



University of the Free State

GRADUATE EXIT SURVEY

Employment-based Report on the
2020 Graduating Cohort

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VRYSTAAT
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August 2021

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ACRONYMS

BS	Business School
DIRAP	Directorate for Institutional Research and Academic Planning
EC	Eastern Cape Province
EDU	Faculty of Education
EMS	Faculty of Economics and Management Sciences
FS	Free State Province
GES	Graduate Exit Survey
GP	Gauteng Province
HC	Higher Certificate
HONS	Honours Degree
HSC	Health Sciences
HUM	Faculty of the Humanities
KZN	KwaZulu-Natal Province
LAW	Faculty of Law
LP	Limpopo Province
MA	Masters
NAS	Faculty of Natural and Agricultural Sciences
NC	Northern Cape Province
NW	North West Province
ODL	Open Distance Learning
PGDIP	Postgraduate Diploma
PhD	Doctor of Philosophy
SA	South Africa
SPSS	Statistical Package for the Social Sciences
T&R	Faculty of Theology and Religion
UFS	University of the Free State
UG	Undergraduate Degree
WC	Western Cape Province

1. Introduction

The 2020 class of graduates completed their studies in one of the most difficult year globally. The advent of the COVID-19 pandemic has had significant impacts on our lives. These include, but are not limited to, changes in personal, social, financial, and economic conditions¹. Beyond the lives lost, economic implications are one of the most significant effects. The current economic environment concerning graduate employment is extremely turbulent because of the “unpredictability of corporate restructures, technology and advances, outsourcing and remote working”². Most global economies are in recession and thus, it is a difficult time for young people looking to enter the labour market for the first time³. Evidence of these hardships is all over the world including in South Africa (SA). To this end, Statistics South Africa (StatsSA)⁴ indicates that 72% of South African workers who could not work in the first quarter of 2021 cited COVID-19 as the reason that prevented them to work. Chiefly, the restrictions imposed by the national lockdowns in 2020.

SA unemployment rate reached 32.60 percent in the first months of 2021, according to StatsSA. This was the highest unemployment rate ever recorded. Just over 2% of the unemployed were graduates. However, this figure includes graduates of all ages and not recent graduates. In 2020, SA employers decided to delay or limit recruiting new graduates. Consequently, this led to a decline in the overall number of jobs in the formal graduate labour market⁵. Thus, recent graduates are reported to be struggling to get jobs given the impact of the pandemic.

Among the unemployed graduates, 16.60% were universities and Technical and Vocational Education and Training (TVET) graduates while the rest comprised other post-secondary education institutions. Concerning the fields of employment, social sciences or social studies (26%) and agriculture or renewable natural resources (25%) were among the fields highly affected by unemployment. In terms of population groups, Africans (22%) recorded the highest unemployment while Indians (4%) and white (6%) recorded the least unemployed graduates nationally. Women graduates (18%) were more likely to be unemployed compared to men (15%).

The University of the Free State (UFS) conducts the yearly Graduate Exit Survey (GES) to get feedback from the recent class about their academic and campus experiences, as well as their plans for the future. The survey is collected through a self-administered questionnaire that is completed online on the EvaSys platform, which is a web-based survey management system that enables online surveys⁶. 2139 respondents completed the survey out of 9209 eligible UFS 2020 graduating cohort. Thus, a 23% response rate was achieved.

The survey respondents were graduates from all the seven UFS faculties namely:

- Faculty of Economic and Management Sciences (EMS), including the Business School (BS)
- Faculty of Education (EDU), including Open and Distance Learning (ODL)
- Faculty of Law (LAW)

¹ See Elboghddadi, H., Noor, F., and Mahmoud, M. 2020. Impact of COVID-19 Pandemic on Graduates Seeking Jobs. *International Journal of Computer Science and Network Security*. 20(12):258–264.

² See Gill, R. 2020. Graduate employability skills through online internships and projects during the COVID-19 Pandemic: an Australian example. *Journal of Teaching and Learning for Graduate Employability*. 11(1):146–158.

³ Johnson, P. 2020. A bad time to graduate. Retrieved from <https://ifs.org.uk/publications/14816> [13 June 2021]

⁴ Statistics South Africa. 2021. Quarterly Labour Force Survey Quarter 1. Pretoria. Statistics South Africa

⁵ Hooley, T. 2020. COVID-19: Global impacts on graduate recruitment. London: Institute of Student Employers

⁶ Meintjes, A. 2015. Institutionalising a system for undergraduate module evaluations: An action research study, MA Dissertation, University of the Free State

- Faculty of the Humanities (HUM)
- Faculty of Theology and Religion (T&R)
- Faculty of Health Sciences (HSC)
- Faculty of Natural and Agricultural Sciences (NAS)

GES encapsulates the different facets of the UFS Strategic Plan 2018–2022, such as graduate attributes, student health and safety, curriculum relevance, the pedagogic connection between students and lecturers, and institutional culture as it relates to the student experience. The current report incorporates items from the survey questionnaire that are relevant to graduate employment and thus, is most relevant to the second goal, renew and transform the curriculum. Moreover, this report supports the Learning and Teaching Strategy 2019–2024. In particular, strategic priorities one, foster the development of graduate attributes and three, ensure a responsive curriculum as both pertain to graduate employability. Additionally, this report supports the risk register of the UFS.

When it comes to curriculum renewal and transformation as outlined in the UFS Strategic Plan, the University measures the employment of UFS graduates as a Key Performance Indicator (KPI) of success. Thus, in 2020 the University targeted 54% graduate employment. While graduate unemployment is not a crisis in South Africa, graduate underemployment remains a concern. The mismatches between educational achievements and job requirements give rise to under-employment – where graduates are employed in jobs that are lower by some standard compared to their qualifications¹. Thus, the UFS also monitors the employment qualification match – i.e. the extent to which an employed graduate's job is related to their qualification – as an important indicator of graduate employability.

Among other things, this report demonstrates the impact of COVID-19 on UFS graduates. It conducts a comparative analysis of the 2018 and 2020 graduate cohorts to demonstrate the significance of the changes in employment patterns. It also reports on the employment status of graduates, their field of employment, and educational plans for the future.

¹ Mncayi, N. 2021. South African graduates may be mostly employed, but skills and jobs often don't match. Retrieved from <https://theconversation.com/south-african-graduates-may-be-mostly-employed-but-skills-and-jobs-often-dont-match-157432> [07 July 2021]

2. Data collection

The survey is conducted online through EvaSys where a self-administered questionnaire is sent to students once verified to graduate. Data were collected from December 2020 to April 2021. Using this method, we achieved a 23% response rate.

It is important to note that the graduates responded to questions they were comfortable to answer and as a result, total responses in the figures and tables below vary based on the responses to particular questions being analysed. The Power BI, Statistical Package for Social Sciences (SPSS), and Microsoft Excel were used to analyse data.

2.1. Report structure

This report focuses on the employment status of UFS graduates disaggregated by (a) demographic information, (b) first-generation status, (c) the qualification that they received, and (d) the faculty from which the qualification was conferred. Concerning faculty, the rationale for the separate analyses of the BS and ODL was that they both bring different kinds of student experiences, i.e. the BS targets the working-age population, while ODL targets students who do not study through traditional full-time or on-campus programmes, i.e. distance students. It also reports on the fields of employment as well as details about the location of employers within South Africa (SA), Africa, and the world. Furthermore, it also reports on graduates plans for further studies and institutional reputation.

3. Key GES highlights

3.1. Employment and unemployment highlights

- The UFS targeted 54% graduate employment in 2020¹. However, only 34% of the 2020 graduating cohort reported were already employed or have accepted a job offer. This was a 16%² drop in graduate employment compared to the 50% achieved in the 2018 graduating cohort (see Figure 2).
- On the other hand, 43% of the 2020 graduating cohort were still searching for work at the time of their graduation. This is a 13% increase in unemployment from 30% in 2018.
- Almost seven in ten white graduates (69%) indicated they were already employed or have accepted a job offer by the time of their graduation. This population group was largely unaffected by the impact of COVID-19 (see Introduction) as they achieved employment higher than in 2018 (63%). However, the 2020 African graduates (25%) were the least employed population group compared to any other group.
- Concerning unemployment by population group, 50% African graduates were still searching for jobs at the time of their graduation (see Figure 3). This is considerably higher than the national average of 22% regarding African graduates (see Introduction). This means one in two UFS African graduates were unemployed. This was a notable increase from 36% in the 2018 graduating cohort. However, unemployment regarding white graduates remained relatively the same at 13% in 2020 from 14% in 2018. That is, only one in seven white graduates were unemployed.
- Unemployment was markedly higher on women (47%) compared to men (34%) in the 2020 graduating cohort (see Figure 4). By contrast, 41% men were already employed or have accepted a job offer compared to 29% women. UFS unemployment by gender was notable higher than the national averages of 18% women and 15% men among university and TVET graduates.
- 2020 graduates within the age cohorts from 21–25 years and 26–30 years were the hardest hit by unemployment as they recorded 51% and 53% respectively. Overall, unemployment seems to affect younger people. This is not surprising given that StatsSA (2021) reports that youth unemployment from all educational levels under the expanded definition was 75%; which means that three in four school leavers who were 24 or under were unemployed in South Africa³. Furthermore, just over half (51%) of the 25–34 years were unemployed in the first quarter of 2021 according to StatsSA⁴.
- The share of Lesotho graduates (46%) who were still searching for jobs increased from 31% in 2018 (see Figure 6). Unemployment also increased from the SA group from 30% in 2018 to 44% in 2020.
- Unemployment was higher among first-generation graduates (48%) compared to 40% other generation graduates in the 2020 cohort.
- First-time entering graduates recorded just 27% employment compared to 69% transferred graduates. However, it is worth noting that the overwhelming majority of transfer graduates (72%) were receiving their post-graduate qualifications while first-time entering graduates (79%) were receiving their undergraduate qualifications (see Figure 8).
- Over half (57% from 44% in 2018) of the 2020 graduates who obtained their undergraduate degrees were unemployed. This is substantially higher than other qualifications. However, Honours graduates (41% from 35% in 2018) also recorded comparatively higher unemployment compared to just 10% doctoral graduates (see Figure 9).
- Conversely, doctoral graduates (75% from 65% in 2018) indicated that they were already employed or have accepted a job offer. This was the most employed group by qualification. PGDip graduates (72%

¹ See UFS 2020 Annual Report

² All 2018–2020 drops or increases are expressed in percentage points

³ Statistics South Africa. 2021. Quarterly Labour Force Survey Quarter 1. Pretoria. Statistics South Africa

⁴ See Statistics South Africa, Quarterly Labour Force Survey Quarter 1 report

from 79% in 2018) were second. Undergraduates (20% from 31% in 2018) were the least employed graduates.

- The largest share of employed graduates in South Africa were working in the Free State 39%. Followed by Gauteng (23%), Western Cape (11%), KwaZulu-Natal (7%), Northern Cape (6%), and Eastern Cape (6%). The smallest shares of graduates were employed in North West (3%), Mpumalanga (3%), and Limpopo (3%) see Figure 14.
- Despite having the largest increase in unemployment (see below), Education (36%) remained the most popular field of employment.

3.2. Cross-faculty highlights

- Faculties that recorded the highest unemployment in 2020 were Humanities (54% from 37% in 2018); Economic and Management Sciences (49% from 38% in 2018); Education (45% from 17% in 2018); Natural Agricultural Sciences (43% from 35% in 2018); and Law (29% from 25% in 2018). Although all the faculties were affected by unemployment, Education recorded the highest increase in unemployment (28%) from 2018–2020 (see Figure 11)
- Concerning 2020 employment, the biggest jobs losses occurred in Theology and Religion where almost one in three (31%) jobs were lost from 50% in 2018 to 19% employed in 2020. Also, Education lost 26% jobs from 72% in 2018 to 46% in 2020. However, overall Humanities had the least employed graduates at just 11%.
- Humanities had the least permanently employed 2020 graduates (37%), while ODL had the highest 100%, followed by BS (87%), Law (74%), and Theology and Religion (73%) (see Table 6)
- Humanities had the highest employment qualification mismatch as 30% worked in jobs that were not related to their qualifications. On the contrary, Health Sciences (92%) had the highest number of graduates working in jobs that matched their qualifications (see Table 8).
- Half of 2020 employed Humanities graduates were working in low-paying jobs as they were earning less than R10 000 per month. In contrast, 39% of Law graduates reported earning more than R30 000 per month (see Table 9).

3.3. Graduates educational plans

- An overwhelming number of graduates (71%) planned to further their studies at the UFS. The University of South Africa (UNISA) was the distant second at 9% (see Figure 18).
- 75% of the 2020 graduates remained in Free State institutions to further their studies. Gauteng institutions (12%) were the second choice.
- 63% planned to further their studies in 2021, while 27% in 2022 (see Figure 15).
- 71% planned to do their studies in qualifications directly related to their current qualifications. Only 5% planned to do their studies in totally unrelated fields (see Figure 17).
- Honours (36%), undergraduate degree (18%), Masters (17%), and Post-Graduate diplomas (16%) were popular qualification choices for further studies.

3.4. Institutional reputation

84% of the 2020 graduates said they would recommend the UFS to others (see Figure 20). Five of the top six reasons why they would recommend the UFS were all related to the academic appeal of the University;

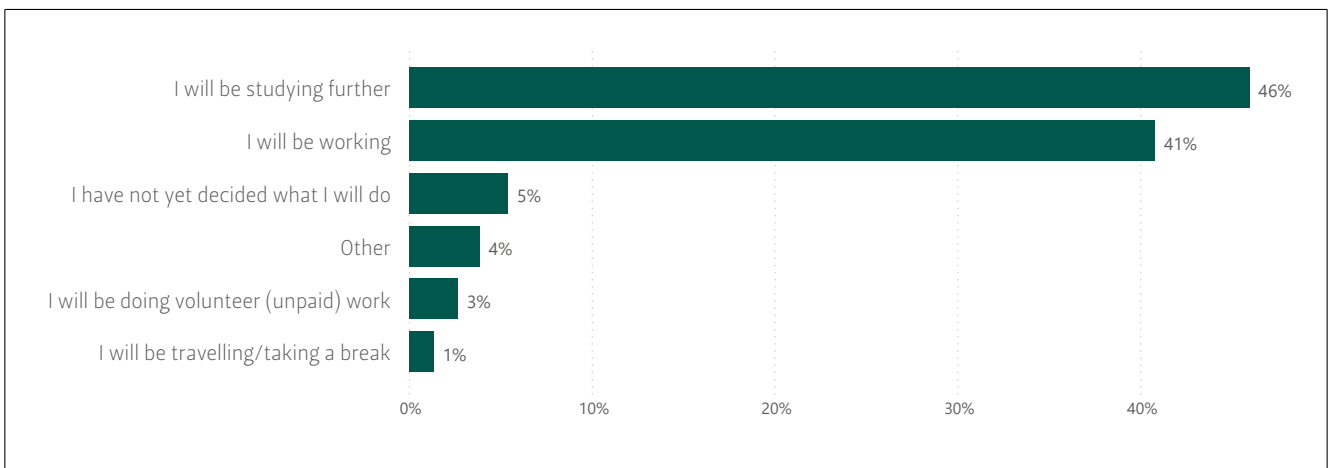
1. Good academic reputation (73%)
2. High-quality academic staff (51%)

3. Supportive academic environment (44%)
4. Availability of a wide range of academic programmes (35%)
5. Good research resources (34%)
6. Location (32%)

4. Graduate plans after graduation

The Figure below demonstrates that 46% of all 2020 GES respondents indicated that they plan to pursue further studies. It is also encouraging that they value the academic project of the UFS as they wanted to pursue their studies in the UFS (see Figure 18) and in 2021 (see Figure 15). Regarding plans for employment, 41% indicated that they will be working. As established in the introduction, the focus on this report is primarily on those who indicated they plan to work. Thus, to further explore graduates employment trends, respondents were asked “*what are you doing in terms of employment after graduation?*” Therefore, the subsequent sections are based on this question.

Figure 1: Plans after graduation (n = 2108)



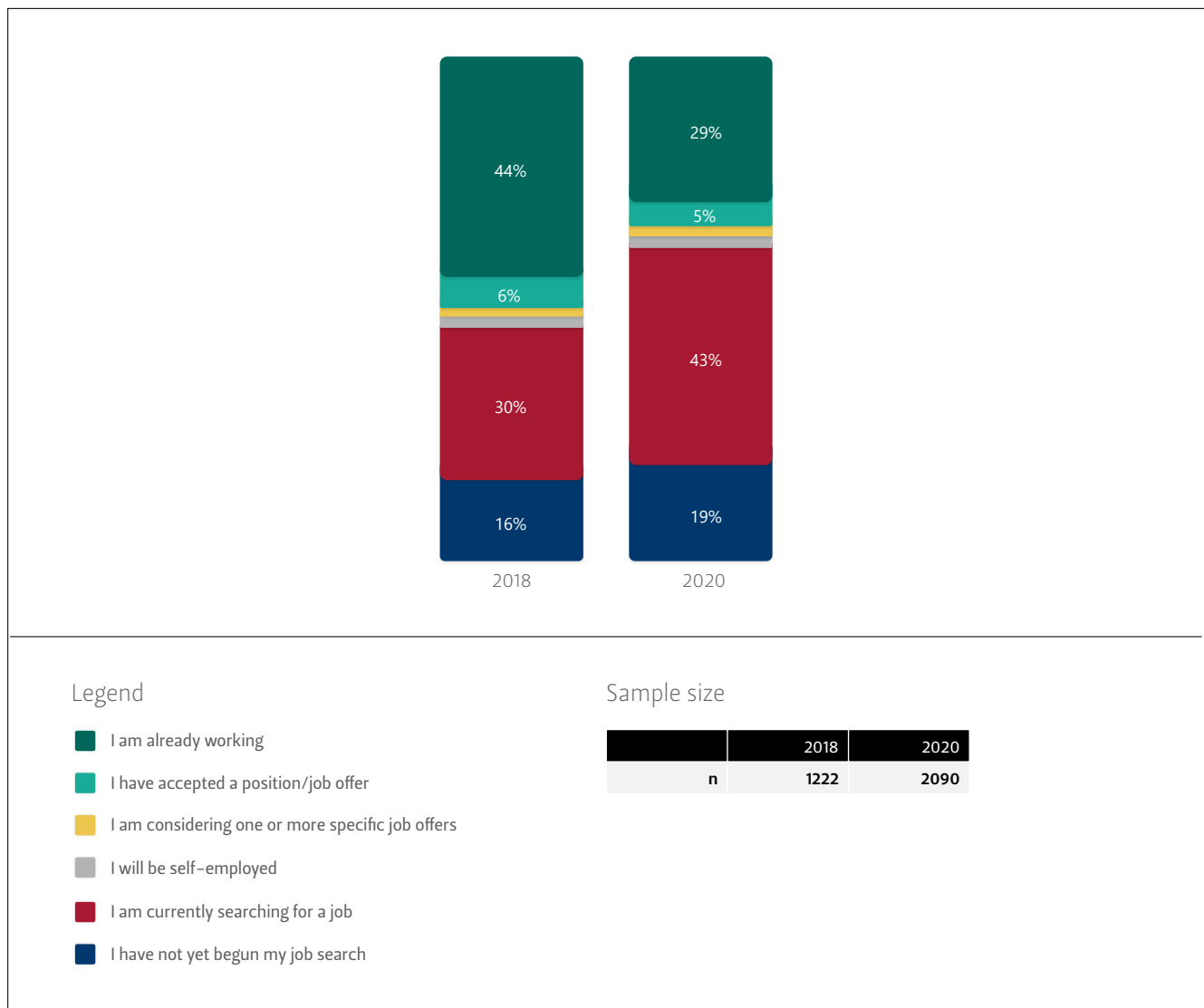
5. Employment status of all respondents

Graduates were considered to be employed when in their employment status indicated that (a) they were already working, and (b) have accepted a position/job offer. On the other hand, unemployment was considered those who indicated that they were still searching for jobs.

5.1. 2018–2020 graduates (un)employment

Fewer graduates reported to be already employed or have accepted a job offer from the 2020 graduating cohort (34%) compared to the 2018 cohort (50%). This is likely the impact of COVID-19 on graduate jobs (see Introduction). 2020 graduate employment figures were notable lower than the UFS target of 54%. Conversely, there was a sharp increase in graduates who reported were still searching for jobs during their graduation in the 2020 cohort (43%) compared to 2018 (30%). This was a 13% increase in unemployment. 2020 UFS unemployment is far above the national average of 22% from universities and TVETs.

Figure 2: Employment status of all respondents in 2018 and 2020



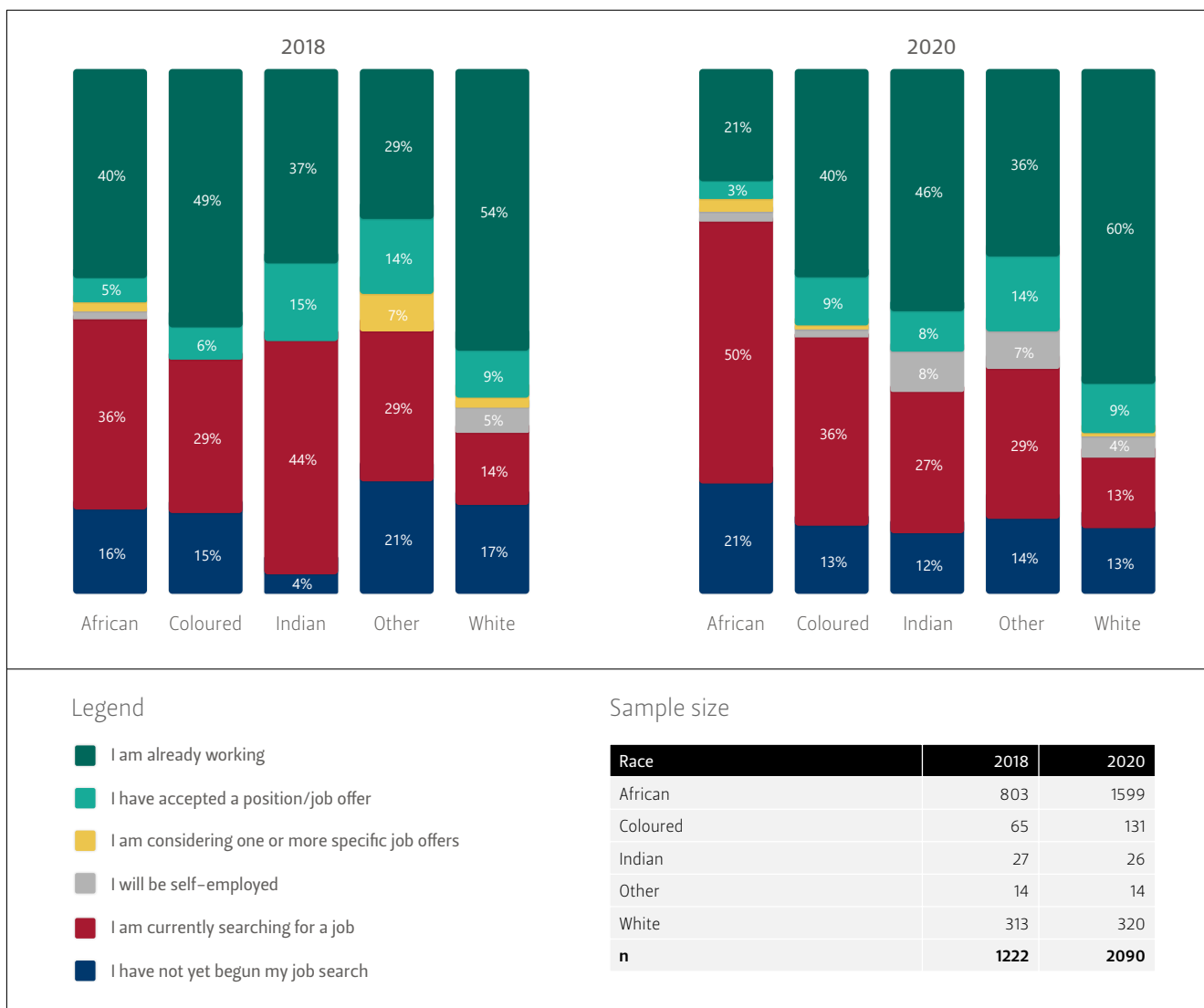
6. Employment status and demographic information

6.1. Race

A substantially higher number of the 2020 white graduates (69%) indicated they were already employed or have accepted a job offer by the time of their graduation. This group was largely unaffected by the impact of COVID-19 on graduate employment as they increased from 63% achieved in 2018. Further, not only they achieved the UFS 54% 2020 target but they overwhelmingly surpassed it. However, 2020 African graduates recorded the lowest employment rate compared to any population group (25%). This group was the hardest hit by unemployment.

African 2020 graduates (50%) indicated that were still searching for jobs at the time of their graduation. This is substantially higher than the national average of 22%. This means one in two UFS African graduates were unemployed. This was a notable increase from 36% in 2018. However, unemployment regarding white graduates remained relatively the same at 13% in 2020 from 14% in 2018. That is, only one in seven white graduates were unemployed.

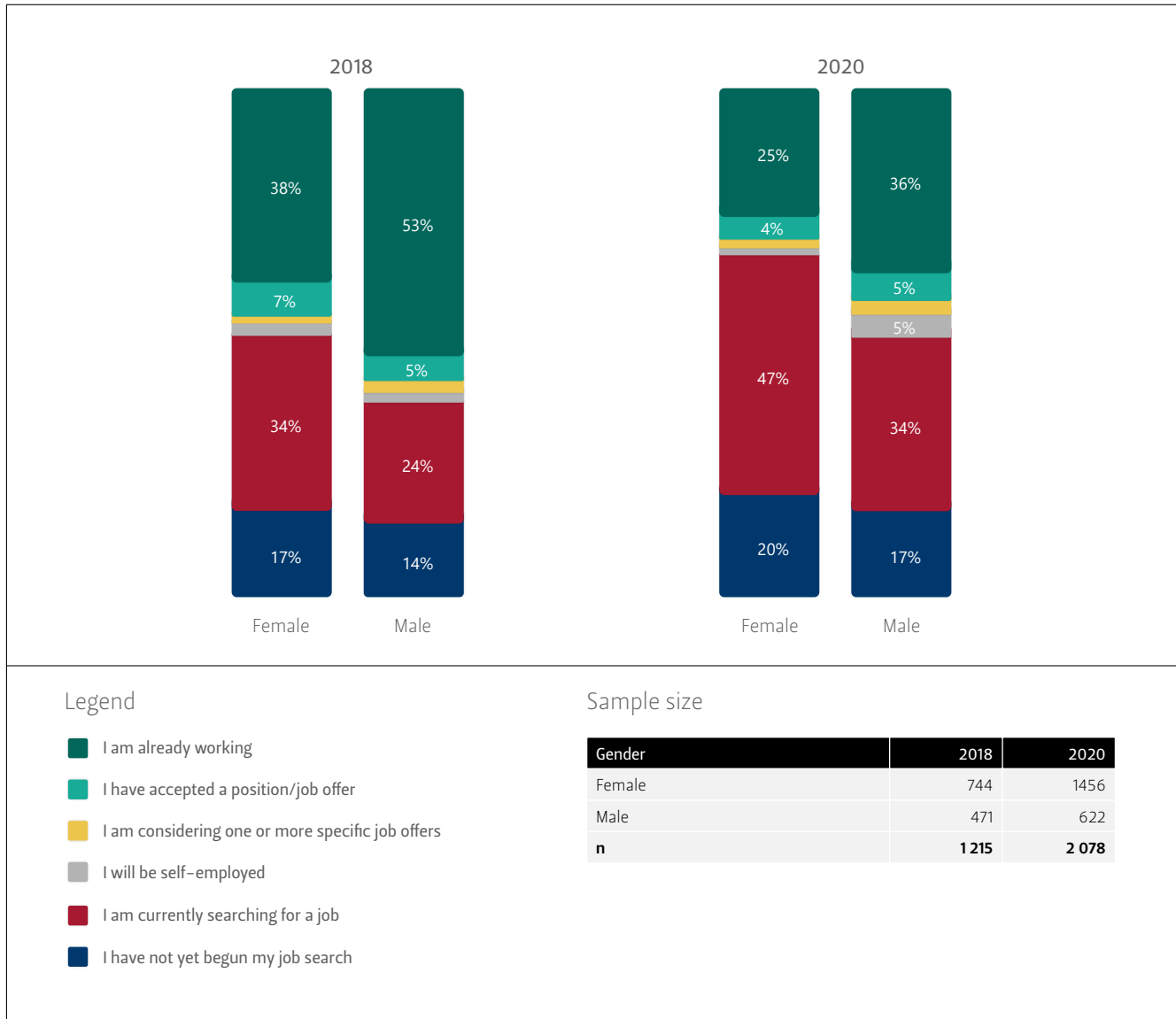
Figure 3: Employment status by race in 2018 and 2020



6.2. Gender

Male graduates (41%) reported that they had gained employment at the time of their graduation, compared to 29% of females. Conversely, more females (47%) reported that they were still searching for jobs, compared to males (34%). This gender disparity was consistent with the StatsSA findings where men were likely to be employed compared to women.

Figure 4: Employment status by gender in 2018 and 2020



6.3. Age cohort

The majority of 2020 graduates over 35 years (78%) had gained employment at the time of their graduation. This group was the highest employed among all the age cohorts and was way above the institutional target of 54%. Likewise, in 2018 (83%) this group achieved high employment rates. The 2020 age cohort 31–35 had 67%, followed by 26–30 (31%) and 21–25 (20%). The age cohort below 20 had the smallest number of employed graduates at only 6%. However, the largest share in this age cohort (61%) indicated that they had not begun to search for jobs. This is because 51% of them were receiving their higher certificate qualification (see Table 1) and 84% planned to continue with their studies (see Table 2). Over half of the 2020 graduates in the age cohorts, 26–30 (53%) and 21–25 (51%) reported that they were still searching for jobs. Though all the age cohorts experienced increases in unemployment from 2018–2020, however, these age cohorts saw the largest increases.

Figure 5: Employment status by age cohort in 2018 and 2020

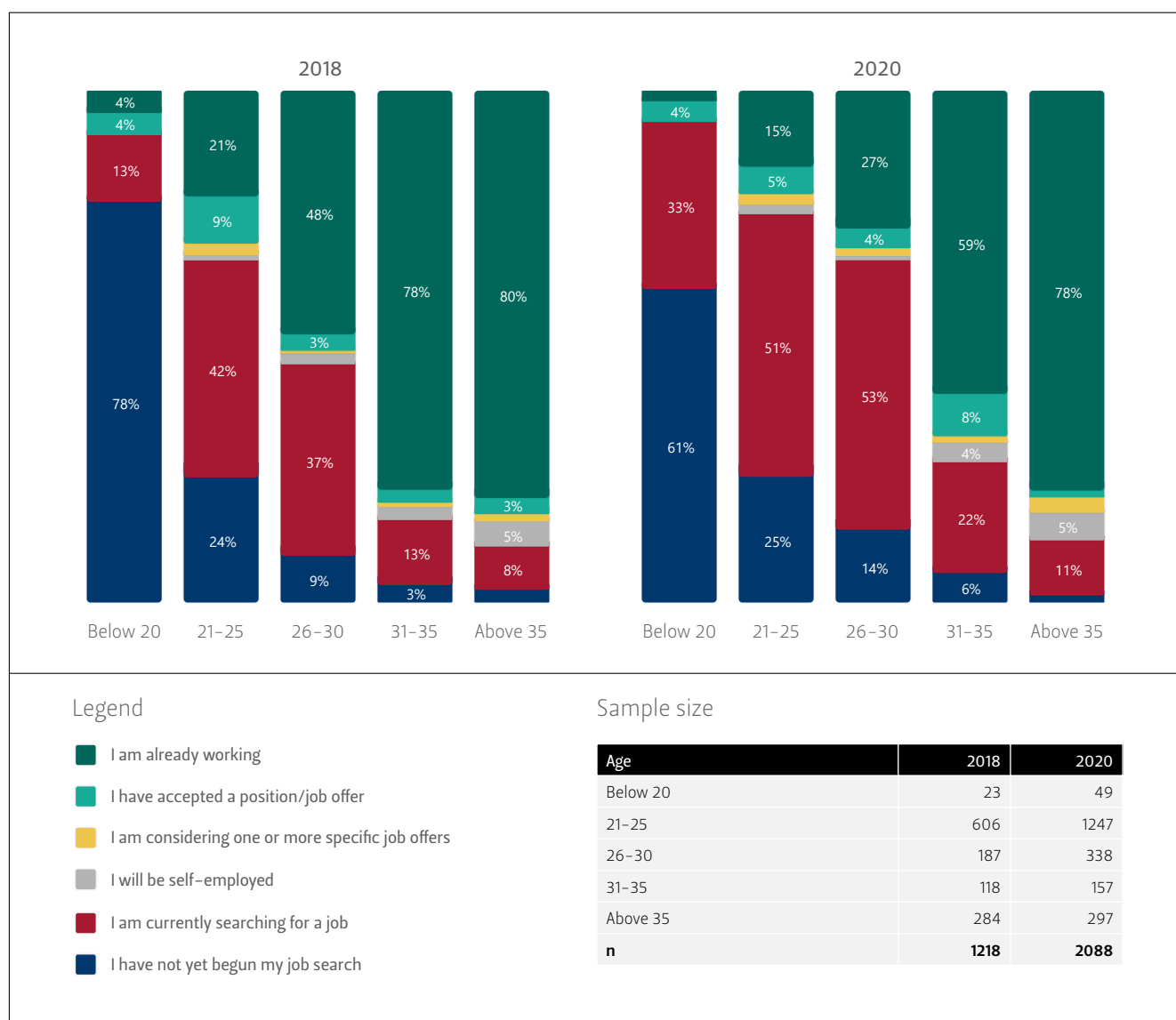


Table 1: Age cohort and qualification received

Qualification	Below 20	21–25	26–30	31–35	Above 35	Average
Higher Certificate	51%	10%	10%	15%	15%	12%
Diploma	0%	0%	0%	2%	3%	1%
Undergrad	49%	75%	52%	22%	13%	58%
Honours	0%	11%	10%	8%	9%	10%
Post Graduate Diploma	0%	3%	17%	29%	29%	11%
Masters	0%	1%	10%	22%	19%	6%
PhD	0%	0%	1%	3%	11%	2%
Grand total	100%	100%	100%	100%	100%	100%
n	55	1270	341	157	297	2120

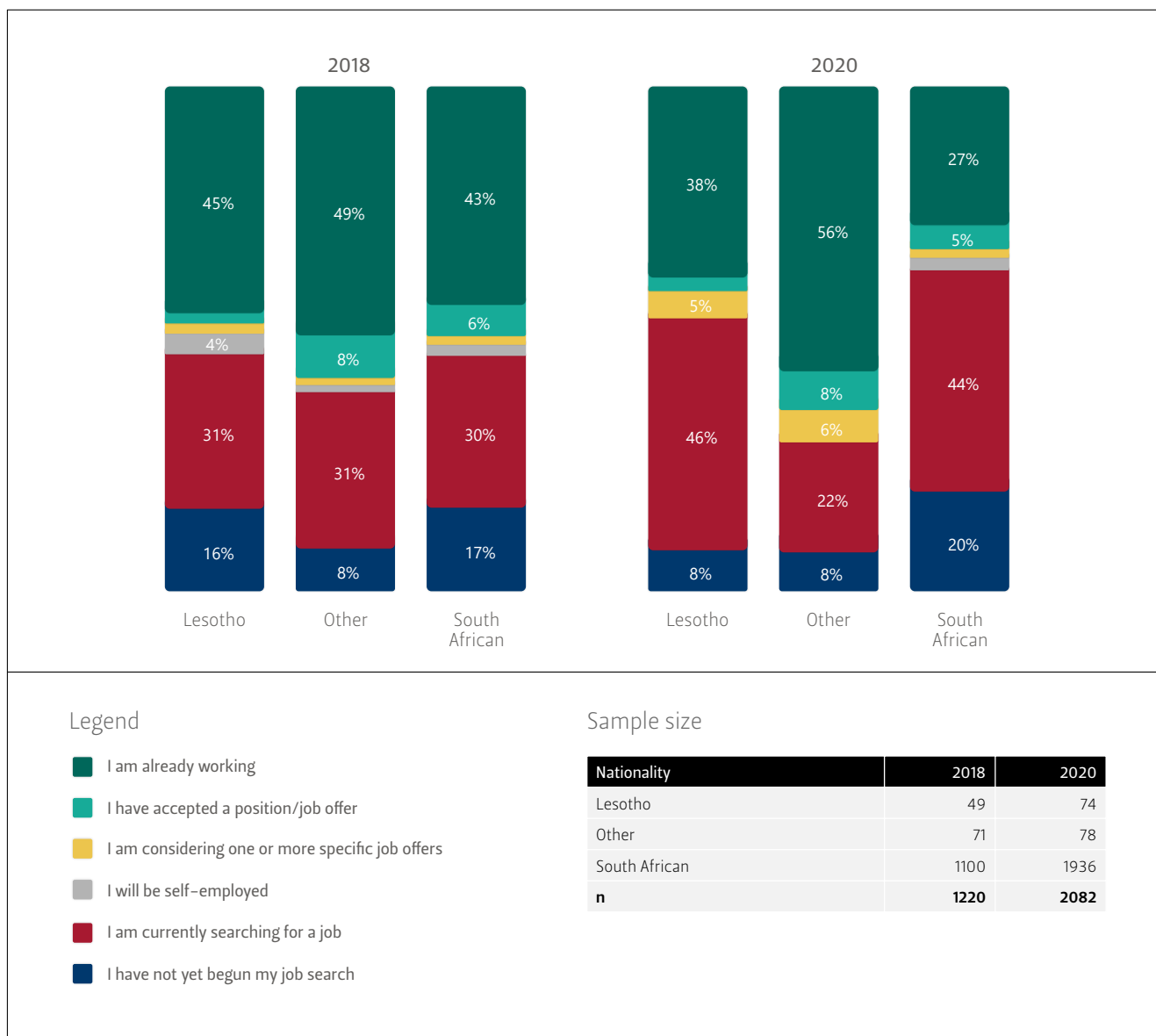
Table 2: Age cohort and plans after graduation

Plans after graduation	Below 20	21–25	26–30	31–35	Above 35	Average
I have not yet decided what I will do	0%	6%	7%	2%	3%	5%
I will be doing volunteer (unpaid) work	0%	3%	4%	1%	1%	3%
I will be studying further	84%	53%	31%	31%	36%	46%
I will be travelling/taking a break	2%	1%	1%	2%	1%	1%
I will be working	15%	34%	54%	56%	51%	41%
Other	0%	3%	3%	8%	7%	4%
Grand total	100%	100%	100%	100%	100%	100%
n	55	1259	339	156	293	2102

6.4. Nationality

Unemployment among the 2020 South African graduates increased by 14% from 30% in 2018 to 44% in 2020. Conversely, only 32% indicated they were already employed or have accepted a job offer from the 2020 cohort compared to 49% in 2018. Likewise, Lesotho graduates recorded 46% unemployment compared to 31% in 2018.

Figure 6: Employment status by nationality in 2018 and 2020

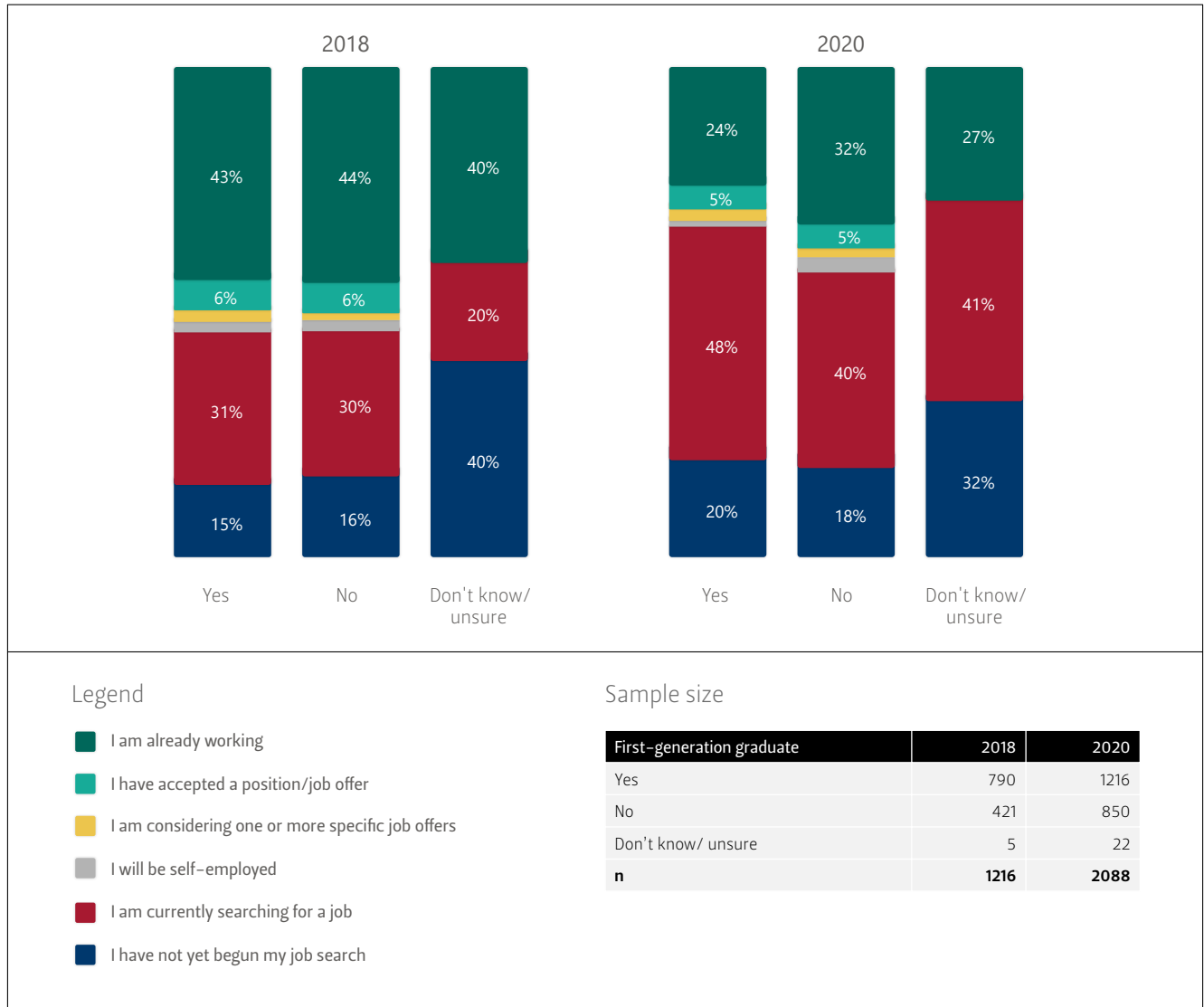


7. Employment status of first-generation graduates

7.1. Are you the first person in your family to have gone to university?

There was a substantial increase in unemployment and a decrease in employment of first-generation and other graduates from 2018 to 2020, as indicated in the graph below.

Figure 7: Employment status by first-generation status in 2018 and 2020



7.2. When you started studying at the UFS, was it the first time you registered at a university

Employment rates were higher with transfer graduates (69%) compared to first-time entering graduates (28%). However, among the transferred graduates, 72% (see Table 3) were receiving their postgraduate qualifications i.e. Postgraduate Diplomas (PGDip), Honours (Hons), Masters (M), and doctoral (D) qualifications while among the first-time entering graduates, 79% were receiving their undergraduate qualifications i.e. Higher Certificates (HC), Diploma (Dip), and undergraduate degrees (UG) see Table 3.

Figure 8: Employment status by first-time university registration in 2018 and 2020

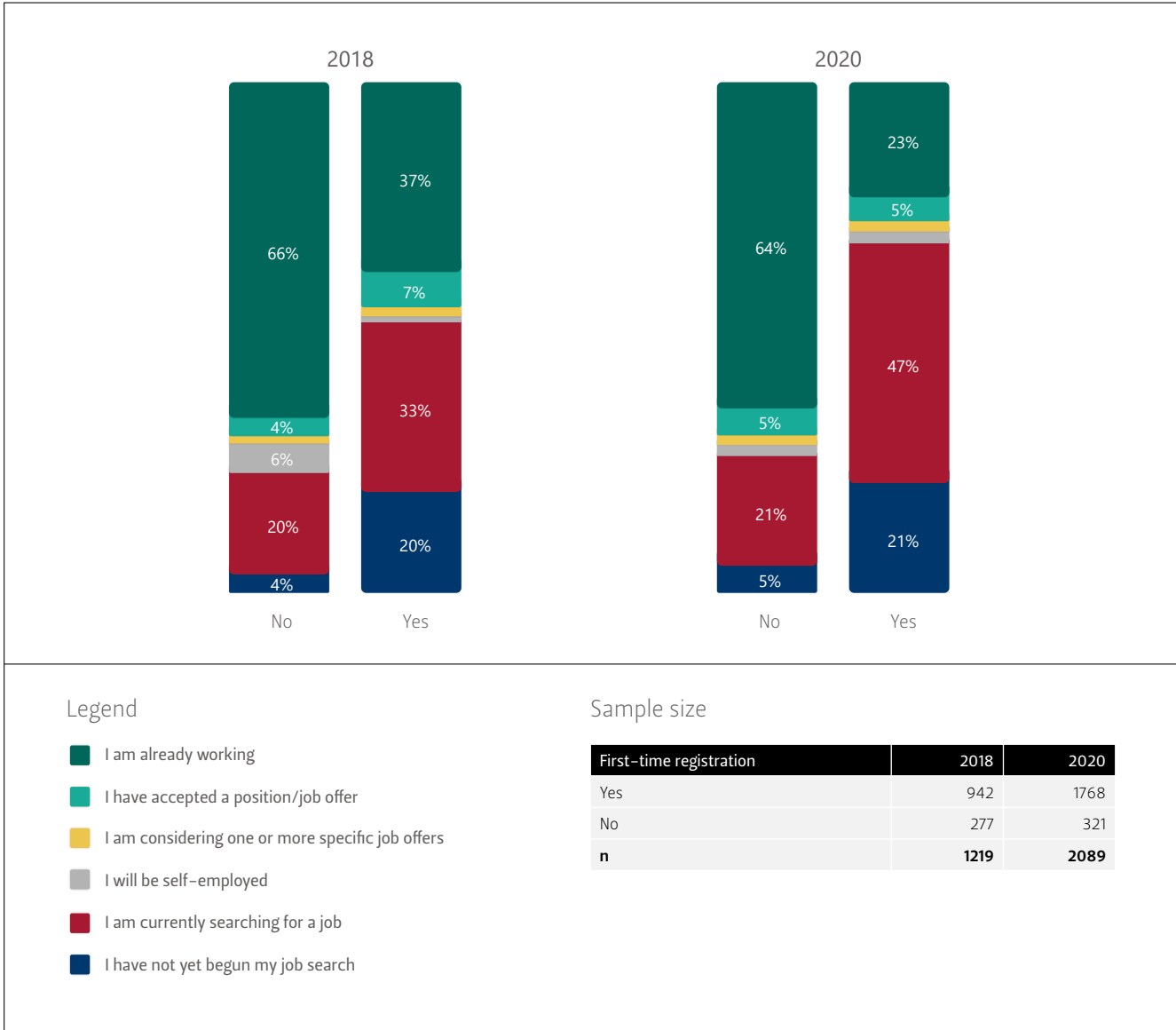


Table 3: First-time university registration by qualification

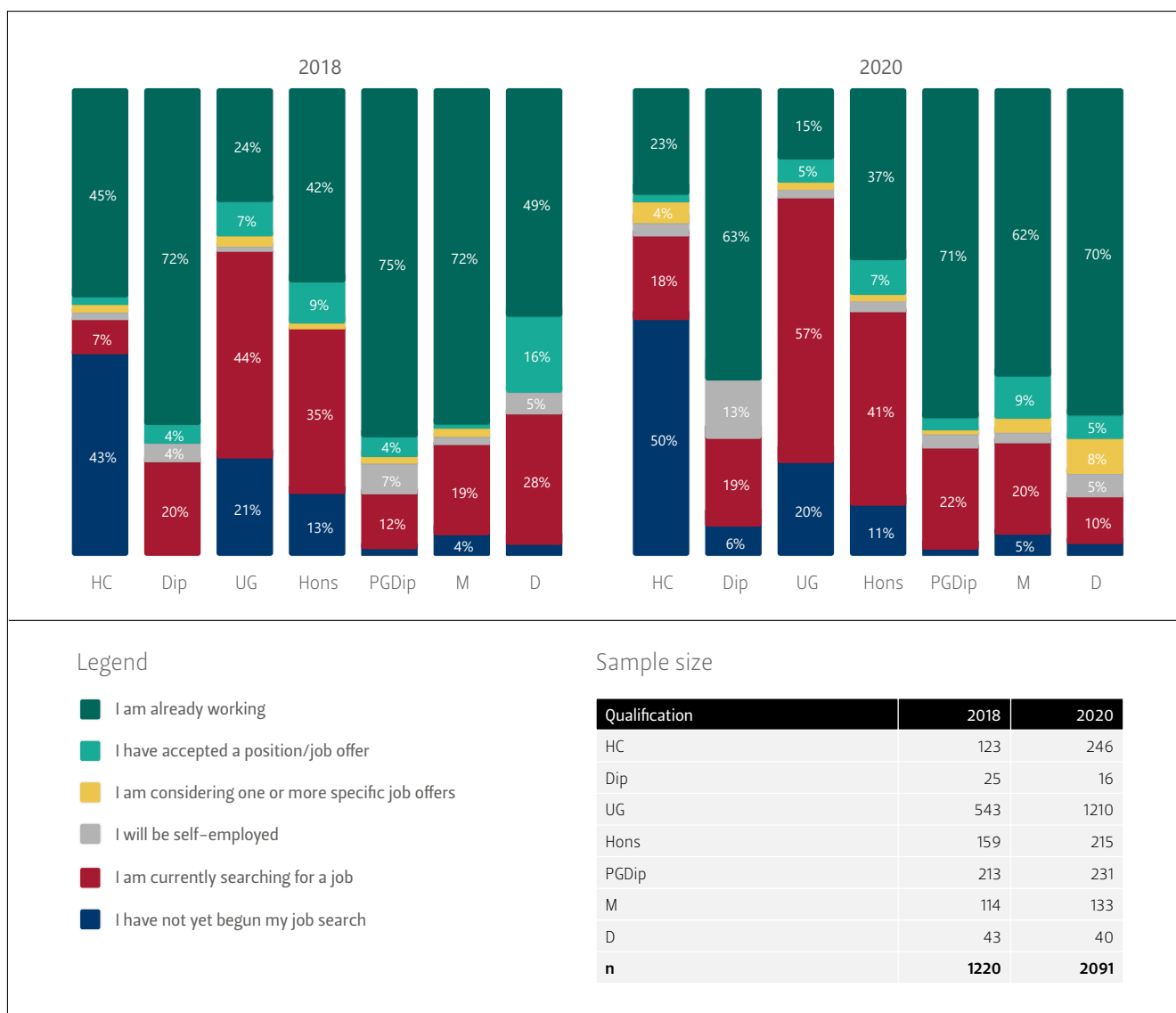
Qualification	No	Yes	Average
Diploma	2%	1%	1%
Higher Certificate	9%	13%	12%
Undergrad	13%	10%	10%
Honours	20%	4%	6%
Post Graduate Diploma	6%	1%	2%
Masters	33%	7%	11%
PhD	17%	65%	58%
Grand total	100%	100%	100%
n	320	1797	2117

8. Employment status and qualification

8.1. Which qualification are you receiving at this graduation ceremony?

57% from 44% in 2018 of the 2020 graduates who obtained their UG were unemployed. This is substantially higher than other qualifications. However, Hons graduates (41% from 35% in 2018) recorded also a higher number compared to just 10% D graduates. On the other hand, a large share of D graduates (75% from 65% in 2018) indicated that they were employed or have accepted a job offer. This was substantially higher than the institutional target of 54% in 2020. PGDip graduates (72% from 79% in 2018) were second. However, UG (20% from 31% in 2018) were the least employed graduates.

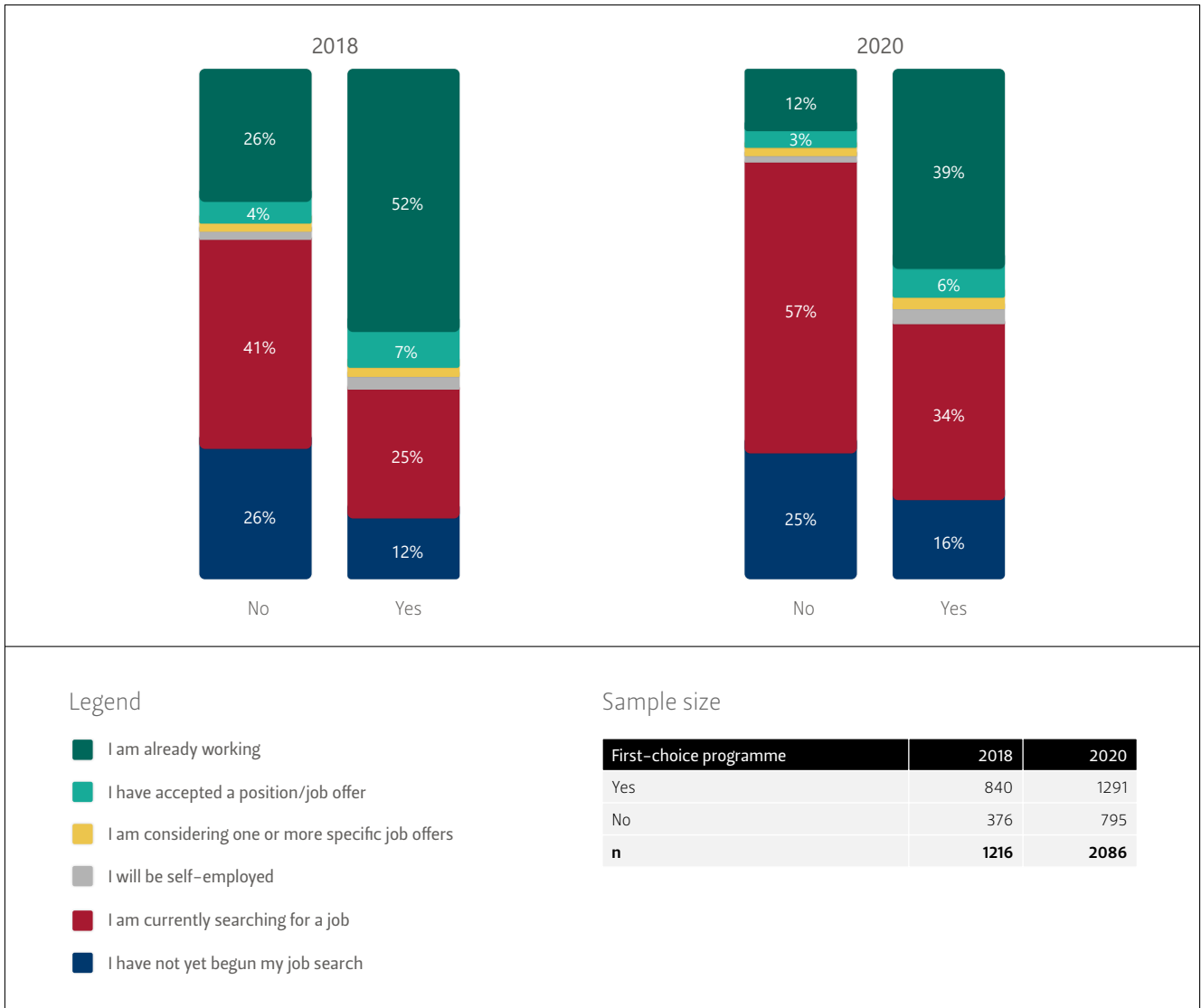
Figure 9: Employment status by qualification in 2018 and 2020



8.2. Was the programme for which you are receiving your qualification your first choice?

Graduates who had gained entry to their preferred programmes reported higher employment rates (45%), while 34% were still searching for work in 2020. However, a substantial number of graduates who could not get into their preferred programme were still searching for jobs (57%). Only 15% of these graduates reported that they had gained employment by the time of graduation. Similar trends can be observed with 2018. Thus, getting into a preferred programme better position students for employment.

Figure 10: Employment status by first-choice programme in 2018 and 2020

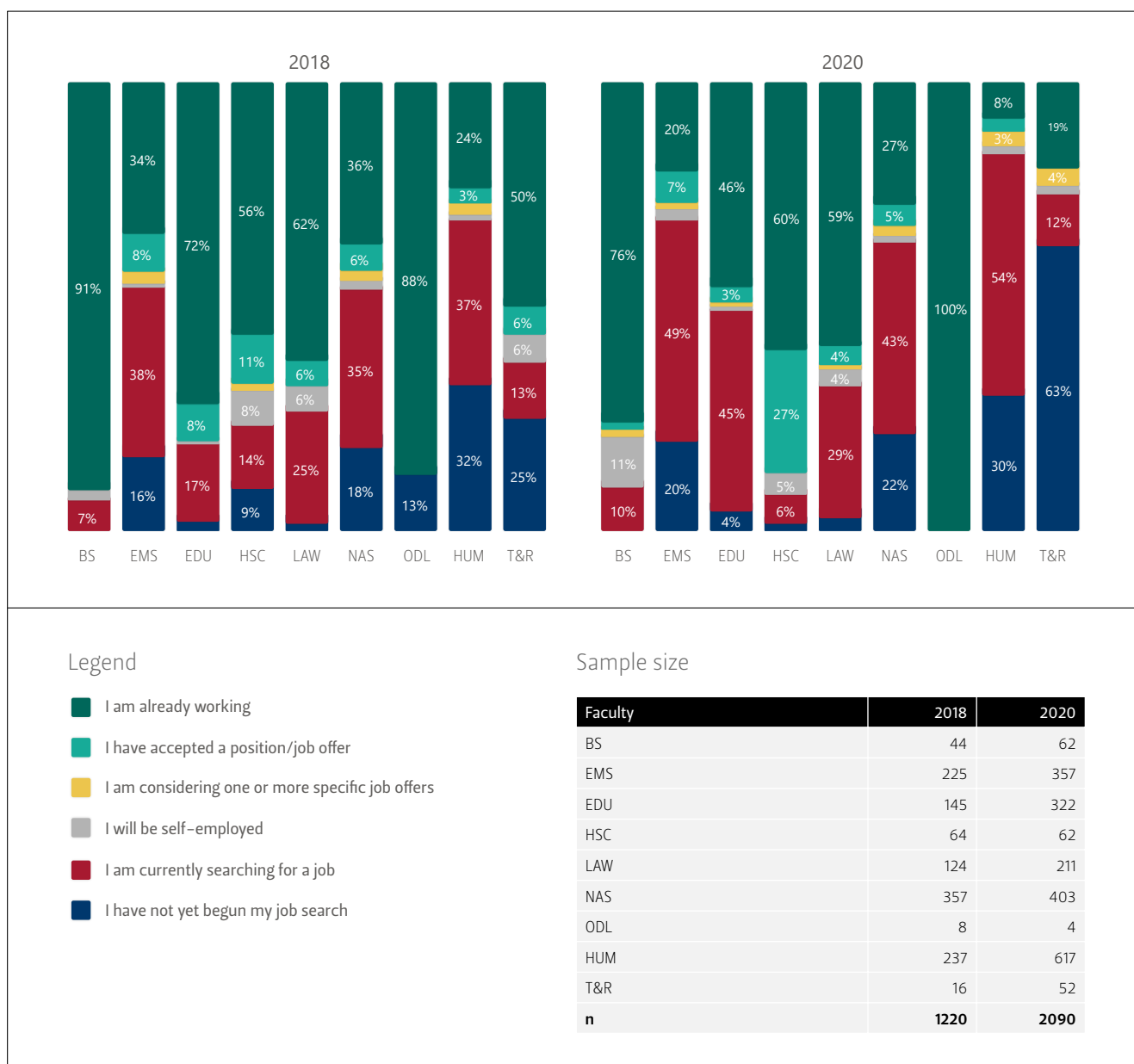


9. Employment by faculty

9.1. Employment status by faculty

All graduates from Open and Distance Learning (ODL; 100% from 88% in 2018) indicated that they were already employed at the time of their graduation, which was unsurprising given that they were distance students and 75% were receiving their post-graduate qualification (see Table 4). Furthermore, ODL graduates were older as all were 26 years and above (see Table 5). In general, as indicated in Figure 5, older graduates were most likely to be employed compared to younger graduates. A large share of Health Sciences (HSC) graduates (87%) reported to already employed or have accepted a job offer. Business School (BS) achieved 78% employment from 91% in 2018. Admission to the BS requires work experience. Thus, it is expected that BS graduates would be already in employment when starting their programmes.

Figure 11: Employment status by faculty in 2018 and 2020



It is very worrying that a very small share of graduates from the Humanities (HUM) reported that they were employed (11% from 27% in 2018). Just about 1 in 10 HUM graduates were employed. Thus, 54% of HUM graduates were unemployed from 37% in 2018. This finding is consistent with StatsSA findings where graduates from social studies recorded higher unemployment figures compared to other educational fields (see Introduction). High unemployment figures were also recorded in Economic and Management Sciences (EMS) 49%, Education (EDU) 45%, Natural and Agricultural Sciences (NAS) 43%, and Law (29%). The majority of Theology and Religion (T&R) graduates (63%) had not begun their jobs search.

Table 4: Qualification received by faculty

Qualification	BS	EMS	EDU	HSC	LAW	NAS	ODL	HUM	T&R	Average
Higher Certificate	42%	11%	12%	3%	0%	0%	25%	17%	70%	12%
Diploma	0%	0%	2%	0%	2%	0%	0%	0%	4%	1%
Undergrad	15%	68%	58%	46%	33%	55%	0%	73%	6%	58%
Honours	0%	11%	7%	13%	8%	22%	0%	6%	6%	10%
Post Graduate Diploma	34%	5%	13%	5%	49%	8%	75%	1%	2%	11%
Masters	6%	3%	4%	25%	8%	12%	0%	2%	9%	6%
PhD	3%	1%	3%	8%	0%	3%	0%	1%	4%	2%
Grand total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
n	62	367	322	63	211	411	34	629	53	2122

Table 5: Qualification received by faculty

Qualification	BS	EMS	EDU	HSC	LAW	NAS	ODL	HUM	T&R	Average
Below 20	0%	6%	0%	0%	0%	2%	0%	3%	13%	3%
21-25	3%	72%	50%	52%	33%	65%	0%	71%	43%	60%
26-30	11%	10%	18%	10%	23%	16%	50%	17%	17%	16%
31-35	39%	4%	9%	16%	15%	6%	25%	4%	4%	7%
Above 35	47%	8%	23%	22%	29%	11%	25%	5%	23%	14%
Grand total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
n	62	366	3223	63	209	4110	4	628	53	2118

9.2. Is your job permanent or temporary?

The majority of employed graduates from the BS (87%), LAW (74%), T&R (73%), and EDU (66%) had permanent positions. Despite being below the institutional average of 62%, the majority of employed graduates from NAS (58%), EMS (55%), and HSC (54%) were also in permanent employment. However, a large share of HSC (44%), EMS (41%) and HUM (40) and to a lesser extent NAS (33%) were in temporary employment and above the institutional average of 30%.

Table 6: Employment type by faculty – permanent versus temporary

Job type	BS	EMS	EDU	HSC	LAW	NAS	ODL	HUM	T&R	Average
Permanent	87%	55%	66%	54%	74%	58%	1%	37%	73%	62%
Temporary	9%	41%	27%	44%	23%	33%	13%	40%	18%	30%
Don't know	4%	4%	7%	2%	3%	9%	10%	23%	9%	8%
Grand total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
n	53	97	178	50	133	144	3	100	11	769

9.3. Is your job full-time or part-time?

On average, 84% of employed graduates across faculties were working in full-time employment. ODL (100%), BS (96%), HSC (96%), and LAW (95%) had the highest share of full-time employed graduates above the institutional average of 84%. HUM (20%) had the largest share of graduates in part-time employment above the institutional average of 12%.

Table 7: Employment type by faculty – full-time versus part-time

Full-time/ Part-time	BS	EMS	EDU	HSC	LAW	NAS	ODL	HUM	T&R	Average
Full-time	96%	86%	76%	96%	95%	86%	100%	66%	73%	84%
Part-time	2%	11%	21%	4%	4%	10%	0%	20%	18%	12%
Don't know	2%	2%	2%	0%	1%	4%	0%	14%	9%	4%
Grand total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
n	54	96	185	50	132	145	3	106	11	782

As part of measuring the success of curriculum renewal and transformation, the UFS looks at if graduates receive jobs that are related to their qualifications. This is used to flag cases of underemployment. It is encouraging that 64% of UFS graduates across all faculties were in employment directly related to their qualifications. Only a small share (9%) were in employment unrelated to their qualifications.

Table 8: Relationship between qualification and employment by faculty

Employment relation	BS	EMS	EDU	HSC	LAW	NAS	ODL	HUM	T&R	Average
Directly related	44%	60%	86%	92%	67%	61%	33%	30%	36%	64%
Partly related	50%	28%	10%	4%	26%	28%	67%	26%	36%	24%
Unrelated	4%	9%	2%	4%	8%	8%	0%	30%	18%	9%
Don't know/ Unsure	2%	3%	1%	0%	0%	3%	0%	13%	9%	3%
Grand total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
n	54	97	181	51	133	145	3	102	11	777

9.4. Please indicate the monthly salary range of your accepted job offer

Half of the employed graduates from the HUM reported that they will earn less than R10 000 per month while 39% from Law reported more than R30 000. Institutionally, a large share of graduates (45%) were earning R20 000 or less.

Table 9: Monthly salary range by faculty

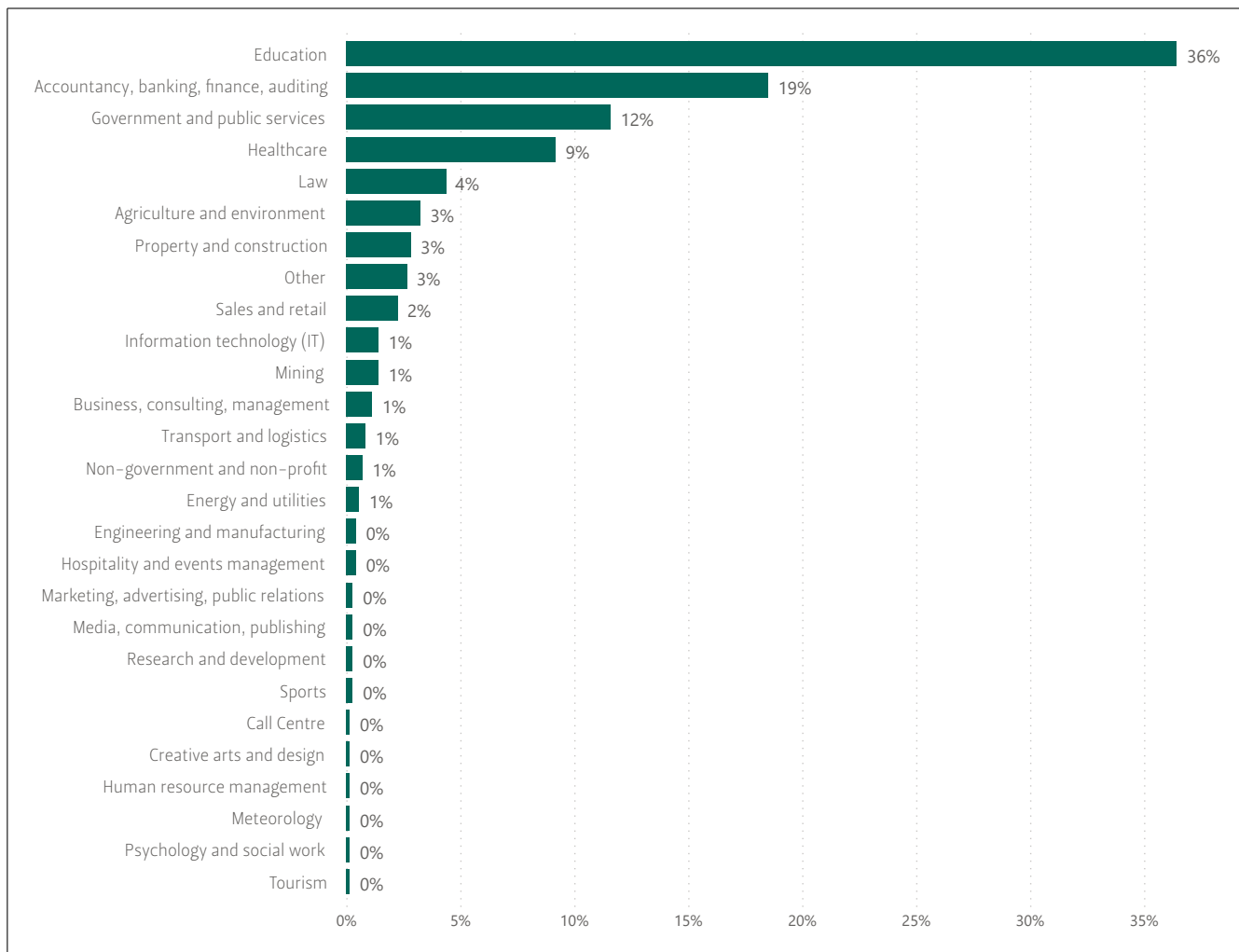
Monthly salary	BS	EMS	EDU	HSC	LAW	NAS	ODL	HUM	T&R	Average
Less than R10 000	13%	27%	13%	4%	16%	29%	0%	50%	9%	22%
R10 0001 – R20 000	11%	28%	40%	20%	13%	22%	0%	11%	27%	23%
R20 0001 – R30 000	26%	5%	20%	33%	13%	13%	33%	6%	9%	15%
More than R30 000	35%	19%	3%	24%	39%	13%	33%	5%	18%	17%
Don't know	0%	7%	8%	4%	1%	2%	0%	0%	0%	4%
I prefer not to say	11%	7%	14%	16%	15%	17%	33%	9%	18%	13%
N/A	4%	7%	2%	0%	2%	3%	0%	20%	18%	6%
Grand total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
n	54	97	183	51	134	145	3	102	11	780

10. Employers

10.1. Fields of employment

In 2018, the top six fields of employment were, education (41%); government and public services (21%); accountancy, banking, finance and auditing (20%); healthcare (8%), agriculture and environment (5%); and law (5%). There were some notable changes in 2020 as demonstrated in the Figure below. Thus, the top six fields of employment in 2020 were education (36%); accountancy, banking, finance, and auditing (19%), government and public services (12%), healthcare (9%), law (4%), and agriculture and environment (3%).

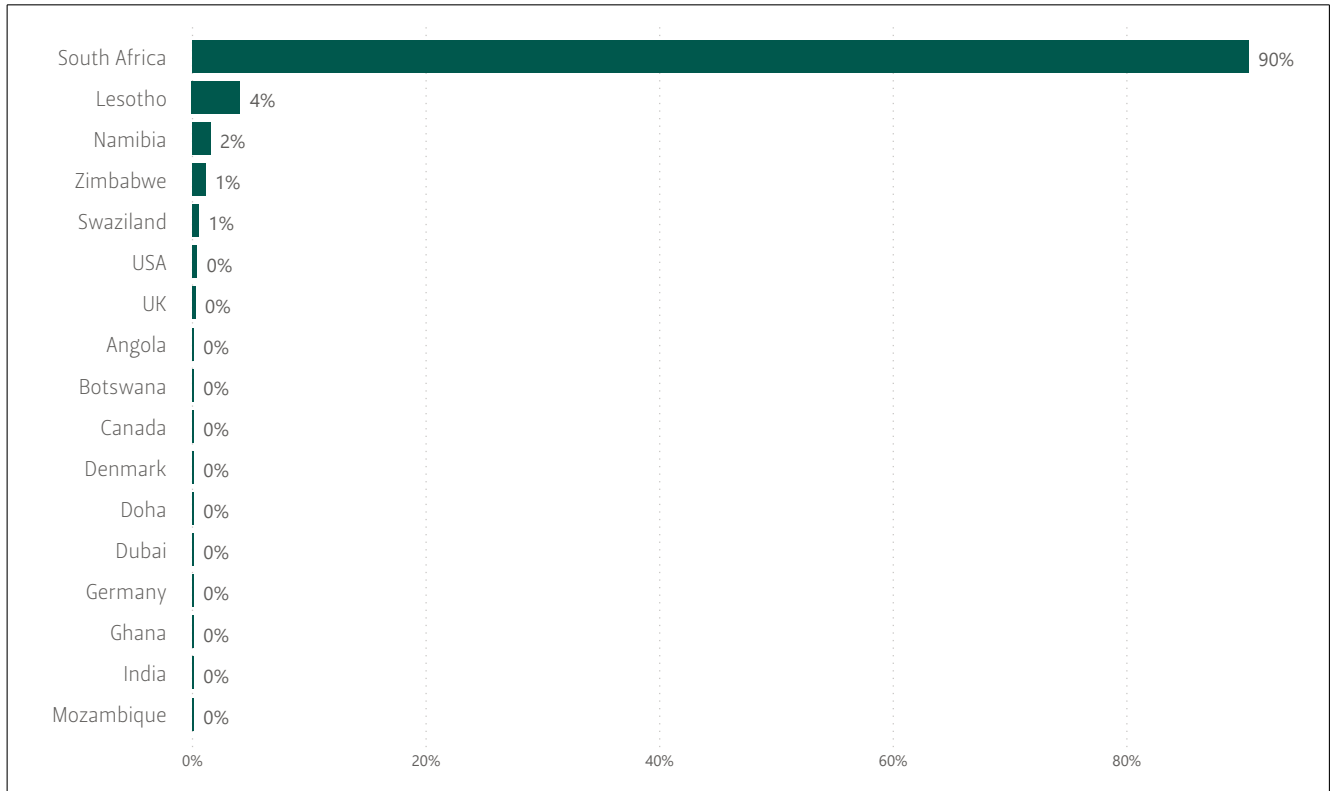
Figure 12: Fields of employment (n = 708)



10.2. Employer country

90% of graduates secured their jobs in South Africa. Only 4% in Lesotho, Namibia had 2%, and Zimbabwe and Swaziland had just 1% each of UFS graduates.

Figure 13: Employer country (n = 703)



10.3. Employer province in South Africa

The largest share of employed graduates in South Africa (SA) were working in the Free State (FS) 39%. Followed by Gauteng (GP) at 23%, Western Cape (WC) at 11%, KwaZulu-Natal (KZN) at 7%, Northern Cape (NC) at 6%, and Eastern Cape (EC) at 6%. The smallest shares of graduates were employed in North West (NW) 3%, Mpumalanga (MP) 4%, and Limpopo (LP) 3%.

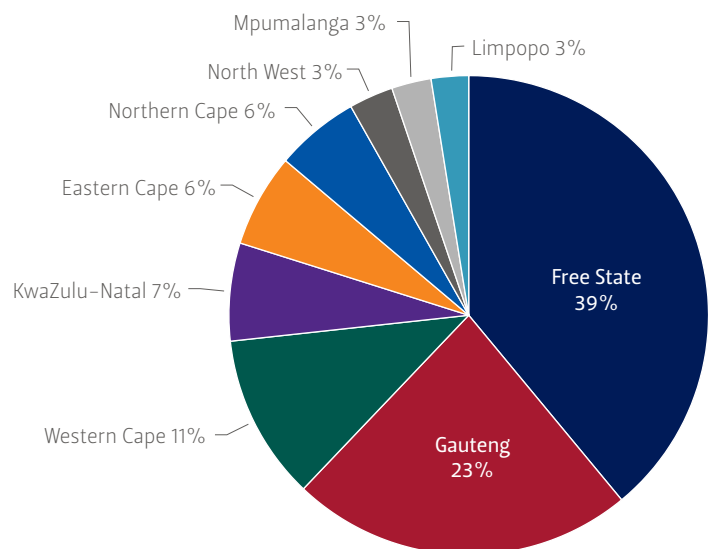


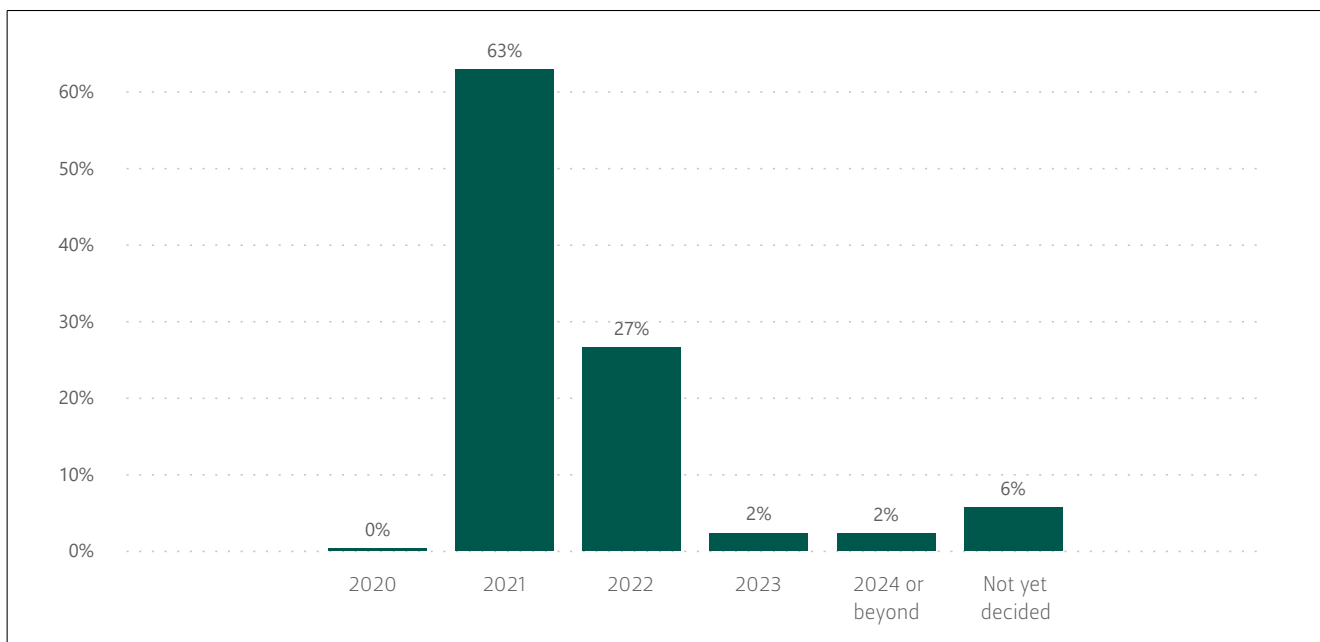
Figure 14: Employer province in South Africa (n = 636)

11. Further study and institutional reputation

11.1. When will you be furthering your studies?

Over 60% of graduates who planned to continue with their studies indicated that they plan to continue in 2021 (63%), followed by 2022 (27%), and 6% had not decided when to continue with their studies.

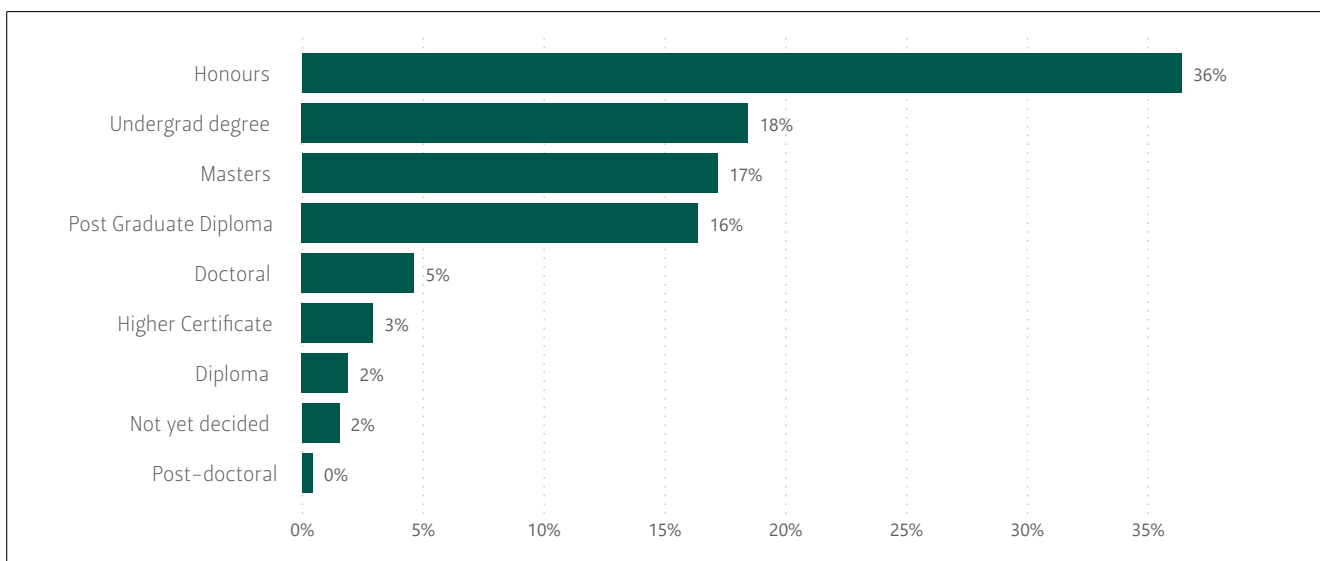
Figure 15: When will you be furthering your studies? (n = 1404)



11.2. Which qualification will you be/are pursuing?

Graduates planned to pursue Hons (36%), UG (18%), M (17%), PGDip (16%), and D (5%).

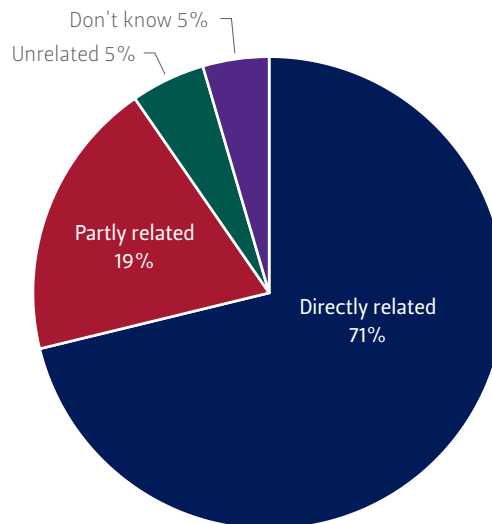
Figure 16: Which qualification will you be/are pursuing? (n = 1354)



11.3. Are your further studies related to the qualification obtained?

71% planned to continue pursuing studies directly related to their qualifications. This demonstrates good curriculum design and vertical progression. Just 19% indicated partly related qualifications. Only 5% in unrelated qualifications.

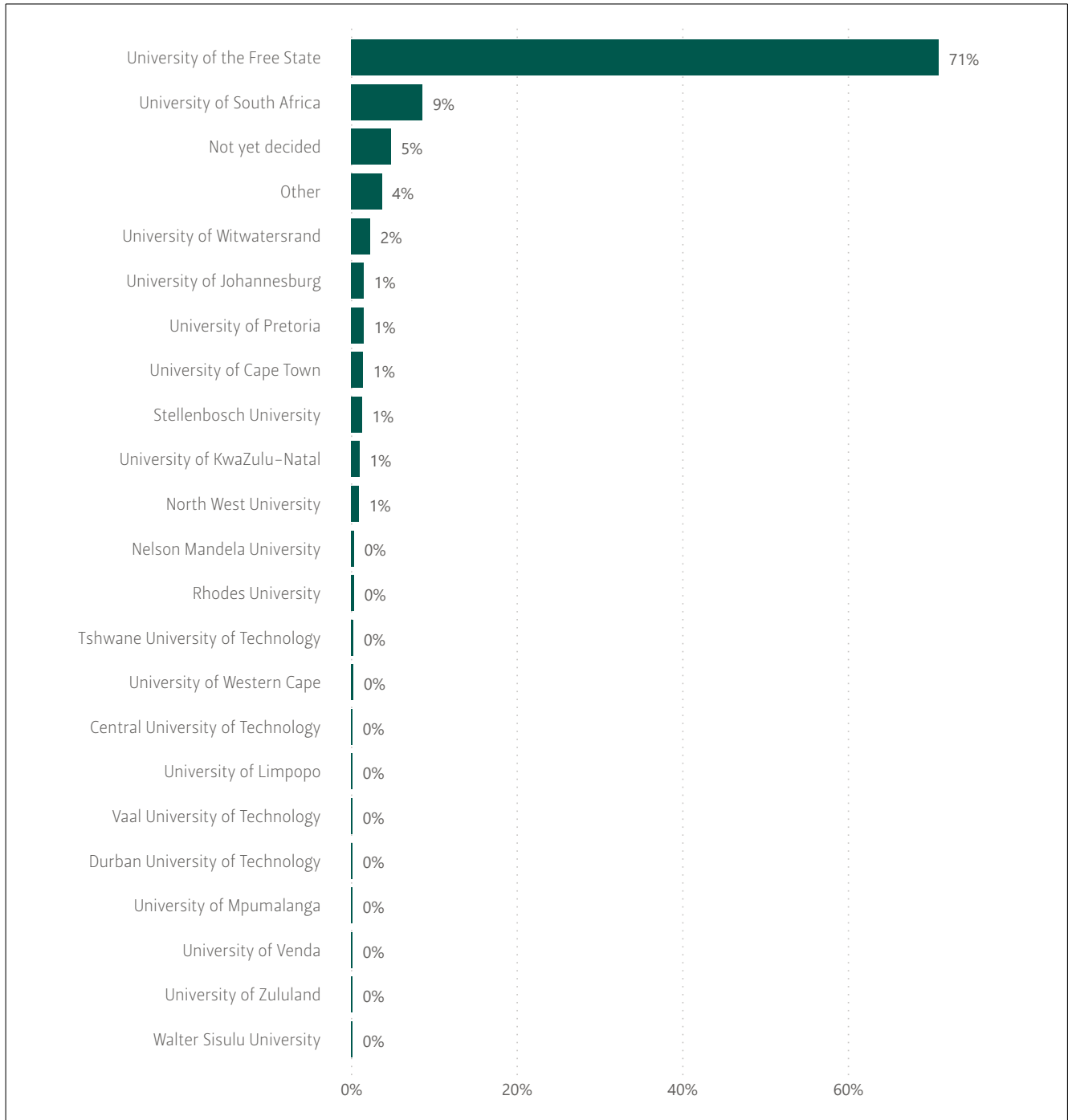
Figure 17: Are your further studies related to the qualification obtained? (n = 1354)



11.4. Where will you be furthering your studies?

Over 70% of the graduates indicated that they would return to the UFS (71%) to further their studies. Only 9% in UNISA.

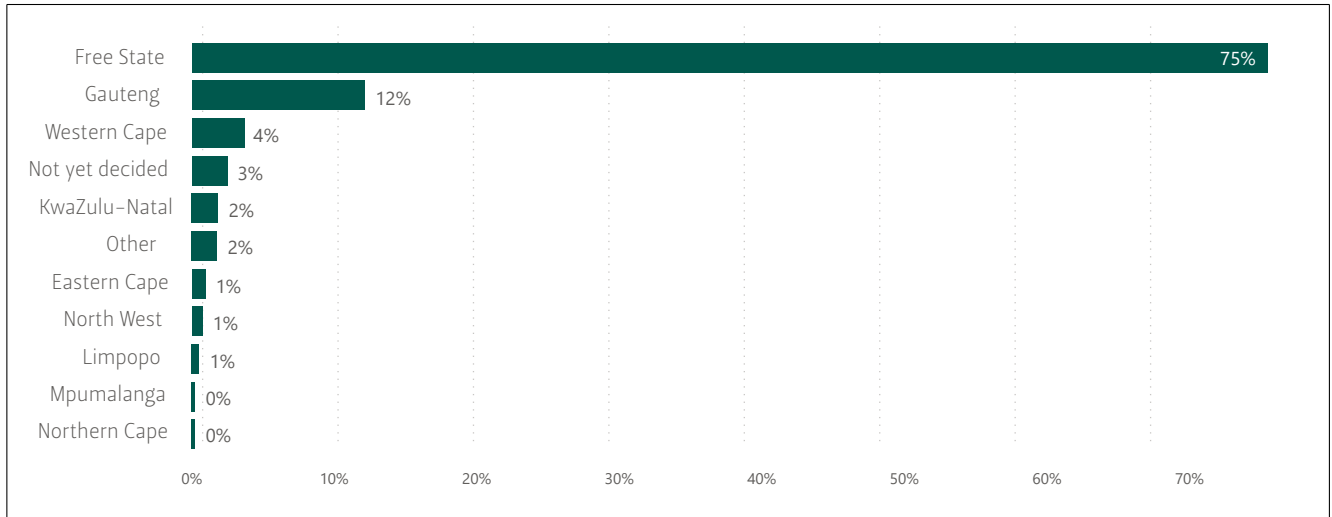
Figure 18: Where will you be furthering your studies (Institution/university)? (n = 1404)



11.5. Where is the location of this institution?

75% of the 2020 graduates remained in Free State institutions to further their studies. Gauteng institutions (12%) were the second choice.

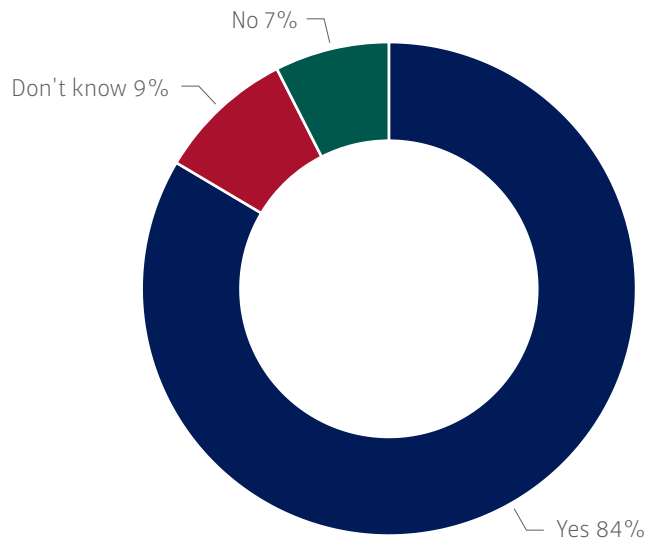
Figure 19: Location of institution (n = 1360)



11.6. Would you recommend UFS to others?

It is encouraging that 84% had faith in the UFS as they indicated that they would recommend the institution to others. However, a small fraction (7%) said they would not recommend it.

Figure 20: Would you recommend UFS to others (n = 1470)

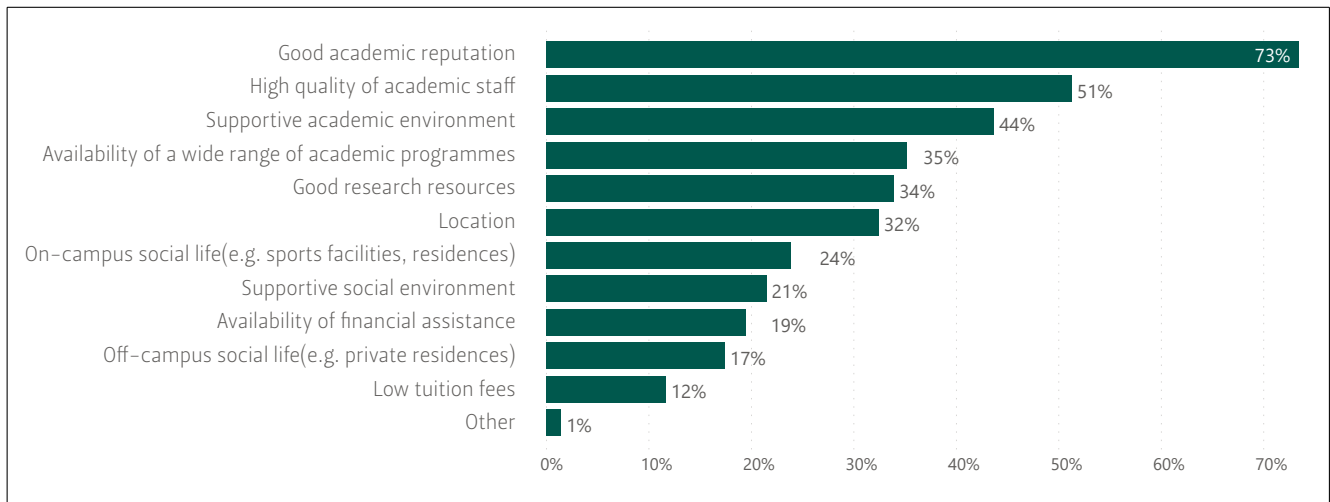


11.7. Indicate why you would recommend UFS to others

Top six reasons why they would recommend the UFS were

- Good academic reputation (73%)
- High-quality academic staff (51%)
- Supportive academic environment (44%)
- Availability of a wide range of academic programmes (35%)
- Good research resources (34%)
- Location (32%)

Figure 21: Indicate why you would recommend UFS to others (n = 1332)



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