



INDUSTRY-RECOGNIZED APPRENTICESHIP PROGRAM (IRAP) SPONSOR FACT SHEET

WHAT ARE INDUSTRY-RECOGNIZED APPRENTICESHIP PROGRAMS?

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 component and an educational component and result in an industry-recognized credential. An IRAP is 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 (RAP) sponsor. IRAP Sponsors are entities such as trade and industry groups, corporations, non-profit organizations, educational institutions, unions, and joint labor-management organizations.

ELEMENTS OF HIGH-QUALITY INDUSTRY RECOGNIZED APPRENTICESHIP PROGRAMS

High-quality IRAPs include the following components:

- **Paid Work.** IRAPs ensure apprentices are paid at least the applicable Federal, State, or local minimum wage.
- **Written Training Plan.** 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.

- **On-the-Job Training/Structured Work Experience.** IRAPs must provide structured work experience, designed so that apprentices demonstrate competency and progressively advancing industry-essential skills.
- **Safety and Equal Employment Opportunity (EEO).** IRAPs must affirm their adherence to all applicable Federal, State, and local laws pertaining to EEO and 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 that the SRE may require.
- **Related Instruction.** IRAPs must provide appropriate related instruction, designed so that apprentices demonstrate competency and obtain progressively advancing industry-essential skills.
- **Mentorship.** On-the-Job Training is conducted in the work setting under the ongoing, focused supervision and training of a mentor.
- **Industry-Recognized Credentials.** IRAPs provide apprentices industry-recognized credential(s) during participation in or upon completion of the program.



	SREs	IRAP Sponsors
Role of entity	A third-party entity, recognized by the Department as qualified to recognize apprenticeship programs as IRAPs.	The entity responsible for administering the IRAP.
Who is eligible for the role?	A third-party entity including trade, industry and employer groups and associations, corporations, educational institutions, state and local government, non-profits, unions, certification and accreditation bodies or entities for a profession and joint labor-management organizations.	Entities such as trade and industry groups, corporations, non-profit organizations, educational institutions, unions, and joint labor-management organizations.
Level of recognition and oversight	Recognized and overseen by the DOL's Office of Apprenticeship (OA) Administrator (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 business 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 PROGRAM PROVIDER

- 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.
 - o IRAPs that seek to train apprentices to perform construction activities as described in §29.30 of the Final Rule cannot be recognized by SREs.

TO LEARN MORE ABOUT IRAPS AND SRES

- Visit our 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. (<https://public.govdelivery.com/accounts/USDOL/subscriber/new>)

