



INDEPENDENT FINANCIAL ADVISOR (IFA) INTERNSHIP 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 is offered in Johannesburg, Cape Town, Durban, East London, Port Elizabeth and Bloemfontein with a work-readiness course in February followed by a 12-month internship in an established IFA practice.

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.

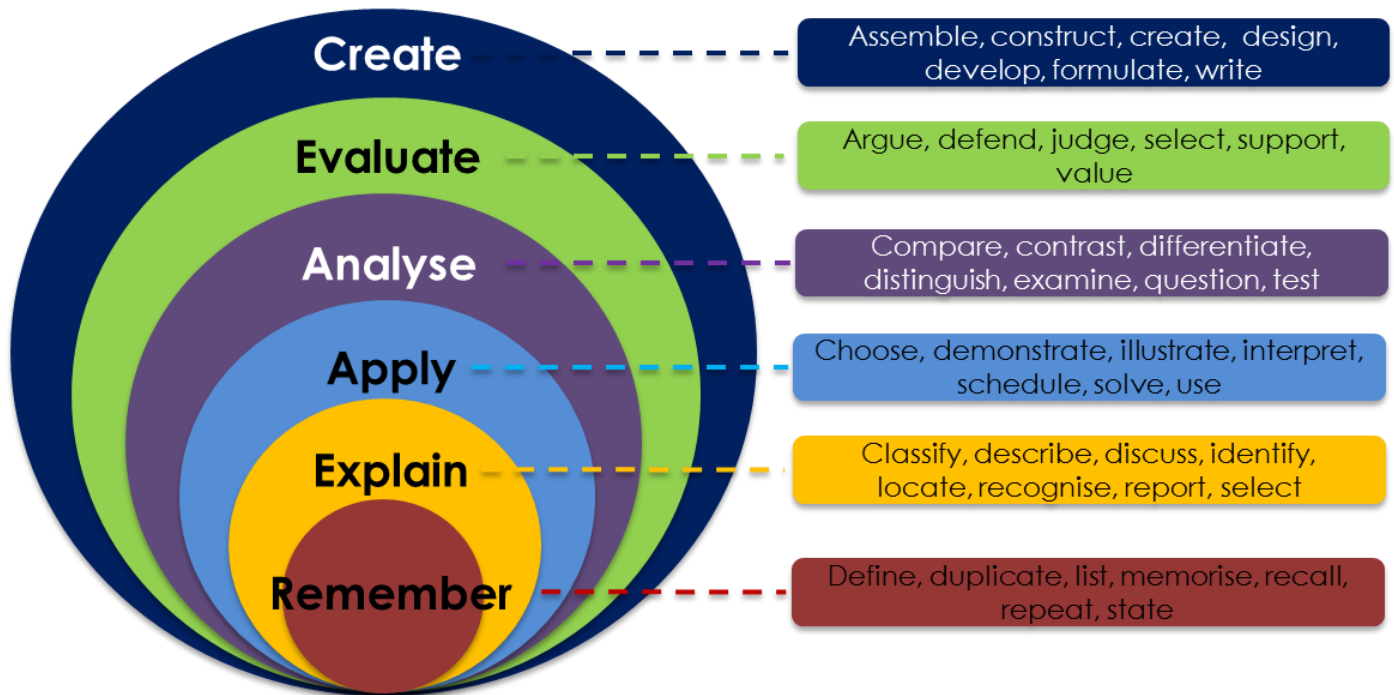
The Academy resulted from the need for a fresh approach to developing savings and investment management skills and achieving broader, more rapid transformation of the industry. The intention is take delegates' learning beyond that of their tertiary studies using an approach that responds to industry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

Almost 16,000 people in the Southern African financial services sector have learned with the ASISA Academy since 2008 with over 800 industry presenters keeping the learning rooted in reality.

The Academy has a Level 1 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 FREQUENTLY ASKED QUESTIONS

Which organisations are involved?

Allan Gray, Coronation Fund Managers, Ninety One and M & G Investments are sponsoring new graduates to participate in an IFA Internship in major cities throughout South Africa. 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 2-week work readiness bootcamp in February which will be held at the ASISA Academy's venues in Johannesburg, Cape Town and Durban. Depending on demand we will either cover the costs of transport and accommodation for interns outside those cities 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 60% of the stipend and the participating IFA practices the remaining 40% each month for the duration of the internship. Practically, the ASISA Academy will pay each IFA practice the 60% 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 internships and stipend payments will typically commence in March after the February work readiness bootcamp and last for a period of 12 months. Interns will not be paid for the period during which they attend the work readiness bootcamp. In 2024, interns will be paid a monthly stipend of R12,500 excluding VAT from which the relevant employee taxes are deducted.

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 DELEGATES

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



- “Thank you for this two-week course. It was incredible and completely exceeded my expectations.”
- “I want to thank ASISA Academy for the motivation and guidance for these past two weeks. I have really learnt a lot and I have gained more confidence in myself. These two weeks were exceptional preparation for my working career.”

• “The presentations today were very helpful as I got to understand many things in the financial services sector that I did not understand so overall it was a good day for me.”

- “The presentation on the professionalism in the workplace helped with how to deal with different conflicts and how we need to behave in the office.”

- “The work readiness programme has equipped me with so much knowledge and information that I will apply in my daily life, which will also help me be a great employee. I learnt so much and I am ready to go out there and develop myself. The presenters were amazing and did a great job. I am grateful for this opportunity.”

- “The course in totality was very enriching and I am super grateful for the opportunity.”

- “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”.

- “This course has opened up my mind to so many different facets of the financial services industry. I have learned great life lessons from veterans in the industry. I am grateful for having the opportunity to be part of this programme and am even more excited about the future now. A big Thanks to the ASISA Academy for adding value to my life through this programme.”



- “It has been very valuable. I am very excited about the knowledge I have gained. Great course!”
- “The presenter really helped me understand the value chain. I got to see the link between the asset manager, the intermediaries and the customer. I now understand how they all work together to finally sell the product.”

6. CONTACT INFORMATION

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

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- Website: <https://www.asisa.org.za/academy/>