



North America Apprenticeship Program



What is an apprenticeship?

- ✓ An **earn-and-learn model** typically lasting 12 months
- ✓ An intent of making the candidate **job ready for a specific role**
- ✓ A **combination of structured training** and **on-the-job learning**
- ✓ A **living wage and benefits** during and after apprenticeship
- ✓ An opportunity for a continued **career path** with full-time employment upon successful completion of the program

Why apprenticeship?

- ✓ Access to a highly-motivated and productive talent pool that is less likely to leave than talent from traditional sources¹
- ✓ Flexibility to source talent on demand vs. only on college cycle
- ✓ Ability to promote inclusive opportunity, racial equity and economic mobility where we work and live
- ✓ Ability to build deeper relationships with clients and communities



¹ U.S. Department of Labor, "Apprenticeship Toolkit, Advancing Apprenticeship as a Workforce Strategy," <https://www.dol.gov/apprenticeship/toolkit/toolkitfaq.htm>

Program Highlights

2016

- 5 apprentices**
- 1 city**
- 1 internal business function**

2023

- 2000 apprentices**
- 40 cities**
- 20% of entry-level hiring across all business areas**



Majority

Racially and ethnically diverse and nearly half identify as female



Overwhelming majority continue at Accenture and have high retention after the program



Accenture's Internal Program Structure



**12-month
alternate entry
level on-ramp**



**Cohort
experience**



**Living wage
with benefits**



**Technical &
professional
training & skills
development**



**Full-time
on-the-job
learning**



**Client-facing
work**



Support network



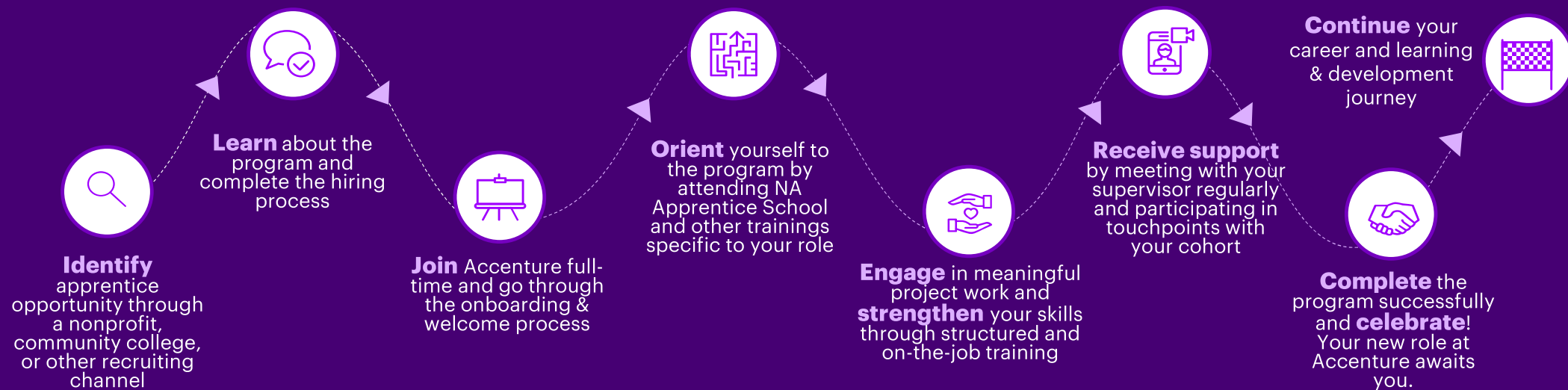
**On-going
feedback**



**Career opportunity
at program end**



Accenture's Apprentice Journey



Beyond Accenture

In 2017, Accenture and Aon cofounded the **Chicago Apprenticeship Network** (CAN) partnering with local employers like McDonald's, Zurich Insurance and Walgreens.

In collaboration with the Business Roundtable, CAN launched a national **Apprenticeship Playbook** including the key steps, considerations, examples and case studies to help other employers launch their own programs.



Where we are today

Active Networks

9 Chicago, Detroit, Greater Washington, D.C., Houston, Massachusetts, Minnesota, Philadelphia, New York City and Northern California

145

Unique employers

3,085

Apprenticeship commitments to date

10,000

Total apprenticeships committed to by 2030

Beyond Accenture

What is an Apprenticeship Network?

Local organizations collaborating to **build awareness** and **share best practices** to advance the professional apprenticeship movement, open recruiting doorways to a **wider talent** pool and more **equally distribute career opportunities** within the community.



Local Business and Civic Organization

Direct potential apprentice candidates to opportunities based on qualifications and interests

Employers

The ecosystem enabler between Employers, Talent Sources and Nonprofit Organizations

Ensuring Sustainability

For an Apprenticeship Network to thrive & be sustainable, stakeholders must engage across the network.

Talent Sources

Provide apprenticeship opportunities for career seekers & share program lessons with other employers and stakeholders

Nonprofit Organizations

Share resources and experiences across employers, apprentices, and other stakeholders

Join us



Join the Conversation

Join the **Apprentice Network** in your location(s) to connect with other employers, talent organizations and intermediaries that are committed to launching or scaling professional apprenticeship programs.



Meet Apprentices

Introduce your company to **Accenture's apprentices working on the account** to get people familiar with the concept and hear directly from the talented individuals these programs engage.



Pilot a Cohort

As a joint cohort with Accenture or on your own, **start small** leveraging an intermediary, Accenture's blueprinted model or other additional support to try the model and build momentum.



Appendix

Accenture Apprentice Hiring & Network Locations
Sample Role Descriptions

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Sample Role Descriptions

Evergreen Job Description

Kickstart your career by joining Accenture's Apprenticeship Program! This is a full-time, year-long salaried position providing a structured, "earn and learn" experience.

If you are looking for on-the-job training, enjoy learning new things and are excited about a hands-on experience in an innovative workplace this is an opportunity for you. There are apprentice positions across our business groups including Technology, Strategy & Consulting, Song and Industry X.

What is the Accenture Apprenticeship Program?

The program provides mentorship, formal learning, on-the-job training, and on-going coaching to help build skills with the opportunity to advance into a career with Accenture. Accenture is seeking candidates without a 4-year college degree who are curious, creative, detail oriented and collaborative. This program requires you to be in person at your local office.

What type of work might be in a typical day?

- Closely analyze and test new components or enhancements to existing IT modules.
- Assist in the analysis of an organization and the design of its process and systems, assessing the business model and its integration with technology.
- Learn programming skills, modern frameworks, and design thinking to build portions of applications that solve our client's business and IT challenges.
- Support the design of communication experiences to reach targeted audiences and marketing across multiple platforms.
- Monitor account activities to ensure client data protection and information security standards are maintained.
- Serve account teams and business groups through proactive monitoring, managing, and reporting on execution of deliverables.
- Work with project team members to help clients understand the performance of their business, promote data-driven decisions and design solutions to meet their business needs.

What will you bring to the role?

- **Leverage your quest for knowledge** to learn about every stage of the Service Delivery Lifecycle – from new system rollouts, to enhancements, to ongoing maintenance of applications.
- **Use your creativity** to design and build dashboards, reports, and visual products while developing your ability to analyze data.
- **Engage your curiosity** to change the way people experience interactions with technology, each other and with companies.
- **Display your collaborative spirit** while connecting with team members to help solve complex business needs.
- **Rely on your attention to detail** while acting as a detective, looking closely at software to make sure everything's working to specification while helping ensure data quality.

Qualifications

High School Diploma or equivalent



Sample Role Descriptions

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Technology: Cybersecurity

- Innovate on ideas to squash security risks
- Spot suspicious activity
- Work with the latest security technologies
- Share your thoughts – in a written report or during a presentation in front of a group – on ways to manage security risks

Technology: Cloud

- Use emerging technologies such as AngularJs
- Test and develop cloud native applications
- Automate the build and deployment of an application to a cloud platform
- Work with others via paired programming to develop solutions

Technology: Application Development

- Write programming code
- Design and deliver new applications
- Fix any bugs in the system
- Maintain software code
- Documenting software processes

Technology: Program and Project Management

- Deliver large IT solutions
- Learn about stages of the Service Delivery Lifecycle
- Gather requirements
- Testing software

