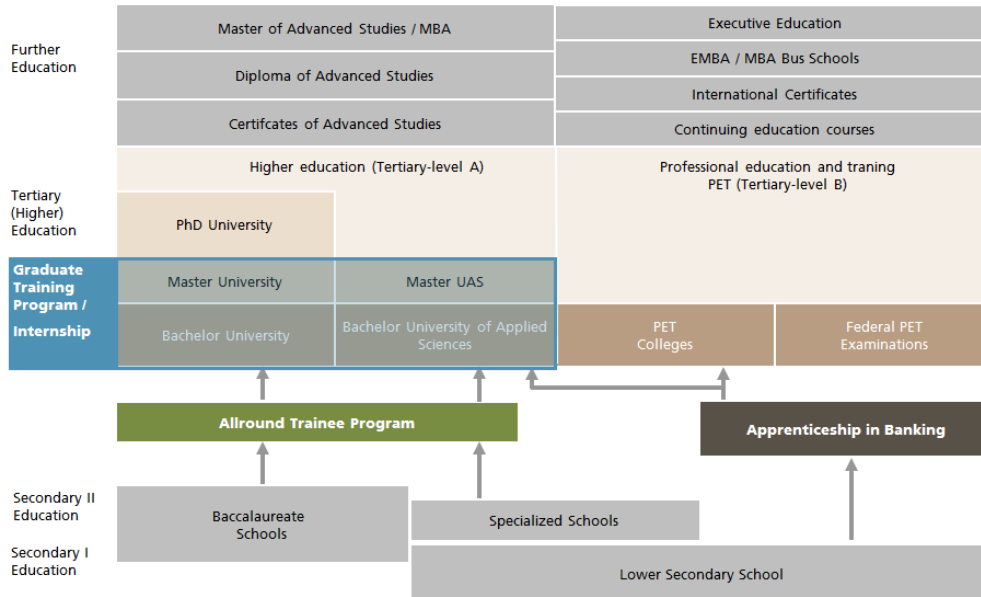


## UBS Young Professional Programs

Martin Möhrle, Head Talent UBS AG, presentation for the Global Apprenticeships Network (GAN)

The following picture gives an overview of the Swiss Banking Education landscape. Switzerland has implemented a "dual education system" with the more "academic way" (baccalaureate, University, tertiary-level A) and the more "applied way" (apprenticeship, PET, tertiary level B).



Sources: EDK; ISCED, SwissBanking

The Swiss Vocational Education and Training (VET) system enables young people to enter the labor market and ensures that there are enough specialists and managers in the future. VET programs provide two-thirds of young people in Switzerland with a solid foundation in a given job. In 2013 there were 236'600 young people in an apprenticeship.

UBS is one of the main providers of young professional training in the Swiss labor market. UBS offers various talent programs for young professionals depending on their level of education and employs 1,600 young professionals in Switzerland and another 1,300 in the other regions.

	Secondary School	Baccalaureate Schools / Specialized Schools	Higher Education
	<b>Apprenticeship</b> (Swiss program; 3 years)	<b>Allround Trainee Program</b> (Swiss program; 18 months)	<b>Interns / GTPs</b> (global programs; 3-6 months / 18 months)
<b>Program</b>	<ul style="list-style-type: none"> <li>On the job training (3 days per week) in Retail Banking, Commercial Banking and Wealth Management</li> <li>Off-the-job training (2 days per week) at the commercial school</li> <li>Additional 40 days off-the-job banking training</li> </ul>	<ul style="list-style-type: none"> <li>On the job training in retail banking, commercial banking and Wealth Management</li> <li>Additional 25 days off-the-job banking training</li> </ul>	<ul style="list-style-type: none"> <li>Internship: 10 week program during summer break and 3 to 6 month program throughout the year in all business areas</li> <li>GTP: 18 month training program consisting of on-the-job training, tailored education and networking events</li> </ul>
<b>Diploma</b>	Federal Vocational Education and Training Diploma / Federal Vocational Baccalaureate	Financial industry certificate in banking (-> issued by the Swiss Banking Association)	GTP: Graduate training certificate (-> internally and externally well established and recognized)
<b>Participants</b>	<ul style="list-style-type: none"> <li>Average age of participants at start of the program: 16 years</li> <li>Hires per year: approx. 270 commercial and 40 IT apprentices</li> <li>Total number of apprentices: 900</li> </ul>	<ul style="list-style-type: none"> <li>Average age of participants at start of the program: 19 years</li> <li>Hires per year: 200 trainees</li> <li>Total number of trainees: 300</li> </ul>	<ul style="list-style-type: none"> <li>Average age of participants: 25 years (after graduation)</li> <li>Average number of GTPs / interns: 400 in Switzerland (+ 950 globally)</li> </ul>

The majority of young professionals are permanently employed after their graduation (>70%). The programs are a key talent pipeline for UBS.