

Summary of Initiative

As a leader in the effort to address both the skills and the training gaps in the insurance and financial services industry, Aon has launched its inaugural U.S. Apprenticeship Program, a two-year program in coordination with City Colleges of Chicago. Apprentices gain professional experience as paid, full-time colleagues while managers cultivate talent suited to Aon's roles and business objectives. Aon works with City Colleges to train and provide the skills the workers of the future need most, thus creating a viable job pathway for students.

The Need

In today's rapidly changing world and work environment, companies are struggling to match the skills they need with the people equipped with the right training. Recruiting, hiring and — often most difficult in entry-level positions — retaining employees with the right skills can be difficult. From the perspective of prospective workers, the cost of college creates either a barrier to entry to a career job or student loan debt that impairs a healthy financial future. Both of these issues have a negative impact on productivity and economic growth.

The Solution

The Aon Apprenticeship Program signifies the evolution of our talent strategy: We are connecting with a wider pool of prospective colleagues earlier in their careers and cultivating future talent through on-the-job training and development that is specific to Aon's roles and business objectives. The apprentices are able to gain valuable experiences in the areas of account management, client support, financial analysis, human resources and information technology. Ultimately, this program increases productivity and fills the need for a talent pipeline for roles that don't require a four-year bachelor's degree.

Partnerships and Enabling Public Policies

Through our partnerships with Harold Washington and Harper Colleges, Aon will hire 25 apprentices each year for the next four years. Harper College and Harold Washington College have worked with Aon to create a specialized curriculum for Aon apprentices to take classes on campus. Upon completion of the apprenticeship program, graduates will obtain an associate degree in business, an industry apprenticeship accreditation and a full-time position at Aon.

Outcomes/Benefits

The apprenticeship program provides unique attention and support to individual apprentices from both a professional development and an academic perspective. Aon expects this first group of apprentices to receive an associate degree in business at the end of the 24-month program.

Apprentices are full-time Aon employees who work downtown at the Aon Center or in Aon's Lincolnshire office in Illinois. In addition to comprehensive on-the-job training, work experience and mentorship, apprentices receive:

- ⦿ A competitive salary and full employee benefits;
- ⦿ Paid tuition at our partner schools;
- ⦿ Leadership exposure; and
- ⦿ A full-time job offer upon completion of the apprenticeship program.



Greg Case

Gregory C. Case
President and Chief Executive Officer
Aon

“Building a highly skilled and diverse workforce is important not only for the U.S. economy but also for the future of our industry. We’re investing in apprenticeships because they will help us harness untapped potential and create the future leaders for our sector.”