

Annual General Meeting (AGM) 6 November 2019

BLUEPRINT



inseta
INSURANCE SECTOR EDUCATION
AND TRAINING AUTHORITY

Item No.	AGM AGENDA ITEM	Responsible	Duration
1.	<u>Welcome by the Chairperson and call for additional items that are not reflected on the Programme</u>	Chairperson	11h00 – 11h05
2.	<u>Approval of Minutes of AGM held 14 Nov 2018</u>	All	11h05-11h10
3.	<u>Matters for Discussion</u> a. 2018/19 Performance against Predetermined Objectives b. 2018/19 Annual Financial Statements c. SETA Landscape and 2020 Strategic Overview d. Projects Highlights I. Underwriter Pilot II. Rural Learnerships III. Entrepreneurship and App development IV. Innovation Challenge V. Career Guidance and Regulatory support a. Research Partnership	CEO CFO CEO Ms D Steyn & Ms C Lamprecht Video item Mr M Nkosi (EWC) Dr A Ramsuran (TIA) Video item Dr S Thakur(DUT)	11h10 – 11h30 11h30 – 11h50 11h50 – 12h10 12h10 – 12h40 12h40 – 13h00
4.	Closure	Chairperson	13h00

3.a Matters for discussion

- **2018/19 Performance against Predetermined Objectives**

- 2018/19 Annual

- SETA Landscape

- Projects Highlighted

- Underwriter P

- Rural Learnerships

- Entrepreneurship and App development

- Innovation Challenge

- Career Guidance and Regulatory support

- Research Partnership



review



PURPOSE

INSETA's purpose is to grow the pool and quality of scarce and critical skills in the insurance sector, enhancing the sector and supporting the country's transformation.



VISION

"A skilled and capable insurance and related services workforce."



VALUES

PARTNER TO ENABLE OTHERS

- Form strategic partnerships
- Be an employer of choice
- Consult and collaborate with stakeholders

LEAD WITH VISION

- Develop contemporary solutions to guide the industry
- Listen, learn, influence and shape

DELIVER QUALITY

- Results for real impact
- Value for investment

TOUCH LIVES

- Make a difference
- Leave an enduring legacy

INSPIRE TRUST

- Transparent
- Reliable and consistent
- Accountable



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STRATEGIC OUTCOME ORIENTED GOALS

INSETA set the following strategic goals for the period:

- 
- **Strategic Goal 1:** A credible institutional mechanism for skills planning
 - **Strategic Goal 2:** Increased access to occupationally directed programmes
 - **Strategic Goal 3:** Better use of workplace-based skills development
 - **Strategic Goal 4:** Training and support provided to Sector Cooperatives, Small Enterprises and NGO's
 - **Strategic Goal 5:** Effective established career and vocational guidance channels
 - **Strategic Goal 6:** Promoting the growth of a public TVET system that is responsive to sector, local regional and national skills priorities
 - **Strategic Goal 7:** Organisational Effectiveness

Performance Information

- INSETA has identified seven key strategic programmes that aim to deliver on the strategic outcome-oriented goals.
- A high-level summary of the programmes that support the NSDS III aligned Strategic Outcome Oriented Goals is presented

Performance Achievement







Programme	Strategic goal	Number of indicators	Number of indicators achieved	Comment
1. Administration	A capable and agile organisation	7	6	Partially achieved- 95% spend not achieved
2. Skills Planning	A credible institutional mechanism for skills planning (NSDS III Indicator 4.1).	4	4	Fully achieved
3. Learning Programme and Projects	Increased access to occupationally directed programmes (NSDS III Indicator 4.2).	15	14	Partially achieved – <u>youth certification</u> not achieved
	Better use of workplace-based skills development (NSDS III Indicator 4.5).	14	14	Fully achieved
	Training and support provided to sector cooperatives, small enterprises and NGOs (NSDS Indicator 4.6).	11	8	Partially achieved- <u>3 x SME targets</u> not achieved
	Building career and vocational guidance (NSDS III Indicator 4.8).	4	4	Fully achieved
4. Quality Assurance	Promoting the growth of the public TVET sector college system that is responsive to the sector, local, regional and national skills needs and priorities (NSDS III Indicator 4.3).	3	3	Fully achieved
	Total	58	54	93%

Performance Information – Prog 3: Youth Support





PERFORMANCE	ACTUAL		ACTUAL	
INDICATOR	ACHIEVEMENT 2017/2018	PLANNED TARGET 2018/2019	ACHIEVEMENT 18/19	Year-On-Year Performance
Number of youth entering Bursaries. Learnerships & Skills Programmes	3567	3350	4215	↑
Number of youth completing Bursaries. Learnerships & Skills Programmes	4330	2930	4175	↓
Number of youth certificated in Bursaries. Learnerships & Skills Programmes	1932	1705	2534	↑
Number of youth entering internship programmes	825	1000	1187	↑
Number of youth completing internship programmes	569	560	565	↓
Number of youth accepted in to employment after completion of internship programmes	449	392	410	↓
Number of University &TVET graduates supported to access workplace experience through internship programmes	328	550	667	↑
Number of University &TVET graduates completing workplace experience through internship programmes	351	250	266	↓



Performance Information – Prog 3: Worker Support

STRATEGIC OBJECTIVE TITLE	PERFORMANCE	ACTUAL		ACTUAL	Year-On-Year Performance
	INDICATOR	ACHIEVEMENT 2017/2018	PLANNED TARGET 2018/2019	ACHIEVEMENT	
				2018/2019	
Workers entering learning programmes through bursaries, skills programmes and learnerships	Number of workers entering university or TVET through bursaries at intermediate & advanced level towards scarce and critical qualifications	N/A	1200	1257	
	Number of workers entering candidacy, Learnership & Skills programmes	3533	4000	4555	
Workers completing learning programmes	Number of workers completing Bursaries, Learnership and Skills Programmes	3106	3200	4155	
Mandatory Grant paid to large firms	Mandatory grant paid to large firms	119 (136%)	68	107	
Mandatory Grant paid to medium sized firms	Mandatory grant paid to medium firms	91 (112%)	60	84	
Mandatory grant paid to small firms	Mandatory grant paid to small firms	449 (109%)	405	440	

Performance Information – Prog 3: SME & Co-Op Support

STRATEGIC OBJECTIVE TITLE	PERFORMANCE	ACTUAL		ACTUAL	
		ACHIEVEMENT 2017/2018	PLANNED TARGET 2018/2019	ACHIEVEMENT	Year-On-Year Performance
				2018/2019	
Support small and Micro enterprises workers and cooperatives members through entering learning programmes	Number of small business & Co Operatives entering skill programmes & Bursaries	1885	1900	1515	SME entering Skills Programmes 
Support small and Micro enterprise workers and cooperative members completing learning programmes	Number of small business & Co Operatives completing skill programmes & Bursaries	1696	1305	1365	SME completing Skills Programmes SMEs completing Bursaries  
Provide support to small and micro enterprises through learning programmes	Number of small and micro enterprise & cooperatives including burial societies supported through learning programmes	1018	775	863	

3.b Matters for Discussion

- 2018/19 Performance against Predetermined Objectives
- **2018/19 Annual Financial Statements**
- SETA Landscape and 2020 Strategic Overview
- Projects Highlights (19/20)
 - Underwriter Pilot
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Trends

- ❖ Transfer of the previously outsourced financial administration to in-house
- ❖ Financial operations remained stable in 2019 as it was in 2018
- ❖ INSETA has achieved a clean audit for a fourth year in a row
- ❖ No indication of changes to the levy patterns.
- ❖ Levies increased by 8.9% compared to 2017/18
- ❖ INSETA is still in a healthy financial position to meet its obligations



Financial overview

Funding application at year end

	2019	2018	
Measure	R'000	R'000	
Bank & cash	581 200	461 585	
Commitments	(448 359)	(178 436)	
Liabilities	(49 254)	(60 030)	
Surplus	83 587	223 119	* Excludes effect of receivables

Discretionary grants **Funding**

Expenditure & Committed during the year

Program	2019 R'000	2018 R'000	% change
Discretionary expenditure	239 834	235 612	2% 
Committed funds	448 358	178 536	151% 






Beneficiaries of discretionary funding

Beneficiaries in numbers

Target	2019	2018	% change
Entered learning programs	8 869	7 003	27%
Use of workplace training	10 416	6 144	70%
Support for Coops	3 539	4 514	(22%)
Promoting TVET's growth	37	14	164%
Total	22 861	17 675	29%

Mandatory grants **statistics**

- Participation by sector companies, submitted WSP/ATR

Company size	2019	2018	Notes
Large -150 + Employees	235	215	9% increase 
Medium – 50 to 149 employees	298	179	66% increase 
Small – 49 employees and less	702	744	6% decrease 
Total levy payers	1 235	1 138	9% increase 
Non levy payers	34	139	

Mandatory grant **statistics**

- Companies paid mandatory grants

Size	2019	2018	
Large	107	119	↓
Medium	84	91	↓
Small	440	449	↓
Total paid	631	659	↓
Awaiting banking detail	361	202	↑
<R500 000	295	267	↑

Mandatory Grant payments

- Grants paid and grants forfeited

	2019 R'000	2018 R'000
Total levy	125 877	110 567
Paid	113 185	103 800
Forfeited	12 692	6 767
% forfeited	10%	6,12%

Financial stability

Sources of funding

Source	2019 R'000	2018 R'000	% Change
Levies	507 255	465 763	8.91% ↑
Interest	33 257	25 826	28.77% ↑
Total	540 739	491 589	9.99% ↑

Future priorities

- ❖ Pay mandatory grants monthly as opposed to quarterly
- ❖ Improve efficiencies in payment of suppliers and,
 - ❑ Reduce creditor's days to 15 days and below
- ❖ Optimise funding of targets through
 - ❑ Effective half yearly financial projections to manage accumulation of surpluses at year end.

3.c Matters for Discussion

- 2018/19 Performance against Predetermined Objectives
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- **SETA Landscape and 2020 Strategic Overview**
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DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 1002

22 JULY 2019

**SKILLS DEVELOPMENT ACT (ACT NO. 97 of 1998): THE RE-ESTABLISHMENT OF
SECTOR EDUCATION AND TRAINING AUTHORITIES (SETAs) FROM 1 APRIL 2020 TO
31 MARCH 2030, WITHIN THE NEW SETA LANDSCAPE**

I, Binginkosi Emmanuel Nzimande, Minister of Higher Education and Training, after the public consultation process, under section 9(1) of the Skills Development Act (Act No. 97 of 1998), as amended, herewith re-establish the Sector Education and Training Authorities (SETAs) within a new SETA Landscape as indicated in Schedule 1 from 1 April 2020 to 31 March 2030 with the jurisdictions as indicated in Schedule 2.

The Mining Qualifications Authority (MQA) is re-established for a period of two (2) years as indicated in Schedule 1 from 1 April 2020 to 31 March 2022 with the jurisdiction as indicated in Schedule 2.



Dr BE Nzimande, MP

Minister of Higher Education, Science and Technology

Date:

16/07/2019

13. Insurance Sector Education & Training Authority (INSETA)

SETA CODE	CHAMBER (SIC) CODE	MAIN ACTIVITY DESCRIPTION
13	81901	Unit Trusts
13	81902	Risk Management
13	82100	Insurance and Pension Funding, except compulsory social security
13	82110	Life insurance
13	82120	Pension fund
13	82131	Health care benefit administration
13	82191	Short term insurance
13	82192	Funeral insurance
13	82193	Reinsurance
13	83000	Activities auxiliary to financial intermediation

SETA Mandate

- Understanding demand and signalling implications for supply
- Steering the system to respond to skills supply;
- Supporting the development of the institutional capacity of skills providers;
- Performing system support functions and managing budgets

(Workplace relationships will remain paramount)

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HIGHER EDUCATION AND TRAINING

NO. 375

07 MARCH 2019

**SKILLS DEVELOPMENT ACT, 1998 (ACT No. 97 of 1998): PROMULGATION OF THE
NATIONAL SKILLS DEVELOPMENT PLAN (NSDP)**

I, Grace Naledi Mandisa Pandor, Minister of Higher Education and Training, after consultation with the National Skills Authority (NSA), hereby promulgate the National Skills Development Plan to improve skills development in terms of Section 9(4) of the Skills Development Act, No 97 of 1998 as amended.



Mrs GNM Pandor, MP

Minister of Higher Education and Training

Date: 6-2-2019

NSDP2030 Purpose

- NSDP seeks to ensure that South Africa has adequate, appropriate and high-quality skills that contribute towards economic growth, employment creation and social development.
- Addresses the expiry of NSDSIII (functions, goals and disbursement)
- Provides for integration of PSET system and interfacing between PSET and World of Work.
- Builds on WPPSET requirements for;
 - greater access in rural areas,
 - increased collaboration,
 - increased public learning and
 - more focus on impact (long term planning)

NSDP 2030 Outcomes

<i>Strategic Outcome 1</i>	<i>Identify and increase production of occupations in high demand (Skills Planning and Research)</i>
<i>Strategic Outcome 2</i>	<i>Linking education and the workplace (Youth)</i>
<i>Strategic Outcome 3</i>	<i>Improving the level of skills in the South African workforce (Workers)</i>
<i>Strategic Outcome 4</i>	<i>Increase access to occupationally directed programmes (Artisans)</i>
<i>Strategic Outcome 5</i>	<i>Support the growth of the public college system (TVETs and CETs)</i>
<i>Strategic Outcome 6</i>	<i>Skills development support for entrepreneurship and cooperative development</i>
<i>Strategic Outcome 7</i>	<i>Encourage and support worker initiated training (Unions)</i>
<i>Strategic Outcome 8</i>	<i>Support career development services</i>

NSDP INSTITUTIONAL ARRANGEMENTS

- Understanding demand and signalling implications for supply
- Steering the system to respond to skills supply;
- Supporting the development of the institutional capacity of skills providers;
- Performing system support functions and managing budgets

Scope of SETAs

- Stakeholder Driven Boards;
- Limit Board Size determined by DHET based on sector;
 - Limited duration
- Board focus on Strategic (not operational) and DHET determine remuneration;

Accounting Authorities

- Oversight role in accordance with Public Finance Management Act, Skills Development Act and applicable envisaged Regulations

Executive Authority/DHET

- Longer term planning aligned to MTSF and fiscal allocation to educational institutional planning;
- Reporting – non performance re claw back.

Planning, Reporting and Accountability

- Levy at 1% (NSF =20 and SETAs = 80%);
- Mandatory Grant, Discretionary Grant and Administration Budget **to be reviewed** in alignment with the NSDP.

Funding

- Strengthen the role of NSA for monitoring and evaluation;
- Strategic advice on improvement of the skills development system;
 - Be an expert body in skills development.

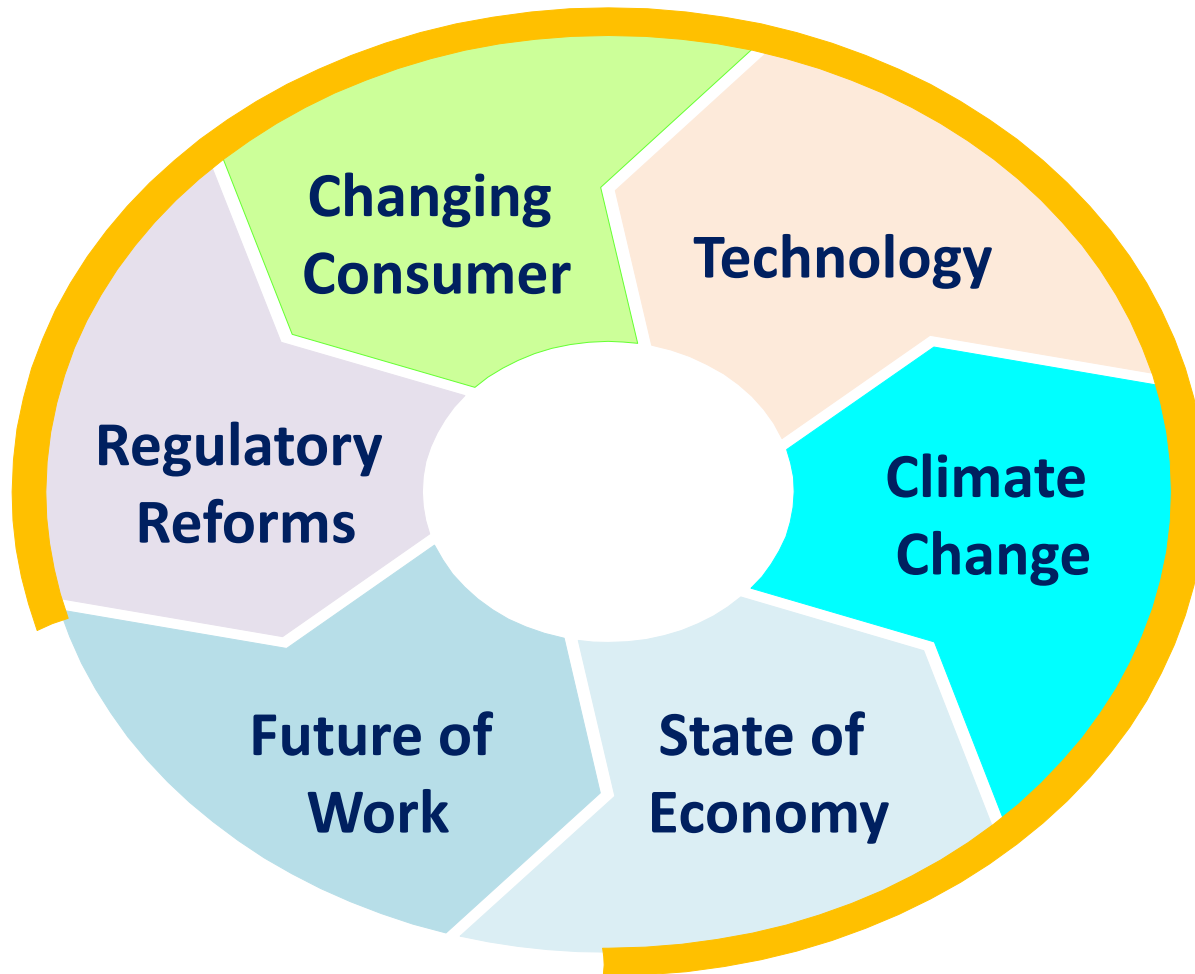
National Skills Authority

INSETA Strategic Focus

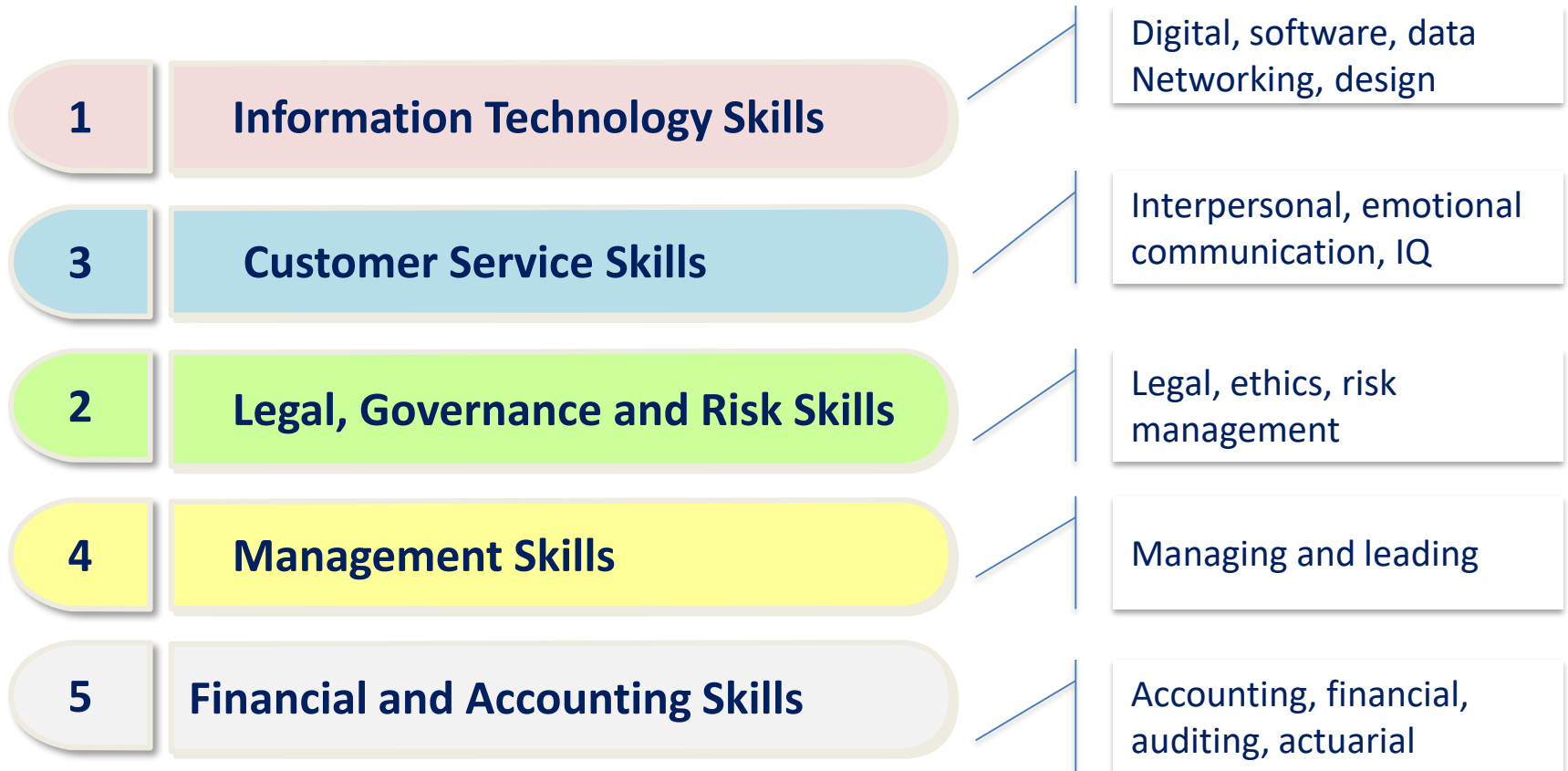
In line with NSDP2030, INSETA strategic focus for 2020 includes:

- More robust Skills Planning
- Increased Research
- Youth Programmes – including entrepreneurship programmes
- Worker Programmes – including regulatory support and re-skilling at risk employees
- SME and entrepreneurship programmes
- Improved Career Guidance and Career Pathing

Key Skills Drivers in 2020

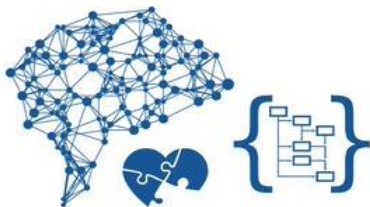


Skills Gaps



Top 10 Skills in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility



What about post 2020?



What about post 2020?

- We are moving toward a future that is beyond our current frames of reference
 - Sophia – first AI citizen – future co-worker?
 - Gig economy where workers are not full time but require skills development?
 - Gen Z and beyond who need skills to operate in an increasingly VUCA world and are co-constructing their own personalised learning experiences / learning from peers / learning through application
- how do we anticipate and develop the right skills for that environment?

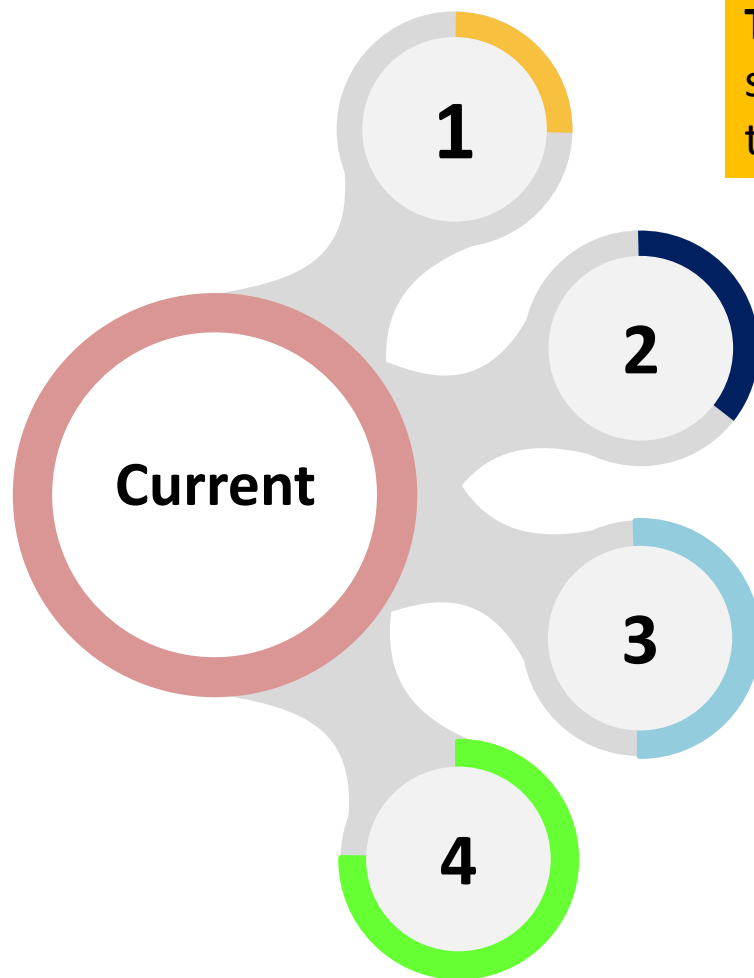


Partnerships

But... how?

- We believe that we can respond appropriately as a sector, if we are able to work together to
 - Conduct and share research
 - Identify skills in demand (provincially & sub-sector)
 - Co-create programmes to address skills in demand
 - Explore non-accredited programmes
 - Open workplaces to incubate skills in demand
 - Work closely with learning institutions and specifically public vocational (TVET) and higher education institutions

Sector Projects

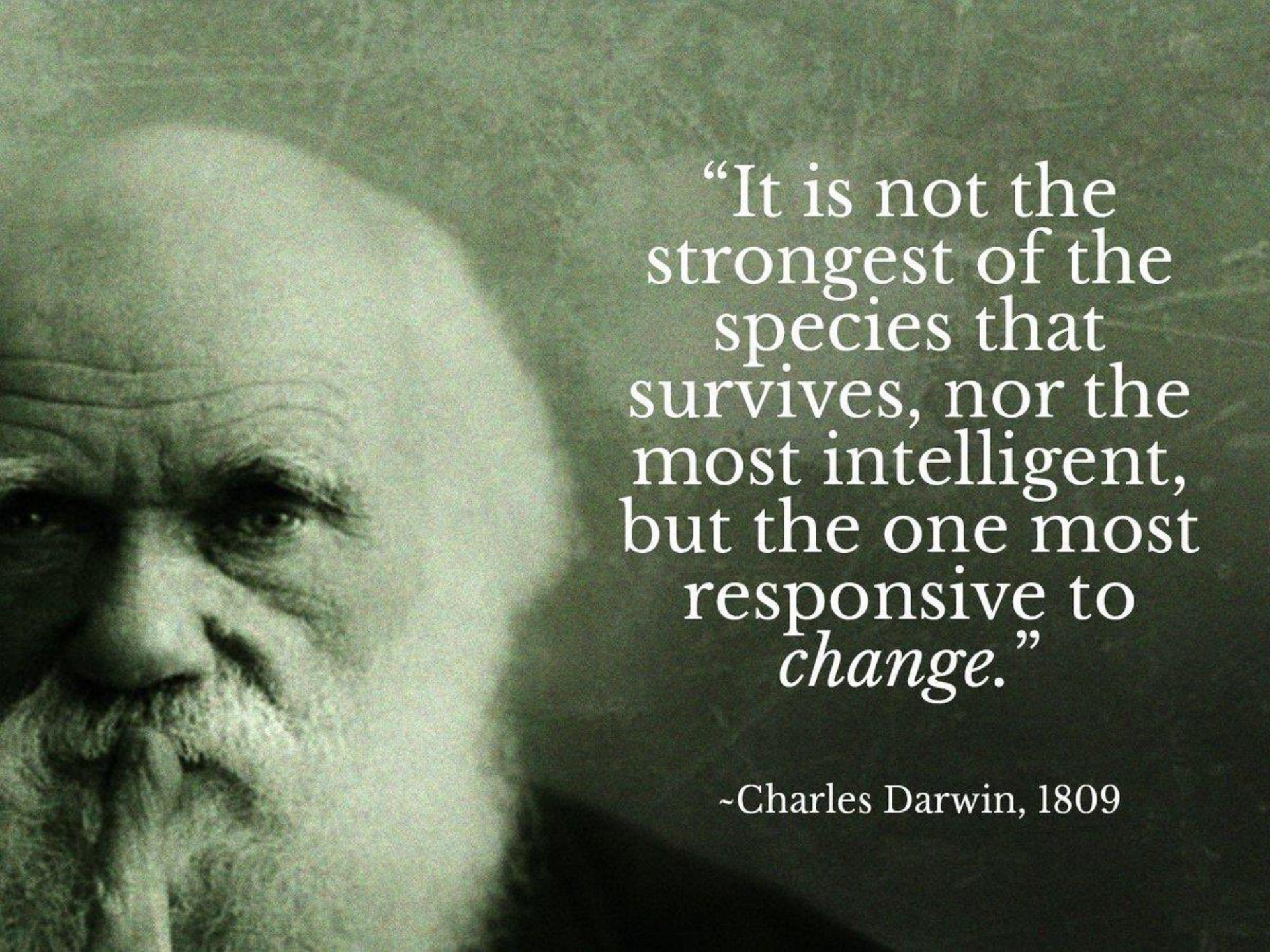


TVET college partnership – Train / support placement of students and train lecturers for digitised learning

Research chairs – Three Research Chairs to support the INSETA's research agenda – KZN, WC, Gauteng

Programmes development – Develop occupational qualifications

Employers for work placements - Partner with INSETA to promote learnerships, bursary work placements and internships.



“It is not the
strongest of the
species that
survives, nor the
most intelligent,
but the one most
responsive to
change.”

~Charles Darwin, 1809

3.d Matters for Discussion

❖ Underwriter Pilot



❖ Rural Learnerships



❖ Entrepreneurship and App development



❖ Innovation Challenge



❖ Career Guidance and Regulatory support

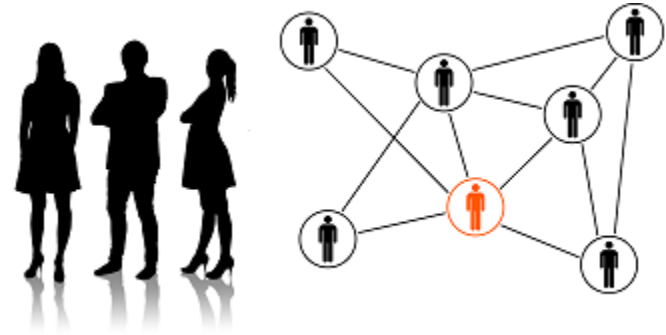


Underwriter Pilot

- Ms Diane Steyn: Community of Expert Practitioners Representative
- Ms Carol Lamprecht: Underwriter Graduate 2019

RPL for Occupational Qualifications

2019



Qualifications & Breakdown

Qualification	#	Area	Contact
Claims Assessor Level 4 (99668)	105	Nationally	RPL@inseta.org.za
Insurance Underwriter Level 5 (91784)	40	Gauteng	



Entry Requirements

1. South African Citizen with Grade 12 and/or equivalent qualification.
2. Employed in the Insurance or Related(Financial) Sector.
3. Minimum 3 years experience in Claims or Underwriting.
4. Have a Mentor with Relevant Technical Experience and / or Knowledge.
5. Access to previous work performed in the specific qualification of study.

Next steps...

Recruitment Currently Underway through the
INSETA appointed Skills Development Providers



Rural Learnerships



Working together for a skilled tomorrow

*Rural Youth Development
Programme*

Entrepreneurship & App Development

- Mr Mokgethi Nkosi: Campus Manager
Innovation Hub. Ekhurleni West College

Innovation Challenge

Dr Anitha Ramsuran: *Acting General Manager:
Inclusive Innovation, Youth and Skills.
Technology Innovation Agency (TIA)*

- <https://www.youtube.com/watch?v=R9u-hfxAeBo>

Career Guidance & Regulatory Support videos



3.e Matters for Discussion

- Research **Partnership**





Thank you