

Apprenticeships with Impact: Strengthening Student Support and Experience Through Collaboration



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TOP 20 in the **NATION**



Harper College: At A Glance



Harper Offerings

(Fiscal Year 2025)

48 Associate Degrees

99 Certificates

6 Transfer Degrees

HLC Accredited



Enrollment

(Fiscal Year 2025 Unduplicated)

23,591 Credit Students

3,732 Community Education Students

27,323 Total Students Enrolled



Degrees and Certificates

(Fiscal Year 2025)

4,768 Credentials Earned

1,955 Degrees

2,813 Certificates

Financial Aid

(2024–2025 Academic Year)



32% of Harper Students receive some form of Financial Aid

12,100+ Students received **\$39.1 Million** in scholarships, grants, and tuition waivers

Fall 2025 Credit Students



72%

Part-Time

28%

Full-Time

Harper's District serves **533,412** people and includes portions of four counties: **Cook (majority), Lake, Kane, and McHenry**

Location

Main Campus
1200 W Algonquin Road
Palatine, Illinois



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The Apprenticeship Journey at Harper College From Launch to Impact

Launch 2015:

**1 Program
7 Apprentices
7 Employers**

Today:

**20 Programs
622 Apprentices
85 Employers
Onboarding 55 apprentices Fall 2026**

Outcomes That Matter:  **88% Retention Rate**  **70%+ Graduation Rate**



From a small pilot to a thriving workforce model!

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Advanced Manufacturing AAS degree

CNC Precision Machining*

Industrial Maintenance Mechanic*

Mechatronics/Automation*

Welding Technology*

Manufacturing Certificate Programs

CNC Operator I and II*

Manufacturing Production Certificate*

*Registered w/ DOL



Harper College Apprenticeship Programs

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Business and Technology AAS degree

Banking & Finance*

Cybersecurity**

General Insurance*

Graphic Arts and Print Production*

IT Generalist*

Marketing and Sales Management*

Supply Chain Management/Logistics*

Paralegal**

*Registered w/ DOL; ** Employer Sponsor

Harper College Apprenticeship Programs

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Health Care Apprenticeship Programs

Certified Nursing Assistant*

Medical Assistant*

Practical Nurse*

Registered Nurse- AAS

Sterile Processing Certificate

Surgical Technology- AAS

*Registered w/ DOL

Harper College Apprenticeship Programs



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Our Valued Employer Partners



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Apprentice Success Is a Shared Responsibility

Harper College's apprenticeship model is built on the belief that student success thrives when education, employment, support services and students work together.



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A woman with long dark hair, wearing a white shawl over a patterned top, is seated in an office. She is looking slightly to her left with a gentle smile. The background shows a wooden cabinet, a coat rack with a jacket, and a potted plant.

Priya

Registered Apprenticeship Program

Today's Apprentices are Navigating Multiple Worlds

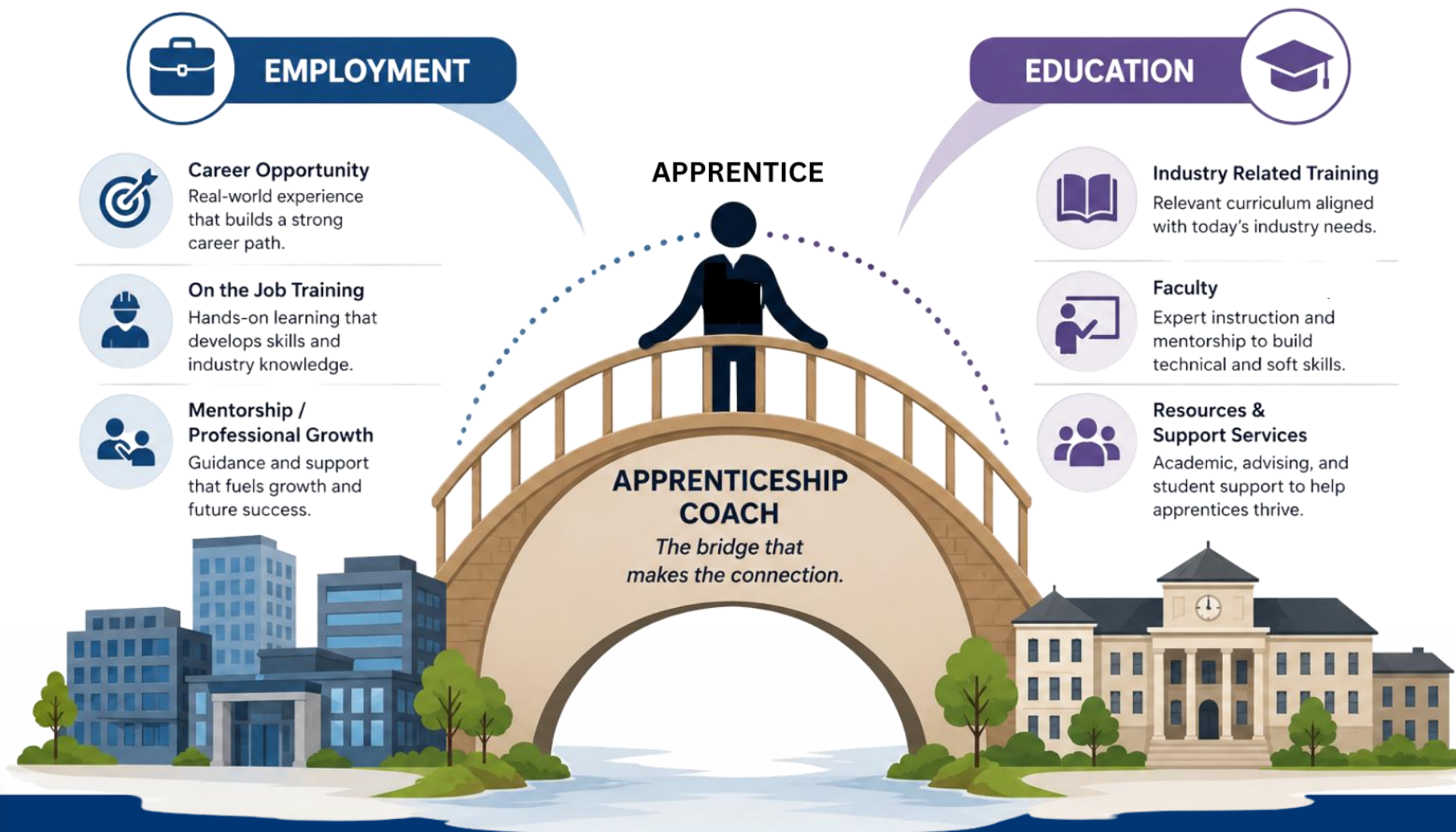


Coordinated Ecosystem of Support



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The Apprenticeship Coach



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Customize Programs to Meet Employer Needs



Recruitment: Info Sessions, Job Fairs, High School Visits and More



Regular Communication & Academic Progress Report Cadence
(FERPA release signed)



Mentorship Program for Employer Mentor



Apprentice Employer Quarterly Newsletter



Pre-Apprenticeships



Site Tours



Building Strong Employer Partnerships

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Interactive Apprenticeship Program Dashboard that enables apprenticeship program to independently analyze live datasets and generate custom reports



Banner Enterprise Resource Planning (ERP) and Student Information System (SIS) data integrates directly into apprenticeship dashboard



Starfish Student Success Platform automates grade progress tracking and provides real-time academic insight



Systems to allow apprentice coding to support billing, cohort curriculum maps, individualized curriculum maps, and manual data updates



Utilizing Microsoft Power BI to Support Apprenticeship Success

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Building Strong Employer Partnerships



Apprenticeship Dashboard

Apprenticeship | Data updated 7/15/26 | Search

Pages

Student Master

Grade Summary

Grade Detail

Batch Registration

Prospects

Student Schedules

Course List

Bookstore List

Course Matrix

Parts of Term

X-List

Non-Appr Reg

Calendar

Advising Alerts

Student Detail

Grade Tracking For Empl

File | Export | Share | Explore | Subscribe | Set alert | Monitor

ID and Name

Search

Cohort

All

Start Semester

All

Employer

All

Status

All

Academic Coach

All

Full List

Errors (1)

Cohort	ID	Last Name	First Name	Employer	CRM_ID	Status	Appr GPA	Gender	Ethnicity	Student
(PI7) INS Fall 2019				Aon		W	4.00			Out of
(PI1) INS Spring 2016				Zurich North America		G				In Distr
(PI5) INS Fall 2018				Zurich North America		W	3.50			In Distr
(PI1) INS Spring 2016				Zurich North America		G				In Distr
(PH2) Apprnt Surg Tech Summer 2023				Ascension-SAMC		G	4.00			In Distr
(PA2) CNA Sum 22 NCH				NCH		G	3.33			In Distr
(PD1) CNC Fall 2025				S&C Electric		A	2.74			In Distr
(PII) INS/ONL Fall 2024				Broadspire (Crawford)		A	4.00			In Distr
(PI4) INS Fall 2017				Zurich North America		G	3.93			Out of
(PP1) LPN Fall 2022				NCH		G	2.69			In Distr
(PI5) INS Fall 2018				Zurich North America		G	3.81			In Distr
(PY1) CYB Fall 2018				Zurich North America		G				Out of
(PY1) CYB Fall 2018				Zurich North America		G				In Distr
(PLB) SCM Fall 2024				DB Schenker		W	3.55			In Distr
(PH1) Apprnt Surg Tech Fall 2021				Ascension		G	3.81			Out of
(PI2) INS Spring 2017				Zurich North America		G	4.00			In Distr
(PAF) CNA Fall 2025				Clearbrook		A	4.00			In Distr
(PC6) CNC Fall 2021				Schultes Precision Mach		W				In Distr
(PI1) INS Spring 2016				Zurich North America		G				In Distr
(PI2) INS Spring 2017				Zurich North America		G	3.79			In Distr
(PI5) INS Fall 2018				Broadspire (Crawford)		G	3.76			In Distr
(PI8) INS Fall 2020				Zurich North America		G	4.00			In Distr
(PID) INS Fall 2022-1				Zurich North America		G	3.50			Out of
(PH2) Apprnt Surg Tech Summer 2023				Ascension		W				Out of
(PM7) IMM Fall 2021				Berry Global		W	3.72			Out of

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Non-Appr Reg

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Advising Alerts

Student Detail

Grade Tracking For Empl



File Export Share Explore Subscribe Set alert Monitor

Select a Student

ID: [REDACTED]

Name: [REDACTED]

Cohort: Apprntcship INS Fall 2025

Status: Active

Current GPA: 3.83

Employer: Zurich North America

Harper E-Mail: [REDACTED]

Personal E-Mail: [REDACTED]

Primary Phone:

Alternate Phone:

Mobile Phone: [REDACTED]

▶ E-Mail Grade Report

Course Map

All Harper Reg &...

Course Semester	Course #	Status	Grade	Grade Tracking
Fall 2025	CIS101	Registered	A	
Fall 2025	INS110	Registered	B	
Fall 2025	MGT111	Registered	A	
Spring 2026	ENG101	Registered	A	
Spring 2026	INS120	Registered	A	
Spring 2026	PHI150	Registered	A	
Spring 2026	SPE101	Transfer Credit		
Summer 2026	ACC211	Registered		A (7/2), A (6/12)
Summer 2026	MGT150	Not Registered		
Summer 2026	MKT245	Registered		B (6/24), B (6/4)
Fall 2026	ACC101	Registered		
Fall 2026	INS220	Registered		
Fall 2026	MGT270	Registered		
Fall 2026	PSY101	Registered		
Spring 2027	ECO211	Not Registered		
Spring 2027	INS240	Not Registered		
Spring 2027	MGT165	Not Registered		
Spring 2027	PSY245	Not Registered		
Summer 2027	ECO212	Not Registered		
Summer 2027	MGT218	Not Registered		



This shows grade progress survey submissions.

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- ☒ College Enrollment and Requirements
- ☒ Apprenticeship Cohort Curriculum Maps
- ☒ Coded Apprenticeship Cohorts
- ☒ Course Cohort Sections and Spots Held for Registration
- ☒ Batch Registration Each Semester
- ☒ Required Course Books and Materials



Supporting Apprentice Success From the Start

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Building Strong Employer Partnerships





- ✓ **New Apprentice Orientation**
- ✓ **All Apprentice Professional Development Each Semester**
- ✓ **Dedicated Apprenticeship Coach**
- ✓ **1:1 Mandatory Meeting and As Needed Each Semester**
- ✓ **Cohort Group Meetings Each Academic Year**
- ✓ **Apprentice Expectations Agreement and FERPA Release**



Supporting Apprentice Success From the Start

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Building Strong Employer Partnerships





Faculty Apprenticeship Orientation-\$100 Stipend



Open Communication Between Faculty and Apprenticeship Coach



Automated Apprentice Grade Progress Surveys via Starfish



Classroom/Cohort Visits



Coordinate Tutoring and Additional Supports



Faculty Collaboration is Key to Success

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Potential Barriers to Apprentice Success

- **Maintain the required 2.0 minimum GPA**
- **Low course grades (such as D or F grades); being withdrawn from course**
- **Balancing work, school, and personal responsibilities**
- **Essential resources: transportation, childcare, laptop, internet, or other technology**
- **Interest in the program of study or apprenticeship**
- **Job market conditions**

Key Resources for Collaboration

Student - Apprentice Coach - Faculty - Employer - Support Services



Together, we can address barriers early, provide the right resources, and help apprentices stay on track to completion.

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Potential Barriers to Apprenticeship Success at Work

- Attendance policy compliance for class absences
- Job performance in the workplace
- Approach to learning on the job
- Workplace policies and professional standards
- Excessive tardiness to work
- Lack of mentoring or support

Key Resources for Collaboration

**Employer - Student - Apprentice Coach - Support Services
Professional Development**

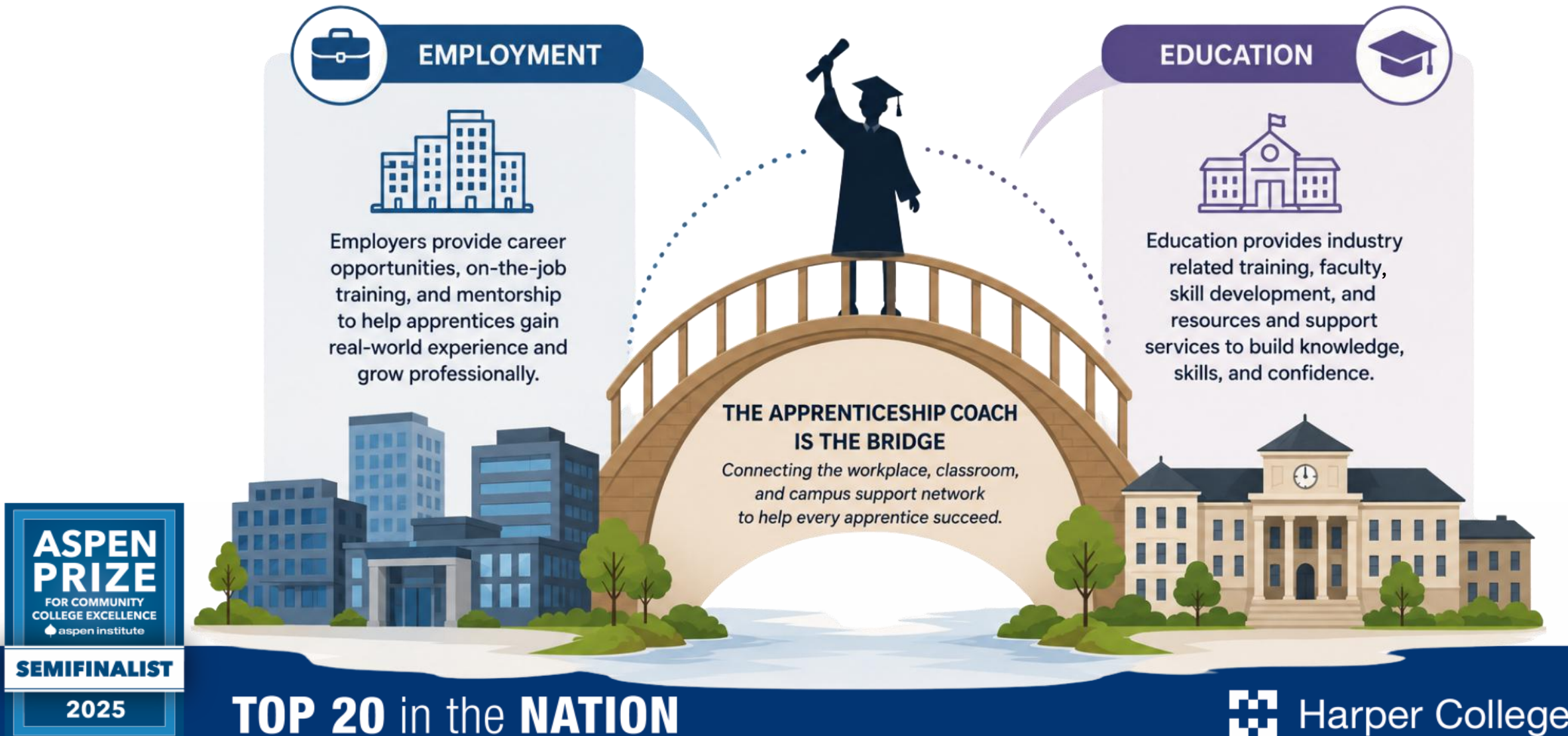


Together, we can address barriers early, provide the right resources, and help apprentices stay on track to completion.

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Strong Support System for Apprentice Growth and Completion



**“The connection between school and work
makes the experiences meaningful”**

**Sania Kamani
Apprentice
Zurich North America**



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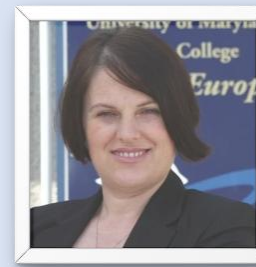
“ I love the support and infrastructure it provides. I don’t really have to fight for what classes to take, or what books I need. It’s all built into the program to help me succeed both in the classroom and in my career.”

Jonathan O’Grady
Apprentice
Wieland Metals



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Harpercollege.edu/apprenticeship



Apprentice Success is a Shared Responsibility
Start Connecting and Collaborating Today

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