

Apprenticeships in Financial Services



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Meet an apprentice and his manager	Danny Baker & Mark Seaton
How to choose a Training Provider	Karen Taylor
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The Future for Early Careers	Mike Thompson
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Apprenticeships in Financial Services



Choosing an apprenticeship training provider

Tips and insights



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Do you want to offer apprenticeships but not sure where to start?



What is an apprenticeship training provider?



What makes a good apprenticeship training provider?



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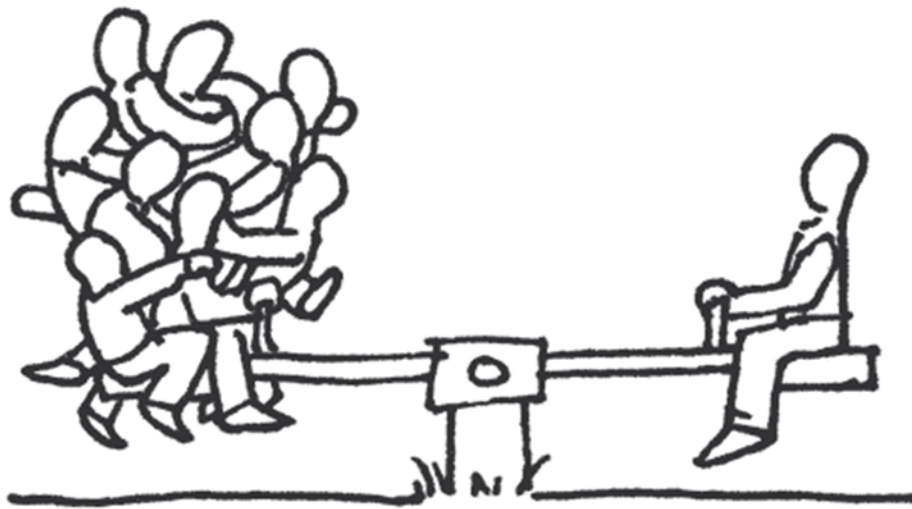
The apprentice experience

- How does the training provider support apprentices?
- What about those who are struggling?
- How often do they undertake progress reviews?
- What learning materials and other resources will the apprentice be able to access?
- How does the provider expect you to support the apprentice with their learning?

The employer experience

- Can the provider help you recruit to the role?
- How will they communicate with you – and how regularly?
- What information will you receive to enable you to support your apprentices?
- Who is your primary point of contact?

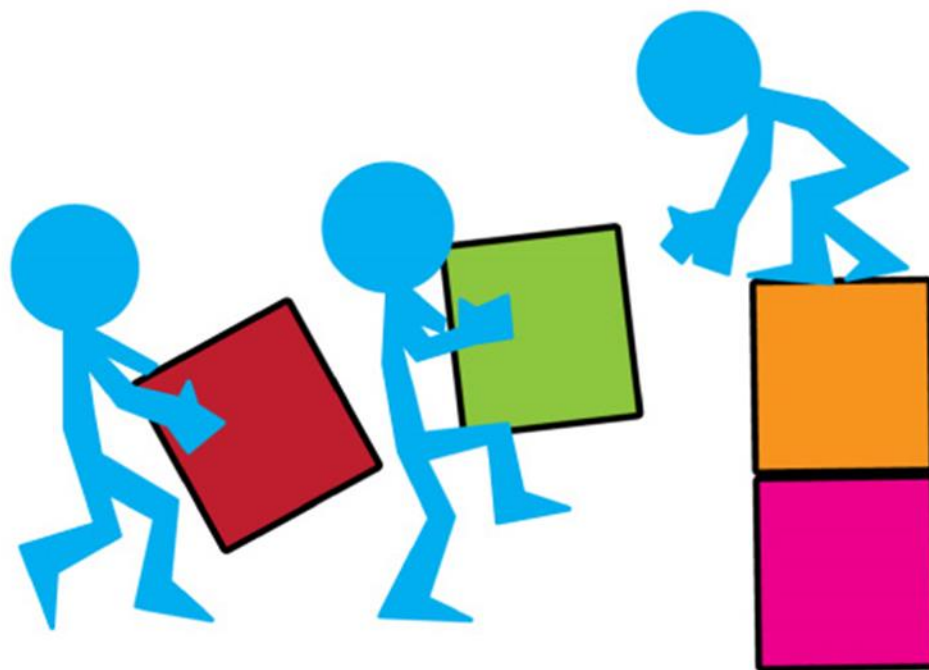
There is no choice! The 'one versus many' issue



Level 6 Financial Services Professional: An open programme

- BSc (Hons) Finance & Investment and Chartered Associateship
- Minimum cohort of 10
- £18,000 funding
- September 2019 start
- Please get in touch with me ktaylor@libf.ac.uk or visit our website to find out more and register your interest
<https://www.libf.ac.uk/about-us/partnerships/apprenticeships/our-programmes/financial-services-professional>

One overarching question...





SOCIÉTÉ GÉNÉRALE

APPRENTICESHIP LEVY JOURNEY

BUILDING TEAM SPIRIT TOGETHER



SOCIETE GENERALE
Corporate & Investment Banking

GLASTONBURY MUD



SG JOURNEY AND LESSONS LEARNT.

Don't Underestimate the change journey with senior leaders

Make levy a solution for some of the BIG people challenges in your business

Work with good suppliers who will support your business conversations and know the rules well.

1. AWARENESS

Hello... this is here!



2. UNDERSTANDING

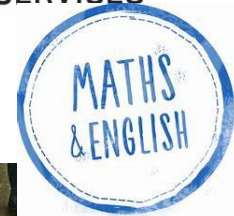
No you cant use the levy for that!



3. OPPORTUNITY

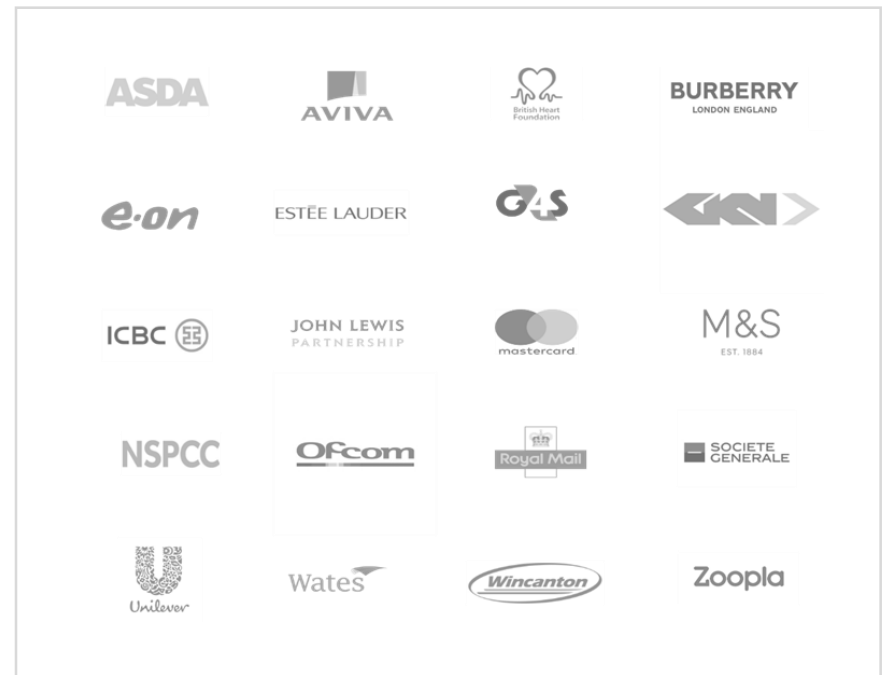
I think we can get a solution for that....

**CONDUCT RISK,
CULTURE & REGULATION
IN FINANCIAL SERVICES**



James Kelly, Co-founder, Corporate Development Director

- Founded in 2016 – Levy specialists
 - Data Analytics
 - Project Management
 - Software engineering
 - **Management and Leadership (case study)**
- Quality first
- 100 employees & 2,000 learners
- Programmes for existing and new employees
- Talk to our clients



Observations - management development

- Picture of limited management development
- Focus on technical and compliance based training
- Little personal coaching and one-to-one support
- Piecemeal 'one day' initiatives
- Limited communication and emotional intelligence skills training
- Employees respond to investment

The Accidental Manager

THE  TIMES

Rise of the accidental manager lies behind UK's low productivity

ALEXANDRA FREAN



By far the most easily surmountable barrier to solving Britain's low-productivity problem is one that rarely gets a mention: the presence in virtually every workplace of "accidental" managers.

We all know them: they have excelled in their role and are rewarded with promotion to a management position that is entirely different from the job they have been doing, only to flounder when they get there. Yet management should not be about being thrown in at the deep end and it is wrong to say that leaders are born and not made. They can and should be trained.

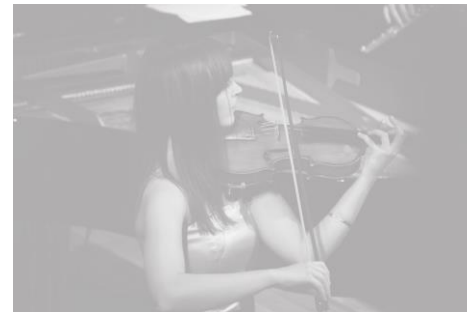
Coaching based Management Development Programme

- A personal coach and tutor
- Fortnightly one-to-one sessions
- Practical support dealing with management opportunities and challenges
- Three way progress reviews with your line manager
- A professional *Chartered Management Institute* qualification
- On-line course content and development
- 12 month programme - £7,000 funding

City clients: UBS, NSPCC, Société Générale, ASDA, Northern Trust, ICBC Standard Bank, NEXT

Why this course?

Confidence, tools, reflection and practice



Corndel's first Open Cohort Programme – Starts May 2019

Designed for City HR Members

From May 2019, organisations that have not spent their Apprenticeship Levy will start having to return their funding to HMRC



City HR, London Open Programme

Management and Leadership Excellence
A Corndel Diploma Programme

Starts 16th May 2019

An opportunity for employees to access a £7,000 Chartered Management Institute Leadership Programme fully funded through the Apprenticeship Levy

The Opportunity

Many businesses have struggled to gain value from their Apprenticeship Levy. Since 2017 Corndel has been working with the UK's most successful companies to run professional, scaled, in-house Management and Leadership programmes that are fully funded by the Apprenticeship Levy.

In a first, and exclusively for companies with fewer than 1,000 UK employees, Corndel are running an open

Programme features

- Internationally recognised Chartered Management Institute qualification.
- 13 month blended training delivery model tailored to individual development needs.
- 1-to-1 coaching for all participants with a personal management coach.
- Central London delivered workshops on key



"The Corndel programme has allowed me to evolve and increase my self awareness as a manager. It has helped me to develop the tools to better grow the business."
Bobby Lau, Head of eMarkets, ICBC Standard Bank

"Through Corndel's programmes we have been able to maximise significant value from our Apprenticeship Levy."
Vicki Hopkins, L&D Manager, Phoenix Group

"Corndel's coaching is having a noticeable impact on the

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