

# Building a financial planning talent pipeline

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**NO WRONG path. Around exam results time, over the last couple of years, it's been an important message that's hard to miss on social media. And rightly so.**

Established in 2017 by Developing the Young Workforce (DYW), #NoWrongPath is a social media movement designed to inspire and reassure young people; showing them what options are out there and underlining the point that exam results are not necessarily the key to future success.

The simple fact is that financial planning offers diverse roles and employment opportunities.

Of course gaining relevant knowledge on matters such as tax, investments, pensions, trust planning, inheritance planning and other areas is essential yet, at its heart, financial planning's about dealing with people and, as the name suggests, planning.

A great place to start, for example, is in an administrative role where organisation, software, letter-writing and attention-to-detail skills are essential.

In fact, Scottish Financial Enterprise says the sector generates around £8bn for the Scottish economy so it's

important for the industry to establish links to build a talent pipeline for the future that extends to schools, colleges and universities.

And that pipeline building's a principle that underpins much of the work we do with school pupils and students. Including our own partnership with DYW and Kemnay Academy we are also building relationships directly with local academies such as Portlethen and Westhill.

To date with schools, we've helped with mock interviews, careers fairs and delivered financial education. One student from Westhill Academy, Andrew McRae, joined us on a work placement in 2018 and ultimately joined the team permanently as a trainee financial planning administrator in 2019, a role which supports colleagues across our offices in Aberdeen, Elgin and Edinburgh.

Our university partnerships are also extremely constructive. For example, thanks to a strong relationship with Napier University in Edinburgh Wendy Morrison, a trainee paraplanner, came to Acumen Financial Planning as part of her university placement in 2018, before joining our team permanently.

Of course, the training never ends. It's

now standard practice for financial planning firms to train from within, and it's a profession where you never stop learning. A career in the financial planning profession is a great choice for a young person.

We continue to support employees to receive training and development. We recognise the benefits for employees, company and clients of having a first class well qualified team and will continue to support our teams training and development.

We continue to build our relationships with local schools and universities to attract young talent to our business whilst continuing to ensure that our employees can develop and progress in their current role.