

Apprenticeship Program

Aon and One Million Degrees

One Million Degrees (OMD) is a Chicago non-profit dedicated to supporting and empowering highly motivated community college students to succeed in school, in work, and in life. Since 2006, OMD has served thousands of high-potential students in a robust program model that includes personalized support and coaching, professional development, academic support, and financial assistance.

OMD Scholars graduate at more than double the state average and 70% of our alumni go on to pursue their Bachelor's Degrees or higher after completing community college.

They are talented, driven, diverse, and determined to excel.

OMD has partnered with Aon to provide crucial supports for their inaugural apprenticeship program, launched in January 2017.

Darah Landwehr, Aon's Apprenticeship Project Manager, remarked that OMD brought in a "valuable viewpoint" that helped Aon better understand and respond to the needs of both the colleges and the apprentices. **"[OMD] has been an incredibly valuable piece in our apprentice program. Our OMD Coordinator**



provides resources and perspective that have made the program successful."

All apprentices receive one-on-one support from an OMD Program Coordinator, **supporting a 96% retention rate in the first nine months of the program.** Landwehr believes that their inaugural apprenticeship has been successful in large part due to OMD's "different perspective – a focus on the full apprentice, not just their work life.

OMD brings in prior experience with community college students and the support they need and, as such, has been a great partner to help us coach the apprentices and ensure success for our program."

Both OMD and Aon are excited to see what the apprenticeship program can grow to become. They are doubling the program in 2018, employing a total of more than 50 students.

"One Million Degrees' deep expertise working with low-income, minority, first generation community college students has translated exceptionally well to the critical role they have played in Aon's innovative new apprenticeship program."

Bridget Gainer

Cook County Commissioner, 10th District
Director of Government Affairs,
Aon Corporation



OMD by the numbers



686 OMD Scholars served in 2016-2017



53% of OMD Scholars are the first in their families to attend college



65% of OMD Scholars graduate



79% of OMD Alumni are employed, continuing their education, or both

OMD College Partners

Harold Washington College
 Wilbur Wright College
 Truman College
 Richard J. Daley College
 Malcolm X College
 Olive-Harvey College
 Kennedy-King College
 Harper College
 College of Lake County
 Prairie State College
 South Suburban College

Partnering to support and advance apprentices



Aon Apprentices

- 26 apprentices
- Full-time employees with benefits; working 30 hours/week
- 10+ credit hours at partner college per semester
- Full tuition paid
- Commitment to two years in the apprenticeship model
- Roles in IT, insurance, human resources
- Engaged and supported managers
- Cohort model at work and in class
- Dedicated team of program managers guiding implementation

OMD

- OMD Program Coordinator dedicated 2-3 days/week onsite to Aon apprentices
- Weekly check-ins with all apprentices
- One-on-one support in building relationships with managers and professors, goal setting, time management, giving and receiving feedback, and working in teams
- Monthly professional development workshops drawing on OMD curriculum and Aon University
- Weekly check-ins with Aon leadership to jointly identify and address challenges and plan for implementation
- Periodic check-ins with college leadership to coordinate supports and implementation

College Partners

- Courses aligned to industry needs
- Block scheduling to accommodate work schedules
- Engaged and supportive faculty
- Academic supports and professional development
- Smaller learning community with apprentices attending classes together



For more information about these opportunities and to learn more about One Million Degrees' work with employers, please email OMDWORKS@ONEMILLIONDEGREES.ORG

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