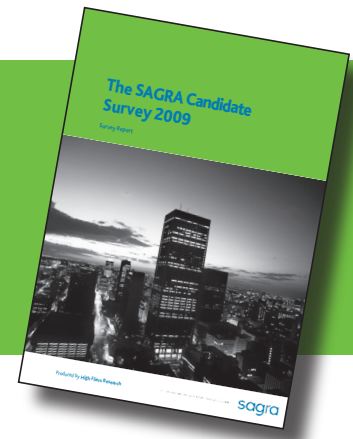


The SAGRA Candidate Survey 2009



Press Release - strictly embargoed until 00.01hrs Friday 10th July 2009.

Latest student survey shows candidates are most likely to be influenced by an employers' reputation and the training & development on offer.

Results from an independent survey with leading employers in South Africa shows that more than four-fifths of graduates consider the training & development and overall reputation of their new employer as being 'very important' in their decision making. *The SAGRA Candidate Survey 2009* is based on responses from 1,602 candidates who are joining 67 of the largest and most well known graduate employers in South Africa.

Three-fifths of candidates had multiple offers to choose from for their first job upon graduation from university. Along with training & development and the overall reputation of an employer, three-quarters said that long term career prospects, reputation for ethical behaviour, opportunity for further study and security of employment were 'very important' in their decision making.

Some 59 per cent of candidates also said that the selection and assessment process that they have experienced with an employer was 'very important' when deciding who to join. Candidates reported an average of two months from submitting an application of receiving an offer and nearly a fifth said they had received their job offer within 24 hours of completing the final-round assessment.

Highlights from *The SAGRA Candidate Survey 2009* include:

- The most popular destination for both female and male candidates is auditing (TIPP).
- 11% of candidates had received both a scholarship and an academic prize during their time at university.
- 29% had worked with their new employer, prior to joining as a graduate.
- 56% have no debts upon leaving university.
- Employers' own websites were the most heavily used source of information for candidates when searching for a job.
- The training and development was the most important factor for candidates when deciding who to apply to, and which job offer to accept

- The SAGRA Aspirational Employer of Choice 2009 is KPMG, moving up from last year's second place.
- Over two-fifths of candidates chose their 'aspirational employer' based on the overall reputation of the employer.
- PricewaterhouseCoopers had the highest profile at nine universities within South Africa.
- 31% of candidates expect to stay with their first employer for more than five years.
- Remuneration, promotion, training & development and the ability to move within the organisation were the key factors in having a candidate stay longer with an employer.
- Half of candidates think it is most likely they will work overseas after 2011 and most want to do so for international experience or for a short-term assignment.

National Co-ordinator for SAGRA, **Cathy Sims** commented:

“The top graduate employers are attracting very high-calibre candidates onto their programs. Much of being at university is about training and developing and graduates are very keen to continue in this mind set once they begin working in a professional environment. As a result, some of the most popular graduate employers are those who offer exceptional training & development in their graduate programs – many of which lead to a professional qualification at the end.”

Notes for Editors

1. *The SAGRA Candidate Survey 2009* was carried out on behalf of **The South African Graduate Recruiters Association** (SAGRA) by the specialist graduate research company, **High Fliers Research Ltd**. Research took place in April and May 2009, using an online questionnaire.
2. **The South African Graduate Recruiters Association** is a professional body dedicated to connecting and advancing the graduate recruitment industry. SAGRA 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. Employers who participated in *The SAGRA Candidate Survey 2009* include:

<i>Absa Bank</i>	<i>Metropolitan</i>
<i>Absa Capital</i>	<i>Murray & Roberts Limited</i>
<i>Accenture</i>	<i>Nampak Management Services</i>
<i>Adams & Adams</i>	<i>National Treasury</i>
<i>Allan Gray</i>	<i>Nedbank Limited</i>
<i>Altech UEC</i>	<i>Nestlé</i>
<i>Anglo Platinum</i>	<i>Old Mutual</i>
<i>Auditor General</i>	<i>PKF</i>
<i>Baker Hughes</i>	<i>PricewaterhouseCoopers</i>
<i>BDO Spencer Steward</i>	<i>Procter & Gamble South Africa</i>
<i>Bell Dewar Inc</i>	<i>Public Investment Corporation</i>
<i>BHP Billiton</i>	<i>Rand Merchant Bank</i>
<i>BMW</i>	<i>Rio Tinto</i>
<i>Bowman Gilfillan Attorneys</i>	<i>Routledge Modise in association with Eversheds</i>
<i>British American Tobacco</i>	<i>Santam</i>
<i>Cadbury</i>	<i>SAP</i>
<i>Cell C</i>	<i>Sappi Management Services</i>
<i>Deloitte</i>	<i>Sasol</i>
<i>Deneys Reitz</i>	<i>Shoprite Group</i>
<i>Development Bank of Southern Africa</i>	<i>South African Breweries</i>
<i>EOH Mthombo (Pty) Ltd</i>	<i>South African Revenue Service</i>
<i>Ernst & Young</i>	<i>Standard Bank</i>
<i>First National Bank</i>	<i>Standard Bank Corporate & Investment Bank</i>
<i>Hatch Africa</i>	<i>Teach South Africa</i>
<i>Investec</i>	<i>The Foschini Retail Group (Pty) Ltd</i>
<i>Johnson & Johnson</i>	<i>Tiger Brands</i>
<i>KPMG</i>	<i>Toyota SA Motors (Pty) Ltd</i>
<i>Kumba Iron Ore</i>	<i>Tsogo Sun</i>
<i>Liberty Life</i>	<i>Unilever</i>
<i>L'Oréal South Africa</i>	<i>Volkswagen of South Africa</i>
<i>Mars Consumer Products Africa</i>	<i>Werksmans Attorneys</i>
<i>Massmart Services</i>	<i>WesBank</i>
<i>Mazars Moores Rowland</i>	<i>Woolworths</i>
<i>McKinsey & Company</i>	

4. For further information or additional comments please contact **Cathy Sims**, National Co-ordinator, South African Graduate Recruiters Association.

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