

The SAGRA Graduate Recruitment Survey 2010

Report Summary



Participating Employers

Absa Bank Ltd
Absa Capital
Accenture
Adams & Adams
Allan Gray Ltd
Altech UEC (Pty) Ltd
Anglo Platinum
AngloAmerican Thermal Coal
Auditor-General South Africa
Baker Hughes South Africa
BDO Spencer Steward
Bell Dewar
BHP Billiton
BHP Billiton BECSA
BMW
Bowman Gilfillan Inc
British American Tobacco
Business Systems Group (Africa)
Deneys Reitz Attorneys
Derivco
Development Bank of Southern Africa
EOH Mthombo (Pty) Ltd
Ernst & Young

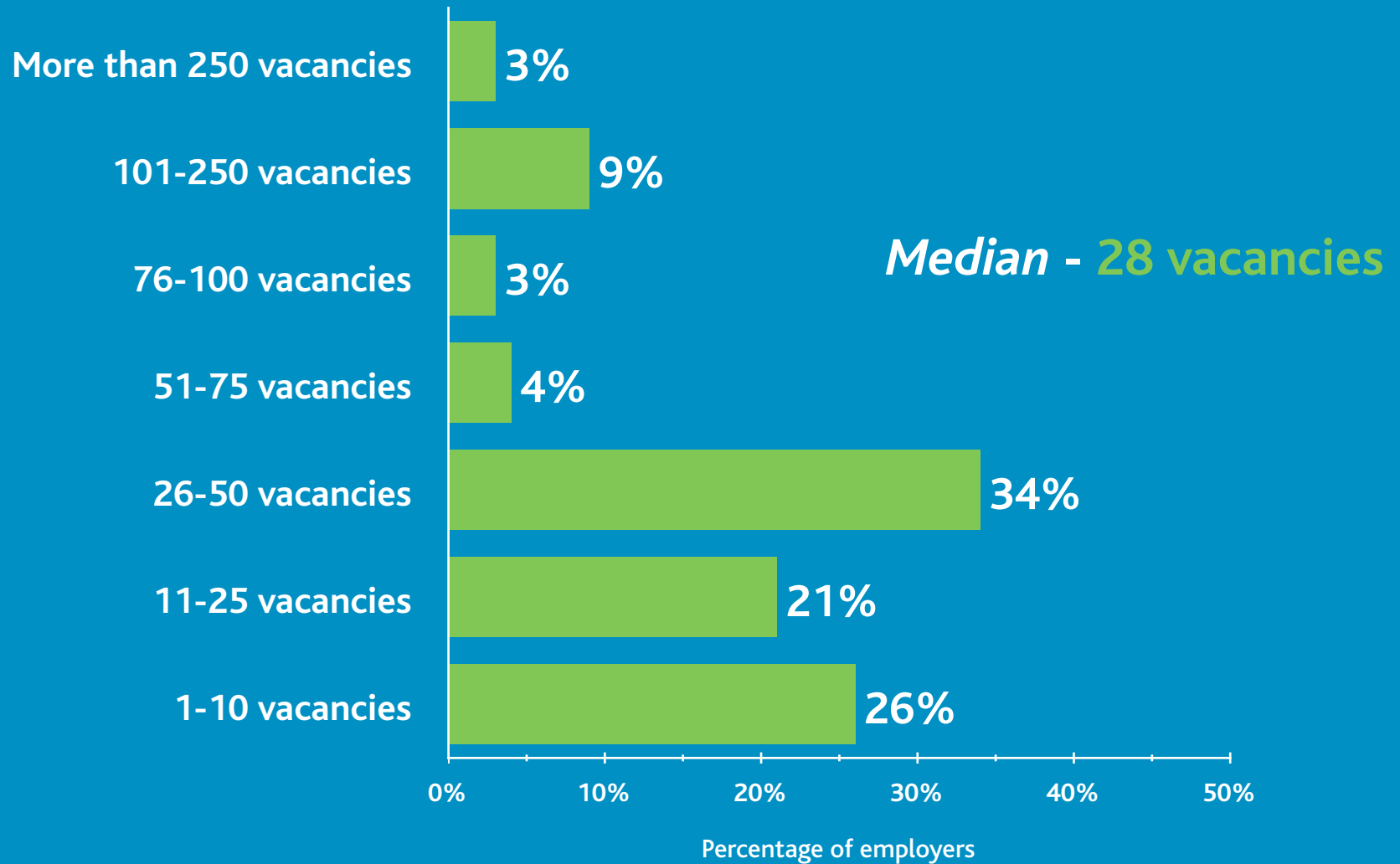
Estee Lauder Companies
Eversheds
Exxaro
First National Bank
Foschini Group
Hatch Africa
Horwath Zeller Karro
Internet Solutions
Investec
KPMG Inc.
Kumba Iron Ore
L'Oréal South Africa
Massmart Services
Mazars Moores Rowland
Metropolitan
McKinsey & Company
Monitor Group
Murray & Roberts Limited
Nampak
National Treasury
Nedbank Capital
Nedbank Limited
Nestlé SA

Old Mutual plc
PKF
PricewaterhouseCoopers Inc
Procter & Gamble South Africa
Public Investment Corporate
Rand Merchant Bank
Rio Tinto Management Services
Sappi Management Services
Sasol
Shoprite Group of Companies
South African Breweries Limited
South African Revenue Service
Standard Bank Limited, CIB
Standard Bank, P&BB
Teach South Africa
Tiger Brands
Toyota SA Motors (Pty) Ltd
Truworths
Unilever South Africa
Volkswagen of South Africa
Webber Wentzel
Werksmans Incorporating J.S. de Villiers
Woolworths

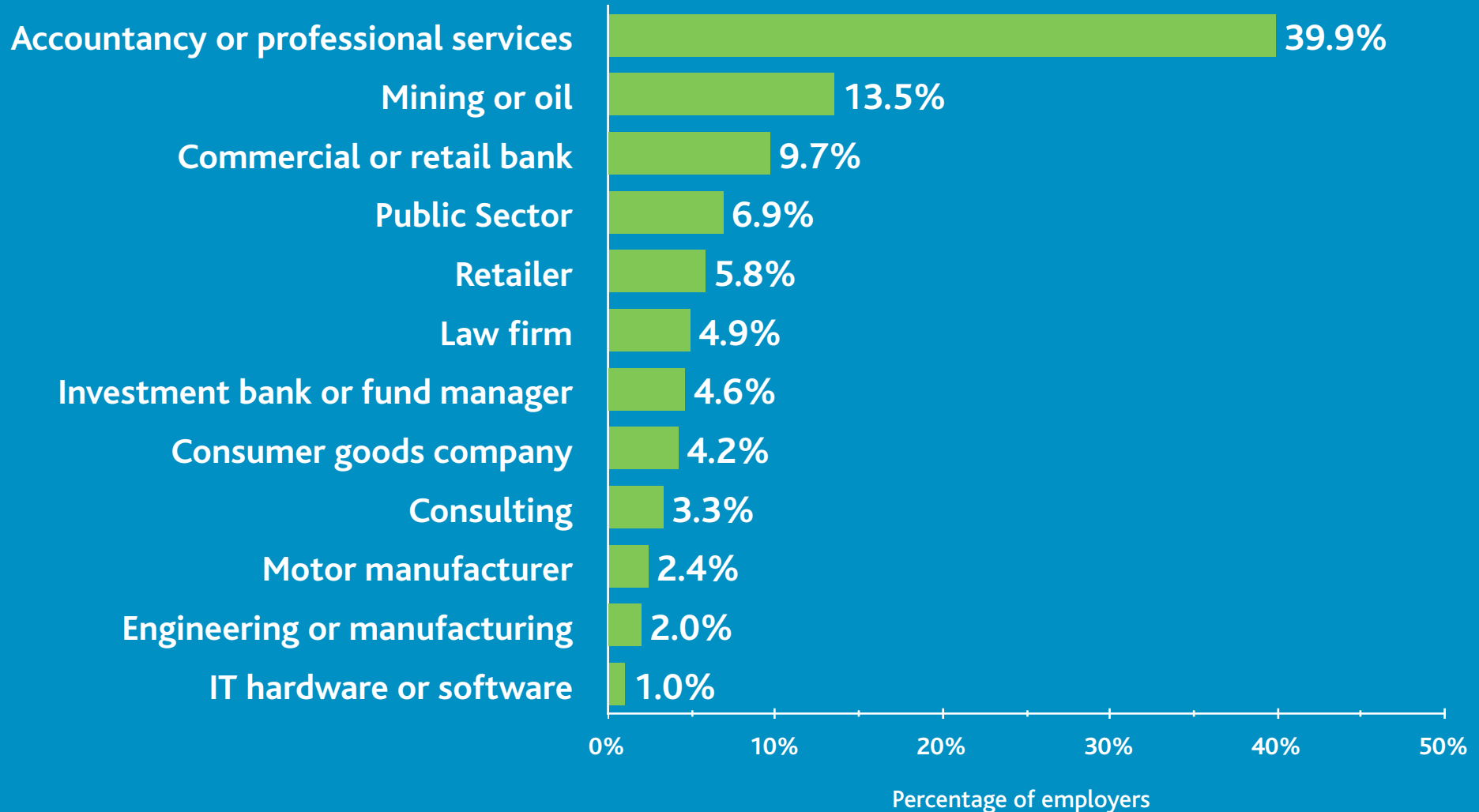
Graduate Recruitment Survey 2010

Graduate Vacancies

Graduate Vacancies 2010



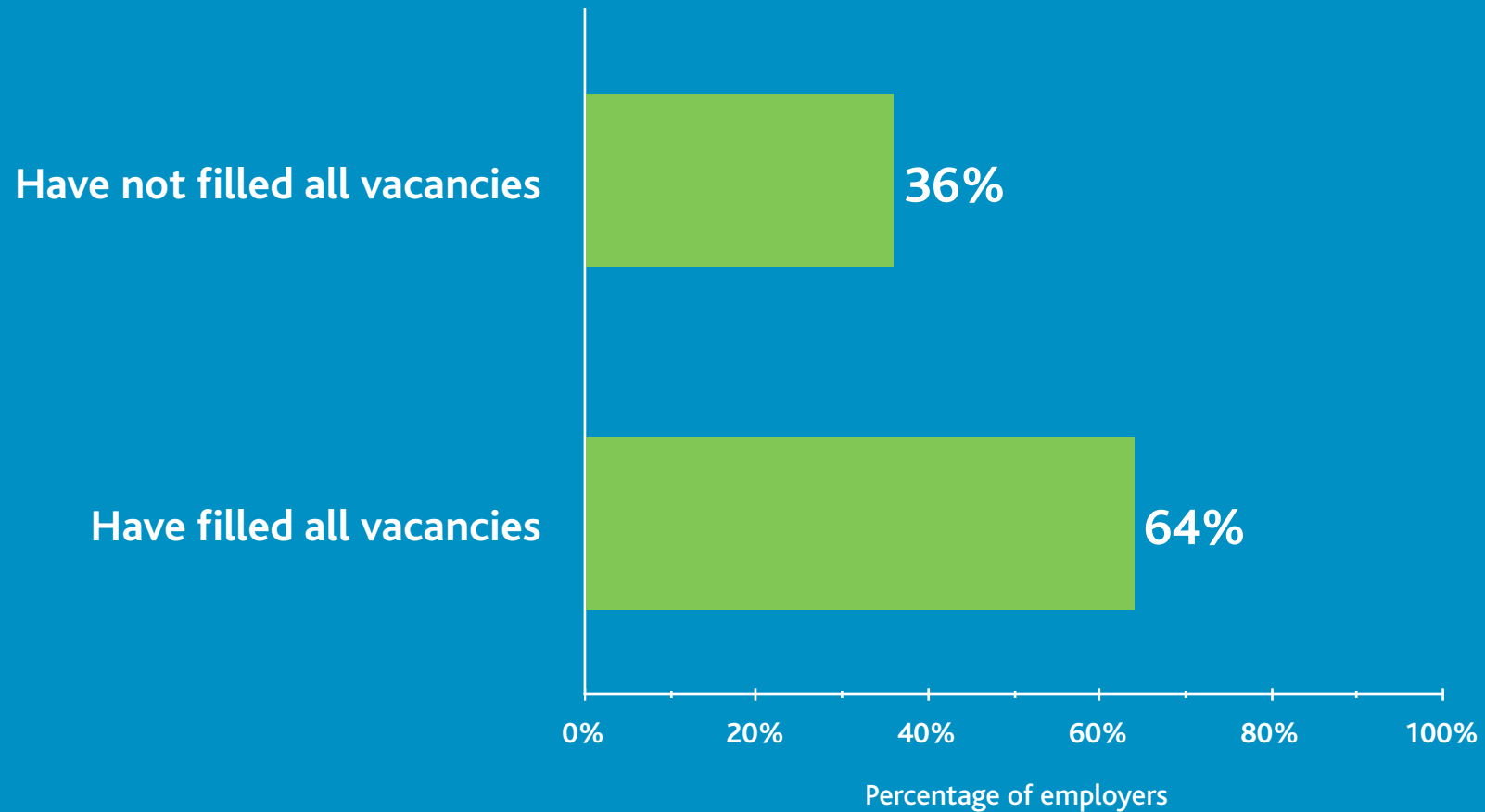
Graduate Vacancies by Organisation



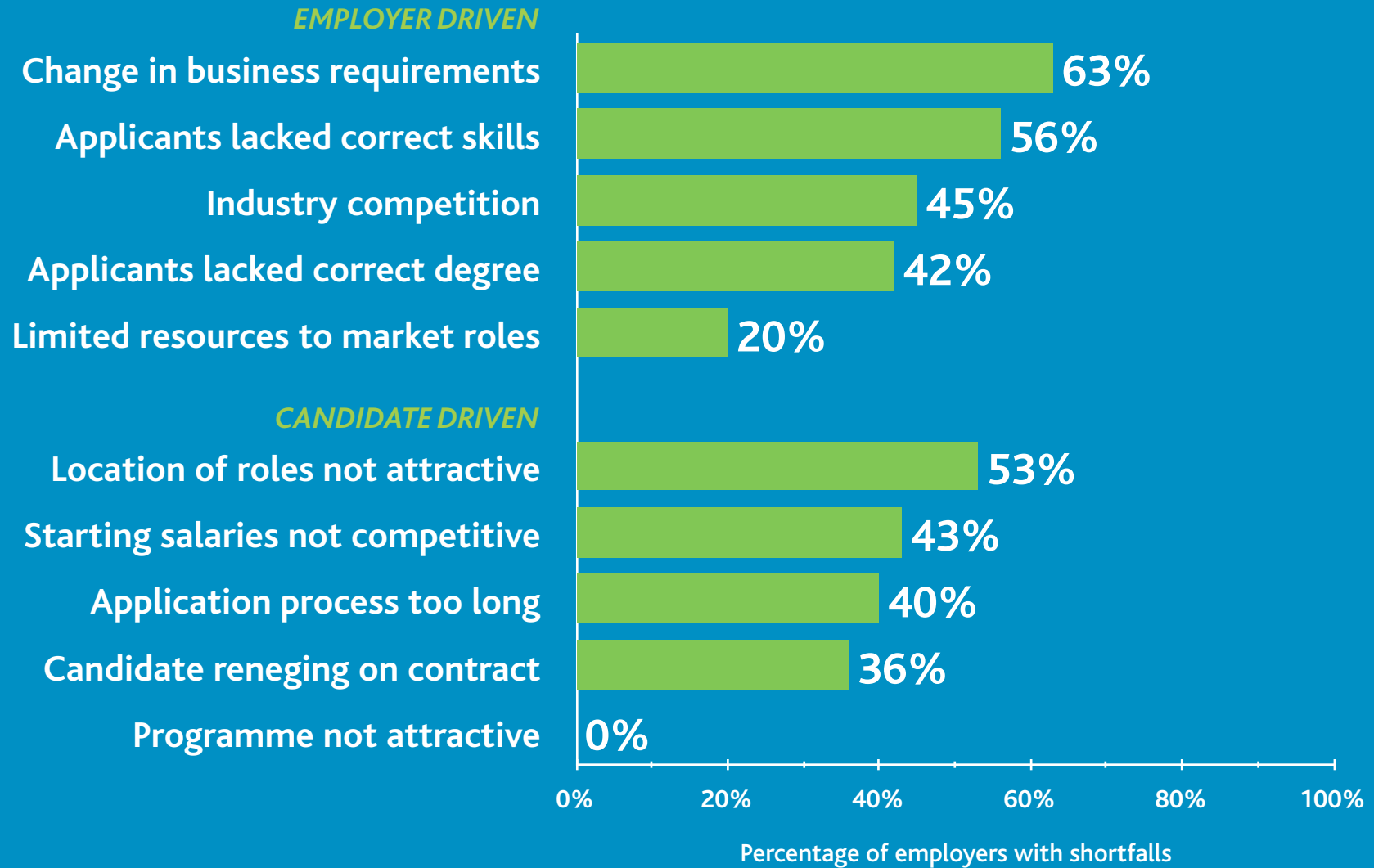
Graduate Vacancies by Function

| <i>BUSINESS FUNCTION OR CAREER AREA</i> | <i>%</i> | <i>BUSINESS FUNCTION OR CAREER AREA</i> | <i>%</i> |
|---|----------|---|----------|
| Auditing - TIPP | 37.5 | Auditing - TOPP | 2.0 |
| Finance | 5.2 | Marketing | 1.8 |
| Legal work | 5.0 | Industrial engineering | 1.3 |
| Consulting | 4.9 | Logistics | 1.3 |
| Tax | 4.3 | Geologists | 1.2 |
| Chemical engineering | 3.8 | Human resources | 1.2 |
| ICT | 3.8 | Actuarial work | 0.8 |
| General management | 3.2 | Merchandise - planning | 0.8 |
| Retail management | 3.1 | Merchandise - buying | 0.7 |
| Mechanical engineering | 3.0 | Research & development | 0.6 |
| Investment banking | 3.0 | Portfolio administration | 0.5 |
| Electrical engineering | 2.5 | Sales | 0.3 |
| Mining engineering | 2.2 | Civil engineering | 0.2 |

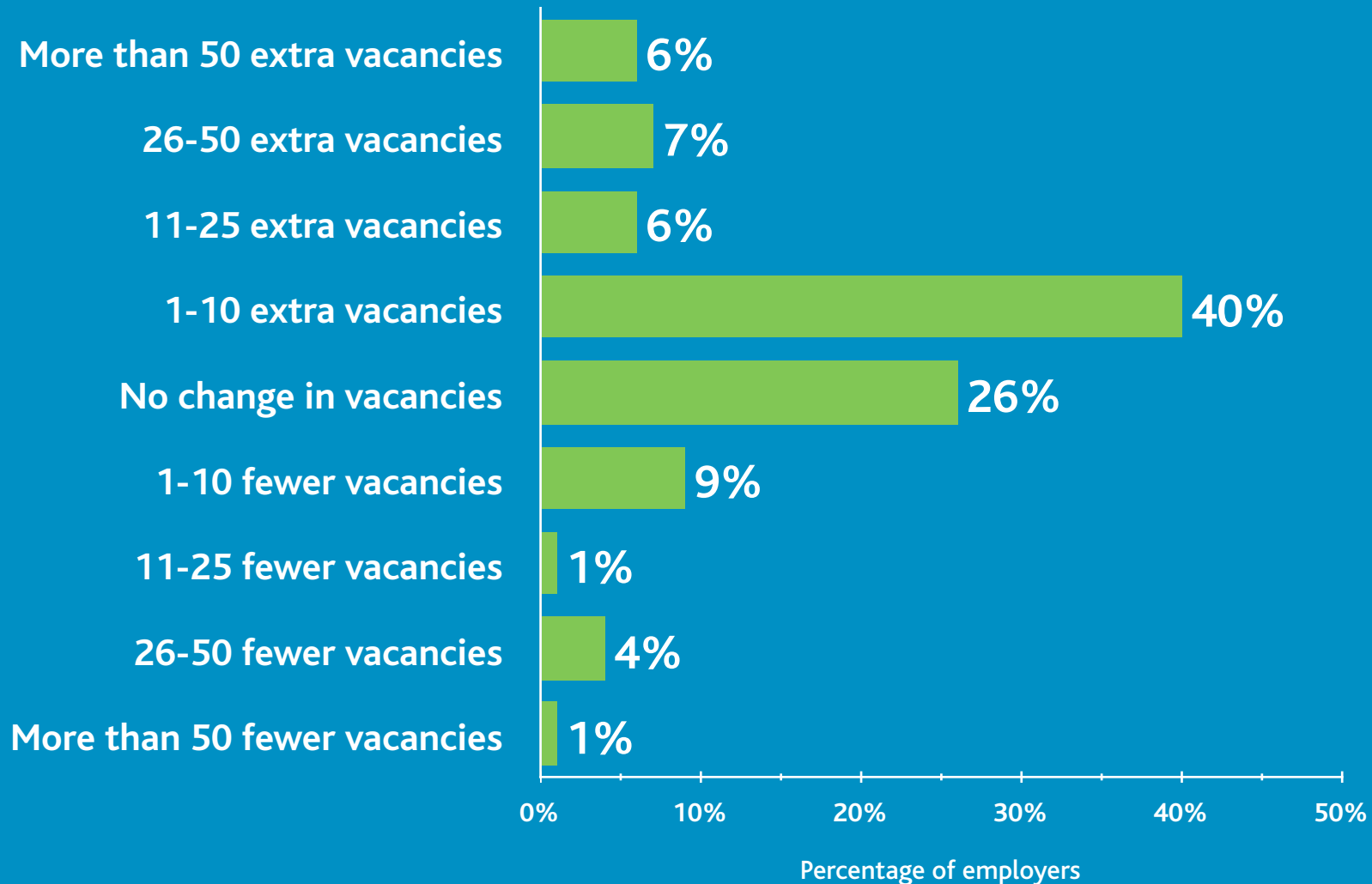
Shortfalls for 2010



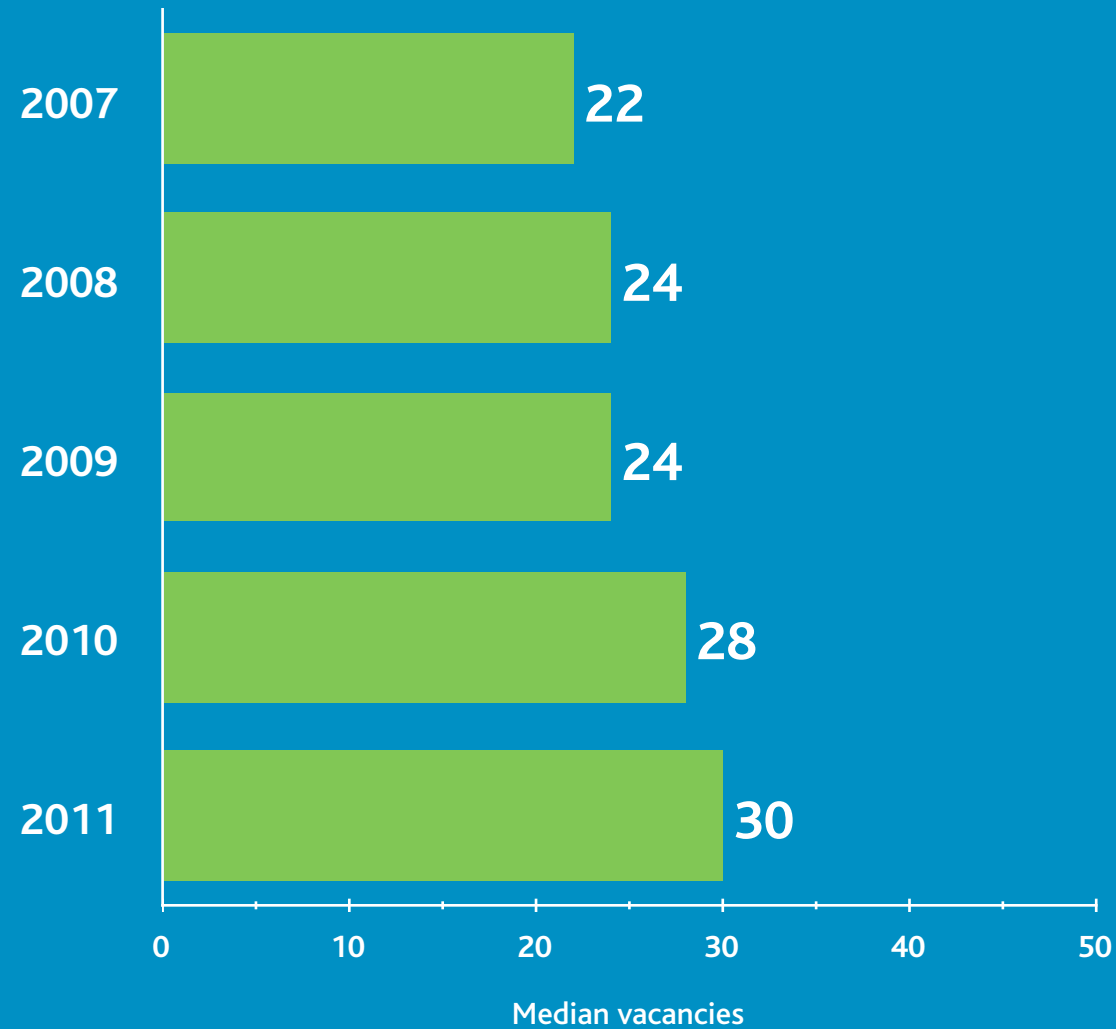
Reasons for Shortfalls in 2010



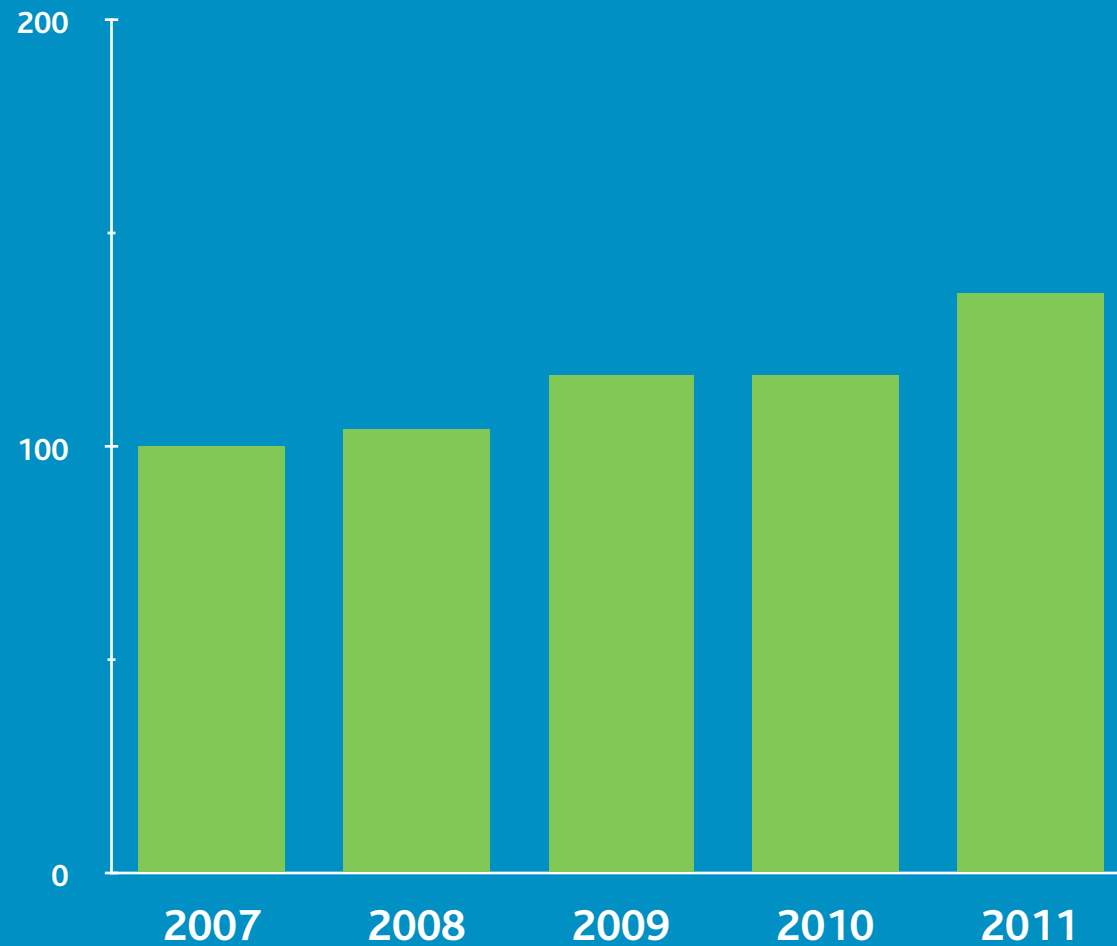
Change in Graduate Vacancies for 2011



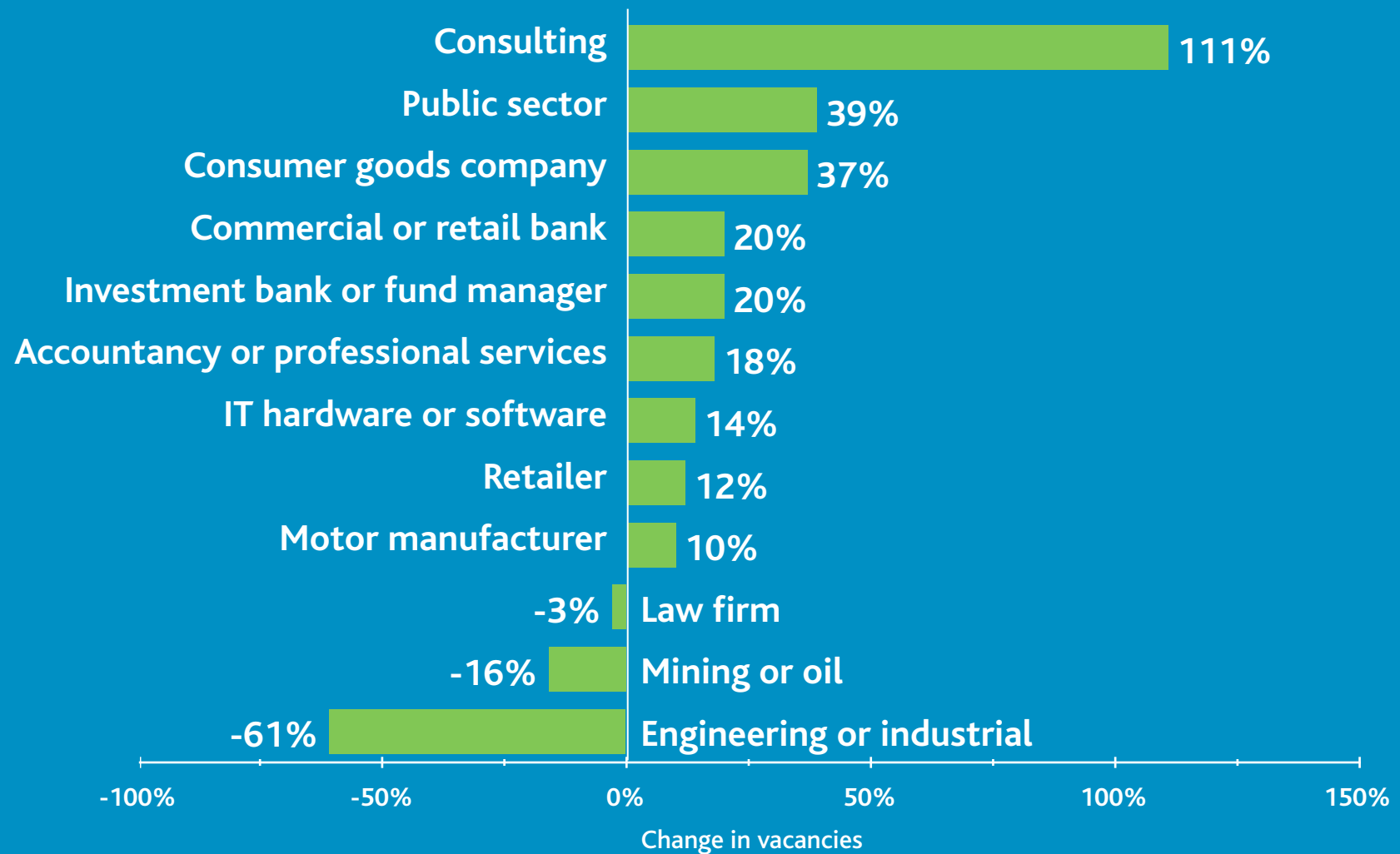
Graduate Vacancies 2007-2011



Change in Graduate Vacancies 2007-2011



Change in Graduate Vacancies by Organisation



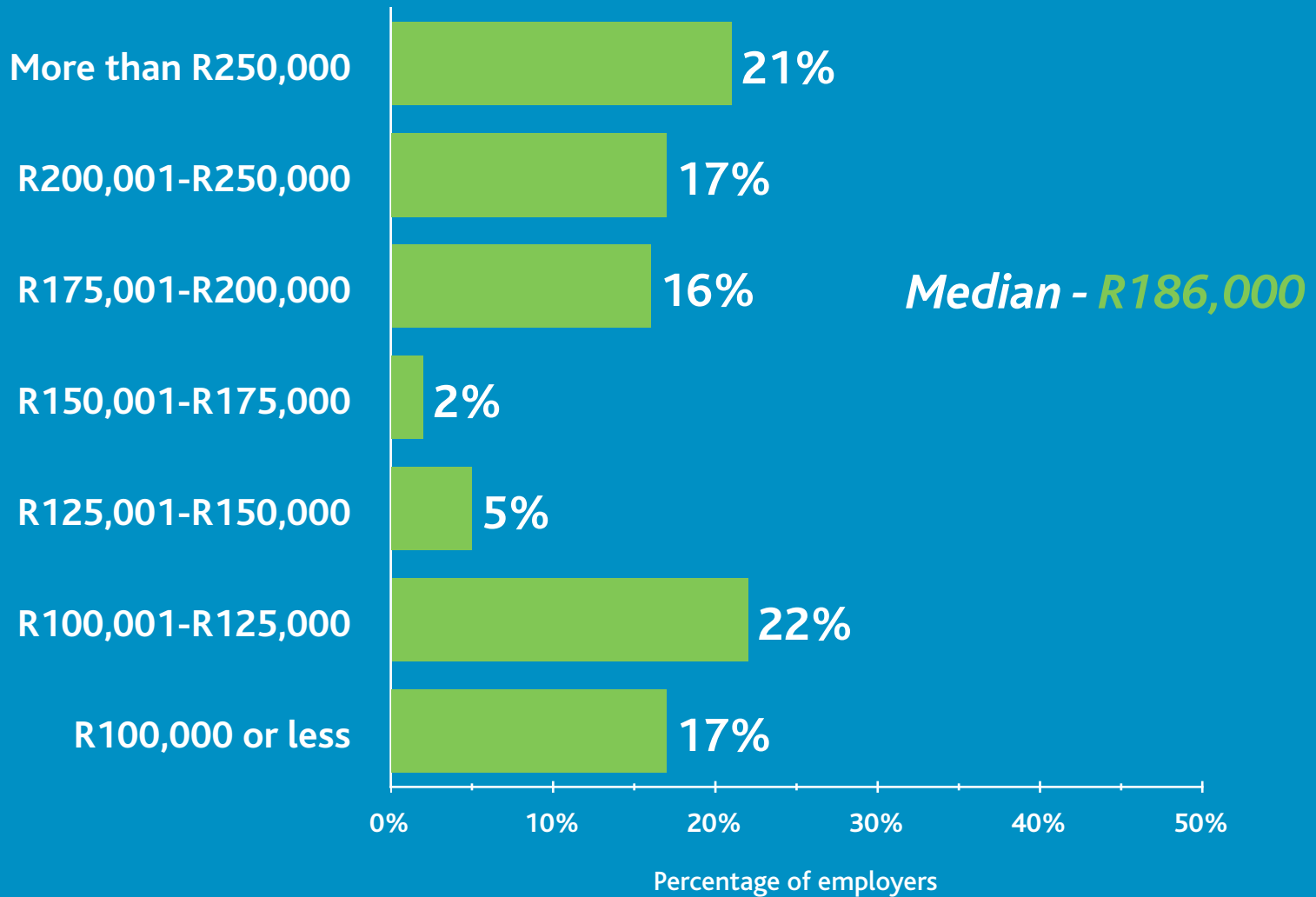
Change in Graduate Vacancies by Function

| <i>BUSINESS FUNCTION OR CAREER AREA</i> | <i>%</i> | <i>BUSINESS FUNCTION OR CAREER AREA</i> | <i>%</i> |
|---|----------|---|----------|
| Sales | UP 311% | Auditing - TIPP | UP 18% |
| Civil engineering | UP 100% | Geologists | UP 7% |
| Consulting | UP 82% | Legal work | UP 7% |
| Actuarial work | UP 79% | Retail management | DOWN 3% |
| Auditing - TOPP | UP 41% | Marketing | DOWN 3% |
| Logistics | UP 34% | Mechanical engineering | DOWN 4% |
| Investment banking | UP 32% | Merchandise - buying | DOWN 4% |
| Industrial engineering | UP 27% | ICT | DOWN 9% |
| Electrical engineering | UP 25% | Tax | DOWN 19% |
| Human resources | UP 25% | Chemical engineering | DOWN 20% |
| General management | UP 22% | Research & development | DOWN 21% |
| Finance | UP 20% | Mining engineering | DOWN 24% |
| Portfolio administration | UP 19% | Merchandise - planning | DOWN 30% |

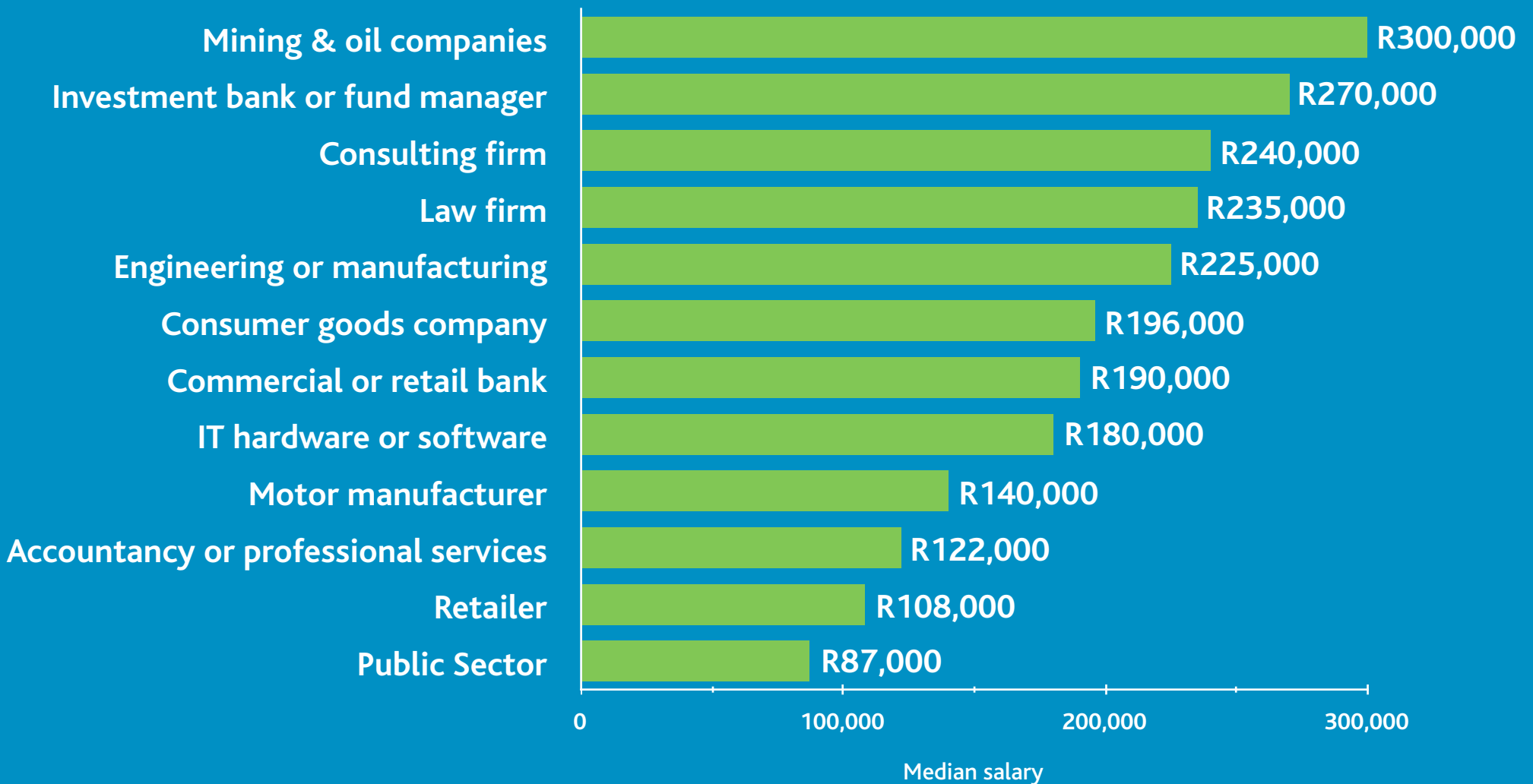
Graduate Recruitment Survey 2010

Graduate Salaries

Graduate Salaries 2010



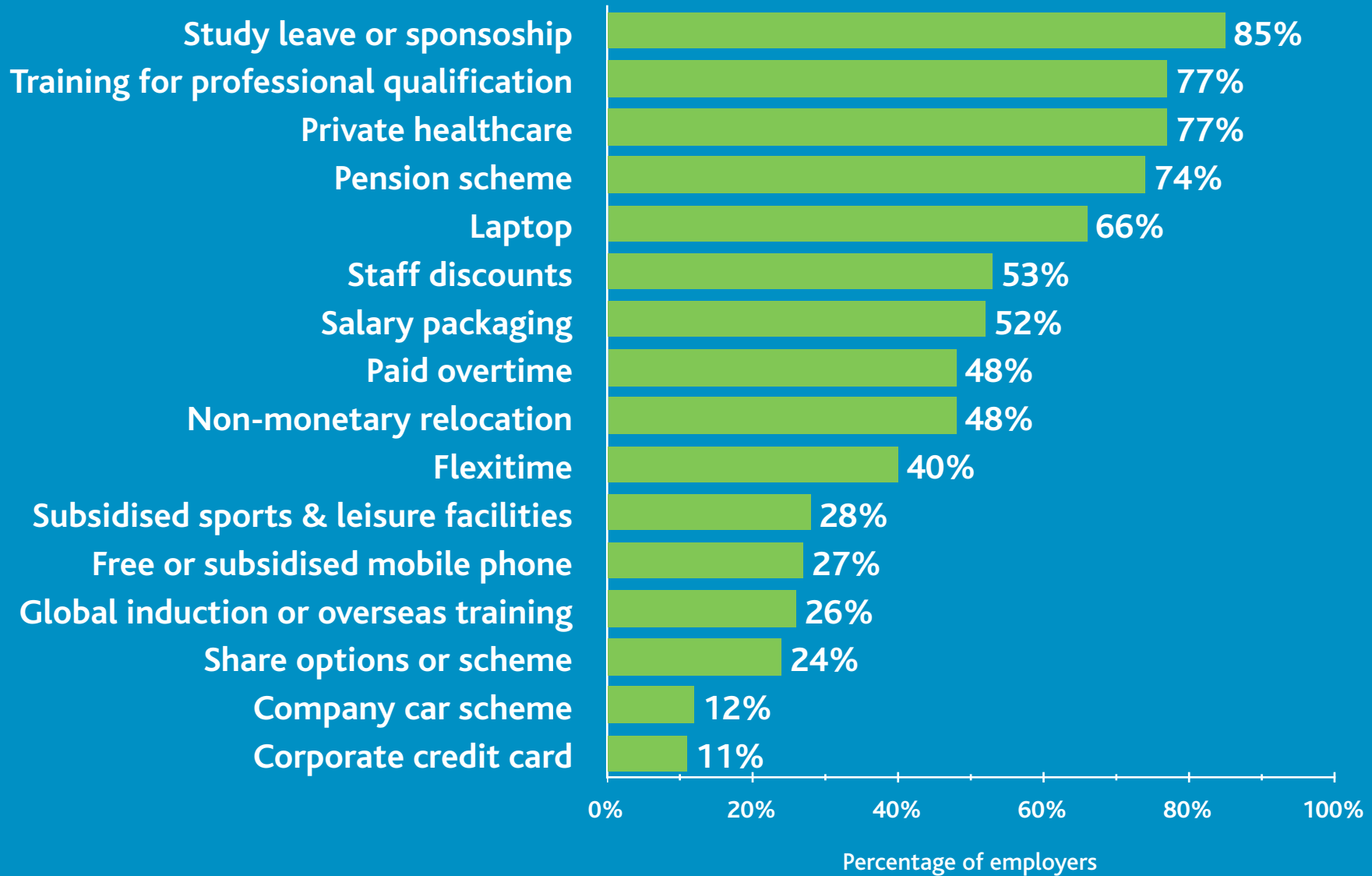
Graduate Salaries by Organisation



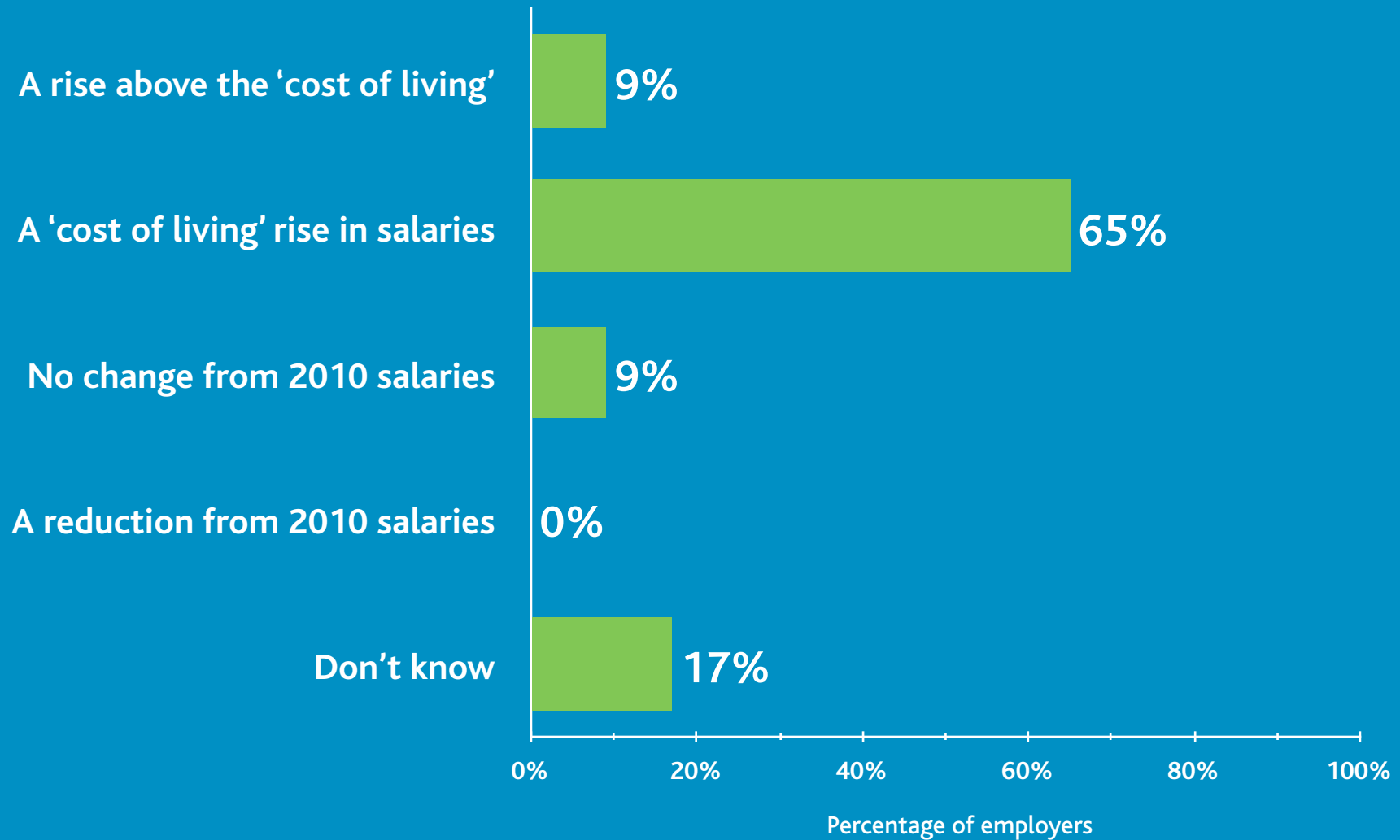
Graduate Salaries by Function

| <i>BUSINESS FUNCTION OR CAREER AREA</i> | <i>%</i> | <i>BUSINESS FUNCTION OR CAREER AREA</i> | <i>%</i> |
|---|----------|---|----------|
| Civil engineering | R312,000 | Actuarial work | R192,000 |
| Chemical engineering | R308,000 | General management | R186,000 |
| Geologists | R300,000 | Marketing | R186,000 |
| Investment banking | R270,000 | ICT | R180,000 |
| Industrial engineering | R266,000 | Retail management | R180,000 |
| Mining engineering | R266,000 | Auditing - TOPP | R175,000 |
| Mechanical engineering | R250,000 | Sales | R171,000 |
| Consulting | R240,000 | Human resources | R170,500 |
| Legal work | R235,000 | Logistics | R160,000 |
| Research & development | R228,000 | Tax | R150,000 |
| Electrical engineering | R225,000 | Auditing - TIPP | R122,000 |
| Finance | R200,000 | Merchandise - buying | R96,000 |
| Portfolio administration | R200,000 | Merchandise - planning | R96,000 |

Additional Benefits



Outlook for 2011



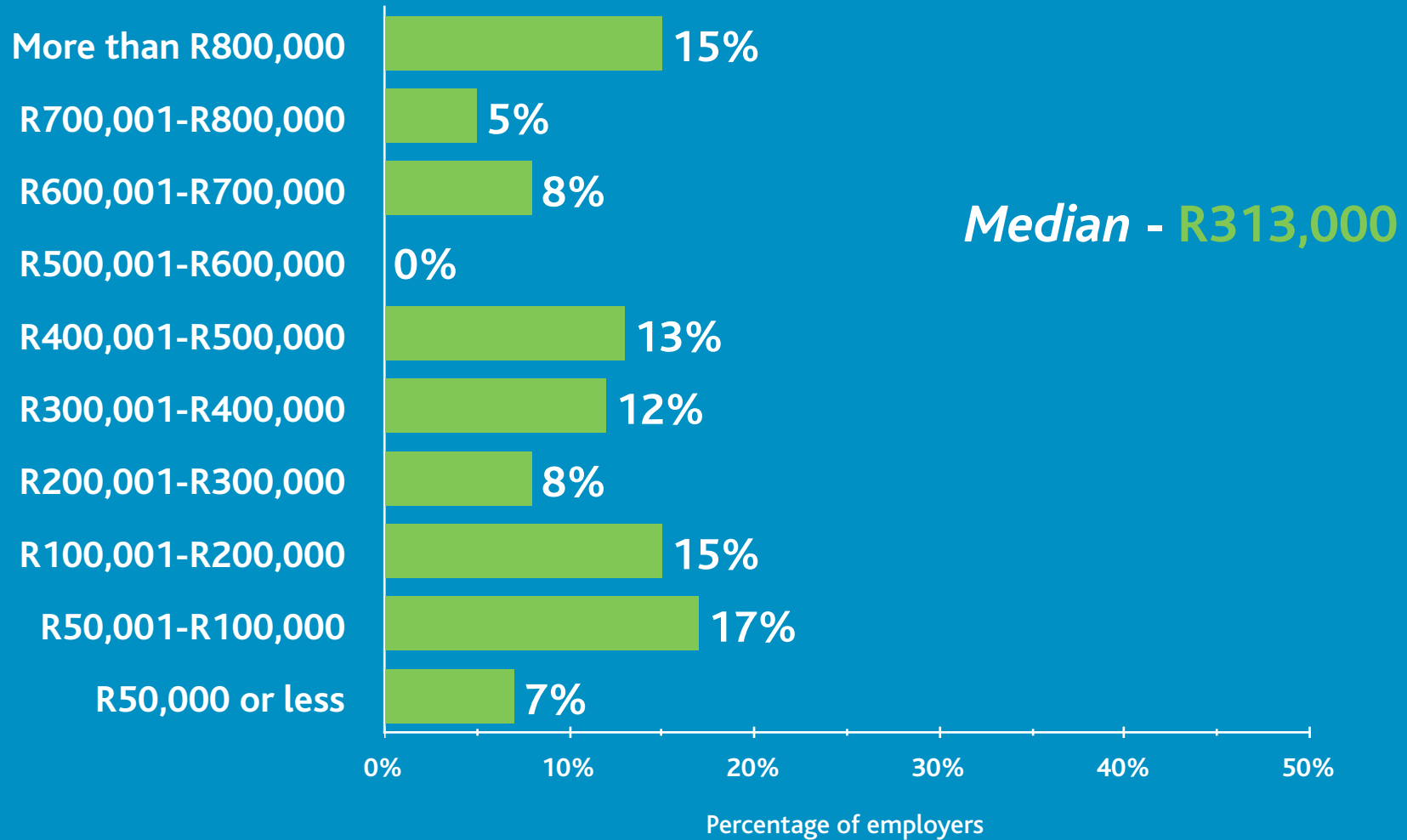
Graduate Recruitment Survey 2010

Graduate Recruitment Marketing

Graduate Marketing 2010



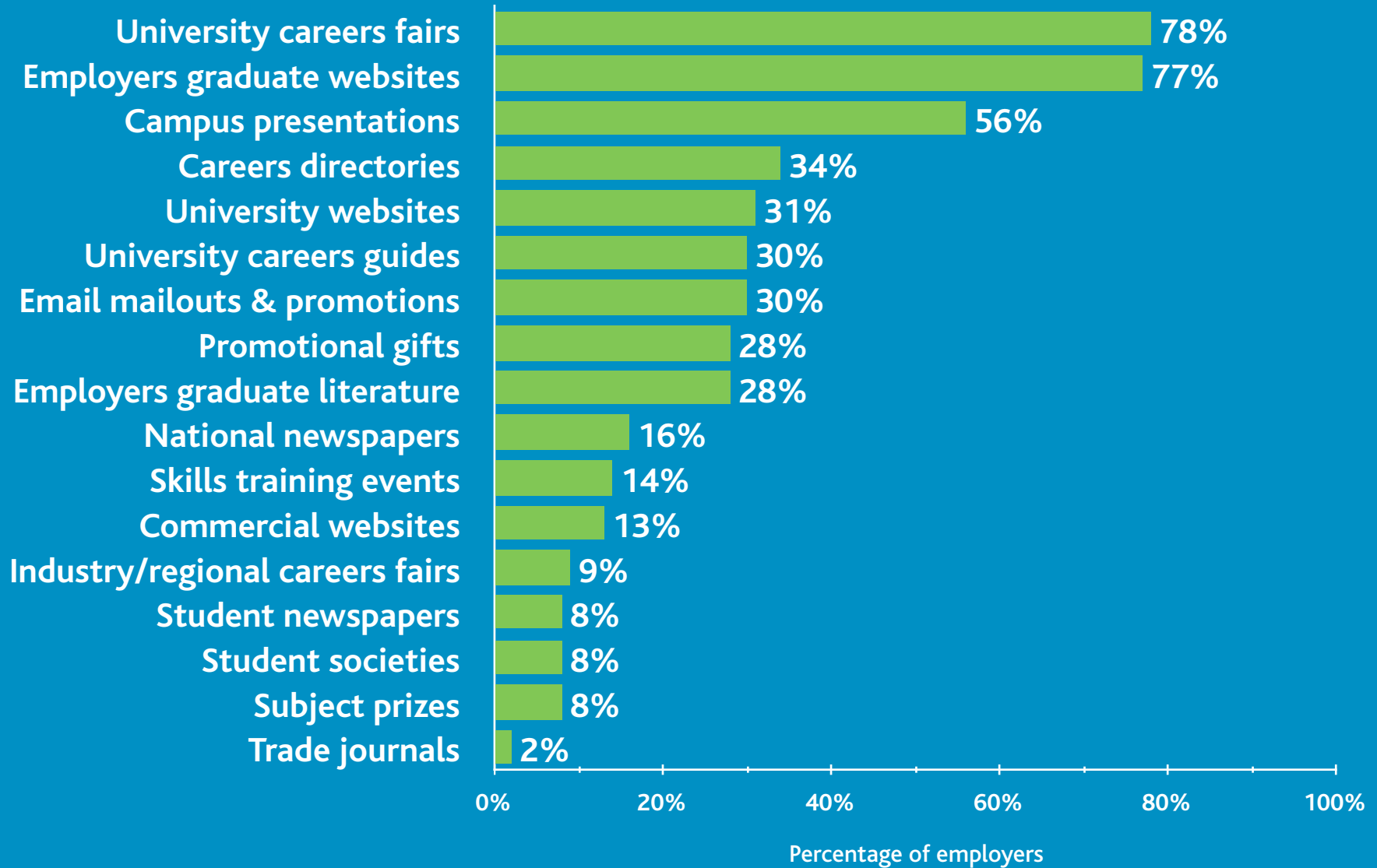
Total Spend on Marketing 2010



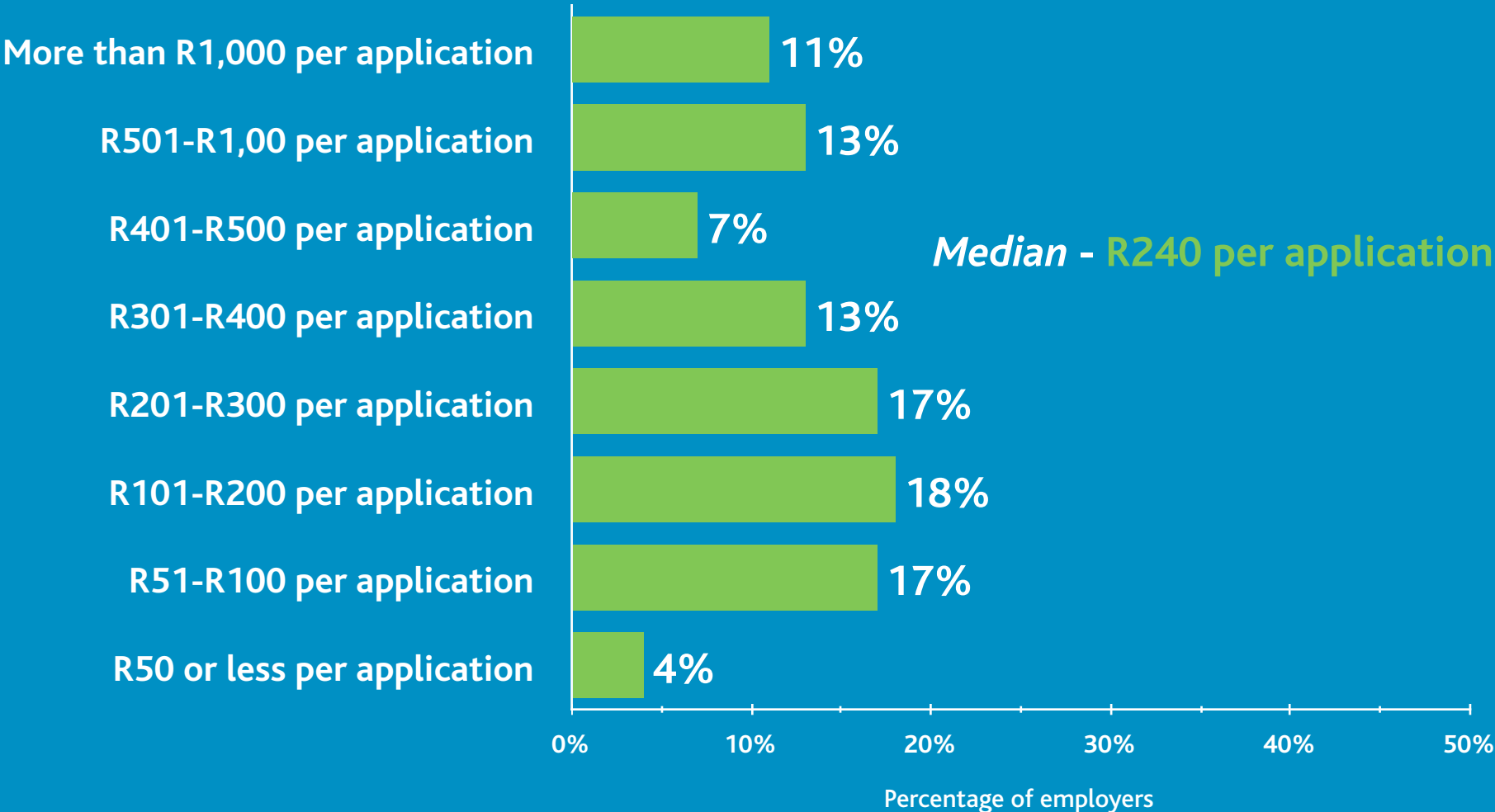
Proportion of Total Spend on Marketing



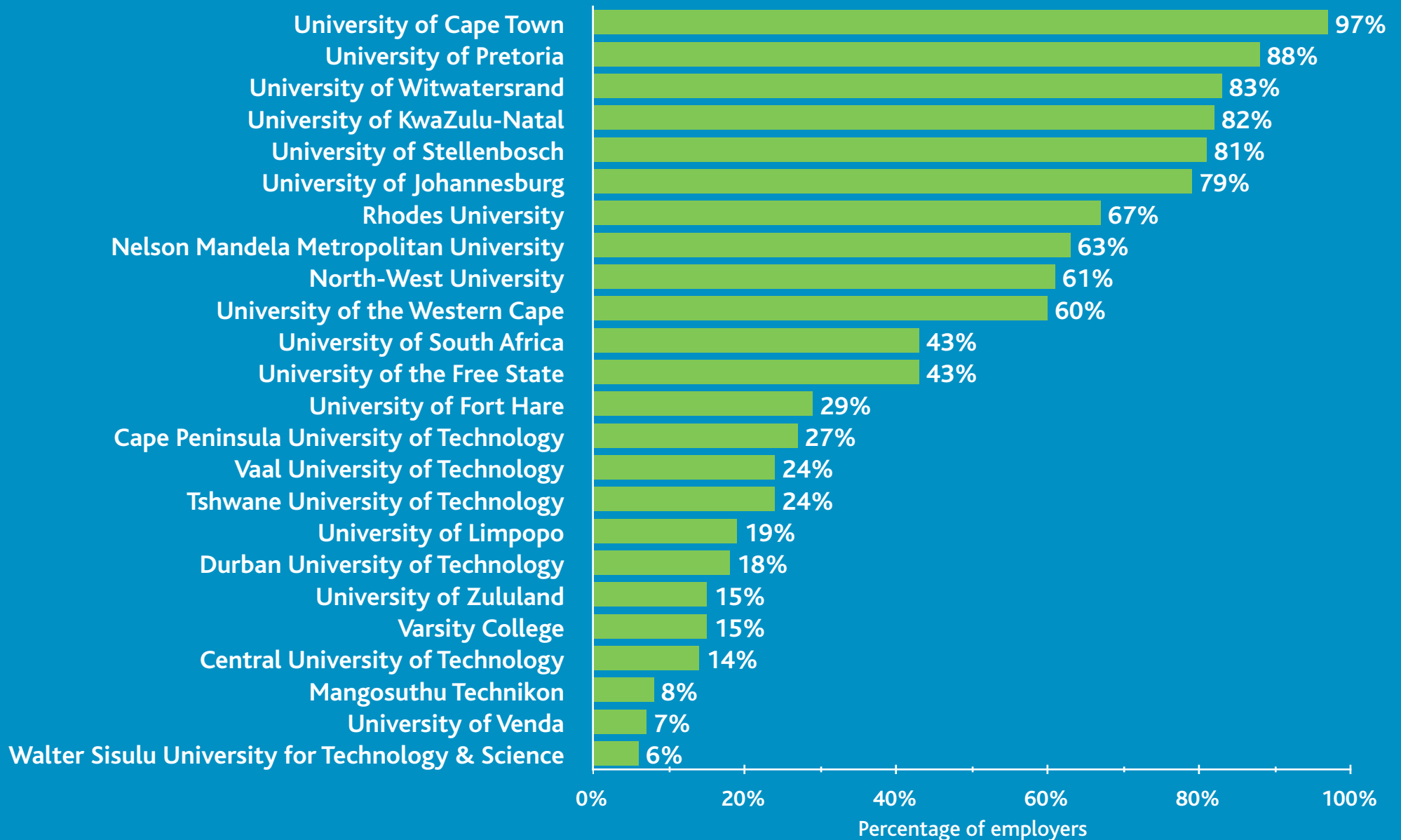
Most Successful Marketing Promotions



Marketing Spend per Application



Universities Targeted



Best Careers Fair

University of Cape Town

University of Pretoria

University of Johannesburg

Nelson Mandela Metropolitan University

North-West University

University of KwaZulu Natal

University of Stellenbosch

Best Careers Service

University of Cape Town

North-West University

University of Johannesburg

University of KwaZulu Natal

University of Pretoria

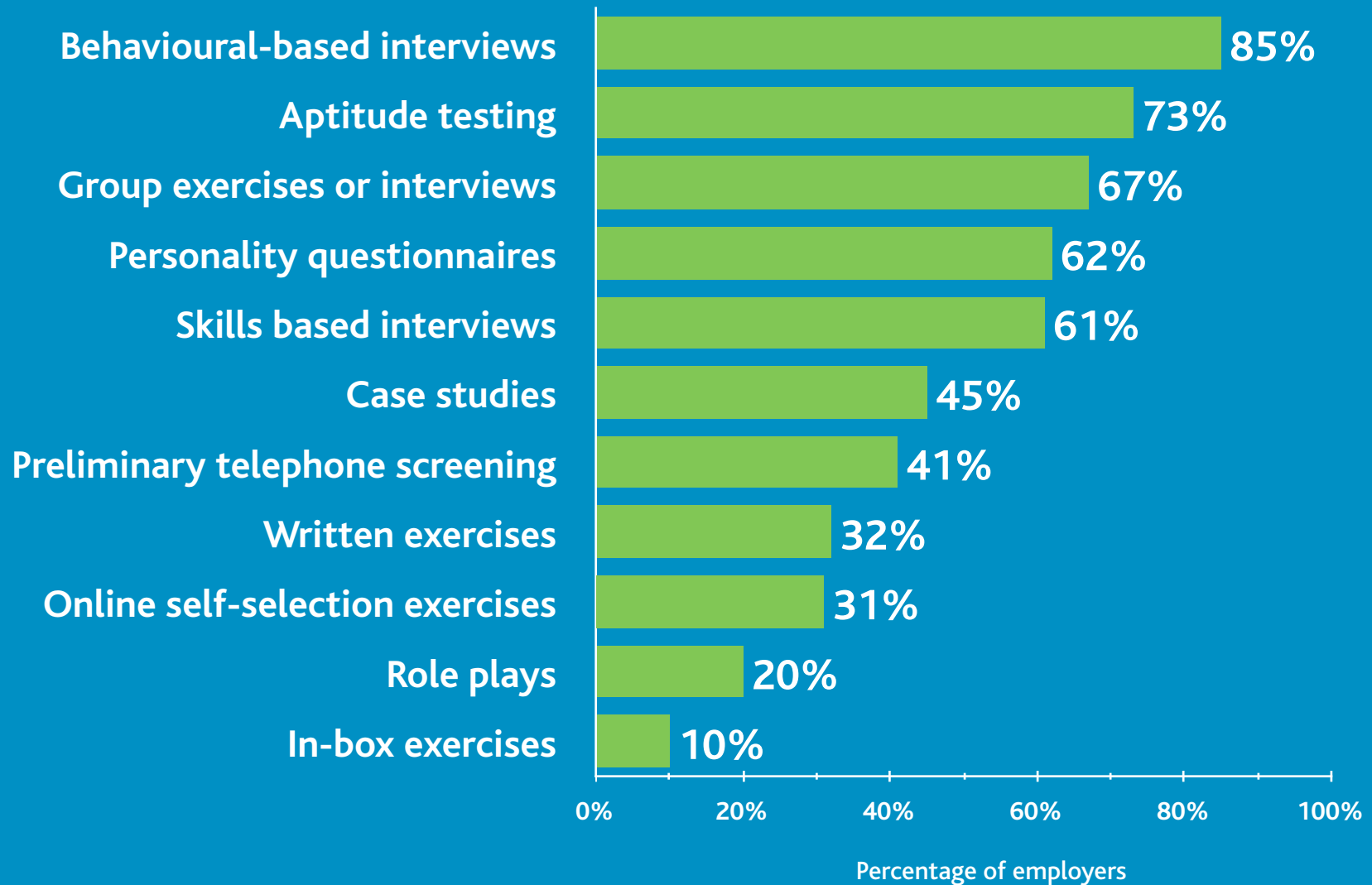
University of Stellenbosch

University of the Witwatersrand

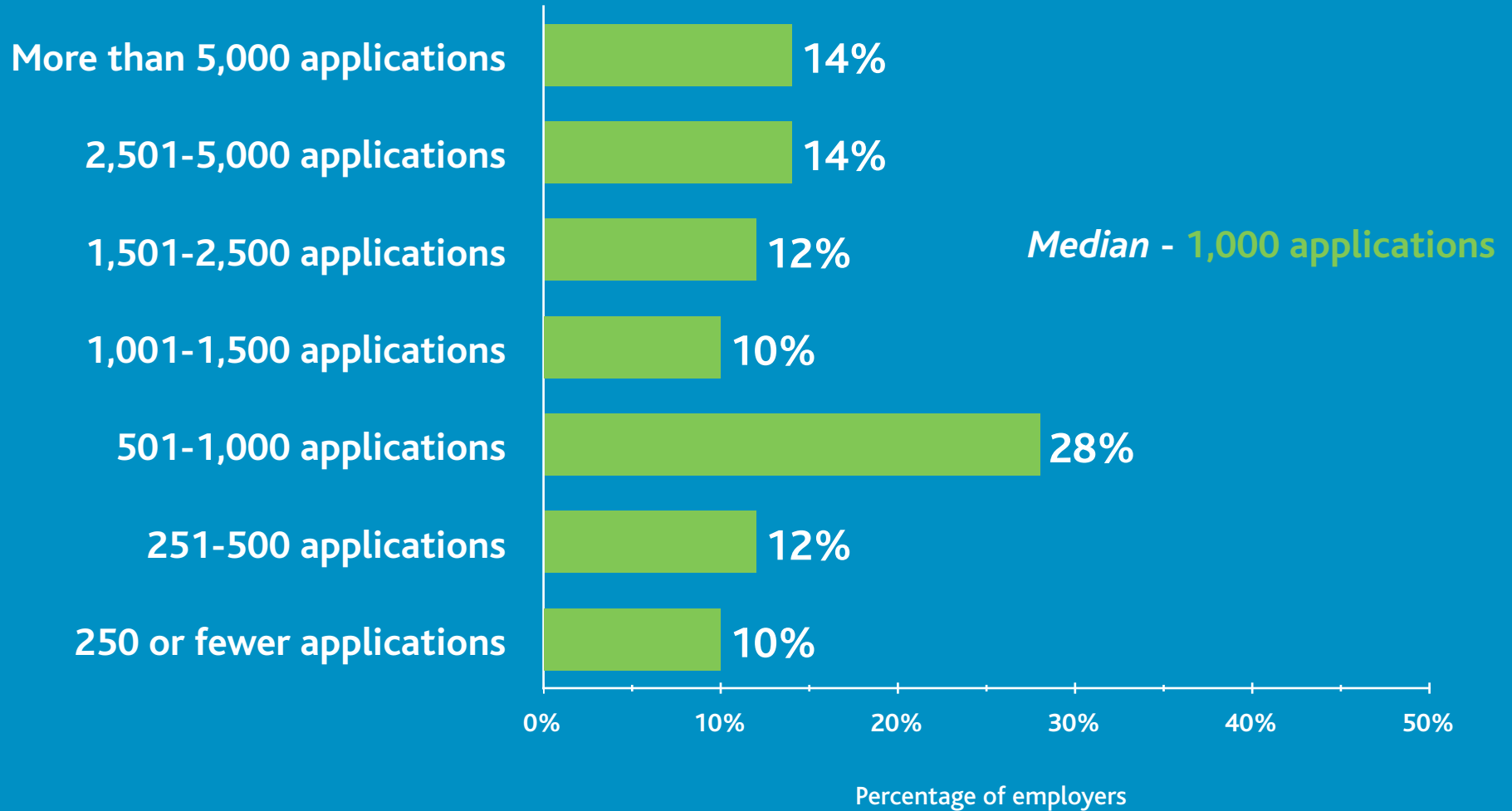
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Recruitment & Selection

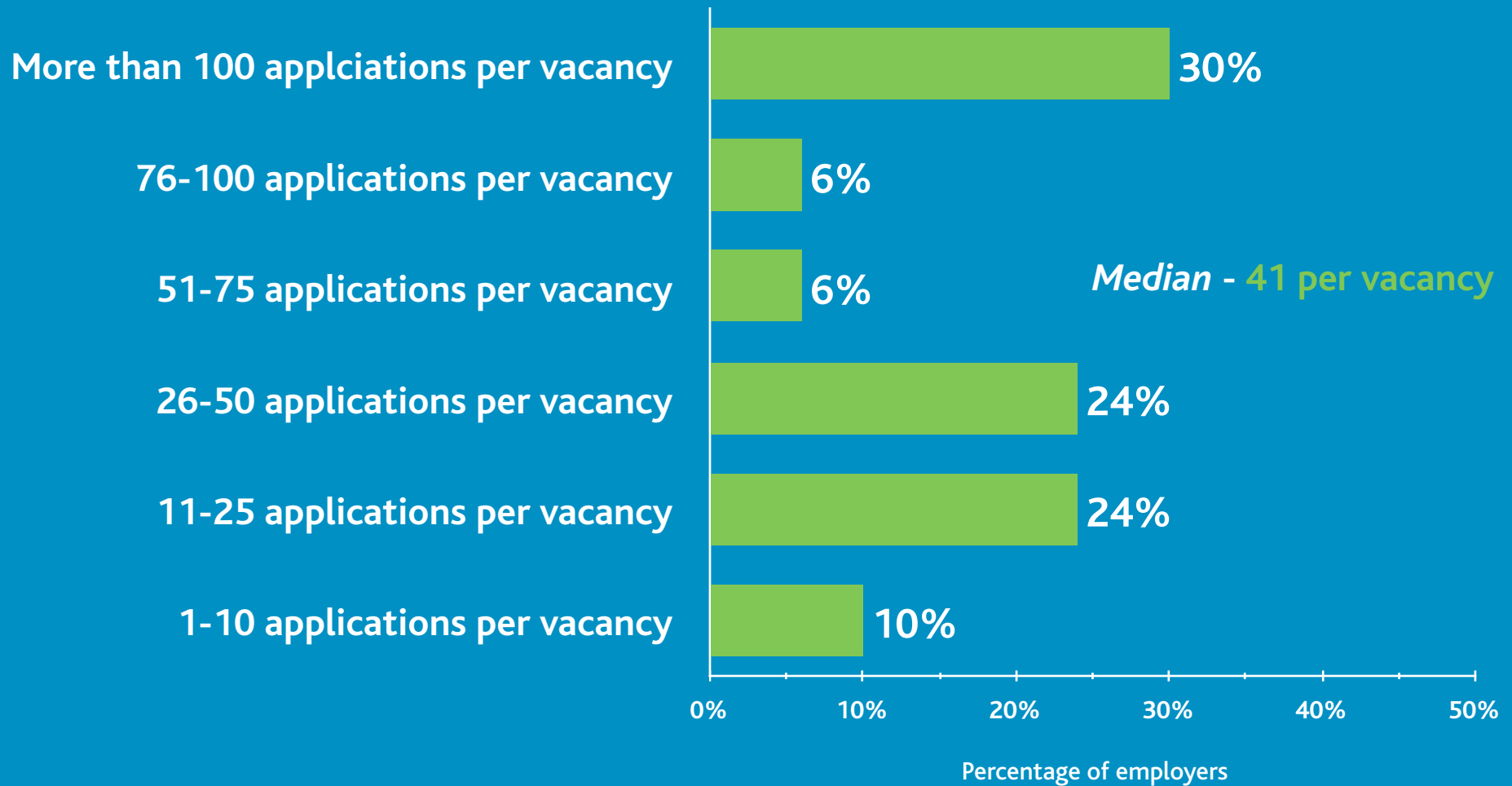
Selection Techniques



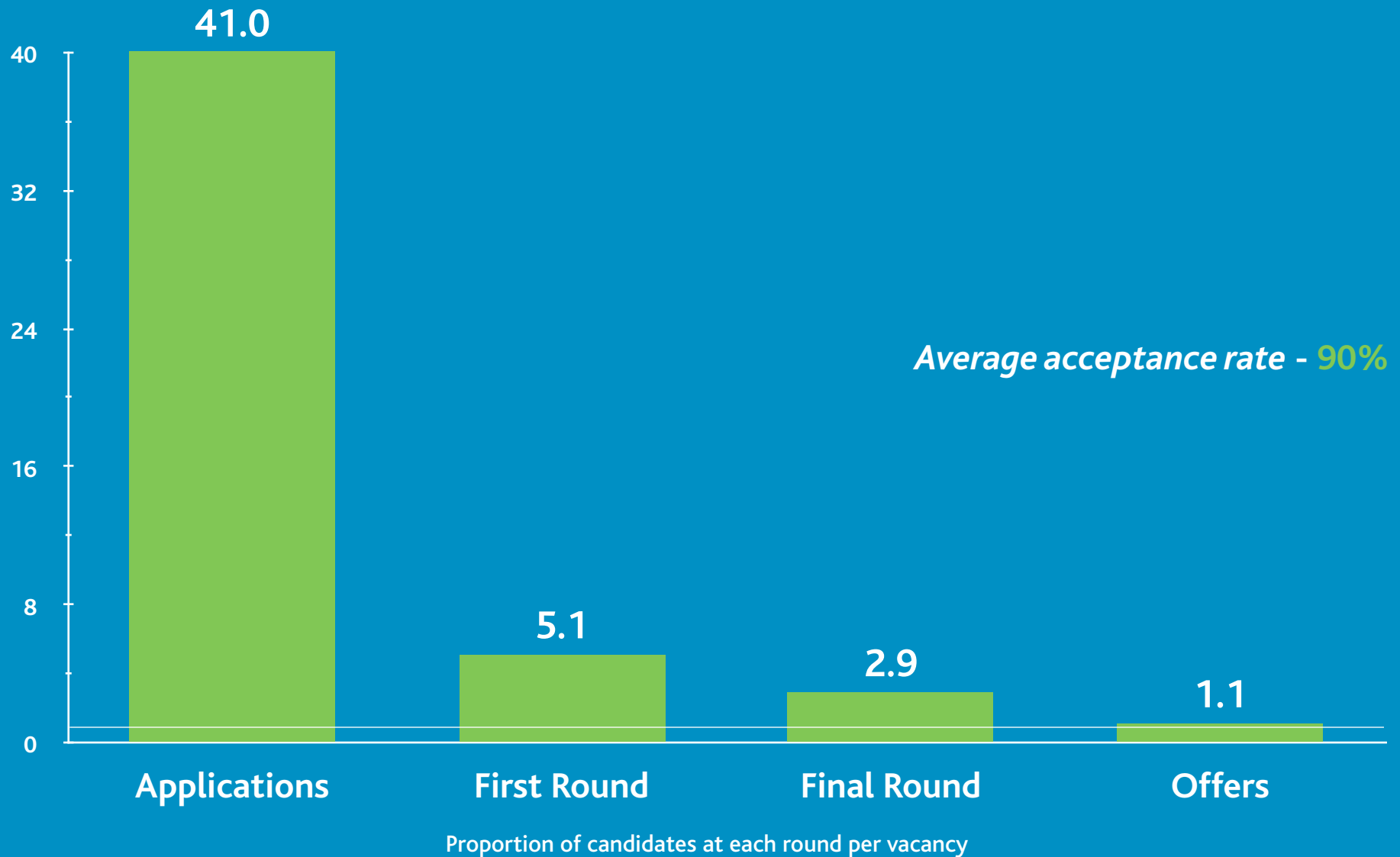
Applications



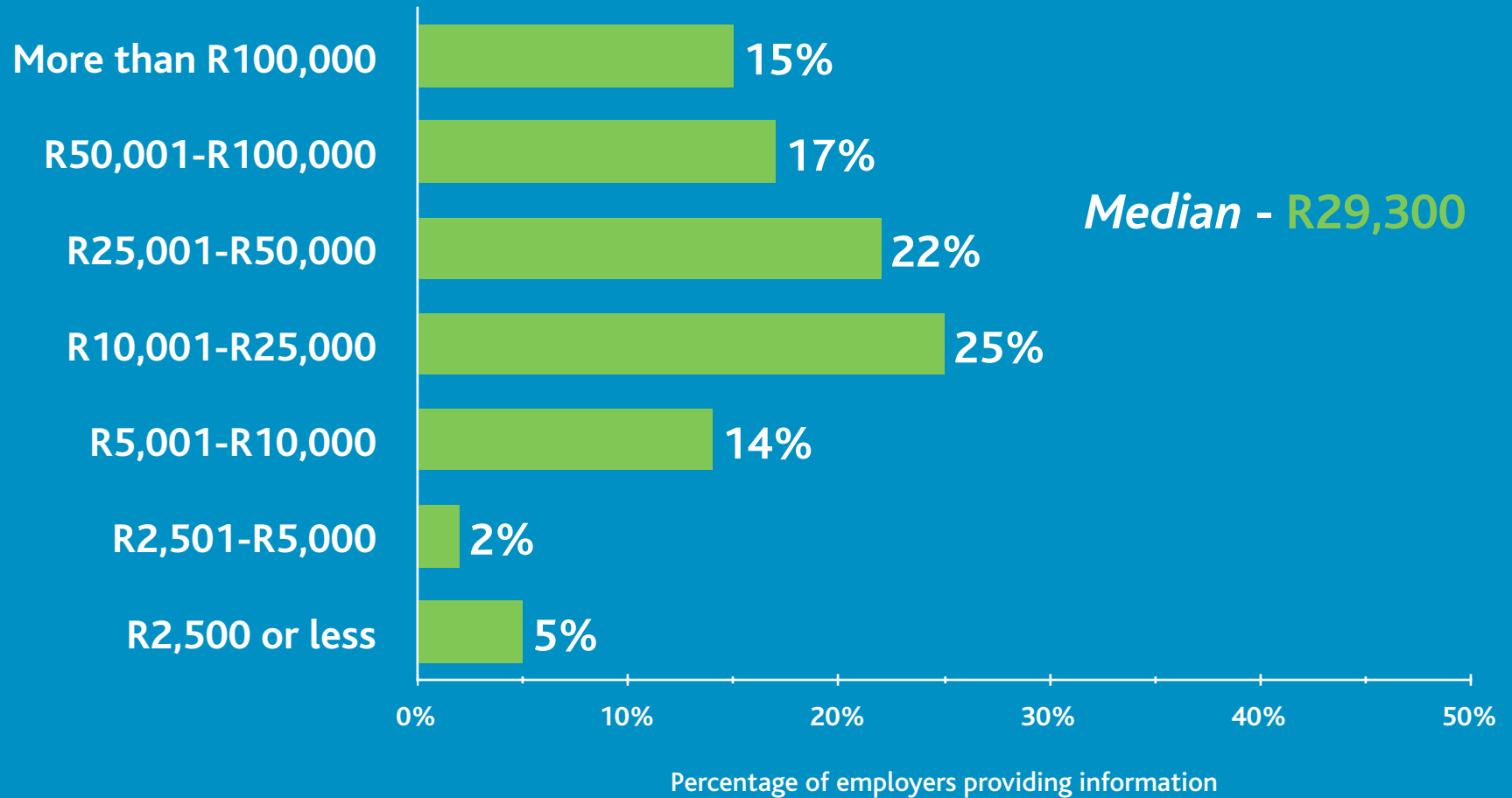
Applications per vacancy



Applications to Acceptance by Vacancy



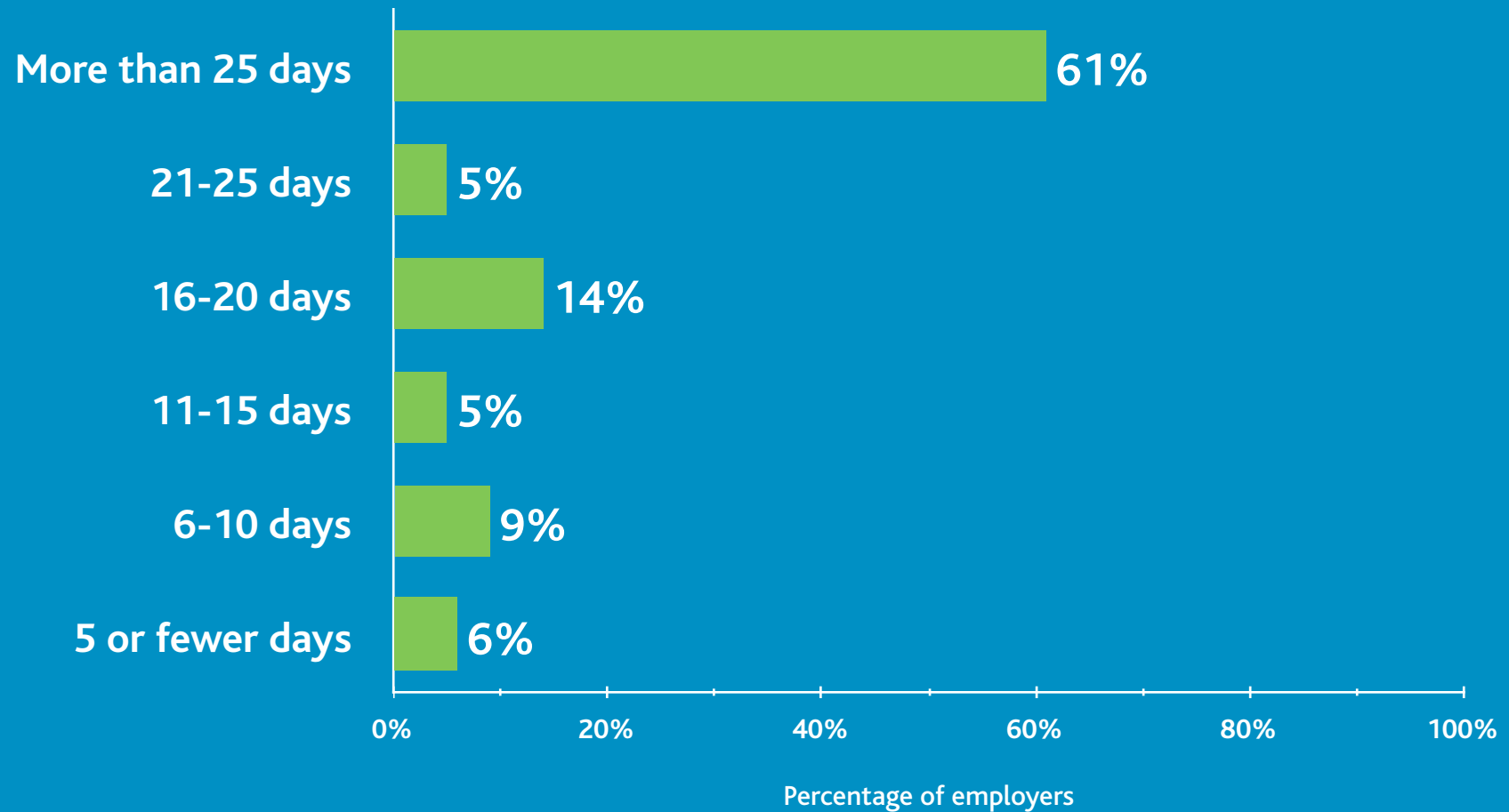
Cost Per Joiner



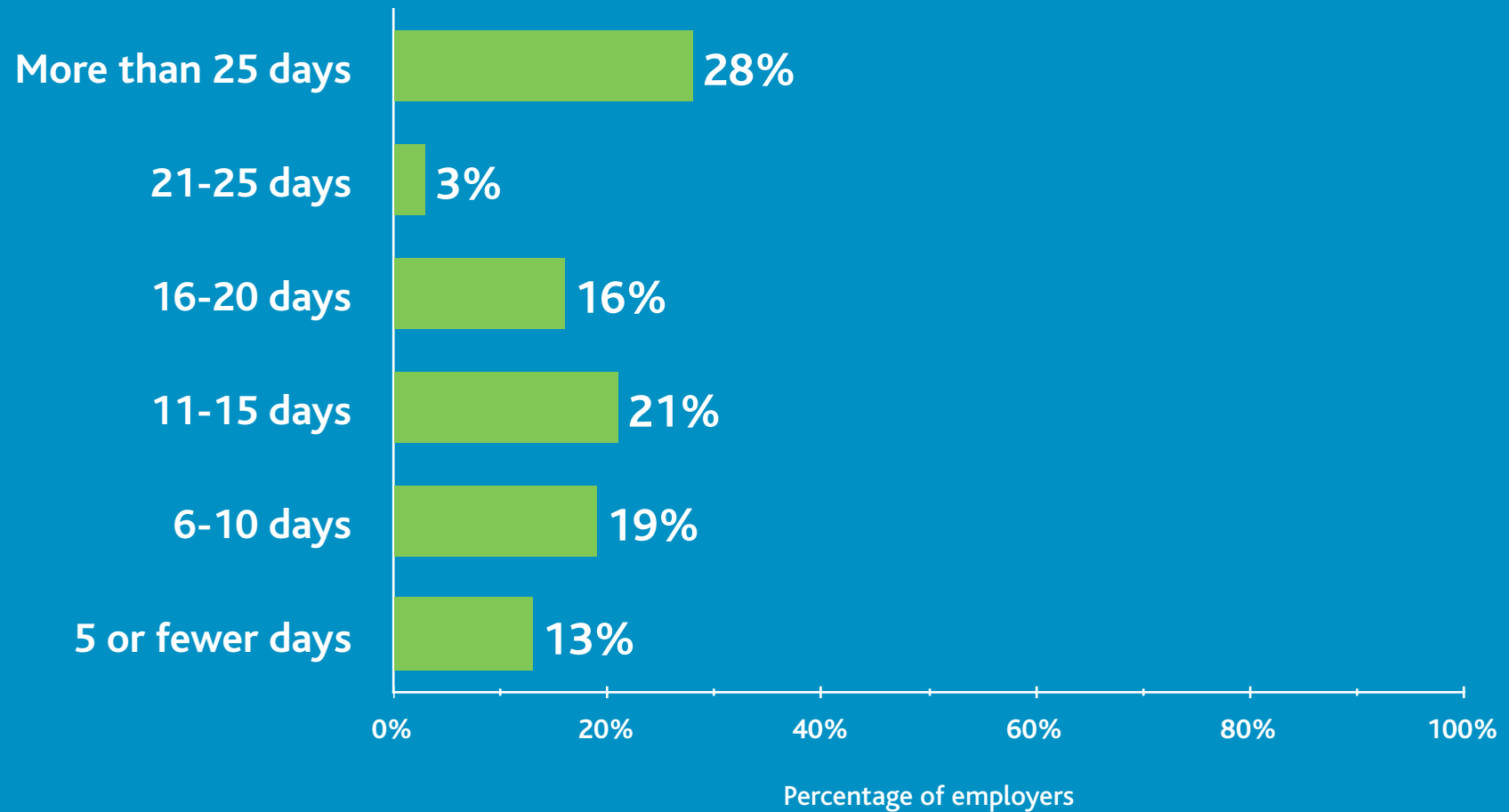
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Graduate Programmes and Retention

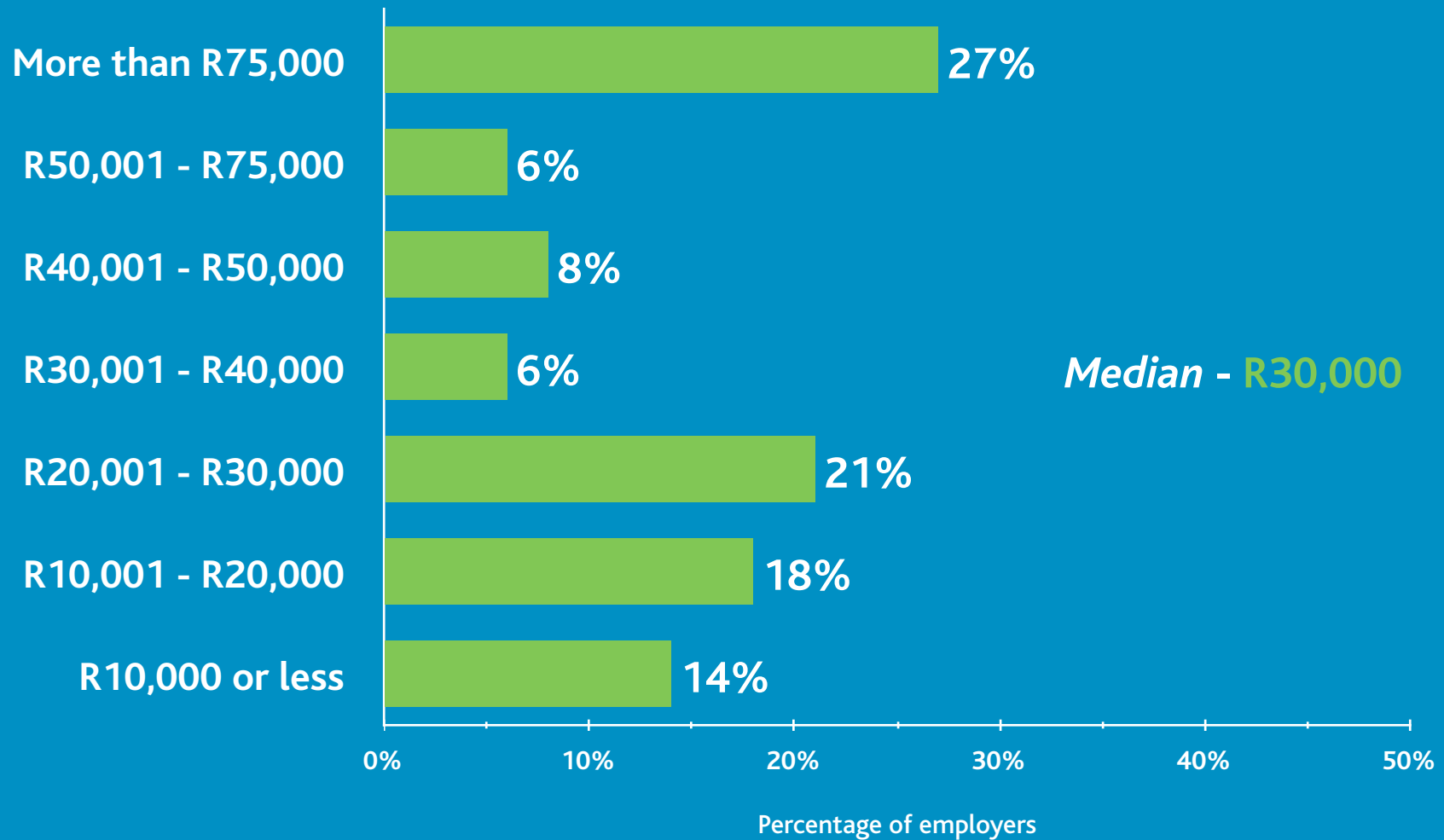
Technical Training in First Year



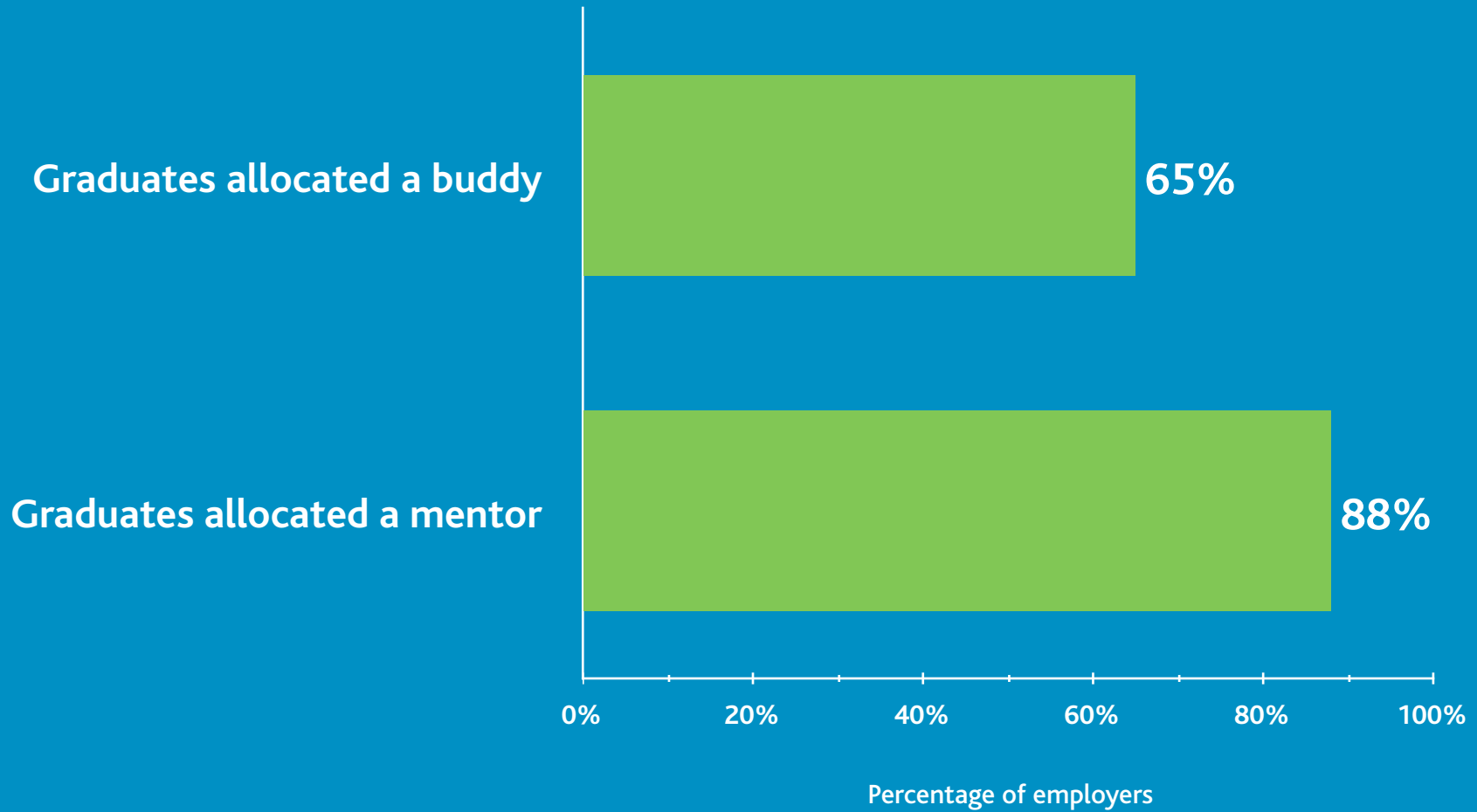
Soft Skills Training in First Year



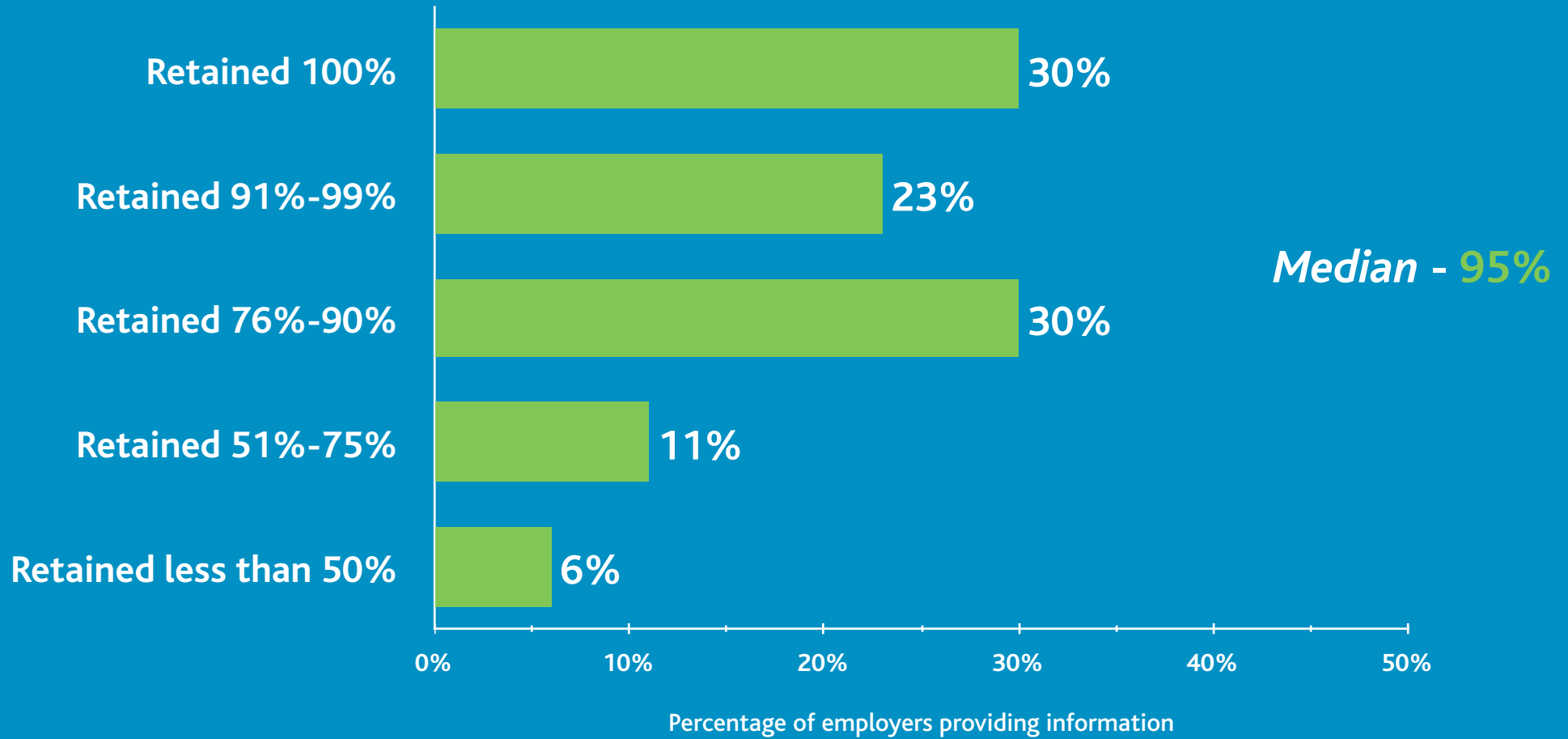
Average Training Spend per Annum



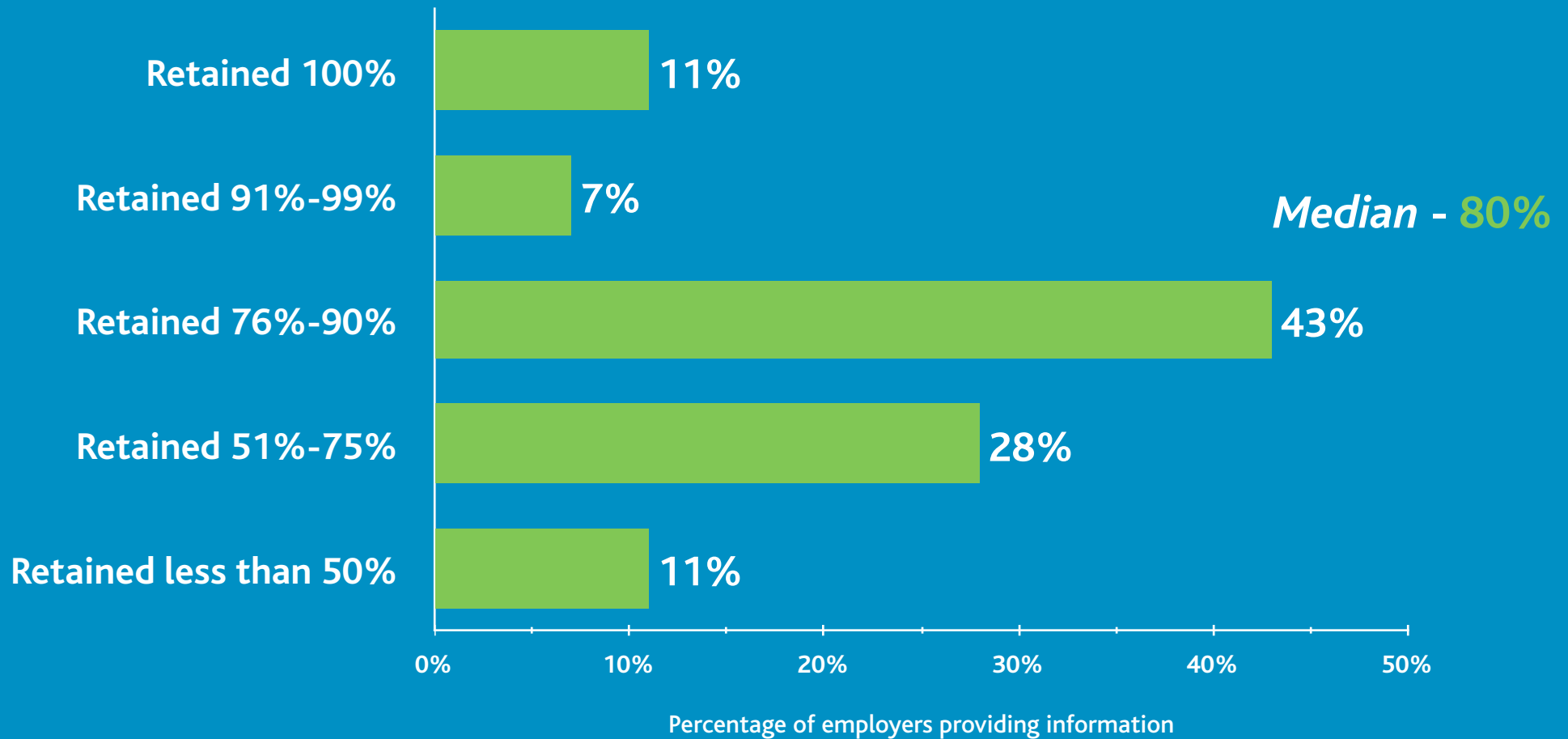
Buddies & Mentors



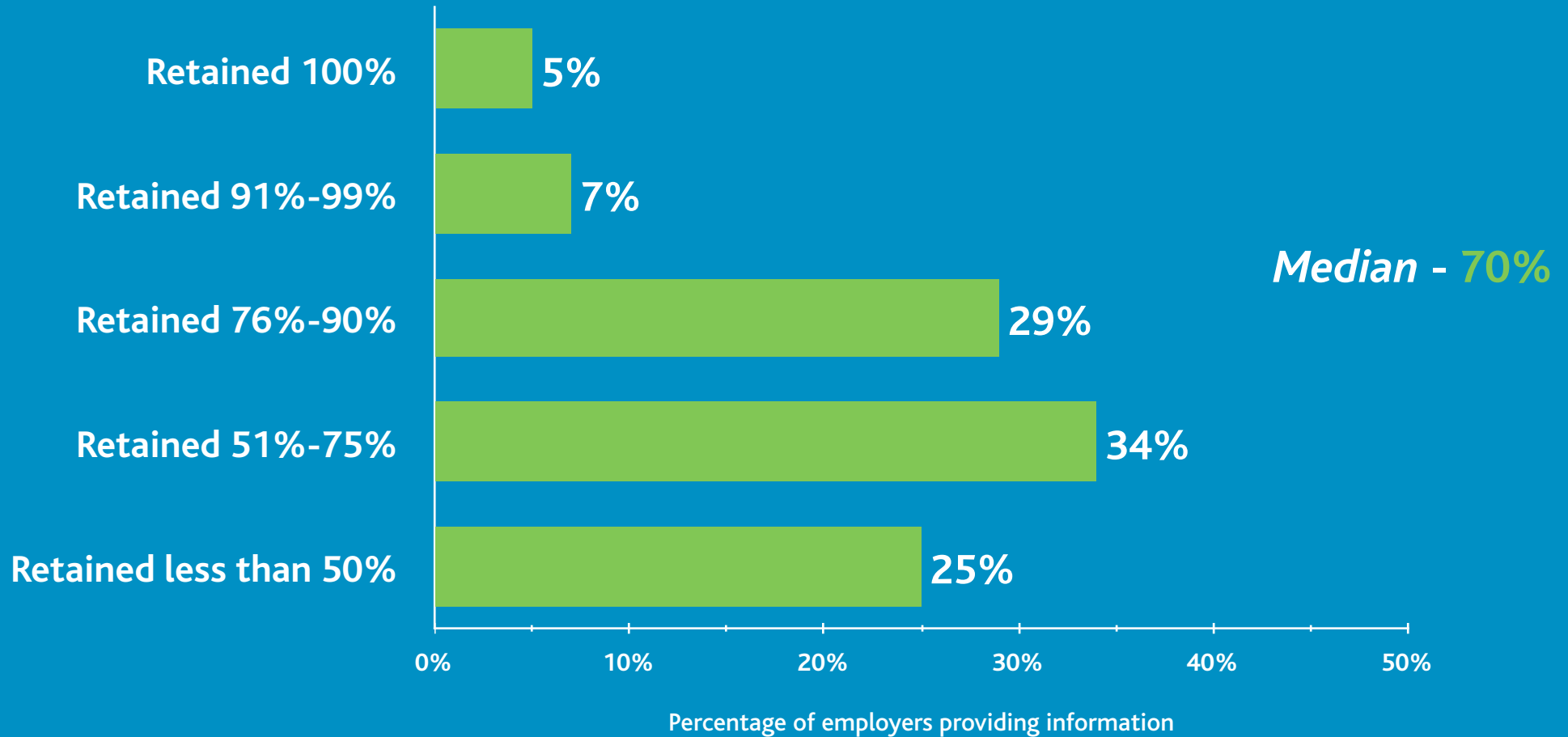
Retention of Graduates Starting in 2009



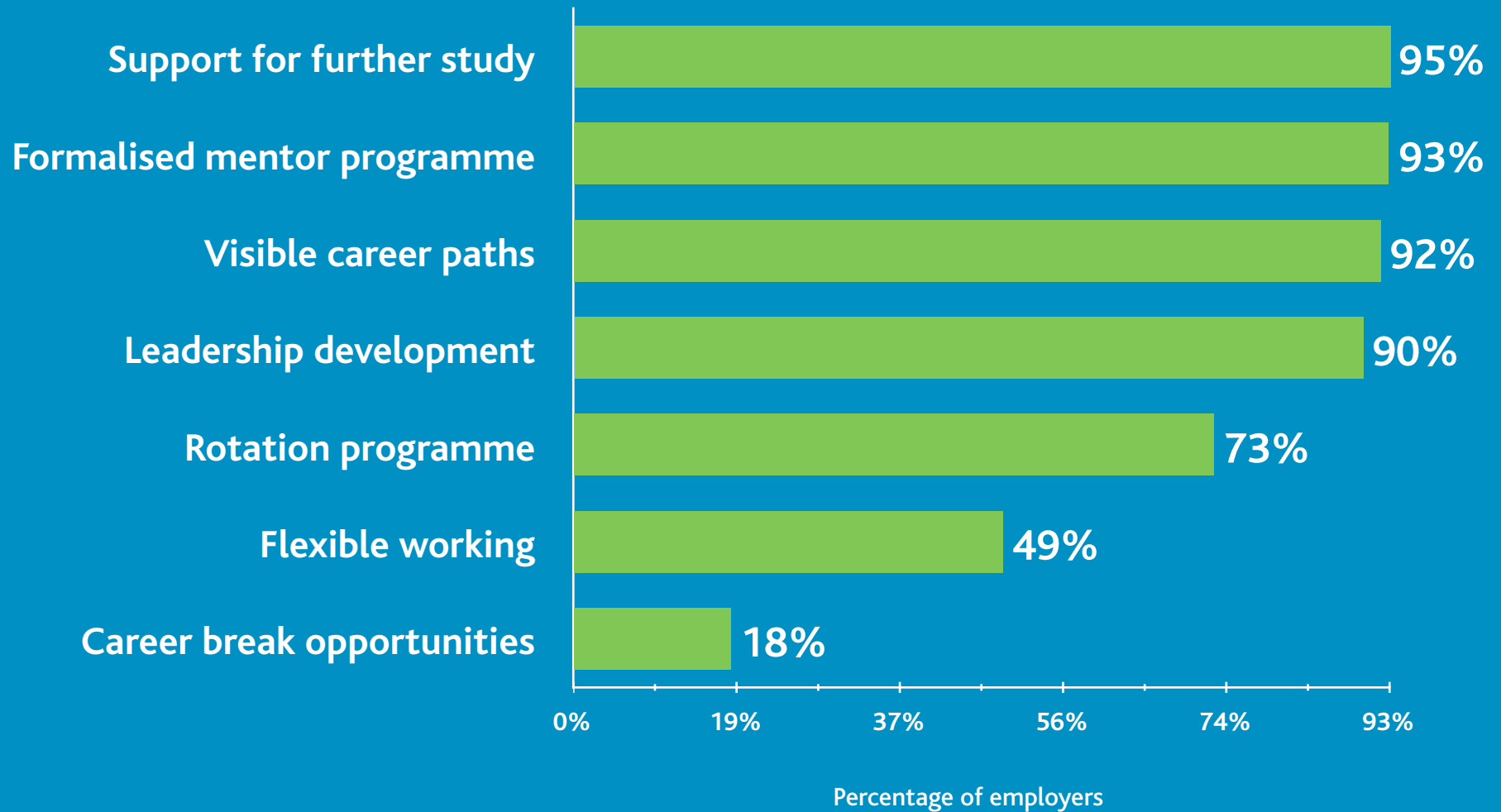
Retention of Graduates Starting in 2008



Retention of Graduates Starting in 2007



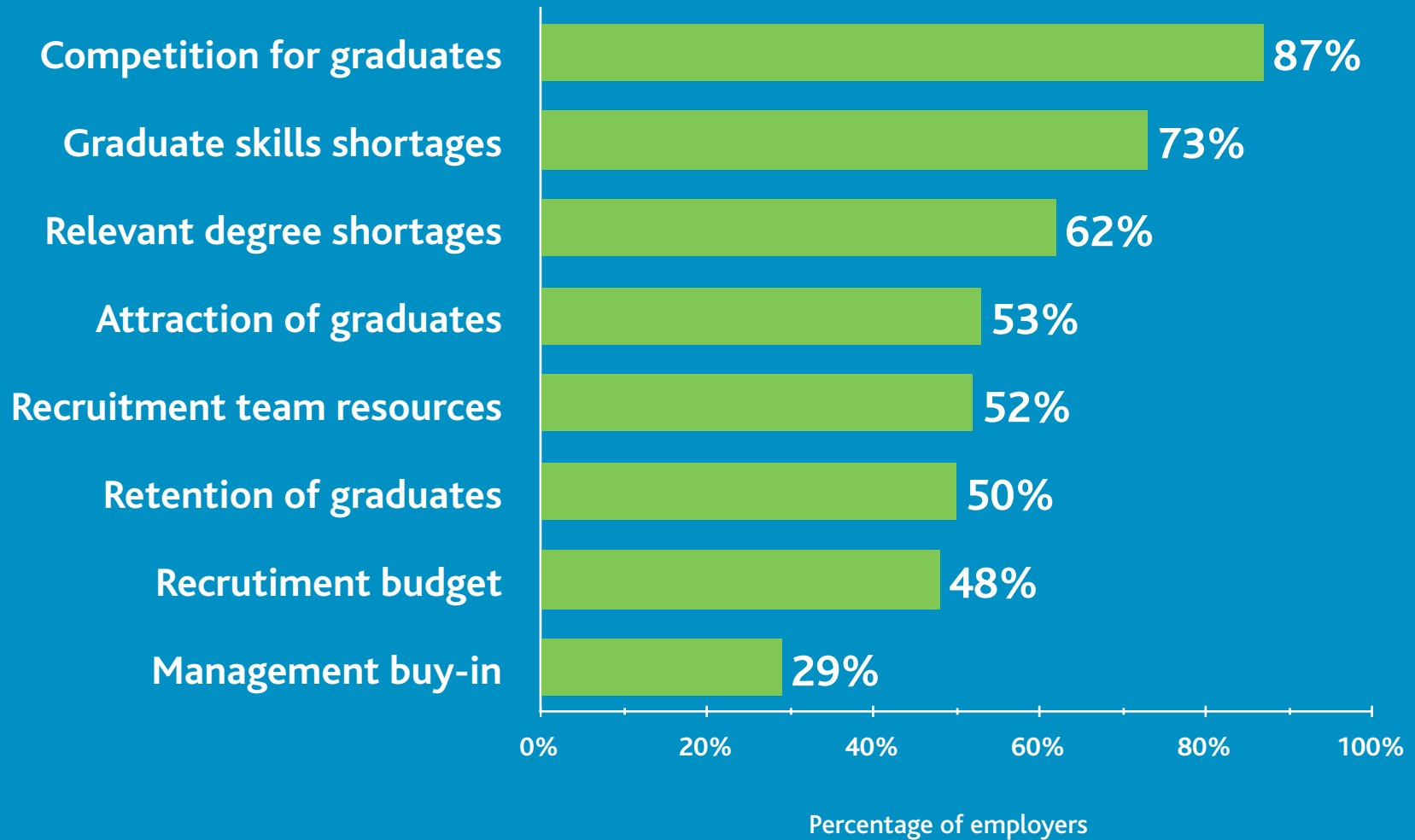
Retention Strategies



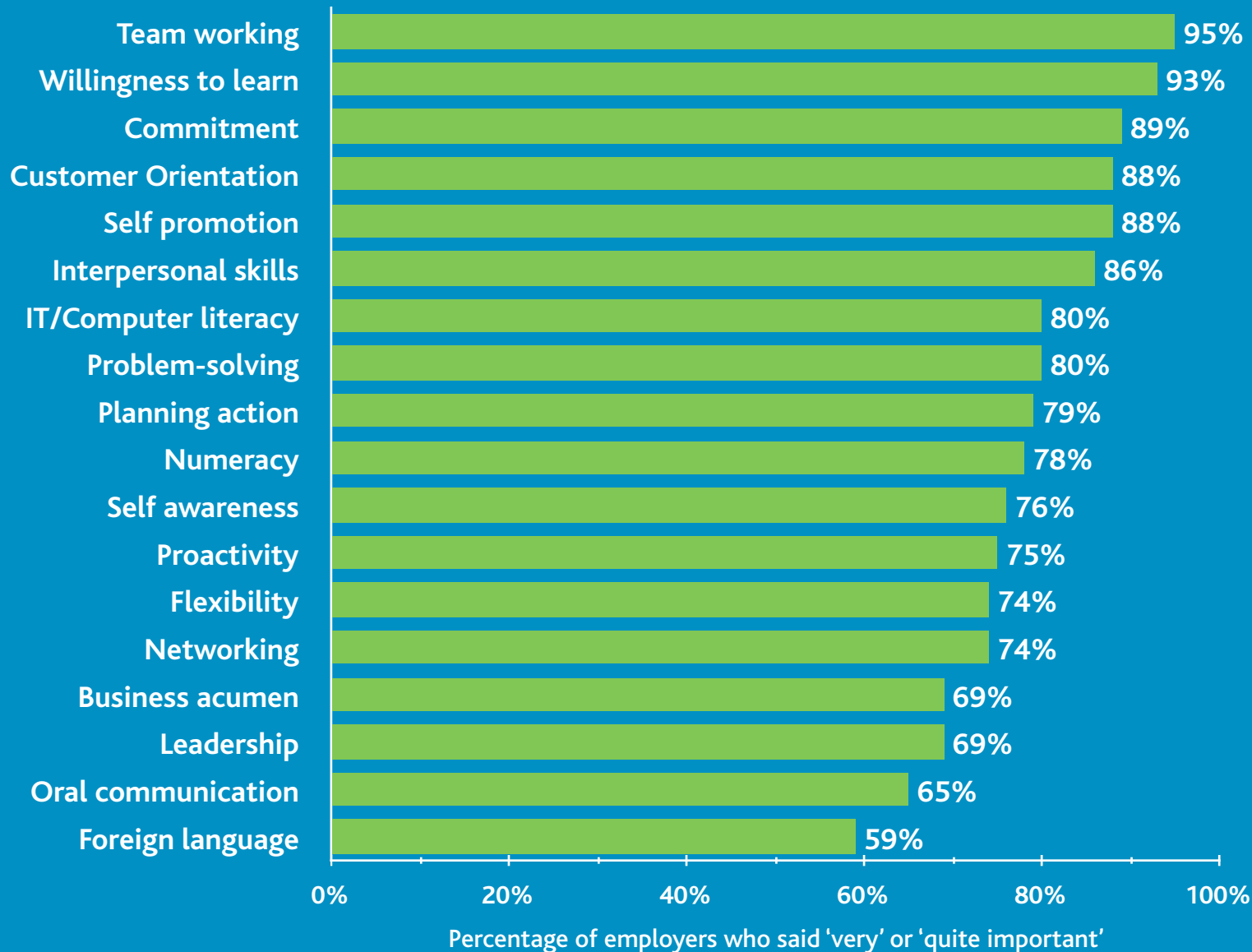
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Summary

Challenges



'Important' Skills of Applicants



'Very Satisfied' with Applicants

