

Learning From the Swiss About Apprenticeship

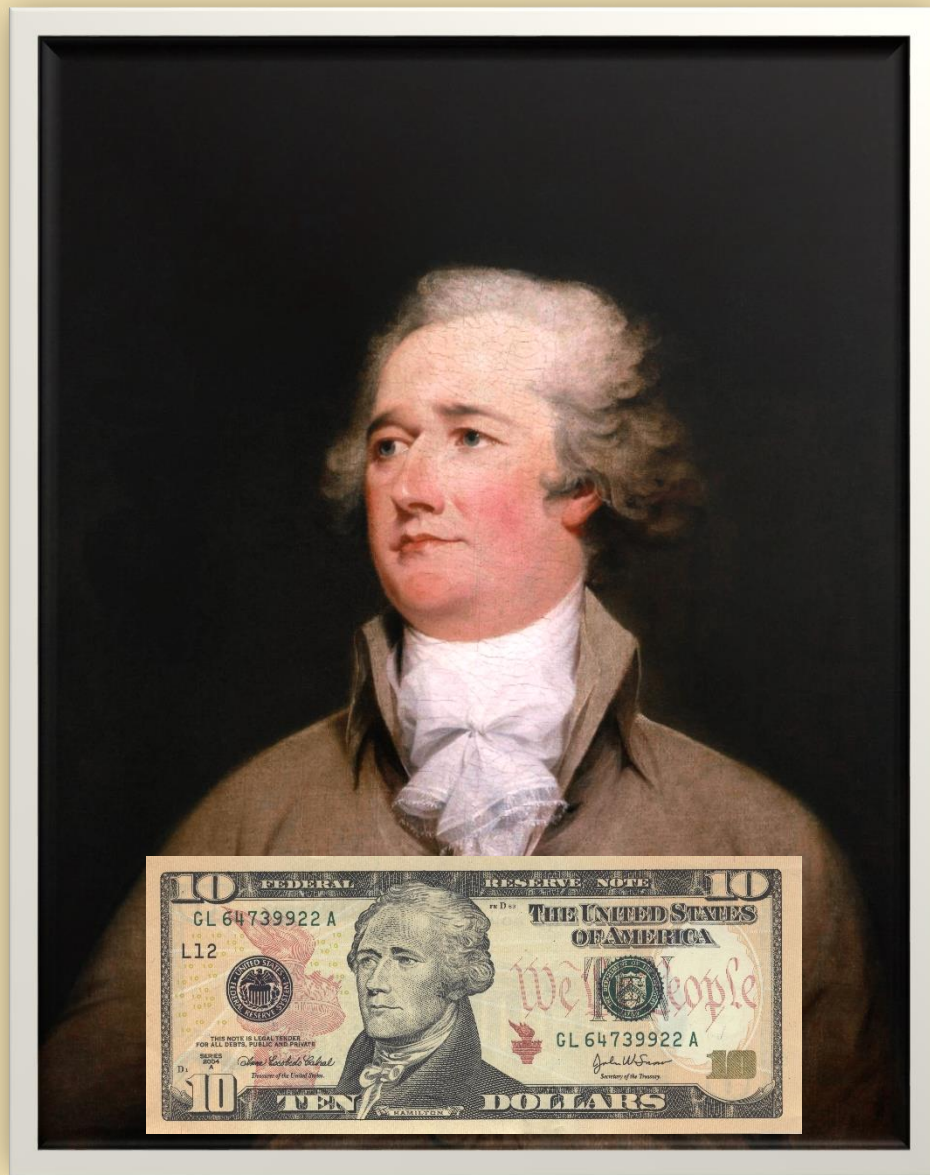
Governor's Workforce & Innovative Solutions Conference
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*CEO
CellarTracker*



The American Dream



“Hamilton’s apprenticeship provided many benefits. He developed an intimate knowledge of traders and smugglers that later aided his establishment of the U.S. Coast Guard and Customs Service.”

– Ron Chernow in *Alexander Hamilton*

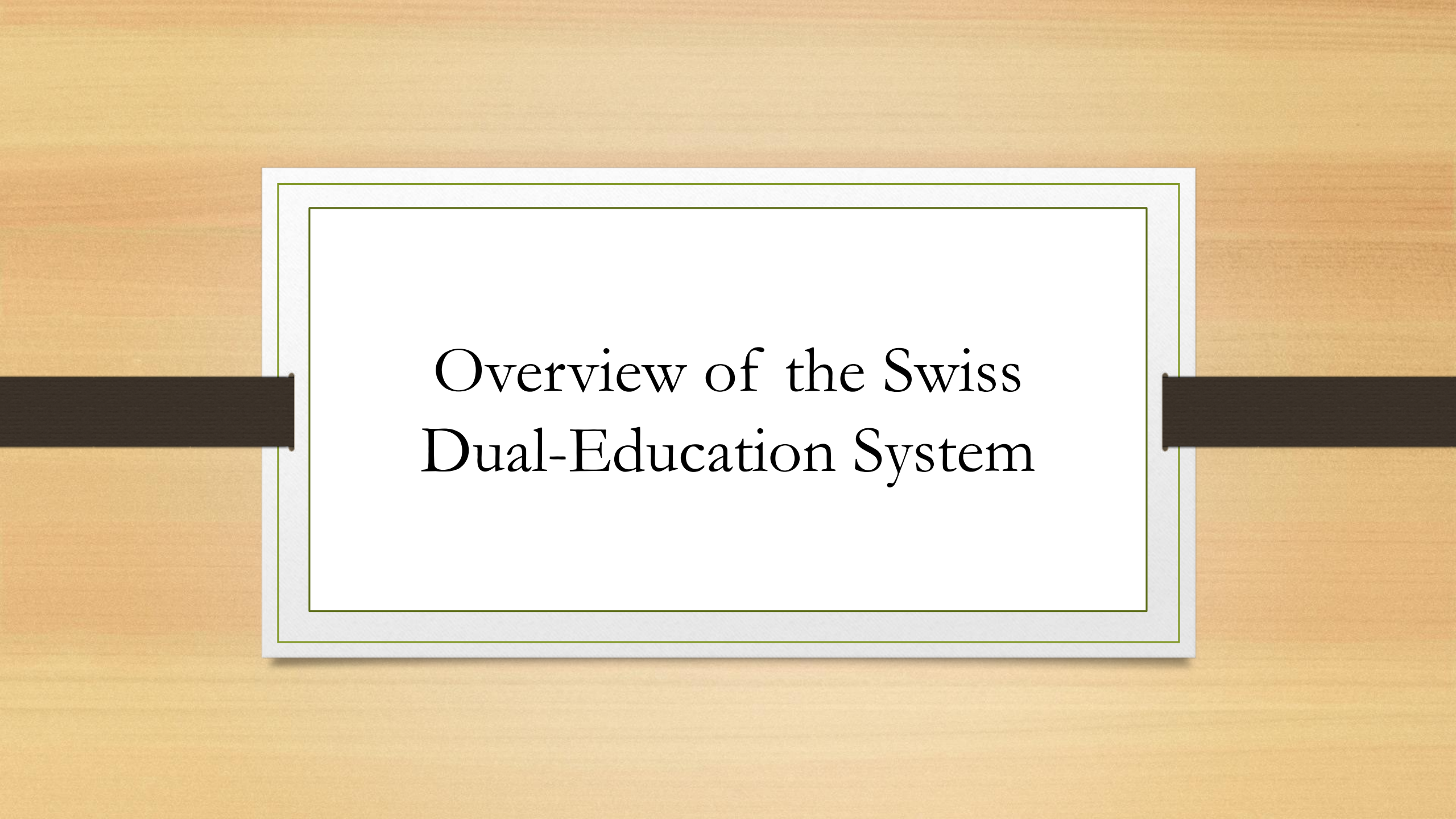
1937: Fitzgerald Act (National Apprenticeship Act)

- Creates a National Advisory Committee
- Establishes Registered Apprenticeship to protect apprentices'
 - Wage
 - Safety
 - Health
- Encourages employment contracts

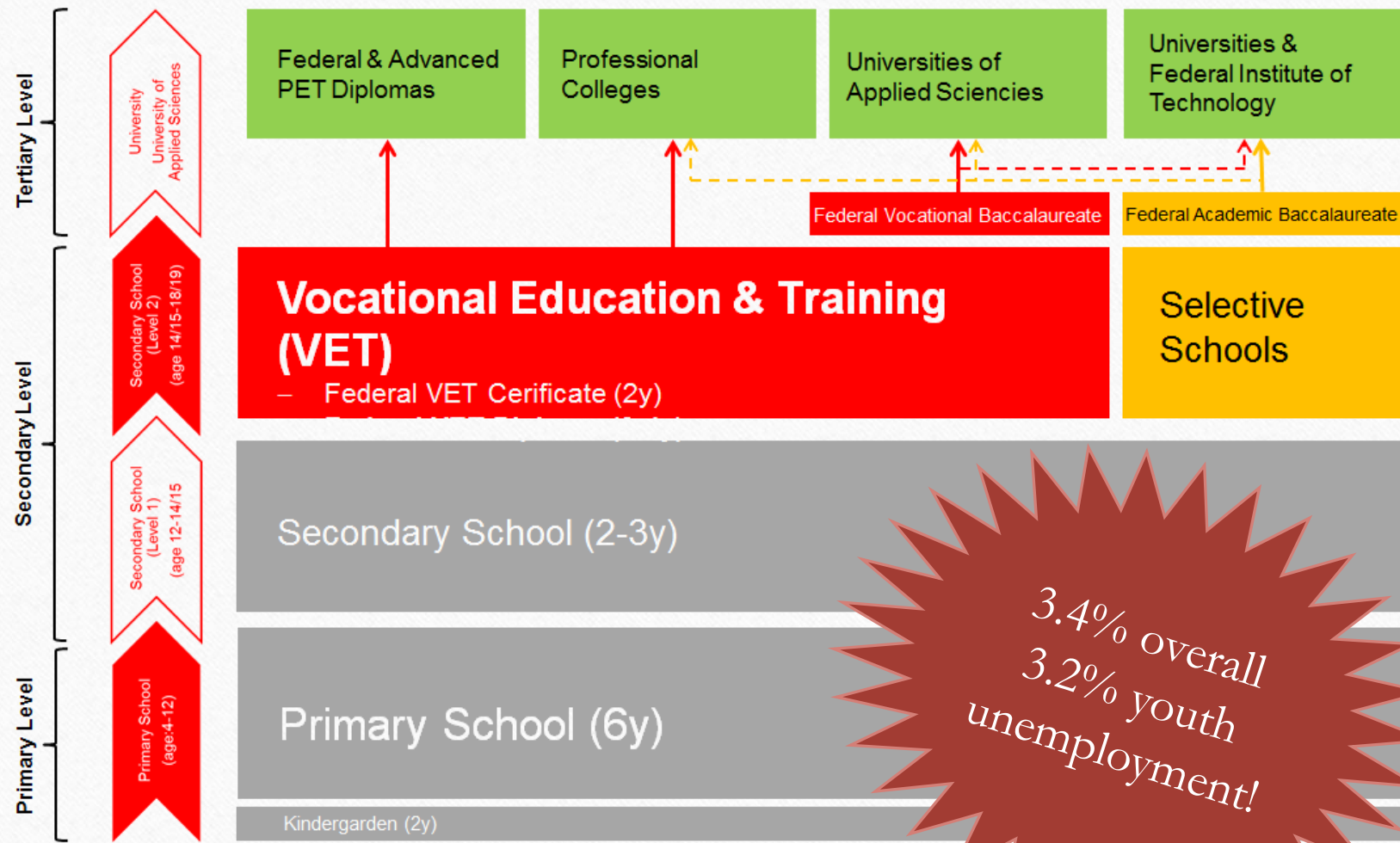


1944
G.I. Bill
Enacted





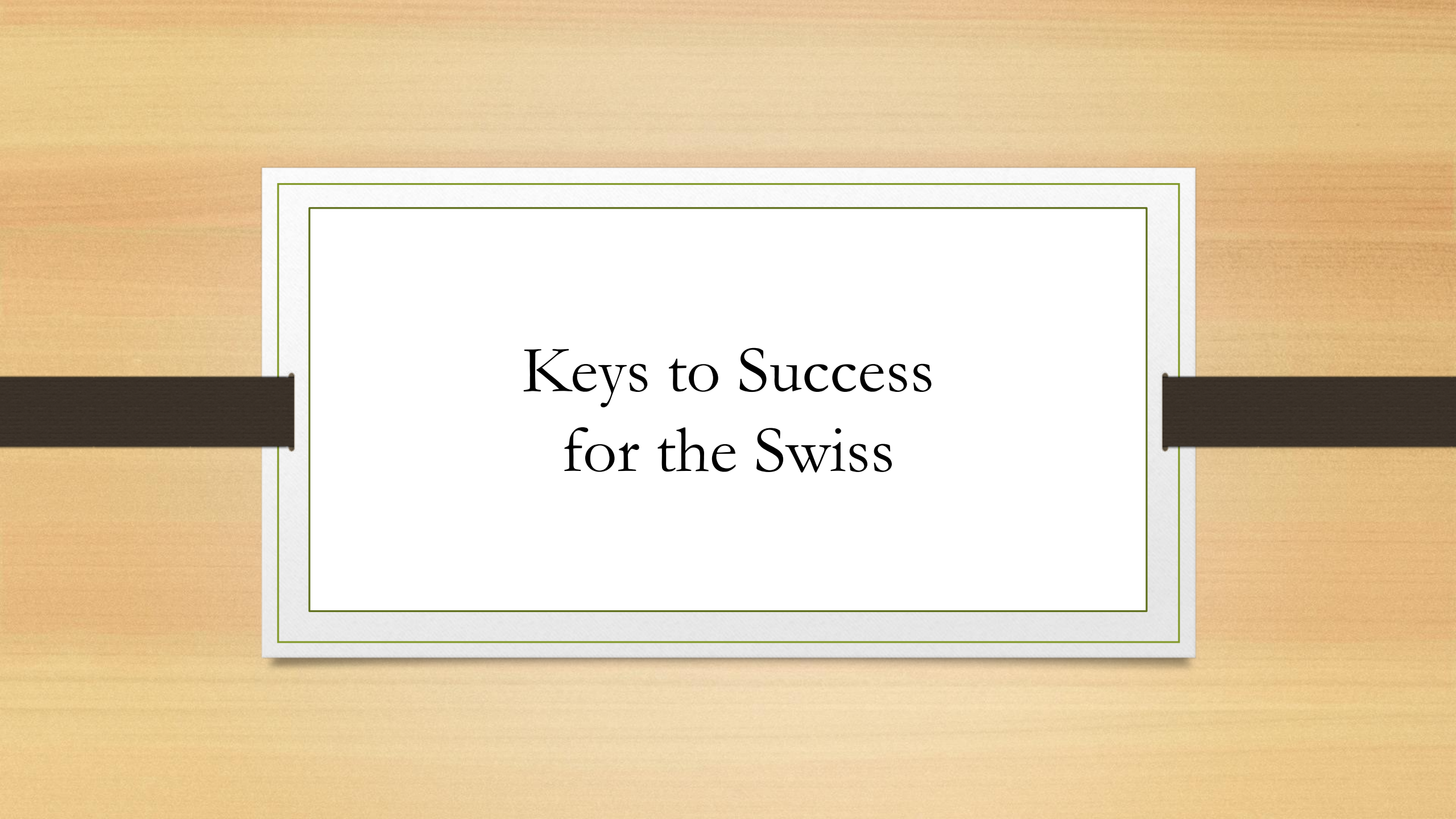
Overview of the Swiss Dual-Education System



- 9 years of mandatory education
- ~70% of kids start apprenticeship at age 15
- Career fairs and recruitment start in 7th grade
- Fully permeable system fosters further education

3.4% overall
3.2% youth
unemployment!





Keys to Success for the Swiss



Sergio Ermotti
UBS CEO
\$2.6 Trillion under
management

Banking apprentice



Guy Parmelin
Federal Councilor &
Defense Minister

Farming apprentice



Markus Bucher
Pilatus Aircraft CEO

Mechanic apprentice



Ursula Renold
Former Education Secretary &
Apprenticeship Researcher

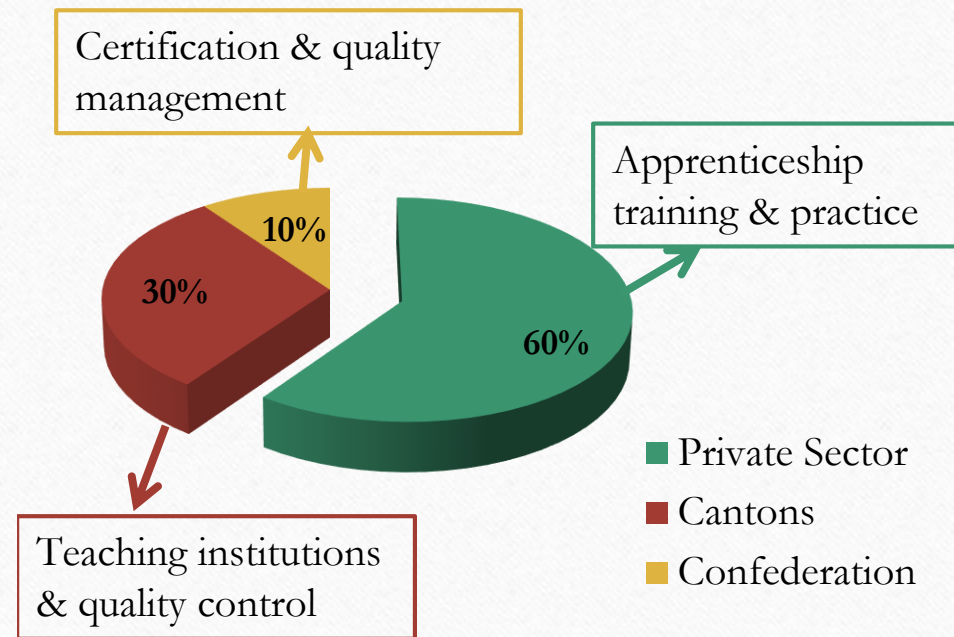
Commercial apprentice

Business Leads & Business Benefits

Businesses Do:

- Collaborate & grow the pie
- Pay their fair share
- Nimbly define competencies & curriculum

Funding breakout

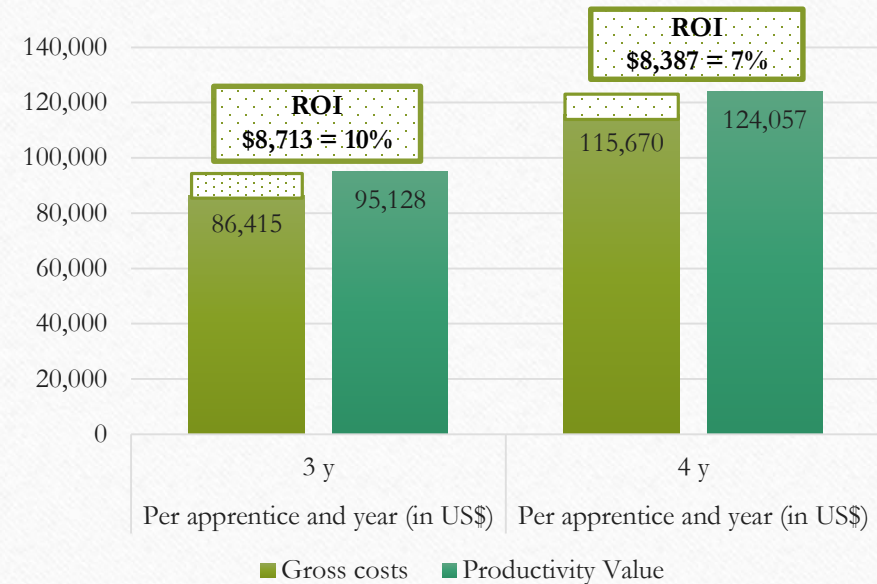


Business Leads & Business Benefits

Businesses Get:

- A real return & real work
- Loyalty and pre-evaluation of staff AND employer
- Great skilled workers & life entrepreneurs

Average ROI per apprentice for training firms in Switzerland (2009)





Adapting the Swiss Model to the United States

Swiss-US Agreements



Swiss-Style Apprenticeship





Summer
2015
Kickoff

Jan 2016
Gov Swiss
Delegation

Sept 2016
Launch
Non-Profit

Sept 2017
1st Cohort
Starts

Sept 2027
20K &
10%

Nevada Companies w/Apprenticeship Ties



Jobs from Swiss Companies	1,700
Swiss Companies and/or locations	26 (most with a retail presence)
Other Key Companies/ Leaders	<ul style="list-style-type: none">• Non-Swiss companies w/programs in Switzerland: DOW, GE, J&J, P&G, Google, Microsoft, PwC, KPMG, etc...



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Imagine the Swiss Model Here...

\$1.4 Billion

The amount invested by companies in apprenticeship if NV companies spent 1% of GDP on apprenticeship

\$214 Million

The amount Nevada might save annually if 2/3 of 11th/12th graders did apprenticeship

And More Importantly, Imagine:

- 100% of Nevadans being Lifelong Career Ready
- Nevada companies having all the talent needed
- Lower talent import costs
- Improved quality of life, life-span, and overall satisfaction
- Full employment
- Declines in crime and income inequality
- Increased appeal as an investment destination

Possible Next Steps:

Assessment

Alignment

Leadership

Investment

Discussion & Questions

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