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The IFoA Conference 2022

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Reskilling the Skilled in a Rapidly Changing Professional Landscape

Helen Wright, Helena Ingram & Clifford Friend

Future of the Profession



IFoA research on future skills has identified global change in all actuarial sectors - driven by:

- Technology
- Climate Risk & Sustainability
- Globalisation
- Regulation
- Societal Shifts
- Government

Do you recognise this scale of change and its likely impact on your career?



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What got you here – won't get you there!*



* Marshall Goldsmith

What are IFoA members' concerns?

- To secure successful and sustainable careers
- To take greater ownership over their personal skills and competencies

Do you recognise this need?

Have you put your Career-Long Learning appropriately under 'the spotlight'?



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Are you addressing the global skills gap?



Our members and their employers identify:

- Digital transformation/Data Science
- Sustainability
- Commercial skills
- New approaches to risk
- Changing economic models

Do you recognise the importance of these for your career?

What others do you see?



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What will get you there?



Balance of Technical & Transferable skills

Greater emphasis on:

- Agility & Adaptability
- Communication
- Leadership
- Commercial skills
- Collaboration/Team work
- Business & Management

Are you putting the right emphasis on development of your competencies?



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Qualification is only the start of your professional journey



Members tell us they will be putting greater emphasis on:

- Self-directed learning
- Digital communities
- Peer to peer
- Work-based learning
- Independent professional programmes
- Programmes & signposting by the IFoA

How will you develop the new competencies you need?



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