IRAP Overview

Industry Recognized Apprenticeship Programs

What is IRAP?

According to the U.S. Department of Labor (DOL), IRAPs are "high-quality apprenticeship programs recognized as such by a Standards Recognition Entity (SRE) pursuant to the DOL's standards. These programs provide individuals with opportunities to obtain **workplace-relevant knowledge** and **progressively advancing skills**. IRAPs include a **paid-work component** and an **educational component** and result in an **industry-recognized credential**."

NIMS Approach to IRAP

At their core, all apprenticeships are **work and learn** models. IRAPs move the responsibility of quality assurance and monitoring to a non-government SRE.

NIMS approach is to help organizations ensure that their programs **meet government requirements** while also providing a **structured framework** to ensure **high-quality, results-driven** training.

What is an SRE?

Standards Recognition Entities (SREs) are appointed by DOL to:

- Recognize and oversee IRAPs with fairness and impartiality
- Report to DOL status of IRAPs including program performance data
- Ensure fairness and impartiality
- Maintain ongoing quality control for IRAPs
- Ensure IRAPs meet applicable federal, state and local laws and regulations (i.e. wages, EEOC, OSHA, etc.)
- Monitor and suspend IRAPs that fail to meet required standards

Other Key Roles

- **Employer**: Any business employing an Apprentice(s) under an IRAP program
  - May also be a Sponsor
  - Multiple job roles or occupations may be recognized under one IRAP
- **Sponsor**: Any business representing an Employer(s) under an IRAP program
  - A Sponsor may represent one or multiple employers
  - Community organizations such as associations, education providers, unions, etc.
  - Multiple job roles or occupations may be recognized under one IRAP

How IRAP Works
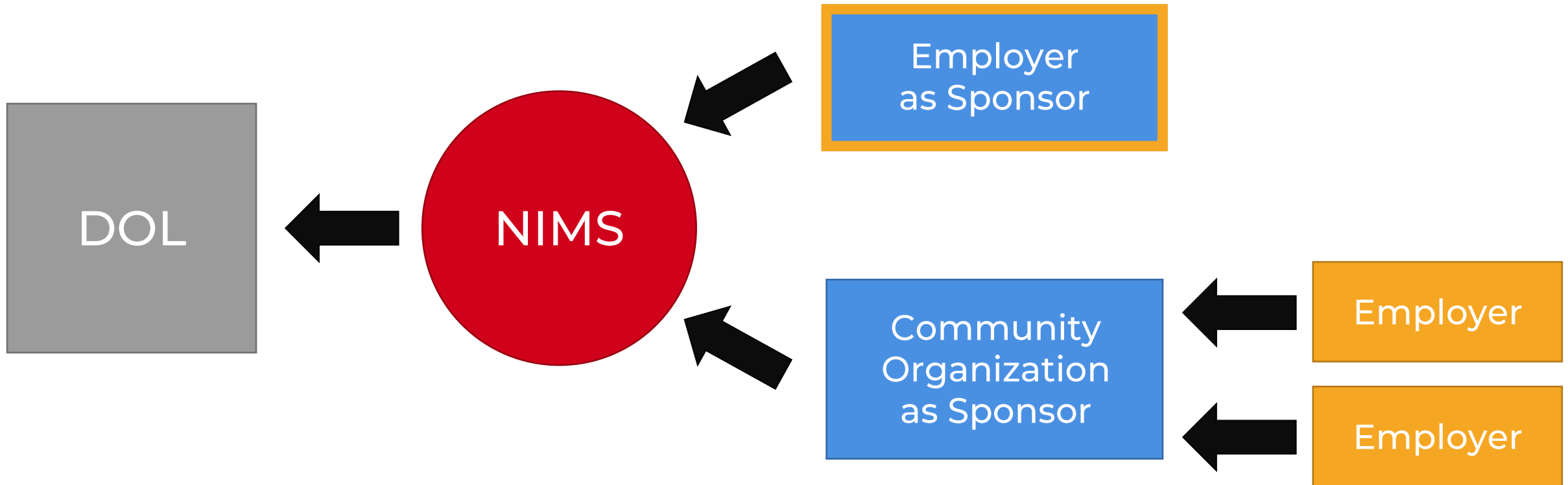
NIMS IRAP Policies Overview

- Will recognize apprenticeships in any industry for which we offer standards and credentials
- One IRAP may include one or more job roles or occupations
- Sponsors may be the employer or a third-party
- IRAPs may apply to more than one employer with a third-party sponsor
- Recognition will be valid for up to 5 years

NIMS IRAP Industries

NIMS Programs

Machining	Industrial Technology Maintenance	Dimensional Measurement	Industry 4.0

Classic Offerings

- Metalforming
- Machine Maintenance, Service & Repair
- Moldmaking
- Press Brake

- Punch Press
- Screw Machining
- Slide Forming
- Stamping

Required Program Components

- Training Plan
  - Apprenticeship Agreement
  - Paid Work
  - OJT and Work Experience
  - Related Instruction
  - Credentials
  - Mentorship
- Legal
  - Safety
  - Equal Employment Opportunity and Diversity
  - Harassment

Reporting

- Employers and Sponsors are required to report to NIMS:
  - Quarterly or bi-annually depending upon the size of the program
  - Apprentice information
    - Apprentices (new, active, completers, employment)
    - Time & Cost
    - Wages
    - Credential and education attainment
  - Any changes to the program
- NIMS is required to report to DOL
  - All programs that it recognizes
  - Aggregate information on IRAPs and apprentices
  - Programs that are suspended or revoked

Recognition Process Overview

- Employer and/or Sponsor will:
  - Review Program Requirements
  - Request application
  - Assemble required documentation
  - Submit signed and completed application
- NIMS will:
  - Assign account representative
  - Review application within 30 days
  - May request additional information or clarification
  - Notify Sponsor upon approval or denial of application
  - Notify DOL of all approved programs

Fees

- Application and Assessment: $2,500
- Annual Maintenance and Reporting: $500

Q&A

Recording and slides will be provided to all registered participants