

YOUTH APPRENTICESHIP ISN'T PHILANTHROPY IT'S SMART BUSINESS.

Denver-based accounting firm leverages modern youth apprenticeship to fill talent pipeline



EXPLORING A NEW KIND OF APPRENTICESHIP

EKS&H's business culture is driven by a desire to constantly challenge its approach to doing things, and regularly seeks new ways to lead, grow and evolve. An EKS&H partner visited Switzerland to learn about CareerWise Colorado's new modern youth-apprenticeship model and, seeing the program in action, was inspired to put the concept to work at EKS&H as an innovative talent development strategy. In 2017, EKS&H joined CareerWise as a pilot partner, hiring four high school apprentices who have been active contributors to the EKS&H team.

“A lot of firms are targeting college graduates. But by hiring high schoolers who know they are interested in accounting as a career, we can fill our pipeline sooner.”

Rebecca Kelley | Partner

APPRENTICE CONTRIBUTIONS

Filling roles in EKS&H's transactional and outsourced accounting groups, the apprentices have demonstrated what they are capable of accomplishing. Because their work is billable, EKS&H realizes returns immediately—and in the long run, the company anticipates seeing financial returns that balance out the company's investment in training and mentoring.

The apprentices' contributions to both the bottom line and the culture are catching the attention of other staff who have expressed interest in leveraging the high schoolers' talents for other functions. Now, the company sees opportunities to expand their involvement to areas such as administration, audits, IT and other groups.



THE CAREERWISE DIFFERENCE



COMPETITIVE EDGE

Apprenticeship gives EKS&H a competitive edge by helping it modernize its recruitment process and develop a new talent acquisition and retention channel.



INTANGIBLE BENEFITS

CareerWise apprenticeship helps develop innovative training and onboarding techniques, improvements to internal processes, increase in client services, and mentoring experiences for the staff.



WIN-WIN SITUATION

CareerWise's structure and support enabled EKS&H to train apprentices in its preferred methods and lead to productivity, while offering apprentices rewarding experiences from which they could grow.