

PIVOTAL List

Below is INSETA's PIVOTAL List for 2018/2019, after which an explanation follows.

Table 37 Inseta's Pivotal List 2019/2020

SHORT-/MEDIUM-/LONG-TERM	PERIOD	OCCUPATION CODE	OCCUPATION	SPECIALISATION/ ALTERNATIVE TITLE	THE INTERVENTION PLANNED BY THE SETA	NQF LEVEL	NQF ALIGNED V/ N	QUANTITY NEEDED	QUANTITY TO BE SUPPORTED BY THE SETA	0-100	101-1000	1001 & ABOVE	COMMENTS
Short & Medium	2019-2020	2017-332101	1) Insurance Agent	Insurance Underwriter	Training on Commercial and Personal Lines insurance as well as Technical & Medical Underwriting. Focus on Fit & Proper Requirements in order to conduct effective insurance sales	NQF LEVEL 7	Y	52	1000		X		Pivotal skills training mechanisms such as learnerships, bursaries, projects & skills programmes
Short & Medium	22019-2020	2017-212101	2) Actuary	Actuary Manager/Average Adjuster	Training of Actuaries to undertake Moses testing, VBA & C++ programming & Risk Calculations. Training of qualified actuaries to obtain long-term business experience	NQF LEVEL 6	Y	45	50	X			Pivotal funding is directed at the full range of pivotal scarce & critical skills required
Short & Medium	2019-2020	2015-122102	3) Sales Manager	Sales Executive	Training on the management of the insurance sales environment. FAIS ST1 Commercial Lines qualification (New business development of commercial entities)	NQF LEVEL6	Y	23	100	X			Funding mechanisms such as learnerships, bursaries, projects & skills programmes
Short & Medium	2019-2020	2017-251203	4) Developer Programmer	ICT Developer/ Applications Developer	Training to develop high-level system developers, such as analyst, architect & technical developers. .	NQF LEVEL 7	Y	19	50	X			Pivotal funding is directed at the full range of pivotal scarce & critical skills required

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Short & Medium	2019-2020				Training on writing programs in variety computer languages, such as C++ and Java Update		Y	18	1000		X		Pivotal funding is directed at the full range of pivotal scarce & critical skills required
Short & Medium	2019-2020	2017-332102	5) Insurance Broker	Short Term Insurance Consultant	Funding of short-term insurance qualifications, viz. degrees, diplomas, certificates and skills programmes.	NQF LEVEL 5	Y	16	500		X		Funding mechanisms, such as learnerships, bursaries, projects & skills programmes
Short & Medium	2019-2020	2017-242207	6) Compliance Officer	Financial Compliance Officer	Increasing the regulatory body of knowledge of compliance officers through training interventions. Training of compliance officers to apply their knowledge both theoretically and practically to the insurance sector.	NQF LEVEL 7	Y	14	15	X			Pivotal funding is directed at the full range of pivotal scarce & critical skills required
Short & Medium	2019-2020	2017-122101	7) Sales & Marketing Manager	Sales Executive	Training on procedures to meet Production Targets & Goals. Training on Investment Instruments & Financial Theory. Training on Financial Services & Asset Management	NQF LEVEL 6	Y	14	50	X			Funding mechanisms, such as learnerships, bursaries, projects & skills programmes
Short & Medium	- 2019-2020	2017-241301	7) Financial Investment Advisor	Financial Planner	Training on Financial Plans for Individuals & Organizations; Investment Strategies & Taxation; Securities, Insurance, Pension Plans & Real Estate	NQF LEVEL 7	Y	14	50	X			Funding mechanisms, such as learnerships, bursaries, projects & skills programmes

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Short & Medium	2019-2020	2017-251201	7) Software Developer	Software Architect	Training on SQL server, JavaScript and SharePoint	NQF LEVEL 7	Y	14	30	X		Pivotal funding is directed at the full range of pivotal scarce & critical skills required
Short & Medium	2019-2020	2017-331503	8) Insurance Loss Adjustor	Claims Assessor	Training candidates in credit management, analytical, and administrative skills. Learning how to undertake a claims investigation.	NQF LEVEL 6	Y	13	200		X	Funding mechanisms, such as learnerships, bursaries, projects & skills programmes
Short & Medium	2019-2020	2017-431204	8) Insurance Claims Administrator	Insurance Brokering Clerk/Assistant	Training of existing Insurance Consultants to obtain short-term insurance experience. Training of Engineers to obtain underwriting experience	NQF LEVEL 6	Y	13	200		X	Pivotal funding is directed at the full range of pivotal scarce & critical skills required
Short & Medium	2019-2020	2017-121101	9) Finance Manager	Chief Accountant	Learning programmes that involve advanced financial analysis. Courses on understanding & implementing budgetary controls. Advanced financial skills in order to check accuracy of claims	NQF LEVEL 7		12	20	X		Funding mechanisms, such as learnerships, bursaries, projects & skills programmes
Short & Medium	2019-2020	2017-134904	10) Office Manager	Centre Manager	Learning interventions in advanced business administration skills	NQF LEVEL 6		10	100	X		Pivotal funding is directed at the full range of pivotal scarce & critical skills required

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Short & Medium	2019-2020	2017-241107	10) Financial Accountant	Company Accountant	Advanced financial skills through degrees, diplomas and certificates.	NQF LEVEL 6	Y	10	20				Funding mechanisms, such as learnerships, bursaries, projects & skills programmes
Short & Medium	2019-2020	2017-242101	10) Management Consultant	Corporate Planner	Relationship & leadership management training	NQF LEVEL 6	Y	10	50	X			Pivotal funding is directed at the full range of pivotal scarce & critical skills required
Short & Medium	2019-2020	2017-251101	10) ICT Systems Analyst	Systems Programmer	Business & Systems Analytic principles Peoplesoft 9.2 skills ICT system architecture	NQF LEVEL 6		10	50		X		Funding mechanisms, such as learnerships, bursaries, projects & skills programmes

5.1. Methods Used to Identify Occupations in the PIVOTAL list

Stakeholder companies who submitted WSP/ATRs for 2018/19 identified their scarce skill occupations for this year's band.

5.2. Findings that Informed the PIVOTAL List

The top 10 PIVOTAL skills occupations were identified at varying levels of frequency (frequency distributions). The top five PIVOTAL occupations occurred at noticeably higher levels of frequency than the bottom five.

5.3. Basis of Quantities Indicated in the PIVOTAL List

The quantities are informed by a count per occupation for all PIVOTAL occupations. The top 10 PIVOTAL occupations were then ordered by rank. Quantities to be supported by the SETA were obtained from the Annual Performance Plan (INSETA, 2017).