

March 28, 2025

The Honorable Lori Chavez-DeRemer
Secretary of Labor
U.S. Department of Labor
200 Constitution Ave NW
Washington, DC 20210

Subject: Request for Reinstatement of the Industry-Recognized Apprenticeship Programs (IRAP)

Dear Secretary Chavez-DeRemer,

On behalf of the American Nurses Association (ANA), I am writing to urge President Trump and you to reinstate the Industry-Recognized Apprenticeship Programs (IRAPs), which played a crucial role in addressing our nation's nursing workforce challenges. These programs expanded career pathways, improved the overall readiness of the workforce, and helped alleviate nursing shortages, especially in rural and underserved communities. Under the IRAP framework, successfully developed during the first Trump Administration, ANA's credentialing arm, the American Nurses Credentialing Center (ANCC), partnered with health care organizations to establish 189 high-quality, dually recognized, IRAPs transition-to-practice programs—the greatest number in the nation. These programs are tailored to the unique demands of the nursing profession, where more than 30,000 nurses participated.

President Trump's Department of Labor (DOL) Office of Apprenticeship designated ANCC a Standards Recognition Entity (SRE). ANCC was among an inaugural cohort of only 18 organizations recognized as SREs by the DOL to bolster high-quality IRAPs. ANCC's recognized programs were the first transition-to-practice programs for registered nurses and advanced practice registered nurses to benefit from IRAPs that focused on preceptorship, mentorship, and supervision. If you were to reinstate IRAP, I have no doubt we would help you expand that tremendous success.

As you are aware, our country continues to face a critical shortage of nurses. This challenge is multi-pronged and is the result of a combination of factors – an aging population, an aging nursing workforce¹, nurse faculty shortages², and unforgiving working environments leading to high rates of burnout³ are just the tip of the iceberg. IRAPs provided a flexible, nursing-driven model that allowed

¹ [https://www.journalofnursingregulation.com/article/S2155-8256\(23\)00047-9/fulltext](https://www.journalofnursingregulation.com/article/S2155-8256(23)00047-9/fulltext)

² <https://www.aacnnursing.org/news-data/fact-sheets/nursing-faculty-shortage>

³ <https://www.nursingworld.org/content-hub/resources/workplace/what-is-nurse-burnout-how-to-prevent-it/>

health care employers to quickly scale apprenticeship programs while maintaining rigorous education and clinical training standards. By working directly with employers, educational organizations, and workforce development centers, ANCC and its partners were able to create competency-based training programs that led to high-quality nursing care and meaningful professional advancement for nurses.

President Biden's decision to cancel the IRAPs has slowed the ability of employers to develop innovative workforce solutions at a desperate time. While ANA fully supports the Registered Apprenticeship model, IRAP offered an additional, complementary approach that enabled more health care employers – especially those in rural and underserved communities – to participate in training more nurses. Given the ongoing nursing shortage in many parts of the country, we request that President Trump reinstate IRAP and work with stakeholders, including ANA, to ensure these programs are once again able to serve patients across the nation effectively.

About ANA

ANA is the premier organization representing the interests of the nation's 5 million registered nurses (RNs), through its constituent and state nurses' associations, organizational affiliates, and individual members. RNs serve in multiple direct care, care coordination, and administrative leadership roles, across the full spectrum of health care settings. RNs provide and coordinate patient care, educate patients and the public about various health conditions, and provide advice and emotional support to patients and their family members. ANA members also include those practicing in the four advanced registered nurse (APRN) roles: nurse practitioners (NPs), clinical nurse specialists (CNSs), certified nurse-midwives (CNMs), and certified registered nurse anesthetists (CRNAs). ANA is dedicated to partnering with health care consumers to improve practices, policies, delivery models, outcomes, and access across the health care continuum.

We welcome the opportunity to discuss this issue further and explore ways to strengthen these and other pathways for nursing professionals. Thank you for your time and consideration.

Please contact Tim Nanof, ANA's Executive Vice President for Policy and Government Affairs, at Tim.Nanof@ana.org with any questions.

Sincerely,



Jennifer Mensik Kennedy, PhD, MBA, RN, NEA-BC, FAAN
President

cc: Angela Beddoe, ANA Chief Executive Officer