



ASISA Academy Newsflash – June 2022

Dear Stakeholder

Every year on 16 June, our country commemorates the Soweto youth uprising in 1976. This year on Youth Day, I reflected on the struggles that young black South Africans faced back then and must admit that I was gripped by some despair when considering the many challenges that our youth still faces today. While Bantu Education is thankfully a thing of the past, young people continue to face a multifaceted set of challenges, which includes a lack of access to quality education and limited job opportunities for those determined (and lucky) enough to somehow achieve a tertiary education.

When faced with so many challenges, it can be tempting to despair completely and do nothing. Or we can focus on areas where we can make a difference and find partners who can help provide solutions.

Over the past 14 years the ASISA Academy has been in a position to partner with employers who took a chance on young people and many of them have advanced well in their careers, largely in the financial services industry. In 2016, we launched the Independent Financial Advisor (IFA) Internship, with the sponsorship of Allan Gray, Coronation, M & G Investments and Ninety One. We have come to recognise that young people not only need employers to take a chance on them, but they also need mentors -someone with more life experience who can walk alongside them and offer guidance and support during their first year of work.

Over the past six years, we have seen close on 100% of our interns being employed – around 80% by their host employers, and the banks and investment firms snapping up the rest. Many of the Academy's alumni from our undergraduate and graduate internships have progressed exceptionally well in their careers. All they needed was someone to give them a chance and someone to mentor them.

Considering the major youth unemployment crisis we face in our country, and the fact that the majority of unemployed youth come from socially and economically disadvantaged backgrounds – we cannot simply offer jobs, we have to mentor each and every young person.

My career journey began in 1989 at Macassar Secondary School as an English teacher. I was privileged to have been mentored by the most wonderful team of mentors in my Head of Department, Dr Frances Wessels (previously Ontong), Mrs Freya Brett and Mrs Joan Martin. These women nurtured us new teachers in a refreshing way. Not only did they share their "tricks of the trade" and support and encourage us, but they also asked if we could share some of our recently acquired skills in developing new teaching methodologies. Despite the fact that it had never been my ambition to become a teacher, they made me fall in love with teaching – and, the rest, as they say, is history!

Therefore, my sincere appeal to employers is: Take a chance on youth! And seek to understand the multifaceted set of challenges they are facing.



My biggest reward comes from helping young people empower themselves through education.

News from our graduate programmes

IMACS@TSiBA

The TSiBA Bachelor in Business Administration (BBA) students enrolled in the ASISA Academy [IMACS@TSiBA Internship](#) recently wrote their final exams and are anxiously awaiting their results. Their BBA degree requires each student to complete a 16-week internship, known as their Industry Practical Project, at their sponsoring company during their final semester. To proceed to this internship, students must pass all their degree courses first.

Many TSiBA students come from families that experience socio-economic hardships and therefore face a myriad of challenges every day. Therefore, in an effort to support these students and give them a better chance at achieving solid pass rates, we put in place a mentoring programme in partnership with the National Mentoring Movement, and sponsored by Old Mutual.

Over the five weeks leading up to their exams, the eight students joined their mentors for group and one-on-one sessions at the ASISA Academy in Cape Town every Friday afternoon. Attending the mentoring sessions was completely voluntary and yet the students arrived every Friday and took full advantage of being able to engage with their mentors. Judging from the feedback received, the mentoring programme was deeply appreciated by the students.

Thank you very much. I enjoyed the sessions and learnt a lot. Much appreciated. Please carry on with the sessions for the next group and please do stay in touch with us as we might still need the motivation from time to time.

I enjoyed the activities. I only wish that this program could have started sooner.

Do not have anything you could add now, but I would say do more of what you do because a lot of people need you. The way I have developed can't be explained in any words. Thank you so much for your time.

We would like to thank the following mentors who so willingly gave their time to guide these young people and who helped us shape this mentoring programme, which we are hoping to repeat and scale across the ASISA Foster the Future initiative:

- Grant Cloete, founder of impact investment firm, Grand Canid;
- Karen Wilson, project manager at the National Mentoring Movement; and
- Velly Masuku, an ASISA Academy IMACS@TSiBA alumnus currently employed at Curo Fund Services as an Operations Manager.

We would also like to acknowledge the sponsors of the 2021/22 internship who remain dedicated to helping these young people, many of whom are the first in their families to graduate from a university. A big thank you goes to Allan Gray, Coronation, Futuregrowth, M&G Investments, Prescient, Sanlam Investments and Taquanta.



2021/22 IMACS@TSiBA cohort.

Independent Financial Advisor (IFA) Internship

We would like to congratulate the seven IFA interns who passed their RE5 exams in June. The RE5 certificate, together with the experience gained on the ASISA Academy's [IFA Internship](#), provides interns with a strong foundation on which to build should they wish to pursue the board exams that qualify them to become fully-fledged advisors.

Since April, the following 10 interns have written and passed these exams, and we are incredibly proud of them:

- Kholu Thamae – Bespoke Financial Services
- Kamogelo Mahlong – PWH Wealth Group
- Sibongakonke Chonco – IWM
- Wenzile Luthuli – Asset Tree
- Katlego Morutoagae – Wealth Associates Central
- Sivuyile Mpayipheli – NFB Private Wealth Management
- Ziyabukwa Mtsi – NFB Private Wealth Management
- Moshibudi Rampedi – Olemera
- Itumeleng Motlhale – Refuge Financial Services
- Dimpho Kiti - Galileo Capital



IFA interns who passed their RE5 exams in the first half of 2022.

IFA Internship applications window extended

The ASISA Academy [Independent Financial Advisor \(IFA\) Internship](#) provides young black graduates interested in pursuing a career in financial planning with the opportunity to intern with established IFA practices for 12 months. The internship is funded by a number of ASISA members.

University students interested in applying for the eighth ASISA Academy IFA Internship starting in February 2023 are encouraged to [submit their application](#) before 31 July 2022. Successful interns will be placed with host practices in Bloemfontein, Cape Town, Durban, East London, Gqeberha and Johannesburg.

IFA practices interested in hosting interns in 2023 are also urged to get their [applications](#) in before 31 July 2022.

UCT Life Insurance Claims Assessors Short Course

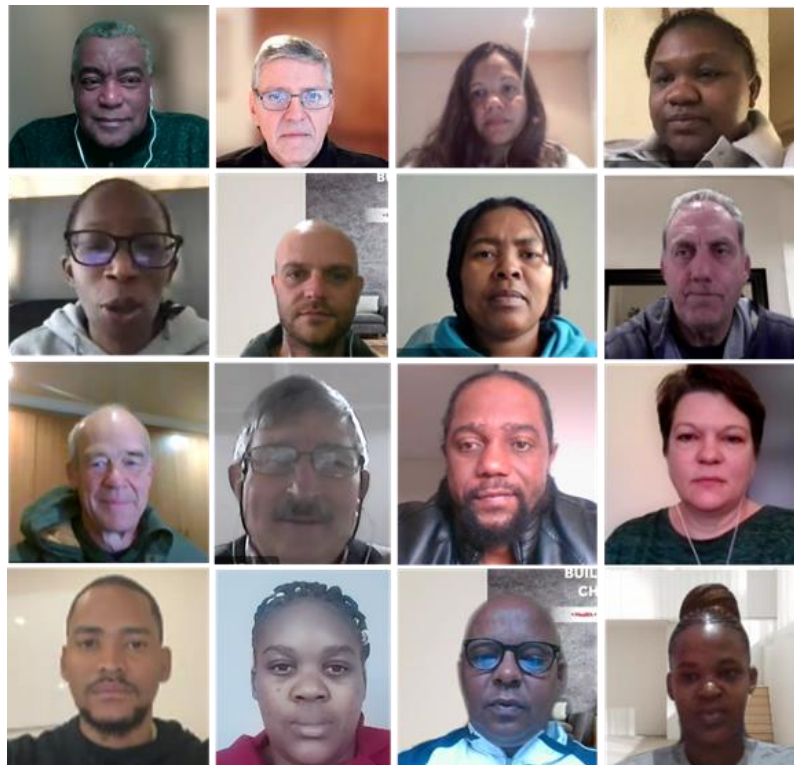
Our popular [UCT Life Insurance Claims Assessors Short Course](#) kicks off on 11 July 2022 and will be delivered as a hybrid course over four consecutive months. This course was once again oversubscribed, and we are therefore considering offering it twice next year: as an online course in the first half of 2023 and as a face-to-face course in the second half of the year. Delegates who could not be accommodated in this year's course will be given first option to participate in next year's courses.

This course is recognised by the Insurance Institute of South Africa (IISA) for CPD points, which can be claimed by delegates who successfully complete the course. Industry professionals registered with the IISA, who present on this course, can also earn CPD points for their contribution.

Retirement Fund Trustee Education (RFTE)

In June, more than 200 trustees and principal officers attended 22 RFTE workshops. In addition to the eleven public workshops and one workshop for members of the Institute of Retirement Funds Africa (IRFA), we also delivered bespoke workshops to the following retirement funds:

- Smollan Group Pension Fund – 1 workshop
- Political Office Bearers Pension Fund – 1 workshop
- Unilever Pension Fund – 1 workshop
- South African Local Authority (SALA) Beneficiary Fund – 1 workshop
- CPUT Retirement Fund – 1 workshop
- Clicks Group – 1 workshop
- PRASA Provident Fund – 4 workshops



Some of the trustees and principal officers who attended the various RFTE workshops in June. Pictured above with RFTE presenters, Douglas Davids and David Morris (top left).

Other courses presented in June

- Kula Partners – [Death Benefits](#) workshop and [Masterclass in Death Benefits](#) workshop. Kula Partners requested these RFTE workshops for 10 of their employees who work in their Tracking and Tracing Beneficiaries department. The workshops were funded by the company, because only South African trustees qualify for workshops funded by the ASISA Foundation.
- PPS – Six online [Investment Sprints](#)
- Sanlam – An online Investment Induction course

For an overview of learning opportunities lined up for July 2022, please visit the [ASISA Academy 2022 Learning Calendar](#).

Learn with us

The ASISA Academy is recognised as a Level 1 B-BBEE contributor (more than 75% of the Academy's beneficiaries are black South Africans). This means that employers can claim 135% of their skills development spend with the ASISA Academy. Please feel free to [contact us](#) to discuss how we can support your skills development requirements.

Please visit our [website](#) for more information on our many learning opportunities and like our [Facebook page](#) for regular updates. We also invite you to interact with us on [LinkedIn](#).

Best wishes
Alicia Davids
ASISA Academy CEO