



# INDUSTRY-RECOGNIZED APPRENTICESHIP PROGRAM (IRAP) SPONSOR FACT SHEET

## WHAT ARE IRAPS?

IRAPs are high-quality apprenticeship programs that provide individuals with opportunities to obtain workplace-relevant knowledge and progressively advancing skills. IRAPs include a paid-work and an educational component and result in an industry-recognized credential. An IRAP can be developed or delivered by entities such as trade and industry groups, corporations, non-profit organizations, educational institutions, unions, and joint labor-management organizations. The final rule establishes a process for the Department of Labor's Office of Apprenticeship (OA) Administrator (Administrator) to recognize qualified third-party entities, known as Standards Recognition Entities (SREs), which will, in turn, evaluate and recognize IRAPs consistent with the Department's standards.

## WHAT ARE IRAP SPONSORS?

An IRAP Sponsor is the entity responsible for administering the IRAP, much like a Registered Apprenticeship Program sponsor. IRAP Sponsors are entities such as trade and industry groups, corporations, non-profit organizations, educational institutions, unions, and joint labor-management organizations.

## HIGH-QUALITY IRAP REQUIREMENTS

High-quality IRAPs include the following 10 requirements:

1. **Paid Work.** IRAPs must ensure apprentices are paid at least the applicable Federal, State, or local minimum wage. The program must provide a written notice to apprentices of what wages apprentices will receive and under what circumstances apprentices' wages will increase.
2. **Written Training Plan.** IRAPs must have a written training plan, consistent with its SRE's requirements and standards. The written training plan, which must be provided to an apprentice prior to beginning an IRAP, must detail the program's structured work experiences and appropriate related instruction, be designed so that apprentices demonstrate competency and earn credential(s), and provide apprentices progressively advancing industry-essential skills.
3. **Written Apprenticeship Agreement.** IRAPs must maintain a written apprenticeship agreement for each apprentice that outlines the terms and conditions of the apprentice's employment and training. The apprenticeship agreement must be consistent with its SRE's requirements.
4. **Specialized Knowledge and Experience.** IRAPs must train apprentices for employment in jobs that require specialized knowledge and experience and involve the performance of complex tasks.
5. **Safety.** IRAPs must provide a working environment for apprentices that adheres to all applicable Federal, State, and local safety laws and regulations and complies with any additional safety requirements of its SRE.
6. **Equal Employment Opportunity.** IRAPs must affirm their adherence to all applicable Federal, State, and local laws pertaining to EEO.
7. **Credit for Prior Knowledge.** IRAPs must provide credit for prior knowledge and experience to apprentices relevant to the instruction of the program.
8. **Mentorship.** IRAPs must provide apprentices structured mentorship opportunities throughout the duration of the apprenticeship that involve ongoing, focused supervision and training by experienced instructors and employees, to ensure apprentices have additional guidance on the progress of their training and their employability.
9. **Industry-Recognized Credentials.** IRAPs must provide apprentices industry-recognized credential(s) during participation in or upon completion of the program.
10. **Disclosure of Costs and Fees.** IRAPs must disclose to apprentices, before they agree to participate in the program, any costs or expenses that will be charged to them (such as costs related to tools or educational materials).



	SRES	IRAP SPONSORS
<b>Role of entity</b>	A third-party entity, recognized by the Department as qualified to recognize apprenticeship programs as IRAPs.	The entity responsible for administering the IRAP.
<b>Who is eligible for the role?</b>	A third-party entity including trade, industry and employer groups and associations; corporations; educational institutions; state and local governments; non-profits; unions; certification and accreditation bodies or entities; and joint labor-management organizations.	Entities such as trade and industry groups, corporations, non-profit organizations, educational institutions, unions, and joint labor-management organizations.
<b>Level of recognition and oversight</b>	Recognized and overseen by the DOL's OA Administrator, or any person designated by the Administrator.	Recognized, consistent with the Department's standards, as a high-quality program and overseen by an SRE who will maintain a quality assurance role with the IRAP Sponsors.

#### WHY IRAPS?

IRAPs are innovative and customizable models of apprenticeship that offer a multitude of benefits which include:

- Providing an additional pathway to assist job creators in training their workforces
- Serving the needs of businesses by expanding apprenticeship to new industries
- Using innovative, flexible, industry-driven approaches that are tailored to the workforce needs of businesses
- Developing an immediate pool of workers for today and skilled talent for tomorrow
- Creating tools to help businesses develop and launch programs quickly

#### HOW TO BECOME AN IRAP SPONSOR

- Assess your workforce needs and consider how this new flexibility in apprenticeship could offer the right talent development solution and develop a program.

- Familiarize yourself with the DOL standards for high-quality IRAPs.
- Identify trusted national industry leaders in your industry sector and encourage them to apply for recognition as an SRE.
- Monitor DOL's IRAP website for up-to-date information about recognized SREs.
- Seek recognition from an SRE in your industry or occupational area.
- IRAPs that seek to train apprentices to perform construction activities cannot be recognized by SREs.

#### TO LEARN MORE ABOUT IRAPS AND SRES

- Visit [www.apprenticeship.gov](http://www.apprenticeship.gov) to review the IRAP Final Rule and resources to become familiar with IRAPs and the roles and responsibilities of SREs.
- Sign up for our [Apprenticeship Newsletter](#) to receive the latest apprenticeship related news from the USDOL.