

U.S. Department of Labor Employment and Training Administration, Office of Apprenticeship Training, Employer and Labor Services (OATELS) Washington, D.C. 20210	<u>Distribution:</u> A-541 Headquarters A-544 All Field Tech A-547 SD+RD+SAC+; Lab.Com	<u>Subject:</u> Direct Entry of Inmate Apprenticeship Participants into Private Industry Registered Programs <u>Code:</u> 650
Symbols: DSNIP/FJH	Action: Immediate	

PURPOSE: To transmit to the Office of Apprenticeship Training, Employer and Labor Services (OATELS) and the Bureau of Apprenticeship and Training (BAT) staff policy which encourages apprenticeship sponsors to accord former inmates lacking journeyworker skills, who participated in an apprenticeship program while incarcerated, priority admission into Private Industry Registered Apprenticeship Programs.

RATIONALE: The broad provisions of 29 Code of Federal Regulations (CFR), Section 30.5(b)(4)(B) authorize alternative selection methods based upon objective and specific qualification standards such as previous work experience in the occupation, which is relevant to apprenticeship suitability. Accordingly, alternative selection methods under 29 CFR, Section 30.5 (b)(4) may provide for priority selection for apprenticeship for a former inmate who participated in an apprenticeship program while incarcerated.

ACTION: The BAT will approve the direct referral into apprenticeship openings for former inmates of Department of Justice - Bureau of Prisons (BOP) who have participated in or have successfully completed a specific BOP apprenticeship program, where the apprenticeship program sponsor agrees to admit such inmates without regard to race, gender, color, national origin, or religion and all individuals receive equal consideration. Sponsors agreeing to admit such individuals into apprenticeship must agree to do so without regard to present minimum qualifications, eligibility lists or the necessity of passing written apprenticeship entrance tests.

The BOP will ensure each former inmate who participated in a BOP apprenticeship program is issued a transcript of training, endorsed by the Institutions Training Department Manager and the Registration Agency for the BOP program. The transcript will contain the accomplishments, credits and hours of training received under the BOP program (see attached example).

Apprenticeship sponsors intending to accord priority referral must amend their Selection Procedures to specifically indicate such priority and shall notify the Registration Agency of the modification. Written procedures for the granting of credit for previous experience for individuals placed into apprenticeship in this manner must accompany the modification. Former inmates who do not qualify for credit for previous participation in a BOP apprenticeship program while incarcerated will not be eligible for placement in the Private Industry Registered Apprenticeship Program in this manner.

OATELS/BAT staff should familiarize themselves with the attached sample transcripts. If you have any questions please contact James L. Penny at (202) 693-3815.

NOTE: This Circular is being sent via electronic mail.

Attachments

[Attachment 1](#) [Attachment 2](#)