

Unit title: Financial Services: Building Positive Relationships with Customers and Colleagues (National 5)

Unit code: DM7V 75

Superclass: BA

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Unit purpose

This unit is a mandatory unit of the National 5 Financial Services Skills for Work Course. It is suitable for those learners who wish to pursue a career in the financial services sector but it can be taken as a stand-alone unit with the aim of developing skills and knowledge of customer care and services in a broader sense.

The unit aims to help learners to develop skills in handling customer queries, skills in interacting with clients and to recognise the benefits to a business of good customer relations. Learners will be able to assess customer's needs, gather and communicate relevant product information to them. Learners will also be introduced to, and encouraged to develop, positive behaviour techniques and an appreciation of the effect of good customer service on the business.

Outcomes

On successful completion of the unit the learner will be able to:

- 1 Gather and analyse information relevant to customer needs.
- 2 Communicate relevant product information to the customer.
- 3 Demonstrate knowledge and understanding of how financial institutions establish and build relationships with existing customers and how they attract prospective customers.
- 4 Work with others to produce a good practice guide for customer relations.

Unit title: Financial Services: Building Positive Relationships with Customers and Colleagues (National 5)

Credit points and level

1 National unit credit at SCQF level 5: (6 SCQF credit points at SCQF level 5)

Recommended entry to the unit

While entry is at the discretion of the centre, learners would normally be expected to have attained the following, or equivalent:

- ◆ National 4 English

Core Skills

Opportunities to develop aspects of Core Skills are highlighted in the Support Notes for this unit specification.

There is no automatic certification of Core Skills or Core Skill components in this unit.

Context for delivery

If this unit is delivered as part of a Course, it is recommended that it should be taught and assessed within the subject area of the Course to which it contributes.

The Assessment Support Pack (ASP) for this unit provides assessment and marking guidelines that exemplify the national standard for achievement. Centres wishing to develop their own assessments should refer to the ASP to ensure a comparable standard. A list of existing ASPs is available to download from SQA's website (<http://www.sqa.org.uk/sqa/46233.2769.html>).

Equality and inclusion

This unit specification has been designed to ensure that there are no unnecessary barriers to learning or assessment. The individual needs of learners should be taken into account when planning learning experiences, selecting assessment methods or considering alternative evidence.

Further advice can be found on our website
www.sqa.org.uk/assessmentarrangements.

National unit specification: Statement of standards

Unit title: **Financial Services: Building Positive Relationships with Customers and Colleagues (National 5)**

Acceptable performance in this unit will be the satisfactory achievement of the standards set out in this part of the unit specification. All sections of the statement of standards are mandatory and cannot be altered without reference to SQA.

Outcome 1

Gather and analyse information relevant to customer needs.

Performance Criteria

- (a) Identify customer needs.
- (b) Gather current information relevant to the identified needs of the customer.
- (c) Analyse information gathered in relation to the identified needs of the customer.
- (d) List a range of financial products appropriate to the identified needs of the customer.

Outcome 2

Communicate relevant product information to the customer.

Performance Criteria

- (a) Present a summary of the product information accurately and clearly to the customer.
- (b) Use appropriate business terminology throughout the communication.
- (c) Demonstrate positive behaviour throughout the interactions.

Outcome 3

Demonstrate knowledge and understanding of how financial institutions establish and build relationships with existing customers and how they attract prospective customers.

Performance Criteria

- (a) Describe ways in which financial institutions attract prospective customers.
- (b) Identify ways in which financial institutions build relationships with existing customers.
- (c) Explain the effects of poor customer service on the business and the customer.
- (d) Explain the benefits of good customer relationships on the business.

National unit specification: Statement of standards (cont)

**Unit title: Financial Services: Building Positive Relationships
with Customers and Colleagues (National 5)**

Outcome 4

Work with others to produce a good practice guide for customer relations.

Performance Criteria

- (a) Agree the roles and responsibilities of all those involved in the task.
- (b) Agree time limits and deadlines for steps involved in the task.
- (c) Monitor progress with others in order to complete the task.
- (d) Interact constructively with others throughout the task.
- (e) Contribute to the production of a good practice guide

Evidence Requirements for this unit

Evidence is required to demonstrate that learners have achieved all Outcomes and Performance Criteria.

Written/oral evidence, performance and product evidence is required which demonstrates that all Outcomes and Performance Criteria have been achieved.

For Outcomes 1 and 2 learners will undertake an assignment in which they will analyse and present product information to customers. The assignment will cover:

- ◆ a minimum of four customers, at least one being a prospective customer and at least one an existing customer
- ◆ products should cover loans, mortgages, investment products and savings
- ◆ information should relate to one company
- ◆ communication modes should cover:
 - one e-mail
 - one letter
 - one telephone conversation
 - one interview role play

In at least one of the written communications, reference should be made to the Data Protection Act 1998.

Written/oral evidence will be required to demonstrate that the customer's needs have been identified and information on appropriate products has been summarised. An assessor observation checklist will be required to show that both written and oral communication with customers has been effective.

National unit specification: Statement of standards (cont)

Unit title: Financial Services: Building Positive Relationships with Customers and Colleagues (National 5)

For **Outcomes 3 and 4**, learners will undertake an assignment as follows:

- ◆ answer questions on two case studies on customer service
- ◆ work in groups (minimum of 2) to plan and produce a guide to good practice in customer relations within a given timescale; this may be written/graphical/presented orally
- ◆ complete a log sheet giving details of the group experience

Written/oral evidence is required to demonstrate knowledge and understanding for Outcome 3 and an assessor checklist and product evidence is required for Outcome 4. The Assessment Support Pack (ASP) for this unit provides details of the product information assignment, an assessor observation checklist, two case studies, an assessor checklist and log sheet for the group exercise. The ASP exemplifies the national standard. Centres wishing to develop their own assessments should refer to the ASP to ensure a comparable standard.

National unit specification: Statement of standards (cont)

Unit title: Financial Services: Building Positive Relationships with Customers and Colleagues (National 5)

Development of skills for learning, skills for life and skills for work

It is expected that learners will develop broad, generic skills through this unit. Employability is a key aspect of Skills for Work and is present throughout the unit. In addition, there are a number of other skills that learners will be expected to improve on and develop as they undertake this unit, these can be drawn from the main skills areas listed below. These must be built into the unit where there are appropriate opportunities.

1 Literacy

- 1.1 Reading
- 1.2 Writing
- 1.3 Listening and talking

2 Numeracy

- 2.3 Information handling

3 Health and Wellbeing

- 3.1 Personal learning
- 3.2 Emotional wellbeing
- 3.4 Physical for, and making, choices and changes
- 3.5 Relationships

4 Employability, enterprise and citizenship

- 4.3 Working with others
- 4.5 Leadership

5 Thinking Skills

- 5.1 Remembering
- 5.2 Understanding
- 5.3 Applying
- 5.4 Analysing and evaluating

Amplification of these is given in SQA's *Skills Framework: Skills for Learning, Skills for Life and Skills for Work*. The level of these skills should be at the same SCQF level as the unit and be consistent with the SCQF level descriptor. Further information on building in skills for learning, skills for life and skills for work is given in the *National unit Support Notes*.

National unit Support Notes

Unit title: Financial Services: Building Positive Relationships with Customers and Colleagues (National 5)

Unit Support Notes are offered as guidance and are not mandatory.

While the exact time allocated to this unit is at the discretion of the centre, the notional design length is 40 hours.

Guidance on the content and context for this unit

This unit should be set in the context of a financial services organisation. Teaching and learning should ideally take place in a supervised workplace setting or simulated workplace setting.

The main content of the unit is focused on developing an understanding of all aspects of building good customer relations and also on developing practical skills in interacting positively with customers and colleagues. Relationships with both existing and new customers are included. The content throughout should reflect as many current, relevant and realistically varied experiences as would be normally dealt with in an organisational environment. It is important that the learning process is reflective of current workplace practice and product availability, in what is an ever changing market.

Knowledge and understanding of current products will be developed through undertaking practical assignments in relation to customer needs. Understanding of appropriate oral, non-verbal and written communication skills will be developed in the context of practical communication tasks using different modes of communication. The need to work co-operatively with colleagues will be explored through a practical group assignment.

Knowledge and understanding will extend to an appreciation of the effects of consumer protection. Learners should be encouraged to use material available to them from the workplace, the internet, books and periodicals in order to increase their awareness of the implications of this legislation.

There is ample opportunity throughout the unit, via practical activity, to develop and discuss general employability skills and attitudes such as positive attitude, time keeping, attendance, appropriate dress, co-operation, tolerance of others, working as part of a team and positive attitude to learning.

Where this unit is taken as part of the National 5 Financial Services Skills for Work Course, the practical activities involving communication with customers and working on group tasks provide good opportunities for recording reflective learning in the Employability Skills for Financial Services unit.

Learners should take account of good working practice demonstrated by the industry.

National unit Support Notes (cont)

Unit title: Financial Services: Building Positive Relationships with Customers and Colleagues (National 5)

Guidance on approaches to delivery of this unit

Experiential learning is the main approach recommended for this unit. This involves learning through practical experiences and activities. Learners should experience workplace conditions where possible and should be encouraged to perform tasks and conduct themselves in a manner appropriate to the workplace. Workplace visits and visiting speakers may also be useful learning experiences.

Experiential learning also involves reflecting on experiences/activities, identifying strengths and areas for improvement. It is important to encourage learners throughout the unit to evaluate their own work and progress.

In this unit there are many opportunities to build up an understanding of the workplace ethos and the behaviours and practice required of employees. The intention of the unit is to provide learners with an introduction to the importance of developing positive and effective relationships within the workplace. Such relationships will be formed with both familiar clients and new customers as well as with colleagues. Role play activities, case study material in either video or written form will be useful learning experiences.

Learners should be encouraged to carry out their own research into many of the practical aspects of the unit — the gathering of information, analysing customer needs, identifying products currently available on the financial circuit. Much of this information can be gained from class discussion, promotional literature, newspaper and TV advertisements and personal experience. It is important that the learning process is reflective of current workplace practice and product availability, in what is an ever changing market.

In this unit learners will take part in role play telephone and face-to-face interviews with customers. They will also compose letters and e-mails communicating information to customers. These are good opportunities to develop aspects of the Core Skill Communication. Learners will also plan and undertake a group task. This is an opportunity to develop aspects of Working with Others.

National unit Support Notes (cont)

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Guidance on approaches to assessment of this unit

Evidence can be generated using different types of assessment. The following are suggestions only. There may be other methods that would be more suitable to learners.

Centres are reminded that prior verification of centre-devised assessments would help to ensure that the national standard is being met. Where learners experience a range of assessment methods, this helps them to develop different skills that should be transferable to work or further and higher education.

The assignment for Outcomes 1 and 2 should be based on available and current market products. The evidence generated should relate to one company and a minimum of four customers. There are various combinations of factors which can be incorporated — for example: first time house buyers, retirees, established clients, new customers, students. The assessment should be based on the gathering of the relevant information and the communicating of that to the customers, and not on giving correct advice at this stage. However, the recommended products should stay within the bounds of reason, for example, a bank overdraft would be inappropriate to a low paid employee wishing to purchase a new car.

In Outcome 4 the emphasis is on a practical task conducted along with at least one other person. The process is the most important aspect of this exercise — the quality of the product itself is not assessed. Each group will decide the format of their finished product and each learner must contribute to the final product as part of the process.

Where this unit is taken as part of the National 5 Financial Services Skills for Work Course, the log sheet for the group activity could be used for the Employability Skills unit.

Where learners have direct experience of the workplace or have been on a work placement or visit, they should be encouraged to reflect that experience in their task for Outcome 4.

Opportunities for e-assessment

E-assessment may be appropriate for some assessments in this unit. By e-assessment we mean assessment which is supported by Information and Communication Technology (ICT), such as e-testing or the use of e-portfolios or social software. Centres which wish to use e-assessment must ensure that the national standard is applied to all learner evidence and that conditions of assessment as specified in the Evidence Requirements are met, regardless of the mode of gathering evidence. The most up-to-date guidance on the use of e-assessment to support SQA's qualifications is available at www.sqa.org.uk/e-assessment.

National unit Support Notes (cont)

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Opportunities for developing Core Skills

The practical nature of activities undertaken in this unit will enable learners to develop the Core Skills of Communication - oral and written communication; Working with Others through team working and Problem Solving. Learners will be required to work in a team on a practical activity taking responsibility for both personal actions and team decisions. Learners are required to offer advice on products and services to potential customers thus developing communication and problem solving skills in the setting of the financial services industry.

The opportunity should be taken throughout delivery of this unit, to emphasise that the relevant Core Skills indicated above, and the employability skills developed, are life skills which can be applied in a wide range of situations in everyday life and in employment.

General information for learners

Unit title: Financial Services: Building Positive Relationships with Customers and Colleagues (National 5)

This section will help you decide whether this is the unit for you by explaining what the unit is about, what you should know or be able to do before you start, what you will need to do during the unit and opportunities for further learning and employment.

This unit is suitable for learners who wish to pursue a career in the financial services sector. It focuses on developing an understanding of all aspects of building good customer relations and also on developing practical skills in interacting positively with customers and colleagues.

You will learn how to assess customer's needs, gather and communicate relevant product information to them. You will also be introduced to, and encouraged to develop, positive behaviour techniques and an appreciation of the importance of good customer service on the business.

You will undertake an assignment where you will analyse and present product information, including loans, mortgages, investment products and savings to customers. You will also work in groups to plan and produce a guide to good practice in good customer relations, taking responsibility for both personal actions and team decisions.

Due to the practical nature of activities undertaken in this unit you will develop the Core Skills of Communication – both oral and written communication; Working with Others as it involves team working and Problem Solving, as well as employability and life skills which can be applied in a wide range of situations in everyday life and in employment.

Administrative information

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Superclass: BA

History of changes to National unit Specification

Version	Description of change	Authorised by	Date
04	Units moved into a new template and re-coded to align with corresponding Course 2 code. No change to unit content.	QPM	September 2016

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Note: readers are advised to check SQA's website: www.sqa.org.uk to ensure they are using the most up-to-date version of the unit Specification.

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