NEXTGEN PLANNERS
TRAINING CONTRACT

NextGen
Planners

2021 PROSPECTUS

CONTENTS

ABOUT US

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

Since then, over 200 people have joined the programme, working in firms who understand that they only generate value in their business if they focus on the needs of their clients and create sustainability.

The key to achieving 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.

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

FIND OUT MORE:
WWW.NEXTGENPLANNERS.CO.UK

COURSE OPTIONS

The NextGen Planners Training Contract ® provides three options of training programme:

1	**FINANCIAL PLANNER**	**LEVEL 4** (16 month programme)
2	**FINANCIAL PLANNER**	**LEVEL 6** (28 month programme)
3	**BRIDGING PROGRAMME**	**LEVEL 4 TO 6** (12 month programme)

All options provide the relevant exam entry and study materials appropriate to the qualification level. However, this alone is not enough.

Each option 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 accredited trainers, support from our online community, and coaching.

Professional Adviser AWARDS 2020
WINNER

Professional Adviser NEW TALENT AWARDS 2019 in partnership with architas
WINNER

COURSE OVERVIEW

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

SKILLS

Traditionally, this area of learning in financial services was referred to as 'soft skills', but as the consumer and the profession has moved on, skills now need to be acquired across a much broader range. Our skills modules include communication techniques, negotiation, client acquisition and more.

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 are confident that it provides the technical foundation required by all Financial Planners and is delivered through a sustainable membership model here in the UK.

BEHAVIOURS

At the core of the course are the behavioural modules. Candidates are challenged to create their own ethical code of conduct and are shown how this can be embedded into behaviours that build trust rapidly. The gateway to a client focused, sustainable career.

1. **Detailed individual gap analysis**
2. **Skills, knowledge & Behaviours Assessment**
3. **Learning preferences assessment**
4. **Chartered Insurance Institute Examinations**
5. **Behavioural Science**

COURSE OVERVIEW

STRUCTURE

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

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

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.

"The NextGen Planners Training Contract is a unique training programme which marries technical and soft skill competency. It is bought to you by phenomenal tutors and trainers.

From graduates to business owners, it is a great opportunity to expand your network in the profession through the classrooms which will likely grow into friendships and after work revision sessions"

CLÉMENCE CHATELIN

COURSE MODULES

COURSE MODULES

DEVELOPING SKILLS & BEHAVIOURS

We have placed skills and behaviours at the heart of the NextGen Planners Training Contract ®. To do this, 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 400 delegates complete the 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 are delivered through our online video-based virtual classroom.

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

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 module, 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 ones). We do everything we can to help achieve that first time pass.

1

FINANCIAL PLANNER LEVEL 4

(14 classroom days over 16 months)

✓

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

Communication Theory & Negotiation Skills

Financial Planning Foundation Skills

Cash Flow Planning (Intermediate)

Client Acquisition

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

2

BRIDGING PROGRAMME LEVEL 4 TO 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

COURSE SCHEDULE

Each course is 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 for 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.

Regular feedback to employers

Comprehensive learner journey

Fully supported study timetables

Virtual classrooms

Recorded webinars that provide flexible learning options

Good practice guides and videos to support skills and behaviours

PRICING

We thought a lot about how we should price the NextGen Planners Training Contract ®. Our overarching goal is to deliver immense value to employers and candidates by providing something that is different.

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

Therefore, we 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 month (Level 6) .

1	2	3
FINANCIAL PLANNER	FINANCIAL PLANNER	BRIDGING PROGRAMME
LEVEL 4	LEVEL 6	LEVEL 4 – 6
(16 month programme)	(28 month programme)	(12 month programme)
£5,000+VAT	£8,000+VAT	£3,500+VAT

- Simple, sustainable pricing structure
- Option to pay in instalments
- All exam study material and entry to one sitting of each exam included
- Highest possible value delivered to candidates and employers

REGISTER YOUR INTEREST

We have cohorts starting throughout the year, so to register your interest in the 2021 programme of the NextGen Planners Training Contract ® please visit our website:

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.

"The NextGen Planners Training Contract has been truly invaluable. It is safe to say I would not have been able to pass my exam without it. The support provided is so well structured that you can go into each exam so confident that you have done enough.

The best thing, however, is that if you're worried about anything at all you can always speak to the team and your peers about anything"

DAN MARTIN

FAQ EMPLOYERS

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 development 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 bespoke 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 the 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. Outside of this time, the candidate will be working in the business and will be subject to the employer's own T&C programme.

FAQ EMPLOYERS

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. As a result, 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, 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.

FAQ EMPLOYERS

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, assignment-based qualification that can be completed over a year, 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?

In short, we will make a suitable 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.

FAQ EMPLOYERS

I HAVE HEARD ABOUT APPRENTICESHIPS, IS THERE ANY FUNDING AVAILABLE FOR THIS PROGRAMME?

We considered the structure of the NextGen Planners Training Contract ® carefully, and one of the areas we looked at closely was apprenticeships. Though there are some very good apprenticeship courses available, there are some significant restrictions that come with the apprenticeship funding. As a result, 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 this 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 us 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.

FAQ CANDIDATES

WHEN DOES THE COURSE START?

We have cohorts starting in January, April, September and November.

HOW IS TRAINING DELIVERED?

Training is delivered through a combination of methods:

- Virtual classroom days
- Live virtual 1:1 tutorials
- Virtual group tutorials
- Podcasts
- Recorded webinars
- Good Practice Guides and Videos
- CII study material and Revisionmate

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 in becoming a great financial planner so the course focuses heavily on skills and behaviours, with virtual classroom sessions, as well as podcasts, and webinars.

FAQ CANDIDATES

FAQ CANDIDATES

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 help them in 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 and we 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 regular feedback email, detailing progress against the targets set in their personal development plans.

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

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