



ASISA Academy Newsflash – February 2022

Dear Stakeholder

After two long years of online learning it was a delight for the ASISA Academy team to welcome in person the new interns enrolled in our seventh [Independent Financial Adviser \(IFA\) Internship](#).

On 14 February, the 34 interns joined us for work-readiness courses presented by the ASISA Academy team in Cape Town, Johannesburg and Durban. On 1 March, after spending two weeks in our classrooms, the interns embarked on their internships with their IFA host practices in Bloemfontein, Cape Town, Durban, East London, Johannesburg and Gqeberha.

For the next 12 months, the interns will participate in a structured programme at their respective host IFA practices where they will apply learnings from both their tertiary education as well as the work readiness course. The IFA Internship is a “hands-on” learning journey, which provides interns with guidance and support from their IFA practice managers as well as the ASISA Academy mentors.

Noteworthy is the keen participation in the IFA Internship by female graduates. As you will see from the photos below, 80% of our interns this year are female.



2022 IFA interns who attended the work-readiness courses presented in Cape Town (top), Johannesburg (middle) and Durban (bottom). Two interns were absent at the time these photographs were take.

Turning graduates into employees in just 12 months

The ASISA Academy [IFA Internship](#), funded by Allan Gray, Coronation, M & G Investments and Ninety One, was conceptualized in 2016 as a critical response to the need for transformation in the financial services industry while at the same time addressing graduate unemployment. Our IFA Internship has proven very effective in achieving this by helping graduates bridge the gap between tertiary education and the skills required by IFA practices.

To date 215 interns have participated and on average around 85% receive offers of permanent employment from their host practices on completion of their internships.

Of the 35 IFA interns who participated in the 2021 IFA internship, which concluded at the end of February, 91% are employed – 24 interns have accepted employment offers made by their host IFA practices, and 8 have spread their wings and ventured out to work within the broader financial services industry. This means that the ASISA Academy IFA Internship succeeded in creating 32 new job opportunities in the savings and investment industry.

After our virtual graduation ceremony in January, certificates were couriered to interns who had completed their internships. Two IFA interns who are now permanently employed by their IFA host practices proudly shared these photographs with us.



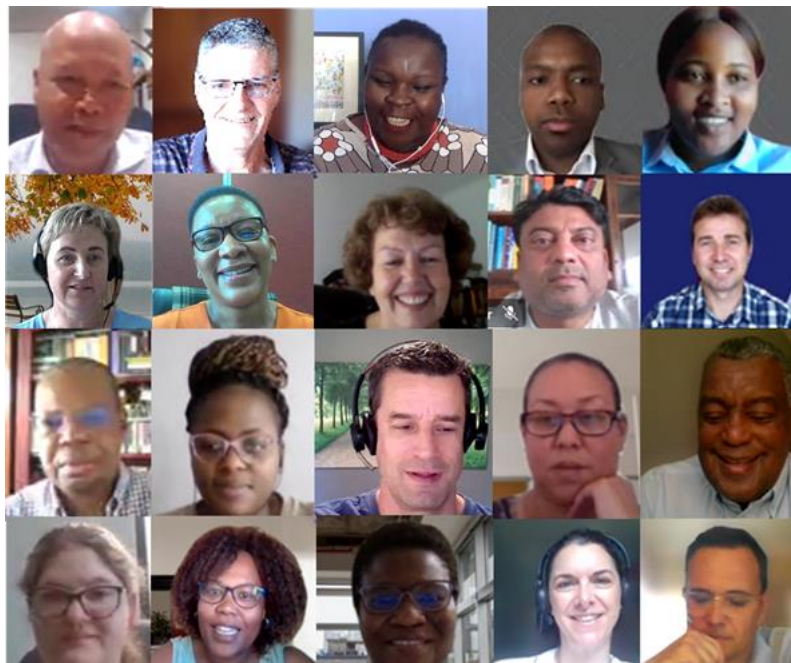
Left is Hlanganisa Langben from HoneyGuide Financial Services, pictured with Client Services & Office Manager, Khanyisile Jele. Right is Tshepiso Radebe from Client Care Lifestyle Financial Planning, pictured with Associate Planner, Alex Blumberg.

Retirement Fund Trustee Education (RFTE)

As custodians of the nation's retirement savings, principal officers and trustees of retirement funds perform a crucial role in ensuring that assets are invested in the best interest of all members and that the fund remains financially healthy. In order to execute this important role, principal officers and trustees must be equipped with the relevant skills and knowledge. For this reason, [Retirement Fund Trustee Education](#) is one of the cornerstones of the ASISA Academy's consumer financial learning programmes.

The popularity of our RFTE workshops is surpassing all expectations and has resulted in a record-breaking start to the year. In January we presented 13 workshops to 116 delegates and in February we presented 13 workshops to 133 trustees and principal officers. Of the 26 workshops run in January and February, 25 were sponsored by the ASISA Foundation.

The ASISA Academy RFTE Programme is independently funded by the ASISA Foundation and professionally recognised for CPD points by the [Batseta](#) - Council of Retirement Funds for South Africa.



Some of the Trustees who attended the RFTE workshops during January and February. Pictured above with the delegates are our RFTE presenters (From top left) Tony Remas, David Morris, Jolly Mkorosi, Malizole Mdlekeza, Douglas Davids (Extreme right, second row from the bottom), and the RFTE Course Coordinator, Zikhona Monkqoyana.

Growing demand for bespoke courses

We are experiencing a growing demand for bespoke courses, both from ASISA members as well as companies providing ancillary services to ASISA members, such as software development. In February we delivered six bespoke courses ranging from work-readiness and inductions for new graduates to [Investment Sprints](#) aimed at senior investment professionals.

- A first for the ASISA Academy, we were approached by Hollard to deliver a bespoke face-to-face graduate work readiness course with a focus on long-term and short-term insurance.
- A bespoke online Financial Services Industry Overview Blitzcamp was presented to software engineers from Digiata, a financial services software development company. Although not an ASISA member, Digiata makes use of our learning opportunities on a regular basis.
- For the third year running, Sanlam requested a bespoke Investment Induction course for its new graduate employees.
- Bespoke Investment Sprints were presented to RMB, Ninety One and Just Share.



Delegates who attended one of the bespoke Investment Sprints in February

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

The following March courses still have some capacity:

- [UCT Investment Management Administration and Client Servicing \(IMACS\) Short Course](#)
- [IMACS Sprints Combo](#)
- [Investment Sprints](#)
- [Consumer Financial Education \(CFE\) Practitioner Sprints – Enterprise Development](#)

Learn with us

- The ASISA Academy is recognised as a Level 1 B-BBEE contributor, with more than 75% of the Academy's beneficiaries being 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