



DISCOVER APPRENTICESHIP: FINANCIAL SERVICES

Companies in all sectors of the financial services industry face complex workforce challenges in increasingly competitive domestic and global markets. Apprenticeship is your proven solution for recruiting, training, and retaining world-class financial talent.

THE NEED FOR APPRENTICESHIP IN THE FINANCIAL SERVICES INDUSTRY

The financial industry, including the banking and insurance sectors, is critical to our country's economic competitiveness. The challenge? Significant talent shortages and skill gaps are slowing companies' efforts to expand, innovate, and thrive. These challenges include:

- ▶ Finding workers with the right education, skills, and credentials
- ▶ Facing a large number of skilled and experienced workers who are nearing retirement
- ▶ Investing in talent that can keep pace with the latest company and industry advances
- ▶ Attracting new and more diverse labor pools and retaining talent
- ▶ Implementing training models that effectively develop and "up-skill" the current workforce

These workforce challenges impact your productivity and profitability. The good news? There is a proven solution to meet your talent challenges: **apprenticeship**. It can be integrated into your organizations current training and human resource development strategy.

SNAPSHOT: Apprenticeable Occupations in Banking

- ▶ Bank Tellers
- ▶ Banking Underwriters
- ▶ Account Reconciliation
- ▶ Credit Coordinator

SNAPSHOT: Apprenticeable Occupations in Insurance Underwriting Support Services

- ▶ Claims Adjuster
- ▶ Insurance Underwriter
- ▶ Premium Auditor

APPRENTICESHIP: YOUR TALENT DEVELOPMENT SOLUTION

Many financial sector businesses across the U.S. and among our global competitors use the apprenticeship training model to recruit, train, and retain workers with the right skills. Apprenticeship has been the most effective training model for enhancing businesses' performance and competitiveness.

"Through our Certified Insurance Apprenticeship Program, Zurich is attracting new and diverse talent to insurance and developing these professionals to deliver for our customers now and into the future. We started from the successful Swiss "learn and earn" model of apprenticeship and adapted it to the dynamic U.S. marketplace."





– Al Crook, SPHR, Head of HR Business Partners, Zurich North America

WHAT IS APPRENTICESHIP?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a nationally-recognized, portable credential. Employers can choose to register their programs with the U.S. Department of Labor to show prospective job seekers that their apprenticeship program meets national quality standards.

HOW CAN APPRENTICESHIP HELP YOUR COMPANY?

Companies in the financial services sector realize a number of benefits from implementing apprenticeship programs. Through apprenticeships, you will:

-  Vet workers and instill your company's culture
-  Recruit and develop a diverse and highly-skilled workforce
-  Improve productivity, profitability, and your bottom line
-  Reduce turnover, improve loyalty, and retain top talent
-  Demonstrate investment in your community

Partner with the Office of Apprenticeship to access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates industry solutions and helps you quickly achieve workforce results.

DISCOVER APPRENTICESHIP TODAY!

For more information, visit the U.S. Department of Labor's one-stop source for all things apprenticeship: www.apprenticeship.gov.

Phone: 1-877-872-5627

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