

Creating IT career opportunities

Anthem recently launched an innovative employment solution in Georgia designed to provide career opportunities in Information Technology (IT) with Anthem for youth aging out of the Georgia Families 360° foster care program. The young adults also receive a number of social, educational, and financial supports to help them successfully transition to adulthood with greater stability, well-being, and additional life opportunities.

The Anthem Apprenticeship Initiative addresses many of the main goals of the Federal Workforce Innovation Opportunity Act of 2014 (WIOA): to align business, training, and educational resources to provide disconnected youth access to employment opportunities.

Because the Apprenticeship Initiative is designated as a Registered Apprenticeship, WIOA makes various funding streams available to Anthem's partner organizations that helps decrease costs for training, support services, and apprentice wages.

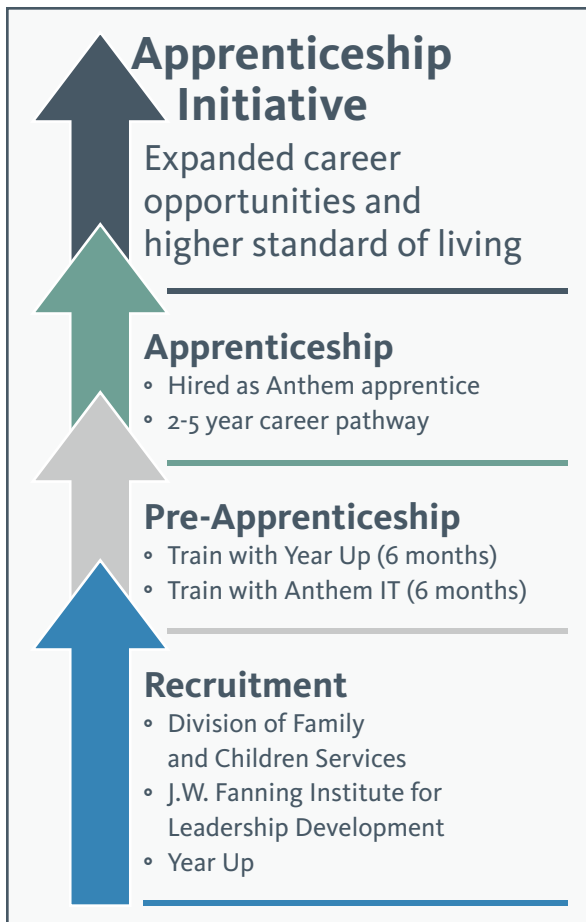
Cohort Timeline

○ **September 10, 2018:**

The pilot cohort of seven young adults began a year-long pre-apprenticeship in preparation for the Registered Apprenticeship, a two-five year program with Anthem IT.

○ **March and September 2019:**

The second and third cohorts are scheduled to start with upwards of 5-10 participants per cohort.



Key partnerships

Numerous public and private organizations are providing their expertise, resources, and commitment to ensure the Apprenticeship Initiative successfully prepares each participant to grow in skills, knowledge, and confidence.

Year Up

A national, non-profit organization that provides hands-on training, support, and experience for disadvantaged youth to develop a host of professional skills and connect them to internships and higher education.

J.W. Fanning Institute for Leadership Development through the University of Georgia

Leveraging their existing partnerships, The Fanning Institute provides key supports for participants. They will also provide critical orientations, periodic reviews, and overall program evaluations for the Apprenticeship Initiative to Anthem.

Multi-Agency Alliance for Children (MAAC)

Makes key supportive services available to participants and removes potential barriers to success. Services include a unique Skills Plan, as well as coordination of services such as: transportation assistance, child care, and housing assistance.

Participants learn and earn from day one

In addition to the valuable skills and experience participants gain, the entire Apprenticeship Initiative is a paid experience.

- From the start of their 12-month pre-apprenticeship, participants earn a monthly stipend through Year Up, which is funded through business partners and WIOA/WorkSource boards.
- The average salary for Year Up program graduates in Greater Atlanta is \$34,000. WIOA training reimbursement funds 50% of participants' salaries during their first 90 days of apprenticeship with Anthem due to Registered Apprenticeship status. As participants progress through their 2-5 year program, their salaries increase as their knowledge and productivity increases.

The National Foster Youth Institute reports that for youth who age out of foster care:

20% of young adults become instantly homeless

50% youth will have some form of gainful employment by the age of 24

Less than 3% of youth earn a college degree at any point in their life

24% of young adults still suffer from the direct effects of PTSD



Registered Apprenticeships: the gold standard

For a program to be deemed a Registered Apprenticeship, it must meet specific criteria established by the National Apprenticeship Act that protects the apprentice's welfare.

- A Registered Apprenticeship includes a written on-the-job learning plan designed to help low skill-entry participants become fully competent and demonstrate mastery of all aspects of a job.
- Qualified mentors ensure transfer of skills, and apprentices receive incremental wage increases over the 2 – 5 year apprenticeship as learning and productivity increase. Job related college coursework enable participants to earn credits toward a future degree.
- Participants will receive rotational IT experience in a variety of technical career paths. They will apply their technology skills to solve complex business requirements and work closely with peers and senior managers while participating in complementary training and “boot camps.”
- Upon completion of the program, participants will receive a “Completion of Registered Apprenticeship” certificate that is nationally recognized and validates their proficiency in IT skills.

Earning a degree

Participants earn college-level credit for their work, and they are also encouraged to enroll in postsecondary education. During the apprenticeship phase, participants can qualify for the Education and Training Voucher (ETV) program administered through the Fanning Institute to receive funds for tuition and education-related expenses, with the goal of completing their degree by the end of the apprenticeship.

Program success

The Fanning Institute provides evaluation leadership for the project by:

- Helping to shape short- and long-term goals, as well as finalize evaluation methods, tools and timelines
- Gathering qualitative and quantitative data from participants to include growth of independence, skills, and confidence
- Producing an annual report as well as maintain the option for periodic snapshots

The personal, social, and economic impacts of the Apprenticeship Initiative



Supported career pathways and further educational opportunities in IT can improve participants' standard of living.



Stable employment is a critical social determinant of health. Participants are likely to set a course for wellness rather than emergency services due to health or legal crises.



The program builds a pipeline of IT talent for Anthem while decreasing dependence on temporary IT labor.