



# Jumpstart Your Education and Career

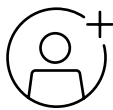
The Aon US Apprenticeship Program

[aoncampus.com](https://aoncampus.com)

**Aon**

# The Aon Apprenticeship Program at a Glance

The Aon Apprenticeship Program combines education and work experience in parallel. Unlike internships, this program is a holistic two-year, full-time job and educational endeavor. It will support your career goals and Aon's own talent cohort, all while building a network of individuals, non-profit partners and collaborative corporate firms. As an Aon Apprentice, you'll receive paid tuition, books and fees for your two-year Associate's Degree and start your career at the same time to develop vital workplace skills and earn a competitive salary while you learn.



## LEARN

Learn on the job and pursue an Associate's Degree with an Aon-partnered school.

Spend an estimated 40 hours per week combined in the office and in the classroom with a Monday through Friday schedule. You're paid for the full 40 hours, including your work in the office and your time in the classroom.

### Example weekly schedule:

Monday, Tuesday, Wednesday  
- 8:30 AM – 3:00 PM Work at Aon  
- 3:30 PM – 7:00 PM Attend classes

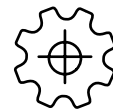
Thursday & Friday  
- 9:00 AM – 11:30 AM Attend classes  
- 12:00 PM – 2:00 PM Work at Aon



## EARN

On top of paid tuition, books and fees, Aon Apprentices earn a competitive salary and full Aon employee benefits.

As a Department of Labor-certified apprenticeship program, Aon works closely with local community colleges to build a curriculum that allows Apprentices to complete their studies and apply their knowledge through their real-world experience.



## DEVELOP

Develop and expand your professional network by working with colleagues from around the city, nation and world. The local community network of employers and non-profit partners also fosters a system of support outside of the workplace.



Watch this [video](#) to see what a day in the life of an Aon Apprentice looks like.

## Background

Launched in the U.S. in 2017 with a modest 26 student class, the Aon Apprenticeship Program has built a network of employers, non-profit partners and community colleges to create more than 1,000 Apprenticeship positions in the Chicagoland area alone. In 2021, the program is expanding to six metropolitan areas, each developing their own respective networks.

# The “Earn While You Learn” Model & Educational Involvement

Aon works with local community colleges and non-profit partners to build a comprehensive educational curriculum that works in tandem with the work expectations and tasks associated with Apprenticeship positions. This means admitted Apprentices receive holistic educational and professional training, both in and out of the classroom while honing the skills that you’ll carry throughout your career.

## Program Structure

- Two-year program that balances on-the-job training at Aon with in-school classroom learning at an accredited partner college.
- Apprentices dedicate a combined 40 hours per week working at Aon and attending classes to complete their Associate’s Degree with a concentration in business – Aon covers tuition, fees and books.
- Apprentices must maintain good academic standing while completing their studies (e.g. must maintain a C or better in classes).
- As an Apprentice, you will have a designated ‘Career Navigator’ provided by an external partner organization throughout the two-year program. Your Career Navigator will work with you to ensure you have the necessary support to balance work, school and life, while also providing both personal and professional development for the duration of the program.

## Apprentice Application Requirements

- High school diploma or equivalent — contingent that a candidate is accepted and deemed college-ready by a city partner college by the start of the Apprenticeship Program.
- Minimum age of 18 by the start of the program.
- Intermediate computer skills — we offer in-program training, so no need to be an expert upon applying.
- Openness to learning, training and comprehensive development.
- Strong verbal and written communication skills, with the ability and know-how to communicate via email and by phone.
- Time management skills, prioritizing tasks throughout the day all while paying close attention to details.

Look for jobs online at **Aon Early Careers**

## What to Expect During the Application Process

The application process begins in the spring with the submission of your application. Upon submitting your original application, you will be asked to complete a short work styles assessment. If you progress, you will be asked for a 20-minute on-demand video interview and then a final-round interview with Apprentice managers and various local Aon colleagues.

Those who are accepted into the program must provide proof of school enrollment with one of Aon’s partner community colleges. Once Aon offers have been made, the last steps will be to take a college readiness exam (*if not already completed*) and begin onboarding at Aon in anticipation of an August start date and orientation into the program.

### From Clicking “Apply” to Starting as an Apprentice







# Apprenticeship Opportunities & Roles

No matter where your educational interests lie, the Aon Apprenticeship Program offers positions within various solutions and business lines that can align with your career and academic pursuits.

## Aon Apprenticeship Job Profiles Include:

### **Business Support Analyst**

Support colleagues through:

- Creating and updating reports to assist colleagues with their clients;
- Helping to manage projects; and
- Streamlining communications between team members.

### **Data Analyst**

Support Aon's HR, Finance, Law & Compliance and Analytics business groups through:

- Managing data entry;
- Preparing reports;
- Learning the basics of data analysis; and
- Ensuring process and procedure materials are up to date.

### **Project Management Analyst**

Support project managers through:

- Drafting project plans;
- Updating project plan tracking including risks and issues; and
- Providing data analysis on internal and external projects.

### **Information Technology Business Analyst**

Support Aon's technology platforms and tools through:

- Reporting on service and task metrics;
- Performing essential administrative functions;
- Performing tests; and
- Applying patches and conducting other maintenance activities.

### **Customer Service Agent**

Support Aon clients through:

- Answering questions about coverage or their accounts via phone, email, or chat inquiries; and
- Making proactive outbound calls to respond to inquiries or share proactive information with Aon clients.



# Why Aon? Why Become an Apprentice? Why Is Now the Time?

At Aon, we believe that your success is also the success of your community along with both your personal and professional networks. This is why Aon strives to provide an enriching program that will nurture your career, all while also supporting the community partners who contribute to the Apprenticeship Program in various ways.

The Aon Apprenticeship Program will prepare you with the training, skills and confidence that will carry you into a resilient future with Aon. With an extensive, unparalleled program, we'll refine your professional skills, create a highly-skilled network, and provide a framework and path for your aspiring career.

➤ **An Aon Apprentice is... strategic, resilient, confident, intellectually curious, bold and creative.**

## Why the Aon Apprenticeship Program?

One key differentiator between Aon and our competitors is our people. At Aon, our commitment starts with mutual respect. It is the responsibility of all our colleagues to act with integrity, trust one another and encourage others to share their unique perspectives. To accomplish this, we believe that no individual person or piece of Aon is stronger than the whole, and every colleague deserves to feel accepted for who they are and valued for the insights they bring. How we do things is just as important as what we do. We provide each of our Apprentices:

- A competitive salary
- Full employee benefits
- Comprehensive on-the-job training
- Paid tuition at our partner schools to pursue a degree
- Corporate and non-profit organization networking
- Mentorship
- Professional exposure to Aon leadership

## Why Is Now the Time to Consider?

At Aon, we view the Apprenticeship Program as another pathway into corporate roles within our firm, and a lasting career. We approach every engagement with Early Careers' talent as an opportunity to shape the future leadership of our firm.

Pursue your Associate's Degree with an accompanying full-time job and receive your diploma with the start of an impactful career!

## Connect With Us

✉ apprenticeship@aon.com

🐦 @Aon\_plc    📷 @AonEarlyCareers

Learn more about the Aon US Apprenticeship Program at:  
[aon.com/careers/us/apprenticeships.html](https://aon.com/careers/us/apprenticeships.html)

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## About Aon

Aon plc (NYSE:AON) is a leading global professional services firm providing a broad range of risk, retirement and health solutions. Our 50,000 colleagues in 120 countries empower results for clients by using proprietary data and analytics to deliver insights that reduce volatility and improve performance.

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