

Minnesota Apprentice Network Overview

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

**Removing Barriers. Building Connections.
Launching Careers.**



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.



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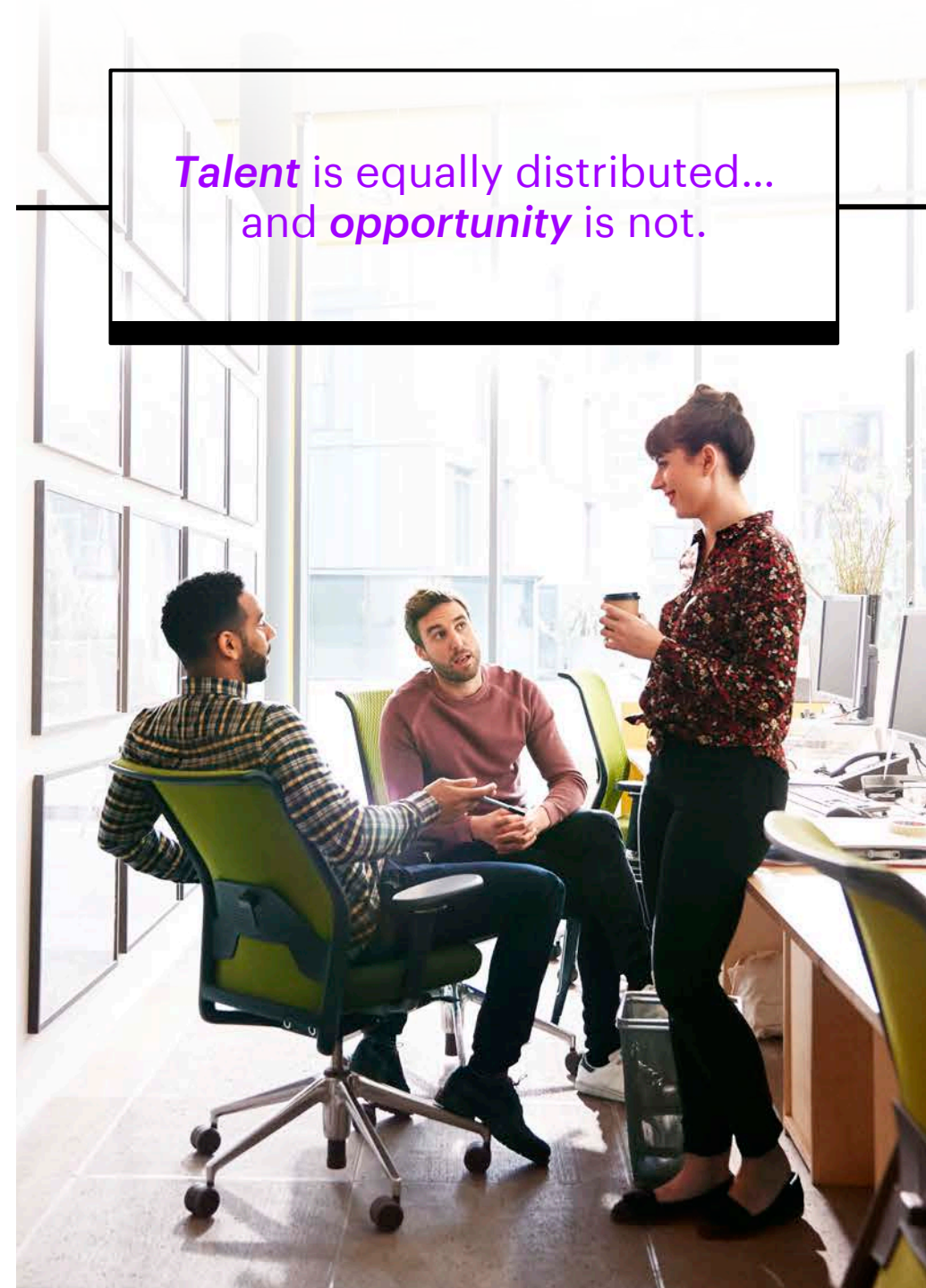
NETWORK CO-LEADERS



SUSTAINABILITY PARTNER



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:

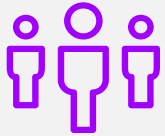
- An intent of making the candidate job ready for a specific role, building a craft through experience
- A combination of structured learning and on-the-job training

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

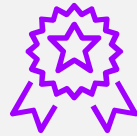
Why invest in Apprenticeships?



Access to a highly-motivated and productive talent pool that is less likely to leave than talent from traditional sources



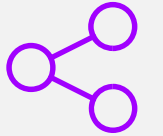
Ability to **provide underrepresented groups greater access** to innovation-economy jobs



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

StarTribune

BUSINESS

Twin Cities businesses unite in drive to hire 1,000 apprentices, chiefly in tech

JUNE 20, 2021 — 2:00PM



Randall Darden and Christy Sovereign of Accenture.

AA TEXT SIZE

Neal St. Anthony
@STANTHONYSTRIB

Randall Darden, a four-year IT professional working for Accenture in Minneapolis, didn't take the often-required step of getting a four-year degree.

Darden, 32, a Minneapolis Washburn High graduate, ran into financial difficulties and dropped out of college, supporting himself with low-wage retail and janitorial jobs.

Yet, he had interest and aptitude for technology. He jumped at the chance to join the business consulting firm as part of an apprentice program Accenture started in 2016.

"The apprenticeship changed my life," Darden said last week. "I'm making a good living. I have plans to finish my computer science degree. I was surrounded here by folks who helped me grow in my career. It's been great



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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 Apprentices 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

** [Bridging the Gap Between Talent And Opportunity: An apprenticeship playbook for professional jobs.](#)*

IDEAL ALIGNMENT



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



**Alternate
Entry Level
On-ramp**



**Cohort
Experience**



**Competitive
Wage With
Benefits**



**Training & Skills
Development**



**On-the-job
Learning**



**Client-facing
Work**



**Support
Network**



**On-going
Feedback**



**Career
Opportunity
At Program End**

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>



STARTING YOUR OWN PROGRAM

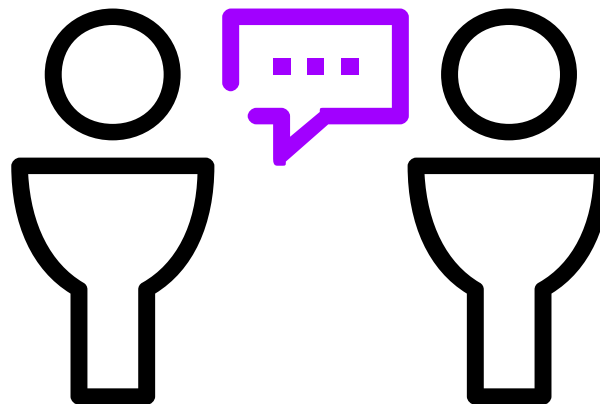
Apprenticeship Playbook

Chicago Apprentice Network founders provide a step-by-step guide to setting up a successful apprenticeship program.

Apprenticeship Starter Guide

Want a quick overview? The Chicago Apprentice Network Starter Guide offers highlights of the Apprenticeship Playbook.

Consultation calls with Aon & Accenture Leaders



Informational calls with ConnexMSP 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 Apprenticeship Network. We heard from apprentices, as well as leaders from Accenture, Aon, and GreaterMSP.



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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.*

MN APPRENTICE NETWORK LEADERS

accenture

AON

CONNEXTMSP
Powered by the GREATER MSP Partnership



ConnexMSP Event Highlights: Apprenticeship Network Mixer



Stay connected to the MN Apprentice Network Leaders



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Website:
www.connexmsp.org

Talent Network Portal:
connexmsp.peoplegrove.com

CONNEXT MSP
Powered by the GREATER > MSP Partnership

Appendix

MN Apprenticeship Network Update *(as of March 2022)*

Employers Committed	6 (with several others pending)
Sustainability Partner(s)	ConnexMSP Talent Network (a strategic initiative of the GREATER MSP Partnership) Star Tribune Apprenticeship Article from Summer 2021 for reference
NPO's Business Orgs. Non-employer Partners	15+ Partners ConnexMSP Talent Network (includes more than 15+ college & career readiness nonprofit partners who will activate talent pipeline communication and promotion to qualified candidates as apprenticeship jobs are posted for each company this year)
Educational Partner(s)	Normandale, Metro State, St. Paul College, North Hennepin (and growing....)
Elected Officials	Senator Amy Klobuchar (joined our June 2021 MSP regional kickoff meeting and went on the record as supporting the Apprenticeship Network in MSP)
Do we have apprenticeship status & numbers for each employer?	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

Trailblazer companies for employer-led apprenticeship network:



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

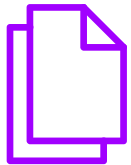


Strengthen Professional Networks

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



OUR 3-YEAR AMBITIONS



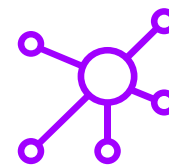
100s

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.

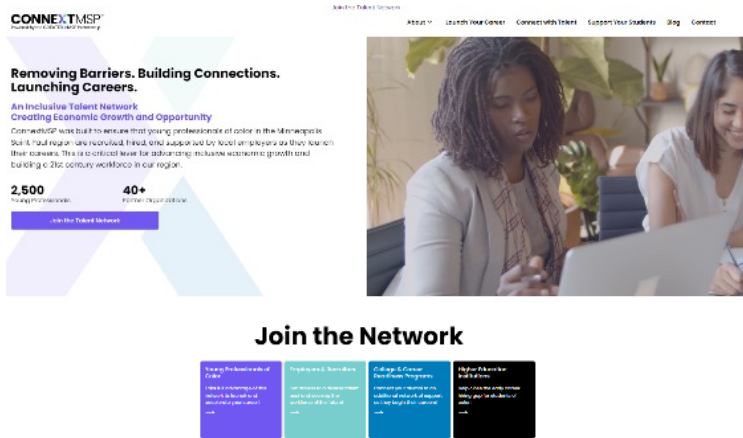


2,500+

Thousands more young professionals of color and employers engaged and making connections via Talent Network.

ConnexMSP Online Ecosystem

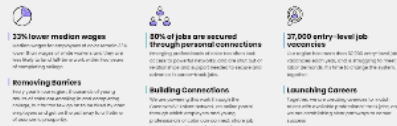
Website



Join the Network

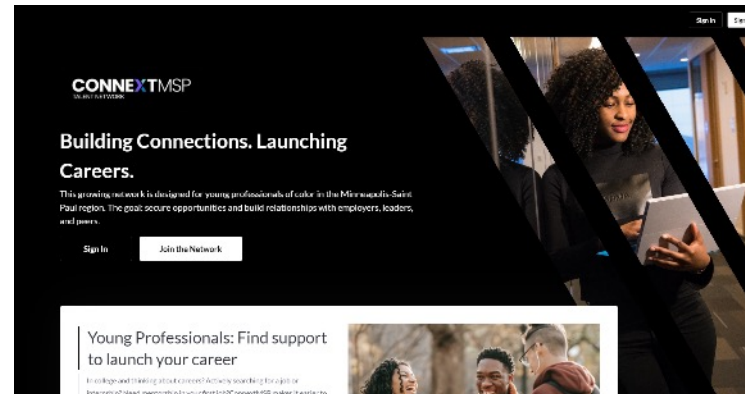


The challenge and the opportunity



www.connexmsp.org

Talent Network Portal

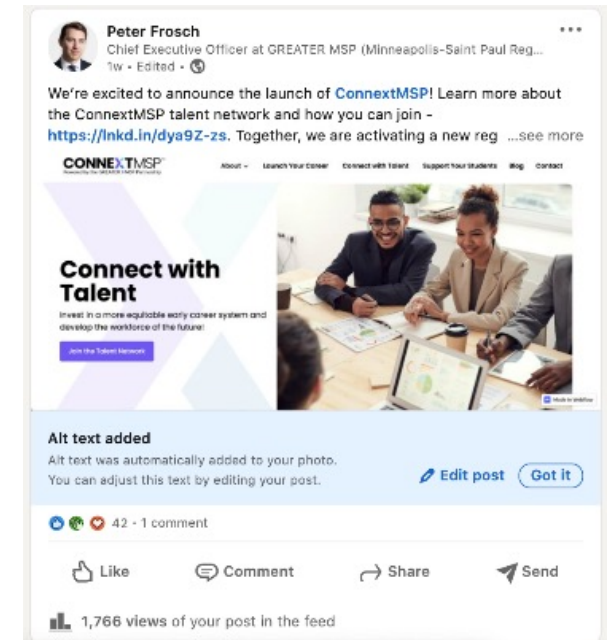


- Browse & connect with diverse candidates
- Engage with peers across sectors & industries
- Mentor young professionals in the region
- Post job and internship opportunities

To learn more, visit:

connexmsp.peoplegrove.com

Social Media Channels



Follow us on social media
@ConnexMSP



Keys to a Successful Program



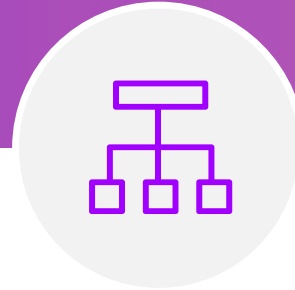
DEFINE VISION

- 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.



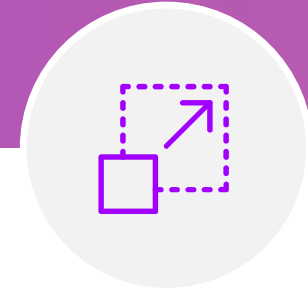
IDENTIFY OPPORTUNITIES

- 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.

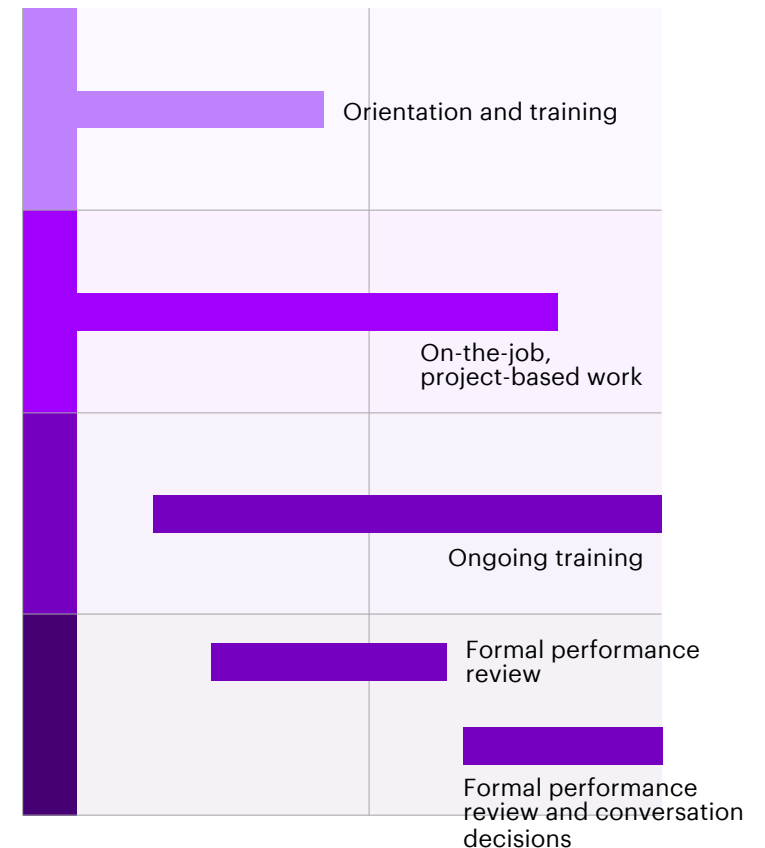
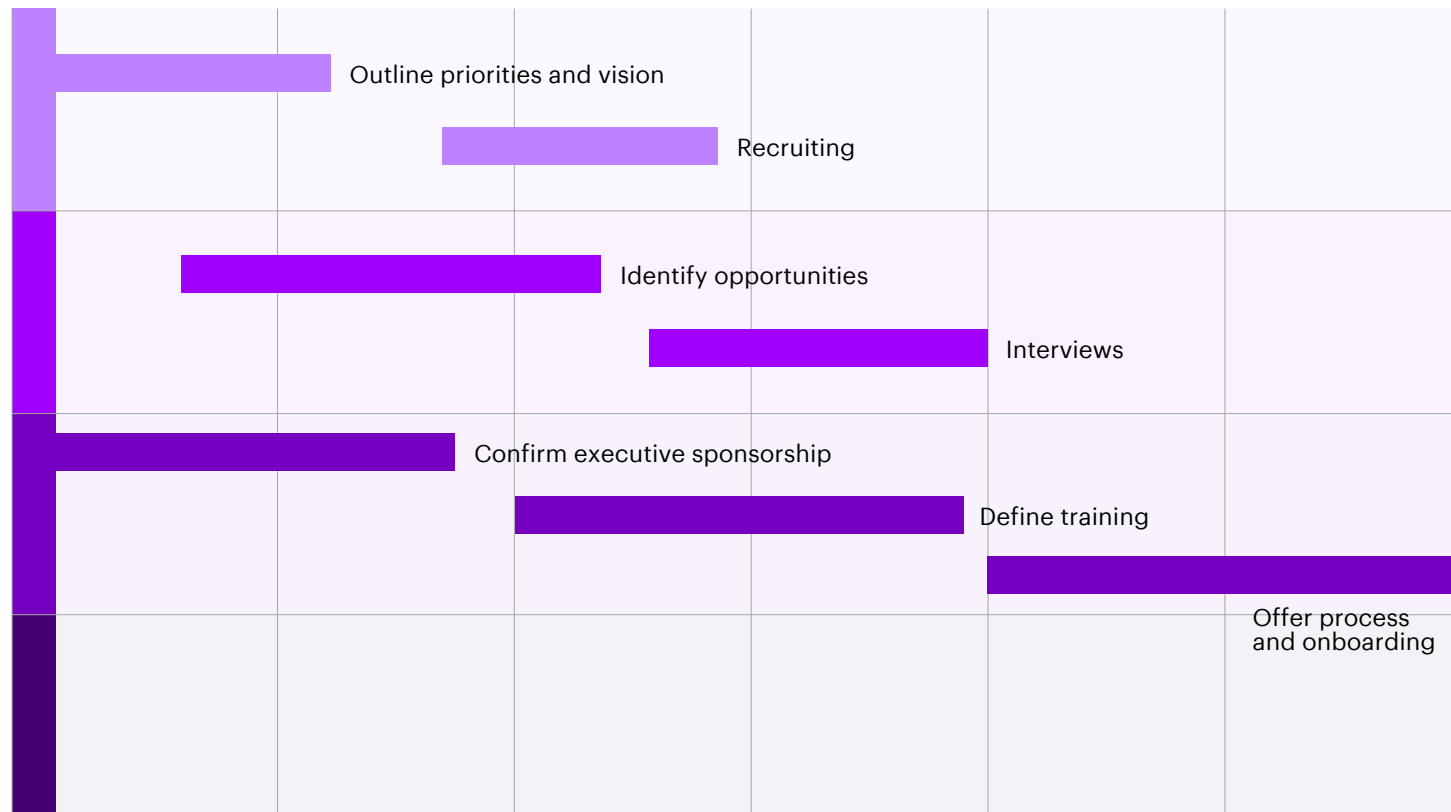
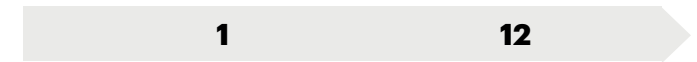
Apprenticeship Program Sample Timeline

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.

NUMBER OF MONTHS



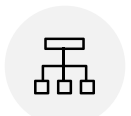
START APPRENTICESHIP



DEFINE VISION



IDENTIFY OPPORTUNITIES



DETERMINE AND EXECUTE MODEL



EVOLVE AND SCALE