Class of 2022/2023 Graduate Exit Survey Results

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1. Methodology

The online, structured survey was sent via email and SMS at varying times to graduating students over the three weeks that fall before, during and after the December 2022, March 2023 and July 2023 graduations. Research ethics clearance was acquired from the CHED Research Ethics Committee and the Department of Student Affairs.The list of graduation qualifiers was provided by a contact in the Deputy Registrar's office in the run up to graduation. 286 Qualifiers with fee blocks (based on a list acquired from the Fees Office), were removed from the survey contact list to avoid causing further distress to those who could not attend graduation due to outstanding debt.

2. Data Cleaning

Response data was cleaned by removing duplicates and apparent incorrect student numbers. In cases where student numbers were incorrect, but possible to infer (i.e incorrect spacing or the numerical campus IDs), the number was adjusted after comparing it to the graduate's details in PeopleSoft. In cases where the intended number was not possible to infer, the data was removed. Where respondents submitted duplicates the second response was included.

The data was then manually converted into the ICTS required ETL (Extract,Transform, Load) format to be moved into the UCT student data warehouse. There it was matched with student demographic and course data captured in PeopleSoft. During this process a further 34 submitted student numbers were not found in PeopleSoft and related data was also removed.

The data should then be uploaded to the Careers Service Exit Survey Data Dashboard, which automatically visualises the data, but due to resource constraints, the current dashboard is inaccessible and a new dashboard is not yet in place. This meant the data set had to go through an extremely time-consuming process to be manually matched to Peoplesoft data where possible.

3. Participation Rate

The Class of 2022 consisted of **7184** December 2022, March 2023 and July 2023 graduates. Overall 40% of qualifiers who received the survey responded, but once duplicates and unusable entries were removed and qualifiers with fee blocks were added back into the full population the response rate came to **37%.**

Total Class of 2022 Graduate Population: 7164
Respondents providing usable data: 2635

The response rate per faculty varied between 30% to 40%. Graduates in the Law and Health Science faculties were the hardest to engage.

Faculty Response Rate	Class of 2022	Response Rate	
Commerce	2107	785	37%
Engineering and the Built Environment	952	383	40%
Health Sciences	1087	369	34%
Humanities	1812	682	38%
Law	434	130	30%
Science	772	286	37%
Total	7164	2635	

Figure 2. Survey response rate per faculty

4. Demographic Summary

Based on a comparison of the demographic details of the full graduation population and the pool of respondents, the Survey sample is deemed quite representative of the full population (see figures 3 to 6). There is no more than a 2% variance between the faculty, population, gender, and citizenship representation between the list of qualifiers and Survey respondents.

Faculty Representation	Class of 2022		Survey Respondents	
Commerce	2107	29%	785	30%
Engineering and the Built Environment	952	13%	383	15%
Health Sciences	1087	15%	369	14%
Humanities	1812	25%	682	26%
Law	434	6%	130	5%
Science	772	11%	286	11%
Total	7164	100%	2635	100%

Figure 3. Faculty comparison between qualifiers and survey respondents

Population	Class of 2022	Survey Respondents
NA/Unknown	32.3%	30.2%
Black	28.3%	30.2%
White	19.6%	18.2%
Coloured	12.5%	14.9%
Indian	5.4%	5.0%
Other	1.4%	1.1%
Chinese	0.5%	0.4%
Afro-Carib	0.01%	0.04%
	100%	100%

Figure 4. Population comparison between qualifiers and survey respondents

*Gender	Class of 2022	Survey Respondents
Female	56.8%	57.9%
Male	42.1%	41.9%
Trans	0.2%	0.2%
	99.1%	100%

Figure 5. Gender comparison between qualifiers and survey respondents

*Citizenship	Class of 2022	Survey Respondents
South African	87.7%	89.2%
International	12.1%	10.7%
Unknown	0.2%	0.1%
	100%	100%

Figure 6. Citizenship comparison between qualifiers and survey respondents

5. Results

5.1 Primary activity at time of graduation

Results (figure 7) show that the UCT graduate employment rate is creeping back to pre-pandemic levels and employment seekers declined slightly from the previous graduating cohort.

Graduates 'Seeking Studies' or taking a 'Gap Year' decreased significantly over the past four years whilst the number of entrepreneurs graduating seems to remain stable, however as students can make up to three selections for this question, a number of respondents who fall in the self-employed category tend to select both employed and self-employed as options.

Primary Activity at Graduation	2022	2021	2018
Employed	44.6%	42.7%	45.7%
Studying	30.8%	33.3%	29.4%
Seeking Employment	15.7%	17.2%	10.9%
Self-employed	3.8%	3.9%	3.9%
*Seeking Studies	3.4%	-	5.6%
Gap Year	0.9%	1.7%	2.4%
Not Decided	0.6%	0.8%	1.1%
Other	0.2%	0.4%	1.0%
	100%	100%	100%

Figure 7. Primary Activity at graduation for the 2022, 2021 and 2018 cohorts
*Not included in the 2021 Survey

Primary activity per faculty

When the employment results are compared per faculty (figure 7) a correlation between employment and further studies is clear. Lower employment rate leads to higher percentage of graduates studying further. This is particularly evident for the Humanities and Science Faculties.

Primary Activity per Faculty	Class of 2022	COM	EBE	HS	HUM	LAW	SCI
Employed	44.6%	49.7%	51.0%	60.9%	31.1%	54.7%	35.1%
Studying	30.8%	29.5%	24.3%	15.7%	37.9%	16.8%	46.4%
Seeking Employment	15.7%	12.0%	20.2%	14.5%	18.4%	19.0%	13.6%
Self-employed	3.8%	3.8%	1.8%	4.6%	5.1%	6.3%	0.7%
Seeking Studies	3.4%	3.2%	2.1%	2.6%	5.0%	2.1%	2.9%
Gap Year	0.9%	0.7%	0.4%	0.3%	1.4%	1.1%	1.0%
Not Decided	0.6%	1.0%	0.2%	0.9%	0.8%	-	0.3%
Other	0.2%	0.1%	-	0.8%	0.3%	-	-
	100%	100%	100%	100%	100%	100%	100%

Figure 8. Primary Activity at graduation for the 2022 per Faculty

Meaningfully Occupied

When the 'Employed', 'Studying' and 'Self-employed' categories are combined, a total of 79.2% of the UCT Class of 2022 was found to be meaningfully occupied at the time of graduation. Figure 9 illustrates this rate according to the various faculties.

	Class of 2022	COM	EBE	HS	HUM	LAW	SCI
Meaningfully Occupied	79.2%	83.0%%	77.1%	81.2%	74.1%	77.8%	82.2%

Figure 9. 'Meaningfully Occupied' per Faculty

5.2   Employment related questions

Relation to degree

More than two thirds of respondents report (figure 10) that their job is directly related to their degree.

Employment related to degree	
Directly Related	69.19%
Not related	7.89%
Somewhat related	22.68%
Unsure	0.25%
Grand Total	**100.00%**

Figure 10. Employment related to degree

Employment Sector

Most 2022 graduates who went on to work, find themselves in the private sector (figure 11). This category is however one where respondents tend to incorrectly self-report, despite prompts in the survey. For example, even respondents holding senior positions at UCT report that they work in government or NGO sectors.
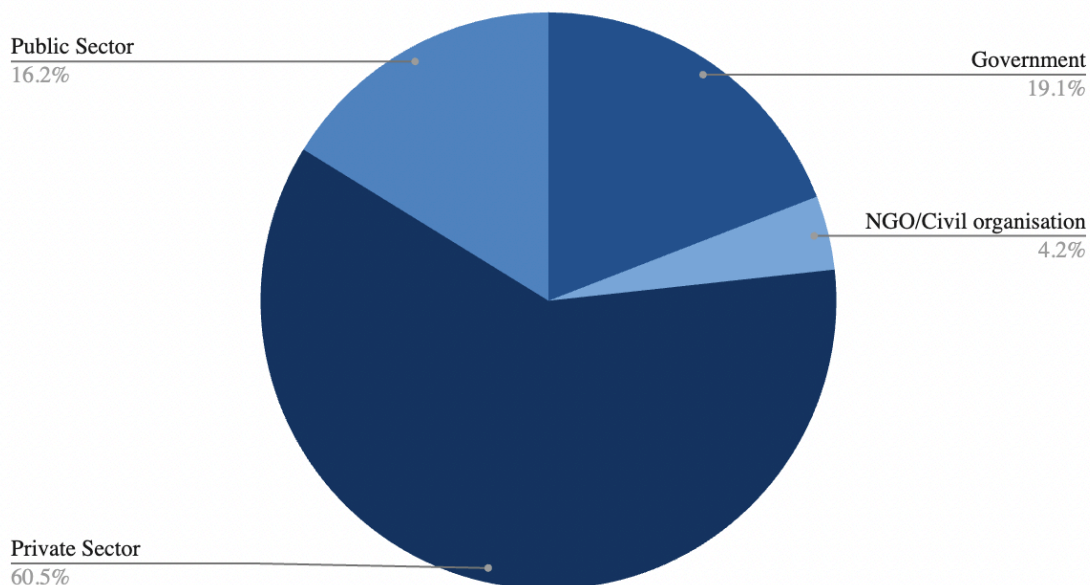
Employment Sector

Public Sector
16.2%

Government
19.1%

NGO/Civil organisation
4.2%

Private Sector
60.5%

Figure 11. Employment sector

Salary

Almost a quarter of employed respondents earn in the R20 000 to R30 000 bracket (figure 12) a further 19% earn more than R50 000 per month.
Median salary for the 2022/2023 graduates:

Salary per month	
R 20 001 - R 30 000	24.08%
>R 50 000	18.98%
R 30 001 - R 40 000	14.38%
R 15 001 - R 20 000	10.85%
R40 001 - R 50 000	9.86%
R12 001 - R 15 000	5.75%
R 9001 - R 12 000	4.77%
R 7001 - R 9000	3.78%
<R 5000	3.45%
R 5001 - R 7 000	3.04%
Ad hoc (it varies)	1.07%
Grand Total	**100.00%**

Figure 12. Salary

Employment Location

The vast majority of graduates remain in South Africa for employment. With smaller numbers securing employment in another African country or overseas (figure 13). Among the African countries, most mentioned are Namibia (17 respondents), Kenya (7), and Botswana and Zimbabwe (5 respondents each). Most frequent overseas options include the United Kingdom (19 respondents), United States (8) and the Netherlands (5).
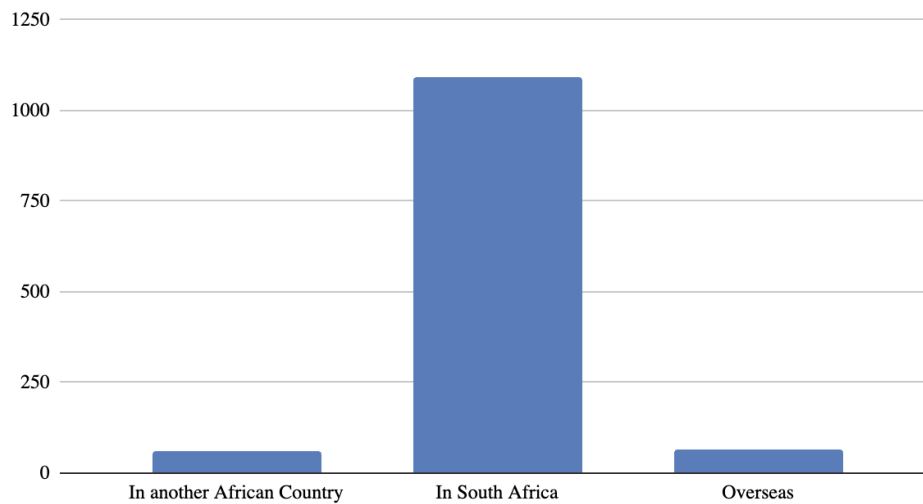

Figure 13. Employment Location

Of those employed graduates remaining in South Africa. Most find themselves based in the Western Cape (figure 14).
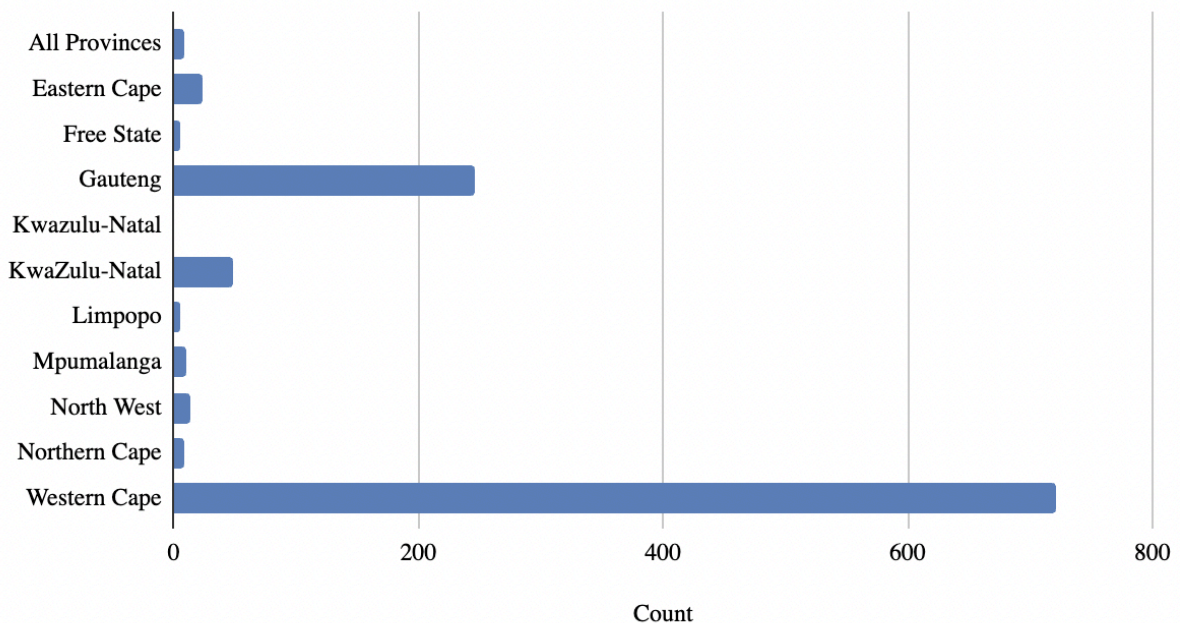

Figure 14. Province located in South Africa

5.3   Further Study Related Questions

Of the respondents who indicated that they were studying further at the time of graduation or plan to study further, the vast majority (73%) indicated that UCT will remain their institution of choice (figure 15).

Studying Further	
University of Cape Town	73.61%
Other	14.50%
University of Stellenbosch	3.05%
University of the Witwatersrand	2.50%
University of South Africa	2.13%
University of Pretoria	1.46%
University of the Western Cape	0.98%
University of Johannesburg	0.61%
Cape Peninsula University of Technology	0.61%
Rhodes University	0.30%
University of the Free State	0.24%
Grand Total	**100.00**

Figure 15. Where graduates are studying further or plan to study further

Other

Looking further into the options respondents offered under the 'Other' option for their preferred institution for further studies, most expressed their interest in studying abroad. As per the Word Cloud (figure 16) used to illustrate the frequency of choices submitted under 'Other', respondents selecting this category were either unsure or opting for studies abroad. Institutions mentioned were mainly based in Europe. Local institutions mentioned that were not covered under the options given include a number of South African private colleges and universities.
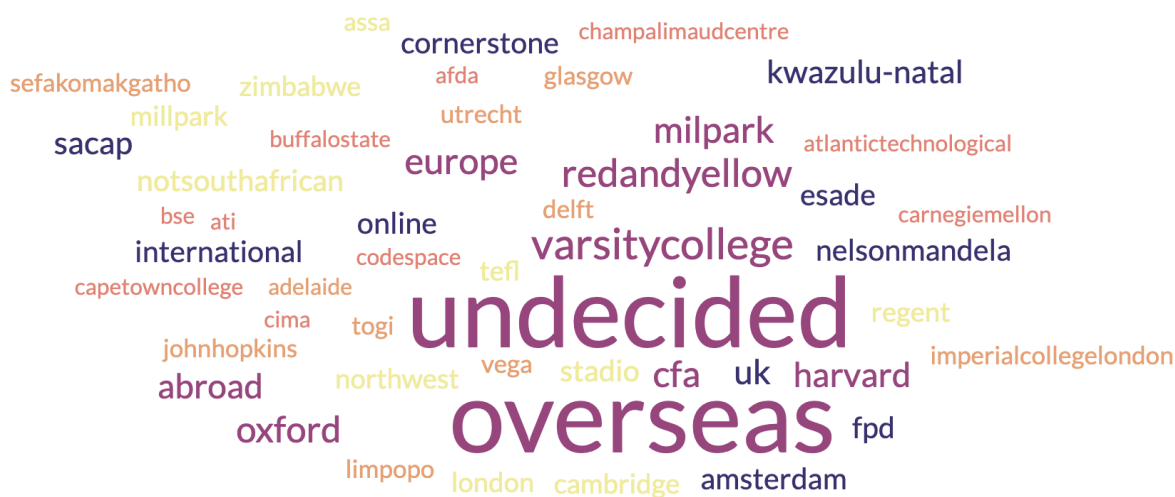
Figure 16. WordCloud representation of respondents selection under 'Other' for Studying further

Reason for further studies

Investing in future career progression, was the main reason provided for further studies (figure 17).

Study Further Reason	
To improve my future career progression	52.26%
To improve my chances of finding employment	15.31%
I would like to become an academic/lecturer	11.63%
Personal motivation	10.85%
To increase my salary potential	4.40%
I was advised to continue with further studies	2.89%
To change to a different career	2.65%
Grand Total	**100.00%**

Figure 17. Reason for studying further

Funding Sources

Respondents reported that they will mostly fund their studies themselves or rely on a bursary (figure 18). It is unclear whether if respondents opted for self-funding, they will be taking out a loan as respondents could only choose one or the other as a response.

Fees will be covered by

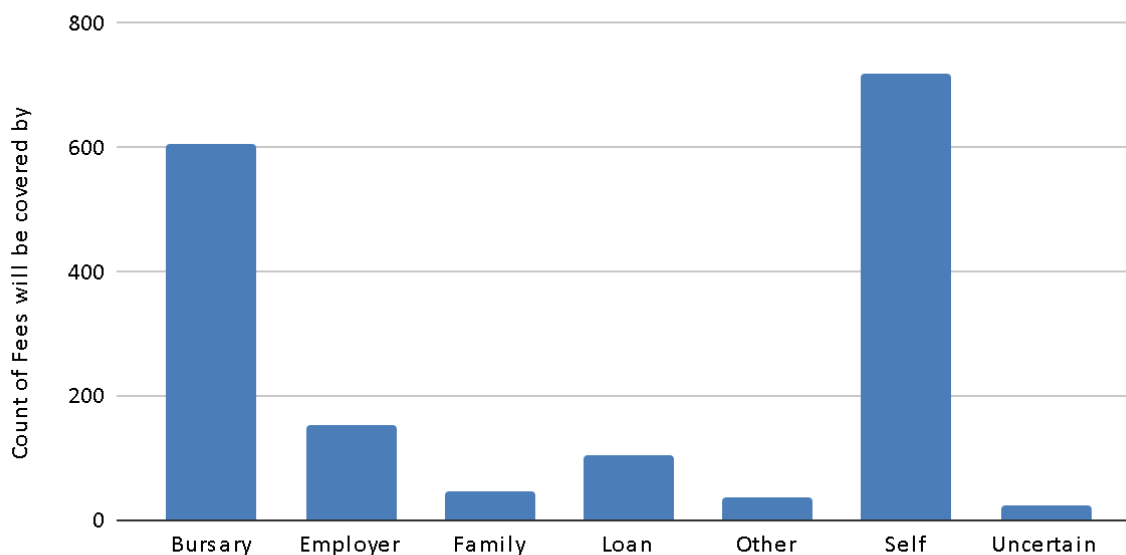*Figure 18. Source of funding for further studies*

6. Annexure

6.1 Survey questions

UCT Exit Survey Consent

1. I hereby grant consent to participate in this research and for my responses to be used in a confidential manner by the UCT Careers Service.

Type: select one
Options

Yes

No

If answered YES, continue to Question 2
If answered NO, survey ends

UCT Exit Survey

2. Please enter your student number.
Type: text

3. Faculty
Type: select one
Options
- Commerce
- Engineering and the Built Environment
- Health Sciences
- Humanities
- Law
- Science
- Graduate School of Business

4. What was your highest level of education prior to this graduation?
Type: select one
Options
- Secondary Education

- National Diploma
- Bachelor's degree
- Postgraduate degree
- Other

5.   What are you planning to do next?

Please do not select more than 3 options.

Type: select multiple

Options

- I am employed
- I am self-employed
- Look for employment opportunities
- Study further (simplified from Engage in further study/training)
- Seeking to study further (added as option)
- Take a gap year (i.e. travel, volunteer, etc)
- I have not decided what I will be doing after graduation
- Other

If I AM EMPLOYED is selected, continue to Question 6
If Study Further or Seeking to study further is selected continue to   Question 19
All other responses are directed to Question 16

6.

What is your employer's (company) name?

Type: text

7.

What is your job title (e.g. analyst, researcher, etc.)?

Type: text

8.

Which employment sector are you working in?

Type: select one

Options

- Government   (including national, provincial and parastatals)
- NGO/Civil Org /Non-profit

- Public Sector (including public universities, public health)
- Private Sector
- Other
- Type: text

9.

Which industry are you working in?

Type: select one

Options

- Advertising, Marketing, PR
- Agriculture, Fishing & Forestry
- Art & Design
- Business & Management
- Commercial & Retail
- Construction & Property Management
- Education
- Engineering or Industrial
- Finance
- Insurance
- Data Science / Actuarial Science
- Health Care
- Hotel & Leisure / Entertainment
- Investment Banking
- IT, Telecoms & Information Services
- Legal
- Manufacturing
- Mining
- Public Sector
- Social & Community Services
- Transport & Related Services
- Utilities & Energy
- Other
- Type: text

10. Where will you work? (location)
- Overseas

   Please specify country
- In another African country

   Please specify country

- In South Africa please specify province

11. What is your company/business' agreed working model?
    - On-site
    - Hybrid
    - Fully Remote

12.

What are the terms of your employment contract?

Type: select one

Options

- Permanent
- Fixed Term Contract (< 12 months)
- Fixed Term Contract (12 months or more)
- Temporary (i.e. apprenticeship, internship, etc.)
- Self-employed / Freelance
- Don't know yet

13.

What are your agreed working hours?

Type: select one

Options

- Full-time (>30 hrs/week or >120hrs/month)
- Part-time (<30hrs /week or set agreed hours)
- Ad-Hoc/ Casual /Varied hours

14.

What is your agreed annual salary before tax?

Type: select one

Options

- < R100 000
- R 100 001 - R 200 000
- R 200 001 - R 300 000
- R 300 001 - R 400 000
- R 400 001 - R 500 000
- R 500 001 - R 600 000
- R 600 001 - R 700 000
- R 700 001 - R 800 000
- R 800 001 - R 900 000
- > R 900 000

15. What is your monthly salary before tax?   New question added
   - < R5 000
   - R5 001 - R7 000
   - R7 001 - R9 000
   - R 9 001-R12 000
   - R12 001 - R15 000
   - R15 001 - R20 000
   - R 20 001 - R 30 000
   - R 30 001 - R 40 000
   - R 40 001 - R 50 000
   - > R 50 000
   - Ad Hoc (it varies)

16.

To what extent is your job related to the field of the degree or diploma you are about to receive?
Type: select one
Options
   - Directly Related
   - Somewhat related
   - Not related
   - Unsure

17.

What sources of information did you make use of whilst job hunting?
Type: select multiple
Options
   - UCT MyCareer portal (UCT added)
   - UCT Careers Expo   (UCT added)
   - UCT Employer presentation   (UCT added)
   - UCT Careers Service Guide   (UCT added)
   - Part-time work, vacation work or internship
   - Faculty/Lecturer
   - Family/Friends/Acquaintances

- Recruitment agency
- Contractual bursary obligation
- Headhunted /Approached an employer directly
- Volunteering
- Social media (Social networks changed to Social media)
- Online job boards (Careers24; Indeed; Leaply etc.)
- Alumni
- Other

18.

What was the primary method of finding your current job?

Type: select one

Options

- UCT MyCareer portal
- UCT Careers Expo
- UCT Employer presentation
- UCT Careers Service Guide
- Part-time work, vacation work or internship
- Faculty/Lecturer
- Family/Friends/Acquaintances
- Recruitment agency
- Contractual bursary obligation
- Headhunted /Approached an employer directly
- Volunteering
- Social media (changed from social networks)
- Online job boards (Careers24; Indeed; Leaply etc.)
- Alumni
- Other

19. At which institution are you going to or are you planning to study? (New question added)
- University of Cape Town
- University of Stellenbosch
- University of South Africa
- University of the Witwatersrand
- University of the Free State
- University of the Western Cape
- University of Pretoria
- University of Johannesburg
- Rhodes University
- Cape Peninsula University of Technology
- Other please specify:

20. What do you intend to study? (New question added)
Type Text _____

21. Why did you decide to continue with your studies? (Choose the most important reason) (new question added)
- To improve my future career progression
- To improve my chances of finding employment
- I would like to become an academic/lecturer
- Personal motivation
- I was advised to continue with further studies
- To change to a different career
- To increase my salary potential
- Other

22. How will your studies be funded? (new question added)
- Self
- Loan
- Bursary
- Employer
- Other:

23.
Have you ever interacted with the Careers Service?
For example: MyCareer portal, booked consultation, attended CS hosted webinar etc.
Type: select one
Options
- Yes
- No

If answered YES to Question 16, continue to Question 17 - 20
If answered NO to Question 16, continue to Question 21

24.
I have engaged with the UCT Careers Service to
Type: select multiple

Options

- Make use of the MyCareer portal

- Find out about job vacancies and the employers who might recruit me.

- Attend a Careers Expo

- Attend an employer presentation/showcase

- Learn how to improve my CV and/or application.

- Improve my interview skills.

- Find out about postgraduate study options.

- Find out about funding and bursary opportunities.

- Learn about opportunities for international students.

- Download the Careers Service Guide

- Navigate the Careers Service website

- Gain more information about a specific career(s).

- Learn how to develop or present my employability skills

- Develop my entrepreneurial mindset.

- Find out how to change my course and/or Faculty.

- Discuss doubts or challenges with my current degree or course(s).

- Other
  Type: text

25. When did you first make use of the UCT Careers Service?
    Type: select one
    Options
    - Pre-university
    - First year
    - Intermediate years (2nd, 3rd etc)
    - Final year undergraduate
    - Postgraduate

26. How did you find out about the Careers Service?
    Type: select one
    Options
    - Email
    - SMS
    - UCT Careers Service website
    - UCT Careers Service publication (i.e. Careers Service Guide)
    - Notice Boards/posters/flyers
    - Word of mouth (fellow students)
    - UCT Careers Service staff
    - UCT Careers Service event or presentation
    - UCT staff (lecturer or admin staff)
    - UCT Company presentation
    - UCT Career Expos
    - Other

27.
    Would you like to receive emails regarding job or other opportunities from the Careers Service?
    Options
    - Yes
    - No

 If yes, please provide you email address:

Text

28. Comments
    Before you go, do you have any comments and/or feedback which can help the Career
    Service to improve?
    Type: text

    SUBMIT

29. Thank you!
    Thank you for taking the time to provide UCT with your feedback. Please feel free to be
    in touch with us should you find the need for Career-related advice – we are available to
    graduates as a free service for up to three years post-Graduation.