



Boost Your Education and Career

The Aon U.S. Apprenticeship Program

Better Decisions Begin with You



Aon is in the Business of Better Decisions

Our world has become more volatile - economically, socially, and geopolitically - than ever before. In an interconnected and interdependent world, organizations and individuals are under constant pressure to make complex business decisions, sometimes without all the necessary facts -- and almost always at speed.

At Aon, we help our clients shape business decisions for the better. We believe that the businesses thrive when the communities they serve and the people they employ also flourish.

We partner with our clients, providing them with the advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their businesses.

120

countries & sovereignties
where Aon operates

50K+

Aon colleagues around
the world

The Aon Apprenticeship Program at a Glance

If you're seeking a real-world alternative to a standard four-year college or university curriculum, or simply a change of career path, an apprenticeship with Aon offers the opportunity to earn while you learn and gain practical, hands-on experience while working towards industry-recognized qualifications.

Unlike internships, this program combines your educational endeavors with full-time employment. Our apprentices receive paid tuition, books and fees for a two-year Associate Degree, and authentic workplace experiences to develop your skills and earn a competitive salary while you learn.

The Aon Apprenticeship Program Story

Launched in the United States in 2017 with a modest cohort of 26 apprentices, 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.

Since 2021, the program has grown to nine metro areas, each developing their own respective networks, and has welcomed almost 300 apprentices.



Learn While You Earn

Learn on-the-job and pursue an Associate Degree with an Aon-partnered college. Aon pays for your tuition, books and fees!

As a certified Apprenticeship Program with the US Department of Labor, we work closely with local community colleges to build curricula that allow apprentices to complete their studies and apply their knowledge through real-world experiences. You'll dedicate approximately 40 hours per week to a combination of office and classroom time from Monday through Friday. And you're a full-time employee, paid for the full 40 hours -- that's both time in the office and time attending classes!



Apprentices are involved in meaningful work from day one. By learning on-the-job with a supportive team to provide guidance, you will quickly gain valuable business knowledge. We see apprentices as the future of Aon and prepare you for success with fully-integrated training programs as well.

You'll also earn a starting salary of \$42K-\$46K, depending on location, and receive full Aon employee benefits, including:

- Incremental salary increases throughout the program, if meeting requirements
- Health insurance, including spousal and family
- Life insurance
- Paid time off, including vacation, company holidays and sick time
- Other workplace perks, benefits and programs

“ The Aon Apprenticeship Program made my American Dream come true! After immigrating to the US from Poland a few years ago, I attempted to begin my career in HR with no luck. Aon gave me a chance, and now I am growing as an HR professional. The program helped me to gain awareness of our communities' needs, and now I have an opportunity to support them through our work.

Joanna, Apprentice
People Organization in Chicago

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 in the office and attending classes selected by Aon to complete their Associate 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 their courses).
- As an apprentice, you will have a designated Career Navigator provided by an external partner organization throughout the two-year program. They will work closely 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.



Apprenticeship Application Requirements

- High school diploma or equivalent and deemed college-ready by a partner community college
- Minimum age of 18 at the start of onboarding activities
- Eagerness to learn and develop yourself through training, on-the-job experiences and classroom learning
- Strong verbal and written communication skills with the ability to effectively communicate via email and phone
- Effective time management skills with the ability to prioritize tasks and complete them with a high level of accuracy and attention to detail
- A commitment to teamwork and collaboration while taking a customer-focused approach to work
- Intermediate knowledge of Microsoft Office (Word, Excel, Outlook, and PowerPoint)



What to Expect Throughout the Application Process

The application process opens in November and closes in March





Your On-the-Job Experience

Whatever your previous skills or experiences, the Aon Apprenticeship Program offers positions across business areas with exciting opportunities to jumpstart your career!

Your job responsibilities may include:

- Creating and updating reports to assist colleagues with their clients
- Assisting in client meeting preparation by scheduling meetings, creating presentations and conducting research
- Helping to manage projects by drafting and updating project plans including identifying risks and issues
- Streamlining communications between team members
- Managing data entry and learning the basics of data analysis
- Ensuring process and procedure materials are updated

“ Aon’s investment in Apprentices is, in my mind, indicative of the company’s visionary approach and a good example of how Aon is always seeking opportunities for growth. Those involved in the program benefit, of course, but it also serves the community and the wider business because each Aon apprentice delivers a return on that investment by bringing fresh ideas and different points of view.

Damon, Apprenticeship Graduate
Environmental Broking in Houston

Skills You'll Gain

Some of the most valued aspects of the program that apprenticeship graduates mention include business skills, such as:

- Risk management and insurance fundamentals
- Microsoft Office experience in the real-world, such as Excel, PowerPoint, Word and Outlook
- Basic data analysis
- Project management
- Time management
- Networking

“ I went from mopping floors, cleaning bathrooms, and wiping tables to assisting clients in achieving their investment goals. Nothing inherently good or bad with either role, but the latter aligned more with my career goals and aspirations. All it took was completing the application process and waiting to hear back from the team at Aon.

Axel, Apprentice
Investment Consulting in Chicago





Current Locations

We currently hire apprentices at the following locations:

- Bloomington, MN
- Chicago, IL
- Fort Washington, PA
- Houston, TX
- Lincolnshire, IL
- New York, NY
- Philadelphia, PA
- San Francisco, CA
- Washington, DC

Our partnerships with community colleges grow each year as we continue to expand the program and we look forward to future opportunities across the U.S.

Why Become an Aon Apprentice?

One key differentiator between Aon and our competitors is our people. We invest in our colleagues through mentorship, networking and career development opportunities. This enables you to deliver high-impact work and collaborate and support each other while growing your career and realizing your full potential.

We believe our people are the heart of our firm. We know that an inclusive culture drives diversity, which makes us a better, stronger company. We value the diversity of ideas, experiences and perspectives that come with having colleagues from different cultures, nations, genders, age, sexual orientations and physical abilities. We believe that no individual person or piece of Aon is stronger than the whole. Every colleague deserves to feel valued for the insights they bring, comfortable being their authentic self, and accepted for who they are.



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



About Aon

Aon plc (NYSE: AON) exists to shape decisions for the better — to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries and sovereignties with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

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Early Careers at Aon | US Apprenticeships

