

Circular 75- 24

May 30, 1975

U.S. DEPARTMENT OF LABOR MANPOWER ADMINISTRATION Bureau of Apprenticeship and Training Washington, D.C. 20213	Distribution BAT-5 BAT-7	SUBJECT Promotion of Opportunities for Women in Apprenticeship	CODE: 400
--	------------------------------------	---	-----------

Purpose - To inform the BAT staff of the necessity for positive efforts in promoting opportunities on behalf of women desiring to enter the skilled trades through apprenticeship.

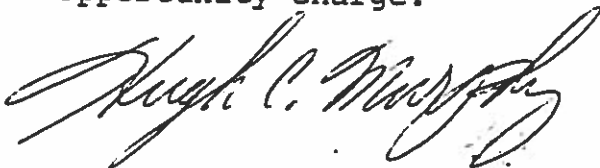
Background - The Bureau, in its 1962 edition of the National Apprenticeship Program booklet stated that one of the principal points of a good apprenticeship program was the format for the "selection of men and women for apprenticeship without regard to race, creed, color, national origin or physical handicap."

Title 29 CFR Part 30, as amended April 8, 1971, Equal Employment Opportunity in Apprenticeship and Training, in Section 30.3, (b), Equal opportunity pledge, states "Each sponsor of an apprenticeship program shall include in its standards the following equal opportunity pledge: The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin or sex. The 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."

Further identification of the positive efforts to promote Equal Employment Opportunities in Apprenticeship is made on page 41, Policy Section of the Handbook for the Bureau of Apprenticeship and Training which was issued in April 1974.

The Program Guidance Memorandums for both FY 1975 and 1976 stipulate specific efforts shall be devoted to the promotion of apprenticeship opportunities for women.

Action - All Bureau staff will make every positive effort to accentuate the Bureau's policy by developing specific plans for emphasizing and promoting apprenticeship opportunities for women in all crafts. This action is not a one-shot deal. It must be continuous if we are to fulfill our Equal Employment Opportunity charge.



MT/HCM