



# Apprenticeship Programs

## Update on Harper Registered Apprenticeship (RA) Programs

**Dr. Rebecca Lake, Dean  
Marie Farber-Lapidus,  
Program Coordinator**

**Board of Trustees Meeting  
December 13, 2017**



# Topics Covered in Presentation:

1. A Winning Harper Initiative
2. Benefits for Harper as RA Program Sponsor
3. Update on current and upcoming RA programs
4. Current Number of Apprentices and Companies
5. Words from Marie Lapidus, Program Coordinator

First Apprentice Graduates in Insurance



# What is a Registered Apprenticeship?

A registered program ensures a quality education by combining on-the-job training provided by a company plus related classroom instruction to prepare the student-apprentice for a high-demand career.

*Program Register with DOL Office of Apprenticeship*

*Apprentices **Earn** a salary from their job while attending Harper College to **Learn** a specific career*



# Apprenticeship: a Win-Win-Win Initiative

- 1) Companies looking to fill their skills gaps and establish their talent pipeline
- 2) Students starting or changing careers
- 3) Harper seeking to fulfill its mission, grow enrollment, improve retention, and increase completion rates.



# Harper is a RA Program Sponsor

Benefits for Harper:

1. Expands relationship with area companies
2. Approval from DOL to create RA programs



# Now Offering 4 Apprenticeship Programs

Traditional RA programs:

1. Industrial Maintenance Mechanic (3 year AAS degree)
2. CNC Precision Machining (3 year AAS degree)

Non-traditional RA programs:

3. General Insurance (2 year AAS degree)
4. Supply Chain Management (2 year AAS degree)



# Approved by DOL to Start in Fall 2018

## Non-traditional RA programs

5. Banking and Finance (2 year AAS degree)
6. Retail and Sales (2 year AAS degree)
7. Cyber Security (1 year CE using CompTIA credentials)
8. IT Generalist (when we are ready to offer as RA program)



# Promising New Apprenticeship Programs

Graphic Arts Print Production (2 year AAS degree)  
(Recently submitted)

Private Security (2 year AAS degree)

CDL Truck Driver Training (1 year CE)





# Number Apprentices Served

As of December 2017:

35 Industrial Maintenance Mechanic and  
CNC Precision Machining

4 Supply Chain

53 General Insurance

92 Total number served



# Current Number of Companies

As of December 2017:

29 Manufacturing companies

2 Insurance companies

31 Total number of companies



# Interesting Apprenticeship Statistics

1. Retention rate: 86% Harper: 73%
2. GPA: 3.61 Harper: GPA 2.83
3. Gender: 75% males  
25% females Harper: 45% males  
55% females
4. Race/Ethnicity: about same, 50% underrepresented population
5. Age: 18 – 57 years of age
6. Spring 2018 RA Cohorts 10 enrolled; Fall 2018 RA Cohorts 16
7. By end of 2<sup>nd</sup> semester, companies indicate apprentice at 80-85% productivity level



# AAS Business Administration Coordinator

Marie Farber-Lapidus

First graduating General insurance cohort



# CURRICULUM OUTLINE - INSURANCE

Cohort 1 PI1		Harper College Apprenticeship Program Curriculum Map AAS Degree: Business Administration / General Insurance				2-year Program Jan 2016 - Nov 2017	
Spring 2016 = 9 credits		Summer 2016 = 9 credits		Fall 2016 = 12 credits			
MGT 111 Intro to Business Organization 3 cr.		CIS 101 Intro Computer Info Systems 3 cr.		ACC 211 Business Law 1 3 cr.			
MGT 165 Global Business 3 cr.		MKT 245 Principles of Marketing 3 cr.		MGT 270 Principles of Management 3 cr.			
ENG 101 English (Gen Ed) 3 cr.		SPE 101 Speech (Gen Ed ) 3 cr.		INS 110 Insurance Fundamentals 3 cr.			
				MGT 150 Business Math (Gen Ed) 3 cr.			
Start: 1/19/16	End 12 wks: 4/15/16	Start: 5/23/16	End 12 wks: 8/12/16	Start: 8/22/16	End 12 wks: 11/11/16		
Spring 2017 = 10 credits		Summer 2017 = 9 credits		Fall 2017 = 12 credits			
ACC 101 Intro to Financial Acct 4 cr.		ECO 211 Microeconomics 3 cr.		MGT 218 Intro to Finance 3 cr.			
INS 120 Property & Liability Insurance 3 cr.		PSY 245 Industrial/Organ. Psych (Gen Ed) 3 cr.		INS 220 Personal Insurance 3 cr.			
PSY 101 Intro to Psychology (Gen Ed) 3 cr.		INS 240 Commercial Insurance 3 cr.		ECO212 Macroeconomics 3 cr.			
				PHI 150 Business Ethics (Gen Ed) 3 cr.			
Start: 1/17/17	End 12 wks: 4/13/17	Start: 5/22/17	End 12 wks: 8/11/17	Start: 8/21/17	End 12 wks: 11/10/17		

6/20/2017

No classes Spring break week

Total Credits earned: 61



# General Insurance RA Cohort 1 First to Graduate in the Nation

