

INSETA Weekly Review

The latest news, off the press, to you

Friday, 23 September 2005

Welcome to the first issue of **INSETA Weekly Review**, this review will be distributed to all of our stakeholders on a weekly basis, providing you with the latest information, happenings and developments within INSETA and what's coming up in the near future. As part of our valued partnership and commitment to excellent service and delivery, we welcome any comments or input you may have, issues or topics that you would like us to cover in the **INSETA Weekly Review**.

The Editor

Message from Acting CEO, Mike Abel



“Whilst INSETA underwent some restructuring in the beginning of the year, this is now behind us. Following my appointment at INSETA, we have made some internal changes with regards to staffing and their respective responsibilities and have devised internal interfaces that will better service our stakeholders.

I have embarked upon a visiting programme, meeting with senior HR executives and key stakeholders within the sector with the purpose of working closely to align our service delivery. Two clear messages have emanated from these visits to date – the sector wants closer

communication with INSETA and wants INSETA to partner with them. These interactions have also reaffirmed the overall strong support that industry has for INSETA.

Plans are afoot to formalize working links to various sub-sectors within the industry and more information will be communicated to stakeholders in this regard shortly.”

Policies & Projects approved by Council

INSETA's Council met on the 14th September 2005 and the following policies were approved:

- Learnerships Funding
- Internships and Workplace based Experience Grants
- Bursaries

Funding to the value of R21 million was approved for the following projects:

- Standards Generating Body Project
- Employment Equity Project designed to support the marketing and communication of INSETA's new Discretionary Grant Policy.
- SMME Support which is a capacity building project.
- Career Guide Project designed to support the NSDS objective of supporting, prioritizing and communicating critical skills. Through this project a career guide will be developed and stakeholders will be trained in the use of these guides.

- Research Project: where research is undertaken to provide stakeholders with information regarding the efficacy and impact of the NSDS and SETA activity within the insurance sector.

New Councillors appointed for INSETA

At INSETA's Annual General Meeting held on 14th September 2005 three new Councillors were appointed, they are:

- Ms. Nosipho Molohe, Chief Financial Officer of the Financial Services Board, representing State.
- Ms. Joan Beyer, Operations Manager at Sanlam, representing Labour.
- Ms. Tetiwe Jawuna, Director of Embedded Products at Standard Bank Insurance Brokers, representing Business.

Charles Wells representing Labour and Eltie Links representing Business were re-elected to serve on Council. Chris Kemp, representing Business and Ian Strydom, representing the State stepped down as Councillors as their term of office had ended and they did not wish to stand for re-election. Deputy Chairperson, Charles Wells will step into the role as Acting Chairperson until the next Council meeting in November 2005 where a new Chairperson and Deputy Chairperson will be elected.

INSETA looks forward to working with its new Councillors and would like to thank both Chris Kemp and Ian Strydom for their considerable contributions and commitment to INSETA during their tenure as Council members, and we wish them well in their future endeavours!

INSETA pays out R50 million in terms of Mandatory Grants

All Annual Training Reports received by organizations have been assessed and moderated, resulting in R50 million being paid back in terms of mandatory grants, which can be used to offset training costs. These payments range from R2,000 for very small organizations to R7 million for large organizations. This illustrates the tremendous buy-in and support INSETA receives from a diverse range of employers, committed to skills development.

Women in Insurance (WIN) Management Development Programme - proving to be a WINning formula!

INSETA's WIN Programme is proving to be a winning formula with our second intake of learners successfully graduating from the programme on Thursday 15 September 2005 at the Gordon Institute of Business Science. 27 women participated in the programme and all graduated. Guests and graduates were addressed by Compass Insurance Managing Director and Patron of the WIN Programme, Margaret Louw, who provided an outstanding presentation, sharing her beliefs and encouraging women to use opportunities such as WIN, to get to know themselves better and take their places in the industry.

The Top Achiever's Award went to Alta Mare from Momentum and the Best Academic Syndicate and Best Business Impact Project was won by the WINGS syndicate comprising of the following members: Lilleike Marijke of Pinnafrica, Alta Mare of Momentum, Zandie Mlambo-Attoubou of Sanlam, Tushya Pillay of Qualsa, Johanna Schutte of Prestasi and Azola Zuma of Alexander Forbes.

Congratulations to all of the WIN Graduates!



National workshops with Stakeholders to take place during first week of October

INSETA will be hosting workshops with all stakeholders during the first week of October in Johannesburg, Durban, Cape Town, Port Elizabeth and Bloemfontein to discuss:

- Department of Labour Funding Regulations
- Learnerships Funding Policy
- Bursary Policy
- Voucher System
- Internships and Workplace based Experience Grants
- Draft Sector Skills Plans

Dates, times and venues for the workshops will be confirmed and communicated to stakeholders shortly.

Invitation to Stakeholders to submit Learnership Grant Applications

INSETA invites stakeholders to submit applications to participate in the 2005/2006 Learnerships Programme.

For those stakeholders who have already submitted applications and were requested to wait for the new phase funding, need not reapply. We will request further information to ensure that there is compliance with the new Funding Policy. All information requested must be

submitted to INSETA by 31st October 2005.

New applicants should refer to the new Funding Policy and the new Grant Application template to ensure that the applications are submitted without error. The closing date for new applications is also the 31st October 2005.

All the templates and Funding Policy are available for downloading from our website at www.inseta.org.za.

Please note that applications which entertain the FSC learnership targets may, at INSETA's discretion, be allowed or not allowed, to switch over to the NSF Funding, should funding become available. This may be due to criteria set out by the NSF, the specific learnerships identified to be aligned to the Sector Skills Plan and any other unforeseen circumstances occurring during the NSF Funding application process.

For more information, please contact Aubrey Maseko at aubreym@inseta.org.za or Pam Erasmus at pame@inseta.org.za

Financial Sector Charter Learnerships Project

The Financial Sector Charter Learnerships Project for Year 1 is almost behind us with the good news that 38 % of the learners that embarked upon FSC Learnerships have found full time employment in the sector!

PricewaterhouseCoopers have been appointed to undertake the project initiation for the FSC Learnerships Project for Year 2 and funding will be sought from the National Skills Fund.

INSETA's Leadership Programmes for 2006

INSETA is currently finalizing the prospectuses and application forms in line with its recently approved policies for its

Executive Leadership Development Programme and Leadership Advancement Programme through the University of Cape Town's Graduate School of Business and the Women in Insurance (WIN) Management Development Programme through the Gordon Institute of Business Science.

Delegates may apply for a bursary from INSETA to the value of R20,000.00 per learner. This is subject, however to the availability of funds and the criteria as specified in the INSETA Bursary Policy. INSETA's Bursary Policy can be downloaded from our website at www.inseta.org.za with effect from Monday 26 September 2005.

Retirement Trustee Training Project

Retirement fund trustee training was identified as a specific and urgent priority for skills development at the Growth and Development Summit. INSETA was tasked by NEDLAC to conduct the skills need analysis.

After undergoing a tender process, Endeleo were appointed by INSETA as the service provider to quantify and analyse retirement fund trustee training needs and to undertake a skills audit of all retirement fund trustees. A questionnaire has been developed aimed at trustees which covers the trustee's level of education and trustee training needs.

INSETA's partnership with the Financial Services Board has assisted in channeling the information to reach the trustee community at a provincial level and more specifically in the rural areas. The questionnaire is available for downloading from our website at www.inseta.org.za, click under latest news. The closing date for respondents to complete the questionnaire is 15th October 2005. For more information, email endeleo@inseta.org.za or fax (011) 877-3079.

Investors in People Standard (IIP)

Stakeholders are advised that the Investors in People Standard will no longer receive support by the Department of Labour as the only People Development Standard. However, SETA's are at liberty to continue supporting companies implementing IIP, and INSETA will continue to do so. This will count towards the achievement of INSETA's discretionary funded, People Development Standard targets under the Service Level Agreement with the Department of Labour.

Review of Qualifications

The South African Qualifications Authority (SAQA) requires that qualifications and unit standards review qualifications every three years with the purpose being to keep them current and relevant. This may result in unit standards being changed or removed or new ones added.

Existing learners that are in current programmes in qualifications that are being phased out, as a result of a review, will be given sufficient time (up to two years) to complete their qualification. The providers will need to ensure that new learners are registered in the new qualification as well as revising their learning material and programmes.

All unit standards and qualifications under review are placed on INSETA's website and in the Government Gazette for public comment.

INSETA Website

Work is underway to revamp INSETA's website in terms of its look and feel and to make it more user-friendly for visitors. Any comments or suggestions would be

welcome and can be emailed to dovetail@netactive.co.za

INSETA's Annual Report 2004/5 is released!

INSETA's Annual Report for 2004/5 has been released, after being tabled in parliament. Copies are available at INSETA's offices, please contact Lavern Ogle at laverno@inseta.org.za or call (011) 544-2000 to arrange for a copy to be posted to you.

New INSETA Team Members

INSETA has two new team members. Welcome to William Fisher, Secretary to the Skills Development Division and Bongiwe Ramaboea, Administrator to the Learnerships Division. We wish them every success in their new roles!

Congratulations to ...

Viola James who has been promoted to Administrator in the Skills Development Division, Sheana Campbell to Administrator in the ETQA Division and Pam Erasmus, Consultant in the Learnerships Division.

INSETA appoints Regional Advisors

INSETA as part of its SMME Project has appointed Regional Advisors in Gauteng, Western Cape, Kwazulu Natal, Eastern Cape and the Free State who provide SMME's with communication, training and technical support. They are:

Eastern Cape (Port Elizabeth)
Rob Lansdell
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Shakes Mapaya
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Western Cape Lieza Blom Tel: 021 975-9526 Email: wkra@inseta.org.za

Frequently Asked Questions?

How does INSETA communicate draft policies with stakeholders?

INSETA also schedules regional workshops with all stakeholders to provide interactive discussion about the policies and the processes of implementation that stakeholders can follow.

Will INSETA address information sessions at individual organizations?

Absolutely! INSETA welcomes any opportunity to address organizational forums that will benefit the organization and individuals. INSETA will deliver a customized presentation, based upon the organization's needs.



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Quote for the week:

The aim of life is self-development. To
realize one's nature perfectly – that is what
each of us is here for.
OSCAR WILDE (1854-1900). *The Picture of
Dorian Gray*, 2, 1891