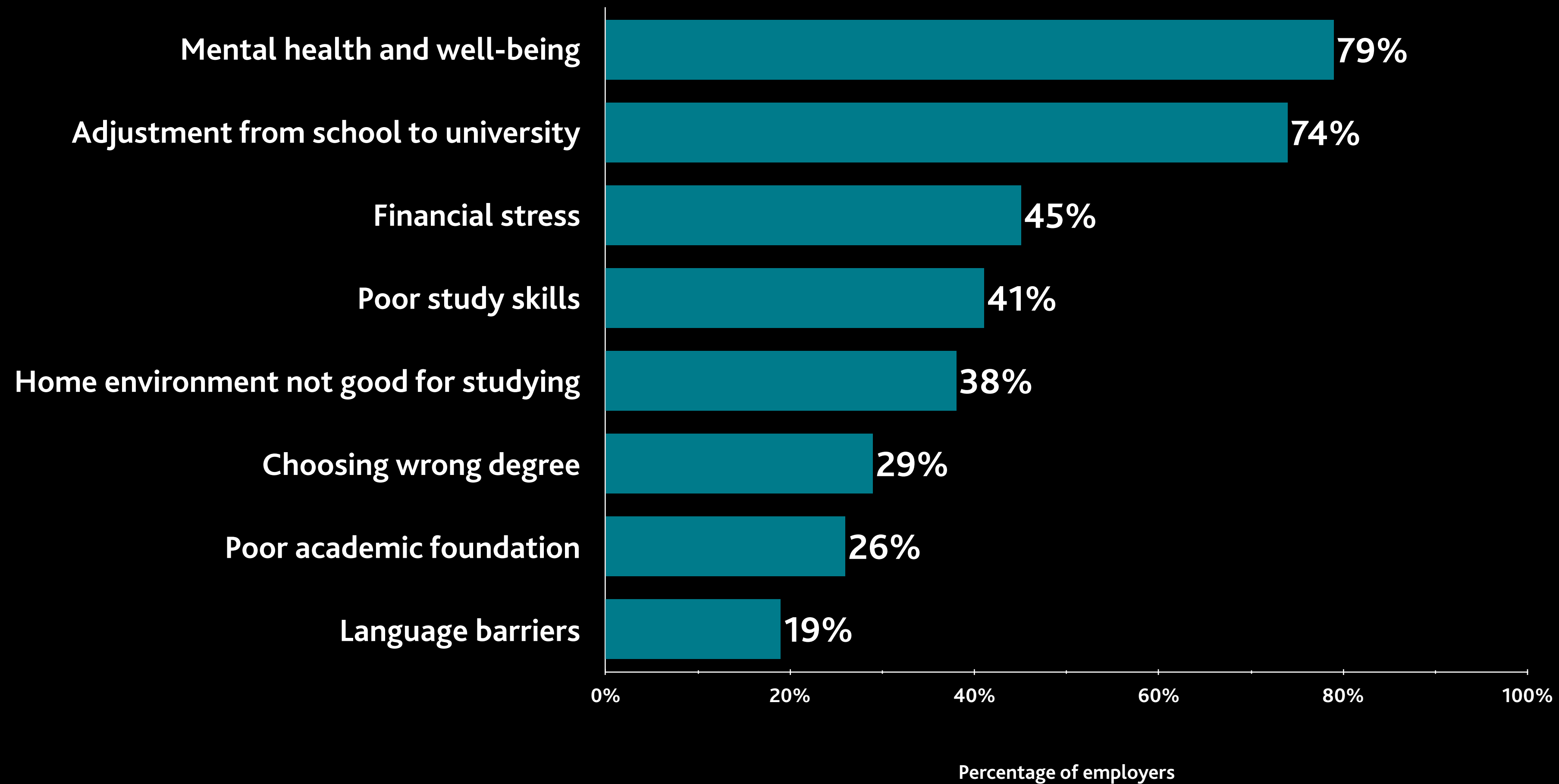


Management of Bursars & Scholars

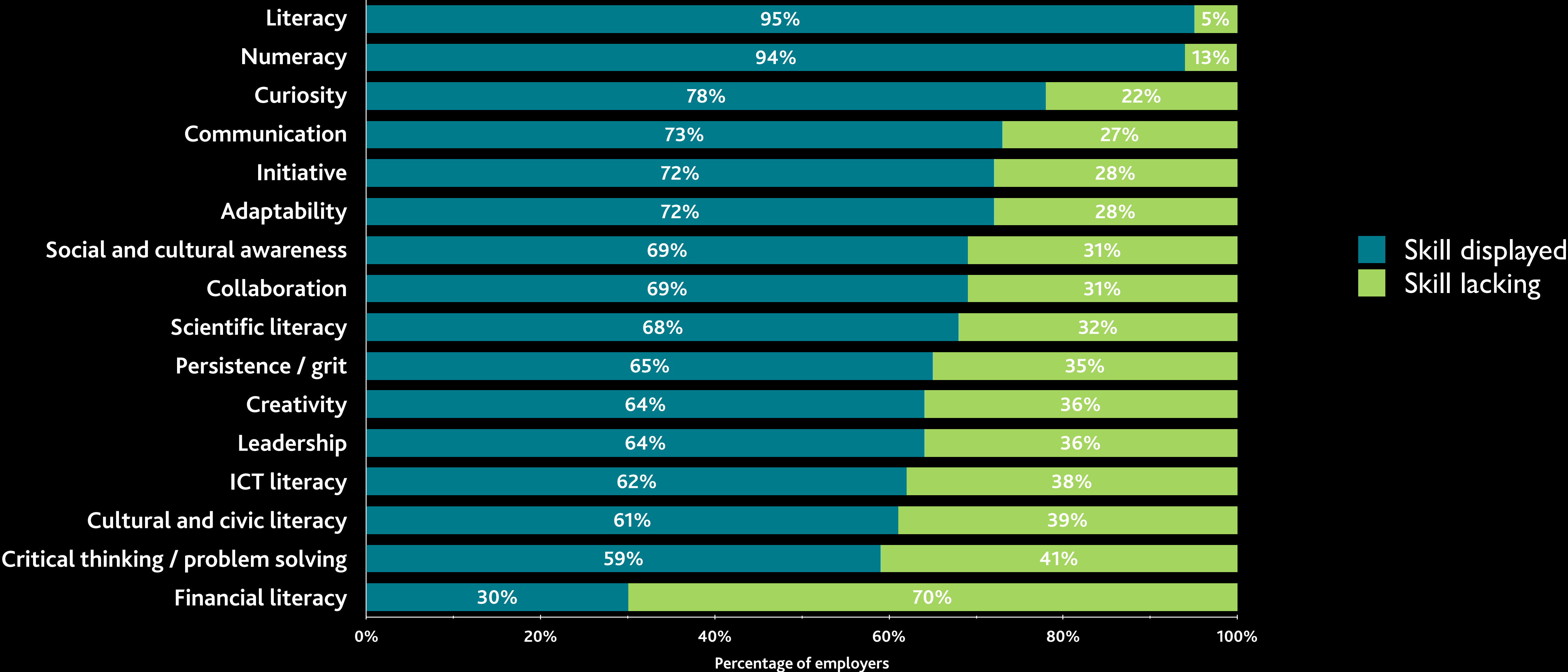
Tools Utilised to Help Manage Relationships



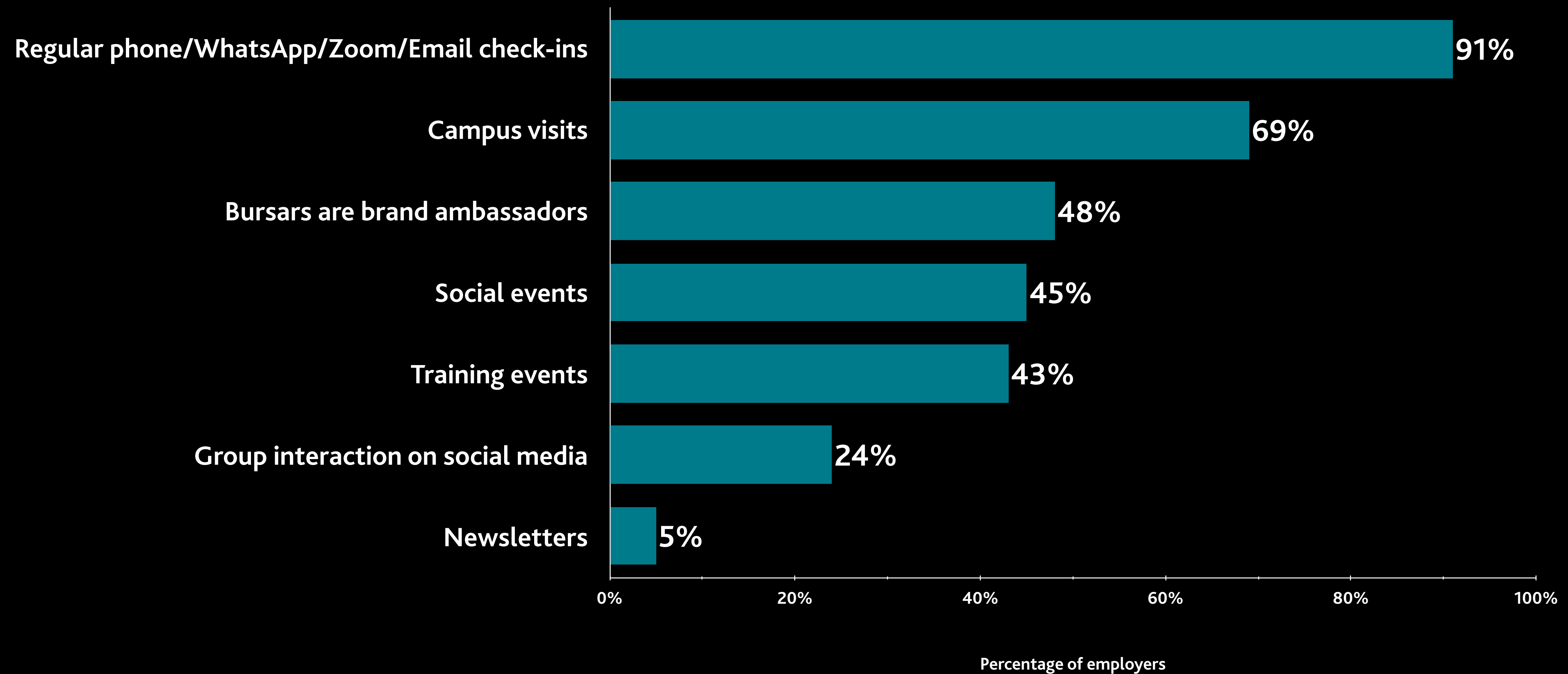
Common Reasons for Bursars Struggling



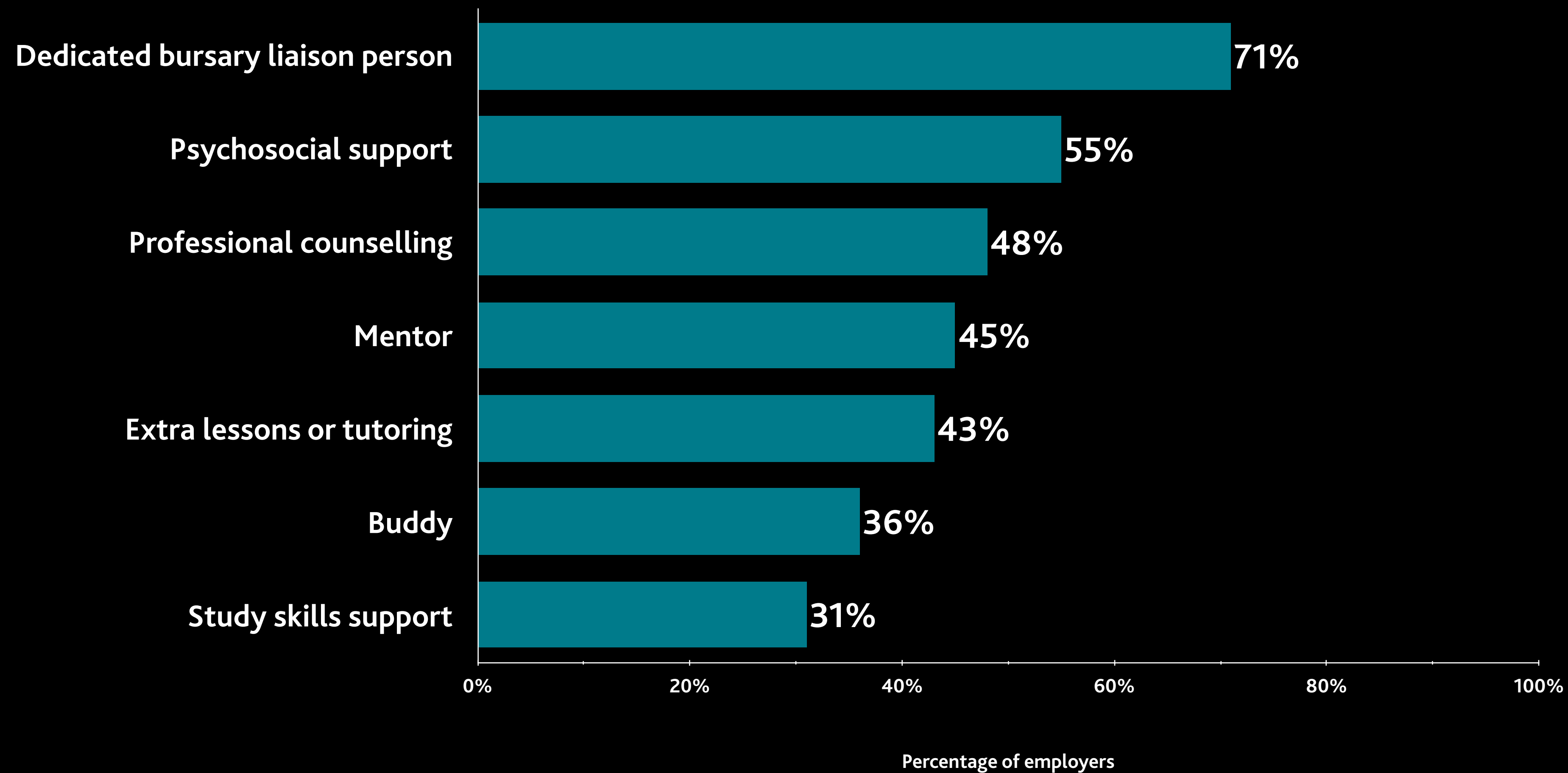
Skills Present or Lacking in Bursars



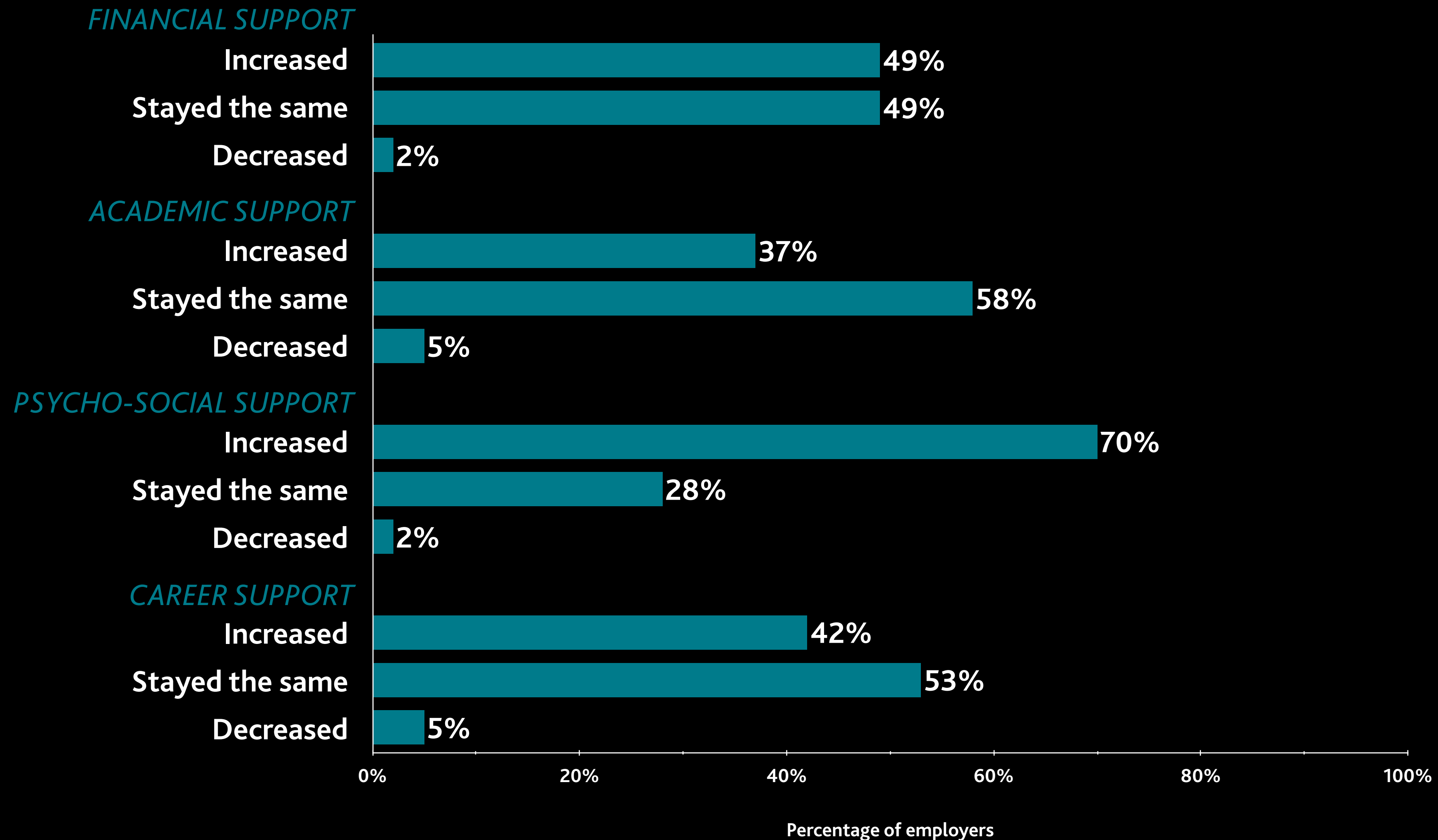
Maintaining Relationships



Additional Support



Changes to the Level of Support Compared to Last Year



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