

<b>U.S. DEPARTMENT OF LABOR MANPOWER ADMINISTRATION</b>  Bureau of Apprenticeship and Training Washington, D.C. 20210	<b>Distribution</b>  BAT-3 BAT-8	<b>SUBJECT</b> <span style="float: right;"><b>CODE: 650</b></span>  Acceptance of Job Corps Graduates into Apprenticeship
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Policy: The Bureau of Apprenticeship and Training encourages apprenticeship sponsors to accord graduates of Job Corps and other federally-funded preapprenticeship programs priority in admission into apprenticeship programs for which they are qualified.

Action:

1. The BAT will approve the direct referral into apprenticeship openings of Job Corps graduates successfully completing a specific trade preapprenticeship Job Corps program where the apprenticeship sponsor agrees to admit such Job Corps graduates directly into apprenticeship without regard to present eligibility lists or the necessity of such persons passing written apprenticeship entrance tests.
2. Apprenticeship sponsors intending to accord Job Corps graduates priority selection shall amend their selection procedures to specifically indicate such priority and shall inform BAT of this modification. If such a priority is granted, it must be done without regard to race, so that all Job Corps preapprenticeship graduates may receive equal consideration.

Rationale: The broad provisions of 29 CFR Section 30.5(b)(4) authorize alternative selection methods based upon objective and specific qualification standards which will further meaningful affirmative action under 29 CFR Section 30.4. The examples contained in 29 CFR Section 30.5(b)(4) are illustrative and are not intended to preclude other qualification considerations, such as participation in Labor Department-funded preapprenticeship programs, which are relevant to apprenticeship suitability. Accordingly, alternative selection methods under 29 CFR Section 30.5(b)(4) may provide for a Job Corps preapprenticeship graduate priority for apprenticeship selection.

Indeed, the use of preapprenticeship programs as a positive source of potential minority apprentices is specifically encouraged by 29 CFR Section 30.4(c)(6):

"To encourage the establishment and utilization of programs of preapprenticeship, preparatory trade training, or others designed to afford related work experience or to prepare candidates for apprenticeship, a sponsor shall make appropriate provision in its affirmative action plan to assure that those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program."

While this provision does not require an automatic preference for preapprenticeship graduates, such a policy serves a useful EEO purpose when related preapprenticeship programs contain significant minority enrollments. Thus, the Bureau of Apprenticeship and Training encourages apprenticeship sponsors to accord graduates of Job Corps preapprenticeship programs priority in admission into apprenticeship programs for which they are qualified. Of course, if such a priority is granted, it must be done so without regard to race, so that all graduates may receive equal consideration.

In view of the recommendation in 29 CFR Section 30.4(c)(6) of preapprenticeship programs as a realistic, results-oriented approach to bringing significant numbers of qualified minorities into regular apprenticeship programs and the flexible alternative selection devices allowed under 29 CFR Section 30.5(b)(4), a Job Corps preapprenticeship graduate priority may be granted without regard to present eligibility lists under 29 CFR Section 30.6 or the necessity of requiring Job Corps preapprenticeship graduates to further qualify through written apprenticeship entrance tests.

OA:JPM

