



# TRAIN & RETAIN TALENT



**CROWDER  
COLLEGE**

**APPRENTICESHIP  
PROGRAMS**

# CROWDER APPRENTICESHIP PROGRAMS

Apprenticeship is an industry-driven, high-quality career pathway in which workers obtain paid work experience, classroom instruction, and a transferable credential while job creators develop and prepare their future workforce.

Apprenticeship is:

- A flexible training model that can be customized to meet the needs of every business and industry.
- A viable tool for the state to use to give Missourians the necessary skills to succeed.
- An affordable approach to training and education for the employer and the job seeker.
- An opportunity to earn a paycheck while learning from day one, reducing the potential to take on student debt.

As a Registered Apprenticeship Sponsor, Crowder offers a flexible program designed jointly with employer input. Currently, the College offers non-credit and credit classes, with the opportunity to convert prior learning experience into college credit to apply to future degrees. *Specific program information: [crowder.edu/url/apprenticeship](http://crowder.edu/url/apprenticeship)*

As a benefit to employers Crowder handles all (RA) paperwork with National RA certification upon successful completion. This program allows Crowder to assist in balancing the needs of the workforce for employers and the apprentices. Classes consist of recommended 144 hours with 2,000 hours on-the-job training annually and will last from 1-5 years.

## PATH TO REGISTERED APPRENTICESHIP

Crowder College is a registered apprenticeship sponsor through the Department of Labor providing apprenticeship programs in a variety of ways. The college works as a training provider and sponsor depending on the company. Some apprenticeship programs allow the apprentice to earn college credit, but all may apply for experiential credit if they choose.

DOL Apprenticeships were established at Crowder College in 2015 with the potential to grow our services to meet the needs of area employers. Since that time, you can see our partnerships and funding have grown. We expect to continue expanding into more apprenticeship opportunities in the future.

\*MO Workforce Grant received



American Association of Community Colleges support apprenticeships



2015

February 2017\*

March 2018\*

July 2019

September/October 2021\*

“ Our apprenticeship program has helped us build a reputation of having quality employees, doing quality work. ”

Rich Puckett, *Branco Human Resources Manager*

**94%** OF APPRENTICES  
RETAIN EMPLOYMENT  
AFTER COMPLETING AN APPRENTICESHIP PROGRAM

## TOP INDUSTRIES

Missouri has apprenticeships for over 70 different new occupations in the high-growth industries of Advanced Manufacturing, Technology, Transportation and Healthcare.

**Advanced Manufacturing**

**Technology**

**Construction**

**Transportation**

**Health Care**

**Utilities**

**Law Enforcement**

## APPRENTICESHIP MISSOURI BY THE NUMBERS (2019)



**2<sup>ND</sup>**

IN THE NATION  
FOR COMPLETED  
APPRENTICESHIPS



**14,878**

ACTIVE APPRENTICES



**10,543**

NEWLY REGISTERED  
APPRENTICES



**473**

REGISTERED PROGRAMS

# BENEFITS OF APPRENTICESHIP

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- Builds talent pipeline of highly-skilled employees with industry credentials
- Lowers the cost of advertising and recruiting
- Reduces turnover rates and improves retention
- Solution for workforce retirements of highly-skilled and experienced workers
- Creates career pathways for employees
- Employer branding ability to shape employees into company ambassadors
- Proven model to help job seekers immediately start working and increase skills and earnings
- Leads to improved employee engagement; greater problem-solving ability; flexibility to perform a variety of tasks, and a reduced need for supervision
- Effective strategy to connect with employers in diverse fields and to use as part of industry sector strategies

## GET STARTED

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Crowder College is able to serve small to large companies with its apprenticeship program. The college offers a class size of 12 to 15 students, which may be filled by one or more companies. The best part is we can deliver training via a live or recorded feed, so you do not have to be located in the area. This allows the apprentice to remain at the jobsite without sacrificing instructional time.

[www.crowder.edu/url/apprenticeship](http://www.crowder.edu/url/apprenticeship)

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### ADDITIONAL RESOURCES

[www.moapprenticeconnect.com](http://www.moapprenticeconnect.com)

[dhewd.mo.gov/apprenticeship\\_missouri.php](http://dhewd.mo.gov/apprenticeship_missouri.php)



*\*Document developed with guidance from Apprenticeship Missouri and Department of Higher Education & Workforce Development.*