



International Actuarial Association
Association Actuarielle Internationale



Presidential Town Hall

Planning for our future

Charles Cowling, IAA President
Tallinn, Estonia
September 27, 2024



Welcome and Introductions



President:
Charles Cowling
(UK)



**Immediate
Past President:**
Micheline Dionne
(Canada)



President-Elect:
Bozenna Hinton
(Australia)



**Executive
Director:**
Mathieu Langelier
(Canada)



Agenda - *Looking to the Future*

❖ **Welcome & Introductions**

Charles Cowling

❖ **Artificial Intelligence**

Charles Cowling, Frank Chang,
Peter Withey, Henning Wergen &
Jill Hoffman

❖ **Supporting the Growth of the Profession**

Charles Cowling, Mukami Njeru

❖ **Supporting Individual Actuaries**

Clemens Frey, Samuel
Cywie & Daniel Jung

❖ **Future for Population Change**

Chang-Han Chin, Alex Lee &
Yi-Ling Lin

❖ **Q&A**



Agenda – *Planning for our future*

❖ **Welcome & Introductions**
Charles Cowling

❖ **Future of the IAA IT**
Christian Levac

❖ **AI Innovation & The Future Actuary**
Jill Hoffman & Charles Cowling

❖ **Continuing Professional Development**
Henning Wergen, Jennifer Gillespie & Bozenna Hinton

❖ **Diversity & Inclusion**
Kirsten Sasady & Marika Guralnik

❖ **IAA Sections**
Charles Cowling

❖ **Advice & Assistance**
Charles Cowling

❖ **Q&A**

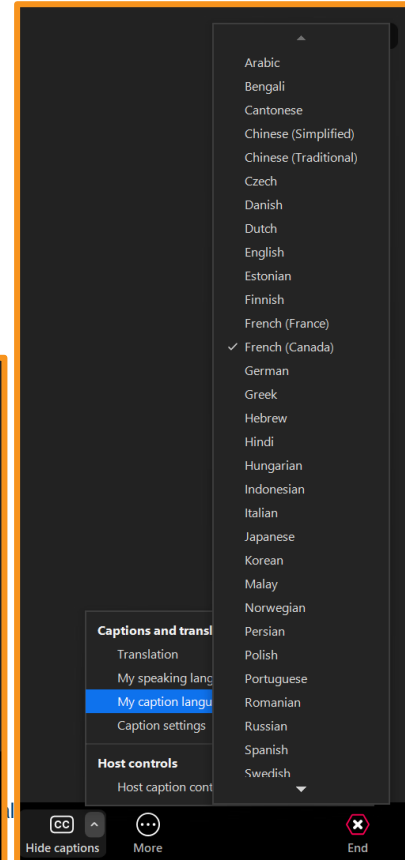
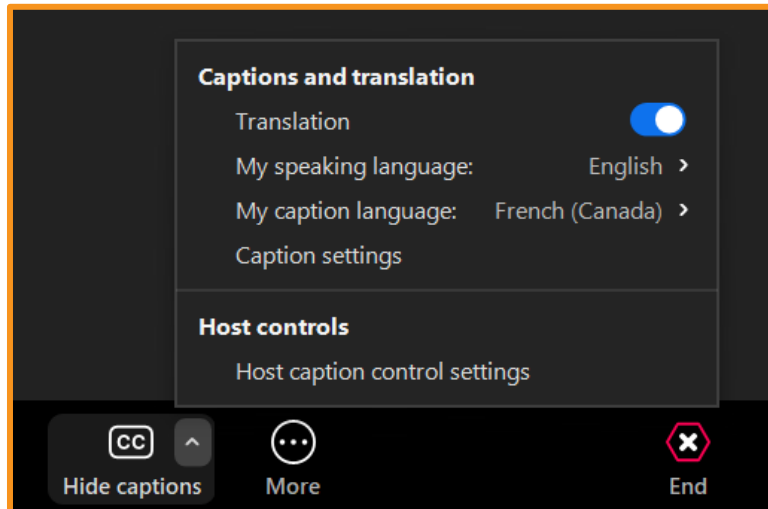
Future of the IAA's IT

Christian Levac



Future of the IAA's IT

- ❖ New contact relationship membership (CRM/database) software and content management system (CMS/website) coming in Q1-Q2 2025
- ❖ New event registration system
- ❖ Enhanced Zoom and YouTube features for translated closed captions





IAA Tallinn Meetings - Sirius

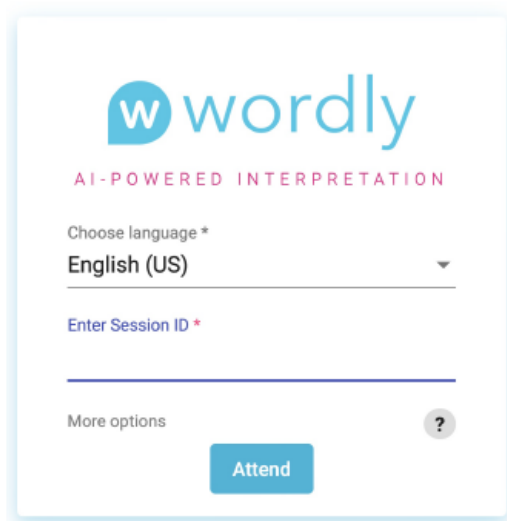
How to Use Live Translation

Step 1



Scan QR Code or Go To:
<https://attend.wordly.ai/join/OQKD-3363>

Step 2



Choose Language
Click Attend

Step 3



Read Captions on Device
Use Headset for Audio

AI Innovation and The Future Actuary

Jill Hoffman & Charles Cowling



AI TASK FORCE
TONIGHT



International Actuaries Day Webinar





International Actuaries Day



International Actuarial Association
Association Actuarielle Internationale



International Actuaries Day

Actuarial Intelligence - The AI Enhanced Actuary

Charles Cowling, IAA President

2 September 2024



Continuing Professional Development (CPD)

Henning Wergen, Jennifer Gillespie & Bozenna Hinton

Starting point





IAA Internal Regulations – Code of Professional Conduct

2.2.2 Membership Criteria

A Full Member association must satisfy the following membership criteria at all times.

- (a) The Full Member must have a code of professional conduct in place which may be modified from time to time. A copy of the Full Member's current code of professional conduct must
 - (i) An actuary shall perform professional services with integrity, skill and care. An actuary shall fulfill the actuary's professional responsibility to any client or employer. The Full
 - (iv) An actuary shall perform professional services only if the actuary is competent and appropriately experienced to do so. The Full Member may permit its actuaries to operate otherwise in defined and specific circumstances (for example, where an
 - (v) An actuary is responsible for ensuring that the actuary's work conforms to applicable practice standards in the actuary's area of work. An actuary must take into account relevant mandatory practice-related guidance issued or endorsed by the actuary's association, and may take into account any non-mandatory practice-related information that is so issued or endorsed.

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IAA Guidelines on Continuing Professional Development

2011



GUIDELINES ON CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

Introduction

The International Actuarial Association (IAA) has as part of its mission statement:

To promote professionalism, develop education standards and encourage research, with the active involvement of its Member Associations and Sections, in order to address changing needs.

This is supported by the IAA Strategic Objective 3:

Establish, maintain and promote common standards of actuarial education and common principles of professional conduct. Promote the development and issuance of actuarial standards in the jurisdictions of all Full Member Associations, and the global convergence of actuarial standards.

There are four priorities/action plans for this strategic objective, of which the second is:

Develop a recommended set of voluntary continuing professional development (CPD) guidelines.

This paper has been prepared by the IAA Education Committee in support of this action plan.

The paper examines CPD from a number of different perspectives, each of which has a role to play:

- From the perspective of individual actuaries, the paper examines the importance of CPD as part of lifelong learning and how CPD might be gained and maintained. In the current rapidly-changing world, it is the personal responsibility of individual actuaries to ensure that they remain competent in their areas of work through continued learning and study.
- Actuarial associations may find this document useful when considering the role of CPD in the context of the association's professional requirements, and in helping plan a CPD



- New Task Force of the IAA Education Committee has been set up

What is happening elsewhere?



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CONTINUING PROFESSIONAL DEVELOPMENT (CPD) GUIDELINES OF THE ACTUARIAL ASSOCIATION OF EUROPE (AAE)

1. AIMS OF CPD

Education and Professional Standards (Code of Professional Conduct and Standards of Practice) are the pillars for recognition of actuaries as competent professionals in the areas in which they practice.

In particular, current AAE Code of Professional Conduct (effective from 31st of January 2022) states that "An actuary must perform professional services competently and with care" (principle B). Specifically, education can be divided into two parts: the first one corresponds to the basic education as laid out in the core syllabus to become qualified; the second one corresponds to the subsequent further development to maintain and further develop skills and knowledge at an appropriate level.

After achieving full qualification as required by a Member Association (MA) of the AAE, an actuary has gone through the education program that satisfies the Core Syllabus of the AAE and is typically at the start of their career, but further maintenance and development of that qualification requires continuing training because the skills and knowledge required by actuaries are likely to change over time, as well as being impacted by changes to a specific actuary's job role. In the current rapidly changing environment, it is the personal responsibility of actuaries to ensure that they remain competent in their area of work through CPD, which is a clear requirement of the Code of Professional Conduct.

Furthermore, the expansion of the profession into new areas of practice means that actuaries choosing that expansion must need to develop further their (technical) knowledge, personal and professional skills, and competences in wider fields.

Additionally, CPD should ensure that the recognition and recognition of the profession is well supported and protected, as actuaries play important roles in the insurance sector, in pensions, in social security, in risk management and in the wider fields. To further these roles in the public interest, it is key that actuaries should be seen as competent in the areas in which they practice. CPD is one important way to help actuaries to remain competent and prevent professional conduct failures that could be a risk for the recognition of the actuary and the profession.

In summary, the aims of CPD are:

- to contribute towards demonstrating that actuaries are "fit & proper" over time in the areas in which they practice to provide relevant and high quality actuarial services and advice;
- to support actuaries to take on new roles and to move to different areas of practice, including new ones arising from expansion of the profession.

The Actuarial Association of Europe is registered in the EU Transparency Register under number 3330391164164.

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CPD in Data Science

INTRODUCTION

The following document has been produced to support actuarial associations and individual actuaries in identifying topics in the field of Data Science (DS) to enhance corresponding knowledge and skills. Specifically, the document may be applied by associations in their development of activities related to continuing professional development. This paper has been produced by the AAE Education Committee in the scope of work.

We would also like to mention the paper "What should an actuary know about Artificial Intelligence?" (January 2024). This discussion paper offers, among other things, additional perspectives on continuing professional development within the application of AI and DS methods by actuaries.

Due to the fast evolution of data science related technologies, this document should be understood as a "living" one, in the sense that it may require adaptations to future breakthroughs in the field. This paper specifically addresses member associations to provide appropriate guidance to their members and to organize adequate CPD activities for them. Actuaries benefiting from these actions can be qualified actuaries with a limited background in Data Science but also actuaries with more experience in the field that want to deepen their knowledge of the topic. A scale of technical complexity of the topics has been introduced to help actuaries and associations to better shape CPD programs in accordance with the initial background and the expected output.

We list Data Science techniques in six different areas, ranging from methods already familiar to most actuaries, to artificial intelligence solutions at the forefront of the ecosystem, for potential usage in actuarial applications.

Machine Data Science methods can be among others applied in the following areas¹:

- Product development and pricing;
- Marketing, distribution, and CRM;
- Underwriting;
- Claims and benefits management;
- Operations and IT;
- Fraud and anti-fraud;
- A&M and investment.

Furthermore, we briefly touch on the specific environment actuaries regularly operate in, especially through publicly conflicting interests of companies, regulators, and customer protection. Through this, this paper also addresses Data Science specialists that would like to apply their skills beneficial to solving actuarial tasks.

¹ What should an actuary know about Artificial Intelligence (https://actuary.aiae.eu/contenuto/actuarial-ai-what-should-an-actuary-know-about-artificial-intelligence/)

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- Mandatory for all associations under the Mutual Recognition Agreement
- Support to member associations (recently: CPD in Data Science Paper)
- Many activities (Webinars) and free access to actuvieo to enable individual actuaries



Goals

- Strengthen importance of lifelong learning / CPD for actuaries
- Consider the diversity within the IAA
- Next step: Survey to get information from FMA

Diversity & Inclusion

Kirsten Sasady & Marika Guralnik

Kirsten Sasady

- Experienced actuary with a strong leadership background and diverse roles across the profession
- Focused on creating meaningful workplaces by equipping leaders to embrace and manage diversity in a value-driven, impactful way.





What is diversity?

In recent years, work with diversity has been characterized by a very one-sided focus on things like gender, age and ethnicity.

Diversity is not just about demographics or labelling underrepresented people – it is about **diverse thinking, different backgrounds and interdisciplinary collaboration!**

I strongly believe, that diversity is a strategic asset that can boost the actuarial profession's relevance and adaptability when approached wisely!

“When two men in a business always agree, one of them is unnecessary.”

William Wrigley, Jr.



Why diversity matters for actuaries

There are many opinions on what the future risks and opportunities are for our profession, but everyone agrees: **changes are coming fast, and adaptability is a key skill to focus on!**

Actuaries of the future must be ready to continuously learn and evolve in response to these changes.

It is important that actuaries and the actuarial profession remain relevant by developing and growing **not only our skillsets, but also our mindset!**

*“When the winds of change blow,
some people build walls and others
build windmills.”*

Chinese Proverb



We need to move beyond what we already know

The solution is not to enhance competencies within the traditional actuarial disciplines. There is a limit to what we can achieve by finetuning our traditional skillset.

Instead, we need to ensure the profession's continued relevance by embracing a broader array of perspectives.

“Echo chambers” (where similar viewpoints reinforce each other) are far from optimal when it comes to complex problem solving.

"The measure of intelligence is the ability to change"

Albert Einstein

Diverse teams cover more of the 'problem space'

In the book “*Rebel Ideas*” Matthew Syed emphasizes this point by explaining how diverse teams outperform more homogeneous teams.

The individuals in figure 2 are not more intelligent than those in figure 1, but they have ‘coverage’ because of their cognitive diversity and their collective intelligence is much higher.



Figure 1

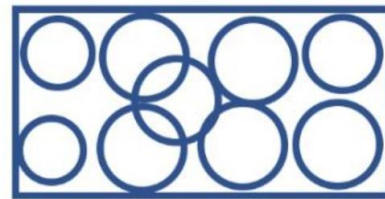


Figure 2

"Strength lies in differences, not in similarities."

Stephen R. Covey



Creating a culture that values diversity

Unfortunately, it is not enough to just hire diverse talent.

*To fully benefit from diversity, we must cultivate an environment where **differences are not just tolerated but celebrated***

Diversity must be seen as a strategic focus area and be embedded in the organisational culture.

Diversity will only enhance the overall performance when employees truly feel encouraged to bring their unique skills and perspectives to the table.

If handled wisely, diversity is no longer a problem to be solved, but instead a professional and competitive strength!

"Raise Your Hand for Diversity"

- *a small reflection exercise*

I will now ask a series of questions.

If the statement applies to you, **raise your hand!**



- *Your current role differs from your original professional background.*
- *You've worked in more than one professional discipline.*
- *You've experienced thinking differently from your colleagues (for instance more analytical, creative or visual).*
- *You've experienced being misunderstood due to your communication style, especially in a cross-cultural context?*

Reflect on the diversity

Think of the professional backgrounds and ways of thinking you've seen represented in this room.



- How can we leverage this diversity to improve problem-solving and collaboration?
- Could a greater understanding of our cultural differences enhance our cooperation and help us work more effectively?
- Are there perspectives we might be missing that could enlighten our discussions?

"We don't see things as they are, we see them as we are."

Anaïs Nin



Conclusion

The future of the actuarial profession depends on not just the intelligence of its members, but on their ability to embrace new perspectives and to collaborate effectively with a diverse range of colleagues.

To thrive in the future, we must see diversity not as a challenge to be managed, but as a strength to be embraced.

By doing so, we can ensure that our profession remains relevant and capable of meeting the challenges of tomorrow.

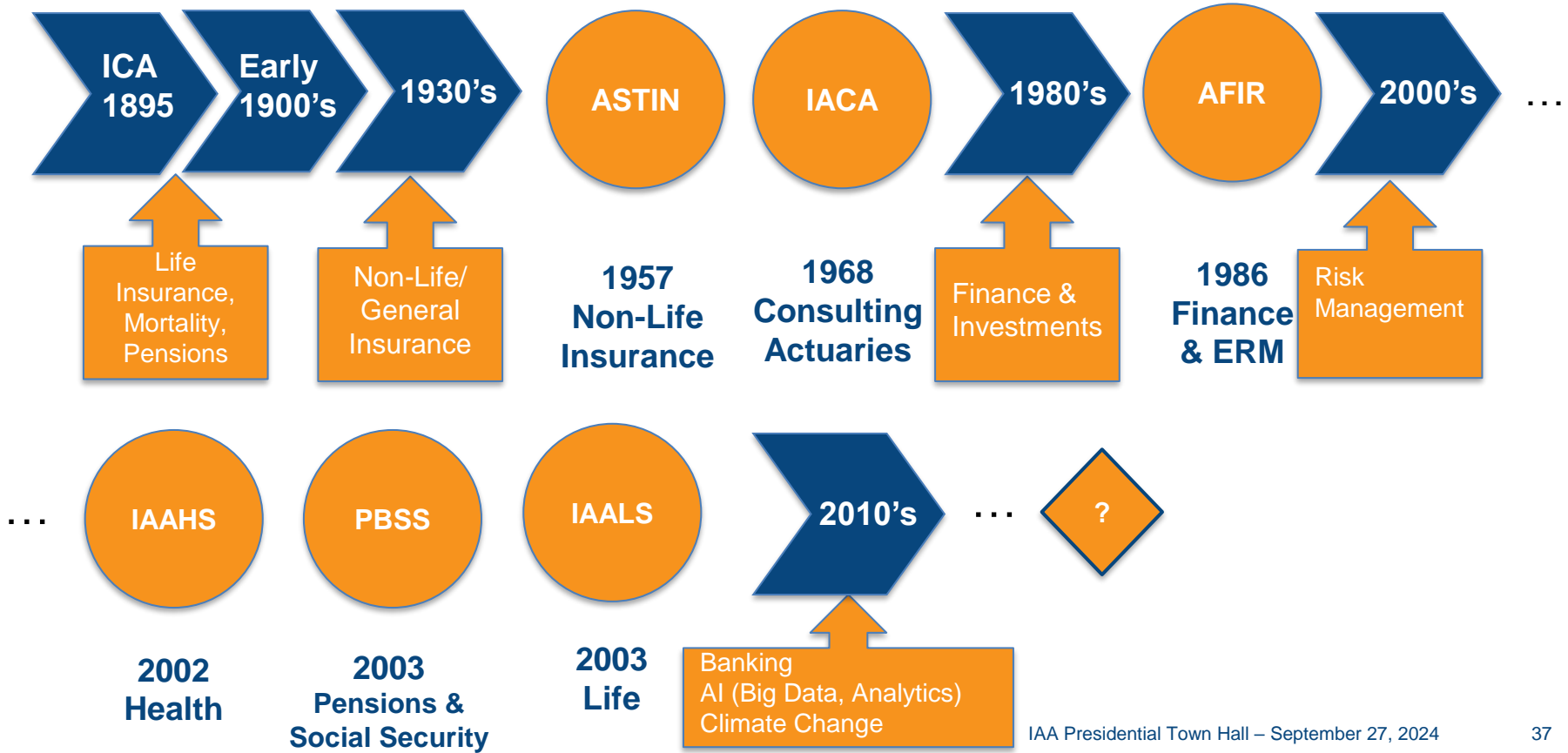


IAA Sections

Charles Cowling



Scope & Breadth of Actuarial Knowledge





Bridge between FMAs and Individual Actuaries



**Member
Associations**



**Individual
Actuaries /
Sections**

What does the future hold?



Advice & Assistance

Charles Cowling



The IAA's Mission

Assure: Promotion of the Profession

Support the development of the actuarial profession worldwide and promote appropriate professional/education standards through Member Associations.

Current role of Advice & Assistance Committee:

To support the development of the actuarial profession in areas of the world in which the actuarial profession is developing.



Priorities

Engaging with
members (FMAs and
AMAs)

Regulator
engagements

Sharing experiences

Education,
professionalism and
CPD assistance

Questions & Comments

Wishing everyone
great meetings
in Tallinn!



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