

Harper Registered Apprenticeship Program AAS Degree Graphic Arts Print Production

FACT SHEET Graphic Arts Print Production

WHY HIRE AN APPRENTICE?

- Build a talent pipeline for highly-skilled employees with industry credentials.
- Lower costs of advertising and recruiting.
- Reduce turnover rates.
- Enhance employee loyalty and motivation.
- Invest in talent that can keep pace with the latest industry advances.
- Solution for workforce retirements of highly-skilled and experienced workers.
- Create career pathway for employees.
- Apprentices can play a role in future recruiting of talented employees.

WHAT EMPLOYER CAN PARTICIPATE?

- Any employer needing to hire Print Production employees.
- Apprentice can be a new hire or a current employee.
- No minimum or maximum number of apprentices required.
- Do not need to be located in Illinois or in the Harper College district.

WHAT IS HARPER'S REGISTERED APPRENTICESHIP (RA) PROGRAM?

- Registered Apprenticeship (RA) Program is a Harper College Associate of Applied Science (AAS) Degree in Graphic Arts Print Production.
- 2 year program.
- Upon successful completion, a National RA Certificate awarded.
- Harper is the Registered Apprenticeship Program Sponsor handling all RA program paperwork.

HOW TO START?

- Sign agreement with Harper to participate in the RA Program.
- Hire an apprentice prior to start of Fall semester (late August). Hire date can be negotiable.
- Negotiate starting salary with apprentice.

WHAT ARE THE DETAILS?

- The Employer agrees to hire an apprentice full time and pays wages while the apprentice is on the job and in the classroom.
- Sponsor and agree to pay for the Registered Apprenticeship (RA) program at Harper College.
- Employer provides On the Job Training (OJT) component of the RA program with an identified experienced mentor.
- Permit apprentice to attend RA Program classes.
- Harper provides Train-the-Trainer program for employer mentors.
- Employer required to give apprentice annual salary increases until RA program completion to reflect skill and knowledge increase.
- Harper assists company to track apprentice hours and progress.
- Meet and collaborate regularly with the Office of Apprenticeship coaches and staff supporting the success of the apprentice.
- *Optional:* Employer may contract with apprentice to remain an employee 1 – 2 years after completion of Registered Apprenticeship program.
- *Optional:* Employer may contract with apprentice to repay any costs of RA program invested in their education to date if employer terminates their employment, apprentice fails a course, or apprentice decides to quit and does not complete the RA Program.

INFORMATION ON THE GRA REGISTERED APPRENTICESHIP PROGRAM

- Apprentice cohort of 12-15 students starts in Fall semester.
- Harper provides the Related Technical Instruction (RTI) component of the Registered Apprenticeship program.
- Apprentices cannot work at employer on days they are required to be at Harper College.
- Classes and lab experiences taught by qualified Harper faculty.
- Tutoring for apprentices by qualified faculty as needed.
- RA coaches meet regularly with apprentices to support their academic progress.
- RA coaches visit employer and share academic progress of their apprentice to facilitate academic continuity and apprentice success.

HOW MUCH DOES IT COST?

- Total RA Program cost: \$15,000 per apprentice that includes tuition, fees, books, mentor training, and online study guides.
- Employer invoiced \$2,500 per semester (6 total) while the apprentice is enrolled in courses.

CALL THE OFFICE OF APPRENTICESHIP TODAY

847-925-6630

www.HarperApprenticeships.org

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