

SAGEA Membership Benefits Guide

Join our community of professionals
who are passionate about shaping
the emerging talent ecosystem

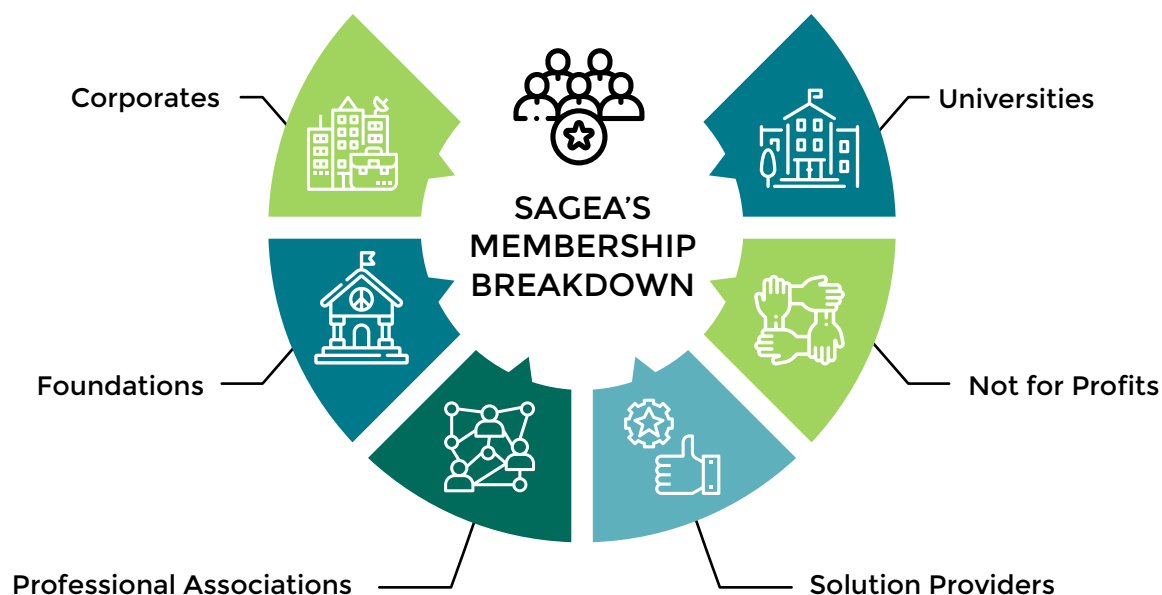
About Us

The South African Graduate Employers Association (SAGEA) is a not-for-profit professional association representing a community of practice in the emerging talent ecosystem in South Africa, since its inception in 2004.

Our focus is strengthening the emerging talent ecosystem by providing research, insights, advocacy and cross-sector collaboration - equipping employers who invest in talent with the strategies to future-proof their organisations and contribute to national employability outcomes.

Our strength lies in this community. Our members are uniquely willing to share their insights and ideas, their challenges and solutions, at our well-attended events, workshops and conferences. Through interactions with likeminded professionals we learn from each other's experiences and can provide talented young South Africans with the best possible career opportunities whilst ensuring that our member organisations gain maximum benefit from their talent investment.

Today, SAGEA **represents over 350 individuals across more than 180 organisations**, ranging from corporate and state-owned enterprise employers to higher-education institutions to solution providers and professional organisations. SAGEA advocates the sharing of knowledge and human connection to advance the emerging talent ecosystem and elevate the careers of young South Africans.



Through exclusive insights projects, our ingenuity and our connection to international organisations, SAGEA provides our members with access to the latest graduate employment insights, trends, global best practice and resources to help them attract and retain the best talent for their businesses.

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Benefits of joining SAGEA

We offer a variety of membership options to suit your organisations' needs and provide data and resources to support your talent attraction, development and retention initiatives. Through collaboration, our partnerships promote progress. Our impactful insights will ensure you have the data you need to drive change whilst broadening access to opportunities within the emerging talent ecosystem.

Benchmarking and Insights

Our exclusive Insights projects have become the go-to resources for our community. These regular projects provide significant, exclusive information about employers and candidates that help our members plan and shape their entry-level talent programmes.

Large and medium employer members are invited to participate in any of our insights projects and receive valued data to drive informed decision making - when they take part.

Our Insights Projects

01 Annual Employer Benchmarking Insights

Provides up-to-date trends on graduate vacancies, graduate salaries, successful marketing and attraction techniques used by employers and a whole lot more.

02 Annual Candidate Insights Study

Understand the job search behaviour of some of the top graduates in the country, including their perceptions of employers of choice and their priorities when deciding where to apply and ultimately join.



2025 saw South Africa's **top employers** maintaining or expanding their **investment** in graduate and early-career talent, despite challenging economic circumstances. Student **job seekers** are placing **greater emphasis** on personal development, starting salaries, job location, long-term career stability, and mental health support when considering opportunities.

03 Biennial Graduate Development and Retention Study

Provides insights on managing, developing and retaining talent in the digital era.

04 Biennial Bursary and Scholarship Study

Provides the latest best practice in attracting, assessing and selecting talent for these programmes as well as how to manage and maximize your investment in growing talent from the bottom, up.

05 South African Survey of Student Engagement (SASSE)

This study, conducted in the latter part of 2025 with data due for release in March 2026 will provide insights into how students engage with career-building activities during their academic journey and will foster greater collaboration between higher education institutions and employers to co-create more efficient and effective talent pipelines. Employers can get involved as sponsors thereby gaining access to bespoke discipline-level analysis aligned to their strategic priorities and interests.

06 Snap Surveys

Allow our members to request data and insights into specific topics as needed.



Recognition of Best Practice

Awards

The SAGEA Employer of Choice, University and Solution-Partnership Awards are the ultimate feather in the cap for graduate employers, university career centres and solution providers to the industry.

The Awards recognise and acknowledge those who have excelled in delivering exceptional graduate employment or development experiences for young talent.

Networks and Information Sharing

Our **Networking Events** are the core of what makes SAGEA a unique community. Our members share their insights and experiences, learn from member organisations' case studies and industry thought leaders, and network with likeminded professionals.

Our **Graduate Attribute Webinar Series** launched in 2021 is a series of curated masterclasses, informed by the World Economic Forum's Skills of the Future. In this series we unpack the most critical future skills and deep dive into a range of literacies, competencies and qualities employers and higher education will be aiming to develop in their young talent, thereby creating a common language.

As **members of INEUCS** (International Network of Employers and University Careers Services) we both present and attend regular webinars on topics of key interest to an international community of young talent experts.

Our **biennial SAGEA and Graduate Development Conferences** are calendar highlights, bringing South African and international experts together to present, workshop and discuss key industry trends.

In addition to these flagship events, **SAGEA runs industry and special interest focus groups** to ensure our members have every opportunity to learn, develop and future-proof their graduate employment programmes.

SAGEA produces several newsletters including our Monthly Newsletter and Weekly Higher Education News to keep our members abreast of important developments affecting the industry.

Specialised Professional Development

SAGEA provides young talent specialists, graduate recruiters, talent managers, careers service and development professionals with professional development opportunities aligned to their own career paths.

Our learning offering covers the full spectrum of the graduate employment and development lifecycle, delivering skills and knowledge appropriate to your career stage as an early talent professional, aligned to the maturity of your organisation's graduate programme. SAGEA Learning empowers you to plan your strategy from attraction and sourcing through graduate development to retention and evaluation of your programme's success.

Our **Fundamentals of Graduate Recruitment Workshop** has become essential for new entrants to the industry. Members qualify for a discount to attend this workshop, ensuring new team members are quickly brought up-to speed on best practice.

The **SAGEA Student-to-Graduate Development Learning Professional Programme (SGDLPP)** is a comprehensive, online training solution consisting of four separate, but interchangeable modules designed to equip graduate development professionals with the tools and insights needed to guide students, graduates and early career talent into the workplace.

Our **Graduate Development Learning Professional** two-day Masterclass aims to equip those involved in learning and development with all the tools needed to enhance or implement effective programmes within your organisation.



"It was a valuable workshop, and I'm grateful for the opportunity to have participated".

2025 Fundamentals Attendees



Connecting Members with Students

Student Offerings



SAGEA's student-facing website – graduateemployers.co.za – showcases the participants in the annual SAGEA Employer of Choice Awards.

Employer Members receive a free company profile page on the website, with a self-service facility to upload and showcase their graduate opportunities, and rank (where applicable) in the SAGEA Top 50 Employers of Choice.

Higher Education Members have free access to use the website as a career portal, providing a single point of access for students to find employer information. Higher Education Members can also use the site to profile postgraduate opportunities.



QuantifyYourFuture (QYF) is SAGEA's flagship talent-pipeline initiative focused on developing, exposing and transitioning mathematics- and analytically driven students into high-impact careers in banking, financial services and data-led industries.

QYF bridges the gap between education and employability by working across the full student journey - from school outreach and university engagement

to virtual internships, career innovation showcases, and alumni support. The programme is designed to demystify complex career paths, surface new and emerging roles and build real-world capability in students long before they enter the graduate recruitment process.

For employers, QYF is not a marketing exercise - it is a credible, pre-graduate engagement platform that gives organisations early access to a diverse, motivated, and future-focused talent pool.

QuantifyYourFuture Career Innovation Showcase

The QuantifyYourFuture Career Innovation Showcase **brings QYF Alumni and postgraduate students together** for an immersive, high-impact day of learning, exploration and connection.

Students engage directly with participating organisations, gain exposure to new and emerging trends within the Quantitative Sciences, and explore how different employers translate innovation into real-world careers. The showcase also creates space for meaningful conversations around each organisation's graduate value proposition, culture and future skills needs.

To date, **2 214 students** have participated in the Career Innovation Showcase.

QuantifyYourFuture Virtual Internship Programme

Launched in 2021, the QuantifyYourFuture Virtual Internship Programme **provides pen-ultimate year students with structured exposure to real-world work experience in a virtual environment**, with a strong emphasis on new and emerging career paths.

The programme combines applied learning with the development of core workplace capabilities, preparing students to transition more confidently into graduate and early-career roles.

To date, **998 students** have participated in the Virtual Internship Programme.

Contact us to find out how your organisation can support and participate in QuantifyYourFuture.

Types of Membership



Corporate Membership

Open to all organisations that recruit, employ and develop graduates, irrespective of size or organisation or number of graduates employed. The applicable NPC, EME and QSC discounts of up to 50% will apply to membership.



Affiliate Membership

Affiliate membership applies to all Higher Education Institutions, Foundations and Suppliers. The applicable NPC, EME and QSC discounts of up to 50% will apply to membership.



Digital Membership

Digital membership may be extended to any corporate or affiliate members who wish join SAGEA but are unlikely to participate in our research and/or attend events. This type of membership may also suit colleagues who are not based in South Africa but who wish to remain informed of developments in the graduate space.

	Corporate	Affiliate	Digital
The organisation then nominates a Representative	R 29 500 per annum excl. VAT	R 29 500 per annum excl. VAT	R6 500 per annum excl. VAT
Have a large team? Additional memberships are available, per team member	R10 500 per representative per annum excl. VAT	R10 500 per representative per annum excl. VAT	R5 000 per annum excl. VAT



In 2025, candidates made an **average of nine applications** each, and most had secured multiple job offers. Many also embraced **AI tools** to support their job search, particularly for tasks such as creating CVs, completing application forms, or preparing for online tests or interviews.

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	Corporate	Affiliate	Digital
Benchmarking and Insights			
Participation in our Employer Benchmark Project	●		Request quote
Access to our Candidate Insights Dashboard	●		Request quote
Participation in our Candidate Insights Project	●		Request quote
Participation in our biennial Graduate Development Benchmark Project	●		Request quote
Participation in our biennial Bursary and Scholarship Benchmark Project	●	Where applicable	Request quote
Opportunity to purchase any of our research reports should you not participate	●	●	●
Recognition of Best Practice			
Recognition through our Employer of Choice Awards	●		●
Recognition through our University Awards		●	
Recognition through our Solution-Provider Partnership Awards		●	●
Networks and Information Sharing			
Free attendance of regular Networking Events	●	●	Request quote
Opportunities to interact, in person, with our membership network	●	●	
Newsletter every two months	●	●	●
Participation in special interest forums (as applicable)	●	●	Request quote
Participation in industry forums	●		Request quote
Early bird discounts to attend our conferences	●	●	●
Member discounts to attend our conferences	●	●	●
Sharing of global trends and best practice insights from our equivalent International Associations	●	●	●
Discounts on referral for membership of our equivalent International Associations	●	●	●
Opportunity to attend and participate in events hosted by INEUCS (International Network of Employers and University Career Services) to which SAGEA is affiliated.	●	●	●

SECTION 3

	Corporate	Affiliate	Digital
Networking Resources			
Two free mailshots to Corporate members per annum		●	
Additional mailshots to Corporate members at R800 per mailshot		●	●
Opportunity to promote services on the www.sagea.org.za resources network		●	
Opportunity to promote services on the www.sagea.org.za service listing at R 3 500 p/a per category			●
Free advertising of vacancies on www.sagea.org.za	●	●	●
Invitation to participate as speakers at our Webinars, Networking Events and Conferences	●	●	●
Access to thought-leadership articles, tools, resources and best-practice	●	●	●
Opportunities to share appropriate research and articles with our membership base	●	●	
Student Outreach Initiatives			
Opportunity to share information and promote graduate opportunities via our affiliated student website, www.graduateemployers.co.za	●	●	Request quote
Discounted rates to participate in Quantify Your Future initiatives (www.quantifyyourfuture.co.za), as applicable	●	●	Request quote
Professional Development			
A once-off ticket, per member organisation, to attend our Fundamentals of Graduate Recruitment Training at cost	●	●	Request quote
Discounted attendance of our Graduate Development Learning Professional Programme Masterclass	●	●	●
Discounted access to our online learning solution, the Student-to-Graduate-Learning-Professional-Programme (SGDLPP)	●	●	●
Discounted attendance of any specialised or ad-hoc training	●	●	●



Training and development, the organisation's reputation and culture, and the long-term career prospects remain the primary factors when **candidates decide where to apply.**

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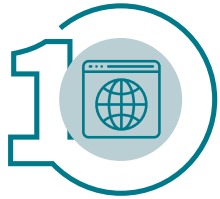
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How to join SAGEA

Joining SAGEA is easy!



Visit us at www.sagea.org.za



Click on Join and complete the Sign-Up form



Select your preferred membership type from the dropdown menu and complete your company details

You will receive a quote from us for membership and as soon as payment is received, your user name and password will be activated, allowing you to access the benefits associated with your chosen membership type.

The **top three sources** of information used by candidates during their job search are Employers' websites, Family and Friends and people who work in industry - followed by University Career Fairs.



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www.sagea.org.za

sagea || South African Graduate
Employers Association

Synergy | Ingenuity | Insight