



NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
2023 Non-Joint Standards of Apprenticeship

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# STANDARDS OF APPRENTICESHIP

DEVELOPED BY

*Intermountain Health MA Apprenticeship Program*

FOR

ALL OCCUPATIONS IDENTIFIED IN APPENDIX A

APPROVED BY

NEVADA LABOR COMMISSIONER AND  
THE NEVADA STATE APPRENTICESHIP COUNCIL

A handwritten signature in blue ink, reading "Toni Giddens", is positioned above a horizontal line.

Toni Giddens, Nevada State Apprenticeship Director

REGISTRATION DATE: 2/22/2024

RAPIDS PROGRAM ID NUMBER: 2024-NV-128016

REGISTERED AS PART OF THE NATIONAL APPRENTICESHIP ACT  
IN ACCORDANCE WITH THE BASIC STANDARDS OF APPRENTICESHIP  
ESTABLISHED BY THE U.S. DEPARTMENT OF LABOR, THE NEVADA LABOR COMMISSIONER,  
AND THE NEVADA STATE APPRENTICESHIP COUNCIL

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### FOREWORD

These **Intermountain Health MA Apprenticeship Program** apprenticeship standards have as their objective the training of numerous apprenticeable occupations skilled in all phases of various industries. **Intermountain Health MA Apprenticeship Program** acting as sponsor, recognize that to accomplish this, there must be well-developed on-the-job learning combined with related instruction.

Pursuant to Title 29, CFR part 29.4 and NRS 610.202 these occupations are apprenticeable because each meet the following criteria:

- (a) Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the-job supervised learning.
- (b) Be clearly identified and commonly recognized throughout an industry.
- (c) Involve the progressive attainment of manual, mechanical or technical skills and knowledge in accordance with the industry standard for the occupation. (1) If the program uses a time-based approach, requires the completion of not less than 2,000 hours of [work experience,] on-the-job learning, consistent with training requirements as established by practice in the trade; (2) If the program uses a competency-based approach, specifies the skills that must be demonstrated by an apprentice and addresses how on-the-job learning will be integrated into the program; or (3) If the program uses a hybrid approach, specifies the skills that must be acquired and the minimum number of hours of on-the-job learning that must be completed by an apprentice.
- (d) Require related instruction to supplement the on-the-job learning.

This recognition has resulted in the development of these standards of apprenticeship. They were developed in accordance with the basic standards recommended by the U.S. Department of Labor, Office of Apprenticeship, as well as the Nevada Labor Commissioner, and the Nevada State Apprenticeship Council, as a basis from which the sponsor can work to establish an apprenticeship training program that meets the needs of the area.

### **SECTION 1 – PROGRAM ADMINISTRATION**

Program sponsors are responsible for the administration of all aspects of a Registered Apprenticeship program. Sponsor means any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved. Sponsors may establish a Joint Apprenticeship and Training Committee (JATC) to carry out the responsibilities and duties required of a Program Sponsor as described in these Standards of Apprenticeship. A list of the membership and the areas of expertise they represent must be provided to the Registration Agency. The sponsor **will not** administer the program with the services of a JATC.

#### **Responsibilities of the Sponsor or JATC (if applicable)**

- A. Cooperate in the selection of apprentices as outlined in this program.
- B. Ensure that all apprentices are under written apprenticeship agreements.
- C. Ensure in writing an employer agrees to pay the applicable apprenticeship wage and the costs of the training assessed to the apprentice, as defined in Section XIII.
- D. Review and recommend apprenticeship activities in accordance with this program.
- E. Establish the minimum standards of education and experience required of apprentices.
- F. Register the local apprenticeship standards with the Registration Agency.
- G. Hear and resolve all complaints of violations of apprenticeship agreements.
- H. Arrange evaluations of apprentices' progress in manipulative skills and technical knowledge.
- I. Maintain records of all apprentices, showing their education, experience, and progress in learning the occupation.
- J. Certify to the Registration Agency that apprentices have successfully completed their apprenticeship program.
- K. Notify, within 10 days, the Registration Agency of all new apprentices to be registered, credit granted, suspensions for any reason, reinstatements, extensions, completions, and cancellations with explanation of causes.
- L. Supervise all the provisions of the local standards and be responsible, in general, for the successful operation of the standards by performing the duties here listed. Cooperate with public and private agencies, which can be of assistance in obtaining publicity to develop public support of apprenticeship. Keep in contact with all parties concerned, including apprentices, employers, and journey workers.
- M. Provide each apprentice with a copy of these standards, along with any applicable written rules and policies. Require the apprentice to sign an acknowledgment receipt of same. Follow this procedure whenever revisions or modifications are made to the rules and policies.
- N. When notified that an apprentice's related instruction or on-the-job progress is found to be unsatisfactory, the sponsor will determine whether the apprentice should continue in a probationary status and may require the apprentice to repeat a process or series of processes before advancing to the next wage classification. Should it be found during this determination that the apprentice does not have the ability or desire to continue the

training to become a journey worker, the sponsor will, after the apprentice has been given adequate assistance and opportunity for corrective action, terminate the apprenticeship agreement, as provided in NRS 610.180 and 29 CFR § 29.7(h)(1)(2)(i) and (ii).

- O. The employer will provide each registered apprentice with continuous employment sufficient to provide the opportunity for completion of his or her apprenticeship program. If the sponsor is unable to fulfill its training and/or employment obligation in conformance with these standards, the sponsor will, per Section XXI of these standards and with the apprentice's consent, make a good-faith effort to facilitate a transfer of the apprentice to another registered employer for completion of the apprenticeship.

If conditions of business make it necessary to temporarily suspend the period of apprenticeship, apprentices suspended for this reason will be given the opportunity to resume their active apprenticeships before any additional apprentices are employed. The suspension and reinstatement of apprentices shall be done in relation to retention of the most advanced apprentice and in accordance with the company policy for breaks in seniority.

**Suggested Structure of the Joint Apprenticeship and Training Committee (JATC) (if applicable)**

- A. Members of the JATC will be selected by the groups they represent.
- B. Membership will be composed of an equal number of representatives of the employer(s) and of the employees represented but does not have a bona fide collective bargaining agent(s).

**Suggested Administrative Procedures (if applicable)**

- A. The JATC will elect a chairperson and a secretary and will determine the time and place of regular meetings. Meetings will be held as frequently as needed to effectively manage the program. Written minutes of the meetings will be kept.
- B. The chairperson and secretary will have the power to vote on all questions affecting the apprenticeship program.
- C. The offices of chairperson and secretary will rotate among members of the JATC.
- D. The JATC will invite a representative from the Office of the Labor Commissioner to serve as a consultant to the committee.
- E. The JATC will notify the Nevada State Apprenticeship Council via the Registration Agency, of any termination or agreement within 10 days.
- F. The JATC will be comprised of an equal number of representatives of management and labor and any public representatives whom they select.

**SECTION 2 - EQUAL OPPORTUNITY PLEDGE – NRS 610.144, NAC 610.540 and 29 CFR §§ 29.5(b)(21) and 30.3(b)**

The sponsor will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and

will operate the apprenticeship program as required under NRS 610.144 Nevada State Plan for Equal Opportunity, and 29 CFR § 30.

The Program Sponsor will take Affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under title 29 of the Code of Federal Regulations, part 30 and Nevada State Plan for EEO. The Program Sponsor shall not discriminate against a qualified individual with a disability because of the disability of such individual. The Program Sponsor will provide reasonable accommodation to individuals as required by federal, state, or local disability law.

### **SECTION 3 - AFFIRMATIVE ACTION PLAN AND SELECTION PROCEDURES - NAC 610.810 and 29 CFR §§ 29.5(b)(21), 30.4, and 30.5**

Sponsors are required to provide a written selection procedure (Appendix D), which will become part of these standards of apprenticeship and those with five or more registered apprentices are required to adopt an Affirmative Action Plan (Appendix C) two years after program registration. However, the Nevada State Apprenticeship Council encourages the development of these two plans for all programs regardless of apprentice numbers.

For programs with fewer than five apprentices, these plans are not required, and the sponsor may continue to select apprentices in conformance with its current human resources and equal employment opportunity hiring policies.

### **SECTION 4 - QUALIFICATIONS FOR APPRENTICESHIP - NRS 610.144 NAC 610.090 and 29 CFR § 29.5(b)(10)**

Applicants will meet the following minimum qualifications. These qualification standards, and the score required on any standard for admission to the applicant pool, must be directly related to job performance, as shown by a statistical relationship between the score required for admission to the pool and performance in the apprenticeship program:

A. Age

Minimum qualifications required by the sponsor for persons entering the apprenticeship program, with an eligible starting age not less than 16 years.

B. Education

A high school diploma, General Educational Development (GED) equivalency or other high school equivalency credential is required. Applicant must provide an official transcript(s) for high school and any post-high school education. Applicant must submit the GED certificate or other high school equivalency credential if applicable.

C. Physical

Applicants will be physically capable of performing the essential functions of the apprenticeship program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others.

Applicants will pass screening for the current illegal use of drugs required by the employer on acceptance into the program and prior to being employed.

D. Aptitude Test

When required by a program sponsor, each applicant must take an applicable aptitude test given by the program sponsor which will be used as one factor in the evaluation process. **The aptitude test shall not be used as the sole factor of disqualifying an applicant.**

E. Other

As deemed appropriate and required by the employer and/or sponsor.

**SECTION 5 - APPRENTICESHIP AGREEMENT - NRS 610.150, NRS 610.160 and 29 CFR §§ 29.3(d), 29.3(e), and 29.5(b)(11)**

After an applicant for apprenticeship has been selected, but before employment as an apprentice or enrollment in related instruction, the apprentice will be covered by a written apprenticeship agreement (Appendix B) which can be submitted electronically through the Registered Apprenticeship Partners Information Data System (RAPIDS) or its successor, using the Apprentice Electronic Registration process by the sponsor and the apprentice and approved by and registered with the Registration Agency. Such agreement will contain a statement making the terms and conditions of these standards a part of the agreement as though expressly written therein. The sponsor shall provide a copy of the apprenticeship agreement to the apprentice, the Registration Agency, and the employer. An additional copy will be provided to the veteran's state approving agency for those veteran apprentices desiring access to any benefits to which they are entitled.

Prior to signing the apprenticeship agreement, each selected applicant will be given an opportunity to read and review these standards, the sponsor's written rules and policies, and the apprenticeship agreement. The Nevada State Apprenticeship Council, via the Registration Agency will be advised within 10 days of the execution of each apprenticeship agreement and will be given all the information required for registering the apprentice.

**SECTION 6 - SUPERVISION OF APPRENTICES AND RATIOS - NRS 610.144 and 29 CFR § 29.5(b)(14) and 29 CFR § 29.5(b)(7)**

No apprentice shall work without proper or adequate supervision of the journey worker.

For the purpose of these apprenticeship standards, adequate or proper supervision of the apprentice means the apprentice is always under the supervision of a fully qualified journey worker or supervisor who is responsible for making work assignments, providing on-the-job learning (OJL), and ensuring safety at the worksite.

To supervise an apprentice adequately or properly does not mean the apprentice must be within eyesight or reach of the supervisor, but that the supervisor knows what the apprentice is working on; is readily available to the apprentice; and is making sure the apprentice has the necessary instruction and guidance to perform tasks safely, correctly, and efficiently.

The sponsor shall establish a numeric ratio of apprentices to fully proficient workers (journey workers) consistent with proper supervision, training, safety, continuity of employment. The ratio language must be specific and clearly described as to its application to the jobsite, workforce, department, or plant. The ratio of apprentices to fully proficient workers (journey workers) will be as noted in each Appendix A.



**SECTION 7 - TERM OF APPRENTICESHIP – 29 CFR § 29.5(b)(2) NRS 610.144(3)(b)**

The term of the occupation will be time-based, hybrid, or competency-based (selection based on the occupation) with an OJL attainment of supplemented by the required hours of related instruction as stated on the Work Process Schedules and Related Instruction Outlines (Appendix A).

The sponsor may utilize a career lattice as a pathway for apprentices to move upward in the organization, which may or may not include interim credential leading to the Certificate of Completion of Apprenticeship or career lattice credential, if applicable.

**SECTION 8 - PROBATIONARY PERIOD – NRS 610.150, NRS 610.144, and 29 CFR §§ 29.5(b)(8) and 29.5(b)(20)**

Every applicant selected for apprenticeship will serve a probationary period. The probationary period cannot exceed 25 percent of the length of the program or 1 year, whichever is shorter.

During the probationary period, either the apprentice or the sponsor may terminate the apprenticeship agreement, without stated cause, by notifying the other party in writing. The records for each probationary apprentice will be reviewed prior to the end of the probationary period. Records may consist of periodic reports regarding progression made in both the OJL and related instruction, and any disciplinary action taken during the probationary period.

Any probationary apprentice evaluated as satisfactory after a review of the probationary period will be given full credit for the probationary period and continue in the program.

After the probationary period, the apprenticeship agreement may be cancelled at the request of the apprentice or may be suspended or cancelled by the sponsor for reasonable cause after documented due notice to the apprentice and a reasonable opportunity for corrective action. In such cases, the sponsor will provide written notice to the apprentice and to the Nevada State Apprenticeship Council via the Registration Agency of the final action taken.

**SECTION 9 - HOURS OF WORK**

Apprentices will generally work the same hours as fully proficient workers (journey workers), except that no apprentice will be allowed to work overtime if it interferes with attendance in related instruction classes. Apprentices who do not complete the required hours of OJL during a given segment will have the term of that segment extended until they have accrued the required number of hours of training.

**SECTION 10 - APPRENTICE WAGE PROGRESSION – NRS 610.144 and 29 CFR § 29.5(b)(5)**

Apprentices will be paid a progressively increasing schedule of wages and fringe benefits during their apprenticeship based on the acquisition of increased skill and competence on the job and in related instruction. Before an apprentice is advanced to the next segment of training or to fully proficient or journey worker status, the sponsor will evaluate all progress to determine whether advancement has been earned by satisfactory performance in OJL and in related instruction courses. In determining whether satisfactory progress has been made, the sponsor will be guided by the work experience and related instruction records and reports.

The progressive wage schedule and fringe benefits **(if applicable)** will be an increasing percentage



of the fully proficient or journey worker wage rate. The percentages that will be applied to the applicable fully proficient or journey worker rate are shown on the attached Work Process Schedules and Related Instruction Outlines (Appendix A). In no case will the starting wages of apprentices be less than that required by any minimum wage law that may be applicable, or 35% of the rate for journey workers/fully competent workers in a non-construction trade, the minimum wage set by the Nevada State Apprenticeship Council, or the minimum reasonable and profitable wage for an apprentice in the construction industry set by the Nevada State Apprenticeship Council.

### **SECTION 11 - CREDIT FOR PREVIOUS EXPERIENCE – NRS 610.140 and 29 CFR §§ 29.5(b)(12) and 30.4(c)(8)**

The sponsor may grant credit toward the term of apprenticeship to new apprentices. Credit will be based on demonstration of previous skills or knowledge equivalent to those identified in these standards.

Apprentice applicants seeking credit for previous experience gained outside the supervision of the sponsor must submit the request at the time of application and furnish such records, affidavits, and other documents to substantiate the claim. An applicant who is a veteran and who wishes to receive consideration for military training and/or experience must submit a DD-214. Applicants requesting credit for previous experience who are selected into the apprenticeship program will start at the beginning wage rate. The request for credit will be evaluated and a determination made by the sponsor during the probationary period, when actual on-the-job and related instruction performance can be examined. Prior to completion of the probationary period, the amount of credit to be awarded will be determined after review of the apprentice's previous work and training/education record and evaluation of the apprentice's performance and demonstrated skill and knowledge during the probationary period.

An apprentice granted credit will be advanced to the wage rate designated for the period to which such credit accrues. The Nevada State Apprenticeship Council, via the Registration Agency, will be advised of any credit granted and the wage rate to which the apprentice is advanced. The granting of advanced standing will be uniformly applied to all apprentices.

### **SECTION 12 - WORK EXPERIENCE – NRS 610.144 and 29 CFR § 29.5(b)(3)**

During the apprenticeship, the apprentice will receive OJL and related instruction in all phases of the occupation necessary to develop the skill and proficiency of a skilled journey worker. The OJL will be under the direction and guidance of the apprentice's supervisor.

### **SECTION 13 - RELATED INSTRUCTION – NRS 610.144 and 29 CFR § 29.5(b)(4)**

Every apprentice is required to participate in coursework related to the job as outlined in Appendix A, with a minimum of 144 hours of related instruction is required for each year of the apprenticeship. Apprentices agree to take such courses as the sponsor deems advisable. The sponsor will secure the instructional aids and equipment it deems necessary to provide quality instruction. Although the apprentice shall not pay for costs of training, the sponsor may require apprentice to pay the costs of his or her books, tools and any license required to work in occupation. In cities, towns, or areas having no vocational schools or other schools that can furnish related instruction, the sponsor may require apprentices to complete the related instruction requirement through electronic media or other instruction approved by the Registration Agency.

Apprentices may or may not be paid for hours spent attending related instruction classes, based on each individual employer acceptance agreement (see Appendix E).

The sponsor will inform each apprentice of the availability of college credit (if applicable).

Any apprentice who is absent from related instruction will satisfactorily complete all coursework missed before being advanced to the next period of training. In cases of failure of an apprentice to fulfill the obligations regarding related instruction without due cause, the sponsor will take appropriate disciplinary action and may terminate the apprenticeship agreement after due notice to the apprentice and opportunity for corrective action.

To the extent possible, related instruction will be closely correlated with the practical experience and training received on the job. The sponsor will monitor and document the apprentice's progress in related instruction classes.

The sponsor will secure competent instructors whose knowledge, experience, and ability to teach will be carefully examined and monitored. The sponsor may require the instructors to attend instructor training to meet the requirements of NRS 610.144 and 29 CFR § 29.5(b)(4)(i)(ii) or state regulations.

### **SECTION 14 - SAFETY AND HEALTH TRAINING – NRS 610.144 and 29 CFR § 29.5(b)(9)**

All apprentices will receive instruction in safe and healthful work practices both on the job and in related instruction that follow the Occupational Safety and Health Administration standards promulgated by the Secretary of Labor under 29 U.S.C. 651 et seq., as amended, or state standards that have been found to be at least as effective as the federal standards.

### **SECTION 15 - MAINTENANCE OF RECORDS – NRS 610.144 and 29 CFR §29.5(b)(6), 29.5(b)(23), and 30.8**

Program sponsors are responsible for maintaining, at a minimum, the following records:

- summary of the qualifications of each applicant;
- basis for evaluation and for selection or rejection of each applicant;
- records pertaining to interview;
- the original application;
- records of each apprentice's OJL;
- related instruction reviews and evaluations;
- progress evaluations;
- record of job assignments, promotions, demotions, layoffs, or terminations, rates of pay; and
- any other actions pertaining to the apprenticeship.

Program sponsors will also maintain all records relating to apprenticeship applications (whether selected or not), including, but not limited to, the sponsor's outreach, recruitment, interview, and selection process. Such records will clearly identify minority and female (minority and nonminority) applicants and must include, among other things, the basis for evaluation and for selection or rejection of each applicant. For a complete list of records that each sponsor is required

to maintain under NRS 610.144 (please refer to NAC 610.910) and 29 CFR § 30 (please refer to 29 CFR § 30.8).

All such records are the property of the sponsor and will be maintained for a period of five years from the date of last action. They will be made available to the Registration Agency upon request.

**SECTION 16 - CERTIFICATE OF COMPLETION OF APPRENTICESHIP - NRS 610.120 and 29 CFR § 29.5(b)(15), and Circular 2015-02**

Upon satisfactory completion of the requirements of the apprenticeship program as established in these Standards, the sponsor will so certify to the Registration Agency and request the awarding of a Certificate of Completion of Apprenticeship to the completing apprentice(s). Such requests may be completed electronically using the Registered Apprenticeship Partners Information Data System (RAPIDS) or its successor, or in writing using the supplied U. S. Department of Labor, ETA, Office of Apprenticeship, Application for Certification of Completion of Apprenticeship Form in (Appendix B), accompanied by the appropriate documentation for both on-the-job learning and the related instruction as may be required by the Registration Agency.

**Certificate of Training**

A Certificate of Training may be requested from and issued by the U.S. Department of Labor's Office of Apprenticeship, Office of the Administrator (the Registration Agency), only for a registered apprentice who has been certified by the sponsor as having successfully met the requirements to receive an interim credential as identified in these standards. The Registration Agency may require that a record of completed OJL and related instruction for the apprentice accompany such requests.

**SECTION 17 - NOTICE TO REGISTRATION AGENCY - NRS 610.160 and 29 CFR §§ 29.3(d), 29.3(e), and 29.5(b)(19)**

The Nevada State Apprenticeship Council, via the Registration Agency, must be notified within 10 days of any apprentice action—for example, registered, reinstated, extended, modified, granted credit, completed, transferred, suspended, cancelled—and a statement of the reasons for such actions.

**SECTION 18 - REGISTRATION, CANCELLATION, AND DEREGISTRATION - NRS 610.095, NRS 610.180, and 29 CFR §§ 29.5(b)(18), 29.8(a)(2), and 29.8(b)(8)**

These standards will, upon adoption by the sponsor, be submitted to the Nevada State Apprenticeship Council for approval. Such approval will be required before implementation of the program.

The sponsor reserves the right to discontinue at any time the apprenticeship program set forth herein. The sponsor will notify the Nevada State Apprenticeship Council via Registration Agency within 30 days in writing of any decision to cancel the program.

The Nevada State Apprenticeship Council may initiate deregistration of these standards for failure of the sponsor to abide by the provisions herein, including NAC 610 and NRS 610. Such deregistration will be in accordance with the Registration Agency's regulations and procedures.

The sponsor will notify each apprentice of the cancellation of the program and the effect of same. If the apprenticeship program is cancelled at the sponsor's request, the sponsor will notify the apprentice(s) within 10 days of the date of the Nevada State Apprenticeship Council's acknowledgment of the sponsor's request. If the Nevada State Apprenticeship Council orders the deregistration of the apprenticeship program, the sponsor will notify the apprentice(s) within 10 days of the effective date of the order. This notification will conform to the requirements of NAC 610 and 29 CFR § 29.8.

### **SECTION 19 - AMENDMENTS AND MODIFICATIONS – NRS 610.150 and 29 CFR § 29.5(b)(18)**

These standards may be amended or modified at any time by the sponsor, provided that no amendment or modification adopted will alter any apprenticeship agreement in force at the time without the consent of all parties. Such amendment or modification will be submitted to the Nevada State Apprenticeship Council for approval and registration prior to being placed in effect. A copy of each amendment or modification adopted will be furnished to each apprentice to whom the amendment or modification applies.

### **SECTION 20 - ADJUSTING DIFFERENCES; COMPLAINT PROCEDURE – NRS 610.180 and 29 CFR § 29.5(b)(22), 29.7(k), and 30.11**

The sponsor will have full authority to enforce these standards. Its decision will be final and binding on the employer, the sponsor, and the apprentice, unless otherwise noted below.

If an applicant or an apprentice believes an issue exists that adversely affects their participation in the apprenticeship program or violates the provisions of the apprenticeship agreement or standards, the applicant or apprentice may seek relief through one or more of the following avenues, based on the nature of the issue:

#### **NRS 610.180 and 29 CFR § 29.7(k)**

The sponsor will hear and resolve all complaints of violations concerning the apprenticeship agreement and the registered apprenticeship standards for which written notification is received within 10 days of the alleged violations. The sponsor will make such rulings as it deems necessary in each individual case within 30 days of receiving the written notification. Either party to the apprenticeship agreement may consult with the Nevada State Apprenticeship Council for an interpretation of any provision of these standards over which differences occur. The name and address of the appropriate authority to receive, process, and dispose of complaints, as specified in Appendix B:

**COMPANY: Intermountain Health**

**NAME: Mandy Glettler, Apprenticeship Program Manager**

**ADDRESS: 6355 S. Buffalo Dr., Las Vegas, NV 89113**

**EMAIL, PHONE NUMBER: mandy.glettler@imail.org, 801-326-7347**

*(This is also the same information that will go in highlighted area of Appendix B)*

**NRS 610.180 and 29 CFR § 30.11**

Any apprentice or applicant for apprenticeship who believes that they have been discriminated against on the basis of race, color, religion, national origin, or sex with regard to apprenticeship or that the equal opportunity standards with respect to their selection have not been followed in the operation of an apprenticeship program may, personally or through an authorized representative, file a complaint with the Nevada State Apprenticeship Council, via Registration Agency or, at the apprentice or applicant's election, with the private review body established by the program sponsor (if applicable).

The complaint shall be in writing and shall be signed by the complainant. It must include the name, address, and telephone number of the person allegedly discriminated against, the program sponsor involved, and a brief description of the circumstances of the failure to apply the equal opportunity standards provided in NRS 610.144 and 29 CFR § 30.

The complaint must be filed not later than 300 days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards, and in the case of complaints filed directly with the review body designated by the program sponsor to review such complaints, any referral of such complaint by the complainant to the Nevada State Apprenticeship Council must occur within the time limitation stated above or 30 days from the final decision of such review body, whichever is later. The time may be extended by the Nevada State Apprenticeship Council for good cause shown.

Complaints of discrimination and failure to follow equal opportunity standards in the apprenticeship program may be filed and processed under NRS 610.180 and 29 CFR § 30 and the procedures set forth above. The sponsor shall provide written notice of its complaint procedure to all applicants for apprenticeship and all apprentices.

**NAC 610.460 Dismissal of apprentice; reconsideration of dismissal; appeal from final decision. ([NRS 610.090](#), [610.140](#), [610.180](#))**

1. A joint committee may cancel an agreement with any apprentice and dismiss them. Upon such a cancellation and dismissal, the joint committee shall serve written notice of the dismissal upon the apprentice and notify them of the right to request the joint committee to reconsider its decision. Such a notification must be given by certified or registered mail.

2. The apprentice may make such a request by filing a written notice of the request with the joint committee within 30 days after the date on which the notice of dismissal from the program is deposited in the mail.

3. Within 30 days after receipt of a request or at its next scheduled meeting, whichever is sooner, the joint committee shall hold a hearing for the reconsideration. The joint committee shall notify:

(a) The apprentice of the joint committee's final decision upon reconsideration and of the right to appeal from that decision to the Council if the joint committee has affirmed the dismissal; and

(b) The Council of the joint committee's final decision upon reconsideration.

4. The joint committee shall prepare a record of the hearing required pursuant to subsection 3 that includes, without limitation, an explanation of the final decision of the joint committee.

5. The apprentice may appeal from the joint committee's final decision to the Council by filing a written notice of appeal with the Council. This appeal must be filed within 30 days after the date on the notice of cancellation from the joint committee.

The apprentice may appeal to:

**NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
3340 W. Sahara Ave.  
Las Vegas, NV 89102  
[NEVADASAC@labor.nv.gov](mailto:NEVADASAC@labor.nv.gov)**

#### **SECTION 21 - TRANSFER OF AN APPRENTICE AND TRAINING OBLIGATION – NRS 610.090 and 29 CFR § 29.5(13)**

The transfer of an apprentice between apprenticeship programs and within an apprenticeship program must be based on agreement between the apprentice and the affected apprenticeship committees or program sponsors and must comply with the following requirements:

- i. The transferring apprentice must be provided a transcript of related instruction and OJL by the committee or program sponsor.
- ii. Transfer must be to the same occupation; and
- iii. A new apprenticeship agreement must be executed when the transfer occurs between the program sponsors.

The apprentice must receive credit from the new sponsor for the training already satisfactorily completed.

#### **SECTION 22 - RESPONSIBILITIES OF THE APPRENTICE**

Apprentices, having read these standards formulated by the sponsor, agree to all the terms and conditions contained herein and agree to abide by the sponsor's rules and policies, including any amendments, and to serve such time, perform such manual training, and study such subjects as the sponsor may deem necessary to become a skilled journey worker.

In signing the apprenticeship agreement, apprentices assume the following responsibilities and obligations under the apprenticeship program:

- A. Maintain and make available such records of work experience and training received on the job and in related instruction as may be required by the sponsor.
- B. Develop and practice safe working habits and work in such a manner as to assure his/her personal safety and that of fellow workers.
- C. Work for the employer to whom the apprentice is assigned for the duration of the apprenticeship, unless the apprentice is reassigned to another employer, or the apprenticeship agreement is terminated by the sponsor.

#### **SECTION 23 - TECHNICAL ASSISTANCE**

Technical assistance, such as that from the U.S. Department of Labor's Office of Apprenticeship, the Nevada Labor Commissioner, Nevada State Apprenticeship Council, and vocational schools, may be requested to advise the sponsor.

The sponsor is encouraged to invite representatives from industry, education, business, private organizations, and public agencies to provide consultation and advice for the successful operation of its training program.

### SECTION 24 - CONFORMANCE WITH FEDERAL AND STATE LAWS AND REGULATIONS

No Section of these Standards of Apprenticeship shall be construed as permitting violation of any Federal or Nevada State Law or Regulation.

### SECTION 25 - DEFINITIONS

**APPRENTICE:** Any individual employed by the employer meeting the qualifications described in the standards of apprenticeship who has signed an apprenticeship agreement with the local sponsor providing for training and related instruction under these standards and who registers with the Registration Agency.

**APPRENTICE ELECTRONIC REGISTRATION (AER/RAPIDS):** An electronic tool that allows for instantaneous transmission of apprentice data for more efficient registration of apprentices and provides program sponsors with a faster turnaround on their submissions and access to their apprenticeship program data.

**APPRENTICESHIP AGREEMENT:** The written agreement between the apprentice and the sponsor setting forth the responsibilities and obligations of all parties to the apprenticeship agreement with respect to the apprentice's employment and training under these standards. Each apprenticeship agreement must be registered with the Registration Agency.

**JOINT APPRENTICESHIP TRAINING COMMITTEE (JATC):** Those persons designated by the sponsor to act as agents for the sponsor in the administration of the program. A non-joint committee, which may also be known as a unilateral committee or (if it includes workers' representatives) a group non-joint committee, has employer representatives but does not have a bona fide collective bargaining agent as a participant.

**CAREER LATTICE:** Career lattice apprenticeship programs include occupational pathways that move an apprentice laterally or upward within an industry. These programs may or may not include an interim credential leading to the Certificate of Completion of Apprenticeship credential.

**CERTIFICATE OF COMPLETION OF APPRENTICESHIP:** The credential issued by the Registration Agency to those registered apprentices certified and documented as having successfully completed the apprentice training requirements outlined in these standards of apprenticeship.

**CERTIFICATE OF TRAINING:** A credential that may be issued by the U.S. Department of Labor's Office of Apprenticeship, Nevada Labor Commissioner, or by the Nevada State Apprenticeship Council administrator to those registered apprentices whom the sponsor has certified in writing to the Registration Agency as having successfully met the requirements to receive an interim credential.



**COMPETENCY-BASED OCCUPATION:** An occupation using an apprenticeship approach that requires the attainment of manual, mechanical, or technical skills and knowledge, as specified by an occupation standard and demonstrated by an appropriate written and hands-on proficiency measurement.

**ELECTRONIC MEDIA:** Media that utilizes electronics or electromechanical energy for the end user (audience) to access the content. Includes, but is not limited to, electronic storage media, transmission media, the Internet, extranets, lease lines, dial-up lines, private networks, and the physical movement of removable/transportable electronic media and/or interactive distance learning.

**EMPLOYER:** Any person or organization employing an apprentice, whether or not such person or organization is a party to an apprenticeship agreement with the apprentice. A person, business, or company signatory to this sponsor's standards that is responsible for providing hours of work, supervision, wages, and/or benefits to apprentices in its employ as registered under these standards.

**HYBRID OCCUPATION:** An occupation using an apprenticeship approach that measures the individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.

**INTERIM CREDENTIAL:** A credential may be issued by the Registration Agency, upon request of the appropriate sponsor, as certification of competency attainment by an apprentice.

**JOB CORPS CENTER:** Any of the federally funded Job Corps centers throughout the U.S. and Puerto Rico. Job Corps serves youths and young adults 16-24 years of age. Sponsors that wish to hire Job Corps graduates who are trained in any occupation covered under these standards and who meet the minimum qualifications for apprenticeship may do so via the direct entry provision described in Appendix D: Qualifications and Selection Procedures.

**JOURNEYWORKER/FULLY COMPETENT WORKER:** A worker who has attained a level of skills, abilities, and competencies recognized within an industry as mastery of the skills and competencies required for the occupation. These terms may also refer to a mentor, technician, specialist, or other skilled worker who has documented sufficient skills and knowledge of an occupation, either through formal apprenticeship or through practical on-the-job experience and formal training.

**O\*NET-SOC CODE or its successor:** The Occupational Information Network (O\*NET) codes and titles are based on the new Standard Occupational Classification (SOC) system mandated by the federal Office of Management and Budget for use in collecting statistical information on occupations. The O\*NET classification uses an O\*NET-SOC Code. Use of the SOC classification as a basis for the O\*NET Codes ensures that O\*NET information can be readily linked to labor market information such as occupational employment and wage data at the national, state, and local levels.

**ON-THE-JOB LEARNING (OIL):** Tasks learned on-the-job in which the apprentice must become proficient before a completion certificate is awarded. The learning must be through structured, supervised work experience.

**PROVISIONAL REGISTRATION:** The one-year initial provisional approval of newly registered programs that meet the required standards for program registration, after which program approval

may be made permanent, continued as provisional, or rescinded following a review by the Registration Agency, as provided for in NAC 610.357 and 29 CFR §§ 29.3(g) and (h).

**REGISTERED APPRENTICESHIP PARTNERS INFORMATION DATA SYSTEM (RAPIDS) or its successor:** A federal system that provides for the automated collection, retention, updating, retrieval, and summarization of information related to apprentices and apprenticeship programs.

**REGISTRATION AGENCY and FIELD REPRESENTATIVE:** The U.S. Department of Labor's Office of Apprenticeship, Nevada Labor Commissioner, or the Nevada State Apprenticeship Council that has responsibility for registering apprenticeship programs and apprentices, providing technical assistance, conducting reviews for compliance with 29 CFR § 29 and 30, and conducting quality assurance assessments.

The field representative shall mean the person designated by Office of Apprenticeship to service this program.

The Registration Agency and field representative identified are:

Nevada Labor commissioner and/or Nevada State Apprenticeship Council 702-486-2650

and

U.S. Department of Labor, Office of Apprenticeship 702-388-6396

**RELATED INSTRUCTION:** An organized and systematic form of instruction designed to provide the apprentice with knowledge of the theoretical and technical subjects related to the apprentice's occupation. Such instruction may be given in a classroom, through occupational or industrial courses, or by correspondence courses of equivalent value, electronic media, or other forms of self-study approved by the Registration Agency.

**SPONSOR:** Any person, association, committee, or organization that operates an apprenticeship program and in whose name the program is registered. That assumes the full responsibility for administration and operation of the apprenticeship program.

**STANDARDS OF APPRENTICESHIP:** This entire document, including all appendices and attachments hereto, and any future modifications and additions approved by the Registration Agency.

**SUPERVISOR OF APPRENTICE(S):** An individual designated by the program sponsor to supervise or have charge and direction of an apprentice.

**TIME-BASED OCCUPATION:** An occupation using an apprenticeship approach that measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule.

**TRANSFER:** A shift of apprenticeship registration from one program to another or from one employer within a program to another employer within that same program, where there is agreement between the apprentice and the affected apprenticeship committees or program sponsors.

**YOUTHBUILD:** A youth and community development program that addresses core issues facing

low-income communities: housing, education, employment, crime prevention, and leadership development. In Youth Build programs, low-income young people ages 16-24 work toward their high school diploma or General Educational Development (GED) equivalency, learn job skills and serve their communities by building affordable housing, and transform their own lives and roles in society. Sponsors that wish to hire Youth Build students who are trained in any occupation covered under these standards and who meet the minimum qualifications for apprenticeship may do so via the direct entry provision described in Appendix D: Selection Procedures.

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**SECTION 27 - OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS**

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**Intermountain Health MA Apprenticeship Program** hereby adopts these standards of apprenticeship.

*Sponsor(s) designate the appropriate person(s) to sign the standards on their behalf.*



Date: 1/14/24

\_\_\_\_\_  
Signature of Sponsor (*designee*)

Mandy Glettler, Apprenticeship Program Manager, Intermountain Health

Type Name and Title

Date: \_\_\_\_\_

\_\_\_\_\_  
Signature of Sponsor (*designee*)

\_\_\_\_\_  
Type Name & Title



NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
2023 Non-Joint Standards of Apprenticeship

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## **Appendix A**

### **WORK PROCESS SCHEDULES AND RELATED INSTRUCTION OUTLINE**

#### ***Intermountain Health MA Apprenticeship Program***

#### **Medical Assistant**

O\*NET-SOC CODE: 31-9092.00 RAPIDS CODE: 1085CB

APPROVED BY  
THE NEVADA LABOR COMMISSIONER AND THE NEVADA STATE APPRENTICESHIP COUNCIL

A handwritten signature in blue ink, reading "Toni Giddens", is positioned above a horizontal line.

Toni Giddens, Nevada State Apprenticeship Director

REGISTRATION DATE: 2/22/2024

RAPIDS PROGRAM ID NUMBER: 2024-NV-128016

DEVELOPED IN COOPERATION WITH THE  
THE NEVADA LABOR COMMISSIONER, THE NEVADA STATE APPRENTICESHIP COUNCIL AND  
THE U.S. DEPARTMENT OF LABOR

## Appendix A

### WORK PROCESS SCHEDULE

This schedule is attached to and a part of these Standards for the above identified occupation.

#### 1. TYPE OF OCCUPATION

☐ Time-based      ☒ Competency-based      ☐ Hybrid

#### 2. TERM OF APPRENTICESHIP

The term of the occupation shall be defined by the attainment of all competencies of the position. 1) If the program uses a time-based approach, requires the completion of not less than 2,000 hours of [work experience,] on-the-job learning, consistent with training requirements as established by practice in the trade; (2) If the program uses a competency-based approach, specify the skills that must be demonstrated by an apprentice and address how on-the-job learning will be integrated into the program; or (3) If the program uses a hybrid approach, specify the skills that must be acquired and the minimum number of hours of on-the-job learning that must be completed by an apprentice.

This would be expected to occur within approximately 2000 hours (must be at least 2,000 hours) of OJL, supplemented by the minimum of 144 hours of related instruction per year of the apprenticeship.

#### 3. RATIO OF APPRENTICES TO JOURNEY WORKERS

The apprentice to journey worker/fully trained worker ratio is: 1 apprentice(s) to 1 journey worker/fully trained worker(s).

#### 4. APPRENTICE WAGE SCHEDULE

An apprentice minimum starting wage will be at least \$17.26 per hour. Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journey worker/fully trained worker wage. A journey worker/fully trained worker minimum wage will be at least \$18.83.

##### 1-Year Term:

1<sup>st</sup>      6 months = 91.6%      2<sup>nd</sup>      10 months = 100%

Periodic review and evaluation of the apprentice's on-the-job learning and related technical instruction will be conducted in alignment with the wage schedule established.

**5. WORK PROCESS SCHEDULE** (See attached Work Process Schedule)

The sponsor may modify the work processes to meet local needs prior to submitting these Standards to the appropriate Registration Agency for approval.

**6. RELATED INSTRUCTION OUTLINE** (See attached Related Instruction Outline)

The sponsor may modify the related instruction to meet local needs prior to submitting these Standards to the appropriate Registration Agency for approval.



## Appendix A

### WORK PROCESS SCHEDULE

The term of the occupation shall be defined by the attainment of all competencies, both technical and behavioral, of the position, which would be expected and approximated to occur within **2000** hours of OJL, supplemented by a minimum of 144 hours of related instruction per year of apprenticeship.

#### Apprenticeship Competencies – Technical

Item	Work Processes
A	Vital Signs: <ol style="list-style-type: none"> <li>Blood pressure</li> <li>Pulse Rate</li> <li>Respiration Rate</li> <li>Pulse Oximetry</li> <li>Weight</li> <li>Height</li> <li>BMI Ratio Calculation</li> <li>Orthostatic BP</li> </ol>
B	Rooming the Patient <ol style="list-style-type: none"> <li>Medication Review</li> <li>Medication Record Update</li> <li>HEIDS Update</li> <li>Identifying Chief Complaint</li> <li>Documentation of Complaint</li> <li>Preparing room for next patient</li> </ol>
C	Clinical Skills and Procedures <ol style="list-style-type: none"> <li>Blood draw</li> <li>Ear Lavage</li> <li>ECG/EKG</li> <li>Eye Exam</li> <li>Glucometer</li> <li>Nebulizer treatment</li> <li>Medication Management</li> <li>Oxygen Administration</li> <li>Spirometry</li> <li>Wound Care</li> </ol>
D	Lab Procedures <ol style="list-style-type: none"> <li>Glucose Capillary testing</li> <li>Urine Dipstick</li> <li>Pregnancy Test</li> <li>24-hour urine collection</li> <li>Rapid stress test</li> <li>Hemocult Test</li> </ol>

## 2023 Non-Joint Standards of Apprenticeship

	g. STAT labs
E	Waste Management <ul style="list-style-type: none"> <li>a. Sharps</li> <li>b. RCRA bins</li> <li>c. Biohazard bags</li> <li>d. Regular trash</li> </ul>
F	Patient and Employee Safety <ul style="list-style-type: none"> <li>a. Patient down process</li> <li>b. Blue Sheet Criteria</li> <li>c. ABCs</li> <li>d. Donning and Doffing of Gloves</li> <li>e. Donning and Doffing of PPE</li> <li>f. Assisting patient in/out of wheelchair</li> <li>g. Annual wellness visit</li> <li>h. Annual well-being assessment</li> <li>i. Mini-cog screening</li> <li>j. PHQ-9</li> <li>k. Get Up &amp; Go</li> <li>l. Quanta Flo</li> </ul>
G	Patient Education <ul style="list-style-type: none"> <li>a. Glucometer Use</li> <li>b. Inhaler Use</li> <li>c. Nebulizer Home Use</li> <li>d. Oxygen at Home Safety Precautions</li> <li>e. Use of Inhalers</li> </ul>
H	Professional Conduct <ul style="list-style-type: none"> <li>a. Observe and adhere to employer policies and standards</li> <li>b. Observe and adhere to professional code of conduct for Medical Assistants</li> <li>c. Maintain timely communication with instructors, apprenticeship management, leadership, colleagues, clinic staff, preceptors, supervisors, mentors</li> <li>d. Perform within legal and ethical boundaries</li> <li>e. Teamwork in a variety of environments</li> <li>f. Coordinate/support/work with team and patient population</li> <li>g. Maintain standards of worker and patient health and safety</li> <li>h. Prioritize patients using an established protocol</li> <li>i. Office management and administrative tasks</li> <li>j. Prepare and organize charts including documentation and use of EHR systems and other medical records</li> <li>k. Maintain and document medical records</li> </ul>
	<b>Total hours (approximate) to achieve competency: 2000 hours</b>

The above on-the-job-learning (OJL) work process competencies are intended as a guide. It need not be followed in any sequence, and it is understood that some adjustments may be necessary in the hours allotted for different work experience. In all cases, the apprentice is to receive sufficient experience to make them fully competent and use good workmanship in all work processes, which are a part of the industry. In addition, the apprentice shall be fully instructed in safety and OSHA requirements.

### **Apprenticeship Competencies – Behavioral**

In addition to mastering all the essential technical competencies, an apprentice must consistently demonstrate at an acceptable level the following behavioral competencies, to complete the apprenticeship.

<b>Item #</b>	<b>Behavioral Competencies</b>
<b>1.</b>	Participation in team discussions/meetings
<b>2.</b>	Focus in team discussions/meetings
<b>3.</b>	Focus during independent work
<b>4.</b>	Openness to new ideas and change
<b>5.</b>	Ability to deal with ambiguity by exploring, asking questions, etc.
<b>6.</b>	Knows when to ask for help
<b>7.</b>	Able to demonstrate effective group presentation skills
<b>8.</b>	Able to demonstrate effective one-on-one communication skills
<b>9.</b>	Maintains an acceptable attendance record
<b>10.</b>	Reports to work on time
<b>11.</b>	Completes assigned tasks on time
<b>12.</b>	Uses appropriate language
<b>13.</b>	Demonstrates respect for patients, co-workers, and supervisors
<b>14.</b>	Demonstrates trust, honesty, and integrity
<b>15.</b>	Requests and performs work assignments without prompting
<b>16.</b>	Appropriately cares for personal dress, grooming and hygiene
<b>17.</b>	Maintains a positive attitude
<b>18.</b>	Cooperates with and assists co-workers
<b>19.</b>	Follows instructions/directions
<b>20.</b>	Able to work under supervision
<b>21.</b>	Able to accept constructive feedback and criticism
<b>22.</b>	Able to follow safety rules
<b>23.</b>	Able to take care of equipment and workplace
<b>24.</b>	Able to keep work area neat and clean
<b>25.</b>	Able to meet supervisor's work standards
<b>26.</b>	Able to not let personal life interfere with work
<b>27.</b>	Adheres to work policies/rules/regulations

## RELATED INSTRUCTION OUTLINE


The related instruction has been developed in cooperation with employer-partners as part of the apprenticeship. The following is a set of courses to be delivered by subject matter experts.

Related Technical Instruction (RTI) - This instruction shall include, but not be limited to, at least 144 hours per year for each year of the apprenticeship. The related theoretical education listed below is tightly integrated with real work product. The curriculum is defined as a variety of classes, around which the exams and projects are based. By defining the RTI this way, all competencies required of the students are met, through project work.

COURSE TOPICS	HOURS
A. Medical Terminology	32
B. Body Structure and Function	32
C. Introduction to Healthcare; Medical Laws and Ethics	16
D. Clinical Administration & Documentation	16
E. Pharmacology Math	16
F. Medical Assistant Skills	96
Approximate total hours:	208

## COURSE TOPIC DESCRIPTIONS

- A. Medical Terminology: medical terminology applicable to the Medical Assistant role and the ambulatory clinic environment; Medical Assistant scope of practice
- B. Body Structure and Function: Anatomy and physiology; integumentary system, nervous system, immune system, muscular system; mental health; special senses; respiratory system; digestive system; cardiovascular system; digestive system; pulmonary function; urinary system; pediatrics
- C. Introduction to Healthcare, Medical Law and Ethics: medical ethics, laws, PHI, PII, medical insurance, confidentiality
- D. Clinical Administration & Documentation: customer service, patient communication, office management and administrative procedures, appointment scheduling, standards of professional conduct, communication for healthcare professionals; healthcare documentation (including EMR and other record keeping procedures)

- 
- E. Pharmacology Math: math for administration of medication and pharmacology; dosage calculation
- F. Medical Assistant Skills: Donning and Doffing; Vitals (pulse, respiratory, height, weight, blood pressure); handwashing; waste management; disinfecting exam room, cleaning of exam room, vision acuity; injections; ear lavage; spirometry; ENT; eye wash; inhaler use; oxygen setup; nebulizer; POCT testing and analysis (urine, flu, rapid); glucose testing; autoclave; equipment sterilization; wound care; wheelchair transfer/gait belt; venipuncture; infection control; physical exam; EKG/ECG; hemmocult
- 

**SECTION 27 - OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS**

**Intermountain Health MA Apprenticeship Program** hereby adopts these standards of apprenticeship.

*Sponsor(s) designate the appropriate person(s) to sign the standards on their behalf.*



**Signature of Sponsor (designee)**

**Date:** 1/14/24

Mandy Glettler, Apprenticeship Program Manager, Intermountain Health  
**Type Name & Title**



NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
2023 Non-Joint Standards of Apprenticeship

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## **Appendix B**

# **APPRENTICESHIP AGREEMENT**

**AND**

# **APPLICATION FOR CERTIFICATION OF COMPLETION OF APPRENTICESHIP**

***Intermountain Health MA Apprenticeship Program***

RAPIDS PROGRAM ID NUMBER: 2024-NV-128016

DEVELOPED IN COOPERATION WITH THE  
THE NEVADA LABOR COMMISSIONER, THE NEVADA STATE APPRENTICESHIP COUNCIL, AND  
THE U.S. DEPARTMENT OF LABOR



# Program Registration and Apprenticeship Agreement



## NEVADA LABOR COMMISSIONER NEVADA STATE APPRENTICESHIP COUNCIL

### APPRENTICE REGISTRATION

**Warning: This agreement does not constitute a certification under NRS 610, NAC 610, Title 29, CFR, Part 5 for the employment of the apprentice on Federally financed or assisted construction projects. Current certifications must be obtained from the Office of Apprenticeship (OA) or the recognized State Apprenticeship Agency shown below. (Item 24)**

The program sponsor and apprentice agree to the terms of the Apprenticeship Standards incorporated as part of this Agreement. The sponsor will not discriminate in the selection and training of the apprentice in accordance with the Equal Opportunity Standards in Title 29 CFR Part 30, and Executive Order 11246. This agreement may be terminated by either of the parties, citing cause(s), with notification to the registration agency, in compliance with Title 29, CFR, Part 29 and NRS & NAC 610.

#### PART A: TO BE COMPLETED BY APPRENTICE. NOTE TO SPONSOR: PART A SHOULD ONLY BE FILLED OUT BY APPRENTICE.

Apprentice Identification Number:		Answer Both A and B (Voluntary)		5. Veteran Status (Mark one)	
1. Name of Apprentice:		4. a. Ethnic Group (Mark one)		<input type="checkbox"/> Non-Veteran	
Last Name, First Name, Initial		<input type="checkbox"/> Hispanic or Latino		<input type="checkbox"/> Veteran	
Address		<input type="checkbox"/> Not Hispanic or Latino			
City State Zip Code		b. Race (Mark one or more)		6. Education Level (Mark one)	
2. Date of Birth (Mo., Day, Yr.)		<input type="checkbox"/> American Indian or Alaska native		<input type="checkbox"/> 8th grade or less	
3. Sex (Mark one)		<input type="checkbox"/> Asian		<input type="checkbox"/> 9th to 12th grade	
<input type="checkbox"/> Male <input type="checkbox"/> Female		<input type="checkbox"/> Black or African American		<input type="checkbox"/> GED	
		<input type="checkbox"/> Native Hawaiian or other Pacific Islander		<input type="checkbox"/> High School Graduate or Greater	
		<input type="checkbox"/> White		<input type="checkbox"/> Post-Secondary or Technical Training	
7a. Employment Status (Mark one) <input type="checkbox"/> New Employee <input type="checkbox"/> Existing Employee					
7b. Career Connection (Mark one) (Instructions on reverse) <input type="checkbox"/> None <input type="checkbox"/> Pre-Apprenticeship <input type="checkbox"/> Technical Training School <input type="checkbox"/> Military Veterans					
<input type="checkbox"/> Job Corps <input type="checkbox"/> YouthBuild <input type="checkbox"/> HUD/STEP-UP <input type="checkbox"/> Career Center Referral <input type="checkbox"/> School-to-Registered Apprenticeship					
8. Signature of Apprentice			Date		
9. Signature of Parent/Guardian (if minor)			Date		

#### PART B: SPONSOR: EXCEPT FOR ITEMS 6, 7, 8, 10a. - 10c, REMAINDER OF ITEMS REPOPULATED FROM PROGRAM REGISTRATION.

1. Sponsor Program No.		2a. Occupation (The work processes listed in the standards are part of this agreement).		2b Occupation Code:	
Sponsor Name					
Address		3. Occupation Training Approach (Mark one)		4. Term (Hrs., Mos., Yrs.)	
City State Zip Code		3a. <input type="checkbox"/> Time-Based		5. Probationary Period (Hrs., Mos., Yrs.)	
		3b. <input type="checkbox"/> Competency-Based			
		3c. <input type="checkbox"/> Hybrid			
9a. Related Instruction (Number of Hours Per Year)		9b. Apprentice Wages for Related Instruction <input type="checkbox"/> Will Be Paid <input type="checkbox"/> Will Not Be Paid		9c. Related Training Instruction Source	
10. Wages:					
10a. Pre-Apprenticeship Hourly Wage \$ _____ 10b. Apprentice's Entry Hourly Wage \$ _____ 10c. Journeyworker's Hourly Wage \$ _____					

Check Box 10d. Term <input type="checkbox"/> Hrs., <input type="checkbox"/> Mos., or <input type="checkbox"/> Yrs.	Period 1	2	3	4	5	6	7	8	9	10
10e. Wage Rate (Mark one) % <input type="checkbox"/> or \$ <input type="checkbox"/>										
11. Signature of Sponsor's Representative		Date Signed		12. Name and Address of Sponsor Designee to Receive Complaints (If applicable)						
				Name Address						
				City State Zip Code						

#### PART C: TO BE COMPLETED BY REGISTRATION AGENCY

1. Registration Agency and Address: NEVADA LABOR COMMISSIONER 3300 West Sahara Avenue Ste 225, Las Vegas NV 89102	2. Signature State Apprentice Director	3. Date Registered
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## Program Definitions and/or Instructions:

### Part A

#### Item 4.a. Definition - Ethnic Group:

**Hispanic or Latino.** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, "Spanish origin," can be used in addition to "Hispanic or Latino."

#### Item 4.b. Definitions - Race:

**American Indian or Alaska Native.** A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

**Asian.** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Black or African American.** A person having origins in any of the black racial groups of Africa. Terms such as "Haitian" or "Negro" can be used in addition to "Black or African American."

**Native Hawaiian or Other Pacific Islander.** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**White.** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

#### Item 7b. Instructions:

Indicate any career connection (definitions follow). Enter "None" if no career connection applies.

**Pre-Apprenticeship.** A program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program which has or have a documented partnership(s) with a Registered Apprenticeship program(s).

**Technical Training School.** Graduates trained in an occupation from a technical training school related to an occupation registered by the program sponsor and who meet the minimum qualifications for Registered Apprenticeship.

**Military Veterans.** Veterans that completed a military technical training school and/or elect to participate in the Building and Construction Trades Helmets to Hardhats Program or trained in an occupation while in the military related to an occupation registered by the program sponsor and who meet the minimum qualifications for Registered Apprenticeship.

**Job Corps.** Graduates trained in an occupation from a federally funded Job Corps center related to an occupation registered by the program sponsor and who meet the minimum qualifications for Registered Apprenticeship.

**YouthBuild.** Graduates trained in an occupation from a federally funded YouthBuild program related to an occupation registered by the sponsor and who meet the minimum qualifications for Registered Apprenticeship.

**HUD/STEP-UP.** Applicants who successfully participated in the U.S. Department of Housing and Urban Development Step-Up program and received an apprenticeship experience which meets the minimum qualifications for Registered Apprenticeship.

**Career Center Referral.** Includes career center participants referred to the Registered Apprenticeship Program and/or apprentice(s) that receive workforce system funded services that support their participation in a Registered Apprenticeship program. This may include the use of individual training accounts and/or on-the-job training reimbursements.

**School-to-Registered Apprenticeship.** Program designed to allow high school youth ages 16 - 17 to enter a Registered Apprenticeship program and continue after graduation with full credit given for the high school portion.

### Part B

**Item 3. Occupation Training Approach.** The program sponsor decides which of the three training methods to use in the program as follows:

- 3.a. Time-Based Training Approach - apprentice required to complete a specific number of hours of on-the-job learning (OJL) and related training instruction (RTI).
- 3.b. Competency-Based Training Approach - apprentice required to demonstrate competency in defined subject areas and does not require any specific hours of OJL or RTI; or
- 3.c. Hybrid-Training Approach - apprentice required to complete a minimum number of OJL and RTI hours and demonstrate competency in the defined subject areas.

**Item 4. Term (Hrs., Mos., Yrs.).** Based on the program sponsor's training approach. See Part B, Item 4. Available in the terms of the Apprenticeship Standards.

**Item 5. Probationary Period (Hrs. Mos., Yrs.)** Probation period cannot exceed 25 percent of the length of the program or one year, whichever is shorter.

**Item 7. Term Remaining (Hrs., Mos., Yrs.).** Under Part B, Item 6., Credit for Previous Experience (Hrs., Mos., Yrs.) is determined by the program sponsor. The Term Remaining (Hrs., Mos., Yrs.) in Part B, Item 7., for the apprentice to complete the apprenticeship is based on the training approach indicated in Part B, Item 3. The term remaining is available in the terms of the Apprenticeship Standards.

#### Item 10. Wage Instructions:

10a. Pre-Apprentice hourly wage: sponsor enters the individual's hourly wage in the quarter prior to becoming an apprentice.

10b. Apprentice's entry hourly wage (hourly dollar amount paid): sponsor enters this apprentice's entry hourly wage.

10c. Journeyworker's wage: sponsor enters wage per hour.

10d. Term: sponsor enters in each box the apprentice schedule of pay for each advancement period based on the program sponsor's training approach. See Part B, Item 3. and is available in the terms of the Apprenticeship Standards.

10e. Percent or dollar amount: sponsor marks one.

**Note:** 10c. If the employer is signatory to a collective bargaining agreement, the journeyworker's wage rate in the applicable collective bargaining agreement is identified. Apprenticeship program sponsors not covered by a collective bargaining agreement must identify a minimum journeyworker's hourly wage rate that will be the basis for the progressive wage schedule identified in Item 10e, of this agreement.

10d. The employer agrees to pay the hourly wage rate identified in this section to the apprentice each period of the apprenticeship based on the successful completion of the training approach and related instructions outlined in the Apprenticeship Standards. The period may be expressed in hours, months, or years.

10e. The wage rates are expressed either as a percent or in dollars and cents of the journeyworker's wage depending on the industry.

**Example (Time-based approach) - 3 YEAR APPRENTICESHIP PROGRAM**

<u>Term</u>	<u>Period 1</u>	<u>Period 2</u>	<u>Period 3</u>	<u>Period 4</u>	<u>Period 5</u>	<u>Period 6</u>
Hrs., Mos., Yrs.	1000 Hrs.	1000 Hrs.	1000 Hrs.	1000 Hrs.	1000 Hrs.	1000 Hrs.
%	55	60	65	70	80	90

**Example (Time-based approach) - 4 YEAR APPRENTICESHIP PROGRAM**

<u>Term</u>	<u>Period 1</u>	<u>Period 2</u>	<u>Period 3</u>	<u>Period 4</u>	<u>Period 5</u>	<u>Period 6</u>	<u>Period 7</u>	<u>Period 8</u>
Hrs., Mos., Yrs.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.	6 Mos.
	50	55	60	65	70	75	80	90

**Item 13.** Identifies the individual or entity responsible for receiving complaints (Code of Federal Regulations, CFR, Title 29 part 29.7(k)).

**Part C.**

**Item 4. Definition:** The Registered Apprenticeship Partners Information Data System (RAPIDS) encrypts the apprentice's social security number and generates a unique identification number to identify the apprentice. It replaces the social security number to protect the apprentice's privacy.

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\*The submission of your social security number is requested. The apprentice's social security number will only be used to verify the apprentice's periods of employment and wages for purposes of complying with the Office of Management and Budget related to common measures of the Federal job training and employment programs for measuring performance outcomes and for purposes of the Government Performance and Results Act. The Office of Apprenticeship will use wage records through the Wage Record Interchange System and needs the apprentice's social security number to match this number against the employers' wage records. Also, the apprentice's social security number will be used, if appropriate, for purposes of the Davis Bacon Act of 1931, as amended, U.S. Code Title 40, Sections 276a to 276a-7, and Title 29 CFR 5, to verify and certify to the U.S. Department of Labor, Wage and Hour Division, that you are a registered apprentice to ensure that the employer is complying with the geographic prevailing wage of your occupational classification. Failure to disclose your social security number on this form will not affect your right to be registered as an apprentice. Civil and criminal provisions of the Privacy Act apply to any unlawful disclosure of your social security number, which is prohibited.

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The collection and maintenance of the data on ETA-671, Apprentice Registration – Section II Form, is authorized under the National Apprenticeship Act, 29 U.S.C. 50, and CFR 29 Part 29.1. The data is used for apprenticeship program statistical purposes and is maintained, pursuant to the Privacy Act of 1974 (5 U.S.C. 552a.), in a system of records entitled, DOL/ETA-4, Registered Apprenticeship Partners Information Management Data System (RAPIDS) at the U.S. Department of Labor, Office of Apprenticeship. Data may be disclosed to a State Apprenticeship Agency to determine an assessment of skill needs and program information, and in connection with federal litigation or when required by law.

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Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average five minutes per response, including the time for reviewing instructions, searching existing data sources, gathering, and maintaining the data needed, and completing and reviewing the collection of information. The obligation to respond is required to obtain or retain benefits under 29 USC 50. Send comments regarding this burden or any other aspect of this collection of information including suggestions for reducing this burden to the U.S. Department of Labor, Office of Apprenticeship, 200 Constitution Avenue, N.W., Room N-5311, Washington, D.C. 20210 (Paperwork Reduction Project 1205-0023.)

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Program Registration and  
Apprenticeship Agreement  
Office of Apprenticeship

**U.S. Department of Labor**  
Employment and Training Administration

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Voluntary Disability Disclosure

OMB No. 1205-0223

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Please check one of the boxes below:

- ☐ YES, I HAVE A DISABILITY (or previously had a disability)
- ☐ NO, I DON'T HAVE A DISABILITY
- ☐ I DON'T WISH TO ANSWER

Your name: \_\_\_\_\_

Date: \_\_\_\_\_

### **Why are you being asked to complete this form?**

Because we are a sponsor of a registered apprenticeship program and participate in the National Registered Apprenticeship System that is regulated by the U.S. Department of Labor, we must reach out to, enroll, and provide equal opportunity in apprenticeship to qualified people with disabilities.<sup>[1]</sup> To help us learn how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for apprenticeship, any answer you give will be kept private and will not be used against you in any way.

If you already are an apprentice within our registered apprenticeship program, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our apprentices at the time of enrollment, and then remind them yearly, that they may update their information. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

### **How do I know if I have a disability?**

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition. Disabilities include, but are not limited to: blindness, deafness, cancer, diabetes, epilepsy, autism, cerebral palsy, HIV/AIDS, schizophrenia, muscular dystrophy, bipolar disorder, major depression, multiple sclerosis (MS), missing limbs or partially missing limbs, post-traumatic stress disorder (PTSD), obsessive compulsive disorder, impairments requiring the use of a wheelchair, intellectual disability (previously called mental retardation).

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<sup>[1]</sup> Part 30 – Equal Employment Opportunity in Apprenticeship. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor's Office of Apprenticeship website at <https://www.doleta.gov/OA/eo/>.

NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL APPLICATION FOR  
CERTIFICATION OF COMPLETION OF APPRENTICESHIP

*(If required please type or print all information, attach additional apprentices on separate sheet)  
(This Application is optional, for Sponsor utilizing Electronic Registration)*

**Sponsor Information**

Sponsor: Intermountain Health MA Apprenticeship Program	Program #:
Address: 6355 S. Buffalo Dr.	Contact Name: Mandy Glettler
City, State, Zip: Las Vegas, NV 89113	Phone: 801-326-7347

**Apprentice Information**

Full Name of Apprentice: <b>(Print/type name as indicated on the ETA 671 or in RAPIDS)</b>
Apprentice Registration Number:
Occupation:
Term:
Registration Date:
Date of Completion:
Completion Wage:

**Related Instruction Certification**

Related Instruction Hours completed:
Related Instruction Furnished by:
Teacher(s) or Director(s) of Related Instruction Certifying to above information:
Name: _____ Address: _____

**Request for Certificate**

Certify that the apprentice named in the application has satisfactorily completed and is working at the Journey worker Level of their apprenticeship program as registered with the State Apprenticeship Agency by using the completion form for the issuance of the Certificate of Completion of Apprenticeship.
Sponsor's Signature: _____ Date: _____
Type Name/Title: _____

NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL APPLICATION FOR  
CERTIFICATION OF COMPLETION OF APPRENTICESHIP

*(If required please type or print all information, attach additional apprentices on separate sheet)  
(This Application is optional, for Sponsor utilizing Electronic Registration)*

**Authentication of Requests for Certificate of Completion of Apprenticeship**

Where the Office of Apprenticeship is the Registration Agency, issuance of a Certificate of Completion of Apprenticeship to apprentices upon satisfactory completion of the requirements of the apprenticeship program as established in these Standards, the sponsor certifies to the Registration Agency and requests the awarding of a Certificate of Completion of Apprenticeship to the completing apprentice(s). Such requests are completed either electronically using the Register Apprenticeship Partner Information System (RAPIDS) or in writing using with the use of this form from the sponsor to the appropriate field office.

**General Guidance**

The sponsor will verify that the apprentice has completed all requirements of apprenticeship including a signed copy of transcripts from the sponsor, provider, or sponsor of the related instruction. The field office representative shall have in evidence an electronic or written Application for Certification of Completion of Apprenticeship.

When a large number of apprentices are completing at the same time from the same occupation, one application form from the sponsor can be used with an attached list of pertinent information for the completing apprentices. When the sponsor has more than one occupation or more than one employer, the sponsor should complete separate forms for each occupation and employer, follow the procedure above.

The occupation identified, must be the occupation title as listed in the most current List of Officially Recognized Apprenticeable Occupations. For sponsors who use a slightly different occupational title, OA staff may use the sponsor's title as long as the officially recognized occupational title is included in parenthesis under the sponsor's occupational title. Please see attached "sample" for reference.

The term "journeyman, journeyworker, journeyperson, etc." should not be included in the occupational title. These terms are used to describe a level of competency rather than an occupational title.

In rare instances where a program sponsor may utilize such a term above in their occupational title and that terminology is consistently used within their organization and training materials, OA staff may use that terminology on the sponsor's occupational title as long as the officially recognized occupational title is listed in parenthesis under the sponsor's title. The practice of using a level of competency in the occupational title should be discouraged when possible.

The sponsor's name on the Certificate of Completion of Apprenticeship shall be as it is registered and approved in their apprenticeship standards.

The date completed shall be the date of completion as indicated on the request form.

**Issuance of Replacement OA Certificate of Completion of Apprenticeship**

Replacement certificate requests shall be verified with undeniable proof that an original certificate was either issued or requested by the sponsor. This shall be verified through OA's records or the program sponsor's records. In the event a field office has no proof, yet a program sponsor does, or vice versa, a copy of that proof shall be sent to the field office and included in the program folder. The term "**Replacement Certificate**" shall be printed on the certificate.

The Certificate of Completion of Apprenticeship shall not be used for any other purpose than completion of a Registered Apprenticeship program.



NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
2023 Non-Joint Standards of Apprenticeship

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## Appendix C

### AFFIRMATIVE ACTION PLAN

#### ADOPTED BY

***Intermountain Health MA Apprenticeship Program***

RAPIDS PROGRAM ID NUMBER: 2024-NV-128016

DEVELOPED IN COOPERATION WITH  
THE NEVADA LABOR COMMISSIONER, THE NEVADA STATE  
APPRENTICESHIP COUNCIL AND THE U.S. DEPARTMENT OF LABOR

AS REQUIRED UNDER TITLE 29, CODE OF FEDERAL REGULATIONS, PART 30 and THE  
NEVADA STATE PLAN FOR EQUAL OPPORTUNITY IN APPRENTICESHIP



### **SECTION 1 - INTRODUCTION**

The sponsor enters this Affirmative Action Plan (AAP) in good faith to promote equality of opportunity in its registered apprenticeship program. If women and/or minorities are underutilized in the apprenticeship program, the sponsor seeks to increase the recruitment of qualified women and/or minorities for possible selection into the apprenticeship program. The sponsor hereby adopts the equal opportunity pledge located in Section II and the AAP.

This AAP is a supplement to the apprenticeship standards. Any changes made by the sponsor to the AAP will become part of this written AAP. All changes to the AAP must be submitted to the Registration Agency for approval.

### **SECTION 2 - EQUAL OPPORTUNITY PLEDGE - NRS 610.144 and NAC 610.540**

The sponsor commits to the following equal opportunity pledge:

“The recruitment, selection, employment and training of apprentices during apprenticeship will be without discrimination because of race, color, religion, sex, sexual orientation, age, disability or national origin. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the program of apprenticeship as required under Title 29 of the Code of Federal Regulations, Part 30, and all regulations on equal opportunity of employment in the State of Nevada.”

### **SECTION 3 - ANALYSES AND GOALS**

To ensure full utilization of minorities and women in the apprenticeship program, the sponsor will conduct analyses to determine whether minorities and/or females are being underutilized and, if they are, will establish appropriate goals for the full utilization of minorities and/or women in apprenticeship. To determine whether underutilization exists, the sponsor will analyze at least the following five factors:

- (1) The size of the working age minority and female (minority and nonminority) population in the program sponsor's labor market area.
- (2) The size of the minority and female (minority and nonminority) labor force in the program sponsor's labor market area.
- (3) The percentage of minority and female (minority and nonminority) participation as apprentices in the particular occupation as compared with the percentage of minorities and women (minority and nonminority) in the labor force in the program sponsor's labor market area.
- (4) The percentage of minority and female (minority and nonminority) participation as journeyworkers employed by the employer or employers participating in the program as compared with the percentage of minorities and women (minority and nonminority) in the sponsor's labor market area and the extent to which the sponsor should be expected to correct any deficiencies through the achievement of goals for the selection of apprentices; and

- (5) The general availability of minorities and women (minority and nonminority) with present or potential capacity for apprenticeship in the program sponsor's labor market area.

Underutilization exists if there are fewer minorities and/or women in the registered occupation(s) in the sponsor's apprenticeship program than would reasonably be expected in view of all relevant factors. If the sponsor detects underutilization of minorities and/or women in its apprenticeship program in the registered occupation(s), it will establish goals for the selection of minority and/or female applicants. (For further instructions, see the attached affirmative action plan workforce analysis worksheet.) The sponsor will make good-faith efforts to meet its goals.

**SECTION 4 - OUTREACH AND POSITIVE RECRUITMENT- 29 CFR § 30.4(c) and NRS 610.144**

The sponsor will undertake appropriate outreach and positive recruitment efforts that would reasonably be expected to increase minorities and women's participation in apprenticeship by expanding the opportunities of minorities and women to become eligible for apprenticeship selection. The sponsor will set forth the specific steps it intends to take under each selected effort below. The sponsor will undertake a significant number of activities to enable it to meet its obligations under 29 CFR § 30.4(c) and the Nevada State Plan for EEO.

- A. The sponsor will disseminate information concerning the nature of the apprenticeship, requirements for admission to apprenticeship, availability of apprenticeship opportunities, sources of apprenticeship applications, and its equal opportunity policy to the following:
- Registration Agency
  - Women's centers
  - Local schools
  - Employment service offices
  - Other outreach programs and community organizations, including those that can effectively reach minorities and women
  - Newspapers, including those that are circulated in minority communities and among women
  - Social media outlets (Facebook, Twitter, Instagram, LinkedIn, etc.)
1. ☐ Sponsors of programs accepting applications only at specified intervals must disseminate the above information at least 30 days in advance of the earliest date for application at each interval.
2. ☒ Sponsors of programs customarily receiving applications throughout the year must disseminate the above information regularly, not less than semiannually.
- B. ☒ The sponsor will participate in annual workshops conducted by employment service agencies for the purpose of familiarizing school, employment service, and other appropriate personnel with the apprenticeship program and current opportunities.
- C. ☐ The sponsor will cooperate with local school boards and vocational educational systems to develop programs for preparing students to meet the standards and criteria required to qualify for entry into the apprenticeship program.
- D. ☐ The sponsor will communicate its equal opportunity policy internally in such a manner as to foster understanding, acceptance, and support of the policy among the sponsor's various officers, supervisors, employees, and members and to encourage such persons

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to take the necessary action to aid in meeting its obligation under 29 CFR § 30 and the Nevada State Plan for EEO.

- E. ☐ The sponsor will engage in programs such as outreach for the positive recruitment and preparation of potential applicants for apprenticeships; where appropriate and feasible, such programs will provide for pretesting experience and training. In initiating and conducting these programs, the sponsor may be required to work with other sponsors and appropriate community organizations. The sponsor will also initiate programs to prepare women and encourage women to enter traditionally male programs.
- F. ☐ The sponsor will encourage the establishment and utilization of programs of pre-apprenticeship, preparatory occupational training, or others designed to afford related work experience or prepare candidates for apprenticeship. The sponsor will make appropriate provisions in its AAP to assure that those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program.
- G. ☒ The sponsor will utilize journeyworkers to assist in the implementation of its AAP.
- H. ☒ The sponsor will grant advance standing or credit based on previously acquired experience, training, skills, or aptitude for all applicants equally.
- I. ☒ The sponsor will take other appropriate action to ensure that the recruitment, selection, employment, and training of apprentices during their apprenticeship will be without discrimination because of race, color, religion, national origin, or sex (e.g., general publication of apprenticeship opportunities and advantages in advertisements, industry reports, articles, etc.; use of present minority and women apprentices and journeyworkers as recruiters; career counseling; periodic auditing of AAPs and activities; and development of reasonable procedures to ensure equal employment opportunity, including reporting systems, on-site reviews, and briefing sessions).

**For each item checked in Section IV, describe in detail each specific step that the sponsor will undertake to fulfill that outreach and recruitment step:**

Intermountain actively connects and participates with community organizations via multiple channels to disseminate information about the MA Apprenticeship program and how to submit program applications. These connections are made on a frequent and regular basis throughout the calendar year. In addition, Intermountain Health's MA Apprenticeship program is operated by Medical Assistant Journeyworks who function as mentor/preceptors and as program coordinators/leaders. The Intermountain Apprenticeship recruitment process does not discriminate and maintains adherence to their Affirmative Action Plan. The Apprenticeship program will grant advance standing or credit in an equitable fashion amongst all candidates.

*(Add pages as necessary)*

**SECTION 5 - ANNUAL REVIEW OF AFFIRMATIVE ACTION PLAN**

The sponsor will make an annual review of its current AAP and its overall effectiveness and will institute any revisions or modifications warranted. The review will analyze the affirmative action steps (independently and collectively) taken by the sponsor to evaluate their effectiveness in ensuring equal opportunity in all aspects of apprenticeship, including recruitment, selection, employment, and training. The sponsor will continually monitor these processes in order to identify and address any barriers to equal opportunity. This may require that the sponsor identify

### **2023 Non-Standards of Apprenticeship**

the need for new affirmative action efforts and/or deletion of ineffective existing activities. All changes to the AAP must be submitted to the Registration Agency for approval.

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**SECTION 6 - OFFICIAL ADOPTION OF AFFIRMATIVE ACTION PLAN**

**Intermountain Health MA Apprenticeship Program hereby officially adopts this Affirmative Action Plan.**

*Sponsor(s) must designate the appropriate person(s) to sign the standards.*



Date: 1/12/2024

\_\_\_\_\_  
Signature of Sponsor (*designee*)

**Mandy Glettler, Apprenticeship Program Manager, Intermountain Health**  
Type Name/Title

Date: \_\_\_\_\_

\_\_\_\_\_  
Signature of Sponsor (*designee*)

\_\_\_\_\_  
Type Name/Title

## AFFIRMATIVE ACTION PLAN WORKFORCE ANALYSIS WORKSHEET

### A. SPONSOR INFORMATION

Program Number:			
Name of Sponsor:			
Address:			
City/State/Zip Code:			
Contact Person:			
Phone Number:		Fax Number:	
E-Mail Address:			

### B. OCCUPATIONAL INFORMATION

Occupation Title:			
RAPIDS Code:		O*NET-SOC Code:	
Type of Selection Method Used:	<input type="checkbox"/> Selection on basis of rank from pool of eligible applicants <input type="checkbox"/> Random selection from pool of eligible applicants <input type="checkbox"/> Selection from pool of current employees <input type="checkbox"/> Alternative selection		
Labor Market Area Description:	<input type="checkbox"/> State <input type="checkbox"/> SMA <input type="checkbox"/> County		

### C. LABOR MARKET AREA AND OCCUPATIONAL PARTICIPATION DATA

C.1. Total Labor Force in Labor Market Area*		
Number of women:		% of labor force
Number of minorities:		% of labor force
C.2. Working Age Population in Labor Market Area*		
Number of women:		% of labor force
Number of minorities:		% of labor force
C.3. Apprentice Participation in Occupation in National Apprenticeship System*		
Number of women:		% of apprentices
Number of minorities:		% of apprentices
C.4. General Availability of Minorities and Women with the Present or Potential Capacity for Apprenticeship in relevant Labor Market Area**		
Number of women:		
Number of minorities:		

### D. SPONSOR'S WORKFORCE DATA

D.1. Total Number of Journeyworkers Employed		
Number of women:		% of work force
Number of minorities:		% of work force
D.2. Total Percentage of Apprentices or of Applicant Pool (Depending on Selection Method Used)		
Percentage of women apprentices or women in applicant pool:		%
Percentage of minority apprentices or minorities in applicant pool:		%

**E. ADDITIONAL RESOURCE DATA FOR CONSIDERATION IN ESTABLISHING GOALS**

Industry Source Data	Minority rate of participation	Female rate of participation
E.1. Registered Apprenticeship Partners Information Data System (RAPIDS)		
E.2. EEOC Occupational Employment Data***		

**F. DETERMINATION OF UTILIZATION**

Analysis	Yes	No
Minority underutilization:		
Female underutilization:		

**G. SPONSOR'S GOALS**

The program sponsor proposes and agrees to make a good-faith effort to attain the goal of selecting \_\_\_\_\_ % minorities and/or \_\_\_\_\_ % women during the next EEO review cycle. These goals will not be used to discriminate against any qualified applicant based on race, color, religion, national origin, or sex.

The number of new apprentices to be hired during the next year (or selection period) is estimated to be \_\_\_\_\_.

**The undersigned certifies that it is the sponsor's responsibility to complete all of the above to the best of their ability and in utilizing the existing labor market area and occupational participation data, sponsor's workforce data, and additional resource data to create the determination of utilization and establish the above sponsor's goals.**

\_\_\_\_\_  
Program Sponsor's Signature

\_\_\_\_\_  
Typed Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date Signed

Suggested resources for obtaining labor market information:

\* <http://bls.gov/>

\*\* Program sponsors may use any reasonable method to propose the entries for "The General Availability of Minorities and Women with the Present or Potential Capacity for Apprenticeship," including relying on the data recorded in Section C.1 for "Total Labor Force," C.2 for "Working Age Population," and C.3 for "Apprentice Participation in Occupation."

\*\*\* <http://www.census.gov/eo2000/index.html>

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**Instructions for Completing This Worksheet**

The purpose of this workforce analysis worksheet is to establish a benchmark against which the demographic composition of the sponsor's apprenticeship program can be compared. The sponsor must separately determine the availability of minorities and women for each occupational title represented by the program. In determining availability, the sponsor must consider, at the very least, the factors identified at 29 CFR § 30.4(e) and the Nevada State Plan for EEO in order to determine whether barriers to equal employment opportunity may exist within a particular occupational title.

Part A The sponsor information section will be prepared by the sponsor representative.

Part B Occupational information must be taken from the registered program standards and must be prepared by the sponsor representative. A workforce analysis worksheet must be completed for each occupational title identified.

Part C The sponsor must use the most current and discrete statistical data available in determining availability estimates for the labor market area specified in Part B. Census data is one example of an appropriate source of statistical information. Other sources include data from local job service offices and data from colleges and other training institutions.

For the purpose of this section, the term "labor force" is defined to include both those individuals who are employed and those who are unemployed but looking for employment. The term "working age population" means persons ages 16 years and over whether or not they are currently in the labor force or looking for employment.

Part D The program sponsor must provide current workforce data as described in Part D. If the sponsor utilizes either selection method 29 CFR § 30.5(b)(1) or (2), the data in D.2 must reflect the pool of eligible applicants from which selections are made. If the sponsor utilizes either selection method 29 CFR § 30.5(b)(3) or (4), the data in D.2 must reflect the apprentices currently registered in the program.

Part E Utilizing the data found in Parts C and D, the sponsor will determine and record whether minorities and/or women are underutilized.

Parts F&G If the sponsor's analyses determine that minorities and/or women are underutilized, the sponsor, utilizing the resource data found in Parts C and D, will establish goals that are reasonable in consideration of the results that could be expected from its good-faith efforts to make its overall affirmative action program successful.





NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
2023 Non-Joint Standards of Apprenticeship

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## **Appendix D**

### **QUALIFICATIONS AND SELECTION PROCEDURES**

#### **ADOPTED BY**

***Intermountain Health MA Apprenticeship Program***

**RAPIDS PROGRAM ID NUMBER: 2024-NV-128016**

**DEVELOPED IN COOPERATION WITH  
THE NEVADA LABOR COMMISSIONER, THE NEVADA STATE APPRENTICESHIP  
COUNCIL, AND THE U.S. DEPARTMENT OF LABOR**

The certification of this selection procedure is not a determination that, when implemented, it meets the requirements of the Uniform Guidelines on Employee Selection Procedures (41 CFR § 60-3) or 29 CFR § 30 and NAC 610. Note that selection procedures may need to be modified to provide reasonable accommodations to qualified individuals with disabilities.

## **SECTION 1 - MINIMUM QUALIFICATIONS**

Applicants will meet the following minimum qualifications. These qualification standards, and the score required on any standard for admission to the applicant pool, must be directly related to job performance, as shown by a statistical relationship between the score required for admission to the pool and performance in the apprenticeship program:

A. Age

Minimum age qualification required by the sponsor for persons entering the apprenticeship program, with an eligible starting age not less than 16 years.

B. Education

A high school diploma, General Educational Development (GED) equivalency or other high school equivalency credential may be required. Applicant must provide an official transcript(s) for high school and any post-high school education. Applicant must submit the GED certificate or other high school equivalency credential if applicable.

C. Physical

Applicants will be physically capable of performing the essential functions of the apprenticeship program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others.

Applicants will pass applicable physical agility test, fitness test, or screen for the current illegal use of drugs required by the employer on acceptance into the program and prior to being employed.

D. Aptitude Test

When required by a program sponsor, each applicant must take an applicable aptitude test given by the program sponsor which will be used as one factor in the evaluation process. The aptitude test shall not be used as the sole factor of disqualifying an applicant.

E. Others

As appropriate.

## **SECTION 2 - APPLICATION PROCEDURES**

A. Applicants will be accepted throughout the year or as specified by the employer. Every person requesting an application will have one made available upon signing the applicant log.

B. All applications will be identical in form and requirements. The application form will be numbered in sequence corresponding with the number appearing on the applicant log

- so that all applications can be accounted for. Columns will be provided on the applicant log to show race, ethnicity, and sex and the progress by dates and final disposition of each application.
- C. Before completing the application, each applicant will be required to review the Apprenticeship Standards and will be provided information about the program. If the applicant has any additional questions on the qualifications or needs additional information to complete the application, it will be provided by the sponsor.
  - D. Receipt of the properly completed application form along with required supporting documents (driver's license, birth certificate, or other acceptable proof of age; copy of high school diploma, GED certificate, or other acceptable documentation of education) will constitute the completed application.
  - E. Completed applications will be checked for minimum qualifications. Applicants deficient in one or more qualifications or requirements or making false statements on their applications will be notified in writing of their disqualification and of the appeal rights available to them. No further processing of such applications will be taken.
  - F. Applicants meeting the minimum qualifications and submitting the required documents will be notified where and when to appear for an interview (if applicable).

### **SECTION 3 - SELECTION PROCEDURES (EXAMPLES)**

***Sponsor must select one (1) of the following:***

1. ☒ ***Alternative selection methods***

The sponsor may select apprentices by any other method, including its present selection method, provided that the sponsor meets the requirements listed in 29 CFR § 30.5(b)(4) and NAC 610.860.

2. ☐ ***Selection on basis of rank from pool of eligible applicants***

The sponsor may select apprentices from a pool of eligible applicants on the basis of the rank order of their scores on one or more qualification standards where there is a significant statistical relationship between rank order of scores and performance in the apprenticeship program. The selection of any qualification standards beyond minimum legal working age, the use of oral interviews, the notification of applicants, and the establishment of goals for the admission of minorities and women (minority and nonminority) into the pool of eligibles must proceed in accordance with the requirements of 29 CFR § 30.5(b)(1) and NAC 610.845. The method of rating is listed by each employer.

3. ☐ ***Random selection from pool of eligible applicants***

The sponsor may select apprentices from a pool of eligible applicants on a random basis. The method of random selection is subject to approval by the State Apprenticeship Council. Supervision of the random selection process shall be by an

impartial person or persons selected by the sponsor but not associated with the administration of the apprenticeship program. The time and place of the selection, and the number of apprentices to be selected, shall be announced. The place of the selection shall be open to all applicants and the public. The names of apprentices drawn by this method shall be posted immediately following the selection at the program sponsor's place of business.

4. ☒ ***Selection from pool of current employees***

The sponsor may select apprentices from an eligibility pool of the workers already employed by the program sponsor or by the sponsor's established promotion policy. The sponsor adopting this method of selecting apprentices shall establish goals for the selection of minority and female apprentices, unless the sponsor concludes, in accordance with the provisions of 29 CFR §§ 30.4(d), (e), and (f) and NAC 610.855 that it does not have deficiencies in terms of underutilization of minorities and/or women (minority and nonminority) in the apprenticeship of journeyworker occupations represented by the program.

Employer must attach an outline of their in-house selection process with their Employer Acceptance Agreement.

#### **SECTION 4 - DIRECT ENTRY**

Sponsors that wish to invoke the direct entry provision may do so without regard to the existing selection procedure or minimum qualifications used for entry into the apprenticeship program. Individuals selected into the apprenticeship program via direct entry shall include only those individuals described below who have received training or employment in an occupation directly or indirectly related to the occupation(s) registered in these standards. The sponsor will award credit for previous experience in accordance with Section XII of these standards and will pay each apprentice at the wage rate commensurate with his or her skill attainment. The credit for previous experience shall be awarded without regard to race, color, religion, national origin, or sex. The methods for direct entry are as follows:

**Sponsor must select the ones they will use**

- A. ☐ A youth who has completed a Job Corps training program in any occupation covered in these standards and who meets the minimum qualifications of the apprenticeship program may be admitted directly into the program, or if no apprentice opening is available, the Job Corps graduate may be placed at the top of the current applicant ranking list and given first opportunity for placement. The sponsor will evaluate the Job Corps training received to grant appropriate credit on the term of apprenticeship. Entry of Job Corps graduates will be done without regard to race, color, religion, national origin, or sex. ***(Note: This is a method of direct entry into the apprenticeship program.)***
- B. ☐ A youth who has completed a YouthBuild training program in any occupation covered in these standards and who meets the minimum qualifications of the apprenticeship program may be admitted directly into the program, or if no apprentice opening is available, the YouthBuild graduate may be placed at the top of the current applicant ranking list and given first opportunity for placement.

The sponsor will evaluate the YouthBuild training received to grant appropriate credit on the term of apprenticeship. Entry of YouthBuild graduates will be done without regard to race, color, religion, national origin, or sex. ***(Note: This is a method of direct entry into the apprenticeship program.)***

- C. ☐ A military veteran who is registered with the Helmets to Hardhats program or has completed military technical training school and/or participated in a registered apprenticeship program or related occupation while in the military in the occupations registered in the specific industry may be given direct entry into the apprenticeship program. The sponsor shall evaluate the military training received for granting appropriate credit on the term of apprenticeship and the appropriate wage rate. The sponsor will determine what training requirements the veteran needs to meet to ensure he or she receives all necessary training for completion of the apprenticeship program. Applicants must submit a DD-214 to verify military training and/or experience if they are a veteran and wish to receive consideration for such training/experience. Entry of military veterans shall be done without regard to race, color, religion, national origin, or sex. ***(Note: This is a method of direct entry into the apprenticeship program.)***
- D. ☐ A former inmate of the U.S. Department of Justice Bureau of Prisons (BOP) who has participated in or successfully completed a specific BOP apprenticeship program may be given direct entry into the apprenticeship program. Sponsors agreeing to admit such individuals into apprenticeship must do so without regard to present minimum qualifications, eligibility lists, or scores on written apprenticeship entrance tests. Entry into the program by this method shall be done without regard to race, color, religion, national origin, or sex. The credit for previous experience shall be awarded without regard to race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information or because they are an individual with a disability or a person 40 years old or older. ***(Note: This is a method of direct entry into the apprenticeship program.)***
- E. ☐ A senior citizen who has completed a Senior Community Service Employment Program (SCSEP) pre-apprenticeship training program in any health care occupation covered in these standards and who meets the minimum qualifications of the apprenticeship program may be admitted directly into the program, or if no apprentice opening is available, the SCSEP graduate may be placed at the top of the current applicant ranking list and given first opportunity for placement. The sponsor will evaluate the SCSEP training received to grant appropriate credit on the term of apprenticeship. Entry of SCSEP graduates will be done without regard to race, color, religion, national origin, or sex. ***(Note: This is a method of direct entry into the apprenticeship program for the health care industry.)***
- F. ☐ An individual who has completed a structured pre-apprenticeship training program that meets the requirements outlined in Training and Employment Notice 13-12, Defining a Quality Pre-Apprenticeship Program and Related Tools and Resources, in any occupational area covered in these standards of apprenticeship and who meets the minimum qualifications of the apprenticeship program may be admitted directly into the program. The candidate shall provide official documentation confirming

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that he or she fulfilled the specific requirements of the pre-apprenticeship program, such as completion/graduation certificates, transcripts, notarized letters of confirmation, and sworn statements.

The sponsor will evaluate the training received to grant appropriate credit on the term of apprenticeship. Entry of pre-apprenticeship candidates shall be done without regard to race, color, religion, national origin, or sex. ***(Note: This is a method of direct entry into the apprenticeship program.)***

## **SECTION 5 - COMPLAINT PROCEDURE**

- A. Any apprentice or applicant for apprenticeship who believes that he/she has been discriminated against on the basis of race, color, religion, national origin, or sex with regard to apprenticeship or that the equal opportunity standards with respect to their selection have not been followed in the operation of an apprenticeship program may, personally or through an authorized representative, file a written complaint with the Nevada State Apprenticeship Council, via Registration Agency or, at the apprentice or applicant's election, with the private review body established by the sponsor (if applicable). The mailing address is:
- NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
3300 W. Sahara Ave., Suite 225  
Las Vegas, NV 89102  
[NEVADASAC@labor.nv.gov](mailto:NEVADASAC@labor.nv.gov)
- B. The complaint will be in writing and will be signed by the complainant. It must include the name, address, and telephone number of the person allegedly discriminated against, the sponsor involved, and a brief description of the circumstances of the failure to apply equal opportunity standards.
- C. The complaint must be filed not later than 300 days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards. In the case of a complaint filed directly with the review body designated by the sponsor to review such complaints, any referral of such complaint by the complainant to the Registration Agency must occur within the time limitation stated above or 30 days from the final decision of such review body, whichever is later. The time may be extended by the Nevada State Apprenticeship Council for good cause shown.
- D. Complaints of discrimination and failure to follow equal opportunity standards in the apprenticeship program may be filed and processed under 29 CFR § 30 and the procedures as set forth above.
- E. The sponsor will provide written notice of its complaint procedure to all applicants for apprenticeship and all apprentices.

## **SECTION 6 - MAINTENANCE OF APPLICATION AND SELECTION RECORDS**

The sponsor will keep adequate records, including a summary of the qualifications of each applicant; the basis for evaluation and for selection or rejection of each applicant; the records pertaining to interviews of applicants; the original application for each applicant; information relative to the operation of the apprenticeship program, including, but not limited to, job assignment, promotion, demotion, layoff, or termination; rates of pay or other forms of compensation or conditions of work; hours including hours of work and, separately, hours of training provided; and any other records pertinent to a determination of compliance with 29 CFR § 30, as may be required by the U.S. Department of Labor.

The records pertaining to individual applicants, selected, or rejected, will be maintained in such manner as to permit the identification of minority and women (minority and nonminority) participants.

Each sponsor must retain a statement of its affirmative action plan for the prompt achievement of full and equal opportunity in apprenticeship, including all data and analyses made pursuant to the requirements of 29 CFR § 30.4. Each sponsor also must maintain evidence that its qualification standards have been validated in accordance with the requirements set forth in 29 CFR § 30.5(b). If applicants are interviewed during the selection process, adequate records include a brief summary of each interview and the conclusions on each of the specific factors - e.g., motivation, ambition, and willingness to accept direction - that are part of the total judgment.

Records will be maintained for five years from the date of last action and made available upon request to the U.S. Department of Labor or other authorized representative.

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**SECTION 7 - OFFICIAL ADOPTION OF SELECTION PROCEDURES**

**Intermountain Health MA** Apprenticeship Program, hereby adopts these Qualifications and Selection Procedures.

*Sponsor(s) may designate the appropriate person(s) to sign the standards on their behalf.*



Date: 1/12/2024

\_\_\_\_\_  
Signature of Sponsor (*designee*)

Mandy Glettler, Apprenticeship Program Manager, Intermountain Health  
Type Name & Title

Date: \_\_\_\_\_

\_\_\_\_\_  
Signature of Sponsor (*designee*)

\_\_\_\_\_  
Type Name & Title





NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
2023 Non-Joint Standards of Apprenticeship

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## **Appendix E**

### **EMPLOYER ACCEPTANCE AGREEMENT**

#### **ADOPTED BY**

#### **Intermountain Health MA Apprenticeship Program**

RAPIDS PROGRAM ID NUMBER: 2024-NV-128016

DEVELOPED IN COOPERATION WITH  
THE NEVADA LABOR COMMISSIONER, THE NEVADA STATE  
APPRENTICESHIP COUNCIL, AND THE U.S. DEPARTMENT OF LABOR



NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
**2023 Non-Joint Standards of Apprenticeship**

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**APPENDIX E**

**EMPLOYER ACCEPTANCE AGREEMENT**

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by **Intermountain Health** agrees to carry out the intent and purpose of said Standards and to abide by the rules and decisions of the Sponsor established under these Apprenticeship Standards. We have been furnished a copy of the Standards and have read and understood them, and request certification to train apprentices under the provisions of these Standards, with all attendant rights and benefits thereof. Nothing in this agreement or the Standards shall construe a right of continued employment by the apprentice, nor shall it be interpreted as being inconsistent with existing or subsequent employer policies contained in the employee company manual or policies provided to the apprentice. The Standards and associated Appendices are also modified for this employer as specified in the employer's modifications listed below. On-the-job, the apprentice is hereby guaranteed assignment to a skilled and competent journey worker/fully trained worker and is guaranteed that the work assigned to the apprentice will be rotated so as to ensure training in all phases of work and approved ratio will be adhered to. The employer agrees to pay the applicable apprenticeship wage and the costs of the training assessed to the apprentice, as defined in Section XIII of the Standards. This employer acceptance agreement will remain in effect until cancelled voluntarily or revoked by the Sponsor or Registration Agency. This form must be signed and returned to the Sponsor and the Registration Agency in turn for the apprenticeship program to be registered and becomes effective.

Signed: Mandy Glettler Date: 1/12/2024

**Mandy Glettler, Apprenticeship Program Manager, Intermountain Health**  
Type Name & Title



NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
2023 Non-Joint Standards of Apprenticeship

Signed: \_\_\_\_\_ Date: 1/12/2024

**Mandy Glettler, Apprenticeship Program Manager, Intermountain Health**

Type Name & Title

Name of Company: Intermountain Health  
Address: 6355 S. Buffalo Dr.  
City, State, Zip: Las Vegas, NV, 89113  
Contact: Mandy Glettler, Apprenticeship Program Manager  
Phone Number: 801-326-7347  
FAX: n/a  
Email: mandy.glettler@imail.org

\*\*\*\*\*

Date: 1/12/24

Signature of Sponsor (*designee*)

**Mandy Glettler, Apprenticeship Program Manager, Intermountain Health**

Type Name & Title

Signature of Sponsor (*designee*) Date: \_\_\_\_\_

\_\_\_\_\_  
Type Name & Title

**EMPLOYER MODIFICATIONS TO  
STANDARDS OF APPRENTICESHIP AND APPENDICES**



NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
2023 Non-Joint Standards of Apprenticeship

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**EMPLOYER MODIFICATIONS TO  
STANDARDS OF APPRENTICESHIP AND APPENDICES**

**Standards of Apprenticeship**

SECTION 3 - AFFIRMATIVE ACTION PLAN

- ☒ **will** be employing five or more apprentices.  
☐ **will not** be employing five or more apprentices.

SECTION 5 - SELECTION OF APPRENTICES

- ☒ **will** be employing five or more apprentices.  
☐ **will not** be employing five or more apprentices.

SECTION 13 - RELATED INSTRUCTION

- ☐ Apprentices **will** be paid for hours spent attending related instruction classes during non-work hours.  
☒ Apprentices **will not** be paid for hours spent attending related instruction classes during non-work hours.

**Appendix A - Work Process Schedule and Related Instruction Outline**

*For each Appendix A*

**Occupation: Medical Assistant**

**O\*NET Code: 31-9092.00**

**RAPIDS Code: 1085CB**

Employer-partner agrees to abide by the terms set forth in Appendix A as drafted, **except with the following modifications (see attached).**

**Appendix C - Affirmative Action Plan**

If applicable (employing 5 or more apprentices), are there changes? ☐ Yes / ☒ No

If yes, see attached.



NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
**2023 Non-Joint Standards of Apprenticeship**

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**Appendix D - Qualifications and Selection Procedures**

Are there changes? ☐ Yes / ☒ No **If yes, see attached.**



OFFICE OF THE LABOR COMMISSIONER  
Nevada State Apprenticeship Council  
5910 Form

Program Name Intermountain Health MA Apprenticeship Program RAPIDS Program # \_\_\_\_\_

Address 6355 S. Buffalo Dr. City Las Vegas State/Zip Nevada Telephone 801-326-7347

Contact Person Mandy Glettler Title Program Manager Email Address mandy.glettler@imail.org

Type of Program ☐ Time-based ☒ Competency-based ☐ Hybrid EIN # 200160881 NAICS Code \_\_\_\_\_

Type of Action: (Check One) A. <input type="checkbox"/> Wage Increase B. <input type="checkbox"/> Revision of Standards C. <input type="checkbox"/> New Occupation D. <input checked="" type="checkbox"/> New Program	Type of Program: (Check One) A. <input type="checkbox"/> Individual Union B. <input checked="" type="checkbox"/> Individual Non-Union C. <input type="checkbox"/> Group Union D. <input type="checkbox"/> Group Non-Union	Journey Workers (JW) A. No. of Females <u>249</u> B. No. of Minorities <u>107</u> C. No. JW <u>308</u> D. No. of Employers <u>1</u>	Pay Period (Check One) <input type="checkbox"/> Weekly <input checked="" type="checkbox"/> Bi-Weekly <input type="checkbox"/> Semi Monthly Pay Increases (Months) 3 <input type="checkbox"/> 6 <input type="checkbox"/> 12 <input type="checkbox"/> Other <input checked="" type="checkbox"/>
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TRADE INFORMATION

Occupation Name and O*NET CODE (use separate form for each occupation)	Term (OJT hours)	RTI (Classroom hours)	# Of Journey workers	# Of Apprentices in Training	Journey worker Hourly Rate	Days per Week
Medical Assistant 31-9092.00	2000	144	308	tbd	\$18.83	5

HOURLY APPRENTICE WAGES BY PERIOD (Excluding Benefits) Top Line Dollar Amounts, Bottom Line Percentages

Occupation Name and O*NET CODE	1 <sup>ST</sup>	2 <sup>ND</sup>	3 <sup>RD</sup>	4 <sup>TH</sup>	5 <sup>TH</sup>	6 <sup>TH</sup>	7 <sup>TH</sup>	8 <sup>TH</sup>	9 <sup>TH</sup>	10 <sup>TH</sup>
	\$ 17.25	\$ 18.83	\$	\$	\$	\$	\$	\$	\$	\$
Medical Assistant 31-9092.00	91.6%	100%	%	%	%	%	%	%	%	%
Fringe Benefits (\$ or %)										

The Sponsor / Program Coordinator certifies and assures that it will utilize qualified training personnel in the delivery of the related instruction, such as subject matter experts (e.g., journeymen) who are recognized within an industry as having expertise in a specific occupation, and who also have training in teaching techniques and adult learning styles, which may occur before or after the apprenticeship instructor has started to provide the related technical instruction. Further, the Sponsor / Program Coordinator certifies the information above is true and correct.

*MGA/KC*

1/12/24

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Sponsor / Program Coordinator

DO NOT WRITE BELOW THIS LINE

Received By:

*Jiri Giddens*  
\_\_\_\_\_  
State Apprenticeship Director

2/22/2024

\_\_\_\_\_  
Date

# Employee Selection Policy

## Policy Statement

All qualified individuals have equal opportunity to express interest and be considered for available positions.

## Scope

*IHC Health Services, Inc., SelectHealth, Inc., Ambulatory Surgical Centers, Intermountain Nevada, Classic Air*

## Definitions

None

## Provisions

- 1 Employee selection decisions are based on individual merit, without regard to race, color, ethnicity, religion, gender, sexual orientation, gender identity, national origin, age, disability, protected military or veteran status, pregnancy, or genetic information.
- 2 Posting Guidelines
  - 2.1 All new or replacement positions on Intermountain payroll, temporary or regular, are generally posted through Intermountain's posting process.
  - 2.2 The hiring supervisor obtains appropriate approvals through HRM.
  - 2.3 Position Postings
    - 2.3.1 All posted positions are included on Intermountain's internal (for employees) career site and may additionally be posted to Intermountain's external career site based on need.
    - 2.3.2 Positions are normally posted for a minimum of 72 consecutive hours.
    - 2.3.3 If a position is closed later reopened, it is normally re-posted for a minimum of 48 consecutive hours.
    - 2.3.4 If a position is filled and another opening becomes available within 30 days, the original requisition may be re-opened to consider the original candidate pool without re-posting.
  - 2.4 Facilities have the option to fore-go posting and reassign an employee directly to an open position when:
    - 2.4.1 A qualified employee is available as a result of a reduction in force, and/or
    - 2.4.2 A qualified employee is placed in an open position as an accommodation under the Americans with Disabilities Act Amendment Act (ADAAA).
  - 2.5 In limited circumstances where consideration for positions is limited to a specific work group or department, and with prior approval from Human Resources, positions may be posted within the department (i.e., additional shifts or hours, lead role) if a process exists that allows all possible candidates to be aware of the opportunity and to express interest and be considered before a decision is made.
  - 2.6 Position posting documentation, all expressions of interest, and any other selection documents (i.e., interview notes) must be kept for a period of two years from the date of the selection decision. Where there is more than one applicant, the documentation must include reasons for non-selection.
- 3 Recruiting Guidelines
  - 3.1 Human Resources oversees the recruiting and selection process.
  - 3.2 Employees in good standing should be strongly considered for positions for which they apply and are qualified.
  - 3.3 When recruiting from outside sources, the following will apply:
    - 3.3.1 Any recruitment advertising must be reviewed and approved by the recruiter prior to placement.
    - 3.3.2 Recruitment advertising must state, "EOE/M/F/Vets/Disabled".

3.3.3 Records of all recruiting efforts are maintained by Human Resources, or in the department for department postings, for three years or as currently required by law.

#### 4 Screening and Selection

4.1 To be considered an applicant all individuals must take appropriate steps to complete the application process.

4.2 Individuals, both internal and external, seeking positions within Intermountain Healthcare are considered applicants when the following criteria are met:

4.2.1 The individual has submitted an application through one of the application processes:

An online application is submitted prior to the close of that position

A Human Resources representative (or search firm) has matched the individual to a position and the individual has responded affirmatively and completed the application process

An employee has expressed interest in a department posting

4.2.2 The individual is qualified for the position.

4.3 Selection is based upon job-related factors and in accordance with laws, regulations and principles of Equal Employment Opportunity (*Equal Employment Opportunity Policy*).

#### 5 Employment Offers

5.1 Human Resources facilitates the pay offer, and any related terms. Consideration includes but is not limited to:

5.1.1 Job-related criteria

5.1.2 EEO/AAP guidelines for selection

5.1.3 References (*Employee Reference Information Policy*)

5.1.4 Pay offers within policy guidelines (*Pay Offers and Adjustments Policy*)

## Exceptions

Exceptions to this policy require approval by the Talent Acquisition Director.

## Primary Sources

485.709(b)

## Secondary Materials

[Employment Offer Worksheet and Checklist](#)

[Equal Employment Opportunity Policy](#)

[Pay Offers and Adjustments Policy](#)

[Employee Reference Information Policy](#)



# Employment Eligibility Policy

## Policy Statement

Intermountain hires and continues to employ only those individuals who are authorized to work in the United States.

## Scope

*IHC Health Services, Inc. ,SelectHealth, Inc. Intermountain Nevada, Saltzer Health, Classic Air*

## Definitions

**Business Day** - For the purpose of this policy, a typical business day is Monday – Friday, 8:00 a.m. to 5:00 p.m. except during official facility holidays or closures.

**Employment Authorization** - A response received (Employment Authorized) during the E-Verify process that indicates that employment eligibility is verified.

**Equifax** - The tool used to complete the E-Verify process.

**E-Verify** - A program in which employment eligibility of all newly hired employees is completed simultaneously with the Employment Eligibility Verification (Form I-9) process. This involves separate verification checks (if necessary) of databases maintained by the Social Security Administration and the Department of Homeland Security.

**Final Non Confirmation (FNC)** - A response received during the E-Verify process that indicate verification was not possible and work eligibility could not be confirmed.

**Form I-9** - The purpose of this form is to document that each new employee (both citizen and noncitizen) hired after November 6, 1986, is authorized to work in the United States.

**Tentative Non Confirmation (TNC)** - A response received during the E-Verify process that indicates the employee's Social Security or work authorization information could not be verified. The employee is deferred to Social Security Administration or the Department of Homeland Security for further verification.

## Provisions

### 1 Employment Eligibility Verification

1.1 Offers of employment are contingent on an applicant's ability to produce certain documents, specified by law, that establish identity and eligibility to work in the United States. Prospective employees who are unable to produce the required documents will not be hired to work for Intermountain Healthcare.

1.2 Job applicants are informed that Intermountain Healthcare only hires those authorized to work in the United States.

1.3 Prospective employees are not required to provide documents establishing identity or employment eligibility until after an employment offer is made.

#### 1.4 Form I-9

1.4.1 New hires must provide the required documents and complete the US Citizenship and Immigration Services (USCIS) Employment Eligibility Verification Form (Form I-9) within 3 business days of the date they begin work.

1.4.2 The employee's portion of Form I-9 (Section I) must be completed and signed no later than the first day of employment.

1.4.3 An Intermountain representative completes and signs Section II of Form I-9 within 3 business days of the employee's start date. The representative physically examines original documentation. Original documentation must appear to be reasonably genuine.

1.4.4 Employees who have lost or not yet obtained original documents may present a receipt for the application of documents within 3 business days and must produce the original documents within 90 days of their hire date.

1.4.5 Documents are not copied except for application receipts when original documents are not available; time-limited work authorizations sponsored by Intermountain where Intermountain is designated as the employer; or when the document provided is a US passport, I-551, or I-766.

- 1.4.6 If required documents or receipts for documents are not presented by the individual at the end of the 3 day period, the employee is terminated.
- 1.5 Individuals who are hired to work for less than three days and are on Intermountain's payroll must provide proof of identity and employment eligibility before the end of their first day of work.
- 1.6 It is not necessary to complete I-9 forms or obtain documents from:
  - 1.6.1 Employees hired before November 7, 1986 and continuously employed by Intermountain.
  - 1.6.2 New hires previously employed by Intermountain if they already completed an I-9 and are rehired within 3 years of the date their original I-9 was prepared. However, a new I-9 may be completed as part of the new hire paperwork process.
  - 1.6.3 Contracted employees working for themselves or an outside organization. The contracting organization is responsible to complete and retain Form I-9.
- 1.7 Original and re-verification Form I-9s are maintained in the employee's electronic personnel file. Form I-9 is retained for at least 3 years or one year after the date the person's employment is terminated, whichever is later.
- 1.8 Human Resources submits the Form I-9 through Equifax for all newly hired employees no later than 3 business days after the start date. Equifax automatically runs a verification query to the E-Verify website.
- 1.9 Employees have an opportunity to contest Tentative Non Confirmations according to E-Verify guidelines. Adverse action may not be taken against an employee until and unless a Final Non Confirmation is issued. The employee is permitted to work during the verification process until a final resolution.
- 1.10 E-Verify procedures are followed until an Employment Authorization or Final Non Confirmation response is received.
- 2 Name Changes
  - 2.1 If an employee's current name is different than the name appearing on his or her documents, the person's identity can be established by reviewing other identifying information on the documents, such as first or middle name, date of birth, or social security number. Generally it is not necessary to collect additional documents (such as marriage licenses) that firmly establish the person's identity.
- 3 Employee Transfers
  - 3.1 If an employee transfers from one facility to another, it is not necessary to re-verify the individual's employment eligibility regardless of their hire date.
  - 3.2 Employees transferring from IHC Health Services, Inc. to SelectHealth, Inc. must have a verification query sent through E-Verify using Equifax or an approved I-9 management system.
- 4 Time-limited Work Authorizations
  - 4.1 Time-limited work authorization expiration dates, as indicated in Section I of Form I-9, are tracked in Equifax.
  - 4.2 Except for employees who are US citizens or permanent residents, Human Resources must re-verify the work authorization expiration date. The individual must again produce documents demonstrating that he or she continues to be eligible to work in the United States. If the documents cannot be produced, the individual's employment is terminated or suspended.
    - 4.2.1 The employee is notified prior to the work authorization expiring that employment eligibility must be re-verified to continue working.
    - 4.2.2 Re-verification is completed by Human Resources, or their designee, on Form I-9 through Equifax.
    - 4.2.3 If an employee is suspended, work eligibility must be reviewed every 30 days.
    - 4.2.4 Suspension is granted when an employee has applied for work authorization renewal in a timely manner (prior to the work authorization expiring) and is waiting to receive documents from the government issuing authority.
- 5 Commitment to Employment Eligibility

5.1 Any individual that has constructive knowledge of an employee who is not eligible to work should notify Human Resources.

6 Non Discrimination

6.1 Under no circumstances are employment decisions based on an individual's citizenship status or nationality.

6.2 All individuals eligible to work in the United States receive equal consideration for positions for which they apply and are qualified.

## Exceptions

Exceptions to this policy are subject to review and administrative approval by the Assistant Vice President of Talent Management

## Primary Sources

CFR 485.709(b)

## Secondary Materials

Form I-9

Form I-9 Employer Handbook

Immigration Sponsorship and Immigration Assistance