

AMP Horizons Financial Planning Academy

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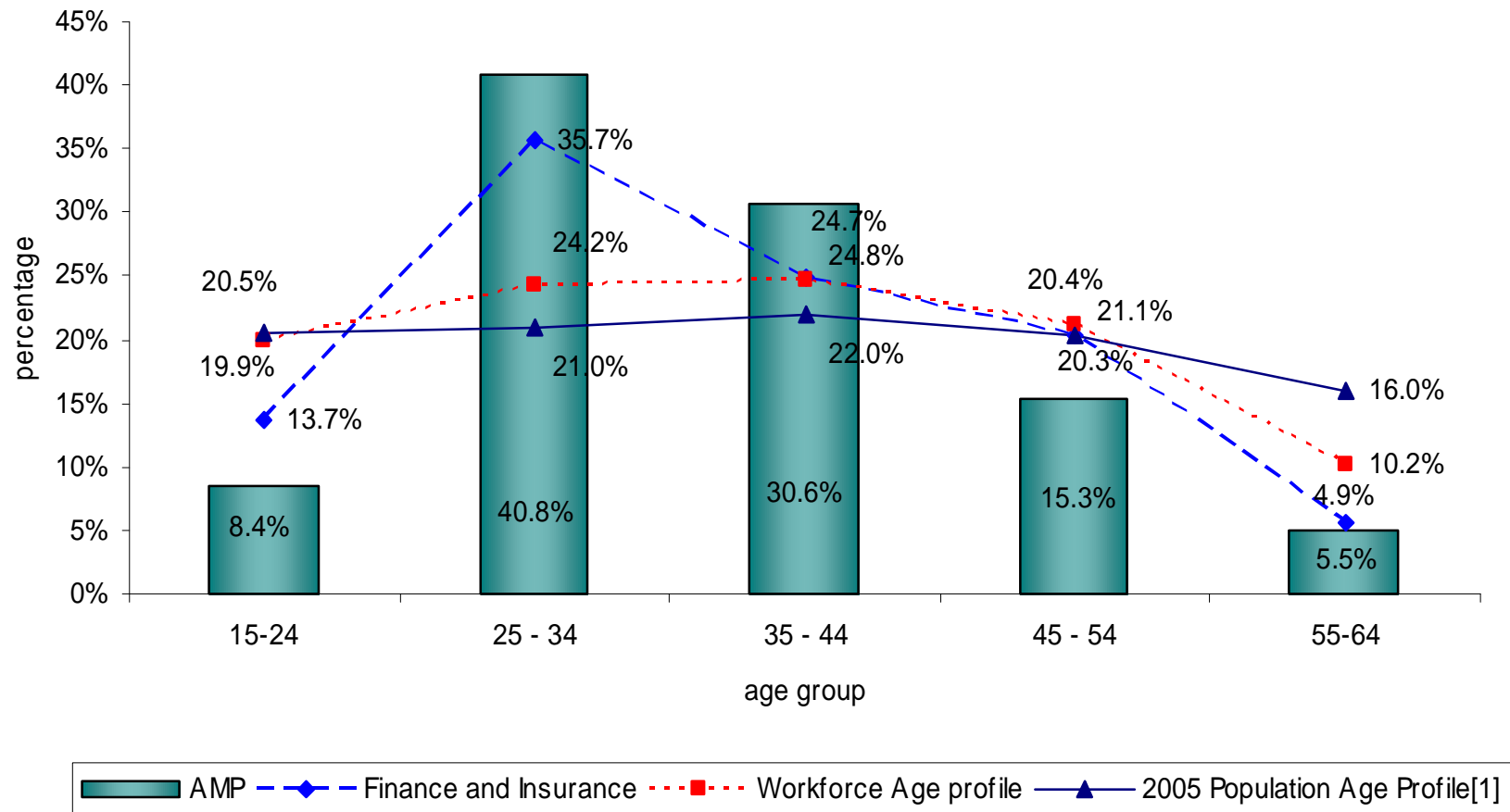


Overview

- § AMP's age management journey
- § AMP Horizons Program objectives
- § Research – what sort of candidate?
- § Process and candidate journey
- § Results
- § Summary

AMP Demographic Audit August 2005

AMP benchmarked age profile



AMP's Age Management Journey Continues

- § AMP becomes founding sponsor of Adage
- § Mature aged employment adopted as a key focus area in the AMP Diversity Strategy
- § Knowledge continuity program run for select long serving employees
- § Awareness raising programs across the business
- § AMP Horizons Financial Planning Academy – our most successful initiative to date!

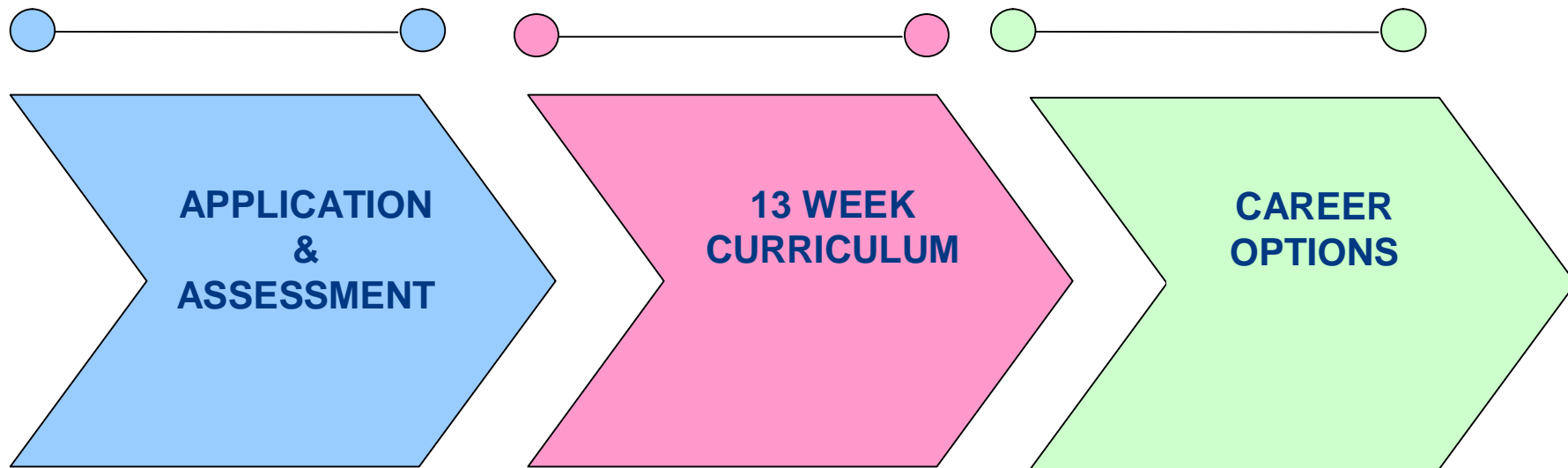
AMP Horizons Program Objectives

1. Increase planner numbers across Australia to meet a growing shortage, as long established planners retire
2. Set a new industry benchmark
3. Implement a rigorous sourcing and selection process
4. Accelerate financial planner learning through curriculum and practical application

Research – What Sort of Candidate?

1. Wisdom workers
2. Graduates with Financial Planning degrees, graduates with related degrees and non-related degrees
3. Teachers

Process and Candidate Journey



Results

	INTAKE 1	INTAKE 2
AGE	30% Wisdom Workers 70% less than 45	31% Wisdom Workers 69% less than 35
GENDER	73% male 27% female	56% male 44% female
BACKGROUND	52% Financial Services 15% Bank 15% Business Consulting 18% Other	64% Financial Services 12% Sales 6% Education 18% Other

Summary

- § Large numbers of enthusiastic quality applicants!
- § A focus on wisdom workers has delivered what we wanted!
- § The key to success is about being clear with your resourcing specialists (external and internal) - quality candidates can come from all ages and areas of the community