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This guide for Practical Trainee Exchanges has been prepared for use by U.S. sister cities committees and their counterparts abroad to offer general guidelines and criteria for planning and conducting the exchange of practical trainees or young workers.

A GUIDE FOR PRACTICAL TRAINEE EXCHANGES

INTRODUCTION

Jorn Kassner, a trainee from Schaumburg, West Germany, worked for the Schaumburg, Il Park District as a Landscaper.

"Everyone who was involved in this program found it to be one of the most rewarding programs we have to offer. The trainees gained invaluable experiences that can only have positive results on their chosen career. The employers received positive public relations with their participation in this program and the trainees touched many lives in their contacts with fellow co-workers as well as the general public. The host families were rewarded with very personal relationships that might well last forever. Because the trainee program is longer in duration and involves young adults and touches many aspects of the community, it is more effective than most other exchanges. And, it follows that projects which are truly effective, also generate the greatest impact on the overall program."
Schaumburg, Il

WHAT IS A PRACTICAL TRAINEE EXCHANGE?

Practical trainee exchanges are known by many names—international cooperative education exchanges, worker exchanges or young worker exchanges. Regardless of what name they have, practical trainee exchanges are one of the most valuable exchanges a sister cities program can support.

Practical training may be with business or industrial firms, educational or cultural institutions or with local or regional government agencies. Employers, as a whole, are enthusiastic about the quality of work of the young interns and the firms benefit from the cross-fertilization of new ideas, concepts and methods.

One young man from Regensburg, West Germany began working as an engineer trainee at the Motorola Corporation in Tempe, Arizona. By the time Reiner Otto Kahl finished his three and one half month commitment to Motorola, he came up with a small production device that so pleased the Motorola officials with its cost saving potential that he was offered a position with the company in Germany when he graduates.

Potential partipants for practical trainee exchanges more often than not are recruited through cooperative efforts with local institutions of higher learning—vocational/technical schools, community colleges, junior colleges and universities.