



science & innovation
Department
Science and Innovation
REPUBLIC OF SOUTH AFRICA

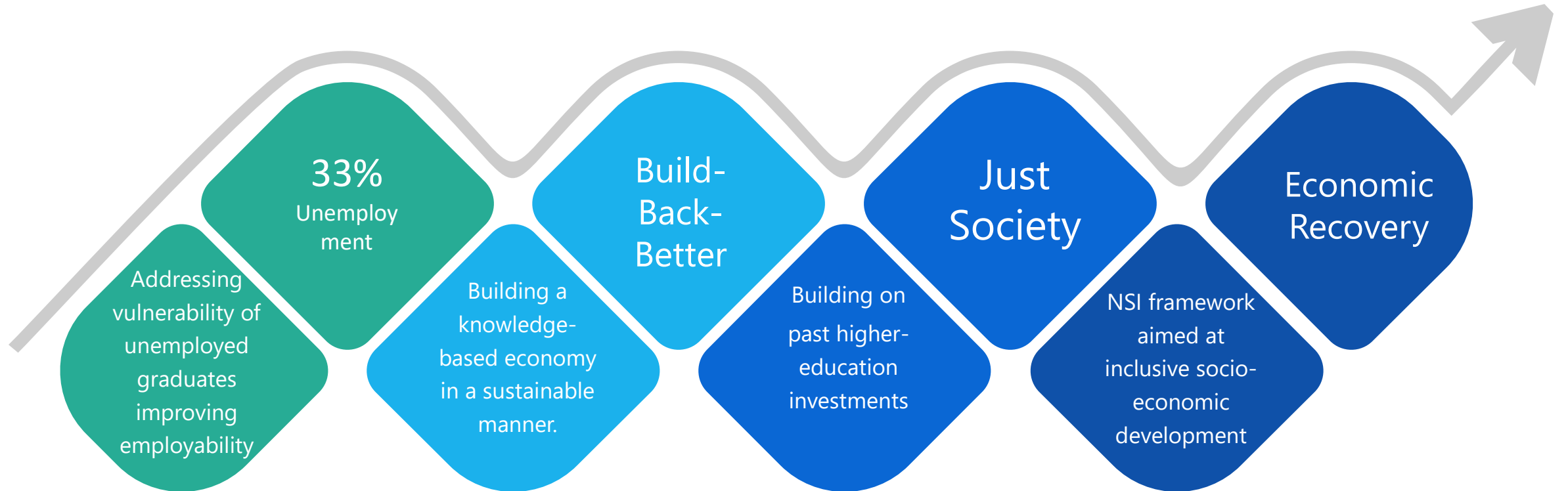


WATER
RESEARCH
COMMISSION

Water Graduate Employment Programme

December 2020

AIMS



WATER GEP FOCUS

A National, multi-province response

- Supporting the development of the next generation of innovators and thought leaders in emerging knowledge areas;
- Expanding work exposure and experience through access to employers and meaningful work; and
- Improving graduate employability through an integrated approach.

Work exposure - knowledge generation planning & implementation projects that have an impact on social good services for communities;

CRITICAL SKILLS & WORK EXPOSURE



PRIORITY PROJECTS AND EXPERIENCE



FINANCIAL AND DEVELOPMENT BENEFITS

SUPPORT TO STUDENTS

FUNDING ALLOCATON

Financial support to graduates

	AMOUNT	FREQUENCY	HOST
STIPENDS	R3500	monthly	funded
EQUIPMENT & TOOLS	Yes - needs based	Yes - needs based	What can be provided?
PROJECT/OPERATIONAL	-	-	Host operational budgets

DEVELOPMENTAL SUPPORT

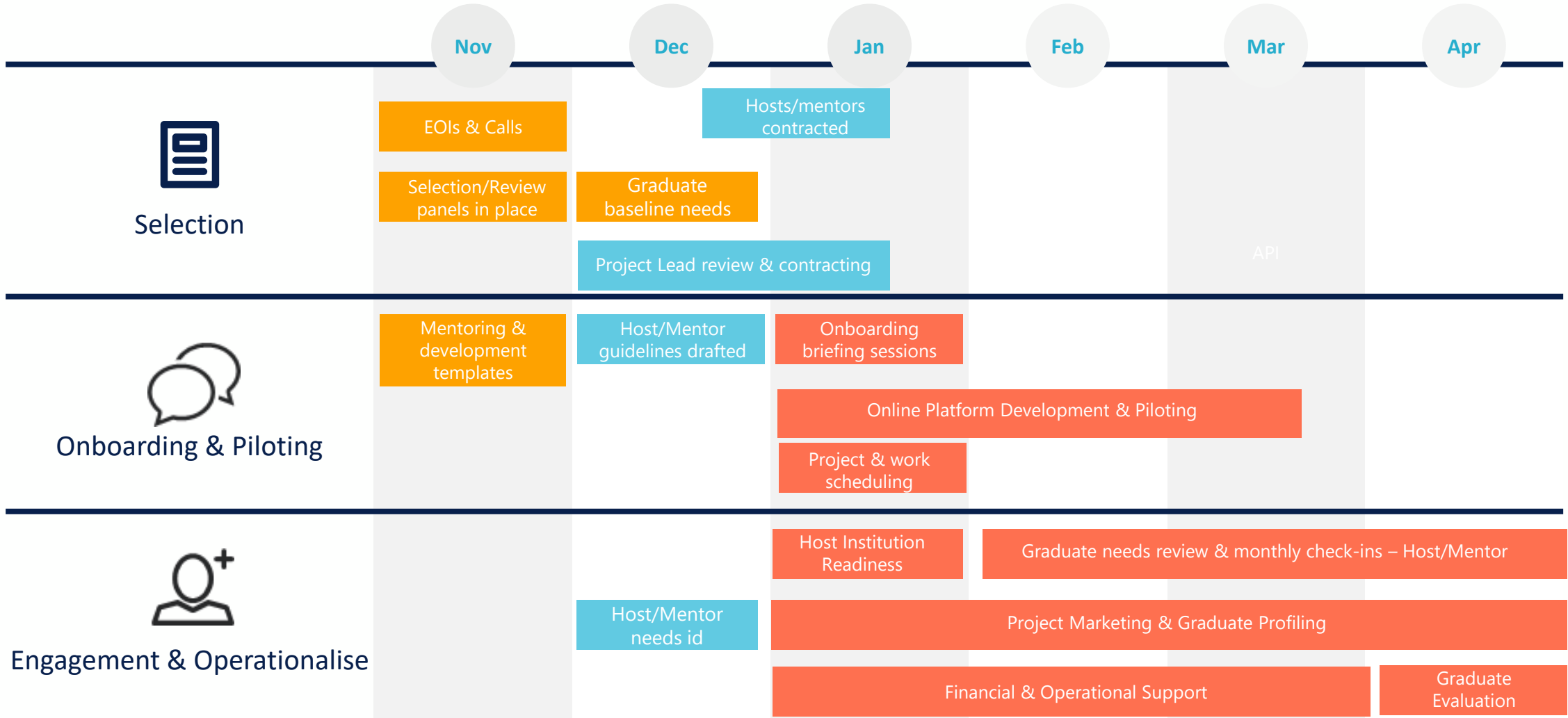
Supporting the development areas of graduates

	SUPPORT	FREQUENCY	HOST
COORDINATION	Funded at project level	Over 3 months	Reporting
SUPERVISION/MENTORING	Templates/ guidelines	Over 3 months	Direct
INFORMATION SHARING	Coordination/ Dissemination	Over 3 months	Host & Project
TRAINING WORKSHOPS	Project led	Monthly (5 days)	Allocation in work schedule

SELECTION, ONBOARDING & ENGAGEMENT

WATER GEP

● Completed
 ● In progress
 ● Planned



Engagement & Operationalise

PROJECT LEAD APPOINTMENT & PLATFORM DEVELOPMENT

DEVELOPING AND PILOTING A GRADUATE EMPLOYMENT PROGRAMME



GRADUATE WORK EXPOSURE

1

GRADUATE EOI/CALL

SOCIAL MEDIA PLACEMENTS – 18 NOV
WRC WEBSITE – 19 NOV
STAKEHOLDER COMMUNIQUE – 20 – 23 NOV

2

GRADUATE SELECTION

SELECTION PANEL BRIEFING & GUIDELINE – 30 NOV
SELECTION PROCESS PHASE 1 – 01-09 DEC 2020
SELECTION PROCESS PHASE 2 (ID, DOCS, LETTERS, CVS, QUALIFICATIONS, ETC) – BY 23 DEC 2020
FINAL COHORT – 12 JAN 2021
GRAD DROPOFFS/TOP UPS – MONTHLY

5

EVALUATION, PROFILING & LEARNING

WORK EXPOSURE TRENDS
PRESENTATION
GRADUATE PROFILES IN PLACE
SOCIAL MEDIA AND ONLINE
PROFILING
M,E & L REPORT
PLATFORM FINALISED

4

PROJECT/WORK EXPOSURE

PROJECT WRITE-UPS
GRADUATE COLLATERAL
MENTOR FEEDBACK
INFORMATION/KNOWLEDGE
DISSEMINATION
CAPACITY DEVELOPMENT BLOCK WEEKS
IT/ONLINE PLATFORM TESTING/PILOTING

3

ONBOARDING & DEVELOPMENT

ONBOARDING SESSIONS – BY 17 JAN
GRADUATE NEEDS REVIEW – JAN –MAR 21
TEMPLATE FINALISTION – JAN 21
WORKPLANS IN PLACE – BY 21 JAN
FIRST CAPACITY DEVELOPMENT SESSION – BY 29 JAN
WATER GEP PROMOTION

SECTOR STRENGTHENING & READINESS

BUILDING INSTITUTIONAL CAPACITY & MENTORSHIP

IDENTIFYING HOSTS/MENTORS

Capacitating water, sanitation and linked sector partners in supporting graduate development needs



EMPLOYER/MENTOR ENGAGEMENT

- Sector collaboration and learning
- Mentor skills improvement
- Employers Day – what we look for in employees



ENABLING ENVIRONMENTS

Development, provision and testing of tools/templates/guidelines.



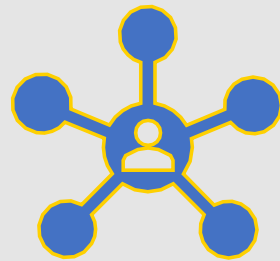
PILOT & EVALUATION

- Employer inputs into Graduate exposure programmes
- Testing and piloting of sector platform
- Profiling/Stories of sector partners/mentors/hosts

EXPERIENCES AND LEARNINGS

- Applications for consideration:
 - Final year students who do not have confirmed employment in 2021
 - PhD graduates a year or two older than 35
 - Water graduates turned entrepreneurs who lost their businesses during COVID-19 pandemic
 - International students studying in SA
- Capacity and interest of host institutions/mentors to support graduates
- How can this process strengthen institutional capabilities to attract and retain new talent?
- Expectations of youth and their ability to understand areas of growth
- Graduates - Willingness and initiative to apply themselves in the first and second phase of application, information and selection.

WRC TEAM



Management - **Chantal Ramcharan-Kotze** –
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