



Issue #01-22 | November 3, 2022

**REMINDER:
** DISTRIBUTION AND POSTING REQUIRED ****

See apprenticeship program and application due dates listed below:

<u>Due Dates</u>	<u>Programs</u>
December 9, 2022 Program	Western PA Operating Engineers Joint Apprenticeship and Training Program
February 17, April 20, & May 26, 2023	Laborers Joint Apprenticeship and Training Program
March 6-17, 2023	Cement Masons Joint Apprenticeship Program
April 1, 2023	Carpenters' Joint Apprenticeship and Training Program

See [attached notices](#) for additional information on qualifications, applications, testing, and selection.

Federal EEO regulations* require contractors to take the following affirmative action steps regarding apprenticeship notices:

1. **** Send** apprenticeship notices with cover letter to at least three (3) minority & female referral sources.
2. **Post** the apprenticeship notice on company bulletin boards (office and/or project site).
3. **Conduct** a toolbox talk or meeting to review apprenticeship opportunities.
4. **Document** steps 1-3 for your EEO files in the event your company is selected for a compliance review.

* These EEO regulations apply to both federal (U.S. Army Corps) and federally-assisted contractors (PennDOT). For additional information, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

** CAWP provides this notice to over 100 minority & female referral sources on behalf of CAWP members & H2AP contractors. The Association's efforts reduce the administrative EEO burden on contractors by eliminating step one above while maintaining EEO compliance. To print the letter and/or list of referral sources, visit www.cawp.org under Services/EEO and HR.

This EEO Bulletin may be downloaded at www.cawp.org under Services/EEO and HR. If you have any questions, please contact Jason at the Association office at (412) 343-8000 or email jasonk@cawp.org.

[Attachments](#)
