



**REGENT**  
**BUSINESS SCHOOL**

HONORIS UNITED UNIVERSITIES

DISRUPT. RETHINK. INNOVATE.



# EMPLOYABILITY

REPORT 2024

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# REGENT BUSINESS SCHOOL

## South Africa

Founded in 1998, REGENT Business School has campuses and learning centres in Durban, Johannesburg, Pretoria, East London, Cape Town, and in Swaziland and Namibia and is an innovative business school of the Fourth Industrial Revolution preparing agile leaders with an entrepreneurial mindset. Offering 30+ accredited and internationally recognized programs, which include MBA, PGs, and UGs degrees, covering areas of business administration, commerce, management & leadership, finance, entrepreneurship, local government, and educational management. Tech-rich experiences with makerspaces, and the iLeadLAB assist in empowering students with core competencies for the 21st-century workplace, in addition to a dedicated unit, redHUB, to provide training, mentoring, and incubation services to start-up entrepreneurial ventures. **A proud member of Honoris United Universities since 2017**





EMPLOYMENT  
RATE

**87%**

of our alumni were  
employed at the time  
of the survey.



OVERALL  
STUDENT  
SATISFACTION

**80%**

of students reflected that  
they were satisfied with  
the institution.



PROGRAMME  
RELEVANCE TO  
WORKPLACE

**93%**

agree that that the  
education received at RBS  
meets and exceeds their  
job requirements.





# DISRUPT, RETHINK, AND INNOVATE ARE THE ETHOS OF REGENT BUSINESS SCHOOL.

Higher education institutions are crucial in preparing students for success in the 21st century workplace.

Our programs and services are designed to develop:

- Strong employability skills such as communication, problem-solving, teamwork, and time management which give our graduates an edge in a competitive and complex job markets.
- Quality workforce in demand by employers who are increasingly seeking candidates with 21st-century skills.
- Innovative entrepreneurs who will become 4IR leaders through our innovation programs and access to our state-of-the-art start-up labs.

RBS graduates benefit from over 50 industry partnerships that inform our academic programmes, support work-integrated learning opportunities such as internships and help students to build their professional networks.

## HOW IS REGENT EFFECTING EMPLOYABILITY?

REGENT Business School is committed to ensuring student success and providing an exceptional student experience through a range of initiatives and resources that are designed to support students throughout their academic journey. RBS places a strong emphasis on developing employability skills of its students through:

- Specialised Career Services
  - Dedicated Career Services Team
  - Flexible and Accessible Distance Learning
  - Academic Integration - Preparing Students for the 4IR Workforce
- Transversal Skills Training for Mature Working Adults



## WHERE OUR GRADUATES ARE WORKING

<b>Financial Services</b>	<b>40%</b>	Banking, Consulting & Insurance
<b>Healthcare</b>	<b>14%</b>	Public and Private Healthcare, Consulting & Insurance
<b>ICT</b>	<b>11%</b>	Telecommunications, Manufacturing, Consulting
<b>Education</b>	<b>10%</b>	Municipalities, Pre and post Schools, Dept. of Education
<b>Wholesale &amp; Retail</b>	<b>10%</b>	Wholesale, Motar, Accommodation, Food, Clothing & Textile
<b>FMCG</b>	<b>9%</b>	Logistics, Pharmaceutical, Warehousing & Distribution
<b>Other</b>	<b>6%</b>	Entrepreneurs & Consulting

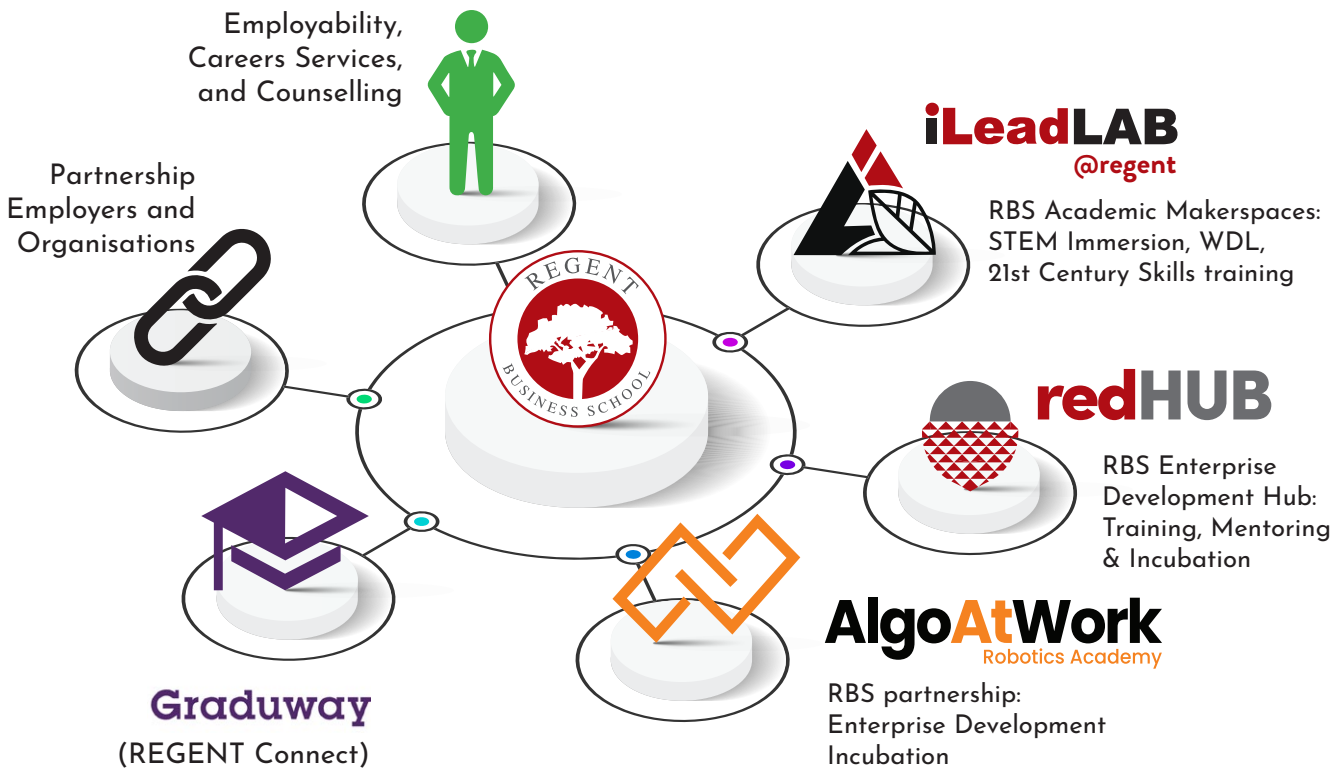
## HOW DID OUR GRADUATES FIND EMPLOYMENT?



## GRADUATE JOB TITLES

- ◇ Director
- ◇ General Manager
- ◇ Accountant
- ◇ Administrator
- ◇ Project Manager
- ◇ Managing Director
- ◇ Marketing Manager
- ◇ Educator
- ◇ HR Manager
- ◇ Procurement Officer
- ◇ Warehouse Manager
- ◇ Head of Department

# OUR STUDENT NETWORKS

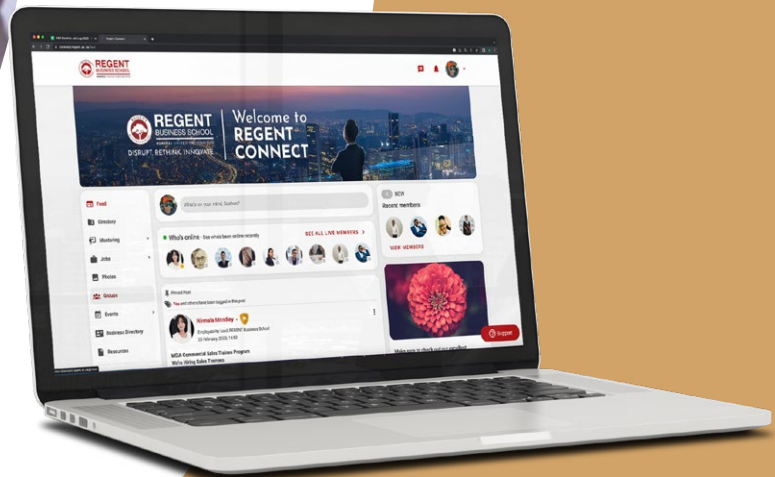


REGENT's dedicated Career Services team engage students and alumni in a variety of ways through career guidance and counselling, one-on-one consultations, online mentoring on REGENT Connect, and CV reviews. The Career Services team actively seek and build new partnerships with employers to provide more opportunities for our students and alumni. REGENT's Career Services organizes various complementary events and activities such as webinars, workshops, training and development programs, master classes, and CPD accredited events to support the professional development of our students and alumni. Career Services email: [employability@regent.ac.za](mailto:employability@regent.ac.za)



## REGENT CONNECT

REGENT Business School leverages advanced digital solutions that ensure our students receive career guidance. The Regent Connect platform is where our community of students, alumni, employer partners and staff share career focused information resources including professional insights to career development and advancement. The Career Services team also host various professional development webinars, job posts and other career building resources on the platform. With a community of 6180 students and alumni, the platform is aimed at fostering collaboration, networking, and knowledge sharing to build a strong and supportive community of business leaders and professionals.



REGENT Business School encourages immersive learning activities that support entrepreneurship and innovation. Regent combines the delivery of both online and in-person courses, with a state-of-the-art of the art business incubator and makerspace. We incentivise participation through prizes for best project ideas and successful launches of businesses. Students have won up to \$10,000 to kickstart their businesses.



## WORK-DIRECTED LEARNING (WDL) INTEGRATION PROJECT

Transversal skill integration, which includes communication, creativity, collaboration, critical thinking, to name a few, has emerged as a pivotal strategy to enhance employability skills. At REGENT Business School (RBS), transversal skills are integrated through active learning strategies, project-based learning, and real-world applications in the curricula to skill, upskill and reskill our students. The term Work Directed Learning (WDL) is used at RBS which is predominantly embedded in the curricula. This method cultivates students' capacity to adapt, invent, and work productively in a variety of contexts in addition to providing them with academic knowledge. Moreover, it fosters holistic development, as students gain self-confidence, resilience, and a broader perspective on complex issues. The Work Directed Learning components are introduced as a structured educational strategy that integrates "classroom" study with practical work experience in the field that is relevant to the students' programme outcomes/academic goals. This will allow students to apply their technical knowledge to real-world problems while also giving them an understanding of normal organisational culture, human connections, and working conditions.

### INITIATIVES:

- Business Meetings simulation
- Business plans
- Business Set up (Gamification)
- Communication skills
- Design Thinking
- Harvard Business Simulations
- Innovative Business Ideas
- Interview process and CV/resume writing/digital CV's
- Leadership styles
  - Managing and growing the business brands
- Masterclasses
- Robotics (Resolute Robotics)
- Scenario based information systems planning and development
- Social media marketing
- Virtual Tour: Accenture Supply Chain Tour
- Website designing and Blogs using WordPress

### INTERVENTIONS & INNOVATION:

- Business Simulations integrated with the content.
- Virtual Tours integrated in the design of the delivery.
  - Increased engagement through discussion forums
    - Enhanced and effective communication through announcements
      - Work directed assessments is the final project.
        - No Content teaching.



## iLeadLAB

REGENT Business School's iLeadLAB is an academic makerspace that provides students with a hands-on and innovative learning experience. iLeadLAB uses technology, prototyping, and maker-centred learning approaches that encourages students to develop 21st-century skills and competencies that are essential for success in a 4IR workplace. iLeadLAB trains students in laser cutting, sublimation, web development, and social media marketing. iLeadLAB also offers an Introduction to Robotic Process Automation program for students. By exposing students to makerspaces and other innovative learning opportunities, the iLeadLAB is helping to bridge the skills gap and prepare students for the rapidly changing job market.



## redHUB

REGENT Business School's redHUB promotes entrepreneurship for students looking to launch their own businesses through Work Directed Learning (WDL) approaches that focuses on solving real world problems. By incorporating entrepreneurship training into the WDL approach, students are given the tools and resources they need to be adaptable, innovative, and successful in their entrepreneurship pursuit.

redHUB drives the Higher Certificate in Entrepreneurship programme at RBS in three ways: i) The Start-Up Challenge, ii) Collaboration with iLeadLAB and iii) Shark Tank. Each of these elements challenge our students to get to demonstrate their entrepreneurship skills. redHUB is helping students to demystify the process of starting a business by providing practical case-based training for would-be entrepreneurs, and valuable guidance on the critical steps involved. For early-stage entrepreneurs, the just-in-time short courses are a valuable resource for improving business strategy, organization, and performance.

### redHUB Events

#### 1 Business Visits .....

In the beginning of the year students who attend tutorials on campus were afforded the opportunity to meet and interact with entrepreneurs based close to campus. This allowed the students to get first-hand information about the successes as well as challenges faced by 'real entrepreneurs'. The meeting with these entrepreneurs gave them insights into what it really takes for small businesses to succeed and the bittersweet taste of success which comes after years of hard work. The aim of this event, the business excursion, was to allow students access to entrepreneurs in the place of their businesses to gain the stated benefits.





## ② The Market Day .....

Held at all three main campuses, this event allowed students studying the Higher Certificate in Business Management an opportunity to put their classroom gained skills into practice with regards to costing, bookkeeping and sales specifically. Students were allowed the freedom to sell whatever they wanted as long as it was legal and not in bad taste. Students indicated that the lessons learnt were invaluable and therefore another such event was scheduled for later the same year. Lessons learnt also included doing some market research before the launch of the event and the need for more marketing.

## ③ Pitch Training

A Pitch Training event was also held in partnership with SEDA (Small Enterprise Development Agency) over two days and was open to any student willing to attend. This event allowed students to put into practice what they have learnt regarding the main components of a business plan in the form of a business pitch. The student who excelled in this event was given a R15 000 voucher by SEDA towards the development of his business plan and the top 5 students were allowed to participate in the national pitch competition. A typical business pitch would cover aspects such as business opportunity, market research, finances, and strategy among others.

# EMPLOYABILITY & CAREER SERVICES

## 1

### **Employer Ecosystem Management**

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- New Partnerships: 22 new partnerships established, expanding the employer network and enhancing job placement opportunities. Collaboration with employers and industry partners.

## 2

### **Alumni Engagement**

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- Number of Graduway Users (Students, Alumni): 7004 users on the Graduway platform, fostering alumni engagement.
- New Users: 2403 new users joined the Graduway platform during the reporting period.

## 3

### **Services/Skilling**

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- Physical Spaces: 6 physical spaces established for skilling and training programs.
- Internship and Job Opportunities: 867 opportunities provided to students and graduates.
- Job Applications (Graduway): 1816 job applications submitted through the Graduway platform.
- Internship Opportunities (Partners): 164 internship opportunities facilitated through partnerships.

## 4

### **Employability Webinars and Workshops**

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- 56 webinars and workshops conducted on various employability topics



# 5

## Consultations (Career and Psychosocial)

- Career and Psychosocial Consultations: 139 consultations provided.
- CV Reviews: 114 CVs reviewed for improvement.
- LinkedIn Reviews & Registrations: 6 LinkedIn profiles reviewed and registered.
- Mock Interviews & Interview Prep: 16 mock interviews conducted for skill enhancement.
- Workplace Readiness Consultation: 3 consultations conducted to enhance workplace readiness.

# 6

## Gender Gap

- Women's Month Events - Gender Disparity / Personal Branding in a Digital Space: 2 events conducted, highlighting efforts to address gender disparity and enhance personal branding in the digital space.

### SKILLING THE WORKFORCE

*Regent Business School offers programmes to meet the various needs to working adults seeking to upskill or reskill.*

### OUR PROGRAMMES

**Doctor of Business Administration (DBA)**

**Master of Business Administration (MBA)**

**Honours Programmes**

**Postgraduate Studies**

**Degrees**

**Advanced Diplomas**

**Diplomas**

**Higher Certificates**



# WHY STUDENTS CHOOSE REGENT BUSINESS SCHOOL

Regent Business School is a leading educational institution that offers students a comprehensive educational experience.



Students choose to study at Regent because of its commitment to providing accessible, affordable, and relevant education.



The school's world-class facilities and cutting-edge technology for 21st century learning provides students with the resources they need to succeed, while renowned faculty members work closely with students to help them develop the skills, knowledge, and confidence they need to achieve their career goals.



Students at REGENT benefit from a comprehensive employability program that enhances their career opportunities and equips them with the skills and knowledge they need to make a meaningful impact in their chosen fields. In addition to these factors, students also appreciate the practical, real-world experiences they gain through Regent's hands-on learning activities and its focus on providing students with practical skills that are applicable in the workplace.

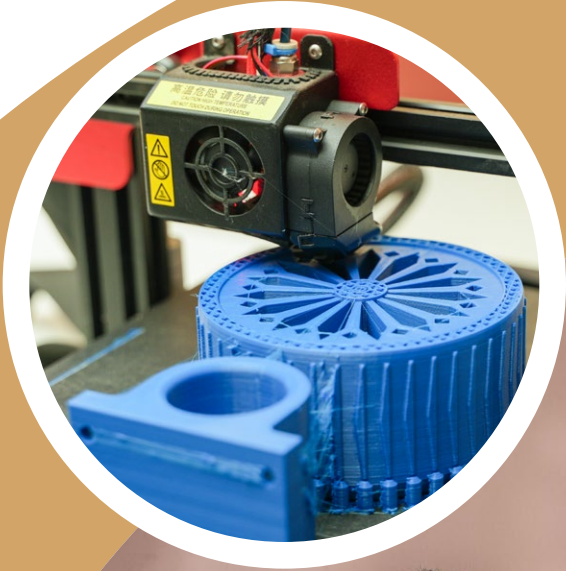


Regent is also part of the Honoris United Group, which is committed to transformative and relevant education, preparing agile business leaders who are equipped to succeed in a rapidly changing world.



With its supportive community and commitment to student success, RBS is the ideal place for students who want to achieve their career goals and make a positive impact in their chosen fields.







# STUDENT TESTIMONIALS



I chose MBAHCM because the healthcare fraternity is unpredictable, enabling myself with skills to navigate healthcare management. As a mid-level manager, I'm now able to align my current responsibilities with training received which is industry relevant countenancing me to be impactful on my operational duties. The lectures, support staff and experience at RBS have been amazing, and highly recommended!

## **DR CATHY SIBIYA**

Lieutenant Colonel - South African Military Health Service,  
Chief Medical Officer - Area Military Health Unit Mpumalanga  
MBA in Healthcare Management

I chose the MBA programme as I wanted to make a significant impact in healthcare. Attaining enough credits to pursue my MBA with the postgraduate business management programme at REGENT. Although the road to completion of a master's degree was tough, managing work and studying the environment at REGENT proves to be one where you can academically thrive with many platforms for academic assistance.

## **CHARLOTTE PILLAY**

Manager - Netcare911  
MBA in Healthcare Management



I wanted to improve my knowledge and understanding of the business world, and enhance my entrepreneurial spirit with the flexibility to study part time and apply my knowledge as I continued to work. My personal self-belief system has improved, I am able to evaluate situations with ease, my decision making and confidence has also radically improved. It has given me personal validation I was seeking.

## **STEVEN CRAIG GADD**

Personal Trainer - SG Fitness  
Master of Business Administration (MBA)







## GRADUATE TESTIMONIALS

*My role involved providing strategic support to business units for implementing their business plans and achieving their targets. This reinforced my belief that obtaining an MBA will equip me with the strategic thinking and knowledge needed to contribute meaningfully to organizational success. Since earning my MBA qualification from Regent Business School, my career has continued to thrive and evolve, and I've been actively engaged in various industries.*

### **JEAN MBOULE**

Chief Commercial and Marketing Officer - Good Governance Africa  
Master of Business Administration



*The RBS employability webinars have enriched my ability to make progress in not only the working world and environment, but also grow as an employee and person. It has assisted in the current phrase I fall into as an individual, which anyone my age would have to have waited 6 years to be in.*

### **HADRIANNE CHETTY**

Student Advisor  
Bachelor of Commerce in Accounting



# EMPLOYER TESTIMONIALS

*REGENT Business School's Employability and Career Services have been instrumental in facilitating the recruitment of alumni for various internship opportunities with our employer partners.*

*Their impressive turnaround time and consistency in providing candidates who are both confident and work-ready not only ensures a smooth and efficient placement process but also demonstrates their commitment to providing comprehensive service and support.*

*The caliber of graduates provided by REGENT Business School's Employability and Career Services is consistently superior, showcasing their adeptness and skillfulness, which makes them invaluable assets across a multitude of professional sectors.*

*We highly recommend REGENT Business School's Employability and Career Services for their professionalism, effectiveness, and commitment to fostering talent.*

**JENNIFER GOVENDER**

ETQA Manager  
Sizwe Training (Pty) Ltd



# WHERE DO I LOCATE REGENT BUSINESS SCHOOL?

South Africa, Mauritius, Namibia and  
Eswatini Learning Centres



## HEADQUARTERS

### DURBAN - SOUTH AFRICA

35 Samora Machel Street, Durban

Tel: +27 31 304 4626 / Email: [study@regent.ac.za](mailto:study@regent.ac.za)

## LEARNING CENTRES

### JOHANNESBURG - SOUTH AFRICA

13 Frost Avenue, Auckland Park, Johannesburg

Tel: +27 11 482 1404 / Email: [mbajhb@regent.ac.za](mailto:mbajhb@regent.ac.za)

### PRETORIA - SOUTH AFRICA

Hillcrest Office Park, 177 Dyer Road, Hillcrest, Pretoria

Tel: +27 12 764 1300 / Email: [pretoria@regent.ac.za](mailto:pretoria@regent.ac.za)

### EAST LONDON - SOUTH AFRICA

6-8 Donald Road, Vincent, East London

Tel: +27 43 721 1271 / Email: [eastlondon@regent.ac.za](mailto:eastlondon@regent.ac.za)

### CAPE TOWN - SOUTH AFRICA

The Boulevard Office Park, Block A, Podium Level,  
40 Searle St, Woodstock, Cape Town

Tel: +27 21 422 2567 / Email: [capetown@regent.ac.za](mailto:capetown@regent.ac.za)

### GQEBERHA - SOUTH AFRICA

Shop No. LG 56, Baywest Mall

100 Baywest Blvd, Hunters Retreat, Gqeberha

Email: [gqeberha@regent.ac.za](mailto:gqeberha@regent.ac.za)

### MANZINI - ESWATINI

Plot 132, Mbabha Street, Manzini (next to Eswatini Milling)

Tel: +268 250 55890 / Email: [swazi@regent.ac.za](mailto:swazi@regent.ac.za)

### MBABANE - ESWATINI

Shop No. 13, The New Mall, Lot 2202, Extension 1, Mbabane

Tel: +268 24049440 / Email: [mbabane@regent.ac.za](mailto:mbabane@regent.ac.za)

### ONGWEDIVA - NAMIBIA

Coolmaster Complex, Ongwediva Main Road, Namibia

Tel: +264 652 38567 / Email: [ongwediva@regent.ac.za](mailto:ongwediva@regent.ac.za)

### WINDHOEK - NAMIBIA

Unit 8 Moth Centre, Centaurus Road, Windhoek

Tel: +264 6122 1480 / Email: [windhoek@regent.ac.za](mailto:windhoek@regent.ac.za)

[regent.ac.za](http://regent.ac.za)



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