INSURANCE APPRENTICESHIP USA: CHARTING A PATH FORWARD
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Transformative change like what we are experiencing in the wake of COVID-19 creates uncertainties, but it also creates opportunities to chart a path forward in the insurance sector. Economic shocks challenge all of us to boost our own business resilience. One key way to do that is for the industry to build a talent pipeline with diverse thinkers who can approach unprecedented problems with creative solutions. The call for innovative approaches to recruitment and talent development is stronger than ever.

PROFESSIONAL APPRENTICESHIPS ARE ANSWERING THE CALL.

APCIA and our partners have launched Insurance Apprenticeship USA to expand a successful solution across our industry. Apprenticeship addresses key market forces:

• Rapid change calls for new skill sets and mindsets that apprenticeship can help build from the ground up, including in areas such as data analytics. For employers, apprenticeships offer a strong return on investment: $1.47 for every dollar spent, according to the U.S. Department of Labor (DOL).

• Current economic forces are expanding the pool of talent looking for a brighter future. Apprenticeships can leverage service experience while delivering education — even virtual education opportunities — to help individuals grow a career. The DOL estimates approximately 94 percent of registered apprentices are employed after finishing an apprenticeship.

• Studies suggest a diverse workforce, including people with differing perspectives, backgrounds, and levels of experience, can help employers perform better financially, in part by fueling innovation.

VISION

APCIA is working toward a national insurance sector apprenticeship network modeled on the successes, learnings, and infrastructure of Zurich, The Hartford, and Aon. Momentum is building. The Department of Labor, other federal agencies, foundations, and global forums have expressed support for expanding apprenticeship, whose merits are recognized across partisan boundaries.

ACTION

We invite you to join us in designing a high-impact national program and curricula to benefit your business, the industry, and the workforce. Apprentice networks are already established in select cities such as Chicago and New York City — please let APCIA know if you would like more information.
SPOTLIGHT:
ZURICH: A PIONEER OF APPRENTICESHIP

Apprenticeship is a Swiss tradition that has endured through world wars and other adversity. Drawing from the Swiss model, Zurich North America built an insurance apprenticeship program that became the first to be certified by the Department of Labor in the U.S. Zurich worked with a neighboring community college in Chicago and now New York City to develop an insurance curriculum and began recruiting apprentices in 2016 for its earn-while-you-learn program.

The program was an instant success, attracting diverse talent while providing a debt-free path to an associate’s degree and a professional career. In the five years since, apprenticeship has opened doors for veterans, career changers, high school graduates, and parents seeking a return to the workforce.

Apprenticeship benefits the business. “Apprenticeship is critical to future-proofing our organization and energizing our workforce with diverse talent,” says one Zurich claims manager. “I truly feel apprentices have enhanced the work product our team is able to deliver.”

Zurich helped found the Chicago Apprentice Network with Aon and Accenture. Today, Zurich is on track to exceed its goal of hiring 100 apprentices by the end of 2020 and is expanding the program to its New York office.

“Before I started the apprenticeship, I worked two part-time jobs to be able to take care of myself. But now I wake up and I enjoy what I’m doing.”

DANIELLE POLK
ZURICH APPRENTICE

“Zurich’s program gave me exposure to an industry that I never would have explored otherwise.”

DANE LYONS
ZURICH UNDERWRITING SERVICES SPECIALIST, APPRENTICE GRADUATE, AND NAVY VETERAN

“...The Zurich program is a great option for people who would like to go to college but may not have the means to do so.”

NOELIA SALGADO
ZURICH INTERNATIONAL SERVICE SPECIALIST AND APPRENTICE GRADUATE

WILL APPRENTICESHIP HELP YOU ACHIEVE YOUR GOALS?
TALK TO APCIA ABOUT HOW TO GET INVOLVED TODAY.

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Join Us!

Become an industry partner and add your logo here.