

THE  
**GREATER  
WASHINGTON  
APPRENTICE  
NETWORK**

# Employer Briefing

October 4, 2022 | 2:00 PM - 3:00 PM

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**NORTHERN  
VIRGINIA  
CHAMBER  
FOUNDATION**

# Today's Agenda

- Welcome
- Overview & Brief History  
Monthly Employer Meetings – First Tuesdays of every month
- Featured Speakers:  
  
**Joanne E Fiore, JD** - VP Pipeline and Apprenticeships  
CGMA Americas  
  
**Erica Lloyd**, Director of College and Career Access  
LAYC Career Academy
- Networking Breakout Rooms
- Upcoming Events



# MISSION

- Help employers in the region explore and develop an apprentice-based model of recruitment and training.
- The Network brings together employers, academic institutions, public and private sectors to create alternative career pathways into digital economy jobs for traditionally underserved communities.
- Goal: Create 1,000 apprenticeships in the Greater Washington region by 2025

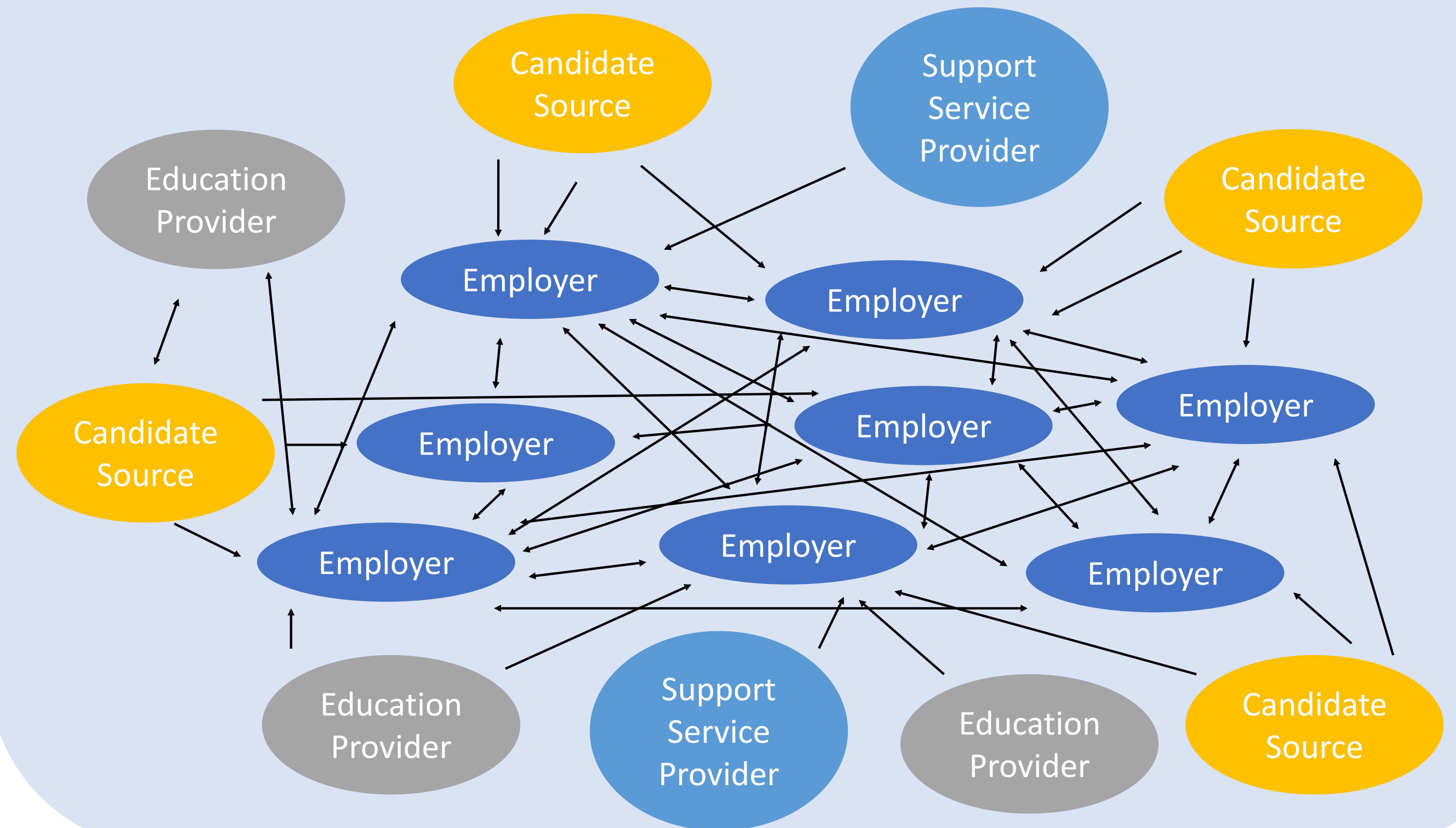




# Employer Centric Network

- Employers choose their candidate source(s)
- Employers choose their apprentice candidates
- Employers choose their education provider(s)
- Employers choose their support services provider(s) (if desired)
- Employers share best practices
- The Network provides the ecosystem, the infrastructure, and facilitates connections

## Greater Washington Apprenticeship Network: an employer centric apprenticeship ecosystem



# Industry Cohorts

- Banking
- Government Contracting

What other cohorts would you like to see?

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NETWORK

# Sustainability Partners

NORTHERN  
VIRGINIA  
CHAMBER  
FOUNDATION



FEDERAL CITY  
COUNCIL



THE  
GREATER  
WASHINGTON  
APPRENTICE  
NETWORK

# Founding Employers

accenture

AON

powered by  
aws

SHRM<sup>®</sup>  
BETTER WORKPLACES  
BETTER WORLD<sup>™</sup>

APPTÉON<sup>®</sup>  
Innovative Thinking, Powerful Results

  
Nestlé<sup>®</sup>

  
**NTConcepts**

# Today's Featured Speaker

**Joanne E Fiore, JD - VP Pipeline and Apprenticeships**  
CGMA Americas



**AICPA® & CIMA®**

Together as the Association of International  
Certified Professional Accountants



# AICPA's Registered Apprenticeship for Finance Business Partners

Joanne E Fiore, JD - VP Pipeline and Apprenticeships, CGMA Americas

October 2022

# Who We Are

## Association of International Certified Professional Accountants

- The Association **combines the strengths of the AICPA and CIMA.**
- The Association represents **700k members and students in 196 countries** in public and management accounting and advocates for the public interest and business sustainability on current and emerging issues.





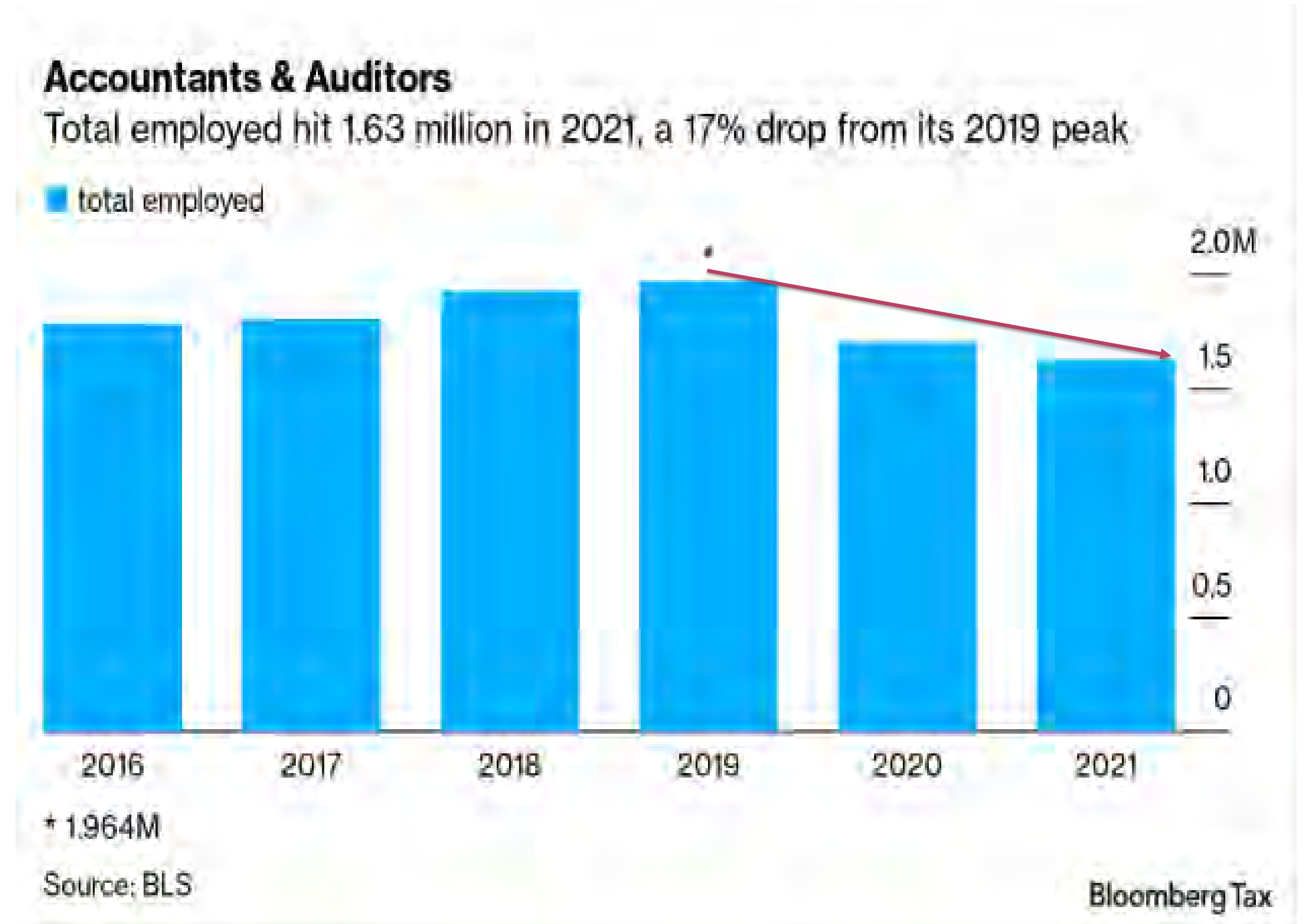
# Global Finance Leaders convene to Co-Create the Future of Finance



# Market forces and trends driving need for alternative pathways

## Strong headwinds from:

- Demographics: College enrollment down 600k
- Covid 19 & the Great Resignation
- Competition from Data science, IT and Finance in colleges
- Rise of ESG and DEI
- Increased demand for accounting talent from corporate employers
- Rising Demand – Randstad Report 228 entry level openings v. 125k degrees





# First US registered apprenticeship in the accounting and finance profession leading to the occupation: Finance Business Partner

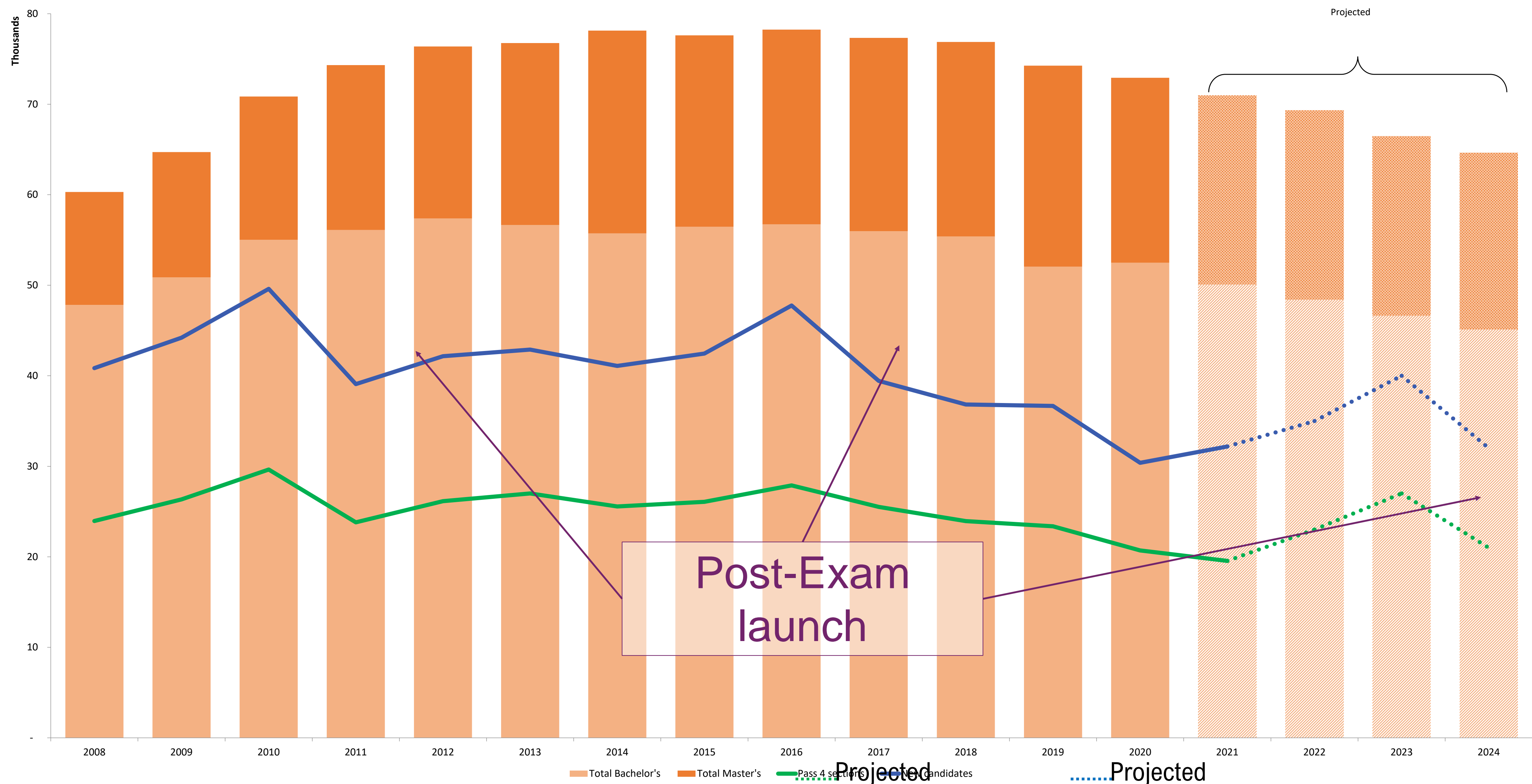
## Registered Apprenticeship for Finance Business Partners

The new CGMA® Finance Leadership Program (FLP)



- ✓ National standards
- ✓ Instruction using the Finance Leadership Program
- ✓ Leads to Finance Business Partner and CGMA
- ✓ Paid, on-the-job training
- ✓ Mentorship at the employer's site

# We are upskilling those who won't get their CPA

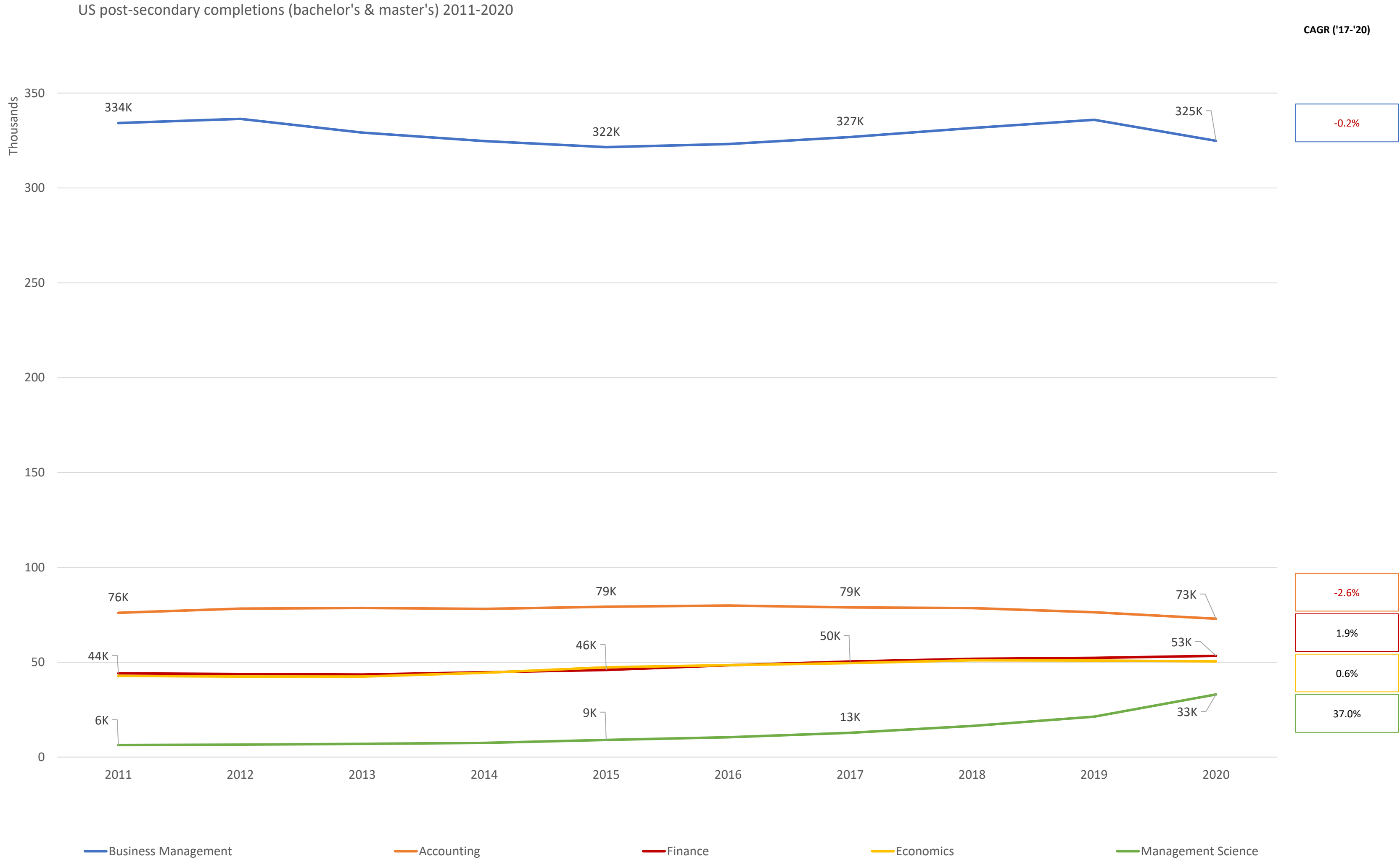




# Pool of candidates for the pilot includes A&F students broadly

## Insights

- The number of accounting graduates is declining since 2017 at a rate of 2.6%/yr.
- The number of business graduates is relatively stable
- The number of finance graduates is increasing almost 2% per year
- Management science (e.g. statistics, quantitative methods) is growing very rapidly since 2017
- For every accounting graduate in 2020 there are roughly:
  - 4.5 business graduates
  - 0.7 finance graduates
  - 0.7 economics graduates
  - 0.5 mgmt science graduates



# The Learning

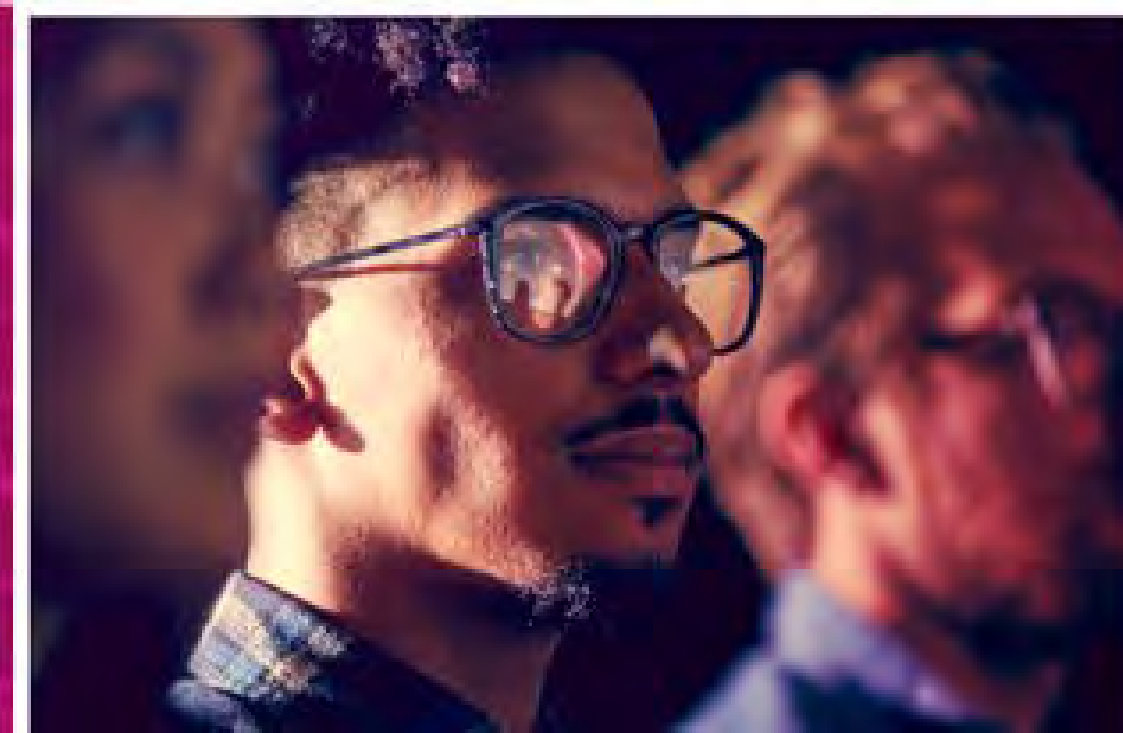










Together as the Association of International  
Certified Professional Accountants®

# CGMA Finance Leadership Program

Creating competent and confident  
finance leaders for the future of business



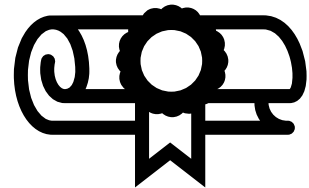
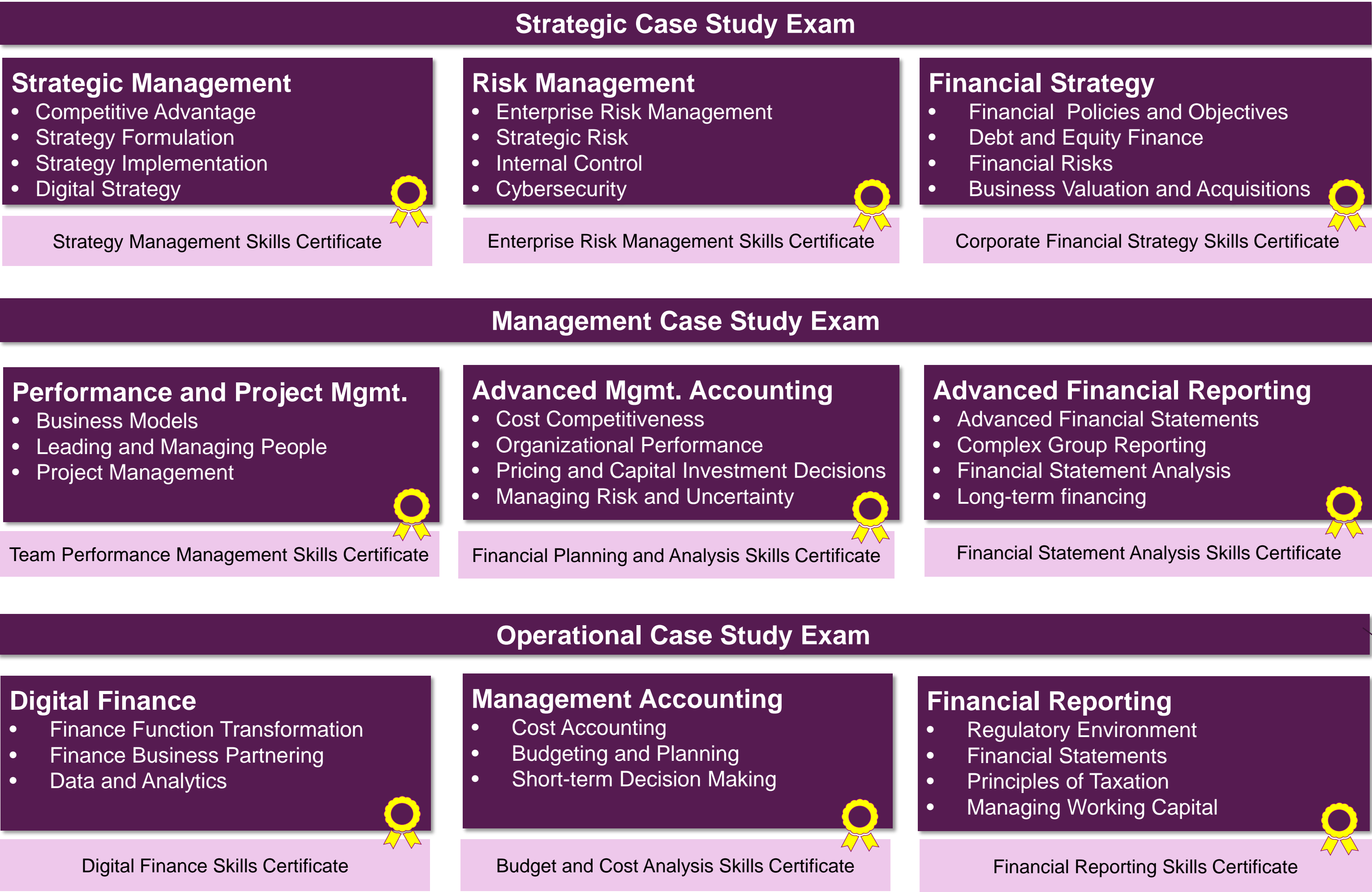
# What is the CGMA Finance Leadership Program?

- Guided, digital learning and assessment route.  Review course and all materials within platform
- Helps students grow into strategic business partners and earn CGMA designation  Skip topics with pre-assessments
- Builds finance competency across a broad set of skills  Technical, business, digital, people and leadership skills
- Focuses on real world application and knowledge integration in a digital world  Business simulation assignments
- Skills certificates for completing learning pillars  Impress employers
- Designed to give practical experience and entrepreneurial mindset  Ready for work!

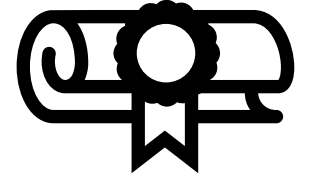




# What do participants learn?



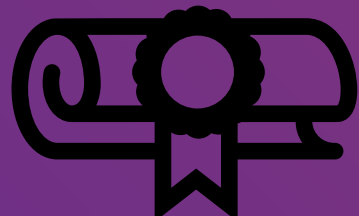
Diploma in  
Advanced  
Management  
Accounting



Diploma in  
Management  
Accounting



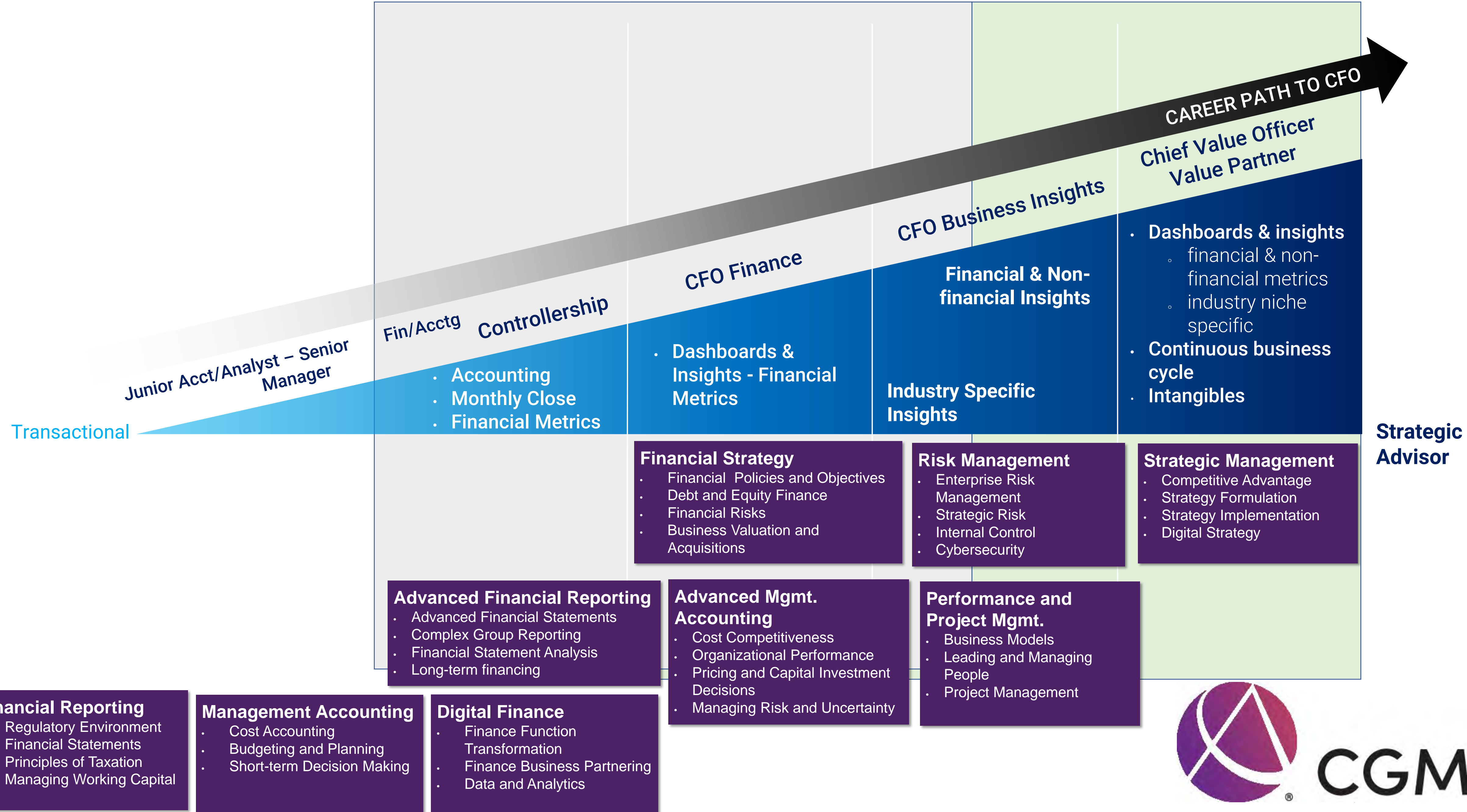
Certificates can be earned upon completing small groups of competency areas.



Diplomas are available to be earned at the Operational and Management Levels. To earn, learners must complete all the platform learning and pass the case study exam at that level.



# New Skills to meet the Future of Finance



# Pilot Details

2-year degree required by the time Finance Leadership Program completed

Enter at a new Foundational Level

Must either be tied to an apprenticeship or additional support provided as wrap-around services or pastoral care

Up to 1,000 apprentices; for up to 36 months

Criteria for success established



# Partnerships



# Learners supported through apprenticeship or eco-system

## On the job training



Employer provided; brings competencies to life

## Learning success support



University and Association provided; technical support to progress through the Finance Leadership Program (FLP)

## Wrap-around services

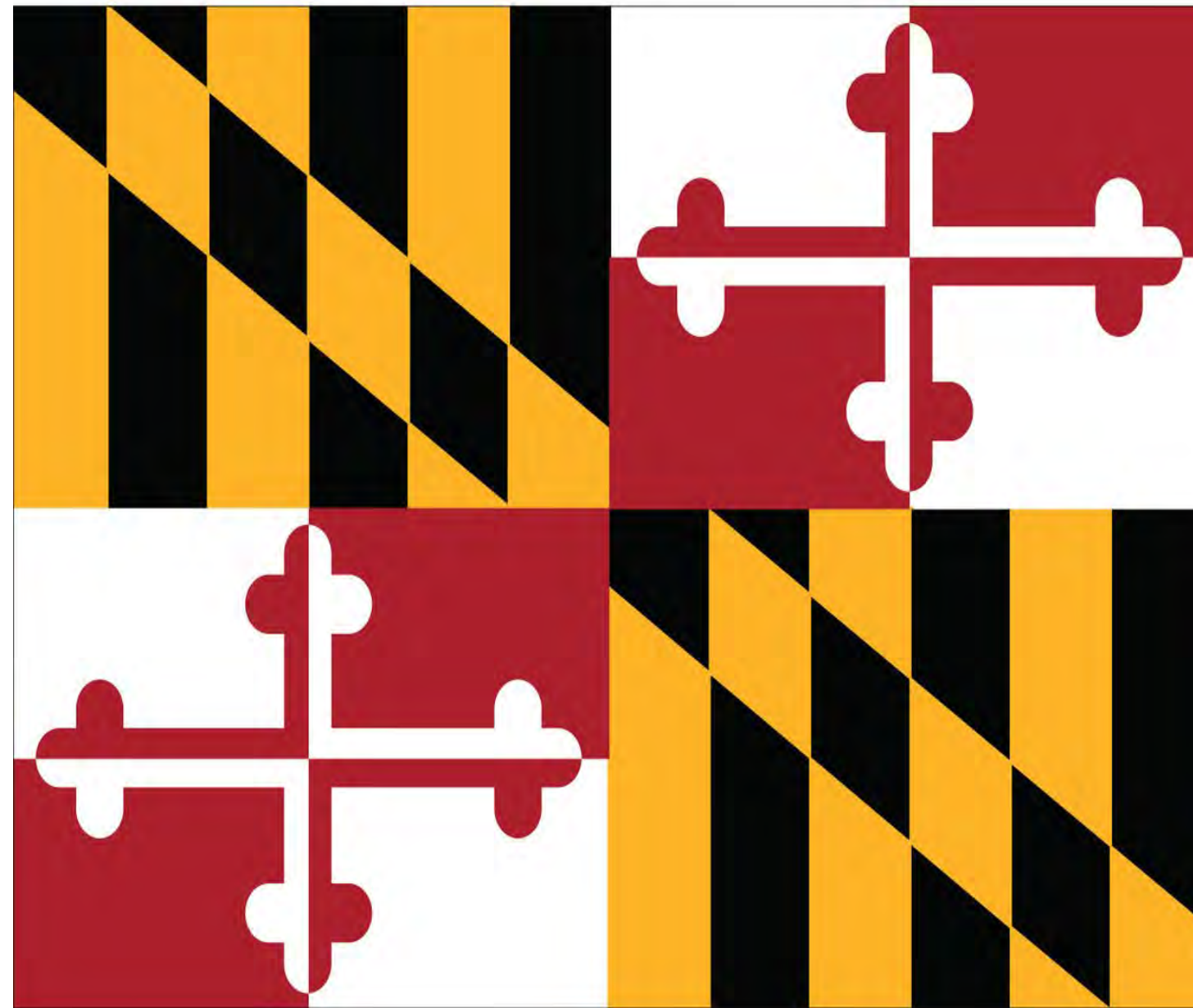


Provided by state societies, National Association of Black Accountants, etc., Jr Achievement, etc.; includes learn-to-learn and professional success support

# Maryland Strategy

## Why Maryland?

- Apprenticeship friendly
- Funding available
- Support available through Md DOL
- GWAN/Part of Network
- Established connections
- DEI opportunities
- Start with a win



Maryland has more than 12,000 registered apprentices - the highest participation rate in state history



# Maryland Strategy

- Register in Maryland
- Establish the eco-system
- Join GWAN
- Investigate funding
- Refine concierge service
- Solicit employers to hire apprentices



# Partnerships

- Other Intermediaries
- Associations
- Colleges and Universities



# Partnerships



- Identify students for apprenticeship
- Provide wrap-around services
- Partner on grant applications

- Articulation agreement that allows students to earn a college degree and the CGMA while working



**EXCELSIOR  
UNIVERSITY**



- Shared their experiences
- Invited us to networks in key cities, and now GWAN

# Questions?

# Thank you





# Today's Featured Speaker

**Erica Lloyd**, Director of College and Career Access  
LAYC Career Academy



LAYCCA





# LAYC CAREER ACADEMY

Internship Program Details





# Career Academy

## Overview

- DC Tuition-free program serving young adults
- 5 core programs:
  - Information Technology Certification
  - Medical Assistant Certification
  - College Bridge program
  - English language learning
  - GED







# IT Training

High-quality Programming

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**12 District Champions**  
and **2 National**  
**Champions** in Certiport's  
Microsoft Office Specialist  
competition

IT program taught by  
Abner Soto-Henry, IT  
professional and 2019 **DC**  
**PCSB Teacher of the Year**





# Comp-TIA A+ Certification



**CONFIGURE  
SOFTWARE**



**SET UP NETWORKS**



**REPAIR  
HARDWARE**



**ADDRESS SECURITY  
VULNERABILITIES**







# Career Academy Alumni work at...

- Amazon
- Oracle
- CareFirst
- Telesis
- InfoGroup





# DIVERSITY, EQUITY AND INCLUSION

100% of our current students are in  
underrepresented groups in tech:

17% Black females

34% Hispanic males

48% Black males







# Internship Information



- Help Desk/Tech Support roles
- 300 hours (2-4 months)
- Paid by the institution or through DC
- DC-based and/or public transport ac
- Ongoing support of Career Academy





QUESTIONS?





Erica Lloyd

Director of College and Career Access

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Let's  
connect!



# Upcoming Events

## **GWAN GovCon Cohort Reception**

October 12, 2022

4:00 pm – 5:30 pm

## **Capital Digital Talent: Research Launch**

October 13, 2022

8:30 am – 10:30 am

<https://novachamber.org/upcoming-events/>

# Breakout Rooms

## Discussion & Networking

### Starter Topics:

- Introduce yourself
- How can the Network help you?
- How can you help the Network?





# Monthly Employer Meetings

Recurring Monthly Meetings: 1st Tuesday of the Month 2:00 – 3:00 pm

Next Meeting:

**Tuesday, November 1, 2:00 - 3:00 pm**



# Thank you

## Questions?

Jennifer Williamson

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[www.GreaterWashingtonApprenticeNetwork.com](http://www.GreaterWashingtonApprenticeNetwork.com)

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