



# A Smart Way to Hire

Build Your Future Workforce with Our Apprenticeship Program

## The Council Apprenticeship Program Advantage

- **A Turn-Key Recruitment & Training Program for your firm.** Train and develop ready-to-hire talent to meet your needs.
- **A strong return.** Apprentices reach billable capacity 40% faster, generate positive revenue by year two, and convert to full-time roles at rates of 90% or more.
- **Diverse & future-ready workforce.** Apprenticeship attracts women, people of color, and career-changers who might otherwise never have considered a career in insurance.
- **Proven success.** Aon and Zurich have invested in Apprenticeships for 10+ years with outstanding results; high retention, faster productivity, and a steady talent pipeline.

## Apprenticeship vs. Internship

Apprenticeship is a two-year *earn while you learn* program.

APPRENTICESHIP	INTERNSHIP
Full-time paid employee	Often unpaid, short-term employees
Designed to meet member firm workforce needs and build long-term pipelines	Primarily designed for student experience or career exploration
High conversion rates to full-time, permanent roles	Less structured pathway to long-term employment

## The Apprenticeship Model

Apprenticeship combines virtual classroom learning, work-based training and mentorship, and degree + industry designation in one seamless pathway.

### SELECTION & DISCOVERY

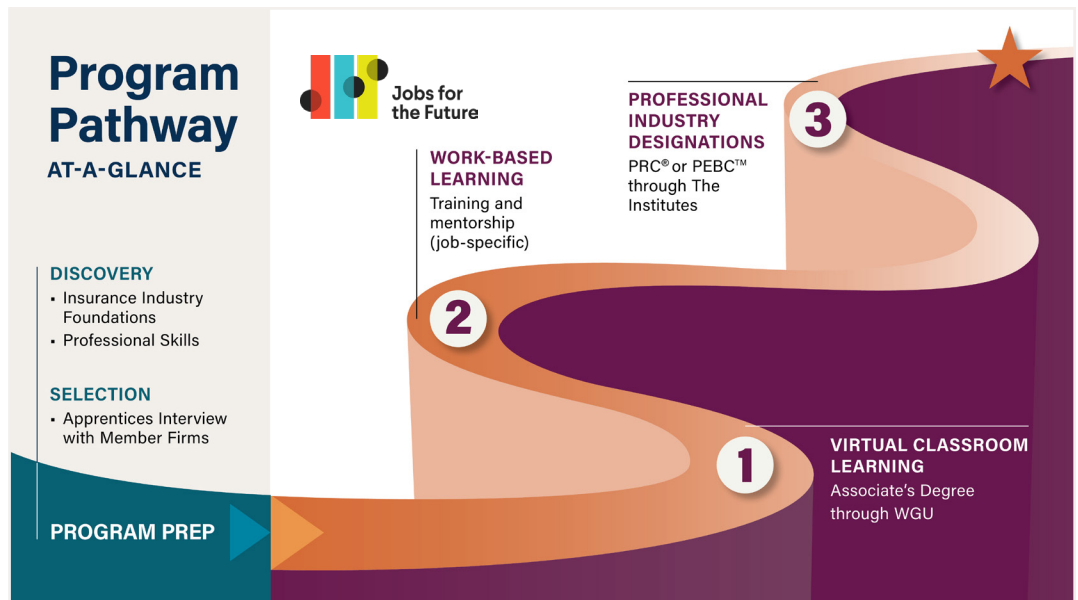
A short program that builds soft skills and industry foundations, preparing candidates for success in the apprenticeship program.

### APPRENTICESHIP PROGRAM

Apprentices work full-time while gaining job-specific training and mentorship, virtual classroom learning. (2 YEARS)

### DEGREES & DESIGNATIONS

Participants earn an **Associate of Applied Science in Business Administration** and either the **Professional Risk Consultant (PRC®)** or **Professional Employee Benefits Consultant (PEBC™)** designation.



## THREE EASY STEPS FOR EMPLOYER FIRMS

- 1 Interview and hire an apprentice.
- 2 Provide on-the-job training and mentorship based on industry-established competencies.
- 3 Allow the apprentice to attend live, virtual classroom hours as part of the educational program requirement.

## PROGRAM BENEFITS

- Access to a nationally registered apprenticeship program with standards, curriculum, and on-the-job training in place.
- A pipeline of pre-screened, motivated talent trained through virtual classroom learning.
- Ongoing technical assistance from **Jobs for the Future (JFF)** and partners. We support you every step of the way.
- A cost-effective model designed to meet your firm's talent and growth priorities.