

# Mass Workforce Issuance

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Policy

Information

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**To:** Chief Elected Officials  
Workforce Board Chairs  
Workforce Board Directors  
Title I Administrators  
Career Center Directors  
Title I Fiscal Officers  
DCS Operations Managers

**cc:** WIOA State Partners

**From:** Alice Sweeney, Director  
Department of Career Services

**Date:** August 13, 2018

**Subject:** **Creating Industry Recognized Apprenticeship Programs to Expand Opportunity in America**

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**Purpose:** To notify Local Workforce Boards, One-Stop Career Center Operators and other local workforce partners of the Department of Labor (DOL) Employment and Training Administration (ETA) Training and Employment Notice ([TEN](#)) No. 03-18, *Creating Industry-Recognized Apprenticeship Programs to Expand Opportunity in America*. This TEN provides a framework for an important part of the expanded approach: industry-recognized (vs DOL Office of Apprenticeship or a State Apprenticeship Agency approved) apprenticeship programs and is guided by relevant recommendations offered in the Final Report of the President's Task Force on Apprenticeship.

**Background:** In June 2017, President Trump signed an Executive Order (E.O.) on Expanding Apprenticeships in America. The E.O. describes an expanded vision for apprenticeship in America and makes it the policy of the Federal Government to "provide more affordable pathways to secure, high paying jobs by promoting apprenticeships and effective workforce development programs, while easing the regulatory burden on such programs and reducing or eliminating taxpayer support for ineffective workforce development programs". The expanded vision includes establishing Industry Recognized Apprenticeship Programs (IRAPs) and a corresponding certification process.

IRAPs are high-quality apprenticeship programs that include a paid-work component and an educational or instructional component, wherein an individual obtains workplace-relevant knowledge and skills. An IRAP is developed or delivered by third parties, may include trade and industry groups, companies, non-profit organizations, educational institutions, unions, and joint labor-management organizations, and is one that has been certified as a high-quality program by a third-party certifier that has received a favorable determination from DOL.

Certifiers of IRAPs will be a critical part of the new initiative and will validate the quality of apprenticeship programs administered by individual sponsors. Certifiers are expected to offer sponsors of apprenticeship programs uniform standards that promote quality and portability. In addition, DOL encourages certifiers to develop off-the-shelf products to reduce the burden and expense for sponsors to quickly develop and implement apprenticeship programs. The Department of Labor will soon announce an opportunity for organizations to apply for approval as an IRAP certifier, though interested organizations are encouraged to begin now developing the plans, structures, and key partnerships that will form the basis for a successful submission. A proposed Industry Recognized Apprenticeship Certifier Application will be released at a later date and include specific requirements. Criteria will include demonstration of the following:

1. Validity in Setting Sector Standards
2. Clear Policies and Procedures for Certifying IRAPs
3. Transparency and Accountability
4. Impartiality, Confidentiality, Objectivity, and Independence
5. High Quality (Components: Paid work, Work-based learning, Mentorship, Educational and Instructional, Industry Credential Earned, Safety and Supervision and Equal Employment Opportunity)

In addition to the rulemaking discussed in TEN 3-18 and listed on the Department's regulatory agenda, the Department will publish additional information and materials as necessary to continue the development of this initiative. The Department will begin accepting submissions from organizations seeking to serve as certifiers under the process set out here shortly. In the interim, interested parties may submit comments or information (including statements of interest) to [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

Resources include - Executive Order 13801: [Expanding Apprenticeships in America](#) and President's Task Force on Apprenticeship Expansion: [Final Report](#)

**Action**

**Required:** Please share with managers, staff and partners as appropriate.

**Effective:** Immediately