

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. fax	Employer Registrations Law Enforcement (13 pages)	06/28/1993	P3/b(3), b(7)(C), b(7)(E), b(7)(F), b(6)

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Jose Cerda
OA/Box Number: 5875

FOLDER TITLE:

Troops-to-Cops: Labor/DOD [Department of Defense] [2]

2016-0931-S

rc2348

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

**DEPARTMENT OF DEFENSE
MANPOWER DATA CENTER**

TELEFAX COMMUNICATION

SEND REPLIES TO:
Defense Manpower Data Center
99 PACIFIC STREET, SUITE 155A
MONTEREY, CALIFORNIA 93940-2453

DATE: 28 Jun

NUMBER OF PAGES
INCLUDING COVER: 35

DMDC/TO:

Mr Jose Cerda

TELEFAX NUMBER DIALED: (202) 456-7739

SENT FROM:

DMDC/Rex Klaurens

TELEPHONE: COMM: (408) 655-0400
AUTOVON: 878-2951

TELEFAX: COMMERCIAL: (408) 656-2087
AUTOVON: 878-2087

MESSAGES/COMMENTS:

Mr Cerda,

Here's the Transition Bulletin Board (TBB) ads--16 in the law enforcement area and a sampling of four ads for security guards.

From calls with a few employers, we know we've placed law enforcement/guard applicants with DEA, the US Probation Office, Immigration & Naturalization, the Largo (FL) Police Dept, and several security firms (Wackenhut, Burns Int'l, etc.). We believe these are the tip of the iceberg since we generally don't call employers who are using our systems. To provide a feel for our users, I've included a listing which shows the law enforcement agencies who are registered DORS/TBB employers.

On another issue, I don't believe we've had questions from any of the law enforcement agencies about funds for training prior military employees.

Hope this is helpful. Please don't hesitate to call if you have questions.

Rex Klaurens

PS: Sorry this took longer than discussed but after our talk I thought the employer listing might be useful.

Location VA (OAKTON)

Ad Number 014 of 018

Employer ASSET PROTECTION TEAM, INC.

Posted 26 Feb 1993

Job Title SECURITY OFFICER-TACTICAL RESPONSE TEAM

SOC 1490 5132

Pay & Benefits \$665.00/week. After 30 days on assignment, your wages will be raised to \$770.00/week, plus travel, lodging & meals.

Job Description Qualified Security Officer needed for Tactical Response Team. Training conducted in the D.C area. Upon completion, you you will be eligible for nationwide assignments.

Qualifications Available for travel on short notice, minimum 45 day field commitment; At least 21 yrs. old; 2 years police, military or security experience. Must provide criminal record search from home state. Closing date: 30 Aug 93.

Contact PHONE INQUIRIES ONLY:

Asset Protection Team, Inc., Attn: Vice President, Human Resources, 10467 White Granite Drive, Oakton, VA 22124-2700, Phone: (301) 899-4060/4080, 8:00 am - 5:00 pm, Mon-Fri, (EST).

Next ad	Previous ad	same ad Again	Employer info	New SOC [____]
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Tell this employer you saw this ad on the Transition Bulletin Board!
Enter your command, h for Help, or x to exit to menu:

Alt-2 FOR HELP | ANSI | FDX | 9600 N81 | LOG CLOSED | PRINT OFF | ON-LINE

Location GA (Atlanta)

Employer Waffle House Inc

Job Title Security Director

Pay & Benefits Contact POC

Job Description Security Director for a 900 restaurant chain.

Qualifications Security Background.

Contact Don Balfour, 404-729-5700.

Ad Number 004 of 051

Posted 14 Jun 1993

SOC 5112

Next ad	Previous ad	same ad Again	Employer info	New SOC [____]
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Tell this employer you saw this ad on the Transition Bulletin Board!
Enter your command, h for Help, or x to exit to menu:

Alt-Z FOR HELP | ANSI | FDX | 9600 N81 | LOG CLOSED | PRINT OFF | ON-LINE

Location OH (Various locations throughout America.) Ad Number 005 of 018
Employer ASET Corporation Posted 1 Feb 1993
Job Title Undercover Narcotics Investigator SOC 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

Next ad	Previous ad	same ad Again	Employer info	New SOC [____]
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Location VA (OAKTON)

Ad Number 015 of 018

Employer ASSET PROTECTION TEAM, INC. (APT)

Posted 26 Feb 1993

Job Title PHOTOGRAPHER-TACTICAL PHOTOGRAPHIC TEAM

SOC 3260 5132

Pay & Benefits \$770.00/week. After 30 days on assignment, your wages will be raised to \$875.00/week, plus travel, lodging & meals.

Job Description Qualified photographers for their tactical security teams. Training conducted in the D.C area. Upon completion you will be eligible for nationwide assignments.

Qualifications Documented photographic experience; Must be available for travel on short notice (min. 45 field day commitment); At least 21 yrs. old; 2 years police, military or security exp. Must provide criminal record search from home state. Must own equipment to include 35 MM to 200 MM lenses w/data back. CLOSING DATE: 30 Aug 93.

Contact PHONE INQUIRIES ONLY:

Asset Protection Team, Inc., Attn: Vice President, Human Resources, 10467 White Granite Drive, Oakton, VA 22124-2700, Phone: (301) 899-4060/4080. 8:00 am - 5:00 pm, Mon-Fri, (EST).

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SECURITY GUARDS

FROM: DMDC 408-646-2087

TO:

202 456 7739

JUN 28, 1993 5:58PM #020 P.11

Location MA (Boston and all of Eastern Mass.)

Ad Number 005 of 051

Employer Northeast Security, Inc.

Posted 27 Jan 1993

Job Title Security Officer

SOC 5144 5113

Pay & Benefits \$6.00 - 7.00/hr, SickLv, Vacation, Hosp, MajMed, ChildCr

Job Description Northeast Security Officers perform a wide range of security and safety functions for our clients at their facilities. Clients

include Hospitals, Office complexes, Hi-tech companies, Public

Utilities, Shopping Centers, Residential complexes, TV & Radio,

etc. Duties vary, but will include Access Control, Property

Control, Patrol, Public Relations, and Emergency Response.

Qualifications Honesty, Reliability, HS diploma or equivalent, clean police record, valid driver's license

Contact Mail resume to Personnel Manager, One Harvard St., Brookline, MA

02146 or call Ms. Lawn at (617) 739-1500.

Next ad	Previous ad	same ad Again	Employer info	New SOC [____]
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Security
5144

Location IL (Chicago and suburbs)
Employer Industrial Security Specialists
Job Title Security Officer

Ad Number 008 of 051
Posted 25 May 1993
SOC 5113 5140

Pay & Benefits Varies with position & facility.

Job Description Unarmed contract security. Mostly industrial accounts.

Qualifications Good work record, high school diploma or equivalent
experience, neat appearance. No security experience necessary.

Contact 708-852-6264 1961 University Lane Lisle IL 60532

Next ad	Previous ad	same ad Again	Employer info	New SOC [____]
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DORS/TBB EMPLOYERS

Date: _____

Time: ____:____

THE WHITE HOUSE

FAX COVER SHEET

TO:

Jim VAN ERDEN

Phone:

() _____

FAX:

() _____

FROM:

JOSE CERDA

Phone:

(202) 456-____

RE: LAW ENFORCEMENT INTEREST IN
MILITARY & MILITARY INTEREST
IN LAW ENFORCEMENT.

Pages following cover sheet = _____

PLEASE CALL ME TODAY WHEN
YOU HAVE A CHANCE.

Joe

FROM: DMDC EAST

TO:

7036937011

JUN 28, 1993 12:41PM #011 P.03

TO: Ken Schoffen

THRU: Rex Klaurens

FROM: Frank Schlenter

SUBJECT: Law Enforcement, Part II

Here's the additional information on law enforcement candidates and opportunities in DORS and the Transition Bulletin Board (TBB). Per your request, we're also forwarding stats that show combined law enforcement and security guard totals (the previous data contained only law enforcement occupations.) A note or two of explanation is in order.

Page 1 of the data shows the geographic preference by region of the country for the 2,005 DORS applicants who wish to be employed in either law enforcement or security guard professions. Since applicants often enter multiple geographic preferences when completing a DORS application, we've counted applicants in every region they're willing to work. For example, a single individual may be counted in New England and also in the Mountain States if he or she entered both regions on their application. Because of this, the total of the "# of Applicants" column is more than 2,005. Page 2 contains the same data for the 1562 applicants who indicated interest only in law enforcement occupations. (We gained four applicants over the previous 1558 total in the two days between the runs.) Pages 3 & 4 show similar data by state of preference.

We also looked at the TBB to see the geographic location of advertised jobs. As with DORS, we're including data for both law enforcement and guards, and law enforcement only. Pages 5-8 show these data for regions and states. Many of the ads represent multiple jobs and/or multiple locations so the stats must be viewed with caution in this area. To illustrate, we've included a couple of ads from the TBB.

Please let us know if we can be of further assistance.

06-28-1993 14:19

7036937011

ASD (P&L)

P. 11

FROM: DMDC EAST

TO:

7036937011

JUN 28, 1993 12:44PM #011 P.11

4.4 JOB LOCATIONS BY STATE

06/25/93

LAW ENFORCEMENT

8.

STATB

NUMBER OF WANT ADS

ALABAMA
ALASKA
ARIZONA
ARKANSAS
CALIFORNIA
COLORADO
CONNECTICUT
DELAWARE
WASHINGTON, D.C.
FLORIDA
GEORGIA
HAWAII
IDAHO
ILLINOIS
INDIANA
IOWA
KANSAS
KENTUCKY
LOUISIANA
MAINE
MARYLAND
MASSACHUSETTS
MICHIGAN
MINNESOTA
MISSISSIPPI
MISSOURI
MONTANA
NEBRASKA
NEVADA
NEW HAMPSHIRE
NEW JERSEY
NEW MEXICO
NEW YORK
NORTH CAROLINA
NORTH DAKOTA
OHIO
OKLAHOMA
OREGON
PENNSYLVANIA
RHODE ISLAND
SOUTH CAROLINA
SOUTH DAKOTA
TENNESSEE
TEXAS
UTAH
VERMONT
VIRGINIA
WASHINGTON
WEST VIRGINIA
WISCONSIN
WYOMING

[illegible]

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

17

06-28-1993 14:18

7036937011

ASD(P&L)

P.09

FROM: DMDC EAST

TO:

7036937011

JUN 28. 1993 12:43PM #011 P.09

*** JOB LOCATIONS BY REGION ***

06/25/93

LAW ENFORCEMENT

REGION

NUMBER OF WANT ADS

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

0
1
5
3
5
0
0
1
1
1
0
0

*TOTAL NUMBER OF TBB ADS FOR LAW ENFORCEMENT
*TOTAL NUMBER OF TRK ADS IS 2.016

17

FROM: DMDC EAST

TO:

7036937011

JUN 28, 1993 12:43PM #011 P.07

.. ..
 ** APPLICANT COUNT **
 ** BY STATE **

06/25/93

4

LAW ENFORCEMENT APPLICANTS

STATE	# OF APPLICANTS
ALABAMA	234
ALASKA	7
ARIZONA	145
ARKANSAS	136
CALIFORNIA	203
COLORADO	152
CONNECTICUT	44
DELAWARE	105
FLORIDA	284
GEORGIA	277
HAWAII	6
IDaho	127
ILLINOIS	90
INDIANA	131
IOWA	55
KANSAS	66
KENTUCKY	131
LOUISIANA	133
MAINE	46
MARYLAND	172
MASSACHUSETTS	46
MICHIGAN	142
MINNESOTA	55
MISSISSIPPI	228
MISSOURI	77
MONTANA	57
NEBRASKA	68
NEVADA	139
NEW HAMPSHIRE	40
NEW JERSEY	108
NEW MEXICO	137
NEW YORK	139
NORTH CAROLINA	183
NORTH DAKOTA	51
OHIO	142
OKLAHOMA	136
OREGON	147
PENNSYLVANIA	127
RHODE ISLAND	40
SOUTH CAROLINA	175
SOUTH DAKOTA	51
TENNESSEE	242
TEXAS	202
UTAH	126
VERMONT	43
VIRGINIA	193
WASHINGTON	177
WASHINGTON, D.C.	167
WEST VIRGINIA	158
WISCONSIN	59
WYOMING	128

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

*SORTED BY STATE.

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

Location NY

Ad Number 005 of 006

Employer New York State Police

Posted 21 May 1993

Job Title New York State Trooper

900 8190 5132

Salary & Benefits \$24,308 a yr during training, Approx. \$42,000 after 5 yrs.

Excellent Med. and Dent. for family, 20 yr ret. 15 days Vac after 1 yr

12 days Hol. 12 days Sicklv, advan thru ranks, special assignments.

Job Description Patrol the highways in the State of New York. To protect

and serve the people of the State. To arrest violators of both the

Vehicle and Traffic Law and N.Y.S. Penal Law. To assist motorists,

give speeches, search for lost children and hunters, investigate motor

vehicle accidents.

Qualifications Btwn 20 and 29 yrs of age can be extended for military up to

30 yrs. 60 College credit hrs can waive 30 for 2 yrs military service

U.S. Citizen. Good moral character, no Felony convictions, eye-sight

worse than 20/40 corrected to 20/20.

Contact Tprs Warren A. Meinzer or Samuel Serrano, New York State Police

P.O. Box 30, Oneida, N.Y. 13421-0030 or 315-363-4400 ext 346

Location IN (FORT WAYNE)
Employer FORT WAYNE POLICE DEPARTMENT
Job Title POLICE OFFICER

Ad Number 004 of 018
Posted 25 Mar 1993
SOC 5130

Pay & Benefits ENTRY: \$21,785 AFTER 3RD YR: \$27,231
LONGEVITY + SHIFT BONUS, COMP TIME, STATE PENSION AFTER 20 YEARS.
GENEROUS HOLIDAY/SICK LEAVE SCHEDULES.

Job Description POLICE OFFICER - ENTRY LEVEL

Qualifications HIGH SCHOOL/G.E.D., VISUAL ACUITY CORRECTED TO 20/30,
NO FELONY CONVICTIONS, ENTRANCE EXAMINATIONS REQUIRED.

Contact WRITE/CALL FOR APPLICATION: CAPTAIN WM. NELSON 219-427-1240
ONE EAST MAIN STREET, FORT WAYNE, IN. 46802 ATTN: ACADEMY

Next ad	Previous ad	same ad Again	Employer info	New SOC [____]
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Location FL (Clearwater)

Employer Pinellas Police Standards Council

Job Title Sworn Law Enforcement Officers

Pay & Benefits Salary ranges from \$18,000 to \$24,000 per year with other benefits varying with agency selection; i.e. sick leave, vacation, hospitalization and retirement.

Job Description Protection of Life and Property, Detection and Arrest of Offenders, Preservation of the Peace, Enforcement of all Laws and Ordinances of the State of Florida, Pinellas County and the Municipality of Service. All Duties to affect same.

Qualifications Agencies are currently seeking Florida State Certified Police Officers/out of state Certified Police Officers. Also Police Academy graduates to fill vacancies as they occur. EOE.

Contact Write for Information Packet, referring to TBB ad Police Applicant Screening Service

611 Druid Rd. Suite 702 Clearwater, FL 34616

Ad Number 011 of 018

Posted 8 Apr 1993

SOC 5132

Next ad	Previous ad	same ad Again	Employer info	New SOC [_____]
---------	-------------	---------------	---------------	-----------------

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Location CA
Employer Immigration and Naturalization Service
Job Title Border Patrol Agent
Pay & Benefits 6 hosp, Ret 4

Ad Number 007 of 018
Posted 19 May 1993
SOC 5132

Job Description Applicants who are US citizens, have not reached their 37th birthday are being sought to take the Border Patrol Examination. Positions are located in the Southern Border areas of CA, AZ, TX. All persons who pass the written examination will undergo an oral board examination, medical examination, drug screen and undergo a thorough background investigation. Successfull appointees will be required to complete a 20 week basic Border Patrol Agent training in Glynco, Georgia. The salary is special law enforcement pay, GS-5 entry with promotional potential to GS-9. Contact either your nearest Office of Personnel Management to register to take the examination, or contact Mike Emerson, Western Regional Personnel Office, (714) 643-4582 to register to take the examination.

Next ad	Previous ad	same ad Again	Employer info	New SOC [____]
---------	-------------	---------------	---------------	----------------

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Location VA (Lynchburg)
Employer Lynchburg Police Department
Job Title Police Officer

Ad Number 010 of 018
Posted 17 May 1993
SOC 5132

Pay & Benefits Annual minimum salary \$17,264; may be higher depending upon qualifications and/or education, vacation, insurance, 25/50 retirement plan. EEO employer.

Job Description Municipal Police Officer, 145 officer department; 50 square mile city, population 69,500. Accredited department.

Qualifications High moral standards, minimum High School diploma, good driving record. 20/20 corrected eyesight, weight in proportion to height.

Contact Commander R.A. Pillow, Box 199 Lynchburg VA 24505 804-847-1406

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Location VA (Roanoke)

Employer County of Roanoke

Job Title Police Officer

Pay & Benefits \$19.625 - \$21,587; Excellent fringe benefits.

Job Description Knowledge of approved principles, techniques and practices of police work; knowledge of laws and ordinances governing local police work.

Qualifications Education equivalent to graduation from high school, preferably supplemented by college level courses in police science or one of the social sciences. Must be a citizen of the United States, 21 years of age, possess a valid driver's license and be in excellent physical condition. All applicants must complete a written aptitude test.

Contact Call for application: (703)772-2018

Ad Number 009 of 018

Posted 5 Feb 1993

SOC 5132

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Location CA ((Los Angeles/San Francisco))

Ad Number 001 of 051

Employer Immigration & Natz Svc WRO

Posted 27 Jan 1993

Job Title Detention Enforcement Officer

SOC 5100

Job Description Entry grd: GS-05 with promo. potential. Selectees undergo training, Glynco, GA. Wear uniform, conform to grooming standards. Positions in various California or Arizona locations.

Qualifications Persons under 37 yrs of age, able to pass medical, drug screen, and background investigation. VRA eligibles encouraged to submit. Position is working with persons detained by INS in institutional settings. 1 - 2 years similiar experience (military or private sector) to meet basic qualification for positions.

Contact Contact: Mike Emerson, Personnel (714) 643-4582 or mail Sf-171, DD-214 (and Sf-50, if applicable) to: Mike Emerson, ROPER/DEO POB 30070

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Location NV (N. Las Vegas)

Ad Number 016 of 018

Employer City of North Las Vegas

Posted 12 Mar 1993

Job Title Lateral Entry Detention Officer

SOC 5133

Pay & Benefits Salary Range 50P: \$30,410 - \$39,920

Job Description Call City of Northern Las Vegas for further information.

Qualifications Must be a U.S. citizen, character above reproach, valid

Nevada class C driver's license; satisfactory driving record. Valid

category III (Detention Officer) Nevada P.O.S.T. certificate of valid

certification from another state. Minimum of 2 uninterrupted years of

service with a Law enforcement agency within the past 3 years. Vision

20/100 each eye correctable to 20/20 with safety lens, hearing: 15/15

each ear without hearing aid or other corrective device. Non-tobacco

user both on and off duty for duration of employment. Must meet City's

medical standards and pass physical examinations annually.

Contact Write or call for application to: City of North Las Vegas,

2200 Civic Center Drive, North Las Vegas, NV 89030

Phone: 702-649-0257 24 Hour Job Line: 703-642-9266

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Jose Cerda
OA/Box Number: 5875

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2016-0931-S

rc2348

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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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federal register

Thursday
July 9, 1992

*Category 6 is
defense conversion*

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

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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- C. Statement of work/Project summary
- D. Rating criteria for award

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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

- 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. 0348-0047

APPLICATION FOR FEDERAL ASSISTANCE

[illegible]

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Standard Form 424 (REV 4-88)
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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

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Registered Federal Labor

**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**



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

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 Lockheed, 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.

MCDONNELL 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 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.