ACCENTURE SKILLS TO SUCCEED
VIRTUAL INTERNSHIP &
WORK EXPERIENCE
PROGRAMS

WORLD BANK WEBINAR
JULY 16TH, 2020
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In 2004, Accenture began the Skills to Succeed internship program. The Program works with our nonprofit partners to provide client facing engagements to high school aged, college aged, and adult learners lasting anywhere from 8 weeks to 9 months.

140% Growth over past 7 years

267+ Interns served in 2020
LOCATIONS, PARTNERS, AND VOLUNTEERS

OUR PARTNERS

-的好will
- URBAN ALLIANCE
- CONGRESSIONAL HISPANIC LEADERSHIP INSTITUTE
- BEST BUY TECH CENTER
- npower
- SCHOLARSHIP
- YEARUP
- WOLVERINE PATHWAYS
- UNIVERSITY OF MICHIGAN
- CRISTO REY NETWORK
- INROADS
- MYEP
- DETROIT MADE
- DETROIT YOUTH WORKS
- UTSA
- AchieveMPLS
- METRO SCHOOLS
- EDUCATION IS FREEDOM
- GENESYS WORKS

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85 Supervisors
201 Mentors
38 Guest Speakers
PIVOTING TO VIRTUAL CLIENT WORK

As it became apparent that in-office work needed to shift to accommodate social distancing due to the pandemic, Accenture had to determine how we would honor our commitment to our interns by offering a virtual work opportunity.

<table>
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<tr>
<th>1</th>
<th>Who can we provide client facing, remote opportunities to?</th>
<th>• Individuals currently pursuing a 4-year college degree</th>
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<tbody>
<tr>
<td>2</td>
<td>Which departments &amp; projects are able to host remote interns?</td>
<td>• Departments &amp; projects already had shifted to remote work and were ready to accommodate</td>
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</table>
| 3 | How do we adjust to make the internships successful? | • Training on virtual management  
• Individual mentorship for interns  
• Events to network & build community |
**PROJECT PLACEMENTS FOR INTERNS**

**OVERVIEW**
Interns are gathering hands on, client facing experience, while providing valuable input on client work.

**Intern activities include:**
- Project management
- Design Thinking
- Training
- Database management
- Tech support
- Software Testing

**Logistics of laptops/onboarding**
- Organized the set up & shipment of all intern laptops
- Onboarded
- Held 12 tech enablement sessions

**VIRTUAL INTERNSHIP SUPPORT**

**SUPERVISOR TRAINING**
- Created best practices, guidelines, & templates for managing remote interns
- Hosted 3 training sessions

**MENTORS FOR INTERNS**
- Provided best practices to structure weekly conversations with interns
- Recruited a mentor for every intern

**COMMUNITY EVENTS**
- Hosted community & networking events to build community including Trivia Night, Talk & Learn Sessions, Yoga Classes, etc.

**CHALLENGES**
- Broken laptops
- Communication difficulties
- Internet access
- Attendance & professionalism

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<table>
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<tr>
<th>Project interns</th>
<th>Clients Hosting Interns</th>
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<tr>
<td>87</td>
<td>32</td>
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In January 2020, the Impact Hiring team planned to host 65 High School Interns starting June 29th.

After the pandemic hit, the Impact Hiring team wanted to honor our commitment to host those 65 interns, even though we knew hosting interns on virtual projects would be difficult. To meet this need, the Impact Hiring team created the Virtual Learning Experience. Then we brought on an additional 49 interns as some of our clients were unable to take on their interns virtually.

Due to the virtual circumstances and the dramatic increase in interns, Our Virtual Learning Experience now serves 114 talented young adults in 6 cities in addition to the 66 interns already started, and the 13 additional project-based interns also starting June 29.

Interns participating in Skills to Succeed Internships this Summer
Interns will be working 5 hours a day for 6 weeks. The weekly Learning Modules provide active learning with weekly deliverables resulting in a final project portfolio and presentation.

**THE VIRTUAL LEARNING EXPERIENCE**

**PROGRAM GOAL**

Using scenario-based learning, modularized content, guest speakers, and independent learning, Interns will build professional and consulting skills while working together to ideate digital/technology solutions to better their communities.

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**FACILITATORS**

- **Cohort A**
  - Anthonia
- **Cohort C**
  - Kelechi
  - Megan
  - Abbey
  - Clarissa
  - Kylan

**MORE THAN A LEARNING EXPERIENCE**

**Learning Modules**

1. Introduction & Technology
2. Research & Data
3. Design Thinking & Problem Solving
4. Personal Branding & Finances
5. Storytelling & Public Speaking
6. Personal Development & Feedback

**36 Deliverables & 1 Final Presentation**

Interns will be working 5 hours a day for 6 weeks. The weekly Learning Modules provide active learning with weekly deliverables resulting in a final project portfolio and presentation.

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BUILDING COMMUNITY REMOTELY

"I’m looking forward to everyone being more comfortable with each other. From what I seen from the Trivia game and the people I talked to, I see a lot of us have a lot in common, meaning we could all get along well."

"My favorite activity was getting to know other people and working in my groups. I can feel a nice bond forming within us and I know that it will be beneficial and we will be able to work efficiently."

"My favorite activity was when we went off into our pairs and gave each other. I liked it because it was nice hearing what I could do better from someone I know, and because when we were done, we had a nice conversation about music."

"This week went great. The role I played was the leader and I feel as though I did a pretty good job. Working with my groups and being able to bond with them in different ways."

"Week two went well. I started off being quiet, and ended up being leader in my group."

"I’m looking forward to everyone being more comfortable with each other. From what I seen from the Trivia game and the people I talked to, I see a lot of us have a lot in common, meaning we could all get along well."

THOUGHTS FROM OUR INTERNS

WACKY THURSDAY

To promote community bonding, interns were invited to dress up in wacky outfits to participate in a contest. The winners were featured in our weekly newsletter!
INTERN SUCCESS STORIES

Alexis Galloway
Analyst: Full time since ‘20
FY19 Intern – Urban Alliance
“I not only learned so much from some AMAZING people, but the exposure that I received in three months is impeccable. I received so many opportunities to meet and connect with leaders and I have learned useful hard and soft skills that I will get to use throughout my career.”

Jason Kuang
Analyst: Full time employee since ‘20
FY19 Intern – KIPP Bay Area
"My summer experience consisted of all the things I was looking for in a summer internship: product design, UIUX, working closely with my team, building a product that will positively impact lives, and learning more about what exactly it is I want to do professionally."

Darnel Thompson
Manager: Full time since ‘06
FY06 Intern – NPower
ATTENDS NPOWER - 2006
Completes NPower Tech Fundamentals Program
INTERNS WITH ACN - 2006
Interns with Accenture and is immediately converted to a full time employee
RISES TO MANAGER LEVEL - 2018
Is promoted quickly at Accenture eventually becoming a manager in IT
TEAM UP WITH ACN CHRO - 2020
Works with Ellyn Shook ACN CHRO and sparks new inclusivity initiative
Darnel is currently based in New York and lives with his wife, Lynette, and 2 sons, Jace (7) and Ryan (1). Outside of the corporate world, he is the founder and lead photographer of Marcel Marcel Photography.

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Movement to Work (MtW) is a coalition of UK employers tackling *youth unemployment* and driving *social mobility*.

As a founding member of MtW, Accenture commits to providing yearly work placements that combine:

- skills *training*
- on-the-job *experience*
- follow-on opportunities to apply for *apprenticeships*
New virtual program lasting 5 days, consisting of 4 hrs/day of:
- 50% facilitated sessions
- 50% independent / team activities
- personalised support through mentors and alumni buddies

Content includes:
- design thinking, coding, presentation & employability skills (incl. CV clinic & mock interview), case studies & virtual tour of Innovation Centre

Quick-start toolkit created & shared with fellow MtW member employers to support virtualisation of their programmes
100% of participants completed the programme
100% of participants said they were more likely to consider a career in Tech at Accenture
100% of participants said they would recommend the experience to a friend

“…to be a part of it… feels amazing… you have made it work so well… I know future participants for this scheme will definitely enjoy it!... this journey has been super insightful and self-reflective.”

MTW VIRTUAL PILOT FEEDBACK