

(d) *With State governments*, Operating agreements are concluded with State apprenticeship agencies having a field staff for a division of responsibilities and the workload between State agencies and BAT.

(e) *With local governments*, While formal apprenticeship programs and systems are not established or involved with county or municipal governments, BAT works with community and municipal committees in arranging training programs under the aegis of these committees.

(f) *With International Organizations*, Through the State Department, BAT maintains working agreements with the United Nations and the International Labor Organization for exchanging information on training opportunities and for observing techniques and methods.

(g) *With Nonprofit Organizations*, Because collective bargaining agreements are maintained between labor organizations and business management, BAT coordinates its training promotion activities with unions.

The Ford Foundation is one of the nonprofit agencies with which BAT maintains a relationship to suggest areas of training or retraining which the Foundation may support through studies or grants.

(h) *With Business Enterprises*, Business enterprises in industries with apprenticeable occupations generally cooperate in adapting the standards and guidelines set by BAT for training systems.

(i) *Other*, None.

8. *Laws and regulations*

The principal legislative authorizations for BAT functions are the Acts of March 4, 1913 (5 U.S.C. 611), and August 16, 1937 (29 U.S.C. 50) and Department of Labor Appropriation Act, 1966.

PART II. DATA BEARING ON ECONOMIC ASPECTS AND IMPACTS OF THE PROGRAM

9. *Economic effects*

(a) Effects on personal incomes of persons served or involved and on the distribution of personal income.

The individual who takes advantages of an apprenticeship program will have the opportunity to materially increase his personal income. The average apprenticeship program takes four years to complete. During this training period the apprentice on the average receives as salary 50 percent of the journeyman's wage at the beginning of his training, with increases of 5 percent every six months thereafter. Thus, his salary is usually about 85 percent of the journeyman's wage immediately before he attains journeyman status. Assuming \$4.00 an hour as the average journeyman's wage, the apprentice therefore receives \$2.00 an hour at the beginning of the training period and \$3.40 an hour during the last phase of the program. This contrasts with an average of \$2.60 an hour for production workers engaged in manufacturing—which is itself an area better paid than many. Under these circumstances, the difference in income over a 40-year work period would amount to roughly \$21,500 for the journeyman.

(b) Effects on the placement or productivity of workers, or both, and on their earnings.

The apprenticeship system is generally recognized as one of the most effective ways to train individuals for careers in the skilled trades. By