



## YEAR 1

### APPRENTICESHIP

- 10-month, full-time work-based learning
- 200 hours of personal-success skills training
- 1-on-1 support and coaching
- Peer-to-peer support from fellow Allies

### Allies Receive:

- Stipend
- Health Insurance
- Childcare Assistance

## MID-YEAR: ALLIES CHOOSE A PATH



Continued Service



Career



Education

## CAREER PATHWAY

### NETWORK BUILDING



- Sponsored career fairs
- Sponsored networking opportunities

### PROFESSIONAL SKILL BUILDING



- Resume reviews
- Mock interviews
- Job search planning
- Social media reviews

### CAREER PLANNING



- Individual development plan
- Coaching
- Mentor matching

## YEAR 1 ENDS

### APPRENTICESHIP GRADUATION

Ally begins a new job

## YEAR 2

### ONGOING CAREER DEVELOPMENT SUPPORTS

- Monthly individual development coaching
- Monthly mentor engagement
- Peer support: quarterly cohort events
- National connection to professional affinity groups
- Referrals to middle management and executive candidate searches
- Access to Accenture's web-based career readiness workshops