



ASISU

ACADEMY

INDEPENDENT FINANCIAL ADVISOR (IFA) INTERNSHIP PROGRAMME

COURSE BROCHURE

1. THE PURPOSE OF THE COURSE AND ENTRY REQUIREMENTS

The Independent Financial Advisor (IFA) internship provides high potential, early career black individuals with the opportunity to participate in a structured programme with a powerful combination of theoretical knowledge, work-readiness input and practical work experience within established top performing IFA practices.

The internship will be offered in Johannesburg, Cape Town, Durban and Port Elizabeth with a work-readiness intensive in February followed by 18 months' practical workplace experience in IFA practices.

2. ACADEMY VISION & CONTEXT

The ASISA Academy creates and delivers high quality solutions to meet the skills development needs of South African Savings, Life Assurance and Investment Management organisations. Our learning solutions are informed by and responsive to industry realities and delivered in an academically sound and practitioner-led manner.

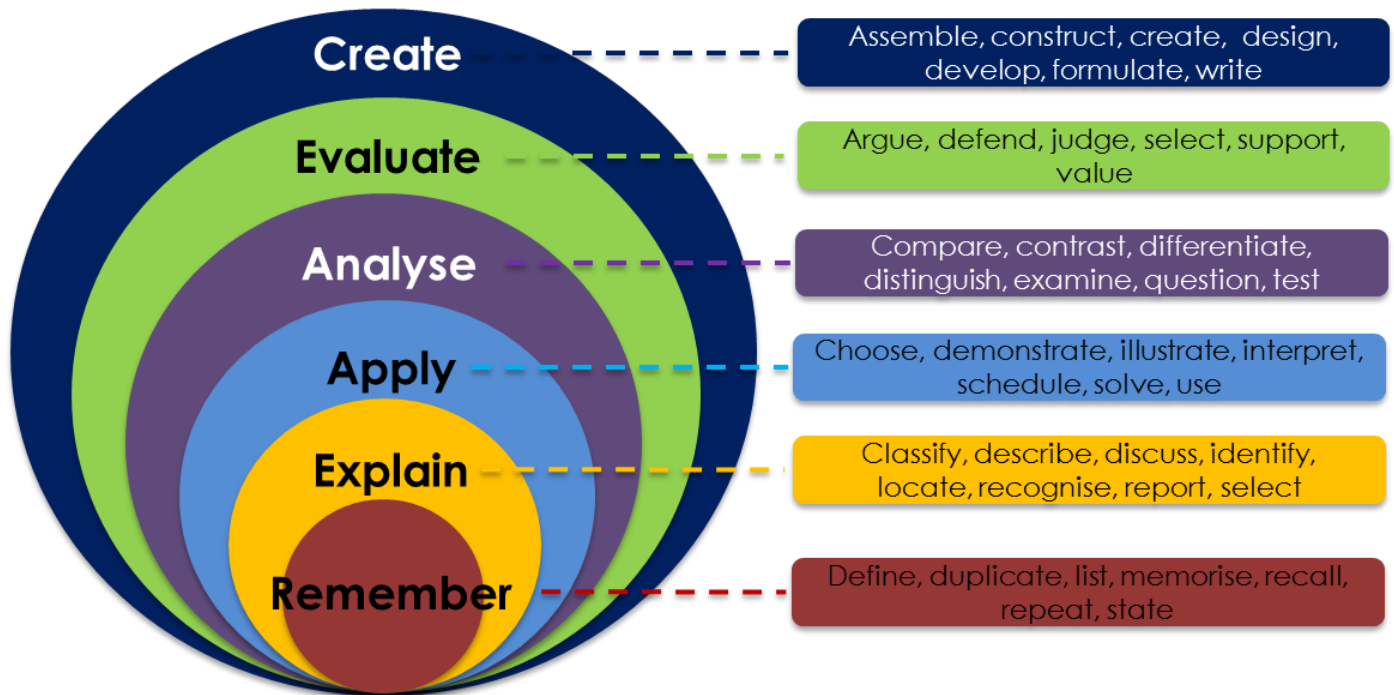
The Academy resulted from the need for a fresh approach to developing savings and investment management skills and achieving broader, more rapid transformation of the industry. The intention is take delegates' learning beyond that of their tertiary studies using an approach that responds to industry realities and is delivered by industry experts in an academically sound manner.

More than 6,000 people in the Southern African financial services sector have learned with the ASISA Academy since 2008 with over 500 industry presenters keeping the learning rooted in reality. The Academy has a Level 2 B-BBEE rating.



3. ACTIVE LEARNING

We work hard at the ASISA Academy to ensure every learning experience is as interactive as possible. To achieve this we draw on the expertise of some of the most experienced and specialised professionals in the industry and we limit the size of our groups. The following diagram captures the Academy approach to learning. We aim to achieve the bulk of our learning in the biggest circles.



Class sizes are limited to enable a supportive learning environment in which no committed participant gets left behind. Delegates will be required to bring a laptop or tablet in order to make full use of the online learning environment during the sessions.

4. INDEPENDENT FINANCIAL ADVISOR (IFA) INTERNSHIP PROGRAMME FREQUENTLY ASKED QUESTIONS

Which organisations are involved?

Allan Gray, Coronation, Investec and Prudential are sponsoring new graduates to participate in an IFA Internship Programme in Johannesburg, Cape Town and Durban. The ASISA Academy will facilitate the placement of interns at participating IFA practices, provide a work readiness intensive programme prior to the start of the internships and ongoing support and mentoring during the internships. The IFA practices will host the interns at their offices and provide workplace experience.

How will the work readiness intensive work?

Successful applicants will attend a ten day intensive work readiness bootcamp in February which will be held at the ASISA Academy's Hacklebrooke campus in Johannesburg and Newlands campus in Cape Town. Depending on demand we will either cover the costs of transport and accommodation for Durban and Port Elizabeth interns or host separate work readiness bootcamps in those cities. This bootcamp will include a comprehensive industry and product overview, IFA industry business practice readiness as well as an "engaging in the workplace" component. All of the training will be presented by a variety of experienced industry practitioners.

What are the benefits for IFA practices who participate?

Participating IFA practices will benefit from graduates who have acquired IFA and investment management industry knowledge including legislative, product, IFA practice insight and workplace engagement skills. The focus for the interns during the work readiness bootcamp will be on building awareness of the IFA industry as well as verbal and written communication, time and priority management, building a deeper understanding of oneself and how one works well within teams.

What is the cost implication for the participating IFA practices?

Interns will be paid a monthly stipend. The programme sponsors will contribute half of the stipend and the participating IFA practices the remaining half each month for the duration of the internship. Practically, the ASISA Academy will pay each IFA practice the half portion of each intern's stipend on a monthly basis on presentation of an invoice and a report on the intern's progress around an agreed set of workplace activities. The IFA practices will not be paid any additional fees to host the interns or provide work experience opportunities.

What are the benefits for the interns?

Graduate interns will gain valuable knowledge and exposure to a range of industry experts during the work readiness bootcamp and then be able to apply this learning in the workplace. The extended practical work experience will dramatically improve their employability. The insights gained from the IFA environments will broaden their understanding of the career opportunities available in the industry.

How long will the internships run for and how much will interns be paid?

The flyer contains details of the duration of the internship and the amount of the stipend. The internship period for the first few iterations of the programme lasted 12 months, however, at the request of the IFA practices, from 2019 we are extending the internship to 18 months. The internships and stipend payments will typically commence in March after the February work readiness bootcamp. Interns will not be paid for the period during which they attend the work readiness bootcamp.

What happens after the internship?

Interns and IFA practices will be in a position to negotiate continued employment at the practice where they have been interning or to find a position at another IFA practice. There is no obligation on a practice to employ the intern at the end of the internship.

What are the interns' responsibilities?

The intern is expected to work on a full time basis for the duration of the internship. The intern must adhere to the host IFA practice business practices. When a workshop is being run by the ASISA Academy, the intern must attend these sessions. IFA practices must make allowance for their interns to attend these sessions during the internship. Full details of the interns' responsibilities are set out in the IFA Internship Learning Agreement between the intern, the IFA practice and the ASISA Academy. This agreement is available on request.

What are the IFA practices' responsibilities?

The IFA practices must host the intern on a full-time basis for the duration of the internship. A workspace and equipment must be provided to the intern in order for them to do their work. Full details of the IFA practices' responsibilities are set out in the IFA Internship Learning Agreement between the intern, the IFA practice and the ASISA Academy. This agreement is available on request.

5. FEEDBACK FROM PAST CANDIDATES

Some comments from past Academy delegates about their experiences on our courses:



- “Today's session meant that I could consolidate everything that I had learnt over the days of the course. It has been very valuable. I am very excited about the knowledge I have gained. Great course!”
- “Overall it was definitely encouraging and I learnt new things once again. The course was good, and in my opinion it would be a great tool for all our staff members”.

- “What an excellent day! Learnt a tremendous amount from the brilliant speakers today. Could easily spend a day with each of them”.
- “Great lecturers from the industry that has a wealth of knowledge to share. Thoroughly enjoyed it!”
- “In a nutshell, the investment industry summed up in a week and getting top industry professionals to simplify complexity in our working environment was one of the most fulfilling things in my career, and am ready to apply all the concepts learned, from Excel to self-management and through to compliance to add value and simplify my life, most of all and those that I work with, and continue to question status quo”.
- “It’s a great course and should really be given a lot more attention to new comers to the industry”.
- “The program has broadened my perspective in terms of the actual industry - I am learning so much. It has been a great experience so far”.
- “Have enjoyed and found it very helpful and informative”.
- “Programme is fantastic, makes you apply your mind especially to the things you know but are ignorant of”.



- “It has been very valuable. I am very excited about the knowledge I have gained. Great course!”
- “The course was highly beneficial to me as a newbie in this industry. I would recommend that everyone who is unfamiliar with the big picture of the investment world do the course. Really great experience.”

6. CONTACT INFORMATION

For course dates, venues, pricing and other information please contact the ASISA Academy on:

- Email: info@asisaacademy.org.za
- Landline: +27 21 673 1627
- Website: www.asisaacademy.org.za/programmes