



# **INDUSTRY-RECOGNIZED APPRENTICESHIP PROGRAMS (IRAPs)**

***An efficient, competency-based workforce training model***

*Dallas College received federal funding from the Department of Labor to scale apprenticeships in health care under award number HG-33032-19-60-A-48.*

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# About the Presenters

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# Outline

- Agenda:
  - Workcred, ASHHRA, & Dallas College (DC) Overview
  - Project Overview
  - Why Apprenticeship
  - Industry-Recognized Apprenticeship Programs (IRAPs)
    - ✓ Occupations
    - ✓ Benefits
    - ✓ Alternative to DOL Registered Apprenticeship Programs (RAP)
    - ✓ Set Up Steps
- Key Takeaways:
  1. Apprenticeship is a great retention tool
  2. Apprenticeship has evolved to a new, industry-driven model
  3. IRAPs are a competency-based, work-and-learn program that are recognized and validated by a 3rd party
  4. IRAPs are capstoned with an industry-recognized certification





# About Workcred



**Mission:** To strengthen workforce quality by improving the credentialing system, ensuring its ongoing relevance, and preparing employers, workers, educators, and governments to use it effectively.

**Vision:** A labor market which relies on the relevance, quality, and value of workforce credentials for opportunities, growth, and development.



# About ASHHRA



**Mission:** To advance health care through the support and development of a knowledgeable and connected network of human resources professionals by providing innovative resources, tools and strategies.

**Vision:** An inspired community of health care human resources professionals that reaches its highest potential as a catalyst for positive change in an evolving health care landscape.





# About Dallas College



**Mission:** To transform lives and communities through higher education.

**Strategic Priority:** Serve as the primary provider in the talent supply chain in North Texas while expanding and scaling work-based learning programs nationally.







# **\$16.2 Million DOL Grant**



## **Develop & Scale Apprenticeships in Health Care**

*Dallas College has partnered with the following organizations for the development of IRAPs:*

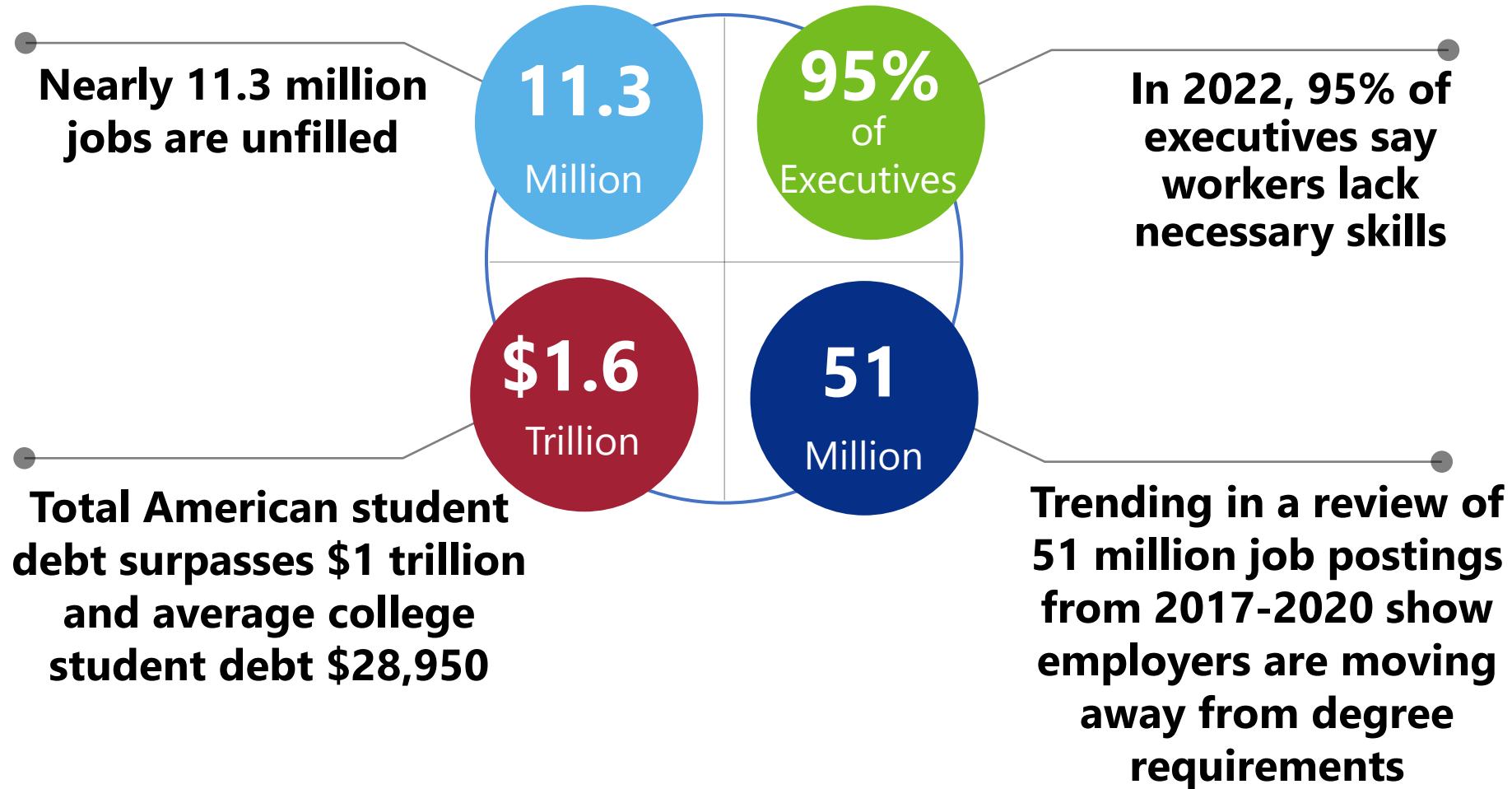
- *American Hospital Association (AHA) & American Society for Health Care Human Resources Administration (ASHHRA)*
- *Workcred*
- *Bufflehead Strategies LLC*
- *Solutions for Information Design LLC*
- *DoD Force Education and Training*
- *National associations and credentialing bodies relevant to each occupation*
- *Employers*

*Dallas College IRAPs are/will be recognized by the ANSI National Accreditation Board (ANAB).*





# Why Apprenticeship?





# 636,000

Apprentices Nationwide  
in More than 1,000  
Occupations



# \$60,000



Average Starting Salary of  
Worker Who Completes an  
Apprenticeship Program



## Dallas College Goal: 50K Apprentices by 2030



# \$300,000

Amount Workers Who Complete  
Apprenticeship Programs Earn  
More Over a Lifetime Than Peers



# \$0

Apprentice Debt  
After Completing a DC  
Apprenticeship Program





# Industry-Recognized Apprenticeship Programs (IRAPs)

✍ To close the growing skills gap, the Department of Labor has **expanded apprenticeship models**. IRAPs were created as an alternative, high-quality apprenticeship opportunity, designed to appeal to industries that had not yet adopted the model.



IRAPs seek to bridge the **gap** between a valuable credential and practice in the field, ensuring sustainable relevance.



IRAPs are high-quality, **competency-based**, on-the-job learning opportunities that prepare the apprentice to obtain at least one **industry-recognized credential**.



# Industry-Recognized Apprenticeship Programs (IRAPs)



**Preceptors/Mentors** go through training to ensure apprentices are consistently evaluated using **observation** and **demonstration**.

Assessment of competencies occurs daily, at designated intervals and the IRAP culminates with one or more third-party, assessment-based industry-recognized credential. This approach is rarely met by any type of credential.



Apprentices are awarded credit for prior learning and **experience** in order to focus on gaining the skills necessary to be successful in the occupation.



IRAPs are **recognized** and evaluated annually a 3<sup>rd</sup>-party Standards Recognition Entity. Ours is the **ANSI National Accreditation Board (ANAB)**.





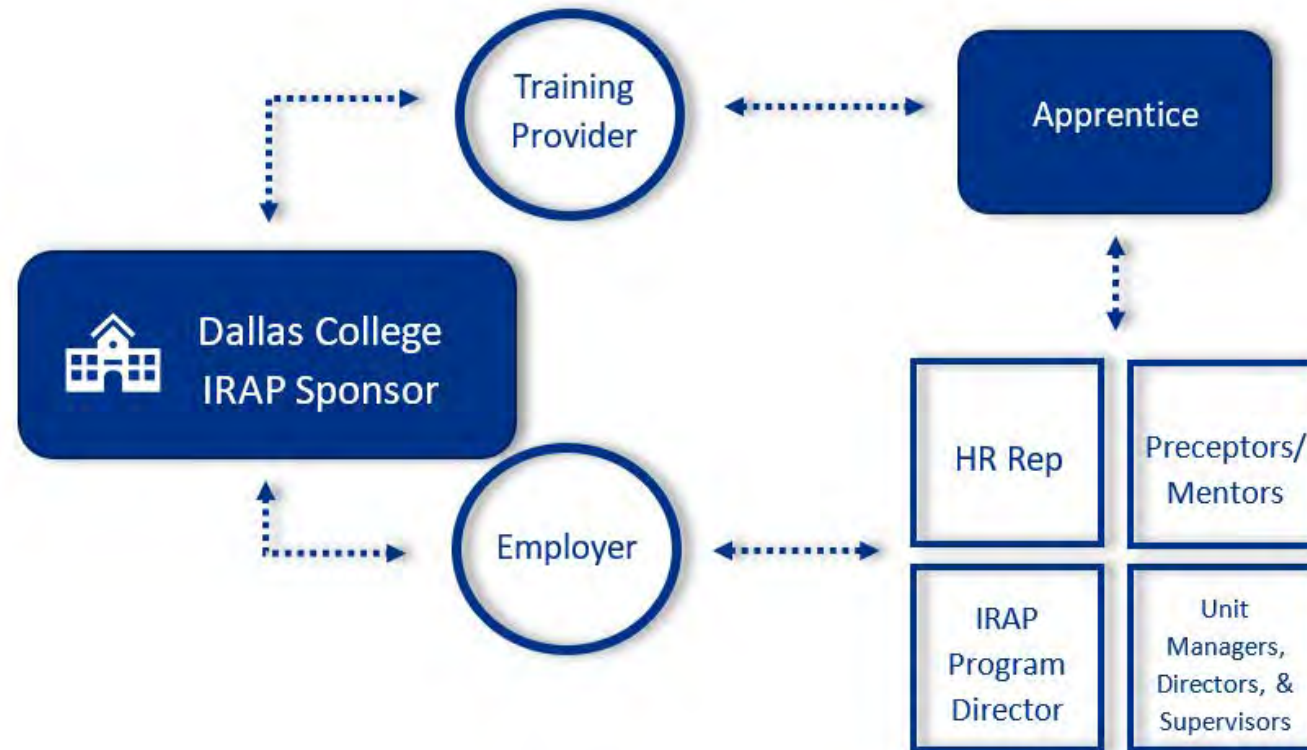


# IRAP Structure

## This program is ..

- Partially funded by the Department of Labor
- Recognized by the ANSI National Accreditation Board (ANAB)
- Sponsored by Dallas College
- Directed by the employer
- Apprentices learn most competencies on-the-job; course(s) are all online
- Preceptors receive training
- Coordinated with a national recognized certification body
- Bridge non-certified to certified through the IRAP
- Competencies are designed to assure that the apprentice is equipped to pass the certification exam
- Web-based tool for tracking competencies
- Preceptor training to ensure confidence for training and implementation of adult learning principles

# IRAP Structure



# Occupations

## Industry-Recognized Apprenticeship Programs (IRAPs)



Health Care Culinary Services



MRI Technologist



Health Care Supply Chain



Sterile Processing Technician



Health Care Facility Management  
(expected by Fall 2022)



Medical Billing & Coding  
(expected by December 2022, or sooner)



Certified Medical Assistant  
(expected by December 2022, or sooner)







# Employer Benefits

## Industry-Recognized Apprenticeship Programs (IRAPs)

### *While Grant Funding Permits:*

*(first come, first served)*

- \$3,000 one-time incentive fee per location where program(s) is launched (funds can be used at your discretion for program reinvestment, etc.)
- \$150 incentive per apprentice that completes program
- Funding for related instruction (courses)
- Funding for certification exam





# Employer Benefits

## Industry-Recognized Apprenticeship Programs (IRAPs)



3<sup>rd</sup> pillar of healthcare employee training  
➤ Medical education, clinical rotations, IRAPs



Just-in-time, efficient, competency-based training without the fluff



Employee productivity



Bolster recruitment – external and internal candidates



Coverage of most training costs (as funding permits)



Reduced turnover, increased engagement/loyalty



SMEs have done the hard work of program development



Community benefit



Better patient outcomes



Substantial return on investment

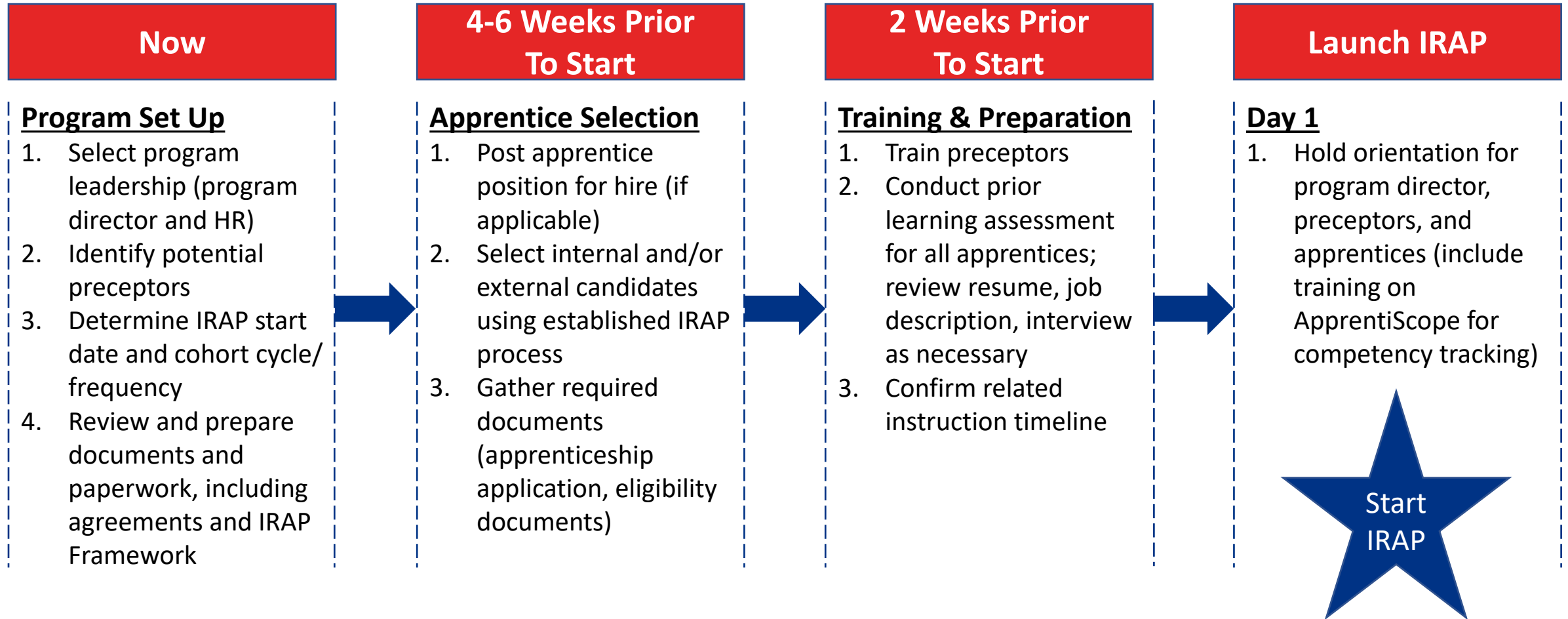


Prior learning and experience assessment opportunity in advance of job offer and meet apprentices where they are





# Typical Timeline for IRAP Set Up





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# Contact Us





# **IRAP Occupations**





# **Culinary Services**





# Culinary Services



Rigorously developed occupational training program in culinary services that combines on-the-job work experience with technical/classroom study



Designed to develop useful job skills for individuals entering the culinary workforce and incumbent workers who need upskilling



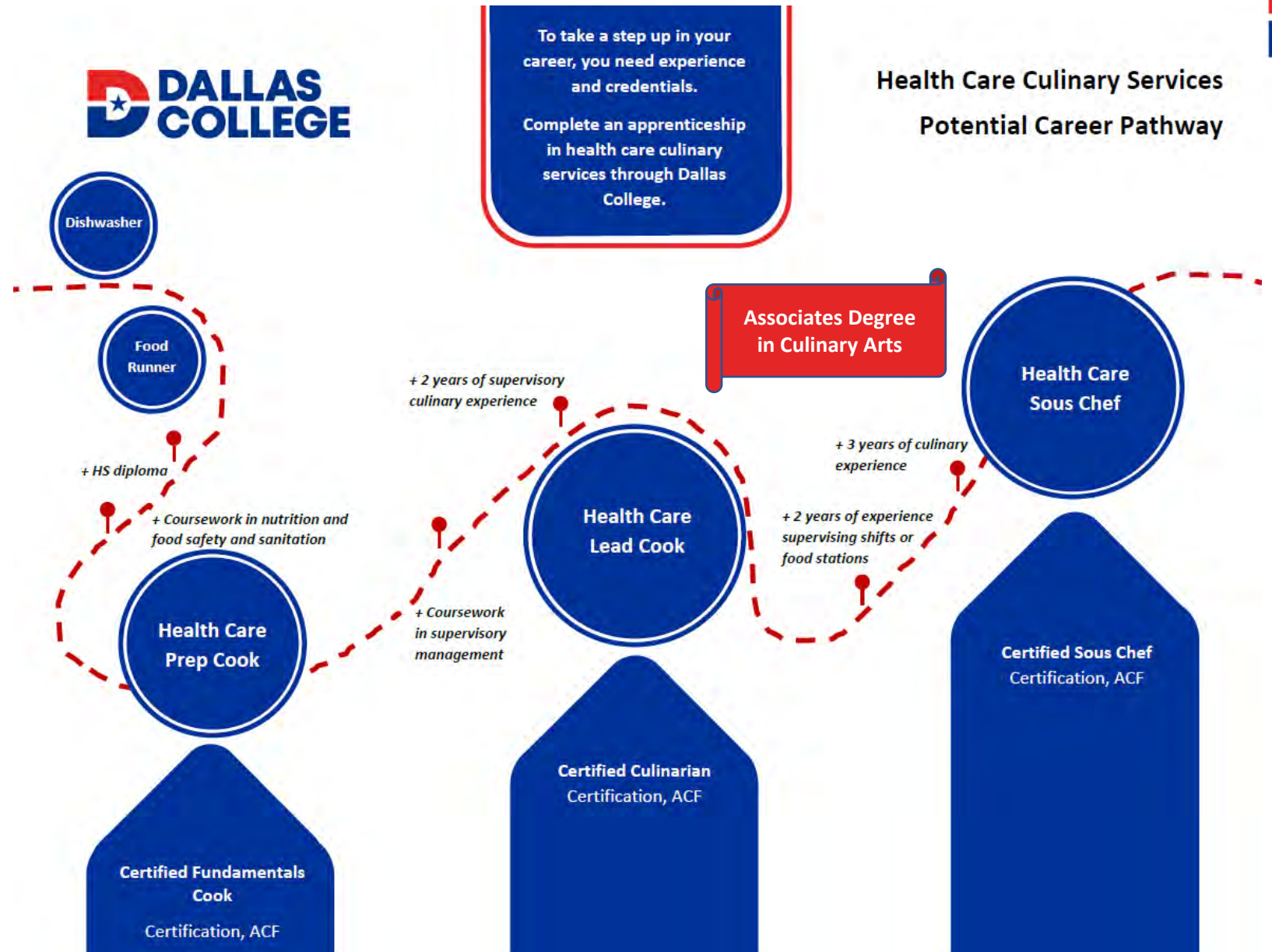
Successful apprentices will earn at least one of three stackable credentials from the American Culinary Federation:

- Certified Fundamentals Cook®
- Certified Culinarian®
- Certified Sous Chef®





# Stackable Credentials & Career Pathway





# Culinary Services Competency Domain Examples

**Recipes & Menu Implementation**

**Cooking Methodology**

**Food and Product Handling**

**Meal Preparation**

**Food Presentation**

**Culinary Nutrition**

**Culinary Math**

**Safety & Sanitation**

**Communication**

**Leadership**





# **MRI Technologist**





# MRI Technologist



Rigorously developed occupational training program that combines on-the-job work experience with technical/classroom study



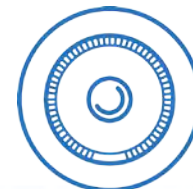
Designed to develop useful job skills for individuals entering the MRI workforce



Successful apprentices will earn a certification as a Registered MRI Technologist from the American Registry of Magnetic Resonance Imaging Technologists® (ARMRIT)

- *The American Registry of Radiologic Technologists® (ARRT) MRI certification is a planned addition for 2023*

***Note: this IRAP requires employer tuition assistance***



**TESLA INSTITUTE**  
OF MRI TECHNOLOGY



# MRI Technologist

## Dallas College / Tesla Institute of MRI Technology

*Online didactic training and in-person, on-the-job clinical training*

### Industry-Recognized Apprenticeship Program (IRAP)

- a) 1,000 hours clinical training
- b) Competency-based
- c) ScanLabMR simulator training
- d) \$9,500 full tuition:
  - a) \$3,500 covered by Dallas College DOL grant funds *(while grant funds remain available)*
  - b) \$1,000 payment by apprentice (skin in the game)
  - c) \$5,000 requested employer tuition assistance







# MRI Technologist Competency Domains

**MRI Physics**

**Safety, Patient Care &  
Management**

**Image Quality**

**MR Cross-Sectional Anatomy**





# MRI Technologist

## Online Didactic Coursework

Orientation	Gradients: Principles & Applications
IV Insertion	Pulse Sequences I
Overview of MRI	Cross-Sectional Anatomy II (Body)
History of MRI & Magnetism	Pulse Sequences II
MRI Instrumentation I (Magnets)	Image Quality: Parameters Controlling SNR and Resolution (Parameter Effects)
Subatomic Principles of Magnetic Resonance	Image Quality & Artifacts
MRI Safety I (Magnetic Field Safety)	Contrast Media: Application & Safety
MRI Safety II (RF Heating, Implant Safety, Acoustic Noise Safety)	Cross-Sectional Anatomy III (Musculoskeletal)
Cross-Sectional Anatomy I (Head and Spine)	MRI Instrumentation II: Surface Coil Technology
Contrast Mechanisms	Topics in Healthcare Leadership (includes ethics)

## ScanLabMR – Simulation Training





# MRI Technologist: Career Pathway



HS Diploma  
or GED

Prerequisites to  
MRI Technologist  
IRAP

*Coursework in MRI physics,  
safety, and imaging*

ARMRIT MRI  
Technologist

MRI Technologist  
Certification, ARMRIT

To take a step up in your  
career, you need experience  
and credentials.  
  
Complete an apprenticeship  
in Magnetic Resonance  
Imaging (MRI) Technologist  
through Dallas College.

*+ 2 years of supervisory  
imaging experience*

Team  
Leadership  
Roles

*+ Coursework  
in leadership  
and ethics*

Additional Skills Gained

Through Work  
Experience & Self-  
Directed Training  
(Post-Apprenticeship)

MRI Technologist  
Potential Career Pathway

Healthcare  
Administrative  
Roles

*+ 5 years of imaging  
experience*

Additional Skills Gained





# **Sterile Processing Technician**





# Sterile Processing Technician



Rigorously developed occupational training program that combines on-the-job work experience with technical/classroom study



Designed to develop useful job skills for individuals entering the health care sterile processing workforce



Successful apprentices will earn the Certified Registered Central Service Technician® (CRCST)

➤ *A surgical tech credential may be added as a stackable option in 2023*

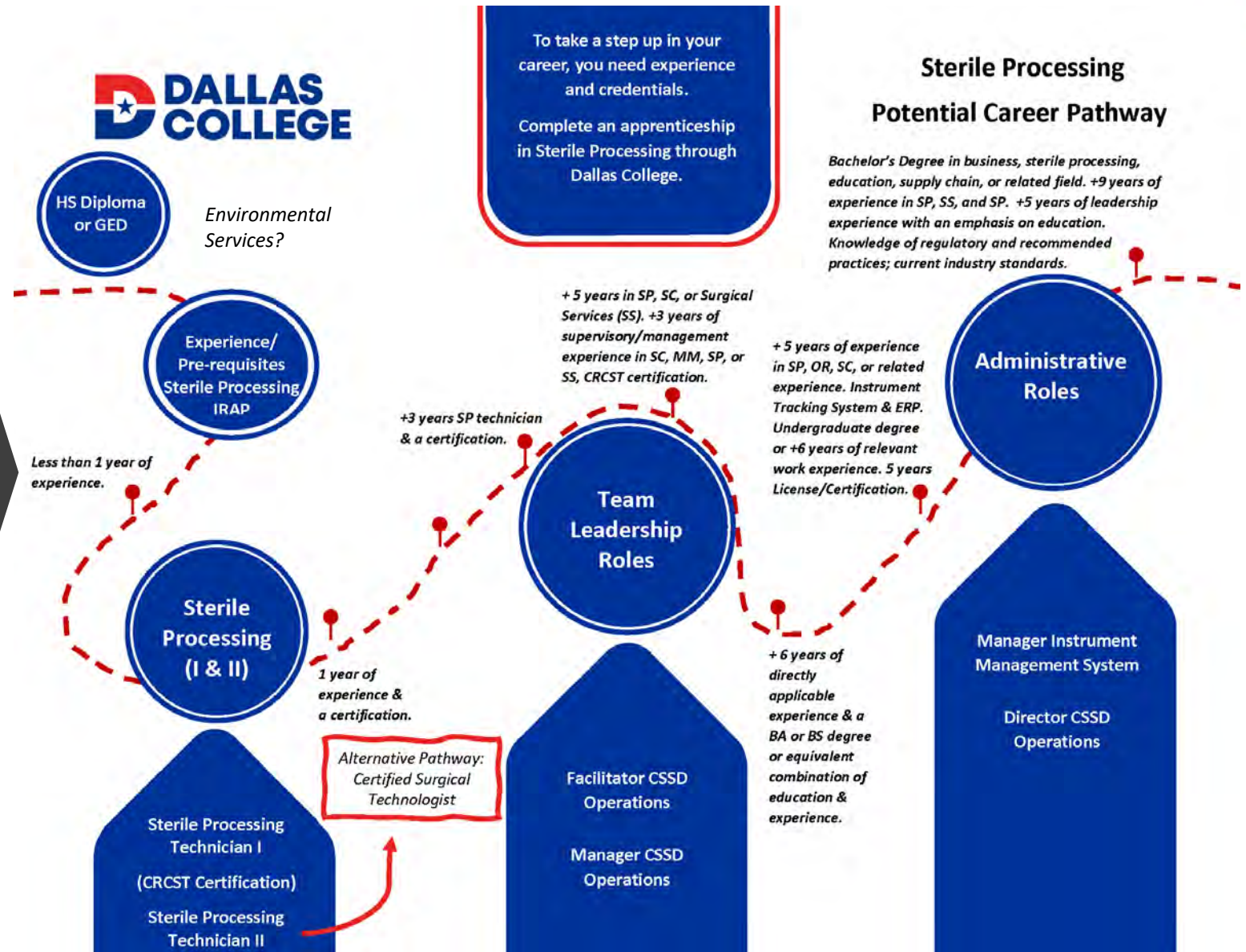






# Sterile Processing Technician: Career Pathway

Possible stacked credential: Surg Tech







# Sterile Processing Technician Competency Domains

**Cleaning, Decontamination, &  
Disinfection**

**Preparation & Packaging**

**Sterilization Process**

**Documents & Record  
Maintenance**

**Customer Relations**

**Sterile Storage & Inventory  
Management**

**Patient Care Equipment**





# **Health Care Supply Chain**





# Supply Chain Professional



Rigorously developed occupational training program that combines on-the-job work experience with technical/classroom study



Designed to develop useful job skills for individuals entering the health care supply chain workforce and incumbent workers who need upskilling

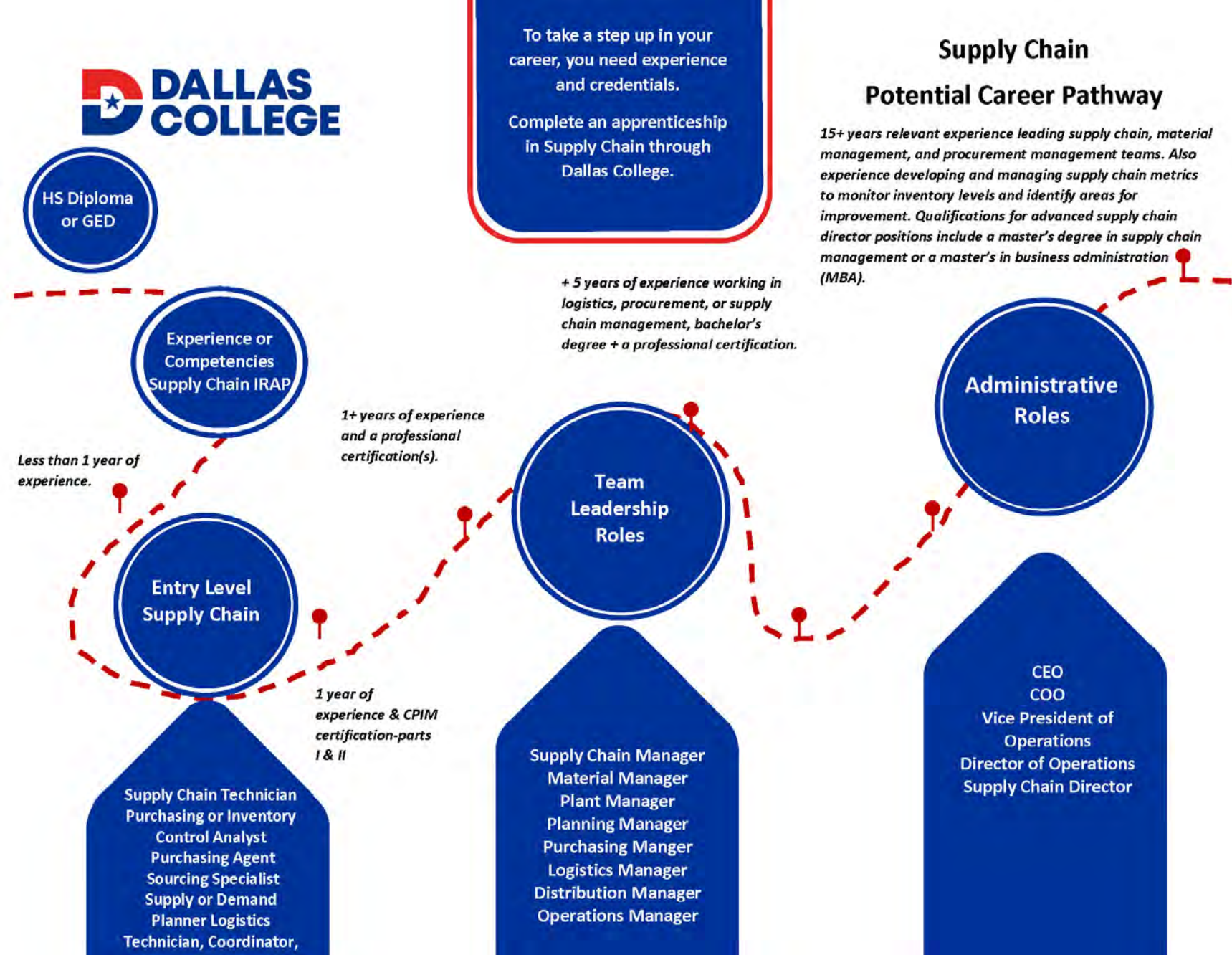


Successful apprentices will earn at least one of three stackable credentials:

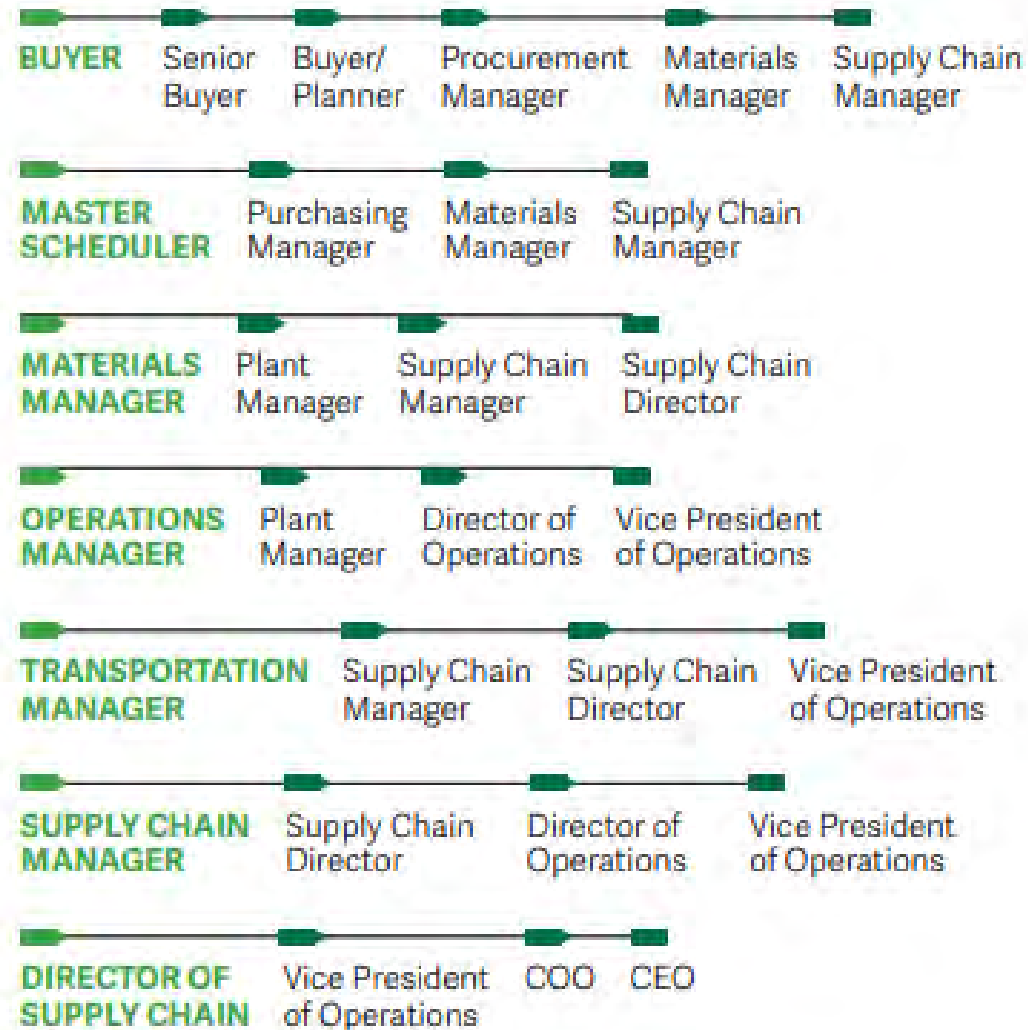
- Certified in Production and Inventory Management® (CPIM – 2 parts)
- Certified Supply Chain Professional® (CSCP)
- Certified Materials & Resources Professional® (CMRP) *(planned addition for 2023)*



# Supply Chain Professional: Career Pathway



# Supply Chain Professional: Career Pathway







# Supply Chain Professional Competency Domain Examples

**Math, Reading, & Writing**

**Personal Effectiveness**

**Supply Chain Fundamentals**

**Strategy Development**

**Technology, Project Management**

**Operations Management,  
Planning & Organizing**

**Distribution**

**Warehouse, Transportation  
Management**

**Strategic Sourcing /  
Strategy Application**

**Risk Management**



# RAP or IRAP?







# Comparing IRAPs & Registered Apprenticeships

## Similarities:

- OJT
- Related instruction
- Laws
- Apprentices are paid a full-time salary

## Differences:

- Benchmark for credentials and industry-recognition; stackable
- Credit for prior learning/experience
- Time
- Measure of progress
- Competency-aligned instruction
- Mentor training
- Origination and focus
- Recognition
- Annual program review
- Industries

