



**inseta**  
INSURANCE SECTOR EDUCATION  
AND TRAINING AUTHORITY

# INSETA PORTFOLIO COMMITTEE PRESENTATION

Higher Education and Training | 25 August 2010 | Sharon Snell | Chief Operations Officer INSETA

- o Who we are
- o Background to Insurance sector
- o Mandate Budget, Strategic Plans and SWOT analysis 2010/11
- o Budget Analysis of 2009/10
- o Provincial allocations and Special Projects for 2010
- o Plans to reduce the high unemployment rate among young people
- o Learning Providers list attached



**Working together for a skilled tomorrow**

**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.**



**In 2013 INSETA will be:**

Acknowledged as education and training thought leaders and enablers – the most effective SETA | Have a highly esteemed reputation as been integral to the insurance sector's growth | Demonstrate how a truly transformed (New South Africa) organisation should and does operate | Have grown the talent pool to levels where the skills shortage is no longer critical | Have a comprehensive research base on international trends and best practises | Be delivering quality in all 9 provinces

**INSETA**

**VALUES**

**Partner to enable others**

Form strategic partnerships  
Be an employer of choice  
Consult & 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

## Profile of INSETA Council

Council Member	Constituency	Capacity	Gender	Race
Ivan Mzimela	Labour: IBSA	Chairperson	Male	African
Rama Govenden	Business: Association of Savings & Investments [ASISA]	Deputy Chairperson	Male	Indian
Barry Scott	Business: South African Insurance Association [SAIA]	Ordinary member	Male	White
Terence Berry	Business: Association of Savings & Investments [ASISA]	Ordinary member	Male	White
Keneiloe Selamolela	Business: South African Insurance Association	Ordinary member	Female	African
Isaac Ramputa	Labour: SASBO	Ordinary member	Male	African
Eugene Zeeman	Labour: IBSA	Ordinary member	Male	White
Wayne Hattingh	Labour: SASBO	Ordinary member	Male	White
Jonathan Dixon	State: Financial Services Board	Ordinary member	Male	White
Margie Naidoo	Labour: IBSA	Ordinary member	Female	Indian
Jay Mngoma	Business: Black Brokers Forum	Ordinary member	Male	African
Jay Ramsunder	Business: Financial Intermediaries Association [FIA]	Ordinary member	Male	Indian
Gizelle Conradie	Labour: SASBO	Ordinary member	Female	White
Gerrit Sandrock	Independent	Ex-officio, Chairperson of Audit Committee	Male	White

## Profile of INSETA Management

<b>INSETA MANAGEMENT 2009/2010</b>			
Sandra Dunn	Chief Executive Officer	Female	Coloured
Sharon Snell	Chief Operating Officer	Female	Coloured
Vincent Mulaudzi	Corporate Services Manager	Male	African
Adeline Singh	Skills Development Manager	Female	Indian
Tumi Peele	Learning Division Manager	Female	African
Neesha Naidoo	ETQA Manager	Female	Indian
Glen Edwards	FAIS Project Manager	Male	White



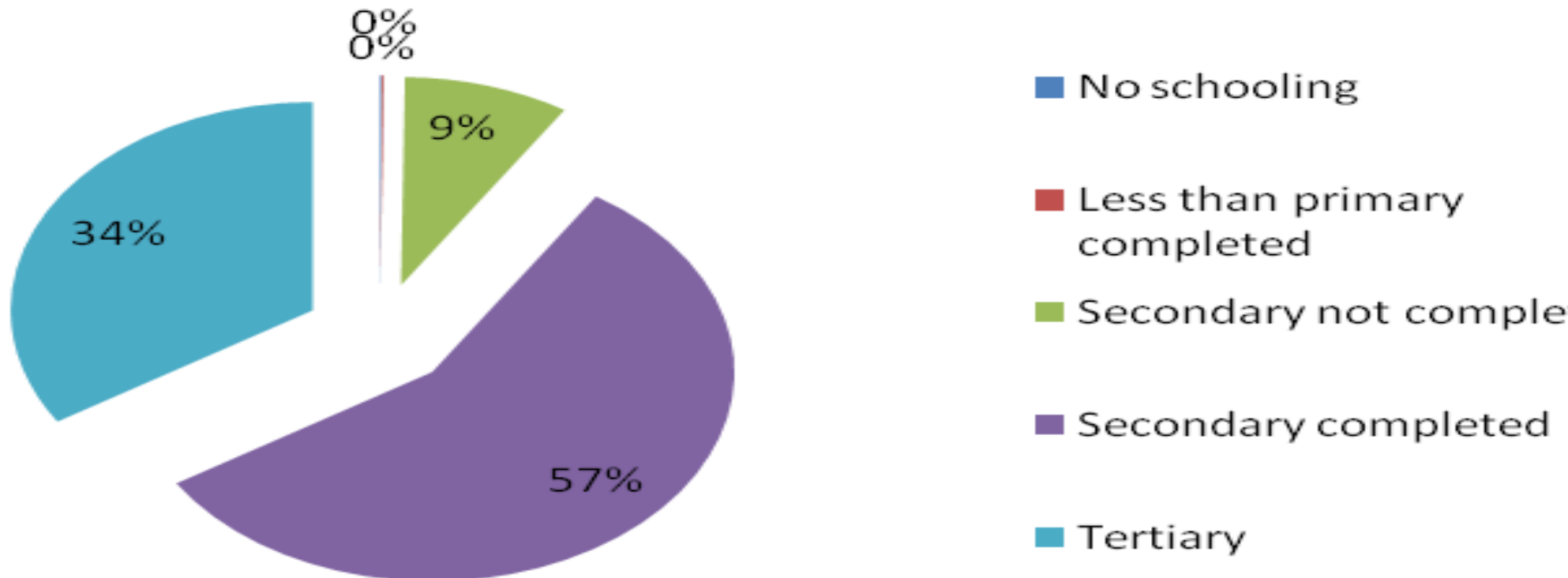
Subsector	Organisation		Employees	
	N	%	N	%
Unit trusts	5	1.3%	54	0.04%
Risk management	6	1.6%	878	0.64%
Insurance and pension fund	36	9.7%	29567	21.57%
Life Insurance	47	12.6%	28636	20.89%
Pension Funds	10	2.7%	3139	2.29%
Healthcare Benefits Administration	47	12.6%	14368	10.48%
Short term insurance	131	35.1%	47313	34.50%
Funeral Insurance	13	3.5%	7000	5.11%
Reinsurance	11	2.9%	992	0.72%
Activities auxiliary to insurance	67	18%	5156	3.76%
<b>Total</b>	<b>373</b>	<b>100</b>	<b>137103</b>	<b>100</b>

**The insurance sector forms part of a large and rapidly growing financial business services sector in SA**

**The insurance sector covers the following sub sectors. Source WSP data analysis**

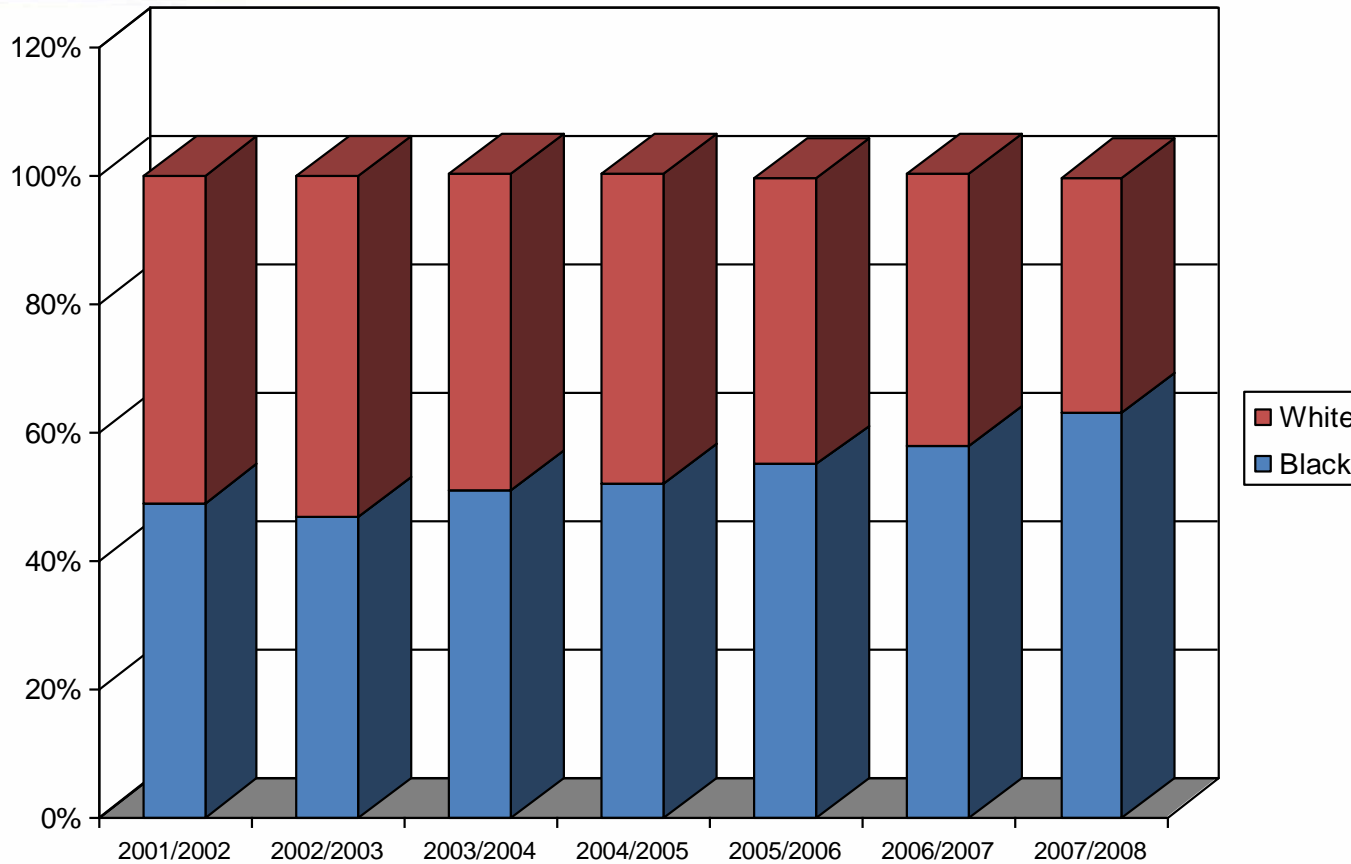


# Educational Profile: Insurance Sector





## Background: Employment Growth in the sector



- A. Employment growth over a five year period has revealed a steady growth in black employment
- B. There has been a higher employment growth of black females as opposed to white females
- C. More than half of the employees in the Sector are women





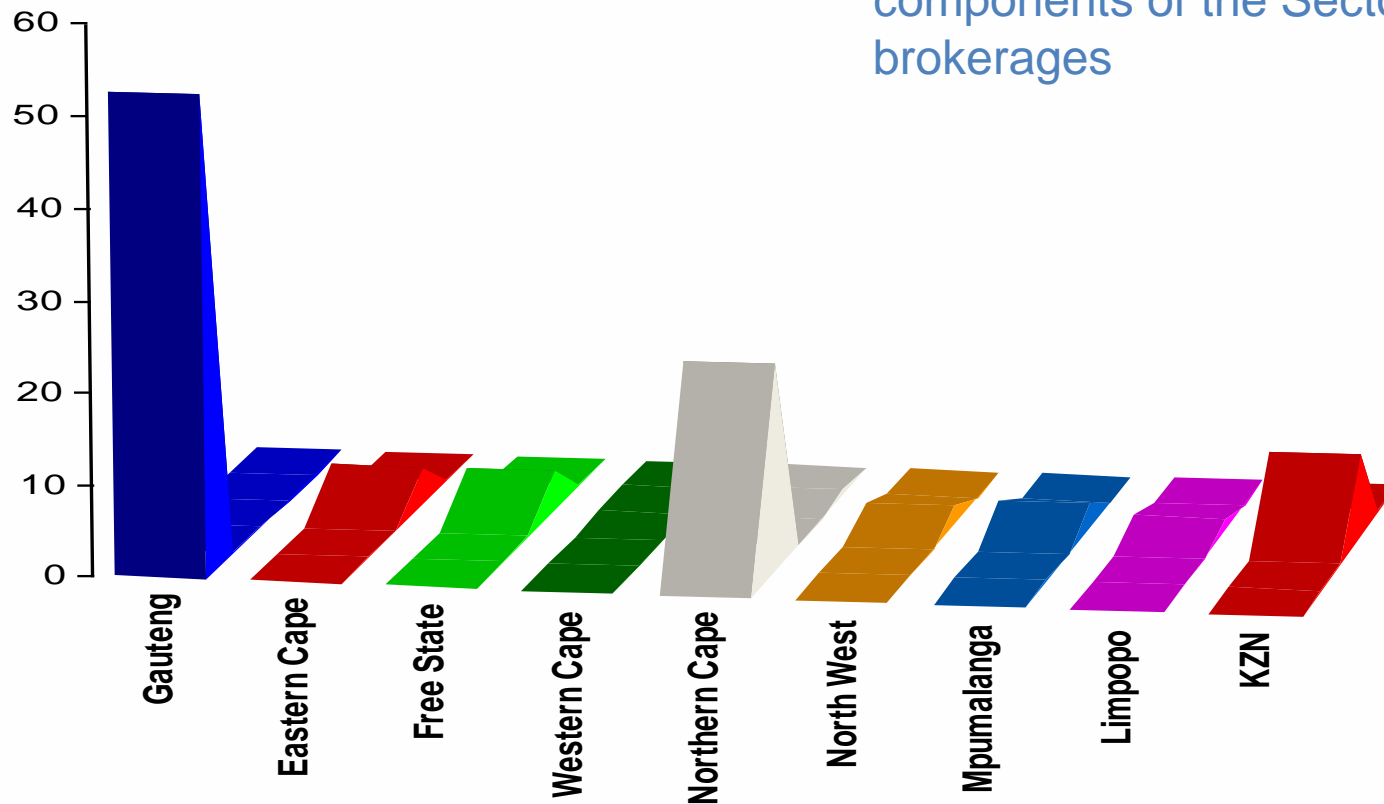
## LFS: Insurance Sector Equity Profile 2004-2008





More than half of the workers in the Sector lived in Gauteng

Other provinces accommodated only small components of the Sector – mostly brokerages



## Institutional Mandate

The Insurance Sector Education and Training Authority (INSETA) was established on 20 March 2000 in terms of the Skills Development Act 97 of 1998 as amended in December 2008. INSETA is required to promote, facilitate and monitor education and skills development provision in the insurance sector. The Minister of DHET has awarded the INSETA and extended license until 31 March 2011. In terms of the Act, INSETA:

- Monitors and evaluates employers Workplace Skills Plans.
- Develops, implements, and monitors the Insurance Sector Skills Plan within the framework of the National Skills Development Strategy.
- Fulfils its duties as an accredited Education and Training Quality Authority within the NQF framework as approved by SAQA in terms of transitional arrangements
- Perform any function delegated to it by the QCTO.
- Establishes, promotes and registers learnerships in the industry.
- Disburses skills development levies in its sector.

## Budget 2010/11

Budget 2010/2011			
			R'000
Levy Income	100%		248,682
NSF	20%		49,736
Levy income received by Inseta	80%		198,946
Interest and other income			15,384
<b>Total income</b>			<b>214,330</b>
Grant Expenditure			113,150
Administrations Expenditure			23,840
Discretionary Grant expenditure			77,339
<b>Total Expenditure</b>			<b>214,330</b>

- o The INSETA submitted a Business Plan to the DHET in September 2009 and a copy is attached in the bundle
- o The SWOT analysis is also attached in the bundle

## Year 10 Levy income

- Levy income resilient despite global conditions
- 8% increase in levies received
- Through close management of spending INSETA ended the year with an admin surplus of R3.4 mil.
- Admin expenditure always managed within 10%
- R107 million was allocated to Discretionary Projects in year 10
- 9 years of unqualified audits
- Investment Management short term fixed deposits with the big 4 SA banks – not more than 40% in 1 institution



Project	Outcomes	Funding Value
SMME Project	Regional advisers appointed to support stakeholders in 9 provinces	R5, 627,940
Career Guidance project	Print career guides and distribute to learners in all schools in 9 provinces to promote insurance as a career	R 1, 652, 750
Partnering with South African Actuaries development programme	Provide bursaries in all province to Black actuaries	R5 ,299, 000
FAIS Projects x 3	Support to stakeholders in all 9 provinces to complete the FAIS credits and RE exams support. (Learning material design, printing and other support)	R 18, 749,927

Project	Outcomes	Funding Value
Insurance Institute of SA	Funded a project to load all the old College of Insurance records on to the NLRD to ensure that thousands of learners could obtain their credits after the College closed down	R620, 179.77
Social Development Projects	Support to NGOs etc in all 9 provinces	R 1, 377, 292
Bursaries and top up	Funding for employed and unemployed learners in all 9 provinces in areas of scarce and critical skills needs for the sector	R 26,588,600
Disability Project	National Disability Awards Funding an internship for intellectually impaired learners (linked to internship project)	R 248 000



1. Funding for Internship Programmes expose unemployed graduates to workplace and in turn increase their chances for employment.
2. Bursaries for unemployed graduates to create a talent pool for the sector
3. Career Guidance on opportunities in insurance sector
4. Partnerships with companies in the insurance sector through funding training of learners on New Venture Creation with the aim of giving the learners Franchises.
5. FAIS compliance for new entrants



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**Questions???**

Thank You

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