

## INVITATION FOR PROPOSALS TO RESKILL WORKERS AT RISK

During engagements between the INSETA Skills Planning Unit with stakeholders in the Insurance sector, discussions on the scarce and critical skills and key occupations in the sector revealed that there is a need for **top up skilling and reskilling** to ensure continued competence and professionalism of the incumbents of these positions.

In addition, jobs are impacted by the rapid advance in technology and new strategies adopted by organisations to remain sustainable and thrive in the current economical conditions in which they operate. The automation of repetitive functions can potentially impact parts of jobs or even render certain jobs as redundant.

In response to the above, INSETA hereby invites Employers, Insurance Professional Bodies, Insurance Industry Associations and Unions operating in the Insurance Sector that are registered with INSETA as compliant levy and non-levy payers; to submit proposals to nominate their employees to be funded for programmes/qualifications related to the following:

- Qualifications and Skills programs to address jobs at risk.
- Top-up Skills for specific occupations that workers at risk can move on to.
- Mentoring Programs that lead to Professional Development and Designations.
- Development Programs for “new” occupations in demand e.g. Data Analyst or Fraud Examiner.
- Experiential Skills Programs related to the table below:

Behavioural Skills Needs 2019/20	
Critical Thinking	Decisiveness
Problem Solving	Data Analytics
Systems Thinking	Digital Literacy
Cognitive Thinking	Creativity
Design Thinking	Adaptability
Adaptive Thinking	Innovation
Emotional Intelligence	Communication
Collaborative approaches	

Preference will be given to proposals that are in line with the INSETA Scarce Skills List published on the INSETA Website.

Received proposals will be evaluated in accordance with the INSETA Discretionary Grant Policy on the basis of their impact in addressing skills challenges in the Insurance Sector.

Proposals must be submitted to [proposals@inseta.org.za](mailto:proposals@inseta.org.za) by end of business on 13 February 2020.

