

From Pilot to National Model: How Insurance Apprenticeships Scaled at Harper College



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Harper College

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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 Journey to a Scalable Program

10 Years of Building a Scalable Apprenticeship Model

LAUNCH 2015 AMERICAN
APPRENTICESHIP
INITIATIVE (AAI) GRANT



Build Capacity



Cultivate
Partnerships



Scale



Impact:



total

TOTAL APPRENTICES:

620+



program

ACTIVE PROGRAMS:

20



partner

EMPLOYERS:

80+



new
intake

FALL 2026 ONBOARDING:

55 Apprentices

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FOR COMMUNITY
COLLEGE EXCELLENCE
● aspen institute

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Harper College

Manufacturing Apprenticeship Programs

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



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Harper College Apprenticeship Programs



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



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Harper College Apprenticeship Programs

Health Care Apprenticeship Programs

Certified Nursing Assistant*

Medical Assistant*

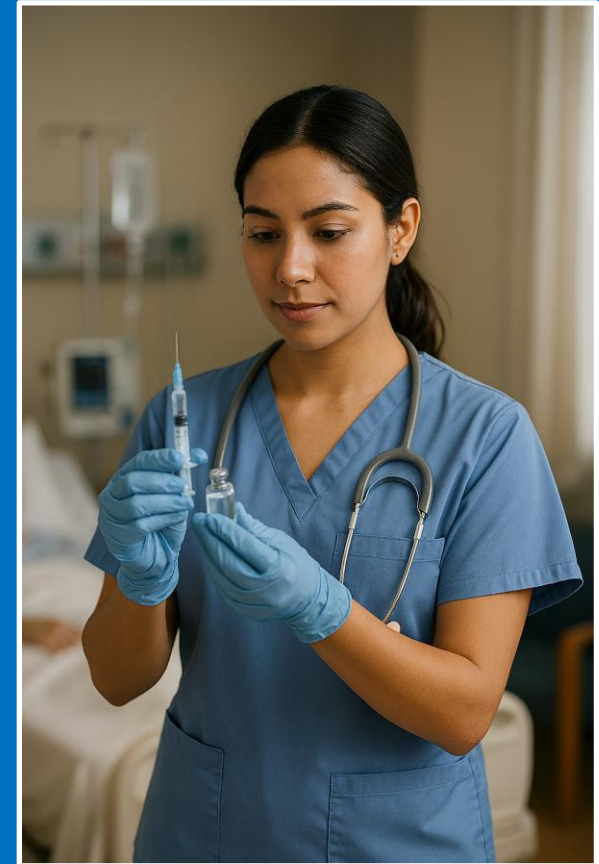
Practical Nurse*

Registered Nurse- AAS

Sterile Processing Certificate

Surgical Technology- AAS

*Registered w/ DOL



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The Future of Apprenticeship Starts with Partnership

The nation's first registered insurance apprenticeship program didn't happen by chance, it happened because employers and educators shared a vision.



Building the Nation's First Registered Insurance Apprenticeship

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LET'S BUILD IT. *Together.*

The Most Successful Apprenticeship Program in Insurance



EMPLOYER
DRIVEN



RISK-FREE
INVESTMENT



SKILLED
TALENT



STRONGER
TOGETHER



PROVEN. IMPACTFUL. SCALABLE.

Building the next generation of insurance professionals.



REAL EXPERIENCE

Apprentices gain hands-on experience and industry knowledge.



REAL MENTORSHIP

Guided by industry professionals every step of the way.



REAL IMPACT

Strengthening the insurance industry with a pipeline of skilled, motivated talent.



REAL FUTURE

Creating long-term careers and stronger communities.

A stronger future for our industry—together.

A First-of-Its-Kind Partnership



2015: Partnering and collaborating to create new pathways into insurance careers.



The first Registered Insurance Apprenticeship in the United States.



Spring 2016

The first apprentice cohort launched in **Spring 2016** (24 Apprentices).

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● [scpeninstitute](http://scpeninstitute.com)

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2025

Building the Nation's First Registered Insurance Apprenticeship

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Faculty Model



- Faculty with industry expertise (CPCU)

Curriculum Innovation

- Courses developed with materials for The Institutes.
- College and ICCB Approvals
- Aligned with Associate Insurance (AINS) designation preparation.
- Coursework supports **Chartered Property Casualty Underwriter (CPCU)** pathways.



Building the Nation's First Registered Insurance Apprenticeship

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Insurance Apprenticeship Concentration Courses



- INS110- Insurance Fundamentals
- INS120- Property and Liability Insurance Principles
- INS220- Personal Insurance
- INS240 – Commercial Insurance



Building the Nation's First Registered Insurance Apprenticeship

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Cohort 14 PIK In person	Harper College Registered Apprenticeship Program Curriculum Map Department of Labor Certificate: General Insurance AAS Degree: Business Administration / Insurance	2-Year Program Fall 2026 - Summer 2028
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Fall 2026		Spring 2027		Summer 2027	
1st 8 Weeks		1st 8 Weeks		8 Weeks	
INS110 Insurance Fundamentals	3 cr.	ENG101 English (Gen Ed)	3 cr.	ACC211 Business Law	3 cr.
MGT150 Business Math (Gen Ed)	3 cr.	INS120 Property & Liability Insurance	3 cr.	MKT245 Principles of Marketing	3 cr.
2nd 8 Weeks		2nd 8 Weeks			
MGT111 Intro to Business Org.	3 cr.	PHI150 Business Ethics (Gen Ed)	3 cr.		
CIS101 Intro Computer Info Systems	3 cr.	SPE101 Speech (Gen Ed)	3 cr.		
Semester 1		Semester 2		Semester 3	
Fall 2027		Spring 2028		Summer 2028	
1st 8 Weeks		1st 8 Weeks		8 Weeks	
ACC101 Intro to Fin. Accounting	4 cr.	ECO211 Microeconomics	3 cr.	MGT218 Intro to Finance	3 cr.
INS220 Personal Insurance	3 cr.	INS240 Commercial Insurance	3 cr.	ECO212 Macroeconomics	3 cr.
2nd 8 Weeks		2nd 8 Weeks			
PSY101 Intro to Psychology (Gen Ed)	3 cr.	PSY245 Industrial/Org. Psych (Gen Ed)	3 cr.		
MGT270 Principles of Management	3 cr.	MGT165 Global Business	3 cr.		
Semester 4		Semester 5		Semester 6	

Average 3-Year Graduation Rates (over 5 years)

Group	Graduation Rate %
Apprentices at Harper	75.8
Business Administration Apprentices	89
Non-apprentices in Similar Programs	35.8
Overall Graduation Rate	51.9
National Graduation Rate	25

Data Source: Microsoft Power BI Dashboard



Apprenticeship with Impact: Surpassing graduation rates

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3-Year Graduation Rates by Ethnicity (over 5 years)

ETHNICITY	APPRENTICES (%)	COMPARISON GROUP (%)
Asian	87.5	37.9
Black	71.4	25.4
Hispanic	77.5	30.6
White	72.7	40.3
Other/Unknown	77.5	35.8

Data
Source: Microsoft
Power BI
Dashboard



Apprenticeship with Impact: Eliminating equity gaps

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Economic Mobility

INDUSTRY	STARTING HOURLY WAGE	ENDING HOURLY WAGE
Manufacturing	\$16-20	\$32-37
Business/Banking/Insurance	\$19	\$30-32
Health Careers	\$17	\$19-23 (CNA's)

Data Source: Various Employer Partners



Apprentices: Earning, Learning, & Advancing

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Quality Principles

1. Accessible
2. Responsive
3. Affordable and Sustainable
4. Flexible
5. Collaborative



NEW
AMERICA



January 2026

Mapping the Landscape of Degree Apprenticeship: Expanding a Promising Model for Mobility

Lancy Downs, Braden Goetz, & Ivy Love

Center on Education & Labor & Education Policy

Last edited on January 15, 2026 at 3:57 p.m. EST

Building a quality program



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Apprentice Coaching



- **Prior to Term**
 - Welcome & Apprentice Orientation
 - Roles and Expectations
- **Academic Coaching**
 - Apprentice Individual Coaching Meetings
 - Apprentice Group Meetings
- **Professional Development Group Meetings**
- **Academic Progress**
 - Faculty sharing grades and progress throughout the semester.



Apprenticeship with Impact: Building a Stronger Student Experience

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Key points of collaboration



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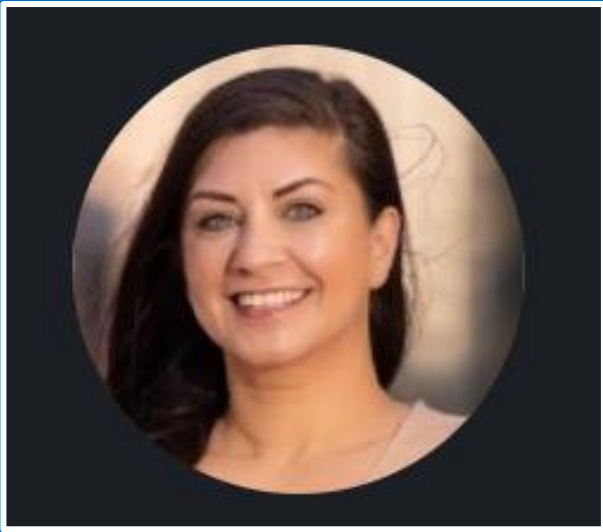
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Guiding Principle: Collaborative

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Sirena Arnaout
Business Execution Lead
Zurich North America



Impactful Partnerships



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ZURICH NORTH AMERICA: AT A GLANCE

A LEADING COMMERCIAL INSURER



HEADQUARTERS & WORKFORCE

SCHAUMBURG, ILLINOIS

1299 ZURICH WAY, IL 60196



Est. 1912 in N.A.



10,000+
EMPLOYEES IN
NORTH AMERICA



Over 30 US Offices

QUICK NA FACTS



90% FORTUNE 500 CUSTOMERS



AA/STABLE FINANCIAL RATING



150+ YEARS GLOBAL EXPERIENCE



NET-ZERO EMISSIONS TARGET (2050)

APPRENTICESHIP MODEL (SHARED)

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aspensuccess.org

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KEY SOLUTIONS & SECTORS

COMMERCIAL P&C INSURANCE (Property, Casualty)

SPECIALTY PROGRAMS (Construction, Automotive)

RISK MANAGEMENT SERVICES & ANALYTICS

COMMUNITY IMPACT & SUSTAINABILITY



Harper College

ZURICH + HARPER COLLEGE APPRENTICESHIPS

A National Workforce Model



National Partnership

FALL 2026

NATIONAL PARTNER FOR APPRENTICESHIPS

VALUE FOR ZURICH



Talent Pipeline

High Performance & Retention

VALUE FOR APPRENTICES



Paid Degree

Paid Degree & Experience

VALUE FOR COMMUNITY



Economic

Economic Mobility & Access



EST. 2016



GPA: 3.56 Avg



OVER 230 SERVED



~90% GRAD. RATE



5 DOL PROGRAMS

INSTITUTIONAL STRENGTHS

- **90+** PROGRAMS NATIONWIDE
- NATIONAL AWARDS (HEED, ASPEN)
- PATHWAYS TO EMPLOYMENT & WAGE GAINS
- DEEP INDUSTRY PARTNERSHIPS



Top 20 in the nation



Harper College

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

Sania Kamani
Apprentice – General Insurance
Zurich North America



Apprenticeship with Impact: Building a stronger student experience

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GENERAL INSURANCE APPRENTICESHIP APPRENTICE DATA for Zurich at Harper College

TOTAL
APPRENTICES
SERVED



231

RETENTION
RATE



92.2%

GRADUATION
RATE



87%

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A woman with reddish-brown hair tied back, wearing a black square-neck t-shirt and a necklace, is looking down at a laptop. She is in a modern office with large windows in the background showing a cityscape. The office interior has white cubicles and other people working in the distance.

Sydney

Registered Apprenticeship Program

One partnership. One innovative idea. Hundreds of lives changed.



The nation's first insurance apprenticeship program showed that apprenticeship isn't just another workforce strategy, it's a proven pathway to careers, economic mobility, and long-term employer success.

THANK YOU!

Harpercollege.edu/apprenticeship



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