

Bringing Apprenticeships to Scale Lessons Learned along the Journey

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Apprenticeship Convening

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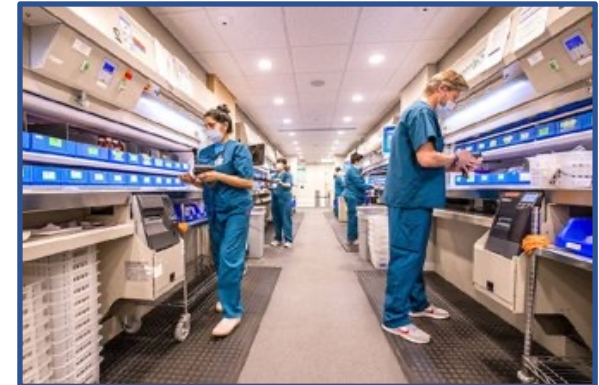
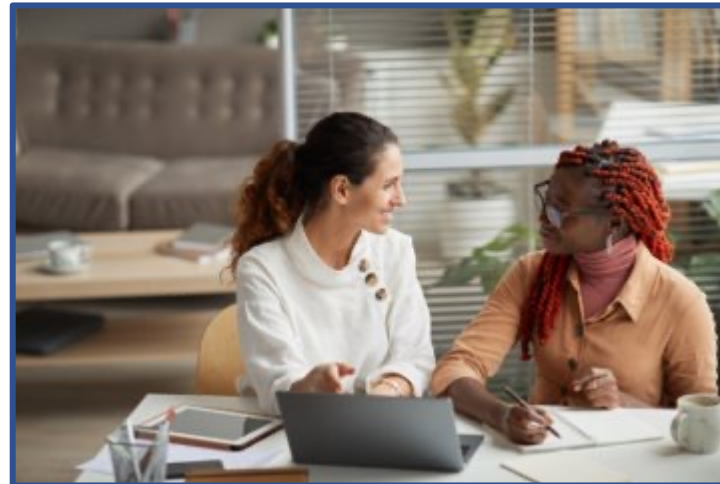


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 Harper College

Apprenticeships: A Win-Win Enterprise

We believe that our community deserves a dedicated partner that will listen attentively, show up consistently, and creatively bring solutions to new and old problems



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Apprenticeship Core Components

EMPLOYER
DRIVEN

ON THE JOB
LEARNING

ANNUAL WAGE
INCREASES

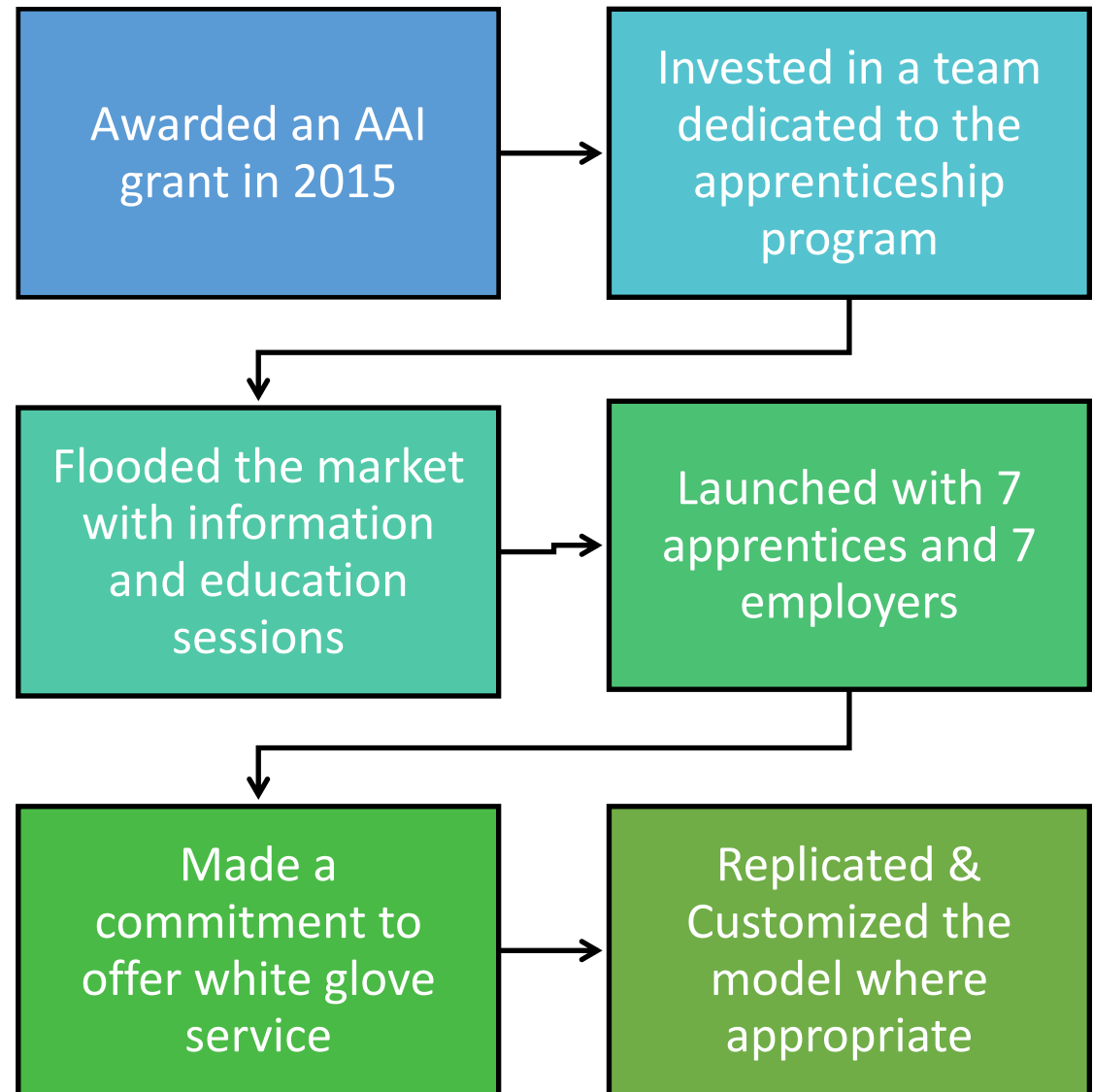
RELATED
INSTRUCTION

NATIONAL
CREDENTIALS



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The Apprenticeship Journey at Harper College



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Harper's RA Apprenticeship Programs

RA Programs (3yr AAS degree)

- Industrial Maintenance Mechanic
- CNC Precision Machining
- Mechatronics/Automation

RA Programs (2yr AAS degree)

- Banking & Finance
- General Insurance
- Graphic Arts Print Production
- IT Generalist
- Marketing and Sales Management
- Supply Chain Management
- Management
- Private Security Certificate



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Harper's Customized Apprenticeship Programs

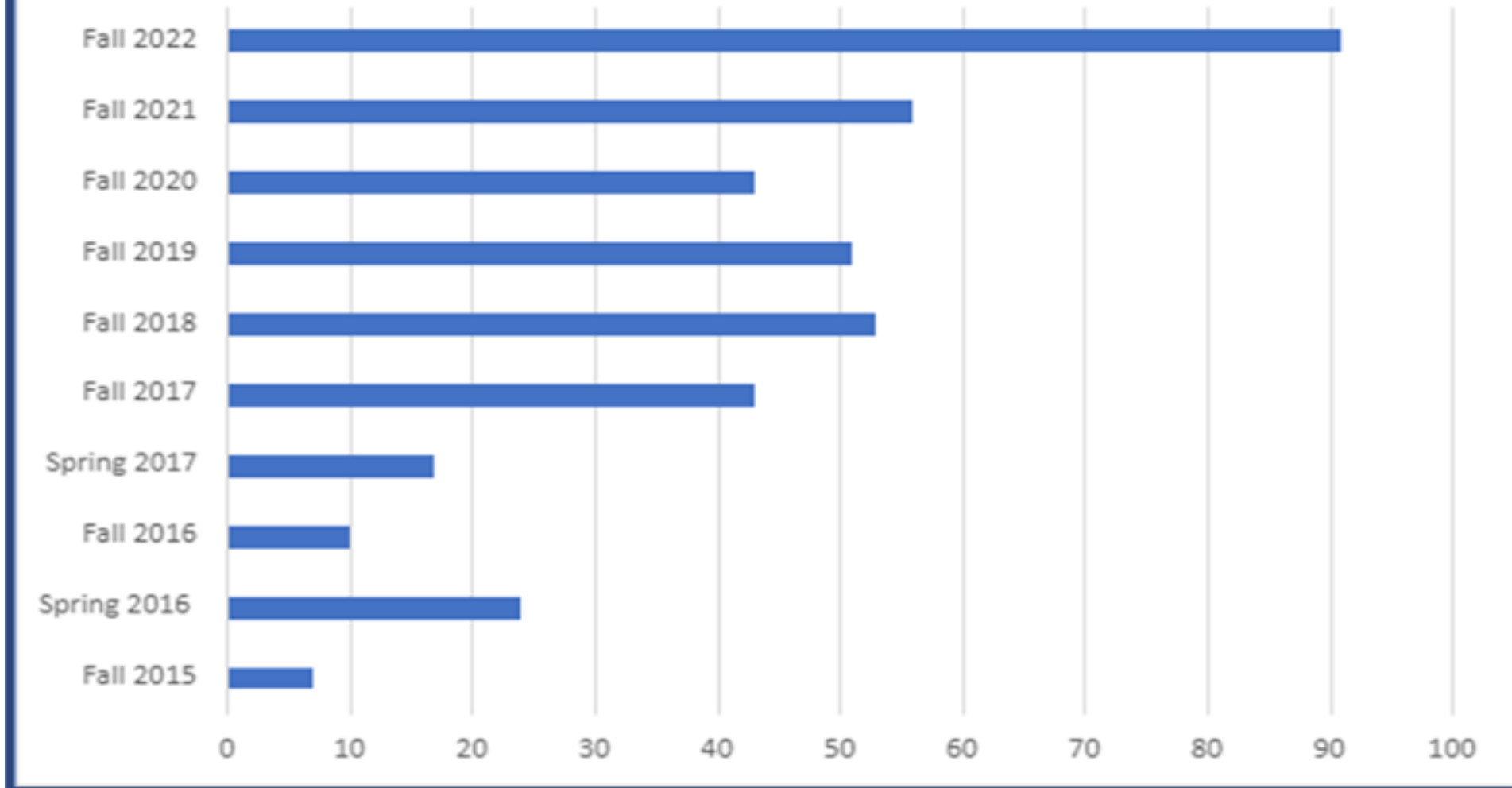
Health Careers Programs

- Certified Nursing Assistant (CNA)
- Licensed Practical Nurse (LPN)
- Medical Assistant (MA)
- Registered Nurse (RN)
- Sterile Processing
- Surgical Tech



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Harper College Apprentice Data



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Harper's "White Glove" Service

Employer kept informed of apprentice's academic progress and any class issues

Apprentice coach works consistently with apprentice

Employer site visits with mentors

Tutors scheduled, as needed

Mentorship Online Program for mentors



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Graduation Rate is **72%** compared to 38% for the college

38% increase in apprenticeship enrollments compared to this time last year

Currently, onboarding 85 apprentices for Fall 2023



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TOP 25 in the NATION



What We Learned...

- Faculty: Don't "tell" them – "sell" them on the idea of apprenticeships
- You must build & create programs side by side with your employer partners
- Have a hiring deadline which aligns with enrollment patterns
- Get started by leveraging C-Suite conversations
- Find funds for willing employers who are not well funded
- You must be a RA sponsor. Make the work "light" for your employer partners
- Info Sessions will ALWAYS be necessary
- Do not be afraid to pivot or to fail
- Always Be Closing!



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Are you Ready
to Partner for
Success?



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Key Takeaways: The 3 C's of Apprenticeships

Commit

Collaborate

Construct



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Questions!



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