

THE
**GREATER
WASHINGTON
APPRENTICE
NETWORK**

Employer Briefing

July 7, 2022 | 2:00 PM - 3:00 PM

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**NORTHERN
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Today's Agenda

- Welcome
- Overview & Brief History
Monthly Employer Meetings – First Tuesdays of every month
- Featured Speaker:
Anupa Upadhyay, Managing Director, Accenture Strategy
- Networking Breakout Rooms
- Upcoming Events

MISSION

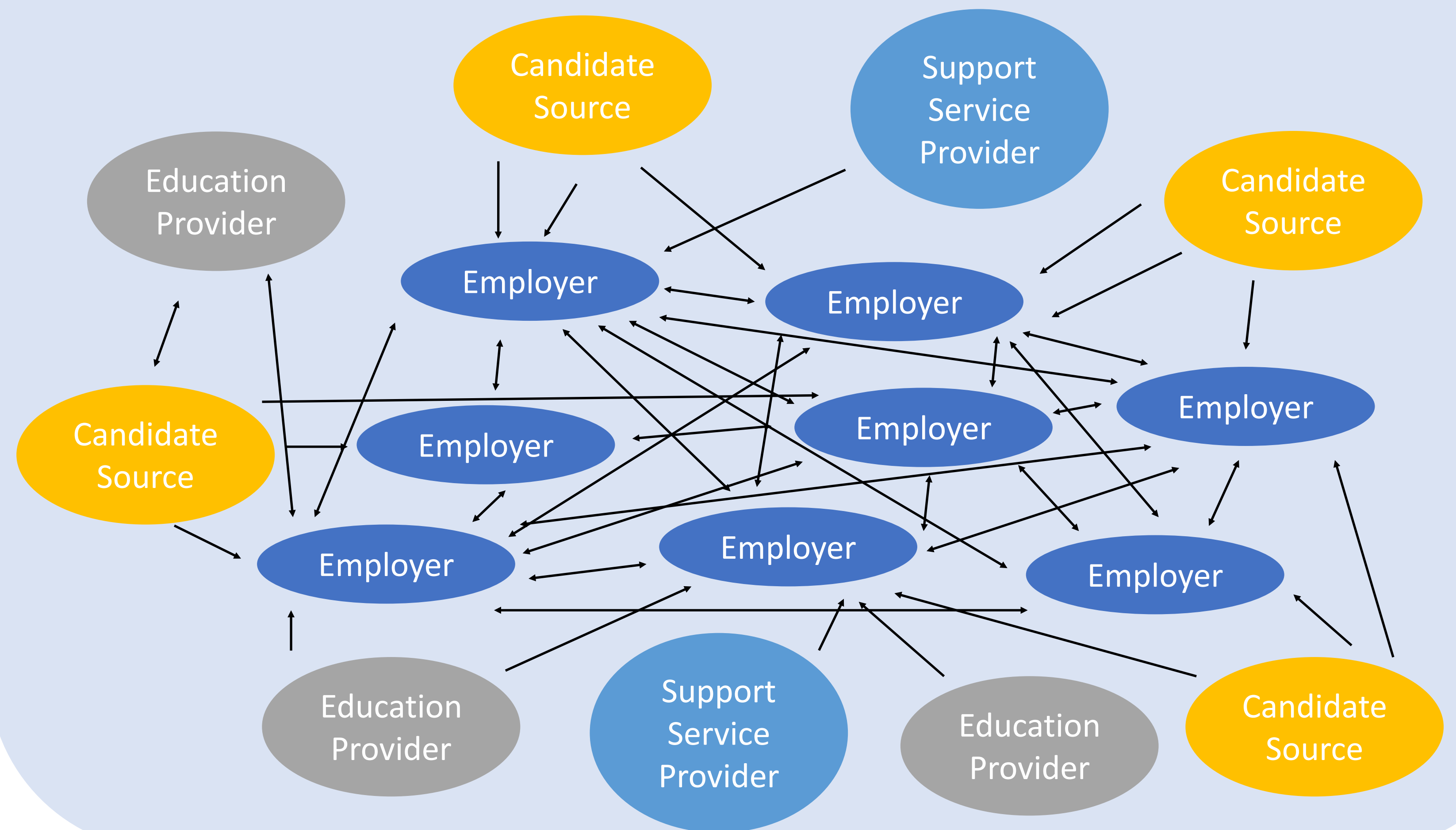
- Help employers in the region explore and develop an apprentice-based model of recruitment and training.
- The Network brings together employers, academic institutions, public and private sectors to create alternative career pathways into digital economy jobs for traditionally underserved communities.
- 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?

THE
GREATER
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NETWORK

Sustainability Partners

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FEDERAL CITY
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Today's Featured Speakers

Anupa Upadhyay, Managing Director, Accenture Strategy



Meet Anupa Upadhyay



Anupa Upadhyay

Managing Director, Accenture Strategy

**Greater Washington Apprentice Network
Executive Sponsor**

Washington, D.C.

anupa.upadhyay@accenture.com

Accenture **North America** **Apprenticeship Program**





APPRENTICESHIPS AT ACCENTURE

WHAT IS AN ACCENTURE APPRENTICESHIP?

A structured, “earn and learn” program that provides training and real-world experience at a global company that changes the way the world works and lives.

Accenture is a leading professional services company, providing a broad range of services and solutions in Strategy and Consulting, Interactive, Technology and Operations.

Our apprenticeships typically last 12 months and include formal learning, on-the-job training and coaching to help apprentices build their skills and advance their careers. Apprentices work 40 hours per week, on average. Through our multi-year youth apprenticeship program, apprentices work part-time, splitting time between work and high school.



WHY ARE APPRENTICESHIPS IMPORTANT?

Apprenticeships expand career opportunities for young adults and mid-career workers changing jobs or seeking new skills.

Across the United States, there is a growing divide between the skills job seekers have and the skills needed to fill open positions. Apprenticeships help close this gap by giving everyone a chance to develop in-demand skills and participate in the innovation economy.

WHAT ARE THE PROGRAM BENEFITS?

- | | |
|--|---|
| Training and skills development | Competitive compensation and benefits package |
| Coaching, mentorship and ongoing feedback | Meeting new people and building professional relationships |
| Opportunities to work in teams and collaborate | Working toward continued employment beyond the apprenticeship |

APPRENTICE SUCCESS STORIES



Danica Lohja, Chicago, IL

Danica came to Accenture's Apprenticeship Program through the Chicago community college system. Since graduating from the program, she has had continued success in our Corporate IT group through multiple promotions.



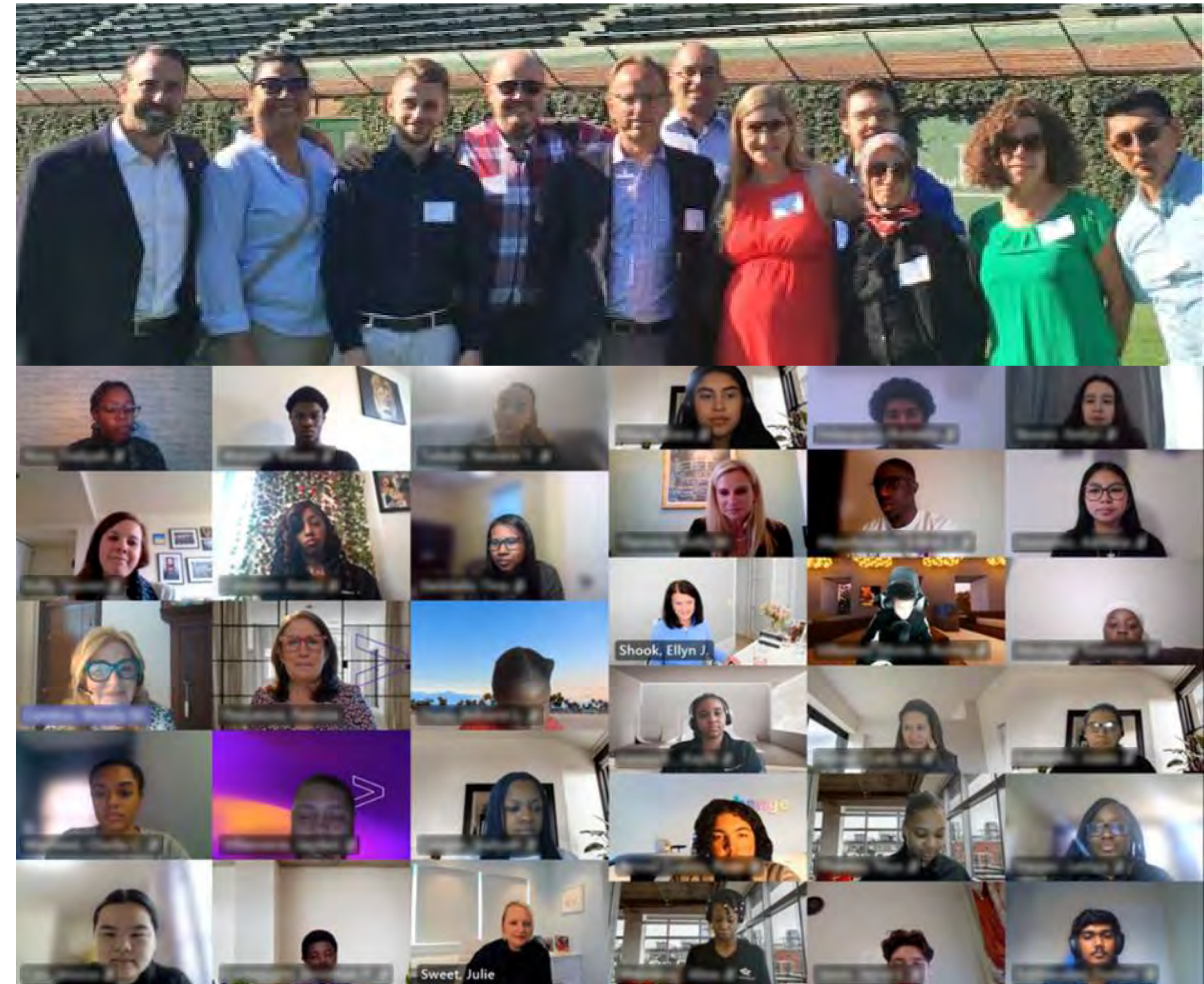
Eric Singleterry, San Antonio, TX

Eric was an Intelligence Analyst for the United States Air Force, where he was first exposed to coding. He joined Accenture's Apprenticeship Program after his military service to continue his learning. As a graduated apprentice, he is now a System Developer in our San Antonio office.



Carlos Shows, Detroit, MI

Originally a pipefitter, Carlos enrolled in a Grand Circus Coding Bootcamp through a local nonprofit initiative, before apprenticing with Accenture. He now works full-time at Accenture as a business integration senior analyst.



To learn more about Accenture's role in the national apprenticeship movement, please visit [accenture.com/apprenticeships](https://www.accenture.com/apprenticeships)



OUR IMPACT

ABOUT ACCENTURE

Serving 95 of the Fortune 100 and more than 70 percent of the Fortune 500, Accenture employs an innovation-led approach to help clients imagine and invent their future. The company has more than 50,000 people and operations in 42 cities in the United States.

Accenture has been recognized as a global business leader, responsible public company and good corporate citizen. Inclusion and diversity are fundamental to our culture and company values.



INNOVATION HUBS

Our Innovation Hubs across North America are state-of-the-art destinations where our clients work side-by-side with Accenture teams to rapidly ideate, prototype and scale innovative products and services for the digital economy. Apprentices may have an opportunity to work in one of our Innovation Hubs.



HOW WE HELP OUR CLIENTS

- Developed a mobile, real-time auto loans app that makes the car-buying experience more efficient.
- Supported a police department on becoming more agile and using artificial intelligence to prevent crime, protect the public and help people.
- Created the StudentLoans.gov site as a vital online portal for students and borrowers planning for college.

CORPORATE CITIZENSHIP

Our global corporate citizenship program, Skills to Succeed, has helped more than 2.8 million people gain the skills needed to get a job or build a business.

AWARDS & HONORS

Fortune's 100 Best Companies to work for

Ethisphere's World's Most Ethical Companies: 12 consecutive years

Diversity Inc's Top 50 Companies for Diversity

Fortune Global 500 company



FAQs

WHAT WILL I GET TO WORK ON?*

- You might spend your day:
- Supporting application design, coding and testing
 - Working on large-scale IT transformations
 - Tracking and analyzing data to inform and manage business processes
 - Helping manage cybersecurity risks
 - Supporting project management, training and communications
 - Providing high touch support to internal and external customers

WHICH ACCENTURE BUSINESSES HAVE APPRENTICESHIPS?

- Corporate IT
- Finance
- HR
- Interactive
- Marketing
- Operations
- Security
- Technology

WHAT CAREER OPPORTUNITIES CAN I APPRENTICE FOR?*

- Application Support
- Software Development
- Business Analysis
- Test Engineering
- Recruiting
- Financial Management
- Cyber Security
- Transaction Processing
- Customer Service
- Marketing & Communications

WHAT QUALITIES ARE YOU LOOKING FOR IN CANDIDATES?

- Team players with strong collaboration and communication skills
- High-achievers who are proactive and motivated to succeed
- Problem solvers who are adaptable and open to new challenges
- Continuous learners who are excited to get hands on experience

*Varies by apprentice role and office location. New positions are being added and explored.

ACCENTURE APPRENTICES BY THE NUMBERS

1200+

Apprentices have
joined Accenture
since 2016

575+

Apprentices joined
Accenture in just
FY21

20%

goal of entry level
hiring from the
Apprentice program in
fiscal year 2022

80%

Of Apprentices do
not have a 4-year
degree

35

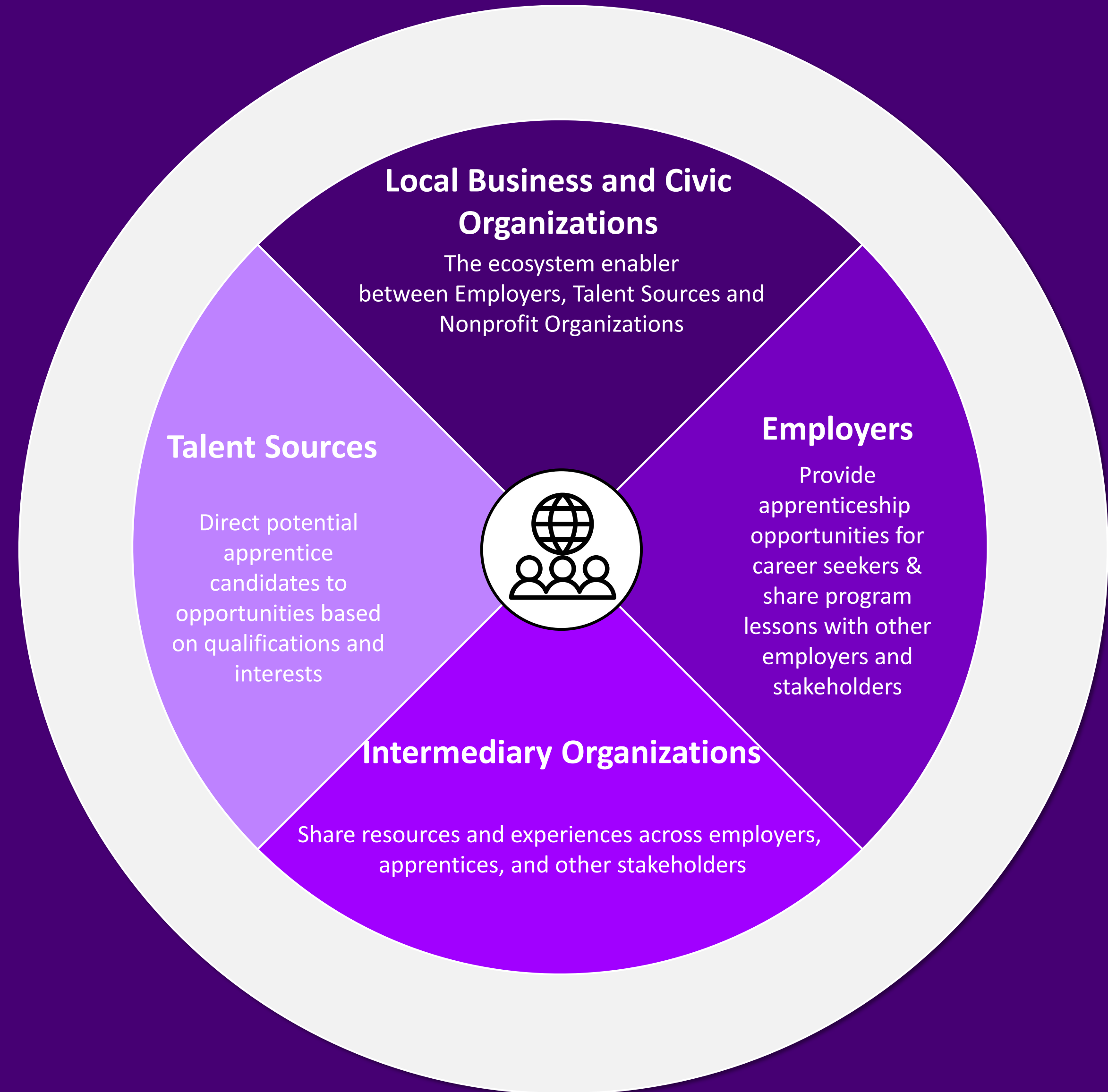
Cities across North
America with
Apprentices



Apprentice Networks

What is an Apprentice 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.



GREATER WASHINGTON APPRENTICE NETWORK



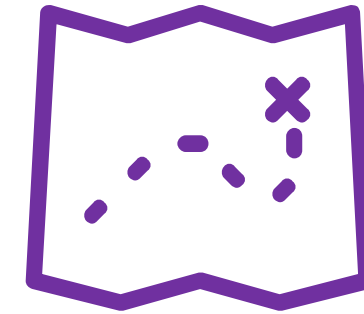
BENEFITS

- Connects employers to sustainability partners
- Builds awareness with employers about apprenticeships
- Provides employers with best practices



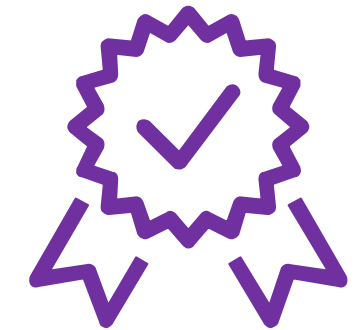
CRITERIA

- Create apprentice hiring pathway
- Create and host an apprenticeship program
- A minimum of one apprentice and continues to hire year over year



GOALS

- 1000 Apprentices by 2025
- Monthly Employer Briefings
- Establish industry cohorts – banking, government contracting etc.



HIGHLIGHTS

- National apprentice week celebration in November included Mayor Bowser proclamation
- 100+ Apprentices across current partner orgs

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, August 2, 2:00 - 3:00 pm



Thank you

Questions?

Jennifer Williamson

jwilliamson@novachamber.org

www.GreaterWashingtonApprenticeNetwork.com

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