

# NIMS Introduction:

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**Effective On-the-Job Training** goes beyond establishing traditional apprenticeship programs. Traditional apprenticeships alone rarely closes the **gap** between training and required performance. This rarity is due to **not** having reliable methods to deliver and validate training.

# Traditional Apprenticeship Do's and Don'ts

## Do's

- ▲ Provide structure to training policies
- ▲ Provides structure to equal opportunity policies
- ▲ Defines tolerance of training (time constraints)
- ▲ Narratively defines performance requirements

## Don'ts

- ▲ Provide methods to deliver and validate training.

Ultimately, employers care about...

Performance...

and desired performance  
requires reliable methods to  
deliver and validate training

# NIMS Smart Solutions

## What We Do

Validate performance with practical experiences that reflect what employees will face on the job

## How We Do It

With our Smart Solutions:

- Smart Standards
- **Smart Training Principles**
- Smart Performance Measures

# Smart Training Principles = IRAP

1. Train from the End ➤ What performance is needed
2. Stakeholder Environment ➤ Everyone has a role & responsibility
3. Separate Trainers and Evaluators ➤ Impartiality in evaluation
4. Dual Training Environments ➤ How to structure OJT
5. Competency-Based ➤ Self-paced, not time-based
6. True Performance Validation ➤ Performance Measures (PMs)
7. Win-Win ➤ **Credentials**

# 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?

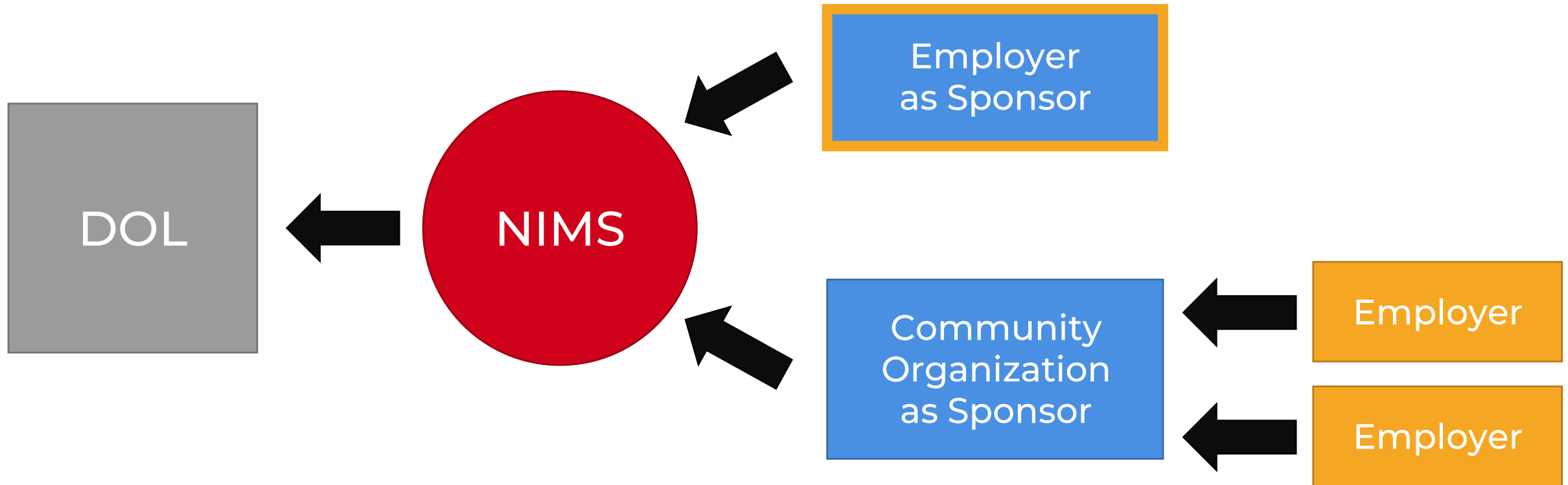
Standards Recognition Entities (SREs) are appointed by DOL to:

- ▲ 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



# Q&A

For more information, please contact Dina Igoe at  
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