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

DOL

NIMS

Employer as Sponsor

Community Organization as Sponsor

Employer

Employer
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