



FEZEKA GRADUATE PROGRAMME BROCHURE



DECEMBER 2024

1. THE PURPOSE OF THE PROGRAMME

The Fezeka Graduate Programme will provide high-potential, black female graduates who want to build a career in investment management with the opportunity to participate in a structured development programme that provides a powerful combination of theoretical knowledge, professional development, and practical work experience within established top performing Investment Management businesses committed to growing the talent pool of Women in Asset Management.

2. FEZEKA GRADUATE PROGRAMME FREQUENTLY ASKED QUESTIONS

Why build a career in Investment Management?

You should consider a career in investment management if you are passionate about helping clients with researching, shaping, implementing, and monitoring their investment strategies to get the best possible returns in the market – these clients may be individuals, pension funds, stockbrokers, investment banks, or corporates.

The programme will be hosted by the ASISA Academy on behalf of the participating employers. ASISA itself is the industry body for our industry and the ASISA Academy creates and delivers high quality solutions to meet the skills development needs of South African Savings, Life Assurance and Investment Management organisations.

What does the programme involve?

The programme and work experience will be offered in Johannesburg and Cape Town over a 19-month period at a competitive salary under the auspices of the ASISA Academy on behalf of the participating employers.

Participating Investment Management businesses will host graduates at their offices and provide workplace experience to build the knowledge, experience and professional skills for a strong foundation and career in the industry. Graduates successfully completing the programme will be certificated as Financial Market Practitioners, be ready to write their CFA level 1 exam and have built valuable experience and networks with leading asset management businesses and potential employers.



19 months comprising rotations, at different partner organisations



Competitive remuneration



Study Schools and Formal Learning covering markets, Investment Foundations and Preparing you to write CFA Level 1, a critical qualification for the industry



Mentorship and Coaching from industry professionals who will share their expertise and support you as you start your career



Certification completion of the programme **Nationally** recognised Occupational Certificate: Financial Markets Practitioner

What are the benefits to me as a graduate?

Graduates will gain valuable knowledge and exposure to a range of industry experts during the programme and be able to apply this learning in the workplace. The extended practical work experience will dramatically improve their employability. The insights gained from the investment management environments will broaden their understanding of the career opportunities available in the industry. One of the core benefits of the programme is the rotation between core functions within the asset management industry. Typically this will be done across three different firms where, for example, a graduate will get exposure to different asset class investments.

Who is the programme targeted at?

- Preference will be given to Employment Equity female students
- Quantitative background: including economics, stats, maths, accounting, finance & engineering
- Qualifying criteria: focus will be on recruiting students that show an aptitude for finance, staying power, application and a spirit of volunteerism
- Assessments will then validate those with high potential to succeed in our industry and support final selection for the programme

3. FEEDBACK FROM PAST AND CURRENT GRADUATES

Some comments from past and current grads about their experiences on the Fezeka Graduate Programme:

- “Thank you for this two-week course. It was incredible and completely exceeded my expectations.”
- “I want to thank ASISA Academy for the motivation and guidance for these past two weeks. I have really learnt a lot and I have gained more confidence in myself. These two weeks were exceptional preparation for my working career.”



- “The presentations today were very helpful as I got to understand many things in the financial services sector that I did not understand so overall it was a good day for me.”
- “The presentation on the professionalism in the workplace helped with how to deal with different conflicts and how we need to behave in the office.”
- “The work readiness programme has equipped me with so much knowledge and information that I will apply in my daily life, which will also help me be a great employee. I learnt so much and I am ready to go out there and develop myself. The presenters were amazing and did a great job. I am grateful for this opportunity.”



- “The course in totality was very enriching and I am super grateful for the opportunity.”
- “The program has broadened my perspective in terms of the actual industry - I am learning so much. It has been a great experience so far”.

- “This course has opened up my mind to so many different facets of the financial services industry. I have learned great life lessons from veterans in the industry. I am grateful for having the opportunity to be part of this programme and am even more excited about the future now. A big Thanks to the ASISA Academy for adding value to my life through this programme.”

- “It has been very valuable. I am very excited about the knowledge I have gained. Great course!”
- “The presenter really helped me understand the value chain. I got to see the link between the asset manager, the intermediaries and the customer. I now understand how they all work together to finally sell the product.”



4. ACADEMY VISION & CONTEXT

The ASISA Academy creates and delivers high quality solutions to meet the skills development needs of South African Savings, Life Assurance and Investment Management organisations. Our learning solutions are informed by and responsive to industry realities and delivered in an academically sound and practitioner-led manner.

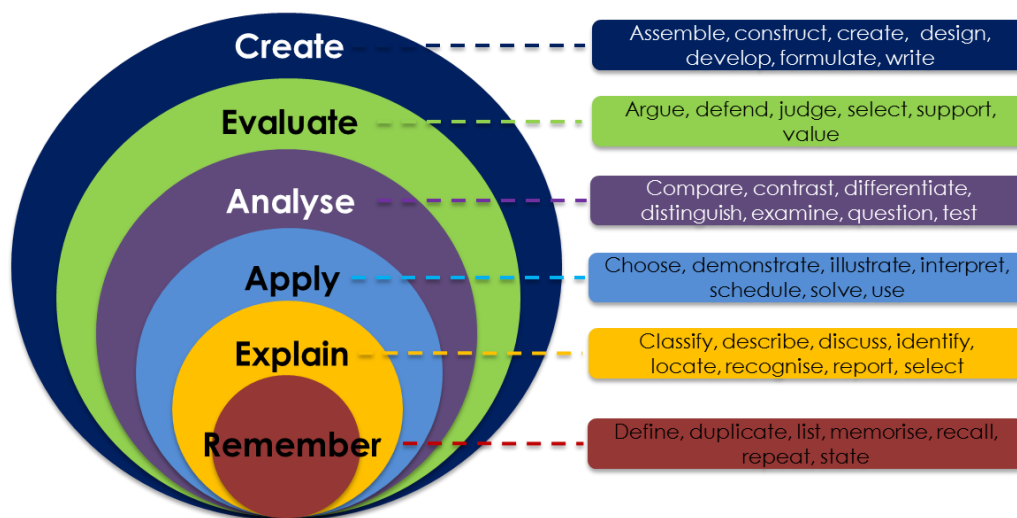
The Academy resulted from the need for a fresh approach to developing savings and investment management skills and achieving broader, more rapid transformation of the industry. The intention is to take delegates' learning beyond that of their tertiary studies using an approach that responds to industry realities and is delivered by industry experts in an academically sound manner.

More than 22,000 people in the Southern African financial services sector have learned with the ASISA Academy since 2008 with over 1000 industry presenters keeping the learning rooted in reality.

The Academy has a Level 1 B-BBEE rating.

5. ACTIVE LEARNING

We work hard at the ASISA Academy to ensure every learning experience is as interactive as possible. To achieve this, we draw on the expertise of some of the most experienced and specialised professionals in the industry and we limit the size of our groups. The following diagram captures the Academy approach to learning. We aim to achieve the bulk of our learning in the biggest circles.



Class sizes are limited to enable a supportive learning environment in which no committed participant gets left behind. Delegates will be required to bring a laptop or tablet in order to make full use of the online learning environment during the sessions.

6. CONTACT INFORMATION

For other course dates, venues, pricing and other information please contact the ASISA Academy on:

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- Website: <https://www.asisa.org.za/academy/>