

SCI PRACTICAL TRAINEE EXCHANGE PILOT PROJECT

U.S. CITY: Tempe, AZ

SISTER CITY: Regensburg, West Germany

TYPE OF EXCHANGE: Practical Trainee Exchange

LENGTH OF EXCHANGE: 3 months

AGE OF PARTICIPANTS: 18 - 25 NUMBER OF PARTICIPANTS: 6 INBOUND: 3 OUTBOUND: 3

OVERVIEW OF EXCHANGE

Tempe, Arizona participated in the SCI project as one of the "pilot" communities implementing its first practical trainee exchange with Regensburg, West Germany. The exchange involved six trainees. The three from Tempe that worked in Regensburg worked in 1) Regensburg City Hall in the areas of tourism, city planning, press and information 2) Hotel management for a Regensburg hotel chain 3) Banking in the largest nationwide bank in Germany. The inbound trainees worked for 1) Motorola Corporation in the mechanical engineering department 2) City management working in the Tempe City Manager's office in the areas of zoning and planning and cultural activities 3) Retail store display management and design.

All of the trainees lived with host families and had extensive opportunities for interaction with the community through 1) the fact that they lived with several host families during their three month stay 2) many cultural/social activities planned by the local coordinator/sister cities committee in Tempe. The U.S. committee provided a "stammtisch" (happy hour) every week for the German trainees to give them an opportunity to discuss any issues of importance and to also give them an opportunity to socialize together with each other, the host families, other members of the community and the U.S. trainees when they returned from Germany.

One unique feature of Tempe's practical trainee exchange was that each trainee along with their employer was required to read and sign a contract so that everything involved in the job was spelled out from the very beginning on both sides.

FUNDRAISING STRATEGIES

Tempe saw this exchange as a self sustaining endeavor with the grant covering the outbound transportation costs and the wages received covering all other expenses. No significant fund raising was necessary. The real effort had to be put into recruiting businesses to participate.

UNANTICIPATED RESULTS

Motorola was so delighted with the production device that their trainee designed that it had major ramifications for the company in terms of saving them production costs, the trainee in terms of the job offer Motorola has made him in their Munich plant at the end of his studies and the sister cities program because Motorola has requested that they are first on the list to get a trainee next year. Another benefit was an increase in local sister cities membership. A number of contacts in the business community were so impressed with the program that despite the fact that their companies could not participate, they as individuals wanted to get involved and have joined sister cities in Tempe.

Tempe also has two trainees already lined up to come from Germany next year. The Lower Hutt, New Zealand committee participated in their own practical trainee exchange, swapping assistant city managers and plans to expand their practical trainee exchange next year. Tempe is also planning on approaching their Yugoslavian sister city to do a practical trainee exchange next year.