



inseta

INSURANCE SECTOR EDUCATION
AND TRAINING AUTHORITY

EMPOWERED TO **INFLUENCE** AND **INSPIRE!**

CEO 2022 Stakeholder Engagement Sessions

INSETA CEO GUGU MKHIZE

INSETA MANDATE

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

LEAD WITH
VISION

DELIVER
QUALITY

TOUCH LIVES

INSPIRE TRUST

- Form strategic partnerships
- Be an employer of choice
- Consult and collaborate with stakeholders
- Develop contemporary solutions to guide the industry
- Listen. learn. influence and shape
- Results for real impact
- Value for investment
- Make a difference
- Leave an enduring legacy
- Transparent
- Reliable and consistent
- Accountable



INSETA VALUE CHAIN ANALYSIS

INSETA VALUE CHAIN

SKILLS PLANNING, RESEARCH AND INNOVATION

(Skills supply and Demand,
Sector Research, Top 10
skills, WSPs and ATRs)

EDUCATION AND TRAINING QUALITY ASSURANCE

(Accreditation,
Qualifications,
Certification, Registration)

STRATEGIC LEARNING PROGRAMMES

(PIVOTAL Programmes, Catalytic
Projects, TVETs and HEIs,
Project Management,
Monitoring and Evaluation,
Reporting and Compliance)



STRATEGIC SUPPORT FUNCTIONS

Financial Management, Supply Chain Management, Facilities Management – Human Resources Management, Information Technology, Corporate Governance, Marketing and Public Relations



SETA LANDSCAPE – 2022 Strategic Overview



In line with NSDP2030,
INSETA strategic focus for
2022 includes:



More robust Skills
Planning



Increased
Research



Youth Programmes –
including entrepreneurship
programmes



Worker and
Youth Programmes –
including re-skilling at
risk employees



SME and
entrepreneurship
programmes



Improved Career Guidance
and Career Pathing



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STRATEGIC PLANNING SESSION 2022



Rapidly evolving sector - Industry Challenges



THREATS



1

**Rapidly changing
technology and
Automation**

2

**Pandemic Climate
change and flooding,
energy, water etc.**

Disruptive technology-Driven Growth




4IR creates some career-related threats and challenges.

This means some categories of jobs at risk. These need retraining or cross-cross training to preserve these jobs

New types of jobs. Graduate of tomorrow need experiential training which is not available

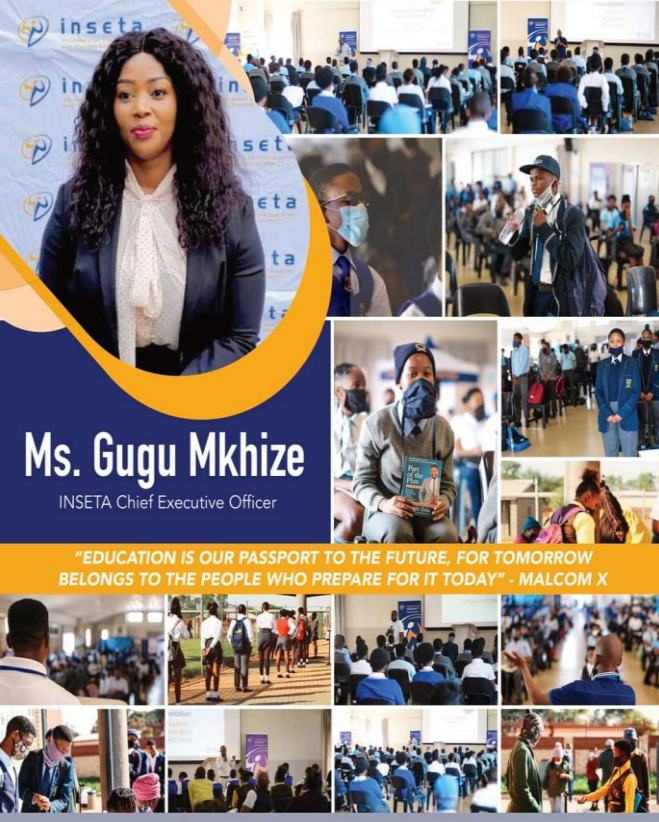
Some jobs e.g. Data Science have massive under servicing of the gap, repurpose graduates to fulfill these needs

Our Impact – Why we do what we do?

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**RURAL CAREER
GUIDANCE 2021**




NORTH WEST | CAREER GUIDANCE



Ms. Gugu Mkhize
INSETA Chief Executive Officer

**"EDUCATION IS OUR PASSPORT TO THE FUTURE, FOR TOMORROW
BELONGS TO THE PEOPLE WHO PREPARE FOR IT TODAY" - MALCOM X**

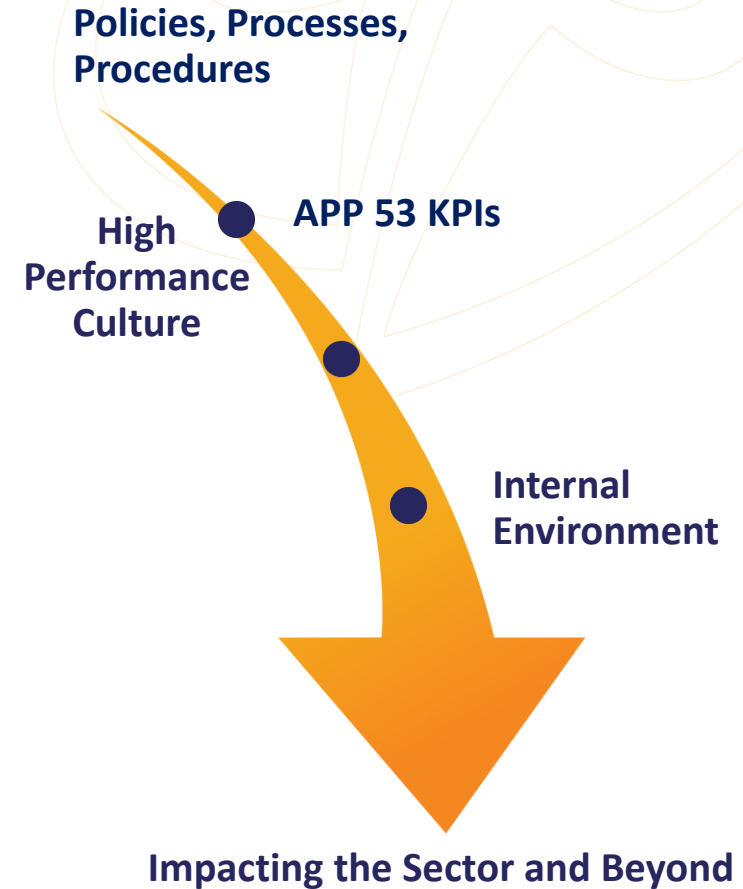
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KEY FOCUS AREAS – CURRENT AND FUTURE



ISSF – LAUNCH VIDEO



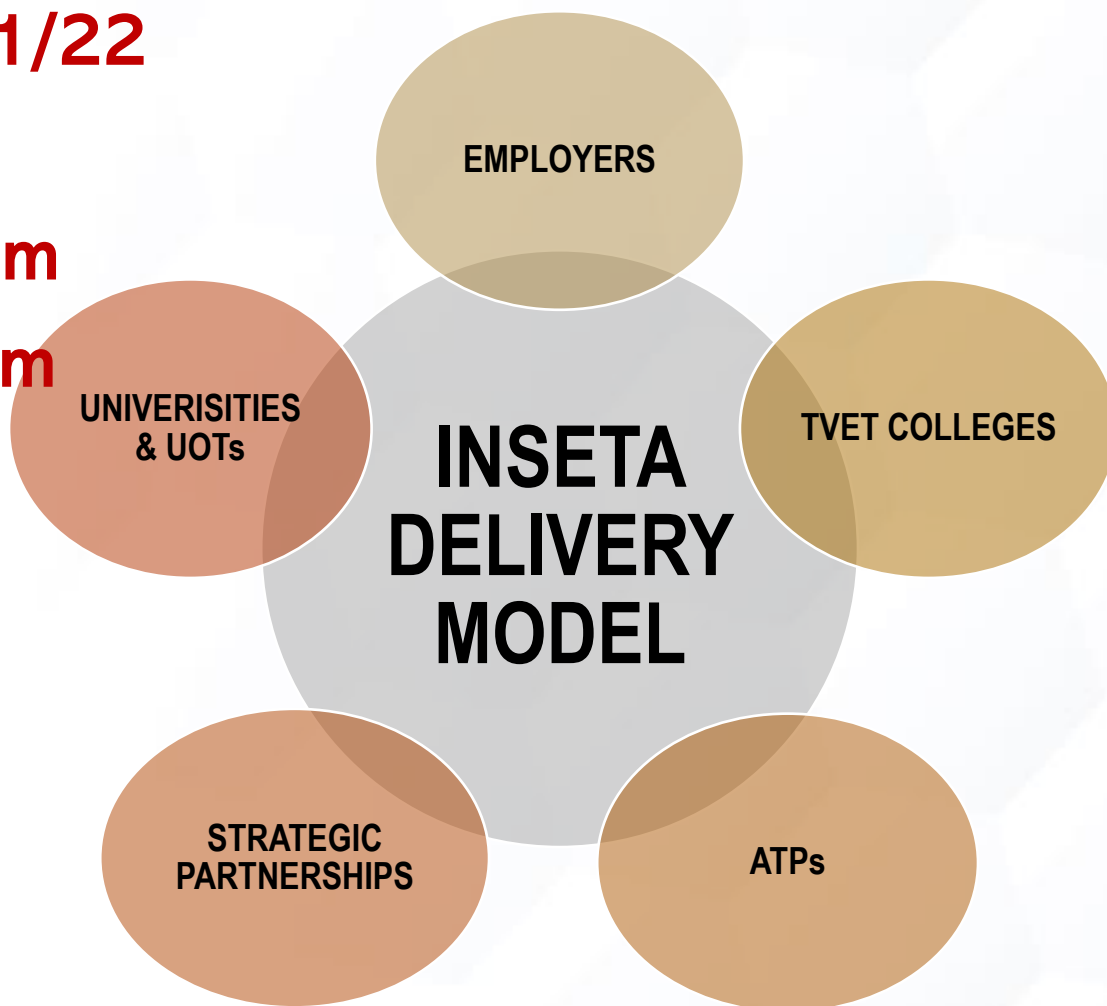


INSETA DELIVERY MODEL

R584m 2021/22

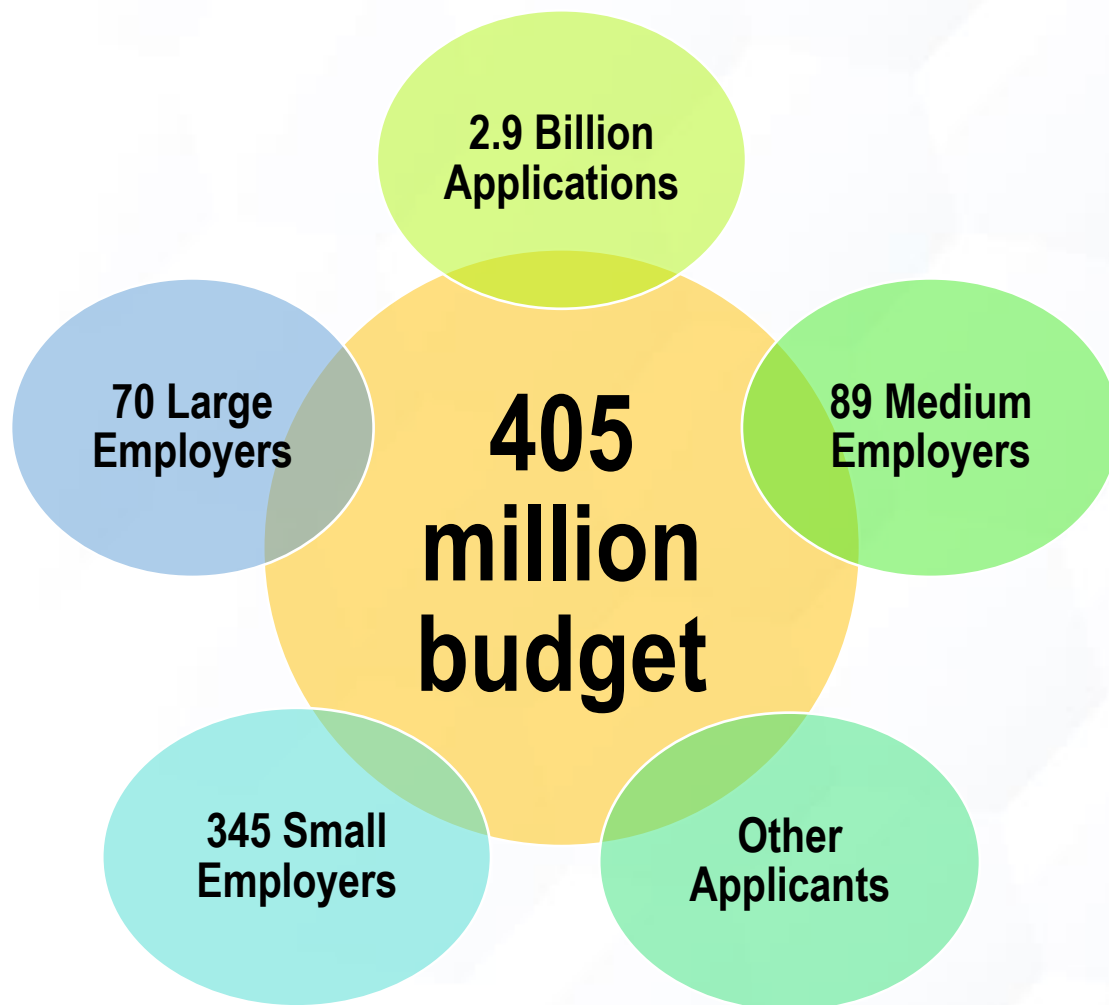
MG: R142m

DG: R259m





DG APPLICATIONS 2022/23



TOP 10 SCARCE AND CRITICAL SKILLS

Occupation	Specialization	NEET & skills needed	Skills needed
1. Insurance Agent	Client services and underwriter	✓	Insurance, Accounting, people skills
2. Actuary	Training of actuarial scientists		Very high-level mathematical skills
3. Software Developer	Developing software	✓	Programming skills
4. Sales and Marketing Manager	Insurance product sales	✓	Insurance, Accounting, People skills
5. Insurance Broker	Short term insurance consultant	✓	Insurance, Accounting, People skills
6. Insurance Loss adjuster	Credit management, analytic and admin skills	✓	Insurance, Accounting, People skills
7. Financial Investment Advisor	Advanced training on insurance settlement financial management	✓	Insurance, Accounting, People skills
8. Compliance Officer	Comply with regulatory framework	✓	Insurance, Accounting, People skills
9. ICT Systems Analyst	Training in new and existing ICT systems	✓	Programming and people skills
10. Insurance claims administrator	Training on insurance and liability	✓	Insurance, Accounting, People skills



PERFORMANCE AGAINST INDICATORS

The following table depicts 2021/22 achievements:

Programme	Outcomes	Number of indicators	Number of indicators achieved	Achievement
Administration	Effective Corporate Governance	4	1	Partially Achieved (3 awaiting final audit)
Skills planning	Occupations in high demand Identified and their production increased	7	7	Fully Achieved
Learning Programme	Education and workplace linked	9	7	Partially Achieved
	The level of skills in the South African workforce improved	9	7	Partially Achieved
	Access to occupationally directed programmes increased	11	9	Partially Achieved
	Skills development for entrepreneurship and cooperative development supported	7	7	Fully Achieved
	Career development services supported	3	3	Fully Achieved
	Rural Development supported	1	4	Fully Achieved
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	5	5	Fully Achieved
TOTAL		56	47	84%



GRADUATIONS

Mitchells Plain Ministerial Project

For Unemployed Youth.

44 learners graduated

AMOUNT SPENT
R2 464 000.00

Limpopo

Rural Development programme.

54 learners graduated

AMOUNT SPENT
R4 438 800.00

KwaZulu-Natal

Unemployed Youth intervention.

24 learners graduated

AMOUNT SPENT
R1 972 800.00

Internal Environment

Internal environment



- Workplace in the Pandemic.
- Fast adaptation to remote working, IT tools of trade & compliance at the forefront.
- Team cohesion at the center of goal congruence, teamwork & interdependence.
- Employee wellness & managing change.



Performance

Working together for a skilled tomorrow



KEY HIGHLIGHTS - TO A MORE EFFICIENT INSETA

Ground Shifted

- Organisational Review - Optimal Structure;
- Team Cohesion and Change Management;
- Policy Development Standardization Fully Functional;
- Strengthening Accountability;
- Risk Management Maturity Level Improvement;
- MIS & ERP Systems (Go-Live);
- Documents & Contracts Management;
- Performance Contracting;
- Training and Capacitation;



Celebrating our People: Living the Inseta values, Empowered to Influence and Inspire

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Main Speakers

Isaac Gampu
Programme Director

Tom Mkhwanazi
WIRSETA CEO

Yashen Pillay
CHETA CEO

Dr Innocent Sirovha
AGRSETA CEO

Ms Gugu Mkhize
HOST

**Celebrating
MEN 2021**
29 November 2021

Venue - Hilton Hotel Sandton
138 Rivonia Road, Sandown, Sandton, 2196

Time - 15h00 - 18h00pm

INSURANCESETA IN INSETA f INSETA



Special Invitation:
**CELEBRATING INSETA'S
WOMEN**
August 2021

**Learn from the stories of victories
and failures from women who
refused to give up!**

History is filled with the heroic deeds
and achievements of women in our
country; who made it their mission to
rise against all odds and make their
contribution in society.

From women who are in the limelight
to those in the trenches, it is no doubt
that women have contributed towards
building the South Africa that we see
today. Your role as a daughter, a sister,
mother, an employee and many other
roles you continuously fulfil, allows you
to make a contribution.

To this end, Inseta will be hosting a
Women Celebration event to celebrate
Inseta Women.

There is no limit to what women can
accomplish.

Date: 24 August 2021
Time: 12h00 -15h00
Venue: Virtual MS Teams

Theme: White

Programme Director:
Ms Mahlasa Maitso - Nkagale

Host: Ms Gugu Mkhize
CEO Inseta

Guest: Ms Luelo van der Merwe
CEO, Financial Intermediaries
Association SA

Guest: Mrs Nkuthula Selamolele,
CEO Foodbev Seta

My Story: Nonhlanhla Nkabinde
Specialist M&E

My Story: Kgobetsa Modise
Manager Learning Division



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LOOKING FORWARD



Leveraging on Strategic Partnerships and alignment to national priorities, ERRP, 4IR & digitisation

Pursuing Co-Funding Opportunities

Strengthening High Performance Culture (Service Standards)

Delivering High Stakeholder Value (Systems, People, Processes)



THANK YOU



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