



## ASISA ACADEMY NEWSFLASH – SEPTEMBER 2023

Dear Stakeholder

A key focus area for the ASISA Academy is to help create job opportunities for Black South African graduates by bridging the gap between tertiary education and the skills that employers require. Success markers of our [graduate programmes](#) include the number of interns who are absorbed by host employers and employed within the industry at large upon completion of their internships.

We are thrilled that, for the first time, we achieved a 100% employment rate for the group of interns who completed the 2022/23 ASISA Academy [Independent Financial Advisor \(IFA\) Internship](#) earlier this year. Due to personal circumstances, one intern could not accept any offers of employment when the internship concluded in February. However, in September, we received the exciting news about her employment by an IFA practice in Johannesburg.

Funded by several ASISA members, the ASISA Academy IFA Internship was launched in 2016 to speed up transformation in the financial advice space while at the same time addressing graduate unemployment. The internship provides Black graduates interested in pursuing a career in financial planning with the opportunity to intern with established IFA practices for 12 months.

The 31 interns participating in the 2023/24 IFA Internship have completed seven months of their 12-month internship with IFA host practices in Bloemfontein, Cape Town, Durban, East London, Johannesburg and Gqeberha. Another five current interns recently passed their RE5 exams, which test candidates' knowledge of the FAIS and FICA Acts.

We would like to congratulate the following IFA interns on passing the RE5 exams:

- Lebogang Tefu interning with Olemera in Johannesburg
- Siseko Mafu interning with Remnant Advisor Services in Johannesburg
- Boitumelo Lekata interning with GTC in Cape Town
- Sumaya Mahomed interning with GTC in Johannesburg
- Keletso Mollo interning with GTC in Johannesburg



*The five IFA interns who successfully completed their RE5 exams.*

# NEWS FROM OTHER GRADUATE PROGRAMMES

## Financial Markets Practitioner (FMP) Learnership

With just over two months before the annual holiday season, we urge employers in the investment management industry interested in enrolling employees or unemployed graduates in the [Financial Markets Practitioner Learnership](#) to submit their [Employer Enrolment Forms](#). The third iteration of the learnership starts in March 2024.

The FMP qualification complies with the Financial Sector Code (FSC) criteria set out in categories B and D on the Learning Programme Matrix for scoring skills development points. Therefore, companies are also encouraged to reserve spaces for new graduates who are currently unemployed. The ASISA Academy maintains a database of unemployed eligible graduates for companies willing to partner with the ASISA Academy in creating career pathways for unemployed graduates. Interested employers can [email](#) us for more information.

This NQF Level 7 learnership is registered with the Finance and Accounting Services Sector Education and Training Authority (Fasset) and provides a learning pathway to a higher qualification such as an honours degree or a NQF level 8 post graduate diploma.

## Fezeka Graduate Programme

During September, applications for the Fezeka Graduate Programme starting in January 2024 were scrutinized and the most eligible candidates were shortlisted for panel interviews taking place in October. Asset management companies interested in supporting this programme are welcome to [contact me](#) to discuss how your company can get involved. Alternatively, please [click here](#) if your company would like to host a graduate or [here](#) if you would like to make a financial contribution.

Fezeka is an exciting industry collaboration aimed at helping the South African asset management industry improve the representation of Black women on investment teams. The Fezeka Graduate Programme is delivered by the ASISA Academy and business consultancy Joint Prosperity.

Over 15 months, the graduates will work at various host companies, while also participating in the ASISA Academy's [FMP Learnership](#).

# RETIREMENT FUND TRUSTEE EDUCATION UPDATE

In September, we presented 16 [Retirement Fund Trustee Education](#) (RFTE) workshops to 225 trustees and principal officers. Of these workshops, nine were public, one was delivered in partnership with Atleha-Edu, and six were presented to the following single funds:

- Municipal Gratuity Fund (three workshops)
- Tshwane Municipal Provident Fund (one workshop)
- PRASA Provident Fund (two workshops)

We will launch two additional RFTE workshops early in 2024 and encourage retirement funds to register their interest to assist us with our planning:

- [Fund Policies and Risk Management](#)
- [Learning Journey for Retirement Fund Trustees](#)



# OTHER COURSES PRESENTED IN SEPTEMBER

## Investment Sprints

In September, we delivered six public Investment Sprints on the following topics:

- Derivatives
- Responsible Investing
- The Investments Governance Landscape
- Investment Performance Overview
- Compliance – CISCA
- Investment Management Fees and Costs in the Context of Retirement

## Sanlam Investment Induction Course

The third of four annual in-person induction courses was presented to Sanlam Investment employees over four days in September. Presented in March, June, September and November, employees from various departments within Sanlam Investments are introduced to the following topics: the savings and investment environment, investment governance, investment products, running an investment business, the major asset classes, pricing, and performance.

## Momentum Investment Sprints

The second set of bespoke Investment Sprints was delivered to Momentum call centre employees in September.

Momentum requested the ASISA Academy to deliver a set of six Sprints over a period of three months to a group of 12 staff members working in their call centre in Centurion. These Sprints form the basis of a learning pathway for these 12 employees. During September, the following topics were presented:

- Investment Management Business Overview
- Investment Products and Structures

We invite ASISA members to engage with us in developing learning pathways for staff who wish to broaden their knowledge about the financial services industry and their technical skills.

# LEARNING OPPORTUNITIES IN THE SPOTLIGHT FOR OCTOBER

## Public RFTE workshops

- [Investment Policy Statement Formulation & Assessment](#) - 11 October 2023
- [Induction Course for Trustees](#) – 12, 19, 26 October 2023
- [Private Equity](#) - 13 October 2023
- [Death Benefits](#) - 18 October 2023
- [Trustee Governance & Ethics](#) - 18 October 2023

For a complete overview of learning opportunities, please visit the [ASISA Academy Learning Calendar](#).

## LEARN WITH US

The ASISA Academy is recognised as a [Level 1 B-BBEE Qualifying Small Enterprise](#), with more than 75% of the Academy's beneficiaries being black South Africans. This means employers can claim 135% of their skills development spend with the ASISA Academy. Please [get in touch](#) with us to discuss how we can support your skills development requirements.

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

Best wishes

Alicia Davids  
ASISA Academy CEO