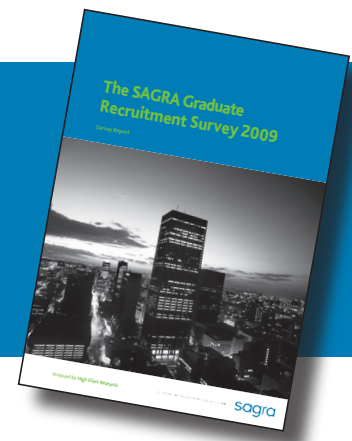


The SAGRA Graduate Recruitment Survey 2009



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

Latest research shows South African employer's plan to recruit same number of graduates next year.

Results from an independent survey of leading employers in South Africa shows that these organisations are set to keep the same number of graduate vacancies in 2010 compared to 2009. *The SAGRA Graduate Recruitment Survey 2009* is based on responses from 77 of the largest and most well known graduate employers in South Africa. It provides good news for final year university students as vacancies for those graduating this summer remain steady despite difficult economic conditions.

The SAGRA Graduate Recruitment Survey 2009 is produced by The South African Graduate Recruiters Association (SAGRA) and is based on feedback from 77 employers in May 2009.

Five of the twelve industries that are tracked will see an increase in graduate vacancies for 2010 while one of the largest recruiters of graduates – the accountancy and professional services industry – will see a 14 per cent drop in graduate positions.

The research will also alleviate some graduates' fears over starting salaries – nearly two-thirds of employers expect a 'cost of living' increase to graduate salaries and no organisation in the survey is planning to reduce graduate salaries moving into 2010.

Highlights from *The SAGRA Graduate Recruitment Survey 2009* include:

- Graduate vacancies are set to remain level in 2010, compared to the numbers recruited in 2009.
- Vacancy levels have increased in 5 out of 12 industries or business sectors.
- The accounting and professional services firms are the largest recruiters with over half of all vacancies in 2009 but are set for a decrease of 14% for 2010.
- Other major recruiters in 2009 are commercial or retail banks (decreasing by 6% for 2010 vacancies) and the public sector (decreasing by 8% for 2010).
- By job function, the most vacancies in 2009 are in auditing (TIPP) with nearly half of total vacancies available in this career area

- Over two-thirds of organisations are set to change their vacancy levels for 2010 by no more than 10 positions.
- The median graduate starting salary for 2009 is R115,000.
- The highest starting salaries for 2009 are for positions at engineering or manufacturing companies, mining organisations, law firms or investment banks which each have a median starting salary of R220,000 or more.
- By business function or career area, the highest starting salaries are for research and development, chemical engineering, geology and mining engineering which each have median starting salaries in excess of R290,000.
- The most common additional benefits for graduates include study leave or sponsorship, training for a professional qualification, and private healthcare.
- Nearly two-thirds of employers expect a ‘cost of living’ increase for 2010 salaries
- When combined, these employers spent in excess of R29m on marketing activities in 2009. From this total, more than a fifth was spent on employers’ own recruitment literature, with the next largest proportion being spent on university careers fairs.
- Behavioural-based interviews were the most popular selection technique for assessing candidates (89%). Aptitude testing was used by 76% of employers.
- The median spend per annum on each graduate’s training is R37,500.

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

“In such difficult economic conditions it is hugely encouraging to see so many major employers remaining committed to bringing quality graduates into their organisation.

Graduate recruitment is a key part of an organisation’s recruitment strategy and building a steady pipeline of high potential graduates is critical to their future talent pool.”

Notes for Editors

1. *The SAGRA Graduate Recruitment 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 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. The employers who participated in *The SAGRA Graduate Recruitment Survey 2009* include:

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| <i>Absa Bank Ltd</i> | <i>Metropolitan</i> |
| <i>Accenture</i> | <i>Microsoft SA</i> |
| <i>Allan Gray Ltd</i> | <i>Murray & Roberts Limited</i> |
| <i>Altech UEC (Pty) Ltd</i> | <i>Nampak Management Services</i> |
| <i>Auditor General</i> | <i>National Treasury</i> |
| <i>Baker Hughes South Africa</i> | <i>Nedbank Capital</i> |
| <i>Barclays Capital</i> | <i>Nedbank Limited</i> |
| <i>BDO Spencer Steward</i> | <i>Nestle</i> |
| <i>Bell Dewar & Hall</i> | <i>Old Mutual plc</i> |
| <i>BHP Billiton</i> | <i>PKF</i> |
| <i>BMW SA</i> | <i>PricewaterhouseCoopers Inc</i> |
| <i>Bowman Gilfillan Attorneys</i> | <i>Procter & Gamble South Africa</i> |
| <i>British American Tobacco</i> | <i>Public Investment Corporation</i> |
| <i>Cadbury South Africa (Pty) Limited</i> | <i>Rand Merchant Bank</i> |
| <i>Cell C</i> | <i>Rio Tinto</i> |
| <i>Coca-Cola Eurasia and Africa</i> | <i>Routledge Modise in association with Eversheds</i> |
| <i>Deloitte</i> | <i>Safmarine</i> |
| <i>Deneys Reitz Attorneys</i> | <i>Santam</i> |
| <i>Development Bank of Southern Africa</i> | <i>Sappi Management Services</i> |
| <i>EOH Mthombo (Pty) Ltd</i> | <i>Sasol</i> |
| <i>Ernst & Young</i> | <i>Shoprite Checkers</i> |
| <i>Exxaro Resources</i> | <i>South African Breweries</i> |
| <i>Financial Intelligence Centre</i> | <i>South African Revenue Service</i> |
| <i>First National Bank</i> | <i>Standard Bank - Corporate & Investment Banking</i> |
| <i>Gold Fields Business & Leadership Academy</i> | <i>Standard Bank - Personal & Business Banking</i> |
| <i>Hatch Africa</i> | <i>Teach South Africa</i> |
| <i>Internet Solutions</i> | <i>The Foschini Retail Group (Pty) Ltd</i> |
| <i>Investec Bank Ltd</i> | <i>Tiger Brands</i> |
| <i>Johnson & Johnson Medical (Pty) Ltd</i> | <i>Toyota SA Motors (Pty) Ltd</i> |
| <i>KPMG Inc.</i> | <i>Truworths</i> |
| <i>Kumba Iron Ore</i> | <i>Tsogo Sun</i> |
| <i>L'Oréal South Africa</i> | <i>Unilever</i> |
| <i>Liberty Life</i> | <i>Volkswagen of South Africa</i> |
| <i>McKinsey & Company</i> | <i>Webber Wentzel</i> |
| <i>Mars Consumer Products Africa</i> | <i>Werksmans Attorneys</i> |
| <i>Massmart Holdings</i> | <i>WesBank</i> |
| <i>Mazars Moores Rowland</i> | <i>Woolworths</i> |
| <i>Mercedes-Benz South Africa</i> | |

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

Telephone: 021 712 6168 Mobile: 083 297 7740 Email: sagra@mweb.co.za