SURVEY TO IDENTIFY SIGNIFICANT OCCUPATIONAL CHANGE IN INSURANCE

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| INSETA STAKEHOLDERSThe DUT, in partnership with the INSETA, is conducting a research study on occupations undergoing significant changes in the insurance sector. Rapid technological advancements are a major disruptor that is reshaping the insurance sector. An understanding of how insurance occupations are changing enables the appropriate supply-side interventions. Employers get the people with appropriate skills. We would appreciate it if you participate in this study. We will be employing the Delphi Method in this study. The responses from participants are aggregated and shared with the group after each round. We suggest that you share the questionnaire with experts in the appropriate occupational field in your company to obtain “coalface” inputs. Please send your responses by no later than **the 17th August 2020 (deadline extended for responses)** to **SudhikaP@dut.ac.za**If you have any queries, Sudhika Palhad, our Project Manager, should be contacted at 072 4285 386. As this is the first round in the consultations, we appeal to you to send us your response before the above date. Those that responded previously need not respond again. We look forward to working with you on this exciting research study.**Dr Surendra Thakur****Director: KZN e-Skills CoLab****INSETA Research Chair in Digitalisation** |

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| DEFINITIONS **Skill:** The ability to carry out work tasks competently. For example, replace a tap. **Job:** It is a set of work tasks carried out by a person, e.g., replace a tap; change a washer,  calibrate the tap mixer and fit a drainpipe. **Occupation:** It is a set of jobs with a high degree of similarity (skill specialisation). For example, a plumber.**Occupational change:** It is characterised by the following:* Work tasks added to, or eliminated from, an occupation from the same or different field.
* A substantial change in the job content of that occupation.
* The need to acquire new skills to occupationally competent.
* A change in the number and skills intensities of work tasks in an occupation.
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| **SECTION A: BACKGROUND INFORMATION** |
| **Company name** |  |
| **Respondent name** |  |
| **Employee size of company***Insert* ***(X)*** *in appropriate box* |  **1-49 employees** | **50-149 employees** | **150+ employees** |
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| **INSTRUCTIONS** |
| 1. You can identify several occupations undergoing **significant** **occupational changes.**
2. We define **significant occupational change** as an occupation where over 25% of the job tasks performed in the occupation have changed or are changing. Occupational changes mean job tasks are added to, or eliminated from, the occupation.
3. Complete a **new template** for each occupation identified. You can copy and paste the blank template for additional occupations.
4. Avoid listing occupations with low or moderate changes.
5. If you have identified several occupations undergoing significant change, we suggest that you consult an **experienced person** in that occupation in your company to complete the template. This ensures occupational expertise and insight in the responses.
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| **SECTION B: SIGNIFICANT CHANGES IN OCCUPATIONS**  |

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| **This template should be completed per occupation.**  |
| Name the occupation that is undergoing significant changes. (Over 25% change) |  |
|  What changes are taking place in terms of work tasks for this occupation? (Describe) |  |
| What factors/reasons are driving these changes? (Causes of changes) |  |
| What new skills/competencies are required in this occupation (List it) |  |
| What training interventions are required?(Discuss what should be done?) |  |
| Any other comments regarding this occupation? |  |

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| What factors/reasons are driving these changes? (Causes of changes) |  |
| What new skills/competencies are required in this occupation (List it) |  |
| What training interventions are required?(Discuss what should be done?) |  |
| Any other comments regarding this occupation? |  |

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| What factors/reasons are driving these changes? (Causes of changes) |  |
| What new skills/competencies are required in this occupation (List it) |  |
| What training interventions are required?(Discuss what should be done?) |  |
| Any other comments regarding this occupation? |  |

**NOTE:** You can identify as many occupations as you want that is undergoing significant changes.

