An Inclusive Talent Network Creating Economic Growth And Opportunity In MSP.

Apprentice Network Goal

The goal of MNAN is to build awareness and excitement around apprentice programs, then work with companies to help build similar programs within their organizations, leveraging a playbook of best practices.

Simply put, we want employers to open their recruiting doorways to a wider range of new talent sources.

Talent is equally distributed... and opportunity is not.
Creating Opportunity with Apprenticeships

Problem:
*Talent* is equally distributed... *opportunity* is not.

Solution:
Employer-led apprenticeship model

**What is an apprenticeship?**

An earn-and-learn model with:
- An intent of making the candidate job ready for a specific role, building a craft through experience
- A combination of structured learning and on-the-job training

**Why create apprenticeships?**

Addressing:
- Difficulties underrepresented communities face in participating in the innovation economy
- The growing need to upskill as technology continues to disrupt
- The skills gap facing most companies
Why invest in Apprenticeships?

- Access to a highly-motivated and productive talent pool that is less likely to leave than talent from traditional sources.
- Ability to provide underrepresented groups greater access to innovation-economy jobs.
- Flexibility to source talent all year long vs. the cyclical nature of traditional degree sources.
- Ability to drive workforce development and economic opportunities where we work and live, including reskilling for people whose jobs are disrupted by technology-led innovation.
- Ability to build deeper relationships with clients and the community.
What we can accomplish together

MSP Apprentice Network
- 6 Trailblazer Companies (and seeking more to join us)
- Create a minimum of 5 new apprenticeship roles per company
- Launching 30+ new opportunities in 2022 pilot year

Chicago Apprentice Network
- 5 years since inception
- 50+ Companies engaged
- More than 1,000 apprenticeships created
Developing an Apprentice Program

**TALENT NEED**
Roles should address a real talent need to be sustainable and successful, and be embedded into the recruiting strategy over time.

**SUPPORTIVE ENVIRONMENT**

Local Leadership: Leadership buy-in and support is critical to success, along with a team structure that supports higher touch, day-to-day shadowing and professional development.

Priority Locations: Locations for the program should be determined based on scale for multiple apprentices to start and work together for support and community-building.

**STRONG PARTNERS**

Strong partnerships with educational institutions and nonprofits provide training when required, and provide access to qualified candidates.

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* Bridging the Gap Between Talent And Opportunity: An apprenticeship playbook for professional jobs.
Apprenticeships at Accenture

- A structured, “earn and learn” program lasting 12 months
- Apprentices work 40 hours per week, and fill a variety of roles including internal operations and external project-based work

What are the Apprentice Benefits?
- Building professional relationships and networking
- Progressing toward continued employment beyond the apprenticeship
- Training and skills development with ongoing feedback
- Earning competitive compensation and benefits package

What career opportunities can people apprentice for?
- Application Support
- Business Analysis
- Customer Service
- Cyber Security
- Financial Management
- Marketing & Communications
- Recruiting
- Software Development
- Test Engineering
- Transaction Processing
**Future talent: Apprenticeship Program**

**Blueprint**

<table>
<thead>
<tr>
<th>Alternate Entry Level On-ramp</th>
<th>Cohort Experience</th>
<th>Competitive Wage With Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training &amp; Skills Development</td>
<td>On-the-job Learning</td>
<td>Client-facing Work</td>
</tr>
<tr>
<td>Support Network</td>
<td>On-going Feedback</td>
<td>Career Opportunity At Program End</td>
</tr>
</tbody>
</table>

Minnesota Apprentice Network Overview
Apprenticeships at AON

Two Year Program

Full-time Compensation (40 hours/week)

Paid tuition in pursuance of your Associate’s Degree with partner colleges; books included!

Department of Labor Certified Insurance Apprentice status

Employee Benefits
- Health
- Retirement
- Vacation Time
- Sick Time

Apprentices supported with professional skill development and coaching through external career advancement coordinator

Aon Apprentice program is expanding from Chicago to include Houston, New York/New Jersey, Philadelphia, DC, Minneapolis and San Francisco.
Resources available to you

Apprenticeship Playbook & Starter Guide

https://www.apprenticeship.gov

Consultation calls with Aon & Accenture Leaders

Informational calls with ConnextMSP Network Partners
MN Apprentice Network Professional Mixer

On May 10, 2022, we hosted our first in-person event bringing together company leaders, current apprentices, and individuals interested in learning more about the newly formed employer-led Minnesota Apprentice Network. We heard from apprentices, as well as leaders from Accenture, Aon, and GreaterMSP.

TUESDAY MAY 10, 2022
3:00-5:00 pm (CDT)
Aon Bloomington Office – 8200 Tower – Normandale Office Complex
5600 West 83rd Street Bloomington, MN 55437

This is a free, in-person event. Refreshments will be served.
Register on Eventbrite.
ConnextMSP Event Highlights: Apprenticeship Network Mixer
Stay connected to the MN Apprentice Network Leaders

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Website:
www.connextmsp.org

Talent Network Portal:
connextmsp.peoplegrove.com
Appendix
<table>
<thead>
<tr>
<th>Employers Committed</th>
<th>6 (with several others pending)</th>
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<tbody>
<tr>
<td>Sustainability Partner(s)</td>
<td>ConnextMSP Talent Network (a strategic initiative of the GREATER MSP Partnership) Star Tribune Apprentice Article from Summer 2021 for reference</td>
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<tr>
<td>NPO's</td>
<td>Business Orgs.</td>
</tr>
<tr>
<td>Educational Partner(s)</td>
<td>Normandale, Metro State, St. Paul College, North Hennepin (and growing....)</td>
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<td>Elected Officials</td>
<td>Senator Amy Klobuchar (joined our June 2021 MSP regional kickoff meeting and went on the record as supporting the Apprenticeship Network in MSP)</td>
</tr>
<tr>
<td>Do we have apprentice status &amp; numbers for each employer?</td>
<td>Apprenticeships Launched Aon (Lead Partner) – 12 hired locally in 2021, hiring more this year Accenture (Lead Partner) – 13 hired locally 2021, hiring more this year Partners in Planning Phase Pohlad Companies, Daugherty Biz Solutions, Best Buy, Cargill</td>
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**Trailblazer companies for employer-led apprentice network:**

- Accenture
- Aon
- Best Buy
- Cargill
- Daugherty
- Pohlad Companies
CONNEXTMSP Lead Strategies

OUR LEAD STRATEGIES

Build Resume Experiences
Increase high quality resume-building experiences while in college via internships and project-based work

Improve Career Pathways
Create new pathways to launching careers via apprenticeships and work to update job requirements for entry-level roles

Strengthen Professional Networks
Create opportunities for young professionals to build and sustain meaningful relationships with business leaders

OUR 3-YEAR AMBITIONS

100s
Hundreds of new, paid internship opportunities secured by students of color from local colleges.

50+
Dozens more partner companies creating apprenticeships and new career pathway opportunities.

2,500+
Thousands more young professionals of color and employers engaged and making connections via Talent Network.
ConnextMSP Online Ecosystem

**Website**

- Browse & connect with diverse candidates
- Engage with peers across sectors & industries
- Mentor young professionals in the region
- Post job and internship opportunities

**Talent Network Portal**

- Join the Network
- The challenge and the opportunity

**Social Media Channels**

Follow us on social media
@ConnextMSP

To learn more, visit:
www.connextmsp.org
connextmsp.peoplegrove.com
Keys to a Successful Program

**DEFINE VISION**
- Identify the priorities your company wants to achieve using apprenticeships, such as expanded talent sources or community development.
- Confirm the vision with leadership and key stakeholders and use research on existing, established models to inform your program.

**IDENTIFY OPPORTUNITIES**
- Consider what roles and locations are best suited to the program’s goals.
- Apprenticeship roles should fill actual talent demands and present the opportunity to successfully equip an apprentice to fill that demand through skills-based, on-the-job learning and training.
- Consider strategic locations with local leadership support.

**DETERMINE AND EXECUTE MODEL**
Consider factors such as:
- Candidate sourcing options
- Interview process definition
- Compensation model
- Type and length of training needed
- Support model definition
- Potential career paths upon program completion
- Definition of feedback loops to discuss performance

**EVOLVE AND SCALE**
- Look to actively evolve, improve and scale the program.
- Leverage lessons learned to enhance the speed, cost and effectiveness of future programs.
- With an established apprenticeship program, work to build an apprenticeship network to share and accelerate best practices with other companies.
Apprenticeship Program Sample Timeline

Timing may vary based on the unique nature of your company; however, it is possible to have a program up and running in 6 months or less. Start light and build on momentum.

**DEFINE VISION**
- Outline priorities and vision

**IDENTIFY OPPORTUNITIES**
- Identifying opportunities
- Interviews

**DETERMINE AND EXECUTE MODEL**
- Confirm executive sponsorship
- Define training
- Offer process and onboarding

**EVOLVE AND SCALE**
- Orientation and training
- On-the-job, project-based work
- Ongoing training
- Formal performance review and conversation decisions

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**NUMBER OF MONTHS**

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**START APPRENTICESHIP**

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