
Apprenticeships in Business

Harold Washington College

November 15, 2007

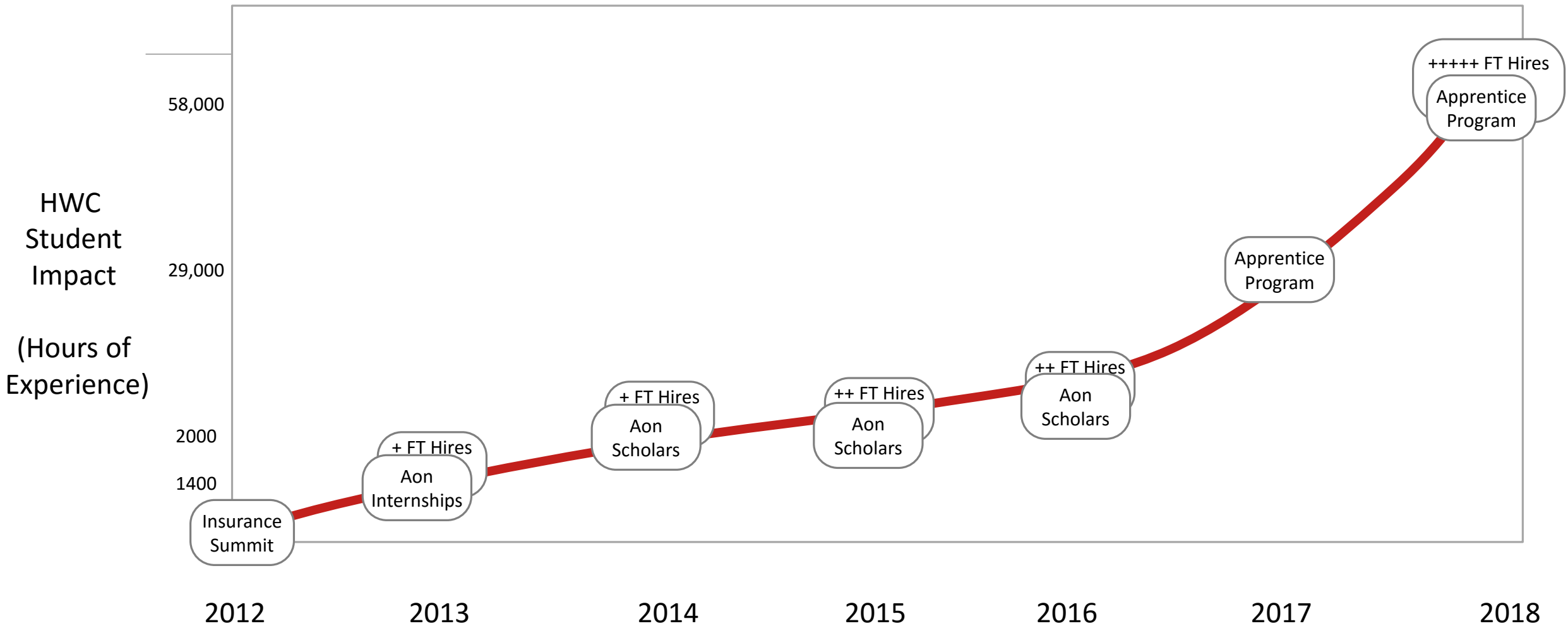
AON – Apprenticeship Program



- 25 current apprentices and a plan to hire 25 each year for the first four years
- Two Year Program – Guaranteed position at Aon at the conclusion of the program
- Full-time Compensation (40 hours/week) – 28-32 hours at Aon per week – 8-12 hours of class per week
- Full Employee Benefits
- Paid Tuition Benefit in pursuance of Associate’s Degree – Either at Harold Washington College
- Business degree with track-specific classes (Insurance, HR, or Technology)
- Department of Labor Certified Insurance Apprentice status



Evolution of the Aon relationship 2012-2018



Why this is so important....

Employers have noted... *that the most valuable thing students seeking full-time employment can bring to the table is an internship in a related field.*

- Industry Certifications
- Licenses
- Industry Credentials

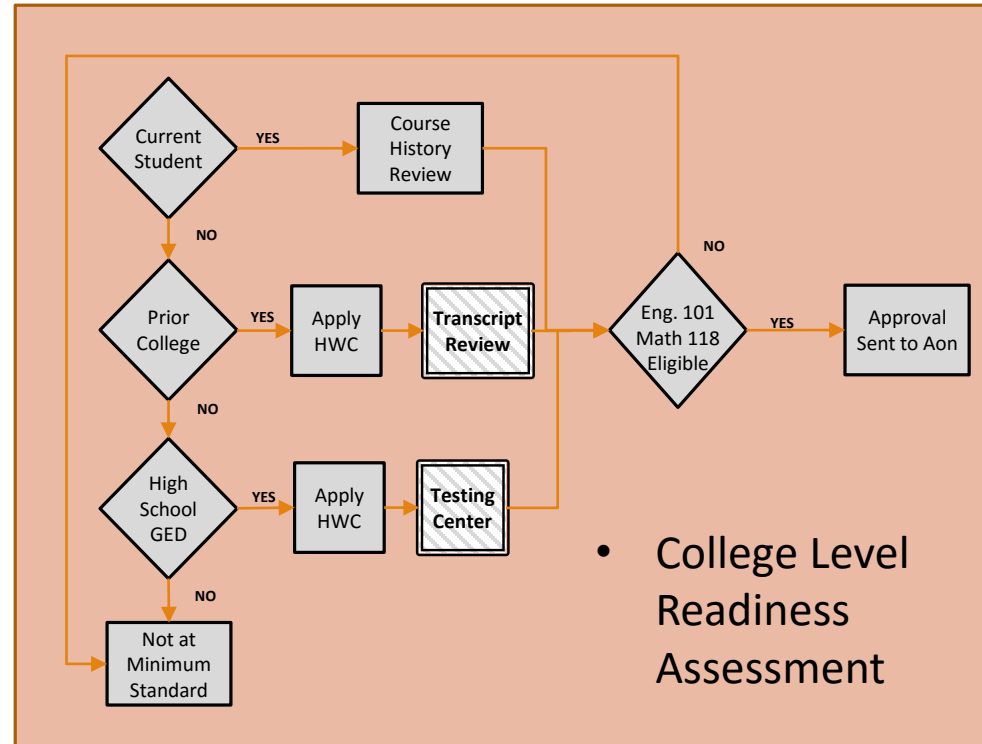
- Resume
- Conversation
- Experience in the field of Study
- Soft Skills Aptitude

Employers want to know:

Students are ready willing and able to contribute to their businesses.

Apprentice Selection Process...

- Virtual interview
- Phone Screen



- Multiple In-Person Interviews
- Background Checks
- Final selections

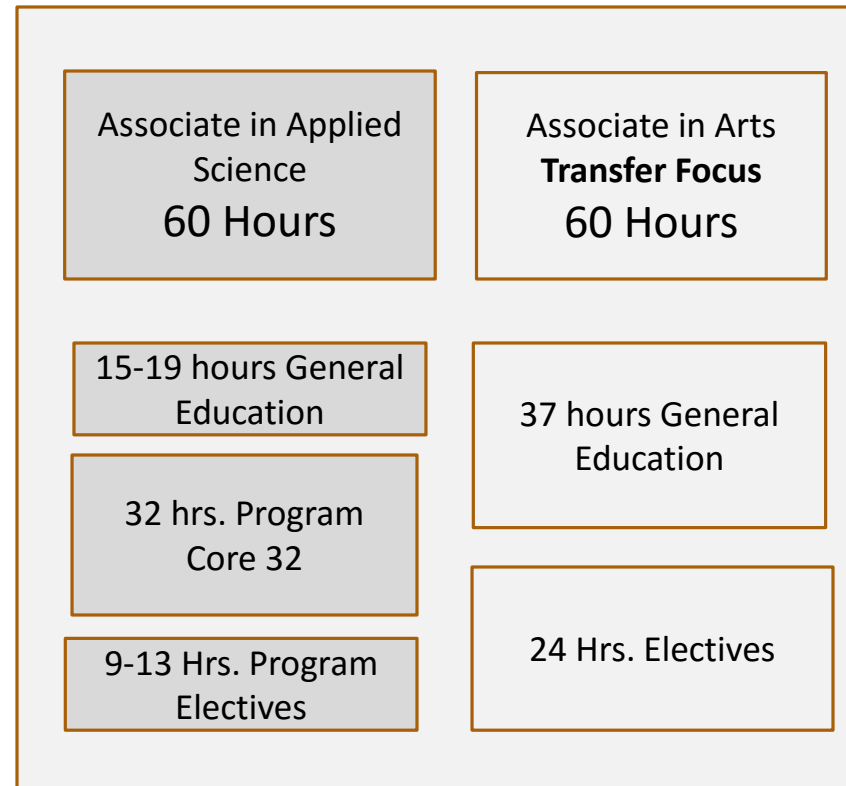
Selection process required coordination to screen for both employment and College readiness

Apprentice Curriculum Development

Associates Degrees

AAS

- Limited Transferability to 4-Year programs
- Focus Career and Technical Education
- High Customization and industry content
- Stackable Credentials
- Transcribed by Specific Discipline



AA

- Meets requirements for transfer to 4-Year programs
- Focus on General Education / Liberal arts
- Limited customization or industry content
- Difficult to Stack
- Transcribed as AA

Apprentice Supports

Harold Washington

Student Supports

Financial Aid
Tutoring
Wellness
Academic Advising
Veterans
Disability Access
Career Advising
Transfer Advising

Apprentice Supports

Academic advisor
Class Study Groups
Professional Development
Team building
Leadership
Individual Coaching
Awesome / Awkward

OMD Supports

“Finger on the pulse”
Weekly or bi-weekly
meetings
Academic, professional,
personal support
“Motivational Interviewing”
Problem-solving
Setting and tracking
commitments to Success
Sharing resources and
updates Building trust

Aon Supports

Dedicated Managers
Mentors
Exposure to Senior
Leaders
Participation in Events
Professional Development
Employee Benefits

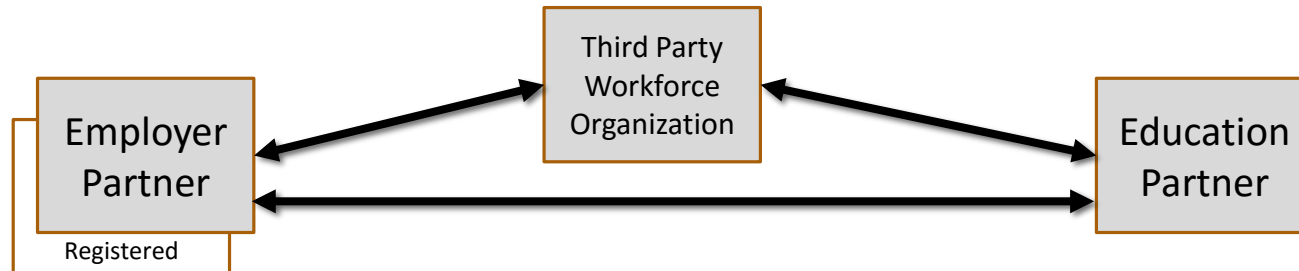
Emerging Models



Aon and Zurich
Model-Leveraging
UK experience



RMSOA Model- Reduces
the business disruption
and resources required



Workforce Model –
distributes responsibilities
reduces barriers to entry
and has potential to scale



Aggregator Model-
enables small and
mid-size companies to
participate



Thank You...

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