

Creating the Future for ourselves



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What turbulent times we have found ourselves in over the last six months or more.

Bull market to bear market, uncertainty for investors as well as

those who work in the industry as the market graph for share prices has reacted like a bucking bronco.

It seems like such a short time ago that there were plenty of jobs out there for those who were chasing either a new job for a change or for higher income, to the fear associated with job uncertainty or lost jobs which have been the trend in recent times.

Employers had to work hard to find or in some cases poach, the right person for their company as it was a job-seeker's market, now the tables have turned but the employers still have to work hard to make sure they have found someone who can deliver what their resume promises.

There are plenty of firms, both big and small, who have shed a number of staff before they have had to go to their investors with the news of the impact of the "crash" on their portfolio and this "shedding" has flooded the market with "good" and "not so good" prospective staff.

Why not give yourself the reassurance that the advisors and support staff working for, or with you, have the skill level that you would have confidence in?

Many practice principals hire employees that are willing to learn the ropes and start at the bottom. They can work their way up to being a significant, competent administrator in the business or a very competent financial advisor.

The government is throwing out helping hands and financial life lines all over the place in the form of "stimulus packages" yet access to FREE TRAINING has been around for a very long time.

It has been referred to as "a best kept secret" when we inform some businesses and it needs to be shared to maximise its benefit to the community.

There are so many people in the job market and currently working in companies, who don't have a tertiary qualification, or who did a certificate in the first two years after leaving school, who may qualify for a traineeship and attract the government subsidies that mean training is free. In many cases there is even money left over to spend on additional training initiatives at the end of the traineeship term.

This is a way of CREATING THE FUTURE in your own practice.

Nurture the staff you hire and where they qualify for the government subsidies give them the formal training they need to understand the administration and compliance environment in which they work, with either Certificate III or IV in Financial Services, Business or Business Administration.

Trainees range in age from approximately 16 through to late 50's. Peace of mind for practice principals can't be underestimated.



The reassurance of knowing that the support staff or advisors rising through the ranks have had solid training and that their skills have been tried and tested in their own workplace is more important than it ever was in the past.

We hear more and more these days that practice principals want to know that the culture and appetite for risk is consistent throughout the practice and what better way to do this than have their own staff trained from scratch in their own practice.

The traineeship program isn't restricted to new staff, it can be for your existing staff that would benefit from gaining a formal qualification and the essential knowledge that the learning process would reinforce.

More and more practices bring a new staff member into the practice by getting a trainee who is employed by a Group Training Company (GTO). When the trainee has completed their traineeship the practice can then offer the trainee a permanent position.

It is a "try before you buy" proposition for the practice and the job offer at the end is the "carrot" for the new trainee.

The Group Training Companies apply various practices with employment options. One example is invoicing the practice fortnightly and the recruitment process, wages, workcover, accruals, performance management fee, etc are all managed by the group training company and the training is FREE.

Plan for better times and to cope with any future fluctuations in fortune by surrounding yourself with good people who have been effectively trained.

The staff who show the promise and "the want" to go further can be enrolled into the Diploma of Financial Service (Financial Planning) either through distance education (correspondence with online and project assessments) or with the assistance of workshops to enhance the distance education.

This isn't free training at this education level but whether it is at the expense of the student or the practice it is an essential investment for the future of both parties.

There are opportunities to grow capability and recognise the need for higher skill recognition for planners through the Advanced Diploma, the FChFP (Fellow Chartered Financial Practitioner) and of course ongoing CPD.

These are all programs available through either FutureStaff or RG 146 Training Australia to allow practices to continue CREATING THE FUTURE with the planners and the would-be-planners of today.

If you would like more information on how to go about Creating the Future in your practice please call Matt Cragg at FutureStaff on 1300 559 666 or email mcragg@futurestaff.com.au

FREE TRAINING FOR YOUR SUPPORT STAFF

CALL
FUTURESTAFF ON
1300 559 666

FUTURESTAFF CAN TRAIN YOUR PRACTICE SUPPORT STAFF AT NO CHARGE TO YOURSELF.

Federal Government subsidies mean free training for non-tertiary qualified support staff who are eligible to complete Certificate III and IV courses in Financial Services and Business. Certificate III and IV training is targeted at non-qualified support level staff and includes a wide range of professional development and financial service-related practical training considered essential for anyone working within the finance industry.

TO SPEAK TO A TRAINEESHIP ADVISER, PHONE 1300 559 666
OR VISIT FUTURESTAFF.COM.AU

EDUCATION

TRAINEESHIPS

RECRUITMENT