

U.S. Department of Labor

Employment and Training Administration
601 D Street, N.W.
Washington, D.C. 20213



APR 16 1980

MEMORANDUM FOR: CHARLES B. KNAPP
Attn: Xavier Vela
FROM: DAVID *J. Williams* WILLIAMS
SUBJECT: USES FY 1981 Funding Proposals for Special
National Programs/Activities Under CETA Title III

As requested in your March 19, 1980 memorandum, I have attached USES proposals for funding consideration under CETA Title III, Special National Programs/Activities.

If you have questions concerning these requests, please contact Joe Comtois on 66660.

Attachment

FY 1981 SNPA FUNDING REQUEST

1. Name of Program/Activity:

Job Service Improvement Program (JSIP)

2. Office Submitting Request:

USES

3. FY 1980 Funding Level:

CETA \$200,000

4. FY 1981 Funding Request:

CETA \$1,700,000

5. Legislative Authority:

Section 301 a(3) and Title VII Sections 670, 679 and 701.

The statute permits and the regulations support but do not require the Department to conduct this program.

6. Relationship to FY 1981 Congressional Budget Request:

This program falls within the scope of "Section 301 - Special Programs and Activities" of the Department's Congressional budget request, although it is not broken out as a specific budget request in this section.

7. Overview of Program/Activity:

The JSIP concept (formally the Employer Services Improvement Program) was originally initiated in 1971 as a method of overcoming the sharp decline in ES job orders and placements. During the past decade, the JSIP has been highly successful. By using techniques such as: 1) committees of employer representatives to identify problems in ES agencies' relationships/dealings with employers; 2) task forces of ES staff to resolve the problems identified; and 3) a "change agent" or catalyst to act as a liaison between the task forces and employer committees, JSIP has demonstrated its effectiveness in improving relationships between the ES and the employer community. Continued support and expansion of this program is necessary in view of the Department's commitment to "foster new and improved linkages between Federal, State and local employment and training agencies and the components of the private sector, such as the business community".

8. Recent Accomplishments:

During the 1970s, the USES has directed a sincere effort toward rebuilding the confidence of employers in understanding and using the Job Service. Based on successful findings in early research studies, JSIP activities have centered around gaining employers' input and acting on their recommendations. This involvement has brought about better, more responsive local service delivery providing a quality labor exchange for both jobseekers and employers.

Measured against FY'79 goals, year end reports resulted in the following achievements:

- (1) 344 new employer committees were organized for a total of 972. This exceeded the goal by 144 or 172 percent.
- (2) 15 of 17 "Big City" locations were active in developing one or more Job Service Employer Committees.
- (3) Emphasis on strengthening and maintaining employer committees was achieved through development of employer seminars, training for Job Service staff, public communications, and joint employer/Job Service action plans.

In addition, to date we have 23 of 50 chairpersons of JSECs participating on Private Industry Councils. As of January, 1980, over 20,000 employers in more than 950 communities will be actively working throughout the country to improve their local Job Service office operations.

Overall improved service and involvement with the business community have been contributing factors for significant performance improvements in the Job Service. For example:

- Job Service productivity has risen 51.5 percent during the past 4 years from 130 to 197 individuals placed per staff-year worked.
- Job openings listed with the Job Service rose 43.1 percent from FY 1975 to FY 1978.

9. Impact of Requested Fiscal Year 1981 Funding Request :

The requested \$1,700,000 FY 1981 funding level will enable ETA to maintain and strengthen the 1100 in place/newly developed employer committees. Also at this level, private sector job opportunities for the disadvantaged will be maintained.

10. Alternative/Supplementary Funding Sources:

An alternative source of funds for this program is ES Grants-to-States, made available through the normal budgetary adjustment (NBA) process. However, due to current level of fiscal restraints, we expect the amount of funds from NBA will be less and less and will become no longer a viable funding source.

11. Other Comments:

If this request is denied, a proven method of developing job opportunities in the private sector for the disadvantaged and developing and maintaining improved relationships between SESAs and the business community will be greatly diminished.

Date Prepared: November 16, 1979

CETA TITLE III FUNDING PROPOSALOFFICE SUBMITTING PROPOSAL: ETA - USESDOLLAR AMOUNT REQUESTED: \$682,000DESCRIPTION OF PROJECT/ACTIVITY:

USES has \$682,000 of "uncommitted" funds remaining in the FY 1979 national account for TJTC activities. \$900,000 was originally set-aside in the account. Approximately, \$500,000 of the remaining funds are earmarked for costs incurred in FY 1979, for postage, the TJTC Hotline, and national publicity materials (e.g., radio and TV spots, brochures, employer kits, etc.). The actual bills for these costs have not been received. The balance of the FY 1979 funds, \$182,000 must be used to supplement the FY 1980 State allocations. It is imperative that we retain full funding because the FY 1980 goal of 250,000 certifications will be very difficult to attain without supplemental funding. In addition, several regions have requested additional funding in order to (1) bring the small States up to a minimal operating level and (2) support targeted marketing activities designed to increase employer participation in TJTC in FY 1980.

USES

FY 80: \$ 945,000

FY 81 REQUEST: - 0 -

ADDITIONAL COMMENTS/RECOMMENDATIONS:

FY 1981 SNPA Funding Request

1. Name of Program/Activity

Federal Contractor Job Listing

2. Office Submitting Request

Office of Program Services - United States Employment Service

3. FY 1980 Funding Level

CETA - \$100,000.00

4. FY 1981 Funding Request

CETA - \$100,000.00

5. Legislative Authority

Title 38 U.S. Code Section 2012 Part 60-250 - Code of Federal Regulations

6. Relationship to FY 1981 Congressional Budget

Not Applicable

7. Overview of Program

Federal Contractor Job Listing (FCJL)

Under Title 38 U.S. Code 2012 eligible Federal contractors are required to list their suitable job openings with local offices of the Employment Service. These local offices are required to process the job orders and refer applicants in priority order to the employers, starting with disabled and vietnam era veterans.

This program, integrated into the local office employer services effort, entails a full range of employer contacts, record keeping and reporting.

8. Recent Accomplishments

Latest figures indicate that for the six months of FY '80, 431,587 job openings were received from Federal contractors. Of these, 243,395 were filled, providing jobs for 245,181 individuals during this period.

9. Impact of Requested Fiscal Year 1981 Funding Request

Dun & Bradstreet printouts will assist local Federal contractor Job Listing coordinators (FCJL) identify covered employers pending development of the Federal procurement data system.

10. Alternative/Supplementary Funding Sources

None

11. Other Comments

None

FY 1981 SNPA FUNDING REQUEST

1. Name of Program/Activity:

Publication of Occupations in Demand

2. Office Submitting Request:

USES

3. FY 1980 Funding Level:

None

4. FY 1981 Request:

\$250,000

5. Legislative Authority:

CETA Title III, Section 304 authorizes the Department to carry out job search and relocation assistance programs

6. Relationship to FY 1981 Congressional Budget Request:

There is no specific line item in this activity in the FY 1981 budget but it can be funded by the Department on a discretionary basis.

7. Overview of Program/Activity:

Occupations in Demand (OID) is the largest DOL publication, with over 215,000 copies distributed throughout the United States and foreign countries. There are several special editions of the OID, including biannual editions for youth and "Today's Jobs in the South Bronx," which was developed at the direct request of President Carter; these are used by CETA Prime Sponsors.

Other reports such as JBOS and Job Flow are used for Inter-Area Clearance, Job Search Relocation Assistance, and are distributed to all CETA Prime Sponsors in the United States.

8. Recent Accomplishments:

The OID monthly circulation has increased from about 100,000 in FY 1979 to 215,000 in FY 1980 and is still climbing. The Consumer Information Center in Pueblo, Colorado, one of the major distributors of these reports, has indicated that requests for the OID will increase in FY 1981.

9. Impact of Requested FY 1981 Funding Level:

The amount requested would permit USES to print and distribute the monthly Occupations in Demand listing and the special editions to all users wishing copies. Funding for the maintenance of this activity in FY 1980 was \$225,000. The increase in the amount requested is due to rising printing, mailing and related production costs and increasing requests for the special editions.

10. Alternative/Supplementary Funding Sources:

ES Grants-to-States funds are an alternative funding source but due to stricter budget constraints, it is unlikely that such funds will be available for this activity.

11. Other Comments:

None

FY 1981 SNPA FUNDING REQUEST

1. Name of Program/Activity:

Farm Labor Contractor Registration Act (FLCRA) Activities in Florida

2. Office Submitting Request:

USES

3. FY 1980 Funding Level:

\$350,000

4. FY 1981 Request:

\$350,000

5. Legislative Authority:

CETA, Title III, Section 303 mandates the Department to meet the employment and training needs of migrants and seasonal farmworkers.

6. Relationship to FY 1981 Congressional Budget Request:

No specific line item appears in the FY 1981 budget to support these activities but, in the past, the Department has funded this area on a discretionary basis.

7. Overview of Program/Activity:

Florida is the home base State for more than 9,000 farm labor contractors or crewleaders on the East coast. Under FLCRA, crewleaders are required to register each year with DOL/ESA. The forms needed for registration are available at many local ES offices. Crewleaders get the forms at the local office and complete their registration by mail with the ESA regional offices. Because so many crewleaders are based in Florida, DOL made a policy decision in 1977 to delegate FLCRA registration activities in Florida from ESA to the State ES agency in order to expedite the registration process.

8. Recent Accomplishments:

In 1978 the Florida agency issued 7,077 certificates of registration to crewleaders. This number increased to 9,001 in 1979. To date, 5,439 have been issued in 1980.

9. Impact of Requested FY 1981 Funding Level:

Funding at the requested level will permit the Department to continue its current level of support of FLCRA activities in Florida. This activity level is necessary to ensure that farm labor contractors and crewleaders in Florida are properly licensed and registered to hire, transport and secure interstate agricultural job opportunities for MSFWs and other agricultural workers. Failure to support this activity would result in time delays in registration of Florida crewleaders, thereby disrupting the Department's ability to recruit and refer domestic workers to agricultural jobs.

10. Alternative/Supplementary Funding Sources:

An alternative funding source is ES Grants-to-States. However, with increasingly tight budget constraints, these funds are unlikely to be available for funding of these activities.

11. Other Comments:

In the past, ETA has been directed by the Department to continue funding the Florida Farm Labor Contractor Registration program. Congressional interest, in addition to such Departmental concern, continues to be high; therefore, the requested funding of this program should be given critical attention.

FY 1981 SNPA FUNDING REQUEST

1. Name of Program/Activity:

Richey Court Order Activities

2. Office Submitting Request:

USES

3. FY 1980 Funding Level:

None

4. FY 1981 Request:

\$6,500,000

5. Legislative Authority:

The CETA Act, Section 303, mandates that employment and training services be provided to migrants and seasonal farmworkers (MSFW). Section 301, Special Programs and Activities - allows for the Department to conduct the Judge Richey Court Order Activities.

6. Relationship to FY 1981 Congressional Budget Request:

There is no specific line item for these activities in the FY 1981 budget. However, these efforts, on behalf of MSFWs, directly support Section 303 mandates.

7. Overview of Program/Activity:

Funding at the requested level is necessary for continued compliance with the Judge Richey Consent Order agreed to by the Department in August 1974. This order required the establishment of a monitor advocate system and required State agencies serving significant numbers of MSFWs to operate an outreach program for MSFWs. A total of \$4.5 million is needed to continue this program.

A settlement agreement recently has been worked out by the Department and the plaintiffs and agreed to by Judge Richey. The settlement agreement resulted in the publication of the following proposed regulations by the Department on January 11, 1980:

- | | |
|--------------------------------------|-------------------------------|
| - Services to MSFWs | 20 CFR Parts 651, 653 and 658 |
| - Farm labor coordinated enforcement | 29 CFR Part 42 |

Final publication is expected during the first week of June 1980. Extensive training sessions involving State agency and regional staff will be conducted during June and the 4th quarter of FY 1980.

Additional expenditures are needed to assist State agency and regional staff in implementing the expanded outreach program and other provisions contained in the Richey settlement package. Complete performance of these activities is essential to demonstrate the Department of Labor's good faith to the court and organizations representing MSFWs. An estimated \$2,000,000 is needed to conduct these new initiatives.

8. Recent Accomplishments:

The outreach program staff hired by State agency and regional staff have been instrumental in ensuring the Department's compliance with the court order. We have been successful in contacting and providing ES services to those MSFWs who would normally not visit a job service office. Due to this success, the plaintiffs have requested, and we have agreed to, expanded outreach program requirements in 20 CFR 653.107 and affirmative action requirements in 20 CFR 653.111.

9. Impact of Requested Fiscal Year 1981 Funding Request:

Funding requested will allow regional and State agency staff to continue operational activities in order to be in compliance with court order requirements and to put into place the new activities mandated by the Richey settlement agreement. We intend to strengthen the working relationship between the Job Service and the CETA 303 programs by:

- (a) conducting joint MSFW outreach efforts;
- (b) outstationing 303 staff in Job Service offices; and
- (c) conducting a variety of other joint efforts designed to effectively contact, train, and place MSFWs in jobs.

10. Alternative/Supplementary Funding Sources:

ES Grants-to-States funds will be fully subscribed in FY 1981 and therefore, will be unavailable to meet the operational demands mandated by the Richey court order and subsequent Federal MSFW regulations.

11. Other Comments:

After the final publication of the MSFW regulations in June 1980, many State agencies and regional staff will probably relax their compliance activities and other efforts to serve MSFWs, despite the increased demands by the plaintiffs. We must not allow this to happen since the plaintiffs will continue to monitor "our" efforts to comply with the settlement agreement until December 1983. For this reason, these activities during FY 1981 will be extremely important and CETA Title III funding critical.

FY 1981 SNPA FUNDING REQUEST

1. Name of Program/Activity:

ES Summer Youth Program

2. Office Submitting Request:

USES

3. FY 1980 Funding Level:

\$4.5 million requested from YETP funds (pending approval of Deputy Assistant Secretary for ETA.)

4. FY 1981 Request:

\$6,000,000

5. Legislative Authority:

CETA Title IV, Subpart 3 and Title IV, Part C.

6. Relationship to FY 1981 Congressional Budget Request:

There is no specific line item for this program in the FY 1981 budget. It is important to note, however, that the ES Summer Youth Program directly supports the President's new youth employment program initiatives and, as such, should be given critical attention in FY 1981 funding decisions.

7. Overview of Program/Activity:

The Summer Youth Program has been an important and vital Job Service activity for the past 14 years. The program is one of ETA's most successful activities, and one in which virtually every State participates and benefits.

In support of the President's and Secretary's initiatives to combat high youth unemployment, the program has had as its objective since 1977, the placement of out-of-school youth, especially economically disadvantaged and minority youth, into permanent unsubsidized employment in the private sector, and the placement of in-school youth, especially economically disadvantaged and minority youth, into temporary summer employment.

In recent years, additional funds have been allocated to SESA's to hire temporary staff to supplement local office staff in serving the rush of youth during the summer months. The special funds requested are necessary to finance the hiring of these temporary staff during the summer. This staff assistance to ES local offices is one of the most significant factors in meeting the employment needs of a steadily increasing number of youth.

It should be noted that program implementing actions must be undertaken with enough lead time to properly plan programs, to hire and train temporary staff, and to develop and coordinate linkages with other youth programs in the community.

8. Recent Accomplishments:

In FY 1979, approximately 469,000 youth were placed in jobs through the ES summer Youth Program. Over 44% of these individuals were minority youth and over 50% were economically disadvantaged.

9. Impact of Requested FY 1981 Funding Level:

Funding the ES Summer Youth Program at this level in FY 1981 would permit State agencies to continue these successful placements efforts for youth. Loss of these desperately needed placement services to youth would have a significant negative social impact as well as a loss of 500,000 jobs for youth, thereby depriving these young people of invaluable work experiences.

Also, of equal importance, are the linkages established through this program between State ES agencies and CETA/SYEP sponsors, the Office of Personnel Management, YCC and other State and local government agencies and community organizations in order to place more youth in jobs.

10. Alternative/Supplementary Funding Sources:

An alternate source of funds is the ES Grants to States funds. However, because of budget restraints and competing priorities, chances of sufficient funds being available are unlikely. In addition, Grants funds which can be recaptured through the normal budgetary adjustment process are decreasing and also, are not available with enough lead time for use in this program.

11. Other Comments:

We believe it would be a mistake to have a funding shortfall in this program which would cause a drastic reduction in vitally needed services to youth and a severe disruption of established linkages with other cooperating groups. This decision would occur at a time when the Administration has clearly stated its commitment to alleviating disproportionately high unemployment among youth and has announced a major new program to increase job opportunities for this important client group.

FY 1981 SNPA FUNDING REQUEST

1. Name of Program/Activity:

Nationwide computerized interstate clearance system.

2. Office Submitting Request:

USES

3. Fiscal Year 1980 Funding Level:

None

4. FY 1981 Request:

\$445,000

5. Legislative Authority:

Section 312 a. and f. requires the Department to conduct a computerized job bank/job matching system which form the basis for this clearance system.

6. Relationship to the FY 1981 Congressional Budget Request:

The section under which this program falls is not specifically listed in the FY 1981 budget request. The program as mandated in 312 f. will assist the Department in carrying out its responsibilities as specified in 301 a (3), (6).

7. Overview of Program/Activity:

A nationwide, computerized interstate clearance system was established in November 1979. It was funded as a developmental project, under the Employment Security Automation Project, to determine the feasibility of automating the Employment Service interstate clearance process to refer (and place) applicants to job openings on an interstate basis nationwide. At present, application records for applicants wishing to relocate and order forms for hard-to-fill job orders are completed in each of the 2400 ES local offices and mailed to the computer center located in Albany, N.Y. They are then entered into the computer for processing, and on a weekly basis, microfiche of these applicant and order records are mailed to each of the 2400 ES local offices for use in making interstate placements.

To supplement and improve this system, in late May of 1980, a computerized matching capability will be added. Each job order will be matched against available applicants, and a printout of suitable matches will be mailed to involved local offices for referral purposes.

An expansion of the system is planned to add additional applications, i.e., professional registries, and more sophisticated computer technology and telecommunications capability, especially in instances where rapid response to employers is needed.

8. Recent Accomplishments:

Since the system was only implemented in November of 1979, it is premature to expect full systems potential to be realized; however, there are a number of very significant initial findings. The volume of orders has increased from less than fifty the first week of operation to over 1,000 in the first week of April. The number of applicants has shown the same pattern, from less than ten to over 400 in the same time period. We expect both to continue increasing dramatically. Through additional systems capability, coupled with intensive ES local office staff training, we expect a volume of 5,000 or more order and 30-40,000 applications to be on file before the end of this summer.

We fully expected most of Fiscal Year 1980 to be expended in systems startup, ES local office staff training and familiarization, and educating the applicant and employer community to this service. Therefore, we do not expect a high referral and placement rate initially. Our FY'81 goal is to fill 10% of all job openings entered into the system.

9. Impact of Requested Fiscal Year 1981 Funding Request:

The amount requested will allow the Employment Service to continue providing this computerized service to facilitate the movement of applicants to job openings on an interstate basis in a timely, cost-effective manner. In addition to providing better service to mainstream ES applicants, it will assist enrollees in the Private Sector Initiative Program and Public Service Employment Program in transitioning to unsubsidized employment through ES local offices. Another CETA client group to whom this interstate clearance system may potentially prove beneficial are Job Corps graduates/dropouts who wish to relocate after training.

10. Alternative/Supplementary Funding Sources:

The amount being requested \$445,000 is one-half the total cost of developing, maintaining and operating the systems. Funding for the other half is being requested through ES Grants to States or Automation Grants to States. During the start-up phase in FY 1980, the entire costs were supported by the ES. However, since this system will be fully operational in FY 1981, and CETA and ES will be equal beneficiaries of the system, the cost of operation should be equally apportioned. Therefore, the CETA Title III, National Programs account is a viable fund source for the CETA portion of this system.

11. Other Comments:

None

FY 1981 SNPA FUNDING REQUEST

1. Name of Program/Activity:

Preoccupancy Housing Inspections

2. Office Submitting Request:

USES

3. FY 1980 Funding Level:

None

4. FY 1981 Request:

\$325,000

5. Legislative Authority:

CETA III, Section 303 requires that the Department meet the employment and training needs of Migrants and Seasonal Farmworkers (MSFWs). Section 301 allows the Department discretion in funding this activity. In addition, Department regulations at 20 CFR 653.108 require that preoccupancy inspections be made on all housing provided on intra and interstate clearance orders for agricultural and certain food processing workers.

6. Relationship to FY 1981 Congressional Budget Request:

While there is no specific breakout for this activity in the FY 1981 budget, CETA legislation, DOL regulations as well as ES regulations implementing the Richey Court Order requirements mandate the conduct of such activities.

7. Overview of Program/Activity:

The Department, through its State ES agencies, conducts housing inspections as a precondition to processing any intra and interstate agricultural job orders which involve housing for workers, many of whom are MSFWs. Such inspections ensure that the housing provided meets all Federal or State standards, whichever are more stringent, before workers can be referred to these jobs. Employers who expect to request the importation of temporary alien workers must agree to have their job openings placed in intra and interstate clearance and agree to provide free housing which meets applicable standards.

8. Recent Accomplishments:

During FY 1979, State agencies conducted more than 4,000 housing unit inspections at a cost of approximately \$177,000. In FY 1980 and 1981, housing inspections are expected to increase sharply due to regulatory changes and increased demands for temporary alien workers.

9. Impact of Requested FY 1981 Funding Level:

Funding at this level would permit State agencies to conduct on-site preoccupancy housing inspections as required by Federal regulations.

10. Alternative/Supplementary Funding Sources:

An alternative source of funding for this activity would be ES Grants-to-States funds made available through the normal budgetary adjustment (NBA) process. However, due to tightening budget constraints, such funds are decreasing.

11. Other Comments:

None

Date Prepared: June 11, 1980

CETA TITLE III FUNDING PROPOSALOFFICE SUBMITTING PROPOSAL: United States Employment ServiceDOLLAR AMOUNT REQUESTED: \$190,525DESCRIPTION OF PROJECT/ACTIVITY:

The Atlanta regional office recommends funding of a project submitted by the Florida SESA for meeting the expected needs of Cuban Refugees for minimal job development and job placement services. The project plan places special emphasis on obtaining job openings from the Spanish-speaking employer community in the Miami area.

The primary thrust of the plan is to work in coordination with Spanish community organizations in promoting jobs for the refugees. It assumes as in the past, that most of the relocated refugees will be assimilated into the metropolitan Dade County area (Miami). Job development and placement efforts in Miami will be coordinated with efforts at Elgin Air Force Base by using Miami labor market information and job orders on-site at Elgin Air Force Base.

USES

FY80: \$191,000

FY81 REQUEST: -0-

ADDITIONAL COMMENTS/RECOMMENDATIONS:

1. The \$190,525 request is for a four month period only. It is possible that additional funds may be required if the project needs to be extended beyond that period.
2. Consideration needs to be given to the possibility of funding similar efforts in the other refugee camps at Fort Chaffee, Arkansas and Indian Town Gap, Pennsylvania.
3. The New York Times reported on June 10, that there are some 3,000 displaced American workers (mostly Blacks) in the Miami area as a result of the recent riots.
4. The eligibility status of Haitian refugees needs to be considered.

FY 1981 SNPA Funding Request

1. Name of Program/Activity

Affirmative Action Services

2. Office Submitting Request

Office of Program Services - United States Employment Service

3. FY 1980 Funding Level

None

4. FY 1981 Funding Request

CETA - \$500,000.00

5. Legislative Authority

Civil Rights Act of 1964 (P.L. 88-352 (42 U.S.C. 2000 (d))

Title VI (42 U.S.C. 2000 (d)

Title VII

Appalachian Regional Development Act

(1965) (P.L. 89-4; 79 Stat. 5)

Executive Order 11246 (1965)

amended by Executive Order 11375 (1967)

The Age Discrimination Act of 1967

(P.L. 90-202, 81 Stat. 602)

Equal Employment Opportunity Act of 1972

(P.L. 92-261; 86 Stat. 103)

Comprehensive Employment and Training Act of 1973

(P.L. 93-202; 87 Stat. 838 (20 U.S.C. 801 et seq.)

Rehabilitation Act of 1973

(P.L. 93-112; 87 Stat. 355)

Women's Educational Equity Act of 1974

Age Discrimination Act of 1975

(P.L. 94-135; 89 Stat. 728)

Title 38 U.S. Code as amended

Executive Order 12067 (1978)

Executive Order 12106 (1978)

6. Relationship to FY 1981 Congressional Budget Request

Funds for this service to employers and assistance to State and local staff were not requested or included in the FY 1981 Budget Request.

7. Overview of Program

Employers from various Job Service Employer Committees (JSECs) have requested technical assistance and information to assist them in implementing their affirmative Action (AA) and Equal Employment Opportunity (EEO) programs. To respond to this request USES is training staff so that they can render support to those employers who request assistance. This support can be in the form of labor market data on workforce composition, acceptance of and recruitment for affirmative action job orders, job analysis and testing services which are job related.

8. Recent Accomplishments

Training materials have been developed and two training sessions successfully conducted, one in Silver Spring, Maryland, June 9-13, 1980, for the five regions and in San Diego, California June 23-27, 1980, for the five western regions. The Training Manual and Reference Guide identifies the compliance agencies and their functions. It describes affirmative action plans and sets forth ways in which Job Service program activities can specifically help employers full-fill their affirmative action obligations.

9. Impact of Requested Fiscal Year 1981

These services can assist in building staff capabilities to provide ongoing technical assistance which can lead to more employer acceptance and confidence in Job Service to deliver qualified job applicants. This service will increase job openings and placement assistance to all workers.

10. Alternative/Supplementary Funding Sources

None

11. Other Comments

None

U.S. Department of Labor

Employment and Training Administration
601 D Street, N.W.
Washington, D.C. 20213



April 15, 1980

MEMORANDUM FOR:

CHARLES B. KNAPP
Deputy Assistant Secretary
for Employment and Training

FROM:

J. TERRELL WHITSITT *[Signature]*

SUBJECT:

FY 1981 Funding Plan for Special National
Programs and Activities under CETA
Title III - Your Memorandum dated
March 19, 1980

As requested in the subject memorandum, attached for your consideration are two proposals to continue the existing funding of the Trade Act and the Redwood National Park Act programs under Title III of CETA. The format and justification for each proposal were prepared in accordance with the required instructions and concerns expressed in the March 19 memorandum.

For the Redwood National Park Act, we are requesting your favorable consideration to continuing the funding at the \$600,000 level to offset the rising costs of providing training opportunities, job search and relocation allowances to the affected workers. In the case of the Trade Act, we are requesting an increase in FY 1981 of \$12.3 million above the \$13.7 million allocated for FY 1980. The increase will help to defray the unprecedented demands for training resulting from the massive layoffs in the automobile industry.

If you should have any questions about the attached information, please contact Lorenzo Roberts of my staff on extension 67050.

Attachments

1. Name of Program Activity: Trade Act.
2. Office Submitting Request: Unemployment Insurance Service.
3. FY 1980 Funding Level: \$13.7 million.
4. FY 1981 Request: \$26.0 million.
5. Legislative Authority: (1) Title III, Part A, Section 301 (a) (4) of the "Comprehensive Employment and Training Act Amendments of 1978", Public Law 95-524. (2) Section 236 of the "Trade Act of 1974", Public Law 93-618.

The Trade Act language relating to the provision of training does not mandate the availability of training; rather it encourages the use of training and informs eligible individuals that such training may be available. The applicable language in Section 236 of the Act reads as follows: "If the Secretary determines that there is no suitable employment available for an adversely affected worker . . . but that suitable employment . . . would be available if the worker received appropriate training, he may approve such training." The use of the term "may" clearly establishes the "noncontractual" nature of the training language, and establishes no right to it.

While training is not mandated right under the Trade Act program, job search and relocation allowances which comprised 11.3 percent of FY 1979's CETA Title III expenditures for Trade are contractual obligations which must be financed.

6. Relationship to FY 1981 Congressional Budget Request: CETA Title III funding for Trade activities is not identifiable as a separate line item; however, it is included under Title III Special Projects.
7. Overview of Program/Activity: The Trade Act of 1974 established an adjustment assistance program for workers and firms whose employment and or production or sales were affected by foreign import competition.

Eligible affected workers may receive job search and relocation allowances, training trade readjustment allowances (TRA-cash payments) and a variety of employability services such as counseling, testing, job development, and placement.

Since the beginning of the current program in April 1975, the Department of Labor has certified over 2,700 worker petitions covering more than 600,000 workers. Over \$1 billion in trade readjustment allowances (TRA) have been paid, with the average unemployed worker receiving in the neighborhood of \$1,800. About 22,000 workers have entered training while some 5,000 have received either job search payments or relocation benefits. The major recipients of program benefits have been workers in the apparel, auto, copper, electronics, footwear, steel and textile industries.

8. Recent Accomplishments: During FY 1979, 59,178 trade impacted workers applied for Trade Employability services. Of those found eligible, 23,776 were counseled, 4,315 were tested, 5,767 received supportive services, 1,184 made job searches, 852 persons relocated, 4,484 entered training, and 8,829 were placed in jobs.
9. Impact of Requested Fiscal Year 1981 Funding Request: The level of funding requested for FY 1981 will provide SESAs with limited funding to meet the rising costs resulting from the increased workloads of trade affected workers.

Massive layoffs in the automobile industry (where Trade Act petitions have already been certified and others are pending) have generated unprecedented demands for training. This is supported by ETA projections that 70,000 or 43.7 percent of these workers will be permanently laid off.

The requested \$26.0 million will provide training opportunities, job search and relocation allowances to Trade impacted workers as follows:

<u>Activity</u>	<u>Workloads</u>	<u>Unit Cost (Thousands)</u>	<u>Funding (Millions)</u>
Training	6,326	\$3,251**	20.63
Job Search	2,153	500	1.07
Relocation	1,159	1,468	2.60
Administration (10%)			
			<u>TOTAL 26.0</u>

10. Alternative/Supplementary Funding Sources: The following alternative funding sources have been explored with little success possibility:

1) Trust Fund

Although the Trade Act of 1974 provides for the creation of a trust fund (consisting of customs duties, not otherwise appropriated) for these and related activities, the Office of Management and Budget (OMB) has not authorized the establishment of such a fund. Consequently, the Department of Labor has had to fund these activities out of CETA Discretionary funds.

2) Potential Use of CETA Title II Resources

Any decision relative to the utilization of CETA Title II resources as an alternative funding source must consider "Congressional Intent". While the eligibility requirements for participation in upgrading and retraining programs are not directly linkable to economic factors (i.e. income level, disadvantaged), the legislation cites as its purpose the establishment of ... "programs to provide comprehensive employment and training services throughout the Nation in order to ease barriers to labor force participation encountered by economically disadvantaged persons, to enable such persons to secure and retain employment at their maximum capacity, and to enhance the potential for individuals to increase their earned income. Such programs shall include the development and creation of training, upgrading, retraining, education and other services needed to enable individuals to secure and retain employment at their maximum capacities so as to increase their earned incomes."

Additionally, Section 221 of Title 11 c provides that individuals eligible for upgrading and retraining programs shall be individuals operating at less than their full skill potential, primarily those in entry level positions or positions with little normal advancement opportunities.

The legislative statement of purpose does not appear to be geared toward trade impacted or other skilled industrial workers who may be unemployed as a result of mass layoffs or plant closings. However, this should not prohibit the encouragement of prime sponsors playing an active role in helping these workers adjust to the adverse impact of mass layoffs and plant closings by providing them with training opportunities.

- 3) CETA Title VII Resources: We understand that some Title VII Private Sector Initiative Program funds may soon be available for non-disadvantaged persons. The viability of utilizing such funds for trade impacted workers will be fully explored.

1. Name of Program Activity: Redwood National Park Act.
2. Office Submitting Report: Unemployment Insurance Service, Office of Program Management.
3. FY '80' Funding Level: \$600,000.
4. FY '81' Request: 600,000.
5. Legislative Authority: Title II, Section 209(d), 210, 211, and 212 of the Redwood National Park Act, Public Law 95-250. PL. 95-250 amended the Redwood National Park Act of 1968.

The statute mandates that training, job search, and relocation services and benefits are to be provided by the Department.

6. Relationship to FY '81' Congressional Budget Report: Ceta Title III Funding for Redwood Activities is not identifiable as a separate line item, however it is included as a special project.

7. Overview of Program/Activity: The Redwood Employee Protection Program (REPP) authorized by PL 95-250 provided for layoff and vacation replacement benefits, and severance pay which are funded through another source. The services and benefits funded herein are training, job search, and relocation allowances, including reimbursement for loss or cost of disposing of the principal residence connected with the relocation or costs involved in breaking of a lease. In addition, counseling, testing, job development and placement are some of the other services. These benefits and services are being provided through the California Employment Development Department.

8. Recent Accomplishments: The first payments were issued under this program just prior to the beginning of the 1979 FY. To date, of the 3,903 monetary determinations completed, 1,674 workers were eligible weekly benefits and 1181 worker were eligible for only severance payments. The total weekly benefits paid was \$9,695,959, and represented 50,652 weeks. Severance payments were made to 632 workers for a total of \$7,383,785. The job search allowances amounted to \$5,193, and relocation allowances paid was \$96,313. One hundred twelve workers have been referred to and have engaged in re-training activities.

9. Impact of Requested Fiscal Year 1981 Funding Request: The level of funding requested will provide SESAs with the funding to meet the rising costs resulting from the increased workloads. The end of the window period is rapidly approaching and workers are becoming concerned regarding their career transition relative to their period of protection and the expiration of the program.

The requested \$600,000 will provide training opportunities, job search and relocation allowances to affected Redwood workers.

10. Alternative/Supplementary Funding Sources: Although the Act provides authorization for sums to be appropriated annually as may be required to meet the obligations under this title, the Congress did not respond by providing such appropriation bills.

As the results of the lack of congressional action, the Office of Management and Budget took the position that DOL should use available funds to meet the REPP Program obligations. Therefore, the direct benefits and payments are provided from the Federal Unemployment Benefit Account, and the training, job search and relocation benefits are provided from CETA Title III funds.

1. DATE DOCUMENT PREPARED (Month, Day, Year) 4-2-80		U.S. DEPARTMENT OF LABOR Employment and Training Administration PROCUREMENT ACTION REQUEST		2. OFFICE SYMBOL, DOCUMENT NO., AND FISCAL YEAR INITIATED TU																																					
3. TO: Office of National Programs Procurement Action Request Control Unit			4. FROM: Office of Program Management Unemployment Insurance Service																																						
5. REQUIREMENT (Identify the procurement action by specific program and project title.) SOLE SOURCE JUSTIFICATION MUST BE APPROVED AND ATTACHED. (See DLMS 2, Section 830)																																									
a. TYPE OF ACTION ☐ New Procurement ☐ Modification to Contract/Grant No. _____			b. NAME OF PROGRAM OFFICIAL TO BE CONTACTED AND TELEPHONE NUMBER David Balducchi 202-376-7365																																						
c. NAME OF CONTRACTOR/GRANTEE SESA's		d. NUMBER OF ENROLLMENT OPPORTUNITIES NA		e. INDICATE ACTION OFFICE <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">National Office</td> <td style="width: 50%; text-align: center;">REGION</td> </tr> <tr> <td></td> <td style="text-align: center;">See below</td> </tr> </table>		National Office	REGION		See below																																
National Office	REGION																																								
	See below																																								
1. DESCRIPTION OF PROJECT These funds will be used to implement the Steel Adjustment Federal Advisor Demonstration Project. Four local SESA employees will act as Federal Advisors to facilitate the flow of government assistance in the following communities for the following periods: Torrance, California; New Haven, Connecticut; and Joliet, Illinois; for 3 months, and in Youngstown, Ohio, for 6 months. The level of funding for the project is \$70,000. Deputy Assistant Secretary Knapp has approved CETA Title III Discretionary funds in the amount of \$35,000. Department of Commerce, Economic Development Administration has agreed to transfer \$35,000 to DOL/ETA to support the joint effort. The funds will be allotted to the regions as follows: <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 20%;"></th> <th style="width: 20%;">Region</th> <th style="width: 20%;">State</th> <th style="width: 10%;">Title III</th> <th style="width: 10%;">EDA</th> <th style="width: 10%;">Total</th> </tr> </thead> <tbody> <tr> <td></td> <td>Region I</td> <td>Connecticut</td> <td>7,500</td> <td>7,500</td> <td>15,000</td> </tr> <tr> <td></td> <td>Region V</td> <td>Illinois</td> <td>7,500</td> <td>7,500</td> <td>15,000</td> </tr> <tr> <td></td> <td></td> <td>Ohio</td> <td>12,500</td> <td>12,500</td> <td>25,000</td> </tr> <tr> <td></td> <td>Region IX</td> <td>California</td> <td>7,500</td> <td>7,500</td> <td>15,000</td> </tr> <tr> <td></td> <td>Total</td> <td></td> <td>35,000</td> <td>35,000</td> <td>70,000</td> </tr> </tbody> </table> US FRO: \$35,000 FTR REQUEST: -0-							Region	State	Title III	EDA	Total		Region I	Connecticut	7,500	7,500	15,000		Region V	Illinois	7,500	7,500	15,000			Ohio	12,500	12,500	25,000		Region IX	California	7,500	7,500	15,000		Total		35,000	35,000	70,000
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	Total		35,000	35,000	70,000																																				
6. ENTER DOLLAR AMOUNTS Total dollar estimate deemed necessary \$ <u>35,000</u>																																									
7. TYPE NAME AND SIGNATURE (Initiating Program Official) Louis A. Houff, Jr.			8. TYPE NAME AND SIGNATURE (Program Administrator) Lawrence E. Weatherford																																						
9. PROGRAM ACTIVITY (Specify) Line 42-Special Tech. Assist. Activities			10. FUNDING SOURCE (Program requirement by Act, Title, Section) CETA Title III - SNPA																																						
11. IS PROGRAM/PROJECT INCLUDED IN ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING APPROVED PROJECT PLAN? ☒ YES ☐ NO IF "YES", ENTER PROJECT AMOUNT. \$ <u>35,000</u>																																									
ONP PROCUREMENT ACTION REQUEST CONTROL UNIT USE ONLY		FISCAL YEAR OF FUNDS 1074-M-(STAA)-521		DOLLARS CURRENTLY AVAILABLE IN PROGRAM ACCOUNT \$ 210 000																																					
FINAL PROGRAM APPROVAL AND COMMITMENT OF FUNDS																																									
12. ON BEHALF OF ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING (Administrator, ONP's signature) Charles B. Knapp					DATE (Mo., Day, Yr.) 4-4-80																																				

FY 1981 SNPA FUNDING REQUEST

1. Name of Program/Activity: OPM-CETA Personnel Standards
2. Office Submitting Request: OMA
3. FY 1980 Funding Level: \$566,261 4. FY 1981 Request: \$566,000
5. Legislative Authority: Sec. 103(a)(4)(A); 121(a)(1); 129(b);
Also: IPA Sec. 2, 208(a); CSRA Sec. 602

A number of CETA statutory provisions make reference to prime sponsor administrative staff conditions. Congress has adopted other legal provisions relating to State or local public employees engaged in administering federally grant-aided programs. The Department has promulgated its CETA regulations (Sec. 676.43(a)) to reflect these various provisions and specifically to apply the standards for a Merit System of Personnel Administration (5 CFR 900F) to prime sponsors. The Office of Personnel Management (OPM) has central Federal authority for administering these merit personnel standards and ETA has utilized OPM's services through interagency agreements.

6. Relationship to FY 1981 Congressional Budget Request: This activity is not specifically addressed in the Department's budget request probably in view of the continuing nature of this activity as well as the comparatively small size of the requests. The Comptroller General's Report to the Congress (#FPCD-80-11) issued December 19, 1979, took favorable note of the Department's action in deciding to apply the IPA merit personnel standards to prime sponsors.

7. Overview of Program/Activity: The merit personnel standards constitute the basic framework of Federal requirements and interests to which State and local personnel systems must conform in policy and comply in practice in terms of covering prime sponsor administrative staff. In administering these standards, the primary interest of both OPM and the Department is to assist the State and local governments serving as prime sponsors to achieve a sound merit based personnel system to help assure the proper and efficient operation of CETA programs. The CETA regulations require that prime sponsor staff be covered under a personnel system that meets these standards in 5 CFR 900F as determined by OPM. This request funds the costs of OPM's activities with some 445 prime sponsors through its ten regional offices. If the prime sponsor's personnel system does not meet the standards, a personnel action plan must be submitted for OPM review and recommendation to ETA. This request does not cover operational technical assistance which prime sponsors may need to carry out their personnel action plans. This kind of TAT must either be paid for by the prime sponsor itself or be obtained through other TAT arrangements with ETA. In other words, the interagency agreement which this request funds is the basic conformity and compliance aspects of the merit system standards.
8. Recent Accomplishments: The FY 1980 agreement was developed as the first step in a multi-year effort. Its principal elements were to (1) train prime sponsor on how to comply with the standards, (2) obtain

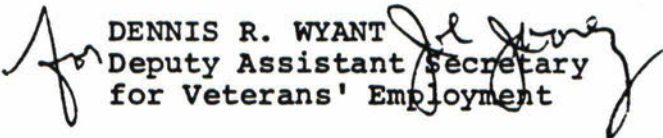
chief executive certifications where acceptable coverage exists, (3) review and recommend disposition on prime sponsor personnel action plans, and (4) conduct periodic compliance evaluations. To date during FY 1980, the training sessions have been completed in all regions. Certification have been collected from about half of the jurisdictions. About 25% of prime sponsor personnel action plans have been reviewed and approved. Also, work has started in some regions on the periodic evaluations.

9. Impact of Requested FY 1981 Funding Level: The requested amount will permit a somewhat reduced level activity by OPM during the coming year, assuming FY 1980 goals are achieved. Presumably by October 1, 1980, most prime sponsors will have submitted an acceptable personnel action plan where their personnel system does not yet meet the standards. Hence, FY 1981 will be an implementation year for those personnel action plans in addition to some possible compliance situations. The Department's interest will be to expect a continuing increase in the number of personnel systems approved by OPM.
10. Alternative/Supplementary Funding Sources: There are no other apparent funding sources to cover the compliance roles and services of OPM, which OPM can legally charge back to ETA.
11. Other Comments: The main emphasis in this agreement during FY 1981 will be on conducting reviews of progress being made by the primes. Also, OPM will need to address the possible addition of some 10-20 new prime sponsors.



APR 23 1980

MEMORANDUM FOR: CHARLES B. KNAPP
Deputy Assistant Secretary
for Employment and Training

FROM:  DENNIS R. WYANT
Deputy Assistant Secretary
for Veterans' Employment

SUBJECT: FY 1981 Funding Plan For Veterans Outreach
and Public Information Program

Attached is the FY 1981 funding plan for CETA Section 305, the Veterans Outreach and Public Information Program. At your request, we have used the format provided in your memorandum of March 19, 1980. Since, however, Section 305 encompasses a broad range of programs, we have had to expand several of the required sections in the format to accommodate the program's needs.

Attachment

1. Name of Program Activity: Veterans Outreach and Public Information Program (VOPIP)
2. Office Submitting Request: DASVE/VES
3. FY-80 Funding Level: \$29,214,000
4. FY-81 Request: \$24,400,000
5. Legislative Authority: Section 305. The law requires the Department to conduct this program in cooperation with the Administrator of Veterans Affairs and the Secretary of Health, Education, and Welfare.
6. Relationship to FY-81 Congressional Budget Request:

The VOPIP is identified as "Veterans Programs" on page ETA-40 of the FY-81 Congressional Budget Request, with funding level of \$24,400,000 requested for next fiscal year. This level includes \$21,000,000 in funds for the Disabled Veterans Outreach Program which is discussed separately on page ETA-38.

7. Overview of Program:

Section 305 imposes a number of responsibilities on the Secretary including (1) development of public information programs, (2) development of outreach programs; (3) development of job and job training opportunities for veterans; and (4) development of technical assistance programs for prime sponsors, Federal contractors, and subcontractors, labor unions and employers to inform and assist them with their statutory responsibilities toward disabled and Vietnam-era veterans. Since Section 305 is part of the CETA legislation, the Conditions Applicable to All Programs under Title I of the legislation and its implementing regulations also pertain. Chief among these is Section 676.30a of the regulations which requires prime sponsors to develop and fund local programs suited to the unique readjustment needs of disabled and Vietnam-era veterans.

Over the past four years of operation, three types of programs have been funded under Section 305: (a) Programs with national organizations for which local funding was unfeasible or not possible. These programs included programs with the Blinded Veterans Association and the Veterans Administration. (b) Local programs funded in lieu of local funding. (c) Demonstration programs designed to increase the capability of local community-based veterans organizations to operate locally funded veterans programs. Last year, a fourth type of program was added through the Department's co-sponsorship of Veterans Outreach and Community Services (VPCS) programs developed by the White House Veterans Federal Coordinating Committee (WHVFCC). During FY 1980, the DASVE's office has attempted to move away from

funding local programs toward demonstration and technical assistance programs which would develop the technology for locally funded veterans programs, including demonstration programs and specific technical assistance projects.

By creating strong technical assistance and demonstration projects, the Department is able to meet the requirements of Section 305. During 1981, we will increase this emphasis, while continuing to phase out purely local projects with long term program mortgages.

Funding under Section 305 is provided to four types of organizations or agencies: (1) Federal, State or local agencies; (2) Nonprofit veterans service organizations; (3) National community-based organizations; (4) Minority owned contractors designated as 8a by the Small Business Administration.

8. Recent Accomplishments:

During FY-80, the Veterans Outreach and Public Information Program to date is operating 15 contracts or grants (see budget attachment), and 5 additional programs are pending. Projects thus far developed and implemented are:

- A. \$25,100,000 allocated to State Employment Security Agencies to operate the Disabled Veterans Outreach Program (DVOP), at an average of 1,750 staff years. SESAs have been requested to reduce staffing to 1,500 by the end of the fiscal year.
- B. A \$738,008 grant to State employment Security Agencies to fund the outstationing of 35 State Employment Service staff in U.S. Veterans Assistance Centers (USVACs). These staff, funded since late 1975, provide major program linkages between SESAs and VA Regional Offices.
- C. An existing contract of \$153,923 with the Blinded Veterans Association of Washington, D.C., to provide outreach, counseling and employment and training assistance to visually impaired veterans to prepare them for career positions in the public and private sector. The contract is effective from November 14, 1979, to November 15, 1980. In FY-79, BVA contacted and did job development for 423 blinded veterans.
- D. An \$836,000 contract with the American G.I. Forum to operate veterans outreach projects in seven (7) cities (San Antonio, Corpus Christi, Fort Worth and El Paso, Texas; Chicago; San Jose, California; and Denver, Colorado) from January 26, 1979, to December 30, 1980. In addition to \$211,000 provided under Section 305, \$50,000 for this contract was provided by Deputy Assistant Secretary Knapp, and \$75,000 by Secretary Marshall. In FY-79, the G.I. Forum projects placed 236 veterans and provided supportive services to nearly 600.

- E. National Urban League of New York has been provided \$324,952 to continue for 10 months the operation of special units in Urban League offices in Jacksonville, Florida; Gary, Indiana; Los Angeles, California; and Washington, D.C., to provide outreach, counseling, job placement assistance to severely disabled and hard to place veterans, with emphasis on minority veterans. The Urban League projects placed 327 severely disabled veterans in FY-79.
- F. Systems in Education and Training has been funded for \$400,000 to work in cooperation with VES in the provision of technical writing services, research in word processing, and the development and implementation of an outreach effort. The contract was effective December 1, 1979, for a period of 12 months.
- G. No Greater Love has been funded to develop a demonstration project to increase public awareness of the employment needs of Vietnam-era veterans. The contract for \$25,000 was effective January 15, 1980, for a period of 6 months.
- H. An existing contract with the National Black Veterans Organization (NBVO) to provide an Outreach and Job Development Program to serve the needs of hard to reach veterans has been extended. The cost of the contract was \$220,000, provided by Assistant Secretary Green. NBVO contacted 1,087 veterans in FY-79.
- I. The Department serves as the contracting agency for the VOCS program developed by the White House Veterans Federal Coordinating Committee, with \$1,513,000 in funding under Section 305. VOCS, which includes projects in 12 cities and funding of a technical assistance contractor, has the following contracts currently in place:
 - (1) Flower-of-the-Dragon has been funded for \$189,506 to provide technical assistance, assessment and program design recommendations for each targeted city.
 - (2) Coordinated outreach, intake, referral, discharge upgrade, incarcerated veterans, educational placement services and other employment and training services are being provided by the following VOCS contractors:
 - (a) Seattle Department of Human Resources (January 1, 1980 to December 31, 1980 - \$103,000)
 - (b) University of Minnesota - Veterans Resource Center (November 1, 1979 to September 30, 1980 - \$86,850)

9. Impact of Requested Fiscal Year 1981 Funding Level:

For purposes of comparison, Attachment "A" summarizes VOPIP projects and funding levels for FY-80 and FY-81.

Because of budgetary constraints, VOPIP, in FY-81, anticipates no major program additions to its present FY-80 efforts, and a number of projects will not be continued next year:

- DVOP will continue to diminish in overall personnel strength, funding an average of 1,250 staff years and ending with a staff strength of 1,000 by September 30, 1980, in accordance with the Department's plans for phasing out the program.
- Three projects (U.S. Veterans Assistance Centers, National Urban League, and Blinded Veterans Association) will be maintained at current levels, with a 6.2% cost of living raise.
- The Targeted Technical Assistance Program will be maintained at its present \$400,000 level, with no cost of living adjustment.
- The Department's contribution to the efforts of the White House Veterans Federal Coordinating Committee will be reduced 24% from \$1,308,499, to \$1,000,000 in accordance with the Committee's budget request.
- Flower-of-the-Dragon, technical assistance coordinator for both the VOCS and the TTAP programs, will be funded at \$225,000, or 5% less than its FY-80 funding level. Funding savings are primarily from reduced travel.
- The Public Information Program, funded at \$400,000 in FY-80, will be reduced to \$255,672. FY-80 was a developmental year for veterans public information efforts; continuing efforts should be less costly.
- The American G.I. Forum will be refunded at \$227,000. Although this represents a 6.2% cost of living raise in the funding provided through Section 305, it is actually a reduction from the present \$336,000 funding level. During the current fiscal year, \$50,000 for the project was provided by Deputy Assistant Secretary Knapp and another \$75,000 by Secretary Marshall.
- Funding was provided by Assistant Secretary Green for the National Council of Churches Incarcerated Veterans Project, and the National Black Veterans Organization during FY-80. These projects will not be refunded with monies under Section 305.

All other FY-80 programs were designed to run for one year or less and will not be refunded.

- (c) City of Baltimore (December 1, 1979 to November 30, 1980 - \$93,520)
- (d) Veterans Upgrade Center, New York Center (November 1, 1979 to September 30, 1980 - \$204,140)
- (e) Oakland Social Services Department (March 1, 1980 to September 30, 1980 - \$92,454)
- (f) City of Detroit (April 1, 1980 to March 31, 1981 - \$141,000)

Programs now under development and scheduled for funding during FY-80 include:

- (1) Targeted Technical Assistance Program (TTAP) which will provide technical assistance in veterans program development to 25-30 CETA prime sponsors. Assistance will be provided through contracting with eight community veterans programs presently operating CETA projects. These contractors will work closely with VES field staff and ETA Regional Office staff in developing programs. Contracts will run for six months, beginning on or about June 1, 1980, at an estimated cost of \$400,000.

TTAP is a program responsibility transferred from the WHVFCC to the Department on March 1, 1980.
- (2) Five additional VOCS programs will become operational during the balance of the Fiscal Year at an estimated cost to the Department of \$586,610.
- (3) A CETA-replicable project to serve the needs of older veteran workers will be funded. Developed in cooperation with the VA, this program will allow the Department to prepare to meet the employment problems of the nation's aging veterans population.
- (4) A program for severely disabled veterans which develops techniques for job restructuring and modification.
- (5) A technical assistance program in economic development, based upon a successful CETA-funded program in California, will be developed to augment TTAP efforts. The program, specializing in assistance to job generating small businesses, will assist prime sponsors and Private Industry Councils (PICs) in designing such programs under CETA Title VII. A technical assistance guide will also be produced.

10. Alternative/Supplementary Funding Sources:

The present contracts with the National Black Veterans Organization and The National Council of Churches are funded with additional monies provided to VES by Assistant Secretary Green. The present American G.I. Forum contract was written with \$211,000 in Section 305 funds, plus an additional \$50,000 from Deputy Assistant Secretary Knapp and \$75,000 from Secretary Marshall.

The VOCS programs are jointly funded by Labor; Health, Education, and Welfare; and the Community Services Administration. Such joint funding will continue in FY-81.

Of the balance of the projects, only one offers any indication of alternative funding. The four projects operated by the National Urban League could be operated through local CETA prime sponsors.

Both the nature and scope of the remaining projects are such that funding under Section 305 should be continued.

Attachment - 305 Budget Summary

For FY-80 and FY-81

<u>Program</u>	<u>FY 1980</u>	<u>FY 1981</u>
1. Disabled Veterans Outreach Program	\$25,100,000	\$21,000,000
2. U.S. Veterans Assistance Centers	\$ 738,068	\$ 783,828
3. National Urban League	\$ 324,952	\$ 345,100
4. American G.I. Forum	\$ 261,000 Funded in FY-79 \$75,000 Funded in FY-80	\$ 227,000
5. Blinded Veterans Association	\$ 153,000 Funded in FY-79	\$ 163,500
6. White House Veterans Federal Coordinating Committee	\$ 1,308,499	\$ 1,000,000
7. Flower-of-the-Dragon	\$ 235,472	\$ 225,000
8. National Black Veterans Organization	\$ 220,000	---
9. National Council of Churches	\$ 31,728 (\$500,000 previous contract)	---
10. Targeted Technical Assistance	\$ 400,000	\$ 400,000
11. Older Workers CETA Project	\$ 125,000	---
12. Disabled Veterans Job Modification	\$ 186,781	---
13. Economy Development Technical Assistance	\$ 75,000	---
14. Systems in Education and Training Public Information Program	\$ 400,000	
15. No Greater Love	\$ 25,000	
16. Paul Weston and Associates	\$ 500	
17. FY-81 Public Information Program		\$ 255,572

TOTAL

\$29,246,000

\$24,400,000

U.S. Department of Labor

Employment and Training Administration
601 D Street, N.W.
Washington, D.C. 20213



April 14, 1980

MEMORANDUM FOR: CHARLES B. KNAPP
Deputy Assistant Secretary
for Employment and Training

FROM: JAMES P. MITCHELL *JPM*
Administrator, BAT

SUBJECT: BAT's FY 1981 Funding Plan for
Special National Programs and
Activities under CETA Title III

Attached is BAT's FY 1981 funding plan for subject program as requested in your March 19, 1980, memorandum.

If you have any questions or need additional information, please let me know.

Attachments

T-i

1157

U.S. Department of Labor

Employment and Training Administration
601 D Street, N.W.
Washington, D.C. 20213



April 22, 1980

MEMORANDUM FOR: STEVE PUTERBAUGH

FROM: NICK KOLB, BAT *Nick*

SUBJECT: Amendment to BAT's FY 1981 CETA Title III
Funding Plan

Based upon a conversation with Mike Vela I am sending directly to you the attached amendment. Any assistance you can provide will be greatly appreciated.

Attachment

FY 1981 SNPA FUNDING REQUEST

1. Name of Program/Activity: Apprenticeship Initiatives (AI)
2. Office Submitting Request: BAT
3. FY 1980 Funding Level: \$4,332,000
4. FY 1981 Request: \$3,474,000
5. Legislative Authority: Sec. 301(a)(1), (2), (4)

The statute permits, but does not require the Department to conduct this program. All things being equal, the Department may exercise its discretion in setting the funding level for the AI.

6. Relationship to FY 1981 Congressional Budget Request:

This program falls within the purview of "Section 301 - Special Programs and Activities" as displayed on page ETA-40 of the Department's congressional budget request. The AI is one of several programs covered under Section 301; and while the budget request shows a total of \$98,096,000 being available for Section 301 in FY 1981, it does not show a specific amount being broken out for AI.

7. Overview of Program/Activity:

The AI is a prominent component in the Federal Government's effort to expand apprenticeship opportunities in highly skilled occupations and to promote apprenticeship in industries not now using this type of training.

While some of the AI contractors have existing apprenticeship programs, the work to be performed under those contracts involves either the establishment of apprenticeship programs for a new occupation (i.e., Oil Drillers under the Operating Engineers contract), or the expansion of apprenticeship into new localities. In other words, the work performed under these contracts does not replace existing efforts in the area of apprenticeship.

By working with industry -- management and labor -- the program produces more opportunities for people seeking rewarding careers in growing fields. The expansion of apprenticeship into new areas provides increased skill opportunities for minorities and women. Also, an improved and broadened apprenticeship system can play an important role in enlarging the supply of skilled workers needed by the economy thus enabling both young workers and the economy to grow. The program was established October 1976.

At the present time there are 16 AI contracts with trade associations, national unions and professional organizations to promote and develop apprenticeship programs.

8. Recent Accomplishments:

Cumulative results through FY 1979 show the AI achieving 24,808 apprenticeship registrations which cost an average of \$486 per registration. At this writing, summary data is not available for FY 1980.

9. Impact of Requested Fiscal Year 1981 Funding Request:

The amount requested would permit BAT to renew selected contracts in FY 1981. Specifically, as will be noted in attachment A to item 11 below, BAT is recommending that 7 contracts not be renewed in FY 1981. The reasons these 7 contracts are not being recommended for refunding are because performance has not measured up to BAT's expectations or because BAT feels that performance objectives have been achieved. However, in BAT's judgment, the decision not to refund these contracts will no doubt bring about political pressure to have them continued.

The remaining contracts, either already active or anticipated to be executed during FY 1980, would be renewed with a dollar obligation estimated to be sufficient to maintain each project's current level of operation.

Please note that the AI funding level requested for FY 1981 is far less than the amount to be obligated in FY 1980. This effort is consistent with the request to discourage proposals that do not reflect vital needs or agency priorities.

10. Alternative/Supplementary Funding Sources:

For all practical purposes there are no alternative funding sources for the AI. However, contractors will be encouraged to seek local CETA funding as appropriate to promote and develop apprenticeship initiatives.

11. Other Comments:

Attachments B and C show a breakdown by contract of the amounts of funds being requested for FY 1981.

It would be most difficult to maintain a viable AI program if further reductions were to be made. Note that the FY 1980 funding level, \$4,332,000, is being reduced by 20 percent to \$3,474,000.

The contract renewal amounts reflect a 9 percent increase to help offset inflation. The exceptions to the 9 percent increase will be found in the greater amounts requested for SNAPS and the FCA, which are sorely in need of a more substantial increase to offset inadequate funding in FY 1980 for both of these activities.

With respect to SNAPS, we are working toward a long range plan which will permit conversion of the data reporting to an on line system within the regions, or to a wholly ETA managed system both in data generation and processing. However, it should be noted that the \$250,000 requested for FY 1981 is strictly for maintenance of the present system. Additional funds will ultimately be needed to realize our long range plans for SNAPS.

Finally, if additional funds should become available, there are several projects which BAT believes have both merit and potential worth pursuing. A list of the prospective contractors and the estimated amounts of funds needed for each contract is outlined under Attachment D.

Attachment A

CONTRACTS NOT TO BE REFUNDED IN FY 1981

	<u>Funding Approved FY 1980</u>	<u>Proposed Funding FY 1981</u>
1. Automotive Service Councils	\$250,000	0
2. National Automobile Dealers Association	\$250,000	0
3. National Culinary Apprenticeship Program (Hotel, Rest. & Bar-) (tenders Union, Western) (Region)	\$225,000	0
4. International Brotherhood of Police Officers	\$300,000	0
5. Service Employees Inter- national Union	\$300,000	0 .
6. Division of Apprenticeship Standards, California (Psychiatric Technician)	0 <u>a/</u>	0
7. Division of Apprenticeship Standards, California (Agriculture)	0 <u>a/</u>	0

a/ Operating on extensions of FY 1978 funds.

Attachment B

CONTRACTS TO BE REFUNDED IN FY 1981

	<u>Funding Approved FY 1980</u>	<u>Proposed Funding FY 1981</u>
1. American Culinary Federation Education Institute	\$160,000	\$175,000
2. International Association of Machinists	\$200,000	\$218,000
3. International Association of Fire Fighters; International Association of Fire Chiefs	\$705,000	\$772,000
4. International Union of Electrical Workers (IUE)	\$105,000	\$115,000
5. Insulation Industries National Apprenticeship and Training Fund (Asbestos Workers)	\$200,000	\$218,000
6. The United Roofers, Waterproofers & Allied Workers	\$200,000	\$218,000
7. International Union, United Automobile, Agriculture Implement & Aerospace Workers (UAW)	\$300,000	\$327,000
8. Society for Advanced Medical Systems (SAMS)	\$105,000	\$115,000
9. International Union of Operating Engineers (IUE)	\$227,000	\$248,000
10. Communications Workers of America (CWA)	\$270,000	\$295,000

	<u>Funding Approved FY 1980</u>	<u>Proposed Funding FY 1981</u>
11. State and National Apprenticeship Program Statistics (SNAPS) <u>1/</u>	\$180,000	\$250,000
12. Federal Committee on Apprenticeship (FCA) <u>2/</u>	\$ 25,000	\$ 50,000
13. American Federation of State, County and Municipal Employees (AFSCME) <u>3/</u>	\$ 113,000	\$113,000
Total	\$2,677,000	\$3,114,000

1/ To reimburse State Apprenticeship Council (SAC) states for tabulation of data on apprentices served in SAC states and for forwarding information to BAT in Washington, D.C.

2/ To reimburse travel, per diem and related cost (recording cost, public address system, conference space and sub-committee conference space). FCA meetings are held at least semi-annually. A specific stipulation providing \$7,000.00 to cover extraordinary travel, transportation and related costs incurred by the chairperson in the conduct of FCA activities to the extent he considers necessary and essential.

3/ Contract funded in FY 1979 for 15 months.

Attachment C

CONTRACTS TO BE EXECUTED IN FY 1980 and REFUNDED IN FY 1981

	<u>Funding Approved FY 1980</u>	<u>Proposed Funding FY 1981</u>
1. Amalgamated Clothing Workers Union	\$230,000	\$251,000
2. University of Alabama Birmingham, ALA	\$100,000	\$109,000
Total	\$330,000	\$360,000

Attachment D

PROSPECTIVE FY 1981 A.I. CONTRACTS

	<u>Funding Level</u>
1. Oil, Chemical & Atomic Workers International Union	\$300,000
2. United Mine Workers of America	\$300,000
3. American Hotel and Motel Association	\$150,000
4. National Association of Counties	\$ 50,000
5. National League of Cities	\$ 50,000
6. U.S. Conference of Mayors	\$ 50,000
7. P&D Contract for Finance, Insurance and Real Estate (F.I.&R.E.) <u>1/</u>	\$100,000
8. NASTAD, Inc./NAGLO <u>2/</u>	\$100,000
Total	\$1,100,000

1/ The purpose of this contract would be to implement a National Industry Campaign designed to achieve maximum apprenticeship penetration into the Finance, Insurance and Real Estate Industries (F.I.&R.E.). The steady growth patterns projected for the total F.I.&R.E. Industry, which represents 5.5 percent of the nation's non-agriculture industry work force, indicate a steady increase in growth and employment exceeding the average for all industry through 1985. As of this writing, a specific contractor has not yet been selected.

2/ National Association of State and Territorial Apprenticeship Directors, Inc./National Association of Government Labor Officials. The purpose of the contract would be to develop a list of apprenticeable occupations agreeable to both Federal and State apprenticeship agencies.

FY 1981 FUNDING REQUEST

Name of Program/Activity: 8. Apprenticeship Initiatives - RARES Expansion.

Office Submitting Request: Bureau of Apprenticeship and Training.

FY 1980 Funding Level: \$4,332,000

FY 1981 Funding Level Increase: \$100,000

Legislative Authority: CETA Sections 301(a), (b)(2), (b)(4), and (c); Fitzgerald Act (29 U.S.C. 50). The proposed information system is not required under either statute cited but would contribute to the accomplishment and measurement of performance under both laws.

Relationship to FY 1981 Congressional Budget Request: This program falls within the purview of "Section 301 - Special Programs and Activities" as displayed on page ETA-40 of the Department's congressional budget request. There was no special mention of BAT data systems in either the budget request or the questions and answers relating to the FY 1981 budget request.

Overview of Program/Activity: The proposed expansion of the RARES system, (the Region V automated apprenticeship data collection system) would extend the benefits of on-line data collection and output to Regions VII and VIII. BAT views this as the first step in our Five Year Plan goal of installing an on-line ADP system to improve the timeliness and accuracy of apprenticeship information currently processed by the State and National Apprenticeship System (SNAPS). RARES is now in operation and is providing input to SNAPS. Extension to Regions VII and VIII will in effect maximize the return on our existing investment in RARES hardware and software. Our intention is to use funds provided under this request for equipment which could also be used in the national on-line apprenticeship data system called for in the Five Year Plan.

Need for this activity is threefold: (1) Timeliness - SNAPS currently lags from 12 to 18 months behind the events it reports. Data is thus of limited value as management information and considerably late as a statistical tool for users, who include the Federal-State system, other Federal agencies, State, and local governments, employers, unions, academicians, and others; (2) Accuracy - Experience has indicated questionable validity of SNAPS data. Speeding up the entry of data and production of reports would increase the usefulness and hence the use of SNAPS data, which in turn would act as a self-policing factor in the entry of data into the system. Accuracy would also be improved by reducing the number of times the same data had to be entered into the system; Usefulness - RARES is currently superior to SNAPS in that it has the capacity to track target populations, e.g., handicapped, economically disadvantaged, ex-offenders, which SNAPS does not.

Special information requests can be processed faster on a decentralized on-line system (with the necessary programming) than is the case with the SNAPS system. So too, the possibilities for regional data base variations would permit more data on locally useful information to be gathered than would be the case in a national system.

The request is for funds to acquire 14 terminals, 17 modems, 14 printers, 14 printer interface units, 2 8-line multiplexers, and 14 FTS telephone lines. This would serve the needs of the 4 States in Region VII, the 6 States in Region VIII (equipment installed in the SAC and in 2 of the 4 Federal State offices in SAC States with the Colorado BAT State office using the regional office's facilities), and the 2 regional offices. The equipment, when added to present facilities, would give Regions V, VII, and VIII, which account for approximately 32% of national apprenticeship activity, the ability to enter and retrieve information on the status of apprentices and apprenticeship programs, personal characteristics information on apprentices, and occupational and industry information on apprenticeship programs. Regular and special reports could be produced for these regions, including management information for State and Federal program managers. With additional programming data could also be transmitted to Washington as SNAPS input or for other purposes using existing terminals in DOL and ETA. RARES system expansion would also increase the supply of timely, useful information available to CETA prime sponsors.

Recent Accomplishments: Not applicable.

Impact of Requested Fiscal Year 1981 Funding Level: We believe that current RARES contracts under which some performance is still due could be amended to include funds approved under this request. If so, procurement of the additional equipment could be accomplished within a month or two and State by State implementation would begin almost immediately after that. Thus, the expected benefits from RARES expansion indicated above would start flowing within a few months after the obligation of funds. It is expected that all of the States in the 3 regions except for Wisconsin would be on the system within a year of the approval of funds.

Alternative/Supplementary Funding Sources: BAT portion of the ETA/DOL S&E budget and Title II of CETA. Total BAT equipment budget for FY 1981 is \$37,000. Obviously, insufficient S&E funds are available for RARES expansion. No previous years experience is available although \$180,000 will be paid to the States for processing SNAPS input data in FY 1980; the figure requested for FY 1981 is \$250,000 in Title III funds. In addition, an indeterminable amount of S&E funds is used for costs incurred by OAM and BAT for processing SNAPS data. Reduction in S&E outlays, if any, which will result from RARES expansion, cannot be determined at this time.

Other Comments: Funding disapproval would mean that SNAPS current problems will continue. Assuming that some or all of the planned equipment purchases can be piggybacked on the existing RARES contract, disapproval will also require a lengthy procurement process (the present RARES contract took 2 years just for the solicitation and award segment) and probable higher prices if the procurement occurs at a later time. Partial approval is feasible but would limit the expected benefits from RARES expansion and would stretch out the time needed to implement an improved apprenticeship data system nationwide. In any event, BAT will explore the possibilities of using existing equipment and of negotiating cost sharing arrangements wherever possible.

Date Prepared: November 15, 1979

CETA TITLE III FUNDING PROPOSALOFFICE SUBMITTING PROPOSAL: ETA-OPERDOLLAR AMOUNT REQUESTED: \$423,000DESCRIPTION OF PROJECT/ACTIVITY:

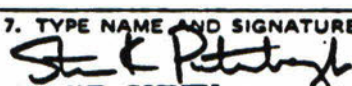
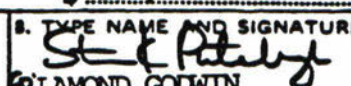
These funds would support a project proposed by the Brotherhood of Railway and Airline Clerks (BRAC) that would train and place women in "nontraditional" jobs found in the transportation industry.

OYP/JOB CORPS

FY80: \$423,000

FY81 REQUEST: -0-

ADDITIONAL COMMENTS/RECOMMENDATIONS:

1. DATE DOCUMENT PREPARED (Month, Day, Year) February 29, 1980		U.S. DEPARTMENT OF LABOR Employment and Training Administration PROCUREMENT ACTION REQUEST		2. OFFICE SYMBOL, DOCUMENT NO., AND FISCAL YEAR INITIATED TN			
3. TO: Office of National Programs Procurement Action Request Control Unit			4. FROM: ONP-ETA-USDOL				
5. REQUIREMENT (Identify the procurement action by specific program and project title.) SOLE SOURCE JUSTIFICATION MUST BE APPROVED AND ATTACHED. (See DLMS 2, Section 830)							
a. TYPE OF ACTION ☒ New Procurement ☐ Modification to Contract/Grant No. _____			b. NAME OF PROGRAM OFFICIAL TO BE CONTACTED AND TELEPHONE NUMBER Steve Puterbaugh 376-6093				
c. NAME OF CONTRACTOR/GRANTEE Allegheny County, Pennsylvania			d. NUMBER OF ENROLLMENT OPPORTUNITIES INA		e. INDICATE ACTION OFFICE <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">National Office</td> <td style="width: 50%; text-align: center;">REGION III</td> </tr> </table>	National Office	REGION III
National Office	REGION III						
f. DESCRIPTION OF PROJECT These funds will be use in support of the Pittsburgh Hometown Plan as per Mr. Knapp's memorandum of February 28, 1980 (copy attached). These funds will be allotted to Region III for obligation to Allegheny Co. REG 3 FY80: \$100,000 FY81 REQUEST: -0- Add to plan							
6. ENTER DOLLAR AMOUNTS			Total dollar estimate deemed necessary \$ 100,000				
7. TYPE NAME AND SIGNATURE (Initiating Program Official)  LAMOND GODWIN			8. TYPE NAME AND SIGNATURE (Program Administrator)  LAMOND GODWIN				
9. PROGRAM ACTIVITY (Specify) Targeted Outreach Program—Line 1			10. FUNDING SOURCE (Program requirement by Act, Title, Section) CETA Title III—SNPA				
11. IS PROGRAM/PROJECT INCLUDED IN ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING APPROVED PROJECT PLAN? ☐ YES ☐ NO IF "YES", ENTER PROJECT AMOUNT. \$ _____							
ONP PROCUREMENT ACTION REQUEST CONTROL UNIT USE ONLY > > >		FISCAL YEAR OF FUNDS		DOLLARS CURRENTLY AVAILABLE IN PROGRAM ACCOUNT \$			
FINAL PROGRAM APPROVAL AND COMMITMENT OF FUNDS							
12. ON BEHALF OF ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING (Administrator, ONP's signature)					DATE (Mo., Day, Yr.)		

U.S. Department of Labor

Office of the Secretary
Women's Bureau
Washington, D.C. 20210



Reply to the Attention of: DPPAD

July 8, 1980

MEMORANDUM FOR: CHARLES B. KNAPP
Deputy Assistant Secretary
Employment and Training Administration

ATTN: XAVIER VELA

FROM: ALEXIS HERMAN
Director

SUBJECT: FY 1981 Funding Plan for Special National Programs and
Activities under CETA Title III

The attached represents the Women's Bureau's costing out of field projects to be funded under various categories listed in the Congressional Budget submission. As you may remember, I provided similar information to justify the \$2.4 million added to the CETA Title III budget for WB projects in FY 81. (See WB Congressional Budget, pp. DM 54 and 59-60, attached.) The proposed projects included in this package exceed the \$2.4 million requested in the FY 81 budget, specifically, they total \$3,638,000.00, which breaks out as \$2,608,000.00 for national office projects, and \$1,030,000.00 for regional office projects. All of these projects are very high priority in view of the predominance of women among Title III target groups. In Section 301(a)(1), the Reauthorized CETA states, "The Secretary shall use funds available under this Title to provide services authorized under all titles of this Act and for employment and training programs that meet the employment-related needs of persons who face particular disadvantages in specific and general labor markets or occupations, including offenders, persons of limited English language proficiency, handicapped individuals, women, single parents, displaced homemakers, youth, older workers, individuals who lack educational credentials, public assistance recipients, and other persons whom the Secretary determines require special assistance..." (emphasis added).

The implementation and monitoring of WB field projects require travel for both the national and regional staff. Approximately \$148,000.00 must be specifically earmarked for the Bureau's travel to carry out project activities. In addition, \$6,000,000.00 should be designated to carry-on the Displaced Homemaker initiative. In view of the problems which have arisen in the start-up of this initiative, it is very important that money be earmarked early and available at the beginning of the fiscal year.

W-i

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The latest quarterly program statistics indicate that of the 37,000 persons served under Title III programs, other than Native American and Farmworkers programs, only 9 percent were women. Unless service to women increases in Title III programs, the Department may be vulnerable to legal difficulties, inasmuch as women are about 60 percent of those eligible for CETA Title II B and VII, which is also the Title III eligible population.

In addition to CETA Title III funds to support WB projects, it is my understanding that the program base of \$2.6 million in Youth money, received by the Women's Bureau in FY 80, will again be available to us in FY 81. I will submit projects for the \$2.6 million in FY 81 Youth funds shortly.

Attachments

Summary of Women's Bureau Title III Requirements for FY 81

1. Congressional Budget: \$2.4 million

Networks:	\$178,183
Clearinghouses:	\$120,582
Resource Guides:	\$150,000
Models:	\$1,696,276
Conferences:	\$254,959

Subtotal \$2,400,000

2. Additional Requirements:

Networks:	\$50,000
Models:	\$790,000
Conferences:	\$250,000

Subtotal \$1,090,000

3. Travel allowance required: \$148,000

4. Total requirements: \$3,638,000

5. Other program funds for Women's Bureau priorities: refunding of displaced homemaker program: \$6,000,000.

FY 1981 SNPA Funding Request--Women's Bureau

1. Name of Program/Activity: Self-help and institutional mechanisms to meet the needs of women.
2. Office Submitting Request: Women's Bureau
3. FY 1980 Funding Level: \$157,885.00
4. FY 1981 Request: \$498,765.00: Networks: \$178,183
Clearinghouses: \$170,582*
Resource Guides: \$150,000.00
5. Legislative Authority: CETA Sec. 301(a)(1), (2), and (4)
and Sec. 301(b)(1), (2), and (4)
6. Relationship to FY 81 Congressional Budget Request

These projects are to carry out the enhancement level for Women's Bureau ZBB plan. This information was submitted to ETA to support the \$2.4 million in title III funds for the Women's Bureau in FY 81 and was also incorporated in the WB Congressional Budget (see attached, pp. DM-54, and DM-59).

7. Overview of Program/Activity

Need: As indicated in the WB Congressional Budget and FY 81 ZBB, the development of self-help and institutional mechanisms are a primary vehicle for participation in the policy process so that governmental programs meet the severe and widespread needs of women workers, who represent two-thirds of the poor 14 and over. Self-help mechanisms include networks of constituent groups, such as low-income and minority women, as well as State-by-State handbooks on resources available to meet needs in a variety of areas, including child care and income support. Institutional mechanisms which will provide on-going services to women and, therefore, multiply their impact on women over time, include clearinghouse which provide information and assistance, including referral to appropriate services and programs.

Method, design and organization to be funded: For FY 81, \$178,183.00 will be utilized to develop and maintain six networks in such areas as women in the trades and other nontraditional occupations, Native American women, Hispanic women and other minority groups.

In FY 81, with \$150,000.00, the Women's Bureau will build on its successful experience in the Boston Region by developing 10 resource handbooks for low-income women. Region I's Handbook for Services for Low-Income Women in Massachusetts: "Getting What You Need" was so popular with both low-income women and the Department of Public Welfare that it has been reprinted several times. The Bureau's objective is to extend this idea to each State. In Region 4, where nearly 20 percent of the poor women in the

*See "Other Comments"

United States reside, two of the Handbooks would be Right-to-Read editions for those who are illiterate or functionally illiterate.

With \$170,582.00,* five clearinghouses would be funded out of this FY 81 budget request, including clearinghouses on services and program for women in three States; a clearinghouse on women in nontraditional/skilled occupations; and continuation of a clearinghouse for union women.

These projects will be carried out through contracts to individuals and non-profit organizations.

8. Recent Accomplishments: Besides the successful Massachusetts Handbook described earlier, six networks were formed in FY 80 as a result of meetings on the needs of and programs for target groups. These networks include CETA Advisory Councils, Chicana women, Asian-Pacific women, and Commissions on the Status of Women. The most recent network effort of the Women's Bureau, at the national level, has been the Asian-Pacific Women's Network. This network grew out of six local consultations, sponsored by the Women's Bureau, in cities with significant Asian-American and Pacific-American communities. The consultations were held in New York, Chicago, Seattle, Los Angeles, San Francisco, and Honolulu.

Following the local consultations, three representatives from each city came to Washington for a national meeting at which they reported on the local consultations and developed a joint strategy for proceeding on the issues of concern to Asian-Pacific American women. They then presented their strategy paper to Secretary Marshall, in which they requested (1) a national research program on the employment needs and trends of Asian-Pacific women (particularly the refugee situation), (2) local demonstration project, and (3) affirmative action for Asian-Pacific people in DOL staffing. The Seattle representatives visited with Senator Magnuson and requested support for funds for the national research program. A letter on their behalf from Senator Magnuson to Secretary Marshall has been received. Several projects for FY 81 will follow through on this activity (see "models").

In FY 78 and 79, the Women's Bureau carried out a major effort to develop a national network of low-income women, which began with regional conferences and culminated in a meeting at the White House. A report on this effort has been widely distributed (see enclosure A).

9. Impact of Requested FY 1981 Funding Level: Building on the success of the Massachusetts resource handbook, prior network development activities, and the Women's Bureau's traditional clearinghouse role, FY 81 activities to develop additional self-help and institutional mechanisms will impact on thousands of women in the State where these efforts are targetted. In FY 79, the Bureau directly reached over 100,000 women through its activities. Additional women are involved in and/or affected by the activities of the networks and clearinghouses, and public officials utilize the resource handbooks in serving poor women.

113

10. Alternative/Supplementary Funding Sources: No alternative funding sources are feasible.
11. Other Comments: *Funds for the clearinghouses include \$50,000,00 more than provided for in the \$2.4 million included in the Women's Bureau's Congressional Budget. This additional amount would allow the continuation and expansion of the union women's clearinghouse established in FY 1980.

FY 1981 SNPA Funding Request

1. Name of Program Activity: Models to demonstrate effective techniques for meeting the needs of women, who are 60 percent of the eligible population in CETA.
2. Office Submitting Request: Women's Bureau
3. FY 1980 Funding Level: \$667,500.00
4. FY 1981 Request: \$2,486,276.00*
5. Legislative Authority: CETA, Sec. 301 (a)(1), (2), and (4) and Sec. 301 (b)(1), (2), and (4)
6. Relationship to FY 81 Congressional Budget Request

These projects are to carry out the enhancement level for Women's Bureau ZBB plan. This data was submitted to ETA to support the \$2.4 million in Title III funds for the Women's Bureau in FY 81 and was also incorporated in the Women's Bureau congressional submission (see attached, pp. DM-54 and DM-59).

7. Overview of Program Activity: Since FY 78, the Women's Bureau has utilized CETA funds to develop, implement and document models to meet the special needs of target groups of women including minority women, mature women, and rural women. With the funds requested by the Women's Bureau for FY 1981, ten models would be continued or initiated in the national office and five models initiated in the regional offices. The national office would continue to fund models for low income women, minority women, mature women, rural women and women in corporations and management. Models on Asian-Pacific women, sexual harrassment, the employment needs of women offenders and women in emerging energy-related technical fields would be initiated by the national office.

The regional offices are proposing to develop and replicate models on: employment of women in the building trades; higher education for welfare mothers; waste-water treatment as an occupation; job readiness for Asian-Pacific women, particularly indochinese refugees; and women in technology.

8. Recent Accomplishments:

Utilizing CETA Title III funds, the Women's Bureau has built on its networks with constituency groups to identify needs and then develop a series of special projects to improve employment opportunities for target groups with special needs, including young women, mature women entering or reentering the labor

*See item 11 for detailed breakout of cost by project.

2-13

force, (including displaced homemakers), minority women, rural women, low-income women, women offenders, union women and women business owners. The overall goal of these projects is to develop innovative techniques for meeting the special needs of these target groups, and then to institutionalize them by changing policies and programs and leveraging resources from a variety of sources, including CSA, ACTION, ETA, WIN, Agricultural Extension Program and education programs. For detailed accomplishments for major Women's Bureau models, see Attachment A.

9. Impact of Requested FY 1981 Funding Level: The Women's Bureau will continue to build a stock of program models which can be replicated within and across DOL regions, having a multiplier effect by changing the way institutions--schools, CETA Primes, etc.--respond to the needs of women.

Models will be utilized in training sessions for Prime Sponsors on implementing CETA amendments of concern to women and will be replicated by WB regional staff in on-site visits to relevant State and local officials.

10. Alternative/Supplementary Funding Sources: No alternative funding sources are feasible.

11. Other Comments: *Of the \$2,486,276.00 designated as the FY 1981 request, \$1.4 million will be used to carry out the national office projects identified in the Women's Bureau's Congressional Budget. These projects and their costs are:

Low-Income Women's Project: \$410,000.00

Objective: To develop models of employment and training outreach programs and resource centers that build linkages between low-income women and community resources and build on the success of the Women's Bureau in prior low-income women's projects. (See accomplishments for FY 80.)

Impact: It is anticipated that 500 low-income women will be served directly through projects in Houston and Las Vegas. The Low-Income Women's Task Force Project will continue in Las Vegas, and efforts will be made to activate it in Houston. Efforts will be carried out in these two areas, as in prior projects, to get local support through CETA and other community resources such as OIC. The Women's Bureau projects will be designed to impact on the CETA system, local welfare systems and the employment service to ensure that low-income women receive services needed for economic independence, involving participation in appropriate job training programs, and social services needed for job stability and success.

Better Job Opportunities for Minority Women: \$375,000.00

Objective: To demonstrate innovative strategies and techniques that increase the opportunities of specific ethnic minority women for better jobs. The target groups are American Indian women and Hispanic women. In subsequent years, the program will be extended to other ethnic minorities, including Asian and Pacific American women and black women.

2-13

Impact: Models will be developed, produced and distributed which will document better methodologies for outreach to these target groups of women and for training and placing them in better jobs. These models will be disseminated to relevant public and private agencies at national, State and local levels through conferences, policy meetings and documents. The models will focus on the special needs of these target groups.

Mature Women: \$175,000.00

Objectives: To develop models on how to improve employment opportunities for re-entry and mature women.

Impact: The Bureau will provide the results of the demonstration models to national CETA and Employment Service officials, employers, and apprenticeship programs and coordinate activities to formulate policies and programs to recruit, train and place mature women in better-paying, more responsible jobs.

Rural Women: \$170,000.00

Objective: To demonstrate the use of telecommunications including development of a prototype training program which can be replicated in rural areas nationwide.

Impact: The Women's Bureau will implement this innovative model in a cooperative project with the Small Business Administration to provide managerial and financial planning skills to rural women who are interested in becoming entrepreneurs; and with the Department of Energy, Farmers Home Administration and Employment and Training Administration to provide such training as weatherization and energy conservation skills to rural women. In these two instances, the impact would be not only upon employment levels and patterns but also upon the economic development plans of the States(s) in which the program is implemented. The methodology could be used also by the Departments of Agriculture, Health and Human Services, and Transportation, particularly as their effectiveness depends upon their reaching high percentages of rural constituencies.

Women in Corporations and Management: \$270,000.00

Objective: To develop an innovative model to increase upward mobility for lower level women workers in the private sector through the creation of networks of women in management to act as mentors.

Impact: In the first year networks of women in management will be developed in three cities: New York, Atlanta and Seattle. In subsequent years, the potential impact includes women workers in the companies where networks are formal as well as additional localities where the model is replicated. The impact will include more rapid upward mobility for women and increasing participation of women in managerial and professional occupations.

Regional Offices: \$296,276.00

The regional offices will use \$296,276.00 of the \$1 million earmarked for them in the Women's Bureau's Congressional Budget to carry out activities related to model design, implementation and replication. The regional model activities will include the replication of national models (at least 30 replications in various locations), as well as development of ones on women in nontraditional jobs and others as described on page 4.

1-13

With an additional \$790,000.00 for the national office, the Women's Bureau will design, implement or continue five models. These models and their costs are:

Apprenticeship and Nontraditional Job Training for Women Offenders: \$160,000.00

Objective: To reduce recidivism by increasing self-sufficiency for women offenders in State institutions by developing skills in nontraditional jobs.

Impact: Potential impact includes reduction in recidivism rates, enhanced self-sufficiency for female ex-offenders, fulfillment of apprenticeship goals for women and system-wide changes in State correctional institutions. Approximately 200 women will be served directly, and the models have a potential impact on thousands of women in the State institutions. The Women's Bureau will undertake efforts to have an impact on the local Employment Service offices, the Public Welfare System, the local CETA system and the Federal and State Correctional Systems.

Asian and Pacific American Women: \$300,000.00

Objective: To conduct a study to identify the employment gaps and barriers which face Asian and Pacific American Women (APAW) seeking to enter the labor force, particularly Asian refugee women; and develop a model addressing the needs of these women.

Expected Impact: The study will provide data on the economic needs and employment problems of the 2 million Asian-Pacific women in this country. The study will be disseminated to CETA, WIN, Community Services Administration, CBO's, Employment Service and other State and local resource agencies, and will be utilized in developing a demonstration model designed to meet the special needs of this target group as indicated by the study.

Upward Mobility for Women in State and Local Government: \$35,000.00

Objective: To develop a model for providing upward mobility to lower-level employees in State and local employment which delineates how to: identify systemic barriers to the advancement of women; develop methods for removing these barriers; train supervisors on the implementation of new programs for women's advancement; and provide skill training for upgrading.

Expected Impact: This program will affect large numbers of women by focusing on elimination of structural barriers to advancement in public employment. Representatives of diverse elements of government--women employees, policymakers, unions and other employees organizations--will be brought together to cooperate in achieving remedies to systemic sex discrimination in public employment. CETA prime sponsors will be able to utilize this model to respond to the requirements that they remove artificial barriers to the advancement of participants, particularly civil service requirements. Other State and local officials will be encouraged to implement such a program to enhance their affirmative action efforts for women. A pilot project in New York State demonstrates the feasibility of this concept. The potential impact includes millions of women working at the State and local levels.

WJL-vii

Women in the Energy Producing Industries: \$145,000,00

Objective: To identify industries, occupations, and employers in the growing energy field; to recruit, train and place women in the jobs; to hold a consultation and prepare a report highlighting the low participation of women in better-paying nontraditional energy-related jobs.

Expected Impact: A demonstration model in selected geographical areas, based on the consultation report, to include established methods of outreach, safety and technical training for women applicants, policy guidance for program administrators and employers to facilitate an increase in the number of women working in energy industries, and the stimulation of support networks among the women.

Sexual Harassment Project: \$150,000.00

Objective: The District of Columbia Commission for Women is executing a program to eliminate sexual harassment in the workplace. The first phase of the project now in its fourth and final month includes a research and document period covering a survey design, designation of sample populations, and development of the questionnaire. The next implementation phases of the project includes: (1) the data collection, and analysis; (2) conducting public hearings; (3) development for publication of technical assistance guides and informational resources; and (4) development of a national model or guide.

Impact: This undertaking represents a significant effort to develop a comprehensive action plan to combat sexual harassment. The project is important because it will address problems in both the Federal and District governments and the private sector. The project, in addition to being helpful to employees and employers, will increase ability of supervisory personnel and others to deliver services in connection with this issue. The model developed when replicated, should go a long way towards eliminating a major problem in employment discrimination.

FY 1981 SNPA Funding Request

1. Name of Program Activity: Major meetings to meet the needs of women workers (conferences, workshops, and meetings with policy officials).
2. Office Submitting Request: Women's Bureau
3. FY 1980 Funding Level: \$198,925.00
4. FY 1981 Request: \$504,959.00*
5. Legislative Authority: CETA Sec. 301(a)(1), (2), and (4)
and Sec. 301 (b)(1), (2), and (4)
6. Relationship To FY 81 Congressional Budget Request

These projects are to carry out the enhancement level for Women's Bureau ZBB plan. This information was submitted to ETA to support the \$2.4 million in title III funds for the Women's Bureau in FY 81 and was also incorporated in the WB Congressional Budget (see attached, pp. DM-54, and DM-59).

7. Overview of Program Activity: The Women's Bureau has found major meetings and conferences to be an effective vehicle for dispelling myths about women workers including that women work for "pin money." In fact, the majority of women workers are the sole support for themselves and their families or their income is used to raise the family income above the marginal (\$7,000-\$10,000) level. Households headed by women are the fastest growing poverty population and account for over half the children in poverty.

Sixty major meetings with policy officials, including CETA program operators, and nineteen conferences are planned by the national and regional offices with the funds requested. These activities focus on information to increase the earnings capacity of women workers and the support services they require, specifically child care. The national office conferences are on nontraditional jobs, and industry and child care. These conferences could lead to future model development and/or networks.

The regional offices will conduct meetings with CETA and apprenticeship officials on the regulations and CETA amendments. In addition meetings will be held in approximately nine State focusing on the needs of minority women, rural women and other target groups.

*See "Other Comments"

3-12

9. Recent Accomplishments

The Women's Bureau continues to take a lead role in the Department for the coordination of efforts to provide access for women into apprenticeship programs and construction employment. Much of this effort has been through meetings held on the national and regional level to promote the participation of women in apprenticeship and to explore ways to recruit and place women. These meetings have included: consultations with thirty prime sponsors to elicit their support for the YWCA Jobs Network program on women in apprenticeship and construction; a consultation at the Federal Correctional Institution for women at Alderson, West Virginia in mid-March to encourage the use of apprenticeship training in State prisons for women; two conferences on the employment of women and safety and health (the conferences were held in Denver and Rock Hill, South Carolina); and a variety of other areas related to the needs of special target groups.

9. Impact of Requested FY 81 Funding: Results expected include conference models and reports to be widely disseminated to policy and program officials, development of additional networks in subsequent fiscal years, formulation of innovative program models, and direct service to unemployed and underemployed women in nontraditional jobs paying a living wage.

10. Alternative/Supplementary FY 81 Funding: No alternative funding sources are feasible.

11. Other Comments:

*Funding for the National Office Conferences on Industry and Child Care and Nontraditional Jobs for Women is not included in the \$2.4 million Women's Bureau's Congressional Budget. An Additional \$250,000.00 is needed to carry out these two conferences.

x-12

Women's Bureau Demonstration Model Program

(Excerpt from Program Memorandum for FY 82)

Introduction: Utilizing CETA Title III funds, the Women's Bureau has built on its networks with constituency groups to identify needs and then develop a series of special projects to improve employment opportunities for target groups with special needs, including young women, mature women entering or reentering the labor force, (including displaced homemakers), minority women, rural women, low-income women, women offenders, union women and women business owners. The overall goal of these projects is to develop innovative techniques for meeting the special needs of these target groups, and then to institutionalize them by changing policies and programs and leveraging resources from a variety of sources, including CSA, ACTION, ETA, WIN, Agricultural Extension Program, and education programs. Therefore, the impact is gaged not primarily by the number of women served directly, but rather by the potential number of persons who will benefit as a result of fundamental changes in the way public programs operate. For the most part, these system-wide changes in public policies and programs will occur in the future. The demonstration model program began in FY 78 with \$2.1 billion in CETA funds, with contracts awarded late in the fiscal year. The following summarizes progress to date.

Low-Income Women's Project

Objective: To design, implement, and institutionalize multi-funded employment-related programs which will improve the economic situation of low-income women. Current activities in selected cities are the outgrowth and follow-up of work completed through the National and local LIW consultations in 1977 which had as its objectives: (1) to obtain primary source information and confirmation of the problems and barriers that low-income women encounter in seeking satisfactory employment; (2) to seek more effective coordination of programs and delivery of services affecting low-income women at the local level, and (3) to bring identified issues to national attention.

Accomplishments and impact:

- (1) Newark, N.J. - As a result of several meetings with WB and ETA regional staff, LIW, Newark CETA Director, and WB national office staff, funds have been committed (\$30,000 WB and \$70,000 Newark CETA) for a CBO to establish and operate a women's employment resource center in the Newark area.
- (2) Washington, D.C. - In follow-up on a recommendation from the National LIW Consultation for a National LIW Resource Center, the Community Services Administration and Women's Bureau funded a demonstration model for development of a proposal by the LIW Advisory Committee consisting of 16 LIW representatives from across the country. A proposal is being finalized, several members of the Advisory Committee have incorporated as a legal entity, and details are being worked out with the National Congress of Neighborhood Women, the organization funded to serve as the conduit and oversee the preparation of the proposal. The LIW Resource Center, to be known as Women's Opportunity Network (W.O.N.), expects to begin operating in September or October 1980.

12-13

- (3) Montgomery, Ala. - Under the auspices of the OIC Executive Director, dialogue was renewed centering on the continuing needs of LIW in Montgomery and surrounding counties. A first-phase effort was completed which consisted of a training seminar on proposal writing, management techniques and funding sources for 16 LIW who have potential for becoming community leaders and managers. The prospectus of a proposal was submitted to the WB in mid-June 1980.
- (4) The Central Alabama OIC restructured its program to meet the needs of low-income women, including providing skills training and job placement for women on welfare; designing programs for women in nontraditional jobs such as construction and welding; instituting a program for low-income women to participate in building their own homes; and initiating a pregnancy prevention program for highschoolers to prevent welfare dependency;
- (5) A Federal Interagency Committee on the economic issues and needs of low-income women has been formed to provide a mechanism for changing policies and programs. CSA, HUD, ACTION, HHS and DOT are represented. The Bureau invites a variety of community-based organizations to the meetings to build in participation by poor women.
- (6) A National LIW Advisory Committee was established to represent low-income women's interests in the Bureau's continuing program development efforts for poor women. With the Bureau's assistance, the Committee incorporated and is now an established institutional mechanism for expanding program efforts for poor women. Funds to operate the Committee were leveraged from DOE and HUD.

In addition, a variety of other projects have been funded as a result of the Bureau's low-income women's program. The Women's Bureau projects for low-income women, of which the above are a selected sample, have been the impetus for an overall increased awareness and sensitivity of a number of individuals from government (national, state and local) and the private sector concerning the issues affecting LIW. The channels of communication which have been opened and the commitments made constitute a model process for meeting the crucial needs of a large and previously overlooked target group. Moreover, the forum the Bureau created for the women serves as an example of means of finding solutions of a long-lasting nature because the women themselves are involved in the process of providing them and their families a better future. Further, now that the needs of this group have been identified and addressed nationally, local administrators and leaders are in a better position to properly plan programs and allocate resources. If the federal government is to be successful in reducing the welfare burden on its citizenry, the concepts and methods of the Women's Bureau Low-Income Project must be recognized and institutionalized, inasmuch as women are 67 percent of the poor 14 years of age and over.

ix-1-3

Coal Employment Project: Oak Ridge, Tennessee

Objectives: To recruit, select, train, and secure employment for Appalachian women who want coal mining jobs. The sites for the jobs included five counties in Tennessee--Anderson, Campbell, Claiborne, Morgan, and Scott.

Accomplishments: A training manual was prepared and in August 1979, 19 women completed the pilot training program for work in the coal mines. Training included orientation to tools and terminology, safety and health, employment rights, communication skills, and how to deal with male co-workers. The project staff contacted most of the personnel offices of the mines in order to become familiar with the application process and to explore opportunities for jobs. A resource handbook, directory of local mines, and support team newsletter have been produced. Several women have been placed in jobs, although the early phase of the program did not call for a placement goal.

Impact: The high quality of the training program has already created favorable reaction from mine owners and male coal miners. The Project is now the focal point for a nationwide linkage system of women in the extractive industries, an outgrowth of which is an annual conference of women coal miners. It is responsible for opening a channel of communication with policy makers, and law enforcers and program administrators from the Tennessee Valley Authority, and the U.S. Department of Labor's Office of Federal Contract Compliance Programs and Mine Safety and Health Administration.

By enlisting the support of community and women's organizations, the Project has gained acceptance of the training program by the Kentucky Vocational Education Department and is conducting training throughout the State. The change in attitudes about women coal miners and the increasing sensitivity to their needs are directly related to the work of the Coal Employment Project, which is recognized nationally for its expertise in training for employment, organizing supportive networks, promoting affirmative action policies and training for mine safety. The products and expertise developed from the Project may be utilized to implement similar programs as warranted on whatever scale the local or regional needs dictate.

Low-Income Women's Employment Model Project-- San Antonio, Texas (A major project growing out of the LIW Project)
San Antonio, Texas

Objectives: To provide assistance in becoming employment ready, in gaining work skills, and in securing employment in better paying jobs for low-income women, most of whom are unskilled, heads of households, Spanish-speakers, AFDC recipients, agricultural workers, and/or former migrant workers. Fifty percent of the placements are to be in nontraditional jobs, career ladder positions or jobs paying above the minimum wage.

iii
31

Accomplishments and impact: Since its inception the program has placed over 300 women. It is a successful demonstration of an approach for helping AFDC families to escape the poverty cycle. The services which the program offers include: individual counseling and follow-up, group counseling, employment readiness courses, skills training, employment placement, and post placement counseling. With the continued funding which is received from CETA and with the support of local businesses and industries, this project has become a viable model of employment training and placement for underutilized, untrained, and marginally employed women.

The high placement rate of the Low-Income Women's Project is the result of the concerted jobs development and industrial outreach components. Officers of several local businesses serve on advisory committees of the project. Recently, the project received commendation from the local Chamber of Commerce for its contribution to the economic welfare of its community. Other rural employment projects use the outreach to business techniques in building their jobs development components. The model of the LIW program will be published in FY '81. Currently, plans for replicating the program in selected cities with a high density of Hispanic AFDC families are developing. The project has been featured in several national women's magazines and newspaper articles. Policy-makers in the Department of Labor are interested in this approach to breaking the welfare cycle for women through Welfare reform.

Appalachian Women's Employment Information Project

Objectives: To provide employment related information to women in rural communities through the utilization of paired fixed and mobile sites. Special emphasis is placed upon training for employment in nontraditional jobs and upon creating linkages with local agencies so that there may be increased and continuing participation to women in employment services delivery systems.

Accomplishments: The three sites of the A.W.E.I.P. serve seven counties in Kentucky, Virginia and West Virginia. Each site has become a focal point in its community, bridging the gap between women of the communities and local employers and services providers. The A.W.E.I.P.'s, each of which has a local Board of Directors and is incorporated, has established excellent working relationships with the unions and community colleges which provide the skills training and formal structured classes for program participants. A.W.E.I.P. staffs make referrals and do jobs development and vocational counseling. They have exceeded their goals of placements in training and employment. Each site publishes a monthly newsletter. Their combined mailing lists reach more than a thousand organizations and individuals. Since its inception, over 600 women have been served.

W-1-xiv

Impact: The A.W.E.I.P. efforts are making region-wide impact. They receive extensive media coverage. The three coordinators frequently fill speaking engagements before community organizations and other services providers at which they are asked to describe their methodologies for serving rural and Appalachian women. Two of the three projects received additional funding from other sources within the first months of operation. All projects anticipate continuing operation beyond the WB funding period. The projects have made significant impact upon employers, unions, CETA program operators and educational institutions regarding suitable work for women. A.W.E.I.P. participants have been the first women in their counties to be trained by the unions in such NTJ's as deep mining, strip mining, sanitation, heavy duty equipment operation, auto body repair, electronics, carpentry, masonry, and welding.

WJ-xv

WOMEN'S BUREAU

Displaced Homemakers

In fiscal 1979, ETA began planning the implementation of a set of special programs designed to meet the training and employment-related needs of displaced homemakers. These programs, which are now getting underway in fiscal year 1980, will be operated by both CETA prime sponsors and private non-profit organizations. It is ETA's intention that these programs demonstrate a wide variety of approaches to assist homemakers into the competitive labor market. After assessing these programs in depth, ETA will prepare technical assistance materials for dissemination throughout the CETA network to provide guidance to program operators regarding the types of services and techniques that have shown the greatest success.

FY80: \$235,000

FY81 REQUEST: - 0 -

The WB activities are of a TA and promotional nature.

1. DATE DOCUMENT PREPARED (Month, Day, Year) 10/29/79		U.S. DEPARTMENT OF LABOR Employment and Training Administration PROCUREMENT ACTION REQUEST		2. OFFICE SYMBOL, DOCUMENT NO., AND FISCAL YEAR INITIATED					
3. TO: Office of National Programs Procurement Action Request Control Unit			4. FROM: Office of National Programs Employment and Training Administration						
5. REQUIREMENT (Identify the procurement action by specific program and project title.) SOLE SOURCE JUSTIFICATION MUST BE APPROVED AND ATTACHED. (See DLMS 2, Section 830)									
a. TYPE OF ACTION ☒ New Procurement ☐ Modification to Contract/Grant No. _____			b. NAME OF PROGRAM OFFICIAL TO BE CONTACTED AND TELEPHONE NUMBER Glenn Carroll 523-8913						
c. NAME OF CONTRACTOR/GRANTEE Displaced Homemakers Network, Inc.			d. NUMBER OF ENROLLMENT OR PORTUNITIES N/A		e. INDICATE ACTION OFFICE <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">National Office</td> <td style="width: 50%; text-align: center;">REGION</td> </tr> <tr> <td style="text-align: center;">X</td> <td></td> </tr> </table>	National Office	REGION	X	
National Office	REGION								
X									
f. DESCRIPTION OF PROJECT This will be a promotional and developmental effort intended to generate concern and understanding for the employment-related needs of displaced homemakers and to assist CETA prime sponsors and other appropriate agencies and organizations in mounting programs and services to help meet those needs. SUP-80-44-1									
6. ENTER DOLLAR AMOUNTS			Total dollar estimate deemed necessary \$ 163,302						
7. TYPE NAME AND SIGNATURE (Initiating Program Official) Glenn Carroll Alexis Herman			8. TYPE NAME AND SIGNATURE (Program Administrator) Lamond Godwin						
9. PROGRAM ACTIVITY (Specify) Line 44 Displaced Homemakers			10. FUNDING SOURCE (Program requirement by Act, Title, Section) CETA Title III-SNPA						
11. IS PROGRAM/PROJECT INCLUDED IN ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING APPROVED PROJECT PLAN? ☒ YES ☐ NO IF "YES", ENTER PROJECT AMOUNT. \$ 250,000									
ONP PROCUREMENT ACTION REQUEST CONTROL UNIT USE ONLY		FISCAL YEAR OF FUNDS 32		DOLLARS CURRENTLY AVAILABLE IN PROGRAM ACCOUNT \$ -					
FINAL PROGRAM APPROVAL AND COMMITMENT OF FUNDS									
12. ON BEHALF OF ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING (Administrator, ONP's signature)					DATE (Mo., Day, Yr.)				

1. DATE DOCUMENT PREPARED (Month, Day, Year) March, 17 1980		U.S. DEPARTMENT OF LABOR Employment and Training Administration PROCUREMENT ACTION REQUEST		2. OFFICE SYMBOL, DOCUMENT NO., AND FISCAL YEAR INITIATED Steve					
3. TO: Office of National Programs Procurement Action Request Control Unit			4. FROM: Office of the Secretary, Women's Bureau						
5. REQUIREMENT (Identify the procurement action by specific program and project title.) SOLE SOURCE JUSTIFICATION MUST BE APPROVED AND ATTACHED. (See DLMS 2, Section 830)									
a. TYPE OF ACTION ☒ New Procurement ☐ Modification to Contract/Grant No. _____			b. NAME OF PROGRAM OFFICIAL TO BE CONTACTED AND TELEPHONE NUMBER Glen L. Carroll 523-8913						
c. NAME OF CONTRACTOR/GRANTEE N/A WOMEN'S BUREAU			d. NUMBER OF ENROLLMENT OR PORTUNITIES N/A		e. INDICATE ACTION OFFICE <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">National Office</td> <td style="width: 50%; text-align: center;">REGION</td> </tr> <tr> <td style="text-align: center;">OASAM X</td> <td></td> </tr> </table>	National Office	REGION	OASAM X	
National Office	REGION								
OASAM X									
f. DESCRIPTION OF PROJECT Transfer TAT funds to OASAM's allotment for the Women's Bureau to be used in connection with provision of technical assistance and training to CETA Title III funded displaced homemaker programs. These efforts to be provided by Women's Bureau staff to promote and generate concern and understanding for the employment-related needs of displaced homemakers and to assist CETA prime sponsors and other program operators in mounting programs and services to help meet those needs.									
SNPA-80-44-3									
6. ENTER DOLLAR AMOUNTS			Total dollar estimate deemed necessary \$ 15,000						
7. TYPE NAME AND SIGNATURE (Initiating Program Official) Alexis Herman 			8. TYPE NAME AND SIGNATURE (Program Administrator) Leonard Godwin 						
9. PROGRAM ACTIVITY (Specify) Line 44 Displaced Homemakers			10. FUNDING SOURCE (Program requirement by Act, Title, Section) CETA Title III-SNPA						
11. IS PROGRAM/PROJECT INCLUDED IN ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING APPROVED PROJECT PLAN? ☒ YES ☐ NO IF "YES", ENTER PROJECT AMOUNT. \$ 250,000									
ONP PROCUREMENT ACTION REQUEST CONTROL UNIT USE ONLY		FISCAL YEAR OF FUNDS 1074-M-(DH)- 501		DOLLARS CURRENTLY AVAILABLE IN PROGRAM ACCOUNT \$ 1036 698					
FINAL PROGRAM APPROVAL AND COMMITMENT OF FUNDS									
12. ON BEHALF OF ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING (Administrator, ONP's signature) Charles B. Kopp					DATE (Mo., Day, Yr.) 3-28-80				

CETA AUDITS

In Fiscal Year 1979 and preceding years, the Department of Labor used a substantial portion of its budget for special national programs and activities to pay for audits conducted on CETA grantees and contractors. Starting in Fiscal Year 1980, however, the audit program is being supported from its own, separate appropriation. The amount shown for CETA audits for Fiscal Year 1980 on page 1 reflects carry-in authority to cover commitments that were made in Fiscal Year 1979.

OIG

FY80: \$525,000

FY81 REQUEST: -0-

Steve

1. DATE DOCUMENT PREPARED (Month, Day, Year) March 31, 1980		U.S. DEPARTMENT OF LABOR Employment and Training Administration PROCUREMENT ACTION REQUEST		2. OFFICE SYMBOL, DOCUMENT NO., AND FISCAL YEAR INITIATED	
3. TO: Office of National Programs Procurement Action Request Control Unit			4. FROM: Office of National Programs Employment and Training Administration		
5. REQUIREMENT (Identify the procurement action by specific program and project title.) SOLE SOURCE JUSTIFICATION MUST BE APPROVED AND ATTACHED. (See DLMS 2, Section 830)					
a. TYPE OF ACTION ☒ New Procurement ☐ Modification to Contract/Grant No. _____			b. NAME OF PROGRAM OFFICIAL TO BE CONTACTED AND TELEPHONE NUMBER Steve Puterbaugh 376-6093		
c. NAME OF CONTRACTOR/GRANTEE To be selected by ASPER			d. NUMBER OF ENROLLMENT OP- PORTUNITIES NA	e. INDICATE ACTION OFFICE National Office ASPER REGION	
f. DESCRIPTION OF PROJECT These funds will be used for policy analysis activities described in the attached memo of March 24 from Arnie Packer. These funds are to be transferred to ASPER. ASPER FY 80: \$ 800,000 FY 81 REQUEST: -0- SNPA-80-36-5					
6. ENTER DOLLAR AMOUNTS			Total dollar estimate deemed necessary \$ 800,000		
7. TYPE, NAME AND SIGNATURE (Initiating Program Official) St. Puterbaugh LAMOND GODWIN			8. TYPE, NAME AND SIGNATURE (Program Administrator) St. Puterbaugh LAMOND GODWIN		
9. PROGRAM ACTIVITY (Specify) Line 36--Policy Analysis Support			10. FUNDING SOURCE (Program requirement by Act, Title, Section) CETA Title III--SNPA		
11. IS PROGRAM/PROJECT INCLUDED IN ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING APPROVED PROJECT PLAN? ☒ YES ☐ NO IF "YES", ENTER PROJECT AMOUNT. \$ 800,000					
ONP PROCUREMENT ACTION REQUEST CONTROL UNIT USE ONLY		FISCAL YEAR OF FUNDS 1074-M-(PAS)-515		DOLLARS CURRENTLY AVAILABLE IN PROGRAM ACCOUNT \$ 151 586	
FINAL PROGRAM APPROVAL AND COMMITMENT OF FUNDS					
12. ON BEHALF OF ASSISTANT SECRETARY FOR EMPLOYMENT & TRAINING (Administrator, ONP's signature) Charles B Knapp					DATE (Mo., Day, Yr.) 4-2-80

U.S. Department of Labor

Assistant Secretary for
Policy, Evaluation and Research
Washington, D.C. 20210



MAR 24 1988

MEMORANDUM TO CHUCK KNAPP

FROM: ARNIE PACKER *AP*
ATTENTION: Steve Puterbaugh
SUBJECT: ASPER Research Program for the \$800,000
Re-programmed Work Sharing Demonstration
Project

ASPER will spend \$300,000 on research to determine the need for and the design of a positive adjustment assistance program for economically dislocated workers. The recent proliferation of worker protection programs (e.g., Redwoods, Airline deregulation, etc.) has raised questions concerning the efficacy of a general program of adjustment assistance for all permanently displaced workers and the optimal program design for dislocation programs. Current programs emphasize compensation rather than positive adjustment actions by dislocated workers. The Department believes that compensation should be tied to the indication of a positive adjustment action on the part of workers to increase the incentives for retraining, job search, and relocation, and to increase target effectiveness of limited government resources. ASPER will utilize the funds to (1) determine the number and characteristics of permanently displaced workers in the economy through the analysis of secondary data sources; and (2) design an operational program and a demonstration project.

ASPER will spend \$500,000 on a major research project devoted to examining the behavior of U.S. industries in an international context to determine whether current policies are providing adequate support to ensure continued growth and increased productivity. The studies will explore the implications of no change in U.S. policies and the likely impact of such an approach on domestic employment and unemployment. The research will examine possible domestic policy actions to improve U.S. industrial growth and productivity in the context of a world market.

The study will examine in detail four or five industry sectors such as food production, energy, telecommunications, steel, etc. Each study would prepare an indepth review of the current state of these industries including market shares, history of the industry, emerging technologies, etc. These studies would then seek to project the trends in these industries--and particularly the U.S. share of the world market--assuming no change in U.S. policies but continued implementation of foreign industrial policies. Finally, the studies would examine what impediments both on the domestic side and international, prevent stronger performance by the U.S. industry in the world economy.

It is important to note that these studies are expected to go substantially beyond the traditional industry "international competitiveness" studies prepared for many industries. In addition to examining this aspect, these studies will examine whether a broader or more fundamental change in U.S. policy will be required in the coming decade. For example, while a domestic market might competitively support three or four automobile companies, competitiveness defined in terms of the world market may allow for three to four companies internationally. If the latter is the case, substantial adjustments would be required in how we approach competition within the domestic market etc.

Please consider this memorandum as a formal request for the transfer of the \$800,000 to ASPER.

MOBILE "HIRED" STAFF AND
PAYMENT RECEIPTS

S
H

SEP 25 1980

MEMORANDUM FOR: MIKE VELA

FROM: STEVE PUTERBAUGH

SUBJECT: Follow-up on CETA Title III/IV Steering
Committee Meeting of September 11, 1980

These are my notes from the committee's most recent meeting and our subsequent discussions:

Proposal No. 1 -- Padrinos Project (\$382). Disapproved in the form proposed. The committee voiced concerns about the projected cost per placement. Instructions were for ONP to advise the Puerto Rican Forum that ETA might reconsider at a later date and at a lower cost. ONP will handle.

Proposal No. 2 -- Hispanic Field Service (\$200): Decision put on hold until you completed necessary consultations. My preference would be to cover this item under the FY81 plan. If the decision is "go", ONP will implement.

Proposal No. 3 -- Mpls. Pre-Apprenticeship (\$400): Approved, but Title IID money will be used instead of Title III, if possible. I will not cover this in the Title III until you tell me to.

Proposal No. 4 -- U. of Alabama (\$17.5): Disapproved. BAT has been notified. No problems will result.

Proposal No. 5 -- Operation Dig (\$84): Approved. ONP will handle. I will cover this in the FY81 rather than the FY80 plan.

Proposal No. 6 -- Latin American Labor Council (\$274): Approved. ONP will handle; however, we await your permission to start our negotiations with the Council. My notes show that Jensen or Edes wanted to give the Secretary the opportunity to notify the AFL-CIO. I will cover this in the FY 81 plan.

ETA FILE COPY		
		Date
w	R	9/25

Proposal No. 7 -- Student Research Centers (\$500): Decision deferred pending information from Dave Duncan as to whether this could be done at lower cost. You indicated that you would handle. Whatever happens, this will be dealt with in the context of the FY 1981 plan.

Proposal No. 8 -- U.I. Random Audits (\$69.5): Approved. I have notified UIS. NCUC is an "off-plan" item, so the only action necessary is to request that Judy Moul restore \$69,500 from the allotment we recently recaptured from them.

Proposal No. 9 -- Rosslyn Foundation (\$200): Approved. ONP will handle. I will cover this in the FY 81 plan.

Proposal No. 10 -- Census Tabulation (\$650): Decision deferred until Chuck can confer with Dick Johnson. Will be handled in the context of the FY 81 plan.

Proposal No. 11 -- AFL-CIO Arts Program (\$692): I forgot what you told me about this one. Could you remind me? I suspect I will handle this in the context of the FY 1981 plan. ✓

Proposal No. 12 -- Sundry Arts Projects (\$370): My mistake. Should not have been included on the Title III agenda.

Nat. Women's Employment and Education (\$250): Approved. Women's Bureau has been notified.

National Council of Negro Women (\$100): Approved. Women's Bureau has been notified.

In addition, the following actions were taken either before or after the meeting:

WETA (\$33): Approved before the meeting. ONP has taken necessary action.

Apple Harvest (#2): Approved before the meeting. USES has taken necessary action.

Per Bob

Illinois B.E.S. (\$250): ~~Rev. Ed.~~ Kenyon, this was approved after the meeting for transfer to Region 5 to provide services to workers laid off by Wisconsin Steel in Cook Co., Illinois.

Positive Adjustment Assistance (\$165): Per Bob Kenyon, this was approved after the meeting on a loan basis.

OIC Youth Program (\$1,272): This was approved after the meeting. Ernie Green signed the PAR and ONP is in the process of obligating the funds pronto.

I did not prepare an "official" amendment to the FY 80 plan since the close of the fiscal year is hard upon us. I have, instead, given Judy Moul adjusted "plan" figures that will appear on her end-of-year report.

ONP:PUTERBAUGH:mw
9/25/80 Rm. 6402PHB X66093

September 10, 1980

CETA TITLE III FUNDING PLAN FOR FISCAL YEAR 1980
ADDITIONAL REQUESTS FOR FUNDS
(\$ in -000-)

Balance Now Uncommitted: \$5770

<u>Proposal No.</u>	<u>Program/Activity</u>	<u>Submitted By</u>	<u>Amount Requested</u>
1.	Padrinos Project	ONP	\$ 382
2.	Hispanic Field Service	ONP	200
3.	Mpls. Pre-Apprenticeship	DASET	400
4.	U. of Alabama	BAT	17.5
5.	Operation Dig	ONP	84
6.	Lat. Amer. Labor Council	ONP	274
7.	Student Research Centers	OPER	500
8.	U.I. Random Audits	UIS	244.5
9.	Rosslyn Foundation	ONP	200
10.	Census Tabulation	OPER	650
11.	AFL-CIO Arts Program	OCED	692
12.	Sundry Arts Projects	OCED	370

Total: 4014

Actions Taken Since Last Meeting

. WETA	\$33
. Apple Harvest	42

C

Date Prepared: September 10, 1980

CETA TITLE III FUNDING PROPOSAL

OFFICE SUBMITTING PROPOSAL: ETA-ONP

DOLLAR AMOUNT REQUESTED: \$382,000

DESCRIPTION OF PROJECT/ACTIVITY:

These funds are requested for a project that would be conducted by the National Puerto Rican Forum. This project, to be known as the Padrinos Relocation Network, would be an adjunct to the training program now being conducted by the Forum under contract from ONP. This project will provide Federal agencies with qualified Hispanics for permanent employment in Washington, D.C. Its primary purpose is the identification and processing of qualified Puerto Rican and other Hispanic job applicants. It will promote the development of job opportunities in government and the placement of candidates who meet the requirements and pass the Civil Service Examination into employment as Clerk Typists in Government agencies in Washington, D.C. The project goal is a minimum of 200 placements.

The Padrinos Relocation Network will have as its primary function the recruitment, orientation and preparation for relocation and placement of Puerto Ricans and other Hispanics who require special services such as world of work counseling, job counseling, instruction in test taking and other services to qualify them for taking and passing the Civil Service Examination for Clerk Typists, grades 2, 3, and 4. The program will serve job applicants from Puerto Rico, New York, New Jersey, Philadelphia, Miami, Chicago, Boston, Hartford, Cleveland and Washington, D.C.

ADDITIONAL COMMENTS/RECOMMENDATIONS:

Costs seem excessive as compared to OLC.
Aren't there enough Hispanics nearby to reduce costs dramatically.

No... in current form. Will discuss it
later date in terms of lower costs

Date Prepared: September 10, 1980

CETA TITLE III FUNDING PROPOSAL

OFFICE SUBMITTING PROPOSAL: ETA-ONP

DOLLAR AMOUNT REQUESTED: \$200,000

DESCRIPTION OF PROJECT/ACTIVITY:

The White House (Ann Todd) is seeking commitments from DOT, EPA, DOL, USDA, DOC and DOE in support of a project designed to attract more Hispanics to the public service, provide them with professional training which will enable them to be competitive in the market-place, and assist them in getting placed in career positions. The program (which will be known as the National Hispanic Field Service Program) consists of a consortium of universities -- with the University of Colorado at Denver serving as the lead institution in having a strong commitment to increasing Hispanic participation in the public service. The consortium works closely with Hispanic professional public officials to achieve the following objectives:

1. Attract additional Hispanic students to graduate programs in public administration/public management through vigorous recruitment efforts, and provide highly qualified preparation specifically tailored to the needs of these students.

2. Provide Hispanic administrative leadership to smaller cities with large Hispanic administrative leadership to smaller cities with large Hispanic populations through the placement of Hispanic graduate students in an intensive, closely managed field service component.

ADDITIONAL COMMENTS/RECOMMENDATIONS:

ONP recommend that funding of \$150,000 would suffice. Also, the White House is interested in having this program ready for announcement during National Hispanic Heritage Week (September 14-20).

Torres & Rivers should be contacted for their views. Chuck will check.

Date Prepared: September 10, 1980

CETA TITLE III FUNDING PROPOSAL

OFFICE SUBMITTING PROPOSAL: DASET

DOLLAR AMOUNT REQUESTED: \$400,000

DESCRIPTION OF PROJECT/ACTIVITY:

These funds are requested for the continuation of a pre-apprenticeship program in Minneapolis that was originally implemented by the prime sponsor using STIP resources. The project is operated by the Minneapolis for Strong Neighborhoods Program in cooperation with the Minneapolis Building and Construction Trades Council. The program provides training in carpentry and painting in conjunction with the rehabilitation of HUD-owned homes and apartments. Successful completion of the training program qualifies the participants for admission into regular apprenticeship programs. While the program has received a favorable assessment, the prime sponsor has indicated that adequate resources are not available to continue it.

ADDITIONAL COMMENTS/RECOMMENDATIONS:

Vice President Mondale has expressed an interest in the continuation of this program as have ranking labor leaders in Minnesota.

Go with Title IID if possible.
VP should announce.

Date Prepared: September 8, 1980

CETA TITLE III FUNDING PROPOSAL

OFFICE SUBMITTING PROPOSAL: ETA Office of National Programs

DOLLAR AMOUNT REQUESTED: \$17,500.00

DESCRIPTION OF PROJECT/ACTIVITY: University of Alabama in Birmingham, School of Community & Allied Health (SCAH), proposal to train 80 individuals, in occupations for initial research, development and testing of medical records technicians, and respiratory therapy technician.

1. Identification and nontraditional occupational career training avenues which can be purged through apprenticeship training.
2. Reduction of costs of health manpower training.
3. Demonstration that turnover problems can be reduced through opportunities provided as a result of apprenticeship training.
4. Demonstration that health manpower shortages and maldistribution problems can be met via apprenticeship training.
5. Development of modular instructional materials which are portable and which can be used in both traditional educational settings and in nontraditional settings, such as clinics, hospitals, etc.
6. Research results will help employers to evaluate the feasibility of providing apprenticeship training as an employee fringe benefits.
7. The effects of using apprenticeship training as a means of building loyalty to the institution or organization can also be analyzed as a result of this project.

ADDITIONAL COMMENTS/RECOMMENDATIONS:

Funding proposal originally submitted for \$252,000 on February 28, 1980., approved for \$100,000. The University of Alabama at Birmingham was notified of the amount approved. The University resubmitted in the amount of \$117,500. This request is for approval of the \$17,500 needed to fund this latest proposal.

No. Hold firm.

Date Prepared: August 6, 1980

CETA TITLE III FUNDING PROPOSAL

OFFICE SUBMITTING PROPOSAL: ETA-ONP

DOLLAR AMOUNT REQUESTED: \$84,000

DESCRIPTION OF PROJECT/ACTIVITY:

These funds are requested in support of a proposal received from The Pittsburgh Plan, Inc., headed by Nate Smith. The program being proposed -- to be called Operation Dig -- will recruit and place 100 minorities and women in skilled jobs found in the communications industry, particularly in the field of cable TV.

ADDITIONAL COMMENTS/RECOMMENDATIONS:

ONP staff have negotiated a very sound agreement with Mr. Smith in terms of both cost and program objectives. Mr. Smith's organization had previously been funded by ONP to conduct training and placement activities in conjunction with the Pittsburgh Hometown Plan (HTP). When DOL discontinued direct funding for HTP programs, arrangements were made for RTP to absorb this project into their Targeted Outreach Program. Mr. Smith's organization has demonstrated a high degree of effectiveness in their recruitment and placement activities.

ok

(6)

Date Prepared: July 31, 1980

CETA TITLE III FUNDING PROPOSAL

OFFICE SUBMITTING PROPOSAL: ETA-ONP

DOLLAR AMOUNT REQUESTED: \$274,000

DESCRIPTION OF PROJECT/ACTIVITY:

These funds are requested for a program that would be conducted by the Labor Council for Latin American Advancement, AFL-CIO (LCLAA) that will use their nationwide network of 2,500 Hispanic labor leaders and Hispanic volunteer workers in 73 local chapters in 24 States. Demonstration projects will be conducted in three localities. Using skilled Hispanic journeyworkers as volunteers, these projects will provide counseling and job placement services to unemployed and underemployed Hispanics, with emphasis on those who have dropped out of local CETA programs. Approximately 150 individuals will be served at each of the three project sites. LCLAA will also produce a written guide to assist others in the development of effective employment and training programs for Hispanics.

ADDITIONAL COMMENTS/RECOMMENDATIONS:

Staff in ONP have given this proposal a high rating.

ok

Secretary will notify.

CETA TITLE III FUNDING PROPOSALOFFICE SUBMITTING PROPOSAL: ETA/OPERDOLLAR AMOUNT REQUESTED: 500,000DESCRIPTION OF PROJECT/ACTIVITY:

The Student Research Center Grant Program is a demonstration project designed to establish a nationwide system of university centers geared specifically to preparing students for research related careers within the human resource development and labor management relations field; serve as an effective means of involving university personnel in the development and implementation of Federal program models geared to the disadvantaged; strengthen administrative, management, and teaching capabilities of scholars in the human resource development field; and assist in the transfer and utilization of approaches to basic research and new data base technologies (e.g., microfilm, microfiche, microform). Five Historically Black Colleges will be selected for awards of \$100,000 each.

The Student Research Centers will:

- O Experiment with the best method of assisting social science research scholars and student research assistants to access, collect and disseminate research information and research tools applicable to understanding and interpreting the unemployment problems of persons who face barriers to employment based on race, sex, national origin, age, records of arrest, and other criteria.
- O Disseminate and promote the utilization of useful information on employment and training research, experimental and demonstration findings to students and university scholars.
- O Review the significant findings of employment and training research, experimentation and demonstration projects with an emphasis on Youth Employment Demonstration programs (Title IV) data analysis already completed under CETA.
- O Analyze employment and training problem areas of unintended barriers to employment, to provide a basis for recommending to university scholars suitable R&D projects, and the utilization of new knowledge, findings, innovations, and improvements resulting from R&D projects.
- O Provide a clearinghouse service on R&D findings and technical information relating to employment and training, and other Department of Labor programs and solutions.

Ask Bureau if cost can be lowered

Five HBC's which offer graduate education programs are being selected on the basis of the following criteria, and will be asked to submit proposals:

- O Graduate faculty with Ph.D backgrounds in labor economics, psychology, and/or related social sciences;
- O Interest and commitment in social science research, demonstrated through other special Human Resources Development programs, and through faculty publications.
- O Factors related to geographically based locations within the south and southwest where most HBC's are located, with the possible distribution among Regions as: RO III - 1; RO IV - 3; RO VI - 1.

CETA TITLE III FUNDING PROPOSAL

OFFICE SUBMITTING PROPOSAL: ETA-UIS

DOLLAR AMOUNT REQUESTED: \$244,500

DESCRIPTION OF PROJECT/ACTIVITY:

We are requesting Title III approval for \$244,500 additional funds to modify and extend the contract with Burgess-Kingston to provide technical assistance to UIS to design and implement a random audit system for UI claims and related tasks identified in the August 8 memo from Jim Rosbrow to Lamond Godwin.

Presently, the National Commission on Unemployment Insurance has \$175,000 available to modify this contract in conjunction with UIS. Since the funds will be used outside the time period that the study commission exists, we are requesting the Title III Committee approve the use of the \$175,000 plus the \$69,500 (Total \$244,500) to develop the random audit and do other tasks related to the fraud and abuse study.

ADDITIONAL COMMENTS/RECOMMENDATIONS:

It is noted that NCUC, to date, has returned \$2 million to the CETA Title III fund in August.

NCUC can modify the existing fraud and abuse study contract to add on this additional work. If we were to do an RFP, the time required would be excessive and we would be subject to criticism by Congress for inaction with respect to the NCUC initial study.

Approved. Check not cash.

Steve will call Kurley.

APPROVED:

Date Prepared: SEP 9 1980

CETA TITLE III FUNDING PROPOSAL

OFFICE SUBMITTING PROPOSAL: ETA-ONP

DOLLAR AMOUNT REQUESTED: \$200,000

DESCRIPTION OF PROJECT/ACTIVITY:

These funds would be used in support of a proposal received from the Rosslyn Foundation. The Foundation has proposed the development and demonstration of a program that would train and employ young people as security personnel in low-income housing projects where they reside. They propose to implement the program first in Boston and then in one additional city to be determined later. Opportunities would be provided to approximately 120 young people.

ADDITIONAL COMMENTS/RECOMMENDATIONS:

This project could be funded in whole or part from Title IV discretionary resources.

Approved.

Date Prepared: September 9, 1980

CETA TITLE III FUNDING PROPOSAL

OFFICE SUBMITTING PROPOSAL: ETA-OPER

DOLLAR AMOUNT REQUESTED: \$650,000

DESCRIPTION OF PROJECT/ACTIVITY:

The project is intended to provide special tabulations of 1980 Census data needed for ETA program development, management, and analysis. For example,

1. 1980 Census data will be used in the CETA allocation process to identify prime sponsors, program agents, and areas of substantial unemployment. Data on low income adults and low income persons will also be used in the CETA funding formula.
2. Identification of target groups to be served by Prime Sponsors have been based on 1970 data, plus updates. Such identification will use 1980 Census information when it becomes available.
3. All Federal contractors/subcontractors employing 50 or more workers must prepare an affirmative action plan. Currently, 1970 Census data are the main source of information used in these plans and do not reflect the present situation. Such plans must utilize 1980 Census data so that the plans are representative of the current characteristics of the local work force.
4. Unemployment estimates for small areas (such as CETA areas of substantial unemployment) are disaggregated on the basis of Census data and other information. The use of 1980 Census data will significantly improve the local unemployment estimates.
5. 1980 Census tabulations will be used to identify special population groups to be served by particular programs (e.g., information on youth as required in the proposed youth legislation).
6. In classifying labor surplus areas (Defense Manpower Policy No. 4B, EO 10582, EO 12073, 1980 population data will be used in identifying cities of 50,000 or more.
7. Projections of labor force, employment and unemployment by various demographic characteristics for use in manpower planning will be improved by using 1980 Census data as a base rather than the 1970 data used at the present time.

ADDITIONAL COMMENTS/RECOMMENDATIONS:

If DOL does not provide the special 1980 Census tabulations on a centralized basis, each SESA or CETA Prime Sponsor may undertake the development of such tabulations on their own initiative. The results of this could be embarrassing to the DOL because the SESAs/PSs may not arrange for tabulations which would best meet their needs, there would be no consistency among the SESAs/PSs as to the tabulations developed, and most important, the costs involved for the SESAs/PSs to independently arrange for the production of 1980 Census tabulations would far exceed (probably by 10 times or more) the costs associated with the DOL centralized approach.

*Hold. Karpf meets
to discuss w/ R. Johnson.*

Date Prepared: August 6, 1980

CETA Title III Discretionary Funding Proposal

OFFICE SUBMITTING PROPOSAL: ETA-OCED
CETA/Arts Initiative

DOLLAR AMOUNT REQUESTED: \$691,926

DESCRIPTION OF PROJECT/ACTIVITY:

These funds are being requested for second year funding of the AFL-CIO's Labor Institute for Human Enrichment Apprenticeship Standard Development Project.

These funds will enable the project to continue the development of Apprenticeship Standards in Arts occupation, Job counselling, Job Development and Placement activities.

ADDITIONAL COMMENTS/RECOMMENDATIONS:

No comments

Ask Bre More to negotiate down. Turnish info on accomplishments. No more than 7% COL. Move quick. Attempt to negotiate for implementation phase.

Date Prepared: September 8, 198

CETA Title IV Discretionary Funding Proposal

OFFICE SUBMITTING PROPOSAL: ETA-OCED
CETA/Arts Initiative

DOLLAR AMOUNT REQUESTED: \$370,000

DESCRIPTION OF PROJECT/ACTIVITY:

Funds are being requested for the following Arts and Humanities Special projects:

A. Plaza de La Raza - East Los Angeles, California

Communication Skills Development project to train 16-19 year old youth for entry level jobs in film and television industry; job placement and job counselling services; career counselling services.

\$170,000

B. National Council of Negro Women

Museum Training Project to train youth in entry level skills for technical and professional occupations in museums: artifact preservation, conservation, exhibition design and development, and research technique.

\$ 90,000

Arts, skills, development and exposure project for 50 in-school and out of school youth. Youth will be trained in non-performing (technical and administrative) theatre skills. Project will teach job search skills and provide counselling and placement services.

\$250,000

C. Baltimore Voices

Arts/Humanities Skills Development project for 50-60 in-school youth and out-of-school youth 14-19 years old. Youth will be trained in historical research techniques, theatrical writing, and technical theatre skills. Project will also teach job search skills and provide counselling and placement services.

\$100,000

Note: Total project costs exceed \$400,000. The National Endowment for the Humanities and the Mayors Office of Manpower Resources share costs on this Special project.

NCNW Women's Opportunity Program

②
Title III

Name of Project: The Women's Opportunity Program of the National Council of Negro Women, located in rural Mississippi.

Amount of Request: \$100,000 for a six month extension

Description of Program: The WOP is designed to prepare rural women for the world of work, and to provide them with employment opportunities, necessary skills and supportive services so that they can compete and survive in today's labor market.

The program targets black women in Issaquena, Washington Sharkey, Bolivar Sunflower and Chickasaw counties.

Background: Since the Women's Bureau funding of this project in 1979, the WOP has exceeded its goals in placing rural women in jobs and plans are to escalate their goals from 90 (FY 79-80) to 100 (FY 80 - 81) placements (50 for this six month extension).

The program has had excellent reception in the area served and is the only on-going program concentrating on the needs of black rural women in those communities.

Recommendations: The Women's Bureau recommends that this project be funded for \$100,000 as requested.

C. A. K.

✓

SV

Title III (13)

NAME: National Women's Employment & Education, Inc. (NWEE)
AMOUNT OF REQUEST: \$250,000

DESCRIPTION OF PROGRAM:

NWEE proposes to assist interested community groups and agencies to organize and implement an effective private sector oriented employment program for low-income women. The successful San Antonio Low Income Women's Employment Program in conjunction with six how-to manuals developed on this Project will be used as the basis in replicating this Project in other sites.

\$150,000 is planned for the implementation of a Denver program. The balance of \$100,000 is planned for NWEE to provide technical assistance to those groups desiring to replicate this model, including the cities of El Paso and Dallas, Texas where CETA prime sponsors have made a tentative commitment to fund this model contingent upon receiving technical assistance from NWEE.

BACKGROUND:

Over the two-year period during which this Project has been funded more than 500 low-income women (mostly Hispanic AFDC recipients) were placed in unsubsidized private sector jobs including many in nontraditional fields, thus enabling these women to leave welfare roles. The participants were placed at a cost of less than \$700 per placement.

The private sector was heavily involved through the establishment of a Business Advisory Council which was effective in opening doors for job placement. The San Antonio Project has been successful in negotiating ongoing funding through the local prime sponsor.

RECOMMENDATION:

The Women's Bureau highly recommends that NWEE be funded for \$250,000.

OK
C. C. K. ———
Pinkney
Hays will
V. L. G.
9/12
St. —
I'll let
you know
when we
can go
public on
it