The continued success of the Financial Advisor profession depends on new talent along with a training model that attracts and develops the next generation. Successful advisors focus on the “best use of their time” and need associates to segregate duties and segment clients. As the current population of advisors ages, they require supporting talent for their “transition to succession” plans. The wealth management industry will need 32% more advisors in the next eight years to meet the expected demand.

**Advisors Ahead Institute for Internships & Residents**

Advisors Ahead believes the next generation of Financial Advisors should first gain practical experience through paid, in-branch Internships during their junior-senior summer or part-time during their senior year. The Advisors Ahead Institute enables students to pursue these Internship opportunities, providing mentoring with a well-balanced set of prescribed experiences. During this time, firms and advisors have the opportunity to leverage the extra capacity and observe the candidate while the participants experience genuine exposure to the career setting.

We provide an opportunity for students to experience a number of professional facets by following our defined curriculum of different tasks and activities. Each experience gives students a chance to learn and make an impact on your branch, your team and their own career paths.

Similarly, recent graduates apply to the Advisors Ahead Resident Program to pursue full-time entry level positions in financial services firms. During the transitional “residency” period of one or two years, new hires will follow a pre-defined path similar to the Internship experience, with increasing detail and level of engagement. Candidates complete a broad curriculum of wealth management content bridging their academic foundation with practical application. The Resident Program concludes with CFP study and securities licensing. Ultimately, they are prepared for a permanent position as a new Financial Advisor.

The retention rate of new employees who originated from Internship and Resident Programs is greater than those new employees without prior experience. The NACE Internship Co-op Survey states that hires who originated from Internship and Resident Programs were retained at rate of 75.7%.

**Why Should You Add To Your Team?**

- Additional professionals allow for individuals to specialize in certain areas, resulting in increased efficiency by segregating duties. Your clients’ demands are better met as your team is leveraging their time more effectively and allocating their expertise.
- Adding an associate allows you to better allocate your time to develop new relationships and service valuable clients. And, you are rewarded by sharing, guiding and making your leadership impact (as many have done for you!).
- Succession is inevitable, and by developing a comprehensive transition plan with adequate lead time, your clients will enjoy a smooth transition.

**How Internships With Residents Can Benefit You and Your Firm**

- An Internship can be an invaluable way to observe a future employee. With the high cost of recruiting, hiring, training and retaining employees, Internships can help reduce these overall costs and significantly improve success rates.
- Advisors can utilize Internships for special projects that have previously not received an appropriate amount of
time or attention. The leveraging of an advisor’s time is an important benefit of hiring a Resident; it allows you to focus on ways to evolve your practice into a growing and sustainable business³.

- Resident candidates are highly motivated, moldable and willing to learn in contrast to adding expensive, experienced advisors who are already trained, but have an established work ethic.
- A qualified Resident can contribute to the growth of your business at a relatively lower cost than hiring a new full-time employee. Additionally, you have the opportunity to observe a candidate within your professional environment without the lasting financial commitment.
- An Internship can be a way for an advisor to have a gratifying leadership experience and “give back” to the emerging profession³ through educating and mentoring. Your impact will guide these future advisors to take the critical steps to career successes. Leading an Internship Program gives you gratification from the mentoring relationship and the reward from developing new hires into your continuously evolving practice.

How Can Advisors Ahead Help You?

- The Advisors Ahead Preparatory Program provides training to better prepare university students for entry-level positions as Financial Advisors and Financial Planners. Our program is a supplemental curriculum for sincerely interested students focused on communication and listening skills, relationship dynamics, emotional intelligence and workplace performance.
- The Advisors Ahead Institute provides students with Internships at financial services firms during their junior-senior summer or part-time during their senior year. These highly structured Internships ensure that students gain practical experiences that better prepare them for success in full-time positions.

- Advisors Ahead Institute also offers a Resident Program, which provides placement for University graduates who have completed Advisors Ahead training. During the Resident Program, candidates complete a comprehensive learning of wealth management issues and client relationship topics. The Resident Program concludes with CFP Study and securities licensing. Ultimately, they are prepared for a permanent position as a new Financial Advisor.
- Advisors Ahead will identify and screen all Internship and Resident candidates, introducing only the most qualified individuals and eliminating the significant administrative process for you.
- Advisors Ahead has built relationships with the top university programs and their leaders dedicated to the future financial planning professionals. Our team works to directly connect with students and engage their interest.
- Uniquely, Advisors Ahead directly hires candidates and “leases” as Temporary Employees to interested financial services firms for the term of the Internship or Resident Programs. This innovative model provides significant Human Resources services and savings to employers.

1. A report by the Bureau of Labor Statistics shows that the number of jobs for personal financial advisors is projected to grow by 66,400 by 2020, a 32% increase that is far larger than the 14% average growth rate for all occupations.