

Monthly Review

March 2008

Working together for a skilled tomorrow

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● *Career Competition Guide*

Stand a chance to win 1 of 5 ipods by entering our Career Guide Competition on our website. The closing date of competition is 28 March 2008 so hurry up and enter!

● *FAIS Assessment Update and Upcoming Roadshows*

FAIS Assessments 2008 will be held during June and November.

The assessments will be conducted in two sessions. The morning assessment session will consist of a new cluster of unit standards and the afternoon assessment session will comprise the same unit standards used in the previous FAIS assessments.

Registration deadlines for both the June and November assessments will be 2 June 2008 and 8 November 2008 respectively.

FAIS Roadshows will be taking place during May 2008. Dates and regions are available on the INSETA website.

Basic learning material and the RPL tools will be available during the month of April 2008 so do keep an eye out for updates from our website.

Skills Development News...

● SDF Seminars in March / April: Return on Investment

INSETA will be hosting seminars for Skills Development Facilitators (SDFs) on ROI.

The Facilitators for the Seminar are Catherina Opperman and Marius Meyer. Some of the points that will be discussed are:

- ROI Implementation process
- The cost of Learning
- Practical application in the work-place

These are just a few topics that will be presented at these seminars across the various regions. Be sure to attend by registering online or calling the INSETA call centre.

The Gauteng seminars have already taken place with a huge success rate and fabulous feedback from our stakeholders which will be covered in our next newsletter.

Here are the dates and venues for the remaining regions—please do diarise them.

Western Cape - 25 & 26 March 2008 @ Southern Sun Cape Sun

KZN - 8 & 9 April 2008 @ Hilton Hotel Durban

Attendance at these seminars will prove to be fruitful and informative.

● Skills Development Amendment Bill 2008

The Skills Development Amendment Bill 2008 has been published by The Acting Minister of Labour, Ngconde Balfour, for public comment. Proposed amendments were requested to be submitted by 31 March 2008.

The main features of the Bill are:

- Promotion and development of artisans.
- Transfer of the provisions of the Manpower Training Act 1981 in respect of apprenticeships
- Strengthening the further implementation Employment Services
- Establishment of the Quality Council

for Trades and Occupations

- Listing of the National Skills Fund as a Public Entity

Full details on the proposed Amendments is obtainable from our website.

● New face in INSETA Skills Development

INSETA's newly appointed Skills Development Manager, Dumisani Kweyama is not just a new face to INSETA and the Sector as he comes packaged with a lot of enthusiasm and ideas which will be unwrapped through his involvement in various projects, transformation processes and insight sharing.

Dumi, (as he is known by fellow staff and colleagues) hails from KZN and he is well versed in three different languages namely,

Zulu, Sotho and German. His extensive educational background and experience will see him making fruitful contributions to the future success of further enhancing skills development within the Sector.

Together with his efficient team Dumisani plans to involve every employer and stakeholder within the industry in effective skills promotion including ensuring the efficient and accurate submissions of WSP's and ATR's.

He formerly held the post of Chamber Manager of CHIETA, Personal & Training Officer of Chrome International SA and Process Controller of Sasol,

Dumisani is sure to create a lasting impression within INSETA and the Insurance Sector.

Learnership News ...

• *Learnerships : News, views and achievements*

INSETA instrumental in closing the gap on scarce and critical skills in the Insurance sector Wealth Management Level 5 Learnership for Unemployed Black Graduates

This critical skills support project, partially funded by the Department of Labour's National Skills Fund, is an important one, fulfilling the National Skills Development Strategy (NSDS II) of the government. This technically complex Wealth Management Level 5 Learnership for Unemployed Black Graduates is aimed at fast-tracking the careers of new competent and dynamic financial advisors, planners and brokers. "As INSETA is about to embark on national workplace site visits to companies that are providing workplace experience for 517 unemployed black graduates, we are reminded of the potential value this learner-

ship project has in the Insurance sector", says Mike Abel, CEO of INSETA (Insurance Sector Education and Training Authority). Among others, it is providing experienced and qualified financial planners, brokers and advisors, fulfilling the need for new black entrants into this growing sector of the financial services market. Its potential lies in being able to reach and relate to the previously untapped markets of the economy, which require a variety of insurance products despite earning lower salaries.

With the current national focus/debate on the disparity between learning and work in

many workplaces, at a strategic level, this kind of initiative is extremely well timed. Mike Abel adds: "Work-based experience is imperative in assisting talented and enthusiastic graduates to become employed. Learnerships like these, and other INSETA projects in the field, provide the work-based learning to complement the academic qualification. The coaching and mentoring that the learners are exposed to is also a significant boost to their experience" comments Mike Abel. For full article [click here](#).

• *Completed Deliverables, Unit Standards and Skills Programmes*

DELIVERABLES

There have been four qualifications registered as at 28 February 2008 namely:

- NC: Short Term Insurance L5
- FETC: Wealth Management L4
- NC: Wealth Management L5
- FETC: Risk Management L4

UNIT STANDARDS

A number of unit standards are in development phase which encompass the following fundamental components within the Sector:

- Burial Society
- Risk Management
- Trustees

- Fundamentals
- Loss Adjusters

SKILLS PROGRAMMES

Approximately 2500 learners have been assessed as having completed various skills programs over a four month period.

● *INSETA's Internships*

INSETA launched this project in 2007 to support learners on Internships or Work-Based Experience (WBE). Grants are provided to enable **unemployed graduates** to achieve a maximum of one year's experience in the Insurance sector. This will provide the graduates with:

- practical, hands-on experience in the specialty/skills area that a graduate wants to work in, in the insurance sector, after graduation;
- the opportunity of permanent em-

ployment in the workplace for graduates; and

- the opportunity to establish a new venture on completion of his/her studies.

This Work-Based Experience **grant programme** is for learners who require work experience in order to complete a diploma or degree that requires the person to have a certain amount of work experience in order to achieve the quali-

fication.

INSETA will accept applications from employers who have identified unemployed graduates to participate in this programme, if the graduates comply with the criteria and regulations of this project (please go to INSETA's website should you wish to view the criteria: INSETA Funding, Internships). Important to remember that candidates for this project must be unemployed FET/HET Graduates, with their diploma/degree having covered certain financial and other subjects. This then complies with the National Skills Development Strategy (NSDS) requirements and aligns with the Sectoral Scarce and Critical skills, as per the INSETA Sector Skills Plan.

The Financial Sector Charter targets apply: 85% of participants must be black, 54% must be women and 4% must be disabled.



Medscheme's Internship launch—INSETA is looking forward to the roll-out of this first Internship programme

ETQA News ...

• *Provider Awareness*

INSETA LOGO POLICY

A number of providers have been using the INSETA logos in inappropriate ways and an amendment of INSETA's Logo

Usage Policy has been approved by INSETA Council to deter such use.

Providers are urged to comply with the policy requirements and should a provider wish to use any of the INSETA

prescribed logos permission needs to be obtained in writing.

A copy of the policy is obtainable from the INSETA website.

APPLICATION DOCUMENTS

Application documents in the following areas have been reviewed and applicants are requested to ensure that the new forms are used for any future applications:

- Assessor registration / scope extension

- Moderator registration / scope extension
- Programme approval / scope extension
- Preliminary questionnaire for primary accreditation
- Learnerships

• *Progress in assuring quality*

The ETQA division of INSETA has recently embarked on an assistance campaign to aid providers in clearing up their Learnership backlogs to promote a normal flow of training provided to learners within the Sector.

SAQA's stringent compliance requirements in quality assurance has created a need for implementation of an in house provider assistance which INSETA

ETQA staff are continually striving to deliver.

INSETA is one of twelve organisations that were sufficiently compliant for a SAQA Audit out of a total of thirty three considered by SAQA.

There is a continued influx of new applications for provider accreditation which confirms the impact that INSETA has

made in promoting quality assurance within the Sector.

Fifty brokers have been trained through an initiative by INSETA to be accredited providers which enhances the involvement of Black Brokers and providers in the Insurance Industry.

• *NQF Bill*

The Preamble of the Bill states that NQF has received widespread acceptance as the tool through which qualifications are recognized.

The Bill that was published for public comment on 15 February 2008, repeals the SAQA Act of 1995 and concludes the NQF Review.

Passing of the Bill will change the compo-

sition of the SAQA Board from constituency based to expertise based.

SAQA members will be required to represent the various education and training sectors and Board Members will be required to have extensive knowledge and commitment to education and training and the understanding thereof.

The Bill names various entities as the QC

bodies which will come into being by the amendment of the Skills Development Act.

SAQA will continue to hold responsibility over qualification registration and implementing the NQF.

Staff News...

• *Latest in house chit chat... by Sebolelo Malebye*

INSETA celebrated Valentine's Day (or rather a more ...version of this) by staff sharing aspects of themselves with each other.

The quality of the presentations and the inspired thought behind them was wonderful. The T-shirts that completely fitted our theme of a 'sharing' day were obtained from Heartfelt, a women's group from the Eastern Cape.

The catalyst behind these women's work is Tess Britz, and I am very proud of my T-shirt that says 'Hope', quite fitting for this day and age in South Africa. Should you be interested in more information on Heartfelt, Tess can be contacted on 011 475 2900



Resignations

Laetitia van Dyk INSETA Council member and **Laurel Holmes** our Public Relations Officer have both resigned and we wish them all the best in their future endeavours.

Appointments, promotions and welcome back

Dumisani Kweyama has been appointed as the Skills Development Manager at INSETA as of 1 March 2008 (article on Dumisani on page 2).



Congratulations to **Viola James** who received a promotion to Junior Skills Development Consultant. Well done!



A warm welcome back to **Vuyo Diniso** from maternity leave on 1 March 2008.

Congratulations and sympathy

Congratulations go out to **Sharon Snell** on achieving her Masters in Law (LLM) - the path of learning is a life long journey

The Stork has arrived for **Adeline Singh** who gave birth to a bouncy baby boy on 20 February 2008. Adeline is currently on Maternity Leave.

Our sympathies go out to **Zodwa Motloung** on the sad passing away of her sister and to **Tamara Ntombela** on the passing away of her mother in law.

Our thoughts and prayers are with you during this time of bereavement.