

shipment ratio than crude oil which currently is over 100 percent of U.S. domestic shipments.

The Department's denial was based on the fact that sales and production of gasoline and total refined petroleum products increased in the first nine months of 1994 compared to the same period in 1993. No customer survey was conducted since the company sells everything that it produces and there were no declining customers. Further, the company does not import refined petroleum.

Worker separations occurred in late 1994 and were mainly salaried workers. These workers were laid off because of a corporate reorganization. Production workers increased in the first nine months of 1994 compared to the same period in 1993.

U.S. imports of refined petroleum products decreased absolutely and relative to domestic shipments in 1992 compared to 1991 and in 1993 compared to 1992. U.S. imports of refined petroleum products accounted for only seven percent of domestic shipments in 1993.

Conclusion

After review of the application and investigative findings, I conclude that there has been no error or misinterpretation of the law or of the facts which would justify reconsideration of the Department of Labor's prior decision. Accordingly, the application is denied.

Signed at Washington, D.C., this 28th day of February, 1995.

Victor J. Trunzo,

Program Manager, Policy and Reemployment Services, Office of Trade Adjustment Assistance.

[FR Doc. 95-6656 Filed 3-16-95; 8:45 am]

BILLING CODE 4510-30-M

Job Training Partnership Act (JTPA), Title IV-D, Demonstration Program: Diversity in Apprenticeship

AGENCY: Employment and Training Administration, DOL.

ACTION: Notice of availability of funds and Solicitation for Grant Application (SGA).

SUMMARY: All information required to submit a proposal is contained in this announcement. The U.S. Department of Labor (DOL), Employment and Training Administration (ETA), announces a grant competition for a demonstration program using Title IV-D funds of the Job Training Partnership Act. ETA expects to award between three (3) and five (5) grants to Community Based

Organizations (CBOs) to provide technical assistance to employers, labor unions, and/or labor organizations which will encourage the voluntary promotion, recruitment, selection, training, and retention of minorities, in apprenticeable occupations with low minority ratios.

This notice describes the background, the application process, Statement of Work, evaluation criteria and reporting requirements. ETA anticipates that up to \$750,000 will be available for the demonstration funding. The Bureau of Apprenticeship and Training (BAT), will provide the policy leadership in this project. BAT assists industry and business by developing and improving apprenticeship and training programs to provide skilled American workers in a globally competitive market.

DATES: Applications for grant awards will be accepted commencing May 1, 1995 at 2:00 p.m. (Eastern Time) at the address below.

ADDRESSES: Applications shall be mailed to: U.S. Department of Labor, Employment and Training Administration, Division of Acquisition and Assistance, Attention: Charlotte Adams, Reference: SGA/DAA 95-004, Room S4203, 200 Constitution Avenue, NW., Washington, DC 20210.

FOR FURTHER INFORMATION CONTACT: Charlotte Adams, Division of Acquisition and Assistance, Telephone: (202) 219-8702 (this is not a toll-free number).

SUPPLEMENTARY INFORMATION: This announcement consists of five parts: Part I describes the background and purpose of the demonstration program and identifies demonstration policy and topics. Part II describes the application process and provides detailed guidelines for use in applying for demonstration grants. Part III includes the Statement of Work for the demonstration projects. Part IV identifies and defines the evaluation criteria to be used in reviewing and evaluating applications. Part V describes the reporting requirements.

Part I. Background

BAT carries out the objectives of the National Apprenticeship Act of 1937, by assisting industry and business develop and improve apprenticeship and training programs to provide skilled workers. BAT registers apprentices and apprenticeship programs in 23 States, Guam, and other Pacific Islands; it also provides technical assistance to State Apprenticeship Councils (SACs) in the remaining 27 States, District of Columbia, Puerto Rico, and the Virgin Islands.

Since 1964, the Bureau of Apprenticeship and Training has promoted equal opportunity in apprenticeship for minorities. As of 1972, apprenticeship program sponsors have been required to take affirmative action in the recruitment and selection of apprentices to achieve the same representation in apprenticeship as in local labor market areas. Program sponsors (employers, or employers with unions) are not required to attain specific goals and timetables, but they are expected to make good faith efforts toward the attainment of their goals and timetables. Despite the substantial increase in the percentage of minorities in apprenticeship over the past 20 years, the degree of occupational integration can be improved according to the General Accounting Office study (GAO/HRD 92-45). For some sponsors, successful recruitment, training, and retention of minorities may require technical assistance from CBOs that have experience preparing minorities for apprenticeship. The purpose of this project is to design and provide that technical assistance to program sponsors such as employers/labor unions and groups to improve the opportunities for minorities to enter apprenticeship in high wage occupations that have a significantly lower percentage of minority participation. Examples of such occupations includes tool and die maker, machinist, line repairer, and machine repairer. The project further aims to be a researched based, voluntary, partnership approach to examining and resolving the issues.

A. Authorities

Part IV-D of the Job Training Partnership Act authorizes the use of funds for pilot and demonstration projects. The Department relies on applicants for grants to comply with all Federal and State laws in setting up their programs.

B. Purpose of the Demonstration

This demonstration program intends that CBOs develop systematic approaches for providing technical assistance to employers, labor unions, and labor organizations to enhance minority representation in occupations with low minority representation, 20% or less. Minorities constitute about 20 percent of the civilian labor force. (See appendix A. for a listing of major occupations and minority participation.)

Further, CBOs designing this project will strive to integrate information, resources, and results with grantees of the "Women in Apprenticeship and Nontraditional Occupations" (WA-

NTO) Act; the purpose of WA-NTO is to provide technical assistance to employers and labor unions to encourage the employment of women in apprenticeable occupations and other nontraditional occupations. (See appendix B for WA-NTO grantees and locations.)

Part II. Application Process

A. Eligible Applicants

Community Based organizations (CBOs) are eligible applicants to receive technical assistance grants.

Definitions: The term "community based organization" as defined in section 4(5) of the Job Training Partnership Act (29 U.S.C. 1501(5)), means private nonprofit organizations which are representative of communities or significant segments of communities and which provide job training services. For this solicitation, the significant segment of communities are the private nonprofit organizations which are representative of organizations that have demonstrated experience administering programs that are capable of providing technical assistance (TA) for minorities for apprenticeship and nontraditional occupations.

Employers, and/or Labor Unions (E/LUs) employee organizations are eligible to be selected to receive TA provided by CBOs. If they wish to receive technical assistance, employers and labor unions must submit a technical assistance request sheet to the cognizant CBO. (see appendix C.) CBOs are requested to solicit TA requests from appropriate employers, labor unions/organizations.

Registered apprenticeship agency means the Bureau of Apprenticeship and Training in the United States Department of Labor or a State Apprenticeship Council recognized and approved by the Bureau of Apprenticeship and Training as the appropriate body for State registration or approval of local apprenticeship programs and agreements for Federal purposes.

Apprenticeship includes a formal paid training-work agreement where labor and management work together to promote learning on the job; to support the hands on learning there must be related theoretical instruction (often classroom). After completing the program standards successfully—usually three to five years—the apprentice is awarded a certificate of completion by either the BAT or SAC agency.

B. Contents

An original and three (3) copies of the proposal shall be submitted. The

proposal shall consist of two (2) separate and distinct parts—Part I, the financial Proposal, and Part II, the Technical Proposal.

1. *Financial Proposal*—The Financial Proposal, Part I, shall contain the SF-424, "Application for Federal Assistance" (Appendix No. D), and SF 424-A, "Budget" (Appendix No. E). The Catalog of Federal Domestic Assistance number is 17.201. The budget shall include on separate pages: a cost analysis of the budget, identifying in detail the amount of each budget line item attributable to each of the major cost categories for funds requested through this grant; and identification of the amount of each budget line item which will be covered by other funds, and the sources of those funds (including employer funds, in-kind resources, secured and unsecured loans, grants, and other forms of assistance, public and private); and a justification for the average cost of technical service per person.

Federal funds may not be used for acquisition of production equipment. The only type of equipment that may be acquired with Federal funds is equipment necessary for the operation of the grant. In the instance of a purchase, the cost of the equipment is to be prorated over the projected life of the equipment to determine the cost to the grant.

Applicants may budget limited amounts of grant funds to work with technical expert(s) to provide advice and develop more complete project plans.

2. *Technical Proposal*—The technical proposal shall demonstrate the offeror's capabilities in accordance with the Statement of Work in Part III of this solicitation. No cost data or reference to price shall be included in the technical proposal.

C. Submission

A DOL/ETA panel will evaluate grant applications after the closing date of this solicitation. Incomplete or non-responsive proposals may be returned without evaluation. An application will be reviewed based upon the overall responsiveness of the application's content to the submission requirements and to the selection criteria found in Part IV, talking into consideration the extent to which funds are available.

D. Hand-Delivered Proposals

Proposals should be mailed at least five (5) days prior to the closing date for the receipt of applications. However, if proposals are hand-delivered, they shall be received at the designated place by 2 p.m., Eastern Time on the closing date

for receipt of applications. All overnight mail will be considered to be hand-delivered and must be received at the designated place by the specified time and closing date. Telegraphed and/or faxed proposals will not be honored. Failure to adhere to the above instructions will be a basis for a determination of non-responsiveness.

E. Late Proposals

Any proposal received at the office designated in the solicitation after the exact time specified for receipt will not be considered unless it:

(1) Was sent by the U.S. Postal Service registered or certified mail not later than the fifth calendar day before the date specified for receipt of the application (e.g., an offer submitted in response to a solicitation requiring receipt of applications by the 5th of May must have been mailed by the 1st of May); or

(2) Was sent by U.S. Postal Service Express Mail Next Day Service—Post Office to Addresses, not later than 5 p.m. at the place of mailing two working days prior to the date specified for receipt of proposals. The term "working days" excludes weekends and U.S. Federal holidays.

The only acceptable evidence to establish the date of mailing of a late proposal sent either by the U.S. Postal Service registered or certified mail is the U.S. postmark both on the envelope or wrapper and on the original receipt from the U.S. Postal Service. Both postmarks must show a legible date or the proposal shall be processed as if mailed late. "Postmark" means a printed, stamped, or otherwise placed impression (exclusive of a postage meter machine impression) that is readily identifiable without further action as having been supplied and affixed by employees of the U.S. Postal Service on the date of mailing. Therefore, applicants should request the postal clerk to place a legible hand cancellation "bull's eye" postmark on both the receipt and the envelope or wrapper.

The only acceptable evidence to establish the date of mailing of a late proposal sent by "Express Mail Next Day Service—Post Office to Addresses" is the date entered by the post office receiving clerk on the "Express Mail Next Day Service—Post Office to Addressee" label and the postmark on both the envelope and wrapper and on the original receipt from the U.S. Postal Service. "Postmark" has the same meaning as defined above. Therefore, applicants should request the postal clerk to place a legible hand cancellation "bull's eye" postmark on

both the receipt and the envelope or wrapper.

F. *Withdrawal of Proposals*

Proposals may be withdrawn by written notice or telegram (including mailgram) received at any time before award. Proposals may be withdrawn in person or by an applicant or an authorized representative thereof, if the representative's identity is made known and the representative signs a receipt for the proposal before a grant award is executed.

G. *Period of Performance*

The period of performance will be 18 months, from the date of notice of grant approval.

H. *Funding*

DOL has set aside up to \$750,000 to be disbursed, contingent upon resources being available for this purpose. ETA expects that grant awards will range from \$150,000 to \$250,000, with no award in excess of \$250,000 each.

I. *Grant Period and Option to Extend*

Projects are to include 18 months of performance, with the option to extend for up to three months as a no cost extension to complete final reports. Applications must clearly describe project activities to be undertaken and goals to be achieved during the grant period.

J. *Page Count Limit*

Technical proposals are to be limited to approximately 15 single-side pages, single-spaced, size 10 font. (not including attachments).

Part III. State of Work

Each application must include in the appropriate section (s): (1) Information that responds to the requirements in this part; and (2) other information the offeror believes will address the selection criteria identified in Part IV. Each application should follow the format outlined here:

A. *Target Group*

The CBOs primary target groups are the employers, labor unions, and labor organizations, who would sponsor minorities in apprenticeship opportunities. Related to the primary group are those groups which may affect the recruitment, selection, training, and completion of apprenticeships. The secondary target includes minorities and/or minority organization who have an interest in a high skilled high wage apprenticeship opportunity. The potential opportunities may be defined by (a) employment growth as noted in

appendix table F1. Employment, Projected Change in Employment 1992-2005, and Median Weekly Earnings for Occupations With at Least 250 Registered Apprentices on September 30, 1994. (Source: Bureau of Labor Statistics; (b) distribution of registered apprentices by occupations, sex, race/ethnicity, appendix A; and (c) Distribution of 1994 Cohort Apprentices by State, Sex, Race/Ethnicity, appendix F2. To enhance the geographical distribution and impact, the project encourages integrating with locations where the WA-NTO grantees are operating; it further encourages working relationships with relevant Administration initiatives such as "One Stop Career Center Pilots" operating in nine States, Job Corp, Job Service, School to Work, and Vocational Education projects.

B. *Components of the Program*

The design and components of the demonstration project must support the project purpose; CBOs would be expected to function as a professional consultant, working with employers to jointly assess the sponsor's recruitment, selection, and retention approaches and results to determine issues and problems. These joint assessments and findings will spotlight what areas involving pre-apprenticeship, apprenticeship, and post-apprenticeship that need addressing. CBOs should identify and provide a general description of: (1) Design, (b) processes, and (c) components of technical assistance, which may include as appropriate, but not limited to:

(1) Assessments instruments, measures, and approaches suitable for determining base line measures and user needs;

(2) Outreach and orientation strategies and services to recruit minorities into the employers' apprenticeable occupations;

(3) Outreach and recruitment strategies to ensure the participation of employers and/or labor unions labor organizations for apprenticeship and nontraditional occupations opportunities for minorities;

(4) Support groups to facilitate developing new networks for employers and labor unions/organization for minorities interested high skilled apprenticeable occupations;

(5) Local computerized data base referral system for employer/labor unions information; this can include current lists of minority tradepersons who are available mentoring young minorities, companies with high skilled occupations, and linkups with schools/

groups preparing students for high tech high skilled occupations.

(6) Models and systems for programs which have been successful providing apprenticeship training and technical assistance for minorities in high skilled occupations; and

(7) Innovative technical assistance i.e., information brokering such as linkages to supporting projects i.e., Job Corp, WA-NTO, School to Work, One Stop Career Centers, which the CBOs deem necessary and helpful to meet the project's purpose.

(8) A modest evaluation, based on objectives and measures, after completion.

In addition, CBOs should identify relevant research or experience that supports effectiveness of their design and components.

C. *Administration Management and Continuity*

Identify the management structure, and demonstrate the means to ensure accountability for performance. Provide a description of the process and procedures to be used to obtain feedback from participants and other appropriate parties on the responsiveness and effectiveness of the services provided. The description should include an identification of the types of information to be obtained, the method(s) and frequency of data collection, and how the information will be used in implementing and managing the project. The grantees may employ focus groups and surveys, in addition to other methods, to collect information necessary to design the appropriate technical assistance.

D. *Use of Existing Services and Resources*

To leverage related resources, identify specific sources and amounts of other funds which will be used, in addition to funds provided through this grant.

E. *Coordination and Linkages*

A description of the consultation with relevant partners in developing project design and implementation. Working relationships with grantees from the WA-NTO project, One Stop Career Center, School to Work, and related complementary projects and pilots would strengthen the proposal.

F. *Participant Services*

A description of the services to be available and/or provided to workers who are project participants. From the joint assessment, a program design flow chart would be helpful to determine what kinds of TA/or related services would be provided to the employers,

labor union/organization, which affects minorities entry into high skilled occupation.

G. Outcomes

Provide a description of the project outcomes, measures of outcomes, and planned achievement levels, that will be used to determine the success of the project. These outcomes and measures should include, but are not limited to:

(1) A system or model that identifies employers, labor unions/organizations, minorities, and relevant partners (schools, organizations, etc.) working successfully with minorities/groups to recruit, select, train, and complete in skilled high paying apprenticeship opportunities;

(2) A model which describes what kinds of technical assistance are best related to successful recruitment, selection, and completion of minorities in high paying apprenticeship opportunities within a labor market area;

(3) Findings and/or evidence that employers, labor unions, labor organizations found the CBO provided technical assistance helpful and to an extent may be incorporated into the respective sponsors' policies, procedures, and information network.

(4) Other measurable performance based outcomes relevant to the purpose of the project, and agreed to by the project director and grantee.

H. Replicability

Include a description of how the demonstration project could be replicated in other geographic regions.

I. Definitions

Unless otherwise indicated in this announcement, definitions of terms used herein shall be those definitions found in the Job Training Partnership Act, as amended.

J. Allowable Activities

Grant funds awarded under this demonstration may be used to fund staff salaries, benefits, and non-personal services normally identified with consulting services such as travel, communication, facilities costs, printing, etc., as defined on the budget submission.

Part IV. Evaluation Criteria

Prospective offerors are advised that the selection of grantee(s) for award is

to be made after careful evaluation of proposals by a panel selected by DOL. Panelists will evaluate the proposals based on the various factors enumerated below.

Evaluations will be made on the basis of what the proposed offeror intends to do during the grant period, and on the usefulness of the demonstration after the end of the grant period. Special consideration will be given to applicants who demonstrate coordination efforts between employer(s) and workers to oversee the implementation.

The Department relies on CBO grant applicants to comply with all Federal and State laws in setting up their programs. No grant funds will be awarded for CBO capacity building that is not directly related to the delivery of services to complete a technical assistance request.

A. Technical Evaluation (80%)

CBOs should address the following requirements:

1. Describe your organization's staff experience, services provided (type and for whom), and funding for those services; (15%)

2. Describe your organization's experience in assessing minority employment and training issues with employers, labor unions/organizations; include assessment instruments, measures, and general approaches; (15%)

3. Describe your organization's experience in building upon research and previous experiences to determine feasible creative options in using technical assistance to address sensitive employment and training issues; (15%)

4. Describe your experiences in working with federal/state and public sector employment and training initiatives and programs in general and specifically with minorities; include leveraging related project resources. (15%).

5. Describe your management structure and accountability systems/processes to assure the project is well planned, executive, and reviewed/evaluated. (10%)

6. Describe briefly, if selected, describe how the funds would be allocated in designing the project and components. (10%).

B. Cost Evaluation (20%)

CBOs must include a discussion of the cost of the projects versus the

expected benefits and outcomes of the project. Major benefits would include employers, labor unions/organizations reviewing present procedures and willing to developing new approaches based upon the experience of this TA demonstration project. Also include brief justification of the budget. Discussions may be necessary with the applicants to clarify any inconsistencies in their applications.

C. Selection

ETA will consider geographic diversity and occupational impact in making grant awards to CBO's. ETA will make only one grant per CBO with or without multiple service providers or sub-contractors. The final decision on the award will be based on what is most advantageous to the Federal Government as determined by the ETA Grant Officer.

Part V. Reporting Requirements

A. Short descriptive quarterly report, due 30 days following the reporting quarter; format will be agreed to by grantees/grant officer.

B. Standard Form 269, Financial Status Report Form;

C. Final Project Report, including project assessment, approximately 5 pages, within 45 days of project completion.

Signed at Washington, DC, the 13th day of March 1995.

Janice E. Perry,

Grant Officer, Division of Acquisition and Assistance.

Appendices

A. Distribution of Registered Apprentices by Occupation, Sex and Race/Ethnicity as of September 30, 1994

B. Women in Apprenticeship and Non-Traditional Occupations (WA-NTO) Grantees

C. Technical Assistance Request Form

D. Application for Federal Assistance (S.F. 424)

E. Budget Form (Standard Form 424-A)

F1. Total Apprentices, 1992 Employment, Protected Change in Employment 1992-2005, and Median Weekly Earnings for Occupations with at Least 250 Registered Apprentices on September 30, 1994

F2. Distribution of 1994 Cohort Sex and Race/Ethnicity Apprentice Groups Across States

BILLING CODE: 4510-30-M

Number of Registered Apprentices by Occupation, Sex, and Race/Ethnicity as of September 30, 1994

Occupation Code	Occupation Title	Number of Registered Apprentices										Male	Female
		Total	Asian	Black	Hispanic	A. Indian	Not Ident.	White					
23	AUTOMOBILE MECHANIC	706	28	89	40	7	1	541	684	22			
40	BOILERMAKER	1207	12	85	19	9	1	1081	1156	51			
52	BRICKLAYER (CONST.)	2223	11	294	173	36	11	1698	2159	64			
55	CABINETMAKER	363	2	71	18	3	0	269	351	12			
67	CARPENTER	14322	99	1546	1031	373	25	11248	13663	758			
75	CEMENT MASON	623	10	161	69	12	3	368	551	72			
90	COOK (ANY IND)	560	6	188	25	2	2	337	363	197			
116	DIE CAST/DIE MAKER	864	6	10	26	4	4	814	852	12			
118	DIE MAKER	442	8	42	5	5	2	380	364	78			
124	DIESEL MECHANIC	599	8	60	29	8	1	493	592	7			
159	ELECTRICIAN	29567	305	2318	1632	389	65	24858	28309	1258			
169	ELECTRONICS TECHNICIAN	313	6	23	9	3	1	271	265	48			
195	FIRE FIGHTER	1811	7	161	98	16	1	1528	1717	94			
199	FLOOR LAYER	441	2	40	48	5	1	345	433	8			
221	GLAZIER	313	1	23	11	7	3	268	308	5			
281	LINE ERECTOR	1078	17	57	51	21	1	931	1066	12			
282	LINE INSTALLER REPAIRER	313	4	9	15	7	0	278	311	2			
283	LINE MAINTAINER	1474	5	59	53	21	1	1335	1460	14			
284	LINE REPAIRER	439	2	6	12	17	0	402	436	3			
292	MACHINE REPAIRER	573	3	42	5	0	1	522	539	34			
296	MACHINIST	2619	30	105	74	9	3	2398	2524	95			
308	MAINT MECH (ANY IND)	1914	21	165	88	7	3	1630	1820	94			
310	MAINTENANCE REPAIRER, BUIL	920	14	248	49	14	3	592	785	135			
311	MAINT REPAIRER, INDUSTRIAL	575	4	53	11	7	0	500	564	11			
335	MILLWRIGHT	2337	11	128	60	33	3	2102	2226	111			
365	OPERATING ENGINEER	2853	24	381	141	116	22	2169	2212	641			
379	PAINTER (CONST)	2613	32	322	202	58	6	1993	2373	239			
412	PIPE FITTER (SHIP & BOAT)	345	3	58	0	3	0	284	315	30			
414	PIPE FITTER (CONST)	8789	89	648	466	117	9	7460	8491	298			
423	PLASTER	519	4	116	59	11	2	327	493	26			
432	PLUMBER	9749	66	757	392	110	16	8408	9503	246			
437	POLICE OFFICER I	878	7	64	21	7	0	779	774	104			
480	ROOFER	4107	20	696	548	68	14	2761	4038	69			
510	SHEET METAL WORKER	7376	70	606	451	75	13	6161	7199	217			
536	STATIONARY ENGINEER	491	3	81	38	4	1	364	464	27			
573	TILE SETTER	289	1	24	21	0	0	243	271	18			
584	TOOL MAKER	720	17	34	15	2	0	652	665	55			
586	TOOL & DIE MAKER	3588	24	104	76	9	7	3368	3491	97			
622	WELDER-COMBINATION	356	16	42	10	3	2	283	327	29			
637	HEATING-&AIR-COND INST-SER	1274	22	114	74	2	1	1061	1249	25			
643	ELECTRICIAN (MAINTENANCE)	1462	22	175	37	18	2	1208	1342	120			
663	COOK (HOTEL & REST)	2069	37	453	109	20	5	1445	1595	474			
666	REFRIGERATION MECHANIC	749	31	26	28	5	3	656	730	19			
669	STRUCTURAL-STEEL WORKER	3548	22	355	217	141	5	2808	3403	145			
754	FIRE MEDIC	759	6	101	41	2	1	608	722	37			
771	ELECTRICIAN(SHIP & BOAT)	411	2	77	2	1	0	329	333	78			
791	CHEMICAL OPERATOR III	938	13	142	99	7	2	675	787	151			
840	CHILD CARE DEV SPECIALIST	1520	7	323	65	4	1	1120	26	1494			
851	CORRECTION OFFICER	2822	14	941	77	8	7	1775	2503	319			
909	INSULATION WORKER	1548	15	98	78	10	2	1345	1469	79			
	TOTAL	126369	1189	12721	6918	1813	257	103471	118133	8234			

APPENDIX A. BAT Data, 708

**Women in Apprenticeship and
Non-Traditional Occupations
(WANTO) Grantees**

**Ms. Linda Wilcox
Assistant Director
Women Unlimited
Augusta, ME
207/623-7576**

**Ms. Sharon Caldwell-Newton
Women's Resource Center
Grand Rapids, MI
616/458-5443**

**Ms. Cyntina Marano
Executive Director
Wider Opportunities for Women
Washington, D.C.
202/638-3143**

**Ms. Lauren Sugerman
Executive Director
Chicago Women in Trades
Chicago, IL
312/942-1444**

**Ms. Rose Picardi
Executive Director
Tradeswomen of Purpose/Women in
Nontraditional Work, Inc.
Philadelphia, PA
215/545-3700**

**Ms. Lila Burke
Executive Director
YWCA of Greater Memphis
Memphis, TN
901/323-2211**

**U. S. DEPARTMENT OF LABOR
EMPLOYMENT AND TRAINING ADMINISTRATION
BUREAU OF APPRENTICESHIP AND TRAINING**

**Request for Technical Assistance
Project "Diversity in Apprenticeship"**

The U.S. Department of Labor is seeking employers and labor unions/organizations who wish to participate in a demonstration project; the project envisions Community Based Organizations (CBOs) and employers, or labor unions jointly assessing issues surrounding minorities in high skilled apprenticeship. These issues would include the outreach, recruitment, training, and retention of minorities in high skilled apprenticeship occupations. CBOs and the sponsors would then jointly develop technical assistance models that would seek to increase the opportunities for minorities in skilled apprenticeable occupations.

ETA plans to award between three (3) and five (5) demonstration grants to CBOs to develop systematic approaches for providing technical assistance to employers, labor unions, and labor organizations for the purposes described. In addition, ETA encourages the CBOs to integrate the information and resources to the extent possible with the grantees of the "Women in Apprenticeship and Nontraditional Occupations" project, and/or relevant related Federal/State initiatives.

CBOs are asked to have appropriate employers and labor organizations complete this request; CBOs would then submit this request with the grant proposal at the date listed in the Solicitation for Grant Application.

Name _____ Title _____

Organization _____

Address _____ zip _____

Phone _____ FAX _____

Check Affiliation: Employer _____ Labor Union/related _____

Industry and Product: _____

APPENDIX C

Please address the following questions:

1. Would your company be willing to participate in this demonstration program on a voluntary basis with the relevant Community Based Organization representative:

2. Describe your company's experience in recruiting, training, and retaining minorities in apprenticeship and nontraditional occupations:

3. Describe any issues with recruiting, training, and/or retaining minorities in high skilled apprenticeable occupations based upon your experiences.

4. Describe the apprenticeable occupations your company plans to have in the future; number, types, locations, etc.

5. Describe the target group of minorities in your geographical labor market.

6. What areas of technical assistance do you see as helpful to developing systems or models to improve opportunities for minorities in high skilled occupations?

7. Describe any input which you feel would be important in analyzing experiences and drawing conclusions in this area:

Signature

Date

BUDGET INFORMATION**SECTION A - Budget Summary by Categories**

	(A)	(B)	(C)
1. Personnel			
2. Fringe Benefits (Rate %)			
3. Travel			
4. Equipment			
5. Supplies			
6. Contractual			
7. Other			
8. Total, Direct Cost (Lines 1 through 7)			
9. Indirect Cost (Rate %)			
10. Training Cost/Stipends			
11. TOTAL Funds Requested (Lines 8 through 10)			

SECTION B - Cost Sharing/ Match Summary (if appropriate)

	(A)	(B)	(C)
1. Cash Contribution			
2. In-Kind Contribution			
3. TOTAL Cost Sharing / Match (Rate %)			

NOTE: Use Column A to record funds requested for the initial period of performance (i.e. 12 months, 18 months, etc.); Column B to record changes to Column A (i.e. requests for additional funds or line item changes; and Column C to record the totals (A plus B).

(INSTRUCTIONS ON BACK OF FORM)

APPENDIX E

INSTRUCTIONS FOR BUDGET INFORMATION**SECTION A - Budget Summary by Categories**

1. **Personnel:** Show salaries to be paid for project personnel.
2. **Fringe Benefits:** Indicate the rate and amount of fringe benefits.
3. **Travel:** Indicate the amount requested for staff travel. Include funds to cover at least one trip to Washington, DC for project director or designee.
4. **Equipment:** Indicate the cost of non-expendable personal property that has a useful life of more than one year with a per unit cost of \$5,000 or more.
5. **Supplies:** Include the cost of consumable supplies and materials to be used during the project period.
6. **Contractual:** Show the amount to be used for (1) procurement contracts (except those which belong on other lines such as supplies and equipment); and (2) sub-contracts/grants.
7. **Other:** Indicate all direct costs not clearly covered by lines 1 through 6 above, including consultants.
8. **Total, Direct Costs:** Add lines 1 through 7.
9. **Indirect Costs:** Indicate the rate and amount of indirect costs. Please include a copy of your negotiated Indirect Cost Agreement.
10. **Training /Stipend Cost:** (If allowable)
11. **Total Federal funds Requested:** Show total of lines 8 through 10.

SECTION B - Cost Sharing/Matching Summary

Indicate the actual rate and amount of cost sharing/matching when there is a cost sharing/matching requirement. Also include percentage of total project cost and indicate source of cost sharing/matching funds, i.e. other Federal source or other Non-Federal source.

NOTE:

PLEASE INCLUDE A DETAILED COST ANALYSIS OF EACH LINE ITEM.

Total Apprentices, 1992 Employment, Projected Change in Employment 1992-2005, and Median Weekly Earnings for Occupations with at Least 250 Registered Apprentices on September 30, 1994

AMS Occupation Code	Occupation Title	Total Apprentice	1992 Employment	Projected Change in Employment 1992- 2005		Median Weekly Earnings
				Number	Percent	
23	AUTOMOBILE MECHANIC	706	739,000	168,000	23	\$422
40	BOILERMAKER I	1207	26,000	-1,000	-4	553
52	BRICKLAYER (CONST.)	2223	139,000	36,000	26	479
55	CABINETMAKER	363	114,000	28,000	24	340
67	CARPENTER	14322	978,000	198,000	20	439
75	CEMENT MASON	623	100,000	13,000	13	419
90	COOK (ANY IND)	560	1,155,000	409,000	35	251
116	DIE CAST/DIE MAKER	864	138,000	-9,000	-7	632
118	DIE MAKER	442	138,000	-9,000	-7	632
124	DIESEL MECHANIC	599	263,000	64,000	24	479
159	ELECTRICIAN	29567	518,000	100,000	19	549
169	ELECTRONICS TECHNICIAN	313	323,000	74,000	23	591
195	FIRE FIGHTER	1811	229,000	38,000	17	619
199	FLOOR LAYER	441				
221	GLAZIER	313	39,000	12,000	30	
281	LINE ERECTOR	1078	108,000	9,000	9	697
282	LINE INSTALLER REPAIRER	313	108,000	9,000	9	697
283	LINE MAINTAINER	1474	108,000	9,000	9	697
284	LINE REPAIRER	439	108,000	9,000	9	697
292	MACHINE REPAIRER	573	73,000	6,000	9	627
296	MACHINIST	2619	352,000	-4,000	-1	512
308	MAINT MECH (ANY IND)	1914	1,145,000	319,000	28	510
310	MAINTENANCE REPAIRER, BUIL	920	1,145,000	319,000	28	375
311	MAINT REPAIRER, INDUSTRIAL	575	477,000	-15,000	-3	510
335	MILLWRIGHT	2337	73,000	6,000	9	627
365	OPERATING ENGINEER	2853	136,000	23,000	17	503
379	PAINTER (CONST)	2613	440,000	128,000	29	398
412	PIPE FITTER (SHIP & BOAT)	345	351,000	27,000	8	520
414	PIPE FITTER (CONST)	8789	351,000	27,000	8	520
423	PLASTERER	519	32,000	5,000	16	399
432	PLUMBER	9749	351,000	27,000	8	520
437	POLICE OFFICER I	878	411,000	57,000	14	632
480	ROOFER	4107	127,000	28,000	22	338
510	SHEET METAL WORKER	7376	208,000	36,000	17	519
536	STATIONARY ENGINEER	491	31,000	2,000	5	581
573	TILE SETTER	289	139,000	36,000	26	
584	TOOL MAKER	720	138,000	-9,000	-7	632
586	TOOL & DIE MAKER	3588	138,000	-9,000	-7	632
622	WELDER-COMBINATION	356	97,000	-17,000	-17	453
637	HEATING&AIR-COND INST-SER	1274	212,000	62,000	29	494
643	ELECTRICIAN (MAINTENANCE)	1462	518,000	100,000	19	603
663	COOK (HOTEL & REST)	2069	602,000	276,000	46	251
666	REFRIGERATION MECHANIC	749	212,000	62,000	29	494
669	STRUCTURAL-STEEL WORKER	3548	66,000	15,000	22	
754	FIRE MEDIC	759	229,000	38,000	17	614
771	ELECTRICIAN (SHIP & BOAT)	411	518,000	100,000	19	591
791	CHEMICAL OPERATOR III	938	39,000	1,000	1	
840	CHILD CARE DEV SPECIALIST	1520	684,000	450,000	66	240
851	CORRECTION OFFICER	2822	282,000	197,000	70	498
909	INSULATION WORKER	1548	57,000	22,000	40	477
		126369				

Distribution of 1994 Cohort Sex and Race/Ethnicity Apprentice Groups Across States

State	Total	Percentage of New Apprentices							
		Sex		Race/Ethnicity					
		Female	Male	Asian	Black	Hispanic	A. Indian	White	
AK	358	0.7	0.7	1.3	0.3	0.2	9.1	0.6	
AL	530	0.7	1.1	0.5	1.2	0.2	0.2	1.1	
AR	1032	0.5	2.2	0.5	0.7	0.7	2.5	2.4	
AZ	1108	1.7	2.2	0.5	0.6	6.4	21.2	1.7	
CA	159	1.3	0.2	0.5	0.3	1.0	2.0	0.2	
CO	1221	2.2	2.5	1.1	1.1	6.4	1.7	2.3	
CT	135	0.6	0.2	0.2	0.6	0.4	0.3	0.2	
DE	10	0.1	0.0	0.0	0.0	0.0	0.0	0.0	
FL	3245	17.2	5.6	5.8	9.7	9.0	1.0	6.0	
GA	1402	2.1	2.9	0.9	9.5	0.8	0.3	2.1	
GU	286	0.4	0.6	39.4	0.0	0.1	0.1	0.1	
IA	1022	0.9	2.1	2.0	0.2	0.5	0.2	2.5	
ID	544	1.0	1.1	0.9	0.1	0.6	2.6	1.2	
IL	3385	5.7	6.8	3.9	6.3	9.2	2.6	6.8	
IN	3009	2.7	6.3	1.1	2.9	1.4	1.3	6.9	
KS	331	0.4	0.7	0.3	0.5	0.5	1.3	0.7	
KY	626	1.0	1.3	0.3	0.9	0.2	0.4	1.4	
LA	1055	1.5	2.1	4.7	3.2	0.0	0.0	2.1	
MA	193	0.4	0.4	0.6	0.5	0.5	0.2	0.4	
MD	396	0.4	0.8	1.6	2.3	0.6	0.2	0.6	
ME	249	1.5	0.4	0.0	0.0	0.0	0.0	0.6	
MI	3106	4.9	6.3	2.7	4.3	1.9	4.5	6.9	
MN	1264	2.5	2.5	3.6	0.9	0.8	3.7	2.8	
MO	3235	4.0	6.6	1.9	5.2	1.5	2.4	7.2	
MS	480	1.3	0.9	0.0	2.4	0.0	0.0	0.9	
MT	345	0.5	0.7	0.2	0.0	0.1	5.6	0.7	
NC	22	0.0	0.0	0.0	0.2	0.0	0.0	0.0	
ND	118	0.1	0.2	0.0	0.0	0.1	0.9	0.3	
NE	381	0.5	0.8	0.6	0.3	0.5	0.2	0.9	
NH	104	0.2	0.2	0.2	0.0	0.0	0.0	0.3	
NJ	1111	1.6	2.3	3.1	2.7	1.9	0.0	2.2	
NM	1049	0.6	2.2	0.0	0.2	18.0	10.7	0.9	
NV	1363	3.3	2.7	6.9	2.1	4.8	4.8	2.5	
NY	900	1.9	1.8	1.1	3.0	2.5	1.2	1.6	
OH	4006	7.0	8.1	3.6	8.8	1.7	1.5	8.6	
OK	607	0.5	1.3	0.5	1.0	1.4	5.5	1.1	
OR	82	0.3	0.2	0.5	0.0	0.1	0.1	0.2	
PA	3377	4.7	6.9	1.7	6.9	2.3	1.5	7.3	
RI	138	0.4	0.3	0.2	0.2	0.2	0.0	0.3	
SC	208	0.6	0.4	0.2	0.8	0.0	0.1	0.4	
SD	320	0.8	0.6	0.2	0.3	0.3	2.5	0.7	
TN	1701	2.8	3.4	0.2	7.2	0.4	1.4	3.2	
TX	3255	6.2	6.5	3.8	8.0	20.5	1.7	5.3	
UT	768	1.3	1.5	1.4	0.1	1.9	3.3	1.7	
VA	462	4.2	0.7	0.6	3.3	0.1	0.0	0.7	
VT	119	0.1	0.2	0.0	0.0	0.0	0.0	0.3	
WA	9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
WI	14	0.0	0.0	0.0	0.1	0.1	0.0	0.0	
WV	1054	6.4	1.8	0.5	1.2	0.2	0.5	2.5	
WY	67	0.0	0.1	0.2	0.0	0.1	0.3	0.2	
ZA	165	0.1	0.3	0.5	0.1	0.3	0.0	0.4	
Total	50126	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

APPENDIX F2, BAT DATA, 70%