

MORE THAN WAGES:

The gap between expectations and experience

In the context of constrained economic growth and a gap between expectations and experience, South Africans consider job security and non-financial characteristics just as important in a job as the economic return.
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tracer study, and identified five lessons to help improve the design and planning of larger tracer studies.

Her recommendations include: improving graduate databases, collecting baseline information from recent graduates, combining tracer and administrative data, improving the survey protocols, and expanding the labour market modules of graduate questionnaires. Professor Joy Papier from UWC is working with the LMIP to improve the methodology of tracer studies of TVET graduates. Early experiences in the field indicate that there is potential for institutionalising tracer studies to identify how well TVET graduates are prepared for the South African labour market.

Why tracer studies matter

Despite their costs and limitations, tracer studies form an important component of national LMISs, precisely because they provide information

of different ways and across several sectors (including adult education and workplace training) in order to improve the methodological base for scaling up tracer studies to provide crucial labour market intelligence as at the national level. There is still much work to be done, but the tracer study research conducted through the LMIP represents real progress in standardising research methodologies and identifying the ways in which these studies could be institutionalised in South Africa in order to improve our understanding of the post-school education and training sector.

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This article draws on a set of LMIP research projects on Pathway Studies on <http://www.lmip.org.za>.

Reflecting on how the public arrive at decisions about employment, work-seeking, or participation in education and training could offer critical information for effective skills planning. Currently, our understanding of how the South African public defines work, or what they expect from engaging in paid work activities, is very limited. It cannot be gleaned from an examination of existing labour market macro datasets on employment and unemployment. Thus a more comprehensive understanding of the public's lived experiences and attitudes as labour market actors would be very useful for policy development, and could enhance the effectiveness and

Prioritising the connection between labour market behaviours and work attitudes, the study examined public attitudes to work in order to gain a deeper understanding of South African work values, preferences and subjective behaviour patterns. Research was driven by two primary assumptions:

- Attitudes are significant predictors of individuals' behaviours and therefore provide an important window into factors that influence

Our understanding of how the South African

A macro-social market Africa of 20