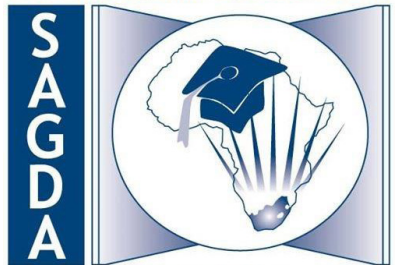




DEVELOPMENT ASSOCIATION



Championing Graduate Empowerment

# SAGDA PROFILE

SOUTH AFRICAN GRADUATES DEVELOPMENT ASSOCIATION



## INTRODUCTION

---

The South African Graduates Development Association (SAGDA) is a Section 21 Company established by a group of unemployed graduates in 1997. The graduates were faced with challenges emanating from the South African economy's inability to create adequate job opportunities thereby rendering hordes of graduates unemployed. These young men and women decided to establish SAGDA with an emphasis on assisting graduates find employment and participate in the South African economy.

## VISION

---

Champions of innovative opportunities to harvest quality and industrious graduates for a prosperous society.

## MISSION

---

To provide enabling opportunities and mentorship for graduate progression, sustainability and prosperity in an efficient and professional manner.

## VALUES

---

Efficiency | Accountability | Integrity | Collaboration | Innovation

## OUR CULTURAL ETHOS

---

Stakeholders and fellow staff members are pivotal to the success of the organisation and all should be treated with utmost respect and empathy in a collaborative effort underpinned by team work. This is the cultural ethos which secures the survival and competitiveness of SAGDA.

## **PROGRAMMES** SAGDA implements the following programmes:

---

### *Work Integrated Learning and Graduate Placement (Internship):*

Graduate Placements, mostly in the form of Internships and Work Integrated Learning (WIL) opportunities constitute a great deal of SAGDA activities. Our analysis is that these are effective in bridging the gap between formal education and preparing graduates for the world of work; while at the same time allowing graduates networking opportunities with clients who could become employers or even being absorbed at the very companies where they do their internship.

---

### *Research:*

SAGDA acknowledges that the challenges facing unemployed and economically marginalised graduates are complex. The organisation identifies research topics and partners with shareholders who are involved in youth employment initiatives. Particularly those who are currently implementing or planning to implement internship programmes in our country enabling flexible absorption.

SAGDA aims to strengthen civil society through the empowerment of graduates for social and economic transformation. As such, research is one of the four key programmes with which SAGDA plans to champion the empowerment of youth.

During the 2013 Financial Year, SAGDA commissioned and completed the Baseline Internship Study. This study was intended to understand the nature of the internships it implements better, the participation of interns and their experiences, the organisations that host them and their motivation for doing so, amongst others.

Three of our partners, namely, The National Youth Development Agency (NYDA), Education Training Development Practices (ETDP SETA) and the Manufacturing, Engineering and Related Industries SETA (MERSETA) participated in the research study as funding partners. The intention is to build on and improve on the scope of this research in future years.

---

## *Graduate Development and Training:*

SAGDA offers graduate training for both unemployed graduates and those who have been enrolled and placed on our internship programmes. These courses deal mainly with soft skills covering diverse topics such as self-worth, motivation, attitude and more technical aspects such as budgeting, dress codes and professional behaviour.

---

## *Entrepreneurship and New Venture Development:*

SAGDA recognises that not all graduates can be absorbed in the job market or aspire to be employed. Some are ambitious to become job creators rather than seekers. This programme has been introduced to assist entrepreneurs develop their enterprises into viable and more sustainable entities. SAGDA continues to employ a collaborative approach when dealing with the challenges facing graduates and entrepreneurs, in particular. This allows for a multifaceted and yet targeted approach when assisting entrepreneurs because no two ventures are the same, or their owners.



## PARTNERS

Our approach is to form partnerships with government and its entities, likeminded businesses and organs of civil society when addressing the challenges of graduate unemployment. This collaborative methodology allows us to extricate more value from resources which are often limited while the value add of each of the partners allows for a multi - pronged frontal attack on the scourge of graduate unemployment.

SAGDA is honoured and humbled to recognise the following entities who have continuously contributed positively towards the success of the organisation. Some are currently still in partnership with us on one or more project roll outs:

### Sagda Partners And Their Respective Operational Sectors

Sector	Name of Institution	Total
Private Company	Adcock Ingram	1
	AngloGold Ashanti	1
	Investec CSI	1
	KPMG	1
	Letsama Consulting & Advisory	1
	Lilly Pharmacy	1
	NAMPAK	1
	NHBRC	1
	Petra Diamond	1
	APPETD	1
	OD Management Services	1
	Colourtech Holdings	1
Private Company Total		13



Sector	Name of Institution	Total
Private College	Independant Institute of Education	1
Private College total		1



SETA	AGRISETA	1
	ETDP SETA	1
	FP&MSETA	1
	MerSETA	1
	Mictseta	1
	TETA	1
	W&RSETA	1
	CHIETA	1
SETA Total		8



University	University of Cape Town	1
	University of Johannesburg	1
	University of Limpopo	1
	North West University	1
	University of Pretoria	1
	Vaal University of Technology	1
University Total		6



## PARTNERS

Public FET College	Eastcape Midlands College	1
	False Bay College	1
Public FET Total		<b>2</b>



**Grand Total**

**30**

## SUCCESSFULLY COMPLETED PROJECT HIGHLIGHTS

No.	Partner Organisation	Project Details
1	KPMG Internship Training	Placement of 64 Graduates performing Internal Auditing at Department of Public Works
2	MerSETA	Baseline Internship Research Funding
3	ETDP SETA	Baseline Internship Research Funding
4	National Youth Development Agency	Baseline Internship Research Funding
5	Transport Education Training Authority	Internship Placement of 1000 Graduates in transport sector companies
6	Department of Transport	Exit Training for 50 Interns
7	Department of Social Development	Finance Capacity building Early Childhood Development Centres by 84 graduates
8	Innovation Hub	ICT Prototype Development
9	Department of Public Works	Project Management
10	Fibre Processing & Manufacturing Seta	Internship Placement of 560 Graduates in various programmes
11	CHIETA	Placement of 50 Interns
12	Services SETA	Placement of 64 Interns



# ORGANISTIONAL STRUCTURE

---

## SAGDA BOARD

*SAGDA is governed by the following Board of Directors*

Brian Koopedi	:	Chairman
Vukile Nkabinde	:	Secretary
Elizabeth Montshiwa	:	Ordinary Director

---

*The SAGDA Management comprises of the following:*

Ronnie Midaka	Acting Chief Executive Officer
Tommy Madikoto	Acting Chief Operations Officer
Phyllis Vilakazi	Strategic Relationship & Business Development Manager
Nono Likhoeli	Entrepreneurship and New Venture Development Manager
Daniel Prah	Graduate Placement & Administration Manager
Makhosazana Cebekhulu	Training & Development Manager
Sheshile Dlamini	Finance Manager

*The Management Team is ably assisted by a full time staff complement of 20 employees.*

## CONCLUSION

---

We believe that our service offering and delivery methodologies are unique and innovative thus allowing us to provide a diversity of high impact solutions at a strategic level for numerous organisations. Your solution to graduate employment!







## Championing Graduate Empowerment



©SAGDA

88 Marshall Street, Samancor House  
7th Floor, Office 7A  
Johannesburg  
2001

Tel: 011 492 1901 | Fax: 011 492 1885  
info@sagda.org.za | www.sagda.org.za