

Industry Recognized Apprenticeship Programs (IRAPs) An Overview

Housekeeping

- Event is being recorded
- All participants are muted
- Type questions and comments into the Q&A box at anytime
- Slides will be posted with the recording in the LMS

Presenters



Jason Blake

The AED Foundation Executive Vice President and COO



Rebecca Daurio

**Training and Development Specialist and
Apprenticeship Consultant**

Today's Objectives

- Discuss the timeline for IRAP rollout.
- Highlight Industry Recognized Apprentices Program IRAP benefits for employers.
- Outline responsibilities of Standards Recognized Entity (SRE)
- Outline roles and responsibilities of dealers or manufacturers of an (IRAP).
- Review IRAP resources AED aims to provide in 2021.
- Review the recognition process.

Timeline for Rollout

- Begin Pilot Program: Present – October 2021
- Develop IRAP Roadmap: Currently available
- Offer resources and templates: January 2021
- Establish ranking system for IRAP candidates: March 2021
- Launch Online Application: April 2021

Industry Workforce Challenge

- The AED Foundation estimates that during the next five years there will be a need to fill over 70,000 heavy equipment technician positions across the industry.
- The equipment distribution industry is losing over \$2.4 billion in lost productivity due to the technician shortage.
- Almost 90% of AED dealerships have a job opening rate above the national average.
- Among surveyed AED members, 62% say local educational institutions in their area do not understand the company's workforce needs and don't align their curricula and train students to meet those needs.

AED's Foundation Commitment

Vision 2025-Foundations Solution

100 accredited college programs

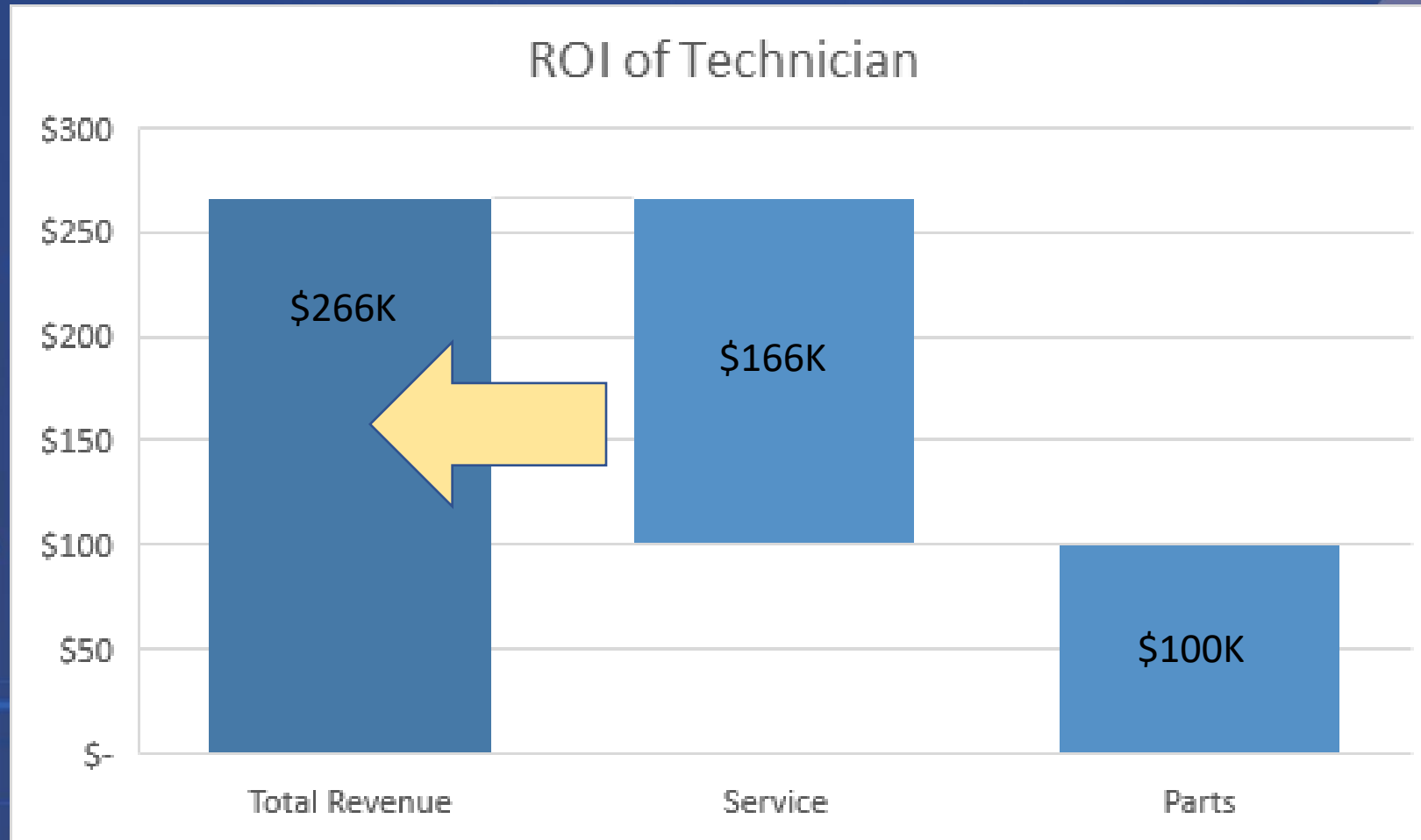
50 recognized high schools

10,000 skilled technicians entering the workforce

500 certified managers

5,000 AED Foundation Certified Technicians

Value of a Technician



Benefits

- Develop a pipeline of skilled workers
- Increase in productivity
- Decrease in waste
- Decrease in recruitment costs
- Decrease in safety incidents
- ROI: \$1.49 for every dollar spent
- Increases retention of employee



What is an Standards Recognition Entity (SRE)?

- Accredited by the US Department of Labor
- Defines standards for apprenticeships in industry
- Reviews ,validates and recognizes quality apprenticeship programs.
- Monitors recognized IRAPs
- Reports status and IRAP data to DOL



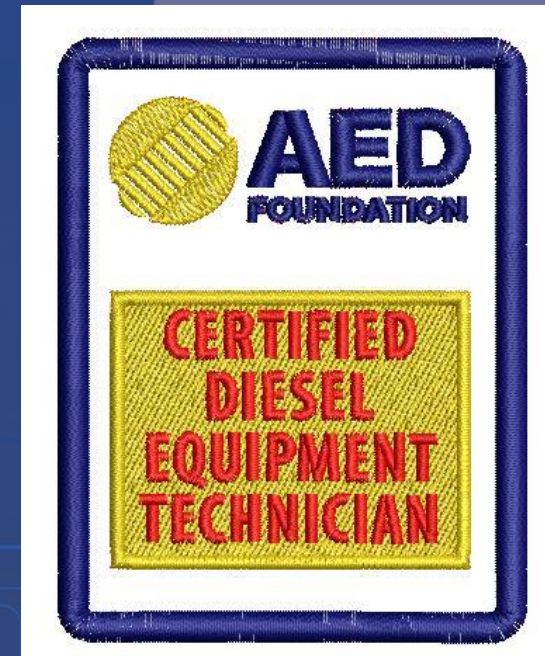
What is an Industry Recognized Apprenticeship Program(IRAP)?

- A high-quality apprenticeship program that includes a paid-work and an educational or instructional component through which an individual obtains workplace-relevant knowledge and skills
- An industry-driven apprenticeship program that is accredited by an independent organization as meeting the high-quality criteria of an IRAP



IRAPs for what occupation?

- Industry Credential earned “**Certified Construction Equipment Technician**”
- Applies to the following roles:
 - *mobile heavy equipment mechanics*
 - *farm equipment mechanics and service technicians*
 - *bus and truck mechanics*
 - *diesel engine specialists*
- Room to expand



Minimum Requirements

- Competency-based programs
 - 3000 hours of OJT/Work Experience
 - 1000 hours of Related Training
- Competencies and skills outlined in Standards for Construction Equipment Technology
- Mentorship
- Meets Safety requirements (federal, state and local)
- EEO requirements (federal, state and local)
- Defines harassment and complaint process

** See the AED IRAP Roadmap for specific details*

Employers at Different Stages

Stage 1

- Interest in IRAP recognition
- Doesn't have components in place, but wants to do so.
- Needs guidance, support consultation

Stage 2

- Interest in IRAP recognition
- Has some components in place, but needs to incorporate some minimum requirements (i.e. policies, hours, etc.)

Stage 3

- Interest in IRAP recognition
- Has reviewed the IRAP Roadmap, has all of the necessary components in place
- Ready to submit application and supporting docs.

Recognition Process

- Step 1:
 - Review the IRAP Roadmap and Standards for Construction Equipment Technology and ensure components and minimum requirements are met.
- Step 2:
 - Request application for program recognition.
- Step 3:
 - Complete application and gather supporting documentation and submit to AED Foundation.
- Step 4:
 - AED Foundation will schedule an on-site recognition visit and complete a detailed IRAP Evaluation.
- Step 5:
 - AED Foundation will compile a post-audit report communicating findings/recommendation for recognition.
- Step 6:
 - Receive Recognition Certificate, AED Press Release, etc.

Annual Monitoring and Reporting

- IRAP contact info
- Apprentice demographic info
- Number of new/continuing/completed apprentices
- Completion rate
- Length of time for completion
- Post-apprenticeship retention rate
- Costs/Expenses

Terms and Costs of Recognition

- Recognition is for 5 years after which the IRAP must reapply and be re-evaluated by AEDF
- Recognition Application Fee is \$5,000
 - Application materials, on-site visit/s, annual monitoring/reporting, some consultative/evaluative services
- Re-recognition is \$2,500
- Additional fees to help and assist based on where the company candidate is in the process.

Questions?

Contact Info:

Rebecca Daurio- rdaurio@aednet.org

