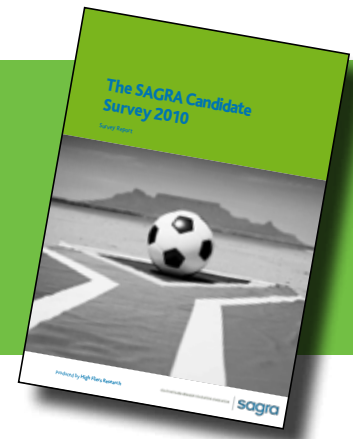


# The SAGRA Candidate Survey 2010



## Press Release

### 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 2010* is based on responses from 1,521 candidates who are joining 64 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 and the organisation's reputation for ethical behaviour were 'very important' in their decision making.

Three-fifths of candidates 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 a fifth said they had received their job offer within 24 hours of completing the final-round assessment.

Highlights from *The SAGRA Candidate Survey 2010* include:

- The most popular destination for both female and male candidates is auditing (TIPP).
- 17 per cent of candidates had received both a scholarship and an academic prize during their time at university.
- 28 per cent had worked with their new employer, prior to joining as a graduate.
- Three-fifths have no debts upon leaving university.
- Employers' own websites and presentations were the most useful sources of information for candidates when searching for a job, followed by university careers fairs and careers services.
- The training and development on offer and the overall reputation of the employer were the most important factors for candidates when deciding who to apply to, and which job offer to accept.

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- For the second year in a row, KPMG was named The Aspirational Employer of Choice, followed by PricewaterhouseCoopers and Google.
- Half of candidates chose their ‘aspirational employer’ based on the overall reputation of the employer.
- PricewaterhouseCoopers had the highest profile at eight universities within South Africa.
- 36 per cent of candidates expect to stay with their first employer for more than five years.
- Remuneration and promotion were the two key factors which would lead a candidate to stay longer with an employer.
- More than half of candidates think it is most likely they will work overseas after 2012 and most want to do so for international experience or for a short-term assignment.

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

“With so many of these high-calibre candidates receiving more than one job offer, not only do employers face the challenge of finding the right candidates, but they also need to convince these students that their job offer provides the best opportunities.

The top graduate employers in this country are attracting very high-calibre candidates onto their programmes. Much of a student's experience at university is about training and developing – 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 on their graduate programmes and beyond – many of which lead to a professional qualification at the end.”

Notes for Editors

1. *The SAGRA Candidate Survey 2010* 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 March and April 2010, 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 2010* include:

<i>Absa Bank</i>	<i>Massmart</i>
<i>Absa Capital</i>	<i>Mazars Moores Rowland</i>
<i>Accenture</i>	<i>McKinsey &amp; Company</i>
<i>Adams &amp; Adams</i>	<i>Metropolitan</i>
<i>Allan Gray</i>	<i>Murray &amp; Roberts</i>
<i>Altech UEC</i>	<i>Nampak</i>
<i>Anglo American</i>	<i>National Treasury</i>
<i>Anglo Coal</i>	<i>Nedbank</i>
<i>Anglo Platinum</i>	<i>Nedbank Capital</i>
<i>Auditor General of South Africa</i>	<i>Nestlé</i>
<i>Baker Hughes</i>	<i>Old Mutual</i>
<i>BDO</i>	<i>PKF</i>
<i>Bell Dewar</i>	<i>PricewaterhouseCoopers</i>
<i>BHP Billiton</i>	<i>Procter &amp; Gamble</i>
<i>BMW</i>	<i>Rand Merchant Bank</i>
<i>Bowman Gilfillan</i>	<i>Santam</i>
<i>British American Tobacco SA</i>	<i>Sappi</i>
<i>Business Systems Group</i>	<i>Sasol</i>
<i>Deneys Reitz</i>	<i>Shoprite Group</i>
<i>Department of National Treasury</i>	<i>South African Breweries</i>
<i>EOH</i>	<i>South African Revenue Service</i>
<i>Ernst &amp; Young</i>	<i>Standard Bank</i>
<i>Estee Lauder</i>	<i>Standard Bank CIB</i>
<i>Eversheds</i>	<i>Teach South Africa</i>
<i>First National Bank</i>	<i>The Foschini Group</i>
<i>Grant Thornton</i>	<i>Tiger Brands</i>
<i>Hall Longmore</i>	<i>Toyota</i>
<i>Hatch</i>	<i>Unilever</i>
<i>Horwath Zeller Karro</i>	<i>Volkswagen of South Africa</i>
<i>Investec</i>	<i>Webber Wentzel</i>
<i>KPMG</i>	<i>Werksmans</i>
<i>L'Oréal South Africa</i>	<i>Woolworths</i>

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

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