

# Monthly Review

January 2008

Working together for a skilled tomorrow

## • *In this issue...*

We have a number of upcoming events from February through to March, so please do keep checking our website. We will of course keep you posted through direct mailshots (so again, its really important to please keep your details updated on our SMS (SETA MANAGEMENT SYSTEM). Please do attend the workshops if you can as your input is important and appreciated.

Please note that we do have a subscription facility on our website. Register here (see the navigation bar: Registrations, Downloads and Subscriptions) for the newsletter and other general information that we send out from time to time.

Learnerships in the sector are working well and we have a few articles in this newsletter.

All that now remains is to wish you a productive and exciting 2008. We at INSETA are certainly looking forward to it.

## • *FAIS Assessment Update and Upcoming Roadshows*

The 17 November 2007 FAIS Assessments written by candidates rolled out seamlessly across the country. Our thanks go to Imfundo, our appointed provider for this project, whose experience and good planning manifested itself in the smooth execution of these assessments.

Of the 550 candidates that wrote, the results were as follows:  
*Category A: Long Term:*  
32 people wrote, 74% overall average  
*Category B1: Personal Lines:*  
172 wrote, 66% overall average  
*Category B2: Commercial lines:*  
226 wrote, 77% overall average  
*Category C: Long Term :*  
120 people wrote, 60% overall average.

Going forward in 2008, the next rounds of FAIS Assessments will be held June 2008 and November 2008. The appointed provider is in the process of designing new generic learning material and curricula. New dummy assessments will also be provided before the next assessments for potential candidates to use in preparation for the assessments.

### **FAIS FIT AND PROPER ASSESSMENTS**

#### **First assessment**

Close of registration: 2 June 2008  
Assessments written: 21 June 2008

#### **Second Assessment**

Close of registration: 15 October 2008  
Assessments written: 8 November 2008

Basic Curriculum available 20 March 2008  
Basic learning material 18 April 2008  
Basic RPL tools/guides 18 April 2008 2008

### **NATIONAL ROADSHOWS**

5th May 2008 - Cape Town and George  
6th May 2008 - Port Elizabeth and East London  
7th May - Durban and Richards Bay  
8th May - Johannesburg  
12th May - Bloemfontein  
13th May - Polokwane  
14th May - Nelspruit  
15th May - Newcastle and Klerksdorp.

The INSETA website, under FAIS Assessments, will have the latest news relating to the Assessments, so please log on from time to time.

### Skills Development News...

- ***Mandatory Grant Payments***

A reminder that INSETA pays Mandatory Grants in quarterly payment runs. The last payment date for this financial year is **29 February 2008**.

The first payment date in the new financial year will be 30 May 2008.

- ***SDF Seminars in March: Return on Investment (ROI)***

INSETA will be hosting seminars for Skills Development Facilitators (SDFs) on ROI. Here are the dates—please do diarise them. As soon as venues are confirmed in these centres, we will inform the sector.

Please also check the website from time to time.

**Gauteng** - 11<sup>th</sup> March  
**Cape Town** - 12<sup>th</sup> March  
**Durban** - 13<sup>th</sup> March

- ***Q-Africa Conference***

The Q-Africa 2007, which took place on the 22/23 November 2007, had the theme **Occupationally-directed qualifications within qualifications frameworks**.

Local and international stakeholders concerned with the development and delivery of qualifications with a specific occupational focus attended the conference.

The conference took place as the review of the South African National Qualifications Framework (NQF) is being finalised, and as an intensive effort is made to deal with skills shortages in the country through the Na-

tional Skills Development Strategy (NSDS), Joint Initiative for Priority Skills Acquisition (JIPSA) and a series of other key initiatives.

Q-Africa 2007 focused on how to best address a number of national challenges, including scarce and critical skills, through the development of occupationally-directed qualifications.

Source: [www.saqqa.org.za](http://www.saqqa.org.za)



Shirley Steenekamp, INSETA Senior Manager for ETQA and Learnerships, delivering her address to the conference.

### ETQA News...

- ***Upcoming Accredited Provider Audits for Verification***

Primary accreditation is valid for 5 years from date of accreditation.

Providers that achieved their primary accreditation with INSETA at least 3 years ago will be audited towards continued accreditation, from March 2008.

As a Learning Providers due for an audit, INSETA will communicate with you on the dates of the proposed audit.

A template is available on the INSETA website for you to use for the preparation of the audit. Please **click here** for

the monitoring template (all Providers are encouraged to complete this for self-monitoring) or go to the INSETA website, INSETA Divisions, ETQA.

## Learnership News

### • *Learnerships — The Nuts and Bolts*

**On 15 January, Tumi Peele, INSETA's Learnerships Manager, was invited to give a talk at the new learners induction at Liberty.**

**The following is the gist of Tumi's motivating talk—on the importance of learnerships in our sector and the roles and responsibilities of the parties involved.**

We are at present faced with unemployment at a higher level of education, where graduates cannot find employment. The common reason behind this is the lack of work experience and not ability.

Integration, as one of the Principles of the National Qualifications Framework (NQF), aims to address this short-coming in the education system, where learners would have both theory and skill in what they have been trained on once they complete a qualification. This leads to the introduction of Learnerships—a partnership that involves several parties: the Employer, the Training Provider, Learners and the SETA.

For a Learnership to be a success, each of the parties must perform their responsibilities, which are based on the contract they enter into. The following are a few of the key responsibilities:

#### **The Employer**

- Acquiring an Accredited Training Provider to deliver the training (emphasis on accredited)
- Ensure that the learners are mentored and gave the required work-based experience according to the qualification for which they are being trained

- Ensure that on-the-job assessments take place
- Coordinate the learnership and ensure that the learners receive their stipend
- Give the learners work and resources to perform the work

#### **The Training Provider:**

- Deliver the training in accordance with the Learnership Contract
- Ensure that they have a scope for the training delivered
- Ensure that the facilitators, Assessors and Moderators are suitably qualified
- Conduct assessments and moderates all assessments
- Compile log books to track the learners' progress in the workplace (Off-site monitoring of the Learnership)

#### **INSETA**

- Quality Assurance of the learning
- This serves to ensure that:
- the training that the learners receive is of a high quality
- the facilitators, assessors and moderators are suitably qualified
- the learners are certified at on completion of the training
- suitable learning materials used during the training

#### **Funding of the Learnership**

This is not to be viewed as a salary but a means to provide the learners with a means to

- enable them to attend the training and to come to work.

#### **The Learners:**

- Consider yourselves as employed by the company for the duration of the training
- Attend classes in accordance with the schedule
- Come to work on time as expected
- Ensure that the log books are signed by themselves and by the Mentors.



## • **INSETA/National Skills Fund Critical Skills Support Project progress**

This Critical Skills Support project started last year and is now fully up and running. Corporate College International (from the AdvTech Group) is the appointed Learning Provider and now has all the 517 learners into the various modules of the academic learning programme. The learners will also be moving into the

workplace to acquire the work-based experience which is the critical part of this programme. As the learners on this programme are unemployed graduates, and there is a need in the sector for new entrants, it is an important project for INSETA and the Department of Labour's National Skills

Fund (NSF), as well as the Insurance sector. It is the first of these SETA/NSF projects to be running in this financial year. Important to note is that all these learners will be writing the FAIS Assessments in June, making them FAIS compliant.

## • **Feedback on training from the sector**

Dear INSETA

*During 2006 I registered for a Post Graduate Diploma in Management [Management Practice] through GSB Cape Town which I successfully completed with distinction at the end of 2007. I would like to thank INSETA for the partial bursary made available to me by INSETA to participate in this program. It is highly appreciated.*

Yours sincerely

**Martin Smuts**  
Founding Owner  
Smuts International

Our congratulations go to Anneline Lucas who wrote an exceptional integrated assignment in a Funeral Sector qualification.

Anneline scored an amazing 194/200 a percentage of 98,5%. Besides Anneline, there were other very good results from this qualification assessment.

## • **New staff appointments and INSETA Staff News**

Sebolelo Malebye has joined INSETA as the Administrator for Marketing and Public Relations. Her enthusiasm and energy is infectious and its good to have her on board.



Adeline Singh, ETQA Consultant, will be on maternity leave from 15<sup>th</sup> February 2008 to 1 May 2008.