



NextGen Planners

**Training Contract
Prospectus 2020**

Contents

Page 2
Introduction

Page 3
Course Options

Page 4-5
Course Overview

Page 6-7
Course Modules

Page 8
Course Schedule

Page 9
Pricing

Page 10-11
Meet the Team

Page 12
Register your
Interest

Page 13 - 19
FAQ

About Us...

At NextGen Planners, we like to do things differently and in 2018 we embarked on designing the most comprehensive training programme available for people wanting to become financial planners.

The NextGen Planners Training Contract is designed for financial planning firms who understand that they only generate value in their business if they focus on the needs of their clients and create a sustainable business.

Key to this is recruiting, training and retaining people that think long term, focus on others, understand how to add value and have the technical ability to deliver.

The programme is designed to integrate with your current HR and L&D programmes, to provide technical and soft skills training for your next generation of financial planners.

www.nextgenplanners.co.uk

Course Options

The NextGen Planners training contract provides three different options of training programmes:

Option 1	Option 2	Option 3
Financial Planner Level 4 (16 month programme)	Financial Planner Level 6 (28 month programme)	Bridging Programme Level 4-6 (12 month programme)

All options provide all of the exam entry and study materials appropriate to the qualification level but this alone is not enough.

Each course also provides regular face to face classroom sessions, online tutorials, virtual classrooms, comprehensive soft skills and behavioural science training, recorded webinars, good practice guides, access to CII, PFS and FSNC accredited trainers, support from our online community, and coaching.

Winner

*Best Development
Programme at The
Professional Adviser
New Talent Awards*

2019



Course Overview

Each course is built around developing the candidate's core technical knowledge, the skills required to be a financial planner and the behaviours to create a sustainable career.



Skills

The skills elements on the course focus on quality communication, influence and understanding. The soft skills modules provide insights into how to run initial meetings, client discovery sessions and presentations meetings and are focused on the financial planning process.



Knowledge

When designing this course, we considered all of the available Level 4 diploma and Level 6 advanced options provided by professional bodies.

We chose to work exclusively through the CII framework as we believe it provides the technical foundation required by all Financial Planners and is provided through a sustainable membership model here in the UK.



Behaviours

Our behavioural modules consider professionalism and ethics and focus on what is required to create great client outcomes consistently, building trust and creating long term relationships.

Course Overview

Structure

At the beginning of the course we complete a Skills, Knowledge and Behaviours (SKB) gap analysis and identify each candidate's strengths and weaknesses. We couple this to a learning preferences assessment and produce an individual personal learning plan.

The personal learning plan is reviewed monthly with the candidate and their line manager to ensure that they are receiving the support they need to stay on track and to deliver for the business.

As the course progresses the candidate will produce a portfolio of evidence to demonstrate that they have achieved the required standard of skills and behaviours in every aspect of the financial planning process.

Upon completion of the course each candidate will be able to attend a unique NextGen Planners graduation ceremony and will have the chance to appear as a guest of the NextGen Planners podcast.

- 1 Detailed Individual Gap Analysis
- 2 Skills, Knowledge & Behaviours Assessment
- 3 Learning Preferences Assessment
- 4 Chartered Insurance Institute Examinations
- 5 Behavioural Science



Course Modules

Developing Skills and Behaviours...

We have placed skills and behaviours at the heart of the NextGen Planners Training Contract. We have developed new content but also included our tried and tested modules.

The NextGen Planners Communication Skills Modules which to date have seen over 300 delegates complete the three day course have been included in full.

These modules focus on developing the skills required to plan and manage client meetings, rapidly build trust, understand your value proposition and deliver a first class financial planning experience for the customer. Our behavioural science modules are exclusive to the NextGen Planners Training Contract and will be delivered through our online video based virtual classroom.

Course Modules



Classroom days for each exam



Classroom days for skills



50 recorded study modules



30 virtual classrooms



Exclusive good practice podcasts



CPD in a box



CII study materials and revisionmate included

Option 1

Financial Planner Level 4

(14 classroom days over 16 months)

CII R01, R02, R03, R04, R05, R06

Communication Theory and Negotiation Skills

Financial Planning Foundation Skills

Cash Flow Planning (Intermediate)

Client Acquisition

Option 2

Financial Planner Level 6

(20 classroom days over 28 months)

CII R01, R02, R03, R04, R05, R06, J09, AF1, AF4, AF5, AF7, AF8, J09 plus 20 credits chosen by the candidate

All modules from Financial Planner Level 4 plus...

Advanced Communication Theory; Advanced Cash Flow Planning; Advanced Financial Planning Skills; 1:1 Coaching

Option 3

Bridging Programme Level 4-6

(10 classroom days over 12 months*)

CII AF1, AF4, AF5, AF8

Advanced Communication Theory; Advanced Cash Flow Planning; Advanced Financial Planning Skills; 1:1 Coaching

*12 months from first to last exam. Total course time 16 months. Course start throughout the year on a roll on - roll off basis.

First Time Pass Study Materials

We can't guarantee a first time pass in every exam as so much depends on the amount of time and effort each candidate puts in.

However, the course provides access to CII study materials and revisionmate for each exam modules, supplemented with the recorded NextGen Planners study webinars, Live virtual classrooms, tutorials and at least one classroom day for each exam (two days for the tougher exams). We do everything we can to help achieve that first time pass.

Course Schedule

Each one of our NGP courses are designed to be immersive and candidates will be required to commit time outside of normal working hours in order to graduate within the course timetable.

A comprehensive learner journey is provided on registration to enable candidates to plan holidays and other activities around the CII exam timetable and monthly progress reports are provided to the candidate and employer.

Exams are scheduled every two to three months in order to afford sufficient study time to achieve a first time pass but candidates must be willing to commit between 60 and 100 hours of study time to each exam.

The soft skills and behavioural modules are scheduled so that they support the technical study modules and also enable candidates to make a significant contribution to the business as early as possible subject to each firms own training and competency programme.

It is recommended that the employer allows some time within the business for the candidate to study and we work with employers to ensure that each candidate's Personal Development Plan is scheduled to make the most of what they are learning on the job.



Monthly feedback to employers



Comprehensive learner journey



Fully supported study timetables



Face to face & virtual classrooms



Recorded webinars provide flexible learning options



Good practice guides and videos support skills and behaviours

Pricing

We thought a lot about how we should price the NextGen Planners Training Contract. We want to deliver immense value to employers and candidates by delivering something that is different.

We could have gone down the Apprenticeship route, and this may be a suitable option for some businesses but with government funding comes red tape and Ofsted requirements for the employer and the candidate and an inflexible programme.

We therefore chose to offer the Training Contract at a simple price point that includes everything needed to take a candidate from zero experience on their first day to a fully qualified, fully skilled and behaviourally responsible financial planner in either 16 months (Level 4) or 28 months (Level 6).

Option One

Financial Planner
Level 4
(16 month programme)

£5,000+VAT

Option Two

Financial Planner
Level 6
(28 month programme)

£8,000+VAT

Option Three

Bridging Programme
Level 4-6
(12 month programme)

£3,500+VAT

We include the option to pay in installments with 50% payable at enrollment and the balance paid at the half way point.

Meet the Team

Adam Owen

The course has been designed by NextGen Planners, for NextGen Planners and will be overseen by Adam Owen.

A previous winning designer of a development programme awarded Money Marketing Best Development Programme, Adam is President of The Personal Finance Society and was the Chairman of three Trailblazer Employer Groups, designing the apprenticeship standards for Financial Adviser, Paraplanner and Financial Services Administrator.

A CII, PFS and FSNC accredited trainer and qualified coach, Adam is uniquely placed to design and deliver the course.

Adam will be supported by our team of NextGen Planners accredited trainers including leadership specialist **Anna Masheter** and communication expert and IMA practitioner **Ashley Boroda**.

"For the NextGen Planners Training Contract the team have brought together the very best of everything that we have done in one place.

We wanted to create a comprehensive programme that is unique in its scope and variety of learning methods and content. Now entering the second year of the Training Contract we are learning all the time and have introduced further enhancements for the 2020 syllabus."

Adam Owen

Meet the Team

Rohan Sivajoti

Rohan is one of the co-founders of Next Gen Planners and is also the owner of Postcard Financial Planning. He is also a Chartered Financial Planner and also has a degree in Financial Services.

Rohan is keen on helping the next generation of financial planners innovate and create a profession that is centred in the 21st century.

Adam Carolan

He is a co-founder of NextGen Planners and Managing Director at Xentum Ltd.

Just like Rohan, Adam is also a Chartered Financial Planner and has a degree in business finance. Adam believes that as a profession, we should provide structured development routes and with more rounded skills to thrive during the next exciting phase of financial planning.

Jonnie Whittle

Jonnie is a Chartered Financial Planner and Managing Director of Clarion Wealth Planning.

An ex professional rugby player, Jonnie is focused on building and getting the best from teams.

"At NextGen Planners we have always listened to our members and tried to solve problems for the good of the profession. Feedback from members and employers has been that one of the biggest challenges to new entrants is the lack of structure, development path and training in the skills necessary to become a good financial planner.

We believe we have solved this problem with Training Contract as it gives Financial Planning businesses regardless of size a professional development solution for the Next Generation."

Adam Carolan

Register Your Interest

FAQ Employers



In order to register your interest in the January 2020 cohort of the NextGen Planners Training Contract please visit our website.



www.nextgenplanners.co.uk

Here you will find a few basic questions to get things started and to allow us to keep you in the loop.

Why should I use this training?

The NextGen Planners Training Contract is designed to provide everything an employer needs to take a high quality recruit and develop their skills, knowledge and behaviours to full competence as a Financial Planner.

Through careful assessment and planning we tailor each personal development plan to meet the needs of the candidate and the business that employs them. The course is designed and delivered by learning and development specialists who have trained thousands of financial services professionals and who care deeply about developing the next generation of professional talent.

Is it just for graduates?

There is no minimum entry criteria for the NextGen Planners Training Contract. We will complete an assessment of each candidate prior to enrolment to ensure that they receive the support tailored to their needs.

What commitment is expected from the employer?

We provide 14 classroom days during the Financial Planner level 4 course (20 for Level 6 Financial Planner). To get the best results it is expected that employers will support candidates in attending these days as well as releasing candidates to attend the regular Virtual Classroom sessions, webinars, tutorials and other live content. During the rest of the time, the candidate will be working in the business and will be subject to the employer's own T&C programme.

What if my employee leaves during the training contract?

Due to the linear nature of the course, if an employee leaves at any time prior to completion, we cannot offer a place to a substitute candidate so the full balancing cost of the course minus any study materials or exam entries not already paid for will be invoiced.

When can I see the full course schedule?

Once you have registered your interest we will begin to send out details of the course schedule, including start dates, dates for classroom modules and other associated content delivery.

How often do I receive feedback?

You will receive a monthly feedback email detailing progress against the targets set in the candidate's personal development plan. In addition to this, the employer and candidate will be invited to a quarterly review conference call.

What happens at the end of the course?

At the end of the course, most candidates will have passed all of the exams and completed the skills and behaviours elements and will be assessed as competent financial planners at either level 4 or level 6. They will therefore be in a position to apply for a statement of professional standing.

Why have you included J09 as one of the exam modules for Financial Planner Level 6?

In order to reach level 6, the CII require 290 credits. J09 is a 30 credit qualification that is assignment based and can be completed over a year and in parallel with the other exams. We find that candidates who study J09 and R02 or R03 at the same time tend to get better results in the R0 exams as the practical aspects of J09 help with learning.

Additionally, some firms see J09 as a useful qualification for aspiring Financial Planners to take as, prior to gaining competency, candidates can support the business through report writing and completing research. And besides, we believe that Financial Planners should be able to write a decent, client focused suitability report.

If my candidate starts on the level 4 course but wants to convert, what should we do?

We will make an assessment at the time. For some candidates, switching to the level 6 programme will be relatively easy but this will depend on what stage of the course they are at and also the availability of exam sittings.

The level 6 course is designed in such a way that candidates take related R0 and AF qualifications at the same time so it may not be possible for a candidate to switch straight away and top up modules may be needed.

I have heard about apprenticeships, is there any funding available for this programme?

We considered the structure of the NextGen Planners Training Programme carefully and one of the areas we looked at closely was apprenticeships. There are some very good apprenticeship courses available however, there are some significant restrictions that come with the apprenticeship funding and we wouldn't have been able to deliver a programme that achieved the breadth of content, employer and candidate centred environment, and volume of soft skills content that we believe is vital in the development of the next generation of the profession.

In addition, the accredited training provider contracts required to deliver apprenticeships currently only run until 2021 with apprenticeship funding likely to be reviewed by government within that time making it impossible for to commit to a long term programme through this route. We wanted to design and deliver a programme without compromises and the apprenticeship funding option and resultant restrictions crossed too many of our red lines.

What if my candidate already has some of the qualifications?

Each candidate has their own personal development plan so we can adjust their timetable to reflect any qualifications they may already have. We will also adjust the cost of the course to reflect the fact that we won't be paying for study materials and exam entry for those qualifications already achieved. If your candidate already has all of the qualifications they need we have an alternative programme of Skills and Behaviours courses that you may want to consider.

When does the course start?

The Level 4 and 6 courses start in January 2020. There will be a second cohort starting in September 2020. The Level 4 to 6 Bridging Programme has starts in November 2019, May 2020 and November 2020.

How is training delivered?

Training is delivered through a combination of methods:

- Classroom sessions at a central location
- Live web-based tutorials
- Virtual classrooms via video conference
- Podcasts
- Recorded webinars
- Good practice guides and videos

How much of the course is dedicated to passing exams?

There is no getting away from the fact that in order to become a Financial Planner you need a licence to trade and that comes in the shape of an SPS from a professional body. Therefore the course is designed to help candidates pass each of the exams first time. However, we believe that technical knowledge is just the foundation to becoming a great Financial Planner so the course focuses heavily on skills and behaviours with face to face and virtual classroom sessions as well as podcasts and webinars.

What if I don't pass an exam first time?

We have a tried and tested formula for the CII R0 qualifications and if candidates follow our process and commit the time needed to study the syllabus we believe that we can achieve a very high percentage first time pass rate with each cohort. The course fee includes one exam entry fee for each exam. The cost of resits will be met by either the employer or the candidate. Each course has time built in just in case a resit is required.

Why do you only support CII exams?

We believe that consistency and sustainability are key elements that candidates need when choosing an exam pathway that will lead to them qualifying as a financial planner. We may add other professional bodies for future cohorts but for now, we believe that the CII is best placed to offer both consistency and sustainability.

What if I have to take time off?

We understand that there will be times when candidates won't be available. We run cohort in January and September and will do everything possible to accommodate extended periods of absence.

When can I see the full course schedule?

Once you have registered your interest we will begin to send out details of the course schedule, including start dates, dates for classroom modules and other associated content delivery.

How often do I receive feedback?

Each candidate and their employer will receive a monthly feedback email detailing progress against the targets set in their personal development plans. In addition to this, the employer and candidate will be invited to a quarterly review conference call.

What happens at the end of the course?

At the end of the course, most candidates will be invited to attend the NextGen Planners Graduation Ceremony where their success can be celebrated with family and friends. Those who have not completed the course in the allocated time, will have the opportunity to defer graduation for up to 12 months.

Designed by Planners for Planners...



NextGen
Planners

NextGen Planners
www.nextgenplanners.co.uk