

CIRCULAR NO. 88-12**Date: July 27, 1988**

U.S. DEPARTMENT OF LABOR EMPLOYMENT AND TRAINING ADMINISTRATION Bureau of Apprenticeship and Training Washington, D.C. 20210	Distribution: A-539 All Tech Hdqtrs A-544 All Field Techs. A-547 SD, RD SAC and Lab. Comm	Subject: Code: 507.5 Objective Development, Review, and Approval of Apprenticeship Programs
Symbols: TDT:MRM		Action:

PURPOSE: To emphasize and clarify the Bureau of Apprenticeship and Training position on the objective review, development, and approval of apprenticeship programs on a fair and equitable basis.

BACKGROUND: The National Apprenticeship System is an important and integral part of our Nation's efforts to produce a highly skilled workforce. This has been true in the past and will be of increasing importance in the 1990's and beyond. The demographics of persons now in, or entering, the workforce mandates the need for maximum training opportunities to develop and maintain skilled workers. To meet the workforce demands of the future. The Apprenticeship 2000 Initiative emphasizes the role of the apprenticeship concept of training in helping to meet those needs.

A basic approach for providing more training opportunities through apprenticeship is by encouraging participation of more sponsors and developing more programs. However, recently an alarming and increasing number of instances have occurred where there is evidence that certain apprenticeship staff, by their actions or inactions, have been less than completely objective and helpful in the development and consideration of proposed apprenticeship programs for registration.

POLICY: All apprenticeship staff are responsible for ensuring that all potential apprenticeship program sponsors, whether they be of joint labor-management type or unilateral, are given fair and equitable consideration and assistance, and that final decisions regarding new, or ongoing, registration are based strictly upon the merit of the applicant sponsor's program. For ongoing programs, criteria used to measure the effectiveness of such programs must be consistent with existing BAT policy, and be applied to all program sponsors, equitably. New criteria should not be applied unless approval in writing is received from the respective regional office or from BAT's national office. The effectiveness in applying and following this policy will be incorporated into the BAT staff performance standards and part of the review of SAC operations.