



Apply today!

RCIS: Apprenticeship Opportunities

What is the Apprenticeship Program?

Our apprenticeship program allows participants to simultaneously gain the education and experience to launch a rewarding career with a leading national crop insurance provider.

Earn while you learn

RCIS apprentices earn either an Associate Degree in Agriculture Business or Bachelor's Degree in Accounting or Business Administration through Northeast Iowa Community College. Tuition is covered. Apprentices are also considered full-time employees and are paid as such. Apprentices receive full benefits and are guaranteed a position upon successful program completion. Apprentice roles within RCIS include Claims and Underwriting Services.

Associate Degree Apprenticeship

This program is for individuals with a high school diploma or equivalent and little or no prior college experience. Hiring is November through June. Work and classes start in August. Program provides comprehensive professional and academic support. Typical schedule is 3 days a week at work; 2 days a week for college coursework. Degree earned is an Associate in Applied Science in Agriculture Business.

Bachelor's Degree Apprenticeship

This program is for individuals who have completed two years of college coursework or an associate degree. Hiring is August through November. Work and classes start in January. Program provides opportunity to develop Power Skills and a professional network. Typical schedule is 32 hours a week of work; 8 hours a week for academics. Degree earned is a Bachelor of Arts in Accounting or Business Administration.

Apprentices who successfully complete the two-year program...

1. **Work** in a paid, benefits-eligible full-time position at RCIS
2. **Earn** a tuition-free Associate Degree in Agriculture Business online through Northeast Iowa Community College or Bachelor's Degree from University of Arizona Global Campus.
3. **Transition** to a full-time position at RCIS
4. **Receive** a Department of Labor Certificate of Apprenticeship
5. **Possess** credentials and skills for today's marketplace.



Why choose an Apprenticeship at RCIS?

- Learn from one of the nation's leaders in crop insurance
 - RCIS offers insurance protection in all 50 states through a national network of about 3,600 licensed agents.
 - RCIS has around 1,500 team members across the U.S.
- The program is the first in our industry to be certified by the U.S. Department of Labor through our parent company, Zurich North America.
- Apprenticeship roles are available in several states, not just where RCIS has national or regional offices.
- You're paid from your first day in the program, and you graduate with no college debt.
- You're eligible for the same benefits as other employees, including health coverage, 401(K) matching and paid time off.
- Successful graduates earn a promotion as they transition into full-time work at RCIS.
- Dress-for-your-day philosophy.
- Diverse and inclusive culture
 - Connect with colleagues of all backgrounds by becoming a member of an Employee Resource Group.
- Community impact
 - Opportunities to volunteer your time, talent and resources.

Selection criteria

We select team players for the program and who display the basic qualifications for the program in addition to individuals who display a high degree of initiative, adaptability and personal responsibility.

Qualifications:

- High school diploma or equivalent
- Must meet admission requirements at Northeast Iowa Community College
- One or more years of work experience and/or voluntary community service
- Intermediate computer skills
- Attention to detail
- Customer service and problem solving skills
- Interpersonal and communication skills
- Enjoys collaborating with others
- Strong written and verbal communication skills



“The fact that I could earn a degree while making this career change was my deciding factor.”

– RCIS apprentice Raynee Gottbreht

Hear from RCIS apprentices: <https://bit.ly/RCISApprentice>

[LinkedIn](#) | [Facebook](#) | [YouTube](#)

RCIS

Based in Anoka, Minnesota, RCIS has regional service offices in Anoka; Fresno, California; Sioux Falls, South Dakota; and Winston-Salem, North Carolina. www.rcis.com

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