



*Don't forget
219-5428*

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*up to \$10 mill
separating
for outgo
mil. personnel
to be trained on
law enf.*

*Jose,
These 3 folders
are troops to
cops info.
Rana*

PHOTOCOPY

MEMORANDUM
OF CALL

Previous editions usable

TO:

☐ YOU WERE CALLED BY Mike Berger ☐ YOU WERE VISITED BY-

OF (Organization)

☐ PLEASE PHONE ☐ FTS ☐ AUTOVON

☐ WILL CALL AGAIN ☐ IS WAITING TO SEE YOU

☐ RETURNED YOUR CALL ☐ WISHES AN APPOINTMENT

MESSAGE

Re: Former Military
Personnel
Law Enforcement

RECEIVED BY

DATE

TIME

63-110 NSN 7540-00-634-4018

☆ U.S.G.P.O. 1992 312-070-40024

STANDARD FORM 63 (Rev. 8-81)
Prescribed by GSA
FPMR (41 CFR) 101-11.6

Groups
to Cops
File.

Richard
Adams
289-5783
McNee
289-5783
Hole Program
92 Act
Waiver Reduction

**OFFICE OF THE UNDER SECRETARY OF DEFENSE****WASHINGTON, DC 20301-3000**

ACQUISITION

September 10, 1993

MEMORANDUM FOR BONNIE DEANE, NATIONAL ECONOMIC COUNCIL**Subject: DoD Comments on The Workforce Reinvestment Strategy**

During yesterday's meeting of the Task Force on Dislocated Workers, I promised to provide in writing DoD's comments on The Workforce Reinvestment Strategy, especially regarding eligibility. Our comments are summarized below.

Eligibility

DoD seeks to ensure that the following individuals are eligible to participate in the program:

- Civilian personnel who separate "voluntarily" after receiving retirement and resignation incentives
- Military personnel who separate under:
 - Special Separation Bonus program (lump sum payments),
 - Voluntary Separation Incentive program (stream of payments)
 - temporary early retirement authority.
- Those enrolled in DoD's Priority Placement Program, which seeks to place separating employees in open jobs elsewhere in DoD. These individuals might be considered "likely to remain employed with the employer at another location" (page 5, August 31 draft) because the program has placed a substantial percentage (20 percent to 40 percent) in recent years.
- Those receiving a Certificate of Expected Separation (CES). The CES allows retraining for those who may be affected by a reduction-in-force up to six months before it occurs.

Other Considerations

- DoD seeks to ensure that the following options have been considered:
 - Financial incentives to employers who hire, train, and employ dislocated workers for at least 12 months, perhaps funded by a temporary surcharge to UI

- Reemployment bonuses for search firms and private and public placement programs

Thank you for the opportunity to comment.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael B. Berger". The signature is fluid and cursive, with the first name "Michael" and last name "Berger" being clearly legible, and "B." as a small initial.

Michael B. Berger

FAX TO: David Lane

FAX NUMBER: 202-456-¹⁶⁰⁵~~2223~~

PHONE NUMBER: 202-456-6722

FROM: David J. Berteau

PHONE: 703-695-7178

DATE: 3/31/93

Number of Pages 6 (Including cover)

Message: Per our conversation

I'll talk to these
charts tomorrow -
please pass a
copy to Jose Gerda
and Dorothy Robyn.
Thanks. See you
Tomorrow

DRAFT

TROOPS TO TEACHERS/HEALTH CARE/ LAW ENFORCEMENT/ENVIRONMENT PERSONNEL

- **PURPOSE: TRAIN SEPARATED MILITARY PERSONNEL,
TERMINATED DoD AND DoE CIVILIAN EMPLOYEES,
AND DISPLACED DEFENSE CONTRACTOR PERSONNEL
FOR PUBLIC SERVICE JOBS IN**
 - **EDUCATION**
 - **HEALTH CARE**
 - **LAW ENFORCEMENT**
 - **ENVIRONMENT**

TROOPS TO TEACHERS/HEALTH CARE/LAW ENFORCEMENT/ENVIRONMENT PERSONNEL (CONT'D)

- **USE SECTIONS 4441-3 OF THE NATIONAL DEFENSE AUTHORIZATION
ACT FOR FY 1993 TO DEVELOP PROGRAM**
 - **PRESENT LANGUAGE COVERS ONLY TEACHERS**

- **ESTABLISH FOUR PILOT PROGRAMS**
 - **PUBLIC EDUCATION**
 - **PUBLIC HEALTH**
 - **LAW ENFORCEMENT**
 - **ENVIRONMENT**

PROPOSED ELEMENTS OF PROGRAM

- **CANDIDATES APPLY TO EXECUTIVE BRANCH AGENCY**
- **PARTICIPANTS SELECTED**
- **TRAINING/CERTIFICATION PROVIDED OR SUBSIDIZED**
- **PLACED IN PUBLIC OR COMMUNITY SERVICE AGENCY**
- **ORIGINAL CONCEPT SUBSIDIZED SALARY FOR TWO YEARS**
- **IMPLEMENT WITH SECTION 4462 OF NATIONAL DEFENSE AUTHORIZATION ACT**
 - **"ENCOURAGEMENT OF POST SEPARATION PUBLIC AND COMMUNITY SERVICE" THROUGH COMPREHENSIVE REGISTRY OF CANDIDATES AND JOBS**

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RESULTS

- **EVALUATION OF PILOT PROGRAM AFTER TWO YEARS**
 - **INDEPENDENT APPRAISAL (E.G. RAND)**
 - **BRING IN EVALUATORS DURING PROGRAM DESIGN**

- **REPORT TO WHITE HOUSE, DEPARTMENTS AND AGENCIES, AND CONGRESS ON PILOT PROGRAM EFFECTIVENESS**
 - **TO INCLUDE COST/BENEFIT**

QUESTIONS FOR NEXT STEPS

- **ARE THERE OTHER ELEMENTS THAT SHOULD BE CONSIDERED FOR THESE PROGRAMS?**
- **ARE THESE THE RIGHT ELEMENTS?**
- **ARE THESE PROGRAMS SIMILAR TO EXISTING OR PROPOSED PROGRAMS?**
- **HOW CAN THE ELEMENTS BE MODIFIED OR IMPLEMENTED TO TAKE ADVANTAGE OF EXISTING OR PROPOSED PROGRAMS?**

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SUMMARY

Bill to Assist Members of the Armed Forces, Civilian Defense
Workers and Defense Contractor Employees
Obtain Employment with Law Enforcement Agencies

- o The Secretary of Defense will establish a program to assist members of the Armed Forces who are discharged or released from active duty, civilian Department of Defense employees displaced by the closure of installations, and Defense contractor employees impacted by Defense cut backs to obtain employment with law enforcement agencies. The program will be authorized for the duration of anticipated Defense reductions, or through FY 2000.
- o The Secretary of Defense will enter into agreements with law enforcement jurisdictions of 150,000 people or more, and/or jurisdictions experiencing "high crime" (as defined by the Department of Justice for the purposes of this act) to pay the cost of training eligible individuals.
- o The Department of Defense will also pay a percentage of the employees' salary in law enforcement -- 100 percent the first year; 80 percent the second year; 60 percent the third year; 40 percent the fourth year; and 20 percent the fifth year.
- o Individuals accepted into this program will be eligible to receive a stipend in an amount equal to not more than \$5,000 to cover costs incurred while he or she is training to become a law enforcement officer.
- o For each fiscal year, the percentage of people who are receiving assisted training or employment under this act in each state shall not exceed the ratio of that state's population to the total U.S. population.
- o Each agreement shall contain a condition that the provision of assistance is subject to the certification of the Secretary of Defense that, at the time an employee individual is selected to receive training and employment under this program, the Secretary has sufficient appropriations to satisfy the commitment.
- o Individuals accepted into this program must agree to at least two years employment as a law enforcement officer.
- o Individuals who are unable to complete the minimal two years of employment or is terminated for cause shall be required to reimburse the Secretary of Defense for any stipend paid, or that would be paid during the two years of required service.

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- o Information concerning this program will be made available to members of the armed forces as part of preseparation counseling provided for in law. The Secretary of Defense and Secretary of Energy shall make this information available to civilian employees of their departments. The Secretary of Defense will encourage Defense contractors to make this information available to eligible employees.

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103^d CONGRESS
1st SESSION

H. R. _____

IN THE HOUSE OF REPRESENTATIVES

Mr. HORN introduced the following bill; which was referred to the Committee
on _____

A BILL

To amend title 10, United States Code, to establish a program to assist discharged members of the Armed Forces and terminated employees of the Department of Defense, the Department of Energy, and private defense contractors to obtain training and employment as law enforcement officers.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

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1 SECTION 1. DEPARTMENT OF DEFENSE PROGRAM TO AS-
2 SIST DISCHARGED MEMBERS OF THE ARMED
3 FORCES AND DISPLACED DEFENSE WORKERS
4 TO OBTAIN TRAINING AND EMPLOYMENT AS
5 LAW ENFORCEMENT OFFICERS.

6 (a) TRAINING AND PLACEMENT PROGRAM.—Chapter
7 58 of title 10, United States Code, is amended by adding
8 at the end the following new section:

9 “§1152. Training and placement of separated mem-
10 bers and displaced defense workers as
11 law enforcement officers

12 “(a) AGREEMENTS FOR TRAINING AND PLACEMENT
13 OF CERTAIN PERSONS.—The Secretary of Defense may
14 enter into an agreement under subsection (c)(1) with a
15 unit of local government described in such subsection to
16 assist the unit of local government in training and employ-
17 ing as law enforcement officers the following persons:

18 “(1) Members of the armed forces who are dis-
19 charged or released from active duty after six or
20 more years of continuous active duty immediately
21 before the discharge or release.

22 “(2) Civilian employees of the Department of
23 Defense and the Department of Energy who are ter-
24 minated from such employment as a result of reduc-
25 tions in defense spending or the closure or realign-
26 ment of a military installation, as certified by the

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1 Secretary of Defense or the Secretary of Energy, as
2 the case may be.

3 “(3) Employees of private defense contractors
4 who were employed for not less than five years with
5 a private defense contractor and are terminated or
6 laid off (or receive a notice of termination or lay off)
7 as a result of the completion or termination of a de-
8 fense contract or program or reductions in defense
9 spending, as certified by the Secretary of Defense.

10 “(b) INELIGIBLE PERSONS.—(1) A member of the
11 armed forces who is discharged or released from service
12 under other than honorable conditions shall not be eligible
13 for a stipend under subsection (h), and a unit of local gov-
14 ernment providing training or employment to such a mem-
15 ber shall not receive assistance under this section for such
16 member.

17 “(2) A civilian employee of the Department of De-
18 fense or the Department of Energy or an employee of a
19 private defense contractor who is terminated for cause
20 shall not be eligible for a stipend under subsection (h),
21 and a unit of local government providing training or em-
22 ployment to such an employee shall not receive assistance
23 under this section for such employee.

24 “(3) If a member of the armed forces or an employee
25 described in subsection (a) is not accepted by a unit of

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1 local government for training and employment as a law
2 enforcement officer within two years after the date of the
3 separation of the member or termination of the employee,
4 the member or employee shall not be eligible for a stipend
5 under subsection (h), and a unit of local government pro-
6 viding the training or employment shall not receive assist-
7 ance under this section for such member or employee.

8 “(c) AGREEMENTS WITH UNITS OF LOCAL GOVERN-
9 MENT.—(1) The Secretary of Defense shall offer to enter
10 into agreements under this subsection with any unit of
11 local government providing law enforcement functions to
12 a population of at least 150,000 people or in a so-called
13 high crime area if the unit of local government agrees—

14 “(A) to select a member of the armed forces or
15 an employee described in subsection (a) to receive
16 training as a law enforcement officer; and

17 “(B) to offer the member or employee full-time
18 employment with the unit of local government as a
19 law enforcement officer for a period of at least two
20 years.

21 “(2) The actual selection of a member or an employee
22 described in subsection (a) by a unit of local government
23 pursuant to the agreement shall be subject to the approval
24 of—

25 “(A) the Secretary of Defense; or

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1 “(B) the Secretary of Energy, in the case of ci-
2 vilian employees of the Department of Energy.

3 “(3) Under an agreement referred to in paragraph
4 (1), the Secretary of Defense shall agree to pay to the
5 unit of local government an amount based upon the basic
6 salary paid by the unit of local government to the member
7 or employee described in subsection (a) as a law enforce-
8 ment officer. The rate of payment by the Secretary shall
9 be as follows:

10 “(A) For the first year of employment, 100 per-
11 cent of the basic salary and a reasonable amount, as
12 determined by the Secretary, to cover the costs in-
13 curred by the unit of local government to train the
14 member or employee.

15 “(B) For the second year of employment, 80
16 percent of the basic salary.

17 “(C) For the third year of employment if con-
18 tinued under the agreement, 60 percent of the basic
19 salary.

20 “(D) For the fourth year of employment if con-
21 tinued under the agreement, 40 percent of the basic
22 salary.

23 “(E) For the fifth year of employment if con-
24 tinued under the agreement, 20 percent of the basic
25 salary.

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1 “(4) Payments required under paragraph (3) may be
2 made by the Secretary of Defense in such installments as
3 the Secretary may determine.

4 “(5) If a member or employee described in subsection
5 (a) leaves the employment of the unit of local government
6 before the end of the five years of assisted employment,
7 the unit of local government shall reimburse the Secretary
8 of Defense for any payments advanced by the Secretary
9 under the agreement and remaining unpaid to the member
10 or employee.

11 “(6) The Secretary of Defense may not make a pay-
12 ment under this subsection to a unit of local government
13 if the Secretary determines that the agency terminated the
14 employment of another law enforcement officer in order
15 to fill the vacancy so created with a member of the armed
16 forces or an employee described in subsection (a).

17 “(d) PRIORITY GIVEN TO HIGH CRIME AREAS.—In
18 entering into agreements with units of local government
19 under subsection (c), the Secretary of Defense shall give
20 priority to those units of local government performing law
21 enforcement functions in so-called high crime areas. High
22 crime areas for purposes of this section shall be identified
23 by the Attorney General.

24 “(e) ASSISTANCE SUBJECT TO AVAILABILITY OF AP-
25 PROPRIATIONS.—Each agreement under subsection (c)

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1 shall contain a condition that the provision of assistance,
2 including stipends, under the agreement is subject to the
3 certification of the Secretary of Defense that, at the time
4 the member of the armed forces or employee described in
5 subsection (a) is selected to receive training and employ-
6 ment as a law enforcement officer, the Secretary has suffi-
7 cient appropriations to carry out this section available to
8 satisfy the obligations to be incurred by the United States
9 with respect to the training and employment of that mem-
10 ber or employee.

11 “(f) NUMBER OF PARTICIPANTS PER STATE.—For
12 each fiscal year, the number of members of the armed
13 forces and employees described in subsection (a) who are
14 receiving assisted training or employment under this sec-
15 tion as law enforcement officers in a particular State may
16 not exceed the number that bears the same ratio to the
17 total number of members and employees receiving such as-
18 sisted training or employment in that fiscal year as the
19 population of that State bears to the total population of
20 all the States.

21 “(g) PARTICIPANT AGREEMENT.—A member of the
22 armed forces or an employee described in subsection (a)
23 who is selected by a unit of local government to receive
24 assisted training and employment as a law enforcement
25 officer pursuant to an agreement under subsection (c)

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1 shall be required to enter into an agreement with the unit
2 of local government and the Secretary of Defense in which
3 the member agrees—

4 “(1) to obtain, within such time as the unit of
5 local government may require, the training required
6 by the unit of local government to become a law en-
7 forcement officer; and

8 “(2) to accept employment with the unit of
9 local government as a law enforcement officer for
10 not less than two years, to begin within six months
11 after completing the training under paragraph (1).

12 “(h) TRAINING STIPEND.—(1) Except as provided in
13 paragraphs (2), (3), and (4), the Secretary of Defense
14 shall pay to each member of the armed forces and em-
15 ployee described in subsection (a) who is selected to receive
16 assisted training and employment as a law enforcement
17 officer pursuant to an agreement under subsection (c) a
18 stipend in an amount equal to not more than \$5,000 to
19 cover costs incurred by the member or employee while
20 training to become a law enforcement officer.

21 “(2) A member of the armed forces who is entitled
22 to benefits under section 1174a or 1175 of this title or
23 is given early retirement under section 4403 of the Na-
24 tional Defense Authorization Act for Fiscal Year 1993
25 shall not be paid a stipend under paragraph (1).

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1 “(3) A civilian employee of the Department of De-
2 fense or the Department of Energy who receives separa-
3 tion pay under section 5597 of title 5 shall not be paid
4 a stipend under paragraph (1).

5 “(4) A member of the armed forces or employee
6 described in subsection (a) who is employed by the
7 unit of local government while receiving training as
8 a law enforcement officer shall not be paid a stipend
9 under paragraph (1).

10 “(i) REIMBURSEMENT UNDER CERTAIN CIR-
11 CUMSTANCES.—(1) If a member of the armed forces or
12 an employee described in subsection (a) who receives as-
13 sisted training and employment as a law enforcement offi-
14 cer under this section fails to successfully complete the
15 training required to become a law enforcement officer or
16 voluntarily leaves, or is terminated for cause, from the em-
17 ployment during the two years of required employment,
18 the member or employee shall be required to reimburse
19 the Secretary of Defense for any stipend paid to the per-
20 son under subsection (h)(1) in an amount that bears the
21 same ratio to the amount of the stipend as the unserved
22 portion of required service bears to the two years of re-
23 quired service.

24 “(2) The obligation to reimburse the Secretary under
25 this subsection is, for all purposes, a debt owing the Unit-

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1 ed States. A discharge in bankruptcy under title 11 shall
2 not release a member or an employee described in sub-
3 section (a) from the obligation to reimburse the Secretary.
4 Any amount owed by a person under paragraph (1) shall
5 bear interest at the rate equal to the highest rate being
6 paid by the United States on the day on which the reim-
7 bursement is determined to be due for securities having
8 maturities of ninety days or less and shall accrue from
9 the day on which the person is first notified of the amount
10 due.

11 " (j) EXCEPTIONS TO REIMBURSEMENT PROVI-
12 SIONS.—(1) A member of the armed forces or an employee
13 described in subsection (a) shall not be considered to be
14 in violation of an agreement entered into under subsection
15 (g) during any period in which the member or employee—

16 (A) is pursuing a full-time course of study, ap-
17 proved by the unit of local government involved, re-
18 lated to the field of law enforcement at an edu-
19 cational or vocational institution;

20 (B) is serving on active duty as a member of
21 the Armed Forces;

22 (C) is temporarily totally disabled for a period
23 of time not to exceed three years as established by
24 sworn affidavit of a qualified physician;

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1 (D) is unable to secure employment for a period
2 not to exceed 12 months by reason of the care re-
3 quired by a spouse who is disabled; or

4 (E) satisfies the provisions of such additional
5 reimbursement exceptions as may be prescribed by
6 the Secretary of Defense.

7 (2) A person shall be excused from reimbursement
8 under subsection (i) if the person becomes permanently
9 totally disabled as established by sworn affidavit of a
10 qualified physician. The Secretary may also waive reim-
11 bursement in cases of extreme hardship to the person, as
12 determined by the Secretary.

13 “(k) INFORMATION REGARDING PLACEMENT PRO-
14 GRAM.—(1) The Secretary of Defense shall provide infor-
15 mation regarding the training and placement opportuni-
16 ties available under this section to members of the armed
17 forces as part of preseparation counseling provided under
18 section 1142 of this title. The information provided shall
19 include a list of all units of local government with which
20 the Secretary has entered into an agreement under sub-
21 section (c) and the name, address, and telephone number
22 of the representative of each unit of local government ad-
23 ministering the agreement on behalf of the unit of local
24 government.

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1 “(2) The Secretary of Defense and the Secretary
2 shall also make this information available civilian employ-
3 ees of the Department of Defense and the Department of
4 Energy who are terminated. The Secretary of Defense
5 shall encourage private defense contractors to provide this
6 information to eligible employees who are terminated.

7 “(l) SPECIAL ELIGIBILITY OF CERTAIN PERSONS AL-
8 READY SEPARATED OR TERMINATED.—A member of the
9 armed forces or an employee described in subsection (a)
10 who was separated or terminated during the period begin-
11 ning on October 1, 1990, and ending on October 1, 1993,
12 may receive assisted training and employment under this
13 section if the member or employee is accepted by a unit
14 of local government for training and employment as a law
15 enforcement officer by October 1, 1995.

16 “(m) DEFINITIONS.—In this section:

17 “(1) The term ‘State’ includes the District of
18 Columbia, American Samoa, the Federated States of
19 Micronesia, Guam, the Republic of the Marshall Is-
20 lands, the Commonwealth of the Northern Mariana
21 Islands, the Commonwealth of Puerto Rico, Palau,
22 and the Virgin Islands.

23 “(2) The term ‘unit of local government’ has
24 the meaning given that term in section 901(a)(3) of

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1 title I of the Omnibus Crime Control and Safe
2 Streets Act of 1968 (42 U.S.C. 3791(a)(3)).

3 “(3) The term ‘law enforcement officer’ has the
4 meaning given that term in section 1204(5) of title
5 I of the Omnibus Crime Control and Safe Streets
6 Act of 1968 (42 U.S.C. 3796b(5)).

7 “(4) The term ‘private defense contractor’
8 means a person that provides services, supplies, or
9 both (including construction) to the Department of
10 Defense under a contract directly with the Depart-
11 ment.

12 “(n) TERMINATION.—Members of the armed forces
13 and employees described in subsection (a) may not be se-
14 lected to receive assisted training and employment as law
15 enforcement officers pursuant to an agreement under sub-
16 section (c) after September 30, 1999.”.

17 (b) CLERICAL AMENDMENT.—The table of sections
18 at the beginning of such chapter is amended by adding
19 at the end the following new items:

“1152. Training and placement of separated members and displaced defense
workers as law enforcement officers.”.

20 (c) EFFECTIVE DATE.—Section 1152 of title 10,
21 United States Code, as added by subsection (a), shall take
22 effect on October 1, 1993.



UNCLASSIFIED MATERIAL
FACSIMILE COVER SHEET

3/9/93

Date Transmitted

TO: Mr. Jose Cedra
OFFICE: White House Domestic Policy
TELEPHONE: (202) 456-2564
FAX NUMBER: (202) 456-7739

FROM: Bob Stein
OFFICE: OASD FM&P (PSF&E)
Transition, Support and Services
Pentagon 3A272
Washington, DC 20301-4000
TELEPHONE: (703) 697-0481 — DSN 227-0481
FAX NUMBER: (703) 695-1977
NUMBER OF PAGES INCLUDING COVER SHEET: 4

COMMENTS: Mr. Cedra -

As of The end of FY 92
(Sep. 30, 1992) There were 30,745 enlisted
and 3,790 officers classified in law enforce-
ment occupations within DOD. However, an even
larger number of military personnel are in-
terested in pursuing law enforcement careers
upon separation. Those Servicemembers are
generally serving in The combat arms.

P.S. Attached generic
law enforcement
description.

R Stein

CORRECTIONS SPECIALISTS

Army
Navy
Air Force
Marine Corps

The military operates its own correctional facilities, which are called brig, stockades, or disciplinary barracks. Personnel who violate military laws may be placed in one of these facilities. Corrections specialists guard inmates in military correctional facilities.

What They Do

Corrections specialists in the military perform some or all of the following duties:

- Stand guard at gates, cellblocks, or on towers
- Search inmates and cells for contraband (illegal goods)
- Search vehicles entering and leaving correctional facilities
- Participate in informal counseling sessions with inmates
- Investigate prisoner disturbances
- Inspect facilities to see if they are clean and safe
- Perform fire and riot control duties

Work Environment

Corrections specialists in the military usually work indoors. They may work outdoors when guarding prisoners in exercise yards.

Training Provided

Job training consists of 5 to 10 weeks of classroom instruction including practice in guard techniques. Course content typically includes:

- Prisoner control and discipline procedures
- Ways of searching for contraband
- Inmate counseling techniques
- Procedures for moving prisoners between buildings and facilities
- Proper treatment and care of inmates
- Techniques for inspecting facilities for health and safety hazards



Helpful Attributes

Helpful attributes include:

- Interest in safeguarding and caring for others
- Ability to remain calm under pressure

Civilian Counterparts

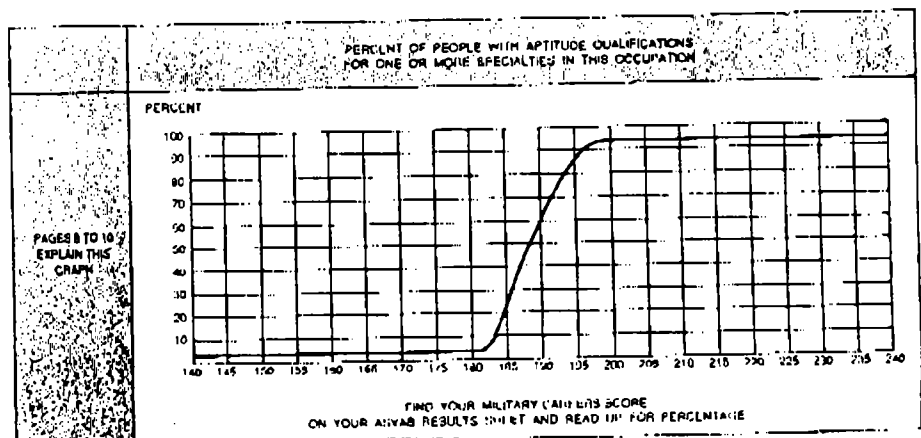
Civilian corrections specialists work in city and county jails, federal and state prisons, reformatories, and other correctional facilities. They perform duties similar to military corrections specialists. They may be called guards, correction officers, or deputy guards.

Special Requirements

Some specialties have minimum age and height requirements.

Opportunities

The military has about 8,400 corrections specialists. On average, the services need about 850 new specialists each year. After job training, specialists are assigned to correctional facilities, where they work under the direction of experienced corrections specialists. With experience, corrections specialists may supervise and help train new workers. In time, they may become correction facilities superintendents.



MILITARY POLICE

Army
Navy
Air Force
Marine Corps

The services have their own police forces for many of the same reasons that civilians do: to control traffic, prevent crime, and respond to emergencies. Military police protect lives and property on military bases by enforcing military laws and regulations. Turn to page 388 for more information about military police.

What They Do

Military police perform some or all of the following duties:

- Patrol areas on foot, by car, or by boat
- Interview witnesses, victims, and suspects in the course of investigating crimes
- Collect fingerprints and other evidence
- Arrest and charge criminal suspects
- Train and walk with police dogs
- Testify in court
- Guard entrances and direct traffic

Training Provided

Occupational training consists of 8 to 12 weeks of classroom instruction, including practice in police methods. Course content typically includes:

- Military and civil laws and jurisdiction
- Crime and accident investigation procedures
- Evidence collection procedures, including fingerprinting and suspect questioning
- Use of firearms
- Traffic and crowd control procedures
- Arrest and restraint of suspects
- Hand-to-hand defense techniques (judo, karate, etc.)

Further training occurs on the job and through advanced courses. The Navy offers a certified apprenticeship program for one specialty in this occupation.



Work Environment

Military police work both indoors and outdoors. They may work on foot, in cars, or in boats.

Helpful Attributes

Helpful school subjects include government and speech. Helpful attributes include:

- Interest in law enforcement and crime prevention
- Ability to remain calm in stressful situations
- Ability to think and react quickly

Physical Demands

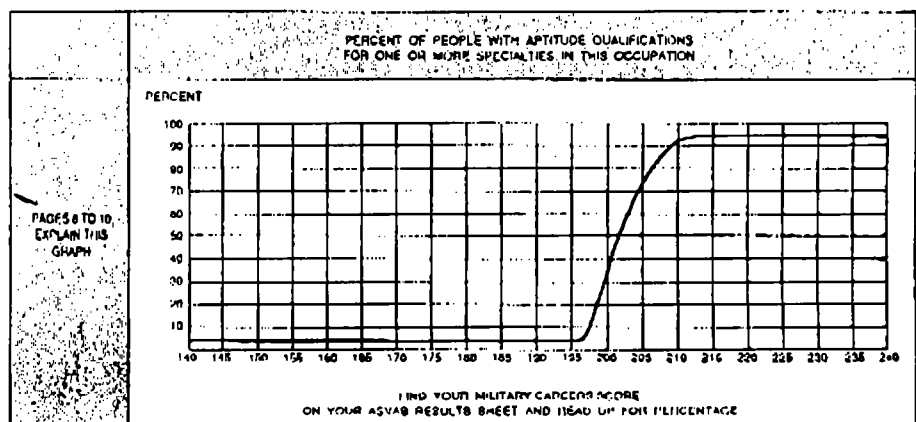
Normal color vision, hearing, and a clear speaking voice are usually required to enter this occupation. Some specialties have minimum height requirements.

Civilian Counterparts

Civilian police officers generally work for state, county, or city law enforcement agencies. Some work as security guards for industrial firms, airports, and other businesses and institutions. They perform duties similar to military police.

Opportunities

The military has about 59,500 military police. On average, the services need about 8,600 new military police each year. After job training, military police guard and patrol bases, and direct traffic. With experience, they question crime suspects and collect evidence. They may also supervise other police officers. In time, they may become station chiefs or police superintendents.



DETECTIVES

Army
Navy
Air Force
Marine Corps
Coast Guard

Military police forces are responsible for conducting criminal investigations. Detectives investigate crimes committed on military property or that involve military personnel. They also conduct investigations to guard against espionage.

What They Do

Detectives in the military perform some or all of the following duties:

- Investigate crimes against the U.S. (espionage and treason) and against government property (sabotage)
- Help special agents investigate possible terrorist activities
- Investigate criminal activities (theft, assault, drug selling)
- Interview witnesses and question suspects, sometimes using polygraph (lie detector) machines
- Help with ballistic (bullet movement) and forensic (police lab) studies for clues
- Testify at trials

Helpful Attributes

Helpful school subjects include foreign languages, chemistry, speech, and government. Helpful attributes include:

- Interest in law enforcement and crime prevention
- Willingness to perform potentially dangerous work
- Interest in gathering and analyzing information



Work Environment

Detectives in the military work mainly indoors, but may work outdoors while conducting investigations.

Civilian Counterparts

Civilian detectives work in federal, state, and local intelligence and law enforcement agencies. Some work as self-employed private detectives. Civilian detectives perform duties similar to military detectives. They may be called plainclothes officers, homicide detectives, private investigators, or undercover agents.

Physical Demands

Normal color vision is required to enter this occupation.

Training Provided

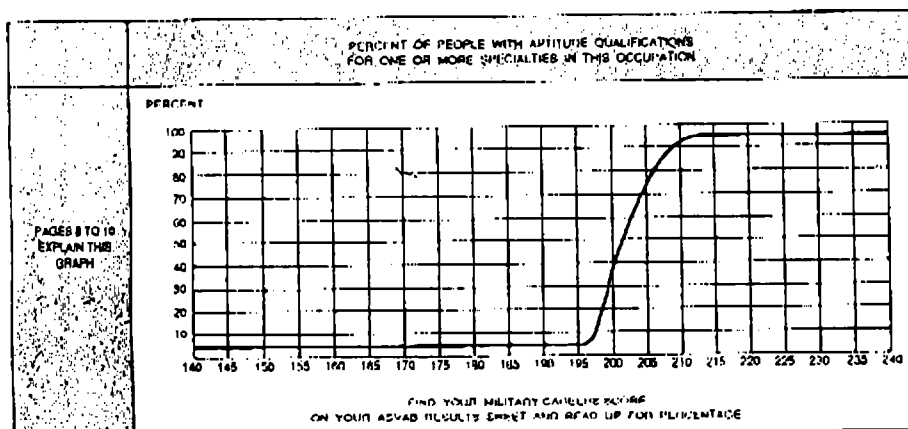
Job training consists of 10 to 12 weeks of classroom instruction. Course content typically includes:

- Investigation procedures and techniques
- Collection and evaluation of evidence
- Civil and military laws
- Ballistics, fingerprinting, and polygraph techniques

Further training occurs on the job and through advanced courses.

Opportunities

The services have about 2,800 detectives. On average, they need 250 new detectives each year. After job training, new detectives help more experienced detectives conduct investigations. In time, they may lead investigations and work on more difficult cases. Eventually, detectives may become chiefs of detectives or superintendents of military police operations for bases or ships.



UNCLASSIFIED MATERIAL
FACSIMILE COVER SHEET

3/9/93
Date Transmitted

TO: Mr. Jose Cedra
OFFICE: White House Domestic Policy
TELEPHONE: (202) 456-2564
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FROM: Paula Davis
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NUMBER OF PAGES INCLUDING COVER SHEET: 1

COMMENTS:

Mr. Cedra —

Mr. Stein asked me to provide you with additional information regarding your interest in law enforcement occupations within DoD. Within DoD we have an outplacement referral program called the Defense Outplacement Referral System (DORS). Police and Detective occupations are the 2nd highest occupations of employment interest by separating Servicemembers.

Paula Davis
Deputy Director

DRAFT

TROOPS TO TEACHERS/HEALTH CARE/ LAW ENFORCEMENT/ENVIRONMENT PERSONNEL

- **PURPOSE: TRAIN SEPARATED MILITARY PERSONNEL,
TERMINATED DoD AND DoE CIVILIAN EMPLOYEES,
AND DISPLACED DEFENSE CONTRACTOR PERSONNEL
FOR PUBLIC SERVICE JOBS IN**
 - **EDUCATION**
 - **HEALTH CARE**
 - **LAW ENFORCEMENT**
 - **ENVIRONMENT**

DRAFT

TROOPS TO TEACHERS/HEALTH CARE/LAW ENFORCEMENT/ENVIRONMENT PERSONNEL (CONT'D)

- **USE SECTIONS 4441-3 OF THE NATIONAL DEFENSE AUTHORIZATION
ACT FOR FY 1993 TO DEVELOP PROGRAM**
 - **PRESENT LANGUAGE COVERS ONLY TEACHERS**

- **ESTABLISH FOUR PILOT PROGRAMS**
 - **PUBLIC EDUCATION**
 - **PUBLIC HEALTH**
 - **LAW ENFORCEMENT**
 - **ENVIRONMENT**

DRAFT

PROPOSED ELEMENTS OF PROGRAM

- **CANDIDATES APPLY TO EXECUTIVE BRANCH AGENCY**
- **PARTICIPANTS SELECTED**
- **TRAINING/CERTIFICATION PROVIDED OR SUBSIDIZED**
- **PLACED IN PUBLIC OR COMMUNITY SERVICE AGENCY**
- **ORIGINAL CONCEPT SUBSIDIZED SALARY FOR TWO YEARS**
- **IMPLEMENT WITH SECTION 4462 OF NATIONAL DEFENSE AUTHORIZATION ACT**
 - **"ENCOURAGEMENT OF POST SEPARATION PUBLIC AND COMMUNITY SERVICE" THROUGH COMPREHENSIVE REGISTRY OF CANDIDATES AND JOBS**

DRAFT

RESULTS

- **EVALUATION OF PILOT PROGRAM AFTER TWO YEARS**
 - **INDEPENDENT APPRAISAL (E.G. RAND)**
 - **BRING IN EVALUATORS DURING PROGRAM DESIGN**

- **REPORT TO WHITE HOUSE, DEPARTMENTS AND AGENCIES, AND CONGRESS ON PILOT PROGRAM EFFECTIVENESS**
 - **TO INCLUDE COST/BENEFIT**

QUESTIONS FOR NEXT STEPS

- **ARE THERE OTHER ELEMENTS THAT SHOULD BE CONSIDERED FOR THESE PROGRAMS?**
- **ARE THESE THE RIGHT ELEMENTS?**
- **ARE THESE PROGRAMS SIMILAR TO EXISTING OR PROPOSED PROGRAMS?**
- **HOW CAN THE ELEMENTS BE MODIFIED OR IMPLEMENTED TO TAKE ADVANTAGE OF EXISTING OR PROPOSED PROGRAMS?**

Jose

Comments on the President's Schedule
March 11, 1993

Today, the President outlines his Defense Reinvestment and Conversion Initiative - a bold plan to guarantee that America's defense workers, companies and their communities have the skills, training, and support they need in order to compete and prosper in the post-Cold War economy.

- * The Electronic Services Division of Westinghouse (Maryland), where the President will announce the plan, is proof positive that economic change can be managed successfully. In 1986, just 16% of the work done there was non-defense. Today that number has nearly doubled -- and 50% of their work will be non-defense by 1995. Their military surveillance technology is now being used to help commercial airliners avoid wind shears. Their military security technology is now being used to help police officers on the street. And their work on state-of-the-art batteries is helping them develop electric cars.
- * Last year Congress appropriated \$1.4 billion for defense conversion but the previous Administration refused to spend it. In addition to releasing those funds, the President's plan calls for an additional \$400 million in resources for a total of \$1.8 million in FY1993 alone. The package funds four major areas of new investment:
- * **Worker training and readjustment.** The President's plan dedicates nearly \$600 million for a variety of programs to provide transition assistance, employment services, and job training. These include government and employer sponsored training programs for displaced defense workers, and pilot programs to train separating military personnel and defense workers to enter critical jobs in teaching, law enforcement, and health care. How much?
- * **Investing in hard-hit communities.** The President recognizes that scores of defense-dependent communities will need assistance to make the transition to a non-defense based economy. His plan includes initiatives to substantially expand DOD's Office of Economic Adjustment so that every community with a base being closed will have the tools and expertise to create new economic opportunities; and \$80 million for revolving-loans and grants for targeted communities that will be the most hard-hit by declines in defense industries.
- * **Dual Use Technology.** The Defense Advanced Research Projects Agency (DARPA) will be renamed the Advanced Research Projects Agency (ARPA); it is ready to accept proposals for over \$500 million in technology and industrial base programs to support efforts to find new applications for defense technologies like those used by Westinghouse.
- * **Conversion opportunities in new civilian technology.** By investing more in civilian technology expansion and R&D, we will create millions of high-wage jobs and many new, non-defense business opportunities for defense contractors that have lost defense business. That's exactly why the President's plan calls for as much as \$400 million in civilian and environmental technologies in his investment package.

DEFENSE REINVESTMENT AND CONVERSION

MARCH 11, 1993

Today, President Clinton announced a major Defense Reinvestment and Conversion Initiative that will go into effect immediately. In a sweeping policy shift, the Clinton Administration will distribute \$1.4 billion that Congress appropriated last year for defense conversion, which the Bush Administration had opposed and declined to spend. In addition, the Clinton Administration has redirected funds and proposed other FY93 spending totaling \$300 million. By 1997, the investments for defense conversion would almost triple to over \$5.2 billion, with a total of nearly \$20 billion invested in FY93-97. These investments will promote economic growth while preserving a strong military and defense industrial base.

In today's announcement, the President described in detail the \$1.7 billion in specific programs that will be implemented in 1993. The immediate conversion package includes four major areas of new investment:

- 1. WORKER TRAINING AND ADJUSTMENT**
- 2. INVESTING IN HARD-HIT COMMUNITIES**
- 3. DUAL-USE TECHNOLOGY AND COMMERCIAL-MILITARY INTEGRATION**
- 4. CONVERSION OPPORTUNITIES IN NEW CIVILIAN TECHNOLOGY INVESTMENT**

A National Economic Council interagency working group on defense reinvestment and conversion will issue a white paper in early April.

BRIEF SUMMARIES

1993 DEFENSE REINVESTMENT AND CONVERSION INITIATIVE:

1. MILITARY AND CIVILIAN WORKER TRAINING AND ADJUSTMENT: Now that we have won the Cold War and are readjusting our defense posture, we cannot leave the talented individuals who are responsible for that victory out in the cold. To achieve the economic strength that will ensure our national security in the new era, we must refocus the talents, energy and dedication of the men and women involved in national defense on creating economic growth and serving their communities. That is why the President's Defense Reinvestment and Conversion Initiative will dedicate over \$375 million in FY93 alone to transition assistance, employment services and job training. Some defense funds will be transferred to the Labor Department and other agencies to carry out these programs. During FY93-97, the President's defense conversion plan will allocate nearly \$4 billion for worker adjustment. FY93 funding includes:

- o \$150 million for government- and employer-sponsored training programs for displaced defense workers
- o \$112 million for transition initiatives for members of the guard and reserve and severance pay and health benefits for separating civilians

- o Early retirement benefits for military personnel with 15 or more years of service; retirement credit for service in law enforcement, teaching and other critical professions
- o Pilot programs to train separating military personnel and defense workers to enter critical jobs in teaching, law enforcement and health care

In addition:

- o The Department of Energy is redirecting \$25 million for employee retraining and assistance programs.

2. INVESTING IN HARD-HIT COMMUNITIES: There is a compelling need for actions that will speed and ease the transition of workers, communities and firms that are being hard hit by cuts in defense spending. Scores of defense-dependent communities are undergoing distress, as their workers lose jobs and their businesses contract. The recession and high unemployment have aggravated all of these problems. For communities that lose a military base, environmental clean-up is a major obstacle to base reuse. The 1993 package helps hard-hit communities by providing:

- o \$30 million to substantially expand DoD's Office of Economic Adjustment so that every community with a military base scheduled for closure will have the tools and expertise to plan and adjust and create new economic opportunities
- o \$80 million for revolving-loan programs and grants through the Commerce Department to target the communities that will be most hard-hit by declines in the industries affected by the defense contraction
- o \$84 million for Defense Department programs that allow retired military and reserve personnel to address unmet needs in the nation's schools and communities

In addition:

- o DoD will streamline environmental clean-up to speed local economic recovery; a new DoD deputy undersecretary for the environment is being created to make this happen.
- o The Administration will explore the potential for using unneeded military facilities for community health and other programs.

3. DUAL-USE TECHNOLOGY AND COMMERCIAL-MILITARY INTEGRATION: For too long, our nation has denied itself the benefits to economic growth and technological advancement that could result from integrating the pursuit of defense and civilian goals. But we can no longer separate national security from economic security; in a post-Cold War world, they are one and the same. We must restructure the military-industrial complex so that commercial firms play the dominant role, since they now produce much state-of-the-art

technology. That is why the Defense Advanced Research Projects Agency (DARPA) was renamed the Advanced Research Projects Agency (ARPA) -- as the agency was known before 1972. This change symbolizes the Clinton Administration's commitment to supporting dual-use technology and integrating the commercial and military sectors.

- o ARPA is now ready to accept proposals for over \$500 million in technology and industrial base programs. These funds will support industry-led R&D consortia in critical dual-use technologies and pioneering state/local efforts to commercialize and deploy technology. All programs require matching funds and merit-based selection. (For information, call: 1-800-DUAL-USE.)
- o ARPA and four other agencies (Commerce, NSF, Energy and NASA) are cooperating to jointly implement these programs through the Technology Reinvestment Project. The agencies will hold a series of regional outreach meetings in early April to brief potential applicants and answer questions. These programs, some of which were mentioned in our technology initiative, include:
- o \$255 million for government-industry partnerships to develop advanced materials, manufacturing and other dual-use technologies
- o \$100 million for "regional technology alliances" among firms to share information and develop new products and markets
- o \$100 million for state and local manufacturing extension programs to assist small defense firms in making the transition to commercial production
- o \$100 million for other programs to help small defense firms acquire dual-use capabilities

In addition:

- o ARPA has \$200+ million for industry research to develop electronics and materials technologies with both commercial and military application.
- o DoD is redirecting \$85 million of Small Business Innovation Research (SBIR) funds to companies that are developing dual-use technology in such areas as electronics, materials, and instrumentation.
- o To encourage large defense firms to pursue dual-use and commercial applications, DoD is enlarging the scope of independent research and development (IR&D) reimbursed under defense contracts. This should result in the redirection of some share of IR&D activities, which total several billion dollars annually.

4. CONVERSION OPPORTUNITIES IN NEW CIVILIAN TECHNOLOGY

INVESTMENTS: Technology is the engine of economic growth. By investing more in new civilian technologies, we can create exciting new opportunities for defense workers and firms, enhance U.S. competitiveness, and tackle unmet domestic needs. That is why the Clinton Administration has redirected funds and proposed other FY93 spending totaling \$300 million.

Proposed spending in the President's stimulus package includes:

- o an additional \$94 million for Department of Energy R&D partnerships with industry
- o \$117 million for the Advanced Technology Program and other activities of the Commerce Department's National Institute of Standards and Technology
- o \$64 million for pilot projects to demonstrate the benefits of computer networking to schools and libraries

11-Mar-93

Defense Reinvestment and Economic Growth Initiatives

Budget Authority (\$ in millions)

	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>1997</u>	<u>1993-7</u>
<u>Assistance for Defense Workers, Personnel and Communities</u>						
Department of Defense Personnel Assistance and Community Support	597	697	697 1/	697 1/	697 1/	3,385
Department of Energy Personnel Assistance	25	100				125
Department of Labor Displaced Worker Training	2/	300 3/	400 3/	400 3/	400 3/	1,500
Department of Commerce Community Diversification Assistance (EDA)	<u>15</u> 4/	<u>33</u>	<u>55</u>	<u>55</u>	<u>55</u>	<u>213</u>
Total: Worker and Personnel Assistance Programs	637	1,130	1,152	1,152	1,152	5,223
<u>Department of Defense Dual-Use Technology Reinvestment</u>						
	845 5/	964 5/	964 1/	964 1/	964 1/	4,701
<u>New Federal High Technology Investments (Conversion Opportunities) 6/</u>						
	185	1,206	2,329	2,758	3,175	9,651
Grand total: Programs that will assist defense workers, personnel, communities and firms						
	1,667	3,300	4,445	4,874	5,291	19,575

1/ This is the 1994 level. Specific estimates for 1995, 1996, and 1997 will not be available until the DOD completes its comprehensive review of Defense programs this year.

2/ \$75 million will be transferred in 1993 from the Department of Defense.

3/ This is the portion of overall investment increases that could be expected to be used to retrain displaced defense workers.

4/ In addition, \$80 million will be transferred in 1993 from the Department of Defense.

5/ This excludes impact of broadened scope of allowable IR&D reimbursement.

6/ This includes investment programs that provide direct conversion opportunities (e.g., Department of Energy/industry R&D partnerships and NASA civil aviation research) and 80% of programs that provide some conversion opportunities (e.g., Department of Commerce programs for information highways, manufacturing and advanced and advanced technology.) Not included are increases for Enterprise zones, Community Development Banks, National Science Foundation, highway programs, and the R&D tax credit that will provide opportunities for defense firms and workers, and help develop infrastructure useful for community economic diversification.

11-Mar-93

Defense Reinvestment and Economic Growth Initiatives

Details of 1993 Programs

Budget Authority (\$ in millions)

Assistance for Defense Workers, Personnel, and Communities

Department of Defense Personnel Assistance and Community Support

Temporary early retirement	10
Temporary health transition assistance	11
Guard and reserve transition initiatives	40
Separation pay and civilian health benefits	72
Troops to teachers/healthcare/law enforcement personnel	6
DOD Environmental scholarships and grants	1/
Job training and employment services (Department of Labor)	75 2/
Job bank program	4
Military personnel occupational conversion & training	75
Transition Assistance/Relocation Assistance Programs 3/	60
Office of Economic Adjustment	30
Philadelphia Naval Shipyard Economic Conversion (1-time)	50
Community diversification (Department of Commerce)	80 4/
Retired military and reserve support of community programs 5/	84
Subtotal: Department of Defense	597

<u>Department of Energy Personnel Assistance</u>	25
--	----

<u>Department of Commerce Community Diversification Assistance (EDA)</u>	15 6/
--	-------

Total: Community Adjustment and Assistance Programs	637
--	------------

1/ Program in development.

2/ These funds will be transferred to the Department of Labor.

3/ Although this is a continuing program, it is shown here because it is an important element of the Department's transition program.

4/ These funds will be transferred to the Department of Commerce.

5/ This includes high school training programs and Civilian Community Corps/National and Service programs.

6/ In addition to this funding, the Department of Commerce will have \$80 million transferred from the Department of Defense.

11-Mar-93

Defense Reinvestment and Economic Growth Initiatives

Details of 1993 Programs
Budget Authority (\$ in millions)

Department of Defense Dual-Use Technology Reinvestment	845 ^{2/}
<u>Reinvestment Initiatives</u>	<u>327</u>
Dual Use Technology Partnerships	95
Commercial-Military Integration Partnerships	48
Regional Technology Alliances	95
Agile Manufacturing/Enterprise Integration	29
Advanced Materials Partnerships	29
Advanced Manufacturing Technology Partnerships	23
Manufacturing Engineering Education Program	29
US Japan Management Training	9
Less baseline programs included above	(30)
<u>Manufacturing/Technology Extension 1/</u>	<u>190</u>
<u>Electronics and Materials Initiatives</u>	<u>243</u>
High definition systems	92
Optoelectronics	23
Metal matrix and ceramics	9
Diamond substrates	9
Multi chip modules/high temperature superconductivity	14
Multi chip modules	25
Advanced lithography	71
<u>SBIR refocused to dual use</u>	<u>85</u>
<u>New Federal High-Technology Investments (Conversion Opportunities)</u>	
<u>Direct conversion opportunities for defense firms and workers</u>	
Department of Energy	<u>94</u>
Government/industry R&D partnerships, civil	47
Government/industry R&D partnerships, defense	47
<u>Some conversion opportunities for defense firms and workers</u>	
Department of Commerce	<u>181</u>
National Institute of Science and Technology (NIST)	117
Information highways	64
Assume 50% of this category provides conversion opportunities	91
Total: New Federal high-technology investments (conversion opportunities)	185
Grand total: Programs to assist defense workers, personnel, communities, and firms.	1,667

1/ Program to be managed by the Department of Commerce (NIST) with active DOD participation; FY 1993 funds support program over two period.

2/ Excludes impact of broadened scope of allowable IR&D reimbursement.

**DEFENSE REINVESTMENT AND CONVERSION INITIATIVE
DOD PROGRAM SUMMARIES**

Personnel Assistance Programs

Early Military Retirement

This initiative would offer retirement benefits to military personnel with 15 or more years of service. Previously, DoD offered retirement benefits after 20 years of service. The goal of the new incentives is to encourage voluntary retirements of military personnel with greater than 15 but less than 20 years of service, and thereby minimize lay-offs. This program is targeted at military personnel who are not covered by other retirement or separation incentives, such as the Voluntary Separation Incentive/Special Separation Bonus, which are aimed at personnel with between 6 and 15 years of service.

Health Transition Assistance

This program is aimed at providing transitional health insurance to separating military personnel from the time they leave the armed services until the time they obtain health insurance through their civilian employer.

Guard and Reserve Transition Initiatives

These initiatives are designed to ease the transition for members of the guard and reserve who are released as a result of the defense cutbacks. The initiatives include, among other things, new retirement incentives, separation pay, and priority placement in open positions in guard and reserve units.

Separation Pay and Civilian Health Benefits

This initiative would offer retirement and resignation incentives to DoD civilian personnel. The goal of this initiative is to encourage voluntary retirements and resignations among the civilian workforce, thereby minimizing layoffs. The incentives would be equal to \$25,000 or the amount of severance pay to which an individual would be entitled, whichever is less. This initiative also offers transitional health insurance to separating civilians.

Troops to Teachers/Health Care/Law Enforcement Personnel

This initiative would establish three pilot programs to train separating military personnel, DoD and DoE civilian employees, and private sector defense workers to enter three public service professions for which many are particularly well suited: teaching, health care, and law enforcement. These programs use as a starting point the "Troops to Teachers"

legislation passed for fiscal year 1993.

DoD Environment Scholarship Program

The FY93 defense conversion package called for scholarships, fellowships, and training administered by DoD for the purpose of enabling individuals to qualify for employment in the field of environmental restoration and waste management in DoD. Program details are being developed.

Grants to Colleges for Training in Environmental Restoration

The FY93 legislation authorizes DoD to establish a program to assist institutions of higher education to provide education and training in environmental restoration and hazardous waste management techniques applicable to DoD and DoE facilities. Program details are being developed.

Job Training and Employment Services

This initiative will establish a \$75 million program to provide job training to separating military personnel, DoD civilians, and private sector defense workers. The program will be carried out by the Department of Labor.

Job Bank Program

DoD will expand access to the Interstate Job Bank, a Department of Labor-administered list of job openings. In addition, DoD will improve integration of existing databases of jobs and resumes to improve job search services for separating military and civilian personnel.

Military Personnel Occupational Conversion and Training

This \$75 million program will provide employer-sponsored, DoD-approved job training for veterans. Employers who participate in the program would agree to hire individuals following on-the-job training. DoD will work closely with the Departments of Veterans Affairs and Labor in implementing this initiative.

Transition Assistance/Relocation Assistance Program

Each of the armed services offer transition assistance programs for their separating personnel. These programs provide services such as pre-separation counseling, employment assistance, and a variety of other services and benefits.

Community Adjustment and Assistance Programs

Office of Economic Adjustment

DoD will increase substantially the activities of its Office of Economic Adjustment (OEA). OEA is responsible for leading DoD's efforts to work with communities severely affected by reductions in defense spending. In particular, OEA will assist each community affected by a base closing develop a plan for economic conversion and revitalization. OEA works closely with other federal, state, and local government organizations to bring the full range of assistance programs to bear on affected communities. OEA grants will help communities develop adjustment plans and states develop assistance and diversification programs.

Philadelphia Naval Shipyard Economic Conversion

The 1993 Appropriation Act stated that \$50 million may be available for conversion projects in Philadelphia. DoD is ready to work with Philadelphia to develop effective defense conversion programs using these funds. If the entire sum is not required for these programs, DoD proposes to use the remaining funds to run defense transition demonstration projects.

Community Diversification

DoD will dedicate \$80 million to pay for adjustment programs for defense-dependent communities to be carried out by the Economic Development Administration (EDA) of the Department of Commerce. The charter for EDA's Title IX program allows it to provide funds to pay for a variety of services in communities experiencing economic dislocation. EDA grants and revolving loan funds can be used to support business development, technical assistance, public works, or almost any other activity that addresses economic adjustment problems that have been identified in each community's economic adjustment plan. DoD will execute a memorandum of agreement with EDA to transfer the \$80 million. EDA will speed up the application process and provide priority attention to applications for these funds, and to reduce sharply its processing time for such applications.

Retired Military and Reserve Support of Community and Educational Programs

The Department of Defense will expand its support of a variety of programs that allow retiring and reserve personnel to address unmet needs in the nation's schools and communities. In particular, programs that foster youth development -- such as the National Guard Civilian Youth Opportunity Pilot Program and Junior ROTC Career Academies For At-Risk Youth -- can put to good use the mentoring skills of retiring defense personnel.

Defense Reinvestment Technology Programs

Dual-Use Critical Technology Partnerships

This program will support partnerships aimed at developing technologies that have both military and commercial applications. Industry will take the lead in submitting proposals, and may include federal laboratories, universities, and other entities.

Commercial-Military Integration Partnerships

This program will support partnerships aimed at developing and maturing dual-use technologies with clear commercial viability. Industry again takes the lead in submitting proposals, with other research institutions involved as industry deems appropriate.

Agile Manufacturing/Enterprise Integration Program

This program is designed to capitalize on the emerging shift from mass production to flexible or "agile" manufacturing. Agile manufacturing allows independently-owned companies to form instantaneous partnerships with firms that have complementary capabilities in order to exploit market opportunities. These partnerships -- called "virtual enterprises" or "virtual corporations" -- will leverage our nation's strengths in information technology. Agile manufacturing capabilities are required in both the commercial and military sectors and are key to reconstituting military capabilities in any future national emergency. Industry will take the lead in submitting proposals in partnership with universities and other appropriate institutions.

Advanced Materials Synthesis and Processing Partnerships

This program will support partnerships aimed at improving industry's ability to take new materials from the laboratory to commercial production. Industry takes the lead in submitting proposals with other institutions involved as appropriate.

Advanced Manufacturing Technology Partnerships

This program will fund partnerships aimed at developing new manufacturing technologies with dual-use applications with particular emphasis on significantly reducing health, safety, and environmental hazards associated with existing manufacturing processes. Industry will take the lead in submitting proposals with other institutions involved as appropriate.

Manufacturing Engineering Education Grant Program

This program will support manufacturing engineering education programs at colleges, universities and other institutions of higher education, on a matching basis. Educational institutions will submit proposals in partnership with industry and other institutions as appropriate.

Manufacturing Experts in the Classroom Program

This program will support teaching, curriculum development and other activities of manufacturing experts with practical experience at institutions of higher education. Educational institutions will submit proposals in partnership with industry or labor organizations and other institutions as appropriate.

US Japan Management Training Program

This program provides training for US scientists, engineers, and managers in Japanese technology management, language, and culture, and provides research opportunities in Japan to: 1) increase understanding of Japanese industry and technology management methods, 2) provide US scientists, engineers, managers, and students an understanding of Japanese business and social culture, and 3) provide opportunities for direct involvement in research, engineering and management activities.

Manufacturing/Technology Extension Programs

Manufacturing Extension Program: this program will assist small manufacturing (with up to 500 employees) in upgrading their capabilities to serve commercial and defense needs. Modelled after the agricultural extension program, this program will fund on a matching basis the efforts of state and local governments to deliver services to small manufacturers. State and local governments will submit proposals under this program in partnership with other institutions as appropriate.

Dual-Use Extension Assistance Program: this program will assist businesses economically dependent on Department of Defense expenditures to acquire dual-use capabilities through a variety of mechanisms. The program will involve state and local governments, the private sector, nonprofit organizations and other federal agencies.

Electronics and Materials Initiatives

These initiatives support industry research to develop dual-use technologies in: higher definition systems, optoelectronics, metal matrix and ceramics, multichip modules, multichip integration, advanced lithography, diamond substrates, multichip modules/high temperature superconductivity, battery technology, and composite materials manufacturing.

For information on the above programs, call 1-800-DUAL-USE.

New Civilian Technology Investments

R&D partnerships between industry and the National Labs: This initiative provides \$235 million in FY93 to encourage partnerships between industry and the Department of Energy's defense and civilian labs. These labs are home to more than 59,000 scientists, engineers and technicians who perform over \$6.6 billion worth of R&D each year. With the end of the Cold War, the mission of the National Labs should expand to include partnering with industry in areas such as renewable energy, microelectronics and photonics, environmentally-conscious manufacturing, and high-performance computing. Using Cooperative Research and Development Agreements (CRADAs) and other mechanisms, the labs can increase the share of their resources devoted to industry-driven, cost-shared partnerships.

Advanced Technology Program: The Commerce Department's Advanced Technology Program, managed by the National Institute of Standards and Technology, provides matching grants for industry-led R&D projects, which are proposed by single companies or joint ventures. The Advanced Technology Program has provided funding for projects in machine tools, advanced automotive manufacturing, recycling of plastics, and flat panel display manufacturing. ATP can help defense contractors make the transition to the civilian sector. One defense contractor commented that "I've got a better perspective of the way commercial businesses operate than I did prior to our collaboration with... [joint ventures partners]... on the ATP."

Information Superhighways: Although the private sector will take the lead in deploying an advanced communications network, government can act as a catalyst by helping non-profit institutions such as schools link up to national networks. With the right investments, students will be able to tap into on-line electronic libraries, conduct scientific experiments using equipment anywhere in the country, and collaborate with other students on a wide variety of learning projects. In FY93, the National Telecommunications and Information Administration will have \$64 million to promote networking pilot projects.

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

March 11, 1993

REMARKS BY THE PRESIDENT
TO WESTINGHOUSE EMPLOYEES

Westinghouse Electric Corporation
Baltimore, Maryland

12:29 P.M. EST

THE PRESIDENT: Thank you very much. I want to say a special word of thanks to the people from Westinghouse who greeted me when I arrived -- Gary Clark, who introduced me; Dick Linder, Gladys Green, Rich O'Leary and Gary Eder. And thank you to all of you who made this tour possible.

I want to thank the members of the United States Congress who are here who have worked very hard for a long time and before I became President to help to design a plan to strengthen our economy even as we reduce military spending. Your Senators Barbara Mikulski and Paul Sarbanes are here. Your Congressman Ben Cardin is here. Senator Jeff Bingaman of New Mexico; Senators Barbara Boxer and Diane Feinstein of California; Senator Bill Cohen of Maine; Senator Claiborne Pell of Rhode Island; Congressman Martin Frost of Texas; Congresswoman Jane Harman of California; and Congressman Tom Foglietta of Pennsylvania. I think that is the entire delegation here, along with Mayor Kurt Schmoke of Baltimore and Governor Schaefer.

I'm glad to see all of them. I have to note here, you can tell who the best politician is -- of all these people I've introduced, only Senator Mikulski found a seat. (Laughter.)

I'd also like to thank the members of my Cabinet who have helped to work on the statement that I will announce today who are here: the Defense Secretary Les Aspin, Labor Secretary Bob Reich, Veterans Affairs Director Jesse Brown, Energy Secretary Hazel O'Leary, Commerce Secretary Ron Brown. I want to thank all of them for their work.

All of you know from personal experience how much American industry has been changed by the cutbacks in defense. Defense spending peaked in 1985. And by 1997, it will have been reduced approximately 40 percent, perhaps more, from its 1985 peak. These changes have led not only to reductions in military personnel abroad and closings of bases at home, but dramatic changes in military contracting that have affected companies like this one, and which have affected the economies of the states of California, Connecticut, Texas and many others.

It has been said that while change is certain, progress is not. And that certainly is true when it comes to the challenge of meeting the national economic goals that we have in the face of cutbacks in military spending. As I said, these cutbacks have been made since 1985; more are to come. They are essential in a world in which we need funds to be reinvested in the domestic economy and in which the security threats we meet today, while very serious, are different and clearly less expensive than those we faced when the Soviet Union and the United States faced each other across the Berlin Wall with the barriers of the Cold War and the imminent prospect of nuclear war.

So these changes had to come. But if we do nothing in the face of change, we have learned the hard way that we are its victims. If we take bold action, we can be the beneficiaries of change.

All of you here at Westinghouse Electronic Systems Group are proof that you can make change your friend. In 1986, just 16 percent of the work done here was nondefense. Today, it's 27 percent. By 1995, half or more of your work will be nondefense. What you have done here is what I wish to do nationally: take some of the most talented people in the world who produce some of the most sophisticated military technology and put that to work in the civilian economy.

The military surveillance technology I have seen here can now be used to help commercial airlines avoid wind shears. Military security technology can now be used to help police officers on the streets and in their patrol cars to be safer and to solve crimes, and to find missing children more rapidly.

State-of-the-art batteries is helping here to develop an electric car which may well provide an enormous opportunity for America to become more energy-independent, and to dramatically reduce the pollution of our atmosphere, at a time when we have been reminded anew that there really is a hole in the ozone layer, and there are really are problems with unlimited emissions of CO2.

Clearly, defense conversion can be done and can be done well, making change our friend and not our enemy. But in order to do it we must act, act decisively, act intelligently and not simply react years after the cuts occur.

Last year, when a candidate for President, I outlined a plan to create new jobs in the civilian economy. Anticipating this challenge, far-sighted members of Congress appropriated approximately \$1.5 billion for defense conversion last year, including ideas that literally came from the minds and the efforts of some of the members of Congress who are here with us today. They've demonstrated aggressiveness in adapting to change; but until today, in spite of that act, none of the money appropriated by Congress was released, and there was no comprehensive plan for what to do with it.

Today, I want to explain how we're going to put your money to work to put Americans to work, and how we're planning for the future by investing in our people, encouraging our companies and assisting our communities. Our first priority has to be investing in our people.

Keep in mind, as you all know here, when the defense budget is reduced, that affects, obviously, contracts and, therefore, the jobs of people who work in the private sector. It also affects the size of the military force itself -- the configuration of our defense forces abroad and here at home and the people who will be affected by the reductions.

Our defense reinvestment and conversion initiative will rededicate \$375 million right away to help working people affected by defense reductions with employment services, job training and transition assistance; \$150 million of that will go to government and employer-sponsored job training programs; \$112 million will help members of the guard and the reserves make the transition to civilian life and to provide severance pay and health benefits to civilians who are leaving government employment.

There's also initiative to provide early retirement benefits for military personnel with 15 years of service or more to start a new program to encourage them to put their skills to work in

vital areas like teaching, law enforcement, environmental restoration and health care. Under a provision offered by Senator Sam Nunn of Georgia, any member of the military who is being mustered out with 15 years or more of service can go to work in law enforcement, for example, and earn a year of military retirement for every year they were in law enforcement. So that these people who have committed their lives to the service of our country and could not reasonably have known that this reduction would occur and would affect them can still earn their military retirement by serving their country here at home.

We must also recognize the ripple effect of defense adjustment and target assistance to our communities. In 1993 alone, we will triple the budget of the Defense Department's Office of Economic Adjustment. The \$30 million we've committed to this task will be invested in helping our communities find the tools and the expertise to adjust to the changed nature of their local economy. It will be an investment that pays off in the long-term.

In addition, through the Commerce Department, we'll invest another \$80 million in a revolving loan and grant program to directly and immediately aid communities hit hardest by defense cuts.

Finally, the Secretary of Defense has assured me that he will do everything he can to speed the environmental cleanup on bases that are closed so that they can be turned over either to commercial purposes or to local government at the earliest possible time so that there will be a minimum loss of economic activity in areas where bases are closed. But all the worker training in the world and all the community assistance in the world will do no good if there are no jobs for those workers and no businesses for those communities.

The private sector is the engine of lasting economic growth in our system, and therefore, our plan must help our companies to make these transitions to compete and to win.

We seek to go beyond the debate of the past in which some thought government alone could do everything, and others claim government could do nothing. In this area there are two things government can do to aid companies like this one: promote dual use research and promote civilian use of technology that was formerly developed for military purposes. That is what you have done here. We want to speed and expand that process all across the United States.

One of the success stories of the Cold War was the Defense Advanced Research Agency, or DARPA. DARPA helped keep America on the cutting edge of defense research. To meet the new challenges of the new world, we're giving DARPA a new mission and restoring its old name, because before 1972 that agency was known simply as the Advanced Research Products Agency. By going back to that name and restoring -- refocusing the agency's efforts on dual use technologies, such as that which you have demonstrated to me here today -- rather than strictly military applications, we'll be better able to integrate research to strengthen defense and to promote our economic security here at home.

Starting now, this agency, ARPA, will allocate more than \$500 million to technology and industrial programs, like the ones we've seen here today. We'll support industry-led consortia and dual-use technologies, and promote efforts to break through with commercial uses of formerly defense technologies.

Programs will be selected on the basis of merit and will require matching funds from the corporations affected. We're even going to set up a toll-free number to attract good ideas from good companies. And you will like this -- the number is 1-800-DUAL-USE.

(Applause.) The hotline will be hooked up tomorrow, so don't call today.

To help walk companies through their new opportunities, ARPA will provide them with this book, which puts together programs from the Defense Department, the Department of Commerce, the Department of Energy, NASA and the National Science Foundation. It is a remarkable coalition of agencies finally putting all the information together for defense technology conversion reinvestment and transition assistance.

To further coordinate assistance, ARPA will work with four other agencies, the ones I just mentioned. And we're going to have a series of regional outreach meetings all across this country, again, to try to mobilize other companies to get involved in this initiative so that they can save or create jobs instead of lose jobs in the face of defense reductions.

We want government industry partnerships to help develop advanced materials. We want companies to form regional technology alliances so they can share information and develop new products and new markets. Our manufacturing extension programs will help bring state of the art technology to companies in much the same way as the Agricultural Extension Service helped our farmers more than two generations ago begin to become the most productive in the world. And through the Small Business Innovation Research Program, we'll help small businesses in their efforts to develop dual use technology.

But dual use technology is just the beginning. We have to explore also new opportunities in purely civilian technologies. This year alone, we'll invest \$300 million in emerging nondefense technology. The Department of Energy will speed the transfer of technology to private industry from our national labs. And when Congress passes the stimulus package I have proposed, we'll have millions more to invest in research and development partnerships, in advanced technology programs, and in computer networks for schools and libraries around the country.

As with every aspect of the program for change I have asked the American people and the Congress to embrace, defense conversion will require us to literally reimagine and reinvent the way government works. I've asked the National Economic Council to take the lead in our efforts to streamline and coordinate our conversion efforts so that you don't have to deal with a big bureaucracy where all the information is in many different places, and sometimes seems to be operating at cross purposes.

Shifting to a civilian economy is of obvious concern to the Defense Department, but it's also the business of the Commerce Department, the Labor Department, the Energy Department, NASA and many other agencies, including the Department of Veterans Affairs, which will have even more veterans now as people are coming out of the service and going into the civilian work force. Our National Economic Council will cut through red tape, break through turf battles and help to deliver services to our customers quickly and efficiently.

I don't pretend that this will be easy, and all of it will take some time. But the choice we face is between bold action to build a stronger and safer and smarter America, or continuing to cut defense with no appropriate response or with one that is too localized and too limited.

The soldier-statesman, Dwight Eisenhower once observed that the resourceful American makers of plowshares could, with time and as required, make swords as well. Our challenge is now to reverse the process. You have given us a stunning example of just

MORE

how brilliantly that can be done here in this fine facility. I know today that the world's finest makers of swords can and will be the finest makers of plowshares and they will lead America into a new century of strength, growth and opportunity.

Thank you very much. (Applause.)

END -

12:44 P.M. EST

TO: Dave L.

FROM: Chris Aldridge

RE: DoD sponsored/funded "Troops to teachers, police, health care workers."

DATE: March 18, 1993

Per our discussion earlier today, we need to emphasize

- o Authority to undertake demonstration projects in these has existed since the FY 1991 DoD Authorization Act when we amended the JTPA to authorize grants for
 - "...projects to facilitate the placement of eligible employees in occupations experiencing skill shortages that will make use of the skills acquired by the eligible employees during their employment."
- o A model for DoD support of certification and placement of such individuals was provided in the FY 1993 Defense Conversion, Reinvestment and Transition Assistance Act in Secs. 4441 through Secs. 4442 on measures to relieve teacher shortages. (At this time, DoD has decided to implement only a "pilot program" providing for no more than 100 teachers, or 2 per States.)

RECOMMEND:

Press DoD to work with DoE, DoL, HHS and Justice to:

- 1) Expand troops to teachers;
- 2) Rapidly develop pilot projects based on troops to teachers model for police (Virginia) and health care workers to be ready for announcement by end of month.

FAX

House Armed Services Committee

Attention DAVID LANE

Fax # 456-2223

Sent by CHRIS ALDRIDGE

Phone # 225-7740

Fax contains 2 pages
(including cover sheet)

Note :

2120 Rayburn Building
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PERSONNEL ADJUSTMENT, EDUCATION, AND TRAINING PROGRAMS

1. Programs That Have Been Implemented

- The Department of Defense (DOD) has implemented authorities provided by the Congress in fiscal years 1991 and 1992 to help the military services begin reducing the active duty force from 2.1 million in fiscal year 1990 to 1.6 million by the end of fiscal year 1995.
- These authorities included:
 - The prescription of a regulated process that requires balanced reductions in recruiting and in the noncareer and retirement eligible elements of the personnel inventory before reductions are made in the career inventory.
 - The prescription of monetary incentives to encourage voluntary separations of certain career personnel to reduce the pressure on involuntary separations.
 - The prescription of a safety net of involuntary separation benefits that include involuntary separation payments, G.I. Bill education opportunities, job transition assistance, and other readjustment benefits.
- Implementation of these programs by DOD has helped the military services to reduce active duty military strength by nearly 262,000 since the end of fiscal year 1990 without having to resort to massive involuntary separations and retirements.

2. Initiatives Enacted for Implementation in Fiscal Year 1993

- In anticipation of reductions in active duty strength beyond the 1.6 million level in DOD plans for fiscal year 1995, the Congress enhanced the previously authorized active duty transition program by authorizing the Secretary of Defense to allow certain personnel who have 15 but less than 20 years of service to voluntarily retire.
- The Congress further authorized the Secretary of Defense to implement new programs to provide for the adjustment, education, and training of reserve and civilian personnel. These programs parallel the program for active duty personnel and include authorities for voluntary early retirements, and the provision of a safety net of involuntary separation benefits, such as separation (readjustment) pay, and enhanced conversion health coverage, and job assistance and training.
- Concurrently, the Act authorized the Secretary of Defense to

implement new programs that provide incentives and retraining and education opportunities for displaced defense personnel to seek jobs that relieve critical shortages in certain areas, such as in education, law enforcement, health care, and environmental and hazardous waste management.

- The details of these programs are spelled out under Subtitles A through G of Title 44 of the National Defense Authorization Act for Fiscal Year 1993. A summary of the of the key provisions and issues by Subtitle is set forth at the end of this point paper.
- A total of \$686 million was authorized for the implementation of these programs in fiscal year 1993.

3. Requirement for Immediate Attention

- The military services, especially the Army and the Air Force, are very anxious to implement the personnel transition authorities provided under Title 44, but cannot do so until the DOD prescribes implementing instructions.
 - In the meantime, the military services have put on hold decisions that they must make as soon as possible on how to proceed with orderly military and civilian personnel reductions.
 - These authorities are funded for fiscal year 1993 only. Therefore, the military services must have implementation instructions in order to make informed funding decisions for succeeding fiscal years for inclusion in the first Clinton Defense budget that is submitted 1993.
- The programs for converting the talents of certain displaced defense workers to shortage areas in our communities, such as in teaching, law enforcement, health care, and environmental clean-up are similarly stymied because of lack of implementing instructions from the DOD.
- A complicating factor in the prompt implementation of these programs is that although the DOD is assigned the responsibility for implementing all of these programs, DOD cannot do so without extensive coordination with other agencies, such as the Department of Labor, the Department of Veterans' Affairs, the Department of Education, the Department of Energy, and the Office of Personnel Management.
 - In this regard, certain written agreements among these agencies are required before programs can be

implemented.

4. Key Implementation Issues for the Clinton Administration

- These initiatives have not been embraced by the current Administration with enthusiasm. Therefore, it appears unlikely that any of these initiatives will be implemented before the current Administration leaves office.
- The Clinton Administration should seize the opportunity to put people first by making implementation of these authorities, which were endorsed by the Clinton campaign, its first personnel priority.
- Prompt implementation of these authorities would signal to the military services that the Clinton Administration wants to provide the tools they need to proceed with the personnel build down in an orderly, caring manner.
 - It would also begin the process of converting the talent of certain displaced Defense workers to shortage areas in our communities, such as in teaching, law enforcement, health care, and environmental clean-up.
- Specific actions that could be taken immediately by the Clinton Administration include:
 - Declare that these programs, which were endorsed in the Clinton campaign, are the top personnel priority and that actions will be taken to implement them as soon as possible.
 - Organize an interagency task force to expedite the coordination of these programs among affected agencies.
 - Issue budget guidance for the continued funding of these programs beyond fiscal year 1993.

Summary of Key Provisions and Issues by Subtitle

Subtitle A - Active Forces Transition Enhancements

- The military services, especially the Army and Air Force, are anxious to begin implementing the authority that would permit them to offer voluntary early retirement to selected personnel who have between 15 and 20 years of service.
- Prompt implementation of this authority is needed to relieve the pressure on the military services to reduce strength by involuntarily separating personnel short of retirement eligibility or forcing retirement eligible personnel to retire.
- This authority is linked with an incentive for such personnel to earn additional retirement credit by entering critical jobs, such as teaching, law enforcement, health care, and environmental clean-up.
 - Because of this linkage, the enabling statute requires the Secretary of Defense to coordinate the implementation of this program with the Secretary of Labor, the Secretary of Veterans' Affairs, the Secretary of Education, the Director of the Office of Personnel Management, appropriate representatives of state and local governments, and appropriate representatives of businesses and nonprofit organizations in the private sector. This will require substantial, concentrated effort. At this point, it is unclear how much work on this has been done by the current administration.

Subtitle B - Guard and Reserve Transition Initiatives

- The current Administration has treated the members of the reserve component as "second class citizens."
 - While advocating substantial reductions in reserve strength, the DOD essentially took the position that reservists are part time personnel and do not need to be provided any transition assistance or benefits if they lose their positions as a result of the reductions proposed.
 - The Congress took the opposite position and authorized a transition package for reservists that included voluntary early retirement, involuntary separation pay, and continuation of Reserve G.I. Bill education benefit provisions.

- At the same time, the Congress prohibited any reserve force reductions until the transition authorities are implemented.
- While the ultimate size of the reserve components have yet to be determined, the reserve components need to proceed with the reductions that have been approved by the Congress for fiscal year 1993. Therefore the reserve personnel transition package should be implemented as soon as possible.

Subtitle C - DOD Civilian Transition Initiatives

- As with reserve component personnel, the current administration had made no effort to provide a transition package for DOD civilians who are affected civilian strength reductions during the Defense draw down.
- The Congress filled this void by providing a transition package that included voluntary early retirement and voluntary separation incentives, reemployment assistance, and continued health care authorities.
- The enabling statute requires that the Secretary of Defense coordinate the implementation of these authorities with the Director of the Office of Personnel Management who has responsibilities for certain aspects of the transition package.
- There is considerable anxiety among the DOD civilian work force on when and how the transition authorities will be implemented.
- At this point, management of the DOD civilian drawdown is essentially on hold. As with the Reserve transition package, the civilian transition package should be implemented as soon as possible.

Subtitle D - Initiative to Relieve Shortages of Teachers and Teachers' Aides

- The Congress has authorized an initiative in order to apply the talents of displaced workers of the Department of Defense, Department of Energy, and defense contractors to help relieve shortages in education (especially in science and math).
- The initiative authorizes and funds incentives in the form of stipends for individuals who enter teacher certification programs, and in the form of grants to local educational institutions to help them initially hire individuals who

complete the certification program.

- There is considerable enthusiasm and anticipation in the educational community for the implementation of this program.
- The enabling statute requires the Secretary of Defense to coordinate the implementation of this program with the Secretary of Education and the Secretary of Energy. At this point, it is unclear how much work, if any, has been done by the current administration to coordinate and implement this program.

Subtitle E - Environmental Education and Retraining Initiative

- The Congress has authorized and funded an initiative that is similar in form to the initiative described under Subtitle D, except that it would provide incentives for individuals to enter environmental scholarship and fellowship programs, and provide grants to institutions of higher education to provide training in environmental restoration and hazardous waste management. How much work has been done by the current administration to coordinate and implement this program is unclear.

Subtitle F - Job Training and Employment and Educational Opportunities

- The Congress has authorized and funded enhancements to the Job Training and Partnership Act (JTPA), and to Interstate Job Bank Program of the United States Employment Service to provide expanded services for displaced DOD and defense contractor personnel.
- The enabling statute requires the Secretary of Defense to coordinate the implementation of this program with the Secretary of Labor, the Secretary of Education, the Secretary of Veterans' Affairs, and the Economic Adjustment Committee. How much work has been done by the current administration to implement these enhancements is unclear.

Subtitle G - Service Members Occupational Conversion and Training

- The Congress has authorized and funded a program to provide job training for unemployed veterans who are discharged because of disability during the period of the Defense draw down.
- The enabling statute requires the Secretary of Defense to coordinate the implementation of this program with the

Secretary of Labor and the Secretary of Veterans' Affairs.
How much work has been done by the current administration in
this regard is unclear.

Conversion and Transition Programs for the
Defense Technology and Industrial Base

1. Programs that have been implemented

- The Department of Defense has a wide variety of research and development programs that involve manufacturing technology and other technologies with potential dual-use applications.
 - Under the current Administration, however, these programs have directed to defense-specific requirements, and have been managed or coordinated to meet the defense conversion requirements generated by the defense build-down.
- At the urging of Congress, the Administration established a Defense Conversion Commission this year. The Commission, which has held numerous public hearings throughout the country, plans to submit a report by December 31, 1992.

2. Initiatives Enacted for Implementation in Fiscal Year 1993

- This year, Congress established the following goals for the defense technology and industrial base: supplying the base force, sustaining military operations, maintaining technological superiority, and providing a capability for reconstitution of the forces necessary for a major war.
- Congress established a direct link between defense conversion programs and the national security goals for the technology and industrial base.
- Congress further established a civil-military integration policy of maximizing reliance on commercial products and processes and reducing reliance on defense-dependent firms.
- In light of the current lack of coordination and management, Congress established a National Defense Technology and Industrial Base Council, consisting of the Secretaries of Defense (chairman), Energy, Commerce, Labor, and such other officials as may be determined by the President.
 - The Council will be responsible for promulgating an annual analysis of the defense technology and industrial base analysis and an annual plan.
- Congress provided over \$500 million to fund programs designed to promote defense conversion through the development and application of dual-use technologies and business practices. These programs are spelled out in more detail in part IV of this point paper.

- The programs enacted by Congress provide the basis for the Clinton Administration to implement programs outlined by Governor Clinton during the campaign.
- Governor Clinton, on September 8, 1992, issued a paper entitled "Manufacturing for the 21st Century: Turning Ideas into Jobs," which advocated many of the programs adopted by Congress, including:
 - > Establishing market-driven extension centers.
 - > Targeting extension centers to address defense conversion needs.
 - > Providing investment incentives and regulatory reform.
- On September 18, 1992, Governor Clinton issued a paper entitled "Technology: The Engine of Economic Growth," which include recommendations for:
 - > Establishing standards and a regulatory climate that fosters private sector investment.
 - > Involving the federal labs, companies, and universities in conducting R&D on key technical issues.
 - > Focusing on critical technologies.
 - > Investing in advanced manufacturing R&D.
 - > Promoting civil-military integration in the defense acquisition process through regulatory reform.

2. Requirement for Immediate Attention

- The Office of Technology Assessment estimates that the defense build down will result in a loss of between 800,000 and 920,000 private sector jobs in the 1991-95 time period.
- The defense build-down means that defense-dependent companies no longer can rely upon high volume procurement contracts to recover their investments in research and development.
- Few firms will be able to rely on a steady input of defense dollars to sustain warm production lines.
- As procurement declines, there is a substantial risk that

our nation will lose a significant amount of industry-funded research and development, as well as a significant amount of our manufacturing capacity.

- This has significant implications not only for the Department of Defense, but also for our economy as a whole, which depends to a significant degree on defense-oriented research and manufacturing.
- The current Administration has taken a "hands off" approach, suggesting that the post-cold war technology and industrial base should be shaped by market forces.
- The current Administration also has failed to develop the analytical base to measure the impact of the defense build-down on the technology and industrial base and to develop plans to address that impact.
- As a result, the Department of Defense lacks the organizational and management capability to assist defense-dependent companies in dealing with the defense build-down and to ensure that the technology and industrial base has the capability to meet national security requirements.
- Proper implementation of the programs enacted in 1992 to address these problems requires detailed coordination and formal agreements between DoD and other agencies, particularly the Departments of Commerce, Energy, and Labor.

4. Implementation issues for the Clinton Administration

- The current Administration has not supported these initiatives, so it is unlikely that any steps will be taken towards implementation prior to January 20.
- The Clinton Administration can seize the initiative by issuing the necessary Executive Orders and departmental directives to establish a meaningful defense industry conversion and transition program that will further the programs outlined by Governor Clinton during the campaign on September 8 and September 18, 1992.
- Specific actions that can be taken immediately by the Clinton Administration include implementation of the defense conversion and transition initiatives set forth in title 42 of the National Defense Authorization Act for Fiscal Year 1993:
 - The President, at the earliest possible date, should issue an Executive Order implementing the legislation which establishes the National Defense Technology and

Industrial Base Council.

- > The Council (10 U.S.C. 2502) will consist of the Secretaries of Defense, Energy, Commerce, and Labor, and such other officials "as may be determined by the President."
- > In addition to general responsibilities for the technology and industrial base, one of the main functions of the Council under the law will be to "provide overall policy guidance to ensure effective implementation by agencies of the Federal Government of defense reinvestment and conversion activities."
- > The Council also will serve as the Executive Council of the Economic Adjustment Committee, which is discussed separately in the point paper on Community Adjustment and Transition Assistance.
- The Secretary of Defense, in consultation with the Council, should issue a directive implementing the legislation which establishes the National Defense Program for Analysis of the Technology and Industrial Base.
 - > The Program (10 U.S.C. 2503) will be responsible for assembling the data necessary for the Council to manage technology and industrial base programs
 - > By law, the program must be established not later than April 23, 1993.
- The Secretary of Defense, in consultation with the Council, should issue a directive implementing the legislation which establishes the Center for the Study of Economic Adjustment.
 - > The Center (10 U.S.C. 2504), which will be located in the National Defense University, will provide the focal point for developing defense economic adjustment methods and the technical assistance necessary to implement those methods.
 - > By law, the program must be established not later than February 20, 1993.
- The Council is required to prepare an annual assessment of the capabilities of the national technology and industrial base to meet national security goals,

including the goals related to conversion and economic adjustment. (10 U.S.C. 2505).

- > By law, the first annual assessment must be completed not later than September 30, 1993.
- The Council is required to prepare an annual plan to coordinate, fund, and implement the programs of the federal government necessary to achieve national security goals, including the objectives related to conversion and economic adjustment (10 U.S.C. 2506).
 - > By law, the first annual assessment must be completed not later than December 1, 1993.
- The Secretary of Defense is required to issue regulations to ensure the timely and thorough collection of information, completion of assessments, and issuance of plans by the Council.
 - > By law, these regulations must be issued not later than January 20, 1993.
 - > Although some work on these matters is underway, it appears to be perfunctory. If the Council is going to be able to prepare a meaningful assessment and plan in 1993, the new Secretary of Defense will have to issue detailed guidance, including milestones, very early in the new Administration.
- The Secretary is required to establish a Federal Defense Laboratory Diversification Program (10 U.S.C. 2514).
 - > The Secretary must submit a report on this initiative to Congress not later than September 30, 1993.
- The Secretary is required to establish an Office of Technology Transition to encourage the transfer of technology from DoD to the private sector (10 U.S.C. 2515).
 - > By law, the Office must be established not later than February 20, 1993.
- The Secretary is required to establish a Military-Civilian Integration and Technology Transfer Advisory Board (10 U.S.C. 2516). The Board will provide advice on ways to promote use of commercial technologies in

defense industries and the transfer of defense technologies into the private sector.

- The Secretary is required to establish a National Defense Manufacturing Technology Program (10 U.S.C. 2521). The legislation substantially revises current law to place a greater emphasis on dual-use technology and on the capabilities of the workforce.
 - > By law, the Secretary must issue an annual manufacturing technology plan not later than March 15 of each year through FY97 (and every two years thereafter). The first plan is due on March 15, 1993.
- The Secretary should revise the charter of the Defense Advanced Research Project Agency to implement section 4261 of the National Defense Authorization Act for Fiscal Year 1993. Section 4261 expresses the sense of Congress that the Agency should be redesignated as the Advanced Research Projects Agency and that its mission should be revised to give greater emphasis to dual-use technologies.
- The Secretary should ensure that implementing rules are promptly issued and that funds are made available for obligation to implement the programs enacted last year providing incentives for companies to develop dual-use capabilities. These programs, which largely involve government-industry partnerships with mandatory cost-sharing arrangements, include:
 - > Dual-Use Critical Technology Partnerships to stimulate industry investment in vital defense technologies. (10 U.S.C. 2511) (\$100 million appropriated for FY1993).
 - > Commercial-Military Integration Partnerships to foster the development of viable commercial technologies that can also meet future reconstitution requirements and other needs of DOD. (10 U.S.C. 2512) (\$50 million appropriated for FY1993).
 - > Regional Technology Alliances to promote the development of products that build upon regional strengths in particular industries and technologies. (10 U.S.C. 2513) (\$100 million appropriated for FY1993).
 - > Defense Advanced Manufacturing Technology

Partnerships to encourage government-industry cooperative efforts in manufacturing technologies, especially those which would significantly reduce the health, safety, and environmental hazards of existing manufacturing processes (10 U.S.C. 2522) (\$25 million appropriated for FY93).

- > Defense Manufacturing Extension Programs to support the manufacturing programs of regions, states, local governments, and private, nonprofit organizations (10 U.S.C. 2523). (\$100 million appropriated for FY93).
- > Dual-Use Technology and Industrial Base Extension Programs. This innovative program authorizes the Secretary of Defense, working with the Secretaries of Energy and Commerce, to support programs sponsored by the federal government, regions, states, local governments, nonprofit organizations, and private entities that assist defense-dependent companies in acquiring dual-use capabilities. (10 U.S.C. 2524) (\$100 million appropriated).

- The Secretary should direct prompt implementation of separate legislation which revised the Small Business Innovative Research Program (SBIR), which requires federal agencies to set aside a portion of their R&D funds for use by small firms.
 - Under the legislation, the percentage will be increased from the current 1.25% on a graduated basis to 2.5% by FY97.
 - An aggressive program can provide funds to small, innovative companies, including those that focus on dual-use technologies.
- The independent research and development program (IR&D) treats certain contractor investments in research as allowable (i.e., reimbursable) costs. Legislation enacted two years ago permits favorable treatment of investments in dual-use technologies, but the current Administration has been slow to implement these changes. The new Secretary should issue clear guidance to encourage use of IR&D for dual-use technologies.
- The Secretary should ensure that the Department is prepared to make recommendations early in the year on the recommendations of the Advisory Panel on Codifying and Streamlining the Acquisition Laws.

- > Congress mandated this panel in section 800 of the National Defense Authorization Act for Fiscal Year 1991 out of concern that DoD was unwilling or unable to seriously review the acquisition laws inhibited the participation of commercial firms in procurements and to facilitate greater use of commercial products and processes.
- > By law, the report must be submitted to the Secretary of Defense by December 15, 1992, and the Secretary of Defense must submit the report with his comments to Congress by January 15, 1993.
- > Congressional hearings are likely early next year, and Congress will be looking for the new Administration's views on the Panel's recommendations.

DEFENSE CONVERSION: COMMUNITY ADJUSTMENT ASSISTANCE

1. Programs that have been implemented

- Two years ago, in the National Defense Authorization Act for Fiscal Year 1991, Congress directed the Administration to strengthen the programs for assistance to communities and workers adversely impacted by the defense draw down, i.e. the closure of military bases or defense industrial plants.
 - Primary responsibility for coordination of impact assistance was given to the Economic Adjustment Committee (EAC), a Federal interagency group.
 - DOD's Office of Economic Adjustment (OEA) was directed to establish notification and planning coordination functions which would provide communities and businesses the maximum notice of adverse economic impacts and permit the timely adjustment of Federal budget elements to meet anticipated economic dislocations.
 - Special attention was given to the Department of Labor's Job Training Partnership Act (JTPA) and the Department of Commerce's Economic Development Administration (EDA) as key domestic programs which could help communities and individuals transition from defense to non-defense activities. The 1991 Act provided an additional \$150M to JTPA, and \$50M to EDA from Defense resources, as supplements to requested funding, to permit additional assistance to those individuals and communities directly impacted by the defense draw down.
- Implementation of these initiatives was mixed at best. Taking the lead from the White House and OMB's opposition to the defense conversion effort, critical Federal agencies did little to implement the planning and notification provisions of the act, and the vast majority of the funds provided for the Departments of Commerce and Labor were slow to be transferred and largely unexpended going into the autumn of 1992. While there was some loosening of purse strings during the fall, a substantial amount of the fiscal year 1991 funds remain unexpended.

2. Initiatives Enacted for Implementation in Fiscal Year 1993

- The National Defense Authorization Act for Fiscal Year 1993 significantly strengthened prior legislation.
 - Economic Adjustment Committee (EAC)

- > The new legislation establishes the Secretary of Defense as the Chairman of the EAC through October 1, 1997. After that, the chair will rotate annually among the Secretaries of Defense, Labor, and Commerce.
- > The National Defense Technology and Industrial Base Council will serve as the Executive Committee of the EAC until October 1, 1997. The Council, chaired by the Secretary of Defense, also consists of the Secretaries of Energy, Labor, Commerce, and such other officials as may be designated by the President.

-- Office of Economic Adjustment (OEA)

- > The Bush Administration requested \$25 million. \$52 million was authorized, and \$79.7 million was appropriated. An additional \$10 million for disaster relief was appropriated, although it is not clear that this is under OEA's jurisdiction.
- > Congress anticipated that about \$5 million would be used to expand the OEA staff and establish regional field offices to expedite the agency's assistance to impacted communities. An additional \$20 million was added to supplement OEA's grant capability in anticipation of a larger number of grant applications, the broadening of OEA's charter to work with State and regional agencies, the funding of several pilot studies upon which to design redevelopment strategies (an additional \$2 million), and to begin a program of proactive planning assistance to communities unusually dependent upon defense spending

-- Economic Development Administration (EDA)

- > As the Commerce Department finally began to make use of the EDA in 1992, Congress provided an additional \$80 million in authorization authority.

-- Job Training Partnership Act (JTPA)

- > In addition to adding \$75 million in authorization authority for this program, the Act altered JTPA in several ways to make it more responsive to the unique employment dislocation challenges of the defense drawdown.
- > The Act permits the reimbursement to States of

rapid response resources that many Governors had used to meet unanticipated job losses in the defense sector. In doing so, the Act provides increased flexibility to States to respond to job losses, creates a feedback loop of information regarding job losses and assistance expenses, and generally makes JTPA more useful to impacted workers whose needs may be as simple as resume writing, or as complex as vocational retraining and actual job searching. The Act authorizes an additional \$4 million to expand the access to the U.S. Employment Service's Job Bank to displaced defense workers.

3. Implementations issues

- Since most of the structures and programs addressed in the community assistance portion of the defense conversion program are existing, the challenge for implementation is to ensure that the funds are expended promptly and effectively.
- During the last year of the Bush Administration, the interagency funding mechanisms were established to permit a smooth flow of resources from Washington to the affected states and communities. The critical missing element, the determination to make this program work, is up to the new Administration. A high visibility Administration effort, quick grass roots results, and a sensitive public affairs component would all provide momentum to this effort.
- One area needed additional emphasis is the portion of the 1991 Act related to interagency budget planning. This has not gotten off the ground and needs to if defense conversion is to be dealt with in more than an ad hoc manner.
- The greatest obstacle to meeting the goals of the Act is a provision in the Defense Appropriations Act which limits the use of JTPA retraining funds to former military personnel. This provision was included because of concerns with the scoring of these funds. However, its effect is to exclude from this program the displaced defense industrial employees and DOD civilian workers who were specifically targeted in the Authorization Act. The new Administration must address this issue with the Appropriations and Armed Services Committees on a priority basis to gain support for a legislative remedy. Without this change, the Department of Labor cannot move forward with the important additive services authorized by the last Congress.
- Once the funding issue is resolved, there is an additional

question whether the Secretary of Defense should manage the JTPA programs related to defense conversion. While the 1991 Act retained domestic assistance programs within the Departments of Labor and Commerce, the 1993 Act placed the expanded JTPA programs under the Secretary of Defense because of budget scoring concerns. The Act provides discretionary authority for the transfer of these programs to the Department of Labor. This possible transfer should be carefully considered as most job retraining experience lies within the Labor Department.

Heroes For Hire

By Major Michael I. Bumgarner, Military Police Corps, U.S. Army,
in coordination with Eugene R. Cromartie, Major General, U.S. Army (ret.),
Deputy Executive Director / Chief of Staff, IACP, Alexandria, Virginia

Police departments across the country expend valuable and limited resources in the search for qualified candidates to join their ranks. Departments no longer have the luxury of picking the best qualified from large numbers of applicants. The growing challenge now facing many departments is finding a sufficient number of candidates who meet their organization's minimum standards.¹

Challenges Involved in Recruiting Qualified Applicants

One major metropolitan police department reported expenditures of approximately \$1,000 per applicant in recruiting and screening costs. This fact, coupled with the information that the department screens 13 applications for each officer it hires, highlights the magnitude of the problem and the drain on departmental resources.² The California Commission on Police Officer Standards and Training reports that less than 4 percent of those who apply for law enforcement positions are hired. This is yet another indication that today's police departments are experiencing real difficulty in finding qualified applicants.

This problem is not unique to the law enforcement field. A study released by the Departments of Labor, Education and Commerce reported that two-thirds of the employers they surveyed reported that entry-level applicants lack the most basic skills. Those basic skills were identified as spelling, writing, mathematics, oral communication, flexibility and adaptability, problem solving, self-direction and initiative, and attitudes and work habits.³ Competition among corporate America in acquiring applicants who possess these basic skills has intensified over the past few years. Many law enforcement agen-

As a result of recent world events, recruitment of former military members has become an easier and more viable solution for police departments.

cies now find that a number of qualified applicants are lured to private security and investigation firms that have large recruiting budgets and can offer salaries few police departments can afford to match.

Targeting a High-Payoff Audience

One expert in the field of police officer recruitment and selection maintains that the answer to the problem "... is dependent not upon simply increasing the size of the applicant pool, but upon enhancing its quality."⁴ Like many police administrators, he recommends that one solution to the problem is to recruit from the military. Departments that pursue this option will make efficient use of their resources by targeting a high-payoff audience; the potential for acquiring a fully qualified candidate from this group is much greater than for recruit efforts aimed at the general population.

As a result of recent world events, recruitment of former military members has become an easier and more viable solution for police departments. Within the next

two years, police departments will have a unique opportunity to save resources while obtaining highly qualified applicants. The Department of Defense (DOD) is in the midst of its greatest reduction since World War II and will release approximately 600,000 service members from active duty.

Qualities of Former Service Members

By tapping into this source, police departments can draw from a pool of personnel who not only meet the minimum screening requirements of most departments, but who also possess those favorable attributes and characteristics that identify them as prime candidates for employment as law enforcement officers. Service members leaving the armed forces generally do not have criminal records, enjoy good health, have no history of substance abuse and are in relatively good physical condition. Additionally, their training and experience provide them with a background that is compatible with the needs of the law enforcement profession.

Service members depart the service with a higher-than-average education level and have received training in many areas that are common to both the military and law enforcement professions, such as communications, first aid and marksmanship. But perhaps more importantly, their military training has enabled these individuals to develop those personal characteristics police departments seek in their law enforcement officers. Former service members are accustomed to working irregular hours, under stress, in unusual work environments. These disciplined individuals are team players who are motivated to accomplish the mission, despite any barriers. They have set pri-



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orities and adapted to changing situations throughout their professional lives. Most are capable of dealing with different segments of society since they have been exposed to many lifestyles and environments.

In a study conducted by the Temple University Center of Labor and Human Resource Studies, former service members were found to experience greater financial success in their post-military careers than others who were similarly qualified and educated. The study cited various aspects of the military experience as being directly responsible for these results. One major reason cited was the work attitudes former service members possess, such as self-confidence, social maturity and the acceptance of legitimate authority.⁵

Accessing Quality Candidates— Operation Transition

DOD has developed a program called Operation Transition to assist the large numbers of departing service members in their transition to civilian life. While this program was developed to benefit departing service members, it is also a useful tool for police departments, since it provides valuable assistance to employers interested in hiring former service members through two automated employment assistance programs.

The first program is the Defense Outplacement Referral System (DORS), a mini-resume registry and referral system developed to provide employers with easy access to DOD personnel. DORS allows departing service members and their spouses to voluntarily input mini-resumes specifying their education, as well as their job and geographic preferences. Prospective employers access the system using a 1-900 telephone number (\$5 for the first minute, \$1 per minute thereafter). The system matches mini-resumes with job openings and provides the mini-resumes to the employer by facsimile or mail. Employers can receive up to 25 mini-resumes by fax the same business day or up to 100 mini-resumes by mail the next business day.

The other automated system is the Transition Bulletin Board. After registering for Operation Transition, employers are eligible to place two-week or six-month job advertisements on an electronic bulletin board. The advertisements are made available the next business day at over 350 military installations worldwide. Interested employers may register for Operation Transition by calling the Operation Transition Help Line at 1-800-727-3677 or by writing to: Operation Transition, Attn: Registration, 2511 Garden Rd., Suite A180, Monterey, CA 93940-5330. Once

registered, an employer will be mailed instructional material and a registration number that authorizes him to participate in DORS and the Transition Bulletin Board.

Success of Operation Transition

Approximately 100 local, state and federal law enforcement agencies are currently using Operation Transition as part of their recruiting efforts and are benefiting from the assistance it provides. Participating departments of all sizes in all regions of the country comment favorably on Operation Transition. A spokesman for the Houston, Texas, Police Department noted that the program has put the agency in a position where it can now pick and choose, allowing the department to use special skills, such as bilingual capabilities, as discriminators.

A large, urban, Mid-Atlantic police department in Operation Transition reported that military members generally fare far better in all phases of applicant screening (agility tests, written examinations and oral boards) than applicants from the general population; as a result, approximately 25 percent of their last academy class were prior military members. Nationwide, the program has proven to be a beneficial tool for those in law enforcement recruiting.

Limited Window of Opportunity

This opportunity to reach into a quality work force and draw from applicants who have the background and qualifications to meet the needs of law enforcement agencies could potentially reduce the resources expended on recruiting and applicant screening. It should also increase the potential for candidates to successfully complete police officer training and certification programs, and begin successful careers as law enforcement officers.

More than 600,000 service members have separated from the armed forces since the drawdown began in the fall of 1990. Each month, thousands more depart the service as the DOD reaches its peak in the drawdown process. Interested departments should act quickly. This unique chance to access a quality pool of personnel will diminish as DOD nears the completion of its drawdown in 1995. ★

¹ M. Hyams, "Recruitment, Selection, and Retention: A Matter of Commitment," *Police Chief*, September 1991, p. 24.

² Washington, D.C., Metropolitan Police Department.

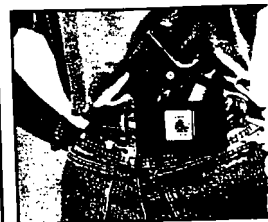
³ Departments of Labor, Education and Commerce, "Building a Quality Workforce," July 1988.

⁴ Hyams.

⁵ Thomas N. Daymont and Paul J. Andrisani, Technical Report, "The Economic Return to Military Service" (Philadelphia: Center for Labor and Human Resource Studies, School of Business and Management, Temple University, November 1986).

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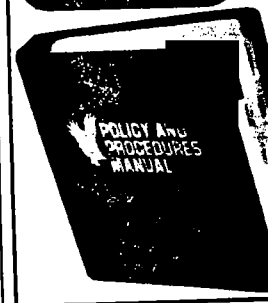


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To: Ms. Rana Sampson
Office: White House Domestic Policy Council
Telephone: 202 456 2164
Fax Number: 202 456 7739

From: Otto Thomas
Office: Office of Personnel Support, Families and Education
Directorate of Education
Telephone: (703) 746-7865 Autovon 286-7865
Fax Number: (703) 746-7839
Number of pages in this transmission, including this cover sheet: 9

Comments: HR 1245 provided as per our recent
phone conversation.

Otto Thomas

103D CONGRESS
1ST SESSION

H. R. 1245

To amend title 10, United States Code, to assist members of the Armed Forces who are discharged or released from active duty to obtain employment with law enforcement agencies and health care providers.

IN THE HOUSE OF REPRESENTATIVES

MARCH 4, 1993

Mr. WYNN introduced the following bill; which was referred to the Committee on Armed Services

A BILL

To amend title 10, United States Code, to assist members of the Armed Forces who are discharged or released from active duty to obtain employment with law enforcement agencies and health care providers.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 SECTION 1. DEPARTMENT OF DEFENSE EFFORTS TO PLACE
2 SEPARATED MEMBERS OF THE ARMED
3 FORCES IN EMPLOYMENT POSITIONS WITH
4 LAW ENFORCEMENT AGENCIES AND HEALTH
5 CARE PROVIDERS.

6 (a) PLACEMENT PROGRAM WITH LAW ENFORCE-
7 MENT AGENCIES.—Chapter 58 of title 10, United States
8 Code, is amended by adding at the end the following new
9 section:

10 “§ 1152. Assistance to separated members to obtain
11 employment with law enforcement agen-
12 cies

13 “(a) PLACEMENT PROGRAM.—The Secretary of De-
14 fense shall establish a program to assist eligible members
15 of the Armed Forces to obtain employment by State and
16 local law enforcement agencies upon their discharge or re-
17 lease from active duty.

18 “(b) ELIGIBLE MEMBERS.—(1) Except as provided
19 in paragraph (2), a member of the Armed Forces may
20 apply to participate in the program established under sub-
21 section (a) if the member—

22 “(A) is selected for involuntary separation, is
23 approved for separation under section 1174a or
24 1175 of this title, or is given early retirement under
25 section 4403 of the National Defense Authorization

1 Act for Fiscal Year 1993 during the four-year period
2 beginning on October 1, 1993;

3 “(B) has a military occupational specialty,
4 training, or experience related to law enforcement,
5 such as service as a member of the military police;
6 and

7 “(C) satisfies such other criteria for selection as
8 the Secretary of Defense may prescribe.

9 “(2) A member who is discharged or released from
10 service under other than honorable conditions shall not be
11 eligible to participate in the program.

12 “(c) SELECTION OF PARTICIPANTS.—(1) The Sec-
13 retary of Defense shall select members to participate in
14 the program established under subsection (a) on the basis
15 of applications submitted to the Secretary before the date
16 of the discharge or release of the members from active
17 duty. An application shall be in such form and contain
18 such information as the Secretary may require.

19 “(2) The Secretary may not select a member to par-
20 ticipate in the program unless the Secretary has sufficient
21 appropriations for the placement program available at the
22 time of the selection to satisfy the obligations to be in-
23 curred by the United States under subsection (d) with re-
24 spect to that member.

5 employment with these agencies. Under the agreement,
6 the law enforcement agency shall agree to employ a sepa-
7 rated member selected for the program on a full-time basis
8 for at least a two-year period.

9 “(2) Under an agreement referred to in paragraph
10 (1), the Secretary shall agree to pay to the law enforce-
11 ment agency involved an amount equal to the lesser of—

12 “(A) the basic salary to be paid to the sepa-
13 rated member during the required two-year period of
14 employment; and

15 “(B) \$50,000.

16 “(3) Payments required under paragraph (2) may be
17 made by the Secretary in such installments as the Sec-
18 retary may determine.

19 “(4) If a separated member who is placed under this
20 program leaves the employment of the law enforcement
21 agency before the end of the two years of required employ-
22 ment service, the agency shall reimburse the Secretary in
23 an amount that bears the same ratio to the total amount
24 already paid under the agreement as the unserved portion
25 bears to the two years of required service.

1 Act for Fiscal Year 1993 during the four-year period
 2 beginning on October 1, 1993;

3 "(B) has received an associate degree, bacca-
 4 laurate, or advanced degree from an accredited in-
 5 stitution of higher education or a junior or commu-
 6 nity college;

7 "(C) has a military occupational specialty,
 8 training, or experience related to health care or is
 9 likely to be able to obtain such training in a short
 10 period of time, as determined by the Secretary; and

11 "(D) satisfies such other criteria for selection
 12 as the Secretary may prescribe.

13 "(2) A member who is discharged or released from
 14 service under other than honorable conditions shall not be
 15 eligible to participate in the program.

16 "(c) SELECTION OF PARTICIPANTS.—(1) The Sec-
 17 retary of Defense shall select members to participate in
 18 the program established under subsection (a) on the basis
 19 of applications submitted to the Secretary before the date
 20 of the discharge or release of the members from active
 21 duty. An application shall be in such form and contain
 22 such information as the Secretary may require.

23 "(2) The Secretary may not select a member to par-
 24 ticipate in the program unless the Secretary has sufficient
 25 appropriations for the placement program available at the

1 time of the selection to satisfy the obligations to be in-
2 curred by the United States under subsections (d) with
3 respect to that member.

4 “(d) GRANTS TO FACILITATE EMPLOYMENT.—(1)
5 The Secretary of Defense shall enter into an agreement
6 with a health care provider to assist eligible members se-
7 lected under subsection (c) to obtain suitable employment
8 with the health care provider. Under the agreement, the
9 provider shall agree to employ a separated member se-
10 lected for the program on a full-time basis for at least
11 a two-year period.

12 “(2) Under an agreement referred to in paragraph
13 (1), the Secretary shall agree to pay to the health care
14 provider involved an amount equal to the lesser of—

15 “(A) the basic salary to be paid to the sepa-
16 rated member during the required two-year period of
17 employment; and

18 “(B) \$50,000.

19 “(3) Payments required under paragraph (2) may be
20 made by the Secretary in such installments as the Sec-
21 retary may determine.

22 “(4) If a separated member who is placed under this
23 program leaves the employment of the health care provider
24 before the end of the two years of required employment
25 service, the provider shall reimburse the Secretary in an

1 amount that bears the same ratio to the total amount al-
2 ready paid under the agreement as the unserved portion
3 bears to the two years of required service.

4 “(5) The Secretary may not make a grant under this
5 subsection to a health care provider if the Secretary deter-
6 mines that the provider terminated the employment of an-
7 other employee in order to fill the vacancy so created with
8 a separated member under this program.”.

9 (c) CLERICAL AMENDMENT.—The table of sections
10 at the beginning of such chapter is amended by adding
11 at the end the following new items:

“1152. Assistance to separated members to obtain employment with law enforce-
ment agencies.

“1153. Assistance to separated members to obtain employment with health care
providers.”.

○

Plan would put former members in law enforcement

Pentagon asked to subsidize salaries over seven years

By Rick Maze
Times staff writer

WASHINGTON — More service members could find post-service employment in law enforcement under a bipartisan plan introduced in the House.

Under the plan, introduced June 22, the Department of Defense would subsidize the salaries of involuntarily separated service members hired by local law enforcement agencies.

The first year a veteran worked in law enforcement, his or her salary would be paid by the Defense Department. The subsidy then would drop 20 percentage points per year, so by the sixth year of employment, the local jurisdiction would be entirely responsible for the salary.

To be accepted into the program, a service member would have to promise to stay on the job at least two years. And in order to get the subsidy, a local agency would have to promise to keep a veteran on the payroll for at least two years.

Pentagon personnel officials said they have not seen the proposal, but in general they oppose using military funds to pay the salaries of people who are no longer in the military.

Rep. Steve Horn, R-Calif., the plan's chief sponsor, said such a program would help displaced service members find work and help communities hire more police.

The bill has 14 co-sponsors, seven from each party, representing a combination of law-and-order Republicans and big-city Democrats who usually are at odds.

"Our local governments face serious fiscal constraints in hiring additional police needed to fight crime, while, since 1988, 530,000 active-duty and civilian personnel have been cut from the rolls of the armed services," Horn said. "I feel it is to our nation's advantage to channel the abilities of these highly skilled people toward law enforcement, a core force that is currently overworked and understaffed."

Horn's bill is supported by the Non Commissioned Officers Association as a good way of helping separating enlisted members find jobs.

Horn said the plan, which he has dubbed the Community Security Act of 1993, would build on a community service incentive approved by Congress in 1992. That program, yet to be implemented, would reward people who retire from the military with less than 20 years of service with extra retirement credit if they find post-service work in the fields of law enforcement, health care or education.

The Department of Defense had balked at the retirement credit plan last year, arguing military funds should not be used to fund local programs. But with the backing

of Sen. Sam Nunn, D-Ga., the Senate Armed Services Committee chairman, the plan passed. The Clinton administration has embraced the idea, but seems in no hurry to implement the program because no one has yet retired from the military under the new 15-year early retirement plan approved last year.

Congressional aides working on defense

drawdown issues said Horn's proposal is not unreasonable. President Clinton has talked about the need to get up to 100,000 more police officers on the street, something the bill would do.

And, although the Department of Defense objects, there is strong sentiment toward shifting military funds toward domestic uses.

Continued

terminating the investigation with respect to Keys.

No petitions for review, or agency or public comments were received.

This action is taken pursuant to section 337 of the Tariff Act of 1930, as amended (19 U.S.C. 1337), and Commission interim rule 210.53(h) (19 CFR. 210.53(h)).

Issued: May 24, 1993.

By order of the Commission.

Paul R. Bardos,

Acting Secretary.

[FR Doc. 93-13025 Filed 6-2-93; 8:45 am]

BILLING CODE 7020-02-P

[Investigation No. 332-342]

Metallurgical Coke: Baseline Analysis of the U.S. Industry and Imports

AGENCY: United States International Trade Commission.

ACTION: Institution of investigation and scheduling of public hearing

SUMMARY: Following receipt of a request on May 6, 1993, from the House Committee on Ways and Means, the Commission instituted investigation No. 332-342, Metallurgical Coke: Baseline Analysis of the U.S. Industry and Imports.

EFFECTIVE DATE: May 21, 1993.

FOR FURTHER INFORMATION CONTACT:

General inquiries regarding the investigation may be directed to Ms. Cynthia B. Foresio (202-205-3348) or Mr. Eric Land (202-205-3349), Energy, Chemicals, and Textiles Division, Office of Industries, U.S. International Trade Commission, Washington, DC 20436. For information on legal aspects of the investigation, contact Mr. William Gearhart of the Commission's Office of the General Counsel (202-205-3091). The media should contact Ms. Peg O'Laughlin, Director, Office of Public Affairs (202-205-1819). Hearing-impaired persons can obtain information on this study by contacting the Commission's TDD terminal on 202-205-1810.

SUPPLEMENTARY INFORMATION:

Background

As requested, the Commission in its report will seek to provide a baseline analysis of the U.S. coke industry and how it is affected by increasing imports from major world producers, particularly Japan. Other producing countries such as China and the former Eastern Bloc will also be studied. In its report, the Commission will evaluate the impact of significant market and trade issues related to consuming

industries on the availability of coke in the United States, Japan, China, and the other nations to be studied. The report will also analyze the production practices and other factors associated with coke production in the United States and, to the extent feasible, in the other countries to be studied.

More specifically, as requested by the Committee, the Commission, in conducting its study, will review for the U.S. market and the markets in Japan, China, and the former Eastern Bloc nations the following issues:

- (1) Coke market practices, such as cost recovery, pricing practices, by-product valuation (i.e., coal chemicals), and coke quality;
- (2) Environmental controls and costs;
- (3) Transportation costs in the U.S. market;
- (4) Other market factors, such as government support, quality, and other significant market factors; and
- (5) Other major factors affecting the production of coke.

Public Hearing

A public hearing in connection with this investigation will be held in the Commission Hearing Room, 500 E Street, SW., Washington, DC 20436, beginning at 9:30 a.m. on October 5, 1993. All persons shall have the right to appear by counsel or in person, to present information, and to be heard. Requests to appear at the public hearing should be filed with the Secretary, United States International Trade Commission, 500 E Street, SW., Washington, DC, 20436, no later than noon, September 17, 1993. Any prehearing briefs (original and 14 copies) should be filed with the Secretary not later than noon, September 27, 1993. Any post hearing briefs should be filed by October 15, 1993.

Written Submissions

In addition to or in lieu of filing prehearing or posthearing briefs, interested parties are invited to submit written statements concerning the matters to be addressed in the report. Commercial or financial information that a party desires the Commission to treat as confidential must be submitted on separate sheets of paper, each clearly marked "Confidential Business Information" at the top. All submissions requesting confidential treatment must conform with the requirements of section § 201.6 of the Commission's Rules of Practice and Procedure (19 CFR 201.6). All written submissions, except for confidential business information, will be made available for inspection by interested persons in the Office of the

Secretary to the Commission. To be assured of consideration by the Commission, written statements relating to the Commission's report should be submitted at the earliest practical date and should be received no later than October 15, 1993. All submissions should be addressed to the Secretary, U.S. International Trade Commission, 500 E Street SW., Washington, DC, 20436.

Issued: May 21, 1993.

By order of the Commission.

Paul R. Bardos,

Acting Secretary.

[FR Doc. 93-13022 Filed 6-2-93; 8:45 am]

BILLING CODE 7020-02-P

DEPARTMENT OF LABOR

Employment and Training Administration

Defense Conversion Adjustment (DCA) Demonstration Projects To Be Funded With Department of Defense (DoD) Funds

AGENCY: Employment and Training Administration, Labor.

ACTION: Notice.

SUMMARY: The U.S. Department of Labor, Employment and Training Administration (DOL/ETA), announces a second round of Defense Conversion Adjustment (DCA) demonstration projects to be funded with Department of Defense (DoD) appropriated funds. DoD has provided funds to ETA to support programs to provide retraining and readjustment services for dislocated workers under title III of the JTPA. DoD has also provided funds for demonstration projects to encourage and promote innovative responses to dislocations resulting from reductions in defense expenditures or by the closure of military installations. This notice describes the process that eligible entities must use to apply for demonstration funds, the subject areas for which applications shall be accepted for funding, how grantees are to be selected, and the responsibilities of grantees. It is anticipated that approximately \$5 million will be available for this round of funding. Based on the availability of funds and the needs of the Department, additional competitions for DCA demonstration projects may be announced.

DATES: Applications for grant awards will be accepted commencing June 3, 1993. The closing date for receipt of applications shall be August 2, 1993, at 2 p.m. (Eastern Time) at the address below.

ADDRESSES: Applications shall be mailed to Division of Acquisition and Assistance, Attention: Gwendolyn Baron-Simms, Reference: SGA/DAA 93-003, Employment and Training Administration, U.S. Department of Labor, room S-4203, 200 Constitution Avenue NW., Washington, DC 20210.

FOR FURTHER INFORMATION CONTACT: Mr. Robert N. Colombo, Director, Office of Worker Retraining and Adjustment Programs. Telephone: (202) 219-5577 (this is not a toll-free number).

SUPPLEMENTARY INFORMATION: This announcement consists of four parts. Part I provides the background and purpose of the demonstration projects. Part II identifies demonstration policy and topics. Part III describes the application process and provides detailed guidelines for use in applying for demonstration grants and the selection criteria used in reviewing applications. Part IV describes the reporting requirements.

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Part I. Background

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- B. Purposes of the demonstrations

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- A. Basic policy
- B. Demonstration topics
 - Code 001—Dislocation aversion
 - Code 002—Increased worker mobility
 - Code 003—Community planning
 - Code 004—Locally initiated

Part III. Application Process

- A. Eligible grantees
- B. Application procedures
- C. Statement of work/Project summary
- D. Rating criteria for award

Part IV. Reporting Requirements

Part I. Background

A. Authorities

Under a Memorandum of Agreement (MOA) between DOL and DoD, DoD is funding Defense Conversion Adjustment (DCA) projects under title III of the JTPA and such DCA demonstration projects as agreed to by DoD and DOL.

On July 9, 1992, the Department of Labor (Department or DOL) published a notice in the Federal Register, "Job Training Partnership Act: Title III National Reserve Grants; Availability of Funds and Application Procedures for Program Year 1992." 57 FR 30536. That announcement describes the procedures to be used by eligible grantees in applying for grants of DCA funds to deliver traditional dislocated worker services to eligible individuals on a non-demonstration basis.

On May 12, 1992, the Department published in the Federal Register an

announcement soliciting proposals for DCA demonstration projects. 57 FR 20366. Twelve demonstration grants were awarded and announced on November 12, 1992. With this notice, DOL is announcing a second solicitation of DCA demonstration grant applications to establish demonstration projects for workers dislocated or threatened with dislocation due to reduced defense expenditures.

B. Purposes of the Demonstrations

Each demonstration project is to offer services and activities, or to develop the plans, information or experience necessary to offer such activities, to assist workers affected by defense-related dislocations in combinations and formats not currently found or anticipated in basic title III or standard DCA projects. The Department believes that a wide variety of innovative projects will provide the opportunity to evaluate the effectiveness of specific responses, and to identify exemplary approaches that address the specific problems faced in defense-related dislocations.

Part II. Demonstration Policy and Topics

A. Basic Policy

1. Awards. DOL and DoD will select up to five applicants in each category. It is anticipated that the maximum grant awards will be \$500,000.

2. Evaluation. These demonstration projects will be evaluated by an independent contractor to be selected and funded by the Department of Labor under a separate agreement. Grantees must make available participant records as specified by the evaluation contractor.

3. Eligible participants. Workers eligible for assistance under these demonstration grants are those individuals who: (a) Have been terminated or laid off or received a notice of termination or layoff from defense-related employment and are unlikely to return to their previous industry or occupation; (b) have been terminated or received a notice of termination of defense-related employment, as a result of any permanent closure of or any substantial layoff at a plant, facility or enterprise; (c) work in a facility at which the employer has made a public announcement that such facility will close or (d) are otherwise at risk of dislocation, as a result of a reduction in DoD procurement or the full or partial closure of a military facility.

Projects which propose to serve workers at risk or dislocation shall

describe how such workers shall be identified. Projects which propose to serve workers who are currently employed, including those at risk of dislocation, shall describe how prospective participants will be selected to receive assistance under the grant from among the larger group of employed at-risk workers. An application which proposes to serve employed workers who have not received a notice of layoff must clearly describe how "at risk of dislocation" is to be demonstrated. The extent to which such a proposal describes an appropriate procedure for identifying "at-risk" workers will be considered in the selection process.

4. Allowable activities. Grant funds awarded under these demonstrations may be used to provide the services described in JTPA section 314. Services under title III are classified as: Rapid response assistance, basic readjustment services, retraining, administration, and needs-related payments and supportive services. These activities are more fully described in the statute.

5. Initial grant period. Applications must clearly describe project activities to the undertaken during the initial 18-month period of performance. Funding of subsequent project activity shall be at the Department's option, based on the availability of funds, effective program operation and the needs of the Department.

6. Cost limitations. DCA demonstration grants are not subject to the cost limitations for formula-funded title III grants at section 315 of the JTPA. However, any offeror proposing administrative costs that exceed 15 percent of the budget or needs-related payments and supportive services that exceed 25 percent of the budget shall provide a narrative justification.

B. Demonstration Topics

DOL/DoD will consider applications for defense-related demonstrations in the following areas. Applications must include sufficient information upon which DOL and DoD can determine that the applications are responsive to one of the project descriptions listed below:

001 *Dislocation aversion.* The goal of this project category is to reduce the number of workers who would otherwise be laid-off as a result of defense cutbacks and closures, by retraining the affected workforce of a defense employer that is converting its operations as part of a restructuring program. This demonstration program is to provide early intervention services including worker retraining for eligible workers who are at risk of losing their jobs as a result of defense cutbacks, so

that they qualify for new jobs being created as the defense employer reorganizes operations under a conversion and/or diversification plan.

An application to assist workers at a preselected employer must identify the firm or firms whose employees are to be served by the project. The application must describe each firm's existing mode of production and the need and strategy for successful conversion or diversification (i.e., a conversion or diversification plan specific to the workers and firm targeted for assistance). The application must describe the means by which workers at risk of dislocation shall be identified. It must identify the current skills and training levels of employees threatened with dislocation, the number to be served by the project, the new skills required by the conversion or diversification, the means of selecting workers for participation, and what services will be offered to the remaining affected workers, if any, who are not selected for this training.

An application to assist workers at employers who have yet to be identified must describe in detail the procedures to be used to identify such employers who may participate in this project using the information identified in the above paragraph. An application must ensure that the affected employees or their representative(s) will be consulted concerning the proposed activities, during both the design and implementation stages of the project.

The application must include information on the non-JTPA resources committed to this project, including employer funds, secured and unsecured loans, grants, and other forms of assistance, public and private. JTPA funds are to be used for allowable activities under title III which are in addition to those which would otherwise be available in the area in the absence of such funds.

002 Increased worker mobility. This project's purpose is to increase worker mobility through innovative assessment, job development and job matching techniques, and retraining in needed occupations.

One potential approach under this demonstration project could involve targeting services on dislocated workers whose occupational skills have been acquired primarily in a workplace setting, who lack degrees or certificates attesting to their knowledge and abilities, and who are unlikely to remain in their specific occupation. Such a program would facilitate the placement of experienced workers whose academic credentials may not adequately reflect

the currency, breadth, or depth of their occupational experience.

A second approach could be targeted to reapplying closely aligned defense-related skills to demand occupations, and/or providing significant retraining from a defense-only skill to one marketable in the civilian workplace. Such efforts would focus first on industry needs and occupational requirements, then on development of appropriate curricula and training activities.

All applications in this category must indicate which occupational group or groups of workers will be targeted for assistance, and must describe how the project will recruit and serve such individuals. Any eligible grantee may apply, but applications are particularly sought from employer associations and employee representatives.

003 Community planning. The goal of this demonstration project is to mobilize Federal, State, and local resources under comprehensive plans for coordinated community adjustment efforts for areas suffering significant economic dislocation as a result of defense-related layoffs. This demonstration program will center on communities where a military base or defense contractor(s) accounts for a substantial share of local economic activity, and where the resources required to cope with such dislocations far exceed those available to the community. Special emphasis should be on development of strategies to replace the economic base of the affected community, and may include identification of appropriate fields for entrepreneurial training, if appropriate.

Traditionally, Federal planning assistance has focused on reuse of Federal property. The components of this demonstration program will be activities where reuse of Federal property is not at issue. Projects should be designed to do the following: (1) Identify the broad range of community needs resulting from a defense related dislocation which have a significant impact on the community, (2) develop a comprehensive plan to respond to those needs, and (3) establish a community-based task force to coordinate and oversee the implementation of the plan. Activities may include provision of an immediate response to individual hardships created by the loss of the community's economic base. This demonstration should include cooperative agreements between the local Private Industry Council, the State JTPA program, economic development agencies, and other organizations capable of assisting in comprehensive planning and delivery

of services. Any eligible grantee may apply, but applications are particularly sought from substate grantees under title III of JTPA.

004 Locally initiated response. The purpose of this category is to test carefully designed but unsolicited creative responses to defense related layoffs. Subjects may include retraining in order to apply defense-related skills to civilian occupations, assistance to professional, technical, and managerial dislocated workers, self-employment training, and appropriate early intervention strategies for workers whose layoff is reasonably certain. Critical skills programs, development of employer outreach procedures and other attempts to link State retraining efforts with State economic development agency activities to create new employment in the community, nationwide job search assistance and as well as other areas of inquiry with relevance to the national dislocated worker program may also form the basis of applications in this category.

An application in this category must clearly identify the objectives to be achieved through the proposed intervention, including planned outcomes.

Part III. Application Process

A. Eligible Grantees

Eligible grantees for demonstration projects funded under this announcement include States, title III substate grantees, employers, employer associations, and representatives of employees. States and substate grantees are defined at section 301 of the Act. An application from a State agency shall be submitted by the Governor.

Employers may apply if they have terminated or laid off, or are planning to terminate or lay off, employees as a result of reduced defense expenditures. Employer associations may apply if they include eligible applicant employers.

Representatives of employees, including labor unions, may apply if they represent employees who are or will be eligible for DCA assistance.

DOL expects that, in such cases where more than one eligible grantee wishes to apply for a grant to serve the same target population, applicants will establish appropriate linkages and submit a single application under a single proposed administrative entity.

B. Application Procedures

1. Submission of Proposal

An original and three (3) copies of the proposal shall be submitted. The proposal shall consist of two (2) separate and distinct parts—Part I, the

Financial Proposal, and Part II, the Technical Proposal. Each application will be considered for only one demonstration project category. The demonstration project category being applied for must be identified on Standard Form (SF)-424, item 11 (Attachment No. 1), and on the front of each proposal, in accordance with the following:

- Code 001—Dislocation aversion
- Code 002—Increased worker mobility
- Code 003—Community planning
- Code 004—Locally initiated response

The Financial Proposal, Part I, shall contain the SF-424, "Application for Federal Assistance" (Attachment No. 1), and SF 424-A, "Budget" (Attachment No. 2). The Federal Domestic Assistance Catalog number is 17.246. The budget shall include on a separate page(s) a cost analysis of the budget, identifying in detail the amount of each budget line item attributable to each of the title III cost categories of section 314 of JTPA.

Federal funds will not support training which the employer is in a position to, and would otherwise, provide.

Federal funds may not be used for acquisition of production equipment. The only type of equipment that may be acquired with federal funds is equipment necessary for the operation of the grant. If equipment is purchased, grant funds may cover only those costs which are appropriate and reasonable. In such an instance, the cost of the equipment is to be prorated over the projected life of the equipment to determine the cost to the grant. No funds may be expended for equipment without prior written approval from DOL.

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

The budget should also identify any non-JTPA resources committed to this project, including employer funds, in-kind resources, secured and unsecured loans, grants, and other forms of assistance, public and private.

The technical proposal, Part II, shall demonstrate the offeror's capabilities in accordance with the Statement of Work/Project Summary in Section C. No cost data or reference to price shall be included in the technical proposal.

2. Late Proposals

Any proposal not reaching the designated place, by the specified time and date of delivery requirements will not be considered, unless mailed five (5) days prior to the closing date. The term

"Postmark" means a printed, stamped or otherwise placed impression (exclusive of postage meter-machine impression) that is readily identifiable without further action as having been supplied or affixed on the date of mailing by employers of the U.S. Postal Service.

3. Hand-delivered Proposals

It is preferred that the proposals be mailed five days prior to the closing date. However, hand-delivered proposals must be received by 2 p.m., Eastern Time by August 2, 1993. Telegraphed and/or faxed proposals will not be honored. Failure to adhere to the above instructions will be a basis for a determination of nonresponsiveness.

4. Period of Performance

The period of performance will be eighteen (18) months from the date of grant execution. It is anticipated that approximately \$5 million will be available for funding these projects. The maximum grant award will be \$500,000.

5. Option to Extend Grants

Based on the availability of funds, effective program operation and the needs of the Department, the grant(s) may be extended for up to two additional years.

6. Definitions

Unless otherwise indicated in this announcement, definitions of terms used herein shall be those definitions found in the Job Training Partnership Act, as amended, particularly at Section 4 and Section 301.

7. Page Count Limit

Applications are to be limited to 30 single-side pages, single-spaced.

C. Statement of Work/Project Summary

Each application must include in the appropriate section(s) (1) that information identified in the discussion under Part II.B., (2) that information related in the Demonstration topics above, and (3) any other information necessary for the Department to evaluate the application in terms of the selection criteria identified in Part III.C. Each application should generally follow the format outlined here:

1. Target Group

A description or profile of the workers targeted for assistance by the project, including but not limited to:

- The skill deficiencies of the target group and how each was determined;
- The new skills and skill requirements that are required; and
- The process to be used to identify participants for this demonstration

program from among those eligible for participation.

2. Defense Impact and Need

A discussion of the impact and the economic consequences of reductions in defense industry employment, or reductions in the number of DoD military and civilian personnel in the State(s) and in the specific substate area(s) likely to receive assistance under this grant.

- The severity of the circumstances faced by the affected workers, firm(s), and/or community, including, for services to workers at-risk of layoff, a demonstration of the likelihood of worker dislocations absent Federal intervention, and

- Any other relevant information concerning the area to be served by the project.

3. Non-Duplication of Available Services/Maintenance of Effort

An explanation of how it will be determined that the activities to be conducted with funds under this demonstration project are in addition to those which would otherwise be available in the absence of such funds.

In the case of proposals under Category 001 (Dislocation Aversion), an application to avert dislocations must discuss employer policies toward employee retraining and retention in lieu of termination and any existing commitments established through the collective bargaining process or otherwise affecting employee retraining and retention such as "bumping" rights, early retirement offerings, and related activities.

In the case of proposals under Category 003 (Community Planning), an application must describe how activities proposed under the DCA grant would supplement planning activities funded through DoD's Office of Economic Adjustment and other fund sources, if applicable.

4. Coordination and Linkages

A description of the relationship between the Demonstration Program project and the existing Title III program, any applicable DoD programs, local institutions and agencies involved in economic development activities, and other available resources which will enhance the opportunities for success of the demonstration project.

- Evidence of consultation with the State JTPA agency, if appropriate, and substate grantee(s), as appropriate.

5. Consultation With Organized Labor

If appropriate, evidence of consultation with organized labor concerning this application.

6. Non-JTPA Resources

A discussion of the other services and resources in terms of how each will contribute to the objectives of the demonstration.

- Any application proposing to serve currently employed workers, including such proposals under Category 001, must indicate the specific contribution of the employer, and labor organization (if appropriate).

7. Services

A description of the activities to be conducted. The activities must be allowable under section 314 of the Act.

For proposals under Category 003 (Community Planning), the proposal must identify the organizations which will participate in the planning process, and describe the role each is expected to play in responding to the needs of the affected work force. A Community Planning proposal which also provides for the delivery of basic readjustment and retraining assistance to participants shall include appropriate information from the list below.

Proposals under categories 001, 002 and 004 must include:

- A description of the outreach, recruitment, and intake system to achieve planned enrollment levels.
- A description of how the project will determine the plan of assistance for each of the workers.
- The specific occupations selected for training.
- The services to be provided and the service mix, including:
 - How the prescribed interventions will meet the needs of the target population;
 - A discussion of how the skill training activities address participants' specific skill deficiencies.
 - Identification of the service provider(s), including demonstrated effectiveness (past experience).
 - A plan showing the timing of all services and appropriate decision points.

8. Outcomes

The projected results of the project, including as appropriate:

- Clear descriptions/definitions of measurable goals and outcomes to determine the project's effectiveness, particularly those relating to participants' satisfactory completion of the project, and other "successful" outcomes;

- The number of participants projected to enroll in, and successfully complete, the program;

- Measurable effects of the services provided to project participants as indicated by gains in individuals' skills, competencies, or other outcomes;

- Participants' average wages prior to and at completion of project; and

- Any additional measurable, performance-based outcomes that are relevant to the proposed intervention and which may be readily assessed during the period of performance of the project. An explanation of how such additional measures are relevant to the purpose of the demonstration program.

- In addition to measurable outcomes, the proposal should provide other appropriate information on projected results including, if appropriate, how the demonstration will lead to a more broadly based workforce and how its flexibility and adaptability to change will be enhanced by the actions proposed in the demonstrations.

9. Technical Input

A description of how the proposed plan was developed including any expert input, previous demonstrations, research, and other information which will establish the research context for the proposed demonstration.

10. Innovation

A description of how the proposed approach represents an innovative method of addressing the needs of dislocated workers. Applications which do not represent a departure from standard title III or DCA processes and procedures will be considered non-responsive.

11. Replicability

Any relevant information to demonstrate that the approach proposed may be applicable to a broad series of dislocated worker problems across the country.

D. Rating Criteria for Award

Prospective offerors are advised that the selection of grantee(s) for award is to be made after careful evaluation of proposals by a panel of specialists within DOL and DoD. Panelists will evaluate the proposals for acceptability with emphasis on the various factors enumerated below. The panel results are advisory in nature and not binding on the Grant Officer.

Evaluations will be made not only on the basis of what the proposed offeror intends to do during the 18-month grant, but also on the usefulness of the demonstration after the end of the grant

period, including possible extensions of the grant.

Grant application will be considered for funding where DoD has concurred that the workers to be served by the project described in the application have been, or are likely to be, dislocated as a result of reduced expenditures by the United States for defense or by closure or substantial reductions at United States military facilities.

1. Technical Evaluation (75 points)

Target Group and Services. The clearly identified needs of the target group and, if appropriate, the community, as well as the process for selecting participants for this demonstration program from those eligible for participation. The services to be provided, including the degree to which the services appear to meet the needs of the target population. The degree to which such services are appropriate to the type of demonstration proposed. (25 points)

Innovation and Replicability. The novelty of the proposed approach. The likelihood that the approach may be applicable to a broad series of dislocated worker problems across the country. (25 points)

Coordination and Linkages; Utilization of Resources. The extent to which the project will be integrated with other existing program, community, and company resources. (15 points)

Demonstrated Experience. Experience in the oversight and operation of programs requiring management capabilities and experience similar to the proposed program. (10 points)

2. Cost Evaluation (25 points)

The cost effectiveness of the project as indicated by cost per participant, cost per placement, and cost per activity in relation to services provided and outcomes anticipated.

Applicants are advised that discussions may be necessary in order to clarify any inconsistencies in their applications. Applications may be rejected where the information required is not provided in sufficient detail to permit adequate assessment of the proposal. The final decision on the award will be based on what is most advantageous to the Federal Government as determined by the ETA Grant Officer. Evaluations by reviewers are advisory only to the Grant Office.

Part IV. Reporting Requirements

1. Dislocated Worker Special Project Reports as required by the grant award documents.

2. Standard Form 269, Financial Status Report Form.
3. Quarterly Progress Reports.
4. Final Project Report including an assessment of project performance.

Signed at Washington, DC, this 27 day of
May, 1993.
Carolyn M. Golding,
Acting Assistant Secretary of Labor.
BILLING CODE 4510-30-M

Attachment No. 1—Application for Federal Assistance (Standard Form 424)

OMB Approval No. 0348-0043

APPLICATION FOR
FEDERAL ASSISTANCE

1. TYPE OF SUBMISSION: Application ☐ Construction ☐ Non-Construction		2. DATE SUBMITTED		Applicant Identifier	
3. DATE RECEIVED BY STATE		State Application Identifier			
4. DATE RECEIVED BY FEDERAL AGENCY		Federal Identifier			
5. APPLICANT INFORMATION					
Legal Name:			Organizational Unit:		
Address (give city, county, state, and zip code)			Name and telephone number of the person to be contacted on matters involving this application (give area code)		
6. EMPLOYER IDENTIFICATION NUMBER (EIN): [] [] - [] [] [] [] [] [] [] []			7. TYPE OF APPLICANT: (enter appropriate letter in box) ☐ A. State B. County C. Municipal D. Township E. Interstate F. Intermunicipal G. Special District H. Independent School Dist. I. State Controlled Institution of Higher Learning J. Private University K. Indian Tribe L. Individual M. Profit Organization N. Other (Specify) _____		
8. TYPE OF APPLICATION: ☐ New ☐ Continuation ☐ Revision If Revision, enter appropriate letter(s) in box(es): ☐ ☐ A. Increase Award B. Decrease Award C. Increase Duration D. Decrease Duration Other (specify): _____			9. NAME OF FEDERAL AGENCY:		
10. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: [] [] [] [] [] [] [] [] TITLE: _____			11. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: _____		
12. AREAS AFFECTED BY PROJECT (cities, counties, states, etc.): _____					
13. PROPOSED PROJECT:		14. CONGRESSIONAL DISTRICTS OF:			
Start Date	Ending Date	a. Applicant _____ b. Project _____			
15. ESTIMATED FUNDING:		16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS?			
a. Federal	\$ _____ .00	a. YES THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON DATE _____			
b. Applicant	\$ _____ .00	b. NO ☐ PROGRAM IS NOT COVERED BY E.O. 12372			
c. State	\$ _____ .00	☐ OR PROGRAM HAS NOT BEEN SELECTED BY STATE FOR REVIEW			
d. Local	\$ _____ .00				
e. Other	\$ _____ .00				
f. Program Income	\$ _____ .00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT?			
g. TOTAL	\$ _____ .00	☐ Yes If "Yes," attach an explanation. ☐ No			
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED					
a. Typed Name of Authorized Representative		b. Title		c. Telephone number	
d. Signature of Authorized Representative				e. Date Signed	

Previous Editions Not Usable

Standard Form 424 (REV. 4-88)
Prescribed by OMB Circular A-102

Authorized for Local Reproduction

BUDGET INFORMATION - Non Construction Programs

Catalog of Federal Domestic Assistance		Estimated Unobligated Funds		New or Revised Budget		
CFDA NUMBER	FEDERAL	NON-FEDERAL	FEDERAL	NON-FEDERAL		
1. _____	\$ _____	\$ _____	\$ _____	\$ _____		
2. _____	\$ _____	\$ _____	\$ _____	\$ _____		

COST CATEGORY	FEDERAL FUNDING			NON-FEDERAL CONTRIBUTION		
DIRECT COST	CURRENT FEDERAL BUDGET	REVISIONS AND/OR EXTENSIONS	REVISED FEDERAL BUDGET	CURRENT Awardee BUDGET	REVISIONS AND/OR EXTENSIONS	REVISED Awardee BUDGET
(A) PERSONNEL						
(B) FRINGE BENEFITS						
(C) TRAVEL & PER DIEM						
(D) EQUIPMENT **						
(E) SUPPLIES						
(F) CONTRACTUAL						
(G) OTHER						
TOTAL DIRECT COST						
INDIRECT COST						
TOTAL ESTIMATED COST						

** SEE PART IV - SPECIAL CONDITION #9

AUTHORIZED FOR LOCAL REPRODUCTION

SF424-A

[FR Doc. 93-13035 Filed 6-2-93; 8:45 am]

BILLING CODE 4510-30-C

→ Use of formula - Sym over funds

200,000

→ AS LONG AS THEY HAVE NOTICE OF SEPARATION



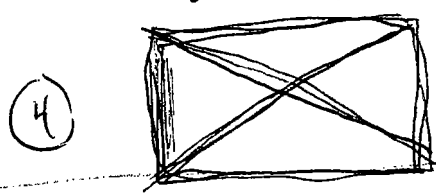
TYPES OF PROJECTS TO CONSIDER

(1) \$ TO CITIES TRYING TO INCREASE THEIR POLICE PRESENCE, PARTICULARLY FOR MINORITY CANDIDATES. FOR ~~NON-OFFICER TYPES~~ ~~NON-OFFICER TYPES~~ NON-OFFICER TYPES.

~~AND FOR THOSE RECEIVING PENSION~~

(2) TO CITIES LOOKING FOR TO MILITARY PERSONNEL ELIGIBLE FOR PENSION CREDITS.

(3) \$ TO CITIES ~~LOOKING~~ IMPACTED BY RECENT MILITARY BASE CLOSINGS & WHO ARE LOOKING TO INCREASE THEIR POLICE PRESENCE.



WORKER POPULATIONS TO TARGET

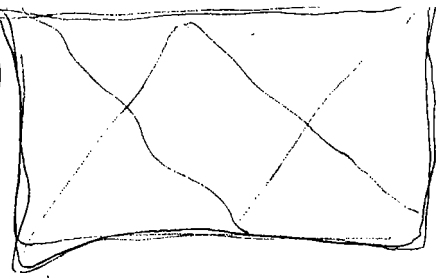
- ① ~~up + Corrections Exp.~~
- ② Minority Candidates
- ③ non-officer types
- ④ ~~pension credit types~~

CITIES TO TARGET

- ① up need for minority applicants
- ② Put are ↑ police + comm. pol.
- ③ Put are impacted by base closings
- ④ cities in financial distress
- ⑤ state + local corrections

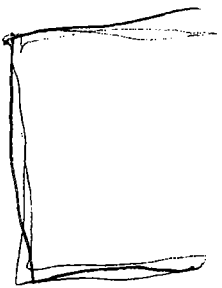
Groups to include for \$ ① Cities / P.D.s / Comm ② Perf, etc. ③ Police Unions

~ (won't happen for a couple of years)
Veterans Training +
Employment services



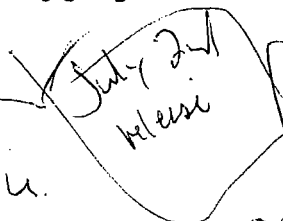
— work w/ DoD to set up some type of
match

— Get DoD to commit to getting the
information



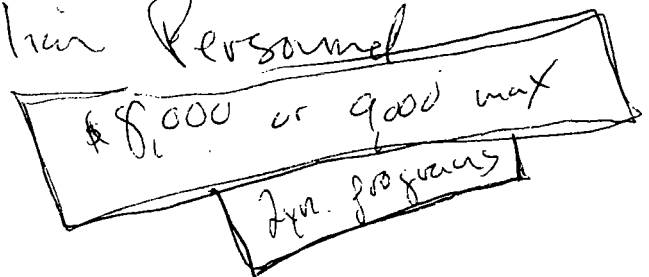
* Are Guards under local commander
lets us know

* Dave Bertin
Paul Dempsey
Steve Kleinman



— Game Closing
— Part of July 2nd
Office of Econ. Aff.

— Put Bradburn - Civilian Personnel



① Highlight the issue
Establish the link — information flow

② Information from EACP

— demonstration
authority

Money

① \$150 mil from '90 auth + '91 appropriation
(about 42 left) DCA

② \$75 in '93 auth. — extended income support
ADP / Clean Air Incentive / published before July 2nd / package
not

OFFICE OF WORK-BASED LEARNING

JAMES D. VAN ERDEN
ADMINISTRATOR



Room N-4649, 200 Constitution Avenue, N.W., Washington, D.C. 20210; Tel-(202) 535-0540; Fax-(202) 535-0986

Jose Cerda
Rm 222

OEOR

456-2564

Attached

+ DCA Demo FR Notice

DCA " Matrix

Paul Dempsey

703-698-1500

Land-off military
veterans,

OEOR
FA. con. d.

Steve
Kleinman

Clinton Presidential Records Digital Records Marker

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federal register

**Thursday
July 9, 1992**

Part II

Department of Labor

Employment and Training Administration

**Job Training Partnership Act: Title III
National Reserve Grants; Availability of
Funds and Application Procedures for
Program Year 1992; Notice**



EMPLOYMENT AND TRAINING ADMINISTRATION

CONTACT:

Kathy Mills, (202) 219-6871

USDL: 92-729

FOR RELEASE: IMMEDIATE

Thurs., Nov. 12, 1992

NEARLY \$5 MILLION AWARDED FOR DEFENSE CONVERSION GRANTS

The Departments of Labor and Defense are granting nearly \$5 million for workers dislocated due to military reductions and base closures, Secretary of Labor Lynn Martin announced today.

"These grants represent our continuing commitment to assist these experienced workers," Martin said. "With training, retraining and adjustment services, they can remain productive in the workplace and competitive in the workforce."

Twelve demonstration projects will test innovative ways of helping dislocated workers on four key fronts: employers averting layoffs, increased worker mobility, community planning and locally initiated projects.

The dislocation aversion projects will explore ways employers can prevent layoffs. The grantees include New York State Department of Economic Development and Pima County Community Services Department in Arizona.

The increased worker mobility projects will build on skills workers already have by adapting them to new jobs. The grantees are the State of South Carolina, Clemson University; International Association of Machinists in Southern California; and McDonnell Douglas Missile Systems Company in Florida.

The community planning projects will give communities an opportunity to develop comprehensive plans to help dislocated workers and the community. They include the Commonwealth of Pennsylvania, Department of Labor and Industry and Merced County California Private Industry Council.

The locally initiated projects allow local areas and firms to respond to their own workers' dislocation situations. The grantees are the Commonwealth of Massachusetts, Industrial Services Program; State of Arizona, Governor's Office For Women; the State University of New York, The Research Foundation of

-more-

State University of New York at Binghamton; St. Louis County, Missouri, and San Diego, California Consortium and Private Industry Council.

Funds provided by the Department of Defense to the Department of Labor will be used to operate the projects under the Defense Conversion Adjustment program. The projects will provide retraining and readjustment services to workers dislocated due to military reductions and military base closures.

The program is authorized by an amendment to the Job Training Partnership Act included in the Defense Authorization Act of 1991. Its purpose is to provide training and readjustment assistance to workers dislocated by defense cutbacks.

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Note to Editor: A list of grantees and brief description follows.

This information will be made available to sensory impaired individuals upon request. Voice phone:(202)219-5577. TDD Message Phone: 1-800-326-2577.

Employment and Training Administration
Defense Conversion Adjustment Grantees

NEW YORK STATE DEPARTMENT OF ECONOMIC DEVELOPMENT, Long Island,
New York

Contact: Rupert Hopkins, (516) 349-1266

Funding amount: \$433,447

Dislocation aversion. Nine participating firms have sales between \$5-50 million and employ between 50 and 400 workers. This project will build on work already started with grants from the Defense Department's Office of Economic Adjustment and the New York State Urban Development Corporation.

PIMA COUNTY COMMUNITY SERVICES DEPARTMENT, Pima County, Arizona

Contact: Hank Atha, (602) 740-5205

Funding amount: \$325,457

Dislocation aversion. This project will target employees of Sargent Controls. Current production is almost entirely concentrated on parts for the SEAWOLF class submarine. Sargent has conducted initial research suggesting that a potential new market exists if its product can be adapted for use in nuclear reactors. This project would include preparation of an individual employability development plan for each participant and specific training for a number of employees.

STATE OF SOUTH CAROLINA, CLEMSON UNIVERSITY, South Carolina

Contact: William Leonard, (803) 656-5129

Funding amount: \$499,998

Increased worker mobility. This project will focus primarily on commissioned and non-commissioned officers who require one year or less of intensive coursework to earn teaching certifications in subjects such as science, mathematics, foreign languages and special education. Participants will relocate to the Clemson area for the duration of their training.

INTERNATIONAL ASSOCIATION OF MACHINISTS, Southern California

Contact: Lou Kiefer, (510) 451-1300

Funding amount: \$500,000

Increased worker mobility. This project will assist workers dislocated from Lockhead, McDonnell-Douglas and other area defense contractors. The project will link defense conversion retraining with CALSTART, a non-profit consortium of public and private entities focused on advanced transportation technologies and Amerigon, a corporation formed to design and sell components for electric vehicles.

MCDONNEL DOUGLAS MISSILE SYSTEMS COMPANY, Titusville, Florida
Contact: Laurette Koellner, (407) 268-7241
Funding amount: \$497,249

Increased worker mobility. This project will help workers assigned to the Advanced Cruise Missile program which will end March 1993. Services include outreach, assessment, transition counseling and other readjustment assistance.

COMMONWEALTH OF PENNSYLVANIA, DEPARTMENT OF LABOR AND INDUSTRY
Contact: Robert Grant, (717) 787-3157
Funding amount: \$464,198

Community planning. The program will assist 11,000 workers who will be laid off from the Philadelphia Naval Base and Shipyard beginning in late 1993. This project will use the time prior to the layoffs to develop an employee skills inventory and occupational assessment; develop a comprehensive training plan and establish a community-based task force to oversee the implementation of the training plan.

MERCED COUNTY PRIVATE INDUSTRY COUNCIL, Merced County, California
Contact: Judy Kuhlman, (916) 654-7110
Funding amount: \$56,000

Community planning. The project will include the preparation of a community planning document for communities affected by the closure of Castle Air Force Base. It will complement planning efforts underway with support from Department of Defense's Office of Economic Adjustment.

COMMONWEALTH OF MASSACHUSETTS, INDUSTRIAL SERVICES PROGRAM
Contact: June Sekera, (617) 727-8158
Funding amount: \$366,603

Locally initiated. The project will focus heavily on broadening the skills of workers in six small and medium-size, defense-related firms with training in the critical skills necessary to compete in commercial markets.

STATE OF ARIZONA, GOVERNOR'S OFFICE FOR WOMEN, Maricopa County
Contact: Ann Lofton, (606) 542-1755
Funding amount: \$425,218

Locally initiated. This project will provide transition workshops and assistance to female veterans through job clubs, outplacement assistance, counseling and related activities. A leadership training seminar will prepare participants with management experience for leadership positions in the private sector.

STATE UNIVERSITY OF NEW YORK, THE RESEARCH FOUNDATION OF STATE
UNIVERSITY OF NEW YORK AT BINGHAMTON, Binghamton, New York
Contact: Thomas Kelly, (607) 777-6757
Funding amount: \$452,269

Locally initiated. This project is one component of the Center for Commercial Competitiveness, a partnership between industry, academia and government. Approximately 45 defense-related dislocated workers from area firms will be assisted.

ST. LOUIS COUNTY, St. Louis, Missouri (and surrounding counties)
Contact: Dennis Coleman, (314) 889-7663
Funding amount: \$500,000

Locally initiated. This project will focus on the owners/managers of small manufacturing firms, striving to convey the skills and business orientation necessary for the firms to survive. Specific worker retraining programs will be customized for each participating company following the initial training.

SAN DIEGO, CALIFORNIA CONSORTIUM AND PRIVATE INDUSTRY COUNCIL,
San Diego City and County
Contact: Janet Wahl, (619) 238-1445
Funding amount: \$470,660

Locally initiated. This project will build on existing research to identify defense-dependent firms and at-risk occupations, and will also contribute to a human resources database which will be used to identify skill requirements needed by area businesses. The program will provide services for dislocated and at-risk defense-related employees.

DEFENSE DEMONSTRATIONS
ROUND 1 (announced November 12, 1992)

Grantee	Location	Target	Type	Synopsis
New York State Department of Economic Development	Long Island, New York	Over 1500 workers in 9 Long Island firms	Dislocation aversion	Company-based worker-management committees will help to plan and guide the implementation of firm-specific training. Award: \$433,447
Pima County Community Services Department	Pima County (Tuscon), Arizona	Employees of Sargent Controls	Dislocation aversion	This project will include preparation of an individual Employability Development Plan for each of the participants and specific training for a number of engineers, administrative personnel, testers/ technicians, and production workers. Award: \$325,457
State of South Carolina Clemson University	South Carolina (statewide)	Separating military personnel	Increased worker mobility	This project will focus principally on commissioned and non-commissioned officers who require one year or less of intensive coursework to earn teaching certification for critical-need subjects such as science, mathematics, foreign languages and special education. Award: \$499,998
International Association of Machinists	So. California, centered around Burbank	Dislocated defense workers from Lockheed, McDonnell-Douglas, and other area defense contractors	Increased worker mobility	This project will link DCA retraining with CALSTART, a non-profit consortium of public and private entities focused on advanced transportation technologies, and Amerigon, a corporation formed to design and sell components for electric vehicles. Award: \$500,000

Grantee	Location	Target	Type	Synopsis
McDonnell Douglas Missile Systems Company	Titusville (Brevard County), Florida	Workers assigned to the Advanced Cruise Missile Program who are laid-off.	Increased worker mobility	This project will provide outreach, assessment, transition counseling, employability skills training, and related basic readjustment services through a case management process, as well as occupational skill training for some participants. Award: \$497,249
Commonwealth of Pennsylvania, Dept of Labor and Industry	Philadelphia Naval Base and Ship Yard	11,000 workers (civilian employment at commands to be eliminated from late 1993 through 1996)	Community planning	The project will utilize the extended lead time prior to the layoffs to 1) develop an employee skills inventory and occupational assessment; 2) develop a comprehensive training plan; and 3) establish a community-based task force to oversee the implementation of the training plan. Award: \$464,198
Merced County Private Industry Council	Merced County, California	The area to be affected by closure of Castle Air Force Base, which employs more than 1200 civilian personnel	Community planning	The project will include the preparation of a community planning document for communities around the base; identification of business opportunities which are compatible with area businesses and workers adversely affected by the base closure; and additional job creation efforts. Award: \$56,000
Commonwealth of Massachusetts, Industrial Services Program	Statewide	Employees in 6 small- to medium-size firms (or consortia of firms) who are at risk of dislocation	Locally initiated/aversion	This project will focus heavily on broadening the skills of workers in defense-related firms by training those workers in the critical skills necessary to compete in commercial markets, including cross-training, team and interactive skills, and quality action skills. Award: \$366,603

Grantee	Location	Target	Type	Synopsis
State of Arizona, Governor's Office For Women	Maricopa County	Women who separate from the military and defense industry and require additional transition assistance	Locally initiated/mobility	This project will provide transition workshops and assistance to female veterans through job clubs, outplacement assistance, counseling, and related activities. Award: \$425,218
The Research Foundation of State University of New York at Binghamton	Binghamton, New York	45 defense-related dislocated workers from area firms	Locally initiated/economic development	Participants, along with technical and management personnel from defense related and commercial industries, will assess the core competencies of participating companies and assist in new product/market development. Award: \$452,269
St. Louis County	St. Louis, Missouri and surrounding counties	Managers and workers in defense-dependent businesses in the St. Louis area, especially worker/owners of small manufacturing firms with less than 50 employees	Locally initiated/aversion	This project will focus services on owners/managers of small manufacturing firms, striving to convey the skills and business orientation necessary for their firms to survive. Award: \$500,000
San Diego, California Consortium and Private Industry Council	San Diego City and County	Dislocated and at-risk defense-related employees	Locally initiated/aversion	This project will build on existing research to identify defense-dependent firms and at-risk occupations, and will also contribute to a Human Resources Database which will be used to identify skill requirements needed by area businesses. Award: \$470,660

CLEAN AIR EMPLOYMENT TRANSITION ASSISTANCE (CAETA) PROGRAM

The Clean Air Employment Transition Assistance (CAETA) Program is authorized by an amendment to the Job Training Partnership Act (JTPA) included in the Clean Air Act Amendments of 1990. Its purpose is to provide retraining and readjustment assistance to workers dislocated by a decision to reduce employment as a result of a firm's compliance with the requirements of the Clean Air Act.

ELIGIBILITY: Dislocated workers who are unlikely to return to their previous industries or occupations, including individuals who lose their jobs because of plant closings or mass layoffs, and who have been terminated or laid off, or received notice of termination or layoff, due to a decision to reduce employment as a result of a firm's compliance with the requirements of the Clean Air Act, may be determined eligible for the CAETA program.

SERVICE DELIVERY STRUCTURE: CAETA Program grants will be awarded by the National Office of the U.S. Department of Labor's Employment and Training Administration (ETA). Eligible grant applicants include States, substate grantees (established under JTPA), employers, employer associations, and representatives of employees. Grants may be awarded directly or through the States. Depending on the nature of the grant award, oversight will be carried out by the States, or by ETA's regional and national offices.

SERVICES PROVIDED: The CAETA Program offers an array of comprehensive and timely retraining and readjustment services, tailored to meet participants' individual needs. Long-term training (both educational and occupational) that will make the dislocated worker competitive in the workforce of the future and long-term job preparation are encouraged.

For workers who have received notice of layoff and are in need of assistance, the CAETA Program's major activities and services are:

✧ **Retraining Services.** These include classroom, occupational skills, and on-the-job training. Basic and remedial education, entrepreneurial training, and instruction in literacy or English-as-a-second-language may also be provided.

✧ **Readjustment Services.** These include: outreach and intake; development of individual readjustment plans; labor market information; job development; job search and placement; supportive services (including child care and transportation allowances); relocation assistance and pre-layoff assistance programs.

✧ **Needs Related Payments.** Dislocated workers who have exhausted their unemployment insurance (UI) shall receive needs-related payments to help them complete training or education programs. Payments shall be equal to the individual's UI benefits or the poverty level, whichever is higher.

To qualify, participants must be enrolled in training by the end of the 13th week of their initial UI benefit period (or by the end of the 8th week after being informed that a supposed short-term layoff will exceed 6 months). An eligible worker who does not qualify for UI must be participating in a training or education program to receive needs-related payments.

HOW TO APPLY

Eligible grantees may submit applications to the grant officer, Employment and Training Administration, U.S. Department of Labor. Such applications must be submitted pursuant to the application procedures published annually in the Federal Register by ETA.

◆ **FOR FURTHER INFORMATION** about the CAETA Program described above, workers who have been dislocated as a result of a decision to reduce employment as a result of a firm's compliance with the Clean Air Act, should contact the local agency in your area that administers Job Training Partnership Act programs or your nearest State Employment Service Office, or write: U.S. Department of Labor, ETA, Office of Worker Retraining and Adjustment Programs, Room N-4703, 200 Constitution Avenue, N.W., Washington, D.C. 202-10. Telephone: (202) 535-0577.

AUTHORIZATION

Title XI, Section 1101 of the Clean Air Act Amendments of 1990 amended the Job Training Partnership Act by adding a new Section 326. Section 326 provides for the Clean Air Employment Transition Assistance Program. Congress has authorized an appropriation of \$50 million per year for Program Years 1991 - 1995 for the CAETA Program.

U.S. DEPARTMENT OF LABOR

DEFENSE DIVERSIFICATION (DDP) PROGRAM

The Defense Diversification Program (DDP) is authorized by an amendment to the Job Training Partnership Act (JTPA) included in the National Defense Authorization Act for 1993. Its purpose is to provide retraining and readjustment assistance to workers and military personnel dislocated by defense cutbacks and closures of military facilities; and to provide planning support and conversion assistance for diversification of affected facilities within an area impacted by reductions in military expenditures or closure of military facilities.

ELIGIBILITY: Civilian employees of the Department of Defense, Department of Energy, and defense contractors who have been terminated or laid off, or have a notice of termination or layoff, who are unlikely to be reemployed in their previous industry or occupation, **and** who are not entitled to retirement or retainer pay related to the termination or layoff. Members of the Armed Forces who are involuntarily separated from active or full-time National Guard duty between October 1, 1990 and September 30, 1995, are not entitled to retirement or retainer pay related to the separation, **and** apply for assistance within 180 days from the date of separation.

SERVICE DELIVERY STRUCTURE: DDP program grants will be awarded by the National Office of the U.S. Department of Labor's Employment and Training Administration (ETA). Eligible grant applicants include States, substate grantees (established under JTPA), employers, representatives of employees, labor-management committees and other employer-employee entities. Grants may be awarded directly or through the States. Depending on the nature of the grant award, oversight will be carried out by the States, or by ETA's regional and national offices.

SERVICES PROVIDED: The DDP program offers an array of comprehensive and timely retraining and readjustment services, tailored to meet participants' individual needs. Long-term training (both educational and occupational) that will make the dislocated worker competitive in the workforce of the future and long-term job preparation are encouraged.

For eligible workers who are in need of assistance, the DDP program's major activities and services are:

✧ **Retraining Services.** These include classroom, occupational skills, and on-the-job training. Basic and remedial education, entrepreneurial training, and instruction in literacy or English-as-a-second-language may also be provided.

✧ **Readjustment Services.** These include: outreach and intake; development of individual readjustment plans; labor market information; job development; job search and placement; supportive services (including child care and transportation allowances); relocation assistance and pre-layoff assistance programs.

✧ **Needs Related Payments.** Eligible workers who have exhausted their unemployment insurance (UI) shall receive needs-related payments to help them complete training or education programs. Payments shall be equal to the individual's UI benefits or the poverty level, whichever is higher.

To qualify for needs-related payments, participants must be enrolled in training by the end of the 13th week of their initial UI benefit period (or by the end of the 8th week after being informed that a supposed short-term layoff will exceed 6 months). An eligible worker who does not qualify for UI must be participating in a training or education program to receive needs-related payments.

In addition to these services for eligible workers, skills upgrading may be provided to currently employed workers in non-managerial positions in order to convert a defense facility and prevent a closure or mass layoff, or to replace or update obsolete skills to facilitate reemployment of such individuals.

A limited amount of funds may be used to implement high performance workplace and workforce participation systems, and new production technologies to assist conversion efforts.

HOW TO APPLY

Eligible grantees may submit applications to the grant officer, Employment and Training Administration, U.S. Department of Labor. Such applications must be submitted pursuant to the application procedures published annually in the Federal Register by ETA.

◆ **FOR FURTHER INFORMATION** about the DDP program described above, workers who have been dislocated as a result reductions in defense expenditures or closures of military facilities should contact the local agency in your area that administers Job Training Partnership Act programs or your nearest State Employment Service Office, or write: U.S. Department of Labor, ETA, Office of Worker Retraining and Adjustment Programs, Room N-5626, 200 Constitution Avenue, N.W., Washington, D.C. 20210. Telephone: (202) 219-5306.

AUTHORIZATION

Section 4465 of the National Defense Authorization Act for FY 1993 amended the Job Training Partnership Act by adding a new Section 325A. Section 325A provides for the Defense Diversification Program.

The \$75 million which has been authorized has recently been transferred from the Department of Defense to the Department of Labor. Application guidelines for the DDP program are currently being developed and will shortly be published in the Federal Register.

DEFENSE CONVERSION ADJUSTMENT (DCA) PROGRAM

The Defense Conversion Adjustment (DCA) Program is authorized by an amendment to the Job Training Partnership Act (JTPA) included in the Defense Authorization Act of 1991. Its purpose is to provide retraining and readjustment assistance to workers dislocated by defense cutbacks.

ELIGIBILITY: Dislocated workers who are unlikely to return to their previous industries or occupations, including individuals who lose their jobs because of plant closings or mass layoffs, and who have been terminated or laid off, or have received a notice of termination or layoff as a consequence of reductions in expenditures by the United States for defense or by closures of United States military facilities are eligible for the DCA Program.

SERVICE DELIVERY STRUCTURE: DCA Program grants will be awarded by the National Office of the U.S. Department of Labor's Employment and Training Administration (ETA). Eligible grant applicants include States, substate grantees (established under JTPA), employers, employer associations, and representatives of employees. Grants may be awarded directly or through the States. Oversight will be carried out primarily by the States, but also by ETA's regional and national offices.

SERVICES PROVIDED: The DCA Program offers an array of comprehensive and timely retraining and readjustment services, tailored to meet participants' individual needs. Long-term training (both educational and occupational) that will make the dislocated worker competitive in the workforce of the future and long-term job preparation are encouraged.

For workers who have received notice of layoff and are in need of assistance, the DCA Program's major activities and services are:

✧ **Retraining Services.** These training may include: classroom, occupational skills, and on-the-job training. Basic and remedial education, entrepreneurial training, and instruction in literacy or English-as-a-second-language may also be provided.

✧ **Readjustment Services.** These include: outreach and intake; development of individual readjustment plans; labor market information; job development; job search and placement; supportive services (including child care and transportation allowances); relocation assistance and pre-layoff assistance programs.

✧ **Needs Related Payments.** Dislocated workers who have exhausted their unemployment insurance (UI) may receive needs-related payments to help them complete training. Payments may not exceed the individual's UI benefits or the poverty level, whichever is higher.

To qualify, participants must be enrolled in training by the end of the 13th week of their initial UI benefit period (or by the end of the 8th week after being informed that a supposed short-term layoff will exceed 6 months). An eligible worker who does not qualify for UI must be participating in a training or education program to receive needs-related payments.

HOW TO APPLY

Eligible grantees may submit applications to the grant officer, Employment and Training Administration, U.S. Department of Labor. Such applications must be submitted pursuant to the application procedures published annually in the Federal Register by ETA.

◆ **FOR FURTHER INFORMATION** about the DCA Program described above, workers who have been dislocated as a result of defense cutbacks should contact the local agency in your area that administers Job Training Partnership Act programs or your nearest State Employment Service Office, or write: U.S. Department of Labor, ETA, Office of Work-Based Learning, Room N-4703, 200 Constitution Avenue, N.W., Washington, D.C. 20210. Telephone: (202) 535-0577.

AUTHORIZATION

Section 4202 of the Defense Authorization Act of 1991 amended the Job Training Partnership Act by adding a new section 325. Section 325 provides for the Defense Conversion Adjustment Program. Under a Memorandum of Agreement signed on August 15, 1991, the Department of Defense is transferring up to \$150 million to the Department of Labor to be made available to eligible grantees to operate the assistance programs. The funds are available for obligation through September 31, 1993.

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Registered Federal Letter

Tuesday
May 12, 1992

Part V

Department of Labor

Employment and Training Administration

Job Training Partnership Act Title III:
Defense Conversion Adjustment Program;
Demonstration Projects; Notice

TO: Dave L.

FROM: Chris Aldridge

RE: DoD sponsored/funded "Troops to teachers, police, health care workers."

DATE: March 18, 1993

Per our discussion earlier today, we need to emphasize

- o Authority to undertake demonstration projects in these has existed since the FY 1991 DoD Authorization Act when we amended the JTPA to authorize grants for
 - "...projects to facilitate the placement of eligible employees in occupations experiencing skill shortages that will make use of the skills acquired by the eligible employees during their employment."
- o A model for DoD support of certification and placement of such individuals was provided in the FY 1993 Defense Conversion, Reinvestment and Transition Assistance Act in Secs. 4441 through Secs. 4442 on measures to relieve teacher shortages. (At this time, DoD has decided to implement only a "pilot program" providing for no more than 100 teachers, or 2 per States.)

RECOMMEND:

Press DoD to work with DoE, DoL, HHS and Justice to:

- 1) Expand troops to teachers;
- 2) Rapidly develop pilot projects based on troops to teachers model for police (Virginia) and health care workers to be ready for announcement by end of month.

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
FOR PRODUCTION & LOGISTICS

DATE June 28, 1993

MEMO FOR Mr. Jose Cerda

SUBJECT: DoD Personnel and Jobs in Law
Enforcement

Per our conversation last week, the attached pages contain data prepared by DoD's Defense Manpower Data Center (DMDC). The data is taken from two electronic databases that DMDC maintains.

The first is the Defense Outplacement Referral Service or DORS, which lists *mini-resumes* of separating personnel. Tables 1 through 4 list the geographic preferences of separating personnel who have indicated an interest in law enforcement (2 and 4) or law enforcement or security guard positions (1 and 3).

The second is the Transition Bulletin Board or TBB, which lists *job openings*. Tables 5 through 8 detail job openings listed in the TBB by geographic region for law enforcement (6 and 8) or law enforcement or security guard work (5 and 7).

Please let me know if Mr. Berteau or I can be of further assistance.



Michael B. Berger
(703) 697-9978

Atch
a/s

FROM: DMDC EAST

TO:

7036937011

JUN 28, 1993 12:42PM #011 P.04

APPLICANT COUNT
BY REGION

DATA BY DATA
06/25/93

1

LAW ENFORCEMENT & GUARD APPLICANTS

REGION	# OF APPLICANTS
REGION 01 - NEW ENGLAND	73
REGION 02 - NORTHERN MID-ATLANTIC	219
REGION 03 - SOUTHERN MID-ATLANTIC	316
REGION 04 - SOUTHEAST & CARIBBEAN	447
REGION 05 - EASTERN MIDWEST	233
REGION 06 - NORTHERN MIDWEST	105
REGION 07 - WESTERN MIDWEST	145
REGION 08 - SOUTH CENTRAL	274
REGION 09 - MOUNTAIN STATES	300
REGION 10 - WEST COAST	293
REGION 11 - ALASKA	6
REGION 12 - HAWAII & PACIFIC ISLANDS	13
REGION 13 - ANYWHERE IN THE U.S.A.	181
REGION 14 - OUTSIDE THE U.S.A.	74
REGION 15 - ANYWHERE	182

*TOTAL NUMBER OF MILITARY DORS APPLICANTS CURRENTLY IS 2,005

*SORTED BY REGION.

*ONE APPLICANT CAN SPECIFY UP TO THREE DIFFERENT REGIONS WHERE HE/SHE WOULD LIKE TO WORK.

FROM: DMDC EAST

TO:

7036937011

JUN 28, 1993 12:42PM #011 P.05

.. APPLICANT COUNT ..
 .. BY REGION ..
 ..

UNCLAS 7036937011
 06/28/93

2

LAW ENFORCEMENT APPLICANTS

REGION	# OF APPLICANTS
.....	
REGION 01 - NEW ENGLAND	64
REGION 02 - NORTHERN MID-ATLANTIC	178
REGION 03 - SOUTHERN MID-ATLANTIC	250
REGION 04 - SOUTHEAST & CARIBBEAN	347
REGION 05 - EASTERN MIDWEST	186
REGION 06 - NORTHERN MIDWEST	81
REGION 07 - WESTERN MIDWEST	104
REGION 08 - SOUTH CENTRAL	212
REGION 09 - MOUNTAIN STATES	252
REGION 10 - WEST COAST	232
REGION 11 - ALASKA	4
REGION 12 - HAWAII & PACIFIC ISLANDS	8
REGION 13 - ANYWHERE IN THE U.S.A.	155
REGION 14 - OUTSIDE THE U.S.A.	58
REGION 15 - ANYWHERE	156

*TOTAL NUMBER OF MILITARY DORS APPLICANTS CURRENTLY IS 1,562

*SORTED BY REGION.

*ONE APPLICANT CAN SPECIFY UP TO THREE DIFFERENT REGIONS WHERE HE/SHE WOULD LIKE TO WORK.

FROM: DMDC EAST

TO:

7036937011

JUN 28. 1993 12:43PM #011 P.06

** ** WORKS ** **
 ** APPLICANT COUNTY **
 ** BY STATE **

DMDC 93 WORKS
 06/25/93

3

LAW ENFORCEMENT & GUARD APPLICANTS

STATE	# OF APPLICANTS
ALABAMA	311
ALASKA	10
ARIZONA	176
ARKANSAS	176
CALIFORNIA	258
COLORADO	188
CONNECTICUT	51
DELAWARE	134
FLORIDA	372
GEORGIA	366
HAWAII	12
IDaho	154
ILLINOIS	119
INDIANA	167
IOHA	72
KANSAS	92
KENTUCKY	167
LOUISIANA	173
MAINE	52
MARYLAND	224
MASSACHUSETTS	54
MICHIGAN	181
MINNESOTA	72
MISSISSIPPI	304
MISSOURI	106
MONTANA	73
NEBRASKA	90
NEVADA	170
NEW HAMPSHIRE	46
NEW JERSEY	140
NEW MEXICO	168
NEW YORK	170
NORTH CAROLINA	233
NORTH DAKOTA	68
OHIO	179
OKLAHOMA	176
OREGON	190
PENNSYLVANIA	164
RHODE ISLAND	46
SOUTH CAROLINA	228
SOUTH DAKOTA	66
TENNESSEE	318
TEXAS	261
UTAH	154
VERMONT	49
VIRGINIA	249
WASHINGTON	220
WASHINGTON, D.C.	217
WEST VIRGINIA	206
WISCONSIN	77
WYOMING	155

*TOTAL NUMBER OF MILITARY DORS APPLICANTS CURRENTLY IS 2,005

*SORTED BY STATE.

*ONE APPLICANT CAN SPECIFY UP TO NINE DIFFERENT STATES WHERE HE/SHE WOULD LIKE TO WORK.

06-28-1993 14:18

7036937011

ASD(P&L)

P.08

FROM: DMDC EAST

TO:

7036937011

JUN 28, 1993 12:43PM #011 P.08

** JOB LOCATIONS BY REGION **

06/25/93

5

LAW ENFORCEMENT AND GUARD

REGION

NUMBER OF WANT ADS

REGION 01 - NEW ENGLAND	1
REGION 02 - NORTHERN MID-ATLANTIC	1
REGION 03 - SOUTHERN MID-ATLANTIC	5
REGION 04 - SOUTHEAST & CARIBBEAN	5
REGION 05 - EASTERN MIDWEST	5
REGION 06 - NORTHERN MIDWEST	0
REGION 07 - WESTERN MIDWEST	2
REGION 08 - SOUTH CENTRAL	2
REGION 09 - MOUNTAIN STATES	2
REGION 10 - WEST COAST	2
REGION 11 - ALASKA	0
REGION 12 - HAWAII & PACIFIC ISLANDS	0

*TOTAL NUMBER OF TBR ADS FOR LAW ENFORCEMENT AND GUARD IS 27
*TOTAL NUMBER OF TBR ADS IS 2,016

FROM: DMDC EAST

TO:

7036937011

JUN 28, 1993 12:44PM #011 P.10

THE EMPLOYER WANT ADS
 JOB LOCATIONS BY STATE

UNAC 93,000
 06/25/93

LAW ENFORCEMENT AND GUARD

STATE	NUMBER OF WANT ADS
ALABAMA	0
ALASKA	0
ARIZONA	0
ARKANSAS	0
CALIFORNIA	2
COLORADO	0
CONNECTICUT	0
DELAWARE	0
WASHINGTON, D.C.	0
FLORIDA	2
GEORGIA	0
HAWAII	0
IDaho	0
ILLINOIS	2
INDIANA	2
IONA	0
KANSAS	0
KENTUCKY	0
LOUISIANA	0
MAINE	0
MARYLAND	0
MASSACHUSETTS	2
MICHIGAN	0
MINNESOTA	0
MISSISSIPPI	0
MISSOURI	0
MONTANA	0
NEBRASKA	0
NEVADA	1
NEW HAMPSHIRE	1
NEW JERSEY	0
NEW MEXICO	0
NEW YORK	1
NORTH CAROLINA	0
NORTH DAKOTA	0
OHIO	3
OKLAHOMA	0
OREGON	0
PENNSYLVANIA	0
RHODE ISLAND	0
SOUTH CAROLINA	0
SOUTH DAKOTA	0
TENNESSEE	1
TEXAS	2
UTAH	0
VERMONT	0
VIRGINIA	4
WASHINGTON	0
WEST VIRGINIA	1
WISCONSIN	0
WYOMING	1

*TOTAL NUMBER OF TRS ADS FOR LAW ENFORCEMENT AND GUARD IN 27
 *TOTAL NUMBER OF TRS ADS IS 2,016

FROM:DMDC EAST

TO:

7036937011

JUN 28, 1993 12:44PM #011 P.12

Location: OH (Various locations throughout America.)  Ad ID: 804540541-01
Employer: ASET Corporation Posted: 1 Feb 1993
Job Title: Undercover Narcotics Investigator SOC(s): 5130
Pay & Benefits: \$27,000 annual for new agents with potential of \$35,000 plus annual.
Job Description: Involves working normal position in large and small corporations across America. Most positions are blue collar type and can be intensive. Primary job is to collect intelligence and evidence against drug abusers.
Qualifications: Four year criminal justice degree or appropriate background, training, and or experience. Must be able to relocate where necessary. Most investigations take from six months to a year and a half.
Contact: Call: Jeff Bilyeu (513) 890-8881
Employer profile is not available.