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How do I enter the job market after graduation?

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Make today matter



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

Faculty of Health Sciences
Fakulteit Gesondheidswetenskappe
Lefapha la Disaense tša Maphelo

Unemployment in South Africa

- Estimated 9.3 million unemployed citizens in South Africa in 2017
 - 6 million are under the age of 35
- Single most important obstacle to poverty reduction in South Africa
- Causes:
 - Lack of adequate growth of the job market
 - A structural mismatch between the skills the modern South African economy demands, and the skills it supplies

Rising unemployment rates

Youth unemployment characteristics

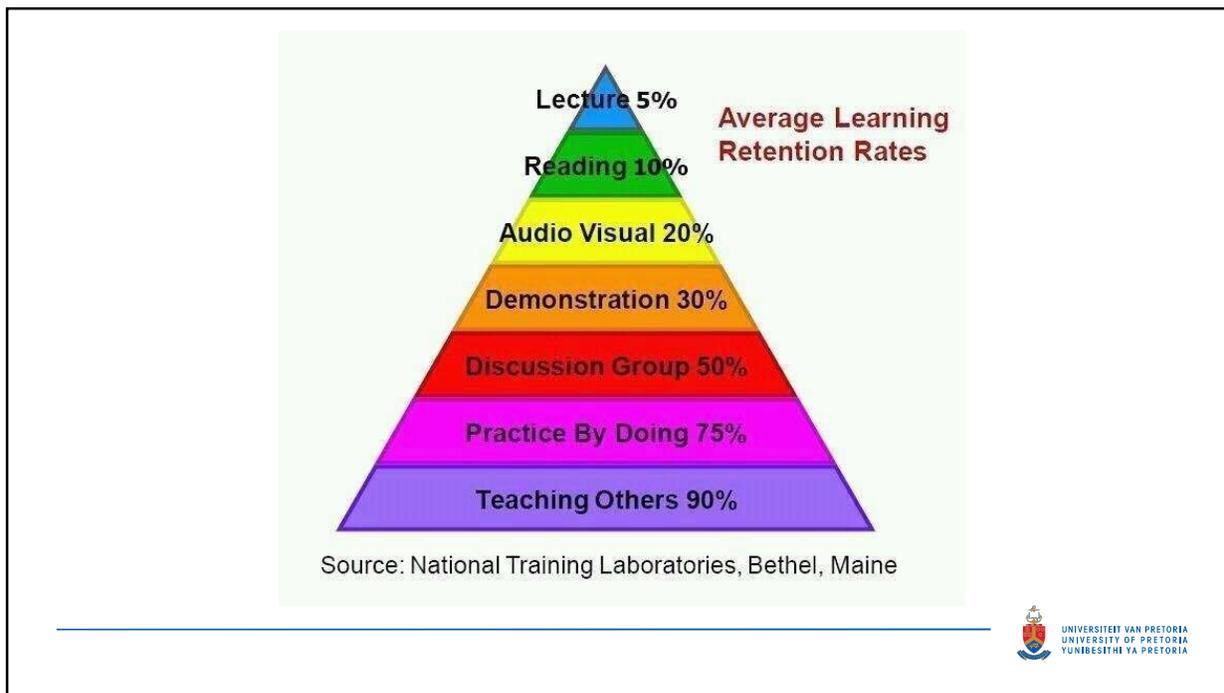
- Less than 20% of people over age 30 are unemployed in South Africa, compared to more than 45% for people younger than 30
- Youth are generally low-skilled and have little to no experience of formal employment
- Exceedingly difficult for unemployed youth to exit unemployment
- It is expected that a significant number of today's unemployed youth will never achieve formal sector employment
- Younger employees have the poorest job longevity
 - minimal financial responsibilities
 - lack the resilience to push through the initial challenges of entry-level employment (which tends to be menial and physically gruelling and offers little return)



Unemployed university graduates

- Disconnect between what and how universities teach and the experience of actually working in the job market
- University graduates leave their tertiary studies with the expectation of a well-paid job
 - Need to start at the bottom and work your way up
 - Hard work and talent are noticed quickly
 - You need work experience, no matter how menial and low-paying the job is initially
 - In the short term, young people don't see the benefit of working hard for so little reward
 - They don't see the necessity of work experience in creating long-term success. As a result they tend to resign too soon to look for something "better"



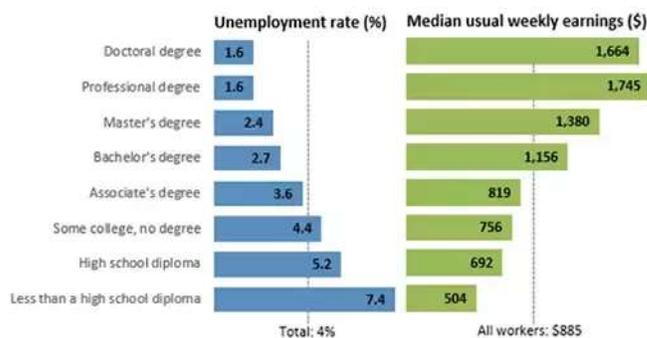


Getting a job and keeping it

- What employers are looking for is mostly what students don't realise while they are studying
 - Demonstration of passion and knowledge for the path you have chosen
 - Importance of soft skills
 - Honesty and integrity
 - Respect
 - Communication
 - Persistence
 - Independence of thought
- Development Bank of SA (2010): a young South African who gets and keeps their first job for 12 months or more, has an 85% chance of being employed for the rest of their lives

Tertiary education: does it really matter?

Unemployment rates and earnings by educational attainment, 2016



Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: U.S. Bureau of Labor Statistics, Current Population Survey.



What are my options?

- Public sector
 - National Departments of Health, Science and Technology, Trade and Industry, SAPS
 - Regulatory and accreditation agencies
- Private sector
 - Pharmaceutical industry and biotech firms
 - Marketing and communication
 - Starting your own company
- Data analysis
- Academia and education
- Graduate recruitment programmes (analytical/critical thinking skills)
- Further (post-graduate) study
- Volunteering and internships
- Gap year



Entrepreneurship

- The "capacity and willingness to develop, organize and manage a business venture along with any of its risks in order to make a profit"
- Skills to be learned
 - Business plan writing
 - Fund raising
 - Managing the regulatory environment
 - Intellectual property management



The State of Entrepreneurship in SA

<https://www.brandsouthafrica.com/investments-immigration/state-of-entrepreneurship-in-south-africa>

- More than half of the South Africans who run their own businesses are youth
 - Decline in youth entrepreneurs from 63% to 57% (from 2015 to 2016)
- The gap between male and female entrepreneurs is closing, with the latter making up 47% of entrepreneurs
- 98% of respondents owned for-profit businesses (18% of these were social enterprises)
 - motivated by creating value for the business owner
- 2% owned non-profit businesses
 - motivated to bring social change to communities
- Type of customer
 - 38% business to business
 - 47% business to consumers
 - 12% business to government
 - 36% all of the above

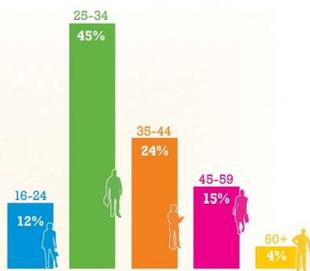


The State of Entrepreneurship in SA

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Age

The majority (57%) of respondents are classified as youth, a positive result given current challenges of youth unemployment in South Africa.

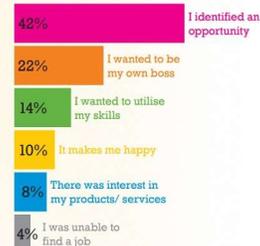


Motivation to start

The top 3 reasons why respondents started their businesses are:

- (1) they identified an opportunity;
- (2) they wanted to be their own boss; and
- 3) they wanted to utilise their skills.

Only 4% of respondents started businesses because they couldn't find a job.



BEST PRACTICE



Biotech opportunities

Health products

- Therapeutic agents
 - pharmaceuticals
 - recombinant proteins (monoclonal antibodies, interferon, cytokines, insulins)
 - stem cells, tissue engineered products and biomaterials
 - medical devices
 - gene therapy
- Diagnostic agents
 - diagnostic test kits
 - radiolabelled products used for diagnosis and imaging
- Vaccines
 - viral, bacterial and rickettsial vaccines



Biotech opportunities

Health services

- Sequencing
- Bioinformatics
- Antibody, oligonucleotide and peptide synthesis
- Quality analysis and control
- Validation of facilities for regulatory agencies



UP vision 2025

- UP aims to produce students who are work ready and who are entrepreneurs, able to create job opportunities as opposed to looking for job opportunities
- The University has established a “Work Readiness and Entrepreneurship” (WREn) project and opportunities will be made available to students through this platform



UP support for student and graduates

- UP provides a support service to students and graduates iro work prospects
- Information is available at the following links:
 - Continued learning (short courses etc.):
 - <http://www.up.ac.za/en/teaching-and-learning/article/2201271/professional-online-development-pods>
 - Employment, Recruiters of UP graduates, internships etc.:
 - <http://www.up.ac.za/en/career-services>



UP Career Services

<http://www.up.ac.za/en/career-services>

- On-line courses (in conjunction with Enterprises UP)
- Assistance with building and writing CVs, cover/motivational letters
- Career related advice on career planning and psychometric assessment
- Job searches, job applications, preparation for interviews and work readiness workshops. Exposes students to work experience through student hire which enables them to acquire basic soft skills required in the work place
- Assists students to access the various available on-campus jobs inside the university
- Facilitates contact between industry and students through career fairs, career presentations, individual exhibitions, as well as exposure to various industries



“Ready for work programme”

- Offered through Enterprises at UP (E@UP)
- “Become highly employable and career-fit”
 - Free to UP registered students
 - Also available to non-UP students at a nominal fee
- The link for the information is <http://www.enterprises.up.ac.za/training-solutions/ready4work/>
- “The **Ready for Work Programme** is specifically designed for **students or graduates from the University of Pretoria (UP)** to acquire the requisite skills and attributes to help them integrate into the world of work more easily. Move from the world of education to the world of work with essential skills that will improve your employment (or self-employment) prospects. The programme consists of **different packages** that include **free modules**.”





Package 1
Career Planning

Complete package

Free

Not a UP student? No problem. You can enrol for this course package at a nominal fee. Book your seat today by mailing us at ready4work@enterprises.up.ac.za

ENROL NOW



The **Career Planning** package consists of modules to help you plan a successful career and enhance job satisfaction. This package will ultimately help you choose a career, create a career plan, select potential employers most beneficial to your overall career goals, engage in activities to enhance your CV and learn the basics of entering the workplace and/or corporate world.

- All modules in this package are **free, self-paced and online**.
- If you complete **all the modules**, you will receive a **digital completion certificate** for the entire package.
- It will take you approximately **five (5) hours** to complete all the modules in the package.



MODULE ONE
INTRODUCTION TO CAREER PLANNING



MODULE TWO
RESEARCHING CAREERS



MODULE THREE
RESEARCHING POTENTIAL EMPLOYERS



MODULE FOUR
ENHANCING YOUR CV



MODULE FIVE
BASIC CONDITIONS OF EMPLOYMENT





Package 2

Job Preparation

Complete package

Free

Not a UP student? No problem. You can enrol for this course package at a nominal fee. Book your seat today by mailing us at ready4work@enterprises.up.ac.za

ENROL NOW



The **Job Preparation** package includes modules to assist you in looking for job opportunities through digital profiling – either because you want a better job, you are unsatisfied with your current position or you feel you are underemployed in relation to your qualifications and/or experience – and focuses on the skills you need to seek job prospects if you are unemployed.

- All modules in this package are **free, self-paced and online**.
- If you complete **all the modules**, you will receive a **digital completion certificate** for the entire package.
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MODULE ONE
WRITING A CV AND A COVER LETTER



MODULE TWO
DIGITAL PROFILING



MODULE THREE
INTRODUCTION TO INTERVIEW SKILLS



MODULE FOUR
JOB SEARCHES



MODULE FIVE
JOB APPLICATIONS





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Package 3

Workplace Skills

Complete package

Free

Not a UP student? No problem. You can enrol for this course package at a nominal fee. Book your seat today by mailing us at ready4work@enterprises.up.ac.za

ENROL NOW



The **Workplace Skills** package consist of modules to help you follow instructions more accurately, be aware of what is allowed (and what is not) in the workplace, and how to communicate professionally with all stakeholders in the work environment. In contrast to job-specific skills, work skills provide you with more general aspects that can be applied regardless of your job.

- All modules in this package are **free, self-paced and online**.
- If you complete **all the modules**, you will receive a **digital completion certificate** for the entire package.
- It will take you approximately **five (5) hours** to complete all the modules in the package.



MODULE ONE
TIME MANAGEMENT



MODULE TWO
WORK ETHICS



MODULE THREE
FINANCIAL SKILLS



MODULE FOUR
EMAIL ETIQUETTE





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The importance of a good CV

www.pnet.co.za

- Be clear and structured
- Avoid embellishments
- Be concise
- Make sure you can be easily contacted
- Remove all unnecessary information
- Put the emphasis on your experience
- Only mention relevant training
- Work in chronological order
- Be precise
- Personalise your CV



Personal brand strategy – Digital profiling

http://www.up.ac.za/en/career-services/news/post_2422030-preparing-for-the-world-of-work-creating-a-digital-profile

- Prof Gené van Heerden, Dept. Marketing Management at UP:
 - Entails aligning your knowledge, experience and skills with prospective employers, developing a professional CV, and managing your social media profiles
 - Your digital identity tells a story and sends a message about who you are
- Prof Van Heerden's tips:
 - Develop a good understanding of various digital platforms and make a concerted effort to monitor your identity accordingly
 - Be vigilant in reviewing your digital identity across all the platforms
 - Start developing your professional identity as soon as possible
 - Align your needs and the requirements of the career you have always dreamed of
 - Take up further training to boost your skills and add to your portfolio of professional traits.



UP rankings

<https://www.topuniversities.com/universities/university-pretoria#361806>



Networking

- People in your network
 - Colleagues
 - Teachers/mentors (e.g. supervisors)
 - Collaborators (national and international)
 - Acquaintances (e.g. at conferences)
- Networking is a long-term investment
- Benefits of networking
 - It can help you find a job
 - It can help you start your own business
 - It can help you advance in your career
 - It leads to lifelong friendships



Do's and don't's

- Decide on a career path and focus all your energy on it
 - Don't see your first job as the defining one
- Use the power of social media e.g. LinkedIn and Twitter to find jobs
 - Follow fields of work that interest you
 - Many employers use social media to screen candidates; keep your online profile clean and friendly
- Take charge of your own job search
 - Know your skills, values and interests
 - Proactively search out employers; don't wait for adverts or rely on the use of recruitment companies
 - Make contact with people who already work in your area of interest



Do's and don't's

- Don't give up
 - Do you need to retrain?
 - Take risks and learn from your experiences
- Teamwork and autonomy – a delicate balance
- Develop people skills
 - Ability to cope with difficult situations
 - Keep perspective
- Learn when to say no
 - Good judgement gains respect
 - Burnout

Thank You