

## **Project Abstract**

**I. Lead Applicant Name:** William Rainey Harper College (Harper College)

**II. Lead Applicant City/State:** Palatine, IL

**III. Primary Partnership Entities:** **a. Private Sector:** Nation Pizza and Foods, The Jacobson Group, Zurich North America **b. Public Sector:** The Chicago Cook Workforce Partnership, The Northwest Educational Council for Student Success

**IV. Additional Key Partner(s):** Illinois Community College Board, German American Chamber of Commerce of the Midwest, Inc.

**V. Areas Served by Grant: State:** Illinois **Counties:** Cook, Lake, Kane, McHenry **Cities:** Arlington Heights, Barrington, Barrington Hills, Chicago, Elk Grove Village, Inverness, Lake/North Barrington Mount Prospect, Palatine, Prospect Heights, Rolling Meadows, Schaumburg, South Barrington, Tower Lakes, Wheeling, Hoffman Estates, Deer Park, Buffalo Grove, Carpentersville, Des Plaines, Roselle, Fox River Grove.

**VI. Total Funding Level Requested:** \$2,500,000

**VII. Project Name:** Apprenticeships on Demand: American Apprenticeship Initiative

**VIII. Summary of Program Activities:** Illinois is facing an immediate skills gap and a rapidly aging workforce in a myriad of industries. This is occurring in Manufacturing, Business and Professional Services and Information Technology. Employees are entering, re-entering or moving within the workforce with a variety of life experiences. It is imperative that current and future employees are trained for middle skill careers while meeting the needs of employees and employers. To address this, Harper College has created Apprenticeships On Demand (AOD) which integrates theory (related technical instruction) and practice (on-the-job learning) to train workers in high-growth and in-demand occupations. This program is

employer-driven consisting of three-phases of integration. In Phase 1, apprenticeships will begin their *earn and learn* experience in Manufacturing with an Associate’s degree program. Phase 2, builds on and incorporates the needs of the Business and Professional Services sector to offer apprenticeships in Insurance. Leaders at Zurich North America are working with Harper to develop a hybrid model leading to an Associate’s degree in Business with an Insurance focus. The final phase develops a non-credit track for IT apprentices for industry-recognized credentials in cyber security and other specialties. AOD is designed with uniform guidelines for apprenticeships, overseen by the Office of Apprenticeships at Harper College, is scalable to the changing needs of businesses and adaptable for communities nationwide.

<b>Apprenticeships on Demand Program Criteria</b>	
<b>1.</b>	<b>Employer-driven.</b> Among the three critical partners, employer, college and apprentice, the focus is on address employer workforce demands.
<b>2.</b>	<b>Address sectors reliant on H1B visa workers.</b> Develop career pathways for industry sectors employing H1B workers to strengthen the local economy.
<b>3.</b>	<b>Seamless integration of industry competencies with curriculum and employer training.</b> Connect on-the-job learning (75% of the training) with coursework.
<b>4.</b>	<b>Cost-effective programs of study based on employer demand.</b> Certificates, AA/AS degrees that lead to BA/BS degrees and competency-based programs of study.
<b>5.</b>	<b>Employer commitment to paying wages that increase as proficiency increases.</b> Apprentice pay incrementally increases as skills, knowledge and abilities are enhanced.
<b>6.</b>	<b>Employer commitment to pay for coursework.</b> Employer will pay all tuition/fees

**IX. Total Number of Participants to be Served:** 348

**X. Populations to be Served:** Underrepresented populations, youth, veterans, others

**XI. Targeted Industry(s):** *Manufacturing* (Maintenance Technician); *Insurance* (Underwriting and Claim Assistant) and *Information Technology* (Cyber Security Specialist)

**XII. Public Contact Information:** Dr. Rebecca S. Lake, Dean, Workforce and Economic Dev.; Harper College; 1200 W. Algonquin Rd; Palatine, IL 60067, 847.925.6633.

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