Trustee Training Directory

2024

Introduction

The need for trustee training

The pressures on trustees to ensure that they are fully prepared for their role are greater than ever. From the initial appointment, trustees are required to undergo training within six months and every two years thereafter.

As the professional institute for the sector, the PMI is constantly developing services and resources to assist trustees in their training and education journey.

This must-have Trustee Training Directory has been compiled in association with some other reputable training providers in the sector to support trustees. The courses listed in this document are suitable for new trustees and those looking to refresh their knowledge including legal, regulatory, investment and scheme-specific knowledge.

We hope you find all the support you need for your training in this document. Please get in touch if you wish to see other topics or training sessions listed here.

Contact us: sales@pensions-pmi.org.uk

Contact address:
Registered office:
6th Floor
9 Appold Street
London
EC2A 2AP

Contact name:
Charlie Culley

Telephone number:
+44 (0)20 7247 1452

Email:
cculley@pensions-pmi.org.uk

Website:
www.pensions-pmi.org.uk/pmi-academy/training

Pensions Management Institute (the PMI)

The PMI is home to the largest pensions network in the UK, where we support and develop trustees and pensions professionals who run UK schemes.

Courses overview:
The PMI Training Sessions are an intensive period of study in a current topical area. They're relatively quick to complete and are directly related to specific and contemporary issues in the Pensions Sector.

We're experienced in providing courses that are recognised by the Pensions Sector and regularly reviewed by relevant professional sector experts, so the learning you undertake will always be relevant to your needs.

Programme:

- **Introduction to Pensions (Basic)**
  Introduction to Pensions (Basic) is an online series designed specifically for those with little or no previous pensions knowledge. Our expert panel will talk through the essentials of the pensions industry.
- **Introduction to Pensions (Advance)**
  This Introduction to Pensions (Advanced) workshop is suitable for those who have some understanding of pensions but need to improve their knowledge of pension in the wider savings and employee benefits context to a more advanced level than our Introduction to Pensions (Basic) workshop.

- **Secretary to the Trustee (Basic)**
  Secretary to the Trustee (Basic) is an online series designed for those with little or no pension trustee knowledge. Our expert panel will talk you through the essentials of the role. From outlining the best practice approach to managing conflicts of interest and a risk register.
- **Secretary to the Trustee (Advanced)**
  Secretary to the Trustee (Advanced) is an online series designed for those who have some understanding of pensions and trusteeship but need to improve their knowledge to a more advanced level than our Introduction to Secretary to the Trustee workshop.

Contact address:
2 London Wall Place
123 London Wall
London
EC2Y 5AU

Contact name:
Laura Hawes

Telephone number:
+44 (0)333 1111 222

Email:
eventsteam@barnett-waddingham.co.uk

Website:
www.barnett-waddingham.co.uk/events/training/

Barnett Waddingham

Barnett Waddingham is an independent UK professional services consultancy with expertise across risk, pensions, investment and insurance. With freedom to take a long-term view, BW builds strong, trusted client relationships.

Course overview:

DB trustee training

Our comprehensive online DB trustee training effectively guides trustees through fundamental issues highlighted in The Pensions Regulator's 'Scope Guidance'.

Over three mornings, this PMI-accredited course provides both new and more experienced trustees seeking a reminder with a thorough grounding in pensions matters - and the knowledge to complete TPR's Trustee Toolkit with confidence.

Programme:

The topics covered include:

Trusteeship
- trustee knowledge and understanding' requirements;
- current UK pensions landscape and key regulatory changes; and
- trusteeship and exercising discretions.

Assets and assumptions
- introduction to asset classes and investment funds;
- what is a funding strategy?; and
- setting assumptions for liability calculations.

Strategy
- setting investment strategies;
- actuarial valuation;
- the Scheme Funding regime, including TPR's DB funding code of practice; and
- funding negotiations case study.

barnett-waddingham.co.uk/db-trustee-online-training-sessions/

barnett-waddingham.co.uk/dc-pensions-online-training/

caceis
INVESTOR SERVICES

Contact address:
Broadwalk House,
5 Appold Street,
London,
EC2A 2DA

Contact name:
Henry Spalding

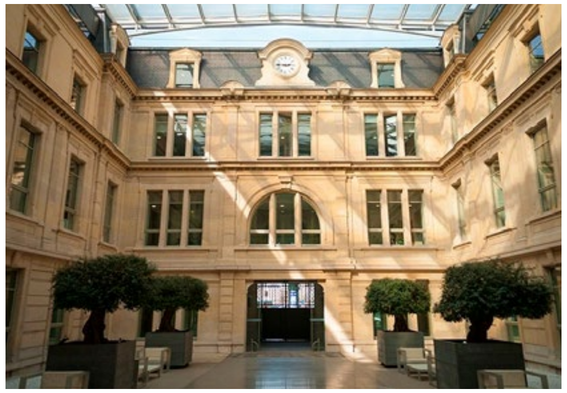
Telephone number:
+44 (0)20 7858 0402

Email:
henry.spalding@caceis.com

Website:
www.caceis.com

CACEIS

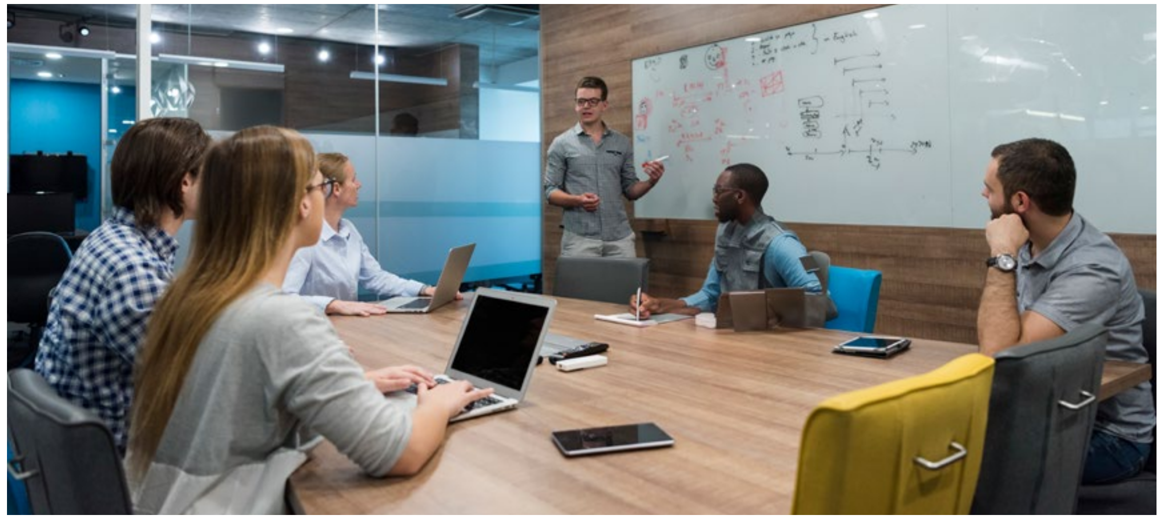
CACEIS is a securities services company, working in partnership with UK pension schemes to deliver custody, reporting, accounting and governance solutions, such as cost transparency, ESG and climate risk reporting.



Courses overview:
CACEIS Academy is a training platform designed for pension schemes, bringing together CACEIS subject matter experts to deliver in-person and virtual training programmes for trustee boards. Each programme is delivered free of charge and covers a range of topics from 'The role of a custodian', 'Understanding nature-related investment risks and the Task Force for Nature related Financial Disclosures', 'Preparing for Task Force for Climate related Financial Disclosures and Net Zero reporting' and 'Cost transparency'.

Programme:
An introduction to natural capital and TNFD
It's going to be important for pension schemes to understand the materiality of nature-related risks that their investments might be exposed to over and above climate-related financial risks. Frameworks such as the Task Force for Nature Related Financial Disclosures will become key in understanding these risks.

Assessing climate risk
We'll uncover the different types of risks that you should be aware of, and then use practical examples of how you can use data to assess the impact of climate risk on an investment portfolio. We'll also talk about the subject of materiality – understanding where your key risks lie. We'll also outline what best practice looks like within the financial services sector and what regulatory developments to expect.



Preparing for TCFD and net zero reporting
In this module, we'll provide some practical guidance in preparing for the Task Force for Climate-related Financial Disclosures reporting, and building a framework for net zero

Cost transparency and benchmarking
We'll begin looking at the role of the Cost Transparency Initiative and the developments in cost transparency over the last three years. Drawing on our experience, we'll look at some of the practical results and trends we are seeing from cost transparency reporting so you can understand some of the potential issues around costs.

Blockchain and digital assets
Drawing on our trainers' specialist knowledge in this area, this module will begin by looking at the concepts of blockchain and digital assets. We'll explore how this is driving innovation in areas such as digital custody and tokinised funds – and how this sits alongside traditional custody and administration. We'll also explore some of the practical considerations on governance.

The role of a custodian
Custodians are key to holding pension scheme and fund assets securely. We begin by looking at the role of the custodian and all the functions within custody. We'll delve deeper into topics such as sub-custody networks, custodial governance and what regulation requires custodians to do. This will include a quick look into client assets and the importance of knowing how your cash is held. We'll then explore the concept of operational resilience, which is crucial for all custodians, and then look at how the role of the custodian is changing, especially with more data and regulatory drivers for ESG and climate reporting.

Sustainability governance
This module looks at the evolution of sustainability governance, which is quickly becoming a key requirement for asset owners and fund managers. We'll outline what this means for trustee and fund boards, by looking at regulatory expectations and by exploring best practice frameworks. We'll then take a practical approach by outlining some of the important areas to consider in establishing a sustainability governance framework, which includes the different types of data trustee and fund boards can get their hands on to drive effective governance. Other factors that drive good governance decision-making, such as an independent view and diversity of opinion will also be addressed.

Stewardship and engagement
Stewardship and engagement has been a strong and powerful discipline for asset owners and asset managers, especially to align ESG and climate risk policies. In this module, we'll highlight what good practice looks like and how a rigorous framework can be developed to build strong governance around stewardship and voting. We'll also explore concepts such as dis-investment and what data is available to help validate any policy around stewardship and engagement. We'll also uncover strategies for how asset owners, for example, can express their ESG and climate policies through funds that they own, which might not provide them with voting rights.

You can access CACEIS Academy here:
caceis.com/whats-new/academy-for-pension-schemes-and-fund-boards/

Contact address:
Cannon Place
78 Cannon Street,
London
EC4N 6AG

Contact name:
Zahra Sachak

Telephone number:
+44 (0)20 3530 6512

Email:
zahra.sachak@columbiathreadneedle.com

Website:
https://www.columbiathreadneedle.co.uk

Columbia Threadneedle Investments

Columbia Threadneedle Investments is a leading global asset management group that provides a broad range of actively managed investment strategies and solutions for individual, institutional and corporate clients around the world.

Courses overview:
We understand it can be hard to stay on top of the investment aspects of pensions in addition to all your other day-to-day responsibilities. With this in mind, we have developed this training programme for defined-benefit pension trustees and targeting all levels of investment experience.

Programme:
Training webinars: Three webinars per year providing you with an opportunity to watch live and ask any questions or view on demand in your own time.

Short training videos: Access some of our most popular training programmes in bite-sized modules on a 'right now' basis.

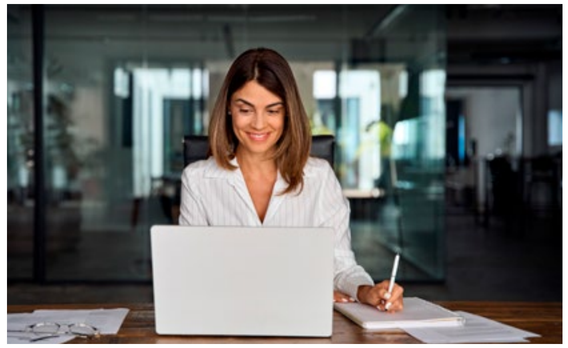
Resources: Read our latest thinking on key asset classes in the pensions world.

Courses offered:

Collateral management in LDI (Webinar)
- Developments in Liability Driven Investment (LDI)
- Understanding the collateral process
- Building a liquidity waterfall

Exploring governance solutions (Webinar)
- Choosing the right endgame strategy
- Journey planning step by step
- Governance solutions for your Scheme

Net zero transition planning (Webinar)
- Climate policy and pensions
- What would a net zero target look like for a pension scheme?
- How does net zero align with fiduciary duty?



LDI: What is a bond? (Training video)
- Bond basics
- Duration concepts
- Yield curves

Watch time: 13:53

LDI: Macroeconomic basics for pension schemes (Training video)
- Growth and inflation
- Economic policy

Watch time: 10:28

LDI: An introduction to LDI (Training video)
- What affects the value of liabilities?
- Liability matching
- Swaps and gilt repos

Watch time: 10:28

LDI: LDI in practice (Training video)
- Portfolio structures
- Managing risk
- Case study

Watch time: 23:10

LDI: Combining LDI with growth (Training video)
- Combining LDI with equity
- Combining LDI with ESG or credit
- Solving your challenges

Watch time: 11:07

LDI: Collateral management in LDI (Training video)
- Why collateralise?
- Key features of collateral
- How leverage works

Watch time: 13:39

LDI: Building the right LDI collateral support framework (Training video)
- The market and regulatory backdrop
- Leverage rebalancing process
- Case studies

Watch time: 29:17

LDI: What are the defined benefit endgame options (Training video)
- The pension scheme journey
- Low dependency objectives
- Investment considerations

Watch time: 27:32

LDI: Endgame transition management made simple (Training video)
- Hedging assets
- Costs considerations
- Trading case study

Watch time: 12:15

Responsible Investment: ESG integration within pension scheme portfolios (Training video)
- Incorporating ESG considerations
- Net Zero Investment Framework
- Case study

Watch time: 21:32

Fixed Income: An introduction to credit investing (Training video)
- What is a corporate bond?
- Credit spreads and ratings
- Types of credit strategies

Watch time: 13:02

Fixed income: Allocating to credit step by step (Training video)
- Journey planning
- Choosing a credit strategy
- Buy and maintain credit

Watch time: 11:31

Real Estate: Investing in Real Estate (Training video)
- What is real estate?
- The return drivers
- Commercial and residential real estate

Watch time: 18:01

LDI 2.0: Where to next for LDI? (Resources)
How can effective governance impact capital movement in LDI portfolios? Explore the options for delegating leverage rebalancing to the LDI manager, platforms or fiduciary managers.

Pensions Watch (Resources)
What's been happening and what's on the horizon in the world of pensions and importantly, why does it all matter?

Contact address:
Trafford House,
Chester Road,
Manchester
M32 0RS

Contact name:
Sam Mullock

Telephone number:
+44 (0)161 348 7400

Email:
sam.mullock@firstactuarial.co.uk

Website:
https://firstactuarial.co.uk/

First Actuarial

We set up First Actuarial in 2004 to build a business that people trust. We provide pension services for trustees and employers that put our clients' needs and interests first.

We take a fresh approach to pensions consultancy. With our in-depth expertise, we can challenge conventional thinking where necessary to get the best possible outcomes for scheme trustees, employers and members.

Courses overview:
Our course convenors are pensions professionals with extensive experience of the industry. This really comes across in their training sessions, and means that they can explain complex issues in simple and straightforward ways.

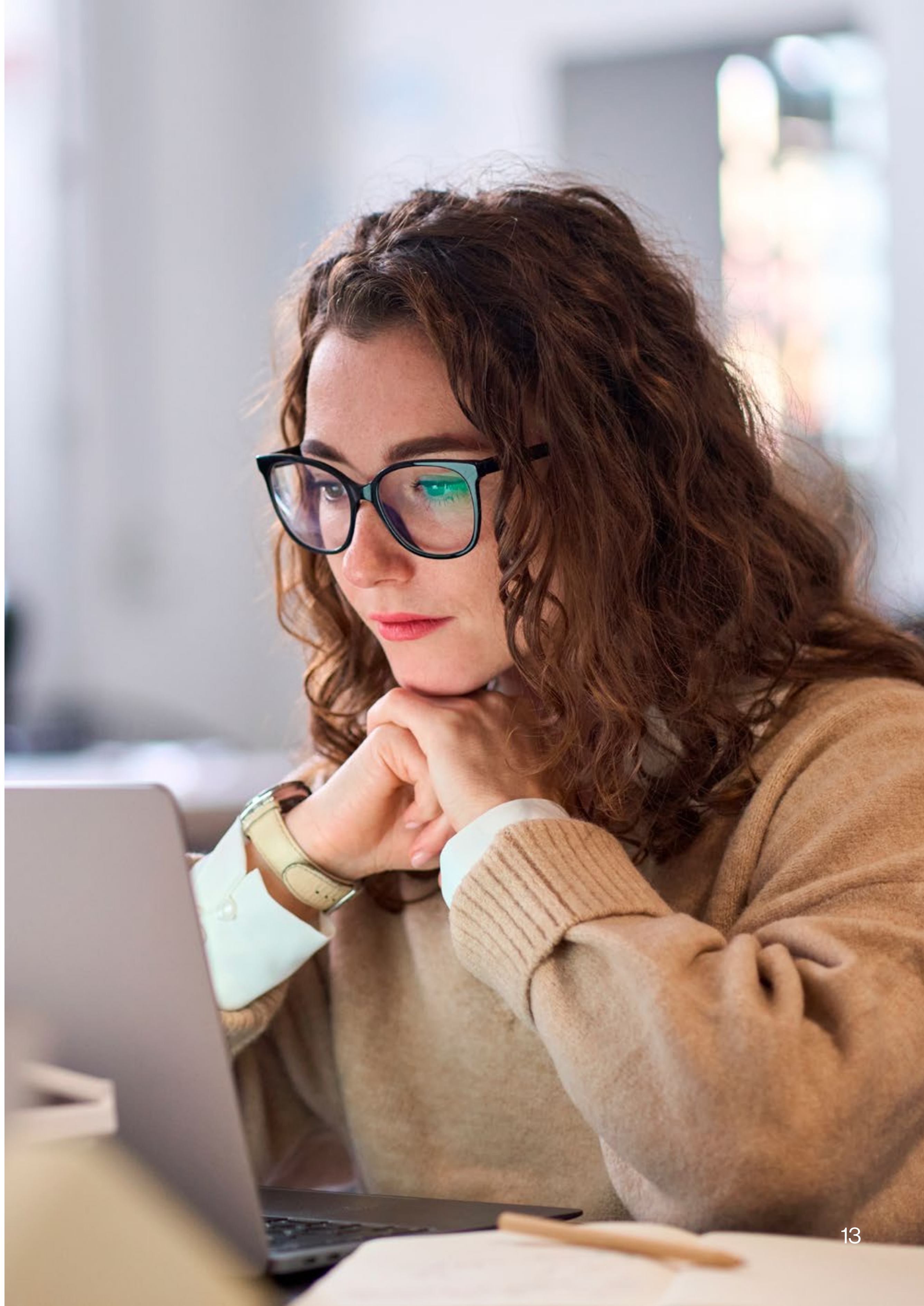
They will also encourage informal discussion and exchange of ideas to help you benefit from the experiences of other scheme trustees.

We offer both in-person and online courses across a range of topics:

Programme:

Courses
- Introduction to trusteeship
- Investment training for trustees
- Defined Contribution training
- Current issues
- Bespoke courses

Webinars
- Introduction to trusteeship
- Defined Contribution training
- Investment training for trustees
- Key issues for year-end pension cost accounting disclosures



Sackers

Contact address:
20 Gresham Street
London
EC2V 7JE

Contact names:
Alex Doyle

Telephone number:
+44 (0)20 7329 6699

Email:
enquiries@sackers.com

Website:
www.sackers.com

Sackers

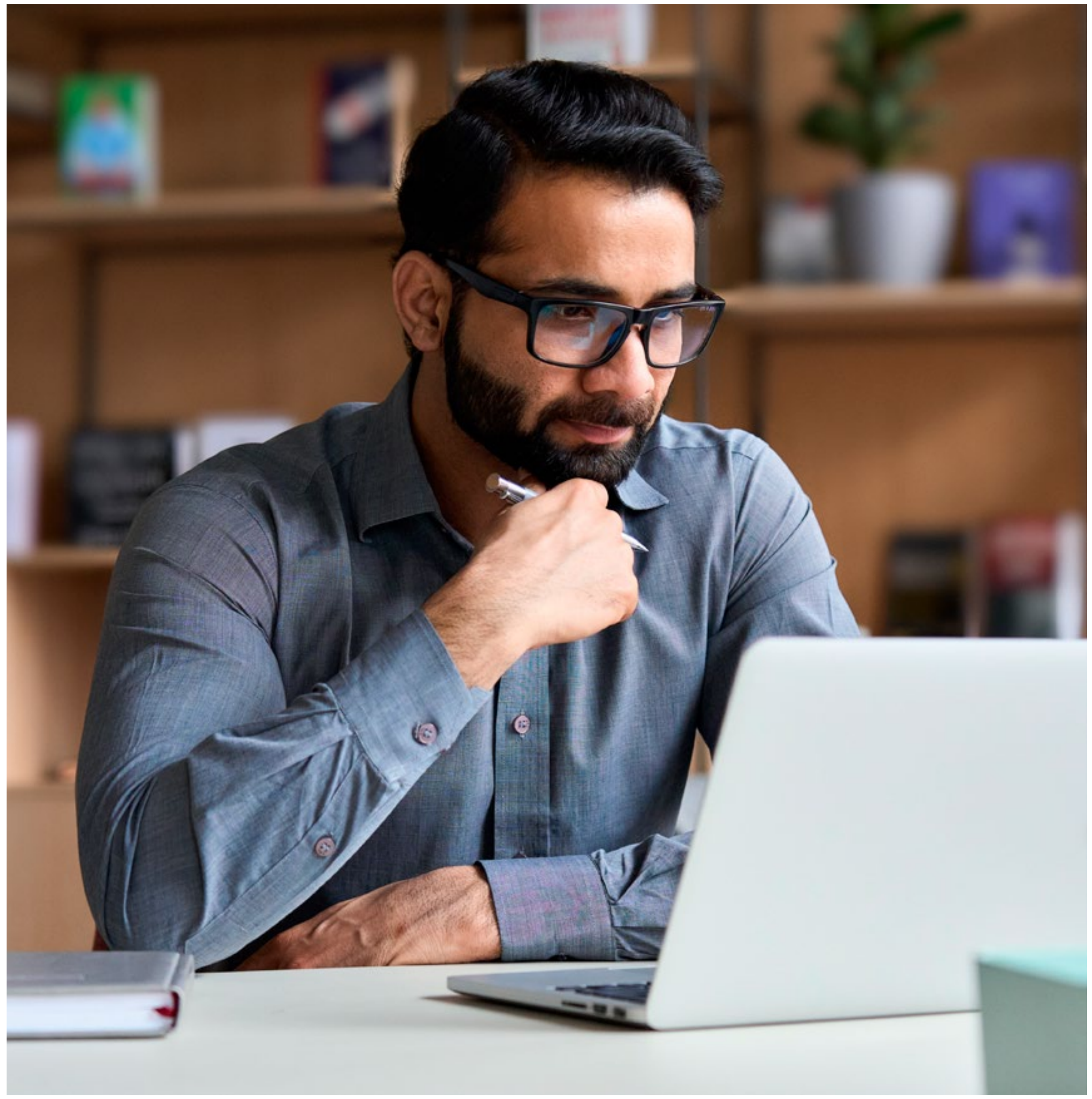
Sackers is the UK's leading specialist law firm for pension scheme trustees, employers, corporate investors and providers. Our entire focus is on advising the pensions and retirement savings industry.

Courses overview:
We offer a wide range of training sessions, suitable for new trustees and those who want to refresh their knowledge. Led by senior lawyers who draw on their experience of advising over 400 occupational pension schemes of all sizes and structures, the in-person and online sessions are practical and engaging. We pride ourselves on delivering training which is appropriately tailored to each individual's knowledge and experience, helping the recipient move forward regardless of their level of technical understanding. All the courses we deliver are free and provide opportunities to learn, ask questions and share ideas among peers on best practice.

Programme:

Quarterly Legal Updates
Our online Quarterly Legal Updates provide an essential overview of significant legal and regulatory developments affecting occupational pension provision in the UK.

Pensions for new trustees
This popular in-person session focuses on the key legal issues for new trustees of DB, DC and hybrid schemes. We hold this session each year and divide the day into three parts: an overview session on the current legal and regulatory framework and how this impacts the role and responsibilities of trustees; a DB session on the scheme funding regime, covenant issues, ESG factors and endgame planning; and a DC session on investment, retirement choices and member communications.



Hot topics
Hot topic sessions on key developments such as DB options, pensions tax changes, the General Code, and understanding the advice/guidance boundary.

"How to" sessions
"How to" sessions on preparing for risk transfer transactions, dealing with member cases and getting to grips with the new dashboard regulations.

Bespoke courses
Bespoke courses tailored to your requirements and available upon request.

Contact address:
Rutland House
148 Edmund Street
Birmingham
B3 2JR

Contact names:
Matthew Giles

Telephone number:
+44 (0)7974 836 515

Email:
matthew.giles@squirepb.com

Website:
www.squirepattonboggs.com

Squire Patton Boggs

Squire Patton Boggs is a full-service global law firm. Our top ranked, award winning pensions team provides legal advice from across its UK offices in London, Birmingham, Leeds and Manchester.

Courses overview:

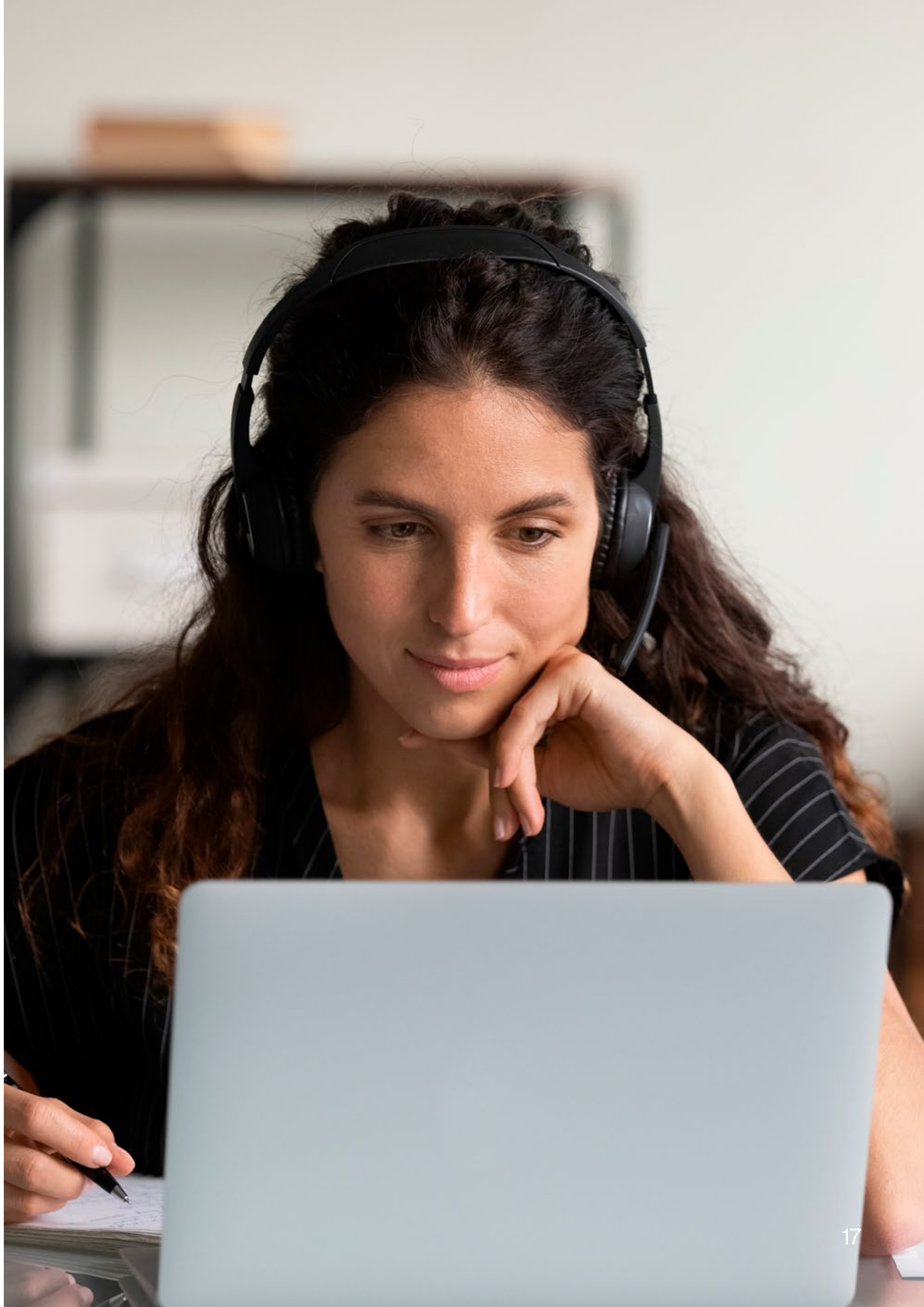
Our award-winning pensions team offers comprehensive trustee training on a wide range of matters, communicating complex issues in an understandable and engaging way. Our imaginative and interactive sessions stimulate audience participation and understanding, including formats such as case studies, role-plays and quizzes. Our deep industry insights span both legal and trustee perspectives.

Please visit our Pensions Thought Leadership Library to access our publications, including materials from recent UK Pensions campaigns such as Pensions Life Hacks, #AttentionPensions and #How2DoPensions.

Programme:

Courses

- Revision and exam training sessions for the PMI
- Certificate in Pension Trusteeship (Unit 1: DB/DC)
- Bespoke courses on any legal issues relating to occupational pension schemes
- Hot topics sessions
- Scheme conversance training



Trustee Group

Board Members

Trustee Group Board membership is open to groups of trustees joining from the same board and offers discounted rates from individual membership. Trustee Group Board members enjoy additional benefits including discounted membership rates and access to group training.

Individual

Pension scheme trustees play a vital role in ensuring good outcomes for members. Holding Trustee Group membership demonstrates a commitment to improving trustee knowledge and understanding (TKU) and offers a wide range of resources to help trustees meet scheme governance requirements and maintain high standards.

To apply for Trustee Group membership please contact us at: membership@pensions-pmi.org.uk

Join our Trustee Group today

Trustee Group membership is available on either an individual or board basis and offers support and benefits to help Trustee meet TKU requirements.

Telephone:
+44 (0) 20 7392 7410

Email:
membership@pensions-pmi.org.uk

Trustee Group benefits

- Networking and Learning: Enjoy complimentary admission to PMI events. Plus member exclusive rates for upcoming training sessions.
- Fast track service and member discounted rates for PMI's trustee accreditation programmes
- Free training pass for the online training series Secretary to the Trustee (Basic)
- Member initiatives such as the Mentoring and Development Programme: Now in its fifth year running. PMI Trustee members can sign up as either mentees or mentors.
- Webinar Series: Stay updated with our impressive line-up of monthly webinars spanning diverse topics.
- Free risk assessment: Aon Cyber Scorecard Assessment, Benchmark against your peers and assess your exposure to cyber risk in order to be better informed of the actions to take.
- Career Boosters: From job boards to CV support from specialised recruiters.
- Knowledge Hub: Monthly magazines, technical supplements, case studies and referral resources.
- Member discounts: Through HMCA (Up to 40% of discounted rates for medical, dental, hospital and travel plans) and access to Totum Pro (Discounts and deals for eating out, fashion, technology, travel etc)
- Exclusive Trustee Group Forum – Special Interest

Additional Information

The PMI's Trusteeship Qualifications

Award in Pension Trusteeship (APT)

APT is a qualification for Trustees or those interested in Trusteeship, based on The Pensions Regulator's indicative syllabus. It provides formal recognition of a Trustee's knowledge and understanding (TKU) in line with the requirements of the Pensions Act 2004.

For a private sitting please contact James Cumine at jcumine@pensions-pmi.org.uk

Certificate in Pension Trusteeship (CPT)

The CPT will give those wishing to become Accredited Trustees the necessary qualification to prove their knowledge and their application of this knowledge, in their role as an Accredited Trustee.

For a private sitting please contact James Cumine at jcumine@pensions-pmi.org.uk

Diploma in Pension Trusteeship (DPT)

The DPT is a new, standalone award, designed to show judgement when dealing with complex pensions issues, above and beyond technical knowledge.

The aim of this qualification is to increase professionalism further and highlight the distinction between Lay/Member nominated trustees and Professional trustees qualified at the same level.

To apply or find out more, contact us at pmiqualifications@pensions-pmi.org.uk

Telephone:
+44 (0) 20 7392 7436

Contact Us

If you would like to be featured in this directory please get in touch.

Registered office:
6th Floor,
9 Appold Street
London
EC2A 2AP

Telephone:
+44 (0) 20 7247 1452

PMI