

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 Agricultural Service Worker.
- Any employer with 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 Heartland Community College district.

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

- Registered Apprenticeship (RA) Program is a Heartland Community College Certificate in Agricultural Technology.
- The Agricultural Service Worker Registered Apprenticeship (RA) is a 1 year program.
- Upon successful completion an Agronomy Skills Certificate from Heartland Community College is awarded.
- Heartland Community College is the Registered Apprenticeship Program Sponsor handling all paperwork.

HOW TO START?

- Sign agreement with Heartland Community College to participate in the RA Program.
- Hire an apprentice prior to start of program.
- Negotiate starting salary with apprentice.

WHAT ARE THE DETAILS FOR EMPLOYERS?

- Hire an apprentice full time and pay wages/ benefits while apprentice is on the job and in the classroom.
- Pay the cost of the Registered Apprenticeship (RA) program at Heartland Community College.
- Provide experienced mentor for the On-the-Job Training (OJT) component of the RA program.
- Apprentice cannot work more than a 40-hour week while classes are in session (OJT plus course work).
- Permit apprentice to attend RA Program classes.
- Meet regularly with the Office of Apprenticeship coaches.
- Give apprentice annual salary increases until RA program completion to reflect skill and knowledge increase.
- Track apprentice hours and progress using competencies.
- *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.

HEARTLAND COMMUNITY COLLEGE RESPONSIBILITIES:

- Provide the the approved Registered Apprenticeship curriculum.
- Courses (total of 8 courses, 22 credit hours) are scheduled during semesters.
- Classes taught by qualified Heartland faculty.
- Tutor for apprentice as needed.
- RA coaches meet regularly with apprentice at Heartland Community College to ensure his/her academic progress.
- RA coaches consistently visit employers and share academic progress of their apprentice.
- Provide free Train-the-Trainer program for employer mentors/staff.

HOW MUCH DOES IT COST?

- Total RA Program cost is finalized with participating employers based on the coursework and length of the apprenticeship and covers tuition, books, and wrap-around support.

CALL THE OFFICE OF APPRENTICESHIP (309) 268-8833

www.heartland.edu/Apprenticeships

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